



COMOX VALLEY CHILD CARE ACTION PLAN



Prepared for the Comox Valley Regional District,
in partnership with the City of Courtenay and Town of Comox

December 2019

Prepared by:



The authors would like to thank the members of the Child Care Action Plan Advisory Team for their ongoing support, contributions and commitment throughout the project:

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We would also like to thank members of the Child Care Action Plan Steering Committee whose involvement was critical for the project's success:

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In addition, we are grateful to all the parents and guardians, child care providers, community care agencies, local and First Nation government representatives and staff who provided valuable input and ideas for this final Comox Valley Child Care Action Plan.

In 2018 the Provincial Government of British Columbia made a commitment to affordable, accessible, and quality child care by announcing additional funding of \$1.3 billion over three years for child care initiatives.¹ Funding was directed toward increased subsidies to parents, 53 \$10/day pilot child care programs across the province, and the launch of Child Care Action Plans for 70 communities across British Columbia.

Constituencies in the Comox Valley applied for, and were successful in securing funding for two Child Care Action Plans – one through a joint venture with the Town of Comox, the City of Courtenay, and the Comox Valley Regional District; a second for the Village of Cumberland, which has seen an unusually high increase in demand for child care given the influx of young families to the community. The consultants for the two plans worked together to ensure the final Action Plans would provide a clear and unified picture of child care needs for the region.

This document represents the child care needs assessment and action plan Courtenay, Comox and the Comox Valley Regional District. The work for this project took place over five months, starting in mid-July 2019 and completed by mid-December. The work included:

- Background research and analysis, including current and projected demographics
- Interviews with stakeholders
- A survey for parents and guardians
- Focus groups for parents and guardians
- A survey for child care providers
- Follow up with child care providers
- Workshop for the K'ómoks Chief and Council
- Workshop for local governments
- Meetings with the Advisory Team, Steering Committee and Comox Valley Early Years Collaborative
- Mapping and analysis of data

The findings from the project identified that the Comox Valley is experiencing a crisis in childcare, where less than one in five families is able to secure licensed child care. The ratio drops to approximately one in seven families for infant/toddler child care (0-3 years old) and one in nine families for before and after school care.

In order to address this gap, the Comox Valley Child Care Action Plan makes seven (7) recommendations for short-, medium- and long-term goals for the creation of new spaces. Included in these recommendations are:

- Create a Joint Child Care Council for the Comox Valley
- Create a Child Care Coordinator position
- Continue to advocate with all levels of government for the child care in the region

¹ https://www.bcbudget.gov.bc.ca/2018/childcare/2018_Child_Care_BC.pdf

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In 2018 the Provincial Government of British Columbia made a commitment to affordable, accessible, and quality child care by announcing additional funding of \$1.3 billion over three years for child care initiatives.² Funding was directed toward increased subsidies to parents, 53 \$10/day pilot child care programs across the province, and the launch of Child Care Action Plans for 70 communities across British Columbia.

The Child Care Action Plans are intended to evaluate the current and future child care needs for communities in BC, and to make recommendations for increased child care capacity for the next 10 years. A key area of interest for the Province is examining the needs of more underserved families including single parent families, new immigrants, Indigenous families and non-English speaking families. Provincial funding for Child Care Action Plans was made available to local governments and administered through the Union of BC Municipalities.

The Comox Valley has two Child Care Action Plans – one through a joint venture with the Town of Comox, the City of Courtenay, and the Comox Valley Regional District; a second for the Village of Cumberland, which has seen a significant increase in demand given the influx of young families to the community. The consultants for the two plans worked together to ensure the final Action Plans would provide a clear and unified picture of child care needs for the region.

The Comox Valley Child Care Action Plan was launched in July 2019 and completed by December. The project was led by an Advisory Committee of four representatives of both local child care advocates and public organizations, and guided by a larger Steering Committee with 17 members.

Based on 2016 Statistics Canada data and an inventory of current child care spaces, approximately 19% of children 0-12 in the Comox Valley have access to licensed child care. For children 0-3 that number drops to 13%. On average, approximately four out of five families in the Comox Valley are unable to access licensed child care – including group day care, family day care, and before and after school care³ [see Appendix D for definitions of child care].

The implications of this deficit are far-reaching from both a social and economic perspective. From a social perspective, access to quality child care provides numerous benefits for children [e.g., socialization and communication skills, enhanced school readiness] and their families [e.g., a more stable, stress-free home environment]. From an economic perspective, quality child care helps parents participate in the work force [a particular benefit to single parents and low income families], reduces economic marginalization, and provides multiplier effects for the overall economy. In short, child care is a key contributor to a community's overall quality of life, and shortfalls adversely affect community well-being.

² https://www.bcbudget.gov.bc.ca/2018/childcare/2018_Child_Care_BC.pdf

³ Although we recognize the benefits of preschool, given that it only offers 2-3 hours of child care a day we have not included it in the calculations for licensed child care. It was also not identified as a priority in our community consultation

The key component of the Action Plan is to identify the gaps in the supply of child care and identify targets for new child care spaces;⁴ however, the findings have much larger implications than the need for spaces. While there is no question that child care spaces are needed in the Comox Valley, other issues come to light such as the need for more trained staff, the challenges of navigating the child care system, and the need for a larger oversight body to ensure a coordinated approach to planning for child care in the Comox Valley.

While a Vision for child care is not essential to the development of child care services, a well-crafted vision statement can help to clarify and solidify approaches for moving forward. We propose the following Vision for the Comox Valley:

Throughout the Comox Valley, families who want child care have access to quality, affordable and inclusive services, and these child care services ensure children have opportunity to develop in supported and engaging environments.

2.1 GUIDING PRINCIPLES AND ASSUMPTIONS

1. That accessible, affordable and quality child care is an essential part of ensuring an equitable society where children who may be more marginalized – lower income, Indigenous, new immigrants or with extra support needs – have opportunities to grow and develop to their full potential.
2. That accessible, affordable and quality child care can ensure all children have the support and guidance to help them have the social, physical and emotional skills to succeed.
3. That accessible, affordable and quality child care is essential to supporting healthy and thriving families.
4. Without improvements to the salaries and working conditions for Early Childhood Educators (ECEs), there will not be enough ECEs for the anticipated number of child care spaces needed for the Comox Valley.
5. That the short term costs of child care to governments are off-set by the long term savings to social service infrastructure, including improved economic conditions for families and reduced demand for health and legal services.
6. No one jurisdiction or organization is responsible for child care; therefore, partnerships and collaboration among many parties are essential if child care needs are to be successfully addressed.
7. The Child Care Action Plan should be ambitious, but also practical, realistic, and within the means of the pertinent stake holders to pursue.

⁴The completed UBCM Excel spreadsheet is provided as an addendum to this final report.

Work on the Child Care Action Plan was divided into three phases over five months. While the items are identified as discrete phases, they often overlapped and intersected throughout the project:

- 1) Research and Data Collection
- 2) Community Consultation
- 3) Analysis and Drafting Final Report

3.1 RESEARCH AND DATA COLLECTION

The research and data collection for this project started with a review of the UBCM Excel spreadsheet that provided data on licensed child care providers in the region, including location of child care, number of children permitted, and type of license [e.g. group care, family, multi-age]. This data was compared to information collected from Vancouver Island Health Authority Community Care Licensing, PacificCARE Childcare Resource and Referral, Courtenay and Comox business licensing, and local knowledge. The final list of existing child care facilities, types of services, and number of spaces is considered accurate for the fall of 2019, while recognizing the dynamic nature of the industry – where new spaces open while other existing spaces may close.

Demographic information for the region was compiled using recent Statistics Canada data, as well as P.E.O.P.L.E. Projections [BC Stats]⁵, School enrollment data, and local government long range plans. This data was considered when assessing existing and projected child care needs for the region.

Finally, the research for this project was enhanced by recent work completed elsewhere in the province, most notably the 2017 – 2022 Richmond Child Care Needs Assessment and Strategy [City of Richmond]⁶. Richmond's strategy provides excellent background to child care in Canada, best practices, research, and initiatives of comparable communities.

3.1.2 Mapping Data and Statistics

As a visual tool to represent child care needs we created GIS mapping: the existing inventory of child care providers was mapped in relation to Statistics Canada Census data [2016]⁷. The GIS mapping separates child care needs of children aged 0-3, 3-5 and 6-12 and compare the census data to existing locations of day care facilities and after school care. We also mapped vulnerable populations through a composite index of low income, 30% or more on rent, Indigenous and visible minorities. The goal of the mapping is to identify where throughout the study area there may be locations of specific concern [see 9.0 Mapping].

⁵ <https://www2.gov.bc.ca/gov/content/data/statistics/people-population-community/population/population-estimates>

⁶ https://www.richmond.ca/_shared/assets/2017-2022_Richmond_Child_Care_Needs_Assessment_and_Strategy48036.pdf

⁷ <https://www.statcan.gc.ca/eng/start>

3.2 COMMUNITY CONSULTATION

Community Consultation took place over three months, beginning in August and completing at the end of October. The community consultation included:

- Survey and focus groups for parents and guardians
- Survey and follow up consultation with child care providers
- Workshops for local government representatives and for the K'ómoks First Nation Chief, Council and staff
- Interviews with key stakeholders
- Consultation with the Advisory and Steering Committees, and with the Comox Valley Early Years Collaborative

3.2.1 Survey for Parents and Guardians

In partnership with the consultants working for the Village of Cumberland, a survey was developed and distributed through child care providers, local service organizations and social media. The response to the survey was positive: 557 complete responses, or approximately 1% of the overall population of the Comox Valley. The response rate is more impressive when looked at by relevant age categories, i.e. the ages when most people have children.

Table 1: Survey respondents by age

Age Category	Survey Respondents	Comox Region Residents by Age	Respondents as % of Age Range
20-24	11	2840	<1%
25-29	48	2785	2%
30-34	149	3345	4.5%
35-39	181	3440	5%
40-44	97	3630	3%
45-49	40	3970	1%

Based on the overall response rate, the value of the information from the surveys can be considered a solid basis for drawing conclusions. [See Appendix A: Parents/Guardians Survey Summary.]

3.2.2 Focus Group for Parents and Guardians

Two focus groups were held for parents and guardians of children aged 0-12. The participants for the first focus groups were clients of a social service organization and represented community members who are generally more underserved due to their economic and social status. Participants for the second focus group were respondents who indicated, through a survey question, that they were interested in talking more in-depth about child care.

3.2.3 Survey for Child Care Providers

A survey was developed for child care providers and emailed to the list of providers identified during the Research phase of the project. From the 83 facilities who were contacted, a total of 23 providers responded. [Of the 23, four were facilities that provide the majority of licensed child care spaces for the Comox Valley.] Three child care providers were also interviewed at their child care facility. Some of the child care providers who didn't respond stated they simply don't have the time. [See Appendix B: Child Care Providers Survey Summary.]

3.2.4 Follow up with Child Care Providers

While a follow up focus group with child care providers wasn't possible, an email inviting more in-depth responses was sent to the 14 providers who indicated interest in further discussion. Six of the providers contacted offered additional information on staffing, subsidies, and ideas on 'quality' child care.

3.2.5 Workshops

Two workshops were held as part of the community consultation, one for local government representatives (Comox, Courtenay, Cumberland and the Comox Valley Regional District) and a second for Chief, Council and staff of the K'ómoks First Nation. Both were well attended, with interest from both groups on accessing funding to improve child care and wrap around services in their communities.

3.2.6 Interviews with Key Stakeholders

A total of 23 interviews were conducted with key stakeholders representing service organizations and child care representatives from the region (see Appendix C for list of Stakeholders interviewed).

3.2.7 Consultation with the Advisory and Steering Committees and the Comox Valley Early Years Collaborative

Throughout the project, meetings were held with the Advisory and Steering Committees – either in-person or remotely – to ensure that the project stayed on track. At the mid-point of the project, we gave a presentation to and sought feedback from the Advisory and Steering Committees, as well as the larger Comox Valley Early Years Collaborative. The goal was to ensure that the current realities and future needs of the communities were being reflected accurately and with as much community input as possible, especially given the quick turnaround of the project and required scope of work.

3.3 ANALYSIS AND DRAFTING FINAL REPORT

After completing the first two phases (Research and Data Collection and Community Consultation), we did a comprehensive review and analysis of the information obtained. This process included consultation with the Advisory Committee who reviewed and provided direction on draft versions of the report.

INFOGRAPHIC SUMMARY

Table 2: Survey respondents by community

Location	% of Survey Respondents by Location	Community as % of total Comox Valley Populations
Courtenay	41%	38%
Comox	23%	22%
Cumberland	18%	6%
Electoral Area A	5%	10.5%
Electoral Area B	3%	10.5%
Electoral Area C	5%	13%
Other	5%	—

This table indicates a fairly balanced representation of survey respondents from throughout the Comox Valley. The over-representation of Cumberland in the surveys [e.g. 18% of respondents but only 6% of the total population] shows the high level of interest in that community about this issue, as well as the concerted efforts of the consultants for Cumberland to gain input.



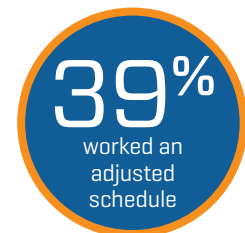
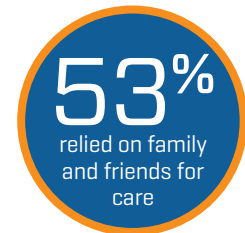
15% OF SURVEY RESPONDENTS NEED CHILD CARE THAT OFFERS SERVICES FOR CHILDREN WITH EXTRA SUPPORT NEEDS.

48% OF SURVEY RESPONDENTS WHO HAVE PAID CHILD CARE ARE STILL LOOKING FOR LICENSED CHILD CARE

81% OF SURVEY RESPONDENTS COULD NOT FIND CHILD CARE WHEN THEY NEEDED IT.

29% OF SURVEY RESPONDENTS ARE PLANNING TO HAVE A CHILD IN THE NEXT 2 YEARS. OF THESE, **91%** WILL BE LOOKING FOR PAID CHILD CARE AFTER PARENTAL LEAVE.

When survey respondents couldn't find child care:



“There is no point in me getting a job if I don’t have day care.”

Parent
.....

“The lack of child care keeps people without the opportunity to move forward. I see it as a women’s rights issue – affordable and accessible child care levels the playing field for women to have access to what men already have access to.”

Community care agency staff
.....

The BC Provincial Government has recognized that, “currently, BC does not have a coordinated child care system. Child care providers operate independently and have to navigate their way through a range of provincial and municipal rules, an insufficient workforce, and rising costs.”⁸ The result of this is a child care system that has no predictability or security for parents.

The lack of affordable, accessible and quality child care has the strongest impact on women, who tend to take on the responsibility for children. Given the lack of child care spaces and services, women who have children return to the workforce and at much lower rate in BC than in other places, such as Quebec, that have a publicly supported child care system.⁹



Other than Quebec, Canada as a whole has been lacking in child care planning and funding. A 2012 study by TD Bank found that Canada ranks last among European and Anglo-speaking countries in terms of public funding for child care, falling behind both the US and the UK.¹⁰ The impact of this shortage is always felt hardest by the most vulnerable populations. The TD

study showed that in unpredictable and poorly funded child care systems, low income earners are hit the hardest: in such a system, 70% of children under 6 from affluent families will participate in out of home care whereas less than 40% of children of age from poor families will.

Most of the findings of this Child Care Action Plan should not be new to anyone working in the field of child care, or for parents looking for child care. That said, preparation of this Child Care Action Plan has provided an important opportunity to confirm understanding and lay the foundations for local and provincial governments, and others, to address child care issues in the community.

Key findings from the research are summarized below.

⁸ https://www.bcbudget.gov.bc.ca/2018/childcare/2018_Child_Care_BC.pdf

⁹ <https://www.oxfam.ca/publication/who-cares/>

¹⁰ https://www.td.com/document/PDF/economics/special/di1112_EarlyChildhoodEducation.pdf

4.1 CHILD CARE CRISIS

Throughout the community consultation, child care in the Comox Valley was continually referred to as a ‘crisis’. This was identified by local government representatives who were finding it hard to attract and retain staff due to the lack of child care; by parents who were frustrated with being unable to find any child care, let alone quality, affordable options; and by child care providers themselves who saw potential for a better system, but without the means to implement it.

While ideas varied on how to improve child care in the Comox Valley, most of the stakeholders agreed that the issues are complex. A multi-pronged approach is needed to address the interlocking layers of child care services and needs. In other words, simply creating more spaces for child care won’t solve the child care ‘crisis’ of the Comox Valley.

The mapping included in this Child Care Action Plan provides visual information on where child care facilities currently exist in relation to where families live.¹¹ From the mapping the gap in services for children aged 0-3 and for before and after school care becomes evident. The maps also highlight specific areas where there is a considerable gap in child care services. For example, in central Courtenay there is a lack of licensed child care for the most ‘at-risk’ families [see 9.0 Mapping].

When there is a gap between available licensed child care and families’ child care needs, families will rely on informal child care [i.e. unpaid families and/or friends], unlicensed child care, or paid help [e.g. hire a nanny]. However, one of the most common outcomes is that one of the parents does not return to work full-time, and it is generally women who stay home [but this is, of course, not always the case].

In the research phase of the project, both of the parent/guardian focus groups discussed the difficulties in accessing child care. Both focus groups had parents who were unable to keep or return to work due to the lack of child care, as well as parents who had to work modified schedules.

“I work with a lot of women leaving situations of domestic and other forms of abuse. We need emergency child care when a woman is getting out of a violent situation and needs to deal with things where kids shouldn’t be present – when working with the police, with lawyers. And we also need longer term daycare for women who are rebuilding their lives, looking for work, or going back to school.”

Community care agency staff

“If the child is struggling then everyone is struggling”

Parent

¹¹ <https://www.statcan.gc.ca/eng/start>

Discussion in the focus groups highlighted the amount of energy expended by parents working through an uncoordinated multi-tiered system to secure child care. Parents also discussed their willingness to settle for any available child care because they did not have the option to wait until something better became available. In particular, underserved families were made more vulnerable through the system as their economic status often meant having to take whatever child care they could find so that they were able to return to work.

While there is need for all forms of child care in the Comox Valley, the greatest need is for Infants/Toddler care (ages 0-3 years) and before and after school care (ages 6-12).

Table 3: Current ratio of licensed child care spaces to children in the Comox Valley

Age & Type of Child Care	Number of Child Care Spaces	Total number of Children	Ratio of Spaces to Children
0-3, full-time day care	193	1440	1:7 [13% of children]
3-5, full time day care	741	1690	1:2.5 [44% of children]
Before and After School Care	486	4160	1:9 [12% of children]
All licensed care [excluding preschool]	1420	7290	1:5 [19% of children]

While there is no one definition of quality child care, from the interviews and focus groups there was general consensus that a quality child care system: ensures that a range of appropriate care options are available to families (e.g. group, family, multi-age); child care services provide supportive, engaging and stimulating environments for all children in care; and that the operations are accountable to an oversight body.

4.2 STAFFING

“Most qualified Early Childhood Educators (ECEs) in the last decade have chosen to be care-aid workers or to work at Costco because they often offer higher wages with benefits and the work is less demanding. ECEs are not adequately paid for the very important and challenging work that they do.”

Child care provider

Through the surveys and interviews, child care providers stated that they are not able to provide the services needed in the community because they can't find qualified staff. Some of the most pressing concerns of child care providers are:

- Hiring and keeping staff with an Early Childhood Educator's certificate – a 900 hour program
- Hiring and keeping staff with an ECE certificate and Infant/Toddler specialization – an additional 2 semesters of training
- Hiring and keeping staff with an ECE certificate an Extra Support Needs specialization – an additional 2 semesters of training
- Finding substitute ECE-certified staff to cover shifts as needed, and to providing staffing in case of an emergency or unforeseen event

While this Child Care Action Plan focuses on the role of local governments and the need for new child care spaces in the next 10 years, most of the child care providers that were contacted for this project indicated they were unable to expand their services given the lack of available staff. Several providers also said they operated below their maximum licensed capacity as they were unable to find trained staff to meet licensing requirements. This was identified as a common concern throughout the Comox Valley.

Some of the main reasons that staff are so difficult to find include:

- Low wages – ECEs make less money than many other jobs that require less training
- Demanding work schedule – staff can work a 10 hour shift without a break
- Unaffordability of housing – given the rush of people moving to the Comox Valley from larger centres, housing prices have risen dramatically in the last five years, and affordable housing is difficult to find and retain
- Lack of acknowledgement of the value of the child care field – early childhood education supports the healthy development of children through the crucial 0-5 years; however, the importance of this role is often grossly undervalued and overlooked

4.3 CHILDREN WITH EXTRA SUPPORT NEEDS

From the parent/guardian survey results, approximately 15% of respondents identified their child as having extra support needs. The most common type of support needed was for behavioral/emotional issues, followed by developmental and then speech.



Most child care providers [86%] who responded to the survey indicated they are able to help children with extra support for behavioral/emotional issues. They are able to do this most often by working with the Comox Valley Child Development Association to secure extra support care funding.

However, the survey did not measure the instances of when a child is asked to leave a facility when staff at the facility are unable to provide adequate support for a child with specific needs. This may be due to staffing shortages, limited training, or overall work demands. The result is that those most in need of child care and child supports are not able to access what they need, which leads to further instability for children with extra support needs, and who are already at-risk and vulnerable members of the community.

4.4 INDIGENOUS FAMILIES

Of the parents/guardians surveyed, 10% (55 respondents) identified their children as Indigenous. A similar number (57) also indicated an interest in having access to child care that offers an 'Indigenous world view.' The survey did not provide a definition of this type of child care, but the survey results did recognize an interest in this service.

Currently there is no standardized practice of child care with an Indigenous world view, although School District #71 has been identified as offering this opportunity through the school system. Working with SD #71 on potential new sites may facilitate opportunities for child care providers to incorporate elements of the School District's model of Indigenous world view education in future child care programming.

While Indigenous children make up approximately 10% of the school age population, less than 1% of those children are from the K'ómoks First Nation. The majority of the Indigenous children in the Comox Valley do not live on Band lands.

In the fall of 2019, the Wachiay Friendship Centre opened a child care for parents attending the centre in central Courtenay. Wachiay is currently licensed for Infant/Toddler (eight spaces) and 3-5 year olds (20 spaces). The service is free to members of the Friendship Centre and the wages for ECE staff are higher than average for the Comox Valley due to additional funding from the Federal Government. Despite this, Wachiay is unable to find enough staff and cannot run its centre at full licensed capacity.

Based on discussion with the K'ómoks Nation Chief and Council at the workshop, there is interest in developing a facility that could offer wrap around services for children and youth on Band lands. This new facility would include child care services and a new recreation space for Indigenous youth. This is an opportunity that could be supported by multiple levels of government as a proactive initiative for Indigenous families.

4.5 UNDERSERVED FAMILIES

A focus group for underserved (or 'at-risk') families was held at the Comox Valley Family Services Association specifically reaching out to the organization's clients. The feedback from the parents at this group emphasized the need for affordable, accessible and quality child care, located where these families live – preferably central Courtenay. One of the parents shared how she has to drive half an hour each way from Courtenay to Union Bay to drop off and pick up her child at the only child care facility with an opening.

Focus group participants talked about how they needed to take whatever child care is available as they did not have the luxury of waiting for licensed child care. The result was that they felt they may have to compromise on the quality of child care their children are receiving. Given that there is no government oversight of unlicensed child care facilities, the parents felt it was impossible to know how to compare the child care offered at different options.



“The subsidy form was not available at the day care I got into – I had to go somewhere else to fill it out. I don’t have easy access to a computer. I suffer from anxiety. This all makes it really hard for me to navigate what feels like a very confusing process. I finally got the subsidy approved but I had to pay the first month out of pocket.”

Parent
.....

This focus group also highlighted the challenges of navigating the child care system. For example, although all the parents believed they were eligible for a child care subsidy given their income levels, they did not feel payments were guaranteed as they had to first secure child care space and only then apply for subsidy. This created added stress on their already stressful lives. For one parent, the delay in the subsidy approval meant she had to pay upfront for a month of child care while waiting.

Through a composite index of vulnerable populations – low income, Indigenous and visible minorities – we mapped and identified areas of the Comox Valley where child care may be most needed. The mapping indicates that the greatest area of need is in central Courtenay. This is consistent with the information that we gathered at the focus groups (see 9.0 Mapping).

The tangle of legislative bodies, lack of clear and straight-forward information, lack of an obvious child care advocate and navigator, and limited government oversight of child care became apparent through this focus group. Similar concerns were echoed by many people throughout the community engagement component of the project.

The child care crisis in the Comox Valley negatively affects the mental, emotional and physical health of children, parents and guardians, child care providers, and staff at service organizations. It also impacts the economic development of the region as parents are not able to return to work, parents/guardians are choosing to leave the region, entrepreneurs with young children are not moving to the region, and employers are unable to find staff needed to effectively run their businesses.

The following are some things to consider regarding the cost-benefits of child care: *Child care and early childhood education multipliers across Canada range in value, from 1.6 to 2.78, depending on the region being considered. This means that for every dollar invested in child care, the economy's output can be increased up to \$2.78.*

A 2011 OECD report shows that in Canada the proportion of working women who work fewer than 30 hours per week [part time] has risen since 1976. High rates of workers involved in part time and fragmented work arrangements reduces overall economic productivity. Lack of available child care contributes to parents' part time and fragmented work arrangements.

Child care is a labour intensive industry, which helps to make it an employment creating sector. Every one full time job in child care creates or sustains up to 2.15 jobs in Canada.

[From 'The Economic Value of Child Care', County of Wellington Child Care Services]

According to a study by the McKinsey Global Institute, closing the gender gap [in Canada] could add \$150 billion in incremental GDP by 2026 or a 0.6% increase in annual GDP, which amounts to a 6% increase over the business-as-usual GDP growth forecast.

[from 'Who Cares?: Why Canada Needs a Public Child Care System,' OXFAM]



Studies show that children who enter kindergarten with a higher skill set generally experience fewer grade repetitions, on time graduation, lower dropout rates and higher post-secondary attendance than those that enter with vulnerabilities. The more education and skills that people acquire, the more able they become,

leading to higher productivity. In turn, job prospects are brighter and potential earnings are higher, ultimately reducing the likelihood of an individual ending up in poverty and/or on welfare. A U.S. study showed that participants of an early childhood education program were less likely to smoke, drink alcohol, and use drugs, while they were more likely to own a home and a car.

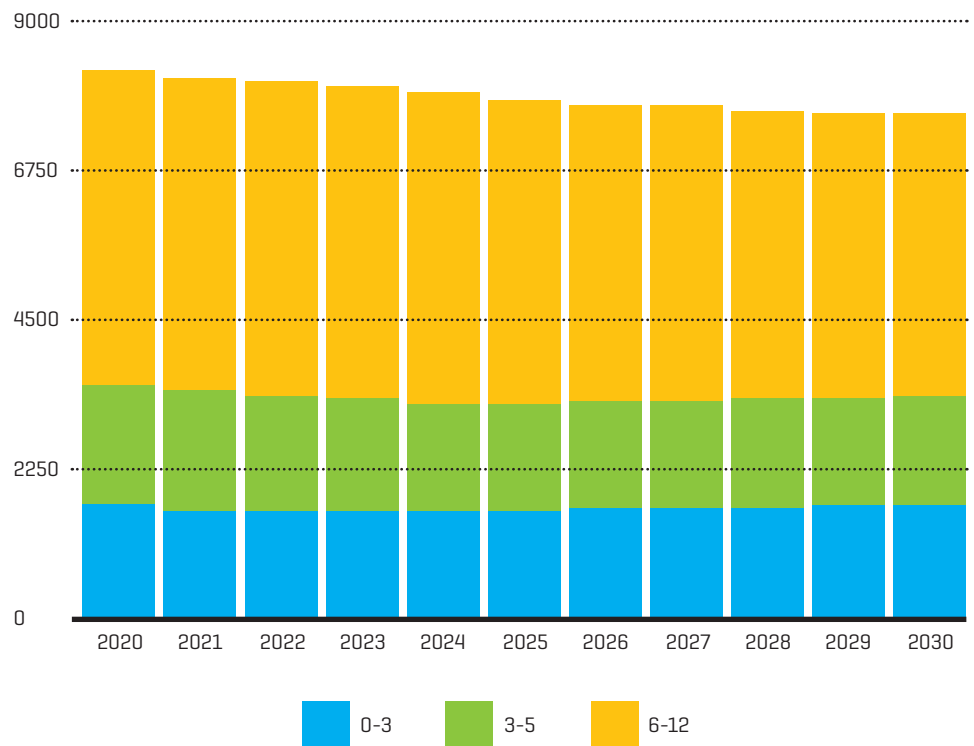
[from 'Early Childhood Education has Widespread and Long Lasting Benefits,' TD Economics 2012]

The Comox Valley has a ratio of approximately 19 licensed child care spaces for every 100 children [12 and under]. This ratio is comparable to the BC average of 18, and below the national average of 27.¹² The current provision of licensed child care leaves four out of every five families without a licensed child care option.

While a 1:1 ratio of child care spaces to children may be ideal, it is not a realistic goal given the existing gap. It may not even be required, either, given that some parents will choose to have their child care needs covered in other ways – staying at home, support from friends/family, or a different in-home situation such as a nanny.

In our recommendations, we are proposing an aspirational target of child care spaces for 70% of all children between 0-5, and 60% of children of school age [i.e. before and after school care]. These ratios are informed by other studies done regarding child care, such as the Child Care Gap Assessment (2011) and research completed by Statistics Canada.¹³

Graph 1: Population Projections for the Comox Valley – 2020-2030



¹² <https://www.childcarecanada.org/sites/default/files/ECEC-in-Canada-2016.pdf>

¹³ <http://www.childrepartnershipsurreywr.com/wp-content/uploads/2013/02/CHILD-CARE-GAP-ASSESSMENT-FINAL.pdf>;
<https://www150.statcan.gc.ca/n1/pub/89-652-x/89-652-x2014005-eng.htm>

Over the next decade, BC Statistics projects the child population for the Comox Valley to be as follows:

Table 4: Projected Population for the Comox Valley

Year	0 - 3	3 - 5	6 - 12
2020	1590	1858	4736
2021	1512	1853	4732
2022	1526	1742	4801
2023	1542	1697	4711
2024	1545	1620	4710
2025	1548	1637	4595
2026	1551	1652	4480
2027	1559	1655	4476
2028	1578	1657	4397
2029	1594	1653	4313

Using the BC Stats figures for 2029, determining the desired ratio of child care spaces (70% or 60%) and subtracting current child care spaces, we recommend the following 10-year targets:

- An additional 2000 spaces for licensed before and after school care for children 6-12¹⁴
- An additional 900 full-time licensed day care spaces for children 0-3¹⁵
- An additional 400 full time licensed day care spaces for children 3-5¹⁶

6.1 SHORT TERM

In the short term (2020-2021), for licensed child care we estimate approximately:

- 120 before and after school care spaces in partnership with current and other child care providers, with the potential to be located at churches, schools and other public sites throughout the Comox Valley (3 new sites tbd)
- 28 day care spaces provided through the community amenity contributions (CACs) from a new development; a project is in process for the town of Comox (12 spaces for infant/toddler, 16 spaces for 3-5 year old)
- 30 additional spaces on Denman Island, in partnership with School District #71 (approximately 15 spaces for infant/toddler spaces and 15 spaces for 3-5 year old spaces)
- 10 additional spaces at West Arden Childcare Centre in Courtenay (3-5 year old spaces)
- 37 additional spaces at the former St. Joseph's Hospital site, with the proposed redevelopment at this site Comox (12 spaces for infant/toddler, 25 spaces for 3-5 year old)

¹⁴ based on 60% of the estimated number of children in this age range by 2029

¹⁵ based on 70% of the estimated number of children in this age range by 2029

¹⁶ based on 70% of the estimated number of children in this age range by 2029

6.2 MEDIUM TERM

For licensed child care in the medium term (2022-2025)¹⁷

- 240 before and after school care spaces (6 new sites)
- 100 full time child care spaces for Infant/Toddlers (5 new sites, with 3 dedicated to I/T)
- 50 full time child care spaces for 3-5 year olds

6.3 LONG TERM

For licensed child care in the long term (2025-2029)

- approximately 1500 before and after school care spaces
- 700 full time child care spaces for Infant/Toddlers
- 300 full time child care spaces for 3-5 year olds

6.4 STAFFING TO MEET NEEDS

Although these are the recommended increase in number of child care spaces, it is recognized that the spaces can only be operational with a commiserate increase in available trained staff in the Comox Valley. Increasing the number of available staff will require a concerted effort from all levels of government, including local (provision of no or low cost facilities), provincial (increase in overall funding support for child care and training), and federal (increase in funding supports to provincial and local governments).

While the short term projections are feasible if child care providers are able to secure the necessary staff, the longer term projections are not feasible unless there are improvements to the child care system. This will require ensuring enough working age people are entering the field, that child care providers can operate on a financially viable basis – especially for Infant/Toddler care, and that the system is streamlined in order to make it more efficient and effective. This will entail a concerted level of effort from all four levels of government – local, regional, provincial, and federal.

6.5 GIS MAPPING

While child care is needed throughout the region, the GIS mapping highlights areas where there is most need. The northern part of the Comox Valley, central Courtenay and rural areas in the south are all identified as areas with a poor ratio of child care to children. When considering vulnerable populations, central Courtenay is the area most in need of child care.

¹⁷ These targets will require an overhaul of the child care service delivery model to make Infant/Toddler child care a financially viable model

Federal Government

- Provides child care for First Nations, Inuit and Métis children and families, families serving in the Canadian military, and some newcomers to Canada enrolled in language programs
- Maternity and parental benefits through Employment Insurance
- Funds for the Multilateral Early Learning and Child Care Framework, and the Indigenous Early Learning and Child Care Framework

Provincial

Ministry of Children and Family Development (MCFD)

- Child care policy including the Early Learning Framework
- Child care funding [Child Care Operating Funding]
- Fee subsidies
- Early Childhood Registry
- Capital funds

Ministry of Health

- Child care legislation
- Licensing and monitoring [completed by regional health authorities]

Ministry of Education

- Co-developed the Early Learning Framework with MCFD
- StrongStart BC

Local Government

- Plan, design, manage and implement land use
- Ensure bylaws and long range plans are up to date and support child care services
- Partner with other levels of government, school districts, health authorities, community non-profit organizations to improve access to child care
- Monitor numbers of child care spaces and other community development targets

“I would have never moved here if people had told me the child care crisis is this bad.”

Parent

.....

7.1 ROLE FOR LOCAL GOVERNMENT

Through this project it became clear that the child care system needs significant improvements. In its current formation it seems the system that is not working for the majority of parents, child care providers, community care organizations, or for local and regional governments.

Many of the most important steps that need to be taken to improve the access, affordability and quality of child care are beyond local government jurisdiction. Noting the foregoing, the following recommendations are focused on steps that can be implemented at the local and regional scale. Local governments can play a direct role through such actions as developing child care friendly policies (e.g. OCP, zoning bylaws), explore development opportunities for child care services, and support child care providers and advocates to help make child care programs less costly, more efficient and more predictable.

“Over the last few years, the explosion for the demand has changed the work load. I don’t see demand going down. There has been a steady demand from new families coming to the region. If there is room then people want to come. If we have an Infant/Toddler program then they will be happy to be here.”

Child care provider

For most of the recommendations, however, partnerships and collaborations with more senior levels of government will be required to ensure the long term development and delivery of child care in the Comox Valley. For issues such as staffing, streamlined practices, and improved funding, local governments can act as advocates and work with other levels of government to represent the interests of local residents.

7.1.1 LOCAL GOVERNMENT ACTIONS

Some of the steps that Local Governments can take to improve child care in the region:

Immediate Actions – quick wins

- Endorse the targets for new child care spaces identified in the Comox Valley Child Care Action Plan
- Create a Joint Child Care Committee oversee child care for the Comox Valley
- Provide funding for a child care coordinator position to oversee the progress on child care services in the Comox Valley
- Ensure that local government staff work proactively with applications for new child care facilities

Short Term Actions (1-3 years)

- Ensure there are appropriate policies and provisions in the OCP to support child care as a priority for the community, possibly including long range targets and other related goals
- Ensure that Zoning Bylaws allow for child care facilities where they are needed – close to home, work and key destinations [hospital, schools]
- Ensure that business licensing is consistent and streamlined for child care providers
- Secure child care facilities as part of community amenity contributions [CACs] from new developments, with relevant supporting policy in the OCP and other related long range plans
- Where facilities for child cares cannot be provided as part of a new development, explore creating a Child Care Development Reserve Fund from funds secured through CACs
- Identify potential sites for child care, with considerations such as nearby parks that would be used as outdoor space for child care facilities

Medium to Long Term Actions (4-10 years)

- Include policy in the OCP that encourages all new public facilities to include a child care site [e.g. hospitals, government offices, recreation facilities]
- Create partnerships with child care providers to offer services in public facilities
- Seek to secure affordable housing for Early Childhood Educators and/or child care staff
- Ensure all communities consider permissive tax exemptions for child care services
- Work with the business community and non-profits to explore alternative ways to expand quality child care services in the Comox Valley
- Create collaborations and partnerships for the creation and maintenance of child care services in the Comox Valley

¹⁸ <https://www2.gov.bc.ca/gov/content/governments/local-governments/finance/requisition-taxation/tax-exemptions/permissive-tax-exemptions>

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Our seven key recommendations are as follows:

8.1 ENDORSE THE TARGETS FOR CHILD CARE SPACES

While the targets identified in this Child Care Action Plan are admittedly ambitions, they establish a level of child care services for the community that can be tracked and monitored.

8.2 CREATE A JOINT CHILD CARE (JCC) COMMITTEE FOR THE COMOX VALLEY

Given the broad sweeping impact of the child care challenges, we are recommending a Joint Child Care Committee is established that will bring together government and community.

Government representation would include the three local governments [Comox, Courtenay, and Cumberland], the Comox Valley Regional District, and the K'ómoks First Nation,

Community representatives could include Vancouver Island Health Authority, School District #71, North Island College, the Child Development Association, the local Chambers of Commerce/BIA's, the Child Care Advisory Committee, and the Early Childhood Educators BC, Comox Valley chapter. The proposed JCC is modeled on a similar initiative that was established in 2004 in Vancouver.

The JCC would provide a collaborative model of working toward improvements in child care in the Comox Valley. Some potential actions for the JCC could be:

- Track and monitor creation of child care spaces
- Review and inform the work of a Child Care Coordinator
- Partner and apply for capital grants to establish additional spaces
- Advocate with other levels of government for related child care improvements
- Explore opportunities for licensed child care programs at public facilities (e.g. recreation centres), especially during the summer months
- Explore opportunities to create affordable housing for ECEs
- Other actions as opportunity arises

8.3 CREATE A CHILD CARE COORDINATOR POSITION FOR REGIONAL CHILD CARE

“Staffing is the main issue; we end up not being able to fill all the spaces we have in our classrooms because we do not have enough staff. Managers end up being on the floor and not able to do their job whenever anyone is sick.”

Child care provider

A Child Care Coordinator position is recommended in order to advance coordinated efforts for child care in the Comox Valley. If responsibility is not assigned to a paid staff position, the work needed to improve child care in the Comox Valley may be left unattended. A single position could be created by a joint agreement between the local government partners, and funded proportionately based on population and tax base.

Some potential actions for the Child Care Coordinator include:

- Track and monitor creation of child care spaces, and report to JCC
- Review existing local government policy, bylaws and regulations to remove or reduce potential barriers to the creation of child care services
- Support local government staff who are updating policy, bylaws or regulations to create policy, bylaws or regulations that encourage the development of child care spaces
- Identify sites for potential child care facilities and zone these sites appropriately
- Ensure standardized practices across the three local governments¹⁹
- Other actions as opportunity arises

8.4 ADVOCATE FOR IMPROVED WORKING CONDITIONS FOR EARLY CHILDHOOD EDUCATION STAFF

“Being an ECE is exhausting – more and more children are coming in with undiagnosed behavior. It’s hard to cope with that. It’s hard to have a day off because there are no subs available.”

Staff at community care organization

In the Comox Valley, some existing child care facilities are not able to make available the number of spaces their license offers because they are unable to find staff. The low pay, demanding work, and lack of opportunities to advance are all barriers to people entering the field. The low pay cannot be sustained by many individuals long-term, and is clearly a major contributor to burn-out. Providers will leave the field for work that allows better work/personal-life balance. Things to consider as part of the advocacy work for trained ECE staff:

- Wages and benefits in keeping with the workload
- Free and/or subsidized training
- Bursaries for education
- Funded practicums
- Recognize other training equivalencies
- Paid training days
- Mentorships programs

¹⁹ Through the community consultation phase it was identified that fire inspections, for example, enforce different requirements depending on where you live.

“The process of becoming a licensed family daycare is complex and may be discouraging. Each city has their own bylaws which may affect where child care can be offered and how many children are allowed on the property.”

Community care agency staff
.....

“The structure is missing. There is no path through – it is all over the place.”

Parent
.....

8.5 ADVOCATE FOR A STREAMLINED PROCESS FOR PARENTS AND CHILD CARE PROVIDERS

The current system for child care is disjointed, fragmented and, on the whole, failing to meet the demand. Currently there are a number of models for licensed day care that range from group care facilities to home-based child care for up to 7 children. Outside of licensed child care there are other models, from in-home for up to 2 children and options for grandparents to provide care. For each of these there is a different subsidy model, and different related costs. For parents looking for a safe and enriching place for their children, the system is complex and overwhelming. Child care providers, or those wanting to enter the field, also find it challenging to navigate. A streamlined system for both parents and child care providers is optimal.

“I’ve heard providers opting out of government funding entirely because they already work 50 hours a week and simply don’t have the time or energy for the paperwork and hoop-jumping involved to access these services that would lower the fees their families are left paying.”

Child care provider
.....

8.6 RECOGNIZE THE IMPORTANCE OF THE EARLY YEARS IN THE EDUCATION MODEL

The Province of BC has recently updated its 'Early Learning Framework' to expand the education model from 0-5 years to 0-8 years. This is a new approach to early learning extends the skills and competencies for early learning from birth to grade three. By doing this, the Province is making the connection between early years learning and the formal education system.

The Framework recognizes the importance of early childhood education on future success for children and youth in the education system. This approach, that links the early years with primary years, is a first for the Province of BC, and could set a standardized model for all forms of child care.

“To point out the obvious, all child care facilities need to be a safe, nurturing place to be considered quality child care. Also remembering that all children have different needs as well, some may do better in a home setting, while others may excel in bigger centre. Again, one size does not fit all.”

Child care provider

“Currently, none of the ministries that oversee child-care actually monitor the quality of care that is being provided. All the different governing bodies have different mandates and as an operator, it is very disconnected to navigate.”

Child care provider

8.7 CONTINUE TO ADVOCATE FOR AFFORDABLE, QUALITY, ACCESSIBLE CHILD CARE

“The difference between the subsidy for the different kinds of child care doesn’t make sense when the different types of care aren’t available. In the end the parents end up paying the difference.”

Community care organization staff

While local and regional governments lack the resources or mandates of senior governments with respect to child care, they are closest to the people and have the most acute sense of needs at the local level. As such, local and regional governments can play a key role in advocating on behalf of the community’s child care needs - in effect, continuing the process initiated with the Comox Valley Child Care Action Plan.

Improved multi-tiered support for child care through all levels of government could:

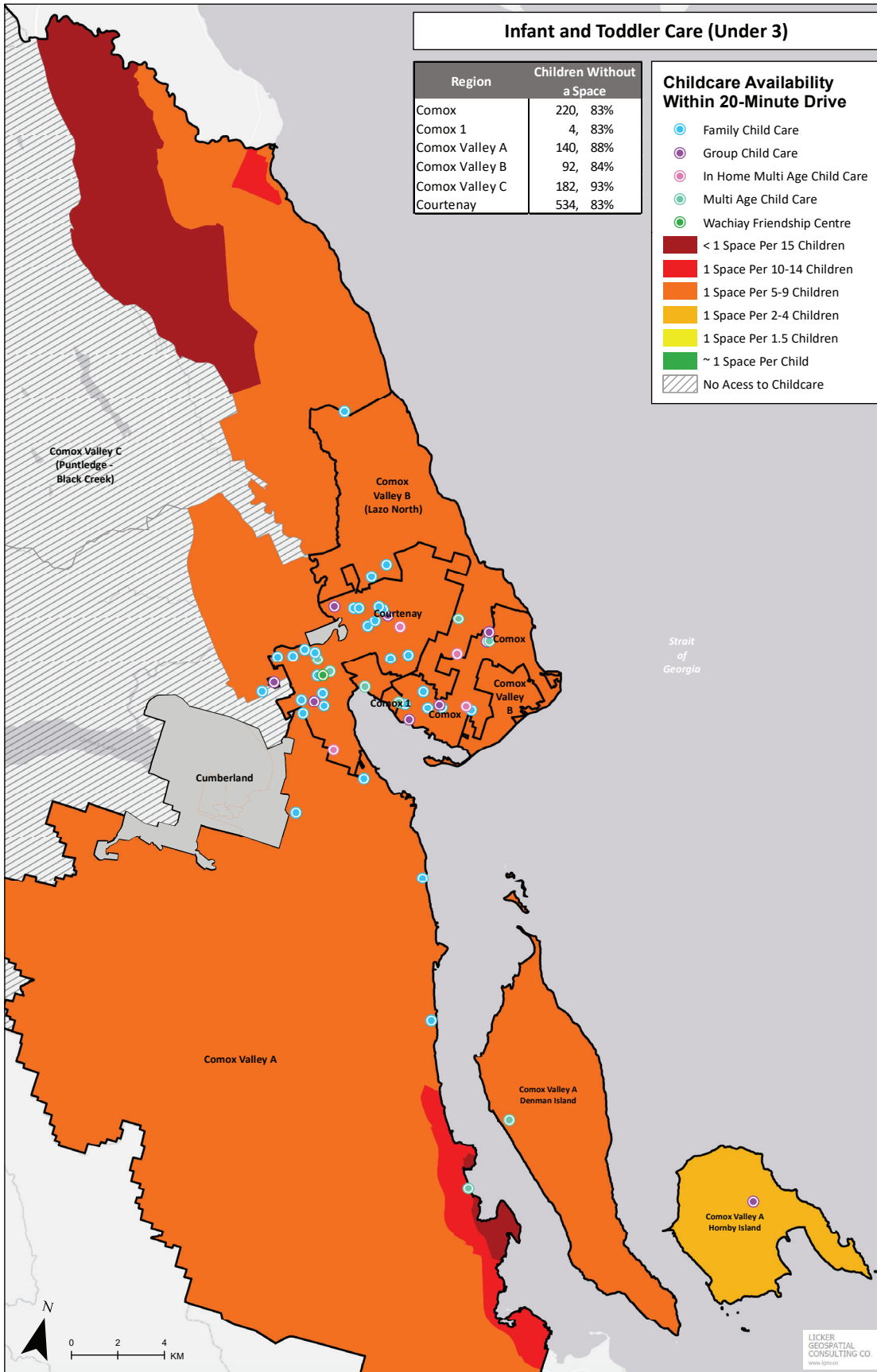
1. Ensure the financial burden is taken off families, especially economically disadvantaged families such as single parents, Indigenous families, new immigrants, and otherwise underserved families.
2. Ensure that enough ECEs are available to provide the required staffing levels for facilities. Improved staffing would also help to ensure those who tend to be more underserved, such as children with extra support needs, can access the service levels they require.
3. Ensure more proactive supports for current and future child care providers, such as a substitute list for child care centres, supports for people interested in setting up a child care, and more supports for underserved families seeking to navigate the system.

“The most common post on Facebook is ‘I need child care.’ That is not a great way to find safe, quality child care.”

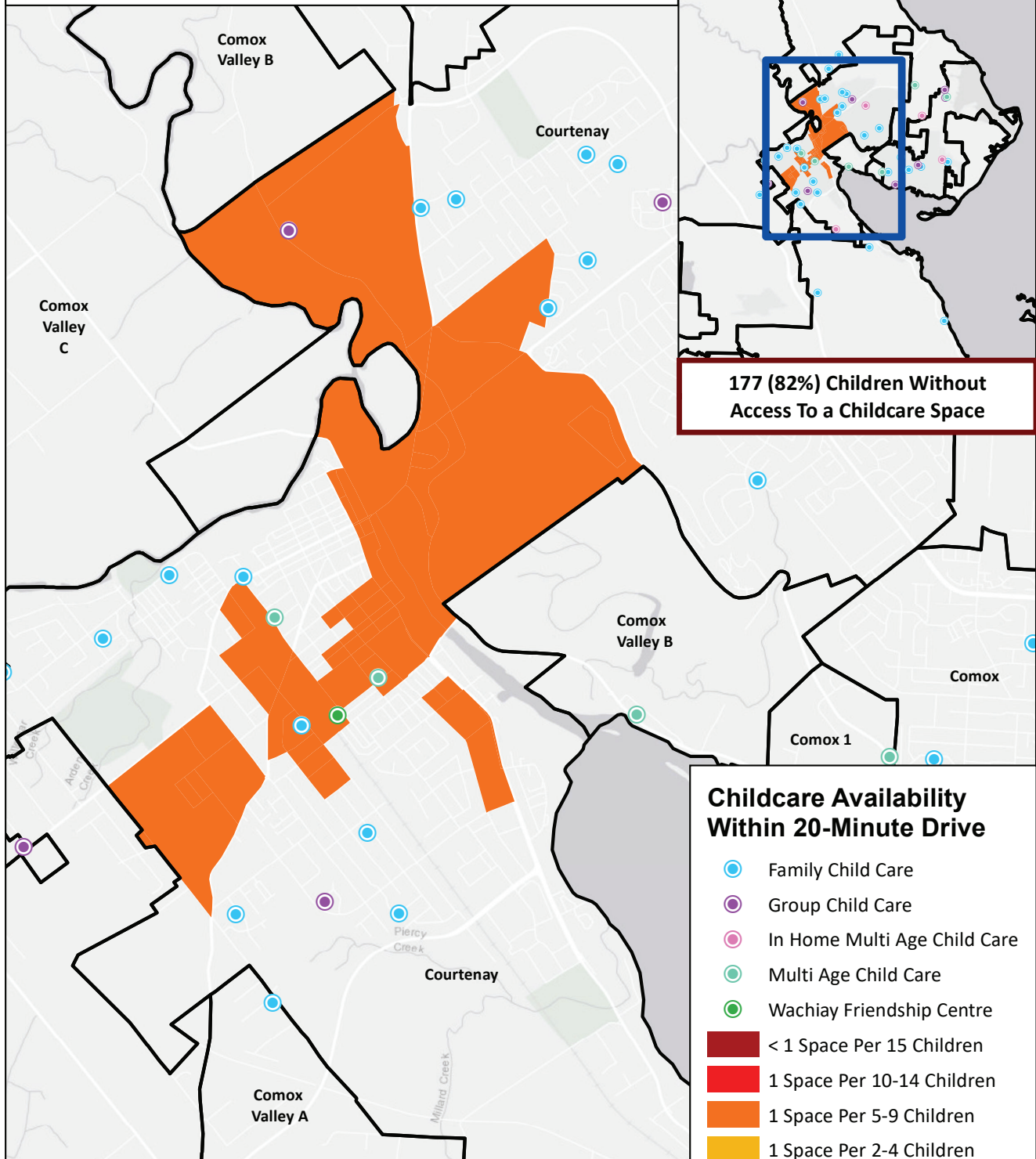
Parent

“Being an Early Childhood Educator is a very hard, isolating job where people do very good things with taking care of other people’s children.”

Public official

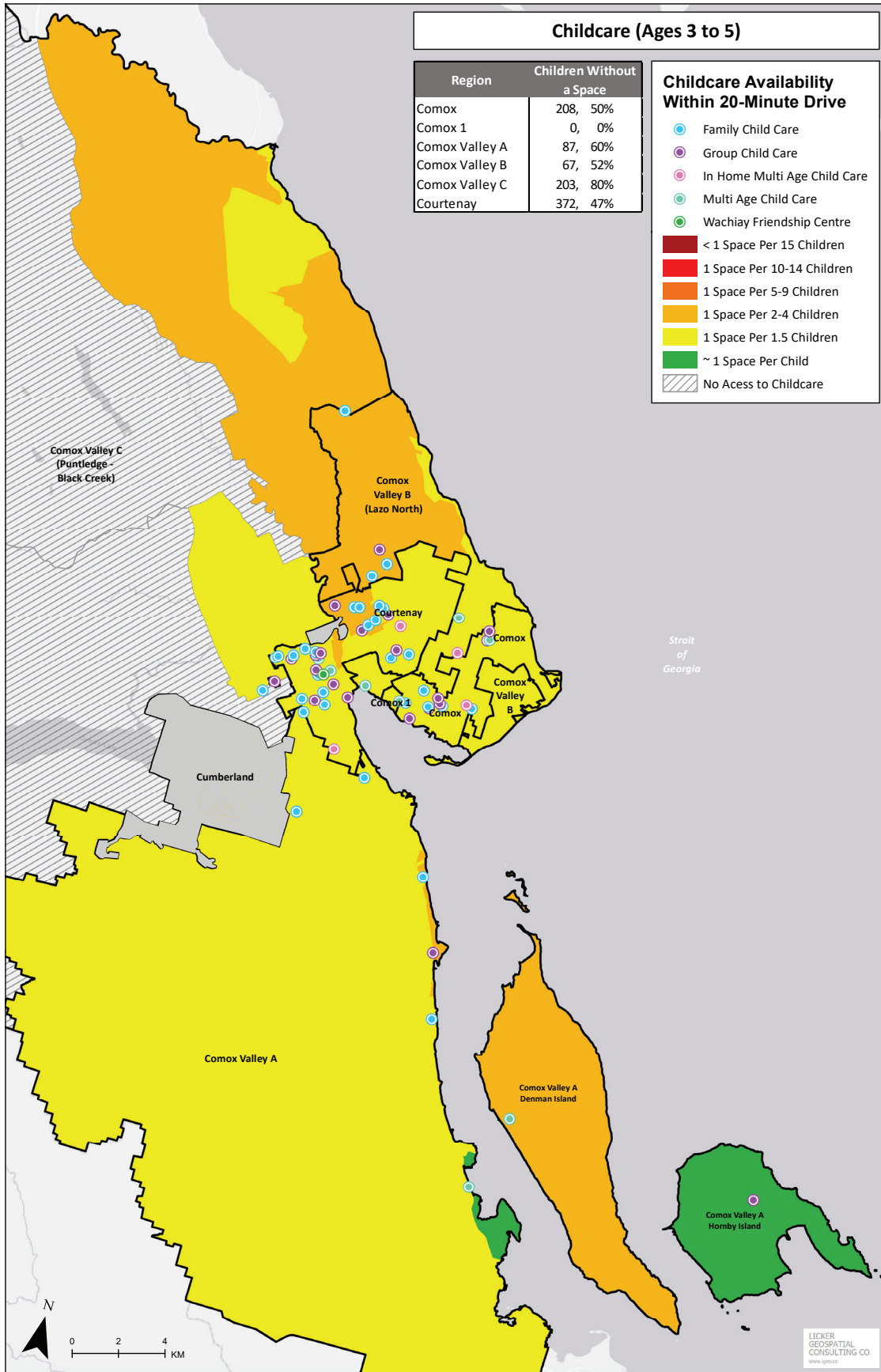


Potentially At-Risk Populations Infant and Toddler Care (Under 3)

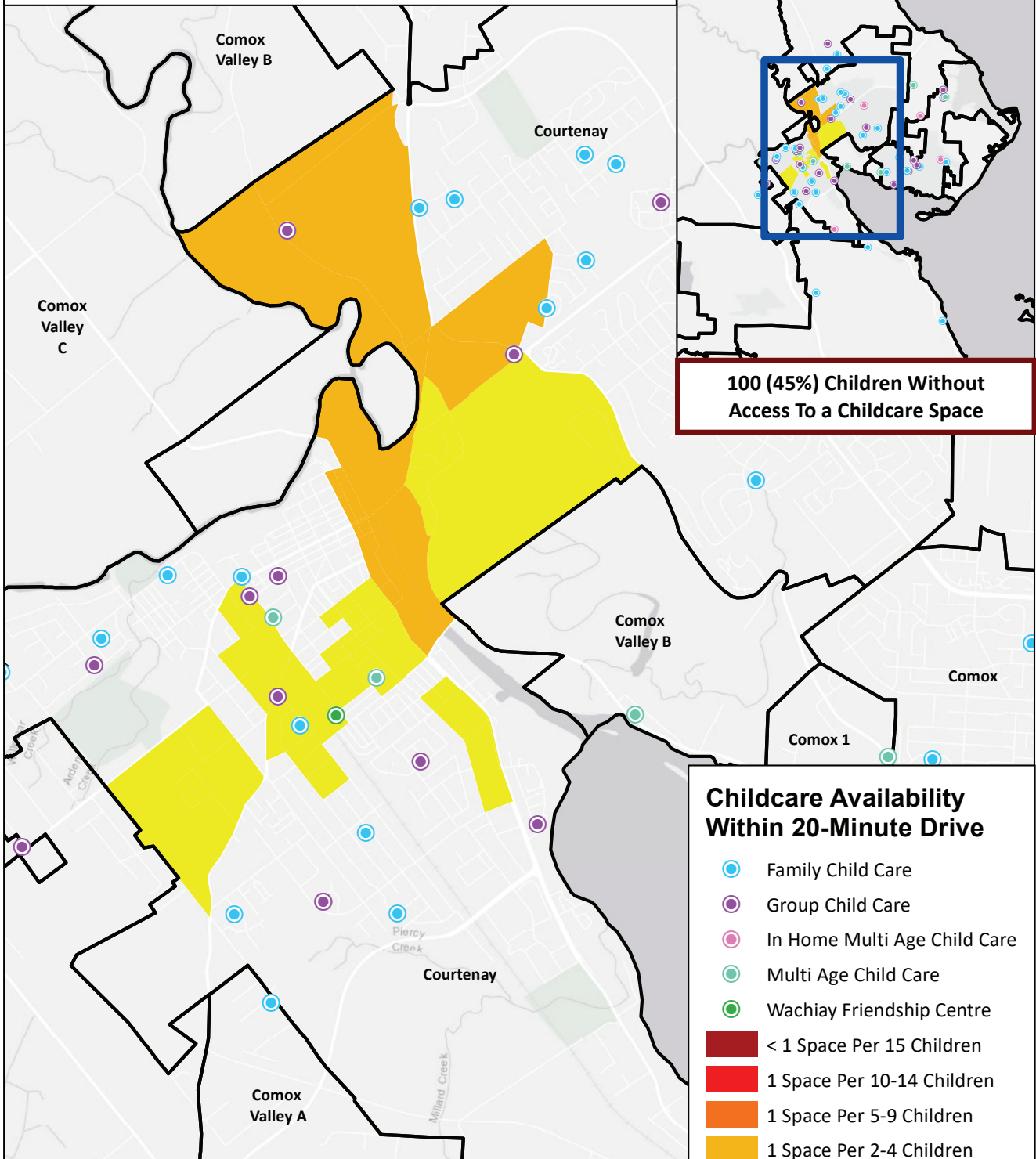


177 (82%) Children Without Access To a Childcare Space

"At-Risk" defined for these maps using a composite index which was the average percentages of: people at or below the low income cut-off, people spending more than 30% income on housing, and people identifying as First Nations or Visible Minority.



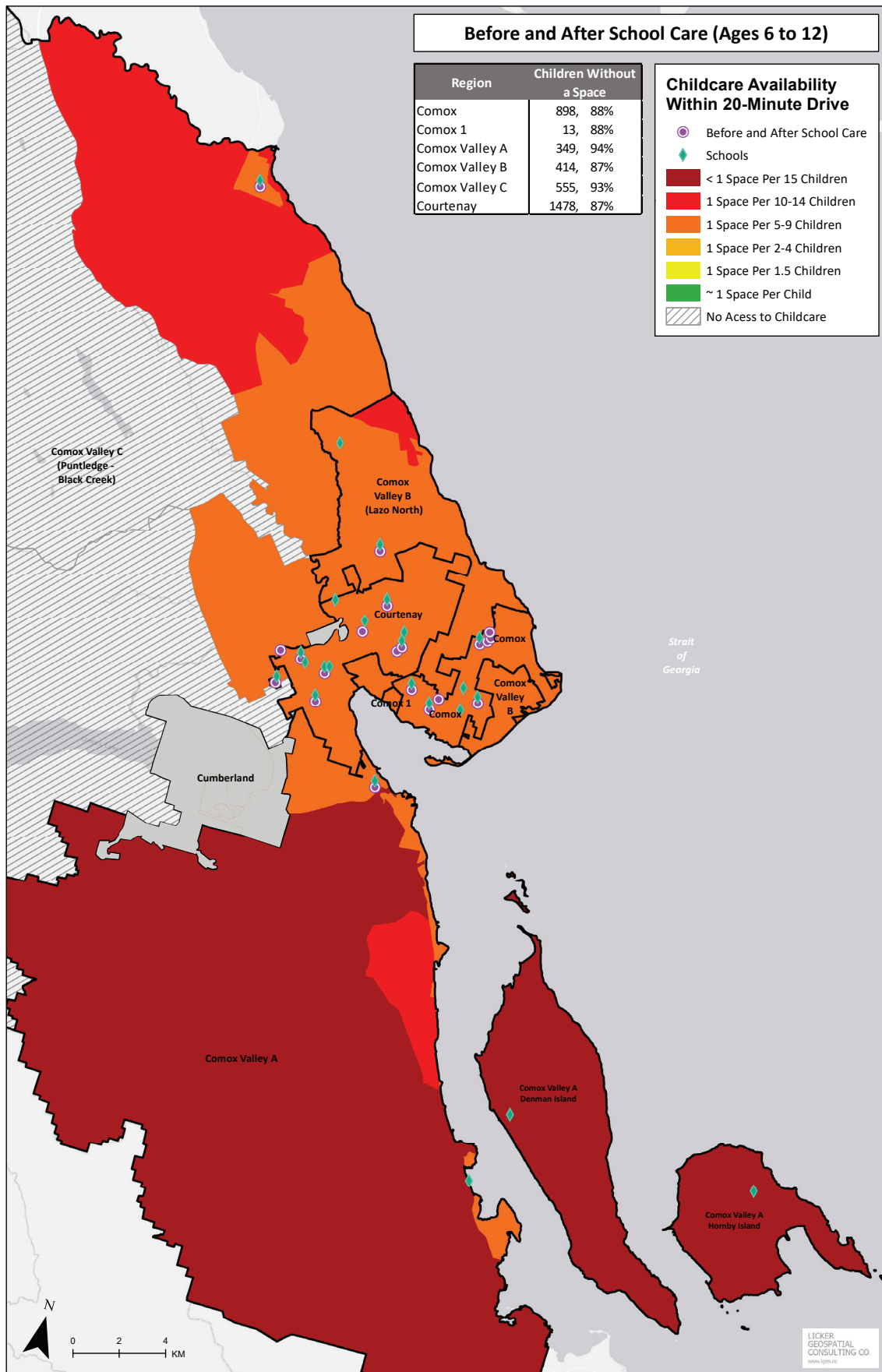
Potentially At-Risk Populations Childcare (Ages 3 to 5)



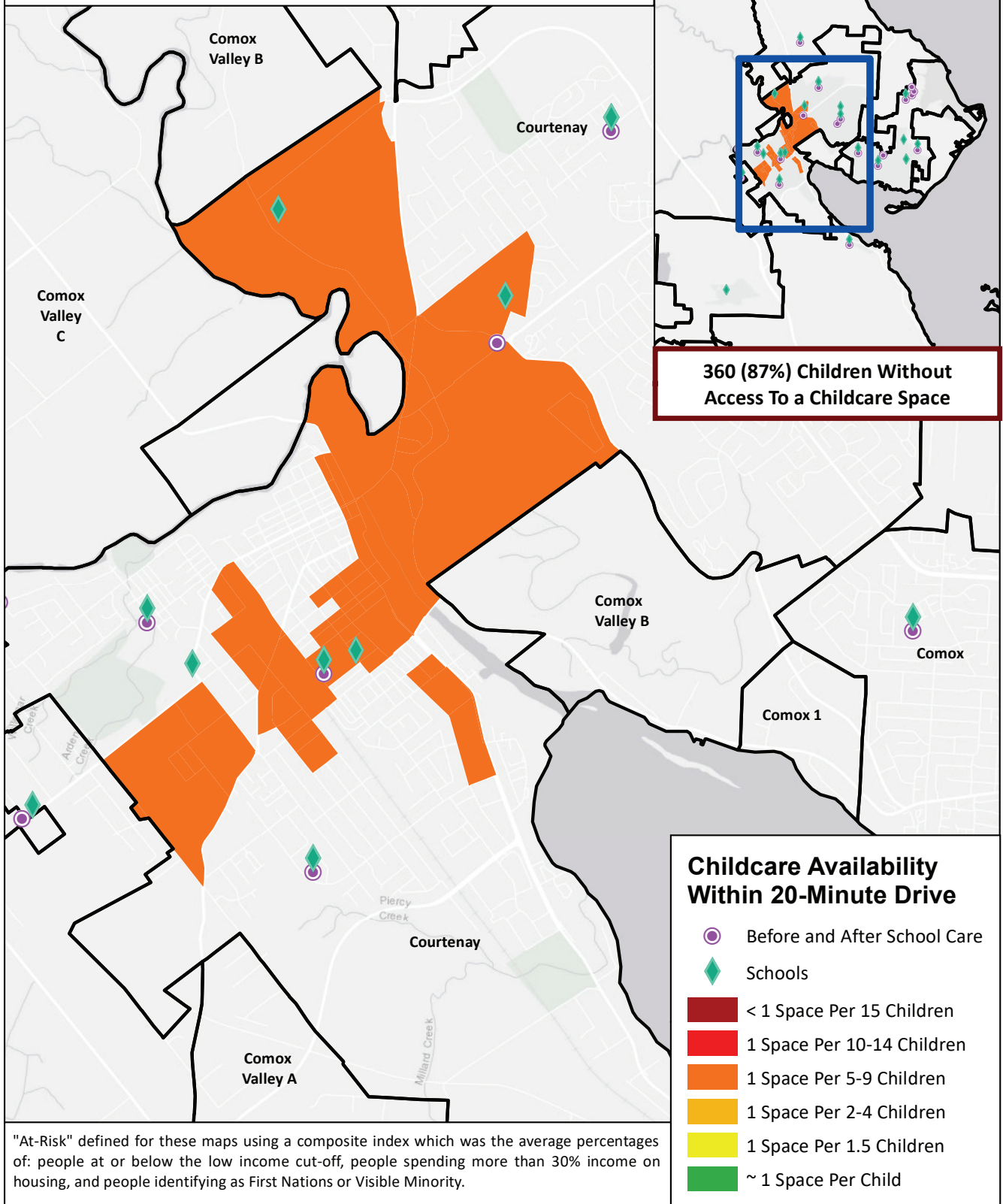
"At-Risk" defined for these maps using a composite index which was the average percentages of: people at or below the low income cut-off, people spending more than 30% income on housing, and people identifying as First Nations or Visible Minority.

Childcare Availability Within 20-Minute Drive

- Family Child Care
- Group Child Care
- In Home Multi Age Child Care
- Multi Age Child Care
- Wachiay Friendship Centre
- < 1 Space Per 15 Children
- 1 Space Per 10-14 Children
- 1 Space Per 5-9 Children
- 1 Space Per 2-4 Children
- 1 Space Per 1.5 Children
- ~ 1 Space Per Child



Potentially At-Risk Populations Before and After School Care (Ages 6 to 12)



"At-Risk" defined for these maps using a composite index which was the average percentages of: people at or below the low income cut-off, people spending more than 30% income on housing, and people identifying as First Nations or Visible Minority.

Following is a summary of the community responses to the survey for parents and guardians

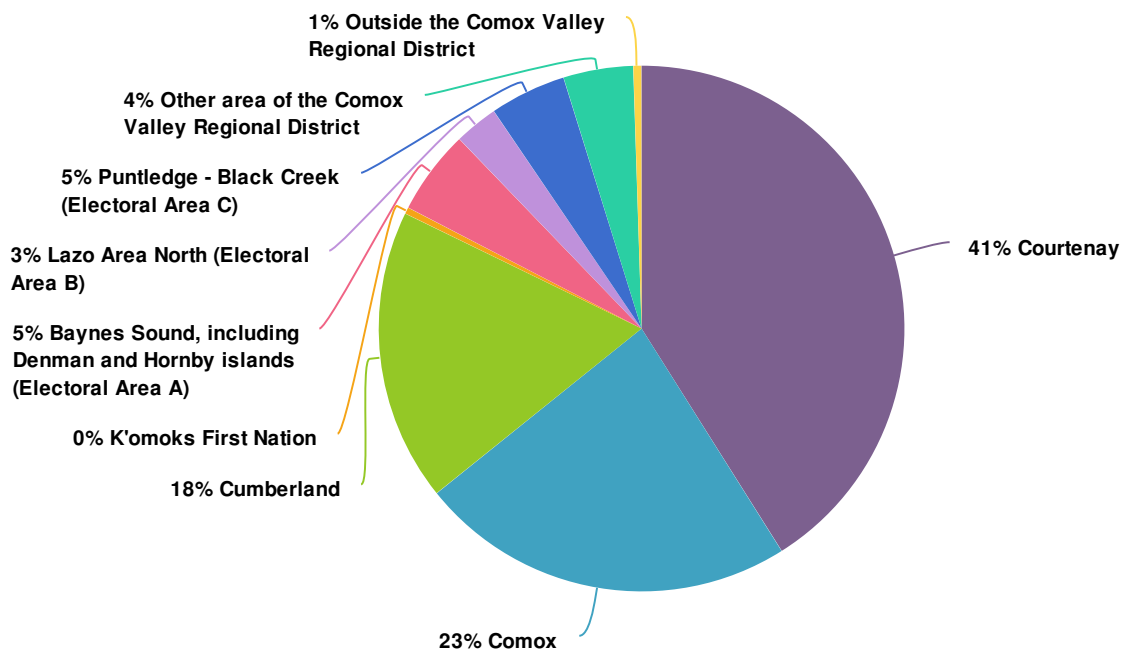
Report for Comox Valley Child Care Survey

Response Counts



Totals: 557

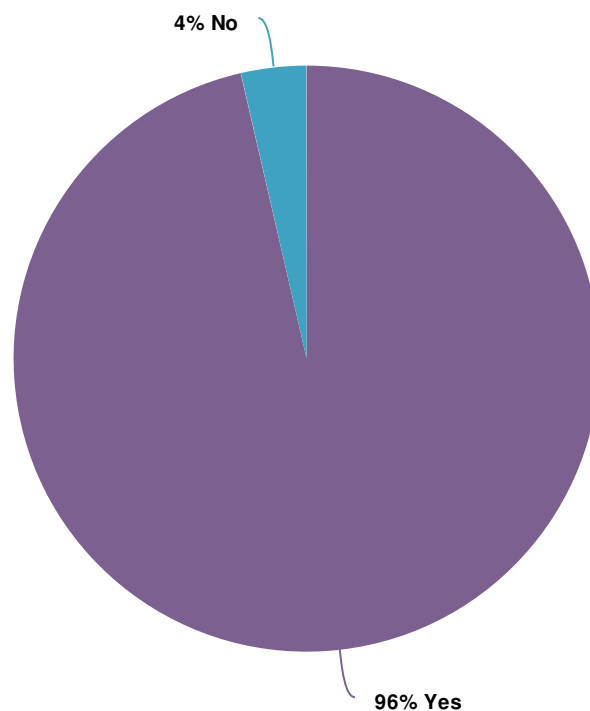
1. Where in the Comox Valley do you live?


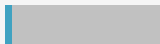


Value	Percent	Responses
Courtenay	41.1%	229
Comox	23.2%	129
Cumberland	18.0%	100
K'omoks First Nation	0.4%	2
Baynes Sound, including Denman and Hornby islands (Electoral Area A)	5.2%	29
Lazo Area North (Electoral Area B)	2.7%	15
Puntledge - Black Creek (Electoral Area C)	4.7%	26
Other area of the Comox Valley Regional District	4.3%	24
Outside the Comox Valley Regional District	0.5%	3

Totals: 557

2. Do you have a child or children under 12 years of age living with you some or all of the time?

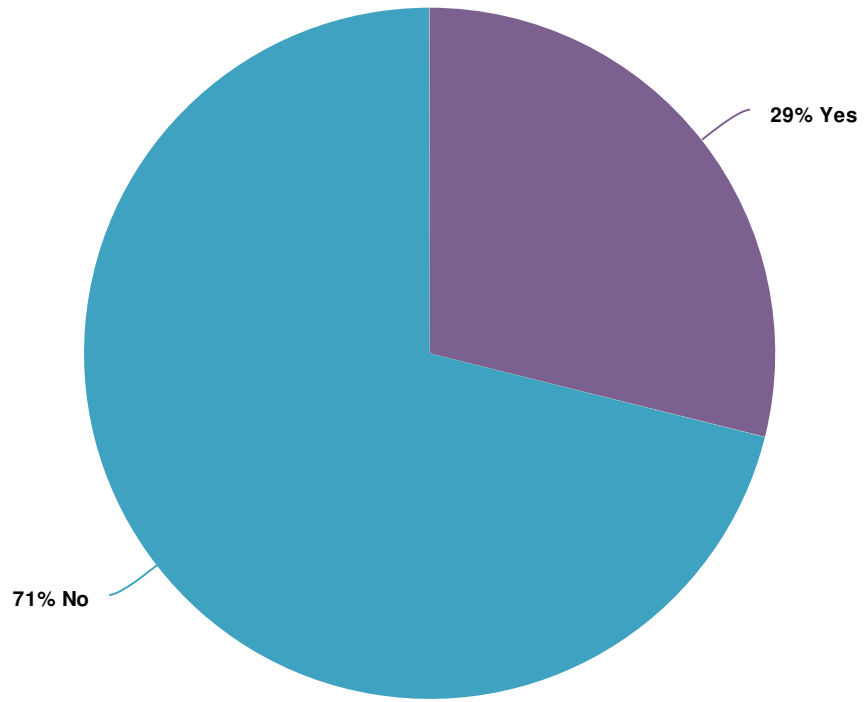




Value		Percent	Responses
Yes		96.4%	534
No		3.6%	20
			Totals: 554

3. How many children of each age live with you?

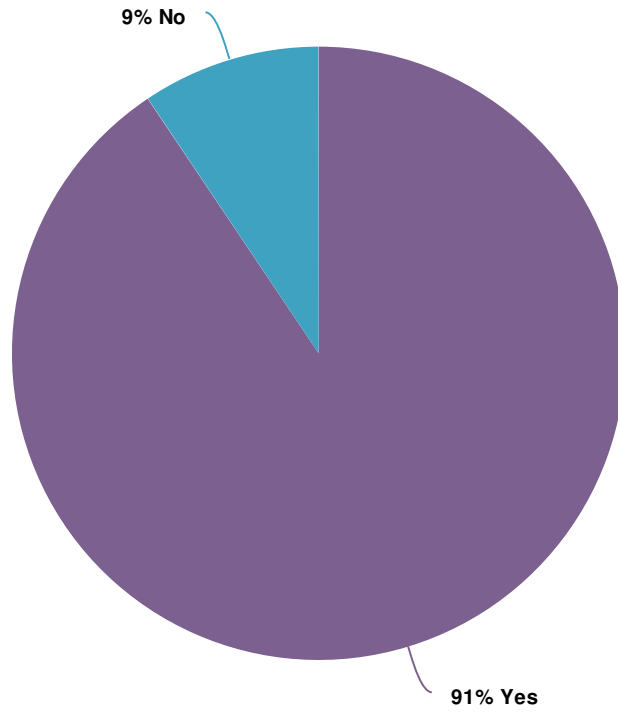
Item	Average	Min	Max	StdDev	Sum	Total Responses
less than 1 year old	1.4	0.0	5.0	0.8	178.0	128
1 year old	1.0	0.0	12.0	1.1	110.0	113
2 years old	0.9	0.0	1.0	0.3	102.0	114
3 years old	0.9	0.0	2.0	0.3	105.0	115
4 years old	0.9	0.0	2.0	0.3	97.0	104
5 years old	1.0	0.0	11.0	1.1	99.0	95
6 years old	1.0	0.0	3.0	0.4	88.0	92
7 years old	0.9	0.0	1.0	0.3	67.0	77
8 years old	0.9	0.0	1.0	0.3	57.0	64
9 years old	0.9	0.0	2.0	0.4	61.0	66
10 years old	0.9	0.0	2.0	0.4	42.0	48
11 years old	0.8	0.0	1.0	0.4	26.0	32
12 years old	0.8	0.0	1.0	0.4	33.0	39



4. Are you or your partner pregnant or planning to have children in the next two years?



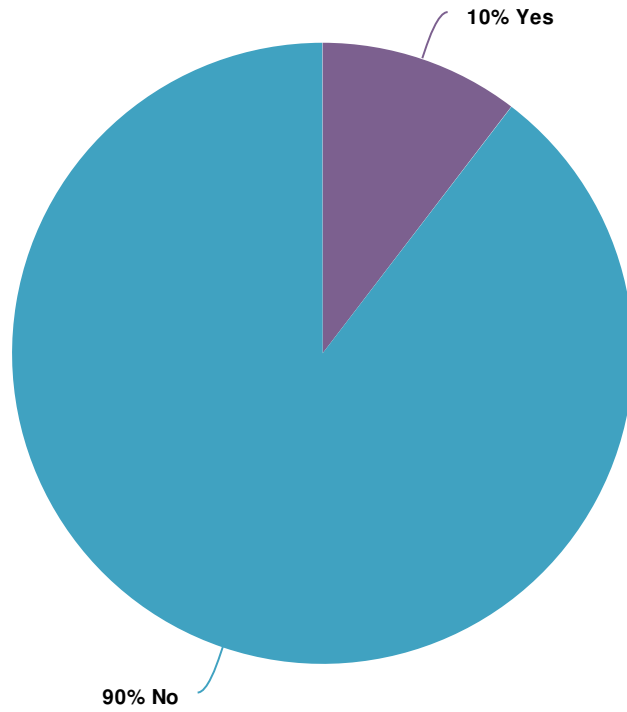
Value		Percent	Responses
Yes		28.9%	160
No		71.1%	394
			Totals: 554



5. After your child is born and parental leave completed, do you intend to put your child in paid child care?



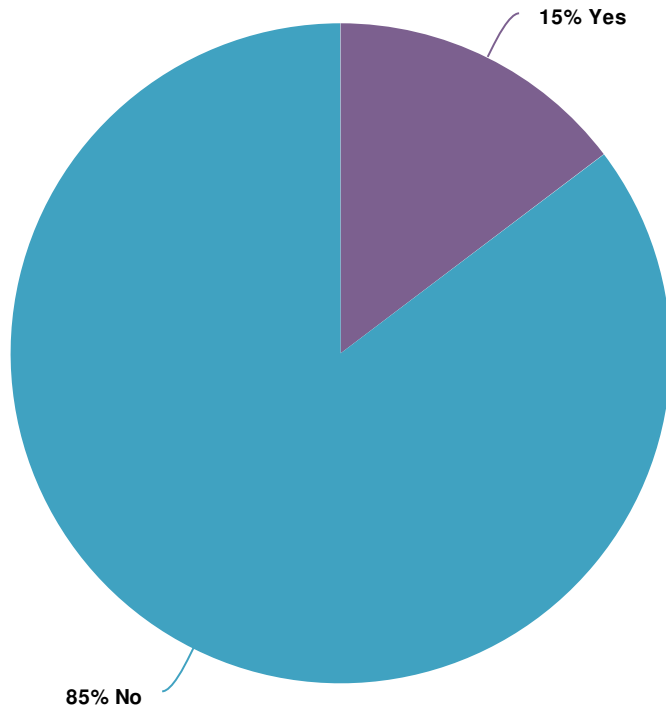
Value		Percent	Responses
Yes		90.6%	144
No		9.4%	15
			Totals: 159

6. Are any of your children Indigenous (First Nations / Métis / Inuit)?



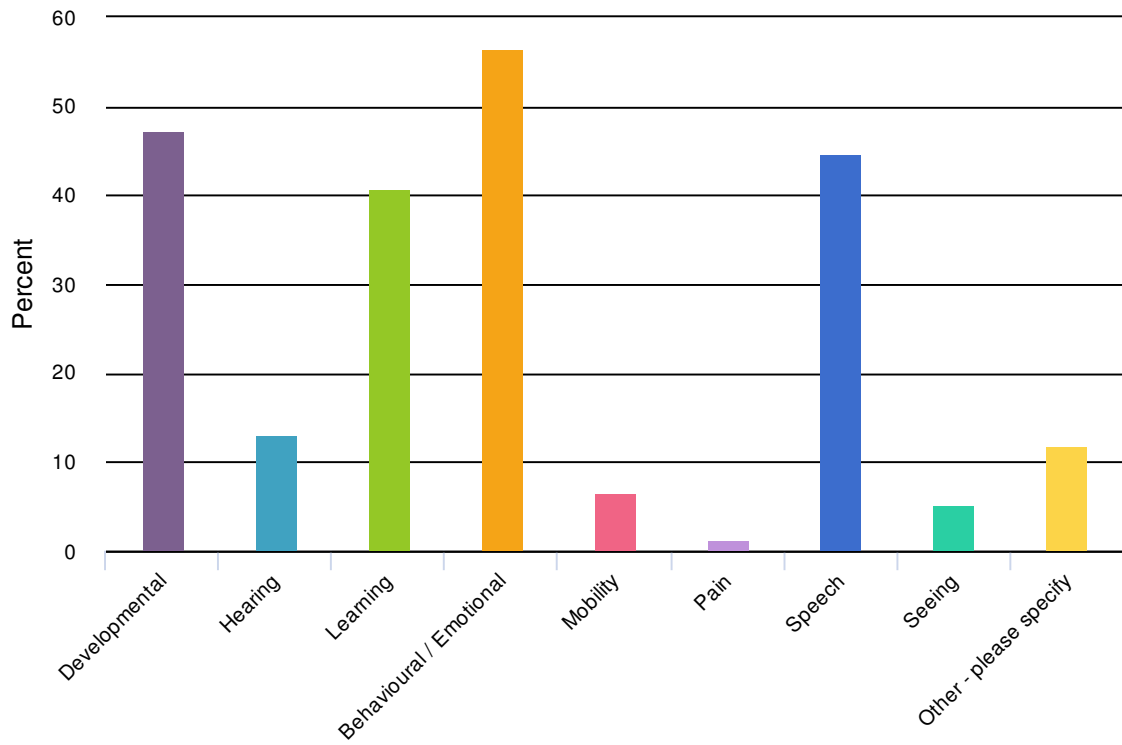
Value		Percent	Responses
Yes		10.4%	55
No		89.6%	476
			Totals: 531

7. Do any of your children have extra support needs?



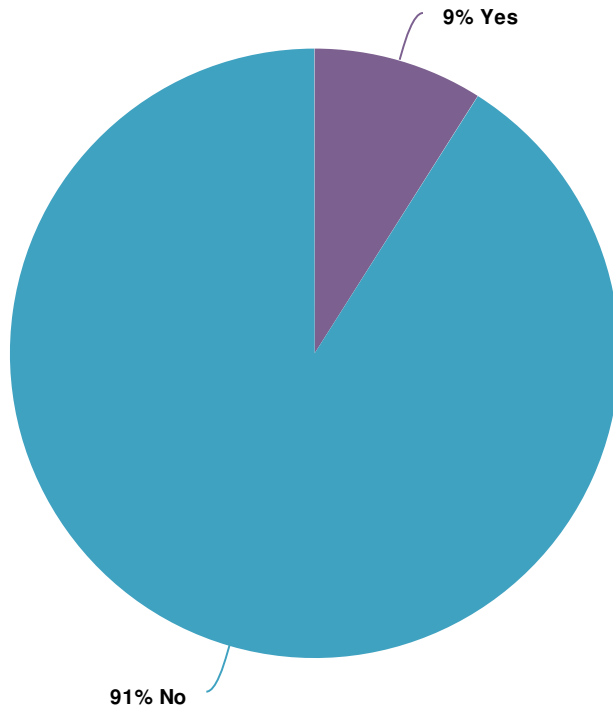
Value	Percent	Responses
Yes	14.7%	78
No	85.3%	453
		Totals: 531

8. What extra support needs do they have? (Please select all that apply)



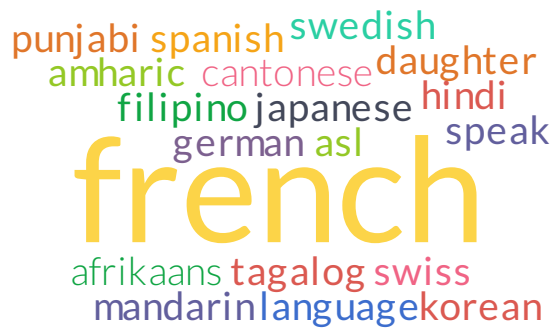
Value	Percent	Responses
Developmental	47.4%	36
Hearing	13.2%	10
Learning	40.8%	31
Behavioural / Emotional	56.6%	43
Mobility	6.6%	5
Pain	1.3%	1
Speech	44.7%	34
Seeing	5.3%	4
Other - please specify	11.8%	9

9. Do any of your children speak languages other than English as a first language?

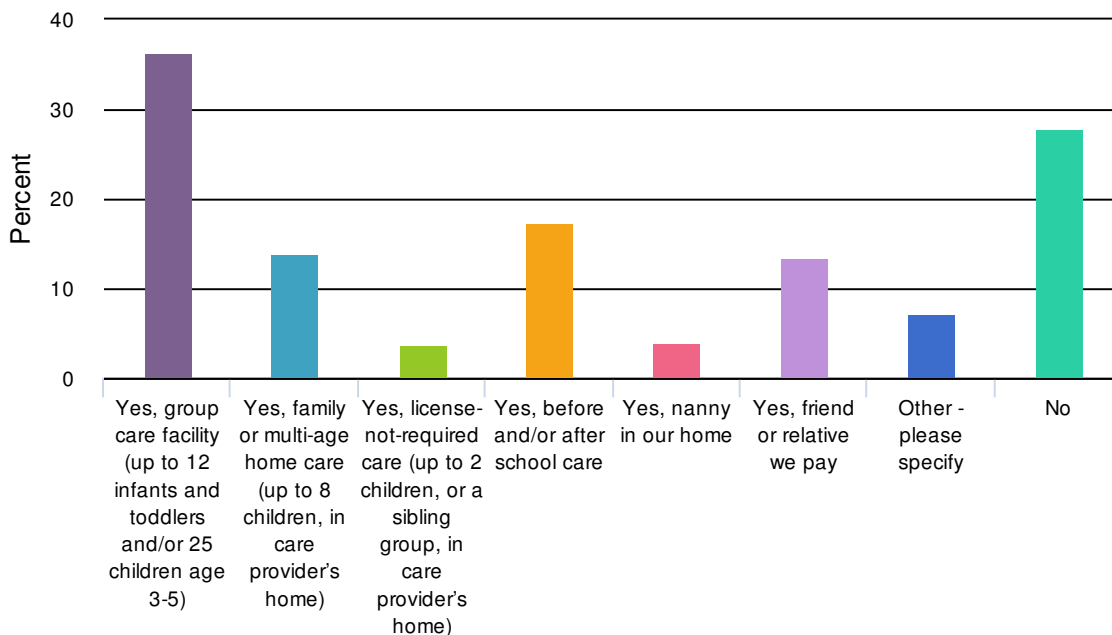


Value	Percent	Responses
Yes	9.0%	48
No	91.0%	484
		Totals: 532

10. What language or languages?

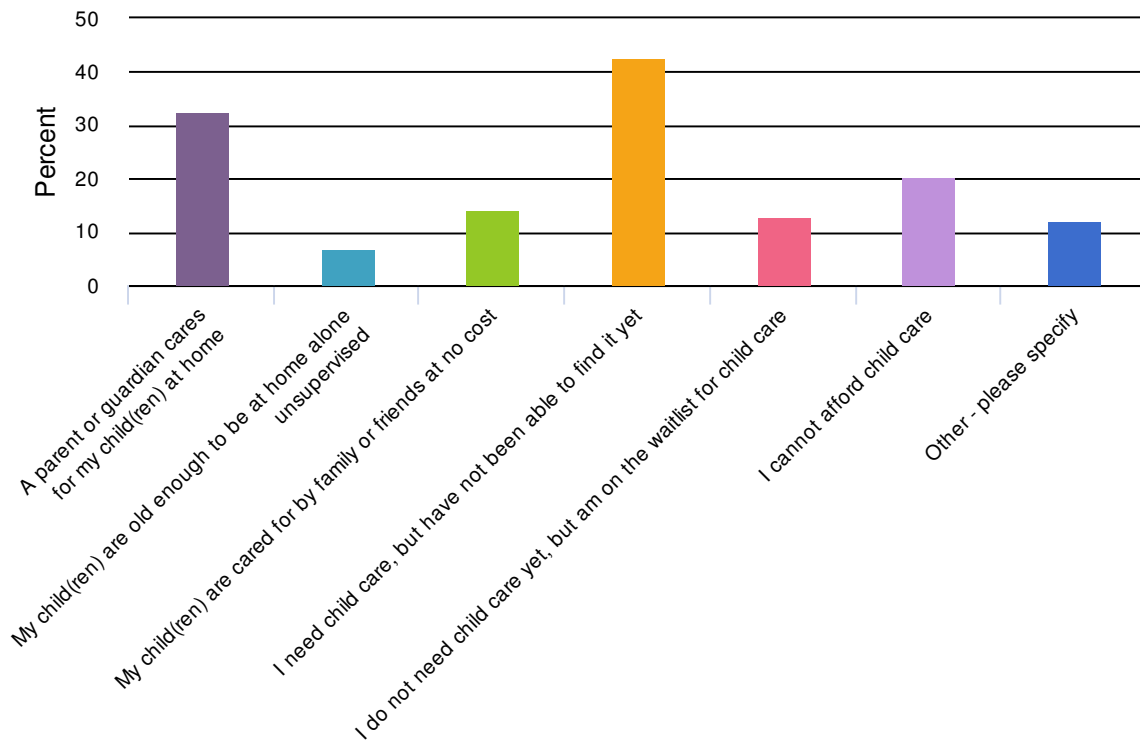


11. Are your children regularly in paid child care for some days each week? (please select all that apply)



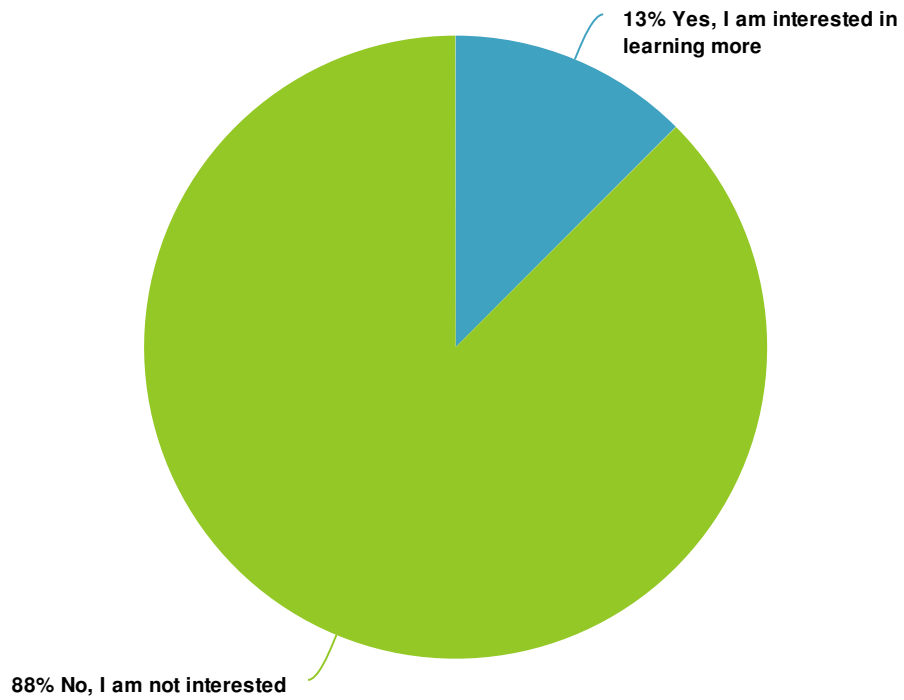
Value	Percent	Responses
Yes, group care facility (up to 12 infants and toddlers and/or 25 children age 3-5)	36.4%	193
Yes, family or multi-age home care (up to 8 children, in care provider's home)	14.0%	74
Yes, license-not-required care (up to 2 children, or a sibling group, in care provider's home)	3.6%	19
Yes, before and/or after school care	17.5%	93
Yes, nanny in our home	4.0%	21
Yes, friend or relative we pay	13.4%	71
Other - please specify	7.2%	38
No	27.9%	148

12. Why are your child(ren) not in child care? (Please select all that apply)



Value	Percent	Responses
A parent or guardian cares for my child(ren) at home	32.4%	48
My child(ren) are old enough to be at home alone unsupervised	6.8%	10
My child(ren) are cared for by family or friends at no cost	14.2%	21
I need child care, but have not been able to find it yet	42.6%	63
I do not need child care yet, but am on the waitlist for child care	12.8%	19
I cannot afford child care	20.3%	30
Other - please specify	12.2%	18

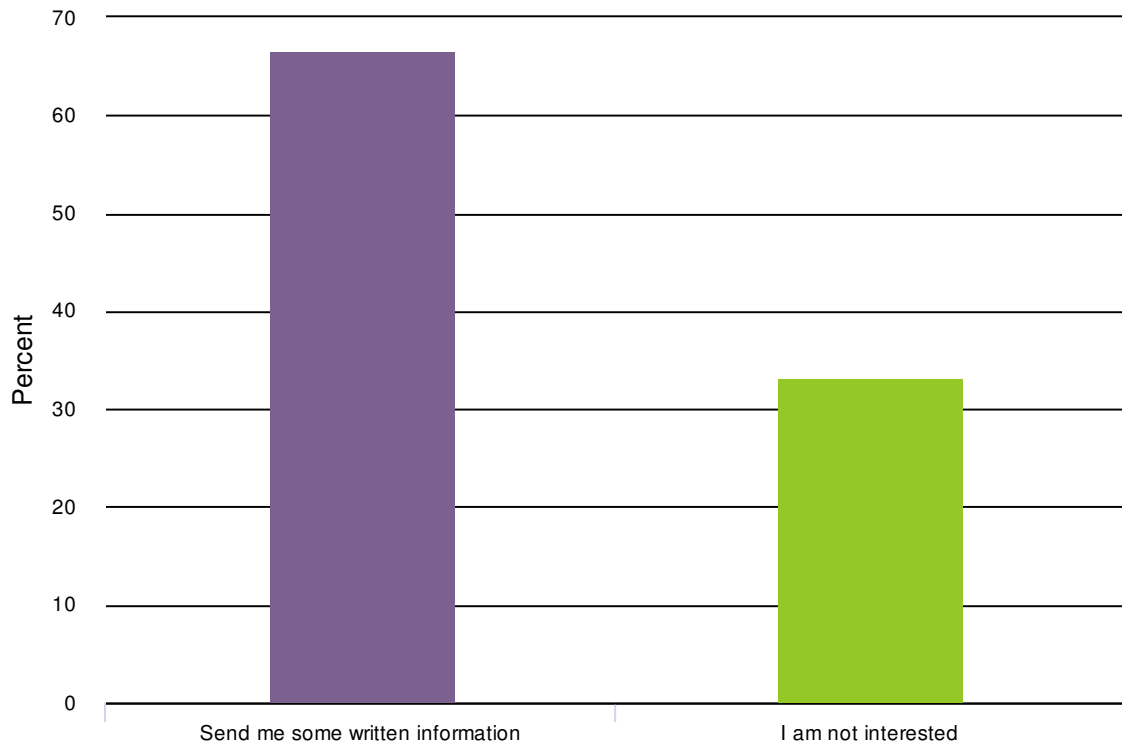
13. Have you ever considered providing child care in your home for other local families?





Value	Percent	Responses
Yes, I am interested in learning more	12.5%	3
No, I am not interested	87.5%	21

Totals: 24

14. How would you like to learn more about providing child care in your home?
(select all that apply)



Value		Percent	Responses
Send me some written information		66.7%	2
I am not interested		33.3%	1

15. Please enter your contact information below prior to continuing the survey. Contact information entered here will only be used for the purpose of communicating with you about providing child care in your home.

Name

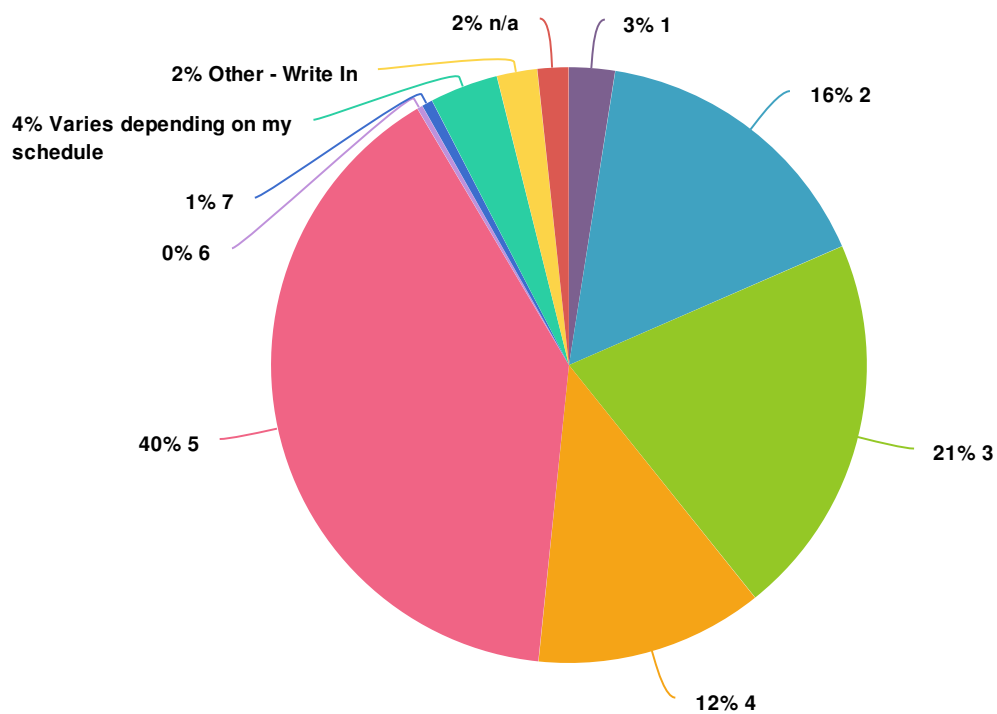
megan
arroba
carolina

Email

mskrodolis
gmail.com
carolinaarroba

Phone

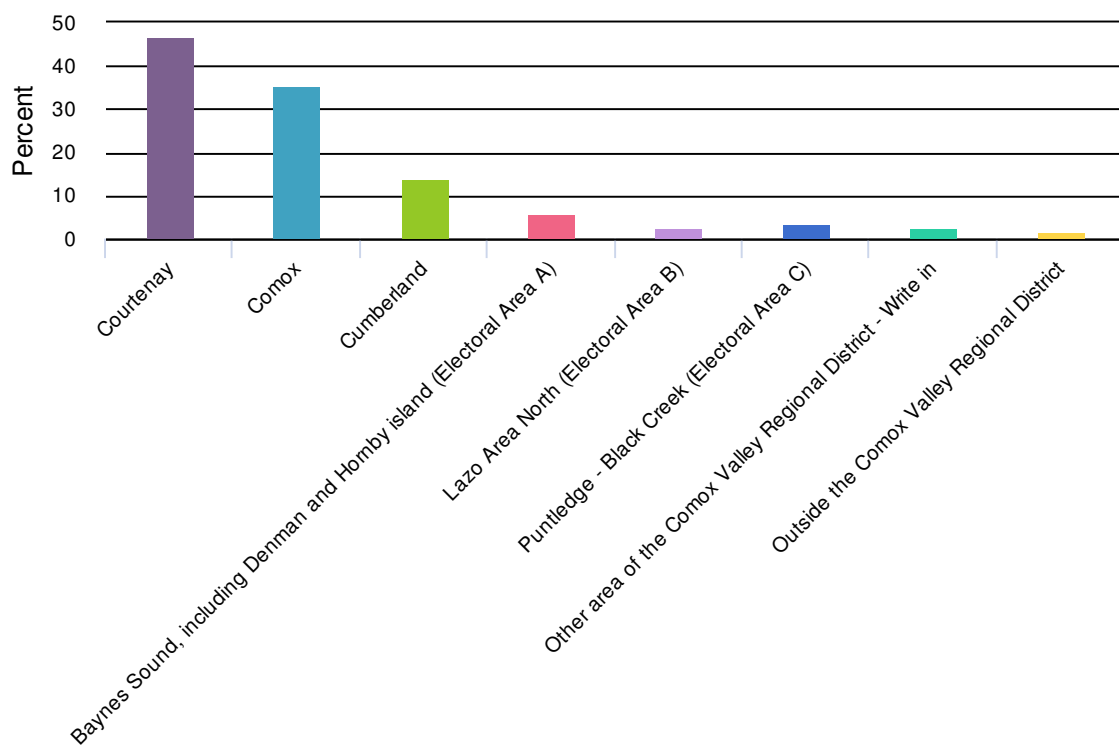
16. How many days a week are your children in paid child care?



Value	Percent	Responses
1	2.5%	9
2	16.0%	57
3	20.8%	74
4	12.4%	44
5	39.9%	142
6	0.3%	1
7	0.6%	2
Varies depending on my schedule	3.7%	13
Other - Write In	2.2%	8
n/a	1.7%	6

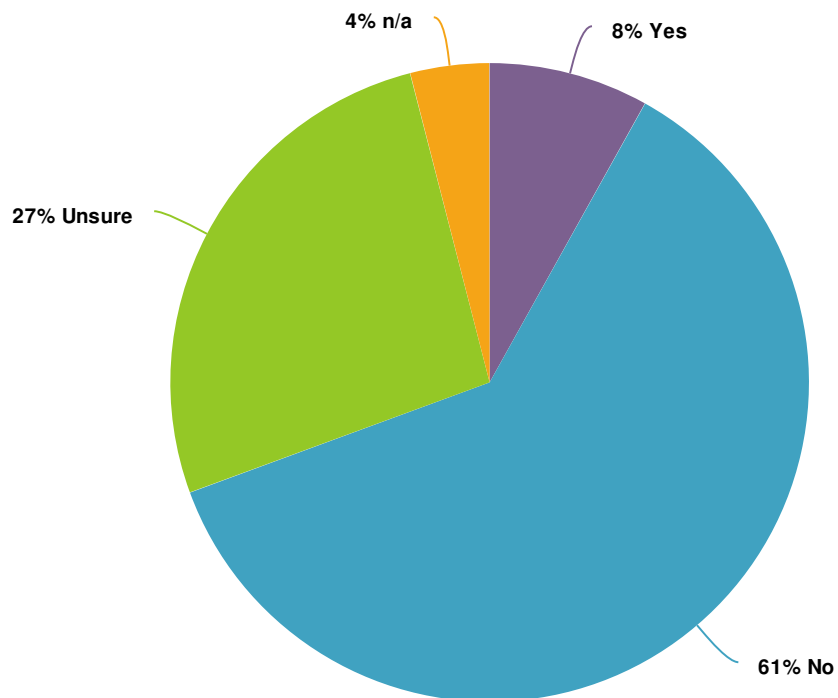
Totals: 356





17. Where is your child care located? (Please select all that apply)



Value	Percent	Responses
Courtenay	46.8%	161
Comox	35.8%	123
Cumberland	14.0%	48
Baynes Sound, including Denman and Hornby island (Electoral Area A)	5.8%	20
Lazo Area North (Electoral Area B)	2.6%	9
Puntledge - Black Creek (Electoral Area C)	3.8%	13
Other area of the Comox Valley Regional District - Write in	2.6%	9
Outside the Comox Valley Regional District	1.7%	6

18. Does your child care provide service in a language in addition to or other than English?



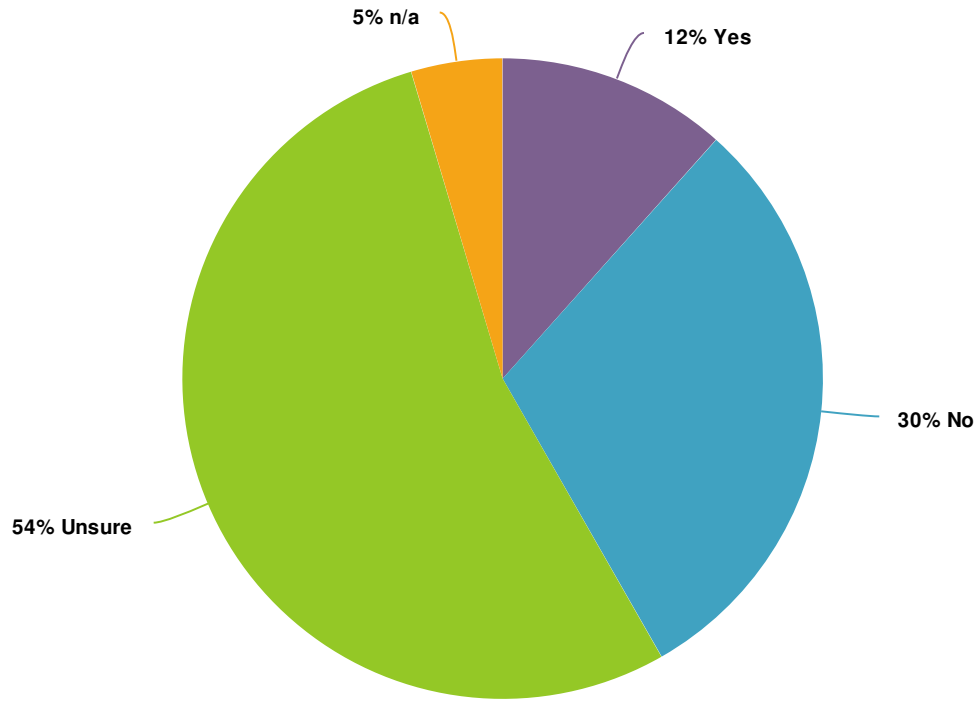
Value		Percent	Responses
Yes		8.1%	28
No		61.3%	212
Unsure		26.6%	92
n/a		4.0%	14

Totals: 346

19. Which language(s)?



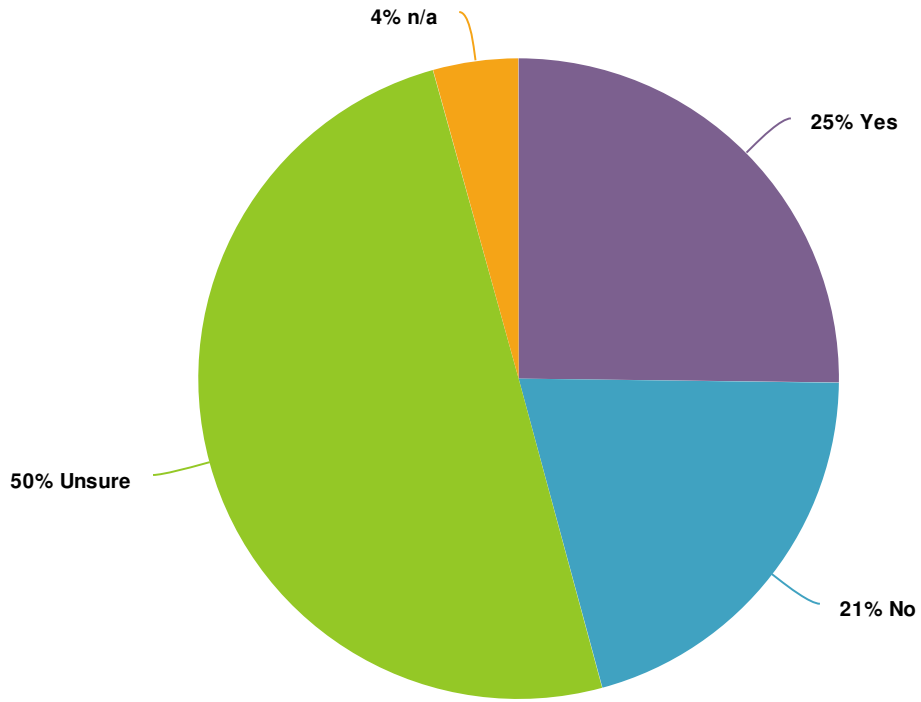
20. Does your child care provide an Indigenous worldview, or Indigenous content in the care and education they provide?



Value	Percent	Responses
Yes	11.6%	40
No	30.1%	104
Unsure	53.6%	185
n/a	4.6%	16

Totals: 345

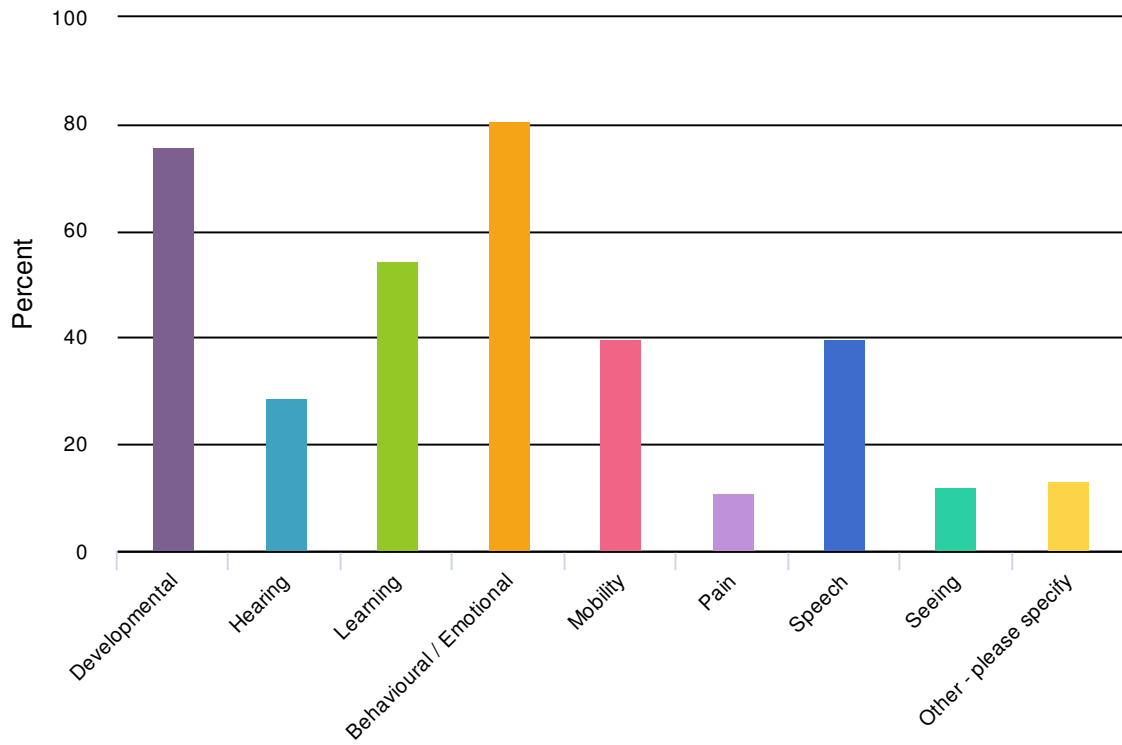
21. Does your child care provide any additional support or accommodation for children with extra support needs?



Value	Percent	Responses
Yes	25.2%	87
No	20.6%	71
Unsure	49.9%	172
n/a	4.3%	15

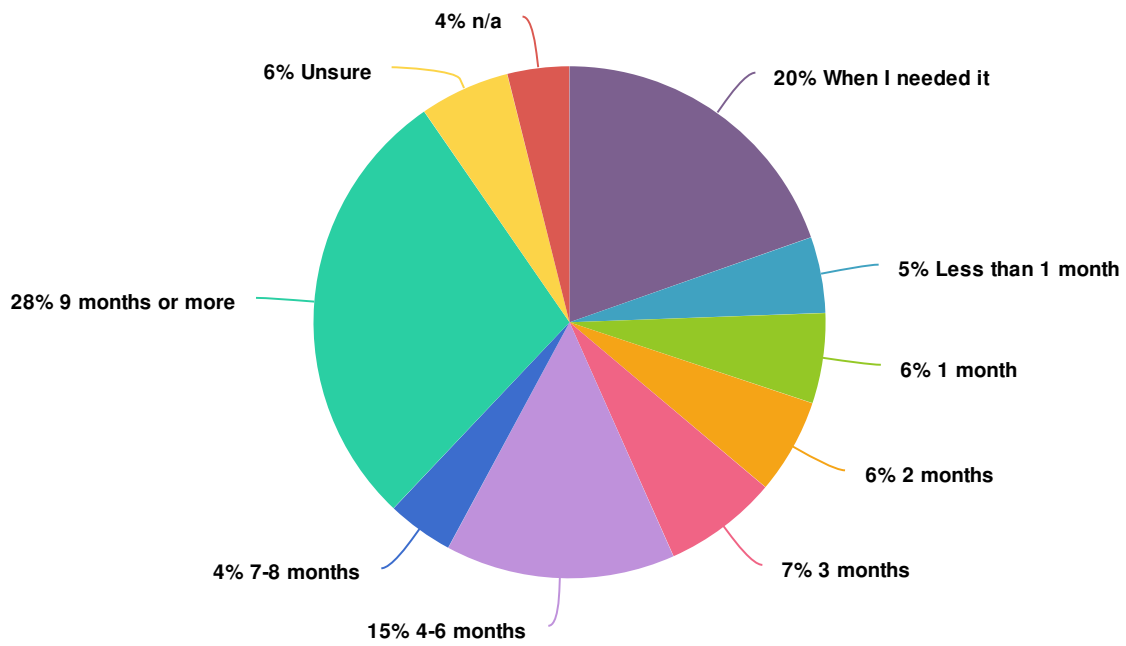
Totals: 345

22. What extra supports do they do they provide? (Please select all that apply)



Value	Percent	Responses
Developmental	75.9%	63
Hearing	28.9%	24
Learning	54.2%	45
Behavioural / Emotional	80.7%	67
Mobility	39.8%	33
Pain	10.8%	9
Speech	39.8%	33
Seeing	12.0%	10
Other - please specify	13.3%	11

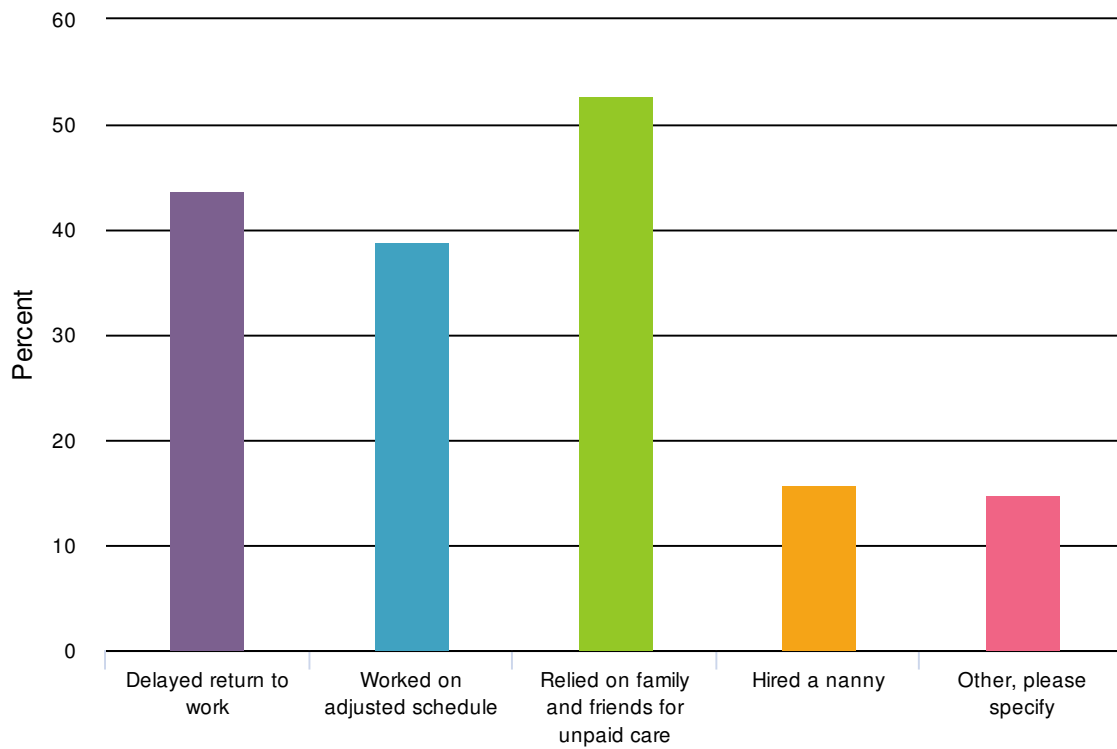
23. How long after the date you needed child care were you able to find a space?








Value	Percent	Responses
When I needed it	19.6%	65
Less than 1 month	4.8%	16
1 month	5.7%	19
2 months	6.0%	20
3 months	7.2%	24
4-6 months	14.5%	48
7-8 months	4.2%	14
9 months or more	28.3%	94
Unsure	5.7%	19
n/a	3.9%	13

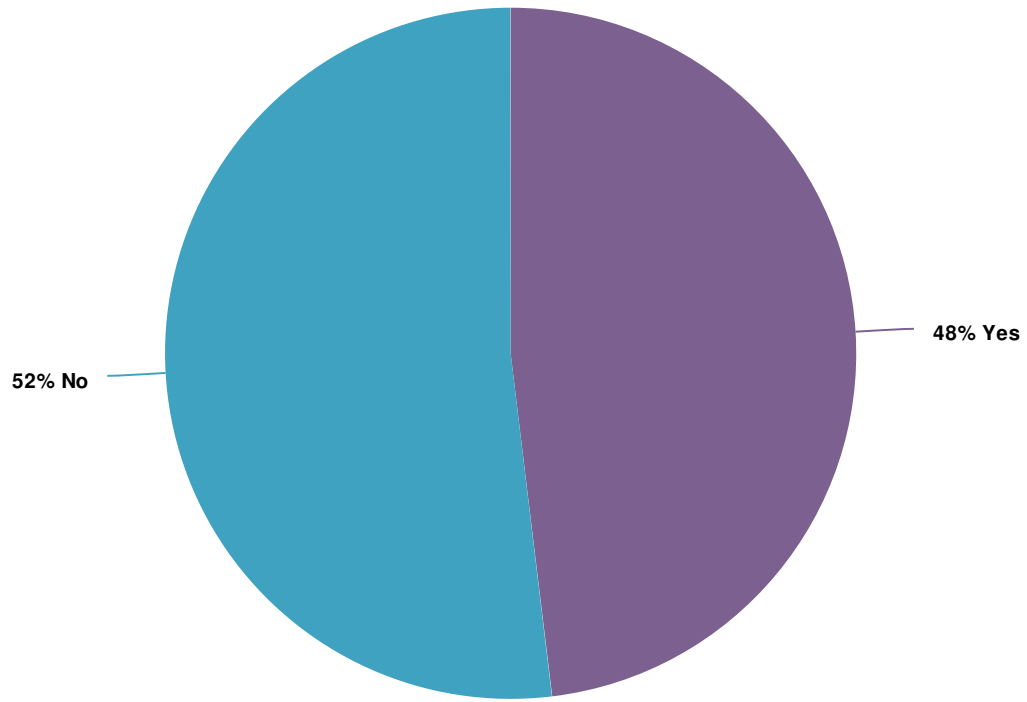
Totals: 332

24. What did you do when you could not get a child care space when you needed one?
(Please select all that apply)



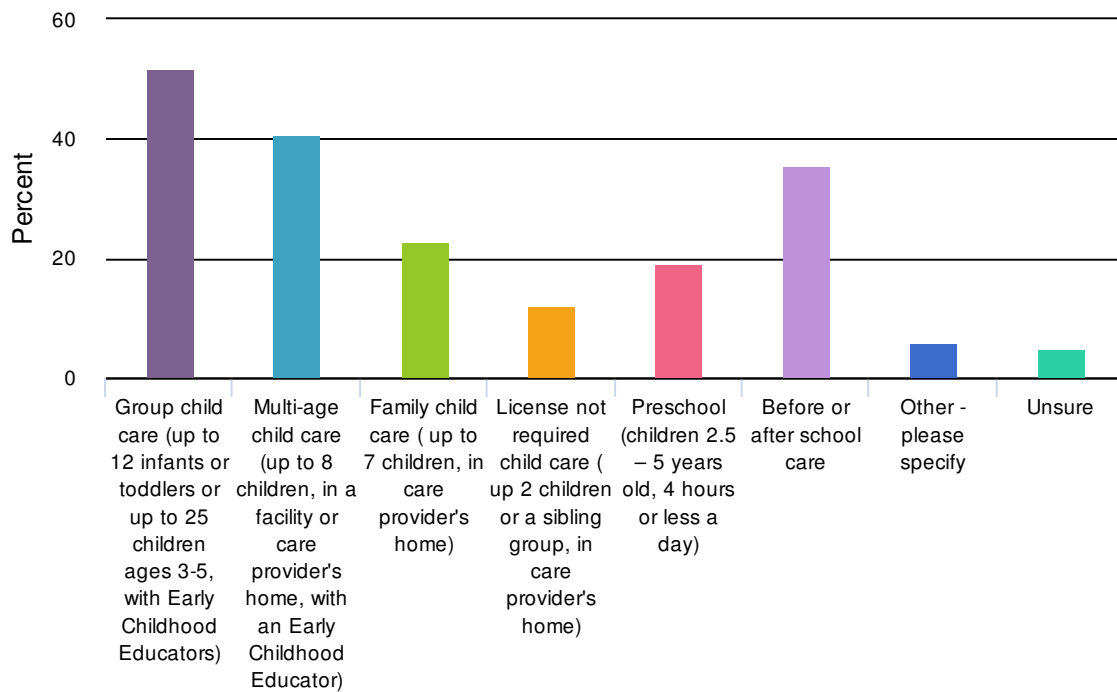
Value		Percent	Responses
Delayed return to work		43.7%	100
Worked on adjusted schedule		38.9%	89
Relied on family and friends for unpaid care		52.8%	121
Hired a nanny		15.7%	36
Other, please specify		14.8%	34

25. Even though you have paid child care, are you looking for, or on the waitlist for other child care arrangements?



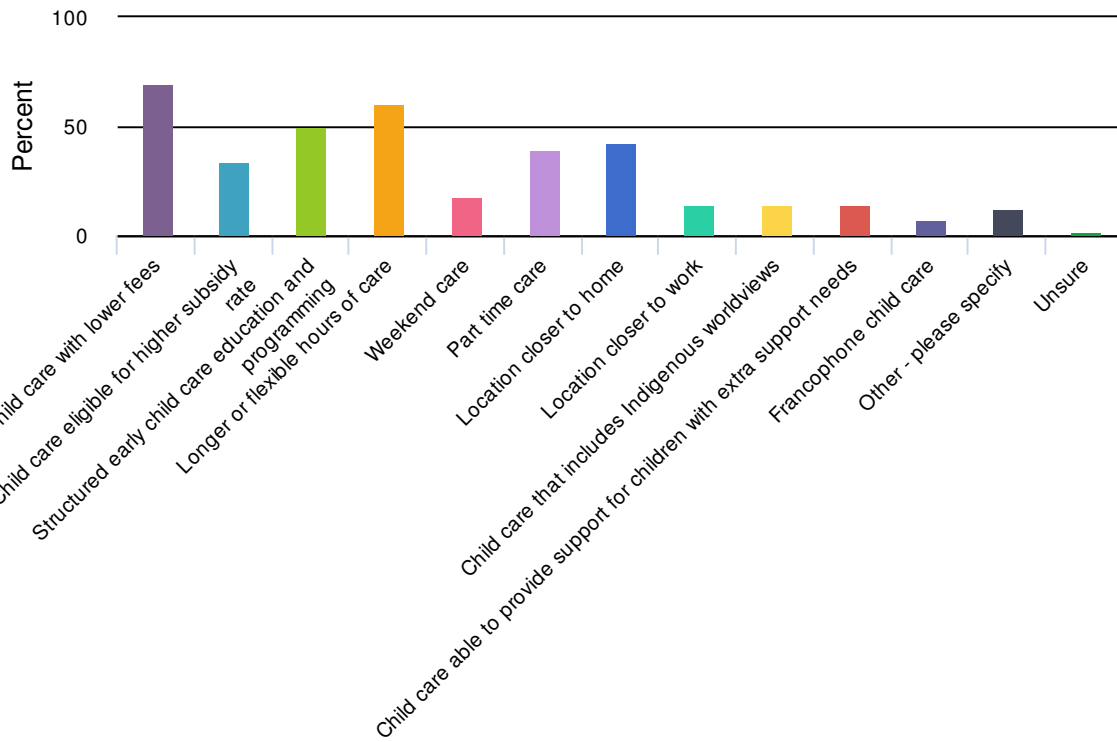
Value	Percent	Responses
Yes	48.1%	185
No	51.9%	200
		Totals: 385

26. What is your preferred type of child care? (Please select all that apply)



Value	Percent	Responses
Group child care (up to 12 infants or toddlers or up to 25 children ages 3-5, with Early Childhood Educators)	51.8%	155
Multi-age child care (up to 8 children, in a facility or care provider's home, with an Early Childhood Educator)	40.8%	122
Family child care (up to 7 children, in care provider's home)	22.7%	68
License not required child care (up to 2 children or a sibling group, in care provider's home)	12.0%	36
Preschool (children 2.5 - 5 years old, 4 hours or less a day)	19.4%	58
Before or after school care	35.5%	106
Other - please specify	6.0%	18
Unsure	5.0%	15

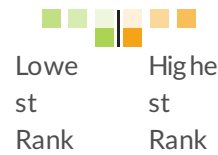
27. What other features are you looking for in child care? (Please select all that apply)



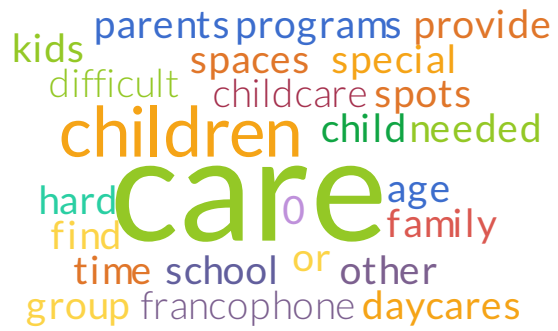
Value	Percent	Responses
Child care with lower fees	69.2%	204
Child care eligible for higher subsidy rate	34.2%	101
Structured early child care education and programming	49.8%	147
Longer or flexible hours of care	60.3%	178
Weekend care	18.0%	53
Part time care	39.0%	115
Location closer to home	43.1%	127
Location closer to work	13.9%	41
Child care that includes Indigenous worldviews	14.2%	42
Child care able to provide support for children with extra support needs	13.9%	41
Francophone child care	6.8%	20
Other - please specify	12.2%	36
Unsure	1.7%	5

28. To help us develop priority recommendations, please rank the top three types of child care you think the Child Care Action Plan should focus on, in order of importance.

Item	Overall Rank	Rank Distribution	Score	No. of Rankings
Child care for 0-3 year olds	1		3,335	434
Before and after school care	2		2,475	375
Child care for 3-5 year olds	3		1,984	307
Group child care facilities (up to 12 infants and toddlers or up to 25 children aged 3-5)	4		1,701	274
Preschools	5		1,123	200
Family child care (up to 7 children, in care provider's home)	6		833	163
License-not-required child care (up to 2 children or a sibling group, in care provider's home)	7		369	102
Other (please specify in comments below)	8		169	42

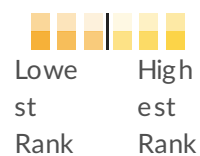


29. To help us develop priority recommendations, please rank the top three types of child care you think the Child Care Action Plan should focus on, in order of importance. - comments

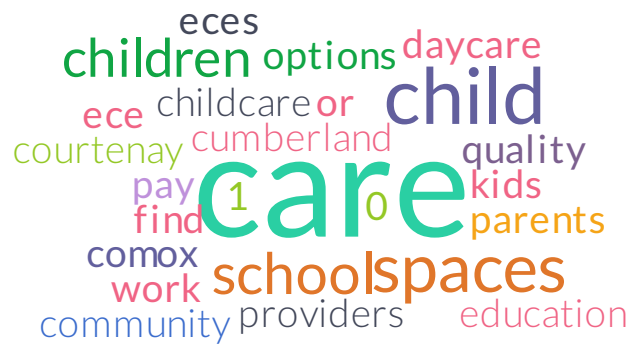


30. Please rank the top three features of child care you think the Child Care Action Plans should focus on, in order of importance.

Item	Overall Rank	Rank Distribution	Score	No. of Rankings
Affordable child care	1		5,361	466
Child care with flexible hours	2		3,050	290
Structured early child care education and programming	3		2,562	245
Better quality child care services (please specify in comments below)	4		2,016	189
Increase capacity of existing child care providers to meet the needs of children with extra support needs	5		1,489	147
Support unlicensed child care providers to become licensed	6		1,261	132
Child care in a specific location (please specify in comments below, e.g. in a particular community)	7		1,065	108
Increase capacity of existing child care providers to teach using Indigenous worldviews	8		468	57
Indigenous led child care	9		399	52
Overnight child care	10		371	50
Other (please specify in comments below)	11		370	45
Francophone child care	12		332	47



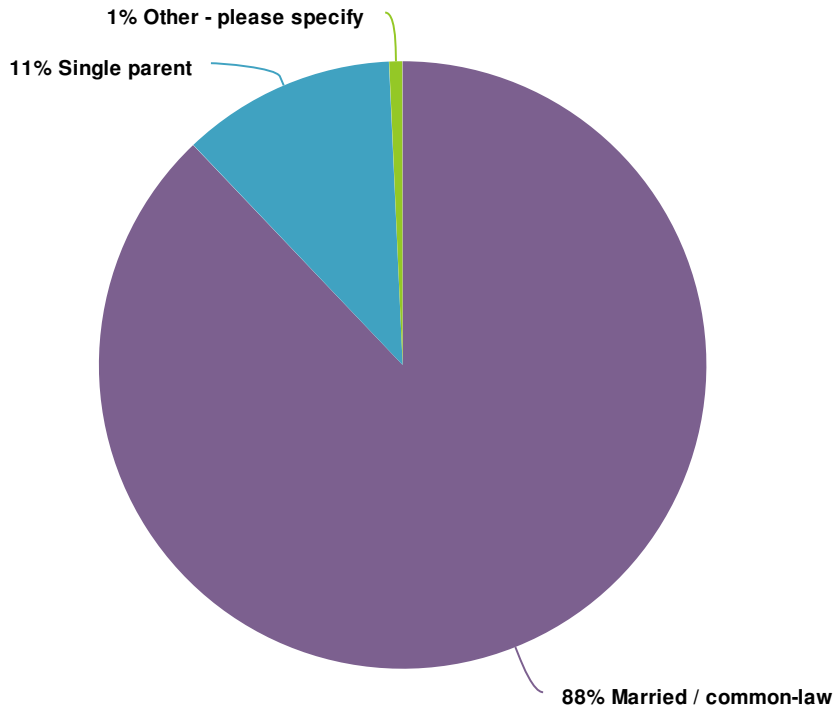
31. Please rank the top three features of child care you think the Child Care Action Plans should focus on, in order of importance. - comments



32. Is there anything else you would like to share with us?



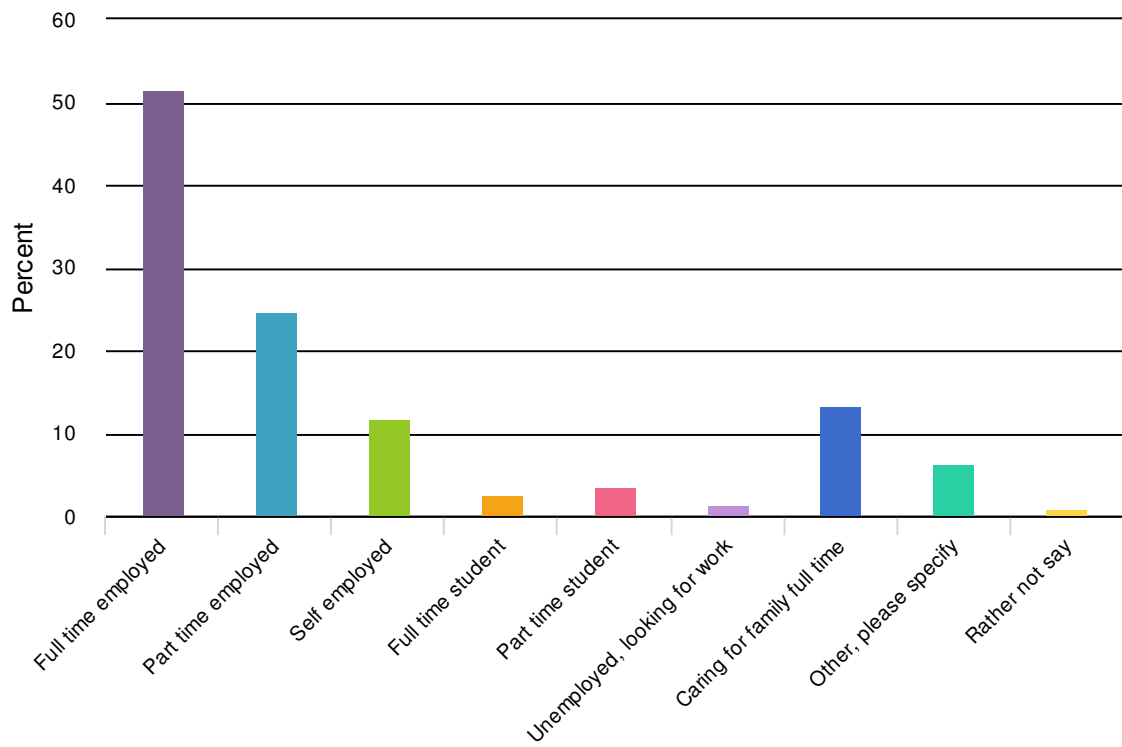
33. Tell us about your household. Are you:



Value	Percent	Responses
Married / common-law	87.9%	479
Single parent	11.4%	62
Other - please specify	0.7%	4

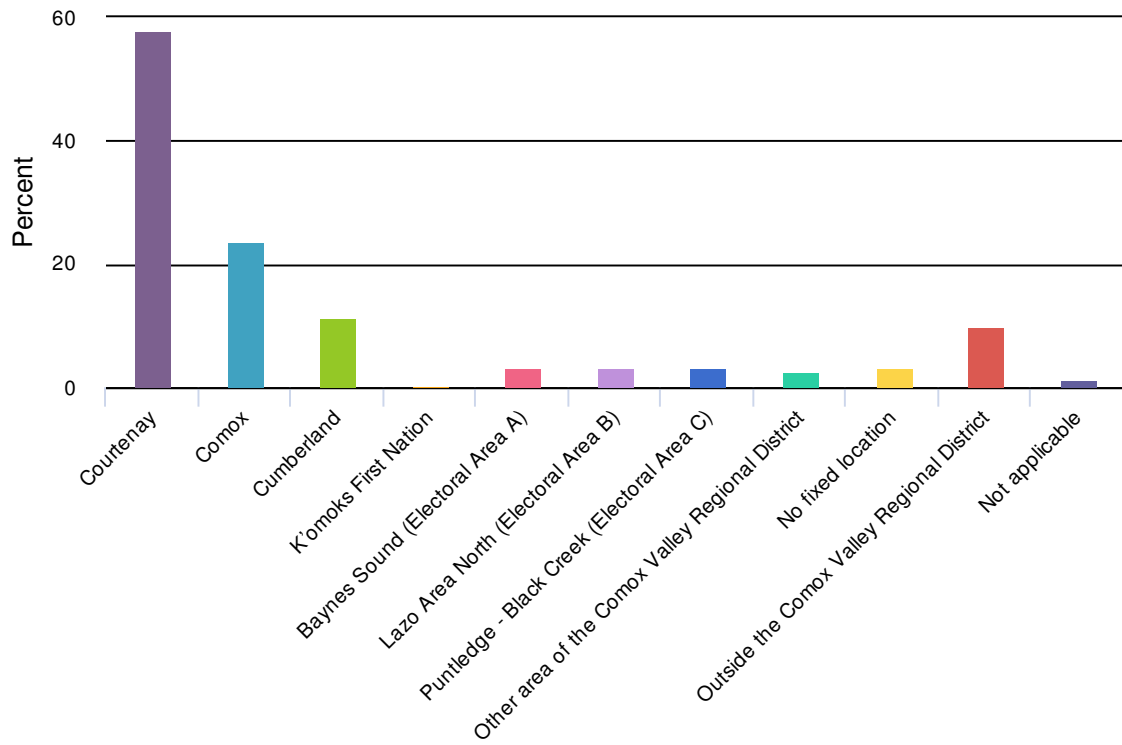
Totals: 545

34. Are you: (Please select all that apply)



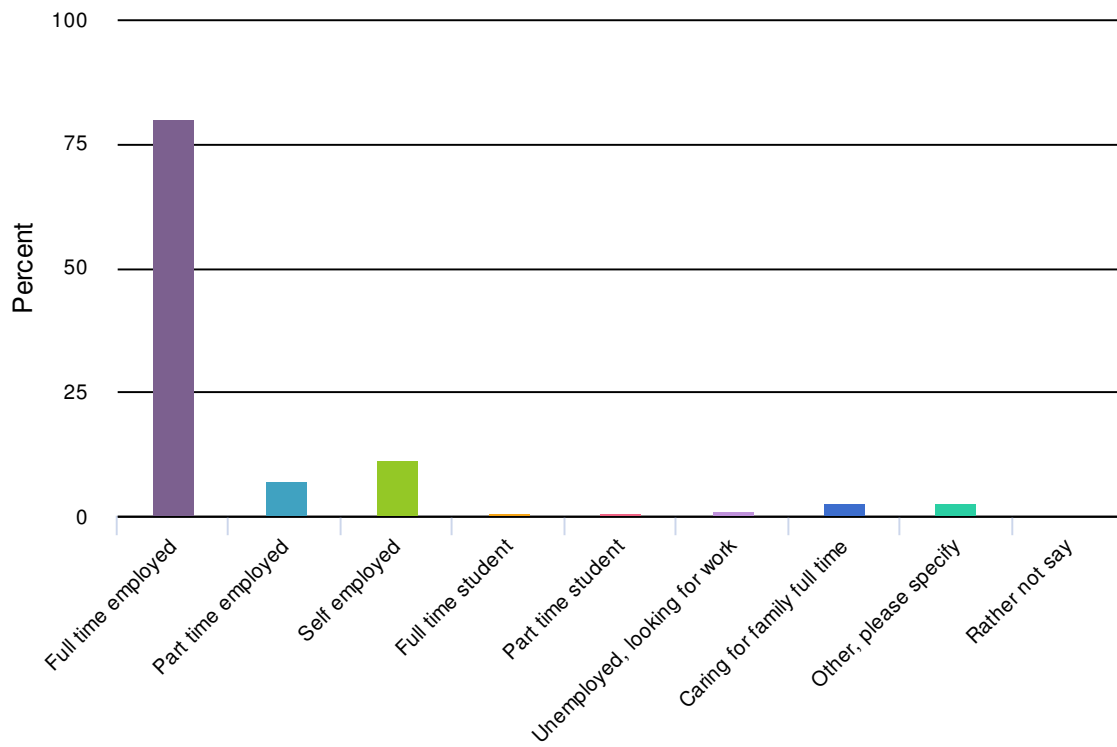
Value	Percent	Responses
Full time employed	51.5%	280
Part time employed	24.6%	134
Self employed	11.8%	64
Full time student	2.6%	14
Part time student	3.5%	19
Unemployed, looking for work	1.3%	7
Caring for family full time	13.4%	73
Other, please specify	6.4%	35
Rather not say	0.9%	5

35. Where do you work or go to school? (Please choose all that apply)



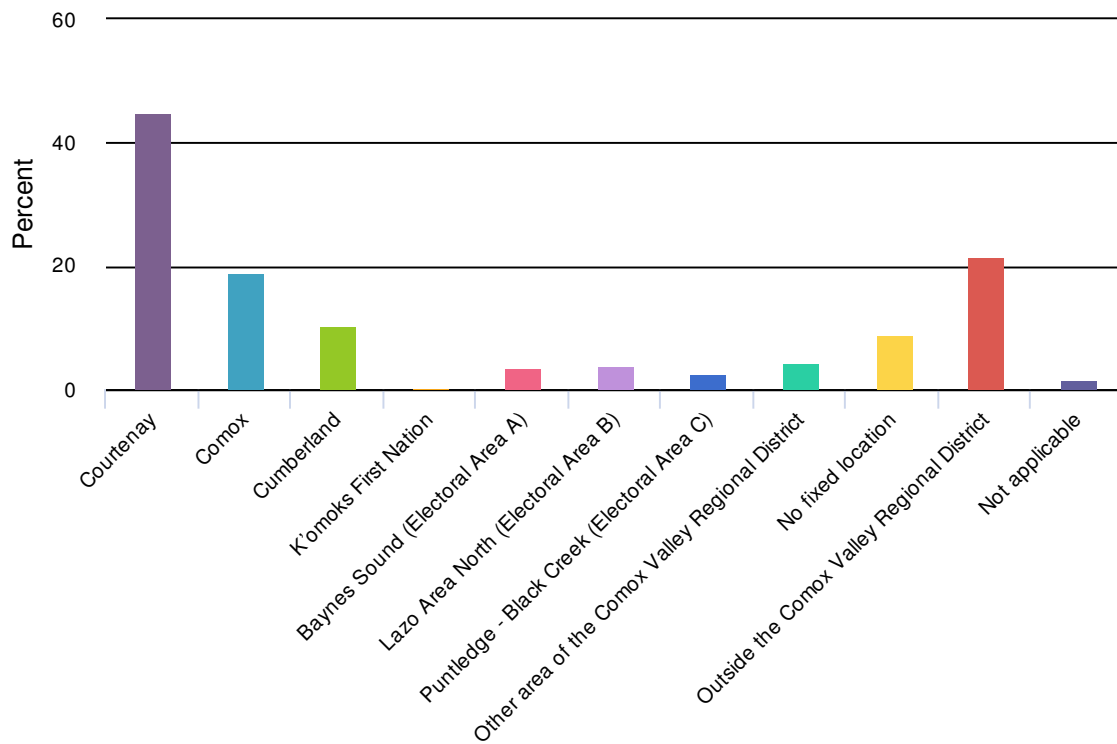
Value	Percent	Responses
Courtenay	57.9%	264
Comox	23.7%	108
Cumberland	11.4%	52
K'omoks First Nation	0.4%	2
Baynes Sound (Electoral Area A)	3.1%	14
Lazo Area North (Electoral Area B)	3.1%	14
Puntledge - Black Creek (Electoral Area C)	3.3%	15
Other area of the Comox Valley Regional District	2.6%	12
No fixed location	3.3%	15
Outside the Comox Valley Regional District	9.9%	45
Not applicable	1.3%	6

36. Is your partner / spouse: (please choose all that apply)



Value	Percent	Responses
Full time employed	80.1%	382
Part time employed	7.1%	34
Self employed	11.3%	54
Full time student	0.8%	4
Part time student	0.8%	4
Unemployed, looking for work	1.3%	6
Caring for family full time	2.7%	13
Other, please specify	2.7%	13
Rather not say	0.4%	2

37. Where do they work or go to school? (please choose all that apply)

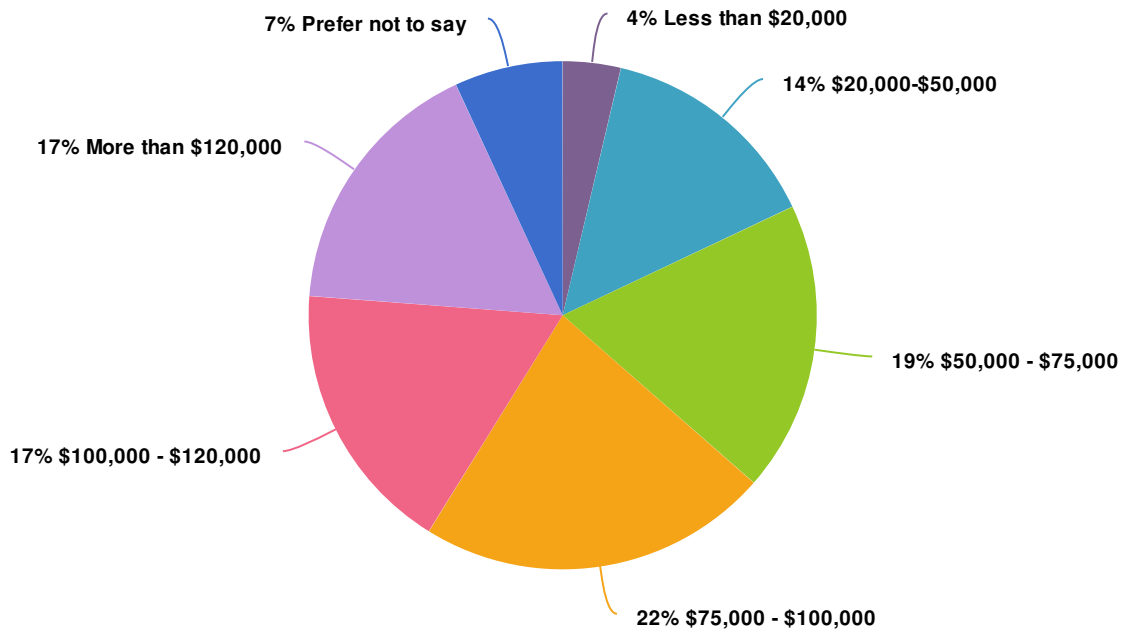


Value	Percent	Responses
Courtenay	45.0%	204
Comox	18.8%	85
Cumberland	10.4%	47
K'omoks First Nation	0.4%	2
Baynes Sound (Electoral Area A)	3.5%	16
Lazo Area North (Electoral Area B)	3.8%	17
Puntledge - Black Creek (Electoral Area C)	2.6%	12
Other area of the Comox Valley Regional District	4.4%	20
No fixed location	8.8%	40
Outside the Comox Valley Regional District	21.4%	97
Not applicable	1.5%	7

38. What is your postal code?



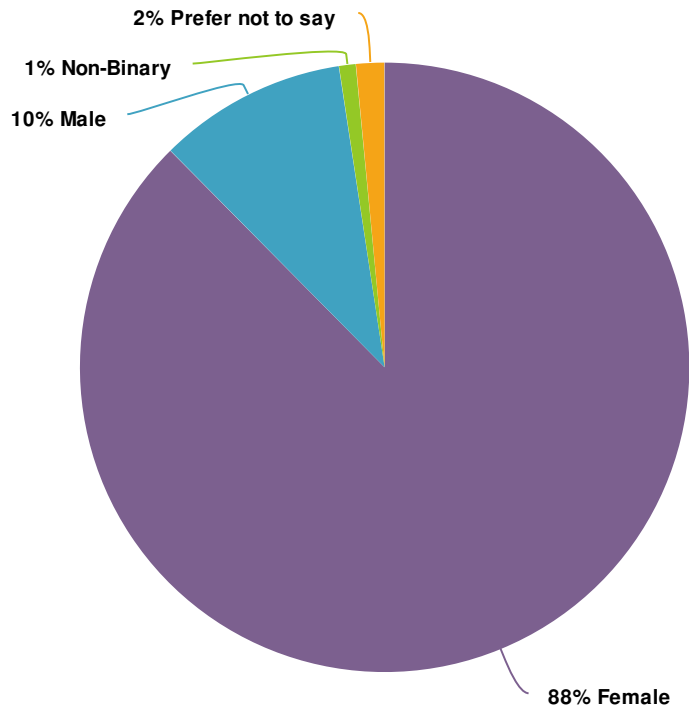
39. Your household income level is:



Value		Percent	Responses
Less than \$20,000		3.7%	20
\$20,000-\$50,000		14.3%	77
\$50,000 - \$75,000		18.5%	100
\$75,000 - \$100,000		22.4%	121
\$100,000 - \$120,000		17.4%	94
More than \$120,000		16.9%	91
Prefer not to say		6.9%	37

Totals: 540

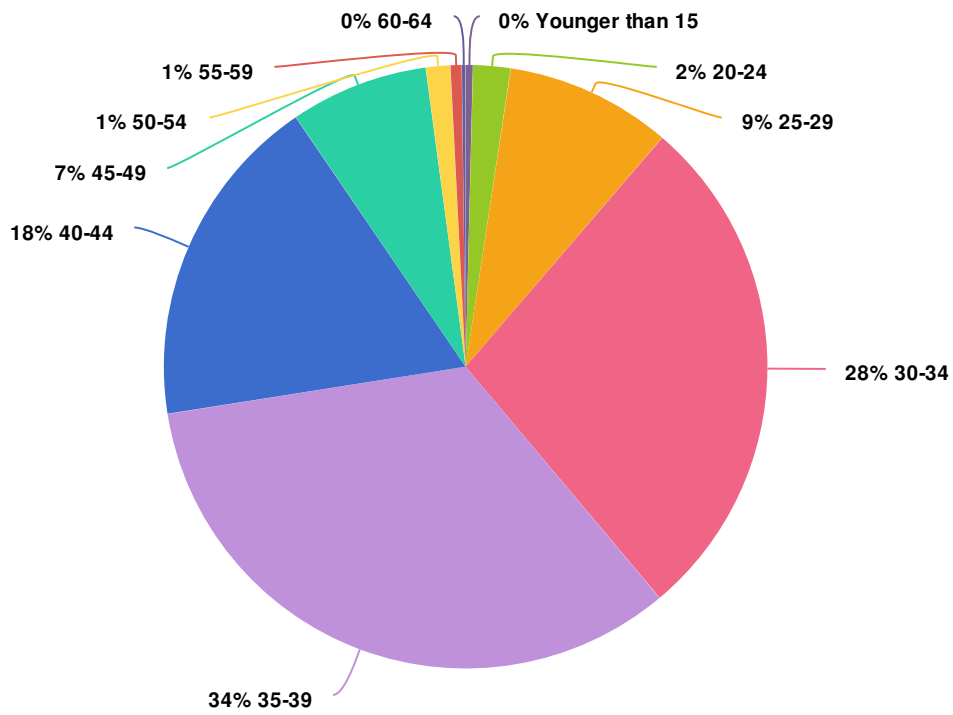
40. You are:



Value		Percent	Responses
Female		87.6%	472
Male		10.0%	54
Non-Binary		0.9%	5
Prefer not to say		1.5%	8

Totals: 539

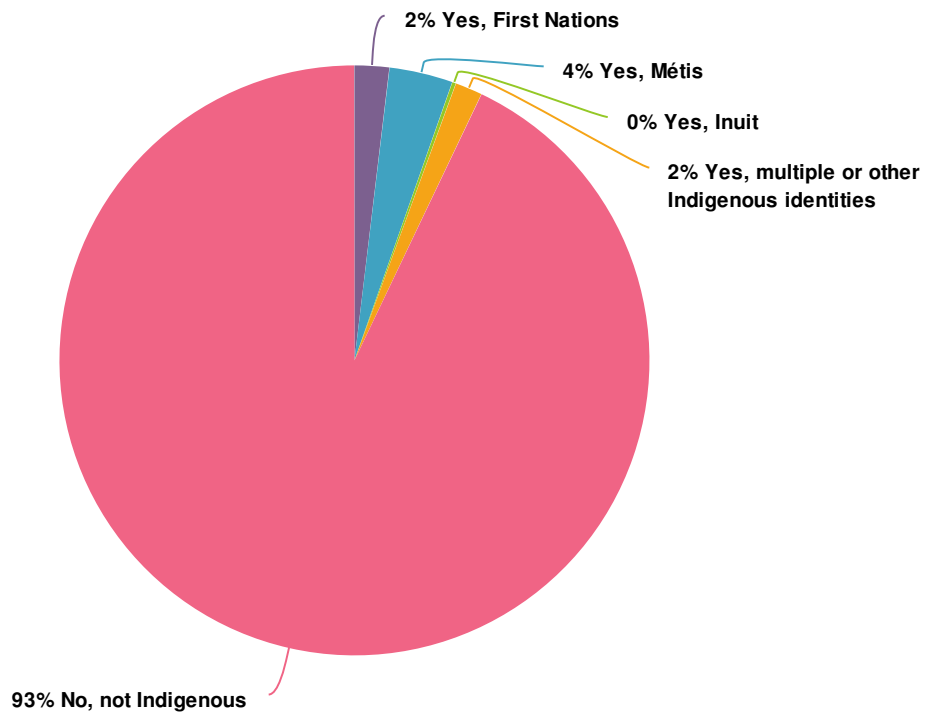
41. Your age is:



Value		Percent	Responses
Younger than 15		0.4%	2
20-24		2.0%	11
25-29		8.9%	48
30-34		27.6%	149
35-39		33.6%	181
40-44		18.0%	97
45-49		7.4%	40
50-54		1.3%	7
55-59		0.6%	3
60-64		0.2%	1

Totals: 539

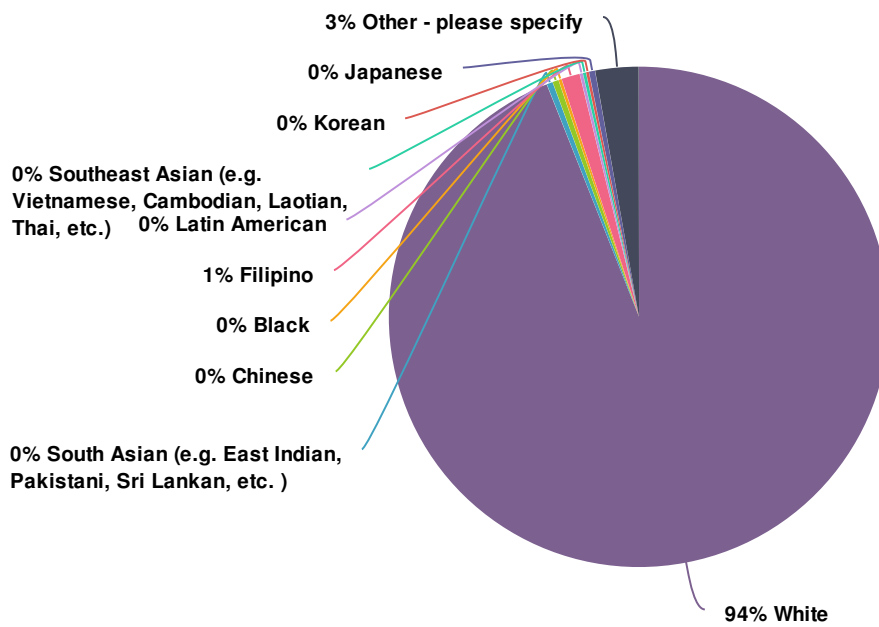
42. Are you Indigenous (First Nations, Métis, or Inuit)?



Value	Percent	Responses
Yes, First Nations	1.9%	10
Yes, Métis	3.5%	19
Yes, Inuit	0.2%	1
Yes, multiple or other Indigenous identities	1.5%	8
No, not Indigenous	92.9%	499

Totals: 537

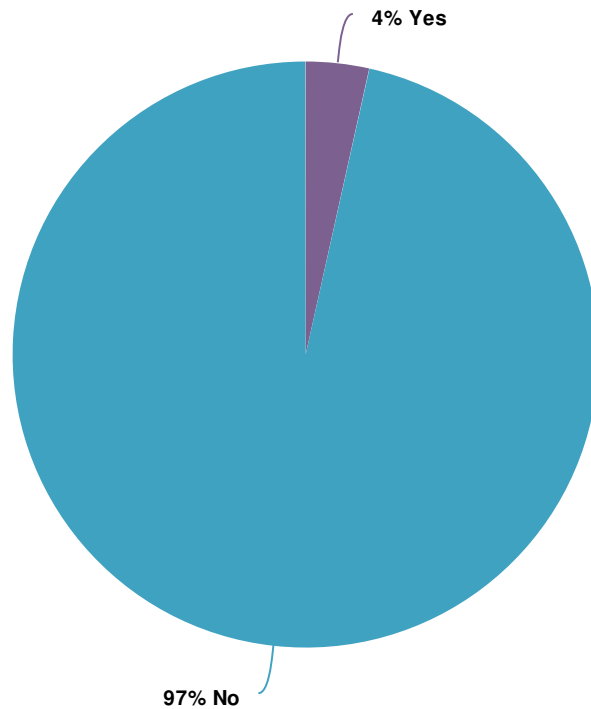
43. Are you:





Value	Percent	Responses
White	93.9%	464
South Asian (e.g. East Indian, Pakistani, Sri Lankan, etc.)	0.4%	2
Chinese	0.4%	2
Black	0.2%	1
Filipino	1.2%	6
Latin American	0.2%	1
Southeast Asian (e.g. Vietnamese, Cambodian, Laotian, Thai, etc.)	0.2%	1
Korean	0.2%	1
Japanese	0.4%	2
Other - please specify	2.8%	14

Totals: 494

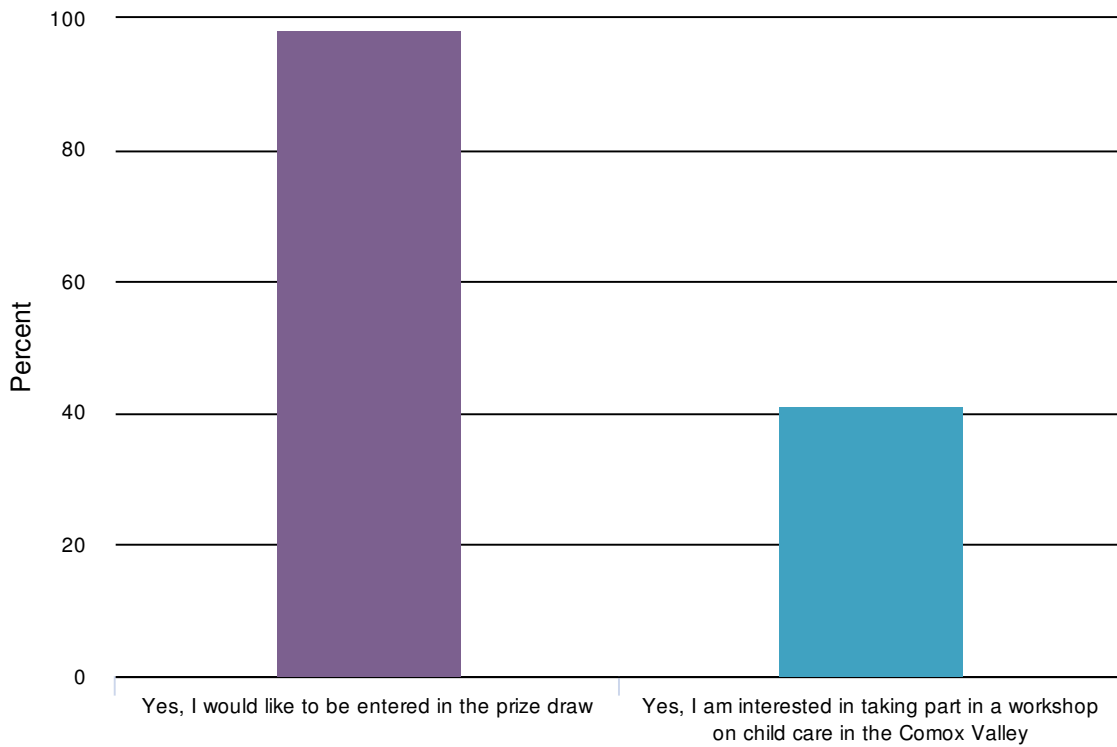
44. Have you moved to Canada within the last 5 years?





Value		Percent	Responses
Yes		3.5%	19
No		96.5%	517

Totals: 536

45. If you are interested in participating in this, or would like to be part of the prize draw, please let us know and provide contact information below.



Value		Percent	Responses
Yes, I would like to be entered in the prize draw		98.2%	327
Yes, I am interested in taking part in a workshop on child care in the Comox Valley		41.1%	137

46. Contact information:

Name

lidstone lindsay shannon jason christina
kristin melissa stephanie sarah
erin jessie
jennifer krista
caitlin scott
megan kate
emily heidi robyn amy michelle
laura katie

Email

stacey_trudel ualberta.ca yahoo.co.uk
swashbucklerschildcare crazybrat_1995
outlook.com icloud.com
nic.bc.ca shaw.ca live.com
jason.wallacegmail.com hlutick
live.ca hotmail.com mel12_
11emcgee yahoo.ca yahoo.com
ginenne hotmail.ca telus.net
kristinherickson joannie.gourde
aimeepollard

Phone

22 23
20 9 10 14 12
18 6 7 13
17 5 1 2 15
11 3 4 8 19
21 16 0 2 5 3 3 1 1 6 8 3

Following is a summary of
the responses from child
care providers

Survey for Child Care Providers - Comox Valley

The name of your child care facility is:

Respondents: 23

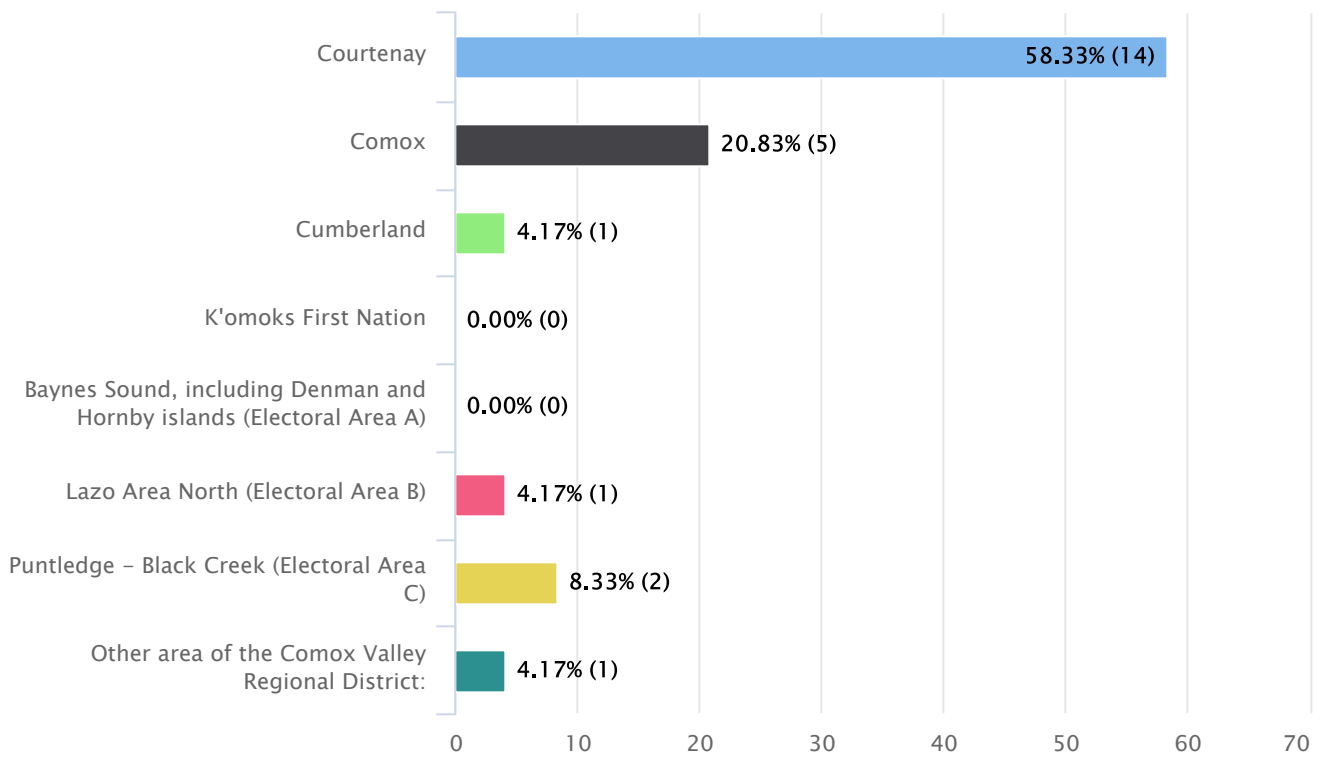
#	Respondent	The name of your child care facility is:
1	8	Jump Start preschool
2	11	Cozy Corner Preschool
3	12	Beaufort Children's Center
4	14	Inner Smile Montessori
5	16	Farmer In The Dell
6	17	T.j.'s family daycare
7	19	Pumpkin Patch Nursery School
8	27	MiracleBeach Kids' Club
9	29	Rise N' Shine daycare
10	34	Inner Smile Montessori
11	37	Tigger Too Early Learning Centre
12	44	Boys and Girls Club Brooklyn
13	45	Karen's Kids
14	73	Three Tree Early Learning Center
15	74	Akasha's Littlest Explorers Daycare
16	75	Elizabeth's Early Learning Centre
17	77	Zen Monkeys
18	94	Today 'N' Tomorrow Learning Society
19	99	Creative Care Childcare
20	106	Today N Tomorrow Learning Society
21	108	Teddies & Toddlers
22	118	all4ulilasdaycare

23 139

Akasha's Littlest Explorers Daycare

Your child care facility is located in (if you have more than one location, check all that apply):

Respondents: 24



Choice	Count
Courtenay	58.33% 14
Comox	20.83% 5
Cumberland	4.17% 1
K'omoks First Nation	0.00% 0
Baynes Sound, including Denman and Hornby islands (Electoral Area A)	0.00% 0
Lazo Area North (Electoral Area B)	4.17% 1
Puntledge - Black Creek (Electoral Area C)	8.33% 2
Other area of the Comox Valley Regional District:	4.17% 1

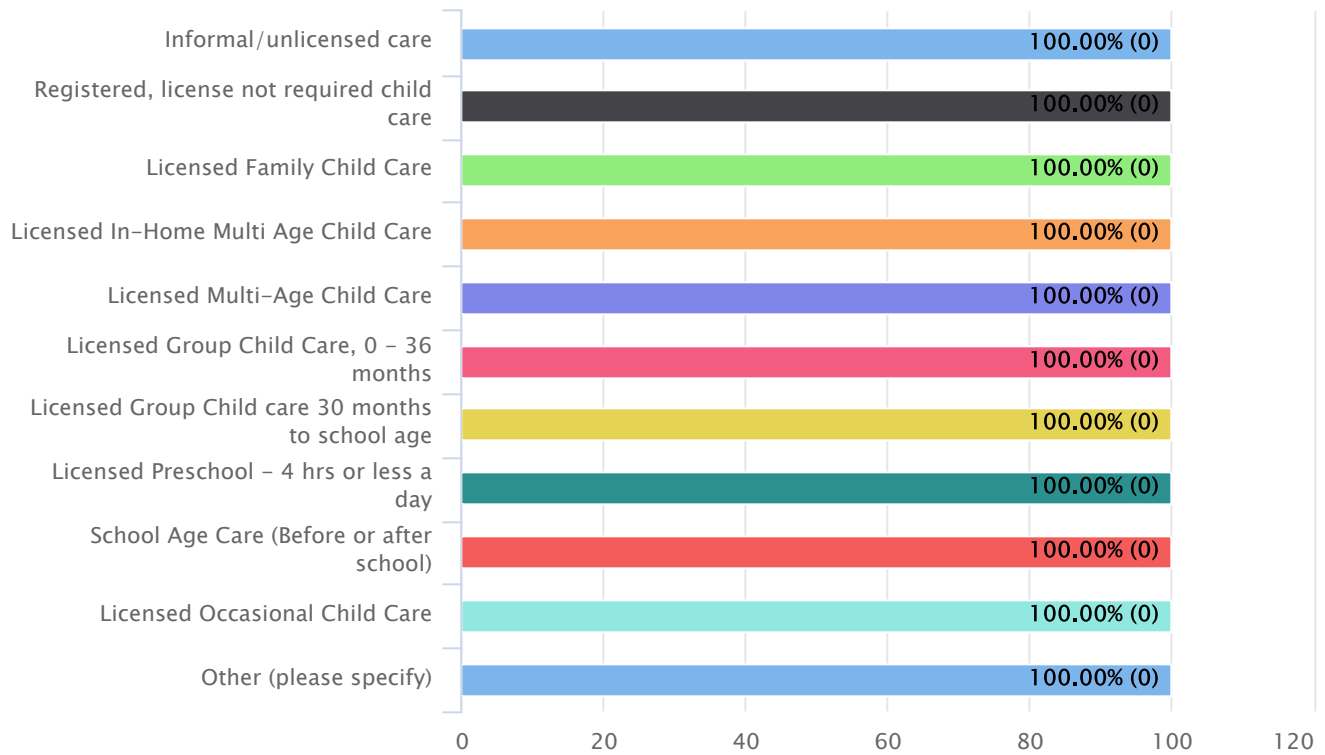
Total	100%
	24

Other area of the Comox Valley Regional District:

No response.

Your child care facility provides:

Respondents: 0

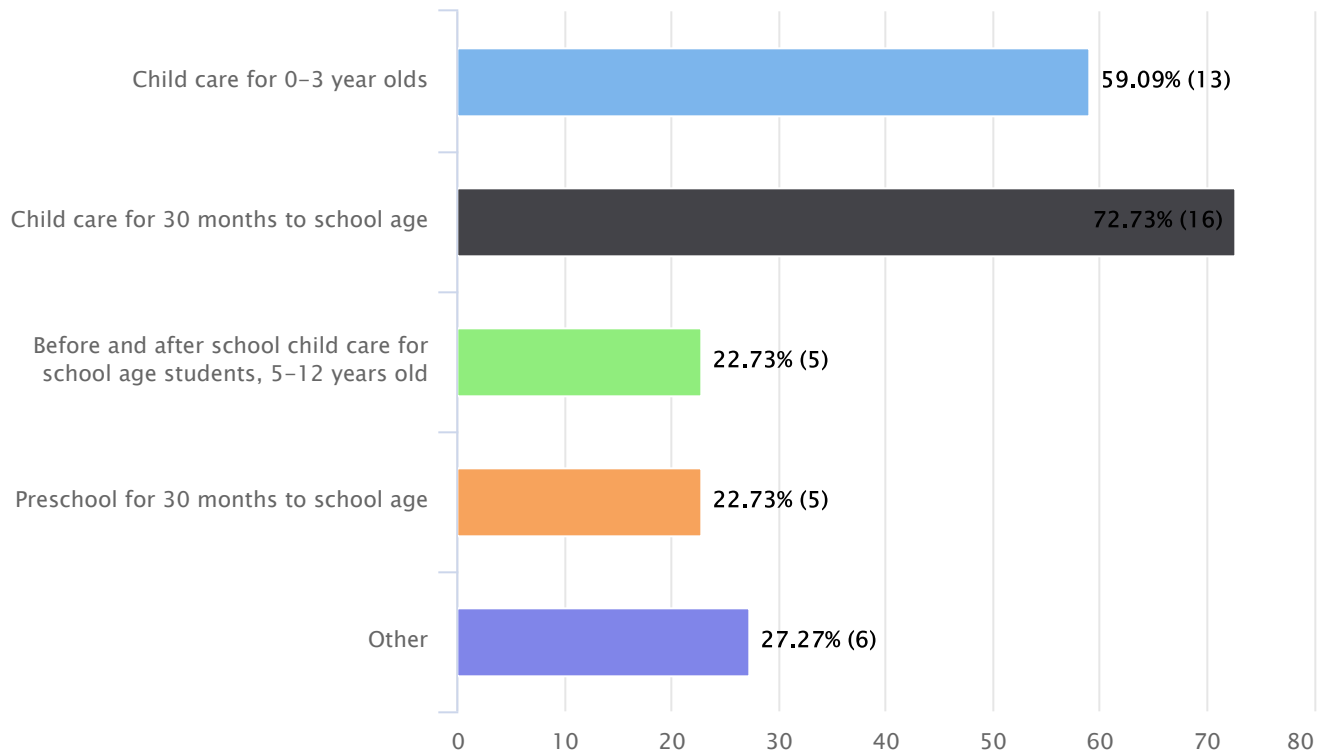


Choice	Count
Informal/unlicensed care	100% 0
Registered, license not required child care	100% 0
Licensed Family Child Care	100% 0
Licensed In-Home Multi Age Child Care	100% 0
Licensed Multi-Age Child Care	100% 0
Licensed Group Child Care, 0 - 36 months	100% 0
Licensed Group Child care 30 months to school age	100% 0
Licensed Preschool - 4 hrs or less a day	100% 0

School Age Care (Before or after school)	100%
	0
Licensed Occasional Child Care	100%
	0
Other (please specify)	100%
	0
Total	100%
	0
# Other (please specify)	
No response.	

The age and number of children your license or regulation allows you to provide care for (please include number of spaces):

Respondents: 22



Choice	Count
Child care for 0-3 year olds	59.09% 13
Child care for 30 months to school age	72.73% 16
Before and after school child care for school age students, 5-12 years old	22.73% 5
Preschool for 30 months to school age	22.73% 5
Other	27.27% 6
Total	100% 22

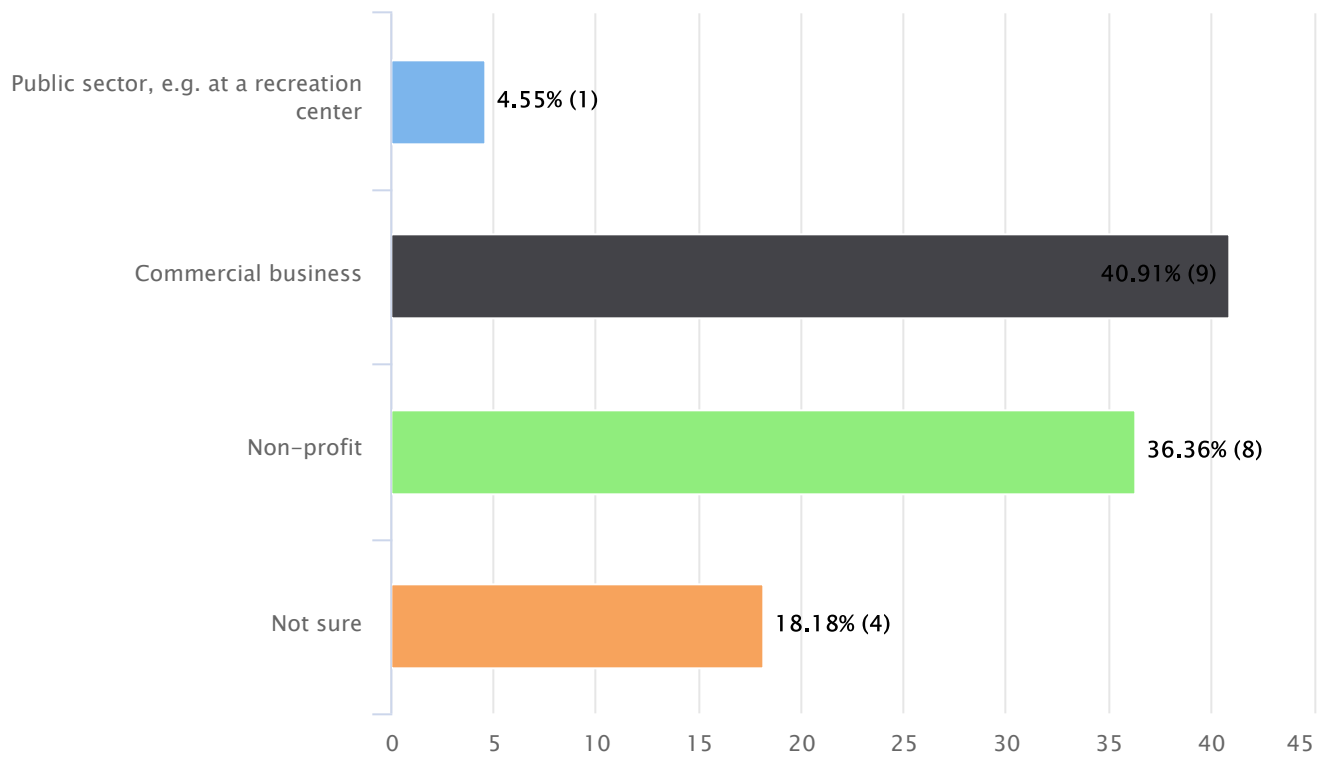
#	Respondent	Child care for 0-3 year olds
1	12	12
2	14	3

3	27	0
4	29	1
5	34	6
6	37	12 spaces
7	44	0
8	45	3
9	75	1
10	94	24
11	106	24
12	108	24
13	118	3
#	Respondent	Child care for 30 months to school age
1	12	42
2	14	5
3	19	15
4	27	0
5	29	5
6	34	10
7	37	23 spaces
8	44	0
9	45	5
10	73	16
11	75	3
12	94	16
13	99	8
14	106	16
15	108	16
16	118	4
#	Respondent	Before and after school child care for school age students, 5-12 years old
1	27	20 per day

2	29	7
3	44	24
4	75	4
5	108	0
#	Respondent	Preschool for 30 months to school age
1	8	20
2	11	ages 3- 5yrs - 60 spaces available
3	29	3
4	37	20 spaces (4 classes of 20 each)
5	44	0
#	Respondent	Other
1	16	Licence Not Required Child Care
2	74	Ages 1 and up. Max. Capacity 7 kids. Family Child Care
3	75	8 kids 9-2pm and 7or8 before and after school
4	77	2 or 1 sibling group
5	118	i can have 4 under the age od 4 and 3 over
6	139	7 kids

Is your child care

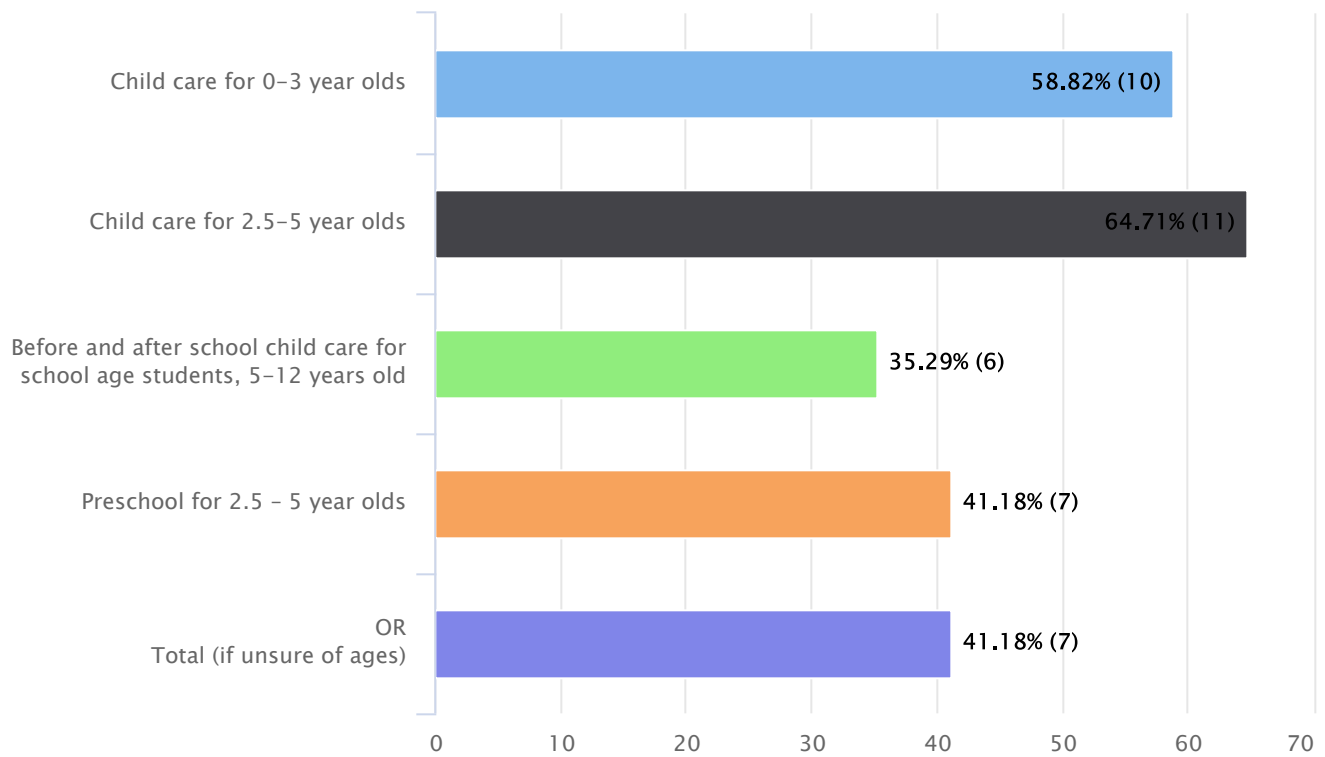
Respondents: 22



Choice	Count
Public sector, e.g. at a recreation center	4.55% 1
Commercial business	40.91% 9
Non-profit	36.36% 8
Not sure	18.18% 4
Total	100% 22

If you currently have a waitlist, how many names are on your waitlist for:

Respondents: 17



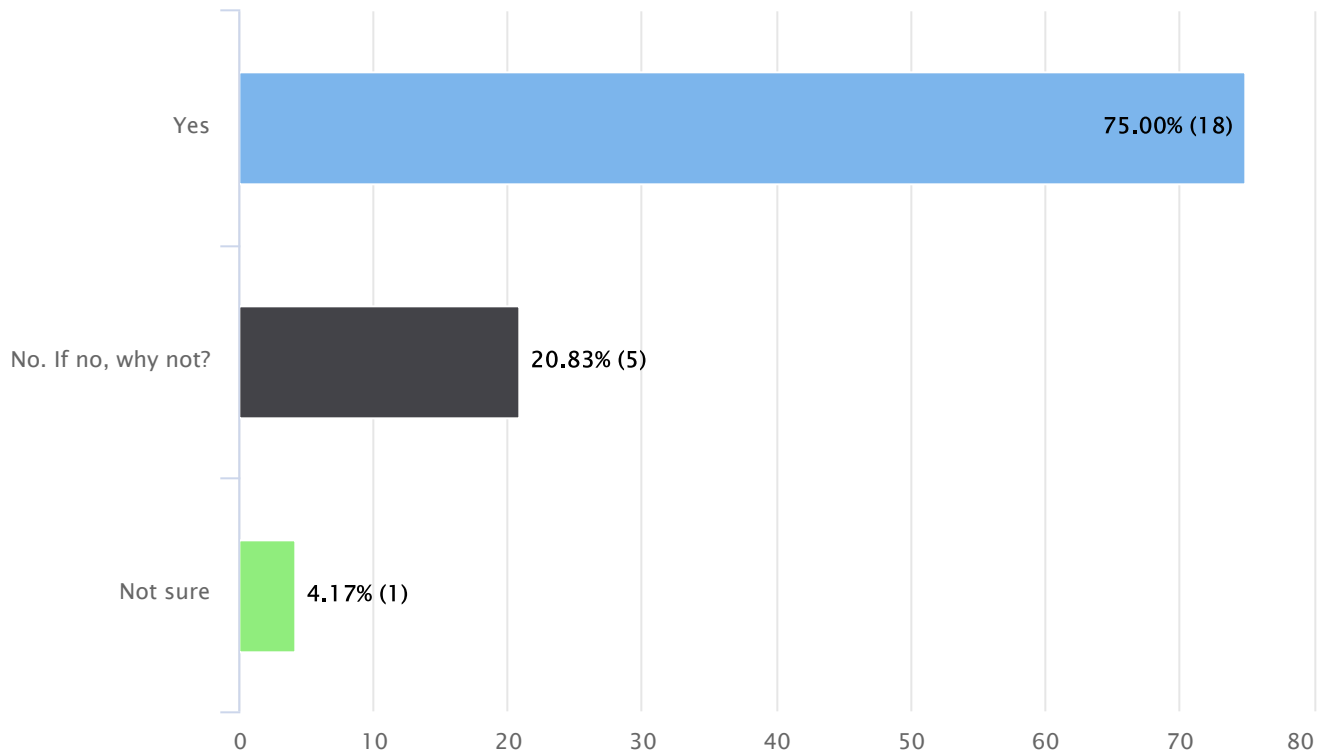
Choice	Count
Child care for 0-3 year olds	58.82% 10
Child care for 2.5-5 year olds	64.71% 11
Before and after school child care for school age students, 5-12 years old	35.29% 6
Preschool for 2.5 – 5 year olds	41.18% 7
OR	41.18% 7
Total (if unsure of ages)	
Total	100% 17
#	Respondent
1	12
2	14

3	27	0
4	29	2
5	34	15
6	37	over 200
7	74	20-30 kids
8	77	25
9	99	4
10	139	20-30
#	Respondent	Child care for 2.5-5 year olds
1	12	125
2	14	6
3	19	1-2
4	27	0
5	29	1
6	34	12
7	37	approx 100
8	74	10
9	77	3
10	99	12
11	139	10-15
#	Respondent	Before and after school child care for school age students, 5-12 years old
1	27	0
2	29	0
3	44	3
4	74	0
5	77	0
6	139	0
#	Respondent	Preschool for 2.5 – 5 year olds
1	11	5
2	27	0

3	29	1
4	37	8 - for morning classes
5	74	0
6	77	0
7	139	0
#	Respondent	OR
		Total (if unsure of ages)
1	17	36
2	27	0
3	29	4
4	73	I stopped maintaining one when it got over 100 names. We instead do an open house each spring for September enrolments (when children age out k)
5	94	230
6	99	Multiple ages in same family, some families require care under 30. Onths and don't go on wait list due to needing immediate care.
7	108	240

Are you able to provide the maximum capacity of child care spaces that your license or regulations allow?

Respondents: 24

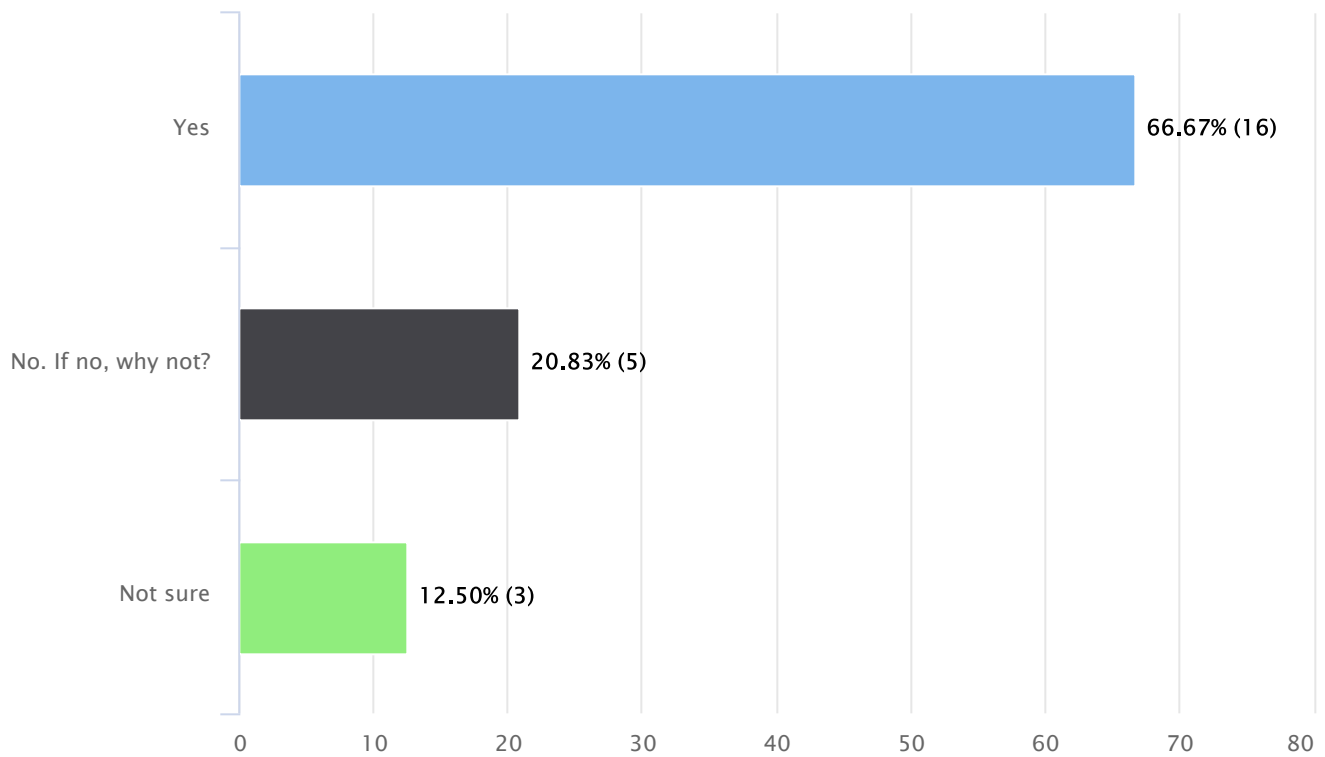


Choice	Count
Yes	75.00% 18
No. If no, why not?	20.83% 5
Not sure	4.17% 1
Total	100% 24

#	Respondent	No. If no, why not?
1	17	I have an available spot for a 4 yr old
2	27	I don't have enough room in certain days for kids/families who only want to use us on a drop in basis
3	37	lack of staff
4	74	I have a 4 year old son who takes one of the spots
5	139	My son takes one spot

Are you able to provide the maximum hours of child care that your license or regulations allow?

Respondents: 24

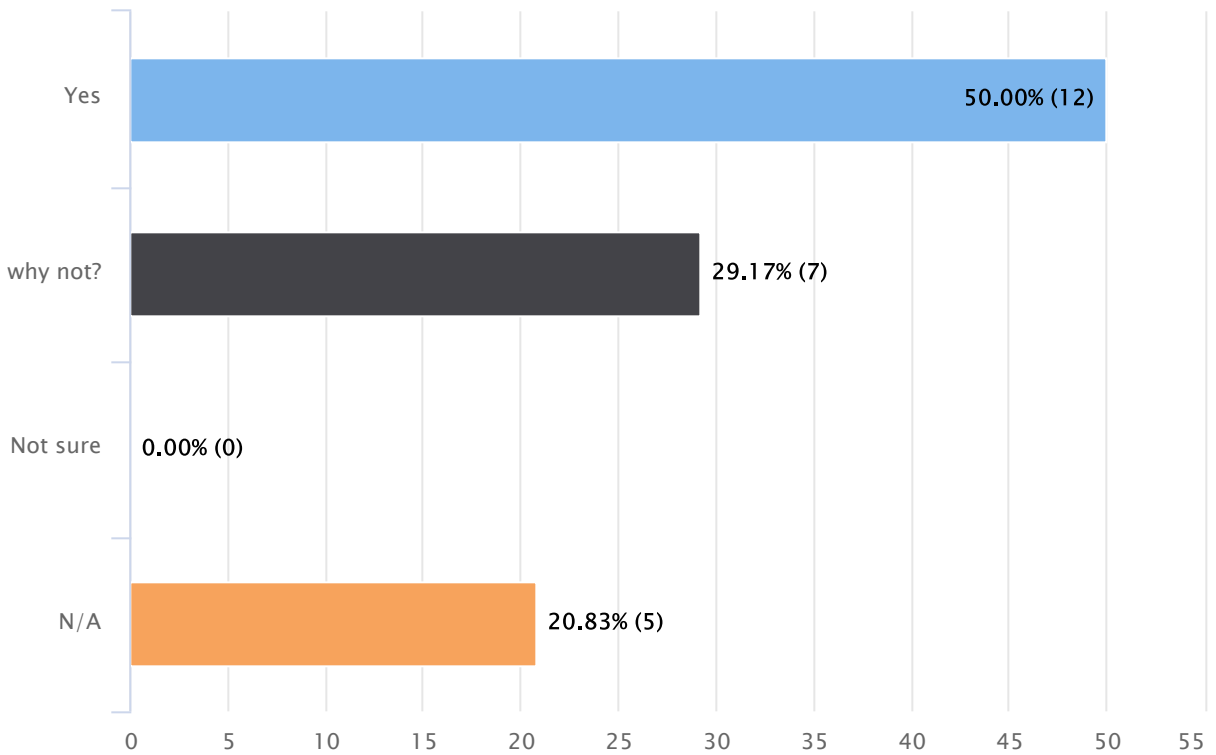


Choice	Count
Yes	66.67% 16
No. If no, why not?	20.83% 5
Not sure	12.50% 3
Total	100% 24

#	Respondent	No. If no, why not?
1	14	lack of staff
2	17	My business hours are 8-5
3	34	lack of qualified ECE's
4	77	Operating part-time only because it doesn't pay enough to be my full-time gig
5	99	I only operate for hours that I want to work.

Do you have enough staff with Early Childhood Education (ECE) training to offer your full amount of child care services?

Respondents: 24



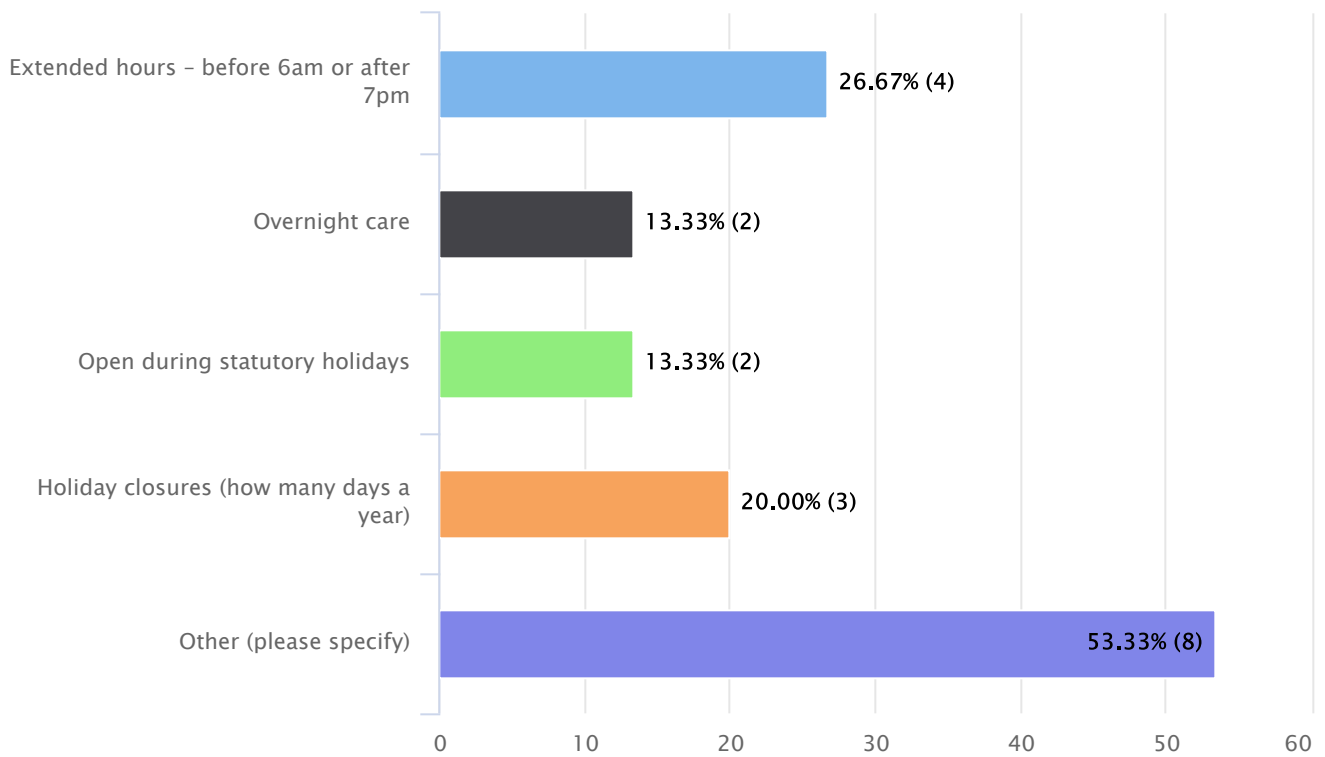
Choice	Count
Yes	50.00% 12
No. If no, why not?	29.17% 7
Not sure	0.00% 0
N/A	20.83% 5
Total	100% 24

#	Respondent	No. If no, why not?
1	14	hard to find ECE's especially really good ones
2	19	always looking for support positions, hard to find for minimal days and hours

3	27	Can't attract potential staff from Courtenay or Campbell River area because of commute. I can't afford to pay enough extra money to counteract the extra miles, although I'm willing to pay mileage.
4	34	could offer care on weekends, but no ECE's
5	37	critical shortage of staff in the Comox Valley causing us to use staff that are not fully trained
6	75	Too hard to find a sub and work by myself (licensed for 8) it's not feasible to hire someone
7	99	Not enough qualified educators to work part time in small center

In terms of your hours of operation, do you provide:

Respondents: 15



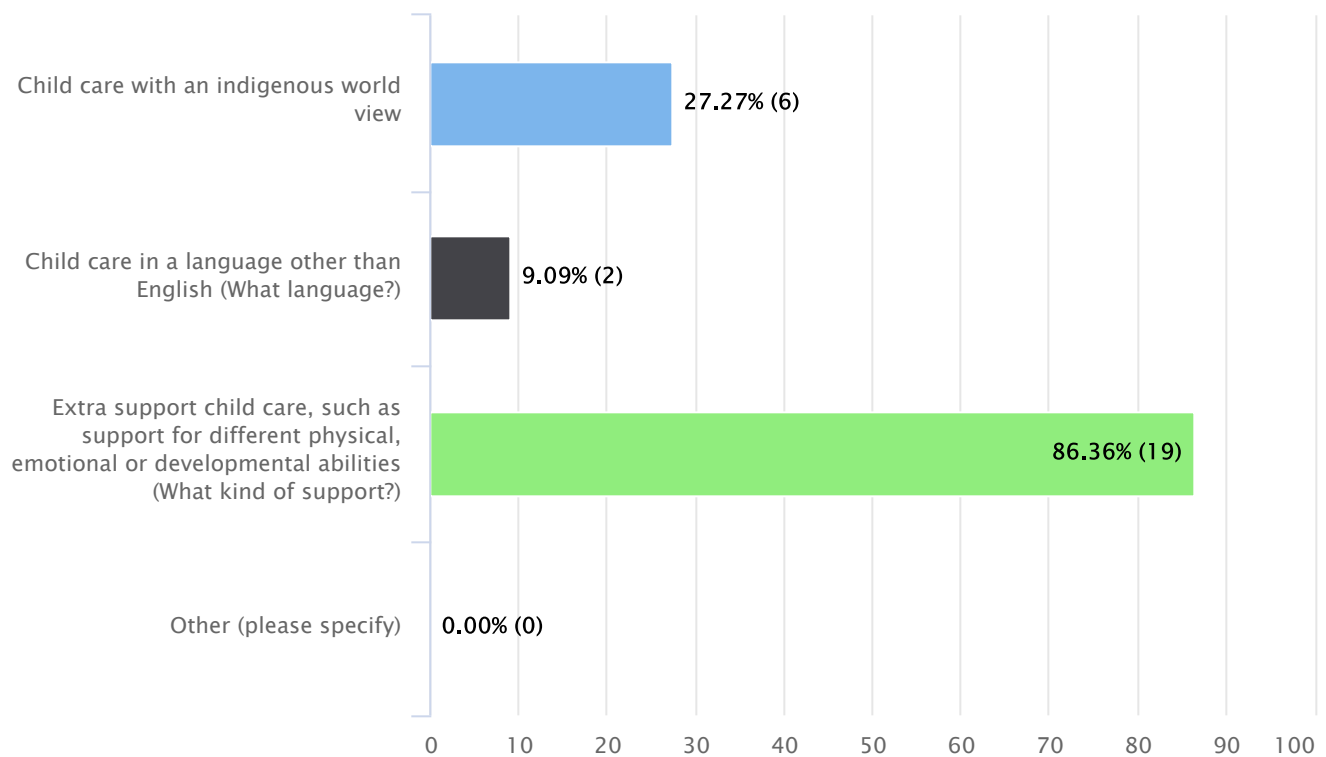
Choice	Count
Extended hours – before 6am or after 7pm	26.67% 4
Overnight care	13.33% 2
Open during statutory holidays	13.33% 2
Holiday closures (how many days a year)	20.00% 3
Other (please specify)	53.33% 8
Total	100% 15

#	Respondent	Other (please specify)
1	17	Monday to Thursday 8-5
2	19	T & Th 2.5hours/program, run an AM/PM class schedule
3	27	Summer camp and sometimes spring break

4	73	7:45-5:30 Monday to Friday excluding stats
5	74	No extended hours
6	75	7-5(some leeway for health care workers)
7	99	No
8	106	7:30-5:30

Are you able to provide the following services (check all those that apply):

Respondents: 22

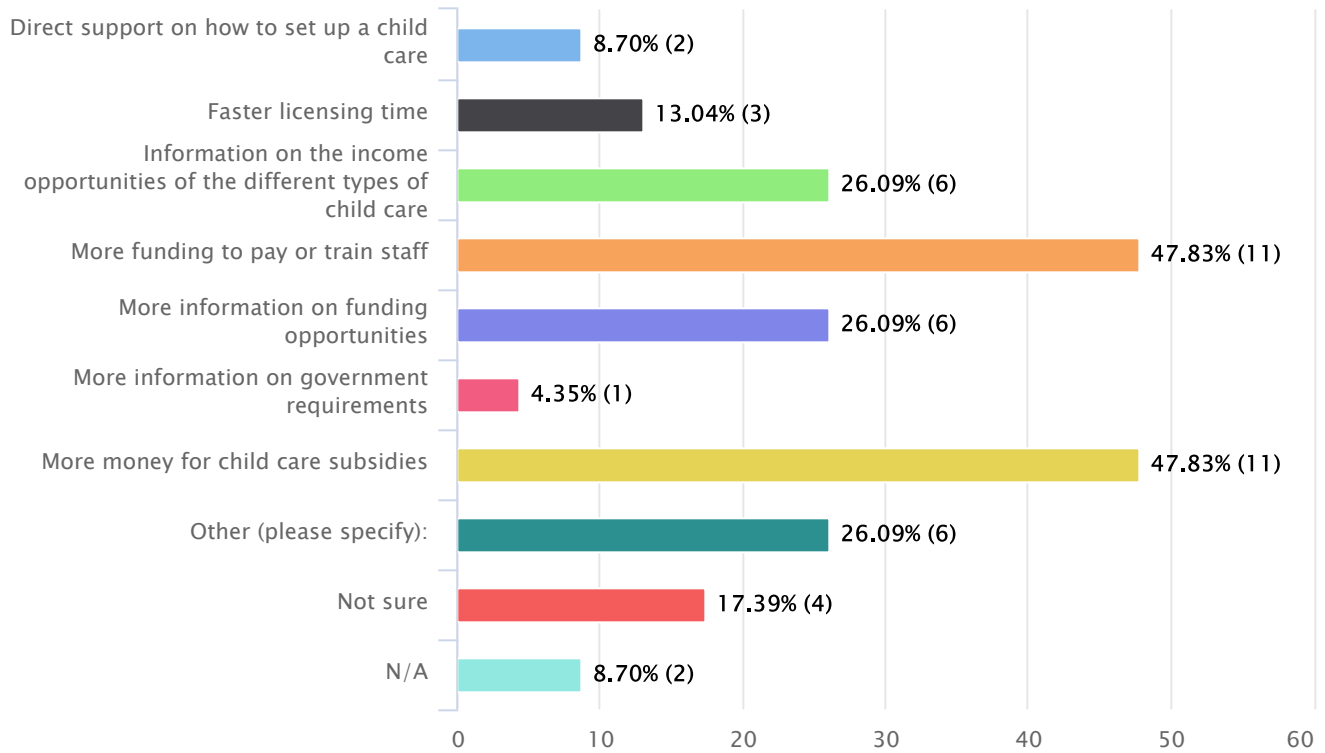


Choice	Count
Child care with an indigenous world view	27.27% 6
Child care in a language other than English (What language?)	9.09% 2
Extra support child care, such as support for different physical, emotional or developmental abilities (What kind of support?)	86.36% 19
Other (please specify)	0.00% 0
Total	100% 22
#	Respondent
	Child care in a language other than English (What language?)
1	16 German
2	29 French, German, Sign

#	Respondent	Extra support child care, such as support for different physical, emotional or developmental abilities (What kind of support?)
1	8	one to one and group
2	11	certified support worker available
3	12	All of the above
4	14	we do take high needs children, but none yet with major physical disabilities
5	19	only if we have a support staff available
6	34	we work with the CDA if a child needs extra help
7	37	all aspects of support are accommodated in our program
8	44	if we are staffed with an appropriately trained staff we can accomodate these children
9	45	Extra staff member
10	73	Wheelchair accessible- staff are special needs trained.
11	74	Unsure about this one?
12	75	Not currently but I do know basic asl
13	77	2:1 ratio and experience with challenging behaviours
14	94	Support Staff for children when funded by the CVCDA
15	99	Children requiring any extra support
16	106	One on one worker for children with special needs
17	108	More support available for children without and official diagnosis
18	118	emotional
19	139	Unsure about this one??
#	Other (please specify)	
		No response.

If you could improve the process for setting up your child care, what would you recommend:

Respondents: 23

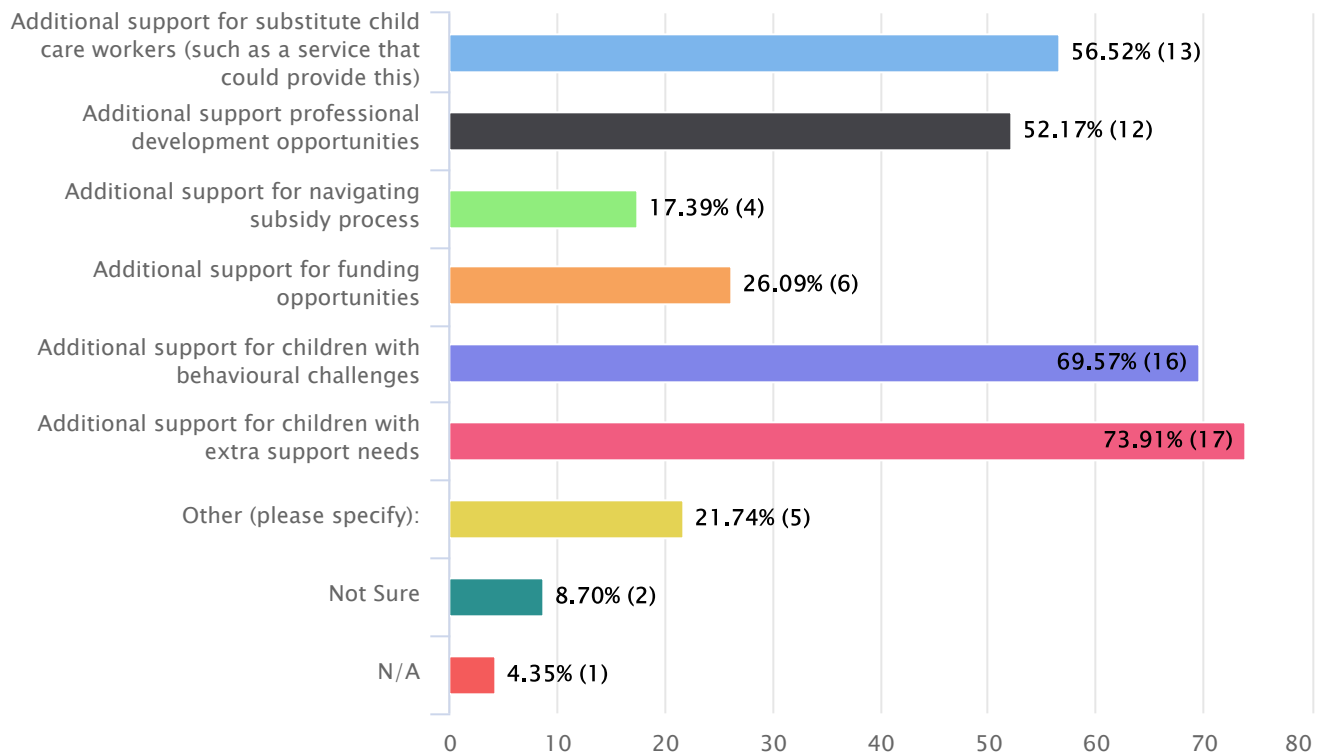


Choice	Count
Direct support on how to set up a child care	8.70% 2
Faster licensing time	13.04% 3
Information on the income opportunities of the different types of child care	26.09% 6
More funding to pay or train staff	47.83% 11
More information on funding opportunities	26.09% 6
More information on government requirements	4.35% 1
More money for child care subsidies	47.83% 11
Other (please specify):	26.09% 6

Not sure		17.39%
		4
N/A		8.70%
		2
Total		100%
		23
#	Respondent	Other (please specify):
1	37	increased operation funding
2	73	Ongoing support - mentor type - for situations that arise once operational. Also so I think IT and Special needs Educators deserve an additional wage enhancement. I'd like to see the responsible adult courses stopped and replaced by a ECE course. Let's get everyone atleast a ECEA. I worry that the ECEs are burning out working with RAs. rather than a bursary - why not just make them free to start with. We need more ECEs.
3	74	Funding for annual supplies needed, craft materials, science experiment items, curriculum books, cameras, video cameras, art supplies, etc. As a home based child care provider, budget can be an issue of what activities are affordable and not. Funding for field trips would be so awesome as well.
4	75	Easier to work with licensing officers
5	99	I feel that this is already being offered and is accessible, some of these I wouldn't know about as I have not accessed them eg. faster licensing time.
6	139	Funding for art, science, etc. supplies. Funding for field trips or educational programs that could come to the on sight location.

If you could improve the support for operating your child care, what would you recommend:

Respondents: 23

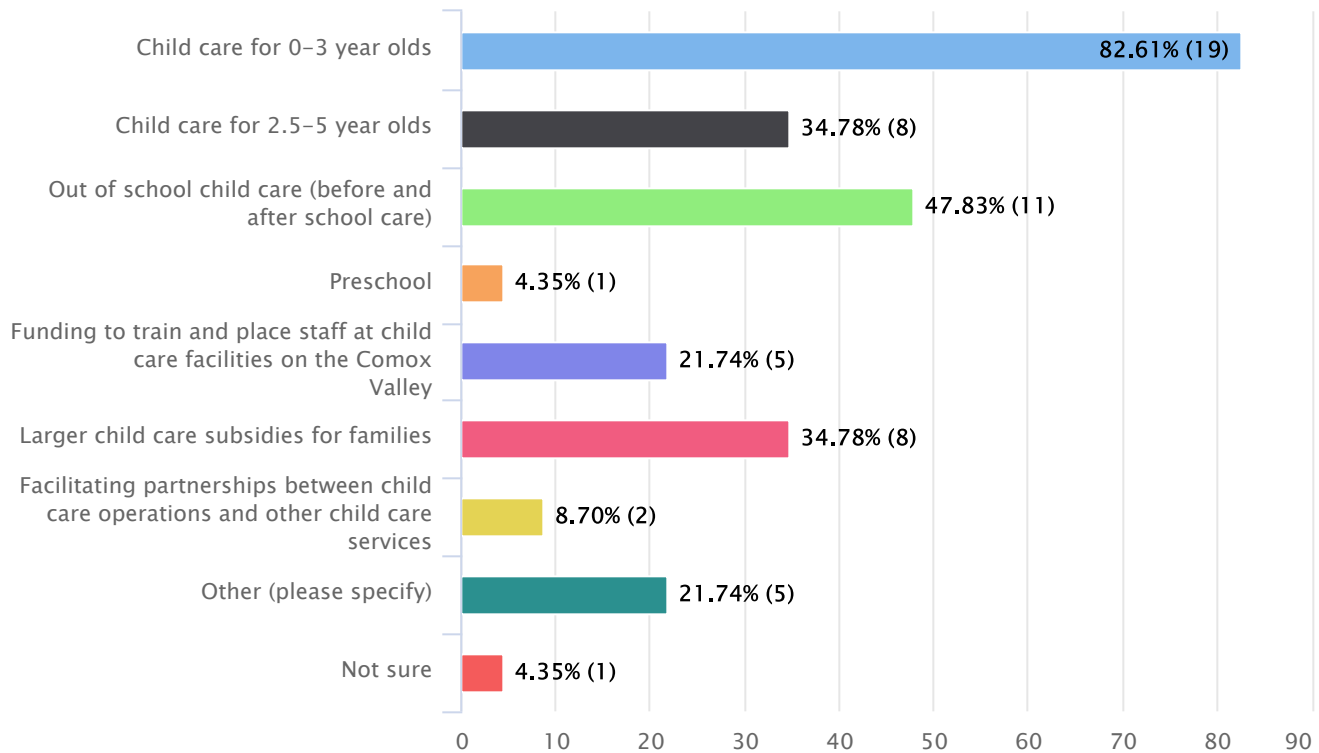


Choice	Count
Additional support for substitute child care workers (such as a service that could provide this)	56.52% 13
Additional support professional development opportunities	52.17% 12
Additional support for navigating subsidy process	17.39% 4
Additional support for funding opportunities	26.09% 6
Additional support for children with behavioural challenges	69.57% 16
Additional support for children with extra support needs	73.91% 17
Other (please specify):	21.74% 5
Not Sure	8.70% 2

N/A		4.35%
		1
Total		100%
		23
#	Respondent	Other (please specify):
1	37	increased wages
2	73	I find it stressful that our processes keep changing ie-how we claim for wage enhancement just changed. Criminal record checks just changed. It's hard to care for children AND keep up with all the changes. I'd love to see government take little longer to get in place and do it right. Also- I have a hard time having to defend a cost of living increase in fees every year. Any fee increase less than 3% should not need justification.
3	77	More funding!
4	99	The child development center provides some of these needs but the wait list for early intervention is too long. I feel the government support services have. Even a huge learning curve and extremely time
5	139	Funding for paying a bookkeeper. Child care providers who work from home are often working a 9.5 hour day or more. They don't generally add over time pay, etc. It would nice if there was some funding for bookkeeping to add on top of the base funding.

The Provincial Government would like to fund the creation of new child care spaces throughout the province. Based on your experience, what should they prioritize (prioritize your top 3):

Respondents: 23

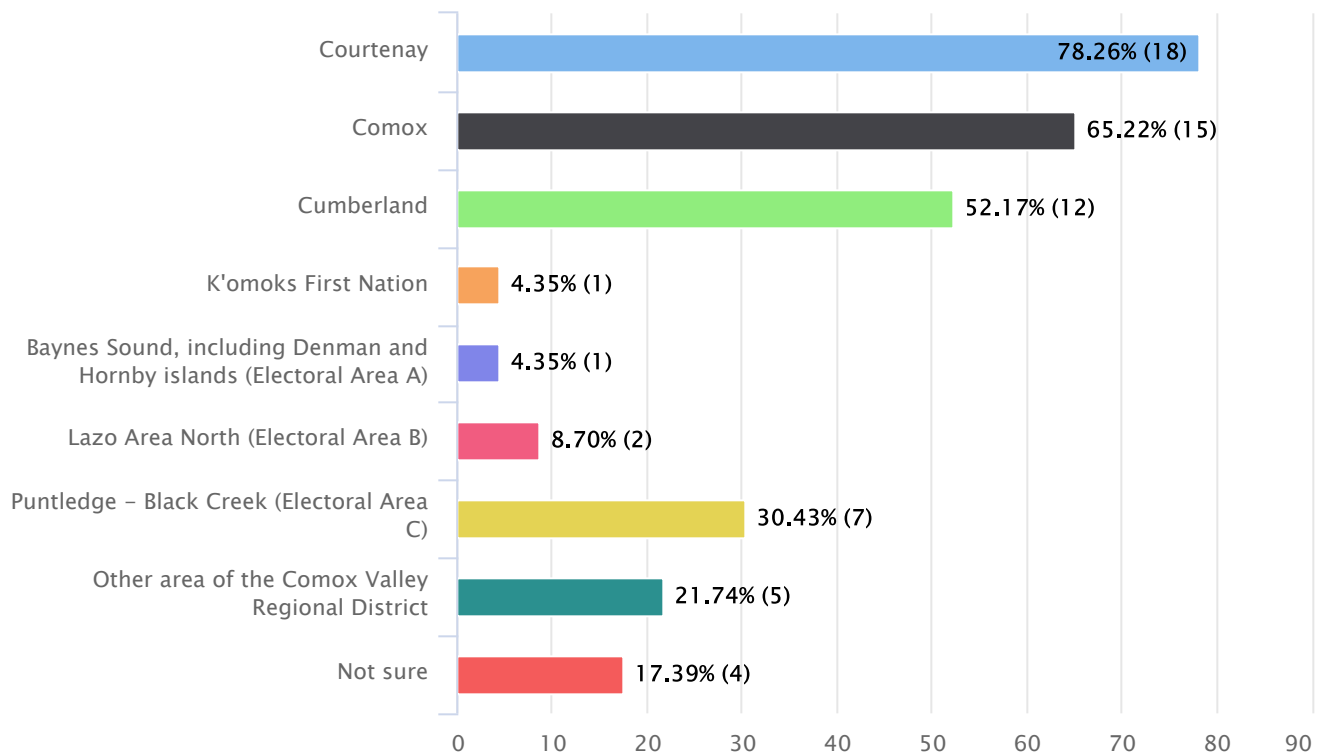


Choice	Count
Child care for 0-3 year olds	82.61% 19
Child care for 2.5-5 year olds	34.78% 8
Out of school child care (before and after school care)	47.83% 11
Preschool	4.35% 1
Funding to train and place staff at child care facilities on the Comox Valley	21.74% 5
Larger child care subsidies for families	34.78% 8
Facilitating partnerships between child care operations and other child care services	8.70% 2
Other (please specify)	21.74% 5

Not sure		4.35%
		1
Total		100%
		23
#	Respondent	Other (please specify)
1	14	Need to prioritize living wages and benefits for ECE's
2	34	making ECE a more sustainable long-term career choice
3	37	funding to train and place staff in the Comox Valley
4	74	Funding for all types of licenced daycares for annual supplies needed to run a fun curriculum for children. Art supplies, music classes, craft supplies, science experiment materials, cover field trip costs, etc! Be sure to include home based daycares, that are truly better for some children. Variety of different types of child care is so important. One way does not fit all!
5	139	Changing regulations around how many kids you can have in a residential home. It would be nice if you could treat it more the same as a commercial space. If two responsible adults want to work together in one residential home, they can achieve that goal as so long as there is the right amount of square footage as noted in VIHA reg. and the right amount of bathrooms.

Where do you think child care is needed for the Comox Valley (prioritize your top 3):

Respondents: 23



Choice	Count
Courtenay	78.26% 18
Comox	65.22% 15
Cumberland	52.17% 12
K'omoks First Nation	4.35% 1
Baynes Sound, including Denman and Hornby islands (Electoral Area A)	4.35% 1
Lazo Area North (Electoral Area B)	8.70% 2
Puntledge - Black Creek (Electoral Area C)	30.43% 7
Other area of the Comox Valley Regional District	21.74% 5

Not sure		17.39%
		4
Total		100%
		23
#	Respondent	Other area of the Comox Valley Regional District
1	12	British Columbia
2	74	BC
3	75	BC
4	94	British Columbia
5	139	British Columbia

Is there anything else you would like to share with us at this time?

Respondents: 8

#	Respondent	Is there anything else you would like to share with us at this time?
1	14	Staffing is just incredibly challenging. ECE's are hard to find, and we almost inevitably lose the highest quality caregivers to better paying work, or work with benefits.
2	16	The licensing regulations are so strict and many are not necessary so that it makes it undesirable to operate a day care. I am presently providing child care for children 4 years old and up and not for infants. The regulations and hoops I have to jump through are overly strict for this age group so I will likely close down my day care. Other day care centres have closed for this reason. When your child care is in my home and my home is safe for children 4 years old and up I am not going to make my home like an institution. I live on an acreage, have raised my own children and have been running a child care facility for over 30 years. I take measures to keep the children safe in an age appropriate way but allow them opportunities to explore and be creative in a safe environment.
3	19	Communities are growing so therefore the need for care is increasing especially those under three years of age. Look on any of the face book child care sights and this will help see where the needs are based on requests by families seeking care.
4	34	The funding to train new ECE's seems to be adding caregivers to the qualified labour pool. I see the next challenge as being how ECE can become a sustainable career choice. Even with the ECEWE and my centers paying high for the area, it still doesn't offer a living wage, and my centers aren't big enough to offer health benefits to staff.
5	37	If someone is sick we don't have anyone to replace staff so staff sacrifice breaks or work sick, leading to burnout. We are looking at opening new spaces and are very willing to partner with others to do do, but we do not foresee being able to hire any staff to work there. Lack of staff is THE most critical problem facing child care. NO staff means no spaces.
6	74	Support and fund all different styles of daycares, home based, commercial, etc. All are necessary!! A focus is more needed on the child care providers and their wages, then the families and reducing their fees. I work a 9.5 hour day Monday through Friday, just to accommodate families travel times etc. Let's not forget the hard work and time child care providers put in!

7	75	The \$10 a day initiative is not supportive of ECEs that are outside of ECEBC.
8	77	I'm running a license-not-required right now (max 2 kids or a sibling set). I've been in the process of obtaining a license as a family child care (max 7 including my own) since the spring. The potential profit margins on a daycare are extremely low, to make it worthwhile I need to charge more money than many families can afford. It costs too much and pays too little - regardless of whether or not I'll be successful at becoming licensed, this is a business that's convenient for my family's current lifestyle. The hours and energy required and limited profitability make this service not one I can see myself providing indefinitely.

Name

Respondents: 14

#	Respondent	Name
1	12	Amanda Peters
2	14	Seva Ganga
3	16	Marlene Felsing
4	19	Cara Johnson
5	27	Linda Hobson
6	37	Charlene Gray
7	73	Debra Roxburgh
8	74	Akasha Inglis
9	75	Elizabeth Hayes
10	77	Kati York
11	94	Rebecca Kleinman
12	99	Jackie Lindsay
13	106	Chelsea
14	139	Akasha Inglis

Email

Respondents: 14

#	Respondent	Email
1	12	admin@beaufortchildcare.ca
2	14	innersmilemontessori@gmail.com
3	16	mmjfelsing333@gmail.com
4	19	ppnsteacher@gmail.com
5	27	mbkidsclub@gmail.com
6	37	admin@cvcdds.com
7	73	roxy75@shaw.ca
8	74	akasha_i_81@hotmail.com
9	75	ellizabeth070@gmail.com
10	77	katiyork@gmail.com
11	94	teddies@tntls.com
12	99	Jackie.lindsay@me.com
13	106	Chelsea.field@live.com
14	139	akasha_i_81@hotmail.com

Phone

Respondents: 14

#	Respondent	Phone
1	12	250-897-1233
2	14	250-898-1035
3	16	250-792-5084
4	19	250-702-1102
5	27	250-334-6360
6	37	250-339-3033
7	73	250-400-3979
8	74	250-898-9771
9	75	250-218-2819
10	77	250-739-1137
11	94	250-338-8445
12	99	250-338-0746
13	106	250-418-0223
14	139	250-898-9771

APPENDIX C

LIST OF STAKEHOLDERS INTERVIEWED & INTERVIEW QUESTIONS



Comox Valley Child Development Association
Comox Valley Community Foundation
Comox Valley Community Health Network
Comox Valley Day Care Society
Comox Valley Family Services Association
Comox Valley Food Bank
Comox Valley Transition Society
Comox Valley Waldorf School
Denman Island Child Care [provider and parents]
Francophone School
Hornby Island Child Care [provider and parents]
Immigrant Welcome Centre
Independent Schools
MCFD/Social Services
Military Families Resource Centre
Metis Association
North Comox Early Years Connections Project School District No.71
PacificCARE
St. George's United Church
Social Planning Committee
Upper Island Women of Native Ancestry
Vancouver Island Health
Wachiay Friendship Centre

Project intro, focus of interview:

1. Tell me a little about your organization and your role, including how they relate to child care issues.
2. From your knowledge of child care in the region, does it seem to you that there are enough child care spaces to meet the demand?
Prompt: What type of spaces does it seem are in greatest demand:
 - a. Infant-Toddler, 3-5 years olds, Before and After School Care?
 - b. Group care, licensed family care, or license-not-required care?
 - c. Spaces in particular communities of CVRD?
3. From your knowledge of child care in the region, are there child care spaces available to meet the needs of all families? For example:
 - a. Are there enough Indigenous run daycares, or daycares with appropriate integration of Indigenous worldviews, languages, and cultures?
 - b. Are there enough care providers with the willingness, training, and ability to provide necessary accommodation and support for children with extra support needs?
 - c. Are there enough care providers with the capacity to provide French language or bilingual care for Francophone families or families planning for French immersion?
 - d. Are there enough care providers with the capacity to accommodate newcomer families who may not have English as a first language, including providing multilingual care?
4. Families' abilities to access child care is impacted by the cost. Do you have any comments on how the cost of child care affects families in the CVRD's access to child care?
5. Are there any components of child care licensing rules which you would recommend be changed to support growth of child care spaces or improvements to existing services in the CVRD?
6. Are there any changes to local bylaws or policies which you would recommend be changed to support growth of child care spaces or improvements to existing services in the CVRD?
7. Are there any changes to local availability of early childhood educator training which you would recommend to support growth of child care spaces or improvements to existing services in the CVRD?
8. Do you have any recommendations on how to improve the availability of the number of staff for child care facilities?
9. If the community focused on expanding child care spaces, what types of care would you see as priorities: group care, licensed family care, or license-not-required care, toddler/infant care, care for 3-5 year olds, before or after school care?
10. Do you know of any potential partnerships or locations where there is an opportunity to develop or increase the number of child care spaces in the near future?
11. Where geographically should we prioritize having child care spaces?

12. We have heard anecdotal stories about a number of unregistered license-not-required daycares in the region, but have had trouble finding many. Do you have any suggestions on how we might contact them?
 - What might support those unregistered daycares to register? This would require a criminal record check, home inspection, and First Aid certificate.
 - Some people have suggested that some unlicensed daycares are caring for more children than licensing rules would allow (more than 2 children not in a sibling group). Do you think that is accurate? Do you have any suggestions as to how we could support those daycares to register or become licensed?
13. Do you have any other suggestions to shape the local Child Care Action Plans?
14. Anything else you wanted to tell me that you have hadn't had a chance to raise yet?

Licensed Child Care Options

Group Child Care – group child care centres serve children from 30 months to school entry (Grade 1), and children from birth to 36 months (known as infant/toddler care). Group centres offer year-round, full-day care, typically opening between 7:00/8:00 a.m. and closing between 5:00/6:00 p.m. Part-time spaces may be available in some centres and some may offer before or after kindergarten care. ECE required

Group Child Care [School Age] – Group Child Care [School Age] serves school-age children (including kindergarten) who require care outside normal school hours. Some facilities provide care both before and after school; as well, some may provide full-day care on days when school is not in session. Full-day, summer programs and before and after kindergarten care may also be options facilities provide to parents. ECE not required

Preschool – A child is eligible for preschool if they are at least 30 months old and have not yet entered grade 1. Some preschools provide separate sessions for 3 and 4 year-olds, while others serve mixed age groups. Preschools are part-day programs (maximum four hours), typically operating during the school-year, September to June. Some preschools may require parents participate in the program some of the time. ECE required

Family Child Care – Licensed family child care is care that is provided by the operator in their own home, to children from birth to age 12. Care providers set their own hours; most provide full-day care. Part-time spaces and flexible hours may be available in some facilities; and some may also offer before or after school care for kindergarten and school age children. ECE not required

In-Home Multi Age Child Care – In-Home Multi Age Child Care is similar to family child care; care is provided by the operator in their own home, to children from birth to age 12. Care providers set their own hours; most provide full-day care. Part-time spaces and flexible hours may be available and some may also offer before or after school care for kindergarten and school age children. ECE required

Multi-Age Child Care – Multi Age Child Care is similar to Group Child Care but serves children from birth to age 12; children are divided into groups of 8 in a group setting. Most programs provide full-day care. ECE required

Occasional Child Care – Occasional child care is care for children who are 18 months or older. Care is provided on a part time or occasional basis only. A maximum of 40 hours per month with no more than 8 hours of care per day. No ECE required

²⁰ https://www2.gov.bc.ca/assets/gov/health/about-bc-s-health-care-system/child-day-care/parents_guide_to_selecting_and_monitoring_child_care_in_bc_june_2016.pdf

Unlicensed Child Care Options

License not required [LNR] - LNR child care is care provided by the operator in the care providers own home. Care may only be provided for two children or a sibling group, of any age that are not related to the care provider. ECE not required

Registered LNR - RLNR child care is also care provided by the operator and located in the care providers own home. Like an LNR, care may only be provided for two children or a sibling group, of any age that are not related to the child care provider. A child care provider who is "registered" has met health and safety requirements, and must continue to meet all requirements, with their local CCRR program. Being a RLNR also means families that attend the program may be eligible to receive an enhanced Subsidy rate which is higher than what an LNR would receive. ECE not required

In the Child's Own Home - This type of care is where you arrange for someone to look after your child in your own home. An in-own-home care provider may be called a nanny, an au pair or a babysitter. Parents may hire an in own-home care provider directly or use a "nanny agency." ECE not required

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