

# SAANICH PENINSULA CHILD CARE INVENTORY & ACTION PLAN

**CENTRAL SAANICH, HIGHLANDS, NORTH  
SAANICH, OAK BAY, SAANICH & SIDNEY**

**2020**



Queenswood  
Consulting Group

# ACKNOWLEDGEMENTS

*Thank you to everyone who was involved in this project, including families, child care providers, municipal staff, and community partners who provided their feedback and ideas, with special thanks to the members of the Inter-municipal working group who guided this project.*

## **District of Central Saanich**

Britt Burnham, Manager of Community Services

## **District of Highlands**

Laura Beckett, Planner

## **District of North Saanich**

Brian Green, Director of Planning and Community Services

## **District of Oak Bay**

Steve Meikle, Manager, Recreation and Cultural Services

## **District of Saanich**

Cristina Caravaca, Senior Manager, Community Services

## **Town of Sidney**

Yazmin Hernandez, Municipal Planner

Queenswood Consulting Group was grateful to have the opportunity to support the creation of child care through our work on this project.

**The regional Saanich Peninsula Child Care Inventory & Action Plan was funded by the Community Child Care Planning grant from Union of BC Municipalities.**

# Table of Contents

EXECUTIVE SUMMARY ..... i

BACKGROUND ..... 1

METHODOLOGY ..... 2

**SECTION ONE: UNDERSTANDING CHILD CARE**

CHILD CARE LEGISLATION ..... 4

REGIONAL USE OF CHILD CARE ..... 6

AVAILABLE CHILD CARE FUNDING ..... 7

BARRIERS TO CREATING CHILD CARE..... 8

**SECTION TWO: REGIONAL CONSULTATION**

CONSULTATION FINDINGS..... 17

COVID-19..... 25

FAMILY SURVEY RESULTS..... 27

**SECTION THREE: CHILD CARE SPACES**

NUMBERS OF CHILD CARE SPACES ..... 31

CENTRAL SAANICH ..... 33

HIGHLANDS ..... 35

NORTH SAANICH ..... 37

OAK BAY ..... 39

SAANICH ..... 41

SIDNEY ..... 43

NEW CHILD CARE SPACES ..... 45

**SECTION FOUR: ACTION PLAN**

ACTION PLAN ..... 47

CONCLUSION..... 61

# EXECUTIVE SUMMARY

## Background

A chronic shortage of daycare is causing significant problems for families with young children - impacting the quality of life, family budgets, and our municipal economies.

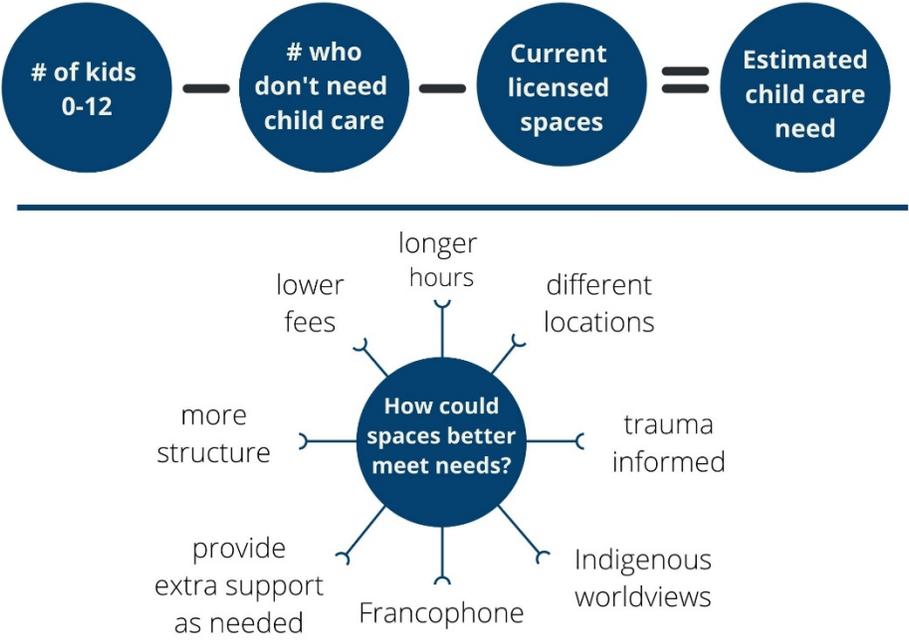
Six municipal partners – Central Saanich, Highlands, North Saanich, Oak Bay, Saanich and Sidney - worked together to develop a childcare inventory, gap analysis, and develop a regional Saanich Peninsula child care action plan, funded by the Government of BC through the Union of BC Municipalities.

The Child Care Action Plans are focused on realistic and achievable actions with measurable results to enable the partner municipalities and communities to create new child care spaces and improve access to affordable, quality child care.

## Methodology

Data for the report was gathered through four central sources: background research, consultation with child care providers, interviews with community partner organizations, and consultation with families.

### Approach to estimating the need for child care



## Key facts to understand about child care

*Not all families use child care, and use varies by age of child.*

National use of paid child care, by age of child						
Age	Under 1	1 to 2	3 to 5	6 to 10	11 to 12	0 to 12
Percent using care	13%	56%	69%	55%	33%	58%

*Different types of child care require different levels of training for staff, as well as different ratios of children to adults.*

- Unlicensed child care requires no training.
- Licensed Family child care requires Responsible Adult: 20 hours of training
- Group child care requires precise mix of different certifications:
  - Infant Toddler Educator (ITE): 1300 hours of training
  - Early Childhood Educator (ECE): 900 hours of training
  - Early Childhood Educator Assistant (ECEA): 30-90 hour course

*Families access child care all across the region – taking spaces where they are available, convenient or not.*

- Parents commuting after dropping children at child care need longer hours for care, but many centres only open from 8:30 to 5:30.

## Barriers to creating child care

1. Finding and retaining qualified staff
  - Staff earn low wages and lack of benefits
  - Challenging working conditions: long hours, few breaks
  - Low public perception of the sector
2. Access to buildings or land suitable for child care facilities
  - Municipal zoning allows group care in very few zones
  - Licensing requirements often require building renovations
  - Agricultural land reserve further limits access to land
3. Funding to support child care development and operation
  - Development funding does not cover all costs, especially on privately-owned land
  - Operational funding only covers maximum of 20% costs – remainder of costs passed on to parents in fees

## Consultation findings

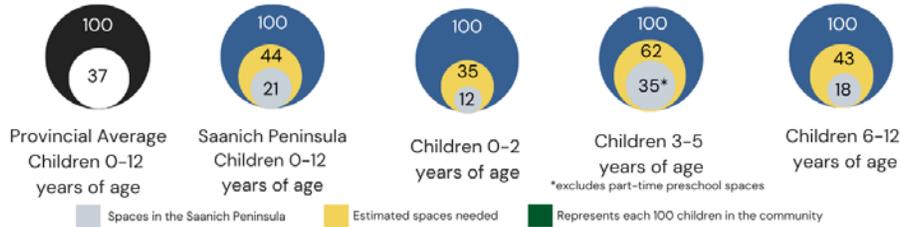
FAMILIES LIVING ON LOW INCOMES	<ul style="list-style-type: none"> <li>• Subsidy applications difficult to navigate</li> <li>• Variable subsidy rates by type of care</li> <li>• MCFD can require care, but does not provide a space</li> </ul>
FRANCOPHONE FAMILIES	<ul style="list-style-type: none"> <li>• Loss of protected right to language and culture without access to Francophone child care; bilingual child care does not fill this need</li> <li>• Francophone ECEs trained outside BC face challenge in credential recognition</li> </ul>
FAMILIES WITH CHILDREN WITH EXTRA SUPPORT NEEDS	<ul style="list-style-type: none"> <li>• Difficulties accessing and retaining care</li> <li>• Supported Child Development Program is effective but underfunded</li> <li>• Licensing Regulation language needs updating</li> </ul>
INDIGENOUS FAMILIES	<ul style="list-style-type: none"> <li>• Ongoing impacts of colonization limit access to child care for many</li> <li>• Few Indigenous focused child care options</li> <li>• No protection for language and culture</li> </ul>
NEWCOMER FAMILIES	<ul style="list-style-type: none"> <li>• Face difficulty with the complexity of the system</li> <li>• Lack of culturally safe and trauma-informed spaces</li> </ul>

## Key Family Survey Results

<b>613</b> regional respondents	<b>75%</b> had their children regularly in paid child care for some days each week
<b>63%</b> of families with paid child care still looking for other child care arrangements	<b>70%</b> need care for 5 days a week; <b>62%</b> have care for all 5 days needed
<b>44%</b> with care had two or more paid childcare arrangements	<b>29%</b> with care had been able to find care when they needed it
<b>PREFERRED TYPES OF CHILD CARE</b> <ol style="list-style-type: none"> <li>1. Group care</li> <li>2. Multi-age care</li> <li>3. Before or after school care</li> <li>4. Care on Pro-D days</li> <li>5. Preschool</li> <li>6. Licensed family care</li> <li>7. License-not-required care</li> </ol>	<b>FEATURES FAMILIES LOOK FOR:</b> <ul style="list-style-type: none"> <li>• Lower fees</li> <li>• Child care with credentialed Early Childhood Educators</li> <li>• Location closer to home</li> <li>• Longer/flexible hours of care</li> <li>• Structured early child care education and programming</li> </ul>

# Child Care Space Inventory

ACROSS THE SIX PARTNER MUNICIPALITIES, THERE ARE 21 LICENSED CHILD CARE SPACES AVAILABLE FOR EVERY 100 CHILDREN 0-12 YEARS OF AGE.



Estimated numbers of licensed child care spaces needed						
	Central Saanich	Highlands	Oak Bay	North Saanich	Saanich	Sidney
Estimated population children 0 to 12	2,134	295	2,065	1,005	13,800	1,045
Estimated children needing space	1,006	139	969	494	5,915	483
Licensed FT spaces	355	57	454	218	2,977	250
Percent of need met	35%	-	47%	44%	50%	52%
Spaces to meet 100% of 2020 need	651	0	515	276	2,938	233
Spaces needed to meet +15% more of need	151	21	145	74	887	72

*I'm considering not returning to work if I can't find someplace I feel comfortable leaving my child.*

*As a working mother of 3, childcare is without a doubt the biggest stressor in my life. The wait lists are miles long and there is so little choice.*

*I don't even know the birthdate or gender of my baby scheduled for arrival in July 2020 and I have already had to put them on a waitlist for infant care.*

*There just simply isn't enough quality, affordable childcare and finding somewhere open before 7:30-8am or after 5pm is even more challenging. How are parents who commute 30 min plus each way supposed to make this work?*

## Recommendations

### **Bylaw and Policy Considerations:**

- Incorporating child care into relevant municipal plans.
- Clarifying child care definitions and aligning Zoning Bylaws with the Child Care Licensing Regulation.
- Investigating options, community support and economic impact for allowing group child care centres in more zones.
- Listing child care as an example of a community amenity.

### **Partnership Considerations:**

- Sharing child care inventory findings with relevant municipal committees.
- Sending a staff person to attend the local Early Childhood community table.
- Adopting a Child Care Partnership Guideline to direct staff to designate a staff person to be the lead contact for organizations seeking to create or expand child care.
- Promoting the Prime Minister's Awards for Excellence in Early Childhood Education and work with local groups to acknowledge all nominees.
- Writing a letter of support for the creation of a local Workforce Development Program to support people to receive basic training for Early Childhood Education.

### **New Space Creation Considerations:**

- Exploring options to build new child care facilities on municipally owned land.

### **Advocacy Considerations:**

- Informing and advocating on issues which cannot be addressed by the municipal government but require action from other orders of government or community groups.

## BACKGROUND

**A CHRONIC SHORTAGE OF DAYCARE IS CAUSING SIGNIFICANT PROBLEMS FOR YOUNG FAMILIES ON THE SAANICH PENINSULA AND IN THE SURROUNDING MUNICIPALITIES - IMPACTING THE QUALITY OF LIFE, FAMILY BUDGETS, AND OUR MUNICIPAL ECONOMIES.**

Six municipal partners – Central Saanich, Highlands, North Saanich, Oak Bay, Saanich and Sidney - worked together to develop a childcare inventory, gap analysis, and develop a regional Saanich Peninsula child care action plan.

**The Government of British Columbia has committed to addressing access to affordable quality child care through \$1 billion in new investments in child care and early learning between 2018 and 2021.**

Funding is directed toward the creation of new licensed spaces, training bursaries and wage subsidies to assist in recruitment and retention, start up grants to license-not-required providers to become licensed, and increasing the licensing capacity of Health Authorities.

One component of this funding is the Community Child Care Planning Program, administered by the Union of BC Municipalities, which provides funding for local governments to engage in child care planning activities in order to develop a community child care space creation action plan. The Saanich Peninsula Child Care Action Plan project activities have been funded through this program.



The Child Care Action Plans are intended to be focused on realistic and achievable actions with measurable results to enable the partner municipalities and communities to create new child care spaces and improve access to affordable, quality child care. This plan will answer the following questions:

- What are the current child care needs?
- How many spaces are required to meet these needs now and in the future?
- What actions can the partner municipalities take to support child care space creation?

# METHODOLOGY

Data for the report was gathered through four central sources:



Background research including regional and municipal demographics, bylaws, national studies on child care utilization, and BC child care licensing regulations. A reference list is provided in Appendix A.



Consultation with **child care providers** within the partner municipalities through an online survey, telephone interviews, and an online focus group.

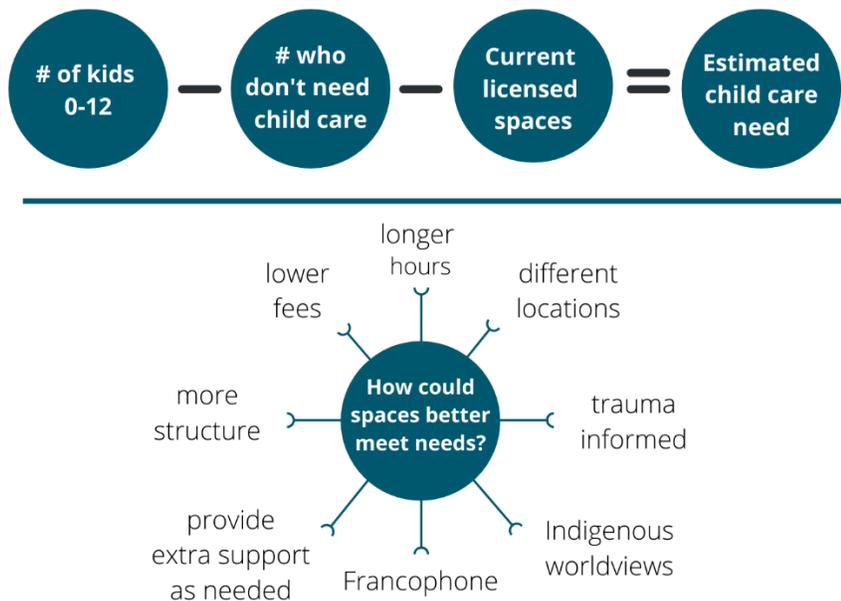


Interviews with **community partner organizations** and local government staff. A participant list is provided in Appendix B.



Consultation with **parents and families**, including: scheduled parent and family open houses, drop in attendance at family programs, an online survey which reached 613 families. Full survey results are reported in Appendix C.

Figure 1: Approach to determining child care needs



section one

# UNDERSTANDING CHILD CARE



## CHILD CARE LEGISLATION

The Government of BC sets policy, legislation and regulations on child care in BC, under the [Community Care & Assisted Living Act](#), and the [Child Care Licensing Regulation](#). The *Child Care Licensing Regulation* sets out detailed requirements for facilities, staff qualifications, ratios, and group sizes for licensed facilities.

The legislation also permits the existence of unlicensed child care for two or fewer children. Unlicensed child care facilities may register with their local Child Care Resource and Referral Centre but receive no annual licensing inspection.

BC Health Authorities monitors compliance of licensed child care providers with licensing regulations with annual inspections, and response to complaints.

The Ministry of Children & Family Development oversees other aspects of child care, including operational funding for child care providers, subsidies to families, and space-creation grant funding.

### Child Care Staff Training Requirements

Different types of child care require different levels of training for staff.

- Unlicensed child care requires no training.
- Licensed Family child care, or registered unlicensed child care, requires responsible adult certification: 19 years+ and 20 hours of child care training + First Aid and clear Criminal Record.
- Other licensed childcare requires a precise mix of workers with different certifications:
  - Infant Toddler Educator (ITE): 1300 hours of training
  - Early Childhood Educator (ECE): 900 hours of training
  - Early Childhood Educator Assistant (ECEA): one early childhood education course

Table 1: Types of child care					
	Ages	Maximum group	Staff: child ratio	Staff qualifications	Oversight
<b>Group child care (under 3 years old)</b>	Birth to 36 months	12	1:4	1 to 4 children: 1 ITE  5 to 8 children: 1 ITE & 1 ECE  9 to 12 children: 1 ITE, 1 ECE & 1 ECEA	Annual licensing inspection
<b>Group child care (2.5 years to school age)</b>	30 months to school age	25	1:8	1 to 8 children: 1 ECE  9 to 16 children: 1 ECE & 1 ECEA  17 to 25 children: 1 ECE & 2 ECEAs	Annual licensing inspection
<b>Group child care (before and after school)</b>	School age	24	1:12	1 to 12 children: 1 Responsible Adult  2 to 24 children: 2 Responsible Adults	Annual licensing inspection
<b>Multi-age child care</b>	Birth to 12 years old	8	1:8	1 to 8 children: 1 ECE	Annual licensing inspection
<b>Preschool</b>	30 months to school age	20	1:10	1 to 10 children: 1 ECE  11 to 20 children: 1 ECE & 1 ECEA	Annual licensing inspection
<b>Family child care</b>	Birth to 12 years old	7	1:7	1 Responsible Adult	Annual licensing inspection
<b>Registered License-not-required</b>	Birth to 12 years old	2 (or sibling group)	1:2	1 Responsible Adult	Initial home safety assessment
<b>License-not-required</b>	Birth to 12 years old	2 (or sibling group)	1:2	No qualifications required	None

## REGIONAL USE OF CHILD CARE

**FAMILIES TOLD US THEY COMMONLY ACCESS CHILD CARE ALL ACROSS THE REGION – TAKING SPACES WHERE THEY ARE AVAILABLE, CONVENIENT OR NOT.**

This project focused on child care within the six partner municipalities. However, while most families reported preferring having child care close to their home or children’s school, others wanted child care closer to their work or school.

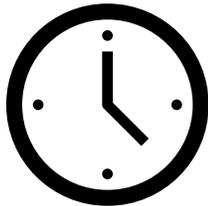
The six partner municipalities represent 45% of families with children under fourteen years old living in the Capital Regional District. The project has taken a sub-regional approach to inventorying child care spaces relative to the number of children, but we understand that the high demand for child care means families use child care where they can find it.

---

**83%**  
*of surveyed families preferred child care close to home or their child’s elementary school*

---

### Commuting time



It is common for workers across the Capital Region to commute between municipalities. In the 2016 Census, almost one-third of workers (29%) reported commute for 30 minutes or more.

Parents or guardians commuting to work after dropping children at child care need longer hours for care. A workday from 9 to 5, with a 30 minute commute, requires a child care to be open from 8 to 6, while many child care centres are only open from 8:30 to 5:30. As a result, some parents look for child care closer to their work than home.

# AVAILABLE CHILD CARE FUNDING

The Government of BC has funding to support the creation of new spaces.

## Child Care BC New Spaces Fund

The Child Care BC New Spaces Fund is helping to fund the creation of 22,000 licensed child care spaces across BC. Funding is available to support the creation, expansion and relocation of child care facilities proposing to create new licensed child care spaces. Per project, eligible applicants can receive up to:

- \$3 million for up to 100% of project costs for public sector organizations and Indigenous Governments
- \$1.5 million for up to 100% of project costs for Indigenous non-profit societies
- \$1.5 million for up to 90% of project costs for non-profit societies, including non-profit child care providers and child development centres
- \$250,000 for up to 75% of project costs for child care providers that are businesses or corporate companies

The next phase for applications for this fund is open from July to November 2020.

## Community Child Care Space Creation Program

This fund will assist local governments in creating new, licensed child care spaces within their own facilities or in a facility under a long-term lease agreement by the local government. The fund, administered by the Union of British Columbia Municipalities (UBCM), provides local governments with up to \$1 million to create new licensed child care spaces for children aged 0-5.

## Start-Up Grants for Becoming a Licensed Child Care Facility

There are also start-up grants available to support individuals to create family or in-home multi-age licensed child care spaces. Anyone who is currently not licensed (an adult, ECE, LNR or RLNR not currently operating licensed child care) is eligible, and funding provides an initial \$500 upon approval and up to a maximum total of \$4,500 based on number of licensed spaces created (\$500 / space).

## BARRIERS TO CREATING CHILD CARE

The Child Care Inventory and Action Plan Project was designed to help inform the creation of new child care spaces. As part of this work, the project connected with child care providers across the partner municipalities to understand the barriers to expanding child care spaces. Three central barriers emerged:

1. Finding and retaining qualified staff
2. Access to buildings or land suitable for child care facilities
3. Funding to support child care development and operation

### Finding and retaining qualified staff

In the survey of child care providers (83 responses), when asked about the staffing challenges they faced, the most common challenges were:

- 84% limited supply of subs
- 64% limited supply of applicants
- 23% high staff turnover

The survey comments from child care providers further illustrated the difficulties agencies were having finding staff.

*This is the major issue. We need more spaces for children but we as a community don't have the resources to staff.*

*ZERO SUBSTITUTES AVAILABLE. Makes finding coverage for appointments, etc., very challenging, and working alone I have no choice but to find substitutes or close my centre.*

*One position took 6 months to fill. Currently I have a posting that has been up for 2 months.*

*We desperately need qualified, experienced infant/toddler ECE's. We could have another class full of younger siblings if we could get the staff.*

*We are really struggling to find staff with proper qualifications.*

*We are very interested in expanding but being able to recruit and retain staff is a huge obstacle. Our rates are lower than average, which means our staff wages are lower than average, but we are having difficulty getting CCOF approval to raise our rates.*

Across all regions of BC, there is a current and worsening labour shortage of child care providers with all levels of certification.

Key recruitment and retention issues identified in a 2018 Phase1 Labour Market Partnership - BC Child care Sector: Final Engagement Report included:

**Low wages and lack of benefits:**

- The wages are low relative to other jobs with comparable training.
- There are limited abilities to offer raises, and few career pathways.
- Wages are the main reason people leave the field or one employer for another.
- Most centres are too small to offer benefits or pensions.

**Challenging working conditions:**

- Child care work requires emotional commitment, and physical fitness.
- Work hours are long, with few breaks and administrative tasks and planning must be completed outside of time caring for children.
- Skills shortage have resulted in few available substitutes, even if budgets permit covering sick or vacation days.
- These working conditions lead to burnout and high turnover.

**Public Perception of the Sector:**

- Child care is viewed by some as merely babysitting
- The lack of respect for the value of the work is contributed to by the gender imbalance of the sector.
- The perception of the child care sector contributes to low morale for child care providers and makes it difficult to recruit new people.

WorkBC reported that in 2018 the annual provincial median salary of Early Childhood Educators and Assistants was \$35,360, or \$17 / hour<sup>1</sup>, despite the completion of an Early Childhood Certificate or Diploma ranging from one to two years. Compared to other comparable professional certificates, ECEs require more training and earn a lower wage.

Early Childhood Educator	Education Assistant	Health Care Assistant
Training: 1-2 years	Training: 10 months	Training: 7 months
Median wage: \$17	Median wage: \$21	Median wage: \$24.10

<sup>1</sup> [www.workbc.ca/Jobs-Careers/Explore-Careers.aspx](http://www.workbc.ca/Jobs-Careers/Explore-Careers.aspx)

## PROVINCIAL ECE RECRUITMENT AND RETENTION INITIATIVES UNDERWAY

**Increased funding for ECE seats** at BC post-secondary institutions, as well as investment in the development of new training approaches, including targeted cohorts, summer intensives, online learning and part-time certificates.

**An ECE Education Support Fund** launched September 2018, with nearly \$16 million in bursaries provided since to offset the costs of ECE training, including an increased investment when the number of requests for bursaries exceeded expectations.

**Wage Enhancement Fund** From January 2019, a \$1 per hour wage enhancement for front-line ECEs working in eligible licensed child care facilities, with a second \$1 per hour wage enhancement added April 2020.

**Early Childhood Pedagogy Network** supports ECEs working in the field to collaborate. Across BC, 32 teaching specialists (known as pedagogists) have been hired to work with up to 45 ECEs in their area through community hubs.

**BC Early Years Professional Development Hub** provides online learning opportunities and a virtual space for educators to connect and share knowledge and experiences.

**Sector-led evaluation** of the Early Care and Learning Recruitment and Retention Strategy for BC's Early Childhood Educator is underway, to be completed by 2022.

## Access to buildings or land suitable for child care facilities

We heard about this challenge both from existing child care centres, looking to expand or needing to relocate, as well as from organizations seeking to create new centres. Appendix D includes a summary of all municipal zones where child care is permitted.

### SUITABILITY OF BUILDINGS

This includes access to outdoor play space, licensing requirements for space design, physical accessibility, and parking availability. Even where a building may be physically appropriate or adaptable to a child care facility, municipal zoning limits child care facilities to certain types of properties. The cost to design a new building to meet child care licensing requirements can be substantial, and some providers expressed frustration that these costs are being duplicated by applicants to the

Child Care BC New Spaces Fund, who each pay individually to design modular buildings, with no access to designs from other similar facilities.

### **MUNICIPAL ZONING**

#### **Group child care centres (with more than 8 children):**

- Typically limited to institutional, commercial, community and assembly zones.
- Not permitted in most residential, industrial (including light industrial), park, agricultural, or comprehensive development zones.

#### **Family or in-home multi-age centres (up to 8 children):**

- Permitted in residential zones as a home occupation.
- Though municipal zoning may explicitly limit the numbers of children who can be cared for in home occupations, the Community Care Act Section 20 supersedes these bylaws, and if challenged, the municipality may be required to permit any family and in-home multi-age care centre to have up to 8 children if the facility meets licensing requirements and municipal fire and safety regulations.
- This is likely not understood by most applicants hoping to open child care, or municipal bylaw staff addressing the requests.

#### **One-off zoning:**

- In many municipalities there are group child care facilities which have successfully rezoned a larger lot within a residential zone, so group centres have been successfully created within single family residential neighbourhoods.
- However, this is a costly and risky approach for an organization seeking to create a child care facility – the property must be purchased prior to rezoning applications, with no guarantee that the application will be successful, or how long the process will take.
- A key consideration in these decisions is often whether the lot is sufficiently large to provide adequate off-street parking to accommodate staff and family drop-offs and pick-ups.

### **AGRICULTURAL LAND**

In the Saanich Peninsula, development pressures are compounded by the agricultural value and importance of the land. As a result, large portions of the land are protected within the Agricultural Land Reserve (ALR), a provincial zone recognizing agriculture as the priority use, with restrictions on non-agricultural uses.

In most cases, child care providers recognize these restrictions as appropriate, even though they limit the properties available for child care facilities. However, providers expressed frustration by limitations preventing property in the ALR currently being used for school or church facilities from adding a modular child care building.

The survey comments from child care providers further illustrated the difficulties agencies were having finding property.

*We rent the space from a society which owns the building. We do not have 24/7 access or usage. We have to put away all of our belongings and set up tables and chairs for seniors' groups regularly. This presents a real challenge, but we make do because we see the need for child care in the neighbourhood and commercially zoned space is expensive and hard to find which meets all of our licensing requirements.*

*I know of many people who are interested in opening new centres, but their biggest obstacles come from municipalities. Zoning is a huge issue, and the costs associated with meeting both VIHA and municipal requirements are completely insurmountable.*

*Our program closed Dec 20, 2019 due to lack of affordable space.*

*We would love to have a more secure facility/land. We are renters on church property that most likely will be sold in the upcoming years for development.*

## Funding to support child care development and operation

Affordability of child care fees is a significant concern for families with young children. Families and community members often question why fees are so high, even when government funding helps to subsidize the development and operational costs, and staff wages are typically low. However, licensing requirements which are designed to ensure quality care, such as staff ratio and access to outdoor play space, result in high operating costs, which are not offset by available government funding.

### DEVELOPMENT FUNDING

Even with the significant investment the Government of BC has made into supporting the development of child care spaces through the Child Care BC New Spaces Fund, there are many costs which are not covered.

It takes time and resources to find a location, prepare an application for funding, contract and manage an architect and builders, and recruit

and hire staff. The Child Care BC New Spaces Fund also provides the greatest funding for child care facilities on public land, where the facility will remain in the public domain. Non-profit organizations building on privately owned land can receive a maximum of \$1.5 million compared to municipal governments who can receive up to \$3 million – and some non-profits have found that \$1.5 million is insufficient to cover building costs, yet they have limited ability to borrow or reserves to cover the difference.

While development funding only covers part of the costs for the creation of new child care spaces, smaller organizations will be unable to take the lead in child care creation, and organizations who do may pass on remaining costs to parents over time through fees.

## OPERATIONAL FUNDING

There are also administrative costs for the operation of a child care facility, above and beyond the direct care provided to children. This includes administrative time for reporting to the provincial government on attendance, staffing, and other funding related requirements; human resources (hiring, scheduling, finding substitutes as needed), and professional development. Further, there are operational costs such as rent and utilities, toys and learning supports, play equipment, cleaning supplies, and food if provided.

The Ministry of Children and Family Development provides some operating funding to child care facilities to support delivery and reduce parent fees.

**Child Care Operating Funding (CCOF) Base Funding:** This funding assists eligible licensed family and group child care providers with the day-to-day costs of running a facility. Rates of funding are greatest for Group or Multi-Age Centres than for Family Centres, and License-Not-Required Centres receive no base funding.

Rate Category	Group & Multi-Age	Licensed Family
Under 36 months	\$12.00	\$3.70
3 years to Kindergarten	\$5.48	\$2.82
Grade 1 to 12	\$2.80	\$1.46
Preschool	\$1.37	-

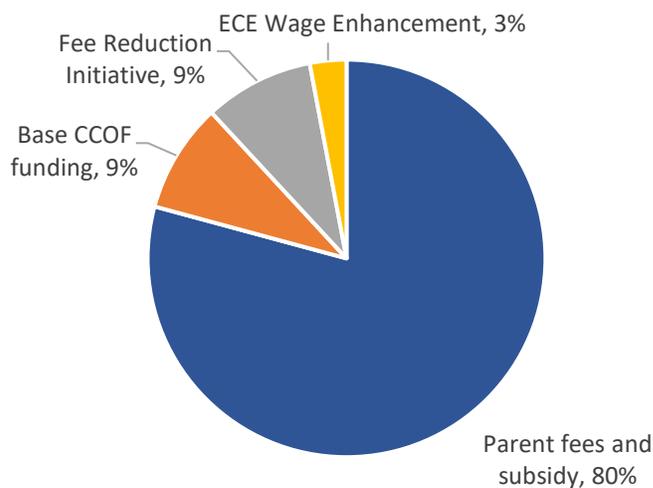
**Child Care Fee Reduction Initiative:** This funding enhances child care affordability by offering funding to eligible, licensed child care providers to reduce and stabilize parents’ monthly child care fees. Again, funding amounts vary depending on the age of the child.<sup>2</sup>

- \$350/month for group infant/toddler care
- \$200/month for family infant/toddler care
- \$100/month for group care for children aged 3 to Kindergarten
- \$60/month for family care for children aged 3 to Kindergarten

Providers also receive Administrative Top-Up funding equivalent to 20% of the facility’s CCOF Base Funding.

While the Government of BC has considerably increased the investment into child care, and continues to explore a Universal Childcare model, operational funding, fee reductions, and wage enhancement subsidies still make up only a small portion of required child care revenue (20%).

**Figure 2: Example of revenue for a Group Child Care Centre for 3 to 5 year olds**



It should be noted that the increase in government operational funding for child care since 2017 has already reduced child care fees across BC. However, in the absence of a further increase in operational funding, fees will continue to be unaffordable for many families.

***[Child care] is often the second biggest expense for parents after rent or mortgage.***

**-David Macdonald, Canadian Centre for Policy Alternatives**

<sup>2</sup> Part-time care receives a pro-rated amount.

### \$10aDay Child Care Plan

In 2011, child care advocates across BC proposed the [\\$10aDay Child Care Plan](#). In 2018, the BC government introduced its [Child Care BC Plan](#) in response, a plan with shared goals to reduce parent fees, increase educator wages and education, and create more licensed spaces that meet diverse family needs.

Steps towards this plan have included substantial new funding in all these areas, as well as funding 50 Universal Child Care Prototype Sites which are helping to test funding and operational models required to move BC towards a universal child care system, such as the one outlined in the \$10aDay Child Care Plan.

The \$10aDay Plan aims to make child care affordable by bringing fees down to \$10 a day for full time care, \$7 a day for part time care, and no parent fees for families with annual incomes under \$45,000. The plan also invests in the Early Childhood Educator workforce, supporting all care providers to obtain an ECE diploma over time, and increasing wages to an average \$25 per hour, along with improved benefits and regular inflation adjustments. Unlicensed caregivers will be supported to become Early Childhood Educators and work in the regulated system if they choose.

As of June 2020, 68 municipal governments and governmental organizations had endorsed the \$10aDay Child Care plan, including the District of Oak Bay and City of Victoria within BC's Capital Region.

Endorsing the plan requires passing a motion at Council.

**Before 2018, child care in BC received very little public funding, unlike schools and other community services.**

section two

# REGIONAL CONSULTATION



## CONSULTATION FINDINGS

The Child Care Inventory and Action Plan Project was designed not only to determine how many spaces were available, and how many more were needed, but also how spaces could better meet the diverse needs of the families within the partner municipalities. In particular, the Union of BC Municipalities asked that each project look at how well child care spaces were meeting the needs of families who might be underserved, including:

- Families living on low incomes
- Families with children with extra support needs
- Francophone families
- Indigenous families
- Newcomer families

### Families living on low incomes

Across the Capital Region, there are 9,400 children living in poverty, or one in six children. Children in lone-parent families are at the highest risk of living in poverty, with 44% of lone-parent families living in poverty.<sup>3</sup>

The Living Wage for Greater Victoria for 2019 dropped by \$1.04 between 2019 and 2018. Although the cost of living continued to rise, the BC government's new child care investments significantly improved affordability for families with young children. Despite this, child care fees are the second-largest expense for most young families after housing.

#### **\$ AFFORDABLE CHILD CARE BENEFIT**

Low and middle income families can receive financial assistance towards child care through the Affordable Child Care Benefit, a monthly payment to help eligible families with the cost of child care. Families need to renew their application every year.

*Completing the subsidy applications can be very challenging, and often requires assistance from social service agencies.*

<sup>3</sup> <https://still1in5.ca/2019-child-poverty-report-card/2019-regional-factsheets/>

The subsidy amount increases with the staff qualifications required at each facility: a family will receive a higher subsidy for a child at a group child care or multi-age centre, than they will for a child at a licensed family centre, followed by registered license-not-required, and unregistered license-not-required. This assumes that the fees are lower in centres with lower qualifications, but this is often not the case.

---

It is easier to find a child care space in a licensed family or license-not-required centre, so low-income families are at a further disadvantage in affording child care because the subsidy is lower for the spaces which are most available.

---

### COMMUNITY SERVICES

Non-profit community-based groups offer key support to low-income families. Of note in the partner municipalities are Saanich Neighbourhood Place and Beacon Community Services, as well as organizations like the Single Parent Resource Centre and Boys and Girls Club which serve the Capital Region as a whole. These organizations provide a range of important services such as:

- outreach and referrals,
- pre- and post-natal support,
- parent & child drop-ins,
- parenting courses,
- food security programs, and
- clothing exchanges & toy libraries.

---

There is an unmet demand for community-based services in some neighbourhoods which existing agencies cannot meet without physical expansion.

---

### MCFD INVOLVED FAMILIES

Families who have been involved with the Ministry of Children and Family Development (MCFD) or a delegated Aboriginal Agency, and may have had their children removed, or are at risk of removal, may be required to access licensed child care as part of the terms of the Ministry involvement.

---

The requirement by MCFD for a child to attend child care does not result in priority access to any space.

---

## Families with children with extra support needs

It is unclear how many families with children with extra support needs there are in BC or this region, though across Canada the 2006 Participation and Activity Limitation Survey found that 4.6% of children 5 to 14 years old had one or more disabilities. Learning, speech, and chronic conditions were the leading types of disabilities for children in this age group.

Families with children with extra support needs commonly reported difficulties accessing and retaining child care. With child care spaces in such high demand, child care providers are often less likely to accommodate the need for extra support. Group centres are often best equipped to meet their needs, as it is most common that they have multiple staff working at once who can assist with accommodations.

Amongst the families who answered the family survey, 9% reported having children with extra support needs. The most commonly reported extra support needs were:

<b>79%</b>	Behavioural / Emotional
<b>43%</b>	Developmental
<b>36%</b>	Learning / Cognitive
<b>23%</b>	Speech
<b>11%</b>	Mobility



**PRINCE EDWARD ISLAND REQUIRES PUBLICLY FUNDED AND MANAGED EARLY YEARS CENTRES TO ACCEPT CHILDREN WITH EXTRA SUPPORT NEEDS. IN EVERY OTHER PROVINCE ACROSS CANADA, CHILDREN CAN LEGALLY BE TURNED AWAY.**



### BRITISH COLUMBIA EARLY LEARNING FRAMEWORK

The newly revised BC Early Years Framework strengthens the vision of inclusive spaces and practices for all children, including children with diverse abilities and needs. Inclusive learning and care is the principle that children of all abilities, including children with diverse abilities and needs, have equitable access to quality learning and child care and are supported in play and learning along with other children in a regular program.

---

One of the new 9 Early Learning Framework Principles is:

Early years spaces are inclusive.

---



## SUPPORTED CHILD DEVELOPMENT PROGRAM

The Government of BC funds the Supported Child Development Program for children 0-12 in communities across BC, offering consultation, extra staffing supports and staff training to child care providers and early childhood educators. Within the Capital Region, this program is offered through Island Health at the Queen Alexandra Centre for Children's Health. The child care provider has to apply for this extra funding.

The program has been enormously helpful in providing support staff and training to child care providers to meet the needs of their children, but provincial funding for this program has been fixed for some time.

---

Children in preschools are prioritized for support staff. However, many child care centres describe themselves as preschools, but are not licensed as such, and are therefore not eligible.

---



## CHILD CARE LICENSING REGULATION

The Child Care Licensing Regulation defines the certificate to work with children with extra support needs as “a special needs early childhood educator certificate”.

This term is no longer preferred within early learning settings, but because the term is used in legislation, it is often used by default. Inclusive early learning advocates and families are frustrated with the ongoing use of the term.

---

Extra support needs, or inclusive learning, help us understand that these needs are not “special”.

---

## Francophone families

Across the Capital Region, 2% of residents are Francophone, or an estimated 845 children age 0 to 12. Francophone families are often looking for Francophone child care, which is distinct from bilingual child care where children and teachers primarily speak in English. Francophone child care is an essential foundation to the transmission of language and culture within a largely English-speaking society.

---

With both a Francophone child care followed by Francophone school, only 33% of Francophone children successfully retain their language and culture.

With only a Francophone school, this number drops to 18%.

*- Société francophone de Victoria*

---

We were only able to identify 74 full-time Francophone child care spaces for children below school age, 14 preschool spaces, and 100 school age care spaces. The majority of these are operated by the Société francophone de Victoria, on Francophone school district property. None of these spaces are within the six partner municipalities.

Though the BC School Act, eligible Francophone children with a Francophone school in their district, must be provided a space in the school. This same approach does not apply to Early Childhood Education, and the waitlists for the small number of Francophone day cares are very long.

Francophone child care providers struggle to find and retain Francophone Early Childhood Educators. It is not possible to take an Early Childhood Education program in French anywhere in BC.

- The Société francophone de Victoria recently had to close their preschool program because they were unable to find and retain staff.
- It is common for Francophone schools to recruit workers from Francophone child cares, and schools are able to pay a higher hourly wage.



## BC EARLY CHILDHOOD EDUCATOR REGISTRY

Many Early Childhood Educators certified elsewhere in Canada come to the Capital Region along with a spouse in the military.

While the BC Early Childhood Educator Registry has linked certifications from other provinces to the BC equivalent, Quebec is not included. Despite these certification equivalencies being covered by the Federal Provincial Agreement on Internal Trade Certification Equivalencies from Province to Province, child care providers report that applying for this certification recognition is extremely slow and often unsuccessful.

---

The certifications of Francophone Early Childhood Educators from Quebec or France are often not easily recognized by the BC Early Childhood Educator Registry.

---

## Indigenous families

The Esquimalt, Songhees, Tsawout (S̷ÁUTW), Tsartlip (W̷JOŁŁP), Pauquachin (BOKÉĆEN), Tseycum (W̷SÍKEM), and Malahat (MÁLEXEŁ) First Nations have lived for thousands of years in the lands now known as the Capital Region, and continue to have vibrant communities and cultures here.

The Tsawout (S̷ÁUTW), Tsartlip (W̷JOŁŁP), Pauquachin (BOKÉĆEN) and Tseycum (W̷SÍKEM) all have reserve lands within the subregion. The Songhees and Esquimalt Nations each have reserve lands nearby. As the population of families within the partner municipalities has grown, likely so too has the population of families living on these reserve lands. While the overall population of non-Indigenous people in BC grew by 5% between 2011 and 2016, the population of Indigenous people grew by 16%. The already younger populations have likely continued to grow.

Estimated numbers of children under 14 on reserves within the subregion<sup>4</sup>:

250	Tsartlip (W̷JOŁŁP) First Nation
210	Tsawout (S̷ÁUTW) First Nation
100	Pauquachin (BOKÉĆEN) First Nation
<u>90</u>	Tseycum (W̷SÍKEM) First Nation
650	

---

<sup>4</sup> Statistics Canada, Aboriginal Population Profile, 2016 Census

In addition to the estimated 650 children living on reserve, living off reserve, 5% of the population across the Capital Region are Indigenous, or an estimated 2,115 children ages 0 to 12.

Despite the high numbers of Indigenous children, only two child care facilities were identified which were managed by Indigenous organizations and which explicitly incorporate Indigenous worldviews, including the XaXe STELITKEL managed by the Victoria Native Friendship Centre, and the St̓el̓emw CHILD DEVELOPMENT CENTRE managed by the W̓SÁNEĆ School Board.



### ABORIGINAL HEAD START

Aboriginal Head Start supports activities focused on early childhood learning and development for Indigenous children from birth to age six and their families. There are both urban Aboriginal Head Start programs and programs on reserve, and programming is designed and delivered by Indigenous communities to meet their unique needs and priorities. On reserve programs exist in Esquimalt, Songhees, Tsawout, Tsartlip, Pauquachin, Tseycum, and Malahat First Nations.

---

#### Program components

- Culture & language
  - Education
  - Health promotion
  - Nutrition
  - Social support
  - Parent & family involvement
- 



### INDIGENOUS LEARNING AND CHILD CARE FRAMEWORK

Building on their work to help Indigenous communities develop high quality, culturally grounded, spiritually enriching, community child care services based in the child's culture, language and history, the BC Aboriginal Child Care Society has been authorized by the BC First Nations Leadership Council to coordinate the implementation of the national [Indigenous Early Learning and Child Care Framework](#) in BC. They also offer training to help early childhood educators enhance the services they provide for Indigenous children and families.

---

IELCC Framework areas for immediate need:

Increasing access for First Nations families

Enhancing the quality of ELCC services and supports

Building capacity in the Indigenous ELCC sector

---



## MÉTIS NATION EARLY LEARNING AND CHILD CARE FRAMEWORK

The Métis Nation and the Government of Canada entered a 10-year Métis Nation Early Learning and Child Care Accord in 2019, with the goal of implementing the Métis Nation Early Learning and Child Care (ELCC) Framework. A distinct Métis Nation ELCC Framework recognizes the importance of a distinctions-based approach in ensuring that the rights, interests and circumstances of the Métis Nation are acknowledged, affirmed and implemented.

---

Framework goal:

Create and enhance early learning programs and supports for Métis children and their families, anchored in Métis culture and responsive to the unique needs of Métis children and families.

---



## BRITISH COLUMBIA EARLY LEARNING FRAMEWORK

The newly revised BC Early Years Framework strives to resist language, concepts, and pedagogies that perpetuate legacies of colonization and marginalization of Indigenous people.

Some of the ways that Indigenous worldviews have been woven into the Framework include:

- Encouraging educators to engage with local histories with respectful curiosity and a desire to contribute and share, recognizing Indigenous peoples' roles as knowledge keepers of these places.
- Recognizing the diversity and richness of Indigenous communities throughout B.C., including 203 First Nations and 34 First Nations languages.

---

Early child care programs within or near Indigenous communities can contribute to the cultural vitality of the program by exploring ways of honouring and learning from community Elders.

---

## Newcomer families

Across the Capital Region, 18% of the population immigrated to Canada, and 2% immigrated within the past five years. An estimated 845 children 0 to 12 living in the Capital Region are recent immigrants.

Newcomer families may face additional challenges in accessing child care, including understanding how to find and access child care and communicating with child care providers.

Many newcomer children have experienced trauma in their journey to Canada, and few child care providers are able to provide trauma informed care. Child care providers may also demonstrate cultural bias when engaging with newcomer families and their cultures, for example, highlighting only on the newcomer's culture as different, rather than taking an opportunity to share everyone's cultural background.

---

*The Victoria Immigrant and Refugee Centre Society has been funded through the BC Child Care New Spaces Fund to create a trauma informed child care centre.*

---

## COVID-19

In early March, as the consultation phase of this project was underway, the COVID-19 pandemic hit BC. This limited the engagement options for the remainder of the project, but will also impact child care in the short and medium term.



The Government of BC made Temporary Emergency Funding available to licensed child care providers who were already receiving Child Care Operating Funding. This funding was intended to help providers who remained open continue to support essential service workers and families in their community and help those who needed to temporarily close get back up and running when they are able.

In response to concerns about COVID-19 spreading, many child care centres closed. Others remained open, but prioritising spaces for essential workers. In May, the Government of BC released [Public Health Guidance for Child Care Settings](#) guidelines for child care centres to slow the potential spread of COVID-19.

In conversation with child care providers and families in May, as more child care providers began to re-open, the project sought to understand what the impact of COVID-19 would be in the short and medium term on child care facilities.

Here are the key points we heard:

### Short-term

- Drop off and pick up times are more complicated, with some centres requiring this to happen outside the centre (minimising the numbers of adults inside).
- Practicum students have had to delay the completion of their practicums, subsequently delaying their availability to complete their certification and be available for work.
- Reallocating spaces from essential workers to those who previously held them is logistically difficult.
- Families are reluctant to send children back to child care, leaving centres operating with lower numbers which is not sustainable.
- Families with school age children are struggling to find care through the summer, as summer camp spaces are reduced.

### Medium-term

- Requirements for more frequent and thorough cleaning and disinfection may result in child care centres offering shorter hours, especially Family child care centres, who have to complete cleaning tasks at the end of an already long day.
- Child care operators who were planning to close or retire in the next year are not reopening.
- Some Licensed-not-required and Family child care centres who had not been planning to close decided to do so.
- Families and child care providers worry about children who attend multiple child care centres, or go to both school and after school care, as being at higher risk.
- There is a greater demand for outdoor and nature based child care, but child care licensing regulations still require that providers maintain an indoor facility in order to be licensed.

**A SIGNIFICANT IMPLICATION FOR THIS PROJECT IS THE LIKELIHOOD THAT THE NUMBER OF LICENSED CHILD CARE SPACES IS NOW SMALLER THAN THE NUMBER INVENTORIED PRIOR TO COVID-19.**

## FAMILY SURVEY RESULTS

A summary of key findings from the parent and family survey follows, with a complete summary of results in Appendix C.

### 613 respondents completed the survey

- 4% of respondents had Indigenous children.
- 9% of respondents had children with extra support needs.
- 10% of respondents had children that spoke languages other than English as a first language (3% were Francophone).
- 9% were single parents.
- 7% had a household income below \$50,000.

### 75% had their children regularly in paid child care some days each week

- 34% of those without paid care were looking for needed child care but had not been able to find it

70% of families surveyed need for 5 days a week but only 62% of respondents currently have it for all 5 days needed

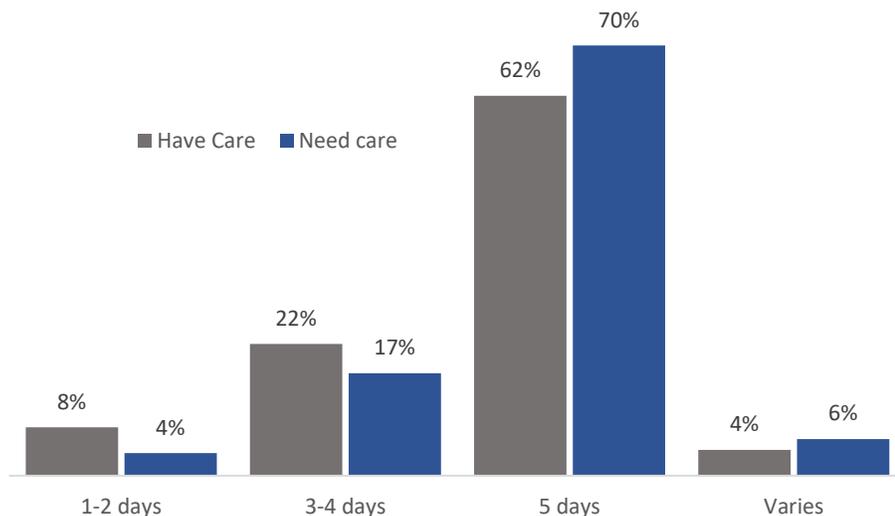


Figure 3: Number of days families with paid care have and need it

Only three in ten respondents with child care had been able to find care when they needed it.

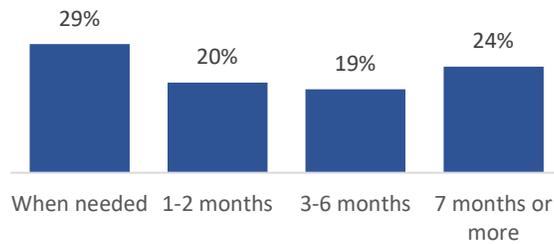


Figure 4: Timing when child care was found

When unable to find care:

- 62% relied on family and friends for unpaid care
- 42% delayed their return to work
- 34% worked on an adjusted schedule
- 16% hired a nanny

Almost half (44%) of respondents with paid childcare had two or more paid childcare arrangements

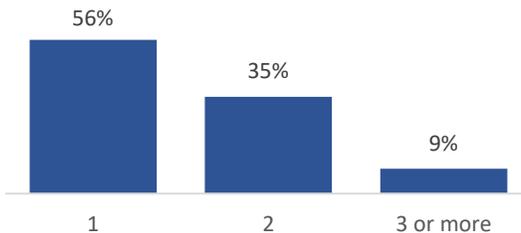


Figure 5: Number of paid child care arrangements

Two-thirds of families (63%) with paid child care are still looking for other child care arrangements.

When asked their preferred type(s) of child care:

- 57% wanted group care with ECEs
- 39% wanted multi-age care with an ECE
- 37% wanted before or after school care
- 32% wanted care on Pro-D days and other school closures
- 17% wanted preschool
- 16% wanted licensed family care
- 8% wanted license-not-required care

Other features families were looking for included:

- 70% Lower fees
- 53% Child care with credentialed Early Childhood Educators
- 50% Location closer to home
- 49% Longer or flexible hours of care
- 46% Structured early child care education and programming
- 29% Location at or with transportation to school
- 29% Part time care
- 26% Child care eligible for a higher subsidy rate

- 23% Location closer to work
- 12% Child care that includes Indigenous worldviews
- 10% Child care able to care for children with extra support needs
- 7% Weekend care
- 6% Francophone child care

### **Priorities identified for the Child Care Action Plan**

Ages of child care needed:

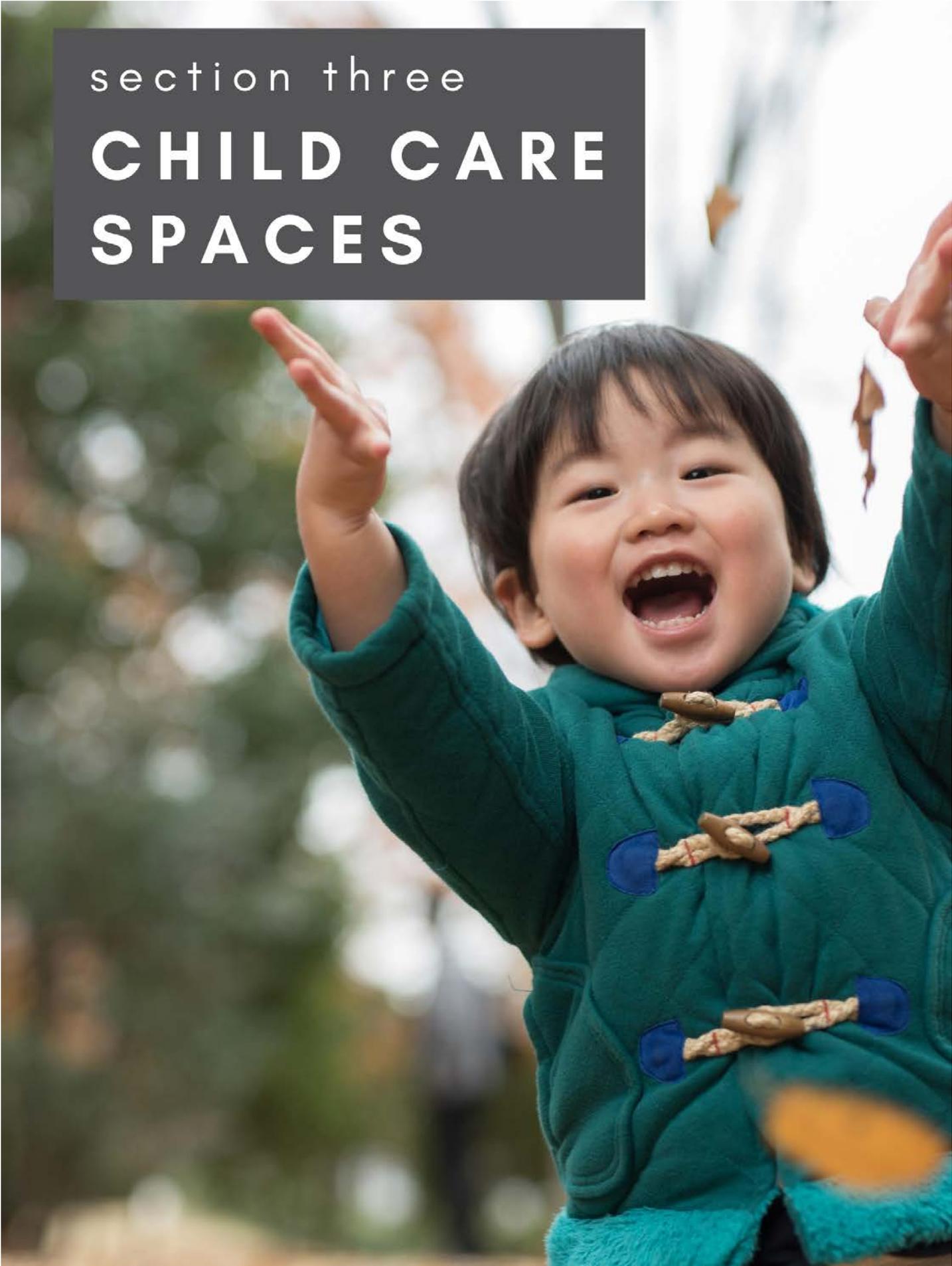
- Child care for 0 to 3 year olds
- Before and after school care
- Child care for 3-5 year olds
- Group child care facilities (up to 12 infants or up to 25 children aged 3-5)
- Preschools

Top features to develop in child care:

- Affordable child care
- Flexible hours
- Structured early child care education and programming
- Better quality child care services

section three

# CHILD CARE SPACES



## NUMBERS OF CHILD CARE SPACES

Across the six partner municipalities, over 4,200 full-time licensed child care spaces were identified (excluding an additional 607 part-time preschool spaces). These spaces met just under half (47%) of the estimated demand for child care, once the following factors were considered:

- How many children 0 to 12 are estimated to live in each municipality as of 2020?
- How many of these children do national studies suggest families want paid child care for?

**Table 3: Estimated percent of children who need child care in Canada, by age**

Age	Under 1	1 to 2	3 to 5	6 to 10	11 to 12	0 to 12
Percent needing care	13%	56%	69%	55%	33%	58%

Other families might have children cared for by a parent, other family member, or friend, or use a nanny.

If the partner municipalities set a goal to create sufficient spaces to meet all the estimated demand in 2020, this would require supporting the creation of more than 4,000 additional spaces.

**Table 5: Estimated numbers of licensed child care spaces needed**

	Central Saanich	Highlands	Oak Bay	North Saanich	Saanich	Sidney
Estimated population children 0 to 12	2,134	295	2,065	1,005	13,800	1,045
Estimated children needing space	1,006	139	969	494	5,915	483
Licensed FT spaces	355	57*	454	218	2,977	250
Percent of need met	35%	-	47%	44%	50%	52%
Spaces to meet 100% of 2020 need	651	0	515	276	2,938	233
Spaces to meet +15% more of need	151	21	145	74	887	72

\* Out of school care spaces are located closer to schools in neighbouring Langford

Within each municipality, a more detailed assessment of the numbers of spaces available for each age group was conducted, as well as the location of child care spaces within each neighbourhood.

The work to help meet the current need is substantial, and municipal resources are limited. Action areas to address can include:

- **Policy and Bylaws** to increase access to potential land and buildings for child care
- **Partnership Development** to inform and work with other local partners to increase access to child care
- **New Space Creation** to support organizations working to create child care spaces
- **Advocacy** to inform the provincial government of actions which will further support the development of child care

## CENTRAL SAANICH

Within Central Saanich, 355 full-time licensed child care spaces were identified (excluding 98 part-time preschool spaces).

The greatest number of spaces needed are for School Age, followed by Three to Five, and finally Infant Toddler. If considering percentage need, the highest need in Central Saanich is for Infant-Toddler, followed by School Age, then ages 3 to 5).

**Table 6: Central Saanich Child Care Needs**

	Infant Toddler	Three to Five*	School Age	Total
Estimated 2020 population of children 0-12	493	459	1,182	2,134
Estimated children needing space	173	263	570	1,006
Licensed spaces <sup>5</sup>	48	118 (216 with preschool)	189	355 (453)
Percent of need met	27%	45%	33%	35%
Spaces needed to meet 100% of estimated need	125	145	381	651
Spaces to meet +15% more of need	26	39	86	151

### Key Findings:

- Central Saanich experienced a substantial jump in population between 2011 and 2016, and municipal projections suggest that the growth has continued at a similar rate in the last four years.
- The majority of child care spaces are appropriately located in the three neighbourhoods where the majority of children 12 and under live: Brentwood Bay, Keating and Saanichton.
- There are school age care spaces at or near both elementary schools in Central Saanich, and neither school has room for additional spaces on site.

<sup>5</sup> Assumes that Family Child Care includes 1 infant toddler spot and Multi-Age Child Care includes 2 infant toddler spots.

- The Tsartlip First Nation has licensed child care spaces on reserve, but the Tsawout First Nation does not.
- The amount of land in Central Saanich within the Agricultural Land Reserve limits the development of group child care. New child care centres might be most easily developed in commercial zoned property.

*I wish we had group child care centres open from 7am to 6pm so one could work downtown and commute.*

*As a working mother of 3, childcare is without a doubt the biggest stressor in my life. The wait lists are miles long and there is so little choice. I have not been able to secure a spot in any after school program for my oldest son so have to adjust my work hours as required. It would be nice to see even some more casual after school programs offered such as a sports or arts class that kids could attend somewhat flexibly.*

*On the Peninsula we are in desperate need of more childcare spaces for 1-3 year olds. Currently it is almost impossible to find a space! You have to put your name on waitlists when you are pregnant and even then you are not guaranteed a space. The current wait list for before and after school care at my son's school (Keating) is 2-3 years! This is unacceptable. Some have had to quit their jobs because they couldn't find care. Grandparents have to act as a nanny. Employers have to redistribute work to accommodate.*

## HIGHLANDS

Within the Highlands, 57 full-time licensed child care spaces were identified. All 57 spaces were provided by the same child care provider.

These spaces technically meet the estimated need for child care within the Highlands. However, high demand has many families looking for child care across the region, and the spaces available in Highlands are likely to be filled by children from outside the municipality.

As noted in the Family survey results below, we heard from a number of parents in the Highlands who wished that they could get care within their community. The creation of any new child care in the Highlands would help meet the needs of residents of both Highlands and nearby municipalities. This report assumes that 50% of current spaces are filled from outside the municipality.

**Table 7: Highlands Child Care Needs**

	Infant Toddler	Three to Five*	School Age	Total
Estimated 2020 population of children 0-12	60	50	185	295
Estimated children needing space	21	29	89	139
Licensed spaces <sup>6</sup>	26	31	0*	57
Estimated percent of need met for Highlands families	38%	45%	0%	-
Spaces needed to meet 100% of estimated need	13	16	-	29
Spaces to meet +15% more of need	3	4	-	7

### Key Findings:

- While the Highlands experienced some population growth since 2006, the population growth was not primarily children.
- There were no licensed child care spaces identified in the neighbourhood with the majority of children (Southern Highlands).

<sup>6</sup> Assumes that Family Child Care includes 1 infant toddler spot and Multi-Age Child Care includes 2 infant toddler spots.

- There are school age care spaces at or near both elementary schools in Langford which Highlands students attend.
- The Highlands is best suited to the creation of Multi-Age and Family Licensed Child Care spaces.

*I am an ECE. Finding work is not an issue, finding childcare for my daughter is. I wish there was enough childcare facilities that would guarantee staff a spot for their children.*

*I don't even know the birthdate or gender of my baby scheduled for arrival in July 2020 and I have already had to put them on a waitlist for infant care. Even then, I was told that the waitlist for care is very long so make sure to have backup care in place just in case they don't get a spot for July 2021. It shouldn't be this hard to find care!*

*It would be nice if there was priority placement for families in the specific region/community that the care provider is in. I understand that it is also a business so they may have to open it up to other families in other communities to make it viable; however, if there is a family in the community they should get priority on the waitlist.*

## NORTH SAANICH

Within North Saanich, 218 full-time licensed child care spaces were identified.

The greatest number of spaces needed are for School Age, followed by Three to Five, and finally Infant Toddler. If considering percentage need, the highest needs for spaces in North Saanich are for School Age, followed by Three to Five and Infant Toddler.

**Table 8: North Saanich Child Care Needs**

	Infant Toddler	Three to Five*	School Age	Total
Estimated 2020 population of children 0-12	190	200	615	1,005
Estimated children needing space	59	138	297	494
Licensed spaces <sup>7</sup>	46	100	72	218
Percent of need met	78%	72%	24%	42%
Spaces needed to meet 100% of estimated need	13	38	225	276
Spaces to meet +15% more of need	9	21	44	74

### Key Findings:

- North Saanich experienced only a mild increase in population between 2011 and 2016, and no substantial increase in population is projected within the last four years.
- The majority of child care spaces are not located in the neighbourhoods where the majority of children 12 and under live. We would have hoped to see the majority of child care spaces in Bazan Bay, Deep Cove, Dean Park and Lands End, especially Bazan Bay which has the most children, an elementary school, and is one of the municipality's lower income neighbourhoods. Instead, the majority of spaces are in Airport, Lands End, and Deep Cove, with a few in Dean Park.
- There is no longer any out of school care available at or near KELSET Elementary, and the School District is not able to add child

<sup>7</sup> Assumes that Family Child Care includes 1 infant toddler spot and Multi-Age Child Care includes 2 infant toddler spots.

care to the site. However, new spaces being created at Sidney Elementary are anticipated to increase availability within the Panorama Rec Out of School Care which picks up at KELSET.

- There are no licensed child care spaces on either the Pauquachin or Tseycum First Nation reserves.

*Working as a part time nurse there is nowhere close for my kids to be cared for 12 hour shifts and flexibility with night shifts and needing sleep. I often am forced to go more than 24hours with no sleep because I have nobody to help care for my kids.*

*We are an Indigenous family and I would love to have a high end facility that supported my boys learning and culture but right now - we just need care and are so desperate. I prioritize care over culturally relevant services which is a challenge. We are currently at LULU's and love the program. I feel they are getting top tier care. They have expressed they would be willing to do before and after school care but cannot find staff.*

*There just simply isn't enough quality, affordable childcare and finding somewhere open before 7:30-8am or after 5pm is even more challenging. How are parents who commute 30 min plus each way supposed to make this work?*

*Our elementary school has lost two or three before/after school care programs this year. I've heard that there are people willing to run programs but no locations available for these programs. It sounds like the licensing hoops to get a location approved for a program are too challenging.*

## OAK BAY

Within Oak Bay, 454 full-time licensed child care spaces were identified (excluding 58 part-time preschool spaces).

The greatest number of spaces needed are for School Age, followed by Infant Toddler, and finally ages Three to Five. If considering percentage need, the highest need is for Infant Toddler, followed by School Age and finally Three to Five.

**Table 9: Oak Bay Child Care Needs**

	Infant Toddler	Three to Five*	School Age	Total
<b>Estimated 2020 population of children 0-12</b>	328	444	1,293	2,065
<b>Estimated children needing space</b>	111	236	622	969
<b>Licensed spaces<sup>8</sup></b>	6	141 (199 with preschool)	307	454 (512)
<b>Percent of need met</b>	5%	60%	49%	47%
<b>Spaces needed to meet 100% of estimated need</b>	105	95	315	515
<b>Spaces to meet +15% more of need</b>	17	35	93	145

### Key Findings:

- Oak Bay experienced only a slight increase in population between 2011 and 2016, and municipal projections suggest that the growth has continued at a similar rate in the last four years.
- The majority of child care spaces are not located in the neighbourhoods where the majority of children 12 and under live. There are notably more child care spaces in North Oak Bay, very few in Uplands, and none in Estevan. We would have hoped to see the majority of child care spaces in Henderson, South Oak Bay, Uplands, Estevan and North Oak Bay. Estevan and South Oak Bay are closest to the elementary schools.

<sup>8</sup> Assumes that Family Child Care includes 1 infant toddler spot and Multi-Age Child Care includes 2 infant toddler spots.

- Uplands is currently underserved, and consideration could be given to zoning amendments to support the creation of further multi-age centres (maximum 8 children) in accessory buildings on larger lots, similar to the current neighbourhood centre.
- to the creation of further multi-age centres on the larger properties within the neighbourhood.
- There are school age care spaces at or near both the elementary school in Oak Bay and at the school immediately outside its border, and neither school has room for additional spaces on site.
- There are notably no infant toddler centres within Oak Bay. However, Oak Bay appears to have a notably higher number of families using nannies, so the demand amongst Oak Bay families for infant toddler care may be lower.
- Oak Bay has already committed to increasing the availability of child care through the creation and operation of child care centres on municipal property. There is a further opportunity to expand this operation in the redevelopment of Carnarvon Place.

*More childcare options please! We have to use a nanny because there are no options.*

*This is a very significant need for families. It is, in fact, the primary reason we left Vancouver. Years and years on wait lists - paying \$100 deposits at multiple locations with no hope for a spot. Move to the Island presented better options, although additional childcare particularly for under 3 is needed. Before and after school care, at school site, is also in high demand and a requirement for working parents.*

*Need additional extended hours for shift workers.*

*Focus on increasing capacity. Better quality services can then be implemented after structure built out. Quality is the cherry on top, capacity is the actual sundae.*

## SAANICH

Within Saanich, 5,915 full-time licensed child care spaces were identified (excluding 396 part-time preschool spaces).

The greatest number of spaces needed are for School Age, followed by Three to Five, and finally Infant Toddler. If considering percentage need, the highest need is for Infant Toddler, followed by School age, and finally Three to Five.

	Infant Toddler	Three to Five*	School Age	Total
<b>Estimated 2020 population of children 0-12</b>	2,920	3,065	7,815	13,800
<b>Estimated children needing space</b>	1,020	1,755	3,140	5,915
<b>Licensed spaces<sup>9</sup></b>	372	1,157 (1,553 with preschool)	1,448	2,977 (3,373)
<b>Percent of need met</b>	36%	66%	46%	50%
<b>Spaces needed to meet 100% of estimated need</b>	648	598	1,692	2,938
<b>Spaces to meet +15% more of need</b>	153	263	471	887

### Key Findings:

- Saanich experienced a steady increase in population between 2011 and 2016. Municipal projections suggested a continued rate of growth through the next five years, estimated at 3% per year.
- The majority of child care spaces are located in the five neighbourhoods where the majority of children 12 and under live: Carey, Gordon Head, Quadra, Shelbourne, and Tillicum.
- There are school age care spaces at all elementary schools except Craigflower Elementary.

<sup>9</sup> Assumes that Family Child Care includes 1 infant toddler spot and Multi-Age Child Care includes 2 infant toddler spots.

*For families with multi-aged children having childcare centres on elementary school campuses makes a lot of logistical sense. Its very stressful for FT working parents to have to coordinate two drop offs at two locations with different hours of operations. I've had to turn down job offers with start times of 8am because my childcare centre doesn't open until 8am. Driving and parking downtown also compounds the cost of childcare.*

*My 4 year old is heading to school in September 2020. We are having a very hard time finding before and after school care. His sister will go to his full time daycare otherwise we'd be in even more trouble. Finding quality childcare is so hard. This is his 3rd care provider after 2 others where shut down. Its scary that you have your child in a place that gets shut down. Its also scary thinking that I wouldn't be able to work as an RN if I can't find care.*

*I believe that licensed group centers are the best because they have a structured environment, more than one caregiver at a time (very important so that staff are able to take breaks and have ACCOUNTABILITY. No ECE should be left alone for an entire day. Not only is it stressful for a single care provider, but potential for safety issues with vulnerable children.) The high turnover rate for ECE's is in a large part due to wage and benefits. They do NOT make enough money and need to be compensated better.*

*Have buildings/spaces better suited for a daycare. Not an old building that has been converted into an unwelcoming environment. Force developers to incorporate a daycare business space into the proposal.*

*Can't find childcare and when you can it is unlicensed homes that have zero structure or programming. I'm considering not returning to work if I can't find someplace I feel comfortable leaving my child.*

## SIDNEY

Within Sidney, 164 full-time licensed child care spaces were identified (excluding 55 part-time preschool spaces).

The greatest number of spaces needed are for School Age, followed by Infant Toddler, and finally Three to Five. If considering percentage need, the highest need in Sidney is for School Age, followed by Infant Toddler, and finally ages Three to Five.

**Table 10: Sidney Child Care Needs**

	Infant Toddler	Three to Five*	School Age	Total
<b>Estimated 2020 population of children 0-12</b>	224	240	581	1,045
<b>Estimated children needing space</b>	73	128	282	483
<b>Licensed spaces<sup>10</sup></b>	39	116 (151 with preschool)	95	250 (285)
<b>Percent of need met</b>	53%	90%	34%	52%
<b>Spaces needed to meet 100% of estimated need</b>	34	12	187	233
<b>Spaces to meet +15% more of need</b>	11	19	42	72

### Key Findings:

- Sidney experienced only slight increase in population between 2011 and 2016. However, the population of children 0 to 12 decreased.
- The majority of child care spaces are located in the neighbourhood where the majority of children 12 and under live, which is also the neighbourhood with the elementary school. However, there are no licensed child care spaces in Sidney North West.

<sup>10</sup> Assumes that Family Child Care includes 1 infant toddler spot and Multi-Age Child Care includes 2 infant toddler spots.

- There are school age care spaces at or near the elementary school in Sidney, and new spaces opening in fall 2020.

*Special needs care for before and after school - and care for those older than 12. Their needs become greater as they age (disabilities don't disappear when they turn 12- in fact become more complex).*

*Prior to my first child I had been working at my job for 5 years, due to not being able to find childcare I had to leave that position. Now upon returning to work with both children needing care I have again been put in a situation where we were unable to find care and I can not return to job I had. There is a serious need for licensed care for children under three. Thankfully I am a nurse and can work casual hours around my husband's work, otherwise I don't know how we could live here.*

*Longer operating hours to accommodate those who live on the Peninsula but commute to work in Victoria. Take a look at the daycare operating hours in Sidney for example where most open at 8:00 am and close at 4:30 pm. With a 30-minute commute each way, this doesn't work for most working parents. We have had to move our child to a care centre of much less quality in Victoria so we could return to work.*

## NEW CHILD CARE SPACES

### SOME NEW CHILD CARE SPACES ARE ALREADY PLANNED.

Saanich Neighbourhood Place has been funded to create 49 new child care spaces: 24 infant/toddler spaces and 25 spaces for children aged three to five.

School District 61 and 63 have been hard at work developing new child care spaces across their districts. The following new spaces have been funded through the Child Care BC New Spaces Fund.

#### SAANICH

Braefoot Elementary

49 spaces (16 ages 3-5 spaces, 8 preschool, 25 school age)

Campus View Elementary

49 spaces (16 ages 3-5 spaces, 8 preschool, 25 school age)

Cordova Bay Elementary (Caboose Club)

20 school age spaces

Doncaster Elementary

49 spaces (16 ages 3-5 spaces, 8 preschool, 25 school age)

Lochside Elementary (Lochside After School Program Society)

40 school age spaces

Marigold Elementary

49 spaces (16 ages 3-5 spaces, 8 preschool, 25 school age)

Tillicum Elementary

49 spaces (16 ages 3-5 spaces, 8 preschool, 25 school age)

#### SIDNEY

Sidney Elementary (Percy's Clubhouse)

40 school age spaces

#### CENTRAL SAANICH

School District 63 is proceeding with the development planning process for a nature based early learning centre, following the outcome of public consultation for the "White Road" property located at the intersection of White Road and Veyaness Road.



section four

# **ACTION PLAN**

## ACTION PLAN

Addressing the substantial need for child care spaces across the partner municipalities will require focused action and investment in a number of areas. The action plan which follows includes a wide range of strategies to address the shortage of child care, including action ideas related to:

- Policies and bylaws
- Partnership Development
- New Space Creation
- Advocacy

The plan includes a projection of child care spaces to be created over the coming 1, 2, 5, and 10 years.

### Policy and Bylaws

This section includes a range of bylaw and policy options supporting the creation of child care spaces that each partner municipality could consider.

#### CENTRAL SAANICH

	Recommended Action	Proposed Timeline
1.	Consider including child care as an issue in the 2020-2021 revision of the Official Community Plan.	2020-2021
2.	Consider opportunities to add policies supporting the development of child care to the proposed amendment for the Official Community Plan and Intensive Residential Development Permit Area guidelines.	2020-2021
3.	Consider clarifying Bylaw 804 to allow park use by groups of children in care.	2021
4.	Consider addressing the ability of home daycares to meet the zoning requirements of <i>Home Occupations</i> by reviewing and revising Land Use Bylaw 1309 as appropriate.	2021

5. Consider clarifying the intention of Land Use Bylaw 1309 as it relates to in-home child care, community-based child care facilities, and community-based residential care for adults (or children) by reviewing and revising the following:
- definitions related to licensed child care facilities. Definitions should differentiate between care provided in the care provider's home and in a community-based facility;
  - definitions intended to include residential or daycare for vulnerable or dependent adults; and,
  - any zone regulations that include currently include *child care facility*, *community care facility*, or *daycare* as permitted uses. This includes zones C1, C2, C3, C3-A, CD-2, CD-8, CD-9, P1, P1-A, P1-C, RP-1, RP-2.
- 2021
6. Consider creating a separate set of Home Occupation regulations for in-home daycares, considering the following issues:
- Avoiding regulation of licensing issues, such as the number of children in care at a facility or the existence or size of an outdoor play area.
  - Allowing one or more part or full-time employees from outside the residence. The number of employees at a home occupation daycare is naturally limited by the income opportunity. While most home daycares will operate without any outside employees, many will need occasional substitute carers, and some may need additional support for children with extra support needs.
  - Ensuring that any noise restrictions would not include a restriction on the sounds of children playing outside.
- 2021
7. Consider a review of Home Based Business regulations and subsequently the application of business license fees through Zoning bylaws as methods of supporting the potential development of daycare facilities.
- 2021

- |           |   |             |
|-----------|---|-------------|
| <b>8.</b> | Consider revising policy 12 (Community Amenity Fund) to include a category for Social amenities, and include child care in those amenities.   | <b>2021</b> |
| <b>9.</b> | Investigate options, community support and economic impact for amending Land Use Bylaw 1309 to allow licensed group child care centres as a permitted use in residential zones. This could include conditions such as minimum lot size and sufficient off-street parking. | <b>2022</b> |

## HIGHLANDS

<b>Recommended Action</b>	<b>Proposed Timeline</b>
<b>10.</b> Consider revising the Zoning Bylaw 1090 to clarify the definition of daycare, and to explicitly allow daycare as a home-based business in all zones where home-based businesses are currently permitted. Definitions should refer to the licensing authority and/or the Community Care and Assisted Living Act.	<b>2021</b>
<b>11.</b> Consider reviewing the Home-Based Business regulations in the light of their suitability for home daycares, and consider revising these regulations or creating separate regulations specifically for home daycare businesses	<b>2021</b>
<b>12.</b> Investigate options, community support and economic impact for amending the Zoning Bylaw to allow licensed group child care centres as a permitted use in residential zones. This could include conditions such as minimum lot size and sufficient off-street parking.	<b>2022</b>
<b>13.</b> Consider including child care as an issue in the next revision of the Official Community Plan.	<b>2023</b>
<b>14.</b> Consider including child care explicitly as part of the Healthy Community Strategy in the next version of the Integrated Community Sustainability Plan.	<b>2030</b>

## NORTH SAANICH

Recommended Action	Proposed Timeline
<p>15. Consider including child care as an issue in the next revision of the Official Community Plan, including developing policies supporting the development of child care.</p>	2020-2021
<p>16. Consider amending Zoning Bylaw 1255 to clarify the options to create licensed daycares and reflect section 20 of the <i>Community Care and Assisted Living Act</i> as follows:</p> <ul style="list-style-type: none"> <li>• Creating distinct definitions for in-home and group licensed daycares.</li> <li>• Explicitly permitting in-home licensed daycares as home occupations in residential zones, making it clear that they are not limited to zones which would allow licensed group facilities.</li> <li>• Exempting licensed in-home daycares (which are provincially regulated through licensing) from home occupation regulations (Section 203) or creating a subset of these regulations for in-home daycares, including: <ul style="list-style-type: none"> <li>○ Avoiding regulation of licensing issues, such as the number of children in care at a facility or the existence or size of an outdoor play area; and,</li> <li>○ Ensuring that any noise restrictions would not include a restriction on the sounds of children playing outside.</li> </ul> </li> </ul>	2021
<p>17. Consider revising the following definitions in Zoning Bylaw 1255 as suggested:</p> <ul style="list-style-type: none"> <li>• <i>Recreation Facility</i> – explicitly permit licensed child care as a recreation use.</li> <li>• <i>Assembly</i> – permit assembly for commercial purposes.</li> </ul>	2021

- 18.** Consider a review of Home Based Business regulations and subsequently the application of business license fees through Zoning bylaws as methods of supporting the potential development of daycare facilities. **2021**
- 19.** Investigate options, community support and economic impact for amending zoning bylaw 1255 to allow licensed group child care centres as a permitted use in residential zones. This could include conditions such as minimum lot size and sufficient off-street parking.

#### OAK BAY

Recommended Action	Proposed Timeline
<b>20.</b> Consider a review of Home Based Business regulations and subsequently the application of business license fees through Zoning bylaws as methods of supporting the potential development of daycare facilities.	<b>2021</b>
<b>21.</b> Consider rewording the definition of Home-based Child Care in Bylaw 3531: Consolidated Zoning Bylaw to include unlicensed facilities as allowed under the Act.	<b>2021</b>
<b>22.</b> Investigate options, community support and economic impact for amending Zoning Bylaw 3531 to allow licensed group child care centres as a permitted use in residential zones. This could include conditions such as minimum lot size and sufficient off-street parking.	<b>2022</b>
<b>23.</b> Consider explicitly supporting home-based child care in the next Official Community Plan.	<b>2026</b>

## SAANICH

Recommended Action	Proposed Timeline
24. Consider an exemption to Bylaw 7059: for abatement and control of noise in the municipality of Saanich for appropriate sounds coming from a home-based or group child care facility.	2021
25. Consider a review of Home Based Business regulations and subsequently the application of business license fees through Zoning bylaws as methods of supporting the potential development of daycare facilities.	2021
26. Update the definition of Daycare in Zoning Bylaw 8200 to include License-Not-Required daycares.	2021
27. Investigate options to update the Zoning Bylaw 8200, Section 5.5 regulation around home occupations to provide an exception for home based child care facilities, in order to allow children to play outside, have sufficient indoor space to meet licensing regulations, and for child care operators to employ substitutes or part time support staff without increasing the numbers of children.	2021
28. Consider options to expand child care opportunities as a home occupation in multi-family zones.	2021
29. Investigate options, community support and economic impacts to include licensed group child care centres as a permitted use in residential zones. This could include conditions such as minimum lot size, proximity to parks, and sufficient off-street parking.	2022
30. Investigate child care opportunities at the neighbourhood level during the Local Area Plan updates.	2023

## SIDNEY

Recommended Action	Proposed Timeline
<p><b>31.</b> Consider including child care as an issue in the next revision of the Official Community Plan, and any future Local Area Plans</p>	2020-2021
<p><b>32.</b> Consider revising the Zoning Bylaw 2015 definitions for Daycare and Child Care Facility with the requirements of the Child Care Licensing Regulation in mind. Potential wording could include:</p> <ul style="list-style-type: none"> <li>• Child Care Facility: A licensed group child care facility in a community setting where eight or more children under the age of thirteen, consistent with the Child Care Licensing Regulation for Group Child Care and Multi-Age Child Care Centres.</li> <li>• In-home licensed child care: The use of a licensed space in a dwelling unit or in an accessory building to the dwelling unit for the care of children under the age of thirteen, consistent with the Child Care Licensing Regulation for Family Licensed or In-Home Multi-Age Centre.</li> </ul>	2021
<p><b>33.</b> Investigate options, community support and economic impact for amending Zoning Bylaw 2015 to allow licensed group child care centres as a permitted use in residential zones. This could include conditions such as minimum lot size and sufficient off-street parking.</p>	2021
<p><b>34.</b> Consider amending Section 5.1 of Policy DV-013 Bonus Density &amp; Community Amenity Contribution by adding child care facilities to the list of tangible amenities Council may accept as an alternate to a cash contribution.</p>	2021
<p><b>35.</b> Consider including a reference to the intersection of early childhood education with natural spaces in the next update of the Parks Master plan.</p>	2028

## Partnership Development

### CENTRAL SAANICH

- 36.** Share child care inventory findings with: 2020
- Advisory Planning Commission
  - Any other relevant committees

### NORTH SAANICH

- 37.** Share child care inventory findings with: 2020
- Community Planning Commission

### OAK BAY

- 38.** Share child care inventory findings with the 2020  
Advisory Planning Commission

### SAANICH

- 39.** Share child care inventory findings with: 2020
- Health Saanich Advisory Committee
  - Saanich Planning Transportation and Economic Development Advisory Committee

### SIDNEY

- 40.** Share child care inventory findings with: 2020
- Advisory Planning Commission
  - Economic Advisory Committee
  - Official Community Plan Advisory Committee

### ALL PARTNER MUNICIPALITIES

- 41.** Consider sending a staff person to attend the 2020  
local Early Years community table, and offer support through the group for organizations and individuals seeking to create child care facilities within the municipality.
- 42.** Consider adopting a Child Care Partnership 2021  
Guideline which acknowledges that child care is an essential service in the community for residents, employers and employees, and directs staff to:
- Designate one staff person per municipality (ideally in Planning or Community Services) to be the lead contact for organizations seeking to

create or expand child care spaces within the municipality.

- Partner with community groups, businesses and individuals to support the creation a range of quality, accessible and affordable child care including facilities, spaces, programming, equipment and support resources.
- Encourage property developers to include child care in mixed use development zones, and if included in development plans, consider options to restrict uses of these zones to child care.

**43.** Work with the Child Care Resource Referral Centre to promote the Prime Minister's Awards for Excellence in Early Childhood Education. Partner with the Peninsula and Greater Victoria Chambers of Commerce to provide a small gift package to all nominees with gift cards for local businesses and recreation passes and publish all the names of the nominees. **2021**

**44.** Write a letter of support for the creation of a local Workforce Development Program funded through WorkBC and delivered in partnership by the local WorkBC office and Camosun College to support people to receive basic training for Early Childhood Education (certifying as an Early Childhood Education Assistant) and either working in child care facilities or starting their own licensed child care centres. The program could include an emphasis on encouraging Indigenous people, newcomers, Francophones, and people with disabilities to enter child care as a career. **2021**

## New Space Creation

*This section includes actions which are expected to directly increase the number of child care spaces in the partner municipalities.*

**CENTRAL SAANICH**

- 45.** Work with SD63 to support their proposed development of child care spaces on the “White Road” property. **2020**

**NORTH SAANICH**

- 46.** Consider options to integrate new child care facilities into the Panorama Recreation Centre, including the current facility, any redevelopment of the site, and any development on adjacent sites. **2020**

**OAK BAY**

- 47.** Consider options to integrate new child care facilities into the redevelopment of Carnavon Park. **2020**

**ALL PARTNER MUNICIPALITIES**

- 48.** Review all municipal land to consider options to build new child care facilities. Municipalities may have parcels of land where a child care facility could be sited, or have the opportunity to incorporate a child care facility into an existing or planned building. The Child Care BC New Spaces Fund would support building a standalone building for a child care centre. The municipality would not need to operate any child care facility on their land, though this is an option. **2021**

## Advocacy

*A number of other community child care action plans completed prior to this round of funding through the Union of BC Municipalities include sections on advocacy. During the consultation, we heard consistently about issues which cannot be addressed by the municipal governments but require action from other orders of government.*

### GOVERNMENT OF BC

- 49.** Pass a motion endorsing the \$10aDay Child Care Plan, as the District of Oak Bay and City of Victoria have. (see p. 20)

### SCHOOL DISTRICTS

- 50.** Write a letter to SD 63 and 61, copying the Minister of Education, encouraging the school districts to continue to develop child care on school district land, including completing an inventory of land where there are not active school sites to determine if child care could be sited there.
- 51.** Write a letter to SD 63 and the South Island Partnership, encouraging them to consider offering child care as a dual credit program at the Individual Learning Centre in Central Saanich.

### CAPITAL REGIONAL DISTRICT

- 52.** Submit a joint motion to the Capital Regional District Board, supporting the endorsement of the \$10aDay Child Care Plan.

### MINISTRY OF ADVANCED EDUCATION, SKILLS AND TRAINING

- 53.** Write a letter to the Ministry of Advanced Education, Skills and Training, supporting:
- the creation of a bridging program for Early Childhood Educators trained outside of BC (both internationally and within Canada) to fast track their certification within BC;
  - the publishing of an annual transfer guide for Early Childhood Educators to simplify the provision of transfer credit between

BC Early Childhood training providers, including both public and private institutions;

- the continued funding of the development of new early childhood educator training programs which provide this education more accessibly to students, through programs such as part-time, workforce integrated learning, distance learning, and intensive programs;
- the continued funding of the development and delivery of cohort training to increase the numbers of Indigenous Early Childhood Educators; and,
- an increase in staff resources for the BC Early Childhood Registry The Government of BC could improve the processing times for Early Childhood Educators trained in other parts of Canada to become certified in BC by increasing staff resources for the registry. The delay in processing times is discouraging ECEs who move to BC to recertify here.

#### **MINISTRY OF AGRICULTURE**

- 54.** Write a letter to the Ministry of Agriculture, copying the Ministry of Education, asking them to clarify with the Agricultural Land Commission that child care centres can be seen as an extension of school use for schools sited in the Agricultural Land Reserve.

#### **MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT**

- 55.** Write a letter to the Ministry of Children and Family Development advocating for:
- a significant increase to base operational subsidies for child care facilities, in order to make wage increases and improved working conditions possible for early childhood educators. In particular, the Province should explore options to increase operational subsidy for care for children under 30 months, where ratios and training make it very difficult to break even;
  - the implementation of a competitive, publicly funded Early Childhood Education Provincial Wage Grid, as proposed by the Early Childhood Educators of BC and the Coalition of Child Care Advocates; and,
  - an increase in funding for the Supported Child Development Program, in recognition of the increased need of children with extra support needs.

- 56.** Write a letter encouraging the Ministry of Children and Family Development Child Care Capital Program to make it easier for organizations seeking to apply for Child Care New Spaces Funds by publicly sharing designs of child care facilities incorporated into various settings, such as modular buildings and child care incorporated into office spaces.
- 57.** Write a letter to the Ministry of Children and Family Development, copying the BC Early Childhood Registry, encouraging them to improve the numbers of people who progress from their Early Childhood Education Assistant certificate to becoming Early Childhood Educators by creating a time limit on the numbers of years an individual can be certified as an Early Childhood Education Assistant.
- 58.** Write a letter to the Ministry of Children and Family Development, supporting a revision to the BC Child Care Regulations, including:
- implementing the Child Care Resource and Referral Centre proposal that registered license-not-required facilities be allowed to care for 3 children or a sibling group, in order to provide a stronger incentive for facilities to register, thereby creating greater oversight and support for child care providers; and,
  - updating the language in the Child Care Licensing Regulations to describe children with extra support needs, and in the interim, work with the Early Childhood Educator Registry and Early Childhood Education training providers to update the terms used in their certificate programs, removing the term “special needs”.

#### **MINISTRY OF CITIZEN’S SERVICES**

- 59.** Write a letter to the Ministry of Citizen’s Services, encouraging the Government of BC to lead by example and incorporate child care facilities into as many of their publicly owned buildings as possible.

#### **MINISTRY OF HEALTH**

- 60.** Write a letter to the Ministry of Health, encouraging the creation of a pilot for licensed outdoor based child care programs.

- 61.** Write a letter to the Ministry of Health, copying Island Health and the Ministry of Children and Family Development, asking them to:
- publish an annual report for each regional district across BC, with the ratio of licensed child care spaces to numbers of children 0-12; and,
  - resolve the data discrepancies between the BC Child Care Map maintained by the Ministry of Children and Family Development and the inventory of licensed child care spaces maintained by the Health Authorities.

#### **SOUTH ISLAND PROSPERITY PARTNERSHIP**

- 62.** Present child care inventory and action plan findings to the South Island Prosperity Partnership, and ask them to consider including an annual indicator on the ratio of licensed child care spaces per child 0 to 12 years old, using data from Island Health Child Care Licensing.

#### **UNION OF BC MUNICIPALITIES**

- 63.** Submit a resolution to the Union of BC Municipalities stating that:

*Whereas affordable, quality childcare provides the foundation for life-long success, and benefits to society overall, and childcare is important for the economy and quality of life for British Columbians;*

*And whereas one of the greatest barriers to increasing child care spaces is the lack of qualified Early Childhood Educators;*

*Therefore be it resolved that UBCM support the Early Childhood Educators of BC and the Coalition of Child Care Advocates proposal to implement a competitive, publicly funded Early Childhood Education Provincial Wage Grid, made possible by a significant increase in operational subsidies for child care facilities, as a step towards their plan for a universal child care system.*

- 64.** Submit a resolution to the Union of BC Municipalities stating that:

*Whereas the Supported Child Development community-based program funded by the Ministry of Children and Development provides extremely valuable assistance for families of children with extra support needs to access inclusive child care;*

*And whereas the funding for this program is inadequate to meet family needs, resulting in years-long waitlists;*

*Therefore, be it resolved that UBCM lobby the provincial government to increase the Supported Child Development funding.*

## CONCLUSION

The Child Care Action Plan provides the partner municipalities with the opportunity to be strategic in the development of new child care spaces, which are in great demand.