

Enderby Child Care Action Plan



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This report has been compiled by Kara Wilhelms for the City of Enderby.

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We respectfully acknowledge that this work was conducted within the ancestral, traditional and unceded territory of the Secwepemc Nation.

Thank you to the parents and caregivers in Enderby and area, for allowing us to into your lives, sharing some of your successes, as well as your hardships.

Thank you to the child care providers who continually do the hard work every day, often without much recognition or pay, but with much love.

Thank you to the service providers and stakeholders in Enderby and surrounding area, who continue to advocate for accessible resources and support.

Lastly, to the City of Enderby, for taking a leap of faith on a small, female consulting team; a group of mothers, who understand full well the complexities of balancing work and parenting.

EXECUTIVE SUMMARY

The Province of B.C., under Budget 2018, dedicated \$1 billion towards the child care industry over the course of three years; \$237 million is directly funded to improve child care accessibility, with the aim of creating an additional 22,000 child care spaces. Two provincial grants, the Community Child Care Planning Program and the Community Child Care Space Creation Program, provided local governments opportunities to examine their current child care situation, determine any deficits and create action plans, all with community involvement. As the Union of B.C. Municipalities (UBCM) administered both grants, the City of Enderby (the City) recognized this opportunity and made an application to the Community Child Care Planning Program. Upon receiving approval from UBCM, the City partnered with a consultant to assess the community's child care strengths and needs. A child care space inventory, child care needs assessment, and an action plan were developed, which form the Enderby Child Care Action Plan (the Plan). Once a Child Care Action Plan is in place, municipalities can pursue the Community Child Care Space Creation Program to secure additional funding to create new licensed child care spaces within their community.

Community engagement for Enderby's child care planning project began in August of 2019 and ended in January 2020. The research team engaged 129 participants, including, but not limited to, parents/caregivers, members of City Council, School District 83 staff, child care providers, Indigenous partners, and other key stakeholders. The following methods were used for engagement: online surveys, focus groups, community meetings, and individual interviews.

The results of the parent/caregiver community-driven needs assessment provided the following themes:

- **Availability:** 75% of families and respondents reported that there is not an adequate supply of licensed child care in Enderby and area
- **Affordability:** 52% of families and respondents said they could not afford the cost of child care
- **Flexibility:** 31% of families and respondents said they required child care outside of the usual daytime, business week hours (Monday- Friday; 7:30am-5:30pm)

The results of the child care provider survey provided the following themes:

- **Staffing:** Various child care operators and owners report that finding and maintaining qualified staff is a significant challenge
- **Wages:** Low wages for qualified staff impact further recruitment in the field
- **Limitations:** Many Registered License Not Required child care facilities cite that the regulations placed on their business creates limitations that impact the financial viability of their operations

The impact of limited child care greatly affects many in the community: parents and caregivers have limited options of child care, with some being forced to stay home due to lack of availability and/or affordability. This can have widespread consequences to children, families and the local economy.

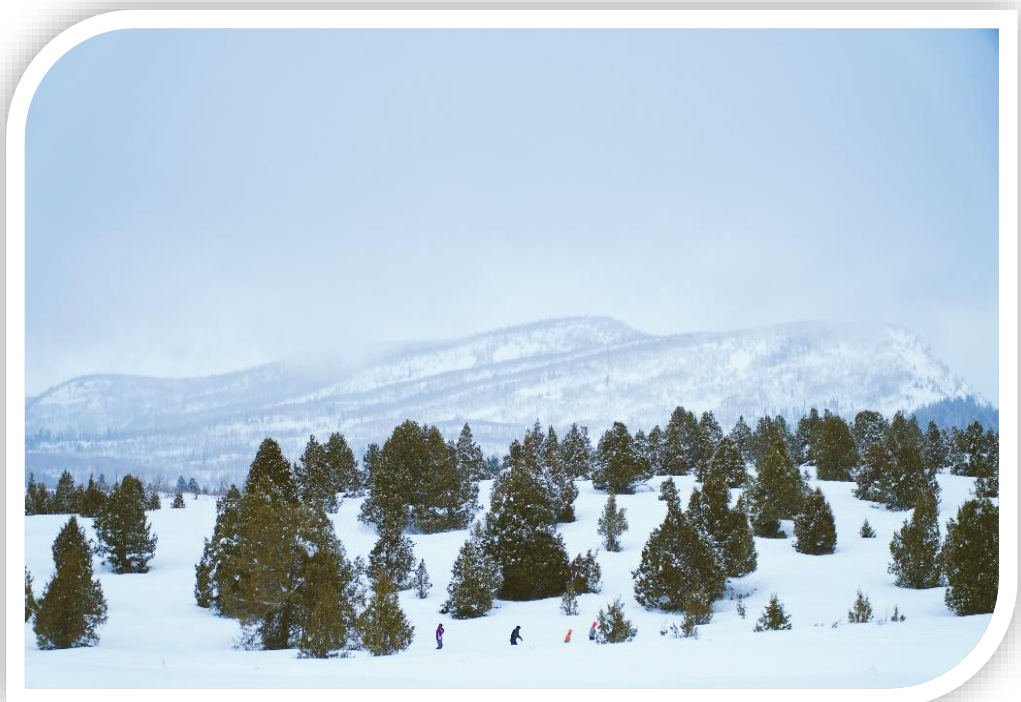
Due to population and physical proximity to two larger city centres, many services (particularly social services) are provided through outreach, without permanent presence in community. This can have lasting impact on community members, one of which is difficulty navigating the social services system and find access to safe, affordable child care.

The Plan identifies targets for the total number of child care spaces for each child care age group over the next 10 year period, targets for creating those child care spaces over the short, medium and long term, and recommendations on how a range of stakeholders can work towards achieving these targets.

OVERVIEW OF COMMUNITY CHILD CARE PLANNING PROGRAM

The Union of British Columbia Municipalities (UBCM) facilitated the Community Child Care Planning Program (the Program). UBCM’s intention was to engage communities throughout the province to conduct their own evaluations of current child care spaces and make recommendations on how to increase spaces within their communities. Affordable and accessible child care is critical to families in BC, with the province having invested \$1 billion in child care to date¹. The funds have been allocated to increasing the amount of subsidy families can access and to students enrolled in programs for Early Years Education. Funding education will increase the number of qualified educators, which will result in an increase in child care spaces, particularly in spaces in infant/toddler facilities. The Program encourages communities in B.C. to conduct their own child care needs assessments, which includes meeting with relevant stakeholders and interpreting the data to provide each community an individualized report with recommendations on how to increase child care spaces.

The two provincial grants, the Community Child Care Planning Program and the Community Child Care Space Creation Program, are available through UBCM. Local governments are able to make application for the Child Care Planning Program in order to gather relevant information regarding the child care needs of the community in order to create an inventory of existing child care spaces, identify space creation targets over the next 10 years, and identify actions that may be taken to meet those space creation targets. Upon completion and approval of a Community Child Care Action Plan, local governments are then able to make applications for the Community Child Care Space Creation Program which provides funding to create more child care spaces in accordance with their Community Child Care Action Plan.



TERMS OF REFERENCE

1. **The City:** The Corporation of the City of Enderby
2. **AIDP:** Aboriginal Infant Development Program
3. **ASCD:** Aboriginal Supported Child Development
4. **CCFB:** Community Care Facilities Licensing Branch
5. **CCFRI:** Child Care Fee Reduction Initiative
6. **CCRR:** Child Care Resource and Referral
7. **ECE:** Early Childhood Education
8. **ECEBC:** Early Childhood Educators of BC
9. **IH:** Interior Health Authority
10. **ITE:** Infant Toddler Educator
11. **LNR:** License Not Required
12. **MCFD:** Ministry of Children and Family Development
13. **MOE:** Ministry of Education
14. **MOH:** Ministry of Health
15. **RLNR:** Registered License Not Required
16. **SCD:** Supported Child Development
17. **UBCM:** Union of BC Municipalities
18. **CCFB:** Community Care Facilities Licensing Branch

Child Care Overview

When making child care decisions, families have a variety of options to consider. One of the most important decisions parents face is finding a safe, nurturing facility and staff to care for their child/children. Child care typically falls into two categories: licensed and unlicensed.

Licensed Child Care

In order to be classified as a licensed child care facility, an owner/operator must adhere to the Community Care Facilities Licensing Branch (CCFB), the Community Care Assisted Living Act and the Child Care Licensing Regulation (Section 22, 23)ⁱⁱ. The following must also be completed:

1. Health and safety requirements
2. License application requirements
3. Staffing qualifications
4. Ensuring staff to child ratio is met
5. Adequate/appropriate space and equipment
6. Program standards

The following table provides an overview of different types of child care. Information, provided by the Province of British Columbia, includes the type or name of care, ages of children, maximum number of total children permitted (max group size), child to staff ratio, and the setting child care takes place inⁱⁱⁱ.

| TYPE OF LICENSED FACILITY | AGE GROUP | MAX GROUP SIZE | CHILD TO STAFF RATIO ITE – INFANT TODDLER EDUCATOR, ECE – EARLY CHILD CARE EDUCATOR, ECA – EARLY CHILD CARE ASSISTANT | SETTING |
|---|-------------------------|---|--|------------------------------------|
| GROUP (0-3 YEARS) | Birth- 36 months | Up to 12 children total | 1-4 children: 1 ITE 5-8 children: 1 ITE; 1 ECE 9-12 children: 1 ITE, 1 ECE, 1 ECA | Community-based facility or centre |
| GROUP (2.5-SCHOOL AGED) | 2.5 years -Kindergarten | Up to 12 children total | 1-4 children: 1 ECE 5-8 children: 1 ITE; 1 ECE 9-12 children: 1 ITE; 1 ECE; 1 ECA | Community-based facility or centre |
| GROUP (SCHOOL AGED; BEFORE & AFTER SCHOOL) | Kindergarten – 12 years | Up to 24 children K/1 total Or Up to 30 children grade 2+ total | Kind/Grade 1 12 children: 1 responsible adult Grade 2+ 15 children: 1 responsible adult | Community-based facility or centre |
| MULTI-AGED CHILD CARE | Birth- 12 years | Up to 8 children total | 8 children: 1 ECE | Community-based facility or centre |
| IN-HOME MULTI-AGED CHILD CARE | Birth- 12 years | Up to 8 children total | 8 children: 1 ECE | In provider's home |
| FAMILY CHILD CARE | Birth- 12 years | Up to 7 children total | 7 children: 1 responsible adult | In provider's home |
| PRE-SCHOOL *OPERATES SEPT-JUNE; 1-4 HRS PER DAY | 2.5 years-school aged | Up to 20 children total | 1-10 children: 1 ECE 11-20 children: 1 ECE, 1 ECA | Community-based facility or centre |

Unlicensed Child Care

Child care facilities who do not meet the above requirements are considered unlicensed. There are generally two types of unlicensed child care facilities: registered license-not-required (RLNR) or license-not-required (LNR). Both facilities allow a maximum of two children or one sibling group in care, in addition to their own children, and typically provide child care in their home. All RLNR facilities must register with the Child Care Resource and Referral (CCRR) program, which is located at the Shuswap Children's Association (SCA)^{iv}. RLNR providers are placed on a child care directory which is accessible to families looking for child care providers. LNR facilities can accept families who access the Affordable Child Care Benefit, but at a lowered rate than RLNR facilities.

The Ministry of Children and Family Development (MCFD) has created the following requirements for RLNR facilities:

1. A criminal record check for everyone above 12 years old living in the home
2. Character references
3. A home safety assessment
4. A physician's assessment of provider's physical and emotional ability to provide child care
5. First Aid training
6. Completion of child care training courses or workshops

| TYPE OF UNLICENSED FACILITY | AGE GROUP | MAX GROUP SIZE | CHILD TO STAFF RATIO | SETTING |
|-----------------------------|------------------|-------------------------------|----------------------|--------------------|
| RLNR/LNR | Birth – 12 years | 2 children OR 1 sibling group | 2: 1 | In provider's home |

Families who choose RLNR are eligible to receive an increased subsidy rate over those that choose LNR child care facilities. RLNR providers are able to increase their fees, and this creates an incentive for providers to register as a CCRR centre. Providers charging increased rates can offset their CCRR registration costs, as well as access training, support, resources, and liability insurance as a direct result of the higher subsidy received by families using their services. Informal child care is categorized as LNR.

METHODOLOGY

In accordance with the Program deliverables, an inventory of current child care spaces in the Enderby and the surrounding area was conducted. Data was collected from various sources, which include:

- Families with children - birth to 12 years old
- Child care providers
- B.C. Child Care Map
- Interior Health community child care facility licensing information
- CCRR
- Relevant stakeholders

To fully contextualize the child care needs in Enderby and area, it was important to collect data from parents and caregivers. In partnership with the City, consultants created an incentivized-based survey (see Appendix A) which was developed through the City's website, using WordPress. Three gift cards in the amount of \$25, \$50 and \$100 were distributed randomly to survey participants. Additionally, paper copies of the survey were distributed among various meetings and groups, including the Enderby Interagency Meeting, Enderby and Area Early Years meeting, the Public Health Unit, Splatsin Health Services, and drop-in play groups held at the Enderby & District Community Resource Centre. The survey was intended to target parents and caregivers and included 31 questions specific to child care needs, accessibility, affordability, and any barriers parents and caregivers may face in accessing them.

A similar survey was distributed among child care providers, which included questions about barriers they faced, staffing ratios, number of children served and their recommendations on how to improve and strengthen child care.

The surveys and the Child Care Planning Project were actively marketed through the City's social media platforms and through news releases published in local newspapers. The surveys were made available on the City's website from the beginning of September to mid-October, 2019.



Qualitative data was gathered from interviews, community meetings and focus groups comprised of families, service providers, and community stakeholders. The interview data was collected for the purpose of gaining perspectives from impacted community members separate from the key stakeholders.

Community engagement activities collected data from under-served population in child care, including children with extra support needs, Indigenous children and families, low-income children and families, young parents under the age of 25 years, children and families from minority culture and language groups, immigrant and refugee children and families and francophone children and families.

Researchers met with other key stakeholders, such as City Councillors, School District 83 officials, members of Splatsin Health Services, Enderby Public Health, local non-profit agencies, and engaged community members. Researchers compared needs assessments conducted throughout the province in communities of comparable size, as well as larger urban settings, to gain insight into where the City's strengths and areas of development could be identified. Literature reviews on best practices ensured that researchers were operating from a culturally sensitive, trauma-informed perspective, ensuring the process was safe and inclusive for everyone involved.

LIMITATIONS

In an effort to remain gender-inclusive, culturally sensitive and non-intrusive, the survey did not ask participants to identify their gender; given this, gender assumptions cannot be made about the online survey respondents, as that data was not collected in the survey. As the surveys were anonymous, there was no way to identify whether respondents answered multiple surveys, either in the online format, or in hardcopy. In some cases, some of the interview subjects also responded to the online survey.

In order to complete the online survey, participants needed to access reliable internet. This could be a barrier to some families or families living in more rural areas, or families without transportation. This could potentially prevent them from being aware of the online survey or the community focus groups occurring in town. Despite best efforts on the City's part to encourage direct contact with the researchers, it is not possible to mitigate risk entirely.

COMMUNITY DEMOGRAPHICS

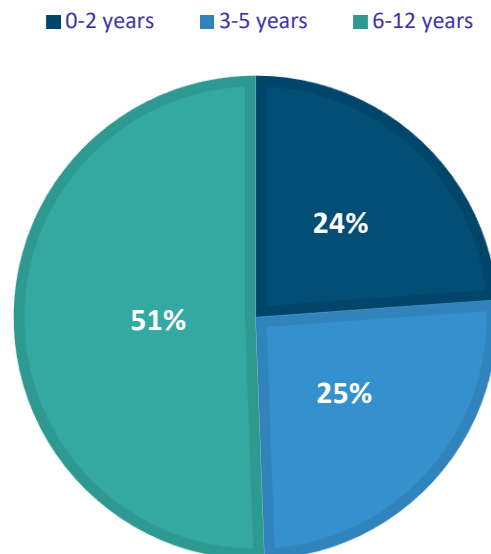
Enderby is located within the North Okanagan region of B.C. It is 80 km north of Kelowna and 130 km east of Kamloops^{vi}. According to Statistics Canada^{vii}, the community had a population of 2,964 as of the 2016 Census, a 1.1 percentage population growth from 2011, with 435 children between the ages of 0 – 14 years.

Electoral Area F of the Regional District of North Okanagan (“Area F”) is in close proximity to the community of Enderby and many of its residents use amenities, including schools, child care, etc. in Enderby. The population for Area F is approximately 4,000 including 560 children between the ages of 0 to 14 years. Several small communities comprise Area F, including Grindrod, Ashton Creek, Mara, and Kingfisher/Mabel Lake.

Splatsin reserve lands are adjacent to Enderby to the south and across the Shuswap River to the east. The 2016 Census reported there are approximately 315 members living on reserve with 105 children between the ages of 0 to 14 years.

Data collected by UBCM and contained within its Community Child Care Planning Inventory confirms there are approximately 880 children between 0 to 12 years of age living in Enderby and Area F. UBCM data does not include data for the 105 children in Splatsin and their age groups. The chart below reflects the breakdown of age groups for the child population on Enderby and Area F.

CHILD POPULATION - AGE GROUPS



It is important to state, for the purposes of the report, that Enderby and area is geographically located between two larger cities: Vernon and Salmon Arm. As such, many services and resources are located in one of those larger cities and residents must often travel for appointments, resources, and services. Services being geographically located outside of the Enderby area can create barriers for low-income families because public transportation is limited. MCFD, the Ministry of Social Development and Poverty Reduction (MSDPR), CCRR, and many other government and non-profit organizations are located in Salmon Arm. Salmon Arm is the centralized location for many of the government services and social supports that provide service to Enderby residents. This presents a challenge for Enderby residents, particularly those with transportation limitations, as bus routes to and from Salmon Arm only operate on Wednesdays, with limited routes that are subject to change.



POLICY, PLAN & BYLAW REVIEW

Recognizing that child care spaces are limited for families, the City has a healthy framework in place to support and facilitate child care in Enderby. City employees, along with relevant stakeholders, have and will continue to work with prospective child care operators to create safe, accessible child care spaces for Enderby families. The following is an overview of the framework the City has in place to support child care in Enderby.

Official Community Plan

The City's Official Community Plan (OCP) is a statement of objectives and policies to guide decisions on planning and land use management in the community; existing policies and objectives contained in the Official Community Plan which are relevant to child care include:

3.2 Social Development Objectives

- d. Youth are active and engaged within the community due to the range of businesses, programs, events and activities tailored towards their particular wants and needs.
- j. Live, work, play opportunities allow residents to meet their needs within the community.

3. Social Development Policies

- a. Council recognizes that social well-being of all citizens and positive social development is vital to a healthy community and will act to support these through its planning and day-to-day decisions.
- c. Council recognizes that development of land has social impacts and will act through the approval process to minimize negative and maximize positive impacts.

5.2 Economic Development Objectives

- a.vi. The downtown has a healthy supply of businesses which meet the needs of Enderby residents and tourists alike.
- b.vii. The community is attractive to new industry and business due to Enderby's progressive bylaws which streamline the development process while enabling and promoting innovation and home-based businesses.
- c.iv. Enderby's diverse local economy enables residents to shop locally by providing all the products and services necessary to meet their needs.

5.3 Economic Development Policies

- c. Council will work with the business community and stakeholders to promote a diverse local economy that provides the goods and services necessary to competitively meet local demand and attract visitors.

Zoning Bylaw

The City's Zoning Bylaw regulates how land, buildings and other structures may be used throughout the community. Child care facilities are permitted within the Assembly, Civic and Public Service (S.1) zone, and are also permitted as home-based businesses within residential zones.

Business Licensing

The City offers perpetual business licensing with a one-time application fee and no ongoing costs or paperwork. This is an incentive for potential child care operators when assessing up front or start up fees.

City Support - Miscellaneous

The City's focus has been to create a healthy community. The following activities have been undertaken in order to maximize effectiveness in partnership with various agencies and organizations:

- Creation of the "Enderby Interagency Group"
- Reduced fee for child-minding for recreation programs
- Not-for-profit child care facilities eligible for permissive tax exemptions
- Okanagan Boys & Girls Club offers weekly free after school recreation program for elementary school-aged children

"We have more and more young families moving to Enderby and one of the first things people ask about is child care. These days, both parents work fulltime, so finding quality child care is critical. As a business owner myself, I see how important it is for a lot of my employees to have reliable child care. As a City, we get a lot of requests from community members asking about child care resources. This is a huge issue but we're confident we can put forth some solutions."

- Mayor of Enderby, Greg McCune

CURRENT CHILD CARE POSITION

There are currently three licensed child care facilities in Enderby and area: Enderby Preschool Society, Splats'In Tsm7aksaltn Society (Splatsin Teaching Centre) and Enderby Thrive Out of School Care. As well, there are three RLNR (Registered License Not Required) child care facilities.

Two of the licensed child care facilities participate in the Province's Fee Reduction Initiative (Enderby Preschool Society and Splatsin Teaching Centre). The Enderby Preschool and Enderby Thrive Out of School Care are located in town, while the Splatsin Teaching Centre is located on Splatsin reserve land.

The following table details the three licensed child care providers in Enderby. Information includes location, type of child care offered, cost per day, before and/or after school care, and if the facility participates in the Affordable Child Care Benefit/Child Care Fee Reduction Initiative.

| NAME OF FACILITY | LOCATION | TYPE OF CHILD CARE OFFERED | COST PER DAY | BEFORE OR AFTER SCHOOL CARE | AFFORDABLE CHILD CARE BENEFIT | CHILD CARE FEE REDUCTION INITIATIVE |
|-----------------------------------|------------------|------------------------------|--------------|-----------------------------|-------------------------------|-------------------------------------|
| ENDERBY PRESCHOOL SOCIETY | Enderby | 8 Infant/Toddler | \$43/day | Before & After School | Yes | Yes |
| | | 25 Group Child Care | \$43/day | | | |
| | | 40 Preschool | \$39/day | | | |
| | | 23 After School Care | \$39/day | | | |
| SPLATSIN TEACHING CENTRE | Splatsin Reserve | 12 Fawn Infant | \$37.50/day | After School | Yes | Yes |
| | | 12 Bear Cub Toddler | \$31.75/day | | | |
| | | 25 Salmon (Preschool) | \$27.50/day | | | |
| | | 15 Eager (After School Care) | \$10/day | | | |
| ENDERBY THRIVE OUT OF SCHOOL CARE | Enderby | 24 After School Care | \$17/day | After School | Yes | No |

Presently, no centres offer extended care (7am to 7pm) or overnight care for parents who work shift work. Data collected from the Parent/Caregiver survey indicated that this was important to families who work shift work, have seasonal work, or have early work days.

Splats'In Tsm7aksaltn Society

The Splats'In Tsm7aksaltn Society (Splatsin Teaching Centre) has been in operation since 1990, serving on and off-reserve children, as well as non-Indigenous children. The centre is open from September to June and closed during the summer months and most holidays^{viii}.

With a focus on language and culture, the Splats'In Tsm7aksaltn Society offers the Kikia7a Program to all enrolled children. Community elders who are fluent in the Splatsin language^{ix} come to the centre to share their culture in their language with stories of life experiences, and sharing traditional food with the children. The Kikia7a Program operates every Monday, Tuesday and Wednesday at the centre.

Splatsin Teaching Centre offers Aboriginal Infant Development (AID), Aboriginal Supported Child Development Program (ASCD), and Splatsin Language and Culture programs. Enhanced programs include developmental assessments, parent support programs, music programs and Dental Varnishing program^x.

“By collaborating between the child care programs and language programs, our centre is able to offer culturally relevant education to children, as well as develop Splatsin language skills at an early age; there are less than 1% of the Splatsin people who can still speak the Splatsin language fluently.”

– Executive Director, Splatsin Teaching Centre

Enderby Preschool Society

Located adjacent to the local elementary school, the Enderby Preschool Society is a provincially licensed facility offering programs for both infant/toddler, preschool and school aged children. The Preschool Program for first year students runs two days per week and three days per week for second year students. Childminding is available for children requiring additional care. The Preschool Program also offers a weekly music program and a social thinking program called “The Incredible Flexible You”.

Kids Club operates Monday- Friday for school aged children. The centre provides both before and after school care, starting at 6:30am until 5:30pm and is open for both Professional Development days as well as the summer months.

Enderby Thrive Out of School Care

The Thrive Out of School Care program offers strictly after school care. At the time of the report, they had 14 children in full-time registration with 10 spaces available. They provide drop-in care with hours of operation from 2:00 to 6:00pm. Thrive is open on Professional Development days. They offer

“camps” during the Christmas, spring, and summer breaks from 7:30am to 5:30pm, providing care for children from kindergarten to 12 years old. Enderby Thrive Out of School Care staff reported they have received numerous phone calls from parents requesting before school care and care for children who have not started Kindergarten^{xi}.

Registered License Not Required

Currently, there are three RLNR child care facilities (in provider’s home) in Enderby. All three are at full capacity (two children in addition to their own children per licensing requirements). In addition, it was reported by CCRR that a long-time multi-aged licensed facility recently closed after approximately 20 years of service in the community. This facility closure has been detrimental to many families in the area.

There is one RLNR operating in Enderby with their ECE credentials and deep interest in opening a licensed multi-aged facility in town. They currently have two children in their care, in addition to their own two children, and they reported that they regularly receives phone calls from parents/caregivers asking for additional child care. It was reported that the biggest barrier to opening their own facility is finding appropriate space.

Training for Child Care Providers

Locally, Okanagan College offers the Early Childhood Education program. Due to high demand, both Vernon and Kelowna campuses accepted enrollment for the September 2019 term. A diploma in Early Childhood Education requires four semesters of schooling, including one practicum. The ECE certification usually requires over 900 hours of instruction. An additional 250 hours of instruction and 200 hours of practicum are needed for certification in infant and toddler and/or special needs education^{xii}.

Recently, the Early Childhood Educators of B.C. (ECEBC) recognized the significant need for additional ECEs in order to increase child care spaces in B.C. Eligible applicants can apply for up to \$500 per course, to a maximum of 8 courses, for a total of \$4,000 per semester to assist with tuition and living expenses while studying. Awarded amounts will be dependent on the number of completed courses. In an attempt to incentivize students, the ECEBC has offered to pay 60% of the ECE Student Support Fund; the remaining 40% of bursary funds is paid out upon completion of classes. The goal is to bring young, vibrant and talented students to the ECE field with the opportunity of having their tuition funded, sometimes at a cost of upwards of \$9,000^{xiii}.

It has been noted, however, that the application process can be cumbersome and is not always a guarantee. Should students be qualified to receive full funding, the bursary funds are not received until after the tuition is paid in full. This can be a barrier to many students and deter students from



entering the program. It is also reported that the 400- or 500-hour practicum, which is usually unpaid, is a significant commitment and financial expense to students, as they are required to participate in the practicum full-time.

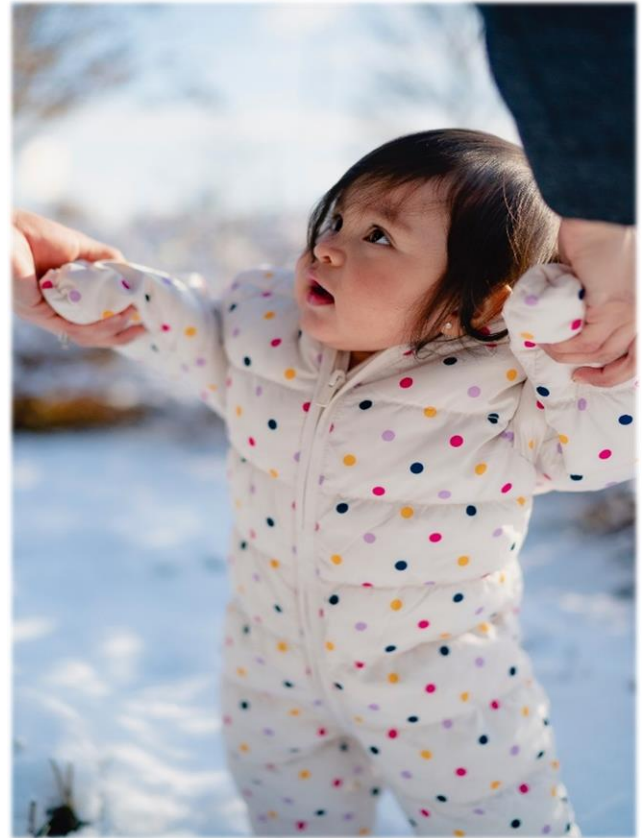
The ongoing need for professional development with ECE certification has created a barrier for many and dissuaded some from entering the field. Certification typically requires renewal after five years, as educators must acquire 400 hours of supervised work experience and 20 hours of professional development training as well as a character reference since last certification. Depending on the length of time since certification expiry, supervised work experience requirements (usually unpaid practicum hours) can vary.

The ECEBC recommends an average wage of \$25/hr plus 20% benefits, however after interviewing various early childhood educators, the average wage for ECE staff is between \$16-\$19/hr. Starting April 1, 2020, ECEs will earn an additional \$1 with the wage enhancement from the Province.

SOCIAL NEEDS & VULNERABILITY OF CHILDREN

According to the Canadian Public Health Association, there are 14 social determinants of health, which can positively or negatively impact a child's development and health^{xiv}:

- Income and Income Distribution
- Education
- Unemployment and Job Security
- Employment and Working Conditions
- Early Childhood Development
- Food Insecurity
- Housing
- Social Exclusion
- Social Safety Network
- Health Services
- Aboriginal Status
- Gender
- Race
- Disability



Income, Employment, and Socio-Economic Factors

B.C. has one of the highest costs of living in Canada. There are approximately 557,000 people in B.C. living below the poverty line, and 99,000 of them are children. The Market Basket Measure is Canada's Official Poverty Line^{xv}. The Market Basket Measure for singles is approximately \$20,000/a year and for a family of four it is about \$40,000/a year. The median employment income in Enderby, according to Statistics Canada (2016), for a full-year full-time worker was about \$47,609 (Males \$56,099 and Females \$37,151).

This highlights the challenging financial reality for many of families living in the Enderby area. Participants in community focus groups, primarily female caregivers, disclosed that the cost of child care and limiting hours prevented them from accessing child care. However, this impacted their ability to return to the workforce, support their family financially, contribute to the local economy, and earn their own income.

According to Statistics Canada, Census 2016, 19% of those between the ages of 18-64 years were considered low income based on the low-income measure (after tax) and 24% of those over the age of 65 years.

The number of working parents or caregivers in a household also affects the family's employment income. Parents must often decide whether one parent remains home to raise their young children and save on child care costs, or if both parents are employed and enroll their children in child care, creating an additional cost of child care expenses.

In the parent/caregiver survey it was reported that a number of families in Enderby have at least one parent who works out of town, typically on a rotating schedule. With employment opportunities in Enderby having decreased and the cost of living having increased, families have had to make difficult decisions around employment, lifestyle, and child care costs.

*“My husband works out of town anywhere from 2-3 weeks at a time. I have two young children at home, so I feel like a single parent most of the time.
But it's the only way we can afford to live here.”
– female parent living in rural community*

Health and Social Development

With a population of 2,964 and a geographic area covering 4.26 square kilometers and a rural area of 2,108 square kilometers, space is abundant in Enderby^{xvi}. For parents, particularly stay-at-home parents, this can create an element of isolation and disconnection^{xvii}. Providing parents an opportunity to connect with other parents while children interact with similarly aged children can have enormous benefits to both parents and children^{xviii}. Whether children are at home, or enrolled in formal child care, creating child care spaces will provide opportunities for children to learn structure, improve both fine and gross motor skills, explore interests, learn social skills, and increase their school readiness.

The consultants had an opportunity to discuss the advantages of early childhood education with Behavioral Interventionists and Supported Child Development staff at the North Okanagan Neurological Association (NONA). NONA offers Autism Services, Infant Development, Key Worker Program, SCD therapies, physiotherapy, occupational therapy and speech language therapy. NONA staff reported that they see many children in the area with late diagnoses because they were not enrolled in early childhood programs and parents often do not recognize signs of concern^{xix}.

Several families who have accessed Supported Child Development (SCD) services were interviewed. It was reported that the majority of children who accessed SCD services were accessing child care in the community at the time of concern and when initial supports started. There are a number of screening

tools used in early years learning environments, such as the ASQ (Ages & Stages Questionnaire, for children ages 4 months to 5 years old)^{xx}, and CDI (Child Developmental Inventory, for children 15 months to 6 years old)^{xxi}. Families are encouraged to access these screening tools or tests from their local health unit, however, screening is more prevalent and frequent in licensed child care facilities. ECEs are taught to instruct, observe, document, reflect, analyze, study data from assessment tools, summarize, plan, and communicate their observations and findings^{xxii}.

As previously noted, (see *Current Child Care Position section*) children who are Splitsin members can receive child development support through Splitsin Tsm7aksaltn Society (Splitsin Teaching Centre). Development supports offered include speech therapy and gross motor development with in-centre assessments and an Aboriginal Supportive Child Development consultant to directly work with each child with the option of home visits. Also, the centre has an Aboriginal Supported Development/Aboriginal Infant Development Program Consultant to oversee the ASCD program and to work directly with families to support them.

Non-indigenous children have limited resources available to them in the community. The Shuswap Children's Association, based in Salmon Arm, provides outreach services to Enderby children who need SCD services^{xxiii}. Unfortunately, there are no agencies or designated workers located directly within the community. There is one speech pathologist from Vernon who travels to see children at the local health unit once per week. Families are expected to travel to Salmon Arm for occupational or physical therapies, as well as Vernon for services from other professionals such as psychiatrists, psychologists and/or pediatricians. Families with children between the ages of 0-18 years who have complex developmental behavioral conditions, fetal alcohol spectrum disorder and/or autism spectrum disorder are placed on Interior Health Children's Assessment Network, located in Kelowna, B.C.^{xxiv}.

While conducting interviews, it was reported by several families that they felt alone and isolated when starting the process of accessing services. Many families stated they felt bounced around from agency to agency or had to advocate for their children's needs.

"It has been a heartbreaking and lonely journey. You really do find out who your true friends are when things aren't 'perfect'."

– female parent of son with autism spectrum disorder

There are several weekly drop-in family programs offered in the community and the surrounding area. Strong Start, a play-based early learning drop-in group, offered in most communities, is held in Enderby once per week at the local elementary school. The Enderby and District Community Resource Centre, whose mission is to work for a healthy community, offers several early years (0-5 years) drop-in groups throughout the week, and in some of the outlying areas, such as Ashton Creek and Grindrod^{xxv}.



These play groups invite parents to socialize, interact with their children, sometimes listen to a visiting speaker, and connect with other parents and resources.

The Early Development Instrument (EDI) is a questionnaire aimed at measuring five core areas of early child development which can also be good predictors of adult health, education, and social outcomes. The test is conducted in Kindergarten and

measures physical health, language and cognitive development, social competence, emotional maturity, communication skills, and general knowledge^{xxvi}. The results of the questionnaire are used as a research tool in populations of children. It provides data to various organizations such as the Ministries of Children and Family Development, Education and Health, as well as Early Years coalitions who then determine funding and policy.

The EDI results from 2016 depict Enderby/Sicamous with a 41% vulnerability on one or more core areas. In contrast, the average vulnerability for all of School District 83 is 30% while the provincial average is 32%^{xxvii}. Upon review of the 5 core areas, Enderby/Sicamous show vulnerabilities in the following areas:

1. 24% for Vulnerability on the Physical Health and Well-Being Scale
2. 15% for Vulnerability on the Language and Cognitive Development Scale
3. 23% for Vulnerability on the Social Competence Scale
4. 25% for Vulnerability on the Emotional Maturity Scale
5. 13% for Vulnerability on the Communications Scale/General Knowledge

The EDI questionnaire is conducted every three years, with 2016 being the most recently published data. EDI scores for Enderby/Sicamous confirm that Enderby has slightly more vulnerable children than the provincial average.

“Finding the right child care, can either make you or break you. If you don’t have reliable child care, how can you be expected to show up to work every day and make a living.”

– mother of three children

FINDINGS

In consultation with the City, the consultants conducted a community-wide engagement process from September 15, 2019 to January 20, 2020 (detailed in Methodology section above). The objective was to create an experience that was engaging, welcoming, non-intrusive, non-threatening, and kid-friendly in order to get honest feedback regarding child care in the area.

The following information has been gathered for the purposes of the Child Care Planning Program, using both online, in-person and group surveys/interviews. All responses were kept confidential.



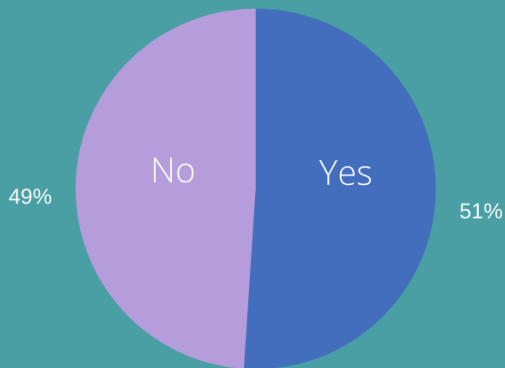
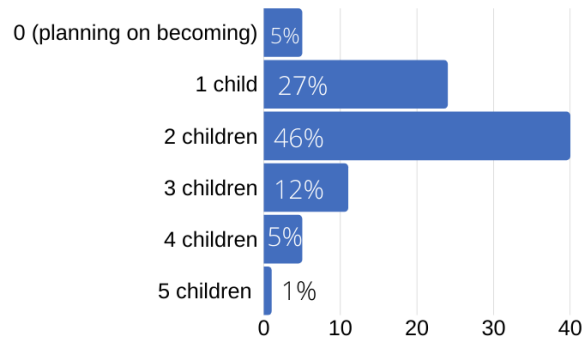
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Parent/Caregiver Findings

SURVEY PARTICIPANTS

87 parents/caregivers participated in survey, accounting for 161 children between the ages of 0-12 years.

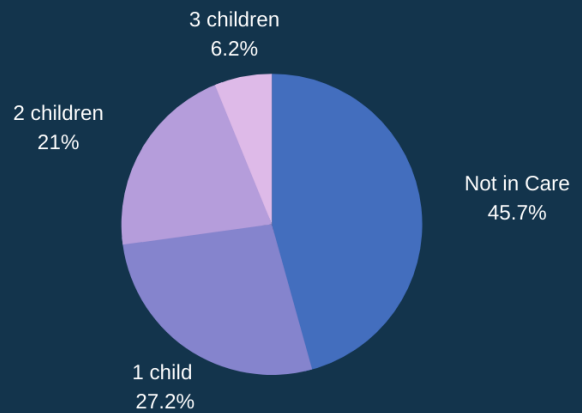
NUMBER OF CHILDREN PER PARTICIPANT

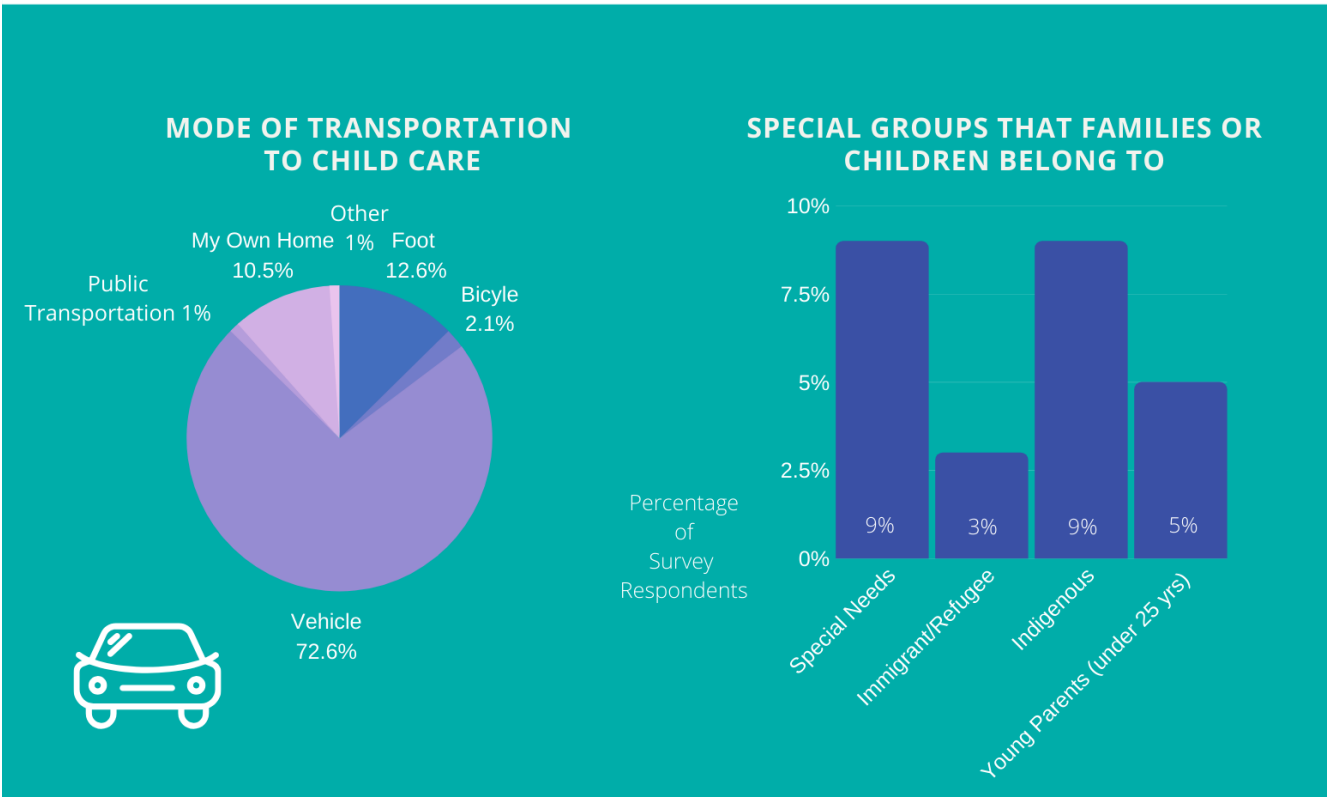
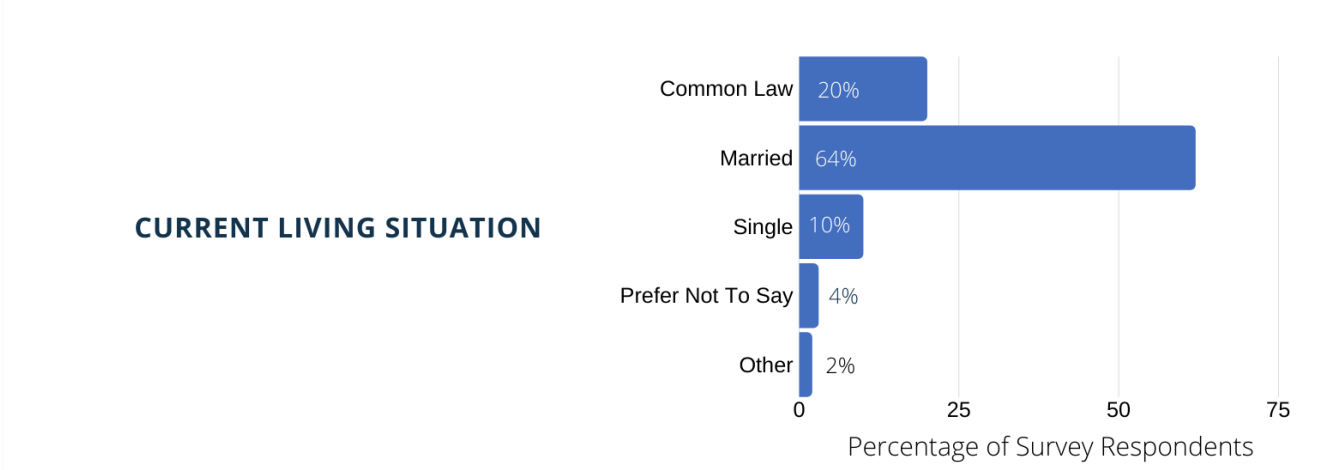
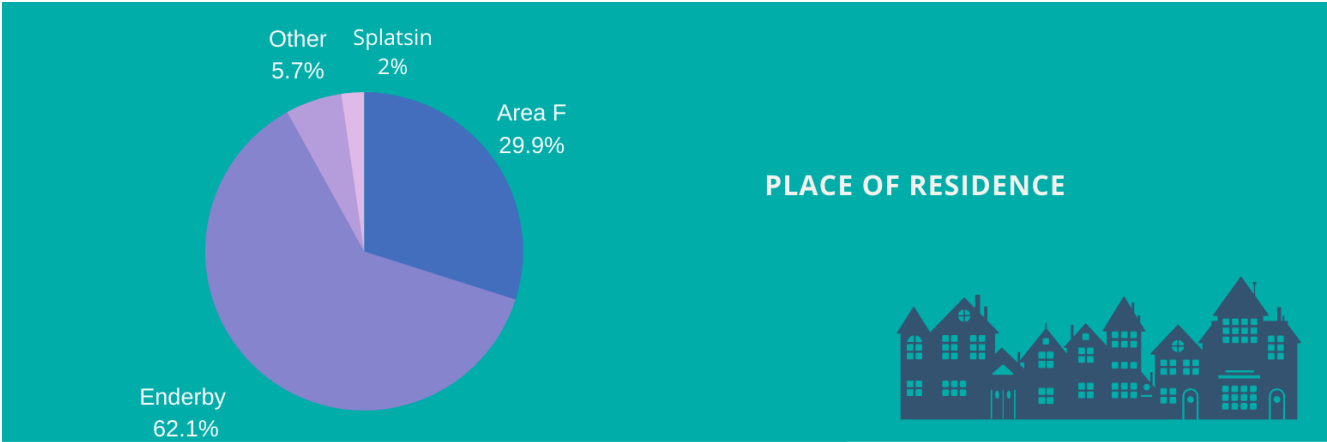


CURRENTLY ACCESSING CHILD CARE

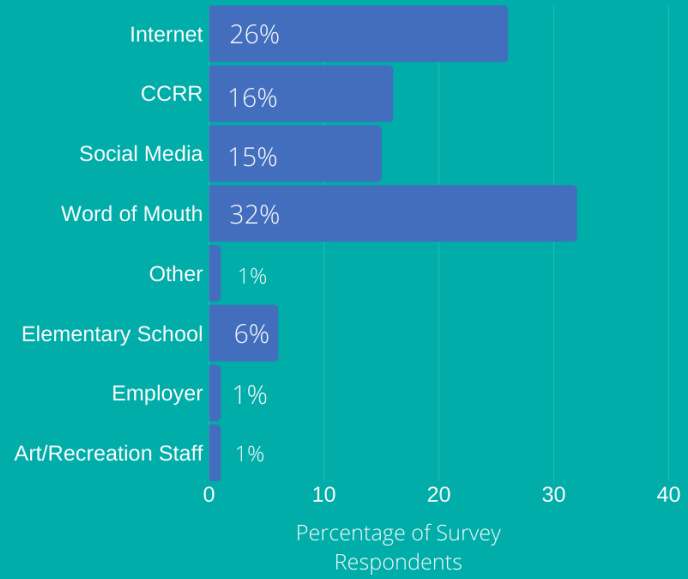


NUMBER OF CHILDREN ACCESSING CHILD CARE

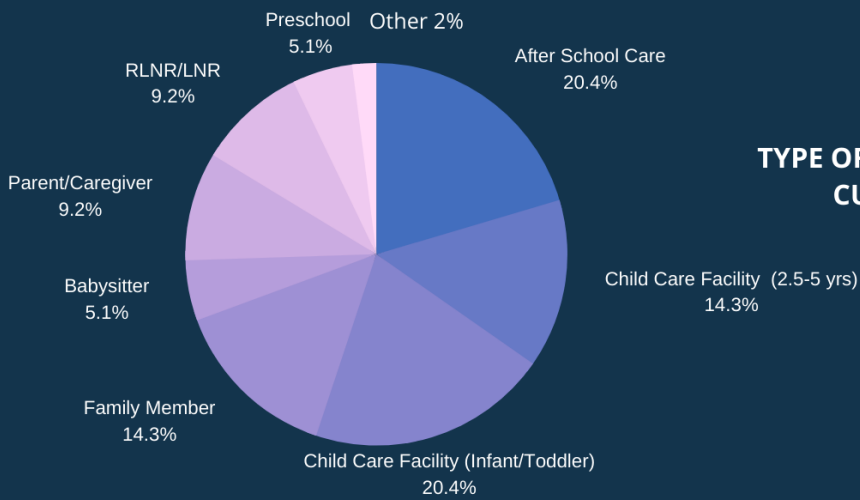




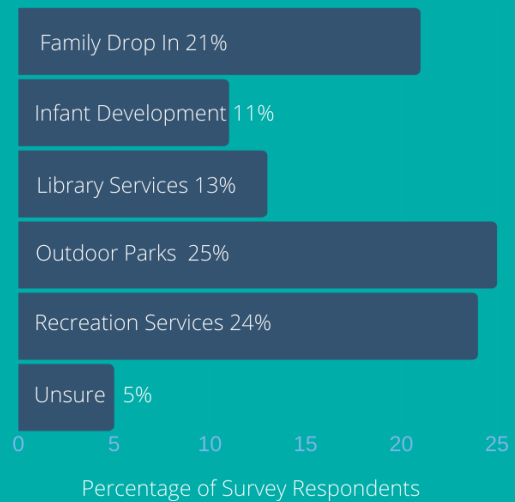
RESOURCES USED TO HELP LOOK FOR CHILD CARE



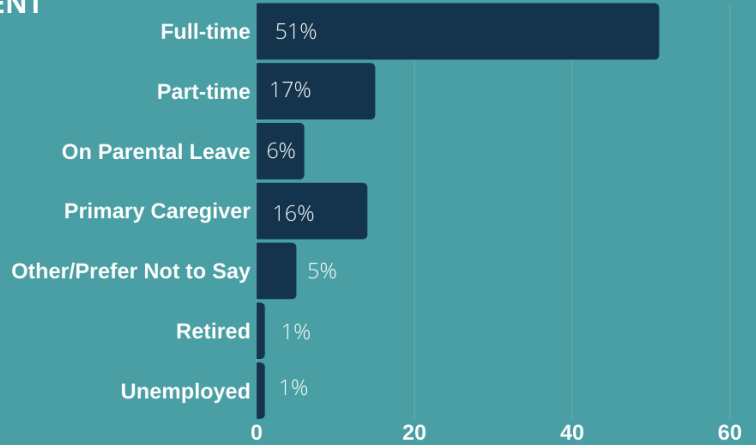
TYPE OF CHILD CARE FAMILIES ARE CURRENTLY ACCESSING



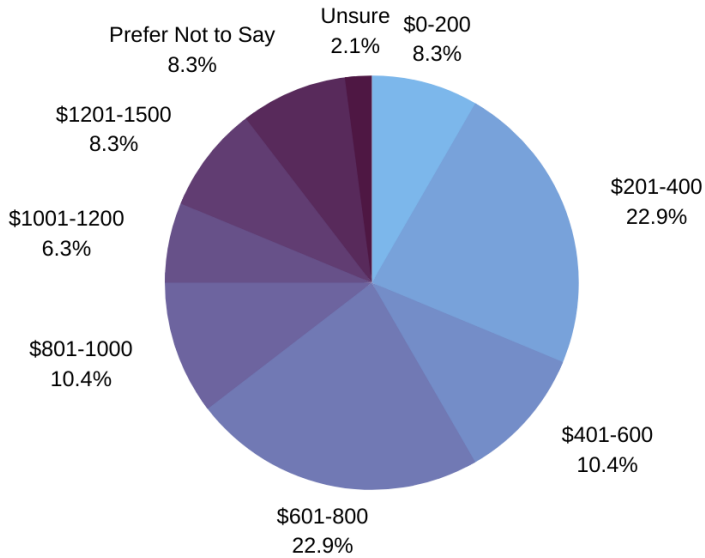
PROGRAMS/SERVICES FAMILIES MOST PREFER CHILD CARE PROGRAM BE LOCATED IN CLOSE PROXIMITY TO



EMPLOYMENT

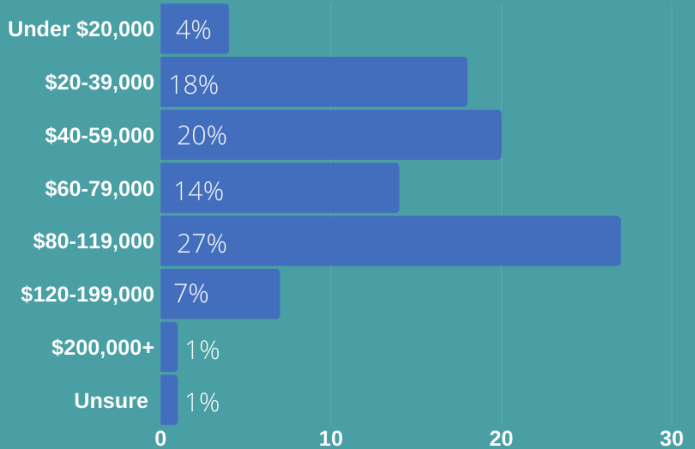


Percentage of Survey Respondents



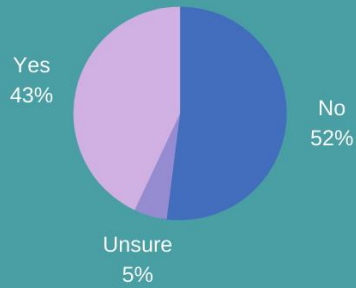
MONTHLY COST OF CHILD CARE PER HOUSEHOLD

HOUSEHOLD INCOME

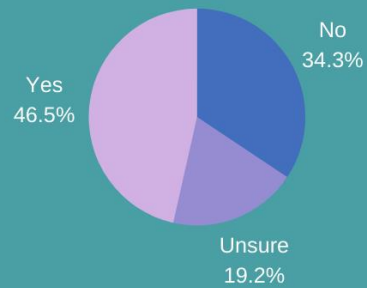


Percentage of Survey Respondents

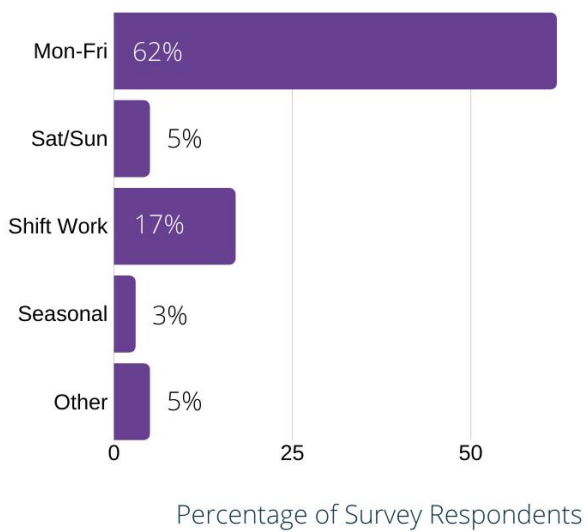
FAMILIES REQUIRED TO GO ON A WAITLIST



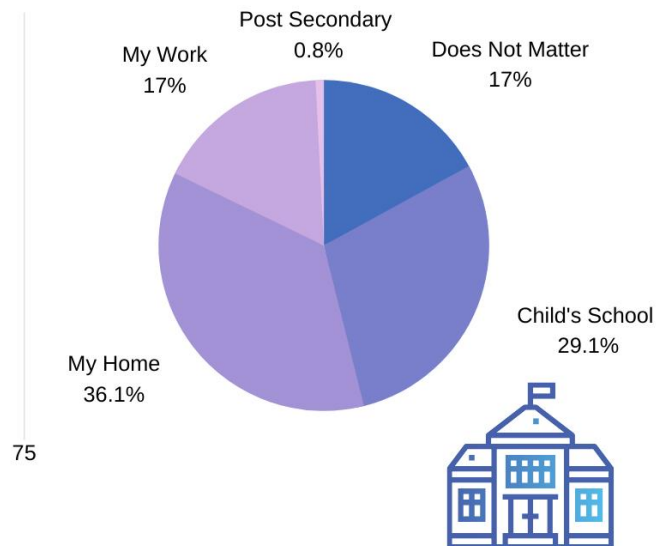
PERCENTAGE OF FAMILIES WHO SECURED FIRST CHOICE



DAYS OF THE WEEK REQUIRED FOR CHILD CARE



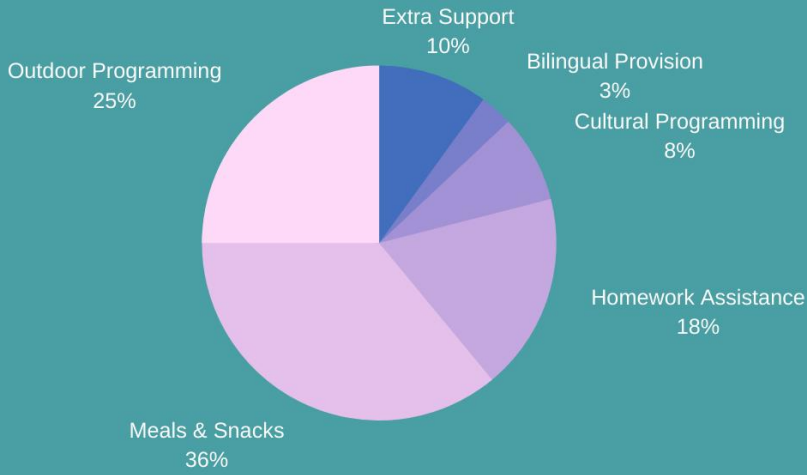
MOST CONVENIENT LOCATION FOR CHILD CARE PROGRAM LOCATED NEAR



REASONS FAMILIES DID NOT GET FIRST OPTION FOR CHILD CARE



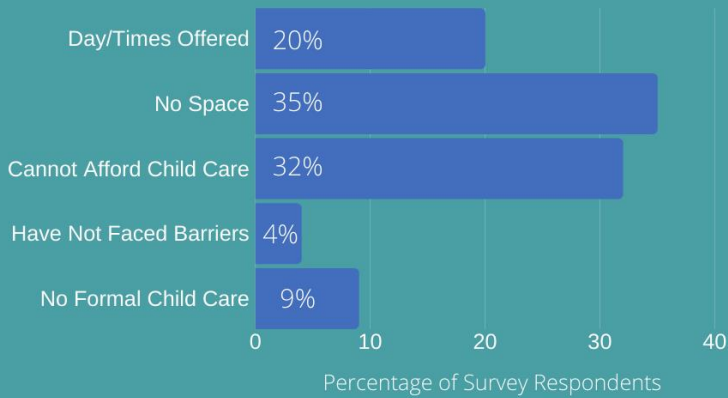
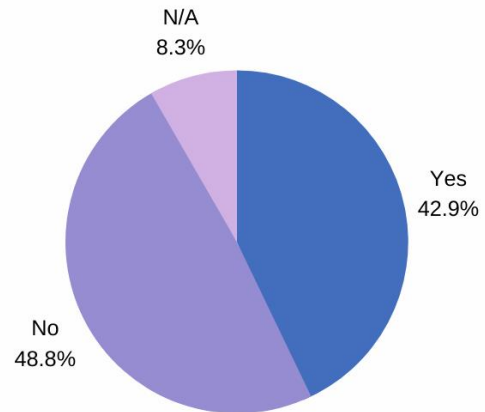
BONJOUR



PREFERRED PROGRAMS/SERVICES OFFERED IN CHILD CARE FACILITY



FAMILIES WHO HAVE ACCESSED AFFORDABLE CHILD CARE BENEFIT



BARRIERS FACED IN ACCESSING CHILD CARE



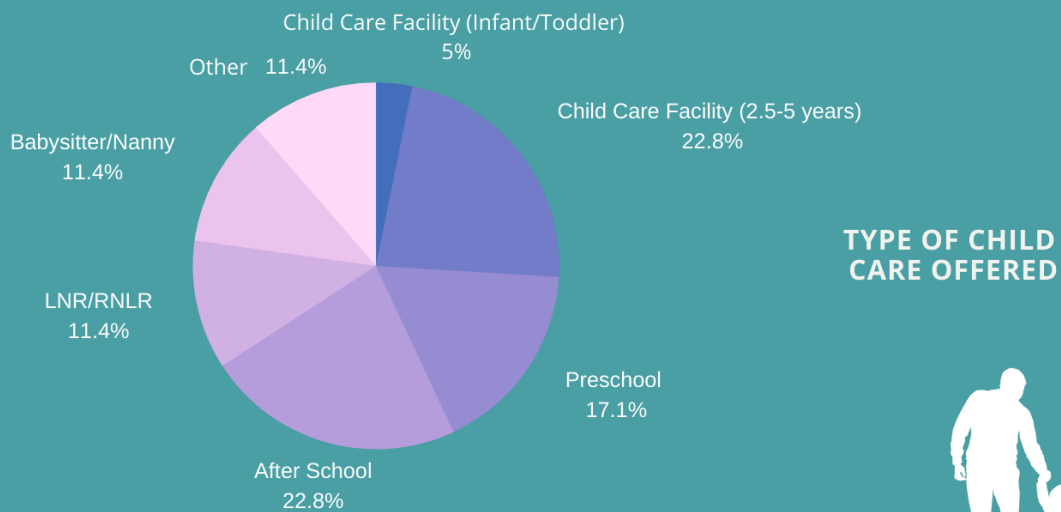
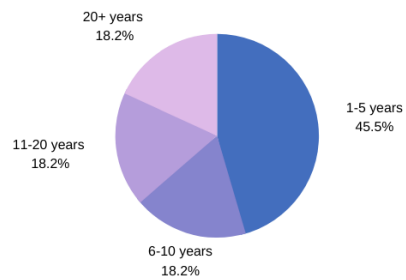
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Child Care Provider Findings

SURVEY PARTICIPANTS

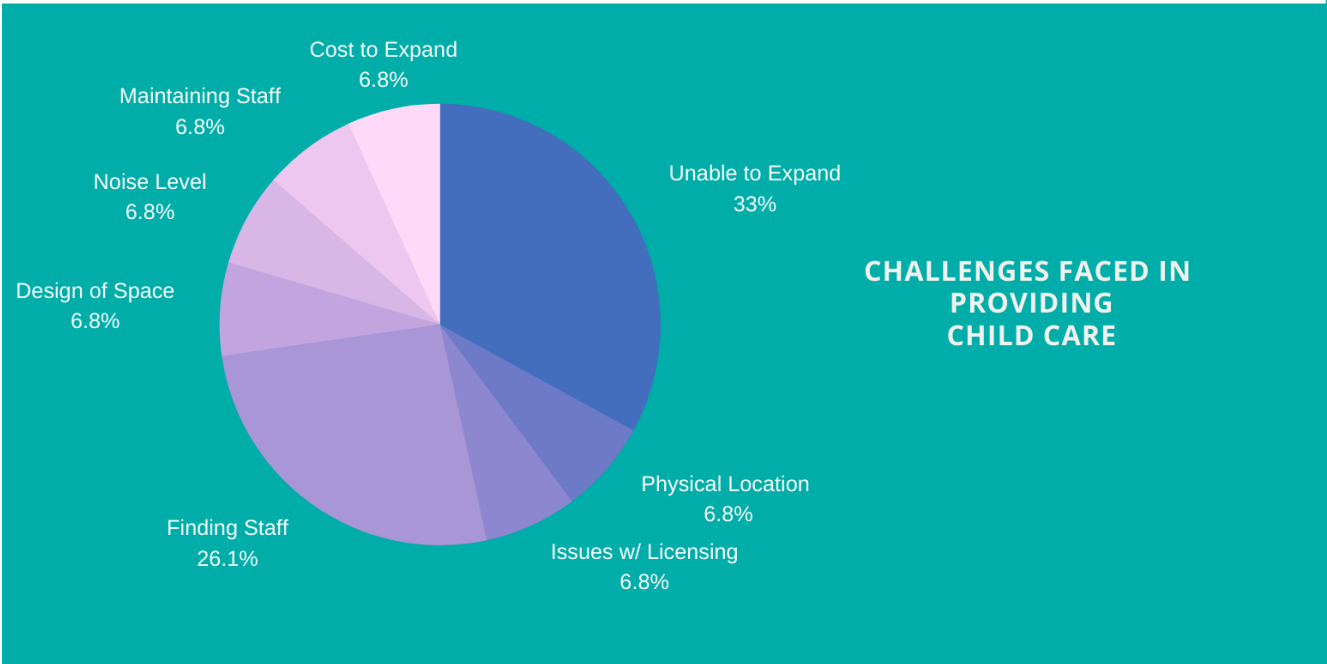
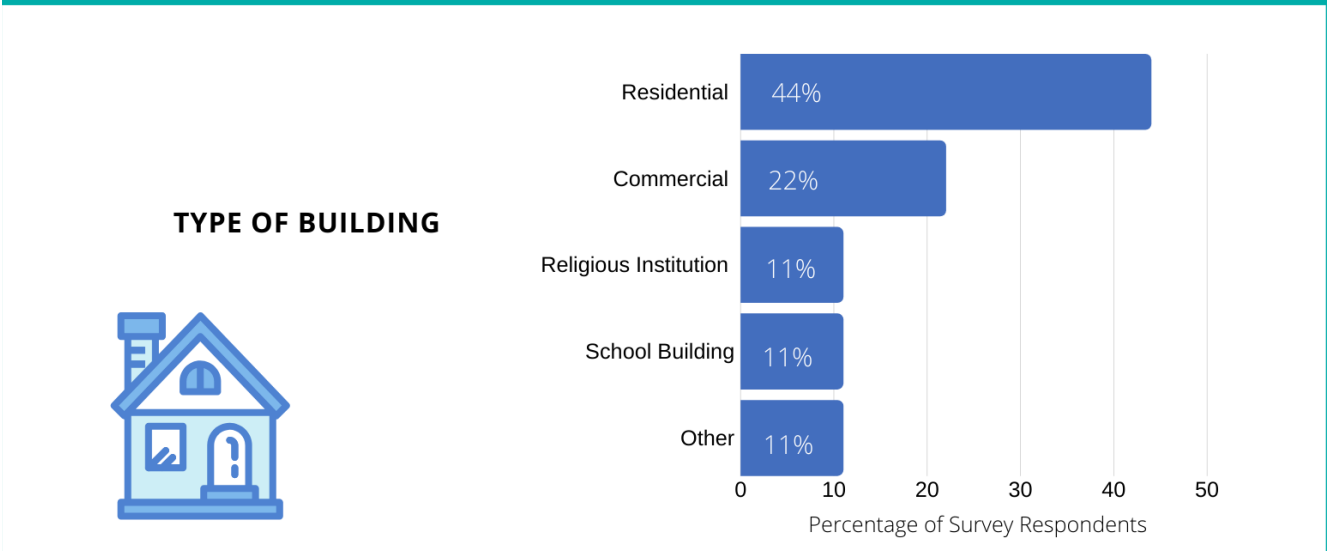
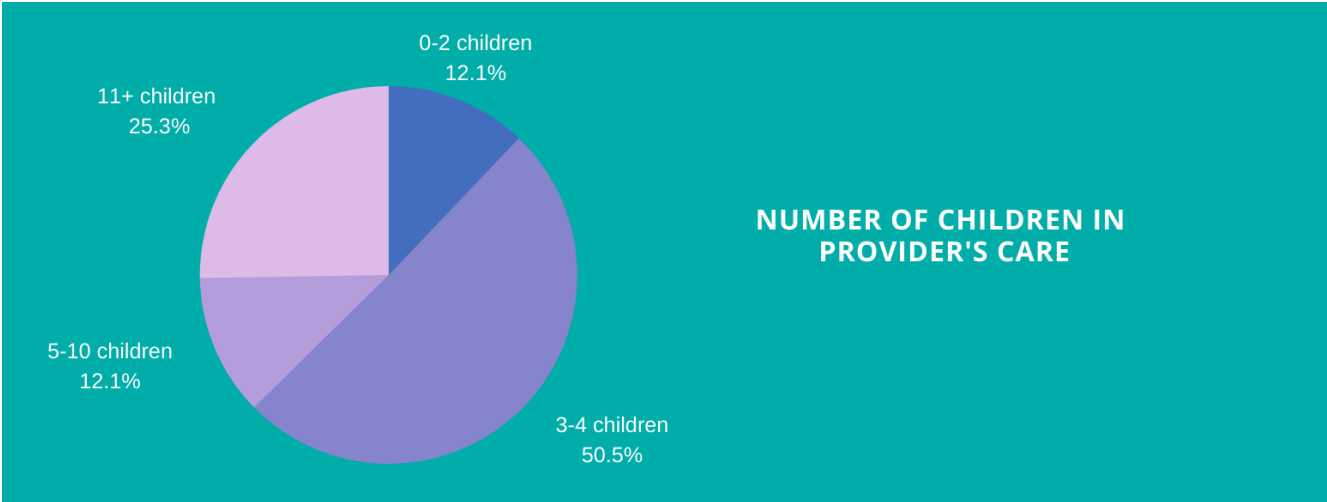
9 child care providers participated in survey

YEARS IN OPERATION



TYPE OF CHILD CARE OFFERED





INTERPRETING TRENDS

Upon completion of data collection, there were several key themes that emerged in the areas of child care availability, affordability, flexibility and the restrictions that childcare providers face.

Availability

As of January 2020, there were 184 licensed child care spaces in Enderby and area (Enderby, Area F, Splatsin). The Enderby area has a ratio of approximately 21 child care spaces for every 100 children (21% availability). British Columbia’s percentage of child care space availability is 18% while the national average is 27.3%. The table below illustrates the percentage of access to child care for each age group.

Table 1: Comparison of Licensed Child Care Spaces to Population 2019/2020

| Age | Number of Children | Number of Child Care Spaces | Child Care Space Availability Rate |
|----------------|--------------------|-----------------------------|------------------------------------|
| 0-2 years old | 210 | 32 | 15% |
| 3-5 years old | 225 | 90 | 40% |
| 6-12 years old | 445 | 62 | 14% |
| 0-12 years | 880 | 184 | 21% |

Affordability

The cost of child care was the second biggest barrier families reported in accessing child care. 52% of those surveyed said they did not access child care due to financial constraints. During interviews, consultants found that many families were unaware of the various subsidy programs offered through the provincial government, that two facilities participated in the B.C. Child Care Fee Reduction Program and that the Affordable Child Care Benefit had recently increased the household income threshold.

Flexibility

Some families reported that the typical daytime hours for child care do not work for their schedule. More and more families have requested early morning drop offs, or later evening pickups to accommodate atypical shifts. Parents who work shift work require overnight and weekend care as well, which is not available in the community.

Restrictions Child Care Providers Face

Child care providers also face various barriers including high demand for qualified staff, which in turn impacts their ability to add additional spaces to their facility. ECE wages are known to be frequently

low, considering the education, financial commitment and hard work they do. RLNR operators consistently commented on the two-child maximum restrictions, with many operators feeling that this limited their financial income and was a deterrent to becoming registered.

CHILD CARE SPACE TARGETS

The quantitative and qualitative data collected provided a clear depiction of the child care situation for families in Enderby and area. When comparing the total number of children living in the area and the current number of child care spaces, it is evident that the child care space availability rate for certain age groups in Enderby and area is well below the provincial and national average. Enderby and area has a 15% availability rate for children ages 0-2 years, 40% for children ages 3-5 years, and 13% availability rate for school-aged children (6-12 years). The national availability rate for children 0-12 years is 27.3% and the provincial availability rate is 18% (national and provincial availability rates for the specific age groups are not available).

Table 2: Licensed Child Care Space Availability Rates 2019/2020

| Age | National Average | Provincial Average | Enderby area |
|------------|------------------|--------------------|--------------|
| 0-12 years | 27.3% | 18% | 21% |

Aspirational Child Care Availability Rate

Over the next 10 years, Enderby has identified an aspirational child care space availability rate of 33% for children aged 0-2 years and 3-5 years, and a 20% availability rate for children aged 6-12 years. These aspirational availability rates represent an ambitious, but also practical and realistic, goal for ensuring quality child care is availability to as many families as possible. The aspirational availability rates also aid in the identification of targets for the total number of child care spaces required to meet demand over the next 10-year period, and the identification of short, medium and long-term space creation targets.

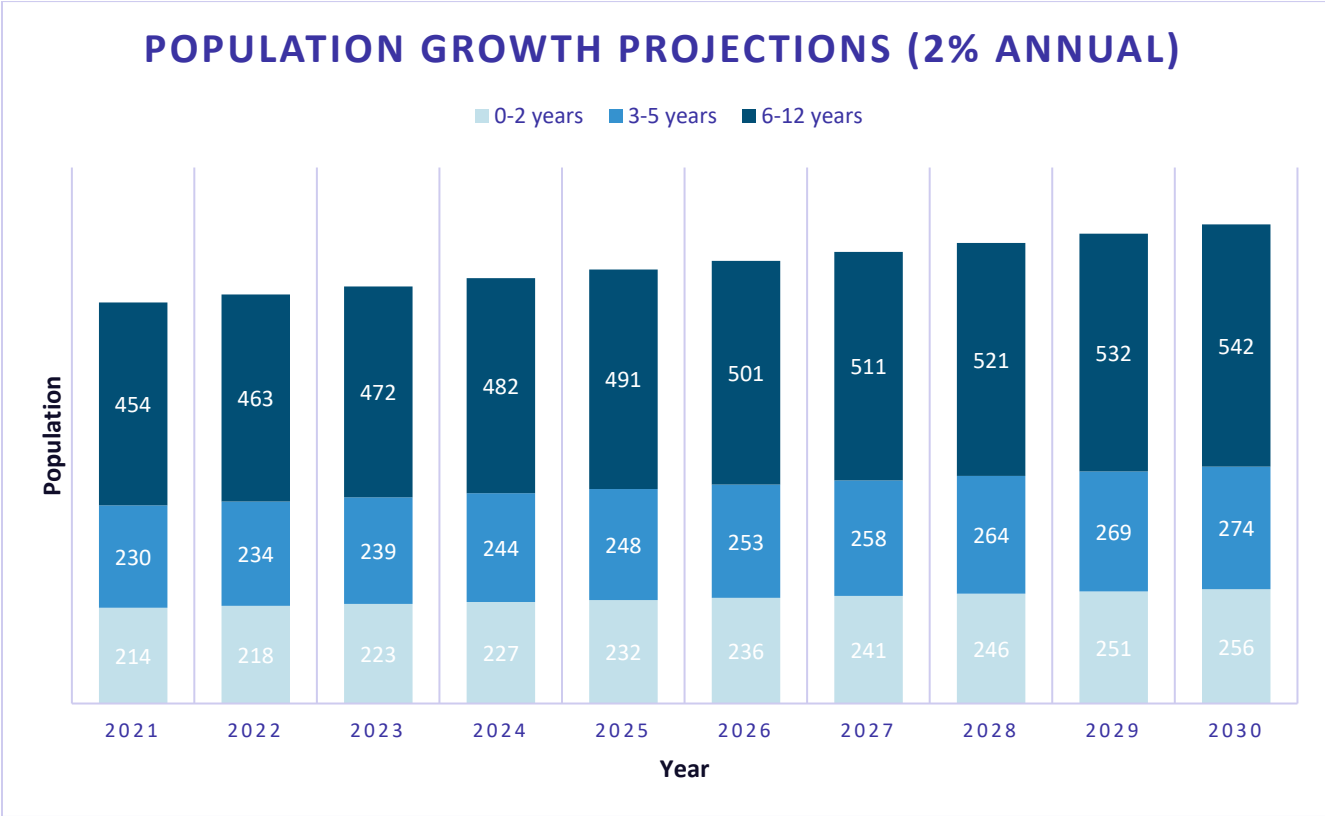
It should be noted that while these aspirational targets may be ideal, they may not necessarily be realistic for child care providers given the limitations in terms of finding and maintaining qualified staff, costs to expand, licensing regulations, etc.. Furthermore, they may not be entirely necessary in all cases. For example, although the child care space availability rate for children between the ages of 6-

12 years (school-aged children) is below both the provincial and national average, all three licensed child care providers in Enderby reported that they were not at full capacity for that particular age group.

Population Growth

In order to project population growth for children in the Enderby area (Enderby, Area F, Splatsin) over the next 10 years, a 2% annual population increase has been factored into population calculations. Figure 1 below depicts the population growth using a 2% annual growth estimate, for the three primary child care age groups: 0-2 years old, 3-5 years old, and 6-12 years old.

Figure 1: Population Growth Projections (2% annual growth)



Child Care Space Targets

Using the projected population growth and the aspirational targets for child care space availability rates, the consultant was able to identify targets for the total number of child care spaces required for each age group over the next 10 year period (2021-2030), which are represented in Figure 2 below.

Figure 2: Child Care Space Targets (2021-2030)

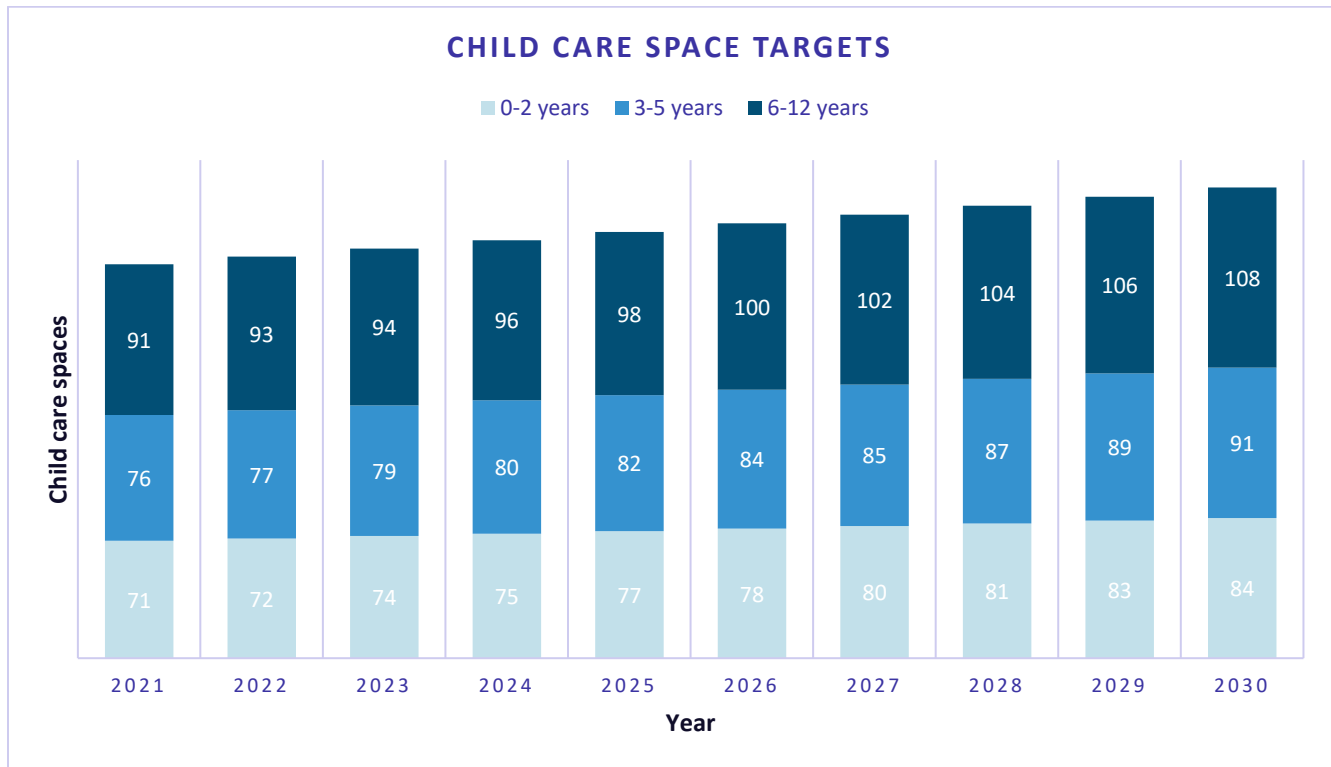


Table 3 below illustrates the growth in child care spaces required for each age group in order to achieve the child care space targets identified in Figure 2 above.

Table 3: Child care space growth calculations

| Age range | 2030 Target | Current (2019/2020) | Required Growth |
|------------|-------------|---------------------|-----------------|
| 0-2 years | 84 | 30 | 54 |
| 3-5 years | 91 | 90 | 1 |
| 6-12 years | 108 | 62 | 46 |

As seen in this table, the main areas for growth is in the 0-2 years and 6-12 years age groups. The data indicates that Enderby’s 3-5 years age group currently meets the 33% availability target for the next 10 years.

Table 4 below outlines number of child care spaces that need to be created over the short, medium, and long-term in order to satisfy the required growth outlined in Table 3 above. The proposed growth is based on an annual growth rate of 12% in spaces for the 0-2 years and 6-12 years age groups. There

is little growth required for the 3-5 years age group to maintain the 33% availability target, allowing for a more concentrated effort for 0-2 years and 6-12 years.

Table 4: Proposed child care space growth between 2021-2030

| Growth | 0-2 years | 3-5 years | 6-12 years |
|-------------|-----------|-----------|------------|
| 2020 spaces | 30 | 90 | 62 |
| Year 1 | 3 | 0 | 4 |
| Year 2 | 4 | 0 | 4 |
| Year 3-5 | 14 | 0 | 12 |
| Year 6-10 | 33 | 1 | 26 |
| 2030 target | 84 | 91 | 108 |

RECOMMENDATIONS

The following table outlines the recommended actions that can be undertaken by a range of stakeholders to address the existing and future child care challenges in the Enderby area, and work towards achieving the child care space targets outlined in the previous section.

| RECOMMENDATIONS | KEY PLAYERS | SPECIFIC ACTION | TIMELINE |
|---|---|---|-----------|
| UPDATE ZONING BY-LAW | City of Enderby | City of Enderby to update zoning bylaw to permit child care facilities in all commercial zones. | 2020 |
| SUPPORT THE CREATION OF FAMILY MULTI-AGED CENTRES | City of Enderby Local RLNRs | Work with local RLNRs in identifying residential/commercial lease opportunities in City limits by connecting them to realtors, City staff, etc.. Write letters of support on behalf of local RLNRs in support of their grant applications to secure additional funding for start-up costs. | 2021-2022 |
| INCREASE INFORMATION & TRAINING OPPORTUNITIES ON LNR & RLNR | City of Enderby Enderby District Community Resource Centre Shuswap Children's Association | Secure additional grant funding to host open houses, information sessions presented by CCRR (Shuswap Children's Association) where critical child care information is presented to prospective child care providers. Secure additional grant funding to host a First Aid/CPR training session for existing and prospective RLNR/LNR providers Provide child minding services for any potential open houses or training opportunities. | 2021-2022 |
| ASSIST CHILD CARE FACILITIES IN DEVELOPING SUSTAINABLE BUSINESS PRACTICES TO EMPOWER CHILD CARE PROVIDERS | City of Enderby Child Care Facilities Chamber of Commerce | Provide referrals to Community Futures North Okanagan for business planning support for child care providers. Encourage child care facilities to join the Chamber of Commerce. | 2021 |

| | | | |
|---|-----------------------|--|----------|
| | | Coordinate with Chamber for child care providers to host open house at facility to educate businesses about services offered, networking opportunities. | |
| PROVIDE SUPPORT FOR OTHER AGENCIES/BUSINESSES PURSUING OPPORTUNITIES TO INCREASE CHILD CARE | City of Enderby | Provide letters of support to agencies or businesses pursuing grants, in particular the UBCM Space Creation Program, Child Care BC Maintenance Fund and Child Care BC New Spaces Fund Start-Up Grants | On-going |
| EXAMINE LICENSING REGULATIONS | Provincial Government | Examine and revise current licensing regulations to be responsive to the current needs of families and child care providers, thus supporting the creation of additional child care spaces. | On-going |
| FUNDING FOR EARLY CHILDHOOD EDUCATION INITIATIVES | Provincial Government | The recent MCFD cuts to Early Years coordination have impacted child care resources in communities. Provide additional Early Years coordination funding in order to improve quality, communication and partnerships. | On-going |

APPENDIX A

Parent/Caregiver Survey

1. Are you a parent/guardian of one or more children between the ages of 0 and 12 years old?
 - a. No, but I am planning on becoming one within the next year: 3
 - b. No, but I have one or more children older than 12 years: 2
 - c. Yes: 82

2. How many children do you have between the ages of 0 and 12 years old?
 - a. Zero children (but becoming): 5
 - b. one child: 24
 - c. two children: 40
 - d. three children: 11
 - e. four children: 5
 - f. five children: 1

3. How many children do you currently have in child care?
 - a. no children in care: 37
 - b. one child in care: 22
 - c. two children in care: 17
 - d. three children in care: 5

4. Where do you live?
 - a. Area F (rural Enderby): 26
 - b. City of Enderby: 54
 - c. Other: 2
 - d. Splatsin Reserve: 2

5. How long have you lived in this area?
 - a. Area F (rural Enderby) 1-2 years: 1
 - b. City of Enderby 1-2 years: 11 participants
 - c. Other 1-2 years: 1
 - d. Area F (rural Enderby) 10+ years: 9 participants
 - e. City of Enderby 10+ years: 18 participants
 - f. Area F (rural Enderby) 3-5 years: 4
 - g. City of Enderby 3-5 years: 16 participants
 - h. Area F (rural Enderby) 6-10 years: 5
 - i. City of Enderby: 3
 - j. Area F (rural Enderby) less than 1 year: 6
 - k. City of Enderby less than 1 year: 8
 - l. Other less than 1 year: 1

-
6. Which of the following best describes your current living situation?
- a. Living in a common law relationship: 17
 - b. Married: 54
 - c. Other: 2
 - d. Prefer Not to Say: 3
 - e. Single: 9
7. Please specify if your family or child belongs to any of the following groups (select all that apply)
- a. Immigrant/Refugee: 3
 - b. Indigenous: 8
 - c. Special needs support: 8
 - d. Young parents (under 25 years): 5
8. What best describes your current employment status? (select all that apply)
- a. Employed full-time: 43
 - b. Employed Part-time: 15
 - c. On other kind of leave from work: 1
 - d. On parental leave from work: 5
 - e. Other: 4
 - f. Prefer Not to Say: 1
 - g. Retired: 1
 - h. Stay-at-home parent: 14
 - i. Unemployed: 1
9. If currently employed, which community do you primarily work in?
- a. Armstrong/Spallumcheen: 6
 - b. City of Enderby: 15
 - c. Not Applicable: 11
 - d. Other: 6
 - e. Rural Enderby: 1
 - f. Salmon Arm: 12
 - g. Splat sin: 5
 - h. Vernon: 21
10. Please describe the Other location where you are employed:
- All over North America
 - I am employed in Salmon Arm but my husband works away and is only home on weekends
 - I work all over the Okanagan/Shuswap
 - Online. Transcription.
 - Sicamous
 - Work from home

-
11. What are the usual days of the week you require child care? (select all that apply)
- a. Monday-Friday: 47
 - b. Monday-Friday, Other: 2
 - c. Monday-Friday, Saturday/Sunday: 3
 - d. Monday-Friday, Shift work (irregular schedule): 4
 - e. Other: 4
 - f. Saturday/Sunday: 1
 - g. Seasonal (i.e. days of the week vary by season): 3
 - h. Shift work (irregular schedule): 14
12. Please describe the Other days of the week when you may require child care services.
- Flexible drop in child care would be amazing
Monday to Thursday
Occasionally
Only for appointment purposes
Week days, late afternoon. The middle time between me going to work and hubby getting home.
13. What are the usual times of day you require for child care? (select all that apply)
- a. Afternoons (12:00pm - 5:00pm): 16
 - b. Evenings (5:00pm - 11:00pm): 3
 - c. Full Day (8:00am - 5:00pm): 37
 - d. Mornings (6:00am - 12:00pm): 13
 - e. Other: 6
14. Please describe the Other times of day of the week when you may require child care.
- 2-5pm after school pick up
3-6pm
6:30-4, 11-4
6:45am to 5:30pm as my work shift is 7am to 5pm
7:30am - 3:00pm
8-6 why does everyone close at 5 ?
After school until 5pm
15. What was your total household income for 2018, before taxes?
- a. \$120,000-\$199,999: 6
 - b. \$20,000-\$39,999: 15
 - c. \$200,000 or more: 1
 - d. \$40,000-\$59,999: 16
 - e. \$60,000-\$79,999: 12
 - f. \$80,000-\$119,999: 22
 - g. Prefer Not To Say: 4
 - h. Under \$20,000: 4
 - i. Unsure: 1

-
16. Have you used the Affordable Child Care Benefit (formerly known as Child Care Subsidy)?
- a. No: 41
 - b. Not applicable: 6
 - c. Prefer Not to Say: 1
 - d. Yes: 36
17. Are you currently accessing child care?
- a. No: 41
 - b. Yes: 43
18. If yes, what type of child care does your child/children currently access? (select all that apply)
- a. After school care: 9
 - b. Child care facility (2.5- 5 years): 6
 - c. Child care facility (infant/toddler): 9
 - d. Family member or friend: 6
 - e. Hired babysitter/nanny: 2
 - f. In-home by primary caregiver: 4
 - g. Licensed/unlicensed in-home day care (multi-aged): 4
 - h. Other: 1
 - i. Preschool: 2
19. If you are currently accessing child care, in which communities are the providers located? (select all that apply)
- a. Armstrong/Spallumcheen, Vernon: 1
 - b. Enderby/Rural Enderby/Splatsin: 36
 - c. Salmon Arm: 4
 - d. Vernon: 1
20. Do you believe there is an adequate supply of child care services in Enderby, Rural Enderby, and Splatsin to meet your needs?
- a. No: 65
 - b. Unsure: 14
 - c. Yes: 6
21. Which of the following programs/services would you most prefer your child care program be located in close proximity to? (select all that apply)
- a. Family drop in programs: 44
 - b. Infant development programs: 24
 - c. Library Services: 27
 - d. Outdoor Parks: 52
 - e. Recreation Services: 51
 - f. Unsure: 12

22. Please describe the Other programs/services you most prefer that your child care program is close to.

“Unsure of what this question is asking, but the Thrive program in Enderby is great! They take the kids on all kinds of field trips and do all sorts of crafts and learning activities. Their drop off times don’t work for my work schedule and I am unable to put my children in this program”

23. Which of the following locations would be the most convenient for your child care program to be located near to? (select all that apply)

- a. Does not matter or unsure: 21
- b. My child's elementary school: 35
- c. My Home: 44
- d. My place of employment: 21
- e. Post-secondary institution: 1

24. Which of the following program/services would you find the most beneficial if offered to your child/children at a child care facility? (select all that apply)

- a. Additional support for children with special needs: 18
- b. Bilingual child care provision: 5
- c. Cultural Programming: 13
- d. Homework assistance/tutoring: 29
- e. Meals and Snacks: 61
- f. Primarily Outdoor Program: 42

25. Please describe the Other programs/services you would find most beneficial if offered at your child care facility.

Homework assistance and outdoor programs
Multi-cultural teaching

26. Which mode of transportation do you most often use to travel to and from child care services? (select all that apply)

- a. Foot: 12
- b. Bicycle: 2
- c. My own vehicle: 69
- d. Public Transportation: 1
- e. My child care takes place in my home: 10
- f. Other: 1

27. Please describe the Other mode of transportation that you use to travel to and from child care services.

Grandparents

28. Please specify which of the following resources you have used to help look for child care services: (select all that apply)

-
- a. Child care resource referral: 29
 - b. Elementary School Staff: 11
 - c. Employer: 3
 - d. Internet: 49
 - e. Friends/Word of Mouth: 60
 - f. Social Media: 27
 - g. Arts/Recreation Staff: 3
 - h. Other: 3

29. Please describe the Other resources you use to help look for child care services.

Calling directly to centres

Use family only

30. Were you required to go on a child care waitlist?

- a. No: 22
- b. Unsure: 2
- c. Yes: 18

31. How long were you on the child care wait list?

- a. 1 year: 5
- b. 1+ year: 3
- c. Less than 1 year: 7
- d. Still on list: 1

32. Did you get your first option for child care?

- a. No: 14
- b. Unsure: 8
- c. Yes: 19

33. What were the reasons why you did not get your first option for child care?

- a. no spaces available: 9
- b. Special needs: 1
- c. Facility hours didn't work: 2
- d. Never received a call back: 1

34. How much does your family currently spend per month for child care services?

- a. \$0-\$200: 4
- b. \$201-\$400: 11
- c. \$401-\$600: 5
- d. \$601-\$800: 11
- e. \$801-\$1,000: 5
- f. \$1001-\$1,200: 3
- g. \$1,201-\$1,500: 4

-
- h. Prefer not to Say: 4
 - i. Unsure: 1

35. Which of the following barriers do you face, or have faced, in accessing child care? (select all that apply)

- a. The available times offered do not meet my needs: 27
- b. Not enough child care spots/waitlists: 48
- c. I cannot afford the cost of child care: 45
- d. Have not faced barriers: 6
- e. No formal child care in community: 12

APPENDIX B

Child Care Provider Survey

1. Do you manage, own and/or operate a licensed or unlicensed child care facility?
 - a. No- 2
 - b. Yes- 7
2. How many years have you been a child care provider?
 - a. 1-5 years: 5
 - b. 6-10 years: 2
 - c. 11-20 years: 2
 - d. 20+ years: 2
3. What type of building best describes where your child care facility is located?
 - a. Residential: 4
 - b. Commercial: 2
 - c. Religious institution: 1
 - d. School building: 1
 - e. Other: 1
4. Please describe the Other facility type
 - a. Community resources; outdoors
5. How long have you been at the current location?
 - a. Less than 1 year: 4
 - b. 1-3 years: 1
 - c. 3-5 years: 1
 - d. 7-10 years: 0
 - e. 10+ years: 2
6. What types of child care services do you provide? (select all that apply)
 - a. Child Care facility for infants & toddlers: 1
 - b. Child Care facility for 2.5- 5 years: 4
 - c. Preschool: 3
 - d. After School Care: 4
 - e. In home multi-aged: 2
 - f. Babysitter/Nanny: 2
 - g. Other: 2
7. Please describe the Other services that you provide.
 - a. Foster parent

-
8. How many children do you currently provide child care services for?
- a. 0-2 children: 1
 - b. 3-4 children: 4
 - c. 5-10 children: 1
 - d. 39
 - e. 96 spaces
9. If you own, manage or operate a licensed or unlicensed child care facility, what challenges do you face in providing child care services? (select all that apply)
- a. Unable to expand: 5
 - b. Physical location of facility (difficulty accessing parks, libraries & other public places): 1
 - c. Ongoing issues with licensing/inspection: 1
 - d. Finding qualified staff: 4
 - e. Design of program space: 3
 - f. Noise level: 1
 - g. Maintaining qualified staff: 1
 - h. Other: 1

10. Please describe the Other challenges that you face.

- a. High cost to expand

11. What recommendations do you have that could help reduce the challenges you face in providing child care services?

“City needs to change the rules about where a licensed daycare can be. Also, the number of children aloud in a residential property being used as a daycare.”

“I am currently running a RLNR daycare from my home. The max I can have is two children per day. I would like to expand to a licensed multi-age (I have my Early Childhood Education) but don’t make enough extra money with only two children”

“Paid mileage”

“We need more ECE and ECEIT educators. The government needs to increase wages by more than \$1 (Alberta pays top up of \$5-\$7). We are in crisis. Many facilities are sitting with spaces open due to this crisis.”

12. Is there anything else you would like us to know about your experience with providing child care services in the community?

“I have had to turn down several parents because I don’t have space or the days they require”

“More public transit”

“In the 2 years that we have been operating the daycare side we have never had a waitlist for 3-5 children, in fact we have currently reduced our numbers to 16 of 25 spaces as many kids went to kindy. We will increase as the demand warrants this. We only have 12-36m on waitlist. Mainly 12m olds. When spaces open up generally they have found care. If we had one more ECE we could create 3 spaces for IT in our multi room right now. Last May I was able to get everyone a space who wanted one.”

13. Do you have any feedback or suggestions you would like to provide about child care in the community?

“It would be nice to have the RLNR number go to three children per day rather than just two”

APPENDIX C



CCRR Child Care Referral to Families

| | | |
|---------------------|------------------------|---------------|
| Parent Name: | Phone: | Date: |
| | | |
| Staff Name: | Followed up on: | Email: |
| | | |

Registered Licensed Not Required

RLNR child care is care provided by the operator and located in the care providers own home. Care may only be provided for two children or a sibling group, of any age that are not related to the child care provider. A child care provider who is “registered” has met health and safety requirements, and must continue to meet all requirements, with their local CCRR program.

| Name | Phone # | Age group | Area | Email |
|----------------------------------|--------------|-----------|---------|--|
| Kyra Casorsa | 250-575-2788 | All | Enderby | kyra.c@live.com |
| Tanya Munroe- “Little Explorers” | 250-558-9627 | All | Enderby | munroe733@gmail.com |

Licensed Group Child Care/Multi Age

Group child care serves children from 30 months to school entry (grade 1), and/or children from birth to 36 months.

| Name | Phone # | Age group | Area | Email |
|--|--------------|-----------|---------|-------|
| Cheryl Heidt—Enderby Preschool Daycare/Kids Club | 250-838-6676 | I/T/3-5 | Enderby | |
| Deanna Leon-Cook – Splats’in Day Care Society | 250-838-6404 | I/T/3-5 | Enderby | |

Licensed After School Care

Out of school child care serves school-age children, including kindergarten, who require care outside normal school hours.

| Name | Phone # | Age group | Area | Email |
|--|--------------|-----------|---------|-------|
| Caslyn Bremer—Thrive Out of School | 250-803-8402 | 5-12 | Enderby | |
| Cheryl Heidt—Enderby Preschool Daycare/Kids Club | 250-838-6676 | 5-12 | Enderby | |
| Deanna Leon-Cook – Splats’in Day Care Society | 250-838-6404 | 5-12 | Enderby | |

**The Shuswap Child Care Resource and Referral provides referrals only, not recommendations
Updated June 2019**

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