



District of Nipissing
**EarlyON Child &
Family Centres**
2019 Annual Report

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EXECUTIVE SUMMARY

2019 - A Year in Review



22 EarlyON Centres across the District of Nipissing

Who we served



2,027 unique children served
22,409 total visits by children



1,648 unique adults served
16,182 total visits by adults

What we offered



15 EarlyON Centres located within schools



12 EarlyON Centres offered French or Bilingual programs and services



5 EarlyON Centres offered evening programs; 3 offered weekend programs

ACKNOWLEDGEMENTS

This report was prepared by Jennifer Roussy, M.A., Children's Services Data Coordinator with the District of Nipissing Social Services Administration Board (DNSSAB). We would like to extend a special thank you to our EarlyON Child & Family Centre partners for their assistance in collecting the information contained in this report, and for providing quality early years programs and services to the families in the District of Nipissing.

- Community Living North Bay
- Community Resource Centre Killaloe
- Family Enrichment
- Timiskaming Child Care
- West Nipissing Child Care Corporation



INTRODUCTION

Program Statement

EarlyON Child and Family Centres in the Nipissing District provide parents and caregivers with a warm, welcoming and inclusive environment for children in the early years. It is our goal to provide families with access to high quality services and support them in their role as their children's first teachers, enhance their well-being, and enrich their knowledge about early learning and development. EarlyON Centres are dedicated to supporting the relationships between families and their children by giving them a place where they can come together and engage in positive, meaningful experiences.

We know that children are competent, capable, curious, and rich in potential, and that parents and caregivers are pivotal in helping their children reach their fullest potential. We believe in a family-centred, strength-based and holistic approach to children's health and development, and we work collaboratively to ensure families are informed about, and connected to, other community services they may require.

Scope

This report will primarily provide data and information pertaining to the adults and children who attended EarlyON Child & Family Centres in the District of Nipissing between January 1 and December 31, 2019. In addition, comparisons will be made to the baseline report from 2018 to determine trends in the usage of EarlyON Centres so that we may support and improve planning and service delivery for all community partners providing services to children in the District of Nipissing.

Data Collection

The data contained in this report is sourced from the Client Information Management System (CIMS), which is a web-based information and data system used by EarlyON Child & Family Centres in the District of Nipissing to collect attendance and registration information.

The data analysis was conducted using reports from CIMS and Tableau Business Intelligence & Analytics Software. Please note percentages may not add to 100 due to rounding error and/or data suppression. Please see Appendix A for the EarlyON Child & Family Centre Registration Form, which is used to gather demographic information.

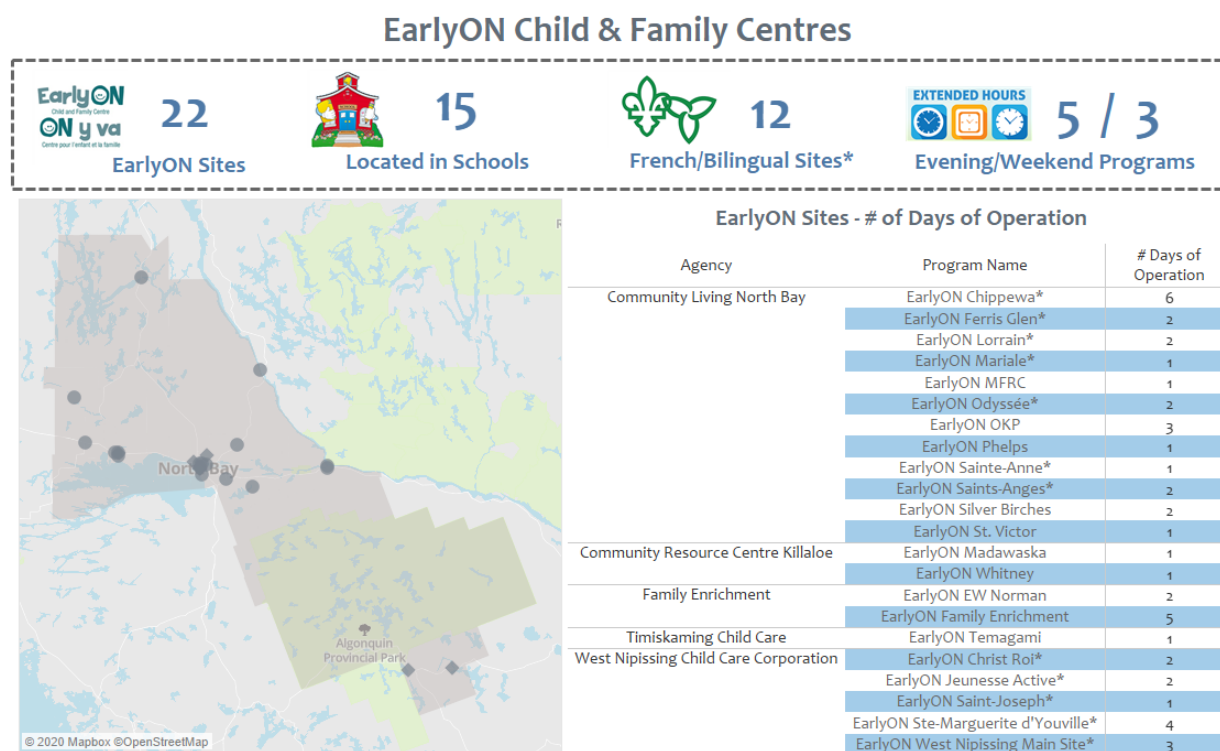
Limitations

Although all adults attending EarlyON Child & Family Centres in the District of Nipissing are asked to complete a registration form, not all demographic information is mandatory to complete the registration process. As such, some data elements may be 'missing' from the record. Furthermore, if an adult does not

consent to have their information in CIMS, the adult and child would be counted manually, but may not be counted towards the unique numbers of adult and children served.

Due to the nature of CIMS requiring EarlyON staff to enter the registration information manually into the system, there is a high possibility of data entry errors. All efforts have been made to reduce the number of errors by delivering an in-depth training course to all providers, ensuring consistency with definitions and guidelines when inputting data into CIMS. The Data Coordinator also checks the data regularly for errors, omissions and double entries.

DISTRICT OF NIPISSING EARLYON CHILD & FAMILY CENTRES



The graphic above represents the EarlyON Child & Family Centres that were operating as of December 31, 2019. There were a total of **22** EarlyON locations across the district, **15** of which were located in schools. French and/or Bilingual programming was offered at **54%** of EarlyON Centres, as indicated with an asterisk in the table above.

Evening programs were offered monthly at EarlyON West Nipissing Main Site (Let's Build Together) and EarlyON Ste-Marguerite d'Youville (Electric Kitchen), bi-monthly at EarlyON EW Norman (Play, Dine & Dash), and weekly at EarlyON Temagami (Family Gym Night) and EarlyON Chippewa (variety of programs).

Additionally, weekend programs were offered every second week at EarlyON West Nipissing Main Site (Breakfast Club) and EarlyON Ste-Marguerite d'Youville (Get Active), as well as weekly at EarlyON Chippewa (variety of programs).

Notes:

- EarlyON EW Norman increased their 'Play, Dine & Dash' evening program to bi-monthly instead of monthly in November 2019. They also remained open for the month of July, whereas they were closed for July and August in 2018.
- EarlyON Ste-Marguerite d'Youville in Verner began offering a weekend program every second week, as well as a monthly evening program, in March 2019.
- EarlyON Odyssee began offering services in May 2019.

EARLYON CHILD & FAMILY CENTRES ATTENDANCE

Unique Served vs. Total Visits

When adults (parents/caregivers) and children are registered in CIMS, they are provided with a unique identifier that allows us to track attendance information for adults and children, regardless of which site they attend within the District of Nipissing. The definitions below apply to both adults and children registered in the system.

Served: the unique number of adults or children that participated in an EarlyON program during the year indicated. Each adult or child is only counted once, regardless of the number of visits they've made throughout the year.

Visits: the total number of visits made by adults or children to an EarlyON program during the year indicated.

Overall Attendance for 2019

In 2019, there were a total of **1,648** unique registered adults served for a total of **16,182** visits made to EarlyON Child & Family Centres within the District of Nipissing. This represents an increase in the number of unique adults served and a **4.6%** increase in the number of visits made by adults compared to 2018.

Furthermore, there were a total of **2,027** unique children served for a total of **22,409** visits made to EarlyON Centres within our district. This represents a **6%** increase in the number of unique children served, and a **10%** increase in the number of visits made by children compared to 2018.

Table 1 below presents the unique number of registered adults and children served as well as total visits for each of the EarlyON Child & Family Centres that were operational in 2019. Please note that adding the unique number served for each site within an agency will not equal the sub-total for that agency. Adults and/or children may have attended multiple sites within an agency and will appear in the number served for each site attended, but they will only be counted once in the agency sub-total. The same is true of the grand total, as adults and/or children may have attended multiple sites across different agencies but will only be counted once in the grand total.

Table 1. EarlyON Attendance by Agency and Site

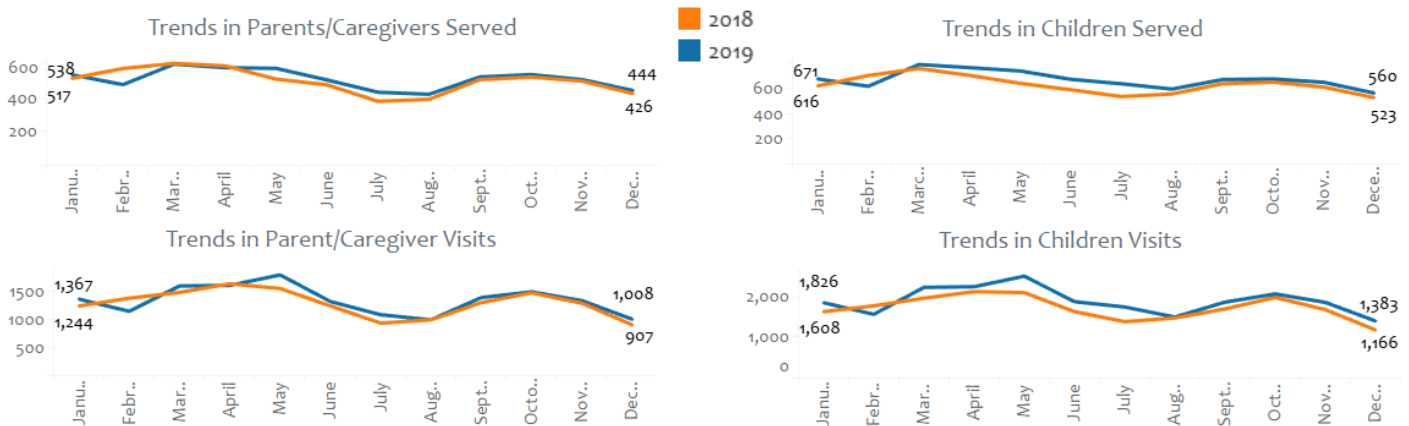
AgencyName	Days of Operation	Location	Adults		Children	
			Unique Served	Total Visits	Unique Served	Total Visits
Community Living North Bay	6	EarlyON Chippewa	1,082	7,485	1,325	9,589
	3	EarlyON OKP	316	1,959	423	2,861
	2	EarlyON Ferris Glen	72	620	84	867
	2	EarlyON Saints-Anges	47	354	62	594
	2	EarlyON Silver Birches	66	566	116	970
	1	EarlyON MFRC	33	244	55	476
	1	EarlyON Sainte-Anne	31	198	41	278
	1	EarlyON Phelps	17	196	21	247
	2	EarlyON Lorrain	21	173	35	275
	1	EarlyON St. Victor	23	90	29	117
	1	EarlyON Mariale	6	13	7	15
	2	EarlyON Odyssee	42	171	53	280
Sub-Total			1,315	12,069	1,638	16,569
Community Resource Centre Killaloe	1	EarlyON Madawaska	23	64	25	67
	1	EarlyON Whitney	15	89	32	200
	Sub-Total			31	153	48
Family Enrichment	5	EarlyON Family Enrichment	88	1,010	68	931
	2	EarlyON EW Norman	50	637	71	1,300
	Sub-Total			131	1,647	133
Timiskaming Child Care	1	EarlyON Temagami	16	102	30	194
	Sub-Total			16	102	30
West Nipissing Child Care Corporation	3	EarlyON West Nipissing Main Site	153	814	183	1,171
	1	EarlyON Jeunesse Active	56	403	104	789
	2	EarlyON Christ Roi	19	194	75	597
	4	EarlyON Ste-Margueritte d'Youville	80	609	46	288
	2	EarlyON Saint-Joseph	33	191	22	303
	Sub-Total			210	2,211	248
Grand Total			1,648	16,182	2,027	22,409

- As in 2018, the most attended sites of 2019 included EarlyON Chippewa, EarlyON OKP, and EarlyON West Nipissing Main Site.

Attendance Trends

Examining the trends in attendance data monthly can help us monitor the usage of EarlyON Centres across the district. As can be seen in the graphs below, the trends in attendance are generally similar between 2018 and 2019, with slightly higher numbers in 2019. In February 2019, there was a clear decrease in the

trend for both numbers served and total visits. This can be attributed to the number of snow days that occurred in February (6), resulting in the closing of 11 programs that month.



Number of EarlyON Centres Attended

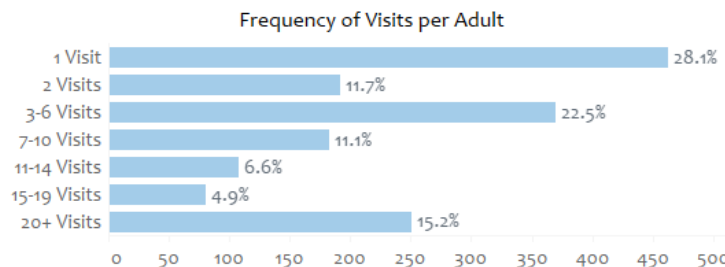
As can be seen in Table 2, there is a higher percentage of children (44.1%) than adults (29.1%) who attend more than one EarlyON Centre location. This is not surprising given that a child may be linked with multiple adults in the system. Although it would be expected that some participants would only attend one site, especially in our rural areas that only have one site, it is encouraging to see a slight increase in the use of multiple locations across children and adults since 2018 (42.8% and 28.8% in 2018, respectively).

Table 2. Number of EarlyON Centres Attended

	% of Adults	% of Children
1 Location	70.9%	55.9%
2 Locations	21.4%	29.5%
3+ Locations	7.7%	14.6%

Frequency of Visits per Adult

Approximately 28% of adults only made one visit to an EarlyON Centre in 2019, 45% visited between 2-10 times, and roughly 27% attended 11 or more times. These results are comparable to the 2018 attendance records.

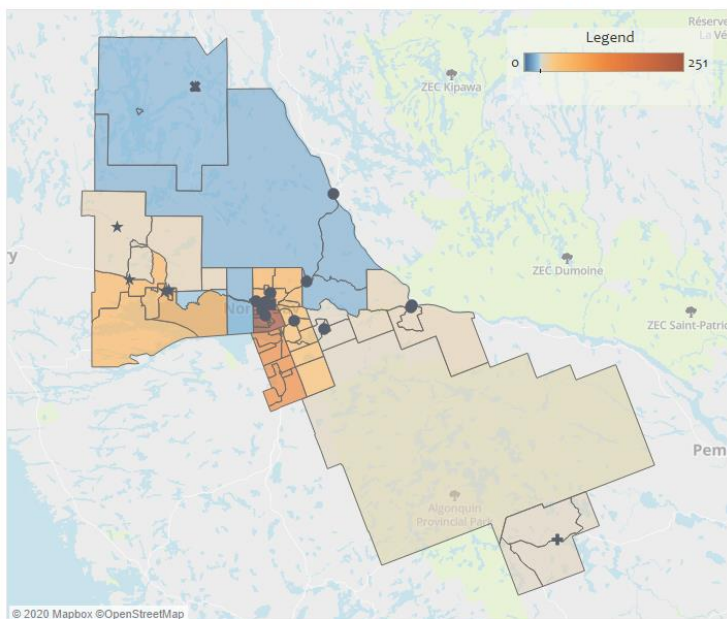


In 2019, an EarlyON First Visit Survey was implemented to gauge first impressions of the EarlyON Child & Family Centres. According to this survey, approximately **91%** of adults said they would be likely to return to an EarlyON Child & Family Centre for programs and services (i.e. 7 or more on a scale of 1-10), and **96%** said they would recommend EarlyON program and services to others.

Adult Attendance by Neighbourhood

We have divided the District of Nipissing into various neighbourhoods by combining Statistics Canada Dissemination Areas (DA's). Using postal code information from the registration forms, we are able to determine the neighbourhoods in which adults attending EarlyON Centres are coming from. However, there are some limitations to this process. For instance, some registration forms are missing postal code information, some postal codes can span multiple DA's, and some adults may have moved but may not have updated their registration information. Therefore, the neighbourhood information provided represents an approximation of where adults are coming from to attend EarlyON Child & Family Centres.

Unique Parents/Caregivers Served by Neighbourhood



This heat map is based on the address information for the parent/caregiver.

Unique Parents/Caregivers Served by Neighbourhood

Neighbourhoods	Unique Served	Total Visits
West Ferris	251	2,746
Central/Downtown	235	2,259
Pinewood	160	1,393
Callander & Powassan	118	871
Graniteville	114	1,109
Birchaven	104	1,129
Sturgeon Falls	85	980
Airport Hill	73	529
Rural & CFB North Bay	68	919
Verner & Cache Bay Area	65	705
Thibeault Terrace	56	747
East Ferris Area	56	561
Field & River Valley Area	31	305
East Nipissing	31	270
South Algonquin Area	28	138
Bonfield	28	367
Nipissing First Nation	20	103
Temagami & Area	17	87
Nipissing North	16	154
Marstay-Warren & St-Charles	4	25
Grand Total	1,648	16,182

The neighbourhoods within the District of Nipissing with the most adults who visited an EarlyON Centre in 2019 was West Ferris (**251**), followed by the Central/Downtown neighbourhood (**235**), Pinewood (**160**) and Graniteville (**114**). As in 2018, just over **7%** of adults are visiting from neighbouring districts, including **118** adults from Parry Sound District and **4** adults from the Sudbury District. Another point to consider is that almost **9%** of adults (**147**) did not provide postal code information and therefore cannot be mapped.

PROGRAMS OFFERED AT EARLYON CENTRES

The EarlyON Child & Family Centres in the District of Nipissing offered over **41** different programs and services to adults and children in 2019, including **7 new programs** (marked with an asterisk). Table 3 provides a list of the various programs and services offered along with the total number of visits to each program by adults and children.

It is important to note that not all programs and services are offered at all EarlyON Centres in the district, or on a regular basis. All programs having the same name and/or similar content (e.g. Special Activity) have been combined, regardless of which agency is delivering the program.

Table 3. Visit Totals for Programs/Services Offered at EarlyON Child & Family Centres

Program Name	Adults	Children	Total
Baby and Me	91	81	172
Baby Play Date	391	396	787
Baby Rhyme Time*	4	4	8
Baby Sign Language	15	13	28
Baby Sing-a-long	118	126	244
Breastfeeding Support	9	11	20
Building with Dad*	14	19	33
Circle	1,907	2,543	4,450
Daddy Zone	59	77	136
Early Learning Program	13,866	17,328	31,194
Electric Kitchen*	23	30	53
Family Enrichment	1,471	1,224	2,695
Field Trips	51	75	126
French is Fun	23	37	60
Get Active	77	90	167
Groupe de Jeu	864	1,006	1,870
Gym Night	151	109	260
Infant Massage	236	221	457
Laugh, Latch & Learn	41	42	83
Leap Into Learning	140	147	287
Let's Build Together*	2	1	3
Let's Get Dirty	118	77	195
Little Einstein	187	250	437
Little Explorers*	4	0	4
Multiple Birth Bonding Time*	4	2	6
Musical Monkeys	19	23	42

Nurse Practitioner	92	30	122
Play 'N Learn	85	90	175
Play, Dine & Dash	50	57	107
Play, Learn, Create	62	92	154
Pot-Pourri	210	242	452
School Readiness	0	13	13
Special Activities	2,242	2,530	4,772
Strollers in Motion	41	46	87
The Baby Club*	164	129	293
The Breakfast Club	88	142	230
Toddler Time	8	16	24
Tucker Turtle	15	27	42
We All Learn Together	4	4	8
Welcome Home Baby	268	273	541
Welcome to Kindergarten	51	53	104
Workshops/Seminars/Guest Speakers	358	208	566

REFERRALS

In order to monitor the needs of adults and children that are attending EarlyON Child & Family Centres in the District of Nipissing, EarlyON practitioners are asked to record the type and number of referrals that are made to various organizations and services in the community using CIMS. Referrals are either made when an adult asks for information, or when a practitioner offers information if they see an area of concern.

There were a total of **155** referrals made to a variety of organizations and services in 2019. This represents a large decrease from the number of referrals recorded in 2018; however, some agencies did not track their referrals in 2019 due to a misunderstanding regarding reporting requirements. The following table provides a breakdown of the number of referrals made to each organization and type of service.

Table 4. Referrals

Agency Referred To	Type of Service	# Referrals
Autism Ontario	Information (General)	2
Canadian Hearing Society	Sign Language for Babies	1
Children's Aid Society (CAS)	CAP-C	2
	Infant & Child Development Program	1

	MotherCare	6
	Other (Please Specify)	2
City of North Bay	Youth After School Programs	3
Community Living North Bay	EarlyON Child & Family Centre	7
	Inclusion Support Program	3
Counselling Programs	Mental Health	4
DNSSAB	Housing Services	4
	Licensed Child Care Waitlist Registry	2
	Other (Please Specify)	1
	Social Assistance (Ontario Works)	3
Family Doctor	Medical Services	9
Food Bank	Food Services	2
HANDS	TIPS	3
	Walk-in Counselling Services	4
Indigenous Friendship Centre	Other (Please Specify)	2
Jumpstart	Financial Assistance (Sports)	3
KidSport	Financial Assistance (Sports)	16
LIPI	Financial Assistance	37
	Financial Assistance (General)	3
Ministry of Transportation	Car Seat Information	1
NDDS Website	Developmental Screening	2
Nipissing Association for Disabled Youth (NADY)	Recreation Programs	1
Nipissing Legal Clinic	Legal Services	1
Nipissing Transition House	Emergency Shelter	1
North Bay Parry Sound District Health Unit	Breastfeeding Support	3
	Cooking Classes	1
	Dental Clinic	2
	Healthy Babies Healthy Children	2
North Bay Pregnancy Help & Resource Centre	Pregnancy-Related Services	1
One Kids Place Children's Treatment Centre	Autism Services	4
	Occupational Therapy	2
	Speech And Language	6
	Transition to School Program	4
Other (Please Specify)	Crisis Intervention Program	1
	Other (Please Specify)	1
Parents Lending Autistic Youth Support (PLAYS)	Autism Support Group	2
Grand Total		155

The highest proportion of referrals was made to LIPI for financial assistance (25.8%), of which 30 referrals were for the Santa Fund program. The next highest referrals were for One Kids Place Children’s Treatment Centre (10.3%) and KidSport (10.3%).

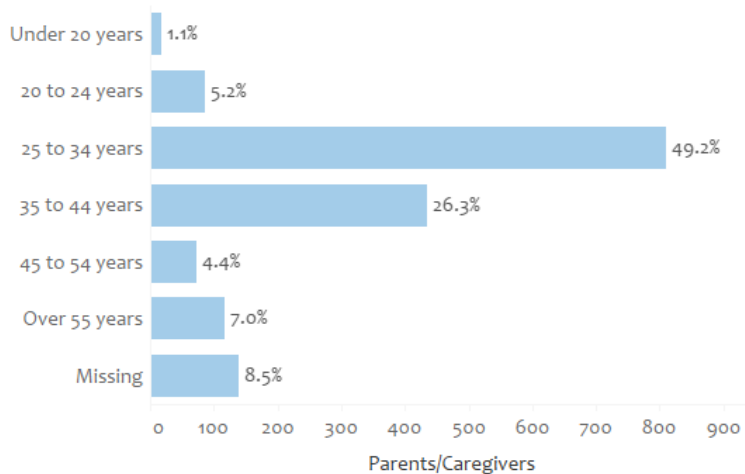
DEMOGRAPHIC INFORMATION

Demographic information is available for most adults and children who have registered at an EarlyON Child & Family Centre in the District of Nipissing. As mentioned previously, it is possible that the information collected on the original registration form has changed but may not be updated in CIMS.

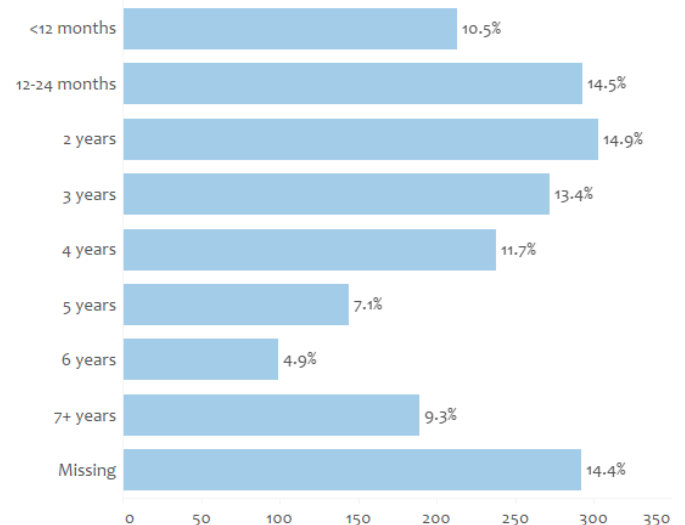
Age of Participants

Ages are calculated as of December 31, 2019. The ‘Missing’ category represents adults and children who do not have their birth date entered into the system. As can be seen in the graph below, 75.5% of adults attending EarlyON Child & Family Centres were between the ages of 25-44 years old, which is comparable to 2018 results. There were also a smaller percentage of adults under the age of 24 years (6.3%) in comparison to 2018 (8.4%).

Adults Served by Age Group



Children Served by Age Group



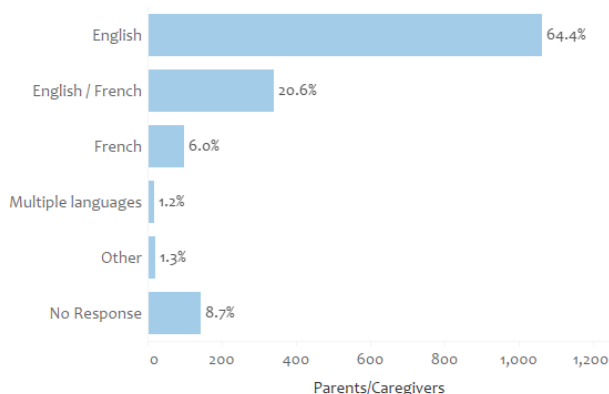
The majority of children attending EarlyON Centres were 4 years of age or younger (65%), which is not surprising given that most children begin attending school between the ages of 4 and 5 years. We did see a slight increase in the number of children attending that are 5 years of age or older in 2019 compared to 2018 (21.3% vs. 18.4%). This may be due to the increase in the number of evening and weekend programs, in

which families are likely to bring their older children as well. Also of note, **14.4%** of children (292 children) are missing their birth date information in the system and therefore their age cannot be calculated. This represents a slight increase in the number of children who are missing their birth date information compared to 2018.

Language Spoken at Home

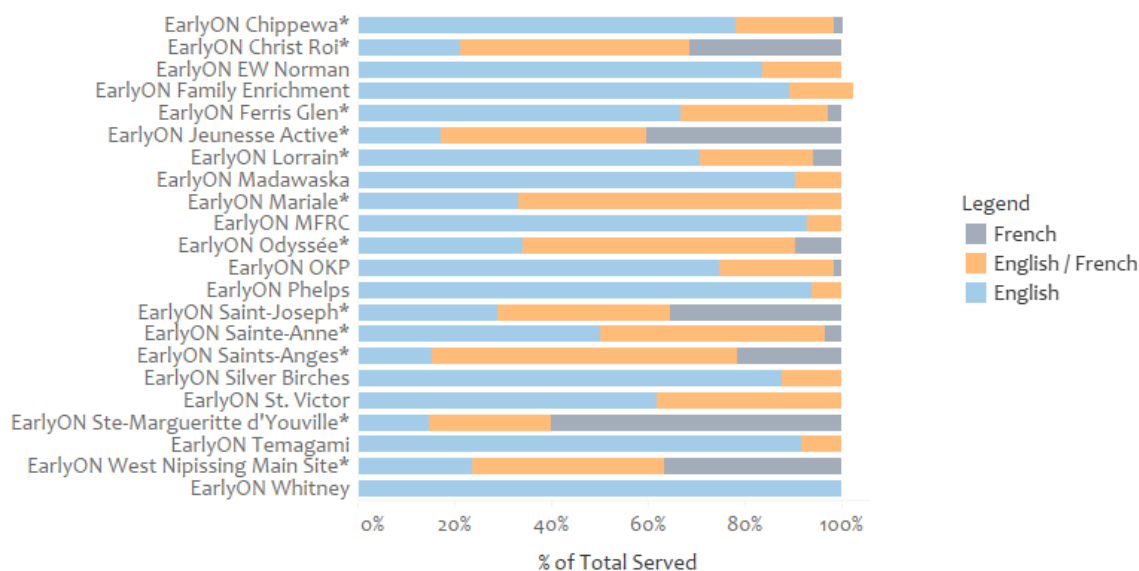
In order to ensure we meet the language and cultural needs of families attending EarlyON centres across the District of Nipissing, it is important to examine the language spoken most often at home to gain an understanding of the needs for each neighbourhood or community.

Language Spoken at Home



As in previous years, the majority of adults attending EarlyON Centres reported speaking **English** only in the home, while **6%** reported speaking **French** only in the home, up from 5% in 2018.

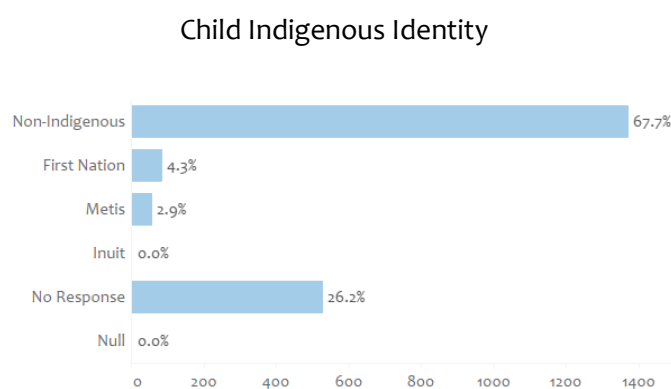
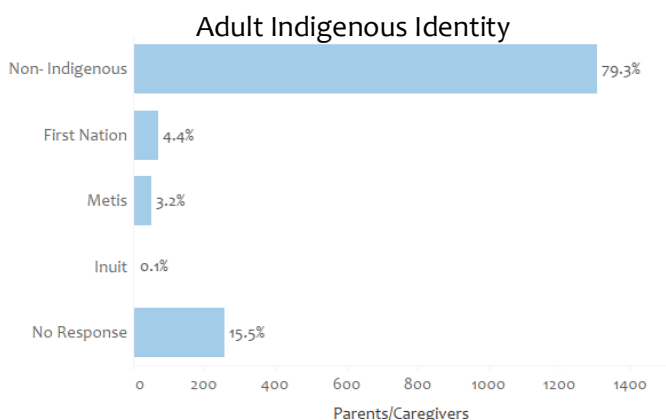
The following graphs illustrate the language(s) spoken in the home of adults by the EarlyON Centres they attend. Those centres that offer French or Bilingual services are marked with an asterisk.



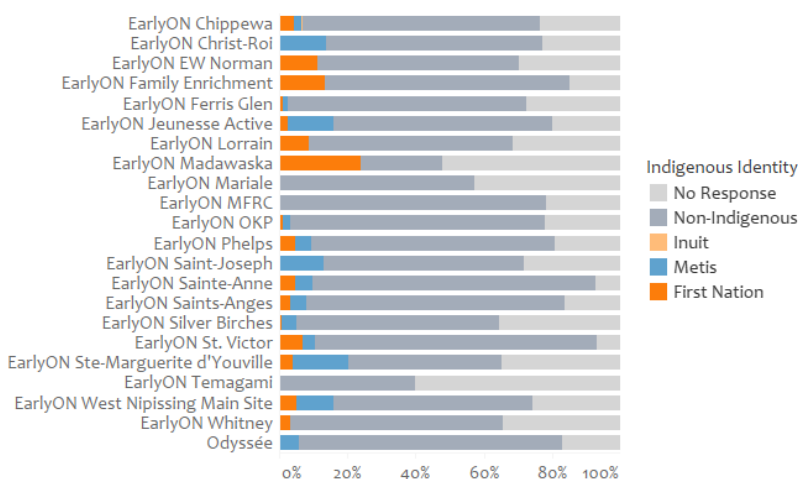
- EarlyON Whitney (100%), EarlyON Phelps (94%), EarlyON MFRC (93%), and EarlyON Temagami (92%) have the highest percentage of English speaking adults.
- The EarlyON Centres with the highest percentage of families who speak only French in the home included all West Nipissing sites: EarlyON Ste-Marguerite d'Youville in Verner (60%), EarlyON Jeunesse Active (40%), EarlyON West Nipissing Main Site (37%) and EarlyON Saint-Joseph (35%) in Sturgeon Falls, and EarlyON Christ-Roi in River Valley (32%)
- 100% of EarlyON Child & Family Centres attended by adults who spoke only French in the home offered French or Bilingual services

Indigenous Identity

The figures below illustrate Indigenous self-identification by adults and children attending EarlyON Child & Family Centres in the District of Nipissing. Approximately 8% of adults and 7% of children self-identified as having Indigenous ancestry, which is comparable to the 2018 attendance records.



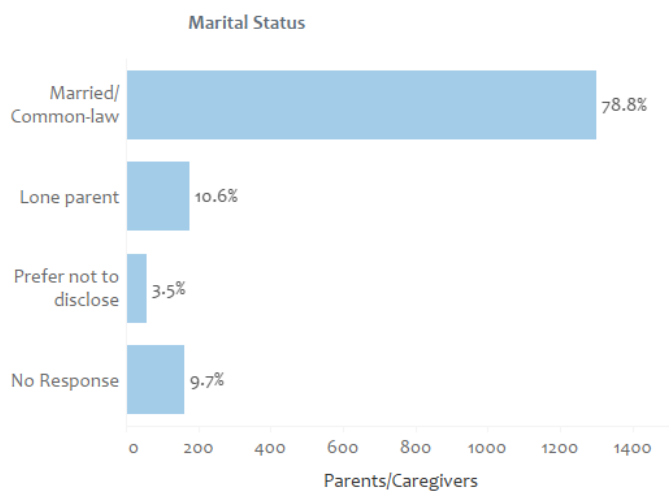
The following graph illustrates the Indigenous identity of children by the EarlyON Centre attended.



- The EarlyON Centres in which more than 20% of children self-identified as Indigenous include EarlyON Madawaska (24% First Nations) and EarlyON Ste-Marguerite d'Youville (20.1%; 16.3% Métis and 3.8% First Nations).
- EarlyON Mariale, EarlyON MFRC and EarlyON Temagami did not have any children self-identify as Indigenous

Marital Status

The following graph represents the marital status of those attending EarlyON Child & Family Centres in 2019.



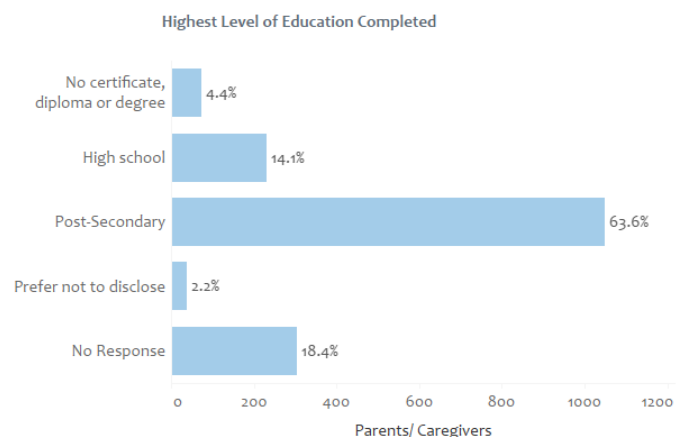
As in previous years, the majority of adults attending EarlyON Child & Family Centres fall into the married or common-law category. However, we did see a slight decrease in the percentage of lone parents in 2019 (10.6% vs. 11.7% in 2018), and a slight increase in the percentage of adults who did not provide a response to this question (9.7% vs. 7.1%).

Educational Status

The figure below indicates the highest level of education completed by adults who attended an EarlyON Child & Family Centre in 2019.

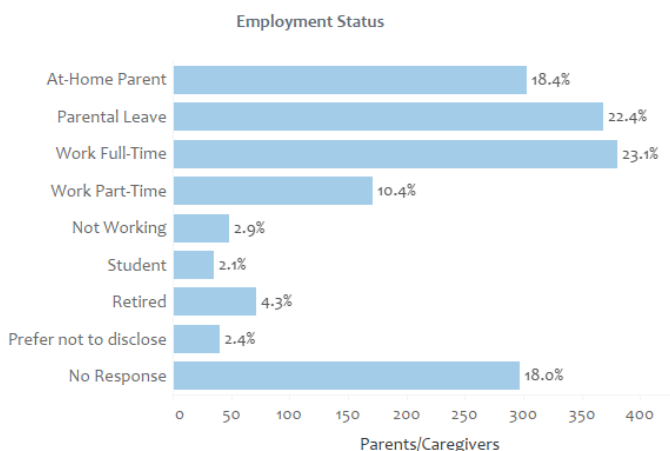
There was a slight increase in the number of adults who had completed some form of Post-Secondary education compared to 2018 (59% in 2018 vs. 63.6% in 2019).

There was also a slight decrease in the percentage of adults who did not respond to this question (18.4%) compared to 2018 (20.3%).



Employment Status

The figure below presents the employment status of those adults who attended EarlyON Child & Family Centres in 2019.



There was a **slight increase** in the number of adults in the workforce (working full or part time) compared to 2018 (29.4% in 2018 vs. 33.5% in 2019).

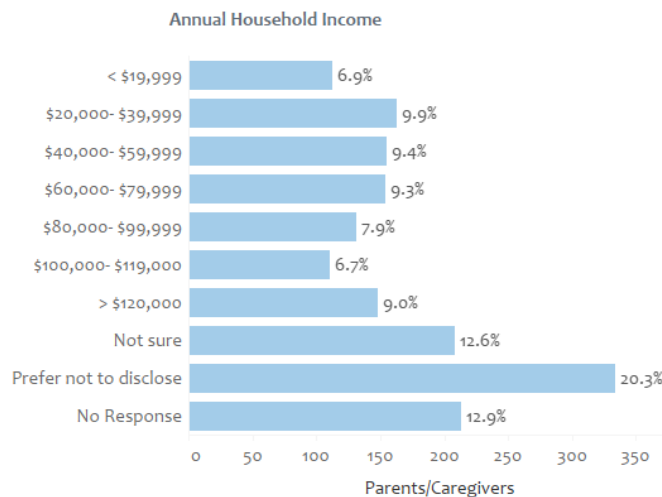
There was also a **slight increase** in the number of adults who indicated being an at-home parent or on parental leave (27% in 2018 vs. 40.8% in 2019).

Caution should be used when interpreting the parental leave category, as the status may not have been updated when the parent returned to work.

Annual Household Income

Examining the annual household income of participants allows us to determine if EarlyON Child & Family Centres programs and services are equally accessible, regardless of income level.

Approximately **46%** of adults either did not respond, did not disclose, or were not sure of their annual household income. The graph pictured here indicates that **26%** of adults have an annual household income of **< \$60,000**, representing a slight decrease from 2018 (28%), while **33%** have an annual household income of **> \$60,000.**, which represents a slight increase from 2018 (29%).



SUMMARY



In 2019, we have seen an increase in the number of registered adults and children attending EarlyON Child & Family Centres in the District of Nipissing. Some key highlights include the addition of a Francophone EarlyON Centre in the Graniteville neighbourhood (EarlyON Odysée), as well as an increase in the number of evening and weekend programs available to families who are unable to attend during the day on weekdays.

In the following year, we are hoping to increase the number of families served by introducing an EarlyON Mobile Unit, which will be travelling to our currently underserved areas to ensure that all families in the District of Nipissing have access to quality early years programs. The North Bay Indigenous Hub will also be operating an EarlyON Child & Family Centre, which is scheduled to open in March 2020.



APPENDIX A – EARLYON REGISTRATION FORM

Nipissing District EarlyON Child and Family Centre Registration Form			
Adult Information			
First Name:		Last Name:	
Date of Birth (mm/dd/yy):		Gender: <input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Other <input type="checkbox"/> Prefer not to say	
Do you identify as indigenous? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say			
If yes, please select: <input type="checkbox"/> First Nation <input type="checkbox"/> Metis <input type="checkbox"/> Inuit <input type="checkbox"/> Other _____ <input type="checkbox"/> Prefer not to say			
What languages are spoken in the home: (select all that apply) <input type="checkbox"/> English <input type="checkbox"/> French <input type="checkbox"/> Indigenous language <input type="checkbox"/> Other _____			
Contact Information			
Address: (including apartment number)		City	Province
			Postal Code
Telephone number:		Email address:	
Child Information			
1.	First Name:		Last Name:
	Date of birth: (mm/dd/yy)	Your relationship to the child: <input type="checkbox"/> Parent/ Guardian <input type="checkbox"/> Caregiver <input type="checkbox"/> Child Care provider	
	Does your child identify as indigenous? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say		
	If yes, please select: <input type="checkbox"/> First Nation <input type="checkbox"/> Metis <input type="checkbox"/> Inuit <input type="checkbox"/> Other _____ <input type="checkbox"/> Prefer not to say		
	Allergies or special needs:		
2.	First Name:		Last Name:
	Date of birth: (mm/dd/yy)	Your relationship to the child: <input type="checkbox"/> Parent/ Guardian <input type="checkbox"/> Caregiver <input type="checkbox"/> Child Care provider	
	Does your child identify as indigenous? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say		
	If yes, please select: <input type="checkbox"/> First Nation <input type="checkbox"/> Metis <input type="checkbox"/> Inuit <input type="checkbox"/> Other _____ <input type="checkbox"/> Prefer not to say		
	Allergies or special needs:		
3.	First Name:		Last Name:
	Date of birth: (mm/dd/yy)	Your relationship to the child: <input type="checkbox"/> Parent/ Guardian <input type="checkbox"/> Caregiver <input type="checkbox"/> Child Care provider	
	Does your child identify as indigenous? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say		
	If yes, please select: <input type="checkbox"/> First Nation <input type="checkbox"/> Metis <input type="checkbox"/> Inuit <input type="checkbox"/> Other _____ <input type="checkbox"/> Prefer not to say		
	Allergies or special needs:		
<i>For additional children, please attach a separate registration form</i>			
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Demographic Information		
<i>Information provided will assist in planning and administering programs and services. Information provided will not affect programs or services you or your family access.</i>		
Employment Status: <input type="checkbox"/> Work full time <input type="checkbox"/> Work part time <input type="checkbox"/> Parental leave <input type="checkbox"/> At-home parent <input type="checkbox"/> Student <input type="checkbox"/> Retired <input type="checkbox"/> Unemployed <input type="checkbox"/> Prefer not to disclose		
Highest level of education completed: <input type="checkbox"/> Less than high school <input type="checkbox"/> Completed high school <input type="checkbox"/> Post-Secondary degree/diploma <input type="checkbox"/> Prefer not to disclose		
Marital Status: <input type="checkbox"/> Married/Common-law <input type="checkbox"/> Lone parent/single <input type="checkbox"/> Prefer not to disclose		
Total annual household income before tax: <input type="checkbox"/> Less than \$19,999 <input type="checkbox"/> \$20,000-\$39,999 <input type="checkbox"/> \$40,000-\$59,999 <input type="checkbox"/> \$60,000-\$79,999 <input type="checkbox"/> \$80,000-\$99,999 <input type="checkbox"/> \$100,000-\$119,999 <input type="checkbox"/> Greater than \$120,000 <input type="checkbox"/> Not sure <input type="checkbox"/> Prefer not to say		
Consent and Agreement		
<p>I understand that personal information about my family is being collected under the legal authority of the Municipal Act, 2001, the District Social Services Administration Boards Act, R.S.O. 1990, c. D.15 and the Child Care and Early Years Act, 2014 for the purpose of attending programs and services at a Nipissing District EarlyON Child and Family Centre (CFC). I acknowledge that in attending programs and services, my family information will be shared with each program and/or agency I attend. I also understand and consent that this personal information be viewed or used for the purposes of: (a) administering my registration; (b) administering the OneHSN Childcare system; (c) providing customer support services; (d) assisting the District of Nipissing Social Services Administration Board (DNSSAB) and/or agency delivering EarlyON CFC programs and services with research, planning, reporting, evaluation and accountability purposes. I understand that RBB Innovations Ltd., as a contractor to the DNSSAB, will provide some of the services set out above, and accordingly, will have access to the personal information. The collection, use and disclosure of personal information will be limited to the minimum amount necessary to carry out the purposes set out above and will be subject to applicable privacy legislation. I acknowledge that the DNSSAB, RBB Innovation Ltd. as an agent of the DNSSAB, and participating EarlyON CFC agencies are governed by and required to adhere to the freedom of information and protection of privacy legislation including the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA), Personal Information Protection and Electronic Documents Act (PIPEDA) and the Personal Health Information Protection Act (PHIPA). I understand that I may change or withdraw my consent at any time by giving the District of Nipissing Social Services Administration Board notice in writing. However, I also understand that, if I change or withdraw my consent, it may limit the range of services available to my family. I agree to receive emails from DNSSAB and/or EarlyON CFC agencies via this registration. I further understand I can withdraw my consent on receiving emails from DNSSAB and EarlyON CFC agencies. I have read and understand the content of this consent. I declare that this consent has been given voluntarily.</p>		
<hr style="border: none; border-top: 1px solid black; margin-bottom: 5px;"/> Parent/Caregiver signature	<hr style="border: none; border-top: 1px solid black; margin-bottom: 5px;"/> Staff signature	<hr style="border: none; border-top: 1px solid black; margin-bottom: 5px;"/> Date
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>EarlyON Child and Family Centre ON y va Centre pour l'enfant et la famille</p> </div> <div style="text-align: center;">  <p>Ontario</p> </div> </div>		
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