

Annex A: Recap of Key Moves to Transform the Early Childhood Sector

1 Since 2012, the Government has undertaken several key moves to raise the quality, accessibility and affordability of preschools. This is important to give every child a good start in life and also to support families with young children. The key moves are summarised in the following table:

Quality	<p><i>Uplift Early Childhood Standards</i></p> <ul style="list-style-type: none"> • A new Early Childhood Development Centres Act took effect from January 2019, bringing childcare centres and kindergartens under the same regulatory framework to ensure more consistent and higher quality standards across the preschool sector. • The Singapore Preschool Accreditation Framework (SPARK) has been continuously enhanced to better provide quality assurance for preschools. Today, around 50% of preschools are SPARK-certified. <p><i>Enhanced Early Childhood Resources</i></p> <ul style="list-style-type: none"> • MOE has developed Nurturing Early Learners curriculum resources since 2012 to help Early Childhood educators create quality learning experiences for children aged 4-6; MOE Kindergartens were introduced in 2014 to catalyse quality improvements in the sector. • More Anchor Operator preschools are offering Malay and Tamil Language education in preschools, with enhanced training and support for mother tongue language teaching. <p><i>Strengthen Early Childhood Professional Growth and Development</i></p> <ul style="list-style-type: none"> • The National Institute of Early Childhood Development (NIEC) was set up to oversee training and professional development for the sector, and welcomed its first batch of teacher trainees in 2019. • A Skills Framework for the Early Childhood sector was introduced to provide greater clarity on the career pathways and opportunities for early childhood professionals. • Training Awards, a Professional Conversion Programme for Preschool Teachers, Place-and-Train Programme for Educators and Professional Development Programmes have been rolled out to attract and develop early childhood educators. • ECDA launched a National Campaign for the Early Childhood Sector to foster greater respect for and recognition of the early childhood profession.
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Accessibility	<ul style="list-style-type: none"> • More full-day preschool places built, from 90,000 in 2012 to almost 180,000 today. This will increase to over 200,000 over the next few years. • Large standalone childcare centres developed in estates with demand for preschool. • Anchor Operators are setting up Early Years Centres for tie-up with nearby MOE Kindergartens in estates with demand for preschool. • More affordable and customised Early Intervention (EI) programmes introduced in 2019.
Affordability	<ul style="list-style-type: none"> • Additional Subsidy introduced in 2013. • Kindergarten Fee Assistance Scheme (KiFAS) enhanced in 2015. • Partner Operator scheme started in 2016, resulting in a corresponding fall in median childcare fees in the sector from \$900 per month in 2015 to \$856 per month (which is the Partner Operator fee cap) in 2016, and have stabilised at that level since then. • Child Development Account (CDA), which can be used to pay for preschool expenses, was enhanced in 2016 with the introduction of the CDA First Step, which does not require parents' co-savings. • Subsidy support enhanced in April 2019 for non-working mothers looking for a job or are full-time caregivers to their younger children.

Annex B: Preschool Subsidies

Existing Subsidies (until 31 December 2019)

1 Details of existing preschool subsidies are in Tables B-1, B-2 and B-3. Larger families (5 persons or more), with 3 or more dependants who are not earning an income, may choose to have their income assessed via per capita income (PCI) instead of household income (HHI).

Table B-1: Current full-day childcare subsidies

Working mother status ¹	Gross monthly household income ²	Gross monthly per capita income	Basic Subsidy (BS)	Additional Subsidy (AS)		
				Max AS	Max AS as a % of fees after BS	Min co-pay
Working mothers	\$2,500 and below	\$625 and below	\$300	\$440	99%	\$3
	\$2,501 to \$3,000	\$626 to \$750		\$400	98%	\$6
	\$3,001 to \$3,500	\$751 to \$875		\$370	90%	\$32
	\$3,501 to \$4,000	\$876 to \$1,000		\$310	80%	\$63
	\$4,001 to \$4,500	\$1,001 to \$1,125		\$220	70%	\$95
	\$4,501 to \$7,500	\$1,126 to \$1,875		\$100	50%	\$215
	Above \$7,500	Above \$1,875		N/A		
Non-working mothers ³			\$150	N/A		

Table B-2: Current full-day infant care subsidies

Working mother status	Gross monthly household income	Gross monthly per capita income	Basic Subsidy (BS)	Additional Subsidy (AS)		
				Max AS	Max AS as a % of fees after BS	Min co-pay
Working mothers	\$2,500 and below	\$625 and below	\$600	\$540	99%	\$60
	\$2,501 to \$3,000	\$626 to \$750		\$500	98%	\$100
	\$3,001 to \$3,500	\$751 to \$875		\$470	90%	\$130
	\$3,501 to \$4,000	\$876 to \$1,000		\$410	80%	\$190
	\$4,001 to \$4,500	\$1,001 to \$1,125		\$320	70%	\$280
	\$4,501 to \$7,500	\$1,126 to \$1,875		\$200	50%	\$400
	Above \$7,500	Above \$1,875		N/A		
Non-working mothers			\$150	N/A		

Table B-3: Current kindergarten subsidies

Gross monthly household income	Gross monthly per capita income	Max KiFAS as a % of fees	Max KiFAS (for fees excl. GST)	Max KiFAS (for fees incl. GST)
\$2,500 and below	\$625 and below	99%	\$160	\$170
\$2,501 to \$3,000	\$626 to \$750	98%	\$155	\$165
\$3,001 to \$3,500	\$751 to \$875	90%	\$140	\$150
\$3,501 to \$4,000	\$876 to \$1,000	75%	\$120	\$130
\$4,001 to \$4,500	\$1,001 to \$1,125	50%	\$80	\$85
\$4,501 to \$5,000	\$1,126 to \$1,250	35%	\$55	\$60
\$5,001 to \$6,000	\$1,251 to \$1,500	20%	\$30	\$35
Above \$6,000	Above \$1,500		N/A	

¹ Mothers or single fathers are considered to be working if they work at least 56 hours per month, which is about 2 days of work per week. This includes full-/part-time and freelance work arrangements.

² For salaried employees, gross monthly income is computed based on average income over the preceding 12-month period, before CPF deduction, and including bonuses, commissions, overtime pay, and allowances. For self-employed persons, gross monthly income is computed based on the annual trade income from their latest IRAS Notice of Assessment, divided by 12.

³ Non-working mothers may apply for higher subsidy support if they are in the midst of seeking employment or are unable to work due to medical reasons or caregiving commitments (e.g. caring for sick/special needs family members or a younger child aged 24 months and below).

2 Families can work out how much they can expect to pay for preschool currently by using the method as follows. Families can also use the Subsidy Calculator on ECDA’s website and GovTech’s Moments of Life app to estimate their fees payable after subsidies.

For childcare and infant care (for all operators) (current)

Monthly fees charged by preschool

Less: Basic Subsidy

Less: Additional Subsidy (if eligible), which will be the lower of:

- Maximum Additional Subsidy dollar amount, or
- Maximum Additional Subsidy percentage multiplied by fees payable after Basic Subsidy

Equals: Fees payable after subsidies*

*subject to min co-payment if receiving Additional Subsidy

For kindergartens run by Anchor Operators and MOE (current)

Monthly fees charged by preschool

Less: KiFAS subsidy (if eligible), which will be the lower of:

- Maximum KiFAS as a dollar amount, or
- Maximum KiFAS percentage multiplied by fees payable after KiFAS

Equals: Fees payable after subsidies

3 The worked examples for full-day childcare expenses today are as follows, assuming dual-income families, and assuming fees are at the respective fee caps for Anchor Operators and Partner Operators:

Childcare at Anchor Operator	Family A	Family B	Family C	Family D
Gross monthly household income	\$3,000	\$5,000	\$8,000	\$12,000
Fees after GST	\$770	\$770	\$770	\$770
Less: Basic Subsidy	\$300	\$300	\$300	\$300
Less: Additional Subsidy (existing)	\$400	\$100	N/A	N/A
Fees payable after subsidies today	\$70	\$370	\$470	\$470

Childcare at Partner Operator	Family E	Family F	Family G	Family H
Gross monthly household income	\$3,000	\$5,000	\$8,000	\$12,000
Fees after GST	\$856	\$856	\$856	\$856
Less: Basic Subsidy	\$300	\$300	\$300	\$300
Less: Additional Subsidy (existing)	\$400	\$100	N/A	N/A
Fees payable after subsidies today	\$156	\$456	\$556	\$556

Enhanced Subsidies (from 1 January 2020)

4 Details of the **enhanced** preschool subsidies are in Tables B-4, B-5 and B-6.

Table B-4: Enhanced full-day childcare subsidies, from January 2020

Working mother status ⁴	Gross monthly household income ⁵	Gross monthly per capita income	Basic Subsidy (BS)	Additional Subsidy (AS)	
				Max AS	Min co-pay
Working mothers	\$3,000 and below	\$750 and below	\$300	\$467	\$3
	\$3,001 to \$4,500	\$751 to \$1,125		\$440	\$30
	\$4,501 to \$6,000	\$1,126 to \$1,500		\$340	\$130
	\$6,001 to \$7,500	\$1,501 to \$1,875		\$260	\$210
	\$7,501 to \$9,000	\$1,876 to \$2,250		\$190	\$280
	\$9,001 to \$10,500	\$2,251 to \$2,625		\$130	\$340
	\$10,501 to \$12,000	\$2,626 to \$3,000		\$80	\$390
	Above \$12,000	Above \$3,000		N/A	
Non-working mothers ⁶			\$150		N/A

Table B-5: Enhanced full-day infant care subsidies, from January 2020

Working mother status	Gross monthly household income	Gross monthly per capita income	Basic Subsidy (BS)	Additional Subsidy (AS)	
				Max AS	Min co-pay
Working mothers	\$3,000 and below	\$750 and below	\$600	\$710	\$54
	\$3,001 to \$4,500	\$751 to \$1,125		\$640	\$124
	\$4,501 to \$6,000	\$1,126 to \$1,500		\$500	\$264
	\$6,001 to \$7,500	\$1,501 to \$1,875		\$380	\$384
	\$7,501 to \$9,000	\$1,876 to \$2,250		\$240	\$524
	\$9,001 to \$10,500	\$2,251 to \$2,625		\$100	\$664
	\$10,501 to \$12,000	\$2,626 to \$3,000		\$40	\$724
	Above \$12,000	Above \$3,000		N/A	
Non-working mothers			\$150		N/A

Table B-6: Enhanced kindergarten subsidies, from January 2020

Gross monthly household income	Gross monthly per capita income	Max KiFAS	Min co-pay
\$3,000 and below	\$750 and below	\$170	\$1
\$3,001 to \$4,500	\$751 to \$1,125	\$156	\$15
\$4,501 to \$6,000	\$1,126 to \$1,500	\$111	\$60
\$6,001 to \$7,500	\$1,501 to \$1,875	\$91	\$80
\$7,501 to \$9,000	\$1,876 to \$2,250	\$71	\$100
\$9,001 to \$10,500	\$2,251 to \$2,625	\$51	\$120
\$10,501 to \$12,000	\$2,625 to \$3,000	\$21	\$150
Above \$12,000	Above \$3,000		N/A

5 Families can work out how much they can expect to pay for preschool by using the method as follows. Subsidies for half-day and flexi-care subsidies will also be enhanced.

⁴ Mothers or single fathers are considered to be working if they work at least 56 hours per month, which is around 2 days of work per week. This includes full-/part-time and freelance work arrangements.

⁵ For salaried employees, gross monthly income is computed based on average income over the preceding 12-month period, before CPF deduction, and including bonuses, commissions, overtime pay, and allowances. For self-employed persons, gross monthly income is computed based on the annual trade income from their latest IRAS Notice of Assessment, divided by 12.

⁶ Non-working mothers may apply for higher subsidy support if they are in the midst of seeking employment or are unable to work due to medical reasons or caregiving commitments (e.g. caring for sick/special needs family members or a younger child aged 24 months and below).

For childcare and infant care (for all operators) (after enhancements)

Monthly fees charged by preschool

Less: Basic Subsidy

Less: Additional Subsidy (if eligible)

Equals: Fees payable after subsidies*

* subject to min co-payment if receiving Additional Subsidy

For kindergartens run by Anchor Operators and MOE from 2020 (as well as Partner Operators, from 2021)

Monthly fees charged by preschool

Less: KiFAS subsidy (if eligible)

Equals: Fees payable after subsidies*

* subject to min co-payment if receiving KiFAS

6 The worked examples for full-day childcare under the enhanced subsidies from January 2020 are as follows, assuming dual-income families, and assuming fees are at the respective fee caps for Anchor Operators and Partner Operators:

Childcare at Anchor Operator	Family A	Family B	Family C	Family D
Gross monthly household income	\$3,000	\$5,000	\$8,000	\$12,000
Fees after GST	\$770	\$770	\$770	\$770
Less: Basic Subsidy	\$300	\$300	\$300	\$300
Less: Additional Subsidy (enhanced)	\$467	\$340	\$190	\$80
Fees payable after subsidies	\$3	\$130	\$280	\$390

Childcare at Partner Operator	Family E	Family F	Family G	Family H
Gross monthly household income	\$3,000	\$5,000	\$8,000	\$12,000
Fees after GST	\$856	\$856	\$856	\$856
Less: Basic Subsidy	\$300	\$300	\$300	\$300
Less: Additional Subsidy (enhanced)	\$467	\$340	\$190	\$80
Fees payable after subsidies	\$89	\$216	\$366	\$476

7 The following tables compare what Families A to H in the examples will pay for full-day childcare before and after the enhanced preschool subsidies.

Childcare at Anchor Operator	Family A	Family B	Family C	Family D
Gross monthly household income	\$3,000	\$5,000	\$8,000	\$12,000
Fees payable after subsidies today	\$70	\$370	\$470	\$470
Fees payable after subsidies from Jan 2020	\$3	\$130	\$280	\$390

Childcare at Partner Operator	Family E	Family F	Family G	Family H
Gross monthly household income	\$3,000	\$5,000	\$8,000	\$12,000
Fees payable after subsidies today	\$156	\$456	\$556	\$556
Fees payable after subsidies from Jan 2020	\$89	\$216	\$366	\$476

Annex C: Anchor Operator and Partner Operator Schemes

1 The Anchor Operator (AOP) scheme supports operators to offer quality and affordable preschool programmes, including in new housing areas. The Partner Operator (POP) scheme supports childcare operators to improve the quality and affordability of childcare at POP centres. Both schemes require operators to keep their fees within prescribed fee caps and to achieve quality criteria, such as attaining the Singapore Preschool Accreditation Framework (SPARK) certification and ensuring continuing professional development for their early childhood (EC) professionals.

Anchor Operator scheme

2 The AOP scheme started in 2009, and was further enhanced in 2014, when five AOPs were selected through an open and competitive process. The current contract term for AOPs will end in 2022. As of August 2019, there are 572 centres run by the following AOPs:

- a. E-Bridge Pre-School
- b. My First Skool
- c. MY World Preschool
- d. PCF Sparkletots Preschool
- e. Skool4Kidz

3 AOPs are required to set fees for Singapore Citizen children no higher than the following caps:

Programme	Fee Cap (before GST)
Full-day childcare	\$720
Full-day infant care	\$1,275
Kindergarten	\$160

Partner Operator scheme

4 The POP scheme started in 2016, with 23 operators selected through an open and competitive process. The current term for POP centres ends in 2020. As of August 2019, there are 250 centres under the POP scheme, and are run by:

- a. ACE @ Work
- b. Agape Little Uni.
- c. Alliance First
- d. Bright Juniors Pte. Ltd.
- e. Bright Kids
- f. Busy Bees Singapore Pte. Ltd.
- g. Carpe Diem Holdings Pte. Ltd.
- h. Faith Educare Centre

- i. Ichiban Montessori
- j. Just Kids
- k. Learning Kidz
- l. Kidz Meadow Childcare and Development Centre
- m. Nurture Education Group
- n. Perdaus
- o. Persatuan Permudi Islam Singapura
- p. Presbyterian Community Services
- q. Safari House Preschool
- r. Spring Brainy Kidz
- s. Star Learners Child Care
- t. Sunflower Childcare Group
- u. The Little Skool-House International Pte. Ltd.
- v. Thye Hua Kwan Moral Society
- w. Young Women's Christian Association of Singapore

5 POP centres are required to set fees for Singapore Citizen children no higher than the following caps:

Programme	Fee Cap (before GST)
Full-day childcare	\$800
Full-day infant care	\$1,400

Annex D: Factsheet on KidSTART

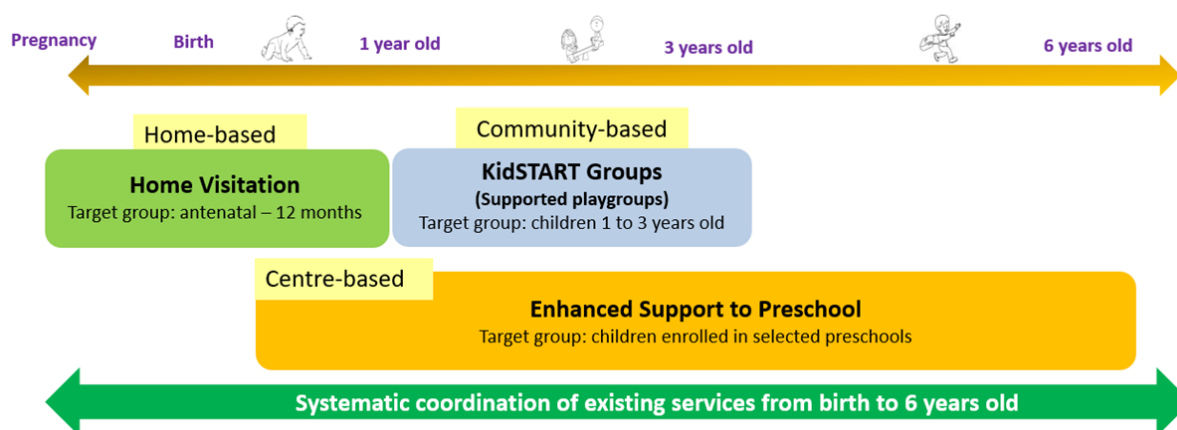
1 To provide children from low-income families with greater support so that they can have a good start in life, KidSTART was introduced as a pilot from July 2016 to support families with child development, coordinate holistic services for families where needed, and monitor the developmental progress of children from birth onwards.

2 Currently, KidSTART is in the pilot regions of Kreta Ayer/Bukit Merah, Taman Jurong/Boon Lay and Geylang Serai, and has benefitted about 1,000 children from low-income families so far. ECDA works with key partners such as the hospitals, Social Service Offices, Family Service Centres and other agencies to identify and reach out to families with infants and young children who can benefit from KidSTART.

The KidSTART Approach

3 The child is the focus of KidSTART interventions. Our multi-disciplinary approach integrates efforts across the key domains of health, learning and development to support the child's holistic development in the early years. Engaging parents is an important aspect of our programme given their crucial role in the child's development.

4 KidSTART is made up of three key programme components that are set in a child's familiar setting and designed to cater to the different stages of development.



a. KidSTART Home Visitation Programme (HVP)

What is it? This consists of regular home visits to parents (or main caregivers) and their infants, from antenatal stage until the child is three years old. Parents receive support in skills and practical knowledge across areas of child growth, development, health and nutrition. Regular screening of the child's development and maternal well-being across the antenatal and postnatal stages over a period of 3 years are also conducted to identify and treat issues early. In addition, group-based activities called 'Group Connect' are organised for parents to provide peer support and reinforce learning from home visits. When appropriate, the children are also enrolled into preschool.

ECDA has partnered KK Women's and Children's Hospital (KKH) to jointly deliver the HVP. This leverages the mutual strengths across the health and early childhood domains for a multi-disciplinary approach to KidSTART.

Who conducts these visits? Depending on the point of intake, these visits are undertaken either by home visitors from KKH or ECDA. Home visitors are professionals with qualifications and/or relevant experience in sectors such as health, early childhood or social services. They are supported by other multi-disciplinary professionals, such as pediatricians and nurses, to ensure that the home visitors are able to address the needs of parents and children.

b. KidSTART Groups (Supported Playgroups)

What is it? These are weekly community-based sessions for parents or main caregivers and their toddlers, aged 1 to 3 years old at the point of entry into KidSTART Groups. These sessions are based on the Supported Playgroups concept⁷, and help parents and caregivers to build up skills in child development and parent-child bonding through an evidence-based curricula of structured and purposeful play.

Parents are provided with educational resources to reinforce their learning at home. KidSTART Group facilitators conduct home visits for families who need additional support. Children requiring pre-school placement are supported to find an appropriate pre-school programme.

Who conducts these sessions? The curriculum is delivered by ECDA-trained facilitators who have past experience working with young children and families.

c. KidSTART Enhanced Support to Preschools

What is it? This is a model of support piloted in selected Anchor Operator preschools operated by PAP Community Foundation and NTUC First Campus. Selected preschools are provided with additional resources to improve engagement with and support for parents, and to improve the child's school readiness. This may include addressing barriers related to poor preschool attendance and referrals to other support programmes to ensure their children's developmental needs are addressed. Eligible children who are currently enrolled in these preschools receive KidSTART support.

Who delivers the support? Child Enabling Executives are deployed to the selected preschools to work closely with the teachers, parents, and local community partners to build a strong network of support for KidSTART children.

5 KidSTART recognises the importance of collaborating with community partners and agencies that impact the child's well-being. For example, KidSTART officers work closely with Family Service Centres and Social Service Offices to engage the parents

⁷ Unlike community playgroups, supported playgroups are playgroups supported by facilitators who are trained in early childhood development and equipped with the skills to engage and support families/ parents. The facilitators help parents learn about child development and reduce social isolation.

and integrate support. KidSTART focuses on enhancing child development and parent-child interactions, and complements the support provided by these partners for these families. KidSTART also taps on the unique strengths and resources in pilot areas to co-create models and encourage community participation, such as in the area of outreach and running of local programmes.

Updates from the Pilot

6 In the pilot, it has been found that KidSTART parents generally appreciate the value of early childhood development and share the desire for their young children to have a good start in life. However, many are not sure how to nurture their children. KidSTART staff have been working with these parents with practical guidance and support.

7 Feedback from families have been positive and encouraging. Parents say that they feel better supported and more confident in their parenting skills. Parents also shared that they were better able to engage their child and their children are also more expressive and interacting better.

8 In addition, community partners have also been strongly supportive of KidSTART. This is an important success factor and we look forward to collaborating with more partners to provide support to KidSTART families.