

From: Julia Martin <jmartin@acrd.bc.ca> on behalf of Administration Shared
<administration@acrd.bc.ca>

Sent: Thursday, December 19, 2019 9:48 AM

Subject: \$10 a Day Child Care Plan Implementation

Please see the attached letter from Chairperson John Jack of the Alberni-Clayoquot Regional District for your information and support.

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December 18, 2019

Honourable Katrine Conroy
Minister of Children & Family Development
PO Box 9422 STN PROV GOVT
Victoria, BC, V8W 9V1

Honourable Katrina Chen
Minister of State for Childcare
PO Box 9422 STN PROV GOVT
Victoria, BC, V8W 9V1

RE: \$10 a Day Child Care Plan

Dear Ministers,

Childcare in the Alberni-Clayoquot Regional District (ACRD) is a top concern for young families. This influences the recruitment and retention of young families in our community and our overall economic prosperity. While increasing the number of affordable childcare spaces is a need, we must also support the development of safe, nurturing environments and the early year's profession, which employs numerous individuals in our region.

This was highlighted at the regular ACRD Board of Directors meeting of November 27, 2019 where the following resolution was adopted:

"THAT the Alberni-Clayoquot Regional District Board of Directors write the provincial government and request they expedite the \$10aDay Child Care Plan implementation universally and play an active role in advocating for provincial level changes and cc all local governments."

Results of the 2019 ACRD Child Care Needs Assessment (attached) validate the economic and social toll of the current childcare system. This necessitates significant investment and focused activities to both increase the number of quality childcare spaces available to families and to strengthen the childcare sector to champion these changes. The return on investment for communities is significant; not only will parents be able to return to work, but also the resilience of children will increase through quality early care and education, with the ultimate outcome being healthier, more productive citizens, and stronger social and economic sustainability.

Your consideration of our request is greatly appreciated.

Sincerely,

John Jack,
Chairperson

cc. local governments



**Collaborative
Child Care
Planning Across
Alberni - Clayoquot:**

***A Child Care
Needs Assessment
for the ACRD, 2019***



ALBERNI-CLAYOQUOT
REGIONAL DISTRICT

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EXECUTIVE SUMMARY

Collaborative Child Care Planning Across Alberni-Clayoquot is both a report and a call to action. Initiated by the Union of British Columbia Municipalities Community Child Care Planning Program, this process recognizes the importance of appropriate child care in creating enriching environments for young children and in supporting parents in their employment, education, and other goals, all of which contribute to a strong social and economic fabric. It also recognizes the role that local governments - municipalities, regional districts, Nuu-Chah-Nulth communities and school districts - have in facilitating access to quality child care.

Many different sources were used to gather information about the current state of child care in the Alberni Clayoquot Regional District (ACRD), including a parent survey, a child care provider survey, parent focus groups, parent and stakeholder open houses, and interviews with early childhood educators and other knowledgeable early years professionals.

Anecdotally, the affordability and availability of child care spaces has caused stress for families. This report offers benchmark data, including the number of child care spaces across the region. It also offers the experiences of nearly 300 families representing nearly 500 children, and that of nearly half of the estimated early childhood educators and other child care workers in the region.

- **One-third** of parent survey respondents are not able to access child care, either because there are insufficient spaces and their children are on a waitlist, or because of other barriers including cost or inflexible hours
- **77.7%** of parent survey respondents who are able to access care are happy with the quality of care their children receive
- When asked about the impacts of barriers to accessing child care, 34% of parent survey respondents identified a negative impact on their career, with some parents taking longer, unpaid maternity leave, switching careers, or leaving the workforce permanently. From a respondent that has not been able to find child care: "I had to give up a job that I spent a lot of time working towards. We are now a one income family, which is a significant financial barrier. Our housing may become insecure as a result."

Across the ACRD, parents face challenges finding child care, point blank. This challenge is most acute for parents of infants and toddlers and for parents seeking before and/or after school care for school-age children. Parents engaged in shift work or non-traditional work schedules also face challenges in finding care that is flexible and operates outside of standard hours (8am-6pm). Certain communities within the ACRD are severely lacking care, either in general or for specific age groups.

Provincial investments in child care infrastructure are encouraging. Though there are barriers to increasing the number of child care spaces across the ACRD, including an insufficient number of early childhood educators and the geography of the region, there are also interested stakeholders representing a variety of institutions, including government, education, early years, and the nonprofit sector. With the information and recommendations in this report, local actors are poised to work collaboratively to bring about positive changes for the children and families that call the region home.

BACKGROUND AND RATIONALE

Child care has been a priority of the province's New Democratic Party (NDP) government since the 2017 election campaign. The 2018 provincial budget included an investment of \$1 billion into child care. Some of this funding has been devoted to increasing the amount of subsidy available to families requiring financial support to access child care. Remaining funding supports the creation of new child care spaces across the province. To gain a better understanding of the child care needs of communities across the province, the Union of British Columbia Municipalities (UBCM) initiated a Community Child Care Planning Program. This program is flexible, allowing for local community engagement efforts that reflect the dynamics of the community. It also seeks necessary information from all communities across the province, including an inventory of existing child care spaces, an interpretation of current trends, a review of local government plans and policies as they relate to child care, and recommended child care space creation targets.

The project team is comprised of three former Early Years Community Developers from across the region, working with the Alberni-Clayoquot Regional District, City of Port Alberni, District of Tofino, and District of Ucluelet to compile a comprehensive plan.

METHODOLOGY

One of the project deliverables is an up-to-date inventory of child care spaces across the region. This was compiled using information from the BC Child Care Map, Island Health community care facility licensing information, and conversations with child care providers across the region.

To learn more about the experiences of local families, a regional parent survey was conducted in June and July 2019. The survey asked parents to reflect on their past, present, and anticipated child care needs, and to provide opinions on the quality, availability, and affordability of child care in their community. In total, the survey received **278** responses representing **483** children. Given the number of children ages 0-14 in the region, this response is a statistically significant sample that provides a 95% confidence interval. The parent survey was promoted online via email and social media and in-person at community events in the Alberni Valley and on the West Coast.

In tandem, a survey was offered to those who have worked or are currently working in the early childhood care and education sector to learn more about their history in the field, best practices, and barriers affecting child care providers. This survey was completed by **50** respondents, representing an estimated half of the child care providers in the region.

In addition to surveys, focus groups, interviews and open houses were utilized to learn more about the experiences of those living in rural and remote communities, and to better understand population sub-groups, including Indigenous families; newcomer, immigrant, and refugee families; families with children with extra support needs; young parent families; low income families; and early years professionals and stakeholders.

In total, **166** people participated in focus groups, interviews and open houses across the region. These **166** adults represented at least **107** children, bringing the total of community engagement participants (surveys and open houses/ focus groups) to **444** representing **590** children. This strong response indicates both community support and community need. Thank you to all who participated by promoting and/or completing the survey and by promoting and/or attending an open house or focus group.

POLICY, PLAN, AND BYLAW REVIEW

As the development of additional child care spaces to meet current and projected needs is an infrastructure project, policies, plans, and bylaws from all participating local governments were reviewed to identify child and family friendly policies and to pinpoint any aspects that may create barriers to the creation of licensed child care spaces across the region. Also included in this section are best practices for municipalities engaged in child care space development, and suggested actions to reduce barriers and encourage child care space creation.

Existing local government policy relevant to child care:*

- See ACRD Zoning Bylaw 6.7 (Home Occupation), 141 (Institutional District), and 161 (Comprehensive Development (CD1) District)
- See Bamfield Official Community Plan Policy 3.3.11, Objective 10.1.3, Objective 11.1.2, Policy 11.2.7, and Policy 15.2.5
- See Beaufort Official Community Plan Policy 3.2.7
- See Long Beach South Official Community Plan Policy 4.3.2 and 5.10.2
- See Sproat Lake Official Community Plan Policy 3.2.7
- See Beaver Creek Official Community Plan Policy 3.2.6, 8.2.9, 10.2.1
- See Cherry Creek Official Community Plan Policy 3.2.8
- See City of Port Alberni Official Community Plan Policy 4.2, 4.3 and Zoning Bylaw 6.15.6
- See Tofino Official Community Plan 3.3.1 Community Development Goals, 3.3.2 Community Development Objectives, 3.3.3.5 Social Action Policies and Zoning Bylaw 4.3.2
- See Ucluelet Official Community Plan Guiding Principles, Objective 3N, 3O, Policy 3.27 and 3.28, Zoning Bylaw 303.2 and 303.1

Highlights:

- All ACRD electoral areas, the City of Port Alberni, and the municipalities of Tofino and Ucluelet have zoning bylaws supportive of section 20 of the Community Care and Assisted Living Act
- ACRD zoning allows for child care centres as a home occupation under the Community Care and Assisted Living Act as well as in Institutional Districts (P1) and Comprehensive Development Districts (CD1) as a Permitted Accessory Use to a residence or community centre
- Official Community Plans from ACRD electoral areas support home-based occupations, but lack clear statements of support and/or opportunities for density bonusing around child and family services. Note: Beaver Creek and Bamfield are exceptions to the preceding statement.
- The District of Ucluelet's Official Community Plan includes direct and indirect support of services for children and families, including:
 - Policy 3.28: "Provide space and support for programs provided by other community agencies including West Coast Community Resources Society, Ucluelet Children's Daycare Centre, Vancouver Island Regional Library"
- The District of Tofino's Official Community Plan (currently being updated) also includes direct and indirect support of services for children and families, including
 - Community Development Goals 3.3.1 and 3.3.2: "To support families and children" and "Encourage or provide services and facilities for families, youth, and children."
- The City of Port Alberni's policy is supportive of daycare facilities in Residential and Multi-Family Residential zones, but there is no specific policy around supporting children and families.
- First Nation communities utilize Strategic Plans (Ahousat, Huu-ay-aht), Comprehensive Community Plans (Tseshaht, Hupacasath, Dididaht), and Official Community Plan's (Ucluelet, Uchucklesaht), or do not have plans publicly listed (Toquaht, Hesquiaht, Tla-o-qui-aht)
 - Those with plans publicly available have family, child, and youth services embedded in their planning, education, and community services departments, including strong statements in planning documents emphasizing family togetherness and support. Many of the nations above operate child care centres.

*See Appendix 2 for complete Policy and Objective information.

Non-Policy Involvement in Child Care

Local governments in the region are involved in child care in ways other than policy. This includes:

- Participating at or convening child care planning tables
- Advocating to senior governments on local/regional child care needs
- Undertaking child care needs assessment
- Seeking funding and facilitating the creation of early childhood development hubs (child care centres co-located with other child and family oriented services)
- Promoting child care by facilitating partnerships within the community

Local Best Practices

- District of Tofino owned child care facility (one of few in British Columbia)
- District of Tofino and Ucluelet statements of support for child and family services in respective Official Community Plans
- District of Ucluelet council motion to recognize child care as an essential service
- As a result, Ucluelet Child Care Society receives rent-free space
- Strong School District 70 partnerships for after school care, including at the Family Hub at EJ Dunn and on Alberni school grounds in Port Alberni, and child care centres located on Alberni and Wood Elementary school grounds
- Strong support for child care facilities and programs in First Nation communities, with centres being owned and operated by the Nation under the education department, with implied family-related values in Nation operations
- Undertaking child care needs assessment/space planning project
- Various partnerships with local providers to strengthen services

Best Practices - Other Municipalities

- Providing grants or tax exemptions to child care providers
- Making space available in municipal facilities - at nominal or below market rates - for the provision of child care
- Securing built child care spaces or cash in lieu from developers through the development approval process
- Providing information/links to child care resources on their websites
- Providing planning tools to existing and prospective child care operators
- Establishing family-friendly policies for municipal employees (e.g. compressed work weeks; flexible scheduling to accommodate employees' child care needs)
- Considering the provision of child care in the context of neighbourhood planning by evaluating the need for child care in proposed developments

Though the level of municipal support for child care varies by Alberni-Clayoquot community, it is encouraging to see some mention of child care in the plans and policies of most. There is room for improvement across the region, and this information is included in the Recommendations section.

CHILD CARE IN THE ALBERNI CLAYOQUOT REGIONAL DISTRICT

This section provides a snapshot of child care across the region, including current number of spaces, space utilization information, current trends in child care, and a report on community engagement in support of this planning project.

Current State of Child Care

Before learning about the needs of children and families in the ACRD, acquiring an accurate understanding of the current state of child care in the region was imperative. Using an Inventory tool provided by the Union of British Columbia Municipalities, information was gathered about each licensed child care centre in the ACRD. The Inventory was completed by using the Island Health Licensing database, the Ministry of Children and Families Child Care Map, and by making phone calls or visits to each licensed centre in the region. For the complete Inventory, please see Appendix 3. There were few limitations in collecting the information required and thanks are extended to the licensed child care centres across the region for enthusiastically participating and sharing information about their centres.

It is important to note that unlicensed and/or informal child care, which could include child care provided by grandparents or neighbours, is not included in the inventory. There is no clear methodology available to identify these sources of child care, and they do not offer a meaningful solution to the current child care crisis.

The Alberni-Clayoquot is comprised of the following communities: City of Port Alberni, District of Tofino, District of Ucluelet, Alberni Clayoquot Regional District (ACRD) Electoral Area A - Bamfield, Electoral Area B - Beaufort, Electoral Area C - Long Beach, Electoral Area D - Sproat Lake, Electoral Area E - Beaver Creek, Electoral Area F - Cherry Creek, Tseshaht, Hupacasath, Macoah, Hitacu, Esowista, TyHistanis, Opitsaht, Ahousaht, Hot Springs Cove, and Anacla.



In total, there are:

- **4,740** children 0-14 living in Alberni-Clayoquot

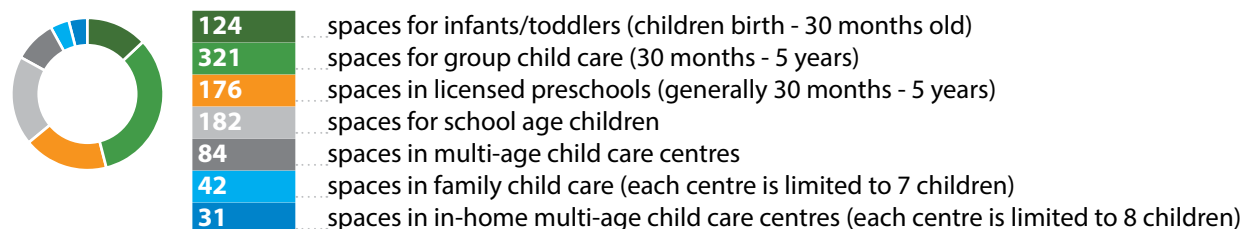
(2016 Census, Census Profile - Alberni-Clayoquot, regional district [Census division]) Note: Census data is not always reliable for rural/remote and First Nations communities; consider these numbers an estimate.



Licensed child care resources include:

36 centres (28 group child care centres and 8 family child care centres)

All together, these 36 centres offer 960 spaces:



Number of licensed child care spaces per capita (children ages 0-14): 0.20. Put differently, there are 5 children for every 1 existing child care space across the region.

Other highlights:

- There is only **1** centre in the region with early opening hours - Grandma Marg's Clubhouse in Tofino opens at 6:30am
- **0** centres in the region offer overnight care
- There are only **3** centres in the region that are open on statutory holidays (2 in Tofino and 1 in Port Alberni)
- Across the region, **9** centres are located in schools or on school grounds
- **11** centres are co-located with other services to support families, including Island Health, Young Parent Programs, the Port Alberni Friendship Centre, and the Ucluelet Community Hub
- Most centres report operating at capacity and maintaining a waitlist

Interpreting Trends

Child care centres

Across the entire Alberni-Clayoquot region there are **960** licensed child care spaces, although access to licensed child care differs by community. Some rural and remote communities, like Anacla and Ahousaht, for example, seem well-served by the current child care offerings. Other communities within the region have no child care within the community, but do not have a sufficient population of children to justify the creation of child care spaces (Macoah is an example of this). Other communities, including the Alberni Valley, Tofino, and Ucluelet demonstrate an acute need for additional child care spaces, particularly for Infants/Toddlers (birth to 30 months) and school-age children requiring before- and after-school care.

Regionally, many value-added child care services are absent. There are almost no centres offering extended hours (defined by UBCM as hours outside of 7am-7pm, though it is important to note that few centres in the region operate outside of 8am-6pm, with many offering even shorter days). There are no centres that offer overnight care for parents working shift work. There are almost no centres that offer flexible hours for parents who work part-time or whose schedules change due to shift work or seasonal/tourism work, both of which are prevalent in the ACRD (according to the 2016 census, 36.6% of workers across the region worked part year and/or part time and 38.7% of total workers commute outside of the community for work).

“ I was not able to find a spot for childcare - I am on a wait list. But even if I did, the hours do not meet my needs when I work evenings and weekends.”

Child care utilization rates

The most recent child care utilization rates from the Ministry of Children and Family Development (MCFD) are from 2017. MCFD's Performance Indicator 1.01, Space Capacity in Licensed Child Care Spaces, offers "a proxy for the appropriateness of the amount and combination of types of child care spaces available in the province." Note: Group Multi-Age Care centres are excluded from this calculation, as it is difficult to determine which spaces are being utilized.

The North Island Service delivery area, includes the entirety of the Alberni-Clayoquot Regional District, larger urban centres of Nanaimo and the Comox Valley. Utilization rates from April 2016-March 2017 for this service delivery area:

Service Delivery Area	Group Infant/Toddler	Group Age 3 to 5	Group School Age	Total Group	Family	Total Group and Family
British Columbia	85.2%	73.8%	47.6%	70.3%	71.9%	71.0%
North Vancouver Island	87.8%	62.3%	38.1%	62.2%	68.0%	63.2%

Source: https://www2.gov.bc.ca/assets/gov/family-and-social-supports/services-supports-for-parents-with-young-children/reporting-monitoring/00-public-ministry-reports/volume_9_mar_2017.pdf

Across both British Columbia and the North Vancouver Island Service Delivery Area, child care utilization rates increased between 2015/2016 and 2016/2017. In North Vancouver Island, the most significant increase was the utilization of Group Infant/Toddler care, which grew by 6.1% between 2015/2016 and 2016/2017.

Evidence from the family survey, presented in more detail below, suggests that there are similarities between the Alberni-Clayoquot region and the larger North Vancouver Island service area: there is a high demand for Infant and Toddler care, particularly on the West Coast. Utilization rates are likely higher in this category than what was reported in 2016/2017. Likewise, parents have expressed a need for Group School Age care in the Alberni Valley and on the West Coast, suggesting that current options are not enough to meet demand. Finally, the Alberni-Clayoquot Region has fewer family child care providers when compared to other communities in the service delivery area, including the Comox Valley and Campbell River. While the North Vancouver Island utilization rate for family child care was 68.0% in 2016/2017, the Inventory completed for this project suggests that most family child care providers in the Alberni-Clayoquot region are full or nearly full.

Training for child care providers

The North Island College (NIC) Early Childhood Care and Education (ECCE) program offers an Assistant, Certificate, and Diploma program for those interested in joining the child care field. The program serves most of the communities in the region but is housed in the Alberni Valley, with the Alberni Valley being the only community with access to regular ECCE education and training. Online training is available although this option can be challenging in rural communities with limited internet access, and limited support and practicum placement options.

The Port Alberni campus of NIC currently receives base funding and capacity for 18 full time and 6 part time ECCE students. Of the 24 spots, a minimum of 2 are designated for First Nation students and 3 are designated for Dual Credit students who also attend high school and receive credits towards both high school graduation and their ECCE certificate.

In 2020/2021 NIC will host an International Cohort for a 2 year ECCE Diploma program in Port Alberni. This funding is through the NIC Office of Global Engagement for 24 students. There will be space for domestic students to join in for the diploma sections of the delivery.

Regionally the ECCE Diploma program (which spans 3 years of part time courses) is delivered through interactive TV and has 24 seats distributed across the region including North Island communities.



On the West Coast, NIC has received sporadic one-time funding grants to offer ECCE training. Currently an ECE Assistant course is being offered in Ucluelet through interactive TV (joining with students from Port Hardy). There are 24 seats in this delivery. Additionally, 24 seats have been funded for the ECCE Infant & Toddler Diploma Program (2 year delivery September 2019 – March 2021).

No specific offerings to Bamfield students are currently available.

The expansion of ECCE programs (both base funding and one-time programs) have been possible through funding from the Ministry of Advanced Education Skills Training, relationships established with many First Nations and access to technology to eliminate some geographic barriers.

In addition to NIC, the Port Alberni Friendship Centre has recently partnered with the Nicola Valley Institute of Technology (BC's Indigenous Public Postsecondary Institution) to offer child care courses locally. Aboriginal Pathways ECE program consists of 16 seats for Aboriginal, Metis or Inuit students to work towards an ECE Assistant designation and/or an ECE certificate.

Over the past 5 years there has been a steady increase in interest in the ECCE field. While promising in terms of supporting space creation needs for the region, anecdotally, the field experiences a high turnover rate as graduates find jobs with higher wages outside the ECCE field and/or experience burn out and leave the field within the first 5 years. Currently there is also a shortage of college instructors in this area which undermines capacity to sustain expanded training.

Why Childcare Matters to Communities

Healthy Childhood Development is one of the 12 Key Social Determinants of Health recognized by the World Health Organization and the Government of Canada. This Determinant of Health affirms the importance of positive early experiences for children from the womb to the age of 6 for brain development, school readiness, and wellbeing throughout the span of their lifetime.

The Second Report on the Health of Canadians points out that early experiences of children are greatly impacted by their family situation and the environment that they are born into. New research on epigenetics shows that family stress, housing, and income can have as much of an impact on brain development and health as nutritious foods, attachment, and access to care. This research underscores the importance of supporting access to basic needs for families as well as creating robust programs for early childhood care and education. Healthy childhood development requires a systemic approach to provide support for families, early care and learning opportunities for children from birth to age 6, and tools to provide quality programming in an early childhood education setting.

	WAVE 2 2004-07	WAVE 3 2007-09	WAVE 4 2009-11	WAVE 5 2011-13	WAVE 6 2013-16
Physical	8	9	12	15	18
Social	9	11	10	12	15
Emotional	11	13	11	11	14
Language	20	15	17	15	12
Communication	10	14	9	12	16
One or More Scales	30	26	30	30	32

Source: <http://earlylearning.ubc.ca/maps/edi/sd/70/>

The Human Early Learning Partnership (HELP) at the University of British Columbia works with School Districts across the province to monitor population-level trends in child development and school readiness at kindergarten using a measurement of childhood vulnerability called the Early Development Instrument (EDI). Childhood vulnerability has been on the rise in the ACRD and across the province since 2009. Equal to the provincial average, the most current EDI data indicates that 32% of children in the ACRD experience vulnerability in one or more areas of development. A regional trend of increasing vulnerability (in all areas except language and cognitive development) is disconcerting.

One strong influence to consider is the socio-economic profile of the ACRD, which highlights challenges faced by families including a child poverty rate of 30%, 36% of children living in low income homes and two times the rate of children and youth in care compared to the province as a whole. Comparing a region with similar child poverty rates, SD52 (Prince

Rupert) has a 31% child poverty rate and an EDI which indicates 51% of children are vulnerable on one or more of the EDI scales. The lower vulnerability results in the ACRD indicate the foundation of a strong system of childhood support which has been working hard to increase the resilience of children.

Sources: https://www.who.int/social_determinants/en/, <https://www.canada.ca/en/public-health/services/health-promotion/population-health/what-determines-health/what-makes-canadians-healthy-unhealthy.html#healthychild>, <http://publications.gc.ca/collections/Collection/H39-468-1999E.pdf>

Community Engagement

Quantitative data from government sources, including information about the number and type of licensed child care centres and child care utilization rates, are helpful in understanding the broader child care landscape. However, given the variety of communities that comprise the Alberni-Clayoquot region, this planning process prioritized the inclusion of stakeholders, including parents/families, child care providers, and other community stakeholders (for example, School District 70 staff, Supported Child Development staff, etc.).

Stakeholder input was obtained via the following mechanisms:

- A parent survey
- A child care provider survey
- Community open houses
- Focus groups
- Interviews

Parent survey

A parent survey was conducted across the region in May - July 2019. The purpose of the survey was to learn more from parents about their past, current, and anticipated future child care needs. The survey also allowed parents to reflect on the quality of child care, the cost of child care, and the barriers they have identified or overcome in accessing child care. In total, 278 responses were received representing 483 children across the Alberni-Clayoquot. Given the total number of children across the ACRD, this response makes the survey statistically significant with a 95% confidence level and a 5% margin of error.

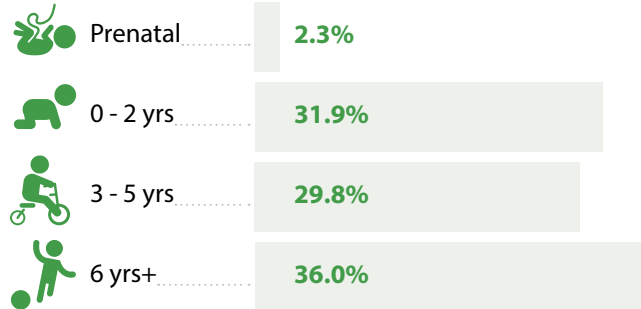
A thorough summary of survey results is offered in Appendix 3. Highlights are below.

Family Demographics

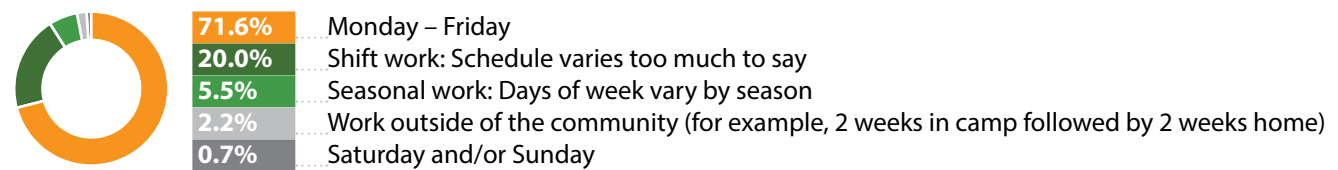


- 92% of parent respondents are engaged in paid employment

Ages of Children Represented in Survey

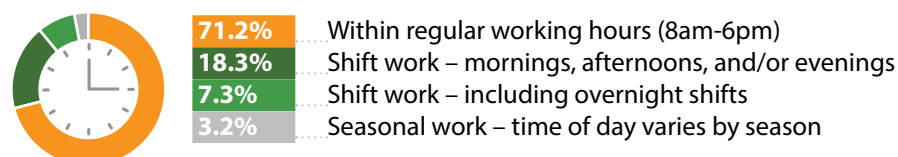


Usual Work Days of Parents/Caregivers



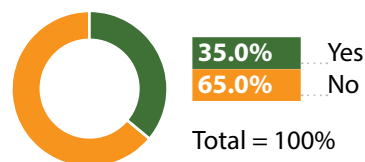
Total = 100%

Usual Work Times of Parents/Caregivers



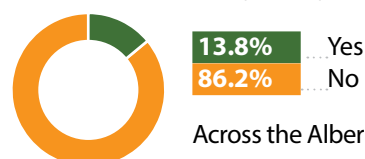
Total = 100%

Families who have utilized Affordable Child Care Benefit



Total = 100%

Families Reporting Indigenous Identity



Across the Alberni Clayoquot Regional District, 19.9% of residents report Indigenous identity (2016 Census).

- 59 respondents report identifying with one of the following groups: Children with extra support needs (34), Francophone families (14), Immigrant and refugee families (7), Young parent families (4)

Past, Present, and Anticipated Child Care Needs

- More than half of children represented in the survey have attended a licensed day care centre (53.9%), while roughly one in four have utilized the following options: before and/or after school care program (28.7%), licensed preschool (27.5%), in the child’s home, by a relative (27.1%), in someone else’s home, by a licensed care provider (25.9%), and in someone else’s home, by an unlicensed care provider (25.5%)
- 44.1% of children of respondents are currently accessing child care, with an additional 21.0% (or 1 in 5 children) on a waitlist, 11.9% not able to access child care, 11.5% not needing child care right now, and 11.5% choosing “Other” and detailing their child care access issues
- The most commonly accessed mode of child care is licensed daycare, at 45.9%, followed by before and/or after school care program, at 21.7%, and in the child’s home, by a relative, at 20.6%

Distance Between Home and Child Care Provider



0-4km	5-9km	10-14km	15-19km	20km+
94	37	23	9	9



Total = 172

Monthly Fees Paid for Child Care Currently

28	Up to \$200*
15	\$201-\$399
18	\$400 - \$599
28	\$600 - \$799
20	\$800 - \$999



7	\$1000 - \$1199
12	\$1200 - \$1399
15	More than \$1400 (max response \$2900)
7	Varies - Drop-in hourly or day rate
5	Other (Camps, etc.)

*Of these respondents, 5 mentioned that their centre was part of the \$10/day pilot program. 4 respondents referenced free care provided by a child’s grandparent(s).

- While one-third of respondents agree that the monthly fees they pay for child care are reasonable given income and other financial commitments, 43.1% disagree
- 77.7% of respondents are satisfied with the quality of care their children receive
 - Less positive comments about quality of care include a discomfort with the lack of licensed options, concern about the lack of child care workers and centre resources, sacrificing quality in the name of availability or affordability, and dissatisfaction with lack of flexible care options
- When asked to project their child care needs in the next 1-5 years, survey respondents chose licensed daycare (59.6%), before and/or after school program (57.0%), and licensed preschool (37.4%) most frequently

Your Family's Ideal Child Care Solution

- Similarly, when asked to choose their ideal choices for child care if there were no barriers to access, survey respondents chose licensed daycare (73.8%), before and/or after school program (43.4%), and licensed preschool (37.7%) most frequently
- 60% of respondents noted that in an ideal situation, their child care centre would be located within 9km of their home. 76.0% of parent respondents currently accessing child care use a centre within 9km of their home. This suggests that for most, location is not a barrier in accessing child care services in the ACRD.
- Median desired child care fees are \$400-\$599 per month, with some parent respondents mentioning wanting to participate in the \$10/day program and others noting that while they can afford the child care they are currently paying for, it leaves them short in providing for extracurricular activities for children or adding to an RESP

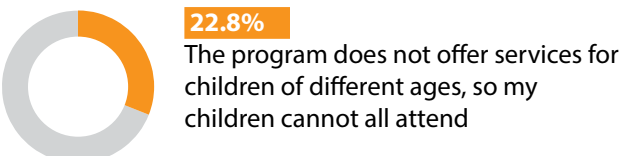
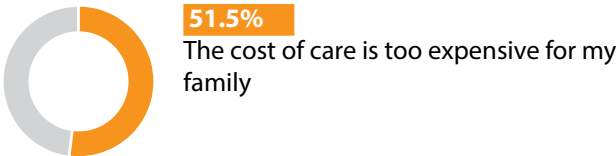
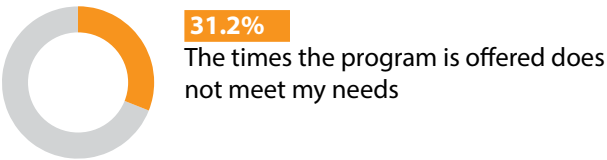
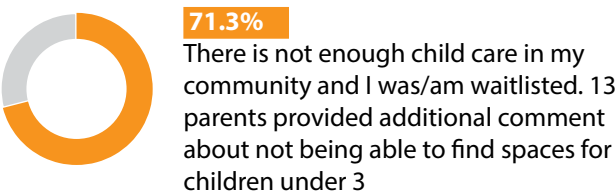
Desired Monthly Child Care Cost Indicated as Comfortable For Families:



- When considering improving the child care landscape, space creation is a worthy target but quality space creation is a more important goal. Parent respondents were asked to identify which of the following programs/services would be beneficial to their children:
 - Meals and snacks provided – 72.8%
 - A primarily outdoor program – 67.0%
 - Cultural programming (examples include language nests, cultural practices integrated into program) – 41.0%
 - Homework assistance/Tutoring (for school-aged children) – 39.8%
 - Bilingual childcare provision/language learning opportunities – 34.7%
 - Additional support for children with extra needs – 25.1%

Barriers to Accessing Child Care

- Finally, parent respondents were asked to identify the barriers they have experienced in accessing child care. The four most frequently chosen barriers were:

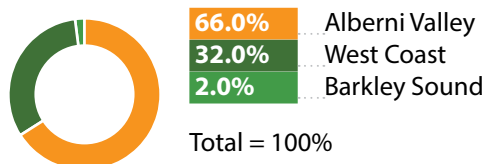


- When asked how these barriers have impacted their family, a full one-third of respondents detailed an impact on their career (i.e. one parent did not return to work or returns to limited hours because of lack of available care), with another 40 respondents citing financial stress and 25 citing stress on family
- Parents who have successfully found child care were queried about any issues that arose after their child care search. 27 parent respondents noted that the centre's hours did not match parent work hours.
- Finally, parents had the opportunity to share any additional information that would be helpful in developing a child care plan. 30 respondents highlighted the frustration of long waitlists, especially for Infant/Toddler spaces, those needing only part-time care, and children with extra support needs.

Child care provider survey

In tandem to the parent survey, a child care provider survey was offered across the region in June and July 2019. The survey created an opportunity for child care provider input in advance of the West Coast child care provider focus group and Alberni Valley open house.

Child Care Communities Represented:



Survey highlights:

- Survey respondents were as likely to be new to field (having worked in child care for 2 years or fewer) as they were to be experienced veterans (clocking 20 years or greater)
- More than half (52.0%) of respondents work in licensed non-profit child care centres
- 44.0% of respondents hold an Early Childhood Care and Learning certificate, while 24.0% hold a diploma specializing in either Infant/Toddler or Special Needs and 16.0% hold a bachelor's degree
- Respondents reported caring for low-income families, children with extra support needs, Indigenous children, young parent families, immigrant and refugee families, and Francophone families.
- Only 10.6% of respondents agree that their community has a sufficient number of child care spaces given the total number of children in the community; 80.9% disagree
 - Broken down by age bracket, child care providers feel their community is lacking sufficient child care spaces for:
 - Infants/Toddlers - 80.8% of respondents believe an adequate number of spaces are lacking
 - 30 Months-School Age - 61.7% believe adequate spaces are lacking
 - School Age - 56.5% believe adequate spaces are lacking
 - Preschool - 36.2% believe adequate spaces are lacking
- Similarly, questions about waitlists surface the lack of child care available across the region: only 17.4% of respondents agree that waitlist lengths in their communities are reasonable
 - 74.5% of providers disagree that Infant/Toddler waitlists are reasonable, while 59.% disagree that 30 Months - School Age waitlists are reasonable
- More than half of respondents (59.6%) disagree that their community provides flexible care (days of the week and time of day) to families
- Finally, child care providers were asked to reflect on their own careers. Care providers identified many assets available to support their ongoing practice and professional development, although opportunities are less regular in the rural and remote communities
 - West Coast child care providers noted increased costs to bring professional development trainers to the Coast and increased costs to travel out of the subregion for professional development
- Survey respondents were asked to identify the barriers they have experienced in their careers. The top three barriers were:
 - Burnout (73.9%)
 - Inadequate compensation (68.9%)
 - Challenging interactions with fellow staff (37.8%) (tie)
 - Challenging interactions with parents/families (37.8%) (tie)



Reviewing the regional parent survey responses and the regional child care provider survey responses in tandem, there were many parallels:

- Both parents and child care providers stressed the need for increased Infant/Toddler and Before and After School Care spaces
- Likewise, parents and child care providers agree that flexible hours are currently lacking to support families
- Parents and child care providers both play key roles in local economies: quality, accessible child care enables parents to participate in the workforce, but a strong ECCE workforce also requires an economic investment and recognition of the importance of educated and dedicated child care workers

Community open houses

Open houses were conducted across the region, with the first being held in Tofino on September 11th, the second being held in Ucluelet on September 17th, and the third being held in Port Alberni on September 25th. Outreach to other Indigenous and remote communities was conducted to validate survey findings and offer opportunities for further engagement.

The purpose of these events was to share the results of the family and child care provider surveys with the community, to hear more from stakeholders about their experience with child care, and to utilize community input to develop recommendations for moving forward. Thus, open house findings are woven into both the key themes and recommendations sections.



In total, **44** families and **42** ECEs and other community stakeholders attended an open house.

Focus groups

Focus groups were conducted in the Alberni Valley in September 2019 and were an opportunity to connect with potentially underserved groups of parents. Four groups were convened: Indigenous families; newcomer, immigrant, and refugee families; young parents (parents under 25 years old); and families with children with extra support needs. One other group of parents was identified as of interest - low-income families - but parents representing this group were interviewed one-on-one because of organizational constraints and subject sensitivity.

A focus group with West Coast Early Child Educators and other professionals engaged in child care was held September 4th. Additionally, engagements with families at the Tofino StrongStart program and interviews with Educators in remote communities were conducted to outreach to populations which were underrepresented in survey or open house results.

In total, there were **24** focus group participants representing **63** or more children. Please see the “Child Care in the Alberni Valley” section for results of these focus groups.

Interviews

Over the course of this process, one-on-one interviews were conducted with parents, child care providers, and other early years stakeholders. In total, 56 interviews were conducted. Findings are woven into key themes and provided additional insight and depth into the child care experience from many different perspectives.

Key themes in regional community engagement findings

1. Infant/Toddler care is needed throughout the region.

Families, early childhood educators, and other early years stakeholders are in agreement that more Infant/Toddler spaces are needed throughout the Alberni Valley and on the West Coast. Care for a community's youngest children allows parents (often mothers, per survey responses) to return to work after maternity leave.

“ Child care has caused me a lot of stress and concern. I am unable to return to work as I have no care for my child. Many local daycare centres don't take infants/toddlers... We have been on waitlists for almost a year and still don't have a confirmed spot for the near future. We are currently on 3 different waitlists.

2. Before and After School Care is needed throughout the region.

There is a related need for before and after school care. With many parents working a traditional work day, and still others engaged in shift work, care is needed for children in the hour or two before school begins and for a few hours after school ends. Some communities are served by before and after school care programs that provide transportation between the school and the child care centre, but many are not. Parents expressed a preference for this type of care to be located on school grounds.

“ We need 3 days/week of care plus after school care for our older child. The after school program runs until 4 or the latest is 4:30. My employment is not flexible to allow me to leave work prior to my shift end at 5. So we will have a gap to fill every work day. I have even taken a permanent decrease in FTE in order to strike some kind of work/life balance - and am still struggling to find adequate care.

3. Parents want more options as to when and where they access child care.

Shift work is a reality for more than 25% of survey respondents, some of whom work overnight shifts. The region's seasonal, tourism, and resource-based economies necessitate shift work, but current child care spaces lack flexibility in offering part-time time, care during non-traditional hours, overnight care, weekend care, and statutory holiday care. Child care providers agree that more flexibility would be helpful for families, but the small size of the child care workforce is a barrier to offering increased and/or non-traditional hours.

“ I have had to use friends and family to look after my child. They are not available now and I found someone advertised on Facebook. They are kind and lovely, but they have no training, so I worry about how my child will do there long term. When I work evenings and weekends it's even more difficult to find care for my child. It would be nice to have more centres offer evening and weekend care for children or just have space in general.

4. Child care has a tremendous economic impact on families and communities.

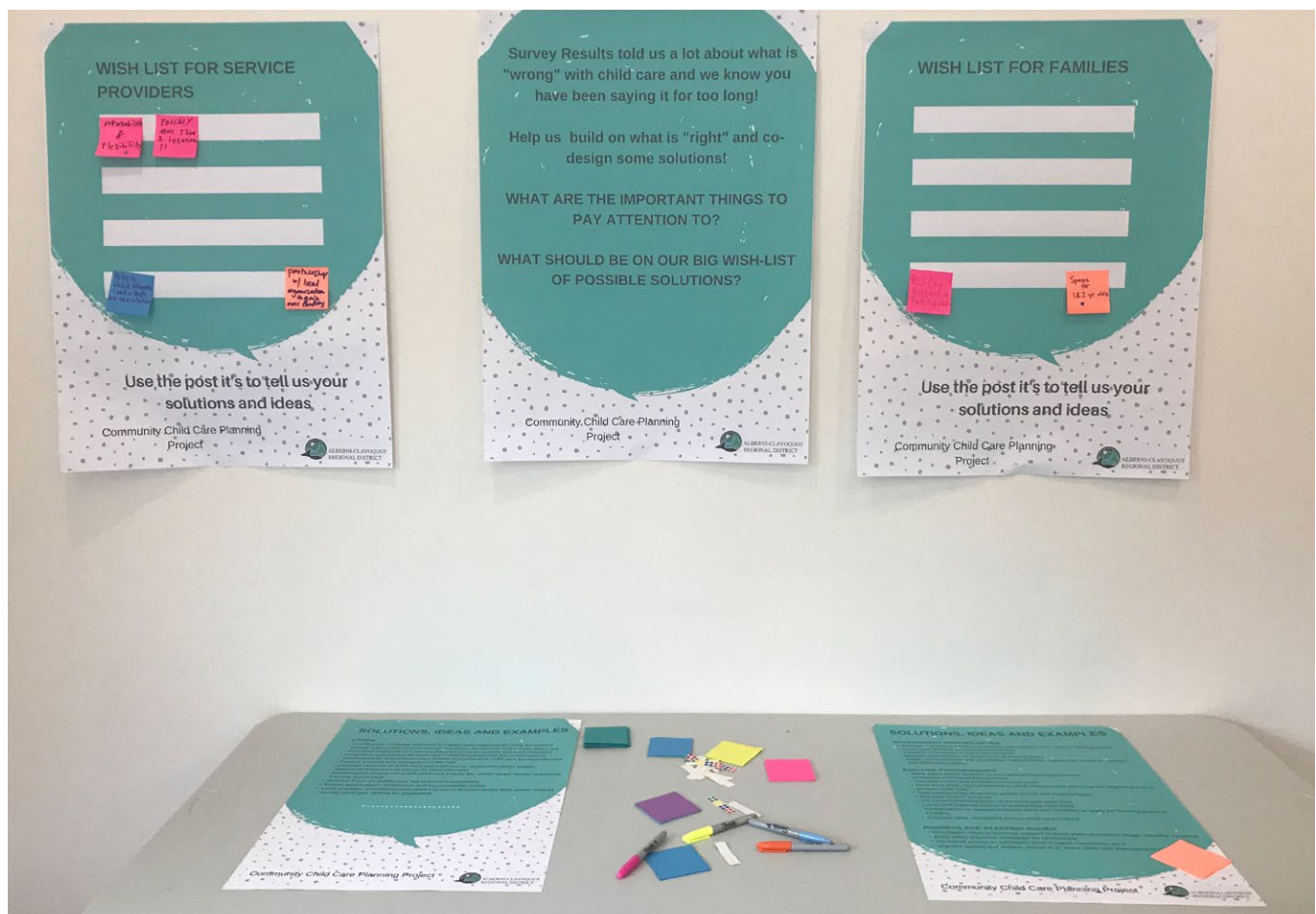
34% of parent respondents report that child care has impacted their career – and not in a positive way. Parents unable to find sufficient child care have resigned from positions, downgraded, scaled back from full-time to part-time, and made other changes to accommodate their children's care needs. This affects the family, but also the larger community and workforce, who lose relatively young workers. In some cases, skilled professionals are difficult to replace.

Additionally, the cost of child care was reported as a barrier by more than half of survey respondents. Parents spoke of the sacrifices made to access child care, including being unable to save money, and to the financially perilous position that paying for child care has brought about.

“ I'm unable to work often and had to give up my posting... after my last maternity leave and go casual. Now I try to pick up shifts when my husband is home from camp but I risk losing my job of 12 years... if I can't pick up enough hours in a year.

5. The early childhood care and education sector is not sufficiently valued or compensated for the work performed.

Again, parents, child care providers, and other early years professionals are in agreement that the early childhood care and education sector is not sufficiently valued or compensated for the work done. Wages in child care centres are low – sometimes only a few dollars over minimum wage – and benefits are rarely offered. The work is both physically, mentally, and emotionally demanding. The field is characterized by high rates of burnout, with many Early Childhood Educators leaving within 5 years. Parents notice that staff turnover in centres decreases the quality of care and makes it more difficult for parents and children to build relationships with child care providers.



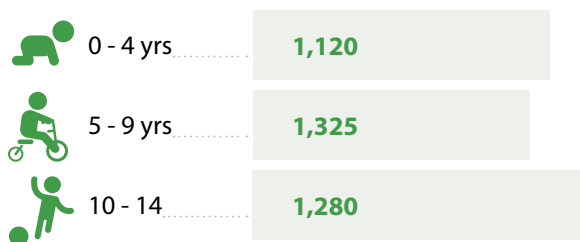
CHILD CARE IN THE ALBERNI VALLEY

This section provides a snapshot of child care across the Alberni Valley, including current number of spaces, space utilization information, current trends in child care, and a report on community engagement in support of this planning project.

The Alberni Valley is comprised of the following communities: City of Port Alberni, Alberni Clayoquot Regional District (ACRD) Electoral Area B - Beaufort, Electoral Area D - Sproat Lake, Electoral Area E - Beaver Creek, Electoral Area F - Cherry Creek, Tseshaht, and Hupacasath.

Current State of Child Care

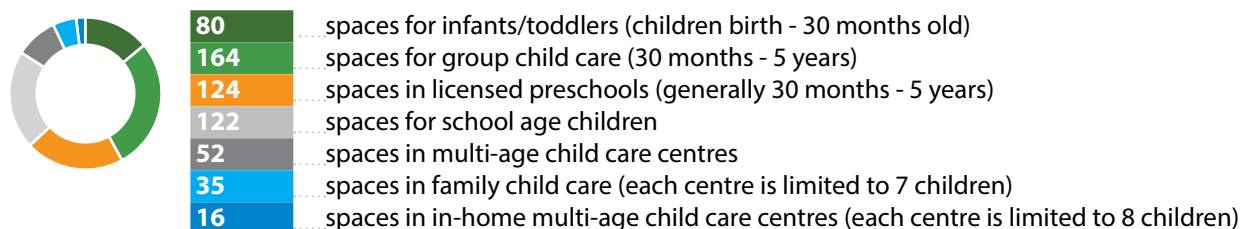
In total, there are 3,725 children 0-14 living in the Alberni Valley



Licensed child care resources include:

24 centres (19 group child care centres and 5 family child care centres)

All together, these 24 centres offer 593 spaces:



Number of licensed child care spaces per capita (children ages 0-14): 0.16

Number of licensed child care spaces for children younger than school age per capita: 0.33, or 1 for every 3 children

Number of licensed child care spaces for school-aged children per capita: 0.04, or 1 for every 25 children

Other highlights:

- There are **0** centres in the Alberni Valley with extended operating hours (before 7am and/or after 7pm)
 - **0** centres in the Alberni Valley offer overnight care
 - There are **7** centres are located in schools or on school grounds (**5** on School District #70 grounds, and **1** each at Saint John Paul II Catholic School and Haahuupayak School)
 - **8** centres are co-located with other services to support families, including the Family Hub, Island Health Preschool Speech and Early Childhood Mental Health services, Outreach Therapy, the Young Parent Program, Kackaamin Family Development Centre, and the Port Alberni Friendship Centre
 - Most centres report operating at capacity and maintaining a waitlist
 - There is only **1** centre that is a prototype site for the \$10/day Universal Child Care Program (As of October 2019 only 28 families have access to this program across the region.)
-

Interpreting Trends

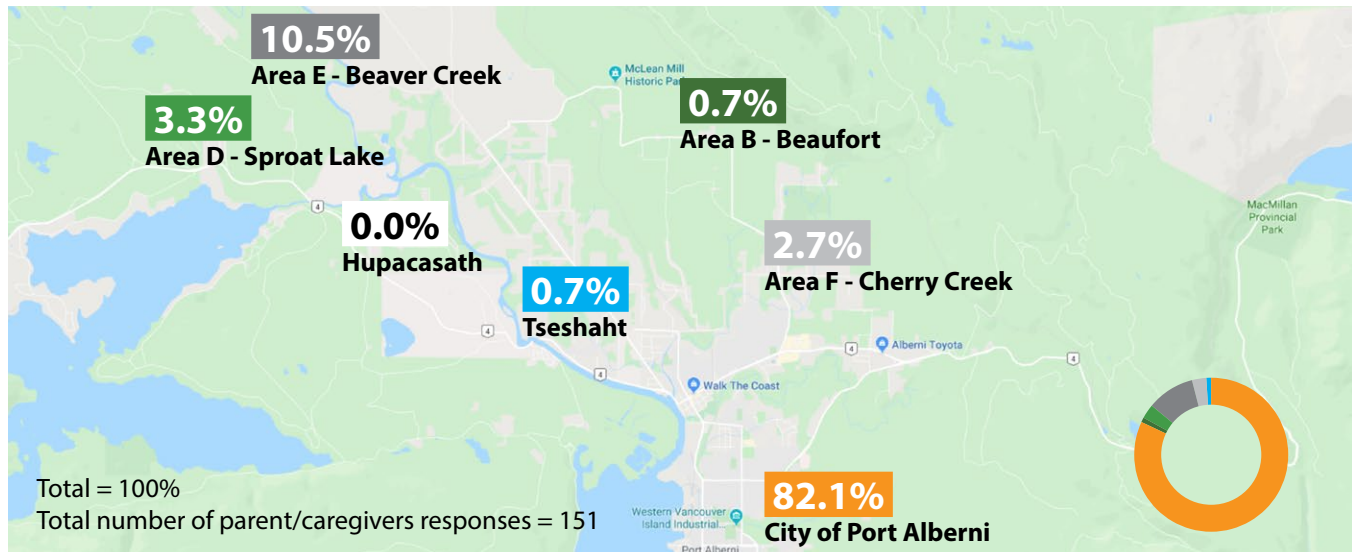
Compared to other areas of the region, the communities that comprise the Alberni Valley are geographically close and connected to one another. The four regional district electoral areas, Hupacasath and Tseshaht Nations and the municipality of Port Alberni, share amenities. For the most part Alberni Valley residents live, work and play across the communities. This area of the region has the largest population and has easier access to many services as compared to West Coast communities and Barkley Sound. Despite this advantage, the current availability of child care spaces in the Alberni Valley is critically low. At present, there are enough spaces for only 16% of children and the spaces are full, many with waiting lists. Parents and Early Childhood Educators are in full agreement that the most immediate needs are for infant and toddler care as well as before and after school care. In addition to space availability, affordability is also a significant barrier. Parent and caregiver stories of being under pressure to quit work, work less, or even live in a different community are, sadly, not rare.

Because of the geography of the communities, parents and caregivers did not express concern about where child care is located except for their school aged children. Many families prefer to have before and after school care available on school property, creating an extended day at school. They described the conflict of juggling child care centre hours, school hours and their work schedules as well as the level of stress created by the logistics of transportation, timing and transitions.

In addition to space needs, families are looking for flexible options for care. There isn't any licensed care facility in the Alberni Valley that offers extended or flexible hours (before 7am or after 7pm), yet 31% of Survey respondents work shift and/ or seasonal work. The unique needs of marginalized populations (families with children with extra support needs, young parents, indigenous families and immigrant or refugee caregivers) amplify the primary concerns of space, flexible care options and affordability.

Foundational to Early Care and Learning is providing children with quality care by qualified professionals. Early Childhood Education and Care Professionals in the Alberni Valley feel the burden of not being able to meet space demands for families. A parallel crisis is the lack of qualified staff required to create more spaces for children to attend. Many child care providers have left the sector from the persistent lack of value both in social perceptions of the work as well as reasonable and equitable compensation. New professionals are being trained, but not retained in the field and not at a rate that meets demand.

Community Engagement



Family survey

151 of the parents/caregivers who completed the child care survey live in the Alberni Valley: 82% live in the City of Port Alberni and the remainder from the surrounding electoral areas of Beaufort (0.7% of responses), Sproat Lake (3.3%), Beaver Creek (10.5%), Cherry Creek (2.7%), and from Tseshahat (0.7%) and Hupacasath (0). These responses represented a total of 276 children aged 13 years or younger. Of these, 30% are infants and toddlers, 30% are preschool aged and 40% are school aged (K-Grade 6).

One in five, or 20% of the surveyed families, identify themselves and/or their children as Indigenous. This is consistent with Census data (2016) across the Alberni Valley, in which 18.3% of total residents report Indigenous identity.

Respondents were given the opportunity to identify with various population subgroups. 50 respondents answered this question: 29 families have children with extra support needs, 5 are Francophone families, 3 are young parent families, 2 families foster children and 1 family is a newcomer/immigrant/refugee family.

Currently, families who responded to the survey have varying child care needs and arrangements. 45% currently access child care, 10% don't need child care, 20% either don't have access or are piecing together care from family and friends, and 25% are on a waitlist.

Child care costs emerged as a significant issue and barrier for survey respondents. More than one-third of families who completed the survey expressed that the fees they pay for child care is a significant percentage of their monthly income. The median monthly child care costs for families in the Alberni Valley is \$600-\$799 and it varies depending on the number of children in the family, centre costs, full or part time hours. A full time, minimum wage job earns \$2400 per month, pre-tax or about \$2000 after taxes. This leaves very little for other living expenses.

Gillian and her husband are professionals who both work in Port Alberni. They live in Nanaimo, not by choice but because they have not been able to find child care in Port Alberni. They placed their daughter (now turning 2) on waitlists in Port Alberni centres one year ago after they moved to the Island from the Lower Mainland. After 12 months they have just recently been offered a spot. In the meantime, Gillian brings her daughter to a Nanaimo based child care centre and has had to rely on her parents for extra support. Because of the commute, both she and her husband leave home before the child care facility is open and come home after it is closed. On days that both Gillian and her husband have work shifts, Gillian's parents have to be late or leave their work early in order to drop off and pick up their granddaughter. Now that they have care for their daughter in Port Alberni, they are finally able to finalize their living arrangements and move to the community.

Given a variety of options, parents and caregivers prefer licensed child care if no other barriers exist. This includes licensed day care, before and after school programs, licensed preschools and care in someone's home by a licensed child care provider. While some parents (27%) would prefer care to be provided at home by family members if possible, currently 50% of respondents use relatives as part of their child care arrangements.

The top three barriers that families indicate they have experienced in searching for child care include:

1. The community lacks sufficient spaces, requiring a family to go on a waitlist,
2. The cost is too expensive given the family's income, and,
3. The times that the child care program runs does not meet families' needs.

The comments and stories survey respondents shared highlighted the significant impacts that these struggles have had in their lives. 56 people described how child care access issues have had an impact on their careers (parent does not return to work or returns limited hours because of the lack of available care). 19 families shared that child care barriers have resulted specifically in financial stress, while 19 families also mentioned other family stress has occurred such as mental stress, marital stress, and time poverty.

Families with more than one child and/or a child with extra support needs experience further and compounding child care challenges. In some cases parents have only been able to find care for some of their children. They describe piecing together care with family and friends, quitting their employment or splitting up children to attend multiple centres. This creates further cost, transportation needs, time and stress on families. More information about child care for children with extra support needs is discussed in more depth in the focus group summary below.

Amanda is a mother with a 1 year old baby and an elementary school aged step-child. Both children need child care now that Amanda has finished her maternity leave and has returned to work as an Early Childhood Educator. Despite having a job to return to, she is only able to return to work part time as she cannot afford to put her infant son in full time care as well as her older son into after school care. Currently she is relying on her mother for child minding.

Key themes from Alberni Valley Parent Survey

1. Infant/Toddler care is needed in the community.
2. Before and After School Care is needed in the community.
3. Child care has a tremendous economic impact on families and communities.
4. Parents seek increased care options such as flexible timing, part-time options, and program choice.

Child care provider survey

Of the 50 responses received on the child care provider survey, 33 reflect those living and working in the Alberni Valley. Perspectives were equally distributed between those who are new to the field (working in early childhood care and education for less than 2 years) and those experienced (20 years or greater). While every type of child care centre perspective is included, the majority of responses are from those working in licensed group centres.

Staffing is the primary challenge that centers face in the Alberni Valley (which mirrors the reality across the province). Based on survey responses, the direct implications of an inability to find and keep enough qualified staff members results in waitlists, inflexible programming for families, low numbers of infant and toddler care spaces that require specialized training, inability to increase space capacity, and, in some cases, a compromise in quality in the attempt to meet parent demands. The reasons for staffing issues are historical and systemic. Low wages, lack of wage parity, low social value of child care, and lack of ongoing learning and professional development are primary factors behind the most frequently named challenge that respondents have faced in their career - burnout - described by 73.3% of respondents.

One child care centre employee stressed the critical importance of not sacrificing quality care as space demands cause centres to stretch staffing capacity very thin. For example, the increase in hiring more Responsible Adults and Early Childhood Educator assistants as a band-aid measure to cover staff shortages threatens to undermine the level of quality care that is possible when enough fully trained early childhood educators work with children.

Key themes from Alberni Valley Child Care Providers Survey

1. Infant/Toddler care is needed throughout the community.
2. Before and After School Care is needed throughout the community.
3. Finding and retaining qualified staff and adequate support staff are the primary barriers to offering both more spaces and more flexibility for families.
4. Staffing issues are rooted in systemic issues of low wages and low social value which results in high levels of burnout.

Focus groups

In recognition that the voices of marginalized parents may not be reflected in the general parent survey, four focus groups were conducted with specific target audiences. As expected, each group validated the common themes that emerged from other data sources as well as highlighted barriers or challenges specific to the unique experiences of these families.

Parents and Caregivers of Children with Extra Support Needs

Along with the typical struggles to find child care spaces detailed above, parents and caregivers of children with extra support needs have additional care needs to satisfy. Invited to participate based on their connection to the Port Alberni Association for Community Living, focus group participants reported difficulty finding qualified support personnel to offer supported child development services within child care centres as well as the specialized care their children require in other situations such as evenings, weekends, and other events. Along with a lack of early childhood educators in the sector, there is also a significant gap in the numbers of care providers needed with specialized training to support children with extra needs. Focus group participants shared stories of the physical and emotional tolls that occur during the process of finding a support person, and particularly one that is a good fit with their child's needs. A poor fit becomes very hard on everyone involved: the child is distressed, the support provider is at risk of burnout or leaving and the family is stressed with the implications of not having enough care support.

Because supports, services, and funding are dependent on diagnosis, these families are often on waitlists for assessments which has a compounding effect on getting support, accessing care and settling a child into consistent, quality care arrangements.

Many of the costs associated with care and support is out of pocket for families, meaning that the financial pressures that families with typical children face when securing child care are amplified when also paying for specialized support. Some of these costs are covered with specific diagnosis before the child enters school. However, after school entry, costs for care and support are largely shouldered by the family. This applies to before and after school care as well as care that is required in situations when schools are unable to accommodate a child for full days.

Adding to a family's financial stress is that parents and caregivers frequently have to miss work to attend doctor's appointments, school appointments, ongoing therapy appointments, and in response to events when children are unable to stay at a child care centre or school.

Tammy wanted to work part-time but only full-time care was available. She was required to pay the full amount, so decided to work full-time to help afford the other extra costs that comes with a child with extra support needs. The decision to work full-time is also influenced by the fact that her child will be a dependent for life. Thus, adding to a pension is really important for later years - but it impacts her choices now. Currently Tammy's work-life balance has suffered and her mental health is definitely in jeopardy.

Young Parents (enrolled in school)

The young parents that participated in this focus group currently attend school and are supported through a Ministry designated Young Parent Program that includes child care space and a parent support worker.

Their primary struggles related to finding and keeping child care were cost, flexibility and, for some, transportation. While cost is similar to what other focus groups highlighted, the interest in greater flexibility stemmed from their feelings of overwhelm. This focus group was held early in the school year, and the parents were still figuring out and establishing routines with their very young children and their own school responsibilities. Transportation was discussed as being a significant barrier when young parents are dependent on others for rides or using public transportation while juggling responsibilities and schedules at school, sometimes employment, and child care.

Participants noted that School District 70 and the local Young Parent Program greatly helped them navigate subsidy applications, find a child care placement, and manage support in general. Young parents appreciate the personal and caring connections with the program's child care providers both in person and through social media.

Parents and Caregivers Attending the Port Alberni Friendship Centre

Parents, parents-to-be, and elders contributed to a dialogue that highlighted the role of cultural values when navigating the child care system. In addition to validating barriers of waitlists and costs, Indigenous families offered insight into their cultural philosophies around families and child rearing, and highlighted how these values come into opposition with traditional child care options.

Subsidy processes and formal child care expenses are in opposition to Indigenous approaches. Licensing regulations were seen as colonizing and misaligned with cultural child rearing practices. As an example, focus group participants noted that having multiples ages of children together to socialize and learn from each other is prevented in licensed group care. Historically and philosophically, however, younger children learn from older children and children of all ages are brought up together. In general, the role of family and family responsibility for the care and nurturing of young children does not align with accessing child care at centres and for monetary exchange.

Child care is part of the much larger aim for reconciliation, equality, and inclusion. The system must recognize the current stresses families experience in a racialized society.

One grandmother shared her 15 year struggle to seek assistance for her daughter and grandchild with extra support needs. Contributing factors included a lack of information, no support to navigate options and the conflict of financial demands and cultural expectations of a grandmother providing child care. Because she, as a family member, stepped in to help care for her grandchild, she was ineligible for compensation. If the family chose to use care outside the family (and against their cultural practices) there were opportunities for financial support through subsidies.

Immigrant or Refugee Parents and Caregivers

To deepen an understanding of the experiences of parents and caregivers who are immigrants or refugees, Literacy Alberni convened a focus group of parents and grandparents with children under 12 years. Many participants were not accessing child care due to school and work commitments, cost, and transportation. In addition, participants expressed that they didn't have the information they needed to apply for subsidy, get on waitlists or learn about child care options.

For this particular group of parents/caregivers, the biggest child care challenge was before and after school care. Their needs indicated a preference for care located on school grounds to provide them the flexibility to pursue employment and/or schooling. One participant is currently seeking employment but feels concerned because his current schedule requires him to drive his child to and from school (at 9am and again at 2:45pm) and a full time job would require a new arrangement for his son.

The refugee participants in the focus group expressed gratitude for the support system that had wrapped around their family since entering Canada. Others cited helpful family members or social serving agencies who helped with navigating funding applications. Others, with only functional English, found social media helpful as a way to reduce barriers by submitting questions or registering for programs online.

In the first 5 years of Emma's son's life, she experienced a very isolated experience as a new immigrant with few English language skills. Looking back, she found the hardest part was building trusting relationships with those who could help her raise her son and create a wider sense of community for him (and herself). She regrets the lack of connection and wishes her son had attended a child care program because she feels it would have added an important Canadian cultural experience and would have alleviated her severe social isolation.

Key themes from All Focus Groups

1. Before and After School Care is needed throughout the region and because focus group participants often face additional access barriers, care on school grounds was preferable.
2. Financial barriers exist across all focus groups. Reducing costs to families will improve access to licensed, quality care arrangements.
3. Families have employment or education commitments that often don't align with the hours of operation of child care centres. Many require flexible care options including part-time care, extended hours, and/or occasional care.
4. Cultural considerations play a role in the child care choices that families make. Regardless of culture, personal relationships, trust and communication were emphasized as important factors when choosing child care.

Open House

25 child care providers and stakeholders participated in a 3 hour drop-in opportunity to learn about preliminary survey results and co-create action ideas and recommendations. Participants were solution focused and generated ideas for provincial and local governments as well as community organizations in the Alberni Valley.

Participants were acutely aware of the relationships between child care space availability and ECE staffing. Many deal daily with the impact of critical space needs and lack of staff. Centres must turn families away, demand full time commitments or not be able to accept multiple children from one family. The serious staff shortage also impacts the centre when someone calls in sick. It can, in some cases, diminish the ability of child care providers to spend quality time with families during the transitions of pick up and drop off and, anecdotally, expedites care provider burn-out.

Participants, most of whom work in the early childhood care and education sector, felt strongly that funding for more support, higher wages, and increased benefits is the strongest way to attract and retain new ECE professionals. To meet the goal of increasing spaces without reducing quality, more qualified staff must be retained. One issue that was raised that complicates staff wages and retention is the inequity of ECE wages across centres in the region. Fair but also equitable wages were suggested as an important practice in stabilizing the workforce.

A number of open house participants expressed an interest in opening new child care spaces and/or expanding existing centres. Several Early Childhood Educators shared ideas about offering licensed group care in residential neighbourhoods in preference to commercial spaces in order to meet neighbourhood based requests for care, particularly before and after school care. The initial barriers presented by both zoning applications and licensing restrictions prevented further action. In addition, current child care providers have experienced the lack of qualified staff as a seemingly insurmountable barrier in creating new spaces.

Key themes from Alberni Valley Stakeholder Open House

1. Infant/Toddler care is needed in the community and throughout the region.
2. Before and After School Care is needed in the community and throughout the region.
3. Attention to ECE wages/benefits is critical to attract and retain adequate staff to be able to sustain increased spaces.
4. Staffing issues are rooted in systemic issues of low wages and low social value which results in high levels of burnout.
5. Funding for related organizations/roles that support child care centres is also important (e.g. Child Care Resource and Referral and Supported Child Development).
6. A focus on quality care is as important as space availability.
7. Municipal governments can make a difference by revising zoning laws and processes to support new child care centres.

Participants validated the recommendations provided in this report. They also had the chance to explore innovative ways that local community organizations could work together differently to make good use of space creation funding opportunities now available.

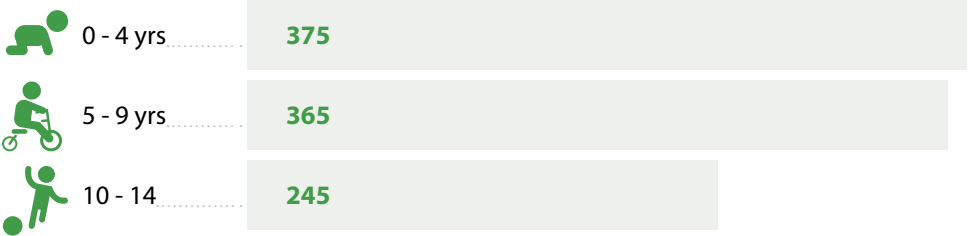
CHILD CARE ON THE WEST COAST

This section provides a snapshot of child care across the region, including current number of spaces, space utilization information, current trends in child care, and a report on community engagement in support of this planning project.

The West Coast is comprised of the following communities: District of Tofino, District of Ucluelet, Alberni Clayoquot Regional District (ACRD) Electoral Area C - Long Beach, Macoah, Hitacu, Esowista, TyHistanis, Opitsaht, Ahousaht, and Hot Springs Cove.

Current State of Child Care

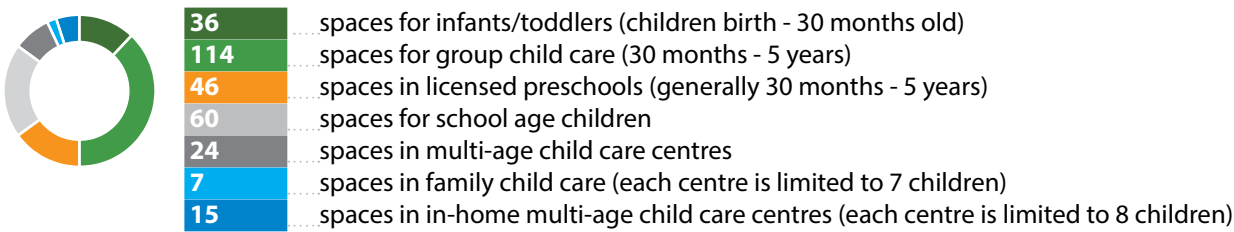
In total, there are 990 children 0-14 living on the West Coast



Licensed child care resources include:

10 centres (7 group child care centres and 3 family child care centres)

All together, these 10 centres offer 302 spaces:



Number of licensed child care spaces per capita (children ages 0-14): 0.30

Number of licensed child care spaces for infants and toddlers per capita: 0.10

Number of licensed child care spaces for children younger than school age per capita: 0.33

Number of licensed child care spaces for school-aged children per capita: 0.24

Other highlights:

- There is **1** centre on the West Coast with extended operating hours (before 7am and/or after 7pm) - Grandma Marg's Playhouse opens at 6:30am
 - **0** centres on the West Coast offer overnight care
 - There are **0** centres on the West Coast open on statutory holidays
 - There is **1** centre co-located on school grounds (Ahousaht Elementary)
 - **3** centres are co-located with other services to support families, including Meares Island Cultural Centre, Island Health - Public Health services, and the Ucluelet Community Hub
 - **10** centres report operating at capacity and maintaining a waitlist for specific age groups
 - There are **0** Infant/Toddler spaces in Ucluelet
 - There are **0** licensed preschool programs offered in Tofino and Ucluelet
-

Interpreting Trends

The ACRD's West Coast is a geographically disparate rural subregion that includes two population centres (Tofino and Ucluelet), Electoral Area C and 5 Nuu-Chah-Nulth Nations which comprise 7 coastal communities (Ahousaht, Hot Springs Cove, Opitsaht, TyHistanis, Esowista, Hitacu and Macoah), some remote and accessible only by boat. Given geographical differences and constraints, there is no consistency in child care offerings across the subregion and some communities are better served by licensed child care than others. Ahousaht, for example, is home to a robust child care program offering 72 spaces for the community's 190 children.

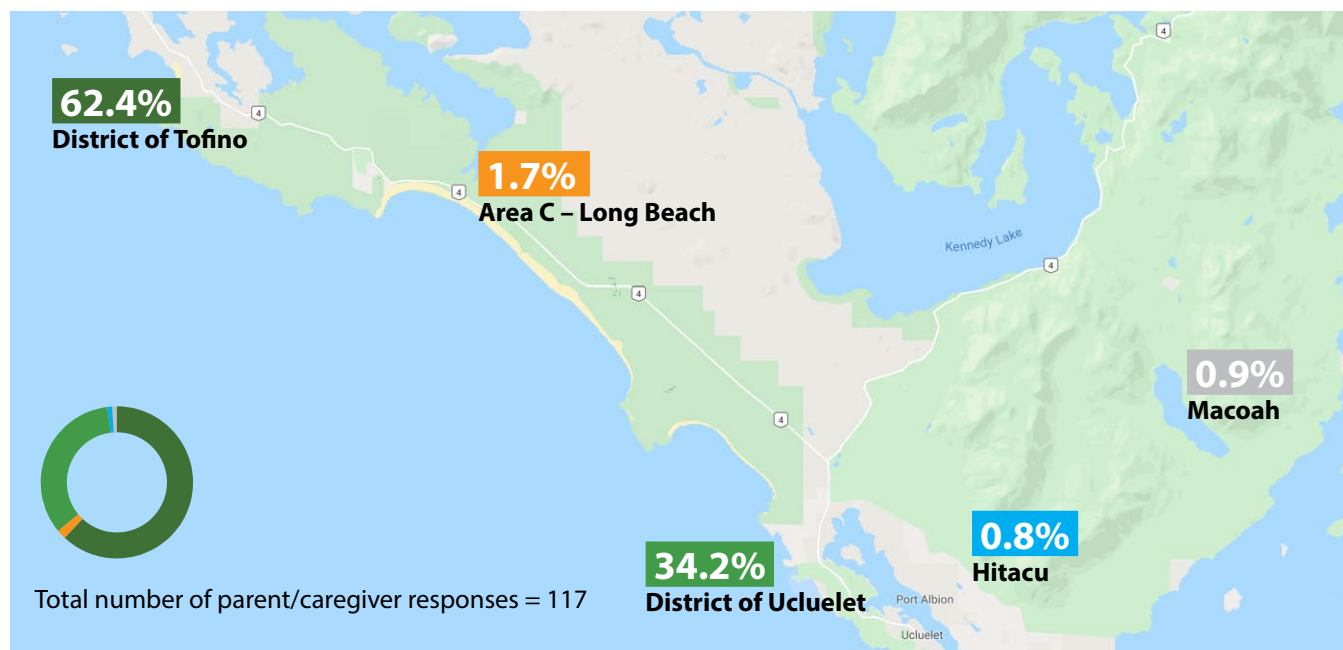
Other communities are lacking in care. Tofino and Ucluelet, the most populous communities in the subregion, do not have adequate child care spaces. This is most evident in looking at Infant/Toddler and Before and After School Care. In total, there are only 4 Infant/Toddler spaces (for children birth to 30 months old) in Tofino, and none in Ucluelet. Any Ucluelet parent requiring Infant/Toddler care is thus forced to obtain care outside of the community. However, the lack of Infant/Toddler spots in general makes it unlikely that a parent could find a licensed space. This forces parents to choose child care provision that is unlicensed and/or not eligible for the Affordable Child Care Benefit (subsidy), including leaving children in the care of a neighbour or friend, or hiring a private nanny.

Before and After School care is limited - although there are school-based programs, these end by 4:30pm. Those needing early morning care are hard pressed to find it, as the majority of child care programs do not open until 8:30am. Parents engaged in the planning project expressed frustration at the overall lack of options that match regular working hours - much less shift work - which is common in the West Coast communities due to the prevalence of tourism-based employment.

The Nuu-Chah-Nulth Nations in the region have much more robust child care programs than their municipal counterparts. Child care provided by nations is often nested under the education departments, with centers owned and operated through the nations in communities with younger families. The communities of the Hesquiaht Nation (Hot Springs Cove) and Toquaht Nation (Macoah) do not presently have high populations of young families and thus do not host child care programs. The communities of the Ahousaht Nation, Tla-o-qui-aht Nation (TyHistanis, Opitsaht and Esowista) and the Yuułu?iŋatŋ Government (Hitacu) are host to comprehensive child care programs with Infant/Toddler, Group Child Care, Preschool and After School programs. New centres have been developed recently in TyHistanis and Hitacu.

Between the three centers in Ahousaht, TyHistanis and Hitacu, the Nations host 32 of the available Infant/Toddler spaces, 69 spaces for children younger than school age, 37 Preschool spaces and 42 spaces for School Aged children. While families residing in these communities are better served than some of their neighbors, centres are challenged with the recruitment, training, and retention of staff. Additionally, families do face barriers around childcare, including transportation and access to before and after school care when utilizing services in a neighboring community due to school or employment needs.

Community Engagement



Family survey

117 of the parents/caregivers who completed the child care survey live in the West Coast communities: 62% in the District of Tofino, 34% in the District of Ucluelet, 2% in Area C, 1% in Macoah and 1% in Hitacu. These responses represented a total of 202 children aged 13 years or younger. Of these, 37% are infants and toddlers, 33% are preschool aged and 30% are school aged (K-Grade 6).

5% of the surveyed families identify themselves and/or their children as Indigenous. Respondents were given the opportunity to identify with various population subgroups. 31 respondents answered this question: 5 families have children with extra support needs, 8 are Francophone families, 6 are newcomer/immigrant/refugee family, and 1 is a young parent family.

Currently, families who responded to the survey have varying child care needs and arrangements: 45% currently access child care, 11% don't need child care, 26% either don't have access or are piecing together care, and 17% are on a waitlist.

Child care costs emerged as a significant issue and barrier for survey respondents. 52% of survey respondents expressed that the fees they pay for child care is a significant percentage of their monthly income. The average monthly child care costs for survey respondents in the West Coast communities was approximately \$850 per child per month. This rate varies greatly depending on the number of children in the family, centre costs, and whether a family accesses part- or full-time hours. Additionally, child care subsidies may only be applied to licensed spaces, which are limited. As such, 19 families reported paying over \$1000 a month for childcare with the highest reported amount being \$2900. The average yearly after-tax income for an individual in the West Coast subregion was \$31,000 as per the 2016 census. The Clayoquot Biosphere Trust Living Wage calculation estimates a two parent household requires an annual income of \$71,344 to meet basic expenses. This leaves very little for other living expenses.

“ It has been a struggle to find childcare and a major stress. I had to have three different care providers at one point just to cover my work week. I am on two waitlists for my second child at the moment. Finding care for children under 2 is even more challenging.

“ Daycare is my biggest expense besides rent, and I literally cannot afford it as a single (professional) working parent.

Given a variety of options, 80% of parents and caregivers prefer licensed child care if no other barriers exist. This includes licensed day care, before and after school programs, licensed preschools and care in someone's home by a licensed child care provider.

The top three barriers that families indicate they have experienced in searching for child care include:

1. The community lacks sufficient spaces, requiring a family to go on a waitlist,
2. The cost is too expensive given the family's income, and,
3. The times that the child care program runs does not meet families' needs.

The comments and stories survey respondents shared highlighted the significant impact that child care – or the lack thereof – has made in their lives. 36 people described how child care access issues have had an impact on their careers (parent does not return to work or returns limited hours because of the lack of available care). 47 families mentioned related family stress that has occurred including mental stress, marital stress, and time poverty. 19 families shared that child care barriers have resulted specifically in financial stress.

Families with more than one child and/or a child with extra support needs experience further and compounding child care challenges. In some cases parents have only been able to find care for some of their children. They describe piecing together care with family and friends, quitting their employment, or splitting up children to attend multiple centres. West Coast survey respondents identified significantly higher rates of unlicensed childcare options to make ends meet: 38% rely on care provided in someone else's home, by an unlicensed child care provider, compared to 25% in the region as a whole, and 24% report the use of informal, cooperative child care (parents may take turns providing care for group of children; may share nanny) which was double the reported regional rate. Relying on unlicensed sources of care creates additional cost and quality concerns, and can involve extra transportation, time, and stress on families.

“ I have had to give up a job that I spent a long time working towards. We are now a one income family which is a significant financial barrier. Our housing may become insecure as a result.

“ My husband and I have to take separate days off in order to make it work, meaning we have sacrificed family time completely. The financial burden of the child care cost is stressing on us. We feel we overpay and the quality of care is not up to standard.

“ We have had to piece-meal together care. My child goes to 3 different places during the week. I have to pay random people larger amounts of money to take him as they aren't actually interested in childcare. There are almost no spots in town for children under 2. I couldn't work full time until my child turned two because there was nowhere for him. Now I'm having a second. I'll have to give up an excellent full time job because there's nowhere to send my youngest.

Key themes from West Coast Parent Survey

1. Infant/Toddler care is needed throughout the subregion.
2. Before and After School Care is needed throughout the subregion.
3. Child care has a tremendous economic impact on families and communities.
4. Parents seek increased care options such as flexible timing, part-time options, and program choice.

“ Parental guilt - torn between staying home to provide the childcare experience my children should have and working to provide for our livelihood - food, housing, clothing.

Child care provider survey

Of the 50 responses received to the child care provider survey, 16 reflect those living and working in West Coast communities. Perspectives were equally distributed between those who are new to the field (working as a child care provider less than 2 years) and those experienced (20 years or greater). While every type of child care centre perspective is included, the majority of responses are from those working in licensed group centres.

Staffing is the primary challenge that centers face in the West Coast communities (which mirrors the reality across the province). Based on survey responses, the direct implications of an inability to find and keep enough qualified staff members results in waitlists, inflexible programming for families, low numbers of Infant and Toddler care spaces (which require specialized training), inability to increase space capacity, and, in some cases, a compromise in quality in the attempt to meet parent demands. The reasons for staffing issues are historical and systemic. Low wages, lack of wage parity, low social value of child care, and lack of ongoing learning and professional development are primary factors behind the most frequently named challenge that respondents have faced in their career - burnout (73.3%).

West coast respondents noted a lack of access to training options, while some options do exist locally professional development opportunities and specialized training for Infant/Toddler and Special Needs is particularly hard to obtain. Additionally due to the areas high cost of living and housing shortage recruitment and retention of quality staff is a challenge. Local efforts to train and retain staff who already reside in the area have improved the situation but do not presently meet the need for centres in the area.

Key themes from the Childcare Providers Survey

1. Infant/Toddler care is needed throughout the region.
2. Before and After School Care is needed throughout the region.
3. Finding and retaining qualified staff and adequate support staff are the primary barriers to offering both more and more flexible spaces for families.
4. Staffing issues are rooted in systemic issues of low wages and low social value which results in high levels of burnout.

Child Care Provider Focus Group

In order to better engage Early Childhood Educators and community stakeholders around the project and surface potential solutions, a focus group was organized in partnership with the Coastal Family Resource Coalition Early Years Working Group. Attendees from PacificCARE, Strong Start programs, private childcare centres, North Island College, the public childcare centre and other SD70 representatives met for 1 hour to review the project and provide valuable feedback.

Participants discussed the value of community support, hub models and finding ways to better support early years education. A main topic of conversation was around the need to increase respect and value for Early Childhood Educators, to be seen and compensated as educators rather than daycare workers. Participants underscored the need for Infant/Toddler and After School programs as well as increased flexibility in hours to meet family's needs. Innovative ideas were proposed as systemic interventions which could assist in increasing local capacity, including offering staff housing to increase retention, partnerships between the School District and municipality for co-location of child care spaces, and business sponsorship.

Key Themes

1. Increase capacity in ECE sector through grants for education, increased professional development, and sharing of resources and educators (staff exchange, subs, specialists).
2. Increase ability to meet family's needs – open Infant/Toddler centre, increase hours and flexibility, and help parents access Affordable Child Care Benefit subsidy.
3. Hub model – Develop partnerships with SD70, municipality, seniors and other services.
4. Get creative with space - partner with SD70 for portable to increase early years space; increase Infant/Toddler spaces at community childcare centre.
5. Augment high property costs and barriers to opening new centres with municipal and industry support.

Open Houses

The West Coast parent survey included a wide range of experiences from families in the region, including those with more acute needs. Vulnerable populations in rural and remote communities are often a small number and avenues by which to engage more marginalized family groups are limited as services are less targeted. With limited opportunities to engage specific family groups available, two open houses were organized in Ucluelet and Tofino an opportunity for families to review the survey results, add additional comments and co-create solutions. Open houses were promoted by sending information to programs serving vulnerable families in addition to targeted interviews.

Tofino Open house

25 families, community stakeholders, and decision makers attended the 4-hour open house event to provide valuable feedback on the project. Participants validated the results of the survey and provided additional stories and insight. Primary themes throughout the length of the open house were affordability and flexibility, Infant/Toddler programs, and the expansion of the \$10/day program.

I worry about the emotional toll the lack of childcare will take on my partner and our relationship since we will not see each other much, as one of us has to work while the other watches our infant.

Participants felt that the municipality, other local stakeholders, and more senior levels of government could assist in making childcare centres more attractive to open through support, funding, and provision of land or space. Families had a strong preference for supporting current programs, expanding outdoor nature based programs and seeing more collaboration between child care and SD70 for increased capacity in the community child care centre. Specific collaboration ideas focused on potential partnerships between SD70 and childcare centres for short term space reallocation, moving preschool programs to a mobile on school grounds to free up space for Infant/Toddler programs and ideas for long term planning involving multi sectoral Hub projects. Additional ideas around the development of a child care society to provide administration support to the child care centres in the subregion and assist in future planning were a lively part of the evening.

Ucluelet Open House

19 families, community stakeholders, early childhood educators, municipal staff and decision makers attended the 4-hour open house event to provide valuable feedback on the project. Staff from the Qw̓AYACIIK?IIS Daycare in Hitacu were in attendance to share information with families on the new centre opening in October and provided relevant insights.

Participants validated the results of the survey and provided additional stories and insight. Common themes were similar to the Tofino open house: affordability and flexibility, the need for Infant/Toddler programs, and training subsidies and living wages. Participants expressed the need to engage SD70 to partner and plan for early childhood space in the recently announced Ucluelet Elementary School renovations. Another potential partnership was suggested with the Alberni Valley Employment Centre Older Workers Initiative to investigate seniors returning to work as a potential solution to staffing issues. Participants also expressed the need for training subsidies, financing, and expedited ECE programs to increase support for early educators.

Open House Key Themes

1. Increased support to Early Childhood Educators through subsidies, education, and administration support.
2. Parent needs for affordability, flexibility, and Infant/Toddler and After School care.
3. Partnerships with SD70 and other community stakeholders to increase capacity at current centres and to free up space for new programming.
4. Make it more attractive to expand or create a child care centre – municipal, provincial, federal, and industry support to increase appropriate land/space and funding.
5. The creation of a non-profit child care society for administrative tasks of child care centres.

CHILD CARE IN THE BARKLEY SOUND

This section provides a snapshot of child care across the region, including current number of spaces, space utilization information, current trends in child care, and a report on community engagement in support of this planning project.

The Barkley Sound is comprised of the following communities: Electoral Area A - Bamfield and Anacla.

Current State of Child Care

In total, there are:

- **25** children 0-14 living in the Barkley Sound

Of these:

- **10** are 0-4 years old
- **5** are 5-9 years old
- **10** are 10-14 years old

Licensed child care resources include:

- **1** centres (Group child care centre)

All together, this 1 centre offers:

- **18** spaces
 - **0** spaces for infants/toddlers (children birth - 30 months old)
 - **18** spaces for group child care (30 months - 5 years)
 - **0** spaces in licensed preschools (generally 30 months - 5 years)
 - **0** spaces for school age children
 - **0** spaces in multi-age child care centres
 - **0** spaces in family child care (each centre is limited to 7 children)
 - **0** spaces in in-home multi-age child care centres (each centre is limited to 8 children)

Number of licensed child care spaces per capita: **0.72**

Other highlights:

- There are **0** centres in the Barkley Sound with extended operating hours (before 7am and/or after 7pm)
- **0** centres in the Barkley Sound offer overnight care
- The centre is co-located with a parent and tot drop-in program

1 centres report operating at capacity and maintaining a waitlist

Interpreting Trends

The Barkley Sound communities are small remote communities with a total population of under 250 residents. Anacla is a community of the Huu-ay-aht Nation and Bamfield is an unincorporated community in Area A of the ACRD. Bamfield and Anacla are situated 5 kilometres apart and 80 kilometres down a private logging road from the Alberni Valley. With their close proximity, the communities share many amenities.

While the Barkley Sound communities have access to 18 childcare spaces for the area's 25 children, the family survey drew attention to trends similar to other more populace communities in the ACRD. Families expressed the need for increased flexibility in program time to meet families needs, resources for providers to ensure quality care, spaces to meet family needs, and affordability. Families in the Barkley Sound echoed parents throughout the region identifying meals and snacks, a primarily outdoor program, cultural programming, and homework assistance as the primary quality enhancements which they would seek out in an ideal child care situation.

Community Engagement



The parents/caregivers who completed the child care survey live in the Barkley Sound communities: 75% in Bamfield and 25% in Anacla. These responses represented 33% infants and toddlers, 17% preschool aged and 50% are school aged (K-Grade 6) children.

Currently, families who responded to the survey have varying child care needs and arrangements: 25% currently access child care, 50% don't need child care, and 25% are not able to access. Of the respondents accessing care, 50% were accessing licensed childcare and 50% were accessing a before/after school program.

Given a variety of options, 75% of parents and caregivers prefer licensed child care if no other barriers exist. This includes licensed day care, before and after school programs, licensed preschools and care in someone's home by a licensed childcare provider.

Mirroring the broader region, the top three barriers that families indicate they have experienced in searching for child care include:

1. The community lacks sufficient spaces/formal childcare, requiring a family to go on a waitlist,
2. The days/times that the child care program runs does not meet families' needs, and,
3. The cost is too expensive given the family's income.

Respondents identified that while cost of childcare was still an issue, flexibility and availability of services in their small rural communities had a large impact on their ability to access care. This was a source of financial stress and an impact on the careers of 50% of respondents.

Child Care Provider Input

Child care provider input was solicited both through a phone interview and through the child care provider survey, promoted regionally.

Although there was agreement that the current number and distribution of child care spaces is sufficient to meet community needs, child care provider input highlighted the unique challenges of service provision in a rural and remote community: given the limited number of staff and centres, offering flexible care (flexible days of the week and hours of the day) is very challenging. Offering and maintaining quality care is dependent on the child care providers in place - having a passionate and committed provider makes all the difference. Thus, recruiting and retaining quality staff is of utmost importance. In the event that additional child care providers need to be recruited, offering higher pay or increased professional development incentives were suggested solutions.

Again, as expected, barriers faced in such a small and remote community include lack of access to initial and ongoing training (Responsible Adult, ECCE designations, professional development) and lack of access to a network of other child care providers. It is possible to access both training and other professionals outside of the Barkley Sound, but that has cost and travel implications.

Key themes from Child Care Provider Input

1. Staff recruitment and retention are concerns in this small, remote subregion.
 2. The current number and types of spaces are sufficient to meet current family needs.
 3. Offering families more flexibility in the days/hours that care is available is constrained by the reality of running a small centre.
-

RECOMMENDATIONS

The following section outlines recommended actions to address the existing and future child care challenges across the Alberni-Clayoquot region. Each of the region's communities deserves an adequate child care system where child care is accessible, affordable and high quality. Building on community-gathered evidence of insufficient child care spaces and unaffordability, pressures that dilute child care quality, training and ECE staffing concerns, these recommendations lay a foundation for action required from each level of the system and all partners involved.

The action strategies are required to work towards a vision of having 50% space availability for all children 0-14. While this target is admittedly ambitious, it is based on promising practices as seen in other communities in Canada who have successfully implemented programs similar to the \$10aDay Child Care Plan. The space creation targets (Appendix 3) have been refined to align with local context and are largely influenced by the current ECE labour force concerns. The space targets, therefore, strive to reach 35-40% space availability in the first three years and work towards a 50% space availability in the long term.

It will be important to monitor populations and reassesses need if and when populations shift. This is true for communities such as those in the Barkley Sound that only require minor increases of childcare options at this time as well as those requiring more intensive interventions. It should be celebrated that there are communities in our region, such as Ahousaht, which are currently well-served by the current space availability with models and community practices which demonstrate a high level of attention to the childcare sector.

It should be emphasized that considerable discussions among partners at provincial, municipal and local levels will be required to proceed with a coordinated approach. Collaborative and coordinated efforts are critical to avoid fragmented actions which will compound existing child care challenges.

Source: <https://findingqualitychildcare.ca/quebec>; <https://www.toronto.ca/legdocs/mmis/2017/cd/bgrd/backgroundfile-102626.pdf>, <https://www.10aday.ca>

The \$10aDay child care plan, already in motion in BC, is directly linked to the needs that have been identified in the region for affordable fees for families, more licensed spaces, and better wages for child care providers - interventions which have the ability to create a more robust sector for Early Childhood Educators.

It is estimated that full implementation of the \$10aDay Plan will have a significant and positive impact on BC's GDP and will create 69,100 jobs, even in the short term, according to private-sector economist Robert Fairholm.

How? The \$10aDay Plan invests in the Early Childhood Educator workforce by supporting all caregivers to obtain an ECE Diploma. Over time, the workforce will transition towards a bachelor's degree. Wages will also increase to at least \$25 per hour, along with improved benefits and regular adjustments for inflation.

The plan also lowers parent fees, increases the number and types of licensed spaces to meet diverse family needs and lifts quality by focusing on higher educator wages and education requirements.

Until the plan is fully embedded in legislation, the following recommendations for provincial, municipal and local stakeholders can set the groundwork and maintain the positive momentum that has begun with recent municipal spotlight on child care issues.

Provincial Government Recommendations

- 1. Expedite the implementation of the \$10aDay child care plan universally.***
- 2. Examine licensing regulations to reduce barriers to space creation and innovative partnerships.***

Current licensing regulations have the potential to be more responsive to the needs of families and child care centres in the pursuit of a strengthened child care system.

With the opportunity of school district involvement, licensing and the School Act require alignment to ensure that progressive and innovative service delivery is allowed.

Licensing is also well poised to be a barometer of quality care. Currently, reports reflect compliance but have the potential to communicate (as they are accessible by the public) efforts to deliver quality programming.

And finally, inability to become a licensed centre is a current barrier for outdoor/innovative spaces. With land and rental costs being prohibitive for some centres this poses a unique solution. Licensing becomes a challenge for providers to offer what the public is requesting and it becomes a barrier to any family wishing to access these programs who also require financial support via subsidy.

- 3. Balance investments between capital funding to create spaces and operating costs to sustain spaces.***

Ensure a focus on quality care is as high a priority target as space creation.

Along with space creation funds and the potential of expanding a child care maintenance fund, investing in centre operating costs is critical.

Without adequate capacity to attract qualified staff to the sector, the spaces will remain unfilled. A sustained staffing strategy that runs parallel to space creation includes support with operating funds.

- 4. Attract Early Childhood Educators to the field, maintain quality and reduce costs associated with staff turnover.***

Adequate wages, benefits and a wider recognition of value will strengthen this sector. Without enough qualified staff, efforts to increase space is shortsighted. In addition, without the support to hire and retain Early Childhood Educators, community partners will be unable to play an innovative role in serving the needs of families.

In addition to making the field more attractive through wage enhancements, consider ECE training incentives to enter the field or pursue specialty training. This may include student loan forgiveness, salary lifts, and recognition.

- 5. Improve capacity for local child care coordination, support and accountability.***

Expand, promote, and strengthen the ability for communities to coordinate initiatives regarding child care access, needs, and activities across the region.

Recent Early Years community coordination funding cuts and MCFD mandate changes have been detrimental to communities' abilities to coordinate services, collaborate on shared projects, and reduce fragmented inefficiencies. Coordination funding is required to make a system wide approach to strengthening child care options for families.

Review the role of Child Care Resource and Referral consultants and re-envision to reflect a strengthened linkage with municipal government's commitments to child care space creation targets.

Local Government Recommendations

- 1. Advocate/request that provincial government expedite the \$10aDay child care plan implementation universally and play an active role in advocating for provincial level changes.**
- 2. Work with the child care sector to meet space creation targets based on Child Care Needs Assessment (2019) through leadership, advocacy, partnerships, and monitoring.**

Pockets of child care leadership, advocacy, partnerships, and monitoring are happening in the region but not consistently and not inclusively. The work of a child care council or committee will require an investment in coordination. Request capacity to convene regional (or sub-regional) partners to assist in the implementation of recommendations including the support of local partnerships.

An initial step is to initiate a regional child care committee which could work closely or be convened through the Alberni Clayoquot Health Network. This group, which includes senior representatives of local organizations and municipal government, can provide a regional foundation to build and/or strengthen a sustained local infrastructure and communication mechanism for what is currently a fractured sector. On the West Coast, the existing Coastal Family Resource Coalition already has child care on the agenda, but the topic can be strengthened. The Alberni Valley does not currently have a similar asset existing.

A regional or sub-regional committee or council will propel actions to:

- a. Meet space creation targets
- b. Improve quality across community/region
- c. Address ECCE employment barriers
- d. Promote and support Public – Private – Non-Profit partnerships
- e. Support capital project planning
- f. Establish key performance indicators to track including:
 - a. Local training capacity and enrolment
 - b. Waitlists
 - c. New spaces created
 - d. ECE wage range
 - e. Care options for families

3. Update and/or add child care supporting policies including;

- Zoning for group child care in all neighbourhoods.
 - Offer zoning application assistance to new child care centres.
 - Waive business license fees for in-home child care providers.
 - Support child care space creation through participation in collaborative spaces, land rental agreements with community centres, etc.
 - Promote, encourage, and support the inclusion of child care centres in capital projects and community amenities.
 - Revise and update Parks plans to focus on walkability and active transport policies to support easy access for centres (helps with outdoor space licensing requirements).
 - Enshrine requirement for large employers/new employers of a certain size to provide/support of child care services.
-

Community Agencies - Alberni Valley Recommendations

1. *Work collaboratively to meet space creation targets based on the Child Care Needs Assessment (2019) through leadership, advocacy, partnerships and monitoring. Build and participate in a local Child Care council or committee.*

2. *Promote, support and explore public-private-nonprofit partnerships that strengthens the ECE sector. For example:*

- Child Care programs (not-for-profit) to collectively examine program administration to find increased operating efficiencies and increase shared advocacy.
- NIC, municipal governments, First Nations and Employment Centre – Partner for ECCE employment and training campaign.
- NIC and PAACL to partner on providing free or sponsored first aid and other training for family and friends of children with extra support needs so they are more confident supports and increase child care options for families.
- SD70 and NIC to sustain and expand the dual-credit offering for ECCE students.
- Family Hub at EJ Dunn, Early Childhood Educators of British Columbia (local branch), NIC, and PacificCARE to coordinate professional development and training opportunities. For example: consistent and renewed responsible adult training, a simplified process for shared learning, and a community of practice.
- Municipal governments and ECEBC - active role in celebrating and promoting the value of child care providers to local economy.

3. *Promote, support and explore public-private-nonprofit partnerships that support space creation. For example:*

- SD70 and City of Port Alberni Parks and Recreation partnership to facilitate before and after school care opportunities.
- PacificCARE and local child care centres working together to monitor waitlists and other supports.
- City of Port Alberni and BC Transit to explore free public transit for children under 13 years from 230-5pm Monday – Friday with a Child Care Bus Pass (to be created).
- Explore partnerships to coordinate and provide Pro Day and summer child care innovations.

4. *Actively improve the level of quality care across the community.*

- Commit to professional development for staff at all levels (front line, support staff, management, and board)
 - Support staff to upgrade education with the implementation of the \$10/day plan
 - Licensed Child Care Centres participate in a wage parity and benefits review.
 - Promote inclusive opportunities for education and networking that include in-home family child care providers.
 - Develop a registry of qualified people, vetted locally, available to care for children with extra support needs (full time, part time, evenings or occasional care).
-

Community Agencies - West Coast Recommendations

1. *Support and participate in work locally to meet space creation targets based on Child Care Needs Assessment (2019) through leadership, advocacy, partnerships and monitoring.*

2. *Promote, support and explore public-private-nonprofit partnerships that strengthens the ECE sector. For example:*

- Child Care programs to collectively examine program administration to find increased operating efficiencies and increase shared advocacy.
- Formation of a non-profit child care administration board to increase capacity in child care centre(s).
- Explore options for staff housing (teacherage) with local partners and support - SD70, Island Health, Municipalities.
- NIC, municipal governments, First Nations and Employment Centre – Partner for ECCE employment and training campaign.
- Employment Centre, Training Partners and child care centre's partner to explore older worker return to work opportunities.
- NIC, First Nations and Municipalities sustain and expand local ECE training opportunities with opportunities for specialized training.
- SD70 and NIC to sustain and expand the dual-credit offering for ECCE students.
- Municipal governments and ECEBC - active role in celebrating and promoting the value of child care providers to local economy.

3. *Promote, support and explore public-private-nonprofit partnerships that support space creation. For example:*

- SD70, District of Ucluelet and Ucluelet Children's Centre planning for child care space in new school development.
- SD70, District of Tofino and the Tofino Children's Centre partnership to increase child care space on SD70 property to increase capacity at Children's Centre.
- Explore partnerships with the District of Tofino, Island Health and other community partners to facilitate the development of a Community Services Hub in Tofino with child care space.
- Explore partnerships with Municipalities, Chamber of Commerce(s) and local industry to develop innovative space creation solutions for the development of child care centres.
- SD70, child care centres and Parks and Recreation partnership to facilitate before and after school care opportunities.
- PacificCARE and local child care centres working together to monitor waitlists, maintain an early childhood educators substitute list and other supports.
- Districts and BC Transit to explore free public transit for children under 13 years when transit is implemented.
- Explore partnerships to coordinate and provide Pro Day and summer child care innovations.

4. *Actively improve the level of quality child care across community.*

- Work collaboratively to offer professional development for staff at all levels (front line, support staff, management, and board) in the region.
- Support staff to upgrade education with the implementation of the \$10/day plan.
- Licensed Child Care Centres participate in a wage parity and benefits review.
- Strive towards living wage for staff.
- Licensed Child Care Centres participate in licensing for quality improvement activities.
- Promote inclusive opportunities for education and networking that include in-home family child care providers.
- Develop a registry of qualified people, vetted locally, available to care for children with extra support needs (full time, part time, evenings or occasional care).

CONCLUSION

The provincial childcare landscape offers a complex and multifaceted challenge affecting the lives of families and those providing care to children. The provision of adequate child care spaces, quality programming, and equitable employment opportunities matter not just to those with young families but to the broader economic and social development of communities. Results of the 2019 ACRD Child Care Needs Assessment validate the economic and social toll of the current child care system. This necessitates significant investment and focused activities to both increase the number of quality child care spaces available to families and to strengthen the child care sector to champion these changes. The return on investment for communities is significant; not only will parents be able to return to work, but the resilience of children will increase through quality early care and education, with the ultimate outcome being healthier, more productive citizens, and stronger social and economic sustainability.

The Alberni-Clayoquot's history of innovation and collaboration in the early years is evident in the region's EDI scores. Despite the socio-economic challenges, the region has maintained childhood vulnerability on par with the provincial average. This edge has been made possible through years of work conducted by local early years networks, ECEBC chapters, and other community stakeholders even with ever dwindling financial support. In order to maintain this advantage and begin to move the meter on childhood vulnerability indicators, investments that decrease financial and social stress to families must be made. Concurrent investments in the early childhood care and education sector are equally critical to support those who have been holding up the importance of healthy childhood development for far too long.

THANK YOU

The project planning team wishes to thank the following for their enthusiastic support of and participation in the project:

- The communities of the Alberni Clayoquot for taking action to plan for younger generations
- Families across the region who shared input via survey, interview, focus group, or open house attendance
- Early Childhood Educators across the region, who participated in the development of the Inventory, shared input via survey, focus group, and/or open house attendance
- Early years stakeholders and other community professionals who shared input and attended engagement events
- The Coastal Family Resource Coalition's Early Years Working Group
- The Alberni Clayoquot Regional District and municipalities within the region for their support in printing/promoting/offering space for the open houses
- The following organizations that supported Alberni Valley focus groups:
 - Port Alberni Friendship Centre
 - Literacy Alberni Society
 - PacificCARE Child Care Resource & Referral
 - Hummingburde Child Care Centre
 - Port Alberni Association for Community Living
- The following organizations that supported West Coast engagement:
 - Coastal Family Resource Coalition
 - Q^wAYACIIK?IIS Daycare
 - Tluucha Children's Centre
 - Island Health, Public Health
 - Tofino StrongStart
 - Tuff City Radio

APPENDIX 1: *Glossary of Terms*

Source: http://www.bclaws.ca/civix/document/id/loo94/loo94/332_2007#section1

Child Care

As referenced in this report child care has the meaning of a licensed child care program complying with the BC Community Care & Assisted Living Act and the BC Child Care Licensing Regulation. Programs provide care for three or more children, meeting specific requirements for health and safety, license application, staff qualifications, quality space and equipment, staff to child ratio, and program standards.

Early Childhood Care and Education

A course of study which is required for those wishing to become Registered Early Childhood Educators. Post-basic training may lead to an Infant/Toddler or Special Needs certificate.

Child Care Provider

A person providing child care on an ongoing basis. The person may be employed directly by the parents to care for the child(ren) either in their own home or in the child care provider's home or (s)he may be an employee in a licensed group child care facility.

A registered child care provider will have completed a registration process including criminal record checks, character and physicians references, a home-setting review, as well as providing proof of first aid, group liability insurance and child care training.

Early Childhood Educator (ECE)

A person holding a certificate including:

- early childhood educator certificate,
- a special needs early childhood educator certificate,
- an infant and toddler educator certificate or

Early Childhood Assistant

A person holding an early childhood assistant certificate

Responsible Adult

A person who is qualified to act as a responsible adult under section 29.

License-Not-Required (LNR) Family Child Care

Family child care homes that offer care for one or two children unrelated to the provider of child care. The operations are not required to obtain a license through Community Care Facility Licensing authorities; however, they may choose to register with a Child Care Resource and Referral Centre. Registered License-Not-Required Child Care providers must complete a minimum of 20 hours of family child care training (or responsible adult training) prior to, or within one year of registering as a Registered LNR child care provider.

Licensed Child Care Facility

A child care facility that meets the requirements of the Community Care and Assisted Living Act and the Child Care Regulation.

Types of Licensed Care

Family Child Care – Licensed: Child care offered in the child care provider's own home for a maximum of seven children.

Group Child Care: The provision of care to children in a non-residential group setting. Group child care providers must have Early Childhood Education training and their facility must be licensed with Community Care Facilities Licensing.

- Group Child Care – Under 36 months: Group child care for a maximum of 12 children under 36 months.
- Group Child Care – 30 months to school-age: Group child care for a maximum 25 children aged 30 months to school-age (5-6 years), with no more than two children younger than 36 months.
- Group Child Care – School-age (5-12 years): Care provided to children before and after school hours. The maximum group size is 30 if all children are in Grade 2 or higher. If any children present in the program are in Kindergarten or Grade 1 then the maximum group size is 24.

Preschool (30 Months to School Age)

A program that provides care to preschool children who are at least

- (i) 30 months old on entrance to the program, and
- (ii) 36 months old by December 31 of the year of entrance.

Occasional Child Care

A program that provides, on an occasional or short-term basis, care to preschool children who are at least 18 months old.

Overnight Care

A program that provides care to cover shift based work hours.

Multi-Age Child Care

A program that provides, within each group, care to children of various ages.

In-Home Multi-Age Child Care

A program in which the licensee personally provides care, within the licensee's personal residence, to no more than 8 children of various ages. An in-home multi-age child care provider has full ECE qualifications.

Infants

Children between birth and 18 months.

Preschool Child

A child who is at least 30 months old but has not yet entered grade 1.

Child Requiring Extra Support

A child who, for physical, intellectual, emotional, communicative or behavioural reasons, requires support or services that are additional to, or distinct from, those provided to other children.

Parent

The parent of a child and includes, if applicable,

- a. the child's guardian,
- b. the person legally entitled to custody of the child, or
- c. the person who usually has the care and control of the child.

Affordable Child Care Benefit (ACCB)

On September 1, 2018, the Affordable Child Care Benefit replaced the Child Care Subsidy. The new funding will help families with the cost of child care, depending on factors like family size, type of care and household income.

BC Early Childhood Tax Benefit (BCECTB)

A tax-free monthly payment made to eligible families to help with the cost of raising young children under the age of 6 years. Benefits from this program are combined with the Federal Canada Child Benefit (CCB) and the BC Family Bonus Program (BCFB) into a single monthly payment.

Canada Child Benefit (CCB)

A federally-funded tax-free financial benefit, adjusted according to income, disbursed to families with children under 18 years. It is intended to help families with the cost of raising children.

Child Care Resource and Referral (CCRR)

A provincially funded local support service to enhance the availability and quality of child care options by:

- advertising, recruiting and assessing potential family child care providers when a license is not required;
- supporting family and group child care providers;
- establishing and maintaining a registry of licensed and/or regulated child care options in the community; and
- providing resource and referral information to support parents' ability to select quality child care.

Supported Child Development (SCD)

Funded by the Ministry of Children and Family Development and delivered by community agencies, Supported Child Development (SCD) Programs help families of children with developmental delays or disabilities to gain access to inclusive child care. The SCD program serves families with children from birth to 19 years, partnering with community licensed child care programs to offer a range of options for local families whose children require additional supports to attend child care programs for various age groups.

Low Income

Canada does not have an official poverty line; however, several measures of low income exist (e.g. Low Income Cut-Off, Market Basket Measure). For the purpose of this Child Care Needs Assessment, the after tax Low Income Measure (LIM) is used. The LIM is a pure measure of relative low income, defined as half the median family income (adjusted for family size). According to Vibrant Communities Canada, LIMs are the most frequently used measure internationally, particularly when making comparisons between countries.

APPENDIX 2: *Review of Local Plans*

Bylaw #	Overview
ACRD Zoning Bylaw	
6.7 Home Occupation	<p>(1) A home occupation shall involve no internal or external structural alterations to the dwelling; there shall be no exterior indication (other than a sign) that the building is being utilized for any purpose other than that of a dwelling, and no building, structure, fence, or enclosure, other than those in conformity with permitted residential uses in the zoning district in which it is located may be erected.</p> <p>(4) Subject to more restrictive requirements of professional practice where applicable, one person who is not a resident in the dwelling unit may be employed in the home occupation.</p> <p>(5) The operation of a kindergarten, daycare or preschool as a home occupation shall be for a maximum of eight children at any one time.</p>
141 INSTITUTIONAL DISTRICT (P 1)	<p>This District provides for the proper location and regulation of religious, fraternal, private educational, and private hospital facilities in the community.</p> <p>(2) Children's Institutions.</p> <p>(5) Kindergartens.</p> <p>(12) Child and Family Daycare Centres.</p>
161 COMPREHENSIVE DEVELOPMENT (CD1) DISTRICT 161.6.2 Permitted Accessory Uses	<p>(1) Daycare or nursery accessory to a residence or community centre</p>
Bamfield OCP	
Policy 3.3.11	Permit home occupation uses, as a secondary or accessory use, in any designation where a single-family dwelling is the principal use.
Objective 10.1.3	Support Home Based Industries within the terms of regulations that limit the potential for impact on surrounding residential properties
Objective 11.1.2	Continue to support maximum flexibility in the location of commercial development in the community, balanced against the potential for conflict with existing residential lands.
Policy 11.2.7	Ensure mixed use designations are maintained and encouraged to accommodate commercial uses that suit the form and character of Bamfield.
Policy 15.2.5	Future community service uses shall be permitted in any Land Use Designation in the Plan area where supported by the community and evaluated by the Regional District on the impact of the proposed development on existing community service uses and other surrounding land uses

Bylaw #	Overview
Beaufort OCP	
Policy 3.2.7	Permit home occupation use, as a secondary or accessory use, in any designation where single-family residential is the principal use.
Long Beach South OCP	
4.3.2 Rural Residential Policies	a) Permitted uses within areas designated Rural Residential include single-family homes, mobile homes and group homes, home based businesses and home industry. (see Section 5.10)
5.10.2 Home Based Business and Home Industry Policies	a) Home based businesses are permitted in all primary residences provided: i) such activities result in no noise, light, glare, vibration, fumes, odours, dust or smoke that can be detected from outside the home; ii) provision adequate water and sewerage are demonstrated; iii) adequate off-street parking is provided; and iv) the homeowner resides in the residence.
Sproat Lake OCP	
Policy 3.2.7	Permit home occupation uses, as a secondary or accessory use, in any designation where single-family residential is the principal use.
Beaver Creek OCP	
Policy 3.2.6	Permit home occupation use, as a secondary or accessory use, in any designation where single-family residential is the principal use
Policy 8.2.9	Support the provision of special needs housing, seniors' accommodation, and affordable or rental housing through the use of density bonusing, residential use above commercial, the addition of an accessory residential dwelling unit and other means
Policy 10.2.1	Support the continued use of schools and other community service uses within the community.
Cherry Creek OCP	
Policy 3.2.8	Permit home occupation use, as a secondary or accessory use, in any designation where single-family residential is the principal use.
Ucluelet OCP	
Guiding Principles	<p>3. Foster a welcoming and complete community</p> <p>4. Build a diverse and dynamic local economy</p> <p>6. Develop and maintain top quality parks, trails, recreation and community services for residents and visitors</p> <p>9. Manage growth in balance with jobs, infrastructure investments, and the provision of services</p>
Objective 3N	Continue to evaluate trends in facility use, community needs and resources necessary to serve the interests of a diverse population.
Objective 3O	Deliver and support excellent services in partnership with aligned organizations, including the School District, non-profit organizations and the private sector.
Policy 3.27	Continue to use the UCC as the inclusive focal point for delivering universal programs for people of all ages and abilities.
Policy 3.28	Provide space and support for programs provided by other community agencies including: • West Coast Community Resources Society • Ucluelet Children's Daycare Centre • Vancouver Island Regional Library
Zoning Bylaw - 303.2 Despite Subsection 303.1, the following uses are permitted:	(4) in Zones in which a single family dwelling is a principal permitted use, one community care facility, in accordance with and so long as permitted by section 20 of the Community Care and Assisted Living Act, S.B.C. 2002 c.7, being either: (a) a daycare centre for no more than 8 children in care

Bylaw #	Overview
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Tofino OCP 2013 (2019 plan under development)

3.3.1 Community Development Goals	7. To support families and children.
3.3.2 Community Development Objectives	8. Encourage or provide services and facilities for families, youth and children.
3.3.3.5 Social Action Policies	3. The District will encourage services and facilities that support families.
Zoning Bylaw	d. Home occupations may include the following:
4.3 USE	iv. In-home child care licensed under the Community Care and Assisted Living Act;
2. Home Occupations:	h. Home occupations are permitted in residential structures as shown in the following table: In-home child care licensed under the Community Care and Assisted Living Act; Single Family, Two Family, Secondary Suite, Caretaker Cottage

Port Alberni OCP

4.2 Residential (RES) Council Policy	1. Residential land uses will be permitted in areas designated Residential (RES) on Schedule "A" (Land Use Map). 2. The Residential (RES) designation permits the following: - daycare facilities.
4.3 Multi-Family Residential (MFR) Council Policy	1. Multi-Family Residential (MFR) land uses will be permitted in areas so designated on Schedule "A" (Land Use Map). 2. The Multi-Family Residential (MFR) designation permits the following: - daycare facilities.
Zoning Bylaw 6.15.6 The operation of a Home Occupation shall be limited to the following provisions:	(a) Traffic related to the Home Occupation use is prohibited between the hours of 9:00 pm and 8:00 am, except for Home Occupations regulated by the Community Care Facility Act or related regulations. (b) A maximum of one non-resident employee. (c) Operator must hold a valid City of Port Alberni business licence. (d) A Home Occupation must be licenced to and conducted by a permanent resident of the dwelling unit. (e) In R, RR, or A zones, the following regulations also apply: (i) Except for Home Occupations regulated by the Community Care Facility Act or related regulations, the Home Occupation maximum floor area must not exceed 40 m ² (430.6 ft ²).
Home Occupation Use for:	FD - Future Development A1 - Agriculture RR1 - Rural Residential RR2 - Semi Rural Residential R1 - Single Family Residential R2 - One and Two Family Residential R3 - Small Lot Single Family Residential MH1 - Mobile and Modular Homes

APPENDIX 3: *Inventory*

Summary of Spaces and Programs

Ahousaht First Nation	Dididaht First Nation	Hitacu	Huu-ay-aht- First Nation	Port Alberni	Tla-o-qui-aht First Nation	Tofino	Ucluelet
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Number of Child Care Programs by Municipality or Unincorporated Area

Group Child Care (Birth to 36 Months) Spaces	12	-	8	-	244	12	4	-
Group Child Care (30 Months to School Age) Spaces	20	-	32	18	288	17	21	24
Licensed Preschool Spaces	20	-	-	-	246	17	-	-
Group Child Care (School Age) Spaces	20	-	12	-	174	10	6	12
Multi-Age Child Care Spaces	-	-	-	-	87	8	-	16
Family Child Care Spaces	-	-	-	-	51	-	7	-
In-Home Multi Age Child Care Spaces	-	-	-	-	16	-	15	-

Number of Child Care Programs by Municipality or Unincorporated Area

Group Child Care (Birth to 36 Months) Programs	1	-	-	-	15	1	1	-
Group Child Care (30 Months to School Age) Programs	1	-	-	1	17	2	2	1
Licensed Preschool	1	-	-	-	15	2	-	-
Group Child Care (School Age) Programs	1	-	-	-	11	1	1	1
Multi-Age Child Care Programs	-	-	-	-	9	1	-	2
Family Child Care Programs	-	-	-	-	2	-	2	-
In-Home Multi Age Child Care Programs	-	-	-	-	2	-	2	-

Care Schedule (Number of Facilities)

Extended Hours (Before 6AM and/or After 7PM)	-	-	-	-	1	1	1	-
Before School Care	-	-	-	-	2	1	1	-
After School Care	-	-	-	-	1	-	-	-
Open on Statutory Holidays	-	-	-	-	-	-	-	-
Overnight Care	-	-	-	-	-	-	2	-

Space Creation Targets

Alberni Valley - 1 - 3 year projections based on goal of 35% space availability

Year	Number of New Licensed Spaces	Total Number of Licensed Spaces in Community	Project Lead(s) for Creation of New Licensed Spaces	Location(s) of New Licensed Spaces	Age Group(s) and License Type(s) of New Licensed Spaces (e.g. Group Under 36 Months)
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Current Status

Current		593			
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Short Term Targets

Year 1	127	720	Municipal; School District #70; Non-profit child care centre; Private child care centre	AW Neill School; Alberni Valley	Group Child Care (School Age) - 80 spaces; Group Child Care (Birth to 36 months) - 24 spaces; 23 In-home Multi-age care
Year 2	127	847	Municipal; School District #70; Non-profit child care centre; Private child care centre	John Howitt School and Maquinna School; Alberni Valley	Group Child Care (School Age) - 80 spaces; Group Child Care (Birth to 36 months) - 24 spaces; 23 In-home Multi-age care

Medium Term Targets

Years 3-5	451	1300+	Municipal; School District #70; Non-profit child care centre; Private child care centre	Wood School; Alberni Valley	Group Child Care (School Age) - 286 spaces; Group Child Care (Birth to 36 months) - 96 spaces; 269 In-home Multi-age care
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Long Term Targets

Years 6-10	Reassess need for other license types, including 36 months to 5 years, licensed preschool, and group child care (school age)	Towards 50% space availability			
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West Coast - 1 - 3 year projections based on goal of 40% space availability

Year	Number of New Licensed Spaces	Total Number of Licensed Spaces in Community	Project Lead(s) for Creation of New Licensed Spaces	Location(s) of New Licensed Spaces	Age Group(s) and License Type(s) of New Licensed Spaces (e.g. Group Under 36 Months)
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Current Status

Current		268			
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Short Term Targets

Year 1	44	312	School District #70; Non-profit / municipal child care centre Private child care centres	Ucluelet Elementary	Group Child Care (School Age) - 30 spaces; Family Child Care and In-Home Multi-Age Care - 14 spaces
Year 2	44	356	School District #70; Non-profit / municipal child care centre; Private child care centres	Ucluelet Elementary	Group Child Care (School Age) - 25 spaces; Group Child Care (Birth - 36 months) - 19 spaces; Family Child Care OR In-Home Multi-Age Care (7-8 spaces)

Medium Term Targets

Years 3-5	48	404	Non-profit/ municipal child care centre	Tofino; Ucluelet	Group Child Care (Birth - 36 months) - 48 spaces (24 Tofino, 24 Ucluelet)
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Long Term Targets

Years 6-10	"Reassess need for other license types, including 36 months to 5 years, licensed preschool, and group child care (school age) Reassess need for additional spaces in other West Coast communities"	Towards 50% space availability			
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Barkley Sound - 1 - 3 year projections based on increasing diversity of care options

Year	Number of New Licensed Spaces	Total Number of Licensed Spaces in Community	Project Lead(s) for Creation of New Licensed Spaces	Location(s) of New Licensed Spaces	Age Group(s) and License Type(s) of New Licensed Spaces (e.g. Group Under 36 Months)
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Current Status

Current		18			
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Short Term Targets

Year 1	7	25	Private in home	Bamfield	Family child care - 7 spaces
Year 2	Reassess need for additional spaces in Anacla centre				

Medium Term Targets

Years 3-5	Reassess need for additional spaces in Barkley Sound				
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Long Term Targets

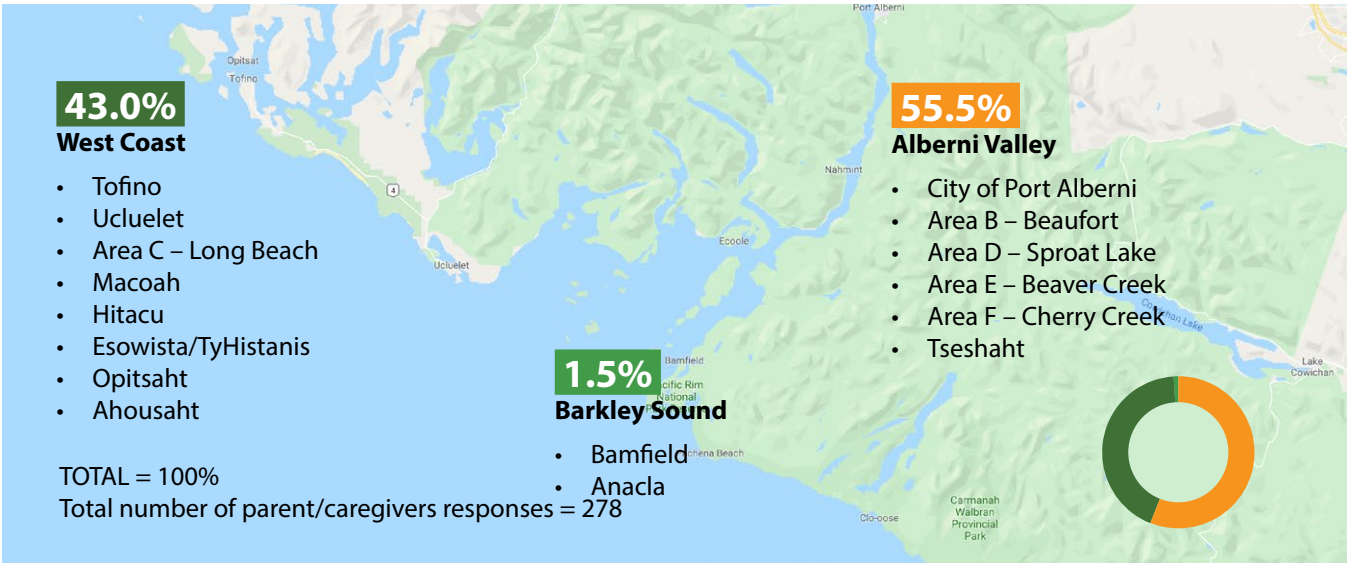
Years 6-10	Reassess need for additional spaces in Barkley Sound				
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APPENDIX 4: Summary of Survey Results – Family (Regional, Alberni Valley, West Coast, Barkley Sound)

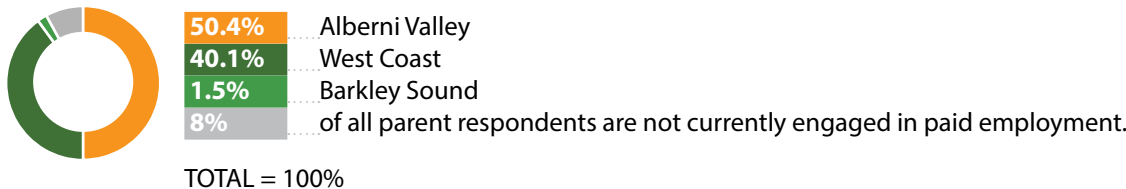
Regional Summary of Survey Results

About Your Family

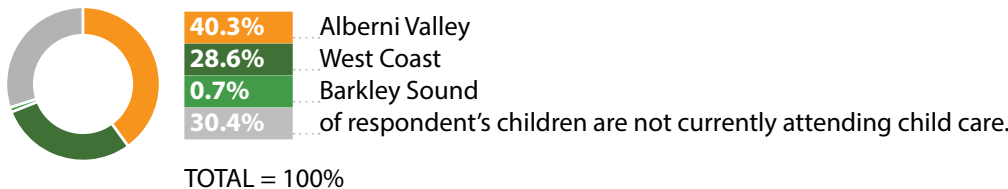
Q1. Which Alberni-Clayoquot community do you live in?



Q2. Which Alberni-Clayoquot community do you work in?



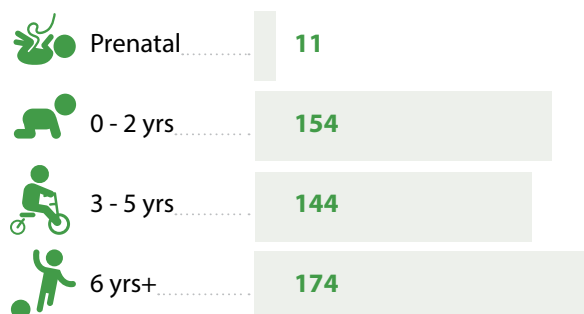
Q3. If your child(ren) attend child care currently, in which community is their child care located?



Q4. How many children do you have that are 13 years old or younger?

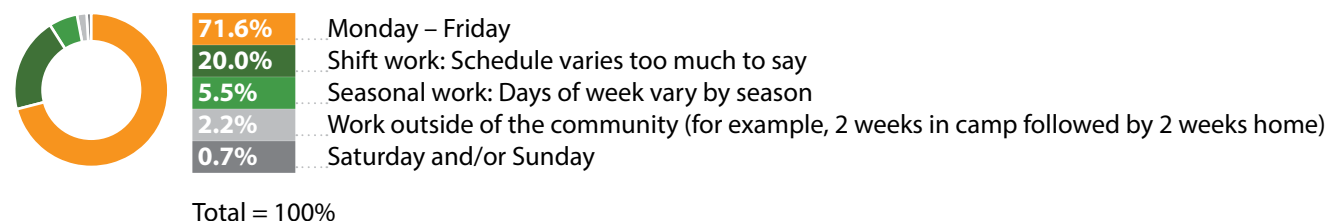
The 274 responses to this question represent **483** children 13 years and younger.

Q5. Please list the ages of your children 13 years and younger.

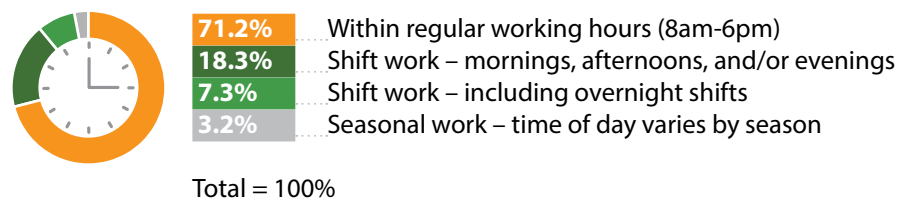


Total = 202

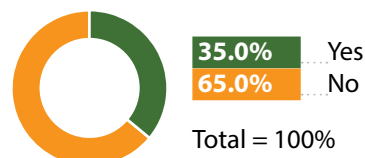
Q6. Thinking of your child(ren)'s regular parents/caregivers, please select the response that best describes the usual days of the week that parents/caregivers work.



Q7. Thinking of your child(ren)'s regular parents/caregivers, please select the response that best describes the usual time of day that parents/caregivers work.



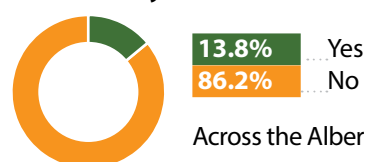
Q8. If your children have attended or are currently attending child care, have you utilized the Affordable Child Care Benefit (formerly the Child Care Subsidy)?



Q9. What was your family's annual income in 2018, after tax?

Income	Proportion of respondents	Proportion of respondents – 2016 Census (ACRD)*
Under \$20,000	4.8%	13.7%
\$20,001 - \$39,999	10.3%	21.7%
\$40,000 - \$59,999	15.9%	18.5%
\$60,000 - \$79,999	21.0%	14.6%
\$80,000 - \$99,999	18.8%	10.6%
\$100,000 - \$124,999	18.5%	9.0%
\$125,000 - \$149,999	5.5%	5.4%
\$150,000 or more	5.2%	6.4%

Q10. Does your children/family identify as Indigenous?



Across the Alberni Clayoquot Regional District, 19.9% of residents report Indigenous identity (2016 Census).

Q11. Does your child(ren) and/or family belong to any of the groups below? Please select all that apply.

Note: 82 respondents answered this question; 196 skipped. We assume that respondents that skipped this question do not believe to any of the groups listed. For this reason, responses are reported as numbers instead of percentages.

4	Children with extra support needs	4	Young parent families
4	Francophone families	2	Other (please specify) – Foster children
7	Immigrant and refugee families		

Past, Present, and Anticipated Child Care Needs

Q12. If you have previously accessed child care, what type(s) of care have you used? Please select all that apply.

53.9%	Licensed daycare or other child care centre	21.9%	In the child's home, by a non-relative
28.7%	Before and/or after school program	20.2%	In a relative's home (not licensed)
27.5%	Licensed preschool	16.6%	My children have not yet accessed child care
27.1%	In the child's home, by a relative	13.4%	Informal, cooperative child care (parents may take turns providing care for group of children; may share nanny)
25.9%	In someone else's home, by a licensed child care provider		
25.5%	In someone else's home, by an unlicensed child care provider		

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Q13. Are you currently able to access child care?



44.1%	Yes
21.0%	On a waitlist
11.9%	No
11.5%	Not Applicable
11.5%	Other (please specify) – (Responses provided: Can only access child care for one of two or more children (4), Require flexible/occasional child care which is not currently available (3), Hours offered in Alberni Valley child care centres are not long enough to sufficiently cover my child care needs as I commute out of town for work (3), Can only access 1 or 2 days per week though full-time care is needed (2), Not accessing formal care thanks to family member providing care (1) We need to provide an aid for our child but cannot find an aid so cannot make use of the spot (1), Using a variety of caregivers and situations that are not compatible with ACCB (1), Affordability (1), Using informal child care because of difficulty finding infant care (1)

Q14. If you are currently accessing care, what type(s) of care are you using? Please select all that apply.

45.9%	Licensed daycare or other child care centre
21.7%	Before and/or after school program
20.6%	In the child's home, by a relative
16.5%	In someone else's home, by an unlicensed child care provider
13.9%	Licensed preschool
13.9%	In a relative's home (not licensed)
13.9%	In someone else's home, by a licensed child care provider
13.4%	In the child's home, by a non-relative
10.3%	Informal, cooperative child care (parents may take turns providing care for group of children; may share nanny)

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Q15. If you are currently accessing child care, please list in kilometres the distance between your home and your child care provider.



0-4km	5-9km	10-14km	15-19km	20km+
94	37	23	9	9

Total = 172

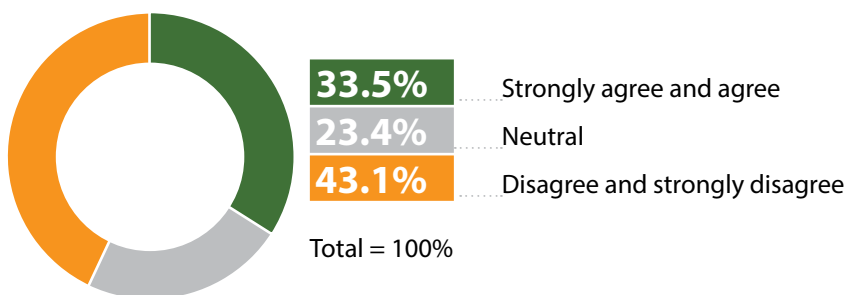


Q16. If you are currently accessing child care, what is the monthly fee?

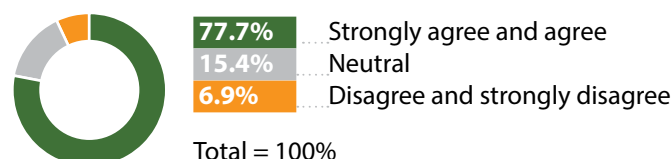
28	Up to \$200*		7	\$1000 - \$1199
15	\$201-\$399		12	\$1200 - \$1399
18	\$400 - \$599		15	More than \$1400 (max response \$2900)
28	\$600 - \$799		7	Varies - Drop-in hourly or day rate
20	\$800 - \$999		5	Other (Camps, etc.)

*Of these respondents, 5 mentioned that their centre was part of the \$10/day pilot program. 4 respondents referenced free care provided by a child's grandparent(s).

Q17. If you are currently accessing child care, please choose your degree of agreement with the following statement: The monthly fee(s) my family pays for child care are reasonable given our income and other financial commitments.



Q18. If you are currently accessing child care, please choose your degree of agreement with the following statement: I am satisfied with the quality of care that my child(ren) receives.



Q19. Please share any additional information about the quality of care your child(ren) and/or family have experienced.

Main themes in qualitative responses:

34	Happy with quality of care	3	Care provider cannot provide for extra support needs
14	Lack of licensed options	3	Prefer centre but can't find space
12	Lack of child care workers and resources	3	Hired nanny due to lack of options
11	Affordability concerns	2	Prefer in-home but can't find space
8	Sacrificing quality of care for other reasons (only available spot, affordability, etc.)	1	Preferred source of care not able to be licensed
7	Lack of flexible care options		
7	Did not return to work due to lack of options		

Q20. If you anticipate your child care needs changing in the next 1-5 years, what types of child care do you anticipate needing? Please select all that apply.

59.6%	Licensed daycare or other child care centre	12.6%	In the child's home, by a non-relative
57.0%	Before and/or after school program	11.7%	In the child's home, by a relative
37.4%	Licensed preschool	11.3%	In someone else's home, by an unlicensed child care provider
28.7%	In someone else's home, by a licensed child care provider	9.6%	In a relative's home (not licensed)
14.4%	Informal, cooperative child care (parents may take turns providing care for group of children; may share nanny)		

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

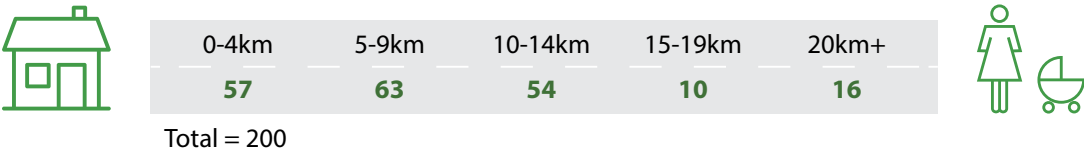
Your Family's Ideal Child Care Situation

Q21. If there were no barriers to accessing child care, which type(s) would be ideal for your child(ren)? Please select all that apply.

73.8%	Licensed daycare or other child care centre	26.6%	In the child's home, by a relative
43.4%	Before and/or after school program	20.1%	In the child's home, by a non-relative
37.7%	Licensed preschool	10.3%	In a relative's home (not licensed)
34.4%	In someone else's home, by a licensed child care provider	4.5%	In someone else's home, by an unlicensed child care provider

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Q22. If there were no barriers to accessing child care, what distance between your home and your child care provider would be ideal? Please respond in kilometres.



Q23. What is the maximum monthly cost you could comfortably pay for quality child care for your child(ren)?



*Of these respondents, 5 specifically mentioned wanting to participate in the \$10/day child care program.

Q24. In your ideal child care situation, which of the following programs/services would be beneficial to your child(ren)?

72.8%	Meals and snacks provided	39.8%	Homework assistance/Tutoring (for school aged children)
67.0%	A primarily outdoor program	34.7%	Bilingual childcare provision/language learning opportunities
41.0%	Cultural programming (examples include language nests, cultural practices integrated into program)	25.1%	Additional support for children with extra needs

Other (please specify) – Arts/music programming (6); Specific curriculum, i.e. Montessori, Reggio Emilia (4); Deeper support for extra needs including professionals in the centre, therapy assistance (3); Transportation between school and before and after school care (2)

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Barriers to Accessing Child Care

Q25. Please indicate which of the following barriers your family has experienced as you search for child care. Please select all that apply.

71.3%	There is not enough child care in my community and I was/am waitlisted
51.5%	The cost of the care is too expensive for my family
31.2%	The times the program is offered does not meet my needs
22.8%	The program does not offer services for children of different ages, so my children cannot all attend
19.4%	The days the program is offered does not meet my needs
10.6%	I have not experienced barriers in accessing child care
8.4%	There is no formal child care in my community
8.4%	There is no transportation available between my child(ren)'s school and their before and after school care
8.4%	The program does not provide adequate support to my child(ren) with extra needs
7.6%	I am unsure of how to find information about child care/the process is unclear
6.3%	Transportation to and from the care is difficult
3.8%	The program does not meet my cultural needs
3.4%	The program does not meet my language/learning needs
18.1%	Other (please specify) (Responses include difficulty finding spaces for children younger than three (13), lack of flexible/part-time/drop-in options for parents working shift work or seasonal jobs (7), lack of choice (1), current daycare closing and inability to find another (1), concerns about quality (1)

Q26. Considering the barriers selected above, what impact have these had on your family?

Main themes in qualitative responses:

95	Impact on career (parent does not return to work or returns to limited hours because of lack of available care)
40	Financial stress
25	Stress on family (includes general mental stress; marital stress; time poverty; process stressful for children)
12	Extended family members providing child care (not always ideal situation)
8	Needing to navigate multiple care options/centres for multiple children
3	Choosing to have fewer children than desired because of insecure child care
1	Lack of language and cultural learning opportunities have created less opportunity for teachings

Q27. If you were successful in an initial child care search but still faced barriers in accessing child care (i.e. got a spot in a licensed facility but the hours were incompatible with your work hours), please share your experience here.

Main themes in qualitative responses:

27	Centre's open hours did not match parent work hours
9	Cost/affordability
9	Could only get limited hours at centre/hours not flexible (i.e. 1 or 2 days per week)
7	Can only find care for some of our children, not all or children in multiple care environments
5	Quality
4	Lack of support for child with extra needs
2	Centre could not retain staff and my child was turned away due to staff shortage

Q28. Please share any additional stories or information that would be helpful in developing a child care plan for the communities within the ACRD.

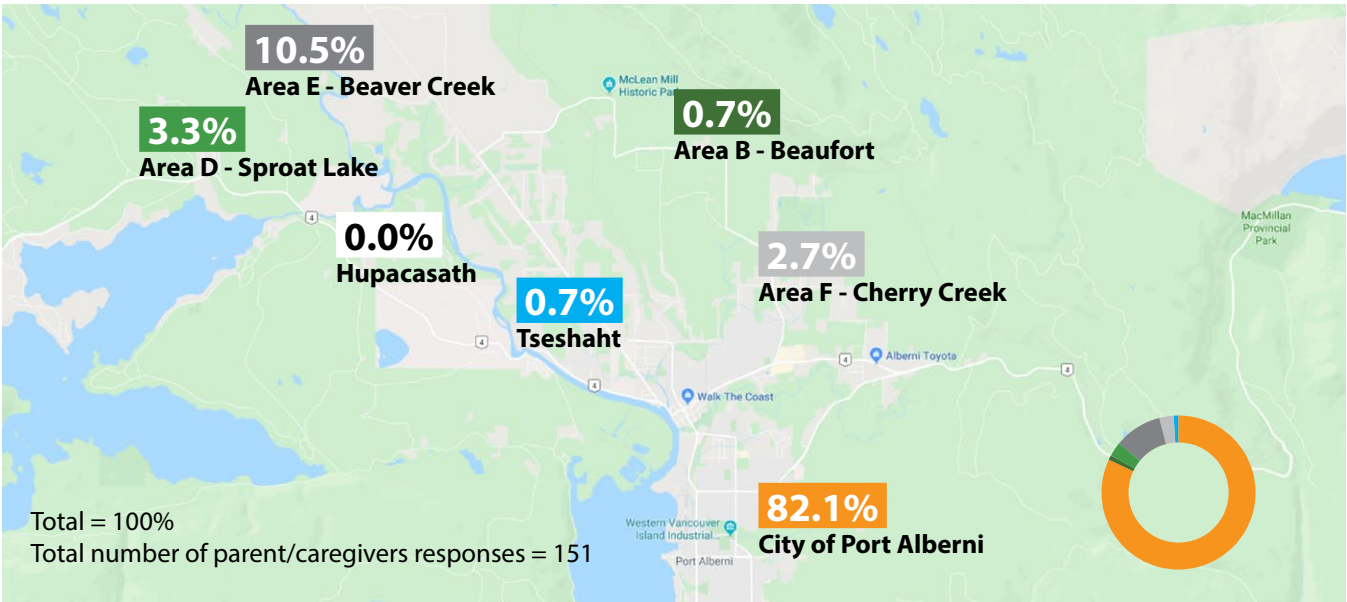
Main themes in qualitative responses:

- 30 Waitlists are long and can be longer for subgroups (Infant/Toddler, those seeking part-time care, children with extra support needs)
 - 18 Create more daycares/spaces
 - 14 Decreasing the cost of child care would be a tremendous help to families
 - 7 More flexibility needed for shift workers
 - 6 School-age children require care and must be included
 - 5 Nature-based setting preferred
 - 4 Can't only focus on increased spaces, but increased number of workers and increased quality
 - 3 Evening and weekend hours are needed and not available
 - 3 Need for increased participation of other early learning specialists (ie speech therapists) in centres
 - 2 More coordination between school and child care, including before and after-school care and care on Pro D days and holidays
 - 2 Limited hours make it difficult for parents to work a regular schedule (ie 8-5 or 9-5)
 - 2 Need for more HeadStart programs
 - 1 Need to decrease turnover in the professional (ECE) field
 - 1 Safety is an important consideration, rather than just space creation
-

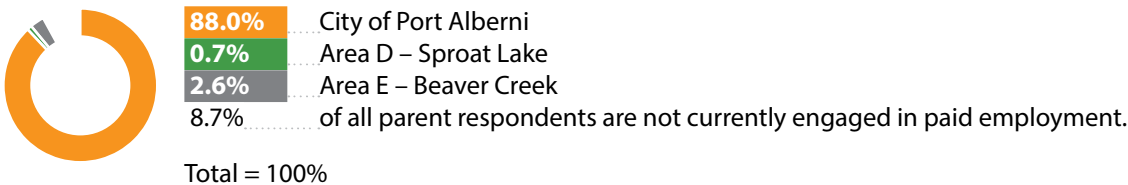
Alberni Valley Summary of Survey Results

About Your Family

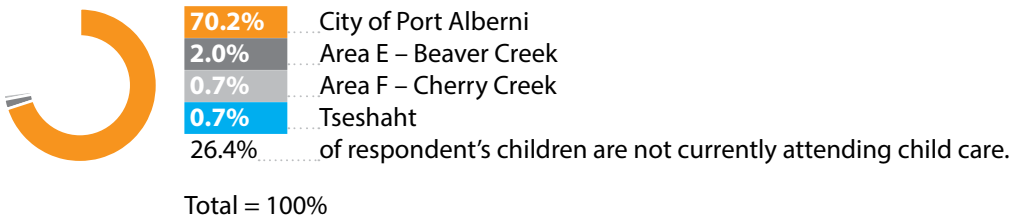
Q1. Which Alberni-Clayoquot community do you live in?



Q2. Which Alberni-Clayoquot community do you work in?



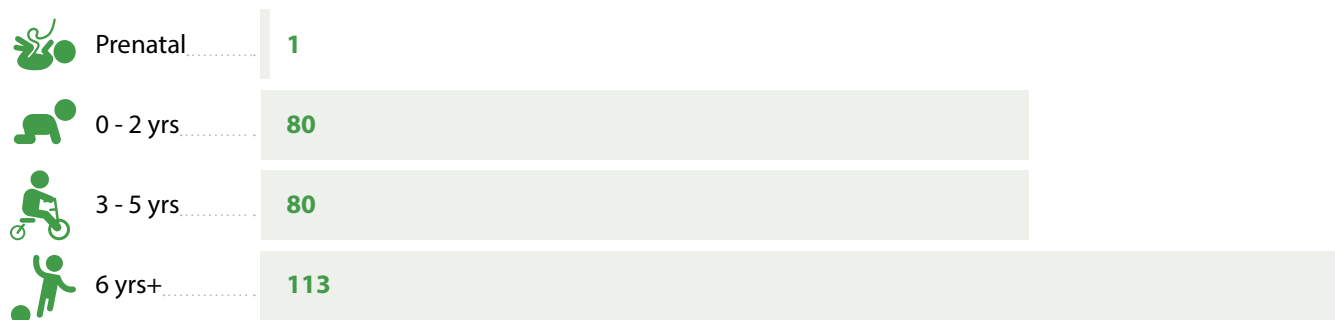
Q3. If your child(ren) attend child care currently, in which community is their child care located



Q4. How many children do you have that are 13 years old or younger?

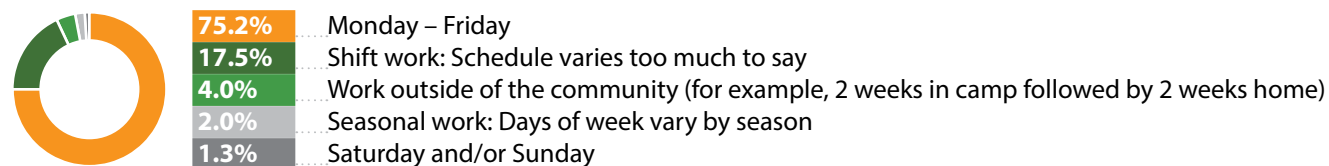
The 149 responses to this question represent 276 children 13 years and younger.

Q5. Please list the ages of your children 13 years and younger.



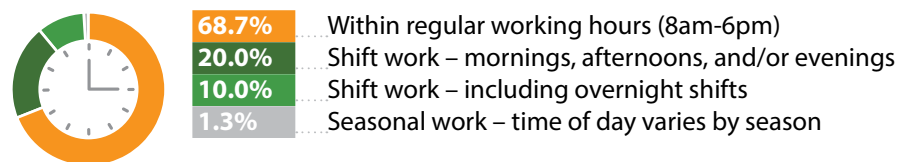
Total = 274

Q6. Thinking of your child(ren)'s regular parents/caregivers, please select the response that best describes the usual days of the week that parents/caregivers work.



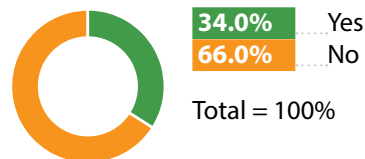
Total = 100%

Q7. Thinking of your child(ren)'s regular parents/caregivers, please select the response that best describes the usual time of day that parents/caregivers work.



Total = 100%

Q8. If your children have attended or are currently attending child care, have you utilized the Affordable Child Care Benefit (formerly the Child Care Subsidy)?

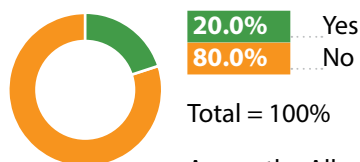


Total = 100%

Q9. What was your family's annual income in 2018, after tax?

Income – 2	Proportion of respondents	Proportion of respondents – 2016 Census (Alberni Valley)
Under \$20,000	6.1%	14.8%
\$20,001 - \$39,999	10.1%	27.0%
\$40,000 - \$59,999	12.2%	20.5%
\$60,000 - \$79,999	19.6%	15.7%
\$80,000 - \$99,999	15.5%	9.6%
\$100,000 - \$124,999	25.0%	7.3%
\$125,000 - \$149,999	4.7%	2.9%
\$150,000 or more	6.8%	2.2%

Q10. Does your children/family identify as Indigenous?



Across the Alberni Valley, 18.3% of residents report Indigenous identity (2016 Census).

Q11. Does your child(ren) and/or family belong to any of the groups below? Please select all that apply.

Note: 50 respondents answered this question; 101 skipped. We assume that respondents that skipped this question do not believe to any of the groups listed. For this reason, responses are reported as numbers instead of percentages.

29	Children with extra support needs	3	Young parent families
5	Francophone families	(2)	Other (please specify) – Foster children
1	Immigrant and refugee families		

Past, Present, and Anticipated Child Care Needs

Q12. If you have previously accessed child care, what type(s) of care have you used? Please select all that apply.

50.4%	Licensed daycare or other child care centre	17.0%	In someone else's home, by an unlicensed child care provider
37.0%	Licensed preschool	15.6%	My children have not yet accessed child care
27.4%	In the child's home, by a relative	12.6%	In the child's home, by a non-relative
27.4%	In a relative's home (not licensed)	5.9%	Informal, cooperative child care (parents may take turns providing care for group of children; may share nanny)
24.4%	Before and/or after school program		
21.5%	In someone else's home, by a licensed child care provider		

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Q13. Are you currently able to access child care?



44.9%	Yes
24.6%	On a waitlist
10.9%	Other (please specify) (Require flexible/occasional child care which is not currently available (2), Hours offered in Alberni Valley child care centres are not long enough to sufficiently cover my child care needs as I commute out of town for work (1), Can only access 1 or 2 days per week though full-time care is needed (1), Not accessing formal care thanks to family member providing care (1) We need to provide an aid for our child but cannot find an aid so cannot make use of the spot (1), Using a variety of caregivers and situations that are not compatible with ACCB (1))
10.1%	Not applicable – I don't need child care right now
9.4%	No

Q14. If you are currently accessing care, what type(s) of care are you using? Please select all that apply.

42.5%	Licensed daycare or other child care centre
28.3%	In the child's home, by a relative
21.7%	In a relative's home (not licensed)
19.8%	Licensed preschool
17.0%	Before and/or after school program
11.3%	In someone else's home, by an unlicensed child care provider
9.4%	In the child's home, by a non-relative
8.5%	In someone else's home, by a licensed child care provider
8.5%	Informal, cooperative child care (parents may take turns providing care for group of children; may share nanny)

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Q15. If you are currently accessing child care, please list in kilometres the distance between your home and your child care provider.



0-4km	5-9km	10-14km	15-19km	20km+
38	26	19	7	5

Total = 95

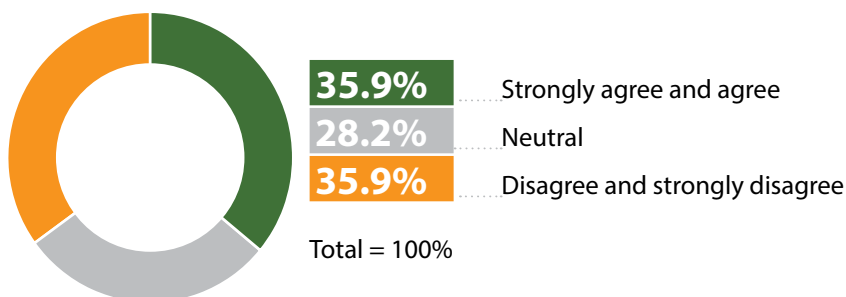


Q16. If you are currently accessing child care, what is the monthly fee?

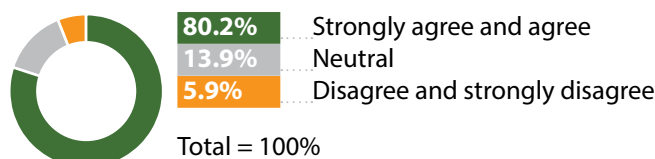
29	Up to \$200*		3	\$1000 - \$1199
6	\$201-\$399		7	\$1200 - \$1399
9	\$400 - \$599		4	More than \$1400 (max response \$2900)
19	\$600 - \$799		6	Varies - Drop-in hourly or day rate
10	\$800 - \$999		0	Other (Camps, etc.)

*Of these respondents, 5 mentioned that their centre was part of the \$10/day pilot program. 4 respondents referenced free care provided by a child's grandparent(s).

Q17. If you are currently accessing child care, please choose your degree of agreement with the following statement: The monthly fee(s) my family pays for child care are reasonable given our income and other financial commitments.



Q18. If you are currently accessing child care, please choose your degree of agreement with the following statement: I am satisfied with the quality of care that my child(ren) receives.



Q19. Please share any additional information about the quality of care your child(ren) and/or family have experienced.

Main themes in qualitative responses:

- | | |
|---|---|
| 22 Happy with quality of care | 3 Care provider cannot provide for extra support needs |
| 8 Lack of child care workers and resources | 3 Prefer in-home but can't find space |
| 7 Lack of licensed options | 1 Preferred source of care not able to be licensed |
| 4 Affordability concerns | |
| 4 Lack of flexible care options | |
| 3 Sacrificing quality of care for other reasons (only available spot, affordability, etc.) | |

Q20. If you anticipate your child care needs changing in the next 1-5 years, what types of child care do you anticipate needing? Please select all that apply.

- | | |
|--|---|
| 57.8% Licensed daycare or other child care centre | 11.7% In the child's home, by a non-relative |
| 54.7% Before and/or after school program | 10.6% In someone else's home, by an unlicensed child care provider |
| 34.4% Licensed preschool | 9.4% Informal, cooperative child care (parents may take turns providing care for group of children; may share nanny) |
| 25.0% In someone else's home, by a licensed child care provider | |
| 15.6% In the child's home, by a relative | |
| 14.1% In a relative's home (not licensed) | |

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Your Family's Ideal Child Care Situation

Q21. If there were no barriers to accessing child care, which type(s) would be ideal for your child(ren)? Please select all that apply.

69.9%	Licensed daycare or other child care centre	27.1%	In the child's home, by a relative
45.9%	Before and/or after school program	18.1%	In the child's home, by a non-relative
35.3%	Licensed preschool	11.3%	In a relative's home (not licensed)
30.1%	In someone else's home, by a licensed child care provider	3.0%	In someone else's home, by an unlicensed child care provider

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Q22. If there were no barriers to accessing child care, what distance between your home and your child care provider would be ideal? Please respond in kilometres.



0-4km	5-9km	10-14km	15-19km	20km+
29	37	31	12	9

Total = 118



Q23. What is the maximum monthly cost you could comfortably pay for quality child care for your child(ren)?

25	Up to \$200*		11	\$800 - \$999
19	\$201 - \$399		10	\$1000 - \$1199
31	\$400 - \$599		3	\$1200 - \$1399
19	\$600 - \$799		2	\$1400 or more (max response \$2000)

Total = 120

*Of these respondents, 5 specifically mentioned wanting to participate in the \$10/day child care program.

Q24. In your ideal child care situation, which of the following programs/services would be beneficial to your child(ren)?

71.5%	Meals and snacks provided	23.1%	Bilingual childcare provision/language learning opportunities
50.8%	A primarily outdoor program	11.5%	Other (please specify) – Specific curriculum, i.e. Montessori, Reggio Emilia (3); Deeper support for extra needs including professionals in the centre, therapy assistance (3); Transportation between school and before and after school care (2); Arts/music programming (1)
40.0%	Homework assistance/Tutoring (for school aged children)		
29.2%	Cultural programming (examples include language nests, cultural practices integrated into program)		
25.4%	Additional support for children with extra needs		

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Barriers to Accessing Child Care

Q25. Please indicate which of the following barriers your family has experienced as you search for child care. Please select all that apply.

76.2%	There is not enough child care in my community and I was/am waitlisted
58.4%	The cost of the care is too expensive for my family
32.7%	The times the program is offered does not meet my needs
31.7%	The program does not offer services for children of different ages, so my children cannot all attend
1.8%	The days the program is offered does not meet my needs
10.9%	I am unsure of how to find information about child care/the process is unclear
9.9%	There is no formal child care in my community
8.9%	I have not experienced barriers in accessing child care
6.9%	There is no transportation available between my child(ren)'s school and their before and after school care
5.9%	Transportation to and from the care is difficult
4.0%	The program does not provide adequate support to my child(ren) with extra needs
3.0%	The program does not meet my language/learning needs
1.0%	The program does not meet my cultural needs
17.8%	Other (please specify) (Responses include difficulty finding spaces for children younger than three (6), lack of flexible/part-time/drop-in options for parents working shift work or seasonal jobs (3)

Q26. Considering the barriers selected above, what impact have these had on your family?

Main themes in qualitative responses:

56	Impact on career (parent does not return to work or returns to limited hours because of lack of available care)
19	Financial stress
19	Stress on family (includes general mental stress; marital stress; time poverty; process stressful for children)
5	Extended family members providing child care (not always ideal situation)
2	Needing to navigate multiple care options/centres for multiple children
1	Choosing to have fewer children than desired because of insecure child care

Q27. If you were successful in an initial child care search but still faced barriers in accessing child care (i.e. got a spot in a licensed facility but the hours were incompatible with your work hours), please share your experience here.

Main themes in qualitative responses:

12	Centre's open hours did not match parent work hours
11	Could only get limited hours at centre/hours not flexible (i.e. 1 or 2 days per week)
11	Cost/affordability
5	Can only find care for some of our children, not all or children in multiple care environments
3	Quality
2	Lack of support for child with extra needs
	Centre could not retain staff and my child was turned away due to staff shortage

Q28. Please share any additional stories or information that would be helpful in developing a child care plan for the communities within the ACRD.

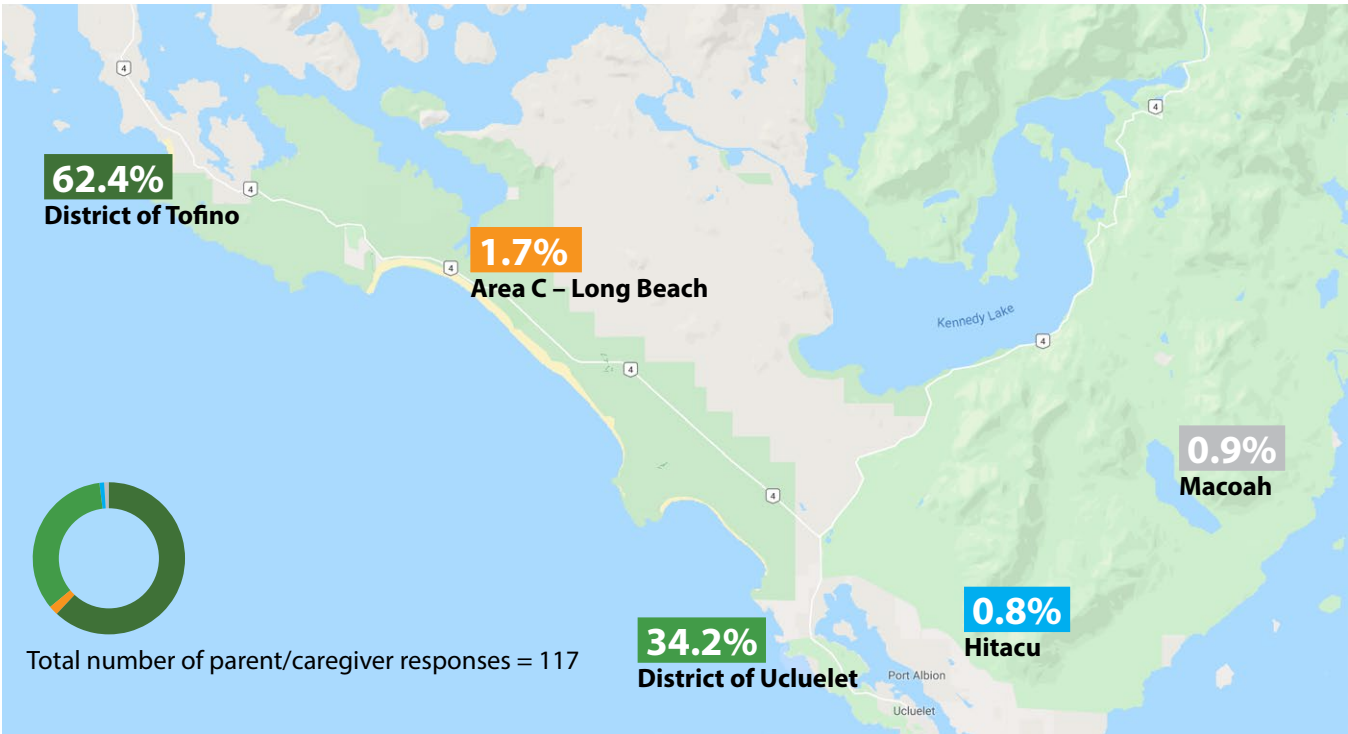
Main themes in qualitative responses:

- 19 Create more daycares/spaces
 - 16 Waitlists are long and can be longer for subgroups (Infant/Toddler, those seeking part-time care, children with extra support needs)
 - 8 More flexibility needed for shift workers
 - 6 Decreasing the cost of child care would be a tremendous help to families
 - 4 Nature-based setting preferred
 - 4 Need for increased participation of other early learning specialists (ie speech therapists) in centres
 - 3 School-age children require care and must be included
 - 2 Evening and weekend hours are needed and not available
 - 1 More coordination between school and child care, including before and after-school care and care on Pro D days and holidays
 - 1 Limited hours make it difficult for parents to work a regular schedule (ie 8-5 or 9-5)
 - 1 Need to decrease turnover in the professional (ECE) field
 - 1 Can't only focus on increased spaces, but increased number of workers and increased quality
-

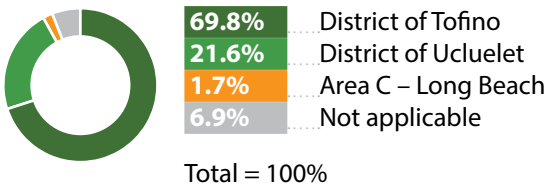
West Coast Summary of Survey Results

About Your Family

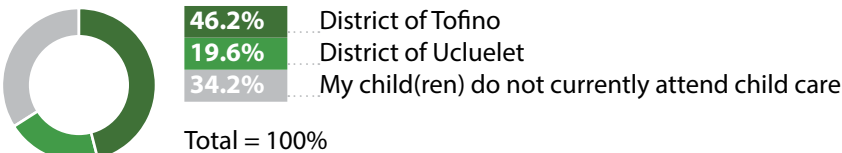
Q1. Which Alberni-Clayoquot community do you live in?



Q2. Which Alberni-Clayoquot community do you work in?



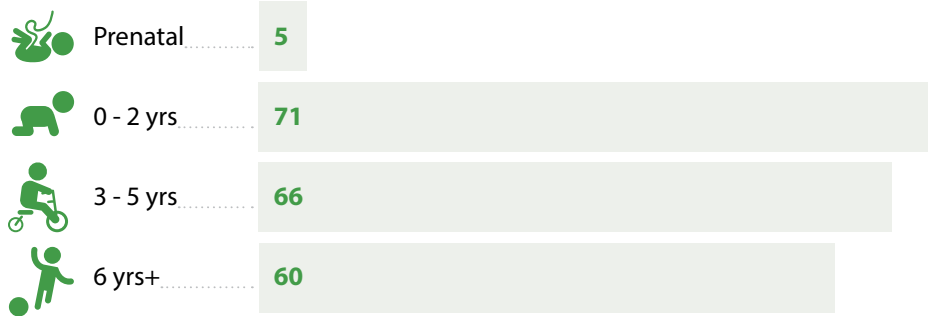
Q3. If your child(ren) attend child care currently, in which community is their child care located?



Q4. How many children do you have that are 13 years old or younger?

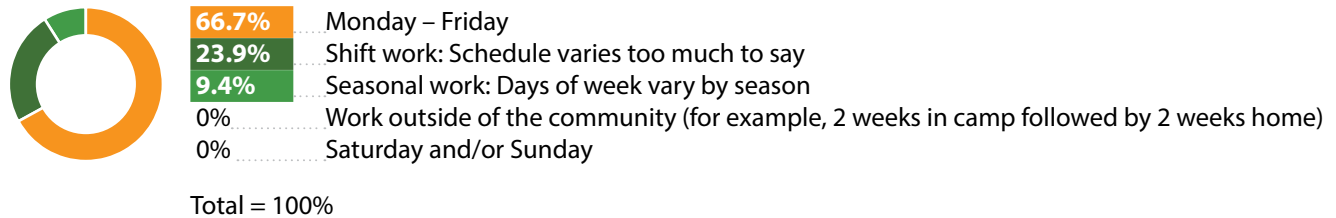
The 117 responses to this question represent 202 children 13 years and younger.

Q5. Please list the ages of your children 13 years and younger.

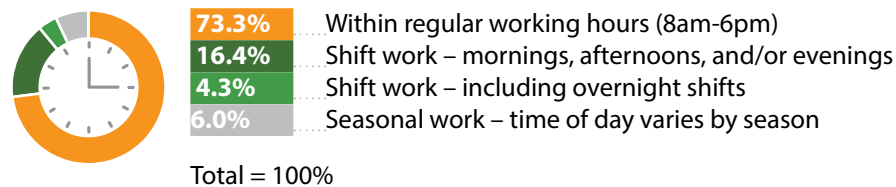


Total = 202

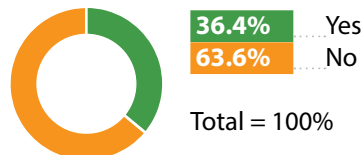
Q6. Thinking of your child(ren)'s regular parents/caregivers, please select the response that best describes the usual days of the week that parents/caregivers work.



Q7. Thinking of your child(ren)'s regular parents/caregivers, please select the response that best describes the usual time of day that parents/caregivers work.



Q8. If your children have attended or are currently attending child care, have you utilized the Affordable Child Care Benefit (formerly the Child Care Subsidy)?

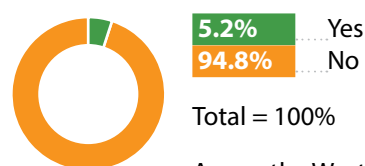


Q9. What was your family's annual income in 2018, after tax?

Income	Proportion of respondents	Proportion of respondents – 2016 Census (ACRD)*
Under \$20,000	1.7%	13.7%
\$20,001 - \$39,999	10.4%	21.7%
\$40,000 - \$59,999	19.1%	18.5%
\$60,000 - \$79,999	23.5%	14.6%
\$80,000 - \$99,999	23.5%	10.6%
\$100,000 - \$124,999	11.3%	9.0%
\$125,000 - \$149,999	7.0%	5.4%
\$150,000 or more	3.5%	6.4%

*Because of the small populations in some West Coast communities, this data is repressed. Thus, the ACRD data is used for comparison.

Q10. Does your children/family identify as Indigenous?



Across the West Coast, 33% of residents report Indigenous identity (2018 Clayoquot Biosphere Trust Vital Signs report).

Q11. Does your child(ren) and/or family belong to any of the groups below? Please select all that apply.

Note: Most respondents (86) skipped this question, suggesting that they do not identify with any of the following groups. Of the 31 respondents who answered this question, the following responses were selected:

8	Francophone families	4	Young parent families
6	Immigrant and refugee families	2	Other (please specify) – Foster children
5	Children with extra support needs		

Past, Present, and Anticipated Child Care Needs

Q12. If you have previously accessed child care, what type(s) of care have you used? Please select all that apply.

60.0%	Licensed daycare or other child care centre	26.7%	In the child's home, by a relative
38.1%	In someone else's home, by an unlicensed child care provider	23.8%	Informal, cooperative child care (parents may take turns providing care for group of children; may share nanny)
34.3%	Before and/or after school program	17.1%	Licensed preschool
33.3%	In the child's home, by a non-relative	16.2%	My children have not yet accessed child care
32.4%	In someone else's home, by a licensed child care provider	11.4%	In a relative's home (not licensed)

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Q13. Are you currently able to access child care?

50.0%	Not applicable – I don't need child care right now
45.3%	Yes
17.0%	On a waitlist
14.1%	No
12.3%	Other – (Responses include one or more children accessing child care while younger child(ren) cannot access childcare (5), Can't afford as much child care as I would prefer (4), Cannot find as much child care as I need (1)
11.3%	Not applicable – I don't need child care right now

Q14. If you are currently accessing care, what type(s) of care are you using? Please select all that apply.

51.2%	Licensed daycare or other child care centre
26.2%	Before and/or after school program
23.8%	In someone else's home, by an unlicensed child care provider
21.4%	In someone else's home, by a licensed child care provider
17.9%	In the child's home, by a non-relative
13.1%	Informal, cooperative child care (parents may take turns providing care for group of children; may share nanny)
11.9%	In the child's home, by a relative
7.1%	Licensed preschool
4.8%	In a relative's home (not licensed)

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Q15. If you are currently accessing child care, please list in kilometres the distance between your home and your child care provider.



0-4km	5-9km	10-14km	15-19km	20km+
56	19	1	1	2

Total = 79



Q16. If you are currently accessing child care, what is the monthly fee?

7	Up to \$200*	4	\$1000 - \$1199
9	\$201-\$399	3	\$1200 - \$1399
7	\$400 - \$599	12	More than \$1400 (max response \$2900)
7	\$600 - \$799	8	Varies - Drop-in hourly or day rate
10	\$800 - \$999	1	Other (Camps, etc.)

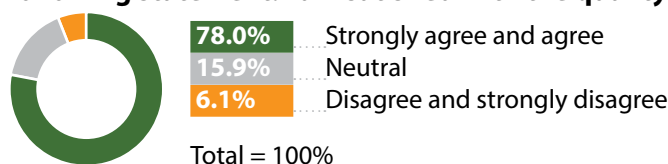
Q17. If you are currently accessing child care, please choose your degree of agreement with the following statement: The monthly fee(s) my family pays for child care are reasonable given our income and other financial commitments.



30.9%	Strongly agree and agree
17.3%	Neutral
51.8%	Disagree and strongly disagree

Total = 100%

Q18. If you are currently accessing child care, please choose your degree of agreement with the following statement: I am satisfied with the quality of care that my child(ren) receives.



Q19. Please share any additional information about the quality of care your child(ren) and/or family have experienced.

Main themes in qualitative response:

11	Parent satisfaction with quality of child care provider	4	ECE turnover is an issue; make job more attractive
8	Would like to access licensed care but no spots available/difficult to find	4	Unhappy with quality but no other options
6	Cannot afford licensed care but would like to	3	Need for more qualified ECEs

Q20. If you anticipate your child care needs changing in the next 1-5 years, what types of child care do you anticipate needing? Please select all that apply.

63.2%	Before and/or after school program	13.7%	In the child's home, by a non-relative
66.1%	Licensed daycare or other child care centre	12.6%	In someone else's home, by an unlicensed child care provider
42.1%	Licensed preschool	7.4%	In the child's home, by a relative
33.7%	In someone else's home, by a licensed child care provider	4.2%	In a relative's home (not licensed)
22.1%	Informal, cooperative child care (parents may take turns providing care for group of children; may share nanny)		

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Your Family's Ideal Child Care Situation

Q21. If there were no barriers to accessing child care, which type(s) would be ideal for your child(ren)? Please select all that apply.

79.6%	Licensed daycare or other child care centre	27.2%	In the child's home, by a relative
41.8%	In someone else's home, by a licensed child care provider	23.3%	In the child's home, by a non-relative
40.8%	Licensed preschool	7.8%	In a relative's home (not licensed)
40.8%	Before and/or after school program	6.8%	In someone else's home, by an unlicensed child care provider

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Q22. If there were no barriers to accessing child care, what distance between your home and your child care provider would be ideal? Please respond in kilometres.



0-4km	5-9km	10-14km	15-19km	20km+
42	20	18	1	5

Total = 86



Q23. What is the maximum monthly cost you could comfortably pay for quality child care for your child(ren)?

15	Up to \$200*	9	\$800 - \$999
10	\$201 - \$399	11	\$1000 - \$1199
24	\$400 - \$599	3	\$1200 - \$1399
8	\$600 - \$799	3	\$1400 or more (max response \$2000)

Total = 83

Q24. In your ideal child care situation, which of the following programs/services would be beneficial to your child(ren)?

88.1%	A primarily outdoor program	38.6%	Homework assistance/Tutoring (for school aged children)
75.3%	Meals and snacks provided	26.7%	Additional support for children with extra needs
55.5%	Cultural programming (examples include language nests, cultural practices integrated into program)	9.9%	Other (Preferences expressed for music, arts, and sports programs integrated into child care)
50.5%	Bilingual childcare provision/language learning opportunities		

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Barriers to Accessing Child Care

Q25. Please indicate which of the following barriers your family has experienced as you search for child care. Please select all that apply.

76.2%	There is not enough child care in my community and I was/am waitlisted
58.4%	The cost of the care is too expensive for my family
32.7%	The times the program is offered does not meet my needs
31.7%	The program does not offer services for children of different ages, so my children cannot all attend
21.8%	The days the program is offered does not meet my needs
10.9%	I am unsure of how to find information about child care/the process is unclear
9.9%	There is no formal child care in my community
8.9%	I have not experienced barriers in accessing child care
6.9%	There is no transportation available between my child(ren)'s school and their before and after school care
5.9%	Transportation to and from the care is difficult
4.0%	The program does not provide adequate support to my child(ren) with extra needs
3.0%	The program does not meet my language/learning needs
1.0%	The program does not meet my cultural needs

Q26. Considering the barriers selected above, what impact have these had on your family?

Main themes in qualitative responses:

47	Stress on family (includes general mental stress; marital stress; time poverty; process stressful for children)
36	Impact on career (parent delays return to work or does not return to work or returns to limited hours because of lack of available care)
19	Financial stress
4	Considering leaving community to access child care services elsewhere

Q27. If you were successful in an initial child care search but still faced barriers in accessing child care (i.e. got a spot in a licensed facility but the hours were incompatible with your work hours), please share your experience here.

Main themes in qualitative responses:

19	Centre's open hours did not match parent work hours	6	Can only find care for some of our children, not all or children in multiple care environments
9	Cost/affordability		
9	Quality	4	Lack of support for child with extra needs
8	Could only get limited hours at centre/hours not flexible (i.e. 1 or 2 days per week)		

Q28. Please share any additional stories or information that would be helpful in developing a child care plan for the communities within the ACRD.

Main themes in qualitative responses:

9	Waitlists are long and can be longer for subgroups (Infant/Toddler, those seeking part-time care, children with extra support needs)
9	Create more daycares/spaces
9	Decreasing the cost of child care would be a tremendous help to families
6	Can't only focus on increased spaces, but increased number of workers and increased quality
2	More coordination between school and child care, including before and after-school care and care on Pro D days and holidays
1	More flexibility needed for shift workers
1	School-age children require care and must be included
1	Nature-based setting preferred

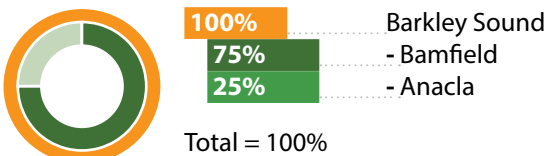
Barkley Sound Summary of Survey Results

About Your Family

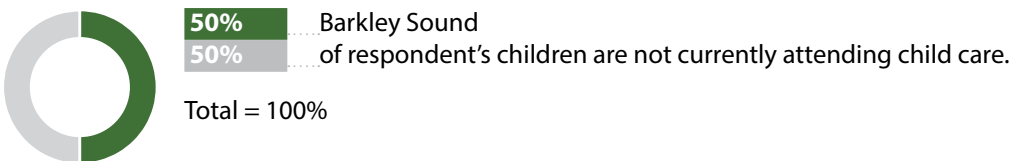
Q1. Which Alberni-Clayoquot community do you live in?



Q2. Which Alberni-Clayoquot community do you work in?



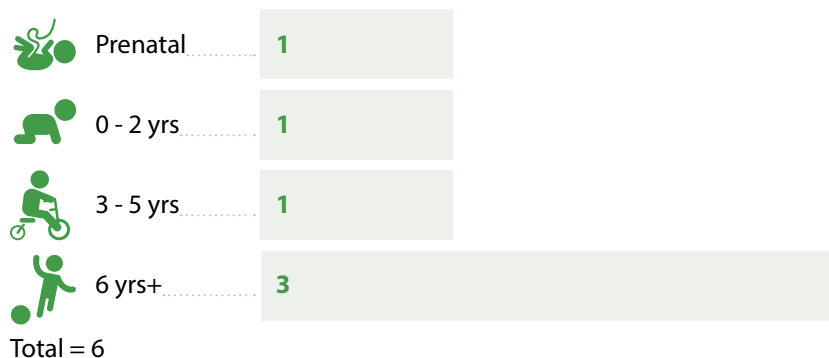
Q3. If your child(ren) attend child care currently, in which community is their child care located?



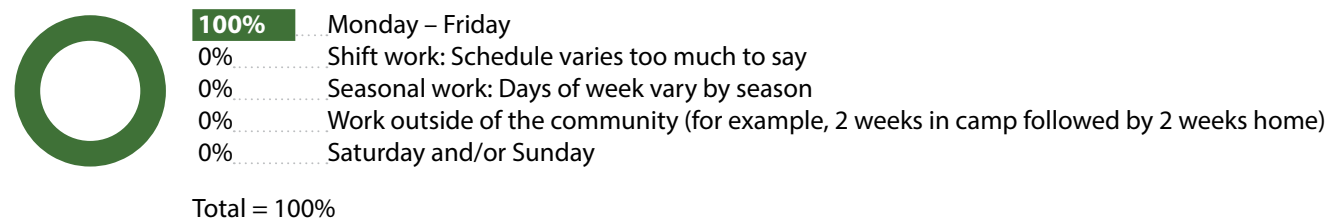
Q4. How many children do you have that are 13 years old or younger?

The 4 responses to this question represent 6 children 13 years and younger.

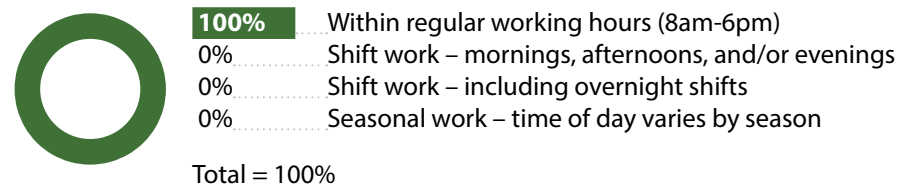
Q5. Please list the ages of your children 13 years and younger.



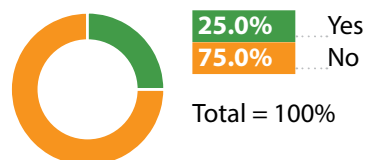
Q6. Thinking of your child(ren)'s regular parents/caregivers, please select the response that best describes the usual days of the week that parents/caregivers work.



Q7. Thinking of your child(ren)'s regular parents/caregivers, please select the response that best describes the usual time of day that parents/caregivers work.



Q8. If your children have attended or are currently attending child care, have you utilized the Affordable Child Care Benefit (formerly the Child Care Subsidy)?



Q9. What was your family's annual income in 2018, after tax?

Income	Proportion of respondents	Proportion of respondents – 2016 Census (ACRD)*
Under \$20,000	25%	13.7%
\$20,001 - \$39,999	0%	21.7%
\$40,000 - \$59,999	50%	18.5%
\$60,000 - \$79,999	0%	14.6%
\$80,000 - \$99,999	25%	10.6%
\$100,000 - \$124,999	0%	9.0%
\$125,000 - \$149,999	0%	5.4%
\$150,000 or more	0%	6.4%

*Because of the small populations in Bamfield and Anacla, this data is repressed for both communities. Thus, the ACRD data is used for comparison.

Q10. Does your children/family identify as Indigenous?



50% Yes
50% No

Total = 100%

Across Bamfield and Anacla, 36.7% of residents report Indigenous identity (2016 Census).

Q11. Does your child(ren) and/or family belong to any of the groups below? Please select all that apply.

Note: All respondents skipped this question. We assume that respondents that skipped this question do not believe to any of the groups listed (Children with extra support needs, Young parent families, Immigrant and refugee families, Francophone families).

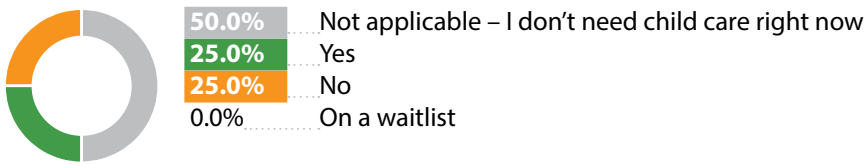
Past, Present, and Anticipated Child Care Needs

Q12. If you have previously accessed child care, what type(s) of care have you used? Please select all that apply.

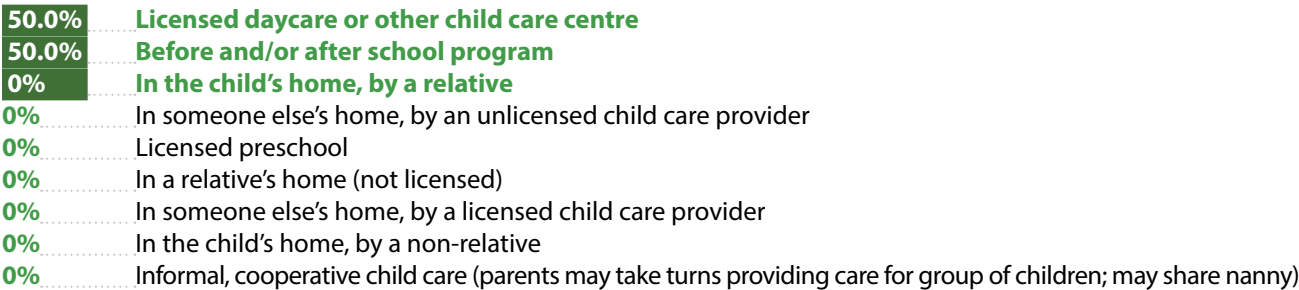
50% Before and/or after school program	0% Licensed preschool
50% My children have not yet accessed child care	0% In someone else's home, by an unlicensed child care provider
25% Licensed daycare or other child care centre	0% In the child's home, by a non-relative
25% In the child's home, by a relative	0% Informal, cooperative child care (parents may take turns providing care for group of children; may share nanny)
25% In someone else's home, by a licensed child care provider	
25% In a relative's home (not licensed)	

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Q13. Are you currently able to access child care?

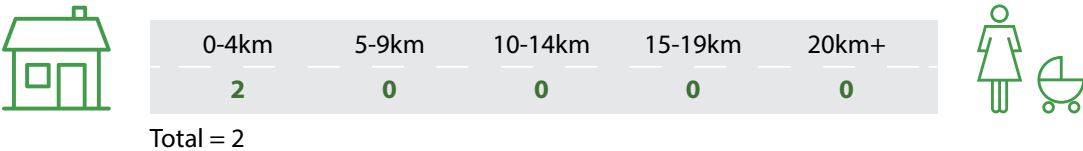


Q14. If you are currently accessing care, what type(s) of care are you using? Please select all that apply.



Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

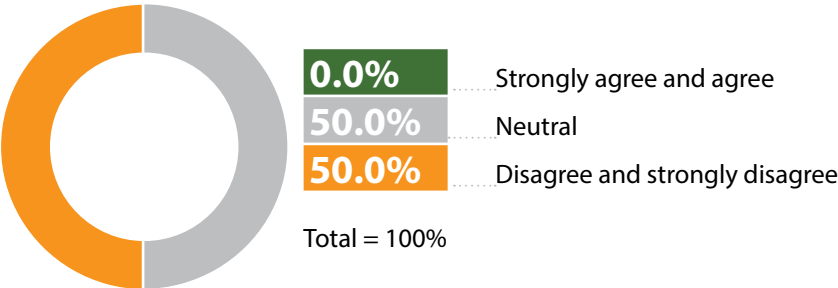
Q15. If you are currently accessing child care, please list in kilometres the distance between your home and your child care provider.



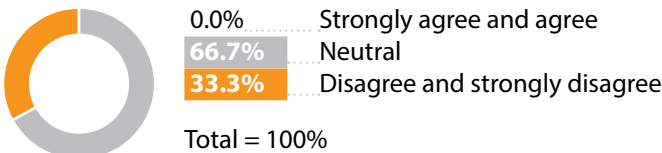
Q16. If you are currently accessing child care, what is the monthly fee?

All respondents skipped this question.

Q17. If you are currently accessing child care, please choose your degree of agreement with the following statement: The monthly fee(s) my family pays for child care are reasonable given our income and other financial commitments.



Q18. If you are currently accessing child care, please choose your degree of agreement with the following statement: I am satisfied with the quality of care that my child(ren) receives.



Q19. Please share any additional information about the quality of care your child(ren) and/or family have experienced.

Main themes in qualitative response:

1 Lack of child care workers and resources

Q20. If you anticipate your child care needs changing in the next 1-5 years, what types of child care do you anticipate needing? Please select all that apply.

66.7%	Licensed daycare or other child care centre	0.0%	Informal, cooperative child care (parents may take turns providing care for group of children; may share nanny)
33.3%	Before and/or after school program	0.0%	In the child's home, by a non-relative
33.3%	Licensed preschool	0.0%	In the child's home, by a relative
33.3%	In someone else's home, by a licensed child care provider	0.0%	In a relative's home (not licensed)
33.3%	In someone else's home, by an unlicensed child care provider		

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Your Family's Ideal Child Care Situation

Q21. If there were no barriers to accessing child care, which type(s) would be ideal for your child(ren)? Please select all that apply.

75.0%	Before and/or after school program	25.0%	In a relative's home (not licensed)
50.0%	Licensed daycare or other child care centre	0.0%	In the child's home, by a relative
50.0%	Licensed preschool	0.0%	In the child's home, by a non-relative
25.0%	In someone else's home, by a licensed child care provider	0.0%	In someone else's home, by an unlicensed child care provider

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Q22. If there were no barriers to accessing child care, what distance between your home and your child care provider would be ideal? Please respond in kilometres.



0-4km	5-9km	10-14km	15-19km	20km+
0	2	0	0	0

Total = 2



Q23. What is the maximum monthly cost you could comfortably pay for quality child care for your child(ren)?

1	Up to \$200*	0	\$800 - \$999
2	\$201 - \$399	0	\$1000 - \$1199
0	\$400 - \$599	0	\$1200 - \$1399
0	\$600 - \$799	0	\$1400 or more (max response \$2000)

Total = 3

Q24. In your ideal child care situation, which of the following programs/services would be beneficial to your child(ren)?

100.0%	Meals and snacks provided	75.0%	Homework assistance/Tutoring (for school aged children)
75.0%	A primarily outdoor program	0.0%	Bilingual childcare provision/language learning opportunities
75.0%	Cultural programming (examples include language nests, cultural practices integrated into program)	0.0%	Additional support for children with extra needs

Note: Percentage total exceeds 100% because respondents were encouraged to choose all applicable options.

Barriers to Accessing Child Care

Q25. Please indicate which of the following barriers your family has experienced as you search for child care. Please select all that apply.

50.0%	There is not enough child care in my community and I was/am waitlisted
50.0%	There is no formal child care in my community
25.0%	The cost of the care is too expensive for my family
25.0%	The times the program is offered does not meet my needs
25.0%	The days the program is offered does not meet my needs
25.0%	The program does not offer services for children of different ages, so my children cannot all attend
0.0%	I have not experienced barriers in accessing child care
0.0%	There is no transportation available between my child(ren)'s school and their before and after school care
0.0%	The program does not provide adequate support to my child(ren) with extra needs
0.0%	I am unsure of how to find information about child care/the process is unclear
0.0%	Transportation to and from the care is difficult
0.0%	The program does not meet my cultural needs
0.0%	The program does not meet my language/learning needs

Q26. Considering the barriers selected above, what impact have these had on your family?

Main themes in qualitative responses:

2	Impact on career (parent does not return to work or returns to limited hours because of lack of available care)
1	Financial stress
1	Extended family members providing child care (not always ideal situation)

Q27. If you were successful in an initial child care search but still faced barriers in accessing child care (i.e. got a spot in a licensed facility but the hours were incompatible with your work hours), please share your experience here.

Main themes in qualitative responses:

1	Centre's open hours did not match parent work hours
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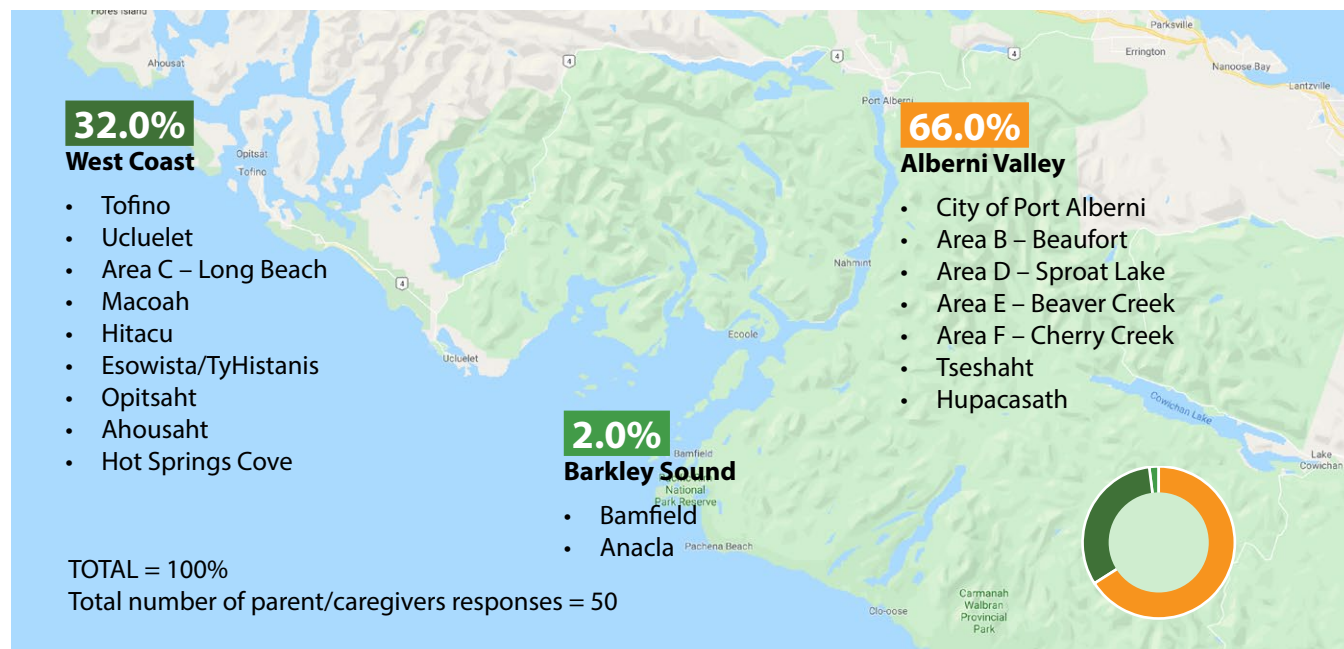
Q28. Please share any additional stories or information that would be helpful in developing a child care plan for the communities within the ACRD.

1	Main themes in qualitative responses: Need for more HeadStart programs
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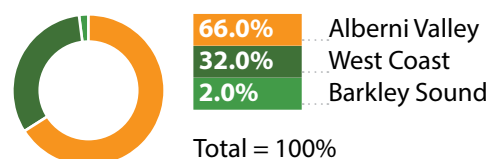
APPENDIX 5: Regional Summary of Survey Results – Child Care Providers

About You

Q1. Which Alberni-Clayoquot community do you live in?



Q2. Which Alberni-Clayoquot community do you work in?



Q3. How long have you worked in the child care field?

13	2 years or fewer	7	10-14 years
3	3-5 years	9	15-19 years
4	6-9 years	14	20 years or greater

Total = 50

Q4. What type of child care centre do you work in?

52.0%	Licensed child care centre (non-profit)	4.0%	Licensed in-home care
22.0%	Licensed child care centre (for profit)	4.0%	Unlicensed centre/in-home care (nanny)
10.0%	I don't currently work in child care	0.0%	Registered license not required
8.0%	Other		

Q5. What are the benefits and challenges of the model of child care centre you currently work in? For example, what unique innovations can be made in your setting? What factors make child care delivery challenging in your centre's model?

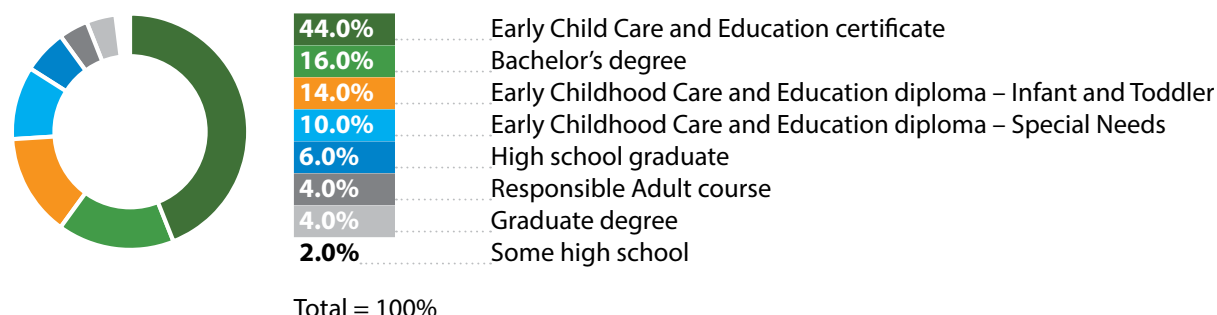
Benefits

3	Non-profit status allows for grant funding
3	We have a great physical space
3	Staff cohesion
2	Small enough to run programs together in one space
2	Located inside of a school
1	Offering opportunity for mentorship via my program/space
1	Smaller group learning/individual attention
1	Shared full-time spaces so parents requiring part-time care only pay for part-time care
1	Able to deliver Nuu-Chah-Nulth language nest
1	As employee of large centre, my pay is better than others

Challenges

7	Lack of subs
6	Lack of funding
5	Lack of qualified staff
2	Insufficient support for children with extra needs
2	Licensing limitations
2	Lack of spaces in my community
2	Difficulty in working alone for 8-10 hours
2	Low wages
2	Board governance issues
2	Lack of or limited space
1	Limited hours

Q6. What is the highest level of education you have completed?



Q7. If you currently work as a child care provider/in a child care setting, please list your job title.

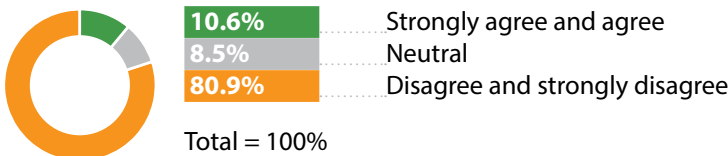
16	Manager/Assistant Manager	2	Outreach/Support worker
14	ECE/Child Care/Preschool/Daycare Worker	2	Substitute
5	ECE Assistant or Responsible Adult	2	Caregiver/Nanny
3	Owner/operator		

Q8. Do the children in your care belong to any of the following groups? Please select all that apply.

84.1%	Low income families	18.2%	Immigrant and refugee families
79.6%	Children with extra support needs	15.9%	Francophone families
77.3%	Indigenous families	4.6%	Other (please specify) (Responses identified foster families)
61.4%	Young parent families (parents under the age of 25)		

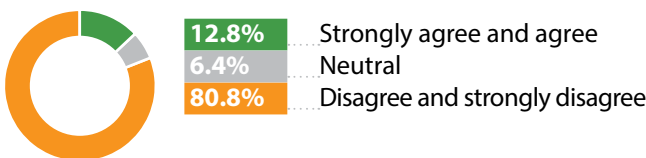
Child Care in Your Community

Q9. My community has an adequate number of total child care spaces given the total number of children in the community.

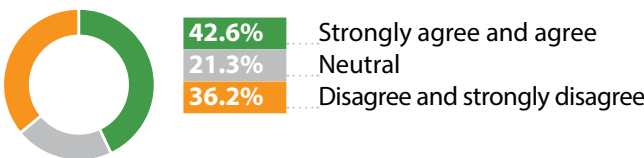


Q10. My community offers an adequate number of child care spaces given the number of local children in each age bracket.

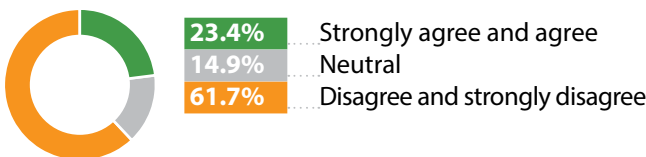
Infant and Toddler



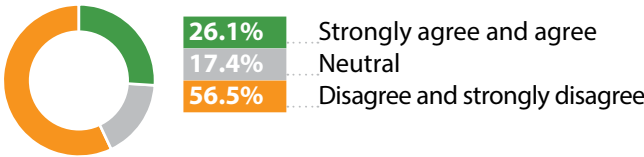
Preschool



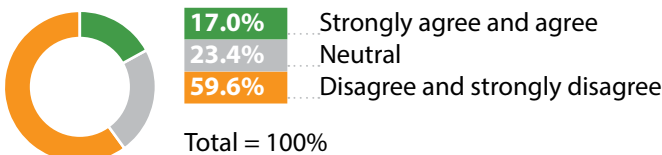
30 Months – School Age



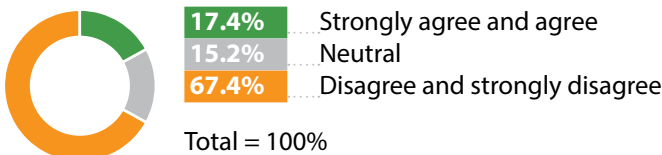
School Age



Q11. My community provides flexible child care options to meet the needs of local families. Please take into consideration the days of the week and hours of the day that families need care.

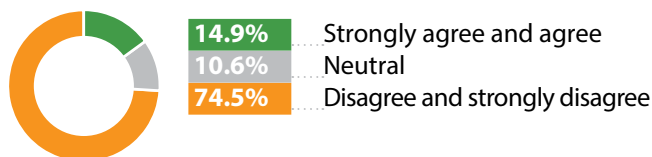


Q12. Overall, waitlists for child care in my community are reasonable.

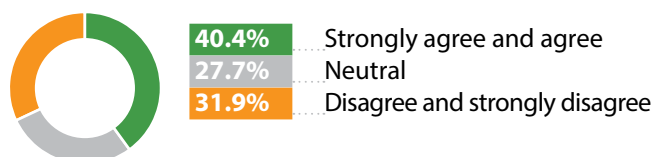


Q13. Waitlists in my community are reasonable when considering the following age brackets.

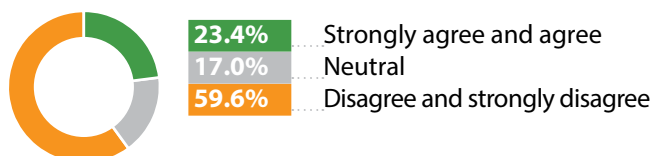
Infant and Toddler



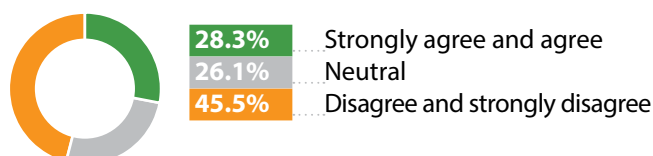
Preschool



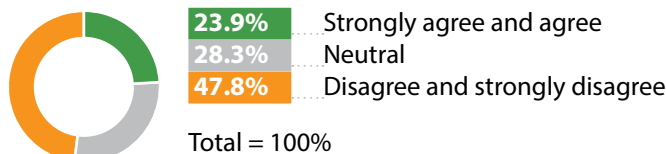
30 Months – School Age



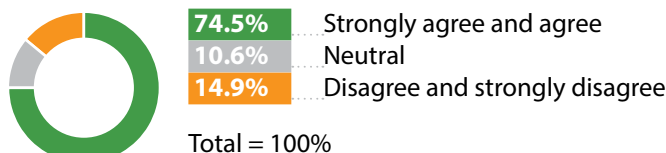
School Age



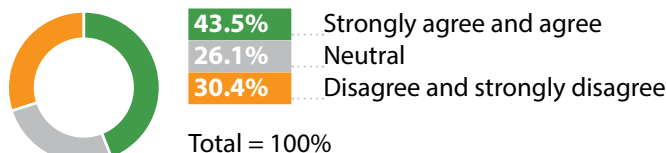
Q14. Overall, the cost of child care in my community is affordable given the average family income.



Q15. In my community, families can access child care within a 15-minute commute.



Q16. Overall, I am pleased with the quality of child care available to families in my community.



Q17. Which of the following are regularly available in your community to support your early care and learning practice? Please select all that apply.

- 77.3% ECCE training and education in support of certificate
- 75.0% Practicum opportunities while working towards certificate/diploma
- 61.4% ECCE training and education in support of diploma
- 61.4% Access to professionals in related fields, including child development; child care resource and referral
- 52.3% Professional development opportunities (towards required professional development hours)
- 50.0% An Early Childhood Educators of British Columbia (ECEBC) branch
- 50.0% Access to staff to support children in the child care setting, including behavior consultants; support for children with extra needs
- 36.4% Responsible adult training
- 29.6% Formal or informal mentorship opportunities within the field

Q18. Please comment on any of the above assets that are (or are not) present in your community, or on any additional assets you have identified.

Opportunities

- 2 Online professional development has been helpful
- 1 Strong ECEBC branch

Challenges

- | | | | |
|---|--|---|---|
| 5 | More related support staff needed – behavior consultants and supported child development | 1 | More workshops and training needed |
| 2 | Cost of bringing professionals to rural and remote communities for pro-d is prohibitive | 1 | ECEBC branch only meets sporadically |
| 1 | Cost of leaving rural and remote community for pro-d is prohibitive | 1 | Training offered only sporadically |
| 1 | Very few pro-d opportunities in rural and remote communities | 1 | More flexible option needed to quickly complete ECE certificate/diploma while working |

Q19. Which of the following challenges have you experienced in your child care career? Please select all that apply.

- 73.3% Burnout
- 68.9% Inadequate compensation
- 37.8% Challenging interactions with fellow staff
- 37.8% Challenging interactions with parents/families
- 35.6% Difficult work schedule/hours of work
- 31.1% Dissatisfaction with job duties not directly related to child care (i.e. cleaning, admin work)
- 31.1% Lack of opportunity for ongoing learning/professional development
- 28.9% Other (Responses include: Challenges in differing philosophies/best practices – 1, Private centre not able to match non-profit salaries for staff – 1, Difficulty finding child care for own children while remaining in the field – 1, Low wages deter me from being interested in advancing professionally – 1, Difficulty with child care sector working cohesively to improve the profession – 1)
- 26.7% Lack of opportunity for advancement/career planning
- 20.0% Dissatisfaction with job duties related directly to care for children
- 20.0% Physical nature of work
- 6.7% Location of workplace

Q20. Please comment on staff attraction or retention from your perspective. For example, if you are a new graduate, what would attract you to a centre? If you are a manager, what has been successful (or not) in attracting and retaining staff? If you are a home child care provider, what does staff attraction and retention look like for you?

What works

- 12 Good pay/increased wages
- 9 Benefits offered
- 8 Good colleagues/teamwork
- 6 Philosophy of centre/management matches my philosophy
- 3 Paid professional development opportunities
- 1 Local training opportunities

Barriers

- 4 Wage not adequate given cost of living in community
- 2 Finding staff who are driven
- 2 Wages not adequate given the hard work I do
- 2 Large provider with oppressive management team
- 1 Role is very demanding
- 1 Finding substitute staff – in-home care providers