

Wellington Directed Growth Plan, Canada-Wide Early Learning and Child Care System

Child Care and Early Years
Service Plan Addendum

2023 - 2026

Canada-Wide Early Learning and Child Care (CWELCC) System:

Wellington Directed Growth Plan

Introduction



The Canada-Wide Early Learning and Child Care (CWELCC) System is a five-year agreement between the Province of Ontario and Government of Canada to lower child care costs and improve access, quality and inclusion across Ontario's child care and early years sector. Ontario's vision for the CWELCC system is that more children of all abilities and socio-economic backgrounds in Ontario can actively and meaningfully participate in child care, and be supported in forming authentic, caring relationships with their peers and educators. This is to be supported through the directed growth of affordable licensed child care spaces in communities that need them most.

In alignment with Ontario's Access and Inclusion Framework, ¹ which was developed by the Ministry of Education and is designed to support service system planning with an increased focus on access as it relates to inclusion, the County of Wellington is providing this addendum to its Child Care

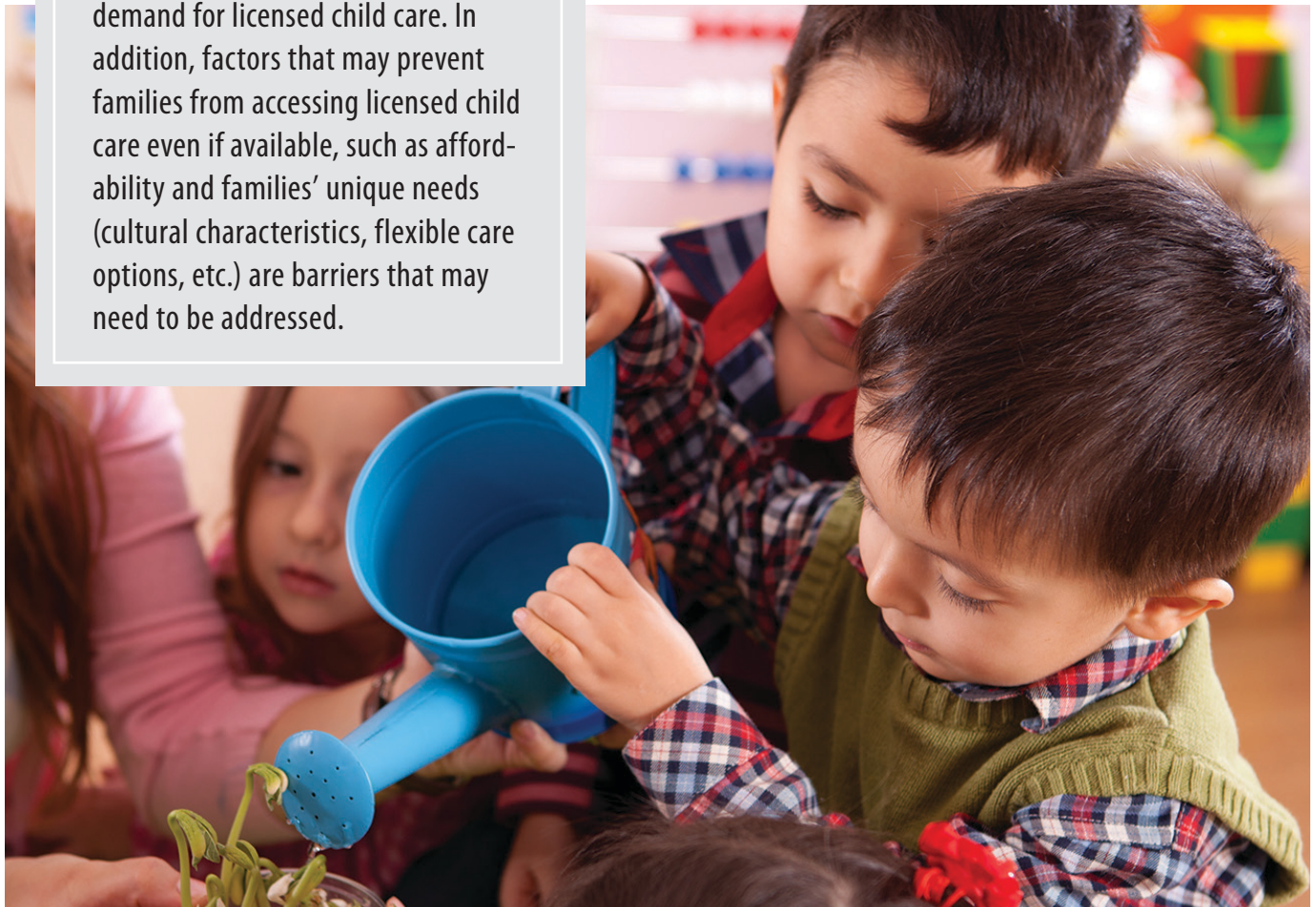
and Early Years Service Plan, 2023-2027. It presents current licensed child care coverage and population characteristics for each of the municipalities within the Wellington service delivery area, which serves the County of Wellington and the City of Guelph (Wellington-Guelph).

The Ministry of Education has provided service system managers with targets for the creation of affordable licensed child care spaces under its directed growth plan. The following allocation of new spaces has been provided to Wellington-Guelph:

Table 1: Wellington Service Delivery Area 5 Year CWELCC Space Allocation - June 2023

Type of Space	2022	2023	2024	2025	2026	Total
School-based spaces	49	64				113
Community-based spaces	60	413	496	390	249	1,608
Total	109	477	496	390	249	1,721

When planning for licensed child care, factors to consider include the existing supply of licensed child care, the number of new spaces with confirmed CWELCC funding, and the current and projected demand for licensed child care. In addition, factors that may prevent families from accessing licensed child care even if available, such as affordability and families’ unique needs (cultural characteristics, flexible care options, etc.) are barriers that may need to be addressed.



Space Allocation Criteria

Access rates are the key consideration when planning for licensed child care expansion in Wellington-Guelph, to support Ontario's goal of achieving an access rate of 37% across the province (see Appendices A-B). Access rates refer to the number of licensed child care spaces available for children birth up to age 4 as a proportion of the number of children who live in each area.² For the purposes of this document, access rates are based on the number of full-day, full-year licensed child care spaces. Nursery programme spaces (i.e., part-day/part-time programmes) are shown separately. The report does not include spaces for children aged 4 years or older, or spaces in authorized recreation programmes (i.e., programmes that offer before or after school care only) which operate outside of the licensed system. Full-day, full-year care is recognized as the minimum standard to allow families to participate in the workforce. Therefore, the provision of licensed child care that offers full-day, full-year care is prioritized for Wellington-Guelph.

Currently in Wellington-Guelph, for children birth up to age 4 (infants, toddlers, preschoolers) the access rate for full-day, full-year spaces is 22.6%.

Also considered are demographic factors such as the projected population increase, commuter data³, and the number of children in a municipality. The expected growth of a municipality helps to identify where, in the future, families may locate and is a relevant consideration when planning for licensed child care. In particular, the projected population helps contextualize other variables such as access rates. Low access rates become more significant in areas with higher populations of children as it indicates that there is an unmet need for child care that impacts a larger proportion of the population than those which have aging populations.

The presence of vulnerable populations is another key consideration when planning licensed child care expansion. The specific population groups considered are based on categories identified in the Access

and Inclusion Framework: families living in low income⁴, Indigenous, Black, and visible minority⁵ families, recent newcomers⁶, Francophone families, and children with special needs.

Statistics Canada's Census 2021 population estimates were used in this document to identify the presence of vulnerable populations in each of the municipalities, except for the estimated number of children with special needs. There is no census data available for this group.

Instead, it is assumed that all areas within Wellington-Guelph would benefit from prioritizing access for children with special needs.⁷

Considering whether an area is mainly urban or rural when allocating spaces acknowledges the different service challenges that exist in rural areas. Most of Wellington-Guelph is rural. The exception is Guelph, where

59.6% of the service delivery area population is concentrated. Higher proportions of vulnerable populations are also concentrated here. At the same time, there is evidence that rural families



face greater child care barriers than families in urban settings as there are few incentives and many deterrents for organizations and professionals to offer rural services (e.g., limited resources, increased travel time and costs, and fewer opportunities for career development).⁸

Overall, a higher proportion of rural families in Wellington are low income compared to families in Guelph. Specifically, three (3) rural municipalities within Wellington exceed the provincial average on a key measure associated with vulnerable populations: children under age 6 living in low income. The intersection between living in a rural community and living in low-income acts as a powerful barrier for families that need access to formal care arrangements.⁹ Therefore, when considering licensed child care expansion for Wellington-Guelph, it is important to consider the presence of children living in low-income, especially in poorly serviced rural areas, with higher rates of low-income being associated with a higher vulnerability ranking for the community.

The following sections provide an overview of each municipality within Wellington-Guelph based on child care availability and needs¹⁰, and help to identify those municipalities where additional child care spaces may be most beneficial.

Centre Wellington

Centre Wellington’s need for licensed child care expansion is driven by significant population growth that is expected to increase demand for licensed child care. Centre Wellington is already the most populated of the 7 rural municipalities within Wellington-Guelph. Further, for children birth up to age 4, Centre Wellington’s access rate falls below the provincial target of 37%.

Table 2: Licensed child care space counts and availability for birth up to age 4

Children birth up to age 4	# of licensed part-time spaces	# of licensed full-time spaces	Access rates for full-time spaces
Centre Wellington	18	196	15.1%
Wellington-Guelph	224	2,301	22.6%

Note. Full-time spaces refer to licensed care that is offered full-day, full-year. Care that is not full-day, full-year is considered part-time.

Population

- Total population of 31,093 in 2021
 - 2016 to 2021, population increased by 10.3%
 - Population projected to be 52,310 by 2041 (68.2% increase), representing the largest projected population growth within Wellington-Guelph
- 1,300 children from birth up to age 4 (4.2% of the population)

Table 3: Vulnerable population groups as a proportion of Centre Wellington’s total population.

	Children (under 6) in low-income	Black	Visible minority	Indigenous Ancestry	Recent newcomers	Francophone
Centre Wellington	6%	1.0%	4.2%	2.7%	0.7%	0.8%
Wellington-Guelph	9.9%	2.9%	14.5%	2.4%	2.7%	1.1%
Ontario	12.4%	5.4%	28.5%	3.7%	4.1%	3.1%

Commuting

- 5,310 people commute out of Centre Wellington for work. Main commuter destinations are Guelph, Cambridge, and Guelph/Eramosa.
- 2,950 people commute into Centre Wellington for work. Main places of residence for these commuters are Guelph, Mapleton, and Kitchener.

Erin

Currently, Erin has the highest access rate for children birth up to 4, approaching the provincial target of 37% for children accessing infant, toddler, and preschool spaces.

Table 4: Licensed child care space counts and availability for birth up to age 4

Children birth up to age 4	# of licensed part-time spaces	# of licensed full-time spaces	Access rates for full-time spaces
Erin	0	145	34.9%
Wellington-Guelph	224	2,301	22.6%

Note. Full-time spaces refer to licensed care that is offered full-day, full-year. Care that is not full-day, full-year is considered part-time.

Population

- Total population of 11,981 in 2021
 - 2016 to 2021, population increased by 4.7%
 - Population projected to be between 15,865 to 18,905 ¹¹ by 2041 (32.4%-57.8% increase)
- 415 children from birth up to age 4 (3.5% of the population)

Table 5: Vulnerable population groups as a proportion of Erin's total population.

	Children (under 6) in low-income	Black	Visible minority	Indigenous Ancestry	Recent newcomers	Francophone
Erin	6.0%	1.7%	7.6%	2.6%	0.4%	1.3%
Wellington-Guelph	9.9%	2.9%	14.5%	2.4%	2.7%	1.1%
Ontario	12.4%	5.4%	28.5%	3.7%	4.1%	3.1%

Commuting

- 2,770 people commute out of Erin for work. Main commuter destinations are Mississauga, Brampton, and Halton Hills. It is the largest proportion of residents who commute outside of Wellington-Guelph for work (37.8%).
- An additional 1,030 people commute into Erin for work. Main places of residence for these commuters are Guelph, Halton Hills, Centre Wellington, and Brampton.

Guelph

Guelph has the largest population and highest population density in the service delivery area. It has the highest presence of vulnerable populations in Wellington-Guelph and also has among the highest access rate for children birth up to age 4.

Table 6: Licensed child care space counts and availability for birth up to age 4

Children birth up to age 4	# of licensed part-time spaces	# of licensed full-time spaces	Access rates for full-time spaces
Guelph	150	1,691	28.8%
Wellington-Guelph	224	2,301	22.6%

Note. Full-time spaces refer to licensed care that is offered full-day, full-year. Care that is not full-day, full-year is considered part-time.

Population

- Total population of 143,740 in 2021
 - 2016 to 2021, population increased by 9.1%
 - Population projected to be 196,000 by 2041 (36.4% increase)
- 5,875 children from birth up to age 4 (4.1% of the population)

Table 7: Vulnerable population groups as a proportion of Guelph’s total population.

	Children (under 6) in low-income	Black	Visible minority	Indigenous Ancestry	Recent newcomers	Francophone
Guelph	9.5%	4.1% (highest)	20.9% (highest)	2.3%	4.1% (highest)	1.4%
Wellington-Guelph	9.9%	2.9%	14.5%	2.4%	2.7%	1.1%
Ontario	12.4%	5.4%	28.5%	3.7%	4.1%	3.1%

Note. ‘Highest’ indicates that this municipality has the highest proportion of the corresponding vulnerable population among all the municipalities in Wellington-Guelph.

Commuting

- 13,580 people commute out of Guelph for work. Main commuter destinations are Cambridge, Kitchener, or Mississauga.
- An additional 20,935 people commute into Guelph for work. Main places of residence for these commuters are Kitchener, Cambridge, and Centre Wellington.

Guelph/Eramosa

Adjacent to the Guelph, Guelph/Eramosa benefits from its proximity to the urban centre for increased access to services and amenities. Guelph/Eramosa is expected to have the lowest population growth of any of the 8 municipalities in Wellington-Guelph. Guelph/Eramosa approaches the provincial target of a 37% access rate for children birth up to age 4.

Table 8: Licensed child care space counts and availability for birth up to age 4

Children birth up to age 4	# of licensed part-time spaces	# of licensed full-time spaces	Access rates for full-time spaces
Guelph/Eramosa	16	162	32.7%
Wellington-Guelph	224	2,301	22.6%

Note. Full-time spaces refer to licensed care that is offered full-day, full-year. Care that is not full-day, full-year is considered part-time.

Population

- Total population of 13,904 in 2021
 - 2016 to 2021, population increased by 8.2%
 - Population projected to be 14,575 by 2041 (4.8% increase)
- 495 children from birth up to age 4 (3.6% of the population)

Table 9: Vulnerable population groups as a proportion of Guelph/Eramosa’s total population.

	Children (under 6) in low-income	Black	Visible minority	Indigenous Ancestry	Recent newcomers	Francophone
Guelph-Eramosa	4.8%	1.7%	7.1%	3.2%	0.8%	0.9%
Wellington-Guelph	9.9%	2.9%	14.5%	2.4%	2.7%	1.1%
Ontario	12.4%	5.4%	28.5%	3.7%	4.1%	3.1%

Commuting

- 3,345 people commute out of Guelph/Eramosa for work. Main commuter destinations are Guelph, Mississauga, and Halton Hills. Guelph/Eramosa has the largest population of residents who commute within Wellington-Guelph for work (24.3%).
- An additional 2,665 people commute into Guelph/Eramosa for work. Main places of residence for these commuters are Guelph, Centre Wellington, and Kitchener.

Mapleton

Mapleton has the highest level of unmet need in Wellington-Guelph making it a high priority for licensed child care expansion. Mapleton has the highest proportion of children birth up to age 4 and the lowest access rate, with no full-day, full-year child care spaces. The average family size in Mapleton is the highest in Wellington-Guelph. Mapleton has the highest proportion of children under 6 years of age living in low income, exceeding the provincial average.

Table 10: Licensed child care space counts and availability for birth up to age 4

Children birth up to age 4	# of licensed part-time spaces	# of licensed full-time spaces	Access rates for full-time spaces
Mapleton	16	0	0.0%
Wellington-Guelph	224	2,301	22.6%

Note. Full-time spaces refer to licensed care that is offered full-day, full-year. Care that is not full-day, full-year is considered part-time.

Population

- Total population of 10,839 in 2021
 - 2016 to 2021, population increased by 3%
 - Population projected to be 14,060 by 2041 (29.7% increase)
- 755 children from birth up to age 4 (7% of the population)



Table 11: Vulnerable population groups as a proportion of Mapleton’s total population.

	Children (under 6) in low-income	Black	Visible minority	Indigenous Ancestry	Recent newcomers	Francophone
Mapleton	18.2% (highest; exceeds)	0.1%	1.4%	1.5%	0.7%	0.4%
Wellington-Guelph	9.9%	2.9%	14.5%	2.4%	2.7%	1.1%
Ontario	12.4%	5.4%	28.5%	3.7%	4.1%	3.1%

Note. ‘Highest’ indicates that this municipality has the highest proportion of the corresponding vulnerable population among all the municipalities in Wellington-Guelph. ‘Exceeds’ indicates where the municipality exceeds the provincial average for the corresponding variable.

Commuting

- 2,335 people commute out of Mapleton for work. Main commuter destinations are Woolwich, Centre Wellington, and North Perth.
- An additional 980 people commute into Mapleton for work. Main places of residence for these commuters are Minto, North Perth, and Woolwich.



Minto

Minto’s need for licensed child care expansion is driven by significant projected population growth and a low access rate for children birth up to age 4. Minto also exceeds the provincial average for children under age 6 living in low income. Minto has the highest presence of Indigenous peoples residing within the municipality.

Table 12: Licensed child care space counts and availability for birth up to age 4

Children birth up to age 4	# of licensed part-time spaces	# of licensed full-time spaces	Access rates for full-time spaces
Minto	8	49	10.3%
Wellington-Guelph	224	2,301	22.6%

Note. Full-time spaces refer to licensed care that is offered full-day, full-year. Care that is not full-day, full-year is considered part-time.

Population

- Total population of 9,094 in 2021
 - 2016 to 2021, population increased by 4.9%
 - Population projected to be 12,810 by 2041 (40.9% increase)
- 475 children from birth up to age 4 (5.2% of the population)



Table 13: Vulnerable population groups as a proportion of Minto’s total population.

	Children (under 6) in low-income	Black	Visible minority	Indigenous Ancestry	Recent newcomers	Francophone
Minto	16% (exceeds)	0.2%	4.2%	3.4% (highest)	0.9%	0.6%
Wellington-Guelph	9.9%	2.9%	14.5%	2.4%	2.7%	1.1%
Ontario	12.4%	5.4%	28.5%	3.7%	4.1%	3.1%

Note. ‘Highest’ indicates that this municipality has the highest proportion of the corresponding vulnerable population among all the municipalities in Wellington-Guelph. ‘Exceeds’ indicates where the municipality exceeds the provincial average for the corresponding variable.

Commuting

- 1,700 people commute out of Minto for work. Main commuter destinations are North Perth, Wellington North, and Mapleton.
- An additional 1,360 people commute into Minto for work. Main places of residence for these commuters are North Perth, Wellington North and Mapleton.



Puslinch

Puslinch has the smallest population of children in Wellington-Guelph, and the highest average income of all municipalities. Alongside Mapleton, Puslinch has the lowest access rate, with no full-day, full-year child care spaces.

Table 14: Licensed child care space counts and availability for birth up to age 4

Children birth up to age 4	# of licensed part-time spaces	# of licensed full-time spaces	Access rates for full-time spaces
Puslinch	16	0	0.0%
Wellington-Guelph	224	2,301	22.6%

Note. Full-time spaces refer to licensed care that is offered full-day, full-year. Care that is not full-day, full-year is considered part-time.

Population

- Total population of 7,944 in 2021
 - 2016 to 2021, population increased by 8.3%
 - Population projected to be 9,655 by 2041 (21.5% increase)
- 230 children from birth up to age 4 (2.9% of the population)

Table 15: Vulnerable population groups as a proportion of Puslinch’s total population.

	Children (under 6) in low-income	Black	Visible minority	Indigenous Ancestry	Recent newcomers	Francophone
Puslinch	2.5%	0.8%	12.3%	1.6%	0.4%	1.0%
Wellington-Guelph	9.9%	2.9%	14.5%	2.4%	2.7%	1.1%
Ontario	12.4%	5.4%	28.5%	3.7%	4.1%	3.1%

Commuting

- 1,795 people commute out of Puslinch for work. Main commuter destinations are Guelph, Cambridge, and Kitchener.
- An additional 3,035 people commute into Puslinch for work. Main places of residence for these commuters are Guelph, Cambridge, and Kitchener.

Wellington North

The municipality of Wellington North’s need for licensed child care expansion is driven by the large number of children living in low-income combined with significant population growth projected for the municipality over the next 20 years. The access rate for Wellington North falls below the provincial target of 37%. Like Mapleton and Minto, Wellington North exceeds the provincial average for children under age 6 living in low income.

Table 16: Licensed child care space counts and availability for birth up to age 4

Children birth up to age 4	# of licensed part-time spaces	# of licensed full-time spaces	Access rates for full-time spaces
Wellington North	0	58	8.9%
Wellington-Guelph	224	2,301	22.6%

Note. Full-time spaces refer to licensed care that is offered full-day, full-year. Care that is not full-day, full-year is considered part-time.

Population

- Total population of 12,431 in 2021
 - 2016 to 2021, population increased by 4.3%
 - Population projected to be 17,685 by 2041 (42.3% increase)
- 655 children from birth up to age 4 (5.3% of the population)

Table 17: Vulnerable population groups as a proportion of Wellington North’s total population.

	Children (under 6) in low-income	Black	Visible minority	Indigenous Ancestry	Recent newcomers	Francophone
Wellington North	17.2% (exceeds)	0.8%	2.7%	2.5%	0.3%	0.3%
Wellington-Guelph	9.9%	2.9%	14.5%	2.4%	2.7%	1.1%
Ontario	12.4%	5.4%	28.5%	3.7%	4.1%	3.1%

Note. ‘Exceeds’ indicates where the municipality exceeds the provincial average for the corresponding variable.

Commuting

- 1,785 people commute out of Wellington North for work. Main commuter destinations are Centre Wellington, Guelph, and Minto.
- An additional 2,135 people commute into Wellington North for work. Main places of residence for these commuters are Southgate, West Grey, and Minto.

Next Steps

Wellington-Guelph has a pressing need for licensed child care expansion, as reflected in access rates that fall below the 37% provincial target identified in Ontario's Access and Inclusion Framework. Together, access rates and other dimensions of access and inclusion help to inform the expansion of the licensed child care system. It is important to ensure that licensed child care programmes offer the right type of care, including consideration of the various lived experiences of each vulnerable population group, and of individual families.¹²

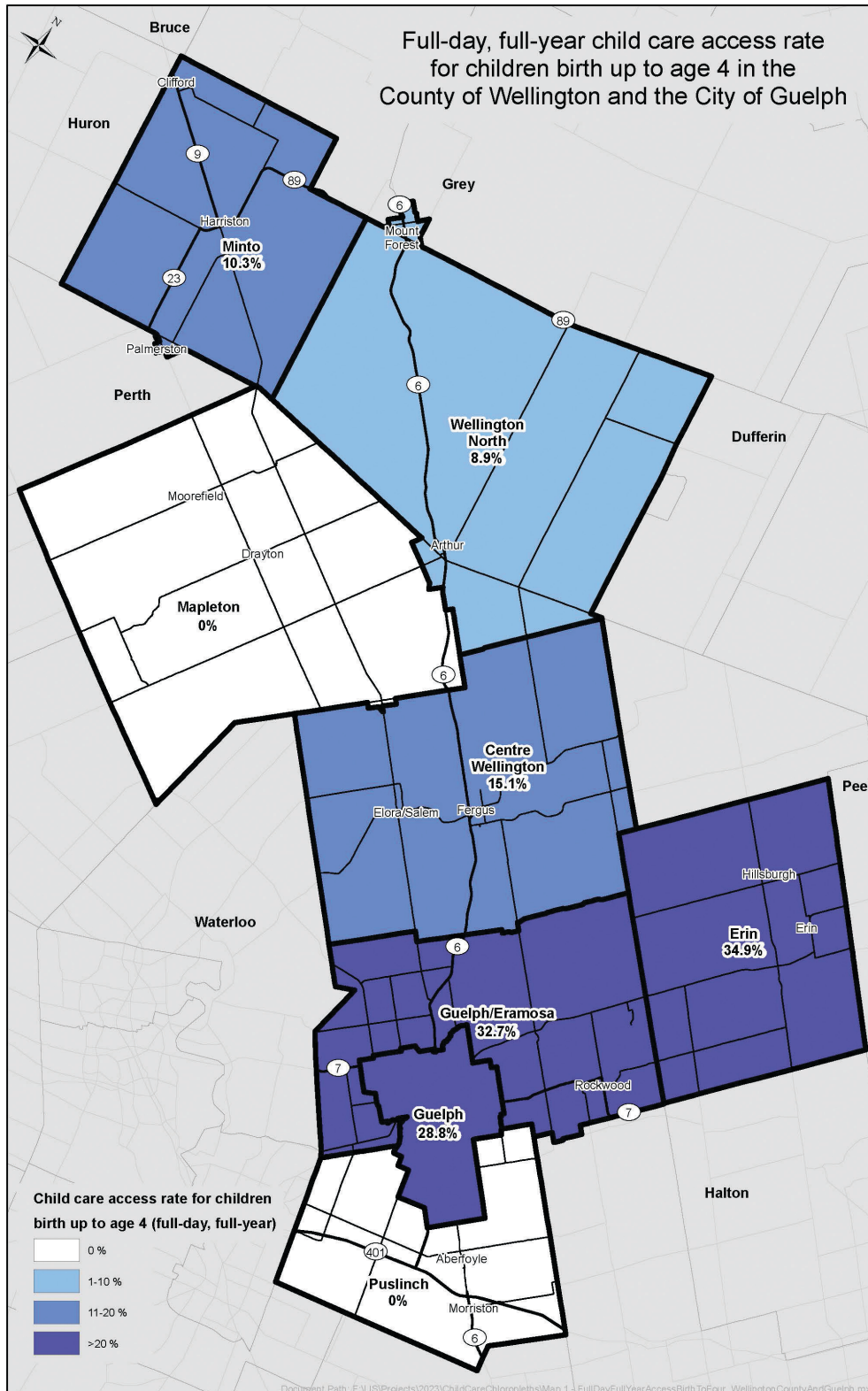
In the short term, engaging with populations in Wellington-Guelph can provide additional information about licensed child care needs and support vulnerable populations through equitable, culturally safe, reciprocal relationships. Leveraging existing relationships with Wellington-Guelph's community partners who work with specific population groups will foster new relationships where they do not currently exist.

Additional community engagement through an equity lens can provide opportunities for the public to highlight specific barriers faced by families in Wellington-Guelph. This would help ensure that licensed child care expansion is intentionally meeting the unique needs of community members.¹³



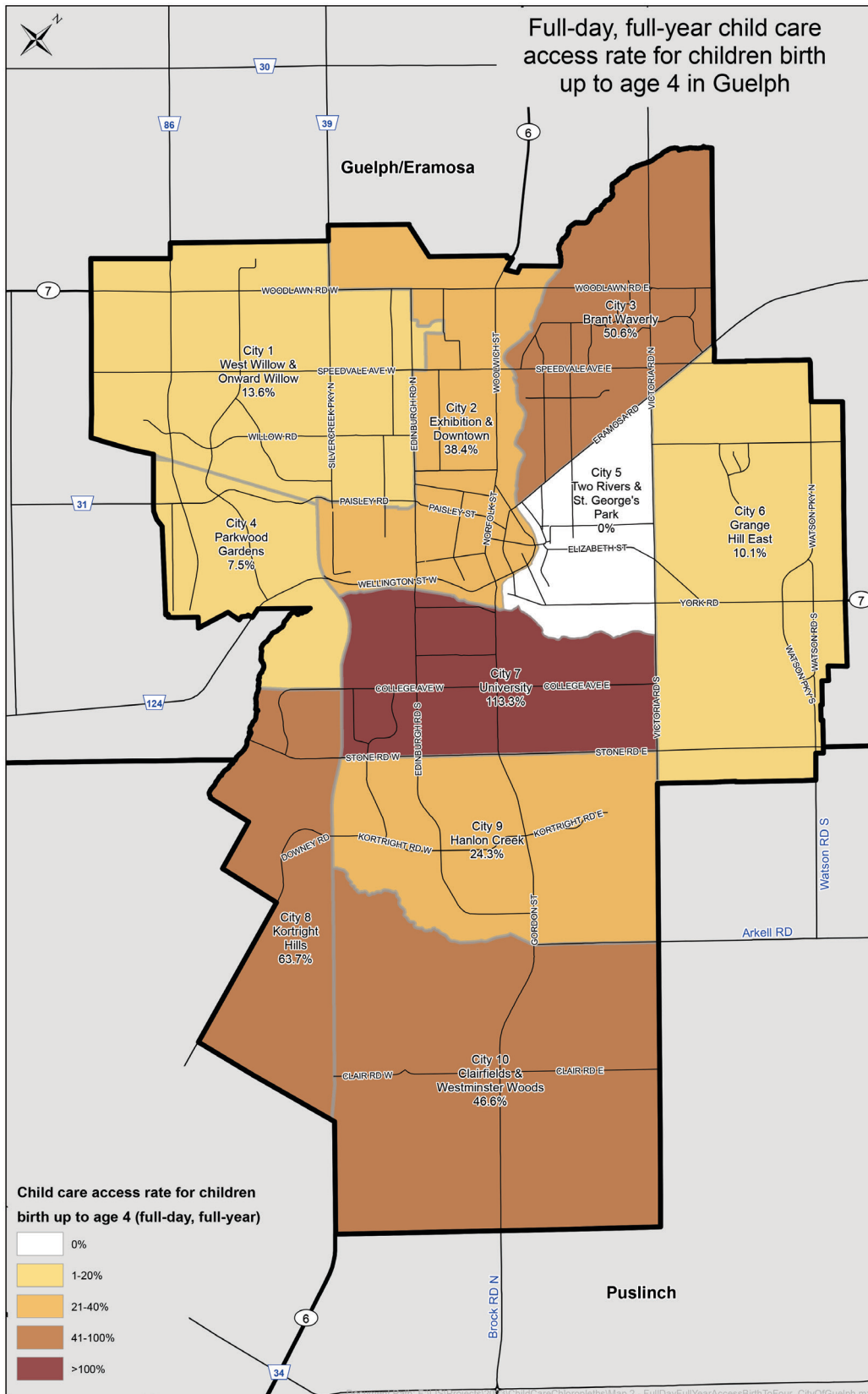
Appendix A

Map of Full-Day, Full-Year Access Rates for Children Birth up to Age 4 for the County of Wellington and City of Guelph



Appendix B

Map of Full-Day, Full-Year Access Rates for Children Birth up to Age 4 for Guelph



Planning Units within Guelph

Access rates vary significantly across Guelph. To further examine which areas of the city are in greatest need of licensed child care expansion, planning units were created using Census Dissemination Areas. The access rates for each planning unit were calculated to determine where licensed child care expansion is needed within Guelph.

City 1

West Willow Village, Onward Willow, Northwest Guelph

- Low access rate for children birth up to age 4 (13.6%)
- Highest proportion of children living in low-income (17.4%); exceeds the provincial average
- Highest proportion of recent newcomers (8.5%, accounting for 29.1% of Guelph's newcomer population); exceeds the provincial average
- Highest proportion of Black families (8.9%, accounting for 30.13% of Guelph's Black population); exceeds the provincial average

City 2

Exhibition Park, Junction, Guelph Downtown

- Meets provincial access rate target of 37% for infant, toddler, and preschool spaces with a high access rate for children birth up to age 4 (38.4%)

City 3

Brant Avenue, Waverly

- High access rate for children birth up to age 4 (50.6%)

City 4

Parkwood Gardens

- Low access rate for children birth up to age 4 (7.5%)

City 5

St. George's, Two Rivers

- Lowest access rate for children birth up to age 4 (0%)
- Highest population of Indigenous peoples (3.4%, accounting for 10.2% of Guelph's Indigenous population)

City 6

Grange Hill East

- Low access rate for children birth up to age 4 (10.1%)

City 7

University

- Meets provincial access rate target of 37% with the highest access rate for children birth up to age 4 (113.3%)
- Highest proportion of Francophone people (2.1%)

City 8

Kortright Hills

- High access rate for children birth up to age 4 (63.7%)

City 9

Hanlon Creek

- Moderate access rate for children birth up to age 4 (24.3%)

City 10

Clairfields, Westminster Woods

- High access rate for children birth up to age 4 (46.6%)
- Highest proportion of visible minorities (i.e., not including those who indicated Black, presented separately; 34.9%); exceeds the provincial average

NOTES

¹Ontario Ministry of Education. (2023, June). Ontario's Access and Inclusion Framework 2023: Canada-Wide Early Learning and Child Care System.

²Note: to calculate the access rates for children birth up to age 4, the Census 2021 population estimates for age in single years (i.e., under 1, 1, 2, and 3-years-old) were used alongside full-day, full-year licensed child care space data for infant, toddler, and preschool spaces.

³Information on commuter patterns may help to identify areas where greater flexibility in child care is needed to accommodate varying work hours.

⁴Represented by the Census, 2021 variable, children under the age of 6 living in low-income after tax.

⁵Represented by the Census, 2021 variables for visible minority, excluding those who identify as Black.

⁶Represented by the Census, 2021 variable for recent immigrants who immigrated between 2016 and 2021.

⁷This is in addition to the Enhanced Support System (ESS) that is available to all child care programmes in Wellington-Guelph. Supports offered through ESS include: general (i.e., whole classroom) and child-specific consultations with Resource Consultants, Occupational Therapists, Speech Therapists, mental health consultants, or Physical Therapists; as well as funding for additional equipment or staff need to ensure all children can meaningfully participate in the programme.

⁸Dew, A., Bulkeley, K., Veitch, C., Bundy, A., Gallego, G., Lincoln, M., ... & Griffiths, S. (2013). Addressing the barriers to accessing therapy services in rural and remote areas. *Disability and Rehabilitation*, 35(18), 1564-1570. <https://doi.org/10.3109/09638288.2012.720346>

⁹Graham, K., & Underwood, K. (2012). The reality of rurality: Rural parents' experiences of early years services. *Health & Place*, 18(6), 1231-1239. <https://doi.org/10.1016/j.healthplace.2012.09.006>

¹⁰**Population data:** Statistics Canada. 2023. Census Profile. 2021 Census of Population. Statistics Canada Catalogue number 98-316-X2021001. Ottawa. Released March 29, 2023.; Statistics Canada. Table 98-10-0459-01. Commuting flow from geography of residence to geography of work by gender: Census subdivisions.

Population projection data: City of Guelph (2022, January). Long-Term Population and Housing Growth Shaping Guelph: Growth Management Strategy. City of Guelph – Shaping Guelph. <https://guelph.ca/wp-content/uploads/Guelph-Long-Term-Population-and-Housing-Growth-Analysis.pdf>; County of Wellington. (2022, June 1). County of Wellington Official Plan. <https://www.wellington.ca/en/resident-services/resources/Planning/Official-Plan/Wellington-County-Official-Plan---June-1-2022.pdf>;

Licensed child care space data for Wellington-Guelph: County of Wellington Licensed child care database, as of March 31, 2023.

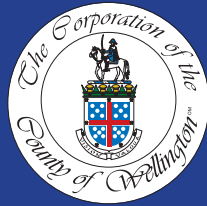
Licensed child care space data for Ontario: Ontario licensed child care space data is retrieved from the Child Care Licensing System, Ontario Ministry of Education as of March 31, 2022. See Ontario's Early Years and Child Care Annual Report 2022 <https://www.ontario.ca/page/ontarios-early-years-and-child-care-annual-report-2022#section-5>

NOTES

¹¹As population growth in the Town of Erin is dependent on municipal capacity for infrastructure, ranges of growth are presented. County of Wellington (1999, revised 2022, June 1). County of Wellington Official Plan. Retrieved from <https://www.wellington.ca/en/resident-services/pl-landusepolicies.aspx#Wellington-County-Official-Plan>

¹²Van Lancker, W., & Ghysels, J. (2016). Explaining patterns of inequality in childcare service use across 31 developed economies: A welfare state perspective. *International Journal of Comparative Sociology*, 57(5), 310-337.

¹³Paschall, K, & Maxwell, K. (2022). Defining and Measuring Access to Licensed child care and Early Education with Families in Mind. Office of Planning, Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services. OPRE Report #2021-232. <https://www.acf.hhs.gov/opre/report/defining-and-measuring-access-child-care-and-early-education-families-mind>



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ALTERNATE FORMATS AVAILABLE UPON REQUEST.

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