

# VILLAGE OF CUMBERLAND CHILD CARE ACTION PLAN



# Table of Contents

<b>EXECUTIVE SUMMARY .....</b>	<b>3</b>
<b>BACKGROUND .....</b>	<b>5</b>
<b>METHODOLOGY.....</b>	<b>5</b>
<b>CURRENT STATE OF CHILD CARE.....</b>	<b>7</b>
<b>NUMBER OF CHILD CARE SPACES .....</b>	<b>7</b>
<b>NUMBER OF CHILDREN .....</b>	<b>7</b>
<b>NUMBER OF CHILDREN NEEDING CHILD CARE.....</b>	<b>8</b>
<b>RATIO OF SPACES TO CHILDREN .....</b>	<b>9</b>
<b>CONSULTATION FINDINGS .....</b>	<b>10</b>
<b>VILLAGE OF CUMBERLAND PARENT AND FAMILY SURVEY RESULTS .....</b>	<b>12</b>
<b>ACTION PLAN.....</b>	<b>14</b>
<b>POLICY AND BYLAW RECOMMENDATIONS.....</b>	<b>15</b>
<b>1. Revise Zoning Bylaw to align with child care licensing regulations.....</b>	<b>15</b>
<b>2. Revise Zoning Bylaw to permit licensed child care in more zones.....</b>	<b>15</b>
<b>3. Revise Zoning Bylaw to clarify required space for child care facilities.....</b>	<b>16</b>
<b>4. Revise Zoning Bylaw requirement for usable outdoor activity space.....</b>	<b>16</b>
<b>5. Waive Business license fee for child care facilities .....</b>	<b>17</b>
<b>6. List Child Care as an amenity .....</b>	<b>17</b>
<b>7. Incorporate Child Care into Official Community Plan.....</b>	<b>18</b>
<b>SPACE CREATION .....</b>	<b>18</b>
<b>8. Child Care facility in Village Park or on other municipal land .....</b>	<b>19</b>
<b>9. Cumberland Lake Wilderness Society and Hand in Hand Group Child Care .....</b>	<b>19</b>
<b>10. St. George’s United Church and Boys &amp; Girls Club of Central Vancouver Island Group Child Care ..</b>	<b>21</b>
<b>11. Coal Creek Preschool.....</b>	<b>22</b>
<b>12. Les Petits Coeurs de l’Île.....</b>	<b>23</b>
<b>13. Emerging Priorities Stream Funding .....</b>	<b>23</b>
<b>OTHER CHILD CARE SUPPORTS .....</b>	<b>25</b>
<b>14. Support families to create Babysitting Co-ops.....</b>	<b>25</b>
<b>15. Practicum placement incentives and advertisements .....</b>	<b>25</b>
<b>16. Cumberland Recreation Centre Occasional Child Care .....</b>	<b>26</b>
<b>INCLUSION .....</b>	<b>28</b>

17.	First Nations and Métis Nation Early Years Kits.....	28
18.	Increase workshop availability to address children with extra support needs .....	28
<b>REPORTING .....</b>		<b>29</b>
19.	Share the plan and report on progress.....	29
<b>ADVOCACY.....</b>		<b>30</b>
20.	Increase support for children with extra support needs.....	30
20.	Increase incentives for license-not-required facilities to register .....	30
21.	Increase operational funding for child care .....	30
22.	Increase funding for the ECE Registry to decrease processing times .....	30
<b>CONCLUSION .....</b>		<b>30</b>
<b>APPENDIX A: UBCM SPREADSHEET WITH SPACE PROJECTIONS .....</b>		<b>32</b>
<b>APPENDIX B: REFERENCES.....</b>		<b>33</b>
<b>APPENDIX C: CUMBERLAND CHILD CARE INVENTORY.....</b>		<b>35</b>
<b>APPENDIX D: CALCULATIONS OF PERCENTAGE OF CHILDREN NEEDING CHILD CARE, BY AGE.....</b>		<b>36</b>
<b>APPENDIX E: PARENT AND GUARDIAN SURVEY RESULTS .....</b>		<b>37</b>

## EXECUTIVE SUMMARY

There is a dramatic child care shortage affecting families in Cumberland. In response, the Village of Cumberland has developed a child care inventory and child care space creation plan to help support the healthy development of our children as well as the economic development of the community by facilitating parents' return to work – if they wish to do so – at the end of their parental leave.

Based on the inventory, there are an estimated 267 additional child care spaces needed in the Village of Cumberland. Cumberland parents and families expressed that the most pressing need for spaces is for children 0 to 2 years old, followed by care for 3 to 5 year olds. There is also a need for school age care, however, there are a number of after school program alternatives, which combined with cooperative arrangements amongst families for after school care, provide options for school age children.

	Estimated existing spaces	Estimated number of children needing spaces	Estimated number of new spaces needed
<b>0 to 2</b>	14	64	50
<b>3 to 5</b>	41	100	59
<b>6 to 12</b>	20	178	158
<b>0 to 12</b>	<b>75</b>	<b>342</b>	<b>267</b>

### Key findings of the child care consultation:

- Demand for child care is far greater than the supply. Only one in five respondents with child care were able to find care when they needed it.
- Any additional requirements for child care make finding a space even more difficult. Families with children with extra support needs, or looking for Indigenous worldviews in child care or support for children with English as an additional language, have greater difficulty finding spaces.
- The lack of Early Childhood Educators (ECE) is the central barrier to expansion of child care spaces. Low wages and difficult working conditions affect recruitment to the profession.
- There are limited resources to guide new child care providers through the process.

The substantial growth in the population of families in the Village of Cumberland has exacerbated the already significant need for child care. Addressing this need will require focused action and investment in a number of areas. The action plan which follows includes a wide range of strategies to address the shortage of child care, including action ideas related to: Policies and Bylaws; Space Creation; Inclusion; Collaboration; and Advocacy. The plan includes a projection of child care spaces to be created over the coming 1, 2, 5, and 10 years, with a focus on developing 247 spaces within the first five years. The recommendations include:

### POLICIES AND BYLAWS RECOMMENDATIONS

1. Revise Zoning Bylaw to align with child care licensing regulations.
2. Revise Zoning Bylaw to permit licensed child care in more zones.
3. Revise Zoning Bylaw to clarify required space for child care facilities.
4. Revise Zoning Bylaw requirement for usable outdoor activity space.
5. Waive business license fee for child care facilities.
6. Property tax exemption for non-profit licensed daycare

7. List child care as an amenity
8. Incorporate child care into Official Community Plan

#### **SPACE CREATION RECOMMENDATIONS**

9. Child care facility on municipal land (36 spaces)
10. Cumberland Lake Wilderness Society and Hand in Hand group child care (24 spaces)
11. St. George's United Church and Boys & Girls Club of Central Vancouver Island group child care (59 spaces)
12. Coal Creek Preschool (20 spaces)
13. Les Petits Coeurs de l'Île child care (36 spaces)
14. Emerging Priorities Stream Funding (72 spaces)

#### **OTHER CHILD CARE SUPPORTS RECOMMENDATIONS**

15. Support families to create babysitting co-ops
16. Practicum placement incentives and advertisements
17. Cumberland Recreation Centre occasional child care

#### **INCLUSION RECOMMENDATIONS**

18. First Nations and Métis Nation Early Years Kits
19. Increase workshop availability to address children with extra support needs

#### **REPORTING RECOMMENDATIONS**

20. Share the plan and report on progress over time

#### **ADVOCACY**

*The following recommendations are for the Government of BC.*

21. Increase support for children with extra support needs
22. Increase incentives for license-not-required (LNR) child care facilities to register
23. Increase operational funding for child care
24. Increase funding for the Early Childhood Educator Registry to decrease processing times

## **BACKGROUND**

Across Canada, access to affordable quality child care is a significant issue. The Government of British Columbia has committed to addressing this issue through \$1 billion in new investments in child care and early learning between 2018 and 2021. Funding is directed toward the creation of new licensed spaces, training bursaries and wage subsidies to assist in recruitment and retention, start up grants to license-not-required providers to become licensed, and increasing the licensing capacity of Health Authorities. One component of this funding is the Community Child Care Planning Program, administered by the Union of BC Municipalities, which provides funding for local governments to engage in child care planning activities in order to develop a community child care space creation action plan. Seventy-four local governments have received funding through this program, including the Village of Cumberland.

The Child Care Action Plans are intended to be focused on realistic and achievable actions with measurable results to enable the municipality and community partners to create new child care spaces and improve access to affordable, quality child care. The planning process includes collection of information regarding the child care needs of the community, an inventory of existing child care spaces, identification of space creation targets over the next 10 years, and actions that can be taken to meet those targets. A key area of interest for the Province is examining the needs of underserved families including single parent families, new immigrants, Indigenous families and non-English speaking families.

In the Comox Valley, two Child Care Action Plans were developed simultaneously. This plan focused on the Village of Cumberland. A second plan was developed through for the Town of Comox, the City of Courtenay, and the Comox Valley Regional District. The consultants for both plans worked together to ensure the final Action Plans would provide a clear and unified picture of child care needs for the region.

## **METHODOLOGY**

Data for the report was gathered through four central sources:

1. Secondary research including Cumberland and regional demographics, child care policies and best practices, Village of Cumberland bylaws and policies, and BC child care licensing regulations. A reference list is provided in Appendix B.
2. Interviews with Cumberland child care providers in June and July:

### **Child Care Provider Interviews:**

- Adventure Daycare
- Cumberland Community Child care Center
- Cumberland Family Daycare
- Euphoria Child Care
- Hand in Hand Preschool
- Here We Grow Family Child Care
- Three Tree Early Learning Center
- TLC Family Day Care

3. Interviews with community partner organizations between June and September:

**Community Partner Interviews:**

- Boys and Girls Club Central Vancouver Island
- Child Development Association
- Cumberland Community Schools Society
- Cumberland Economic Development Coordinator
- Cumberland Wilderness Society
- Island Health – Licensing
- K’omoks First Nation
- Les petits coeurs de l’île
- North Island College
- PacificCARE
- School District 71
- Upper Island Women of Native Ancestry
- Wachiy Friendship Centre
- Weird Church

4. Consultation with parents and families between June and October, including: four scheduled parent and family drop ins, attendance at two family programs, a focus group at the Immigrant Welcome Centre, conversations at summer camp and school drop offs, an online survey which reached 102 Cumberland families (and 462 families in other parts of the Comox Valley), and a project Facebook page.

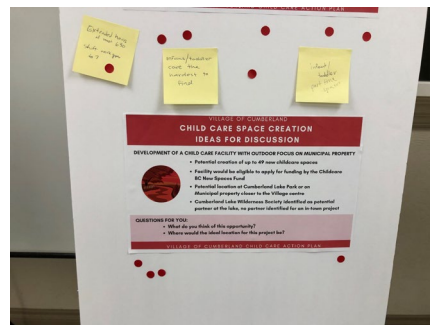
**Parent and family drop ins:**

- Village Park (2)
- #6 Mine Heritage Park
- Mamacentric
- Parent & Tot Gym
- Family Gym Time
- Drop off or pick up from: Cumberland Tot Camps, Hand in Hand, West Coast Water Sports, Cumberland Community School



**Scheduled Open Houses & Focus Groups:**

- Newcomer Families’ access to child care (Immigrant Welcome Centre)
- Cumberland Child Care Action Plan Open House (Village of Cumberland Council Chambers)
- Babysitting Coop Meeting (Village of Cumberland Council Chambers)



# CURRENT STATE OF CHILD CARE

## NUMBER OF CHILD CARE SPACES

The inventory of licensed child care spaces in the Village of Cumberland identified 65 licensed, full-time spaces as of July 2019. This count of full-time spaces excludes 10 licensed preschool spots and 16 license-not-required preschool spots because they are part time.

While there were anecdotal reports of several license-not-required child care facilities, we were not able to count the number of spaces available in these centres. License-not-required facilities are legally allowed to provide care for two children in addition to their own, or for a sibling group. Unless license-not-required facilities register with PacificCARE, obtain business licenses, or advertise publicly, it is not possible to find them except through word of mouth.

Based on conversations with parents and our survey results, we estimate that there are 5 license-not-required centres in the Village, in addition to a 16 space part-time outdoor preschool which has not been able to be licensed due to the limits in licensing regulations.

**Table 1: Inventory of full-time child care spaces in the Village of Cumberland**

	Licensed spaces	License-not-required spaces	Total spaces
<b>0 to 2</b>	9	5	14
<b>3 to 5</b>	36	5	41
<b>6 to 12</b>	20		20
<b>0 to 12</b>	<b>65</b>		<b>75</b>

More information on the detailed inventory is available in Appendix C.

## NUMBER OF CHILDREN

In 2016, the most recent Statistics Canada Census documented a population of 585 children from 0 to 12 years of age in the Village of Cumberland. Since 2016, the population of the Village of Cumberland has grown significantly. From 2016 to 2018, the Cumberland school (grades K-9) population grew by 15%, or an average of 6% a year. Assuming that the annual growth of 6% also applies to children not yet of school age, as of 2019 the Village would have an estimated 697 children from 0 to 12.

**Table 2: Number of children 0 to 12 in the Village of Cumberland**

	2016 population	2019 estimate
<b>Under 1</b>	50	60
<b>1 to 2</b>	95	113
<b>3 to 5</b>	135	161
<b>6 to 10</b>	225	268
<b>11 to 12</b>	80	95
<b>0 to 12</b>	<b>585</b>	<b>697</b>



Additional demographics about Village of Cumberland residents include:

- 5% of Village of Cumberland residents reported an Indigenous identity in the 2016 Census, although 17% of children registered at the Cumberland school in 2018-19 identified as Indigenous.
- 8% of Village of Cumberland residents are immigrants, but only 0.7% of these immigrated in the last five years.
- 9% of children registered at the Cumberland school in 2018-19 have been identified as having special needs (which the BC Ministry of Education defines as dependent handicapped, deaf or blind, intellectually disabled, physically disabled or chronic health impaired, visually impaired, deaf or hard of hearing, Autism Spectrum Disorder, and intensive behaviour interventions or serious mental illness).
- 15% of Village of Cumberland residents were living on low incomes in 2015 (the percent of households with income of less than half of the median income of all households).

## NUMBER OF CHILDREN NEEDING CHILD CARE

Not all children 12 and under require paid child care. Consultation with Cumberland families, including through the survey, found the following:

- Some children have parents or guardians, or other family members who are with them during the day throughout their childhood.
- Participation in child care also differs based on the child's age.
- Most children below 1 year old are cared for by parents on parental leave.
- Finding child care for children under 30 months is very difficult, and parents reported staying home longer than planned due to being unable to find care after their parental leave was over.
- As children reach 10 years of age or so, many families determine that they can be home alone for a short time after school, and no longer need after school care.

Using an average of two Statistics Canada surveys and the findings of this project's survey of parents and families in the Comox Valley Regional District, we have estimated the percent of children at various ages who require paid child care in Cumberland.

**Table 3: Estimated percent of children who need child care**

Age	Under 1	1 to 2	3 to 5	6 to 10	11 to 12	0 to 12
Percent needing care	13%	56%	69%	55%	33%	58%

Additionally, some parents living in the Village of Cumberland, but working in other parts of the Comox Valley prefer child care closer to their work. Of the families with children in care who answered the survey, only 67% had care in Cumberland, though an additional 21% reported wanting child care closer to home. We estimate that families of 10% of the children under 5 are looking for care elsewhere in the Comox Valley. Parents of children 6 and up wanting before and after school care want care in Cumberland, close to the school.

**Table 4: Estimated number of children who need child care in the Village of Cumberland**

	Estimated number of children 2019	Estimated number of families needing care	Estimated number of families wanting care in Cumberland
<b>Under 1</b>	60	8	7
<b>1 to 2</b>	113	63	57
<b>3 to 5</b>	161	111	100
<b>6 to 10</b>	268	147	147
<b>11 to 12</b>	95	31	31
<b>0 to 12</b>	697	361	342

Even taking these factors into consideration, there remains a significant shortage of child care in the Village of Cumberland. The table below summarises the estimated of spaces required for different ages, and for all ages combined in the Village of Cumberland.

**Table 5: Estimated number of child care spaces needed in the Village of Cumberland**

	Estimated existing spaces	Estimated number of children needing spaces	Estimated number of new spaces needed
<b>0 to 2</b>	14	64	50
<b>3 to 5</b>	41	100	59
<b>6 to 12</b>	20	178	158
<b>0 to 12</b>	<b>75</b>	<b>342</b>	<b>267</b>

## RATIO OF SPACES TO CHILDREN

The inventory of licensed child care spaces in the Village of Cumberland identified 65 licensed full-time spaces, meaning there were only nine full-time licensed child care spaces for every 100 children. If we consider license-not-required (LNR) spaces, this only takes the ratio to 11 full-time spaces for every 100 children.

**Table 6: Estimated ratio of child care spaces to numbers of children in the Village of Cumberland**

	Estimated number of children 2019	Number of full-time licensed spaces	Estimated total full-time spaces (including LNR)
<b>0 to 2</b>	173	9 (5%)	14 (8%)
<b>3 to 5</b>	161	36 (22%)	41 (26%)
<b>6 to 12</b>	363	20 (6%)	20 (6%)
<b>0 to 12</b>	697	65 (9%)	75 (11%)

In comparison, in the rest of the Comox Valley, there are licensed spaces for 19% of the children 0 to 12.

## CONSULTATION FINDINGS

The findings in the following section reflect information gathered through interviews with community organizations, child care providers, and families. Findings from the parent and family survey follow.

### **Demand for child care: *Demand for child care is far greater than the supply.***

- Demand for child care in the Comox Valley is very high, and particularly difficult for families in Cumberland, where there are few spaces and an increasing number of families.
- Care for infants and toddlers (under 30 months) is the highest priority, followed by full-time care for 3 to 5 year olds, and then before and after school care.
- While there are few before and after school care options, some interview participants cautioned that many families are unable to afford this care, and are more likely to benefit from support to share babysitting.
- The number of new families in Cumberland means many are living away from family supports which otherwise might be able to fill in child care gaps.
- The supply of child care spaces is often misunderstood due to child care providers holding multiple types of licenses for different times of day. For example, a centre might hold a multi-age license for the start and end of the day (when the numbers of children are smaller, and so fewer staff are required), but then hold infant toddler and 3 to 5 year old group licenses for during the day. A simple count of spaces based on the licenses does not recognize that the multi-age spaces are not in addition to the group spaces.
- It is also common for family licensed providers to choose to have fewer than the 7 spaces they are licensed for, maintaining a ratio which meets the needs of the children they care for. This is not adequately captured in the Ministry of Children and Families utilization measure<sup>1</sup>, which suggests that there are available child care spaces which are not filled, when the reality is that the provider does not feel able to care for the full seven children they are licensed for. It is not possible to be licensed for less than 7 children.

### **Child care for underserved populations: *Any additional requirements for child care make finding a space even more difficult.***

- Families of children with extra support needs often struggle to find care. Group centres are often best equipped to meet their needs. The BC Supported Child Development Program, provided locally through the Child Development Association, has been enormously helpful in providing support staff and training to child care providers to meet the needs of their children, but provincial funding for this program has been fixed for some time. Child care providers are interested in training to better meet these needs, but find it difficult to find the time to participate in training after long days and with limited access to subs.

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<sup>1</sup> A child care facility's Utilization Rate is determined by dividing its total enrollments for the month by the number of times a child care space can be used in a month. Child care space utilization rates offer a proxy for the appropriateness of the amount and combination of types of child care spaces available in the province. Efficient use of child care spaces will be reflected in high utilization rates.

- Despite funding to families to offset the cost of child care such as the Affordable Child Care Benefit, the cost of child care is out of reach for many families, especially if they have multiple children needing care. It is easiest to find care with license-not-required providers, but parents accessing this care are eligible for a lower Affordable Child Care Benefit than those accessing licensed care, and the child care providers are not eligible for Child Care Operating Funding, so fees are often comparably high to licensed care.
- Newcomer families struggle to make the connections to find child care, and often have limited family supports. Lack of child care makes it difficult to participate in language training. Newcomer families want child care provided in English, but wish child care providers were better equipped to support children with English as an additional language.
- There are few child care providers providing Indigenous world views. Both child care providers and families would like to see more resources to support this training for non-Indigenous child care providers, and more support for Indigenous people to enter the child care profession.
- Francophone families want Francophone child care, and there is only one option in the Comox Valley at Les Petits Coeurs de l'Île in Comox. Francophone parents were clear that bilingual French and English child care does not meet this need.
- There are few options in the Comox Valley for weekend or extended hours care. This is particularly difficult for families where a parent works shift work. Child care providers are aware of the need for extended hours but are unable to provide this in a cost-effective way and maintain ratios and reasonable working conditions.

**Child Care wages and working conditions: *Interview participants told us that the lack of Early Childhood Educators (ECE) is the central barrier to expansion of child care spaces.***

- Wages for Early Childhood Educators (ECEs) are too low to attract people into a profession which requires a minimum of 10 months of training. BC ECE wages are lower than in some other provinces.
- Infant Toddler Educators, which requires an additional 8 months, are especially difficult to find.
- Some noted that the provincial policies allowing people who have not completed an ECE to provide family licensed child care results in lower wages for ECEs.
- Child care provider wages in the Comox Valley are lower than in other parts of Vancouver Island.
- When new child care facilities open, they are taking staff from existing programs which are closing or reducing spaces as a result.
- The Early Childhood Educator Wage Enhancement (a wage increase provided to front-line ECEs working in eligible child care facilities of \$1.00 per hour worked) has been difficult to administer due to limitations on who is eligible for the enhancement. Some noted an increase to operating fees would have been easier.
- Working conditions for child care providers are often poor, including long days and few breaks. It is very difficult to find subs when child care providers need time off.
- Behavioural challenges are increasing amongst children, and many child care providers do not feel equipped to meet these extra support needs. ECEs are leaving the profession.

**Other limiting factors to the creation of child care: *Limited resources to guide new child care providers through the process.***

- Child Care Resource Referral (CCRR) centres offer supports to license-not-required providers to start up, and offer additional supports to registered providers, but they have limited resources to develop the relationships required to provide this support most effectively. Child care providers must either find a sub, have CCRR staff willing to meet outside the regular workday, or invite CCRR staff into their program, which can be disruptive.
- Municipal bylaws and policies are sometimes in conflict with licensing regulations.
- There is no incentive for license-not-required child care providers to register with their local Child Care Resource and Referral Office (PacificCARE in the Comox Valley). Child Care Resource and Referral centres have proposed that registered license-not-required child care facilities be allowed to care for an additional child (e.g. 3 children or a sibling group, instead of 2 children or a sibling group).
- Licensing staff across all Health Authorities have very heavy workloads and have limited time to provide oversight and guidance to licensed facilities. Other regions offer regularly scheduled licensing information meetings, which provide new facilities an opportunity to learn about licensing rules and allow existing facilities to ask questions in a safe space. These sessions have not been available in the Comox Valley for some time.
- Certified ECEs trained in other parts of Canada find the process to be certified in BC slow and cumbersome. Due to the military base, Comox has many families coming from out of province, and a number of the military spouses are trained as ECEs, but struggle to be certified in a timely manner.

## **VILLAGE OF CUMBERLAND PARENT AND FAMILY SURVEY RESULTS**

A summary of key findings from the parent and family survey follows, with a complete summary of results in Appendix E.

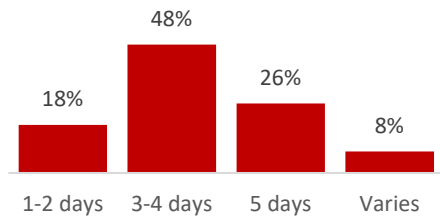
### **102 respondents completed the survey (18% of families with children under 18)**

- 2% of respondents had Indigenous children.
- 9% of respondents had children with extra support needs.
- 10% of respondents had children that spoke languages other than English as a first language (5% were Francophone).
- 13% were single parents.
- 11% had a household income below \$50,000.

### **50% of respondents had their children regularly in paid child care for some days each week**

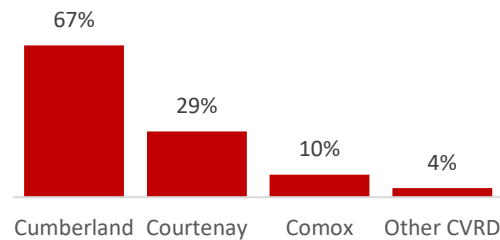
- An additional 24% of respondents were looking for child care but had not been able to find it.

**Only 25% of families had their children in full-time care.**



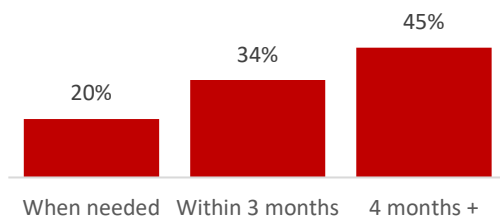
**Figure 1: Number of days children are in paid child care**

**Two-thirds (67%) of respondents with paid child care had some child care in Cumberland.**



**Figure 2: Location(s) of survey respondents' paid child care**

**Only one in five respondents with child care had been able to find care when they needed it.**



**Figure 3: Timing when child care was found**

When unable to find care:

- 66% relied on family and friends for unpaid care
- 44% delayed their return to work
- 41% worked on an adjusted schedule
- 33% hired a nanny

**Over half of families (56%) with paid child care are still looking for other child care arrangements.**

When asked their preferred type(s) of child care:

- 52% wanted multi-age care with up to 8 children and an Early Childhood Educator (ECE)
- 41% wanted group care with up to 12 infants/toddlers or up to 25 three to five year olds, with ECEs
- 37% wanted family child care with up to 7 children in a care provider's home
- 34% wanted before or after school care
- 22% wanted preschool
- 15% wanted license-not-required care

Other features families were looking for included:

- 62% Location closer to home
- 62% Lower fees
- 60% Longer or flexible hours of care
- 53% Part-time care

- 41% Structured early child care education and programming
- 27% Child care eligible for higher Affordable Child Care Benefit rate
- 16% Weekend care
- 12% Child care that includes Indigenous worldviews
- 9% Location closer to work
- 7% Francophone child care
- 7% Child care able to provide support for children with extra support needs

### **Priorities for the Cumberland Child Care Action Plan**

Ages of child care needed:

- Child care for 0 to 3 year olds
- Child care for 3-5 year olds
- Before and after school care
- Preschools

Top features to develop in child care:

- Affordable child care
- Flexible hours
- In Cumberland
- Structured early child care education and programming

## **ACTION PLAN**

The substantial growth in the population of families has exacerbated the already significant need for child care in the Village of Cumberland. Addressing this need will require focused action and investment in a number of areas. The action plan which follows includes a wide range of strategies to address the shortage of child care, including action ideas related to:

- Policies and bylaws
- Space creation
- Other child care supports
- Inclusion
- Reporting
- Advocacy

The plan includes a projection of child care spaces to be created over the coming 1, 2, 5, and 10 years.

## POLICY AND BYLAW RECOMMENDATIONS

This section includes a range of bylaw and policy options supporting the creation of child care spaces that the Village of Cumberland could consider.

### 1. Revise Zoning Bylaw to align with child care licensing regulations

The *Village of Cumberland Zoning Bylaw No. 1027* includes two mentions of daycares which are inconsistent with the *Community Care and Assisted Living Act* or the *Child Care Licensing Regulations*:

- the definition of daycare; and,
- the requirement for usable outdoor activity space per child in care.

#### Definition of Daycare

In Part 2, Interpretations and Definitions, the definition of daycare is listed as “means providing for the care of up to three children or adults for commercial gain. Care for more than three children or adults requires provincial licensing under the *Community Care and Assisted Living Act*.” (p.11)

This is inconsistent with the *Community Care and Assisted Living Act*, which notes that unlicensed child care providers are allowed to care for up to two children (or a sibling group) who are not related to them.

We heard from child care providers and parents that the discrepancy between the Zoning Bylaw and child care licensing rules was confusing and had contributed to some license-not-required centres having more children than was allowed.

#### Recommendation 1:

Revise the definition of daycare in the zoning bylaw to remove the reference to the number of individuals being cared for and include a reference to the maximum allowance for unlicensed care under the *Community Care and Assisted Living Act*.

### 2. Revise Zoning Bylaw to permit licensed child care in more zones

The *Child Care Licensing Regulation* specifically defines Family Child Care and In-Home Multi-Age Child Care as being provided “within the licensee’s personal residence”. The Zoning Bylaw includes these types of licensed child care within the definition of Community Care Facility, which is not permitted (although not specifically excluded) as a home occupation.

Community Care Facilities are also only permitted in two of the zones defined in the bylaw, MU-1 (Mixed Use Residential) and PA-1 (Public Assembly/Institutional). Group child care facilities are also not included in the definition of Institutional Use within the Zoning Bylaw, excluding them from the VCMU-1 (Village Core Commercial Mixed Use) zone.



This effectively excludes licensed family, in-home multi-age, or any group child care facilities from the vast majority of land within the boundaries of the Village. In a review of licensed child care facilities (family and group) currently existing within the community, only one is on a property that is zoned for that use.

**Recommendation 2:**

- Revise the definitions in the zoning bylaw to allow licensed family and in-home multi-age child care facilities as home occupations
- Revise the definition of Institutional Use to include licensed child care facilities
- Consider:
  - allowing community care facilities in some or all remaining residential zones (R1, R2, R3, R4, R-1A, MHP-1, RM-1, RM-2, and RM-3) and rural zones (RU-1, FSG), or,
  - splitting the definition of group child care out from community care facilities and specifically allowing it in some or all of the zones listed above (recommended).

**3. Revise Zoning Bylaw to clarify required space for child care facilities**

Section 4.7 (j) of the Zoning Bylaw states that home occupations “...shall not occupy more than 50.0 square metres (164.0 square feet) or, 25% of the GFA of all buildings...”. The conversion from metres to feet is not correct – 50.0 square metres is equal to 538.2 square feet, and 164.0 square feet is only 15.2 square metres. In order to determine which size was intended in the bylaw, we looked to the *Child Care Licensing Regulation*.

The *Child Care Licensing Regulation* requires a licensee to have usable floor space of at least 3.7 m<sup>2</sup> per child. In the case of an in-home multi-child care facility, which has the maximum number of children allowed in a licensed facility which is also the operators residence, this amounts to a total of 29.6 m<sup>2</sup> of usable space, excluding hallways, storage areas, bathrooms, and fixed appliances. This suggests the intention was likely 50.0 square metres.

The clause for the 25% of the GFA (Gross Floor Area) of all buildings on the lot, whichever is less, could be removed for simplicity, or remain.

**Recommendation 3:**

Revise Zoning Bylaw to correct maximum occupation space to be 50.0 m<sup>2</sup> (538 square feet).

**4. Revise Zoning Bylaw requirement for usable outdoor activity space**

In Section 4.7 Home Occupations, article k) states “In the case of daycare use, 14.0 square metres (150.7 square feet) of usable outdoor activity space per child in care shall be provided.” (p. 39)

This is inconsistent with the *Child Care Licensing Regulations*, which in Division 2 – Facility Requirements, in the Play area, materials and equipment section states: “16 (1)A licensee must have (a)at least 6 m2 of outdoor play area for each child”.

The Village of Cumberland requirements for outdoor daycare space, for both licensed and license-not-required daycare are considerably higher than the requirements in the *Child Care Licensing Regulations*.

**Recommendation 4:**

Revise the Zoning Bylaw Section 4.5(k) requirement for outdoor place space to:

In the case of daycare use, **6.0 square metres (64.6 square feet)** of usable outdoor activity space per child in care shall be provided.” (p. 39)

## 5. Waive Business license fee for child care facilities

A business license is required for all businesses operating in the Village of Cumberland, including home occupations daycares. The cost of a licence is at minimum \$110 per year and may have additional costs related to having a fire and safety inspection (\$100) and building inspection (\$50). While this is a relatively small fee, waiving this fee sends a strong symbolic message to the community about the importance the Village of Cumberland places on child care. It also encourages home occupations to hold a business license, which makes them easier to identify and, as a result, easier to support.

**Recommendation 5:**

Revise the business license process for child care facilities. Continue to require a business license and inspections, but waive the fees for these.

## 6. List Child Care as an amenity

The Village of Cumberland, like many communities, may negotiate community amenities at time of rezoning or offer density bonuses in return for amenities. A number of communities are including child care in the list of desired amenities under the amenity policies in their Official Community Plan, in order to encourage developers to create child care spaces within new developments. A similar proposal is being put forward to the other municipalities in the Comox Valley Regional District.

**Recommendation 7:**

Include child care as a desired community amenity in the General Land Use Policies, section 5.1.5 6) b. of the Village’s Official Community Plan.

## 7. Incorporate Child Care into Official Community Plan

One way to show support for and enable development of child care spaces is to develop a local child care strategy, something that the Village of Cumberland is doing with this Cumberland Child Care Action Plan project. This recognition of the need for child care spaces as part of a well-functioning community and municipal support for their development can be solidified by including child care objectives or policies within the Official Community Plan.

### **Recommendation 7:**

Incorporate recognition of child care as an important part of the community and municipal objectives and/or policies related to child care in the next update of the Official Community Plan for the Village of Cumberland.

## SPACE CREATION

This section includes six actions which are expected to directly increase the number of child care spaces in the Village of Cumberland. The Government of BC has two funding sources to support the creation of new spaces.

1. The Child Care BC New Spaces Fund is helping to fund the creation of 22,000 licensed child care spaces across BC. Funding is available to support the creation, expansion and relocation of child care facilities proposing to create new licensed child care spaces. Per project, eligible applicants can receive up to:
  - \$3 million for up to 100% of project costs for public sector organizations 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, including non-profit child care providers and child development centres
  - \$250,000 for up to 75% of project costs for child care providers that are businesses or corporate companies
2. There are also start-up grants available to support individuals to create family or in-home multi-age licensed child care spaces. Anyone who is currently not licensed (an adult, ECE, LNR or RLNR not currently operating licensed child care) is eligible, and funding provides an initial \$500 upon approval and up to a maximum total of \$4,500 based on number of licensed spaces created (\$500 / space).

A central focus of the Child Care Action plans has been to inform and support the development of projects which can apply for these funds.

## 8. Child Care facility in Village Park or on other municipal land

The Village of Cumberland has parcels of land where a child care facility could be sited. The Child Care BC New Spaces Fund would support building a standalone building for a child care centre. SD71 discussed the possibility of putting a modular building for child care at the Cumberland Community School and provided an estimate at the time of \$250,000 to construct the building. The caveat, however, was that the building may at any time be repurposed by the School District if they required the space. Given the significant growth in the Cumberland school population, this is a very real risk. However, the same approach of creating a modular building could be taken on a parcel of municipal owned land. SD71 has applied for funding for similar modular daycare facilities and could share the designs with the Village of Cumberland.

Village Park would be a very good option for a child care facility, given the central location, proximity to a playground and outdoor park space, and relative distance from the Cumberland Community School. The Village of Cumberland is considering building a new field house in Village Park, which could be co-located with the child care facility. The advantage of the modular building is that it can be established quickly, without waiting for the field house funding or design. There may also be other parcels of municipal land on which the Village could locate a child care facility.

The Village would not need to operate any child care facility on their land; rather it is recommended that the Village solicit an experienced partner organization to operate the facility under contract. It is an option within the funding program to construct a facility designed to offer both infant toddler and group child care for three to five year olds, but open the three to five year old room first while staff is found or completes training for the infant toddler room.

Unlike some of the proposals for child care spaces which follow, a potential operator has not been identified for this location. However, the Boys and Girls Club of Central Vancouver Island, or Hand in Hand Preschool, both of which have expressed interest in providing child care services in other facilities in Cumberland, might be interested. The Village could issue an RFP to find a child care provider.

### Potential Space Creation: 36 spaces

#### **Recommendation 8:**

Explore the possibility of siting a modular child care building in Village Park, or co-locating a child care facility with a new field house.

## 9. Cumberland Lake Wilderness Society and Hand in Hand Group Child Care

The Cumberland Lake Wilderness Society would like to incorporate a licensed child care facility into a new office building at the entrance to the park, to be operated by Hand in Hand.

## **Cumberland Lake Wilderness Society**

Cumberland Lake Park is a municipal park located 5 km west of the Village of Cumberland. The park is operated by the non-profit Cumberland Lake Wilderness Society, with the campground serving as a social enterprise to support affordable outdoor education and recreation programming at the site. In 2014, the Village of Cumberland adopted a Cumberland Lake Park Master Plan, which articulates four goals for the park, including:

- **Outdoor Education and Literacy:** Provide opportunities for directed and self-directed outdoor education to promote skills and literacy of the natural world.

One of the identified changes to the park entrance is to: “Improve park entry atmosphere and layout by removing current building and providing purpose-built building for office and storage/sales functions (separate residence function for operator/caretaker to trailer or location away from main entrance)” The Cumberland Lake Wilderness Society proposes incorporating child care into this new building.

The Village of Cumberland could apply for Child Care BC New Spaces Fund to cover the cost of the portion of the new building used for child care, but the costs for the Cumberland Lake Wilderness Society office portion would need to be covered separately. The Society believes they can cover this portion.

Should the Village wish to proceed with this, staff would need to coordinate with the CVRD to confirm that the use would be permitted and negotiate daily ploughing of the road and the parking lot during the winter months. Currently only the road is ploughed, and not as high a priority as it would need to be to facilitate transportation to the child care facility.

While the location is ideal for access to the outdoors, its distance to the Village would make it less accessible by bicycle and increases the need to drive if drop-off and pick-up by parents is required. The need for parents to drive may be reduced if bussing from the school can be provided for after school care.

## **Hand in Hand Child Early Years Nature Education Program**

Hand-In-Hand Early Years Nature Education Program is an outdoor educational program located in the Comox Valley and Campbell River that is designed to offer a unique early childhood learning experience for children aged 2-5 years. Programs are facilitated by educators (ECE, ECEA and/or B.Ed.) to a maximum of 16 children. Expanding on the BC Ministry of Education’s Early Learning Framework, the emphasis of their program is on a child-led, nature and play-based curriculum and encourages preschoolers to engage with their environment through art, music, games, physical activities and group learning.

In Cumberland, Hand in Hand offers two preschool programs available: a three-hour, two days a week SEEDS for 3 year olds, and a three-hour, three days a week ROOTS program for 4 year olds, with the option of a three hour extension in the afternoon newly introduced in September 2019.

During the Child Care Action Plan consultation, many parents praised the outdoor focus of the Hand in Hand program, and asked for more programs in this style, but preferably with the option of a full day, full week model.

Though Hand in Hand meets the ratios and programming requirements of child care licensing, because there is no physical location (which is the basis of a child care license), the business is unable to be licensed – though Island Health is well aware of the group and has no concerns about their operation. Hand-in-Hand is exempt

from licensing requirements because they have no physical location – however, this also makes their program ineligible for operating funds or child care subsidies. If a physical space was made available in a newly constructed office building for the Cumberland Lake Wilderness Society, this issue would be resolved.

**Potential Space Creation: 24 spaces**

Cumberland Lake Park is likely best conducive to a small program – either a group child care model for preschool children, or an after school care program, but possibly not both. The renovation of the office building would require at minimum two rooms, including a washroom with two toilets and wash basins, as well as a central space for care. The central care room would need at least 3.7m<sup>2</sup> of usable floor area per child, excluding hallways, storage areas, bathrooms and fixed appliances, and would therefore require approximately 100 m<sup>2</sup>. Operating both licensed spaces would require two 100m<sup>2</sup> separate rooms, each with access to two toilets and wash basins – so four rooms in total.

Group child care (30 months to school age) can be granted a license for up to 25 children. A preschool can be granted a license for up to 20 children, but is limited to four hours care a day. It is recommended that the space be licensed as a group child care, with strong preschool programming.

If an after school program were to be put in place, the cost of transportation to Cumberland Lake would need to be covered as part of the fees charged to parents. Group child care (School Age) can be granted a license for up to 24 children.

**Recommendation 9:**

Work with the Cumberland Wilderness Lake Society and Hand in Hand to develop a plan for a child care facility at Cumberland Lake Park, enter into an agreement with the two organizations to operate the child care, apply for the appropriate zoning and apply to the Child care BC New Spaces Fund to create a child care facility

**10. St. George’s United Church and Boys & Girls Club of Central Vancouver Island  
Group Child Care**

St. George’s United Church is proposing to renovate 2688 Penrith Avenue, (the Cumberland United Church) and develop a project in partnership with the Boys & Girls Clubs of Central Vancouver Island (BGCCVI) called *The Beacon*.

The Cumberland United Church closed its doors in 2017, and was subsequently listed for private sale. A small local ministry was formed to support the transition and keep a progressive spiritual voice in the Village, and this has now grown into what is called Weird Church: a community centred, “social-justice oriented, queer-inclusive, incarnational, contemplative, irreverent, radically inclusive community seeking to follow Jesus in a way that allows for personal and social transformation.”<sup>2</sup> Weird Church has been using the Cumberland United Church

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<sup>2</sup> From [www.weirdchurchcumberland.com](http://www.weirdchurchcumberland.com)

building since November 2018 for worship and alternative services, along with other regular rental groups such as VIA Church and Alcoholics Anonymous.

The vision for *The Beacon* grew out of planning sessions with BGCCVI and St. George's Church as well as many conversations in the Village between residents who were mourning the loss of an important community gathering space and dreaming about the potential for meeting the needs of the neighbourhood while holding the fear that the building would be sold and any potential community gain would be lost. Community needs aligned well with non-traditional partners in order to better serve Village residents. With the help of architect Tom Dishlevoy, the partners have come up with a plan to keep 2688 Penrith Avenue as a place for all ages and stages to gather for life events, milestones, learning, worship, arts, and fun.

*The Beacon* proposal includes renovation of the existing building as well as the construction of a new addition on the property, allowing for the creation of new child care spaces through the Boys and Girls Clubs of Central Vancouver Island with capital funding from the Child Care BC New Spaces fund. The renovation also includes proposed updates to the existing sanctuary space, new kitchen facilities, dedicated youth space, administrative offices, rooftop gardens, and accessible gender neutral washrooms on each level.

The partners are hoping to partner with the Village of Cumberland in order to access the maximum amount of funding through the Province of BC, and have made presentations to Council and begun the process. The proposed design will require a number of exemptions to current bylaws and will require community consultation and a partnership agreement.

#### **Potential Space Creation: 59 spaces**

The partners are open to considering creating an Infant Toddler care centre as part of the child care, in recognition that this is where the greatest need is in the community, though the current proposal focuses on three-to-five and after school care. The proximity to the school also makes it ideally located for a before and after school program.

#### **Recommendation 10:**

Continue to explore a partnership with St. George's United Church and The Boys and Girls Clubs of Central Vancouver Island in order to access the funding required for the renovation/redevelopment of the former United Church property.

## **11. Coal Creek Preschool**

Two experienced Early Childhood Educators have expressed interest in opening a new preschool in the Village of Cumberland, but have not yet been able to find appropriate space. One of these educators has specialised in working with children with extra support needs, and has worked at the Comox Valley Child Development Association. The proposed program would offer both a four hour and six hour day as an option, so will need to be additionally licensed as a group child care facility.

## **Potential Space Creation: 20 spaces**

### **Recommendation 11:**

Extend support to Coal Creek Preschool to assist them in finding an appropriate location for their new preschool.

## **12. Les Petits Coeurs de l'Île**

In Comox, there is a Francophone school called L'école Au-cœur-de-l'île, with a co-located child care, les Petits Coeurs de l'Île, which offers both group care for three to five year olds and after school care. The child care is looking to expand to better meet the demand for Francophone care, including offering infant toddler spaces. A number of Cumberland families send their children to the school and daycare, or are on the waitlist for care. The child care submitted a proposal for capital funding in the first round of funding which was not approved, but has been invited to resubmit. This facility will not be in Cumberland, but would provide care for the Francophone families in Cumberland who are looking for Francophone care.

## **Potential Space Creation: 36 spaces**

### **Recommendation 12:**

Offer to write a letter of support for the Petits Coeurs de l'Île capital funding proposal, noting the findings of this inventory and the need for Francophone child care.

## **13. Emerging Priorities Stream Funding**

The Government of BC Community Workforce Response Grants includes a funding stream called the Emerging Priorities Stream. This stream supports communities undergoing a significant shift in the local labour market, such as an industry closure or expansion, a natural disaster, or other conditions that have impacted employment in the community. The program gives priority to rural and remote communities with a population of 25,000 or less (outside of the geographical boundaries of Metro Vancouver). The rapid growth in the population of young families in the Village of Cumberland has resulted in a significant shift in the local labour market. While the community was already experiencing a shortage of licensed child care spaces, this shortage has been exacerbated by the increase in demand.

The purpose of the project would be to support two cohorts of unemployed or underemployed adults to create Family Licensed or Registered License-Not-Required child care facilities in the Village of Cumberland, training up to 24 people.

Once assessed for interest and aptitude in child care work and accepted into the program, the cohort would receive training in Responsible Adult, First Aid, and an Early Childhood Education program course in Health,



Safety and Nutrition, Child Guidance, or Child Development, as well as specially developed programs to incorporate Indigenous content into program delivery, and provide care for children with extra support needs.

Completion of this training could be done in approximately three weeks, at a cost of less than \$3,000 per individual in the cohort (not including the program coordinator). The maximum funding per application is \$300,000 and the maximum funding per participant is \$15,000 per year, well over what would be required for skills training and cohort support and coordination.

Cohort members would be supported to work as substitutes in child care facilities throughout the Comox Valley Regional District, while they proceed with the steps to open their own child care facility. Cohort members will finish the program eligible to be certified as an Early Childhood Education Assistant (ECEAs), and encouraged to continue their training to become Early Childhood Educators. A coordinator for the program would work closely with PacificCARE and Island Health Licensing to help the cohort members navigate the process, and support them to apply for capital and start up funding as required and available. A cohort of 12 people (assuming that eight go on to create child care facilities, while the other four work in child care as substitutes or ECEAs) could create between 16 to 56 spaces (an average of 36). Ideally, the project would support two cohorts to complete the training.

The next intake for the Emerging Priorities stream is in January 2020, for projects starting in April 2020. In principal the project meets the funding eligibility requirements. Ideally the project could be submitted as a partnership between the Comox Valley WorkBC office (located in Courtenay, but serving the region), PacificCARE (who would offer the skills training) and the Village of Cumberland. The program would best be led by either WorkBC or the Village.

### **Potential Space Creation: 72 spaces**

#### **Recommendation 13:**

Apply for funding for training of residents interested in creating registered license-not-required and family licensed daycare spaces in partnership with WorkBC,.

This funding would support completing Responsible Adult and First Aid training, supporting business development, as well as supporting them to ensure their home meets safety standards and apply for child care start up funding where applicable.

Training could also include a broader set of skills, such as working with Supported Child Development specialists to better understand how to provide care to children with extra support needs, or working with cultural facilitators to support integration of Indigenous worldviews into care.

## OTHER CHILD CARE SUPPORTS

This section highlights actions to support families outside of the creation of spaces.

### 14. Support families to create Babysitting Co-ops

A babysitting co-op is a group of parents who agree to exchange babysitting time. Most co-ops work on some kind of point system: you earn points when you watch someone else's kid, and you spend points when someone watches yours. A babysitting co-op works best when built within an existing community: a tight-knit neighborhood, a group of friends, a school, or a parent drop-in group.

The Village of Cumberland does have one active babysitting co-op, but the numbers of parents in any one group is limited. The most work-able number of co-op member families seems to be in the range of 6 to 10. There are a range of materials available to support parents to create babysitting co-op, but active promotion of the idea would help get co-ops started. During the consultation, parents working part-week who had been unable to find paid child care were very interested in the idea of a babysitting co-op.

The Consulting team and the Village hosted a special meeting on November 13, 2019 with parents who were interested in joining or supporting the creation of Babysitting Co-ops. The group decided to hold subsequent meetings and create a special Facebook page to support and promote the co-ops.

While babysitting co-ops are not a replacement for child care spaces, they can provide substantial help for families who are unable to find care in the short term, who cannot afford child care, or who need child care outside of regular work hours.

#### **Recommendation 14:**

Provide in-kind space for start-up meetings of parents and families interested in developing Babysitting Co-ops, and support the promotion of the group(s).

### 15. Practicum placement incentives and advertisements

Early Childhood Education training is available locally through North Island College. North Island College has developed a part-time program, and is working to make training as flexible as possible. Anecdotal reports suggest that many students trained at North Island College leave the community for child care jobs elsewhere, and this may be due to the lower wages paid to child care workers (and many social and community services staff) in the Comox Valley.

All Early Childhood Education students, even if completing the program online, must complete an in-person practicum placement. In order to encourage early childhood students to relocate to the Village of Cumberland, incentives could be developed and advertised to encourage students to complete their practicum placements

here. This same approach has been used successfully in other communities to encourage K-12 teachers to locate in rural or smaller communities.

This strategy could be implemented in conjunction with the Emerging Priorities Stream strategy outlined above.

**Recommendation 15:**

Create a practicum placement incentive kit, including:

- A community welcome kit, with recreation passes and gift certificates for local businesses
- Connections to local child care providers willing to mentor students in creating their own licensed daycare
- A connection to short term accommodation

## **16. Cumberland Recreation Centre Occasional Child Care**

In order to help parents with young children stay active, the Cumberland Recreation Centre sets up the tot gym and offers child supervision during popular fitness times for just \$2 per child, for example for an hour Friday mornings and Tuesday evenings. There are also programs for parents and children to participate in together, such as Mom & Baby FunFit.

Many recreation centres offer childminding programs with longer hours. Childminding is sometimes provided for free, or at a low cost (e.g. \$4-\$5/hour), and licensing for childminding requires parents or guardians to stay in the facility.

- Childminding must not provide care for more than 5 hours a day to each child, and can be staffed with responsible adults (ratio of 1:8).
- Responsible adult training is approximately 20 hours long, and costs approximately \$110 to complete (costs vary by provider). The program is available online, and also delivered in person by PacificCARE, who is happy to put on a program for a cohort on request.
- Childminding staffing may often bring their own children to a shift when providing childminding, and are commonly volunteers receiving recreation passes.
- Childminding has no requirement for outdoor playspace, and is usually in a single room with a range of toys.
- Up to 24 children can be cared for in a childminding facility, with 3 responsible adults on staff.

Because of the requirement for parents using childminding to stay on site, there is more limited demand for this service. It could be combined with access to a hot desk rental space, allowing parents who work remotely, are self-employed, or are studying to access short term care. This requires more space, but would likely be an in demand service in Cumberland.

In BC, it is also possible to license a program as Occasional Child Care. Like childminding, occasional child care can be staffed solely by Responsible Adults, but the ratio is 1:4. This is because unlike childminding, parents are not required to stay at the facility, so are not immediately available.

- There is a requirement that 3.7m<sup>2</sup> of indoor useable space be provided per child, but no outdoor space is required.
- Occasional child care can only be provided for a maximum of 8 hours each day to each child, and 40 hours within each 30 day period to each child.
- The advantage of an occasional child care program for Cumberland Recreation is that it allows parents to take advantage of outdoor recreation opportunities while the children are in care as well as providing occasional short term care for parents who work very part time, work on weekends, or are looking for work or attending school.
- Up to 16 children can be cared for in an occasional child care facility (if any child present is younger than 36 months old), with 4 responsible adults on staff.

Currently there is no space within Cumberland Parks and Recreation which would accommodate an occasional day care facility. It is a possibility that this service could be provided within a municipal owned daycare facility, providing an option for evening and / or weekend care, without requiring an additional space. This would not provide the option for occasional care during the work week, but could serve as a way of exploring the need.

Finding staffing for all child care facilities is challenging, and any new child care venture must take this into consideration. With minimum wage at \$13.85 as of June 2019, and projected to increase to \$15.20 by 2021, fees need to take into account paying wages high enough to attract and retain staff.

Child Minding: With a responsible adult position at \$16 / hour + Mandatory Employment Related Costs (MERCs), the child minding facility would need to charge \$20 for a half day's care, and have 6 children each day they were open in order to roughly break even.

Occasional Child Care: A responsible adult position at \$16 / hour + MERCs, the occasional child care facility would need to charge \$50 for a full day's care, and have 4 children each day they were open in order to roughly break even.

**Recommendation 16:**

Explore the possibility of opening and operating a child minding or occasional child care service.

## INCLUSION

This section includes actions to increase the inclusiveness of child care, in particular to increase the capacity of child care providers to integrate Indigenous cultures into care, and to better meet children's extra support needs.

### 17. First Nations and Métis Nation Early Years Kits

Pam Moore from the Qualicum First Nation Child Care Centre has developed a series of kits that can be loaned to child cares, schools, and family programs for a month at a time. The kits are focused on themes and individual nations' cultures, including Coast Salish, Land Animals, Sea Animals, Seven Sacred Teachings and Nature and Outdoors. Pam Moore acts as a cultural advisor to organizations who borrow the kits, and provides guidance on their use, though she notes that the kits are designed to be user friendly for use in centres with no training. She has produced lists of the items in the kits, to support their replication in other communities. School District 68, 69, and 71 are working on developing similar kits with Pam Moore for use within the school system. Pam Moore lives in Cumberland, and is happy to support the expansion of these kits.

The Greater Nanaimo Early Years Partnership purchased several Multicultural Literacy Kits for the Vancouver Island Regional Library system, including one Métis, two Coast Salish, and two Kwakwaka'wakw kits. The comparable organization to the Greater Nanaimo Early Years Partnership in the Comox Valley is the Comox Early Years Collaborative. Using a similar approach in the Comox Valley Regional District, kits could be housed at PacificCARE through the existing Toy and Resource Lending Library, where kits are loaned out at no cost to members. Local kits should include culture of the K'ómoks First Nation, as well as other common Indigenous identities within the Comox Valley, including Métis, Kwakwaka'wakw, Nuu-chah-nulth, and Coast Salish. Funding would be required to construct the kits, and ideally to support cultural facilitators to provide regular training on use of the kits. The cost per kit is approximately \$1,000.

#### **Recommendation 17:**

Approach the Comox Early Years Collaborative and propose that they purchase kits modelled on the Qualicum First Nations kits to add to the PacificCARE Toy and Resource Lending Library, prioritizing the creation of a kit with the K'ómoks First Nation. If possible, the Village could offer a contribution to the cost of the kits. Until new kits are purchased, the availability of kits within the Vancouver Island Regional Library could be promoted amongst child care providers.

### 18. Increase workshop availability to address children with extra support needs

Training is available one on one through the Comox Child Development Association and for providers through PacificCARE, but many providers and parents suggested that more training is needed, especially to support behavioural challenges. PacificCARE notes that child care providers, especially family and license-not-required

providers, often struggle to attend training. Evening classes are particularly difficult, and their best success has been delivering training on Saturdays. The cost of training must also be low, and ideally will include some take away resources to make attendance valuable.

This training could be integrated into the Emerging Priorities Stream Funding (see above) for new child care providers along with current Cumberland providers.

**Recommendation 18:**

Approach the Comox Early Years Collaborative and PacificCARE to explore options to increase training for care providers of children with extra support needs.

## REPORTING

This section explores the options to track progress and collaborate with regional child care stakeholders.

### 19. Share the plan and report on progress

A number of child care stakeholder organizations provided input into the plan's development, and will be interested in seeing the final result.

Village of Cumberland staff can report out to Council on progress to implement the plan recommendations as part of its regular bi-monthly project reports, as well as provide a more comprehensive annual report.

Staff could also liaise with a proposed new Joint Child Care Council, the creation of which was recommended in the Comox Valley Regional Child Care action plan. Their plan proposed the Joint Child Care Council to bring together representatives of the three local governments (Comox, Courtenay, and Cumberland), the Comox Valley Regional District, the K'ómoks First Nation, School District #71, as well as other community representatives such as the Island Health Authority, North Island College, and the Child Development Association. The Joint Child Care Council would provide a collaborative model of working toward child care in the Comox Valley. Participating in this council would provide an opportunity collaborate with existing child care stakeholders, without the work of managing a Cumberland specific committee. However, the focus would not be solely on Cumberland. The Village of Cumberland could designate a community member to represent the Village on the Council, rather than using staff time.

**Recommendation 19:**

Share the report with local organizations who participated in interviews for the development of the plan, including Cumberland child care providers and child care related organizations across the Comox Valley.

Track implementation and provide an annual progress update to Council.

Explore joining a regional Child Care Council, should it be created.

## **ADVOCACY**

A number of other community child care action plans completed prior to this round of funding through the Union of BC Municipalities include sections on advocacy. During the consultation, we heard consistently about issues which cannot be addressed at a local level, but require provincial action. We have spoken about this issue with the Ministry of Children and Family Development, and they are looking at opportunities to engage with the consultants completing these projects across BC to seek input into policy changes. What follows are key provincial program and policy needs identified in Cumberland, which we recommend sharing with the Ministry of Children and Family Development.

### **20. Increase support for children with extra support needs**

The Government of BC should increase funding for the Supported Child Development Program, in recognition of the increased need of children with extra support needs.

### **20. Increase incentives for license-not-required facilities to register**

The Government of BC should implement the Child Care Resource and Referral Centre proposal that registered license-not-required facilities be allowed to care for 3 children or a sibling group, in order to provide a stronger incentive for facilities to register.

### **21. Increase operational funding for child care**

The Government of BC should increase base operational subsidies for child care facilities, not tied to wage enhancement for particular staff, in order to make wage increases and improved working conditions possible for early childhood educators. In particular, the Province should explore options to increase operational funding for care for children under 30 months, where ratios and required training make it very difficult to break even.

### **22. Increase funding for the ECE Registry to decrease processing times**

The Government of BC could improve the processing times for Early Childhood Educators trained in other parts of Canada to become certified in BC by increasing staff resources for the registry. The delay in processing times is discouraging ECEs who move to BC to recertify here.

## **CONCLUSION**

The inventory identified a need for 267 child care spaces as of late 2019. The Space Creation Action Plan recommendations, if implemented, could lead to a cumulative 247 new spaces within the next five years. The other recommendations, while not leading directly to spaces, all lead to providing a supportive atmosphere for

the creation and retention of child care facilities (including new spaces) to meet the needs of families with young children.

Short-term:

- Share the Action Plan, and report on progress towards implementation (Rec 19)
- Submit Emerging Priorities Stream funding proposal and deliver program (Rec 13)
- Support Coal Creek Preschool to find space (Rec 11)
- Connect with Les Petits Coeurs de l'Île and offer letter of support (Rec 12)
- Explore and submit capital funding proposal for municipal owned facility (Rec 8)
- Continue discussions with United Church to submit capital funding proposal (Rec 10)
- Revise Bylaws and Policies (Recs 1-7)
- Support families to create babysitting co-ops (Rec 14)
- Explore submission of Cumberland Lake Wilderness Society capital funding proposals (Rec 9)
- Consider presenting motions at UBCM to address advocacy recommendations (Rec 20-23)

Medium Term:

- Work with PacificCARE to implement inclusion recommendations for additional training and Indigenous cultures kits (Recs 17 and 18)
- Work with North Island College to develop practicum placement incentives (Rec 15)

Long Term:

- Explore the creation of child minding or occasional child care facility (Rec 16)

The child care inventory provides the Village of Cumberland with the opportunity to be strategic in the development of new child care spaces, which are in great demand.



**APPENDIX A: UBCM SPREADSHEET WITH SPACE PROJECTIONS**

## APPENDIX B: REFERENCES

- BC Government. Investing in our Early Childhood Educators: Early Care and Learning Recruitment and Retention Strategy.
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- Statistics Canada. Table 42-10-0005-01 Type of child care arrangement, household population aged 0 to 5 years.

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Union of BC Municipalities. Two Programs More Spaces Infographic.

Village of Cumberland. Economic Development Strategy, 2018-2023.

Village of Cumberland. Economic Profile, 2018.

Village of Cumberland. Zoning Bylaw No. 1027 Consolidated, 2016.

Village of Cumberland. Official Community Plan, Bylaw No. 990, 2016.

## APPENDIX C: CUMBERLAND CHILD CARE INVENTORY

	Group Child Care (30 months to School Age)	Licensed Preschool *	Group Child Care (School Age)	Multi-Age Child Care	Family Child Care
TLC Family Day Care	-	-	-	-	7
Here We Grow Family Child Care	-	-	-	-	7
Cumberland Family Daycare	-	-	-	-	7
Euphoria Child Care	-	10	10	-	-
Three Tree Early Learning Center	16	-	-	-	-
Cumberland Community Child care Center	-	-	10	8	-
Adventure Daycare	-	-	-	-	7

	Private / Non-Profit	Child Care Fee Reduction Initiative	Waitlist	Extended Hours
TLC Family Day Care	Private	Yes	No	Yes
Here We Grow Family Child Care	Private	Yes	No	No
Cumberland Family Daycare	Private	Yes	No	No
Euphoria Child Care	Private	Yes	No	No
Three Tree Early Learning Center	Private	Yes	No	No
Cumberland Community Child care Center	Private	Yes	No	No
Adventure Daycare	Private	Yes	No	No

	Indigenous Content	Special Needs Supports	Service in language other than English
TLC Family Day Care	No	No	No
Here We Grow Family Child Care	No	No	No
Cumberland Family Daycare	No	No	No
Euphoria Child Care	Yes	Yes	No
Three Tree Early Learning Center	No	No	No
Cumberland Community Child care Center	No	Yes	No
Adventure Daycare	Yes	No	No

## APPENDIX D: CALCULATIONS OF PERCENTAGE OF CHILDREN NEEDING CHILD CARE, BY AGE

0 to 12	Survey on Early Learning and Child Care Arrangements (2019) <sup>3</sup>	General Social Survey (2011) <sup>4</sup>	Comox Valley Survey	Average
<b>Under 1</b>	0%	7%	33%	<b>13%</b>
<b>1</b>	70%	34%	56%	<b>56%</b>
<b>2</b>		59%	60%	
<b>3</b>		62%	72%	
<b>4</b>	75%	64%	77%	<b>69%</b>
<b>5</b>		52%	81%	
<b>6</b>		-	51%	
<b>7</b>	-	49%	71%	<b>49%</b>
<b>8</b>	-	41%	59%	
<b>9</b>	-	43%	70%	
<b>10</b>	-	40%	48%	
<b>11</b>	-	28%	44%	
<b>12</b>	-	24%	36%	
<b>Average</b>	69%	46%	60%	<b>58%</b>

<sup>3</sup> Statistics Canada. [Table 42-10-0005-01 Type of child care arrangement, household population aged 0 to 5 years](#)

<sup>4</sup> Statistics Canada, General Social Survey, 2011.

**APPENDIX E: PARENT AND GUARDIAN SURVEY RESULTS**

This report is filtered

Only show: Question "Where in the Comox Valley do you live?"

" is one of the following answers ("Cumberland")

# Report for [Final] Comox Valley Child Care Survey

## Response Counts

Completion Rate:

100%



Complete





102

---

Totals: 102

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

Value		Percent	Responses
Yes		92.2%	94
No		7.8%	8



**Totals: 102**



## 2. How many children of each age live with you?



Item	Average	Min	Max	StdDev	Sum	Total Responses
less than 1 year old	1.2	1.0	2.0	0.4	23.0	20
1 year old	0.9	0.0	1.0	0.3	16.0	18
2 years old	0.9	0.0	1.0	0.3	24.0	27
3 years old	0.8	0.0	1.0	0.4	16.0	19
4 years old	0.9	0.0	1.0	0.4	17.0	20
5 years old	0.9	0.0	2.0	0.5	13.0	14
6 years old	1.0	0.0	3.0	0.6	19.0	20
7 years old	0.8	0.0	1.0	0.4	9.0	12
8 years old	0.8	0.0	1.0	0.4	8.0	10
9 years old	0.9	0.0	2.0	0.5	10.0	11
10 years old	0.7	0.0	1.0	0.5	5.0	7
11 years old	0.9	0.0	1.0	0.3	6.0	7
12 years old	0.7	0.0	1.0	0.5	2.0	3

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

Value		Percent	Responses
Yes		37.3%	38
No		62.7%	64



Totals: 102

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

Value		Percent	Responses
Yes		92.1%	35
No		7.9%	3



**Totals: 38**

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

Value		Percent	Responses
Yes		2.1%	2
No		97.9%	92

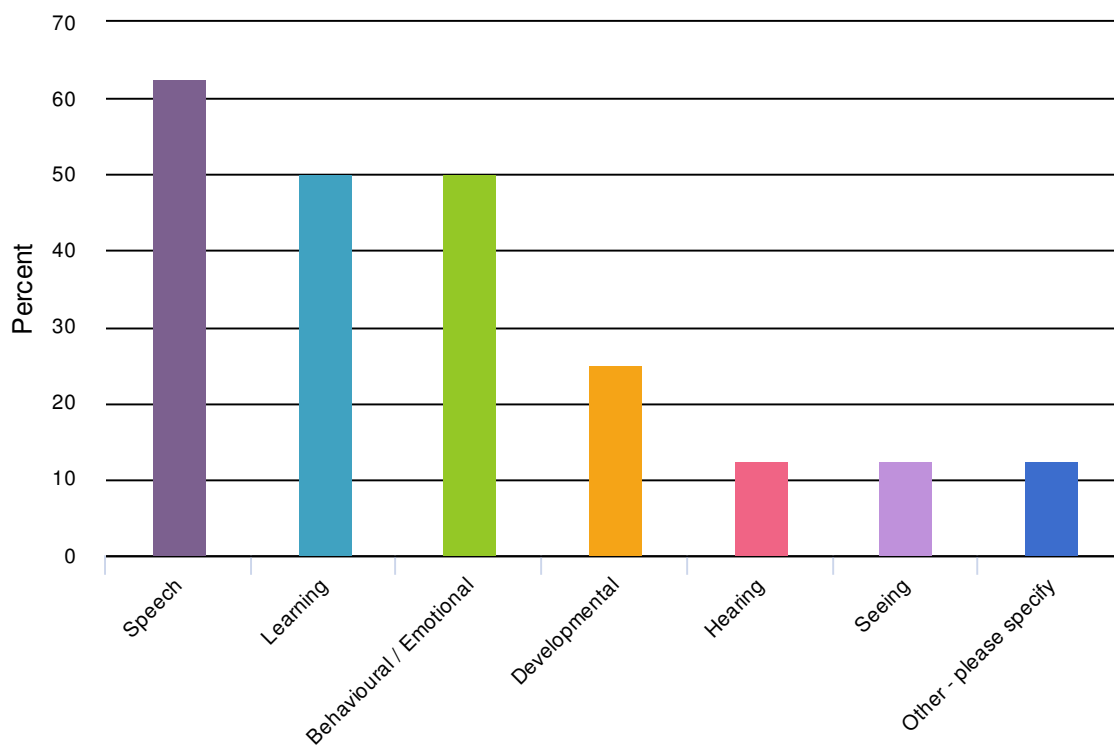
Totals: 94

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

Value		Percent	Responses
Yes		8.5%	8
No		91.5%	86

**Totals: 94**



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



Value	Percent	Responses
Speech	62.5%	5
Learning	50.0%	4
Behavioural / Emotional	50.0%	4
Developmental	25.0%	2
Hearing	12.5%	1
Seeing	12.5%	1
Other - please specify	12.5%	1

Other - please specify	Count
Epilepsy	1
Totals	1

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

Value		Percent	Responses
Yes		9.6%	9
No		90.4%	85

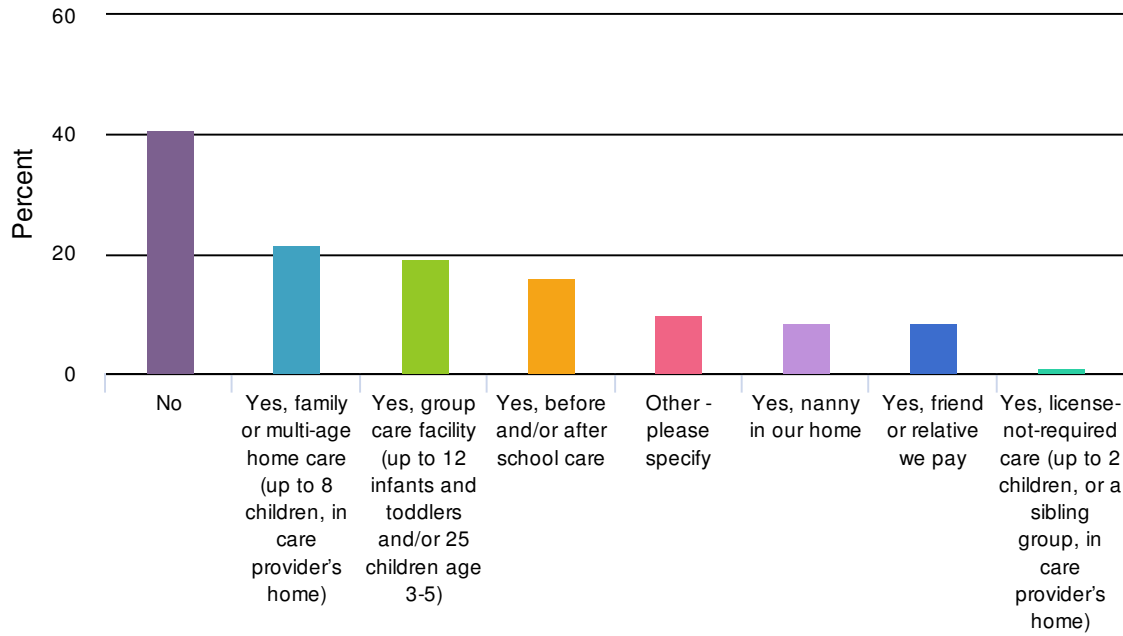
Totals: 94

## 9. What language or languages?

ResponseID	Response
72	French
96	French
249	French
311	French
376	Japanese
688	german
785	German
815	french



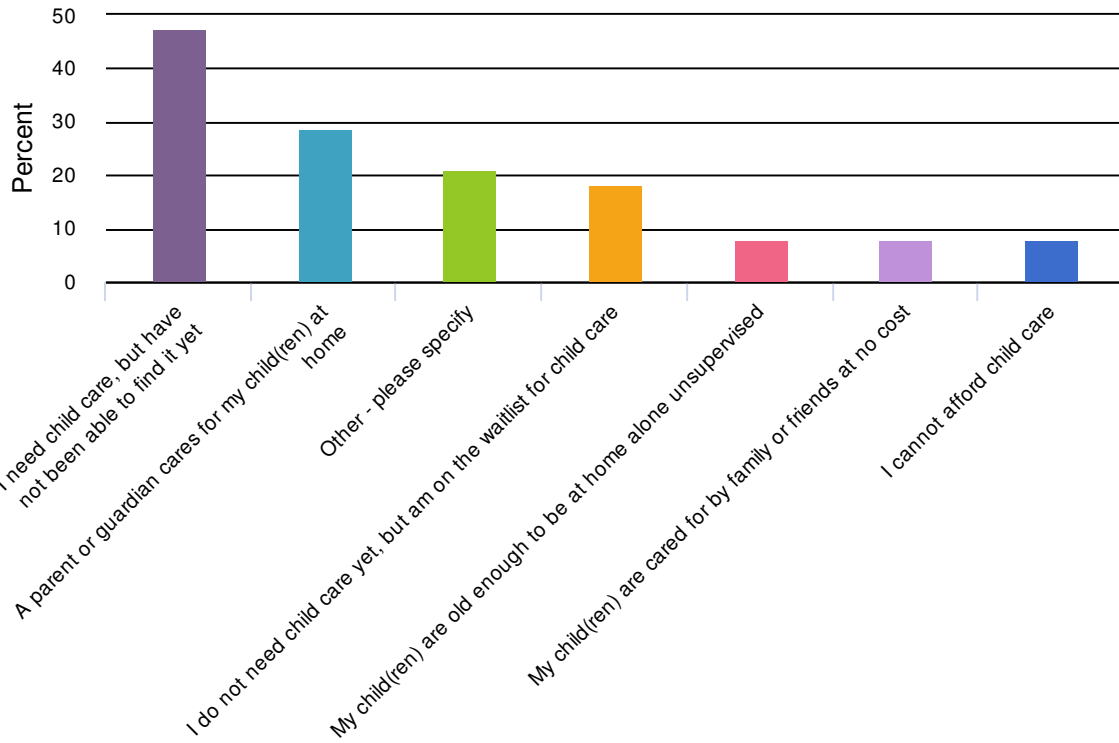
10. Are your children regularly in paid child care for some days each week? (please select all that apply)



Value	Percent	Responses
No	40.9%	38
Yes, family or multi-age home care (up to 8 children, in care provider's home)	21.5%	20
Yes, group care facility (up to 12 infants and toddlers and/or 25 children age 3-5)	19.4%	18
Yes, before and/or after school care	16.1%	15
Other - please specify	9.7%	9
Yes, nanny in our home	8.6%	8
Yes, friend or relative we pay	8.6%	8
Yes, license-not-required care (up to 2 children, or a sibling group, in care provider's home)	1.1%	1

Other - please specify	Count
After school activities that provide pick up from school	1
Grandparents, aunt and uncle (unpaid)	1
No, only because I haven't been able to secure a spot, been on waiting lists 15mth.	1
Not yet, still on mat leave, but will be full time in most likely a group care facility	1
Preschool	1
Will be starting with a nanny in 2 months	1
family without pay	1
home care with other children	1
shared care with other families	1
Totals	9


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



Value	Percent	Responses
I need child care, but have not been able to find it yet	47.4%	18
A parent or guardian cares for my child(ren) at home	28.9%	11
Other - please specify	21.1%	8
I do not need child care yet, but am on the waitlist for child care	18.4%	7
My child(ren) are old enough to be at home alone unsupervised	7.9%	3
My child(ren) are cared for by family or friends at no cost	7.9%	3
I cannot afford child care	7.9%	3

Other - please specify	Count
I am currently still on maternity leave. When I go back to work in October she will be in full time childcare in a licensed facility	1
I am on maternity leave.	1
I am working night shifts because child care is so difficult. Not possible with having 2, so childcare will likely be needed.	1
I juggle my schedule around the kids school schedule to look after them myself. they can also spend some time at home without supervision now.	1
I own my own daycare and she's with me.	1
I'm currently on maternity leave	1
Work part time to be able to juggle child care	1
too young still	1
Totals	8

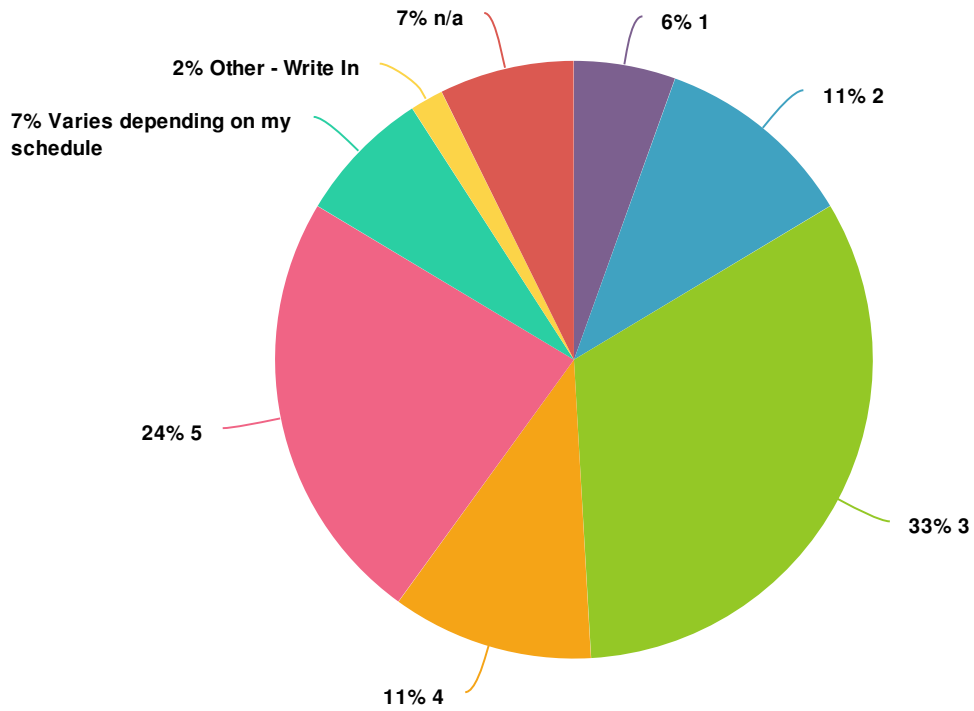
12. Have you ever considered providing child care in your home for other local families?

Value		Percent	Responses
No, I am not interested		100.0%	5

Totals: 5

Other - please specify	Count
Totals	0

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



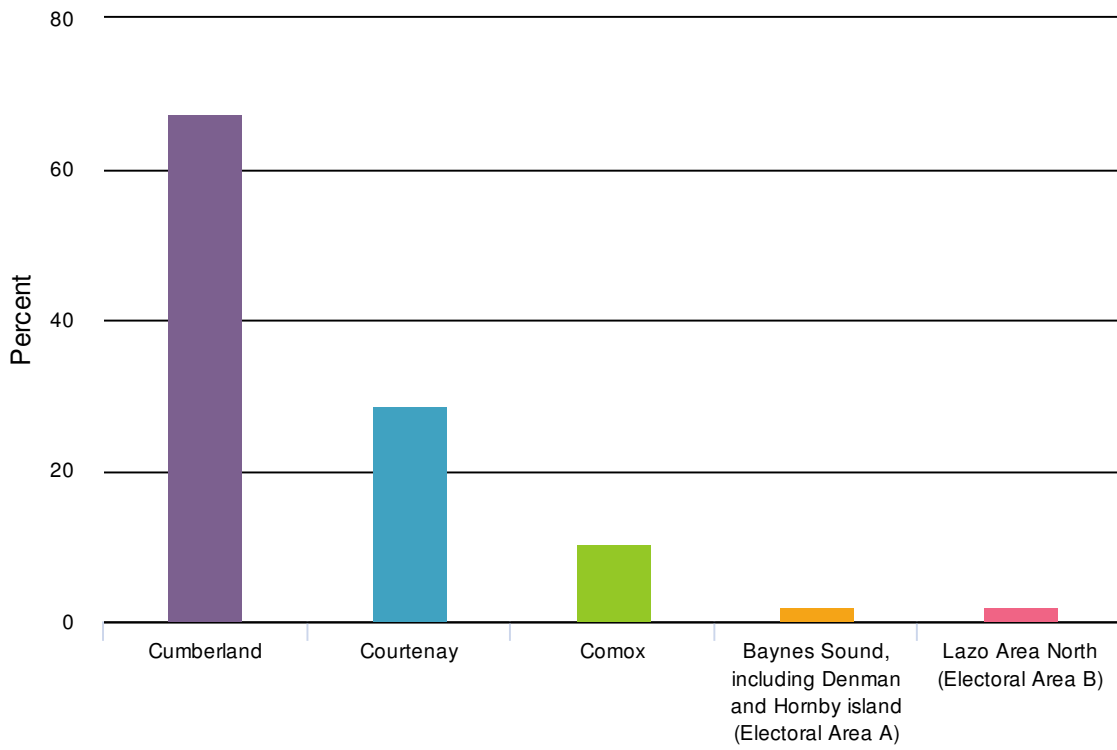
Value	Percent	Responses
1	5.5%	3
2	10.9%	6
3	32.7%	18
4	10.9%	6
5	23.6%	13
Varies depending on my schedule	7.3%	4
Other - Write In	1.8%	1
n/a	7.3%	4

Totals: 55

Other - Write In	Count
3-4	1
Totals	1



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

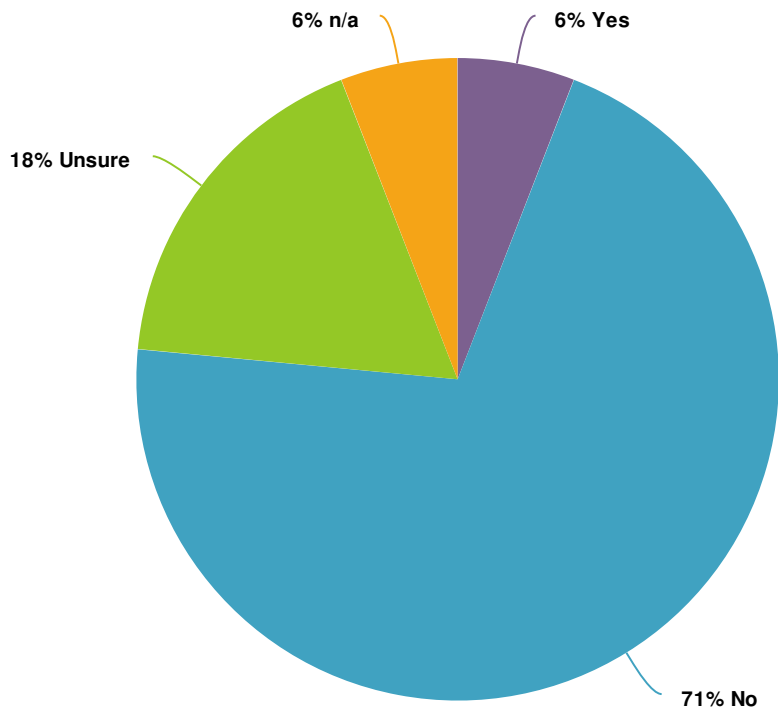


Value	Percent	Responses
Cumberland	67.3%	33
Courtenay	28.6%	14
Comox	10.2%	5
Baynes Sound, including Denman and Hornby island (Electoral Area A)	2.0%	1
Lazo Area North (Electoral Area B)	2.0%	1

Other area of the Comox Valley Regional District - Write in	Count
Totals	0



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



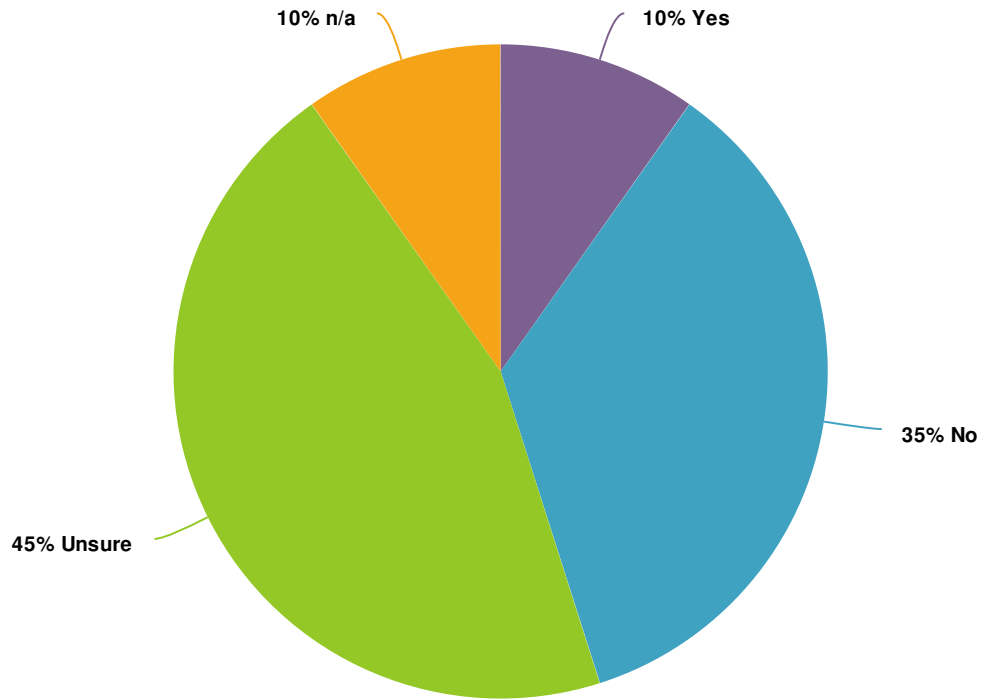
Value	Percent	Responses
Yes	5.9%	3
No	70.6%	36
Unsure	17.6%	9
n/a	5.9%	3

Totals: 51

16. Which language(s)?

ResponseID	Response
253	Spanish
386	spanish

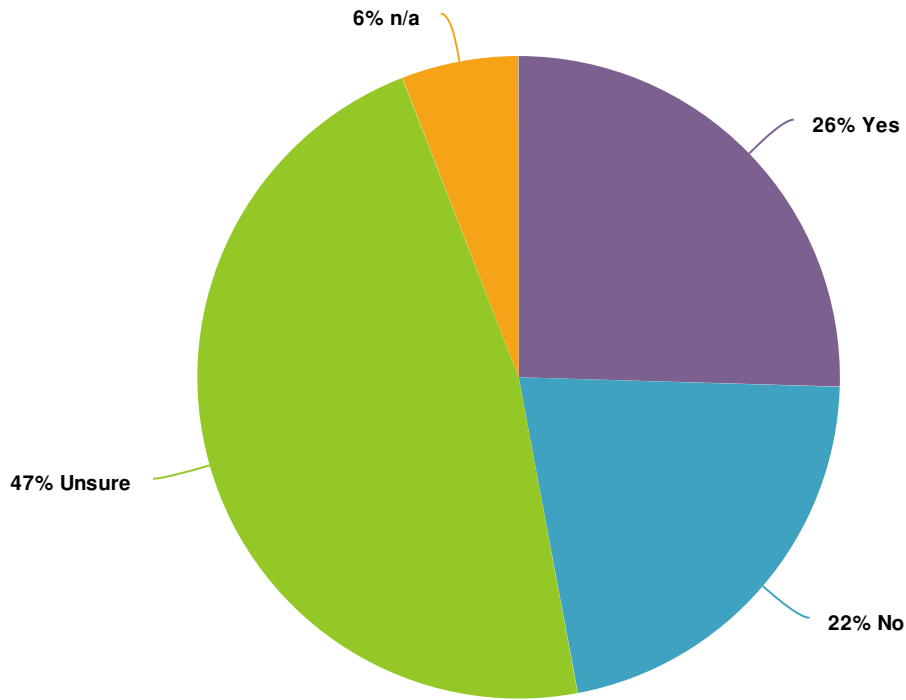
17. Does your child care provide an Indigenous worldview, or Indigenous content in the care and education they provide?



Value	Percent	Responses
Yes	9.8%	5
No	35.3%	18
Unsure	45.1%	23
n/a	9.8%	5

Totals: 51

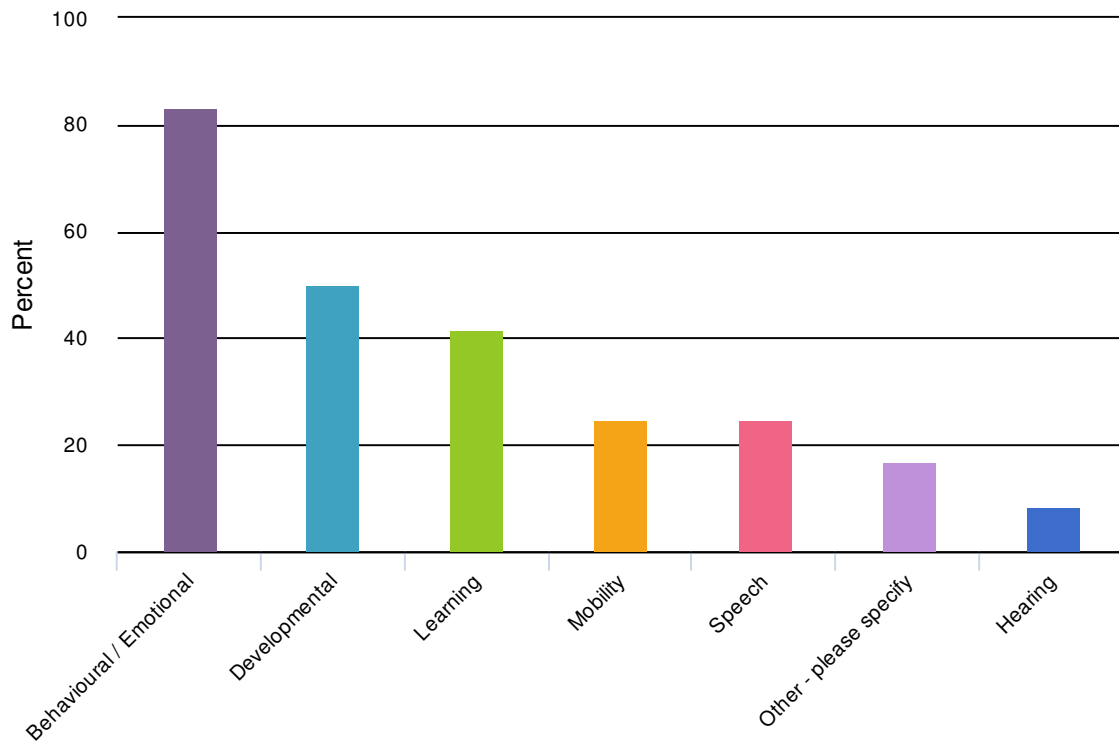
18. Does your child care provide any additional support or accommodation for children with extra support needs?



Value	Percent	Responses
Yes	25.5%	13
No	21.6%	11
Unsure	47.1%	24
n/a	5.9%	3

Totals: 51

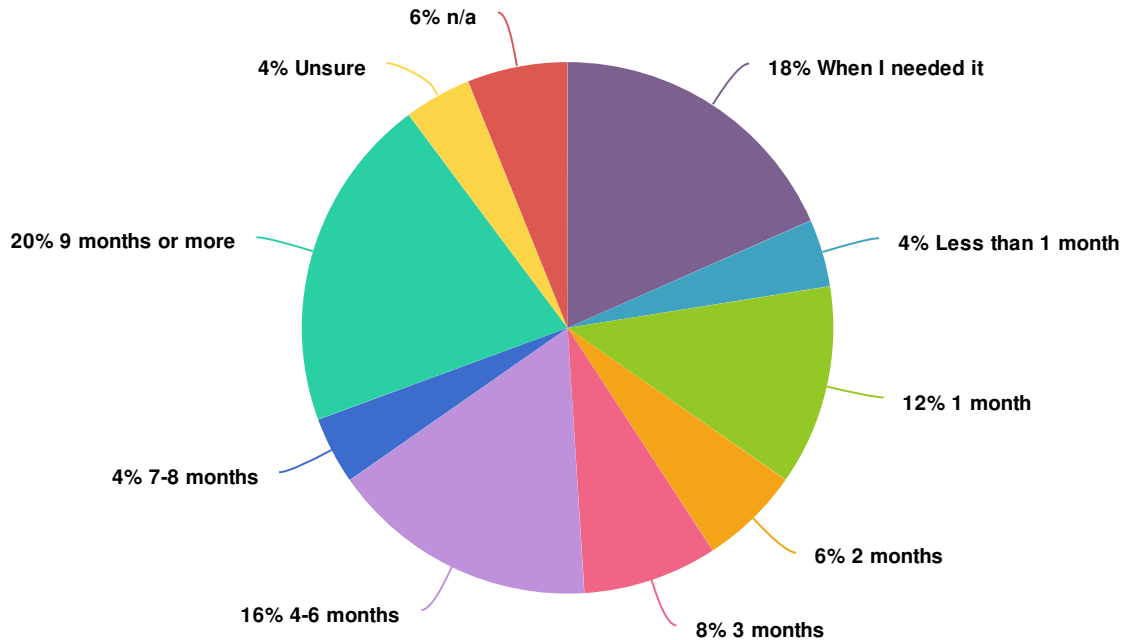
19. What extra supports do they do they provide? (Please select all that apply)



Value	Percent	Responses
Behavioural / Emotional	83.3%	10
Developmental	50.0%	6
Learning	41.7%	5
Mobility	25.0%	3
Speech	25.0%	3
Other - please specify	16.7%	2
Hearing	8.3%	1

Other - please specify	Count
One teacher does sign language	1
Unsure as we don't use these resources	1
Totals	2

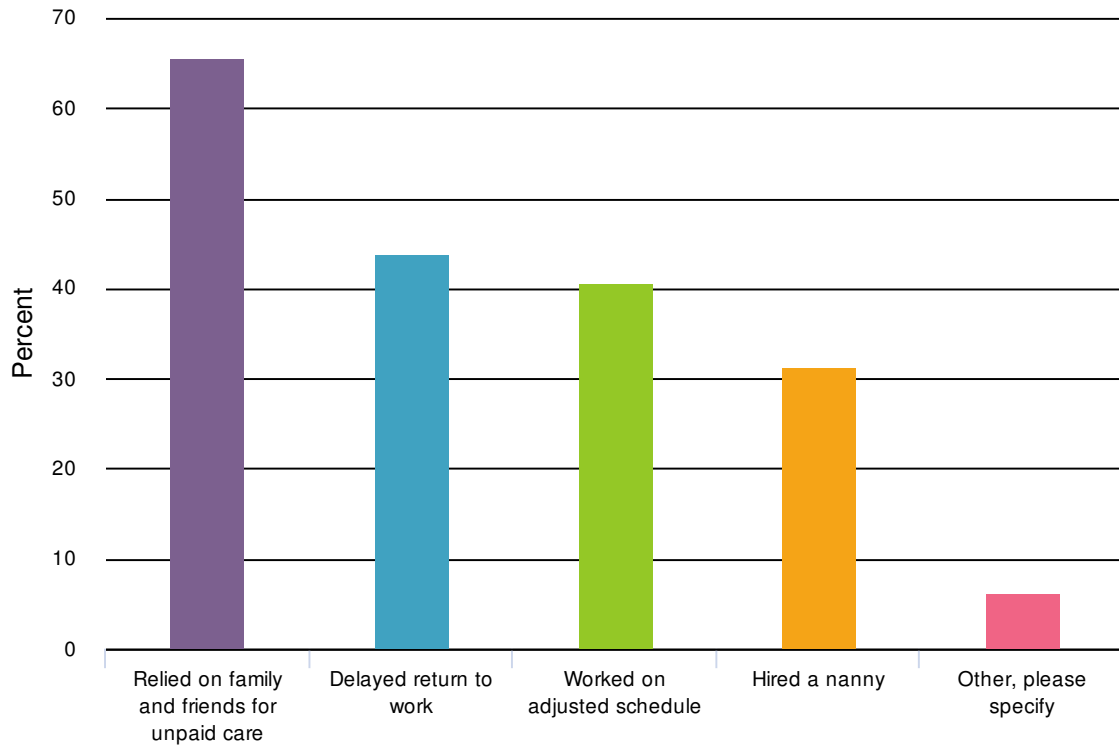
20. How long after the date you needed child care were you able to find a space?








Value	Percent	Responses
When I needed it	18.4%	9
Less than 1 month	4.1%	2
1 month	12.2%	6
2 months	6.1%	3
3 months	8.2%	4
4-6 months	16.3%	8
7-8 months	4.1%	2
9 months or more	20.4%	10
Unsure	4.1%	2
n/a	6.1%	3

Totals: 49

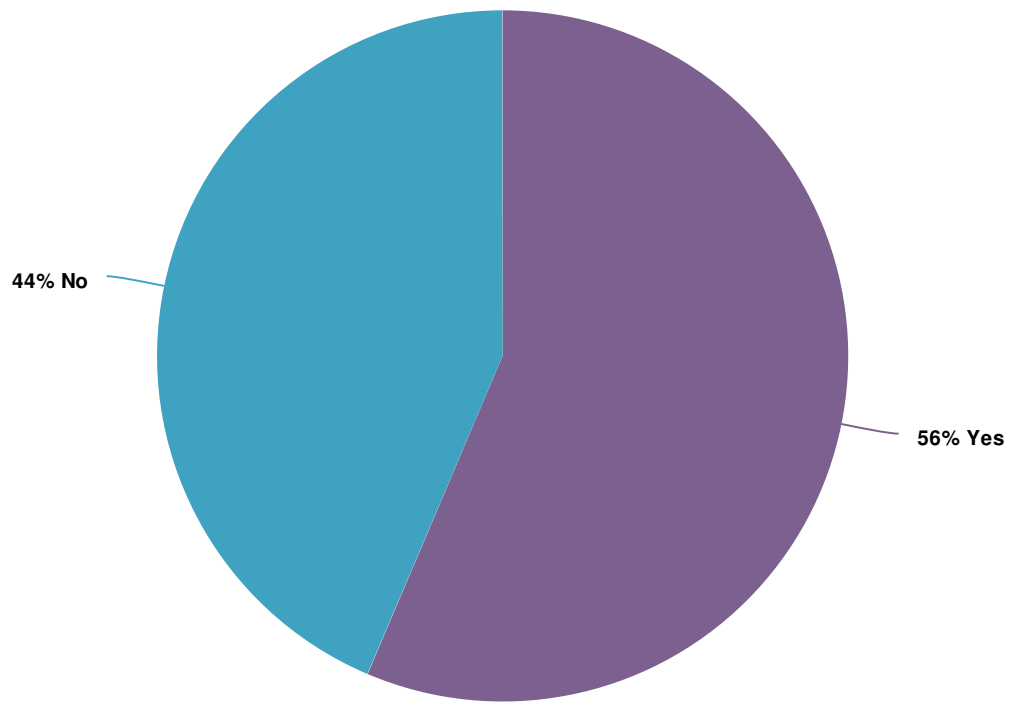
21. What did you do when you could not get a child care space when you needed one?  
(Please select all that apply)





Value		Percent	Responses
Relied on family and friends for unpaid care		65.6%	21
Delayed return to work		43.8%	14
Worked on adjusted schedule		40.6%	13
Hired a nanny		31.3%	10
Other, please specify		6.3%	2

Other, please specify	Count
Briefly had an au pair who turned out to be terrible	1
We needed full time care and could only find part time. So we spread the kids out at several daycares to cover the time	1
Totals	2

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

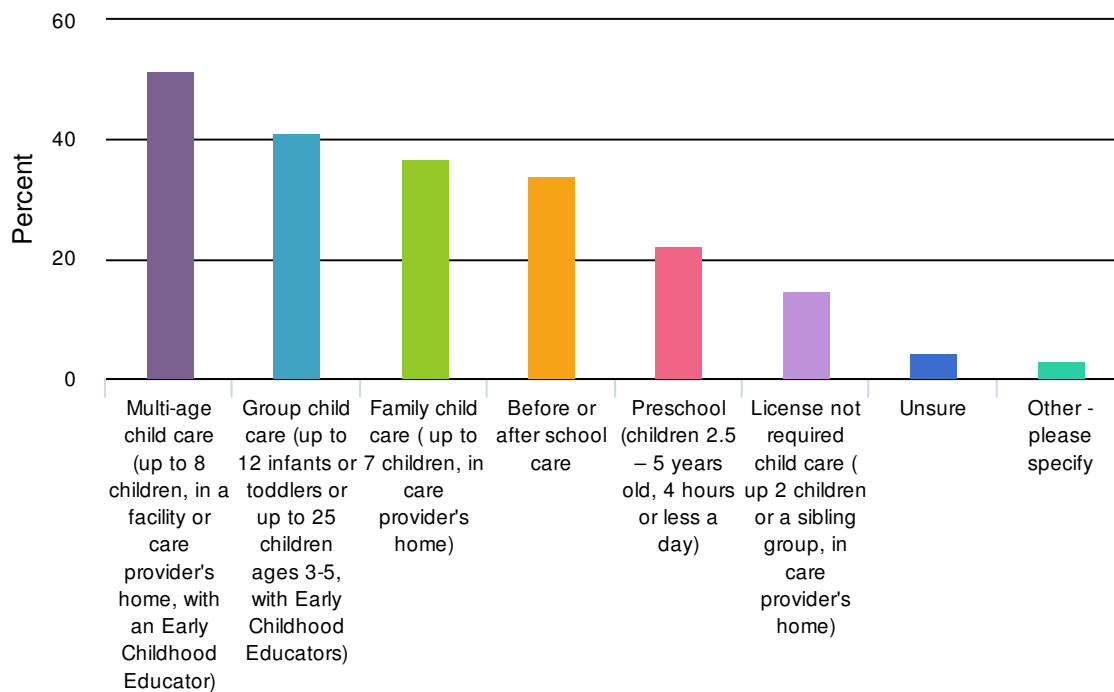


Value		Percent	Responses
Yes		56.4%	31
No		43.6%	24

Totals: 55



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



Value	Percent	Responses
Multi-age child care (up to 8 children, in a facility or care provider's home, with an Early Childhood Educator)	51.5%	35
Group child care (up to 12 infants or toddlers or up to 25 children ages 3-5, with Early Childhood Educators)	41.2%	28
Family child care (up to 7 children, in care provider's home)	36.8%	25
Before or after school care	33.8%	23
Preschool (children 2.5 – 5 years old, 4 hours or less a day)	22.1%	15
License not required child care (up to 2 children or a sibling group, in care provider's home)	14.7%	10
Unsure	4.4%	3
Other - please specify	2.9%	2

**Other - please specify****Count**

Recreation programming

1

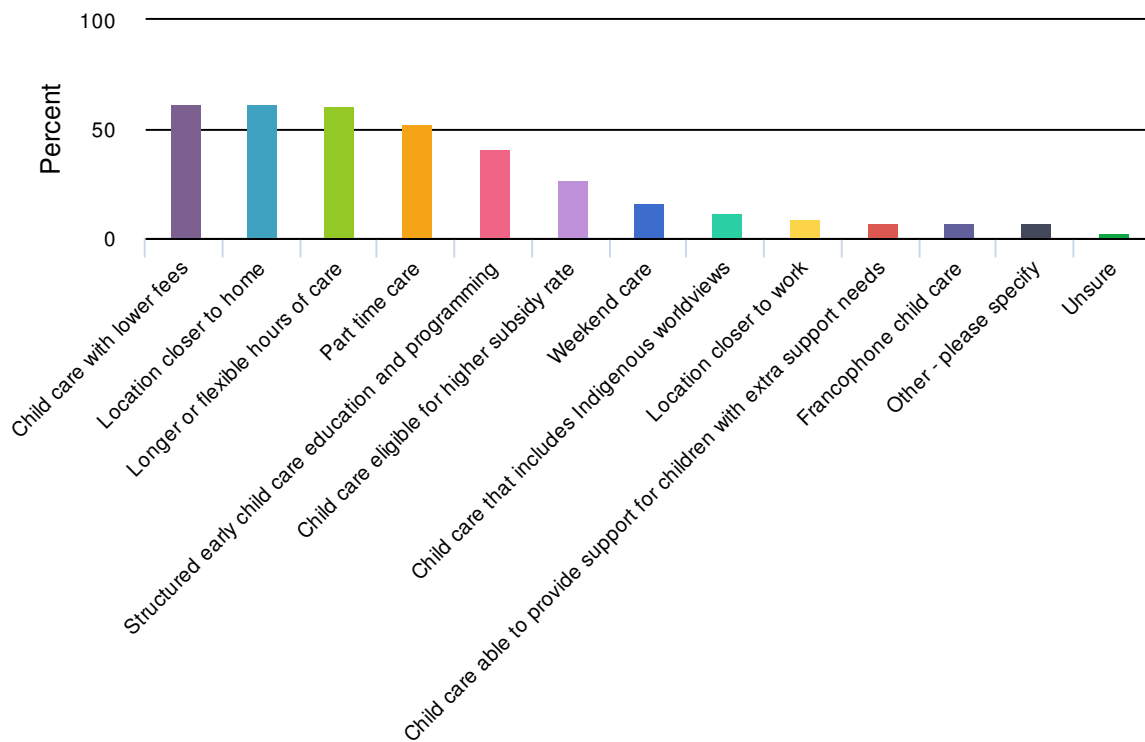
care available outside 'regular' hours














1

Totals

2

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



Value		Percent	Responses
Child care with lower fees		61.8%	42
Location closer to home		61.8%	42
Longer or flexible hours of care		60.3%	41
Part time care		52.9%	36
Structured early child care education and programming		41.2%	28
Child care eligible for higher subsidy rate		26.5%	18
Weekend care		16.2%	11
Child care that includes Indigenous worldviews		11.8%	8
Location closer to work		8.8%	6
Child care able to provide support for children with extra support needs		7.4%	5
Francophone child care		7.4%	5
Other - please specify		7.4%	5
Unsure		2.9%	2

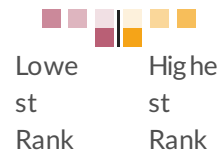
### Other - please specify

### Count

Accommodate shift work	1
Child care that includes engaging programming or activities, eg mtn biking, music lessons	1
Outdoor oriented childcare	1
Time spent outdoors	1
Totals	4

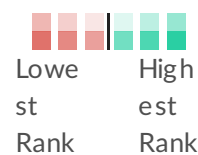
25. To help us develop priority recommendations, please rank the top three types of child care you think the Child Care Action Plan should focus on, in order of importance.

Item	Overall Rank	Rank Distribution	Score	No. of Rankings
Child care for 0-3 year olds	1		689	88
Child care for 3-5 year olds	2		383	61
Before and after school care	3		372	58
Group child care facilities (up to 12 infants and toddlers or up to 25 children aged 3-5)	4		291	48
Preschools	5		204	37
Family child care (up to 7 children, in care provider's home)	6		180	32
License-not-required child care (up to 2 children or a sibling group, in care provider's home)	7		70	19
Other (please specify in comments below)	8		40	8



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

Item	Overall Rank	Rank Distribution	Score	No. of Rankings
Affordable child care	1		950	84
Child care with flexible hours	2		626	59
Child care in a specific location (please specify in comments below, e.g. in a particular community)	3		457	42
Structured early child care education and programming	4		431	41
Better quality child care services (please specify in comments below)	5		362	34
Increase capacity of existing child care providers to meet the needs of children with extra support needs	6		242	24
Support unlicensed child care providers to become licensed	7		223	23
Francophone child care	8		76	10
Increase capacity of existing child care providers to teach using Indigenous worldviews	9		73	9
Overnight child care	10		57	8
Indigenous led child care	11		44	7
Other (please specify in comments below)	12		15	3



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



**ResponseID    Response**

47                    My daughter remains on waitlists (ie #60 & #20) for spots we applied for early in 2017. I'm pregnant with a second child and finding care now for both is extremely difficult since our current care provider is closing. We travel 40mins round trip for drop off and pick up. More options would equal better productivity and well being for all.

60                    As a child care provider I am saddened by the lack of options for my son. He has been on various waitlists since he was an infant and still no hope for care anytime soon. This is a challenge for me as I need to meet the requirements to keep my ECE license and now have a short period of time in which to do so before having a second child. Thank you for acknowledging something needs to change.

72                    Not yet. I am a new mom and new to the area.

106                    Been looking for over a year for my 19 month old son, on waitlists, absolutely nothing available beyond hiring a nanny and its cost prohibive

170                    Cumberland spcifically needs more full day childcare for preschool aged kids. There are preschools but they are only until 12 pm..which is almost impossible for a working parent to work around

211                    I was 6 mos pregnant when i started calling around to put my child on daycare waitlists atriums the Valley. I was told the waitlists were 2 years, and i have to go back to work full-time after 1 year of maternity leave. We are desperate.

214                    It would be very helpful if there was an up to date directory of local childcare facilities. The existing website is horribly out of date. Some sort of centralized online application process that coordinates intake for multiple daycares would be extremely helpful.

## ResponseID Response

253	The ability to go to work is 100% dependent on being able to find childcare. Having increased quality and licenced childcare available would give parents more confidence in leaving their child, as well as keep children safe. When there are few options available parents leave their children in child care options that aren't amazing and are vaguely unsafe because there is no other option and we also need to work. This leaves parents stressed throughout the work day and is an increased load on mental health.
312	Have a look at the numbers for how many children and families are in Cumberland and how many child care options there are in the village. Its staggering how little there is.
339	Some evening care providers would be nice. Licensed. I came here as a military spouse and have no family to help with child care.
368	Reliable, quality after school care in Cumberland is needed! Thanks.
376	I am a single parent and don't have family in Valley to support. I always struggle to find better job due to lack of chains care. I haven't found after school care even my son will go to kindergarten this September.
384	We share before and after school care between 13 families. This saves a LOT of money and I'm not even sure Cumberland would have enough before and afterschool care spaces for these 10-12 extra kids! It would be nice to add a childcare facility at Cumberland Lake Park for a licensed nature based preschool.
387	When it was time to go back to work after my second child was born I was working as a young parent support worker in a non profit day care so my kids went to work with me there. If i did not already work at this facility I doubt there would have been room for my kids as priority was given to young parents (rightly so). I ended up quitting my job and leaving the workforce for several years as child care took up most of my pay check. My option was work more so I could actually make a profit after their daycare was paid for, or quit all together and do it my self. 10\$ a day child care would have allowed me to stay at my job. My kids are older now but finding quality childcare that is available and affordable has been an issue for me as well as every friend I have who has children. My pregnant neighbour is already stressing out about child care options for her unborn child.
395	Cumberland lake park would be a fantastic location for a childcare program!
396	This is very much needed. Thank you for the opportunity to have a voice.
488	Better hours. Many parents do shift work, like I do as a nurse. Love caring for others but can't if family not cared for first.
690	There is a serious deficit in childcare availability for children younger than 30 months.

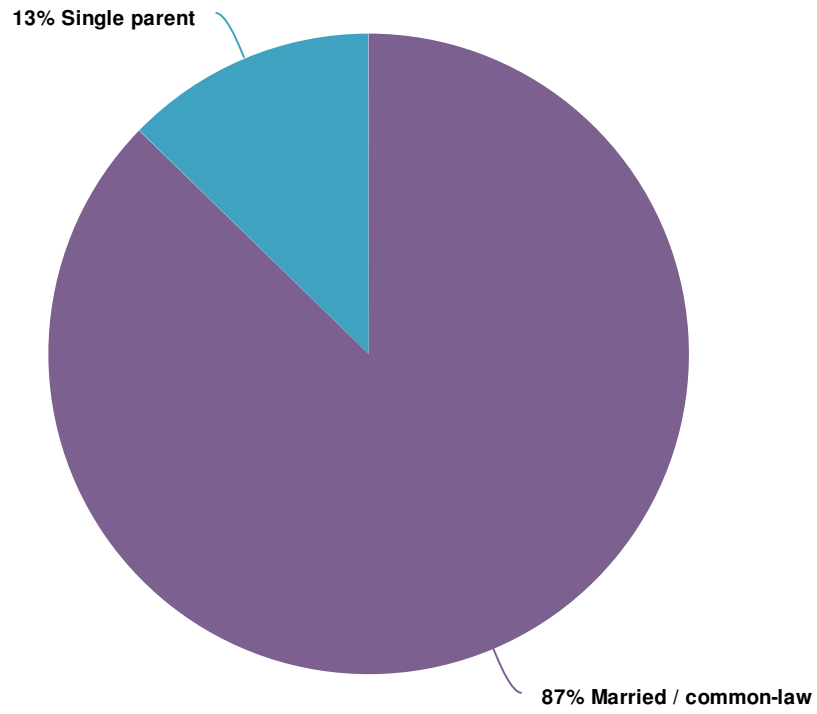


## ResponseID Response

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- 691 Child care is a critical issue to be discussing, especially as more families move to the Comox Valley. I would also like to see increased focus on family development and family preservation issues (child care is one, but also food security, family violence, poverty, housing, social isolation/connection etc.). There are many issues facing families, and vulnerable families in all communities. Thank you for this important work!
- 709 Since moving here I have not been able to get quality before and after school childcare, impacting my ability to work, especially as a single mother.
- 723 -its very hard for people with shift work or casual work or rotating schedules as they generally have to pay for all possible days -need more childcare available in general, but especially for under 30 months
- 747 Cumberland has been saying that home daycares can have 4 children and be unlicensed. This is not true. It's only 2 children. There are many illegal daycares in the village. Licensing officers need more support to shut them down and Cumberland needs to get current with regulations (actually they're old regulations)
- 748 Childcare is needed immediately for children who are already here! Not in 2-3 years when new facilities could maybe be built.
- 751 Incentives for people to do the ECE training so that more spaces can be opened in existing centers. Better pay, courses paid for or subsidized, working conditions.
- 813 If a daycare opens up in Cumberland, priority for Cumberland residents and earlier drop off times as so many people in the valley work in fields like health care and their shifts start at 7am

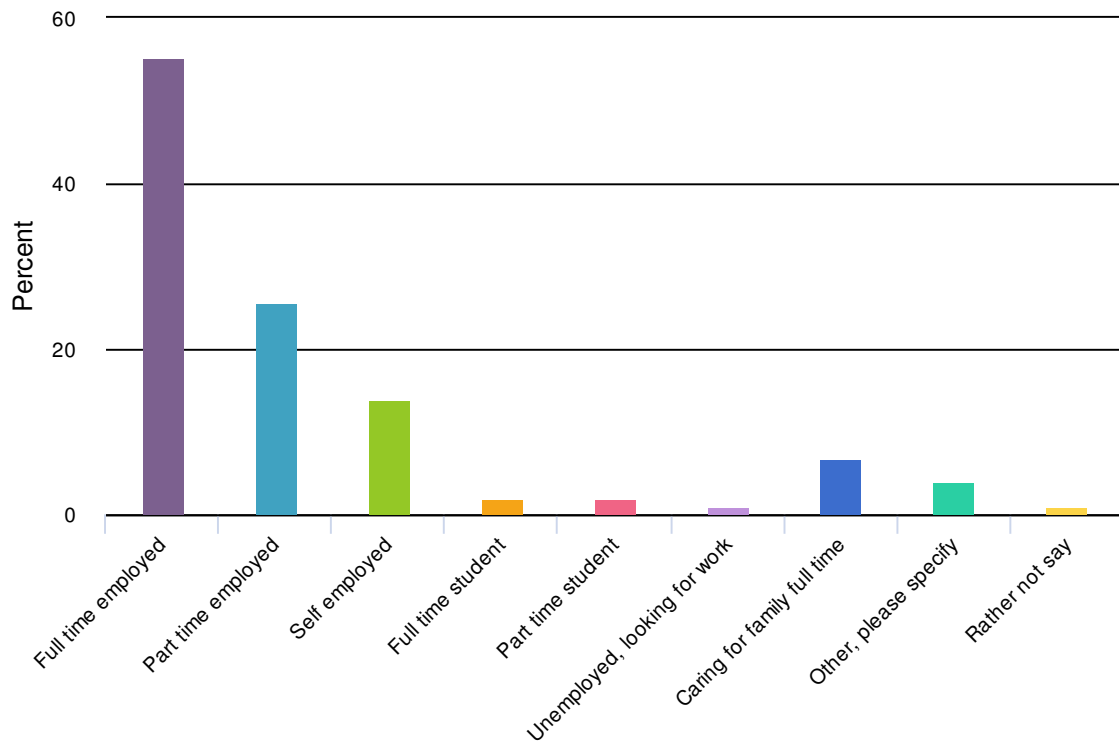
28. Tell us about your household. Are you:



Value	Percent	Responses
Married / common-law	87.3%	89
Single parent	12.7%	13
		Totals: 102

Other - please specify	Count
Totals	0

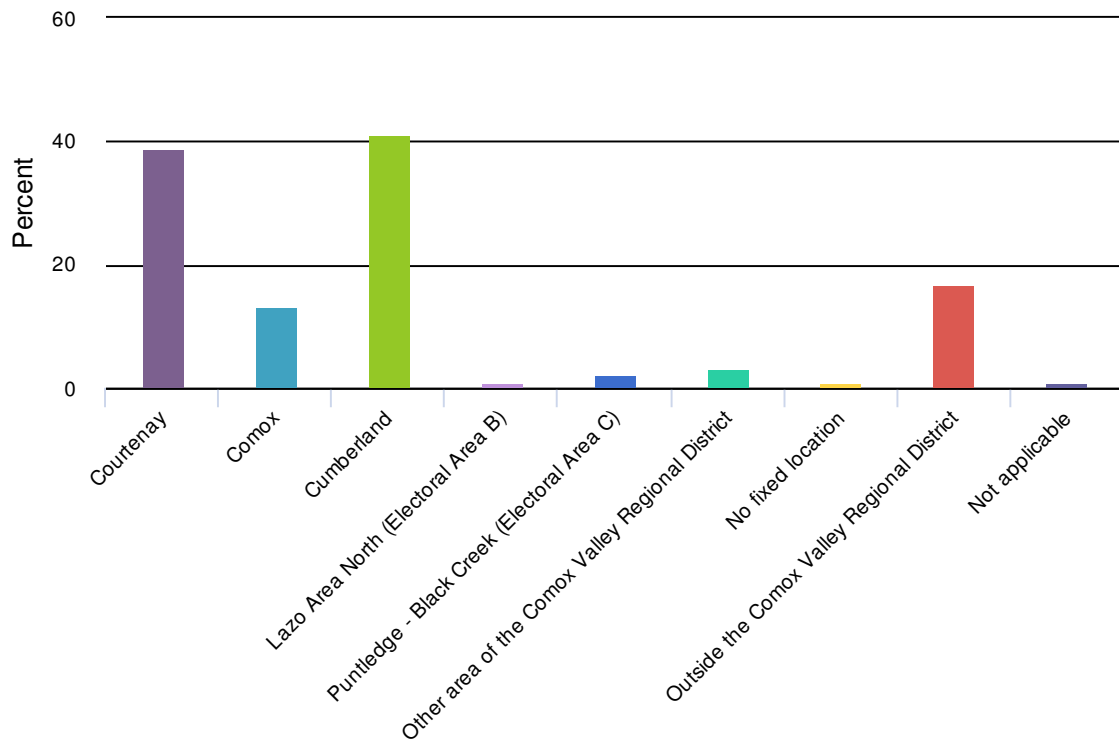
## 29. Are you: (Please select all that apply)



Value	Percent	Responses
Full time employed	55.4%	56
Part time employed	25.7%	26
Self employed	13.9%	14
Full time student	2.0%	2
Part time student	2.0%	2
Unemployed, looking for work	1.0%	1
Caring for family full time	6.9%	7
Other, please specify	4.0%	4
Rather not say	1.0%	1

<b>Other, please specify</b>	<b>Count</b>
On Maternity leave. Moved from MB this month, technically still employed.	1
On maternity leave	1
Was full time employed, now work evenings and weekends	1
maternity leave, starting part time shift work	1
Totals	4

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



Value	Percent	Responses
Courtenay	38.9%	35
Comox	13.3%	12
Cumberland	41.1%	37
Lazo Area North (Electoral Area B)	1.1%	1
Puntledge - Black Creek (Electoral Area C)	2.2%	2
Other area of the Comox Valley Regional District	3.3%	3
No fixed location	1.1%	1
Outside the Comox Valley Regional District	16.7%	15
Not applicable	1.1%	1

<b>Other area of the Comox Valley Regional District</b>	<b>Count</b>
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Campbell river	1
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Vancouver Island Region	1
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Totals	2
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<b>Outside the Comox Valley Regional District</b>	<b>Count</b>
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Campbell River	3
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Campbell River	2
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Campbell River and other locations	1
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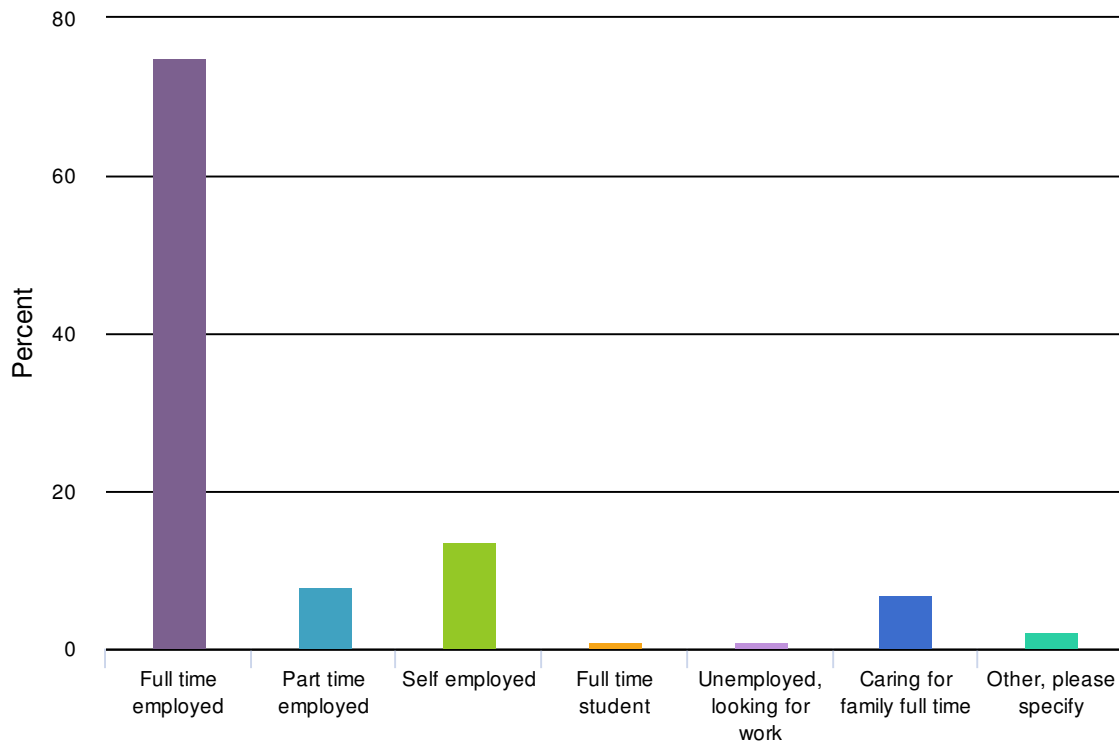
Campbell river	1
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Langford	1
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Regional work throughout central and North Vancouver island	1
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Totals	9
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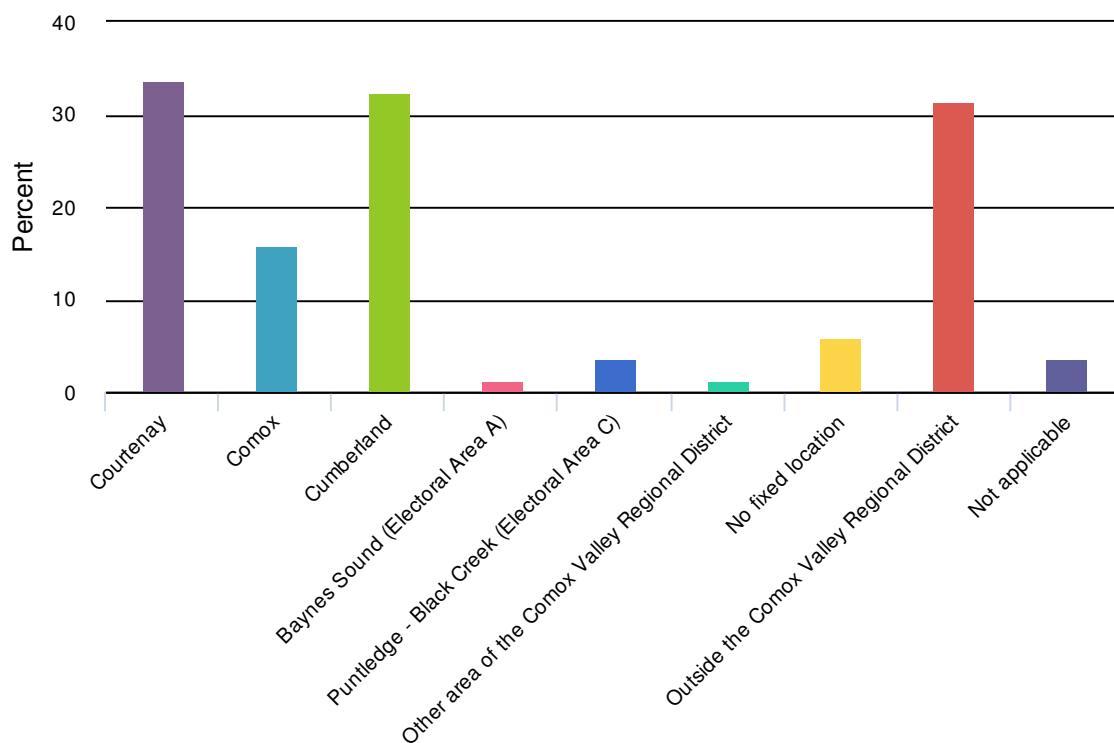
### 31. Is your partner / spouse: (please choose all that apply)



Value	Percent	Responses
Full time employed	75.0%	66
Part time employed	8.0%	7
Self employed	13.6%	12
Full time student	1.1%	1
Unemployed, looking for work	1.1%	1
Caring for family full time	6.8%	6
Other, please specify	2.3%	2

Other, please specify	Count
Casual	1
Injured. Needing assistance, retraining with a variable schedule	1
Totals	2

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



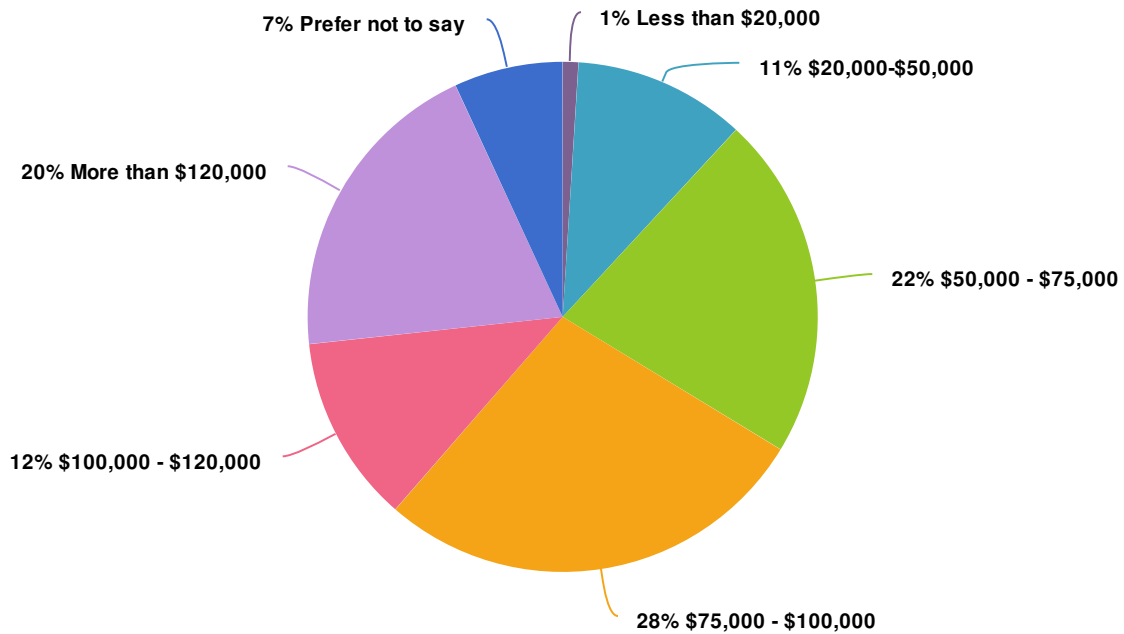
Value	Percent	Responses
Courtenay	33.7%	28
Comox	15.7%	13
Cumberland	32.5%	27
Baynes Sound (Electoral Area A)	1.2%	1
Puntledge - Black Creek (Electoral Area C)	3.6%	3
Other area of the Comox Valley Regional District	1.2%	1
No fixed location	6.0%	5
Outside the Comox Valley Regional District	31.3%	26
Not applicable	3.6%	3

Other area of the Comox Valley Regional District	Count
Prince Rupert, for the Canadian Coast Guard (shift work)	1
Totals	1



<b>Outside the Comox Valley Regional District</b>	<b>Count</b>
Campbell River	3
Campbell river	3
All over Vancouver Island	1
All over Vancouver Island	1
Away in camp	1
Campbell River	1
Coombs	1
Fort st john	1
From Qualicum to Campbell River	1
Ft McMurry	1
Gold river, Sunday-Friday	1
North island	1
Parksville	1
Remote camp work	1
Traveling position	1
Vancouver	1
Works in the field as geologist. Head office in Vancouver. Works remotely from home as well.	1
out of province	1
<b>Totals</b>	<b>22</b>

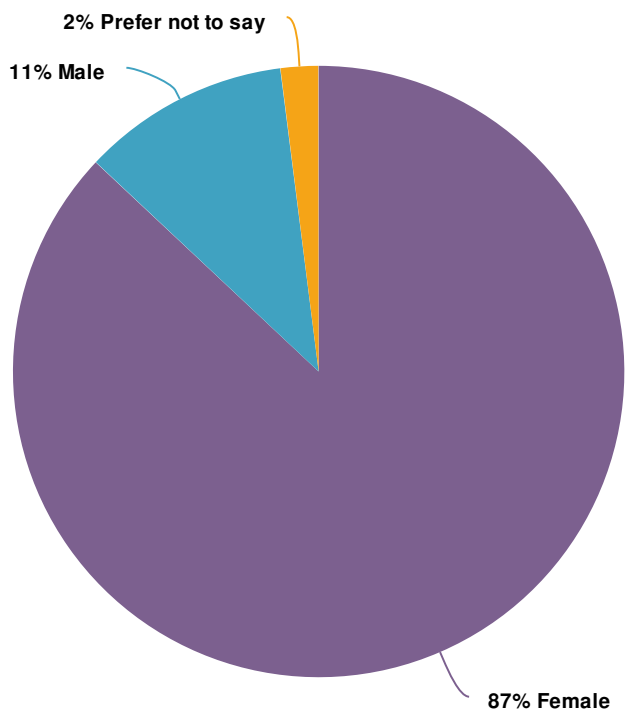
### 33. Your household income level is:






Value	Percent	Responses
Less than \$20,000	1.0%	1
\$20,000-\$50,000	10.9%	11
\$50,000 - \$75,000	21.8%	22
\$75,000 - \$100,000	27.7%	28
\$100,000 - \$120,000	11.9%	12
More than \$120,000	19.8%	20
Prefer not to say	6.9%	7

Totals: 101

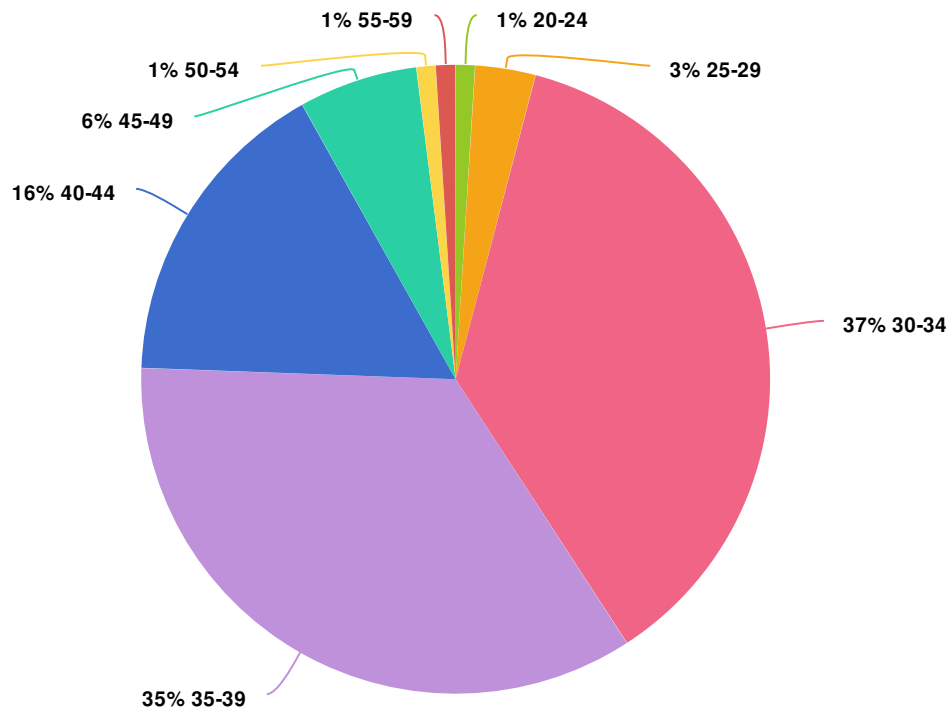
34. You are:



Value	Value	Percent	Responses
Female		87.0%	87
Male		11.0%	11
Prefer not to say		2.0%	2
			<b>Totals: 100</b>

Other	Count
Totals	0

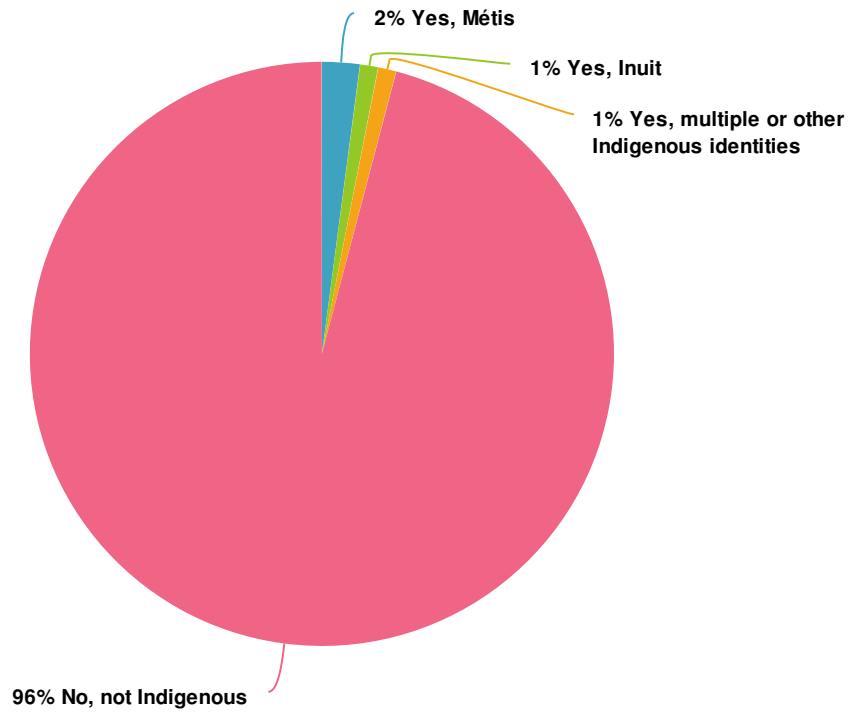
### 35. Your age is:



Value	Percent	Responses
20-24	1.0%	1
25-29	3.1%	3
30-34	36.7%	36
35-39	34.7%	34
40-44	16.3%	16
45-49	6.1%	6
50-54	1.0%	1
55-59	1.0%	1

Totals: 98

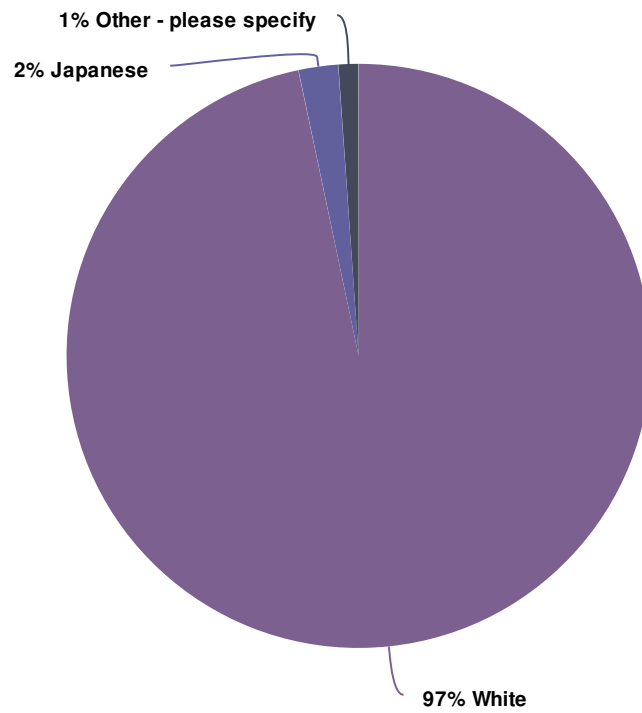
### 36. Are you Indigenous (First Nations, Métis, or Inuit)?



Value	Percent	Responses
Yes, Métis	2.1%	2
Yes, Inuit	1.0%	1
Yes, multiple or other Indigenous identities	1.0%	1
No, not Indigenous	95.9%	93

Totals: 97

37. Are you:

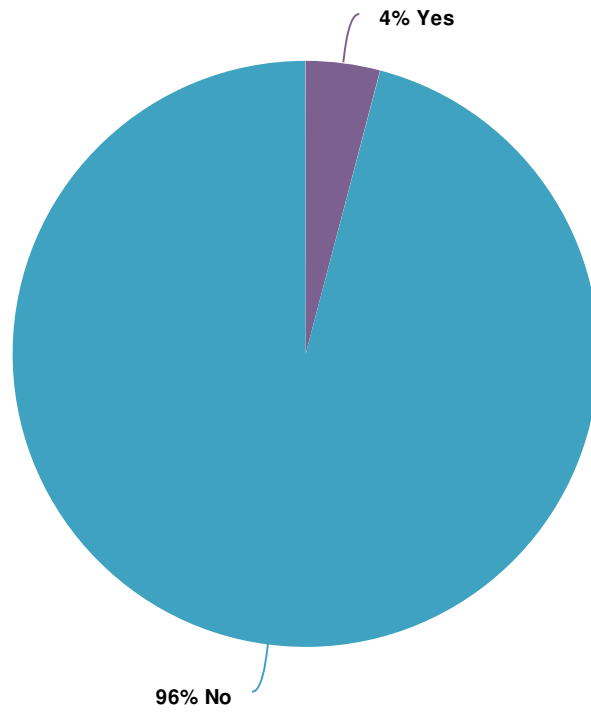


Value	Percent	Responses
White	96.8%	90
Japanese	2.2%	2
Other - please specify	1.1%	1

Totals: 93

Other - please specify	Count
Biracial	1
Totals	1

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



Value	Percent	Responses
Yes	4.1%	4
No	95.9%	93

Totals: 97