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CHILD CARE OPERATORS HIGHLIGHT STAFFING AND ACCESS ISSUES IN NEW PRE-BUDGET BRIEF

For Immediate Release

February 6, 2025-- The Association of Day Care Operators of Ontario (ADCO), the industry association for Ontario's independent licensed child care providers, both commercial and not-for-profit, recently made a formal submission to Ontario's pre-budget consultation process.

[ADCO's pre-budget brief](#) calls on the Province to take three steps to help ease Ontario's child care staffing shortage and improve families' access to licensed child care. They include:

- Implementing recommendations made by the Ontario Auditor General's office in its December 2024 review of the Ontario Immigrant Nominee Program;
- Developing a province-wide protocol and training program to better manage children's violent behaviors; and
- Reducing Ontario's dependence on the federal government's failing national child care scheme.

"Ensuring that Ontario has the qualified staff it needs to improve families' access to licensed child care requires both recruitment and retention measures," says Andrea Hannen, ADCO's executive director. "On the recruitment side, we've seen some positive momentum since the start of the year." Despite the fact that overall, the number of international students permitted to study in Canada has been reduced, [the Province has prioritized programs that help train child care workers](#). "We'd like to see the Province build on this and implement the Auditor General's recent recommendations about the Ontario Immigrant Nominee Program. This would not only help child care employers but many other industries as well." On the retention side, ADCO is asking that the Province improve working conditions and prevent potential injuries to both children and child care staff by developing better protocols for managing children's violent behaviors in licensed settings.

ADCO is also recommending that the Province begin preparing for changes to the Canada-Wide Early Learning and Child Care Program (CWELCC) that it sees as inevitable after the next federal election. "No matter which party forms the next federal Government, it will likely need to restructure or scale back the CWELCC when the current Agreements expire," says Hannen. "The Province of Ontario would be wise to anticipate this and start the transition process now, so that it can prevent any potential service disruptions that could hurt families. We can't just ignore the fact that the CWELCC was financed entirely by new federal debt, the debt keeps increasing and we'll be living with the threat of US tariffs for the foreseeable future. Rather than keep pumping Ontario's taxpayer dollars into a federal scheme that is inherently unstable and has underperformed from the beginning, we need to develop complementary alternatives. Expanding proven made-in-Ontario measures that cost less to administer and work well for families, child care providers and taxpayers, is a smart place to start."

ADCO looks forward to working with the new Provincial government on implementing the recommendations in its [2025 Pre-Budget Brief](#).

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Established in 1981, ADCO is the industry association for Ontario's independent licensed child care centres, both commercial and not-for-profit. Independent licensed child care centres are those that are not run by public sector entities such as municipalities or school boards, or by large multi-service agencies such as YMCAs. Most are small businesses, owned and operated by women. For further information, please contact: the Association of Day Care Operators of Ontario (ADCO) at admin@adco-o.on.ca or Andrea Hannen at 1-877-685-4288, ext. 1.