Re: Your request for access to information under Part II of the Access to Information and Protection of Privacy Act, 2015 [Our File #: AESL/046/2018]

On December 17, 2018 the Department of Advanced Education, Skills and Labour received your request for access to the following records/information:

"In addition to the Department of Advanced Education, Skills and Labour, the requester asks to also include the following Government Departments: Cabinet Secretariat and Finance.

The requester seeks information regarding the development of a Childcare Centre/Facility at Grenfell Campus, Memorial University. Specifically,

1. Any records, in any format (including, without limitation, handwritten notes and meeting agendas) regarding a Childcare Centre/Facility at Grenfell Campus generated, created, or received between the period of September 17, 2014 and September 1, 2017. Please exclude the December 17, 2014 letter from Kent Decker to Minister K. O'Brien.

2. Any records, in any format, related to the Memorial University's Infrastructure Fund or construction priorities created or received by the above-listed government departments generated or received between September 17, 2014 and September 1, 2017. Please ensure this search includes the records of communications between Deputy Ministers and Memorial University administrative personnel over this period. Thank you."

Per your telephone conversation with Mr. David Moore on December 20, 2018, you indicated you were unable to narrow your request and are looking for all records on the proposed childcare centre. During the conversation you were advised the Department of Advanced Education, Skills and Labour does not have access to records held by Cabinet Secretariat or the Department of Finance; and that you may wish to submit separate Access to Information Requests to these public bodies.

I am pleased to inform you that your request for access to this information has been granted in part and the responsive records are attached. Access to the remaining records, and/or information contained within the records, has been refused in accordance with the following exceptions to disclosure, as specified in the Access to Information and Protection of Privacy Act, 2015 (the act):
Section 27.(1) In this section, "cabinet record" means
   h. a record created during the process of developing or preparing a submission for the Cabinet; and
   i. that portion of a record which contains information about the contents of a record within a class of information referred to in paragraphs (a) to (h).

Section 27.(2)(a) The head of a public body shall refuse to disclose to an applicant a cabinet record

Section 29.(1)(a) The head of a public body may refuse to disclose to an applicant information that would reveal advice, proposals, recommendations, analyses or policy options developed by or for a public body or minister

Section 34.(1) The head of a public body may refuse to disclose information to an applicant if the disclosure could reasonably be expected to
   a. harm the conduct by the government of the province of relations between that government and the following or their agencies:
      (ii) the council of a local government body

Section 35.(1) The head of a public body may refuse to disclose to an applicant information which could reasonably be expected to disclose
   g. information, the disclosure of which could reasonably be expected to prejudice the financial or economic interest of the government of the province or a public body

Section 38.(1) The head of a public body may refuse to disclose to an applicant information that would reveal
   b. labour relations information the disclosure of which could reasonably be expected to
      (i) harm the competitive position of the public body as an employer or interfere with the negotiating position of the public body as an employer,

Section 40.(1) The head of a public body shall refuse to disclose personal information to an applicant where the disclosure would be an unreasonable invasion of a third party's personal privacy.

Please note that the following pages have been redacted in their entirety and as such have been removed from the package:

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<td>Tab 1, pages 34 - 35</td>
<td>Section 27.(1)i, 27.(2)(a)</td>
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<td>Section 29.(1)(a) and non-responsive</td>
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<tr>
<td>Tab 3, page 3</td>
<td>Non-responsive</td>
</tr>
<tr>
<td>Tab 5, pages 203-207</td>
<td>Section 27.(1)(h), 27.(2)(a)</td>
</tr>
</tbody>
</table>
Section 42 of the act provides that you may ask the Information and Privacy Commissioner to review this partial refusal of access or you may appeal the refusal to the Supreme Court Trial Division. A request to the Information and Privacy Commissioner shall be made in writing within 15 business days of the date of this letter or within a longer period that may be allowed by the Commissioner.

The address and contact information of the Information and Privacy Commissioner is as follows:

Office of the Information and Privacy Commissioner  
2 Canada Drive  
P. O. Box 13004, Stn. A  
St. John’s, NL A1B 3V8  
Telephone: (709) 729-6309  
Facsimile: (709) 729-6500

In the event you wish to appeal to the Supreme Court, you must do so within 15 business days of the date of this letter. Section 52 of the act sets out the process to be followed when filing such an appeal.

Please be advised that responsive records will be published following a 72 hour period after the response is sent electronically to you or five days in the case where records are mailed to you. It is the goal to have the responsive records posted to the Completed Access to Information requests website within one day following the applicable period of time.

If you have any further questions, please feel free to contact the undersigned at (709) 729-4276 or SharonSeaward@gov.nl.ca.

Sincerely,

\[Signature\]

SHARON SEAWARD  
ATIPP Coordinator

Attachment
Tab 1
Seaward, Sharon M.

From: Decker, Kent <kdecker@mun.ca>
Sent: Monday, December 22, 2014 9:54 AM
To: Ennis-Williams, Candice
Subject: RE: Childcare centre at Grenfell

Thanks Candice;

Same to you and yours.

It's been quite a year on many fronts. The University has been able to move forward on many issues thanks to support from you and others at AES. I thank you sincerely for that.

Kent

From: Ennis-Williams, Candice [mailto:candiseennis-williams@gov.nl.ca]
Sent: December 22, 2014 9:50 AM
To: Decker, Kent
Subject: RE: Childcare centre at Grenfell

Thanks Kent.

If I'm not in contact with you again this week, Merry Christmas! Hope you and your family enjoy the holidays!

Candice

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
Cell: 709-693-4054

From: Decker, Kent [mailto:kdecker@mun.ca]
Sent: Monday, December 22, 2014 9:48 AM
To: Ennis-Williams, Candice
Cc: Gardiner, Bob B; Hunter, Mark C.; Bradshaw, Gary (gbradshaw@grenfell.mun.ca); Bluechardt, Mary (mbluechardt@grenfell.mun.ca)
Subject: RE: Childcare centre at Grenfell

Hi Candice;

You should contact Mary Bluechardt or Gary Bradshaw.
Cheers,
Kent

From: Ennis-Williams, Candice [mailto:candiceennis-williams@gov.nl.ca]
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Hi Candice,

Please find attached, based on our experience to date with infrastructure projects, questions for MUN regarding the proposed Grenfell Campus childcare centre.

In addition to these questions, for internal discussion (and perhaps with TW) direction is sought on whether Government will apply the 4-stage approval process to this project.

Hope this assists,

Thanks,

Mark...

Mark C. Hunter, PhD
Post-Secondary Policy and Program Specialist
Literacy and Institutional Services Division
Department of Advanced Education and Skills
Government of Newfoundland and Labrador
P.O. Box 8700
St. John's, Newfoundland and Labrador A1B 4J6
markhunter@gov.nl.ca
T: +1 709 729 2450 / F: +1 709 729 0767
Questions for MUN on Proposed Grenfell Child Care Centre

1. How many students are there with children at Grenfell Campus? Please provide 3-5 years of data.
   b. Are there any other categories of students with children that MUN can highlight (e.g., students from Labrador? Aboriginal students? Students with disabilities)?
   c. How many students with children need/avail of childcare? What’s the unmet need?
2. How is childcare currently provided for Grenfell Campus students and employees?
3. AES understands that Grenfell Campus students may be availing of the Fisher Children’s Centre at College of the North Atlantic, Corner Brook Campus. Is this correct? If so, please provide details on the following:
   a. How far away from Grenfell Campus is the Fisher Children’s Centre?
   b. When was the Fisher Children’s Centre open? How big is it?
   c. How many spaces in total are at the Fisher Children’s Centre?
   d. What’s the FCI of the Fisher Children’s Centre?
   e. How many Grenfell Campus students use the Fisher Children’s Centre annually? Please provide 3-5 years of data.
   f. Is there a wait list for Grenfell Campus students? Please provide wait list for each of the past 3-5 years.
   g. What is the cost per child charged to Grenfell Campus students?
   h. What are some of the key benefits of this arrangement?
   i. What are some of the key disadvantages of this arrangement?
4. If our understanding of Grenfell’s use of the Fisher Children’s Centre is not correct, please provide answers, where applicable, to questions a-i above for whatever childcare system Grenfell Campus students currently use.
5. Please provide details of the state of childcare in the Corner Brook region. How many childcare spaces are there in Corner Brook presently? Is there a shortage? Please provide 3-5 years of data if available.
6. What consultations (e.g., with Grenfell Campus students) have been held to assess childcare centre needs? Please provide a copy of the consultation results.
7. Are there plans for further consultations with stakeholders? If so, who and when will they occur?
8. Has the City of Corner Brook been consulted? If so, please provide a copy of the results of those consultations? If no, when will consultations with the City occur? What City approvals are needed?
9. As a childcare centre, are there any other regulatory approval requirements needed before the centre opens? Please list regulatory requirements and indicate when approvals will be obtained.
10. Has a functional plan been completed for this proposal? If so, please provide AES with a copy.
11. Are there Provincial or national standards for childcare centres? If so, please describe and indicate whether Grenfell Campus’ proposed centre will meet or exceed those standards? If it will exceed those standards, please indicate why?

12. Where does Grenfell Campus propose to physically locate the proposed new Grenfell Campus Childcare Centre?

13. What is the projected size of the proposed facility?

14. Please outline the details of the services to be provided and make comparisons to the size/level of service of how Grenfell Campus students currently obtain childcare.

15. Will there be any special services provided (e.g., for children with disabilities)?

16. Will there be any childcare spaces reserved for children from underrepresented groups (e.g., children of Aboriginal students? Children of international students?).

17. What fees will be charged to students and others who may avail of the childcare services? Will fees be different depending on the user?

18. Please provide a comparison of childcare services provided by other university campuses elsewhere in Canada.
   a. Highlight any similarities or differences between those campus services and what is proposed for Grenfell Campus (e.g., number of students served, childcare spaces available, fee structure, if spaces are reserved for particular student categories).
   b. Please ensure that the data provided includes references to the following universities (if they have no childcare services, please indicate):

1. Acadia
2. Cape Breton University
3. Mt. Saint Vincent
4. St. Francis Xavier
5. King’s College
6. Nipissing University
7. Brandon University
8. Royal Roads University
9. Other universities/campuses that MUN may wish to highlight

19. What is the initial/tentative project schedule?

20. What is the cost estimate for the construction of the proposed Grenfell Campus Childcare Centre?

21. How and when was this cost estimate prepared (e.g., was an independent cost consultant used)? If so, please provide AES a copy of the cost estimate)?

22. What is the accuracy level of the cost estimate (e.g., +/- 10%, 20%, etc.).

23. For every month that the project goes beyond the initial/tentative project schedule (e.g., because of delayed start) by how much may the cost estimate increase? What will drive that increase?

24. What construction/tender method will be used? (e.g., design-bid-build, design-build, etc.) Why was the particular method selected?
25. What is the plan if bids on tenders exceed tender estimates? Will MUN/Grenfell Campus absorb any difference? Will the project be changed? If so, please describe how the project will change and still meet the expectations of those consulted.
26. How will Grenfell Campus fund the ongoing operations and maintenance of the proposed Child Care Centre once it opens?
27. MUN notes it proposed to use $1.2M from its Infrastructure Fund for construction.
   a. Does this refer to the White Paper Matching Funds?
   b. Will anything be deferred or cancelled because $1.2M is being used from the Infrastructure Fund for this project?
   c. The Core Science Facility will use WP Infrastructure Matching Funds money. Will using $1.2M for the Grenfell Campus childcare centre have any impact on Core Science Facility funding or cash flows?
   d. Will the $1.2M cover all construction costs?
   e. Please confirm that MUN is not seeking any additional Provincial Government funding.
28. Is there any cost-sharing potential for this project? What has been explored? (e.g., will the $1.2M leverage any additional funds? Could the $1.2M requirement be reduced if the project was cost-shared?)
29. Will this proposed facility generate revenue for Grenfell Campus? If so, what is the revenue estimate annually? Will this be a profit?
30. How may this project impact any private-sector childcare centres in Corner Brook?
31. What type of environmental assessments/approvals will be needed for this project? Please list.
32. Will the proposed Grenfell Campus childcare centre be constructed to LEED standard?
33. Are there any other options for achieving this infrastructure objective such as utilization of other regional infrastructure? What other options have been considered and why have they been excluded? (e.g., could the CNA Fisher Children's Centre be expanded? Would that be cheaper?).
34. By when does MUN need a decision on the approval of this proposal?
35. Will CNA students be able to avail of the Grenfell Campus Childcare Centre when it opens?
36. Will Grenfell Campus employees be able to use the Centre?
Happy new year and happy Friday,

Attached is a list of questions for you regarding the proposed Grenfell Campus childcare centre. While we recognize it is a long list, it has been generated based on our experiences with other infrastructure projects.

Appreciate your assistance. Should you have any questions on the attached, please do not hesitate to contact me.

We look forward to working with you on this file.

Best regards,
Candice

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
Cell: 709-693-4054

Hi Candice;

You should contact Mary Bluechardt or Gary Bradshaw.

Cheers,
Kent
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8. Has the City of Corner Brook been consulted? If so, please provide a copy of the results of those consultations? If no, when will consultations with the City occur? What City approvals are needed?

9. As a childcare centre, there are regulatory requirements to be met before a centre is approved to be open (e.g., required room size per age group). Have discussions occurred with the Department of Education and Early Childhood Development and please provide some information on Grenfell's plan to obtain these approvals (If you require contact information, please let us know).
10. Has a functional plan been completed for this proposal? If so, please provide AES with a copy.
11. Please describe and indicate whether Grenfell Campus’ proposed centre will meet or exceed provincial childcare standards? If it will exceed those standards, please indicate why? Is there any intent for this centre to be used as a teaching facility for early childhood education students from another institution in the area? If so, please elaborate.
12. Where does Grenfell Campus propose to physically locate the proposed new Grenfell Campus Childcare Centre?
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Hi Gary,

Tomorrow I’m available between 1 and 3 and on Thursday, between 12 and 2. Would sometime within those windows of time work for you? If not, we can connect next week?

Best regards,
Candice

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
Cell: 709-693-4054

Candice,

Happy New Year to you as well. Have reviewed the list of questions and was hoping I might be able to meet with you to have a general discussion on this initiative before preparing responses.

I am in SJ tomorrow and Thursday and again next week for a couple of days.

Do your calendar have some free time this week or early next?

Best regards,
Gary

Gary Bradshaw, P. Eng. M.B.A.
Associate Vice President, Administration & Finance Division
Grenfell Campus, Memorial University of Newfoundland

Office: (709) 637-6251
Email: gbradshaw@grenfell.mun.ca

Physical location: 20 University Drive, Corner Brook, NL A2H 5G4
Happy new year and happy Friday,

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Appreciate your assistance. Should you have any questions on the attached, please do not hesitate to contact me.

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Seaward, Sharon M.

From: Ennis-Williams, Candice
Sent: Wednesday, January 14, 2015 8:55 AM
To: Earle, Jeremy A
Subject: FW: Childcare centre at Grenfell
Attachments: Questions for MUN on Proposed Grenfell Child Care Centre.docx

FYI

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
Cell: 709-693-4054

From: Ennis-Williams, Candice
Sent: Friday, January 09, 2015 2:33 PM
To: Bradshaw, Gary (gbradshaw@grenfell.mun.ca); Bluechardt, Mary (mbluechardt@grenfell.mun.ca)
Cc: Hunter, Mark C.; Gardiner, Bob B; kdecker@mun.ca
Subject: RE: Childcare centre at Grenfell

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9. As a childcare centre, there are regulatory requirements to be met before a centre is approved to be open (e.g., required room size per age group). Have discussions occurred with the Department of Education and Early Childhood Development and please provide some information on Grenfell’s plan to obtain these approvals (If you require contact information, please let us know).
10. Has a functional plan been completed for this proposal? If so, please provide AES with a copy.
11. Please describe and indicate whether Grenfell Campus' proposed centre will meet or exceed provincial childcare standards? If it will exceed those standards, please indicate why? Is there any intent for this centre to be used as a teaching facility for early childhood education students from another institution in the area? If so, please elaborate.
12. Where does Grenfell Campus propose to physically locate the proposed new Grenfell Campus Childcare Centre?
13. What is the projected size of the proposed facility?
14. Please outline the details of the services to be provided and make comparisons to the size/level of service of how Grenfell Campus students currently obtain childcare.
15. Will there be any special services provided (e.g., for children with disabilities)?
16. Will there be any childcare spaces reserved for children from underrepresented groups (e.g., children of Aboriginal students? Children of international students?).
17. What fees will be charged to students and others who may avail of the childcare services? Will fees be different depending on the user?
18. Please provide a brief comparison of childcare services provided by other similar type university campuses elsewhere in Canada.
   a. Highlight any similarities or differences between those campus services and what is proposed for Grenfell Campus (e.g., number of students served, childcare spaces available, fee structure, if spaces are reserved for particular student categories).
19. What is the initial/tentative project schedule?
20. What is the cost estimate for the construction of the proposed Grenfell Campus Childcare Centre?
21. How and when was this cost estimate prepared (e.g., was an independent cost consultant used? if so, please provide AES a copy of the cost estimate)?
22. What is the accuracy level of the cost estimate (e.g., +/- 10%, 20%, etc.).
23. For every month that the project goes beyond the initial/tentative project schedule (e.g., because of delayed start) by how much may the cost estimate increase? What will drive that increase?
24. What construction/tender method will be used? (e.g., design-bid-build, design-build, etc.) Why was the particular method selected?
25. What is the plan if bids on tenders exceed tender estimates? Will MUN/Grenfell Campus absorb any difference? Will the project be changed? If so, please describe how the project will change and still meet the expectations of those consulted.
26. How will Grenfell Campus fund the ongoing operations and maintenance of the proposed Child Care Centre once it opens?
27. MUN notes it proposed to use $1.2M from its Infrastructure Fund for construction. Please elaborate and whether it will cover all construction costs?
   a. Please confirm that MUN is not seeking any additional Provincial Government funding.
28. Is there any cost-sharing potential for this project? What has been explored? (e.g., will the $1.2M leverage any additional funds? Could the $1.2M requirement be reduced if the project was cost-shared?)
29. Will this proposed facility generate revenue for Grenfell Campus? If so, what is the revenue estimate annually? Will this be a profit?
30. How may this project impact any private-sector childcare centres in Corner Brook?
31. What type of environmental assessments/approvals will be needed for this project? Please list.
32. Will the proposed Grenfell Campus childcare centre be constructed to LEED standard?
33. Are there any other options for achieving this infrastructure objective such as utilization of other regional infrastructure? What other options have been considered and why have they been excluded? (e.g., could the CNA Fisher Children’s Centre be expanded? Would that be cheaper?).
34. By when does MUN need a decision on the approval of this proposal?
35. Will CNA students be able to avail of the Grenfell Campus Childcare Centre when it opens?
36. Will Grenfell Campus employees be able to use the Centre?
Seaward, Sharon M.

From: Ennis-Williams, Candice
Sent: Wednesday, January 14, 2015 8:59 AM
To: Higgins, Jason
Subject: RE: Need to connect_Grenfell centre (AES)

Called but no answer. Heading into a meeting momentarily. Call me on 693-4054 and I'll step out to speak with you.

Thanks

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
Cell: 709-693-4054

From: Higgins, Jason
Sent: Tuesday, January 13, 2015 9:02 PM
To: Ennis-Williams, Candice
Cc: Rice-Roberts, Allison; Goss-Prowse, Mary
Subject: RE: Need to connect_Grenfell centre (AES)

Hi Candice,
I am available between 830-930am if you want to give me a call to discuss. They'll need to meet the requirements for a demo centre (as per PS Program Standards) and the Regulations for centres in general. Can't make the afternoon meeting, but our Regional Manager can help re: Regulatory requirements and may be available for that meeting (cc'd her)...

Jason Higgins
Director, Family & Child Development
Department of Education & Early Childhood Development
t.709.729.4055 c.709.725.9120

From: Ennis-Williams, Candice
Sent: Tuesday, January 13, 2015 8:25 PM
To: Higgins, Jason
Subject: Need to connect

Hi Jason,

I'm following up on my phone message regarding MUN's proposed childcare centre at Grenfell. I'm not sure if you're in the office this week. Following up with email in case you're away.

I'm meeting with Dr Bradshaw, Grenfell's Associate VP tomorrow to discuss a proposal for the construction of a new childcare centre for the Grenfell Campus. He's in town tomorrow. It would be good for you and I to
connect prior to this mtg. I was also hoping you can join me in the discussion with Gary if you're available. We want to make sure that Grenfell understands provincial requirements as they plan for this initiative.

Gary and I will likely be meeting sometime between 1 and 3pm. Gary's confirming time.

Are you around in the am for a phone call?

Best regards
Candice

Sent from my BlackBerry 10 smartphone on the Bell network.
Seaward, Sharon M.

From: Earle, Jeremy A
Sent: Wednesday, January 14, 2015 9:06 AM
To: Ennis-Williams, Candice
Subject: RE: Childcare centre at Grenfell

Thanks,

Jeremy Earle
Program Consultant
Private Training
Division of Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
St. John's, NL
Tel: (709) 729-1561
Fax: (709) 729-0243

From: Ennis-Williams, Candice
Sent: Wednesday, January 14, 2015 8:55 AM
To: Earle, Jeremy A
Subject: FW: Childcare centre at Grenfell

FYI

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
Cell: 709-693-4054

From: Ennis-Williams, Candice
Sent: Friday, January 09, 2015 2:33 PM
To: Bradshaw, Gary (gbradshaw@grenfell.mun.ca); Bluechardt, Mary (mbluechardt@grenfell.mun.ca)
Cc: Hunter, Mark C.; Gardiner, Bob B; kdecker@mun.ca
Subject: RE: Childcare centre at Grenfell

Happy new year and happy Friday,

Attached is a list of questions for you regarding the proposed Grenfell Campus childcare centre. While we recognize it is a long list ☺, it has been generated based on our experiences with other infrastructure projects.

Appreciate your assistance. Should you have any questions on the attached, please do not hesitate to contact me.

We look forward to working with you on this file.

Best regards,

Candice
From: Decker, Kent [mailto:kdecker@mun.ca]
Sent: Monday, December 22, 2014 9:48 AM
To: Ennis-Williams, Candice
Cc: Gardiner, Bob B; Hunter, Mark C.; Bradshaw, Gary (gbradshaw@grenfell.mun.ca); Bluechardt, Mary (mbluechardt@grenfell.mun.ca)
Subject: RE: Childcare centre at Grenfell

Hi Candice;

You should contact Mary Bluechardt or Gary Bradshaw.

Cheers,

Kent

From: Ennis-Williams, Candice [mailto:candiceennis-williams@gov.nl.ca]
Sent: December 22, 2014 9:45 AM
To: Decker, Kent
Cc: Gardiner, Bob B; Hunter, Mark C.
Subject: Childcare centre at Grenfell

Hi Kent,

Your letter to the Minister regarding a proposed childcare centre at Grenfell funded through MUN’s infrastructure fund has been received. Who should we liaise with to get some further information about this initiative?

Thanks
Candice

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
Cell: 709-693-4054

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Candice:

Do you have a copy of the original letter that was submitted, along with supporting documentation, or would Mark have this?

Jeremy Earle  
Program Consultant  
Private Training  
Division of Literacy and Institutional Services  
Post-Secondary Education Branch  
Department of Advanced Education and Skills  
St. John's, NL  
Tel: (709) 729-1561  
Fax: (709) 728-0243

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FV

Candice Ennis-Williams  
Director  
Literacy and Institutional Services  
Post-Secondary Education Branch  
Department of Advanced Education and Skills  
Tel: 709-729-2087  
Cell: 709-693-4054

---

Happy new year and happy Friday,

Attached is a list of questions for you regarding the proposed Grenfell Campus childcare centre. While we recognize it is a long list ☺, it has been generated based on our experiences with other infrastructure projects.

Appreciate your assistance. Should you have any questions on the attached, please do not hesitate to contact me.

We look forward to working with you on this file.
Best regards,
Candice

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
Cell: 709-693-4054

From: Decker, Kent [mailto:kdecker@mun.ca]
Sent: Monday, December 22, 2014 9:48 AM
To: Ennis-Williams, Candice
Cc: Gardiner, Bob B; Hunter, Mark C.; Bradshaw, Gary (gbradshaw@grenfell.mun.ca); Bluechardt, Mary (mbluechardt@grenfell.mun.ca)
Subject: RE: Childcare centre at Grenfell

Hi Candice;

You should contact Mary Bluechardt or Gary Bradshaw.

Cheers,

Kent

From: Ennis-Williams, Candice [mailto:candiceennis-williams@gov.nl.ca]
Sent: December 22, 2014 9:45 AM
To: Decker, Kent
Cc: Gardiner, Bob B; Hunter, Mark C.
Subject: Childcare centre at Grenfell

Hi Kent,

Your letter to the Minister regarding a proposed childcare centre at Grenfell funded through MUN’s infrastructure fund has been received. Who should we liaise with to get some further information about this initiative?

Thanks
Candice

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
Cell: 709-693-4054
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Seaward, Sharon M.

From: Ennis-Williams, Candice
Sent: Wednesday, January 14, 2015 9:44 AM
To: 'Bradshaw, Gary'
Subject: RE: Childcare centre at Grenfell

LOL. Not a problem at all. An hour might be all we need this afternoon and then a reconnect next week when you’re back in town.

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
Cell: 709-693-4054

------Original Message------
From: Bradshaw, Gary [mailto:gbkadshaw@grenfell.mun.ca]
Sent: Wednesday, January 14, 2015 9:23 AM
To: Ennis-Williams, Candice
Subject: Re: Childcare centre at Grenfell

Good Morning Candice, 
Can we go at 1:30?

Cheers
Gary
Sent from my iPhone

> On Jan 13, 2015, at 8:16 PM, "Ennis-Williams, Candice" <candiceennis-williams@gov.nl.ca> wrote:
> Hi Gary,
> Will do. I'm on 3rd floor of West Block (newer building) of Confederation Building complex. Advanced Education and Skills. You'll need to sign in at Security and they'll call up (2087) to get me.
> Candice
> Sent from my BlackBerry 10 smartphone on the Bell network.
> Original Message
> From: Bradshaw, Gary
> Sent: Tuesday, January 13, 2015 7:59 PM
> To: Ennis-Williams, Candice
> Cc: Bennett, Sylvia S.
> Subject: Re: Childcare centre at Grenfell
>
> Candice,
> Can you hold the 1-3 slot for tomorrow? Will firm up first thing in the morning.
> Where is your office?
> Gary
> Sent from my iPhone
> 
> On Jan 13, 2015, at 4:32 PM, "Ennis-Williams, Candice" <candiceennis-williams@gov.nl.ca> wrote:
> 
> Hi Gary,
> 
> Tomorrow I'm available between 1 and 3 and on Thursday, between 12 and 2. Would sometime within those windows of time work for you? If not, we can connect next week?
> 
> Best regards,
> Candice
> 
> Candice Ennis-Williams
> Director
> Literacy and Institutional Services
> Post-Secondary Education Branch
> Department of Advanced Education and Skills
> Tel: 709-729-2087
> Cell: 709-693-4054
> 
> From: Bradshaw, Gary [mailto:gbradshaw@grenfell.mun.ca]
> Sent: Tuesday, January 13, 2015 1:55 PM
> To: Ennis-Williams, Candice
> Subject: RE: Childcare centre at Grenfell
> 
> Candice,
> Happy New Year to you as well. Have reviewed the list of questions and was hoping I might be able to meet with you to have a general discussion on this initiative before preparing responses.
> 
> I am in SJ tomorrow and Thursday and again next week for a couple of days.
> 
> Does your calendar have some free time this week or early next?
> 
> Best regards,
> Gary
> 
> Gary Bradshaw, P. Eng. M.B.A.
> Associate Vice President, Administration & Finance Division Grenfell
> Campus, Memorial University of Newfoundland
> 
> Office: (709) 637-6251
> Email: gbradshaw@grenfell.mun.ca
> 
> Physical location: 20 University Drive, Corner Brook, NL A2H 5G4
Happy new year and happy Friday,

Attached is a list of questions for you regarding the proposed Grenfell Campus childcare centre. While we recognize it is a long list ;), it has been generated based on our experiences with other infrastructure projects.

Appreciate your assistance. Should you have any questions on the attached, please do not hesitate to contact me.

We look forward to working with you on this file.

Best regards,
Candice

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
Cell: 709-693-4054

From: Decker, Kent [mailto:kdecker@mun.ca]
Sent: Monday, December 22, 2014 9:48 AM
To: Ennis-Williams, Candice
Cc: Gardiner, Bob B; Hunter, Mark C.; Bradshaw, Gary

Hi Candice;

You should contact Mary Bluechardt or Gary Bradshaw.

Cheers,

Kent
From: Ennis-Williams, Candice [mailto:candiceennis-williams@gov.nl.ca]
Sent: December 22, 2014 9:45 AM
To: Decker, Kent
Cc: Gardiner, Bob B; Hunter, Mark C.
Subject: Childcare centre at Grenfell

Hi Kent,

Your letter to the Minister regarding a proposed childcare centre at Grenfell funded through MUN's infrastructure fund has been received. Who should we liaise with to get some further information about this initiative?

Thanks
Candice

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
Cell: 709-693-4054

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Seaward, Sharon M.

From: Higgins, Jason
Sent: Wednesday, January 14, 2015 9:45 AM
To: Rice-Roberts, Allison; Ennis-Williams, Candice
Cc: Goss-Prowse, Mary
Subject: RE: Need to connect_Grenfell centre (AES)

Thanks Allison. Candice will meet with Gary solo today, and we'll advise when we need you to get involved. Tks Allison...

Jason Higgins
Director, Family & Child Development
Department of Education & Early Childhood Development
t.709.729.4055 c.709.725.9120

From: Rice-Roberts, Allison
Sent: Wednesday, January 14, 2015 9:12 AM
To: Ennis-Williams, Candice; Higgins, Jason
Cc: Goss-Prowse, Mary
Subject: RE: Need to connect_Grenfell centre (AES)

I am available today.

Allison Rice Roberts, B.Sc., MA (Psych.)
Manager of Child Care
and Family Resource Programs
(Western & Labrador Regions)

Department of Education & Early Childhood Development
P.O. Box 2006
Corner Brook, NL.
A2H 6J8
Tcl# 637-8015
Fax # 637-8016
E-mail:AllisonRiceRoberts@gov.nl.ca

From: Ennis-Williams, Candice
Sent: Wednesday, January 14, 2015 7:42 AM
To: Higgins, Jason
Cc: Rice-Roberts, Allison; Goss-Prowse, Mary
Subject: Re: Need to connect_Grenfell centre (AES)

Perfect. I'll call u when I get in.

Sent from my BlackBerry 10 smartphone on the Bell network.

From: Higgins, Jason
Sent: Tuesday, January 13, 2015 9:01 PM
To: Ennis-Williams, Candice
Cc: Rice-Roberts, Allison; Goss-Prowse, Mary
Hi Candice,
I am available between 830-930am if you want to give me a call to discuss. They'll need to meet the requirements for a demo centre (as per PS Program Standards) and the Regulations for centres in general. Can't make the afternoon meeting, but our Regional Manager can help re: Regulatory requirements and may be available for that meeting (cc'd her)...

Jason Higgins
Director, Family & Child Development
Department of Education & Early Childhood Development
t.709.729.4055 c.709.725.9120

From: Ennis-Williams, Candice
Sent: Tuesday, January 13, 2015 8:25 PM
To: Higgins, Jason
Subject: Need to connect

Hi Jason,

I'm following up on my phone message regarding MUN's proposed childcare centre at Grenfell. I'm not sure if you're in the office this week. Following up with email in case you're away.

I'm meeting with Dr Bradshaw, Grenfell's Associate VP tomorrow to discuss a proposal for the construction of a new childcare centre for the Grenfell Campus. He's in town tomorrow. It would be good for you and I to connect prior to this mtg. I was also hoping you can join me in the discussion with Gary if you're available. We want to make sure that Grenfell understands provincial requirements as they plan for this initiative.

Gary and I will likely be meeting sometime between 1 and 3pm. Gary's confirming time.

Are you around in the am for a phone call?

Best regards
Candice

Sent from my BlackBerry 10 smartphone on the Bell network.
From: Ennis-Williams, Candice
Sent: Wednesday, February 18, 2015 10:56 AM
To: Jackman, Tina
Subject: RE: Grenfell Campus - Childcare file

Thanks Tina

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
Cell: 709-693-4054

From: Jackman, Tina
Sent: Wednesday, February 18, 2015 9:37 AM
To: Ennis-Williams, Candice; 'Bennett, Sylvia S.'
Cc: Grandy, Terri
Subject: RE: Grenfell Campus - Childcare file

Hi Candice,

Sorry just back in the office today. Yes, Gary can call 729-3026 for a call with Bob.

Thanks and have a good day!

From: Ennis-Williams, Candice
Sent: Tuesday, February 17, 2015 10:21 AM
To: 'Bennett, Sylvia S.'; Jackman, Tina
Cc: Grandy, Terri
Subject: RE: Grenfell Campus - Childcare file

Hi Sylvia,

No problem.

Hi Tina,

for the purpose of this meeting on Thursday, is it best that Gary call on 729-3026?

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
From: Bennett, Sylvia S. [mailto:sylviab@grenfell.mun.ca]
Sent: Tuesday, February 17, 2015 10:16 AM
To: Ennis-Williams, Candice
Cc: Grandy, Terri
Subject: RE: Grenfell Campus - Childcare file

Good Morning Candice,

Unfortunately, Gary Bradshaw will not be travelling to St. John's for this meeting.

We will revert back to having this meeting set up as a tele-conference.

Can you please confirm the phone number for Gary to call will be in Bob's office: 709-729-3026?

Kind Regards,

Sylvia

Sylvia Bennett, Assistant to:
Associate Vice-President Office, Administration & Finance
(Grenfell Campus)
Memorial University of Newfoundland
Corner Brook, NL A2H 6P9
Phone: (709) 637-6233
Email: sylviab@grenfell.mun.ca

Physical location: 20 University Drive, Corner Brook, NL A2H 5G4

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From: Ennis-Williams, Candice [mailto:candiseennis-williams@gov.nl.ca]
Sent: February-11-15 3:34 PM
To: Bennett, Sylvia S.
Subject: RE: Grenfell Campus - Childcare file

Thanks Sylvia. It'll be good to have him there in person. Tell him it's the same area he came to before when he met with Jeremy and me – 3rd floor West Block Confederation. I'll have someone meet him at the security desk and walk him to Bob's office.

Candice Ennis-Williams
Director
Literacy and Institutional Services
From: Bennett, Sylvia S. [mailto:sylvias@grenfell.mun.ca]  
Sent: Wednesday, February 11, 2015 3:32 PM  
To: Ennis-Williams, Candice  
Subject: RE: Grenfell Campus - Childcare file

Hi Candice,

Gary may be flying out to St. John’s next week to meet with your group to discuss the Child Care Centre. In the event he travels your way, will you please provide me your office address/location?

Kind Regards,

Sylvia

Sylvia Bennett, Assistant to:  
Associate Vice-President Office, Administration & Finance  
(Grenfell Campus)  
Memorial University of Newfoundland  
Corner Brook, NL A2H 6P9  
Phone: (709) 637-6233  
Email: sylvias@grenfell.mun.ca

Physical location: 20 University Drive, Corner Brook, NL A2H 5G4

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From: Ennis-Williams, Candice [mailto:candiceennis-williams@gov.nl.ca]  
Sent: February-10-15 1:47 PM  
To: Bennett, Sylvia S.  
Subject: RE: Grenfell Campus - Childcare file

Excellent! Never easy, given everyone’s schedule...

We’ll gather in Bob’s office for this meeting. I’ll confirm the number to call within the next day. I think it will be 729-3026.

Thanks and best regards,

Candice
Hi Candice,

It appears that we have nailed down a date: February 19th @ 3pm!

I will be sending out a formal meeting request through Outlook.

Will you be in one meeting room with Bob, Ed and Jeremy. If so, please provide the number where Gary or I will be calling you.

Thanks,
Sylvia

Sylvia,

Either of those times work for me.

Thanks
Candice
Hi Sylvia,

Please see Bob's availability below. Unfortunately, he is out of province Feb 17th. Hopefully, one of these times will work for everyone!

From: Bennett, Sylvia S. [mailto:sylviajb@mun.ca]
Sent: Monday, February 09, 2015 4:29 PM
To: Jackman, Tina; Grandy, Terri; Sexton, Maureen; Earle, Jeremy A
Cc: Ennis-Williams, Candice
Subject: RE: Grenfell Campus - Childcare file

Good Afternoon Folks,

I've been informed that a storm in St. John's is looming on Thursday, which may result in office closures and not a good day to plan this tele-conference.

Please see below, dates/times to schedule this meeting next week:

- February 17th: 9am/10am/11am, or 2pm/3pm/4pm
- February 18th: 12pm or 1pm
- February 19th: 1pm/2pm/3pm/4pm
- February 20th: 9am/10am/11am

Looking forward to your responses.

Kind Regards,

Sylvia

Sylvia Bennett, Assistant to:
Associate Vice-President Office, Administration & Finance
(Grenfell Campus)
Memorial University of Newfoundland
Corner Brook, NL A2H 6P9
Phone: (709) 637-6233
Email: sylviajb@mun.ca

Physical location: 20 University Drive, Corner Brook, NL A2H 5G4

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From: Jackman, Tina [mailto:tinajackman@gov.nl.ca]
Sent: February-09-15 4:15 PM
To: Bennett, Sylvia S.; Grandy, Terri; Sexton, Maureen; Earle, Jeremy A
Hi Sylvia,

February 12th between 9:00-12:00 would work for Bob at this time. Bob has a conference call at 4:00 so the p.m. time would not work for him. February 13th in the p.m. would work, as well.

Hope this helps!

From: Bennett, Sylvia S. [mailto:sylvia@mun.ca]
Sent: Monday, February 09, 2015 3:03 PM
To: Jackman, Tina; Grandy, Terri; Sexton, Maureen; Earle, Jeremy A
Cc: Ennis-Williams, Candice
Subject: RE: Grenfell Campus - Childcare file

Good Afternoon Everyone,

Yes, unfortunately February 11th does not appear to be a convenient date & time to have everyone attend this meeting.

Gary Bradshaw has the following dates/times available this week:

1) February 12th
   - between 9 am – 12pm
   - between 3:30 – 4:30pm

2) February 13th
   - Gary has meetings scheduled throughout the day on February 13th, however I can reschedule these meetings to next week, if there is a time-slot that is suitable for the attendees.

Please advise me if either of these dates and times are convenient?

Kind Regards,

Sylvia

Sylvia Bennett, Assistant to:
Associate Vice-President Office, Administration & Finance
(Grenfell Campus)
Memorial University of Newfoundland
Corner Brook, NL A2H 6P9
Phone: (709) 637-6233
Email: sylvia@mun.ca

Physical location: 20 University Drive, Corner Brook, NL A2H 5G4

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From: Jackman, Tina [mailto:tinajackman@gov.nl.ca]
Sent: February-06-15 11:38 AM
To: Grandy, Terri; Ennis-Williams, Candice; Bennett, Sylvia S.
Cc: Earle, Jeremy A; Sexton, Maureen
Subject: RE: Grenfell Campus - Childcare file

Hi Everyone,

Unfortunately, Bob is in meetings with the Minister that morning and only available until 10:00 a.m. and then again after 2:30 p.m.

From: Grandy, Terri
Sent: Friday, February 06, 2015 11:34 AM
To: Ennis-Williams, Candice; 'Bennett, Sylvia S.'
Cc: Earle, Jeremy A; Jackman, Tina; Sexton, Maureen
Subject: RE: Grenfell Campus - Childcare file

Hi Sylvia, Candice is available on Wednesday, Feb 11 from 10:00 am to 11:00 am.
Thanks
terri

From: Ennis-Williams, Candice
Sent: Friday, February 06, 2015 11:14 AM
To: 'Bennett, Sylvia S.'
Cc: Earle, Jeremy A; Jackman, Tina; Grandy, Terri; Sexton, Maureen
Subject: RE: Grenfell Campus - Childcare file

Hi Sylvia,

I received your messages this morning. I was in Halifax the last day and a half for a meeting. While the proposed time works for me, based on what I currently see for Bob's calendar on that day, it may not. I don't have access to Ed's calendar as he's part of another department.

Please touch base with Tina Jackman (Bob's Admin Asst) at 729-5151 and Maureen Sexton (Ed's Admin Asst) at 729-5720 for best available days and times. Terri Grandy (729-3100) can advise on my calendar.

Hopefully we can find a mutually convenient time to have this meeting.

Best regards,

Candice

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
Cell: 709-693-4054
From: Bennett, Sylvia S. [mailto:sylviab@grenfell.mun.ca]
Sent: Wednesday, February 04, 2015 3:43 PM
To: Ennis-Williams, Candice
Cc: Earle, Jeremy A
Subject: RE: Grenfell Campus - Childcare file

Good Afternoon Candice,

RE: Meeting/Conference Call – Childcare Initiative (tentative - February 11th)

Next week Wednesday, February 11th in the morning up until 12/1pm; both Dr. Blueghardt and Gary Bradshaw are available for this meeting.

Please note, Dr. Blueghardt is only available from 9:30 am until about 12/1 pm, then out of office the remainder of the afternoon and the rest of the week.

Gary will be in St. John’s for other meetings on Tuesday the 10th, so he may be available to meet with your group in person on Wednesday morning. I can arrange with Dr. Blueghardt office to connect her via video conference, if that is an option on your end?

Kind Regards,

Sylvia

Sylvia Bennett, Assistant to:
Associate Vice-President Office, Administration & Finance
(Grenfell Campus)
Memorial University of Newfoundland
Corner Brook, NL A2H 6P9
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Seaward, Sharon M.

From: Earle, Jeremy A
Sent: Wednesday, April 15, 2015 5:05 PM
To: Hunter, Mark C.
Subject: Email content review...

Mark:

As discussed, below is an email I’ve drafted to go to Ed Walsh. Could you review and offer any suggestions for change/improvement (where necessary)?

Thanks,

Jeremy Earle
Program Consultant
Private Training
Division of Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
St. John’s, NL
Tel: (709) 729-1561
Fax: (709) 729-0243

Ed:

I’ve reviewed Grenfell’s responses (see attached) to questions posed re: their childcare centre proposal (I’ve since gone back to them with additional questions), but have some other items I am hoping EECD can provide answers to (see below):

- Can you provide the number of licensed child care facilities in Corner Brook + capacity of each?

- How many of the licensed child care centres have wait lists, and what is the size/length of these wait lists?

- How many new licensed child care facilities have opened in CB in the last 3-5 years and what is the capacity of each?

- The 2010 report: A Study of How Well the Corner Brook Business Community is Meeting the Needs of the Post-Secondary Education Market (Barry Sheppard Management Consulting, November 2010) noted that childcare services in CB for both post-secondary students and faculty/staff was a significant concern. The consultants stated that there is a city-wide childcare shortage and recommended that the Working Group Committee (comprised of representatives from the City of Corner Brook, Academy Canada, College of the North Atlantic, Grenfell Campus, the Downtown Business Association, and the Greater Corner Brook Board of Trade) “become an effective, consolidated advocate for additional and/or expanded childcare facilities in CB.

  o From EECD’s perspective, how significant is the childcare shortage in CB?
  o Has the Working Group Committee, noted above, engaged in any discussions with EECD since the release of the report?
  o Are there any initiatives, to your knowledge, currently underway to help expand childcare services in CB?
• The Grenfell community (students, faculty/staff) has requested that the facility be able to accommodate children with disabilities. Grenfell has noted that this request will be given consideration subject to the final business model/functional plan (to be submitted) and third-party operator selection.
  - I understand there are Government grants available to centres for inclusion purposes (i.e., assisting with the care of children with special needs), but can you advise whether provincial standards dictate any specific requirements for accommodation of disabilities for new childcare centres?

• The MUN Childcare Centre in SJ, as a regulated centre, receives annual government operating grants for equipment and supplies based upon the number of licensed spaces.
  - Will the proposed Grenfell childcare centre be eligible for this grant?
  - Is there a minimum number of spaces required to receive this grant?

• The Child Care Capacity Initiative provides start-up and/or operating grants to non-profit community-based organizations that develop regulated child care in underserviced areas of the province.
  - Would the proposed Grenfell childcare centre have access to these grants IF it is operated by a non-profit or community-based organization?
  - Would CB, depending on the level of childcare need, be considered an "underserviced area of the province" or are only rural areas of the province eligible for funding under the Child Care Capacity Initiative?

If you have any questions or require clarification on any of the above, please do not hesitate to ask.
Ed:

I've reviewed Grenfell's responses (see attached document) to questions posed re: their childcare centre proposal. I've since gone back to them with additional questions, however there are some other items I am hoping EECD can provide answers to (see below):

- **Can you provide the number of licensed child care facilities in Corner Brook + capacity of each?**

- **How many of the licensed child care centres have wait lists, and what is the size/length of these wait lists? Also - Have the wait lists been growing over the past 3-5 years, and if so, by how much?**

- **How many new licensed child care facilities have opened in CB in the last 3-5 years and what is the capacity of each?**

- **The 2010 report: A Study of How Well the Corner Brook Business Community is Meeting the Needs of the Post-Secondary Education Market** (Barry Sheppard Management Consulting, November 2010) noted that childcare services in CB for both post-secondary students and faculty/staff was a significant concern. The consultants stated that there is a city-wide childcare shortage and recommended that the Working Group Committee (comprised of representatives from the City of Corner Brook, Academy Canada, College of the North Atlantic, Grenfell Campus, the Downtown Business Association, and the Greater Corner Brook Board of Trade) “become an effective, consolidated advocate for additional and/or expanded childcare facilities in CB.”
  
  - From EECD’s perspective, how significant is the childcare shortage in CB?
  - Has the Working Group Committee, noted above, engaged in any discussions with EECD since the release of the report?
  - Are there any initiatives, to your knowledge, currently underway to help expand childcare services in CB?

- **The Grenfell community (students, faculty/staff) has requested that the facility be able to accommodate children with disabilities.** Grenfell has noted that this request will be given consideration subject to the final business model/functional plan (to be submitted) and third-party operator selection.
  
  - I understand there are Government grants available to centres for inclusion purposes (i.e., assisting with the care of children with special needs), but can you advise whether provincial standards dictate any specific requirements for accommodation of disabilities for new childcare centres?

- **The MUN Childcare Centre in SJ, as a regulated centre, receives annual government operating grants for equipment and supplies based upon the number of licensed spaces.**
  
  - Will the proposed Grenfell childcare centre be eligible for this grant? If so, how would Grenfell apply for a grant?
  - Is there a minimum number of spaces required to receive this grant?
The Child Care Capacity Initiative provides start-up and/or operating grants to non-profit community-based organizations that develop regulated child care in underserviced areas of the province.

- Would the proposed Grenfell childcare centre have access to these grants if it is operated by a non-profit or community-based organization? If so, how would Grenfell apply for a grant?
- Would CB, depending on the level of childcare need, be considered an "underserviced area of the province" or are only rural areas of the province eligible for funding under the Child Care Capacity Initiative?

Are there any environmental regulations/requirements specific to the childcare centre regulations that the proposed Grenfell childcare centre would have to follow (e.g., environmental assessment of the site before construction begins)?

If you have any questions or require clarification on any of the above, please do not hesitate to ask.

Jeremy Earle  
Program Consultant  
Private Training  
Division of Literacy and Institutional Services  
Post-Secondary Education Branch  
Department of Advanced Education and Skills  
St. John's, NL  
Tel: (709) 729-1561  
Fax: (709) 729-0243
Response to Provincial Government of Newfoundland
(Advanced Education & Skills & Early Childhood Education Departments)

RE: Proposed Child Care Centre, Grenfell Campus

1) How many students are there with children at Grenfell Campus? Please provide 3 – 5 years of data if available.
   a) Is data available on whether students are single-parent families? Number of female single-parent families?
   b) Are there any other categories of students with children that MUN can highlight (e.g., students from Labrador? Aboriginal students? Students with disabilities)?
   c) How many students with children need/avail of child-care? What’s the unmet need?

GC: A response to these questions will follow.

2) How is child-care currently provided for Grenfell Campus students and employees?

GC: There is no on-campus facility for child care services. Staff and faculty utilize off campus spaces through external private facilities or by accessing a limited number of available spaces at Fisher Childcare centre.

3) AES understands that Grenfell Campus students may be availing of the Fisher Children’s Center at the College of the North Atlantic, Corner Brook Campus. Is this correct? If so, please provide me details on the following:
   a. How far away from Grenfell Campus is the Fisher Children’s Center?
   b. When was the Fisher Children’s Center open? How big is it?
   c. How many spaces in total are at the Fisher’s Children’s Center?
   d. What’s the FCI of the Fisher Children Centre?
   e. How many Grenfell Campus students use the Fisher Children’s Center annually? Please provide 3 – 5 years of data.
   f. Is there a wait list for Grenfell Campus Students? Please provide wait lists for each of the past 3 – 5 years.
   g. What is the cost per child charged to Grenfell Campus students?
   h. What are some of the key benefits of this arrangement?
   i. What are some of the key disadvantages of this arrangement?

GC: A response to these questions will follow.

4) If our understanding of Grenfell’s use of the Fisher Children’s Center is not correct, please provide answers, where applicable, to questions (a- i above) for whatever child care system Grenfell Campus students currently use.

GC: A response to these questions will follow.

5) Please provide details of the state of child-care in the Corner Brook region. How many child care spaces are there in Corner Brook region. How many spaces are there in Corner Brook presently? Is there a shortage? Please provide 3 – 5 years if available.

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Response to Provincial Government of Newfoundland
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RE: Proposed Child Care Centre, Grenfell Campus

GC: A response to these questions will follow.

6) What consultations (e.g.: with Grenfell Campus Students) have been held to assess child care centre needs? Please provide a copy of the consultation results.

GC: Please refer to Joint Committee Report of May 2011, (supplied to Jeremy Earl on February 20, 2015)

7) Are there plans for further consultations with stakeholders? If so, who and when will they occur?

GC: A Child Care Advisory Committee with representatives from students, faculty, staff and administration was struck earlier this year. This group provides input and guidance for this initiative.

8) Has the City of Corner Brook been consulted? If so, please provide a copy of the results of those consultations? If no, when will consultations with the City occur? What City approvals are needed?

GC: Yes, discussions have been held with the Mayor of Corner Brook on Childcare options within the city. There is a potential for a partnership should Grenfell decide to pursue an off-campus solution.

When we are at the point that construction will be initiated, appropriate building permits will be obtained prior to construction.

9) As a Child Care center, there are regulatory requirements to be met before a center is approved to be open (e.g.: required room size per age group). Have discussions occurred with the Department of Education and Early Childhood Development and please provide some information on Grenfell’s plan to obtain these approvals (If you require contact information, please let us know).

GC: No formal discussions with the exception of a conference call with the senior team of Advanced Education and Skills, as well as Early Childhood Education departments.

Appropriate approvals will be obtained once the operating model has been finalized, (i.e.: Third-Party Private Operator).

10) Has a functional plan been completed for this proposal? If so, please provide AES with a copy.

GC: A consulting contract was awarded to Fougere Menchenton Architecture firm of St. John’s. This firm is contracted to develop a functional plan, site assessment and probable cost estimate. A copy of the functional plan will be provided once delivered by the Consultant.
Response to Provincial Government of Newfoundland
(Advanced Education & Skills & Early Childhood Education Departments)

RE: Proposed Child Care Centre, Grenfell Campus

11) Please describe and indicate whether Grenfell Campus' proposed centre will meet or exceed provincial childcare standards? If it will exceed those standards, please indicate why? Is there any intent for this centre to be used as a teaching facility for early childhood education students from another institution in the area? If so, please elaborate.

GC: The design of the Child care facility will meet all appropriate Provincial Childcare Standards and in some cases may exceed these standards. This will be identified in the formal design process and will be communicated to government.

Preliminary discussion have been held with CNA for possible linkage to their ECE program. It is also intended to have some research related space assigned within the facility for access by Grenfell faculty with an interest in this area.

12) Where does Grenfell campus propose to physically locate the proposed new Grenfell Campus Childcare centre?

GC: Site assessment is being conducted as part of the Functional Plan with considerations being given to:
   i) stand-alone, or
   ii) extension to existing building, or
   iii) a fixed connection.

13) What is the projected size of the proposed facility?

GC: Projected size of childcare facility will be between 4000 - 4500 square feet with final layout being dependent on functional design and probable cost estimates.

14) Please outline the details of the services to be provided and make comparisons to the size/level of service of how Grenfell Campus students currently obtain childcare.

GC: As part of the Functional Plan, in conjunction with the Advisory Committee, the range of services (by age groups) will be assessed.

15) Will there be any special services provided (e.g.: for children with disabilities)?

GC: The Grenfell community has requested that the facility be able to accommodate children with disabilities. This request will be subject to final business model and Third-Party Operator selection.

16) Will there be any childcare spaces reserved for children from under-represented groups (e.g.: children from Aboriginal students? Children of International students)?
Response to Provincial Government of Newfoundland  
(Advanced Education & Skills & Early Childhood Education Departments)  

RE: Proposed Child Care Centre, Grenfell Campus

GC: No formal discussion has been held around the groups identified. This issue will be discussed with the Advisory Committee.

17) What fees will be charged to students and others who may avail of the childcare services? Will fees be different depending on the user?

GC: The intent is to have the fees set by the operator based on market rates.

18) Please provide a brief comparison of childcare services provided by other similar type university campuses elsewhere in Canada.
   a. Highlight any similarities or differences between those campus services and what is proposed for Grenfell Campus (e.g.: number of students served, childcare spaces available, fee structure, if spaces are reserved for particular student categories).

GC: A copy of the Joint Committee Report (May 2011), ‘Appendix A’ was provided to government with information about other campuses.

19) What is the initial/tentative project schedule?

GC: Our intent is to begin construction this year (2015) and to identify a third-party operator as soon as possible.

20) What is the cost estimate for the construction of the proposed Grenfell Campus Childcare Center?

GC: [Redacted] Projected construction cost will be determined once the functional plan and cost estimates are developed.

21) How and when was the cost estimate prepared (e.g.: was an independent cost consultant used?)
   a. If so, please provide AES a copy of the cost estimate?

GC: The cost estimates will be developed during the functional planning process being carried out by the consulting firm.

22) What is the accuracy level of the cost estimate (e.g.: +/- 10%, 20%, etc.)

GC: The probable cost estimates will be in the +/- 20% range.

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Response to Provincial Government of Newfoundland
(Advanced Education & Skills & Early Childhood Education Departments)

RE: Proposed Child Care Centre, Grenfell Campus

23) For every month that the project goes beyond the initial/tentative project schedule (e.g.: because of delayed start) by how much may the cost estimate increase? What will drive that increase?

GC: Current market conditions suggest that construction costs may decrease slightly. We do not anticipate the need to factor in any additional costs, (i.e. escalation rates).

24) What construction/tender method will be used? (e.g.: design-bid-build, design-build, etc.)
   a. Why was the particular method selected?

GC: The construction/tender method will be design-bid-build. This is a reasonably small scale project with no significant time constraints and a fixed budget. Bids will be finalized before making any awards.

25) What is the plan if bids on tenders exceed tender estimates? Will MUN/Grenfell absorb any difference? Will the project be changed? If so, please describe how the project will change and still meet the expectations of those consulted.

GC: If tenders exceed the assigned budget there will be the normal review of the bids, comparison to estimates and assessment of options. (Secure additional funds or modify the design and re-tender). This review will be carried out with the Advisory Committee’s input.

26) How will Grenfell Campus fund the ongoing operations and maintenance of the proposed Child Care Center once it opens?

GC: The preferred operating model is to secure a Third-Party Operator to run the facility for Grenfell on a cost-neutral basis.

The final service delivery arrangements will be developed through a competitive bid process and negotiations with the preferred third-party operator.

27) MUN notes it proposed to use $1.2M from its Infrastructure Fund for construction. Please elaborate and whether it will cover all construction costs?
   a. Please confirm that MUN is not seeking any additional Provincial Government funding.

GC: The project has been approved by VP Council and at the Board of Regents meeting, (December 2014), to construct a childcare facility. Additional government funding is not being requested.

28) Is there any cost-sharing potential for this project? What has been explored? (e.g.: will the $1.2M leverage any additional funds? Could the $1.2M requirement be reduced if the project was cost-shared?

GC: We are not aware of any cost-sharing opportunities for this project.

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Response to Provincial Government of Newfoundland  
(Advanced Education & Skills & Early Childhood Education Departments)  

RE: Proposed Child Care Centre, Grenfell Campus

29) Will this proposed facility generate revenue for Grenfell Campus? If so, what is the revenue estimate annually? Will this be a profit?

GC: At this point in the planning process, there have been no specific discussions with Third-Party Operators. We are not considering a net-revenue model for this project.

30) How may this project impact any private-sector childcare centers in Corner Brook?

GC: We anticipate that the number of child care placements will be in the range of 30 – 35 children. The waitlist at the Fisher's Center > 120, suggests that the current demand for child care exceeds the capacity in the Corner Brook area.

31) What type of environment assessments/approvals will be needed for this project? Please list.

GC: Environmental assessments are not normally carried out for capital construction projects on Memorial campuses.

32) Will the proposed Grenfell Campus childcare center be constructed to LEED standards?

GC: It is not intended that this facility will be constructed to LEED standards, but we will make every effort to incorporate a sustainable design.

33) Are there any other options for achieving this infrastructure objective such as utilization of other regional infrastructure? What other options have been considered and why have they been excluded? (e.g.: could the CNA Fisher Children's Centre be expanded? What that be cheaper?)

GC: Previous discussions have been held with CNA to possibly utilize and expand the CNA Fishers Center. One third of the current child placements are for Grenfell. It appears the size of the facility is currently at maximum capacity and further expansion is not possible.

34) By when does MUN need a decision on the approval of this proposal?

GC: Ideally, by May or June 2015. This should allow Grenfell to prepare and issue a tender by mid-year.
RE: Proposed Child Care Centre, Grenfell Campus

35) Will CNA students be able to avail of the Grenfell Campus Childcare Centre when it opens?

GC: It is anticipated that a formal arrangement will be developed with CNA and the Fisher Child Care Centre to support the students, faculty and staff needs of both institutions.

36) Will Grenfell Campus employees be able to use the Centre?

GC: Yes the intent is that students, faculty and staff will have full access to this Child Care Centre.
Will do

J.

Jeremy Earle
Program Consultant
Private Training
Division of Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
St. John's, NL
Tel: (709) 729-1561
Fax: (709) 729-0243

Perfect and thanks. Please continue to keep me in the loop as this evolves.

Candice

Candice Ennis-Williams
Director
Literacy and Institutional Services/
Superintendent of Private Training
Post-Secondary Education Branch
Department of Advanced Education and Skills
Government of Newfoundland and Labrador
Tel: 709-729-2087
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FYI

Jeremy Earle
Program Consultant
Private Training
Division of Literacy and Institutional Services
Post-Secondary Education Branch
From: Bennett, Sylvia S. [mailto:sylvia@grnfl.mun.ca]
Sent: Friday, May 08, 2015 3:26 PM
To: Earle, Jeremy A
Cc: Bradshaw, Gary
Subject: RE: Report: Child Care Project - Grenfell Campus

Good Afternoon Jeremy,

Please be advised that Gary and I are drafting our response to the questions posed below. Gary will be on annual leave starting on Monday and for a two week period. We are awaiting on the final draft of the functional plan from the consultant, expected by month end.

A formal response will be sent to you in the coming weeks, along with a copy of the functional plan.

If you have any questions in the interim, please let me know.

Kind Regards,

Sylvia Bennett, Assistant to:
Associate Vice-President Office, Administration & Finance

GRENFELL CAMPUS
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From: Earle, Jeremy A [mailto:jeremvearle@gov.nl.ca]
Sent: April-15-15 10:02 AM
To: Bradshaw, Gary
Cc: Bennett, Sylvia S.
Subject: RE: Report: Child Care Project - Grenfell Campus
Importance: High

Gary:
I've reviewed the responses you have provided to the initial set of questions posed re: the Grenfell childcare project. While I understand you are still gathering additional information to respond to the remaining questions, I do have a number of new questions that I am hoping you can also provide answers to:

- In November 2010, a consultation session was held with representatives from the Lecturers' Union of Memorial University of Newfoundland (LUMUN), the Newfoundland and Labrador Association of Public Employees (NAPE), the Canadian Union of Public Employees (CUPE) and the Grenfell College Students' Union (GCSU). I note that CUPE's collective agreement (article 48) states that "the University agrees to do all that is reasonably possible to assist the union in securing suitable daycare facilities for the members of the Bargaining Unit". **Do you know whether the other unions have similar clauses in their collective agreements, and if so can you provide me copies of the relevant sections?**

- Further to the above, where no collective agreement clauses exist re: childcare/daycare, are you able to provide letters of support from LUMUN, NAPE and/or GCSU for enhanced childcare services on campus?

- You have noted that preliminary discussions have been held with CNA for possible linkage to their ECE program and use of the proposed childcare centre as a teaching facility for CNA students. **Have you had any discussions with Academy Canada for possible linkage to their ECE program and use as a teaching facility?**
  - Further to this, has any consideration been given to providing spaces in the proposed childcare centre to children of Academy Canada staff/students? (see link to next question)

- A paper: *A Study of How Well the Corner Brook Business Community is Meeting the Needs of the Post-Secondary Education Market* (Barry Sheppard Management Consulting, November 2010) was commissioned by a Working Group comprised of representatives from the City of Corner Brook, Academy Canada, College of the North Atlantic, Grenfell Campus, the Downtown Business Association, and the Greater Corner Brook Board of Trade. This Working Group was to "become an effective, consolidated advocate for additional and/or expanded childcare facilities in Corner Brook". Can you advise:
  - What is the status of this working group committee (i.e., is it still active)?
  - Has any more work been completed by this committee?
  - Is the committee aware of the current proposal by Grenfell?

- Can you provide:
  - The current full-time and part-time student population at Grenfell?
  - The number of full-time and part-time faculty/staff at Grenfell?
  - The number of students with children between the ages of 12 months and 5 years requiring full-time childcare?
  - The number of faculty/staff with children between the ages of 12 months and 5 years requiring full-time childcare?
  - The number of children currently unable to be accommodated within other childcare spaces due to lack of spaces?

- The MUN Campus Childcare Centre in SJ gives first priority to children of full-time students, followed by children of staff and faculty, and finally to the general public. **Will the proposed Grenfell child care centre operate similarly, or will children of staff and faculty have first priority, followed by children of students? Also - will the centre be open to the general public?**

- You've advised that no formal discussion has been held around the possibility of reserving childcare spaces for under-represented groups (e.g., children of aboriginal students; children of international students), but that this issue will be discussed with the Advisory Committee. **Have these discussions occurred with the advisory committee? What is their position on the issue?**
• You have noted that you are not aware of any cost-sharing opportunities for this project. Will any cost-sharing opportunities be explored (e.g., using the $1.2 million to leverage any additional funds). Might the functional plan or additional discussions with the advisory committee look at this?

• You advise that current market conditions suggest that construction costs may decrease slightly following the completion of the functional plan and that Grenfell does not anticipate the need to factor in any additional costs, (i.e., escalation rates should the project go beyond the initial/tentative project schedule). Why does Grenfell not anticipate the need to factor in additional costs? What assurances are there that the project will not go beyond the initial/tentative project schedule?

• In terms of on-going operations and maintenance, you have advised that the preferred operating model is to secure a third-party operator to run the facility for Grenfell on a cost-neutral basis. You have also noted that final service delivery arrangements will be developed through a competitive bid process and negotiations with the preferred third-party operator. Regardless of whether a third-party operator will be running the facility, will Grenfell assist with any ongoing maintenance, cleaning, electricity and repairs, snow clearing, lawn mowing, etc.? What in-kind costs will be provided by Grenfell/MUN? Also, is there a deferred maintenance plan for this building, and if so, what are the cost implications?

• The on-campus childcare facility in St. John’s also receives an inter-fund transfer amount from the university in return for the training and facilities the childcare centre offers to all faculties. Will the proposed Grenfell childcare centre be eligible for a similar inter-fund transfer amount from the University?

• The on-campus childcare facility in St. John’s receives an annual operating grant of $20,000 from MUNSU. MUNSU also pays a monthly grant towards the fees of children of full-time undergraduates ($40 for children in full-time programs and $10 for children in part-time programs). Are these the current grant amounts? Has MUNSU been approached to see if the Grenfell Childcare Centre will receive a similar annual operating grant? And will MUNSU pay similar monthly grants towards fees of children of Grenfell students?

• Service delivery arrangements vary across Atlantic Canadian universities (i.e., some see the university donating space and providing building and maintenance services and costs; others see free-standing childcare centres with financial contributions from the university, students’ unions and employee unions. Will the functional plan include a feasibility study on the best arrangement for service delivery?

• The MUN childcare centre in St. John’s charges two separate rates: one for undergraduate students and one for everyone else. Has a determination been made yet on the fee structure for the proposed Grenfell childcare centre?

• You have noted that one third of the current child placements at the CNA Fisher Children’s Centre are for Grenfell. What is the break down of these placements by group (Grenfell students, Grenfell faculty/staff)?

• You have also noted that it is anticipated that a formal arrangement will be developed with CNA and the Fisher Children’s Centre to support the students, faculty and staff needs of both institutions at the proposed Grenfell childcare centre. Do you have any idea what percentage of spaces at the proposed facility will CNA students, faculty and staff occupy?
You have advised that environmental assessments are not normally carried out for capital construction projects on Memorial campuses. However, given the nature of the facility (childcare facility), will Grenfell be conducting an environmental assessment?

Finally – how soon before you anticipate the functional plan will be completed and submitted to Government?

If you have any questions or require clarification on any of the above items, please let me know.

Jeremy Earle
Program Consultant
Private Training
Division of Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
St. John's, NL
Tel: (709) 729-1561
Fax: (709) 729-0243

From: Bennett, Sylvia S. [mailto:sylvia@grenfell.mun.ca]
Sent: Thursday, March 26, 2015 11:56 AM
To: Earle, Jeremy A
Cc: Bradshaw, Gary
Subject: Report: Child Care Project - Grenfell Campus

Good Morning Jeremy,

On behalf of Gary Bradshaw, I am providing you our responses to the majority of the questions posed to Grenfell Campus regarding the Child Care project.

We are still gathering more information to respond on the remaining questions identified as responses to follow.

Regards,

Sylvia Bennett, Assistant to:
Associate Vice-President Office, Administration & Finance
(Grenfell Campus)
Memorial University of Newfoundland
Corner Brook, NL A2H 6P9
Phone: (709) 637-5233
Email: sylvia@grenfell.mun.ca

Physical location: 20 University Drive, Corner Brook, NL A2H 5G4

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This electronic communication is governed by the terms and conditions at http://www.mun.ca/cc/policies/electronic_communications_disclaimer_2011.php.
Good Morning Jeremy,

Attached you will the find answers to your questions that you recently requested.

Please feel free to call if there are any questions.

Ed

Ed Walsh
Assistant Deputy Minister
Kindergarten to Grade Twelve Education and Early Childhood Development
Department of Education and Early Childhood Development
Government of Newfoundland and Labrador
Phone: (709) 729-5720
Fax: (709) 729-0987
1. Can you provide the number of licensed child care facilities in Corner Brook + capacity of each? This does not include Family Child Care Centres.

<table>
<thead>
<tr>
<th>Centre Name</th>
<th>Building</th>
<th>Age Range</th>
<th>Service Type</th>
<th># of Spaces</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABC Preschool Incorporated</td>
<td>Kinsmen Centre</td>
<td>36-155</td>
<td>Full Time</td>
<td>32</td>
</tr>
<tr>
<td>YMCA Playing to Learn Preschool (I) Kinsmen</td>
<td>Kinsmen Centre</td>
<td>36-69</td>
<td>Part Time</td>
<td>16</td>
</tr>
<tr>
<td>YMCA Playing to Learn Preschool (II) All Saints Church</td>
<td>All Saints Church</td>
<td>36-69</td>
<td>Part Time</td>
<td>16</td>
</tr>
<tr>
<td>Creative Beginnings Child Care Centre</td>
<td>College of the North Atlantic</td>
<td>36 - 155</td>
<td>Full Time</td>
<td>43</td>
</tr>
<tr>
<td>Fisher Children's Centre</td>
<td>College of the North Atlantic</td>
<td>6m - 84</td>
<td>Full Time</td>
<td>36</td>
</tr>
<tr>
<td>Immaculate Heart of Mary Jr. Kindergarten and After School Program</td>
<td>Immaculate Heart of Mary School</td>
<td>36-155</td>
<td>Full Time</td>
<td>49</td>
</tr>
<tr>
<td>Stepping Stones Day Care (I)</td>
<td>24-155</td>
<td>Full Time</td>
<td>55</td>
<td></td>
</tr>
<tr>
<td>Stepping Stones Day Care (II)</td>
<td>0-155</td>
<td>Full Time</td>
<td>47</td>
<td></td>
</tr>
<tr>
<td>YMCA After School Sacred Heart</td>
<td>Sacred Heart Elementry School</td>
<td>57-155</td>
<td>After School</td>
<td>30</td>
</tr>
<tr>
<td>YMCA Afterschool- J.J. Curling</td>
<td>J.J. Curling Elementry</td>
<td>57-155</td>
<td>After School</td>
<td>19</td>
</tr>
<tr>
<td>YMCA Afterschool-C.C. Loughlin</td>
<td>C.C. Loughlin School</td>
<td>57-155</td>
<td>After School</td>
<td>30</td>
</tr>
<tr>
<td>YMCA Afterschool-Kinsmen Centre</td>
<td>Kinsmen Centre</td>
<td>57 -155</td>
<td>After School</td>
<td>18</td>
</tr>
</tbody>
</table>

2. How many of the licensed child care centres have wait lists, and what is the size/length of these wait lists? Also - Have the wait lists been growing over the past 3-5 years, and if so, by how much?

- Most have waitlists but there is no way of knowing how many are on their lists as they can change weekly. It is also likely that the same child is waitlisted at multiple centres, with parents taking the first space that comes available without removing the child's name from other centre waitlists.
- Fisher Children's Centre is operated by the CNA and are restricted to students and staff of the College. If space permits they can take other Government employees.
• Based on recent enrollment information received from several centres in the area, there is currently space available for certain age groups in Corner Brook.

3. How many new licensed child care facilities have opened in CB in the last 3-5 years and what is the capacity of each?

• New After School program opened in Benoît's Cove (South Shore of the Bay of Islands) with a capacity of 16 (they have not been operating at full capacity – maximum of 7 children enrolled since opening.

The 2010 report: A Study of How Well the Corner Brook Business Community is Meeting the Needs of the Post-Secondary Education Market (Barry Sheppard Management Consulting, November 2010) noted that childcare services in CB for both post-secondary students and faculty/staff was a significant concern. The consultants stated that there is a city-wide childcare shortage and recommended that the Working Group Community (comprised of representatives from the City of Corner Brook, Academy Canada, College of the North Atlantic, Grenfell Campus, the Downtown Business Association, and the Greater Corner Brook Board of Trade) “become an effective, consolidated advocate for additional and/or expanded childcare facilities in CB.

4. From EECD's perspective, how significant is the childcare shortage in CB?

• Infant care and after school spaces are most often in demand. Infant care is often accommodated through licensed and approved Family Child Care Homes. There are currently 21 Family Child Care Providers in the immediate CB area that provide early learning and child care to various age groups.

5. Has the Working Group Committee, noted above, engaged in any discussions with EECD since the release of the report?

• A meeting was held in the fall of 2014 with City of CB. Humber Community YMCA, Grenfell Campus staff and Child Care Services staff. EECD staff also met with Mr. Gary Bradbury, Memorial University Grenfell Campus regarding similar questions noted here.

6. Are there any initiatives, to your knowledge, currently underway to help expand childcare services in CB?

• One program currently being developed in Pasadena (about 20 minutes east of CB)

The Grenfell community (students, faculty/staff) has requested that the facility be able to accommodate children with disabilities. Grenfell has noted that this request will be
given consideration subject to the final business model/functional plan (to be submitted) and third-party operator selection.

7. I understand there are Government grants available to centres for inclusion purposes (i.e., assisting with the care of children with special needs), but can you advise whether provincial standards dictate any specific requirements for accommodation of disabilities for new childcare centres?

- Building codes and specific requirements are the responsibility of Service NL.

The MUN Childcare Centre in SJ, as a regulated centre, receives annual government operating grants for equipment and supplies based upon the number of licensed spaces.

8. Will the proposed Grenfell childcare centre be eligible for this grant? If so, how would Grenfell apply for a grant?

- The equipment grant is no longer available to centres. It has been integrated into the Operating Grant Program for 2015-16. All licensed child care centres are eligible to receive an operating grant under this program, subject to the terms and conditions of funding.

9. Is there a minimum number of spaces required to receive this grant?

- The new Operating Grant Program is calculated based on the licensed number of spaces for the centre.

The Child Care Capacity Initiative provides start-up and/or operating grants to non-profit community-based organizations that develop regulated child care in underserviced areas of the province.

10. Would the proposed Grenfell childcare centre have access to these grants if it is operated by a non-profit or community-based organization? If so, how would Grenfell apply for a grant?

- Yes. The regional office would work with the organization to prepare an application under the program. Funding can be provided for a needs assessment, renovations and startup costs. New construction is not eligible under the program.

11. Would CB, depending on the level of childcare need, be considered an "underserviced area of the province" or are only rural areas of the province eligible for funding under the Child Care Capacity Initiative?

- The Child Care Capacity Initiative can provide funding to the organization to conduct a needs assessment to determine the following:
i. Does need for child care exist in the community?
ii. If so, for how many and what type (i.e. age range) of spaces?
iii. Is it economically feasible to establish a child care centre in the area?

12. Are there any environmental regulations/requirements specific to the childcare centre regulations that the proposed Grenfell childcare centre would have to follow (e.g., environmental assessment of the site before construction begins)?

- The centre would have to follow regulations for child care centres and work with Service NL to determine if there are other requirements that must be followed. This is done in consultation with the regional office.
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sent from my Blackberry 10 smartphone on the Bell network.

From: Byrne, Gerry <GerryByrne@gov.nl.ca>  
Sent: Wednesday, June 1, 2016 7:16 AM  
To: Gardiner, Bob B; Tompkins, John  
Subject: Briefing on grenfell day care and respiratory therapy


Hi Bob,

I'll need a good one two on both of these issues.

On the daycare, what is the full history here? Was a plan put in place in 2014 as said by the faculty rep in the CBC story? Was this build ever signalled to us as occurring in the near future / was it part of the capital plan as is being suggested?

Anything else I need to know?

On the respiritory tech program, Anne Marie has informed me __________

We'll talk when I am back in Canada.

Much thx

Gerry

sent from my Blackberry 10 smartphone on the Bell network.
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Seaward, Sharon M.

From: Power, Jacqueline  
Sent: Wednesday, June 01, 2016 11:35 AM  
To: Hunter, Mark C.  
Subject: Re: Briefing on grenfell day care and respiratory therapy

Thanks Mark. I didn’t note that it was a CNA case.

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From: Hunter, Mark C.  
Sent: Wednesday, June 1, 2016 10:35 AM  
To: Power, Jacqueline  
Subject: RE: Briefing on grenfell day care and respiratory therapy

Hi Jacqueline,

No prob on the Grenfell daycare, I have no info on the respiratory therapy program at CNA.

Thanks,

Mark

Mark C. Hunter, PhD  
Program and Policy Development Specialist  
Literacy and Institutional Services Division  
Post-Secondary Education Branch  
Department of Advanced Education and Skills  
Government of Newfoundland and Labrador  
P.O. Box 8700  
St. John's, Newfoundland and Labrador A1B 4J6  
markhunter@gov.nl.ca  
T: +1 709 729 2450 / F: +1 709 729 6246

From: Power, Jacqueline  
Sent: Wednesday, June 01, 2016 10:33 AM  
To: Hunter, Mark C.  
Subject: Fw: Briefing on grenfell day care and respiratory therapy

Hi Mark. When you’re finished with KMS pls give these a go. Thanks.  
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From: Gardiner, Bob B <bobgardiner@gov.nl.ca>  
Sent: Wednesday, June 1, 2016 7:52 AM  
To: Power, Jacqueline  
Cc: Dooling, Genevieve (AES)  
Subject: FW: Briefing on grenfell day care and respiratory therapy

Hi Jacqueline:
We will need a note on each of these for the Minister's return on Monday. We should aim to get them for Friday so I can review them and get them to Gig before the end of the day on Friday.

Thanks.
Bob

Bob Gardiner
Assistant Deputy Minister, Post-Secondary Education
Advanced Education and Skills
Government of Newfoundland and Labrador
P. O. Box 8700
St. John's, NL A1B 4J6

Phone: (709) 729 3026
Fax: (709) 729 2828

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From: Byrne, Gerry
Sent: Wednesday, June 01, 2016 7:17 AM
To: Gardiner, Bob B; Tompkins, John
Subject: Briefing on grenfell day care and respiratory therapy


Hi Bob,

I'll need a good one two on both of these issues.

On the daycare, what is the full history here? Was a plan put in place in 2014 as said by the faculty rep in the CBC story? Was this build ever signalled to us as occurring in the near future / was it part of the capital plan as is being suggested?

Anything else I need to know?

On the respiratory tech program, Anne Marie has informed me [REDACTED]

We'll talk when I am back in Canada.

Much thx

Gerry

Sent from my BlackBerry 10 smartphone on the Bell network.
Hi Gig:

I was speaking with the Minister late today and he'd like a note on Grenfell daycare centre first thing tomorrow just in case he gets questions on it. I just realized you may not be in tomorrow morning before convocation. I have reviewed the note and it is good. If you are in tomorrow morning you can sign off on it or I can send it to the Minister as draft so he has the pertinent information.

Thanks.
Bob

Sent from my BlackBerry 10 smartphone on the Bell network.

Bob,
Trim is wonky just now, so I've retrieved this from our drive, just in case you can't access.
Jacqueline
Information Note
Department of Advanced Education and Skills

Title: Memorial University's Grenfell Campus Childcare Centre

Issue: Funding to support Memorial University's Grenfell Campus Childcare Centre.

Background and Current Status:
- Memorial University (MUN) has one childcare centre, at the St. John's Campus, opened in 1992 after fundraising by the Memorial University Students' Union (MUNSU) to support construction. It serves children of students, faculty and staff of the St. John's Campus and the Marine Institute. Students, faculty and staff of Grenfell Campus currently share childcare space with College of the North Atlantic's Corner Brook Campus.

- In December 2014, MUN requested authority under the Memorial University Act to construct a Grenfell Campus childcare centre using $1.2 million in unallocated annual White Paper Infrastructure Matching Funds.

- MUN indicated that this project is to meet its commitments in its collective agreement with faculty that MUN would use its best efforts to establish a facility on or in close proximity to the Grenfell Campus by December 31, 2015. MUN has similar commitments with employees represented by CUPE and NAPE at Grenfell Campus.

Analysis:
- MUN receives an annual allocation of $2.4 million in White Paper Infrastructure Matching Funds from Government. MUN has designated $25 million of accumulated and committed White Paper Infrastructure Matching Funds to support the Core Science Facility (CSF).

- When the CSF opens in 2019, MUN will use its $2.4 million annual allocation, in combination with $8.0 million in efficiency review savings annually, to repay the loan from Government used to also support CSF construction.

- MUN uses any surplus White Paper Infrastructure Matching Funds for other projects on a case-by-case basis.

- Over 2015, the Department worked with MUN, including Grenfell Campus, to gather the required information, including cost estimates, building design details, and advice from the Department of Education and Early Childhood Development regarding requirements under the Child Care Act, to seek authority for MUN to proceed with the childcare centre project.

- As approvals for the project had not been finalized by the end of the fiscal year 2015/16, as part of the Budget 2016 process, the Department identified MUN's $1.2 million in surplus annual White Paper Infrastructure Matching Funds as one-time countervailing savings that could be recovered to assist in addressing the Province's fiscal circumstances.

- MUN infrastructure projects are guided by its Multi-Year Infrastructure Plan 2014-2020, approved by the Board of Regents at its September 2014 meeting. The Grenfell childcare centre is not an approved infrastructure priority of that plan.
• The Board of Regents has the autonomy to decide whether any of its 2016/17 infrastructure funds (e.g., from efficiency review savings or White Paper Infrastructure Matching Funds) will be allocated to support the construction of the new Grenfell Campus childcare facility, pending approval under the Memorial University Act for the project to proceed.

Action Being Taken:
• The Department will consult with MUN to determine if it seeks to proceed to seek authority to construct the Grenfell Campus childcare centre in 2016/17.

Prepared/Approved by: M. Hunter and J. Earle/J. Power
Ministerial Approval:

June 1, 2016
Bob, just in case you take Minister’s call without me, here is the summary of the EECD involvement:

In the fall, 2015, Grenfell were provided with the required EECD licensing application forms and Service NL forms prior to the meeting. They advised that they wished to have the potential operator (yet to be selected) involved in the design/building plan stage.

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Jeremy can you pop by soon as you get in Friday morning and refresh my memory re the direction EECD provided to Grenfell and us re Child Care Centres. Thanks.

Sent from my BlackBerry 10 smartphone on the Bell network.
Good morning Ms. Seaward,

Further to Rosemary Thorne's voice message on yesterday's date, please see attached a package of records (1 of 3) responsive to an ATIPP request which requires consultation by the Dept. of AES. The request pertains to the establishment of a childcare centre at Grenfell Campus. The deadline of this request is 28 July 2016; as such, we kindly ask that you provide our office with a reply by 22 July 2016.

Due to file size, I will be sending the remaining records in 2 additional emails. I would ask that you please confirm receipt of all three attachments.

If you have any questions or concerns, please do not hesitate to contact me.

Many thanks in advance,
Maggie Noseworthy

MAGGIE E. NOSEWORTHY B.A., LL.B. | ACCESS AND PRIVACY ANALYST
Information Access and Privacy (IAP) Office
Memorial University of Newfoundland
1 Clark Place
St. John's, NL, Canada A1C 5S7
maggie.noseworthy@mun.ca
http://www.mun.ca/iap

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Minister O'Brien:

Please see attached correspondence from Mr. Kent Decker regarding the above-noted matter.

Cathy Wilkinson

Office of the Vice-President
(Administration and Finance)
Memorial University of Newfoundland
Room A2326, Arts and Administration Building
St. John's, NL A1C 5S7

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(709) 864-3028 (H)

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December 17, 2014

The Honourable Kevin O'Brien
Minister of Advanced Education and Skills
Department of Advanced Education and Skills
Government of Newfoundland and Labrador
P.O. Box 6700
St. John's, NL
A1B 4J8

Dear Minister:

RE: CHILD CARE CENTRE (GRENFELL CAMPUS)

The Memorial University Act (the Act) (s. 4.2) requires the University to obtain the approval of the Lieutenant-Governor in Council to "...erect and construct all buildings that the board considers necessary and convenient for the purpose of the university..."

In accordance with the Act, we now seek formal approval to construct a Child Care Centre on the Grenfell Campus. The project has a cost of $1.2 million and is to be funded through Memorial's Infrastructure Fund.

We ask that you take the steps necessary to obtain the approval referenced by the Act. It is the intention of the University to commence the project immediately upon receiving approval.

Sincerely,

[Signature]

Kent Decker

cc: Dr. G. Kachanoski, President and Vice-Chancellor
December 22, 2014

Mr. Kent Decker
Vice-President
Memorial University
St. John's, NL
A1C 5S7

Dear Mr. Decker:

I am writing in response to your letter of December 17, 2014, regarding a request for approval under the Memorial University Act for Grenfell Campus to construct a Child Care Centre, funded through Memorial's Infrastructure Fund.

The University's request has been received and you will be notified when a decision has been made.

Sincerely,

KEVIN O'BRIEN
Minister

cc. Dr. Gary Kachanoski, President and Vice-Chancellor
Memorial University

Mr. Robert Gardiner, Assistant Deputy Minister
Post-Secondary Education
Department of Advanced Education and Skills
Hi Candice;

You should contact Mary Bluechardt or Gary Bradshaw.

Cheers,

Kent

Hi Kent,

Your letter to the Minister regarding a proposed childcare centre at Grenfell funded through MUN's infrastructure fund has been received. Who should we liaise with to get some further information about this initiative?

Thanks

Candice

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
Cell: 709-693-4054

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Happy new year and happy Friday,

Attached is a list of questions for you regarding the proposed Grenfell Campus childcare centre. While we recognize it is a long list, it has been generated based on our experiences with other infrastructure projects.

Appreciate your assistance. Should you have any questions on the attached, please do not hesitate to contact me.

We look forward to working with you on this file.

Best regards,

Candice

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
Cell: 709-693-4054

Hi Candice;

You should contact Mary Bluechardt or Gary Bradshaw.

Cheers,

Kent
Hi Kent,

Your letter to the Minister regarding a proposed childcare centre at Grenfell funded through MUN’s Infrastructure fund has been received. Who should we liaise with to get some further information about this initiative?

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Candice

Candice Ennis-Williams
Director
Literacy and Institutional Services
Post-Secondary Education Branch
Department of Advanced Education and Skills
Tel: 709-729-2087
Cell: 709-693-4054

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Questions for MUN on Proposed Grenfell Child Care Centre

1. How many students are there with children at Grenfell Campus? Please provide 3-5 years of data if available.
   b. Are there any other categories of students with children that MUN can highlight (e.g., students from Labrador? Aboriginal students? Students with disabilities)?
   c. How many students with children need/avail of childcare? What’s the unmet need?
2. How is childcare currently provided for Grenfell Campus students and employees?
3. AES understands that Grenfell Campus students may be availing of the Fisher Children’s Centre at College of the North Atlantic, Corner Brook Campus. Is this correct? If so, please provide details on the following:
   a. How far away from Grenfell Campus is the Fisher Children’s Centre?
   b. When was the Fisher Children’s Centre open? How big is it?
   c. How many spaces in total are at the Fisher Children’s Centre?
   d. What’s the FCI of the Fisher Children’s Centre?
   e. How many Grenfell Campus students use the Fisher Children’s Centre annually? Please provide 3-5 years of data.
   f. Is there a wait list for Grenfell Campus students? Please provide wait list for each of the past 3-5 years.
   g. What is the cost per child charged to Grenfell Campus students?
   h. What are some of the key benefits of this arrangement?
   i. What are some of the key disadvantages of this arrangement?
4. If our understanding of Grenfell’s use of the Fisher Children’s Centre is not correct, please provide answers, where applicable, to questions 2-3 above for whatever childcare system Grenfell Campus students currently use.
5. Please provide details of the state of childcare in the Corner Brook region. How many childcare spaces are there in Corner Brook presently? Is there a shortage? Please provide 3-5 years of data if available.
6. What consultations (e.g., with Grenfell Campus students) have been held to assess childcare centre needs? Please provide a copy of the consultation results.
7. Are there plans for further consultations with stakeholders? If so, who and when will they occur?
8. Has the City of Corner Brook been consulted? If so, please provide a copy of the results of those consultations? If no, when will consultations with the City occur? What City approvals are needed?
9. As a childcare centre, there are regulatory requirements to be met before a centre is approved to be open (e.g., required room size per age group). Have discussions occurred with the Department of Education and Early Childhood Development and please provide some information on Grenfell’s plan to obtain these approvals (If you require contact information, please let us know).
10. Has a functional plan been completed for this proposal? If so, please provide AES with a copy.
11. Please describe and indicate whether Grenfell Campus' proposed centre will meet or exceed provincial childcare standards? If it will exceed those standards, please indicate why? Is there any intent for this centre to be used as a teaching facility for early childhood education students from another institution in the area? If so, please elaborate.
12. Where does Grenfell Campus propose to physically locate the proposed new Grenfell Campus Childcare Centre?
13. What is the projected size of the proposed facility?
14. Please outline the details of the services to be provided and make comparisons to the size/level of service of how Grenfell Campus students currently obtain childcare.
15. Will there be any special services provided (e.g., for children with disabilities)?
16. Will there be any childcare spaces reserved for children from underrepresented groups (e.g., children of Aboriginal students? Children of International students?).
17. What fees will be charged to students and others who may avail of the childcare services? Will fees be different depending on the user?
18. Please provide a brief comparison of childcare services provided by other similar type university campuses elsewhere in Canada.
   a. Highlight any similarities or differences between those campus services and what is proposed for Grenfell Campus (e.g., number of students served, childcare spaces available, fee structure, if spaces are reserved for particular student categories).
19. What is the initial/tentative project schedule?
20. What is the cost estimate for the construction of the proposed Grenfell Campus Childcare Centre?
21. How and when was this cost estimate prepared (e.g., was an independent cost consultant used? If so, please provide AES a copy of the cost estimate)?
22. What is the accuracy level of the cost estimate (e.g., +/- 10%, 20%, etc.).
23. For every month that the project goes beyond the initial/tentative project schedule (e.g., because of delayed start) by how much may the cost estimate increase? What will drive that increase?
24. What construction/tender method will be used? (e.g., design-bid-build, design-build, etc.) Why was the particular method selected?
25. What is the plan if bids on tenders exceed tender estimates? Will MUN/Grenfell Campus absorb any difference? Will the project be changed? If so, please describe how the project will change and still meet the expectations of those consulted.
26. How will Grenfell Campus fund the ongoing operations and maintenance of the proposed Child Care Centre once it opens?
27. MUN notes it proposed to use $1.2M from its Infrastructure Fund for construction. Please elaborate and whether it will cover all construction costs?
   a. Please confirm that MUN is not seeking any additional Provincial Government funding.
28. Is there any cost-sharing potential for this project? What has been explored? (e.g., will the $1.2M leverage any additional funds? Could the $1.2M requirement be reduced if the project was cost-shared?)
29. Will this proposed facility generate revenue for Grenfell Campus? If so, what is the revenue estimate annually? Will this be a profit?
30. How may this project impact any private-sector childcare centres in Corner Brook?
31. What type of environmental assessments/approvals will be needed for this project? Please list.
32. Will the proposed Grenfell Campus childcare centre be constructed to LEED standard?
33. Are there any other options for achieving this infrastructure objective such as utilization of other regional infrastructure? What other options have been considered and why have they been excluded? (e.g., could the CNA Fisher Children’s Centre be expanded? Would that be cheaper?)
34. By when does MUN need a decision on the approval of this proposal?
35. Will CNA students be able to avail of the Grenfell Campus Childcare Centre when it opens?
36. Will Grenfell Campus employees be able to use the Centre?
Make sure Debbie gets what she can regarding the status of prior responses to this individual. Response will wait till I return.

David Moore
Director of Information Management

Good Morning...

Attached is the MUN Consult records re Grenfell Daycare which I didn't see any issue with. While it is 197 pages, I've added comments indicating pages are reports provided by MUN as well as duplicate emails and attachments belonging to SNL & EECD – this cuts down considerably on what needs to be reviewed. It's mainly questions from AES / responses from Grenfell, reports Grenfell provided and arranging meetings. One comment on p 194 but not of concern in my opinion. This is due by Friday, July 22, 2016.

Also, I've chatted with Debbie (Thursday past) about AES/026/2016 & attached draft for your review (not due till Aug 5/16). She was going to speak with Roxie to see what info was previously sent to applicant re stat’s. Shall I follow-up or wait for your return?

Many thanks,
Sharon

SHARON SEAWARD
Sr. Policy, Planning & Research Analyst
Information Management Division
Department of Advanced Education & Skills
P.O. Box 8700
St. John's, NL A1B 4J6

(709) 729-4276
Thanks Sharon:

We will update an information note to make the Minister and Gig aware of the release.

Bob

Bob Gardiner
Assistant Deputy Minister, Post-Secondary Education
Advanced Education and Skills
Government of Newfoundland and Labrador
P. O. Box 8700
St. John's, NL A1B 4J6

Phone: (709) 729 3026
Fax: (709) 729 2828

Hi Bob,

Further to my email yesterday regarding the MUN consultation, the additional pages referenced on page 160 are now attached. These are emails with no sensitive material.

Thanks,
Sharon

SHARON SEAWARD
Tel. (709) 729-4276

Hi Bob,
We've received a set of records from MUN for consultation regarding an ATIPP request they have concerning a proposed daycare center at Grenfell Campus.

As Dave is away until Monday (currently in Montreal) & unable to review the attached on his BlackBerry, he's asked if you could please scan before it is released by MUN. They have requested a response from us by Friday, July 22, 2016.

While it is 197 pages, I've added comments indicating some pages are reports provided by MUN as well as duplicate emails and attachments belonging to Service NL & Education and Early Childhood Development – this cuts down considerably on what needs to be reviewed. It's mainly questions from AES / responses from Grenfell, reports Grenfell provided to AES and emails arranging meetings. With regard to my comment on page 160, I have yet to receive same from MUN.

I did not see anything of a sensitive nature and will wait your direction.

Thanks,
Sharon

SHARON SEAWARD
Sr. Policy, Planning & Research Analyst
Information Management Division
Department of Advanced Education & Skills
P.O. Box 8700
St. John's, NL A1B 4J6

(709) 729-4276
Hi Maggie,

The Department has reviewed the three attachments you forwarded on Friday, July 15, 2016 and has no concerns regarding the release of the information.

Thanks,
Sharon

SHARON SEAWARD
Tel. (709) 729-4276

Hi Maggie,

Further to Rosemary Thorne’s voice message on yesterday's date, please see attached a package of records (1 of 3) responsive to an ATIPP request which requires consultation by the Dept. of AES. The request pertains to the establishment of a childcare centre at Grenfell Campus. The deadline of this request is 28 July 2016; as such, we kindly ask that you provide our office with a reply by 22 July 2016.

Due to File size, I will be sending the remaining records in 2 additional emails. I would ask that you please confirm receipt of all three attachments.

If you have any questions or concerns, please do not hesitate to contact me.

Many thanks in advance,
Maggie Noseworthy
From: Gardiner, Bob B
Sent: Thursday, July 28, 2016 9:11 AM
To: Power, Jacqueline
Cc: Moore, Dave
Subject: RE: HP TRIM Signed Copy : BN-2016-0360-01 : Signed Briefing Note - Memorial University’s Grenfell Campus Childcare Centre

I didn't think we needed to let them know. I thought they were just giving us a heads up and whatever their deadline was they would have to meet it.

Dave???

Thanks.

Bob

Bob Gardiner
Assistant Deputy Minister, Post-Secondary Education Advanced Education and Skills Government of Newfoundland and Labrador P. O. Box 8700
St. John’s, NL A1B4J6

Phone: (709) 729 3026
Fax: (709) 729 2828

-----Original Message-----
From: Power, Jacqueline
Sent: Thursday, July 28, 2016 8:57 AM
To: Gardiner, Bob B
Subject: FW: HP TRIM Signed Copy : BN-2016-0360-01 : Signed Briefing Note - Memorial University's Grenfell Campus Childcare Centre

Bob,
Have you advised MUN this is good to go or should that go from Dave or me?
J

-----Original Message-----
From: Ashford, Arlene
Sent: Wednesday, July 27, 2016 3:59 PM
To: Gardiner, Bob B; Power, Jacqueline
Subject: HP TRIM Signed Copy : BN-2016-0360-01 : Signed Briefing Note - Memorial University's Grenfell Campus Childcare Centre

For your records and appropriate action.
Record Number: BN-2016-0360-01
Title: Signed Briefing Note - Memorial University's Grenfell Campus Childcare Centre
Seaward, Sharon M.

From: Hanlon, Bren M.
Sent: Monday, May 01, 2017 12:08 PM
To: Dunphy, Debbie
Subject: Fw: MUN childcar

Want to pass this info along?

Sent from my BlackBerry 10 smartphone on the Bell network.

From: Hunter, Mark C. <MarkHunter@gov.nl.ca>
Sent: Monday, May 1, 2017 12:07 PM
To: Hanlon, Bren M.
Subject: RE: MUN childcar

Yes, they had earmarked it that year for the Grenfell Childcare Centre.

Mark

Mark C. Hunter, PhD
Director (A) and Superintendent of Private Training Institutions
Literacy and Institutional Services Division
Post-Secondary Education Branch
Department of Advanced Education, Skills and Labour
Government of Newfoundland and Labrador
P.O. Box 8700
St. John's, Newfoundland and Labrador A1B 4J6
markhunter@gov.nl.ca
T: +1 709 729 2087 / F: +1 709 729 6246

From: Hanlon, Bren M.
Sent: Monday, May 1, 2017 12:06 PM
To: Hunter, Mark C. <MarkHunter@gov.nl.ca>
Subject: Re: MUN childcar

And that's why they had the $1.2 M is that right?

Sent from my BlackBerry 10 smartphone on the Bell network.

From: Hunter, Mark C.
Sent: Monday, May 1, 2017 12:05 PM
To: Hanlon, Bren M.
Subject: RE: MUN childcar

The childcare project did not go ahead.

Mark
From: Hanlon, Bren M.
Sent: Monday, May 1, 2017 10:04 AM
To: Hunter, Mark C. <MarkHunter@gov.nl.ca>
Subject: MUN childcare

Hi Mark,

We had these bullets in our $2.7M one time savings note last year:

**White Paper Infrastructure Matching Funds**
- MUN receives an annual capital allocation of $2.4M from Government in the form of White Paper Infrastructure Matching Funds.
- In accordance with MUN’s collective agreement with the MUN Faculty Association (MUNFA), which stipulated that “...the University is committed to providing the Grenfell Campus with access to childcare services. In support of this commitment, the University shall use its best efforts to establish a facility on or in close proximity to the Grenfell Campus by December 31, 2015,” the university has been preparing to construct a childcare centre in Corner Brook.
- MUN intends to support construction of the Grenfell Campus childcare centre with $1.2M of cumulative surplus in the White Paper Infrastructure Matching Funds budget.

If we saved the $1.2 M, does that mean MUN did not spend it on child care? The Minister is asking but I can’t put it together in my head.

Thanks

Brendan Hanlon CPA, CMA, MBA
Departmental Controller
Department of Advanced Education, Skills and Labour
709-729-5140
Seaward, Sharon M.

From: Hanlon, Bren M.  
Sent: Monday, May 01, 2017 12:08 PM  
To: Hunter, Mark C.  
Subject: Re: MUN childcar

Thanks.

Sent from my BlackBerry 10 smartphone on the Bell network.

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Sent: Monday, May 1, 2017 12:07 PM  
To: Hanlon, Bren M.  
Subject: RE: MUN childcar

Yes, they had earmarked it that year for the Grenfell Childcare Centre.  

Mark

Mark C. Hunter, PhD  
Director (A) and Superintendent of Private Training Institutions  
Literacy and Institutional Services Division  
Post-Secondary Education Branch  
Department of Advanced Education, Skills and Labour  
Government of Newfoundland and Labrador  
P.O. Box 8700  
St. John’s, Newfoundland and Labrador A1B 4J6  
markhunter@gov.nl.ca  
T: +1 709 729 2087 / F: +1 709 729 6246

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Subject: Re: MUN childcar

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Subject: RE: MUN childcar

The childcare project did not go ahead.

Mark
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Sent: Monday, May 1, 2017 10:04 AM  
To: Hunter, Mark C. <MarkHunter@gov.nl.ca>  
Subject: MUN childcare

Hi Mark,

We had these bullets in our $2.7M one time savings note last year:

**White Paper Infrastructure Matching Funds**
- MUN receives an annual capital allocation of $2.4M from Government in the form of White Paper Infrastructure Matching Funds.

- In accordance with MUN’s collective agreement with the MUN Faculty Association (MUNFA), which stipulated that “...the University is committed to providing the Grenfell Campus with access to childcare services. In support of this commitment, the University shall use its best efforts to establish a facility on or in close proximity to the Grenfell Campus by December 31, 2015,” the university has been preparing to construct a childcare centre in Corner Brook.

- MUN intends to support construction of the Grenfell Campus childcare centre with $1.2M of cumulative surplus in the White Paper Infrastructure Matching Funds budget.

If we saved the $1.2 M, does that mean MUN did not spend it on child care? The Minister is asking but I can’t put it together in my head.

Thanks

Brendan Hanlon CPA, CMA, MBA  
Departmental Controller  
Department of Advanced Education, Skills and Labour  
709-729-5140
Tab 2
Moore, Dave

From: Gardiner, Bob B
Sent: Thursday, June 02, 2016 1:14 PM
To: Byrne, Gerry; Dooling, Genevieve (AES)
Cc: MacGowan, Gordon
Subject: RE: Grenfell daycare

Hi Minister:

Here are the answers to your questions.

1) When did the 'best efforts' clause for the university to provide faculty and staff with a daycare facility get inserted into the various collective agreements;

- Under the terms of the MUN Faculty Association collective agreement for 2010-2013, MUN and MUNFA agreed to establish a Joint Child Care Committee at Grenfell Campus. The mandate of the Committee was to include, but not be limited to, researching and preparing recommendations for the provision of childcare services at Grenfell Campus.

- Under the terms of the MUN Faculty Association collective agreement for 2014-2017, MUN agreed to use its best efforts to establish a childcare facility on or in close proximity to the Grenfell Campus by December 31, 2015.

2) Is the CNA facility daycare facility readily available to Grenfell staff and CNA alike (ie is there capacity at CNA Corner Brook for full demand)?

- A limited number of spaces are available through the College of the North Atlantic's Fisher Childcare Centre (4 spaces for students and 6 spaces for faculty/staff, representing one-third of all placements at the Fisher Childcare Centre).

- Grenfell Campus advised that while it is not able to provide information regarding the number of students with children between the ages of 12 months and 5 years requiring childcare, they have indicated that staff and faculty have 52 children under the ages of 6 (actual number requiring child care services is unknown).

- We have followed up with CNA seeking confirmation that the number of childcare spaces at its facility is 30, whether it is at full demand, and if there is a waitlist. We will provide that data as soon as possible when available. We will provide that information when we get it later today.
3) I would like to better understand the annual White paper funding of $2.4 million. Is this money transferred to MUN and then deposited in an account controlled by MUN for current or future year use? Or is it 'notional' funding? And, after answering that question, was $1.2 Million transferred to MUN as part of that annual allocation and banked pending the development of the daycare and if so, when was the relevant year for this 'deposit'?

- The $2.4 million annual White Paper Infrastructure Matching Funds is deposited in an account controlled by MUN for current and future years use when MUN has invoiced the Department with documentation confirming that they have raised funds to match this amount (e.g., from donors, alumni). The funding does not mix with any other money at MUN.

- The $2.4 million annual allocation to MUN is not earmarked by the Department for any particular use (e.g., the daycare) when it is allocated to MUN.

- The $1.2 million that MUN had laid aside for the daycare project could have come from White Paper Infrastructure Matching Funds that had accumulated since 2005/06, up to and including the 2015/16 fiscal year.

4) Is MUN’s multiyear infrastructure plan reviewed and potentially updated annually? Can I receive a copy via pdf of the most recent years (2014 - 2020) plan. Do you have past years and can I receive copies of each plan covering the previous 10 year period. This is very relevant to the current discussion of MUN’s capital and infrastructure budgets and I will consider sharing with infrastructure ministers or at least informing them of its existence. I will be interested to see if the grenfell pool is part of any previous consideration.

- MUN has previously advised that it intends to review and update its multi-year infrastructure plan regularly. The latest version of the plan is for the period 2014-2020, the first that MUN has developed. There were no multi-year infrastructure plans prior to this date.

- Please see attached PDF version of the 2014-2020 plan.

- The Grenfell swimming pool has not been indicated as an approved priority of the current multi-year infrastructure plan.

Hope this helps. Anything further please let us know.

Bob

Bob Gardiner
Assistant Deputy Minister, Post-Secondary Education
Advanced Education and Skills
Government of Newfoundland and Labrador
P. O. Box 8700
St. John’s, NL  A1B4J6
From: Byrne, Gerry  
Sent: Thursday, June 02, 2016 12:09 PM  
To: Dooling, Genevieve (AES); Gardiner, Bob B  
Cc: MacGowan, Gordon  
Subject: Grenfell daycare

A couple of questions arising from the note:

1) When did the 'best efforts' clause for the university to provide faculty and staff with a daycare facility get inserted into the various collective agreements;

2) Is the CNA facility daycare facility readily available to Grenfell staff and CNA alike (ie is there capacity at CNA Corner Brook for full demand)?

3) I would like to better understand the annual White paper funding of $2.4 million. Is this money transferred to MUN and then deposited in an account controlled by MUN for current or future year use? Or is it 'notional' funding? And, after answering that question, was $1.2 Million transferred to MUN as part of that annual allocation and banked pending the development of the daycare and if so, when was the relevant year for this 'deposit'?

4) Is MUN's multiyear infrastructure plan reviewed and potentially updated annually? Can I receive a copy via pdf of the most recent years (2014 - 2020) plan. Do you have past years and can I receive copies of each plan covering the previous 10 year period. This is very relevant to the current discussion of MUN's capital and infrastructure budgets and I will consider sharing with infrastructure ministers or at least informing them of its existence. I will be interested to see if the grenfell pool is part of any previous consideration.

Please get back to me as soon as possible.

Thx

Gerry

Sent from my BlackBerry 10 smartphone on the Bell network.
Potential copyright material

If you wish to obtain a copy please contact the ATIPP Office at (709) 729-7072 or atippoffice@gov.nl.ca.
Good morning Minister,

Please find attached Information Note re Memorial University Grenfell Campus Childcare Centre for your review.

Thanks,
Pam

Pam Hunt
Secretary to Minister
Advanced Education and Skills
3rd Floor, Confederation Bldg. West Block
Telephone: (709) 729-358
Fax: (709) 729-6996
e-mail: pamhunt@gov.nl.ca
Information Note
Department of Advanced Education and Skills

Title: Memorial University’s Grenfell Campus Childcare Centre

Issue: Funding to support Memorial University’s Grenfell Campus Childcare Centre.

Background and Current Status:
- Memorial University (MUN) has one childcare centre, at the St. John’s Campus, opened in 1992 after fundraising by the Memorial University Students’ Union (MUNSU) to support construction. It serves children of students, faculty and staff of the St. John’s Campus and the Marine Institute. Students, faculty and staff of Grenfell Campus currently share childcare space with College of the North Atlantic’s Corner Brook Campus.

- In December 2014, MUN requested authority under the Memorial University Act to construct a Grenfell Campus childcare centre using $1.2 million in unallocated annual White Paper Infrastructure Matching Funds.

- MUN indicated that this project is to meet its commitments in its collective agreement with faculty that MUN would use its best efforts to establish a facility on or in close proximity to the Grenfell Campus by December 31, 2015. MUN has similar commitments with employees represented by CUPE and NAPE at Grenfell Campus.

Analysis:
- MUN receives an annual allocation of $2.4 million in White Paper Infrastructure Matching Funds from Government. MUN has designated $25 million of accumulated and committed White Paper Infrastructure Matching Funds to support the Core Science Facility (CSF).

- When the CSF opens in 2019, MUN will use its $2.4 million annual allocation, in combination with $8.0 million in efficiency review savings annually, to repay the loan from Government used to also support CSF construction.

- MUN uses any surplus White Paper Infrastructure Matching Funds for other projects on a case-by-case basis.

- Over 2015, the Department worked with MUN, including Grenfell Campus, to gather the required information, including cost estimates, building design details, and advice from the Department of Education and Early Childhood Development regarding requirements under the Child Care Act, to seek authority for MUN to proceed with the childcare centre project.

- As approvals for the project had not been finalized by the end of the fiscal year 2015/16, as part of the Budget 2016 process, the Department identified MUN’s $1.2 million in surplus annual White Paper Infrastructure Matching Funds as one-time countervailing savings that could be recovered to assist in addressing the Province’s fiscal circumstances.

- MUN infrastructure projects are guided by its Multi-Year Infrastructure Plan 2014-2020, approved by the Board of Regents at its September 2014 meeting. The Grenfell childcare centre is not an approved infrastructure priority of that plan.
The Board of Regents has the autonomy to decide whether any of its 2016/17 infrastructure funds (e.g., from efficiency review savings or White Paper Infrastructure Matching Funds) will be allocated to support the construction of the new Grenfell Campus childcare facility, pending approval under the Memorial University Act for the project to proceed.

Action Being Taken:
- The Department will consult with MUN to determine if it seeks to proceed to seek authority to construct the Grenfell Campus childcare centre in 2016/17.

Prepared/Approved by: M. Hunter/J. Earle/J. Power/B. Gardiner
Ministerial Approval: Received from Hon. Gerry Byrne

June 2, 2016
Ok

Genevieve (Gig) Dooling
Deputy Minister
Department of Advanced Education and Skills
Telephone: (709) 729-3582
Email: gdooling@gov.nl.ca

From: Byrne, Gerry
Sent: Monday, April 04, 2016 5:48 PM
To: Dooling, Genevieve (AES)
Subject: Non responsive

Sent from my BlackBerry 10 smartphone on the Bell network.

From: Dooling, Genevieve (AES)
Sent: Monday, April 4, 2016 5:38 PM
To: Byrne, Gerry
Subject: Non responsive

With respect to the Grenfell Campus Childcare Center – there was $1.2 Million allocated through White Paper money several years ago to support the construction of a Childcare center at or close to the Western Campus. The project never got off the ground and MUN had the Money in its bank account (this was one of several small pots of money we took from MUN – the total off all pots was $2.7M.)

Mun advised that there collective agreement noted that they “Would make best efforts to establish a facility on or in close proximity to the Grenfell Campus by December 31, 2015. My understanding is that the university was preparing for the child care center but it never materialized.

Gig

Genevieve (Gig) Dooling
Deputy Minister
Department of Advanced Education and Skills
Telephone: (709) 729-3582
Email: gdooling@gov.nl.ca

From: Byrne, Gerry
Sent: Monday, April 04, 2016 5:25 PM
To: Dooling, Genevieve (AES)
Subject: Non responsive

Non responsive
Gig, Could you remind me; how much was allotted for Grenfell day care that GNL will be removing from their Grant-in-aide? How would you describe what it is exactly that we are doing?

G

Sent from my BlackBerry 10 smartphone on the Bell network.
Tab 3
From: Byrne, Gerry  
Sent: Monday, April 04, 2016 5:48 PM  
To: Dooling, Genevieve (AES)  
Subject: [Redacted]

Sent from my BlackBerry 10 smartphone on the Bell network.

From: Dooling, Genevieve (AES)  
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Genevieve (Gig) Dooling  
Deputy Minister  
Department of Advanced Education and Skills  
Telephone: (709) 729-3582  
Email: gdooling@gov.nl.ca

From: Byrne, Gerry  
Sent: Monday, April 04, 2016 5:25 PM  
To: Dooling, Genevieve (AES)  
Subject: [Redacted]

The changes to the MUN note by SNL from AES are AOK!

Gig, Could you remind me; how much was allotted for Grenfell day care that GNL will be removing from their Grant-in-aide? How would you describe what it is exactly that we are doing?

G

Sent from my BlackBerry 10 smartphone on the Bell network.

From: Dooling, Genevieve (AES)  
Sent: Monday, April 4, 2016 5:18 PM  
To: Byrne, Gerry  
Subject: [Redacted]

Non responsive
From: Dooling, Genevieve (AES)
Sent: Monday, April 04, 2016 8:58 PM
To: Byrne, Gerry
Subject: Re: MUN daycare

Gig

Genevieve (Gig) Dooling
Deputy Minister
Department of Advanced Education and Skills
Telephone:(709) 729-3582
Email: gdooling@gov.nl.ca

On Apr 4, 2016, at 8:54 PM, Byrne, Gerry <GerryByrne@gov.nl.ca> wrote:

PM Trudeau was scheduled to come to Corner Brook tomorrow and Grenfell specifically to discuss the Canada family benefit and early childhood development.

The scheduled visit is now 'unscheduled' due to weather.

All clear.

G

Sent from my BlackBerry 10 smartphone on the Bell network.
Tab 4
Moore, Dave

From: Best, Holly
Sent: Tuesday, June 07, 2016 4:22 PM
To: Power, Jacqueline; Gardiner, Bob B
Subject: HP TRIM Signed Copy : BN-2016-0271-02 : Signed Briefing Note - Memorial University's Grenfell Campus Childcare Centre
Attachments: Signed Briefing Note - Memorial University's Grenfell Campus Childcare Centre.txt

For your information and appropriate action

Holly

-----< HP TRIM Record Information >-----

Record Number: BN-2016-0271-02
Title: Signed Briefing Note - Memorial University's Grenfell Campus Childcare Centre
Information Note
Department of Advanced Education and Skills

Title: Memorial University's Grenfell Campus Childcare Centre

Issue: Funding to support Memorial University's Grenfell Campus Childcare Centre.

Background and Current Status:
- Memorial University (MUN) has one childcare centre, at the St. John's Campus, opened in 1992 after fundraising by the Memorial University Students' Union (MUNSU) to support construction. It serves children of students, faculty and staff of the St. John's Campus and the Marine Institute. Students, faculty and staff of Grenfell Campus currently share childcare space with College of the North Atlantic's Corner Brook Campus.
- In December 2014, MUN requested authority under the Memorial University Act to construct a Grenfell Campus childcare centre using $1.2 million in unallocated annual White Paper Infrastructure Matching Funds.
- MUN indicated that this project is to meet its commitments in its collective agreement with faculty that MUN would use its best efforts to establish a facility on or in close proximity to the Grenfell Campus by December 31, 2015. MUN has similar commitments with employees represented by CUPE and NAPE at Grenfell Campus.

Analysis:
- MUN receives an annual allocation of $2.4 million in White Paper Infrastructure Matching Funds from Government. MUN has designated $25 million of accumulated and committed White Paper Infrastructure Matching Funds to support the Core Science Facility (CSF).
- When the CSF opens in 2019, MUN will use its $2.4 million annual allocation, in combination with $8.0 million in efficiency review savings annually, to repay the loan from Government used to also support CSF construction.
- MUN uses any surplus White Paper Infrastructure Matching Funds for other projects on a case-by-case basis.
- Over 2015, the Department worked with MUN, including Grenfell Campus, to gather the required information, including cost estimates, building design details, and advice from the Department of Education and Early Childhood Development regarding requirements under the Child Care Act, to seek authority for MUN to proceed with the childcare centre project.
- As approvals for the project had not been finalized by the end of the fiscal year 2015/16, as part of the Budget 2016 process, the Department identified MUN's $1.2 million in surplus annual White Paper Infrastructure Matching Funds as one-time countervailing savings that could be recovered to assist in addressing the Province's fiscal circumstances.
- MUN infrastructure projects are guided by its Multi-Year Infrastructure Plan 2014-2020, approved by the Board of Regents at its September 2014 meeting. The Grenfell childcare centre is not an approved infrastructure priority of that plan.
• The Board of Regents has the autonomy to decide whether any of its 2016/17 infrastructure funds (e.g., from efficiency review savings or White Paper Infrastructure Matching Funds) will be allocated to support the construction of the new Grenfell Campus childcare facility, pending approval under the Memorial University Act for the project to proceed.

Action Being Taken:
• The Department will consult with MUN to determine if it seeks to proceed to seek authority to construct the Grenfell Campus childcare centre in 2016/17.

Prepared/Approved by: M. Hunter/J. Earle/J. Power/B. Gardiner
Ministerial Approval: Received from Hon. Gerry Byrne

June 2, 2016
Information Note
Department of Advanced Education and Skills

Title: Memorial University's (MUN) Grenfell Campus Childcare Centre

Issue: Pending release by MUN, under the Access to Information and Protection of Privacy Act (ATIPPA), of information related to the Grenfell Campus Childcare Centre.

Background and Current Status:
- MUN operates one childcare centre, at the St. John's Campus, opened in 1992 after fundraising by the Memorial University Students' Union (MUNSU) to support construction. It serves children of students, faculty and staff of the St. John's Campus and the Marine Institute. Students, faculty and staff of Grenfell Campus currently share childcare space with College of the North Atlantic's Corner Brook Campus.
- In December 2014, MUN requested authority under the Memorial University Act to construct a Grenfell Campus childcare centre using $1.2 million in unallocated annual White Paper Infrastructure Matching Funds.
- MUN indicated that this project is to meet its commitments in its collective agreement with faculty that MUN would use its best efforts to establish a facility on or in close proximity to the Grenfell Campus by December 31, 2015. MUN has similar commitments with employees represented by CUPE and NAPE at Grenfell Campus.
- MUN has recently received a request under the Access to Information and Protection of Privacy Act for information regarding the proposed Grenfell Campus Childcare Centre.

Analysis:
- MUN receives an annual allocation of $2.4 million in White Paper Infrastructure Matching Funds from Government. MUN has designated $25 million of accumulated and committed White Paper Infrastructure Matching Funds to support the Core Science Facility (CSF).
- When the CSF opens in 2019, MUN will use its $2.4 million annual allocation, in combination with $8.0 million in efficiency review savings annually, to repay the loan from Government used to also support CSF construction.
- MUN uses any surplus White Paper Infrastructure Matching Funds for other projects on a case-by-case basis.
- Over 2015, the Department worked with MUN, including Grenfell Campus, to gather the required information, including cost estimates, building design details, and advice from the Department of Education and Early Childhood Development regarding requirements under the Child Care Act, to seek authority for MUN to proceed with the childcare centre project.
- As approvals for the project had not been finalized by the end of the fiscal year 2015/16, through the Budget 2016 process, the Department identified MUN's $1.2 million in surplus annual White Paper Infrastructure Matching Funds as one-time countervailing savings that could be recovered to assist in addressing the Province's fiscal circumstances. Accordingly, the funds were recovered through Budget 2016 as one-time savings.
- MUN infrastructure projects are guided by its Multi-Year Infrastructure Plan 2014-2020, approved by the Board of Regents at its September 2014 meeting. The Grenfell childcare centre is not an approved infrastructure priority of that plan.

- The Board of Regents has the autonomy to decide whether any of its 2016/17 infrastructure funds (e.g., from efficiency review savings or White Paper Infrastructure Matching Funds) will be allocated to support the construction of the new Grenfell Campus childcare facility, pending approval under the Memorial University Act for the project to proceed.

- MUN has provided the Department with the materials requested for release under the Access to Information and Protection of Privacy Act. Other information includes requests for meetings and requests from MUN officials for status updates on the progress of the approval request.

- The Department has not received a request from MUN for authority to proceed with the Grenfell Campus childcare facility in 2016/17.

Action Being Taken:
- The Department will advise MUN if it has no concerns regarding the documents to be released.

Prepared/Approved by: M. Hunter/J. Power/B. Gardiner
Ministerial Approval: Received from Hon. Gerry Byrne

July 20, 2016
December 22, 2014

Mr. Kent Decker
Vice-President
Memorial University
St. John's, NL
A1C 5S7

Dear Mr. Decker:

I am writing in response to your letter of December 17, 2014, regarding a request for approval under the Memorial University Act for Grenfell Campus to construct a Child Care Centre, funded through Memorial's Infrastructure Fund.

The University's request has been received and you will be notified when a decision has been made.

Sincerely,

KEVIN O'BRIEN
Minister

cc. Dr. Gary Kachanoski, President and Vice-Chancellor
Memorial University

Mr. Robert Gardiner, Assistant Deputy Minister
Post-Secondary Education
Department of Advanced Education and Skills
Tab 5
Additional Questions for Grenfell College re: Proposed Childcare Facility
(September 18, 2015)

Phase I – Environmental Assessment (Pinchin LeBlanc)

- On page ii of the report (Executive Summary), Pinchin LeBlanc states that “This report has been issued without having received a response from the Government of Newfoundland and Labrador Service NL (Service NL). Once a response from this regulatory body is received, the information will be reviewed by Pinchin and a copy of the response will be forwarded to the Client under separate cover. Our conclusions and recommendations may be amended based on this information”.
  - QUESTIONS: Has Pinchin LeBlanc received a response yet from Service NL, and has the conclusions and/or recommendations of Pinchin LeBlanc changed based on this response?

Programming and Site Selection Report (Fougere Menchenton)

- On pages 1-2 of the report, there are a number of suggested design characteristics (e.g., outdoor wood plank in outdoor play area; demountable partitions for nap room; wall-mounted storage; use of “warm” materials such as wood; video recorders for security)
  - QUESTION: Do the probable costs on page 11 of the report include the costs of these suggested design characteristics?

- On page 2 of the report, under “1.2 – FIRE AND LIFE SAFETY”, Fougere Menchenton notes that “a full code study has not been undertaken at this point”.
  - QUESTIONS: Will Grenfell conduct a full code study prior to construction, and if so, how much will this cost? Has this cost been factored in to the probable costs on page 11?

- On page 3 of the report, it states that Fougere Menchenton has “requested a review of the document by EECD, and that a number of considerations have come from this consultation. It is not clear whether EECD has approved the proposed design or whether any concerns have been identified.
  - QUESTIONS: Has EECD completed their review of the document? What exactly was the nature of the consultation with EECD? Were any concerns identified by EECD? Was any letter or communication received from EECD addressing the consultation or outlining the results of their review?

- On page 3 of the report, it states that outdoor play space is required to have direct access from each homeroom. Yet an OPTION A floorplan has been proposed that does not address this (see page 12).
  - QUESTIONS: Why would Fougere Menchenton propose an option that does not comply with provincial requirements re: child care facilities? Is Grenfell seriously considering the OPTION A floorplan?
• On page 5 of the report, it notes under the benefits for the preferred site (South Side University Drive) that this site could “help define the University as separate from the Long Term Care Facility”.
  o **QUESTION:** What does this mean – that the proposed child care facility will be used as a physical barrier to separate the campus from the long term care facility? Why is this necessary?

• On page 5 of the report, it notes that the proposed site will be in close proximity to the patio bar and student residence, but will have “suitable screening”.
  o **QUESTIONS:** Does this suitable screening mean that there will be trees planted, fencing installed, or some other form of ‘screening’?

• On page 7, it makes reference to “combining all after school aged children into one homeroom”, yet the table showing programming options does not include a separate room for after school aged children, although it does make reference to a “multi-purpose room”.
  o **QUESTION:** If the intention is to have an after school room, will this be the “multi-purpose room” or some other room (not included in the design)?
    • **NOTE:** None of the sample layouts on page 10, nor the floor plans shown on pages 12 and 13, include an after school room or a “multi-purpose” room.

  • **NOTE:** Under the “Program Notes” section on page 7, note #7 provides sizes of rooms for after school age groups (i.e., 79.2 m² for 57-84 months; 99 m² for 84-155 months). Each of these room sizes is larger than that proposed for the multi-purpose room (only 66.6 m²)

  • **NOTE:** Under the “Summary of Spaces” section on page 8, it appears that a 110 m² after-school homeroom is included in the design, however this is not found in either the program table on page 7, nor included in the sample layouts provided on page 10 or the floor plans on pages 12 and 13.
    • **QUESTION:** How will the layouts and floorplans (and probable costs) be impacted by the addition of an after school homeroom, if the intention is to have an after school room?

  • **NOTE:** Under the “Opinion of Probable Costs” section on page 11, it appears that – due to budgetary reasons – a multi-purpose room will not be included.
    • **QUESTION:** Does this mean that Grenfell will not be considering an afterschool homeroom in the child care centre design?
• Page 7 of the report also makes reference to the “final makeup of classroom type, size and age group will have implications on”...building occupancy load, daycare enrolment, staffing requirements and outdoor space requirements.
  - QUESTIONS: What is the preferred design/floor plan by Grenfell? If the final makeup of the classroom type, size and age group has not been provided in the report, when will Grenfell make this determination and will another design document be submitted to the Department?

• There appears to be a typo in the table on page 7 of the report. For the preschool room, it notes that the age (in months) is “36-69 months”.
  - QUESTION: Should this instead be 36-59 months?

• Under the “Program Notes” section on page 7 of the report, note #1 indicates that “off-site food preparation has been assumed”.
  - QUESTIONS: How will meals be provided to children? Will Grenfell campus be providing them through their central kitchen facilities, or will parents be required to send meals with their children?

• Under the “Program Notes” section on page 7 of the report, note #2 suggests that “to select classroom type and allocation, the University may consider a market study”.
  - QUESTIONS: Has Grenfell conducted such a market study, and if not, will one be done?

• On page 11 of the report (“Opinion of Probable Costs”), Fougere Menchenton provide three (3) probable cost options (total construction costs, including HST):

  Option 1 (1 infant room/2 toddler rooms/1 preschool room) - $1,299,000
  Option 2 (1 infant room/1 toddler room/1 preschool room) - $1,090,300
  Option 3 (2 toddler rooms/1 preschool room) - $781,300

  - NOTE: Fougere Menchenton note on page 11 that “for the sample layout it was assumed that the preferred configuration is used (‘L’ configuration)”. However on page 5 of the report it states that for the preferred site (#5 – South Side University Drive), the best building type would be the block or bar configuration, not the L configuration.

  - QUESTION: Knowing that site #5 was the preferred site and that the block or bar configuration was the best building type for this site, why would Fougere Menchenton use the “L” configuration for the sample layout (and, it is assumed, consider this building type when calculating building costs)?
• NOTE: The Conceptual Site Plan for Site #5 included in Appendix A-1 shows that the bar configuration has been used, not the “L” configuration.
  
  • QUESTION: How will the construction cost estimates provided on page 11 be impacted by the bar configuration design of the facility (the best building type) vs. the “L” configuration?

• NOTE: Under the “Opinion of Probable Costs” section on page 11, notes #2, #3 and #6 indicate that “furniture, fittings and equipment”, “other features (i.e. planters, coverings, specialty guards/handrails, etc.)”, and “soft costs associated (i.e. permit, consultant or other fees)” have not been included in the estimated total construction costs.
  
  • QUESTION: Can Grenfell provide an estimate of how much these ‘additional costs’ will be?

• NOTE: Grenfell has indicated previously that $1.2 million through MUN’s Infrastructure Fund has been set aside for this project. Grenfell has also noted that consultant fees and other costs associated with the development of any functional plans and environmental assessments would come out of the $1.2 million budget.

• NOTE: Under the Site Description (Civil) for site #5, contained in Appendix A-2, it is noted by Fougere Menchenton that a high pressure water line passes under the site and would need to be relocated.
  
  • QUESTION: Is the relocation of this water line included under the site work costs for site #5 as noted on page 11 (and in the site works costs identified in Appendix A-3)?
A Short History of the MUN Childcare Centre

Dr. Carole Peterson

The Childcare Centre on the St. John’s campus of Memorial University of Newfoundland opened its doors in January of 1975, governed by a Board of Directors. The Centre was conceived and implemented by the Memorial Students’ Union (called the Council of the Students’ Union at the time, or CSU, later renamed the Memorial Students’ Union, or MUNSU) which was concerned about the difficulties faced by student parents. These students had no quality childcare for their children while in school. Childcare was also provided to children of university faculty and staff as well as to the student parent population. It was a very innovative and forward-thinking step by an organization of students, most of whose members were not parents, and generations of parents and children that continue to avail of the Childcare Centre are in their debt.

The original Centre was in the basement of the Burton’s Pond Apartment complex, in Corte Real, next to the laundry machines. The Centre was one large room with tiny, high windows, and the bathrooms for the children as well as the Director’s office were on the other side of the main hallway that went from the front door of the building to the laundry room. Thus, children going to the washroom had to cross student laundry traffic. There were 50 children accommodated in the Centre.

Children began attending the Centre when they turned 3 years of age, and left once they began school. At first, a few kindergarten children could be accommodated in the hours either before or after their kindergarten classes, but the demand for services for kindergarten children grew enormously. In addition, parents needed places for their primary-school-aged children after school and during school holidays and closures. There was virtually no place for these children to go, since this was in the days prior to the opening of after-school centres at schools. So the Board of Directors began looking for a place for a second Centre, one that would cater to school-aged children from kindergarten up through age 10. Finding another place was not easy. Finally, a possibility appeared. There had been a small dining hall in the room above the Childcare Centre that the Board determined could serve as an After-School Centre. However, at the same time the Burton’s Pond Apartments student organization was eying that space and wanted to use it for fitness classes and various other student activities. This space was almost lost to us -- but in a meeting called by the Students’ Union to hear student input about the future of this space, impassioned pleas by student parents convinced the Union and the Burton’s Pond Student Association that a compromise should be looked for. This compromise involved the space being a Childcare Centre for school-aged children during the day and a student space in the evening. In practical terms this meant that at the end of every day when children went home, the Early Childhood Educators working in the After-School Centre had to put everything away. Toy and equipment cabinets were on wheels so they could be rolled into storage. The quantity and size of equipment that could be purchased was severely limited by the need to clear out the room every evening and store it until the next afternoon. Not an optimal space but the only one we could find. In this Centre too, the children had to leave the centre to visit the washroom, this time going farther away
down a hallway. Around this time people began to be sensitized to potential dangers to children of them wandering hallways that were heavily used by students, and a member of the staff had to accompany each child who visited the bathroom. This often led to staffing difficulties for the children who were left.

The Board of Directors dreamed of a new building, a building that was specifically built for children, and a building that could accommodate all of our needs. The first hurdle of the Board was to get permission of the Newfoundland government for multiple childcare centres for different age groups to be in the same building. The government flatly refused to allow us to build such a building for a long time, insisting that each different childcare centre had to be different places. Intense discussions went on for a period of time, and the position of the Board was that Memorial University was larger than most towns in the province of Newfoundland and so it was ridiculous to forbid a childcare centre that was appropriate for the size of the community it served. Eventually, permission was obtained from the government.

The next step was planning the building – a project that was much more fun. At the insistence of long-time Board Chair Dr. Carole Peterson, extensive observation rooms for each Centre were built into the design. After all, she argued, the Centre is on a University campus. It should be available as a training and research resource for the students and faculty of the University as well as a childcare centre for the children of students, faculty, and staff. And to this day it has served the University in invaluable ways in terms of teaching and research.

And finally, the last hurdle; finding the money. The Students’ Union (MUNSU) did all of the negotiations, the finding of money, the negotiations about a mortgage, and all of the other headaches attached to building such a large and expensive place. The Students’ Union deserves enormous credit for their extensive fundraising efforts to subsidize the cost of the new building.

Marion Butt, the long-time director of the Centre, supervised the planning of details for the new building and visited the site daily to decide about a host of tiny details. And when it was finally done, in January of 1992, she had her long-time dream (and the dream of the Childcare Board) come true. We moved out of Corte Real and into a Centre that was designed for children. This Centre is one of the best in North America; a Centre that we can all be proud of.

However, the Students’ Union discovered that the cost of a childcare centre was more than they could handle financially, and they found themselves unable to meet the mortgage payments. The day-to-day operation of the Centre was paid for mostly by parent fees, with the University paying utility bills and snow clearing and so on. But that mortgage! After financial crises continued for a few years, the Students’ Union negotiated with MUN to get out from under the mortgage.

As a consequence of the negotiations, the Board of the Childcare Centre was reorganized and the Centre became a Separately Incorporated Entity (SIE) within the University
community in 2006. That meant that, financially and in other ways, we were on our own. We were independent of both the Students’ Union and MUN, and it was our responsibility to balance our books and run ourselves – of course still under the direction of the Board of Directors. Both the Students’ Union and members of the MUN administration sit on the Board, along with parent representatives and faculty members who have expertise in relevant areas (child development and education). But ultimately, it is the Board who is responsible for the financial and policy well-being of the Centre. We are now captains of our own fate.
What We Heard:
10-Year Child Care Strategy Consultation Sessions (2011)

February 2013
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Background

The Department of Child, Youth and Family Services is responsible for developing a 10-Year Child Care Strategy aimed at increasing the number of quality, affordable regulated child care spaces in Newfoundland and Labrador. To assist in this development, consultations were held with key child care stakeholders and written submissions were received during November and December 2011. This document provides a synopsis of the key highlights received from these stakeholders.

Consultation Process

The Minister of Child, Youth and Family Services and department officials held targeted key stakeholder consultation sessions throughout the province between November 21 and 28, 2011. Approximately 200 individuals attended these sessions, with three being held in St. John’s and one session in each of Grand Falls-Windsor, Corner Brook, Labrador City, and Happy Valley-Goose Bay. The purpose of these sessions was to receive input from key child care stakeholders on the strategic direction of child care throughout Newfoundland and Labrador in terms of quality, sufficiency and affordability. Invited stakeholders included licensees, operators of child care centres, family child care providers, early childhood educators, related provincial organizations such as the Association of Early Childhood Educators of Newfoundland and Labrador (AECENL), and the Provincial Association of Childcare Administrators Licentiate (PACAL), as well as parents and groups representing parents, business and employer representatives, unions, municipalities, community organizations, the Provincial Advisory Council on the Status of Women, and provincial and regional staff of the Department of Child, Youth and Family Services.

A 10-Year Child Care Strategy Consultation Discussion Guide was posted on the department’s website outlining the main issues for consideration in developing the strategy under three main headings: quality, sufficiency and affordability. A news release announcing the consultations and the posting of the document was issued. The Minister of Child, Youth and Family Services participated in several media engagements to answer questions about the consultations and to ensure that any individual with specific issues or suggestions on the development of the child care strategy had the opportunity to submit comment. The department received a total of 29 written submissions ranging in scope from letters or e-mail messages addressing a specific issue to comprehensive briefs with positions and recommendations on all of the main issues regarding child care.

Consultation Highlights

The following section summarizes the views, ideas and opinions derived from the consultation process. This section is organized according to the three strategic issues of quality, sufficiency and affordability. It concludes with a summary of all submissions.
Quality

During the consultations, many participants noted that quality is a main priority. The key aspects of quality raised during the consultations were related to staff training and qualifications. Participants were invited to consider how the Government of Newfoundland and Labrador can strengthen and support the workforce of early childhood educators.

The clear and consistent message throughout the consultation process was that staffing in child care settings has an impact on both the quality and the sufficiency of services. Participants noted that wages, benefits and working conditions affect both the recruitment and the retention of qualified early childhood educators. There was also general consensus that the educational level of early childhood educators is strongly linked to quality of services, with higher levels of training being more desirable. Other important points raised were:

- There is a need to raise the profile of the profession of early childhood educators in the public, as well as focus on ways to better attract and retain people in the profession.
- Child development is an important component of child care services and the mandates of early learning and child care need to continue to be coordinated.
- Supporting diversity and inclusion in child care settings continues to be an important direction.
- The attrition in early childhood education training programs needs to be addressed.
- Change is needed in early childhood education training with a clear route to support higher levels of education.
- Individuals working in this field who require upgrading need increased support while working and a variety of different training models.
- There were differing opinions on the best ways to deliver an Early Learning and Child Care Supplement.

Sufficiency

Sufficiency considers the number of spaces needed and available. The main issues considered under sufficiency were how the Government of Newfoundland and Labrador can set targets for sufficiency and increase the number of child care spaces in the province.

There was a clear consensus that the number of spaces available in the province is insufficient. Overall, participants and respondents tended to equate space shortage with staff shortage. While there was a divergence of opinion on how to set targets and increase the number of spaces, the following points were made:

- Sufficiency and quality are linked and care is needed to meaningfully address staff shortages before increasing the number of spaces.
• Space shortage is acute and this is a source of stress for families, an obstacle to parents re-entering the work force, and a deterrent to having more children.
• Local community needs and issues are often unique and are important considerations when developing and sustaining child care services that are meaningful to children, families and community.
• Consideration and support needs to be given to the start-up and operating cost of regulated child care and on ways to help families find available and suitable child care.
• Governance of child care settings is an issue and increased focus is needed on publicly-funded, not-for-profit child care.
• More flexibility is needed in the existing child care licensing requirements.
• Consideration is needed to expand child care services in schools, especially for before and after school age child care programs.
• Employer-based child care should be encouraged.

Affordability

The main issue under affordability is whether the cost of child care should be regulated or limited in some way. The specific question put to participants was: how can the Government of Newfoundland and Labrador make child care more affordable for families?

The findings reinforce the concern that rates are not always affordable for many families and limiting the fees that parents pay for child care services is a desirable direction. There was some input on ways to use public funds to address affordability such as providing grants to regulated child care services. In addition, the following points were raised:

• The cost of child care may be out of reach for many income earners just above the subsidy cut-off level.
• Single families and families with more than one child may be facing considerable hardship in the cost of quality child care services.
• The subsidy surcharge - the difference between the centre/home child care fee and the Child Care Services Subsidy rate - was raised as a potential barrier to low income earners being able to afford regulated child care services.
• Equity and accountability in child care settings is important when public funds are issued.
Conclusion

Throughout the consultation process, the Department of Child, Youth and Family Services was provided with a wide-range of input from key stakeholders in the child care sector. The viewpoints, suggestions and feedback received helped shape the development of the 10-Year Child Care Strategy with a focus on the three main strategic issues of quality, sufficiency and affordability. The clear and consistent message is that staffing in child care settings impacts both the quality and the sufficiency of services. There is a general understanding that training is strongly linked to quality of services, with higher levels of training being more desirable. As well, there was a clear consensus that the number of spaces available in the province needs to be increased. In addition to the issues relating to quality and sufficiency, concern was also expressed that rates are unaffordable for many families and limiting the rates that parents pay for child care services is a desirable direction. The Provincial Government looks forward to working in collaboration with key stakeholders and partners to implement a 10-year Child Care Strategy designed to improve access to quality, affordable regulated child care for children and families in Newfoundland and Labrador.
Caring for Our Future

Provincial Strategy for Quality, Sufficient and Affordable Child Care in Newfoundland and Labrador

2012-2022

Newfoundland Labrador

Child, Youth and Family Services
Caring For Our Future

Provincial Strategy for
Quality, Sufficient and Affordable Child Care
in Newfoundland and Labrador

2012 - 2022
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Message from the Minister

Child care plays a vital role in the healthy development of children, families and communities throughout Newfoundland and Labrador. As well, it provides essential support to parents participating in the workforce or pursuing training and development opportunities.

The Government of Newfoundland and Labrador recognizes the importance of child care and is fully committed to enhancing regulated child care services in the province. It is my pleasure to present our 10-year child care strategy Caring For Our Future: Provincial Strategy for Quality, Sufficient and Affordable Child Care in Newfoundland and Labrador.

In order to ensure the strategy meets the needs of families with young children, the Department of Child, Youth and Family Services has incorporated input from parents, early childhood educators, family child care providers, program operators, and various stakeholder groups. Province-wide consultations were held and feedback from participants indicated a need to improve in the three key areas of quality, sufficiency and affordability.

The following child care strategy details a fiscally responsible approach to creating long-term improvements in regulated child care services. This strategy complements other strategic initiatives such as the Poverty Reduction Strategy and the Inclusion Strategy for Persons with Disabilities and initiatives approved under Learning from the Start as well as demonstrates the Provincial Government's ongoing commitment to families and children in our province. The implementation of Caring For Our Future will ultimately help establish exceptional child care services throughout Newfoundland and Labrador.

Sincerely,

Honourable Charlene Johnson
MHA, Trinity-Bay de Verde
Minister of Child, Youth and Family Services
Minister Responsible for the Status of Women
Introduction

The Government of Newfoundland and Labrador recognizes the benefits and the necessity of a well-developed system of quality and affordable regulated child care.

A strong system of regulated child care supports economic stability on both a community and a provincial level. It contributes to gender equity, enables parents of young children to participate in the labour market, assists in poverty reduction and helps to build a skilled future workforce. In addition to these benefits, research indicates that there are improved developmental outcomes for children who take part in early learning opportunities, such as those provided in regulated child care, especially for the children who are most vulnerable in our society.

Public consultations have indicated that access to quality and affordable regulated child care is a challenge in this province. As a result of these consultations and a commitment to meet the child care needs of families with young children in Newfoundland and Labrador, the Provincial Government is introducing Caring For Our Future: Provincial Strategy for Quality, Sufficient and Affordable Child Care in Newfoundland and Labrador. This strategy is aimed at improving the quality, sufficiency and affordability of regulated child care spaces throughout the province.

What is regulated child care?

Parents may choose unregulated or regulated child care for their children during the early years. Unregulated child care refers to care that is provided by a family member, a neighbour, an acquaintance or a child care provider in the child’s own home, where the care is not regulated or monitored by the Department of Child, Youth and Family Services.

Child care must be regulated if more than four children of mixed ages, or more than three infants, are being cared for by a person who is not a parent or legal guardian. Regulated child care for children ages birth to 12 years may take place in child care centres or in regulated family child care homes.
What support is being provided currently to the child care system in this province?

- Regulated child care services are licensed and monitored according to the *Child Care Services Act and Regulations* (1999) and related standards and policies.

- The Child Care Services Subsidy Program helps families with low income with their child care costs.

- The Child Care Capacity Initiative provides start-up and/or operating grants to non-profit community-based organizations that develop regulated child care in underserviced areas of the province. Through this initiative more than 380 spaces have been created over the past six years.

- The Family Child Care Initiative Pilot Program provides start-up grants and infant stimulus grants to family child care providers. This pilot program has resulted in the development of 159 regulated family child care spaces and 29 new family child care homes during its first year of implementation.

- The Early Learning and Child Care (ELCC) Supplement provides a direct benefit to Early Childhood Educators (ECEs) working in regulated child care services who meet eligibility requirements.

- Child Care Services Certification and professional development supports are administered by the Association of Early Childhood Educators of Newfoundland and Labrador (AECENL) and funded by the Provincial Government.

- Program Standards for Early Childhood Education (ECE) post secondary programs provide guidelines for post-secondary institutions to follow when developing one-year and two-year ECE post-secondary programs.

- A two-year post-secondary ECE diploma program is available in the province through distance education and full-time programming.

- The ECE Bursary Program provides bursaries to graduates of two-year ECE diploma programs in Newfoundland and Labrador who agree to work in the province in regulated child care for two years after graduation.
An ECE Trainee Bursary, formerly known as the Entry Level Supplement, is offered to eligible individuals taking courses (part-time/distance) to upgrade their certification to Level I.

The Summer Institute Bursary for on-campus field placement is provided to students who are enrolled in the summer institute as part of the distance education delivery of the ECE Diploma program at College of the North Atlantic.

Equipment grants are provided to regulated child care centres and homes.

The Inclusion Supports Program provides additional staff, funded spaces and resources to assist child care centres and family child care homes in accommodating all children in regular programming.

Infant care in high schools, currently located in Stephenville, Bay Roberts and St. John’s, is funded to support young parents in continuing their education.

Family child care agencies are funded annually to recruit, approve, license, support and monitor family child care homes in their areas.

Why do we need a strategy?

The current system of regulated child care in this province is experiencing a range of issues, many of which are complex in nature. Parents are not always able to choose regulated child care because there may not be enough spaces to meet the current demand, or the cost may be unaffordable.

From 2002 to 2012, the Provincial Government has more than doubled its financial commitment to the child care sector, with $26.5 million in 2011-12 being allocated to targeted initiatives and interventions to address child care issues in the province. While these interventions are having a positive impact, a comprehensive and systematic approach to strengthening the regulated child care system is needed.

The Government of Newfoundland and Labrador is committed to increasing its support in order to achieve a well-developed system of quality child care. This commitment is evident in Budget 2012: People and Prosperity, in which the Government of Newfoundland and Labrador committed to doubling its annual budget for child care by 2021-22.
What have we heard?

During Fall 2011, province-wide consultations were held with parents, employers, owners of child care centres, ECEs, family child care providers and sector organizations. Written submissions were also invited at this time. Overall, these consultations focused on three strategic issues: quality, sufficiency and affordability.

The clear and consistent message throughout the consultation process was that staffing in child care settings has an impact on both the quality and the sufficiency of services. Participants noted that wages, benefits and working conditions affect both the recruitment and retention of qualified ECEs. There was general consensus that the educational level of ECEs is strongly linked to quality of services, with higher levels of education being more desirable.

Consultations and discussions presented a clear message that there is a need for an increase in the number of child care spaces in the province. There was general support for setting child care rates to assist in making the cost of child care more affordable and consistent for all families. Participants also acknowledged that child care settings will require public funding support if more affordable child care is to become available.

These consultations provided valuable feedback, information and guidance to assist the Department of Child, Youth and Family Services in the finalization of Caring For Our Future: Provincial Strategy For Quality, Sufficient and Affordable Child Care in Newfoundland and Labrador.
Caring For Our Future presents a vision for a planned, systematic approach for the growth and enhancement of regulated child care services throughout the province over the next 10 years. This strategy builds on existing programs and services and introduces new initiatives to address child care needs based on positive practice, cross-jurisdictional research and an extensive consultation process. The strategy represents a way forward with all partners working together to achieve a common vision for child care in Newfoundland and Labrador.

The strategy builds on three key pillars: quality, sufficiency and affordability. Each of these pillars contributes to a strong child care system, which will help to ensure that parents who choose regulated child care in Newfoundland and Labrador will have access to high quality, affordable services.

### Strong System of Regulated Child Care

Families have high-quality, sufficient and affordable regulated child care

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<td>Supports positive outcomes for children through a clear, well defined legislative and policy framework and through the availability of qualified staff.</td>
<td>Addresses the need for regulated child care spaces in all areas that are underserviced, especially those areas needing to strengthen labour force participation.</td>
<td>Aims to make the cost of child care more affordable for families with young children.</td>
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Caring For Our Future:
Provincial Strategy for Quality, Sufficient and Affordable Child Care in Newfoundland and Labrador

Vision
Newfoundland and Labrador will have a well-developed system of regulated child care that is high quality, sufficient and affordable.

Mission
By 2022, the Department of Child, Youth and Family Services will have strengthened and improved the child care system in Newfoundland and Labrador so that families with young children will have improved access to quality and affordable regulated child care.

Strategic Directions

Strategic Direction #1:
Promoting a System of Quality Child Care

Quality programming in both centre-based and family child care is fundamental to an effective system of regulated child care. Programming must be supported through an appropriate legislative framework, which is why a legislative review is a key component of this strategy. As well, programming must support the inclusion of all children, including children with diverse needs. The planned review of the current program of inclusion supports will help to ensure that supports for children with diverse needs in regulated child care are available when required.
The Department of Child, Youth and Family Services is working closely with the Department of Education which is the identified lead for developing an Early Childhood Learning Framework. The Framework will outline an approach to early childhood learning with specific emphasis on play-based learning and will be implemented in all regulated child care settings.

Availability of qualified staff to develop and deliver programs in child care settings is essential to a strong and effective system of regulated child care. Over the past decade, the Provincial Government has supported ECEs and family child care providers to improve the quality of child care in this province. The Provincial Government is committed to further support and strengthen the ECE workforce in Newfoundland and Labrador.

Current legislation requires that the lead staff person in each home room of a child care centre has Level I certification. The program operator of each child care centre is required to have Level II certification. Other staff in the facility who work directly with children are required to have a minimum of entry level certification.

More qualified ECEs and program operators are needed, not only to work in existing child care centres, but also to enable the child care system in this province to expand. While Level I certification is of greatest demand and is a legislated requirement for lead staff, there is currently no specific post-secondary program in this province which is designed to meet the requirements for a one-year ECE certificate. This has resulted in a significant shortage of qualified individuals to work in regulated child care settings. ECE post-secondary program standards will be revised to help to address this issue by allowing a restructured diploma program in which students can achieve Level I certification upon completion of the first year of the two-year diploma program. This provides a clear path for ECE students to obtain Level I certification or continue on to complete the two-year ECE diploma program resulting in Level II certification.
As well, a new trainee certification level for child care staff will be introduced, replacing the current entry level certification. The introduction of trainee certification will mean that all staff working directly with children in regulated child care settings will be required to hold a minimum of a one-year ECE certificate or equivalent. Child care staff who do not have this level of certification will be required to upgrade their educational level within a specified period of time. Requiring all child care staff to obtain a minimum of Level I certification will place the province as a leader in the country in terms of required minimum qualifications for staff working in regulated child care centres.

Other measures will be put into place to assist child care staff to upgrade to a minimum of Level I certification, including a workplace training model with a prior learning and assessment and recognition (PLAR) component. This PLAR component will provide experienced child care staff with a means to obtain post secondary credit for their skills acquired in the field. In addition to the workplace training model, there will be improved access to online delivery of ECE courses and the continuation of bursaries. There will also be a redesign of the ELCC supplement program in an effort to encourage current entry level child care staff and new entrants in the field to obtain ECE specific training. The redesigned ELCC supplement program will provide a supplement to qualified staff working in regulated child care based on the position held by the ECE within the centre rather than solely on level of training.

The Government of Newfoundland and Labrador will continue to work with its partners in the child care sector and in post-secondary education to examine and review the required educational levels and training opportunities for ECEs working in regulated child care. Increasing the number of Level I ECEs in the child care system and requiring all staff working directly with children to have a minimum of a one-year ECE certificate is an important first step in the creation of a more qualified ECE workforce.

The strategy commits to two planned reviews beginning with a review of the ELCC supplement in 2015. In 2017-18, as part of a more comprehensive review, there will be an examination of the educational requirements of ECEs. Stakeholders will be consulted to assist in determining any future minimum post-secondary qualifications for all ECEs working in regulated child care settings.
Goal 1: Quality

By March 2018, there will be progress towards achieving the number of qualified ECEs to sustain the child care system, and appropriate supports will be in place to maintain a system of quality child care in Newfoundland and Labrador.

Measure of Quality:
Qualified ECEs and other appropriate supports are in place to maintain a system of quality regulated child care.

Indicators of Quality:

- ECEs working directly with children in regulated child care settings hold a minimum of Level I certification or are actively upgrading to a Level I certification.
- Program operators of child care centres hold a minimum of Level II certification as required by legislation.
- Child care settings are meeting or exceeding the health, safety and developmental needs of young children through program standards required for licensing.

Objective 1.1:
By March 2013, the Department of Child, Youth and Family Services will have developed key initiatives aimed at supporting quality of child care services in Newfoundland and Labrador.

Actions to Achieve the Objective:

- Conduct a comprehensive review of the Child Care Services Act and Regulations (1999) in 2012-13 to provide a framework for quality and safety of child care services in the province.
- Review the service delivery model for monitoring, licensing and supporting regulated child care services as well as streamlining processes for licensees and program operators of child care services.
- Revise post-secondary ECE program standards to allow a restructured diploma program in which students can achieve Level I certification upon completion of the first year of the two-year diploma program.
- Review inclusion supports as appropriate to improve the ability of child care programs to accommodate children with diverse needs in regular programming.
Objective 1.2:
By March 2014, the Department of Child, Youth and Family Services will have implemented key initiatives aimed at supporting the quality of child care services in the province.

Actions to Achieve the Objective:

- Eliminate entry level certification and replace it with a trainee certification by requiring any staff person working in a regulated child care centre who does not hold ECE specific qualifications to upgrade to Level I within a specified timeframe.

- Revise the ELCC Supplement to attract a greater number of qualified individuals to work in regulated child care settings by providing supplement amounts based on the position held by the ECE rather than based solely on level of training. This will be reviewed in 2015. Salary levels will continue to be the responsibility of employers. Supplement amounts for family child care providers will be determined as part of the evaluation of the Family Child Care Initiative Pilot Program.

- Develop and commence a work place training program with PLAR to support upgrading of qualifications.

- Deliver the ECE certificate program through the work place training model in addition to distance education and full-time programming.

- Revise inclusion supports based on recommendations from the review.

- Implement a responsive, effective service delivery model to monitor, license and support regulated child care services throughout the province based on new legislation.

- The Department of Education will commence implementation of the Early Childhood Learning Framework in all regulated child care settings in collaboration with the Department of Child, Youth and Family Services.

Objective 1.3:
By March 2018, the Department of Child, Youth and Family Services will have reviewed the performance of initiatives aimed at meeting the goal of quality under Caring For Our Future and set direction for the remaining years.

Actions to Achieve the Objective:

- Review the ELCC Supplement in 2015-16 for effectiveness in increasing the number of qualified ECEs and program operators working in regulated child care.

- In 2017-18, in consultation with stakeholders, examine minimum educational requirements for ECEs working in regulated child care settings.

- Review the initiatives focused on achieving quality and make recommendations for improvement.
Strategic Direction #2: Increasing the Sufficiency of Child Care Services

Sufficiency considers the required number and the availability of child care spaces and it requires striking the right balance between access and demand. There has been continuous growth in the number of regulated child care spaces over the past decade (over 2,300 spaces or a 53 per cent increase since 2003) and the Provincial Government is committed to continuing and improving initiatives focused on increasing the sufficiency of child care spaces in the province.

To achieve an increase in child care spaces, Caring For Our Future will use a comprehensive, systematic approach to assessing child care needs in communities, targeting resources in areas where the need is greatest. The strategy will build on the success of current programs and introduce new initiatives aimed at increasing the number of quality, affordable regulated child care spaces in Newfoundland and Labrador.

Determining where regulated child care spaces are needed and having an accurate picture of the type of spaces most in demand are essential components necessary to build a child care system using a planned and systematic approach. To assist in regular assessment of child care need, the Provincial Government will introduce a web-based centralized child care registry. Through this mechanism, improved data will be available to determine supply and demand of child care spaces. As well, the centralized registry will provide parents with an effective way to find regulated child care and child care program operators will have an efficient means of filling vacancies.

Having sufficient child care spaces supports the development of the province's labour market and the growth of the provincial economy. As employment rates increase, the need for a responsive child care system becomes even more pronounced. The development and implementation of a community needs assessment tool in 2012-13 will support growth in child care services in targeted areas by assessing local needs using demographic and labour market profiles of communities. This data, along with data from community-level surveys and the centralized child care registry will determine underserviced areas with the greatest need for child care services. Initially, 10 target areas will be identified in the province for
potential development through this needs assessment process. Focused and targeted efforts will be initiated in these areas on the creation of regulated family child care homes and child care centres. As well, a comprehensive provincial needs assessment will be conducted in 2017-18 to determine requirements for continued increases in regulated child care spaces.

The Child Care Capacity Initiative, which was introduced in 2006 with an aim to increase the number of non-profit, community-based regulated child care spaces in rural and underserviced areas will continue with an increased emphasis on the provision of support to employers, municipalities, community-based organizations and non-profit groups to develop child care in targeted areas of the province. In addition, the Family Child Care Initiative Two-Year Pilot Program, which was introduced in 2011 to encourage the development of regulated family child care throughout the province, will continue to operate while being evaluated to determine required modifications.

A voluntary operating grant program will be developed in 2014-15. This program, which will provide operational funding to child care centres choosing to become involved, will help to strengthen current child care settings and will encourage further development of regulated child care spaces. Applicants to the program will be assessed based on the need for child care in the area, proposed sustainability of the operation and fair regional distribution of funding within the allocated budget. This will help to ensure planned and systematic growth of the child care system.
Goal 2: Sufficiency

By March 2022, regulated child care spaces in the province will have increased to address the need in underserviced areas, especially in areas requiring strengthened labour market participation.

Measure of Sufficiency:
The number of regulated child care spaces has increased 35 per cent by Year Five of implementation of the strategy.

Indicators of Sufficiency:
- A needs assessment process has been operationalized.
- Regulated child care spaces have been established in areas of highest need.
- A centralized child care registry has been established.
- A comprehensive system (including financial auditing processes) for distribution of operating grants has been implemented.

Objective 2.1:
By March 2013, the Department of Child, Youth and Family Services will have developed key initiatives aimed at increasing the number of regulated child care spaces in the province.

Actions to Achieve the Objective:
- Develop and implement a community needs assessment tool in 2012-13 to support growth in child care services in targeted areas.
- Identify 10 target areas in the province for potential development through the needs assessment process.
- Encourage the development of child care spaces by providing support to employers, municipalities, community-based organizations and non-profit groups.
- Engage in community collaboration and work with community groups, current child care program operators and licensees, municipalities, major employers and school boards to identify potential infrastructure available for the development of regulated child care spaces.
- Continue with the Child Care Capacity Initiative for start-up and/or operating grants for non-profit community-based organizations until 2014-15 when the new operating grant program is introduced. It will then continue to provide start-up grants for non-profit child care services.
• Continue Family Child Care Initiative Pilot Program and evaluate to determine required modifications.

• Develop a promotional campaign to promote regulated child care and the various initiatives of the strategy related to the development of quality, affordable child care.

**Objective 2.2:**
By March 2014, the Department of Child, Youth and Family Services will have implemented key initiatives aimed at increasing the number of regulated child care spaces in the province.

**Actions to Achieve the Objective:**

• Evaluate the Family Child Care Initiative Pilot Program.

• Implement the necessary revisions to the Family Child Care Initiative Pilot Program.

• Develop and implement a centralized child care registry by 2013-14 to assist in determining and addressing ongoing and future need for child care throughout the province.

**Objective 2.3:**
By March 2018, the Department of Child, Youth and Family Services will reassess targets for sufficiency.

**Actions to Achieve the Objective:**

• Analyze data from the centralized child care registry on an ongoing basis to determine need for child care services.

• Complete a comprehensive provincial needs assessment in 2017-18 to determine requirements for continued increases in regulated child care spaces.

• Develop a voluntary operating grant program in 2014-15.

• Validate and adjust sufficiency targets based on data from the centralized child care registry and provincial needs assessment model.

**Objective 2.4:**
By March 2022, the Department of Child, Youth and Family Services will have commenced an evaluation of the performance of initiatives aimed at meeting the goal of sufficiency introduced under Caring For Our Future.

**Actions to Achieve the Objective:**

• Evaluate the initiatives of the strategy.
Strategic Direction #3: Improving the Affordability of Child Care Services

The strategic direction of affordability addresses how the Provincial Government can help make child care more affordable for families.

Child care rates for families are subsidized by the Provincial Government for families who meet the criteria of the subsidy program. Parent fees are the main revenue source for child care centres. Therefore, as costs of operating a child care service increase, there is often a corresponding increase in child care rates. To assist in making child care affordable for more parents, the voluntary operating grant program will require centres to meet specific accountability criteria, including the setting of child care rates at provincial daily subsidy rates.

The Child Care Services Subsidy program, which assists parents with lower incomes with child care rates, will be reviewed as part of the strategy. This review will ensure streamlined and effective processes for both the parents availing of the service and the centres and family child care homes providing child care to families in receipt of subsidy.

Setting a rate structure in centres participating in the operating grant program and subsidizing families with lower incomes, combined with existing federal and provincial benefits, will help make child care more affordable for families. Caring For Our Future will put measures in place aimed to address the affordability of regulated child care.
Goal 3: Affordability

By March 2018, child care rates will be more affordable for parents with children enrolled in centres participating in the operating grant program where rates will be set.

Measure of Affordability:
Child care rates are set at provincial subsidy rates for child care services receiving public funding through the voluntary operating grant program.

Indicators of Affordability:

- Set child care rates to provincial subsidy rates for families with children enrolled in centres participating in the operating grant program.

- Revise child care services subsidy process for increased efficiency and effectiveness.

Objective 3.1:
By March 2014, the Department of Child, Youth and Family Services will have developed key initiatives aimed at increasing affordability of child care in the province.

Actions to Achieve the Objective:

- Review the Child Care Services Subsidy Program which assists families with low income with their child care costs.

- Develop a voluntary operating grant program with a monitoring and distribution system and a clearly defined application process. Participants in the program will be required to meet specific criteria such as setting child care rates at provincial subsidy rates and meeting accountability criteria relating to staffing, wages, program quality and financial oversight.

Objective 3.2:
By March 2015, the Department of Child, Youth and Family Services will have implemented key initiatives aimed at increasing affordability of child care in the province.

Actions to Achieve the Objective:

- Implement a voluntary operating grant program.

- Ensure child care rates are set at the provincial subsidy rate for all child care centres participating in the voluntary operating grant program.

- Revise the Child Care Services Subsidy Program based on a review initiated in 2013-14.
Objective 3.3:
By March 2018, the Department of Child, Youth and Family Services will have reviewed the performance of initiatives aimed at meeting the goal of affordability under *Caring For Our Future* and set direction for the remaining years.

**Actions to Achieve the Objective:**

- Review the performance of initiatives aimed at meeting the goal of affordability and set directions for the remaining years.
Moving Forward

One of the driving forces behind the development of Caring For Our Future is the changing demographic and labour market profile of Canada and in particular, Newfoundland and Labrador. The aging population is leading to greater demand for workers to replace those retiring and labour shortages are being projected in many areas. Indeed, in this province, recent projections indicate an increase in job availability over the coming years.

Improving the availability and affordability of regulated child care in the province supports economic development, especially for women. A stronger system of regulated child care means that parents of young children will have greater options in their decision about whether to work, go to school or to stay at home with their children. Quality regulated child care settings will also provide a benefit to children through the promotion of healthy child development during the early years.

Caring For Our Future will create long-term improvements in child care in this province and will result in a well-planned, responsive and comprehensive system of regulated child care in Newfoundland and Labrador. The strategy provides a means to achieve a stronger ECE workforce, a planned approach to increasing regulated child care spaces and more affordable child care rates for a greater number of parents.

There will be an interim review of the strategy in 2017-18, which will help to inform the future direction for the remaining years of the strategy. A comprehensive evaluation of the strategy will commence in 2021-22 to assess the performance of initiatives aimed at meeting the goals of quality, sufficiency and affordability.

A stronger system of regulated child care means that parents of young children will have greater options in their decision about whether to work, go to school or to stay at home with their children. Quality regulated child care settings will also provide a benefit to children through the promotion of healthy child development during the early years.
Conclusion

The Provincial Government has listened carefully to the concerns about access to regulated child care, and is fully committed to the implementation of Caring For Our Future. The strategy will result in an increase in quality, sufficient and affordable child care, especially in underserviced areas and in areas with a need to strengthen labour force participation. In Budget 2012-13, the Government of Newfoundland and Labrador made a commitment to double the investment in child care services by 2021-22. This commitment is further supported by the early childhood learning initiatives of the Department of Education. Together, these initiatives will help to provide children in Newfoundland and Labrador with access to quality early learning and child care opportunities during the very important early years of development.
For more information:
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f. (709) 729-6382

Newfoundland Labrador
Child, Youth and Family Services
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Backgrounder – Grenfell Campus Childcare Centre

- On December 17, 2014, Memorial University submitted a request to the Department for approval to construct a child care centre on the Grenfell Campus.

- On January 9, 2015, a list of questions was submitted to Grenfell Campus re: their proposal; on March 26, 2015 Grenfell provided answers to the majority of questions. Follow-up questions were sent to Grenfell on April 15, 2015, with responses subsequently received on July 3, 2015. Grenfell advised they would be submitting a “functional report” outlining the site assessment and cost estimate for the proposed childcare centre.

- On July 15, 2015 a copy of the Programming and Site Selection Report for the proposed childcare centre, completed by Fougere Menchenton Architecture, was submitted by Grenfell Campus, and on August 18, 2015, a copy of the Phase I Environmental Site Assessment (completed by Pinchin LeBlanc Environmental Services) was submitted for the proposed childcare centre. This environmental assessment report, along with the Fougere Menchenton report, formed Grenfell Campus’ functional plan.

- On September 10, 2015 copies of the Fougere Menchenton and Pinchin LeBlanc documents were forwarded to Education and Early Childhood Development (EECD) for review and comment. On September 25, 2015 a follow-up email was sent to EECD requesting comment on specific items related to the functional plan, specifically the Fougere Menchenton report.

- On October 23, 2015 EECD advised AES that feedback was provided to Fougere Menchenton by Childcare Services in June 2015. EECD further advised that, while their feedback was incorporated within the Fougere Menchenton report, the feedback provided to Fougere Menchenton was not an assessment of the childcare centre design, nor of all building requirements; this, EECD advises, would require submission by Grenfell Campus of a formal licensing application to operate a child care centre.

- EECD further advised that upon approval of the licensing application, Service NL would be required to review a copy of the formal building plans, including identification of building accessibility design features as required by the Building Accessibility Act and Regulations. To date, EECD has not received formal building plans for a final childcare centre design or an application for licensing from Grenfell Campus.

- On October 26, 2015, EECD advised AES of the application requirements for licensing of a new child care centre, which include:
  o An Application for Licensing form;
  o Certificate of incorporation where the applicant is an incorporated company;
  o Proof of municipal approval;
  o Proof of insurance or a letter of intent from an insurance company;
  o 2 copies of building plans
Once EECD are satisfied that their requirements are met, a copy of the plans are forwarded to Service NL, who in turn assess the following:

- The floor layout of all building floors applicable to, or affected by, the child care centre. This layout shall be drawn to scale and dimension ensuring that the inside dimensions of all rooms are given, including any offsets. Areas should be labeled to indicate there intended use such as, homeroom, kitchen, sleep room, storage, etc.;
- Location of the proposed building in relation to adjacent property boundaries, buildings and roads;
- Location of building services and all plumbing fixtures;
- Electrical layout and details including alarm system emergency and exit lighting;
- Identification of all adjoining non-related areas such as furnace rooms, storage;
- Identification of building accessibility design features as required under the Building Accessibility Act and Regulations;
- Outside play area design, outlining: location of the space in relation to the child care centre; surfacing, enclosure, location of fixed equipment (if any); and no-encroachment zones.

Authorities

- MUN requires LGIC approval under Section 4(2) of the Memorial University Act for new building construction and under Section 37 to incur liabilities and make expenditures related to construction. AES, responsible for the administration of the Act, seeks LGIC approval on MUN’s behalf for the construction of a new childcare centre and the use of $1.2 million of MUN’s White Paper Infrastructure Matching Funds to support the project.

- Childcare services in Newfoundland and Labrador are governed by the Child Care Services Act and Regulations. Under Section 7 of the Act, Grenfell College must first apply for a licence to operate a child care centre before opening. Section 4 of the Regulations identifies the application requirements for centre-based childcare centres, and Section 8 identifies the building requirements. EECD, responsible for the administration of the Act and Regulations, is responsible for reviewing new child care centre applications and granting the necessary approval(s).

- Service NL is responsible for issuing a Building Accessibility Design Registration for new building construction under the Buildings Accessibility Act and Regulations.

- EECD has advised they cannot support LGIC approval for Grenfell College to construct a new childcare centre under the Memorial University Act until: an application for a licence to operate a child care centre under the Child Care Services Act and Regulations has first been reviewed and approved by EECD; and Service NL has issued a Building Accessibility Design Registration to Grenfell Campus for the proposed child care centre.

Prepared by: Jeremy Earle
Date: December 1, 2015
## Canadian Universities with on-site Child Care Centres

<table>
<thead>
<tr>
<th>University/campus</th>
<th>Location</th>
<th>Size of University</th>
<th>On-site Childcare Centre (Y/N)</th>
<th>Number of Childcare spaces</th>
<th>NOTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emily Carr University of Art + Design</td>
<td>BC</td>
<td>N</td>
<td>N/A</td>
<td></td>
<td>In the process of implementing a childcare program at all 4 campuses; previously had a daycare program on Langley campus but shut down due to high operating costs (around $300,000)</td>
</tr>
<tr>
<td>Kwantlen Polytechnic University</td>
<td>BC</td>
<td>N</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Royal Roads University</td>
<td>BC</td>
<td>N</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Simon Fraser University</td>
<td>BC</td>
<td>Y</td>
<td>84 (3-36 months); 125 (3-5 years); 48 (5-8 years); 25 (8-12 years)</td>
<td></td>
<td>Established in 1968; childcare facility recognized as Canada’s first Living Building – “greenest childcare centre on the planet”</td>
</tr>
<tr>
<td>The University of British Columbia</td>
<td>BC</td>
<td>Y</td>
<td>550 (infant; toddler; 3-5 years)</td>
<td></td>
<td>Established in 1967</td>
</tr>
<tr>
<td>Thompson Rivers University</td>
<td>BC</td>
<td>Y</td>
<td>N/A</td>
<td></td>
<td>Established in 1973</td>
</tr>
<tr>
<td>Trinity Western University</td>
<td>BC</td>
<td>N</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of Northern British Columbia</td>
<td>BC</td>
<td>Y</td>
<td>55 (infant; toddler; 3-5 years)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of the Fraser Valley</td>
<td>BC</td>
<td>N</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of Victoria</td>
<td>BC</td>
<td>Y</td>
<td>N/A</td>
<td></td>
<td>Established in 1974; operated</td>
</tr>
<tr>
<td>Vancouver Island University</td>
<td>BC</td>
<td>Y</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Institution</td>
<td>Location</td>
<td>Childcare Available</td>
<td>Years Available</td>
<td>Additional Information</td>
<td></td>
</tr>
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</tr>
<tr>
<td>Athabasca University</td>
<td>AB</td>
<td>Y</td>
<td>N/A</td>
<td>Operated by a non-profit organization</td>
<td></td>
</tr>
<tr>
<td>Concordia University of Alberta</td>
<td>AB</td>
<td>N</td>
<td>N/A</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>MacEwan University</td>
<td>AB</td>
<td>Y</td>
<td>48 (toddler and preschool)</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>Mount Royal University</td>
<td>AB</td>
<td>Y</td>
<td>N/A</td>
<td>Operated by a non-profit organization</td>
<td></td>
</tr>
<tr>
<td>The King’s University</td>
<td>AB</td>
<td>N</td>
<td>N/A</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>The University of Lethbridge</td>
<td>AB</td>
<td>Y</td>
<td>51 (infant; toddler; 3-6 years)</td>
<td>Operated through a lease agreement with an outside agency</td>
<td></td>
</tr>
<tr>
<td>University of Alberta</td>
<td>AB</td>
<td>Y</td>
<td>N/A</td>
<td>Operated by a non-profit organization</td>
<td></td>
</tr>
<tr>
<td>University of Calgary</td>
<td>AB</td>
<td>Y</td>
<td>90 + 108 (2 sites; infant; toddler; 3-5 years)</td>
<td>Operated by a non-profit organization</td>
<td></td>
</tr>
<tr>
<td>Campion College</td>
<td>SK</td>
<td>Y</td>
<td>45 + 45 (2 sites; infant; toddler; 3-5 years)</td>
<td>Affiliated with University of Regina; shares same childcare resources (see below)</td>
<td></td>
</tr>
<tr>
<td>First Nations University of Canada</td>
<td>SK</td>
<td>N</td>
<td>N/A</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>Luther College</td>
<td>SK</td>
<td>Y</td>
<td>45 + 45 (2 sites; infant; toddler; 3-5 years)</td>
<td>Affiliated with University of Regina; shares same childcare resources (see below)</td>
<td></td>
</tr>
<tr>
<td>St. Thomas More College</td>
<td>SK</td>
<td>Y</td>
<td>66 (infant; toddler; 3-6 years)</td>
<td>Affiliated with University of Saskatchewan; shares same childcare resources (see below)</td>
<td></td>
</tr>
<tr>
<td>University of Regina</td>
<td>SK</td>
<td>Y</td>
<td>45 + 45 (2</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>


<table>
<thead>
<tr>
<th>University</th>
<th>Province</th>
<th>Offered</th>
<th>Sites</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Saskatchewan</td>
<td>SK</td>
<td>Y</td>
<td>66</td>
<td>(infant; toddler; 3-5 years)</td>
</tr>
<tr>
<td>Brandon University</td>
<td>MB</td>
<td>Y</td>
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<td>N/A</td>
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<tr>
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<td>N/A</td>
<td>Affiliated with University of Manitoba; shares same childcare resources (see below)</td>
</tr>
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<td>St. Paul's College</td>
<td>MB</td>
<td>Y</td>
<td>N/A</td>
<td>N/A</td>
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<td>MB</td>
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<td>96</td>
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<tr>
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<td>MB</td>
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<td>MB</td>
<td>Y</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>Algoma University</td>
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<td>N</td>
<td>N/A</td>
<td>N/A</td>
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<td>N/A</td>
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<tr>
<td>Brock University</td>
<td>ON</td>
<td>Y</td>
<td>N/A</td>
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<td>N/A</td>
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<td>Lakehead University</td>
<td>ON</td>
<td>Y</td>
<td>9</td>
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<td>Years</td>
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<td>--------</td>
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<tr>
<td>Laurentian University of Sudbury</td>
<td>ON</td>
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<td>N/A</td>
<td>(18-30 months); 48 (30-72 months); 30 (6-12 years) Operated by a non-profit organization</td>
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<tr>
<td>McMaster University</td>
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<td>62</td>
<td>62 (infant; toddler; 3-5 years); Established in 1971; operated by a non-profit organization</td>
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<tr>
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<td>Queen’s University at Kingston</td>
<td>ON</td>
<td>Y</td>
<td>89</td>
<td>89 (infant; toddler; 3-6 years); Previously had an on-site daycare facility, but it closed in August 2014 as a result of budget cuts</td>
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<td>N</td>
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<td>ON</td>
<td>N</td>
<td>N/A</td>
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<td>ON</td>
<td>Y</td>
<td>66</td>
<td>66 (infant; toddler; 3-6 years); Establishes in 1974; operated by a non-profit organization</td>
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<td>Saint Paul University</td>
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<td>N/A</td>
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<td>Y</td>
<td></td>
<td>Affiliated with University of Waterloo; shares same childcare resources (see below)</td>
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<td>Trent University</td>
<td>ON</td>
<td>Y</td>
<td>57</td>
<td>57 (infant; toddler; 3-5 years); Established in 1974; operated by a non-profit organization</td>
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<td>University of Guelph</td>
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<td>30</td>
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<td>Status</td>
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<tr>
<td>University of Ottawa</td>
<td>ON</td>
<td>Y</td>
<td>10 (6-18 months); 15 (18-30 months); 24 (30-60 months)</td>
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<td>Y</td>
<td>N/A (multiple locations)</td>
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<td>N/A</td>
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<tr>
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<td>Y</td>
<td>N/A (multiple locations)</td>
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<td>ON</td>
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<td>N/A</td>
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<td>ON</td>
<td>Y</td>
<td>120 (infant; toddler; 3-6 years)</td>
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<td>Y</td>
<td>N/A</td>
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<td>N</td>
<td>N/A</td>
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<tr>
<td>Western University</td>
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<td>N</td>
<td>N/A</td>
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<td>Wilfrid Laurier University</td>
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<td>N/A</td>
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<td>119 (6 weeks – 10 years)</td>
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<td>Childcare Options</td>
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<td>École nationale d'administration publique</td>
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<td>Institut national de la recherche scientifique</td>
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<td>Université du Québec à Montréal</td>
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<td>Université du Québec à Rimouski</td>
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<td>Université du Québec à Trois-Rivières</td>
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<td>Université du Québec en Abitibi-Témiscamingue</td>
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<td>Université du Québec en Outaouais</td>
<td>QB</td>
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<td>Université Laval</td>
<td>QB</td>
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<td>Mount Allison University</td>
<td>NB</td>
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<td>N/A</td>
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<tr>
<td>St. Thomas University</td>
<td>NB</td>
<td>Y</td>
<td>6 (6-24 months); 10 (2 years old); 14 (3 years old); 20 (4-5 years old); 10 (K-grade 2)</td>
<td>Affiliated with University of New Brunswick; shares same childcare resources (see below)</td>
</tr>
<tr>
<td>Université de Moncton</td>
<td>NB</td>
<td>N</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>University of New Brunswick</td>
<td>NB</td>
<td>Y</td>
<td>6 (6-24 months); 10</td>
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<td>Province</td>
<td>Zoning</td>
<td>Childcare Available</td>
<td>Notes</td>
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<tr>
<td>Acadia University</td>
<td>NS</td>
<td>N</td>
<td>N/A</td>
<td>(2 years old); 14 (3 years old); 20 (4-5 years old); 10 (K-grade 2)</td>
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<td>Dalhousie University</td>
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<td>Y</td>
<td>N/A</td>
<td>Established in 1967</td>
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<td>Mount Saint Vincent University</td>
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<td>Nova Scotia College of Art and Design (NSCAD University)</td>
<td>NS</td>
<td>Y</td>
<td>N/A</td>
<td></td>
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<tr>
<td>Saint Mary’s University</td>
<td>NS</td>
<td>Y</td>
<td>100 (infant; toddler; 3-6 years)</td>
<td></td>
</tr>
<tr>
<td>St. Francis Xavier University</td>
<td>NS</td>
<td>Y</td>
<td>55 (infant; toddler; 3-6 years)</td>
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<td>Université Sainte-Anne</td>
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<td>Y</td>
<td>N/A</td>
<td>Affiliated with Dalhousie University; shares same childcare resources (see above)</td>
</tr>
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<td>University of King’s College</td>
<td>NS</td>
<td>Y</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>University of Prince Edward Island</td>
<td>PE</td>
<td>Y</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>Memorial University</td>
<td>NL</td>
<td>Y</td>
<td>116 (toddler; 3-6 years)</td>
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</tbody>
</table>
Program Statistics  
Child Care

Regulated Child Care Centres, Homes and Spaces (*June 30, 2014*)

<table>
<thead>
<tr>
<th>Service</th>
<th>Central East</th>
<th>Metro</th>
<th>Labrador</th>
<th>Western</th>
<th>Provincial Total</th>
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<tr>
<td>Child Care Centres</td>
<td>55</td>
<td>105</td>
<td>15</td>
<td>30</td>
<td>200</td>
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<tr>
<td>Child Care Centres Spaces</td>
<td>1,720</td>
<td>4,145</td>
<td>410</td>
<td>765</td>
<td>7,045</td>
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<tr>
<td>Family Child Care Homes</td>
<td>40</td>
<td>65</td>
<td>&lt; 5</td>
<td>25</td>
<td>135</td>
</tr>
<tr>
<td>Family Child Care Homes Spaces</td>
<td>240</td>
<td>360</td>
<td>5</td>
<td>160</td>
<td>770</td>
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</tbody>
</table>

- Total number of regulated Child Care Spaces:
  - Central East: 1,965
  - Metro: 4,505
  - Labrador: 420
  - Western: 930
  - Provincial Total: 7,815

Inclusion Funding (*June 30, 2014*)

- Inclusion funding breakdown:
  - Ratio Enhancements: 85
  - Funded Spaces: < 5
  - Child Specific: 30
  - A total of 115 approvals for inclusion support

Education Incentives for Early Childhood Educators (*June 30, 2014*)

- Early Learning and Child Care (ELCC) Supplement: 675 (for quarter ending March 31, 2014, as payments are made in arrears)
- Early Childhood Education Bursary: < 5

Child Care Subsidies

- From April 1, 2014 to June 30, 2014, a total of 2,330 children received subsidies for regulated child care spaces located in 225 regulated child care centres and family child care homes.

Note:
- All numbers in Child Care are rounded to the nearest five to protect the privacy of children, youth and families.
- Figures may not sum to total because of rounding.
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Corner Brook</td>
<td>All data for Corner Brook includes Pinch Gut Lake except 2006 and 2011 Census population data, and 2011 National Household Survey data.</td>
<td>2010</td>
<td>Female</td>
<td>10580</td>
<td>415</td>
<td>440</td>
<td>545</td>
<td>620</td>
<td>660</td>
<td>535</td>
<td>600</td>
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<td></td>
<td></td>
<td>2010</td>
<td>Male</td>
<td>9430</td>
<td>425</td>
<td>460</td>
<td>545</td>
<td>620</td>
<td>580</td>
<td>490</td>
<td>505</td>
<td>535</td>
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<tr>
<td></td>
<td>Total</td>
<td>2010</td>
<td>Total</td>
<td>20010</td>
<td>835</td>
<td>905</td>
<td>1095</td>
<td>1240</td>
<td>1230</td>
<td>1025</td>
<td>1095</td>
<td>1175</td>
</tr>
<tr>
<td></td>
<td>Female</td>
<td>2011</td>
<td>Female</td>
<td>10520</td>
<td>420</td>
<td>430</td>
<td>520</td>
<td>605</td>
<td>655</td>
<td>535</td>
<td>595</td>
<td>615</td>
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<tr>
<td></td>
<td></td>
<td>2011</td>
<td>Male</td>
<td>9365</td>
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<td>455</td>
<td>500</td>
<td>605</td>
<td>575</td>
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<td>Total</td>
<td>2011</td>
<td>Total</td>
<td>19885</td>
<td>855</td>
<td>885</td>
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<td>1210</td>
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<td>10520</td>
<td>415</td>
<td>400</td>
<td>465</td>
<td>600</td>
<td>665</td>
<td>540</td>
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<td></td>
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<td>2012</td>
<td>Male</td>
<td>9370</td>
<td>445</td>
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<td>Total</td>
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<td>855</td>
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<tr>
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Proposed Grenfell Child Care Facility – Notes

Existing MUN Child Care Facility

- First opened in 1976 with approximately 20 children; originally conceived and implemented by the MUN student’s union
  - Childcare was provided to both students and faculty/staff

- Current building opened in January 1992 with a capacity for 164 children in four individual licensed centres

- The current building contains extensive observation rooms (with audio equipment) for each centre, available for training and research for MUN students and faculty
  - To this day, the current facility has served the University in invaluable ways in terms of teaching and research
  - Students from psychology, human kinetics, education, nursing, and early childhood education regularly visit the centre to observe the programs

- The Campus Childcare Centre, since 2006, operates as a Separately Incorporated Entity (SIE) within the University community; the Childcare Board of Directors operates independently from both the students’ union and the University, but contains representation from the students’ union, MUN administration, parents and faculty members. The Board is responsible for the financial and policy well-being of the Centre.

- The MUN SJ Childcare Centre gives first priority to children of MUN full-time students, followed by children of staff and faculty, and finally to the general public. This will be quite different from the proposed Grenfell child care centre, which will be established for staff/faculty. Will this cause any conflict?

- In the paper, *A Study of How Well the Corner Brook Business Community is Meeting the Needs of the Post-Secondary Education Market* (Barry Sheppard Management Consulting, November 2010), it was noted that for both post-secondary students and faculty/staff in Corner Brook, satisfaction with child care services was low. Respondents indicated that child care service was an obvious problem in Corner Brook,
  - According to the study, in 2010 there “appears to be a city-wide childcare shortage. While it appears that the early childcare education program at CONA is a very good one, the number of available spaces at CONA and throughout the city falls short of the demand in the city”.
  - The consultants recommended that the Working Group Committee (City of Corner Brook; Academy Canada; College of the North Atlantic; Grenfell Campus, MUN; Downtown Business Association; and Greater Corner Brook Board of Trade) “become an effective, consolidated advocate for additional and/or expanded childcare facilities in Corner Brook”

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Jeremy Earle, Program Consultant
January 22, 2015
Meeting with Grenfell College and Education and Early Childhood Education representatives – Proposed Grenfell College Child Care Facility

January 23, 2015

Questions/Items to Request (in addition to those posed to Grenfell College on January 9, 2015)

For Grenfell College:

- A copy of the faculty agreement (which guarantees that a child care facility will be in place by December 31, 2015)—need to see exact wording ALREADY ON FILE

- Will the proposed centre be used for teaching and research, similar to the Campus Childcare facility located on the MUN SJ campus? This facility has four ‘centres’ (e.g., toddler, pre-school, school-aged), each equipped with observation rooms that enable parents and MUN students to observe the natural interactions between children. YES

- Is it the intention that the proposed centre operate similarly to the MUN SJ Campus Childcare facility—i.e., as a Separately Incorporated Entity (SIE) within the University community operated under the direction of a Board of Directors responsible for all ongoing financial and policy decisions? TO BE ADDRESSED IN FUNCTIONAL PLAN

- Will staff of proposed child care facility follow same requirements and participate in same activities as MUN SJ Campus Childcare staff?
  - Certification through AECEL for Early Childhood Educators
  - Ongoing professional development each semester for all staff arranged in-house
  - Participation in Peer Mentoring with CNA
  - Participation in advocacy groups—YES (AS REQUIRED BY EECD)

- The MUN SJ Childcare Centre gives first priority to children of MUN full-time students, followed by children of staff and faculty, and finally to the general public. This will be quite different from the proposed Grenfell child care centre, which will be established for staff/faculty:
  - What is the current level of need by Grenfell students for child care? Would establishing a child care facility for students of faculty and staff as a first priority, when there is a need for child care for students, create an outcry from the student population? There is currently a waitlist for children of Grenfell students at CNA’s Fishers Children’s Centre. TO BE ADDRESSED IN FUNCTIONAL PLAN

- The 2010 study: A Study of How Well the Corner Brook Business Community is Meeting the Needs of the Post-Secondary Education Market (Barry Sheppard Management Consulting, November 2010) noted that childcare services in Corner Brook for both post-secondary students and faculty/staff is a significant concern. The consultants state that there is a city-wide childcare shortage and recommend that the Working Group Committee (City of Corner Brook; Academy Canada; College of the North Atlantic;
Grenfell Campus, MUN; Downtown Business Association; and Greater Corner Brook Board of Trade) “become an effective, consolidated advocate for additional and/or expanded childcare facilities in Corner Brook:

- What impact— if any— did this report have on the current proposal by Grenfell College for the establishment of a childcare facility?
- What involvement— if any— has the Working Group Committee had in the current Grenfell proposal? Has any consultation occurred, or is the current proposal independent of any work of this Committee?
- The study noted concerns by students AND faculty/staff of all post-secondary institutions in CB of childcare shortages. Would a childcare facility specific to Grenfell faculty/staff therefore be in the best interests of the entire City?

WAITING ON A RESPONSE FROM GRENFELL

- Erere

For EECE:

- A list of licensed child care facilities in CB + capacity of each

- How many of the licensed child care facilities have wait lists and the size of these wait lists (if available)

- How many new licensed child care facilities have opened in CB in the last 3-5 years and their capacities

- The 2010 study: A Study of How Well the Corner Brook Business Community is Meeting the Needs of the Post-Secondary Education Market (Barry Sheppard Management Consulting, November 2010) noted that childcare services in Corner Brook for both post-secondary students and faculty/staff is a significant concern. The consultants state that there is a city-wide childcare shortage and recommend that the Working Group Committee (City of Corner Brook; Academy Canada; College of the North Atlantic; Grenfell Campus, MUN; Downtown Business Association; and Greater Corner Brook Board of Trade) “become an effective, consolidated advocate for additional and/or expanded childcare facilities in Corner Brook.
  - How significant is the childcare shortage in Corner Brook?
  - Has the Working Group Committee been involved, following the release of this study, in any discussions with EECE? Are there any initiatives currently underway to help expand childcare services in Corner Brook?

- Erere
• Ererer

Jeremy Earle, Program Consultant
January 22, 2015
Questions for MUN on Proposed Grenfell Child Care Centre

1. How many students are there with children at Grenfell Campus? Please provide 3-5 years of data if available.
   b. Are there any other categories of students with children that MUN can highlight (e.g., students from Labrador? Aboriginal students? Students with disabilities)?
   c. How many students with children need/avail of childcare? What’s the unmet need?

2. How is childcare currently provided for Grenfell Campus students and employees?

3. AES understands that Grenfell Campus students may be availing of the Fisher Children’s Centre at College of the North Atlantic, Corner Brook Campus. Is this correct? If so, please provide details on the following:
   a. How far away from Grenfell Campus is the Fisher Children’s Centre?
   b. When was the Fisher Children’s Centre open? How big is it?
   c. How many spaces in total are at the Fisher Children’s Centre?
   d. What’s the FCI of the Fisher Children’s Centre?
   e. How many Grenfell Campus students use the Fisher Children’s Centre annually? Please provide 3-5 years of data.
   f. Is there a wait list for Grenfell Campus students? Please provide wait list for each of the past 3-5 years.
   g. What is the cost per child charged to Grenfell Campus students?
   h. What are some of the key benefits of this arrangement?
   i. What are some of the key disadvantages of this arrangement?

4. If our understanding of Grenfell’s use of the Fisher Children’s Centre is not correct, please provide answers, where applicable, to questions a-i above for whatever child care system Grenfell Campus students currently use.

5. Please provide details of the state of childcare in the Corner Brook region. How many childcare spaces are there in Corner Brook presently? Is there a shortage? Please provide 3-5 years of data if available.

6. What consultations (e.g., with Grenfell Campus students) have been held to assess childcare centre needs? Please provide a copy of the consultation results.

7. Are there plans for further consultations with stakeholders? If so, who and when will they occur?

8. Has the City of Corner Brook been consulted? If so, please provide a copy of the results of those consultations? If no, when will consultations with the City occur? What City approvals are needed?

9. As a childcare centre, there are regulatory requirements to be met before a centre is approved to be open (e.g., required room size per age group). Have discussions occurred with the Department of Education and Early Childhood Development and please provide some information on Grenfell’s plan to obtain these approvals (If you require contact information, please let us know).
10. Has a functional plan been completed for this proposal? If so, please provide AES with a copy.
11. Please describe and indicate whether Grenfell Campus’ proposed centre will meet or exceed provincial childcare standards? If it will exceed those standards, please indicate why? Is there any intent for this centre to be used as a teaching facility for early childhood education students from another institution in the area? If so, please elaborate.
12. Where does Grenfell Campus propose to physically locate the proposed new Grenfell Campus Childcare Centre?
13. What is the projected size of the proposed facility?
14. Please outline the details of the services to be provided and make comparisons to the size/level of service of how Grenfell Campus students currently obtain childcare.
15. Will there be any special services provided (e.g., for children with disabilities)?
16. Will there be any childcare spaces reserved for children from underrepresented groups (e.g., children of Aboriginal students? Children of international students?).
17. What fees will be charged to students and others who may avail of the childcare services? Will fees be different depending on the user?
18. Please provide a brief comparison of childcare services provided by other similar type university campuses elsewhere in Canada.
   a. Highlight any similarities or differences between those campus services and what is proposed for Grenfell Campus (e.g., number of students served, childcare spaces available, fee structure, if spaces are reserved for particular student categories).
19. What is the initial/tentative project schedule?
20. What is the cost estimate for the construction of the proposed Grenfell Campus Childcare Centre?
21. How and when was this cost estimate prepared (e.g., was an independent cost consultant used)? If so, please provide AES a copy of the cost estimate?
22. What is the accuracy level of the cost estimate (e.g., +/- 10%, 20%, etc.).
23. For every month that the project goes beyond the initial/tentative project schedule (e.g., because of delayed start) by how much may the cost estimate increase? What will drive that increase?
24. What construction/tender method will be used? (e.g., design-bid-build, design-build, etc.) Why was the particular method selected?
25. What is the plan if bids on tenders exceed tender estimates? Will MUN/Grenfell Campus absorb any difference? Will the project be changed? If so, please describe how the project will change and still meet the expectations of those consulted.
26. How will Grenfell Campus fund the ongoing operations and maintenance of the proposed Child Care Centre once it opens?
27. MUN notes it proposed to use $1.2M from its infrastructure Fund for construction. Please elaborate and whether it will cover all construction costs?
   a. Please confirm that MUN is not seeking any additional Provincial Government funding.
28. Is there any cost-sharing potential for this project? What has been explored? (e.g., will the $1.2M leverage any additional funds? Could the $1.2M requirement be reduced if the project was cost-shared?)
29. Will this proposed facility generate revenue for Grenfell Campus? If so, what is the revenue estimate annually? Will this be a profit?
30. How may this project impact any private-sector childcare centres in Corner Brook?
31. What type of environmental assessments/approvals will be needed for this project? Please list.
32. Will the proposed Grenfell Campus childcare centre be constructed to LEED standard?
33. Are there any other options for achieving this infrastructure objective such as utilization of other regional infrastructure? What other options have been considered and why have they been excluded? (e.g., could the CNA Fisher Children’s Centre be expanded? Would that be cheaper?).
34. By when does MUN need a decision on the approval of this proposal?
35. Will CNA students be able to avail of the Grenfell Campus Childcare Centre when it opens?
36. Will Grenfell Campus employees be able to use the Centre?
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<th>Contact Name</th>
<th>Website</th>
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<th>Telephone</th>
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<td>St. John's</td>
<td>Jennifer Jarvis</td>
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<td>4 Rumbolt Place</td>
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<td>Terri Lynn Claney</td>
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<td>Brenda Hutchings</td>
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<td>Shirley Miller</td>
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<td>After School Zone</td>
<td>Labrador City</td>
<td>Brenetta Mullin</td>
<td>afterschoolzone@</td>
<td>(944) 44-4848</td>
<td>1 Sifton Way</td>
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<td>Lisa Harris</td>
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<td>(786) 3-2400</td>
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<td>baybullschildcare@</td>
<td>(334) 35-3594</td>
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<td>Bell Island Head Start</td>
<td>Wabush</td>
<td>Karen Murphy</td>
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<td>Booth Memorial Infant Centre</td>
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<td>Patricia Regular</td>
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<td>(579) 4-4645</td>
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<td>Bright Beginnings</td>
<td>Bishop's Falls</td>
<td>Pamela Hoffe</td>
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<td>(395) 2-3020</td>
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<td>Wabush</td>
<td>Crystal Law velle-Buckle</td>
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<td>(238) 4-2812</td>
<td>70 Ləwułe Drive</td>
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<td>Melissa Taylor</td>
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<td>(885) 2-2266</td>
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<td>Burkego Academy Preschool</td>
<td>Burgeo</td>
<td>Holly Niemi</td>
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<td>Campus Childcare Inc. - Preschool</td>
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<td>College of the North Atlantic Children's Centre</td>
<td>St. John's</td>
<td>Joanne Morris</td>
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<td>Creative Discovery Children's Centre</td>
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<td>Creative Kids Afterschool Club</td>
<td>St. John's</td>
<td>Paula Everard</td>
<td><a href="mailto:cat123@nl.rogers.ca">cat123@nl.rogers.ca</a></td>
<td>(364) 3-8900</td>
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<td>Daybreak Parent Child Centre</td>
<td>Conception Bay South</td>
<td>Leslie Hardy</td>
<td><a href="http://www.daybreakesl@hotmail.com">www.daybreakesl@hotmail.com</a></td>
<td>(726) 6-837</td>
<td>74 The Boulevard</td>
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<td>Shella Samuels</td>
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<td>(739) 4-549</td>
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<td>Sonja Tidford</td>
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<td>Carol Lacosta</td>
<td><a href="mailto:dedricoll@nl.rogers.ca">dedricoll@nl.rogers.ca</a></td>
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<td>Collette Dominin</td>
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<td>Explore &amp; Discover Child Care Centre</td>
<td>Marytown</td>
<td>Amanda Murphy</td>
<td></td>
<td>(279) 3-500</td>
<td>108 Harris Drive Industrial P</td>
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<td>(709) 279-0671</td>
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<td>(709) 457-2337</td>
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<td>(709) 637-5753</td>
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<td>Lorri Howell</td>
<td>(709) 330-8075</td>
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<td>(709) 256-8193</td>
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<td>Mount Pearl</td>
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<td>Nadra Mayo</td>
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<td>(709) 754-9390</td>
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<td>(709) 726-6848</td>
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<td>Juanita O'Quinn</td>
<td>(709) 643-2582</td>
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<td>(709) 635-1044</td>
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<td>Karen Adams</td>
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<td>(709) 722-9346</td>
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<td>(709) 368-0133</td>
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<td>(709) 745-6050</td>
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<td>Hyunyoung Lee</td>
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<td>Jillian Blackwood</td>
<td>(709) 596-5439</td>
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<td>(709) 764-2046</td>
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<td>Cindy Walsh</td>
<td>(709) 764-2046</td>
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<td>(709) 368-7300</td>
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<td>Les Etoile Blantierves</td>
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<td>(709) 642-5254</td>
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<td>(709) 757-3500</td>
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<td>(709) 644-2070</td>
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<td>Darlene Martin</td>
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<td>47 Bishop's Falls Road</td>
<td>(709) 258-5000</td>
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<td>Lourdes Preschool</td>
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<td>Sheila Snook</td>
<td>510 Witney Place</td>
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<td>Max II Preschool</td>
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<td>Rod Dunne</td>
<td><a href="http://www.youremail.com">www.youremail.com</a></td>
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<td>3040 Conception Bay Road</td>
<td>(709) 834-5345</td>
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<td>New Beginnings Daycare</td>
<td>Marytown</td>
<td>Bonnie Holly</td>
<td>279-1348</td>
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<td>Glendale</td>
<td>Christine Reid</td>
<td><a href="http://www.newfoundland.ca">www.newfoundland.ca</a></td>
<td>(709) 679-5648</td>
<td>29 Maple Avenue</td>
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<td>New Fun Land II</td>
<td>St. John's</td>
<td>Angela Harris</td>
<td><a href="http://www.newfoundland.ca">www.newfoundland.ca</a></td>
<td>(709) 679-5498</td>
<td>86 Little Bay Road</td>
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<td>New Fun Land III</td>
<td>Lewisporte</td>
<td>Allison Harvey Myles</td>
<td><a href="http://www.newfoundland.ca">www.newfoundland.ca</a></td>
<td>(709) 535-3333</td>
<td>2 Smallwood Drive</td>
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<td>New Fun Land IV</td>
<td>Gander</td>
<td>Joni Anesty</td>
<td><a href="http://www.newfoundland.ca">www.newfoundland.ca</a></td>
<td>(709) 651-3731</td>
<td>100 Rue Avenue</td>
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<td>New Fun Land V</td>
<td>Churchill Falls</td>
<td>Sherry Cull</td>
<td><a href="http://www.newfoundland.ca">www.newfoundland.ca</a></td>
<td>(709) 925-3394</td>
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<td>New Fun Land VI</td>
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<td>Lucy Dwyer</td>
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<td>Torbay</td>
<td>Jane Condon- Vincent</td>
<td><a href="http://www.newfoundland.ca">www.newfoundland.ca</a></td>
<td>(709) 437-6760</td>
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<td>Torbay</td>
<td>Nachoestra Griffen</td>
<td><a href="http://www.newfoundland.ca">www.newfoundland.ca</a></td>
<td>(709) 437-6234</td>
<td>5 Watts Pond Road</td>
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<td>New Fun Land X</td>
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<td>Michelle Rager</td>
<td><a href="http://www.newfoundland.ca">www.newfoundland.ca</a></td>
<td>(709) 256-4666</td>
<td>180 Rue Avenue</td>
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<td>Torbay</td>
<td>Susan Walsh</td>
<td><a href="http://www.newfoundland.ca">www.newfoundland.ca</a></td>
<td>(709) 437-2390</td>
<td>3 Watts Pond Road</td>
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<td>North Shore Care and Share Day Care Centre</td>
<td>Inuitland-Summerside</td>
<td>Lorraine Jenkins</td>
<td>783-3259</td>
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<td>Nursery Time Preschool and Day Care Centre</td>
<td>St. John's</td>
<td>Winnie Butler</td>
<td><a href="http://www.newfoundland.ca">www.newfoundland.ca</a></td>
<td>(709) 722-1312</td>
<td>205 Logy Bay Road</td>
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<td>Oak Trees and Acorns Child Care Centre</td>
<td>St. John's</td>
<td>Margaret Morgan</td>
<td><a href="http://www.newfoundland.ca">www.newfoundland.ca</a></td>
<td>(709) 724-7277</td>
<td>270 Portugal Cove Road</td>
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<td>Panda Bear Daycare</td>
<td>St. John's</td>
<td>Winnifred Gynn</td>
<td><a href="http://www.newfoundland.ca">www.newfoundland.ca</a></td>
<td>(709) 726-5222</td>
<td>44 Linegara Avenue</td>
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<td>Paradise Afterschool Program</td>
<td>Paradise</td>
<td>Jason Kane</td>
<td><a href="http://www.paradisedaycare@">www.paradisedaycare@</a> Freundl</td>
<td>(709) 764-6996</td>
<td>297 Paradise Road</td>
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<td>Paradise Daycare &amp; Preschool</td>
<td>Paradise</td>
<td>Matthew Owyen</td>
<td><a href="http://www.paradisedaycare@">www.paradisedaycare@</a> Freundl</td>
<td>(709) 764-6996</td>
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<td>Peter Pan Preschool II</td>
<td>Gander</td>
<td>Tracie Edison</td>
<td><a href="http://www.peterpan@newfoundland.ca">www.peterpan@newfoundland.ca</a></td>
<td>(709) 256-8953</td>
<td>5 Watts Pond Road</td>
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<td>Piggytus Centre</td>
<td>NAIN</td>
<td>Brenda Dicker</td>
<td><a href="http://www.piggytuscentre.com">www.piggytuscentre.com</a></td>
<td>(709) 922-1300</td>
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<td>Pitter Patter Daycare II</td>
<td>Conception Bay South</td>
<td>Kristal White</td>
<td><a href="http://www.pitterpatterdaycare@">www.pitterpatterdaycare@</a> Freundl</td>
<td>(709) 834-7062</td>
<td>241 Conception Bay Highway</td>
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<td>Play 'N Learn Preschool</td>
<td>Bay Roberts</td>
<td>Cindy Holm</td>
<td><a href="http://www.p%E5%B0%B1%E5%A6%82%E5%90%8C">www.p就如同</a> (@email.com</td>
<td>(709) 786-0408</td>
<td>32 Charles Street</td>
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<td>Play, Learn &amp; Grow Child Care Centre</td>
<td>Grand Falls-Windsor</td>
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<td><a href="http://www.p%E5%B0%B1%E5%A6%82%E5%90%8C">www.p就如同</a> (@email.com</td>
<td>(709) 489-7529</td>
<td>32 Charles Street</td>
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<td>Precious Children's Pit Care Centre</td>
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<td><a href="http://www.p%E5%B0%B1%E5%A6%82%E5%90%8C">www.p就如同</a> (@email.com</td>
<td>(709) 747-5687</td>
<td>393 Topsail Road</td>
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<td>(709) 782-3700</td>
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<td>St. John's</td>
<td>Dawn Connolly</td>
<td><a href="http://www.p%E5%B0%B1%E5%A6%82%E5%90%8C">www.p就如同</a> (@email.com</td>
<td>(709) 753-5595</td>
<td>75 Airport Heights Road</td>
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<td>Pricelss Treasures Daycare</td>
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<td>Karen Banfield</td>
<td>(707) 781-2345</td>
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<td>Pumped Kitz</td>
<td>Happy Valley-Goose Bay</td>
<td>Jaclyn Penney</td>
<td>(707) 896-7779</td>
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<td>Pumpkin House Day Care</td>
<td>Happy Valley-Goose Bay</td>
<td>Eileen Rideouten</td>
<td>(707) 896-8399</td>
<td>20 Strattona Street</td>
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<td>Rainbow II (2)</td>
<td>St. John's</td>
<td>Debbie Collins</td>
<td>(707) 754-1000</td>
<td>17 Hallett Crescent</td>
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<td>Rainbow III (3)</td>
<td>Mount Pearl</td>
<td>Paula Savoury</td>
<td>(707) 368-0224</td>
<td>188 Park Avenue</td>
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<td>Rainbow IV (4)</td>
<td>St. John's</td>
<td>Linda Hanlon</td>
<td>(707) 754-3000</td>
<td>161 Hamlyn Road</td>
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<td>Rainbow V (5)</td>
<td>St. John's</td>
<td>Trina Hillier</td>
<td>(707) 782-7007</td>
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<td>Rainbow VI (6)</td>
<td>Paradise</td>
<td>Kayla Adams</td>
<td>(707) 782-7007</td>
<td>4 Elizabeth Drive</td>
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<td>Rainbow VII (8)</td>
<td>Conception Bay South</td>
<td>Elizabeth Butler</td>
<td>(707) 834-9161</td>
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<td>Rainbow VIII (10)</td>
<td>St. John's</td>
<td>Mary Hewitt</td>
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<td>Reach for the Stars Daycare</td>
<td>South River</td>
<td>Janice Batten</td>
<td>(707) 786-7099</td>
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<td>Robbins &amp; Rhymes Daycare</td>
<td>St. Anthony</td>
<td>Jennifer Samms</td>
<td>(707) 654-2233</td>
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<td>Robin's Nest Child Care Centre</td>
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<td>Tara Gellar</td>
<td>(707) 896-6900</td>
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<td>Rockcliffe Children's Centre</td>
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<td>Allison Efford</td>
<td>(707) 726-7625</td>
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<td>Rotary Y Child and Family Development Centre</td>
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<td>Shakesiptae Pishin Milton</td>
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<td>Jennifer O'Brien</td>
<td>(707) 497-8458</td>
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<td>St. Edward's After School</td>
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<td>Dunn Burtt</td>
<td>(707) 834-5458</td>
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<td>Stay and Play</td>
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<td>April Hamlyn</td>
<td>(707) 834-5006</td>
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<td>Stephenville High School Infant Center</td>
<td>Stephenville Yvonne Francis Wadden</td>
<td>643-3919</td>
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<td>Stepping Stones Day Care (I)</td>
<td>Corner Brook</td>
<td>Kelly Piercey</td>
<td>(707) 634-8411</td>
<td>304 O'Connel Drive</td>
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<td>Twila Hynes</td>
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<td>Makkov</td>
<td>Kelly Mitchell</td>
<td>(707) 923-2385</td>
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<td>The Children's Centre</td>
<td>St. John's</td>
<td>Katie O'Brien</td>
<td>(707) 579-9053</td>
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<td>The Learning Lobby</td>
<td>Paradise</td>
<td>Catherine Strickland</td>
<td>(707) 782-4480</td>
<td>2 Kinkora Street</td>
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<td>The Rec Room</td>
<td>Conception Bay South</td>
<td>Karen Austin</td>
<td>(707) 240-1292</td>
<td>21 Sunrise Avenue</td>
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<td>The Right Start Afterschool Program</td>
<td>Conception Bay South</td>
<td>Lorraine Murphy</td>
<td>(707) 834-2114</td>
<td>25 Sunrise Avenue</td>
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<td>The Right Start Child Care Centre</td>
<td>Grand Falls-Windsor</td>
<td>Tracey Murphy</td>
<td>(707) 489-6535</td>
<td>4 King Street</td>
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<td>Toddle Inn Child Care Centre</td>
<td>New Harbour</td>
<td>Juanna Newhook</td>
<td>(707) 582-3322</td>
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<td>Toy's Learning Centre</td>
<td>Paradise</td>
<td>Deborah L. Kelly</td>
<td>(707) 782-5668</td>
<td>1 Brougham Place</td>
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<td>Toy Box Preschool</td>
<td>Windspur</td>
<td>Cecil Thompson</td>
<td>(707) 489-3535</td>
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<td>Way 2 Grow Child Care Centre</td>
<td>Baie Verde</td>
<td>Terri Lynn Jenkins</td>
<td>(707) 532-4519</td>
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<tr>
<td>Whee Gems Daycare</td>
<td>Mount Pearl</td>
<td>Gall Bugden</td>
<td>(707) 368-1211</td>
<td>32 Yelen Drive</td>
<td>2</td>
<td>7</td>
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<tr>
<td>Yellow Brick Road 1 Early Learning Centre</td>
<td>St. John's Mirinda Mugford</td>
<td>745-2273</td>
<td>55 Airport Road</td>
<td>0</td>
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<tr>
<td>Yellow Brick Road 2 Early Learning Centre</td>
<td>St. John's Sylvia Taylor</td>
<td>745-2273</td>
<td>55 Airport Road</td>
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<tr>
<td>YMCA After School Program - C.C. Loughlin</td>
<td>Corner Brook Carolyn Wheeler</td>
<td>639-9676</td>
<td>1 Chatham Drive</td>
<td>4</td>
<td>12</td>
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<tr>
<td>YMCA After School Programme</td>
<td>Grand Falls-Windsor</td>
<td>Angela Penney</td>
<td>(707) 489-4472</td>
<td>18A St. Catherine Road</td>
<td>4</td>
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<tr>
<td>YMCA After School Program - J.J. Curling</td>
<td>Corner Brook Maggie Pendleton</td>
<td>639-9676</td>
<td>Woodbine Avenue</td>
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<td>YMCA After School Program - Kinseren Centre</td>
<td>Corner Brook Caroline Newman</td>
<td>639-9676</td>
<td>45 St. Mark's Avenue</td>
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<td>Corner Brook Lana King</td>
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<td>Hummer Arm South Monica Ford</td>
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<td>YMCA Conventions Afterschool &amp; Lunch Program</td>
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<tr>
<td>YMCA Kindercare Program</td>
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<td>Jennifer Tuk</td>
<td>(707) 489-0800</td>
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<td>YMCA Playing to Learn Preschool All Saints Church</td>
<td>Corner Brook Marie Pendleton</td>
<td>639-9676</td>
<td>44 Clarence Street</td>
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<tr>
<td>YMCA Philip to Learn Preschool Kinross Centre</td>
<td></td>
<td>YMCA Queensway Child Care Centre</td>
<td></td>
<td>(709) 639-9676</td>
<td>45 St. Mark's Avenue</td>
<td>No</td>
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<tr>
<td>YMCA School Age Child Care - Bishop Field Elementary</td>
<td></td>
<td>YMCA School Age Child Care - Cowan Heights Elementary</td>
<td></td>
<td>(709) 754-2962</td>
<td>45 St. Mark's Avenue</td>
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<tr>
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<tr>
<td>YMCA School Age Child Care - Elizabeth Park Elementary</td>
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<td>(709) 754-2962</td>
<td>45 St. Mark's Avenue</td>
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<tr>
<td>YMCA School Age Child Care - Holy Trinity Elementary</td>
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<td>YMCA School Age Child Care - Mary Queen of the World</td>
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<td>(709) 754-2962</td>
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<td>YMCA School Age Child Care - Mary Queen of the World</td>
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<td>YMCA School Age Child Care - Newtown Elementary</td>
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<td>YMCA School Age Child Care - Newtown Elementary</td>
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<td>YMCA School Age Child Care - Paradise Elementary</td>
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<td>(709) 754-2962</td>
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<td>YMCA School Age Child Care - Paradise Elementary</td>
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<td>YMCA School Age Child Care - Roncalli Elementary</td>
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<td>45 St. Mark's Avenue</td>
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<tr>
<td>YMCA School Age Child Care - School for the Deaf</td>
<td></td>
<td>YMCA School Age Child Care - St. Andrew's Elementary</td>
<td></td>
<td>(709) 754-2962</td>
<td>45 St. Mark's Avenue</td>
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<tr>
<td>YMCA School Age Child Care - St. Andrew's Elementary</td>
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<td>(709) 754-2962</td>
<td>45 St. Mark's Avenue</td>
<td>No</td>
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<td>YMCA School Age Child Care - St. George's Elementary</td>
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<td>YMCA School Age Child Care - St. Matthew's Elementary</td>
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<td>(709) 754-2962</td>
<td>45 St. Mark's Avenue</td>
<td>No</td>
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<tr>
<td>YMCA School Age Child Care - St. Peter's Elementary</td>
<td></td>
<td>YMCA School Age Child Care - St. Teresa's School</td>
<td></td>
<td>(709) 754-2962</td>
<td>45 St. Mark's Avenue</td>
<td>No</td>
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<td></td>
<td></td>
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<tr>
<td>YMCA School Age Child Care - St. Teresa's School</td>
<td></td>
<td>YMCA School Age Child Care - Varisty Elementary</td>
<td></td>
<td>(709) 754-2962</td>
<td>45 St. Mark's Avenue</td>
<td>No</td>
<td></td>
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<tr>
<td>YMCA School Age Child Care - Varisty Elementary</td>
<td></td>
<td>YMCA Summerford Centre</td>
<td></td>
<td>(709) 629-3717</td>
<td>2565 Varisty Avenue</td>
<td>No</td>
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<td>YMCA Summerford Centre</td>
<td></td>
<td>YMCA Twilligata Early Learning &amp; Child Care Centre</td>
<td></td>
<td>(709) 884-1800</td>
<td>2565 Varisty Avenue</td>
<td>No</td>
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<tr>
<td>YMCA Twilligata Early Learning &amp; Child Care Centre</td>
<td></td>
<td>YMCA Wee Care</td>
<td></td>
<td>(709) 257-3631</td>
<td>2565 Varisty Avenue</td>
<td>No</td>
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<tr>
<td>YMCA Wee Care</td>
<td></td>
<td>Younger Years Daycare and Preschool</td>
<td></td>
<td>(709) 753-3334</td>
<td>2565 Varisty Avenue</td>
<td>No</td>
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</table>

**TOTAL CAPACITY:** 7223

**TOTAL CAPACITY - CB:** 365

41 centres with operating grants
Please open the attached document. It was sent to you using a Xerox multifunction printer.

Attachment File Type: pdf, Multi-Page

Multifunction Printer Location: 4\Confederation\St John's\NL\CAN\Device Name: XRX9C934E5705C0

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<table>
<thead>
<tr>
<th>Name</th>
<th>Organization Type</th>
<th>Funding Model</th>
<th>Numbers &amp; waitlists</th>
<th>Fees [full-time]</th>
<th>Priority</th>
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<tbody>
<tr>
<td>Campus Childcare Inc. MUN</td>
<td>Incorporated NFP</td>
<td>relies primarily on childcare fees to operate</td>
<td>twenty 2-3 years</td>
<td>Weekly (student/other)</td>
<td>1. Children of MUN students</td>
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<tr>
<td></td>
<td>on campus</td>
<td>university provides assistance with maintenance, cleaning, electricity and repairs, including snow clearing and lawn mowing</td>
<td>forty-eight 3-6 years</td>
<td>$170/ $190</td>
<td>2. MUN employees</td>
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<tr>
<td></td>
<td>operated by appointed BOD</td>
<td></td>
<td>kindergarten ages 5-6</td>
<td>$160/$170</td>
<td>3. General public</td>
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<tr>
<td></td>
<td>active Parents Committee that fundraises</td>
<td></td>
<td>afterschool 7-11</td>
<td>Up to $100/$107</td>
<td></td>
</tr>
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<td></td>
<td></td>
<td></td>
<td>Up to $80/$90</td>
<td></td>
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<tr>
<td>College Hill Daycare Cooperative, Ltd.</td>
<td>Cooperative</td>
<td>assuming that it relies solely on fees and fundraising</td>
<td>60 max</td>
<td>Monthly</td>
<td>1. Children of existing members</td>
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<td></td>
<td>on campus</td>
<td></td>
<td>six 6-24 months</td>
<td>$615</td>
<td>2. affiliates</td>
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<tr>
<td></td>
<td>governed by BOD</td>
<td></td>
<td>twenty two 2-3 years</td>
<td>$565</td>
<td>(employees/students of UNB or STU)</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>twenty 4-5 years</td>
<td>$565</td>
<td>3. non-affiliates</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>ten K-Grade 2</td>
<td>$320</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>No apparent discount for students</td>
<td></td>
</tr>
<tr>
<td>University Children’s Centre DAL</td>
<td>Non profit</td>
<td>University donated space and financial backing for establishment</td>
<td>Under 18 months</td>
<td>Daily</td>
<td>1. Children of students and employees of DAL</td>
</tr>
<tr>
<td></td>
<td>two on-campus locations</td>
<td></td>
<td>18 months - 2 ½ years</td>
<td>$32 (infants)</td>
<td>2. General public</td>
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<tr>
<td></td>
<td>directed by BOD</td>
<td>Most building and maintenance costs are paid by the university</td>
<td>2 ½ - 3 ½ years</td>
<td>$29 (toddlers)</td>
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<td></td>
<td>legally separate from the University</td>
<td></td>
<td>3 ½ - 5 years</td>
<td>$28 (junior preschool)</td>
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<td></td>
<td>School age (5-9 years)</td>
<td>$27.50 (preschool)</td>
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<td>$26.20 (school age)</td>
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<td>No apparent discount for students</td>
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<tr>
<td>Point Pleasant Child Care Centre</td>
<td>Non profit, charitable, community-based</td>
<td>2 major fundraisers annually to purchase equipment</td>
<td>More than 100 children on three sites; on the two on-campus sites:</td>
<td>Monthly</td>
<td>1. Children of SMU students and employees</td>
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<td>Saint Mary’s University</td>
<td></td>
<td>23 children from 6 months - 3 years</td>
<td>$802 (infants)</td>
<td>2. General public</td>
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<td></td>
<td><a href="http://www.ppccc.ca/?category=main">http://www.ppccc.ca/?category=main</a></td>
<td></td>
<td>32 children from 18 months to 4 years</td>
<td>$715 (toddler)</td>
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<td>Initial site targeted adolescent parents at risk of not continuing to university</td>
<td></td>
<td></td>
<td>$695 (preschool)</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>5% sibling discounts</td>
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<tr>
<td>NSAC Daycare Centre</td>
<td>owned &amp; operated by the NSAC and is governed by a Board of Advisors.</td>
<td>assuming significant university support since it's owned by NSAC</td>
<td>33 max</td>
<td>?</td>
<td>1. staff and students of NSAC and NSDAF staff. 2. General public if space is available.</td>
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<tr>
<td>Name</td>
<td>Organization Type</td>
<td>Funding Model</td>
<td>Numbers &amp; waitlists</td>
<td>Fees [full-time]</td>
<td>Priority</td>
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<td>-------------------------------------------</td>
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<tr>
<td>Child Care Centre</td>
<td>Located on campus</td>
<td>Assuming significant university support since the Centre ties to academic program</td>
<td>40 max, ages 2 – 5 years</td>
<td>?</td>
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</table>
| St. FX Early Childhood Education Centre   | Operated by external provider (Gormier's Play & Learn) | University provides allowance of $2500/year for replacement of equipment; donates space (no rent); Childcare fees pay all other expenses | 55 max, 9 seats available for children beginning aged 3, 46 seats for toddler to 6 years, Waitlist (especially for infants) | Weekly $150   | 1. Children of St. FX students  
2. St. FX faculty and staff  
3. General public |
Advanced Education and Skills
Grenfell Campus – Daycare Funding

Summary: Memorial University of Newfoundland’s Faculty Association says the Provincial Government has axed $1.2 million in funding for a daycare at Grenfell Campus in Corner Brook.

Key Messages:

- While the Provincial Government provides Memorial University with the vast majority of its annual funding, some $376 million from provincial taxpayers, they are an autonomous institution and we respect and value that autonomy.

- Due to the province’s fiscal situation, we have all experienced a difficult budget year and Memorial University is no exception.

- Memorial has had to make some challenging decisions and we respect the decisions they have made.

- I understand that this project will remain a priority and will be taken under consideration for future budgets.

- But again, we respect and value Memorial’s autonomy. The university itself will decide whether or not to designate resources for infrastructure projects.