

Child Care Action Plan 2019



KIMBERLEY

A GOOD PLACE TO BE.

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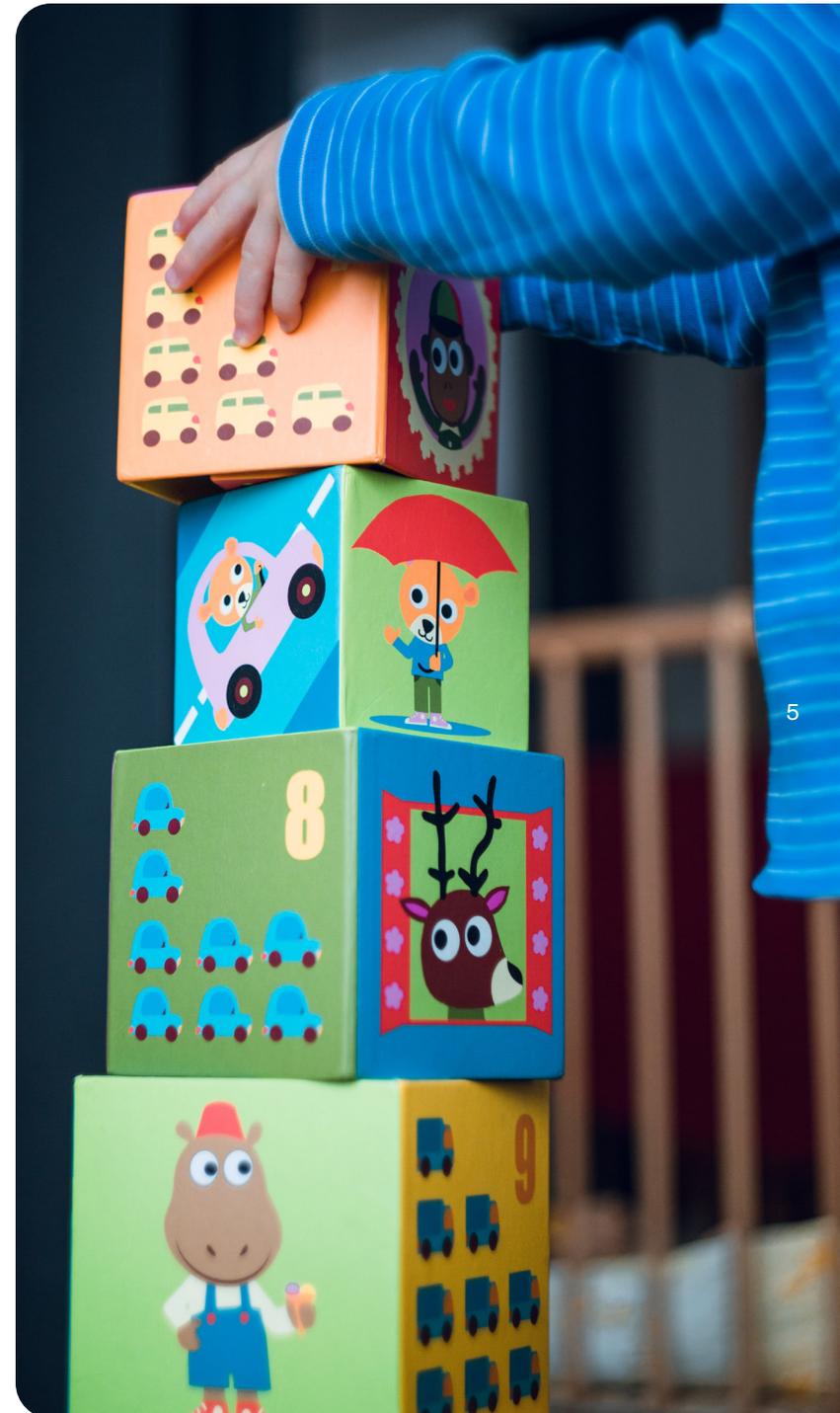
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Glossary of Terms

- **CBT** Columbia Basin Trust
- **CCFRI** Child Care Fee Reduction Initiative
- **CCOF** Child Care Operating Funding
- **CCRR** Child Care Resource and Referral
- **ECE** Early Childhood Education/Early Childhood Educator
- **ECEA** Early Childhood Educator Assistant
- **ECEBC** Early Childhood Educators of BC
- **IH** Interior Health
- **ITE** Infant Toddler Educator
- **LNR** License not required
- **MCFD** Ministry of Children and Family Development
- **MOAEST** Ministry of Advanced Education, Skills & Training
- **MOE** Ministry of Education
- **MOH** Ministry of Health
- **RLNR** Registered license not required
- **SCD** Supported Child Development
- **UBCM** Union of BC Municipalities



Executive Summary

As part of its focus on meeting local child care needs through 2029, the B.C. Ministry of Children and Family Development has provided \$3 million in municipal planning grants to more than 70 B.C. communities in order to help ensure that they are responsive to young families. Accordingly, local governments may apply and use this funding to conduct a child care needs assessment and create an action plan to ensure that families have access to the child care services that they need. Once needs are assessed and a plan in place, local governments can choose to apply for the Community Child Care Space Creation Program which can provide additional funding to local governments to create new licensed child care spaces within their own facilities for children aged 0-5, with a focus on spaces for infants and toddlers. Both funding programs will be administered by the Union of BC Municipalities (UBCM).

As such, the City of Kimberley partnered with Be the Change Group, a Vancouver-based population health consulting firm, to assess Kimberley's child care needs and develop a child care action plan. This assessment included a background review, policy scan, and community engagement.

The community engagement took place from August 27, 2019 to December 9, 2019, and engaged a total of 319 participants, including, but not limited to, community members, city officials, First Nations partners, parents, child care providers, child care facilities, and other key stakeholders, using the following methods:

- Nineteen Key informant interviews
- Two incentivized surveys, one for families, caregivers, parents and soon-to-be parents, and one for child care providers
- A community forum
- Two round tables with families
- One round table with child care providers

The community identified the following as factors impacting access to child care:

- A lack of availability and options for child care, particularly licensed spaces for infants aged 0-3
- Waitlists for spaces for children aged 0-3, with the majority of parent respondents currently on multiple waitlists for child care, most for a year or more

- Limited hours, inflexible drop-off and pick-up times, and lack of part-time/drop-in child care options that do not accommodate shift work, seasonal work, or part-time work
- Concerns around the quality of care due to a shortage of licensed child care spaces, resulting in the creation of unregulated child care and the reliance on alternative care such as child swaps and day homes
- Inconvenient locations of child care and a disconnect between school hours and child care hours, resulting in barriers to transportation to and from child care
- High cost of child care

Child care providers described the following challenges to child care provision:

- A lack of value and respect for the early childhood education (ECE) profession, with early childhood educators (ECEs) feeling undervalued, underpaid, and under recognized
- Difficulties recruiting and retaining staff
- Low wages
- Barriers to ECE training and certification in terms of required time, energy, and financial investment for training and certification not matching compensation
- A lack of accessible physical space for child care facilities

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These barriers, challenges, and issues around child care are impacting individual, family, and community health outcomes in Kimberley, with detrimental effects on quality of child care; the economy; and social determinants of health. These social determinants of health include parents' overall mental health, ability to participate in the workforce, financial security, and relationships with their partners. The community engagement highlighted the following key areas for concern:

- The mental health of parents: A lack of suitable child care results in increased constraints on time, inability to work, and a decrease in quality of life, all of which harm the emotional well-being of individuals and families.
- Gendering of societal roles: When parents are unable to secure a child care space or justify the cost of child care, it is predominantly mothers who do not return to work after maternity leave, and men are often left with the sole burden of financially supporting the household.
- Childhood development: Kimberley parents felt that the lack of suitable child care has impacted their children's ability to interact with other children, their opportunities for play, and their ability to learn/improve their social skills.
- The economy: Parents identified the inability to return to work due to the child care shortage as a financial stressor, which restricts family spending and impacts social and financial participation in the larger community and economy.

Our engagement revealed that the lack of child care in Kimberley not only inhibits the well-being of parents, but could also impair early childhood development, ultimately resulting in adverse consequences for the community.

However, the findings of the child care needs assessment inform clear actions that can be taken to contribute to meaningful, positive change. It should be noted that multiple levels of government have a role and responsibility to play in addressing the root causes of the issues within child care. To this end, this child care action plan is intended to focus on actions for the City of Kimberley to consider, while also identifying actions for multi-actor collaboration.

The plan outlines in greater detail the following recommendations for the City:

- Embed child care planning into community planning activities.
- Develop a child care action plan implementation team that collaborates with the key players in the region.
- Help create spaces for child care programming.
- Consider developing a City-run or City-administered child care facility.

- Help increase accessibility of existing child care facilities.
- Support future and current child care providers by expanding access to funding.
- Disseminate child care information and resources.
- Improve logistics to facilitate flexible child care.
- Revisit this child care action plan in three to five years.

The plan also outlines in greater detail the following recommendations for key actors within child care and the community:

- Assist child care facilities in developing sustainable business practices to empower child care providers via networking and training opportunities.
- Promote on-site child care by large employers.
- Create and support spaces for child care programming.
- Ensure that there is continued support for the StrongStart BC program.
- Ensure accessibility for children and families.
- Advocate for a better provincial child care system and coordination among organizations responsible for child care.
- Campaign for professionalization/recruitment in regards to ECE careers.

Research emphatically shows the critical role of early childhood development in the health and well-being of children and communities. Given that the child care needs assessment clearly shows that Kimberley residents value their children's growth and development, taking action to address Kimberley's child care needs will be of unquestionable benefit to all.

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Drawing from the information gathered from the needs assessment, this child care action plan strives to represent the collective voices of Kimberley, ensuring that the community informs the plan to address Kimberley's child care needs and planning activities.

Early childhood development and child care

A strong body of research demonstrates the importance of the early years (ages 0-5) in children's growth and development. Research from the Human Early Learning Partnership reveals the critical role that families, communities, and early childhood development programs play in the nurturing and stimulating environments required for the physical, emotional, and social development of children (1,2). Evidence shows that the rapid growth of children's brains during early development makes them particularly susceptible to environmental stimuli (3,4). Moreover, the social and emotional factors in a child's environment have the potential to influence physiological changes, which have lifelong implications for a child's learning, behaviour, health, and well-being (5,6).

In this way, early childhood development is a social determinant of health. Social determinants of health are factors in society and conditions in the environments in which we live that positively or negatively affect all aspects of our lives, including our health. They include the following (7,8):

- Income and social status
- Employment and working conditions
- Education and literacy
- Childhood experiences
- Physical environments
- Social supports and coping skills
- Healthy behaviours
- Access to health and other services

These social determinants of health do not exist in isolation. Instead, they intersect, or combine, increasing their impact on our health and access to health care.

Beyond the individual level, social determinants of health and the interrelationships between them contribute to the health of a community. In a healthy community, all residents have access to a quality education, health care, safe and healthy homes, adequate employment, transportation, physical activity, nutrition, and high quality child care, which leads to positive social and health outcomes.

Childhood experiences affect childhood development, significantly influencing aspects such as physical health, mental health, competence in literacy and numeracy, criminality, and economic participation throughout life. At the time of school entry, the quality of early childhood development acts as a predictor for performance in school programs (9). Early childhood development involves both the cognitive and linguistic skills necessary for academic achievement, and the physical, social, and emotional factors related to early life (10,11). Research demonstrates that programs specifically designed to promote early childhood development enhance the quality of human capital, which refers to the competencies and skills necessary for participating in society and the workforce in later life (12). Therefore, in order to observe higher employment and earnings, and better health, quality early childhood development must be prioritized (13).

Canada is one of the few industrialized countries in the world without a coherent and effective early childhood education and child care system (14). Its child care landscape is characterized by complexity and fragmentation, and is largely pieced together through a network of private daycares, not-for-profit organizations, and day homes. Our policy scan and community engagement in Kimberley highlighted the lack of coordination among organizations responsible for child care, identifying the largely private provision of child care as incapable of meeting the full spectrum of child care needs.

Communities across British Columbia face ongoing shortages of resources for child care, a problem exacerbated by the lack of an organized child care system at the federal and provincial level. Addressing the current child care crisis will require buy-in and cooperation from stakeholders at all levels of

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government to adequately address child care needs. At the same time, given the critical importance of the early years to childhood development, and the impact of early childhood development in later life and on the health of communities, it is important that the City of Kimberley consider how best to support the child care needs of its community.

The agencies involved in early childhood development

Child care in Kimberley falls under the jurisdiction of three levels of government (federal, provincial, and municipal). Within the provincial government, four ministries play a role in the provision or regulation of child care services. These include the Ministry of Children and Family Development (MCFD), the Ministry of Education, the Ministry of Health, and the Ministry of Advanced Education, Skills & Training.

Over the past few years, child care has reclaimed a place on the national political agenda. In Budget 2016 and Budget 2017, the Government of Canada committed to child care funding of \$7.5 billion over 11 years. The first disbursement of \$1.2 billion is being distributed to provinces and territories through a three-year bilateral funding agreement under the umbrella of the Multilateral Early Learning and Child Care Framework (15). The Framework is the federal government's key mechanism to coordinate provincial and territorial efforts to increase the quality, accessibility, affordability, flexibility, and inclusivity of early learning and child care in Canada.

In addition, the federal government plays an indirect but significant role in the provision of child care services, primarily through the tax system. One of its core policies in this area is the Canada Child Benefit (CCB), a tax-free monthly payment made to eligible families to help them with the costs of raising children under the age of 18. As of July 2019, the maximum annual benefit increased to \$6,639 for each child under age six and \$5,602 per child age six to 17 (16). In B.C., the CCB is combined with the B.C. Early Childhood Tax Benefit (see [Appendix 1](#)) into a single monthly payment. Parents who have children with special needs may also qualify for the Child Disability Benefit, which is also incorporated into the monthly payment (17).

The Province of British Columbia has considerable responsibility for ensuring quality child care services are accessible to those who need them. Endeavouring to create 22,000 new licensed child care spaces by 2021, the Province produced a provincial plan, ChildCare BC, to chart a course to meet this target (18). MCFD is a key player in this effort, as it holds primary responsibility for child care in the province and administers several programs directly related to child care, notably the Child Care Prototype Sites program, the Child Care Fee Reduction Initiative, the Affordable Child Care Benefit, and the B.C. Early Childhood Tax Benefit (see [Appendix 1](#)).

The Ministry of Education plays a direct role in the provision of early learning services in B.C. through its StrongStart BC programs (19). This program seeks to create interactive, play-based environments for children ages 0–5 in order to develop their essential skills and prepare them for the transition to school. Centres are administered by individual school districts, and program facilitators are employed by the district and certified as early childhood educators. Under B.C.'s School Act, sections 85.1(2) and 85.1(3)b respectively, school districts are legally obligated to use their facilities to promote the provision of child care services, and ensure that they are not renting or leasing the space for a profit (20).

Two other ministries have responsibilities related to child care. The Ministry of Health, through its regional health authorities, undertakes licensing and monitoring of child care facilities, while the Ministry of Advanced Education, Skills & Training administers funding and develops opportunities for continuing education and training for early childhood educators.

At the municipal level, the City of Kimberley has regulatory powers that can affect the provision of local child care services. For instance, the City controls zoning and building codes, which can impact the provision of outdoor play spaces for children. The City also has the power to implement and/or legislate design guidelines, business licenses, and property taxes, which can also affect child care services.



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Types of child care

Child care in B.C. falls within one of two categories: licensed care or unlicensed care. Whether or not a child care program requires a license depends on the following (21):

- The number of children in the provider's care
- The duration of the program
- The main goal(s) of the program

Licensed

Licensed care must comply with the Community Care Assisted Living Act and the Child Care Licensing Regulation (22,23). The Child Care Licensing Regulation sets out the following:

- Health and safety requirements
- License application requirements
- Staffing qualifications
- Staff-to-child ratio
- Space and equipment
- Program standards

Unlicensed

Unlicensed child care in B.C. consists of family child care homes that are not regulated but are permitted. These facilities are permitted a maximum of 2 children or 1 sibling group in care. There are two types of unlicensed care facilities recognized in B.C.: license-not-required (LNR) and registered license-not-required (RLNR). The primary difference between these designations is that an LNR facility has not registered with a Child Care Resource and Referral (CCRR) centre, whereas an RLNR facility has. Registering with a CCRR centre requires that RLNR facilities meet a set of registration criteria established by MCFD. These criteria include the following (21):

- A criminal record check (for everyone over the age of 12 living in the home)
- Character references
- A home safety assessment
- A physician's report on the provider's physical and emotional capacity to care for children

- First aid training
- Participation in child care training courses or workshops

Families that place their children in RLNR facilities may be eligible to receive an enhanced subsidy rate that is higher than the subsidy received by families with children in LNR facilities.

Because of this subsidy, providers can charge parents higher fees without passing the full cost onto them. This incentivizes providers to register with a CCRR centre, which also allows them to recoup some of the CCRR registration costs and access support, training, resources, and group liability insurance.



Types of certification for early childhood educators

The Province of British Columbia recognizes several different types of certification for educators working with children.

Basic early childhood education (ECE) certification usually requires over 900 hours of instruction. Post-basic training for infant and toddler educators and special needs educators typically amounts to an additional 250 hours of training and 200 hours of unpaid practicum (24). In contrast, 20 hours of training is required for a child care provider to receive Responsible Adult certification.

Certification	Requirements	Certification Period
Early Childhood Educator (ECE)	Complete a basic ECE training program from an approved institution. 500 hours of unpaid work experience under the supervision of a Canadian-certified ECE	5 years
Early Childhood Educator (1 year)	Complete a basic ECE training program from an approved institution. Permits holder to work as ECE without 500 hours of unpaid work experience (Applicant must submit explanation describing circumstances that prevented acquisition of 500 hours of work experience.)	1 year
Infant and Toddler Educator (ITE) Special Needs Educator (SNE)	Complete basic ECE requirements and a post-basic ECE training program in one of the specialties.	5 years
Early Childhood Educator Assistant (ECEA)	Permits holder to work with young children in an early childhood setting under the supervision of a qualified ECE Complete an ECE course in child guidance, child health, safety and nutrition, or childhood development within the previous 5 years.	5 years
Responsible Adult	In accordance with the Child Care Licensing Regulation (section 29), a Responsible Adult must: <ul style="list-style-type: none"> • Be at least 19 years of age • Be able to provide care and mature guidance to children • Have relevant work experience • Have completed a 20-hour course relevant to early childhood development 	Indefinite

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Given the limited duration of the different types of ECE certification, maintenance and renewal requirements are particularly important to ensuring the continuity of a professional ECE workforce. Common to all certification types, within 5 years of expiration, educators must acquire 400 hours of work experience under the supervision of a certified ECE, complete 40 hours of professional development related to ECE within the last certification period, and obtain a character reference letter. More than 5 years beyond expiration, all of the above requirements apply, with the exception that educators must acquire 500 hours of work experience under the supervision of a certified ECE. More than 10 years past expiration, educators must also submit a resume with relevant work experience to be reviewed by MCFD.

It should be noted that these 400 to 500 hours of work experience are often completed through an unpaid practicum, as B.C.'s Employment Standards Act does not classify practicums tied to educational programming as "work" (25).

For ECE (1 year) certification, applicants must renew before the expiration date, and the certification can only be renewed once. For ECEA certification, applicants must complete, in the previous 5 years, an early childhood education course other than that taken to meet the initial certification requirements.

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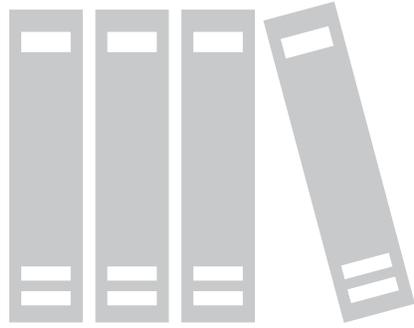
Be the Change Group conducted a municipality-wide engagement from August 27, 2019 to December 9, 2019 using online surveys and round tables for child care providers and operators, and parents, soon-to-be parents, and caregivers; a community forum; and key informant interviews. We calculated a sample size target of 258 respondents for this needs assessment. This calculation was based on a population of 7,425 at a 95% confidence level, with a 6% margin of error.

We engaged 319 respondents, including:

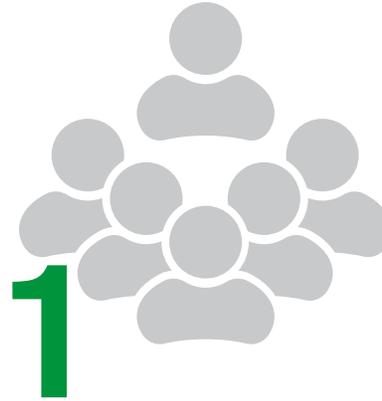


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background review and policy scan



1
community forum with 9 participants



19

key informant interviews

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30
child care provider survey respondents



228
parent survey respondents



3
round tables

two with families
(29 participants)

one with child care providers
(4 participants)

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Surveys

Two anonymous and confidential internet-based surveys—one for child care providers in Kimberley and one for families in Kimberley—were developed in an iterative process advised by the City of Kimberley team.

The family survey questions focused on participants' current and future child care needs, use of child care programming, the key issues affecting child care in Kimberley, and actions that can be taken to improve child care in Kimberley.

The child care provider survey focused on child care setting information, building/facility/space information, capacity information, financial information, staffing information, ability to support children, the key issues affecting child care in Kimberley, and actions that can be taken to improve child care in Kimberley.

The incentive-based (\$50 Save-On-Foods gift card draw) surveys ran from September 30 to October 23, 2019. They were distributed via the following:

- The City of Kimberley and Be the Change Group Facebook pages
- The City of Kimberley website
- Local newspapers and a news release
- A list of emails of current child care providers in Kimberley
- Parents and child care providers were encouraged to distribute the survey link to their social and work networks.
- Promotion of the surveys in key informant interviews, round tables, and the community forum
- Encouraging participants to share the surveys with their networks

Survey responses were collected in Qualtrics, then exported into a .csv file for analysis using R statistical software.

In terms of response to the family survey, 263 survey attempts were recorded; of these, 239 met eligibility criteria (live in Kimberley, and have or are planning to have children). Further, only respondents that answered at least 10% of the questions were included in our analysis; hence, 35 responses were excluded. The final dataset for analysis of the family survey consisted of 228 responses.

In terms of response to the child care provider survey, 56 survey attempts were recorded; of these, 32 met eligibility criteria (must provide child care in Kimberley to children that are not related to them). Only respondents that answered at least 10% of the questions were included in our analysis; hence, 17 responses were excluded. The total dataset for analysis of the child care provider survey was 30 responses.

Descriptive statistics (e.g. frequencies) were calculated for every variable within the survey, and qualitative survey responses were thematically coded and analyzed by two researchers. Cross-tabulations were calculated in terms of frequencies and proportions of respondents when deemed appropriate by the research staff. Findings are summarized in the Findings Section of this report.

Key informant interviews

A key informant represents and speaks for a larger group of individuals. We conducted 19 key informant interviews with stakeholders that included, but were not limited to, city staff, councillors, child care providers, Chamber of Commerce representatives, child care organizations, First Nations stakeholders, the assistant superintendent of School District No. 6, and a local school principal.

The semi-structured interviews (using interview guides) took place by teleconference or in person at times that were negotiated with and convenient for the participants. Interviews were between 30 minutes and one hour in duration. Participants were reminded that all data they provided would be coded in order to protect their identity and allow them to speak candidly. The interview guides included questions about informants'



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roles, child care needs in Kimberley, the key issues affecting child care in Kimberley, and actions that can be taken to improve child care. Given the range of stakeholders engaged, guides were modified depending on the stakeholder's role and subject matter expertise.

All of the interviews were digitally recorded and transcribed. Thematic analysis was conducted using Dedoose, a qualitative data analysis software, in order to inductively develop codes and themes, with data extraction, coding, and analysis cross-checked independently by three members of the research team. Overall themes were developed following discussion of the initial findings by members of the research team. Convergent themes (i.e. themes identified by multiple key informants) are summarized in the [Findings Section](#) of this report.

Round tables and community forum

In total, we conducted two round tables with families in Kimberley (29 participants), one round table with child care providers (4 participants), and one forum with community members (9 participants).

Family round table recruitment was primarily conducted with the support of the Community Action Program for Children (CAPC) site coordinator. The family round tables took place during the family supper program and a clothing swap event. Family round table questions followed a question guide centered on the context of child care in Kimberley, child care needs, key issues affecting child care in Kimberley, and actions that can be taken to improve child care.

Child care provider round table recruitment was conducted through email, word of mouth, Facebook, and the City of Kimberley website. Provider round table questions followed a question guide that centered on the context of child care in Kimberley, understanding the context of ECEs, provider challenges to child care provision, and actions that can be taken to improve child care.

Community forum recruitment was conducted via word of mouth, Facebook, and the City of Kimberley website. The community forum was open to all community members and stakeholders. Community forum questions followed a question guide that centered on the context of child care in Kimberley, key issues affecting child care in Kimberley, and actions that can be taken to improve child care.

All round tables and the community forum were recorded and transcribed. Thematic analysis was conducted using Dedoose, a qualitative data analysis software, in order to inductively develop codes and themes, with data extraction, coding, and analysis cross-checked independently by three members of the research team. Overall themes were developed following



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discussion of the initial findings by members of the research team. Convergent themes (i.e. themes identified by multiple focus group participants) are summarized in the [Findings Section](#) of this report.

Policy scan and background review

A policy scan was conducted to provide background information on the legislative and regulatory context of child care and child care providers in Kimberley and B.C. It included a thorough review of the programs and policies of various provincial ministries contained on their respective websites and within policy documents, guidebooks, and reports. Academic articles evaluating the performance of child care programs and policies in other jurisdictions were also referenced, in addition to best practices and innovative actions taken by municipalities as described in the grey literature, which included non-academic reports, working papers, government documents, white papers, and evaluations. The information resulting from this scan helped to inform the recommendations in this report.

Demographic data for the City of Kimberley was obtained through various sources including Statistics Canada, B.C. Stats, and the City of Kimberley's Official Community Plan.

Furthermore, in addition to the provider engagement via surveys, ChildCare BC, CCRR, and Interior Health databases were used to help populate an inventory of Kimberley's child care facilities and spaces. This inventory is provided as a supplement to this report.

Limitations

In terms of parents engaged, men were underrepresented in the response, both in the parent survey (35 male respondents and 190 female respondents) and the family round tables (1 male participant and 28 female participants). In addition, we were unable to account for men and women within the same family answering the survey, and were unable to control for duplicate respondents in the various forms of data collection (e.g. round table respondents answering the survey).

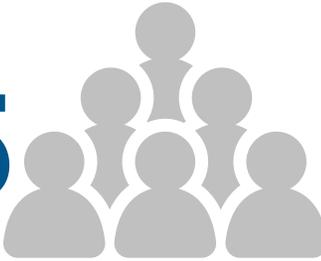
We did not conduct a financial analysis, hence, our data regarding financial and economic implications as a result of the child care shortage is anecdotal and was gathered through the surveys, round tables, and community forum.

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7,425



Population of Kimberley

6th fastest-growing city in B.C., with a population of over 5,000 (26,27).

Kimberley's rate of population growth has been particularly strong in recent years, averaging 2.3% annually from 2011 to 2016 in contrast to 1.7% from 2006 to 2011 (29).

Kimberley's population will continue to increase over the next few decades. B.C. Stats projects a population increase of 695 people, or 0.2% annual growth, for the Kimberley Local Health Area from 2018 to 2041 (30). The City's Official Community Plan anticipates annual growth for the municipality of around 0.6% from 2016 to 2041, which will result in an additional 1,200 people (31).

Figure 1: Child Population in Kimberley

215

0 to 2 years



235

3 to 5 years



620

6 to 12 years



Population growth between 2006 and 2016:

20.9%

Kimberley

8.9%

Regional District of East Kootenay

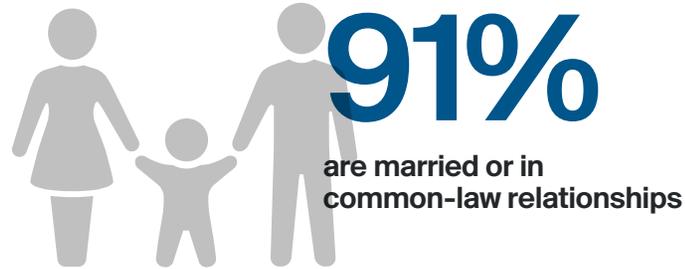
13%

British Columbia

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There are 1,070 children aged 0 to 12 in Kimberley and there are 1,015 families with at least one child aged 0-18 in Kimberley. Of these families, 745 are couples with children, and 270 are lone parent families (26). In total, there are 1,760 parents in Kimberley, and our survey captured 228 of them.

A snapshot of parent survey respondents:



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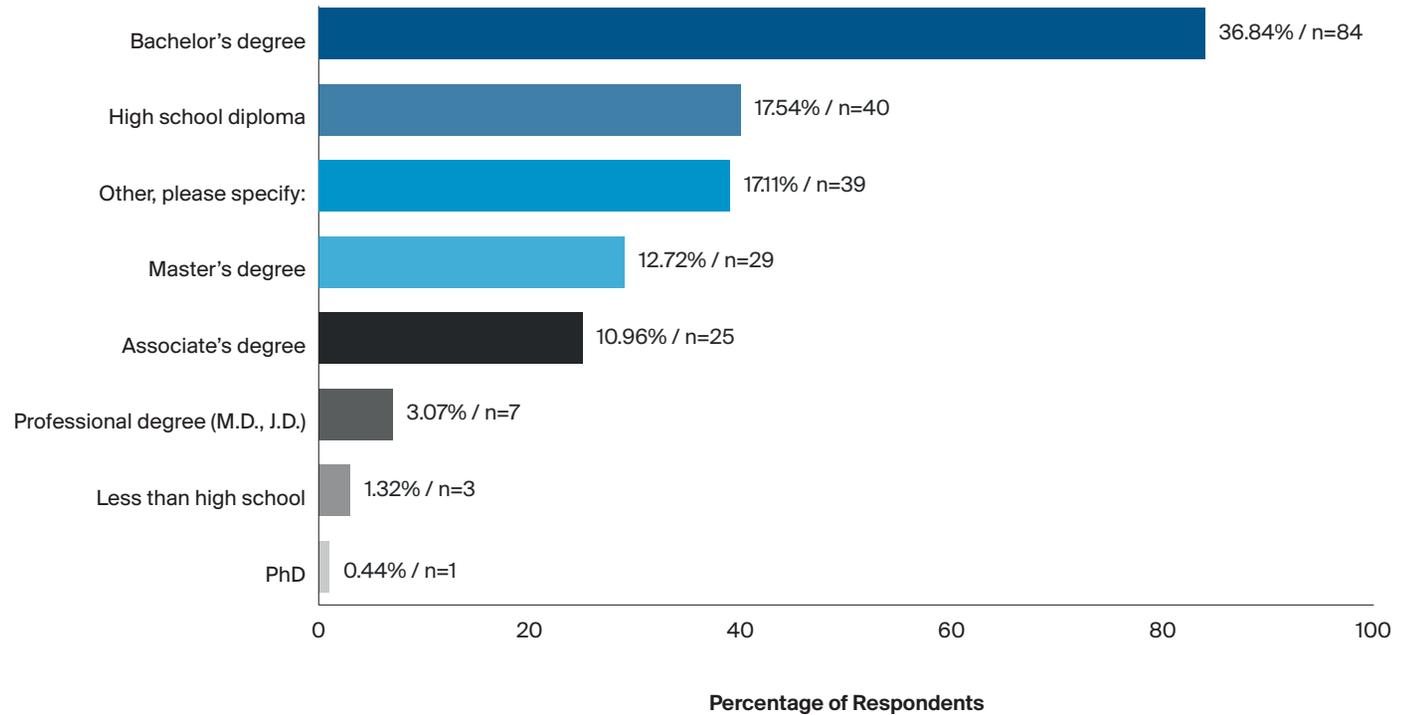
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Figure 2: Highest level of education completed (reported)

The highest level of education I have completed is: (n=228)



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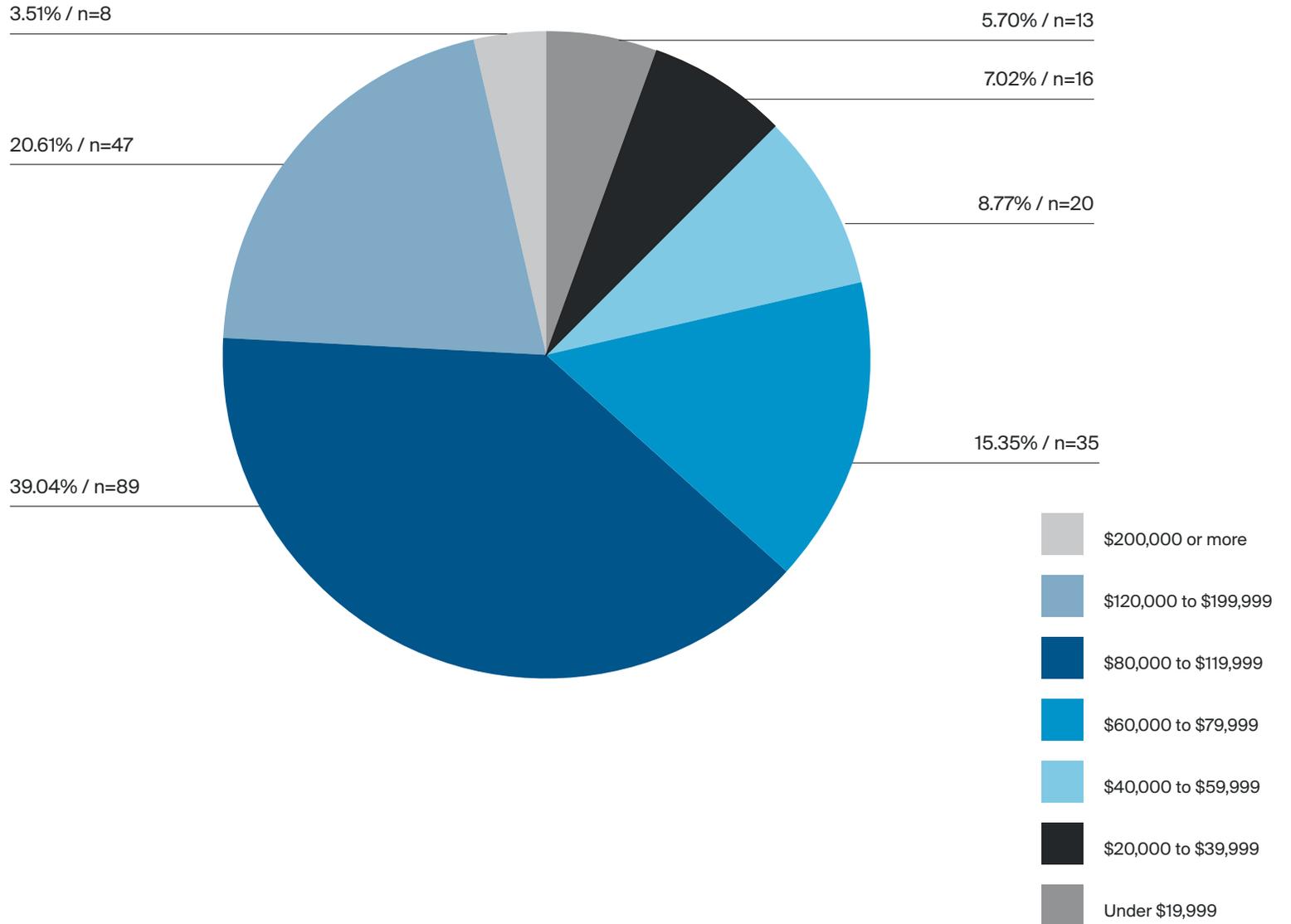
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Figure 3: 2018 household income (reported)

My total household income in 2018, before taxes, was: (n=228)



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13

licensed day care facilities

2

registered license-not-required child care facilities

21

child care programs*

*some facilities are licensed for more than one program

It should be noted that Blarhmont Elementary School remains closed, as the property is currently being used to support early childhood programming, and that 6 of 13 licensed child care facilities operate in public school buildings/properties.

Figure 4: Child care spaces and programs in Kimberley

	Group Child Care (birth to 36 months)	Group Child Care (30 months to school age)	Preschool (30 months to school age)	Group Child Care (school age)	Multi-Age Child Care	Family Child Care	In-Home, Multi-Age Child Care
Spaces	19	106	-	82	-	21	20
Programs	2	7	-	5	-	3	4

248

total licensed child care spaces for 1070 children ages 0-12, including

19

available spaces for 280 children aged 0-3



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Of parent respondents who access child care, 46.7% pay between \$400 and \$599 per month, 21.3% pay between \$600 and \$799 per month, and 11.5% pay between \$800 and \$999 per month. The provider survey supports this finding, as the vast majority of providers indicated charging between \$400 and \$599 (58.8%) and \$600 and \$799 (35.5%) per month per child.

Access and availability of child care in Kimberley is a relevant and emotional topic for the community. Kimberley's recent population growth and the necessity of addressing the community's growing child care needs were referenced by various respondents throughout our engagement.

Stakeholders most frequently cited a lack of options for child care as an issue of concern, in particular, the lack of licensed spaces for infants aged 0-3. This was echoed by providers in terms of the large number of children aged 0-3 on waitlists for spaces, as well as parents, with some parents putting their child's name on a waitlist before the child's birth. Of parent survey respondents who reported having a child aged birth to 36 months, 60.5% reported their child(ren) to be on a waitlist for a child care space.

Other barriers identified include a lack of extended hours and inflexible drop-off and pick-up times, with most facilities operating from 8:30 a.m. to 5:30 p.m., Monday to Friday. Our community engagement also revealed a lack of child care arrangements that would accommodate shift work, seasonal work, and part-time work; and issues around cost and affordability of care, location of child care facilities, and barriers to transportation.

Availability

For parents and families, the most frequently stated child care issue is a lack of access to licensed care. When asked about key issues affecting child care, 56.7% of parents who took the survey said that there is not enough availability. Further, of the parent respondents who indicated that their children are not in care, 90.7% explained that there are no spaces available, and 55.8% said that they cannot find quality care for their child. Similarly, the majority of parents who have a child in care said that they chose their child care arrangement because it was the only option that was available. To this end, nearly 90% of parent survey respondents whose children are in care reported having difficulty finding a suitable space, and, of these, 91.7% indicated that this difficulty was due to lack of spaces.

The ideal scenario is that we all have the number of child care spots that we need, and we feel comfortable with the child care spot that our kids are going to. That we're empowered to have a choice, and

it's not just you get what you get, this is the spot—take it, like it or not, whether you think it's safe or not.

— Family round table participant

The shortage of child care and difficulty finding child care was identified in the round tables with families and child care providers, the community forum, and nearly all of our key informant interviews. In particular, participants spoke to the overall lack of options and spaces, with many parents noting the overwhelming lack of infant/toddler spaces, part time options, and drop-in spaces. With regards to child care programming availability, our community engagement made it clear that the absence of the school-district run StrongStart BC program is creating a child care gap.

So coming to StrongStart was the only thing I could do to help my sanity. Like literally, my husband was working away. And I would come here in the winter, and I would drive, because it meant I could talk to a human, I could talk to an adult, I could just sit and hopefully not have my kids, you know, hanging off of me, and feel like it would be okay, you know?

And so, the silver lining, I think, in this town—which is great, but also unfortunate—is StrongStart. Which right now [at the time of writing this report], doesn't exist, but they have some other programs, like Wednesday dinners.

And sometimes it does just take time, and lots of time, to get to a place where you do make a friend, and you do get somebody. Because honest to God, without that, oh, I don't know where I would be, and I don't know where the kids would be. So yeah, I would say child care is the underpinning, almost, to what she said, like that's so necessary for the community, for all of the women, and for the quality of life in this town. And StrongStart's, I think, that thing that kind of helps at this moment. The only thing.

— Family round table participant

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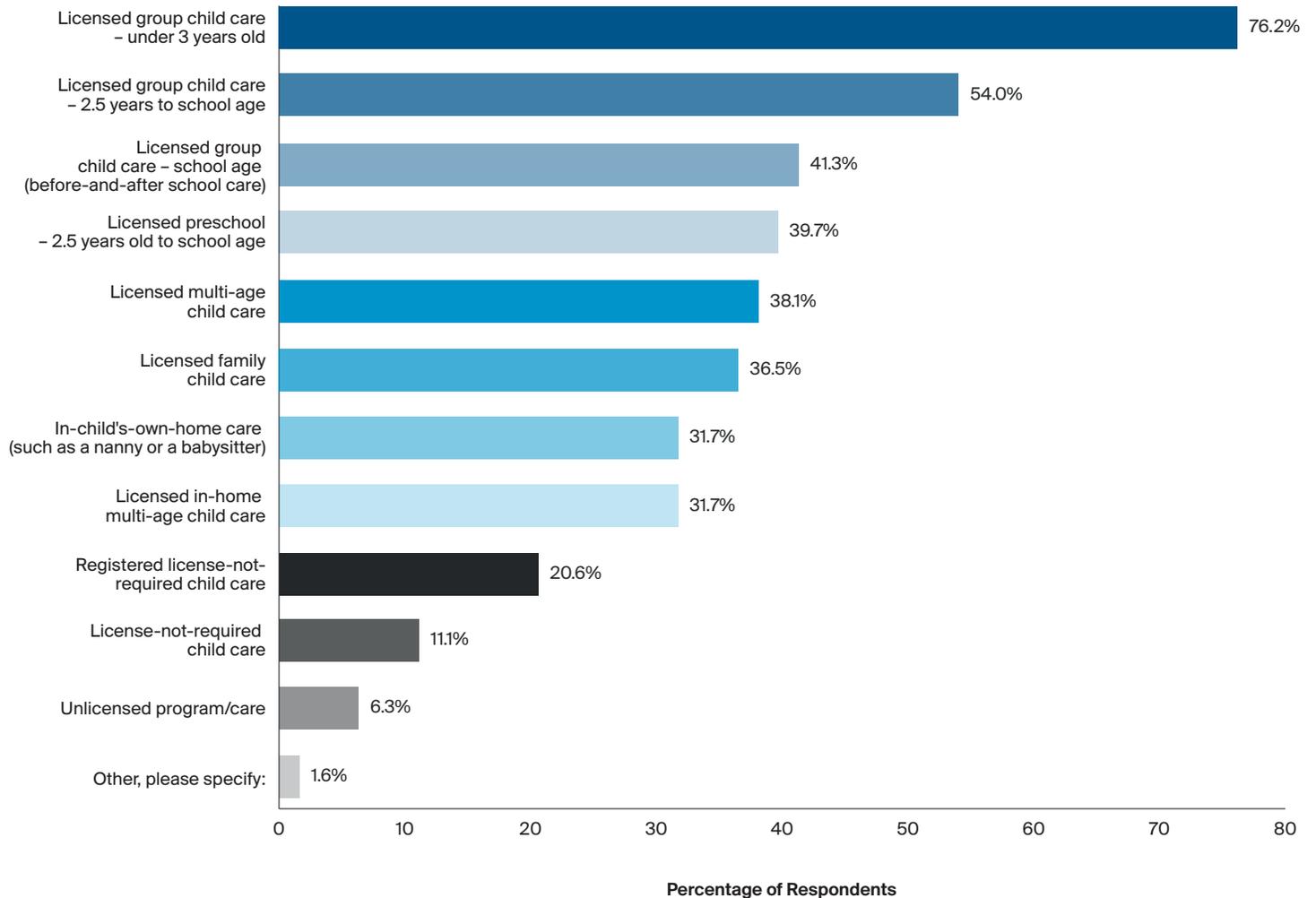
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When asked what type(s) of child care parents would prefer for their children, parent survey respondents who are looking for child care indicated the following:

Figure 5: Preferred child care types

What type(s) of child care would you prefer to place your child(ren) in? (Check all that apply.) (n=63)



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Kimberley parents indicated that, when looking for child care, they found out about it through friends/relatives (word of mouth), Facebook, and the Child Care Resource and Referral Centre (CCRR). While CCRR offers contact information for licensed and registered license-not-required child care facilities which parents can contact directly, there is no centralized resource to determine where the available spaces are located or how long waitlists for facilities are.

Waitlists

The majority of parents we engaged are currently on multiple waitlists for child care, and most have been on waitlists for a year or more. For instance, 50% of parent survey respondents that are currently on a waitlist reported being so for between one and three years.

I'm on probably just under 10 [waitlists]. The best answer I've been given is good hopes for 2021. So at the moment, my current job is finishing at the end of the month, and I don't even know ... I'm applying for the jobs, because I can't be without income, obviously. But I don't know how I'm going to juggle it. I'm applying, but I don't even know if I can actually take any jobs, and I can't be without one. It's been like that since she was born, like I'm just trying to figure it out as we go and see what next month will bring.

— Family round table participant

The longest and most competitive waitlists, particularly for the 0-3 age range, are for the two largest licensed child care facilities in Kimberley. The child care provider survey reveals that these facilities have the largest waitlists in comparison to child care facilities for other age groups, with reported waitlists of over 100 children. Many parents in our engagement stated that they put their names on waitlists as soon as they found out they were pregnant, calling it the “fetus list”, but still have not found spaces for their infants/toddlers.

We have one daughter, she's 13 months, and I'm back to work now. Been on waitlists since I found out I was pregnant, and haven't heard from either yet. But I work evenings and my husband's going to be going into shift work, and that's where our need is going to

be, and there's nothing for that. Fortunately, we have our neighbour helping out right now, who's retired, so that works well for us.

— Family round table participant

Some parents and providers spoke to the particular challenge of finding or providing inclusive child care spaces for children with additional needs. Participants explained that even if a space opened up for their child to attend a child care program, the child would also need access to a Supported Child Development (SCD) support staff in order to attend the child care program. With these being two separate services, with two separate waitlists, sometimes the child would miss out on the space because they did not have an SCD support in place at the time of the opening.

Hours and location of child care

Accessibility of child care in Kimberley also depends on the times during which programming is offered. Many parents cited shift work, incongruence between child care schedules and regular 9-5 work schedules, and lack of part-time/drop-in options as barriers to access related to hours of operation.

Parents often spoke about the difficulty of finding child care that was able to suit their schedule, and stated that child care was often not available when needed. For instance, parents explained that many child care spaces were “all or nothing”, noting inflexibility for part-time care, weekend care, and a lack of drop-in options.

Parents working shifts and unconventional hours are unable to access suitable licensed child care in Kimberley. From the provider perspective, accommodating shift work proves logistically challenging, as coordinating a complex schedule requires administrative capacity that is often lacking in a child care setting due to budget and staffing constraints. Adding to this complexity, some parents who work shift work continue to pay for a child care space in order to hold it, while for others this is not financially feasible. Due to this lack of flexibility and shortage of spaces, some spaces are left empty, even as many families remain on the waitlist, without child care.

I think the child care needs to fit the demographic of the community. I mean, it's not a 9-5 community. It's a shift-working community. And shift work is 10 to 12 hours, generally—especially mining, health care.

— Family round table participant

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Issues with regards to hours of operation are linked to transportation and location of child care facilities. Nearly 16% of parent survey respondents said that the location of child care facilities was too far, and 9% reported that they could not find child care in Kimberley, so instead had to go to Cranbrook.

Further, our parent survey revealed that 66.6% of parents are employed either part time or full time. Of parent survey respondents that are employed, approximately 40% indicated that they work outside of Kimberley. This finding was supported by our key informants interviews and round tables, in which participants noted that some parents live in Kimberley and work in Cranbrook. The 20 to 40-minute commute (subject to weather, etc.) between the two municipalities makes coordinating pick-up and drop-off at child care facilities difficult, even for parents who work 9:00 a.m. to 5:00 p.m., as most licensed child care facilities in Kimberley are open from 8:30 a.m. to 5:30 p.m.

Many parents of school-age children and key informants also spoke to the disconnect between the school system and child care in regards to hours of operation. In particular, with elementary school hours running from around 9:00 a.m. to 3:00 p.m.—with some schools holding only a half day of classes on Fridays—and most regular work hours set at 9:00 a.m. to 5:00 p.m., parents noted the difficulty in coordinating after-school care outside of school property. Some key informants also noted a lack of public transportation and limited school district transportation routes as barriers to accessing after school care. This challenge speaks to the opportunity for school district partnerships to address child care gaps for school age children.

We think from infant to five years old is a problem. You think, yay, they're going to school—problem solved. Well, no, not really. You've got Christmas holidays, you've got Easter holidays, you've got Pro-D days, you've got summer holidays, before-school care, after-school care. It doesn't stop with the infant. It goes right through with having school-aged children.

— Family round table participant

Affordability

While concerns around access to and hours of child care were a primary focus in the community engagement, the issue of the cost of child care also emerged. Many parents explained that child care is not an affordable option for them. Parents also spoke about the high cost of child care as a



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barrier to returning to work, and the decision of whether to go back to work. For instance, our survey data shows that, in Kimberley, 35.3% of women are employed full-time, as compared to 85.7% of men. In contrast, women are more represented than men in part-time employment, with 26.3% of women engaging in part-time work versus 5.7% of men. This finding highlights a gendered economic effect of the child care shortage, and suggests that child care needs compel mothers to adapt their work schedules but do not have the same consequences for fathers.

In addition, parents also cited difficulties in accessing child care subsidies and the insufficiency of current subsidies as a barrier to child care. The Province of British Columbia calculates subsidy rates according to marital status, number of children, income level, and if a child has special needs. Maximum subsidy rates range from a high of \$1,250 per month for children under 19 months in licensed group care to a low of \$210 for school-age children under a range of different child care types (32). In general, rates are highest for younger children and licensed care. The subsidy is not available for parents who place their child in occasional child care.

Further, due to the lack of part-time child care options, some parents continue to pay for a child care space in order to hold it, even when their child does not need it, which, according to concerns about affordability raised during the community engagement, is, for some, likely a large economic commitment for a service that is not fully being used. Moreover, holding a child care space prevents other children that may need it from being able to use the space.

Lastly, parents at the round tables, and respondents to the parent and provider surveys, indicated offering home care as a means to make money since they cannot afford to pay for child care and return to work. For instance, 40% of provider survey respondents indicated that they provided child care services from their homes, with the majority explaining that they are stay-at-home parents.

I wanted to raise my baby and it didn't make sense to me to have to work just [to] pay for child care.

— Provider survey respondent

[I wanted] to be home with my children. Being a single mom [I] couldn't afford to pay for daycare myself.

— Provider survey respondent

Quality of care and having to find alternative care

Of parents surveyed, 84.4% (157 respondents) indicated that licensed child care is very important or important to them; and 66.7% (124 respondents) said that it is very important or important that their child's child care provider has an early childhood education (ECE) certificate. However, 52.3% (80 respondents) said they could not find quality care for their children.

The lack of licensed child care options in Kimberley means that many families are forced to rely on friends, neighbours, and grandparents for "child swaps" and child care. Further, the lack of licensed care has also meant that unlicensed day homes are cropping up. While these alternate types of care fill the gap for many, they also present some unintended consequences, namely less than optimal quality of care which, in turn, has implications for early childhood development.

And when you're kind of in a crisis mindset—I need to work, I need to make money—you don't necessarily think about all of those long-term implications of your kid. It's just like, well, I just need somewhere safe for them to go.

— Key informant

You just have to hope in your heart that your child is being taken care of as you would personally take care of your own child. And I think that's the biggest thing. I find that there's always somebody willing to babysit when you need them. But again, you get that fear deep down inside you ... I think that's the scariest thing.

— Family round table participant

Provider challenges to child care provision

Our engagement depicted various challenges to child care provision including the lack of value and respect for the ECE profession, the issue of staff recruitment and retention, barriers to ECE training and certification, and issues with physical space.

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Lack of value and respect for the ECE profession

Throughout our community engagement, parents, providers, and key informants alike conveyed the importance of early childhood education. Likewise, the engagement revealed that the ECE profession continues to be undervalued, underpaid, and under recognized.

It's a human resource issue. At the bones of everything is we don't hold a value around early years. School starts at 5, nobody blinks an eye—you would never think of not sending your kid to some kind of school at five. It's publicly funded, it's recognized. ... If we held a value around it, we'd put some resources towards it.

— Key informant

It's a huge systemic issue. But at the end of the day, the value is just not there. People do not value the early years. They don't get it, they don't value it.

— Community forum participant

During our key informant interviews, round tables, and community forum, there were instances in which child care providers were referred to as babysitters or nannies, underscoring the perhaps unintentional, yet intrinsic lack of respect for ECE as a profession, and more broadly, as a discipline.

Low wages, staff recruitment, and retention

Across the board, difficulty attracting and retaining qualified childhood educators was discussed as a challenge to licensed child care provision. Nearly all key informants stated difficulties in finding and retaining qualified child care providers; this was also raised during each round table and in the community forum. When asked about key issues affecting child care, 39.6% of parent survey respondents cited staffing, low wages, and operation cost of facilities. Similarly, when providers were asked about the key issues affect child care in Kimberley, 37.5% stated that lack of qualified staff and burn-out as the primary issue.

Reasons cited for problems recruiting staff included low provider wages, losing staff to more lucrative jobs, high burnout, and a lack of qualified ECEs. Problems with recruitment are also demonstrated by the fact that Kimberley's StrongStart BC program, though highly valued, is currently not in operation because a qualified ECE has not been found to staff the

position. At the time of this report, the StrongStart BC facilitator position was posted as 25 hours per week, 5 hours per day, from Monday to Friday, at a wage of \$20 to \$22 per hour based on qualifications and experience, which is higher than the average reported wage for ECEs elsewhere.

I feel for them as a profession, because I feel like they are asked a lot. They are asked a lot, and they aren't compensated. So this is, I think, an issue as to why would somebody want to open a facility, when the business model doesn't work? It's tight. ... It's low pay and high demand.

— Key informant

While the Early Childhood Educators of BC recommends an average wage of \$25 an hour, plus 20% benefits, and establishment of a provincial pay grid, we heard from all data sources that early childhood educators earn an average of \$16 to \$18 an hour in Kimberley—\$2 more than B.C.'s minimum wage as of 2019.

It should be noted that frontline ECEs working in eligible licensed child care facilities qualify to receive a \$1 per hour wage enhancement from the provincial government, with another \$1 per hour wage enhancement scheduled for April 1, 2020. However, this provincial enhancement is not accessible to child care providers that do not have ECE accreditation, and it is not available for unlicensed or license-not-required child care facilities. Further, the wage enhancement lacks longevity: if provincial funding runs out for the wage enhancement, ECE wages will return to their previous levels. A few key informants described the process of applying for the wage enhancement as cumbersome from an administrative perspective, with child care providers having to apply for the funding each month.

These things [wage enhancement] just eventually just run out. They are not solving the actual problem. It's not like our actual wage actually got changed forever. ... It's not the most convenient thing. I'm not obviously complaining about getting extra money, but the fact that they want it every single month and you've got to go and log in ... why can't they just put that information in once a year? And sign off if anything changes ... But nothing ever changes.

— Key informant

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When engagement participants were asked what actions should be taken to improve access to child care, increasing wages for child care providers was at the top of the list. Many participants speculated that even if spaces are to be created, there will still be a need to staff child care provider positions; thus, higher wages are needed to attract and retain qualified staff.

ECE training and certification criteria

Participants emphasized that the time, energy, and financial investment required for ECE training is disproportionate to the compensation. Despite requiring various levels of education and qualifications, ECE remains a low-paid profession.

When you hear of the Province talking about increasing the minimum wage ... some of these people in this profession are making barely above what the Province is shooting for ... They're choosing not to stay in the field, because they can make more money in retail, being a waitress, doing those sorts of things.

— Community forum participant

Some participants described the cost of ECE education as a barrier. Grants to support ECE tuition fees that used to be available from Columbia Basin Trust are now offered through ECEBC. However, participants explained that the application process can be cumbersome, and that funding is not guaranteed. Furthermore, if a candidate is successful in their grant application, the full funds are only released after tuition has been paid. For many students this is a barrier to enrollment as it requires an up-front financial commitment, which, as participants described, can be difficult for individuals who do not have access to a student loan or line of credit.

Engagement participants identified challenges to attaining ECE training and certification renewal, including the required 400 to 500 hour practicum which in many cases is unpaid. In addition to the direct cost of tuition for certificate or diploma programs, practicum requirements often impose opportunity costs in the form of foregone income, which were identified as a challenge for both new ECE students and those renewing their certification. This effect is exacerbated by the fact that many practicums are unpaid and require students to work full time.

Given the shortage of qualified ECE professionals, our community engagement revealed that credential exemptions allowing for child care providers without ECE training to provide child care are quite common and

at times necessary to fill child care provider roles. Yet, there is a lack of consensus as to the appropriateness of exemptions in terms of providing quality care. Some participants feel that exemptions for non-ECE-trained professionals undermines early years as a discipline. However, others feel that exemption criteria, particularly for renewal of the ECE certification, is cumbersome and unnecessarily bureaucratic, particularly for those trying to return to ECE and having to complete an often unpaid, 400-hour practicum to renew their certification.

Challenges around physical space

In the surveys, round tables, and key informant interviews, engagement participants cited a lack of space and issues with the accessibility of physical space as a barrier to the provision of child care. When asked to identify the challenges they face concerning their child care building/space, provider survey respondents indicated the following issues:

- Inability to expand a program's physical space in order to increase licensed space (33.3%)
- Design of the space (e.g. limited privacy; accessibility issues such as lacking ramps, handrails, wide doorways, etc.) (26.7%)
- Accessibility for dropping off and picking up children (e.g. parking availability) (20.0%)

The impact of the child care shortage on the community

Our focus at the outset of this project was to look at the state of child care in Kimberley. Given the body of research within the discipline of early childhood development, we anticipated that, in addition to impacting parents and families, a shortage of child care spaces would primarily affect children's well-being. However, we found that the impact of the shortage in Kimberley has far-reaching implications for parents and the community.

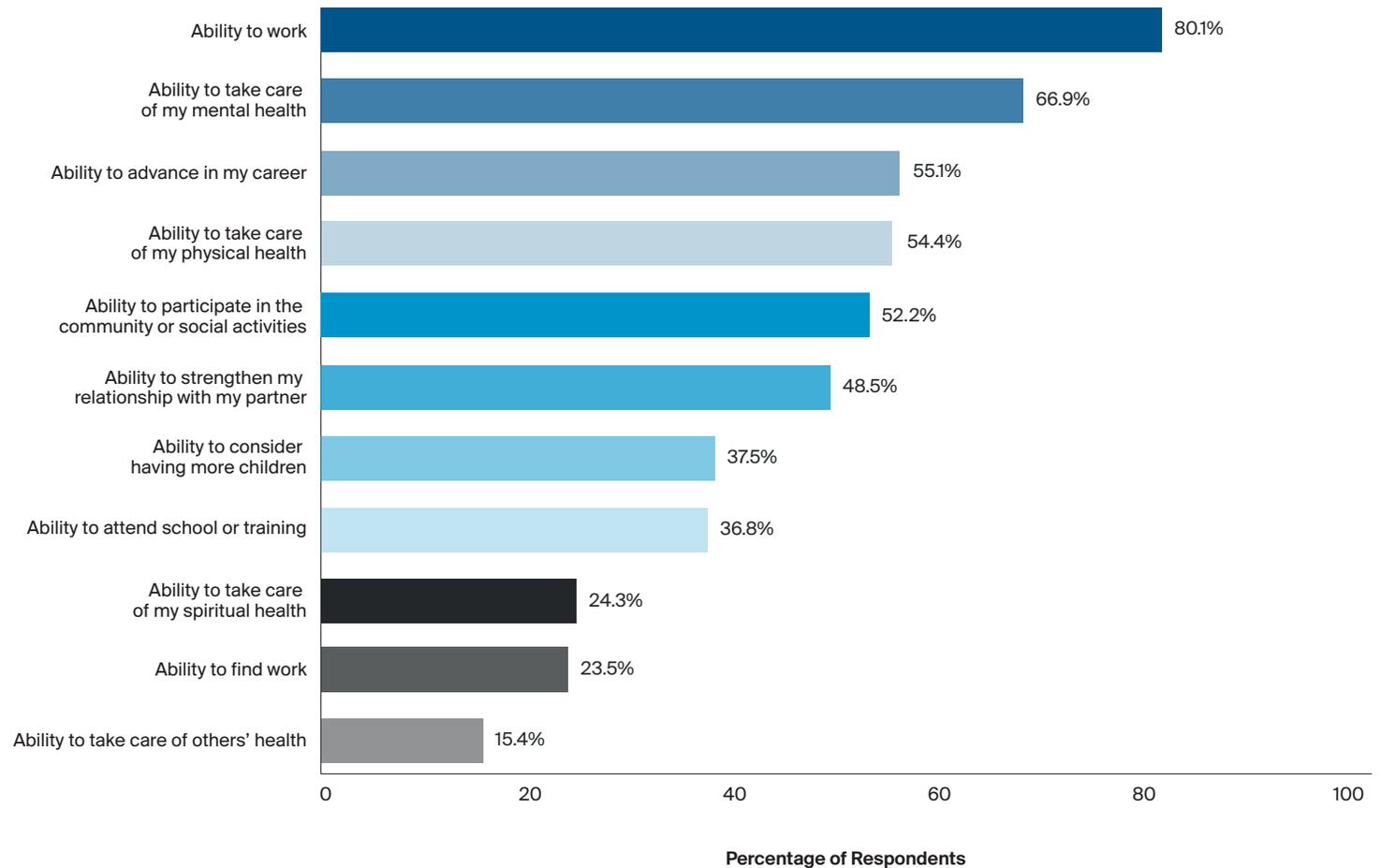
It should be noted that research clearly demonstrates that the downstream impacts of a lack of regulated child care affects individual, family, and community health outcomes (14). Our community engagement aligns with research, demonstrating that the child care shortage in Kimberley has had an impact at the individual, family, and community level. It negatively affects quality of child care; the economy; and social determinants of health, which include parents' overall mental health, ability to participate in the workforce, financial security, and relationships. In turn, this harms early childhood development.

The impact on parents

The shortage of child care spaces has important implications beyond the access and provision of quality child care. In the round table and key informant interviews, it was evident that the overall quality of life for parents in Kimberley has been heavily impacted by this shortage.

Figure 6: The impact of the lack of child care on parents

The lack of suitable child care has limited my (Check all that apply.) (n=136)



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Mental health of parents

As echoed repeatedly in our community engagement, the lack of suitable child care in Kimberley has direct implications on the mental health of parents with young children. Increased constraints on time, inability to work, and a decrease in quality of life all play an important role in the emotional well-being of individuals and families.

Throughout the key informant interviews, round tables, the community forum, and surveys, participants reported high levels of stress and an inability to take care of both their mental and physical health. For instance, 66.9% of parent participants reported that a lack of child care has affected their ability to take care of their mental health.

I was talking to a mom the other day, and probably within one minute of the conversation—I wasn't pressing any buttons—she started crying. She was very stressed out. Her son was not doing well in this situation, and he's four years old or three, or whatever, and she just felt horrible.

— Key informant

At the family round tables, Kimberley parents also described the impact of the lack of child care in terms of isolation and uncertainty, and linked these stressors to their overall mental health. Research suggests that for parents of young children, the perception of insufficient time for oneself is associated with an increase in psychological distress, lower life satisfaction (fathers only), and family satisfaction (33).

Furthermore, parents in our engagement revealed that the child care shortage has affected relationships within their families. When asked about the impact of the lack of suitable child care, 61.9% of respondents felt limited in their ability to strengthen their relationship with their partner. Participants further described how, in order to accommodate the lack of child care, intentionally staggering work shifts with their spouse made it challenging to connect with their partner.

We don't have time to do husband and wife things—go on a date, just go for supper, just go for a coffee ... We don't have that option because we don't have child care. It just makes life hard. It's the showering, it's taking the time to take care of yourself, because if you're not taking care of yourself, you're not taking care

of them ... Then you feel like you're a failure. It's just as hard for [our husbands] because they're trying to bring in all the money and make things work for everybody.

— Family round table participant

Gendering of societal roles

Our engagement with participants and key informants indicates that the gendered nature of child care in Kimberley is a significant concern. According to our parent survey, 10.5% of women are stay-at-home parents, while 0% of men remain at home. Additionally, 35.3% of respondents were women employed full time, while a much larger proportion of men (85.7%) were employed full time. These trends are also reflected in Canada census data which indicates that 20.3% of working-age women in Kimberley worked full year, full time, relative to 31.0% of working-age men (29). Overall, these statistics underscore that the number of women who remain at home with children, is disproportionate to their male counterparts who act as the primary income provider.

Round table and forum participants described that, because they are unable to secure a child care space or justify the cost of child care, mothers typically do not return to work after their maternity leave ends. Conversely, fathers may work for extended periods of time away from their families, have limited time to spend with their children and spouse, and feel responsible for the financial support of their family. Based on our findings, this social divide between male and female roles significantly impacts the quality of life experienced by these families.

[Fathers spend] potentially less time with their kids, because they have to work more. Which isn't really a healthy direction for our society. It seems kind of antiquated ... It sort of reinforces our gender stereotypes of who should do what.

— Community forum participant

I saw it firsthand, with some employees not being able to go back to work because they couldn't find child care. And women that had university degrees—so we're losing corporate knowledge, we're losing very good, productive employees, because they couldn't come back to work.

— Key informant

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The impact on children

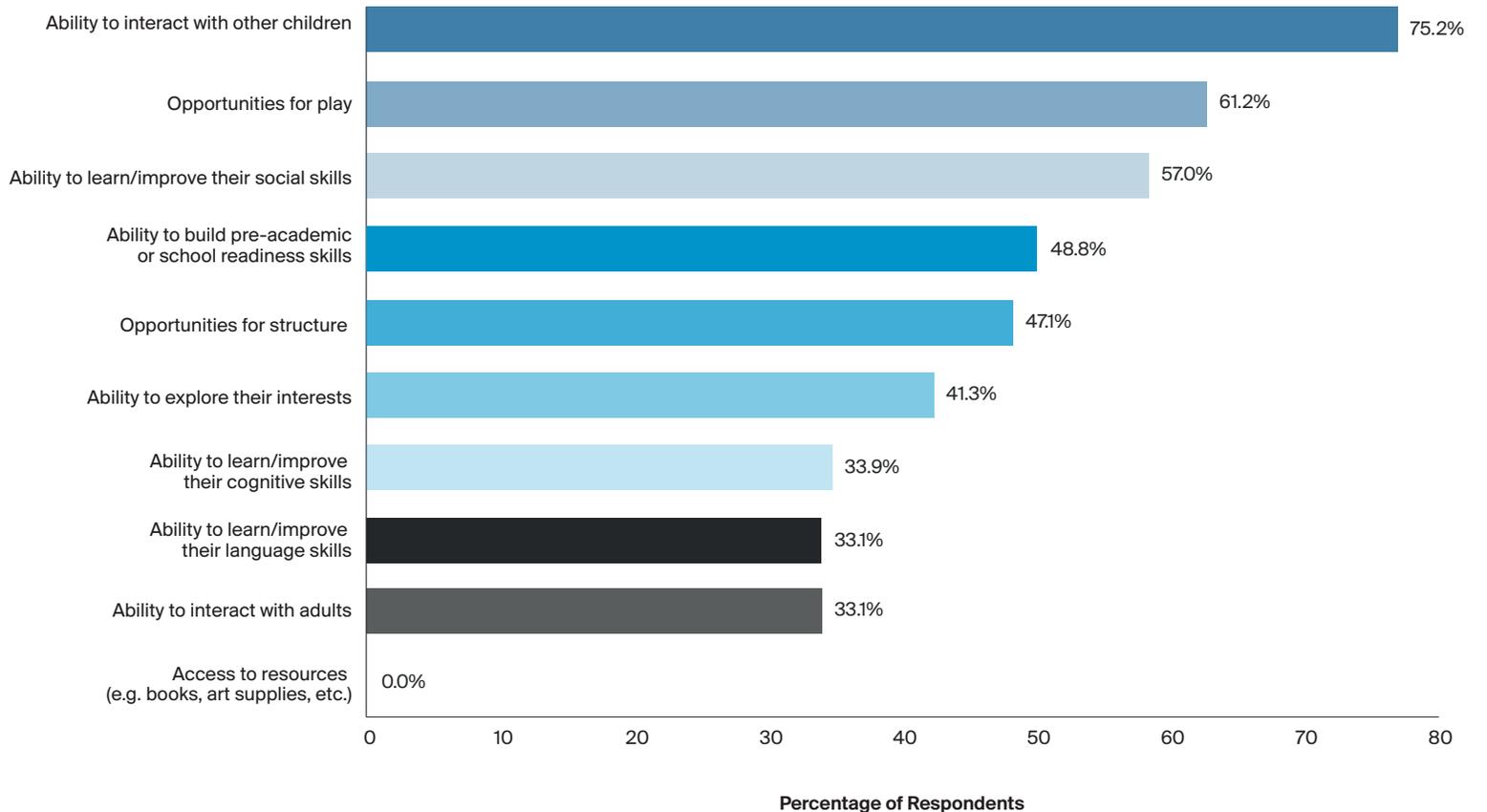
Literature shows that instability in child care arrangements has wide implications for childhood developmental processes. For instance, the transition between multiple child care arrangements appears to negatively impact children's socioemotional skills, and increased behavioural problems are observed (34).

Transitioning children from one child care facility to another or vastly changing their routine were concerns for some parents and key informants, as consistency, routine, and continuity were all identified as key aspects in supporting childhood development.

The collective experiences described by our community engagement participants negatively impact the quality of life experienced by their children (See Figure 7). With an appreciation of the role in which the social environment influences physiological changes, these experiences may have lifelong detrimental effects on the learning, behaviour, and health outcomes of these children (6).

Figure 7: The impact of the lack of child care on children

The lack of suitable child care has limited my child's/children's (Check all that apply.) (n=121)



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The impact on Kimberley's economy

Families and child care providers repeatedly emphasized concerns related to financial stress. Overall, throughout our engagement, parents and stakeholders described the inability to return to work as the primary impact of the child care shortage. Shortage of child care as a barrier to returning to work was identified by 80.1% of parent survey respondents, in 10 key informant interviews, at the two parent round tables, the child care provider round table, and in the community forum.

Like some of the other moms, I haven't been able to go back to work. I've been a stay-at-home mom for three and a half years, and sometimes it's a struggle. It's like hitting your head against a brick wall, because ... it can be very lonely, and it can be very isolating, especially in the winter months and it being snowy and bit harder to get the little ones out for long periods of time.

I've now been out of the workforce for so many years, I just don't even know what I would do or where to even begin going back—so whether that's I have to go to school and upgrade some things. But until I know that I have child care ... I just don't even let my brain go there. Because then I get excited, and then you get shut down because you don't get to go. And we don't have any family here, so it's been a bit hard in terms of that. But we make it work.

— Family round table participant

Participants also described their transition from a double to single income household, explaining how it was challenging to justify extra-curricular activities for their children and family. As a result, families are restricted to spending on necessities, which impacts the social and financial participation of children, spouses, and families with the larger community.

I see it impacting the community in a lot of ways. One, there is no money for extras in anything. We don't go out for dinner ... it's just being on a one-income means there's no extras for anything.

And I have spoken to a lot of moms about this, and a lot of people are living off their line of credit, because they can't afford daycare, they can't afford to go back to work. It's just such a catch-22.

— Family round table participant

We have a high demographic of single parents in Kimberley, and I think that a lot of them can't make as much money or put as much money into the economy here, because they're stretched thin. They either have to not work because they don't have the option to, or they're working not as much as they could be because of the child care issue.

— Key informant

Key informants and parents at the family round tables explained that, to their understanding, the shortage of proper child care has also discouraged others from moving to Kimberley. Though Kimberley has had an influx of young families in recent years, our findings suggest that child care has not kept pace with increased demand. Anecdotally, this is said to have already changed prospective newcomers' minds about living in Kimberley. Therefore, it may prove difficult to sustain growth in the population and economy.

I also want to say, I'm born and raised in Kimberley, moved away, came home, and I have several friends who are wanting to move home, but aren't because of child care. They're actually like, 'I want to move home, I probably could find work, but what will I do with my kids?' And they know how desperate we are here in town, and they've heard my story—my kids shuffled around all over the place—and they're, at this point, not able to live here because of that. Two people I know personally, and I'm sure there's more than that.

— Community forum participant

Lastly, a large body of evidence highlights the value of strong investments in early childhood development. A recent report by the Conference Board

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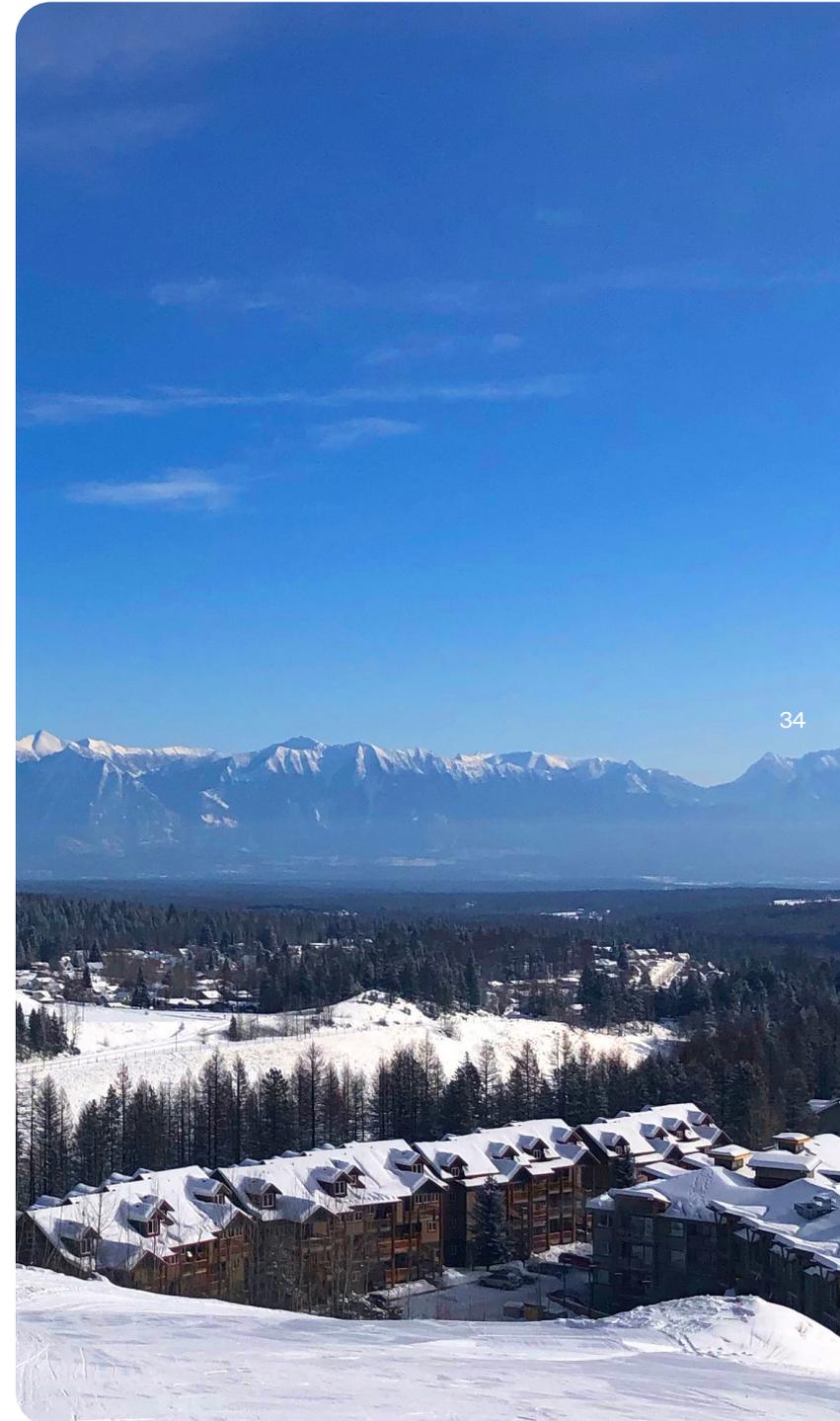
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of Canada finds that every dollar invested in expanding enrolment in early childhood education programs to meet the Organization for Economic Cooperation and Development (OECD) average for children under five years of age would return nearly \$6 in economic benefits (35). Moreover, increased investment in early learning and child care is shown to lead to increased employment, income, and fiscal revenues, which further boosts GDP (36). This research demonstrates that investment in child care more than pays for itself and underlines the value in decision-makers adopting a long-term approach to child care.

If the City does invest in child care, you're investing in the people that live here. So then the people that live here can afford to live here will continue to work here, and put money back into the city—like it is totally cyclical.

— Family round table participant



Child Care Action Plan

Based on the findings presented here, we have created a child care action plan for the City of Kimberley to help advocate for and address the child care needs of its residents; help increase ECE wages; support heightening the value and professionalization of a career in early childhood education; and help expand access to child care spaces, particularly for toddlers and infants.

While the root causes of the issues within child care are spread across multiple levels of government, this action plan is intended to provide direction to the City and define its role, specifically in terms of how it can contribute to positive change in each of the areas outlined above.

Ultimately, while there are issues the City can address to help improve child care for their community in the short term, for there to be sustainable change, there is a clear need for larger systemic changes in our provincial system and in the ECE profession.

As with health care and education, which are administered provincially, there is an incentive for the City to advocate for provincially funded child care in B.C. Below we outline short-term, smaller-scale recommendations, followed by a more detailed plan to implement municipally run child care.

The City of Kimberley

Recommendation	Specific City Actions	Timeline
Embed child care planning into community planning activities.	<ul style="list-style-type: none"> Using data from this report, facility and space inventory, and Kimberley's demographics, review and incorporate child care space creation targets into city planning documents. 	Initial implementation: early 2020 and ongoing
Develop a child care action plan implementation team that collaborates with the key players in the region.	<ul style="list-style-type: none"> Spearhead a child care action plan implementation team with a 2-year timeline to implement the action plan as outlined here. Map out what work is being done or duplicated, and where there are gaps. Collaborate with the following committees: <ul style="list-style-type: none"> East Kootenay Early Years Committee Health Kimberley and key players including, but not limited to: <ul style="list-style-type: none"> Selected city councillors City of Kimberley economic development and city planners School District No. 6 Chamber of Commerce Non-profit operators ECEs CCRR College of the Rockies Supported Child Development Infant Development Program Child care providers 	Initial implementation: early 2020 to early 2022

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Recommendation	Specific City Actions	Timeline
Develop a child care action plan implementation team that collaborates with the key players in the region (continued).	<ul style="list-style-type: none"> Develop a terms of reference that should include: <ul style="list-style-type: none"> The purpose and goals to be achieved by the team, (referring to this plan). The membership of the team Who services the team with agendas and minutes How often the team meets, and for how long What funding the team has 	Initial implementation: early 2020 to early 2022
Create spaces for child care programming.	<ul style="list-style-type: none"> Consider building or incorporating space for child care facilities as part of the development of new municipal facilities or major renovations to existing ones. Consider leasing City-owned buildings to child care providers for minimal cost, and encourage providers to re-invest their savings from reduced rent into higher wages for ECE staff. 	Initial implementation: 2021 and ongoing
Consider developing a City-run or City-administered child care facility.	<ul style="list-style-type: none"> Consider running, operating, and/or overseeing the administration of a new child care centre in partnership with local non-profits. Connect with other municipalities that have successfully done this (See Case Studies section.). 	Initial implementation: 2022 and ongoing
Increase accessibility of existing child care facilities.	<ul style="list-style-type: none"> Expand the use of parking permits to facilitate the provision of child care by making facilities more accessible. Consider re-zoning spaces outside of child care facilities to make dropping off and picking up children easier. 	Initial implementation: 2020 and ongoing
Support future and current child care providers by expanding access to funding.	<ul style="list-style-type: none"> Support grant-application writing. “Fast track” development applications with dedicated child care space. Exempt child care program taxes. Incorporate child care into Community Amenity Contributions (CACs). Inform grant providers of the barriers and limitations of their grant funding; for example, the full amount for ECE tuition grants is only provided after tuition is paid by ECE students. 	Initial implementation: 2020 and ongoing
Disseminate information.	<ul style="list-style-type: none"> Create a centralized digital resource centre for child care in Kimberley (preferably a page on the City of Kimberley website) that features the following: <ul style="list-style-type: none"> Links and tools to increase the ease of information retrieval for both parents and child care providers A list of and links to grants and granting bodies (ECEBC, CBT, MCFD) 	Initial implementation: 2020 and ongoing

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Recommendation	Specific City Actions	Timeline
Disseminate information (continued).	<ul style="list-style-type: none"> - A step-by-step guide to setting up a licensed child care facility, including IH licensing requirements and zoning and building code requirements - Resources to clarify the requirements to pursue a career in early childhood education, with translation of the information into accessible language and presentation of funding opportunities for each option 	Initial implementation: 2020 and ongoing
Improve logistics to facilitate flexible child care.	<ul style="list-style-type: none"> • Research and facilitate the implementation of child care mobile applications in the community. - e.g. Picktime software, which assists in flexible child care scheduling, ensuring that spaces do not go empty and more parents can access child care (37) 	Research and development: 2021; implementation: 2023
Revisit this child care action plan in 3-5 years.	<ul style="list-style-type: none"> • Given the changing demographics and needs in the community, it is recommended that this needs assessment be revisited and a new needs assessment be conducted every 3-5 years to review progress made and ensure that community-planning activities align with population needs. 	2023 to 2025

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Community and multi-actor collaboration

Recommendation	Key Players	Specific Actions	Timeline
Assist child care facilities in developing sustainable business practices to empower child care providers via networking and training opportunities.	<ul style="list-style-type: none"> • Chamber of Commerce • The City • Child care providers 	<ul style="list-style-type: none"> • Chamber of Commerce to invite child care facility owners to join and participate in events, and support these businesses in professional development (administration, finances, fundraising, business practices, etc.) • Ensure that a child care operator is represented within the Chamber of Commerce. • Offer networking opportunities and events to connect business-minded individuals with child care providers. • Equip individuals with grant-application writing skills, provided through City-run educational sessions and workshops. • Work towards better collaboration of child care providers, both current and future providers. 	Ongoing
Promote on-site child care by large employers.	<ul style="list-style-type: none"> • Local businesses • Chamber of Commerce • The City • Child care providers 	<ul style="list-style-type: none"> • Chamber of Commerce to consult local businesses on incentivizing and implementing on-site child care by large employers including the ski resorts, Save-on-Foods, Teck Resources, the City, and any additional larger employers 	Complete consultation by mid-2020, and ongoing.
Create and support spaces for child care programming.	<ul style="list-style-type: none"> • The City • School District No. 6 • Child care providers 	<ul style="list-style-type: none"> • Continue to work together to support children in the early years through the enforcement of sections 85.1(2) and 85.1(3)b of B.C.'s School Act, promoting the use of board property outside of school hours and ensuring that the school district is not renting or leasing the space for a profit, respectively. 	Ongoing

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Recommendation	Key Players	Specific Actions	Timeline
Ensure there is continued support for the StrongStart BC program.	<ul style="list-style-type: none"> The City School District No. 6 Child care providers 	<ul style="list-style-type: none"> School district to continue to prioritize hiring an ECE to deliver the StrongStart BC program in Kimberley, by using active recruitment and leveraging communications channels such as the City of Kimberley's Facebook page. 	Immediately
Ensure accessibility for children and families.	<ul style="list-style-type: none"> The City Not-for-profits Interior Health School District No. 6 Child care providers 	<ul style="list-style-type: none"> Ensure that children with additional physical and mental abilities have access and can thrive in a child care setting. Seek and write funding grants for improving accessibility in child care settings. Continue consultation with families to better understand the need to improve accessibility. 	Ongoing
Advocate for a better provincial child care system and coordination among organizations responsible for child care.	<ul style="list-style-type: none"> Municipalities (UBCM) The City The Province Child care providers 	<ul style="list-style-type: none"> Based on common challenges, seek to connect with other municipalities to set up a framework to facilitate the sharing of knowledge and best practices, such as the City of Cranbrook which is also completing a child care needs assessment and action plan. Consider proposing an inter-city working group on child care to enhance the collective bargaining power of the municipalities with the Province and their ability to act on common concerns. This group could include other small communities in the Interior, such as the following: <ul style="list-style-type: none"> Cranbrook Invermere Windermere Nelson Canal Flats Lumberton Fort Steele 	Ongoing

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Recommendation	Key Players	Specific Actions	Timeline
Advocate for a better provincial child care system and coordination among organizations responsible for child care (continued).	<ul style="list-style-type: none"> Municipalities (UBCM) The City The Province Child care providers 	<ul style="list-style-type: none"> Since many of the broader, structural issues shaping the child care landscape in Kimberley fall under the jurisdiction of various ministries, seek out opportunities to advocate for the City's needs and find partners to help amplify the City's voice. Broad issues to advocate for include the following: <ul style="list-style-type: none"> A better provincial child care system Increased ECE wages 	Ongoing
Campaign for professionalization/recruitment in regards to ECE careers.	<ul style="list-style-type: none"> The City Ministry of Advanced Education, Skills & Training Ministry of Child and Family Development Child care providers 	<ul style="list-style-type: none"> Consider creating a campaign which highlights the necessity and value of early childhood education. <ul style="list-style-type: none"> e.g. Emphasize the research indicating the crucial nature of early education and socialization for brain development. Shift the language around early childhood education in bylaws and public communications from terms such as "babysitting" to ones more respectful of the professional nature of the field; celebrate and commend the educational background and hard work provided by early childhood educators. 	Campaign: 2021; ongoing

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Case studies

Certain Alberta municipalities of comparable size to Kimberley demonstrate the feasibility and value of municipally run and/or administered child care (38). It should be noted that in Alberta communities are mandated to run community services.

However, the communities featured in the following case studies have experienced similar issues and challenges related to child care as Kimberley has, and the strategies they have implemented present viable and encouraging paths forward.

Alberta case study

Due to the relative isolation and size of each community, the elevated costs of developing and delivering services, and the modest household incomes of families with young children, these Alberta communities were previously unable to support or sustain effective and quality child care delivery through a market model. Given the incentives for public investment presented by this market failure, each of these towns shifted toward a municipally run model for child care. Importantly, Beaumont took advantage of the space-creation grant offered by the Alberta government to enhance its capacity by increasing the number of child care spaces in 2010. As such, the current grant offered by UBCM for the Community Child Care Space Creation Program presents an opportunity to initiate a transformation of child care in Kimberley.

	Drayton Valley	Jasper	Beaumont
Administration	<ul style="list-style-type: none"> The town owns and operates a non-profit child care centre: The Early Childhood Development Centre (ECDC). A program manager manages the day-to-day operations of the centre, and reports to the manager of Community Services who reports to an operating board that includes both town council and community members. 	<ul style="list-style-type: none"> The municipality owns and operates a non-profit child care centre: Wildflowers Childcare. The Community and Family Services manager oversees the centre's operations and provides guidance and leadership to the centre's program director. The Friends of Jasper Childcare Board fundraises for extra programs, facilitates communication between parents and the centre, lobbies the government for funding and space, and promotes the importance of early childhood education within the community. 	<ul style="list-style-type: none"> The town oversees the administration of the Early Learning and Child Care Centre. Two supervisors manage the day-to-day operations and report to the Town's manager of Community and Protective Services, who reports to the town council.
Space	<ul style="list-style-type: none"> Designed and constructed a purpose-built facility for its child care centre Currently has 88 full-time spaces for preschool children 	<ul style="list-style-type: none"> Designed and constructed a purpose-built facility for its child care centre Currently has 76 full-time spaces for preschool children 	<ul style="list-style-type: none"> Currently has 78 full-time spaces for preschool children

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	Drayton Valley	Jasper	Beaumont
Funding	<ul style="list-style-type: none"> The town supported an initial capital investment of over \$1 million to construct the centre, which it funded through a debentured loan. Subsidizes the gap between program costs and revenue Establishes annual funding amounts in the budget to cover operations (approximately \$80,000 to \$100,000) The centre undertakes its own fundraising, generating additional revenues of approximately \$30,000 to \$40,000. 	<ul style="list-style-type: none"> Covers the centre's space and utility costs Subsidizes the gap between program costs and revenue Establishes annual funding amounts in the budget to cover operations 	<ul style="list-style-type: none"> 80% of costs are covered through parent fees, provincial accreditation support, and fundraising. The Municipality covers a fixed portion of the child care operating costs (~20%). Received a one-time space creation grant in 2010 to increase child care spaces The Friends of Child Care Society coordinates community fundraising efforts.
Staff	<ul style="list-style-type: none"> ECEs Child development supervisors Volunteers and work experience candidates 	<ul style="list-style-type: none"> Child development assistants Child development workers Child development supervisors Newly hired staff may be exempted from qualifications while they complete the child development assistant requirement 	<ul style="list-style-type: none"> ECEs
Hours of operation	<ul style="list-style-type: none"> 7 a.m.-6 p.m., Monday to Friday 	<ul style="list-style-type: none"> 7:45 a.m.-5:45 p.m., Monday to Friday 	<ul style="list-style-type: none"> 7 a.m.-5:30 p.m., Monday to Friday
Additional services offered	<ul style="list-style-type: none"> Family day home agency 	<ul style="list-style-type: none"> Sharing spaces agreement, which allows families to make monthly arrangements with other families to share full-time spaces The centre provides families with community outreach, assistance with applications for child care subsidies, respite care, and support and care for special needs children. 	<ul style="list-style-type: none"> The Family Day Home Agency (2005-2010) (The agency was transferred to an external party in 2010.)

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	Drayton Valley	Jasper	Beaumont
Timeline	<ul style="list-style-type: none"> • The Social Development Plan was adopted in 2005, identifying the need for accessible, affordable child care through a municipally run child care centre. • Drayton Valley only shifted to municipally run in 2008. • The Early Childhood Development Centre opened in 2008 and became accredited in 2009. 	<ul style="list-style-type: none"> • Child care has been municipally run since the 1980s, when political will was mobilized. • The Jasper Centre for Early Childhood Learning and Care became accredited in 2007. 	<ul style="list-style-type: none"> • Introduced municipally run child care in the 1980s, when political will was mobilized • In 2010, used the space-creation grant provided by the Alberta government to cover a portion of its costs and increase the number of child care spaces

Strengths of municipally run child care

- 1 **Responsive to local needs:** Unlike the market model for child care, this model works in smaller economies faced with challenges to financing the development of services, recovering program costs through revenues, and maintaining the organizational infrastructure necessary to a well-functioning system.
- 2 **The provision of high-quality, affordable early learning and care:** This model is able to foster a commitment to professional development to enhance staff training and retention.
- 3 **Stable organizational basis:** This model provides stability and protects from market fluctuations, integrates care, and serves as an entry point for families (e.g. health care and other services).
- 4 **Professionalization of early childhood education and care:** Municipalities' investments demonstrate the level of importance they attach to this field; this helps to position early learning as a public good and a desired and respected profession.
- 5 **Additional benefits to the Kimberley economy:** This model creates more jobs, improves efficiency through the centralization of services, and creates a larger, more effective workforce through the provision of regulated and reliable child care.

Challenges faced by municipally run child care

- 1 **Financial constraints:** Municipally run child care involves a higher level of public investment in child care.
- 2 **Competing municipal priorities:** Municipalities have competing priorities in that they are also mandated to provide core/essential services such as safe drinking water, garbage collection, and road maintenance.
- 3 **Political will:** Political will is integral to the adoption of municipally run/administered child care. This can be challenging as political administrations and their agendas often change.

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Developing the long-term sustainability of child care in Kimberley: municipally run child care

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Phase 1	<ul style="list-style-type: none"> Enact a working group made up of key stakeholders tasked with exploring the feasibility of this recommendation and creating and implementing the model that works best for the Kimberley community. 	2021
Phase 2	<ul style="list-style-type: none"> Establish a non-profit early childhood education centre, owned and operated by the City of Kimberley. Invest in the centre's building and development; engage in fundraising to partially cover the costs and generate additional revenue. 	2025
Phase 3	<ul style="list-style-type: none"> Oversee the administration and operation of child care delivered through the centre. Include child care funding in the annual budget. Hours of operation should be extended beyond the current 9:00 a.m.-5:00 p.m. model to reflect the needs of Kimberley's working population. 	Ongoing

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Appendices

Appendix 1: Current child care programs in B.C.

Provincial programs

Initiated in partnership with the Government of Canada through its ELCC Agreement, the *Universal Child Care Prototype Sites* program tests various funding and operational models required to move B.C. toward a universal child care system. With over 50 prototype sites in operation across the province from November 1, 2018 to March 31, 2020, the findings from this program are expected to contribute to creating a more coherent and integrated system.

Another key component of the Province's long-term strategy to build a universal child care system in B.C. is the *Child Care Fee Reduction Initiative (CCFRI)*. The primary intent of this initiative is to lower the cost of child care for families. Monthly reductions range from \$60 to \$350, depending on the child's age and type of care received. Part-time care receives a prorated amount. Child care providers, rather than parents, apply to receive funding, and participation is voluntary. Cost reductions are expected to be used to reduce parent fees and/or increase staff wages.

Parents are eligible to receive additional financial support through the *Affordable Child Care Benefit (ACCB)*, a monthly payment to help qualifying families with the cost of child care. The amount of support families receive is based on income, family size, and type of care. Families with adjusted annual incomes of \$45,000 or less will receive the full benefit up to the cost of care, while those making up to \$111,000 will receive a reduced amount scaled according to income. While families apply for the benefit, and must renew their application each year, it is child care providers who receive payment by submitting a monthly claim form to MCFD. If a family's application is approved, both parents and child care providers receive a benefit plan that includes the benefit amount with start and end dates. Parents/guardians then pay the balance of the child care provider's fee after the benefit amount is deducted. Benefit amounts are expected to increase until the end of 2020/2021. Children who have a designated special need and require extra support may be eligible for an additional \$150 per month.

Additional financial support is available through the *B.C. Early Childhood Tax Benefit (BCECTB)*, a tax-free monthly payment made to eligible families to help with the cost of raising children under the age of six. The benefit

of up to \$55 per month per child is calculated based on the number of eligible children and adjusted family net income. The amount of the benefit diminishes for families whose net income exceeds \$100,000 and reaches zero for incomes exceeding \$150,000. Benefits from the program are combined with the federal Canada Child Benefit (CCB) into a single monthly payment.

Supported Child Development (SCD) Programs assist families and child care providers in fully including children requiring extra support in typical child care settings. These programs are for children ages 0-12 with disabilities and are free of charge, though parents must apply for funding. The Ministry of Children and Family Development (MCFD) is responsible for funding SCD programs and contracts community agencies to deliver SCD services. A unique feature of the programs is *Local Advisory Committees (LACs)*, which involve parents and other key community and government partners in program planning, decision making, and service delivery. *Aboriginal Supported Child Development (ASCD) Programs* provide assistance to Indigenous children with special needs, on or off reserve, through a cultural model of service delivery.

The *Young Parent Program* offers child care services to young parents (under 25 years of age) who are working to complete their high school education. The program allocates funding of up to \$1,500 per month per child and provides parents access to child care spaces in a facility near the school they are attending.

Child Care Resource and Referral (CCRR) programs link families with child care providers by offering free consultation, support, and referral services to parents seeking child care.

Regional programs

In the Kootenay region in southeastern B.C., the Columbia Basin Trust and Kootenay Kids Society have collaborated to create the *Child Care Support Program*. Coordinated by a child care support advisor, the program supports awareness of grant funding opportunities; assists with grant application processes through training and individualized support; identifies and supports solutions to common business and operational challenges; and provides capital project guidance and support to individuals and organizations who wish to create new licensed child care services or enhance existing services.

Appendix 2: Child Care Grants Summary Table

Grant Name	Who Provides It	Who Can Apply	Summary of the Grant	Grant Amount	Date of Submission	Date of Award
Provincial						
Childcare BC New Spaces Fund	Ministry of Children and Family Development (MCFD)	<ul style="list-style-type: none"> Public sector organizations (PSOs) Indigenous governments Non-profit societies Businesses and corporations 	This fund provides funding to support the creation, expansion, and relocation of child care facilities proposing to create new licensed child care spaces.	<ul style="list-style-type: none"> \$3 million for up to 100% of project costs for PSOs and Indigenous governments \$1.5 million for up to 100% of project costs for Indigenous non-profit societies \$1.5 million for up to 90% of project costs for non-profit societies \$250,000 for up to 75% of project costs for businesses and corporate companies 	The fund is subject to the availability of funding within the budget. Applicants are encouraged to develop their application at their own pace and apply when they are ready.	Varies according to processing time
Childcare BC Maintenance Fund	MCFD	Eligible licensed providers	This fund contributes to both the Quality and Accessibility pillars of the Childcare BC plan by making funding available for all licensed child care providers to help address facility maintenance issues that may impact children's health, safety, or well-being, or cause a facility to close. The fund also assists with relocation costs if relocation is required for the provider to remain in compliance with requirements under the Community Care and Assisted Living Act.	<p>Repairs or replacement</p> <p>Per fiscal year, eligible applicants can receive up to:</p> <ul style="list-style-type: none"> \$10,000 per facility for non-profit licensed providers \$5,000 per facility for private licensed providers \$2,000 per facility for licensed personal residence providers, regardless of license type <p>Relocation</p> <p>Per fiscal year, eligible applicants can receive up to:</p> <ul style="list-style-type: none"> \$25,000 per physical address 	<p>As of August 1, 2019, the budget for the fund is fully subscribed.</p> <p>Regular funding will resume on April 1, 2020.</p> <p>Applications for emergency funding will continue to be considered for sudden and unexpected circumstances that pose a danger to the health, safety, and well-being of children being cared for, and/or would result in a facility closure.</p>	Varies according to processing time

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Grant Name	Who Provides It	Who Can Apply	Summary of the Grant	Grant Amount	Date of Submission	Date of Award
Child Care Operating Funding	MCFD	Any licensed child care provider	This funding (CCOF) assists with the day-to-day costs of running a licensed child care facility. The funding helps child care providers keep parent fees affordable, provide fair salaries to child care staff, and maintain quality child care for the community.	<ul style="list-style-type: none"> Base funding is calculated using monthly enrolment figures. Funding rates vary according to type of care, age of children, and the number of hours of care provided each day. 	Applications are accepted on a rolling basis, subject to funding. Monthly enrolment reports can be submitted beginning as early as the 15th day of the month prior to the month for which funding is being requested.	Receipt of payment typically occurs within 7 to 10 business days of the provider submitting a monthly enrolment report.
Start-Up Grants Program for becoming a licensed child care facility	MCFD	Early childhood educators (ECEs), registered license not required (RLNR) and license not required (LNR) operators, and eligible adults over the age of 19 who wish to begin operating a licensed family or in-home multi-age child care facility	This program is designed to increase the number of licensed child care spaces available to B.C. families by supporting existing unlicensed child care providers, as well as individuals new or returning to the child care sector, who wish to begin operating a licensed family or in-home multi-age (IHMA) child care facility. The grants assist with the costs associated with obtaining a community care facility license to operate a licensed child care facility.	<ul style="list-style-type: none"> These one-time grants provide up to \$4,000 for applicants to become licensed family child care providers and up to \$4,500 for applicants to become licensed in-home multi-age child care providers. Maximum payments include \$500 up-front to cover the costs of becoming licensed and an additional \$500 per licensed space created. 	Start-up grants are subject to available funding. Interested individuals are encouraged to apply as soon as possible to ensure their applications can be properly considered.	Varies according to processing time

Grant Name	Who Provides It	Who Can Apply	Summary of the Grant	Grant Amount	Date of Submission	Date of Award
ECE Student Bursary Program	MCFD through the Canada-B.C. ELCC Agreement Administered by Early Childhood Educators of BC (ECEBC)	Open to all ECE students enrolled at an accredited ECE post-secondary institution	Part of the ECE Education Support Fund, the ECE Student Bursary Program helps current and prospective ECEs offset the costs associated with early childhood education and training.	<ul style="list-style-type: none"> Students are eligible to receive \$500 per course, up to a maximum of \$4,000 per semester. 	As of October 11, 2019, applications are no longer being accepted for the fiscal year 2019/2020.	ECEBC disburses 60% of the costs of tuition shortly after receiving satisfactory evidence of students' enrolment. The remaining 40% is disbursed after students complete their courses and submit their transcripts.

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Grant Name	Who Provides It	Who Can Apply	Summary of the Grant	Grant Amount	Date of Submission	Date of Award
ECE Workforce Development Fund	MCFD through the Canada-B.C. ELCC Agreement Administered by Early Childhood Educators of BC (ECEBC)	This funding is intended for eligible child care providers who have paused their studies to enter the ECE workforce within a licensed facility, or those who would like to upgrade their credentials.	Part of the ECE Education Support Fund, the ECE Workforce Development Fund helps eligible child care providers offset the costs associated with professional development activities.	<ul style="list-style-type: none"> Applicants are eligible to receive up to \$5,000 per semester. 	As of October 11, 2019, applications are no longer being accepted for the fiscal year 2019/2020.	Varies according to processing time
ECE Professional Development Bursary Fund	MCFD through the B.C.-Canada ELCC Agreement Administered by Westcoast Child Care Resource Centre	Individuals who are ECEs, ECEAs, school-age child care providers, licensed family child care providers, RLNR child care providers, or Responsible Adults Communities of practice or cohorts of learners Organizations with a strong connection to the early learning years (e.g. CCRRs, non-profits, public institutions, municipalities)	This funding is available for ongoing professional development after certification or licensing. This funding is not for entry-to-practice training or pre-service certification programs. Although the fund is administered by Westcoast Child Care Resource Centre, applications are welcomed from remote and rural locations throughout B.C.	<ul style="list-style-type: none"> Applicants are eligible to receive up to 100% of the costs associated with attending a professional development event. Individual applicants are reimbursed the costs of the professional development event after submitting required documentation within two weeks of event completion. Communities of practice receive 80% of the costs of a professional development event up front. The remaining 20% is received upon submitting required documentation. CCRRs, non-profits, public institutions, and municipalities receive upfront 100% of the costs of a professional development event. 	Interested applicants must apply before 11:59 p.m. (PST) on December 13, 2019. Where possible, applications should be received two weeks before training begins.	Varies according to processing time

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Grant Name	Who Provides It	Who Can Apply	Summary of the Grant	Grant Amount	Date of Submission	Date of Award
Community Child Care Space Creation Program	MCFD through the Canada-B.C. ELCC Agreement Administered by the Union of British Columbia Municipalities (UBCM)	All local governments in B.C., including municipalities and regional districts, are eligible to apply.	This program assists local governments in creating new licensed child care spaces for children aged 0 to 5, within their own facilities or in a facility under a long-term lease agreement by the local government. Emphasis is placed on creating spaces for infants and toddlers, underserved populations, and facilities that operate outside core business hours and/or are run by a public body or non-profit organization.	<ul style="list-style-type: none"> The program provides local governments with a maximum of \$1 million, covering up to 100% of project costs. Proponents are awarded 75% of project costs after application approval, with the remaining 25% awarded upon project completion. 	The second intake for 2019 closed on November 22. Interested applicants are encouraged to check the UBCM Child Care web page for updates regarding funding opportunities.	Applicants are advised of the status of their application within 90 days of an application deadline.
Regional						
Child Care Capital Grant	Columbia Basin Trust	Nonprofit and for-profit providers of licensed child care within the Columbia Basin Trust region	This grant focuses on strengthening the quality of child care and creating new licensed child care spaces in the Columbia Basin region. Funding is available for activities such as purchasing child care equipment, upgrading or renovating a child care facility, or constructing new licensed child care spaces.	<ul style="list-style-type: none"> Past projects have received up to \$300,000 for creating or improving child care spaces and up to \$5,000 for purchasing equipment. 	As of November 28, 2019, grant intake is closed. Interested applicants are encouraged to subscribe to and monitor Columbia Basin Trust's newsletter for grant updates.	Varies according to processing time

