



Child Care in the Cowichan Valley Region

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Report prepared by

VISION
cowichan
Social Planning

Acknowledgements

This report would not have been possible without the valuable information provided by the key stakeholders and other community informants listed in Appendix A. Their contributions identified the three key areas of concern: shortage of child care spaces, lack of funding and staff recruitment and retention. We thank them for their generous sharing of time and information and for their valuable input on the draft report.

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Letter from the Chair



Research has shown the correlation between quality early learning and future success for both our children and our communities. With 70 percent of mothers with young children in the workforce, child care centres have become the primary support to working families to ensure quality early learning for their children.

The child care system in BC is in crisis, with Cowichan Valley reflecting a desperate situation that exists throughout our province. The child care system has been inadequate for decades but 2007 brought even more devastation to a fragile system. Federal and provincial funding cuts and lack of qualified Early Childhood Educator staff have resulted in fewer child care spaces in the region at a time when demand is growing.

This report provides the research and recommendations to resolve this crisis. It is the hope of the Board of Social Planning Cowichan that the Cowichan community will work together to improve the availability of quality early childhood education for our children and our community's future.

I wish to thank the authors of the report, Diane Kennedy, Executive Director, and Klynn Peerens, Services Canada summer placement research assistant. The report is both very comprehensive and thoughtful. Thank you also to the child care service providers who assisted with the report, the community members who contributed by attending the public forum on child care and to those community members who will address the issues and work toward resolving this crisis in our community.

Yours truly,



Candace Spilsbury, Chair
Social Planning Cowichan

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EXECUTIVE SUMMARY

Quality, affordable, accessible child care is crucial to the social and economic welfare of the Cowichan Region. The successful development of our children, especially in the early years, has a long term impact on our region. This report is a first step toward compiling a comprehensive overview of the issues affecting the provision of child care programs and services throughout the Cowichan region.

Currently there is a critical lack of licensed child care spaces in the Cowichan Region with enough spaces to serve only 48 percent of the estimated 4,862 children under the age of 12 who need child care. For the estimated 1,047 children aged three and under who need child care, there are only 165 licensed spaces.

This situation continues to worsen due to the current labour shortage and increasing cost of housing which requires that most families need two incomes to afford a home which is resulting in an estimated 70 to 75 percent of mothers entering the workforce.

Three significant interrelated barriers to providing quality child care are consistently identified by information gathered from interviews with local informants as well as the websites of the many provincial, national and international organizations involved in promoting quality, affordable child care:

- Lack of child care spaces
- Funding for child care services and programs
- Staff training, recruitment and retention in birth to three year services

The report is organized around each of these themes, identifying key issues and the impact these barriers and issues are having on families, the community and child care providers.

Through the research for this project, it became very evident that there is a large amount of community information on child care, however, it is either not recorded or unavailable in an easy to retrieve format. If a goal of our community is to ensure long term stability and quality of care to children within the Cowichan Region, the provision of evidence-based information that can successfully guide researchers and policy makers to identify, plan, and implement quality, affordable and accessible child care and early learning programs and services would appear to be an important step toward developing a community strategy.

It is our hope that this report will create an awareness of the current crisis in child care and bring the Cowichan community together to address the issues and create solutions.

Recommendations

It is undisputed that there is a shortage of child care spaces to meet the demand for child care in the Cowichan Region. However, there is considerable difficulty in accurately assessing the situation at the local level given the challenges of acquiring and maintaining local data and statistics on child care.

Some solutions to address the lack of child care and the difficulties in maintaining an accurate understanding of need could include:

1. Establishing a Regional Child Care Council comprised of key stakeholders including representatives of service providers, the business community, elected representatives, VIHA, school districts and MCFD to develop a regional child care strategy to provide input to the Provincial Child Care Council, regional advisory bodies and elected representatives at all levels of government.
The objectives of the Council would be:
 - a) to identify possible areas for action and collaboration with child care groups in the province of BC and across Canada on issues such as adequate funding for programs, services and staff
 - b) to develop an action plan to address the training/supply of qualified staff in collaboration with colleges and universities
 - c) to develop an action plan to address the recruitment and retention of staff
 - d) to undertake distribution of information and resources (such as this report) in order to educate the general public, planners and elected representatives at all levels of government about the impact of the lack of child care on the community as a whole
 - e) to develop a plan to gather information on key indicators of change, such as child care spaces, waitlists and number of vacancies on a regular basis. Identifying how this information is going to be stored, used for monitoring, and applied to the creation of future child care spaces and who would take on these responsibilities would need to be addressed.
2. In relation to regional and municipal governance and planning, it is recommended that:
 - a) The child care community, VIHA, school districts, MCFD and local governments work together to identify opportunities to create new spaces by encouraging co-location of services in neighbourhood centres and partnerships to develop family centres.
 - b) Regional and municipal land use by-laws be reviewed to better understand the barriers and opportunities to the creation and provision of child care facilities and services, such as zoning which supports in-home businesses such as family child care.
 - c) That planners work with developers to address the issue of accessibility by ensuring new developments incorporate common space into multi-family developments and consider providing incentives to developers to set up facilities which could house family services, including child care.

Child Care in the Cowichan Region

Introduction

Parents needing child care face complex questions and decisions when their children are young. Presently, parents in the Cowichan Region, and indeed all of BC and most of Canada, are struggling with an unwieldy and fragmented child care system that does not adequately meet the needs of families. By examining the strengths of our child care system and building on them, and incorporating the needs of families in our region, we can create opportunities for children and their families. This report examines the child care options available to parents in the Cowichan Valley Region (CVRD).

For the purposes of this report we have defined ‘child care’ as the provision of care in a group setting for children aged 12 and under. Child care is a paid service for children with a parent at home, in the labour force, or in training or school. Although ‘early learning’ is mentioned throughout this report, it is applicable mainly to children under the age of six and is not the focus of this report as it is with the ‘Understanding the Early Years’ research project currently underway with oversight provided by the local 0 to 6 Committee.

Child care is a complex issue, partly because families have diverse child care needs. Women are increasingly involved in the workforce, with 70 to 75% of women with children under six working outside of the home: they need quality, affordable child care and they need a variety of child care options including part-time, overnight, and infant care. While some child care issues are more easily solved by families with financial resources, the current system is a burden for all families, but most particularly for families who are struggling to make ends meet.

The case for quality, affordable, accessible child care

The early learning lasts a lifetime

Study after study concludes a good start in life is an advantage for children, regardless of their family’s social or economic status. Positive early experiences build children’s self-esteem, ability to co-operate and socialize, cognitive skills, and physical and emotional well-being. Quality early learning lays the groundwork for lifelong learning and shapes society’s future workers, parents, voters and active community members.

Support for families

Quality child care is an important part of the broad range of supports—such as improved maternity, parental and family care leaves—that help parents balance work and family. Child care helps parents work, study, care for other family members and be involved in community life. Parents who are in the workforce are better able to feed, clothe and house their children, reducing child poverty.

Support for working mothers

Mothers continue to bear the primary responsibility for children. Quality child care is critical for working mothers and is also important for mothers at home who need a break, or who want their children to be with others their age in programs where early learning is a key component of the program.

Estimates on the number of mothers with children under six in the workforce vary from 70 to 75 per cent. Yet in our area there is only enough licensed, regulated child care spaces for 48 per cent of children 12 and under, and only 16 per cent for children three and under.

Most mothers who work outside the home have to cobble together unregulated child care of uneven quality. Access to quality child care lowers stress for working mothers because they know their children are well cared for in reliable child care arrangements.

Quality child care helps mothers enter the labour force, and reduces unpaid absences that reduce lifetime earnings which affect pension income and limit job advancement. It also supports mothers studying or training for jobs.

Attributes of quality child care

- Provides children with stimulation, enjoyment and learning.
- Encourages individual attention and co-operation through high adult-to-child ratios and small group sizes.
- Celebrates diversity and includes children with disabilities.
- Supports secure, warm relationships between children and caregivers.
- Provides good wages and working conditions to early learning and child care staff.
- Early learning and child care staff are skilled and trained.
- Encourages parental involvement.
- Fosters supportive communication between staff and parents.
- Adheres to high standards, often going beyond regulations.
- Is accessible to families who don't own transportation.
- Research supports non-profit agencies as the best providers of quality care.

Economic benefits of quality child care

The benefits from quality child care go beyond the family: there are also social and economic benefits to the community at large. Child care is important for cohesion in rural and remote communities because it draws young families to rural areas and is essential for economic development.

The lack of available child care is being recognized as a critical issue by the business community in British Columbia, as the following quote from a resolution passed unanimously at the BC Chamber of Commerce convention in May 2007 demonstrates (*see full text of resolution in Appendix G*).

“Recent cuts from the Federal Government to child care industry in BC are having a domino affect on the workforce of BC due to the lack of commitment and responsibility from the Provincial Government to compensate for those federal losses. BC has chosen not to prioritize child care. The costs of this decision are having an enormous negative impact on the ability of BC businesses to attract women, young families and skilled workers in general to the workforce.

With the current skills shortage, challenges to attract and retain employees are critical to business. The provincial breakdown of business shows that of the 371,000 businesses in BC, 364,000 have fewer than 50 employees. For small business, it is difficult to attract new workers, or to retain people as larger firms are able to offer higher pay or flexible work hours.”

Data included in this report:

- 2006 Census data on the number of child care-aged children and their location in the Cowichan region
- the number of licensed child care spaces in the region and their location
- definitions of the types of care and subsidies available to families
- overview of funding issues affecting both the provision of care and the creation of new child care spaces
- examination of issues affecting the training, recruitment and retention of qualified staff

It is our hope that this report will create an awareness of the current crisis in child care and bring the Cowichan community together to address the issues and create solutions.

Research Methods

Interviews

Contact with key stakeholders and others in the community was made by both by telephone and in-person (see to Appendix A for the list of persons contacted). Interviews were unstructured, the focus being dependent on the nature of the interviewee's involvement in the field of child care. All persons interviewed gave their consent to have their names and organizations named in the report and their responses are summarized throughout this report.

Data Sources

Listings of all licensed child care facilities in the region were obtained from VIHA Community Care Licensing Branch. Supplementary information on registered license-not-required (LNR) facilities was obtained from Cowichan Valley and Pacific Care Child Care Resource and Referral (CCRR). Listed information includes location of the facility by area/municipality, type of program (e.g., infant/toddler, preschool, etc) and capacity.

Census 2006 data on the number of children in the Cowichan region aged birth to 12 years of age was downloaded from the Statistics Canada website. Unfortunately, Labour Force participation data will not be available until March of 2008, therefore estimates regarding the number of children needing child care are based on consultation with a number of sources, including the BC Child Care Advocacy Forum which supplied data based on work by Canadian economists Cleveland and Krashinsky.

Supply of and demand for child care facilities and services in the Cowichan Valley Region

This chapter includes an analysis of the number of children aged birth to 12 years potentially needing child care in the Cowichan Region by community and compares this with the number of regulated/registered child care spaces available.

Information on child care spaces available in the region was obtained from VIHA Community Care Facilities Licensing Branch, with supplementary information provided by the Child Care Resource and Referral centers in Duncan and Ladysmith. (See Appendix C for detailed information on the location of facilities and Appendix E for details on different types of child care).

Number of children aged birth to 12 years in the Cowichan Region

At the time of the 2006 Census, there were 9,720 children under the age of 12 years living in the Cowichan Region. Thirty five percent of all child care aged children live in the District of North Cowichan while Area B: Shawnigan Lake and First Nations children living on reserve make up a further 22.5 percent. A total of 42.1 percent of all children 12 and under live in all other areas of the region, as shown in the table below.

Area	0 - 2 yrs	3 - 5 yrs	6 - 8 yrs	9 - 11 yrs	Total	% of region
District of North Cowichan	735	790	910	1,010	3,445	35.4%
Area B: Shawnigan Lake	230	245	290	340	1,105	11.4%
First Nations (on all reserves)*	215	225	245	245	1,075	11.1%
Town of Ladysmith	210	215	235	275	790	8.1%
City of Duncan	160	125	140	160	585	6.0%
Area E: Cowichan Station/Sahtlam/Glenora	85	120	140	140	485	5.0%
Area A: Mill Bay/Malahat	90	100	110	140	440	4.5%
Area C: Cobble Hill	90	90	110	130	420	4.3%
Town of Lake Cowichan	85	80	100	120	385	4.0%
Area D: Cowichan Bay	55	80	95	85	315	3.2%
Area H: North Oyster/Diamond	45	40	55	65	205	2.1%
Area F: Cowichan Lake South/ Skutz Falls	30	40	40	65	175	1.8%
Area G: Saltair/Gulf Islands	30	30	45	65	160	1.6%
Area I: Youbou/Meade Creek	30	20	35	50	135	1.4%
TOTALS	2,090	2,200	2,550	2,890	9,720	100%

Source: Statistics Canada - 2006 Census.

*numbers approximate due to rounding to protect confidentiality

Determining the need for child care

The main difficulty here lies in determining how many of the children aged 12 and under are actually in need of child care. As the number of women entering the workforce increases, the demand for non-parental child care options for their children also increases. Statistics on labour force participation rates by women is the yardstick most normally used to establish this, however 2006 Census data on labour force participation will not be available until March 2008.

The following information was supplied by Rita Chudnovsky, Facilitator of the BC Child Care Advocacy Forum.

“The work that has been done to date on costing a universal BC child care system (based on earlier work by Canadian economists Cleveland and Krashinsky) projects that approximately 50% of all children under six would use a full time space and 50% would use a part time space. This approach is based on the assumption that, while about 75% of young children have mothers in the work force, about one-third of those children’s families prefer to access part-time (e.g. preschool) rather than full-time care (for a range of reasons – parents may be working offsetting shifts, other family members may be providing care, a parent may be working part-time, etc). Therefore, a reasonable starting place to assess the need for full time child care (rather than the full range of part time early learning programs) is 50% of children under 6 (75% x 2/3).

For children aged 6 – 12, estimates of the number of out of school spaces required range from 50% of children, as above (based on the assumption that the other 50% of children have family or other care preferences before & after school) to approximately 75% of children (based on female workforce participation rates, with higher proportions of moms working full-time when their children are in school).

In either case, we are so far away from meeting the need for children of all ages that a reasonable and responsible approach might be to set an immediate target of providing a space for 50% of all the children in an age group with continual assessment of the uptake and changing usage pattern. As we know, one of the factors that has a significant impact on uptake is cost - so simply creating spaces without addressing affordability may not necessarily meet the need.”

The following table provides an overview of the availability of child care in the Cowichan Valley Region, using the “reasonable and responsible approach” 50% figure to establish need.

Estimated number of children aged 12 and under needing child care compared to number of licensed spaces available

Area	Total # of children under age 12	Estimated # of children needing child care (50%)	Total # of child care spaces available (not including LNR ¹)
Duncan & North Cowichan	4,030	2,015	1,193
South Cowichan: Areas A, B, C, D, E	2,765	1,383	521
Ladysmith & Areas G & H	1,155	578	185
First Nations (on all reserves)*	1,075	538	291
Lake Cowichan & Areas F & I	695	348	162
TOTALS	9,720	4,862	2,352

*numbers approximate due to rounding to protect confidentiality

The gap between the numbers of children and spaces is significant. In addition, the geographic distribution of licensed spaces in our region varies greatly, and is concentrated in the municipalities of Duncan & North Cowichan, with a noticeable lack of facilities in the areas where demand is high such as Shawnigan Lake.

Critical need for child care for children under the age of three

An examination of the number of spaces available in the region for children under the age of three highlights the critical need for child care for infants and toddlers.

Area	Total # of children under 3 yrs	Estimated # needing child care (50%)	# of group child care spaces available
Duncan & North Cowichan	895	448	85
South Cowichan: Areas A, B, C, D, E	550	275	0
Ladysmith & Areas G & H	285	143	0
First Nations (on all reserves)*	215	108	45
Lake Cowichan & Areas F & I	145	73	35
TOTALS	2,090	1,047	165

*numbers approximate due to rounding to protect confidentiality

¹ These figures include Preschools but not License Not Required facilities since they are not registered with the VIHA Community Care Licensing Board. See complete list of licensed facilities in Appendix C

Note: The information in this table does not include data on Family Child Care facilities (FCC) since this information is not available unless providers report on the number and ages of children in their care. The ages of children being cared for varies by facility. An FCC facility is licensed to care for no more than 7 children (including their own children). Of these 7 children, no more than 5 are preschool age, and of those 5, no more than 3 can be under the age of 36 months and of those 3, no more than 1 can be under the age of 12 months. This makes the availability of child care spaces for infants minimal.

Also, the number of spaces for which a group child care facility is licensed does not necessarily reflect the number of spaces which are in use due to problems recruiting and retaining staff. (See Page 29 re ECE Staff Training, Recruiting and Retention)

Availability of Different Types of Child Care Throughout the Region

There are various types of child care provided by regulated child care providers, including: Group Child Care 0-36 months (Infants & Toddlers), Group Child Care 30 months to School age (30-S), Preschools, Out-of-School Care (OOS), Family Child Care (FCC), and License-Not-Required (LNR), some of which are registered (RLNR). (See detailed descriptions the types of care in Appendix C.)

Of the 2,352 regulated child care spaces in the Cowichan Region, the largest number of spaces is provided for Out-of-School care, followed by group care for 30 months to school age and pre-schools (note: preschools are licensed to offer programs of up to four hours in duration, however most are 2.5 to 3 hours).

Area	0-36	30-S	PRE	OOS	FCC	RLNR	Totals
Ladysmith & Areas G & H	0	38	46	65	28	8	185
Lake Cowichan & Areas F & I	35	35	35	55	0	2	162
Duncan & North Cowichan	85	240	281	288	287	12	1,193
South Cowichan: Areas A, B, C, D, E	0	163	116	177	63	2	521
First Nations (all areas)	45	94	39	113	0	0	291
Totals	165	570	517	698	378	24	2,352

Child Care Referral & Support (CCRR)

Throughout BC, CCRR's play an important role in communities providing services to both parents and child care providers. There are two CCRR locations in the Cowichan Region: most of the region is served by the Cowichan Valley CCRR and Ladysmith is served by Pacific Care which is located in Nanaimo.

Some of the basic services for parents include free referrals to child care spaces and other community programs/services for parents and assistance with subsidy applications for parents.

Services provided to parents - Cowichan Valley CCRR

Type of Service	Date	Number Served
Referral to child care	April 1, 2005 - March 31, 2006	381
Referral to child care	April 1, 2006 - March 31, 2007	414
Assistance with subsidy form	April 1, 2006 - March 31, 2007	127

Source: Cowichan Valley CCRR, May 2007

Parents can obtain a printed listing of all licensed child care spaces directly from the VIHA Community Care Facilities Licensing Program Office and the MCFD website listings of licensed child care spaces. However, VIHA and MCFD listings do not provide the parent with any information other than the name and type of child care facility together with location and phone number. The CCRR staff is able to give the parent a more detailed description of the child care facility, such as programming, transportation options, hours of operation and education of the care providers. CCRR staff provide information and options to parents but do not offer recommendations.

Services to care providers include workshops and training opportunities; provision of resources including books, videos, infant equipment, theme toy and learning boxes; registration of LNRs; and telephone or home support from a child care consultant (e.g. business, human resources, conflict resolution etc.).

Community Impacts Created by a Shortage of Child Care Spaces

The shortage of quality, affordable child care spaces is having an impact on families and child care service providers in the region.

Long Wait Lists and Non-existent Wait Lists

The numbers of children on wait lists for child care is not tracked for the region. For the purposes of this report, 27 facilities were contacted by phone with the following results.

- ∞ Centers with a waitlist: 13
- ∞ No children on waitlist (center is full): 7
- ∞ Space available: 5
- ∞ Center does not keep a waitlist: 3
- ∞ Numbers not available at this time: 2
- ∞ Approximate number of children waiting for care: 233

Many centers reported a waitlist of 2-4 children, while a few others reported high waitlist numbers such as 21, 22, and 35. One center reported a waitlist of 85 total and stated the waitlist is significantly lower than it was last year. Many centers also reported that the Infant/Toddlers (0 - 3) programs have the highest numbers on their waitlists, including the center with an 85-child list.

A few of the Family Child Care Centers said that they stopped keeping a waitlist due to confusion or too many phone calls. A very common response from many centers is that while they may not have a waitlist now or the numbers may be low at this time (they were

contacted mid-summer), in September they will start to pick up. Summer is a slower time for many centers and they receive more inquiries in September and January. One center reported that they do not have a waitlist at this time due to the forestry worker strike. Another center reported that though they are licensed for 32 children, they can only serve 24 due to the shortage of staff.

No program or service provider is keeping track of the number of children's names that are placed on wait lists for child care spaces, or if the child's name was on more than one wait list. It is also unclear as to how many children's names on such wait lists ever secure a space in that centre and if so, how long were they on the wait list.

Limited or No Choices for Parents

Due to the lack of spaces, families are left scrambling for what ever care is available, and hopeful that the care is of an acceptable quality, accessible by their mode of transportation, and affordable.

Local CRRs note that between 1999 and 2005 they were able to provide a number of child care options for parents. In addition, they were able to spend a considerable amount of time with parents to discuss their child care needs. During this time period, 6 - 12 referrals were sufficient for the parent to successfully secure a placement for his or her child (i.e., vacancy, location, hours of operation, and type of program matched the needs of the child and family). In 2006 and 2007, parents may get three referrals and satisfaction rests on finding any vacancy regardless of area, service type, or hours of operation.

In addition, many families have specific needs due to the nature of their employment. The Cowichan Region CRRs currently have no listings of child care facilities willing to provide care on a 'drop-in' basis, or for 'temporary', 'over night' or evening care. However, Family Care Centres tend to be more flexible with parent requests and a few (4-5) will extend hours into the evening and provide weekend care if needed. The licensing requirement for over night care requires special inspections and fire approvals.

Local Impacts on Employers and Job Seekers

The inability to find child care is recognized as:

- ∞ a barrier to attracting employees to the Cowichan Region
- ∞ a barrier to employment,
- ∞ contributing to work absenteeism,
- ∞ a reason parent-employees will leave the work force or not take jobs,
- ∞ a barrier to immigrant families, particularly for those with multiple children, and immigrant women seeking employment.

At it's Annual General Meeting in May 2007, the BC Chamber of Commerce unanimously passed a resolution on child care, the preamble to which reads: "Quality child care is no longer just a social issue; the business community of BC now views child care as one of the key factors in addressing the labour shortage in BC. The ability to recruit and retain workers in all industry sectors is underpinned with a worker's ability to secure quality child care that meets their needs. A comprehensive Strategic Plan for the Child Care system in BC is critical to staying competitive in today's global economy." (See full text, Appendix G).

The Cowichan Valley Safer Futures Report 'Neighbourhood Links: Barriers to Employment and Community Participation' (2002) in the Cairnsmore and Berkey's Corner neighbourhoods found that "one fifth of those respondents who had a barrier to employment listed lack of child care as a concern. This number goes up to 50% when looking at those respondents who were currently home with their family."

Children in Unregulated Care

When child care vacancies in licensed and regulated facilities are lacking, a parent's child care options are reduced to leaving the workforce, abandoning educational opportunities, or placing their children in unregulated child care settings, including family, neighbours and friends, or in the case of older children, having them return home after school to no care.

The nature of these types of child care opportunities makes it difficult, if not impossible, to assess the quality of the care. While licensing and regulatory bodies impose standards that are likely to maintain or improve the quality of a child care program, such standards are less likely to be met by unregulated programs.² Research has shown that children's stress as measured by cortisol levels has been reported to be higher in poor quality programs.³

Impact on success of children in school and in life

Study after study concludes a good start in life is an advantage for children, regardless of their family's social or economic status. Positive early experiences build children's self-esteem, ability to co-operate and socialize, cognitive skills, and physical and emotional well-being. Quality early learning and child care also lays the groundwork for lifelong learning and shapes society's future workers, parents, voters and active community members.

Accessibility of Child Care Services

Respondents in both Ladysmith and James-Alexander and Cairnsmore neighbourhoods noted that accessibility to child care is an issue for families who do not own transportation. Ladysmith has no bus service and routes in the Duncan area do not provide access to child care facilities and services in the downtown core. As one respondent noted, "we hear of moms who have to walk several kms with babes in tow in strollers. Think of mom who has to take her child to kindergarten at Alexander and baby to daycare at Growing Together, and get herself to Malaspina or Cowichan High. In winter this is almost impossible when there is snow on sidewalks." Our research has determined the need to look at ways to bring services as close as possible to home.

Maintaining Current and Accurate Statistics Challenging

One of the most significant barriers to preparing accurate information on child care spaces is the availability of data and the systems used to track and maintain information. For example, there is no database that can access information about the number of child care space openings and closures for each year to track the net gain or loss of spaces over time. Neither are the numbers of child care spaces each year readily available so there could be any statistical analysis of child care spaces to changes in child population over time. Although referral consultants, such as the CRRs, update their databases about twice a year, vacancy information can quickly become outdated unless operators make an effort to provide this information.

Recommendations

It is undisputed that there is a shortage of child care spaces to meet the needs of children and families in the Cowichan Region. Yet there is considerable difficulty in accurately assessing the situation given the challenges of acquiring and maintaining local data and statistics.

Some solutions to address the lack of child care and the difficulties in maintaining an accurate understanding of the need could include:

1. Community programs and services work collaboratively with child care providers to discuss what information could be collected to monitor key indicators of change such as waitlists and numbers of vacancies.
2. The child care community, VIHA, municipalities and the regional district work together to identify opportunities to create new spaces and also address how local regulations and land use by-laws enable or deter the creation of child care spaces.
3. Resources (such as this report) be provided to educate the general public, planners and elected representatives at all levels of government about the short- and long-

² Doherty, G., Friendly, M., & Beach, J. (2003). *OECD Thematic Review of Early Childhood Education and Care: Canadian Background Report*. Available at:

<http://www.hrsdc.gc.ca/en/cs/sp/sdc/socpol/publications/reports/2004-002623/english.pdf>

³ Sims, M., Guilfoyle, A., & Parry, T. (2005). What cortisol levels tell us about quality in child care centres. *Australian Journal of Early Childhood*, 30, 29-39. Also available at:

<http://www.ecu.edu.au/ses/iccs/cware/cfs/pdf/cortisol.pdf>

term community impacts of the child care crisis.

Funding for Child Care

Currently funding for child care programs and related services is provided through the provincial Ministry for Child and Family Development from transfer payments provided by the Federal Government. Funding is provided in three ways: grants for the development of new child care spaces, per child grants for operating expenses and direct subsidies to low income families.

Overview of Child Care Funding

Federal Government

Funding for child care programs and related services has not been stable in BC. The Early Learning and Child Care (ELCC) Agreement between the BC government and the Federal Liberal government was cancelled when the Conservative government took office in 2006. The federal government replaced the agreement with the Universal Child Care Benefit: "A new form of direct financial assistance that provides parents with resources to support the child care choices that help them balance work and family as they see fit. The Universal Child Care Benefit is paid to parents in monthly installments of \$100 per month per child under the age of six."⁴ This Universal Child Care Benefit is a taxable benefit.

The federal government recently revised its plan to provide incentives to create 25,000 flexible child care spaces per year through the Child Care Spaces Initiative. The \$250 million budgeted for this initiative will instead be given directly to provinces beginning in 2007-2008.⁵ At the time this report was being written, no plans had been announced as to how this money will be used.

Provincial Government

The accountability for funding, licensing, and monitoring child care in the province of BC mainly resides with the Ministry of Children and Family Development (MCFD) and the Ministry of Health. Below is an overview of the provincial responsibilities for child care and early learning.

MCFD oversees the administration and funding of the following:

- **Child Care Operating Fund (CCOF)** - is a monthly grant provided to licensed group centres, preschools and family child care programs based on the number of children enrolled. The BC government did not assume financial responsibility for most programs that benefited from the initial ELCC agreement with the Federal Government.⁶ Instead they opted to reduce the Child Care Operating Fund (CCOF) for all operators and placed a cap on the number of new applicants to the program. This cap was removed in May 2007 and applications will now be accepted. (Appendix E provides the current CCOF rates for operators and an analysis of recent changes.)
- **Child Care Resource and Referral Programs - CRRs** are a public body providing local services to parents and care providers throughout the province. In May 2007, the BC government reduced funding for the services provided by CRR.
- **Child Care Subsidy** - Parents who have a household income of \$38,000.00 or less are eligible for assistance with the cost of child care through the subsidy program. Upon completion and submitting the Subsidy Application, the parent will be advised as to the amount of subsidy they will be eligible for. These sums differ depending on the type of child care program their child is registered with and if the care provider

⁴ Refer to: <http://www.universalchildcare.ca/en/home.shtml>

⁵ The Honourable James M. Flaherty, Minister of Finance. The Budget Speech. Monday, March 19, 2007. Available at: <http://www.budget.gc.ca/2007/speech/speeche.html>.

⁶ Subsidy rates and funding for the Supported Child Development Programs in BC were not reduced to pre-ELCC levels.

has a License or is a Registered LNR. Lower rates of subsidy are provided for in-home care and unregistered LNR care. (*See Appendix C for details.*)

- **Major Capital Funding** - provided a 50% contribution from the Province to a maximum of \$300,000, for the creation of licensed group child care spaces by non-profit groups. However, this funding is currently unavailable pending clarity regarding the new federal spaces initiative.
- **Minor Capital Funding** - These funds help non-profit licensed group child care providers maintain quality facilities for families in their communities. Under this program, child care facilities may receive funding to help them meet provincial licensing requirements related to upgrading or repairing existing facilities, replacing equipment and furnishings or assisting with moving costs. Minor Capital Funding applications are being received and reviewed on a continual basis.
- **Supported Child Development Program** - is for children who require extra support to be included in a child care setting because they have a developmental delay or disability in physical, cognitive, communicative or social/emotional/behavioural areas. SCDP is a family-centre child development program, based in the community, and reflective and responsive to community diversity. Families participate on a voluntary basis. This program is wholly funded by the MCFD, Early Child Development Services, and administered by the Child and Family Rehabilitation Services (CFRS) within the Vancouver Island Health Authority (VIHA).
- **Early Childhood Educator Registry** - MCFD maintains this registry to assess and provide early childhood educator certification and licensing.

Ministry of Health

The Ministry of Health is responsible for the development and implementation of legislation, policy and guidelines to protect the health and safety of people being cared for in licensed facilities, which includes child care. The program is administered at the local level through the Vancouver Island Health Authority (VIHA).

Overview of Funding Changes in 2007

Since the cancellation of the Early Learning and Child Care Agreement (signed in 2005 between the Federal and Provincial government), there has been an instability in funding to program and services. The table below provides an overview of changes in funding in 2007.

Funding Program	Source	Funding Changes
Child Care Operating Funding (CCOF)	MCFD	Funding for CCOF reverted back to pre-ELCC levels on July 1. The average rate roll-back will be about \$2 per enrolled child per day or about \$40 per month. A <u>one time</u> disbursement of \$20 million was paid out to qualified providers in March 2007. These payments were based on the number of funded licensed spaces per provider and type of care provided. Existing applicants had the COOF amounts reduced effective July 1, 2007. <i>(see Appendix E for details)</i>
Child Care Subsidy	MCFD	The province will maintain the \$126 million per year provincial subsidy program and recent enhancements that supports about 25,000 children in low and middle income families
Universal Child Benefit	Federal Funds	Ottawa's Universal Child Benefit which is providing \$100 per child every month to parents for children under the age of 6.
CCRR	MCFD	The provincial CCRR budget of \$15 million was reduced effective May 1, 2007 to \$9 million.
Supported Child Development	MCFD	This provincial program will continue to disperse \$54 million annually.
Minor Capital Funding for Emergency Repair, Replacement and Relocation	MCFD	Applications are reviewed on an ongoing basis.
Major Capital Funding for Creation of New Child Care Spaces	MCFD	Major Capital Funding Program is not currently accepting applications pending clarity regarding the new federal spaces initiative.

The Child Care Advocacy Forum and the UBC Human Early Learning Partnership have recently released documents that provide additional information and/or question government claims about the recent changes to funding for child care programs and services (see Appendix E).

Community Impacts of Changes and Cuts in Funding

Current instability of funding affects the programs and services in many ways. Without a continuum of guaranteed funding, the programs and service agencies are unable to plan for more than the term of the funding agreement. One time funding or term funding for one year only allows for short term goals to be set and the inability to guarantee staff long term employment. Added stress is placed on the applicants when grants and incentives are offered with very short turn around time for the application or proposal to be submitted.

Child Care Operating Funding (CCOF)

CCOF funding was reduced effective July 1, 2007 resulting in the average loss of \$40 per month per child for group care for children 5 years of age and under. Considering there are approximately 807 spaces available throughout the Cowichan Region for group care for children aged birth to school age, this is a net loss to working families in the community of \$32,280 per month.

The local implications from the reduction in this funding include:

- Increases in child care fees charged to parents could amount to \$50 to \$100 per month per child.
- Child care providers are placed in a situation where they must choose either to reduce the services they are providing, reduce staff wages or increase fees to parents, many of whom cannot afford any increase.
- Child care providers are reluctant to expand the number child care spaces due to the lack of incentive created by cutbacks and ongoing funding instability.

Documentation on how individual centres apply this funding in their program is not publicly recorded, therefore it is difficult to assess the impact of the reduction of CCOF funding and how it will impact on individual centres in our region without contacting them all individually. There has been considerable exchange of information during meetings and casual conversations that validate the impacts of the cuts to CCOF on child care operators, however, more time is required to implement a more organized and thorough documentation of these impacts as they are implemented in the coming year.

Cost to Provide Child Care Spaces

The creation of child care spaces is an intensive process. There is a considerable initial investment of time (to complete all aspects of the application process and to wait for responses from the usually busy licensing office) and capital to meet the minimum requirements of the Community Care and Assisted Living Act and the Child Care Licensing Regulation and to secure the potential to generate revenue to offset future expenses (e.g., salaries, insurance, etc.). Below are some example costs a family child care centre would incur in order to open.

Example Start Up Costs for Family Child Care Centre

Item	Cost
Criminal Record Check for all adults living in the home	\$20 for each adult
First Aid Course	\$85
Doctor's Note to verify applicant's physical and emotional wellness to care for children	\$75
Standard introductory course on starting a family child care centre	\$50 - \$100
Business License	\$100 paid annually
Liability Insurance	\$200
Rent or Mortgages	varies
Toys and Equipment	varies
Modifications to home to meet licensing standards (gates, fencing, railings, soft ground cover for outdoor play)	Varies & can become prohibitive

The cost to create a centre can be prohibitive to many who may desire to operate their own centres. In addition, the on-going operational costs have already placed a significant burden on some centres.

Funding to Child Care Resource and Referral (CCRR) Services

Cowichan Valley CCRR and Pacific Care CCRR (which serves Ladysmith) had their budgets cut by 35% effective May 1, 2007. This has resulted in staff reductions and increased workloads at a time when the demand for services is increasing. Some examples of the impacts are:

- Training and workshop opportunities for service providers (primarily Family Child Care centres) will be reduced due to the reprioritizing of staff hours.
- CCRR's are unable to maintain the previous level of services with the reduction of funding for staff.
- The Westcoast Child Care Resource & Referral program lost all of its provincial Resource Centre funding which provided many valuable resources to CCRRs throughout the province including multicultural training and resources (such as translating informational brochures), regional workshops and a regular newsletter.
- Child care providers, ECE students, researchers and others who support children and families in all BC communities are losing a comprehensive range of resources and services that enhance their ability to provide quality care for BC's children.

Capping of Major Capital Funding

The BC government states that "since 2005, we have invested over \$14 million to build almost 1,500 new government funded licensed child care spaces across BC," when in fact most communities had to raise up to 50% of the capital costs for these new spaces from other sources. Under this program, the Cowichan Region increased the number of spaces for infants and toddlers by 16.

Opening child care facilities requires capital costs, sometimes, considerable costs (e.g. seismic upgrading and other emergency and safety requirements). The interim capping of the Major Capital Funding grant may have an adverse effect on someone who is currently contemplating starting a new child care program as there will be no source for capital funds available specifically for child care centres, leaving interested applicants to obtain loans through financial institutions like banks. With the small financial margin that child care centres operate with, some existing centres are making tough choices whether they can afford to stay open.

Child Care Subsidies

Applying for child care subsidy can present many challenges to parents. The process itself is quite involved and is challenging for some parents to complete without assistance. Additionally, subsidy has its limits. As one parent has determined, the subsidy will only provide support for up to 20 days per month, while the number of days at work, hence the number of days when there is a need for child care, can exceed this cut off in some months.

Inequities are Widened

The lack of funding for quality early learning and child care opportunities will continue to widen the gap between those who can and those who cannot afford to pay for them. For example, it is unclear how the shortfall in funding to the Growing Together Daycare program will be addressed as the parents it serves (young mothers finishing school) cannot afford any additional costs, jeopardizing their ability to achieve employment. It is anticipated that additional child care costs will most likely be transferred in part or in whole to parents that can afford them.

Recommendations

It is clear that a significant proportion of our community's ability to deliver quality early education and care programs rests firmly on the availability of funds.

If a goal of our community is to ensure long term stability and quality of early learning and care to young children in the Cowichan Region, the provision of evidence-based information that can successfully guide researchers and policy makers to identify, plan, and implement quality, accessible and affordable child care programs seems an important step toward developing a community strategy.

In our research for this project, it became very evident that there is a large amount of community information, however, it is either not recorded or unavailable in an easy to retrieve format. Establishing a Regional Child Care Council as a regional advisory body to gather and monitor the required information and to identify and discuss possible areas for action and collaboration would address this issue.

Staff Training, Recruitment and Retention

The issue of staff training, recruitment and retention, while wide spread in the economy, is most especially an issue for child care facilities who require staff certified to work with pre-school aged children. Licensing requires that a Group Care Centre for children 0-36 months must have one Infant/Toddler Educator and one Early Childhood Educator for every group of five to eight children. A group day care centre for children aged 30 months to school age must have an Early Childhood Educator for each group of 8 or fewer children.

To obtain a basic ECE certificate at Malaspina, a person must attend classes for three semesters, a diploma requires attendance for four semesters which normally takes a student two years to complete. To obtain an Infant/Toddler Educator registration a student must complete the four semester diploma program. In addition, the person must also work or volunteer 500 hours in a licensed program and pass some personal qualifications (e.g. personality to work with young children, etc.) after which they are eligible to apply for their license with special needs and infant/toddler specializations. Licensing is done through the MCFD ECE Registry.

However, most centres are unable to offer wages and benefits which are commensurate with the length and expense of training and the value and difficulty of the work.

In a letter to Minister of State for Child Care Linda Reid, Early Childhood Educators of BC (ECEBC) President Toni Hoyland wrote of her concern about the cancelled Early Learning and Childcare agreement between the provincial and federal governments. She noted that:

“Early Childhood services to families are at the brink of crisis in BC with waiting lists in every area of the province and a shortage of early childhood educators in all areas and training for Infant Toddler Educators is inconsistent at best. Recruitment, retention and remuneration of Early Childhood Educators continue to be an issue that must be addressed.”⁷

In the Cowichan Region, a widely recognized barrier to providing child care is finding and retaining qualified staff. The Ladysmith Children’s Centre, the town’s only licensed group day care, closed its doors effective August 31, 2007 after a dozen years in business.

There is general agreement on the many issues that make recruiting and retaining qualified staff a significant barrier to providing care for pre-school aged children. These issues include, but are not limited to:

Low Wages

Wages for an ECE qualified individual vary from \$13 to \$21 per hour (with more wages located at the lower end of the range). For those that work in a union setting the typical hourly rate is greater than \$19 and pension and other benefits are added to the wage. Nevertheless, these centres face the same challenges with regard to the recruitment of new staff. Low wages of care providers has had a direct impact on the ability of centres to retain staff. With the added challenge of funding instability, trained ECEs are making choices to leave the sector in favour of employment that is more secure and better paying.

⁷ Hoyland, Toni. 2007. http://www.ecebc.ca/resources/pdf/letter_lindareid_may06.pdf

Lack of Qualified ECE Trained Employees

There is a shortage of ECE trained people available for employment, both for relief work or full-time. Growing Together reports they have not enrolled their centre to capacity during the last two years due to lack of qualified ECE staff. The Ladysmith Children's Centre, the town's only licensed group day care, closed its doors effective August 31, 2007 after a dozen years in business.

Variable Training Opportunities

The ECE Program at Malaspina University-College at the Nanaimo campus has enrolled 45 to 50 students of which approximately 15 have graduated in each of the last three years and states that those grads that want to work get hired right away. However, many grads choose instead go on to the Child and Youth Care degree (the ECE program third year CYC Degree Program) and the Special Education Certificate program. Students come from all over the island to attend school at Malaspina therefore many may not end up working locally.

Malaspina staff report there seems to be a lot of pressures from child care centers for students to come to work right away and then finish their studies on a part-time basis. Some students end up finishing their education online from other colleges and universities that offer distance education such as North Island College and the Pacific Rim ECE Institute in Saanich.

Malaspina Cowichan campus has also offered ECE through contract programs. Most recently Cowichan Tribes and Saanich Indian School Board have paid for the program on a contract basis.

Numbers of students applying for the program has been low the last couple of years, although this holds generally true at Malaspina. The economy has been strong and many potential students are availing themselves of the opportunity to work instead of attending post-secondary education. Fees have also increased which may be affecting the number of students going back to school.

The maximum number of people accepted into the first year of the ECE program at Malaspina is 25. This year the number seems to have gone up (September 2007) and the first year is pretty well full this semester. There is a suggestion that this may be because of rising rates due to the shortage of staff.

Camosun College reports that due to funding cuts they have been unable to offer the Infant/Toddler and Special Needs training component every year. The diploma program was offered at Camosun for 23 years then cut in 2002. It was reinstated in September of 2006 with 12 students registered. These students are scheduled to graduate in June of 2007.

Sprott Shaw also started offering ECE training in Victoria in January 2007 and is planning to offer the program in Duncan. Information on enrollment and graduation were not available at this time.

Impacts of Child Care Staff Shortages

Negative impacts being experienced due to the inability to successfully recruit and retain qualified staff to child care centres include:

Risk of Centre/Space Closures

Ladysmith Children's Centre closed effective August 31, 2007 after 12 years in business. Quoted in the Nanaimo Daily News (Ladysmith loses its day care, August 23, 2007), the owner states she was unable to find staff to open this fall and that she has struggled for three years, trying to retain staff, who either choose to work part-time or switch fields altogether due to poor wages.

When a staff member is sick and a back-up staff person is not available, the child to adult ratio is at risk. Licensing has strict guidelines for the number of child to staff ratios and due to a shortage of trained educators in the community, most centres have the maximum number of children registered for the number of staff employed. If a staff member is away, the manager or coordinator for the centre can step in to cover but if that cannot be arranged, either a number of children will not be allowed to attend the centre that day or the facility will be closed for the day.

Competition between Centres for Staffing

Due to the low number of qualified ECE trained care providers in the community, some facilities will attract staff to leave one centre to join employment at their centre by offering a higher wage or better benefit packages.

Financial Hardship & Stress on Parents

The reliability of child care for parents is dependant on the staff, therefore if the care provider is sick or the centre does not have back-up staffing, the centre will need to close spaces. This leaves the parent needing to find alternate care during the closure or to stay home and miss a day of work. For many parents this is both a financial hardship and a source of on-going stress (see *Ministerial Advisory Committee on the Government of Canada's Child Care Spaces Initiative, 2007*).⁸

RECOMMENDATIONS

- to develop an action plan to address the training/supply of qualified staff in collaboration with colleges and universities
- to identify possible areas for action and collaboration with child care groups in the province of BC and across Canada on issues such as adequate funding for programs, services and staff

⁸ Refer to Government of Canada's Human Resource & Social Development Canada website at: http://www.hrsdc.gc.ca/en/publications_resources/social_policy/mac_report/page00.shtml.

Conclusion

This report has described three areas of concern regarding the availability of child care as described by the child care community:

Availability of child care spaces

This has been a first attempt to examine the need for quality, licensed child care in the Cowichan Region. Data presented clearly shows that there is a critical shortage of spaces available in general and a severe lack for children under the age of three.

The creation and maintenance of an adequate supply of child care space is directly affected by the availability of funding and qualified staff.

Funding

It is clear that a significant proportion of our community's ability to deliver quality child care programs rests with the availability of funds from the Federal and Provincial governments. The lack of spaces due to associated costs to create and maintain the physical environment, to employ qualified individuals, and to meet other operating expenses restricts our community's ability to meet the needs of our children and families. This message needs to be communicated to our elected representatives and policy makers at both the Federal and Provincial levels of government.

Staffing

Finally, the training, recruitment and retention of staff is pivotal to the delivery of quality programs for children in our community. The lack of available qualified individuals due to low wages and limited opportunities for training and professional development has placed severe limitations on our community's ability to provide quality child care programs.

Developing and implementing a local child care strategy

Through the research for this project it became very evident that there is a large amount of community information on child care, however, it is either not recorded or unavailable in an easy to retrieve format.

If a goal of our community is to ensure long term stability and quality of care to young children within the Cowichan Region, the provision of evidence-based information that can successfully guide researchers and policy makers to identify, plan, and implement quality, affordable child care programs seems an important step toward developing and implementing a community strategy.

Appendix A

Persons consulted for this report:

Astren, Joan - South Nanaimo/Ladysmith Supported Child Care Services

Bennett, Becky – ECE, Growing Together Childcare (Duncan)

Carleton, Cindy – Coordinator, Understanding the Early Years Cowichan

Chudnovsky, Rita – Facilitator BC Child Care Advocacy Forum

Dolan, Mary – Growing Together Childcare (Duncan, BC), Board Member, Cowichan 0–6 Committee, First Call Child & Youth Advocacy Coalition

Gignac, Joan – Nutsumaat Le’Lum Childcare (Ladysmith)

Goth, Sandra – Vancouver Island Transformation Team (MCFD)

Hall, Chris - Planner, Municipality of North Cowichan

Kalina, Ian – Boys and Girls Club of Central Vancouver Island

Lise, Cindy – Coordinator of Cowichan Success by 6, Chair of Cowichan 0–6 Committee

McDonell, Delta – Vancouver Island Regional Coordinator Child Care Resource and Referral & Cowichan Valley CCRR, Duncan

McInnes, Nancy – Chair, ECE Program Malaspina University-College (Nanaimo)

Roulston, Charlene – Pacific Care, Central Island Child Care Resource & Referral (Ladysmith)

Taylor, Rhoda – Healthy Beginnings (VIHA & MCFD)

Thompson, Myna – Cowichan Valley Childcare Resource and Referral (Duncan)

Ward, Louise – Ladysmith Early Years Community Coordinator

Appendix B

Location of Children Aged 12 years and Under in the Cowichan Region

Area	Age	Totals	% by area pop.	% by region pop.
Entire Cowichan Region				
	Total - population	76,930		
	Total - children 0-11	9,720		12.6%
	0 to 2 years total	2,090		21.5%
	Under 1 year	695		7.2%
	1	695		7.2%
	2	700		7.2%
	3 to 5 years total	2,200		22.6%
	3	730		7.5%
	4	695		7.2%
	5	775		8.0%
	6 - 8 years total	2,550		26.2%
	6	850		8.7%
	7	820		8.4%
	8	880		9.1%
	9 - 11 years total	2,880		29.6%
	9	880		9.1%
	10	965		9.9%
	11	1,035		10.6%
Area A: Mill Bay/Malahat				
	Total - population	4,075		5.3%
	Total - children 0-11	440	10.8%	4.5%
	0 to 2 years total	90	2.2%	4.3%
	Under 1 year	35		5.0%
	1	25		3.6%
	2	30		4.3%
	3 to 5 years total	100	2.5%	4.5%
	3	35		4.8%
	4	30		4.3%
	5	35		4.5%
	6 - 8 years total	110	2.7%	4.3%
	6	35		4.1%
	7	30		3.7%
	8	45		5.1%
	9 - 11 years total	140	3.4%	4.9%
	9	40		4.5%
	10	45		4.7%
	11	55		5.3%

Area	Age	Totals	% by area pop.	% by region pop.
Area B: Shawnigan Lake				
	Total - population	7,565		9.8%
	Total - children 0-11	1,105		11.4%
	0 to 2 years total	230	3.0%	11.0%
	Under 1 year	75		10.8%
	1	75		10.8%
	2	80		11.4%
	3 to 5 years total	245	3.2%	11.1%
	3	95		13.0%
	4	70		10.1%
	5	80		10.3%
	6 - 8 years total	290	3.8%	11.4%
	6	85		10.0%
	7	105		12.8%
	8	100		11.4%
	9 - 11 years total	340	4.5%	11.8%
	9	95		10.8%
	10	130		13.5%
	11	115		11.1%
Area C: Cobble Hill				
	Total - population	4,530		5.9%
	Total - children 0-11	420	9.3%	4.3%
	0 to 2 years total	90	2.0%	4.3%
	Under 1 year	35		5.0%
	1	20		2.9%
	2	35		5.0%
	3 to 5 years total	90	2.0%	4.1%
	3	25		3.4%
	4	30		4.3%
	5	35		4.5%
	6 - 8 years total	110	2.4%	4.3%
	6	40		4.7%
	7	30		3.7%
	8	40		4.5%
	9 - 11 years total	130	2.9%	4.5%
	9	30		3.4%
	10	50		5.2%
	11	50		4.8%

Area	Age	Totals	% by area pop.	% by region pop.
Area D: Cowichan Bay				
	Total - population	2,825		3.7%
	Total - children 0-11	315	11.2%	3.2%
	0 to 2 years total	55	1.9%	2.6%
	Under 1 year	25		3.6%
	1	15		2.2%
	2	15		2.1%
	3 to 5 years total	80	2.8%	3.6%
	3	30		4.1%
	4	25		3.6%
	5	25		3.2%
	6 - 8 years total	95	3.4%	3.7%
	6	40		4.7%
	7	25		3.0%
	8	30		3.4%
	9 - 11 years total	85	3.0%	3.0%
	9	25		2.8%
	10	30		3.1%
	11	30		2.9%
Area E: Cowichan Station/Sahtlam/Glenora				
	Total - population	3,875		5.0%
	Total - children 0-11	485	12.5%	5.0%
	0 to 2 years total	85	2.2%	4.1%
	Under 1 year	25		3.6%
	1	35		5.0%
	2	25		3.6%
	3 to 5 years total	120	3.1%	5.5%
	3	25		3.4%
	4	40		5.8%
	5	55		7.1%
	6 - 8 years total	140	3.6%	5.5%
	6	35		4.1%
	7	55		6.7%
	8	50		5.7%
	9 - 11 years total	140	3.6%	4.9%
	9	50		5.7%
	10	45		4.7%
	11	45		4.3%

Area	Age	Totals	% by area pop.	% by region pop.
Area F: Cowichan Lake South/Skutz Falls				
	Total - population	1745		2.3%
	Total - children 0-11	175	10.0%	1.8%
	0 to 2 years total	30	1.7%	1.4%
	Under 1 year	10		1.4%
	1	10		1.4%
	2	10		1.4%
	3 to 5 years total	40	2.3%	1.8%
	3	10		1.4%
	4	15		2.2%
	5	15		1.9%
	6 - 8 years total	40	2.3%	1.6%
	6	15		1.8%
	7	15		1.8%
	8	10		1.1%
	9 - 11 years total	65	3.7%	2.3%
	9	20		2.3%
	10	25		2.6%
	11	20		1.9%
Area G: Saltair/Gulf Islands				
	Total - population	2245		2.9%
	Total - children 0-11	160	7.1%	1.6%
	0 to 2 years total	30	1.3%	1.4%
	Under 1 year	10		1.4%
	1	5		0.7%
	2	15		2.1%
	3 to 5 years total	30	1.3%	1.4%
	3	5		0.7%
	4	15		2.2%
	5	10		1.3%
	6 - 8 years total	45	2.0%	1.8%
	6	15		1.8%
	7	15		1.8%
	8	15		1.7%
	9 - 11 years total	55	2.4%	1.9%
	9	15		1.7%
	10	20		2.1%
	11	20		1.9%

Area	Age	Totals	% by area pop.	% by region pop.
Area H: North Oyster/Diamond				
	Total - population	2,275		3.0%
	Total - children 0-11	205	9.0%	2.1%
	0 to 2 years total	45	2.0%	2.2%
	Under 1 year	15		2.2%
	1	25		3.6%
	2	5		0.7%
	3 to 5 years total	40	1.8%	1.8%
	3	10		1.4%
	4	15		2.2%
	5	15		1.9%
	6 - 8 years total	55	2.4%	2.2%
	6	20		2.4%
	7	15		1.8%
	8	20		2.3%
	9 - 11 years total	65	2.9%	2.3%
	9	20		2.3%
	10	25		2.6%
	11	20		1.9%
Area I: Youbou/Meade Creek				
	Total - population	1,175		1.5%
	Total - children 0-11	135	11.5%	1.4%
	0 to 2 years total	30	2.6%	1.4%
	Under 1 year	10		1.4%
	1	10		1.4%
	2	10		1.4%
	3 to 5 years total	20	1.7%	0.9%
	3	5		0.7%
	4	5		0.7%
	5	10		1.3%
	6 - 8 years total	35	3.0%	1.4%
	6	5		0.6%
	7	10		1.2%
	8	20		2.3%
	9 - 11 years total	50	4.3%	1.7%
	9	10		1.1%
	10	20		2.1%
	11	20		1.9%

Area	Age	Totals	% by area pop.	% by region pop.
City of Duncan				
	Total - population	4,985		6.5%
	Total - children 0-11	585	11.7%	6.0%
	0 to 2 years total	160	3.2%	7.7%
	Under 1 year	50		7.2%
	1	55		7.9%
	2	55		7.9%
	3 to 5 years total	125	2.5%	5.7%
	3	40		5.5%
	4	45		6.5%
	5	40		5.2%
	6 - 8 years total	140	2.8%	5.5%
	6	45		5.3%
	7	50		6.1%
	8	45		5.1%
	9 - 11 years total	160	3.2%	5.6%
	9	50		5.7%
	10	50		5.2%
	11	60		5.8%
District of North Cowichan				
	Total - population	27,550		35.8%
	Total - children 0-11	3,445	12.5%	35.4%
	0 to 2 years total	735	2.7%	35.2%
	Under 1 year	230		33.1%
	1	255		36.7%
	2	250		35.7%
	3 to 5 years total	790	2.9%	35.9%
	3	260		35.6%
	4	260		37.4%
	5	270		34.8%
	6 - 8 years total	910	3.3%	35.7%
	6	310		36.5%
	7	290		35.4%
	8	310		35.2%
	9 - 11 years total	1,010	3.7%	35.1%
	9	320		36.4%
	10	315		32.6%
	11	375		36.2%

Area	Age	Totals	% by area pop.	% by region pop.
Town of Lake Cowichan				
	Total - population	2,945		3.8%
	Total - children 0-11	385	13.1%	4.0%
	0 to 2 years total	85	2.9%	4.1%
	Under 1 year	25		3.6%
	1	35		5.0%
	2	25		3.6%
	3 to 5 years total	80	2.7%	3.6%
	3	25		3.4%
	4	20		2.9%
	5	35		4.5%
	6 - 8 years total	100	3.4%	3.9%
	6	35		4.1%
	7	35		4.3%
	8	30		3.4%
	9 - 11 years total	120	4.1%	4.2%
	9	50		5.7%
	10	35		3.6%
	11	35		3.4%
Town of Ladysmith				
	Total - population	7,535		9.8%
	Total - children 0-11	790	10.5%	8.1%
	0 to 2 years total	210	2.8%	10.0%
	Under 1 year	70		10.1%
	1	60		8.6%
	2	80		11.4%
	3 to 5 years total	215	2.9%	9.8%
	3	70		9.6%
	4	70		10.1%
	5	75		9.7%
	6 - 8 years total	235	3.1%	9.2%
	6	90		10.6%
	7	65		7.9%
	8	80		9.1%
	9 - 11 years total	275	3.6%	9.5%
	9	70		8.0%
	10	100		10.4%
	11	105		10.1%

Area	Age	Totals	% by area pop.	% by region pop.
First Nations (on all reserves)*				
	Total - population	3,605		4.7%
	Total - children 0-11	1,075	29.8%	11.1%
	0 to 2 years total	215	20.0%	10.3%
	Under 1 year	80		11.5%
	1	70		10.1%
	2	65		9.3%
	3 to 5 years total	225	20.9%	10.2%
	3	95		13.0%
	4	55		7.9%
	5	75		9.7%
	6 - 8 years total	245	22.8%	9.6%
	6	80		9.4%
	7	80		9.8%
	8	85		9.7%
	9 - 11 years total	245	22.8%	8.5%
	9	85		9.7%
	10	75		7.8%
	11	85		8.2%

Source: Statistics Canada - 2006 Census.

*numbers approximate due to rounding to protect confidentiality

Appendix C

List of Licensed Child Care Providers in Cowichan by Community Showing number of spaces

NORTH COWICHAN & CITY OF DUNCAN

Town/Area	Facility Name	# of Spaces by Type of Care					
		0-36	30-S	PRE	OOS	Fam	RLNR
Chemainus	BGCCVI - Chemainus Club				20		
Chemainus	Cherry Tree Family Child Care					7	
Chemainus	Deb's Tot Spot Family Child Care					7	
Chemainus	Eagle Wings Preschool			20			
Chemainus	J & J's Family Child Care					7	
Chemainus	Ladeedadee Family Child Care					7	
Chemainus	Lee's Family Child Care					7	
Chemainus	Little Town Tots Family Child Care					7	
Chemainus	Mural Town Munchkins Family Child Care					7	
Chemainus	Playtime Family Child Care					7	
Chemainus	St. Joseph's Preschool			20	20		
Crofton	Denise's Just Like Home Family Child Care					7	
Crofton	Rhiannon's Family Child Care					7	
Crofton	Registered License Not Required						
Duncan	Joanne's Family Child Care					7	
Duncan	"Beary Good Care" Family Child Care					7	
Duncan	Agapeland Christian Preschool			20			
Duncan	Angel Care Christian Preschool and O.S.C			20	20		
Duncan	Appletree Family Child Care					7	
Duncan	Arcadian Childcare Centre		47		47		
Duncan	BGCCVI - Duncan Club				20		
Duncan	BGCCVI - Maple Bay Club				40		
Duncan	Briar Patch Family Child Care					7	
Duncan	Building Blocks Family Child Care					7	
Duncan	Care Kiddie Family Child Care					7	
Duncan	Cowichan Preschool			20			
Duncan	Darling Buds Family Child Care					7	
Duncan	Grandma's Family Child Care					7	
Duncan	Green Pastures Family Child Care					7	
Duncan	Growing Together	27	27				

Town/Area	Facility Name	0-36	30-S	PRE	OOS	Fam	RLNR
	Childcare Centre						
Duncan	Hugs "N" Tugs Family Child Care					7	
Duncan	Judy's Family Child Care					7	
Duncan	Kew Farm Family Child Care					7	
Duncan	Kid Zone Family Child Care					7	
Duncan	Kidz Co. Learning Centre Inc.		25				
Duncan	Kidz Will Be Kidz Family Child Care					7	
Duncan	Kinderview Kids Family Child Care					7	
Duncan	Kingdom Treasures Childcare Centre	28	28				
Duncan	Kosy Kare Family Child Care					7	
Duncan	Le'Lum'Uy'Lh	16	62		63		
Duncan	Little Critters Family Child Care					7	
Duncan	Magical Forest Family Child Care					7	
Duncan	Maple Bay Preschool			20			
Duncan	Maureen's Angels	8					
Duncan	Morningstar Family Child Care					7	
Duncan	Our Gang Family Child Care					7	
Duncan	Parkside Academy		43	43	43		
Duncan	Pooh Corner Family Child Care					7	
Duncan	QMS Preschool		8	8			
Duncan	Quw'utsun Smuneem Elementary School				8		
Duncan	Rainbow Family Child Care					7	
Duncan	Rainbow Lane Family Child Care					7	
Duncan	Rainbow Ranch Family Child Care					7	
Duncan	Rise and Shine Family Child Care					7	
Duncan	Rising Sun Montessori		20		20		
Duncan	Ruffles Family Child Care					7	
Duncan	Sherman Road Family Child Care					7	
Duncan	Sunrise Waldorf Group Daycare Miss Polly's		20	20	20		
Duncan	Sunrise Waldorf Preschool Bright Angel			20			
Duncan	Sunrise Waldorf Preschool Kindercottage			20			
Duncan	Sunrise Waldorf Preschool Shining Star			20			
Duncan	Sunshine Family Child Care					7	
Duncan	Tender Tot's Family Child Care					7	
Duncan	Under Angels Wings Family Child Care					7	
Duncan	We're All Sharing Together	22	22				

Town/Area	Facility Name	0-36	30-S	PRE	OOS	Fam	RLNR
	Daycare						
Duncan	We're All Sharing Together Out of School Care			30	30		
Duncan	Whoville Family Child Care					7	
Duncan	Registered License Not Required						12
TOTALS		85	240	281	288	287	12

LADYSMITH

Facility Name	# of Spaces by Type of Care						
	0-36	30-S	PRE	OOS	Fam	RLNR	
Ladysmith Altair Montessori Learning Centre			8	8			
Ladysmith BGCCVI - Ladysmith Club				45			
Ladysmith Ellis Family Child Care					7		
Ladysmith Kids-R-Unique Child Care		14	14				
Ladysmith Kidz-R-Brite Family Child Care					7		
Ladysmith Ladysmith Children's Centre(closed Aug 31/07)		24	4	12			
Ladysmith Ladysmith Preschool			20				
Ladysmith Leaps and Bounds Family Child Care					7		
Ladysmith Learning Through Play Family Child Care					7		
Ladysmith Registered License Not Required						8	
TOTALS		0	38	46	65	28	8

LAKE COWICHAN

Facility Name	0-36	30-S	PRE	OOS	Fam	RLNR	
Lk Cowichan Kaatza Child Care Centre	35	35	35	35			
Lk Cowichan Wanda's Kids & Care				20			
Lk Cowichan Registered License Not Required						2	
TOTALS		35	35	35	55	0	2

SOUTH COWICHAN

		# of Spaces by Type of Care					
Facility Name	0-36	30-S	PRE	OOS	Fam	RLNR	
Cobble Hill Castle Care Day Care Inc.		34	34	34			
Cobble Hill Debbie's Family Child Care					7		
Cobble Hill Footsteps Preschool			10				
Cobble Hill Little Angels Family Child Care					7		
Cowichan Bay Tree Tops Daycare		8		8			
Cowichan Bay Tweedlebug Family Child Care					7		
Cowichan Bay Registered License Not Required						2	
Mill Bay Gold N Little Ones Family Child Care					7		
Shawnigan Lake Cathy's Family Child Care					7		
Shawnigan Lake Deer Lane Family Child Care					7		
Shawnigan Lake Little Dreamer's Family Child Care					7		
Shawnigan Lake Majestic Cedars Child Care Centre		25		25			
Shawnigan Lake Precious Beginnings Early Childhood Development Centre		24					
Shawnigan Lake Shawna's Family Child Care					7		
Shawnigan Lake Shawnigan Lake Community Centre Child Care		65	65	65			
Shawnigan Lake Shawnigan Montessori Preschool and Child Care		7	7				
Shawnigan Lake Soaring Eagles Out of School Care Centre				45			
Shawnigan Lake The Little Blue Playhouse Family Child Care					7		
TOTALS	0	163	116	177	63	2	

FIRST NATIONS - various areas

Area	Facility Name	0-36	30-S	PRE	OOS	Fam	RLNR
Ladysmith	Nutsumaat Le'lum Smun'eem Head Start Daycare	12		24	50		
Kuper Island		17	17				
Duncan	Le'Lum'Uy'Lh	16	62		63		
Chemainus	Penelakut Preschool		15	15			
TOTALS		45	94	39	113	0	0

APPENDIX D

Descriptions of Types of Child Care

Group Child Care 0-36 months

An Infant/Toddler Group Care License allows the centre to have a group of not more than 12 children and the centre may have up to 5 groups of 12 for a total capacity of 60 infants/toddlers and are allowed to care for children for a maximum of 13 hours per day.

One infant and toddler educator is required for each group of 4 or fewer children. For each group of 5 to 8 children, staff must include one infant and toddler educator and one early childhood educator. With a group of 9 to 12 children, the minimal staffing requirements include one infant and toddler educator, one early childhood educator and one assistant. It is important to note that the Infant/Toddler Educator must always be working front line with any of the above staff:child ratios. This increases the demand for qualified I/T Educators.

Group Child Care 30 months to school age

A Licensed Group Day Care for children aged 30 months to school age can have a maximum of 2 children aged 30 to 36 months old within a group of not more than 25 children and are allowed to care for children for a maximum of 13 hours per day.

The minimal regulated staff to children ratio is as follows: for each group of 8 or fewer children, one early childhood educator; for each group of 9-16 children, one early childhood educator and one assistant; and, for each group of 17 to 25 children, one early childhood educator and 2 assistants.

Pre-schools

Each preschool group for children ages 30 months to school age includes no more than 20 children. Preschool centres provide services to children for no more than 4 hours per day, and typically offer 2- or 3-day programs.

The staff to child ratio in a Preschool program is one early childhood educator for each group of 15 or fewer children; and, for each group of 16 to 20 children, one early childhood educator and one assistant.

NOTE: Full-time working parents find the preschool model challenging as they typically require child care for more than 4 hours per day and for more than 2 or 3 days a week.

Family Child Care (FCC)

The Licensee of a Family Child Care (FCC) facility is regulated to care for no more than 7 children (including their own children). Of these 7 children, no more than 5 are preschool age, and of those 5, no more than 3 can be under the age of 36 months and of those 3, no more than 1 can be under the age of 12 months. This makes the availability of child care spaces for infants minimal.

Most FCC Licensees work alone and are open for a significant number of hours during the day as determined by themselves.

Licensing does not require licensees to attend classes but does require applicants to meet the minimum requirements of the Child Care Licensing Regulation regarding training and experience, prior to becoming licensed. This may require the applicant to seek additional training or experience before a license can be issued.

License-Not-Required

A registered LNR can care for either: 2 children not related to them; or, one sibling group and children who are related to the care provider through blood or marriage. Thus, without a license, a care provider utilizing the latter option can possibly care for more than 7 children

(e.g., one sibling group of 3 children, her own 3 children, and a niece and nephew = 8 children; there is no cap on the number of related children in one's home or on the size of the sibling group). Some License-Not-Required facilities are registered with local CCRRs (often a first step to becoming licensed.)

Supported Child Care

Serves children and youth from the ages of 0-19 who have been identified as requiring extra support. This identification can take place through formal diagnosis or observed behavioral problems. A formal diagnosis is not required.

This service provides support to families with children that require extra support, assessments, training, referrals, and hand-on-support in licensed child care settings. The idea is to successfully include children with extra support needs in typical child care settings. The community workers can also work with families to set up individualized programs. This service may be particularly useful for those families with youth/teens requiring extra support (after school, etc).

The Cowichan Region is served by South Nanaimo/Ladysmith Supported Child Care Services based in Ladysmith and Cowichan Valley Supported Child Care Services based in Duncan.

Unregulated Care

The number of children in the care of relatives and friends or unregistered care providers is unknown. With the shortage of child care spaces available in registered and licensed facilities, parents are often required to arrange care with a neighbour or relative. There are many reports of grandparents providing child care, but no way to track this. Some parents use several different care arrangements within a week to enable them to attend work as there is nothing available on a full-time basis. Many children older than 10 have no after school care (the so called 'latch key' children who care for themselves at home after to school), though again there is no way to document this.

Parents who work shifts have no choice but to seek unregulated care as there are no facilities in the Cowichan Region that offer overnight care or care outside of normal daytime working hours.

Appendix E

Funding Background Documents: Changes to and Analysis of Child Care Funding

Child Care Advocacy Forum : : Setting the Record Straight #1

Provincial Child Care Funding Rates are still going DOWN

On June 28, 2007, Minister Linda Reid, BC's Minister of State for Child Care issued a media release titled "PROVINCE INCREASES CHILD CARE FUNDING RATES" in which she announced new Child Care Operating Fund (CCOF) rates for infant and toddler spaces in licensed group and family care as of July 1, 2007.

To set the record straight:

- On January 8, 2007 Minister Reid announced a series of cuts to child care funding in BC.
- These included cuts to CCOF for all types of care for children under the age of 6 effective July 1, 2007.
- The biggest cuts were to CCOF rates of Infant and Toddler spaces.
- From January to June, communities across BC sent government a consistent message that the cuts were harmful and unnecessary.
- At the same time, providers and parents across BC prepared for the worst. Many programs had no choice but to raise fees to cover CCOF cuts.
- Days before the cuts were to come into effect, Minister Reid backtracked on the size of the CCOF cuts for infant/toddler care.
- This demonstrates that community action does make a difference!
- But, as the table below shows, her reversal has NOT led to increased child care funding.
- **CCOF rates for Infant/Toddler care are still going down on July 1 and fees are still going up.**

Analysis of BC Child Care Operating Fund (CCOF) Rates for children in licensed group centres, preschools and family child care programs								
CCOF Rates	1 Actual until June 30 2007		2 Announced Jan 5/07 Jul 1/07 - Mar 31/08		3 Announced Jun 20/07 Jul 1/07 - Mar 31/08		Actual Funding Decrease (column 3 - 1)	
	Daily	Mthly**	Daily	Mthly**	Daily	Mthly**	Mthly**	%
<i>Children under 3*:</i>								
group centres	\$14.04	\$295	\$10.28	\$216	\$12.00	\$252	(\$43)	-15%
family child care	4.34	91	3.18	67	3.70	78	(13)	-15%
<i>Preschools</i>	1.87	39	1.37	29	1.37	29	(11)	-27%
<i>Children aged 3-5*:</i>								
group centres	7.48	157	5.48	115	5.48	115	(42)	-27%
family child care	3.86	81	2.82	59	2.82	59	(22)	-27%
<i>School aged children*:</i>								
group centres	2.80	59	2.80	59	2.80	59	0	
family child care	1.46	31	1.46	31	1.46	31	0	

*care for more than 4 hours/day; funding changes consistent to those shown above for care < 4 hours/day
**based on 21 days/month



Financial Fact Sheet #2

Early Learning and Child Care Research Unit June 2007

An Update on Public Funding for Child Care Services in BC

The January 2007 financial fact sheet released by HELP summarized the state of child care program funding in BC up to and including policy decisions announced by the federal and provincial governments as of January 12 2007. This document provides an update in light of significant provincial and federal developments since that time. Most notably:

- 1 **February 20 2007 -Province of BC reduces 2007/08 child care budget and 3 year plan to reflect termination of federal transfers of \$152 million annually (\$455 million total) related to the 2005 bilateral agreement on early learning and child care (ELCC).**
- 2 **February 27 2007 -Province of BC partially restores Child Care Resource and Referral (CCRR) funding for 2007/08.**
- 3 **March 19 2007 -Federal budget introduces new federal transfer program for child care spaces, which will provide BC with a transition payment of approximately \$33 million in 2007/08.**
- 4 **March 19 2007 -Federal budget extends federal transfers under 2003 multilateral framework on ELCC through 2012/13.**
- 5 **May 15 2007 – Province of BC lifts intake cap on new applications for child care operating funding, indicating waitlisted applications will be processed effective June 1 2007.**

The following tables update the January 2007 financial analysis to reflect this new information, and future financial fact sheet updates will continue to track the evolution of child care policy development in BC.

The tables below also reflect new information regarding the 2001/02 fiscal year recently provided by MCFD staff. While child care program funding of \$240 million (total budget less administration) for 2001/02 was originally provided by the provincial government for public reporting in an article for the Canadian Journal of Political Science and in *ECEC in Canada 2001*, MCFD now advises that these figures reflected budget information, not actual results. In order to further understanding about the links between budgets and actual or projected funding, the following tables include both figures for each year. Until actual results for the year are confirmed and available, updated figures in the tables below reflect the projected or estimated funding and expenditures resulting from changes that have taken place since the budget was originally published.

BC Child Care, including Supported Child Development (\$ millions)	2001/02 Budget	2001/02 Actual	2006/07 Budget	2006/07 Update	2007/08 Budget	2007/08 Update
Table 1. Details by funding Source						
Total programs, Grants & Administration	252	227	388	392	255	288
Less: Federal Transfers	0	0	187	187	46	79
Total Provincial Contribution	252	227	201	205	209	209
Less: Administration	12	10	23	25	15	15
Provincial Contribution to Programs & Grants	240	217	178	180	194	194

BC Child Care, including Supported Child Development (\$ millions) 2001/02 Budget 2001/02 Actual 2006/07 Budget 2006/07 Update 2007/08 Budget 2007/08 Update

Table 2. Details by Expenditure Type

Subsidies (for lower income families)	125	120	133	121	126	126
Operating Funds (CCOF) (licensed family homes and centres)	63	51	66	66	53	56
Capital Funds (for new/improved community-owned spaces)	2	2	13	13	1	1
Resource & Referral (CCRR) (info & support)	13	8	14	14	6	9
Total Child Care Programs	203	181	226	214	186	192
Supported Child Development (SCD) (add'l supports)	37	36	55	57	54	56
Total Programs	240	217	281	271	240	248
One-time Grants and Initiatives	0	0	84	96	0	0
Administration	12	10	23	25	15	15
Total Programs, Grants & Administration	252	227	388	392	255	263
Add: funding planned but not yet allocated						25
Total Funding, based on updated projections						288

The following notes detail the sources for the information included in the above analysis:

- ∞ **2001/02** selected as the baseline because this is the year in which the current provincial government took office in its first mandate. The **2001/02 budget** figures for child care and SCD programs were reported publicly in Kershaw, P. (2004). 'Choice' Discourse in BC Child Care: Distancing Policy from Research. *Canadian Journal of Political Science*, 37(4), 927-950. The **2001/02 actual** results, and the administration budget and actual figures, were provided by MCFD staff.
- ∞ Federal transfers and the total **2006/07 Budget** (Table 1) were confirmed from two public reports. *Budget February 2006 Key Budget Highlights* (no longer available on MCFD web site) provided the total child care budget information, and highlighted the federal transfers of \$148 million related to the 2005 bilateral agreements, including those received in 2006/07 (\$86 million) and those carried forward from 2005/06 (\$62 million). The remaining federal transfers of \$39 million were received under the 2003 multilateral framework agreement, and details of the total 2006/07 funding of \$187 million under both agreements is available at <http://www.fin.gc.ca/FEDPROV/ecde.html>.
- ∞ In Table 2, minor revisions (less than \$5 million each) have been made to the **2006/07 budget** for Capital and Supported Child Development (SCD) to reflect MCFD confirmation of figures previously estimated based on reports and community meetings.
- ∞ Administration and One-time Grants and Initiatives information for all years, in both tables, provided by MCFD.
- ∞ Regarding the **2006/07 update**, MCFD provided the total funding and details by expenditure type, advising that the SCD figures include approximately \$2 million in funding allocated to Community Living BC.
- ∞ Full details are not yet publicly available on the one time only expenditures of approximately **\$96 million** (Table 2, **2006/07 Update**). However, examples of these expenditures include: \$20 million to CCOF recipients for professional development, minor capital improvements, equipment or supplies; \$17 million to school districts for early learning grants (\$12 million) and StrongStart programs (\$5 million) (May 15 2007 letter to child care community; Hansard May 30 2007).
- ∞ In Table 1, the **2007/08 budget** removed federal transfers committed under the now-terminated 2005 bilateral agreements, leaving \$46 million in federal transfers under the 2003 multilateral framework agreement. The **2007/08 update** includes the new federal child care space transfer of \$33 million. The federal government announced this transfer after the provincial **2007/08 budget** was released, so the total 2007/08 federal transfers have now been updated to \$79 million.
- ∞ Regarding **2007/08**, program funding in Table 2 generally agrees to public information, such as MCFD subsidy fact sheet. CCOF and CCRR budgets were originally established at approximately \$53 & \$6 million respectively, but updated figures reflect subsequent policy and funding changes as outlined on page 1. While the **2007/08 update** anticipates the federal child care space transfer as previously discussed, MCFD indicates that the final allocation of \$25 million of this transfer will be determined once the transfer details are confirmed. **However, subsequent to the preparation of this financial analysis, a portion of this \$25 million was allocated to partially reversing the July 1 2007 CCOF funding reductions related to children under 3** (Minister Reid, June 20 2007). The program budget impacts of this policy change will be reflected in future updates.

University of British Columbia * University of Victoria * Simon Fraser University University of Northern British Columbia * Thompson Rivers University * UBC Okanagan

Appendix F

Subsidies available to Parents for Different Types of Child Care

Parents who have a household income of \$38,000.00 or less are eligible for assistance with the cost of child care through the subsidy program.

Type of Care	Definition	Subsidy Level (Maximum)
Licensed Group Child Care	<p>Group child care centers serve children either from 30 months to school entry (Grade 1), or children from birth to 36 months (also known as infant/toddler care).</p> <p>Licensed care programs must meet the regulations of the Community Facility Act and the Child Care Licensing Regulation. These regulations include: staff qualifications (academic, First Aid, medical clearance), staff-to-child ratios, criminal record checks, program activities (comprehensive and coordinated), space, equipment, nutrition, discipline, and emergency procedures</p>	<p>More than 4 hours daily: 0-18 Months – 37.50/day, 750.00/month 19-36 Months – 31.75/day, 635.00/month 37-72 Months – 27.50/day, 550.00/month Six Years+ – 20.75/day, 415.00/month</p> <p>4 hours or less daily: 0-18 Months – 18.75/day, 375.00/month 19-36 Months – 15.90/day, 317.50/month 37-72 Months – 13.75/day, 275.00/month Six Years+ – 10.38/day, 207.50/month</p>
Licensed Family Child Care	<p>Licensed Family Child Care is offered in the caregiver's own home, and serves children from birth to age 12. Caregivers set their own hours; most provide full-day care, part-time spaces and flexible hours may be available in some family child care homes; some homes offer before or after kindergarten care for 5-year-olds. Licensed Family Child Care facilities must comply with the Community Care Facility Act and the Child Care Licensing Regulations.</p>	<p>More than 4 hours daily: 0-18 Months – 30.00/day, 600.00/month 19-36 Months – 30.00/day, 600.00/month 37-72 Months – 27.50/day, 550.00/month Six Years+ – 20.75/day, 415.00/month</p> <p>4 hours or less daily: 0-18 Months – 15.00/day, 300.00/month 19-36 Months – 15.00/day, 300.00/month 37-72 Months – 13.75/day, 275.00/month Six Years+ – 10.38/day, 207.50/month</p>
License Not Required Family Child Care	<p>Most license not required (LNR) child care arrangements include the caregivers own children and one or two children not related to the caregiver. LNR child care providers may or may not have had formal training or previous child care experience. Caregivers set their own hours of operation, fee schedules and operating policies. Parents are solely responsible for supervising and monitoring the quality of care provided in LNR child care arrangements.</p>	<p>More than 4 hours daily: 0-18 Months – 21.90/day, 438.00/month 19-36 Months – 20.20/day, 404.00/month Over 36 Months – 17.70/day, 354.00/month</p> <p>4 hours or less daily: 0-18 Months – 10.95/day, 219.00/month 19-36 Months – 10.10/day, 202.00/month Over 36 Months – 8.85/day, 177.00/month</p>

Type of Care	Definition	Subsidy Level (Maximum)
Registered License Not Required Family Child Care	<p>License Not Required Child Care (as stated above) that is registered with their local Child Care Resource and Referral (CCRR) program. Registration with this program means that the caregivers have met a number of requirements. These requirements include: a criminal record check (for everyone over age 12 living in the home), character references, a home-setting review, a physician's report on their physical and emotional capacity to care for children, first aid training, and participation in child care training courses or workshops.</p>	<p>More than 4 hours daily: 0-18 Months – 30.00/day, 600.00/month 19-36 Months – 30.00/day, 600.00/month 37-72 Months – 27.50/day, 550.00/month Six Years+ - 20.75/day, 415.00/month</p> <p>4 hours or less daily: 0-18 Months – 15.00/day, 300.00/month 19-36 Months – 15.00/day, 300.00/month 37-72 Months – 13.75/day, 275.00/month Six years+ - 10.38/day, 207.50/month</p>
Special Needs Supported Child Care	<p>This service provides support to families with children and youth from the ages of 0-19 who have been identified as requiring extra support. This identification can take place through formal diagnosis or observed behavioral problems. A formal diagnosis is not required. Available services include extra support, assessments, training, referrals, and hand-on-support (in licensed child care settings). The idea is to successfully include children with extra support needs in typical child care settings. The community workers can also work with families to set up individualized programs. This service may be particularly useful for those families with youth/teens requiring extra support (after school, etc).</p>	<p>The Special Needs Supplement is \$25.00 to \$150.00 in addition to whichever regular subsidies the family may be eligible for. The subsidies are handled through the MCFD and are based upon the family's income and needs. On the application form for regular subsidy there is a section to fill out for children requiring additional support. This supplement is intended to help children with special needs access inclusive child care settings.</p>

Appendix G

BC Chamber of Commerce resolution on child care (May 2007)

THE ROLE OF CHILD CARE IN ENABLING BRITISH COLUMBIANS TO ENTER THE WORKFORCE

Quality child care is no longer just a social issues; the business community of BC now views child care as one of the key factors in addressing the labour shortage in BC. The ability to recruit and retain workers in all industry sectors is underpinned with a worker's ability to secure quality child care that meets their needs. A comprehensive Strategic Plan for the Child Care system in BC is critical to staying competitive in today's global economy.

Child care has traditionally been a family and community initiative but today families are less geographically connected, more dependent on adults earning an income and less involved in the philosophy of a "community raising a child".

The reality of our world today is that parenting is just part of a host of activities required in a family. Child care is distributed between both partners in a two parent family and can be challenging. If both parents work then the issue of child care is critical. The need for child care in a single working parent family is an essential service. Given this reality the ability of parents to access quality, affordable day care has become an issue of critical importance to families and the businesses that rely on these workers.

Recent cuts from the Federal Government to child care industry in BC are having a domino affect on the workforce of BC due to the lack of commitment and responsibility from the Provincial Government to compensate for those federal losses. BC has chosen not to prioritize child care. The costs of this decision are having an enormous negative impact on the ability of BC businesses to attract women, young families and skilled workers in general to the workforce.

With the current skills shortage, challenges to attract and retain employees are critical to business. The provincial breakdown of business shows that of the 371,000 businesses in BC, 364,000 have fewer than 50 employees⁹. For small business, it is difficult to attract new workers, or to retain people as larger firms are able to offer higher pay or flexible work hours.

Many younger families find the challenge of balancing family life with work. These men and women find entry and lower level wages, and the costs of child care are such that it is not in their financial interests to work. This is a limitation to the BC economy when a worker that desires to contribute to the GDP is forced to look at other options to working, or working for a small firm with limited access to benefit options.

The Chamber understands that for many, the decision regarding returning to work is a consideration of the economic benefit of working, as opposed to the cost and income loss associated with remaining at home.

We have a current subsidy program that is cumbersome, (long in length and not applicable to low literacy levels, many families find it too difficult to understand or complete without assistance), inequitable to BC families and often results in long turnaround times of up to two or three months for approvals.

The current subsidy threshold for families applying for child care assistance is \$38,000.00/year, this is compared to an average family income in BC of \$62,400. While the subsidy threshold does

⁹ Small Business Profile 2006, Province of British Columbia, Ministry of Small Business and Revenue, http://www.bcstats.gov.bc.ca/data/bus_stat/busind/sm_bus/SBP2006.pdf, 2007

allow a low income family to access child care assistance it should be noted that a young family would only need to have an hourly income rate of \$19.00/hr @ 2080 hrs/yr to be ineligible.

Child care operating funds have also been affected with the average roll-back approximately \$2 per enrolled child per day or \$40 per month. The federal Child Benefit of \$100 per child under 6 will only support 2.5 days of care per month and most families will also have to pay taxes on that benefit. As well the Benefit allotment does not include children over 6 who also need after school or weekend care. Most facilities are faced with either closure, staff cut-back (affecting spaces), staff wage reductions or increased fees to parents.

Our Child Care Referral and Resource Centers (CCRRs) which provides support, advocacy, and licensing required and informal education to child care operators and families have had their budgets significantly cut resulting in staff reductions, reduced resources and limited ability to provide the regulated services dictated by government. Other Childcare Resource Centres provide similar services in communities.

The last key factor in child care is the lack of qualified child care workers. With the average provincial wage rate of \$13.50/hour and no benefits, many workers have left the industry to seek out better paying professions. The minimum requirement regulated by BC government to work in a licensed setting is a two year diploma program – hardly a wage rate that is reflective of a 2 year college diploma and education investment on the student's part. Most colleges have reduced their training programs to part-time or eliminated it all together as not enough students are taking the training. If things are not improved, the current urgent situation will become critical as approved facilities are unable to maintain minimum staffing levels and finding replacements will exacerbate the situation. So even if more spaces are created, BC does not have enough qualified workers to care for the children.

THE CHAMBER RECOMMENDS:

1. STRATEGIC PLAN

That the provincial government prioritizes and funds child care to develop and implement a comprehensive Child Care Strategy for BC. This plan should include the following:

- a. Substitution of the Child Care Subsidy program with a more inclusive and accessible Child Care Assistance Program that would support all parents requiring regulated and licensed child care.
- b. Develop a similar system to the child support grid currently used in the courts to determine child support for custodial parents. The amount of child care costs would be determined by Income, determined by T4 and/or Income Tax returns and number of children accessing child care.
- c. The mandate and effectiveness of CCRRs be recognized, in order to ensure it provides consistent and appropriate levels of service.

2. INTERIM STEPS

- a. The province should work with the federal government to ensure that Child Care Operating Funds be set to 2006 levels as a minimum, and levels be reviewed and amended on an ongoing basis.
- b. Ensure funding levels to the CCRR's and other child care resource centre meet needs (use 2006 levels as a minimum) to provide ongoing support and education to parents, care givers, and employers.
- c. Provide Private/Partner capital funding to support new or enhanced facilities to increase additional spaces.

- d. Make active efforts to recruit and retain child care workers, in our increasingly competitive and mobile labour market, by:
 - i. Determining methods to actively promote careers in child care, through tools such as the Ministry of Education's Career Planner.
 - ii. Increase funds to support competitive wages and benefits for the industry.

SUBMITTED BY THE TRAIL AND DISTRICT CHAMBER OF COMMERCE AND
THE PRINCE GEORGE CHAMBER OF COMMERCE.

(passed unanimously at May 2007 AGM)

Appendix H

Policy principles for a system of child care and early childhood education¹⁰

- ∞ Is publicly managed, planned and financed, with governments providing an adequate operating budget to programs, so that all families can afford services. There are targets and timetables to expand services, and ongoing quality improvement.
- ∞ Accommodates parents' work and provides family support. Programs are available to children with a parent at home, in the labour force, or in training or school.
- ∞ Is accessible to families who do not own their own transportation.
- ∞ Respects cultural values and diversity, and fully includes children with disabilities.
- ∞ Ensures democratic operation, public accountability, quality and responsiveness through public/non-profit community-based programs. There is ongoing collaboration between educators, parents and the community.
- ∞ Supports qualified, well-paid and respected early learning and child care staff through ongoing opportunities for training and professional development.
- ∞ Sees early childhood as an important stage in its own right, with children as active learners.
- ∞ Provides well-designed, clean, healthy and safe facilities and environments with age-appropriate equipment and supplies.
- ∞ Gives families the choice of centre-based or well-supported family child care programs that are available full-day or part-time, including some with flexible hours.
- ∞ Includes ongoing evaluation and assessment of the system and programs, and a long-term research agenda.

¹⁰ Adapted from Friendly, Martha (2004). Strengthening Canada's Social and Economic Foundations: Next Steps for Early Childhood Education and Child Care. Policy Options, Volume 25, number 3:46-51. Institute for Research on Public Policy: Montreal, QC.

Appendix J

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