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Salmo Valley Child Care Inventory and Action Plan

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Prepared by:



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“We all need to look at providing the best for our community. There is opportunity for creativity and bleeding of boundaries to meet the needs of the whole community. It does seem that there is a real opportunity to keep the conversation going.”

-Stakeholder

The following report summarizes the work completed for the *Salmo Valley Child Care Inventory and Action Plan* with recommended child care space targets. The report reflects the unique identity of the Salmo Valley, with three interconnected areas currently all dependent on one licensed child care facility. It also reflects the changing demographics of the area, and the growing impact of housing affordability on families' abilities to meet basic needs.

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 for parents, \$10/day pilot child care programs, and the launch of funding for Child Care Action Plans for more than 70 communities across the province.

The Salmo Valley Early Childhood Advisory Committee was successful in securing funding to create an inventory and action plan. This document represents the findings for child care needs for Salmo, Ymir and the larger area of Regional District Area G.

The findings revealed that the Salmo Valley has a significant lack of child care spaces, as do the surrounding communities. From the community engagement, affordability was identified as a key area of concern. The Salmo Valley has a much higher percentage of low income families than the provincial average. The increase in housing prices – 20% in Salmo between 2019-2020² – means that lower income families will struggle to meet their basic needs, including child care costs.

Currently, only 12% of children between 0-12 years old have access to licensed child care. This is below the provincial average of 18%, and well below the national average of 27%. Approximately only 1 in every 8 children in the Salmo Valley can access a licensed child care space.

This Action Plan sets 10-year targets for the creation of new child care spaces, with the aim of ensuring that 70% of children between 0-5 years old will have access to licensed child care, and 50% of children between 6-12 years old will have access to licensed before and after school care.

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

² <https://www.nelsonstar.com/news/2020-property-assessments-show-mostly-moderate-increases/>

The numbers to reach these targets are:

- An additional 40 full-time licensed day care spaces for children from birth up to 3
- An additional 48 full time licensed day care spaces for children 3-5
- An additional 130 spaces for licensed before and after school care for children 6-12

What the numbers show is that approximately three more group child care facilities the size of the existing Salmo Children's Centre are needed in the Salmo Valley, along with a significant increase in licensed before and after school spaces. In the short term, steps can be taken towards reducing the gap in the number of child care spaces by expanding an existing facility, The Salmo Children's Centre, by matching what already exists with a complement of new spaces.

To make a significant difference in the child care situation in the Salmo Valley, additional funding and leadership will be required from the Province. That said, local partners in the Salmo Valley (e.g. Regional District, child care operators, other service providers) can also make an important contribution. In addition to establishing targets, the Salmo Valley Inventory and Action Plan includes four recommendations for improving long term provision of child care in the Salmo Valley:

1. Endorse the targets for child care spaces recommended in this plan
2. Solidify the role of the Salmo Valley Early Childhood Advisory Committee
3. Implement a universal child care system
4. Continue to develop initiatives to attract and maintain early childhood education workers

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, solidify, and garner support for approaches for moving forward. We propose the following Child Care Vision for the Salmo Valley:

In Salmo, Ymir and Area G, families who want child care have access to quality, affordable and accessible services, and these child care services ensure all children have the opportunity to develop in healthy, 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 all children, including those who may be more marginalized (e.g. lower income, Indigenous, new immigrants, those 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), it will be hard to attract and retain ECEs for the anticipated number of child care spaces needed.
5. That the short term investments in child care by governments are off-set by the long term savings to social service infrastructure, including improved economic conditions for families, especially single parents, 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 Salmo Valley Child Care Inventory and Action Plan should be ambitious, but also practical, realistic, and within the means of the pertinent stakeholders to pursue.

3.0 BACKGROUND TO THE CHILD CARE ACTION PLAN

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“Across the board it is tough to find a spot. Kids have to go on waitlists and it is uncertain.”

-Parent

In 2018, and again with the Provincial election in 2020, the Provincial Government of British Columbia made a commitment to affordable, accessible, and quality child care. In 2018, funding was directed toward increased subsidies to parents, \$10/day pilot child care programs, and the launch of Child Care Action Plans for communities across British Columbia.

The Child Care Action Plans are intended to evaluate the current and future child care needs for communities in B.C., 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 impacted communities and administered through the Union of BC Municipalities.

The Salmo Valley Early Childhood Advisory Committee was successful in securing a grant for a study that included Salmo, Ymir and the broader area of Regional District Area G. The study was launched in July 2020 and completed in February 2021. The project was led by the Advisory Committee with representatives from School District #8, Interior Health Authority, Salmo Community Services, and Kootenay Family Place. Cathy Paton from Salmo Children’s Centre was the Chair of the Committee and was the key point of contact.

Based on 2016 Statistics Canada data and an inventory of current child care spaces, the research for this project revealed that approximately 12% of children 0-12 in the Salmo Valley have access to licensed child care. For children 6-12 that number drops to 8%. On average, approximately seven out of every eight children are unable to access licensed child care. This includes group day care, family day care, and before and after school care³ (see Appendix D for definitions of child care program types).

³ While recognizing the benefits of preschool, the option only offers a half day of child care. We have thus not included it in the calculations for licensed child care. Preschool was also not identified as a priority in our community consultation.

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 wellbeing.

A key focus of the Action Plan was to identify the gaps in the supply of licensed child care and identify targets for new child care spaces; however, the findings have much larger implications than the need for spaces.⁴ While there is no question that child care spaces are needed in the Salmo Valley, other issues came to light such as the need for trained staff, the costs of accessing child care, and the impact of the sudden rise in housing prices. The increasing unaffordability of housing in the region makes low cost quality child care even more of a priority for families.

DEFINING 'QUALITY'

While there is no one definition of quality child care, from the interviews and one-on-one conversations there was general consensus that a quality child care system: ensures that a range of appropriate care options are available to families; child care services provide supportive, engaging and stimulating environments for all children; and that the operations are accountable to an oversight body.⁵

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

⁵ Some research in this field includes: https://www.childcarecanada.org/sites/default/files/ECEC08_Frontmatter.pdf; http://openresearch.ocadu.ca/id/eprint/1978/1/Savigny_Meghan_2017_MDES_SFI_MRP.pdf; <https://www.childcarecanada.org/sites/default/files/ECEC-2014-full-document-revised-10-03-16.pdf>

COMMUNITY CONSULTATION SUMMARY

Survey Respondents by Community

Location	Survey Respondents by Community	Salmo Valley Population by %
Salmo	76%	41%
Ymir	14%	9%
Area G	8%	50%
Other	2%	—

72% OF SURVEY RESPONDENTS COULD NOT FIND CHILD CARE WHEN THEY NEEDED IT.

16% OF SURVEY RESPONDENTS WERE PLANNING TO HAVE A CHILD IN THE NEXT 2 YEARS. OF THESE, 71% WILL BE LOOKING FOR PAID CHILD CARE AFTER PARENTAL LEAVE.

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

88% OF CHILDREN aged 0-12 IN THE SALMO VALLEY **DID NOT** HAVE ACCESS TO LICENSED CHILD CARE

82% OF CHILDREN AGED 0-3 **DID NOT** HAVE ACCESS TO LICENSED CHILD CARE

92% OF SCHOOL AGED CHILDREN **DID NOT** HAVE ACCESS TO LICENSED BEFORE AND AFTER SCHOOL CARE

WHEN SURVEY RESPONDENTS COULDN'T FIND CHILD CARE THEY:

RELIED ON FAMILY AND FRIENDS FOR CARE

WORKED AN ADJUSTED SCHEDULE

DELAYED THEIR RETURN TO WORK

In terms of child care services, respondents indicated that their priority was for licensed group child care (79%), similar to the existing Salmo Children's Centre.

THE TOP PRIORITIES FOR THE SURVEYED PARENTS WERE:

#1 AFFORDABLE CHILD CARE OPTIONS

#2 CHILD CARE SUBSIDIES FOR ALL FORMS OF CHILD CARE

#3 INCREASED CAPACITY TO MEET THE REQUIREMENTS OF CHILDREN WITH EXTRA SUPPORT NEEDS

#4 MORE FLEXIBLE HOURS

“Currently there is no central cohesive vision so this study will be helpful.”

-Stakeholder

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



4.1 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, licensed capacities, and type of license (e.g. group care, family, multi-age). In communication with key stakeholders, it was determined that there is only one licensed child care in the region, serving a total of almost 1000 households. There may be more informal types of child care available, but nothing registered with the Child Care Resource and Referral program.

A demographic profile was also created for the communities based on 2016 Stats Canada data, with projections for 2020-2030 based on historical growth projections. The projected numbers may be somewhat conservative. In communication with key stakeholders, the area population has grown significantly since 2016 as families are leaving larger, more expensive communities such as Nelson and moving to the more affordable rural areas. However, a conservative approach is justified at this time. While the School District recognized that 2020 saw the largest enrolment for kindergarten in many years, it is projecting that this number will not alter significantly over the next 10 years. Projections may be revisited when the 2021 Census data is available.

This is the second year that the Provincial government has funded Child Care Action Plans. Given that many Salmo Valley residents commute daily for work or school, the larger context of child care is relevant. In order to better understand the regional context, other Child Care Action Plans helped to inform this project. While no other Child Care Action Plans were funded for the nearby communities, 'Child Care Snap Shots' were created for Nakusp, Nelson and Kaslo, as part of funding applications for new child care facilities. These three documents provide comparable data to consider in relation to the Salmo Valley.

Finally, the research for this project was enhanced by reviewing recent work completed elsewhere in the province, most notably the 2017 – 2022 Richmond Child Care Needs Assessment and Strategy (City of Richmond)⁶ and the recently completed background research for the District of North Vancouver's Child Care Action Plan.⁷ These two documents provide excellent background to child care in British Columbia, in Canada and globally including wide-ranging research, best practices and innovative approaches.

4.1.2 Mapping Data and Land Area

As a visual tool to represent child care needs we created GIS mapping which shows the ratio of children per km² for the three study areas – Salmo, Ymir and Regional District Area G. The data used was from Statistics Canada Census data (2016).⁸ The mapping shows concentrations of children in the village centres of Ymir and Salmo, with much more widely dispersed numbers of children throughout Area G. (See 8.0 Mapping.

4.2 Community Consultation

Community Consultation took place over three months, from August to October 2020. The community consultation included:

- Interviews with key stakeholders
- Survey for parents and guardians
- One-on-one interviews with parents and guardians
- Ongoing feedback and direction from the SVECAC, primarily through their Chair.

4.2.1 Interviews with Key Stakeholders

A total of 18 stakeholders were interviewed, representing 14 service organizations and child care representatives from the region (see Appendix B: List of Stakeholders Interviewed and Interview Questions). The only operator of a licensed child care facility for the area was included in the stakeholder list.

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

⁷<https://www.dnv.org/sites/default/files/edocs/Childcare-action-plan-appendices.pdf>

⁸<https://www.statcan.gc.ca/eng/start>

4.2.2 Survey for Parents and Guardians

A survey for parents and guardians was developed and distributed through the child care provider, local service organizations and social media. The response to the survey was positive: 90 complete responses, or 2% of the overall population of the study area. The response rate is more impressive when considered with respect to relevant age categories (i.e. the ages when most people have children).

Table 1: Survey respondents by age*

Age Category	Survey Respondents	Salmo Valley Population	Respondents as % of Age Range
15- 24	0	220	0%
25-29	7	110	6%
30-34	25	155	16%
35-39	23	200	12%
40-44	19	190	10%
45-49	3	180	2%
50-59	2	295	<1%

*based on respondents who answered this question

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

4.2.3 One-on-One Interviews with Parents

Five interviews with parents were conducted following the close of the survey. In total 13 parents indicated an interest in a follow up discussion (from a survey question), but ultimately only five were available for follow up.

4.2.4 Consultation with the Salmo Valley Early Childhood Advisory Committee

Throughout the project, meetings were held remotely with the project Chair to ensure that the project stayed on track and met the objectives of the Committee. Throughout the project, summaries of the work were provided, including a demographic profile and a community engagement summary. The goal was to ensure that the needs and current realities of the communities were being reflected accurately and with as much community input as possible.

4.3 Analysis and Drafting Final Report

After completing the first two phases (research/data collection and community consultation), we did a comprehensive review and analysis of the information obtained in order to draft the final report. This process included consultation with the Committee Chair and a presentation to the Committee.

“Salmo Children's Centre is wonderful but I have many friends new to the area who are without child care due to the limited spots available here. The waitlist is so long that one couple had to quit one of their jobs to provide child care while the other went back to work after parental leave. It would be great to see them get a spot so they didn't have to worry so much about their finances.”

-Parent

The Provincial Government of B.C. has recognized that, “currently, B.C. 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.”⁹ The result 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 child care. Given the lack of child care spaces and services, women with children return to the workforce at much lower rate in B.C. than in places, such as Quebec, that have a publicly supported child care system.¹⁰

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.¹¹ The impact of this shortage is always felt hardest by the most vulnerable populations. The TD Bank 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 six years old from affluent families will participate in out of home care whereas less than 40% of children from poor families will.

The findings for the Salmo Valley are reflective of the broader child care context for B.C. and the lack of a coordinated system that can offer affordable, accessible and quality child care to meet the needs of the community. However, the responses from the community also reflect the unique experiences and identity of the Salmo Valley.

The study area has historically had a significant population of seniors, with younger people and families living in the nearby larger centres. However, the province-wide impact of housing affordability has also hit the Central Kootenays. Anecdotally it was noted that many young families are leaving the larger centres, such as Nelson and Trail, for Salmo, Ymir, and Area G.

⁹ https://www.bcbudget.gov.bc.ca/2018/childcare/2018_Child_Care_BC.pdf

¹⁰ <https://www.oxfam.ca/publication/who-cares/>

¹¹ https://www.td.com/document/PDF/economics/special/di1112_EarlyChildhoodEducation.pdf

In terms of the need for child care spaces, when the Salmo Children's Centre (SCC) opened in 1998, it offered 16 spaces for children 3-5 years old as well as a preschool and before and after school care. In 2016 the SCC opened its Infant-Toddler program which is licensed for 12 spaces. The program was full by 2017. Currently, there are 23 families on the waitlist for the SCC, 20 seeking care for children under 3 years old.

This Child Care Inventory and Action Plan has provided an important opportunity to confirm understanding of child care needs in the Salmo Valley, and lay the foundations for collaborations between community partners, local and provincial governments to address child care issues in the community.

The following analysis focuses on six key areas of consideration:



5.1 Affordability

“The families that are working families – working poor – are just making enough to pay their bills. The affordable child care benefit has helped a lot of families. But it doesn’t cover everything. Some families have a hard time managing any child care fees.”

-Stakeholder

The major theme that came through the community engagement was the issue of affordability. The Salmo Valley has experienced a significant spike in housing prices. Between 2019 and 2020 housing prices rose 20% for Salmo, the highest percentage increase in the West Kootenays.¹² From conversations with stakeholders, it was noted that the change in affordability of housing has led to young families moving from larger centres, such as Nelson, to Salmo, Ymir and Regional District Area G.

This is a marked change for an area that has a very low historical population change. Between 2011-2016 the population of the Village of Salmo grew by 0.2%; while the population for Area G (including Ymir) grew by 1.6%. Both growth rates were well below the provincial average of 5.6% for this same time period.

The ratio of Salmo Valley residents with low incomes, as per Statistic Canada definitions, is significantly higher than the BC average. In 2015, 23.5% of the Salmo population was low income, while 31% of the population for Area G (including Ymir), was low income. These figures compare to a provincial average of 15.5%.

For young children, the ratio is even more marked. In 2015, 30% of children aged 0-5 years living in Salmo were living in low income households; for Area G (including Ymir) the average was 33%. These rates compare to a provincial average of 18% for the 0-5 group.

With rising costs of essentials, such as housing, the pressure to find affordable child care is a significant concern. This is especially true for lower income families, which represent roughly one-quarter of the population of the area. A recent Housing Needs Assessment completed by the Regional District of the Central Kootenays identified the lack of rental housing as a key concern, and cited the need for more housing options for lower income residents in the area.¹³

In the community engagement with stakeholders, parents and guardians, it was identified that the best paying jobs in the region tend to be in the larger centres such as Trail, Grand Forks and Nelson. The higher paying jobs are essential for families to be able to stay in the area, but require longer commutes and generate additional need for child care.

¹² <https://www.nelsonstar.com/news/2020-property-assessments-show-mostly-moderate-increases/>

¹³ <https://rdck.ca/EN/main/services/community-planning/regional-housing-needs-assessment.html>

One parent shared her story of having to leave a well-paying job in order to stay home to care for her children. Subsequently, her husband found a very well-paying job that could compensate for her loss of income. However, the husband's job required him to be away for six weeks at a time, putting added pressure on the family, and especially on the mother who essentially functioned as a single parent for most of the year. Although the mother would have liked to return to work, she was unsure about the feasibility without access to full-time, affordable child care and before and after school care.

The issue of affordability in a child care system that is not 100% publicly maintained and supported means that compromises have to be made. Compromises are made either by parents who have to cover additional fees in order to have quality child care, or by child care providers who have to keep wages and benefits at a lower level to maintain child care fees that parents can afford. Unsurprisingly, in survey responses, parents and guardians identified affordable child care as their most important priority.

5.2 Accessibility

"I am going to have to find a different job because there will be no options for before and after school child care. We are going to have to figure something else out."

-Parent

In Salmo, Ymir and Area G, the limited availability of child care spaces has been an increasing concern. The manager of the Salmo Children's Centre confirms there has been a rapid growth in demand for spaces.

The Salmo Children's Centre has a licensed capacity of 48 spaces, including its Infant/Toddler program which opened in 2016. Currently, there are 23 families on the Centre's wait list, with 20 seeking care for children between 0-3 years of age and eight for children less than one year old.

Table 2: Ratio of licensed child care spaces to children in the Salmo Valley

Age & Type of Child Care	Number of Child Care Spaces	Total number of Children ¹⁴	% of children with access to licensed child care
0 up to 3 years, full time day care	12	65	18%
3-5 years, full time day care	16	80	20%
Before- and After-School Care	20	260	8%
All licensed care (excluding preschool)	48	405	12%

¹⁴ StatsCan 2016 Census

While the child care access rate for Salmo Valley is below the provincial average, and well below the national average, it exceeds the rates for the nearby communities of Kaslo and Nakusp. It should also be noted that with only one child care centre in Salmo serving the Salmo Valley, families living in outlying parts of the study area (i.e., Ymir and Area G) lack convenient accessible child care options.

Table 3: Comparable Communities:¹⁵

Community	Percentage of Child Care Spaces for Children 12 and younger
Salmo Valley	12%
Kaslo	5%
Nakusp	8%
Sunshine Coast	17%
Comox Valley	17%
Squamish	21%
Nelson	24%
BC Average	18%
Canadian Average	27%

5.3 Staffing

“Training should be more extensive – but the longer it takes to complete training, the fewer people who will complete. Many students opt out at the certificate level. The wages don’t support extensive amounts of education.”

-Stakeholder

The need to attract and retain Early Childhood Education (ECE) trained child care staff is one of the ongoing concerns with child care services in the province. It is generally understood that the financial compensation for the amount of training required, as well as the physical and emotional demands of the job, do not align.

The Province recognized the challenges of hiring and keeping ECE staff, and has provided hourly top-up of wages over the past two years for staff with ECE accreditation. However, the limited pay and benefits remain unattractive and are still not reflective of the requirements of the job.

Selkirk College in nearby Nelson offers ECE courses and training, and is able to offer a double complement of training that continues into 2021. While there appears to be adequate opportunities for prospective students to train as an ECE, and for operators to secure the professionally accredited staff needed to work in licensed child care centres, challenges remain in getting people to stay in the profession. Low wages, high job demands, and limited benefits were identified as the primary issues facing ECE workers. In short, the education opportunities are available, but the incentives for attracting and keeping ECEs in the field are lacking.

¹⁵ Squamish Child Care Action Plan; Comox Valley Child Care Action Plan; Nelson Child Care Snapshot, Nakusp Child Care Snapshot, Kaslo Child Care Snapshot (funded by the Columbia Basin Trust)

- 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 and 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

Currently the Salmo Children's Centre has been able to hire and retain the staff it needs in order offer quality, licensed child care. However, this is on a year by year basis. The loss of one staff member would mean a reduction in the amount of spaces that can be offered.

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

- Low wages – ECEs make less 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 influx of people moving to the Salmo Valley, housing prices have risen dramatically in the last five years, and affordable housing may be 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

5.4 Children with Extra Support Needs

"I think it is hard to find respite for families when kids are diagnosed on the spectrum. A respite worker at a day care would make it easier."

-Stakeholder

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.

The Salmo Children's Centre is able to provide services for children with extra support for behavioral/emotional issues. The Centre works with Supported Child Development Program through Kootenay Family Place to secure the resources needed to provide additional support.

While child care that provides appropriate support is currently not a significant concern in the Salmo Valley for those parents who have secured licensed child care, it is a burgeoning area of concern in terms of child care across B.C. The number of children with extra support needs, specifically behavioral and social, has increased significantly across the province in the last decade. The challenge of meeting the additional support needs of these children is exacerbated by the overall ECE staffing issues facing B.C.

The EDI Wave 7 Community Profile Kootenay Lake School District shows that overall the region has a lower rate of vulnerability for children aged 0-6 years (28%) than the province as a whole (33%). Further, the Wave 7 data represent a 5% decrease in child vulnerability for 0-6 year olds in the region since the Wave 6 results were released (i.e. 28% vs. 35%).¹⁶

While recent EDI data may be encouraging, the longer range trend shows that 23% of children were vulnerable in Wave 2 (2007) and 28% were vulnerable in Wave 7. This represents a meaningful increase in children's vulnerability in the area over the long term, which is consistent with the trend for the province overall.¹⁷

5.5 Indigenous Children

"My opinion is the training requirements should be reassessed. There should be inclusion of Indigenous world views."

-Stakeholder

Survey responses revealed that 10% of the children reported to be enrolled in or needing child care were Indigenous. To put this figure in context, Statistics Canada data indicate that seven percent of the population identifies as Indigenous,

In the Salmo Valley, there is no land based First Nation band and no single First Nation advocate of Indigenous identity and world view. The Circle of Indigenous Nations Society (COINS) is a not-for-profit organization that works throughout the region and provides Indigenous programming for the Salmo Children's Centre, as well as outreach to other parent/children programs in the area, including Ymir. The SCC also has an elder who works with the children to help them learn and understand Indigenous world views.

However, one important option is missing in the study area: a HeadStart program. Headstart is a federally funded child development program offered throughout Canada. The programs are widely acknowledged as beneficial for Indigenous families with children under 6 years old. Establishing a HeadStart program in the Salmo Valley could be a welcome addition to the community.

As well, it was suggested that if quality, accessible and affordable child care becomes standardized throughout the province, and if 'quality' will include consistent programming for ECE teaching, a standardized curriculum that addresses Indigenous world view would be a welcome addition to the tools child care providers can access.

The B.C. Early Learning Framework¹⁸ is an excellent resource for child care providers. The most recent edition (2019) incorporates integrated reconciliation and Indigenous worldviews, as well as an increased focus on inclusive practices. The Framework provides a useful starting point for any standardized program for child care throughout the province.

¹⁶ <http://earlylearning.ubc.ca/maps/edi/>

¹⁷ <https://www2.gov.bc.ca/gov/content/education-training/early-learning/teach/early-learning-framework>

¹⁸ <https://www2.gov.bc.ca/gov/content/education-training/early-learning/teach/early-learning-framework>

5.6 Hours and Flexibility

“I have not been able to find a consistent place for my youngest to attend after school, program-based or home-based.”

-Parent

With respect to usage, most survey respondents indicated that their child was in child care less than full time – 34% two days/week; 18% three days/week; and 18% four days/week. Such usage may, in part, reflect the flexibility of the SCC to accommodate families’ needs. In other communities, families are sometimes required to commit to five days a week at a child care facility, lest they lose access to a secured spot.

The usage patterns may also be a function of affordability. Two to three days of child care a week (12 days a month) is the minimum amount which allows families to be eligible for child care subsidies. One parent stated that she would like to have her children in child care more often, but she can only afford the minimal amount of days that also allow her to receive a subsidy.

The flexibility of days means that the child care provider can offer child care spaces to more families, just for fewer days in a calendar month. At this time, this seems to work for many families but still does not meet the demand, as evidenced by the current waitlist.

One of the most important issues, and one frequently cited in one-on-one conversations with parents, involved finding child care around non-standard times. Many of the most lucrative jobs in the area are either at the hospital or Teck-Cominco, both located in Trail. Trail is a 35-minute drive from Salmo. The hospital and Teck-Cominco often require staff to perform shift work. The commute, and possible shift work hours, present challenges for parents to find child care that can meet their scheduling needs.

COST-BENEFITS OF CHILD CARE

The lack of child care spaces in the Salmo Valley can negatively affect the mental, emotional and physical health of children, parents and guardians, child care providers, and staff at service organizations. It can also affect the economic development of the region (i.e. if 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 face challenges in finding staff to effectively run their businesses).

Some points to consider regarding the cost-benefits of child care are as follows:



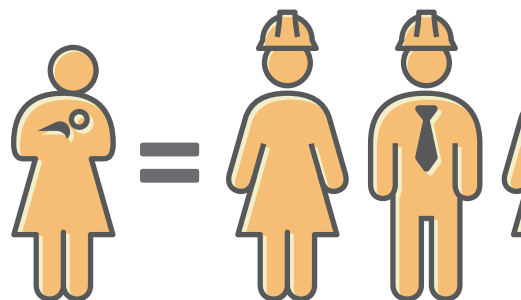
Child care and early childhood education multipliers across Canada range in value, from 1.6 to 2.78, depending on the region being considered. This means that for every dollar invested in child care, the economy's output can be increased up to \$2.78.



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 per cent increase in annual GDP, which amounts to a 6 per cent increase over the business-as-usual GDP growth forecast.

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

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]

Studies show that children who enter kindergarten with a higher skill set generally experience fewer grade repetitions, more 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]

“I think that child care is needed everywhere, more spaces everywhere. Everyone I know people have struggled getting child care in Salmo. Once you get a couple of days, you can’t give them up.”

-Parent

Table 4: Licensed Child Care Spaces to Population

Age & Type of Child Care	Number of Child Care Spaces	Total number of Children	% of children with access to licensed child care	Ratio of Spaces of Children [approximate]
0 up to 3 years full-time day care	12	65	18%	1:5
3-5 years, full time full-time day care	16	80	20%	1:5
Before- and After-School Care	20	260	8%	1:13
All licensed care (excluding preschool)	48	405	12%	1:8

The Salmo Valley has a ratio of approximately 12 licensed child care spaces for every 100 children aged 0-12. This ratio is less than the BC average of 18, and well below the national average of 27.¹⁹ The current provision of licensed child care leaves approximately 88% of all children aged 0-12 in the Salmo Valley 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 be required, either, given that some parents will choose to have their child care needs covered in other ways – parent or guardian staying at home, support from friends or family, or a different in-home situation such as a nanny.

We are proposing an aspirational target of child care spaces for 70% of all children between 0-5, and 50% 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.²⁰

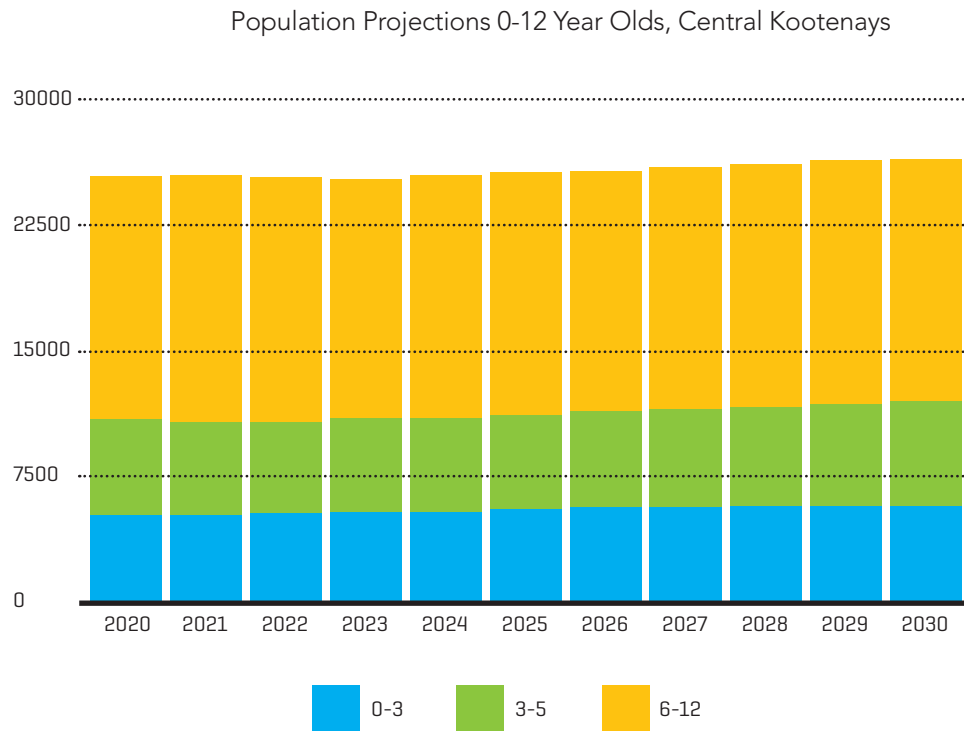
These ratios are also informed by the members of the project Steering Committee who support a universal child care system that would ultimately see quality, accessible and affordable child care available to all families who are seeking child care. Members of the Steering Committee for this project emphasized their support of universal child care in their community.

¹⁹ <https://www.childcarecanada.org/sites/default/files/ECEC-in-Canada-2016.pdf>

²⁰ <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>

The chart below shows BC Statistics population projections for children in the Central Kootenay for the next 10 years:²¹

Graph 1: Population Projections for Central Kootenay - 2020-2030



While the BC Statistics projections do not isolate the communities of this project, they do show an overall gradual increase in population projected for the region, at approximately 1% per year for each age cohort.²²

Using this rate of growth, we have projected the 2030 child population for the Salmo Valley to be:

- 0 up to 3 year olds: 74
- 3-5 year olds: 92
- 6-12 year olds: 297

Based on these projections we are recommending the following 10-year targets:

- An additional 40 full-time licensed day care spaces for children from birth up to 3²³
- An additional 48 full time licensed day care spaces for children 3-5²⁴
- An additional 130 spaces for licensed before and after school care for children 6-12²⁵

²¹ <https://www2.gov.bc.ca/gov/content/data/statistics/people-population-community/population/population-estimates>

²² Also referenced Nelson's Official Community Plan growth projections

²³ Based on 70% of the estimated number of children in this age range by 2030

²⁴ Based on 70% of the estimated number of children in this age range by 2030

²⁵ Based on 50% of the estimated number of children in this age range by 2030

6.1 Short Term (2021 – 2023)

There are currently no child care projects in the planning or development stage in the Salmo Valley. However, there is a very motivated child care provider in Salmo and a supportive Regional District (RDCK). There is also an opportunity to find a collaborative partnerships to create more child care spaces for the Salmo Valley, potentially with the School District or at the Salmo Youth and Community Centre. With these points in mind, we are recommending the following targets:

- 12 additional Infant/Toddler spaces
- 16 additional spaces for 3-5 year olds
- 20 additional before and after school spaces

6.2 Medium Term (2024 – 2026)

We are recommending locating child care facilities in Ymir to provide support and services for more rural families. For licensed child care in the medium term, we are recommending:²⁶

- 12 additional Infant/Toddler spaces
- 16 additional spaces for 3-5 year olds
- 40 additional before and after school spaces

6.3 Long Term (2027 – 2030)

For licensed child care in the long term, we propose:

- 16 additional Infant/Toddler spaces
- 16 additional spaces for 3-5 year olds
- 70 additional before and after school spaces

6.4 Staffing to Meet Needs

Although the foregoing targets represent our best estimate of child care spaces required to meet anticipated need, it is recognized that the spaces can only be operational with a commensurate increase in available trained staff in the Salmo Valley. Increasing the number of available staff will require a concerted effort from all levels of government, including Provincial (increase in overall funding support for child care and training), Federal (increase in funding supports to provincial and local governments) and local (provision of no or low cost facilities).

While the short term targets are feasible if child care providers are able to secure the necessary staff, the longer term targets are not feasible unless there are more fundamental changes to the child care system. Key changes will involve 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.

²⁶ These targets will require an overhaul of the child care service delivery model to make Infant/Toddler child care a financially viable option for providers [i.e., the staff: child ratio for infant-toddler care is twice that of 3 – 5 year care and operators typically subsidize the provision of infant-toddler care through their 3 – 5 year services].

7.0 GOVERNMENT ROLES AND RESPONSIBILITIES

7

The recommendations that follow are based on the recognition that funding, policy, and support for child care are first and foremost a provincial responsibility. However, child care access and availability can also be enhanced by actions at both the federal and local levels of government. The following summarizes key roles and responsibilities of the various levels of government with respect to child care.

Provincial Government

Provincial ministries have the following responsibilities for child care services:

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

Recent initiatives taken by the Province include:²⁷

- Child Care B.C. Caring for Kids, Lifting Up Families (2018): a 10-year plan to move toward a universal child care system that included immediate child care fee reductions, investments in more child care spaces, and increases to Early Childhood Educator wages (among other initiatives)
- \$1.3 Billion dedicated to improving child care over three years
- Expansion and increased funding towards Aboriginal Head Start programs throughout the province (2018)
- The revised Ministry of Education's Early Learning Framework (2019): expands the definition of early years from 0-6 to 0-8, overlapping with the early elementary years, supporting alignment across early learning environments towards smoother transitions for children moving from early years programs to elementary school.

²⁷ From the EDI BC 2019 Provincial Report

Federal Government²⁸

The 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.

The Federal government also administers:

- 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.

Recent initiatives taken by the Federal Government include:²⁹

- Extension of parental leave to 18 months and an acknowledgement of the importance of paternal leave (2019);
- Increased investments to support and create more high-quality, affordable child care across the country through the Multilateral Early Learning and Child Care Framework (2017) and Indigenous Early Learning and Child Care Framework agreements (2018).

Local Government

While the Province assumes primary responsibility for child care in B.C., there are ways that local governments can positively impact accessible, affordable, quality child care:

- Ensure bylaws and long range plans (e.g., official community plans, zoning bylaws) are up to date and provide appropriate opportunities for establishment of child care facilities throughout the community
- Partner with other levels of government, school districts, health authorities, community non-profit organizations to improve access to child care
- Ensure approval processes are transparent and pose minimal barriers for those seeking to establish, renovate, or expand facilities
- Monitor the supply of child care spaces and other community development targets.

²⁸ <https://www.childcarecanada.org/sites/default/files/ECEC-in-Canada-2016.pdf>

²⁹ From the EDI BC 2019 Provincial Report

The following map is meant to provide a visual tool to see the proximity of children to the only licensed child care facility – Salmo Children’s Centre – as well as a way to visualize how numbers of children are dispersed throughout the area. In specific, the mapping shows the high concentration of children/km² in Ymir and Salmo when compared to the larger land mass of Area G. The visualization can provide a rationale for locating group child care facilities in the village centres, while also recognizing a need for other child care options, such as home based child care, where there are smaller concentrations of children.



9.0 RECOMMENDATIONS FOR THE SALMO VALLEY

9

It is difficult for individual entities at the local or regional level to make significant advancements in addressing child care needs on their own. As discussed in Section 7.0 of this report, various parties have roles to play concerning child care (e.g. Federal and Provincial government, local governments, child care providers, and community agencies), but none have sole responsibility.

In developing recommendations for Salmo Valley, we recognized that a partnership approach would be required. We are recommending that each of the relevant stakeholders (e.g. Regional District of Central Kootenay, Village of Salmo, and Salmo Valley Early Childhood Advisory Committee) endorse the recommendations and play an appropriate role in putting them into effect.

Based on our research for the *Salmo Valley Child Care Inventory and Action Plan*, we are making four recommendations. First and foremost we recommend that the targets for child care spaces are endorsed. Second, given the importance of child care as part for the health and wellbeing of the community, we are recommending that the Salmo Valley Early Childhood Advisory Committee is recognized as the community-based organization best positioned to oversee child care initiatives for the Salmo Valley. The third and fourth recommendations are higher level, and are here for all relevant organizations to consider, including the Provincial government, local governments, the School District, and community-based organizations including the Advisory Committee.

Our four key recommendations are as follows:

9.1 Endorse the Targets for Child Care Spaces

“The population has changed drastically. There are a tonne of young families moving here, overwhelming the child care centre. Child care has to meet up with the demand.”

-Parent

While the targets identified in the *Salmo Valley Child Care Inventory and Action Plan* are admittedly ambitious, they represent a level of child care services for the community that will ensure that all families that want child care will be able to access it. These targets, however, can only be realistically achieved if all levels of government work together and in partnership with community-based initiatives. The targets can be incorporated into relevant plans and policies for the Salmo Valley (e.g., Official Community Plan, strategic plans, School District plans).

We are recommending the following 10-year targets:

- An additional 40 full-time licensed day care spaces for children from birth up to 3
- An additional 48 full time licensed day care spaces for children 3-5
- An additional 130 spaces for licensed before and after school care for children 6-12

Key Parties Involved	Primary Roles
Regional District of Central Kootenay	<ul style="list-style-type: none"> • Endorse targets • Incorporate targets into relevant plans and policies (e.g. official community plans, strategic plans)
Village of Salmo	<ul style="list-style-type: none"> • Endorse targets • Incorporate targets into relevant plans and policies
Kootenay Lake School District	<ul style="list-style-type: none"> • Endorse targets • Incorporate targets into relevant plans and policies
Salmo Valley Early Childhood Advisory Committee	<ul style="list-style-type: none"> • Endorse targets • Monitor progress in addressing targets • Collaborate on initiatives to increase child care supply in the Salmo Valley • Advocate for necessary changes to help advance the targets

9.2 Solidify the Role of the Salmo Valley Early Childhood Advisory Committee

“As a culture we need to prioritize this better. Good quality child care can improve the quality of life of a child, and maximize the growth a child is capable of.”

-Stakeholder

The Salmo Valley Early Childhood Advisory Committee (SVECAC) worked proactively to secure funding for this Child Care Inventory and Action Plan, and oversaw the report's development and finalization. The Advisory Committee represents community organizations closest to those impacted by child care, and best understands the demands and needs of the community. For this reason, we are recommending that SVECAC be recognized as the organization working proactively on child care issues in the Salmo Valley.

Ideally, the Advisory Committee will be supported financially and through partnership agreements in order to be the child care advocacy body in the Salmo Valley. SVECAC is well-positioned to track the successes toward achieving the child care targets, to explore further avenues for child care spaces, and to encourage collaborative partnerships for child health and wellbeing in the Salmo Valley.

This second recommendation can be further strengthened through:

- Appointment of a representative from Salmo Village (Council or staff) to the SVECAC
- Appointment of a representative from the Regional District of Central Kootenays (Board of Directors or staff) to the SVECAC
- Continue to maintain a representative from Kootenay Lake School District (Board or staff) on the SVECAC
- Provision of secured on-going funding to the SVECAC to ensure the Committee has the resources in place to be proactive in overseeing child care opportunities in the Salmo Valley

Key Parties Involved	Primary Roles
Regional District of Central Kootenay	<ul style="list-style-type: none"> • Acknowledge the role and contributions of SVECAC • Consider appointment of Regional District representative to serve on SVECAC • Consider providing funding support to SVECAC
Village of Salmo	<ul style="list-style-type: none"> • Acknowledge the role and contributions of SVECAC • Consider appointment of Village representative to serve on SVECAC • Consider providing funding support to SVECAC
Kootenay Lake School District	<ul style="list-style-type: none"> • Acknowledge the role and contributions of SVECAC • Continue the appointment of a School District representative to serve on SVECAC • Consider providing funding support to SVECAC
Salmo Valley Early Childhood Advisory Committee	<ul style="list-style-type: none"> • Increase collaboration and working relationships with the Regional Child-District, Village of Salmo, and Kootenay Lake School District • Expand membership of the Advisory Committee • Explore increased funding opportunities, e.g. Regional District of Central Kootenay, Columbia Basin Trust

9.3 Implement a Universal Child Care System

“Parents making ‘poor decisions’ about who to take care of their kids is really a sign of the lack of options.”

-Stakeholder

In order to achieve the targets set out in this report, all levels of government will have to work together. Most importantly, the Provincial and Federal governments will need to dedicate sufficient resources to child care in British Columbia to establish a universal child care system that will provide affordable, accessible and quality child care for all families that need it. Improved and ongoing support for child care through Provincial and Federal governments could:

- Create an equitable learning environment for all families, especially economically disadvantaged families such as single parents, Indigenous families, new immigrants, and otherwise underserved families
- Improve long term outcomes of all children throughout their school years so that they can succeed as they mature and enter the work force
- Ensure more proactive supports for current and future child care operators so that child care providers continue to provide the best quality care possible
- Ensure that parents can return to or stay at their place of work and contribute to the economic vitality of the region while supporting safe and healthy families.

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

Key Parties Involved	Primary Roles
Federal Government	<ul style="list-style-type: none"> • Ensure funding, policy and actions are in place to achieve this recommendation
Province of British Columbia	<ul style="list-style-type: none"> • Ensure funding, policy and actions are in place to achieve this recommendation
Regional District of Central Kootenay	<ul style="list-style-type: none"> • Advocate
Village of Salmo	<ul style="list-style-type: none"> • Advocate
Kootenay Lake School District	<ul style="list-style-type: none"> • Advocate
Salmo Valley Early Childhood Advisory Committee	<ul style="list-style-type: none"> • Advocate

9.4 Continue to Develop Initiatives to Attract and Maintain Early Childhood Education Workers

“The work is being done by very caring educators who have been working for very low wages for many years. They work at low wages because they love the work.”

-Stakeholder

Staffing is a critical issue that will need to be addressed in order for universal child care to become a reality. This is a province-wide issue, and has been recognized as such by the Provincial government.³⁰

The low pay, demanding work, and lack of opportunities for advancement are all barriers to people entering the field. The low pay cannot be sustained by many individuals long-term, and is a major contributor to burn-out. Throughout the research phase we were told that ECE staff often leave the field for work that allows better work/personal-life balance. When improving the opportunities in the ECE field some things to be addressed include:

- Wages and benefits in keeping with the workload
- Funding toward free and/or subsidized training
- Funded practicums
- Recognizing other training equivalencies
- Paid training days
- Mentorships programs.

The Province has begun to address staffing issues with: funding a wage increase; bursaries for education, which had strong uptake; and exploring alternative models of education delivery. While these have been seen as a good start, they will need to be expanded upon in order to address the significant gap between supply and demand of trained ECE personnel.

Key Parties Involved	Primary Roles
Federal Government	<ul style="list-style-type: none"> • Ensure funding, policy and actions are in place to achieve this recommendation
Regional District of Central Kootenay	<ul style="list-style-type: none"> • Advocate to Province • Explore opportunities for enhancing ECE training opportunities with Selkirk College and other partners
Village of Salmo	<ul style="list-style-type: none"> • Advocate to Province
	<ul style="list-style-type: none"> • Explore opportunities for enhancing ECE training opportunities with Selkirk College and other partners
Kootenay Lake School District	<ul style="list-style-type: none"> • Advocate to Province • Explore opportunities for enhancing ECE training opportunities with Selkirk College and other partners • Explore ECE career development opportunities
Salmo Valley Early Childhood Advisory Committee	<ul style="list-style-type: none"> • Advocate to Province • Explore opportunities for enhancing ECE training opportunities with Selkirk College and other partners • Explore opportunities with School District
Selkirk College	<ul style="list-style-type: none"> • Advocate to Province • Collaborate with relevant stakeholders in seeking solutions to ECE training challenges in the Salmo Valley

³⁰ Child Care B.C. Caring for Kids, Lifting up Families [2018], https://www.bcbudget.gov.bc.ca/2018/childcare/2018_Child_Care_BC.pdf

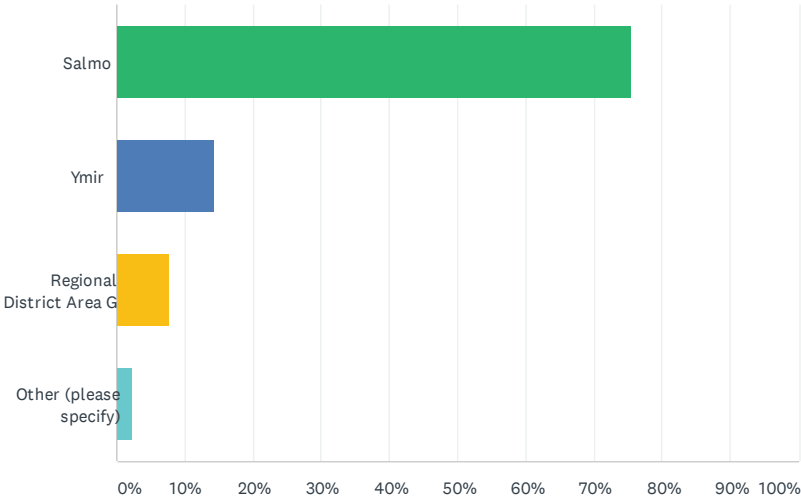
APPENDIX A SUMMARY PARENTS AND GAURDIANS SURVEY

A

Salmo Valley Child Care Needs Assessment

Q1 Where do you live?

Answered: 90 Skipped: 0

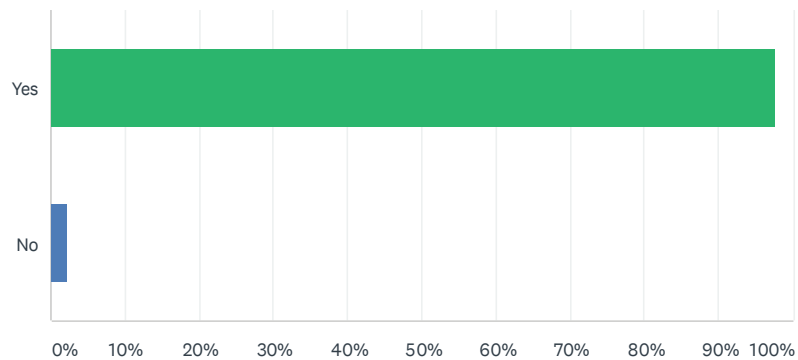


ANSWER CHOICES	RESPONSES	
Salmo	75.56%	68
Ymir	14.44%	13
Regional District Area G	7.78%	7
Other (please specify)	2.22%	2
TOTAL		90

Salmo Valley Child Care Needs Assessment

Q2 Do you have a child or children under 13 years of age living with you some or all of the time?

Answered: 88 Skipped: 2

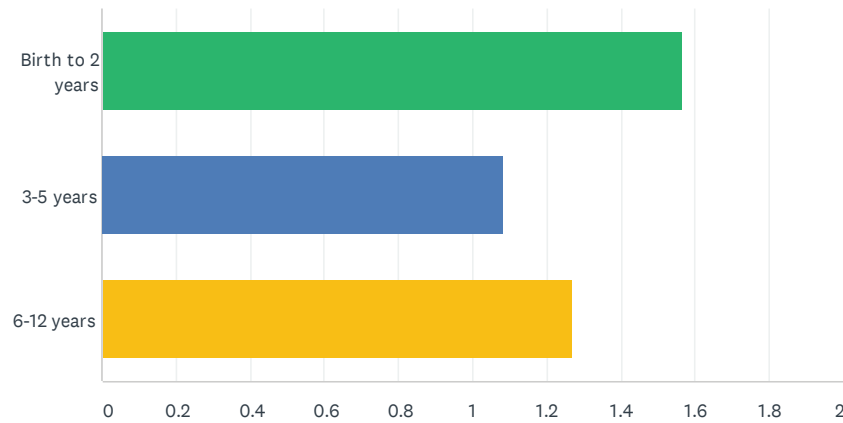


ANSWER CHOICES	RESPONSES	
Yes	97.73%	86
No	2.27%	2
TOTAL		88

Salmo Valley Child Care Needs Assessment

Q3 How many children do you have at what age?

Answered: 86 Skipped: 4

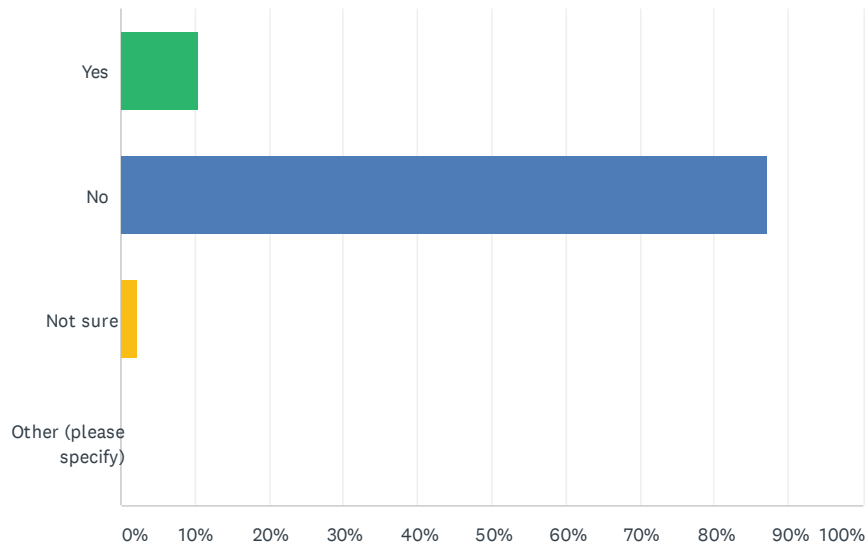


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Birth to 2 years	2	61	39
3-5 years	1	51	47
6-12 years	1	57	45
Total Respondents: 86			

Salmo Valley Child Care Needs Assessment

Q4 Are any of your children Indigenous (First Nations / Métis / Inuit)?

Answered: 86 Skipped: 4

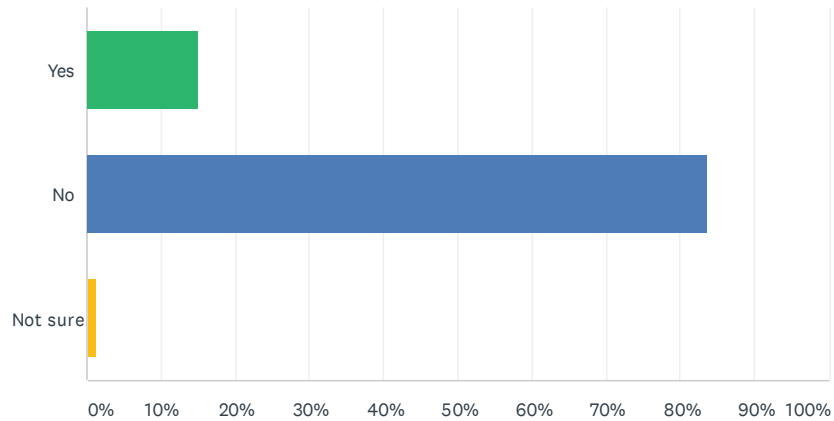


ANSWER CHOICES	RESPONSES	
Yes	10.47%	9
No	87.21%	75
Not sure	2.33%	2
Other (please specify)	0.00%	0
TOTAL		86

Salmo Valley Child Care Needs Assessment

Q5 Do any of your children have extra support needs?

Answered: 86 Skipped: 4

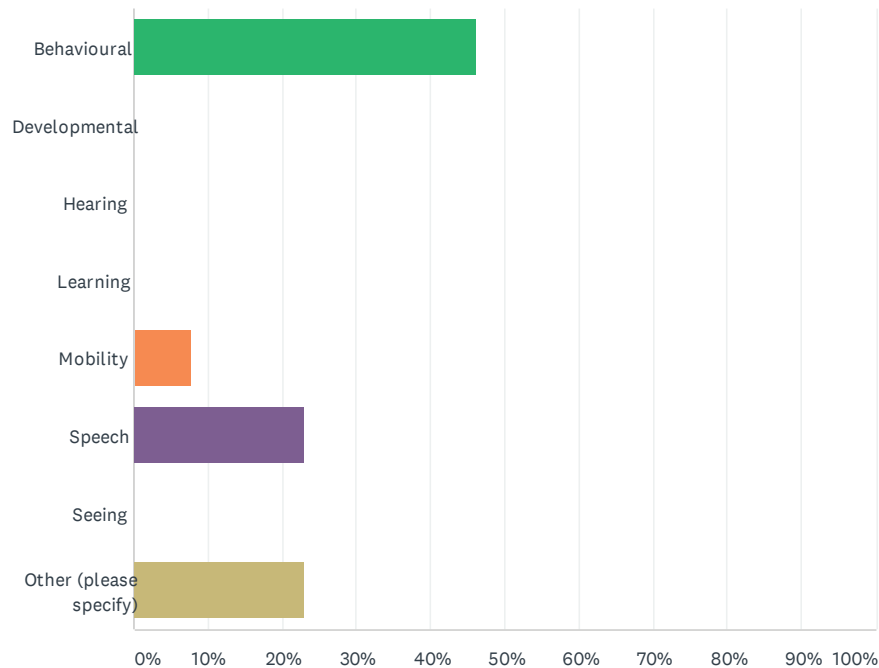


ANSWER CHOICES	RESPONSES	
Yes	15.12%	13
No	83.72%	72
Not sure	1.16%	1
TOTAL		86

Salmo Valley Child Care Needs Assessment

Q6 What are your child's extra support needs?

Answered: 13 Skipped: 77

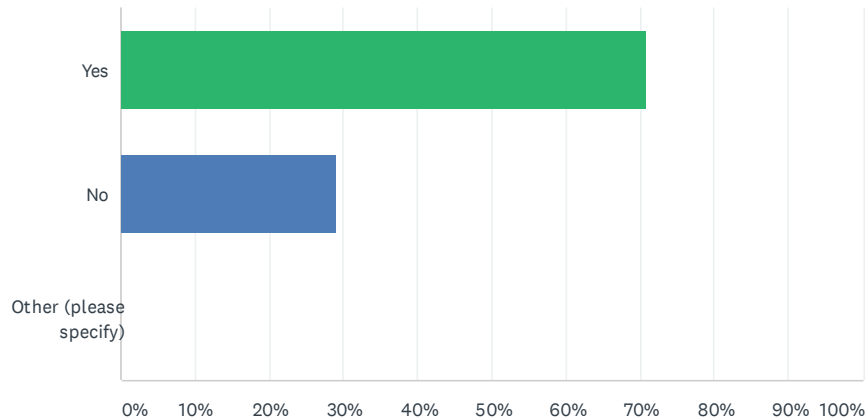


ANSWER CHOICES	RESPONSES	
Behavioural	46.15%	6
Developmental	0.00%	0
Hearing	0.00%	0
Learning	0.00%	0
Mobility	7.69%	1
Speech	23.08%	3
Seeing	0.00%	0
Other (please specify)	23.08%	3
TOTAL		13

Salmo Valley Child Care Needs Assessment

Q7 Are your children in paid child care for some days each week?

Answered: 86 Skipped: 4

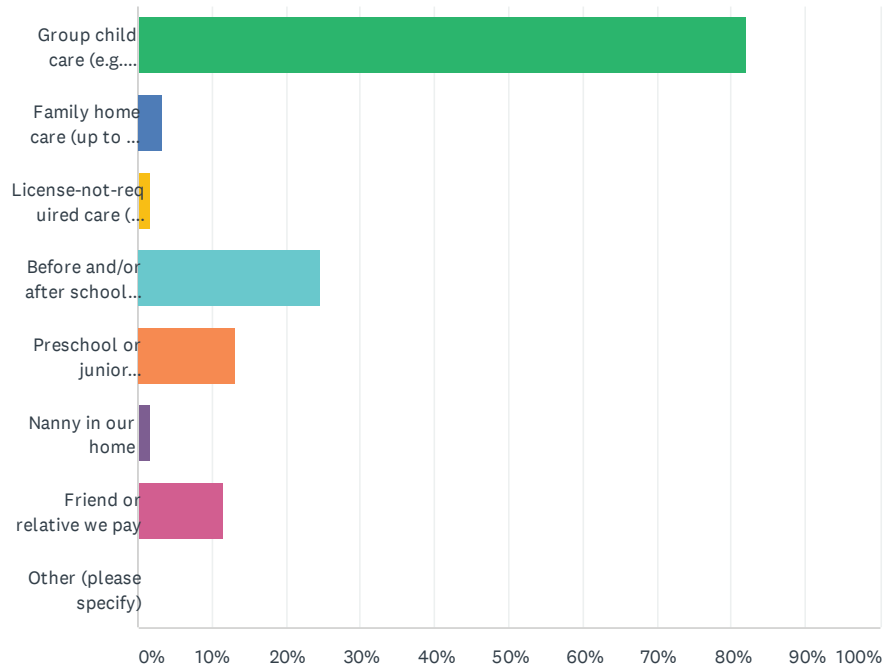


ANSWER CHOICES	RESPONSES	
Yes	70.93%	61
No	29.07%	25
Other (please specify)	0.00%	0
TOTAL		86

Salmo Valley Child Care Needs Assessment

Q8 What kind of paid child care do you have (select all that apply)?

Answered: 61 Skipped: 29

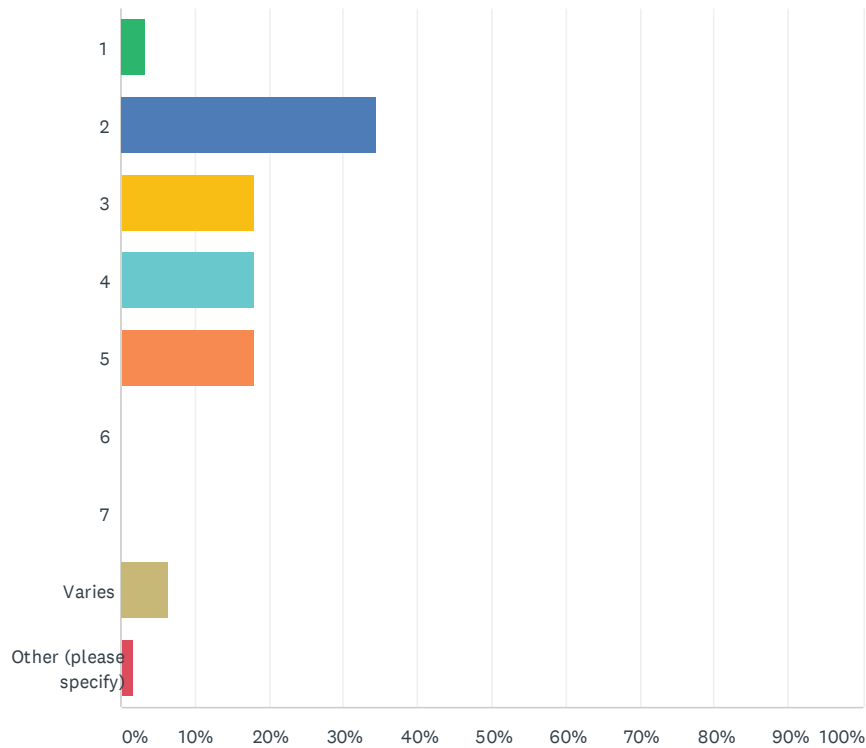


ANSWER CHOICES	RESPONSES	
Group child care (e.g. Salmo Children's Centre)	81.97%	50
Family home care (up to 7 children in a care provider's home)	3.28%	2
License-not-required care (up to 2 children, or a sibling group, in a care provider's home)	1.64%	1
Before and/or after school care	24.59%	15
Preschool or junior kindergarten	13.11%	8
Nanny in our home	1.64%	1
Friend or relative we pay	11.48%	7
Other (please specify)	0.00%	0
Total Respondents: 61		

Salmo Valley Child Care Needs Assessment

Q9 How many days a week are your children in paid child care?

Answered: 61 Skipped: 29

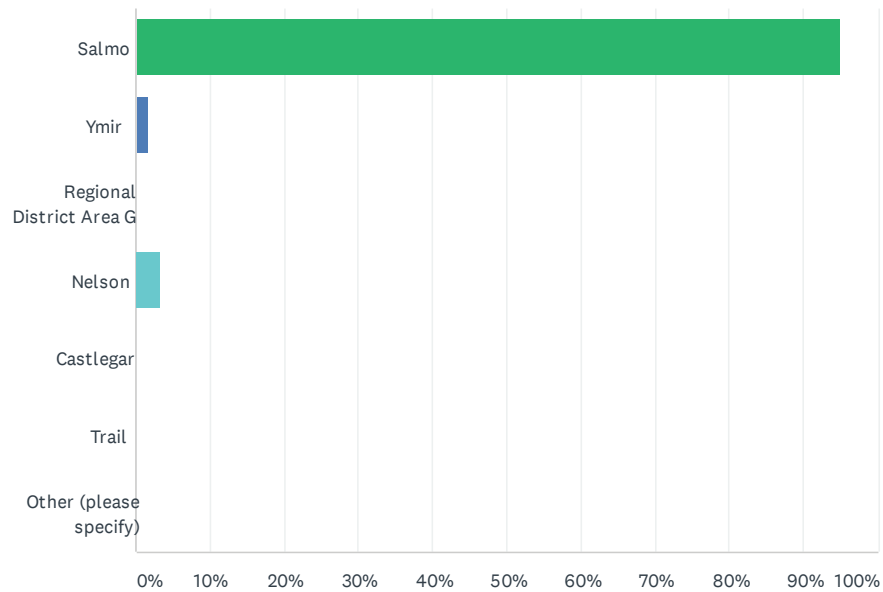


ANSWER CHOICES	RESPONSES	
1	3.28%	2
2	34.43%	21
3	18.03%	11
4	18.03%	11
5	18.03%	11
6	0.00%	0
7	0.00%	0
Varies	6.56%	4
Other (please specify)	1.64%	1
TOTAL		61

Salmo Valley Child Care Needs Assessment

Q10 Where is your child care located

Answered: 61 Skipped: 29

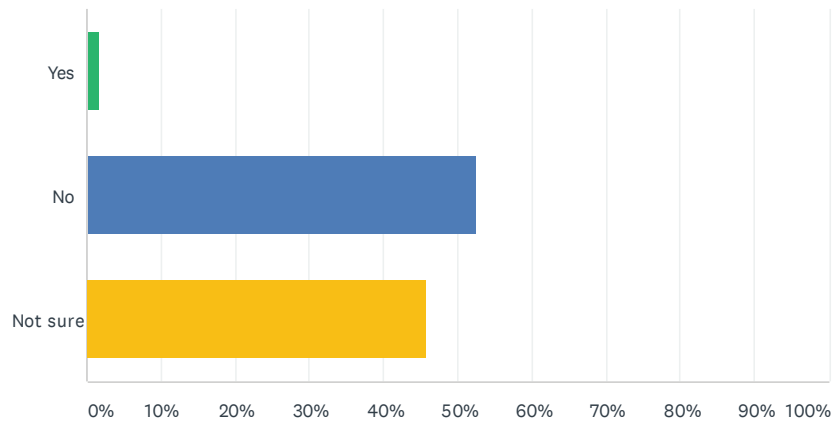


ANSWER CHOICES	RESPONSES	
Salmo	95.08%	58
Ymir	1.64%	1
Regional District Area G	0.00%	0
Nelson	3.28%	2
Castlegar	0.00%	0
Trail	0.00%	0
Other (please specify)	0.00%	0
TOTAL		61

Salmo Valley Child Care Needs Assessment

Q11 Does your child care provide service in a language in addition to or other than English?

Answered: 61 Skipped: 29



ANSWER CHOICES	RESPONSES	
Yes	1.64%	1
No	52.46%	32
Not sure	45.90%	28
TOTAL		61

Salmo Valley Child Care Needs Assessment

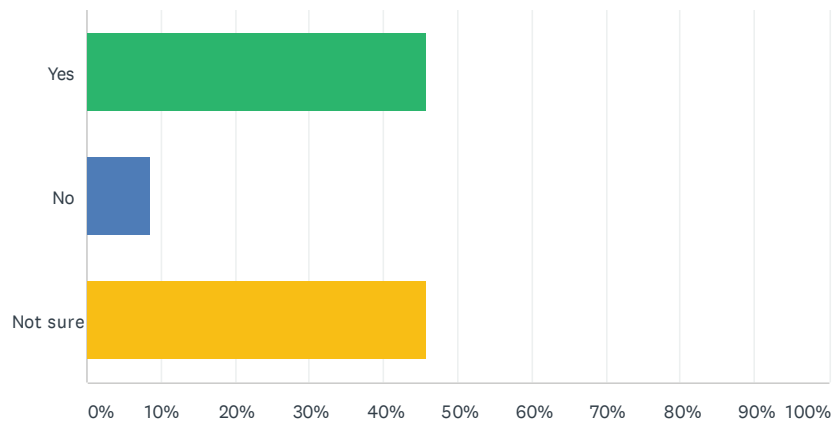
Q12 What language?

Answered: 1 Skipped: 89

Salmo Valley Child Care Needs Assessment

Q13 Does your child care provide Indigenous world views or content in the care and education they provide?

Answered: 59 Skipped: 31

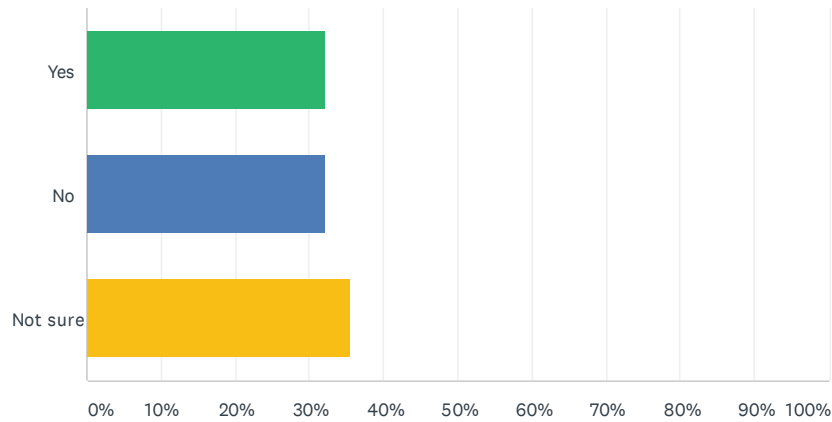


ANSWER CHOICES	RESPONSES	
Yes	45.76%	27
No	8.47%	5
Not sure	45.76%	27
TOTAL		59

Salmo Valley Child Care Needs Assessment

Q14 Does your child care provide any additional support or accommodation for your child(ren) with extra support needs?

Answered: 59 Skipped: 31

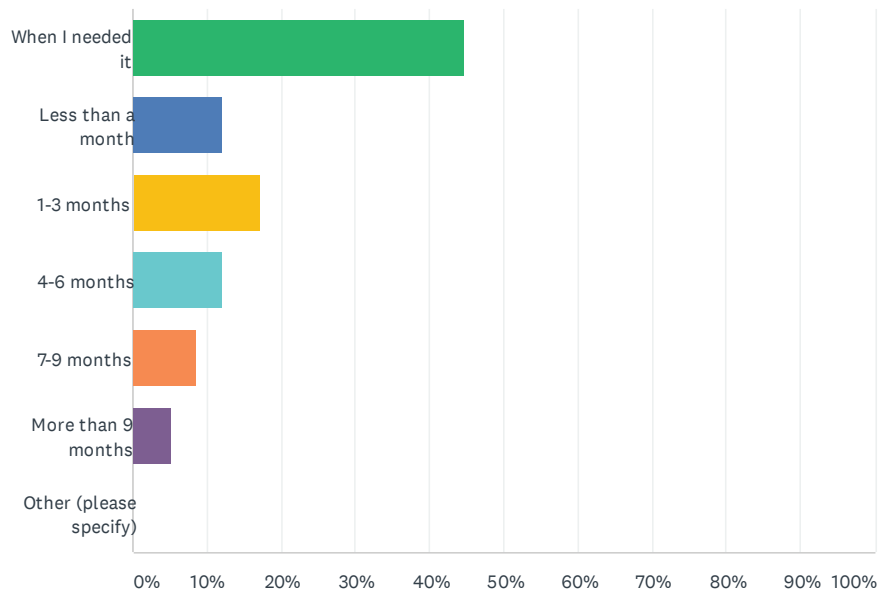


ANSWER CHOICES	RESPONSES	
Yes	32.20%	19
No	32.20%	19
Not sure	35.59%	21
TOTAL		59

Salmo Valley Child Care Needs Assessment

Q15 How long after the date you needed paid child care were you able to find a space?

Answered: 58 Skipped: 32

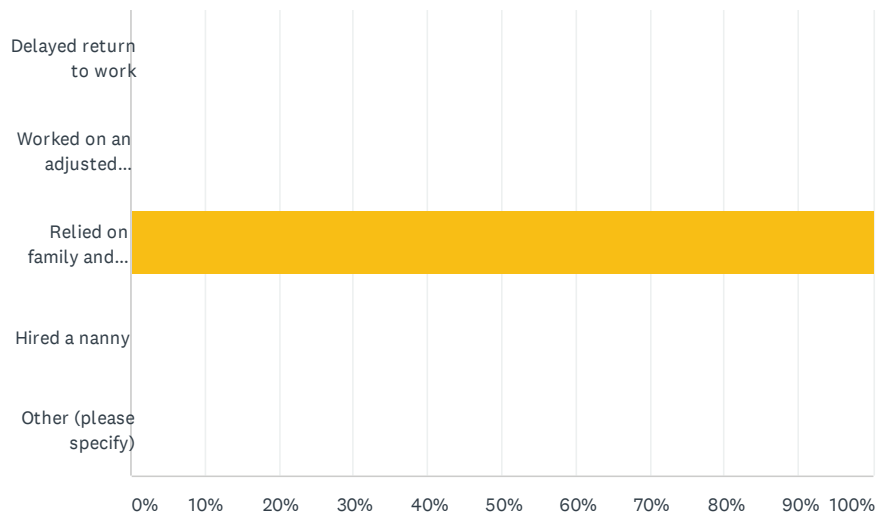


ANSWER CHOICES	RESPONSES	
When I needed it	44.83%	26
Less than a month	12.07%	7
1-3 months	17.24%	10
4-6 months	12.07%	7
7-9 months	8.62%	5
More than 9 months	5.17%	3
Other (please specify)	0.00%	0
TOTAL		58

Salmo Valley Child Care Needs Assessment

Q16 If you could not find paid child care when you needed it, what did you do?

Answered: 1 Skipped: 89

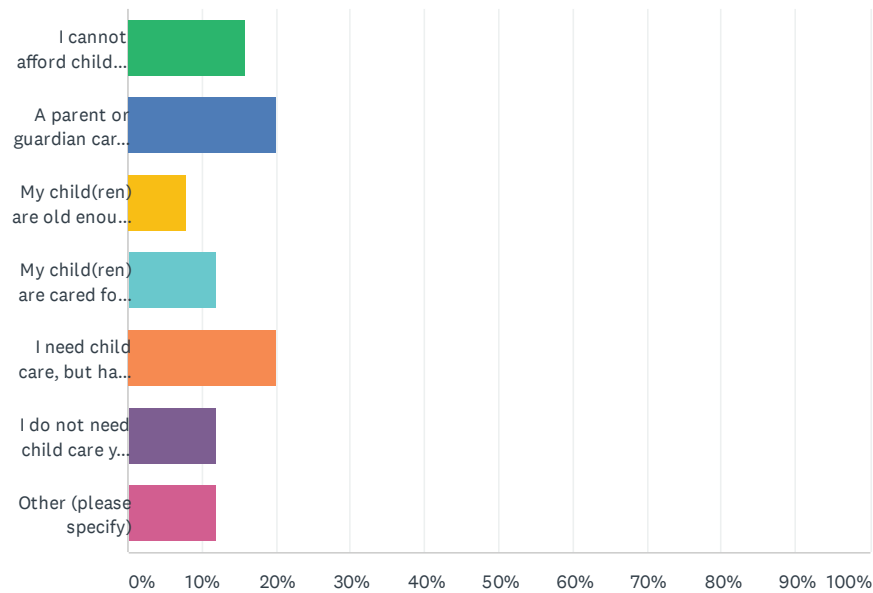


ANSWER CHOICES	RESPONSES	
Delayed return to work	0.00%	0
Worked on an adjusted schedule	0.00%	0
Relied on family and friends for unpaid care	100.00%	1
Hired a nanny	0.00%	0
Other (please specify)	0.00%	0
TOTAL		1

Salmo Valley Child Care Needs Assessment

Q17 Why are your child(ren) NOT in paid child care? (Please select all that apply)

Answered: 25 Skipped: 65

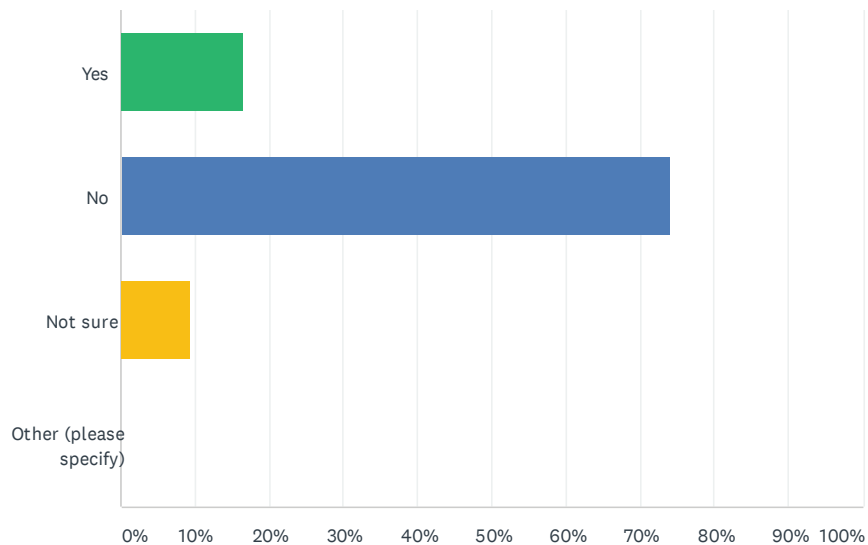


ANSWER CHOICES	RESPONSES	
<input type="checkbox"/> I cannot afford child care	16.00%	4
<input type="checkbox"/> A parent or guardian cares for my child(ren) at home	20.00%	5
<input type="checkbox"/> My child(ren) are old enough to be at home alone unsupervised	8.00%	2
<input type="checkbox"/> My child(ren) are cared for by family or friends at no cost	12.00%	3
<input type="checkbox"/> I need child care, but have not been able to find it yet	20.00%	5
<input type="checkbox"/> I do not need child care yet, but am on the waitlist for child care	12.00%	3
<input type="checkbox"/> Other (please specify)	12.00%	3
TOTAL		25

Salmo Valley Child Care Needs Assessment

Q18 Are you or your partner pregnant or planning to have children in the next two years?

Answered: 85 Skipped: 5

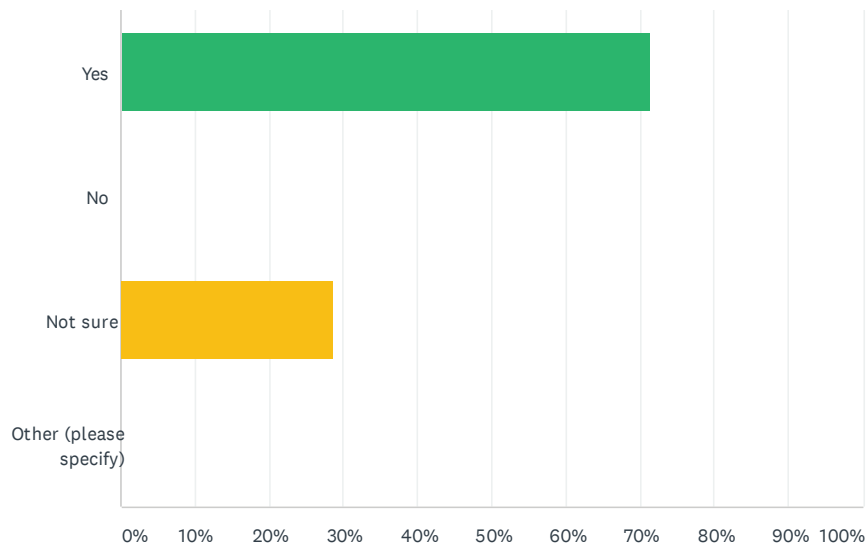


ANSWER CHOICES	RESPONSES	
Yes	16.47%	14
No	74.12%	63
Not sure	9.41%	8
Other (please specify)	0.00%	0
TOTAL		85

Salmo Valley Child Care Needs Assessment

Q19 After your child is born and parental leave completed, do you intend to put your child in paid child care?

Answered: 14 Skipped: 76

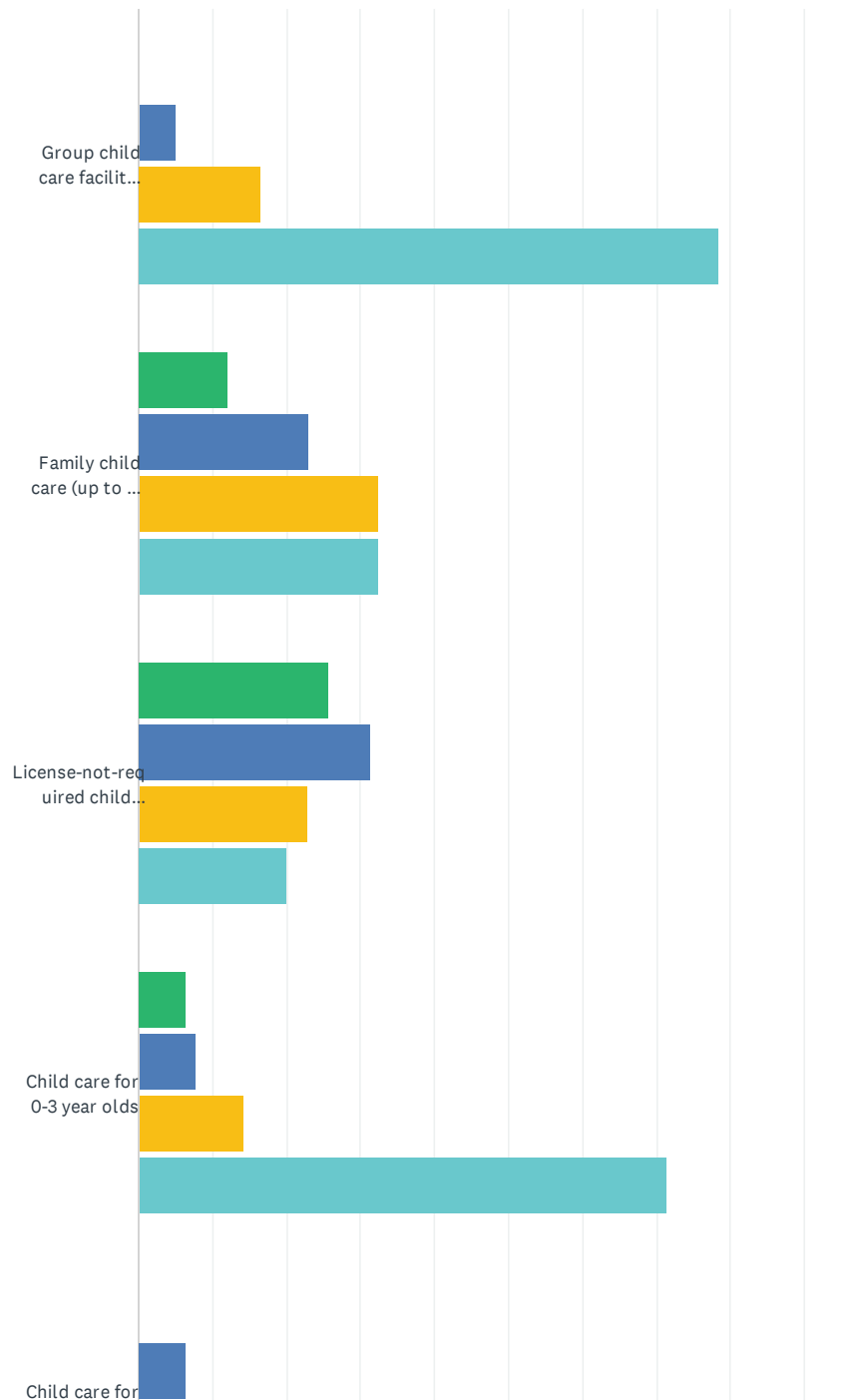


ANSWER CHOICES		RESPONSES	
Yes		71.43%	10
No		0.00%	0
Not sure		28.57%	4
Other (please specify)		0.00%	0
TOTAL			14

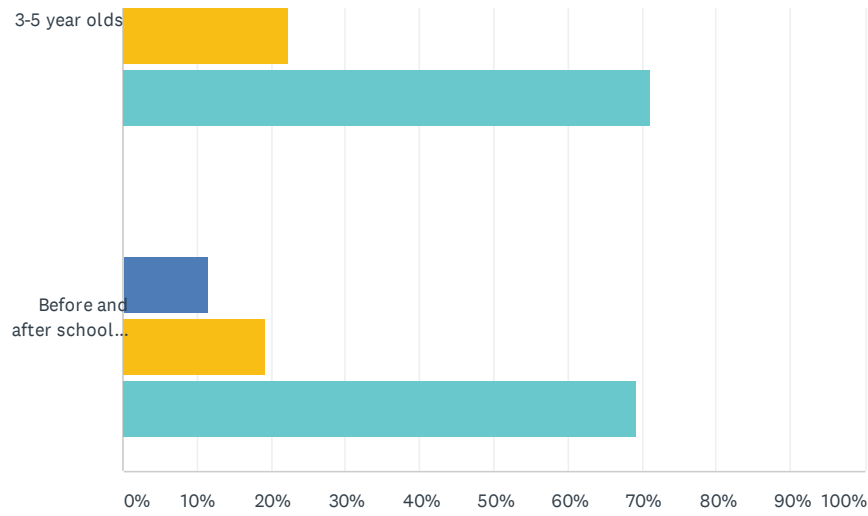
Salmo Valley Child Care Needs Assessment

Q20 Rate how important it is to have more of the following child care spaces available in your area?

Answered: 80 Skipped: 10



Salmo Valley Child Care Needs Assessment



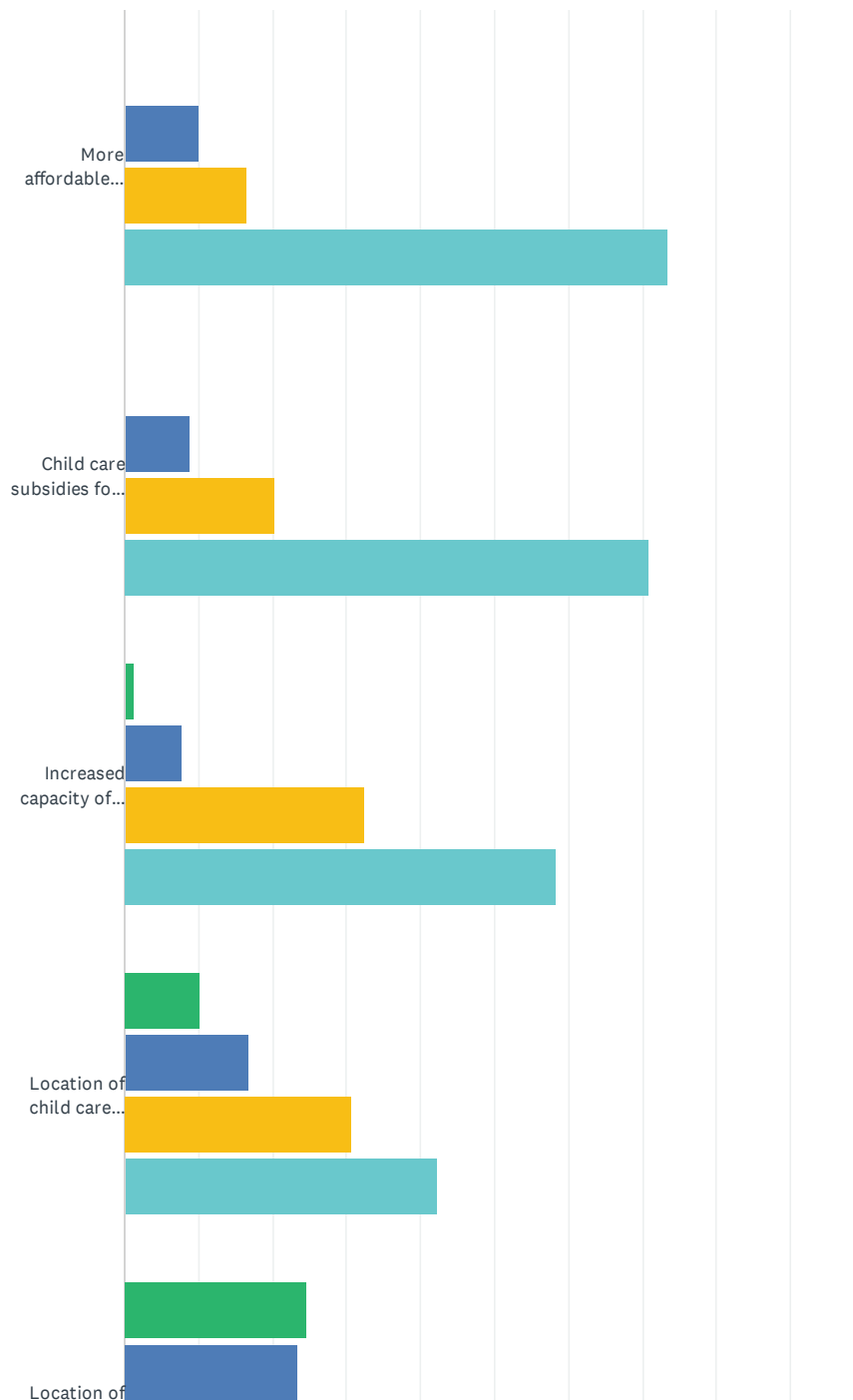
■ Not important
 ■ Somewhat Important
 ■ Important
 ■ Very Important

	NOT IMPORTANT	SOMEWHAT IMPORTANT	IMPORTANT	VERY IMPORTANT	TOTAL	WEIGHTED AVERAGE
Group child care facilities (up to 12 children aged 0-3 and/or up to 25 children 3-5)	0.00% 0	5.06% 4	16.46% 13	78.48% 62	79	4.73
Family child care (up to 7 children, in care provider's home)	12.16% 9	22.97% 17	32.43% 24	32.43% 24	74	3.85
License-not-required child care (up to 2 children or a sibling group, in provider's home)	25.71% 18	31.43% 22	22.86% 16	20.00% 14	70	3.37
Child care for 0-3 year olds	6.49% 5	7.79% 6	14.29% 11	71.43% 55	77	4.51
Child care for 3-5 year olds	0.00% 0	6.58% 5	22.37% 17	71.05% 54	76	4.64
Before and after school care for children 6 - 12	0.00% 0	11.54% 9	19.23% 15	69.23% 54	78	4.58

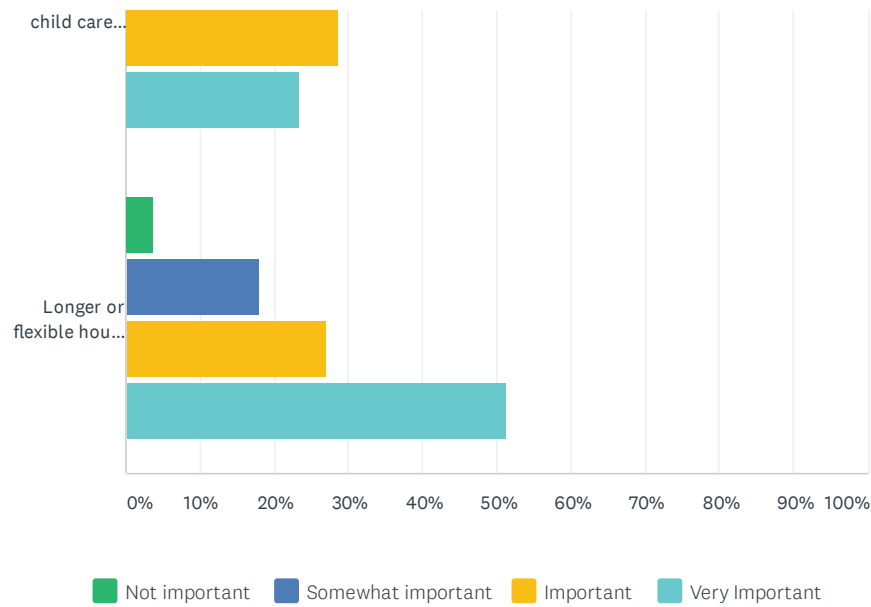
Salmo Valley Child Care Needs Assessment

Q21 Rate how important it is to have more of the following child care services available in your area?

Answered: 80 Skipped: 10



Salmo Valley Child Care Needs Assessment



	NOT IMPORTANT	SOMEWHAT IMPORTANT	IMPORTANT	VERY IMPORTANT	TOTAL	WEIGHTED AVERAGE
More affordable child care	0.00% 0	10.13% 8	16.46% 13	73.42% 58	79	3.63
Child care subsidies for all forms of child care	0.00% 0	8.86% 7	20.25% 16	70.89% 56	79	3.62
Increased capacity of child care providers to meet the requirements of children with extra support needs	1.30% 1	7.79% 6	32.47% 25	58.44% 45	77	3.48
Location of child care closer to home	10.26% 8	16.67% 13	30.77% 24	42.31% 33	78	3.05
Location of child care closer to work	24.68% 19	23.38% 18	28.57% 22	23.38% 18	77	2.51
Longer or flexible hours of care	3.85% 3	17.95% 14	26.92% 21	51.28% 40	78	3.26

Salmo Valley Child Care Needs Assessment

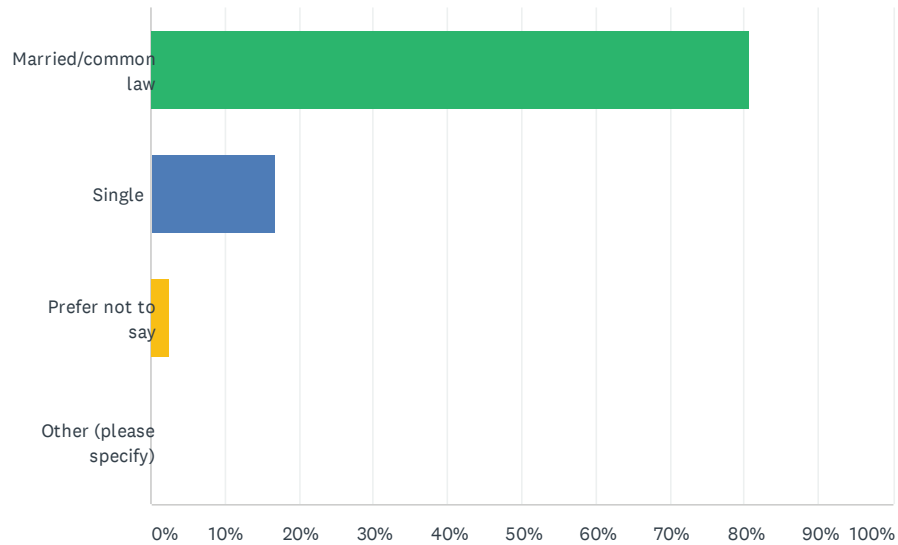
Q22 Is there anything else you would like to share with us?

Answered: 21 Skipped: 69

Salmo Valley Child Care Needs Assessment

Q23 You are?

Answered: 78 Skipped: 12

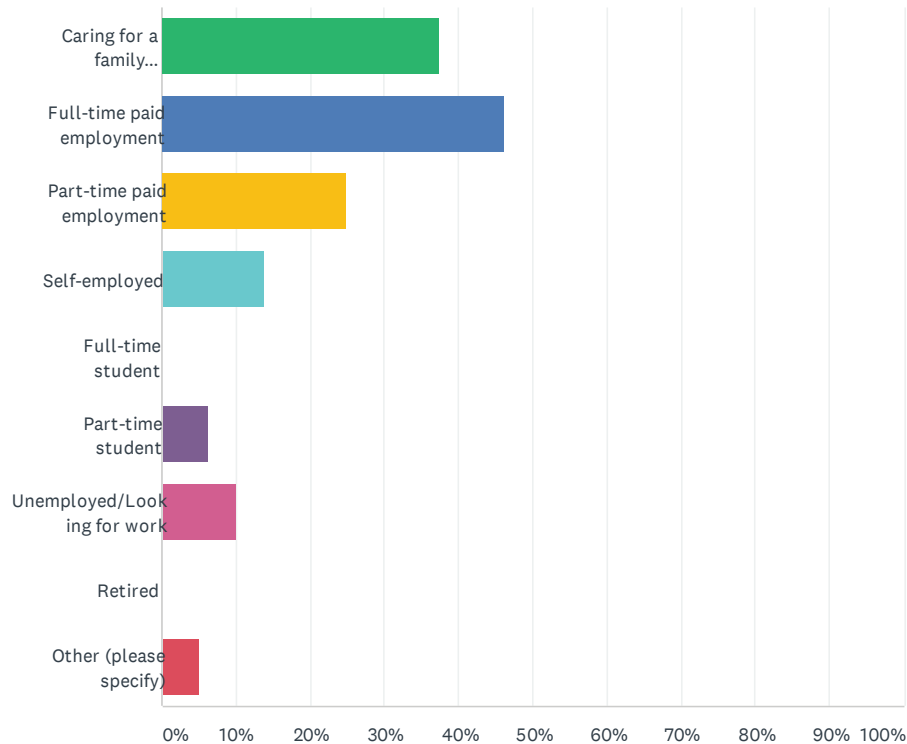


ANSWER CHOICES	RESPONSES	
Married/common law	80.77%	63
Single	16.67%	13
Prefer not to say	2.56%	2
Other (please specify)	0.00%	0
TOTAL		78

Salmo Valley Child Care Needs Assessment

Q24 You are (check all that apply)?

Answered: 80 Skipped: 10

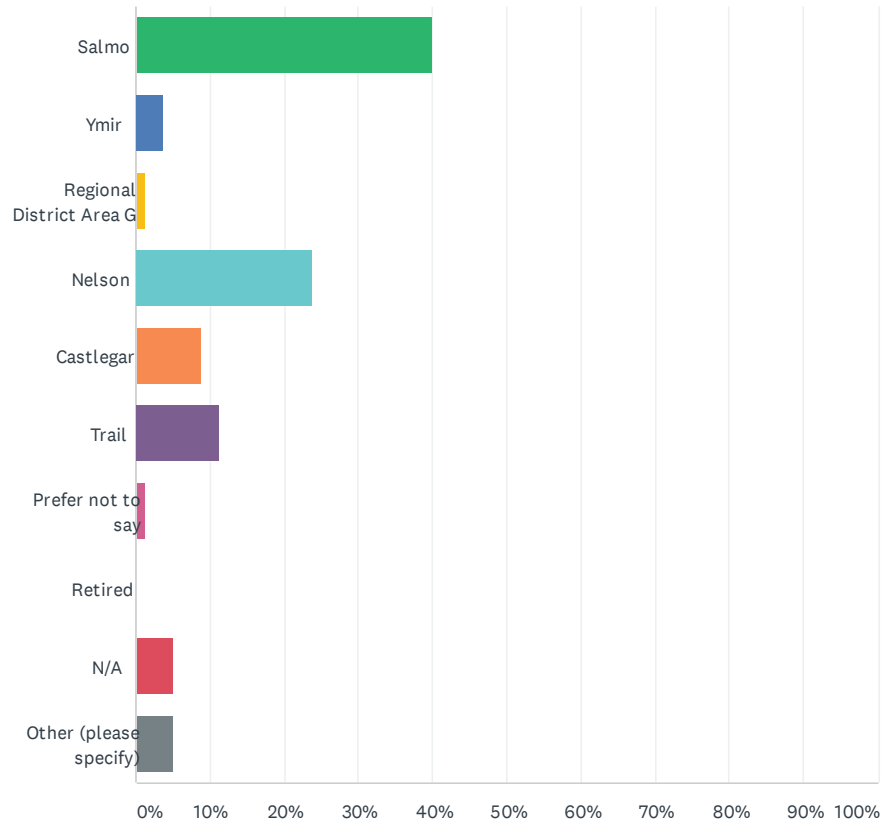


ANSWER CHOICES	RESPONSES	
Caring for a family full-time	37.50%	30
Full-time paid employment	46.25%	37
Part-time paid employment	25.00%	20
Self-employed	13.75%	11
Full-time student	0.00%	0
Part-time student	6.25%	5
Unemployed/Looking for work	10.00%	8
Retired	0.00%	0
Other (please specify)	5.00%	4
Total Respondents: 80		

Salmo Valley Child Care Needs Assessment

Q25 Where do you work or go to school?

Answered: 80 Skipped: 10

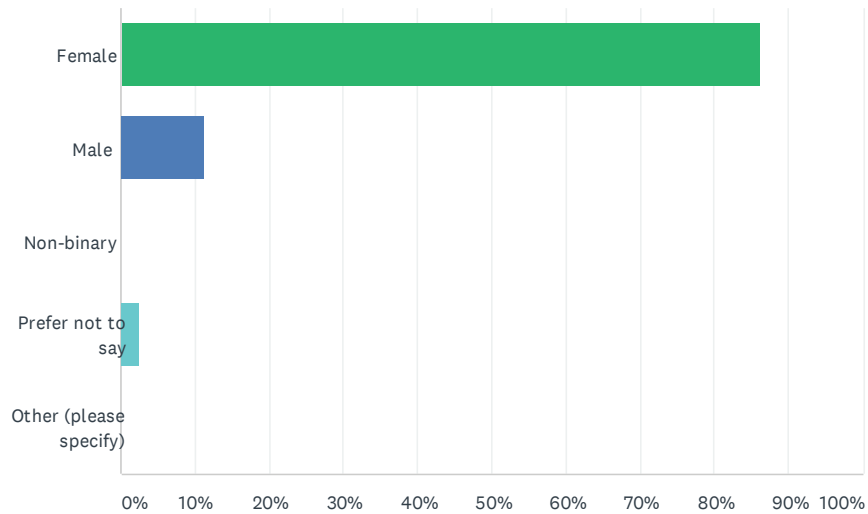


ANSWER CHOICES	RESPONSES	
Salmo	40.00%	32
Ymir	3.75%	3
Regional District Area G	1.25%	1
Nelson	23.75%	19
Castlegar	8.75%	7
Trail	11.25%	9
Prefer not to say	1.25%	1
Retired	0.00%	0
N/A	5.00%	4
Other (please specify)	5.00%	4
TOTAL		80

Salmo Valley Child Care Needs Assessment

Q26 You are?

Answered: 80 Skipped: 10

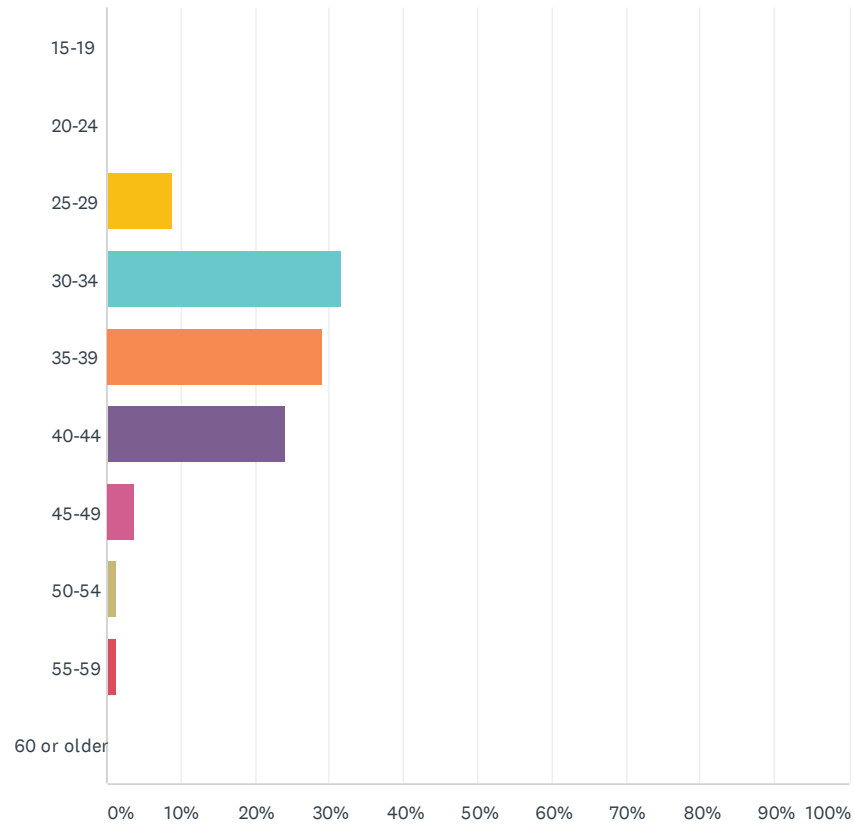


ANSWER CHOICES	RESPONSES	
Female	86.25%	69
Male	11.25%	9
Non-binary	0.00%	0
Prefer not to say	2.50%	2
Other (please specify)	0.00%	0
TOTAL		80

Salmo Valley Child Care Needs Assessment

Q27 Your age is?

Answered: 79 Skipped: 11

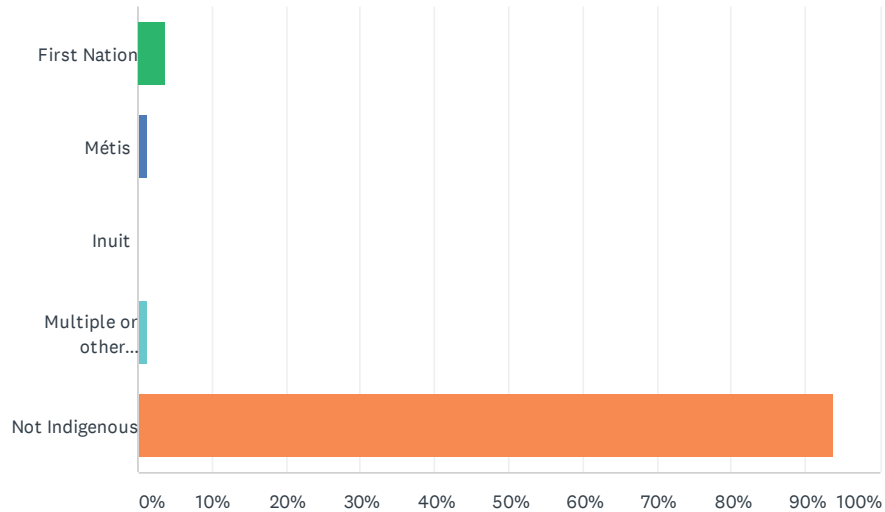


ANSWER CHOICES	RESPONSES	
15-19	0.00%	0
20-24	0.00%	0
25-29	8.86%	7
30-34	31.65%	25
35-39	29.11%	23
40-44	24.05%	19
45-49	3.80%	3
50-54	1.27%	1
55-59	1.27%	1
60 or older	0.00%	0
TOTAL		79

Salmo Valley Child Care Needs Assessment

Q28 Are you Indigenous (First Nations, Métis, or Inuit)?

Answered: 79 Skipped: 11

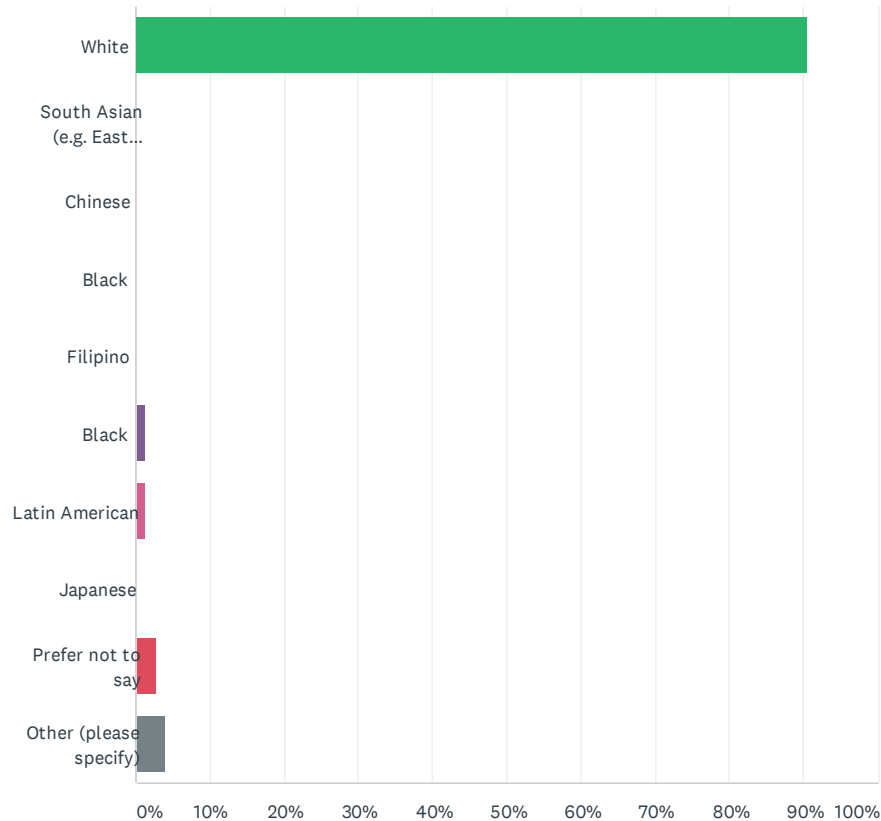


ANSWER CHOICES	RESPONSES	
First Nation	3.80%	3
Métis	1.27%	1
Inuit	0.00%	0
Multiple or other Indigenous identities	1.27%	1
Not Indigenous	93.67%	74
TOTAL		79

Salmo Valley Child Care Needs Assessment

Q29 How do you identify ethnically?

Answered: 75 Skipped: 15

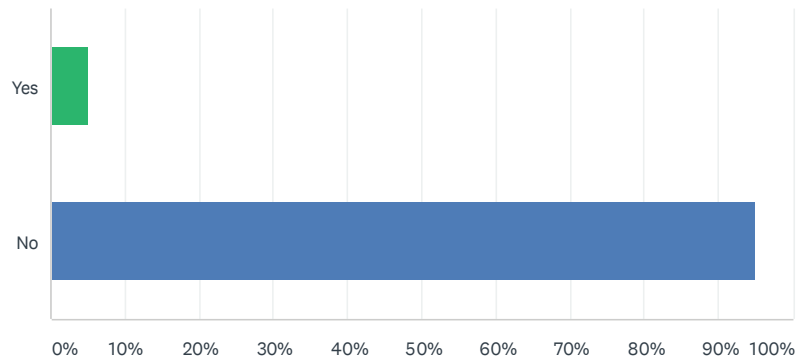


ANSWER CHOICES	RESPONSES	
White	90.67%	68
□ South Asian (e.g. East Indian, Pakistani, Sri Lankan, etc.)	0.00%	0
Chinese	0.00%	0
Black	0.00%	0
Filipino	0.00%	0
Black	1.33%	1
Latin American	1.33%	1
Japanese	0.00%	0
Prefer not to say	2.67%	2
Other (please specify)	4.00%	3
TOTAL		75

Salmo Valley Child Care Needs Assessment

Q30 Have you moved to Canada within the last 5 years?

Answered: 80 Skipped: 10

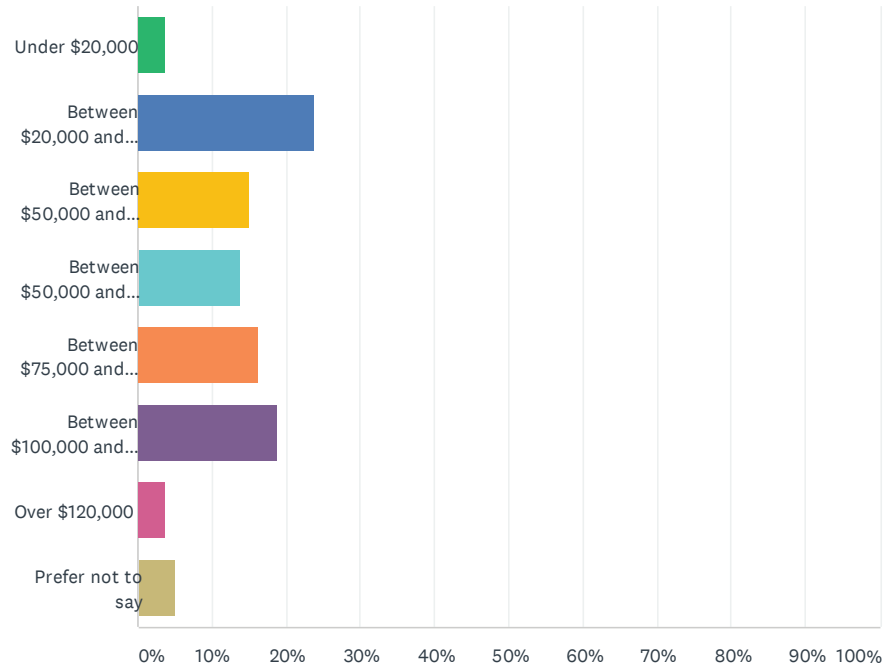


ANSWER CHOICES	RESPONSES	
Yes	5.00%	4
No	95.00%	76
TOTAL		80

Salmo Valley Child Care Needs Assessment

Q31 Your household income level is?

Answered: 80 Skipped: 10



ANSWER CHOICES	RESPONSES	
Under \$20,000	3.75%	3
Between \$20,000 and \$50,000	23.75%	19
Between \$50,000 and \$75,999	15.00%	12
Between \$50,000 and \$74,999	13.75%	11
Between \$75,000 and \$99,999	16.25%	13
Between \$100,000 and \$120,000	18.75%	15
Over \$120,000	3.75%	3
Prefer not to say	5.00%	4
TOTAL		80

Salmo Valley Child Care Needs Assessment

Q32 Name and Contact Information:

Answered: 14 Skipped: 76

ANSWER CHOICES	RESPONSES	
Name	100.00%	14
Email or phone number	100.00%	14

APPENDIX B

LIST OF STAKEHOLDERS INTERVIEWED & INTERVIEW QUESTIONS

B

Child Care Providers

- Cathy Paton, Executive Director, Salmo Children's Centre

Child Care Resource and Referral Agency (Prov of BC)

- Samantha Zaytsoff, Program Coordinator
- Heather Broad, Outreach Consultant
- Jenn Tracey, Outreach Consultant

Circle of Indigenous Nations Society

- Julia Kanutski, Outreach Consultant

Columbia Basin Alliance for Literacy

- Lori Dunn, Coordinator

Columbia Basin Trust

- Nicole MacLellan, Manager

Interior Health Authority, Community Care Facility Licensing

- Michelle Cushway, Licensing Officer

Kootenay Family Place

- Dina Zanet Costa, Supported Child Development Program Coordinator

Regional District of Central Kootenay

- * Nelson Wight, Manager of Planning

Salmo Community Resource Society (Salmo Community Services)

- Maureen Berk, Executive Director
- Lorraine Kreuzer and Kim Hartzell, Parent Groups and CAPC

Salmo Valley Early Childhood Advisory Committee

- Anita Horton, Coordinator

Salmo Valley Public Library

- Marianne Hansen, Librarian

Salmo Valley Youth and Community Centre

- * Laurie MacDonald, Coordinator After School Programs

School District #8

- Dawn Snell, Principal Salmo Elementary

Selkirk College ECCE Program

- * Taya Whitehead, ECCE Program Coordinator
- * Aanyta Fahrenbruch, ECCE Instructor

Child Care Stakeholder Interview Questions

1. Tell me a little about your organization and your role, including how they relate to child care.
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?
3. 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 Salmo Valley (Salmo, Ymir, Area G)?
4. From your knowledge of child care in the region, are there child care spaces available to meet the needs of all families? Specifically, and as per the Province's direction:
 - 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?
5. Are you aware of the Province's focus on creating child care spaces across British Columbia, including funding and partnership opportunities (<https://www2.gov.bc.ca/gov/content/family-social-supports/caring-for-young-children/running-daycare-preschool/childcare-new-spaces-fund/apply>)? Is this of interest to your organization?
6. Families' abilities to access child care is impacted by the cost. Do you have any comments on how the cost of child care in the region affects families' access to child care?
7. 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?
8. 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?
9. 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?
10. 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?

11. 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?
12. Do you know of unregistered license-not-required daycares in the region? If so, do you have any suggestions on how we might contact them?
13. If you know of unregistered child cares, what do you think might support those operators register? This would require a criminal record check, home inspection, and First Aid certificate.
14. Do you have any other suggestions to shape the local Child Care Action Plan?
15. Anything else you wanted to tell me that you have hadn't had a chance to raise yet?

Demographic Profile – Salmo, RDCK Area G and Ymir

Context Analysis

Between 2011 and 2016, the total population of the Regional District of Central Kootenay grew more quickly than its largest city Nelson,¹ which suggests people may be moving to more affordable areas of the Regional District such as Salmo and Ymir. However, communities such as Salmo are facing the challenge of housing price increases with limited housing options - between 2019 and 2020 housing prices rose 20% for Salmo, the highest percentage increase in the West Kootenays.²

The rising cost of housing and the static nature of incomes will result in an increased need for affordable daycare as families look to maintain their financial wellbeing. It is also of note that the majority of housing stock is more than 40 years old. This may need to be considered regarding in-home licensed child care given upgrades that may be required for child safety to meet regulation standards.

2016	Salmo	Area G	Ymir	British Columbia
% of population 0-14 yrs	15%	16%	21%	15%
% of population 15-64 yrs	58%	69%	70%	66%
% of population 65+ yrs	26%	14%	8%	18%

Total Population	Salmo	Area G [includes Ymir]	Ymir
2011 Population (Stats Canada)	1139	1597	231
2016 Population (Stats Canada)	1141	1623	245
2020 Population, estimated ³ (3.5% growth from 2016)	1181	1680	254
2021 Population, estimated, (1.1% growth from 2020)	1193	1698	257
2030 Population, estimated, (9.5% growth from 2021)	1306	1864	281

Children Population (0-14 yrs)	Salmo	Area G [includes Ymir]	Ymir
2016 population	170	265	50
2020 population, estimated 3.5% growth from 2016	176	274	52
2021 population, estimated 1.1% growth from 2020	178	277	53
2030 population, estimated 9.5% growth from 2021	194	303	58

Infant/Toddler Population (0-4 yrs)	Salmo	Area G [includes Ymir]	Ymir
2016 population	40	70	20
2020 population, estimated 3.5% growth from 2016	41	72	21
2021 population, estimated 1.1% growth from 2020	41	73	21
2030 population, estimated 9.5% growth from 2021	45	80	23

¹ From comparisons of BC Stats data and Nelson's Official Community Plan growth projections.

² <https://www.nelsonstar.com/news/2020-property-assessments-show-mostly-moderate-increases/>

Salmo (based on 2016 Statistics Canada data)

- Majority of housing is single-detached house – 75%. The rest is semi-detached, townhouse, apartment or mobile home. No buildings 5 storeys or more.
- Households – 64% two or more people
- Single mothers – 14% of census family households, compared to the provincial average of 12%
- 1.3% of residents Francophone
- 7% of residents indicated Aboriginal identity
- Small visible minority population – Japanese descent (1%)
- After tax median income \$43,680. Provincial after tax median income \$61,280
- 4.4% of children 0-5 living in low income households
- 23.5% of the population is low income, compared to 15.5% for BC.
- High percentage of commuters travelling more than 15 minutes to work – 75%. 58% commute 30 minute or more to work

Area G (based on 2016 Statistics Canada data)

- Majority of housing is single-detached house – 81%
- Households – 67% two or more people
- Single parent households – 16% of census family households
- 1.5% of families Francophone
- 7% of residents indicated Aboriginal identity
- Small visible minority population – of South Asian descent, Latin American, not identified (4%)
- After tax median income \$43,157. Provincial after tax median income \$61,280
- 6% of children 0-5 living in low income households
- 31% of the population is considered low income, compared to 15.5% for BC.
- High percentage of commuters travelling more than 15 minutes to work – 72%. 45% commute 30 minutes or more to work. The difference between commuting times of Salmo and Area G may be due to proximity to Nelson.

Ymir (based on 2016 Statistics Canada data) = less specific data is available given its smaller population base

- Majority of housing is single-detached house
- Households – 60% two or more people
- High percentage of single mothers – 31% of census family households
- 4% of families Francophone
- 4% of residents indicated Aboriginal identity
- Small visible minority population – of South Asian descent (4%)
- After tax median income \$37,696.
- High percentage of commuters travelling more than 15 minutes to work – 77%. 46% commute 30 minutes or more to work.

Licensed (Regulated) 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

¹ 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 (Unregulated) 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

