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## **East Kootenay Child Care Needs Assessment Phase One - Final Report**

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## Acknowledgements

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The members of the **East Kootenay Child Care Needs Assessment Phase One - Advisory Committee** have provided ongoing feedback and support toward the success of this project. Special thanks goes to:

- Charlene Stropky
- Darcy Victor
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## Executive Summary

The *East Kootenay Child Care Needs Assessment Project - Phase One* came about as the result of efforts of the East Kootenay Child Care Needs Assessment Task Force which includes representatives from EK Children First, EK Success By 6 and EK Child Care Resource & Referral and a variety of EK community members. Task Force Members were increasingly aware of communities in the East Kootenay region that were experiencing child care challenges and unmet child care needs. A funding application was developed and submitted through the Social Grants Program of Columbia Basin Trust in late 2013.

Funding approval, for the full amount requested, was received from Columbia Basin Trust in early 2014. Additional project funding and in-kind service partners was also confirmed, however it was for slightly less than requested. The additional project partners included Success By Six, East Kootenay Children First, East Kootenay Child Care Resource and Referral and 45 Conversations. The Task Force secured the consulting services of Jane Boyd, 45 Conversations to lead the project.

The communities that were included in the *East Kootenay Child Care Needs Assessment - Phase One* included:

### *Columbia Valley*

- Canal Flats
- Invermere including Wilmer and Spillimacheen)
- Radium Hot Springs

### *Cranbrook (including Moyie, Fort Steele, Bull River & Wardner)*

### *Kimberley*

### *Creston*

Indeed the East Kootenay area is a wonderful place which offers an abundance of beauty and positive lifestyle choices to those who choose to live there. That said, the sheer size and ruggedness of the landscape also creates challenges for families and child care operators.

In British Columbia there are a variety of partners that play a role in the funding, development, delivery, monitoring and day-to-day operations of child care programs and services.

In order to understand the current state of the East Kootenay child care landscape, including the existing challenges and possible opportunities, 45 Conversations reviewed data and information from a number of sources:

- Statistics Canada
- The East Kootenay Child Care Resource and Referral (CCRR) Program
- The Child Care Map and The Early Years Services Map on the BC Government Website
- Interior Health – Licensing Inspection Observation Reports
- Human Early Learning Partnership – EDI
- Columbia Basin Rural Development Institute

In addition, 45 Conversations:

- Designed, developed and conducted two online surveys to gather broader community feedback and insights about East Kootenay child care issues and;
- Hosted a series of recorded video based conversations with community leaders/early learning professionals.

The *East Kootenay Child Care Needs Assessment Project - Phase One* was able to capture feedback from a broad range of individuals who have experience and/or who are impacted by child care in East Kootenay from a variety of perspectives.

***The voices of families, early childhood educators, child care operators, community stakeholders, business, First Nation and local government representatives collectively contributed to the findings of this report. Together, they have identified that East Kootenay communities are facing what can only be described as a significant child care challenge and crisis.***

***It is a situation which requires immediate short term measures to help bring stability to existing programs/ services, ongoing supportive actions toward enhancement &***

## **eventual space growth; plus long term strategic planning to ensure future child care system viability.**

### **Critical Issues Identified & Concluding Thoughts**

As the *East Kootenay Child Care Needs Assessment Project - Phase One* came to a close the following critical issues were identified and concluding thoughts made by 45 Conversations:

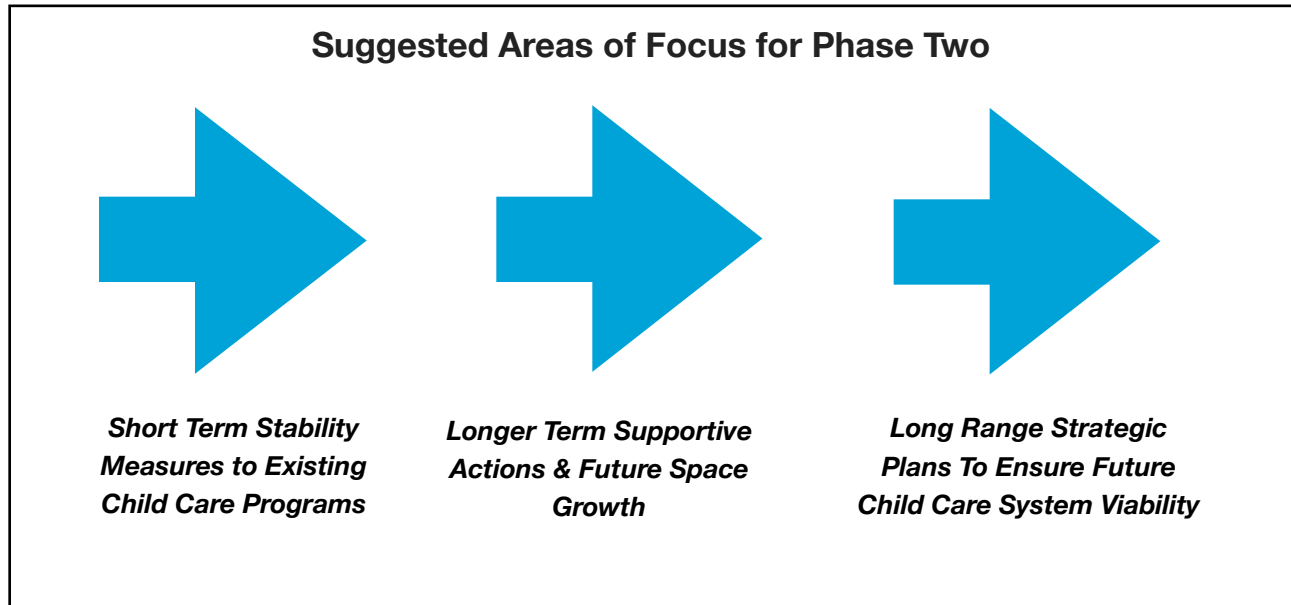
1. The supply of child care in each of the communities that were reviewed as part of this project is not sufficiently balanced to meet the current or future child care needs of families who reside in these areas.
2. Many who are currently employed in child care programs in East Kootenay are juggling work situations and conditions that are next to impossible.
3. There are significant difficulties throughout East Kootenay attracting certified staff to work in community based child care programs.
4. A number of issues were identified with respect to training and professional development for those currently working in child care programs in East Kootenay.
5. The review of Child Care Inspection Records from Interior Health Child Care Licensing Officers reinforces many of the issues identified during this project.
6. There is a strong commitment to building connection, enhancing communication, strengthening partnerships and exploring opportunities for collaboration to address East Kootenay child care issues.

### **Next Step Recommendations**

Based upon the findings of the *East Kootenay Child Care Needs Assessment Project - Phase One*, 45 Conversations recommends the following next steps:

1. Circulation of this Final Report as broadly as possible within the East Kootenay communities who were included in this project.
2. Circulation of this Final Report to key provincial child care organizations and office.
3. The development of East Kootenay Child Care “Snack Media” that can be shared through various social media platforms.

4. Hold a series of face-to-face community meetings to present the findings of the *East Kootenay Child Care Needs Assessment Project - Phase One*.
5. Working with members of the *Child Care East Kootenay Child Care Needs Assessment Project - Phase One Advisory Committee* begin the planning for a second phase of this initiative.



## Introduction

The **East Kootenay Child Care Needs Assessment Project - Phase One** came about as the result of efforts of the East Kootenay Child Care Needs Assessment Task Force, which includes representatives from EK Children First, EK Success By 6 and EK Child Care Resource & Referral and a variety of EK community members.

Task Force Members were increasingly aware of communities in the East Kootenay region that were experiencing child care challenges and unmet child care needs. In 2013, a short online community child care survey was conducted by the Task Force to better understand East Kootenay child care issues. The results of the survey indicated that the region was facing a child care crisis. As such, the Task Force developed a plan to move forward with a more comprehensive child care needs assessment project. A funding application was developed and submitted through the Social Grants Program of Columbia Basin Trust in late 2013.

## Project Approach

Funding approval was received from Columbia Basin Trust in early 2014; however it was for an amount that was slightly less than had been originally been requested. Additional project funding and in-kind service partners was also confirmed; these included Success By Six, East Kootenay Children First, East Kootenay Child Care Resource and Referral and 45 Conversations. The Task Force secured the consulting services of Jane Boyd, 45 Conversations to lead the project.

While the project had received enough funds to move forward, the somewhat reduced budget resulted in a fairly major revision to the overall work-plan and related timeline. Funding shortfalls meant that larger public community consultation meetings were not possible during Phase One of the project. With project funding in place the *East Kootenay Child Care Needs Assessment Phase One - Advisory Committee* was established. This allowed for a broader range of community participation in the project. To contain project costs, Jane Boyd attended Advisory Committee meetings via live video conferencing. In addition, a strategy was developed to have the project host a series of live streaming video interviews with people in East Kootenay who were connected to the child care field. These interviews were called the *East Kootenay Conversations On Child Care*. The conversations were shared via blog posts on the 45 Conversations website and via various social media platforms. The conversations were held during the Summer and early Fall of 2014.

Members of the *East Kootenay Child Care Needs Assessment Phase One - Advisory Committee* participated in a number of project-related meetings. They worked closely with 45 Conversations to design, develop and test the online Community Child Care Survey which was available for East Kootenay community residents to respond to between November 2014 and January 2015. They also helped to promote the survey in East Kootenay communities and circulated it through their own email networks.

As part of the preparation for the Final Report, 45 Conversations reviewed a comprehensive range of resources, community data and regional statistics. Much of this information has been incorporated within this document. Due to the significant range of child care issues, concerns and challenges identified during this project, the decision was made to also conduct a review of the online database of the **Interior Health – Licensing Inspection Observation Reports** for the years 2010 - 2014. This was a labour intensive process; however it provided helpful information that both reinforced and supported the findings in this phase of the project.

In February 2015, the Advisory Committee members shared their thoughts, feedback and learnings related to the project process via an online **Project Feedback Survey**. They also reviewed a draft of the Final Report in March 2015 prior to final completion.

The **East Kootenay Child Care Needs Assessment Project - Phase One - Final Report** was developed so as to provide a comprehensive overview of East Kootenay child care issues, challenges and opportunities. The document also includes a listing of the critical issues identified, concluding thoughts and a series of next step recommendations.

The *East Kootenay Child Care Needs Assessment Project - Phase One* took just under one year to complete.

## About East Kootenay

East Kootenay is located in the southeastern corner of British Columbia, Canada. It is part of the Basin Boundary region which includes the Regional Districts of East Kootenay, Central Kootenay, Kootenay Boundary (The Kootenay Development Region), in addition to Revelstoke, Golden, Valemount and Columbia Shuswap Regional District Areas A and B.

Based on the Columbia Basin Rural Development Institute catchment areas, East Kootenay includes the following main communities:

### *Columbia Valley*

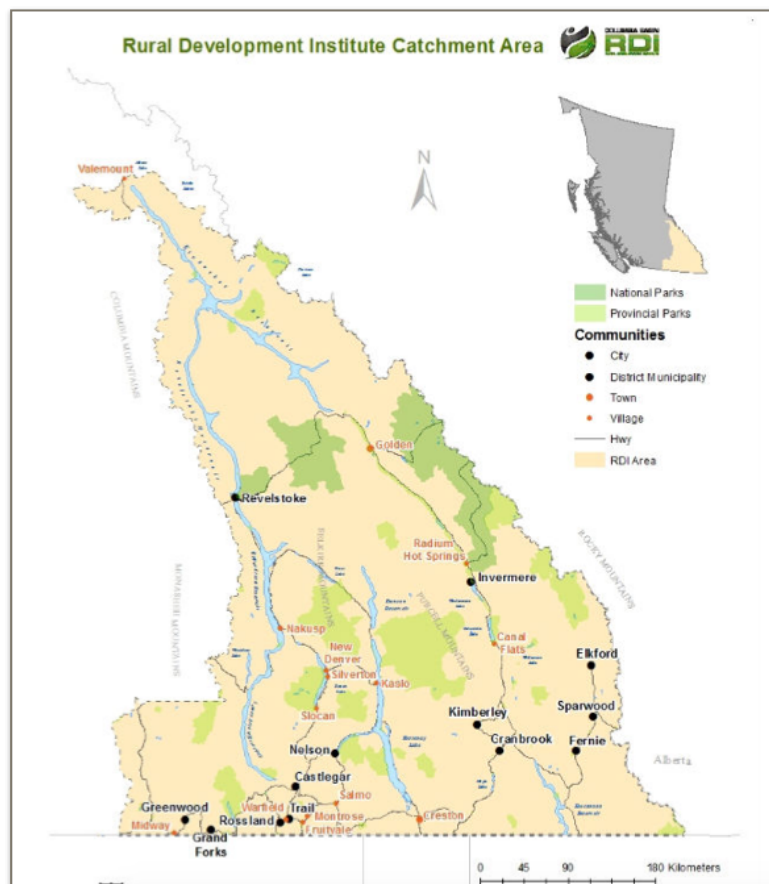
- Canal Flats
- Invermere
- Radium Hot Springs

### *Elk Valley*

- Elkford
- Fernie
- Sparwood

### *Kimberley*

### *Cranbrook*



From Columbia Basin RDI Website



## Communities Included In This Project

While the *East Kootenay Child Care Needs Assessment – Phase One* reviewed the child care needs for the majority of communities that are located within East Kootenay; it's important to note the following:

According to the Columbia Basin Rural Development Institute catchment areas, the Creston Valley is considered to be part of Central Kootenay; however Creston was included as part of this assessment project.

Sparwood, Fernie and Elkford, which are located in Elk Valley, was not included in this assessment project. These communities were already engaged in another child care planning initiative and chose not to be part of the project.

The communities that were included in the *East Kootenay Child Care Needs Assessment – Phase One* included:

### *Columbia Valley*

- Canal Flats
- Invermere (including Wilmer and Spillimacheen)
- Radium Hot Springs

### *Cranbrook (including Moyie, Fort Steele, Bull River & Wardner)*

### *Kimberley*

### *Creston*

## Individual Community Profiles

The communities that were reviewed as part of the *East Kootenay Child Care Needs Assessment – Phase One* range from fairly remote villages through to more urban cities. To better understand the geographic locations, size and population of each of these communities please refer to each of the community profiles<sup>1</sup> below. Many of the profiles include a click

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<sup>1</sup> Sources: [wikipedia.org](http://wikipedia.org), Google search.

through link to a listing of information and resources that 45 Conversations has compiled which are specific to that community.

## **Columbia Valley**

The Columbia Valley is situated between the Purcell and Rocky Mountain ranges in the East Kootenay Region. It has a population of 8,490 which includes the surrounding Regional Districts E & F and the communities of Invermere, Radium Hot Springs, and Canal Flats.

### **Canal Flats**

Canal Flats is a village located at the southern end of Columbia Lake, the source of the Columbia River in British Columbia, Canada. The population is 715. Canal Flats is on Highway 95, in the Kootenay River Valley, part of the Rocky Mountain Trench, between Skookumchuck and Fairmont Hot Springs. To learn more about Canal Flats - <http://45conversations.com/canal-flats/>

### **Invermere (Including Wilmer and Spillimacheen)**

Invermere is a community in eastern British Columbia, Canada, near the border of Alberta. With its growing permanent population of almost 4,000 (including Athalmer and Wilmer), swelling to near 40,000 on summer weekends, it is the hub of the Columbia Valley between Golden in the north, and Cranbrook to the south.

Spillimacheen is an unincorporated settlement located at the confluence of the Spillimacheen and Columbia Rivers, upstream from and southeast of the town of Golden.

Wilmer is a small settlement near Invermere, British Columbia. The settlement was originally known as Peterborough and was founded in 1886. The explorer David Thompson founded a Northwest trading company post near the present-day site of Wilmer after crossing the Rockies via Howse Pass in 1807.

To learn more about Invermere (including Wilmer and Spillimacheen) - <http://45conversations.com/invermere-including-wilmer-spillimacheen/>

### **Radium Hot Springs**

Radium Hot Springs, informally and commonly called Radium, is a village of approximately 775 people. The village is named for the hot springs located in the nearby Kootenay National Park. From Banff, Alberta, it is accessible via Highway 93. To learn more about Radium Hot Springs - <http://45conversations.com/radium-hot-springs/>

## **Cranbrook (including Moyie, Fort Steele & Bull River)**

Cranbrook is city located on the west side of the Kootenay River at its confluence with the St. Mary's River, It is the largest urban centre in the region known as the East Kootenay. As of 2011, Cranbrook's population (with surrounding Regional Districts B & C and Indian Reserves) was 26,183.

Moyie is an unincorporated community. It is located on Highway 3, 19 miles (30 km) south of Cranbrook on the eastern shore of Moyie Lake. Once known as Grande Quete, the origin of Moyie's name is, via the river of the same name, thought to be the French word mouille, meaning wet.

Fort Steele is a heritage town located north of the Crowsnest Highway along Highways 93 and 95, 10 miles (16 km) northeast of Cranbrook. Fort Steele was a gold rush boom town founded in 1864 by John Galbraith.

To learn more about Cranbrook (including Moyie, Fort Steele & Bull River) - <http://45conversations.com/cranbrook/>

Kimberley is a city along Highway 95A between the Purcell and Rocky Mountains. It has a population of 7,870 including surrounding Regional District Area E. Kimberley was named in 1896 after the Kimberley mine in South Africa. From 1917 to 2001, it was the home to the world's largest lead-zinc mine, the Sullivan Mine. To learn more about Kimberley - <http://45conversations.com/kimberley/>

## **Creston**

Creston is a town of 5,306 people located approximately 10 kilometres north of the Porthill, Idaho border crossing into the United States and about a three-hour drive north from Spokane, Washington. The percentage of the population under the age of 40 has risen by almost 5% since 2006. To learn more about Creston - <http://45conversations.com/creston/>

## East Kootenay – Mountains & Valleys

East Kootenay is a scenic and rugged area that is situated along the Rocky Mountains. Many of the communities are located in valleys and are separated by mountains. It boasts an abundance of wonderful benefits as described in this career promotional information from the Interior Health website:



From Google Images

*Visitors and residents are drawn to the scenic East Kootenay area for the world-class recreational activities, strong cultural presence and the abundance of sunshine. Rated as the sunniest city in Canada, Cranbrook boasts more sunshine hours per year than anywhere else in the country. The outdoor enthusiast can find almost any activity in the East Kootenays including hang gliding, river rafting, heli-skiing, hiking, camping, skiing, fishing and snowmobiling - just to name a few.*

*The East Kootenay region is situated along the Rocky Mountains providing lush green forests, clear glacier-fed lakes, and spectacular alpine meadows. The Kicking Horse and Columbia Rivers run through this area providing spectacular sights and experiences. As the Wilderness Capital of BC, this area promises wild animals and the great outdoors will be right at your doorstep.*

*The East Kootenay Health Service Area has a vibrant and eclectic culture. From rodeos to music festivals to live theatre, there is always a community event extending a warm welcome.*

## Area Related Challenges

Indeed the East Kootenay area is a wonderful place which offers an abundance of beauty and positive lifestyle choices to those who choose to live there. That said, the sheer size and ruggedness of the landscape also creates challenges for families and child care operators. These challenges include:

### Distance

Many families find themselves having to drive significant distances between school and/or employment and home. Factoring child care into this can be difficult – both for families with children and for those who are employed working in child care.

### Transportation

Public and/or private transit – both within and

HIGHWAY 3
December 4, 2014 6:47 pm
Updated: December 4, 2014 9:27 pm

### East Kootenay residents say Highway 3 too dangerous

By Justin McElroy  
Web Producer Global News

Comments 10 Facebook 897 Twitter 5 Email Print ...

PLAY VIDEO

Highway 3 can often be treacherous as it winds through the mountains of southern British Columbia, but East Kootenay residents say that's no excuse for its current state.

In response to a rash of recent accidents, over a thousand people have joined a Facebook group called "Taking Back East Kootenay Highways", asking the provincial government to fire the private company contracted to keep the road safe.

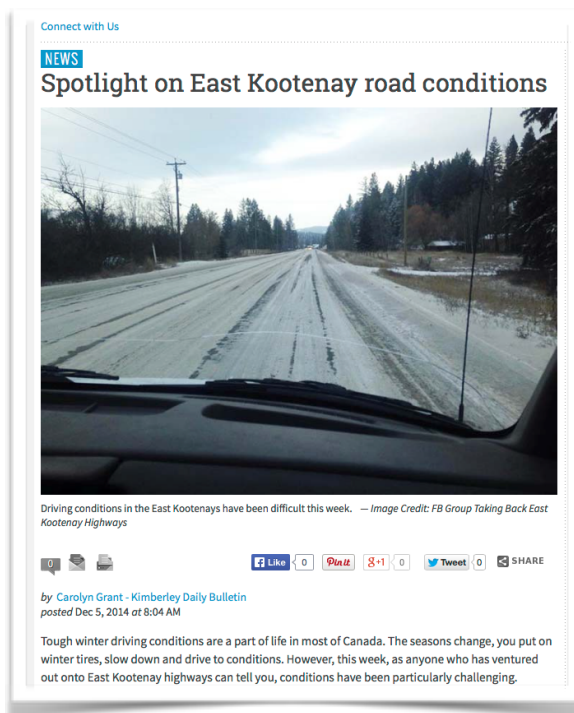
<http://globalnews.ca/news/1709507/east-kootenay-residents-say-highway-3-too-dangerous/>

between the communities throughout East Kootenay area is rather limited. This creates challenges on multiple levels.

## **Weather**

With significant winter type weather being the norm for much of the year, the people who live and work in East Kootenay find themselves facing frequent weather related situations. This can impact the economics of families and the operation of child care programs in many ways. For example, if child care programs are faced with closure due to not being able to meet child-staff ratio requirements; then families can be left without child care – resulting in missed work or education. In addition – such closures can also have serious impact on the operating budgets of child care programs.

Another issue is that due to the distances that many families travel between work and/or school and child care; they are often driving in severe weather with young children in their vehicles. For those families who work shift work; this may mean that they find themselves driving in such weather, with their children, when they are fatigued from the long hours they have just worked.



<http://www.bclocalnews.com/news/284877701.html>

# Understanding Child Care in British Columbia

## A Collaboration of Partners



In British Columbia there are a variety of partners that play a role in the funding, development, delivery, monitoring and day to day operations of child care programs and services. The above chart provides an overview of the diverse range of players that make up the child care landscape. Further detail follows about the role that each of these partners play.

### Federal Government (Canada)

The Federal Government assists provinces and territories in the development and provision of child care through fiscal transfers in the **Canada Social Transfer (CST)**. The Federal Government also provides income supports to families such as maternity and parental benefits and tax measures such as the **Child Care Expense Deduction (CCED)**.

According to promotion materials on the Federal Government budget website, 2015 will see some marginal improvements to the CCED. Currently, the maximum amount that can be claimed under the CCED each year is limited to the least of:

- the total amount spent on child care expenses;
- two-thirds of the lower-income taxpayer's earned income; and
- the total of the maximum dollar limits for all children, that is \$7,000 per child under age 7, \$4,000 for each child aged 7 through 16 (and for infirm dependent children over age 16), and \$10,000 for children who are eligible for the Disability Tax Credit, regardless of their age.

The Federal Government proposes to increase the dollar limits of the CCED by \$1,000—i.e., to \$8,000 from \$7,000 per child under age 7, to \$5,000 from \$4,000 for each child aged 7 through 16 (and for infirm dependent children over age 16), and to \$11,000 from \$10,000 for children who are eligible for the Disability Tax Credit.

These changes would apply for the 2015 and subsequent taxation years, and would benefit more than 200,000 families.

Another program that supports families with child care related costs is the **Universal Child Care Benefit (UCCB)**, which was introduced in 2006 by the Federal Government. This benefit provides all families with up to \$1,200 per year for each child under the age of 6. The UCCB currently provides direct federal support to approximately 1.7 million families with young children.

The Federal Government has announced plans to enhance the UCCB by providing up to \$1,920 per year for each child under the age of 6, and introducing a new benefit of up to \$720 per year for children aged 6 through 17.

The UCCB enhancements would take effect starting January 2015 and would begin to be reflected in monthly payments to recipients in July 2015, pending parliamentary approval of the necessary legislation. The July 2015 payment would include up to six months of benefits to cover the January to June 2015 period. About 4 million families are expected to benefit from these enhancements. These enhancements to the UCCB would replace the Child Tax Credit, starting in the 2015 tax year.

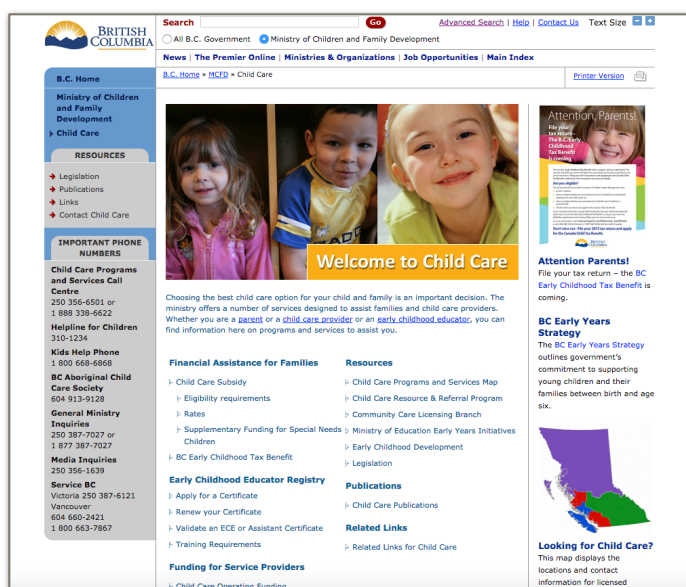
<http://www.budget.gc.ca/efp-peb/2014/uccb-puge-eng.html>



## Provincial Government (BC)

The Provincial Government holds the key responsibility for the oversight of child care services in British Columbia. They do this through legislation, funding contributions, various programs and the provision of information/resources to child care operators, families and the general public.

Below is a listing of some of the ways the Provincial Government approach supporting child care in BC:



<https://www.mcf.gov.bc.ca/childcare/>

- **Child Care Licensing and Regulation (including Legislation)** - Through Community Care Facilities Licensing (part of the regional health authorities – i.e. Interior Health).
- **Child Care Operating Funding Program (CCOF)** - Assisting eligible licensed group and family child care providers with the cost of providing child care.
- **Child Care Subsidy Program** – Providing monthly payments to assist low-income families with the cost of child care.
- **Minor Capital Funding Program** – Small amounts of funding to assist child care operators with emergency furnishings, repairs and relocation.
- **Major Capital Funding** - Major Capital Funding is occasionally made available to help with the costs associated with the creation of new licensed child care spaces. In 2014, 1006 new child care spaces were announced for development under this program in 28 BC communities. (None of the communities were within the East Kootenay area.) Under this program, non-profit child care organizations may receive up to a maximum of \$500,000 and private sector child care organizations may receive up to a maximum of \$250,000 for:
  - Building a new child care facility including the cost of buying land or a building;
  - Assembly of a modular building and site development;
  - Renovations to a building; and/or



- Buying eligible equipment and furnishings to support new child care spaces in an existing facility or as part of the above activities to create new spaces.
- **Funding for the Child Care Resource and Referral Program** - Providing support, resources, and referral services for child care providers and parents in communities throughout BC.
- **Early Childhood Educator Registry** - The ECE Registry is the provincial body responsible for:
  - Certification of individuals who qualify for an Early Childhood Educator (ECE) or an Early Childhood Educator Assistant (ECEA) Certificate;
  - Recognition, monitoring and supporting educational institutions that offer early childhood education curriculum in British Columbia; and
  - Investigation of practice concerns of ECEs and ECEAs.
- **Introduction of Full Day Kindergarten** – In the 2011-12 school year full day kindergarten was introduced into public schools in BC. Kindergarten was previously only a half-day program in many schools. While the introduction of full day kindergarten has saved many parents child care costs, it also significantly disrupted the financial stability of many community based child care programs due to “lost revenue” from the five year old population.
- **BC Early Childhood Tax Benefit** – A new benefit that is being introduced in 2015 which will provide additional financial support to families to assist with child care related costs. It is a tax-free monthly payment of up to a maximum of \$55.00 per month per child under the age of six. The benefit is based on the number of children in the family and the family’s net income.
- **BC Early Years Strategy** – In 2013, the BC Government released a provincial Early Years Strategy, which focuses on three goals: accessibility, affordability and quality. In 2014, the Provincial Office of the Early Years was established. In addition, 12 provincially branded Early Years Centres have been located across BC. The role of an early years centre is:
  - To be a welcoming and supportive physical or virtual place.
  - To welcome diversity.
  - To offer a range of services and programs encompassing health, education and early childhood development.
  - To provide information and referrals about early years services, including child care.

## Local Cities and Municipalities

Many cities and municipalities take an active role in demonstrating commitment to child care in the community through various initiatives. This is incredibly helpful to the early learning and care sector in BC; however the types and level of support vary from one jurisdiction to the next. This results in some areas seeing significant improvements to the quality and supply of child care while others experience rather limited or no enhancements at all. In rural areas, this type of support can be much more difficult for communities to provide.

Below are some examples of the types of supports offered:

- **Endorsement of Child Care Related Initiatives** - Mayor & Council can lend endorsement and/or support to specific initiatives designed to enhance or improve child care services. Often such support can help make a difference when it comes to various ways to enhance child care options in a community. In East Kootenay, The City of Cranbrook prepared an endorsement letter for the \$10aDay Child Care Plan in 2013.

### Cranbrook Council backs \$10 a day for childcare

ARNE PETRYSHEN

Cranbrook City Council has backed a resolution that calls for \$10 a day childcare in the province.

The resolution was brought forward in the Oct. 21 regular meeting by Coun. Sharon Cross.

"This plan would put 17,189 more women into the workforce and the province would collect \$667 million more in taxes," Cross said.

Cross then read the resolution: "Whereas the lack of childcare in the Cranbrook area means that people are turning away local jobs and not living here or they are having to

leave the area, which is an economic barrier for businesses and services in our community; and whereas the \$10 a day childcare plan offers a concrete solution to the childcare crisis facing B.C. families; be it therefore resolved that the City of Cranbrook endorse the community plan for a public system of integrated Early Care and Learning."

The \$10 a day program is proposed by the Coalition of Childcare Advocates of B.C. and the Early Childhood Educators of B.C.

See COUNCIL, Page 3

<http://issuu.com/blackpress/docs/i20131104100004553/1?e=1205826/5496195>

- **Community Advisory Committees** – Such committees are often made up of local parents, child care providers, community stakeholders, local government and business representatives. The role of these groups is to provide feedback and advice to local government officials on issues related to child care planning.
- **Small Grants & Funding** – Some communities offer one time grants and opportunities for funding to community based non-profit child care programs.
- **Negotiation & Co-ordination of New Child Care Programs** – In some larger cities, Child Care Coordinator positions have been developed within the Social Planning Departments. These positions typically co-ordinate the design and construction of new child care facilities that are occasionally negotiated by municipal/city Planning Departments as part of new projects that Developers are planning. These new child care programs are then leased to community based non profit organizations for nominal fees in an effort to expand the availability of quality child care options for families. Other child care coordination functions are also implemented in many areas by municipal/city staff. For example, they

can support the development of child care programs through increased flexibility with zoning and bylaws.

## School Districts

While school districts don't have a formal mandate to provide child care services, many play an important role in helping to expand community based programming by leasing extra classroom spaces to child care operators. In some communities, the school district strikes partnerships with child care providers for services that are complimentary to a school environment (i.e before and after school care).

School districts also participate in the **EDI – The Early Development Instrument**, a questionnaire which includes 104 questions that measure five core areas of early child development that are known to be good predictors of adult health, education and social outcomes. These questionnaires are completed by kindergarten teachers from across British Columbia for all children in their classes each February. The core areas that are measured include:

- Physical Health & Wellbeing
- Language & Cognitive Development
- Social Competence
- Emotional Maturity
- Communication Skills & General Knowledge

All of the communities that are part of this report have been included in the EDI research.

## Professional Associations & Advocacy

In BC, there are a number of early learning and child care related professional associations which play an important role in supporting research, communication and co-ordination of a range of services and supports related to the many issues impact the field. Examples of these organizations include:

- *Early Childhood Educators of BC*
- *British Columbia Family Child Care Association*
- *BC Aboriginal Child Care Society*

In addition, British Columbia is home to a strong child care advocacy movement which is calling for the province to create a *Community Plan for a Public System of Integrated Early Care and Learning in BC*. This plan has become known as The \$10aDay Child Care Campaign. It grew out of a partnership between the *Early Childhood Educators of BC* and the *Coalition of Child Care Advocates of BC*.

### About The \$10aDay Plan

*From the Coalition of Child Care Advocates of BC Website:*

The \$10aDay Child Care Plan is the solution to BC's child care crisis. 82% of British Columbians agree that it will be beneficial to parents.

#### *Affordable*

The \$10aDay Plan will make child care affordable by bringing fees down to

- \$10 a day for full time care
- \$7 a day for part time care
- No parent fee for families with annual incomes under \$40,000

This will make a real difference for all families and is the single biggest step we can take to reduce poverty for families with young children.

#### *Accessible*

The \$10aDay Plan will build a child care system that provides a regulated space for every child whose family wants or needs it, on a voluntary basis:

- All children, including those with extra support needs, will be welcome.
- A range of programs in licensed family homes and centres will reflect the rich diversity of BC communities
- Existing child care services will be invited into the new system



<http://www.10aday.ca/>

First Nations and Aboriginal communities will have the power and resources to develop, deliver and control culturally relevant child care services that meet their needs and their human and constitutional rights.

### *Quality*

The quality of the system depends on Early Childhood Educators. They must be well-educated, well-respected and fairly-compensated.

The \$10aDay Plan invests in the Early Childhood Educator workforce by supporting all caregivers to obtain a Diploma. Over time, the workforce will transition towards a bachelor's degree. Wages will also increase to an average of \$25 per hour, with improved benefits.

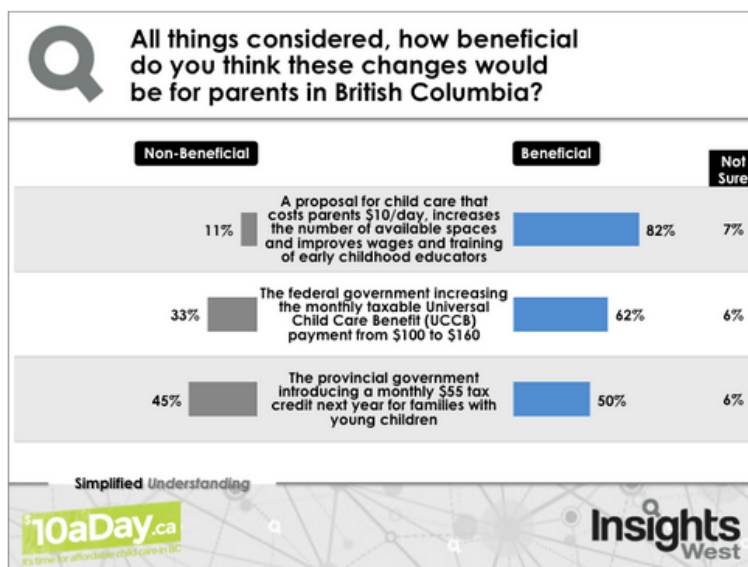
Unregulated caregivers will be supported to become Early Childhood Educators and work in the regulated system, if they choose.

The Plan's consistent requirements for regulation and education for Early Childhood Educators are key to ensuring that consistently high quality programs are in place for all BC children, across regions and socio-economic groups.

### *Endorse the Plan*

Since its release, the \$10aDay Child Care Plan has been enthusiastically endorsed and supported by a growing number of individuals and organizations across the province. Local governments, Boards of Education, Labour, Business, Community Service, Women's and Advocacy Groups understand that the Plan offers a 'made in BC' solution to the child care crisis facing families with young children today.

A December 2014 online survey<sup>2</sup> of a representative sample of British Columbians shows that \$10aDay is regarded as "beneficial" by 82% of British Columbians.



<sup>2</sup><http://www.insightswest.com/news/british-columbians-want-a-real-investment-in-child-care/>

## Community-Based Agencies

Most communities have community service agencies who are involved in offering a variety of important supports and services to address key social and community issues. In some areas, these agencies often end up being large providers of non profit child care. Additionally, many such agencies take on an active role related to advocating for and developing new child care programs and services. They often also operate services designed to support the child care community; for example the provincially funded Child Care Resource and Referral program or educational & outreach initiatives designed to support child care operators and families.

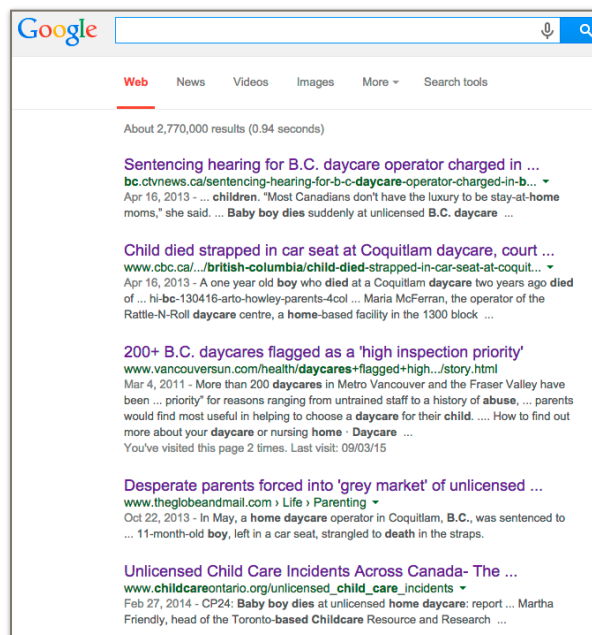
Many of the key community serving agencies in the East Kootenay area have been working in partnership with on the East Kootenay Child Care Needs Assessment Project - Phase One.

## Child Care Operators & Providers

In the East Kootenay area, licensed child care facilities are run both by non-profit and private operators (both individuals and businesses). Given the high cost of providing child care relative to the revenues generated, few operators can make substantial financial contributions towards the development of child care facilities. New child care facilities often take years to be developed and usually require financial support from government, community or private investors to commence operations. Indeed, many operators – particularly those serving children under 3 years of age (an age group with a minimum staff: child ratio of 1:4) – require subsidized rents and other types of financial assistance to remain financially viable.

License Not Required (LNR) child care & unlicensed (unauthorized) child care can be hard to monitor in many communities as they are the least regulated types of child care. The LNR child care programs that choose to register with the local Child Care Resource and Referral Program (CCRR) are known as Registered License Not Required (RLNR) child care. Since they are registered with the CCRR they are often considered by families to be more reliable and of higher quality.

In many BC communities, there are people who choose to provide child care services that are



Google Search March 2015

unlicensed and unauthorized. These individuals sometimes care for more children than the LNR definition allows for but are not actually operating as a licensed child care program. This type of care is what is commonly referred to as unlicensed, unauthorized or even illegal child care. In some cases, the individual(s) providing the care is not aware of the related child care licensing regulation or the process to become a licensed child care program. In other cases, they have full knowledge that the care they provide is operated in a manner that is not in compliance with the regulatory requirements. In 2011, a BC child died<sup>3</sup> as a result of strangulation while sleeping in an improperly maintained car seat that was placed in an unsupervised bedroom of an unlicensed BC home day care. The program was caring for 7 children; when legally it should have only had 2. The child care operator was sentenced to 18 months in jail in 2013.

Through consultation and conversation a number of issues were identified related to unlicensed and unauthorized child care in the East Kootenay area. This is reviewed later in this document.

## Developers

As mentioned earlier, developers of large scale projects may contribute to the provision of child care by:

- Constructing child care facilities in conjunction with their developments
- Contributing to City Development Funds
- A combination of the two.

In exchange for providing child care facilities developers are typically granted additional development density for their projects. This type of child care support is not often seen within the East Kootenay area as it tends to be more feasible in larger urban areas. That said, it's important to remain open to the possibilities that can occur when Developers partner in relation to the development of child care spaces in new commercial or residential developments.

## Families

The fees that families pay for child care are the single biggest source of revenue for child care programs. In many cases, families are instrumental in the development of child care in many areas.

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<sup>3</sup><http://www.cbc.ca/news/canada/british-columbia/child-died-strapped-in-car-seat-at-coquitlam-daycare-court-hears-1.1310792>

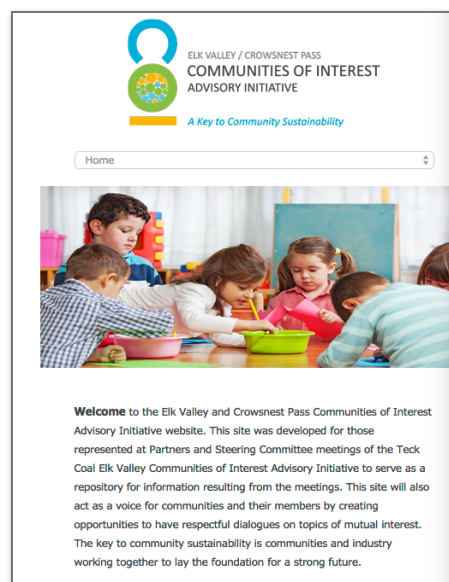


## Employers

In certain circumstances an employer may determine that they wish to provide child care services, supports or program offerings as a benefit to their employees. The ways that an employer can support child care can vary from flexible work scheduling to ease child care challenges through to the provision of onsite child care services at the workplace.

In Elk Valley, Teck Coal has played a valuable role in working with community partners through The Elk Valley / Crowsnest Pass Communities of Interest Advisory Initiative to find ways to address and support child care and other community concerns that are specific to the area.

Another example of employer support can be found in Burnaby, British Columbia. Ritchie Bros. Auctioneers developed a 59 space child care program<sup>4</sup> in 2009 as part of their new office build which is located in the Glenlyon Business Park. This workplace child care program has proved to be incredibly successful; twice expanding since it began operations. The program is very unique in that it is actually operated by the company; as opposed to being contracted out to a local child care provider. In 2013, Ritchie Bros. Auctioneers received recognition from the City of Burnaby and the Burnaby Board of Trade as a Family Friendly employer. In 2014, the child care program was also recognized by the Province of BC with a Child Care Award of Excellence in Innovation. The program continues to thrive and serves as a model for employer supported child care in Canada.



<http://www.evcnpvoice.com/>



<http://www.rbkidsblog.typepad.com/>

<sup>4</sup> 45 Conversations was the lead child care consultant on the design, development & initial operation of this program.



## Types of Child Care in BC

Child care is provided in a variety of ways in BC. The Provincial Child Care Regulation outlines the types of child care that can be licensed in BC. These care options are in addition to the License Not Required (LNR) child care, care provided by family members or friends and unlicensed/unauthorized child care in communities. Below is an overview of the different types of care that can be licensed under the Provincial Child Care Regulation:

- **Group Child Care (Under 36 Months):** A program that provides care to children who are younger than 36 months old. A maximum of 12 children per group. Commonly referred to as Infant-Toddler Child Care. Children may attend on a part or full time basis.
- **Group Child Care (30 Months to School Age):** A program that provides care to preschool children. A maximum of 25 children per group. Commonly referred to as 3 to 5 Care or Junior Kindergarten. Children may attend on a part or full time basis.
- **Preschool (30 Months to School Age):** A program that provides care to preschool children who are at least (i) 30 months old on entrance to the program, and (ii) 36 months old by December 31 of the year of entrance. Typically runs from September through June offering a program of activities for no more than 4 hours per day for each child. A maximum of 20 children per group.
- **Group Child Care (School Age):** A program that provides care before or after school hours, or during periods of school closure to children who attend school, including kindergarten. A maximum group size where any child is in kindergarten or grade 1 is 20; where children are in grade 2 or higher the maximum group size is 25.
- **Occasional Child Care:** A program that provides, on an occasional or short-term basis, care (i) to children who are at least 18 months old, and (ii) to each child for no more than 40 hours in a calendar month.
- **Multi-Age Child Care (Group):** A program that provides, within each group, care to children of various ages. A maximum of 8 children per group, with no more than 3 children under 36 months of age. Children may attend on a part or full time basis.

### LNR & RLNR Family Child Care

LNR and RLNR Family Child Care programs are an important part of the child care landscape in BC. They are defined as follows:

- **License-Not-Required (LNR) Family Child Care:** 2 children or a sibling group, other than the care provider's own children (birth up to and including age 12).

- **Registered License-Not-Required (RLNR) Family Child Care:** 2 children or a sibling group, other than the care provider's own children. Registered with the Child Care Resource & Referral Program (birth up to and including age 12).

## Understanding East Kootenay Child Care Issues

### Facts & Insights About East Kootenay Child Care

In 2009, a report entitled the **East Kootenay Child Care Report** was prepared by Gail Brown. In the concluding comments the following was noted regarding the child care situation in the East Kootenay area:

*The slight gains in the number of licensed child care spaces seen in the East Kootenay region over the past two years do not meet child care needs in this region. Existing licensed child care spaces in the region are so filled up that parents are not provided with options. Parents-to-be in Cranbrook are putting their names on child care waitlists more than a year in advance of needing those spaces.*

Fast forward to 2015 and the reality is that there are still many challenges related to child care issues and options throughout the East Kootenay area. The **East Kootenay Child Care Needs Assessment Project – Phase One** began due to concerns that many of the communities are facing what has been described as a “child care crisis”. The following parent quote is from the online Community Child Care Survey that was completed during this phase of the project. Families frequently spoke about long waitlists, family stress and inability to secure quality child care options for their children.

**“At the moment we have childcare however it took 2 years for both my kids to get a spot in a public daycare. I work 12 hr night shifts and my husband works day shifts. And for nearly two years I worked without childcare which meant it was home with the kids during the day -- worked all night -- so this Mama didn't get too sleep much.”**

This child care program operator quote from the same survey summarizes the challenges that East Kootenay licensed programs are dealing with daily.

**“Lack of spaces for children. Low wages for ECE. Hard to keep people in this field.”**

In order to understand the current state of the East Kootenay child care landscape, including the existing challenges and possible opportunities, 45 Conversations reviewed data and information from a number of sources:

- Statistics Canada
- The East Kootenay Child Care Resource and Referral (CCRR) Program
- The Child Care Map and The Early Years Services Map on the BC Government Website
- Interior Health – Licensing Inspection Observation Reports
- Human Early Learning Partnership – EDI
- Columbia Basin Rural Development Institute

In addition, 45 Conversations:

- Designed, developed and conducted two online surveys to gather broader community feedback and insights about East Kootenay child care issues and;
- Hosted a series of recorded video based conversations with community leaders/early learning professionals.

As a result a comprehensive collection of key information and data was compiled throughout the duration of the project.

### Talking Child Care in Cranbrook with Sharon Cross

August 28, 2014 by [Jane Boyd](#)



As part of the [East Kootenay Conversations On Child Care](#), I chatted with Sharon Cross who is a City Councillor with the City of Cranbrook. Sharon has been an active volunteer since 1975 in many aspects of the community as well as in the broader East Kootenay region and internationally. She wants to improve the livability of Cranbrook on many fronts.



#### Highlights from this Conversation with Sharon Cross

- Licensed child care spaces that are being lost in the region.
- The chronic shortage of early childhood educators in the East Kootenay Region.
- How child care contributes to economic development within the region.
- Various initiatives and programs in BC that support child care and why they are not totally working to solve the child care challenges in the East Kootenay region.
- The challenges that families and employers are facing.

If you would like to chat further with Sharon Cross regarding child care issues in the East Kootenay region can reach her via telephone at 250-489-4412.

## Statistics Canada

In order to better understand demographic information about the communities that are part of the **East Kootenay Child Care Needs Assessment Project - Phase One**; Census Profile information from Statistics Canada was reviewed. The Census Profile data is based upon the 2011 Census of Population.

In the following pages summary charts related to population, child population and lone parent families has been outlined for:

- Canal Flats<sup>5</sup>
- Invermere<sup>6</sup>
- Radium Hot Springs<sup>7</sup>
- Cranbrook<sup>8</sup>
- Kimberley<sup>9</sup>
- Creston<sup>10</sup>

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<sup>5</sup> Source: <http://www12.statcan.ca/census-recensement/2011/dp-pd/prof/details/page.cfm?Lang=E&Geo1=DPL&Code1=590090&Geo2=PR&Code2=59&Data=Count&SearchText=canal%20flats&SearchType=Begins&SearchPR=01&B1=All&Custom=&TABID=1>

<sup>6</sup> Source: <http://www12.statcan.ca/census-recensement/2011/dp-pd/prof/details/page.cfm?Lang=E&Geo1=POPC&Code1=0389&Geo2=PR&Code2=59&Data=Count&SearchText=invermere&SearchType=Begins&SearchPR=01&B1=All&Custom=&TABID=1>

<sup>7</sup> Source: <http://www12.statcan.ca/census-recensement/2011/dp-pd/prof/details/page.cfm?Lang=E&Geo1=CSD&Code1=5901040&Geo2=PR&Code2=59&Data=Count&SearchText=Radium%20hot%20springs&SearchType=Begins&SearchPR=01&B1=All&Custom=&TABID=1>

<sup>8</sup>Source: <http://www12.statcan.ca/census-recensement/2011/dp-pd/prof/details/page.cfm?Lang=E&Geo1=POPC&Code1=0210&Geo2=PR&Code2=59&Data=Count&SearchText=cranbrook&SearchType=Begins&SearchPR=01&B1=All&Custom=&TABID=1>

<sup>9</sup> Source: <http://www12.statcan.ca/census-recensement/2011/dp-pd/prof/details/page.cfm?Lang=E&Geo1=POPC&Code1=0411&Geo2=PR&Code2=59&Data=Count&SearchText=kimberley&SearchType=Begins&SearchPR=59&B1=All&Custom=&TABID=1>

<sup>10</sup>Source: <http://www12.statcan.ca/census-recensement/2011/dp-pd/prof/details/page.cfm?Lang=E&Geo1=POPC&Code1=0212&Geo2=PR&Code2=59&Data=Count&SearchText=creston&SearchType=Begins&SearchPR=01&B1=All&Custom=&TABID=1>

### Canal Flats BC, (Designated Place) 2011 Census Profile

Characteristic	Total	Male	Female
Population in 2011	685		
Population in 2006	670		
Population by Age Groups			
0-4 years	50	30	20
5-9 years	35	15	15
10-14 years	50	25	25
15 to 19 years	35	25	15
Family Characteristics			
<b>Total Lone-Parent Families by Sex of Parent and Number of Children</b>	<b>Female Parent</b>	<b>Male Parent</b>	
1 Child	10	0	
2 Children	10	0	
3 Children	0	0	
Total Children in Census Families in Private Households	200		
Under six years of age	60		
6 to 14 years	70		
15 to 17 years	25		
Average number of children at home per census family	0.9		

### Invermere BC (Population Centre) 2011 Census Profile

Characteristic	Total	Male	Female
Population in 2011	2,955		
Population in 2006	18,373		
Population by Age Groups			
0-4 years	1,075	540	540
5-9 years	1,090	535	555
10-14 years	1,080	575	505
15 to 19 years	1,255	635	620
Family Characteristics			
<b>Total Lone-Parent Families by Sex of Parent and Number of Children</b>	<b>Female Parent</b>	<b>Male Parent</b>	
1 Child	440	135	
2 Children	195	60	
3 Children	75	10	
Total Children in Census Families in Private Households	5,135		
Under six years of age	1,280		
6 to 14 years	1,895		
15 to 17 years	715		
Average number of children at home per census family	0.9		

### Radium Hot Springs BC Census Subdivision 2011 Census Profile

Characteristic	Total	Male	Female
Population in 2011	777		
Population in 2006	735		
Population by Age Groups			
0-4 years	35	15	20
5-9 years	35	15	20
10-14 years	35	15	20
15 to 19 years	40	25	15
Family Characteristics			
<b>Total Lone-Parent Families by Sex of Parent and Number of Children</b>	<b>Female Parent</b>	<b>Male Parent</b>	
1 Child	15	5	
2 Children	0	0	
3 Children	0	0	
Total Children in Census Families in Private Households	165		
Under six years of age	45		
6 to 14 years	60		
15 to 17 years	30		
Average number of children at home per census family	0.7		

### Cranbrook BC (Population Centre) 2011 Census Profile

Characteristic	Total	Male	Female
Population in 2011	19,364		
Population in 2006	18,373		
Population by Age Groups			
0-4 years	1,075	540	540
5-9 years	1,090	535	555
10-14 years	1,080	575	505
15 to 19 years	1,255	635	620
Family Characteristics			
<b>Total Lone-Parent Families by Sex of Parent and Number of Children</b>	<b>Female Parent</b>	<b>Male Parent</b>	
1 Child	440	135	
2 Children	195	60	
3 Children	75	10	
Total Children in Census Families in Private Households	5,135		
Under six years of age	1,280		
6 to 14 years	1,895		
15 to 17 years	715		
Average number of children at home per census family	0.9		



### Kimberley BC (Population Centre) 2011 Census Profile

Characteristic	Total	Male	Female
Population in 2011	6,723		
Population in 2006	6,199		
Population by Age Groups			
0-4 years	405	210	195
5-9 years	315	165	145
10-14 years	305	140	160
15 to 19 years	330	175	155
Family Characteristics			
<b>Total Lone-Parent Families by Sex of Parent and Number of Children</b>	<b>Female Parent</b>	<b>Male Parent</b>	
1 Child	125	40	
2 Children	45	15	
3 Children	15	0	
Total Children in Census Families in Private Households	1,565		
Under six years of age	260		
6 to 14 years	480		
15 to 17 years	545		
	190		
Average number of children at home per census family	0.8		

### Creston BC (Population Centre) 2011 Census Profile

Characteristic	Total	Male	Female
Population in 2011	5,379		
Population in 2006	4,944		
Population by Age Groups			
0-4 years	225	100	130
5-9 years	195	100	95
10-14 years	230	130	95
15 to 19 years	270	150	120
Family Characteristics			
<b>Total Lone-Parent Families by Sex of Parent and Number of Children</b>	<b>Female Parent</b>	<b>Male Parent</b>	
1 Child	90	25	
2 Children	45	15	
3 Children	15	0	
Total Children in Census Families in Private Households	1,070		
Under six years of age	260		
6 to 14 years	380		
15 to 17 years	165		
Average number of children at home per census family	0.7		

## East Kootenay Child Care Resource and Referral (CCRR) Program

From the East Kootenay CCRR website:

*We link families and child care providers in the communities of Cranbrook and Area, Kimberley and Area, Windermere Valley, Creston Valley and Elk Valley by offering free consultation, support, and referral services to parents seeking child care.*

*Child care providers are supported through child care information and referrals, outreach and support visits, resource and toy lending library, newsletter, Crafty Creations Craft Store and networking and learning opportunities (workshops).*

*Parents are supported through child care referrals, child care subsidy information, parenting information, resource and toy lending library, Crafty Creations Craft Store and general community resources and referrals.*

*We work with the community to strive for quality inclusive child care services that meet the needs of local families and promote the healthy development of children.*

As part of the research for this project, 45 Conversations consulted various reports and statistics as provided by the East Kootenay CCRR. This documentation, which dated back to 2007, provided an excellent overview of the child care trends, challenges and opportunities in the communities covered by this child care needs assessment.

### East Kootenay Child Care Themes

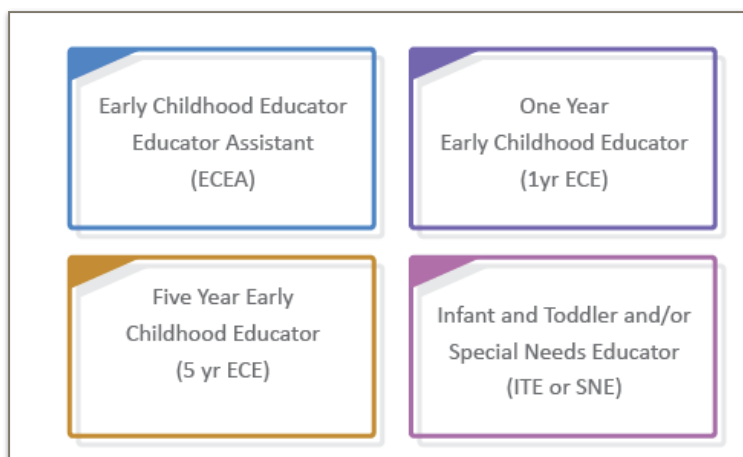
The following themes were noted in this documentation:

- Space limitation for infant-toddler and school age group continues to be a challenge in the areas covered by the CCRR.
- Family child care providers are not able to fill spaces due to full-day kindergarten and current regulations regarding age groups and numbers permitted.
- Shiftwork schedules, weekend work schedules and not finding a care provider to work these times is coming to the forefront for families.
- 2015 reporting - Three group child care facilities had to close in Cranbrook due to lack of finding qualified Early Childhood Educators and financial difficulties. 2014 reporting – One group child care facility had to close in Cranbrook (after 25 years of service) due to lack of finding qualified Early Childhood Educators to work in the program.

### Total Number of Qualified Child Care Professionals Working in East Kootenay

In early March 2015, the East Kootenay CCRR completed an informal email survey of all of the child care programs that are on their registry within the communities covered by the *East Kootenay Child Care Needs Assessment Project - Phase One*. A total of 117 individuals were identified as having one or more of the following certifications:

- Early Childhood Educator Assistant
- Early Childhood Educator (1 or 5 year)
- Infant and Toddler and/or Special Needs Educator



Types of Certifications Available in BC

In an effort to obtain further data related to the total number of ECE certified individuals residing in the East Kootenay communities covered by this project, 45 Conversations contacted the Early Childhood Educator Registry in Victoria. Unfortunately the ECE Registry doesn't have stats such as those available.

### East Kootenay LNR and RLNR Family Child Care Providers

License Not Required (LNR) and Registered License Not Required (RLNR) Family Child Care providers are an important part of the child care options that families have to choose from in East Kootenay. These programs are often one of the largest providers of infant-toddler care for families. The East Kootenay CCRR provides a range of supports and services to those LNR's who choose to register with them; thereby becoming RLNR Family Child Care Providers. Below is a table which provides an overview of the total number of RLNR Family Child Care Providers that have been registered with the East Kootenay CCRR between 2010 and 2015. It is important to note that these numbers also include providers who are outside of the communities covered by this report; for example Elk Valley.

### Total RLNR CC Providers Registered with East Kootenay CCRR

	2014-15	2013-14	2012-13	2011-12	2010-11
Total RLNR on East Kootenay CCRR	15	14	16	19	19

#### RLNR Actuals as of January 2015

The actual LNR numbers for the communities represented by this report as of January 2015 was:

- Cranbrook – 9
- Creston – 0
- Kimberley – 4
- Windermere Valley – 0

The East Kootenay CCRR tracks the RLNR Family Child Care Providers, Licensed Family Child Care Programs (LFCC) and Licensed Group Child Care Programs (LGCC) who decide to become members of the CCRR. At the time of preparing this report, the breakdown of this membership was:

- Total Cranbrook Members: 35 (RLNR = 9, LFCC = 10, LGCC = 16). According to CCRR records Cranbrook actually has 46 child care options as of January 2015.
- Total Creston Members: 9 (RLNR=0, LFCC=5, LGCC=4). According to CCRR records Cranbrook actually has 11 child care options as of January 2015.
- Total Kimberley Members: 16 (RLNR=4, LFCC=6, LGCC=6). According to CCRR records Kimberley actually had 17 child care options as of January 2015.
- Total Windermere Valley Members: 5 (RLNR=0, LFCC=2, LGCC=4). Windermere Valley actually has 14 child care options as of January 2015.

## The Child Care Map and The Early Years Services Map on the BC Government Website

### The Child Care Map and The Early Years Services Map on the BC Government Website

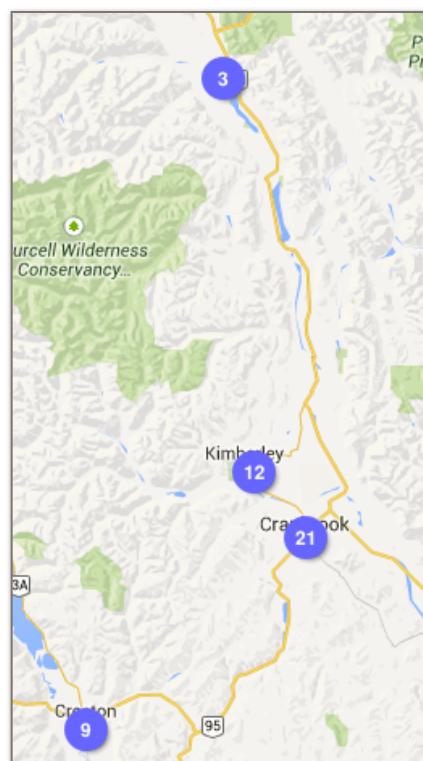
The provincial government website hosts two important map based resources for families related to child care and early years services:

- **The Child Care Map** is an online resource that assists in searching for *ministry-funded* child care in communities by city, address and license type. As new child care facilities become operational they are added to the Child Care Map.
- **The Early Years Services Map** shows the locations and contact information for a variety of early years programs and services in BC. Early years programs include a range of early childhood development and family support services which help to promote the healthy growth and development of young children (0-6 years).

In reviewing each of these maps the following information was collected in relation to child care options and early years services.

**The Child Care Map** - According to online searches conducted on the Child Care Map on March 5, 2015 there were a total of 45 ministry-funded, licensed child care programs in the following East Kootenay communities:

- Creston - 9
- Cranbrook - 21
- Kimberley - 12
- Invermere - 3



### **Creston Licensed Child Care Programs**

**Within the Creston area there are a total of 9 ministry-funded child care programs.** This includes 5 Licensed Family Child Care Program and 4 Group Child Care Programs. Of the Group Child Care programs it appears that only 1 of them is licensed to provide care for infants and toddlers.

<i>No.</i>	<i>Name</i>	<i>Address</i>	<i>Ages Served</i>	<i>Hours</i>
1	BREEZE DAYHOME <i>Licensed Family</i>	705 16TH AVE N CRESTON, BC V0B 1G5	<i>Infants/Toddlers 30 months to age 5</i>	<i>Weekdays (6:00am to 7:00pm)</i>
2	CRESTON AND DISTRICT NURSERY SCHOOL <i>Group Care</i>	617 11TH AVENUE S CRESTON, BC V0B 1G3	<i>Preschool</i>	<i>Weekdays (6:00am to 7:00pm)</i>
3	CRESTON VALLEY FIRST STEPS INFANT TODDLER CENTRE <i>Group Care</i>	1621B CANYON ST CRESTON, BC V0B 1G0	<i>Infants/Toddlers</i>	<i>Weekdays (6:00am to 7:00pm)</i>
4	DARLENE'S DAYCARE <i>Licensed Family</i>	1110 CEDAR ST CRESTON, BC V0B 1G3	<i>Infants/Toddlers 30 months to age 5 School Age: Kindergarten School Age: Grade 1 to age 12</i>	<i>Weekdays (6:00am to 7:00pm) Statutory holidays</i>
5	GRIZZLY BEAR OUT OF SCHOOL CARE <i>Group Care</i>	1230 COOK STREET CRESTON, BC V0B 1G0	<i>School Age: Kindergarten School Age: Grade 1 to age 12</i>	<i>Weekdays (6:00am to 7:00pm)</i>
6	HAPPY HOME CHILD CARE <i>Licensed Family</i>	737 WELLSRING RD CRESTON, BC V0B 1G2	<i>Infants/Toddlers 30 months to age 5 School Age: Kindergarten School Age: Grade 1 to age 12</i>	<i>Weekdays (6:00am to 7:00pm)</i>
7	JUNIOR HAPPY HOME CHILDCARE <i>Licensed Family</i>	737 WELLSRING RD CRESTON, BC V0B 1G2	<i>Not available</i>	<i>Not available</i>
8	RAINBOW FAMILY DAY CARE <i>Licensed Family</i>	228 25TH AVE S CRESTON, BC V0B 1G5	<i>Infants/Toddlers 30 months to age 5</i>	<i>Weekdays (6:00am to 7:00pm) Statutory holidays</i>

9	TEDDY BEAR DAY CARE Group Care	806 COOK STREET CRESTON, BC V0B 1G3	Infants/Toddlers 30 months to age 5	Weekdays (6:00am to 7:00pm)
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### **Cranbrook Licensed Child Care Programs**

**Within the Cranbrook area there are a total of 21 ministry-funded child care programs.** This includes 6 Licensed Family Child Care Programs and 15 Group Child Care Programs. Of the Group Child Care programs it appears that only 5 of them are licensed to provide care for infants and toddlers.

<b>No.</b>	<b>Name</b>	<b>Address</b>	<b>Ages Served</b>	<b>Hours</b>
1	AGAPE DAYCARE Licensed Family	2100 4TH ST N CRANBROOK, BC V1C 4X9	Infants/Toddlers 30 months to age 5 School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
2	CARE-A-LOT FAMILY DAY CARE Licensed Family	3101 17TH ST S CRANBROOK, BC V1C 7A6	Infants/Toddlers 30 months to age 5 School Age: Kindergarten School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
3	CRANBROOK BOYS AND GIRLS CLUB Group Care	1404 - 2ND ST N CRANBROOK, BC V1C 3L2	Infants/Toddlers 30 months to age 5	Weekdays (6:00am to 7:00pm)
4	CRANBROOK MONTESSORI SCHOOL Group Care	1705 5TH ST S CRANBROOK, BC V1C 1K1	Preschool	Weekdays (6:00am to 7:00pm)
5	JOELLE'S FAMILY DAYCARE Licensed Family	1643 STAPLE CRES CRANBROOK, BC V1C 6J1	Infants/Toddlers 30 months to age 5 School Age: Kindergarten School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
6	JUST 4 KIDS Group Care	911 6TH STREET S CRANBROOK, BC V1C 1L6	School Age: Kindergarten School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
7	KIDS CONNECTION PRESCHOOL Group Care	22 12TH AVE N CRANBROOK, BC V1C 3V7	Preschool	Weekdays (6:00am to 7:00pm)



8	KIDS ON CAMPUS CHILDREN'S CENTRE Group Care	2700A COLLEGE WAY CRANBROOK, BC V1C 4J6	Infants/Toddlers 30 months to age 5	Weekdays (6:00am to 7:00pm)
9	KOOTENAY CHRISTIAN ACADEMY AFTER SCHOOL CARE PROGRAM Group Care	1200 KOOTENAY STREET N CRANBROOK, BC V1C 5X1	School Age: Kindergarten School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
10	KOOTENAY CHRISTIAN ACADEMY PRESCHOOL Group Care	1200 KOOTENAY ST N CRANBROOK, BC V1C 5X1	Not available	Not available
11	LEARNING TREE AFTER SCHOOL PROGRAM AND LEARNING TREE DAYCARE Group Care	809 30TH AVE S CRANBROOK, BC V1C 4Z1	School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
12	LITTLE ACORN Group Care	108 C-7TH AVE S CRANBROOK, BC V1C 2J4	Preschool	Weekdays (6:00am to 7:00pm)
13	LITTLE SUMMIT DAYCARE Group Care	1100 11TH ST S CRANBROOK, BC V1C 1V8	Infants/Toddlers 30 months to age 5	Weekdays (6:00am to 7:00pm)
14	NANNY BRENDA'S PLAYHOUSE Licensed Family	311 BLAIR AVE NW CRANBROOK, BC V1C 4C1	Infants/Toddlers 30 months to age 5 School Age: Kindergarten School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
15	PRIME TIME AFTERSCHOOL PROGRAM Group Care	308 10TH AVENUE SOUTH CRANBROOK, BC V1C 2N6	School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
16	SOUTHVIEW FAMILY DAY CARE Licensed Family	1205 16TH AVE S CRANBROOK, BC V1C 5S5	Infants/Toddlers 30 months to age 5 School Age: Kindergarten	Weekdays (6:00am to 7:00pm)

17	ST. MARY'S AFTER SCHOOL PROGRAM <i>Group Care</i>	1701 5TH STREET S. CRANBROOK, BC V1C 1K1	Infants/Toddlers 30 months to age 5 School Age: Kindergarten School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
18	TEDDY'S FRIENDS FAMILY DAY CARE <i>Licensed Family</i>	408 4TH ST NW CRANBROOK, BC V1C 3Z9	Infants/Toddlers 30 months to age 5 School Age: Kindergarten School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
19	THE KID'S CLUB AFTER SCHOOL PROGRAM <i>Group Care</i>	18 13TH AVE SOUTH CRANBROOK, BC V1C 2V3	School Age: Kindergarten School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
20	YOUNG PARENTS EDUCATION PROGRAM DAY CARE <i>Group Care</i>	2700 COLLEGE WAY CRANBROOK, BC V1C 5L7	Infants/Toddlers 30 months to age 5	Weekdays (6:00am to 7:00pm)
21	YOUTH WISE ECOCENTRE <i>Group Care</i>	120 7TH AVENUE S CRANBROOK, BC V1C 2J4	School Age: Kindergarten	Weekdays (6:00am to 7:00pm)

### **Kimberley Licensed Child Care Programs**

**Within the Kimberley area there are a total of 12 ministry-funded child care programs.** This includes 6 Licensed Family Child Care Program and 6 Group Child Care Programs. Of the Group Child Care programs it appears that only 2 of them are licensed to provide care for infants and toddlers.

<i>No.</i>	<i>Name</i>	<i>Address</i>	<i>Ages Served</i>	<i>Hours</i>
1	A'Q' AMNIK DAYCARE CENTRE <i>Group Care</i>	7470 MISSION ROAD CRANBROOK, BC V1C 7E5 (Note address shows as Cranbrook, but this facility showed up in the Kimberley search.)	Infants/Toddlers 30 months to age 5	Weekdays (6:00am to 7:00pm)

2	A'Q'AMNIK OUT OF SCHOOL PROGRAM Group Care	7470 MISSION ROAD CRANBROOK, BC V1C 7E5 (Note address shows as Cranbrook, but this facility showed up in the Kimberley search.)	School Age: Kindergarten School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
3	BUDDIES ON 7TH Licensed Family	469 7TH AVE KIMBERLEY, BC V1A 2W9	Infants/Toddlers 30 months to age 5 School Age: Kindergarten School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
4	FIRST STEPS DAY CARE Group Care	570 MARK ST KIMBERLEY, BC V1A 2B8	Infants/Toddlers	Weekdays (6:00am to 7:00pm)
5	GUMBALLS CHILD CARE Licensed Family	851 301 ST KIMBERLEY, BC V1A 3J9	Infants/Toddlers 30 months to age 5 School Age: Kindergarten	Weekdays (6:00am to 7:00pm)
6	KIMBERLEY CREEK FAMILY DAYCARE Licensed Family	98 MORRISON RD KIMBERLEY, BC V1A 2L7	Infants/Toddlers 30 months to age 5 School Age: Kindergarten	Weekdays (6:00am to 7:00pm) Statutory holidays
7	KIMBERLEY INDEPENDENT SCHOOL Group Care	4 - 73 101 AVE KIMBERLEY, BC V1A 1A5	30 months to age 5 School Age: Kindergarten School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
8	LIL TYKES DAYCARE Licensed Family	350 BANKS ST KIMBERLEY, BC V1A 1H7	Infants/Toddlers 30 months to age 5 School Age: Kindergarten School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
9	MARYSVILLE AFTER SCHOOL CARE PROGRAM Group Care	546 309TH AVE MARYSVILLE, BC V1A 3J3	School Age: Kindergarten School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
10	PUDDLE JUMPERS FAMILY DAYCARE Licensed Family	928 313TH DR KIMBERLEY, BC V1A 3J8	Infants/Toddlers 30 months to age 5	Weekdays (6:00am to 7:00pm)
11	SECOND STEPS GROUP DAY CARE Group Care	1850 WARREN AVE KIMBERLEY, BC V1A 1S1	30 months to age 5	Weekdays (6:00am to 7:00pm)

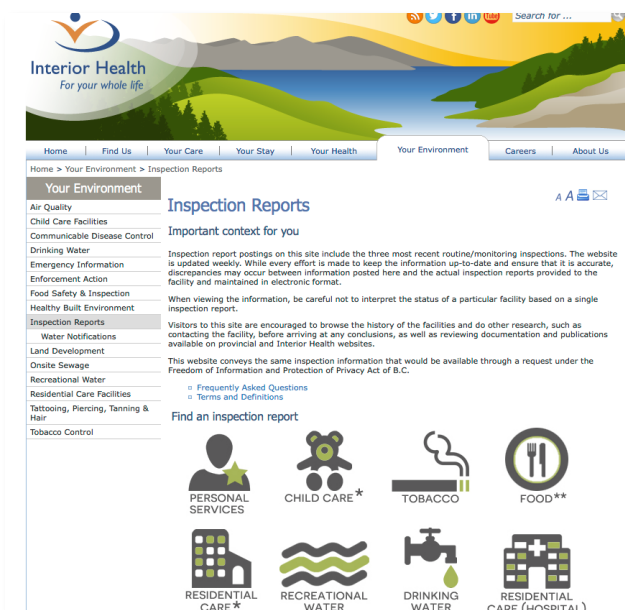
12	THE B.I.R.D. NEST Licensed Family	1015 ROTARY DR KIMBERLEY, BC V1A 1E7	Infants/Toddlers 30 months to age 5 School Age: Kindergarten School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
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### **Invermere Licensed Child Care Programs**

**Within the Invermere area there are a total of 3 ministry-funded child care programs.** This includes 1 Licensed Family Child Care Program and 2 Group Child Care Programs. Of the Group Child Care programs it appears that only 2 of them are licensed to provide care for infants and toddlers.

No.	Name	Address	Ages Served	Hours
1	WINDERMERE VALLEY CHILD CARE Group Care	630 - 3RD STREET INVERMERE, BC V0A 1K0	Infants/Toddlers 30 months to age 5 Preschool School Age: Kindergarten School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)
2	THE PLAYHOUSE Licensed Family	9244 WATER ST INVERMERE, BC V0A 1K0	Infants/Toddlers 30 months to age 5 School Age: Kindergarten School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm) Weekends Overnight
3	SONSHINE CHILDREN'S CENTRE Group Care	320 10 AVE INVERMERE, BC V0K 1K0	Infants/Toddlers 30 months to age 5 Preschool School Age: Kindergarten School Age: Grade 1 to age 12	Weekdays (6:00am to 7:00pm)

### **Interior Health – Licensing Inspection Observation Reports**



As part of this project, 45 Conversations undertook an in-depth review of the **Public Health Protection Inspection Reports** that are available for public use via the online database which is located on the **Interior Health** website. The database is part of the Provincial Government's commitment to making information on licensed child care facilities more accessible to the general public.

## How This Review Was Completed

The online database that is operated by Interior Health includes licensing inspection records for licensed child care programs that fall under its jurisdiction. Using the search tools that are part of the database; the records were narrowed to reveal only those available for the East Kootenay region. This revealed a total of 67 entries (licensed facilities), however it should be noted that this included the inspection records of child care programs in the Elk Valley as well. As the *East Kootenay Child Care Needs Assessment Project - Phase One* didn't cover child care needs in the Elk Valley; the related facility entries were manually extracted from this review of the child care licensing inspection records. 45 Conversations then individually reviewed each of the inspection reports for the remaining East Kootenay child care programs entries. The total number of inspection reports available for each of the child care facilities ranged from none to four. Key findings from every report were then manually transferred into a specially designed web based online form using Survey Monkey. While this was a rather time consuming process; it proved to be beneficial because once the data was within Survey Monkey it was possible to sort the data in various ways. A total of 148 inspection reports were transferred into Survey Monkey.

**Child Care Licensing Observations EK**

**1. Name of Program**

**2. Location**

☐ Cranbrook

☐ Windermere

☐ Marysville

☐ Panorama

☐ Canal Flats

☐ Golden

☐ Creston

☐ Invermere

☐ Radium Hot Springs

☐ Edgewater

☐ Kimberley

**3. Year of Record**

☐ No Records

☐ 2010

☐ 2011

☐ 2012

☐ 2013

☐ 2014

## Important Information About The Child Care Inspection Reports

As noted above, the information contained in the 148 inspection reports that was transferred into Survey Monkey was manually extracted. In some cases, the original entries contained typos and spelling errors. Obvious errors were corrected at the time 45 Conversations transferred the reports.

The 148 inspection reports are limited to the routine & follow-up inspections as these are the only

Public Health Protection

Public Health Search Options

Report Type:  Region:

Facility Name:  Sort By:

Your search returned 67 entries. Click on a Facility Name to view detail.

Facility Name	Facility Address	Last Inspection Date
"Bright Beginnings" A Community Preschool	1602 - 2nd Avenue , Fernie	29 Nov 2013
A Place to Play	456 - Pine Avenue , Sparwood	13 May 2013
a'q'annik Daycare	7470 - Mission Road , Cranbrook	10 Mar 2014
A'Q'annik Out of School Program	7470 - Mission Road , Cranbrook	15 Apr 2014
Agape Daycare	2100 - N 4th Street , Cranbrook	17 Apr 2014
Barbara's Place Family Day Care	801 - S 12th Street , Cranbrook	09 Jan 2014
Bizzy Beez Daycare	516 B - S 5th Street , Cranbrook	10 Jul 2014
Breeze Dayhome	705 - N 16th Avenue , Creston	16 Sep 2013
Buddies On 7th	469 - 7th Avenue , Kimberley	03 Apr 2014
Care-A-Lot Family Day Care	3101 - S 17th Street , Cranbrook	21 Jan 2014

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types of reports that Interior Health makes available. They cover the dates between 2010 and 2014.

The majority of the inspection reports were for Routine Inspections of the child care programs. There were also inspection reports for Routine Inspection Follow-Ups.

The purpose of routine and follow-up inspection visits, which are completed by the Child Care Licensing Officer, of licensed child care programs are, in part, to monitor a licensee's (program's) compliance with the (BC) Provincial Child Care Licensing Regulation. Where a Child Care Licensing Officer observes something (a practice, equipment issue, staffing etc.) that is not considered to be in compliance with the Regulation; they document this as part of the Inspection Report. Licensees are expected to take steps to resolve issues of non-compliance with the regulation; sometimes immediately or within a period of days or months.

An important part of the routine inspection (for programs that have been in operation for more than 6 – 12 months) includes the completion of a Risk Assessment Tool. This results in the Licensing Officer determining a risk rating that is based on two parts; an “in the moment: review of compliance with the legislation and a review of past operation and compliance of the facility”. This information is currently not made available online and has therefore not been included as part of this in-depth review.

Part of the key findings that were transferred into Survey Monkey included the comments from the Licensing Officer in relation to areas of non-compliance and the steps licensee's agreed to take in relation to the identified issues.

*“A routine compliance inspection is an on-site review of the facility to assess that the provider is complying with the Community Care and Assisted Living Act and Regulations. Most inspections are unannounced; it is important to assess most aspects of the operation at a time when the facility is in its usual routine. Despite this, it is sometimes appropriate to schedule inspections such as when it is necessary to spend time with the manager to assess specific aspects of a facility's operation. Following the routine compliance inspection, the licensing officer will discuss their observations and provide the operator with an inspection report. When a provider does not meet the requirements of the Act or Regulations, an inspection report will identify the areas in non-compliance and request the provider make corrections. Follow up inspections may be conducted to ensure that the provider has completed all of the corrections. Health Protection Inspection Reports are also published on our website.”*

*Interior Health Memo*

### **Which East Kootenay Child Care Facilities Were Included?**

45 Conversations reviewed the inspection records of the following child care facilities:

- A'q'amnik Daycare
- A'Q'Amnik Out of School Program

- Agape Daycare
- Agape Daycare 2100 - N 4th Street
- Barbara's Place Family Day Care
- Bizzy Beez Daycare
- Breeze Dayhome
- Buddies On 7th
- Care-A-Lot Family Day Care
- Cranbrook Boys and Girls Club
- Cranbrook Montessori School
- Creston & District Nursery School
- Creston Valley First Steps Infant Toddler Centre
- Darlene's Daycare
- Dragonfly Discovery Centre
- First Steps Day Care
- Grizzly Bear Out of School Care
- Gumballs Child Care
- Happy Home Child Care
- Jan's Journey of Discovery Child Care
- Joelle's Family Daycare
- Junior Happy Home Childcare
- Just 4 Kids
- Kids Connection Preschool
- Kids On Campus Children's Centre
- Kimberley Creek Family Daycare

- Kimberley Gymnastics Society Gyminy Crickets Play Group
- Kimberley Independent School
- Kootenay Christian Academy After School Care Program
- Kootenay Christian Academy Preschool
- Learning Tree After School Program
- Lil Bloomers Daycare
- Lil Tykes Daycare
- Little Acorn Preschool
- Little Badger Early Learning Program
- Little Summit Daycare
- Marysville After School Care Program
- Nanny Brenda's Playhouse
- Panorama Wee Wascals
- Prime Time Afterschool Program
- Puddle Jumpers Family Daycare
- Rainbow Family Day Care
- Second Steps Group Day Care
- Sonshine Children's Centre
- Southview Family Day Care
- Sprouts & Buddies Childcare Centre
- St. Mary's After School Program
- Teddy Bear Day Care
- Teddy's Friends Family Day Care
- The B.I.R.D. Nest




- The Kid's Club After School Program
- The Playhouse
- Wildhorse Daycare
- Windermere Valley Child Care Society
- Young Parents Education Program Day Care
- Youth Wise EcoCentre

### Understanding Reference Codes on Inspection Reports

When a Licensing Officer prepares an inspection report, they document all areas that a licensee is non compliant in relation to the legislation. Within the inspection report this information is divided into the following key sections:

- 601 Licensing
- 602 Policies and Procedures
- 603 Staffing
- 604 Records and Reporting
- 605 Nutrition and Food Services
- 606 Hygiene and Communicable Disease Control
- 607 Physical Facility, Equipment and Furnishings
- 608 Structure, Maintenance and Operation
- 609 Program
- 610 Medication
- 611 Care and Supervision


**Interior Health**  
 Health Protection

Community Care Licensing

## Child Care - Inspection Reference

### 601 Licensing

Code	Description	Legislation	Notes
60105	Licence not posted in a prominent place. (not required in FCC/HMACC)	11(1)(2), Act 7(1)(c)	
60120	Inappropriate advertisements	11(3)	
60130	Changes to indoor/outdoor structure not approved	10(2)(a)(b)	
60135	Inadequate posting of ECE/Assistant certificates (Licence to Practice)	11(4)	
60145	Licensed facility is not open to inspection at all times	Act 9(1)(a-d)	
60160	Licensing not notified of any changes to application/schedule B	10(1) refers to 9(1)(a)(b), Schedule B	
60165	MHO/LO obstructed during an investigation or inspection	12(1)(a)	
60170	Relevant records/information withheld/concealed or destroyed during an investigation/inspection	12(1)(b)	
60175	Health & Safety plan not provided to MHO during investigation	12(2)	
60180	Multiple service types running concurrently in FCC	SOP-FCC	
60198	Community Care Facility not operating in a manner that promotes the health, safety and dignity of persons in care	Act 7(1)(b)(i)	

### 602 Policies and Procedure

Code	Description	Legislation	Notes
60210	Inadequate emergency procedures (prepare, mitigate, respond, recover) / implementing of fire drills	22(1)(a)(b)	
60211	Inadequate policies/procedures for the safe release of children	56(a)	
60212	Inadequate policies/procedures to guide employees in the care/supervision of children	56(d)	
60214	Inadequate policies/procedures respecting food and drink to be given	56(e)	
60235	Prepayment agreement not delivered/recorded	56 1(1)(a)(b)(2)(a)(b)	
60236	Fire drill system not prominently displayed	22(3)	
60237	Inadequate record of monthly fire drill system and/or yearly emergency evacuation plan	56(c)	
60238	Inadequate written policies/procedures to guide Child-minding employees to ensure parent/s are present/accessible on premises and if not how employees will respond	56(d.1)(i)(ii)	
60298	Community Care Facility not operating in a manner that promotes the health, safety and dignity of persons in care	Act 7(1)(b)(i)	

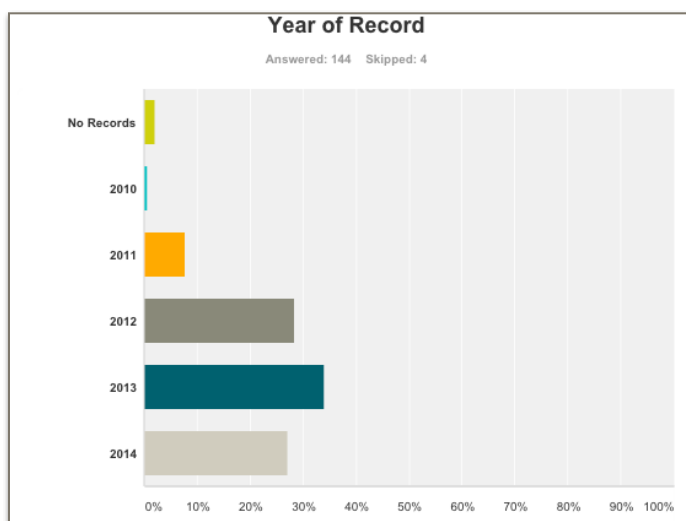
HP-CF-9040 December 2012

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In order to better track the various ways that programs are found to be in non-compliance with the legislation; a coding system is used. Please refer to **Appendix A** to see the full listing of all of the reference codes used in relation to child care licensing inspections.

### Years of Inspection Reports

Of the 148 records (Child Care Licensing Inspection Reports) reviewed, n = 49 records (34%) were from 2013, n = 41 records (28%) from 2012. Interestingly, 2014 only had n = 39 records (27%); however this may be due to not all of the 2014 records yet being entered into the database for the year. Note: n = 4 records did not have years associated with them.

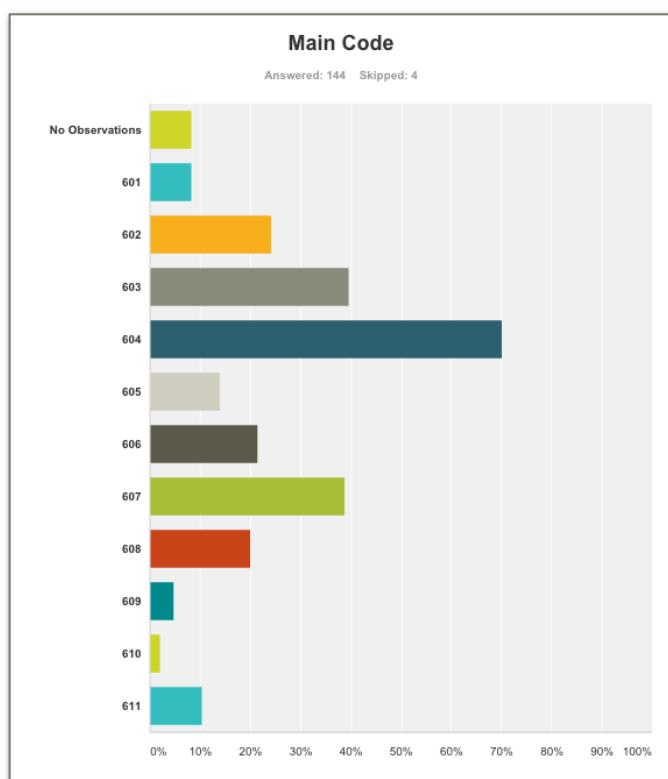


### Non-Compliance Trends in East Kootenay Child Care Licensing Inspection Reports

Of the 148 records (Child Care Licensing Inspection Reports) reviewed, 144 had codes listed which related to specific areas of non-compliance with the (BC) Provincial Child Care Licensing Regulation.

As mentioned earlier, the breakdown of these codes is:

- 601 Licensing
- 602 Policies and Procedures
- 603 Staffing
- 604 Records and Reporting
- 605 Nutrition and Food Services
- 606 Hygiene and Communicable Disease Control
- 607 Physical Facility, Equipment and Furnishings



- 608 Structure Maintenance and Operation
- 609 Program
- 610 Medication
- 611 Care and Supervision

### **Leading Areas of Non Compliance for Licensed East Kootenay Child Care Programs**

It's important to note that the most common areas that East Kootenay Child Care Programs were found to be non-compliant were:

- 604 Records and Reporting with n = 101 reports (70%)
- 603 Staffing with n = 57 reports (39.58%)
- 607 Physical Facility, Equipment & Furnishings with n = 56 reports (38.89%)

Answer Choices	Responses	
▼ No Observations	8.33%	12
▼ 601	8.33%	12
▼ 602	24.31%	35
▼ 603	39.58%	57
▼ 604	70.14%	101
▼ 605	13.89%	20
▼ 606	21.53%	31
▼ 607	38.89%	56
▼ 608	20.14%	29
▼ 609	4.86%	7
▼ 610	2.08%	3
▼ 611	10.42%	15
Total Respondents: 144		

Obviously all areas related to compliance with the (BC)

Provincial Child Care Licensing Regulation are of critical importance as the regulation represents the minimum standard that is considered to be acceptable related to the provision of quality child care. It is however, concerning that the top three areas of non-compliance in East Kootenay relate to Records & Reporting, Staffing and Physical Facility, Equipment & Furnishings as these are perhaps some of the most basic, foundational building blocks related to quality child care.

### **Examples of Code Observations Made**

The following are extracts are from the Interior Health Licensing Records database. ***While, 45 Conversations corrected the obvious typos; the majority of the record extracts were not modified. Therefore some spelling or wording errors may still be found.*** 45 Conversations has bolded key observations that are important to note when considering the types of challenges that licensed child care programs in the East Kootenay are facing.

### **601 Licensing**

*60199 - Licensing - Other A review of the minor incident log book (January 2012) revealed that **a staff person had placed a child in a "time out" when the child had misbehaved.** This is not considered*

best practice in child care. (this occurred in the 30 month to school age program). **RESOLVED** - manager indicated that policies regarding this have been reviewed. Ensure that staff are trained in the facilities behaviour policy and that appropriate measures are taken to address a child's behaviour.

**60135 - Inadequate posting of ECE/Assistant certificates (Licence to Practice)** Ensure original ECE Licence to Practice are posted for staff on the floor as per CCLR 11(4) Two original ECE Licenses to Practice were posted, one was a photocopy.

**60130 - Changes to indoor/outdoor structure not approved CCFL 10(2)** Please provide licensing with a health and safety plan which would indicate how the deck and construction area are made inaccessible to children in care. This will also include, the plan for outdoor activities (play) while the backyard is out of bounds for the children (as licensee stated). It was observed that a deck is being constructed on the outside of the house. No railings are in place. There is a large drop of area around the deck. It was observed that the door to the deck was not locked which provides access to the construction area and drop off.

## 602 Policies and Procedures

**60435 - Inadequate log of minor accidents/illness/unexpected events** A conversation regarding a child in care revealed that the child was dropped off with what appeared to be a serious case of conjunctivitis. This incident of an unexpected illness/communicable ailment should have been reported to Licensing within 24 hours. Additionally the licensee indicated that this occurred on a Monday and the mother of the child stated that the child had shown signs of the eye infection the previous Friday. **The care provider indicated to the mother that she would not take the child with her infectious eye condition however the mother insisted and left the child at the daycare. Licensing interprets this as a case of Neglect and should have been notified with an incident report and a phone call if possible.** CCFL 55(2)(a,b), Schedule H It is the licensee responsibility to ensure the health and safety of children in care and to report any unusual illnesses or suspected abuse and neglect. Ensure that in the future Licensing is made aware of such incidence. Please review this section of the Child Care Regulations regarding Notification of Illnesses.

**60237 - Inadequate record of monthly fire drill system and/or yearly emergency evacuation plan** A review of fire drill records indicates that within the last 7 months there were not monthly fire drills logged on at least two occasion

## 603 Staffing

**60305 - Inadequate staff qualification/suitability** **60340 - Incomplete personnel documentation/record** A discussion with the manager indicated that a staff person who is an education assistant at the school located on within the property boundaries, has provided care as a substitute care provider. **A review of staff files indicates that some permanent and Substitute care providers do not have complete documentation in their files. These included references, physicians note, evidence of immunization. A staff person who had an exemption in place to work as an ECE Assistant, has been working at the facility since October 31, 2013 when the exemption expired. A staff person who was working at the facility on this day (to replace an ECE as stated by the manager) and who is trained as a Responsible Adult, does not have on file all the documents required prior to employment: these include but may not be limited to: references, a physicians note, immunization status. Also a review of staff files indicates that on more than one occasion, files from staff who recently were employed by the facility were incomplete CCFL 19** Please ensure that the staff files are complete with the required documents by the date noted above. Also provide Licensing with a written plan on how you will maintain the staff files and ensure that prior to employment at the facility the required documentation is received from the employee. CCFL 19 Please provide evidence of this staff's required documentation to Licensing as well as provide a written plan on

how you will ensure that staff, prior to working in the child care facility, has all required documents in place CCFL 19, 34 (2)(a.b) and Schedule E Please provide licensing with written assurances that all persons working in the facility will meet the minimum requirements for staff. CCFL 34(1)(2) Ensure that this staff person who is working at the facility has an exemption in place or meets the minimum qualifications as stated in section 19 and Schedule E of the Child Care Licensing Regulation. Please provide licensing with a written plan on how you will ensure that this staff person meets the minimum qualified Educator status.

60305 - Inadequate staff qualification/suitability 60360 - No CRC for individual over the age of 12 yrs. A review of staff files indicates that the staff person who was hired in May does not have a Criminal Record Check from the BC Ministry of Justice. There is one in place from the staff persons place of origin (Colombia) CCFL 34(B) Provide confirmation to Licensing that the said staff person has sent in her application for a Qualified Assistant to the ECE Registry and an exemption has been applied for CCFL Please confirm with Licensing that a criminal record clearance application has been submitted to the Justice Ministry for clearance **Upon discussions and review of staff qualifications, it was determined that a staff person hired in May 2013 does not have a letter from the ECE Registry certifying her as a Qualified Assistant. The staff person has educational training from an institution located in the country of Colombia.**

60305 - Inadequate staff qualification/suitability CCFL 34 indicates that children must be adequately supervised by qualified staff staff. Submit an educational staffing plan which outlines and provides evidence that specific staff persons are enrolled in ECE Infant Toddler course work, from a recognized post secondary institution. As well as evidence that staff, the manager has stated and are working in the Group < 36 month program, have completed course in IT ECE Training. **Conversation with manager reflects the minimum requirement (qualifications) for staff working in the Group <36 months of age has not been met since last inspection on September 17, 2013.** Manager has a submission for an exemption submitted to Licensing Direct

## 604 Records and Reporting

60405 - Incomplete child record 60420 - **Inadequate special health, safety or care plans for children requiring extra support.** A review of children's files indicated that there are two children in care that require a care plan. One of these children utilizes an epi pen RESOLVED-care plans in place. A review of children's records indicates that at least one new child in care has a registration form which does not have a medical insurance number, evidence of immunization status and a parent signature on forms. RESOLVED-files complete with information CCFL 58 (1)(2) Ensure a Care Plan is developed in consultation with the parent for all children requiring extra support.

60405 - Incomplete child record 60410 - Incomplete attendance records. A review of staff files indicates that files do not contain dates the child actually begins the program. A review of the child's files indicates that although every child's record has an alternate pick up person listed, there are phone numbers missing. This is a re-occurring contravention CCFL 57(2)(a) please ensure that children's records contain evidence of immunization status CCFL 57(2)(b) Ensure that children's records state the start date for children in care CCFL 57(3)(b) Please ensure that each child's record notes an alternate pick up person on the registration form or child's files CCFL 57(i) Please insure that a photograph or digital image of every child in care is readily available to identify a child in the case of an emergency is available CCFL 57 (2)(a) An observation of children's records indicates that number of files do not contain evidence of immunization status -this is a re-occurring contravention. **It appears that not every child attending the care program is represented by a digital image or photograph that is accessible at the facility-this is a re-occurring contravention.**

60405 - Incomplete child record a review of children's records indicate that some children's files do not have dates of immunization or medical numbers noted. This is a re occurring contravention. This contravention has not been resolved as children's files were not reviewed this day. A review of children's

files (out of school program) indicates that not all the required information is kept in one single file. A review of children's files indicate there is not "start" date noted on the registration form CCFL 57(2)(b) Ensure that the child's start date is noted on all children's registration. Ensure children's files display the dates and types of immunization Ensure that information for children as per the Child Care Licensing Regulations is located in one spot.

60405 - Incomplete child record 60410 - Incomplete attendance records 60435 - Inadequate log of minor accidents/illness/unexpected events. **60450 - Medication administration records incomplete.** A review of child's registration indicates that a number of files do not have a start and or stop date noted A review of children's files and discussions with the licensee indicates that there were some children who had attended the day care however did not have a registration. A review of children's records indicated that a number of children's files are missing evidence of immunization status A review of the attendance records indicate that the licensee's own 2 children were not noted on the attendance records CCFL 56(f) Ensure a Minor incident log is utilized when appropriate CCFL 57(1) Ensure a registration for every child who attends the daycare is completed with required documentation and information CCFL 57(2)(a) Ensure that all children have their immunization status recorded CCFL 57(2)(c) Ensure that each child in care is noted on the attendance record CCFL 57(2)(f) Ensure that the above mentioned information is provided on the medical administration form CCFL57(2)(b,k) Ensure that start dates are noted when a child begins attending daycare and stop dates are noted when they cease attending Discussions with Licensee indicated that a minor incident log was created however, Licensee was unsure when it was to be utilized. LO discussed the intention of the log and recording minor accidents and unexpected incidence The medical consent form used by the licensee requires more detail as to the type of medication, specific dosage and times and dates when administered.

## 605 Nutrition and Food Services

**60505 - Inadequate adherence to the Canada Food Guide and promotion of nutritional eating CCC and AL Act: 7(1)(b)(i)** Ensure adequate food storage temperature in fridges. No more than 4 degrees Celsius. It was observed that the thermometer located in the fridge in the Group 30 month to School Age program area has a reading that exceeds 4 degrees Celsius. This poses a risk with respect to food safety. RESOLVED-Discussions with manager indicates that the fridge was cleaned and defrosted , then the thermometer was replaced. It had not come back up to temperature (4 degrees Celsius)

## 606 Hygiene and Communicable Disease Control

60605 - Inadequate program of health and hygiene instruction/practices CCFL 46(1) Ensure children are taught and they practise daily hand washing before/after eating, and outside time. Please confirm with licensing that this is being practiced on a regularly schedule daily basis. Discussions with Licensee indicated that children have their hands wiped/washed with a cloth prior to eating. LO indicated that all children should be taught proper hand washing and should be encouraged and assisted in the practise. Individual hand towels were available on the main floor bathroom however were not available to children until the licensee brought them out. A step stool is also required to assist children with independent hand washing

60605 - Inadequate program of health and hygiene instruction/practices CCFL 46(1) A license must establish a program to instruct children in, and to practice the rules of health and hygiene. Hand washing is the single most important practice to prevent the spread of germs and bacteria. Ensure that children wash their hands prior to and after eating and using the bathroom. Licensing Officer observed children arriving from classrooms into the out of school program, enjoying snack time, with no hand washing instruction or practice prior to eating food.

60615 - Inadequate diapering area/equipment CCFL Ensure that the diaper changing surface is made of impermeable material and is sterilized with a solution which inhibits the spread of bacteria. It was observed that a fabric material was covering a foam rectangle, which was utilized as a changing surface. RESOLVED-IMPERMEABLE COVER/SURFACE USED FOR DIAPER CHANGE

## 607 Physical Facility, Equipment and Furnishings

60725/E7220 - Equipment/furnishings unsafe/in poor repair CCFL ensure resilient surfacing is placed underneath the rebounder or make it inaccessible to children in care. It was noted that a rebounder (small trampoline) is located on the out of school care room. There is no resilient surfacing underneath. AS it is located on a hard surface this poses a risk of injury if a child was to bounce off and land incorrectly-resolved. The rebounder is located in the same room however is out of bounds for children in care.

60730 - Unsuitable/unsafe equipment/materials for age/development 60775 - Obstructed emergency exit 60782 - Play area not check for hazards 60785 - Healthy and safe environment not provided CCFL (13)(1) Ensure that equipment that is not in use is stored in an appropriate area away from the operational traffic flow of the facility CCFL 13(1) Ensure that cleaning apparatus is stored away from children and out of the flow of foot traffic CCFL 15(1)(B) Ensure that all exits are kept clear and unobstructed CCFL 16(4)(a)(b) Ensure that the picnic table is made inaccessible to children and repaired prior to being available for children CCFL 17 Ensure that unsafe hazards are removed from play area It was observed that a large piece of angle iron is being stored in the Group <36 month outdoor play area. This has sharp edges and poses a risk of children scraping themselves RESOLVED-removed It was observed that a picnic table located in the Group 30 month to school age outdoor play area has nail heads sticking up and rough wood surface that requires sanding and painting. This poses a risk of injury to children in care RESOLVED-picnic table sanded and painted It was observed that an apple tree located in the Group <36 month play area has a number of loose cloth straps hanging from the branches, This poses a strangulation risk to young children RESOLVED-Loose straps removed It was observed that cleaning apparatus stored beside the bathroom in the group 30 month to school age area. This poses a tripping hazard for children RESOLVED-removed items It was observed that numerous sizes and types of play equipment are being stored in a common traffic flow area. It appears that this area of the day care is being utilized as a storage area RESOLVED- Majority of play equipment removed **It was observed that one of the exit doors to the outside was blocked by play equipment. This poses a hazard as the entry/exit area may hinder an immediate exit in the event of an emergency RESOLVED-Exit areas cleared** Standards of Practice: Ensure that the play areas are inspected for hazards prior to outdoor play. These straps appear to have been previously utilized to support the tree trunk however are no longer required and have not been removed.

60725 - Facility/equipment/furnishings/fixtures unclean/in poor repair 60770 - Unsafe access to hazardous objects/substances 60798 - Community Care Facility not operating in a manner that promotes the health, safety and dignity of persons in care. Ensure that a method of preventing access to this room is in place as per CCLR 13. Ensure when children are in attendance the littler box is maintained in a manner where little odour is evident as per CCLR 13. RESOLVED AT TIME OF INSPECTION. There is one room downstairs that children do not have access to. A child safe door knob was missing from this door today. **There is one room downstairs that children do not have access to. In this room there is a cat littler box. There was a strong odour emanating from the room.** There were 3 uncovered electrical outlets downstairs today. Licensee installed a child safe plugs immediately.

## 608 – Structure, Maintenance and Operation

60865 - Premises in poor/unsafe condition CCLR 13(1) Requirement NOT MET The licensee must ensure a safe and healthy environment is provided at all times while children are in care. Prior to the completion of this report, the licensee has informed Licensing that some steps have been taken already to clean and reduce the amount of unnecessary furnishings on the front deck. Please submit a plan to reflect measures to be taken to address this matter on a consistent and on going manner. This may include a checklist for review of the play environment with regard to the lay out/location of play equipment and furnishings, a policy to reflect how family pets will be managed within the home, and/or how frequently the activity areas will be cleaned. The outside deck was observed to be free of dirt and non child friendly items.-resolved .

60830/O1220 - Hazardous/inadequate storage practices A knife is accessible to children in care. It is located in a drawer by the fridge. This is a re-occurring contravention. This was observed for the third consecutive time. It was noted again this day but was resolved when it was brought to the manager's attention CCFL 17 Ensure hazardous object are made in accessible to children in care.

## 609 Program

60998 - Community Care Facility not operating in a manner that promotes the health, safety and dignity of persons in care Act(7)(1)(b)(i) **Ensure that children who are present in care have the required floor space available for adequate programming** RESOLVED-Manager indicated she understood the programming space requirements. Due to the construction within the daycare, a large portion of usable programming space was unavailable, which limited the floor space for the Group<36 month children.

60940 - **Play space does not encourage a variety of activities for child development.** Resolved-there appears to be an adequate amount of outdoor play toys. Standards of Practice-To ensure adequate programming, specific to the age and development of children in care, provide Licensing with evidence on how the program requirements, as stated in Schedule G, are met with respect to outdoor play

60905 - Inadequate programming A review of children's files indicated that a number of field trip consent forms were signed by parents. These included trips to Walmart, Orthodontist and the airport. The licensee indicated that she was fulfilling family appointments and errands. LO stated that Family daycare providers are required to provide appropriate programming during the day, meeting the requirements documented in the Child Care Regulations and Community Care and Assisted Living Act and that errands that are ran by the licensee in the middle of daycare hours, is in contravention with respect to appropriate programming CCFL 44(1) (a,b,c) Ensure that appropriate programming is provided to children during daycare hours and that children are not transported in order to fulfill family obligations.

## 610 Medication

61098 - Community Care Facility not operating in a manner that promotes the health, safety and dignity of persons in care CCAL Act 7(1)(b)(i) Ensure that the medication form which indicates that a child in care is being administered medicine is completed with the name of the medication. **It was observed that a current Medical Administration form being utilized to track a child's medication (group 30 month to school age -Builders Burrow)did not have the name of the medication noted on the form.**

61035 - No available competent employee to administer medication and/or supervise self administration. A discussion with the manager indicated that there was no staff trained on administering an epi pen yet there was a child in care that had an epi pen available to staff for use in the event of an



*allergic reaction RESOLVED-staff trained in epi pen administration CCFL53(3)(a)(b) Ensure that staff have appropriate training to administer medication to children who require extra support.*

## 611 Care and Supervision

*61135 - Non-compliance with numbers/ages/group sizes/staff ratios CCFL34(1), 39(1) and Schedule "E"- Ensure that children are adequately supervised by the required staff to child ratios. **It was observed by Licensing that one staff person was outside with 12 children during the inspection. The ratio for staff to children is 1:8 RESOLVED-staff to child ratios in compliance.***

*61135 - Non-compliance with numbers/ages/group sizes/staff ratios CCFL 43(2)(a)(b) and Schedule E . Staff must maintain staff to child ratios as indicated in Schedule E of the Child Care Licensing Regulations Provide Licensing with a plan on how you will maintain the required staff to child ratios at all times. **The allegation of a lack of appropriate staff to child ratios was confirmed. Resolved - staff to child ratios appropriate at this time.***

*61135 - Non-compliance with numbers/ages/group sizes/staff ratios. A review of the children's registration files and daily attendance records indicates that on numerous occasions over the past year the licensee has care for as many as 6 children under the age of 48 months at the same time. CCFL 34(2)(a,b) and Schedule B Please provide Licensing with assurances that children will be cared for as per the Child Care Licensing Regulation Section 34 (2)(a,b) and schedule E.*

## Insights Gained from Review of the East Kootenay Child Care Inspection Reports

It is important to recognize that child care inspection records have been under increased public scrutiny in BC over the last 5 years or so. In March 2011, the Vancouver Sun ran an article<sup>11</sup> that began as follows:

*More than 200 daycares in Metro Vancouver and the Fraser Valley have been flagged as a “high inspection priority” for reasons ranging from untrained staff to a history of abuse, according to inspection data obtained by The Vancouver Sun.*

Since that time, the Provincial government and the health regions have been working toward increased public access to child care licensing inspection records. In many ways, East Kootenay is likely not much different than other regions of the province when it



<sup>11</sup><http://www.vancouversun.com/health/daycares+flagged+high+inspection+priority/4380791/story.html>

comes to the areas that programs are observed as being non-compliant with the (BC) Provincial Child Care Licensing Regulation. That said, the trends in the areas of non-compliance can offer valuable insight to the challenges that licensed child care programs are facing in East Kootenay.

As outlined above, Staffing 603 was the second most common area that Child Care Licensing Officers observed child care programs to be in non-compliance – with 57 different non-compliance observations being noted between 2010 and 2014. Throughout the duration of this project issues related to inadequate program staffing, access to certified early childhood educators in communities and difficulties retaining early childhood educators has been constantly noted.

If programs don't have access to a sufficient talent pool of qualified early childhood educators or the ability to retain those staff through the provision of living wages & benefits as well as positive work environments -- then East Kootenay child care programs will constantly find themselves to be non-compliant with multiple areas of the (BC) Provincial Child Care Licensing Regulation.

Certified and experienced early childhood educators are the essential ingredient when it comes to building a solid foundation to address the child care challenges in East Kootenay communities.

## Human Early Learning Partnership – EDI

As mentioned earlier in this report, East Kootenay communities are included in the **EDI – The Early Development Instrument**, which is an ongoing research initiative that is co-ordinated by the Human Early Learning Partnership (HELP) at the University of BC. The EDI is a questionnaire that was developed by Dr. Dan Offord and Dr. Magdalena Janus at the Offord Centre for Child Studies at McMaster University. The most recent EDI data for BC is referred to as EDI Wave 5.

The screenshot shows the website for the Human Early Learning Partnership (HELP). The header includes the HELP logo and a navigation menu with links: ABOUT, PEOPLE, RESEARCH, MAPS & DATA, LIBRARY, EVENTS, BLOG, and SEARCH. The main content area is titled 'Early Development Instrument' and features a photograph of a young child painting with a brush. Below the photo is a section titled 'What is the Early Development Instrument?' which contains the following text:

The Early Development Instrument (EDI) is a questionnaire developed by Dr. Dan Offord and Dr. Magdalena Janus at the Offord Centre for Child Studies at McMaster University.

The questionnaire has 104 questions and measures five core areas of early child development that are known to be good predictors of adult health, education and social outcomes:

Below the text is a small logo for the EDI. To the right of the main content is a sidebar with a 'RELATED' section containing links to: EDI Maps, EDI Parent Resources, The EDI: An Aboriginal Perspective, Multicultural Research, EDI Researcher Resources, EDI Publications, Safeguarding Personal Information, and Offord Centre. Below this is a 'KEY CONTACTS' section listing Maddison Spennath as the Implementation Project Coordinator, with her email (maddison.spennath@ubc.ca) and phone number (604-827-5504). At the bottom of the sidebar is a 'FACULTY & STAFF' section.

As noted on the HELP website, EDI data is used to support the work of multiple key stakeholders.

*Early childhood coalitions, early child development workers, and school representatives use EDI data to inform their work with children and young families by identifying strengths and needs within their communities. Using EDI data allows local groups to better advocate for changes to policies and funding.*

*Ministries of Children and Family Development, Education and Health use EDI maps and data to plan early childhood investment, policy and program development. B.C. Ministries also use EDI data for program evaluation.*

*Researchers use EDI data to address important questions and formulate new research agendas to help uncover more knowledge about the genetic, biological, and social determinants of children's health, well-being and development. Their research, in turn, helps to inform policy and program development.*

EDI Wave 5 East Kootenay communities (that are covered by this report) include:

- Creston
- Windermere
- Kimberley
- Cranbrook Rural
- Cranbrook East
- Cranbrook South
- Cranbrook North

The core areas that are measured as part of the EDI include:

#### *Physical Health & Wellbeing*

- Sample EDI questions: Can the child hold a pencil? Is the child on time for school each day?

#### *Language & Cognitive Development*

- Sample EDI questions: Is the child interested in reading and writing? Can the child count and recognize numbers?

#### *Social Competence*

- Sample EDI questions: Does the child share with others? Is the child self-confident? Will he/she invite bystanders to join in a game?

### *Emotional Maturity*

- Sample EDI questions: Is the child able to concentrate? Is the child aggressive or angry? Is the child impulsive (does he/she act without thinking)?

### *Communication Skills & General Knowledge*

- Sample EDI questions: Can the child tell a short story? Can the child communicate with adults and children?

## **Wave 5 EDI Results for East Kootenay Child Care Needs Assessments Communities**

### Kootenay Lake School District EDI Wave 5 Results

**Creston** – Total Count of Kindergarten Children in Wave 5 – 65

#### **Overall vulnerability rate – 34%**

- Physical scale – 14%
- Social scale – 14%
- Emotional scale – 14%
- Language scale – 9%
- Communication scale – 14%

### Rocky Mountain School District EDI Wave 5 Results

**Windermere** – Total Count of Kindergarten Children in Wave 5 – 165

#### **Overall vulnerability rate – 23%**

- Physical scale – 16%
- Social scale – 8%
- Emotional scale – 10%
- Language scale – 5%

Using data from the EDI, the Columbia Basin Rural Development Institute reported on their website in March 2013 that between 2006 and 2011 the number of kindergarten students who were vulnerable on at least one aspect of their development decreased in three of the seven school districts in the region (Revelstoke, Southeast Kootenay, and Kootenay-Columbia). This trend countered the provincial upward trend in vulnerability. Currently, all seven school districts in the region have a lower percentage of vulnerable kindergarten students than the provincial average (31%), including Revelstoke (10%), Arrow Lakes (23%), Kootenay Lake (24%), Rocky Mountain (27%), Southeast Kootenay (28%), and Boundary (29%).

- Communication scale – 9%

**Kimberley** – Total Count of Kindergarten Children in Wave 5 – 70

**Overall vulnerability rate – 32%**

- Physical scale – 14%
- Social scale – 25%
- Emotional scale – 18%
- Language scale – 14%
- Communication scale – 15%

#### Southeast Kootenay School District EDI Wave 5 Results

**Cranbrook Rural** – Total Count of Children in Wave 5 – 143

**Overall vulnerability rate – 20%**

- Physical scale – 5%
- Social scale – 6%
- Emotional scale – 12%
- Language scale – 4%
- Communication scale – 3%

**Cranbrook East** – Total Count of Children in Wave 5 – 131

**Overall vulnerability rate – 23%**

- Physical scale – 8%
- Social scale – 11%
- Emotional scale – 15%
- Language scale – 7%
- Communication scale – 6%

**Cranbrook South** – Total Count of Children in Wave 5 – 228

**Overall vulnerability rate – 26%**

- Physical scale – 13%
- Social scale – 12%
- Emotional scale – 12%
- Language scale – 7%
- Communication scale – 9%

**Cranbrook North** – Total Count of Children in Wave 5 – 77

**Overall vulnerability rate – 30%**

- Physical scale – 19%
- Social scale – 11%
- Emotional scale – 9%
- Language scale – 13%
- Communication scale – 10%

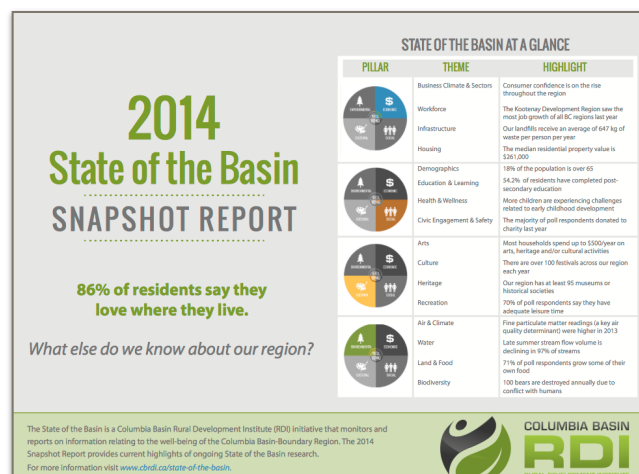
The communities that are part of the **East Kootenay Child Care Needs Assessment Project – Phase One** have a lower overall vulnerability rate than the provincial average of 31%. *This is certainly positive news; however it's important to note that the average rate of vulnerability for the communities that are covered by this report is close to 27% (26.8%).* **This means that more than 1 in 4 children in these East Kootenay communities are vulnerable on one or more of the EDI scales.** Access to quality early learning and child care services is an integral component of helping to reduce early childhood vulnerability East Kootenay communities.

*The average rate of vulnerability for the communities that are part of the East Kootenay Child Care Needs Assessment Project - Phase One is close to 27%.*

**This means that more than 1 in 4 children in these East Kootenay communities are vulnerable on one or more of the EDI scales.**

## Columbia Basin Rural Development Institute

The State of the Basin is a Columbia Basin Rural Development Institute (RDI) initiative that monitors and reports on information relating to the wellbeing of the Columbia Basin-Boundary Region. The **2014 State of the Basin Snapshot Report**<sup>12</sup> included some important information that is worth noting in relation to the **East Kootenay Child Care Needs Assessment Project – Phase One:**



- Unemployment rates in both the Kootenay and Cariboo Development Regions have hit their lowest levels since the 2009 Great Recession. These are lower than both the Canadian and BC unemployment rates.
- As compared to 2012, 2013 median HOURLY WAGES fell by 11% in the Kootenay Development Region.
- The average 2006 – 2013 high school completion rates for school districts with schools in the communities that this project covers are:
  - Southeast Kootenay – 78.9% (This is an increasing trend.)
  - Rocky Mountain – 80.2 % (This is a decreasing trend.)
  - Kootenay Lake – 76.7% (This is a decreasing trend.)
- The number of children experiencing challenges related to early childhood development **increased** last year in all Basin-Boundary Local Health Areas with the exception of Southeast Kootenay and Revelstoke.

These statistics are important because they are all indicators that have either a direct or indirect connection to the issues related to early learning and child care options for East Kootenay children and families.

<sup>12</sup> <http://www.cbrdi.ca/state-of-the-basin/>



## East Kootenay Child Care Needs Assessment – Online Surveys

For the *East Kootenay Child Care Needs Assessment Project - Phase One*, two online surveys were designed, developed, and facilitated by 45 Conversations.

- **Community Child Care Survey** - This survey was made available throughout the communities that were covered by this project.
- **Project Feedback Survey** - This survey was distributed to members of the *East Kootenay Child Care Needs Assessment Project - Phase One Advisory Committee*.

### Community Child Care Survey

A major part of the **East Kootenay Child Care Needs Assessment Project – Phase One** was the design, development and implementation of a comprehensive online Community Child Care Survey for residents of the East Kootenay communities that were covered by this project. The survey was developed with input from members of the *East Kootenay Child Care Needs Assessment Advisory Committee*. Advisory Committee Members spent time reviewing the questions when they were in draft format and also tested the survey prior to it being made available to the public.

The online survey was launched in early November 2014 and was set to be available through to the end of November 2014; however in an effort to capture additional responses some of the survey collection links were left open until mid January 2015. **The first survey response was captured on November 4, 2014 and the last on January 16, 2015. In total 435 responses were captured.**

The survey was designed to be applicable to a wide range of respondents so that many opinions and perspectives could be captured. The questions were divided into key sections:



### Survey seeks to ID childcare needs in region

Posted: November 14, 2014



**We want to hear about your experiences with childcare options in the East Kootenay**

Children and families in Canada have a right to access quality, affordable childcare services. Yet, only 20% of young children today have access to a regulated space and, in many regions, child care fees are the second highest expense for families.

Early childhood educators also have a right to be socially valued and properly paid for their work, yet ECE professionals earn about half as much, on average, as other college-trained workers. From grandparents to economists, working parents to student parents, health care professionals to social workers, early childhood educators to university professors – and so many others – everyone has a childcare story.

The East Kootenay Child Care Needs Assessment Task Force has secured funding enabling us to hire Jane Boyd (45 Conversations, a media and education company) with significant connections and experience in the early learning and childcare field.

<http://www.e-know.ca/news/survey-seeks-id-childcare-needs-region/>



- *Parents/Guardians of Children (0-18) Who Reside in the Region*
- *Parents/Guardians of Children (0-18) Who Reside Outside of the Region*
- *People Living in the Region But Who Don't Have Children 0-18 Years*
- *Grandparents of Children Who Reside in the Region*
- *Owner, Operator or Board Members of Child Care Programs*
- *ECE or Professionals in Field*
- *Community Business Owners or Professionals*
- *Municipal Council Members, Employees or First Nations Representatives.*

**East Kootenay Child Care Needs Assessment**

Welcome

This online survey is part of the East Kootenay Child Care Needs Assessment project which is currently underway. As you move through the survey you will be given the opportunity to share your feedback as a:

- Parent
- Interested Community Member Without Children
- Grandparent
- Business Owner or Professional
- Owner, Operator or Board Member of Child Care Program
- Early Childhood Educator
- Municipal Council Member, Employee or First Nations Representative
- Interested Individual Who Resides Outside of the Region

Please select only the areas that apply to you. Depending upon the choices you make, this survey will take between 3 and 15 minutes to complete. We will be collecting answers until the end of January 2015.

In total the survey had 74 questions; however the number of questions presented to a respondent was based upon the initial choices they made related to the above key sections. This ensured that a variety of perspectives were captured from each respondent.

### Community Child Care Survey Responses

#### Elk Valley Residents Excluded

In order to ensure that the survey did not gather any data related to Elk Valley child care needs; any respondents who indicated that they resided in Elk Valley were immediately funnelled out of the survey and provided with contact information related to the Elk Valley Child Care Advisory Initiative. Of the  $n = 435$

**East Kootenay Child Care Needs Assessment**

Where You Live

\* 1. Do you reside in the Elk Valley?

☐ Yes

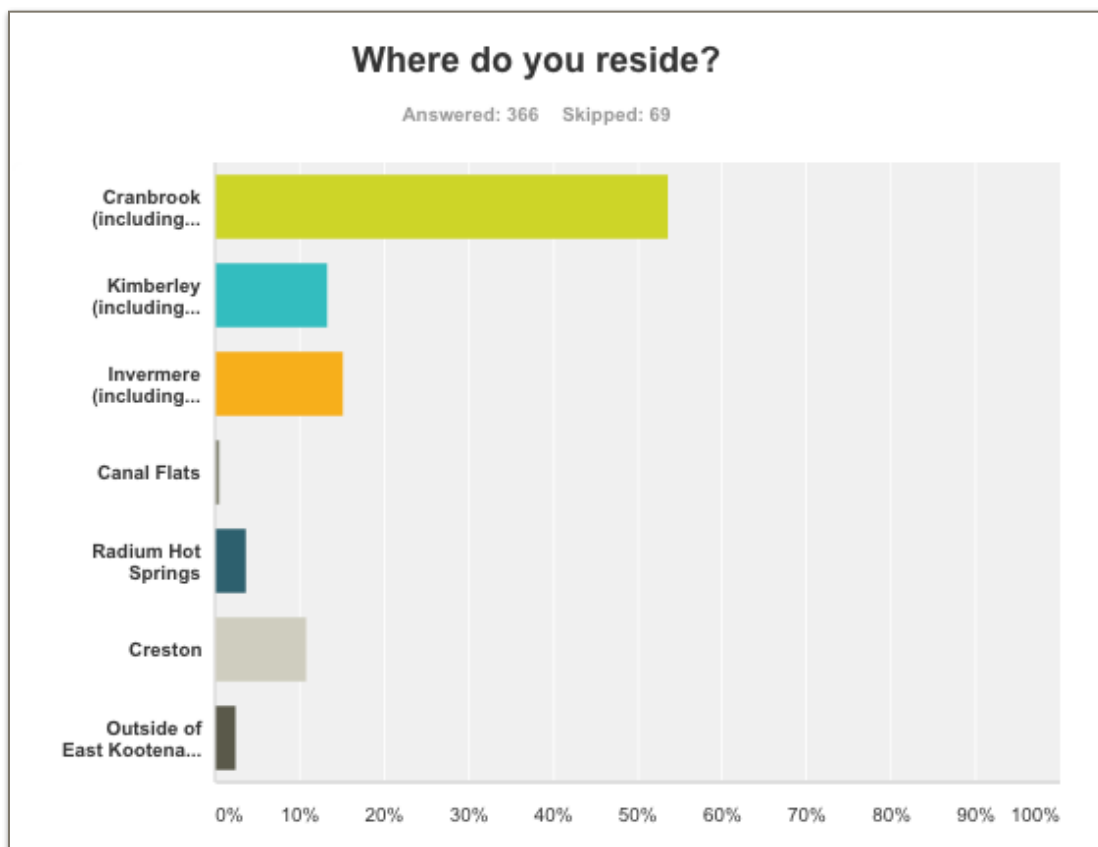
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survey respondents,  $n = 64$  (14.71%) identified themselves as residing in Elk Valley. As such the total number of respondents who were given the option to proceed through the balance of the survey was  $n = 371$  (85.29%).

### Survey Responses By Community

For the n = 371 respondents who continued through to complete the survey; n = 366 of them chose to identify their communities of residence.



Below is a breakdown of the response rates for each of the communities that were included in the *East Kootenay Child Care Needs Assessment Project - Phase One*.

Answer Choices	Responses	
Cranbrook (including Moyie, Fort Steele, Bull River and Wardner)	53.55%	196
Kimberley (including Wasa, TaTa Creek and Skookumchuck)	13.39%	49
Invermere (including Wilmer and Spillimacheen)	15.30%	56
Canal Flats	0.55%	2
Radium Hot Springs	3.83%	14
Creston	10.93%	40
Outside of East Kootenay Region	2.46%	9
Total		366

### East Kootenay Residents Wear Many Hats

As mentioned earlier, survey respondents were given the option to participate in the survey from multiple perspectives. For example, an individual with children, who owned a business and who served on a child care centre board of directors; was able to share feedback related to each of those roles. Below is a breakdown of the total number of responses by perspective.

#### **Summary of Responses Received By Perspective**

<b>Perspective</b>	<b>Total Number of Respondents</b>
Identified Self as Parent/Guardian of Children ages birth to 18 years old that RESIDE IN the East Kootenay Region.	<b>271</b>
Identified Self as Parent/Guardian of Children ages birth to 18 years old that RESIDE OUTSIDE the East Kootenay Region.	<b>4</b>
Identified Self as Interested East Kootenay Region Community Member WITHOUT Children ages birth to 18 years.	<b>72</b>
Identified Self as a Grandparent of Children ages birth to 18 years that RESIDE IN the East Kootenay Region.	<b>9</b>
Identified Self as an Owner/Operator, Administrator or Board Member of a Licensed Child Care Program operating in the East Kootenay Region.	<b>9</b>
Identified Self as an Early Childhood Educator or other Professional working in the field of early learning and care in the East Kootenay Region.	<b>41</b>
Identified Self as a Business Owner or Business Professional Working in the East Kootenay Region.	<b>80</b>
Identified Self as a Municipal Council Member, Municipal Employee or First Nations Representative in the East Kootenay Region.	<b>10</b>
Identified Self as an Interested Individual who Currently RESIDES OUTSIDE of the East Kootenay Region	<b>0</b>

## Overview of Community Child Care Survey Appendixes

Due to the volume of information collected and the fact that there are significant distances between many of the communities that were included as part of this project; 45 Conversations has prepared multiple in-depth Appendixes of the survey findings. *It should be noted that respondent comments were not edited by 45 Conversations; therefore some spelling and grammatical errors may be found within those comments listed in the various Appendixes.*

Respondents Included	Appendix Letter	Total Respondents Included	Sample Respondent Comment
Cranbrook Residents	B	196	<b><i>“I couldn't find any suitable care, so I became an in home provider for a friend who couldn't afford childcare in a dual income household (also, I have a six week old daughter)”</i></b>
Creston Residents	C	40	<b><i>“As a social worker working with a variety of families their need for good affordable childcare is frequently mentioned.”</i></b>
Columbia Valley Residents	D	72	<b><i>“My employees sometimes struggle to maintain their schedules due to childcare issues or break down of childcare arrangements”</i></b>
Kimberley Residents	E	49	<b><i>“There is hardly anything available for my situation in Kimberley and what is available, I cannot afford being a single Mom and the other choices of care, I did not like the settings.”</i></b>
All Parents - All Communities	F	271	<b><i>“Unable to start working again until I can get my child into a daycare or dayhome.”</i></b>
All Early Childhood Educators - All Communities	G	41	<b><i>“Holding 3 jobs in this field due to poor wages. Almost 20 years experience and considering leaving the field for a more specialized focus and increased wage.”</i></b>

## Project Feedback Survey

Toward the end of the project, members of the *East Kootenay Child Care Needs Assessment Project - Phase One Advisory Committee* were asked to participate in a short survey about various aspects of the overall project, regional child care issues and possible next steps for a Phase Two of this initiative.

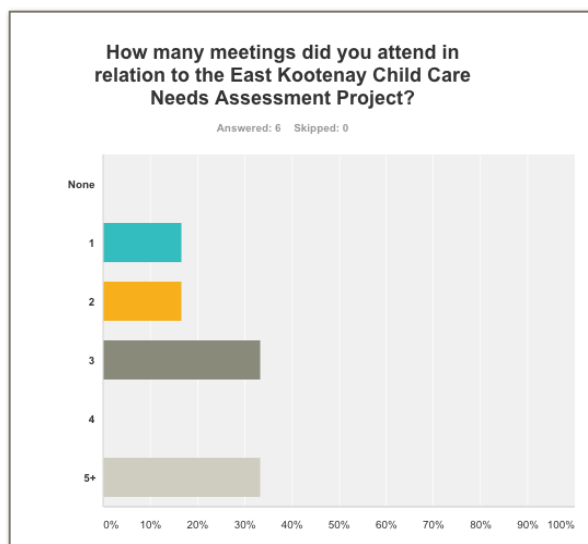
A total of n = 6 members of the Advisory Committee responded to this survey. Below are a few highlights from the feedback that was received. (Note: respondent comments were not edited.)

**“I was involved with meetings prior to receiving funds for the project. It is good to have different community partners at the table so that different ideas/suggestions can be shared.”**

## Project Engagement

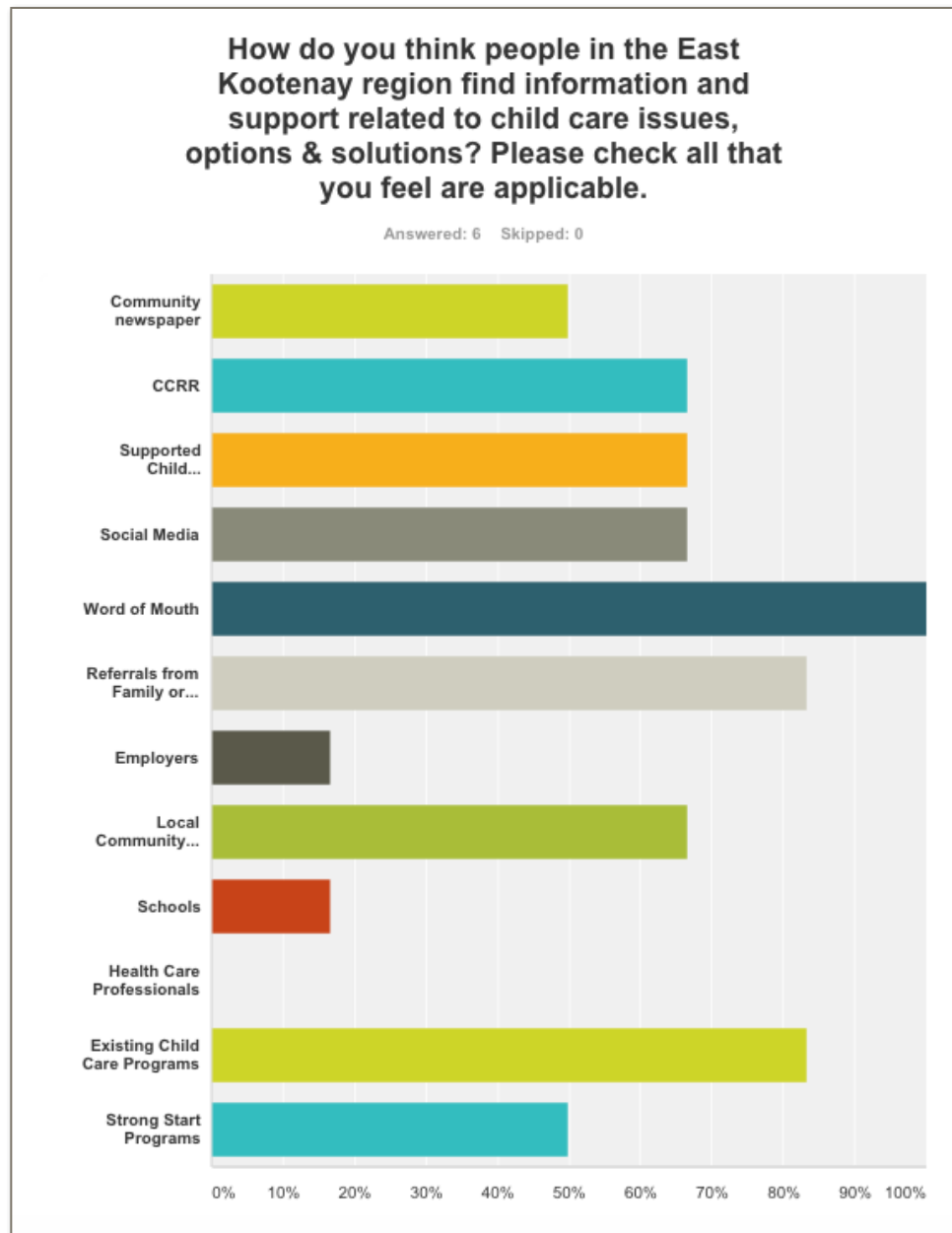
Throughout the duration of the *East Kootenay Child Care Needs Assessment Project - Phase One* a number of meetings were scheduled for Advisory Committee Members. When asked to recall how many meetings members had attended respondents indicated participating in between one and five plus meetings.

All n = 6 respondents indicated that they had participated in the **Community Child Care Survey**. One member of the Advisory Committee reflected on the challenges of getting solid participation in the **Community Child Care Survey** from families and community partners.



**“I was hoping that the survey would get utilized by more families, and community partners, unfortunately the information can be shared but having people complete it is another issue.”**

When asked how people in East Kootenay find information and support related to child care issues, options and solutions members of the Advisory Committee identified a number of possible sources.



### “Early Years Table”

Members of the Advisory Committee were asked to reflect on the challenges, issues and opportunities that were explored during the project. This is what stood out the most as the project came to a conclusion:

- *“The lack of well qualified and well paid child care workers is a barrier here, while we have the available facilities, several of which have closed their doors. It is an economic barrier in our community.”*
- *“Cost of childcare and lack of childcare for non-business hours, evenings and shift workers.”*
- *“That not enough people know about the issue or have provided feedback if they were aware. In talks many feel that change hasn't happened and it would be difficult to change without government support.”*
- *“ECE as a sustainable profession related to wages. Lack of childcare places. Increasing special needs in daycares and lack of qualified staff.”*
- *“Lack of qualified, experienced staff / poor quality of ece training and education.”*
- *“Funding. Available spots. ECE wages.”*

While this project was underway, the Province of BC was also accepting applications through the Child Care Major Capital Funding Program to help create new licensed child care spaces.

Members of the the Advisory Committee were asked to reflect on how such funding helps the East Kootenay region.

- *“We have available space, so this funding is of no help in our area.”*
- *“Still need to have trained staff and wages don't support workers to live above poverty.”*
- *“Many larger non-profits have stated that operating child care facilities is difficult in just staying above the cost recovery line and that finding qualified staff is impossible. I don't know how many*



Ministry of  
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Development

#### 2014/15 Child Care Major Capital Funding Guidelines

Major Capital Funding is available to help create new licensed child care spaces. The information contained in the following funding guidelines will help you complete your application package. An example business plan template has also been provided on the ministry website to identify the types of documentation required to support your application. It is strongly recommended applicants use these funding guidelines and the suggested business plan template in order to ensure all necessary documentation is included to support your application.

#### Types and Funding amounts for Eligible Organizations

Major Capital Funding is available to non-profit and private sector organizations to help offset costs associated with the creation of new licensed child care spaces.

##### Non-Profit Organizations

##### Targeted Major Capital Funding

- 90 percent contribution by the Province<sup>1</sup> to a maximum of \$500,000 for the creation of licensed child care spaces located on school grounds.

##### Co-located Major Capital Funding

- 80 percent contribution by the Province<sup>2</sup> to a maximum of \$500,000 for the creation of licensed child care spaces co-located with other family support programs in community based settings (e.g., Early Years Centres, recreation centres, community hubs, etc.).

##### Regular Major Capital Funding

- 75 percent contribution by the Province<sup>3</sup> to a maximum of \$500,000 for the creation of licensed child care spaces in child care setting other than those listed under the Targeted and Co-located Major Capital Funding streams.

##### Private Sector Organizations

##### Targeted Major Capital Funding

- 90 percent contribution by the Province<sup>1</sup> to a maximum of \$250,000 for the creation of licensed child care spaces located on school grounds.

##### Co-located Major Capital Funding

- 80 percent contribution by the Province<sup>2</sup> to a maximum of \$250,000 for the creation of licensed child care spaces co-located with other family support programs in community based settings (e.g., Early Years Centres, recreation centres, community hubs, etc.).

##### Regular Major Capital Funding

*would be interested in pursuing the grants until the Early Childhood field receives the respect and acknowledgment for what it does for communities through adequate wage enhancement and government support so that families can have affordable quality child care options.”*

- *“The community of Golden has secured some funding and is building a new child care center. Positive impact for this community. We are now trying to figure out how to educate child care workers.”*
- *“There needs to be qualified ece's to open these spots. It's great there's funding but not when there are no ece's to staff new centers. It also doesn't help that we are incredibly under paid.”*
- *“It doesn't help to create spaces that you cannot staff.”*

Members were asked to reflect on what they have learned by being part of the *East Kootenay Child Care Needs Assessment Project - Phase One Advisory Committee*.

- *“Great to see business, community and others gather for such an important project.”*
- *“Unfortunately, nothing has really changed over the last 30 years, which can be dis-heartening. I do appreciate that the business world now sees the importance around quality child care options.”*
- *“Increased awareness of special needs concerns.*
- *The larger community has no idea of how many ways the sector has tried to address growing concerns and crisis from within.”*
- *“Enjoyed working with such intelligent, committed women.”*



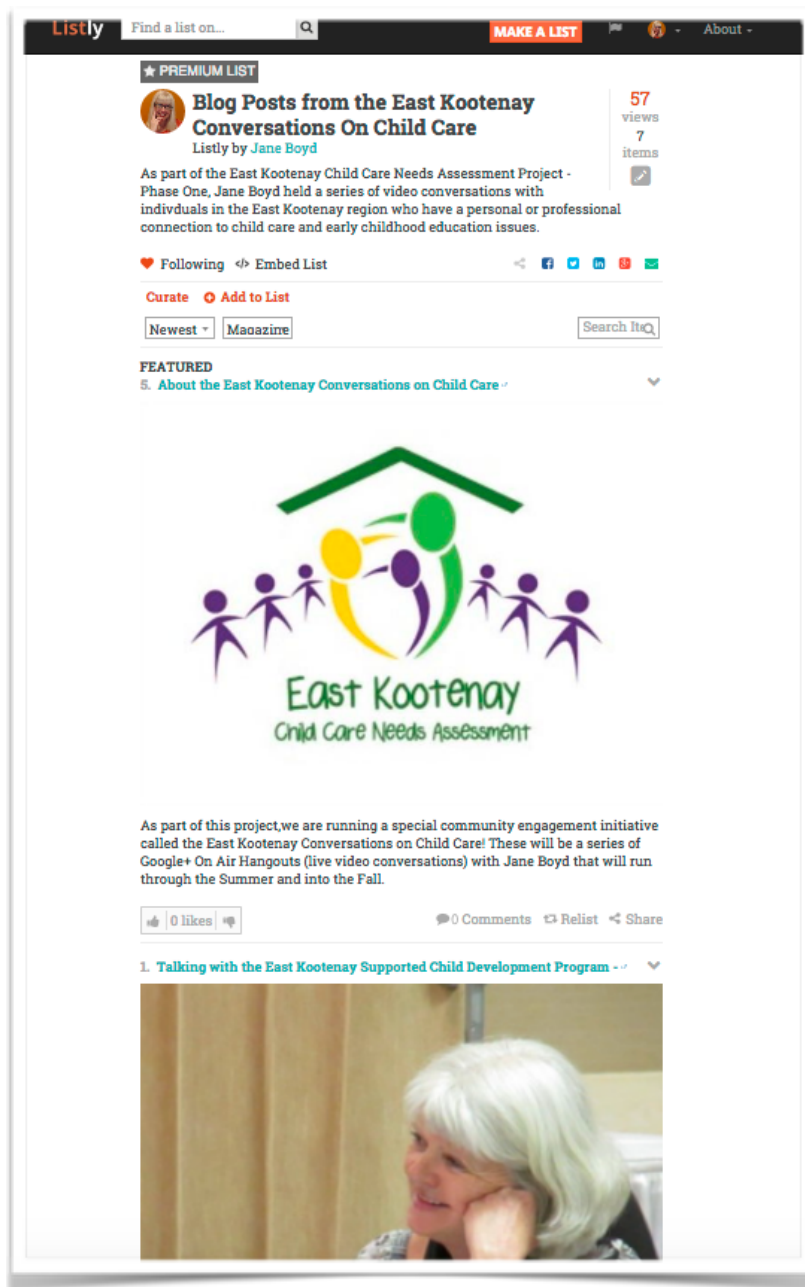
## East Kootenay Conversations On Child Care

### Introduction

As there was not sufficient project funding received for 45 Conversations to facilitate face to face community consultation meetings to explore child care issues in East Kootenay; an alternate option was identified by the *East Kootenay Child Care Needs Assessment Project - Phase One Advisory Committee* and Jane Boyd.

Through online video conferences on Skype and Google+ Hangouts On Air, a series of “live” conversations were held with individuals involved and/or interested in the issues related to child care and early childhood education in East Kootenay.

Several of these conversations were live-streamed on YouTube while they were being held. All of the conversations were recorded and 45 Conversations shared each of the conversations on a variety of social media (i.e. Twitter, Facebook, LinkedIn etc) platforms. In addition, a List.ly listing of all of the conversations was developed. List.ly is a content curation platform that allows a list to be created, embedded and shared across a range of social and blog platforms. Finally, 45 Conversations prepared a blog posting profiling each of the conversations that were held.



## Focus of the Conversations

The purpose of the **East Kootenay Conversations On Child Care** was to create online content that could be shared about child care issues in East Kootenay. It was hoped that this content would help increase interest and engagement in the overall project. In addition, it was a way for 45 Conversations to better understand the needs, challenges and opportunities related to child care in each of the communities that were covered by this project.

## How The East Kootenay Conversations On Child Care Were Introduced

To support the roll-out of the conversations, 45 Conversations prepared the following blog post. It was shared on [www.45Conversations.com](http://www.45Conversations.com) and circulated to the communities through social media.

### ***East Kootenay Conversations on Child Care***

#### ***What Are the East Kootenay Conversations on Child Care?***

*The East Kootenay Child Care Needs Assessment project is now underway. The vision for this project is to identify the childcare needs in the East Kootenay Region and to prioritize those needs through a plan for action. This work will be completed in two phases. We are currently in the first phase of the project and will be working together to identify childcare needs. This first phase will run from now through the Autumn of 2014; with a final phase one report being issued shortly thereafter. Planning for the funding and implementation of phase two is already underway.*

*As part of this project, we are running a special community engagement initiative called the East Kootenay Conversations on Child Care! These will be a series of Google+ On Air Hangouts (live video conversations) with me – Jane Boyd – that will run through the summer and into early September 2014. We encourage you to be part of these conversations as we work together to further understand the issues, challenges and opportunities in our region.*

#### ***Who Can Be in a Conversation?***

*I'm interested in talking with a wide range of individuals who live and work in the East Kootenay region of British Columbia about the issues related to early childhood education, early learning and child care. This includes:*

- *Early Childhood Educators*

- *Parents*
- *Teachers*
- *Child Care Centre Directors/Owners/Operators*
- *Professionals connected to the field*
- *Local small businesses*
- *Employers who are facing child care issues.*
- *Employers who support their employees with child care issues.*
- *Municipal & City Officials*
- *Interested community members*

### ***What Happens During the Conversation and After?***

*Our conversation will be live streamed via my YouTube channel. (Don't worry – it's not scary!) After the conversation is completed, I will be writing a blog post about our discussion and will feature the video recording here on the 45 Conversations website. The blog post and video will also be shared via a number of different social media sites. It will be exciting to hear all of the different stories and discuss various experiences related to early childhood education, early learning and child care in the region.*

### ***Steps to Book A Conversation***

#### ***1. Tell Me About Yourself***

*Please complete a Guest Profile form about yourself. This will provide me with general information about who you are, where you live and why early childhood education and child care matters to you.*

#### ***2. Request a Time***

*Using the scheduling service below, select the "East Kootenay Conversations on Child Care" booking section and follow the instructions as indicated.*

*(A booking calendar was available within the post.)*

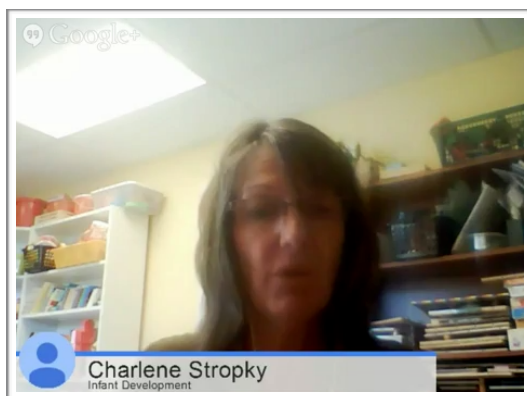
In the end a total of 6 live video conversations were held. Many of the individuals were involved in supporting child care programs, families and children throughout East Kootenay. As a result an excellent cross section of information was gleaned from the conversations.



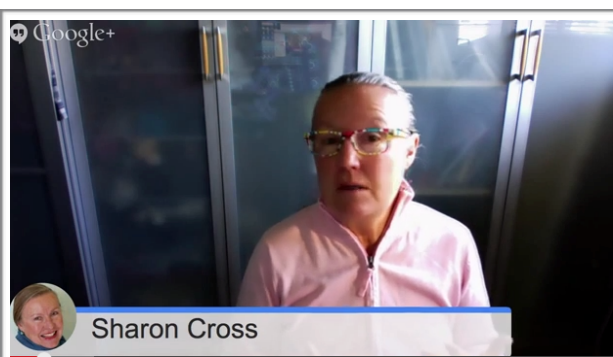
***Talking with Beth Carter***



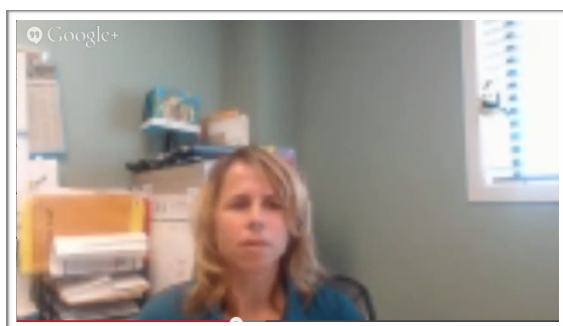
***Talking with Rita Romeo***



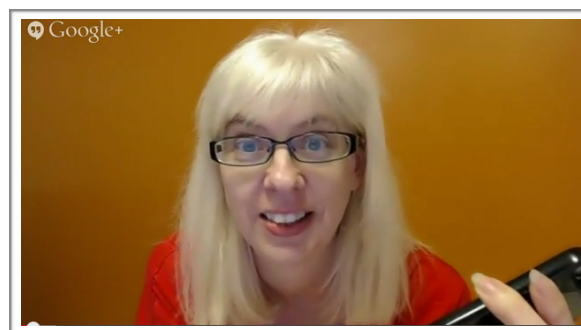
***Talking with Charlene Stropky***



***Talking with Sharon Cross***



***Talking with Patricia Whalen***



***Talking with Nancy Savarie & Tracy Felhauer***

## East Kootenay Conversations On Child Care Participants

Name	Title	Organization/ Location	About
Beth Carter	Regional Coordinator	Community Connections Society - East Kootenay Supported Child Development (EKSCD), Cranbrook	<i>Been with EKSCD in regional coordinator role since 1995; Manager at Kids Korner Children's Centre from 1988 to 1996; ECE Diploma and Provincial Instructor Diploma; past auxiliary Instructor at College of the Rockies; PATH facilitator; presenter, organizer and collaborator for numerous workshops/ conferences.</i>
Charlene Stropky	Infant Development Consultant	Infant Development Program, Cranbrook	<i>Charlene works with families who have children ages birth to three years with developmental concerns or developmental disabilities in their homes. She helps families as their children begin to transition into child care programs in the community.</i>
Nancy Savarie	CDA	Interior Health	<i>Not available.</i>

Patricia Whalen	Manager	Children First, East Kootenay Region	<i>School Board Trustee. Interested in community planning for families and children. Strategic planning with communities. Community-based research. Training and training events. Report-writing. Fund-raising.</i>
Rita Romeo	Program Coordinator	East Kootenay Child Care Resource & Referral (EKCCRR), Cranbrook	<i>I have my Early Childhood Education, Infant Toddler and Special Needs License to Practice and have been in the Early Childhood Field for 29 years in various positions such as Daycare (Infant Toddler and 3-5 year olds), Preschool &amp; Nanny care. I have worked for EKCCRR for the last 20 years.</i>
Sharon Cross	City Councillor	City of Cranbrook, Cranbrook	<i>Active volunteer since 1975 in many aspects of our community, region, and internationally. Want to improve the livability of our city on many fronts.</i>
Tracy Felhauer	CDA	Interior Health	<i>Worked for Interior Health for 8 years.</i>

## Talking with Beth Carter

The following blog post was published by 45 Conversations on October 21, 2014.

### **Talking with the East Kootenay Supported Child Development Program**

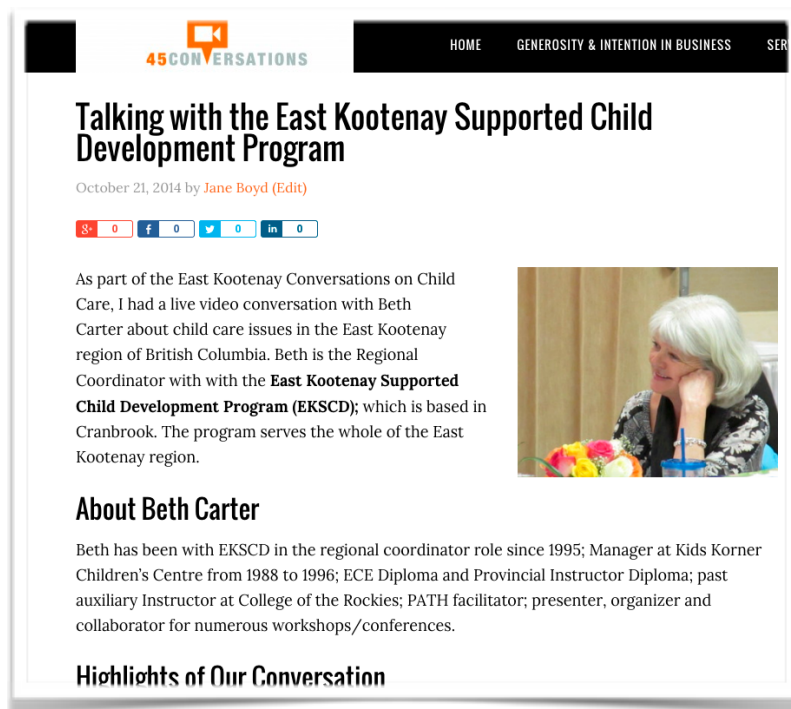
As part of the East Kootenay Conversations on Child Care, I had a live video conversation with Beth Carter about child care issues in the East Kootenay region of British Columbia. Beth is the Regional Coordinator with East Kootenay Supported Child Development (EKSCD); which is based in Cranbrook. The program serves the whole of the East Kootenay region.

#### **About Beth Carter**

Beth has been with EKSCD in the regional coordinator role since 1995; Manager at Kids Korner Children's Centre from 1988 to 1996; ECE Diploma and Provincial Instructor Diploma; past auxiliary Instructor at College of the Rockies; PATH facilitator; presenter, organizer and collaborator for numerous workshops/conferences.

#### **Highlights of Our Conversation**

- East Kootenay Supported Child Development serves approximately 95 children in about 34 different child care programs throughout the region.
- There are many issues in the region related to urban-rural challenges, transportation issues etc.
- This program provides resources and extra staffing for children who require additional support in a licensed child care program.
- Beth described the process that is involved for children, families and child care programs to access additional support.





- It can be challenging to find people who have their Special Needs certification to work with children and families.
- East Kootenay child care programs face a large number of challenges – especially large turnovers of staff. This presents many issues when trying to work in partnership with child care programs.
- Many experienced individuals have moved out of working in the front line of child care. This impacts the quality of programs.
- Changes in delivery methods of ECE training programs seems to be impacting the quality of graduating ECE students.
- There are various ways that the East Kootenay Supported Child Development program works with families.
- Consistency between child care and home matters when supporting young children with extra needs.
- Communication and collaboration is very important.

**Link to this Conversation:** <http://45conversations.com/east-kootenay-supported-child-development/>

**Length of this Conversation: 35 minutes 30 seconds**

### Talking with Charlene Stropky

The following blog post was published by 45 Conversations on August 27, 2014.

## ***Talking with Charlene Stropky – East Kootenay Infant Development Program***

*Recently I had a live conversation with Charlene Stropky about child care*

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### Talking with Charlene Stropky - East Kootenay Infant Development Program

August 27, 2014 by Jane Boyd (Edit)

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Recently I had a live conversation with Charlene Stropky about child care issues in the East Kootenay region of British Columbia. Charlene is an Infant Development Consultant with the Infant Development Program in Cranbrook.

**About Charlene Stropky**

Charlene works with families who have children ages birth to three years with developmental concerns or developmental disabilities in their homes. She helps families as their children begin to transition into child care programs in the community.

**Highlights of Our Conversation**

- About the East Kootenay Infant Development Program.
- Finding licensed child care options for children with developmental concerns or developmental disabilities can be very challenging.



issues in the East Kootenay region of British Columbia. Charlene is an Infant Development Consultant with East Kootenay Infant Development Program in Cranbrook.

### **About Charlene Stropky**

Charlene works with families who have children ages birth to three years with developmental concerns or developmental disabilities in their homes. She helps families as their children begin to transition into child care programs in the community.

### **Highlights of Our Conversation**

- *About the East Kootenay Infant Development Program.*
- *Finding licensed child care options for children with developmental concerns or developmental disabilities can be very challenging.*
- *Community based programs for young children often don't properly support children with extra needs. Many program facilitators have very limited experience working with children with developmental concerns.*
- *It can be frustrating to bring community stakeholders up to date on the history of the challenges that the early childhood education and child care field has faced. History provides context and creates understanding.*
- *There is a shortage of certified ECE's to work in programs in the East Kootenay region.*
- *Concerns about changes to the quality of ECE training programs.*
- *Compensation issues for early childhood educators who work in the field.*
- *Why it matters to invest in the early years.*
- *Ways to bring child care and early childhood development together.*

*If you would like to contact Charlene Stropky you can email her at [charlene.idp@shaw.ca](mailto:charlene.idp@shaw.ca).*

**Link to this Conversation:** <http://45conversations.com/east-kootenay-infant-development-program/>

**Length of this Conversation:** 27 minutes 36 seconds

## Talking with Nancy Savarie & Tracy Felhauer

The following blog post was published by 45 Conversations on August 18, 2014.

### ***Talking with Nancy Savarie & Tracy Felhauer - East Kootenay Conversations on Child Care***

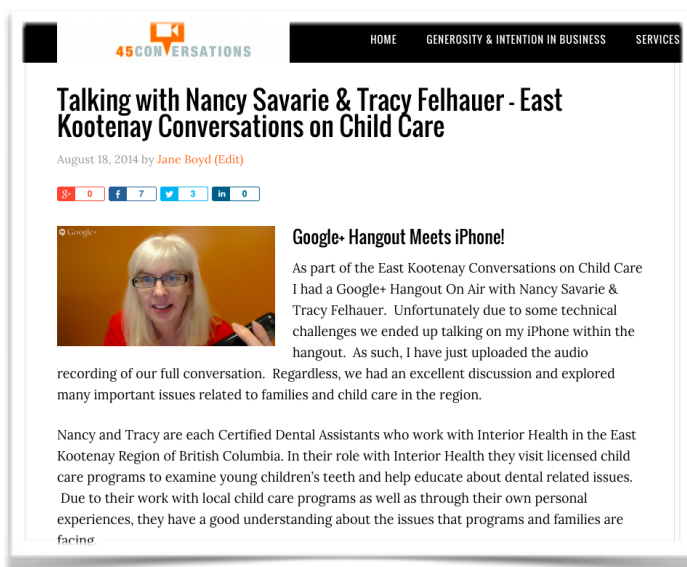
#### ***East Kootenay Child Care Conversations Google+ Hangout Meets iPhone!***

*As part of the East Kootenay Conversations on Child Care I had a Google+ Hangout On Air with Nancy Savarie & Tracy Felhauer. Unfortunately due to some technical challenges we ended up talking on my iPhone within the hangout. As such, I have just uploaded the audio recording of our full conversation. Regardless, we had an excellent discussion and explored many important issues related to families and child care in the region.*

*Nancy and Tracy are each Certified Dental Assistants who work with Interior Health in the East Kootenay Region of British Columbia. In their role with Interior Health they visit licensed child care programs to examine young children's teeth and help educate about dental related issues. Due to their work with local child care programs as well as through their own personal experiences, they have a good understanding about the issues that programs and families are facing.*

#### ***Child Care Challenges Identified in East Kootenay Region***

- *During the conversation we discussed a range of issues. Below are some of the highlights:*
- *The challenges of finding affordable, quality child care in the community.*
- *Issues that can happen in unlicensed, unmonitored child care situations.*
- *Weather in the region and how it impacts families and child care providers.*



- *The role that shift work plays in the various communities and the impact it has on child care situations.*
- *The stress that families face when quality child care is not available.*

**Link to this Conversation:** <http://45conversations.com/podcast/nancy-savarie-tracy-felhauer-east-kootenay-conversations-child-care/>

**Length of this Conversation: 19 minutes 30 seconds**

### Talking with Patricia Whalen

The following blog post was published by 45 Conversations on August 6, 2014.

#### *Talking Child Care in the East Kootenay Region of BC with Patricia Whalen*

*I'm talking about child care with people who live and work in the East Kootenay region of BC, Canada as part of the East Kootenay Conversations On Child Care. Recently I jumped into a Google+ Hangout with Patricia Whalen who is the Children First Manager for the region to discuss the Child Care Needs Assessment Project that is currently underway. Patricia has 4 boys and has been happily married for 24 years. We had a great discussion that covered a lot of different aspects of early learning and child care issues for the region.*



#### **East Kootenay Conversations On Child Care – Key Thoughts**

*Below are some key thoughts from Patricia Whalen –*

- *Province wide; lack of child care has been a huge issue.*
- *It (child care) affects the community as a whole.*
- *When they (families) hear that the child care wait lists are huge they opt out of locating here.*

### **Highlights from this #45Conversations Hangout**

- *How the Child Care Needs Assessment project started – 1.04*
- *About the East Kootenay region – 4.15*
- *Families cannot locate into East Kootenay region due to child care issues – 7.00*
- *About the Child Care Needs Assessment project & social media – 9.03*
- *Starting the conversation – 10.40*
- *Understanding the issues – 13.10*

**Link to this Conversation:** <http://45conversations.com/child-care-in-east-kootenay-bc/>

**Length of this Conversation: 16 minutes 29 seconds**

### Talking With Rita Romeo

The following blog post was published by 45 Conversations on August 10, 2014.

### ***Talking with Rita Romeo from East Kootenay Child Care Resource and Referral***

*Recently I had a live conversation with Rita Romeo about child care issues in the East Kootenay region of British Columbia. Rita is the Program Coordinator for East Kootenay Child Care Resource and Referral (EKCCRR).*

### ***About Rita Romeo***

*I have my Early Childhood Education, Infant Toddler and Special Needs License to Practice and have been in the Early Childhood Field for 29 years in various positions such as Daycare (Infant Toddler and 3-5 year olds), Preschool & Nanny care. I have worked for EKCCRR for the last 20 years.*



### **Highlights of Our Conversation**

- *An introduction to the East Kootenay Child Care Resource and Referral program.*
- *The geographic diversity of the East Kootenay region and how this impacts child care operators and families.*
- *The services that the EKCCRR provides to families.*
- *The challenges that families face with respect to transportation, shift work and weather.*
- *Issues that child care providers face with respect to filling for 3-5 year old child care spaces. The shortage of infant-toddler child care and after school care spaces that the region is facing.*
- *Child care programs are faced with reducing their capacity due to a lack of certified Early Childhood Educators in the region. 2 child care programs recently closed in Cranbrook.*
- *Wages and working conditions for certified staff in the East Kootenay region.*
- *Ways to make a difference in the community related to child care options and opportunities.*
- *Ways to share information and resources related to child care through social media.*
- *Cautions regarding providers who care for children but who are not licensed by Interior Health.*
- *Ways to educate members of the community about what quality child care is.*

**Link to this Conversation:** <http://45conversations.com/east-kootenay-child-care-resource-and-referral/>

**Length of this Conversation:** 28 minutes 21 seconds

### **Talking Child Care With Sharon Cross**

The following blog post was published by 45 Conversations on August 28, 2014.

## ***Talking Child Care in Cranbrook with Sharon Cross***

*As part of the East Kootenay Conversations On Child Care, I chatted with Sharon Cross who is a City Councillor with the City of Cranbrook. Sharon has been an active volunteer since 1975 in many aspects of the community as well as in the broader East Kootenay region and internationally. She wants to improve the livability of Cranbrook on many fronts.*

### ***Highlights from this Conversation with Sharon Cross***

- *Licensed child care spaces that are being lost in the region.*
- *The chronic shortage of early childhood educators in the East Kootenay Region.*
- *How child care contributes to economic development within the region.*
- *Various initiatives and programs in BC that support child care and why they are not totally working to solve the child care challenges in the East Kootenay region.*
- *The challenges that families and employers are facing.*

*If you would like to chat further with Sharon Cross regarding child care issues in the East Kootenay region can reach her via telephone at 250-489-4412.*

**Link to this Conversation:** <http://45conversations.com/child-care-in-cranbrook/>

**Length of this Conversation:** 24 minutes 26 seconds



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### Talking Child Care in Cranbrook with Sharon Cross

August 28, 2014 by [Jane Boyd \(Edit\)](#)



As part of the [East Kootenay Conversations On Child Care](#), I chatted with Sharon Cross who is a City Councillor with the City of Cranbrook. Sharon has been an active volunteer since 1975 in many aspects of the community as well as in the broader East Kootenay region and internationally. She wants to improve the livability of Cranbrook on many fronts.

#### Highlights from this Conversation with Sharon Cross

- Licensed child care spaces that are being lost in the region.
- The chronic shortage of early childhood educators in the East Kootenay Region.
- How child care contributes to economic development within the region.
- Various initiatives and programs in BC that support child care and why they are not totally working to solve the child care challenges in the East Kootenay region.



## Critical Issues Identified & Concluding Thoughts

The people who live and work in East Kootenay are blessed by the beauty of the region and the strong benefits of community that are built through collaborative partnerships, economic growth and local connections. There is little doubt that East Kootenay is a wonderful part of British Columbia in which to live, work and raise a family. That said, the findings of the *East Kootenay Child Care Needs Assessment Project - Phase One* point to a significant number of challenges with respect to child care in the communities that were assessed as part of this project.

The *East Kootenay Child Care Needs Assessment Project - Phase One* was able to capture feedback from a broad range of individuals who have experience and/or who are impacted by child care in East Kootenay from a variety of perspectives.

***The voices of families, early childhood educators, child care operators, community stakeholders, business, First Nation and local government representatives collectively contributed to the findings of this report. Together, they have identified that East Kootenay communities are facing what can only be described as a significant child care challenge and crisis.***

***It is a situation which requires immediate short term measures to help bring stability to existing programs/ services, ongoing supportive actions toward enhancement & eventual space growth; plus long term strategic planning to ensure future child care system viability.***

**1. The supply of child care in each of the communities that were reviewed as part of this project is not sufficiently balanced to meet the current or future child care needs of families who reside in these areas.**

- Many of the communities are facing a shortage of infant-toddler and school age child care spaces. In some communities there is an overabundance of 3-5 child care spaces. In other communities there are simply no spaces at all. Families speak of incredibly long waitlists, exceptionally challenging work vs. family decisions and of stress related to unreliable child care programs and/or options. In addition, serious concerns have been raised about children being cared for in unauthorized and unsafe settings because no other child care options exist.

**2. Many who are currently employed in child care programs in East Kootenay are juggling work situations and conditions that are next to impossible.**

- Those working in East Kootenay child care face long days, staffing shortages, no access to regular meal or washroom breaks, inability to take time off for illness and are paid wages that don't enable them to meet basic standard of living requirements. **Many of these individuals often sacrifice their own health and financial wellbeing to provide child care services for the children and families they serve. This project identified 19 of 39 individuals, currently working in East Kootenay Child Care Programs, who are either considering or undecided about finding work outside of the child care field. Such findings are of extreme concern, when programs and communities are already facing significant day to day operational challenges with respect to the day to day delivery of accessible, affordable, high quality child care programs. The loss of any of these educators would very likely result in program closures.**

**3. There are significant difficulties throughout East Kootenay attracting certified staff to work in community based child care programs.**

- During the time this project was underway, several child care programs were forced to close due to staff shortages and financial challenges. As listed in 2, the working conditions in many programs are very challenging. The level of wages for staff



working in East Kootenay child care programs has been identified as an issue; though this is not a situation that is easily rectified. These issues make it very challenging for child care programs to attract certified staff in all East Kootenay communities.

**4. A number of issues were identified with respect to training and professional development for those currently working in child care programs in East Kootenay.**

- Out of 41 individuals working in East Kootenay Child Care Programs; only 5 were completing further training in the field of Early Childhood Education. Financial challenges were frequently listed as barriers to further training and professional development. Regional service providers identified gaps in education and knowledge levels of staff working in child care programs. Concerns were raised regarding the quality of graduates from Early Childhood Education Training Programs. Lack of mentoring opportunities was also identified as an issue.

**5. The review of Child Care Inspection Records from Interior Health Child Care Licensing Officers reinforces many of the issues identified during this project.**

- Within the records reviewed, there were **214 observations** of non-compliance with the (BC) Provincial Child Care Licensing Regulation with respect to *Records and Reporting, Staffing and Physical Facility, Equipment & Furnishings* alone. Many of the records listed issues that were consistently identified throughout this phase of the project.

**6. There is a strong commitment to building connection, enhancing communication, strengthening partnerships and exploring opportunities for collaboration to address East Kootenay child care issues.**

- Throughout the duration of this project, it was clear that there is a desire on the part of many to improve East Kootenay child care issues. In the Community Child Care Survey, child care was identified as an important part of economic development. Many members of the *East Kootenay Child Care Needs Assessment Project - Phase One Advisory Committee* indicated an interest in being involved in a future phase of this initiative. In addition, the level of commentary that was provided in the

*Community Child Care Survey* and through the *East Kootenay Conversations on Child Care* demonstrated solid community engagement in child care issues.

The members of the *East Kootenay Child Care Needs Assessment Task Force* and the *East Kootenay Child Care Needs Assessment Project - Phase One Advisory Committee* are to be commended for their commitment to gaining a better understanding of the child care issues, challenges and opportunities in the communities this project covered. Additionally, a great many community members - families, early childhood educators, child care operators, community stakeholders, business, First Nation and local government representatives contributed to the findings of this report. Together they have demonstrated their interest and commitment to improving child care in East Kootenay.

## Next Step Recommendations & Suggestions

Based upon the findings of the *East Kootenay Child Care Needs Assessment Project - Phase One* 45 Conversations recommends the following next steps:

### **1. Circulation of this Final Report as broadly as possible within the East Kootenay communities who were included in this project.**

#### **Suggested methods of dissemination include:**

- Sharing the report on the [EKKids.ca](http://EKKids.ca) & [45Conversations.com](http://45Conversations.com) websites as well as on other East Kootenay community based websites.
- Direct emails with information on the report and download links should be sent to project funders and in-kind project partners, MP/MLA's, all City and Municipal Council Members & Administration, all School District Trustees & Administration, First Nation Representatives, local Chambers of Commerce, Business Associations, Child Care Licensing Officers with Interior Health, members of the East Kootenay CCRR, the Early Years Table and any other community based committees or organizations (for example school PAC's, volunteer associations etc) that might be interested in the Final Report findings or have a vested interest in child care issues.
- Promotional emails with information on the report and download links to any community networks of *East Kootenay Child Care Needs Assessment Project - Phase One Advisory Committee* members.
- Note: Ensure that the websites that the Final Report is placed on has the appropriate analytics for tracking installed so that the number of views and downloads can be documented.

### **2. Circulation of this Final Report to key provincial child care organizations and office.**

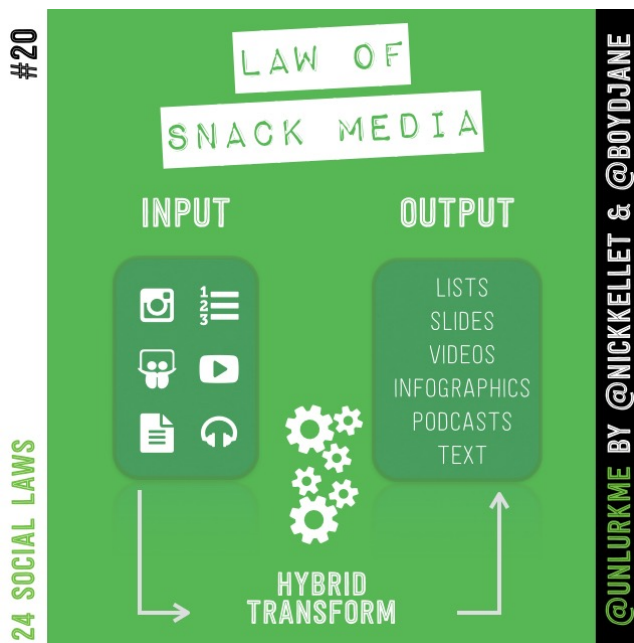
#### **Suggested methods of dissemination include:**

- Direct emails with information on the report and download links should be sent to Office of the Early Years, Child Care Branch, ECE Registry, Early Childhood

Educators of BC, British Columbia Family Child Care Association, BC Aboriginal ChildCare Society and Coalition of Child Care Advocates of BC.

### 3. The development of East Kootenay Child Care “Snack Media” that can be shared through various social media platforms.

- Using the Final Report as a source of information & insights; it is suggested that key messaging, important findings and project highlights be extracted and developed into “Child Care Snack Media” that can be circulated through various social media platforms. The purpose of this is to help raise community awareness about the Final Report findings, to continue building on the foundation of online content that was developed during Phase One of this project and to support the ongoing development of community engagement in order to enhance the success of Phase Two of this initiative.
- Suggested “Child Care Snack Media” includes:
  - Quotes from the Final Report on photos that can be shared via Facebook, Twitter & Instagram. Consider developing a common #hashtag for this content.
  - Infographics about child care in each of the communities.
  - Slides (single and sets) that are posted on Slideshare. These can include graphs and charts.
  - Short (3-5 minute) audio & video moments that help tell the story of East Kootenay child care. For example, parent voices, educators, sounds of child care programs and interviews with community partners/stakeholders.
  - The development of crowdsourced lists and various resources on [List.ly](http://List.ly) that relate to child care issues identified in the Final Report. For further ideas on how to develop valuable local online content please review the following resources which were developed by **Nick Kellet**, a thought



From - <http://www.slideshare.net/janeboyd/un-lurkme-24-social-laws-to-entice-the-90-from-the-shadows>

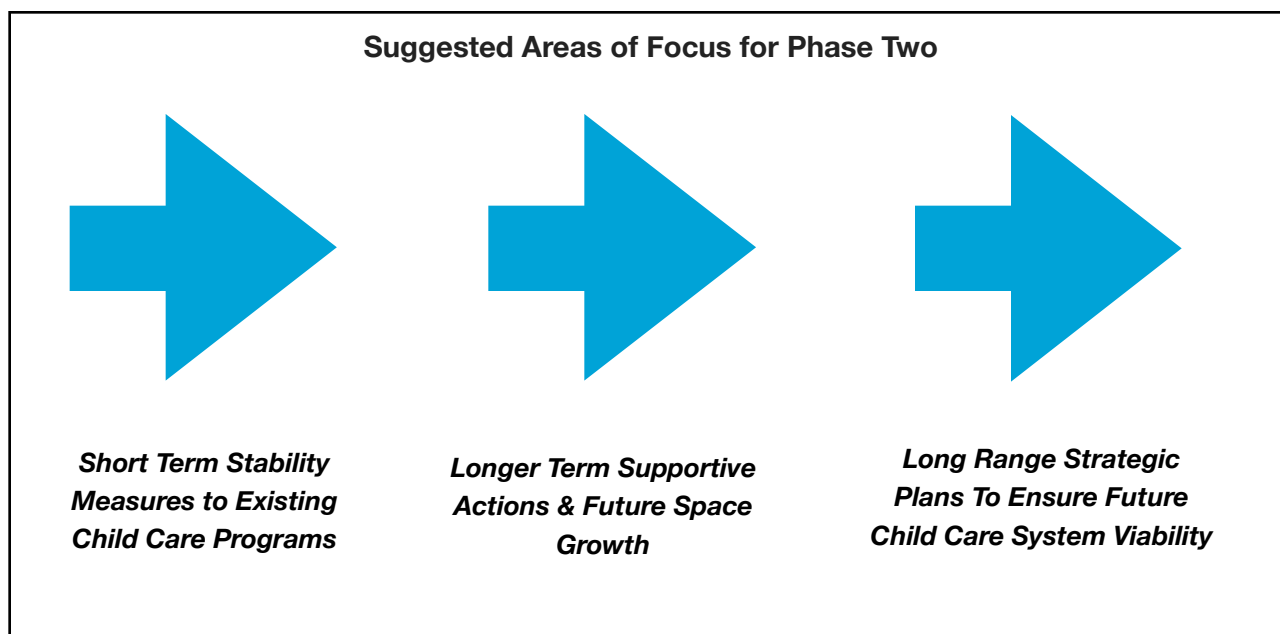
leader on content, curation, crowdsourcing and engaging online lurkers. Nick is based in Kelowna, BC.

- **Local Toolkit - Getting Serious With Content** - Why Local Matters - <http://www.slideshare.net/nickkellet/local-content-toolkit-part-i-why-local-content-matters>
- **The How of Local Content** - <http://www.slideshare.net/nickkellet/how-to-guide-for-local-content-creation-and-local-organic-search-domination>
- **The A-Z of Local Content Ideas** - <http://www.slideshare.net/nickkellet/a-locals-guide-what-content-to-create-mad-libs-style>

#### **4. Hold a series of face to face community meetings to present the findings of the *East Kootenay Child Care Needs Assessment Project - Phase One*.**

- It is suggested that presentations be made in at least 3 of the communities that were covered by this project. These presentations should be open to child care providers, families, community partners, key stakeholders and the general public. The purpose of these presentations would be to present the findings of this Final Report in order to raise community awareness about the significant East Kootenay child care challenges and crisis and to stimulate community dialogue to support the planning for a second phase of this initiative. It is recommended that these presentations involve members of the *East Kootenay Child Care Needs Assessment Project - Phase One Advisory Committee* and Jane Boyd, 45 Conversations (if funding permits). **It is recommended that these meetings be held prior to summer 2015.**

#### **5. Working with members of the Child Care *East Kootenay Child Care Needs Assessment Project - Phase One Advisory Committee* begin the planning for a second phase of this initiative.**



Phase Two should include the design of a East Kootenay Child Care Strategy which uses the Phase One findings to:

- **Develop and begin implementing a series of short term measures that are designed to help bring stability to existing East Kootenay child care programs and services.** *Examples of possible examples include: The development of an East Kootenay specific ECE training bursary program, a East Kootenay Child Care community awareness campaign, increased child care advocacy efforts to shine attention on the East Kootenay child situation, increased mentoring, and professional development opportunities.*
- **Develop, resource and work toward implementing a series of longer term, supportive actions designed to enhance existing child care programs and future space growth.** *Possible examples include: The development of an East Kootenay specific ECE recruitment & retention strategy - with funds to support it's implementation, the development of targeted child care spaces through a strongly co-ordinated network of licensed family child care programs that receive additional supports and services and/or the targeted educator training initiatives through partnerships with local & other ECE training programs.*
- **Develop long range strategic plans that are especially designed ensure future child care system viability.** *Possible examples include: Integrating the East Kootenay Child Care Strategy with other local and regional strategies that*

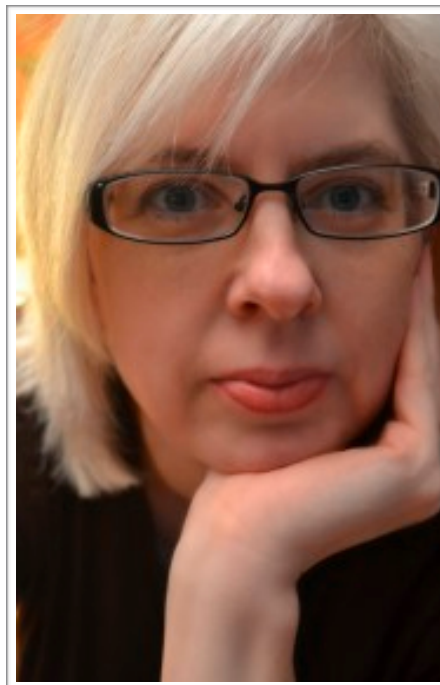
*are connected to children and families or that are impacted by child care issues. Establishing East Kootenay child care space & certified educator targets through 2025. Work in partnership with large regional employers to explore the feasibility of establishing workplace child care programs. Develop unique child care pilot projects & possible funding collaborations with all levels of government and community partners.*

## Project Consultant - Meet Jane Boyd - @boydjane

The East Kootenay Child Care Needs Assessment Project - Phase One - Final Report was prepared by Jane Boyd. She was also the consultant who co-ordinated the project.

**Jane Boyd** is a highly connected & visionary leader who builds local & global community online, develops collaborations and role models social generosity.

Jane consults with key stakeholders to address issues related to education, community, business & work-life. Recognized as a Canadian leader in work-life & early learning issues, Jane has advised many of the “best” employers in Canada and worked on a wide range of community development initiatives. She has been at the forefront of designing & implementing unique approaches to enhance & increase employee engagement & has led the development of award winning work-life solutions & strategies for more than 20 years. Jane has been a licensed early childhood educator in 4 Canadian provinces. In British Columbia, her certification includes Early Childhood Educator and Special Needs Educator.



Jane’s client list has included VanCity, Ritchie Bros. Auctioneers, Envision Financial, PWC, Electronic Arts Canada, BC Housing, City of Richmond, Musqueam Indian Band and countless other organizations. She has developed a wide range of early learning & child care programs. Jane specializes in designing mixed philosophy (Montessori, Reggio Inspired & Traditional ECE) child care programming.

As the CMO of GeniusShared, Jane is focused on the launch & marketing of a number of digital products, face to face retreats & online experiences related to personal & business development. She is the Co-Host of #Lurkerchat, a weekly live Twitter chat that explores online engagement, the silent majority & lurking. Jane is currently co-authoring a book related to brands, consumers & social participation.

Jane is a sought after speaker for conference, training events & retreats. She is a highly skilled facilitator & presenter who is able to engage her audience while also building community. Jane also hosts conversations on-air via video. Her speaking engagements have included Social Media Camp, SOBCon, GeniusShared, Work-Life Summit, Health, Work & Wellness, Social HR Camp, and many more.

You can find Jane on Twitter @boydjane and via [www.45Conversations.com](http://www.45Conversations.com)



## ***Final Project Appendixes***

*The pages that follow are Appendixes which contain additional information to supplement the Final Report document.*

***Appendix A - Child Care Licensing Reference Codes***

***Appendix B - Community Child Care Survey - Cranbrook***

***Appendix C - Community Child Care Survey - Creston***

***Appendix D - Community Child Care Survey - Columbia Valley***

***Appendix E - Community Child Care Survey - Kimberley***

***Appendix F - Community Child Care Survey - All Parents - All Communities***

***Appendix G - Community Child Care Survey - All Early Childhood Educators - All Communities***

***Appendix H - Sample Surveys***

***Appendix I - Additional Resources***

## APPENDIX A: Child Care Licensing Reference Codes

## Child Care - Inspection Reference

### 601 Licensing

Code	Description	Legislation	Notes
60105	Licence not posted in a prominent place. (not required in FCC/IHMACC)	11(1)(2), Act 7(1)(c)	
60120	Inappropriate advertisements	11(3)	
60130	Changes to indoor/outdoor structure not approved	10(2)(a)(b)	
60135	Inadequate posting of ECE/Assistant certificates (Licence to Practice)	11(4)	
60145	Licensed facility is not open to inspection at all times	Act 9(1)(a-d))	
60160	Licensing not notified of any changes to application/schedule B	10(1) refers to 9(1)(a)(b), Schedule B	
60165	MHO/LO obstructed during an investigation or inspection	12(1)(a)	
60170	Relevant records/information withheld/concealed or destroyed during an investigation/inspection	12(1)(b)	
60175	Health & Safety plan not provided to MHO during investigation	12(2)	
60180	Multiple service types running concurrently in FCC	SOP-FCC	
60198	Community Care Facility not operating in a manner that promotes the health, safety and dignity of persons in care	Act 7(1)(b)(i)	

### 602 Policies and Procedure

Code	Description	Legislation	Notes
60210	Inadequate emergency procedures (prepare, mitigate, respond, recover) /implementing of fire drills	22(1)(a)(b)	
60211	Inadequate policies/procedures for the safe release of children	56(a)	
60212	Inadequate policies/procedures to guide employees in the care/supervision of children	56(d)	
60214	Inadequate policies/procedures respecting food and drink to be given	56(e)	
60235	Prepayment agreement not delivered/recorded	56.1(1)(a)(b)(2)(a)(b)	
60236	Fire drill system not prominently displayed	22(3)	
60237	Inadequate record of monthly fire drill system and/or yearly emergency evacuation plan	56(c)	
60238	Inadequate written policies/procedures to guide Child-minding employees to ensure parent/s are present/accessible on premise and if not how employees will respond	56(d.1)(i)(ii)	
60298	Community Care Facility not operating in a manner that promotes the health, safety and dignity of persons in care	Act 7(1)(b)(i)	

Code	Description	Legislation	Notes
60305	Inadequate staff qualifications/suitability	19(2)(a)(b)(c), 19(4)(a)(b), 29(a-d), 34(4)(a)(b)(c)	
60330	No staff with first aid/CPR, knowledge of each child's medical condition, and/or lack of effective communication with emergency personnel	23(1)(a)(b)(c)	
60340	Incomplete personnel documentation/record	19(1)(a-f), 56(b)	
60350	Lack of licensing approval for absent Licensee (FCC/IHMACC)	36(3)(a)(b)	
60355	Employee(s) not trained in the implementation/practicing of fire drill system (monthly) and emergency plan (yearly)	22(2)(a)(b)(c)	
60360	No CRC for individual over the age of 12 years	20(1)(2)	
60362	Licensee has employed a manager who also manages another community care facility	18	
60364	Inadequate staff qualifications for child/ren requiring extra support	19(3)	
60366	Employee has not complied with or continues to comply with Province's immunization and TB control program	21(1)	
60368	Inadequate notification of licensee absence and replacement (FCC/IHMACC)	36(1)(2)	
60370	Inadequate replacement of absent employees	37(2)(3)(a)(b), 38(a)(b)	
60372	Inadequate notification to MHO of Licensee absence for educational purposes	36(4)	
60374	Driver transporting children is not over 19 and/or holds inappropriate driver class	45(1)	
60376	More than 7 children being transported in a vehicle without a responsible adult; not including the driver (excluding GCCSA, FCC, IHMACCC)	45(2)(3)	
60378	Child transported off the premises for an activity without their parent (Child-minding only)	45(4)	
60380	CRC signed consent forms not retained for 5 years	60(2)	
60382	All employee records not kept while still employed/ordinarily present	60(3)(a)(b)	
60384	Character references not returned or destroyed post employment/ordinarily present	60(4)	
60386	Licensee employed persons not of good character and who does not meet the standards for employment specified in the Regulation	Act 7(1)(a)	
60388	A manager has not been appointed for the facility	Act 7(1)(d)	
60390	Staff uneducated on use of equipment and don't follow manufacturer instructions	SOP-SPS	
60398	Community Care Facility not operating in a manner that promotes the health, safety and dignity of persons in care	Act 7(1)(b)(i)	

## 604 Records and Reporting

103

Code	Description	Legislation	Notes
60405	Incomplete child record	57(2) (a,b,d,e,g,h(i)(ii),j,k)	
60410	Incomplete attendance records	57(2)(c)	
60415	Lack of access to emergency records and/or incomplete (photo and other info used to readily identify a child)	57(2)(i)	
60420	Inadequate special health, safety, or care plans for children requiring extra support	58(1)(a)(b)(c)(i)(ii) (2)(a)(b)(3)(a-e)	
60425	Inadequate child release procedures	57(3)(b)	
60430	Inadequate written consent to call Physician/Ambulance	57(3)(a)	
60435	Inadequate log of minor accidents/illness/unexpected events	56(f)	
60440	Inadequate parent notification of child being ill, injured, or involved in a reportable incident	55(1)(a)(b)	
60445	More than 24 hrs for MHO notification of a reportable incident or communicable disease	55(2)(a)(b)	
60450	Medication administration record incomplete	57(2)(f)	
60455	Parent on premise not notified of illness/injury, or involved in a reportable incident (Child-minding)	55(1.1)	
60460	Inadequate record identifying lack of medical insurance plan number/medical-practitioner/immunization status (Child-minding)	57(2.1)(a)(b)(c)	
60465	Inadequate written agreements with the parent and/or not kept on site (Child-minding)	57(2.2)(a-d)(2.3)	
60470	No child records, agreement, or consents available	57(1)(a)(b)(c)	
60475	Records referred to in section 56-58 not at the facility or other records unavailable upon request/demand	59(a)(b)(c)	
60480	Division 4 records not retained for one year (excluding signed CRC consent forms and children's records)	60(1)	
60485	Section 57 children's records not retained for 2 years after withdrawal	60(5)	
60490	No maintenance log of equipment inspection/maintenance/repairs	SOP-SPS	
60498	Community Care Facility not operating in a manner that promotes the health, safety and dignity of persons in care	Act 7(1)(b)(i)	

## 605 Nutrition and Food Services

Code	Description	Legislation	Notes
60505	Inadequate adherence to the Canada Food Guide and promotion of nutritional eating	48(1)(a)(b)	
60510	Child unsupervised while eating, fed by means of propped bottle and/or forced to consume food/drink	48(4)(a)(b)(c)	
60515	Insufficient quality/quantity of food/drink to meet the child needs (age, hours in care, food preference, culture)	48(3)(a)(b)(c)	
60530	Inadequate food handling/storage practices	Act 7(1)(b)(i)	
60535	Inadequate food services approval	Act 7(1)(b)(i)	
60545	Safe drinking water not available	48(5)	
60550	Information not available to parents of food/drink given to children	48(6)	
60555	Non compliance with child record/care plan respecting food and drink.	48(2)(a)(b)	
60598	Community Care Facility not operating in a manner that promotes the health, safety and dignity of persons in care	Act 7(1)(b)(i)	

## 606 Hygiene and Communicable Disease Control

Code	Description	Legislation	Notes
60605	Inadequate program of health & hygiene instructional/ practise	46(1)	
60615	Inadequate diapering area/equipment	14(4)(a)(b) 46(2)	
60698	Community Care Facility not operating in a manner that promotes the health, safety and dignity of persons in care	Act 7(1)(b)(i)	

## 607 Physical Facility, Equipment and Furnishings

Code	Description	Legislation	Notes
60705	Inadequate access to reliable communications equipment	22(4)	
60710	Inadequate access to First aid kit	23(2)	
60715	Inadequate sleeping arrangements/furnishings	15(2)(a)(b)(c) 15(3)	
60725	Facility/equipment/furnishings/fixtures unclear/in poor repair	13(2)	
60730	Unsuitable/unsafe equipment/materials for age/development	16(4)(a)(b)	
60745	Inadequate restrictions for smoking	13(3)	
60750	Inadequate indoor space	14(1)(a,b,c,d)	
60752	Insufficient modifications to facility physical structure to accommodate child/ren who require extra support	13(4)	
60754	Children do not have reasonable access to a home like environment (FCC)	SOP-FCC	
60755	Inadequate outdoor space	16(1)(2)	
60756	Insufficient physical space for family child care	SOP-FCC	
60758	Inadequate equipment to meet varying developmental needs (FCC)	SOP-FCC	
60760	Inadequately enclosed outdoor play area	16(3)(a)(b)	
60762	Insufficient shade provided for children and/or equipment	SOP-SPS	
60764	Entrapment spaces present	SOP-SPS	
60765	Insufficient number/location of toilets/washbasins	14(2)(3)	
60766	Inadequate safety barriers/guard rails/railings	SOP-SPS	
60768	Inadequate consideration and precautions for roof top play spaces	SOP-SPS	
60770	Unsafe access to hazardous objects/substances	17	
60772	Preschool and school age equipment not grouped by age	SOP-SPS	
60774	Exceeding equipment height requirements for ages of children in care	SOP-SPS	
60775	Obstructed emergency exit	15(1)( b)	
60776	Insufficient ground surfacing	SOP-SPS	
60778	Depth of ground surfacing not checked	SOP-SPS	
60780	Hot water accessible to children exceeds 49°	47	
60782	Play area not check for hazards	SOP-SPS	
60784	Insufficient self inspections of equipment for hazards	SOP-SPS	
60785	Healthy and safe environment not provided	13(1)	
60786	Inadequate consideration of atypical equipment	SOP-SPS	
60790	Equipment/furnishings/supplies unsteady/unsafe/hazardous/difficult to clean	15(1)(a)	
60798	Community Care Facility not operating in a manner that promotes the health, safety and dignity of persons in care	Act 7(1)(b)(i)	

## 609 Program

Code	Description	Legislation	Notes
60905	Inadequate programming	44(1)(a)(b)(c)	
60925	Children do not have daily outdoor play periods (excluding OCC operating less than 3.5hrs/day)	44(3)	
60930	Program of activities not modified for a child requiring extra support and/or not recorded in the care plan	44(2)(a)(b)	
60935	Outdoor daily play periods not provided in Child-minding operating more than 3.5 hrs/day	44(5)	
60940	Play space does not encourage a variety of activities for child development	SOP-SPS	
60945	Children not educated on playground safety, equipment use and injury prevention	SOP-SPS	
60950	Appropriate play not modelled by staff	SOP-SPS	
60998	Community Care Facility not operating in a manner that promotes the health, safety and dignity of persons in care	Act 7(1)(b)(i)	

## 610 Medication

Code	Description	Legislation	Notes
61010	No medication agreement from parent/not administered as per order or medication not accessible to employees	53(1)(a)(b)	
61020	Medication accessible to children (unless child needs immediate access)	53(2)	
61025	Medication inaccessible for a children who require immediate access	53(2)(a)(b)	
61030	Child-minding Licensee has agreed to administer or has administered medications that was not immediately necessary to address a significant risk to the child's health	53 (1.1)	
61035	No available competent employee to administer medication and/or supervise self administration	53(3)(a)(b)	
61040	Self administration of medication not documented by employee	53(4)	
61098	Community Care Facility not operating in a manner that promotes the health, safety and dignity of persons in care	Act 7(1)(b)(i)	

## 611 Care and Supervision

Code	Description	Legislation	Notes
61105	Overnight care does not comply with legislation	41(1)(2)(3)	
61110	Children attending for more than maximum hours of care	40(1)(2)(a)(b)(3)(4)	
61115	Behaviour/guidance policy not provided to staff/parents	51(1)(b)	
61120	Inadequate parental access to children	49(1)	
61125	Child subjected to emotional/ physical/ sexual abuse and/or neglect as defined in Schedule H	52(2)	
61130	Inappropriate behavioural guidance	51(1)(a)	
61135	Non-compliance with numbers/ages/group sizes/staff ratios	34(2)(a)(b) Schedule E	
61140	Inadequate adult replacement due to urgent/unforeseen circumstances	39(2)	
61145	Children not adequately supervised by qualified employees in sufficient numbers to meet the children's needs	34(1), 39(1)	
61150	Inadequate accommodation/supervision of ill child by appropriate individual	54(a)(b)(i)(ii)	
61155	Children subjected to harmful actions	52(1)(a-f)	
61160	Food/ drink used as reward or punishment	48(7)	
61165	Inappropriate positioning for sleep	42	
61172	Licensee is providing care to a child without ensuring	49(2)	

	emergency contact/parent is readily available		106
61174	Behavior guidance instructions in care plan not adhered to including the use of restraints being administered by an untrained person	51(2)(a)(b)	
61176	Other business/activity being conducted that interferes with space/supervision or children's health or safety in a FCC/IHMACC	35(1)(2)	
61178	Children not provided opportunities for social, emotional, physical and intellectual growth	43	
61180	Reasonable steps not taken to prevent a person access to a child/ren	50	
61182	Excessive exposure to UV rays in hottest part of the day	SOP-SPS	
61198	Community Care Facility not operating in a manner that promotes the health, safety and dignity of persons in care	Act 7(1)(b)(i)	

### Acronym Legend

FCC - Family Child Care	IHMACC – In-Home Multi-Age Child Care	CRC - Criminal Record Check
SOP - Standards of Practice	OCC - Occasional Child Care	MHO - Medical Health Officer
LO - Licensing Officer	GCCSA - Group Child Care School Age	

### STAFF INFO

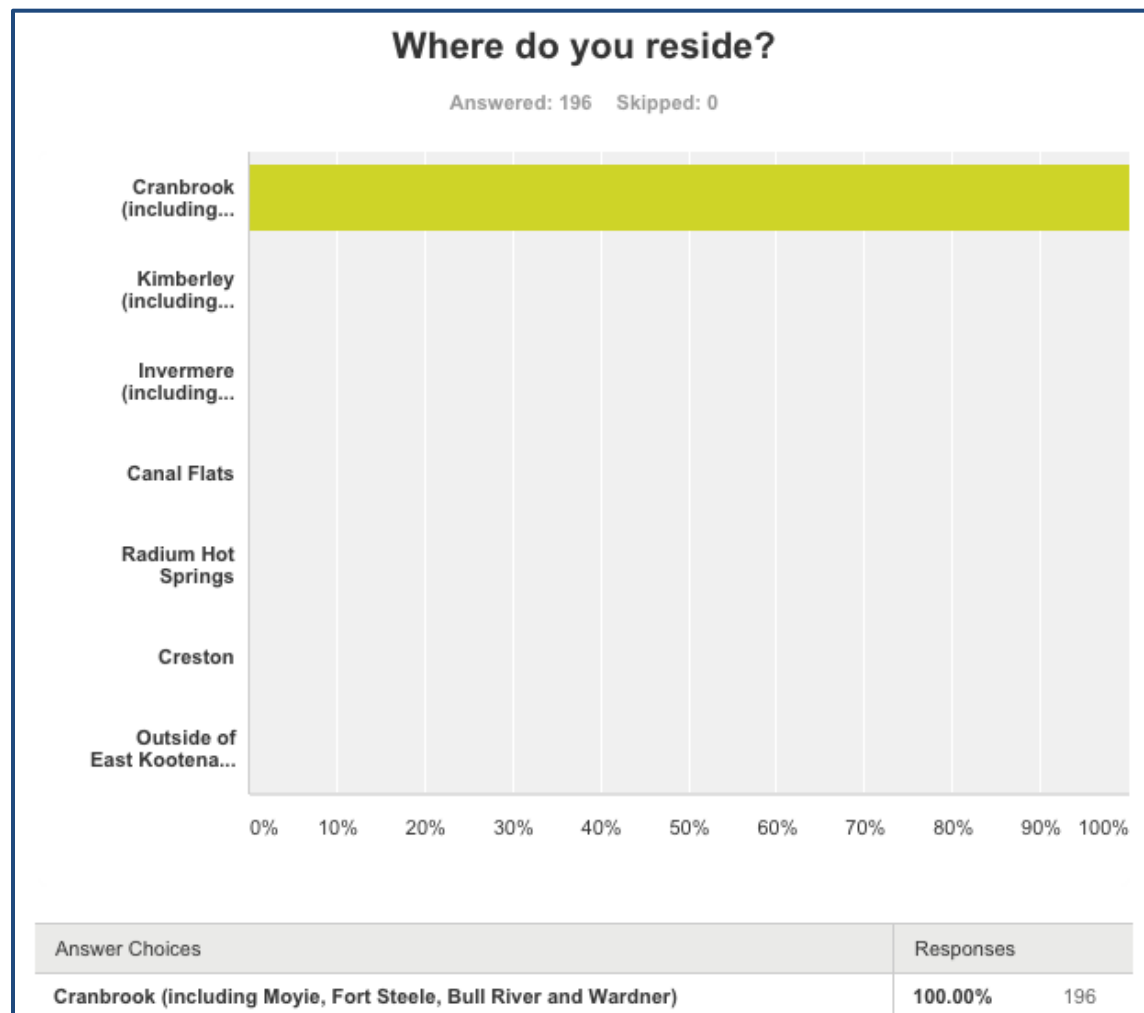
Name	CRC	References	Work History	Qualifications	Ist aid	Doctor	Imm-TB



## APPENDIX B: Community Child Care Survey - Cranbrook

Almost half of the 435 active participants surveyed, n = 196 respondents (45%), indicated residence within Cranbrook, including Moyie, Fort Steele, Bull River, and Wardner).

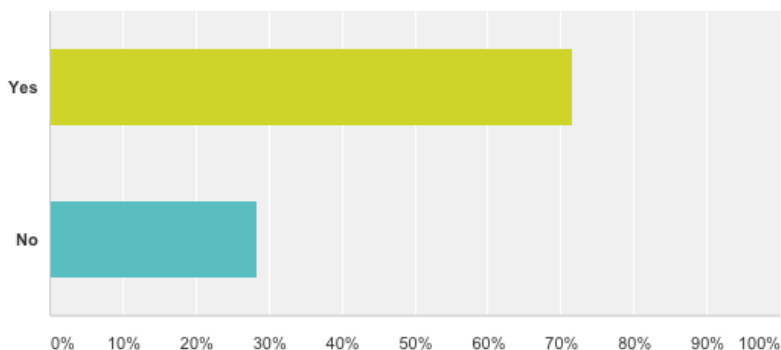
### Demographics



Cranbrook parents of child care aged children actively participated in this study. Responses from parents of child(ren) aged birth to 18 within the East Kootenay region comprise 72% of data collected (n = 139). Interestingly, the issue at hand is also of concern to other members of the community, with n= 49 respondents indicating they are East Kootenay residents WITHOUT child(ren) ages birth to 18 years. The remainder of respondents is comprised of residents outside of the East Kootenay region with child care aged children, and grandparents of children within East Kootenay.

### Are you the parent/guardian of child(ren) ages birth to 18 years old that RESIDE IN the East Kootenay Region?

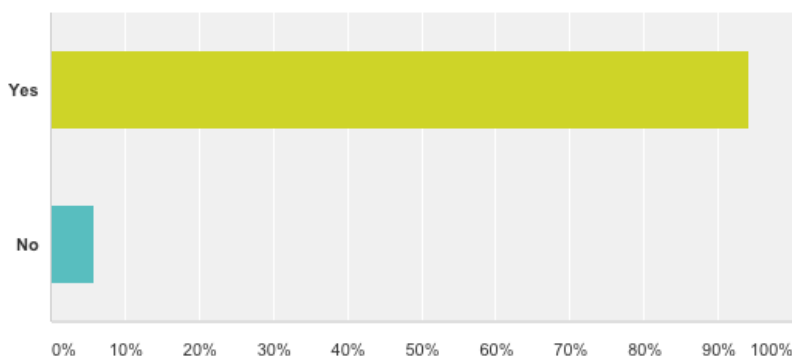
Answered: 194 Skipped: 2



Answer Choices	Responses
Yes	71.65% 139
No	28.35% 55
Total	194

### Are you an interested East Kootenay Region community member WITHOUT children ages birth to 18 years?

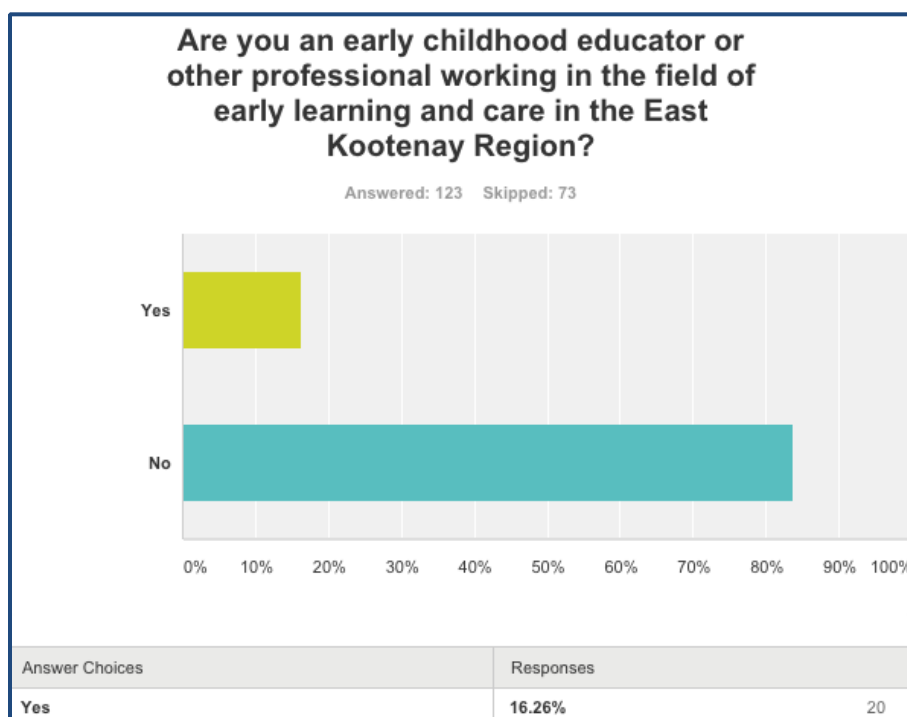
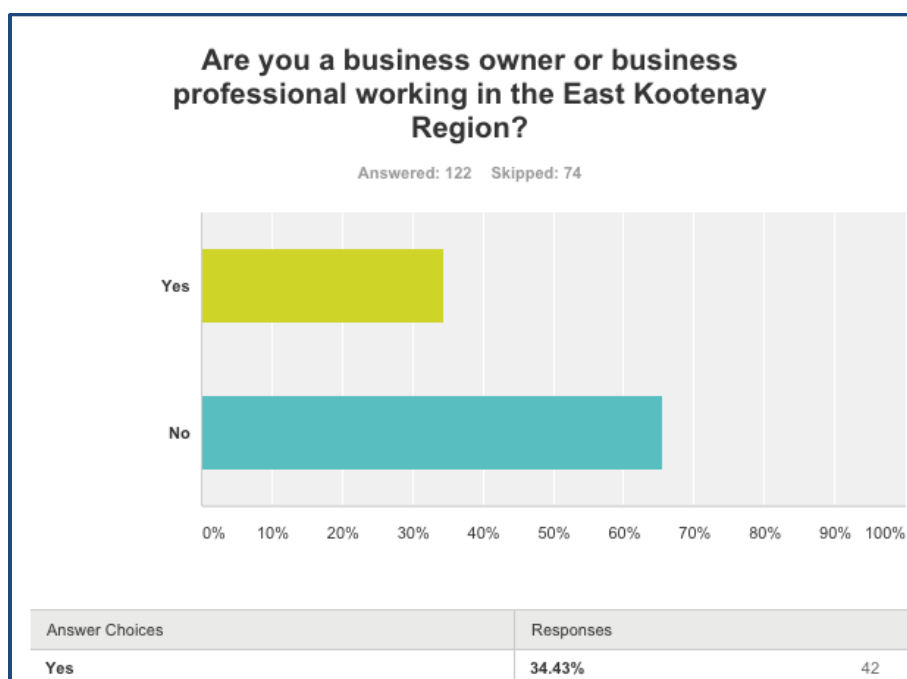
Answered: 52 Skipped: 144



Answer Choices	Responses
Yes	94.23% 49
No	5.77% 3
Total	52

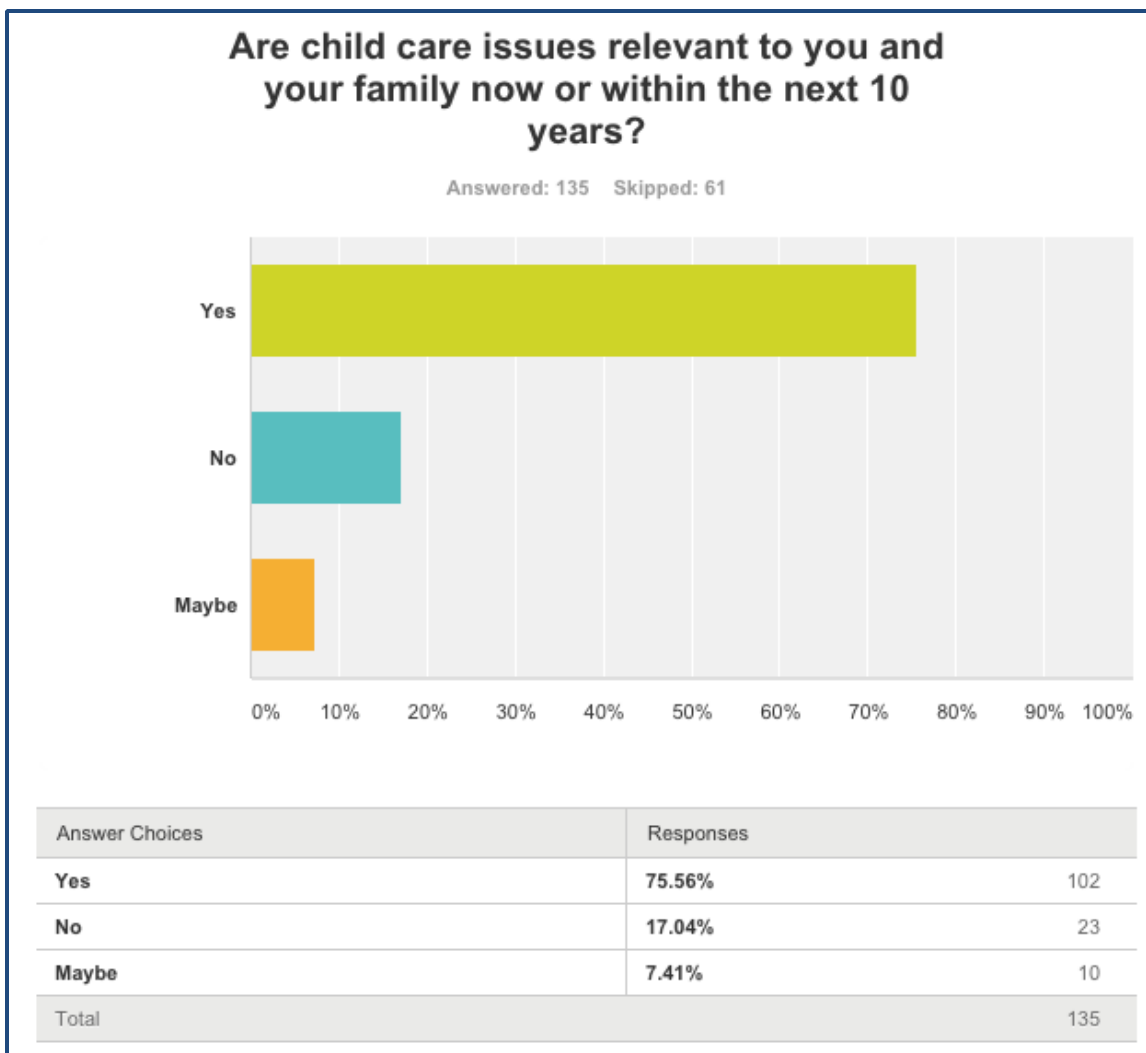
Those with further economic interests in the region also participated; 34% (n= 42) of respondents identified as a business owner or business professional working in the East Kootenay region, while 16%

(n= 20) of responses were provided by early childhood educators or other professionals working in the field of early learning within East Kootenay.



Responses from single parents comprised less than 1/3 of the data collected (23%, n= 32), and only 21% (n= 29) indicated plans to have child(ren) within the next five years. However, regardless of where

Cranbrook residents are on the childrearing spectrum, a majority (83%, n= 112) indicated that child care issues are or may be relevant to their family now or within the next 10 years.



### Infant/Toddler and Special Needs

The most impacted segment of the population continues to be residents with children in the infant/toddler and preschool stages. Limited availability of programs, long waitlists, and high costs continue to be barriers for residents with children in this age range. Of the responses collected, 60% (n= 85) are parents whose first child falls within this demographic range, while another 67% (n= 41) indicate their second or third child falls within this age range.

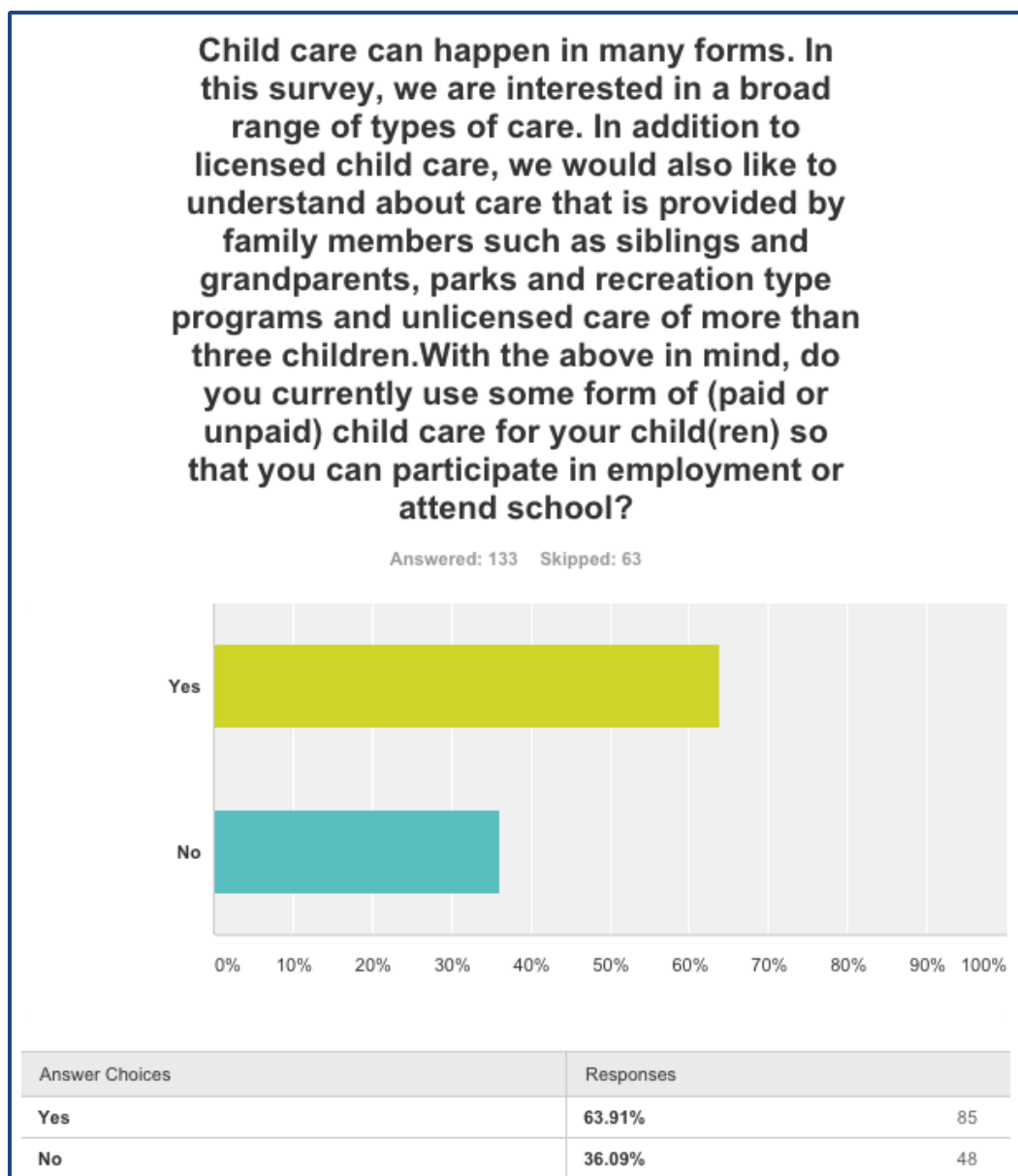
Parents of children with special needs are also having difficulty securing reliable child care options within Cranbrook. Of the responses collected, 1/3 (n= 63) indicated their child is or may be impacted by a special need requiring additional early childhood educational/educational support.

### **Are any of your child(ren) impacted by special needs or learning disabilities?**

	Child 1 - Youngest	Child 2 - Next Youngest	Child 3 - Next Youngest	Child 4 - Next Youngest	Child 5 - Next Youngest	Total Respondents
Maybe - Not Yet Diagnosed	81.25% 13	31.25% 5	6.25% 1	0.00% 0	6.25% 1	16
Not Applicable	94.67% 71	52.00% 39	12.00% 9	4.00% 3	1.33% 1	75
Physical Disability	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	1
Hearing Impaired	0.00% 0	50.00% 1	0.00% 0	50.00% 1	0.00% 0	2
Visually Impaired	50.00% 1	0.00% 0	0.00% 0	50.00% 1	0.00% 0	2
ADHD and/or Learning Disability	63.16% 12	26.32% 5	21.05% 4	0.00% 0	10.53% 2	19
Gifted	40.00% 2	40.00% 2	20.00% 1	0.00% 0	0.00% 0	5
(ASD) Autism Spectrum Disorder	28.57% 2	57.14% 4	0.00% 0	14.29% 1	0.00% 0	7
(FAS) Fetal Alcohol Syndrome	50.00% 1	50.00% 1	50.00% 1	0.00% 0	0.00% 0	2
Anxiety, Depression or Other Mental Health Condition	22.22% 2	44.44% 4	44.44% 4	0.00% 0	11.11% 1	9

## Economic Impact

Economic drivers and affordable, accessible child care go hand-in-hand in Cranbrook, with 63% (n= 85) of respondents relying on some form of child care so they can work and/or attend school.



***“I couldn't find any suitable care, so I became an in home provider for a friend who couldn't afford child care in a dual income household (also, I have a six week old daughter)”***

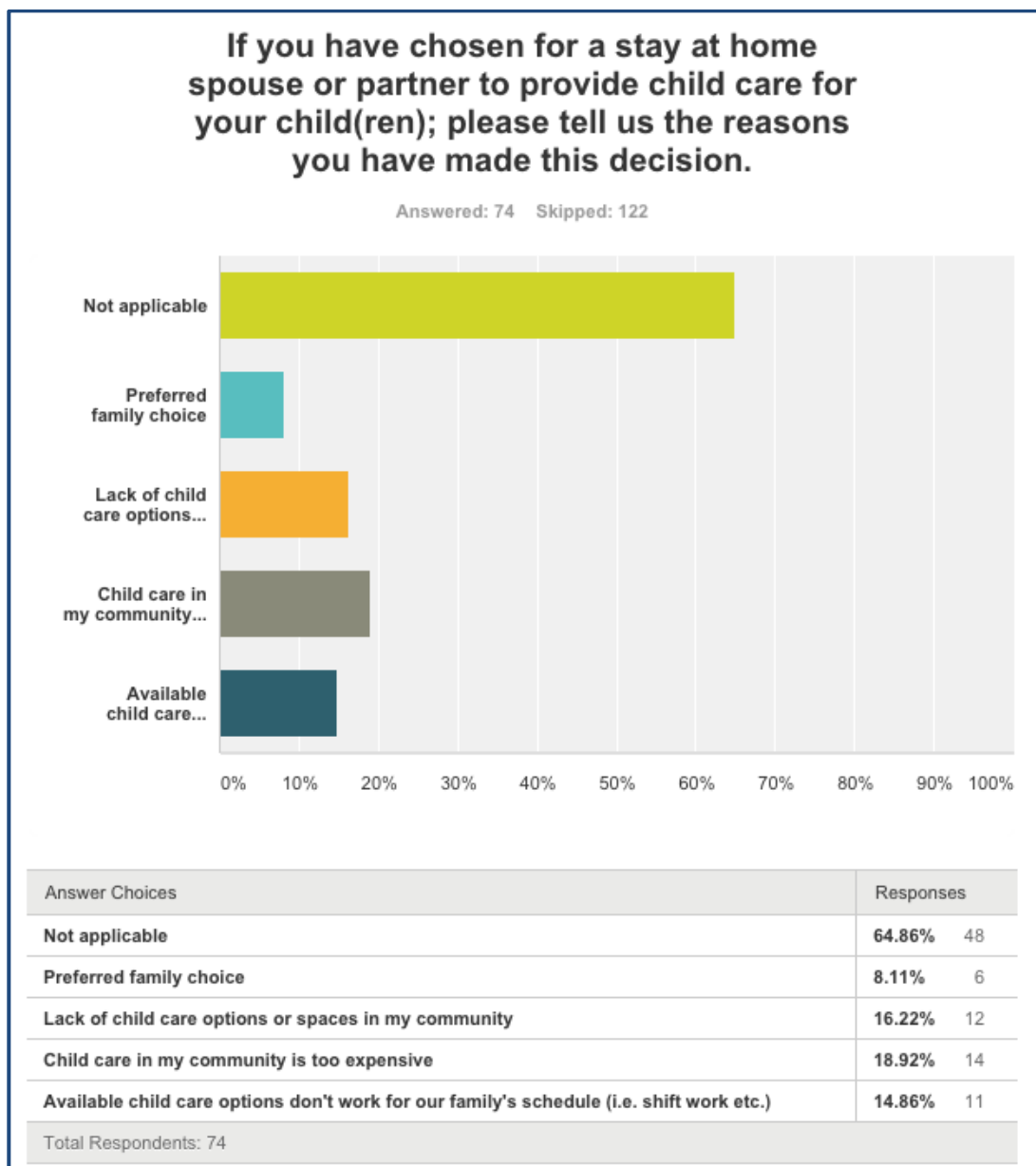
***“Hard to find”***

***“Our child attends a parents workplace prior to and after school hours”***

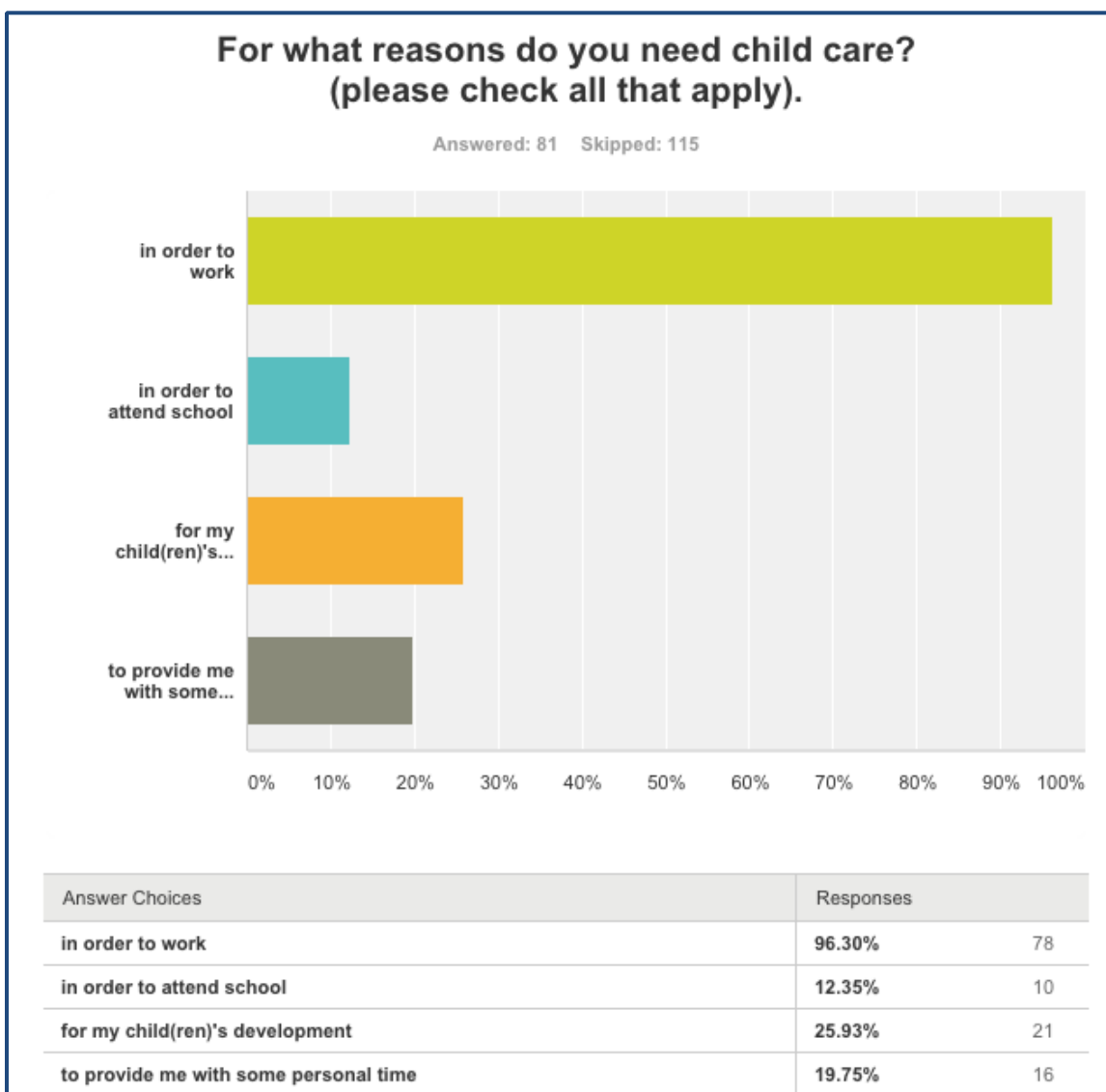
***“I couldn't find after school care for my son with ASD”***

### ***“Father quit his job to be home full time”***

Of those who choose not to utilize child care options, 50% (n= 37) of respondents indicated they’d made this choice due to lack of child care options/spaces, prohibitive cost, or inability to find child care options conducive to the family’s schedule (i.e., shift work).

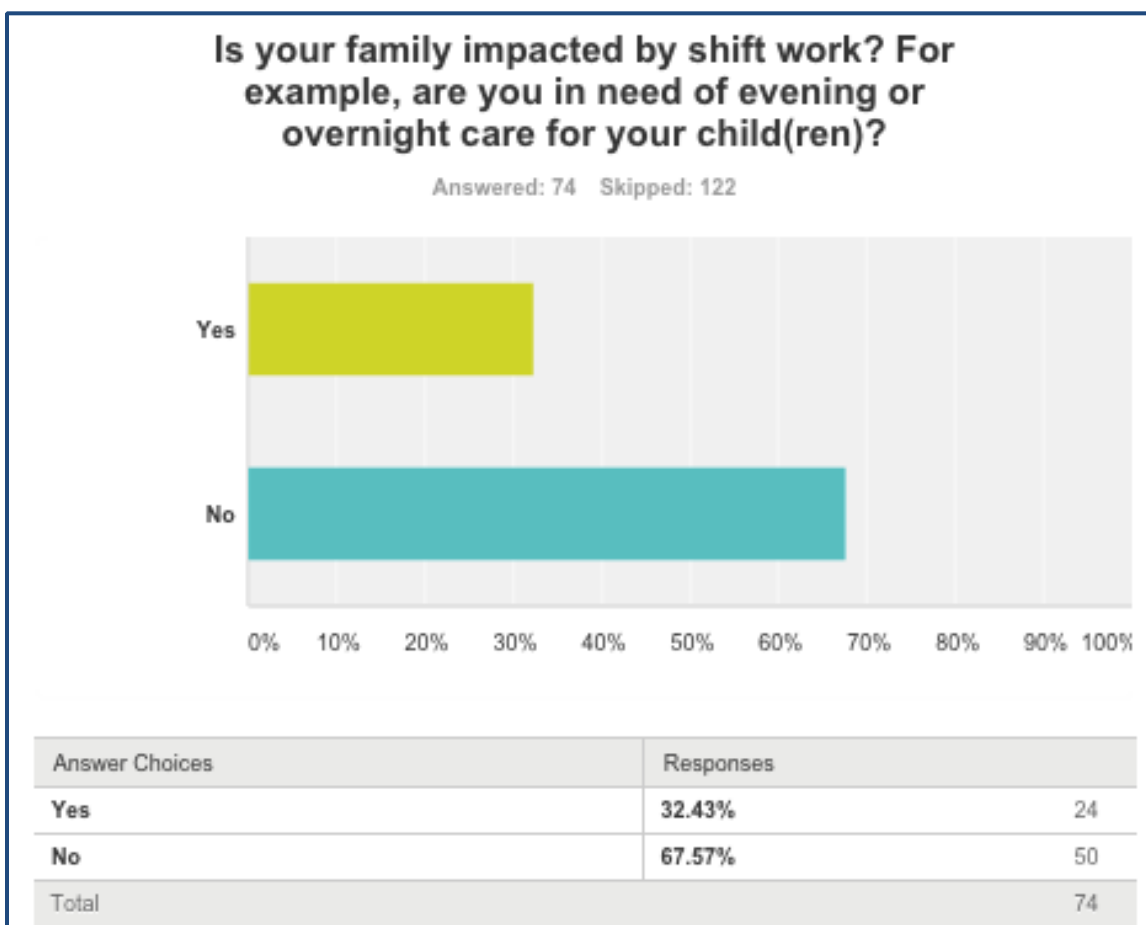


Conversely, 96% (n= 78) of respondents indicated they need child care in order to work, and 25% indicated it was necessary for their child's development.

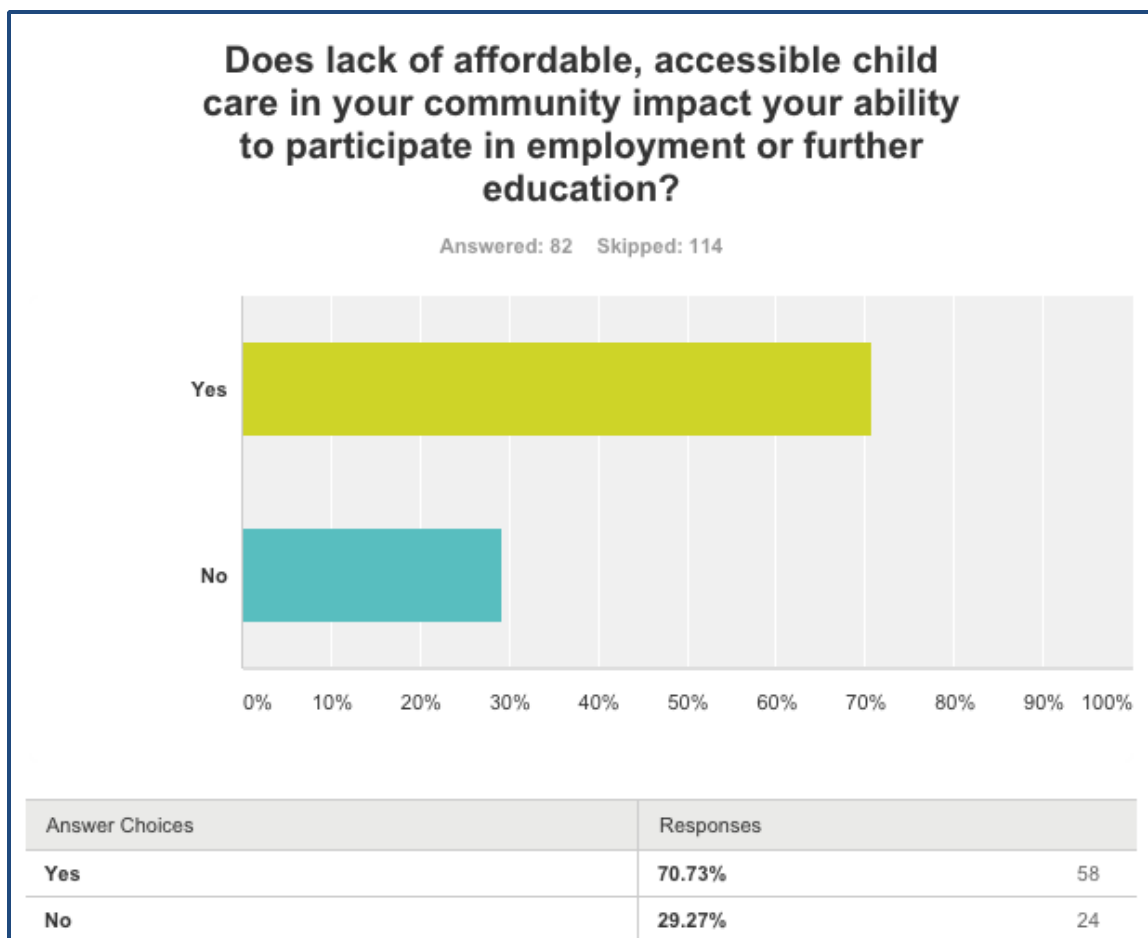




Of those working, 33% of respondents (n= 24) are impacted by shift work, which poses a barrier to finding quality child care at conducive times.



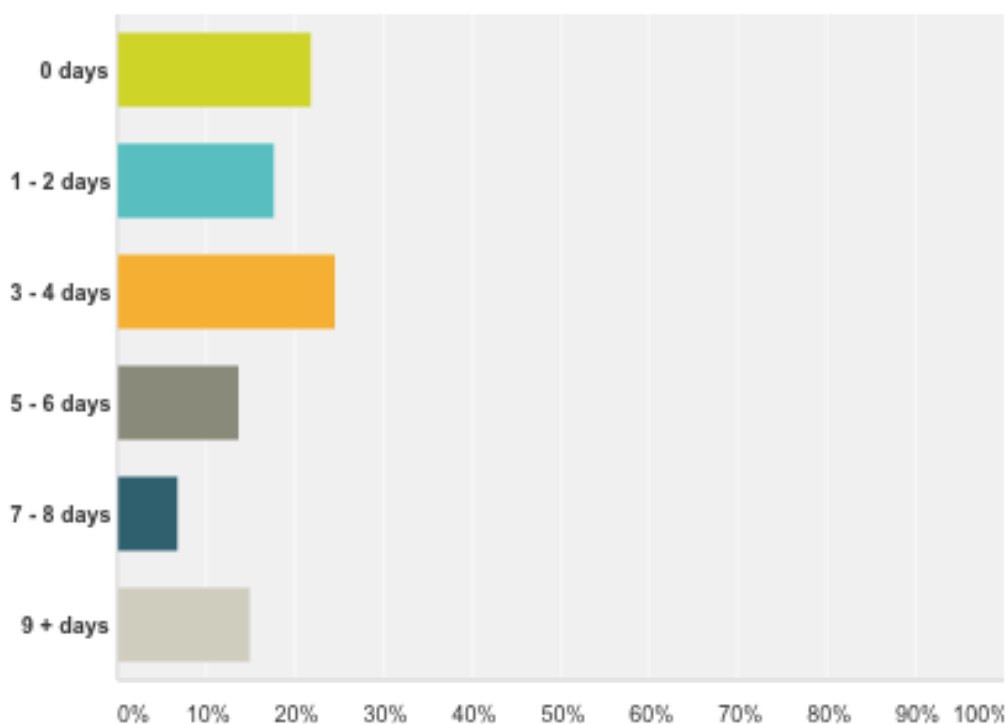
Additionally, 70% of respondents indicated a lack of affordable care impacts their ability to work and/or pursue education. The disparity of need to availability places additional burden on the community's economic infrastructure.



Working parents with young children and unreliable child care are likely to miss more workdays than peers with secure child care options. Cranbrook is no exception, and our data reveals that this demographic is missing more work time, and often therefore not collecting a regular wage. They are also at risk for losing the child care they have if their child is in a program that requires regular attendance to keep their spot secured.

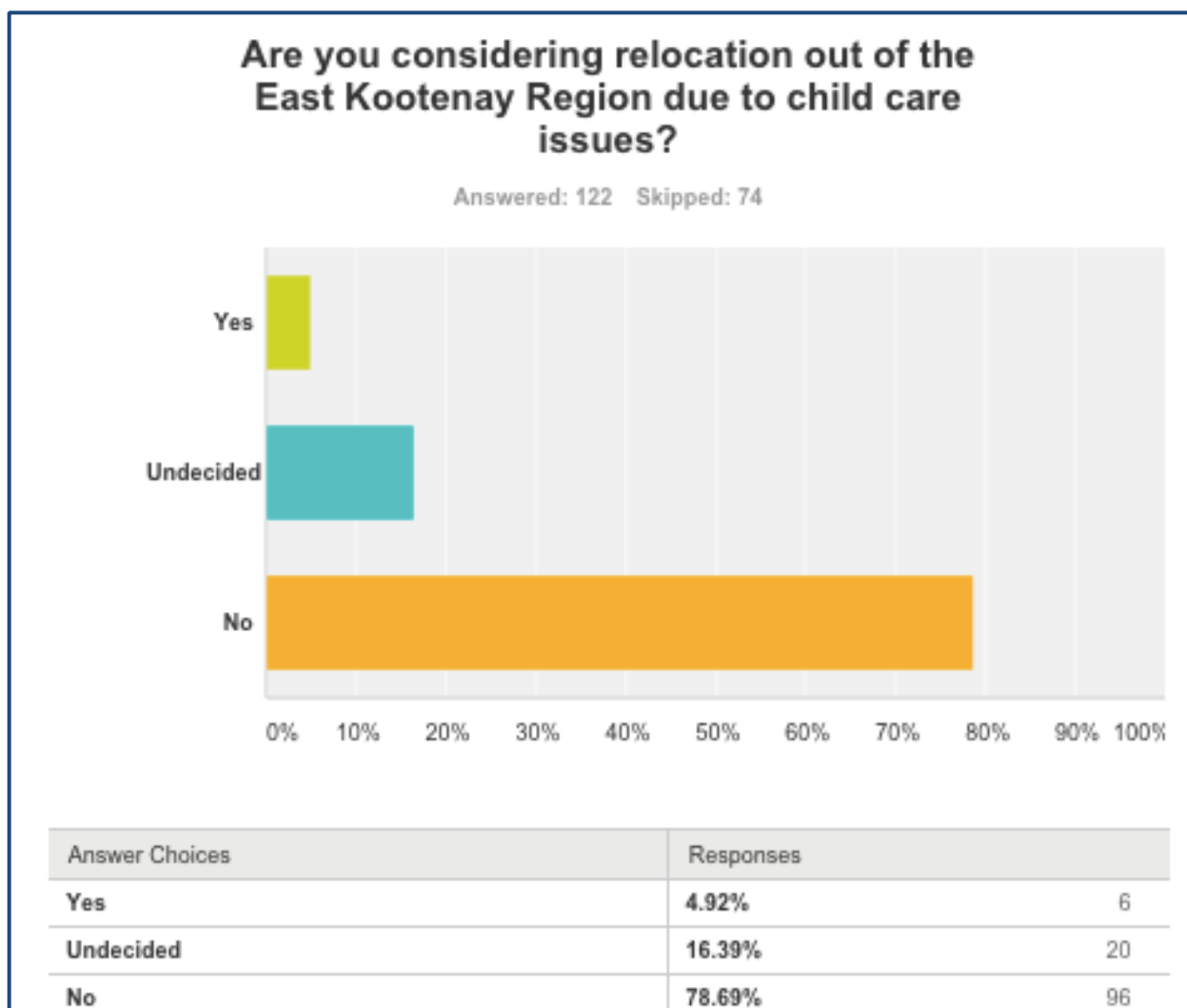
**How many days in the last year have you had to miss employment or school due to a breakdown in your regular child care arrangements? Please don't include days that your child(ren) could not attend child care due to illness or weather closures.**

Answered: 73 Skipped: 123



Answer Choices	Responses	
0 days	21.92%	16
1 - 2 days	17.81%	13
3 - 4 days	24.66%	18
5 - 6 days	13.70%	10
7 - 8 days	6.85%	5
9 + days	15.07%	11
Total		73

Among the good news for East Kootenay, 79% of respondents (n= 96) indicate they are NOT considering relocation outside of the region, despite barriers to securing child care.



## Frequency, Satisfaction & Alternatives

Cranbrook's working parents utilize a variety of child care options to meet the needs of their schedules as best they can. The following tables provide a breakdown of the various methods working parents rely on, as well as average hours of child care per week and their satisfaction with the choices currently available to them.

### Please help us understand how many hours you currently use child care per week

Average Hours of Child Care Per Week					
	0	1-15	16-30	More than 30	Total
Child 1 - Youngest	6.94% 5	41.67% 30	15.28% 11	36.11% 26	72
Child 2 - Next Youngest	10.42% 5	60.42% 29	10.42% 5	18.75% 9	48
Child 3 - Next Youngest	38.46% 5	46.15% 6	15.38% 2	0.00% 0	13
Child 4 - Next Youngest	50.00% 1	50.00% 1	0.00% 0	0.00% 0	2
Child 5 - Next Youngest	100.00% 1	0.00% 0	0.00% 0	0.00% 0	1
Child 6 - Next Youngest	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Child 7 - Oldest	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0

### Please tell us how satisfied you are with the various features of your current care arrangements

	Very Satisfied	Satisfied	Somewhat Dissatisfied	Very Dissatisfied	Not Applicable	Total Respondents
Cost	14.29% 11	33.77% 26	22.08% 17	18.18% 14	12.99% 10	77
Location of Care	36.84% 28	44.74% 34	10.53% 8	1.32% 1	6.58% 5	76
Support for Children With Extra Needs	7.25% 5	13.04% 9	8.70% 6	5.80% 4	65.22% 45	69
Accommodation for Siblings of Different Ages	18.31% 13	25.35% 18	5.63% 4	5.63% 4	46.48% 33	71
Quality of Staffing/Caregiver	44.00% 33	33.33% 25	14.67% 11	1.33% 1	10.67% 8	75
Quality of Care Experience	41.33% 31	28.00% 21	20.00% 15	1.33% 1	10.67% 8	75
Flexibility (Days/Times Care is Available)	15.79% 12	40.79% 31	22.37% 17	11.84% 9	9.21% 7	76

**Please tell us about the type(s) of child care arrangements that you currently have in place for your child(ren). Check as many as apply for each child.**

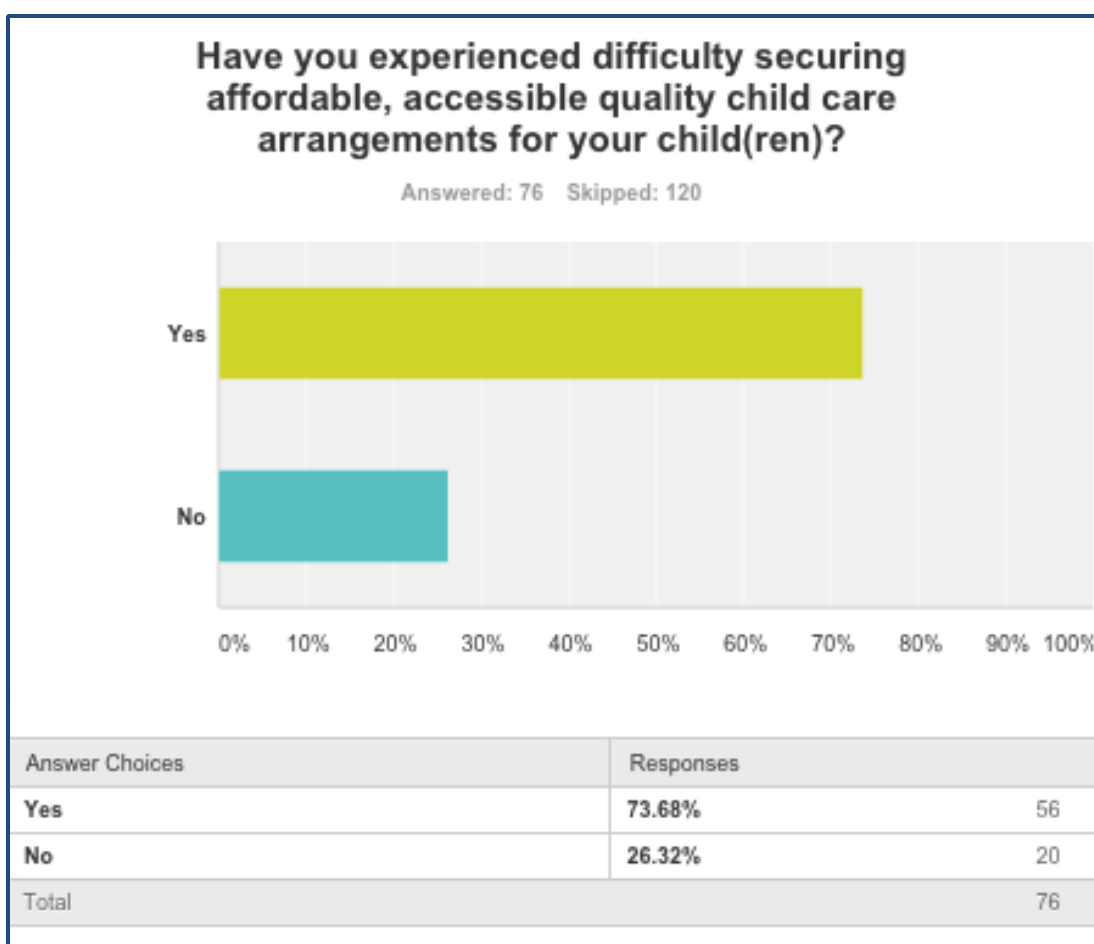
	Child 1 - Youngest	Child 2 - Next Youngest	Child 3 - Next Youngest	Child 4 - Next Youngest	Child 5 - Next Youngest	Total Respondents
Spouse or Partner Cares for Child(ren) When They Are Not Working or Studying	93.55% 29	51.61% 16	16.13% 5	0.00% 0	0.00% 0	31
Stay at Home Spouse or Partner	87.50% 7	62.50% 5	25.00% 2	0.00% 0	0.00% 0	8
License-Not- Required (LNR) Family Child Care	87.50% 7	50.00% 4	12.50% 1	0.00% 0	0.00% 0	8
Registered License-Not- Required (RLNR) Family Child Care	100.00% 6	50.00% 3	0.00% 0	0.00% 0	0.00% 0	6
Licensed Group Child Care Under 36 Months	70.00% 7	30.00% 3	0.00% 0	0.00% 0	0.00% 0	10
Licensed Group Child Care 30 Months to School Age	71.43% 10	50.00% 7	0.00% 0	0.00% 0	0.00% 0	14
Licensed Family Child Care	85.71% 6	28.57% 2	0.00% 0	0.00% 0	0.00% 0	7
In-Home Multi- Age Child Care	100.00% 4	25.00% 1	25.00% 1	0.00% 0	0.00% 0	4
Multi-Age Child Care	66.67% 2	33.33% 1	0.00% 0	0.00% 0	0.00% 0	3
Preschool	75.00% 3	50.00% 2	0.00% 0	0.00% 0	0.00% 0	4
Parks & Recreation Programs	75.00% 3	100.00% 4	25.00% 1	0.00% 0	0.00% 0	4
Child Stays Home Alone Before/After School	25.00% 1	50.00% 2	50.00% 2	0.00% 0	0.00% 0	4
Child Stays Home With Siblings Before/After School	71.43% 5	85.71% 6	71.43% 5	0.00% 0	0.00% 0	7
School Age Child Care	38.89% 7	61.11% 11	22.22% 4	0.00% 0	5.56% 1	18
Family Member/Relative (Not a Sibling)	85.29% 29	55.88% 19	14.71% 5	5.88% 2	2.94% 1	34
Unlicensed Child Care (3+ Children)	83.33% 5	33.33% 2	0.00% 0	0.00% 0	0.00% 0	6
Not Using Child Care for This Child	50.00% 5	30.00% 3	40.00% 4	0.00% 0	0.00% 0	10

## Cost, Availability & Preference

Aside from availability, accessibility, and level of satisfaction, another factor that can pose a challenge, if not an outright barrier, to Cranbrook parents' ability to secure child care is cost. We've broken down monthly costs/child, and our data reveals that:

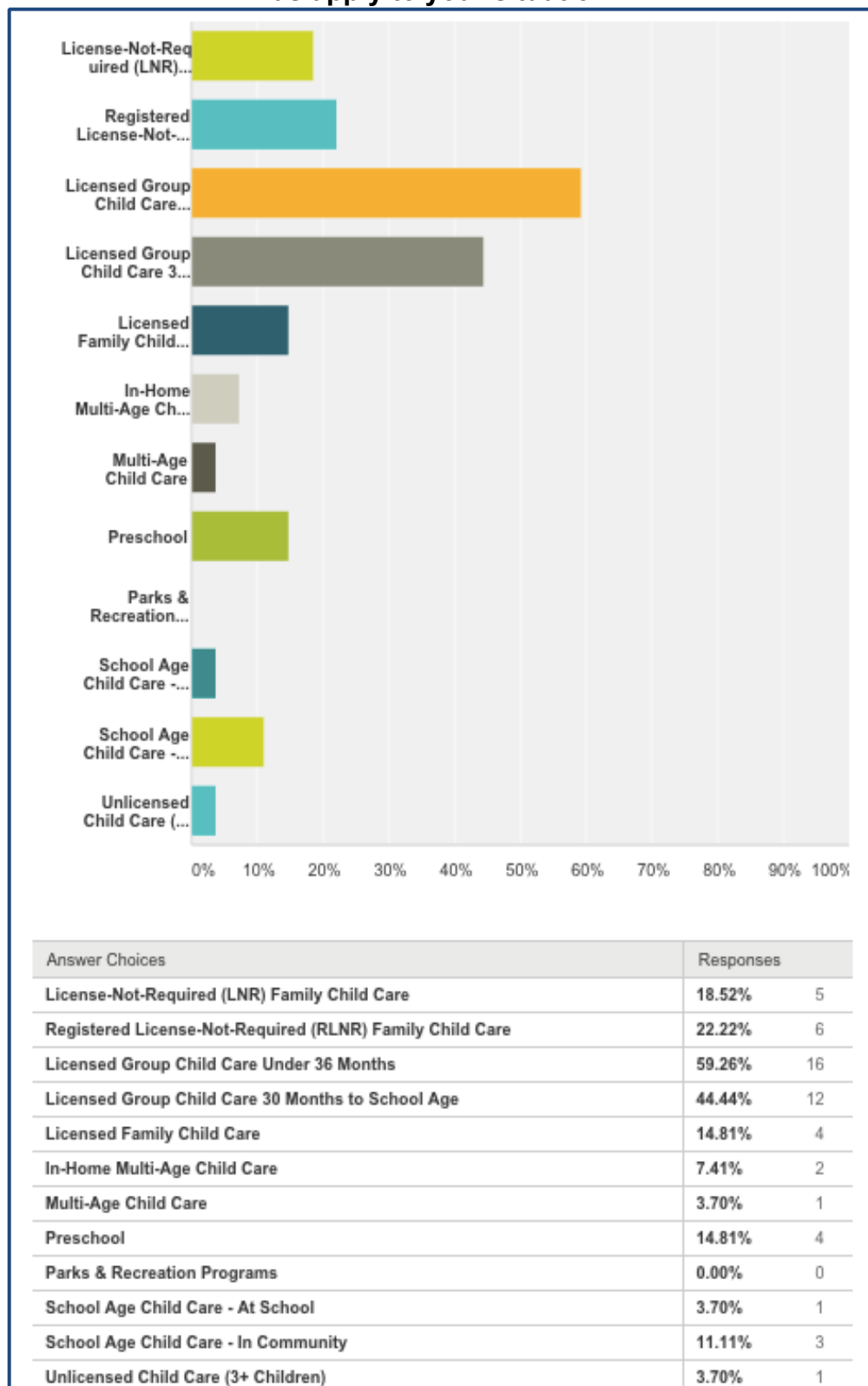
- Respondents (n= 70) pay a range of \$50-\$1000/month for their youngest child
- Respondents (n= 42) pay a range of \$40-\$700/month for their second youngest child
- The remainder of respondents (n= 10) pay a range of \$100-\$270/month for their oldest children

Correlating to the above breakdowns, 74% of respondents who answered (n= 56) indicated they had difficulty securing affordable, accessible quality child care arrangements.





**Are you currently on a waiting list for child care? Please select as many choices as apply to your situation.**



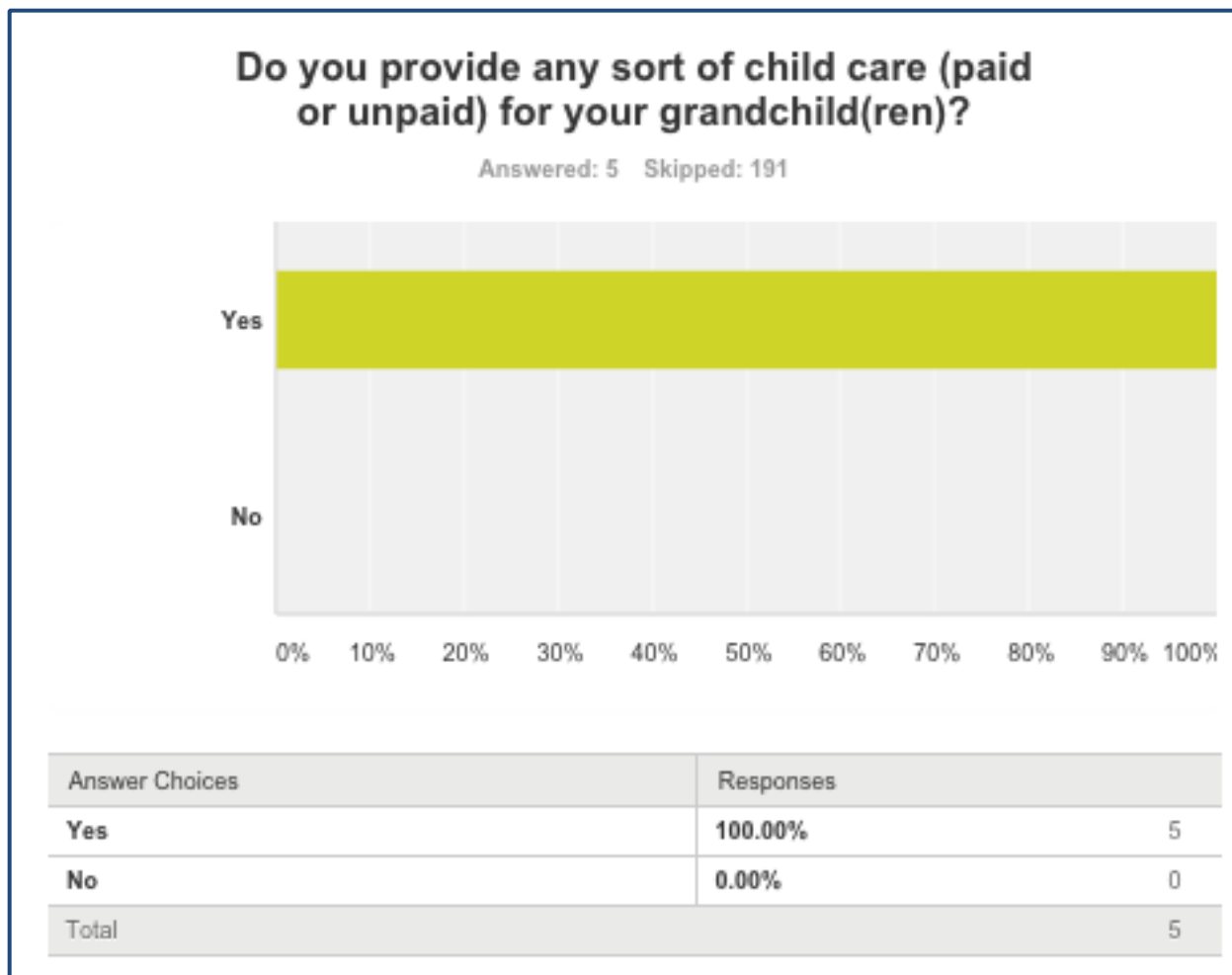
Of the respondents on a waiting list to secure child care, waiting for Licensed Group Child Care for their infants 0-36 months (59%, n= 16), and Licensed Group Child Care for children 30 months-school age (44%, n= 12) impacts the majority. When asked about preference the majority of respondents indicated Licensed Group Child Care for infants less than 36 months (57%, n=16) and Licensed Group Child Care 30 months-school age (62%, n= 21) were their top choices.

	First Choice	Second Choice	Third Choice	Total Respondents
License-Not-Required (LNR) Family Child Care	33.33% 5	20.00% 3	46.67% 7	15
Registered License-Not-Required (RLNR) Family Child Care	22.73% 5	45.45% 10	31.82% 7	22
Licensed Group Child Care Under 36 Months	57.14% 16	28.57% 8	14.29% 4	28
Licensed Group Child Care 30 Months to School Age	61.76% 21	20.59% 7	17.65% 6	34
Licensed Family Child Care	54.76% 23	26.19% 11	19.05% 8	42
In-Home Multi-Age Child Care	36.36% 4	18.18% 2	45.45% 5	11
Multi-Age Child Care	33.33% 4	33.33% 4	33.33% 4	12
Preschool	23.53% 4	47.06% 8	29.41% 5	17
Parks & Recreation Programs	41.67% 5	33.33% 4	41.67% 5	12
School Age Child Care - At School	64.00% 16	36.00% 9	12.00% 3	25
School Age Child Care - In Community	40.00% 8	35.00% 7	30.00% 6	20
Unauthorized Child Care	12.50% 1	0.00% 0	87.50% 7	8

**Table: Top choices when seeking quality child care outside of the home.**

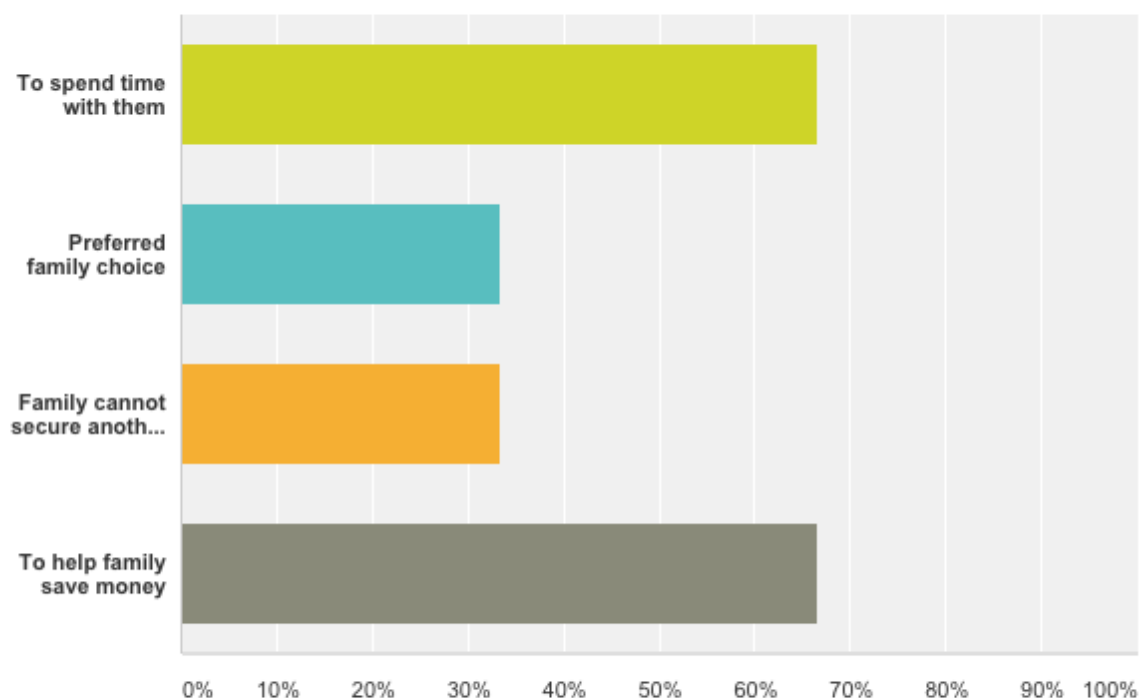
## Extended Family Impact

While not a statistically significant sample by usual standards, a small percentage (n= 5) of respondents indicated they provide child care for their grandchild(ren). Of those who do provide child care, 66% do so to help their children save money. In the words of one resident, “Both of our families are living on the edge of poverty.” We believe it is important to call out this growing demographic.



## For what reasons do you provide child care to your grandchild(ren)? Please check all that apply.

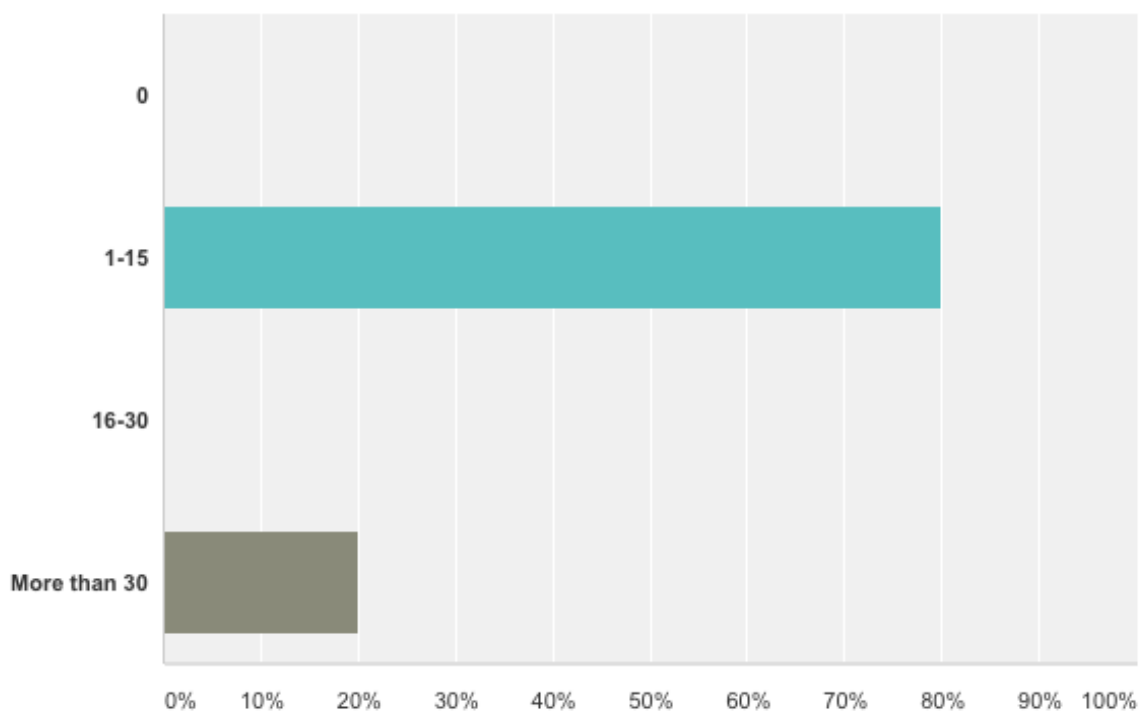
Answered: 3 Skipped: 193



Answer Choices	Responses	
To spend time with them	66.67%	2
Preferred family choice	33.33%	1
Family cannot secure another child care arrangement	33.33%	1
To help family save money	66.67%	2

## How many hours per week on average do you provide (paid or unpaid) child care for your grandchild(ren)?

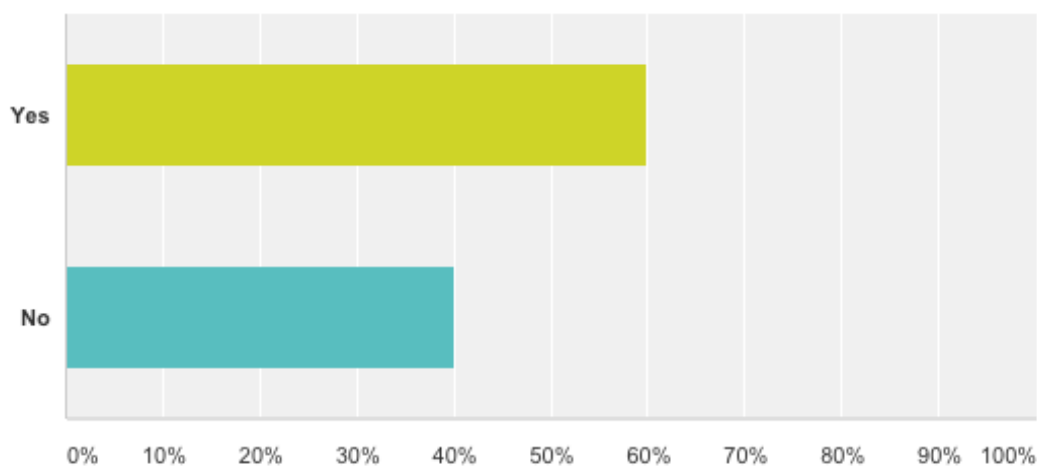
Answered: 5 Skipped: 191



Answer Choices	Responses
0	0.00% 0
1-15	80.00% 4
16-30	0.00% 0
More than 30	20.00% 1

**Do you make any sort of financial contribution toward child care costs for your grandchild(ren)? For example, by helping pay for child care or program related fees.**

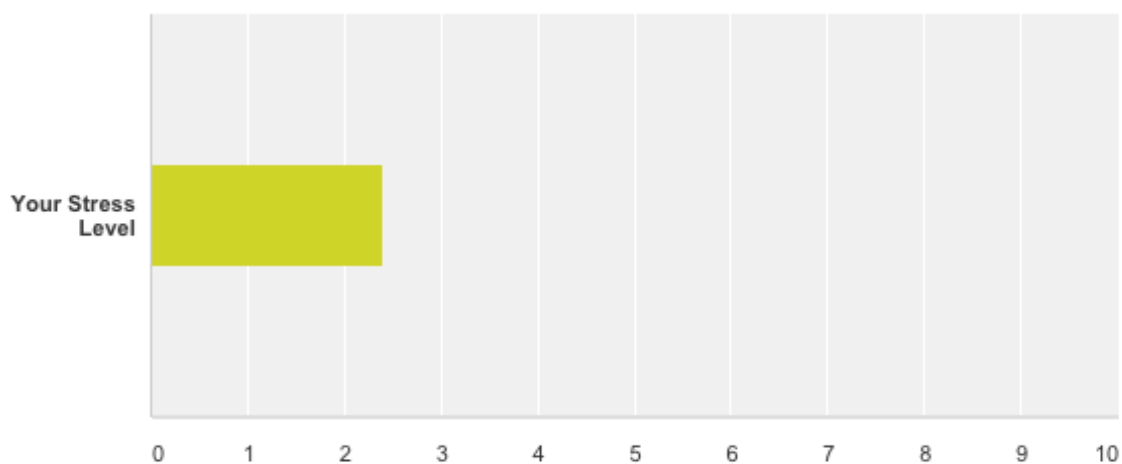
Answered: 5 Skipped: 191



Answer Choices	Responses	
<b>Yes</b>	<b>60.00%</b>	3
<b>No</b>	<b>40.00%</b>	2
Total		5

## How much stress do you experience related to providing child care for your grand(children)?

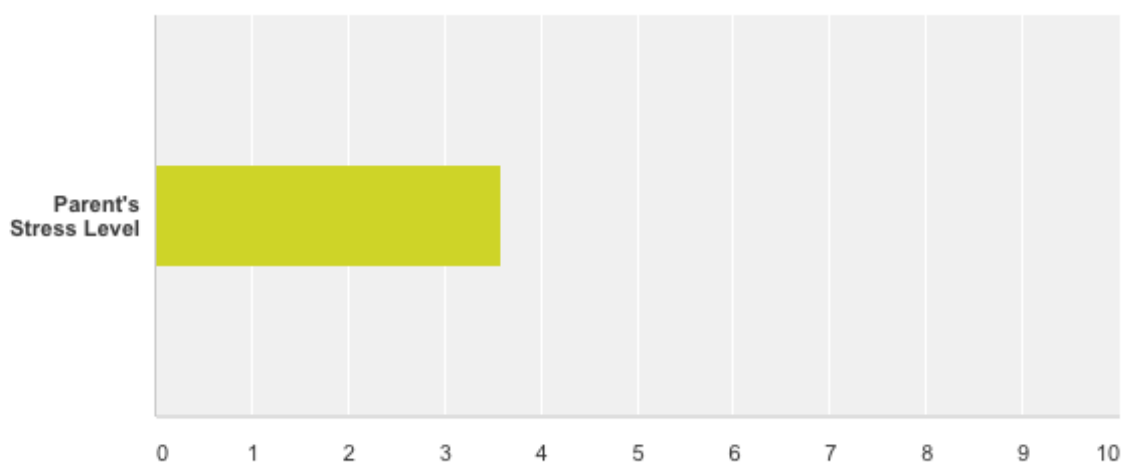
Answered: 5 Skipped: 191



	No Stress At All	Some Stress Now and Then	Moderate Stress	Significant Stress	Total	Weighted Average
Your Stress Level	40.00% 2	20.00% 1	0.00% 0	40.00% 2	5	2.40

## How much stress do you feel the parents of your grandchild(ren) experience related to finding and securing affordable child care options in the East Kootenay region?

Answered: 5 Skipped: 191

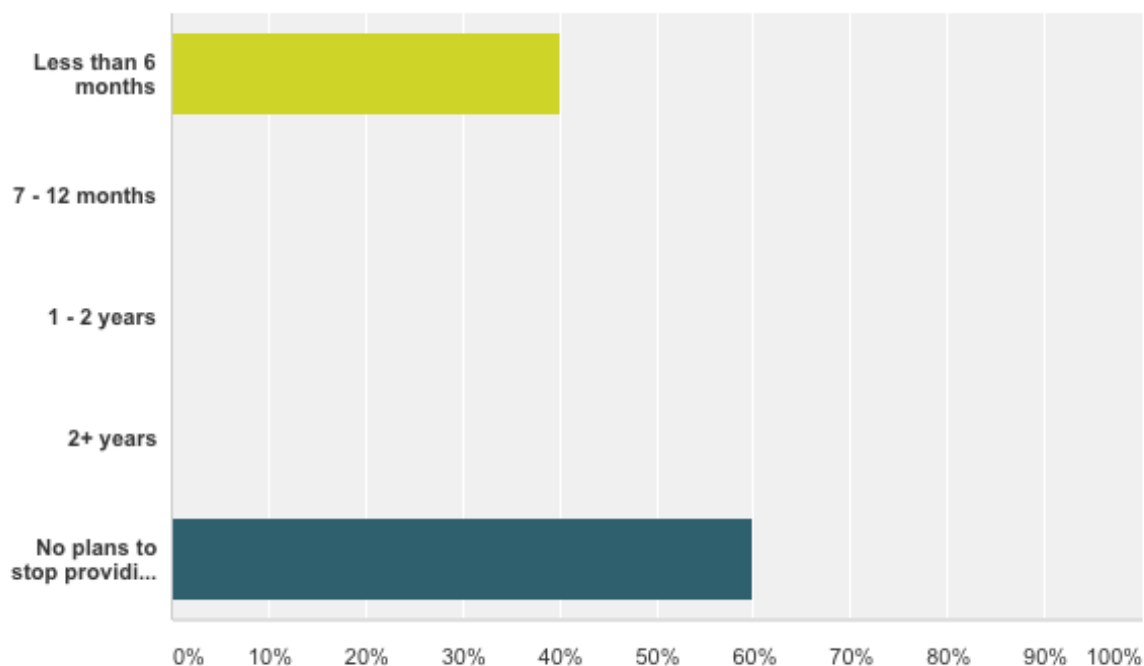


	No Stress At All	Some Stress Now and Then	Moderate Stress	Significant Stress	Total	Weighted Average
Parent's Stress Level	0.00% 0	0.00% 0	40.00% 2	60.00% 3	5	3.60



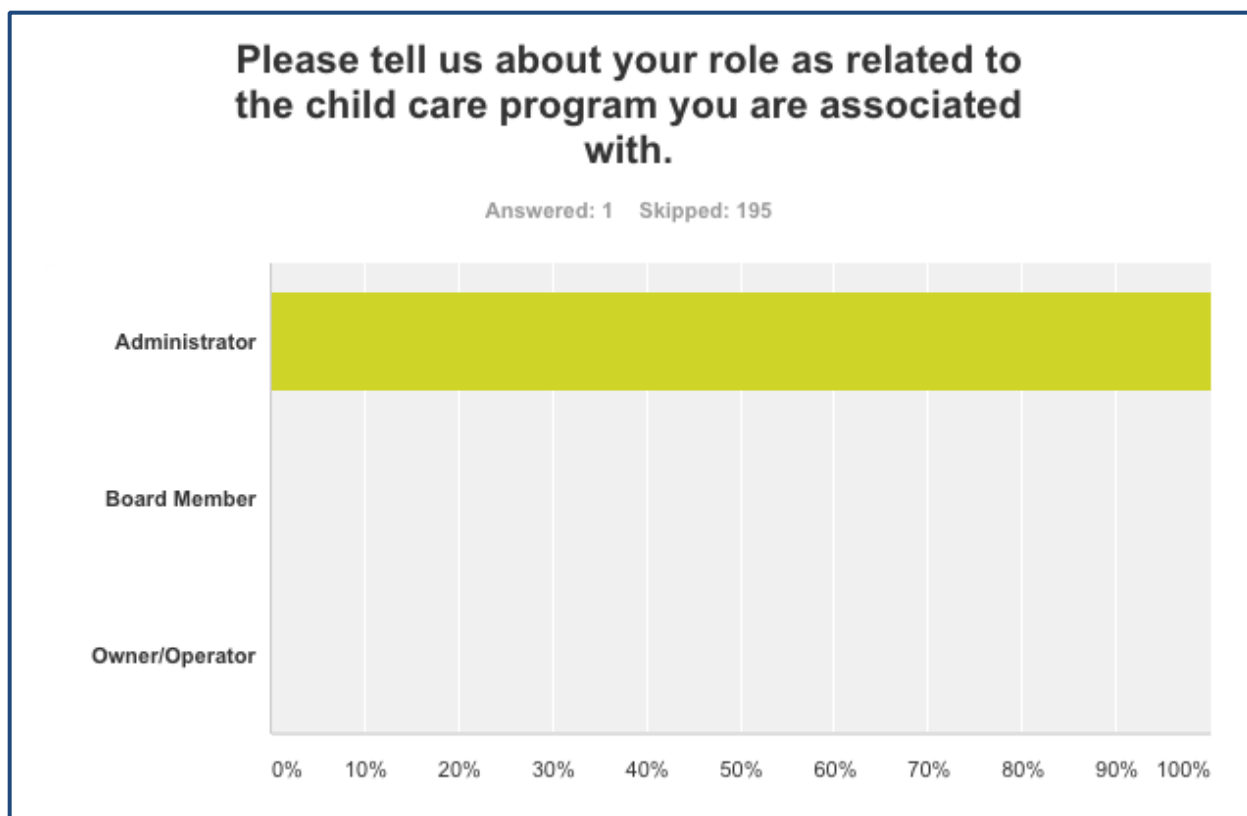
## How much longer do you expect you will be able to provide child care for?

Answered: 5 Skipped: 191



Answer Choices	Responses	
Less than 6 months	40.00%	2
7 - 12 months	0.00%	0
1 - 2 years	0.00%	0
2+ years	0.00%	0
No plans to stop providing child care in foreseeable future	60.00%	3

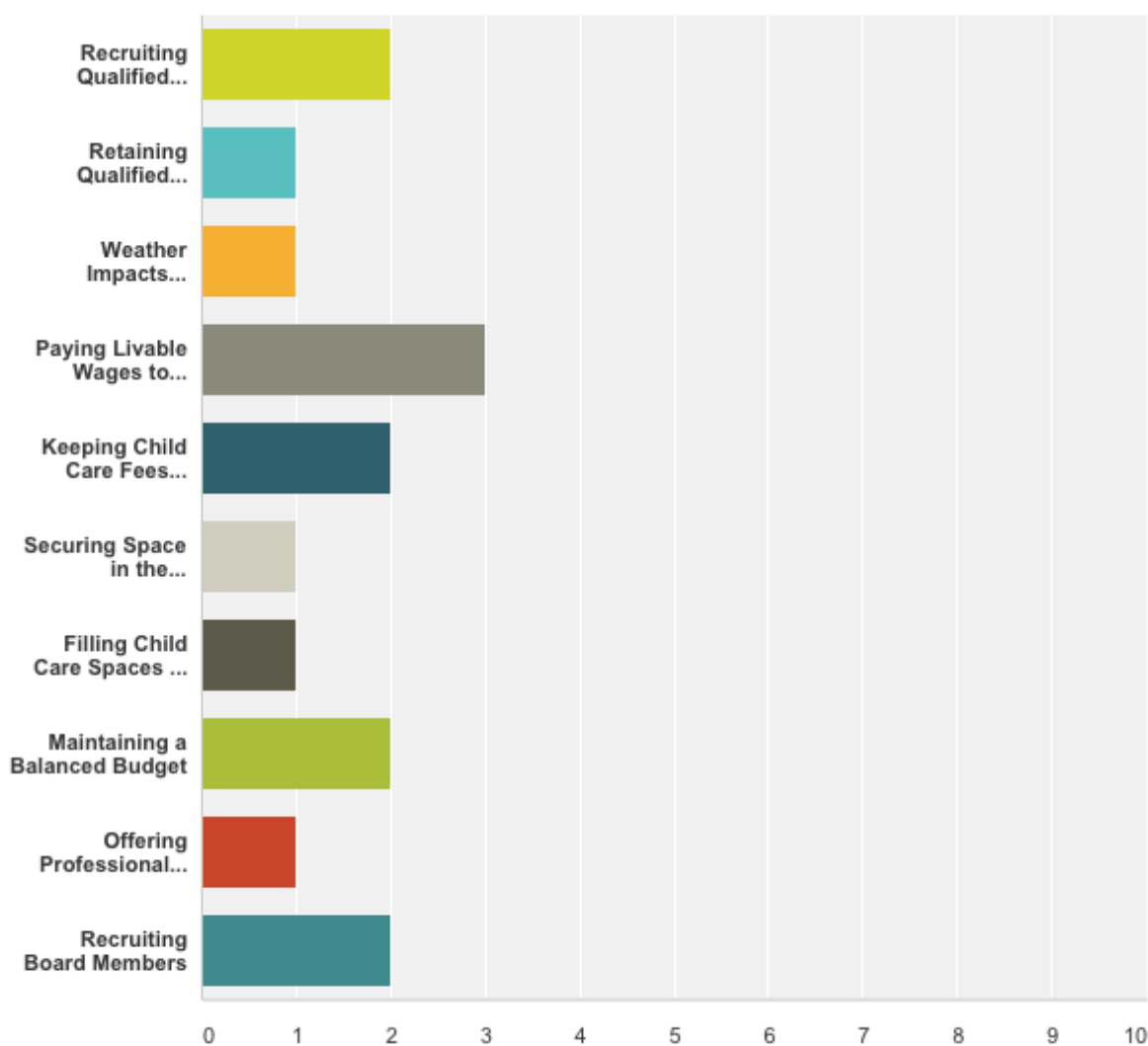
## Child care Professionals & Programs



Type of Child Care Program?										
	License-Not-Required (LNR) Family Child Care	Registered License-Not-Required (RLNR) Family Child Care	Licensed Group Child Care Under 36 Months	Licensed Group Child Care 30 Months to School Age	Licensed Family Child Care	In-Home Multi-Age Child Care	Multi-Age Child Care	Preschool	Parks & Recreation Program	School Age Child Care
Type/Where	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Location of the Child Care Program?										
	Cranbrook (including Moyle, Fort Steele, Bull River and Wardner)	Kimberly (including Wasa, TaTa Creek and Skookumchuck)	Invermere (including Wilmer and Spillimacheen)	Canal Flats	Radium Hot Springs	Creston	Other	Total		
Type/Where	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1		

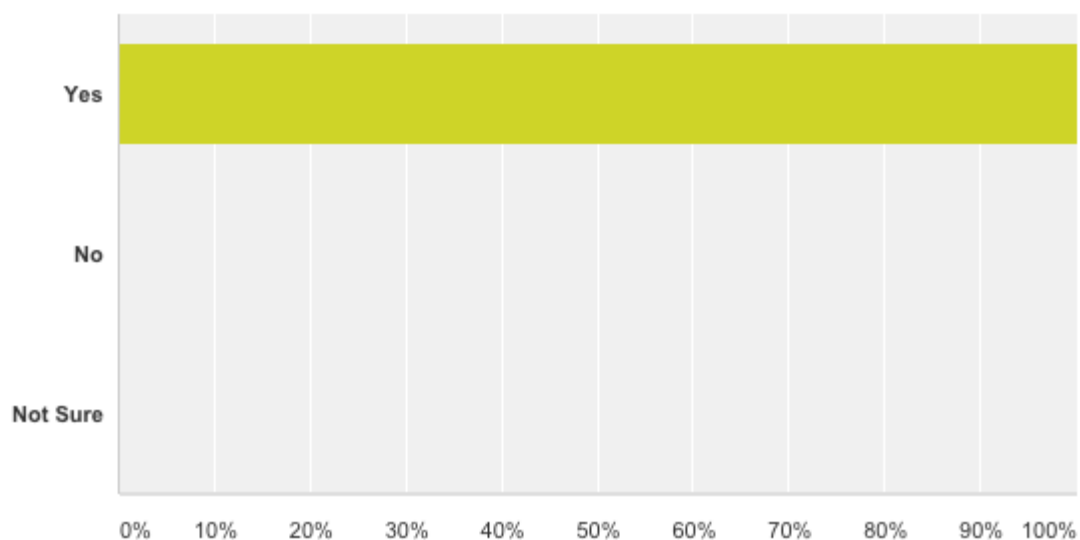
**Please help us understand any challenges that your child care program has faced in recent years by rating the issues below.**

Answered: 1 Skipped: 195



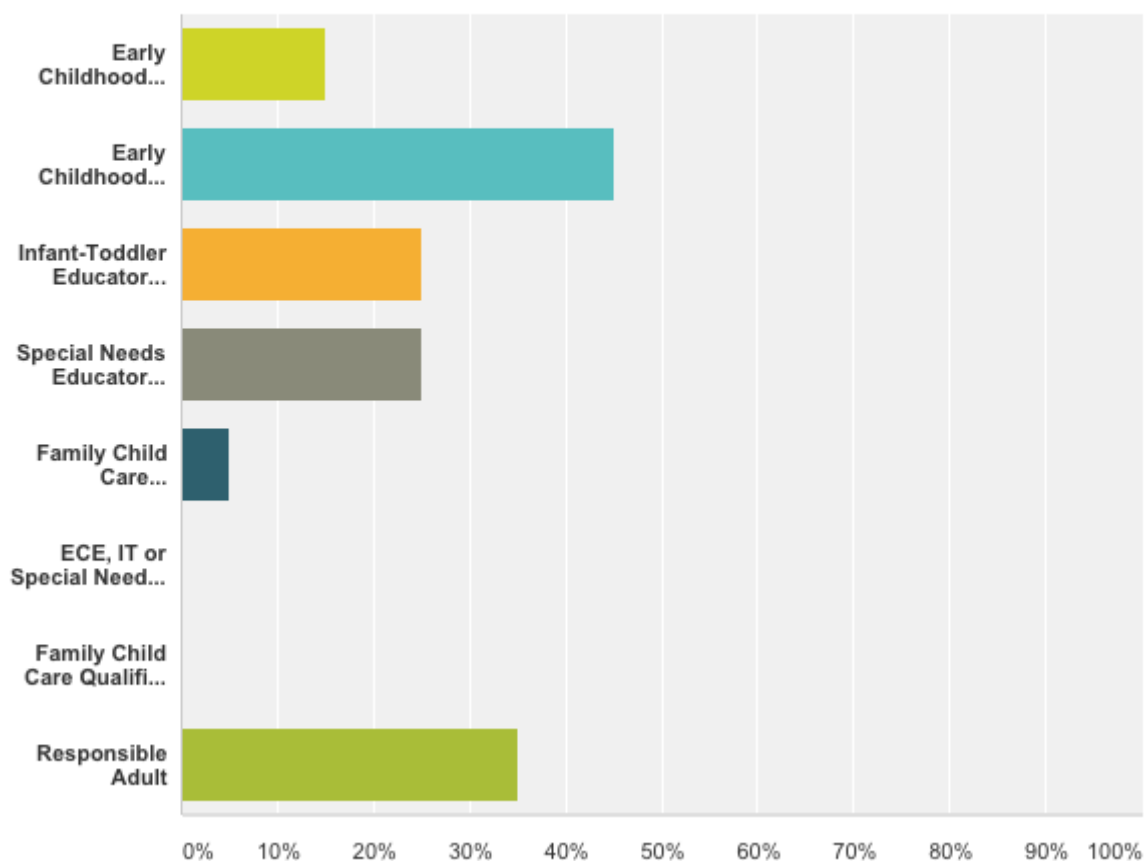
**Does the child care program you are associated with currently have a waiting list for access to child care spaces?**

Answered: 1 Skipped: 195



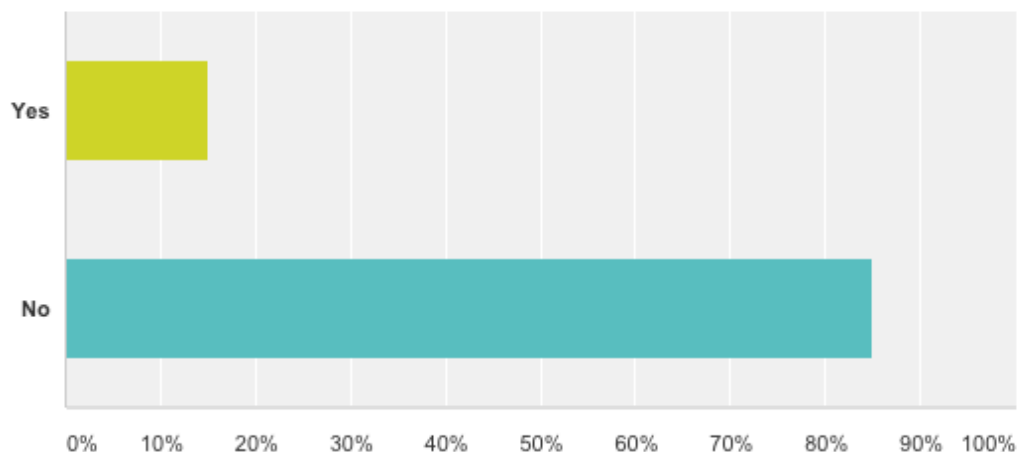
## Please tell us about your current qualifications, by checking all that apply.

Answered: 20 Skipped: 176



## Are you currently completing further training in the field of Early Childhood Education?

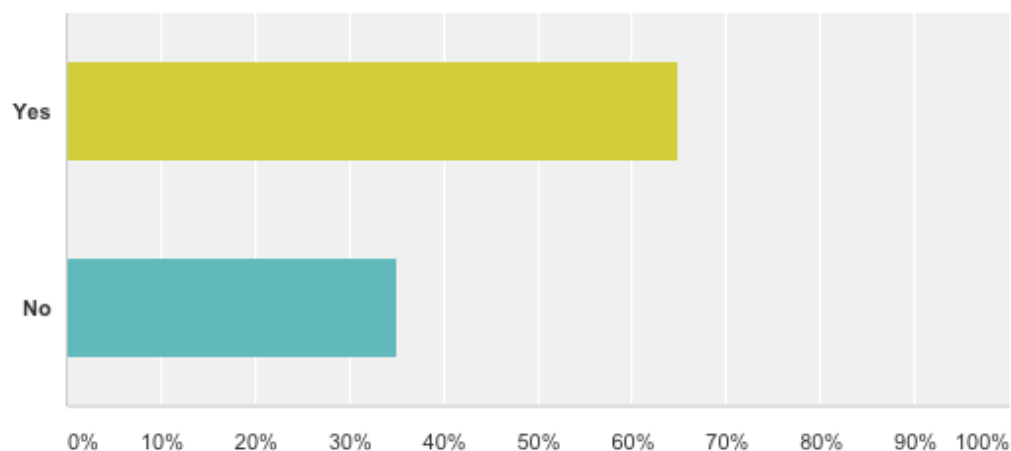
Answered: 20 Skipped: 176



Answer Choices	Responses	
Yes	15.00%	3
No	85.00%	17
Total		20

### Are you satisfied with the early childhood education professional development opportunities that are available in the East Kootenay region?

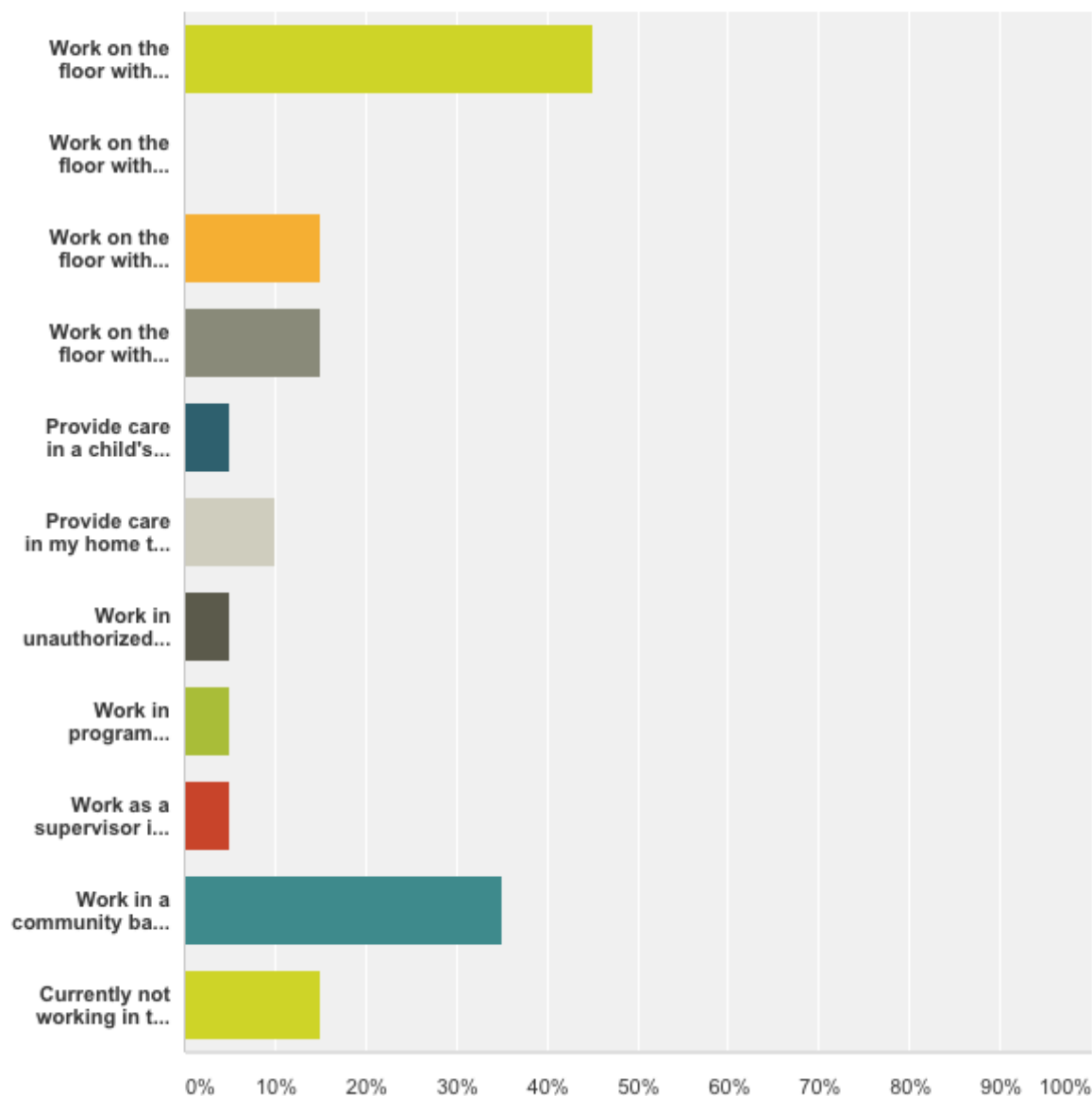
Answered: 20 Skipped: 176



Answer Choices	Responses	
Yes	65.00%	13
No	35.00%	7
Total		20

### In what capacity do you currently work in the field of early childhood education and child care? Please check all that apply.

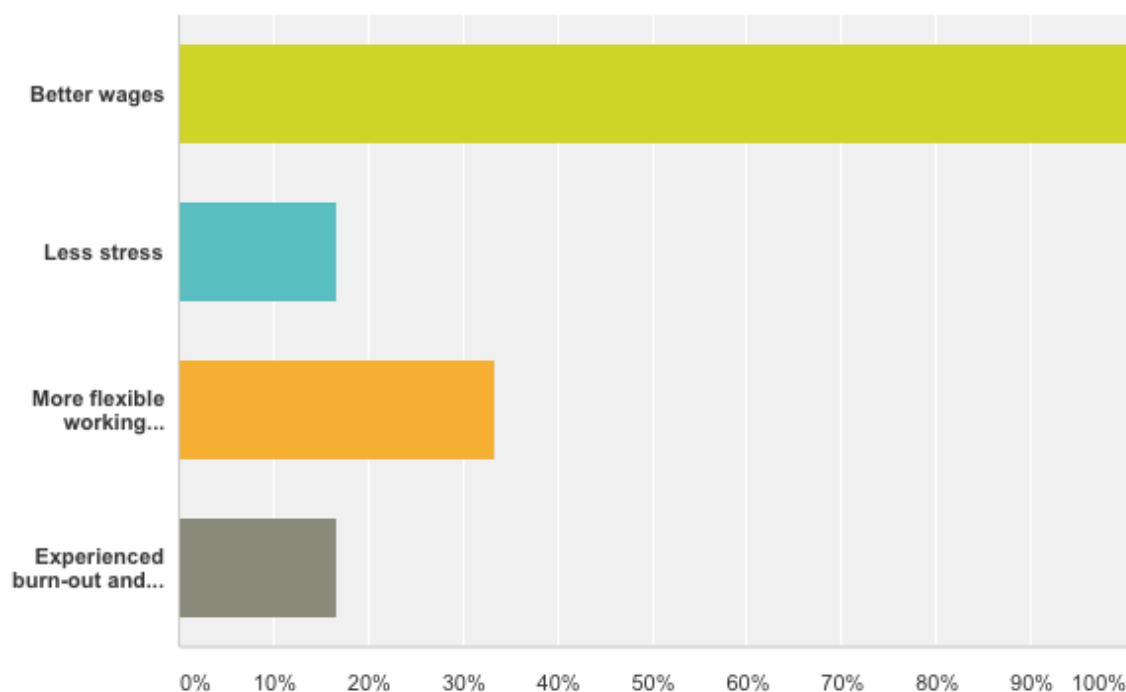
Answered: 20 Skipped: 176





### If you hold a License to Practice in BC but are currently working outside of early childhood education please tell us why.

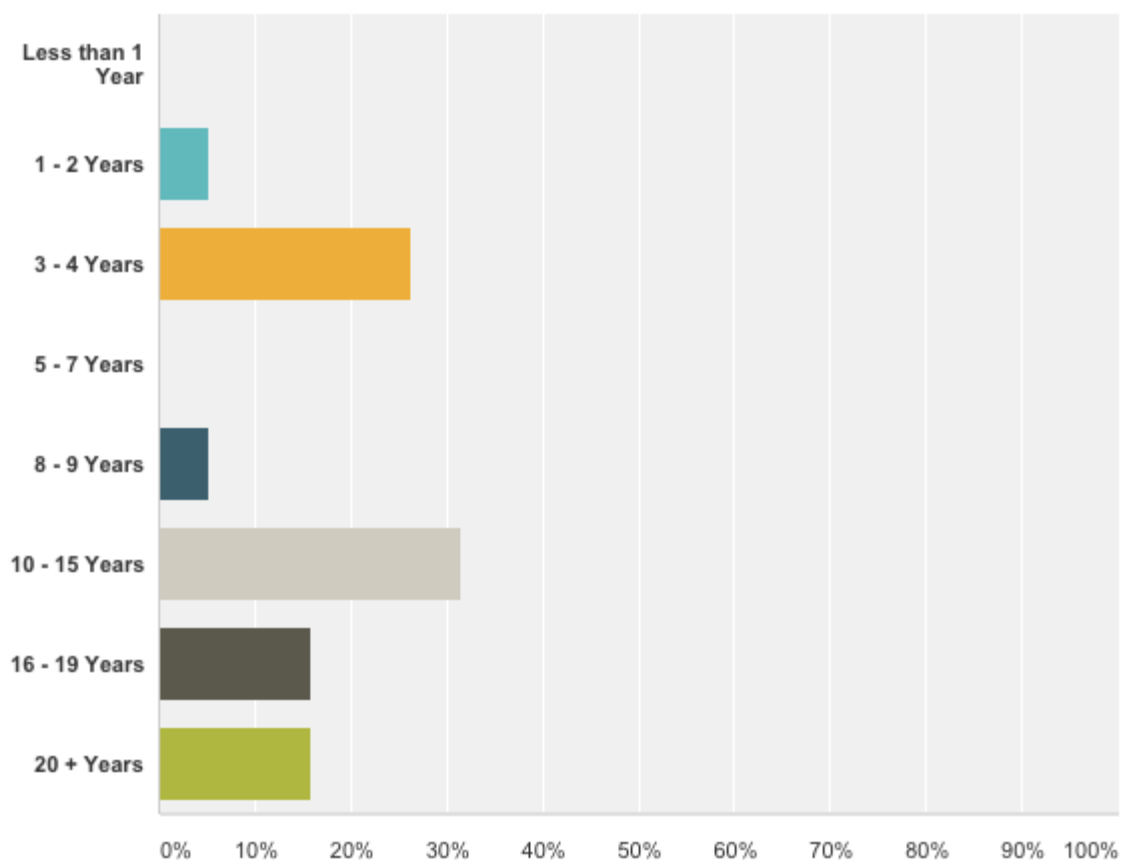
Answered: 6 Skipped: 190



Answer Choices	Responses	
Better wages	100.00%	6
Less stress	16.67%	1
More flexible working conditions	33.33%	2
Experienced burn-out and chose to leave the field	16.67%	1

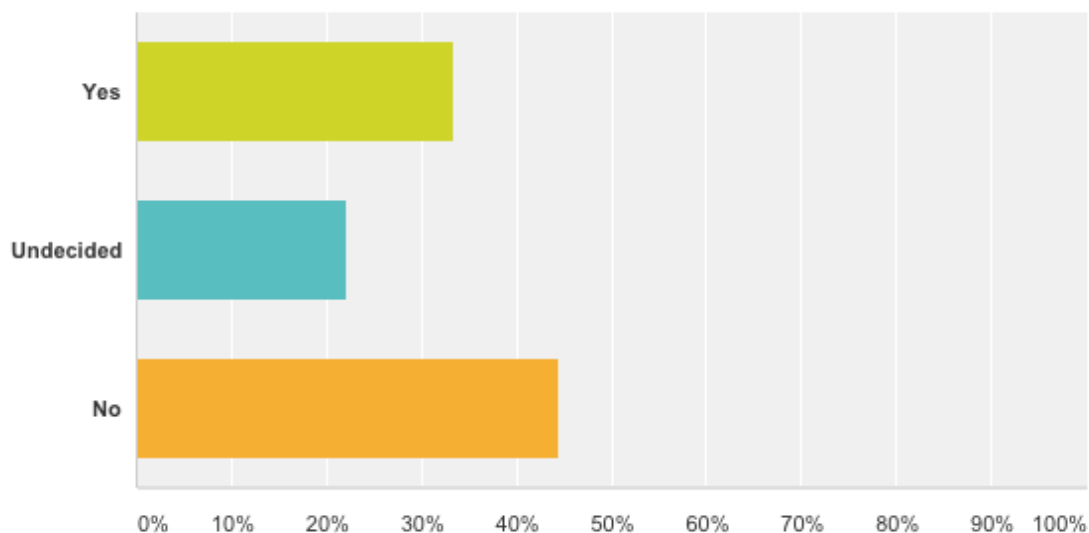
## How many years experience do you have in the field of early childhood education and child care?

Answered: 19 Skipped: 177



**If you work in the field of early childhood education, are you currently considering finding work outside of the field? (For example, are you hoping to find work outside of ECE that would result in you leaving the field.)**

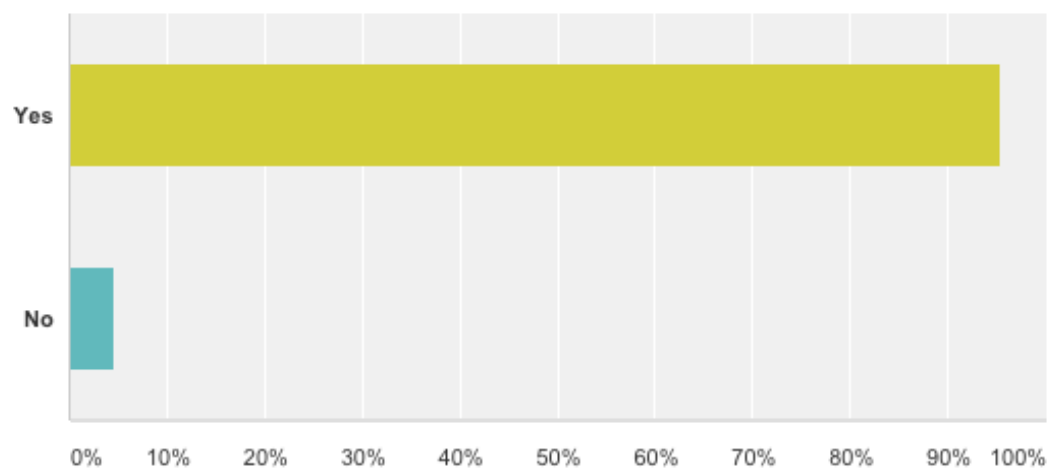
Answered: 18 Skipped: 178



Answer Choices	Responses	
Yes	33.33%	6
Undecided	22.22%	4
No	44.44%	8
Total		18

## In your opinion, is your community experiencing a shortage of accessible, affordable child care spaces?

Answered: 43 Skipped: 153

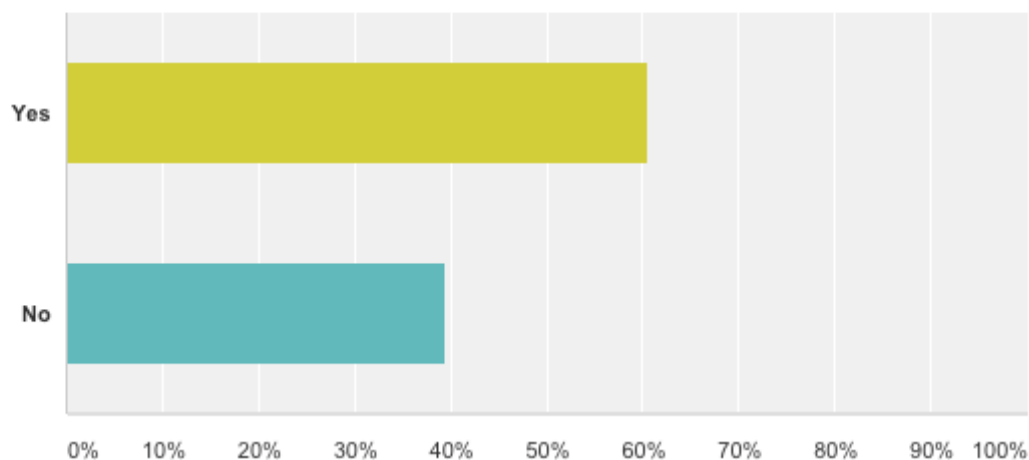


Answer Choices	Responses	
<b>Yes</b>	<b>95.35%</b>	<b>41</b>
<b>No</b>	<b>4.65%</b>	<b>2</b>
<b>Total</b>		<b>43</b>

## Business Owners

### Have child care issues in the East Kootenay Region impacted your business operations or workplace in any way?

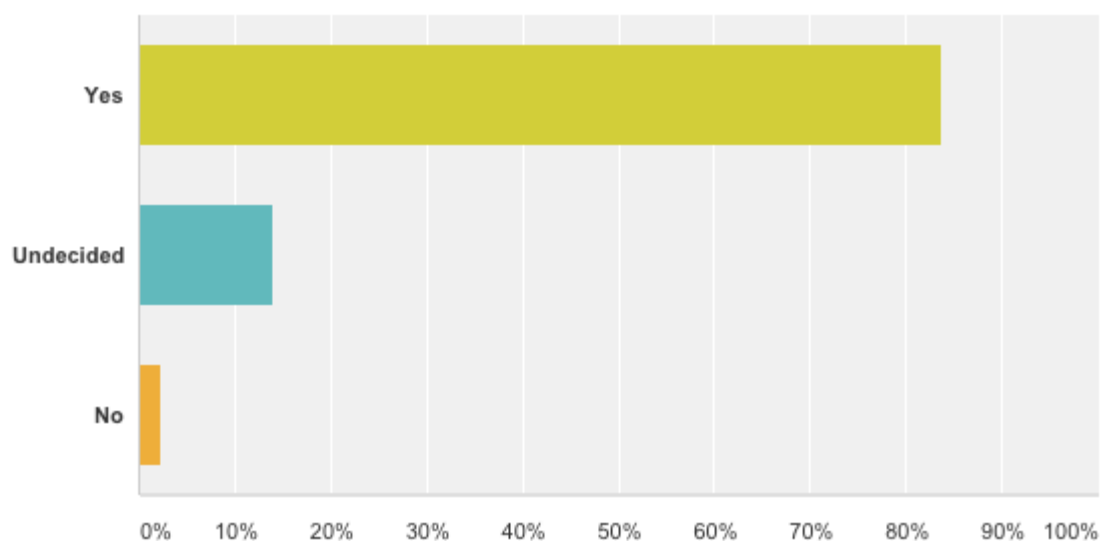
Answered: 43 Skipped: 153



Answer Choices	Responses	
Yes	60.47%	26
No	39.53%	17
Total		43

## Do you feel that better access to affordable, quality child care choices in the East Kootenay Region would enhance the business climate in your community?

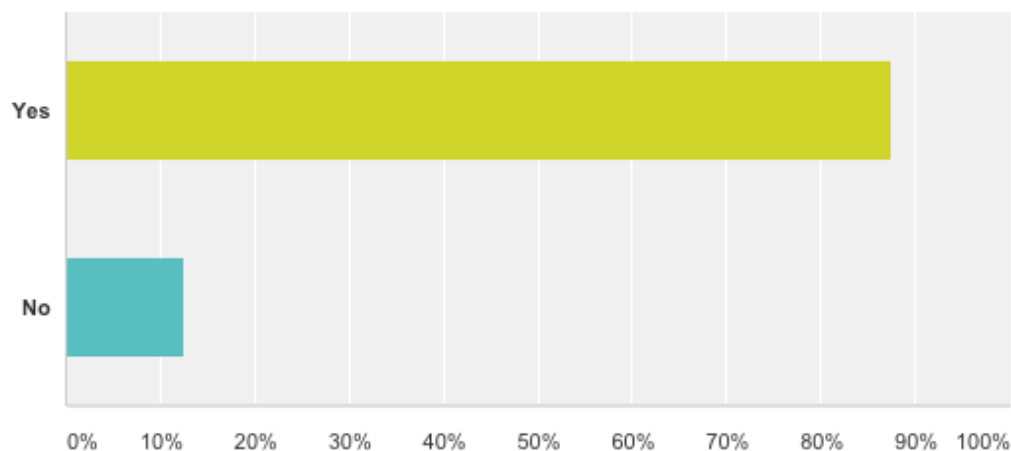
Answered: 43 Skipped: 153



Answer Choices	Responses	
Yes	83.72%	36
Undecided	13.95%	6
No	2.33%	1
Total		43

### In your opinion, is your community experiencing a shortage of accessible, affordable child care spaces?

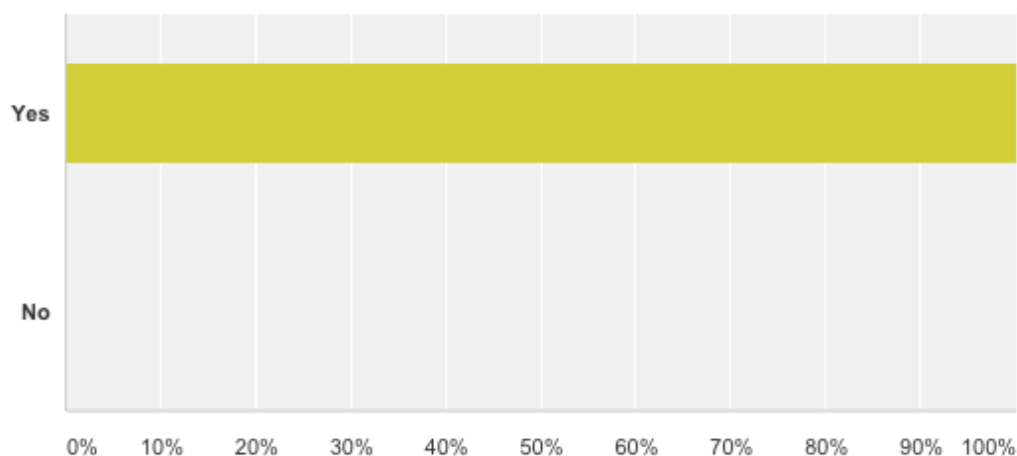
Answered: 8 Skipped: 188



Answer Choices	Responses	
<b>Yes</b>	<b>87.50%</b>	<b>7</b>
<b>No</b>	<b>12.50%</b>	<b>1</b>
<b>Total</b>		<b>8</b>

### Do you believe that access to child care is an important part of economic development for your community?

Answered: 8 Skipped: 188



Answer Choices	Responses	
Yes	100.00%	8
No	0.00%	0
Total		8

#### Issues the Come to Mind When Considering Child Care Planning & Operations

***“Low income, usually under 25 yes of age single parents with no family support struggle for safe, secure, licensed affordable child care so that they can attend school or work. Also drop off times and pick up times can be a barrier. Another concern is if the child is enrolled and they need to be excused due to illness from the program, parents pay for care even when the child is absent. Parents have been threatened that they have missed too many days and may be removed off the list and would need to seek services elsewhere”***

***“Day care in the area are very time restricted. With all the shift work in the area 24 hour care is needed.”***

***“Parents working shift work or very early in the morning. My child is 11. She has been going to daycare since she was 18 months. She does not want to go to any after school program because of the age difference in these***



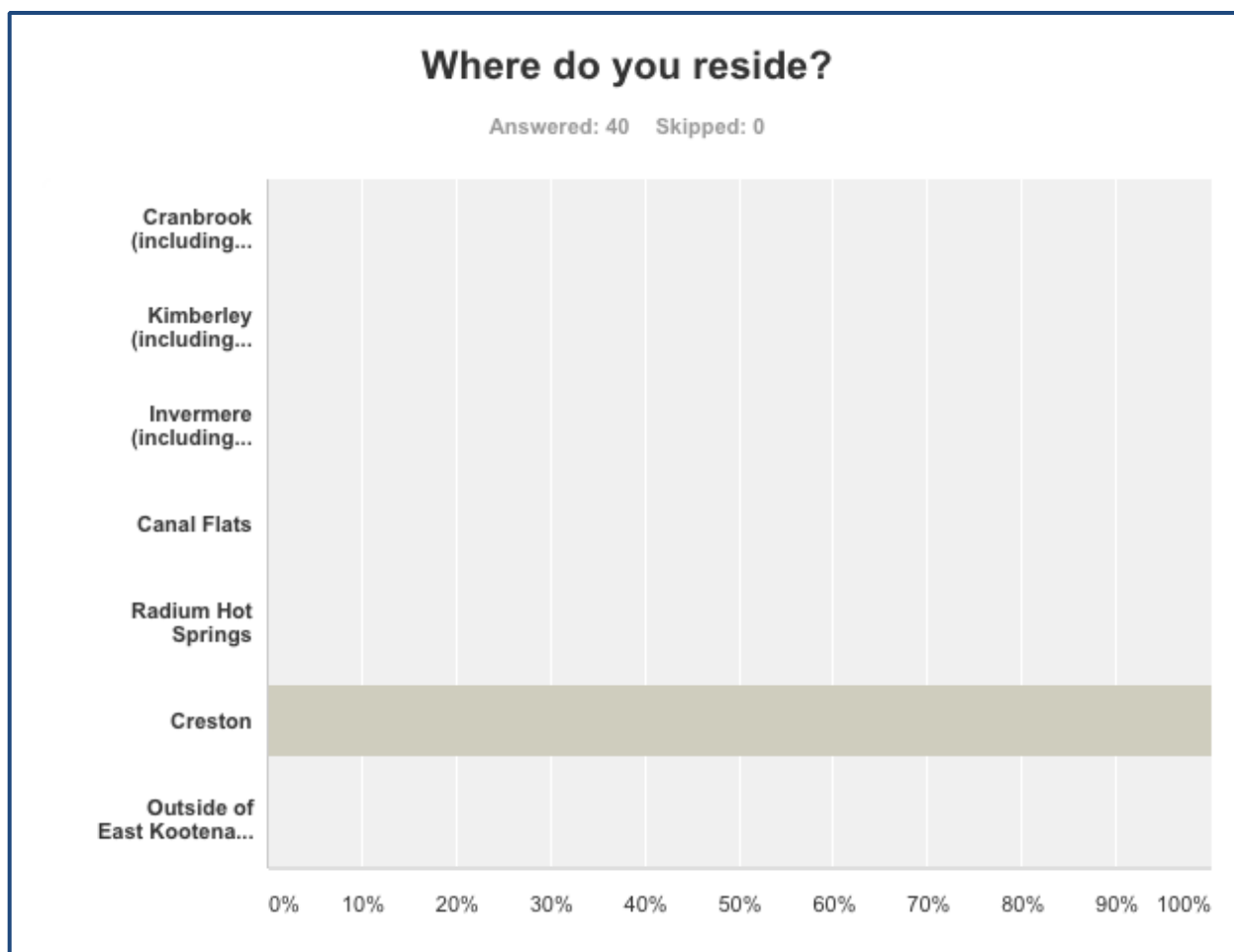
*programs (5 to 12). Because we leave at out of town, I don't want her to be at home by herself. I have been trying to be creative by registering her in different programs (dance, theatre), she goes to the library and sometime hang out at work. What becomes difficult is transportation after school to these programs and low enrollment in some City programs that makes it unreliable as a place for my child to be in a stimulating environment.”*

*“Unqualified staff”*

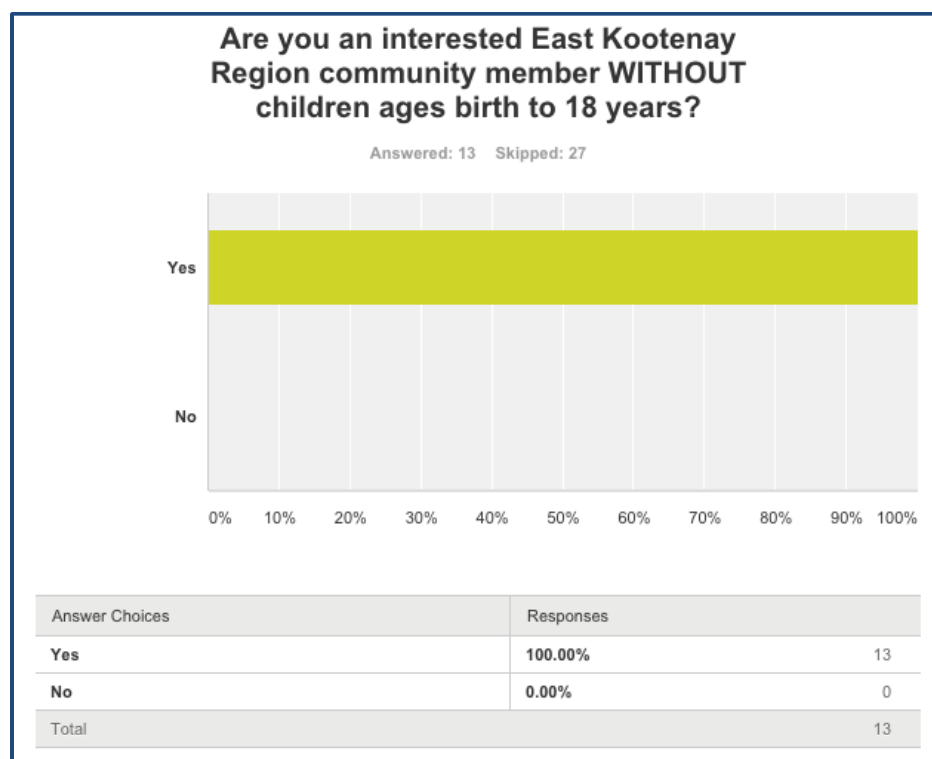
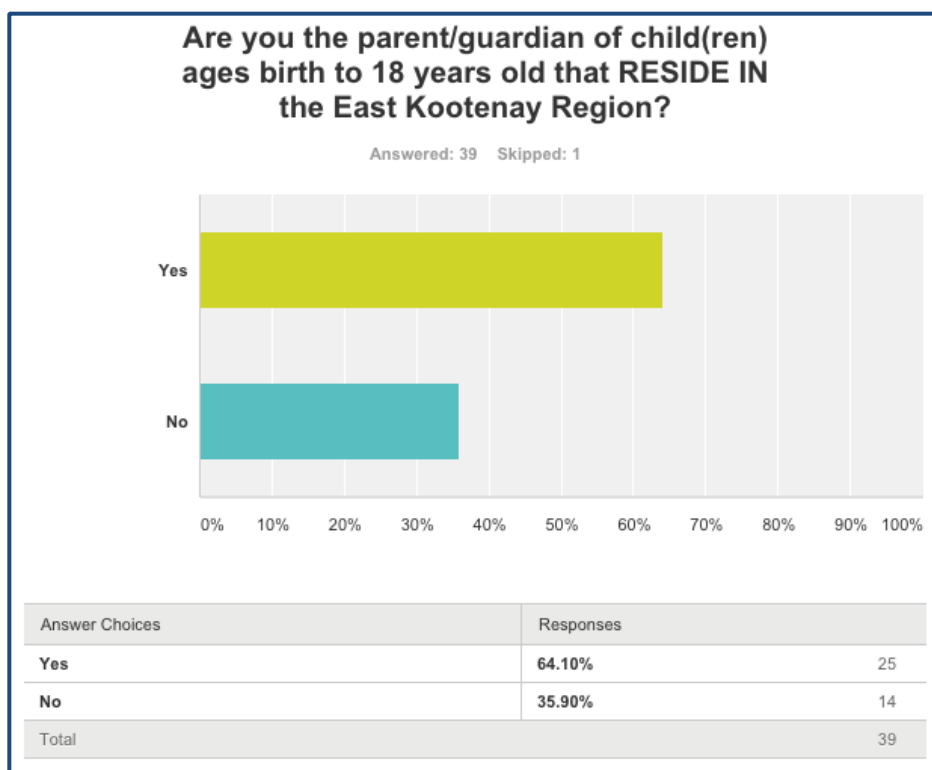
## APPENDIX C: Community Child Care Survey - Creston

Of the 435 active participants surveyed, n= 40 respondents (9%), indicated residence within Creston.

### Demographics

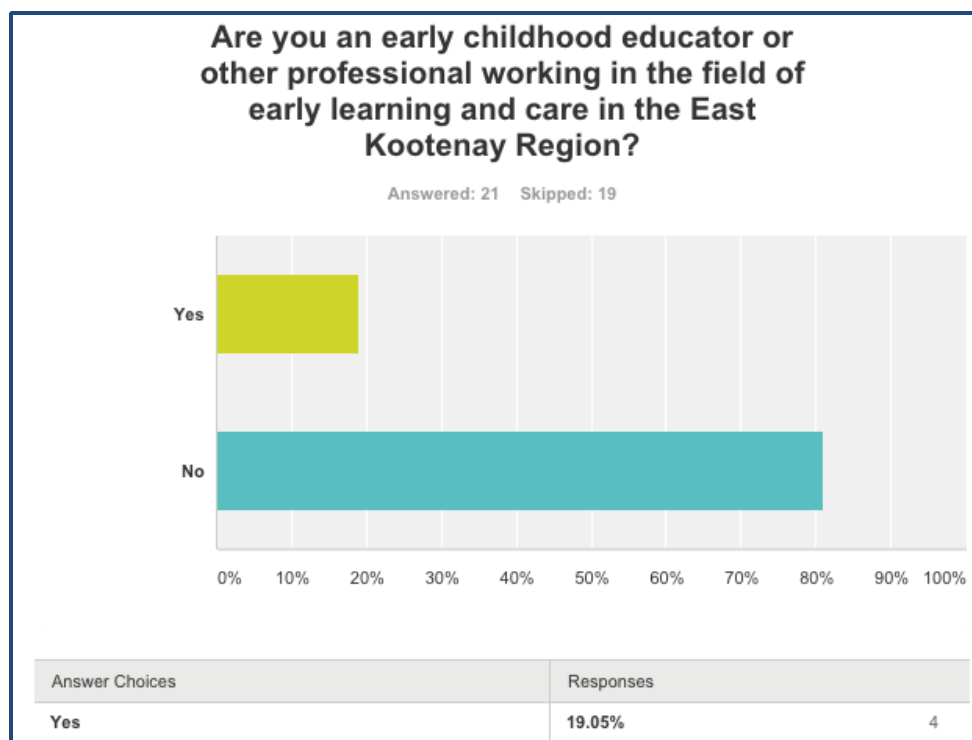
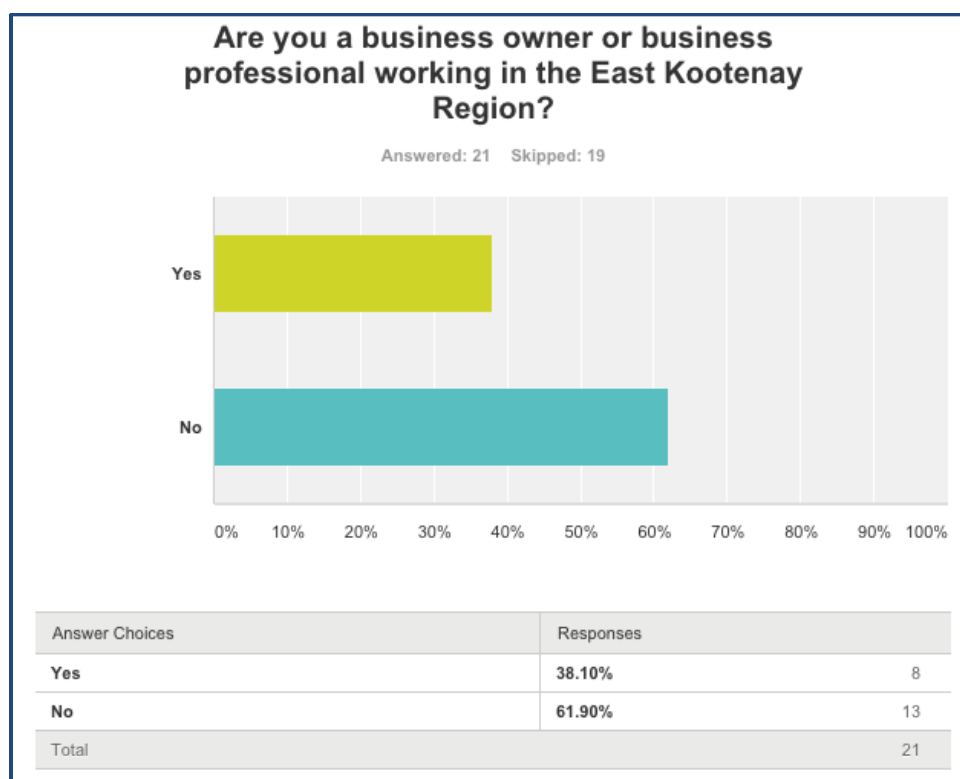


Creston parents of child care aged children actively participated in this study. Responses from parents of child(ren) aged birth to 18 within the East Kootenay region comprise 64% of data collected (n = 25). Of the respondent from Creston, 32% (n= 13) indicate they are East Kootenay residents WITHOUT child(ren) ages birth to 18 years. The remainder of respondents is comprised of residents outside of the East Kootenay region with child care aged children, and grandparents of child care aged children within East Kootenay.

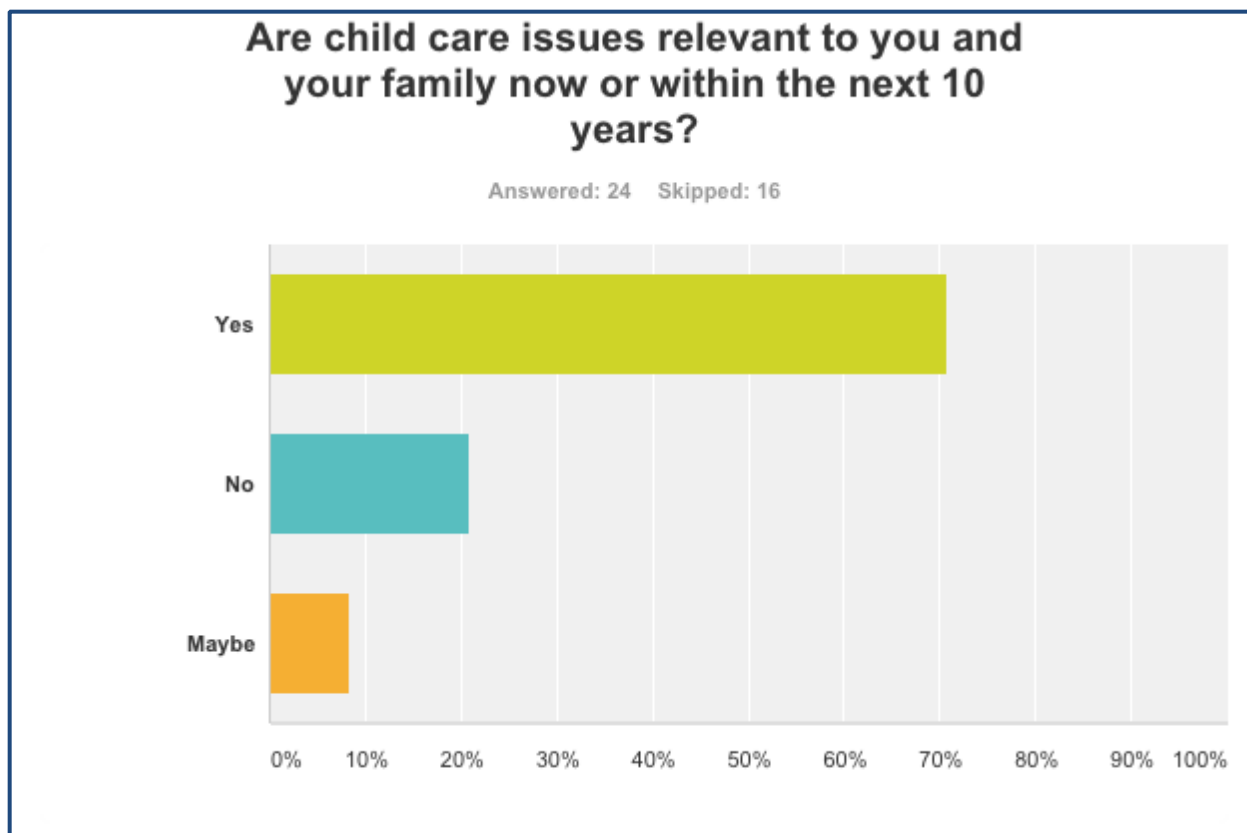


Those with further economic interests in the region also participated; n= 8 of respondents identified as a business owner or business professional working in the East Kootenay region, while n= 4 of responses

were provided by early childhood educators or other professionals working in the field of early learning within East Kootenay.



Responses from single parents comprised less than 2% of the data collected (n= 8), and only 1.25% (n= 5) indicated plans to have child(ren) within the next two to four years. However, regardless of where Creston residents are on the childrearing spectrum, a majority (71%, n= 17) indicated that child care issues are or may be relevant to their family now or within the next 10 years.



### Infant/Toddler and Special Needs

The most impacted segment of the population continues to be residents with children in the infant/toddler and preschool stages. Limited availability of programs, long waitlists, and high costs continue to be barriers for residents with children in this age range. Of the responses collected, n= 14 are parents whose first child falls within this demographic range, while another 1/4 (n= 10) indicate their younger children fall within this age range.

While sample sizes in Creston are smaller, parents of children with special needs are also having difficulty securing reliable child care options. Of the responses collected, n= 9 indicated their child is or may be impacted by a special need requiring additional early childhood educational/educational support.

### Are any of your child(ren) impacted by special needs or learning disabilities?

	Child 1 - Youngest	Child 2 - Next Youngest	Child 3 - Next Youngest	Child 4 - Next Youngest	Child 5 - Next Youngest	Total Respondents
Maybe - Not Yet Diagnosed	66.67% 2	0.00% 0	33.33% 1	0.00% 0	0.00% 0	3
Not Applicable	91.67% 11	50.00% 6	16.67% 2	8.33% 1	8.33% 1	12
Physical Disability	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Hearing Impaired	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Visually Impaired	50.00% 1	0.00% 0	50.00% 1	0.00% 0	0.00% 0	2
ADHD and/or Learning Disability	0.00% 0	100.00% 2	0.00% 0	0.00% 0	0.00% 0	2
Gifted	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
(ASD) Autism Spectrum Disorder	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
(FAS) Fetal Alcohol Syndrome	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Anxiety, Depression or Other Mental Health Condition	50.00% 1	100.00% 2	0.00% 0	0.00% 0	0.00% 0	2

## Economic Impact

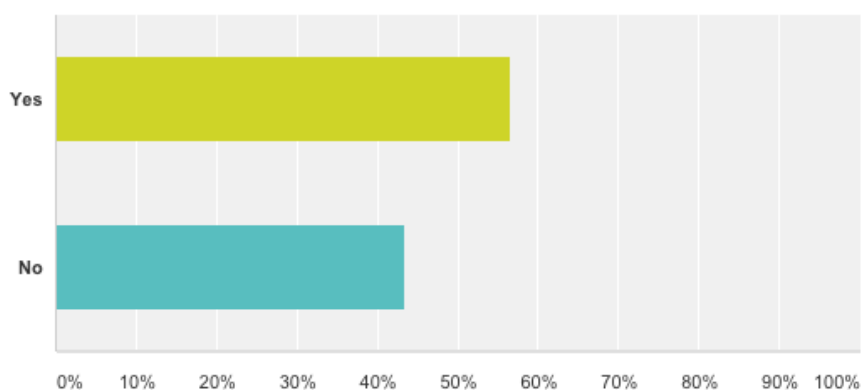
Economic drivers and affordable, accessible child care go hand-in-hand in Creston, with 56% (n= 13) of respondents relying on some form of child care so they can work and/or attend school. Of those who answered no, comments indicate respondents would like to work but feel they don't have the option.

***“Too expensive [to use]”***

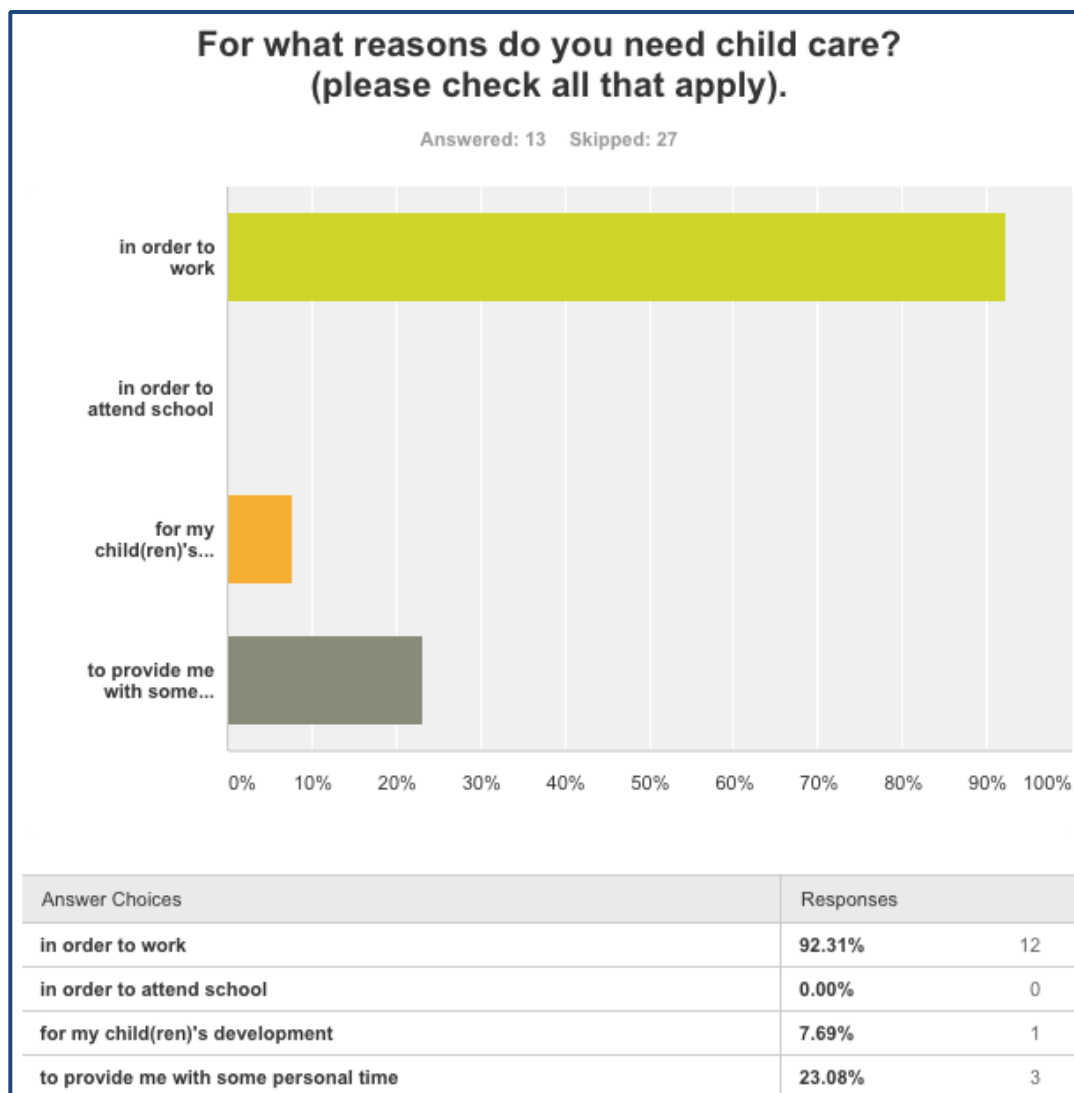
***“The job I am trained for is not flexible if my child is sick and we don't have family willing to help out, so we struggle with just one income.”***

Child care can happen in many forms. In this survey, we are interested in a broad range of types of care. In addition to licensed child care, we would also like to understand about care that is provided by family members such as siblings and grandparents, parks and recreation type programs and unlicensed care of more than three children. With the above in mind, do you currently use some form of (paid or unpaid) child care for your child(ren) so that you can participate in employment or attend school?

Answered: 23 Skipped: 17

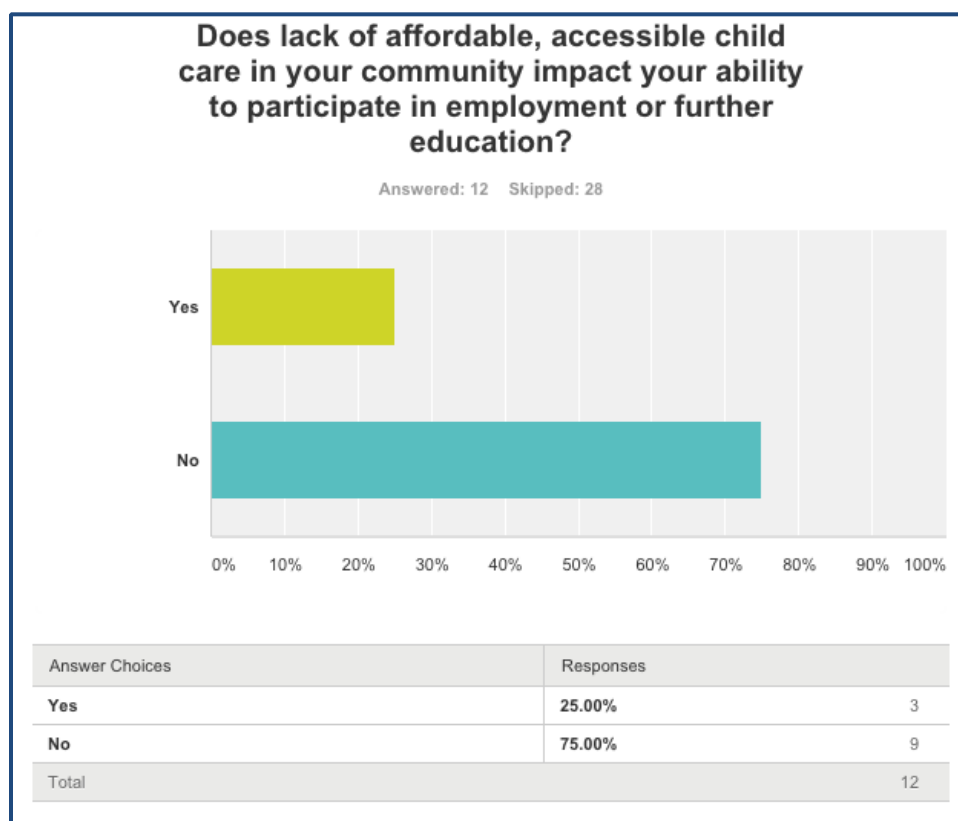


Still, 92% (n= 12) of question respondents indicated they need child care in order to work.



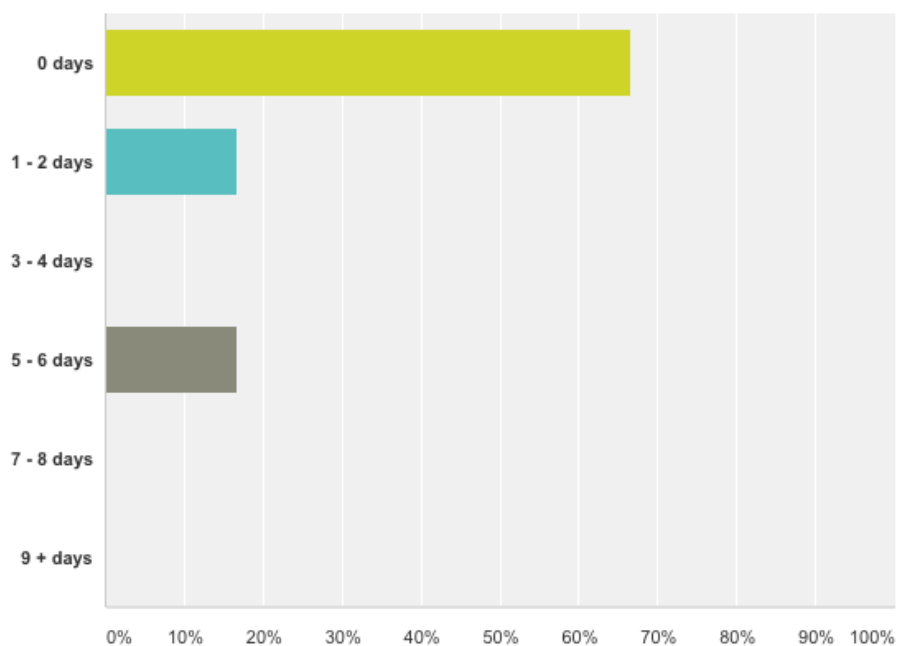


However, unlike other communities of East Kootenay, the majority of Creston respondents (75%, n= 12) indicate that the lack of affordable, accessible child care in their region does not impact their ability to pursue employment or further education, while only 4 respondents indicated they missed work due to sick children and unreliable child care options.

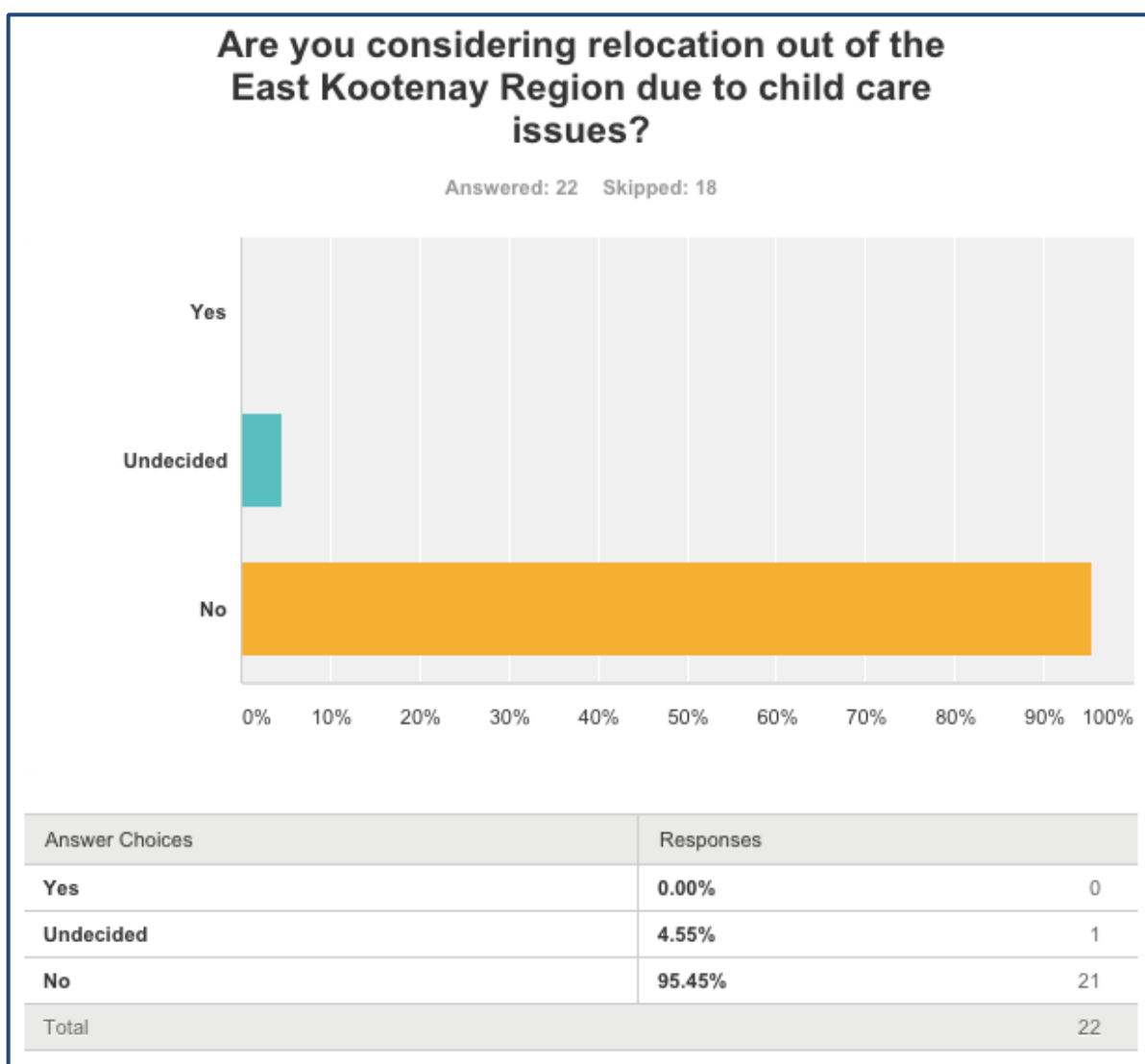


**How many days in the last year have you had to miss employment or school due to a breakdown in your regular child care arrangements? Please don't include days that your child(ren) could not attend child care due to illness or weather closures.**

Answered: 12 Skipped: 28



Even with challenges at hand, 95% of question respondents (n= 21) indicate they are NOT considering relocation outside of the region, despite barriers to securing child care.



## Frequency, Satisfaction & Alternatives

Creston's working parents utilize a variety of child care options to meet the needs of their schedules as best they can. The following tables provide a breakdown of the various methods working parents rely on, as well as average hours of child care per week and their satisfaction with the choices currently available to them. The majorities of Creston respondents rely less heavily on child care for their older children and are satisfied or very satisfied with current care options.

### Please help us understand how many hours you currently use child care per week

Average Hours of Child Care Per Week					
	0	1-15	16-30	More than 30	Total
Child 1 - Youngest	0.00% 0	58.33% 7	25.00% 3	16.67% 2	12
Child 2 - Next Youngest	14.29% 1	42.86% 3	14.29% 1	28.57% 2	7
Child 3 - Next Youngest	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Child 4 - Next Youngest	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Child 5 - Next Youngest	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Child 6 - Next Youngest	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Child 7 - Oldest	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0

### Please tell us how satisfied you are with the various features of your current care arrangements

	Very Satisfied	Satisfied	Somewhat Dissatisfied	Very Dissatisfied	Not Applicable	Total Respondents
Cost	25.00% 3	33.33% 4	25.00% 3	16.67% 2	0.00% 0	12
Location of Care	41.67% 5	33.33% 4	16.67% 2	8.33% 1	0.00% 0	12
Support for Children With Extra Needs	9.09% 1	18.18% 2	9.09% 1	0.00% 0	63.64% 7	11
Accommodation for Siblings of Different Ages	25.00% 3	25.00% 3	0.00% 0	8.33% 1	41.67% 5	12
Quality of Staffing/Caregiver	66.67% 8	16.67% 2	16.67% 2	0.00% 0	0.00% 0	12
Quality of Care Experience	66.67% 8	25.00% 3	8.33% 1	0.00% 0	0.00% 0	12
Flexibility (Days/Times Care is Available)	41.67% 5	41.67% 5	8.33% 1	8.33% 1	0.00% 0	12

**Please tell us about the type(s) of child care arrangements that you currently have in place for your child(ren). Check as many as apply for each child.**

	Child 1 - Youngest	Child 2 - Next Youngest	Child 3 - Next Youngest	Child 4 - Next Youngest	Child 5 - Next Youngest	Total Respondents
Spouse or Partner Cares for Child(ren) When They Are Not Working or Studying	100.00% 4	25.00% 1	0.00% 0	0.00% 0	0.00% 0	4
Stay at Home Spouse or Partner	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
License-Not- Required (LNR) Family Child Care	100.00% 2	50.00% 1	0.00% 0	0.00% 0	0.00% 0	2
Registered License-Not- Required (RLNR) Family Child Care	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
Licensed Group Child Care Under 36 Months	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Licensed Group Child Care 30 Months to School Age	100.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	2
Licensed Family Child Care	100.00% 4	50.00% 2	0.00% 0	0.00% 0	0.00% 0	4
In-Home Multi- Age Child Care	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
Multi-Age Child Care	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Preschool	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
Parks & Recreation Programs	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	1
Child Stays Home Alone Before/After School	33.33% 1	66.67% 2	0.00% 0	0.00% 0	0.00% 0	3
Child Stays Home With Siblings Before/After School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
School Age Child Care	100.00% 3	33.33% 1	0.00% 0	0.00% 0	0.00% 0	3
Family Member/Relative (Not a Sibling)	60.00% 3	60.00% 3	0.00% 0	0.00% 0	0.00% 0	5
Unlicensed Child Care (3+ Children)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Not Using Child Care for This Child	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0

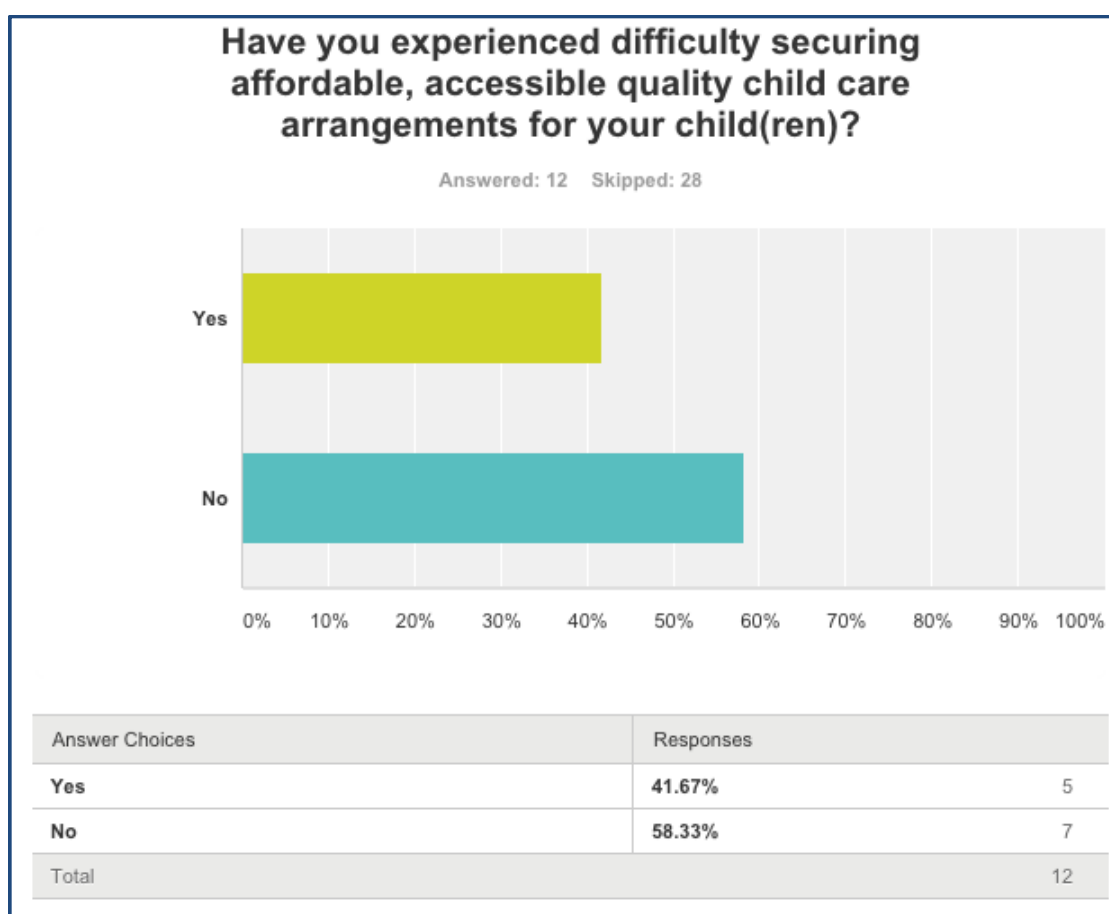
The majority of Creston respondents rely on their spouses or family for child care, rather than group-care facilities, which is a possible indicator for higher satisfaction levels with the features of their current care arrangements.

## Cost, Availability & Preference

Overall, child care costs in Creston appear lower than in surrounding areas, while infant/toddler care still remains amongst the highest cost. We've broken down monthly costs/child, and our data reveals that:

- Respondents (n= 12) pay a range of \$45-\$800/month for their youngest child
- Respondents (n= 7) pay a range of \$45-\$800/month for their second youngest child
- Respondents indicated they often do not send their oldest children to child care outside of the home, opting for them to care for themselves at home after school.

Unlike in other communities, 58% of respondents who answered (n= 7) indicated they had no difficulty securing affordable, accessible quality child care arrangements, and only 1 respondent indicated he/she was on a waitlist for License-Not-Required (LNR) Family Child Care.



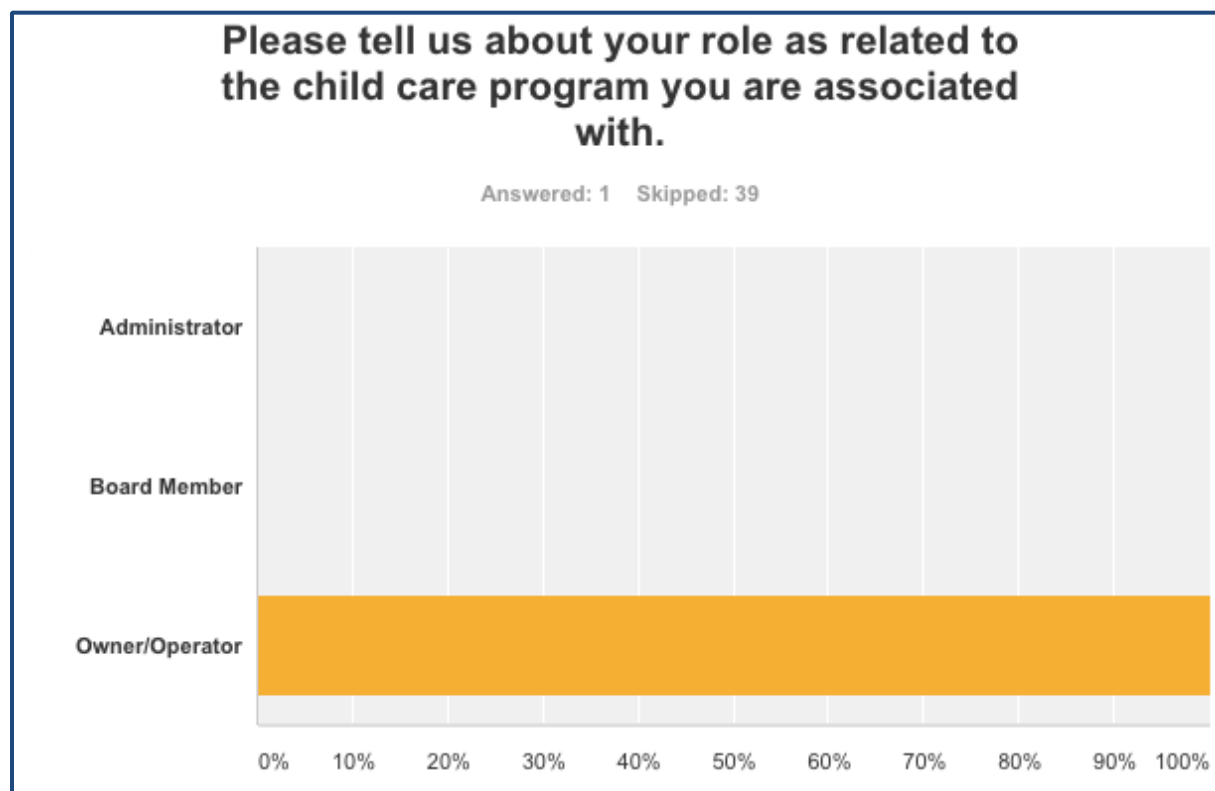
When asked about preference for child care outside of the home the majority of respondents indicated Licensed Family Care was their top choice (n= 5, 71%) with In-Home Multi-Age Care as their second top choice.

	First Choice	Second Choice	Third Choice	Total Respondents
License-Not-Required (LNR) Family Child Care	50.00% 1	50.00% 1	0.00% 0	2
Registered License-Not-Required (RLNR) Family Child Care	33.33% 1	0.00% 0	66.67% 2	3
Licensed Group Child Care Under 36 Months	0.00% 0	100.00% 2	0.00% 0	2
Licensed Group Child Care 30 Months to School Age	50.00% 1	50.00% 1	0.00% 0	2
Licensed Family Child Care	71.43% 5	28.57% 2	14.29% 1	7
In-Home Multi-Age Child Care	100.00% 2	50.00% 1	0.00% 0	2
Multi-Age Child Care	0.00% 0	0.00% 0	100.00% 2	2
Preschool	100.00% 1	0.00% 0	0.00% 0	1
Parks & Recreation Programs	0.00% 0	100.00% 1	100.00% 1	1
School Age Child Care - At School	0.00% 0	50.00% 1	50.00% 1	2
School Age Child Care - In Community	0.00% 0	100.00% 1	0.00% 0	1
Unauthorized Child Care	100.00% 1	0.00% 0	0.00% 0	1

**Table: Top choices when seeking quality child care outside of the home.**

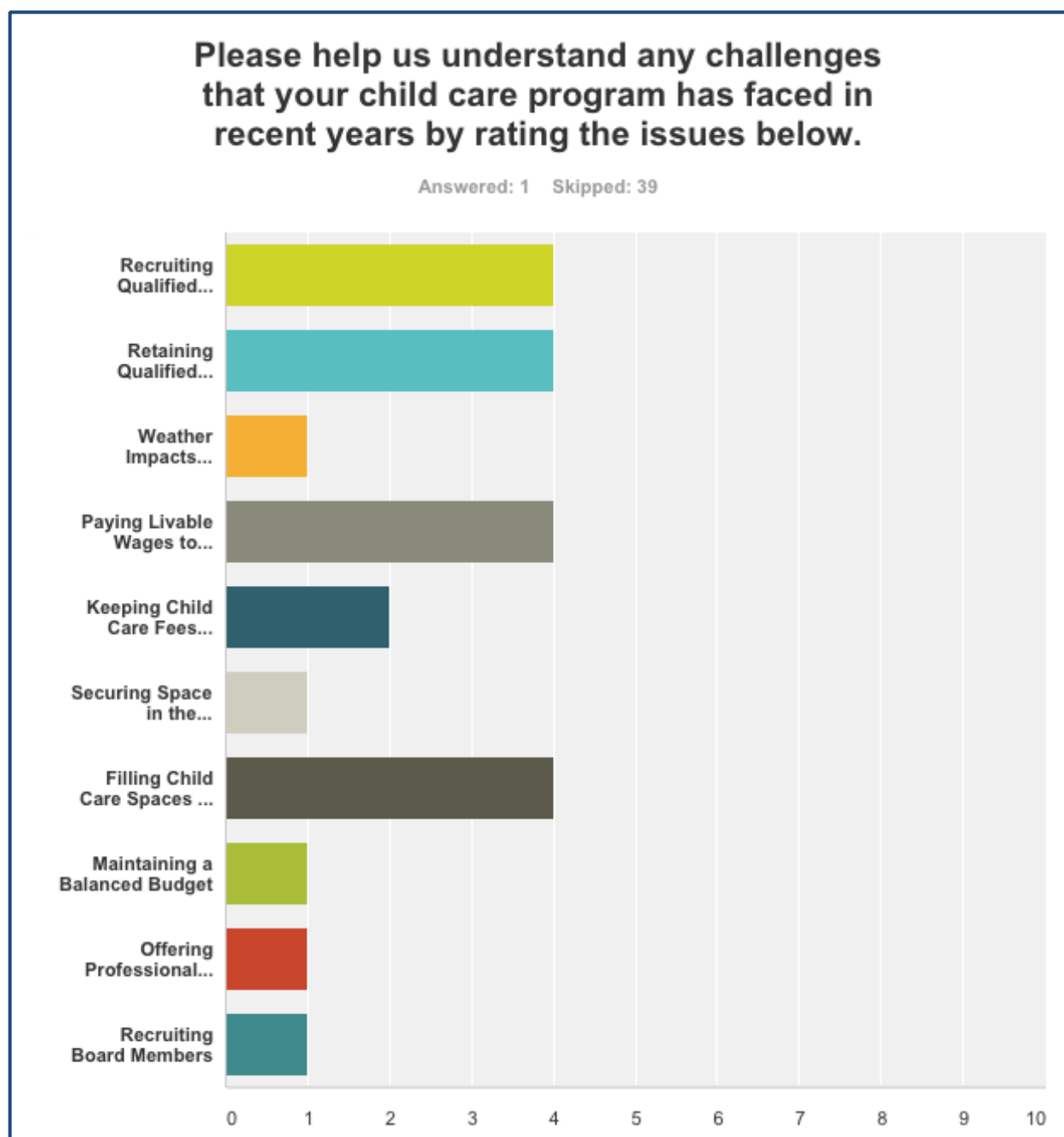


## Child care Professionals & Programs



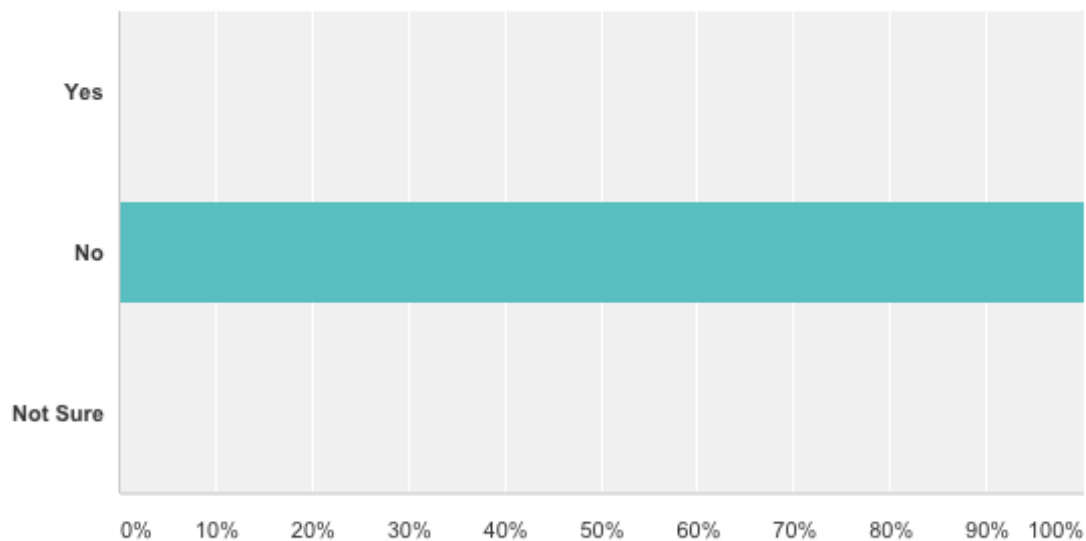
Type of Child Care Program?											
	License-Not-Required (LNR) Family Child Care	Registered License-Not-Required (RLNR) Family Child Care	Licensed Group Child Care Under 36 Months	Licensed Group Child Care 30 Months to School Age	Licensed Family Child Care	In-Home Multi-Age Child Care	Multi-Age Child Care	Preschool	Parks & Recreation Program	School Age Child Care	Total
Type/Where	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
Location of the Child Care Program?											
	Cranbrook (including Moyle, Fort Steele, Bull River and Wardner)	Kimberly (including Wasa, TaTa Creek and Skookumchuck)	Invermere (including Wilmer and Spillimacheen)	Canal Flats	Radium Hot Springs	Creston	Other	Total			
Type/Where	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1			

Recruiting and retaining qualified staff, the ability to pay livable wages and fill spaces within child care programs are reported as the major challenges for child care business owners/operators in Creston. Correlating to this data, owners indicate there is not a waitlist for their programs, unlike in some surrounding communities where waitlists are a barrier to parents securing care.



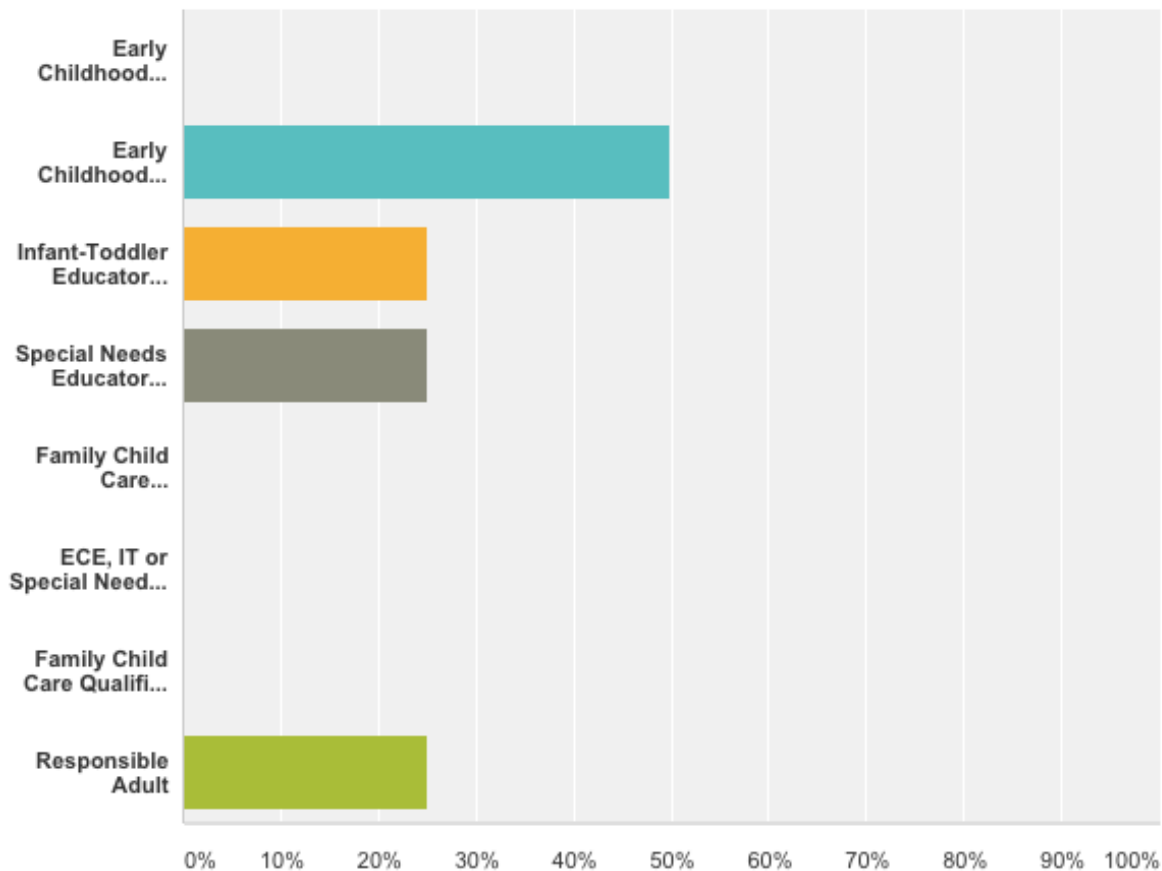
### Does the child care program you are associated with currently have a waiting list for access to child care spaces?

Answered: 1 Skipped: 39



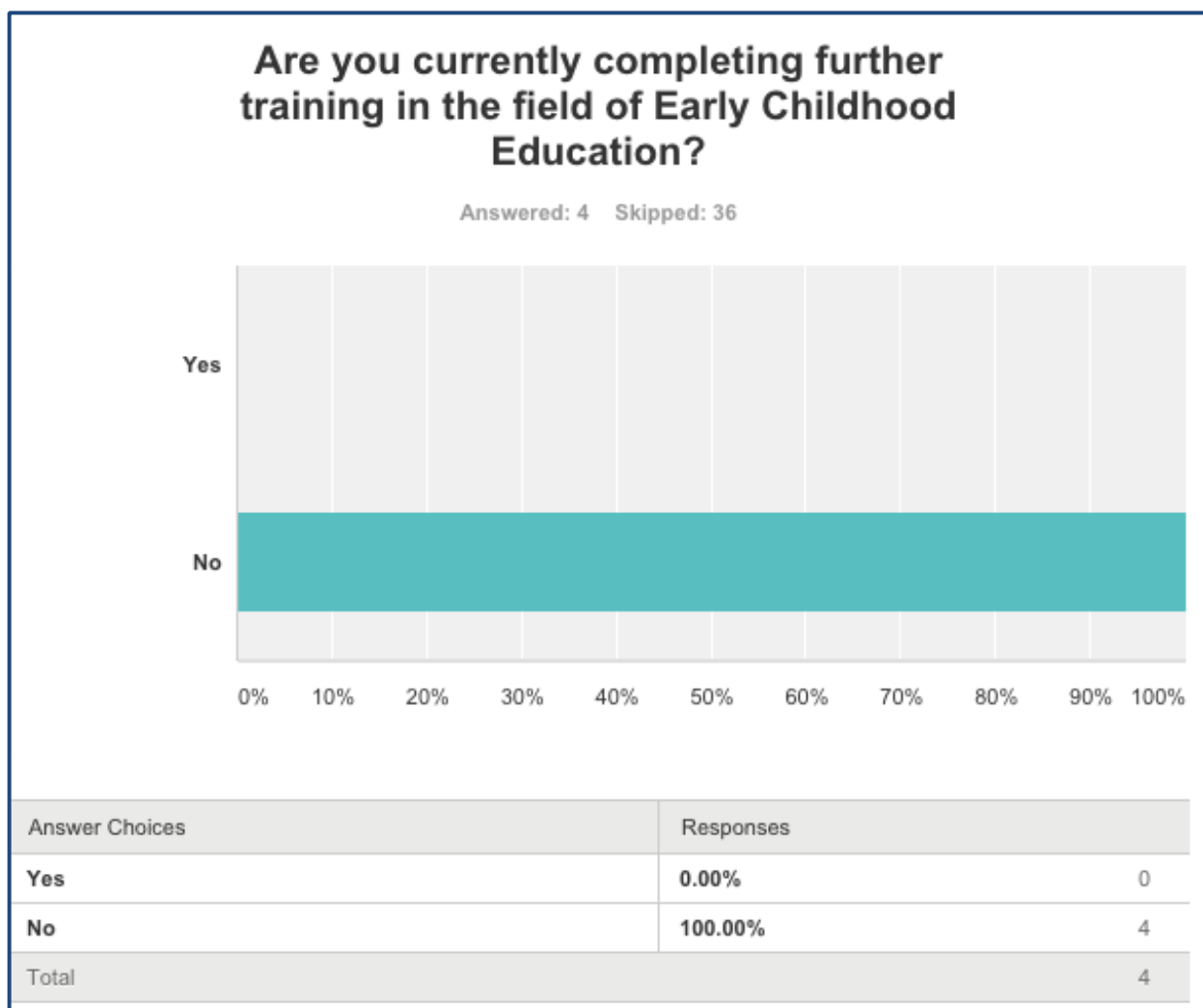
## Please tell us about your current qualifications, by checking all that apply.

Answered: 4 Skipped: 36



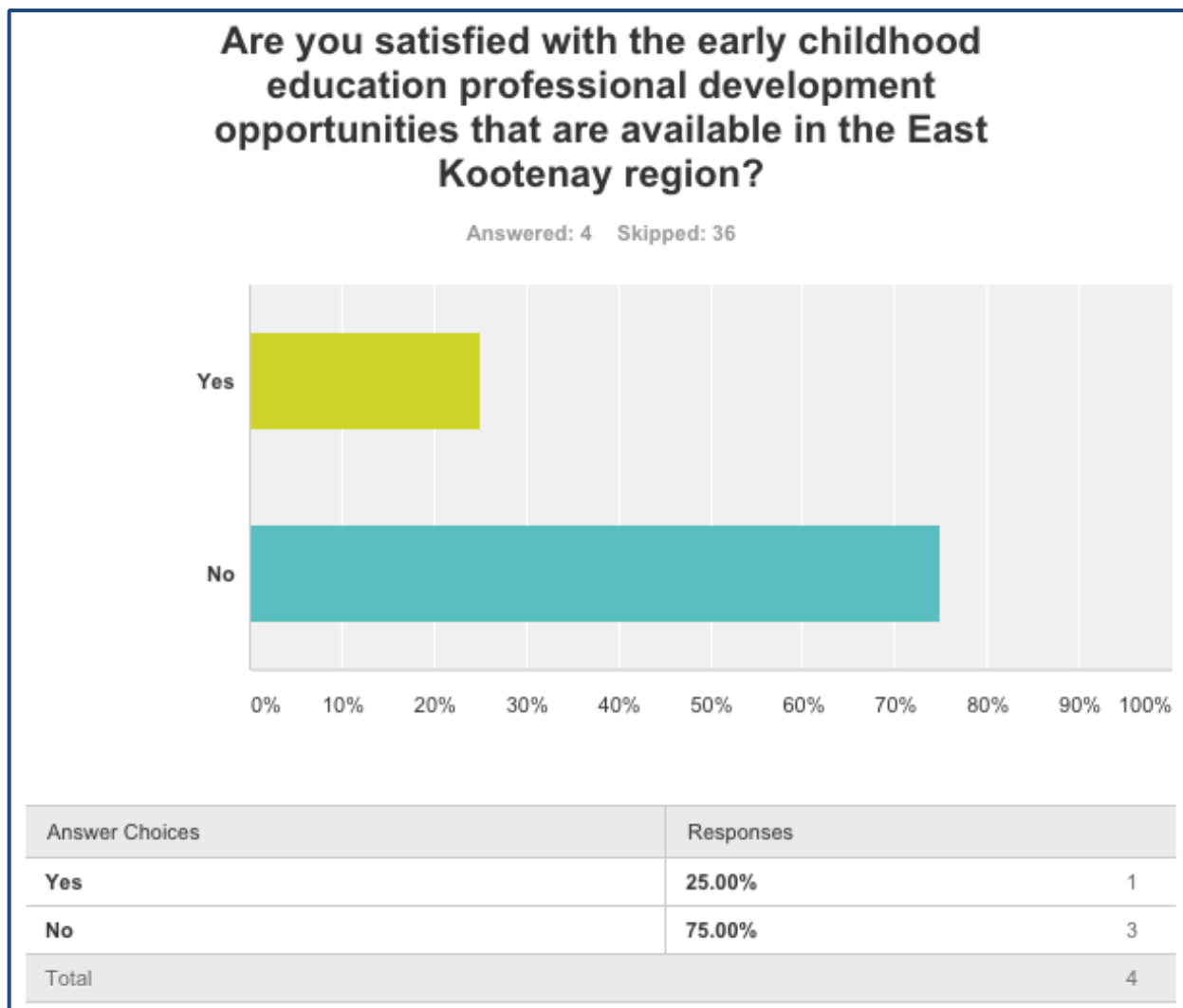
Creston educators are feeling the pinch of lower wages, and therefore not pursuing further education in their field at this time.

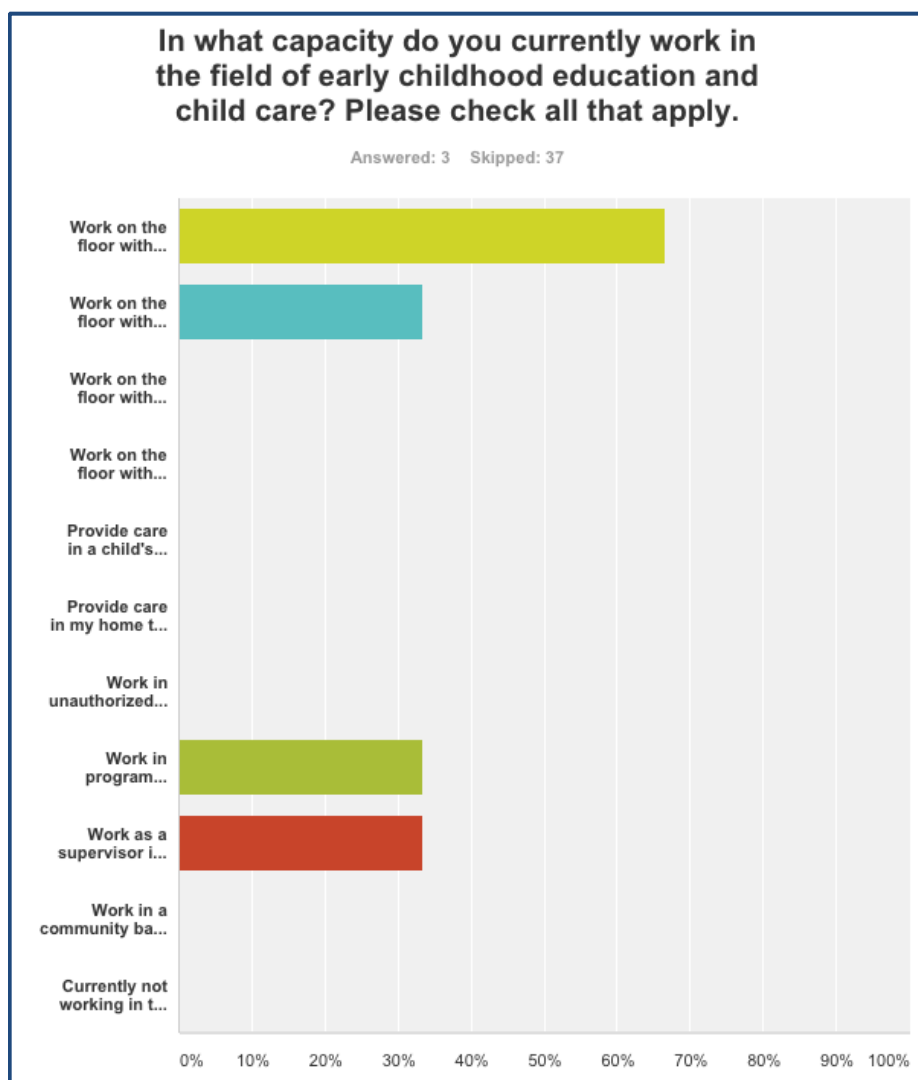
***“It doesn’t make sense to take on debt to obtain education in a poorly paid field.”***



Additionally, professional development opportunities for educators are reported as lacking within Creston. Respondents indicated this dissatisfaction stems from lack of availability, which contributes to high overall cost as professionals need to travel to attend programs, and poor quality of programs.

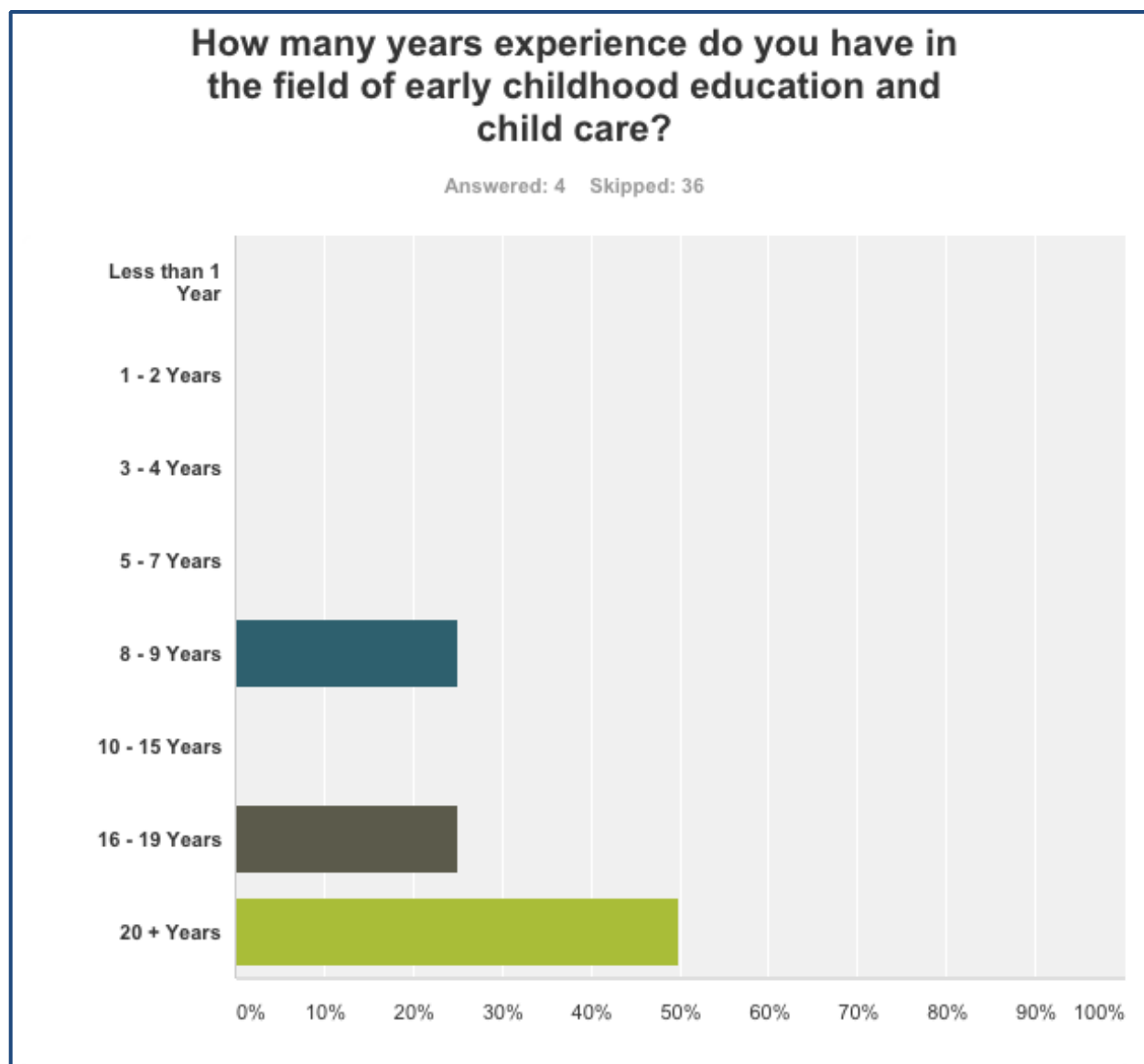
***“[Opportunities] are all out of town and I have to hire someone or close my daycare for the day. It ends up costing a lot of money and it doesn’t seem like you learn anything new; it ends up being pretty expensive.”***





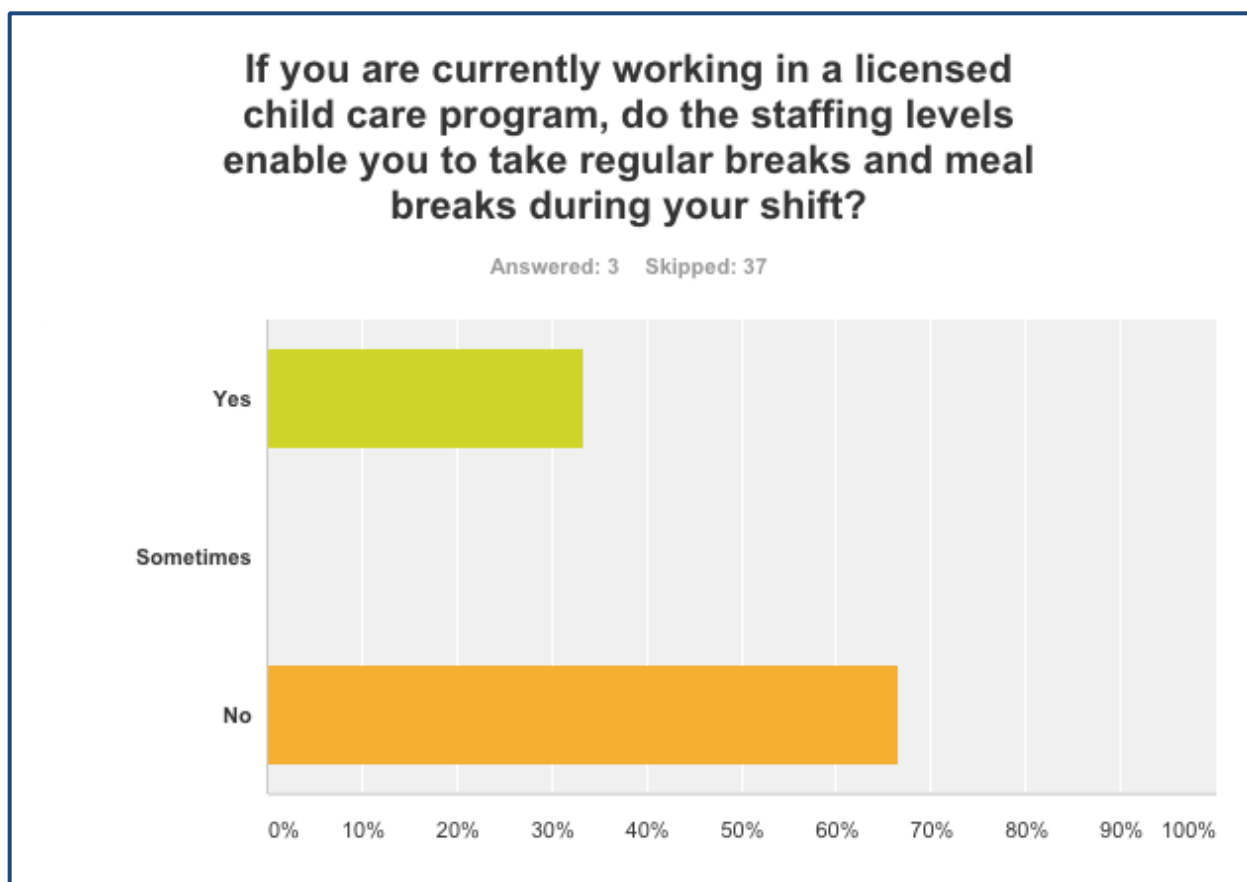
Answer Choices	Responses
Work on the floor with children in a licensed child care program	66.67% 2
Work on the floor with children in a StrongStart program	33.33% 1
Work on the floor with children in a licensed preschool program	0.00% 0
Work on the floor with children in a community based early learning drop in or play group type program	0.00% 0
Provide care in a child's home (Nanny)	0.00% 0
Provide care in my home to children as a LNR or RLNR	0.00% 0
Work in unauthorized child care	0.00% 0
Work in program management in a licensed child care program	33.33% 1
Work as a supervisor in a licensed child care program	33.33% 1
Work in a community based program that supports child care programs and/or early childhood education.	0.00% 0
Currently not working in the field of early childhood education or child care.	0.00% 0
Total Respondents: 3	

Low wages and lack of opportunity are not attracting the next generation of child care professionals to Creston.





For those who are working in child care professions within Creston, the majority indicates that staffing levels do not enable them to take regular breaks and meal breaks during their shift.



While Creston child care professionals indicate they do not plan to leave the field in the immediate future, they do indicate concern over the largest issues that face their profession within the East Kootenay region. Most cited are low wages, lack of available training and lack of professional support.

### What do you feel are the biggest issues related to child care in the East Kootenay region?

Answered: 4 Skipped: 36

The low wages!

1/17/2015 1:46 AM

Not enough QUALITY daycare. Just because the facility is licensed doesn't mean its any good. We are dealing with people!! We need to be teaching them!! We are with them more than their parents are. Kids don't know how to share and play.

1/9/2015 3:13 PM

Lack of training Lack of professional support Isolation Demanding job

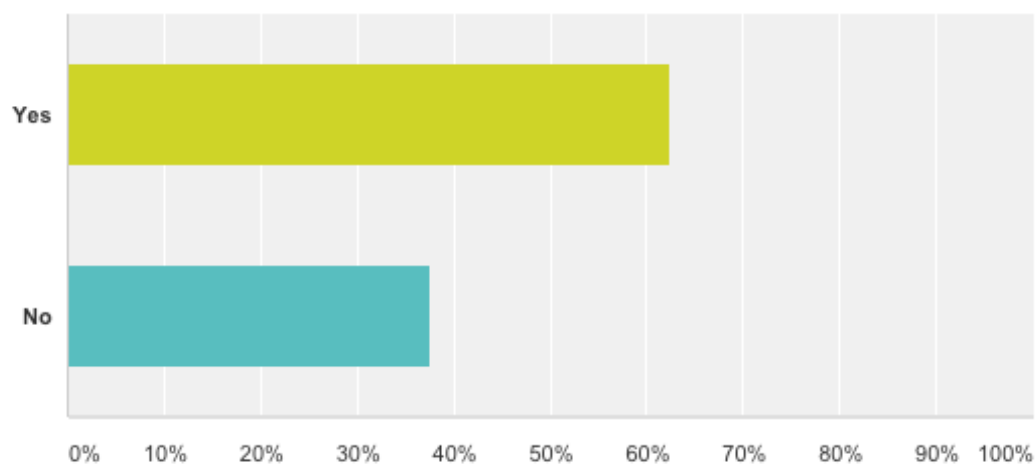
1/9/2015 2:56 PM

Quality affordable childcare is not available to many families in a large geographic area.

11/7/2014 3:00 PM

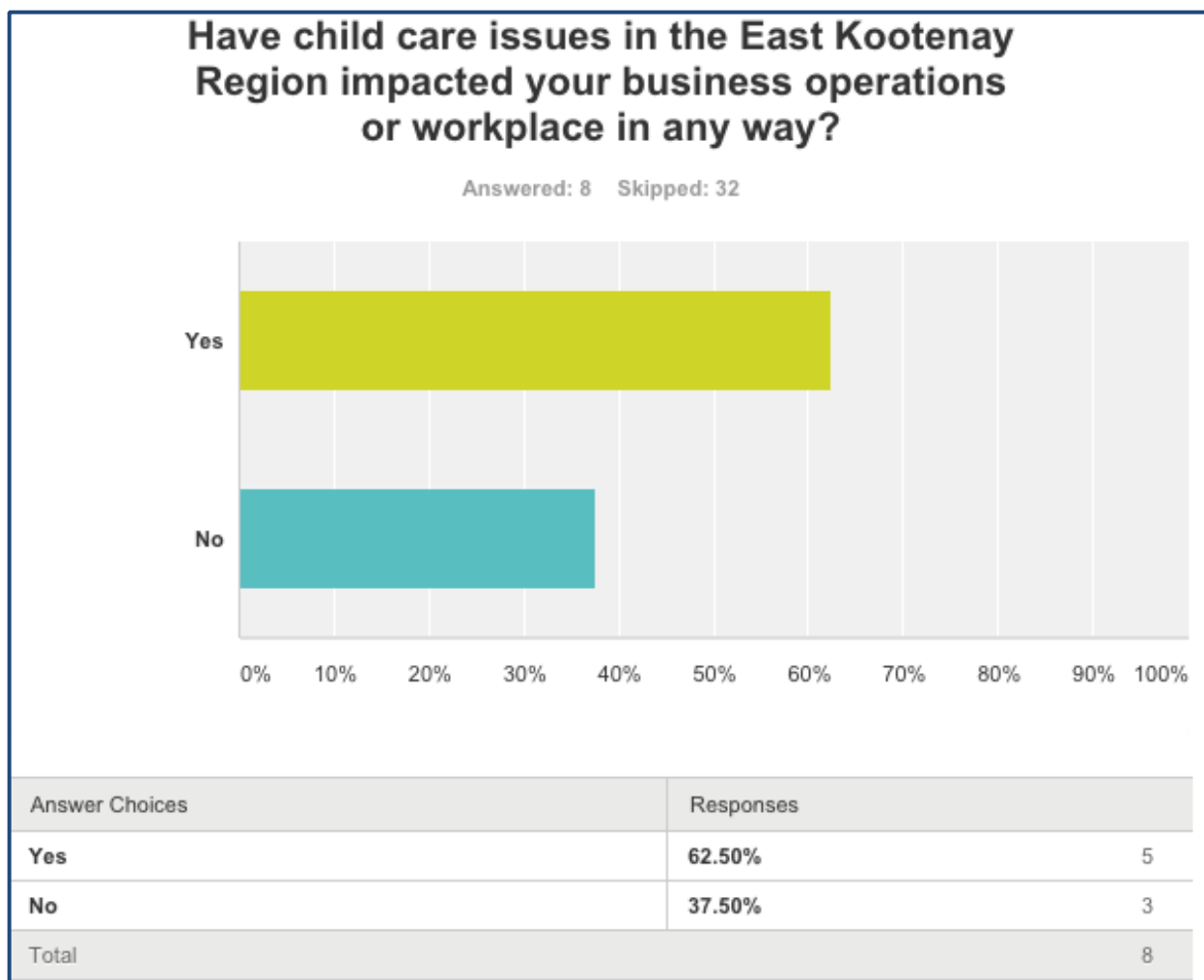
### In your opinion, is your community experiencing a shortage of accessible, affordable child care spaces?

Answered: 8 Skipped: 32



Answer Choices	Responses	
Yes	62.50%	5
No	37.50%	3
Total		8

## Business Owners



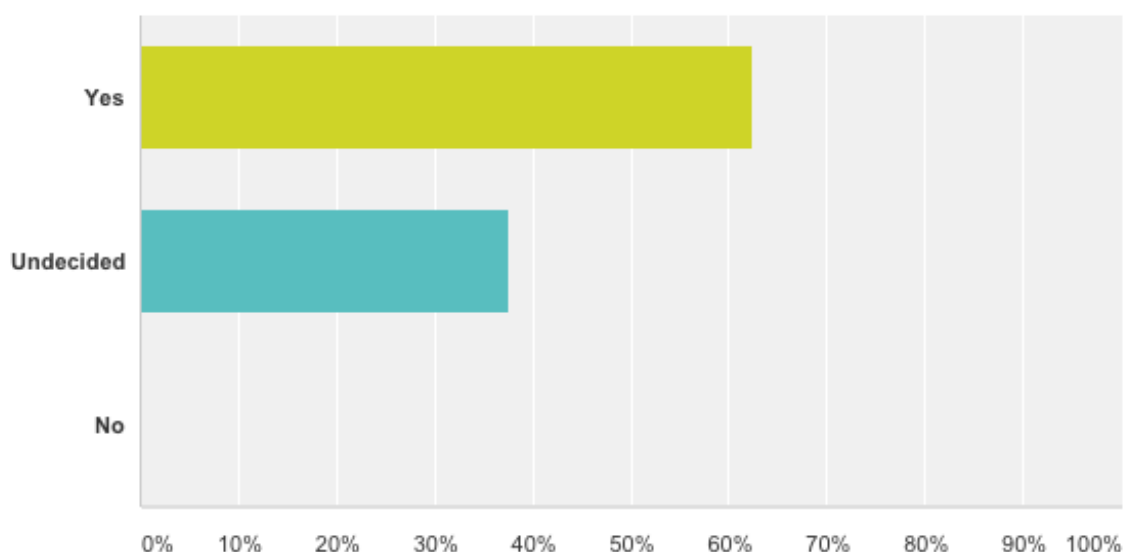
***“Staff [is] unable to come to work due to lack of affordable child care.”***

***“Hours open in my retail store are limited by the hours my child care provider is available.”***

***“As a social worker working with a variety of families their need for good affordable child care is frequently mentioned.”***

## Do you feel that better access to affordable, quality child care choices in the East Kootenay Region would enhance the business climate in your community?

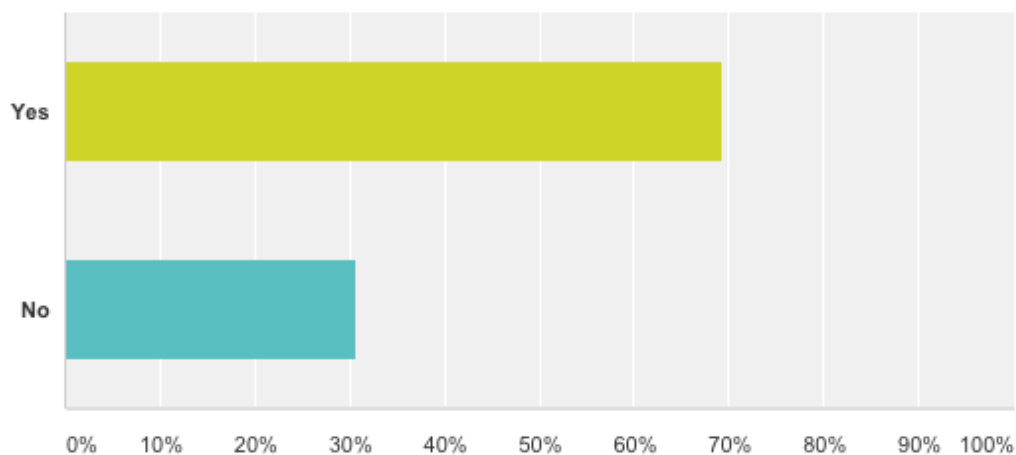
Answered: 8 Skipped: 32



Answer Choices	Responses	
<b>Yes</b>	<b>62.50%</b>	5
<b>Undecided</b>	<b>37.50%</b>	3
<b>No</b>	<b>0.00%</b>	0
<b>Total</b>		8

### In your opinion, is your community experiencing a shortage of accessible, affordable child care spaces?

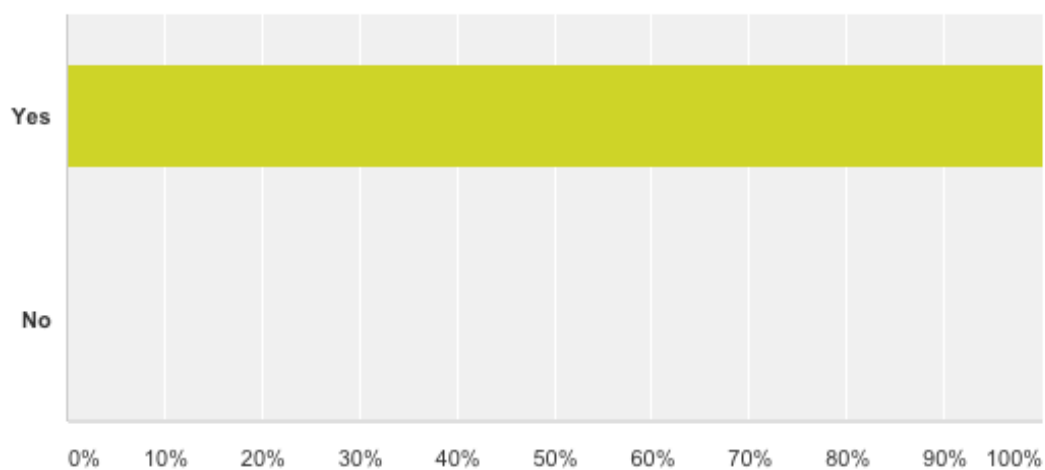
Answered: 13 Skipped: 27



Answer Choices	Responses	
Yes	69.23%	9
No	30.77%	4
Total		13

## Do you believe that access to child care is an important part of economic development for your community?

Answered: 13 Skipped: 27

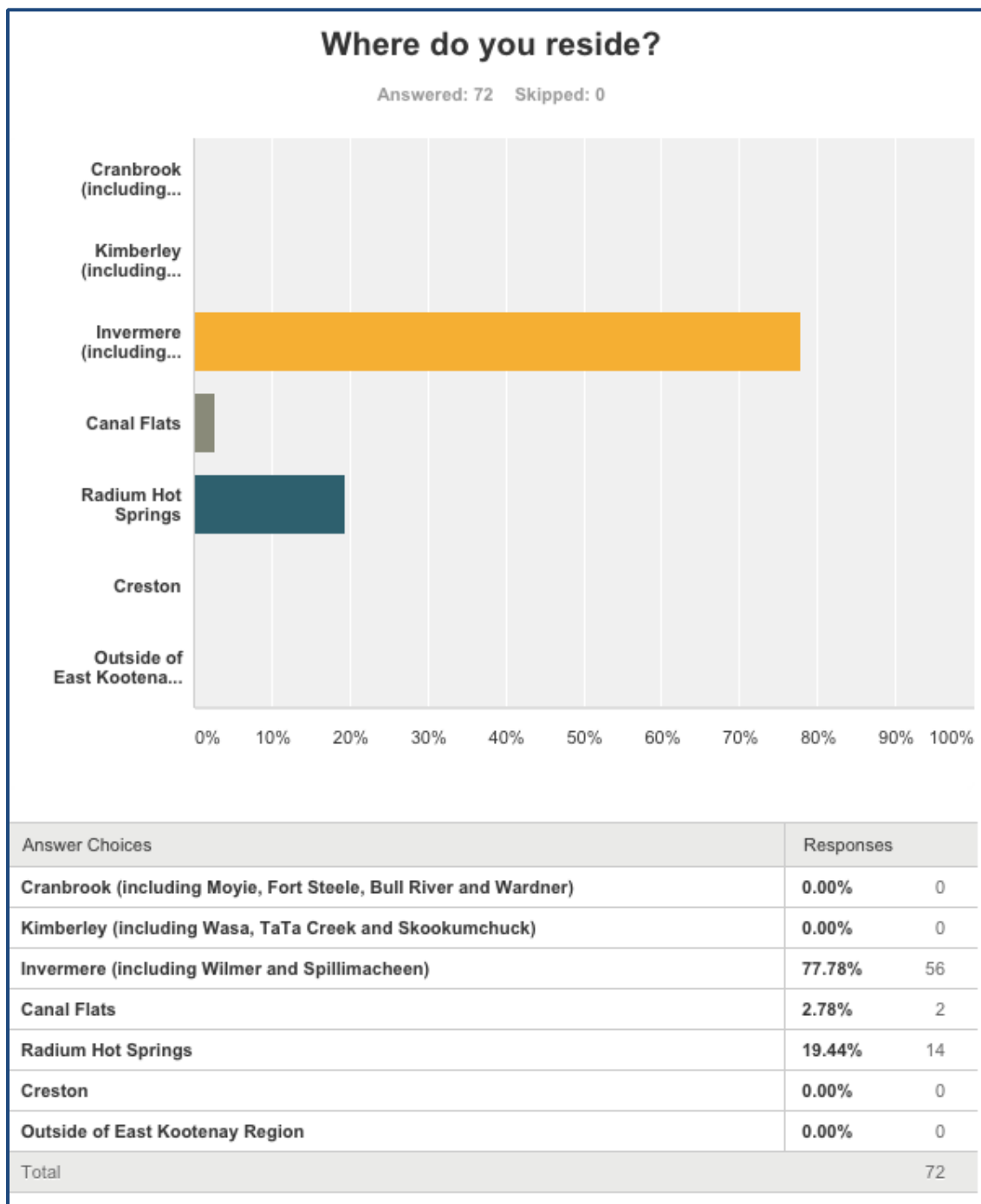


Answer Choices	Responses	
<b>Yes</b>	<b>100.00%</b>	13
<b>No</b>	<b>0.00%</b>	0
Total		13

## APPENDIX D: Columbia Valley Residents

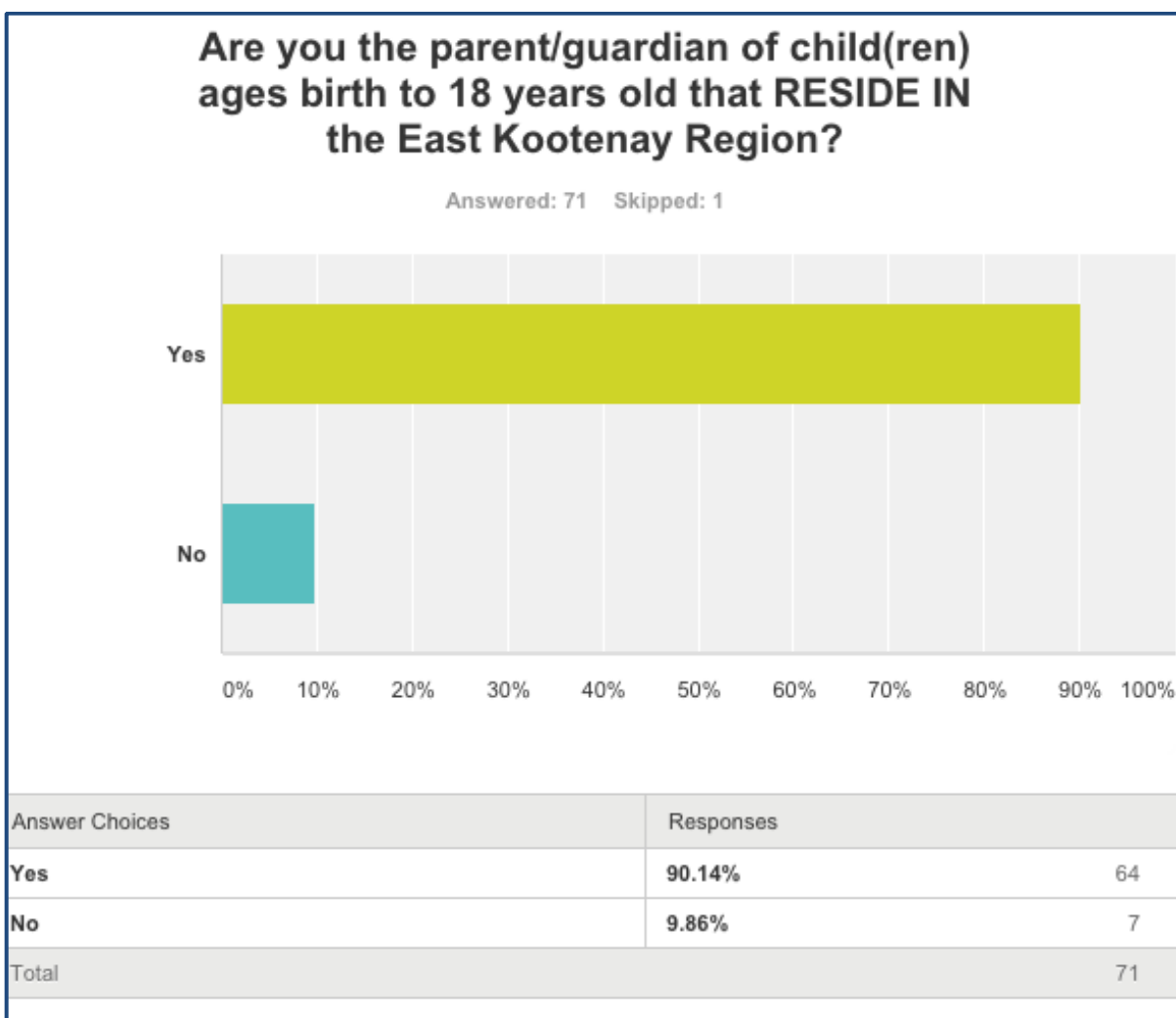
Of the 435 active participants surveyed, n = 72 respondents (17%), indicated residence within Columbia Valley – Columbia Valley, including Wilmer and Spillimacheen, Canal Flats, and Radium Hot Springs.

### Demographics





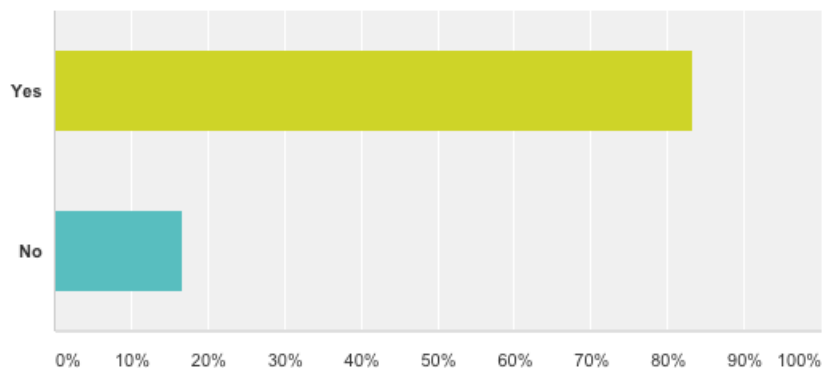
Columbia Valley parents of child care aged children comprise the primary respondents to this study. Responses from parents of child(ren) aged birth to 18 within this segment of the East Kootenay region comprise 90% of data collected (n = 64).



As with other communities, we also surveyed those without children under 18 in East Kootenay (n= 5), business owners (n= 21), and early childhood educators or other professionals working in the field of early childhood education within East Kootenay (n= 6).

### Are you an interested East Kootenay Region community member WITHOUT children ages birth to 18 years?

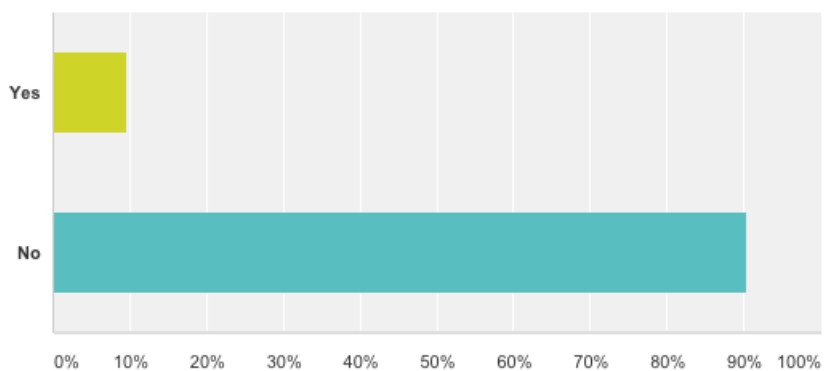
Answered: 6 Skipped: 66



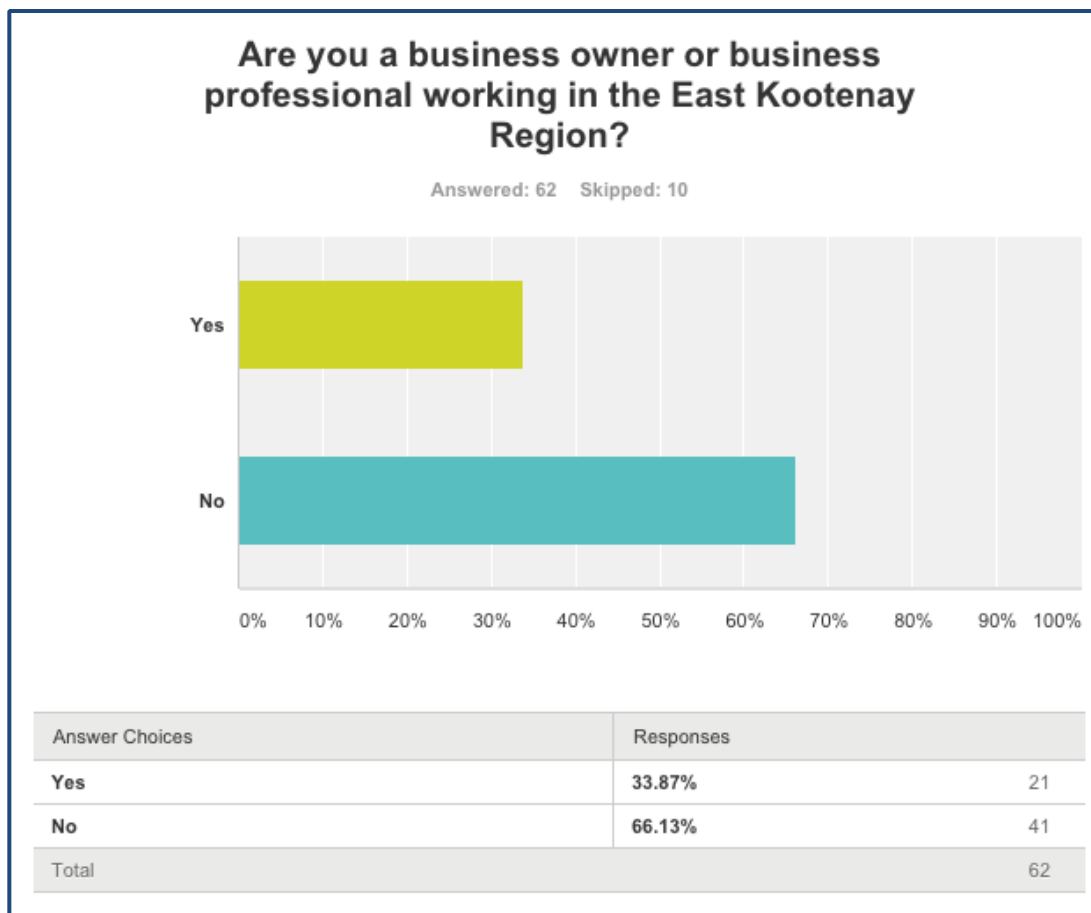
Answer Choices	Responses
Yes	83.33% 5
No	16.67% 1
Total	6

### Are you an early childhood educator or other professional working in the field of early learning and care in the East Kootenay Region?

Answered: 62 Skipped: 10



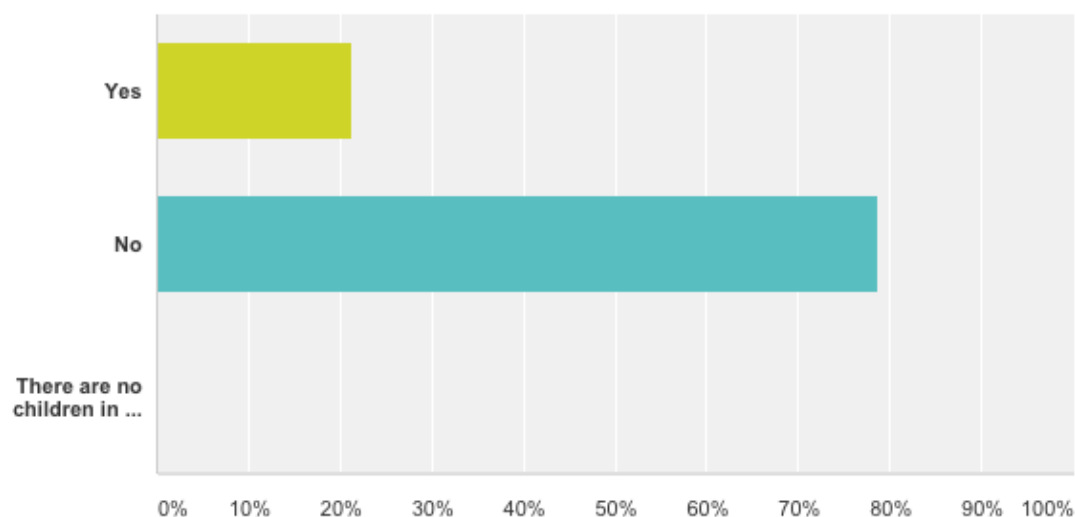
Answer Choices	Responses
Yes	9.68% 6
No	90.32% 56
Total	62



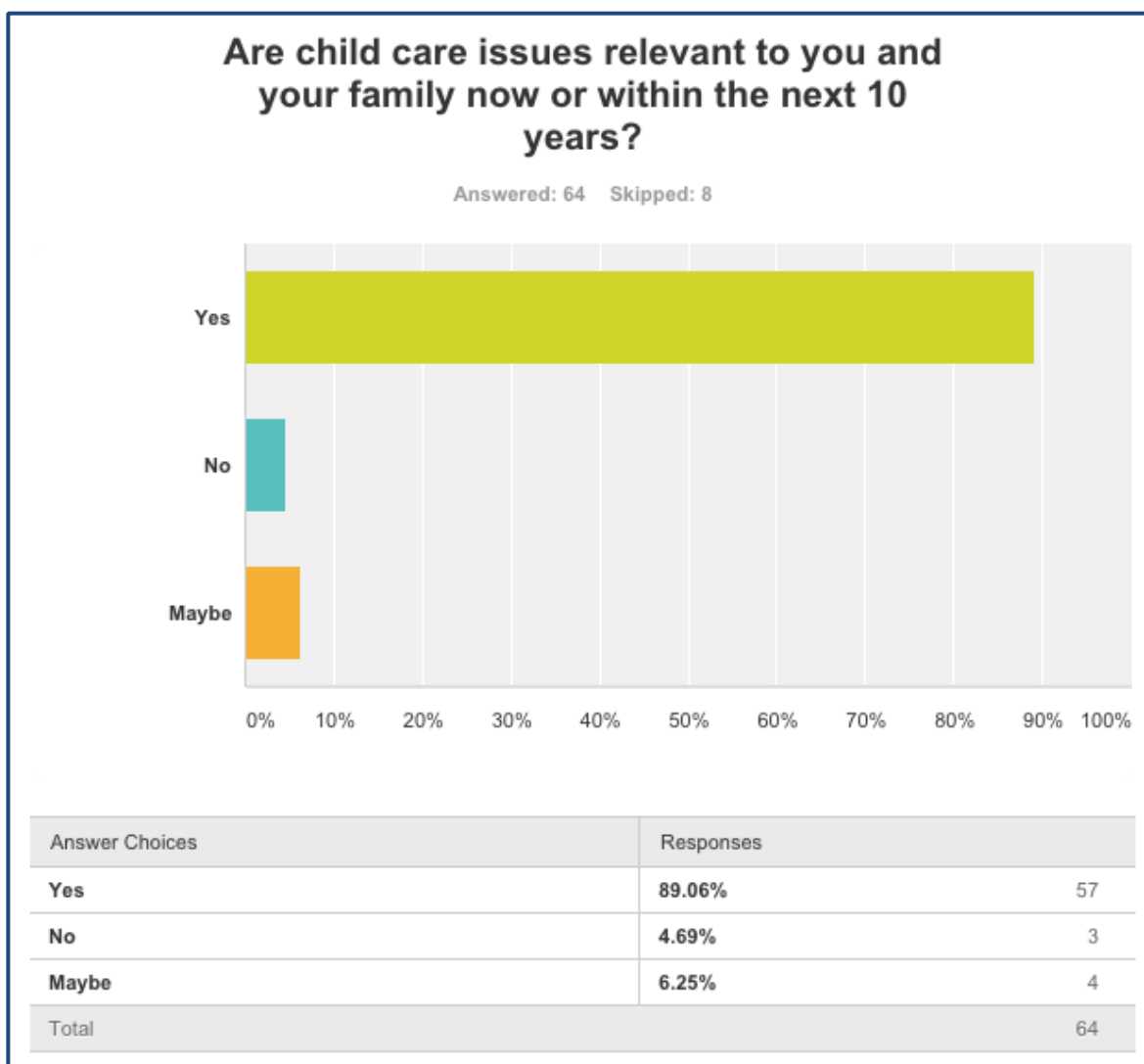
Responses from single parents comprised 18% (n= 13), and 22% (n= 16) of respondents indicated plans to have child(ren) within the next five years. As in other communities, regardless of where Columbia Valley residents are on the childrearing spectrum, a majority – 79% of total respondents (n= 57) indicated that child care issues are or may be relevant to their family now or within the next 10 years.

### Are you a single parent, or are you the sole adult and primary caregiver in your household?

Answered: 61 Skipped: 11



Answer Choices	Responses	
<b>Yes</b>	<b>21.31%</b>	13
<b>No</b>	<b>78.69%</b>	48
<b>There are no children in my household</b>	<b>0.00%</b>	0
Total		61



## Infant/Toddler and Special Needs

Young families comprise a large segment of respondents from Columbia Valley. Of the responses collected, 75% (n= 46) are parents whose first child is between the ages of 11 months and 5 years old. ,An additional 82% (n= 32) have a second child who also fall within this age range.

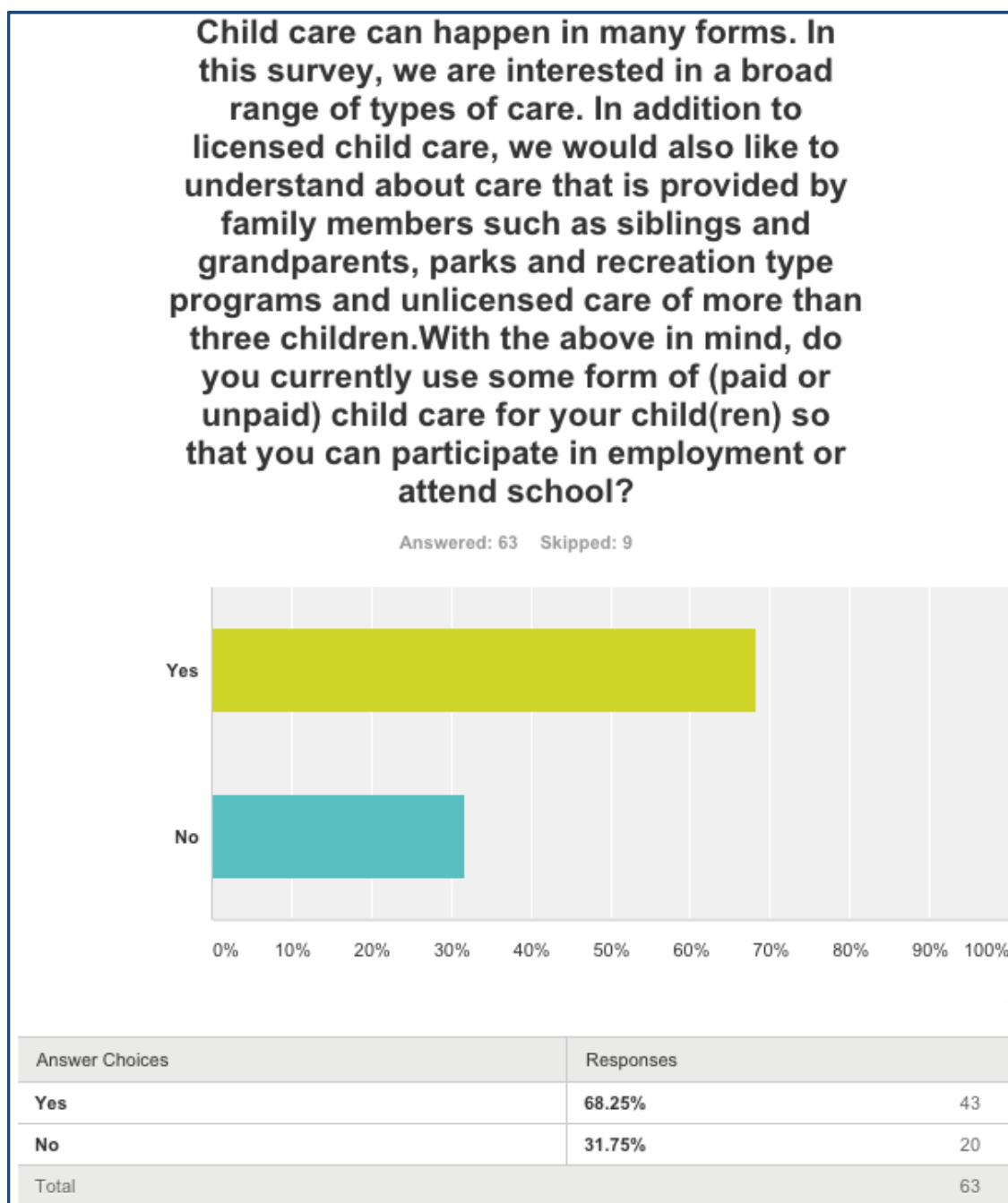
The number of parents of children with special needs varies amongst each region of East Kootenay. Within Columbia Valley, 53% of respondents (n= 37) indicated that this question was not applicable to them. Of those who responded in the affirmative responses collected, 39% (n= 24) indicated their child is or may be impacted by a special need requiring additional early childhood educational/educational support.

### Are any of your child(ren) impacted by special needs or learning disabilities?

	Child 1 - Youngest	Child 2 - Next Youngest	Child 3 - Next Youngest	Child 4 - Next Youngest	Child 5 - Next Youngest	Total Respondents
Maybe - Not Yet Diagnosed	88.89% 8	33.33% 3	0.00% 0	0.00% 0	0.00% 0	9
Not Applicable	94.59% 35	67.57% 25	10.81% 4	0.00% 0	0.00% 0	37
Physical Disability	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Hearing Impaired	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Visually Impaired	100.00% 2	50.00% 1	50.00% 1	0.00% 0	0.00% 0	2
ADHD and/or Learning Disability	50.00% 3	16.67% 1	33.33% 2	0.00% 0	0.00% 0	6
Gifted	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
(ASD) Autism Spectrum Disorder	50.00% 1	50.00% 1	0.00% 0	0.00% 0	0.00% 0	2
(FAS) Fetal Alcohol Syndrome	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Anxiety, Depression or Other Mental Health Condition	75.00% 3	25.00% 1	25.00% 1	0.00% 0	0.00% 0	4

## Economic Impact

Economic drivers and access to affordable, accessible child care go hand-in-hand in Columbia Valley, with 68% (n= 43) of respondents relying on some form of child care so they can work and/or attend school.



***“We live away from any family, so that's not an option. I care for friends kid once a week and she cares for mine once a week. There are no daycare spots open in town at this time so that's not an option either.”***

***“Husband became disabled so income /education outside of the home is difficult.”***

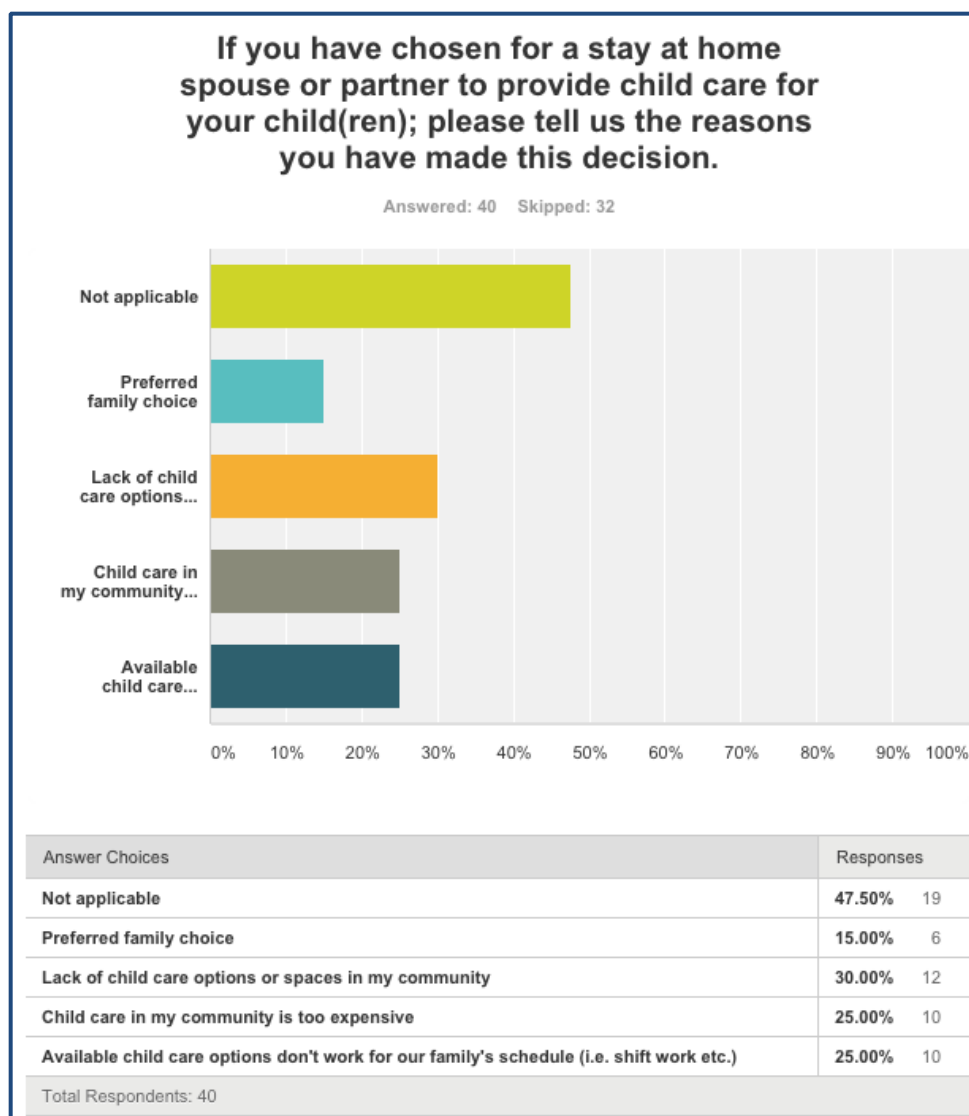
***“I am currently a stay at home mom. I have looked into child care for my 2 year old and have been placed on many waiting for lists. We are over 50th in line on more then one list.”***

***“Too expensive.”***

***“Currently on maternity leave. When I go back to work I'll be using child care.”***

Of those who choose not to utilize child care options, 80% (n= 32) of respondents indicated they'd made this choice due to lack of child care options/spaces, prohibitive cost, or inability to find child care options conducive to the family's schedule (i.e., shift work).





***“Subsidy doesn't help me. Even when they say they cover it I end up with the full bill because they didn't cover anything I would work full time just to pay day care. It's not worth it.”***

***“At the moment we have child care however it took 2 years for both my kids to get a spot in a public daycare. I work 12 hr night shifts and my husband works day shifts. And for nearly two years I worked without child care, which meant it was home with the kids during the day worked all night so this mama didn't get to sleep much. Despite we have child care now it is still difficult for us parents who work shift work. My schedule is always rotating as I work 4 on 4 off. Child care gets expensive if booked in full time yet not everyday is needed all the time nor is the same day needed every week. I would like to work during the day but in my career the schedule would still be difficult to coordinate with daycares as I will always have shift work.”***

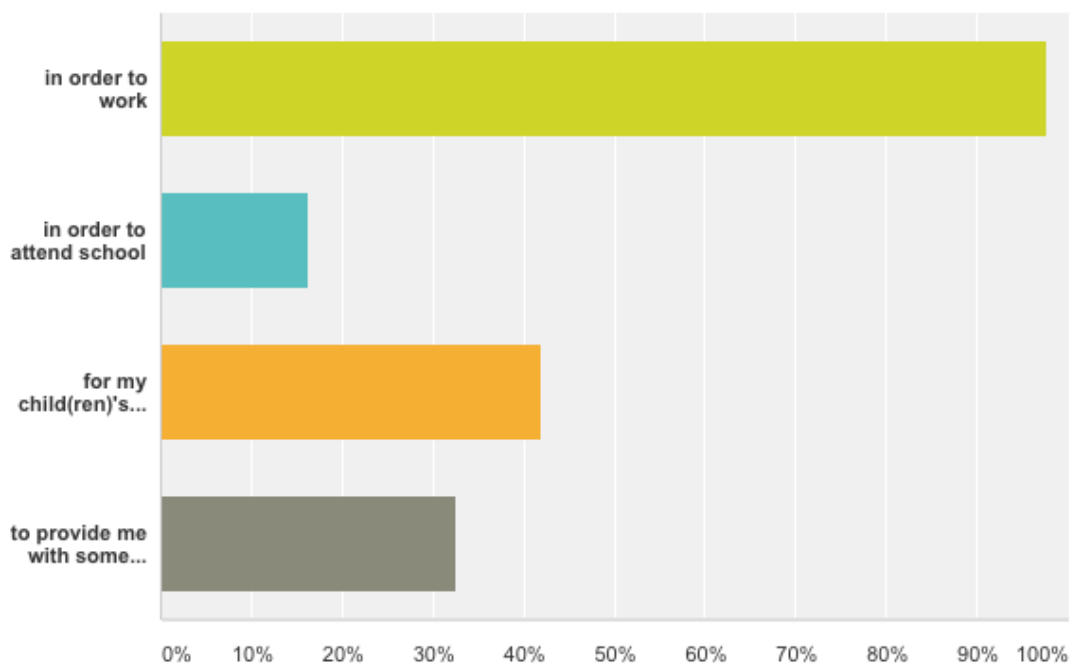
***“I partially look after my child, as there is currently no full time space available at Sonshine or Windermere Daycares.”***

***“The daycares here in Invermere are completely outrages in price. A Single parents wage goes intirely [sic] to them.”***

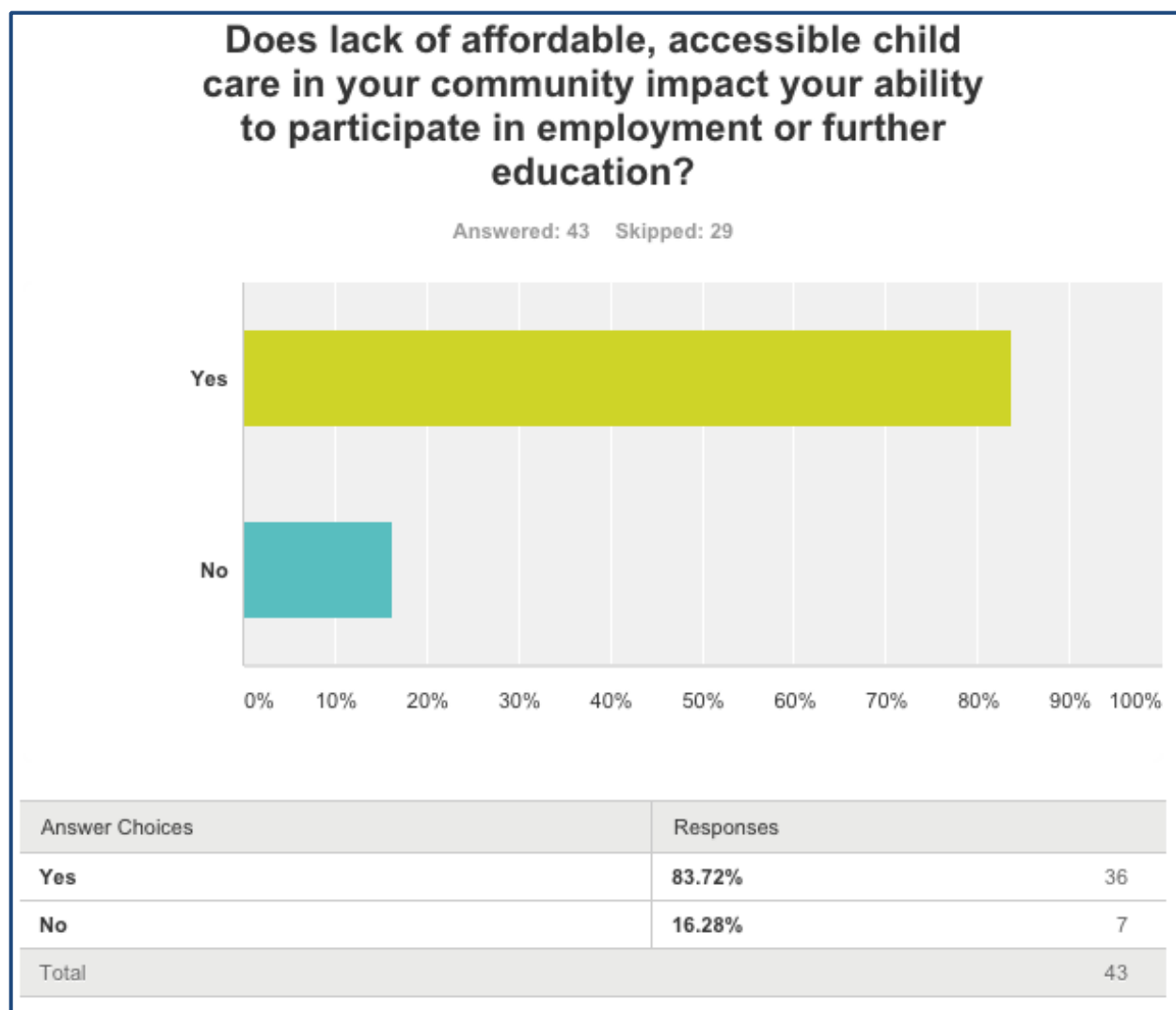
Challenges with availability and cost add to parents’ stress as 98% (n= 42) of Columbia Valley respondents to this question indicated they need child care in order to work, while 42% indicated it was necessary for their child’s development. Eighty-four percent (84%, n= 36) of respondents indicated that the lack of affordable, accessible child care in their community impacts their ability to participate in their employment and further education. The disparity of need to availability places additional burden on the community’s economic infrastructure.

### For what reasons do you need child care? (please check all that apply).

Answered: 43 Skipped: 29



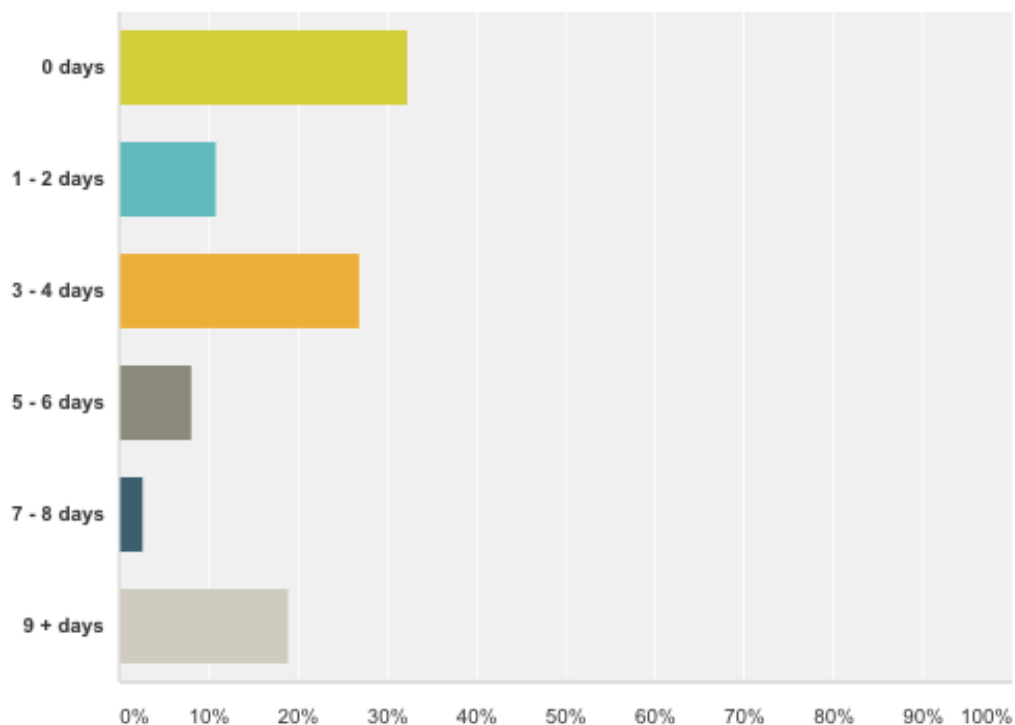
Answer Choices	Responses	
in order to work	97.67%	42
in order to attend school	16.28%	7
for my child(ren)'s development	41.86%	18
to provide me with some personal time	32.56%	14
Total Respondents: 43		



Working parents with young children and unreliable child care are likely to miss more workdays than peers with secure child care options. Columbia Valley is no exception, and our data reveals that this demographic is missing more work time, with 68% (n= 25) indicating they are missing 1-9+ days, and often therefore not collecting a regular wage.

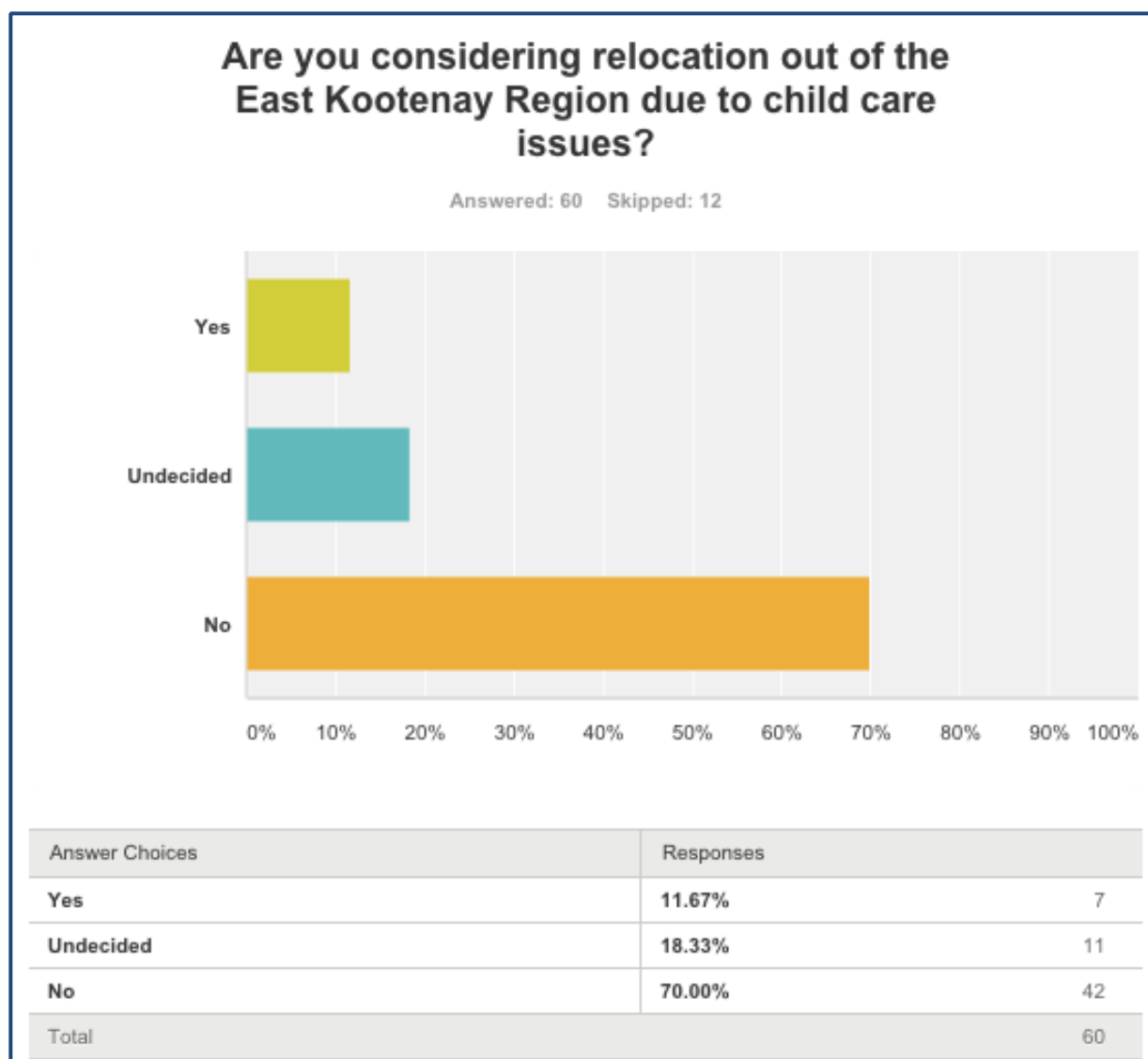
**How many days in the last year have you had to miss employment or school due to a breakdown in your regular child care arrangements? Please don't include days that your child(ren) could not attend child care due to illness or weather closures.**

Answered: 37 Skipped: 35



Answer Choices	Responses	
0 days	32.43%	12
1 - 2 days	10.81%	4
3 - 4 days	27.03%	10
5 - 6 days	8.11%	3
7 - 8 days	2.70%	1
9 + days	18.92%	7
Total		37

Like other communities in East Kootenay, Columbia Valley residents are not considering relocation outside of the region despite child care barriers. When asked, 70% of respondents (n= 42) indicate they are staying within the community. Those pondering relocation are considering moving closer to extended family for more child care and support options.



***“Makes me think about moving home to Toronto where my family is so I will have more child care options. Esp if we have a second kid.”***

## Frequency, Satisfaction & Alternatives

Columbia Valley's working parents utilize a variety of child care options to meet the needs of their schedules as best they can. The following tables provide a breakdown of the various methods working parents rely on, as well as average hours of child care per week and their satisfaction with the choices currently available to them.

**Please help us understand how many hours you currently use child care per week**

Average Hours of Child Care Per Week					
	0	1-15	16-30	More than 30	Total
Child 1 - Youngest	13.51% 5	32.43% 12	29.73% 11	24.32% 9	37
Child 2 - Next Youngest	9.09% 2	63.64% 14	13.64% 3	13.64% 3	22
Child 3 - Next Youngest	50.00% 1	50.00% 1	0.00% 0	0.00% 0	2
Child 4 - Next Youngest	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Child 5 - Next Youngest	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Child 6 - Next Youngest	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Child 7 - Oldest	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0

**Please tell us how satisfied you are with the various features of your current care arrangements**

	Very Satisfied	Satisfied	Somewhat Dissatisfied	Very Dissatisfied	Not Applicable	Total Respondents
Cost	10.00% 4	35.00% 14	37.50% 15	20.00% 8	0.00% 0	40
Location of Care	35.90% 14	38.46% 15	23.08% 9	5.13% 2	0.00% 0	39
Support for Children With Extra Needs	8.82% 3	2.94% 1	8.82% 3	8.82% 3	73.53% 25	34
Accommodation for Siblings of Different Ages	5.71% 2	11.43% 4	14.29% 5	8.57% 3	60.00% 21	35
Quality of Staffing/Caregiver	46.15% 18	33.33% 13	7.69% 3	7.69% 3	5.13% 2	39
Quality of Care Experience	39.47% 15	42.11% 16	10.53% 4	5.26% 2	2.63% 1	38
Flexibility (Days/Times Care is Available)	23.08% 9	41.03% 16	15.38% 6	23.08% 9	2.56% 1	39

**Please tell us about the type(s) of child care arrangements that you currently have in place for your child(ren). Check as many as apply for each child.**



	Child 1 - Youngest	Child 2 - Next Youngest	Child 3 - Next Youngest	Child 4 - Next Youngest	Child 5 - Next Youngest	Total Respondents
Spouse or Partner Cares for Child(ren) When They Are Not Working or Studying	96.88% 31	46.88% 15	9.38% 3	0.00% 0	0.00% 0	32
Stay at Home Spouse or Partner	100.00% 9	66.67% 6	22.22% 2	0.00% 0	0.00% 0	9
License-Not- Required (LNR) Family Child Care	80.00% 4	60.00% 3	0.00% 0	0.00% 0	0.00% 0	5
Registered License-Not- Required (RLNR) Family Child Care	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
Licensed Group Child Care Under 36 Months	83.33% 10	16.67% 2	0.00% 0	0.00% 0	0.00% 0	12
Licensed Group Child Care 30 Months to School Age	43.75% 7	62.50% 10	0.00% 0	0.00% 0	0.00% 0	16
Licensed Family Child Care	100.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	2
In-Home Multi- Age Child Care	100.00% 3	33.33% 1	0.00% 0	0.00% 0	0.00% 0	3
Multi-Age Child Care	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
Preschool	42.86% 3	57.14% 4	0.00% 0	0.00% 0	0.00% 0	7
Parks & Recreation Programs	100.00% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4
Child Stays Home Alone Before/After School	0.00% 0	66.67% 2	100.00% 3	0.00% 0	0.00% 0	3
Child Stays Home With Siblings Before/After School	100.00% 1	100.00% 1	0.00% 0	0.00% 0	0.00% 0	1
School Age Child Care	46.15% 6	46.15% 6	7.69% 1	0.00% 0	0.00% 0	13
Family Member/Relative (Not a Sibling)	80.00% 12	73.33% 11	6.67% 1	0.00% 0	0.00% 0	15
Unlicensed Child Care (3+ Children)	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
Not Using Child Care for This Child	57.14% 4	42.86% 3	28.57% 2	0.00% 0	0.00% 0	7

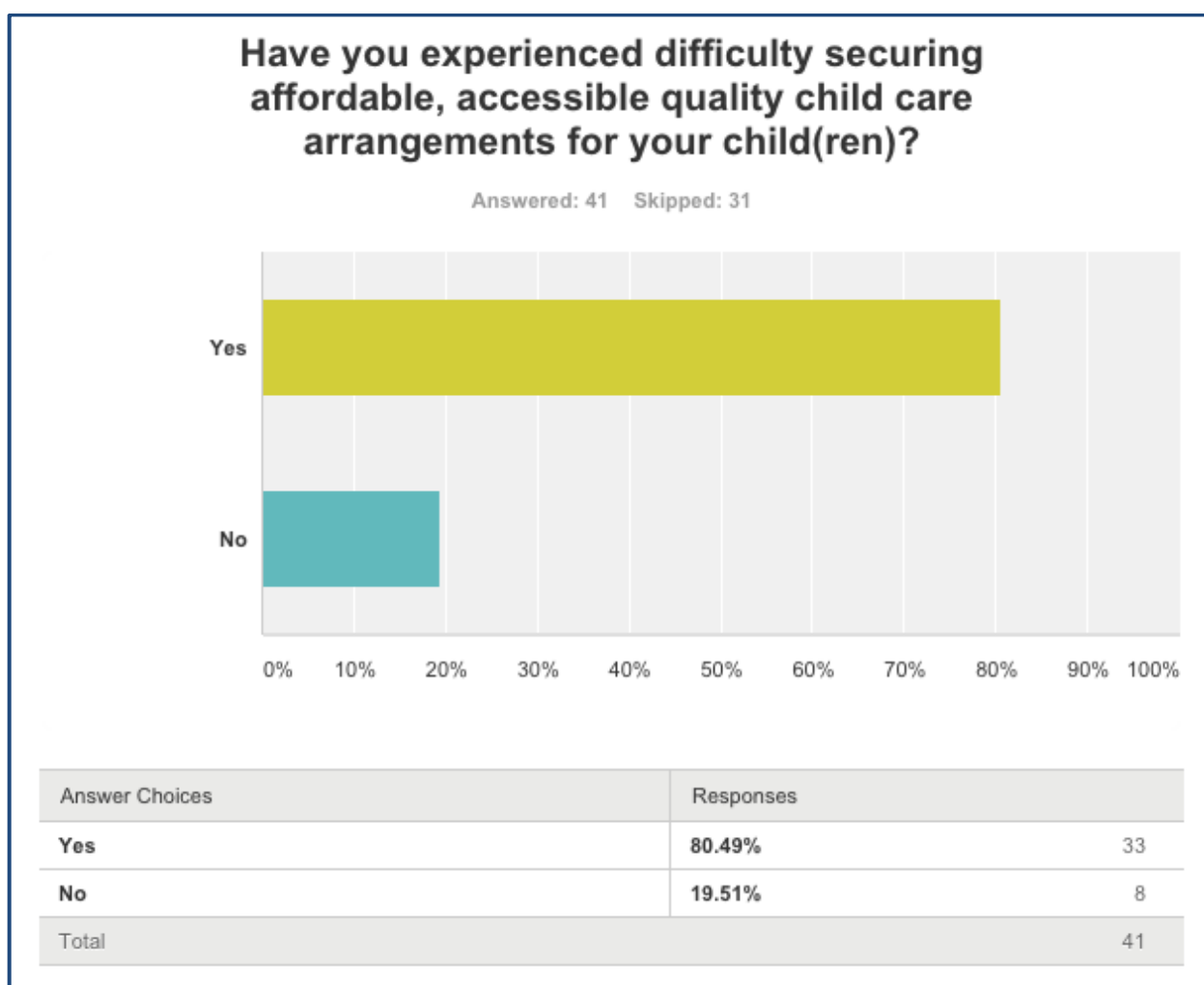
***“Also friends help out (this option is not provided and very necessary if you have no family or relatives in the area)”***

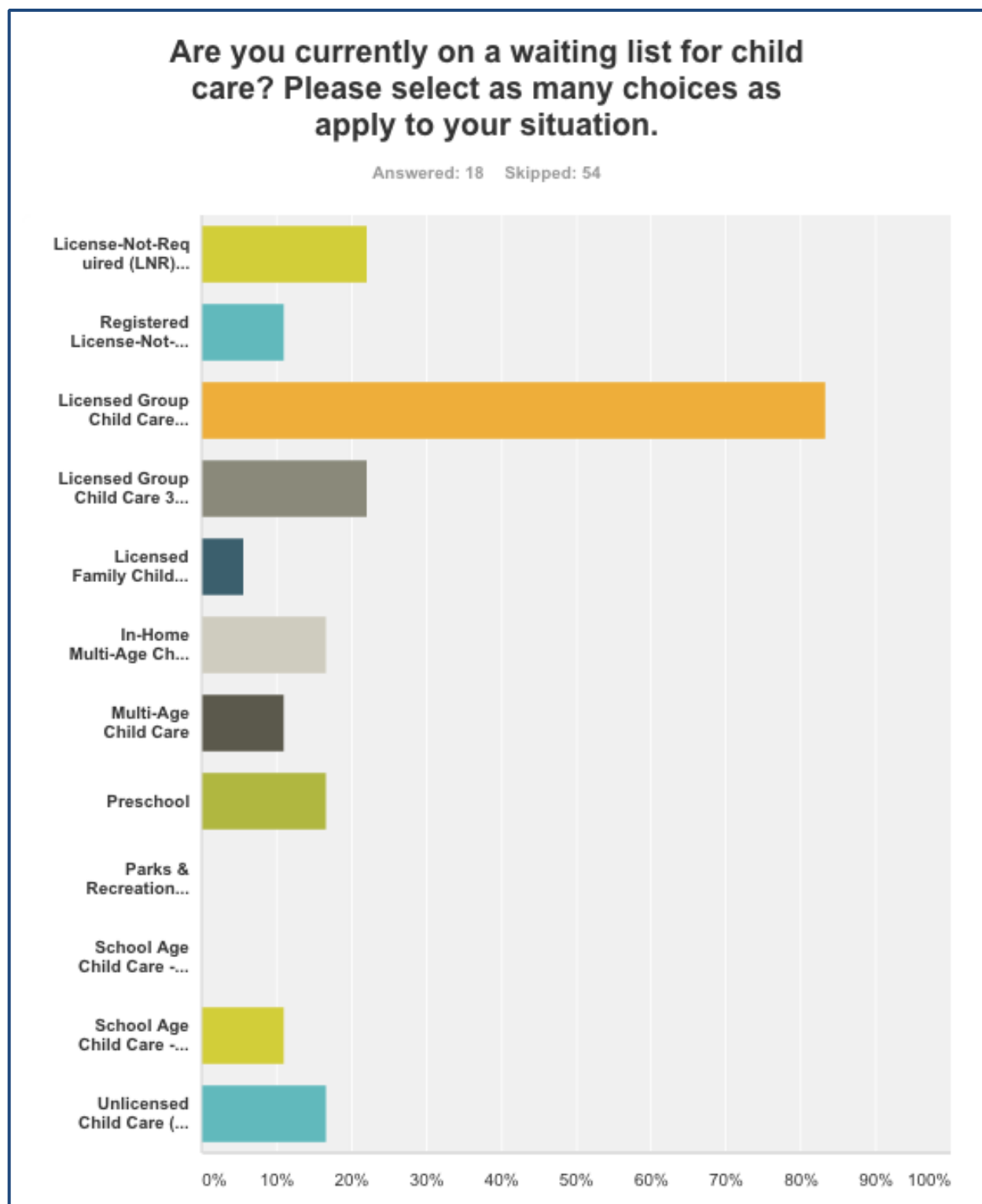
## Cost, Availability & Preference

Aside from availability, accessibility, and level of satisfaction, another factor that can pose a challenge, if not an outright barrier, to Columbia Valley parents' ability to secure child care is cost. We've broken down monthly costs/child, and our data reveals that:

- Respondents (n= 35, 90%) pay a range of \$200-\$1200/month for their youngest child
- Respondents (n= 22) pay a range of \$30-\$560/month for their second youngest child
- The remainder of respondents (n= 2) pay \$100/month for their oldest children in child care

Despite willingness to pay a range of costs, 80% of respondents who answered (n= 33) indicated they had difficulty securing affordable, accessible quality child care arrangements.





Of the respondents on a waiting list to secure child care, waiting for Licensed Group Child Care for their infants 0-36 months (72%, n= 18), and Licensed Group Child Care 30 months to school age (22%, n= 4)

impacts the majority. When asked about preference, the majority of respondents indicated Licensed Group Child Care for infants less than 36 months (57%, n=16) and Licensed Group Child Care 30 months to school age (47%, n= 8) were their top choices.

	First Choice	Second Choice	Third Choice	Total Respondents
License-Not-Required (LNR) Family Child Care	42.86% 3	0.00% 0	57.14% 4	7
Registered License-Not-Required (RLNR) Family Child Care	7.14% 1	28.57% 4	64.29% 9	14
Licensed Group Child Care Under 36 Months	72.00% 18	24.00% 6	12.00% 3	25
Licensed Group Child Care 30 Months to School Age	47.06% 8	41.18% 7	23.53% 4	17
Licensed Family Child Care	36.84% 7	52.63% 10	10.53% 2	19
In-Home Multi-Age Child Care	27.27% 3	27.27% 3	45.45% 5	11
Multi-Age Child Care	37.50% 3	12.50% 1	50.00% 4	8
Preschool	44.44% 4	11.11% 1	44.44% 4	9
Parks & Recreation Programs	0.00% 0	71.43% 5	28.57% 2	7
School Age Child Care - At School	25.00% 1	25.00% 1	50.00% 2	4
School Age Child Care - In Community	33.33% 2	16.67% 1	50.00% 3	6
Unauthorized Child Care	20.00% 1	20.00% 1	60.00% 3	5

**Table: Top choices when seeking quality child care outside of the home.**

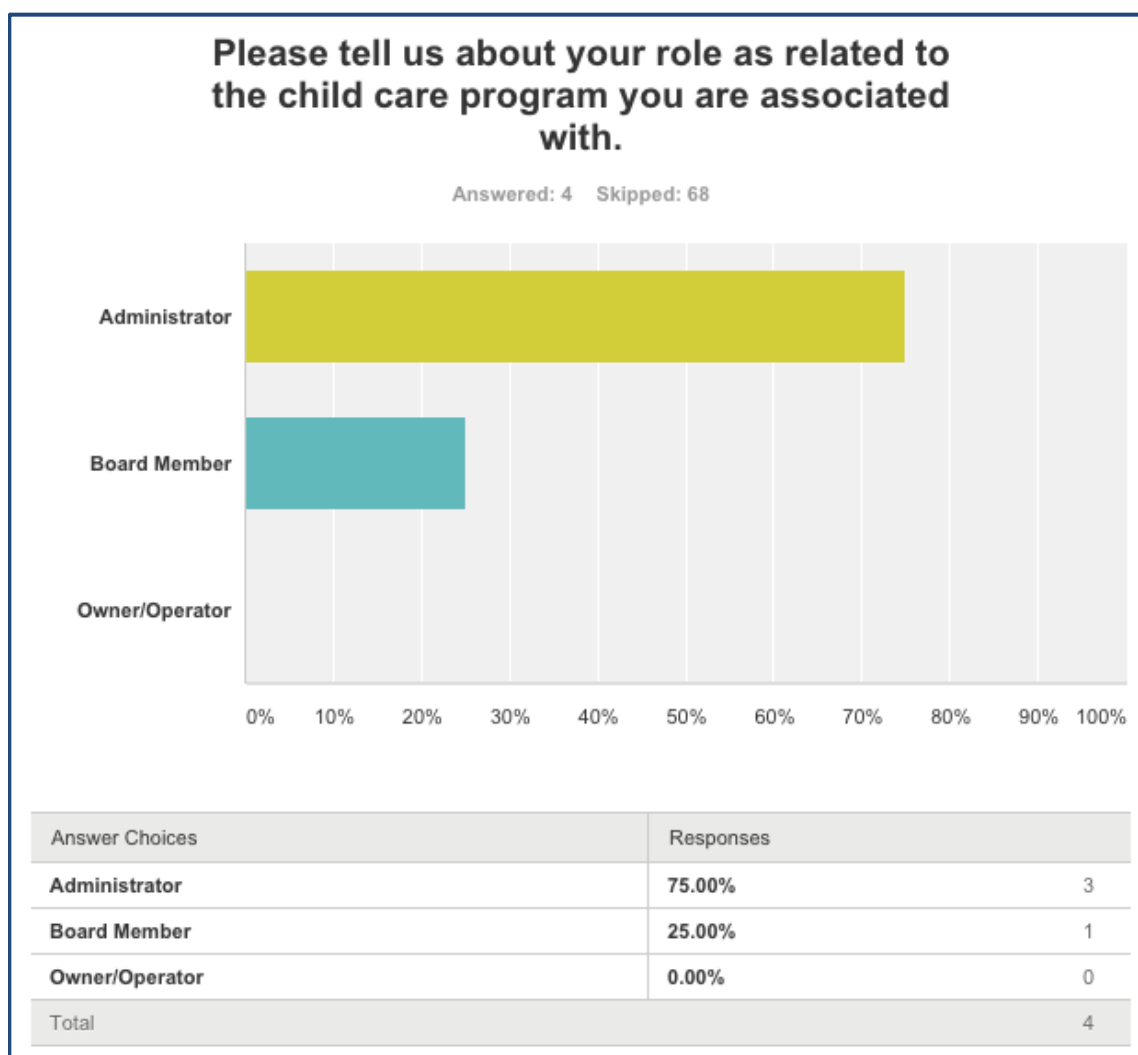
## Extended Family Impact

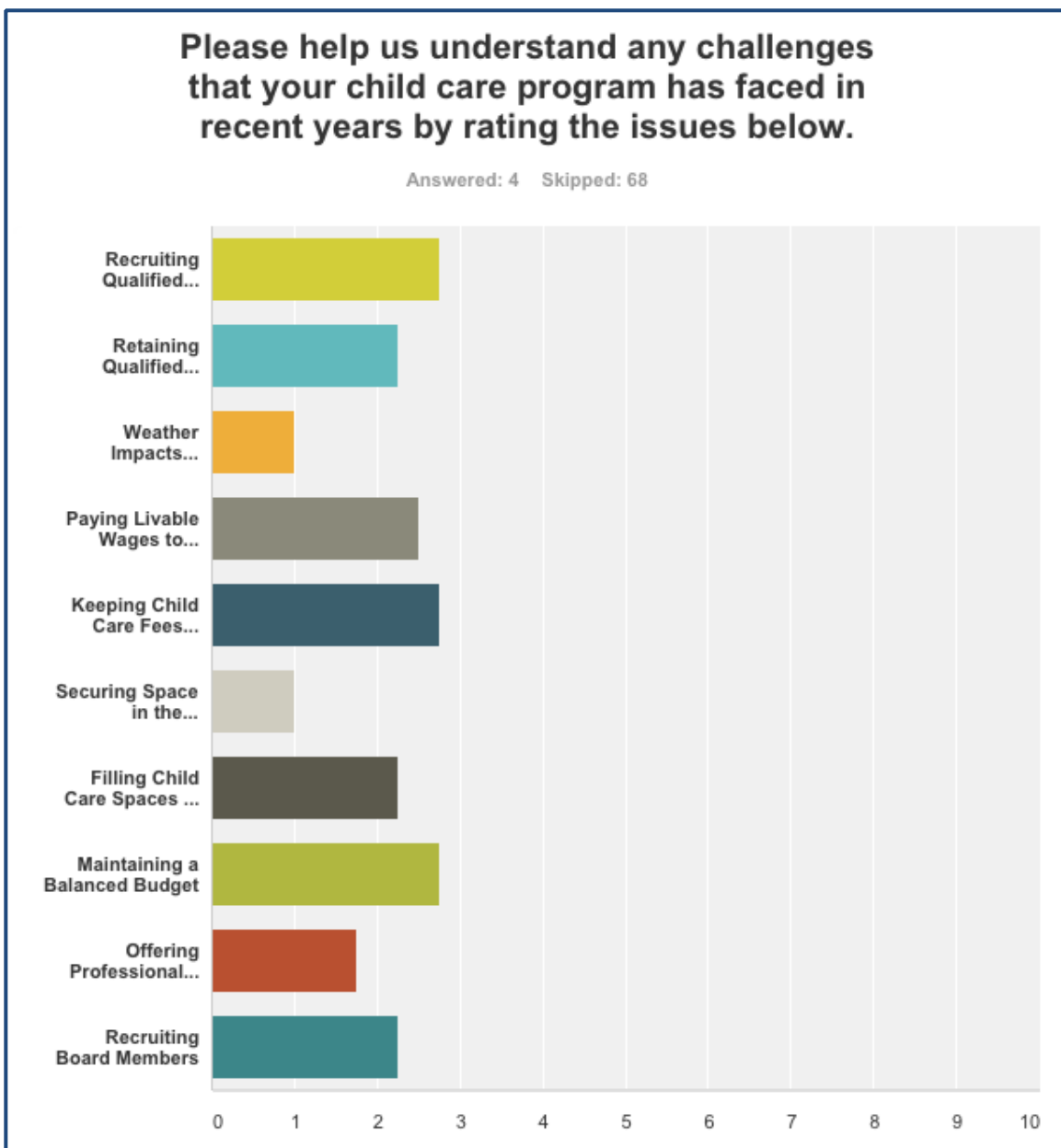
The impact on extended family is revealed to be much lower in Columbia Valley. Only 1 respondent indicate providing child care for their grandchildren. While respondents indicate that saving money is a component of their reasoning, they also unanimously indicate that it is a family choice, and that the decision creates no extra stress.

## Child Care Professionals & Programs

A small percentage (5%, n= 4) of Columbia Valley residents who responded to this question are currently working within early childhood education. Challenges posed to child care programs in Columbia Valley include:

- Recruitment of qualified staff (75%, n= 3)
- Retention of qualified staff (50%, n= 2)
- Keeping child care fees affordable to families (100%, n= 4)
- Paying a living wage to educators (100%, n= 4)
- Maintaining a balanced budget (75%, n= 3)

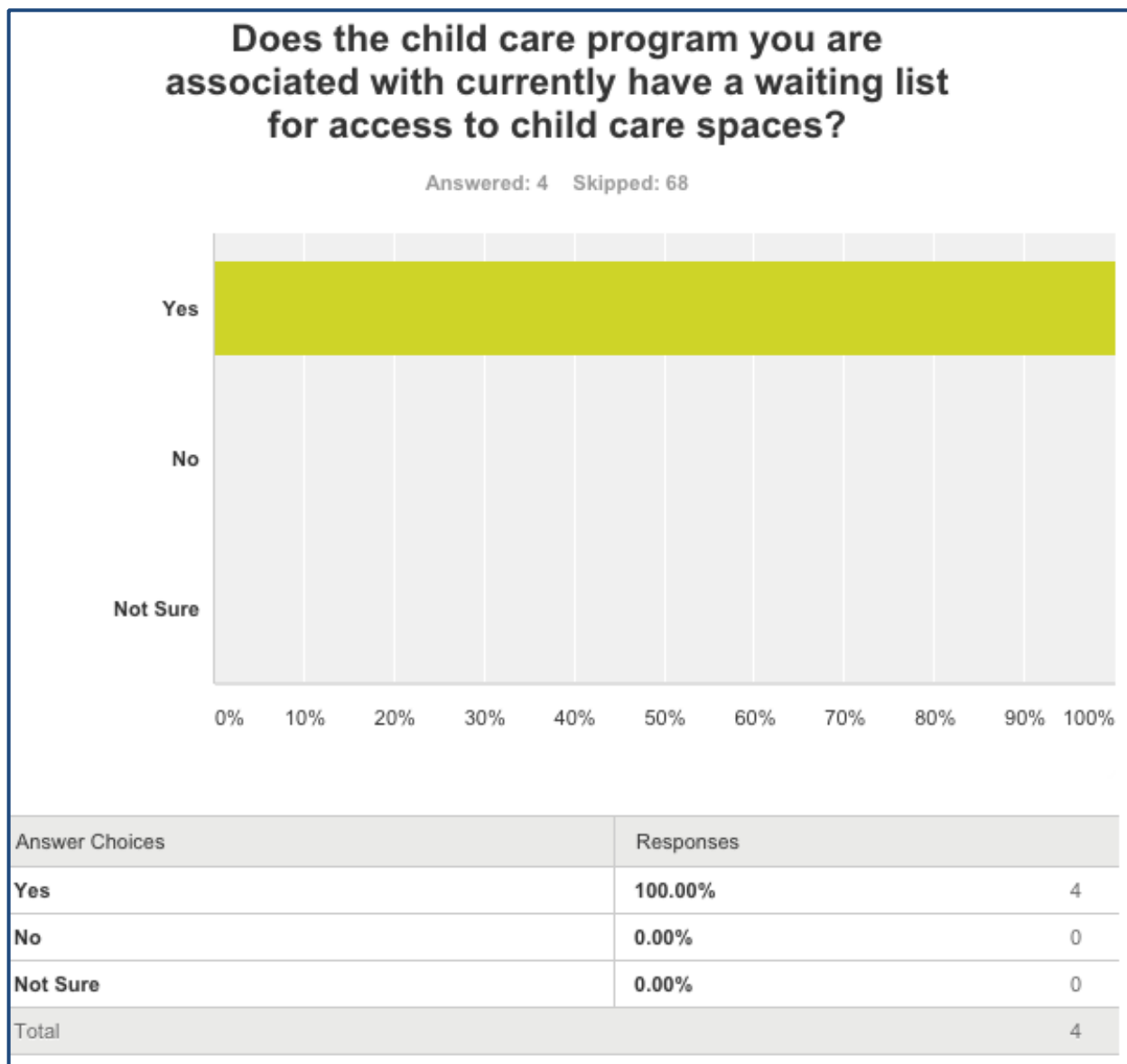




***“We need help finding qualified ECE educators or have a list of ECE's who would do temp work.”***

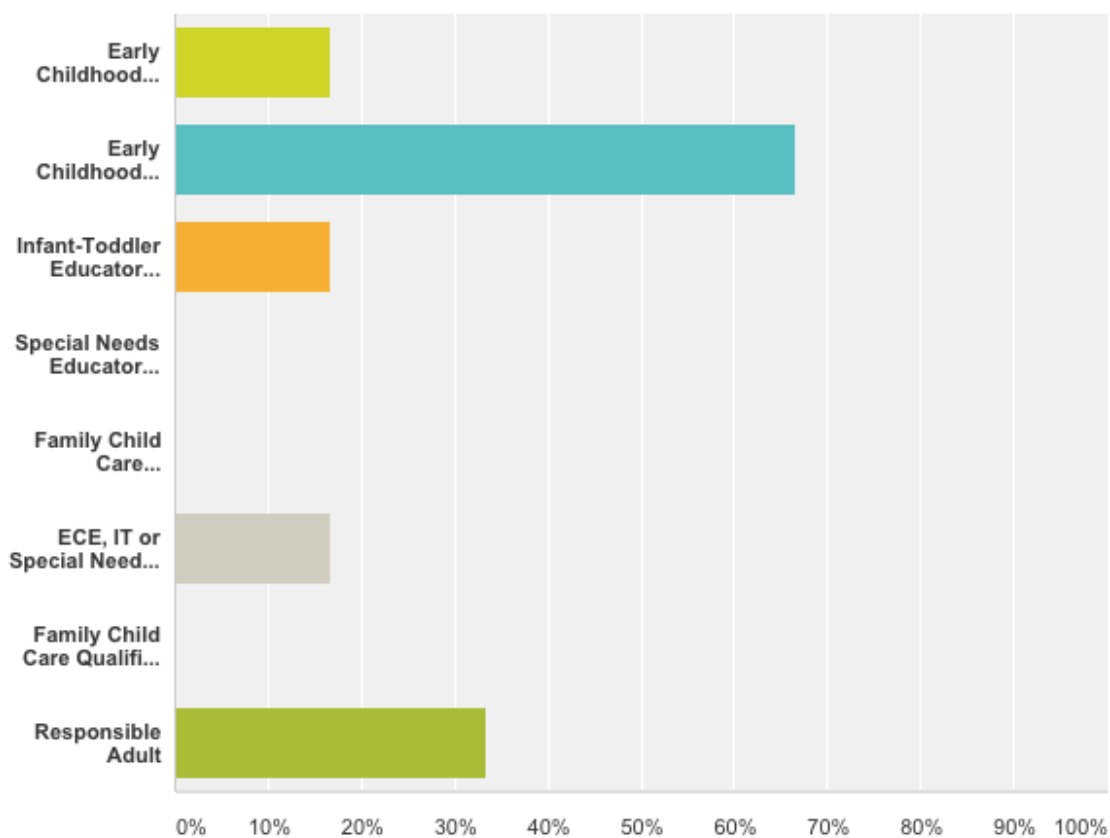
***“I THINK THAT GIVING OUT LICENSES FOR NEW SPACES THERE SHOULD BE A NEEDS ASSESMENT TO DETERMINE WHAT AGES WE ARE NOT ABLE TO PROVIDE ENOUGH CARE IN RATHER THAN PROVIDING 4 CENTERS IN ONE AREA A LICESE FOR PRE-SCHOOL & GROUP 30 MONTH AND UP AND HUGE WAITING LISTS FOR INFANT TODDLER.”***

***“Finding qualified ECE teachers especially in the Infant Toddler area.”***



### Please tell us about your current qualifications, by checking all that apply.

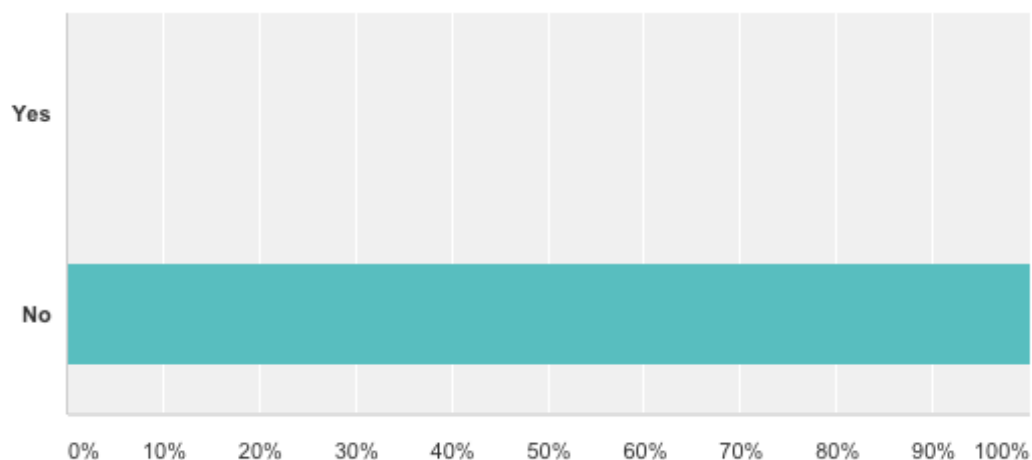
Answered: 6 Skipped: 66





### Are you currently completing further training in the field of Early Childhood Education?

Answered: 6 Skipped: 66

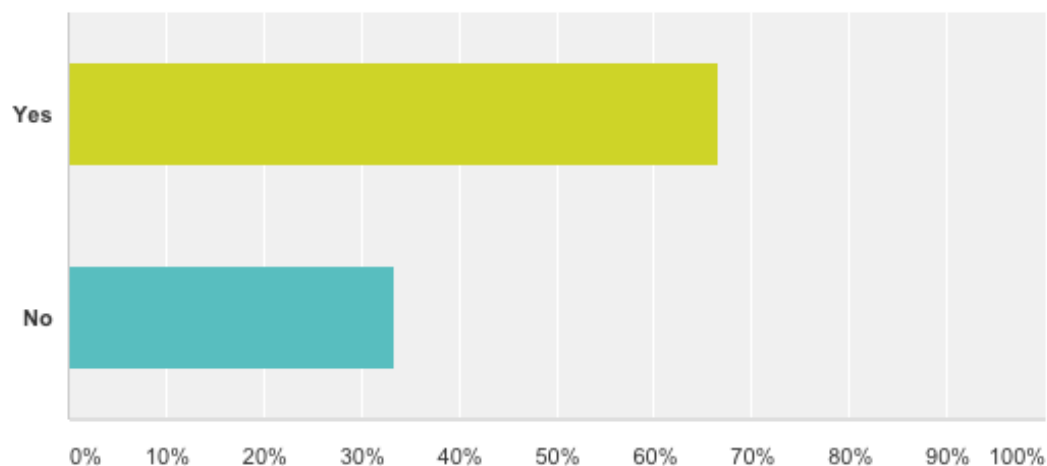


Answer Choices	Responses	
Yes	0.00%	0
No	100.00%	6
Total		6

***“I am on the waitlist to get into the College of the Rockies ECE program.”***

### Are you satisfied with the early childhood education professional development opportunities that are available in the East Kootenay region?

Answered: 6 Skipped: 66



Answer Choices	Responses
Yes	66.67% 4
No	33.33% 2
Total	6

#### [Comments \(1\)](#)

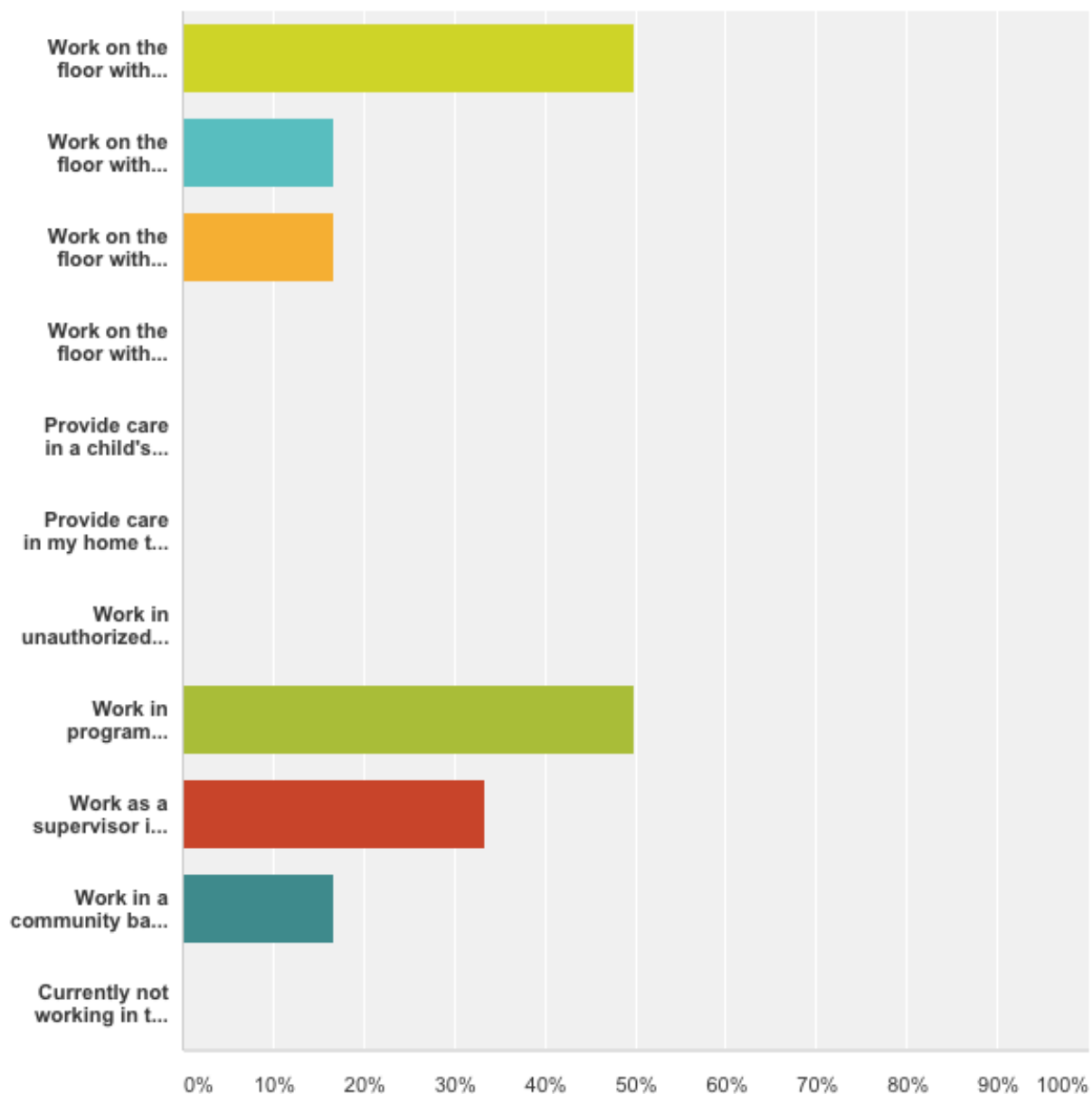
The majority of workshops and courses are offered in the larger centres (Cranbrook, Golden) so travel (2-3hrs or more) is generally required.

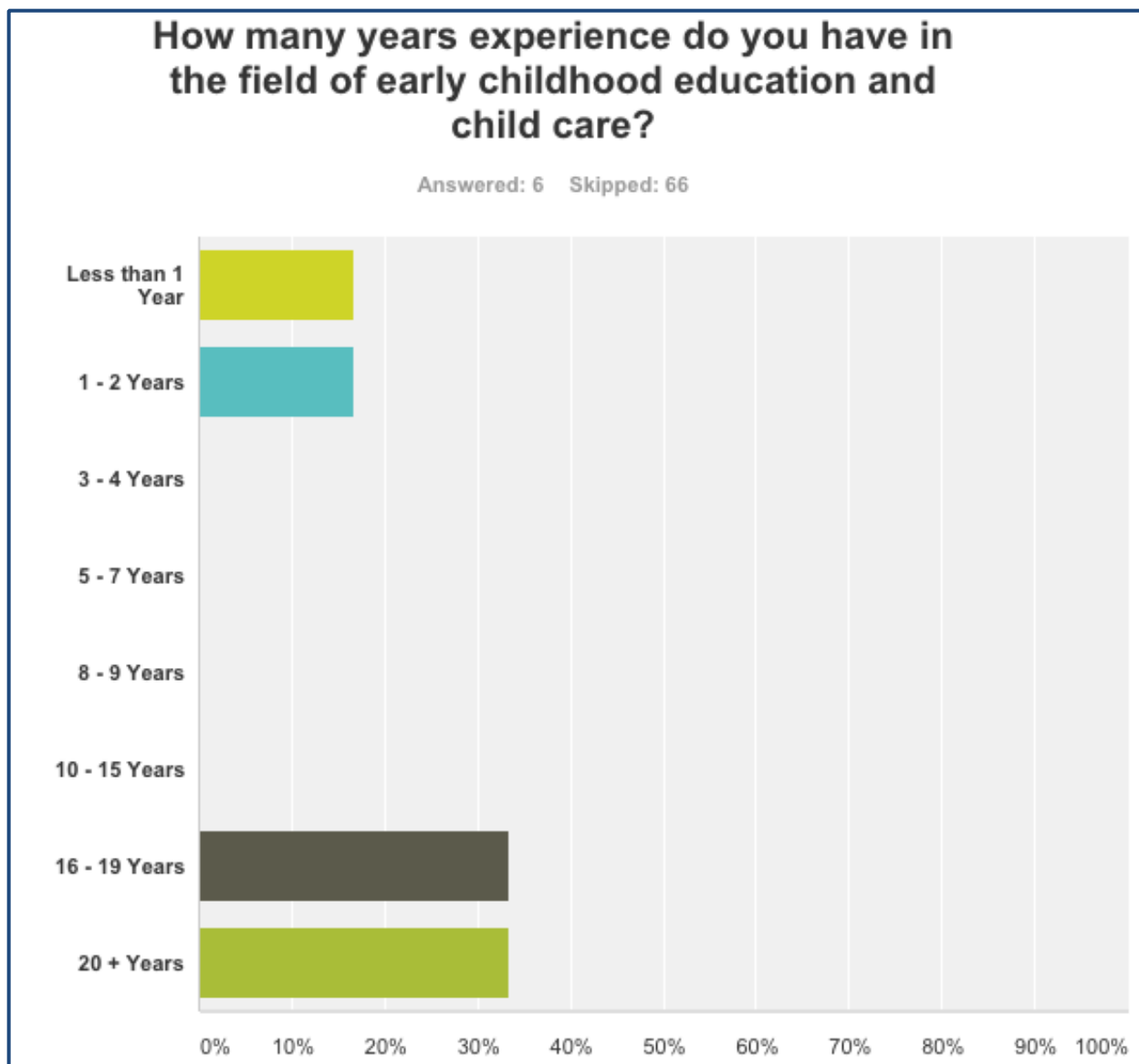
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***“The majority of workshops and courses are offered in the larger centres (Cranbrook, Golden) so travel (2-3 hrs or more) is generally required.”***

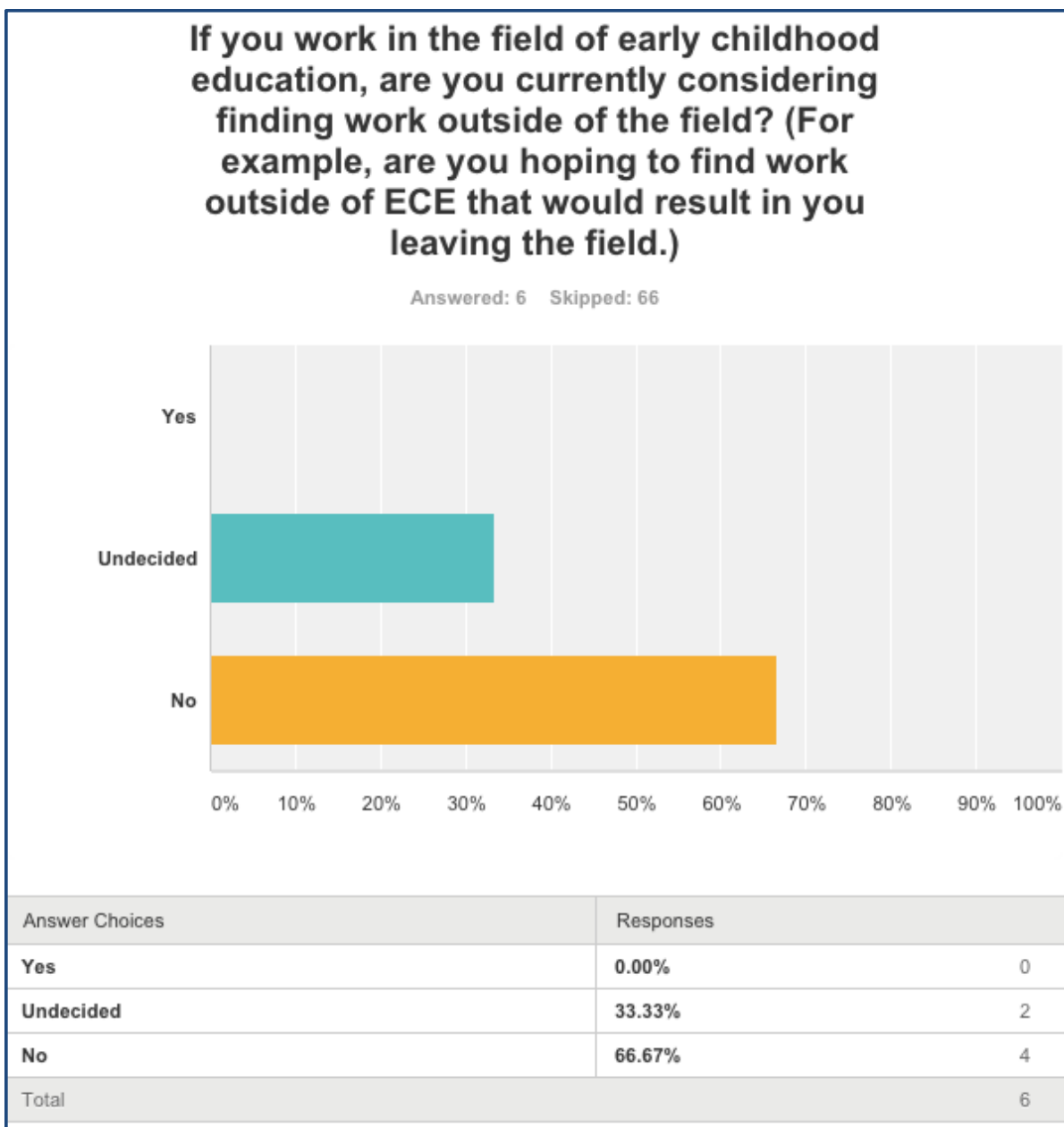
## In what capacity do you currently work in the field of early childhood education and child care? Please check all that apply.

Answered: 6 Skipped: 66



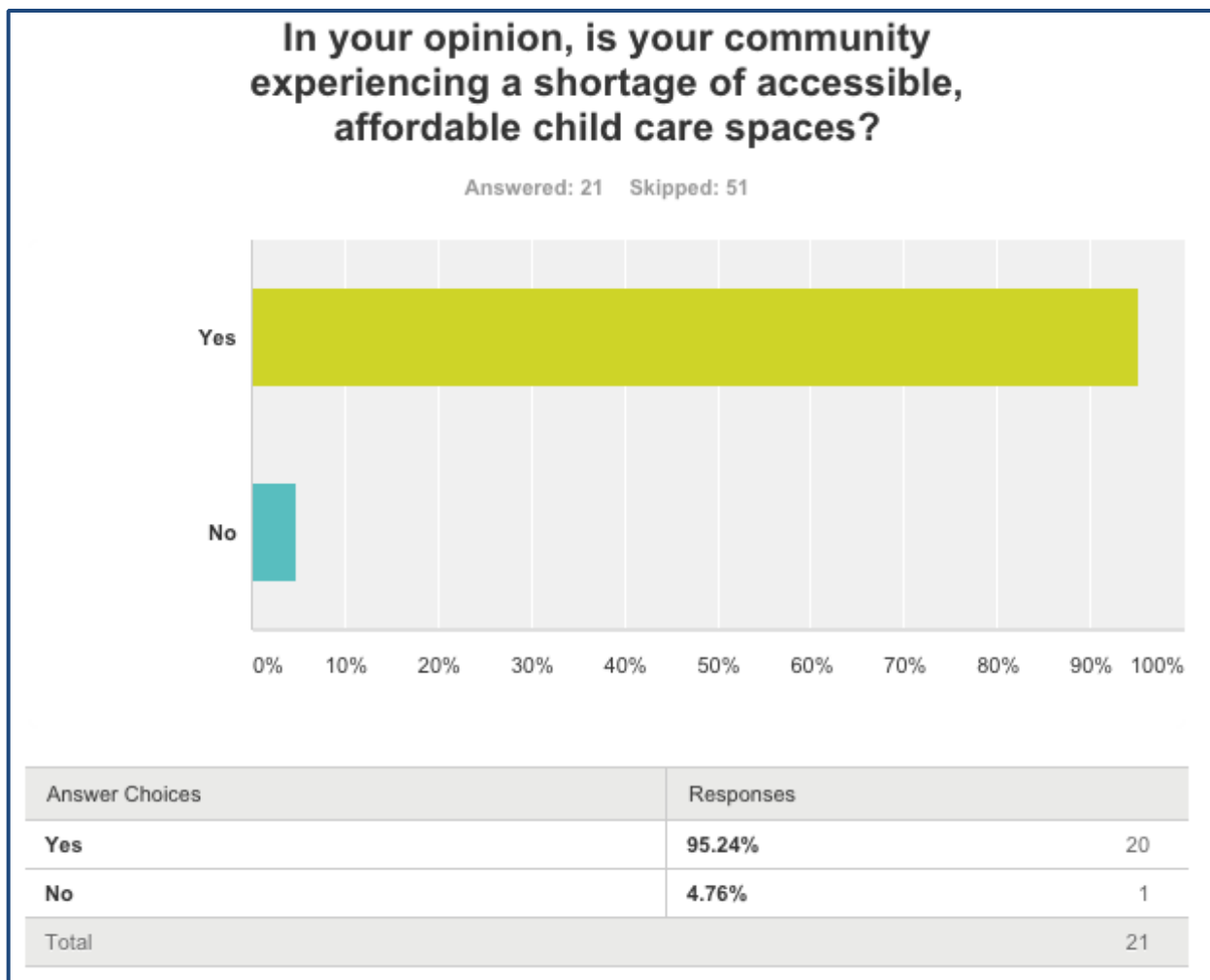


Columbia Valley respondents working in early childhood education indicate they are not looking for opportunities in other fields at this time.

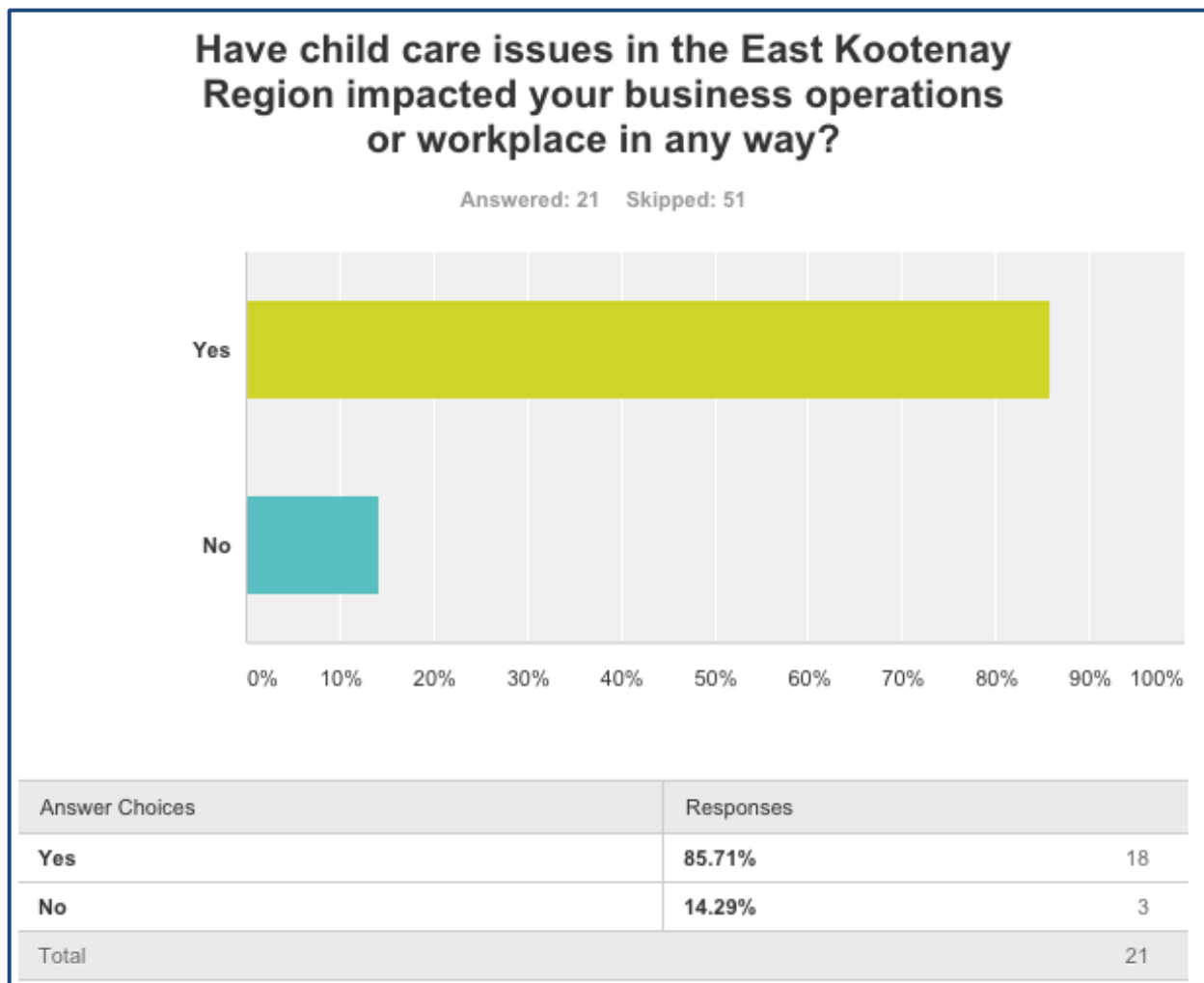


***“No, however, if the right job came along that was better wage and better for my family; I would consider it. But not actively looking. I love my job.”***

Respondents who answered this question (n= 20, 95%) overwhelmingly indicate that Columbia Valley is experiencing a shortage of accessible, affordable child care spaces.



## Business Owners



***“My employees sometimes struggle to maintain their schedules due to child care issues or break down of child care arrangements”***

***“Unable to hold client meetings or must reschedule due to lack of child care .”***

***“I have decided to quit working until my children are in school as it is challenging, expensive and stressful to run your own (one man show) business with 2 young children.”***

***“Employees and myself [are] missing days of work.”***

***“I work for the College of the Rockies and some parents are not able to go to school because they cannot find or afford child care .”***

***“I've lost money, had to call in sick, work shorter hours.”***

***“I've had to take my infant along with me to meetings and/or reschedule meetings to accommodate child care .”***

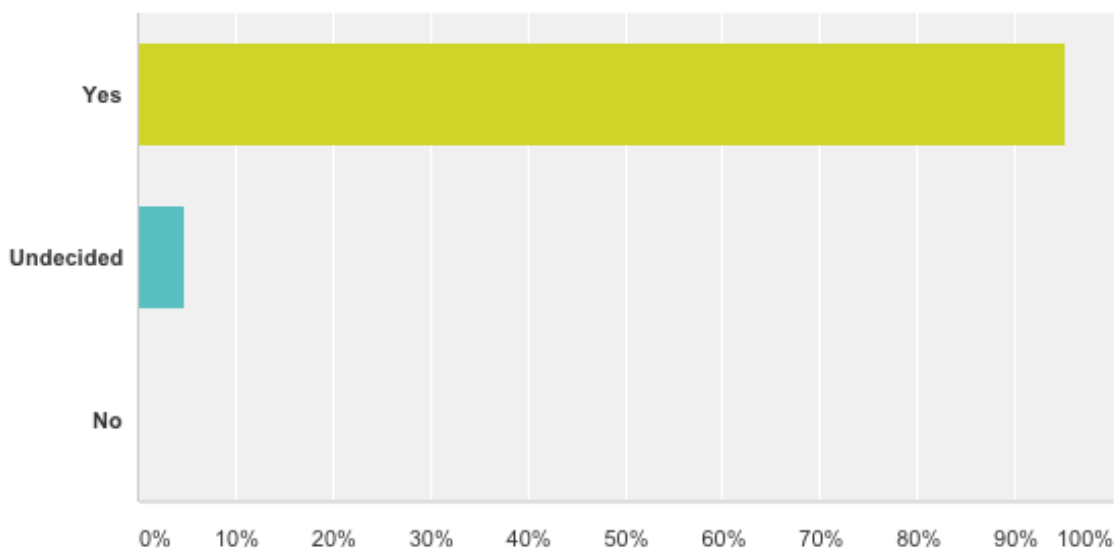
***“We live in a tourist location therefore most jobs are shift work and lack of child care prevents a lot of people to take certain jobs.”***

***“Daycare is closed in the summer when we need it the most since radium is all about tourists. It puts a lot of pressure on the house to watch kids and run a business at the same time when the town is at capacity with visitors. The village has a great outdoor program for older kids but there is nothing for [younger than] 5.”***



### Do you feel that better access to affordable, quality child care choices in the East Kootenay Region would enhance the business climate in your community?

Answered: 21 Skipped: 51

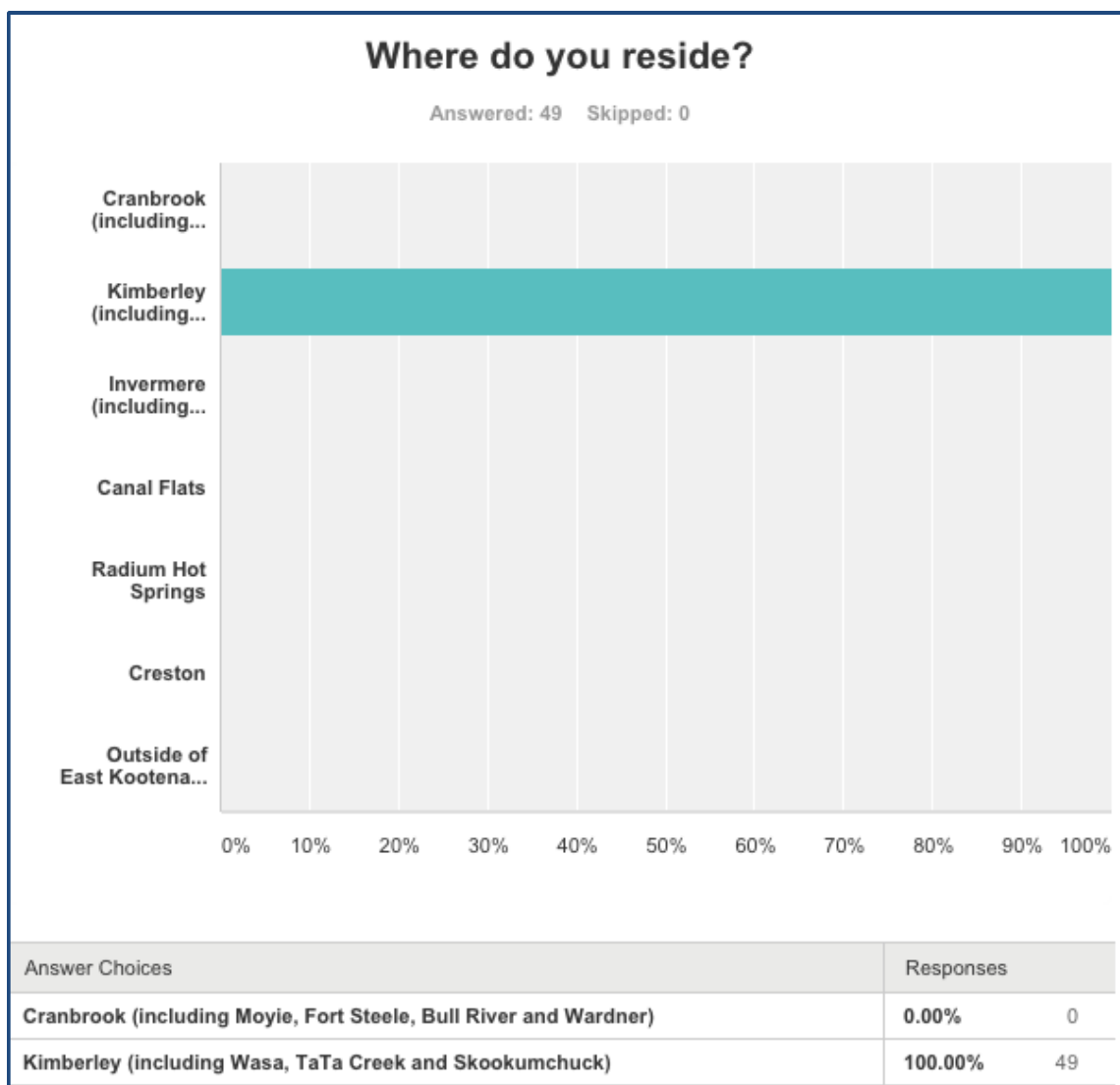


Answer Choices	Responses	
Yes	95.24%	20
Undecided	4.76%	1
No	0.00%	0
Total		21

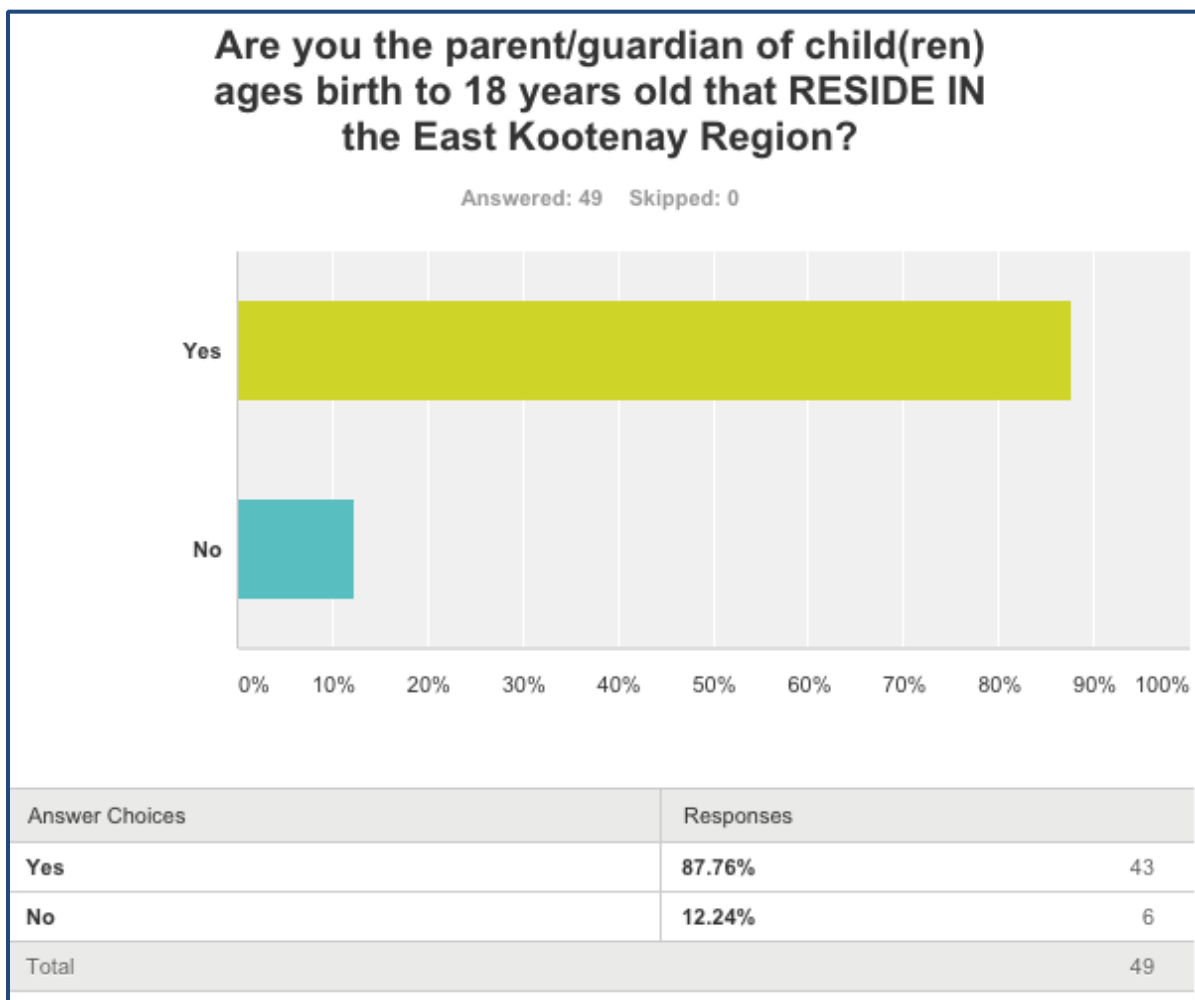
## APPENDIX E: Community Child Care Survey - Kimberley

Of the 435 active participants surveyed, n = 49 respondents (11%), indicated residence within Kimberley.

### Demographics



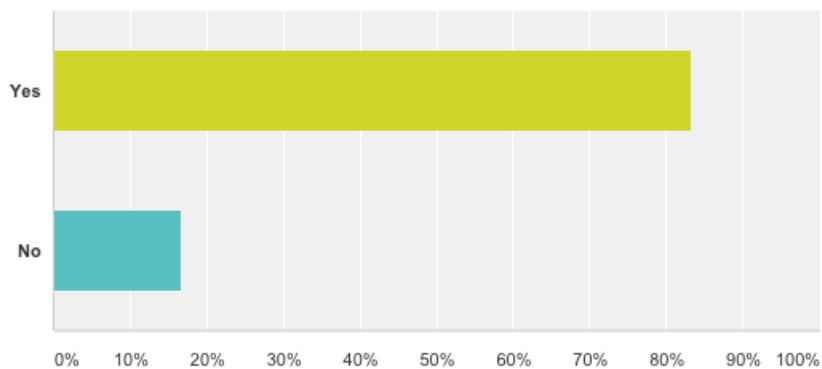
Kimberley parents of child care aged children comprise the primary respondents to this study. Responses from parents of child(ren) aged birth to 18 within this segment of the East Kootenay region comprise 88% of data collected (n = 43).



As with other communities, we also surveyed those without children under 18 in East Kootenay (n= 5), early childhood educators or other professionals working in the field of early childhood education within East Kootenay (n= 11), and business owners (n= 9).

### Are you an interested East Kootenay Region community member WITHOUT children ages birth to 18 years?

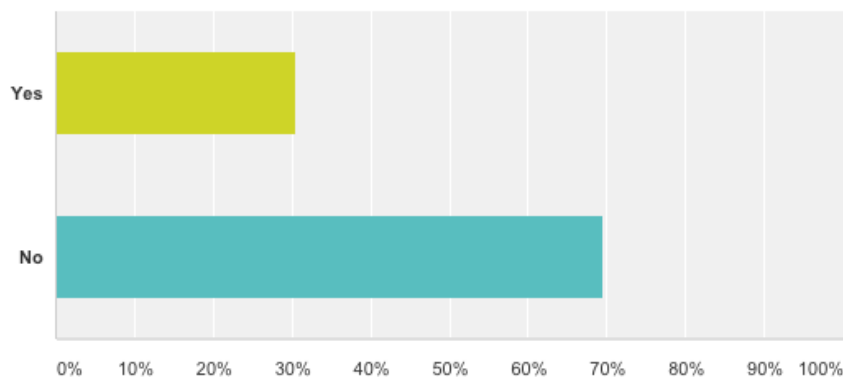
Answered: 6 Skipped: 43



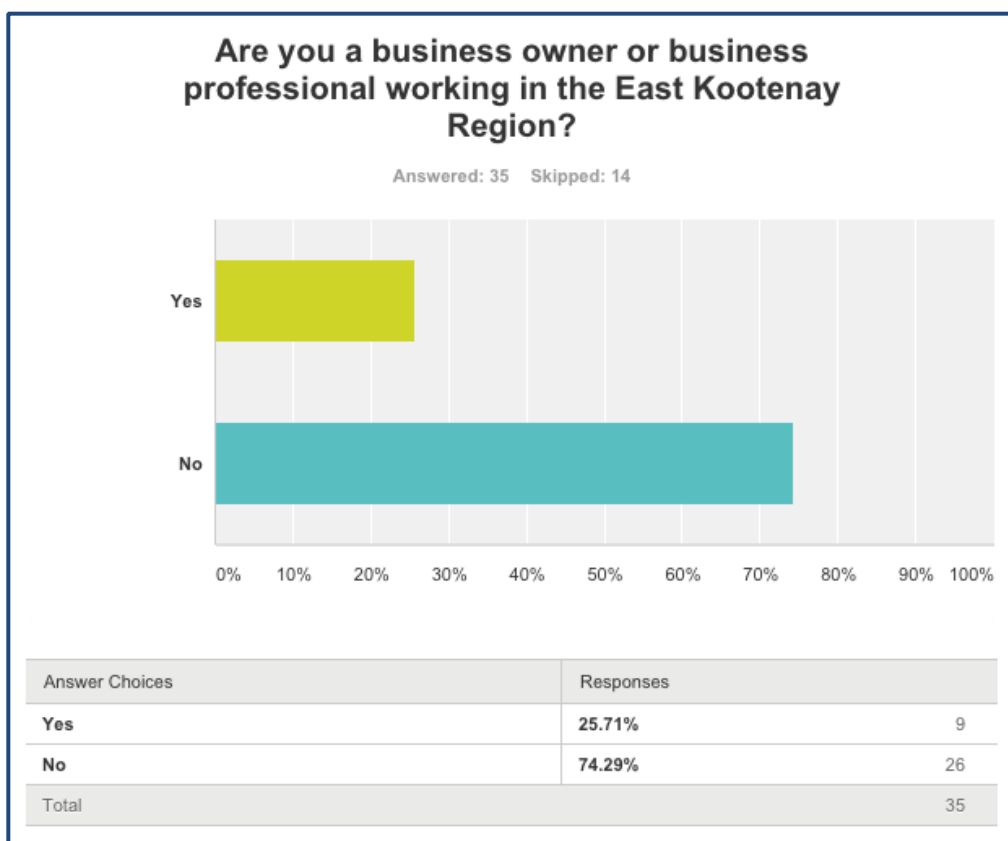
Answer Choices	Responses	
Yes	83.33%	5
No	16.67%	1
Total		6

### Are you an early childhood educator or other professional working in the field of early learning and care in the East Kootenay Region?

Answered: 36 Skipped: 13



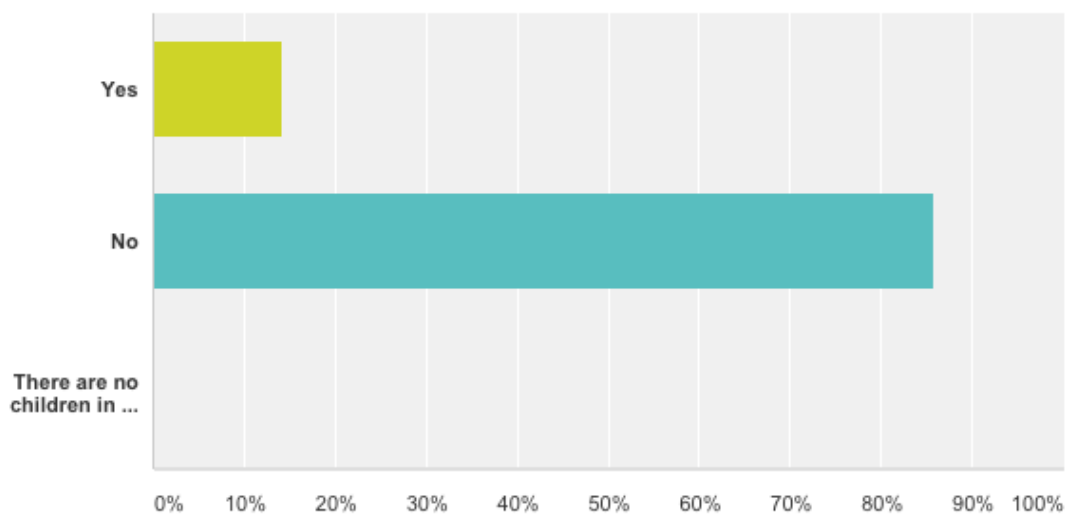
Answer Choices	Responses	
Yes	30.56%	11
No	69.44%	25
Total		36



Responses from single parents comprised 12% (n= 6), and 18% (n= 9) of respondents indicated plans to have child(ren) within the next five years. As in other communities, regardless of where Kimberley residents are on the childrearing spectrum, a majority – 78% of total respondents (n= 38) indicated that child care issues are or may be relevant to their family now or within the next 10 years.

### Are you a single parent, or are you the sole adult and primary caregiver in your household?

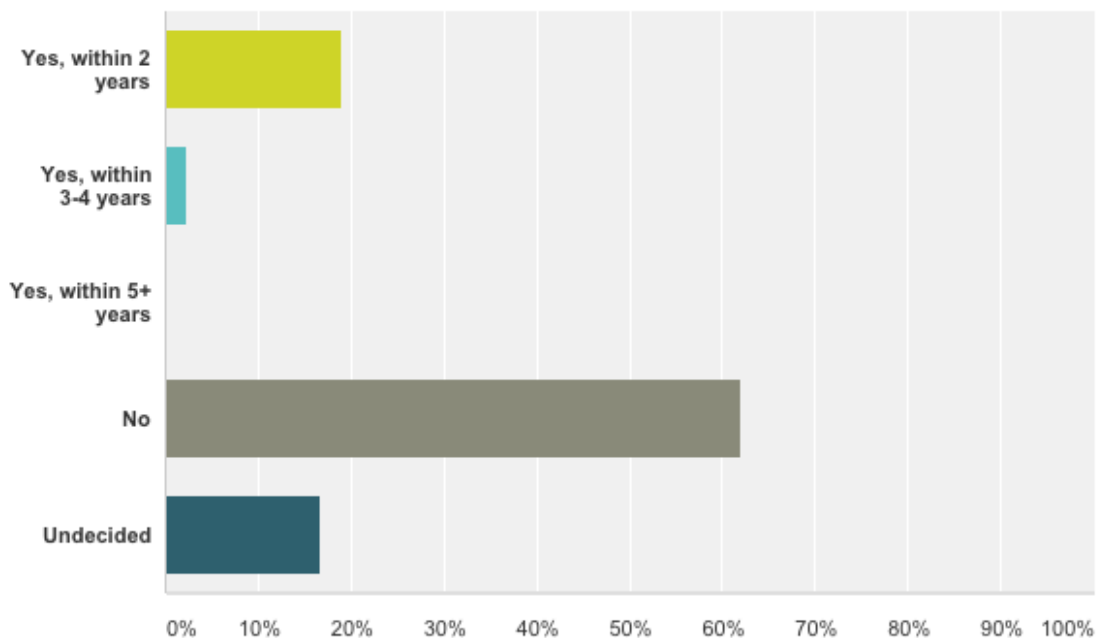
Answered: 42 Skipped: 7



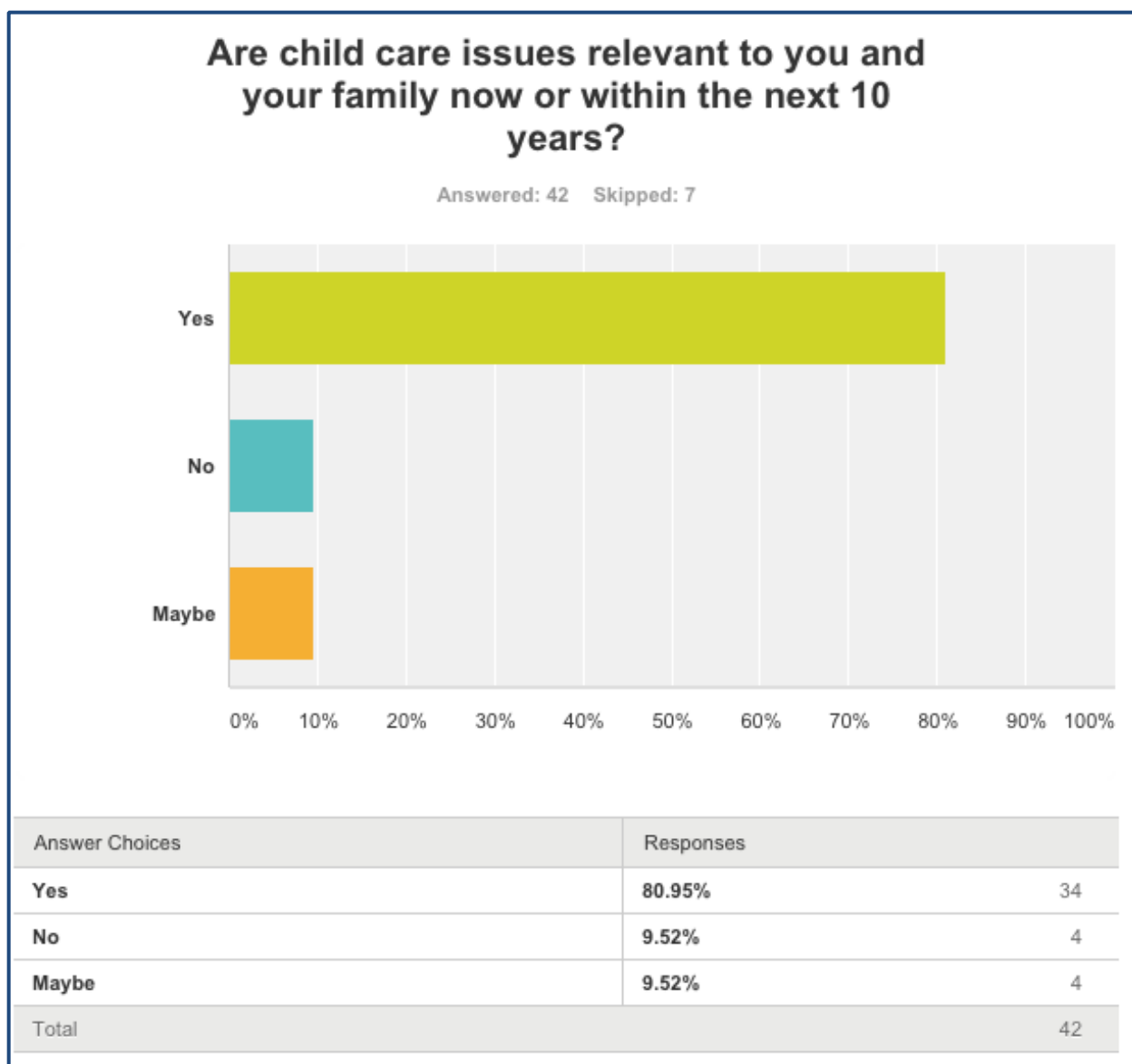
Answer Choices	Responses	
<b>Yes</b>	<b>14.29%</b>	6
<b>No</b>	<b>85.71%</b>	36
<b>There are no children in my household</b>	<b>0.00%</b>	0
Total		42

## Do you plan to have a child or additional children in the future?

Answered: 42 Skipped: 7



Answer Choices	Responses	
Yes, within 2 years	19.05%	8
Yes, within 3-4 years	2.38%	1
Yes, within 5+ years	0.00%	0
No	61.90%	26
Undecided	16.67%	7
Total		42



### Infant/Toddler and Special Needs

Young families comprise a large segment of respondents from Kimberley. Of the responses collected, 66% (n= 27) are parents whose first child is between the ages of 11 months and 5 years old. An additional 37% (n= 11) have a second child who also falls within this age range.

The number of parents of children with special needs varies amongst each region of East Kootenay. Within Kimberley, 62% of respondents (n= 24) indicated that this question was not applicable to them. Of those who responded in the affirmative, 38% (n= 15) indicated their child is or may be impacted by a special need requiring additional early childhood educational/educational support.

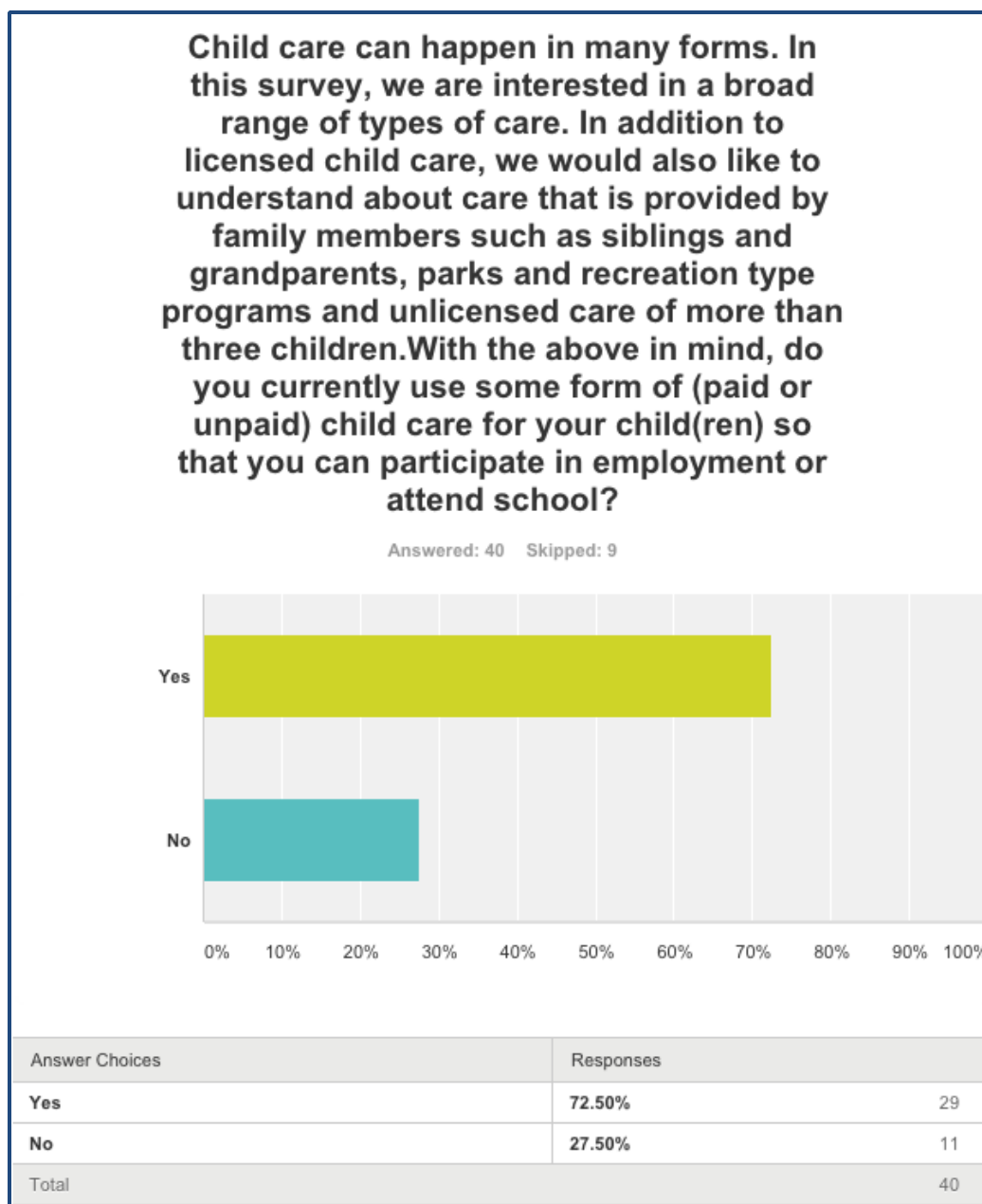


### Are any of your child(ren) impacted by special needs or learning disabilities?

	Child 1 - Youngest	Child 2 - Next Youngest	Child 3 - Next Youngest	Child 4 - Next Youngest	Child 5 - Next Youngest	Total Respondents
Maybe - Not Yet Diagnosed	100.00% 6	16.67% 1	0.00% 0	0.00% 0	0.00% 0	6
Not Applicable	95.83% 23	66.67% 16	4.17% 1	0.00% 0	0.00% 0	24
Physical Disability	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Hearing Impaired	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
Visually Impaired	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
ADHD and/or Learning Disability	0.00% 0	75.00% 3	25.00% 1	25.00% 1	0.00% 0	4
Gifted	100.00% 1	100.00% 1	0.00% 0	0.00% 0	0.00% 0	1
(ASD) Autism Spectrum Disorder	0.00% 0	50.00% 1	0.00% 0	50.00% 1	0.00% 0	2
(FAS) Fetal Alcohol Syndrome	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Anxiety, Depression or Other Mental Health Condition	0.00% 0	100.00% 1	100.00% 1	0.00% 0	0.00% 0	1

## Economic Impact

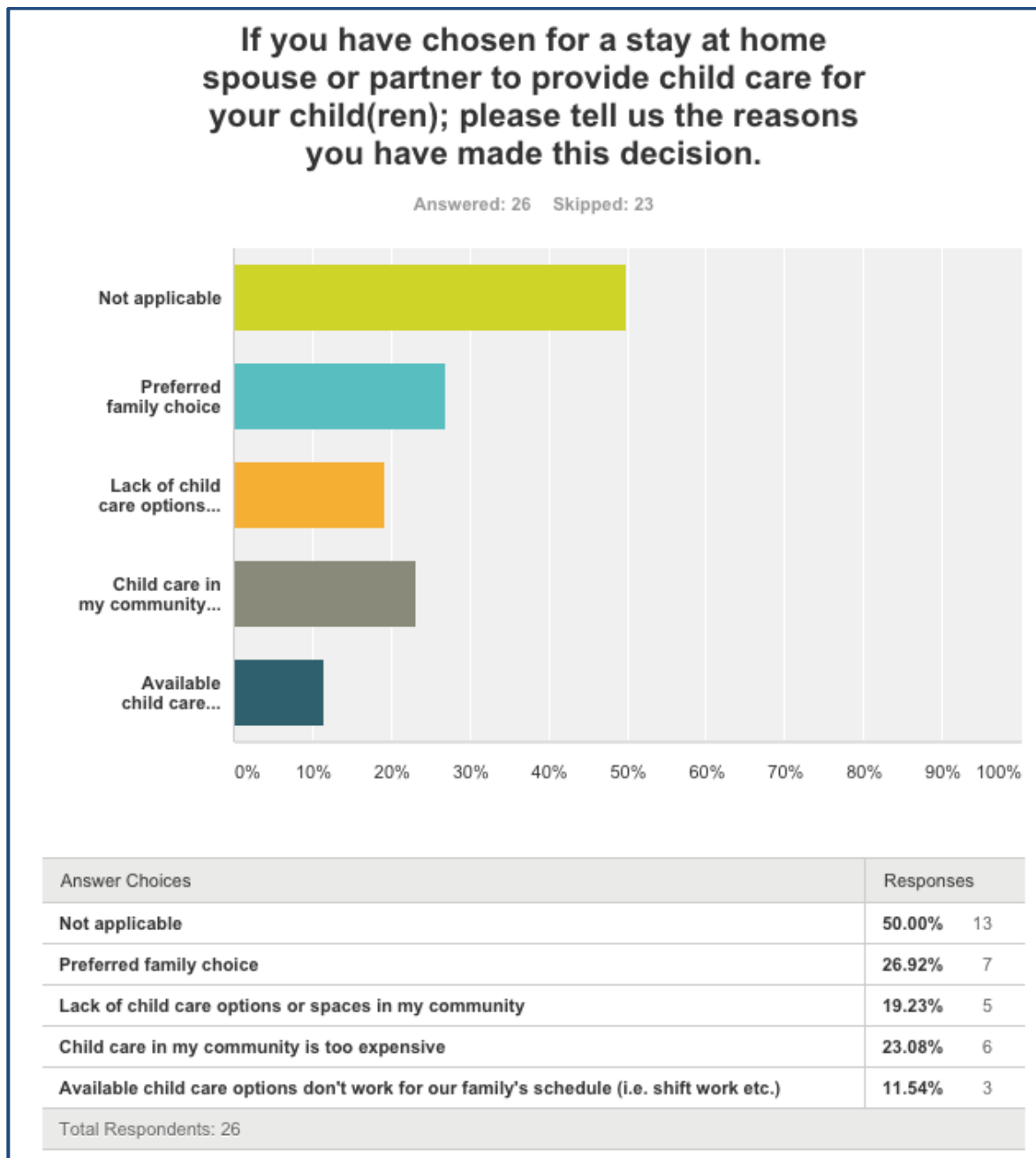
Economic drivers and access to affordable, accessible child care go hand-in-hand in Kimberley, with 73% (n= 29) of respondents relying on some form of child care so they can work and/or attend school.



***“There is hardly anything available for my situation in Kimberley and what is available, I cannot afford being a single Mom and the other choices of care, I did not like the settings.”***

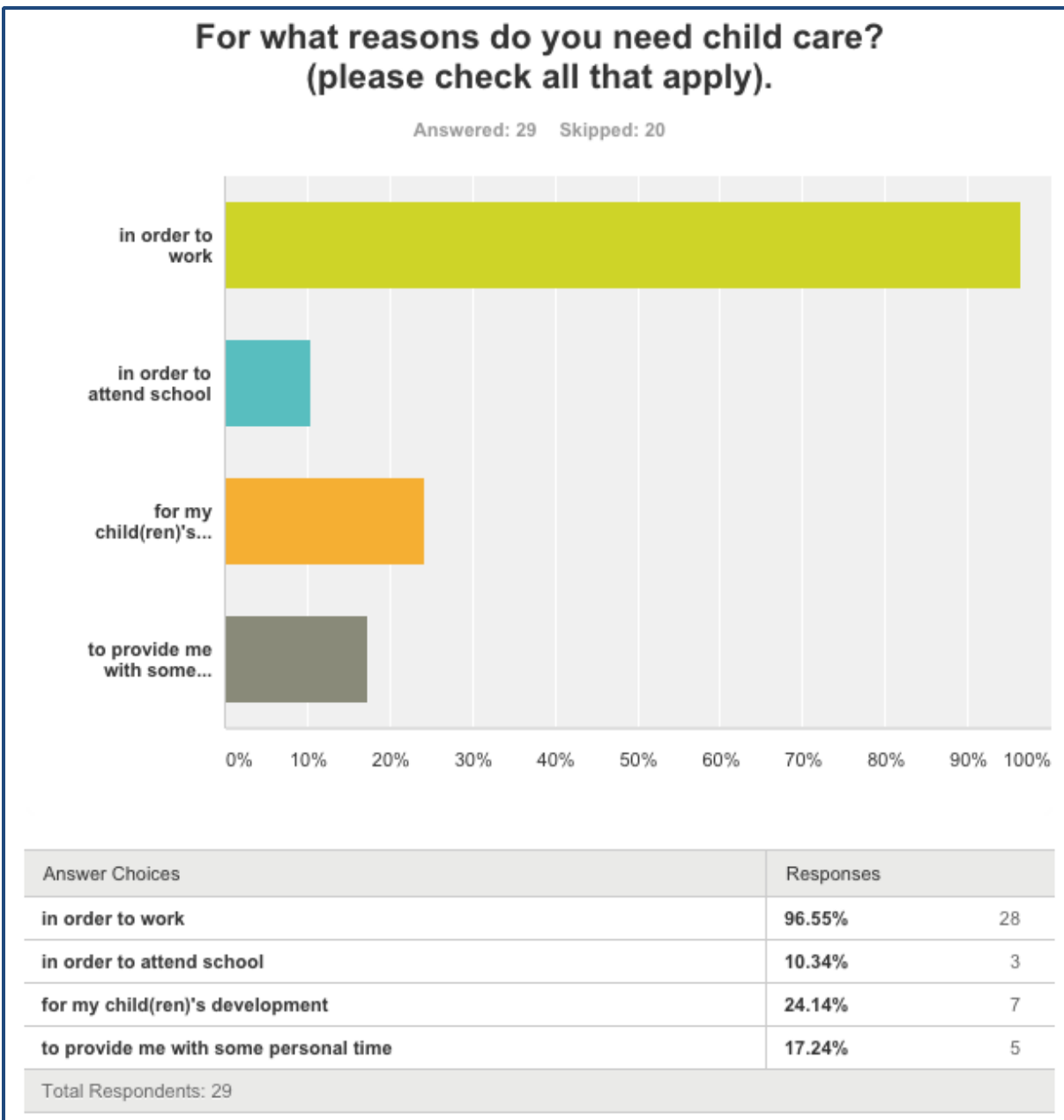
***“Just moved here, just learning about all options”***

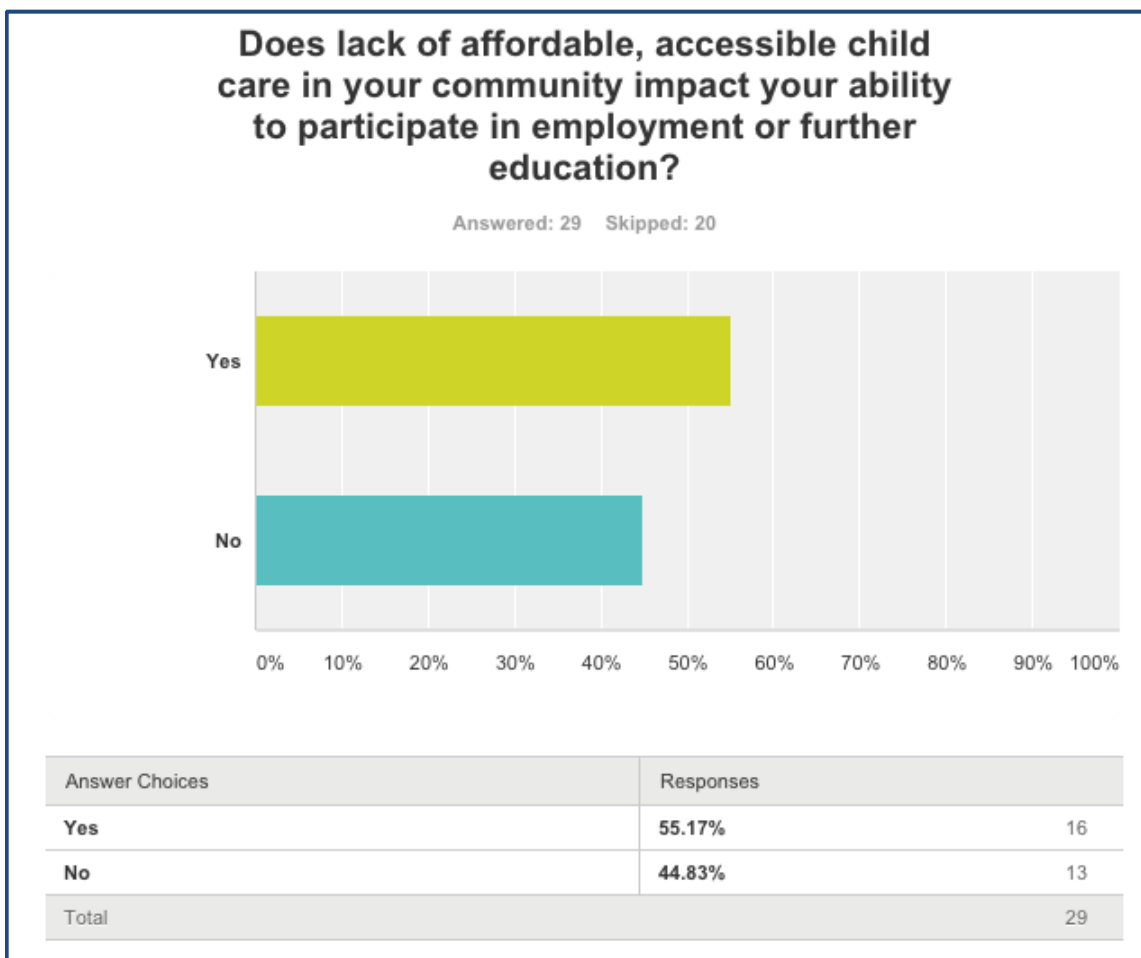
Of those who choose not to utilize child care options, 62% (n= 21) of respondents indicated they'd made this choice due to lack of child care options/spaces, prohibitive cost, or inability to find child care options conducive to the family's schedule (i.e., shift work).



Challenges with availability and cost add to parents' stress as 97% (n= 28) of Kimberley respondents to this question indicated they need child care in order to work, while 24% indicated it was necessary for their child's development. Fifty-five percent (55%, n= 16) of respondents indicated that the lack of affordable, accessible child care in their community impacts their ability to participate in their

employment and further education. The disparity of need to availability places additional burden on the community's economic infrastructure.

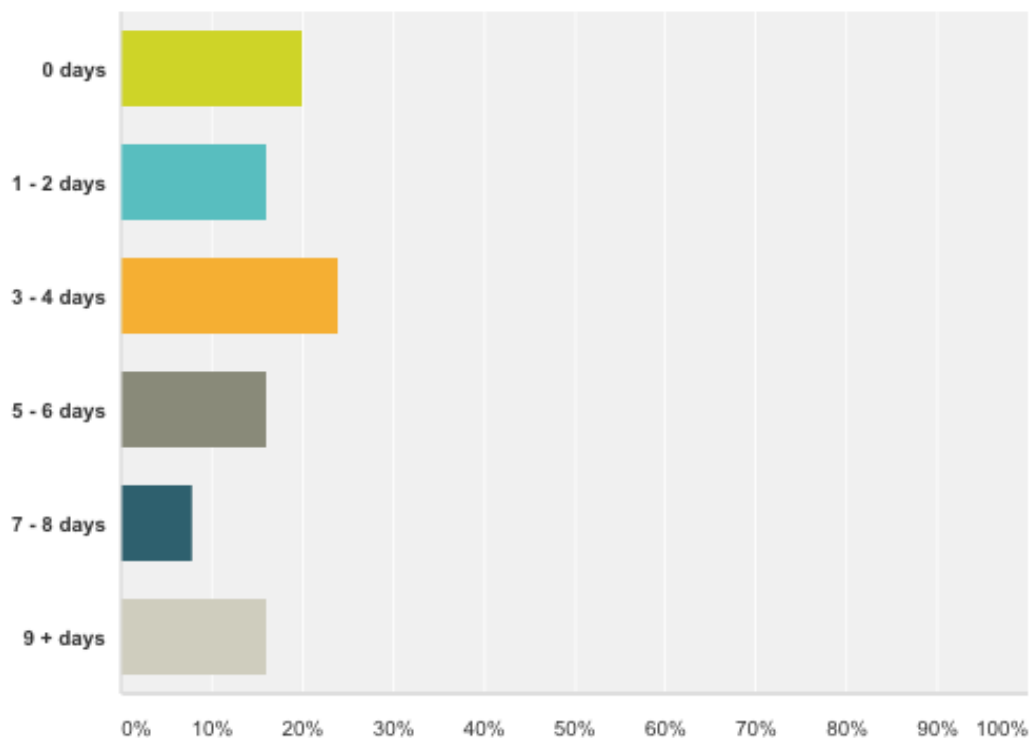




Working parents with young children and unreliable child care are likely to miss more workdays than peers with secure child care options. Kimberley is no exception, and our data reveals that this demographic is missing more work time, with 80% (n= 20) indicating they are missing 1-9+ days, and often therefore not collecting a regular wage.

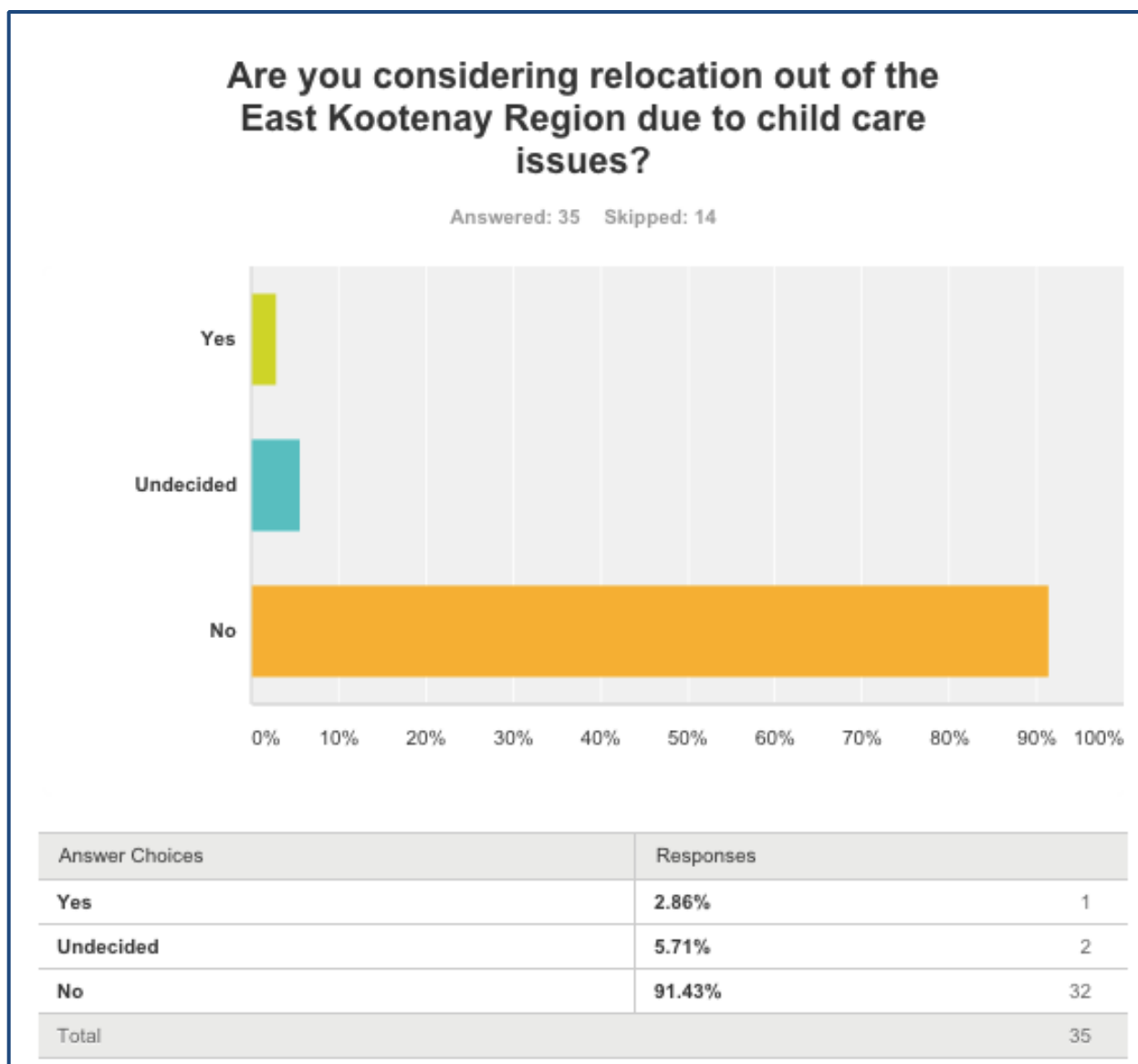
**How many days in the last year have you had to miss employment or school due to a breakdown in your regular child care arrangements? Please don't include days that your child(ren) could not attend child care due to illness or weather closures.**

Answered: 25 Skipped: 24



Answer Choices	Responses	
0 days	20.00%	5
1 - 2 days	16.00%	4
3 - 4 days	24.00%	6
5 - 6 days	16.00%	4
7 - 8 days	8.00%	2
9 + days	16.00%	4
Total		25

Like other communities in East Kootenay, Kimberley residents are not considering relocation outside of the region despite child care barriers. When asked, 91% of respondents (n= 32) indicate they are staying within the community.



### Frequency, Satisfaction & Alternatives

Kimberley's working parents utilize a variety of child care options to meet the needs of their schedules as best they can. The following tables provide a breakdown of the various methods working parents rely on, as well as average hours of child care per week and their satisfaction with the choices currently available to them.

**Please help us understand how many hours you currently use child care per week**

Average Hours of Child Care Per Week					
	0	1-15	16-30	More than 30	Total
Child 1 - Youngest	4.00% 1	32.00% 8	48.00% 12	16.00% 4	25
Child 2 - Next Youngest	31.25% 5	62.50% 10	6.25% 1	0.00% 0	16
Child 3 - Next Youngest	0.00% 0	100.00% 1	0.00% 0	0.00% 0	1
Child 4 - Next Youngest	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Child 5 - Next Youngest	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Child 6 - Next Youngest	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Child 7 - Oldest	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0

**Please tell us how satisfied you are with the various features of your current care arrangements**

	Very Satisfied	Satisfied	Somewhat Dissatisfied	Very Dissatisfied	Not Applicable	Total Respondents
Cost	19.23% 5	26.92% 7	23.08% 6	19.23% 5	11.54% 3	26
Location of Care	38.46% 10	46.15% 12	0.00% 0	11.54% 3	3.85% 1	26
Support for Children With Extra Needs	0.00% 0	26.92% 7	3.85% 1	7.69% 2	61.54% 16	26
Accommodation for Siblings of Different Ages	3.85% 1	38.46% 10	15.38% 4	7.69% 2	34.62% 9	26
Quality of Staffing/Caregiver	42.31% 11	26.92% 7	19.23% 5	0.00% 0	11.54% 3	26
Quality of Care Experience	42.31% 11	34.62% 9	11.54% 3	0.00% 0	11.54% 3	26
Flexibility (Days/Times Care is Available)	15.38% 4	34.62% 9	15.38% 4	26.92% 7	11.54% 3	26



**Please tell us about the type(s) of child care arrangements that you currently have in place for your child(ren). Check as many as apply for each child.**

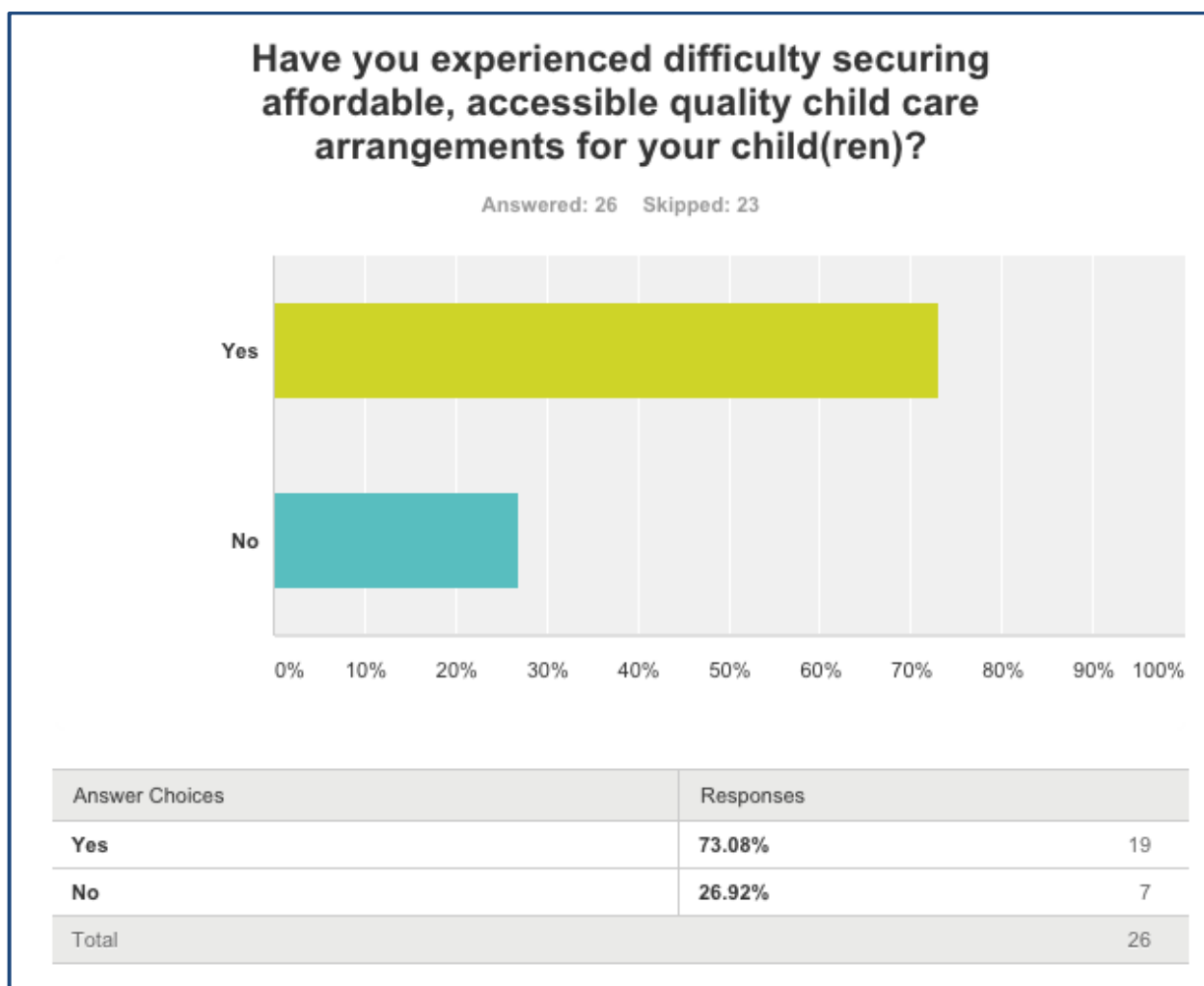
	Child 1 - Youngest	Child 2 - Next Youngest	Child 3 - Next Youngest	Child 4 - Next Youngest	Child 5 - Next Youngest	Total Respondents
Spouse or Partner Cares for Child(ren) When They Are Not Working or Studying	94.12% 16	47.06% 8	5.88% 1	0.00% 0	0.00% 0	17
Stay at Home Spouse or Partner	100.00% 4	25.00% 1	0.00% 0	0.00% 0	0.00% 0	4
License-Not-Required (LNR) Family Child Care	80.00% 4	40.00% 2	20.00% 1	0.00% 0	0.00% 0	5
Registered License-Not-Required (RLNR) Family Child Care	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Licensed Group Child Care Under 36 Months	100.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3
Licensed Group Child Care 30 Months to School Age	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
Licensed Family Child Care	100.00% 2	50.00% 1	0.00% 0	0.00% 0	0.00% 0	2
In-Home Multi-Age Child Care	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
Multi-Age Child Care	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
Preschool	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	5
Parks & Recreation Programs	100.00% 5	40.00% 2	0.00% 0	0.00% 0	0.00% 0	5
Child Stays Home Alone Before/After School	25.00% 1	100.00% 4	0.00% 0	0.00% 0	0.00% 0	4
Child Stays Home With Siblings Before/After School	100.00% 5	40.00% 2	20.00% 1	0.00% 0	0.00% 0	5
School Age Child Care	40.00% 2	80.00% 4	0.00% 0	0.00% 0	0.00% 0	5
Family Member/Relative (Not a Sibling)	91.67% 11	58.33% 7	16.67% 2	0.00% 0	0.00% 0	12
Unlicensed Child Care (3+ Children)	100.00% 1	100.00% 1	0.00% 0	0.00% 0	0.00% 0	1
Not Using Child Care for This Child	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	1

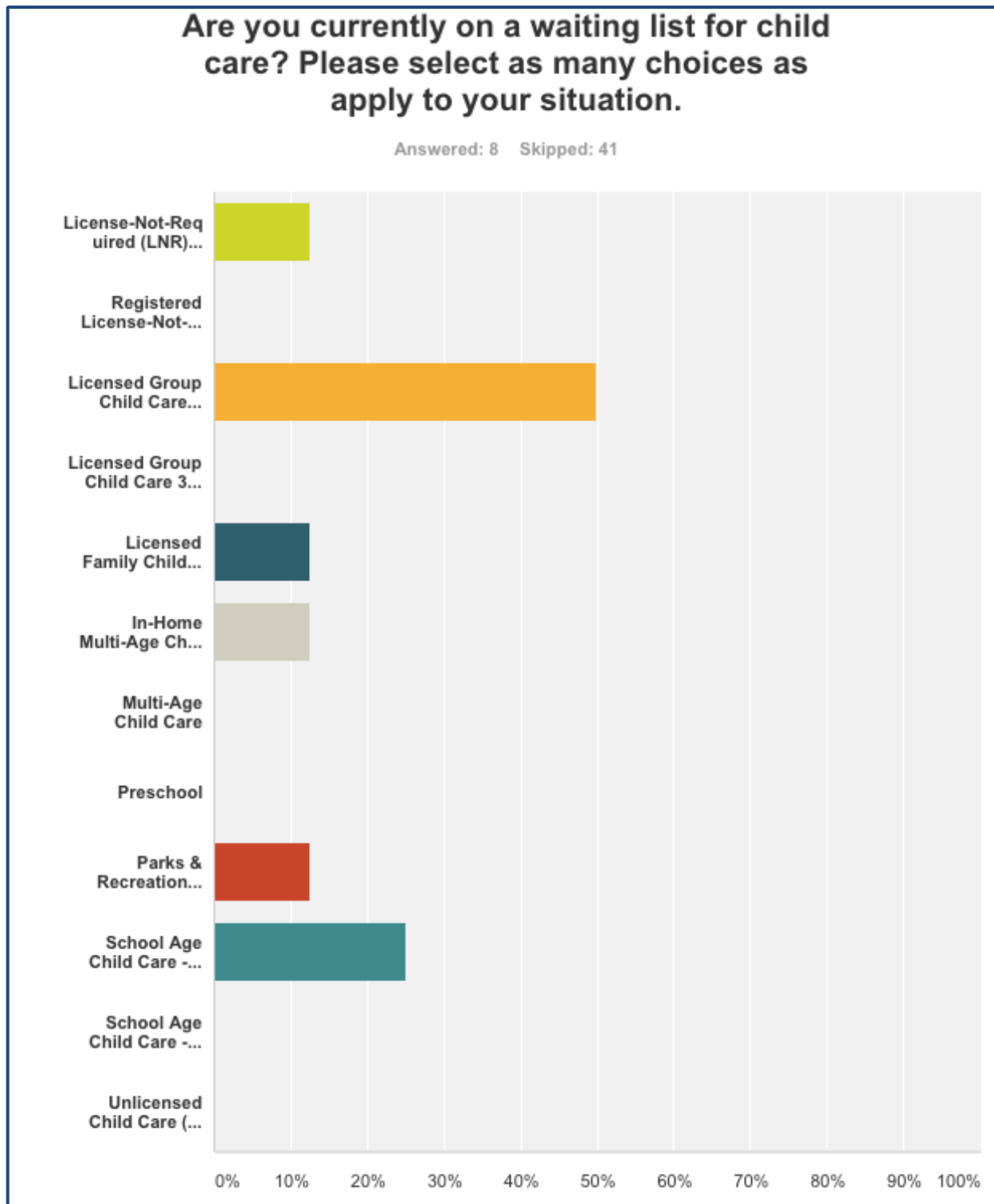
## Cost, Availability & Preference

Aside from availability, accessibility, and level of satisfaction, another factor that can pose a challenge, if not an outright barrier, to Kimberley parents' ability to secure child care is cost. We've broken down monthly costs/child, and our data reveals that:

- Respondents (n= 21, 68%) pay a range of \$125-\$800/month for their youngest child
- Respondents (n= 9) pay a range of \$50-\$300/month for their second youngest child
- The remainder of respondents (n= 1) pay \$125/month for their oldest children in child care

Despite willingness to pay a range of costs, 73% of respondents who answered (n= 19) indicated they had difficulty securing affordable, accessible quality child care arrangements.





Of the respondents on a waiting list to secure child care, waiting for Licensed Group Child Care for their infants 0-36 months (72%, n= 18), and Licensed Group Child Care 30 months to school age (22%, n= 4)

impacts the majority. When asked about preference, the majority of respondents indicated Licensed Group Child Care for infants less than 36 months (86%) and Preschool (75%) were their top choices.

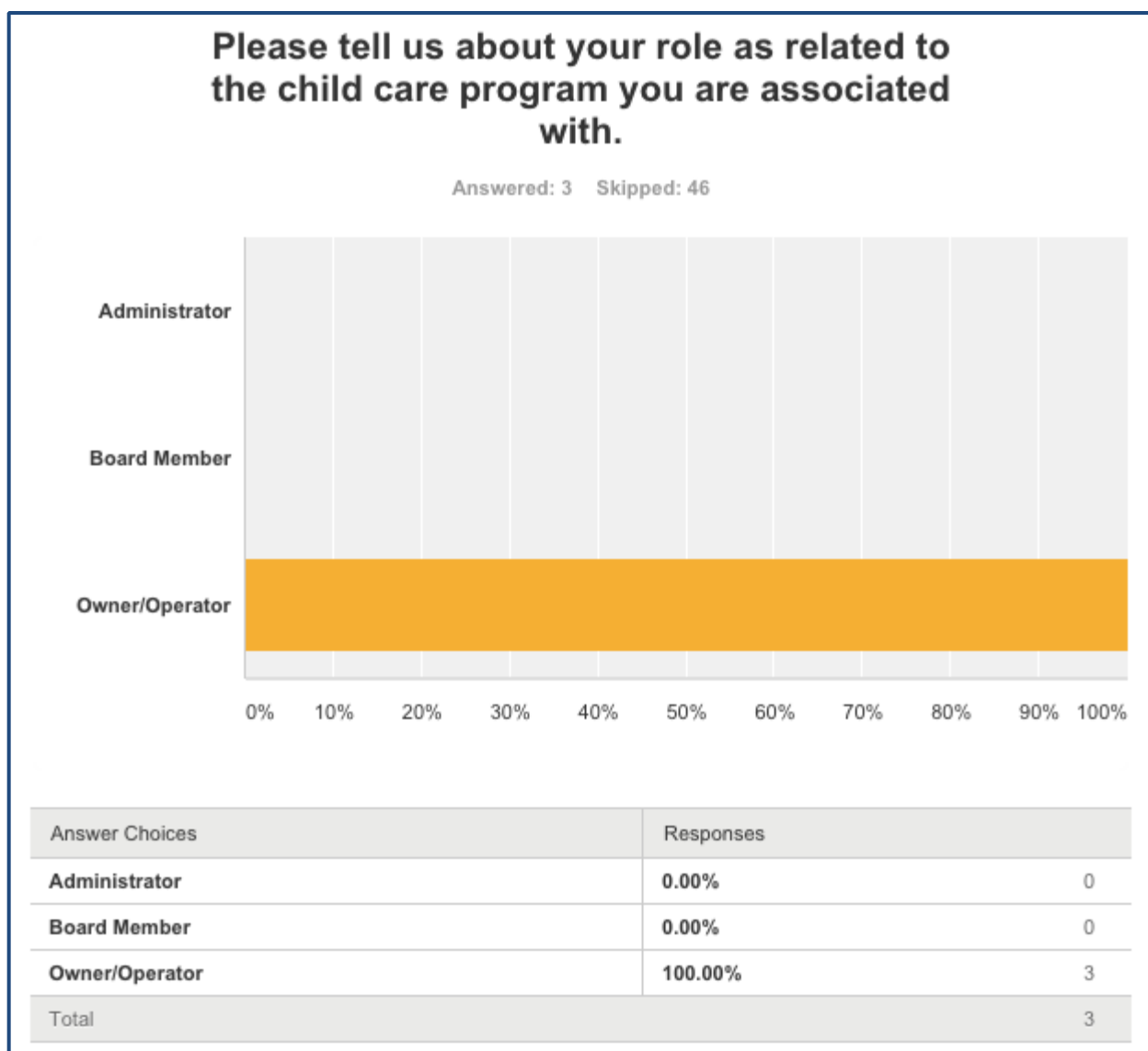
	First Choice	Second Choice	Third Choice	Total Respondents
License-Not-Required (LNR) Family Child Care	33.33% 2	16.67% 1	50.00% 3	6
Registered License-Not-Required (RLNR) Family Child Care	40.00% 2	40.00% 2	20.00% 1	5
Licensed Group Child Care Under 36 Months	85.71% 6	0.00% 0	14.29% 1	7
Licensed Group Child Care 30 Months to School Age	42.86% 3	28.57% 2	42.86% 3	7
Licensed Family Child Care	25.00% 2	37.50% 3	37.50% 3	8
In-Home Multi-Age Child Care	0.00% 0	25.00% 1	75.00% 3	4
Multi-Age Child Care	25.00% 1	50.00% 2	25.00% 1	4
Preschool	57.14% 8	28.57% 4	14.29% 2	14
Parks & Recreation Programs	75.00% 3	25.00% 1	0.00% 0	4
School Age Child Care - At School	37.50% 3	37.50% 3	25.00% 2	8
School Age Child Care - In Community	20.00% 1	40.00% 2	40.00% 2	5
Unauthorized Child Care	0.00% 0	40.00% 2	60.00% 3	5

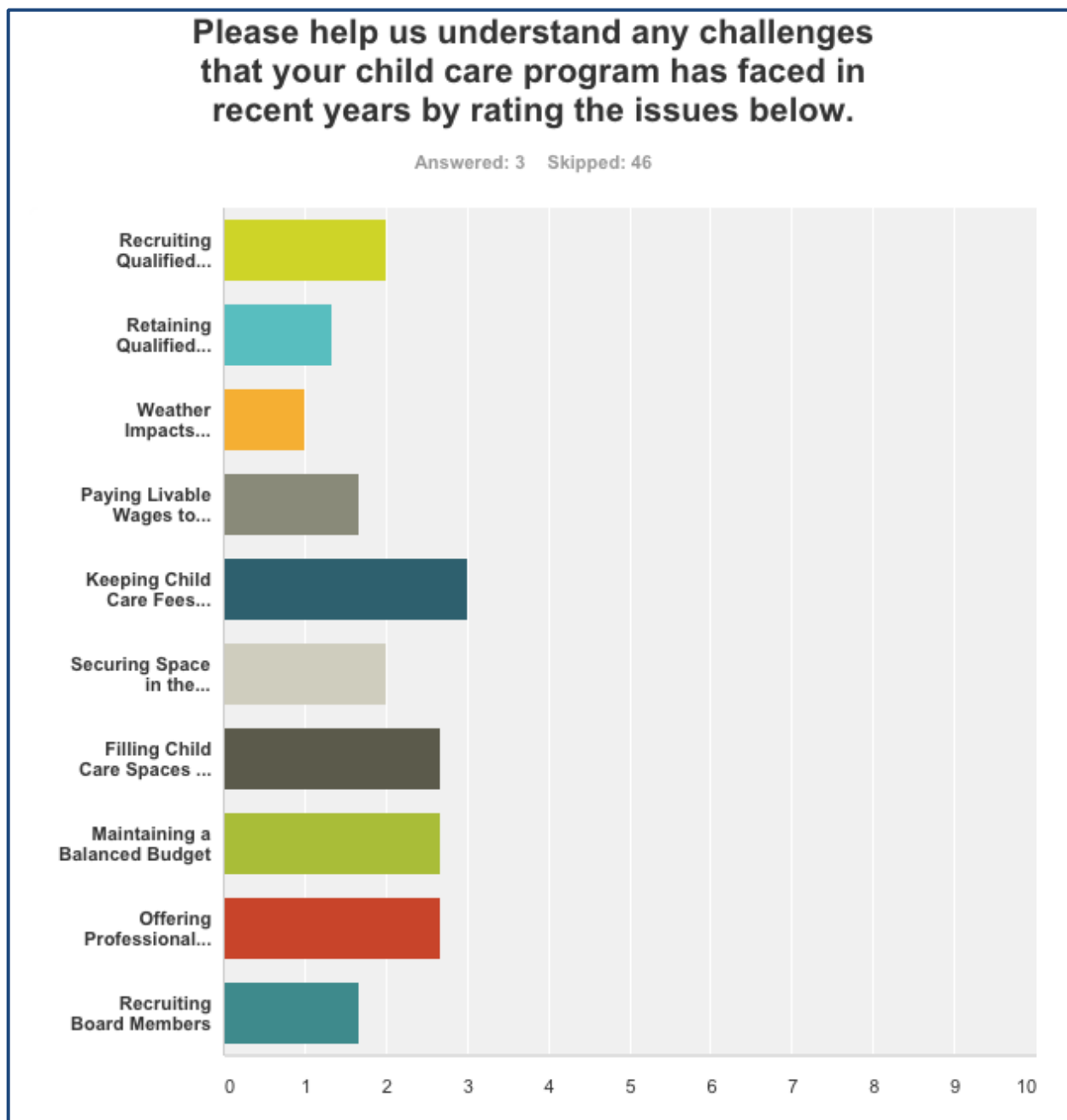
**Table: Top choices when seeking quality child care outside of the home.**

## Child Care Professionals & Programs

A small percentage (6%, n= 3) of Kimberley residents who responded to this question are currently working within early childhood education. Challenges posed to child care programs in Kimberley include:

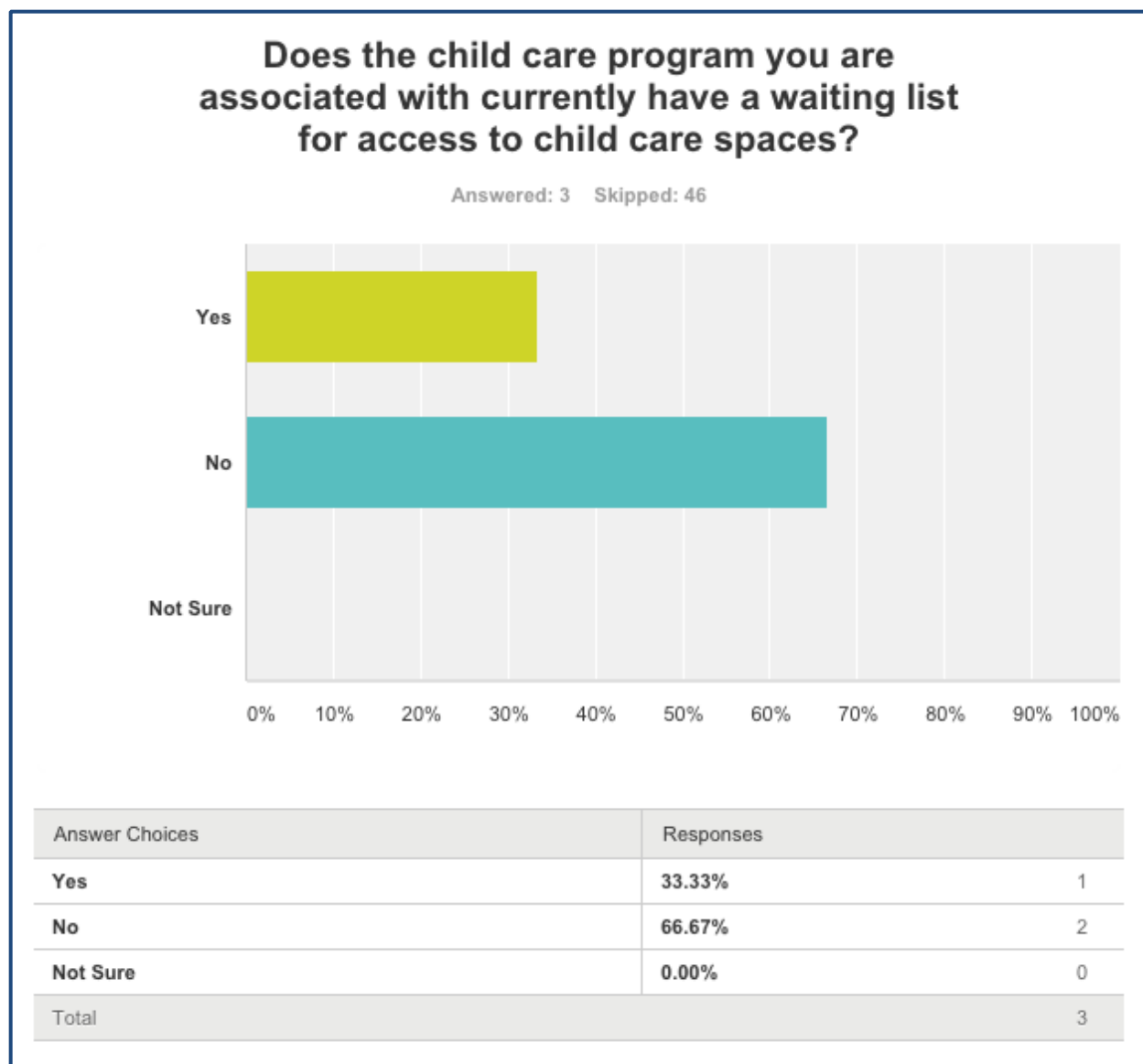
- Recruitment of qualified staff (50%, n= 2)
- Keeping child care fees affordable to families (75%, n= 3)
- Paying a living wage to educators (50%, n= 2)
- Maintaining a balanced budget (75%, n= 3)

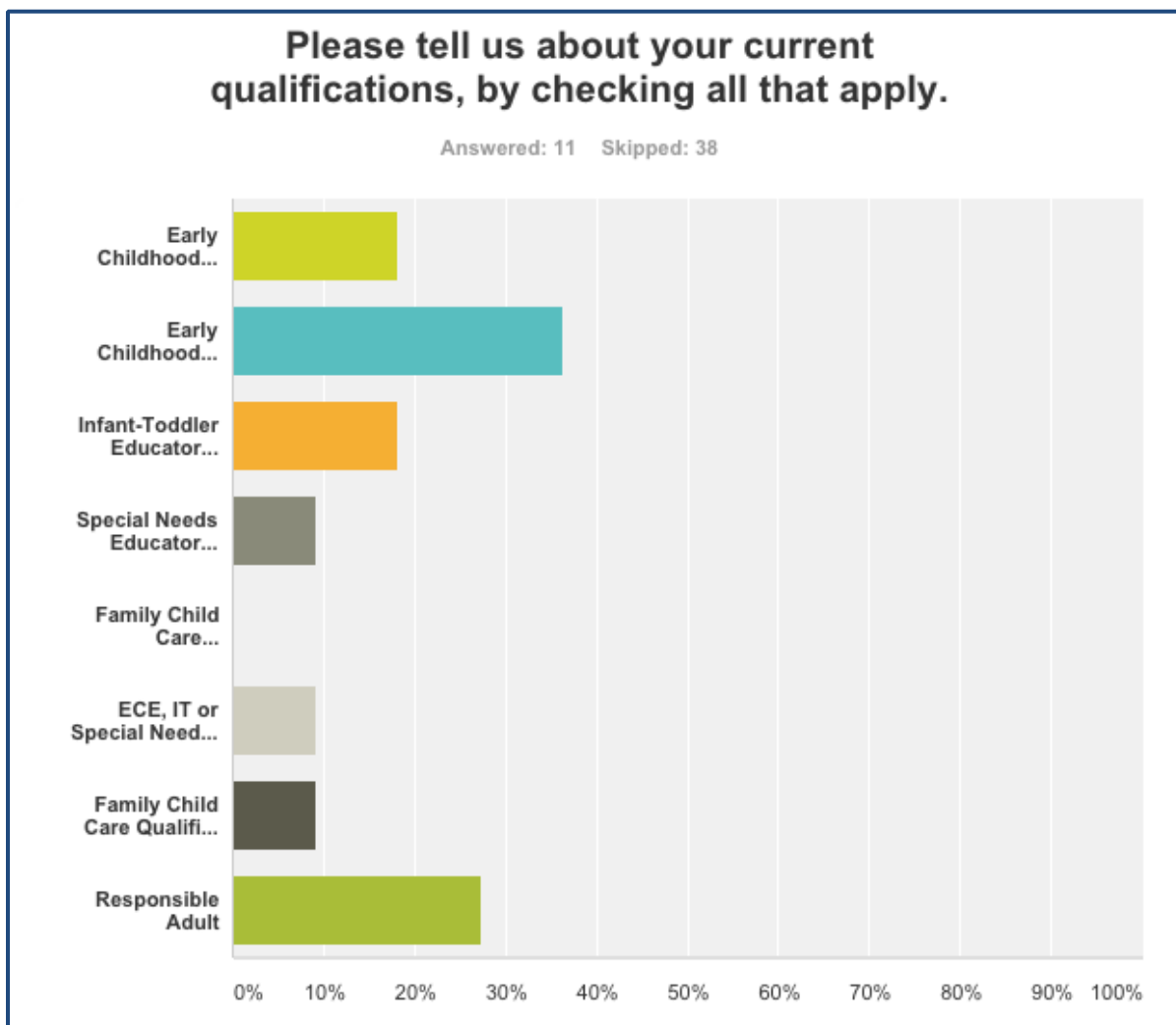




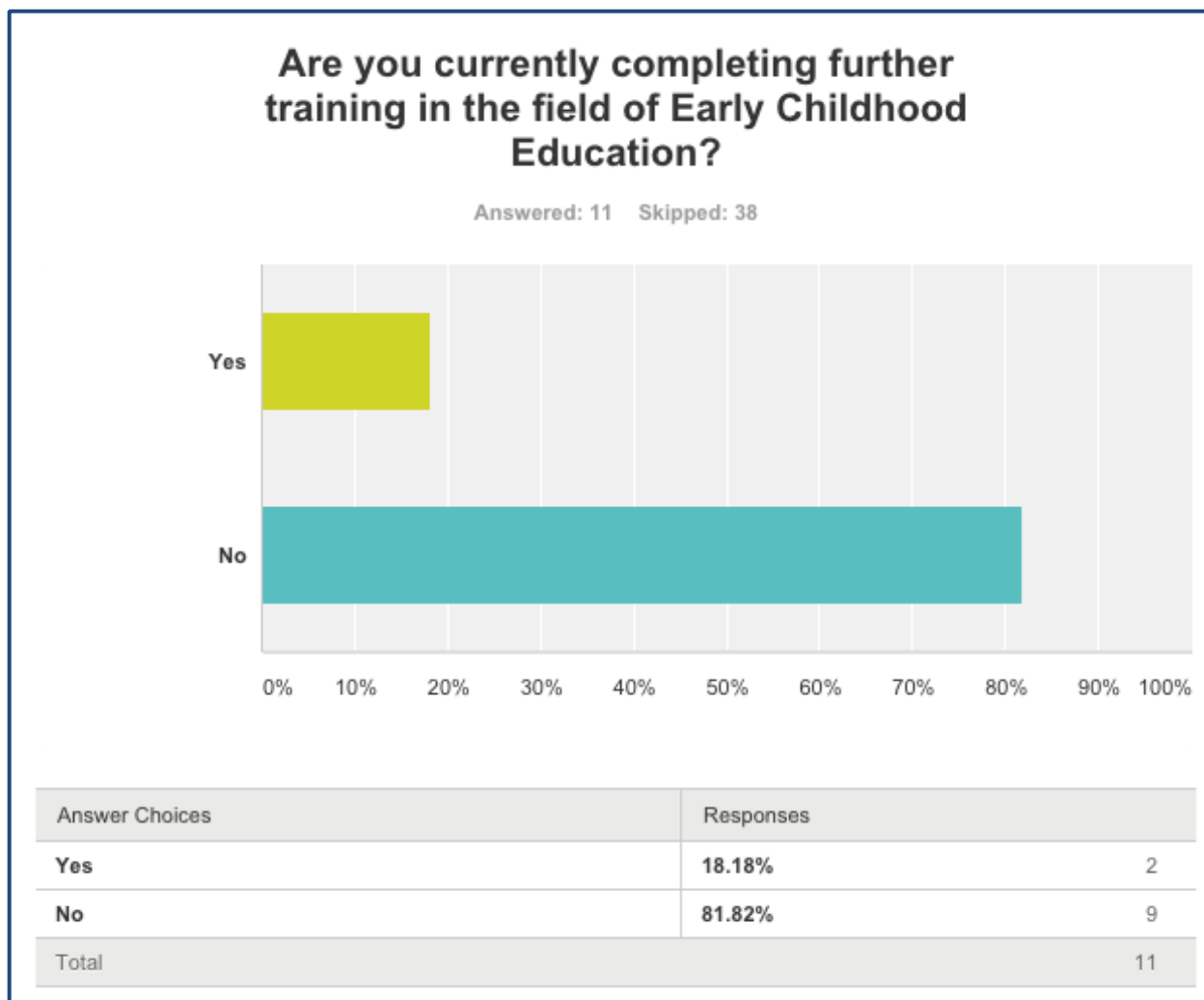
***“Age restrictions and numbers inflexible. Sometimes flexible ages would help fill my spots.”***

Waiting lists do not pose as much of a challenge in Kimberley as in other communities in the region.









***“Currently enrolled in University Bachelors in Psychology.”***

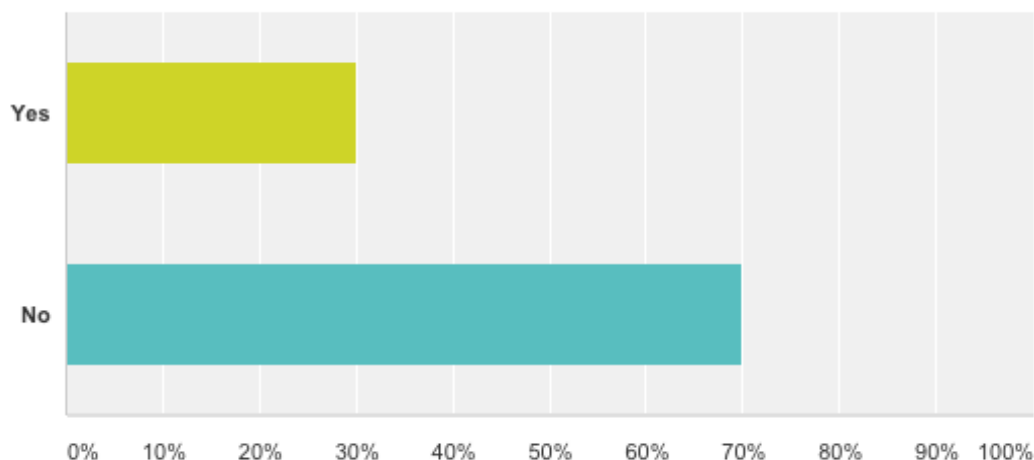
***“Absolutely no incentive - salaries are not commiserate with training/education – certificate staff are paid same as degreed professionals.”***

***“Currently taking the ECE program at the college of the Rockies. Taking 2 online courses per semester as a part time student.”***

***“The usual - time, money, commitment to being away from family.”***

### Are you satisfied with the early childhood education professional development opportunities that are available in the East Kootenay region?

Answered: 10 Skipped: 39



Answer Choices	Responses	
Yes	30.00%	3
No	70.00%	7
Total		10

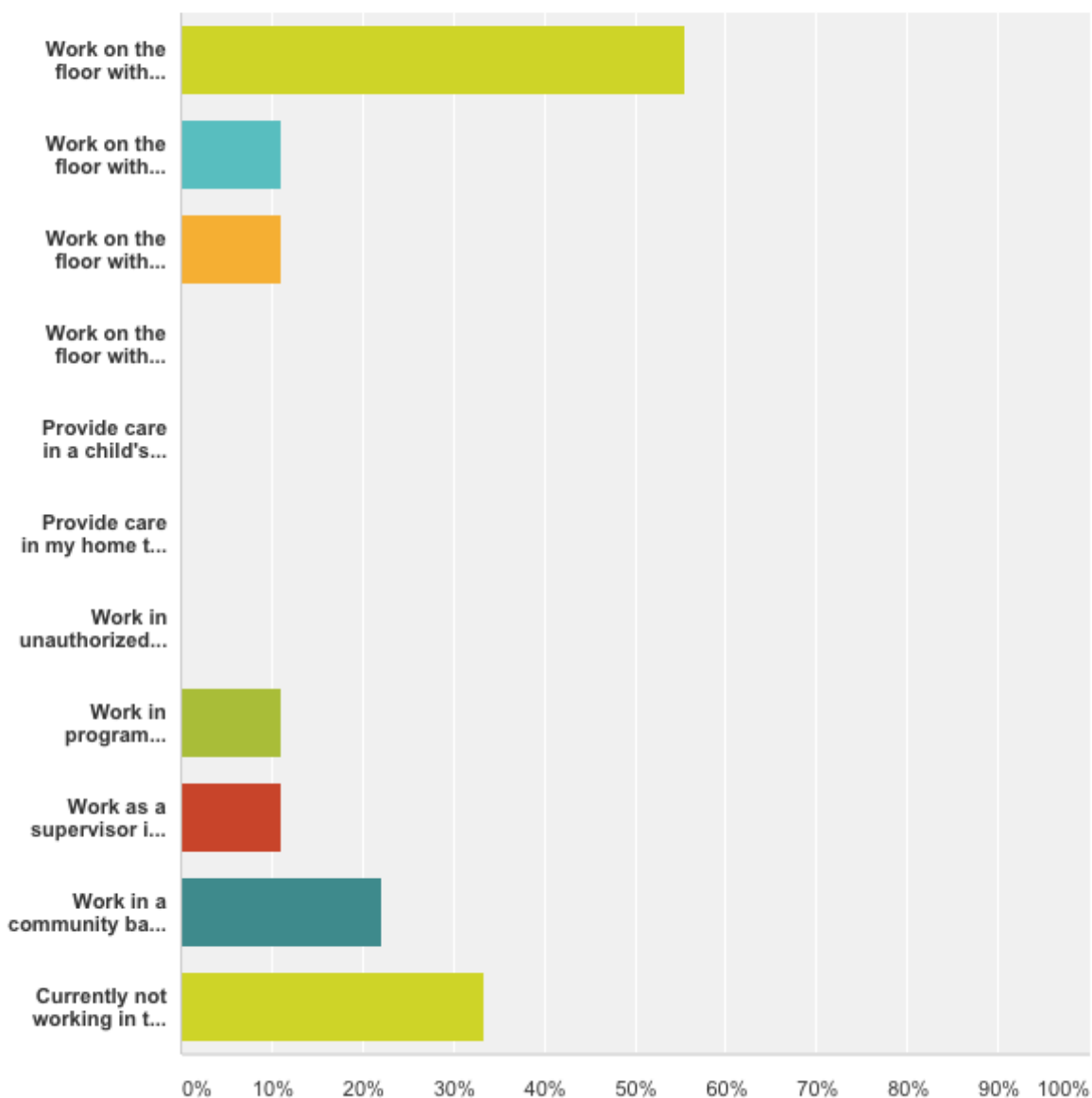
***“Few opportunities in our area and others are far away.”***

***“College of the Rockies is a good choice. However I have noticed how the ECE workers struggle to find workshops that allow them to complete the hours in order to renew the license. There is a need for more various and constant workshops.”***

***“I would love to see more of the ‘best practice’ style of workshops being presented - for myself as I’m an information junkie, but also for the centres I see that need the help. More frequent opportunities.”***

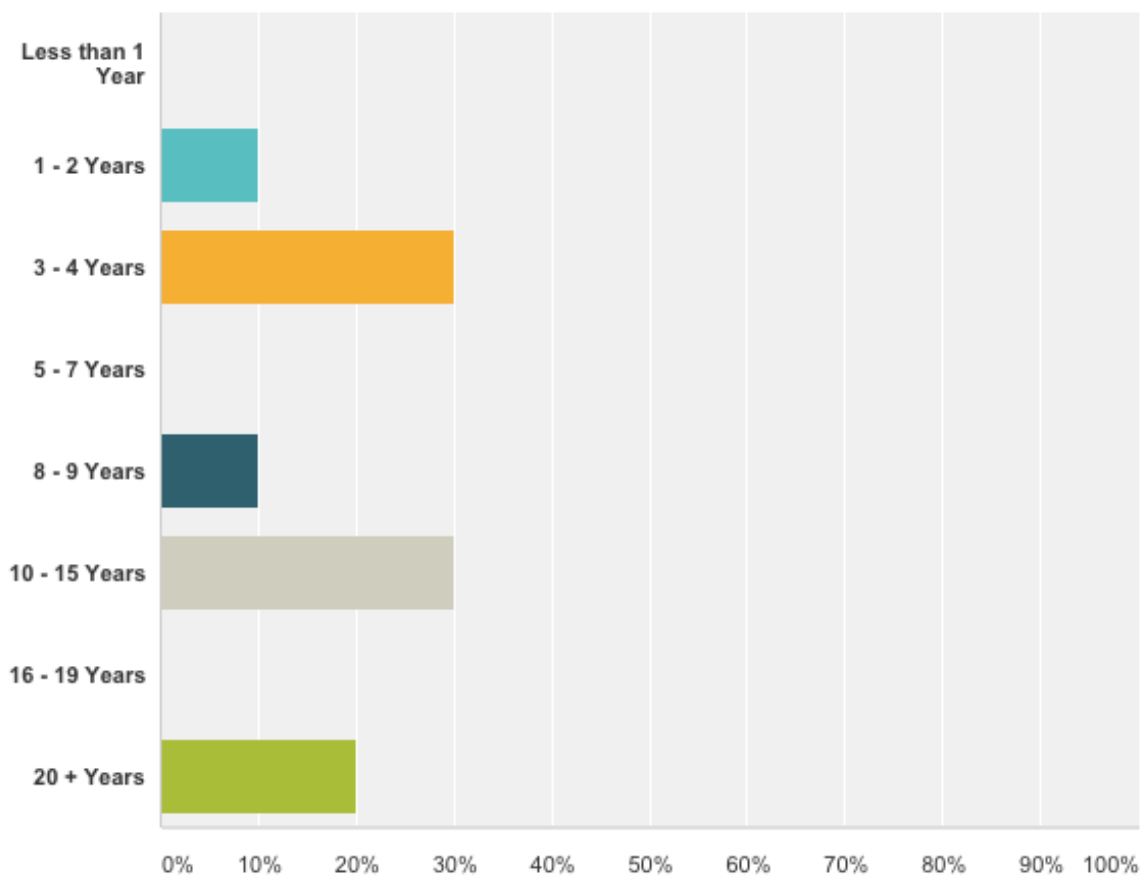
### In what capacity do you currently work in the field of early childhood education and child care? Please check all that apply.

Answered: 9 Skipped: 40

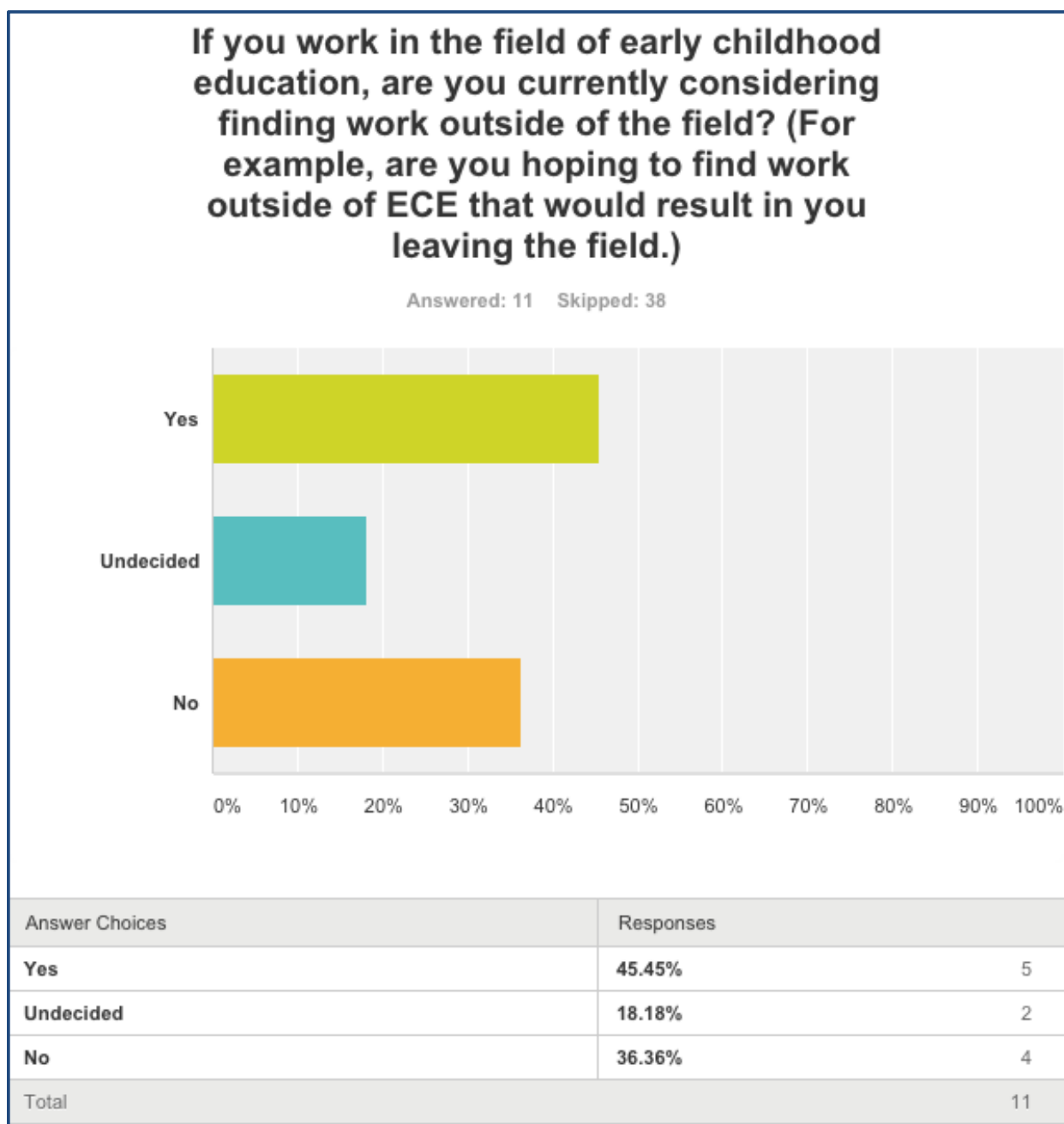


## How many years experience do you have in the field of early childhood education and child care?

Answered: 10 Skipped: 39



The majority of Kimberley respondents working in early childhood education indicate they are looking for opportunities in other fields at this time.



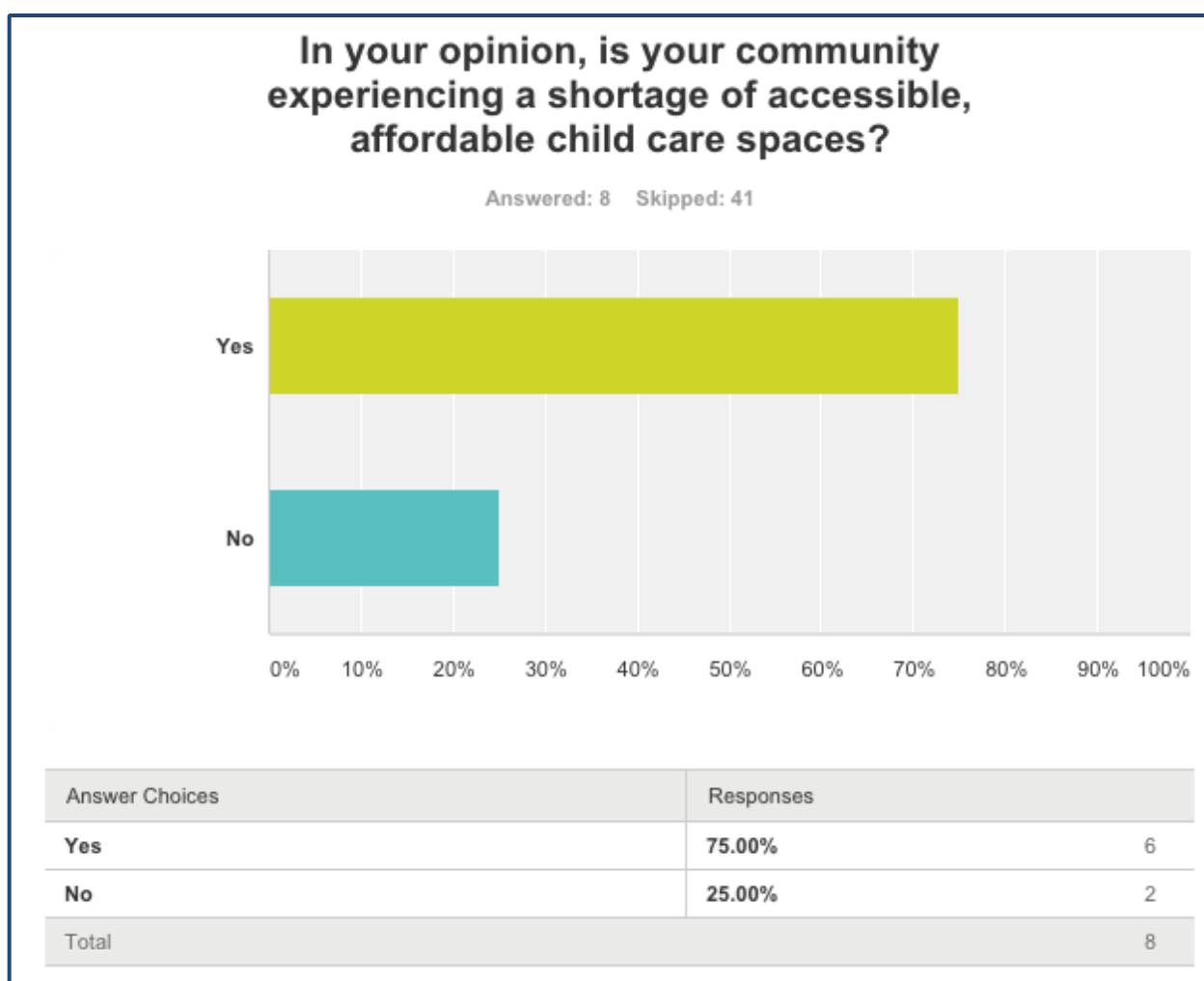
***“More money and less stress would be 2 reasons I would look for other work.”***

***“I have already found alternative work, which is sad as I had hoped to open my open pre-k group.”***

***“It is extremely challenging to have a good quality of life for my family on this wage.”***

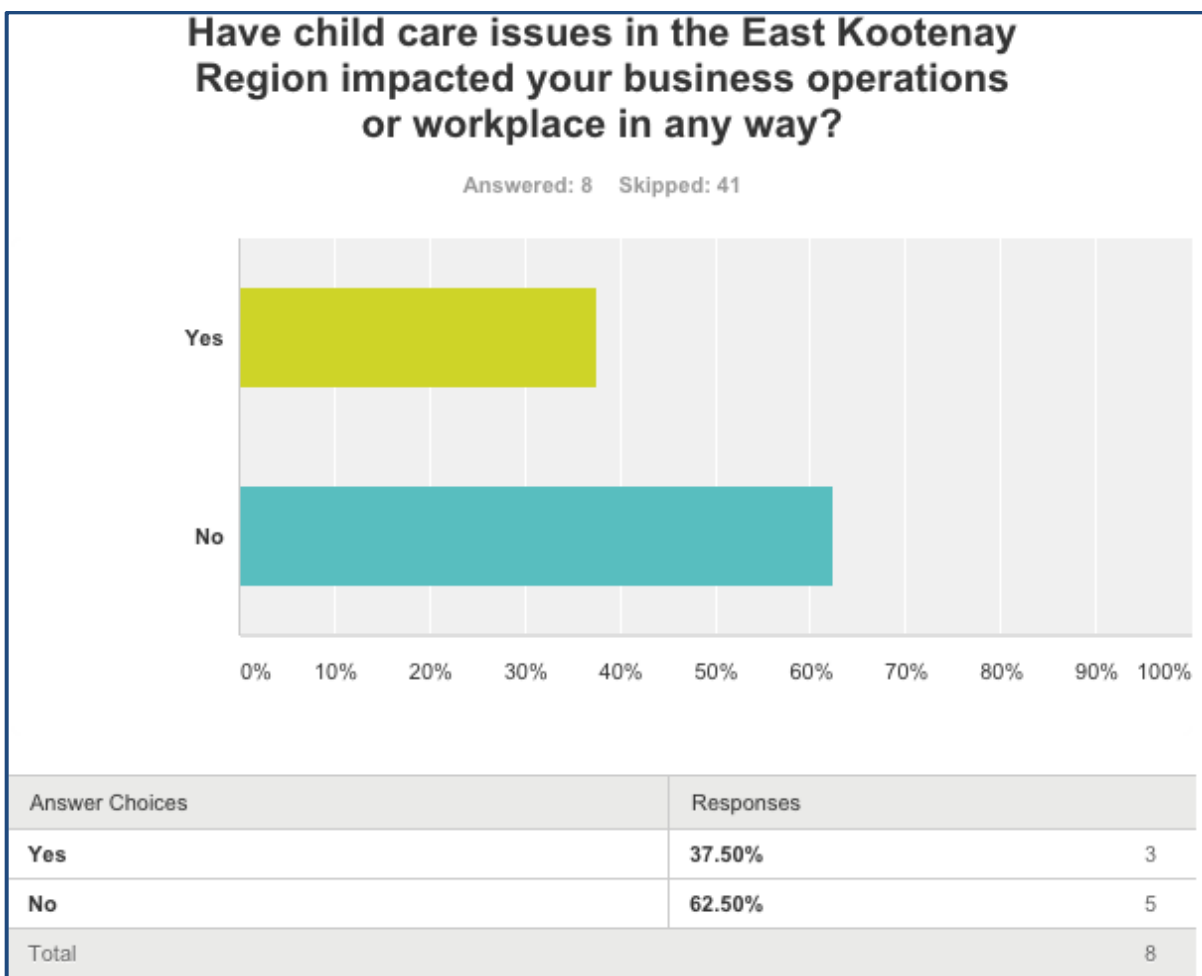
***“I’m a young lady trying to start a family. Although my current place of work offers me a nice environment it’s difficult live and to make future plans based on the salary of an ECE worker. I have tried but it’s too tight. ECE workers are expose to high level of stress in part because of the high adult- child ratio and the low wages.”***

Of the respondents who answered this question (n= 6, 75%) overwhelmingly indicate that Kimberley is experiencing a shortage of accessible, affordable child care spaces.



## Business Owners

Unlike other communities in the region, the majority of business owners who replied to this question do not feel that child care issues have impacted business operations or the workplace.



***“I run a day home so I can be home with my children and because I could not find appropriate affordable care for my own kids, however, unless you are licensed, it is difficult to make your bills with the limit being only 2 children.”***

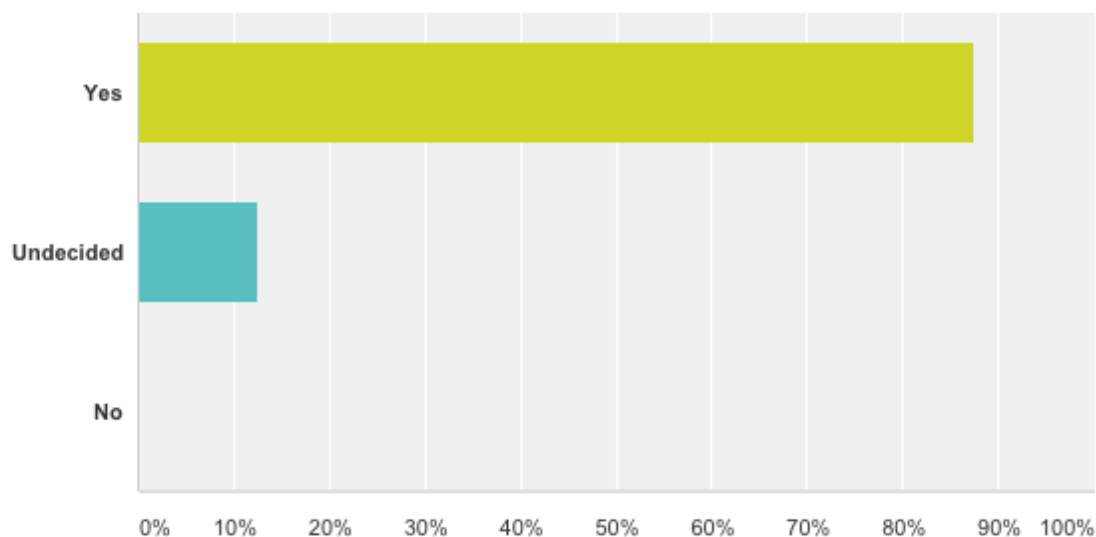
***“Loss of Staff during working hours.”***

***“I run my business from home.”***

***“I work my own hours and can schedule people where they fit my time frame. It is a side business and is only a supplement.”***

### Do you feel that better access to affordable, quality child care choices in the East Kootenay Region would enhance the business climate in your community?

Answered: 8 Skipped: 41



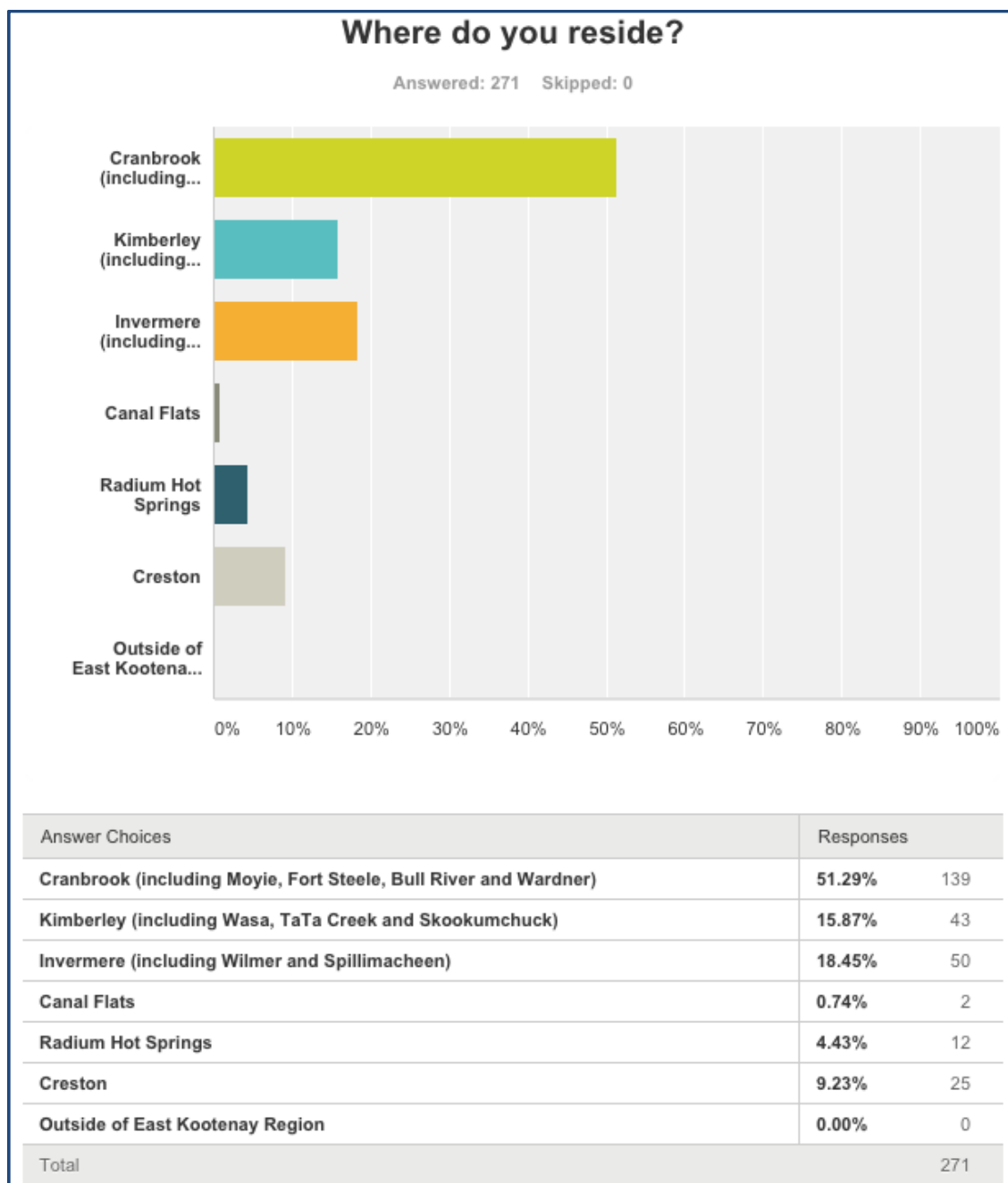
Answer Choices	Responses	
Yes	87.50%	7
Undecided	12.50%	1
No	0.00%	0
Total		8



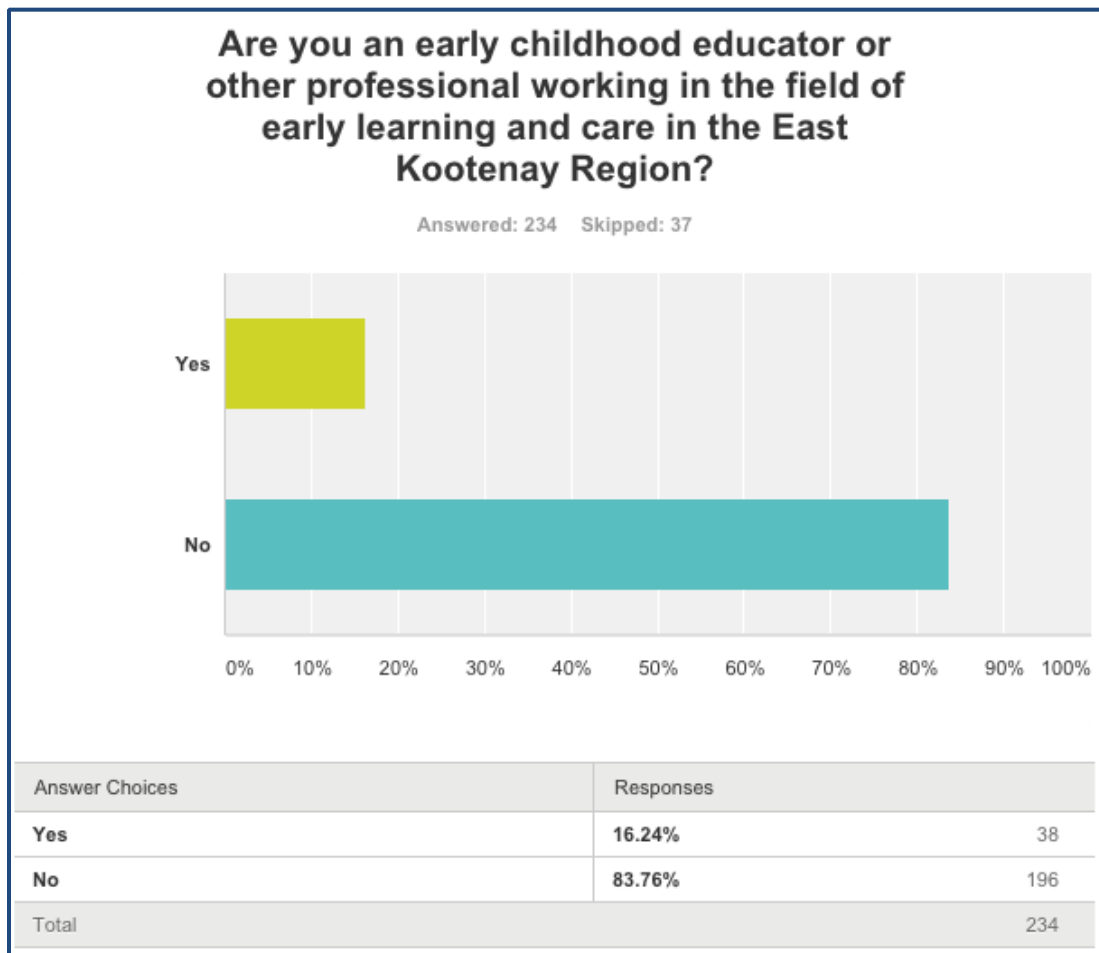
## APPENDIX F: Community Child Care Survey - All Parents - All Communities

A significant portion of responses from all regions in East Kootenay was provided by parents of children ages 0-18 years old. In looking at the data, n= 271 of the 435 active participants surveyed (62%) are parents with children in this age range. Their responses are represented in the following Appendix.

### Demographics



In addition to being parents, this demographic also represents a portion of early childhood educators/professionals and business owners within the region as indicated below.



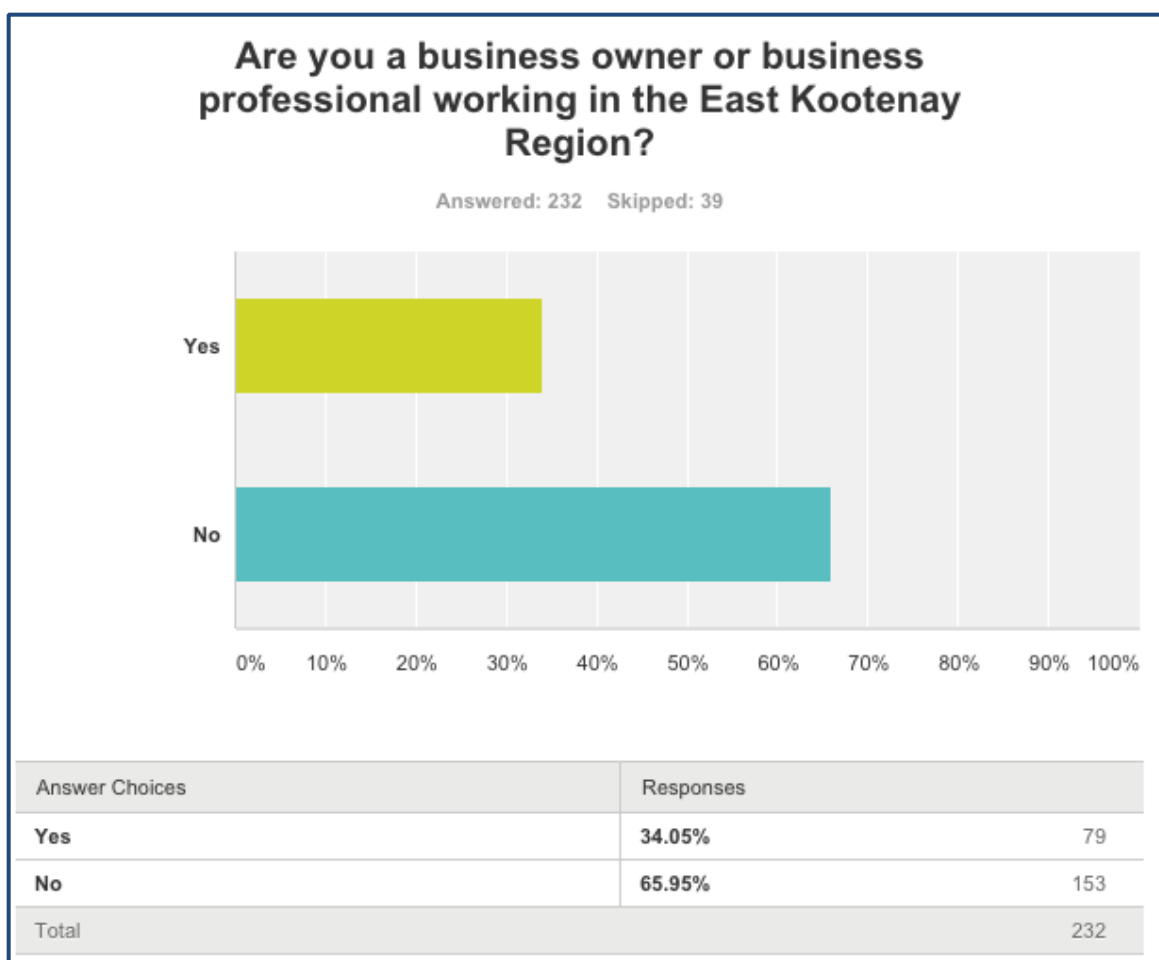
***“Wages lack of benefits Demanding job with little to no support.”***

***“Holding 3 jobs in this field due to poor wages. Almost 20 years experience and considering leaving the field for a more specialized focus and increased wage.”***

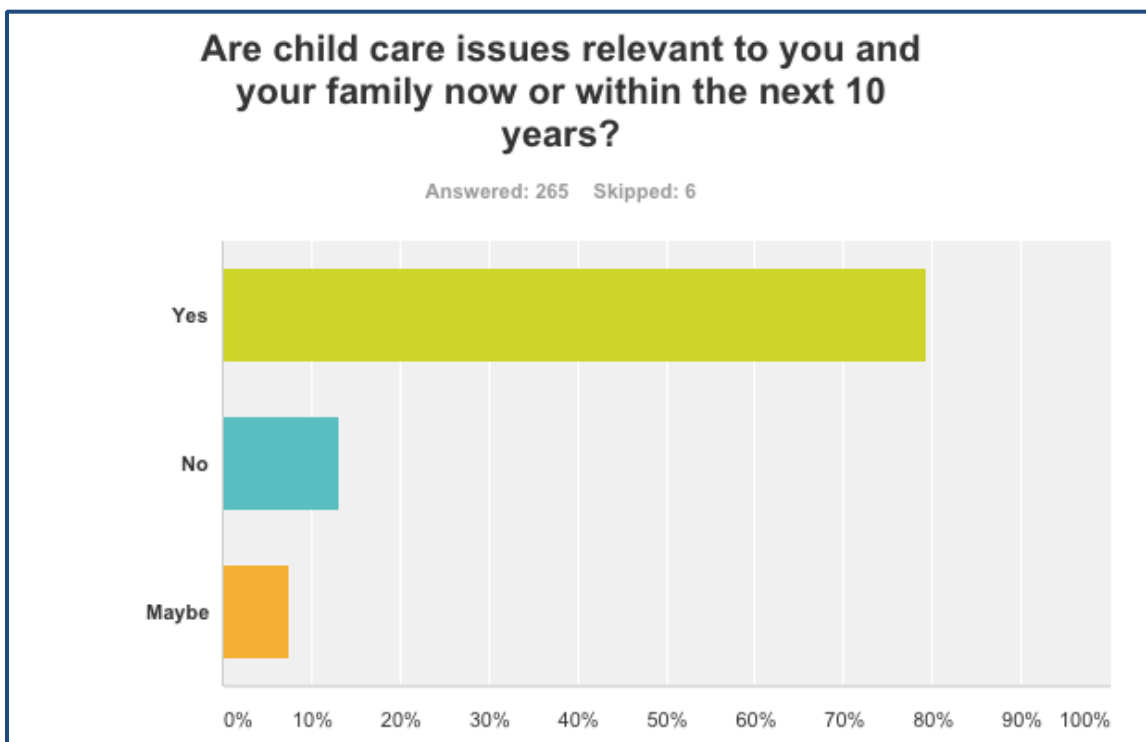
***“It wasn't paying enough, it was very stressful, and now I have my daughter and am staying at home and watching family's children.”***

***“Difficulties getting thru the paper work in order to become certified. Very little assistance with the process. I have other training that allows me to work in many different settings. I can now work on my own schedule. Wages are nearly the same as minimum wage and it is hard to appreciate the efforts and student loans one must pay to attend post secondary***

*education when your wages are comparable to someone working for superstore or Walmart.”*



Responses from single parents comprised 22% (n= 59) of total respondents, and an additional 28% (n= 77) indicated they were currently expecting or plan to have child(ren) within the next five years. As in other communities, regardless of where residents are on the childrearing spectrum, a majority (79%, n= 210) indicated that child care issues are or may be relevant to their family now or within the next 10 years.



### Infant/Toddler and Special Needs

Trends for this study indicate the most impacted segment of the population is residents with children in the infant/toddler and preschool stages. Limited availability of programs, long waitlists, and high costs continue to be barriers for residents with children in this age range. Of the responses collected, 65% (n= 176) are parents whose first child falls within this demographic range, while another 31% (n= 85) indicate their second or third child falls within this age range.

In looking at the parent population in total, nearly half (n= 111 or 41%) indicated their children are impacted by special needs. Conversations with child care professionals from across the region indicate that this demographic is particularly impacted by a lack of trained professionals and space to accommodate the needs of these children throughout East Kootenay.

### Are any of your child(ren) impacted by special needs or learning disabilities?

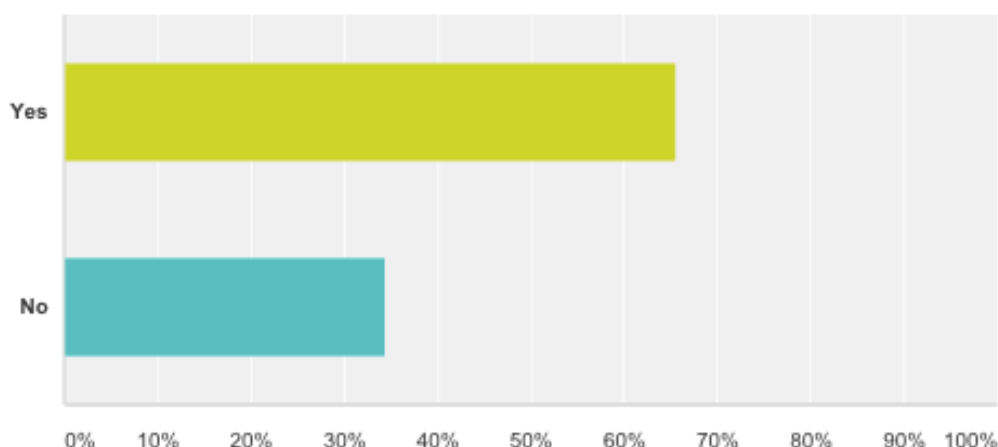
	Child 1 - Youngest	Child 2 - Next Youngest	Child 3 - Next Youngest	Child 4 - Next Youngest	Child 5 - Next Youngest	Total Respondents
Maybe - Not Yet Diagnosed	85.29% 29	26.47% 9	5.88% 2	0.00% 0	2.94% 1	34
Not Applicable	94.59% 140	58.11% 86	10.81% 16	2.70% 4	1.35% 2	148
Physical Disability	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	1
Hearing Impaired	33.33% 1	33.33% 1	0.00% 0	33.33% 1	0.00% 0	3
Visually Impaired	66.67% 4	16.67% 1	33.33% 2	16.67% 1	0.00% 0	6
ADHD and/or Learning Disability	48.39% 15	35.48% 11	22.58% 7	3.23% 1	6.45% 2	31
Gifted	57.14% 4	42.86% 3	14.29% 1	0.00% 0	0.00% 0	7
(ASD) Autism Spectrum Disorder	27.27% 3	54.55% 6	0.00% 0	18.18% 2	0.00% 0	11
(FAS) Fetal Alcohol Syndrome	50.00% 1	50.00% 1	50.00% 1	0.00% 0	0.00% 0	2
Anxiety, Depression or Other Mental Health Condition	37.50% 6	50.00% 8	37.50% 6	0.00% 0	6.25% 1	16

## Economic Impact

As we've seen in the regional breakdown, economic drivers for the region and child care options are very interconnected. Sixty-six percent (n= 170) of respondents rely on some form of child care so they can work. Comments indicate that a percentage have opted out of the workforce due to few available options or cost.

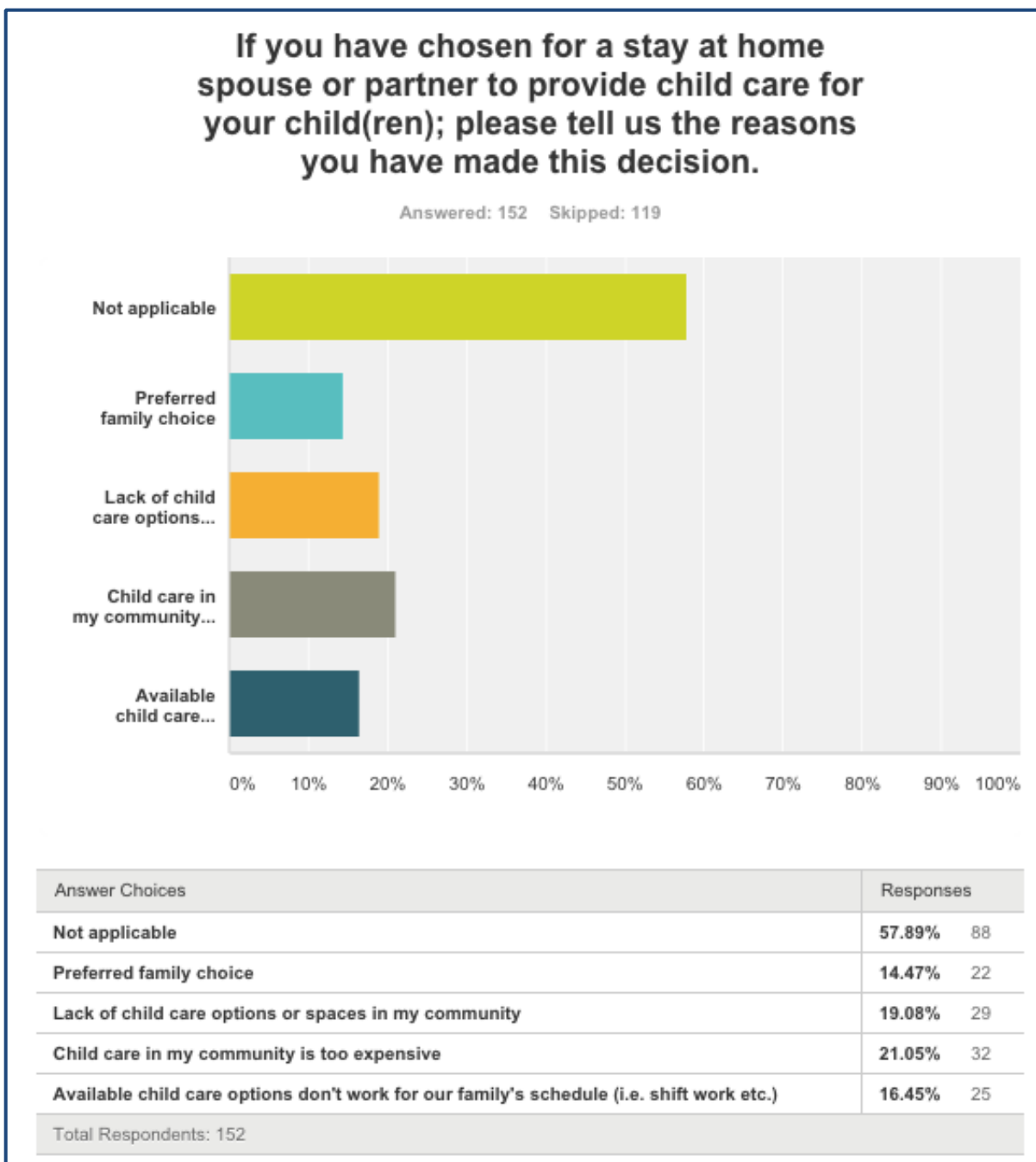
**Child care can happen in many forms. In this survey, we are interested in a broad range of types of care. In addition to licensed child care, we would also like to understand about care that is provided by family members such as siblings and grandparents, parks and recreation type programs and unlicensed care of more than three children. With the above in mind, do you currently use some form of (paid or unpaid) child care for your child(ren) so that you can participate in employment or attend school?**

Answered: 259 Skipped: 12



Answer Choices	Responses	
Yes	65.64%	170
No	34.36%	89
Total		259

Of those who choose not to utilize child care options, 32% (n= 86) of East Kootenay parents indicated they'd made this choice due to lack of child care options/spaces, prohibitive cost, or inability to find child care options conducive to the family's schedule (i.e., shift work).



***“The daycares here in Invermere are completely outrages [sic] in price. A single parents wage goes intirely [sic] to them.”***

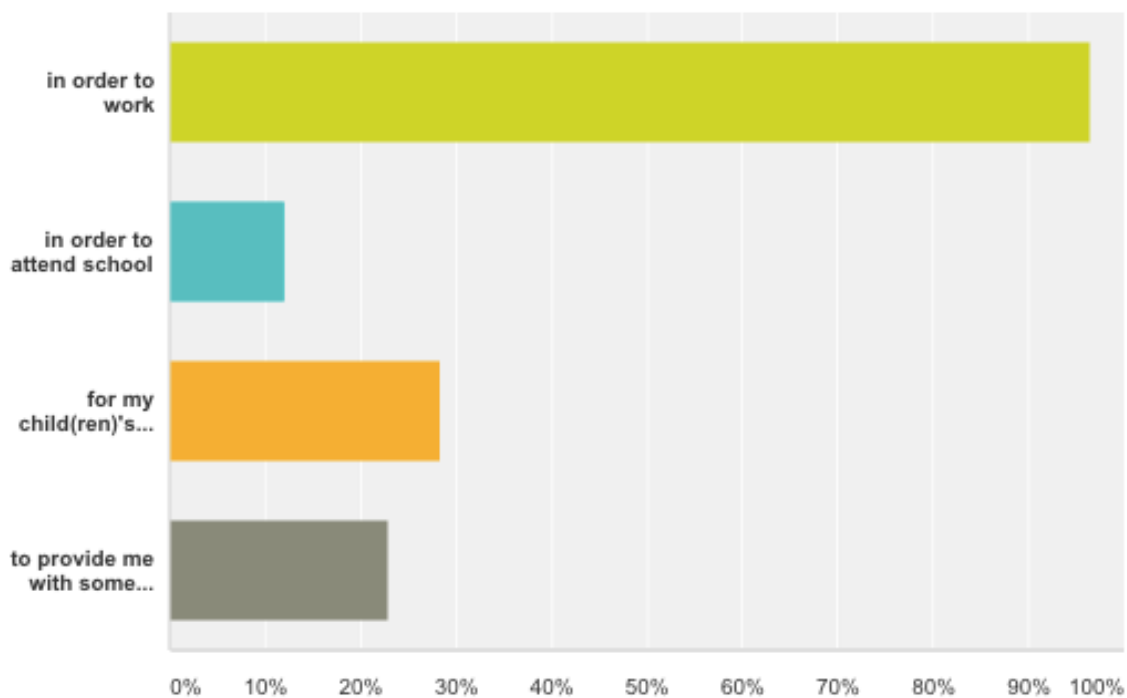
***“Subsidy doesn’t help me. Even when they say they cover it, I end up with the full bill because they didn’t cover anything. I would work full time just to pay day care. It’s not worth it.”***

For parents opting to use child care regardless of cost and accessibility barriers, 96% (n= 160) of respondents to this question indicated they need child care in order to work, and 28% indicated it was necessary for their child’s development.



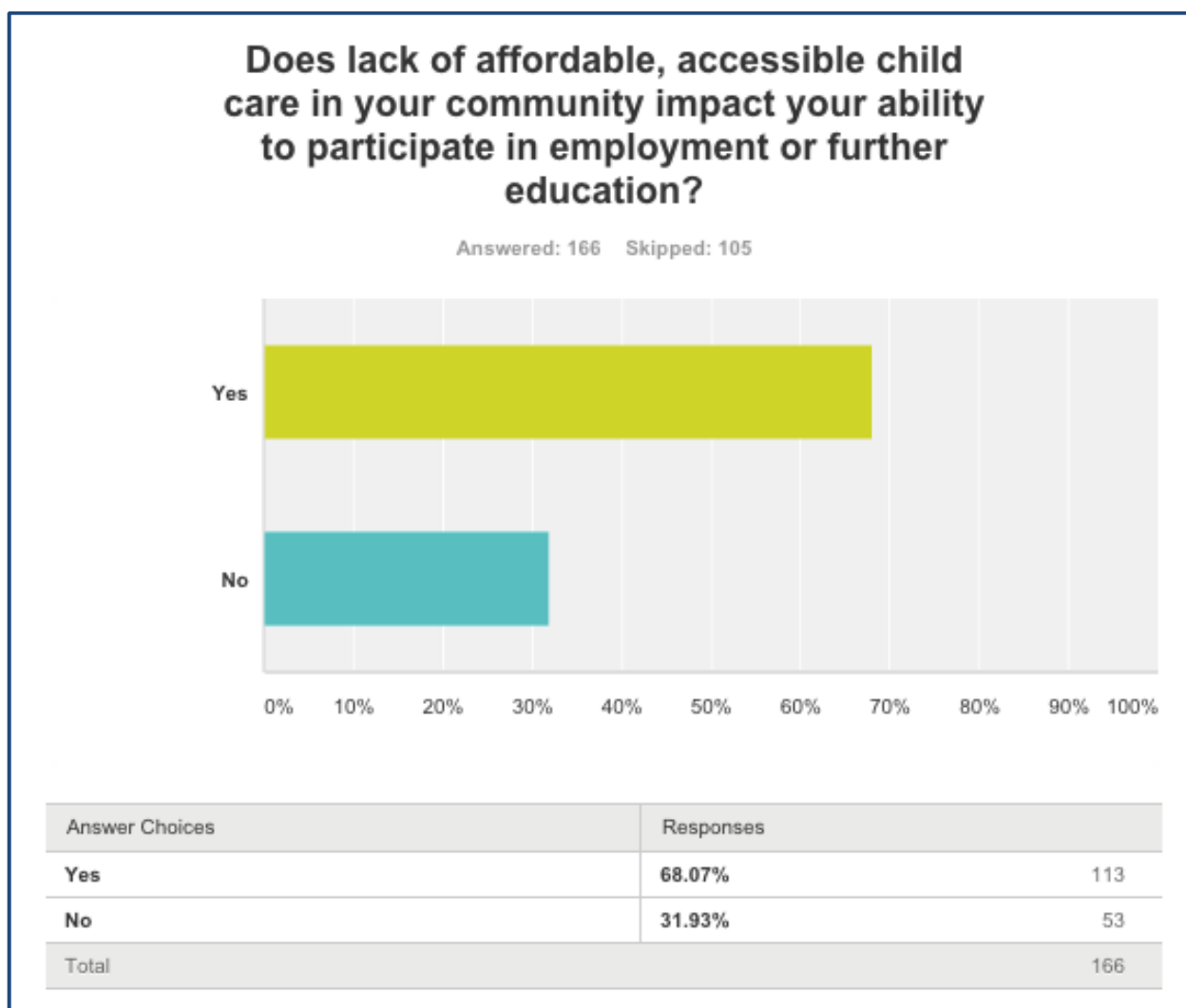
## For what reasons do you need child care? (please check all that apply).

Answered: 166 Skipped: 105



Answer Choices	Responses	
in order to work	96.39%	160
in order to attend school	12.05%	20
for my child(ren)'s development	28.31%	47
to provide me with some personal time	22.89%	38
Total Respondents: 166		

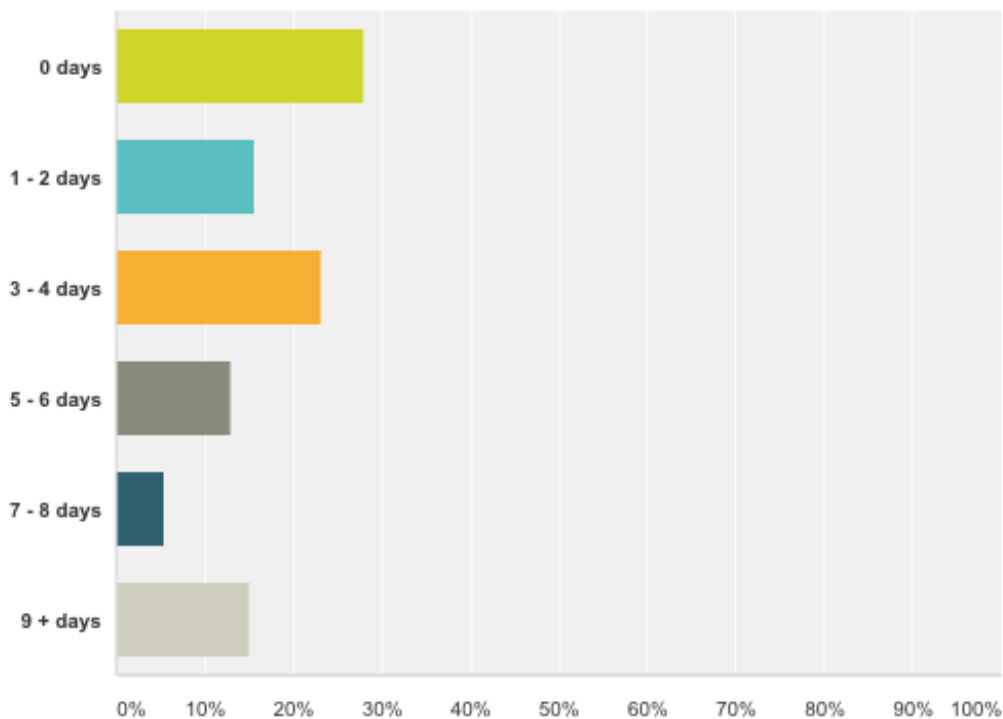
Additionally, 68% (n= 113) of those who responded indicated a lack of affordable care impacts their ability to work and/or pursue education.



It is widely accepted that working parents with young children and unreliable child care are likely to miss more workdays than peers with secure child care options. Looking at the responses to the question below, we can see that 39% (n= 57) missed 1-4 days while 33% (n= 49) have missed 5 or more days work.

**How many days in the last year have you had to miss employment or school due to a breakdown in your regular child care arrangements? Please don't include days that your child(ren) could not attend child care due to illness or weather closures.**

Answered: 147 Skipped: 124

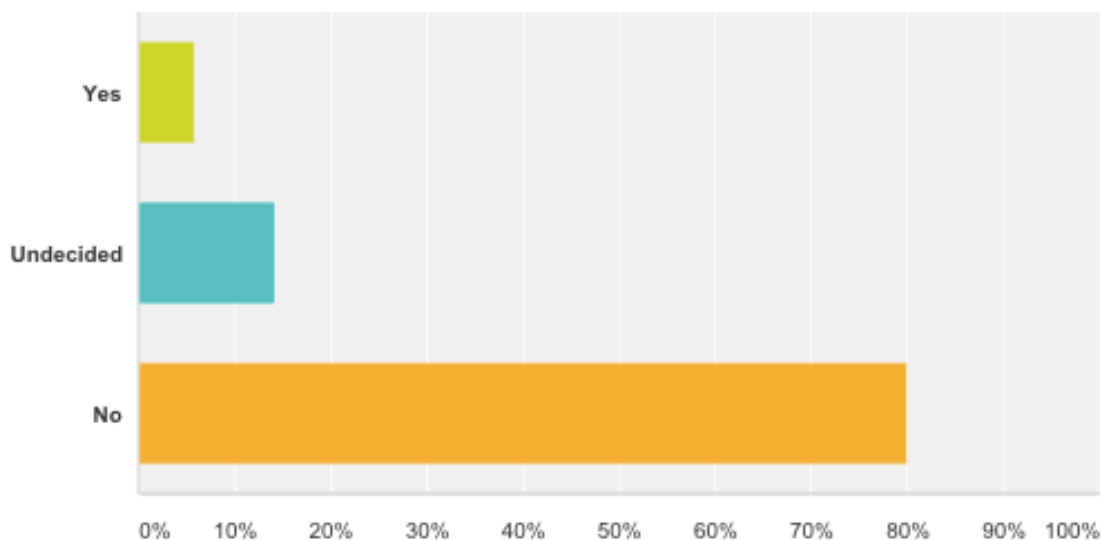


Answer Choices	Responses
0 days	27.89% 41
1 - 2 days	15.65% 23
3 - 4 days	23.13% 34
5 - 6 days	12.93% 19
7 - 8 days	5.44% 8
9 + days	14.97% 22
Total	147

Overall, parents are not considering leaving the region due to barriers posed by child care challenges.

## Are you considering relocation out of the East Kootenay Region due to child care issues?

Answered: 239 Skipped: 32



Answer Choices	Responses	
Yes	5.86%	14
Undecided	14.23%	34
No	79.92%	191
Total		239

## Frequency, Satisfaction & Alternatives

Working parents in East Kootenay have indicated they rely on child care to pursue employment. The following tables provide a breakdown of the various methods working parents rely on, as well as average hours of child care per week and their satisfaction with the choices currently available to them.

### Please help us understand how many hours you currently use child care per week

Average Hours of Child Care Per Week					
	0	1-15	16-30	More than 30	Total
Child 1 - Youngest	7.53% 11	39.04% 57	25.34% 37	28.08% 41	146
Child 2 - Next Youngest	13.98% 13	60.22% 56	10.75% 10	15.05% 14	93
Child 3 - Next Youngest	37.50% 6	50.00% 8	12.50% 2	0.00% 0	16
Child 4 - Next Youngest	50.00% 1	50.00% 1	0.00% 0	0.00% 0	2
Child 5 - Next Youngest	100.00% 1	0.00% 0	0.00% 0	0.00% 0	1
Child 6 - Next Youngest	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Child 7 - Oldest	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0

### Please tell us how satisfied you are with the various features of your current care arrangements

	Very Satisfied	Satisfied	Somewhat Dissatisfied	Very Dissatisfied	Not Applicable	Total Respondents
Cost	14.84% 23	32.90% 51	26.45% 41	18.71% 29	8.39% 13	155
Location of Care	37.25% 57	42.48% 65	12.42% 19	4.58% 7	3.92% 6	153
Support for Children With Extra Needs	6.43% 9	13.57% 19	7.86% 11	6.43% 9	66.43% 93	140
Accommodation for Siblings of Different Ages	13.19% 19	24.31% 35	9.03% 13	6.94% 10	47.22% 68	144
Quality of Staffing/Caregiver	46.05% 70	30.92% 47	13.82% 21	2.63% 4	8.55% 13	152
Quality of Care Experience	43.05% 65	32.45% 49	15.23% 23	1.99% 3	7.95% 12	151
Flexibility (Days/Times Care is Available)	19.61% 30	39.87% 61	18.30% 28	16.99% 26	7.19% 11	153

**Please tell us about the type(s) of child care arrangements that you currently have in place for your child(ren). Check as many as apply for each child.**

	Child 1 - Youngest	Child 2 - Next Youngest	Child 3 - Next Youngest	Child 4 - Next Youngest	Child 5 - Next Youngest	Total Respondents
Spouse or Partner Cares for Child(ren) When They Are Not Working or Studying	95.24% 80	47.62% 40	10.71% 9	0.00% 0	0.00% 0	84
Stay at Home Spouse or Partner	95.45% 21	54.55% 12	18.18% 4	0.00% 0	0.00% 0	22
License-Not-Required (LNR) Family Child Care	85.00% 17	50.00% 10	10.00% 2	0.00% 0	0.00% 0	20
Registered License-Not-Required (RLNR) Family Child Care	100.00% 8	37.50% 3	0.00% 0	0.00% 0	0.00% 0	8
Licensed Group Child Care Under 36 Months	80.00% 20	20.00% 5	0.00% 0	0.00% 0	0.00% 0	25
Licensed Group Child Care 30 Months to School Age	60.61% 20	51.52% 17	0.00% 0	0.00% 0	0.00% 0	33
Licensed Family Child Care	93.33% 14	33.33% 5	0.00% 0	0.00% 0	0.00% 0	15
In-Home Multi-Age Child Care	100.00% 9	22.22% 2	11.11% 1	0.00% 0	0.00% 0	9
Multi-Age Child Care	80.00% 4	20.00% 1	0.00% 0	0.00% 0	0.00% 0	5
Preschool	58.82% 10	47.06% 8	0.00% 0	0.00% 0	0.00% 0	17
Parks & Recreation Programs	85.71% 12	50.00% 7	7.14% 1	0.00% 0	0.00% 0	14
Child Stays Home Alone Before/After School	21.43% 3	71.43% 10	35.71% 5	0.00% 0	0.00% 0	14
Child Stays Home With Siblings Before/After School	84.62% 11	69.23% 9	46.15% 6	0.00% 0	0.00% 0	13
School Age Child Care	46.15% 18	56.41% 22	12.82% 5	0.00% 0	2.56% 1	39
Family Member/Relative (Not a Sibling)	83.33% 55	60.61% 40	12.12% 8	3.03% 2	1.52% 1	66
Unlicensed Child Care (3+ Children)	87.50% 7	37.50% 3	0.00% 0	0.00% 0	0.00% 0	8
Not Using Child Care for This Child	50.00% 9	38.89% 7	33.33% 6	0.00% 0	0.00% 0	18

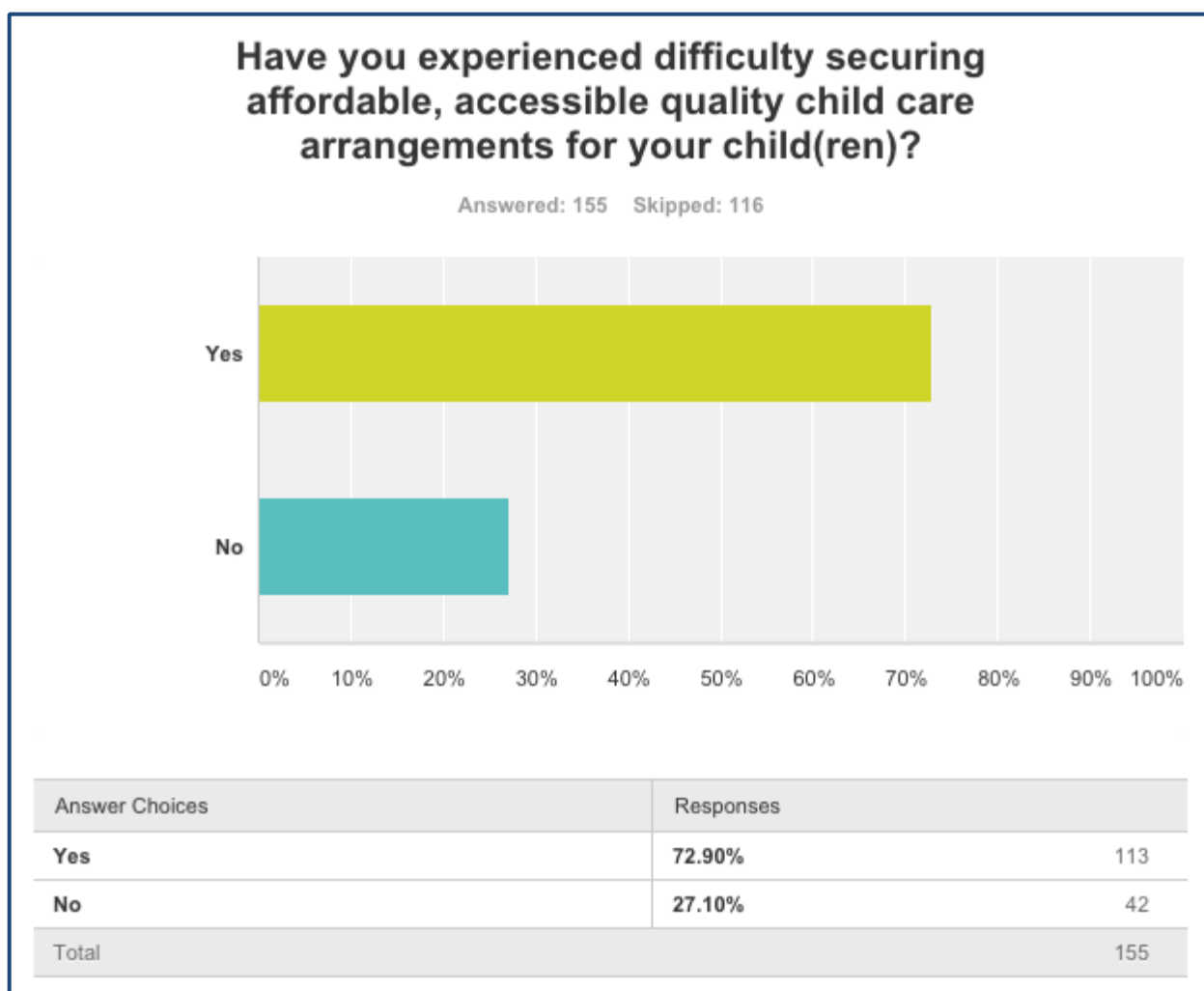


## Cost, Availability & Preference

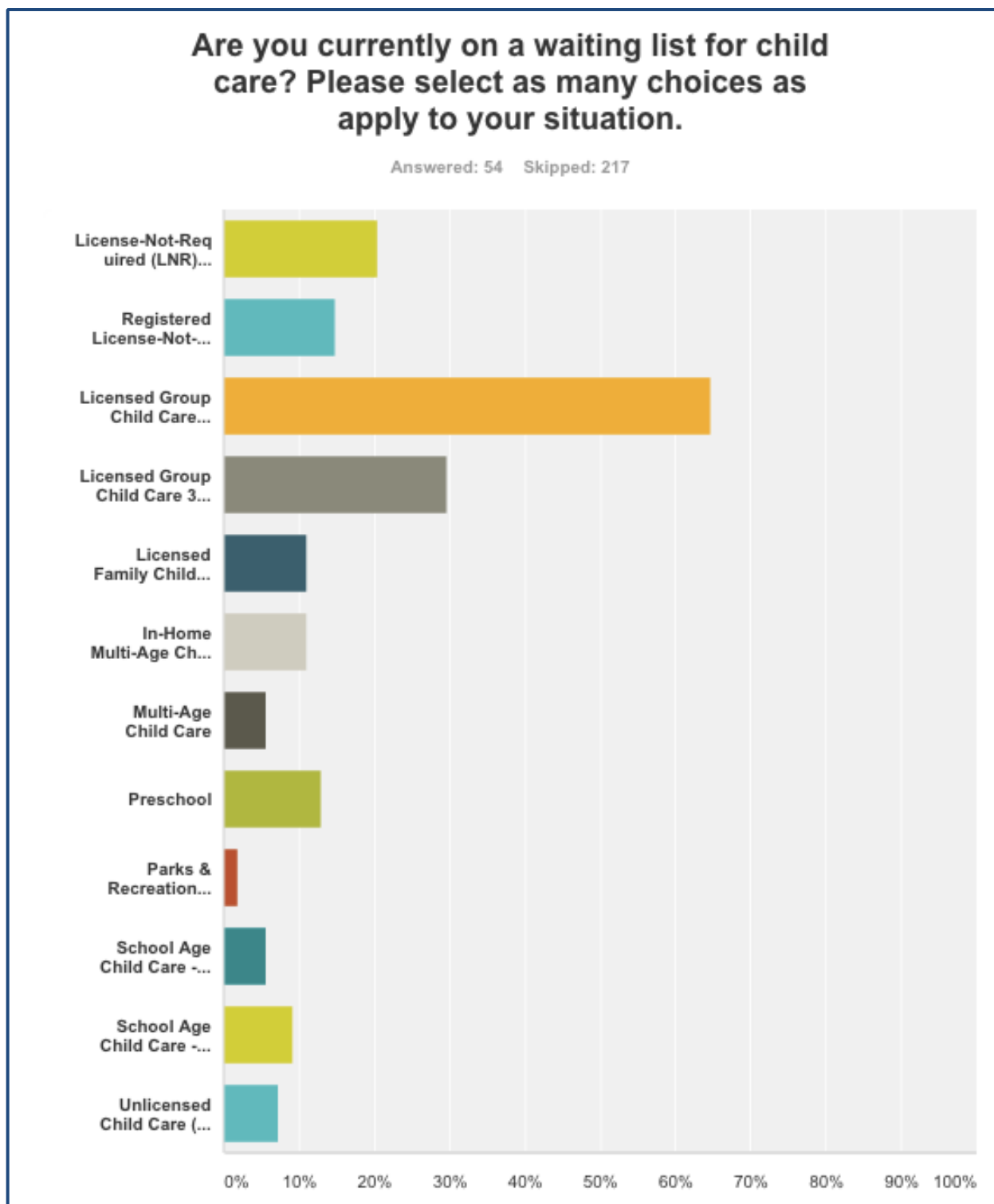
We've looked at cost across each community in the East Kootenay region. The breakdown below represents the aggregate of all parents who've responded to this question.

- Respondents (n= 138) pay a range of \$45-\$400/month for their youngest child
- Respondents (n= 80) pay a range of \$45-\$800/month for their second youngest child
- The remainder of respondents (n= 13) pay a range of \$100-\$400/month for their older children

Additionally 73% of respondents who answered (n= 113) indicated they had difficulty securing affordable, accessible quality child care arrangements.



**Are you currently on a waiting list for child care? Please select as many choices as apply to your situation.**



Of the respondents on a waiting list to secure child care, waiting for Licensed Group Child Care for their infants 0-36 months (64%, n= 35), and Licensed Group Child Care 30 months to school age (30%, n= 16) impacts the majority. When asked about preference, the majority of respondents indicated Licensed Group Child Care for infants less than 36 months (65%, n=40) and Licensed Groups Care 30 months to school age (55%, n= 33) were their top choices.

	First Choice	Second Choice	Third Choice	Total Respondents
License-Not-Required (LNR) Family Child Care	36.67% 11	16.67% 5	46.67% 14	30
Registered License-Not-Required (RLNR) Family Child Care	20.45% 9	36.36% 16	43.18% 19	44
Licensed Group Child Care Under 36 Months	64.52% 40	25.81% 16	12.90% 8	62
Licensed Group Child Care 30 Months to School Age	55.00% 33	28.33% 17	21.67% 13	60
Licensed Family Child Care	48.68% 37	34.21% 26	18.42% 14	76
In-Home Multi-Age Child Care	32.14% 9	25.00% 7	46.43% 13	28
Multi-Age Child Care	30.77% 8	26.92% 7	42.31% 11	26
Preschool	41.46% 17	31.71% 13	26.83% 11	41
Parks & Recreation Programs	33.33% 8	45.83% 11	33.33% 8	24
School Age Child Care - At School	51.28% 20	35.90% 14	20.51% 8	39
School Age Child Care - In Community	34.38% 11	34.38% 11	34.38% 11	32
Unauthorized Child Care	15.79% 3	15.79% 3	68.42% 13	19

**Table: Top choices when seeking quality child care outside of the home.**

## Extended Family Impact

Overall, n= 4 respondents indicate they provide child care for up to four grandchildren. Of the responses received, ¾ indicate they provide child care to help the family save money. An additional ¾ provide care 1-15 hours/week, and ½ make financial contributions toward child care. As a result, 50% report significant stress correlated to this activity while ¾ estimate their grandchildren's parents feel significant stress as well.

***“Our one daughter is always scrambling to find a sitter for her daughter. The other daughter has recently secured a spot in a daycare.”***

***“We can't go out to a movie or do things because there is no one who can watch the boys unless they are sleeping.”***

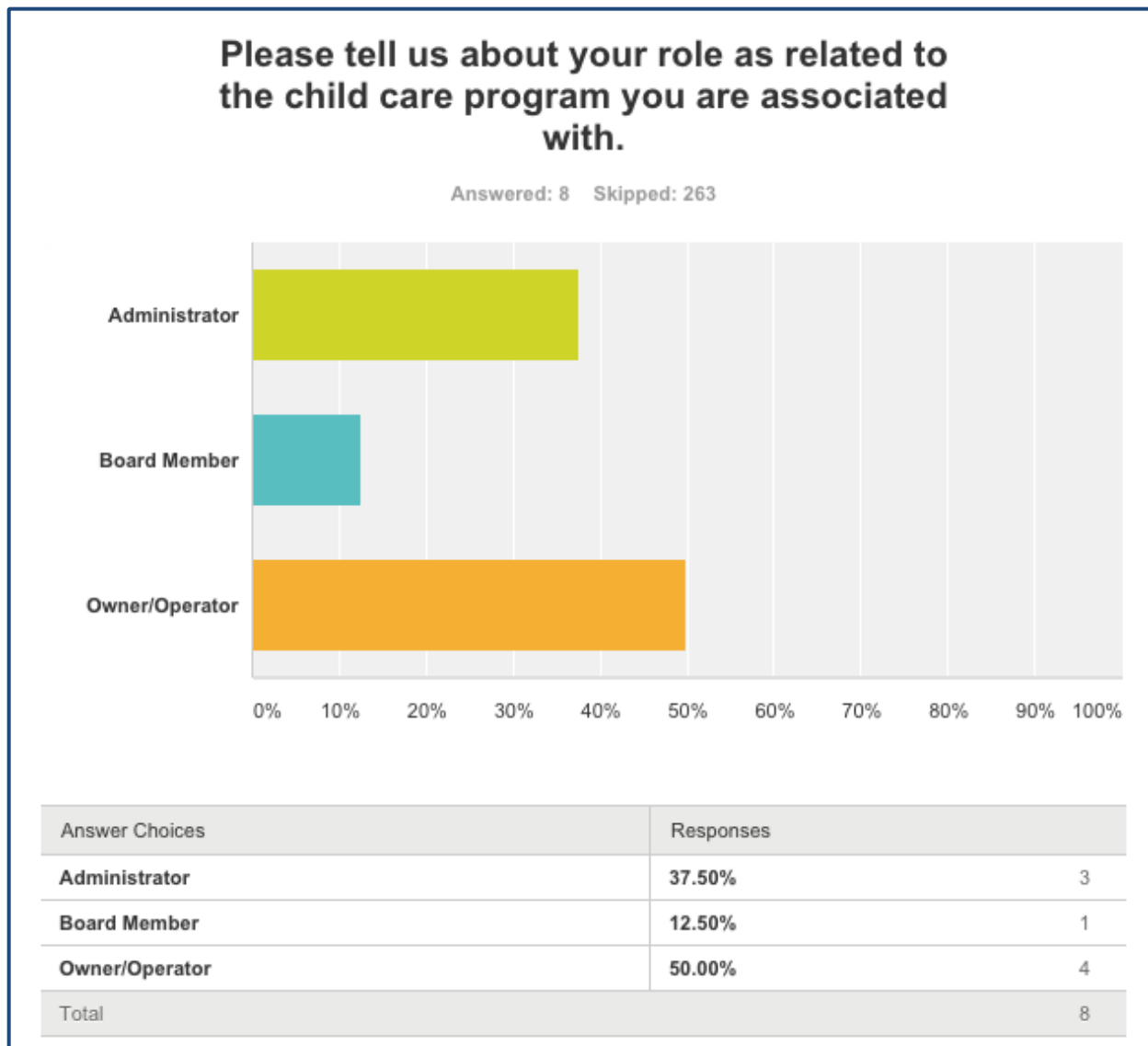
***“We pay for everything. Clothes, food, sports equipment, heat, hydro, the whole works. I also watch two of my granddaughters when their mom's are working shift work. We feed them etc. One of them lives with us with her mom right now.”***

***“There is a lot of back and forth between the my family and my daughter's. She daily takes care of my two school-age children, and I'll watch over her 6 and 1 year olds when needed and I am available (not working).”***

***“We have three of our grandchildren residing with us right now. The two boys have been with us for 5 years.”***

## Child care Professionals & Programs

Parents in East Kootenay work as child care professionals too. The following data provides insight into the role working parents play in the East Kootenay child care professional business sector.



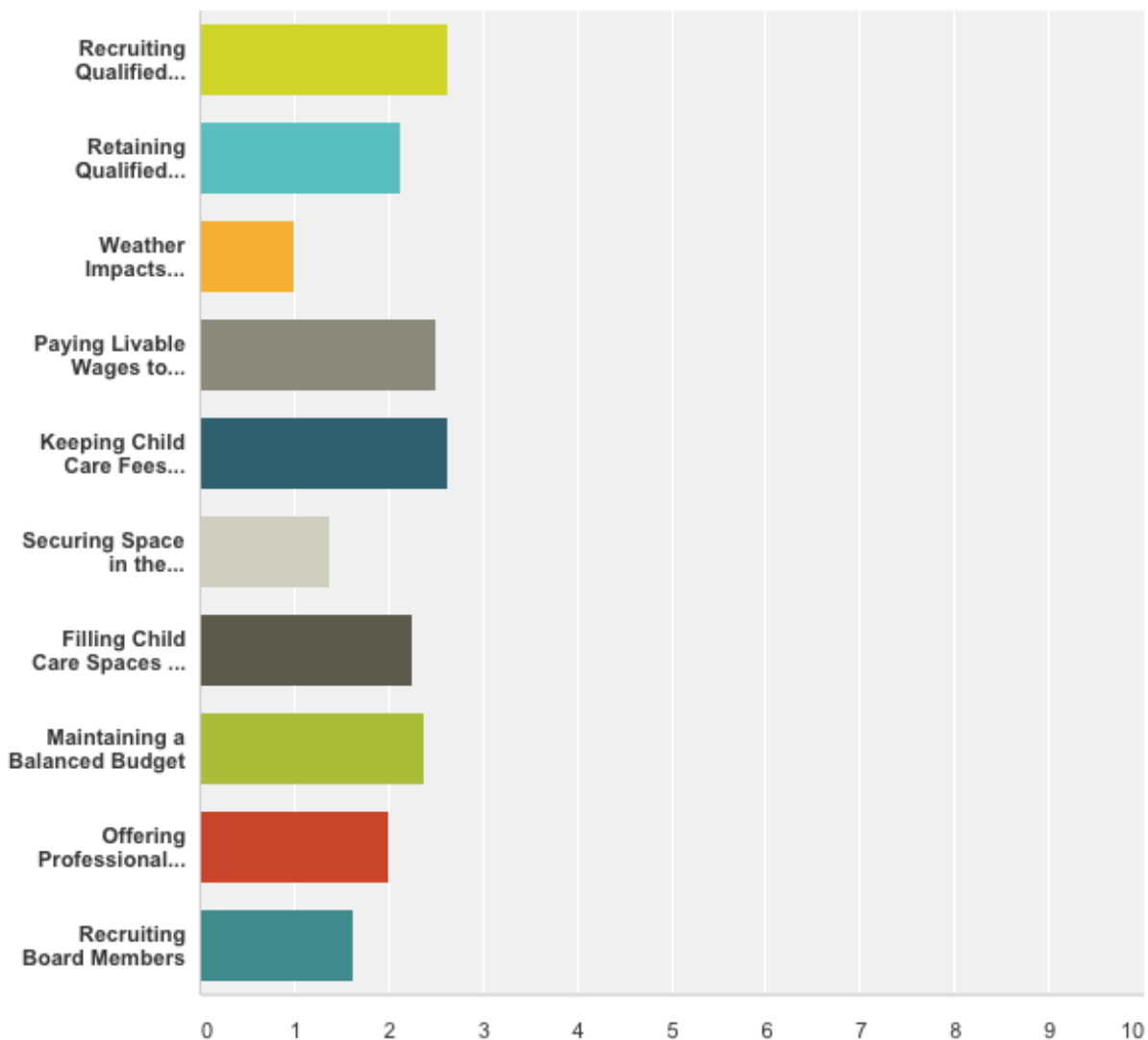
Type of Child Care Program?					
	License-Not-Required (LNR) Family Child Care	Registered License-Not-Required (RLNR) Family Child Care	Licensed Group Child Care Under 36 Months	Licensed Group Child Care 30 Months to School Age	Licensed Family Child Care
Type/Where	12.50% 1	0.00% 0	12.50% 1	37.50% 3	12.50% 1

In-Home Multi-Age Child Care	Multi-Age Child Care	Preschool	Parks & Recreation Program	School Age Child Care	Total
25.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8

Location of the Child Care Program?								
	Cranbrook (including Moyle, Fort Steele, Bull River and Wardner)	Kimberly (including Wasa, TaTa Creek and Skookumchuck)	Invermere (including Wilmer and Spillimacheen)	Canal Flats	Radium Hot Springs	Creston	Other	Total
Type/Where	14.29% 1	28.57% 2	28.57% 2	0.00% 0	0.00% 0	14.29% 1	14.29% 1	7

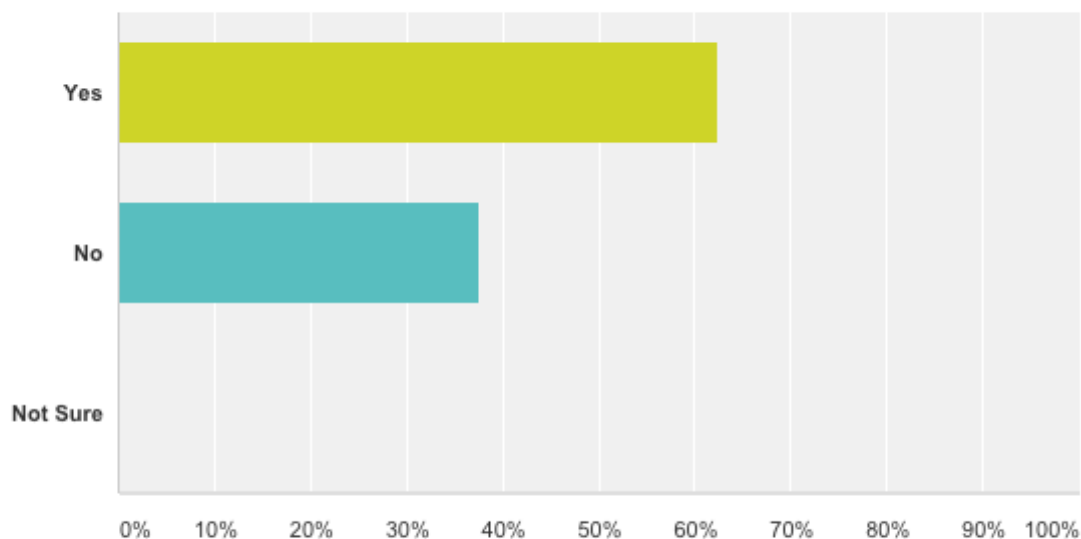
**Please help us understand any challenges that your child care program has faced in recent years by rating the issues below.**

Answered: 8 Skipped: 263



### Does the child care program you are associated with currently have a waiting list for access to child care spaces?

Answered: 8 Skipped: 263

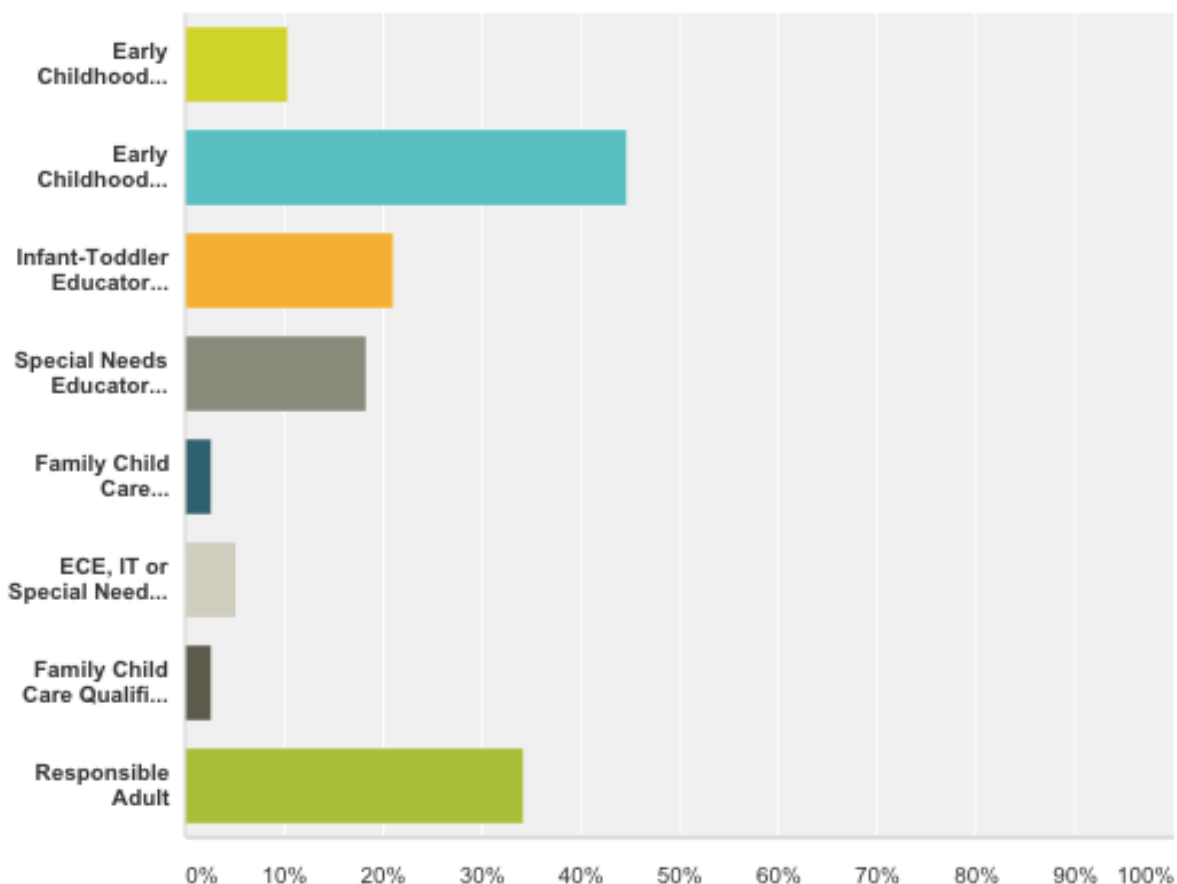


Answer Choices	Responses	
Yes	62.50%	5
No	37.50%	3
Not Sure	0.00%	0
Total		8

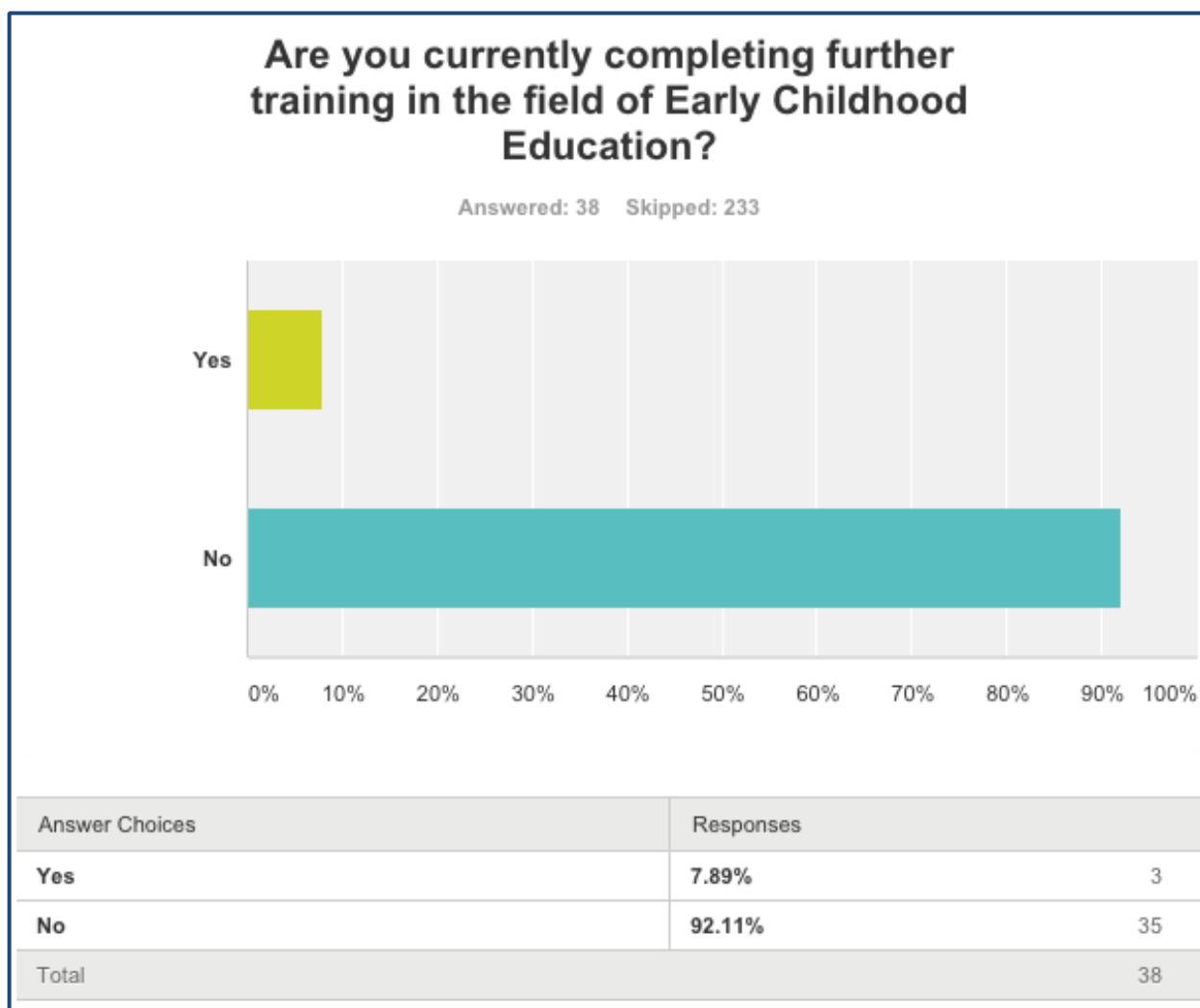


## Please tell us about your current qualifications, by checking all that apply.

Answered: 38 Skipped: 233



Answer Choices	Responses	
Early Childhood Educator Assistant (License to Practice in BC)	10.53%	4
Early Childhood Educator (License to Practice in BC)	44.74%	17
Infant-Toddler Educator (License to Practice in BC)	21.05%	8
Special Needs Educator (License to Practice in BC)	18.42%	7
Family Child Care Certificate (BC)	2.63%	1
ECE, IT or Special Needs Qualified Outside of BC	5.26%	2
Family Child Care Qualified Outside of BC	2.63%	1
Responsible Adult	34.21%	13
Total Respondents: 38		



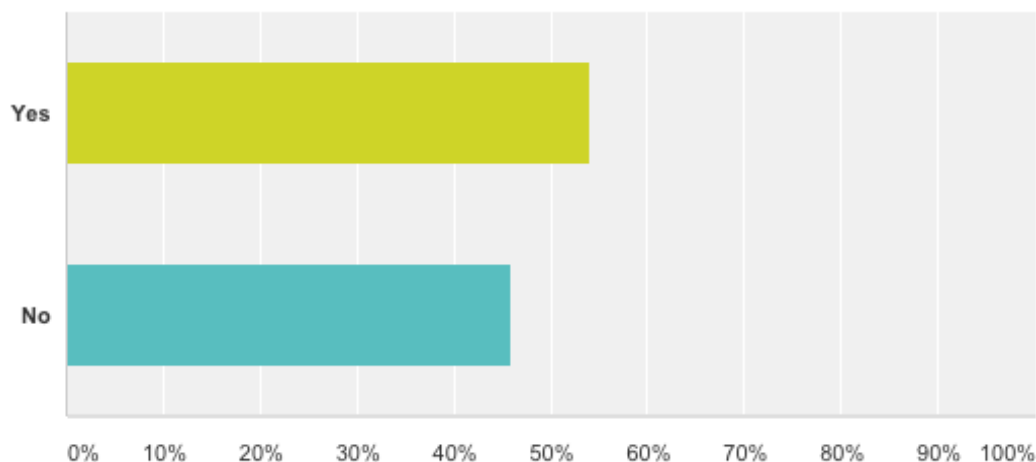
***“Absolutely no incentive - salaries are not commiserate with training/ education - certificate staff are paid same as degree'd professionals.”***

***“Considering it. Financial difficulties.”***

***“I could not find the affordable child care to cover my 180-hour practicum.”***

## Are you satisfied with the early childhood education professional development opportunities that are available in the East Kootenay region?

Answered: 37   Skipped: 234



Answer Choices	Responses	
Yes	54.05%	20
No	45.95%	17
Total		37

***“I wish there were more offered. Seems like only 1 or 2 full day weekend workshops are available per year but if the dates conflict with family obligations or child care can't be found then we miss out on them. I cannot afford trips to elsewhere in bc [sic] to receive the needed pro d hours to retain my license.”***

***“The ones we get are great, just not enough offered here. As well as a lot are offered during working hours for most people.”***

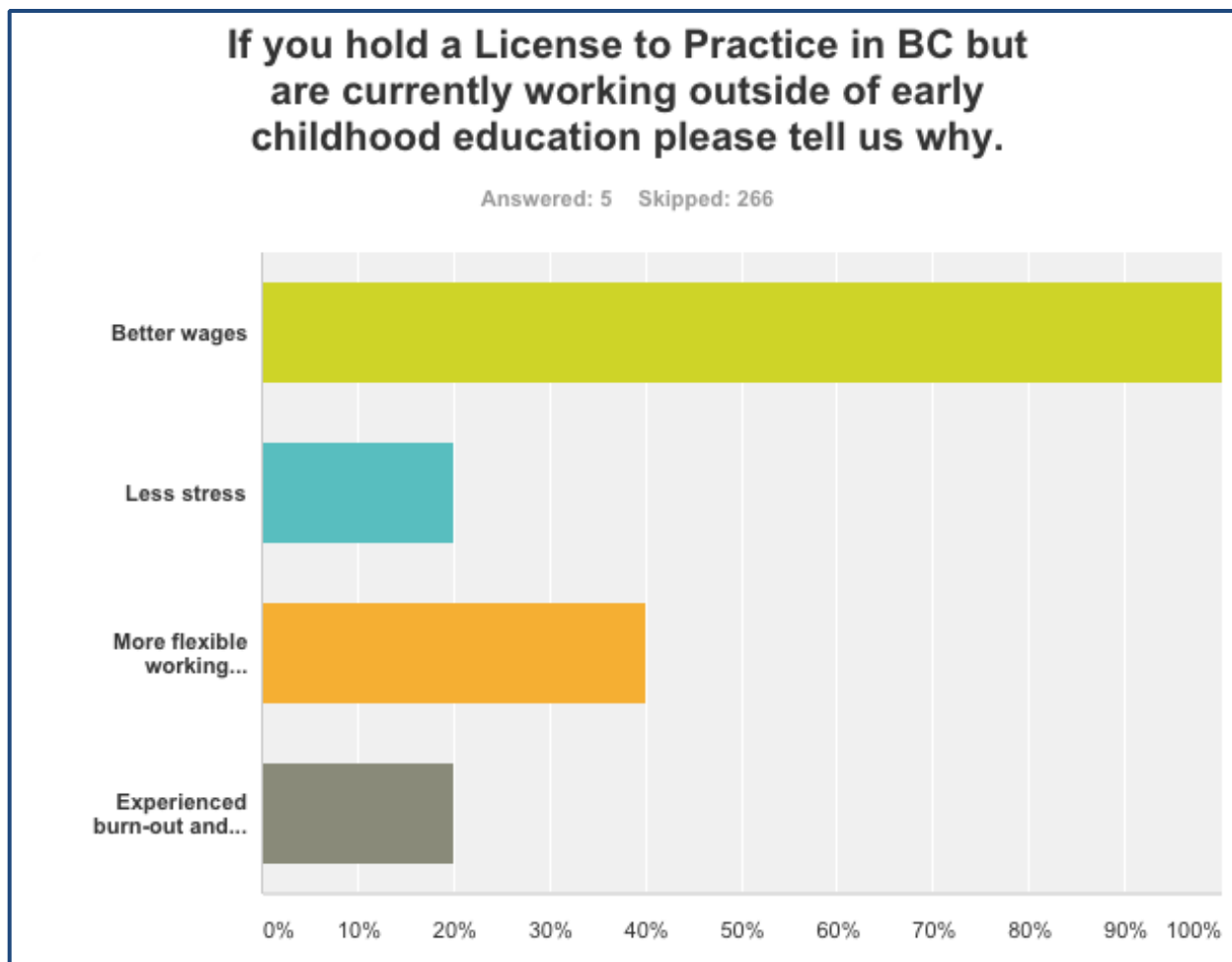
***“ECE through COTR will not recognize paid work as practicum hours, this makes it more difficult for working parents to upgrade an ECE part time or by distance learning.”***

***“Few opportunities in our area and others are far away.”***

***“Lack of choice and quality.”***

**In what capacity do you currently work in the field of early childhood education and child care? Please check all that apply.**

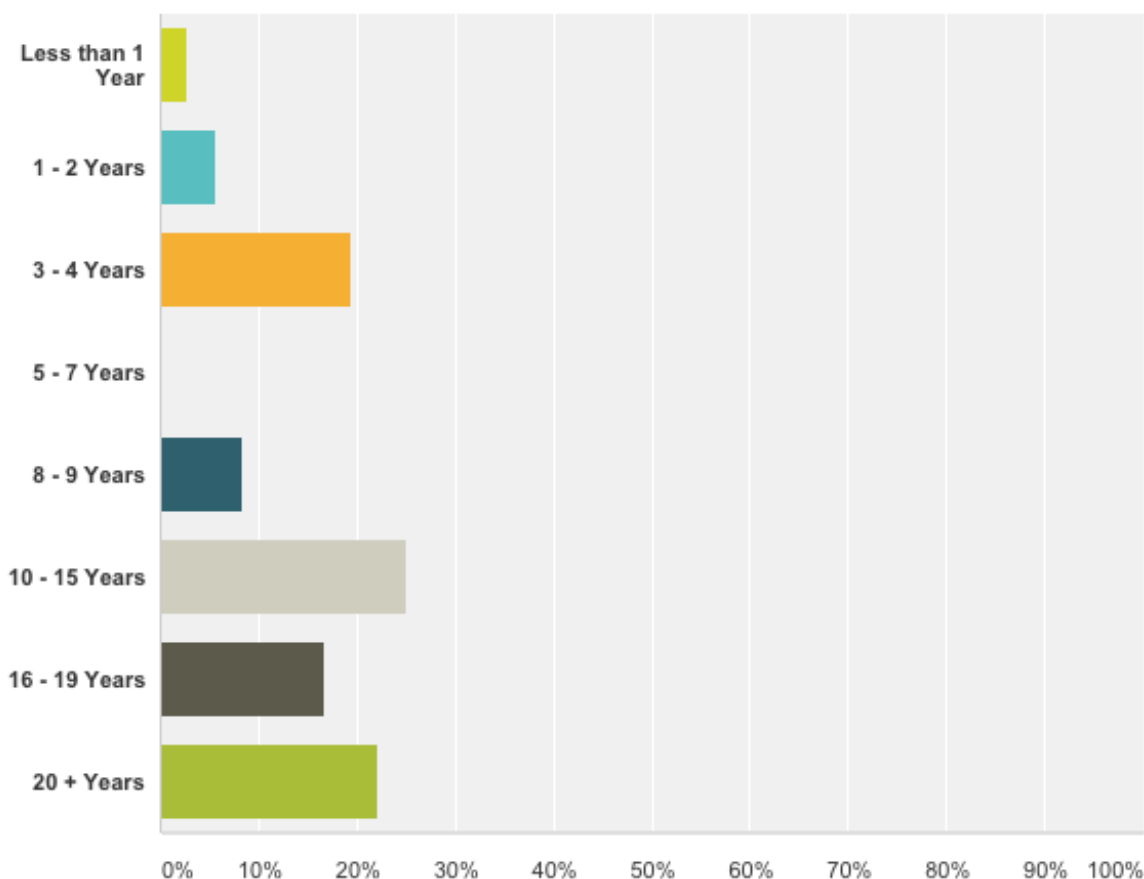
Answer Choices	Responses
Work on the floor with children in a licensed child care program	48.57% 17
Work on the floor with children in a StrongStart program	8.57% 3
Work on the floor with children in a licensed preschool program	11.43% 4
Work on the floor with children in a community based early learning drop in or play group type program	5.71% 2
Provide care in a child's home (Nanny)	0.00% 0
Provide care in my home to children as a LNR or RLNR	5.71% 2
Work in unauthorized child care	2.86% 1
Work in program management in a licensed child care program	14.29% 5
Work as a supervisor in a licensed child care program	14.29% 5
Work in a community based program that supports child care programs and/or early childhood education.	28.57% 10
Currently not working in the field of early childhood education or child care.	17.14% 6
Total Respondents: 35	



***“Better wages and benefits.”***

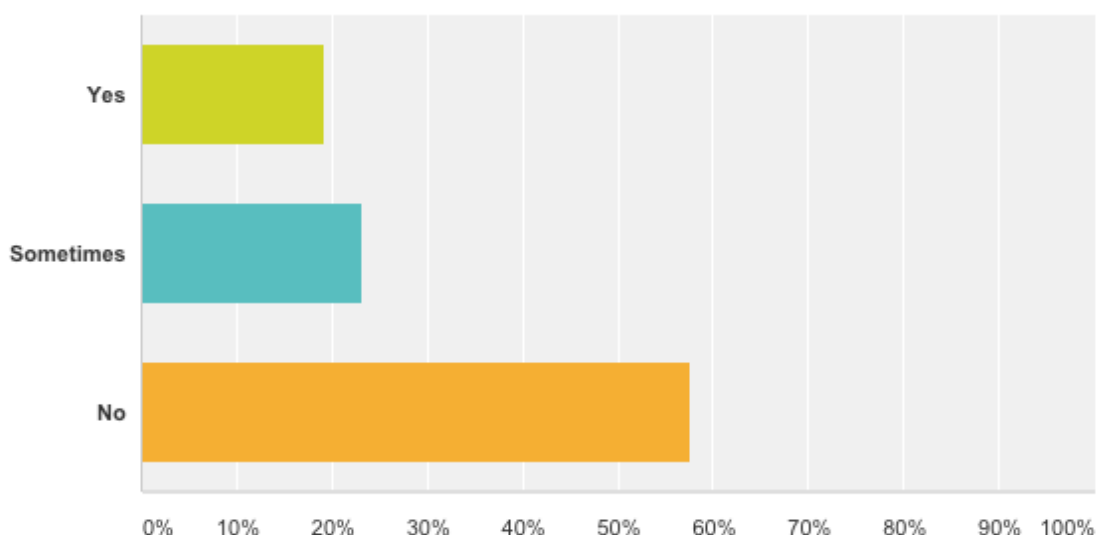
### How many years experience do you have in the field of early childhood education and child care?

Answered: 36 Skipped: 235



**If you are currently working in a licensed child care program, do the staffing levels enable you to take regular breaks and meal breaks during your shift?**

Answered: 26 Skipped: 245

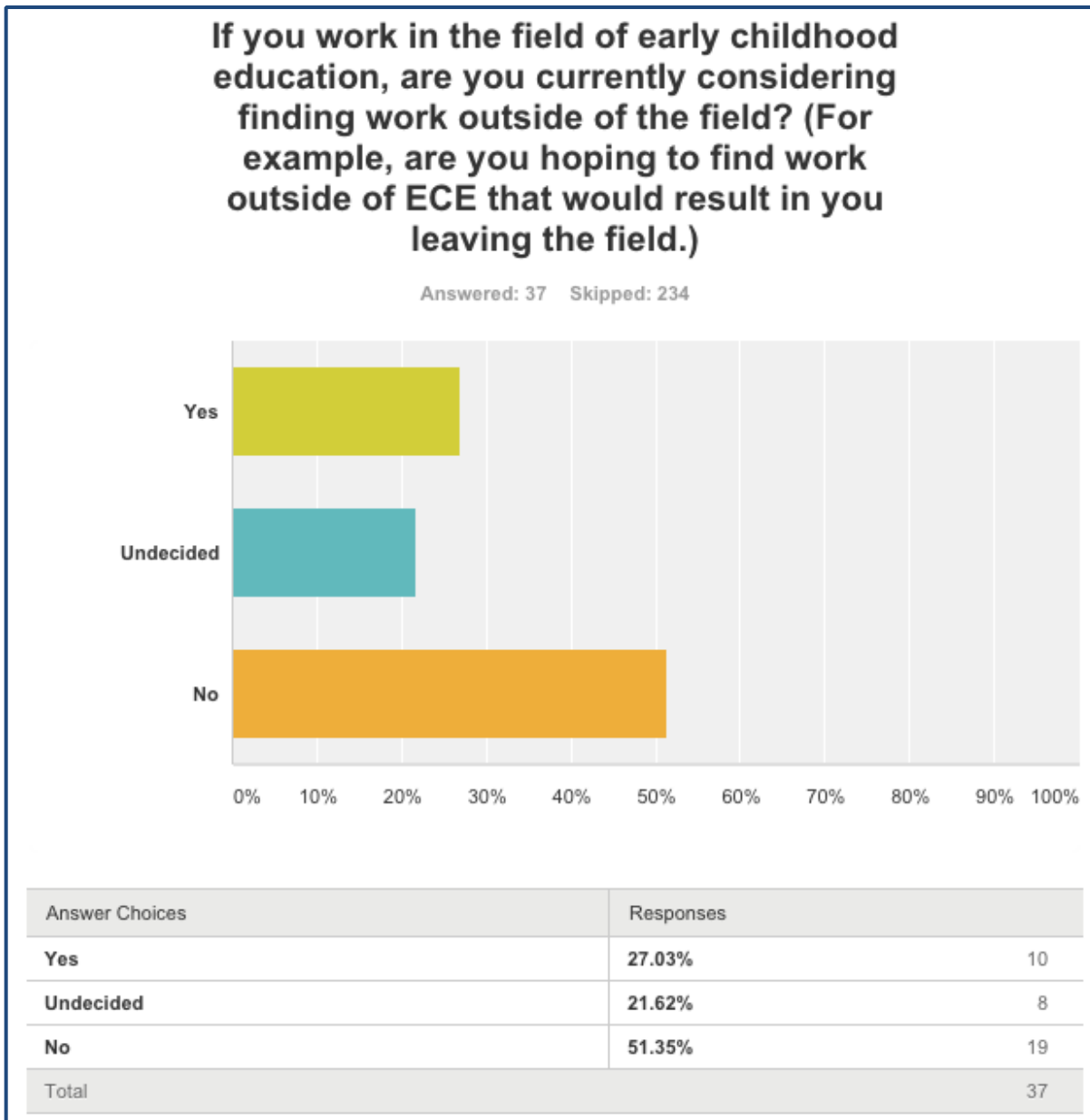


Answer Choices	Responses	
Yes	19.23%	5
Sometimes	23.08%	6
No	57.69%	15
Total		26

***“We were never really sure if we were going to get breaks so some staff and myself have decided to work straight 8 hr shifts a day with no breaks.”***

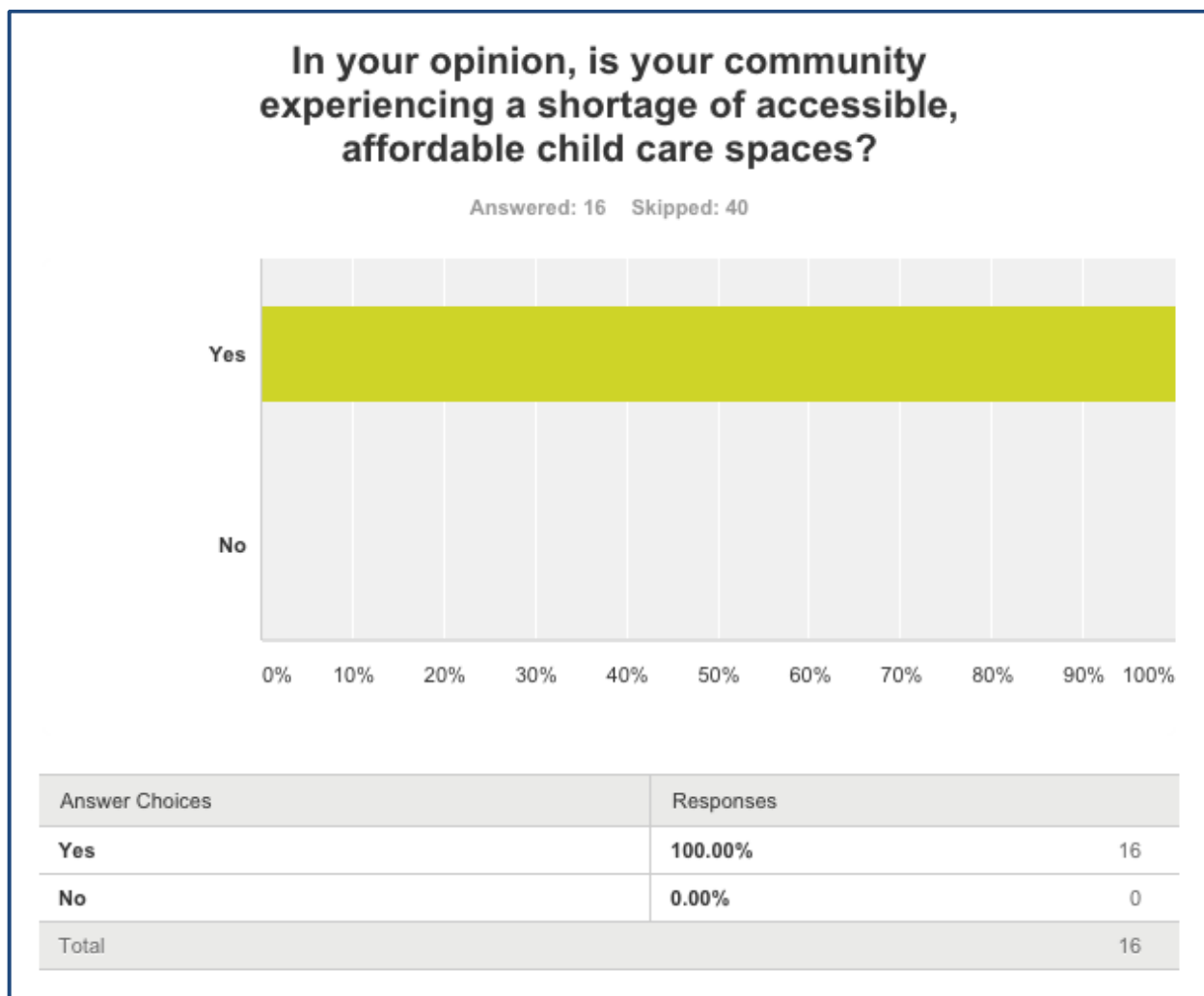
***“Because its too busy and children do not stop needing our support so we can have a break and not enough staff to cover each other for breaks or lunch we eat when children eat.”***

Parents working in early childhood education in East Kootenay who responded to this question are evenly split on remaining within ECE (n=19, 51%) and seeking work, or considering seeking work, outside of the field (combined n= 18, 58%).





Respondents overwhelmingly indicate that Invermere is experiencing a shortage of accessible, affordable child care spaces.



***“The wages are too low. My rent and food costs have gone up over the last several years and yet my wage hasn’t. It can make a person feel really unimportant when you work your butt off and see nothing in return.”***

***“[It] is extremely challenging to have a good quality of life for my family on this wage.”***

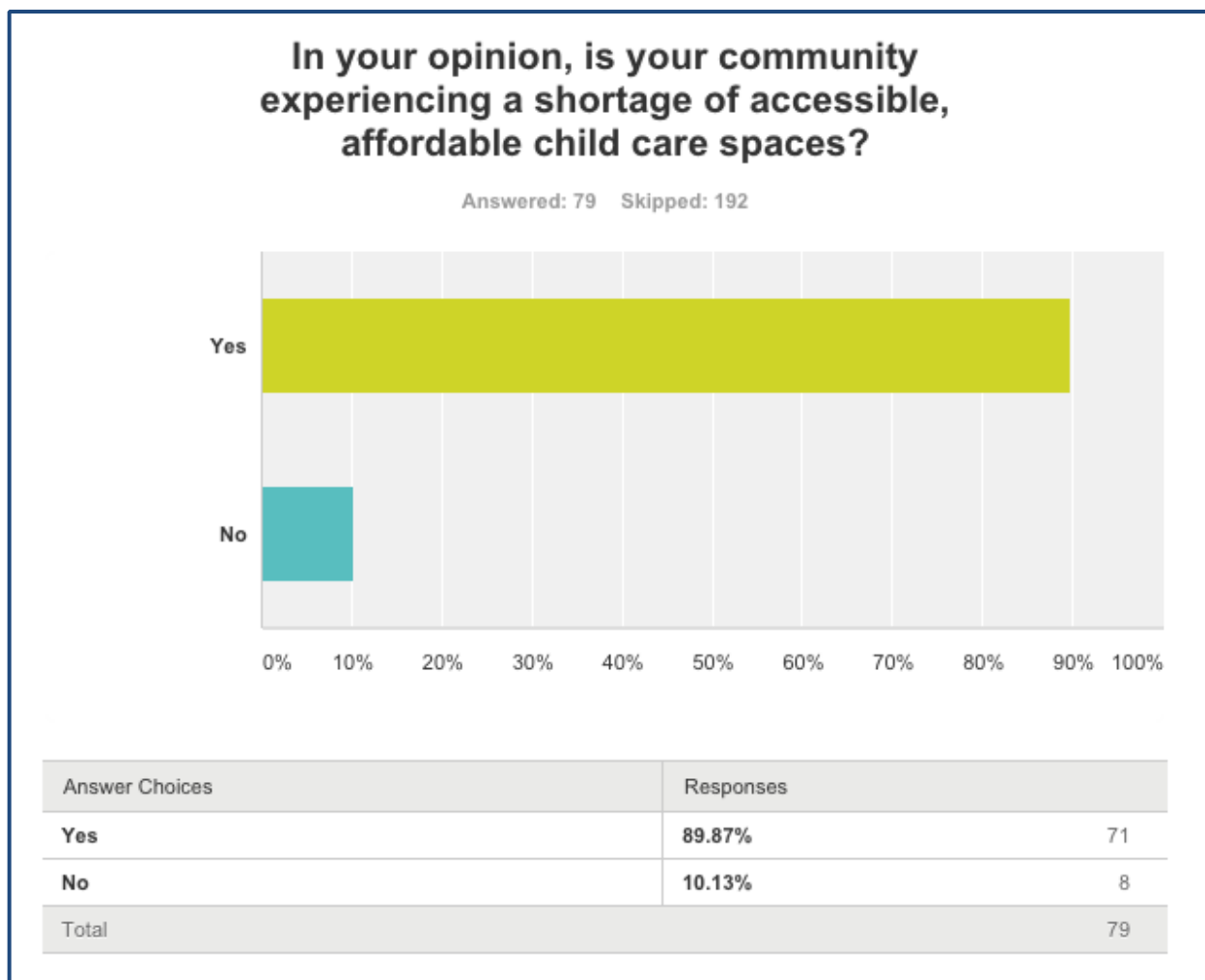
***“Better wages. Less burnout.”***

***“Better wages can't afford to live off of \$14 an hour”***

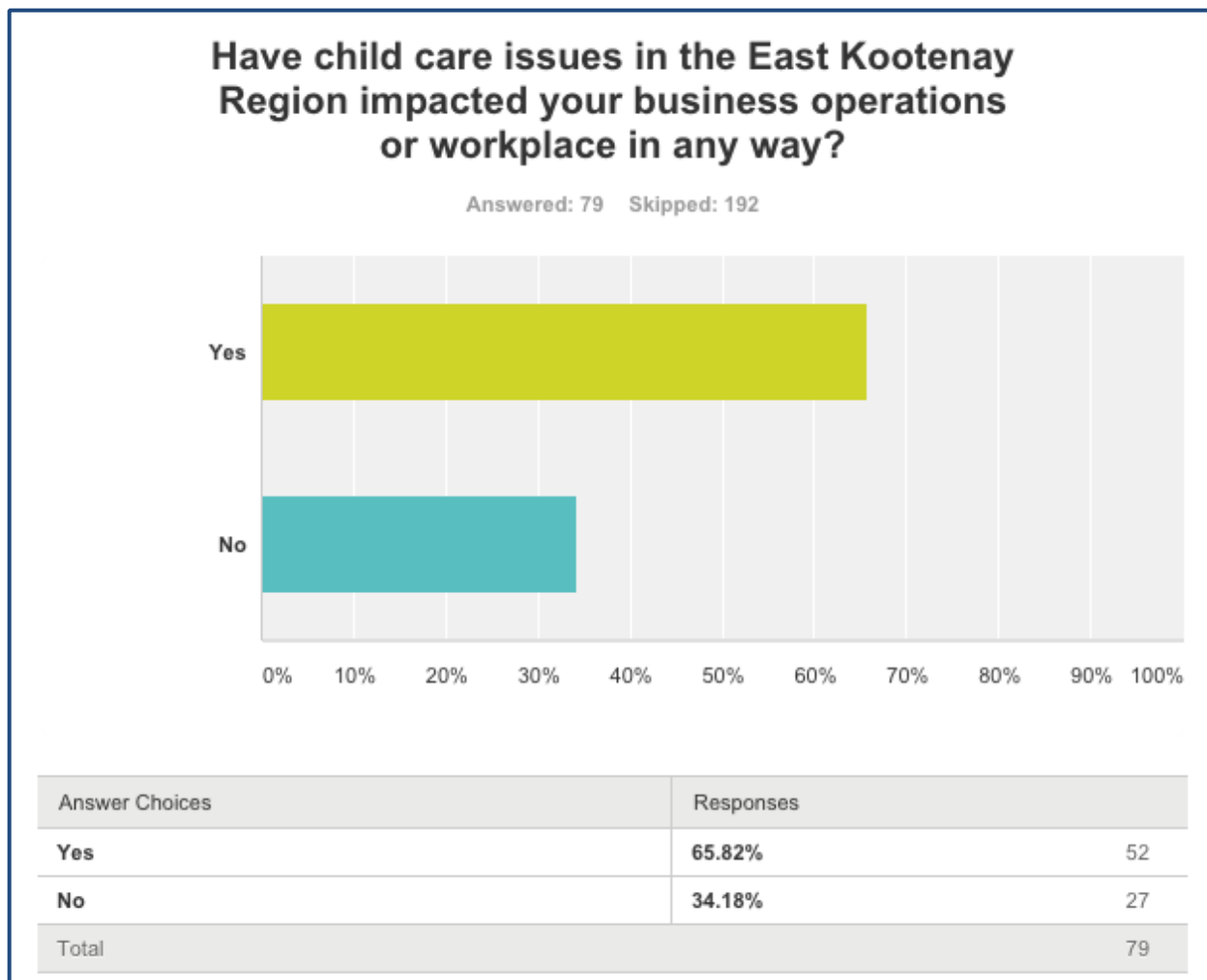
***“My hours of work, even though I work in daycare, are longer than most daycares are open for. I also currently work on Kimberley but my child***

*care is in Cranbrook because I could not find reasonably affordable care for extended hours in Kimberley.”*

*“I have already found alternative work, which is sad as I had hoped to open my open pre-k group.”*



## Business Owners



***“Upon return to work from maternity leave, I missed 28 days of work due to daycare issues in less than six months.”***

***“I had to work reduced hours to accommodate the only Child care available for my 1 year old until another spot opened up.”***

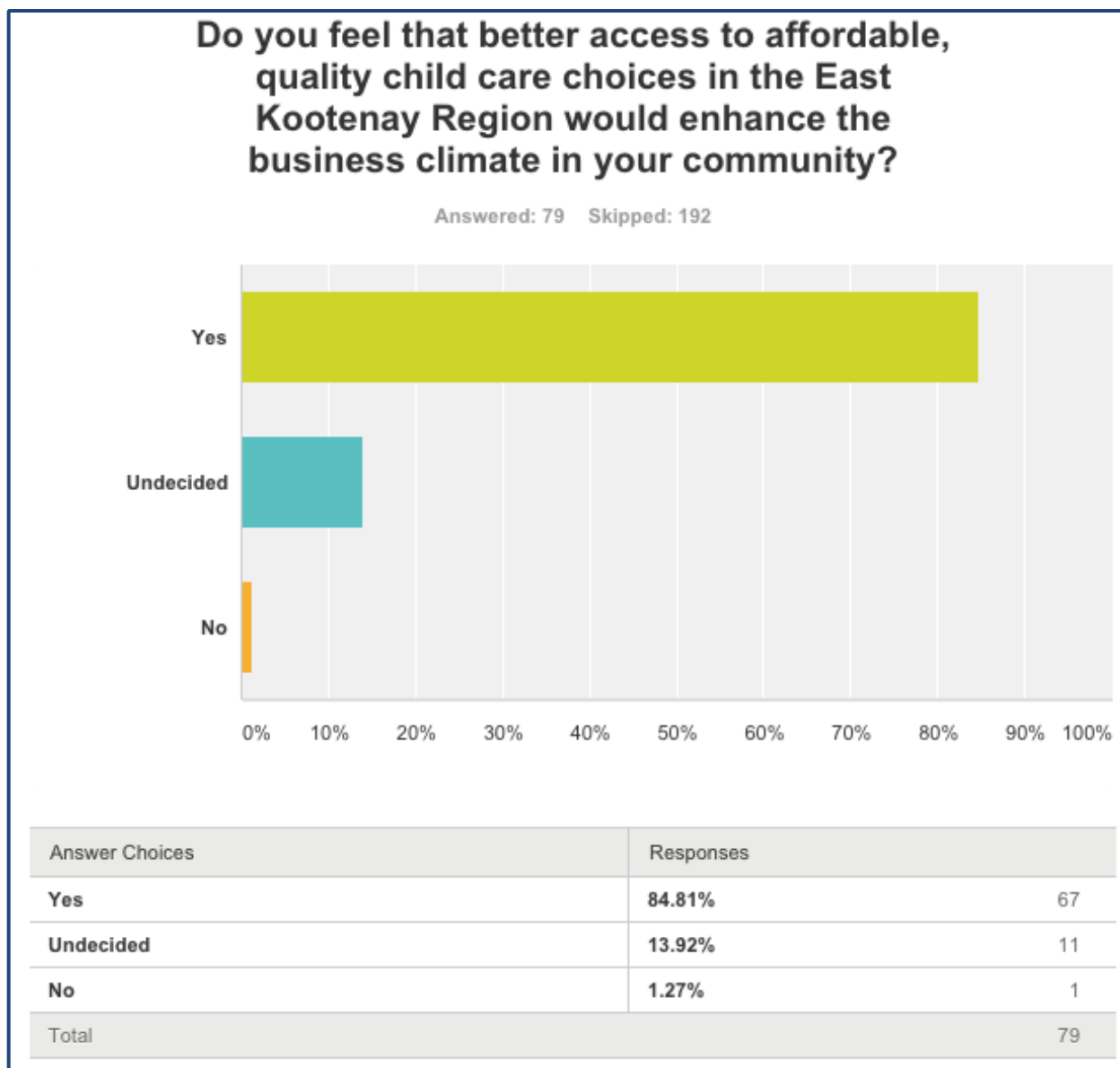
***“I have decided to quit working until my children are in school as it is challenging, expensive and stressful to run your own (one man show) business with 2 young children.”***

***“Extra income is being directed to child care, less women are inclined to have professional makeup.”***

***“Unable to start working again until I can get my child into a daycare or dayhome.”***

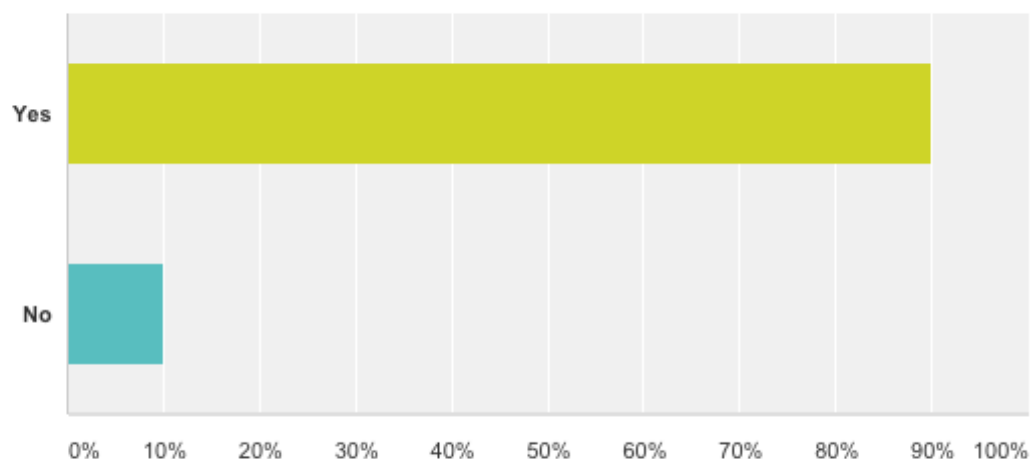
***“Lack of quality child care makes it difficult to work throughout the year steadily, therefore depend on family members that might not always meet my needs.”***

***“Limited child care hours mean that I have to leave work early to pick up my 11-month old. I then have to bring work home with me in the evenings and complete it after both children are in bed.”***



### In your opinion, is your community experiencing a shortage of accessible, affordable child care spaces?

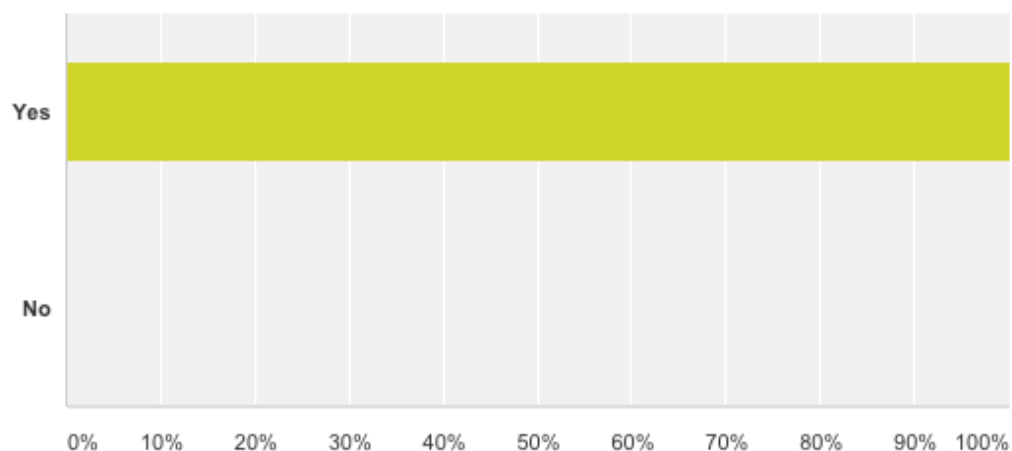
Answered: 10 Skipped: 261



Answer Choices	Responses	
Yes	90.00%	9
No	10.00%	1
Total		10

## Do you believe that access to child care is an important part of economic development for your community?

Answered: 10 Skipped: 261



Answer Choices	Responses	
Yes	100.00%	10
No	0.00%	0
Total		10

## What issues come to mind for you when considering child care planning or operations in your community?

*“We need more daycare facilities. Waiting lists are over 2 years. Also the fist [sic] is quite expensive.”*

*“Hours available- many places are only part time and open 8-4 Cost- I recently spoke with a mom of a toddler and newborn; I asked if she'd be returning after her mat leave as a certified special Ed assistant and she said no because child care costs did not make returning to work did not make economical sense. I myself lose just over 50% of my income to child care. Quality of care- difficulty finding quality care that makes me comfortable leaving my children. Wait lists- I have received calls 2-3 years later to ask if I STILL want to be on the wait list!”*

*“Safety, child/care provider ratio, location, flexible hours, cost, programming/activities”*

*“Low income, usually under 25 yrs of age single parents with no family support struggle for safe, secure, licensed affordable child care so that they can attend school or work. Also drop off times and pick up times can be a barrier. Another concern is if the child is enrolled and they need to be excused due to illness from the program, parents pay for care even when the child is absent. Parents have been threatened that they have missed too many days and may be removed off the list and would need to seek services elsewhere.”*

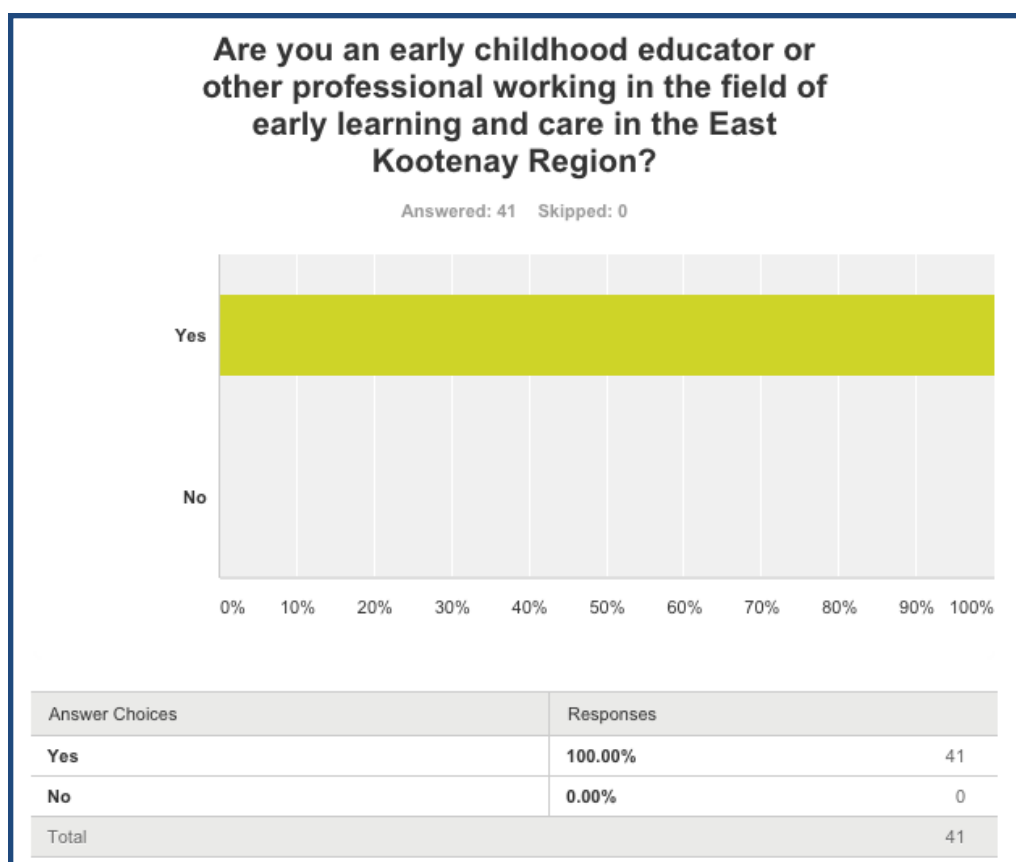
*“Parents working shift work or very early in the morning. My child is 11. She has been going to daycare since she was 18 months. She does not want to go to any after school program because of the age difference in these programs (5 to 12)... I have been trying to be creative by registering her in different programs (dance, theatre), she goes to the library and sometimes hang out at work. What becomes difficult is transportation after school to these programs and low enrollment in some City programs that makes it unreliable as a place for my child to be in a stimulating environment.”*

*“Day care in the area is very time restricted. With all of the shift work in the area 24 hour care is needed.”*

## APPENDIX G: Community Child Care Survey - All Early Childhood Educators - All Communities

We looked at every angle of the child care system in East Kootenay as part of our analysis. While the sample size is smaller, this Appendix represents data from Early Childhood Educators (ECEs), Administrators, Operators & Child Care Board Members in East Kootenay. Of the total respondents, n= 41 of the 435 active participants surveyed (4.5%) are ECEs within East Kootenay.

### Demographics

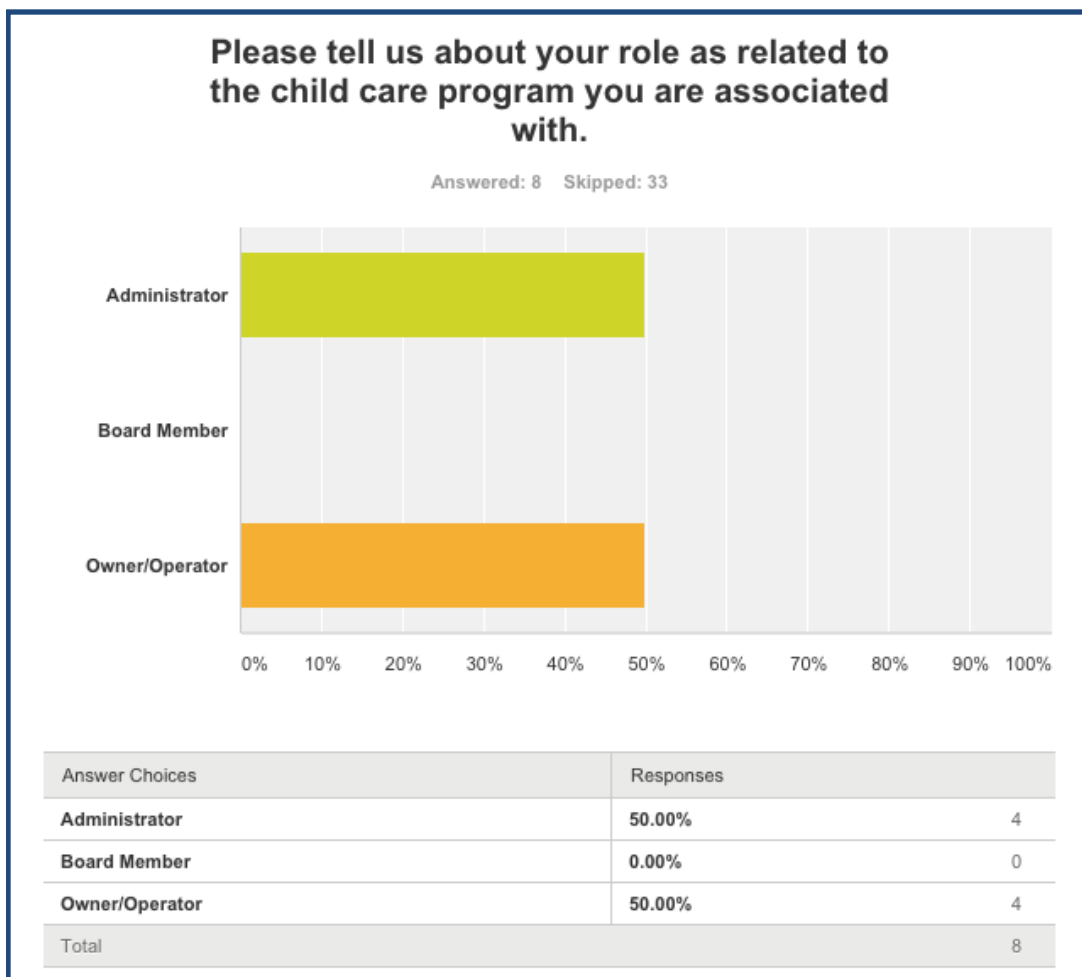


***“Holding 3 jobs in this field due to poor wages. Almost 20 years experience and considering leaving the field for a more specialized focus and increased wage.***

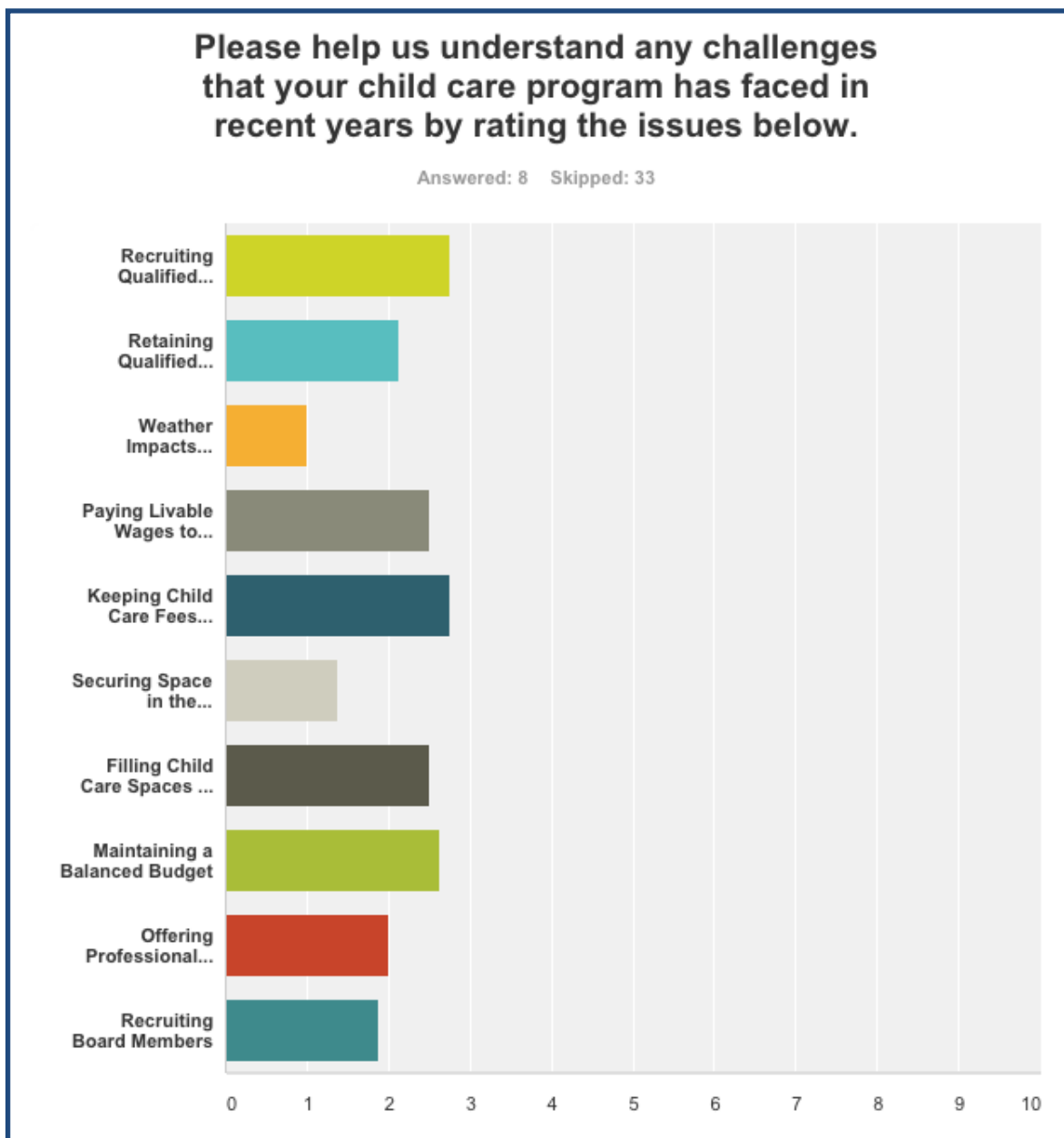
***“Difficulties getting thru the paper work in order to become certified. Very little assistance with the process. I have other training that allows me to work in many different settings. I can now work on my own schedule. Wages are nearly the same as minimum wage and it is hard to appreciate***



*the efforts and student loans one must pay to attend post secondary education when your wages are comparable to someone working for superstore or Walmart.”*



Type of Child Care Program?											
	License-Not-Required (LNR) Family Child Care	Registered License-Not-Required (RLNR) Family Child Care	Licensed Group Child Care Under 36 Months	Licensed Group Child Care 30 Months to School Age	Licensed Family Child Care	In-Home Multi-Age Child Care	Multi-Age Child Care	Preschool	Parks & Recreation Program	School Age Child Care	Total
Type/Where	11.11% 1	0.00% 0	11.11% 1	33.33% 3	11.11% 1	22.22% 2	0.00% 0	11.11% 1	0.00% 0	0.00% 0	9
Location of the Child Care Program?											
	Cranbrook (including Moyie, Fort Steele, Bull River and Wardner)	Kimberly (including Wasa, TaTa Creek and Skookumchuck)	Invermere (including Wilmer and Spillimacheen)	Canal Flats	Radium Hot Springs	Creston	Other	Total			
Type/Where	12.50% 1	25.00% 2	37.50% 3	0.00% 0	0.00% 0	12.50% 1	12.50% 1	8			



***“We don't have enough space to facility our wait lists.”***

***“Age restrictions and numbers inflexible. Sometimes flexible ages would help fill my spots.”***

***“Because I own my own business I can't afford to hire anyone in order for me to take a day off and when I do need to there is NO ONE that is qualified. The only way to make money at this business is to own your own and if you are good you still don't get paid a decent amount.”***

***“We need help finding qualified ECE educators or have a list of ECE's who would do temp work.”***

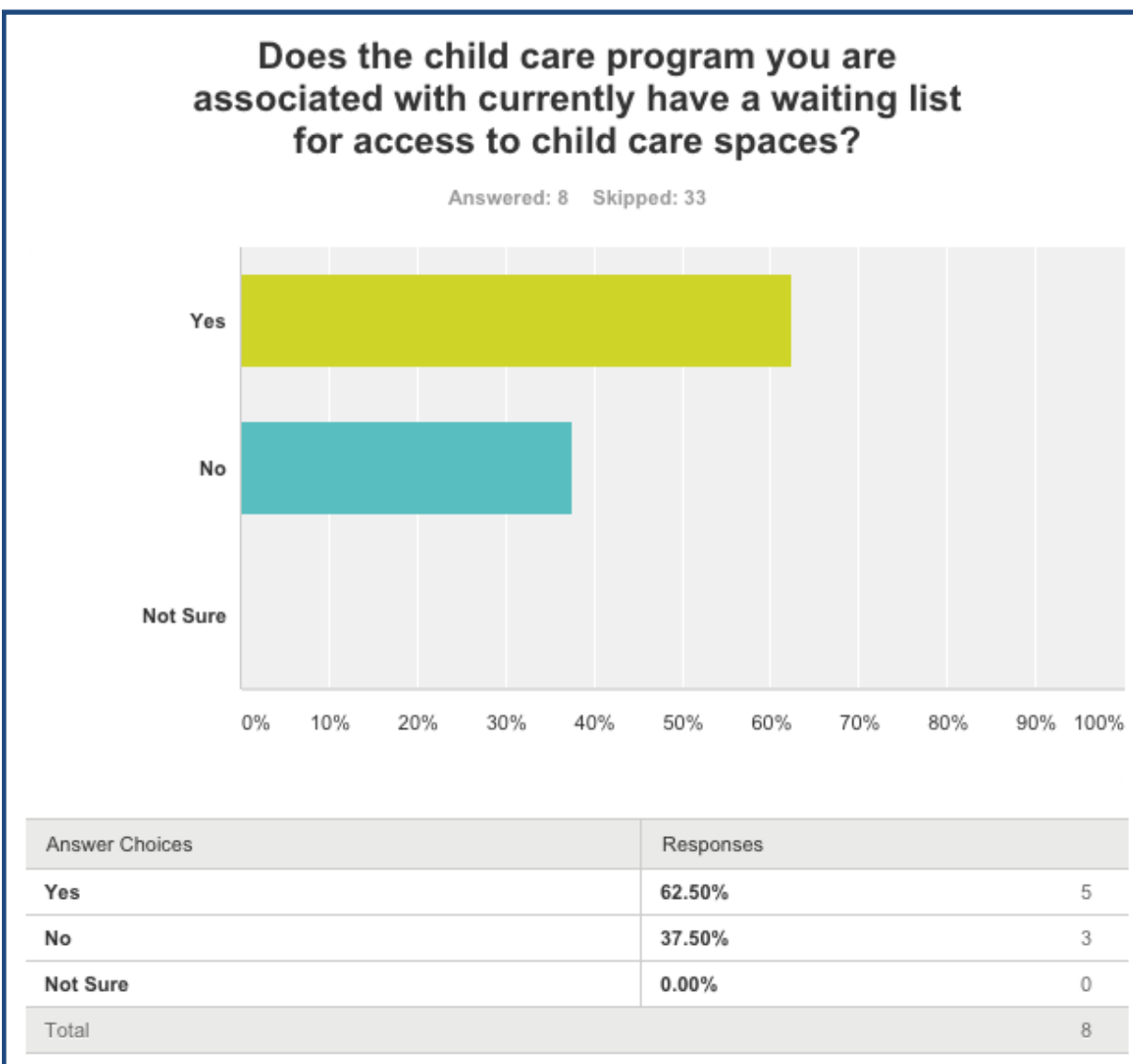
***“Less restrictions on under 4 numbers.”***

***“I think that giving out licenses for new spaces there should be a needs assessment to determine what ages we are not able to provide enough care in rather than providing 4 centers in one area a license for pre-school & group 30 month and up and huge waiting lists for infant/toddler.”***

***“Finding qualified ECE teachers especially in the Infant Toddler area.”***

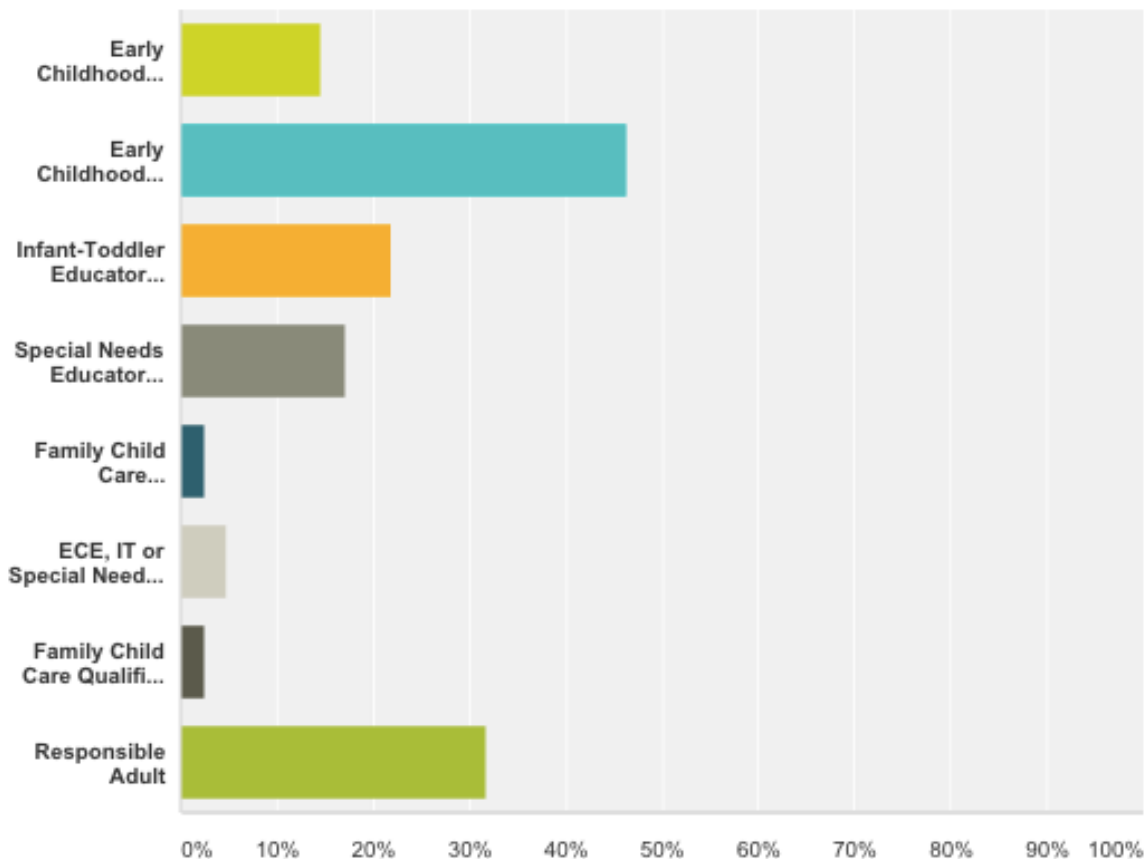
***“More professional development would be great!”***

***“Create more child care spaces or area is in need of more Infant/Toddler spaces as well as older age groups . ECE staff should have higher wages. There is a shortage of qualified ECE in our area.”***



## Please tell us about your current qualifications, by checking all that apply.

Answered: 41 Skipped: 0



Answer Choices	Responses	
Early Childhood Educator Assistant (License to Practice in BC)	14.63%	6
Early Childhood Educator (License to Practice in BC)	46.34%	19
Infant-Toddler Educator (License to Practice in BC)	21.95%	9
Special Needs Educator (License to Practice in BC)	17.07%	7
Family Child Care Certificate (BC)	2.44%	1
ECE, IT or Special Needs Qualified Outside of BC	4.88%	2
Family Child Care Qualified Outside of BC	2.44%	1
Responsible Adult	31.71%	13
Total Respondents: 41		

***“Also have my Education Assistant courses. Everything but the certificate”***

***“Behaviour intervention”***

***“Public health CDA”***

***“Elementary Education degree”***

***“Human Service worker”***

***“Bachelors in Education (elementary), masters in education”***

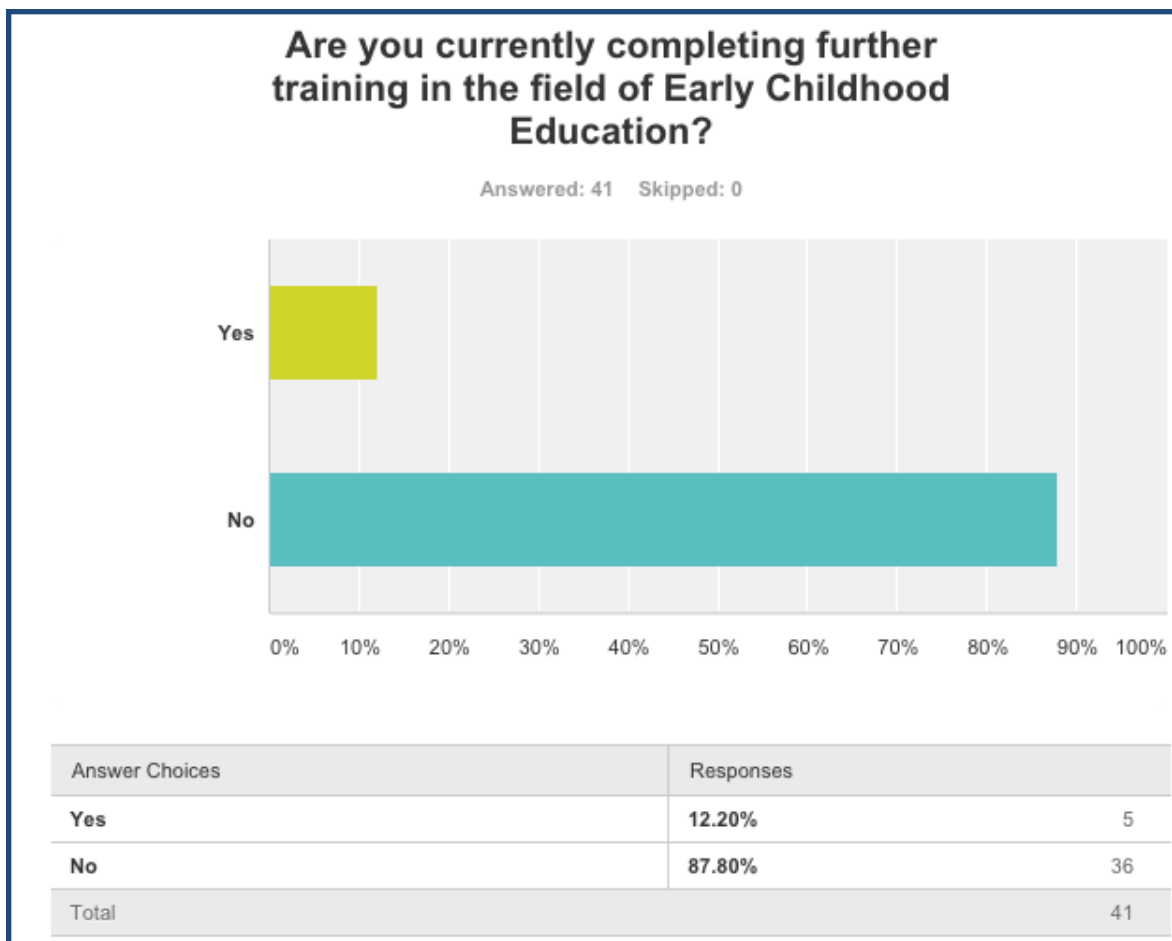
***“Child and Family Community Studies Diploma. Early Years Coordinator.”***

***“Bachelor Science Psychology, Social Work Diploma”***

***“Behaviour Analyst - run a program for children 0 - 18 with developmental delays.”***

***“All coursework completed towards ECE, have not completed practicum due to changing careers.”***

***“B. Ed.with an Early Childhood Minor ECE Diploma. Almost qualified as Infant/Toddler Educator.”***



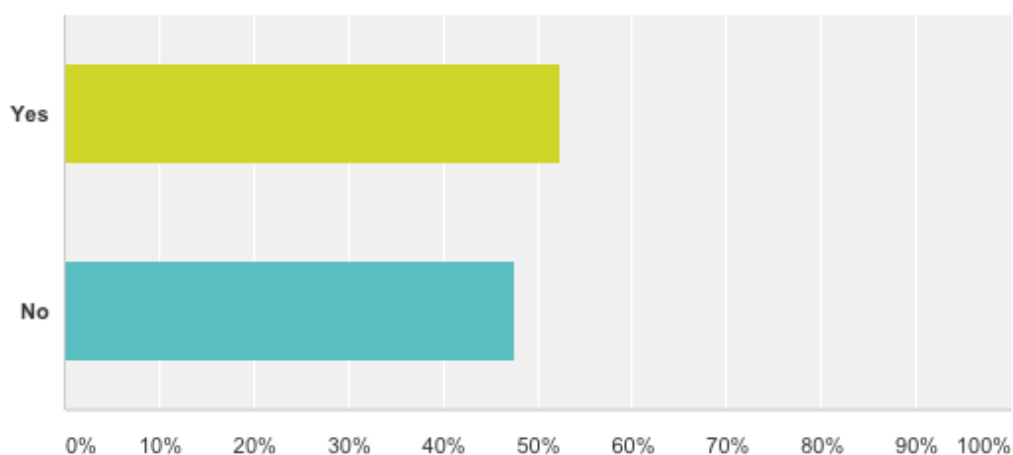
***“Absolutely no incentive - salaries are not commiserate with training/ education - certificate staff are paid same as degree'd professionals.”***

***“Considering it. Financial difficulties.”***

***“I could not find the affordable child care to cover my 180-hour practicum.”***

### Are you satisfied with the early childhood education professional development opportunities that are available in the East Kootenay region?

Answered: 40 Skipped: 1



***“I wish there were more offered. Seems like only 1 or 2 full day weekend workshops are available per year but if the dates conflict with family obligations or child care can't be found then we miss out on them. I cannot afford trips to elsewhere in bc [sic] to receive the needed pro d hours to retain my license.”***

***“The ones we get are great, just not enough offered here. As well as a lot are offered during working hours for most people.”***

***“ECE through COTR will not recognize paid work as practicum hours, this makes it more difficult for working parents to upgrade an ECE part time or by distance learning.”***

***“Few opportunities in our area and others are far away.”***

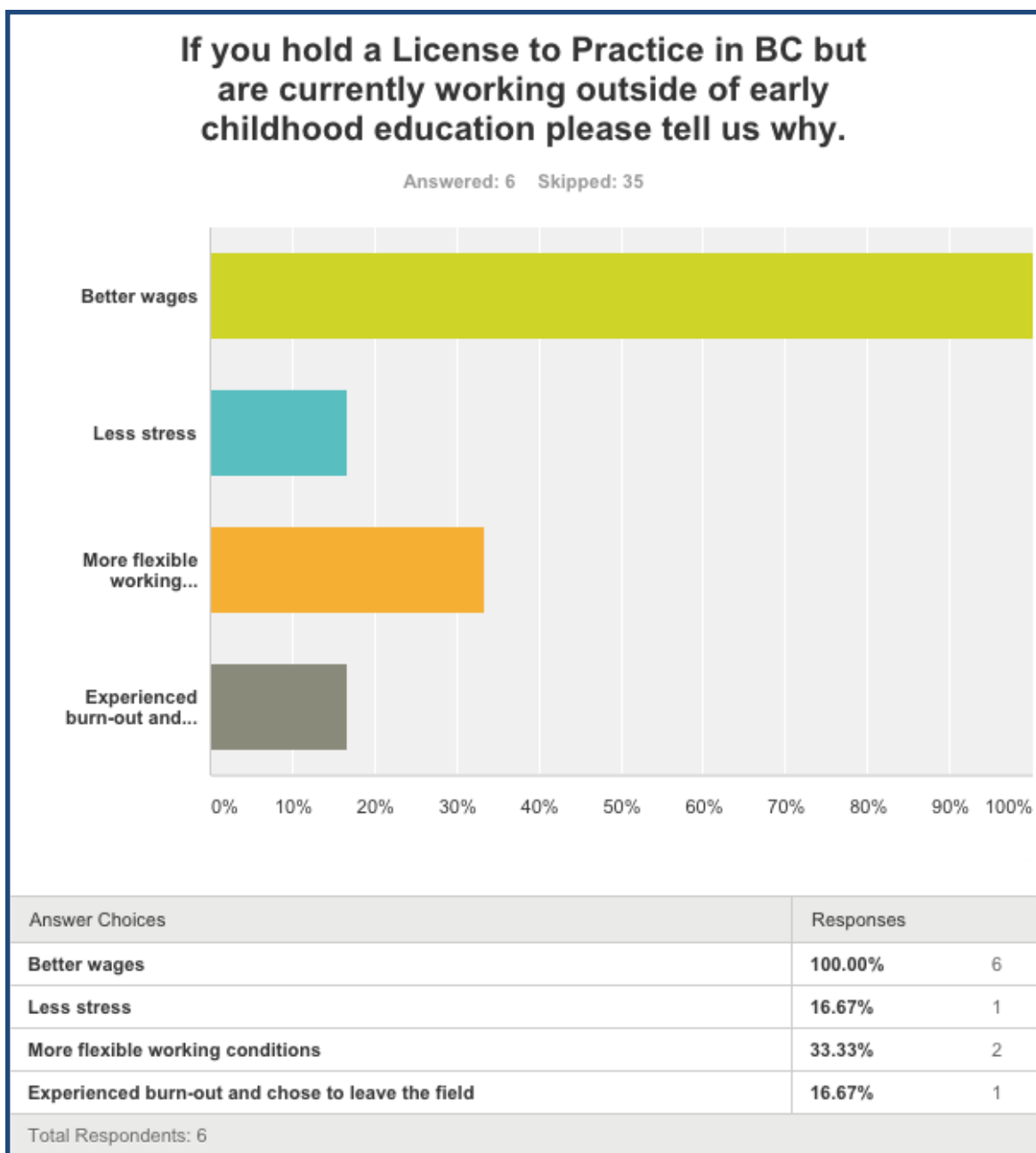
***“Lack of choice and quality.”***

***“I would like the opportunity to complete my bachelors degree in ECE this is only available face to face at Capilano University. I am forced to look at other provinces (ontario) who offer it which means my credentials will reside outside of bc. This is unfortunate for moving ece field forward in bc. Also. I did my SN DIPLOMA through cotr, while I'm glad it was offered I did not find it covered special needs well nor did it fully equip me.”***

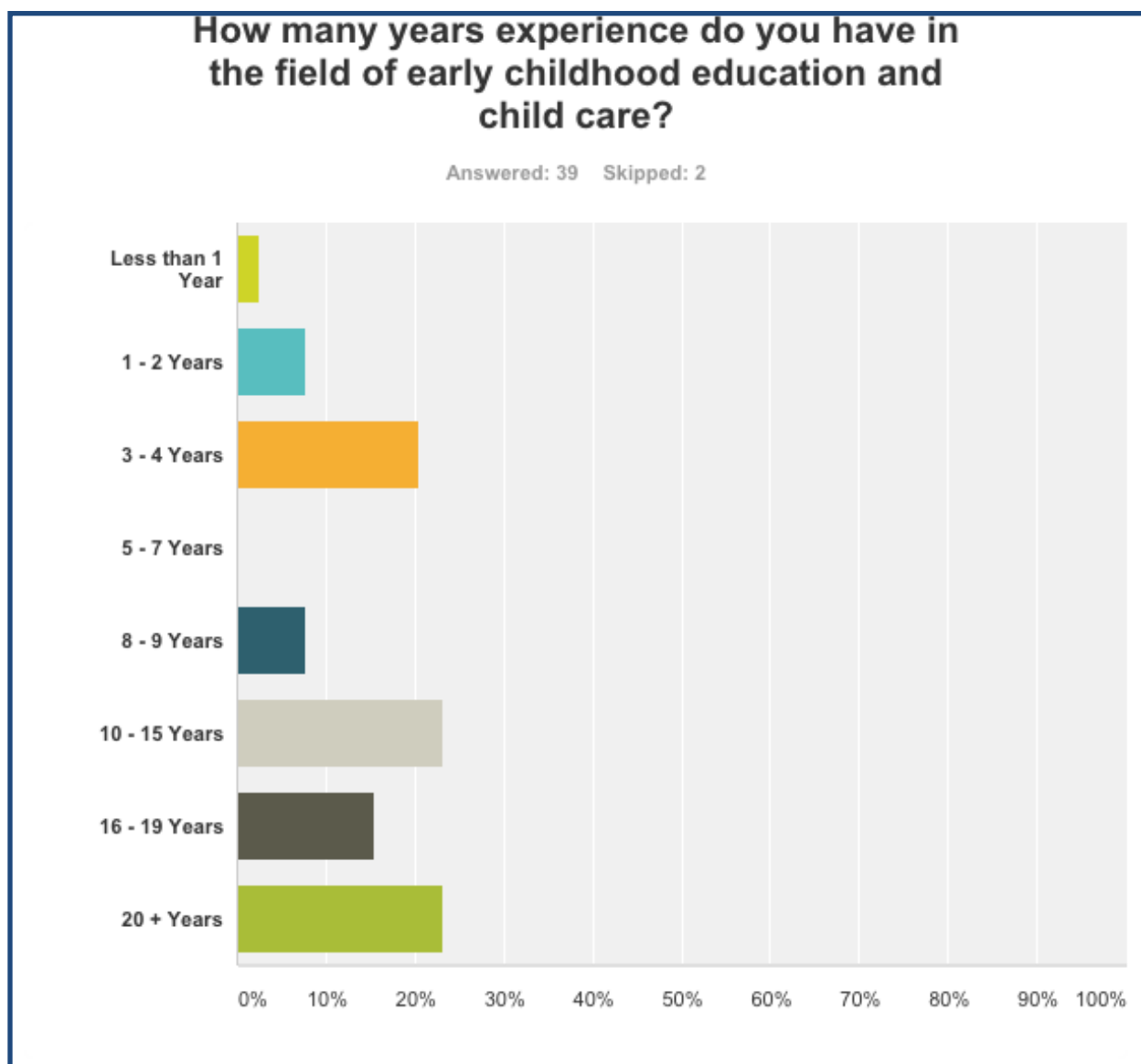
**In what capacity do you currently work in the field of early childhood education and child care? Please check all that apply.**

Answer Choices	Responses
Work on the floor with children in a licensed child care program	50.00% 19
Work on the floor with children in a StrongStart program	7.89% 3
Work on the floor with children in a licensed preschool program	13.16% 5
Work on the floor with children in a community based early learning drop in or play group type program	7.89% 3
Provide care in a child's home (Nanny)	2.63% 1
Provide care in my home to children as a LNR or RLNR	5.26% 2
Work in unauthorized child care	2.63% 1
Work in program management in a licensed child care program	15.79% 6
Work as a supervisor in a licensed child care program	13.16% 5
Work in a community based program that supports child care programs and/or early childhood education.	26.32% 10
Currently not working in the field of early childhood education or child care.	15.79% 6
Total Respondents: 38	



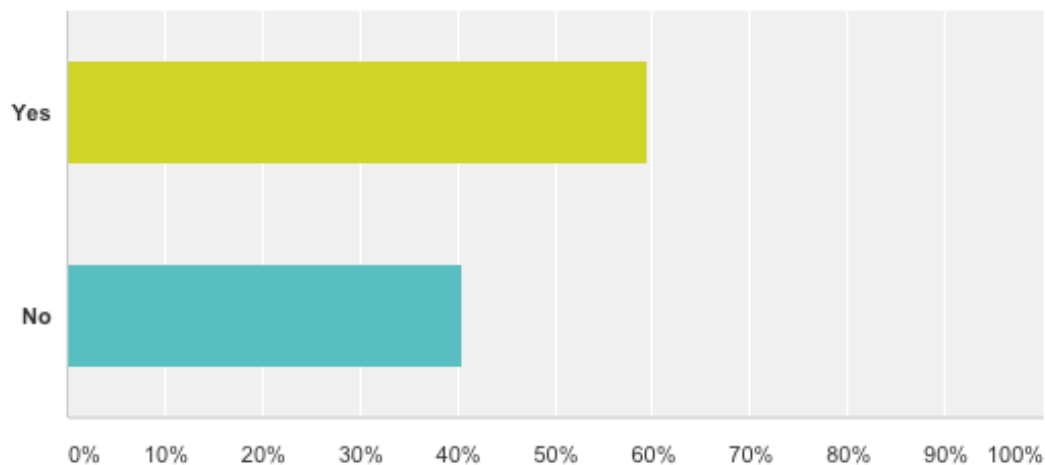


***“Better wages and benefits.”***



**If you are currently working in the field of early childhood education, do you receive any form of extended health and/or medical benefits in addition to your wages?**

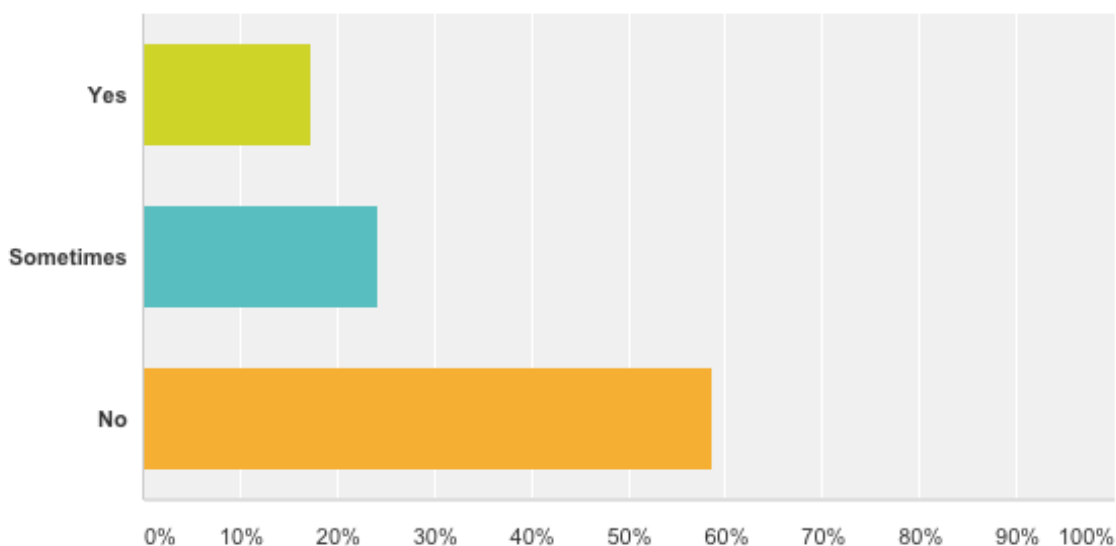
Answered: 37 Skipped: 4



Answer Choices	Responses	
<b>Yes</b>	<b>59.46%</b>	22
<b>No</b>	<b>40.54%</b>	15
Total		37

**If you are currently working in a licensed child care program, do the staffing levels enable you to take regular breaks and meal breaks during your shift?**

Answered: 29 Skipped: 12



Answer Choices	Responses
Yes	17.24% 5
Sometimes	24.14% 7
No	58.62% 17
Total	29

***“We were never really sure if we were going to get breaks so some staff and myself have decided to work straight 8 hr shifts a day with no breaks.”***

***“Because its too busy and children do not stop needing our support so we can have a break and not enough staff to cover each other for breaks or lunch we eat when children eat.”***

**What do you feel are the biggest issues related to child care in the East Kootenay region?**

***“The low wages!”***

***“Not enough QUALITY daycare. Just because the facility is licensed doesn't mean its any good. We are dealing with people!! We need to be teaching them!! We are with them more than their parents are. Kids don't know how to share and play.”***

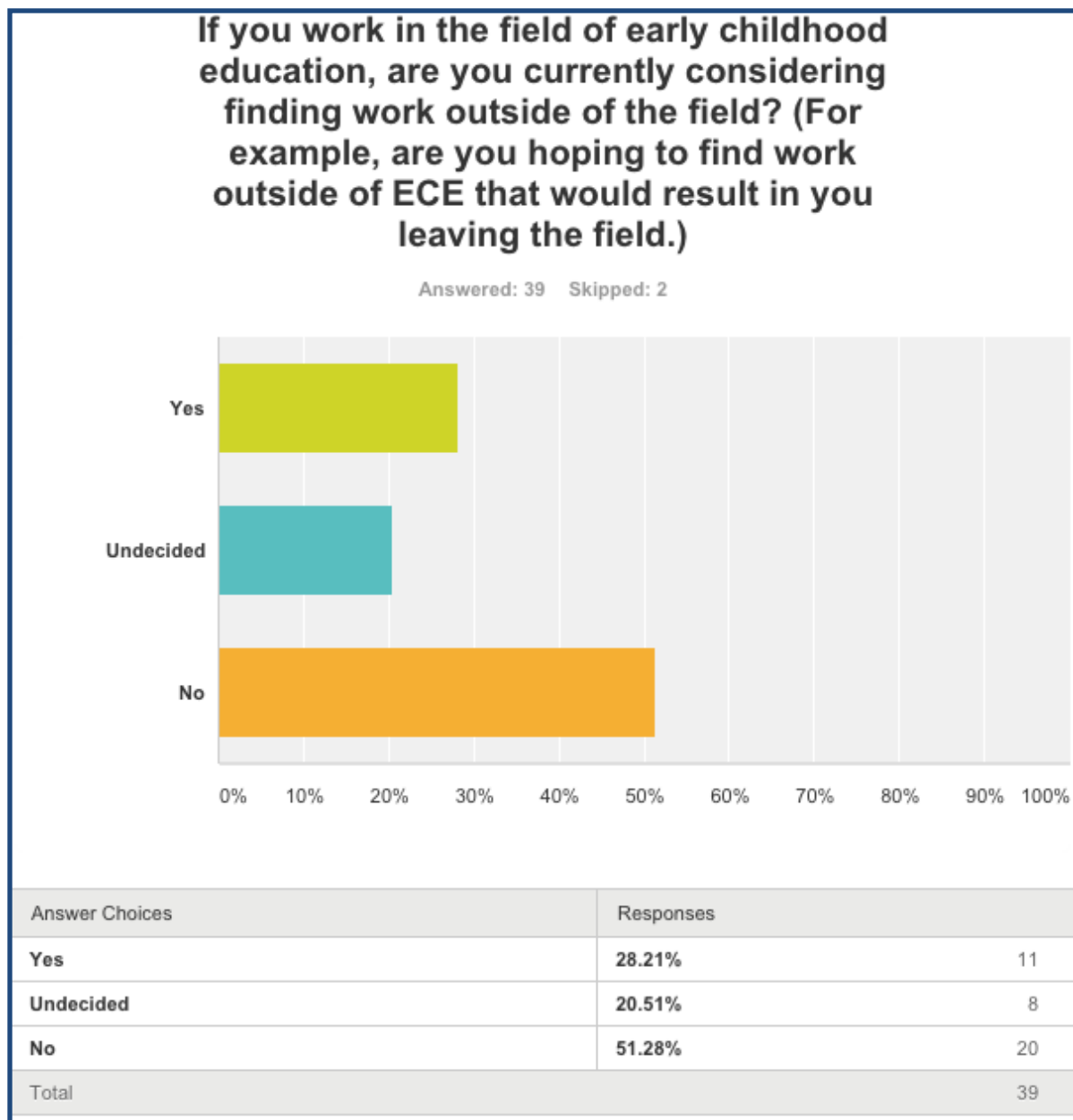
***“Lack of training, lack of professional support, isolation, demanding job.”***

***“Lack of qualified ECE workers in the field. ECE workers leaving the field due to low wages/lack of benefits.”***

***“Cost Staffing Wages Overworked staff burnout.”***

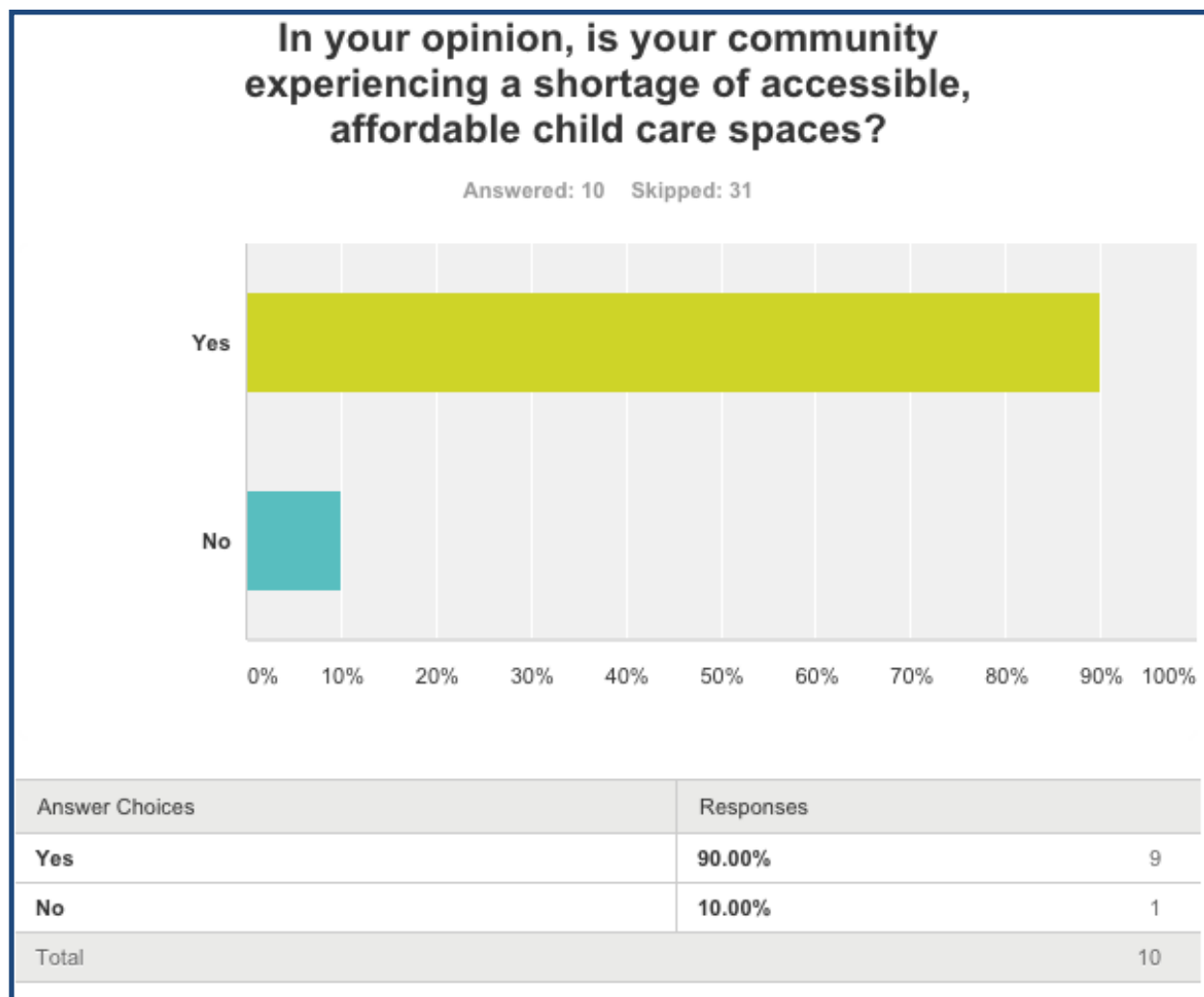
***“Can't find qualified ECE Educators to work. Wait lists for Infant/Toddler and Group and not enough space to fill them.”***

Early Childhood Educators who responded to this question are slightly skewed toward staying within ECE (n=20, 51%), while a combined 49% (n= 19) are possibly considering seeking work (undecided) or seeking work outside of the field.



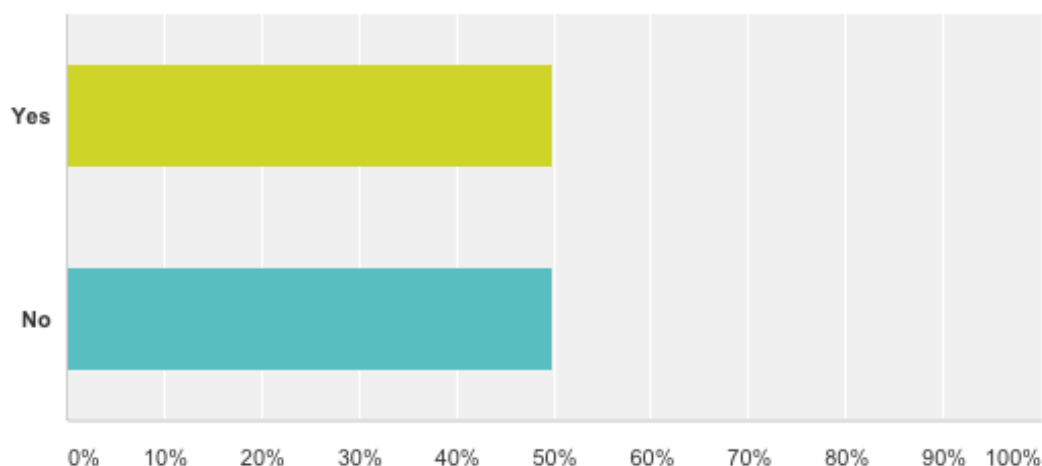
n= 10 respondents indicated they were involved with operating a business in East Kootenay. These individuals were asked additional questions related to child care issues and the economy.

Respondents overwhelmingly indicate that there is a shortage of accessible, affordable child care spaces within the region, whilst respondents are split 50/50 on whether or not child care issues in the region have had an impact on their business in any way (positively or negatively).



### Have child care issues in the East Kootenay Region impacted your business operations or workplace in any way?

Answered: 10 Skipped: 31



Answer Choices	Responses	
Yes	50.00%	5
No	50.00%	5
Total		10

***“I’ve turned away enough kids in the last few months to open a whole other daycare.”***

***“Staff missing work.”***

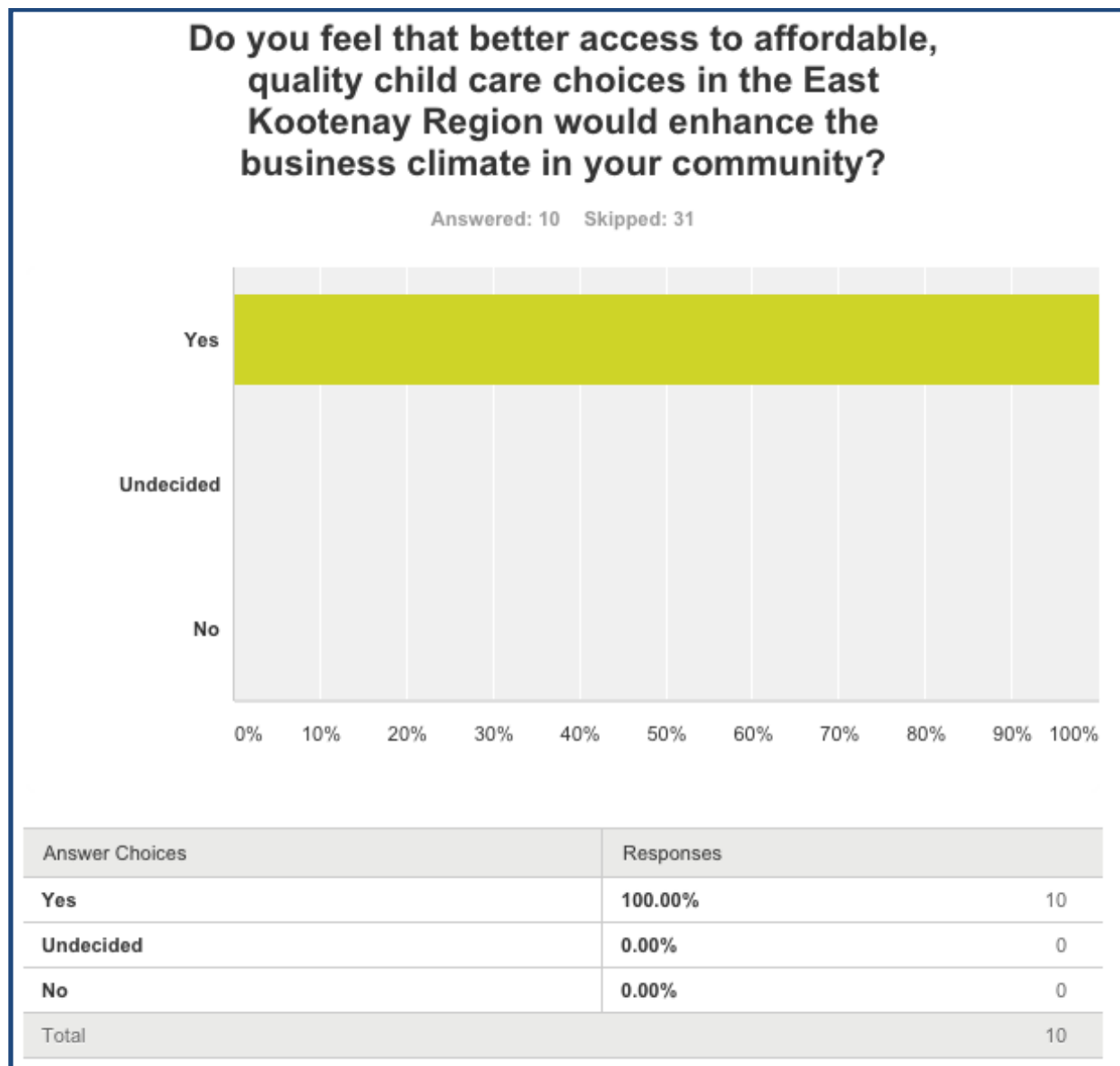
***“Other employees are stressed to find child care for their children.”***

***“Parents having to stay home and or moving away.”***

***“I work my own hours and can schedule people where they fit my time frame. It is a side business and is only a supplement.”***

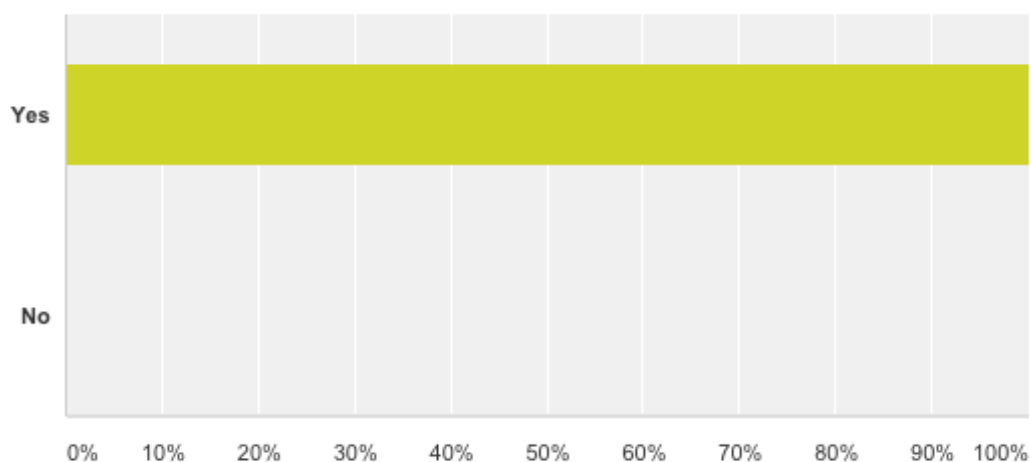


Respondents overwhelmingly agree that the business climate of East Kootenay would benefit from better access to child care choices within the region, and that access to better options is necessary for economic growth.



## Do you believe that access to child care is an important part of economic development for your community?

Answered: 1 Skipped: 40



Answer Choices	Responses	
<b>Yes</b>	<b>100.00%</b>	1
<b>No</b>	<b>0.00%</b>	0
Total		1

## APPENDIX H: Sample Surveys

# East Kootenay Child Care Needs Assessment

## Welcome

This online survey is part of the East Kootenay Child Care Needs Assessment project which is currently underway. As you move through the survey you will be given the opportunity to share your feedback as a:

- Parent
- Interested Community Member Without Children
- Grandparent
- Business Owner or Professional
- Owner, Operator or Board Member of Child Care Program
- Early Childhood Educator
- Municipal Council Member, Employee or First Nations Representative
- Interested Individual Who Resides Outside of the Region

Please select only the areas that apply to you. Depending upon the choices you make, this survey will take between 3 and 15 minutes to complete. We will be collecting answers until the end of January 2015.

The East Kootenay Child Care Needs Assessment Task Force wishes to thank the Columbia Basin Trust, Success By Six, ChildrenFirst and the East Kootenay CCRR for their funding contribution toward this project. For further information please contact:

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 Patricia Whalen  
 Children First Manager  
 East Kootenay Region  
 Phone: (250)426-2542  
 Email: [ekidsfirst@shaw.ca](mailto:ekidsfirst@shaw.ca)  
 Website: [www.EKkids.ca](http://www.EKkids.ca)

Project Consultant -  
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 Twitter: [@boydjane](https://twitter.com/boydjane)  
 Website: [www.45Conversations.com](http://www.45Conversations.com)

# East Kootenay Child Care Needs Assessment

## Where You Live

### \*1. Do you reside in the Elk Valley?

☐ Yes

☐ No

# East Kootenay Child Care Needs Assessment

## Where You Live

### \*2. Where do you reside?

- ☐ Cranbrook (including Moyie, Fort Steele, Bull River and Wardner)
- ☐ Kimberley (including Wasa, TaTa Creek and Skookumchuck)
- ☐ Invermere (including Wilmer and Spillimacheen)
- ☐ Canal Flats
- ☐ Radium Hot Springs
- ☐ Creston
- ☐ Outside of East Kootenay Region

Other (please specify)

## East Kootenay Child Care Needs Assessment

### My Children Reside IN the Region

**\*3. Are you the parent/guardian of child(ren) ages birth to 18 years old that RESIDE IN the East Kootenay Region?**

☐ Yes

☐ No

## East Kootenay Child Care Needs Assessment

### My Children Reside OUTSIDE of the Region

**\*4. Are you the parent/guardian of child(ren) ages birth to 18 years old that RESIDE OUTSIDE of the East Kootenay Region?**

- ☐ Yes
- ☐ No



## East Kootenay Child Care Needs Assessment

### I Live in The Region But Don't Have Children 0 - 18 years

**\*5. Are you an interested East Kootenay Region community member WITHOUT children ages birth to 18 years?**

☐ Yes

☐ No

## East Kootenay Child Care Needs Assessment

### Grandparent of Children Who Reside in Region

**\*6. Are you a grandparent of child(ren) ages birth to 18 years that RESIDE IN the East Kootenay Region?**

☐ Yes

☐ No

## East Kootenay Child Care Needs Assessment

### Owner, Operator or Board Member of Child Care Program

**\*7. Are you an owner/operator, administrator or board member of a licensed child care program operating in the East Kootenay Region?**

- ☐ Yes
- ☐ No

## East Kootenay Child Care Needs Assessment

### ECE or Professional in Field

**\*8. Are you an early childhood educator or other professional working in the field of early learning and care in the East Kootenay Region?**

☐ Yes

☐ No

If you are a qualified ECE who has left the field, please tell us why.



## East Kootenay Child Care Needs Assessment

### Business Owner or Professional

**\*9. Are you a business owner or business professional working in the East Kootenay Region?**

- ☐ Yes
- ☐ No

## East Kootenay Child Care Needs Assessment

**Municipal Council member, Municipal employee or First Nations representativ...**

**\*10. Are you a municipal council member, municipal employee or First Nations representative in the East Kootenay Region?**

☐ Yes

☐ No

## East Kootenay Child Care Needs Assessment

### Currently Reside Outside of Region

**\*11. Are you an interested individual who currently RESIDES OUTSIDE of the East Kootenay Region?**

- ☐ Yes
- ☐ No

# East Kootenay Child Care Needs Assessment

## About Your Family

**12. Are you a single parent, or are you the sole adult and primary caregiver in your household?**

- ☐ Yes
- ☐ No



# East Kootenay Child Care Needs Assessment

## About Your Family

### \*13. Are you currently expecting a baby in your family?

☐ Yes

☐ No

Anticipated date of baby's arrival?

### \*14. Do you plan to have a child or additional children in the future?

☐ Yes, within 2 years

☐ Yes, within 3-4 years

☐ Yes, within 5+ years

☐ No

☐ Undecided

### 15. Are child care issues relevant to you and your family now or within the next 10 years?

☐ Yes

☐ No

☐ Maybe

# East Kootenay Child Care Needs Assessment

## About Your Family

**16. What are the ages of your child(ren) 18 years and under? If you have more than one child please list them from youngest to oldest.**

	Child 1 - Youngest	Child 2 - Next Youngest	Child 3 - Next Youngest	Child 4 - Next Youngest	Child 5 - Next Youngest
Age	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

If you have more than 5 children please add their ages here.

<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>

# East Kootenay Child Care Needs Assessment

## About Your Family

**17. Are any of your child(ren) impacted by special needs or learning disabilities? Is so, please select from the list below (as many conditions as applicable.) If you have more than one child, please list them from youngest to oldest.**

	Child 1 - Youngest	Child 2 - Next Youngest	Child 3 - Next Youngest	Child 4 - Next Youngest	Child 5 - Next Youngest
Maybe - Not Yet Diagnosed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not Applicable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hearing Impaired	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Visually Impaired	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ADHD and/or Learning Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gifted	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ASD) Autism Spectrum Disorder	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(FAS) Fetal Alcohol Syndrome	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anxiety, Depression or Other Mental Health Condition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you have more than 5 children please list the additional information here.

## East Kootenay Child Care Needs Assessment

### About Your Child Care Needs

**\*18. Child care can happen in many forms. In this survey, we are interested in a broad range of types of care. In addition to licensed child care, we would also like to understand about care that is provided by family members such as siblings and grandparents, parks and recreation type programs and unlicensed care of more than three children.**

**With the above in mind, do you currently use some form of (paid or unpaid) child care for your child(ren) so that you can participate in employment or attend school?**

☐ Yes

☐ No

If you answered No, please tell us why you are not using any child care.

# East Kootenay Child Care Needs Assessment

## About Your Child Care Needs

**19. If you have chosen for a stay at home spouse or partner to provide child care for your child(ren); please tell us the reasons you have made this decision.**

- ☐ Not applicable
- ☐ Preferred family choice
- ☐ Lack of child care options or spaces in my community
- ☐ Child care in my community is too expensive
- ☐ Available child care options don't work for our family's schedule (i.e. shift work etc.)

Other (please specify)

**20. For what reasons do you need child care? (please check all that apply).**

- ☐ in order to work
- ☐ in order to attend school
- ☐ for my child(ren)'s development
- ☐ to provide me with some personal time

Other (please specify)

**21. Does lack of affordable, accessible child care in your community impact your ability to participate in employment or further education?**

- ☐ Yes
- ☐ No

# East Kootenay Child Care Needs Assessment

## About Your Child Care Needs

**22. Please tell us about the type(s) of child care arrangements that you currently have in place for your child(ren). Check as many as apply for each child.**

	Child 1 - Youngest	Child 2 - Next Youngest	Child 3 - Next Youngest	Child 4 - Next Youngest	Child 5 - Next Youngest
Spouse or Partner Cares for Child(ren) When They Are Not Working or Studying	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stay at Home Spouse or Partner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
License-Not-Required (LNR) Family Child Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered License-Not-Required (RLNR) Family Child Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Group Child Care Under 36 Months	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Group Child Care 30 Months to School Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Family Child Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In-Home Multi-Age Child Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Multi-Age Child Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Preschool	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Parks & Recreation Programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child Stays Home Alone Before/After School	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child Stays Home With Siblings Before/After School	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
School Age Child Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Family Member/Relative (Not a Sibling)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unlicensed Child Care (3+ Children)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not Using Child Care for This Child	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you have more than 5 children please tell us about the child care arrangements you have made for the additional children here.

# East Kootenay Child Care Needs Assessment

## About Your Child Care Needs

### 23. Please tell us how satisfied you are with various features of your current care arrangements.

	Very Satisfied	Satisfied	Somewhat Dissatisfied	Very Dissatisfied	Not Applicable
Cost	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Location of Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Support for Children With Extra Needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accommodation for Siblings of Different Ages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quality of Staffing/Caregiver	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quality of Care Experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexibility (Days/Times Care is Available)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

# East Kootenay Child Care Needs Assessment

## About Your Child Care Needs

### 24. Please help us understand how many hours you currently use child care per week.

	Age Range of This Child	Average Hours of Child Care Per Week
Child 1 - Youngest	<input type="text"/>	<input type="text"/>
Child 2 - Next Youngest	<input type="text"/>	<input type="text"/>
Child 3 - Next Youngest	<input type="text"/>	<input type="text"/>
Child 4 - Next Youngest	<input type="text"/>	<input type="text"/>
Child 5 - Next Youngest	<input type="text"/>	<input type="text"/>
Child 6 - Next Youngest	<input type="text"/>	<input type="text"/>
Child 7 - Oldest	<input type="text"/>	<input type="text"/>

If you have more than 7 children please add additional information here.

### 25. Please tell us how much you pay for child care per month, for each child. Please omit \$ sign and round to the nearest dollar.

Child 1 - Youngest	<input type="text"/>
Child 2 - Next Youngest	<input type="text"/>
Child 3 - Next Youngest	<input type="text"/>
Child 4 - Next Youngest	<input type="text"/>
Child 5 - Next Youngest	<input type="text"/>
Child 6 - Next Youngest	<input type="text"/>
Child 7 - Oldest	<input type="text"/>



# East Kootenay Child Care Needs Assessment

## About Your Child Care Needs

**26. Have you experienced difficulty securing affordable, accessible quality child care arrangements for your child(ren)?**

- ☐ Yes
- ☐ No

**27. Are you currently on a waiting list for child care? Please select as many choices as apply to your situation.**

- ☐ License-Not-Required (LNR) Family Child Care
- ☐ Registered License-Not-Required (RLNR) Family Child Care
- ☐ Licensed Group Child Care Under 36 Months
- ☐ Licensed Group Child Care 30 Months to School Age
- ☐ Licensed Family Child Care
- ☐ In-Home Multi-Age Child Care
- ☐ Multi-Age Child Care
- ☐ Preschool
- ☐ Parks & Recreation Programs
- ☐ School Age Child Care - At School
- ☐ School Age Child Care - In Community
- ☐ Unlicensed Child Care (3+ Children)

# East Kootenay Child Care Needs Assessment

## About Your Child Care Needs

### 28. When seeking high quality child care options, outside of the home, what are your top three preferred choices?

	First Choice	Second Choice	Third Choice
License-Not-Required (LNR) Family Child Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered License-Not-Required (RLNR) Family Child Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Group Child Care Under 36 Months	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Group Child Care 30 Months to School Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Family Child Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In-Home Multi-Age Child Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Multi-Age Child Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Preschool	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Parks & Recreation Programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
School Age Child Care - At School	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
School Age Child Care - In Community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unauthorized Child Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

# East Kootenay Child Care Needs Assessment

## About Your Child Care Needs

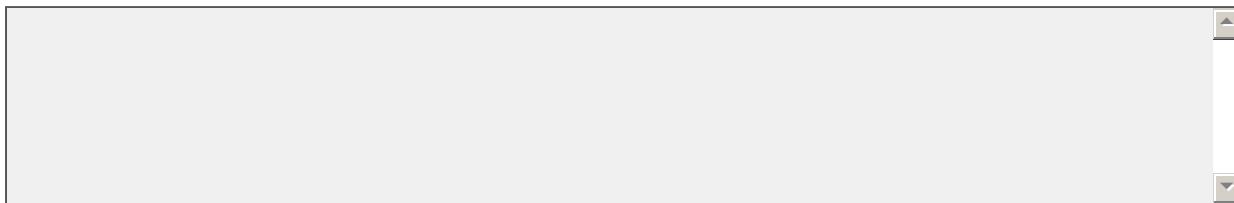
**29. How many days in the last year have you had to miss employment or school due to a breakdown in your regular child care arrangements? Please don't include days that your child(ren) could not attend child care due to illness or weather closures.**

- ☐ 0 days
- ☐ 1 - 2 days
- ☐ 3 - 4 days
- ☐ 5 - 6 days
- ☐ 7 - 8 days
- ☐ 9 + days

**30. Is your family impacted by shift work? For example, are you in need of evening or overnight care for your child(ren)?**

- ☐ Yes
- ☐ No

Please tell us about your child care requirements in relation to this shift work.



# East Kootenay Child Care Needs Assessment

## About Your Child Care Needs

### 31. Are you considering relocation out of the East Kootenay Region due to child care issues?

- ☐ Yes
- ☐ Undecided
- ☐ No

If you answered Yes or Undecided, where are you considering relocation to?

### 32. Do you have any children ages birth to 18 years that don't reside in the East Kootenay Region?

- ☐ Yes
- ☐ No

If you answered yes, do your children currently not reside in the region due to a shortage of child care options?

### \*33. In the past 12 months, have you had to make changes or discontinue a child care arrangement? (Other than for school closures and summer vacation.)

- ☐ Yes
- ☐ No

If you answered yes, please tell us why these changes were necessary.

## East Kootenay Child Care Needs Assessment

**I am a grandparent of children ages birth to 18 years.**

**\*34. Do you provide any sort of child care (paid or unpaid) for your grandchild(ren)?**

☐ Yes

☐ No

**35. For what reasons do you provide child care to your grandchild(ren)? Please check all that apply.**

☐ To spend time with them

☐ Preferred family choice

☐ Family cannot secure another child care arrangement

☐ To help family save money

Other (please tell us more).

## East Kootenay Child Care Needs Assessment

**I am a grandparent of children ages birth to 18 years.**

**36. How many grandchild(ren) do you provide (paid or unpaid) child care for?**

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6
- ☐ 7
- ☐ 8
- ☐ 9
- ☐ 10+

## East Kootenay Child Care Needs Assessment

**I am a grandparent of children ages birth to 18 years.**

**37. How many hours per week on average do you provide (paid or unpaid) child care for your grandchild(ren)?**

- ☐ 0
- ☐ 1-15
- ☐ 16-30
- ☐ More than 30

## East Kootenay Child Care Needs Assessment

**I am a grandparent of children ages birth to 18 years.**

**38. Do you make any sort of financial contribution toward child care costs for your grandchild(ren)? For example, by helping pay for child care or program related fees.**

☐ Yes

☐ No

If yes, how much money per month do you contribute toward child care costs?



## East Kootenay Child Care Needs Assessment

**I am a grandparent of children ages birth to 18 years.**

### 39. How much stress do you experience related to providing child care for your grand (children)?

	No Stress At All	Some Stress Now and Then	Moderate Stress	Significant Stress
Your Stress Level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Feel free to explain more about how stress related to child care issues impacts your family

# East Kootenay Child Care Needs Assessment

**I am a grandparent of children ages birth to 18 years.**

## **40. How much stress do you feel the parents of your grandchild(ren) experience related to finding and securing affordable child care options in the East Kootenay region?**

	No Stress At All	Some Stress Now and Then	Moderate Stress	Significant Stress
Parent's Stress Level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Feel free to explain more about how stress related to child care issues impacts your family

## **\*41. How much longer do you expect you will be able to provide child care for?**

- ☐ Less than 6 months
- ☐ 7 - 12 months
- ☐ 1 - 2 years
- ☐ 2+ years
- ☐ No plans to stop providing child care in foreseeable future

# East Kootenay Child Care Needs Assessment

**I am an owner/operator, administrator or board member of a licensed child c...**

**42. Please tell us about your role as related to the child care program you are associated with.**

- ☐ Administrator
- ☐ Board Member
- ☐ Owner/Operator

Other (please specify)

**43. Please tell us the type of child care program you are associated with and where it operates.**

Type of Child Care Program?

Location of the Child Care Program?

Type/Where

## East Kootenay Child Care Needs Assessment

**44. Please help us understand any challenges that your child care program has faced in recent years by rating the issues below.**

	Not An Issue	Somewhat of An Issue	An Issue	A Significant Issue
Recruiting Qualified Educators (ECE, IT, Special Needs etc)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retaining Qualified Educators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Weather Impacts Staffing Levels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paying Livable Wages to Educators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Keeping Child Care Fees Affordable for Families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Securing Space in the Community in Which to Operate Child Care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Filling Child Care Spaces in the Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintaining a Balanced Budget	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offering Professional Development to Staff Members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruiting Board Members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other Issues? (please specify)

**45. We are interested to learn more about the challenges and opportunities associated with providing quality child care in the East Kootenay Region. Please provide us with any suggestions, feedback or ideas that you think would be helpful related to child care issues in the region.**

## East Kootenay Child Care Needs Assessment

**\*46. Does the child care program you are associated with currently have a waiting list for access to child care spaces?**

- ☐ Yes
- ☐ No
- ☐ Not Sure

## East Kootenay Child Care Needs Assessment

**I am an early childhood educator or other professional working in the field...**

**\*47. Please tell us about your current qualifications, by checking all that apply.**

- ☐ Early Childhood Educator Assistant (License to Practice in BC)
- ☐ Early Childhood Educator (License to Practice in BC)
- ☐ Infant-Toddler Educator (License to Practice in BC)
- ☐ Special Needs Educator (License to Practice in BC)
- ☐ Family Child Care Certificate (BC)
- ☐ ECE, IT or Special Needs Qualified Outside of BC
- ☐ Family Child Care Qualified Outside of BC
- ☐ Responsible Adult

If you have other qualifications, please tell us about them

## East Kootenay Child Care Needs Assessment

**I am an early childhood educator or other professional working in the field...**

**48. Are you currently completing further training in the field of Early Childhood Education?**

☐ Yes

☐ No

If Yes, please tell us what training you are currently enrolled in and where you are taking it. If you answered No, please identify any barriers for you related to taking further training.

**49. Are you satisfied with the early childhood education professional development opportunities that are available in the East Kootenay region?**

☐ Yes

☐ No

If you answered No, please tell us why

# East Kootenay Child Care Needs Assessment

**I am an early childhood educator or other professional working in the field...**

**50. In what capacity do you currently work in the field of early childhood education and child care? Please check all that apply.**

- ☐ Work on the floor with children in a licensed child care program
- ☐ Work on the floor with children in a StrongStart program
- ☐ Work on the floor with children in a licensed preschool program
- ☐ Work on the floor with children in a community based early learning drop in or play group type program
- ☐ Provide care in a child's home (Nanny)
- ☐ Provide care in my home to children as a LNR or RLNR
- ☐ Work in unauthorized child care
- ☐ Work in program management in a licensed child care program
- ☐ Work as a supervisor in a licensed child care program
- ☐ Work in a community based program that supports child care programs and/or early childhood education.
- ☐ Currently not working in the field of early childhood education or child care.

Other (please explain)



## East Kootenay Child Care Needs Assessment

### I am an early childhood educator or other professional working in the field...

#### 51. If you hold a License to Practice in BC but are currently working outside of early childhood education please tell us why.

- ☐ Better wages
- ☐ Less stress
- ☐ More flexible working conditions
- ☐ Experienced burn-out and chose to leave the field

Other Reasons?

#### 52. How many years experience do you have in the field of early childhood education and child care?

- ☐ Less than 1 Year
- ☐ 1 - 2 Years
- ☐ 3 - 4 Years
- ☐ 5 - 7 Years
- ☐ 8 - 9 Years
- ☐ 10 - 15 Years
- ☐ 16 - 19 Years
- ☐ 20 + Years

## East Kootenay Child Care Needs Assessment

**I am an early childhood educator or other professional working in the field...**

**53. Do you provide mentoring, encouragement or guidance to other ECE's or professionals who are new to the field?**

- ☐ Yes
- ☐ No

**54. Do you have other ECE's or professionals in the field of early childhood education that you receive mentoring, encouragement and guidance from?**

- ☐ Yes
- ☐ No

Would you like to share more information about this?

## East Kootenay Child Care Needs Assessment

**I am an early childhood educator or other professional working in the field...**

**\*55. If you are currently working in the field of early childhood education, please tell us approximately how much per hour or month you are paid. Please specify if what you list is your hourly or monthly wage.**

**56. If you are currently working in the field of early childhood education, do you receive any form of extended health and/or medical benefits in addition to your wages?**

☐ Yes

☐ No

**57. If you are currently working in a licensed child care program, do the staffing levels enable you to take regular breaks and meal breaks during your shift?**

☐ Yes

☐ Sometimes


☐ No

If you answered Sometimes or No, please tell us why.

## East Kootenay Child Care Needs Assessment

**I am an early childhood educator or other professional working in the field...**


**58. What do you feel are the biggest issues related to child care in the East Kootenay region?**

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**\*59. If you work in the field of early childhood education, are you currently considering finding work outside of the field? (For example, are you hoping to find work outside of ECE that would result in you leaving the field.)**

- ☐ Yes
- ☐ Undecided
- ☐ No

If you selected Yes or Undecided, please tell us why

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## East Kootenay Child Care Needs Assessment

### I am a business owner or business professional.

**\*60. In your opinion, is your community experiencing a shortage of accessible, affordable child care spaces?**

☐ Yes

☐ No

**61. Have child care issues in the East Kootenay Region impacted your business operations or workplace in any way?**

☐ Yes

☐ No

If you answered yes, please tell us how your business has been impacted

**\*62. Do you feel that better access to affordable, quality child care choices in the East Kootenay Region would enhance the business climate in your community?**

☐ Yes

☐ Undecided

☐ No

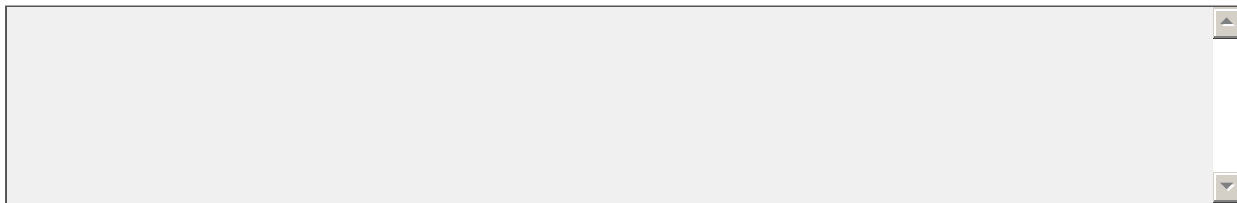
## East Kootenay Child Care Needs Assessment

**I am a municipal council member, municipal employee or First Nations repres...**

**63. In your opinion, is your community experiencing a shortage of accessible, affordable child care spaces?**

- ☐ Yes
- ☐ No

**64. What issues come to mind for you when considering child care planning or operations in your community?**



**\*65. Do you believe that access to child care is an important part of economic development for your community?**

- ☐ Yes
- ☐ No

# East Kootenay Child Care Needs Assessment

## I am an interested community member.

### 66. Are you currently expecting a baby in your family?

☐ Yes

☐ No

Anticipated date of baby's arrival?

### 67. Do you plan to have a child(ren) the future?

☐ Yes, within 2 years

☐ Yes, within 3-4 years

☐ Yes, within 5+ years

☐ No

☐ Undecided

### 68. In your opinion, is your community experiencing a shortage of accessible, affordable child care spaces?

☐ Yes

☐ No

### 69. Do you believe that access to child care is an important part of economic development for your community?

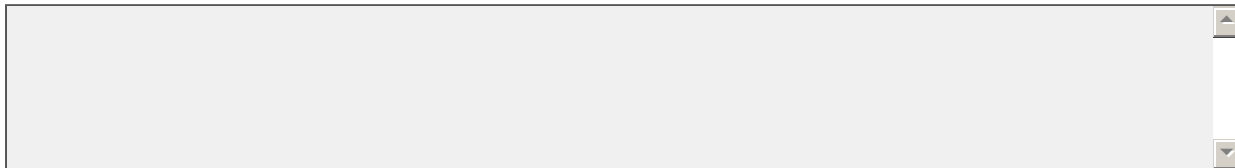
☐ Yes

☐ No

## East Kootenay Child Care Needs Assessment

**I am an interested community member.**

**70. Please share any thoughts or comments that you have regarding child care issues in your community.**



**\*71. Do you believe that investing in the early years should be a priority in your community?**

- ☐ Yes
- ☐ Undecided
- ☐ No



# East Kootenay Child Care Needs Assessment

## My Children Reside Outside of Region

**72. Do your children currently RESIDE OUTSIDE of the region due to a shortage of child care options in the community you reside in?**

☐ Yes

☐ No

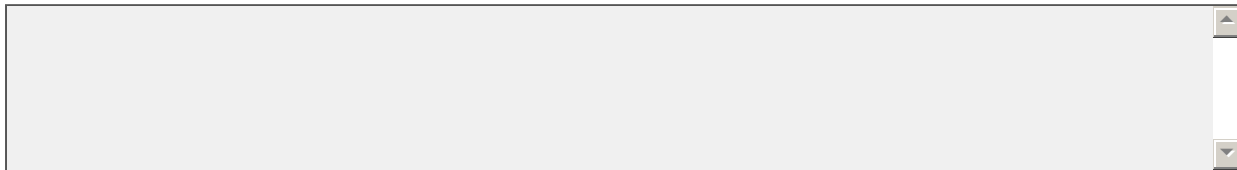
If you answered Yes, please tell us more about the child care your family requires.



# East Kootenay Child Care Needs Assessment

## I Reside Outside of the Region

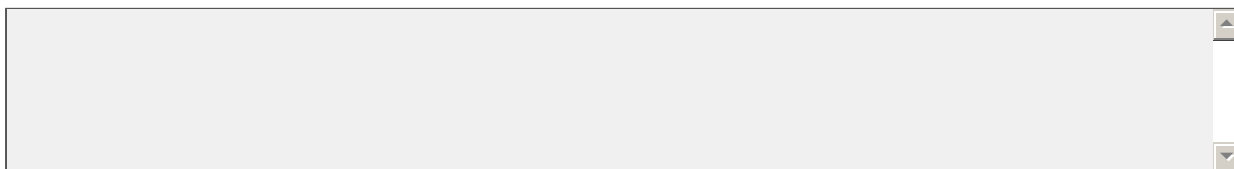
**73. Do you have any thoughts or feedback regarding child care issues in the East Kootenay region that you would like to share with us?**

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**\*74. Are you planning to relocate to the East Kootenay Region within the next year?**

- ☐ Yes
- ☐ Maybe
- ☐ No

If you answered Yes or Maybe please tell us about any child care needs you will have once you relocate.

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## East Kootenay Child Care Needs Assessment

### Elk Valley

The East Kootenay Child Care Needs Assessment is not collecting information regarding child care issues in the Elk Valley. If you live in Sparwood, Elkford or Fernie please contact Sharon Strom to learn more about the Elk Valley Child Care Advisory Initiative. Sharon can be reached at 250.425.3343.

# East Kootenay Child Care Needs Assessment

## Thank you

Thank you for participating in the East Kootenay Child Care Needs Assessment.

For further information on this initiative please contact:

Sponsor Agency -

Patricia Whalen  
Children First Manager  
East Kootenay Region  
Phone: (250)426-2542  
Email: [ekidsfirst@shaw.ca](mailto:ekidsfirst@shaw.ca)  
Website: [www.EKkids.ca](http://www.EKkids.ca)

Project Consultant -

Jane Boyd  
Consultant & Early Childhood Educator  
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Email: [boydwfl@gmail.com](mailto:boydwfl@gmail.com)  
Twitter: [@boydjane](https://twitter.com/boydjane)  
Website: [www.45Conversations.com](http://www.45Conversations.com)

# East Kootenay Child Care Needs Assessment Project

## 1. Advisory Committee Feedback

As we move forward with the final compilation of the findings of the East Kootenay Child Care Needs Assessment Project we would appreciate feedback from members of the East Kootenay Child Care Advisory Committee.

# East Kootenay Child Care Needs Assessment Project

## 2.

### 1. How many meetings did you attend in relation to the East Kootenay Child Care Needs Assessment Project?

- ☐ None
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5+

Do you have any comments related to the meetings?

### 2. As part of the project, an online survey was developed and distributed to people living & working in the East Kootenay Region to better understand the child care issues in the area. Did you complete the survey?

- ☐ Yes
- ☐ No

Do you have any comments related to the online survey?

### 3. As the project has explored the issues related to child care in the East Kootenay Region, many challenges, issues and opportunities have been identified. What challenges, issues or opportunities stand out to you the most?

### 4. Recently the Province of BC has made capital funding available for development of new child care spaces in BC. How do you feel such funding helps your region?

## East Kootenay Child Care Needs Assessment Project

**5. The first phase of the East Kootenay Child Care Needs Assessment Project has been to better understand the child care issues throughout the region. A second phase of the Project will be to identify various opportunities & solutions to improve the child care situation. What suggestions or ideas do you have related to the second phase of the project?**

**6. What have you learned by being part of the East Kootenay Child Care Needs Assessment Advisory Committee?**

**7. How do you think people in the East Kootenay region find information and support related to child care issues, options & solutions? Please check all that you feel are applicable.**

- ☐ Community newspaper
- ☐ CCRR
- ☐ Supported Child Development Program
- ☐ Social Media
- ☐ Word of Mouth
- ☐ Referrals from Family or Friends
- ☐ Employers
- ☐ Local Community Agencies
- ☐ Schools
- ☐ Health Care Professionals
- ☐ Existing Child Care Programs
- ☐ Strong Start Programs

Other (please specify)

**8. Please share any feedback or comments with us related to this project.**

## East Kootenay Child Care Needs Assessment Project

### 9. Would you be interested in being part of Phase Two of this project?

- ☐ Yes
- ☐ No
- ☐ Not Yet Decided

Please provide your name and email address if you would like us to contact you with further information related to Phase Two



## APPENDIX I: Additional Resources



## MEDIA RELEASE

**For Immediate Release**  
November 10, 2014

### **How Is the Child Care Crisis Affecting the Early Childhood Education Sector?**

**Vancouver** – Evidence and research have shown that high quality early experiences support children’s overall development. Providing affordable, high quality early care and learning programs is good for children, families and the economy.

But what if those who are educated to care for our youngest citizens leave their careers? Not just one or two but half of them. This is the case in the early childhood education sector. Because of low wages and lack of recognition job retention has been a struggle. These educators aren’t leaving because they are tired of their job it’s because many feel they have no choice.

Lena Hirst, an experienced educator, has recently faced this dilemma, although she has special education credentials to work with infants and toddlers she was not able to afford child care for her own children. She made the tough decision and left a career she loves. “I love my job and have always been proud to announce that I am an Early Childhood Educator who provides quality care for children away from home,” says Hirst. “I am saddened that I will not be able to continue to provide parents with the knowledge that I will do everything possible to provide a safe, trusting environment for their children while they are at work.”

Canada sits at the bottom of the list of OECD countries when it comes to GDP investment and access to early childhood education and care services. Child care is primarily a user fee system that often sees families paying fees that are the second to housing expenses, with only enough licensed child care spaces for about 20 percent of BC’s children. Hirst adds, “I am also disappointed that my children will not be able to experience everything that a qualified, passionate childcare provider is able to offer.”

On average early childhood educators don’t earn a living wage level although they have specialized training. In 2013, BC had the highest rate of child poverty in Canada with 18.6% of children living in poverty. Poverty is one of the most significant environmental risk factors for child development. High quality, affordable and accessible child care is key to reducing poverty in BC. There is a long history built on research and evidence proving that quality programs have a positive impact on children’s futures. This is good for children, families and the economy.

Children learn through play in caring and supportive environments. BC children have the right to positive and nurturing experiences, and to do this we need to ensure consistent staff. BC families have the right to access high quality, affordable programs so they can work, study and participate in community life. Governments have a responsibility to support BC families with programs that lay positive foundations for children and families. The people who have dedicated their lives to this career know firsthand the struggles families face while often experiencing the same personal situation.

The Early Childhood Educators of British Columbia (ECEBC) has been advancing early childhood education and care since 1969. ECEBC is the collective voice to advance professional and personal commitment to the value of early care and learning by empowering the sector through education, collaboration and leadership.

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**For more information, please contact:**

Emily Mlieczko, Executive Director

Lena Hirst

[executive.director@ecebc.ca](mailto:executive.director@ecebc.ca)

[lena\\_kley@yahoo.ca](mailto:lena_kley@yahoo.ca)

# COMMUNITY PLAN FOR A PUBLIC SYSTEM OF integrated early care & learning

## \$10/day Child Care Plan

FALL 2014 5TH EDITION



**ECEBC** | early childhood  
educators of BC  
East Kootenay Child Care Needs Assessment Project - Phase One

COALITION OF  
**child care  
advocates**  
OF BC

## WHAT'S NEW — Fall 2014

Since its release in April 2011, this Plan has raised awareness about the child care crisis in BC and generated unprecedented support for the concrete solutions it offers. Based on evidence and the lived experience of BC families, the \$10/day Child Care Plan now frames provincial dialogue about child care and puts the benefit of the Plan for families front and centre. This 5th edition incorporates new research and analysis and responds to the evolving context in BC.

### DEEPER AND BROADER SUPPORT

Support for the Plan has reached an unprecedented level and now represents close to 2 million British Columbians. Thousands of individuals from over 120 BC communities, 31 local governments, 20 school districts, labour organizations, a major BC media outlet, academics, early childhood, social justice, women's and community organizations recognize the Plan's potential to make a real difference for children, families and communities. More businesses understand its benefits and are also signing on. If you have not already done so, [add your support](#).

### YET, THE CRISIS DEEPENS

The breadth and depth of support for the Plan has moved policy makers to acknowledge there is a problem and action is required. Regrettably, this has not yet translated into action at the scale and scope required to fundamentally improve the situation.

The latest data from UBC's Human Early Learning Partnership indicates that 33 per cent of BC children enter Kindergarten vulnerable in one or more developmental areas, up from 29 per cent over the last five years. BC continues to have amongst the highest levels of child poverty in the country. Child care fees keep going up and too many families have no choice but to use unregulated or illegal child care—at times with tragic results. Child care programs report that their financial viability is in jeopardy and more Early Childhood Educators have no choice but to leave the field to earn a living wage.

In the face of this, government action to date has been woefully inadequate. The promise of capital dollars to build some new child care spaces, without a commitment to stable operating funds, affordable fees, or enough qualified ECEs to staff them, will not solve the crisis. Nor will government's current focus on small grants to coordinate and integrate existing family support services.

### THE LATEST 'EXCUSE'

Given that policy makers acknowledge the strengths of the Plan, their only remaining 'excuse' is that BC just cannot afford it right now. This flies in the face of evidence demonstrating the economic benefits of investing in child care.

Our recent [Fact Sheet #5](#) highlights the ways in which the Plan benefits BC business and will pay for itself.

Recently, a Vancouver Sun editorial considered the Surrey Board of Trade's business argument for "a comprehensive strategy for providing affordable daycare for families across British Columbia." After reviewing the evidence they concluded that "society should seriously consider early childhood care as the same kind of potential generator for economic activity and development that benefits Quebec" (Vancouver Sun, July 24, 2014).

It's time BC's decision makers followed their advice.

### WHERE TO BEGIN

There are three things government should do right now—within identified resources—to move the Plan forward.

1. BC should follow most other provinces and territories by moving the Child Care Branch into the Ministry of Education. This costs government little and ensures that, from the start, the Plan is implemented in a way that ends the false divide between 'early care' and 'early learning.'
2. BC should immediately reduce fees to \$10/day in all licensed infant and toddler programs that embrace the Plan's accountability requirements. This will create immediate relief for families who now pay some of the highest fees in the country. It is a better investment than the planned 2015 tax benefit for families, which will cost \$147 million but will not provide families with enough to make a dent in their child care fees.
3. BC and other provincial governments should put child care at the top of their agenda in discussions with the federal government. Federal transfers of dedicated funds to build early care and learning systems will make implementation even more affordable for the provinces.

We know these recommended implementation steps are affordable. We look forward to working with policy makers at all levels to make them a reality.

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## Community Plan for a Public System of Integrated Early Care and Learning

Fifth edition, Fall 2014 (first edition April 2011)

### Coalition of Child Care Advocates of BC

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The Coalition of Child Care Advocates of BC and the Early Childhood Educators of BC are pleased to share our *Community Plan for a Public System of Integrated Early Care and Learning*.

Our Plan offers a concrete, innovative and ambitious way forward and provides a framework for significant and lasting system change in British Columbia.

Across British Columbia, supporters of this \$10/Day Plan are working to ensure that child care is a central issue for governments.

## THE PLAN...

### **Builds on well-established evidence...**

An ever-expanding body of research clearly demonstrates that:

- Public spending on the early years is a wise social and economic investment;
- Quality child care *is* early learning;
- High quality early years programs promote healthy development;
- Children and families need, and have a right to, quality care and learning; and
- Current policies and approaches are not working.

### **Responds to two conflicting realities...**

**BC has implemented full school day Kindergarten** for 5-year-olds. While publicly funded, universal programs for young children are long overdue, BC still has no plan to meet the needs of working families, no plan to ensure infants and toddlers (a significant number of whom are in unregulated care) have access to quality care, and no plan to respond to United Nations recommendations on quality, access or affordability.

**BC families face a crisis in accessing quality, affordable child care.** Fees are too high—the second highest family expense after housing. Wait lists are too long, with a regulated space for only about 20 per cent of BC children. And, the wages of college trained early childhood educators are too low, forcing many to leave the field to earn a living wage.

### **Is a “made in BC” solution...**

While this Plan grew out of the lived experience in BC and builds on our strengths, it also owes much to lessons learned elsewhere. Based on the evidence, it rejects commercial child care as the answer to the current child care crisis and instead looks to public systems that work well—systems that integrate child care and education under one lead ministry (increasingly Education), and where child care and learning come together as strong and equal partners.<sup>1</sup>

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<sup>1</sup> A BC example of the integration of early care and learning is the Education Department of the Stz’uminus First Nation which operates the Nutsuma Lelum Child Day Care.



## THE PLAN...

### **Incorporates the best of child care *and* public education...**

The Plan focuses on the integration of child care programs regulated under the Community Care and Assisted Living Act, Child Care Licensing Regulation, with early learning programs delivered by schools. On the “child care” side, this includes family child care, preschool, group child care for infants, toddlers and 3 to 5-year-olds, and school age care. On the “school” side, it includes Kindergarten and Grade 1.

This focus, which flows from the mandates and expertise of the two sponsoring organizations, affirms the pivotal role child care plays in supporting families. Licensed BC child care providers interact, on a regular basis, with the families of close to 65,000 children under 6 years of age; this makes child care the largest front line support service for BC families with young children. Given the child care crisis experienced by many families, child care is a top priority.

We support strong family policies and comprehensive services such as income supports, pre/post-natal health services, family resource and parent education programs, and early intervention services—just to name a few. We remain committed to working with the broader early years’ services sector and beyond to meet the needs of all families and children.

### **Emerged through an extensive community briefing consultation process...**

In 2010, we briefed British Columbians on our *Emerging Plan for an Integrated System of Early Care and Learning in BC*.

We distributed over 5,000 copies of the emerging plan, conducted an online survey, and received written comments from more than 700 individuals and groups. We responded to over 60 invitations to present the emerging plan, and as a result visited more than 25 BC communities. We also hosted an on-line webinar that reached hundreds more. Our audiences included, and went well beyond, the child care and community social services sectors. We are proud of the breadth and depth of this briefing process and the meaningful dialogue it encouraged and supported.

We were amazed and humbled by the positive response our emerging plan received.

While there are a few who perhaps don’t agree with the direction of the Plan, don’t see themselves in it, or aren’t ready to endorse it—overwhelmingly, people are convinced by the Plan’s potential to make a difference and want policy makers to move forward with implementation.

Since releasing the first edition of this Plan, we have continued to engage in dialogue with communities across BC. We value all we have learned and we thank everyone who has taken the time to listen and share. The Plan is much stronger as a result of the input. We continue to work on expanding key elements of the Plan.





## THE PLAN...

### **Acknowledges and celebrates innovative practice in BC communities...**

As we travel the province, we hear inspiring stories about the work being done in communities, from early childhood community tables, First Nations, and coalitions to programs at colleges and universities, originating from front line practitioners, groups and individuals that do the best they can every day, often with little support. As important as this work is, we sadly still see the vulnerability of young children increasing across the province. We need system change that would make innovative but now isolated examples of quality the daily experience for children across British Columbia.

### **Demands change from us all...**

Change is never easy—perhaps least of all for child care providers who have faced years of instability, band-aid solutions and broken promises. We know our Plan requires a cultural shift that may take a generation to fully achieve. It will take an openness to learn, a willingness to trust, and a generosity of spirit: all values at the core of quality early care and learning programs. We are confident that with these values early childhood educators can and will continue to find their voices to help change the world for children, their families and the workforce.

### **Doesn't answer every question...**

Some elements of the Plan need more discussion and refinement. This includes a workforce development strategy, aligning the child care regulatory framework with the new system, integrating Supported Child Development and Child Care Resource and Referral, embedding early childhood practices into Kindergarten and Grade 1, strengthening the school age care component of the Plan, and coordinating implementation with the broader range of early childhood development and family support/parent education services. We also respect the diverse experiences of children and families new to Canada, and value opportunities to engage with and learn from First Nations and Aboriginal organizations respecting and supporting the right to First Nations control of First Nations education.

We and many others acknowledge there are fundamental differences between child care and other early years programs. Other early years programs receive substantial public and/or philanthropic operating funds, are delivered by non-profit organizations or public institutions and are available to families, regardless of income, at little or no cost. Regrettably, child care does not yet benefit from these same conditions, putting working families and their children at a distinct disadvantage. That is why fundamentally different approaches are required to solve the child care crisis.

So, our invitation to those in the education, family support, early intervention, health, recreation, library, and post-secondary systems and beyond, remains wide open. Please share your visions of how we can work together to honour and advance services and supports for children and families. We welcome the dialogue.

Finally, our Plan is generating unprecedented interest. The next step is for policy makers to embrace the vision and make a commitment to implementation. We stand ready, willing and able to help them do just that.

# THE BIG PICTURE

## Conditions Needed to Support the Plan

This Plan includes four conditions to support a system of early care and learning: strong family policy, commitment from federal and provincial governments, First Nations and Aboriginal community control, and adequate and stable funding.

### Strong Family Policy

In the 2011 report *Does Canada Work for All Generations?*<sup>2</sup> Paul Kershaw and Lynell Anderson, of UBC's Human Early Learning Partnership, note that Canada has become a country in which it is far harder to raise a young family:

*The country's economy has doubled in size since the mid-1970's, yet the new reality for parents with preschool children is a decline in the standard of living. Compared to the previous generation, the average household income for young Canadian couples has flat-lined (after adjusting for inflation) even though the share of young women contributing to household incomes today is up 53 per cent. Meanwhile, housing prices increased 76 per cent across the country (150 per cent in BC) since the mid-1970's.*

*The generation raising young children today is squeezed for time at home, squeezed for income because of the high cost of housing, and squeezed for services like child care that would help them balance earning a living with raising a family... The resulting work-life conflict [for generation squeeze] also costs employers.*

Kershaw and Anderson estimated that work-life conflict among employees with preschool age children costs BC businesses in excess of \$600 million per year, including turnover, absenteeism and health care premiums.

The authors propose a New Deal for Families with Young Children centred on two core family policy changes:

- New both-parent benefits "will ensure that all parents, including the self-employed, have the time and resources to be at home with their newborns, at least until children are 18 months; and
- Thereafter, \$10/day child care services will ensure that parents can afford enough employment time to manage the rising cost of housing and stalled household incomes.

This Plan clearly addresses the key missing service—child care—but its ultimate effectiveness depends on both elements of strong family policy being in place.

### Commitment from Federal and Provincial Governments

While the design and delivery of systems of early care and learning are provincial responsibilities, both provincial and federal governments have an obligation to honour their commitments under the UN Convention on the Rights of the Child. This includes the right to access quality early care and learning.

Therefore, the role of the federal government should be to: legislate and fund an enhanced parental leave program that

2 Paul Kershaw and Lynell Anderson, *Does Canada Work for All Generations?* (UBC Human Early Learning Partnership, 2011).

provides parents with up to 18 months of leave, including reserved time for fathers, along with adequate incomes, and; transfer dedicated funds to help build systems of early care and learning, with funds tied to accountability for universality, high quality, affordability, inclusiveness, and democratic governance.

While a commitment from both levels of government would be an asset, the absence of federal commitment does not absolve BC of the responsibility of implementing a solution to the current child care crisis in BC.

## First Nations and Aboriginal Community Control

As affirmed by the United Nations Declaration on the Rights of Indigenous Peoples, First Nations and Aboriginal peoples are rightfully claiming and exercising their human and constitutional rights to develop and control culturally relevant programs for their children and families. The UN Declaration guarantees the rights of Indigenous peoples to enjoy and practice their cultures and customs, religions, and languages, and to develop and strengthen their economies and their social and political institutions. Therefore, an effective early care and learning system must provide First Nations communities with the power and resources—with the involvement of Elders and Knowledge Keepers—to design, govern and deliver early care and learning services that meet their needs.

We acknowledged that respectful dialogue with BC's First Nation peoples is critically important. We are committed to furthering that dialogue now, and into the future.

Full support for the right of First Nations and Aboriginal communities to design and deliver services does not absolve the early care and learning system of its responsibility to provide culturally welcoming and affirming programs across BC. We must ensure that all Early Childhood Educators in BC are educated about the history, cultures and practices of First Nations peoples and can integrate these learnings into the programs they provide for all children.

## Adequate and Stable Funding

A transformation of early care and learning services from the current “user fee” market system to a publicly funded and delivered system is critical to the success of the Plan. This will require significant additional public funding *and* a change in the way these funds are delivered. Given the historic underfunding of a broad range of early childhood development and family support services, funding to implement this Plan cannot come through reallocation of existing program funds. New investments are required.

Building on previous costing models, HELP's *15 by 15* report calculates that the additional operating cost for a universal, quality, inclusive early care and learning system for BC children under the age of 6 would be \$1.5 billion annually.<sup>3</sup> As this Plan also includes services for elementary school age children, the full operating costs would be somewhat higher.<sup>4</sup> Yet, *15 by 15* also identifies multiple benefits that offset these costs, even in the short term and the experience from Quebec demonstrates that its \$7/day system has paid for itself after 12 years in operation.

As part of a 10-year implementation strategy, provincial funding would increase incrementally over the first five years, with a commitment to stable, long-term funding.

Public funding must be tied to clear system accountability measures with transparent monitoring to ensure it is used to achieve public goals. Initially, existing child care services that integrate into the new system would be funded through contracts for service or similar funding mechanisms.

As Boards of Education develop new programs to meet demonstrated needs, these programs would be funded directly, as is the Kindergarten to Grade 12 system.

3 *15 by 15: A Comprehensive Policy Framework for Early Human Capital Investment in BC*, April 2010, p. 20, [www.earlylearning.ubc.ca/research/initiatives/social-change/15-by-15-smart-family-policy/](http://www.earlylearning.ubc.ca/research/initiatives/social-change/15-by-15-smart-family-policy/)

4 A complementary capital budget to retrofit existing or create new quality spaces will also be required, as will a higher level of investment in ECE post-secondary education.

# MOVING FROM A PATCHWORK TO A DEMOCRATIC SYSTEM

## Legislative and Policy Change

This Plan proposes a sea change from the current patchwork of fragmented child care services to a cohesive, democratic system of early care and learning.

Historically, the development of child care in BC has depended on the initiative of community groups and individuals. However well-intentioned, the result is a patchwork of isolated programs, high levels of operational fragility, and no guarantee that programs exist where they are most needed. While ad hoc development has not worked for children, families or communities, it is no surprise that some providers value the autonomy they now have over their operations.

The shift from stand-alone programs, no matter who operates them, to a cohesive, democratic system will take time—perhaps a generation. With the right elements in place new generations of early childhood educators will enter a system in which they are respected and supported by the communities to whom they are accountable.

The Plan includes three initiatives that are the foundation of a democratic system: legislation, a new home in the Ministry of Education, and a new role for Boards of Education.

## An Early Care and Learning Act for BC

A new Early Care and Learning Act would turn international commitments to honour children's, families' and First Nations' rights to quality early childhood programs into law—for which government can and would be held accountable.

The proposed new Early Care and Learning Act would enshrine the rights of:

- All young children (from birth to 5 years) to access high quality, integrated care and learning services that respect their unique developmental needs;<sup>5</sup>
- All children from age 6 to 12 to access high quality before and after school care that responds to and respects their developmental needs;
- All families, on a *voluntary* basis, to access quality, affordable care for their children;
- Families to be actively engaged in their children's early care and learning programs;
- First Nations and Aboriginal communities to govern, develop and deliver early care and learning services that meet their communities' needs;
- Children with extra support needs to be fully supported and included; and
- Children from families facing economic, social or cultural barriers to be fully supported and included.

5 While this plan supports extended parental leave of 18 months, some families will want and need infant care.

The Early Care and Learning Act would also define how the system is governed and funded, and set out the regulations within which services operate.

This Act would replace the current provision for “early learning programs” in the BC School Act, which narrowly defines Ministry of Education early learning programs as those designed to “improve readiness for and success in kindergarten” and restricts access to only those children whose parent or designated caregiver can attend with them.<sup>6</sup>

Enshrining access to early care as a right equal to the right to public education will help overcome the historic divide between relatively well-funded, universal public education services and relatively poorly funded, poorly regulated, privatized child care services.

An Early Care and Learning Act would bring “child care” to the table as a strong and equal partner with public education and help protect against a downward extension of a narrowly defined academic readiness approach to programs for young children.

## A New Home for Early Care and Learning in the Ministry of Education

While BC’s public schools face many challenges, a new home in the Ministry of Education provides an historic opportunity to extend the strengths of the public education system to a public system of early care and learning. These strengths include:

- **Universal entitlement for all children.** The School Act provides this for children from age 5 and up; the new Early Care and Learning Act would provide this for children from birth to age 5.
- **Public funding.** BC law requires that no user fees be charged for Kindergarten to Grade 12 education.<sup>7</sup> This plan proposes a move to affordable access to early care and learning that is free for families with household incomes under \$40,000 annually.
- **Democratic control.** Elected Boards of Education can strengthen civic engagement in, and ownership of, a public early care and learning system.
- **Public understanding and support.** Just as the public expects and accepts schools in every community, they will come to accept and expect early care and learning as well.
- **Respect and fair compensation for the workforce.** The Plan proposes a way for early childhood educators to increase their education and strengthen their profession.
- **Infrastructure to deliver.** Rather than create new administrative structures, this Plan proposes to make use of the existing infrastructures of the Ministry of Education and Boards of Education.

A home in education does not mean children would start school at a younger age or that all early care programs would necessarily be located in schools. Rather, this Plan calls for the Ministry of Education to be responsible for a system of community-based early care and learning and school age programs for children from birth to 12 years. Children would still start school at age 5 when they enter Kindergarten.

To fulfill this new mandate, the Ministry of Education would need to establish an Early Care and Learning Division with responsibility for stable funding, transition planning, licensing and regulatory frameworks, and workforce development. A designated Director of Early Care and Learning would also be required.

<sup>6</sup> School Act, Revised Statutes of British Columbia, 1996, page C-12, [www.bced.gov.bc.ca/legislation/schoollaw/revisedstatutescontents.pdf](http://www.bced.gov.bc.ca/legislation/schoollaw/revisedstatutescontents.pdf).

<sup>7</sup> Ibid, Section 82, page C-73.





## A New Role for Boards of Education<sup>8</sup>

With a new home in the Ministry of Education, elected Boards of Education would be mandated and funded to plan, develop, and govern the delivery of a range of early care and learning (ECL) services in their districts—whether these services are located in community or school facilities. This new mandate builds on the commitment to children and youth, engagement with stakeholders and the relevancy that Boards of Education have within their communities.

To undertake these new responsibilities, school districts would be required to:

- Work with municipal/regional governments and the child care community to develop and implement ECL plans. With annual targets and reporting benchmarks, ECL plans would guide the integration of existing child care services into the education system and the development of new ECL services to meet unmet needs, within a 10-year implementation strategy.
- Create ECL standing committees comprised of families and other stakeholders to guide board decision-making.
- Designate at least one elected board of education trustee as an ECL liaison.
- Assign knowledgeable staff to support ECL programs and find ways to integrate licensing, support for children with unique needs, and resource/referral responsibilities into the new system.
- Ensure that all ECL programs operate in stable and appropriate spaces, whether in schools, on school grounds, or in the community.
- Provide professional development for school district administrators and staff about the board's new responsibilities and programs.

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<sup>8</sup> As noted on page 8, First Nations and Aboriginal peoples have the right to the power and resources they need to design, govern and deliver their own early care and learning programs. First Nation and Aboriginal communities may be funded directly rather than through Boards of Education.

# CHILDREN AND FAMILIES COME FIRST

## Early Care and Learning Programs and Services



The central goal of a new public system of early care and learning is to meet the needs of children and families. While the policy environment and governance structure outlined above lay a foundation for that system, it is the services the foundation supports that matter for children and families.

With a well-functioning system, families can access quality care and learning services when and where they need them, without having to worry about the infrastructure that makes it possible. This Plan provides an innovative set of services that build on the strengths of the public education system and quality early childhood education.

### Putting Care at the Core

The Plan proposes two new categories for early care and learning services – one at the individual program level, the other at the neighbourhood level.

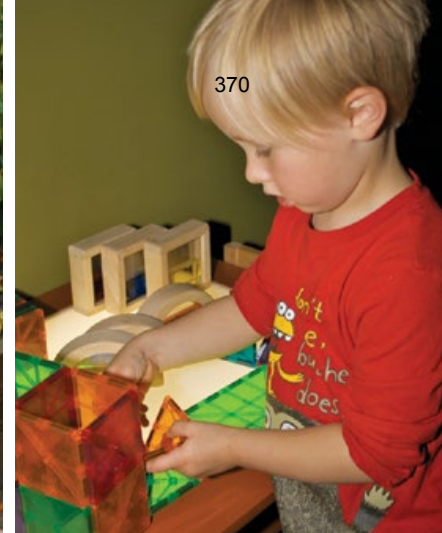
Individual programs participating in the new system would be known as Early Years Centres (since the release of this Plan, the term Early Years Centres is being used by government to describe a very different concept). At the neighbourhood level, EYC's would affiliate into Early Years Networks.

### Early Years Centres

This new designation would apply to programs currently licensed under the Child Care Licensing Regulations, e.g. group care for infants, toddlers, and 3 to 5-year-olds, family child care for mixed ages, and preschools for 3 to 5-year-olds. It would only be used for programs that participate in the new system.

EYC's would be:

- Staffed by qualified early childhood educators and family child care providers,
- Play-based programs where children have opportunities to develop physically, socially, emotionally, morally, spiritually, culturally, cognitively and creatively, where each child's self-esteem is enhanced, and a warm, loving atmosphere is maintained
- Places that support a partnership between families and early childhood educators through positive and respectful relationships;
- Diverse enough to offer a range of pedagogical approaches to early childhood education (Reggio Emilia, Montessori, etc.); and
- A BC way to meet the developmental needs of children that puts "care at the core" and also meets the needs of working families, including shift workers.
- An alternative to pre or junior Kindergarten which is typically limited to school day hours in a classroom context.



To become an EYC, programs and providers would

- Embrace a shift from independent operations to participation in a democratic system;
- Affiliate, at the neighbourhood level, with other providers into a unified Early Years Network (see below)
- Develop a plan to demonstrate their readiness and ability to meet the system accountability measures
- Complete an application process to enter into contracts for service or similar funding mechanisms with the local Board of Education.

## Early Years Centre Funding and Accountability

Early Years Centres would provide the core services delivered by the new public early care and learning system.

As such, they would receive operational funding, through new public investments in early care and learning, to meet five system accountability measures:

1. Cap parent fees at \$10/day for full-time, \$7/day for part-time, and no user fee for families with an annual income of less than \$40,000;
2. Meet improved staff education and wage levels at an average of \$25 an hour plus 20 per cent benefits
3. Welcome all children, including those with extra support needs;
4. Address demonstrated community need; and
5. Offer play-based programs that are consistent with the BC Early Learning Framework or Aboriginal frameworks.

Early Years Centres that evolve from existing services would receive operational funding through a contract for service or similar funding mechanism from local Boards of Education, while Early Years Centres developed by Boards of Education would be funded directly by those Boards. A formula to recognize differences in regional operating costs would be required.

EYCs would be held accountable for public funds through mechanisms such as open financial records, filed financial statements, audits, and other transparency measures.

During the transition period to the new system, the current child care subsidy program would remain in place to support families who do not yet have access to an affordable space in an EY Network.

Providers who choose not to participate in the system would be able to continue to operate independently, if they meet licensing requirements; however, they would not receive any of the public funds tied to the new system of integrated early care and learning.





## Development of Early Years Centre

Early Years Centres would develop in two ways: evolving from existing providers, and creating new EYCs to meet demonstrated needs.

Existing group child care, preschool and regulated family child care providers who want to be part of the new system and are prepared to meet the new accountability measures would become Early Years Centres and members of their local Early Years Network.

Boards of Education would then develop and operate new Early Years Centres in response to the needs identified in their early care and learning plans.

New EYCs offering group programs could be located in schools, purpose-built facilities, on school grounds or other appropriate community facilities such as community recreation centres and community amenity spaces.

## Early Years Networks

EY Networks would be clusters of neighbourhood-based regulated full and part-time early care and learning programs that are participating in the new system. These would include Early Years Centres (group and family programs) and school age child care programs.

They would integrate these individual programs into a unified service at a neighbourhood level – offering a range of programs from which families can select the one that meets their needs.

Through EY Networks, early childhood educators, school age providers and family child care providers would be part of a collegial team learn from and with each other, share resources and pursue career paths

EY Networks would develop close working relationships with the schools in their community – easing the transition for children and sharing resources.

EY Networks would also be key players in a coordinated and integrated broader system of early years' services. They would provide a neighbourhood based vehicle to determine unmet needs and plan for growth in the system.

Just like individual EYCs, Networks would first evolve from existing providers who are participating in the new system. Boards of Education would then be responsible for developing and integrating EYCs into neighbourhood based Networks in response to the needs identified in their early care and learning plans.

Over time, EY Networks would exist in every community – just like elementary schools. In rural communities, where young children travel long distances to school, EY Networks could include family child care homes and small group programs closer to home.

For examples of how EY Networks might look, see page 16.

## Kindergarten and Grade 1

Quality early care and learning programs are critical to children's development and, whether in child care, Kindergarten or Grade 1, share many common features. While school entry would still begin at age 5, and Kindergarten and Grade 1 would continue to be governed by BC's School Act, this Plan integrates the first two years of school into the system of early care and learning.

To offer children optimal care and learning experiences, this Plan enhances Kindergarten and Grade 1 by:

- Having qualified early childhood educators (ECEs) work with teachers as professional colleagues in order to support full school day, play-based programs, acknowledging the need for protected class size and composition so that the addition of ECEs enhances current ratios;
- Offering an extended full day and full year program for working and other families who want or need it, at the same location and with stable adult/child relationships;
- Respecting the vital role played by Education Assistants (EAs) in public schools and working with them to support the successful inclusion of children with extra support needs; and
- Enhancing early childhood education expertise and perspectives within the Kindergarten to Grade 12 system.

## School Age Care

Quality school age care plays a critical role in supporting children's development through the important middle years. While at work or study, families rely on school age care for their children. Consistent, genuine and caring relationships with qualified school age care providers who support children's growing independence are an essential element of an effective early care and learning system.

While more work is needed to deepen the school age component of this Plan, as a starting place:

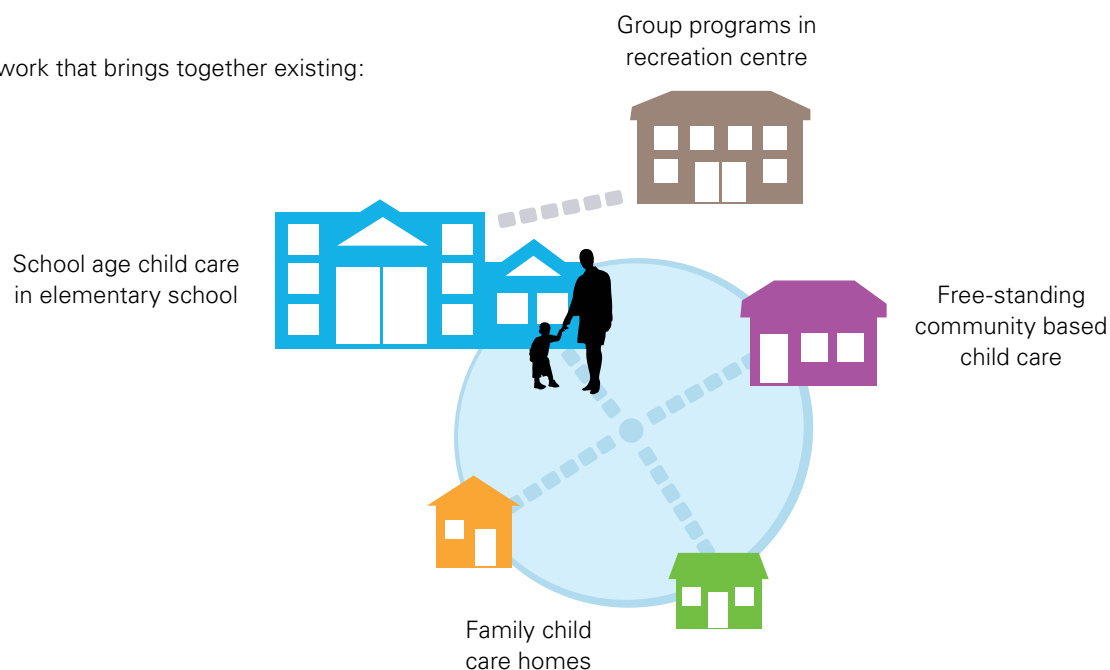
- Regulated school age programs would offer before and after school care and full day care during non-instructional days and school breaks for children from Grade 2 to the end of Grade 7.
- Boards of Education would be responsible for providing quality school age programs wherever there is an identified need.
- Like EY Networks, school age programs would receive public operating funds to meet the five system accountability measures:
  - » Cap parent fees at \$10/day for full-time, \$7/day part-time, no user fee for families earning less than \$40,000 annually;
  - » Meet improved staff education and wage levels at an average of \$25 per hour plus 20 per cent benefits;
  - » Welcome all children, including those with extra support needs;
  - » Address demonstrated community need; and
  - » Offer programs that support children's holistic development.
- Existing school age providers who want to be part of the new system and agree to meet these accountability measures would be funded through contracts for service or similar funding mechanisms with Boards of Education.
- New programs to meet demonstrated needs would be developed and operated by Boards of Education.
- School age programs would work in cooperation with other community services to provide care that meets the full spectrum of children's developmental needs throughout the year.

# EARLY YEARS NETWORKS

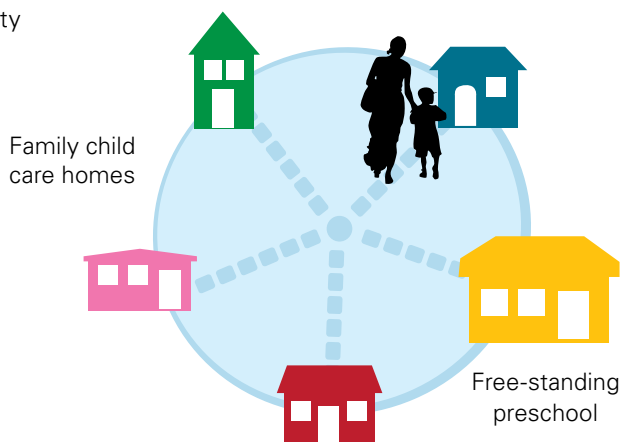
## Some Examples

### Evolving EY Networks from existing providers

An urban EY Network that brings together existing:

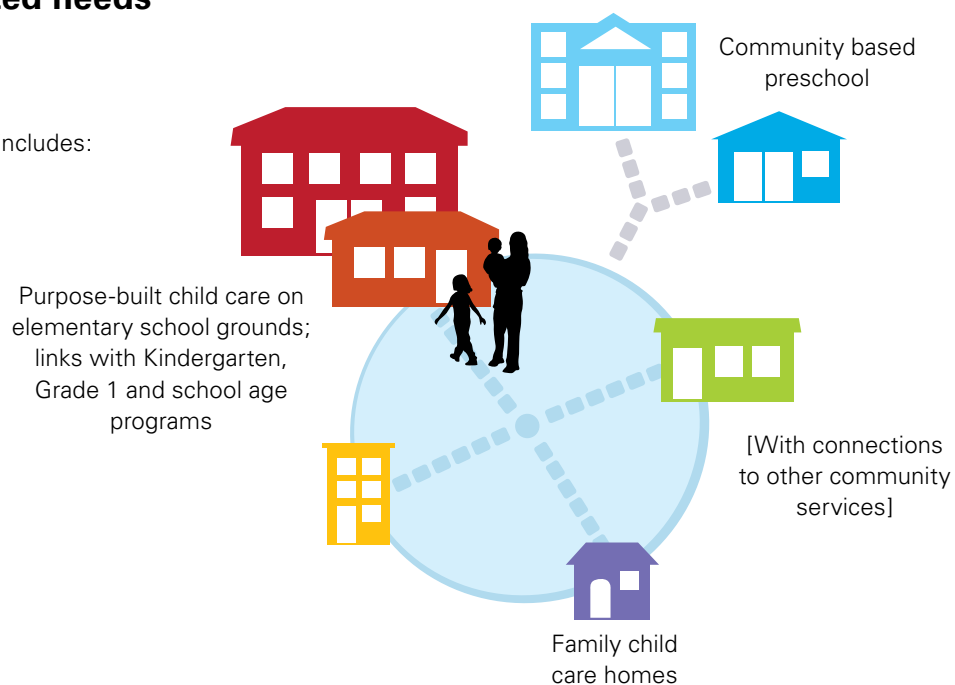


An EY Network in a small community that brings together existing:

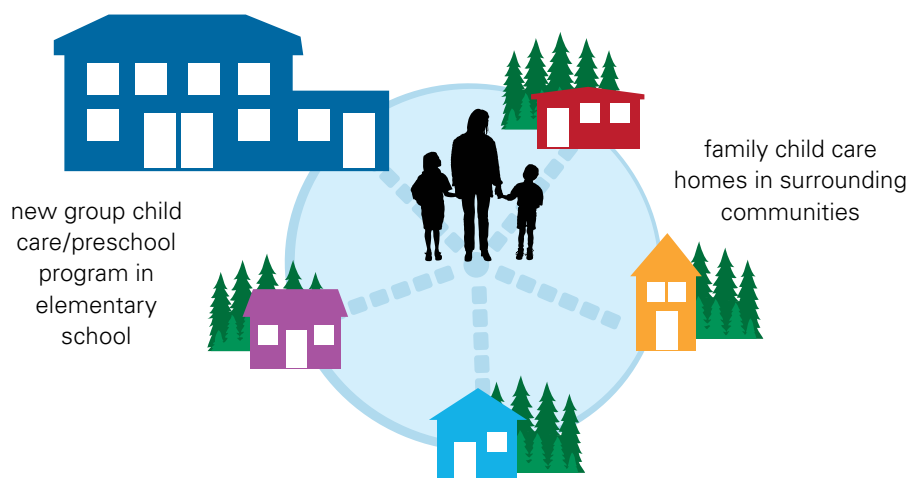


## Creating new EY Networks to meet demonstrated needs

A new urban EY Network that includes:



A new rural EY Network that includes:



# BUILDING CAPACITY

## Investing in the Workforce



The success of this proposed system of early care and learning depends on investing in a respected, well-educated and fairly-compensated workforce.

This would:

- Enhance the quality of early care and learning programs by raising educational standards for all providers;
- Build on ECEs' ethical commitment to pursue, on an ongoing basis, knowledge, skills and self-awareness to be professionally competent;<sup>9</sup>
- Respect the culture, values and expertise of the field of early childhood education; and
- Move ECEs toward parity with teacher credentials and remuneration.

While a comprehensive workforce development strategy is required, this Plan includes three steps for building workforce capacity: a Bachelor of Early Childhood Education as a new educational standard, a diploma as a minimum credential for providers, and support for existing ECEs and providers to upgrade their qualifications.

### Bachelor of ECE as the Educational Standard

A Bachelor of Early Childhood Education as the new educational standard recognizes the importance and value of the work done by early childhood educators and invests in their development. It builds on BC's existing and evolving Bachelors of Early Childhood Care and Education and calls for additional degree programs with diverse specialties.

New Bachelor of Early Childhood Education (BECE) degrees should reflect the breadth and depth of knowledge required to support all aspects of the new system, including care for children from birth to age 12 in a variety of settings, care for children in mixed age groupings, support for children with extra needs, and partnering with teachers and other staff members in Kindergarten and Grade 1 classrooms. Articulation with related degrees in fields such as Child and Youth Care would be required. Post-baccalaureate diploma programs with early childhood education specialties for teachers and other professionals should also be available.

Within five years of implementation of the \$10/day Plan, the goal is that at least one early childhood educator in every EYC, Kindergarten, Grade 1, and school age care program should hold a Bachelor of Early Childhood Education degree or a bachelor's degree with an early years specialization from a related field. It is recognized that BC needs an increase in post-secondary opportunities in early childhood education, including distance and online learning.

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<sup>9</sup> Early Childhood Educators of BC, Code of Ethics, 2008.





## Diploma as the Minimum Credential for Providers

This Plan includes establishing a diploma as the minimum credential for all child care providers, including those working in family and school age care. This goal recognizes that current educational requirements for ECEs, as well as family and school age providers, are not commensurate with the importance and value of their work and relegate the sector to low wages and recruitment and retention problems.

This standard builds on existing ECE diploma and certificate programs, the Good Beginnings Program for family child care, the Responsible Adult Course, and other courses related to school age care. Diploma programs would address the work done across the sector, including the specific work done in family and school age care, and be articulated with BECE degrees so that diploma graduates enter a bachelor's program at year two or three.

## Support for Providers to Upgrade Qualifications

The goal of supporting existing ECEs and providers to upgrade their qualifications recognizes that while future practitioners will enter the sector with new educational standards in place, existing practitioners may need support to upgrade their education.

Existing training and experience would be recognized and the Plan's costing model includes annual funds for practitioners to upgrade their education while they continue to work. Training opportunities should be available across the province and made accessible for all. Post-secondary institutions across BC are already working to strengthen their capacity to offer increased educational opportunities in early childhood education. We trust that the long term vision of this Plan will inform these developments. Strategies to welcome ECEs who have left the field back into the new system would also be helpful.

Mature providers who may not want to upgrade their education to the new standards could remain in their current positions, with their current qualifications, until they decide to retire or move on.

# GETTING FROM HERE TO THERE

## Building on Strengths

One of the strengths and challenges of implementing this Plan is that it requires change from all partners in the new system.

The cultural shift required to move from stand-alone, isolated child care programs into a cohesive, democratic system may be hard and will definitely take time—perhaps a generation.

Existing ECE practitioners and providers entered the field under different expectations and circumstances. For some, the current high-demand, low-supply market serves their business interests. Others value the independence and autonomy they have over their operations. Others, who have experienced years of instability, are wary. Some may not want to move into a new system. The Plan respects the right of providers to continue to operate independently, as long as they meet licensing requirements; however, they would not receive the public funds tied to the new system and its accountability measures.

Fear of change and private interests must not stand in the way of meeting the needs of BC children and families and respecting the value of early childhood educators. The status quo is not acceptable.

This Plan:

- Builds on existing child care services that have been created and nurtured in communities, despite the obstacles;
- Welcomes all existing providers who are excited by the Plan's potential and want to be part of the new system—children and families need their services and the new system needs their wisdom and experience; and
- Ensures future generations of early childhood educators will enter a field where their work is respected and supported by, and accountable to, the community it serves.

Implementation will take generosity of spirit, community engagement and vigilance, and an openness to learn through practice—and make adjustments as needed.

## Implementation

Once legislation is enacted, an initial five-year budget commitment within a 10-year implementation strategy, with annual benchmarks, will be required. This time frame provides a stable context for implementation, assures the community of government's long-term commitment, and provides opportunities for learning and adapting as the Plan moves forward.

Significant investment and action will be required in the first five years. This front loading will provide access to quality, affordable early care and learning services to large numbers of BC children and families as quickly as possible.

## **In response to BC's changing political context, the key initial implementation steps are:**

### **1. A COMMITMENT FROM GOVERNMENT TO EMBRACE AND IMPLEMENT THE PLAN**

Primary responsibility for enacting this Plan rests with the provincial government, which needs to commit to its vision and goals. The needs of BC children and families should be a non-partisan issue that garners support from all. A federal commitment to support BC's implementation of this Plan will also be important to success, but provincial action on this issue must not be dependent on the federal government's willingness to come to the table.

A commitment from Boards of Education to take up their new mandate for early care and learning is essential. Support and cooperation from local governments and other public governing bodies is also important.

### **2. ENACTING THE EARLY CARE AND LEARNING ACT**

The first step is for the BC Legislature to pass an Early Care and Learning Act. This will provide a stable legislative and regulatory framework for implementing the Plan and alleviate legitimate concerns about a downward extension of a narrow academic-readiness focus.

### **3. MOVING CHILD CARE TO THE MINISTRY OF EDUCATION**

Following the lead of most other Canadian provinces and territories, responsibility for child care policy and programs should immediately be moved to the Ministry of Education. The ministry could then work with local Boards of Education to develop plans with targets and timelines for providing early care and learning services for all, with a priority on services that meet the needs of young children and working families. Boards of Education should give top priority to expanding access to full-time programs for young children before they enter Kindergarten through the development of Early Years Centres. This responds to the majority of BC families who need quality, affordable care for their children while they work or study. Within this priority, school districts can and must develop early care and learning plans that build on their communities' assets and respond to their communities' needs.

### **4. DEVELOPING A FIVE-YEAR ROLL OUT WITH A STABLE BUDGET**

Successful implementation will require a stable budget on which to proceed; this is the only way to assure child care providers, Boards of Education, and other partners that the necessary funds will be there to reach the targets and timelines they establish. Significant investment, with annual reporting on benchmarks, is required to provide access to services for a large number of children and families as quickly as possible and ensure returns to government.

### **5. SUPPORTING FIRST NATIONS AND ABORIGINAL PEOPLES**

As a significant and necessary layer of the child care system we need in BC the government must support the BC First Nations Early Childhood Development Framework and Creating Pathways – An Aboriginal Early Years Five Year Strategic Plan

### **6. IMMEDIATE ACTION**

Recognizing that it will take 5 to 10 years to fully realize the \$10/day Plan's potential, we recommend that government begin to implement the Plan by immediately:

- Making a commitment to address affordability by reducing parent fees to \$10/day for all licensed infant and toddler spaces (in group and family settings) that are willing to commit to the accountability measures – this step recognizes that the current crisis is most acute for infants and toddlers who, at their most vulnerable stage, are over-represented in unregulated care; and
- Put child care at the top of the agenda in discussions with the federal government as transfers of dedicated funds to build early care and learning systems will make implementation even more affordable for the province.



# MOVING THE PLAN FORWARD



Our *Community Plan for a Public System of Integrated Early Care and Learning in BC* offers a concrete, innovative and ambitious way forward. It provides a framework for significant and lasting system change. While it does not yet answer every question,<sup>10</sup> the support it has generated is unprecedented and only continues to grow.

Moving the Plan forward depends on a willingness to meld this excitement into a cohesive voice that resonates with the public and impels decision makers to act.

We all have a role to plan in promoting the Plan and ensuring it frames the ongoing public dialogue about early care and learning. Let all elected officials know we want and expect the \$10/day Plan to be implemented in BC:

## 1. Share the Plan

Visit our website at [ccabc.bc.ca/plan](http://ccabc.bc.ca/plan) or [ecebc.ca/news/integrated\\_project.html](http://ecebc.ca/news/integrated_project.html) to:

- Send the PDF or the link for this Plan to your contacts and to all elected officials in your riding;
- Connect to our materials — posters, postcards, video and Plan “dollars”;
- Download the Plan fact sheets:

- 1** For BC Parents: What the Plan Means for Families, November 2011 in English, Chinese, Filipino, Punjabi, Spanish and Vietnamese
- 2** It Makes Good Dollars & Sense: Economic Rationale For Public Investment, December 2011
- 3** By The Numbers: BC Children, Families and Child Care, December 2011

- 4** \$10 A Day Child Care: A Key to Ending Family Poverty, October 2012
- 5** \$10 A Day Child Care: Good for BC Business, January 2014

## 2. Endorse the Plan

Join the growing number of British Columbia citizens, businesses, organizations, and academics endorsing the Plan:

[www.cccabc.bc.ca/plan/endorse-the-plan](http://www.cccabc.bc.ca/plan/endorse-the-plan)

## 3. Promote the Plan on social media



Visit the website and follow links to share the plan on Facebook, Twitter and other social media sites.

<sup>10</sup> For more detailed answers to frequently asked questions see [www.cccabc.bc.ca/cccabcdocs/integrated.html](http://www.cccabc.bc.ca/cccabcdocs/integrated.html) and [www.ecebc.ca/news/integrated\\_project.html](http://www.ecebc.ca/news/integrated_project.html).

# MAP OF LOCAL GOVERNMENT SUPPORT FOR THE \$10/DAY CHILD CARE PLAN





COALITION OF  
**child care  
advocates**  
OF BC

WE APPRECIATE THE FINANCIAL OR IN-KIND SUPPORT OF:





# Local Government Requirements:

*A Handbook for CHILD CARE PROVIDERS*



Provincial Office  
for the Early Years

### KEY QUESTIONS to ASK YOUR MUNICIPAL/REGIONAL DISTRICT OFFICE:

- **Do local land-use laws** allow me to operate a child care facility on my chosen property?
- **Will my planned facility** be exempt from land use and building laws under Section 20 of the *Community Care and Assisted Living Act*? (*applies to in-home operators only*)
- **How many parking spots** and drop-off spots do I need?
- **Do I need a development permit** to start my planned landscaping/construction?
- **Is my building a designated heritage building** or located in a heritage conservation area?
- **Do I need a building permit** to start my planned landscaping/construction?
- **Do I need a change-of-use permit** to start using my space as a child care facility? (*applicable to operators who plan to start a child care facility in an existing space*)
- Do I need to have a **fire inspection**?
- Do I need a **sign permit** before I install a sign?
- Do I need a **business licence**?



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## PART 1: *Introduction*

### Why should I read this handbook?

This handbook is intended to help you become familiar with the kinds of bylaws created by your local government that may affect your plans to open or expand your child care facility.

You likely already know that child care in B.C. is regulated. If you plan to become a licenced provider, you may have already started working with your local Health Authority. If you have not started this process yet, contact your local Health Authority (contact information is available online and in the blue pages of your phonebook). There is a lot of information available about the licensing process on your Health Authority's website and from its licensing office.

You may not be aware that your local government has created rules about where you can open a child care facility, whether you can install a sign, how many parking spaces you must have, and other aspects of your facility. Every community has different rules, so this handbook cannot provide step-by-step information on how to comply with your local government's laws. Instead, it provides some of the background information you will need to understand the requirements and will prepare you to do further investigation on your own.

**Note:** If you plan to provide child care in your home to eight or fewer children, the process for setting up your child care facility may be relatively simple because your facility may be exempt from many of the requirements described in this handbook. See page 6 (*Exemption from land use and building laws for licenced in-home providers who care for eight or fewer children*) for details.

For the purposes of this handbook, the term **“facility”** is used to refer to all types of licenced child care operations, including in-home, centre-based, for-profit and non-profit child care.



## What will this handbook NOT cover?

This handbook does not explain provincial licensing requirements (which are administered by your Health Authority). It also does not explain other provincial or federal requirements, such as tax laws. *This handbook is not intended to replace legal advice.*

## Who is this handbook for?

This handbook is intended for people who are planning to open, expand, renovate, or relocate a licenced child care facility, whether it is a business or a non-profit. Not everything in this handbook will apply to your situation—what does apply will depend on several factors, such as whether construction is necessary.

## What everyone needs to know

If you do not follow bylaws, your child care operation may be seriously impacted. It is therefore important to understand and comply with all local government rules that apply to your child care facility from the very beginning.

Remember that obtaining the required permits and complying with other local government requirements will take time. Plan ahead to avoid delays that may affect your opening date and/or your eligibility for provincial funding.

### KEY TERMS ABOUT LOCAL GOVERNMENT

- ▶ **Local government:** Municipal and Regional District governments. If your facility is located within a municipality, the relevant local government may be a village, town, district municipality, or city. If your facility is located in an electoral area, the relevant local government is the Regional District.
- ▶ **Council:** The elected officials who govern a municipality.
- ▶ **Electoral Area:** An area outside the boundaries of a municipality but in a regional district. If your facility is not located within the boundaries of a municipality, it is located within an electoral area.
- ▶ **Regional District:** An area covering both municipalities and electoral areas. Provides local and regional services and planning. The Stikine Region is not a regional district (*it is administered directly by the province*).
- ▶ **Regional District Board of Directors:** A regional district's governing body. Made up of electoral area directors and municipal directors.
- ▶ **Bylaw:** Bylaws are laws made by your local government. Bylaws made by a municipality only apply within that municipality. Bylaws made by a regional district only apply within that regional district.





## PART 2: *Researching Bylaws*

### *How do I find out what the rules are?*

Your local government's rules are called bylaws. It is a good idea to talk to local government staff and have them direct you to sections of bylaws that may apply to your child care facility.

Your local government's bylaws may be available online. Bylaws are often changed, so be sure to check with your local government office to make sure you are viewing an up-to-date version. If you have questions about what a bylaw means, contact your local government office. You will likely find the staff is very helpful and friendly. If your plans are very complex, you may want to consider working with a planning consultant to understand how bylaws apply to your facility.

Your local government's website may also have useful information explaining some rules and processes. For instance, searching "City of Vancouver" and "child care" leads a user in Vancouver to helpful information. ***Remember that since each local government has unique rules, you will need information that applies specifically to the community where your child care facility is located.***

Several communities have created guides to setting up child care facilities. For example, the cities of New Westminster, Vancouver, and Burnaby provide this type of guide. Your local government may have a similar guide outlining the specific requirements for child care facilities in your area.

*Examples of guidance materials developed by local governments in B.C. ▶*

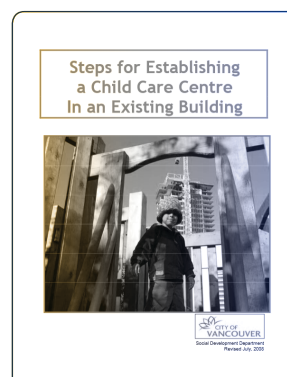


### Child Care Planning Resource Package

Prepared by the Child Care Resources Group,  
a Subcommittee of the Social Issues Committee  
of Burnaby City Council.



NOVEMBER 2009



## How to find bylaws that might apply to you

Your local government's website will most likely have a link to a library of bylaws. Examples of bylaws that will be most important to you may include the following:

- » Official Community Plan
- » Zoning & development
- » Building
- » Signage
- » Business licence (municipalities only)
- » Parking

In some communities, these types of bylaws may have different names. There may also be additional bylaws that apply to your facility, such as a landscaping bylaw. If your location is outside of a municipality, you may need to find out what electoral area you are located in to find Regional District bylaws that apply specifically to your electoral area.

You may find it helpful to speak to peers who have experience with setting up a child care operation in your community. However, always remember that the rules change depending on what type of facility you operate, where your facility is located (your peer's facility may be located in a different zone than yours, or even a different municipality or electoral area), and other factors. In addition, the rules may have changed since your peer set up their child care operation. Always double-check with local government staff to make sure you are aware of current laws. Similarly, the examples provided in this handbook are intended as examples only and may have since changed.

### TIP

*Find information that may apply to your facility by searching your local government's website and specific bylaws for the following terms:*

- "Day care"
- Daycare
- "Child care"
- Childcare
- Children
- "Community Care Facility"
- "Community Care and Assisted Living Act"

## KEY TERMS ABOUT BYLAWS

- **"Base" Bylaw:** A bylaw as it was originally written (the original bylaw). Sometimes called a "Parent Bylaw".
- **Amending Bylaw:** A bylaw that changes some detail(s) of the "Base" Bylaw.
- **Consolidated Bylaw:** The "Base" Bylaw, updated to include the changes made by all Amending Bylaws. Check with local government staff before relying on a Consolidated Bylaw.





## PART 3: *Bylaws that may affect you*

This section contains information about Official Community Plans, zoning, building permits, and other requirements created/administered by your local government that may apply to your child care facility.

Local governments are responsible for land use. A good first step is to check with your local government planning staff to see if you are allowed to operate your planned facility on your chosen property. If so, review this page and the next page, and then proceed on to page 11 (“Building Permits”).

If you are planning on becoming a licenced child care provider who provides in-home care to eight or less children, you will want to know about an exemption that may apply to you:

### **EXEMPTION FROM LAND USE and BUILDING LAWS** **for licenced in-home providers who care for eight or less children:**

In order to support small in-home child care providers, a special exemption has been created by Section 20 of the *Community Care and Assisted Living Act* (CCALA). As a result, some child care facilities may be exempt from certain laws/bylaws, including zoning bylaws and the *B.C. Building Code*, as they relate to child care (other requirements continue to apply).

If you meet all of the following criteria, you may be exempt from some laws:

- » You are licenced by the Health Authority
- » Your child care facility is located in your single-family house
- » You care for three to eight children in your facility
- » Your facility allows these children to safely exit from the building in the case of a fire
- » Your operation is in compliance with all laws (including bylaws) relating to fire and health as they apply to a single-family house

» Some communities have zoning bylaws or other types of bylaws that:

1. May specifically disallow community care facilities (including child care facilities) in a residential zone; and/or
2. May limit the number of children who may be cared for in a licenced in-home child care facility to less than eight.

However, Section 20 of the CCALA (reproduced on page 7) states that these bylaws do not apply to child care facilities that fit all the criteria listed at left. In these instances, the provincial act overrides local government bylaws. Note that if you currently fall under this special exemption but you wish to care for more than eight children in the future, you may have to make major upgrades to your home (as well as seek information about zoning and Official Community Plan requirements).

Also note that if you are licensed as a family child care facility, the number of children you may care for is limited to seven.

*If you encounter a bylaw that appears to disallow licenced child care for up to eight children in a home*, you may wish to contact a licensing officer from your local Health Authority to find out if you are exempt.

Section 20 of the CCLA may also apply to you in relation to the B.C. Building Code/Vancouver Building Bylaw. If you fit the criteria (see page 6), the requirements of the B.C. Building Code/Vancouver Building Bylaw that relate to child care facilities (or “daycare facilities”, as the B.C. Building Code refers to them) do not apply to you. Of course, you must still comply with your Health Authority’s requirements for licensing, as well as any B.C. Building Code/Vancouver Building Bylaw requirements that apply to homes.

## SECTION 20 of the COMMUNITY CARE and ASSISTED LIVING ACT (as of December 24, 2014):

### CERTAIN LAWS NOT TO APPLY

- 20** (1) This section applies to a community care facility
- (a) for which a licence has been issued,
  - (b) that is being, or is to be, used
    - (i) as a day care for no more than 8 persons in care, or
    - (ii) as a residence for no more than 10 persons, not more than 6 of whom are persons in care,
  - (c) from which, in the event of a fire, persons in care can safely exit unaided or be removed by its staff, and
  - (d) that complies with all enactments of British Columbia and the municipality where the community care facility is located that relate to fire and health respecting a single family dwelling house.
- (2) A provision in an enactment of British Columbia, other than this Act, or of a municipality, does not apply to a community care facility described in subsection (1) if that provision would
- (a) limit the number of persons in care who may be accepted or accommodated at the community care facility,
  - (b) limit the types of care that may be provided to persons in care at the community care facility, or
  - (c) apply to the community care facility only because
    - (i) it is not being used as a single family dwelling house, or
    - (ii) it operates as a community care facility, a charitable enterprise or a commercial venture.

**Official  
Community Plan**  
Provides vision for  
entire community



**Zoning Bylaw**  
Must align  
with Official  
Community Plan



**Development  
and Building  
Permits**  
Must align with  
zoning bylaw

## Official Community Plan

Most communities have an Official Community Plan (in the City of Vancouver, it is called an Official Development Plan). An Official Community Plan (or Development Plan) provides a vision for your community and other bylaws must be consistent with it. It is likely available online. Ask local government planning staff about how the Official Community Plan affects your property in relation to:

- » Land use
- » Heritage areas
- » Development areas

As a child care operator, your community's Official Community Plan can affect you in three key ways:

1. You may have to seek an Official Community Plan amendment
2. If you are doing construction or landscaping, you may need a development permit
3. You may need a permit to alter a heritage building or a building located in a heritage conservation area

## Official Community Plan Amendments

All bylaws must be consistent with the Official Community Plan. This means that if you are applying to have your location rezoned (as discussed on the next page), your plans must either be consistent with the Official Community Plan or the Official Community Plan must be changed to accommodate the rezoning. This means that in some cases, getting a zoning amendment will also require getting an Official Community Plan amendment. The process for getting an Official Community Plan amendment is described in Appendix A.

## Do I need a development permit?

**For operators outside of the City of Vancouver:** your Official Community Plan may create Development Permit Areas to protect the environment or for other reasons. If you plan to locate your child care facility in one of these areas and you will be doing construction or landscaping, you may need a development permit. Before you start building or landscaping, ask your local government staff about whether you need a development permit.

**For operators within the City of Vancouver:** most construction requires some type of development permit. Ask city staff about whether you will need a development permit.

## What if my site is a heritage property or located in a heritage conservation area?

The Official Community Plan may create special areas in your community called Heritage Conservation Areas. Alternatively, your property may be designated by your local government as a heritage property. In either case, you may need to get a permit before starting construction. The permit may require you to design your plans in a way that ensures your building looks consistent with the other buildings in your area.

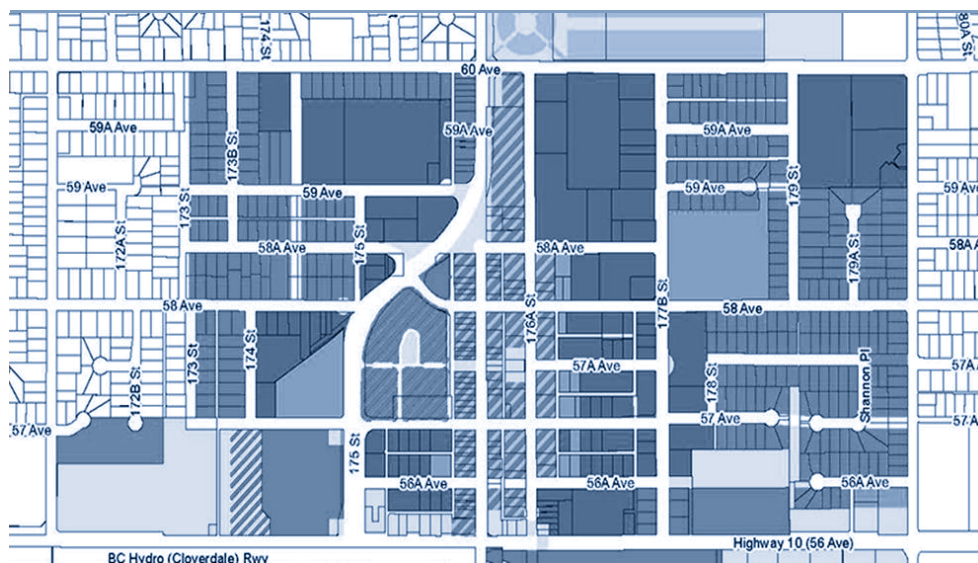
### KEY TERMS *about* OFFICIAL COMMUNITY PLANS

- ▶ **Official Community Plan:** A bylaw that provides a vision for your community and can cover many topics, including land use. Sometimes abbreviated to “OCP”.
- ▶ **Official Community Plan Amendment:** The process of changing the Official Community Plan. You may be required to get an Official Community Plan Amendment approved if your rezoning proposal is not consistent with the Official Community Plan.
- ▶ **Development Permit:** May be required for construction or alteration of buildings or landscaping if your property is located in a Development Permit Area (an area created by the Official Community Plan).

## Zoning

Communities are usually divided into zones. Different rules about how land can be used and what types of buildings can be constructed apply to each zone. The rules may also specify where on a lot a structure can be located, the number of parking spaces required, and the height of buildings, among other considerations.

As an example, here’s what a zoning map for part of the City of Surrey looks like:



City of Surrey  
zoning map





### TIP

*Before purchasing a building that is currently used (or has been used in the past) as a child care facility, check with local government staff to ensure the building meets current zoning and building requirements.*

***Before buying or leasing a child care space, you will need to make sure the type of child care you plan to provide is allowed at that location.*** You will also need to make sure that any construction follows the rules set out in the zoning bylaw. For an important exception that may allow you to bypass certain zoning bylaws, please see page 6 (“Exemption from land use and building laws for licenced in-home providers who care for eight or less children”).

### ***What if my property is not zoned correctly?***

If your location is not zoned for the type of child care you want to provide (or does not allow child care at all), you can apply for a zoning amendment. The process for getting a zoning amendment is described in Appendix A.

### ***What if my building doesn't quite meet all the zoning requirements?***

If your planned building is not in full compliance with the zoning bylaw, you may be able get special approval for this. There are two options:

1. If complying with the bylaw would create hardship, you can apply for a variance from your local Board of Variance (for example, if a large, immovable rock makes it impossible to site your planned building in accordance to the bylaw); or
2. You can apply for a Development Variance Permit from your municipal council/regional district board of directors (no hardship required).

Fees and timelines vary by municipality but are often less for a Board of Variance application than for a Development Variance Permit application.



## KEY TERMS ABOUT ZONING and VARIANCE

- ▶ **Rezoning:** Occurs when your local government makes changes to the zoning map and/or the text of the zoning bylaw.
- ▶ **Public Hearing:** A public hearing regarding a rezoning application will usually be held in your local council or board office. The proposal will be presented and then the public can express their opinion about the proposal.
- ▶ **Public Notice:** Before a Public Hearing is held, the community must be notified so that concerned people will know where and when they can give input. Public notice may be given to nearby landowners and tenants. A sign may be posted on your property.
- ▶ **Bylaw Reading:** The first, second and third bylaw reading are part of the official rezoning process and provide opportunities for your elected officials to introduce, review, and refine your rezoning proposal. At the fourth reading, your elected officials can adopt the bylaw.
- ▶ **Variance:** Also known as a "minor variance". A relaxation of the Zoning Bylaw that can be allowed by the Board of Variance (an independent panel in your community). Allows you to not conform to the Zoning Bylaw in a specific, minor way (e.g., height, setback). Hardship is a requirement. The Board of Variance cannot change the permitted use of your property or grant Development Variance Permits.
- ▶ **Development Variance Permit:** Permit that allows a relaxation of a bylaw, such as zoning or parking bylaws. Development Variance Permits are issued by your municipal council/ regional district board of directors. Hardship is not required.



### TIP

*If you wish to have your property rezoned, you must apply to your municipal council or regional district board of directors for a zoning amendment (a variance cannot change the permitted use of the property).*

## Building Permits

Every local government makes its own rules about what types of construction or alteration requires a permit. For instance, in some municipalities, you may need a permit to cut down a tree or build a fence, while in others you will not. If you plan on changing your building or land in any way, check your local government's website for initial information. Then head to your municipal or regional district office and talk to a staff member in the building and permits department about whether you will need a permit.

If you plan to build or renovate your child care space, you may need to hire a contractor. It is strongly suggested that you speak with a staff member at your municipal/regional district office about whether the project is feasible and about what types of permits will be required before selecting a contractor.

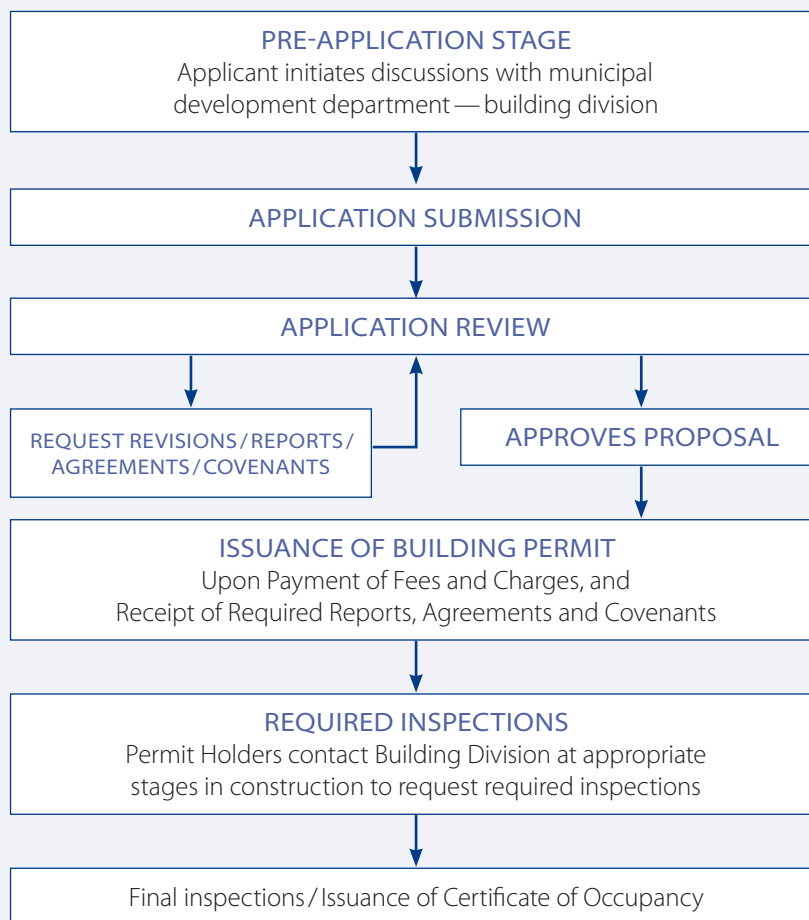




Your local government may administer several types of building permits. For instance, you may need a Drainage Permit, Plumbing Permit, Tree Removal Permit, or other type of permit depending on your plans. They may be consolidated or require separate applications. After permits are issued, there may be one or more inspections required as the project progresses. At or near the end of the project, you may need an Occupancy Permit. If an Occupancy Permit is required in your community, you will not be allowed to start using the space without it. For an example of the building permit process, see the flowchart below.

If you are carrying out a renovation or building project, you will also need to make sure that the project complies with the building code that applies to you (most likely the B.C. Building Code). This is a very large document and so you will need to ask your local government's building and permits department staff about what rules apply to your facility. If your plans are very complex, you may want to hire a registered Building Code consultant, who can help ensure your design complies with the B.C. Building Code.

### EXAMPLE of **BUILDING PERMIT and INSPECTION PROCESS** (City of Chilliwack)



## Two notes about building laws

The B.C. Building Code requirements for child care facilities were clarified and simplified in December of 2014. The official “use” classification of all child care spaces, regardless of the ages served, is now Group A, Division 2. For operators caring for at least one infant, there are some additional requirements relating to fire safety.

Also note that Section 20 of the CCALA may apply to you in relation to the B.C. Building Code/Vancouver Building Bylaw. See page 6 (“Exemption from land use and building laws for licenced in-home providers who care for eight or less children”) for information.

## I'm not doing any construction— Do I need to worry about building bylaws?

Even if you do not plan to do any construction, you may need a building permit. Ask your local government building and permits staff during your planning phase about what permits might be necessary. Examples of reasons you might need a permit include:

- » If you change what your space is used for (e.g., from a commercial space to a child care facility), you may need to apply for a building permit even if you are not planning on doing any construction. In the process, you may find out that you need to make some changes to your space. Your building official will decide what changes and approvals are necessary based on the requirements of the B.C. Building Code.
- » If you are making changes to an outdoor area, such as cutting down a tree or building a fence, you may require a permit from your municipality.



### TIP

*If you plan on opening a childcare facility in a building that is currently used for something else, you may need a “change of use” building permit.*

## KEY TERMS ABOUT BUILDING LAWS

- » **B.C. Building Code:** Regulation based on the National Building Code. Defines how a building must be constructed for different types of uses. It establishes minimum standards for safety, health, accessibility, fire and structural protection of buildings. The B.C. Plumbing Code is part of the B.C. Building Code. The B.C. Building code does not apply in the City of Vancouver.
- » **Vancouver Building Bylaw:** Similar to the B.C. Building Code but applying only in the City of Vancouver.
- » **Building Permit:** A permit issued by your local government that allows you to alter your building or property, or build a new structure. Inspections are often required after the permit is issued (during construction).
- » **Occupancy Permit:** After you have passed all your required types of building inspections (building, electrical, plumbing, and/or any others that apply to you), each inspector may need to sign an Occupancy Permit. If an Occupancy Permit is required in your community, you cannot use your building until you have received it.



### TIP

*If you have more parking spaces than are required, you could remove some (for instance, to create an outdoor play space) without needing a Development Variance Permit.*

## ***Will the fire department need to inspect my child care facility?***

If you plan to operate a child care facility, you may need to have a fire inspection. Make sure to ask your municipal/regional district office or your licensing officer about rules related to fire safety and about whether you will need a fire inspection.

## ***Parking and Drop-off Requirements***

Local government can create rules about the number of off-street parking and drop-off spaces you need to have at your location. These requirements may be within the zoning bylaw or in a separate bylaw, often called the “Parking Bylaw”. Unless you are exempt from local government parking/drop-off requirements under s. 20 of the CCALA (see page 6), you will need to understand how many parking spaces and how many drop-off spaces are required at your location (there is usually a minimum and there may also be a maximum number). If you are planning on using your home as a child care facility, you will also need to know whether the minimum number of parking spaces includes spaces for you and your family’s vehicles.

If you are finding it extremely difficult to create enough parking spaces, talk to your local government staff. You may decide to apply to your local government to have the minimum number reduced (see below). As an alternative, it may be possible to pay a fee to have your parking requirements reduced.

For providers outside of the City of Vancouver: To lower the number of required parking spaces, you can apply to your municipal council/regional district’s board of directors, who can issue a Development Variance Permit. This process can be lengthy. It will require public notice and may require public consultation.

***Note that a Board of Variance cannot decrease the required number of parking spaces.***

For providers within the City of Vancouver: You can apply to your Board of Variance to change the number of parking spaces you are required to have at your location.

## Signs

Section 11 of the Child Care Licensing Regulation states that you must identify the care program you offer (e.g., “Family Child Care”) when advertising your operation.

In some communities, you must get a sign permit from your local government before installing a sign on your property. The bylaw creating this requirement is usually called the “Sign Bylaw.” If you live in one of these communities, you may have to pay a fee and possibly have your sign approved before you are allowed to install it. Also note that your community’s Official Community Plan may contain requirements about the type of sign you can display.

The easiest way to find out what type of sign you can install is to talk to the bylaw department at your municipal/regional district office.



## Business Licences

In many municipalities, people operating a child care business must get a business licence. If a business licence is required, you will likely have to renew it on a regular basis, such as yearly. The process of getting a business licence from your local government is usually relatively simple. You can check online for details, and in some communities you can even buy your licence online.





## APPENDIX A:

### *Official Community Plan Amendments*

All bylaws must be consistent with the Official Community Plan. This means that if you are applying to have your location rezoned, your plans must either be consistent with the Official Community Plan or the Official Community Plan must be changed to accommodate the rezoning. This means that in some cases, getting a zoning amendment will also require getting an Official Community Plan amendment.

The steps for an Official Community Plan amendment are generally similar to those required for a zoning amendment. Your local government may have a joint application process in place. The process may add time to the several months usually required for a zoning amendment and there will likely be a fee that will be charged in addition to the fees required for a zoning amendment.

Many local governments provide useful materials to help guide people through the process of applying for an Official Community Plan Amendment, so check online. Below is an excerpt from the City of Prince George's guidance materials (for reference only). Remember that your community's process may look different, and the process in Prince George may change after this handbook is finalized.

#### EXAMPLE of OFFICIAL COMMUNITY PLAN AMENDMENT PROCESS (City of Prince George)

##### STEPS in the OCP AMENDMENT PROCESS

**STEP 1: Pre-Application Meeting** – Meet with a Planner to discuss the proposed development and receive their advice and direction, which may save you time and effort.

**STEP 2: Application and Fees** – Work with a Planner to submit a completed application, including fees and required documentation. Refer to the Checklist.

**STEP 3: Application Referral** – The application is reviewed by staff and referred to all agencies with an interest in the application; additional information may be required; location maps are produced.

**STEP 4: Staff Report & Bylaw Drafted** – An appropriate consultation plan is developed which outlines the level and type of public consultation required to occur prior to Public Hearing. A Staff report with recommendations is prepared for Council's consideration. The report, the application and maps are forwarded to the City Clerk's office where a bylaw is drafted.

**STEP 5: Council Considers Application for 1st and 2nd Reading** – Council receives the application at the next available Council meeting and, if accepted, the Bylaw is given 1st and 2nd Reading.

**STEP 6: Consultation Undertaken and Summary Report Written** – Council receives the application at the next available Council meeting and, if accepted, the Bylaw is given 1st and 2nd Reading.

**STEP 7: Public Hearing Notification** – Ten Days prior to the proposed Public Hearing date, notification is placed in the newspaper, sent to the adjacent property owners, and a sign advising the public of the rezoning is placed on the subject property by the applicant.

**STEP 8: Public Hearing and 3rd Reading** – A Public Hearing is held in Council Chambers and is followed by Council's consideration of 3rd Reading of the Bylaw. The applicant or agent is invited to attend this meeting and present the application. Any interested public are given an opportunity to comment on the application.

**STEP 9: Formal Reading** – Council considers the Bylaw for Formal Reading at the next available Council Meeting. A copy of the adopted Bylaw is sent to the applicant from the City Clerk's office.

## APPENDIX B:

### *Zoning Amendments*

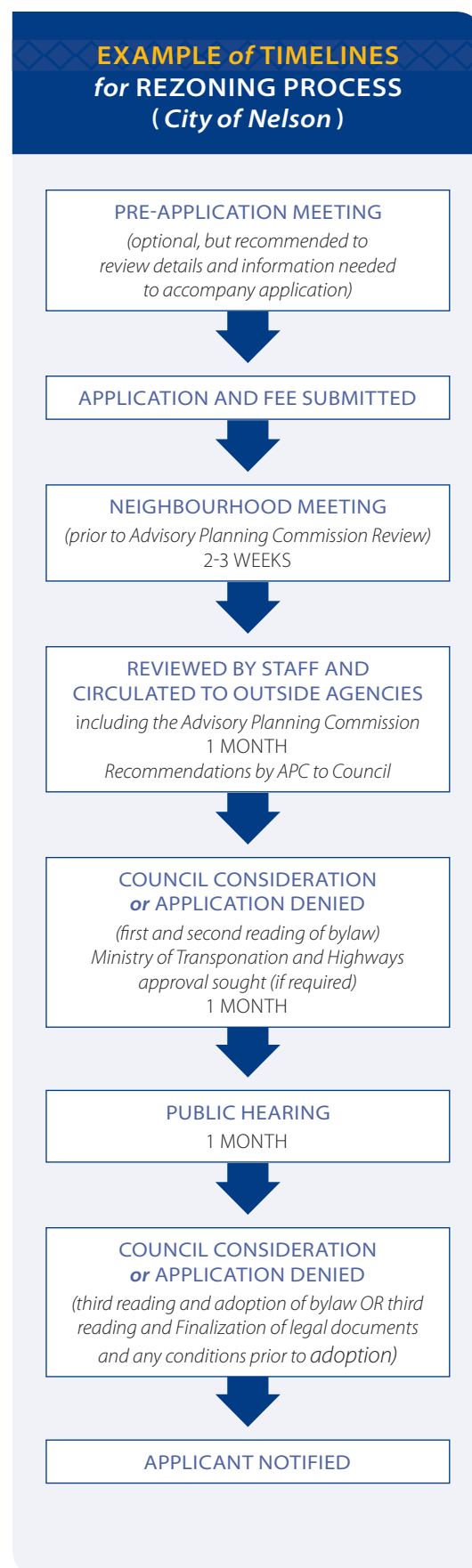
If your location is not zoned for the type of child care you wish to provide, or does not allow child care at all, you can apply for a zoning amendment. The process for getting a zoning amendment is contained in your local bylaws (it may be called the "Zoning Amendment Bylaw"). The process is different in every community. Ask your local government staff about timelines and fees.

To apply for a zoning amendment, applicants usually start at their local municipal/regional district office. You will have to submit documents, including drawings and written details about what you are proposing. You may be able to complete some of these documents yourself. If your proposal is complex, you may need to work with an architect or other professionals to prepare materials. There may be other steps, such as:

- » Feedback from neighbors
- » A requirement for you to put up signs on your property with information about the rezoning proposal and how the public can give input.

Local government staff will consider your zoning amendment proposal. Then your local government's elected officials will examine your proposal. This will happen over several stages. There may be a preliminary report, and then a "first reading," "second reading," "third reading" and a final decision ("fourth reading"). Sometimes the third and fourth reading are combined. At some point between the first and third reading, there is usually a public hearing, where your neighbors and others who are affected can express their opinion about your proposal.

You may find helpful information about the zoning amendment process on your local government's website or at your municipal/regional district office. Above is an excerpt from a pamphlet about the rezoning process from the City of Nelson.





Provincial Office  
for the Early Years



## Ministry of Children and Family Development

### Recognized Educational Institutions Offering Early Childhood Education Programs

Educational Institutions are listed by

- A. Public Post-secondary
- B. Adult Education
- C. Distance Learning
- D. Private Post-secondary

The type of educational institution you select can have an impact on transferability of courses from one institution to another. Please discuss transferability options with potential educational institutions.

Some educational institutions offer courses and programs in satellite locations. Please contact the institution to see if there is a location near you.

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#### **A. Public Post-secondary**

#### **Approved For**

##### **Camosun College**

3100 Foul Bay Rd  
Victoria BC V8P 5J2  
Ph: (250) 370-3237  
Fax: (250) 370-3492

Basic  
Infant/Toddler  
Special Needs

##### **Capilano University (formerly known as Capilano College)**

2055 Purcell Way  
North Vancouver BC V7J 3H5  
Ph: (604) 986-1911  
Fax: (604) 984-4993

Basic  
Infant/Toddler  
Special Needs

##### **College of New Caledonia**

3330-22nd Ave  
Prince George BC V2N 1P8  
Ph: (250) 562-2131  
Fax: (250) 561-5816

Basic  
Infant/Toddler  
Special Needs



**A. Public Post-secondary cont'd****Approved For****College of the Rockies**

PO Box 8500  
 Cranbrook BC V1C 5L7  
 Ph: (250) 489-2751  
 Fax: (250) 489-1790

Basic  
 Infant/Toddler  
 Special Needs

**Douglas College**

PO Box 2503  
 New Westminster BC V3L 5B2  
 Ph: (604) 527-5481  
 Fax: (604) 777-6100

Basic  
 Infant/Toddler  
 Special Needs

**Langara College**

100 West 49<sup>th</sup> Ave  
 Vancouver BC V5Y 2Z6  
 Ph: (604) 323-5769  
 Fax: (604) 323-5555

Basic  
 Infant/Toddler  
 Special Needs

**Nicola Valley Institute of Technology**

4155 Bleshaw St  
 Merritt BC V1K 1R1  
 Ph: (250) 378-3300  
 Fax: (250) 378-3333

Basic  
 Infant/Toddler  
 Special Needs

*This program offers an Aboriginal perspective.*

*Please contact the educational institution for further information.*

**North Island College**

3699 Roger St  
 Port Alberni BC V9Y 4S4  
 Ph: (250) 724-8766  
 Fax: (250) 724-8700

Basic  
 Infant/Toddler  
 Special Needs

**Northern Lights College**

PO Box 1000  
 9820-120 Ave  
 Fort St. John BC V1J 6K1  
 Ph: (250) 787-6211  
 Fax: (250) 787-6222  
 Toll Free: 1-866-463-6652

Basic  
 Infant/Toddler  
 Special Needs

*This program offers an Aboriginal perspective.*

*Please contact the educational institution for further information.*

**A. Public Post-secondary cont'd****Approved For****Northwest Community College**

PO Box 726

5331 McConnell Ave

Terrace BC V8G 4C2

Ph: (250) 635-6511

Fax: (250) 638-5434

*This program offers an Aboriginal perspective.**Please contact the educational institution for further information.*

Basic

Infant/Toddler

Special Needs

**Okanagan College**

1000 K.L.O. Rd

Kelowna BC V1Y 4X8

Ph: (250) 762-5445

Fax: (250) 862-5461

Basic

Infant/Toddler

Special Needs

**Selkirk College**

301 Frank Beinder Way

Castlegar BC V1N 3J1

Ph: (250) 365-7292

Fax: (250) 365-6568

Basic

Infant/Toddler

Special Needs

**Thompson Rivers University (formerly known as  
University College of the Cariboo)**

900 McGill Rd

Kamloops BC V2C 0C8

Ph: (250) 371-5666

Fax: (250) 371-5697

Basic

Infant/Toddler

Special Needs

**University of the Fraser Valley**

33844 King Rd

Abbotsford BC V2S 7M8

Ph: (604) 864-4688

Fax: (604) 855-7558

Basic

Infant/Toddler

Special Needs

**University of Victoria**

School of Child and Youth

First Nations Partnership Programs

PO Box 1700

Victoria BC V8W 2Y2

Ph: (250) 721-7979

Fax: (250) 721-7218

*This program offers an Aboriginal perspective.**This program will not be delivered in 2014-2015.**Please contact the educational institution for further information.*

Basic

Infant/Toddler

Special Needs

**A. Public Post-secondary cont'd****Approved For****University of Victoria cont'd**

School of Child and Youth Care  
 Early Years Specialization  
 PO Box 1700  
 Victoria BC V8W 2Y2  
 Ph: (250) 721-7979  
 Fax: (250) 721-7218

Basic

**Vancouver Community College**

Centre for Continuing Studies  
 250 West Pender St  
 Vancouver BC V6B 1S9  
 Ph: (604) 871-7000 ext.8660  
 Fax: (604) 443-8667

Basic  
 Infant/Toddler  
 Special Needs

**Vancouver Island University (formerly known as Malaspina University College)**

900 Fifth St  
 Nanaimo BC V9R 5S5  
 Ph: (250) 753-3245  
 Fax: (250) 740-6466

Basic  
 Infant/Toddler  
 Special Needs

*This program offers an Aboriginal perspective.*

*Please contact the educational institution for further information.*

**Yukon College**

Box 2799  
 Whitehorse Yukon Y1A 5K4  
 Ph: (867) 668-8793  
 Fax: (867) 668-8805

Basic

**B. Adult Education****Approved For****Burnaby School District No. 41**

5325 Kincaid St  
 Burnaby BC V5G 1W2  
 Ph: (604) 296-6901  
 Fax: (604) 296-6913

Basic  
 Infant/Toddler  
 Special Needs

**B. Adult Education cont'd****Approved For****Delta School Board No. 37**

Continuing Education Department  
 Delta Manor Education Centre  
 4750-57<sup>th</sup> St  
 Delta BC V4K 3C9  
 Ph: (604) 952-2815  
 Fax: (604) 940-5520

Basic  
 Infant/Toddler  
 Special Needs

**C. Distance Learning****Approved For****College of New Caledonia**

Box 2110, 540 Mackenzie Blvd  
 Mackenzie BC V0J 2C0  
 Ph: (250) 997-7200  
 Fax: (250) 997-3779  
 Toll free: 1-877-997-4333

Basic

*This program offers an Aboriginal perspective.*

*Please contact the educational institution for further information.*

**College of the Rockies**

PO Box 8500  
 Cranbrook BC V1C 5L7  
 Ph: (250) 489-2751  
 Fax: (250) 489-1790

Basic  
 Infant/Toddler  
 Special Needs

**Lethbridge College**

3000 College Drive South  
 Lethbridge AB T1K 1L6  
 Ph: (403) 329-7256  
 Fax: (403) 317-3542  
 Toll free: 1-800-572-0103

Basic

*One year certificate plus supplementary courses for Basic in BC.*

**Northern Lights College**

PO Box 1000  
 9820-120 Ave  
 Fort St. John BC V1J 6K1  
 Ph: (250) 787-6211  
 Fax: (250) 787-6222  
 Toll Free: 1-866-463-6652

Basic  
 Infant/Toddler  
 Special Needs

*This program offers an Aboriginal perspective.*

*Please contact the educational institution for further information.*

**C. Distance Learning cont'd****Approved For****Northwest Community College**

PO Box 726

5331 McConnell Ave

Terrace BC V8G 4C2

Ph: (250) 635-6511

Fax: (250) 638-5434

*This program offers an Aboriginal perspective.**Please contact the educational institution for further information.*

Basic

Infant/Toddler

Special Needs

**Pacific Rim Early Childhood Institute Inc.**

2120 Bear Hill Rd

Sannichton BC V8M 1X7

Ph: (250) 652-6011

Fax: (250) 294-7863

Basic

Infant/Toddler

Special Needs

**D. Private Post-secondary****Approved For****Capital College**

4400 Hazelbridge Way, Unit 540

Richmond BC V6X 3R8

Ph: (604) 270-7426

Fax: (604) 270-7476

Basic

Infant/Toddler

**CDI College**

- *Richmond Campus*

180 – 4351 No. 3 Road

Richmond BC V6X 3A7

Ph: (604) 279-0003

Fax: (604) 821-0383

Basic

Infant/Toddler

Special Needs

- *Victoria Campus*

950 Kings Road

Victoria BC V8T 1W6

Ph: (250) 978-1800

Fax: (250) 978-1801

Basic

**Living Language Institute Foundation**1496 West 4<sup>th</sup> Ave

Vancouver BC V6R 4J5

Ph: (604) 263-4711

Mailing Address:

5351 Camosun St

Vancouver BC V6N 2C4

Basic

**D. Private Post-secondary cont'd****Approved For****MTI Community College Ltd.**

- *Abbotsford Campus*  
308 - 2777 Gladwin Rd  
Abbotsford BC V2T 4V1  
Ph: (604) 864-8920  
Fax: (604) 864-8947

Basic  
Infant/Toddler  
Special Needs

- *Chilliwack Campus*  
45860 Cheam Avenue  
Chilliwack BC V2P 1N6  
Ph: (604) 392-6020  
Fax: (604) 392-6022

Basic  
Infant/Toddler  
Special Needs

- *Metrotown Campus*  
200-4980 Kingsway  
Burnaby BC V5H 4K7  
Ph: (604) 437-6030  
Fax: (604) 437-6036

Basic  
Infant/Toddler  
Special Needs

- *North Road Campus*  
106-3433 North Road  
Burnaby BC V3J 0A9  
Ph: (604) 559-6020  
Fax: (604) 559-6022

Basic  
Infant/Toddler  
Special Needs

- *Surrey Campus*  
10072 King George Hwy  
Surrey BC V3T 2W4  
Ph: (604) 583-6020  
Fax: (604) 583-6019

Basic  
Infant/Toddler  
Special Needs

- *Vancouver Campus*  
541 Seymour Street  
Vancouver BC V6B 3H6  
Ph: (604) 682-6020  
Fax: (604) 682-6468

Basic  
Infant/Toddler  
Special Needs

**D. Private Post-secondary cont'd****Approved For****Montessori Training Centre of BC  
Association Montessori Internationale (A.M.I.)**

200-8555 Cambie St  
Vancouver BC V6P 3J9  
Ph: (604) 261-0864  
Fax: (604) 261-2805

Basic  
Infant/Toddler

**Native Education College**

285 E.5th Ave  
Vancouver BC V5T 1H2  
Ph: (604) 873-3772  
Fax: (604) 873-9152

Basic  
Infant/Toddler  
Special Needs

*This program offers an Aboriginal perspective.  
Please contact the educational institution for further information.*

**Pacific Rim Early Childhood Institute Inc.**

2120 Bear Hill Rd  
Sannichton BC V8M 1X7  
Ph: (250) 652-6011  
Fax: (250) 294-7863

Basic  
Infant/Toddler  
Special Needs

**Ridge Meadows College (a division of School District  
No. 42, Maple Ridge-Pitt Meadows)**

20575 Thorne Ave  
Maple Ridge BC V2X 9A6  
Ph: (604) 466-6555

Basic

**Sprott Shaw College**

- *Abbotsford Campus*  
Suite 1 33655 Essendene Avenue  
Abbotsford BC V2S 2G5  
Ph: (604) 504-3323  
Fax: (604) 504-3372

Basic  
Infant/Toddler  
Special Needs

- *Kamloops Campus*  
#301-340 Victoria St  
Kamloops BC V2C 2A5  
Ph: (250) 314-1122  
Fax: (250) 374-9325

Basic  
Infant/Toddler  
Special Needs

**D. Private Post-secondary cont'd****Approved For****Sprott Shaw College cont'd**

- *Kelowna Campus*  
 #200-536 Leon Avenue  
 Kelowna BC V1Y 6J6  
 Ph: (250) 860-8884  
 Fax: (250) 860-2227

Basic
- *Nanaimo Campus*  
 #6-140 Terminal Avenue  
 Nanaimo BC V9R 5C5  
 Ph: (250) 754-9600  
 Fax: (250) 754-9610

Basic
- *New Westminster Campus*  
 Suite #420 88 6<sup>th</sup> Street  
 New Westminster BC V3L 5B3  
 Ph: (604) 520-3900  
 Fax: (604) 520-3033

Basic  
 Infant/Toddler  
 Special Needs
- *Penticton Campus*  
 #101-2603 Skaha Lake Rd  
 Penticton BC V2A 6E8  
 Ph: (250) 770-2277  
 Fax: (250) 770-2256

Basic  
 Infant/Toddler  
 Special Needs
- *Richmond Campus*  
 7920 Cambie Road  
 Richmond BC V6X 3K6  
 Ph: (604) 270-8867  
 Fax: (604) 270-8874

Basic  
 Infant/Toddler  
 Special Needs
- *Surrey Campus*  
 #217-9801 King George Blvd  
 Surrey BC V3T 5H5  
 Ph: (603) 583-1004  
 Fax: (604) 589-5230

Basic  
 Infant/Toddler  
 Special Needs
- *Vancouver Campus*  
 #200-885 Dunsmuir Street  
 Vancouver BC V6C 1N8  
 Ph: (604) 683-7400  
 Fax: (604) 683-2411

Basic  
 Infant/Toddler  
 Special Needs



**D. Private Post-secondary cont'd****Approved For****Sprott Shaw College cont'd**

- *Victoria Campus*  
2621 Douglas St 2<sup>nd</sup> Floor  
Victoria BC V8T 4M2  
Ph: (250) 384-8121  
Fax: (250) 384-5755

Basic  
Infant/Toddler  
Special Needs

**Stenberg College**

750-13450 102<sup>nd</sup> Ave  
Surrey BC V3T 5X3  
Ph: (604) 580-2772  
Fax: (604) 580-5774

Basic  
Infant/Toddler  
Special Needs

**Surrey Community College**

#400-9260 140<sup>th</sup> St  
Surrey BC V3V 5Z4  
Ph: (604) 583-4040  
Fax: (604) 583-5600

Basic  
Infant/Toddler  
Special Needs

**Vancouver Career College**

- *Abbotsford Campus*  
2702 Ware St  
Abbotsford BC V2S 5E6  
Ph: (604) 850-3523  
Fax: (604) 850-7352
- *Burnaby Campus*  
100-5021 Kingsway  
Burnaby BC V5H 4A5  
Ph: (604) 438-6881  
Fax: (604) 438-6801
- *Coquitlam Campus*  
1180 Pinetree Way  
Coquitlam BC V3B 7L2  
Ph: (604) 944-8855  
Fax: (604) 941-4405
- *Kelowna Campus*  
1649 Pandosy Street  
Kelowna BC V1Y 1P6  
Ph: (250) 763-5800  
Fax: (250) 763-5848

Basic

Basic  
Infant/Toddler  
Special Needs

Basic  
Infant/Toddler  
Special Needs

Basic

**D. Private Post-secondary cont'd****Approved For****Vancouver Career College cont'd**

- *Surrey Campus*

Station Tower #230

13401 108 Ave

Surrey BC V3T 5T3

Ph: (604) 580-2133

Fax: (604) 530-5130

Basic

Infant/Toddler

Special Needs

- *Vancouver Campus*

11<sup>th</sup> Floor-626 West Pender St

Vancouver BC V6B 1V9

Ph: (604) 915-9675

Fax: (604) 915-9677

Basic

June 25, 2012

To all Licensed Care Providers

**Subject: Risk Assessment Tool for Community Care Facilities**

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Licensing Officers will be using a new risk assessment tool as a part of your next routine inspection.

The risk assessment tool was developed in participation with the five Health Authorities in BC and the Ministry of Health Director of Licensing; the process included extensive stakeholder input and is based on the Enterprise Risk Management approach adopted by the BC Government.

**How does the risk assessment tool work?**

All adult, child and youth facilities licensed under the *Community Care and Assisted Living Act* are routinely inspected to assess compliance with the requirements of the Act and Regulations. A risk assessment will now be completed in conjunction with the routine inspection.

A Licensing Officer will use the information observed during the routine inspection to complete the risk assessment tool and determine the risk rating. The risk assessment is divided into two components. Firstly, the results of the inspection are considered and assigned a risk score based on non-compliance noted at the time of inspection. The second component of the risk tool takes into consideration a historical review of past inspection findings, serious incident reports and complaints or investigations.

The risk rating indicates that there are aspects of the care facility that present a potential for risk of harm to persons in care. These areas require additional precautions and/or actions to protect the health, safety and well-being of persons in care.

Attached please find a fact sheet which further describes the risk tool and how it will be implemented across Interior Health. For more information, please contact your licensing officer.

Yours truly,



Roger Parsonage, Regional Director  
Health Protection Services

attachment

# Inspection and Risk Assessment Process

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## *What is a Risk Assessment?*

A risk assessment is a careful examination of any non-compliance to identify if it has the potential to cause someone harm and determining if what has already been done reduces the risk to an acceptable level, and if not, deciding what steps must be taken to reduce the risk to an acceptable level. The *Community Care and Assisted Living Act* and Regulations establish the minimum health and safety standards for persons in care. Any non-compliance with these minimum standards poses a degree of risk.

Determining the potential risk of harm takes into consideration the many variables such as the unique features and physical characteristics and policies and procedures of a facility, preventative measures that may be in place and the various care and supervision needs of the persons in care.

The Risk Assessment Tool adds depth and understanding to a facility's compliance and how compliance directly relates to the health and safety of the persons in care.

## *What is a Routine Compliance Inspection Process?*

A routine compliance inspection is an on-site review of the facility to assess that the provider is complying with the *Community Care and Assisted Living Act* and Regulations. Most inspections are unannounced; it is important to assess most aspects of the operation at a time when the facility is in its usual routine. Despite this, it is sometimes appropriate to schedule inspections such as when it is necessary to spend time with the manager to assess specific aspects of a facility's operation.

Following the routine compliance inspection, the licensing officer will discuss their observations and provide the operator with an inspection report. When a provider does not meet the requirements of the Act or Regulations, an inspection report will identify the areas in non-compliance and request the provider make corrections. Follow up inspections may be conducted to ensure that the provider has completed all of the corrections. [Health Protection Inspection Reports](#) are also published on our website.

## *How will the Risk Assessment Tool be Implemented into the Routine Inspection Process?*

A Licensing Officer will use the information observed at the time of inspection to determine the risk rating. The Risk Assessment Tool is based on two parts; an "in the moment" review of compliance with the legislation and a review of past operation and compliance of the facility.

The inspection findings and risk tool results will be shared with the licensee at the time of inspection and written reports will be forwarded to the licensee by their preferred means [by mail, fax or email].

If an operator disagrees with the risk rating, they should contact the licensing officer who assigned the score for more information as to why that score was given.

### *What Does the Risk Rating Mean?*

The risk rating identifies potential for risk of harm to persons in care and highlights those areas that require additional precautions to protect the health, safety and well-being of persons in care. Risk is assessed on a continuous scale from low to high.

A low risk may be assigned where the issues of non-compliance are isolated to a one time breach or where the potential for harm is minimal. The history of the facility file may indicate that the operator is proactive in identifying risk and implements corrections immediately.

A moderate risk rating may indicate that issues of non-compliance are recurring and that the potential for harm is more than minimal. The history of the facility may include complaints or serious incidents that are as a result of non-compliance. The licensee may not proactively identify risk and requires prompting by the licensing officer to implement corrective actions.

A high risk rating means there are significant concerns that could have serious consequences to the persons in care. Enhanced monitoring is needed to ensure precautions and/or actions are taken to protect the health, safety and well-being of person in care. A high risk facility will have an increased surveillance and follow up inspections to ensure compliance issues are resolved.

### *When is the Risk Assessment Tool used?*

In general the Risk Assessment Tool will be completed at least once every 12 to 18 months; however there may be situations where a new risk assessment is required sooner. The Risk Assessment Tool will not be used on newly licensed or not yet operating facilities. This process will be conducted on a newly licensed facility during the first compliance inspection; generally occurring after 6 -12 months of operation.

### *Will the facility risk rating be public?*

Introducing a new process must be a carefully planned; evaluation is an essential element to a successful endeavor. Once the Risk Assessment Tool has been in practice for at least 12 months, it will be reviewed to validate the findings and determine whether it is meeting the intended outcomes. As time is needed to conduct a meaningful evidenced based review, risk ratings will not be publicly posted at this time.

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## Summary

The provincial government recognizes the fundamental importance of child care to a prosperous economy. Government partners with child care providers to create and support a sustainable child care system in which families can choose from a range of affordable, safe, quality child care options.

The Ministry of Children and Family Development delivers a number of child care programs and services including Child Care Subsidy, Child Care Operating Funding, Child Care Capital Funding, the Early Childhood Educator Registry, the Child Care Resource and Referral program, and a Verification and Audit Office. Programs are administered under the *Child Care BC Act*, the *Child Care Subsidy Act* and the *Community Care and Assisted Living Act*.

In 2010/11, highlights included:

- 54,103 children were supported by child care subsidies.
- The Child Care Subsidy Service Centre responded on average to 21,000 calls each month exceeding 1,900 calls a day at peak periods.
- The Child Care Operating Funding Program provided funding to support 99,476 child care spaces.
- \$1 million in one-time funding was allocated to licensed group child-care providers to assist with the transition period associated with the implementation of full-day kindergarten. The funding supported 23,000 child-care spaces with an average payment of more than \$1,000 to each provider.
- 27,658 parents received referrals to local child care services from Child Care Resource and Referral Centres.
- Child Care Resource and Referral Centres provided over 1,000 training courses and workshops.
- The Early Childhood Educator Registry issued over 4,900 licenses to practice.
- 192 facilities received Minor Capital Funding to support 6,786 child care spaces.
- The Verification and Audit Office recovered nearly \$2 million in debt on closed files.

## The Child Care Subsidy Program

The Child Care Subsidy Program is legislated under the Child Care Subsidy Regulation and supports low- to moderate-income families with the cost of child care. Subsidies are available for both licensed and unlicensed child care.

### In 2010/11:

- 54,103 direct children were supported by child care subsidies.
- Program expenditures were approximately \$149 million.
- The Child Care Subsidy Service Centre processed approximately 120,000 individual assessments and issued approximately 200,000 payments to child care providers.
- Claims received from child care providers for payment of subsidy were processed on average within 3 – 5 business days.
- The Child Care Subsidy Service Centre responded on average to 21,000 calls per month exceeding 1,900 calls a day at peak periods.
- In December 2010, 15% of families (5,246) receiving subsidy also received Income Assistance.
- On average one per cent of all calls received required interpretation services. Interpretation Services are offered in over 150 languages. Most commonly requested languages were Cantonese and Mandarin which represented 70 % of all translator calls.

### Young Parent Program:

In 2010/11, the ministry established a new age of eligibility for young parents receiving child care subsidy which aligns with the Agreements with Young Adults Program. Young parents may be eligible to receive the enhanced Young Parent Program (YPP) subsidy rate until the age of 24.

Of the 1,223 subsidized spaces, there were an estimated 291 spaces occupied in the 44 designated school-based young parent programs in the province. Subsidized centers were eligible for the enhanced subsidy rate of \$1,000.00 per month per child.

The following table provides a regional distribution of designated young parent programs:

Region	Number of Centres	Number of Spaces
Fraser	9	229
Interior	11	273
North	5	192
Vancouver Coastal	13	152
Vancouver Island	6	377
<b>TOTAL</b>	<b>44</b>	<b>1223</b>

See Appendix 1 for additional statistics on the Child Care Subsidy Program.



## The Child Care Operating Funding Program

The Child Care Operating Funding Program (CCOF) assists eligible licensed group and family child care providers with the cost of providing care. Funding amounts are based on enrolment. All licensed group and family child care providers are eligible for funding with the exception of Occasional Child Care, Residential Care and Child Minding.

### In 2010/11:

- 99,476 child care spaces were funded.
- CCOF provided a total of \$67.8 million in operating funding.
- Monthly payments accounted for an estimated 12-14 % of provider costs.
- 4,065 child care organizations (5049 facilities) received funding. Of these, 2,226 (54.8 %) were licensed family centres and 1,839 (45.2 %) were group facilities.
- The 5049 funded centres/facilities were comprised of the following:
 

First Nations	91
Local government	77
Non-profit societies	1,265
Partnerships	37
Public institutions	40
Registered companies	655
Sole proprietors	2,884
- Of the 1,839 group child care organizations funded, 491(26.7 %) operated multiple facilities.
- Non-profit funded family spaces child care organizations totalled 833 or 20.5%.
 

First Nations	72	1.8%
Local government	25	0.6%
Non-profit associations	725	17.8%
Public institutions	11	0.3%
- For-profit funded group child care organizations totalled 3,232 or 79.5%.
 

Partnerships	33	0.8%
Registered companies	421	10.4%
Sole proprietors	2,778	68.3%
- \$1 million in one-time funding was allocated to licensed group child-care providers to assist with the transition period associated with the implementation of full-day kindergarten. The funding supported 23,000 child-care spaces with an average payment of more than \$1,000 to each provider.

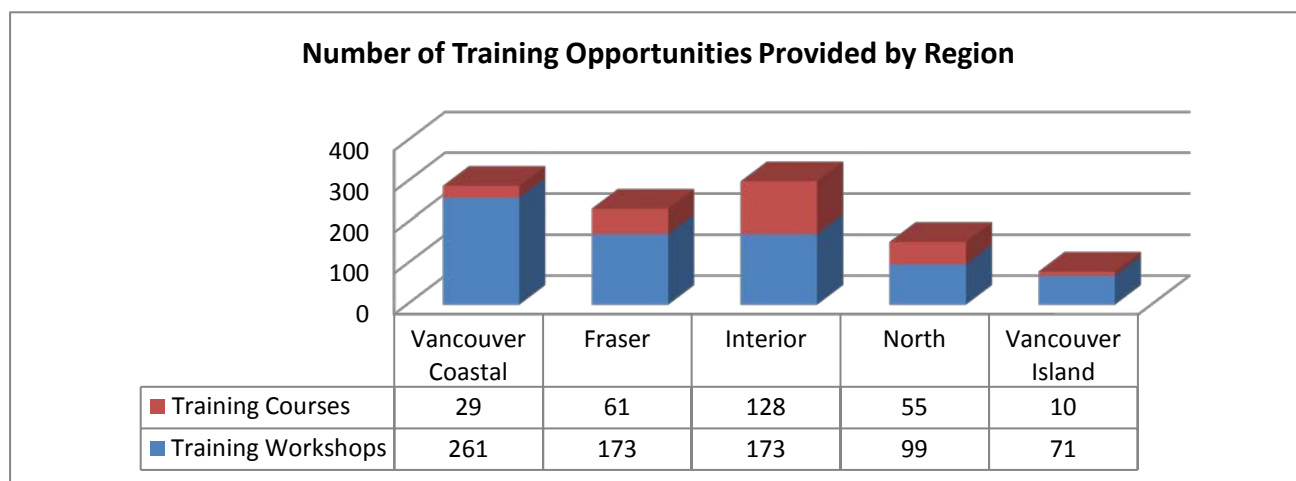
See Appendix 2 for additional statistics on the Child Care Operating Funding Program.

## The Child Care Resource and Referral Program

The Child Care Resource and Referral Program (CCRR) provides support, resources and referral services for child care providers and parents through 38 contracted service agencies in 41 locations across the province, including one Provincial Aboriginal service, the BC Aboriginal Child Care Society.

### In 2010/11:

- CCRR contracts were transferred to ministry regions to provide better integration of child care services in communities with provincial coordination and support provided through the Child Care Programs and Services Branch. The Provincial Aboriginal CCRR (BC Aboriginal Child Care Society – BCACCS) contract continues to be administered by provincial office.
- 27,658 parents received referrals to local child care services.
- 1,060 training courses and workshops were provided:



- 16,295 individuals borrowed child care related equipment.
- 22,941 individuals were provided with resources (i.e. books, videos, educational pamphlets).
- 2,015 home assessments were provided to Registered Child Care Providers.
- 111 individuals accessed the B.C. Aboriginal Child Care Society library resources.

See Appendix 3 for additional statistics on the Child Care Resource and Referral Program.

## The Early Childhood Educator Registry

The Early Childhood Educator (ECE) Registry is the legislated provincial body, under the Child Care Licensing Regulation, responsible for the licensure of ECEs and ECE Assistants. The ECE Registry also investigates practice concerns which may result in the cancellation or placement of terms and conditions on an individual's licence and approves post-secondary institutions offering early childhood education.

### In 2010/11:

- 11,917 ECEs and 4,218 ECE Assistants were actively licensed in BC (as of March 31, 2011).
- The ECE Registry issued a total of 4,972 licenses
 

Number of new Early Childhood Educators (5 Years):	1,018
Number of new Early Childhood Educators (1 Years):	648
Number of new Infant/Toddler Educators:	272
Number of new Special Needs Educators:	227
Number of new Assistants:	1,599
Renewed (ECE/ITE/SNE):	1,145
Renewed (ECE 1 Year)	16
Renewed (Assistants)	47
- Client applications were processed more quickly going from a 6-12 week turnaround time to 2-4 weeks.
- 25 investigations were completed and 27 new investigations commenced.
- 34 approved training institutes offered early childhood education. Of these 19 were public and 15 were private institutes.
- Of the 34 approved training institutions:
  - 18 were public post-secondary;
  - 14 were private;
  - 2 offered adult education, and
  - 5 offered distance education.
- The 34 approved training institutions by region were as follows:
  - 10 Vancouver Coastal Region;
  - 9 Fraser Region;
  - 5 Interior Region;
  - 4 North Region; and
  - 6 Vancouver Island Region.

## Child Care Capital Funding Program

The Child Care Capital Program consists of Major Capital Funding and Minor Capital funding Programs. Although the Major Capital Funding Program was not offered in 2010/11, projects approved in previous years continue towards completion.

Under the Minor Capital Funding Program, funding was available to a maximum of \$2,000 per facility to non-profit societies, First Nations, public institutions and local government-licensed group child care facilities.

### In 2010/11:

- 192 facilities received funding.
- Total funding awarded was almost \$344,000.
- The number of funded facilities by organization type:
 

Non-Profit Society:	177
First Nation:	9
Public Institution:	5
Local Government:	1
- Percentage of funding awarded by Region:
 

Fraser:	11%
Interior:	10%
North:	5%
Vancouver Coastal:	62%
Vancouver Island:	12%
- The total number of spaces supported was 6,786.
 

Fraser:	772
Interior:	604
North:	363
Vancouver Coastal:	4,052
Vancouver Island:	995

See Appendix 4 for additional statistics on the Child Care Capital Funding Program.

## **Verification and Audit Office**

The Verification and Audit Office supports program integrity by reviewing client, and child care provider files for administrative errors, anomalies and overpayments and providing advice for the Child Care Subsidy, Child Care Operating Funding and Early Childhood Educator programs.

### **In 2010/11**

- 2,085 open files.
- 1,777 files closed.
- Two criminal files opened and one closed.
- Nearly \$2 million in debt recovered on closed files.
- Nearly \$130,000 in direct unit recoveries.
- 156 files, representing over \$1 million in debt, transferred to the Ministry of Finance for debt recovery.
- Four files transferred to Legal Services Branch for civil court litigation.
- Two files referred for criminal charge approval with Crown prosecution.

## Appendix 1: Child Care Subsidy Program Additional Statistics

**Table 1: Children and Families served and Expenditures**

Fiscal Year	Children	Families	Expenditures (in \$000)
2010/11	54,103	37,219	\$149,251
2009/10	52,782	36,278	\$147,746
2008/09	50,116	34,274	\$142,431
2007/08	47,937	35,012	\$135,982

Table 1 indicates the expenditures and the number of children and families receiving Subsidy since 2007/08. A comparison of 2009/10 to 2010/11 indicates an increase of 941 or 2.6% in subsidized families and an increase in expenditures by \$1.5 million.

**Table 2: Number of Children by Parent's Social Need - March 2011 and March 2010**

	March 2011		March 2010		
Social Need	Number of Children	Overall Percentage	Number of Children	Overall Percentage	Difference
Employed	17,121	52.89%	17,971	55.31%	-850
Self-Employed	2,054	6.34%	1,942	5.98%	112
Training or Education	4,166	12.87%	4,318	13.29%	-152
Approved Job Search	1,233	3.81%	1,136	3.50%	97
Medical Treatment	1,818	5.62%	1,786	5.50%	32
CF & CS Referral	3,365	10.39%	3,218	9.90%	147
Preschool	2,168	6.70%	1,778	5.47%	390
Employability Program	449	1.39%	342	1.05%	107

Table 2 compares March 2010 with March 2011 with the number of children by the parents' social need. In March 2011, the highest number of children receiving subsidy were from families with parents who were employed (52.9%) followed by children from families with parents who were receiving training or education (12.9%). In comparison parents with children attending preschool have increased by 390, followed by CF & CS referrals at 147.

**Table 3: Average Monthly Licensed Child Care Providers receiving subsidy**

Fiscal Year	Child Care Providers
2008/09	3,024
2009/10	3,271
2010/11	3,383

Table 3 indicates the approximate average monthly count of licensed child care providers (group and family) receiving subsidy by fiscal year. A comparison over three fiscal years indicates a 3% increase from 2009/10 and a 10% increase from 2008/09 with an increase of 112 child care providers in 2010/11.

**Table 4: Provincial Subsidy Expenditures by Region in 2009/10 vs. 2010/11**

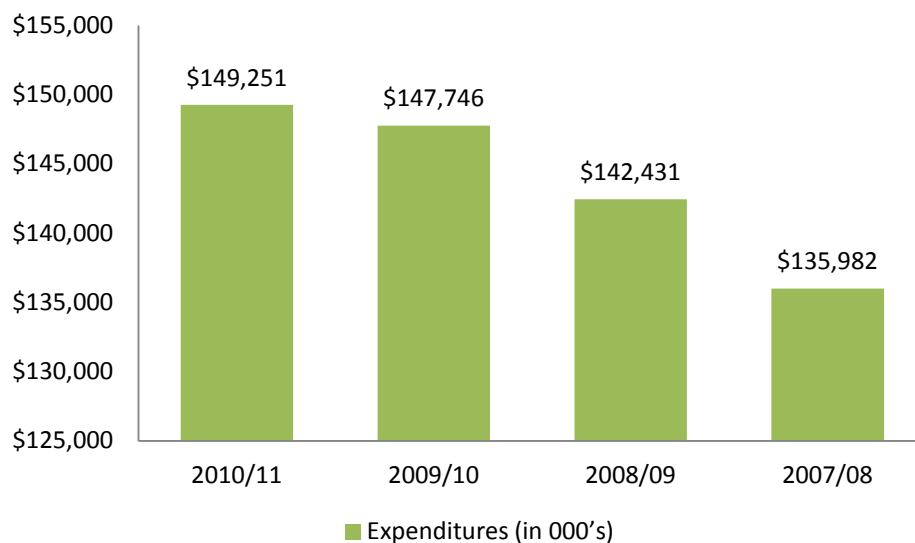
Region	Expenditures by %		Regional Breakdown of B.C. children age 0-12		Expenditures \$(In millions)	
	2010/11	2009/10	2010/11	2009/10	2010/11	2009/10
Interior	20%	18%	19%	18%	\$29,876,578	\$26,691,974
Fraser	23%	34%	24%	35%	\$34,162,645	\$50,500,341
Vancouver Coastal	29%	17%	28%	17%	\$43,226,495	\$25,430,754
Vancouver Island	21%	22%	20%	22%	\$31,715,321	\$31,955,665
North	9%	9%	9%	9%	\$12,689,641	\$12,726,301
Unknown	0%	0%	1%	0%	\$580,457	\$441,201
Total Expenditures (\$000)					\$149,251	\$147,746

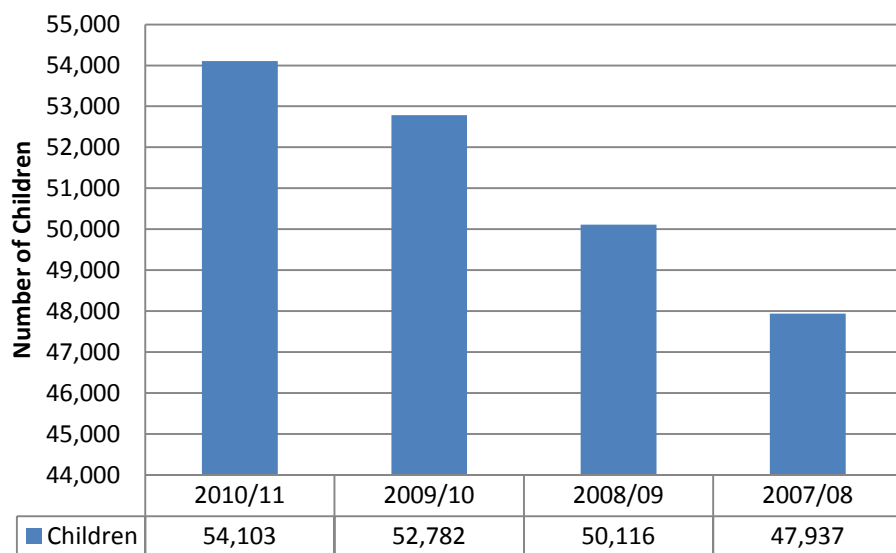
*Note: A person may have a claim in more than one region in the same month.*

*Note: Regions are based on the applicants' postal code. In a small number of cases, the postal code could not be matched to a valid postal code from the Translation Master file produced by BC Stats.*

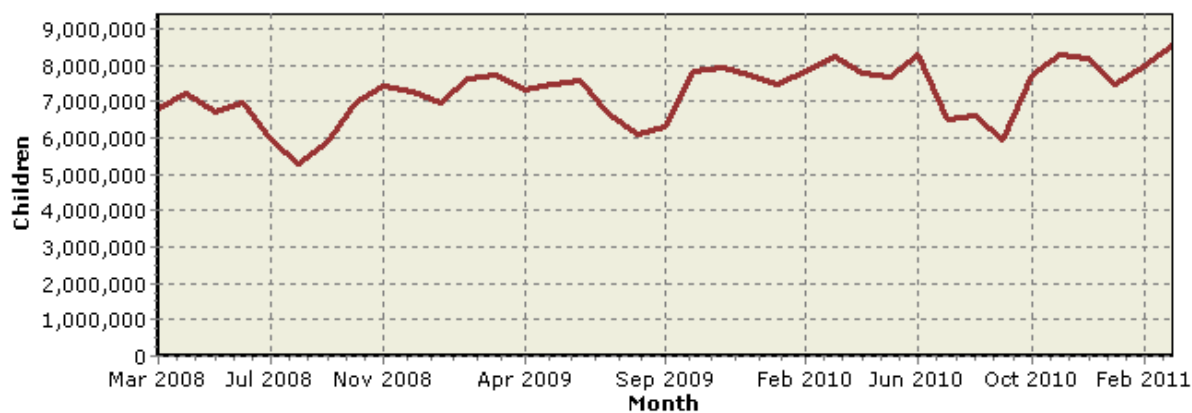
**Figure 1: Expenditure by Fiscal Year (in millions)**

The increase in subsidy expenditures over the past three fiscal years.



**Figure 2: Monthly Average Number of Children Receiving Subsidy by Fiscal Year.**

**Figure 3: Monthly Subsidy Expenditures for Children under age 6 in Regulated Care**  
**Subsidy Amount for Children Under Age 6 in Regulated Care**  
**March 2008 to March 2011**



Source: Child Care Subsidy System



## Appendix 2: Child Care Operating Funding Program Additional Statistics

Figure 1: Number of Spaces Supported by Licence Category

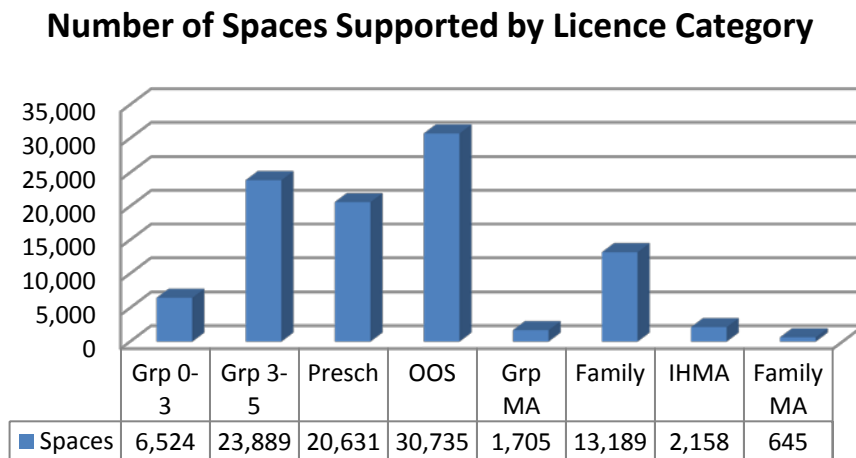


Table 1: Funding by Region and Provider Type:

	Interior	Fraser	Vancouver Coastal	Vancouver Island	North	TOTAL
Family	\$1,160,239	\$2,538,272	\$1,266,480	\$1,562,651	\$890,765	\$7,418,408
Group	\$8,334,53	\$21,602,319	\$16,315,963	\$11,391,327	\$2,776,658	\$60,420,800

Table 2: Number of Spaces by Region since 2004

	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
Interior	11,725	12,095	12,625	13,281	14,175	14,531	15,131
Fraser	23,316	24,883	25,915	28,457	30,795	32,725	34,196
VancouverCoastal	18,541	19,655	20,000	20,791	21,576	22,734	22,703
VancouverIsland	16,627	16,891	17,818	18,574	19,272	20,116	20,433
North	5,119	5,686	6,085	6,567	7,079	7,085	7,013
Total	75,328	79,210	82,443	87,670	92,897	97,191	99,476

**Table 3: Number of Facilities by Type - since 2004**

	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
Non-Profit Society	1,084	1,137	1,211	1,240	1,262	1,273	1,265
Public Institution	31	32	35	35	36	36	40
Registered Company	325	364	436	497	562	629	655
Local Government	52	48	51	54	72	76	77
First Nations	70	79	79	81	83	89	91
Partnership	41	42	41	40	36	40	37
Sole Proprietor	2,585	2,668	2,720	2,790	2,854	2,933	2,884
Total	4188	4370	4573	4737	4905	5076	5049

**Notes:**

- 1) Reports of Child Care Facilities within CCOF by auspice and health region may return different totals. These totals differ as some child care facilities may be counted twice. The numbers (facilities, spaces, organizations) used in this report have been adjusted and reflect counting of facilities once.
- 2) The total number of spaces funded under the Child Care Operating Funding Program (CCOF) does not equal the total number of child care spaces licensed in B.C. Participation in CCOF is not mandatory and child care providers may choose not to apply or receive this funding.
- 3) Reports by *Organization Type* for a single fiscal year and during the year: where a facility that is operated by a sole proprietor is sold to a registered company, those counts will be included in the counts for both the sole proprietor and registered company – effectively double-counting this facility and its spaces. Therefore different totals may be listed.

## Appendix 3: Child Care Resource and Referral Program Additional Statistics

**Table 1: Training and Community Development Opportunities by Region and Community**

	Training				Community Development			
	Opportunities		Participants		Networking Opportunities	Drop-in Programs	Events and presentations	Communities served
	Workshops	Courses	Providers	Parents/ Others				
<b>Vancouver Coastal</b>								
North Shore – North Vancouver	32	2	499	133	10	8	12	8
Richmond	23	14	464	267	13	83	27	4
Sea to Sky - Squamish	9	4	46	56	17	67	22	10
Sunshine Coast - Sechelt	11	1	68	25	8	11	8	6
Vancouver	43	5	490	303	29	59	92	4
Burnaby/New West & TriCities	143	3	1933	813	18	174	120	28
<b>Vancouver Coastal Total</b>	<b>261</b>	<b>29</b>	<b>3500</b>	<b>1597</b>	<b>95</b>	<b>402</b>	<b>281</b>	<b>60</b>
<b>Fraser</b>								
Abbotsford	18	3	313	22	9	60	4	2
Child Care Options Surrey	70	18	1359	626	155	26	76	31
Chilliwack	12	4	189	86	2	46	11	6
Hope	7	12	176	22	102	69	17	6
Langley	33	13	647	141	114	269	19	8
Maple Ridge/Pitt Meadows	18	4	468	38	9	0	6	8
Mission	15	7	362	146	9	25	13	8
<b>Fraser Total</b>	<b>173</b>	<b>61</b>	<b>3514</b>	<b>1081</b>	<b>400</b>	<b>495</b>	<b>146</b>	<b>69</b>
<b>Interior</b>								
100 Mile House	9	7	83	43	5	63	14	4
Boundary – Grand Forks	10	1	112	24	26	31	26	27
East Kootenay – Cranbrook	19	38	280	84	12	10	4	11
Golden	6	4	55	79	5	349	15	4
Kamloops	24	20	602	216	47	257	20	9
Kelowna	19	7	383	118	56	34	75	11

	Training				Community Development			
	Opportunities		Participants		Networking Opportunities	Drop-in Programs	Events and presentations	Communities served
	Workshops	Courses	Providers	Parents/ Others				
Penticton	9	4	166	18	36	3	7	12
Revelstoke	6	4	65	119	7	287	23	4
Shuswap – Salmon Arm	9	6	240	217	56	79	13	24
Trail/Castlegar	9	9	130	43	0	4	5	16
Vernon	12	4	194	52	145	19	33	20
West Kootenay – Nelson	30	4	96	121	16	32	15	52
Williams Lake	11	20	88	60	21	8	17	5
<b>Interior Total</b>	<b>173</b>	<b>128</b>	<b>2494</b>	<b>1194</b>	<b>432</b>	<b>1176</b>	<b>267</b>	<b>199</b>
<b>North</b>								
North Peace – Ft St John	14	7	205	301	37	44	8	7
Prince George	26	8	313	176	18	20	49	20
Prince Rupert	10	1	78	169	4	49	4	7
Queen Charlottes – Haida Gwaii	2	0	7	10	23	19	20	14
Quesnel	13	8	165	196	16	71	14	4
Smithers	12	18	143	32	119	57	37	28
South Peace – Dawson Creek	6	10	91	42	30	32	20	14
Skeena - Terrace	16	3	365	78	25	0	29	16
<b>North Total</b>	<b>99</b>	<b>55</b>	<b>1367</b>	<b>1004</b>	<b>272</b>	<b>292</b>	<b>181</b>	<b>110</b>
<b>Vancouver Island</b>								
Courtenay	13	1	210	31	29	25	18	9
Cowichan Valley – Duncan	4	3	78	19	9	1	13	16
PacificCare - Nanaimo	32	2	741	218	40	149	59	40
Sooke/Westshore	8	1	76	1	77	72	13	12
Victoria	14	3	266	38	20	0	68	19
<b>V Island Total</b>	<b>71</b>	<b>10</b>	<b>1371</b>	<b>307</b>	<b>175</b>	<b>247</b>	<b>171</b>	<b>96</b>
<b>Total</b>	<b>777</b>	<b>283</b>	<b>12246</b>	<b>5183</b>	<b>1374</b>	<b>2612</b>	<b>1046</b>	<b>534</b>

**Table 2: Resource and Equipment Loans and Memberships by Region and Community**

	Resources for Lending and Distributing		Equipment / Toys for Lending and Distributing		Memberships	
	Providers	Others	Providers	Others	LFCC	LGCC
<b>Vancouver Coastal</b>						
North Shore – North Vancouver	71	148	81	108	36	72
Richmond	158	112	267	202	56	81
Sea to Sky - Squamish	39	3	23	16	24	23
Sunshine Coast - Sechelt	132	569	144	590	18	24
Vancouver	667	485	181	0	158	0
Burnaby/New West & TriCities	147	29	541	70	268	247
<b>Vancouver Coastal Total</b>	<b>1214</b>	<b>1346</b>	<b>1237</b>	<b>986</b>	<b>560</b>	<b>447</b>
<b>Fraser</b>						
Abbotsford	21	0	94	4	45	17
Child Care Options Surrey	1475	351	1603	227	234	404
Chilliwack	0	0	240	13	58	15
Hope	61	41	77	1	6	5
Langley	1228	582	400	65	61	53
Maple Ridge/Pitt Meadows	41	8	99	56	78	40
Mission	291	522	247	129	22	37
<b>Fraser Total</b>	<b>3117</b>	<b>1504</b>	<b>2760</b>	<b>495</b>	<b>504</b>	<b>571</b>
<b>Interior</b>						
100 Mile House	360	288	197	193	11	5
Boundary – Grand Forks	83	134	161	248	3	5
East Kootenay – Cranbrook	58	74	300	631	27	30
Golden	44	147	70	437	7	3
Kamloops	1023	563	229	76	92	89
Kelowna	2138	3190	361	228	91	84
Penticton	197	227	165	12	33	43
Revelstoke	87	129	192	647	11	19
Shuswap – Salmon Arm	314	283	100	272	14	28
Trail/Castlegar	53	240	71	1077	17	21
Vernon	235	459	370	415	36	16
West Kootenay – Nelson	1042	1646	661	1166	5	20
Williams Lake	53	25	102	55	0	0
<b>Interior Total</b>	<b>5687</b>	<b>7405</b>	<b>2979</b>	<b>5457</b>	<b>347</b>	<b>363</b>
<b>North</b>						
North Peace – Ft St John	25	1	100	2	10	10
Prince George	531	227	420	126	152	84
Prince Rupert	82	428	43	0	18	20
Queen Charlottes – Haida Gwaii	36	14	25	21	2	6
Quesnel	46	47	66	363	30	8
Smithers	372	201	201	289	12	27
South Peace – Dawson Creek	7	4	81	17	18	10
Skeena - Terrace	24	19	68	28	25	29
<b>North Total</b>	<b>1123</b>	<b>941</b>	<b>1004</b>	<b>846</b>	<b>267</b>	<b>194</b>
<b>Vancouver Island</b>						
Courtenay	24	1	13	3	0	0
Cowichan Valley – Duncan	8	9	62	2	62	37
PacificCare - Nanaimo	132	152	94	30	140	97
Sooke/Westshore	29	36	30	26	49	22
Victoria	152	61	257	14	144	168
<b>Vancouver Island Total</b>	<b>345</b>	<b>259</b>	<b>456</b>	<b>75</b>	<b>395</b>	<b>324</b>
<b>Total</b>	<b>11486</b>	<b>11455</b>	<b>8436</b>	<b>7859</b>	<b>2073</b>	<b>1899</b>

**Table 3: Consultations by Region and Community**

	Consultations via					
	Email		Telephone		Face-to-Face	
	Providers	Others	Providers	Others	Providers	Others
<b>Vancouver Coastal</b>						
North Shore – North Vancouver	3357	2208	663	1393	519	2428
Richmond	887	5412	1456	1359	1075	2172
Sea to Sky - Squamish	1278	1237	480	288	193	176
Sunshine Coast - Sechelt	107	85	107	346	110	338
Vancouver	1591	376	2425	2473	329	763
Burnaby/New West & TriCities	5853	6829	10304	3288	4579	4155
<b>Vancouver Coastal Total</b>	<b>13073</b>	<b>16147</b>	<b>15435</b>	<b>9147</b>	<b>6805</b>	<b>10032</b>
<b>Fraser</b>						
Abbotsford	1794	3428	1725	4195	457	1090
Child Care Options Surrey	2740	21606	6581	8655	3309	3105
Chilliwack	727	353	1021	340	289	224
Hope	346	110	122	108	190	388
Langley	1703	928	1560	1058	5027	1725
Maple Ridge/Pitt Meadows	255	537	694	671	423	799
Mission	999	3145	1490	1149	828	760
<b>Fraser Total</b>	<b>8564</b>	<b>30107</b>	<b>13193</b>	<b>16176</b>	<b>10523</b>	<b>8091</b>
<b>Interior</b>						
100 Mile House	161	160	307	243	228	249
Boundary – Grand Forks	27	104	78	118	90	167
East Kootenay – Cranbrook	1921	3152	544	883	200	686
Golden	468	1039	207	765	185	680
Kamloops	2572	2734	1471	3010	1136	1255
Kelowna	1763	10489	2212	2488	2774	3484
Penticton	285	2238	728	469	230	100
Revelstoke	180	385	204	759	156	371
Shuswap – Salmon Arm	49	1573	225	756	428	1078
Trail/Castlegar	428	1168	426	883	216	753
Vernon	584	644	1148	1283	409	1181
West Kootenay – Nelson	1475	2354	167	356	181	266
Williams Lake	142	194	388	505	219	302
<b>Interior Total</b>	<b>10055</b>	<b>26234</b>	<b>8105</b>	<b>12518</b>	<b>6452</b>	<b>10572</b>
<b>North</b>						
North Peace – Ft St John	6245	2316	530	498	326	268
Prince George	1015	1705	1277	851	564	327
Prince Rupert	31	11	56	40	44	46
Queen Charlottes – Haida Gwaii	129	21	69	22	26	11
Quesnel	275	799	1070	1209	326	603
Smithers	206	291	310	355	247	428
South Peace – Dawson Creek	3075	2127	865	946	370	760
Skeena - Terrace	101	1297	353	597	288	517
<b>North Total</b>	<b>11077</b>	<b>8567</b>	<b>4530</b>	<b>4518</b>	<b>2191</b>	<b>2960</b>

	Consultations via					
	Email		Telephone		Face-To-Face	
	Providers	Others	Providers	Others	Providers	Others
<b>Vancouver Island</b>						
Courtenay	307	717	524	304	131	408
Cowichan Valley – Duncan	185	201	377	394	152	424
PacificCare - Nanaimo	1139	1172	992	881	865	3983
Sooke/Westshore	384	489	77	425	87	53
Victoria	2082	2804	1423	1171	619	406
<b>Vancouver Island Total</b>	<b>4097</b>	<b>5383</b>	<b>3393</b>	<b>3175</b>	<b>1854</b>	<b>5274</b>
<b>Total</b>	<b>46866</b>	<b>86438</b>	<b>44656</b>	<b>45534</b>	<b>27825</b>	<b>36929</b>

**Table 4: Child Care Subsidy Support Provided by Region and Community**

	Vancouver Coastal	Fraser	Interior	Northern	Vancouver Island	Totals
<b>Parents Receiving Assistance with forms</b>	4192	9322	8903	3833	2794	<b>29044</b>
<b>Parents using public computer</b>	72	371	104	111	13	<b>671</b>
<b>Parents using fax machine services</b>	1446	3817	2542	2316	1521	<b>11642</b>
<b>Parents using printing or reproduction services</b>	979	3365	1371	1345	736	<b>7796</b>
<b>Parents using telephone services</b>	355	592	299	234	118	<b>1598</b>
<b>Group Information Sessions completed</b>	18	137	20	8	0	<b>183</b>
<b>Participants attending Group Info Sessions</b>	135	372	172	70	0	<b>749</b>

## Appendix 4: Child Capital Funding Program Additional Statistics

Table 1: Child Care Minor Capital Funding by Region and Community

Region	Community	Amount Funded	Spaces Supported
Fraser *	Abbotsford	2,000.00	60
	Burnaby	8,000.00	251
	Delta	4,000.00	49
	Langley	2,000.00	20
	Maple Ridge	2,000.00	25
	New Westminster	3,952.14	53
	Port Coquitlam	4,678.08	106
	Surrey	6,000.00	134
	Vancouver	3,773.42	74
	9	36,403.64	772

Region	Community	Amount Funded	Spaces Supported
Vancouver Coastal *	Mount Currie	1,987.39	84
	Bella Coola	2,000.00	26
	Gibsons	2,000.00	28
	Lions Bay	716.56	20
	Lund	1,950.08	10
	Mount Currie	2,000.00	16
	North Vancouver	12,427.75	309
	Richmond	19,473.75	333
	Sechelt	7,504.92	139
	Squamish	5,320.95	79
	Vancouver	150,495.30	2836
	West Vancouver	5,500.00	98
	Whistler	2,000.00	74
13	213,376.70	4052	

Region	Community	Amount Funded	Spaces Supported
Interior	Castlegar	2,000.00	50
	Clearwater	3,936.28	30
	Kamloops	1,063.92	12
	Kelowna	12,924.82	307
	Nelson	275.00	20
	Oliver	2,000.00	45
	Penticton	3,937.60	60
	Trail	2,000.00	26
	Williams Lake	4,323.93	46
	Winlaw	2,000.00	8
10	34,461.55	604	

Region	Community	Amount Funded	Spaces Supported
Vancouver Island	Campbell River	2,000.00	24
	Duncan	636.82	60
	Gabriola Island	1,934.24	67
	Hornby Island	2,000.00	39
	Nanaimo	2,000.00	28
	Port Alberni	6,000.00	198
	Port Hardy	5,243.00	209
	Salt Spring Island	1,599.53	15
	Sidney	2,000.00	44
	Sooke	2,803.90	59
	Victoria	15,806.13	252
	11	42,023.62	995

Region	Community	Amount Funded	Spaces Supported
North	Fort St. John	3,348.09	140
	Hudson's Hope	1,226.79	18
	McBride	1,601.54	50
	Prince George	4,261.74	70
	Prince Rupert	2,972.07	40
	Terrace	4,000.00	45
	6	17,410.23	363

Number of Communities	Amount Funded	Spaces Supported
49	343,675.74	6786

GRAND TOTAL			
	49	343,675.74	6786



# **East Kootenay Child Care Report January 2009**



**Compiled and written by:  
Gail Brown**

**This project is supported by:  
East Kootenay Infant Development Program  
East Kootenay Childhood Coalition  
Ministry of Children and Family Development  
Children First Initiative  
Cranbrook, BC**

# East Kootenay Child Care Report

## January 2009



**This project was funded by Children First, an initiative of the BC Ministry of Children and Family Development.**

**The objectives of Children First Initiatives are:**

- increased community capacity,
- increased service delivery effectiveness,
- engaging “hard to reach” families,
- increased opportunities for early identification and screening, and
- improved outcomes for children and families.

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**East Kootenay Childhood Coalition is a guiding partner**



EAST KOOTENAY CHILDHOOD  
COALITION

**Supporting families and communities  
to help children reach their  
potential**

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## **Introduction**

**The East Kootenay Childhood Coalition is a non-partisan team of people representing families, communities and service agencies throughout the East Kootenay. The Coalition's purpose is to support families and communities to reach their full potential by working to improve the quality of life and health of the children and families in this region.**

**The Children First Learning Initiative Manager, Gail Brown has prepared this report on behalf of the East Kootenay Childhood Coalition. The information in this report was obtained from Licensing Reports prepared by the East Kootenay Community Care Facilities Licensing Program from 1993 to 2008. The data for 2008 is based on the November 18, 2008 Interior Health Authority Child Care Facility Licensing Report.**

## **Demographic Information**

**The East Kootenay region is located in the southeast corner of BC and encompasses just over 45,000 sq. kms. The 2006 population for this area is 74,237 persons. The projected increase in population by the year 2031 is 9%. (BC Stats 2006 Census Profiles, PEOPLE 31)**

**The number of children 0-9 years in the East Kootenay Health Area in 2007/8 is 7,555. The number of children aged birth to 4 years is 3,540. Children attending school, aged 5 years to 14 years total 8,665 children. (BC Stats 2006 Census Profiles)**

**There are 6 major population centres in the East Kootenay: Fernie, Cranbrook, Kimberley, Windermere (Invermere), Creston and Golden. The diversity and rural nature of these communities; separated by mountain ranges, lakes and nestled, each in its own valley, makes each East Kootenay community unique.**

**In the East Kootenay Region, the 6 main communities have catchment areas that include smaller communities. Many are located in valleys between mountain ranges.**

<b>Valley/Catchment area</b>	<b>Main City</b>	<b>Outlying communities</b>
Elk Valley	Fernie	Jaffray, Sparwood, Elkford
Creston Valley	Creston	Yahk, Crawford Bay, Riondel
Golden	Golden	Field, Nicholson, Parson
Kimberley/Marysville	Kimberley	Wasa
Windermere Valley	Invermere	Windermere, Radium Fairmont, Edgewater, Canal Flats
Cranbrook	Cranbrook	Gold Creek, Silver Springs, Wycliffe, Moyie

### **Licensed Child Care Spaces in the East Kootenay Region**

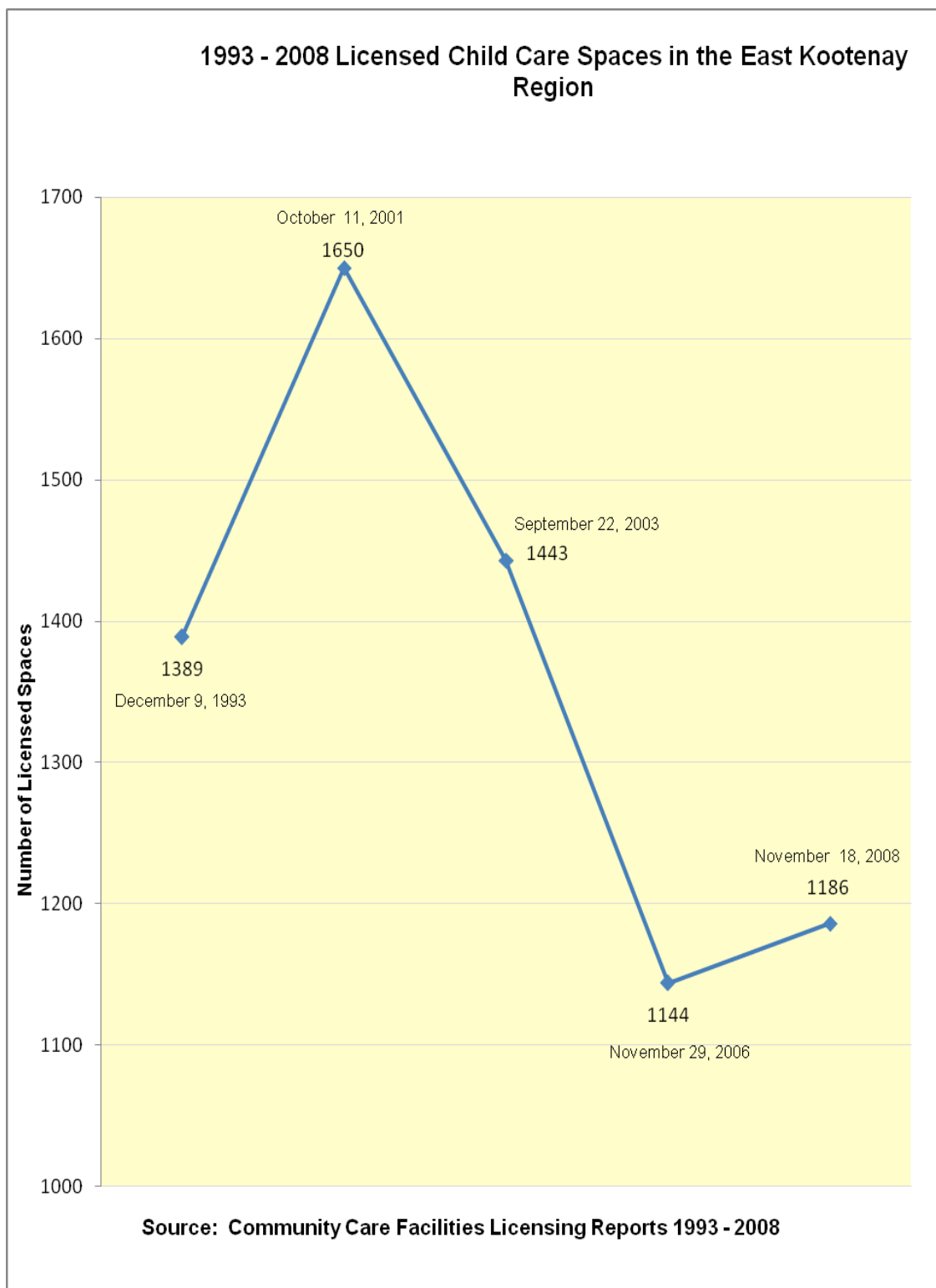
**In this report, child care spaces are defined as the numbers of maximum group size denoted on a Child Care Facilities License that is issued by the Interior Health Authority Medical Health Officer through the delegated Child Care Licensing Officer.**

**This report reviews only licensed child care facilities and does so by reviewing the maximum group sizes as reported in the Community Care Facilities Licensing Reports.**

**Licensed child care in the East Kootenay shows a very slight improvement from the downward trend reported in September 2006. The East Kootenay region has gained 42 licensed child care spaces during the 2 year period 2006 to 2008.**

**This small gain does not off-set the five year period trend of loss of child care spaces (2003 to 2008). During that time the East Kootenay region has **lost 257 licensed child care spaces. This is a loss of 17.81% in 5 years (from 1,443 spaces to 1,186 spaces)****

These numbers were compared with data on Licensing Program Reports showing licensed child care spaces from December 1993. The results indicate that most licensed child care is well below the service levels of 13 years ago. A recent survey of local child care services suggests that more closures of East Kootenay child care programs are expected in 2009.



## **The Good News**

**It is important to examine what occurred for child care in the East Kootenay in the years from 2006 to 2008. In the past two years, the downward trend in the loss of child care spaces has been stopped. There is an overall increase in the region of 42 licensed child care spaces since 2006. Four communities have benefited from increases in licensed child care:**

- ❖ Invermere     39 spaces**
- ❖ Kimberley     30 spaces**
- ❖ Golden         20 spaces**
- ❖ Elk Valley     10 spaces**

**The types of licensed child care spaces that have increased over the past two years are:**

**Preschool: 45 spaces**

**School Age Care (Out of School Care): 34 spaces**

**Group Child Care for children 30 months to school age: 14 spaces**

**Childminding: 8 spaces**

**These increases are due largely to the capital grant program for the development of new child care spaces offered by the Province of BC in October 2007. Three East Kootenay communities benefited from these grants: Invermere, Fernie and Kimberley. No group child care spaces for children birth to school age have developed in the East Kootenay since the termination of the Major Capital Grant Program for child care.**

**The communities that do not have group child care services for children from birth to school age are Elkford, Fernie and Golden. Each community is working to establish group child care services but struggle due to lack of financial supports. The good news is that these communities are aware of their child care needs and are working to address these needs.**

**Looking at the East Kootenay's licensed group child care services over the past 15 years, it is clear that the strongest type of administration for group child care services in this region is the large, non-profit society. These societies have provided group child care services in most East Kootenay communities and all continue to do so.**

In this region, almost all licensed group child care for children from birth to school age provided in a community-based setting (not a home setting) is administered by a non-profit society. Several child care centers are unionized and some are accredited.

These not-for-profit societies rely on volunteer administration provided by their boards of directors. Their links with each community are strong and they fund-raise in their community to support their child care programs.

The history of not-for-profit child care service in many of our communities shows the strength of our approach to child care service delivery in the East Kootenay Region. Most privately owned licensed group child care services in the region have closed or have downsized and moved to home settings due to financial stressors.

### The Bad News

The East Kootenay region has seen closures of 150 licensed child care spaces in the past two years. This number is slightly off-set by 192 new spaces, resulting in an overall gain of 42 available child care spaces in this region in three years.

East Kootenay areas that showed closures in licensed child care spaces from 2006 to 2008:

<b>Creston Valley:</b>	<b>11</b>
<b>Cranbrook:</b>	<b>46</b>

**Regional Total: 150 closed child care spaces since 2006**

**Regional Total: 192 opened child care spaces since 2006**

**Gain of available child care spaces in 2 years: 42 /3.67%**

The East Kootenay region has not gained back the child care spaces lost in the past five years:

**Loss of available child care spaces in 5 years: 257 / 17.81 %**

East Kootenay Child Care Resource and Referral Program reports the most requested child care by families is for infants and toddlers. This is the type of service most needed in the East Kootenay region but the last two years has seen a **reduction of 8 spaces for infants/toddlers.**



**This region saw a loss of 58 Licensed Family Day care spaces in the past two years.** This represents a further reduction of child care services to infants and toddlers.

Child care for children under age 3yrs. was the highest identified need in the Ipsos Reid report on child care needs in the Elk Valley (Kids Care Survey Report 2008).

The East Kootenay Region needs more licensed child care for infants and toddlers.

Since 2003, Golden has developed 20 licensed Out of School Day Care spaces and 20 licensed preschool spaces. In the same period, Golden's economy has taken an upward turn, resulting in higher real estate costs.

At this time, planned expansions of group child care services in the East Kootenay region are progressing very slowly. Early Childhood Development Teams in each community have supported the development of needed child care services through fostering planning and partnering with community agencies and supporters. New non-profit child care societies have begun in Fernie and Golden.

Three communities have yet to develop any Licensed Group Child Care services for children aged birth to school age. These communities are:

1. Elkford (Elk Valley community)
2. Golden
3. Fernie (Elk Valley community)

Cranbrook lost its Young Parent Program due to closure in September 2008. This program offered child care support to young parents wishing to complete high school. It was provided in a school that was closed and then demolished.

## East Kootenay Child Care Status Reports by Type of License

### Childminding



**+33% in last 2 years**

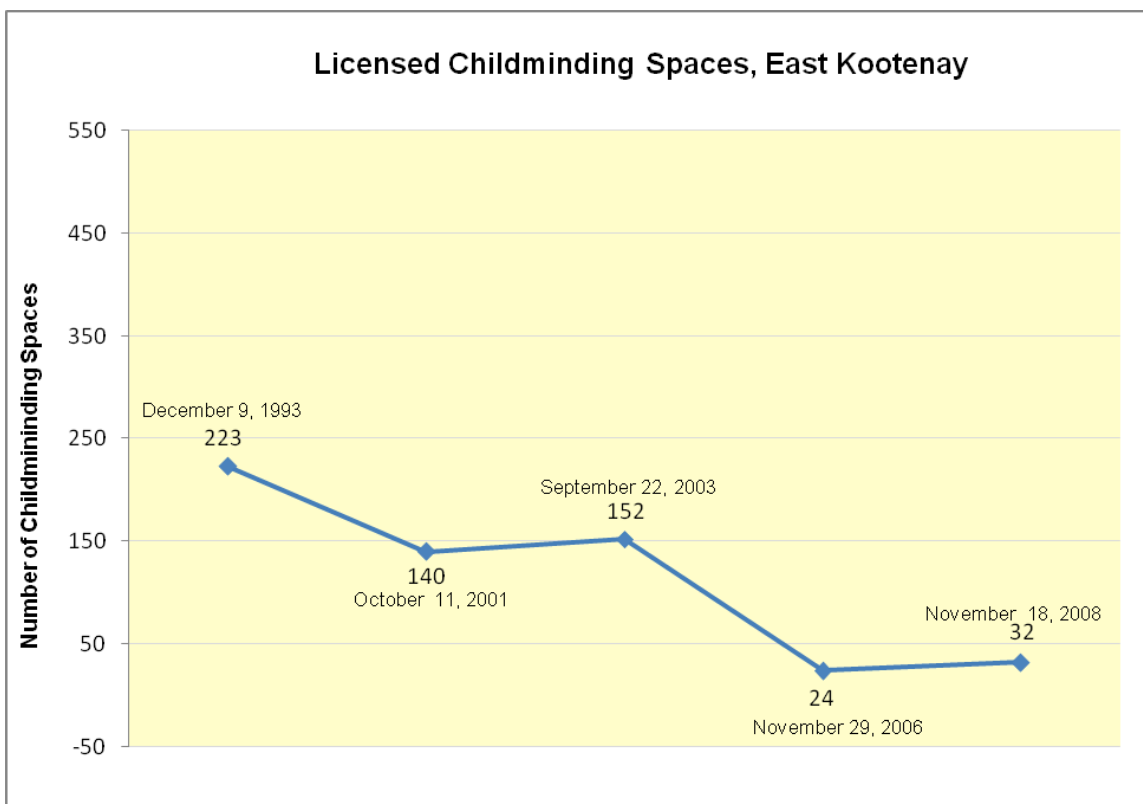
**-79% in last 5 years**

The two-year period 2006 to 2008 shows licensed childminding services with 24 licensed child care spaces in 2006 increasing to 32 spaces in 2008.

This slight increase of 8 spaces occurred in Golden. The downward trend in loss of childminding spaces has levelled off over the past two years.

The definition for this type of license has been changed to “Occasional Child Care” by the Child Care Licensing Regulation 2007.

This report continues to separate Childminding as occasional child care provided in a community setting from Resort and Ski Hill child care which is provided in those settings to visiting children.



## Out of School Child Care (Group Child Care, School Age)

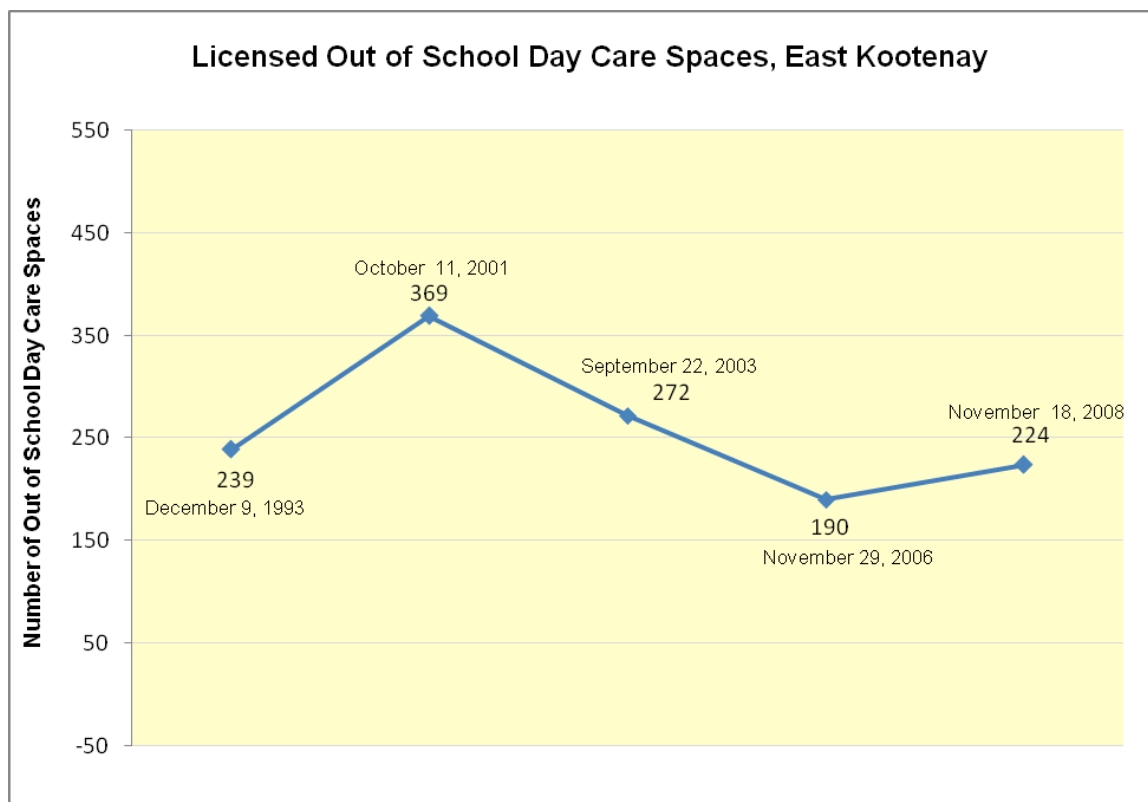


+ 17.9% in last 2 years  
-21.43% in last 5 years

In the past 2 years, this region gained 34 licensed Out of School Child Care spaces. This gain can be attributed to 2 programs that received provincial capital funding to open new Out of School Child Care programs. The downward trend of closures has been halted.

Over the past five years available licensed Out of School Child Care spaces in the East Kootenay region have dropped by 21.43%.

There are now 224 available Out of School Child Care spaces in the East Kootenay region. Each community has at least one licensed Out of School Child Care Program. Most are provided in partnership with school districts and municipal recreation programs.



## Preschool



**+ 25% in last 2 years**

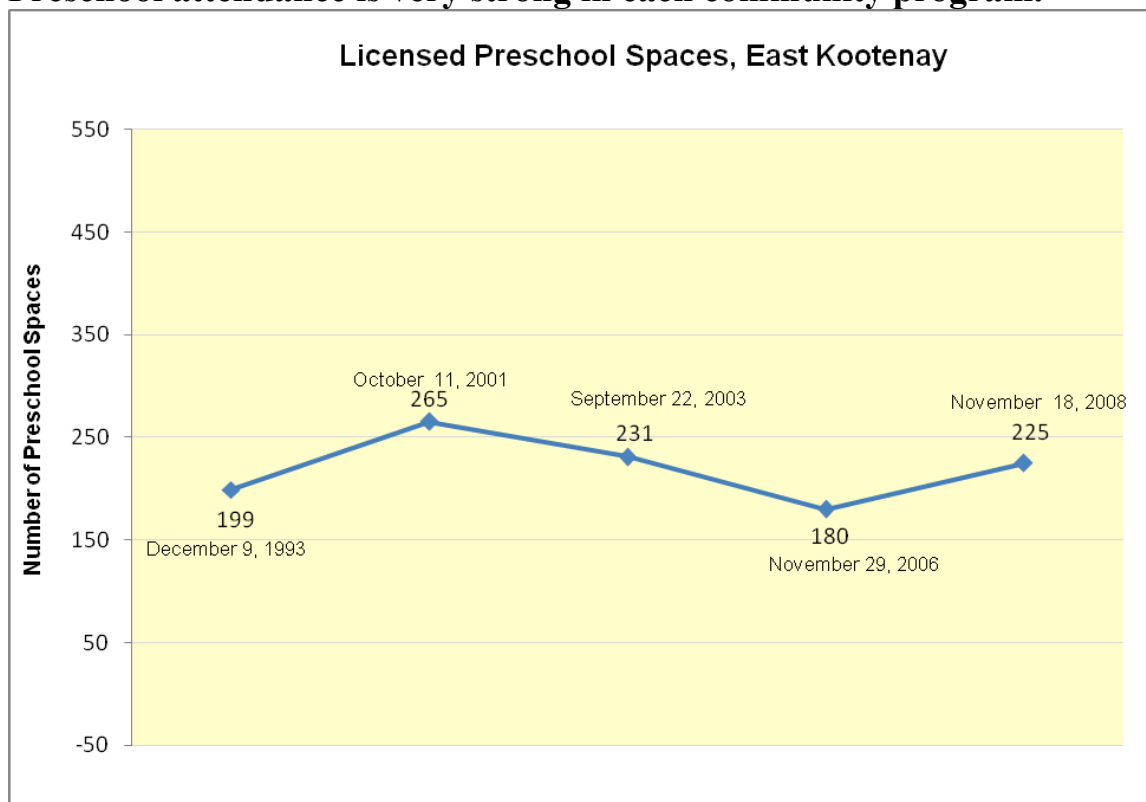
**-2.6% in last 5 years**

Each community in the East Kootenay offers licensed preschool spaces. The number of spaces on the license does not usually reflect the numbers of children using the spaces, as many children can be enrolled in one space. For example, one preschool licensed for 20 children, serves 20 children on three mornings per week, 20 on three afternoons, 18 on two mornings and 18 on two afternoons, totalling 76 children.

In 2008, the number of available preschool spaces in the East Kootenay was 225; up 45 spaces from 2006.

The nine Early Childhood Development Teams in the region have worked to raise awareness about the Early Development Instrument (EDI) Research that has been conducted in our schools over the past 7 years. This research offers community-based results on children's vulnerability to learn as they enter kindergarten.

Early Childhood Development teams and community agencies use these annual EDI indicators to direct their planning of new services for families and young children, including planning for new preschools. Preschool attendance is very strong in each community program.



## Group Daycare under 36 months

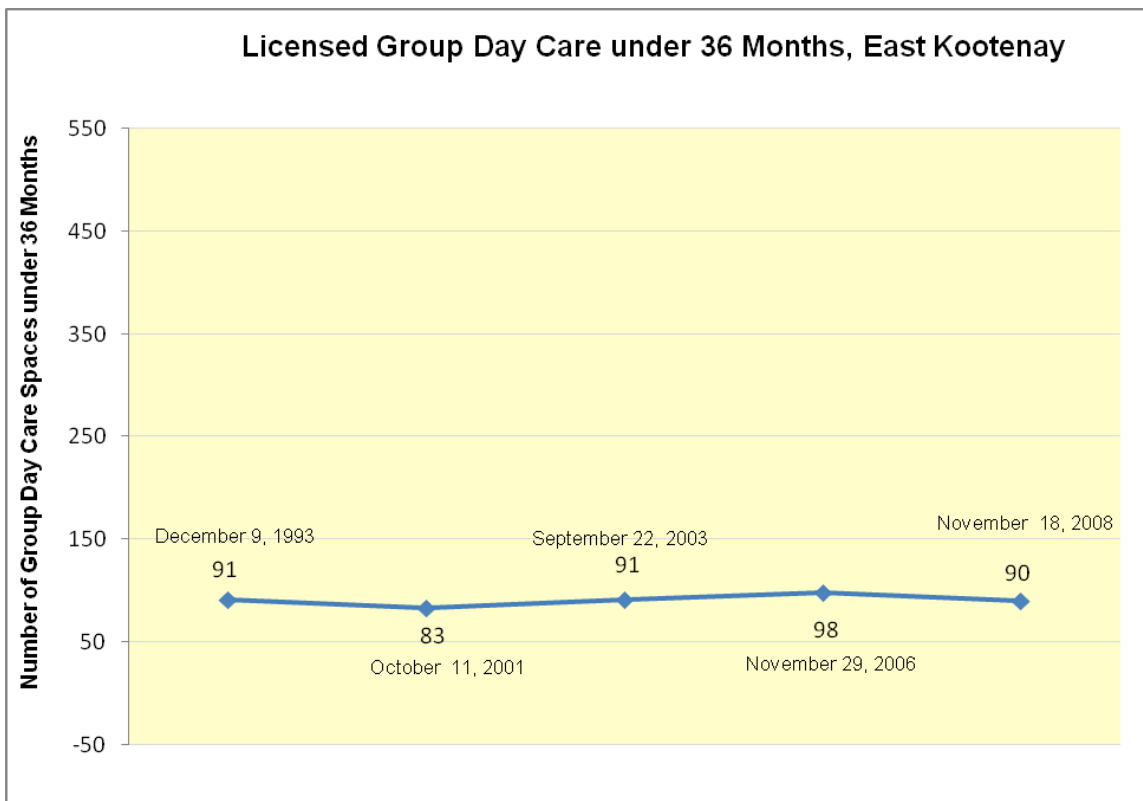


**-7.7% in last 2 years**  
**-1.1% in last 5 years**

Commonly referred to as Infant/Toddler care, available spaces in the East Kootenay Region for this type of service have dropped by eight spaces in the last two years.

The numbers of infant toddler spaces decreased by 8 spaces in Cranbrook but these losses were off-set by a gain of 8 spaces in Windermere Valley (Invermere). Figures were constant for the Creston valley. The Elk Valley and Kimberly showed a drop of 4 spaces in each community.

Golden, Fernie and Elkford continue to have no group day care for infants and toddlers.



**Reports from the field indicate that Group Day Care under 36 months operates at a loss in most settings. It is a program requiring a staff of one Infant and Toddler Educator, one Early Childhood Educator and one Assistant for every 12 children. The maximum group size is 12 children. In this region, finding qualified staff is very difficult, making prospects of opening new programs unlikely. One program reports that their licensed spaces are not filled due to lack of qualified staff.**

**Some non-profit societies are subsidizing these child care programs through staff incentives such as tuition subsidies and wage incentives.**

**The East Kootenay Child Care Resource & Referral Program reports that infant/toddler care is the most requested and needed type of child care. All licensed infant toddler spaces are currently filled throughout the region, with waitlists as high as 38 children per space.**

**In November and December, 2008, Ipsos Reid conducted the Kids Care Survey of child care needs in the Elk Valley. It showed that Elk Valley respondents need child care for children from birth to 3 years of age.**

**Even the largest and most supportive of the East Kootenay non-profit societies are now reluctant to consider opening new spaces due to the financial viability and lack of staff for this type of licensed group child care.**



**Group Daycare over 30 months**  
**(Group Child Care 30 months**  
**to school age)**

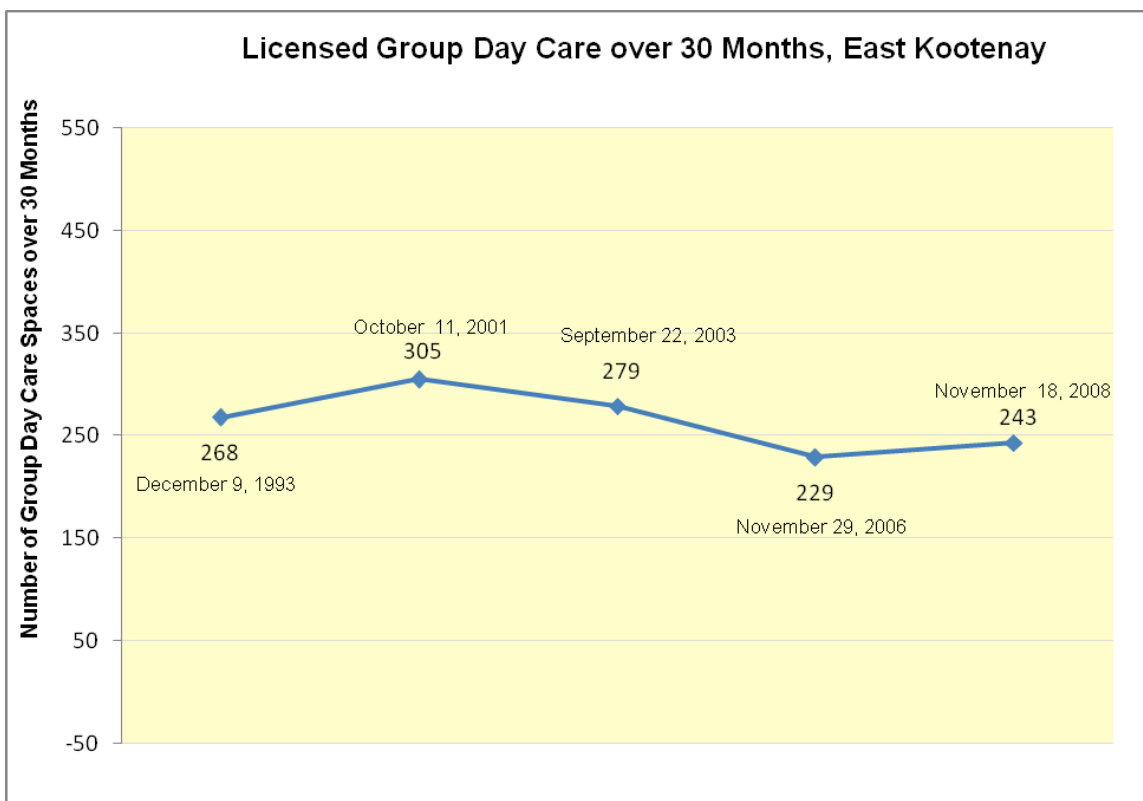


**+6.1% in last 2 years**  
**-12.9% in last 5 years**

The region shows a combined **loss of 6 licensed spaces**. Cranbrook lost 15 licensed spaces serving children from 30 months to school age. Creston lost another 7 spaces.

In the past two years, Kimberley improved their group day care service with the opening of a group day care called “Second Steps” in a Community Early Childhood Service Hub. The Kimberley Early Childhood Team (North Star Dream Team) was instrumental in working closely with School District Number 6 and many community agencies and services to utilize a closed school for this initiative.

Kimberley has benefited from a second new child care facility in a closed school. These two programs increased Group Day Care (30 months to school age) by 20 spaces since 2006.



**The Windermere Valley has increased service by providing 16 new group day care spaces (30 months to school age) over the past 2 years.**

**Day care development (2006-2008) in Windermere Valley and Kimberley was supported by the provincial capital grant program for new child care spaces.**

**In the Elk Valley, services are unchanged, with one program operating in Sparwood. It has been at least 5 years since Golden and Fernie provided this type of child care service.**

**Plans for new group child care spaces which were to open in 2007 were shelved due to the cancellation of the child care operating grants and other incentive grants for the development of new child care spaces.**

**The sporadic offering of capital incentives and grants combined with uncertainty about stability of the policies regarding child care operating funding has limited growth of group child care in the region. Increases in operating costs over the past 2 years are reported as: insurance, heat, electricity and food. Real estate prices soared between 2006 and 2008.**

**At the time of this report, there were no Multi-Age Child Care Licenses in the East Kootenay region. Multi-Age Child Care is a small group setting of no more than 8 children who are cared for by a licensed Early Childhood Educator.**





## Family Child Care



**-19.14% in last 2 years**  
**-32% in last 5 years**

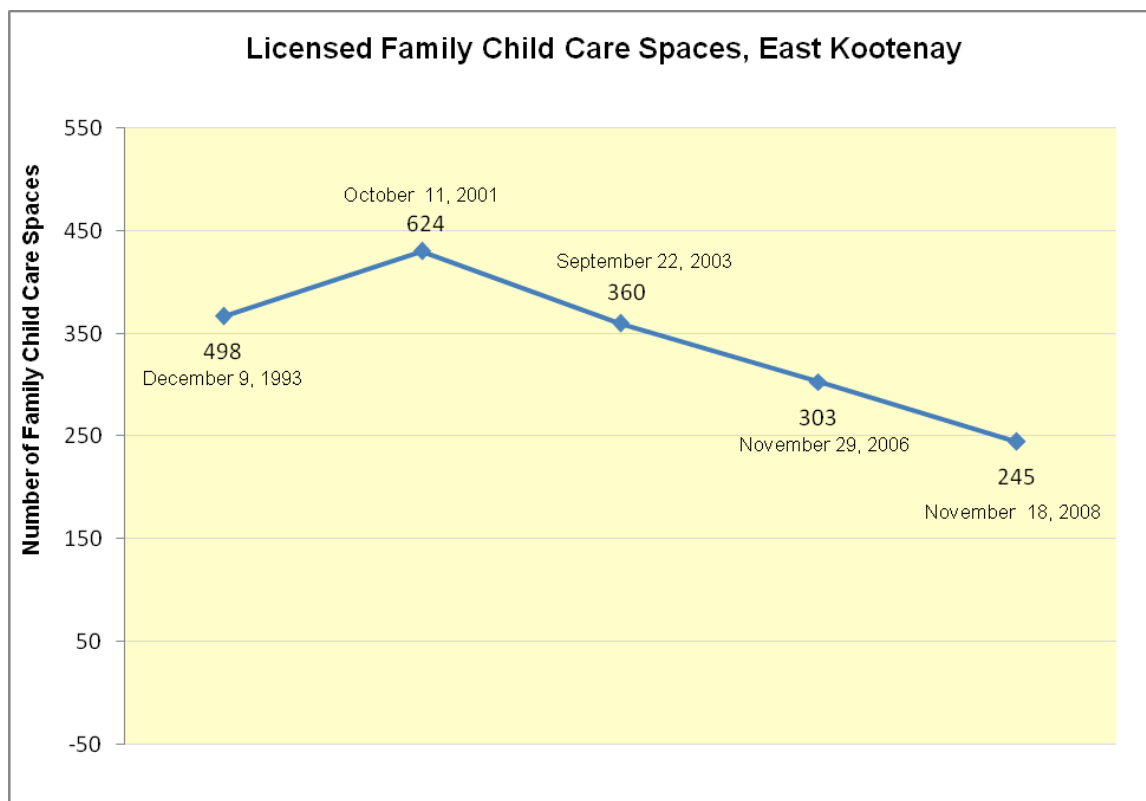
**There were 79 family child care spaces closed in the East Kootenay over the past 2 years.**

**There have been 136 licensed Family Child Care spaces closed over the past five years in this region**

**In the period 2006-8, Windermere Valley has lost 50 of its licensed family child care spaces. In the same period, Cranbrook lost 49 of their licensed family child care spaces.**

**This region now has 254 fewer licensed Family Child Care spaces than it offered in 1993. This is more than a 50% loss in services. There has been continuous decline in licensed family child care in the East Kootenay region from 2001 to the present.**

**There is a persistent downward trend in the number of licensed family child care spaces in the East Kootenay region.**



**Family Child Care is a home-based business. The maximum number of children that can be cared for at one time is seven. Family child care providers can choose their hours of work and the numbers of children they care for, as long as they do not exceed the maximum. The ages of children in licensed family child care is limited by the licensing regulations.**

**The Child Care Licensing Regulation now has In-Home Multi-Age Child Care licenses. The maximum number of children that can be cared for at one time in this category is 8. The licensee must be a certified Early Childhood Educator.**

**In this report, In-Home Multi-Age Child care and Family Child Care are combined because they are both provided in a family home setting.**

**Reasons given for Family Child Care closures in this region:**

- ❖ retirement of care provider
- ❖ care provider moved out of the community
- ❖ care provider chose to work outside the home
- ❖ issues of non-compliance with the license
- ❖ care provider returned to school.

**An assessment of family child care income in 2006 showed that this type of care results in a “wage” of \$8.00 per hour for the caregiver.**

**East Kootenay Child Care Resource and Referral Program notes that the number of phone calls from parents seeking child care has reduced in Cranbrook because families know that child care programs are full. Parents are “giving up their search for child care” and either staying at home or using “underground” care and care by relatives or friends.**

**New applications for a license to operate a Family Child Care are taking three to six months of processing by the Community Care Licensing Program. Applicants must take an approved course in child care or have previous training that is acceptable to the licensing officer. This process is proving too long for some applicants who have given up.**

## **Occasional Ski Hill/Resort Care** **(Now called Occasional Child Care)**



**This type of licensed facility can be found at Panorama, Kimberley, Fernie and Kicking Horse (Golden) ski hills. It serves resort visitors only. This type of licensed care increased with the opening of the Kicking Horse Ski Hill near Golden in 2006.**

**Under the new Child Care Licensing Regulation the name of this child care type has been changed to “Occasional Child Care” and it now includes childminding programs. For the purpose of this report, childminding programs provided in community settings are reported separately.**

**Ski Hill/Resort child care accounts for 127 child care spaces or 10.7% of the total licensed child care spaces for the East Kootenay region.**



## East Kootenay Child Care Status Reports by Community

### Elk Valley



**+5.5% in last 2 years**  
**-20.66% in last 5 years**

Elk Valley (Jaffray, Fernie, Sparwood & Elkford)						Comparisons	
	1993	2001	2003	2006	2008	2 year	5 Year
Childminding	33	28	32	0	0	0	-32
Out of School Day Care	0	16	16	40	48	8	32
Preschool	65	75	75	56	53	-3	-22
Group Day Care < 36 mos	8	17	17	8	4	-4	-13
Group Day Care > 30 mos	25	41	33	16	16	0	-17
Family Child Care	28	28	35	28	43	15	8
Ski Hill Occasional Child Care	0	34	34	34	28	-6	-6
Total	159	239	242	182	192	10	-50

The Elk Valley's licensed child care has increased slightly (by 10 spaces) in the past two years to 192 spaces. The five year comparison shows marked decline in licensed child care spaces with a decrease of 50 spaces (2003 to 2008). **The Elk Valley has lost 20.66% of its licensed child care in the last 5 years.**

It is important to note that Ski Hill child care spaces are available to ski hill visitors. Two family child care centers are not providing service at present and the Group Child Care is not operating their Infant Toddler Child Care spaces (4) or their Out Of School Day Care spaces (9) due to lack of staff.

Families in the Elk Valley have complained about the lack of child care for children from birth to six years of age. Now, a new study of child care needs in the Elk Valley has been released, showing the numbers of needed spaces per community. The Kids Care Survey study by Ipsos Reid will help the Elk Valley communities of Elkford, Sparwood and Fernie to plan for improved child care services.

Three Early Childhood Development teams (Elkford, Fernie and Sparwood) are instrumental in planning and supporting new services for Elk Valley children and families through partnering with local business, schools, governments and agencies. These teams have worked to raise awareness about the importance of healthy child development during the early years.

Families in the Elk Valley are seeking a sustainable system of capital and operating funding that will improve child care services in the valley.

A new child care center is planned for Fernie, housed in a closed school building. At this time, there are no solid plans for new child care centers in Sparwood or Elkford.

Early Development Instrument (EDI) research results for the Elk Valley show a “pattern of vulnerability in Sparwood and Elkford”. In these communities, the highest proportion of children vulnerable was found on the Emotional Maturity scale (17.2%). Fernie had low overall vulnerability with less than 7% of children vulnerable on each of the scales measured by the EDI.

Family Child Care spaces increased in the Elk Valley by 15 spaces in the past two years. However, services provided by family child care providers are somewhat discretionary, as it is a home-based business. Some Elk Valley family child care providers are closed temporarily due to various family reasons.

In late 2008, the community of Elkford celebrated the opening of its only licensed family child care program.

### Creston Valley



**-9.8% in last 2 years**  
**-12.93 in last 5 years**

	<b>Creston Valley</b>					<b>Comparisons</b>	
	1993	2001	2003	2006	2008	2 year	5 Year
Childminding	19	0	8	0	0	0	-8
Out of School Day Care	5	50	20	25	20	-5	0
Preschool	25	40	28	20	20	0	-8
Group Day Care < 36 mos	24	12	12	12	12	0	0
Group Day Care > 30 mos	37	25	25	32	25	-7	0
Family Child Care	30	65	23	23	24	1	1
Total	140	192	116	112	101	-11	-15

The Creston Valley saw 12 child care spaces close during the past 2 years. These closures were in the service areas of Group Day Care for children aged 30 months to school age (7 spaces) and Out of School Day Care (5 spaces). There was one new space licensed in a family child care (In-Home Multi-age Child Care)

**Creston continues to provide licensed child care in most of the licensed categories of care.**

**Creston Valley no longer provides licensed child minding but has expanded its Creston Family Center services to offer a range of supports to families, including a Strong Start program. In addition, the Lower Kootenay Band provides an Aboriginal Head Start program for families with young children.**

**Creston's group child care services are provided by two long-standing societies. Supports from the community to plan and maintain services to young families are strong.**

**The Creston Early Childhood Development Team has worked to improve services for families and young children through the Early Childhood Development Hub located in an operating school facility. Early Development Instrument research is used by this team to guide community planning for expanded services and supports for families and young children.**

#### **Waitlists at Creston Child Care Facilities:**

<b>The Out of School Program reports</b>	<b>No waitlist</b>
<b>The Group Child Care (30 mo. to school age)</b>	<b>No waitlist</b>
<b>The Infant Toddler Child Care (birth to 36 mo.)</b>	<b>19 families</b>
<b>One Family Child Care reports</b>	<b>6 families</b>

**November 2008**

**In 2007, Creston's Early Development Instrument (EDI) results show that 33.1% of children were not developmentally ready to learn when they entered kindergarten. This means one in three children could have benefited from improved early learning opportunities at home and in the community of Creston. Creston needs improved opportunities for young children to develop.**

## Golden



**+25% in last 2 years**  
**+40% in last 5 years**

	<b>Golden</b>					<b>Comparisons</b>	
	1993	2001	2003	2006	2008	2 year	5 Year
Childminding	32	24	16	8	16	8	0
Out of School Day Care	81	15	0	20	20	0	20
Preschool	0	15	0	8	20	12	20
Group Day Care < 36 mos	12	0	0	0	0	0	0
Group Day Care > 30 mos	12	15	0	0	0	0	0
Family Child Care	43	56	56	28	28	0	-28
Resort Child Care				16	16	0	16
<b>Total</b>	<b>180</b>	<b>125</b>	<b>72</b>	<b>80</b>	<b>100</b>	<b>20</b>	<b>28</b>

**In 2003 the Child Care Report showed that Golden had been hard-hit with closures of 53 licensed child care spaces and offered zero levels of service in four types of licensed child care.**

**In 2008, Golden continues to lack Group Child Care services for infants, toddlers and preschool aged children. Group Child Care programs usually serve parents who are working or studying.**

**There has been slight growth in two types of licensed child care services in Golden over the past 2 years**

- ❖ **childminding, 8 spaces**
- ❖ **preschool, 12 spaces.**

**Golden's Family Child Care spaces has dropped by 50% in the last five years. This means four licensed family child care homes, each licensed for 7 spaces have closed their doors in the past five years, resulting in the loss of 28 family child care spaces. This is especially important for a community that lacks group child care services.**

**At the time of this report, all licensed child care spaces in Golden were filled.**

**A study conducted by the Golden Early Childhood Coalition in 2008 indicated that Golden families need child care services. This important coalition of community partners has spearheaded the development of many new services for families and young children in Golden.**

**In 2007, Golden's Early Development Instrument (EDI) results show that 34.3% of children were not developmentally ready to learn when they entered kindergarten. This means more than one in three children**

should have benefited from improved early learning opportunities at home and in the community of Golden.

In 2002, only 13.4% of Golden's children were vulnerable learners when they entered kindergarten. This shows an alarming decline in children's developmental readiness for kindergarten.

Measuring children's developmental readiness for school can assist parents, care providers, agencies and governments to develop effective supports and services for very young children and families.

### Kimberley / Marysville



**+27% in last 2 years**  
**+56% in last 5 years**

	Kimberley / Marysville					Comparisons	
	1993	2001	2003	2006	2008	2 year	5 Year
Childminding	55	16	24	0	16	16	-8
Out of School Day Care	39	47	10	25	20	-5	10
Preschool	49	35	0	16	16	0	16
Group Day Care < 36 mos	0	12	12	16	12	-4	0
Group Day Care > 30 mos	10	25	16	12	32	20	16
Family Child Care	49	42	28	28	31	3	3
Resort Child Care				14	14	0	14
Total	202	177	90	111	141	30	51

**Kimberley/Marysville has shown a steady increase in licensed child care service over the past 2 years. Since 2006, it has gained 30 licensed child care spaces. When you look at the last 5 years, Kimberley has gained 51 licensed child care spaces.**

**Kimberley shows a trend in improved child care service since 2003 however services have not yet reached the 1993 levels.**

**Kimberley families have benefited from the efforts of their local Early Childhood Development Team, called "The North Star Dream Team". This planning and development group has partnered with School District No. 6 to open the new hub of services called the Kimberley Early Learning Centre. This Centre contains a new group day care**



program that accounts for the 16 new group day care spaces in Kimberley.

Kimberley child care services have not gained back the spaces lost between 2001 and 2003. During that period, the Cominco mine shut down and working families linked to the mine, left the community to seek work elsewhere.

Recently, Kimberley has seen an influx of young families due to the availability of housing in Kimberley and the lack of rental housing in nearby Cranbrook.

Early Development Instrument research results for Kimberley point to children with low kindergarten readiness in the social/emotional scale. This is a trend for Kimberley's children. Kindergarten readiness levels are concerning, as 22.6% of Kimberley children are entering kindergarten with vulnerability to learn in one or more areas of development.

Early Childhood programs, offered by quality licensed child care facilities, support the development of children during their early years.

#### **Waitlists in Kimberley**

<b>Group Child Care 30 months to school age</b>	<b>15 families</b>
<b>Preschool</b>	<b>2 families</b>
<b>Group Child Care under 36 months (infant/toddler)</b>	<b>16 families</b>

**November 2008**



## Windermere Valley



**+18% in last 2 years**  
**- 21.8% in last 5 years**

	Windermere Valley					Comparisons	
	1993	2001	2003	2006	2008	2 year	5 Year
Childminding	59	52	52	16	0	-16	-52
Out of School Day Care	40	90	95	20	50	30	-45
Preschool	20	20	28	20	36	16	8
Group Day Care < 36 mos	0	4	12	12	20	8	8
Group Day Care > 30 mos	0	25	25	25	41	16	16
Family Child Care	91	78	85	63	35	-28	-50
Ski Hill Occasional Child Care	0	24	24	56	69	13	45
Total	210	293	321	212	251	39	-70

The Windermere Valley saw a gain of 18% in their licensed child care spaces in the period 2006 to 2008 ( +39 spaces). The largest increase was in Out of School Care (20 spaces). It is important to note that 13 increased spaces were in Ski Hill Occasional Child Care which serves only visitors.

One reason for increases in licensed group child care spaces is that the BC Child Care capital grants program resulted in the provision of new group child care programs in Invermere. Childminding services have been replaced with licensed day care programs.

It is important to note the closure of 28 licensed family child care spaces. More family child care closures are expected in 2009. Possible reasons are: Care providers returning to work outside the home, health issues, license requirements and caregiver retirement.

Families in the Windermere Valley are still searching for licensed child care. With high costs of living in this area, both parents often need to work.

### **Waitlists at the two group child care facilities are:**

<b>Group Day Care under 36 months (Infant/Toddler)</b>	<b>72 families</b>
<b>Group Day Care 30 months to school age</b>	<b>6 families</b>
<b>Out of School Care</b>	<b>6 families</b>

**November 2008**

**Child Care providers in the Windermere Valley express their fear that child care is moving “underground” due to the pressures on families to work in order to afford the cost of living in this valley. These child care providers fear that raising their fees will further stress the families they are serving. However, raising fees is the only avenue open to child care centers for increasing cash flow while maintaining service levels.**

**The cost of attracting and retaining child care employees is increasing. Some child care centers assist staff to pay for Early Childhood training that is offered on-line. On-line ECD courses can cost \$500 to \$600 each. Twelve courses are required in the ECE certificate program at College of the Rockies.**

**Over the past 5 years (2003-8), Windermere Valley has lost 70 licensed spaces (-21.8%)**

**In the past 2 years, Windermere Valley has seen the recovery of 6.5% of licensed child care spaces (39 more spaces). However 13 of these are for visitors at the ski hill.**

**The Windermere Valley Early Childhood Development team has been instrumental in raising awareness about families’ needs for child care. Recently, this group published the Windermere Valley Community Services Guide - a booklet that profiles the services and resources for children and their families.**



## Cranbrook



**-10.29% in last 2 years**  
**-33.38% in last 5 years**

	<b>Cranbrook</b>					<b>Comparisons</b>	
	1993	2001	2003	2006	2008	2 year	5 Year
Childminding	25	20	20	0	0	0	-20
Out of School Day Care	74	151	131	60	66	6	-65
Preschool	40	80	100	60	80	20	-20
Group Day Care < 36 mos	47	38	38	50	42	-8	4
Group Day Care > 30 mos	184	174	180	144	129	-15	-51
Family Child Care	126	161	133	133	84	-49	-49
Special Needs Day Care	2	0	0	0	0	0	0
<b>Total</b>	<b>498</b>	<b>624</b>	<b>602</b>	<b>447</b>	<b>401</b>	<b>-46</b>	<b>-201</b>

**In the past 2 years, Cranbrook has seen the closure of 10% of licensed child care spaces (46 fewer spaces).**

Reductions in licensed Family Child Care (**-49 spaces**) show that the downward trend is continuing. In the past three years, Cranbrook also experienced a marked decline in Group Day Care spaces (**-15 spaces**). More closures are expected in January 2009. For Infant/Toddler Group Day Care (serving children birth to 36 months) the closure of licensed spaces (**-8 spaces**) has a large impact when waitlists for existing spaces are long.

Over the past 5 years (2003-8), Cranbrook has lost 201 licensed spaces (33.38%).

Possible reasons for the loss of 201 licensed child care spaces in the past 5 years:

- The 2003 school board decision to implement a 4-5 school week had negative effects on Out of School Child Care.
- Some private operators have stopped providing Group Child Care and Child Minding.
- Family child care operators have quit because they: moved away, felt isolated at work, returned to school and work or attended to their own family needs.
- In 2007 a study conducted by the Interior Health Authority found that, "There is a gap between the service delivery expectations of Licensees and how the Licensing officers carry out the legal mandate of the Licensing Program"

**Families in Cranbrook report that the new federal allowance of \$100 per month, per child is not adequate to their child care needs. Parents report that this federal funding is not helping them find the licensed/regulated child care they are seeking in Cranbrook.**

**In 2007, proposed cuts to the Child Care Resource and Referral Program and Child Care Operating Grants caused an outcry among child care providers and parents of young children. Their protest was taken up by local unions and employers. The East Kootenay Child Care Resource and Referral Program retained most of its funding for the Cranbrook office but their Fernie office (serving the Elk Valley) closed in 2008.**

**Employers in Cranbrook are not seeing their staff return to work after maternity leave due to lack of child care options and the high cost of child care. Inflexible work hours and shift work can make returning to work more difficult for new parents.**

**Employers are now reporting that young professionals are looking at child care options when considering a move to Cranbrook. When they find Cranbrook lacking in child care, some refuse to move to the community.**

**Early Development Instrument (EDI) results for Cranbrook were generally lower in 2008 than in previous studies. Of the children living in Cranbrook-North area, over 45% percent were arriving at kindergarten as developmentally vulnerable learners. This shows a marked need for early childhood services the northern area of Cranbrook (across the tracks).**

**Research shows that quality preschool and child care programs have positive effects on children's readiness to learn.**

**Cranbrook's Early Childhood Development Team has raised awareness about child care, implemented a new Early Childhood service hub called "Cranbrook Family Connections" and promoted collaboration among community partners to increase services to young children and families.**

## Conclusions

### **East Kootenay Child Care Services by Community**

**Through diligent effort by East Kootenay community partners, non-profit agencies, schools, governments and Early Childhood Development teams, the East Kootenay region has a slightly increased number of licensed child care spaces over the past 2 years (+ 42 spaces).**

**This modest increase is not enough to offset the losses of the past. This region has not improved child care services to the levels provided in 2003, 2001 or 1993.**

**Some communities have done very well at increasing their child care spaces over the past two years:**

**Windermere Valley            39 more spaces**

**Kimberley                      30 more spaces**

**However, waitlists in those communities indicate that more child care is needed and the greatest need is for infant and toddler care.**

**Two communities have continued their downward slide in numbers of licensed child care spaces: Cranbrook and Creston. Cranbrook's loss of 46 spaces in two years and 201 spaces over 5 years shows the depth of this worrying trend.**

**Cranbrook is the biggest community in the East Kootenay region. In 2008, four major employers in the city expressed their concerns about the lack of child care. They reported difficulty attracting staff from outside the region and difficulty with employees not returning to work after maternity leaves due to lack of child care.**

**Golden, Fernie and Elkford continue to have no licensed group day care services for children from birth to school age. New non-profit societies have formed in Golden and Fernie to address this need. Each community's Early Childhood Development team is a supporting partner in planning and developing new early childhood services.**

## **East Kootenay Child Care Services by Service Type**

**Licensed Family Child continued a steady downward trend in closed spaces that started in 2001. In the past 2 years, the East Kootenay region lost 58 licensed family child care spaces. We now have less than half the licensed family child care that we had in 2001. What happened?**

**Licensed Family Child Care providers are closing due to personal reasons (burnout, family growth, retirement. study), are moving to other communities or are choosing to work outside the home.**

**Licensed Group Day Care under 36 months (for infants and toddlers) has declined slightly (8 spaces) in the past two years. This is the most needed type of child care in our region. What happened?**

- ❖ **This type of child care requires special training and there are few Infant Toddler Educators in the region. Some licensed centers in our region are not able to provide the service because there is no available trained staff. So the decline in service is actually greater than the numbers show.**
- ❖ **The cost to establish and operate this type of care is high because the child-staff ratio is three staff to 12 children. The most obvious reason for the lack of infant and toddler child care is the low level of operating funding provided by the province. When asked “How could your infant/toddler child care program be more financially sustainable”, the operator said, “Raise the provincial Child Care Operating Grant by \$100 per month”.**

**One group child care center is operating in deficit for the first time since 1997. The outcome of the federal funding cut-backs is having disastrous effects on group child care. In Feb 2008, funding dropped from \$17,000 to \$8,000 at one large group child care center.**

**Wages must be increased to maintain staff at group child care centers. Programs cannot operate without adequately trained staff in place at all times. Increases in wages are a direct cause of increases in parent fees for child care.**

## **Child Care Funding**

**In this region, non-profit societies providing licensed child care services are reluctant to move ahead to develop new licensed child care because of the lack of assurance around continuation of the BC Child Care Operating Funding, capital grant programs and other grants that support development of new child care.**

**In the East Kootenay region, private operators are selling and/or quitting the field. Licensed group child care cannot operate as a business in this climate.**

**Effects of past provincial cut-backs (2007) in Provincial Child Care Operating Funds have further stressed group child care operators. These effects have been eating away at the financial viability of group child care centers in this region.**

**The Province of BC is paying Operating Fund Grants (per child attending) to licensed child care centers in almost the same amounts that parents in Quebec are paying as the parent portion of their child care fees.**

**In other words, the payment system for child care is reversed in Quebec so that the provincial government pays the larger cost of child care operations. The Quebec approach delivers child care as a social service. The BC approach offers child care as a non-profitable “business”.**

**It is parents in BC who are seeking licensed child care. It is our future generations that may benefit from it. Our Early Development Research (EDI) provides annual assessments that examine how well or poorly we are supporting young children and their families. The EDI monitors early child development to help us understand how local circumstances could be changed to improve the life chances of our children.**

**A program of community-based support is needed to off-set some of the family child care closures. The application process for licensing can be facilitated. Training to be eligible for family child care could be freely available. Encouragement for community-based family child care play centers that unite the providers and reduce feelings of isolation can help this important service group.**



**At a time when there is growing focus in this province on the state of children's development when they enter school, child care spaces in this region need to increase in every community. Research clearly shows that good child care and preschool programs help to prepare young children for school.**

**British Columbia's licensing regulations require trained caregivers working in safe environments with limited numbers of young children. Trained Early Childhood Educators provide licensed group day care services and preschool.**

### **The Early Childhood Profession**

**Early Childhood Educators are our local professionals in the area of Early Childhood Development and Care. Our communities benefit from Early Childhood Educators and the services they provide to families.**

**In 2008/9, the enrolment of new students in the College of the Rockies Early Childhood Education Program was diverted to on-line study of Early Childhood Courses. The lab for Early Childhood Students was closed. This means that our licensed group child care programs will be providing all of the field experience to Early Childhood students at College of the Rockies.**

**We are seeing group child care programs that are unable to enrol children to the capacity listed on their license, due to lack of qualified staff.**

**We need to continue training Early Childhood Educators in high quality, face-to-face education programs. Graduates of these programs provide our licensed child care programs with qualified staff. The highest standard of child care is what our children need.**

**Low wages for child care providers is a deterrent to increased interest in providing new licensed child care services across all of the types of child care. As this problem increases in our region, with higher costs of living, the work of caring for young children is less and less viable as a job because it does not result in a living wage.**

## **The East Kootenay Childhood Coalition**

**The East Kootenay Childhood Coalition's Strategic Plan 2007-2010 states:**

### **Our Strategies for Success:**

- ❖ **Support Community Early Childhood Development Teams**
- ❖ **Create supports for innovative, new Early Childhood services**
- ❖ **Champion community processes to increase child care services**
  1. **We will work with Community ECD teams to develop and implement local strategies that build child care spaces for families with children.**
- ❖ **Support Early Learning & Early Literacy Planning**

**Current research shows that Early Development Instrument results for the East Kootenay Region are lower in 2008 than in 2004. This is a concern for families, communities, school districts, Early Childhood Development Teams and the East Kootenay Childhood Coalition.**

**Plans to enhance developmental opportunities for young children must include plans and funds for increasing our licensed and regulated child care.**

## **Conclusion**

**The slight gains in the number of licensed child care spaces seen in the East Kootenay region over the past two years do not meet child care needs in this region. Existing licensed child care spaces in the region are so filled up that parents are not provided with options. Parents-to-be in Cranbrook are putting their names on child care waitlists more than a year in advance of needed those spaces.**

**Early Childhood Development (ECD) Teams in nine East Kootenay communities are working to improve services for families and young children. They are raising awareness about child care needs in all of our communities. The ECD teams are not funded to do the work of establishing new child care programs. These teams promote collaboration, planning, partnering and building community awareness. "The quality of a child's early years is a critical influence on the course and outcome of that child's life. Children's development from before birth to age six can affect their schooling, occupational choices, and even**

**their life-long health and well-being.” Human Early Learning Partnership (HELP)**

**For eight years, our region’s kindergarten teachers have contributed to our Early Development Research (EDI). These research results are shared with each community to help our communities identify how well they are supporting young children and their families. EDI research information can be used by communities to plan changes to improve the life chances of young children.**

**EDI results for East Kootenay communities can be improved. We know that with better services for young children and supports for families, such as adequate child care, East Kootenay children will be better developmentally ready to learn when they enter school. By improving the numbers of licensed child care programs in each community, we can support children’s early development.**

## Appendix 1

Licensed Child Care Spaces	1993	2001	2003	2006	2008
Elk Valley	159	239	242	182	192
Creston Valley	140	192	116	112	101
Golden	180	125	72	80	100
Kimberley/Marysville	202	177	90	111	141
Windermere Valley	210	293	321	212	251
Cranbrook	498	624	602	447	401
	1389	1650	1443	1144	1186
Childminding Spaces	1993	2001	2003	2006	2008
Elk Valley	33	28	32	0	0
Creston Valley	19	0	8	0	0
Golden	32	24	16	8	16
Kimberley/Marysville	55	16	24	0	16
Windermere Valley	59	52	52	16	0
Cranbrook	25	20	20	0	0
	223	140	152	24	32
Out of School Day Care Spaces	1993	2001	2003	2006	2008
Elk Valley	0	16	16	40	48
Creston Valley	5	50	20	25	20
Golden	81	15	0	20	20
Kimberley/Marysville	39	47	10	25	20
Windermere Valley	40	90	95	20	50
Cranbrook	74	151	131	60	66
	239	369	272	190	224
Preschool Spaces	1993	2001	2003	2006	2008
Elk Valley	65	75	75	56	53
Creston Valley	25	40	28	20	20
Golden	0	15	0	8	20
Kimberley/Marysville	49	35	0	16	16
Windermere Valley	20	20	28	20	36
Cranbrook	40	80	100	60	80
	199	265	231	180	225
Group Day Care < 36 Mos	1993	2001	2003	2006	2008
Elk Valley	8	17	17	8	4
Creston Valley	24	12	12	12	12
Golden	12	0	0	0	0
Kimberley/Marysville	0	12	12	16	12
Windermere Valley	0	4	12	12	20
Cranbrook	47	38	38	50	42
	91	83	91	98	90

### Appendix 1 continued

Group Day Care > 30 Mos	1993	2001	2003	2006	2008
Elk Valley	25	41	33	16	16
Creston Valley	37	25	25	32	25
Golden	12	15	0	0	0
Kimberley/Marysville	10	25	16	12	32
Windermere Valley	0	25	25	25	41
Cranbrook	184	174	180	144	129
	268	305	279	229	243
Family Child Care	1993	2001	2003	2006	2008
Elk Valley	28	28	35	28	43
Creston Valley	30	65	23	23	24
Golden	43	56	56	28	28
Kimberley/Marysville	49	42	28	28	31
Windermere Valley	91	78	85	63	35
Cranbrook	126	161	133	133	84
	367	430	360	303	245
Resort Child Care	1993	2001	2003	2006	2008
Elk Valley	0	34	34	34	28
Creston Valley	0	0	0	0	0
Golden	0	0	0	16	16
Kimberley/Marysville	0	0	0	14	14
Windermere Valley	0	24	24	56	69
Cranbrook	0	0	0	0	0
	0	58	58	120	127
Special Needs Day Care	1993	2001	2003	2006	2008
Elk Valley	0	0	0	0	0
Creston Valley	0	0	0	0	0
Golden	0	0	0	0	0
Kimberley/Marysville	0	0	0	0	0
Windermere Valley	0	0	0	0	0
Cranbrook	2	0	0	0	0
	2	0	0	0	0

## Appendix II

### BACKGROUND

2007HEALTH0135-001448  
Nov. 13, 2007

Ministry of Health  
Ministry of Children and Family Development

#### REVISIONS TO CHILD CARE LICENSING REGULATION

**Family Child Care** – These licensees are no longer required to hold two spaces for school-age children, which had forced some licensees to operate under capacity. They can now care for a maximum of seven children, newborn to five years. Of the seven, no more than three children may be younger than 48 months and only one of those under 12 months. If there are no children under 12 months, the licensee may care for up to four children younger than 48 months. No more than two of those children may be younger than 24 months.

**In-Home Multi-Age Child Care** – This new licensing category raises the number of children permitted in in-home child care from seven to eight children. No more than three children may be under 36 months, and only one of those may be under 12 months. A caregiver under this category must be a licensed early childhood educator (ECE) and have appropriate indoor and outdoor play space.

**Group Setting Multi-Age Child Care** – This new category requires an ECE-licensed staff to child ratio of 1:8. No more than three in eight children may be younger than 36 months and only one may be younger than 12 months. Indoor and outdoor space requirements apply.

**New One-Year ECE Licence** – The new licence increases the flexibility of graduates to get the required 500 hours of experience while employed as a fully qualified ECE worker. This removes previous restrictions on new graduates, such as opening and closing facilities on their own. The one-year licence will help graduates find full-time positions and will support the recruitment and retention of ECE's. The licence will also be available to ECE's trained out-of-province who meet B.C. standards.

**Occasional Child Care** – This new category replaces existing categories such as Emergency Care, Child Minding, and Occasional Care at Ski Hill or Resort. This allows care to be provided to children (aged over 18 months) on a short term or occasional basis for up to 40 hours per calendar month. The existing categories of care are provided with a two year transition timeline.

**Enhanced quality of care for children** – The new regulation includes the requirement for early childhood educators to complete 40 hours of professional development before their five-year certificate is renewed. Previously, ECE's were required to complete 12 hours of professional development over five years.

**Health and Safety Changes** – The following changes standardize requirements that are already common practice for most licensed child-care providers:

- All family members residing in home-based child cares must complete a criminal record check prior to a licence being issued.
- Babies who cannot yet roll over on their own will be required to be placed on their backs, the safest position for babies to rest.
- Licensees have to give parents information about the food and beverages children are receiving, to encourage good health and nutrition.

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