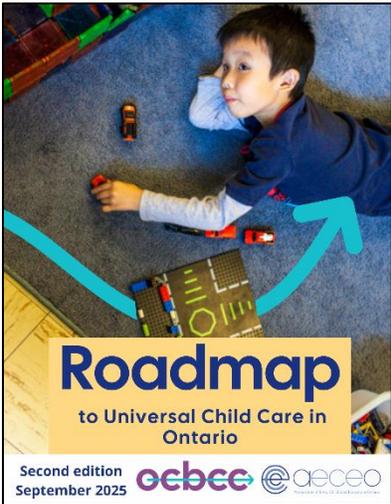


Executive Summary

Ontario’s implementation of the Canada-Wide Early Learning and Child Care plan has improved affordability and access to child care for many families, but issues like staffing shortages, stalled space creation, and inequities in school-age child care persist.

Most urgently, Ontario must sign a new bilateral agreement with the federal government to maintain the current benefits experienced by children, families and the economy. The current agreement expires March 2026.



The *Roadmap to Universal Child Care in Ontario* evaluates progress made, makes a call for renewed government collaboration, and offers a plan of recommended policy interventions for Ontario to achieve bold progress in ELCC system building, funding, affordability, workforce development, and expansion.

← ELCC System Building →

1. Enshrine the right of all young children to access regulated, inclusive, culturally safe ELCC.
2. Revise the Access & Inclusion Framework to feature an actionable Inclusion Strategy, with clear goals and an evaluation process.
3. Recognize the right of Urban Indigenous organizations to administer & deliver urban Indigenous ELCC.
4. Integrate the broader early years and child care sector together with equitable funding, wages and fees.
5. Create a Steering Committee to embed anti-racist and anti-oppressive policy and pedagogy.

Funding approach

6. Harmonize and enhance the ELCC funding formula to provide full and sufficient operating funding.
7. Maintain and strengthen caps on profit-making.
8. Collect ELCC fees centrally by SSMs & Indigenous governments & governance organizations.
9. Include ELCC facilities in school space funding.
10. Federal funds should not displace provincial funds.

Affordability strategy

11. Cap ELCC fees at a maximum of \$10/day per family.
12. Replace the current subsidy system with a barrier-free sliding fee scale down to \$0. In the short-term, while this is being developed, increase access to the current subsidy system and remove work and study criteria.

Workforce strategy

13. Wage grid starting at \$35-45/hr for RECEs and \$28/hr for non-RECE staff, and ensure annual increases.
14. Extended health benefits and a defined benefit pension plan.
15. Workforce Advisory Committee to address working conditions.
16. Enhance pathways to acquiring and upgrading qualifications.

Expansion strategy

17. Permanent moratorium on new for-profit child care.
18. Asset lock to require that all new ELCC facilities that are developed remain public child care assets.
19. Inventory of available public lands for ELCC. Mandate & support SSMs to publicly plan expansion.
20. Prioritize expansion in underserved communities and populations.
21. Co-develop a strategy to expand access to Indigenous-led ELCC.



The Ontario Coalition for Better Child Care (OCBCC) is Ontario’s leading non-partisan, member-driven alliance—bringing together parents, early childhood educators, centre directors, unionists and community advocates since 1981—to secure a universally accessible, high-quality, publicly funded child care system. Guided by evidence, democratic governance, and a commitment to equity and inclusion, OCBCC shapes policy through research-backed briefs, collaborative campaigns and strategic partnerships across levels of government. Together, we champion sustainable funding, workforce investment and culturally responsive care so that every child, family and educator in Ontario can thrive.

To learn more, visit childcareontario.org



The Association of Early Childhood Educators of Ontario (AECEO) has been the professional association for ECEs in Ontario since 1950. We advocate for respect, recognition, and appropriate wages & working conditions for *all* ECEs. Our mission is to build and support a strong collective voice for early childhood educators (ECEs) so they can participate in and influence positive change that benefits ECEs, children, families, and communities.

To learn more, visit aeceo.ca

