

ECEBC BUDGET ANALYSIS SURVEY RESPONSES

Key Issues:

- ❖ Improving wages for ECEs
- ❖ Compensation & Retention for ECEs
- ❖ Lack of ECEs in the field
- ❖ Quality of the ECE program
- ❖ The divide between multi-age and family child care centers
- ❖ Outcome for small business owners
- ❖ Opening centers without enough qualified ECEs

Q1: What is your overall impression of the budget?

- Fair.
- Promising.
- Its too early to tell. There is not enough concrete information available at this time.
- Wonderful start for our field. Will make a difference for families. Disappointed that there wasn't direct funding to provide ECEs currently.
- Still pouring resources into a sieve with regards to the early years, ECEs need to be fairly compensated.
- Confusing.
- I am happy with the childcare budget.
- It's a great start! I'm so excited to get to be present for this time of change in our field. I am hopeful that the government will continue to seek partnership with ECEs as they develop the plan.
- I am excited for the change to our sector and hopefully it's the fix we need to start an end to this crisis.
- I am excited to see Childcare front and center and a stat to Universal Childcare but also frustrated to see no improvement of wages for ECEs in the field.
- The budget is definitely a successful step to getting a universal childcare system for B.C. Some families will be happy with new childcare benefit! Awesome that there will be a revamped E.L.F. and training. Lots possibilities for schooling and training. Would have liked to have compensation for wages etc. But one step at a time!
- It sounds really good – almost too good to be true. I am really happy that money will be going back to the families – as most families pay more for child care than their mortgage/rent.
- I think it is a good start, I am hopeful good things will come, I look forward to learning more as things unfold.
- It's a good start

- I think it's great for parents but is lacking what is truly needed for ECE wages and is very unclear of outcomes for business owners in this field
- Cautiously optimistic yet very nervous and concerned at the same time. Very upset at the lack of wages and the plan to deal with the staffing crisis.
- I am pleased that the government is taking steps to address pressing issues such as child care and lack of affordable housing.
- Encouraging! It is evident that the hard work of ECEBC has been instrumental in informing the government.
- It's a great start!! Just concerned that there is no real focus on the wages and benefits for those ECEs currently working in the field
- I'm cautiously optimistic. I do think they are responding to parents concerns. However, sustainability in the field is only being addressed initially by bringing in new and uptraining current ECEs. What is going to keep us here. I also understand that it is such a fragmented system that it will take a very long time to get it into place. Compensation does need to be more than discussed. There needs to be a vision that will be shared. Obviously increasing standard of practice will be reflected in compensation. But it was disappointing to not have it directly addressed in the initial plan
- Still needs a lot of work, but happy they are listening and changing!
- Glad there is help for parents. Not impressed that small business owners will be pushed out
- yahoo!
- Super duper
- Great

Q2: How do you see this budget benefitting families in your care?

- Reduced child care cost and incentives for providers
- More of them will attend more often and not be cared for by grandparents or friends. Some unable to attend because of cost will now reconsider their options
- I feel the plan is beneficial for families needing care but not for small business owners like myself.
- Save them money.
- It looks like it may reduce their childcare expenses, unfortunately there will still be a high turnover of ECE staff which is the worst thing for young children as they learn in the context of relationship
- not sure right now
- Likely almost all families will receive free Preschool and free childcare.
- I work in an Infant program, so my families will be alleviated of some of the monetary hardships very soon. What I truly hope for, being on the frontline, is that more educators are enticed into/back to the field. I feel firsthand how devastating to the quality of programs it is to have a shortage of qualified staff. I would love for this to change sooner rather than later, as although the cost is a major issue for families, the quality is a major factor for children!
- Decreasing fees, opening more doors to afford better care than the neighbor or the lady who loves children. They can afford a quality, well-educated care provider.
- My program is Federal Government funded so no direct effect. However, It will be a benefit when I assist clients trying to find childcare in the community's
- The toddler program families will definitely be happy and I hope the families applying for the childcare benefit program will be happy with the budget.

- Families will definitely benefit from reduced fees which will in turn pump more money back into their food budget/vacation fund/savings/debt. The only families in care that it will not to positively affect would be my own children, who I am not allowed to claim for.
- The lower fees will impact families, but the lack of ECE's will make this hard for many families to access these spaces.
- Financial relief will improve the quality of life for many families
- Increased subsidy funding will help our lower income families.
- Parents will benefit from a cost perspective, but space is still an issue based on the lack of qualified staff.
- It will help to lower costs for families and provide access to some much-needed services.
- Hopefully a cohesive system will emerge. I am pleased to see the Early Learning Framework being updated to include children up to 8 years of age. This will perhaps allow ECEs to apply for positions in primary classes that previously were only open to EAs.
- Greatly. As an administrator I see how some families struggle to pay their fees each month and I am pleased that the subsidy system is being completely re-vamped
- Teach preschool. So I am not sure at this point
- I think it would allow families to access childcare much more easily, as well as support single parent homes and challenging life situations.
- Families will get more affordable rates.
- Lifting some families out of poverty

Q3: What are your most pressing questions or concerns that haven't been answered tonight?

- Higher wages and benefits for ECEs
- Higher wages for ECEs
- What are your long-term plans for small business owners who have devoted their lives and careers to caring for children?
- I'm concerned that the women in this field may have to wait 3 more years to earn more money.
- When are ECE's going to be compensated ECE's fairly?
- What will the full day (summer/In-service day) rate be for School-Aged?
- 1. When will funding be available for current ECEs to access Pro-D? And how do we access it?
2. The money centres receive through CCOF can be spent how administrators see fit, there is no mandate on how it is to be spent. How do we ensure that the money that is received through CCOF is actually going where it is intended by the plan?
3. How are new spaces going to be open so soon, when there is a major need for qualified ECEs in existing licensed spaces? Secondary training (Special needs and I/T) should be included in ECE programs, so that regardless of what age groups you end up working with, you are properly equipped. These programs should at least be more readily available for those who need it (e.g. at TRU in Kamloops, I/T and special needs certificate programs are only offered every other year!)
- The light shone on the in-home multi-age issue was important and needs to be continued to be addressed. it is causing a divide. I hear wages will be dealt with in the future, that is a big concern for me, as we need to keep ECE's in the field.
- Improving wages & conditions for ECE's so that I can find qualified staff

- Will there be more opportunities in other communities/ colleges to get the degree for early childhood education? Will ECEs have to (should be) get more than 40 hrs to renew licenses? Who will determine the "prototypes" centres?
- Why did you roll out all of this information prior to rolling it out for us as daycare providers/educators? It would've been good to have been armed with information prior to parents freaking out and running into the centres to ask when they will get their \$350. It makes us look like we have no idea what's going on with childcare in British Columbia. Why did they not consult any of us operators prior to discussing how and particulars about this new money? Why are licensed multi age day care centres being grouped in with family childcare? We go through way more schooling and are working very hard in our own programs – more than anyone else! I don't find it fair that we should be grouped in with family childcare, as family childcare providers did not go to school for this and would not be providing as high quality of care. Another question is why, if we are running a licensed care facility, why we are not allowed to claim for our own children attending the Daycare. Have our own children were not attending our day cares, we could charge for their spaces – so this means we are losing even more money. It does not make any sense. I also want to know how we can become early years centres, and what is being done for private daycare operators – I run a program where I pay my staff very high wages, I keep my fee is quite low, I provide all organic and vegetarian snacks, and I dropped over \$60,000 into building the Daycare if our own children were not attending our day cares, we could charge for their spaces – so this means we are losing even more money. It does not make any sense. I think there are many Daycare's like mine, who put every single last penny into their centers, work over 53 hours a week in our programs to ensure the best quality of care, and we are the ones paying the price. I fully understand that those big box Daycares do not deserve more funding, because most of the time they have a CEO in Toronto that is running multiple daycare's in BC, and just counts the money, does not know a name of a single staff or child in care. Then there are owners like me, who work more hours than any other staff in the program, and who's employees are Bringing in more money than they are. It's sad.
- Will childcare become part of the Ministry of Education?
- Staff retention and training
- There has been no clear response to the effects this will have on the business owners and how and if the new funding will help or hurt us financially as we try to pay our staff and provide quality service to our clients
- No clear plan regarding wages. How difficult will it be to increase fees? The cost of everything is going up and we will have to have a letter from GOD to raise fees.
- As I work in the child care field, my questions have to do with how exactly the government plans to roll out additional funding for child care spaces and training for more ECE professionals
- Will all StrongStart centres eventually be converted to full day early care and learning centres? While I realize the StrongStart format doesn't help parents working full-time, I strongly feel there is a need and benefit for this type of program.
- Wages for current staff; accountability to MCFD as to how providers disperse their CCOF; how do we engage with Municipalities who up until now have ignored the child care crisis; are School Districts actually going to work alongside ECEs in their communities for future planning?
- How they are going to keep ECEs in the field without fairly compensating them. Support to continue education is great. But a living wage brings people into our sector and keeps them there.
- What happens after the next election if NDP is not re elected
- How is the Government going to support small business? We are the backbone of this industry. We do not want a cookie cutter design for childcare, parents should have the right to choose the size of centre and the philosophies practiced there.
- wages!!

- What about wages for support staff?

Q4: What do we need to do in the coming months, as a collective voice, to ensure a strong forward direction toward a universal child care system?

- Encourage more workers to become ECEs and advocate for more spaces
- Don't stop advocating
- Make multi-age care and group care under the same umbrella.
- Keep informing society and the government that we deserve \$25/hour!
- compensate ECE's fairly
- Give us more details on the process receiving funds
- Let families know it is available and encourage them to apply.
- It's great that we are on the radar of the provincial and federal governments. I think as branches, we need to continue to advocate at a municipal level (as we need their support as well). I also think we need to work hard to ensure the important information is reaching all ECEs (not just members of ECEBC). Hopefully, in doing so, the strength of being a member will be even more evident and we will gain more members!
- Include all ECE's. People feel segregated, maybe by their own actions or misperception, but that divide is unhealthy. We need to stand strong together.
- Continue to communicate our concerns to government
- Talk to bosses. Talk to coworkers. Talk to families- get them to sign up for the childcare benefit. Keep the conversation going about our childcare system. Ask questions. Look for the important facts.
- Is there any way that we can open up a payment plan to become ECEBC members? I think we need to be a lot more transparent with the daycare providers even more so than the educators that work in our programs – we are the ones that are fighting hard to pay fair wages to our staff – and if we have no idea what's going on with childcare, it keeps our hands tied.
- Ensure there are continued opportunities for ECE's to be part of the conversations. I think the webinars are very helpful. It would be great to have more opportunities to hear from the decision makers.
- Provide more funding for ECE's wages
- Insure ECEBC is supporting the business owners who have spent and risked their investments to provide child care services and support and compensate our employees.
- We MUST focus on wages!!!! Spaces will not work if we do not have staff!
- Focus on ways to provide parents and child care providers with information about how the system will work, and ways they can access services to best meet their needs.
- Encourage all ECEs to join ECEBC! Talk to parents about details in the budget and how it will benefit them and their children.
- Be transparent with all information as it comes out...not just to ECEBC members but include all child care providers
- Keep a part of the conversation and make sure our concerns re the profession are addressed in addition to the crisis for families.
- Keep campaigning, never stop talking about it and try to gather more momentum and recruit more people to our fight.
- Ensure that small business owners and family daycares are supported

- Keep engaging government
- Stay united

Email Feedback:

➤ *Thank you for an amazing evening! Last night's webinar was great. I am so appreciative of all the hard work you, your staff and the board have done to bring us to this historic point. THANK YOU! I know this is just the beginning - I am inspired to make our community's ECEs aware of the great work of ECEBC.*

➤ Let me begin by thanking you and your colleagues for hosting the budget analysis online meeting last week. It was so helpful! I am very focused on Early Childhood Education because it is a priority in our community. Over the last few years we have been working with the city to develop a social plan. The culminating report is still in draft but we anticipate it will be accepted by the Council shortly. They already have it posted on their website. Early Childhood Education is a priority in the plan and I feel certain the city will partner in any initiative that will address the identified crisis in our community.

We also have a School District very keen to provide support. They have been in conversations with us about funding a dual credit delivery of the ECEC program in order to address the shortage of credentialed folks in town and to help Vancouver Island University offer an intake of the ECEC diploma program in Powell River. While we have not been able to come to a final plan there is clearly good will, possibility, and partial funding.

Powell River's campus has not had a delivery of this program since 2002-03!

Our school district may also be interested in expanding child care seats in our community through some kind of pilot project for rural communities as we have available space in our local schools.

Finally, we are very fortunate to work alongside the Tla'amin Nation who also provide high quality child care. They are keen to see training suitable for their staff and community as well as expanded services.

With all of this in mind, I am keen to bring together all parties to develop a proposal for our community. What would be very helpful is any guidance around timing and announcements around funding opportunities as well as any pointers about the preparation we should be undertaking.

➤ Thanks for the webinar this evening. I think it was so very important that you included all levels/categories of care-providers as this will be so crucial as we move forward with the three year plan. Here in Kamloops we have invited all administrators, owner operators, LNRs to a meeting on the 15th to share information as it comes out and I certainly hope we get a good response. I will keep you informed as to any questions that may come up.

Is there going to be some level of accountability for programs who receive CCOF as to how they spend it...I am thinking for example that here we pass majority on to staff as part of their hourly wage yet I know of private operators who do not?

➤ ECEBC doesn't pay for bachelors degrees. So I cannot afford that either no matter what. And so I am stuck with not being able to afford the ECE diploma anyways. I do not want them to just say get a B.Ed with ECE focus. They need to make actual 4 year ECE programs. Available online.

➤ "What countries universal child care programs are this whole program based on. And how have they been improved upon?"
many people who do not upgrade what they need to be upgrading with their paltry 40 hours of professional development.
I am concerned about the quality of care in most centres.

➤ The fact that the govt wants to open so many new childcare spaces while there are not enough people in the field and not enough time to raise the profile and respect for ECEs in society and not enough time to raise wages, I am very scared about the quality of people who will be in the classrooms and the quality of care and education that the children will be getting.