



London-Middlesex Child Care and Early Years Service System Plan

2024-2028

2025 Progress Summary Report



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Executive Summary

The 2025 Progress Summary Report highlights continued advancement of the London–Middlesex Child Care and Early Years Service System Plan, demonstrating measurable progress in expanding access, strengthening inclusion, improving service quality, and enhancing system coordination. Across the region, early years partners have worked collaboratively to respond to ongoing population growth, evolving family needs, workforce pressures, and system transformation while maintaining a strong focus on affordability, equity, and sustainability.

In 2025, the system continued to expand access to licensed child care and early years programs, reaching a total of **214 licensed child care centres, 167 licensed home child care homes, and 76 EarlyON centres and satellite sites**. This represents significant system capacity supporting more than 17,000 licensed child care spaces, alongside broad early years service reach including **13,788 children and 11,346 parents/caregivers served through EarlyON programming**. Directed Growth implementation remained on track, with **1,454 net-new spaces created toward a revised target of 2,510 by 2026**.

Access and affordability continued to improve for families through the ongoing implementation of the Canada-Wide Early Learning and Child Care (CWELCC) system, with fees maintained at or below \$22 per day for enrolled programs. On average, **2,386 children per month were supported through child care fee subsidy**, representing approximately one-quarter of system enrolment. Access was further strengthened through expanded developmental supports, including service coordination for **466 children monthly receiving special needs resourcing through All Kids Belong**.

The system also advanced its commitment to equity, inclusion, and reconciliation through culturally responsive programming, Indigenous-led initiatives, and expanded professional learning. Across the workforce, **104 professional development workshops engaged 1,654 participants**, strengthening educator capacity to deliver inclusive and high-quality programming. Early years environments continued to prioritize belonging and cultural responsiveness, supported by Indigenous partnerships, equity-focused training, and expanded inclusion resources for educators and operators.

Collaboration across sectors remained a foundational strength of the system. Partners across child care, education, health, employment, and community services worked together to improve service integration and family navigation. This included cross-sector initiatives supporting school transitions, developmental screening, newcomer services, and health partnerships such as integrated programming with London Health Sciences Centre. System infrastructure improvements, including the implementation of KEyON across all EarlyON sites and the use of centralized waitlist and data systems, further strengthened coordination and planning.

Overall, the 2025 report demonstrates a child care and early years system that continues to grow in capacity, accessibility, and integration while responding to local needs across both urban and rural communities. Moving forward, continued focus will be placed on advancing Directed Growth, strengthening workforce stability, deepening equity and inclusion, and enhancing system data and collaboration to ensure services remain responsive, sustainable, and family-centred across London and Middlesex.



Introduction

The City of London is pleased to present the 2025 Progress Summary for the London-Middlesex Child Care and Early Years Service System Plan. This report reflects collaborative efforts across London and Middlesex County to respond to evolving community needs while navigating ongoing system transformation.

System Overview

Work across the system continues to be guided by five integrated building blocks: Accessibility, Inclusion, Quality, Collaboration, and Backbone. These building blocks support a coordinated, inclusive, and accountable early years system.



Accessibility

Objective: Improve access to child care and early years programs through targeted investments, system coordination, and policy implementation.

Combined

- Reduced licensed child care fees across the system through continued implementation of the Canada-Wide Early Learning and Child Care (CWELCC) program, with all enrolled licensed child care centres maintaining parent fees at \$22 per day or less as of January 1, 2025. Average daily fees decreased by up to \$6.42 per day compared to 2024.
- Expanded licensed child care capacity across London and Middlesex by 907 net-new centre-based spaces and 48 new home child care spaces in 2025, increasing total licensed capacity to 17,880 spaces across centre- and home-based care.
- Strengthened affordability supports for families by providing child care fee subsidy to an average of 2,386 children monthly, representing approximately 25% of system enrolment.
- Expanded access to early years programs through 76 EarlyON centres and satellite locations, serving 13,788 children and 11,346 parents/caregivers through more than 116,000 combined visits in 2025.
- Completed system-wide implementation of KEyON across all EarlyON and Family Centre locations, supporting 11,346 unique parents/caregivers with access to EarlyON programming in 2025. The KEyON system improves participation tracking, referral coordination, and access to real-time program information for families and service providers.
- Strengthened centralized system navigation and access through mandatory implementation of the OneHSN waitlist policy for CWELCC-enrolled operators, supporting coordinated regional access to licensed child care for 3,888 children on the centralized waitlist.
- Increased funding to Before and After School operators to support affordability and operational sustainability across 98 centres, to minimize impacts on family fees.
- Increased access to child care and early years information through familyinfo.ca and implemented a targeted outreach strategy to improve awareness and navigation of services, which resulted in a 1,100% increase in familyinfo.ca homepage visits in 2025.
- Improved system navigation and referral pathways through the transition to centralized digital tools and integrated information platforms on familyinfo.ca, supporting easier access for families to services. This resulted in a 20% increase in page views to the EarlyON Child and Family Centre program calendars, with site specific page views increasing by 9% over 2024.

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- Expanded access to family support programming through the opening of Family Centre Huron Heights and the continued delivery of specialized, culturally responsive, and community-based EarlyON programming.
- Enhanced data-informed planning and equitable access to subsidy supports by developing Child Care Fee Subsidy Data Profiles for both the sector and individual licensees to inform future funding and policy decisions.
- Launched the Fee Subsidy Pilot where new operators joining CWELCC in London-Middlesex are required to maintain a minimum of 30% of spaces for families accessing fee subsidy.

Middlesex County

- Direct engagement with school age providers has allowed the County to identify location-specific workforce challenges impacting access. Efforts have focused on supporting recruitment and retention in rural and hard-to-staff areas to ensure programs can operate at capacity and remain accessible to families.
- Additional funding was requested and approved through County Council as part of the 2026 budget process. This investment supports system growth, workforce stability, and enhanced access to programs across Middlesex.
- Submitted feedback to Ontario Municipal Social Services Association (OMSSA), with a specific focus on the unique operational realities of rural child care systems, including workforce challenges, geographic barriers, and service sustainability.



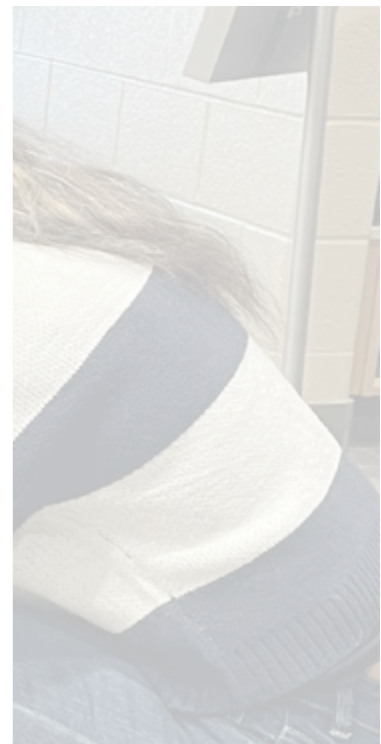
Inclusion



Objective: Promote equity and culturally responsive service delivery in all child care and early years settings.

Combined

- Strengthened inclusive access to child care and early years services by supporting an average of 466 children monthly through All Kids Belong special needs resourcing across London and Middlesex.
- Expanded culturally responsive and relationship-based early years programming across 76 EarlyON centres and satellite locations, serving 13,788 children and 11,346 parents/caregivers through more than 116,000 combined visits in 2025.
- Increased access to inclusive and culturally grounded programming through partnerships with Indigenous educators, Elders, and community organizations, integrating Indigenous language, teachings, ceremonies, and storytelling into child care and early years environments at Nshwaasnangong Child Care and Family Centre.
- Strengthened over 244 educator's capacity to support equitable and inclusive environments through 10 targeted professional learning initiatives focused on diversity, equity, inclusion, culturally responsive practice, and belonging.
- Supported inclusive participation and caregiver engagement by creating welcoming, community-based spaces where families reported strong outcomes related to belonging, connection, communication, and well-being.



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- Embedded equity principles into system tools and practice, including updates to the Community Connector Handbook and integration of access and inclusion initiatives into operator facing resources.
- Advanced implementation of the French Language Service Plan, including translation of Child Care and Early Years administrative policies and procedures, and centralizing access to French language documents through SharePoint for licensed child care and early years operators.
- Engaged more than 35 early years professionals in Indigenous Cultural Safety training to strengthen inclusive practices, increase culturally responsive service delivery, and enhance support for Indigenous children and families across the sector.
- Advanced authentic engagement with equity-denied communities by strengthening community-led approaches to inclusive service planning and delivery, including participating in newcomer-focused community events and partnerships that reached more than 870 individuals, delivering workforce and immigration-focused learning sessions to approximately 78 sector professionals, and collaborating with community partners to increase newcomer awareness of child care, early years services, and career pathways.
- Enhanced inclusive programming across centres through the investment of 146 sensory support resources, including books, fidgets, lighting, and tactile materials to better meet diverse developmental and sensory needs of children.

Middlesex County

- Fostered welcoming, inclusive, and relationship focused EarlyON environments, with caregiver feedback consistently highlighting a strong sense of belonging, respect, and inclusion across programs and locations.
- Reestablished the Middlesex Professional Learning Committee (MPLC) to strengthen system-wide understanding of workforce needs. Through this table, data is being collected and analyzed to identify training gaps, emerging trends, and opportunities to better support educators in delivering inclusive and responsive programming.
- Completed a comprehensive environmental scan to better understand the diverse needs of children, families, and educators across Middlesex County. This work is helping to inform future service planning, identify gaps in supports, and ensure programs reflect the cultural and social realities of the communities they serve.



Objective: Strengthen educator and program quality through workforce development and professional learning.

Combined

- Strengthened program quality across the system through expanded professional learning, mentorship, and leadership development initiatives that supported reflective practice, workforce stability, and continuous improvement for over 1,962 early years professionals throughout 2025.
- Collaborated with London Regional Employment Services (LRES) to support workforce development strategies by aligning employment supports with child care sector needs, helping connect potential candidates to opportunities within the system and addressing workforce gaps.
- Expanded mentorship initiatives to over 98 early years professionals through the Community Animator Pilot Project, supporting reflective practice, peer learning, and workforce stability across 5 child care sites.
- Offered over 28 mentorship specific professional learning opportunities, 36 Communities of Practice, and one podcast, supporting 543 early years professionals.
- Advanced workforce capacity, recruitment, and retention strategies, including the exploration of a centralized supply staff registry to address ongoing staffing pressures and the continued promotion of the local Little Moments Big Impact marketing campaign.
- Received Ministry of Education approval for the Middlesex-London Innovation Fund, enabling targeted investment in early years and child care system improvements focused on strengthening workforce capacity, enhancing service delivery, and supporting innovative approaches to recruitment, retention, and system coordination.

City of London

- Supported the Knowing Our Numbers (KON) workforce project to strengthen labour market intelligence and data-informed decision-making within the child care and early years sector, enabling improved understanding of workforce trends, staffing needs, and retention challenges to guide strategic planning and system development.
- Continued research and engagement with child care and early years professionals on the development of a local quality framework, recognizing diverse program contexts and the need for a flexible, values based approach to quality.
- Delivered targeted presentations in collaboration with community partners to promote child care and early years career pathways, engaging approximately 83



students and community members, including 65 participants from Collège Boréal and 18 members of the London Community Advocates group.

- Delivered a multi-partner learning session to over 45 early years leaders on “Strengthening the Workforce through Immigration,” hosted in collaboration with the London Economic Development Corporation, to increase sector understanding of immigration pathways and support recruitment and retention within the early years workforce. Featured presentations included the Workforce Development Board, Immigration, Refugees and Citizenship Canada (IRCC), Ontario Immigrant Nominee Program (OINP), and Fanshawe College.

Middlesex County

- Continued collaboration with school age organizations has enabled the County to identify and address specific quality-related challenges, including staffing stability, program consistency, and alignment with emerging funding models.
- The MPLC is actively reviewing and coordinating workshops and training opportunities to ensure relevance and alignment with educator needs. This supports continuous improvement and builds capacity across the workforce.
- Through the Middlesex Children’s Services Network (MCSN), a centralized list of available training opportunities has been developed and shared. Ongoing communication ensures that new and relevant training opportunities are consistently circulated across the network.
- Expanded and strengthened developmental screening and early identification supports through quarterly Check & Connect (ASQ®) clinics, enabling caregivers to monitor development, celebrate milestones, and connect to community supports when needed.
- Enhanced kindergarten transition supports by expanding Ready Set Learn programming and introducing Kinder Connects, increasing both program frequency and accessibility for families preparing for school entry.

Collaboration



Objective: Strengthen partnerships across child care, early years, education, health, and community sectors.

Combined

- Strengthened system-wide coordination and partnership alignment across child care, early years, education, health, and community sectors, supporting a more integrated and responsive service system for children and families.
- Expanded and deepened health-sector and developmental partnerships, embedding trusted professionals within early years programming and strengthening referral pathways to assessment, intervention, and family supports.
- Enhanced collaboration with education partners to support smooth transitions to school, aligning early years programming, developmental screening, and caregiver engagement through coordinated kindergarten transition initiatives.

City of London

- Advanced system coordination through continued implementation and review of Family Centre Service System (FCSS) actions, with planning underway to identify refreshed priorities for 2026.
- Strengthened cross-sector collaboration and relationship building for 65 professionals by hosting the United for Impact event, bringing together over 30 child care operators, Family Centres, school boards, health care providers, and community organizations.
- Expanded health sector partnerships, including implementation of Prescription for Play in collaboration with the Children's Hospital at London Health Sciences Centre (LHSC), strengthening integrated supports from Family Centres for children and families visiting the hospital.
- Over 7,420 early learning and parenting referrals were provided through Family Centres by Community Connectors in 2025, including 1,743 receiving supports from emergency food and basic needs, and 3,366 for parenting supports.
- Increased distribution and referrals to 118 families for mental health, early brain development, and parenting resources across the child care and early years system through partnerships and coordinated promotion.
- Advanced early years engagement and mental health inclusion initiatives through the "Planting Seeds" project, completing approximately 20 EarlyON and ON y va playgroup visits that built meaningful one-on-one connections with families and informed the development of five follow-up video resources.

Middlesex County

- Through collaboration with the London & Middlesex Local Immigration Partnership (LMLIP), efforts have been made to better align services for newcomer families. This includes strengthening referral pathways, improving coordination across sectors, and increasing access to culturally responsive programs and supports.
- Through MCSN, partnerships with London Health Sciences Centre (LHSC) and St. Joseph's Health Care London have enabled the sharing of information related to virtual care clinics, improving access to health supports for children and families.
- Ongoing work with the Ontario Student Nutrition Program supports children experiencing food insecurity. This collaboration ensures that children in need have access to nutritious food, which is critical to their development, learning, and overall well-being.



Backbone

Objective: Build infrastructure, data systems, and accountability mechanisms to support system sustainability.

Combined

- Strengthened system wide data infrastructure through the transition to centralized digital tools, such as KEyON and the centralized SharePoint site for CCEY operators, improving consistency, reliability, and comparability of participation and service data across London and Middlesex.
- Advanced data informed decision making and continuous improvement by implementing shared frameworks, data profiles, surveys, and feedback mechanisms to support planning, transparency, and responsiveness to community needs.
- Contributed to budget development and financial planning processes in response to evolving child care funding structures, supporting prioritization of limited resources and ensuring alignment with community and operator needs.
- Supported financial accountability and governance processes, including review of the Cost Based Funding Formula financial accountability requirements, audit planning, and refinement of agreements in collaboration with Finance to strengthen oversight and compliance.

City of London

- Developed the 2025 London-Middlesex Licensed Child Care and Early Years Service System Data Snapshot, consolidating key system indicators to provide a comprehensive overview of sector trends and service capacity.
- Prepared and distributed the London-Middlesex Bi-Annual Licensed Child Care and Early Years Data Profile to all licensees, supporting shared understanding of sector trends and informing system-level discussions.
- Supported system planning and decision-making through the distribution of demographic and licensed child care space data to inform the Summer 2025 Directed Growth Plan call-out and sector participation.
- Prepared Data Profiles for School Board Capital Submissions, providing evidence-based insights to support school boards in strengthening capital planning submissions to the Ministry of Education.
- Consolidated key data sets on the CCEY SharePoint platform, improving accessibility of system-level data for licensees and strengthening overall data literacy and use across 98 active site users and internal teams.
- Advanced the Data and Reporting Framework through completion and distribution of the final report, embedding principles for continuous improvement and establishing structured Semi-Annual Check-In processes to strengthen ongoing data quality and system learning.
- Advanced system-wide engagement and feedback collection through multiple initiatives, including Fee Subsidy Participant Survey, Family Centre Participant Survey, and Family Centre Staff and Volunteer Survey, supporting evidence-informed service improvements and policy development.

Middlesex County

- Collaborative work with the City of London has supported the development and implementation of shared tools, processes, and approaches. This alignment strengthens consistency across the service system and improves overall efficiency.
- Middlesex Child Care Operator (MCCO) meetings, tailored specifically to Middlesex operators, provide a dedicated forum to address local needs. These meetings offer additional supports, enable knowledge sharing, and create space to collaboratively problem-solve system challenges.
- Monthly MCCO meetings focus on supporting the administration of programs by sharing best practices, policies, and processes. This collaborative approach helps reduce administrative burden on operators while promoting consistency and compliance across the system.
- Supported system accountability and continuous improvement through the collection and analysis of caregiver feedback via the 2025 Middlesex EarlyON Parent/Caregiver Satisfaction Survey.

London-Middlesex Service System Plan Data Profile – Annotated

The data presented within this profile represents totals for both the regions of the City of London and the County of Middlesex combined, **as of December 2025**, unless otherwise specified.

Licensed child care is delivered through centre-based and home-based care. Data pertaining to both types of care are included in this document.

Licensed Child Care

LICENSED CHILD CARE - CENTRE-BASED



Licensed Centre-Based Child Care - Organizations

The total net number of licensed centre-based organizations is **66**. This represents a net increase of 3 from December 2024.

**Total Organizations may be less than the sum of organizations operating in London and Middlesex respectively, as some organizations operate in both regions.*

- The total number of licensed centre-based organizations operating a child care centre in **London** is 52.
- The total number of licensed centre-based organizations operating a child care centre in **Middlesex** is 20.
- The total number of licensed centre-based organizations that are **non-profit** is 38.
- The total number of licensed centre-based organizations that are **for-profit** is 28.
- The total number of licensed centre-based organizations **that are enrolled in the CWELCC** program is 54.
- The total number of licensed centre-based organizations that are **not enrolled in the CWELCC** program is 13.



Licensed Centre-Based Child Care - Centres (or “Licensed Child Care Centres”)

Licensed child care centres are operated by the licensed centre-based organizations reflected above.

The total number of licensed child care centres serving children aged 0 to 4 and/or school-aged children is **214**. This represents a net increase of 5 from December 2024.

- The total number of licensed child care centres in **London** is 175.
- The total number of licensed child care centres in **Middlesex** is 39.
- The total number of licensed child care centres operated by **non-profit** organizations is 182.
- The total number of licensed child care centres operated by **for-profit** organizations is 32.
- The total number of licensed child care centres **enrolled in CWELCC** is 198.
- The total number of licensed child care centres **not enrolled in CWELCC** is 16.
- The total number of licensed child care centres located **in schools** is 138.
- The total number of licensed child care centres located **in the community** is 76.
- The total number of licensed child care centres **serving only children aged 0 to 4** (Infant - Preschool) is 81.
- The total number of licensed child care centres **serving only school-aged children** (Kindergarten - Primary/Junior School Age) is 98.



Licensed Centre-Based Child Care - Spaces and System Capacity

Each licensed child care centre can operate up to a prescribed number of licensed spaces based on their Ministry of Education Licence and other factors including staffing, budget, etc.

The total number of licensed spaces in licensed child care centres is **16,878**. This represents an increase of 907 from December 2024.

- The total number of licensed spaces among licensed child care centres in **London** is 14,319.
- The total number of licensed spaces among licensed child care centres in **Middlesex** is 2,559.
- The total number of licensed spaces among licensed child care centres that are operated by **non-profit organizations** is 14,421.
- The total number of licensed spaces among licensed child care centres that are operated by **for-profit organizations** is 2,457.

The total **operating capacity** among licensed child care centres is 11,141.

**Operating Capacity is self-reported by child care operators and represents the total number of spaces child care operators intend to serve based on budget allocations and staffing complement.*

The total number of **vacant** spaces among licensed child care centres is 1,162.

**Vacant Spaces are self-reported by child care operators and represent spaces within Operating Capacity that remain unfilled for an entire reporting month.*

**Vacant Spaces are predominantly within Kindergarten and Primary/Junior School Age age groupings. Some may not be true 'available' vacancies because of planned or upcoming enrollments or transitions.*

The total number of **enrolled spaces** among licensed child care centres is 9,979.

**Enrolled Spaces = Operating Capacity - Vacant Spaces*

LICENSED CHILD CARE - HOME-BASED



Licensed Home-Based Child Care - Organizations

The total number of licensed home-based organizations is **4**. This represents no change from December 2024.

- The total number of licensed home-based organizations supporting a licensed home child care in **London** is 4.
- The total number of licensed home-based organizations supporting a licensed home child care in **Middlesex** is 1.
- The total number of licensed home-based organizations that are **non-profit** is 3.
- The total number of licensed home-based organizations that are **for-profit** is 1.
- The total number of licensed home-based organizations **enrolled in the CWELCC program** is 4.
- The total number of licensed home-based organizations **not enrolled in the CWELCC** program is 0.



Licensed Home-Based Child Care - Active Homes

'Actively operating homes' reflect the total number of homes overseen by the licensed home-based organization that are actively serving children.

The total number of actively operating homes is **167**. This represents an increase of 27 from 2023.

- The total number of actively operating homes in **London** is 160.
- The total number of actively operating homes in **Middlesex** is 7.
- The total number of actively operating homes that are **non-profit** is 138.
- The total number of actively operating homes that are **for-profit** is 29.
- The total number of actively operating homes **enrolled in the CWELCC** program is 167.
- The total number of actively operating homes **not enrolled in the CWELCC** program is 0.



Licensed Home-Based Child Care - Spaces and System Capacity

Each actively operating home can serve up to a maximum of 6 children per home (with additional considerations including ages of children in accordance with Ministry of Education requirements.)

The total number of licensed child care spaces among actively operating licensed homes is **1,002**. This represents a net increase of 48 from December 2024.

- The total number of licensed child care spaces among actively operating licensed homes in **London** is 960.
- The total number of licensed child care spaces among actively operating licensed homes in **Middlesex** is 42.
- The total number of licensed child care spaces among actively operating licensed homes supported by a **non-profit organization** is 828.
- The total number of licensed child care spaces among actively operating licensed homes supported by a **for-profit organization** is 174.
- The total number of licensed child care spaces among actively operating licensed homes **enrolled in the CWELCC** program is 1,002.
- The total number of licensed child care spaces among actively operating licensed homes **not enrolled in the CWELCC** program is 0.

The total maximum **number of child care spaces occupied by children** among actively operating licensed homes is 795.

**Occupied Spaces is self-reported by child care operators and represents the total number of spaces offered by actively operating homes that are occupied by children aged 0 – 12.*

AVERAGE DAILY COSTS OF CWELCC ENROLLED CHILD CARE

In accordance with Ministry of Education Funding Guidelines, CWELCC-eligible daily rates for CWELCC-eligible age groups were most recently reduced as of December 31, 2022, and these reductions remained in effect throughout 2024. An additional rate reduction occurred in 2025.

- The average daily cost of CWELCC enrolled licensed child care for **infants** in **London** is \$22. This represents a decrease of \$6.42 from 2024.
- The average daily cost of CWELCC enrolled licensed child care for **toddlers** in **London** is \$22. This represents a decrease of \$4.73 from 2024.
- The average daily cost of CWELCC enrolled licensed child care for **preschoolers** in **London** is \$20.82. This represents a decrease of \$3.05 from 2024.
- The average daily cost of CWELCC enrolled licensed child care for **infants** in **Middlesex** is \$22. This represents a decrease of \$5.97 from 2024.
- The average daily cost of CWELCC enrolled licensed child care for **toddlers** in **Middlesex** is \$21.01. This represents a decrease of \$4.21 from 2024.
- The average daily cost of CWELCC enrolled licensed child care for **preschoolers** in **Middlesex** is \$20.72. This represents a decrease of \$2.49 from 2023.

WAITLIST

Families in London and Middlesex can utilize the centralized OneHSN waitlist to register for a single or multiple child care programs.

The total number of children registered on the OneHSN waitlist is 3,888.

Children on the waitlist refers to the total distinct number of children on the OneHSN waitlist. This total includes children who are requesting care prior to or as of **the reporting period (includes children requesting care prior during or prior to December 2025).*

**Beginning January 2024, the Service System Manager (SSM) implemented a policy requiring the use of the OneHSN system by licensed child care organizations to manage and centralize a regional waitlist to support improved access to child care services. This has resulted in an increased quantity of families utilizing the system to register their children on the waitlist. - The Service System Manager (SSM) continues to implement accountability measures to support adherence to the policy. This value may be inflated pending complete adoption of the policy.*

LICENSED CHILD CARE – CHILD CARE FEE SUBSIDY AND SUPPORTS

Average Monthly Number of Children Supported by Child Care Fee Subsidy By Support Type

- The **average monthly number** of children supported by **general** child care fee subsidy throughout the calendar year is 2,386.
- The **average monthly number** of children supported by regular child care fee subsidy as a percentage of system enrollment throughout the calendar year is 24.96%.
- The **average monthly number** of children supported by **recreation** fee subsidy throughout the calendar year is 207.
- The **average monthly number** of children supported by **Ontario Works formal** child care fee subsidy throughout the calendar year is 131.

Average Monthly Number of Children Supported by General Child Care Fee Subsidy By Age Group

Child care fee subsidy 'general' does not include child care fee subsidy supporting Recreation and Ontario Works formal, which are captured above.

- The **average monthly number** of **infant** children supported by child care fee subsidy 'general' throughout the calendar year is 150.
- The **average monthly number** of **toddler** children supported by child care fee subsidy 'general' throughout the calendar year is 391.
- The **average monthly number** of **preschool** children supported by child care fee subsidy 'general' throughout the calendar year is 848.
- The **average monthly number** of **kindergarten** children supported by child care fee subsidy 'general' throughout the calendar year is 406.
- The **average monthly number** of **primary/junior school age** children supported by child care fee subsidy 'general' throughout the calendar year is 684.

Average Monthly Number of Children Supported by Special Needs Resourcing

The average monthly number of children supported with special needs resourcing through All Kids Belong is 466.

LICENSED CHILD CARE - WORKFORCE

Number of Staff Employed by Licensed Child Care in London (CWELCC-Enrolled)

**Number of Staff Employed by Licensed Child Care Centres refers to the total number of individuals (staff) employed by CWELCC-enrolled child care centres in London. Totals do not accurately represent the total number of individuals contributing to the child care labour market.*

**Data presented in this section is not comparable to data presented for the calendar year 2023. This is due to a change to Ministry of Education reporting requirements, and consequently, data collection methodologies resulting in contextual differences.*

The total number of **supervisors with** a Registered Early Childhood Educator (**RECE**) designation that are employed by a licensed child care is 117.

The total number of **supervisors without** a Registered Early Childhood Educator (**RECE**) designation is 85.

The total number of **educators with** a Registered Early Childhood Educator (**RECE**) designation is 958.

The total number of **educators without** a Registered Early Childhood Educator (**RECE**) designation is 545.

The total number of other staff that are employed by a licensed child care centre is 124. This includes Administrators, Cooks, Custodians, and other roles.

Wage Supports for Staff Employed by Licensed Child Care in London (CWELCC-Enrolled)

The total number of staff supported with the **Wage Floor** workforce compensation benefit, provided through the CWELCC program in London throughout the calendar year is 725.

The total number of staff supported with the **Annual Increase** workforce compensation benefit, provided through the CWELCC program in London throughout the calendar year is 1,153.

The total number of staff supported with the **Minimum Wage Offset** workforce compensation benefit, provided through the CWELCC program in London throughout the calendar year is 1,148.

The minimum hourly wage for Registered Early Childhood Educators (RECEs) providing child care service, after workforce compensation benefits, is \$24.86.

Minimum Wage Offset, Annual Wage Increase, and Wage Floor are the three “workforce compensation” funding allocations available to child care licensees to support recruitment and retention.

Number of Staff Employed by Licensed Child Care in Middlesex (CWELCC-Enrolled)

**Number of Staff Employed by Licensed Child Care Centres refers to the total number of individuals (staff) employed by child care centres in Middlesex. Totals do not accurately represent the total number of individuals contributing to the child care labour market.*

**Data presented in this section is not comparable to data presented for the calendar year 2024. This is due to a change to Ministry of Education reporting requirements, and consequently, data collection methodologies resulting in contextual differences.*

The total number of **supervisors with** a Registered Early Childhood Educator (**RECE**) designation that are employed by a licensed child care centre is 29.

The total number of **supervisors without** a Registered Early Childhood Educator (**RECE**) designation that are employed by a licensed child care centre is 22.

The total number of **educators with** a Registered Early Childhood Educator (**RECE**) designation that are employed by a licensed child care centre is 136.

The total number of **educators without** a Registered Early Childhood Educator (**RECE**) designation that are employed by a licensed child care centre is 137.

The total number of other staff that are employed by a licensed child care centre is 25. This includes Administrators, Cooks, Custodians, and other roles.

Wage Supports for Staff Employed by Licensed Child Care in Middlesex (CWELCC-Enrolled)

The total number of staff supported with the **Wage Floor** workforce compensation benefit, provided through the CWELCC program in London throughout the calendar year is 125.

The total number of staff supported with the **Annual Increase** workforce compensation benefit, provided through the CWELCC program in London throughout the calendar year is 200.

The total number of staff supported with the **Minimum Wage Offset** workforce compensation benefit, provided through the CWELCC program in London throughout the calendar year is 276.

The minimum hourly wage for Registered Early Childhood Educators (RECEs) providing child care service, after workforce compensation benefits, is \$24.86.

Minimum Wage Offset, Annual Wage Increase, and Wage Floor are the three workforce compensation funding allocations available to child care licensees to support recruitment and retention.

Workforce Capacity Building

The total number of professional development **workshops delivered** to licensed child care and early years staff throughout the calendar year is 104.

The total number of **participants** at professional development workshops delivered throughout the calendar year is 1,654.



EARLYON

EarlyON Service Data

EarlyON Service Data presented in this section is not comparable to data presented for the calendar year 2024. This is due to a change to Ministry of Education reporting requirements, and consequently, data collection methodologies resulting in contextual differences.

The total number of EarlyON Centres, including both **physical and satellite sites**, is 76. This represents an increase of 16 sites from 2024.

The distinct number of **children served** by EarlyON programs throughout the calendar year is 13,788.

The total number of **children's visits** to EarlyON programs throughout the calendar year is 64,800.

The distinct number of **parents and caregivers served** by EarlyON programs throughout the calendar year is 11,346.

The total number of **parent's and caregiver's visits** to EarlyON programs throughout the calendar year is 52,139.

The total number of program staff with a Registered Early Childhood Educator (RECE) designation at EarlyON centres is 37.

DIRECTED GROWTH PLAN

As of December 31, 2025, the total number of **net-new spaces targeted for licensing** between 2023 to 2026 through the region's Directed Growth Plan was 2,510.

- The total number of **net-new spaces licensed** in achievement towards the region's Directed Growth Plan (between 2023 and 2025) is 1,454. This includes 40 spaces serving the Infant age group, 198 spaces serving the Toddler age group, 492 spaces serving the Preschool age group, and 391 spaces serving the Kindergarten age group.
- The total number of **net-new spaces remaining for licensing** to achieve the region's Directed Growth Plan target between 2023 and 2026 is 1,056. This remaining balance of spaces has been attributed to projects that have been approved and/or are currently in progress, and with an expected licensing date in 2026.

In accordance with Ministry of Education Directed Growth Plan requirements, the SSM is expected to maintain an auspice proportion among licensed capacity of a minimum of 81% (non-profit) to a maximum of 19% (for-profit).

LOOKING AHEAD TO 2026

Looking ahead to 2026, priorities include advancing Directed Growth initiatives to address community-identified needs and deepening the use of KEyON and system-level data to strengthen planning, monitoring, and informed decision-making across the child care and early years system.

Continued focus will be placed on supporting workforce recruitment, retention, and leadership capacity, recognizing the workforce as foundational to system sustainability. The system will also continue to advance equity, reconciliation, and culturally responsive practice, while strengthening cross-sector collaboration to ensure services remain coordinated, inclusive, and responsive to families across London and Middlesex.

ACKNOWLEDGMENTS

We extend our sincere thanks to child care operators, early years educators, community partners, and families for their continued collaboration and shared commitment to supporting a responsive, inclusive, and high-quality child care and early years system across London and Middlesex.



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