

Highlights of the 2026-27 Children Services System Plan

Children Services Mandate

City of Greater Sudbury (CGS) Children Services acts as the local Service System Manager (SSM) for Greater Sudbury, with the following core responsibilities:

- 1 Funding allocation and fee subsidies
- 2 Service delivery that meets community needs
- 3 Quality improvement and compliance monitoring
- 4 Workforce development and professional learning
- 5 Inclusive practices and equity initiatives
- 6 System integration with health, education and social services

Funding Overview (2025 Budget)



Other allocations:

System Accomplishments (2024-2025)

- ✓ CWELCC implementation continued. Fees in full day child care decreased from an average of \$49.03 per day in 2022 to \$21.79 in 2025, for children ages 0-5; over 5,500 children have benefited in 2024 and 2025. CWELCC is saving families an average of \$6,728 per year, for each full time child, compared to 2022 child care fees.
- ✓ Licensed spaces operating in Greater Sudbury grew by 40% since 2023 (now 1,660+ new spaces). 95% of licensed spaces for children 0-5 are operating, with 45 spaces available per 100 children 0-5.
- ✓ Four new purpose child care centres built and one EarlyON Centre opened in 2024 and 2025. 212 net new spaces were created in this period (196 for children 0-5 and 16 for school age children).
- ✓ Average RECE wage for program staff continues to improve: \$27.29/hour (up 4.4% from 2023).
- ✓ Three very small agencies amalgamated into larger, more well-resourced not-for-profit agencies with no loss of staff or spaces.
- ✓ Online applications for Child Care Subsidy were introduced, making applying more flexible for families and saving administration time.
- ✓ A new human services integration model was introduced and evaluated. It placed Children Services representatives in EarlyON Centres and expanded the range of services offered in those settings.
- ✓ The Child Care Registry Community of Practice was launched to develop and implement community policies and procedures to ensure the effective, efficient and consistent use of the shared waitlist for licensed child care.
- ✓ The ACCESS Recreation Committee was launched to provide recommendations and policy direction to provide seamless, accessible, inclusive and timely family-centred recreational services as part of the early learning and child care system.
- ✓ Building on a year-long community engagement process, Children Services partnered with Child and Community Resources (CCR) to launch the early years sector system model in January 2025. This model represents a significant evolution in how Greater Sudbury approaches quality, inclusion and professional learning.
- ✓ Children Services' Community Pedagogical Consultants (CPCs) began delivering services in child care sites using the new System Model's approaches. Since January 2025, four CPCs supported staff in 84 child care and EarlyON sites, with 1,320 hours of support over 639 visits.
- ✓ EYPN structure and mandate changes were implemented to strengthen community influence and optimize committee time.

Key Priorities for 2026-2027

Accessibility

- IT Modernization Initiative: Province-wide digital system for child care and EarlyON services. It will feature inclusive design, multilingual features, simplified applications, strong privacy protections.

Equity and Responsiveness

- Work to reach out and meet the needs of underserved populations: Indigenous, Francophone, newcomers, rural and Black and racialized families
- Expand culturally responsive programming and bilingual services
- Increase outreach and adapt service hours (evenings/weekends in EarlyON)

Affordability

- Continue fee subsidy program for families with children 0-12
- Address affordability gaps for school-age children and flexible care needs

Quality and Inclusion

- Implement Conditions of Quality framework
- Strengthen mentorship programs and workforce retention strategies
- Embed DEI and Truth & Reconciliation in all programs

Workforce Development

- Launch professional learning hub with bilingual resources and flexible formats
- Focus areas: mental health, anti-racism, inclusive practices, Indigenous perspectives
- Establish Professional Learning Advisory Panel in 2026

Vision

- Commitment to inclusive, culturally responsive environments for children, families and staff
- Alignment with Canada-Wide Early Learning and Child Care (CWELCC) system goals
- Emphasis on Diversity, Equity, Inclusion (DEI) and Truth and Reconciliation principles

Community Engagement

Ongoing collaboration with Early Years Planning Network (EYPN) and Executive Leadership Team (ELT).

Surveys and Consultations Highlights

EarlyON family survey heard from 300 families.

Key findings included high satisfaction with EarlyON (98% would recommend) and the need for more evening/weekend programs.

Stakeholder consultation on student placements and mentorship heard from 109 students, mentors and agencies.

Stakeholders rated their experiences overall positively. Key recommendations to improve the placement and mentoring experience include better matching of placements to student needs; stronger communication between colleges and agencies; and enhanced orientation, flexible scheduling and support for student and mentor success.

Strategic Recommendations

