



# BC Family Child Care Association

## A Discussion Paper

on Family Child Care in British Columbia

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## Executive Summary

This discussion paper is intended to engage the child care sector by looking at current practices, addressing areas of concern and evaluating successes.

There are three primary objectives for BC Family Child Care Association (“BCFCCA”) to engage in beginning this discussion:

- To ensure that family child care remains a viable and strong business option
- To help increase quality child care spaces and foster the continuation of the family child care environment
- To recognize the value and importance of family child care within the system and the need to continue to provide families with options

BCFCCA wants the child care sector to reflect on the practice of family child care, adjust and prepare for the changes (that have affected the industry over the last year), and recognize the successes in order to move the sector forward.

Family child care providers are adamant in their desire to offer parents who work, attend school or other endeavours, quality family child care options that meet families needs, in their neighbourhoods and communities.

Since the 2008 throne speech, when All Day Kindergarten was announced the child care sector knew there would be changes. As we move into integration of Full Day Kindergarten and planning continues around pre-kindergarten, BCFCCA has researched and is proposing possible restructuring models that would assist in the continuation of vital family child care services in the community, based on what child care providers have expressed to us. This discussion paper describes options for restructuring the family child care system.

This discussion paper is meant to seek out opinions and input from the family child care sector, stimulate public discussion, as well as propose options for change and development for the future; it is not a guarantee of action.

In reviewing this discussion paper, we ask that you consider the current child care system, look at the deficiencies and reflect on how family child care will thrive and continue to honour its business model while moving to the future.

The options outlined in this paper are based on continued discussion with family child care providers and those who have an interest in family child care.

## Options for restructuring and supporting family child care

- Create parity between licensed family child care and group care as it applies to the Child Care Operating Funding Program Rates (“CCOF”)
- Increase current CCOF rates to account for a cost of living increase since 2007 (10% increase)
- Propose the following adjustments to the CCOF table

<b>Child Care Operating Funding Program Rates for Group &amp; Family Child Care Providers</b>						
Rate Category	Current Group Rate		Current Family Child Care Rate		Proposed 2011 Rate (3% increase per year hereafter)	
	4 hours or less	More than 4 hours	4 hours or less	More than 4 hours	4 hours or less	More than 4 hours
0 to 35 months	\$6.00	\$12.00	\$1.86	\$3.70	\$ 6.60	\$13.20
3 years to grade 1	\$2.74	\$5.48	\$1.41	\$2.82	\$3.00	\$6.00
Grade 2 to 12 yrs	\$1.40	\$2.80	\$0.73	\$1.46	\$2.00	\$3.50
Preschool	\$1.37	\$1.37	N/A	N/A	\$2.00	\$2.00

- Implement a yearly cost of living increase to CCOF that will automatically ensure yearly funding increases (set 3%)
- Raise Licensed Family Child Care Subsidy rates to match Group care rates, thus making the operation of a family child care business a viable proposition
- Implement a yearly cost of living increase to subsidy rate that will automatically ensure yearly funding increases (set 3%)
- Propose the following new Subsidy table

<b>PROPOSED NEW SUBSIDY RATE TABLE (3% increase per year hereafter)</b>				
TYPE OF CHILD CARE	4 HOURS OR LESS DAILY unless both before and after school care provided		MORE THAN 4 HOURS DAILY or both before and after school care provided	
	\$ PER DAY	\$ PER MONTH	\$ PER DAY	\$ PER MONTH
<b>Subsidy Rates for Licensed Child Care Settings</b>				
Licensed Group, Family Child Care and Multi-Age Child Care				
L1 – Licensed Care (0 – 18 months)	20.00	400.00	40.00	800.00
L2 – Licensed Care (19 – 36 months)	18.00	360.00	36.00	720.00
L3 – Licensed (37–school age)	16.00	320.00	30.00	600.00
Licensed Out of School Care (Kindergarten)				
L1 – Kindergarten	16.00	320.00	20.00	400.00
Licensed Preschool				
N1 – (30 months – school entry)	12.00	240.00	-	-
<b>Subsidy Rates for Registered Child Care Settings</b>				
R1 – RCC (0 – 18 months)	17.00	340.00	30.00	600.00
R2 – RCC (19 – 36 months)	16.00	320.00	30.00	600.00
R3 – RCC (37 – school age)	15.00	300.00	27.50	550.00

- Increase training requirements for licensed family child care providers to a minimum of forty (40) hours and add a requirement for ongoing training to be a minimum of ten (10) hours per year
- Add supplemental funding to financially support Kindergarten and Pre-Kindergarten spaces (when implemented) to ensure the viability of family child care providers to continue to provide care to this age group on a part-time basis
- Require all child care to be monitored, evaluated and comply with regulations
- Eliminate Licensed –Not –Required (“LNR”) category and all subsidies that apply
- Change the name of Registered License-Not-Required (“RLNR”) to “Registered Child Care”(“RCC”)
- Create a tiered system so that Family Child Care providers with numerous years of experience and additional training can:
  - Increase capacity of children in their programs to eight (8) children
  - Hire an assistant to increase Infant/Toddler capacity (max. 4 under 2)
  - Adapt their business to meet the needs of families in their community
  - Provide options to manage age ratios (max 5 under 4)
- Tiered Training System that will recognize experience and additional training of Family Child Care providers
  - **Level 1- Registered child care** – provide care for no more than two (2) children not related to the provider by blood or marriage to a maximum of four (4) children, including their own children
    - Participate, in a minimum of ten (10) hours of workshops or classes per year that apply to child development, child guidance, health and safety or nutrition.
  - **Level 2 – Licensed Family Child Care** - provide care for up to seven (7) children (Max 4 under 4 and 2 under 2)
    - Minimum of forty (40) hours of training in health & safety, child development **and** guidance.
    - Participate, in a minimum of 10 hours of workshops or classes per year that apply to child development, child guidance, health and safety or nutrition. Child Care Provider will remain at “Level 2’ until such time as they obtain a minimum of ten (10) years of documented experience as a licensed child care provider.
  - **Level 3 – Licensed Family Child Care** - provide care for up to eight (8) children (Max 5 under 4)
    - Met all Level 2 requirements
    - Have more than ten (10) years of documented licensed child care experience
    - Participate in a minimum of ten (10) hours of workshops or classes per year in child development, child guidance, health and safety, nutrition, infant/ toddler, school age, or business development

- **Level 4 – Licensed Multi Age Care** - provide care for up to eight (8) children in multi-age Family Child Care
  - Early Childhood Education (“ECE”) Diploma designation
  - Requirement to hold an ECE License to Practice – Family Child Care (“FCC”) with the ECE registry
  - Requirement to submit proof of participating in a minimum of twenty (20) hours of training per year to the ECE registry
- **Level 5 – Licensed Family Child Care** - provide care for up to eight (8) children with assistant (Max 4 under 2)
  - Met all previous level requirements
  - Required to hold an ECE License for Practice – FCC with the ECE Registry and submit documentation to validate the ongoing training component below.
  - Additional twenty (20) hours of Infant/Toddler specific training to operate an increased capacity Infant/Toddler FCC with assistant or twenty (20) hours of School-Age specific training to provide an exclusive School-Age program with an assistant
  - Participate, in a minimum of ten (10) hours of workshops or classes per year that apply to child development, child guidance, health and safety, nutrition, Infant/Toddler development, school age specific training or business development
- Expand the current ECE registry to include all child care training and monitoring.
- Support training and upgrading for Family Child Care providers with continual reinvestment of the bursary program to encourage and support professional development in the sector
- In an effort to provide a seamless system, we suggest that the Ministry of Children and Family Development support and encourage each community in the province to develop an early years plan that would include focus groups and committees of all existing services in the community, including Family Child Care to identify where gaps exist and determine how they can support one another
- Transfer the Community Care Licensing from the Ministry of Health to the Ministry of Children and Family Development in order to make the delivery of services more cohesive
- Creation of a marketing and information campaign in collaboration with the professional organizations in child care to promote and publicize child care options, tools and resources to assist families to make informed choices
- Ensure that there is a detailed and supported process for dealing with non-compliance, including anyone offering care that chooses not to be registered or licensed.

## Introduction

With the implementation of full day kindergarten, the potential implementation of pre-kindergarten in the near future; child care is faced with fewer full day clients to sustain a healthy business model with regulations limiting the ratios of children in care (4 children under 4 years of age); it stands to reason Family Child Care is especially impacted. The current system restricts growth and must adapt to meet the needs of families and ensure the viability of Family Child Care.

BCFCCA, while supporting child care, wants to ensure that we not only meet the needs of families, but that we support child care providers in the provision of quality and holistic Family Child Care. This cannot be solved by simply increasing the number of children a provider can care for.

Research has shown that a person's capacity for lifelong learning is fundamentally shaped by development in the first five years of life. The earliest years of a child's life are critical to his or her long-term physical health, well-being, competence and coping skills. The early years are strongly influenced by the interactions of their adult counterparts. These relationships whether they be parents, grandparents or child care providers, as well as the knowledge, understanding and skills these providers have to help foster development in the early years will directly influence the child's future development.

The 15 X 15 report states "While adequate nutrition, rest, economic security, as well as physical and environmental safety are essential for healthy development, young children also need to spend their time in caring, responsive, language-rich environments that include support and positive reinforcement from parents and other adults. They need opportunities to explore their world, to play, and to learn how to speak and listen to others." (Hertzman, 2009).<sup>i</sup>

With this and other research making direct correlations to training, BCFCCA would be remiss to suggest that licensed Family Child Care providers assume additional responsibilities without the benefit of further training, supports and resources. Quality child care directly correlates to the providers training and to be considered in a professional light, this must be assumed.



The discussion paper proposes:

- An overhaul of the current system
- Support for a system that recognizes experience and training
- An ability to sustain Family Child Care within a changing and evolving environment
- Professional recognition of the sector and the work they do
- Financial remuneration equal to their peers
- Ability to forecast increases in sustainable financial supports in terms of CCOF and Subsidy
- Clear definition of child care options
- A system that ensures all funded “child care” is monitored
- Stronger consequences when dealing with non-compliance including anyone offering care who choose not to be monitored under licensing or child care resource and referral
- Promotion of quality, safe and affordable child care for the province

BCFCCA strongly believes in the ingenuity, creativeness and work ethic of Family Child Care providers who meet rigorous requirements and long hours required to operate Family Child Care businesses. Child care providers choose this profession out of passion and the desire to provide a rich early learning environment for children.

## Economic and Social Benefits

Early childhood development programs have approximately an 8:1 payback to society over the long term. The economic payoffs to society of investing in child, youth and family prevention-oriented programs have been confirmed in many studies around the world. Research in 2009 and 2010 from the Justice Institute of BC, and UBC provide a local framework to justify immediate action in this province.

With the changing family structures, increase in lone parents or the need for families to have two incomes, we have an increased need for quality stable child care. In today's society parents have few choices, but to be in the paid workforce. The Vanier Institute in its "Families Count: Profiling Canada's Families IV" reports that 82% of women (aged 25 to 54 years) are now in the paid workforce, compared to 52% in 1976. (The Vanier Institute of the Family, 2010)

The Vanier Institute clearly states "We understand what 'families do' is of tremendous consequence, not only in the lives of individual family members, but for the vitality and health of communities in which we live, the safety and effectiveness of the schools in which we learn and the productivity and success of the organizations and businesses in which we labour. It is our collective interest to ensure that families have access to the supports and resources they need to carry out their vital roles, and to meet their obligations of care.

"A substantial investment in early child development will be necessary if we are to improve the competence, health and well-being of our population" (Organization for Economic Co-Operation and Development, 2007)

## Goals for restructuring and supporting Family Child Care

Restructuring and supporting British Columbia's child care system as it applies to family child is first and foremost about ensuring that BC's families continue to have choices.

Options for restructuring and supporting the Family Child Care system focus on achieving the following five (5) key policy goals:

1. **Create a seamless system for families in their neighbourhoods:** To help ensure that families understand the choices they make and the impact those choices will have, we need to simplify the process and the choices. The system must offer options that provide families with solutions that meet the needs of the children, whatever their schedules.
2. **Ensure the continuity of Family Child Care as an option to families:** With the introduction of All Day Kindergarten and the possible implementation of a pre-kindergarten program, the current Family Child Care system is not sustainable. The multi-age family grouping is slowly changing and will not remain as prominent in the province without support.
3. **Support Family Child Care providers in their efforts to evolve:** The child care system must meet the needs of Family Child Care providers on all levels. Family Child Care businesses must be based on viable business models and allow for growth and development.
4. **Increase the number of quality child care spaces:** It is clear that BC needs to provide more quality regulated child care spaces to meet the needs of families and to prevent families choosing unregulated care. With restructuring to the family child care system, we can create more appropriate spaces and allow for flexibility in meeting the needs in each community.
5. **Make Infant/Toddler care more accessible to families in their neighbourhoods in a home environment:** To meet the needs of young families, we must do more to create quality infant spaces. Family Child Care homes are optimal to provide care for our youngest citizens. The low ratios, consistent child care provider, home like environment and family atmosphere are all positive aspects of creating more Infant/Toddler spaces in Family Child Care. With extra supports, additional Infant/Toddler training and financial support these spaces have the potential to impact on the early year's sector and the foundation of the early years.

## Principles for restructuring the system

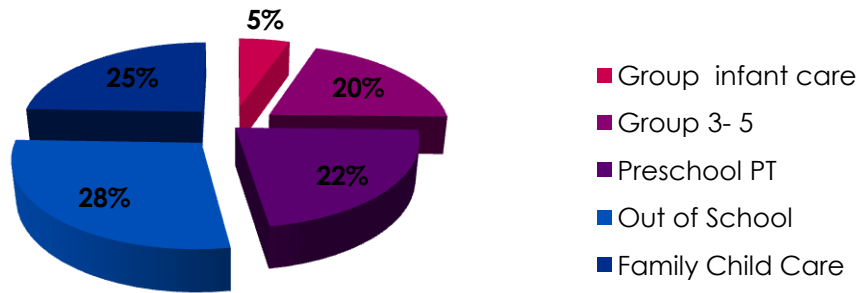
A restructured Child Care system should be guided by the following principles:

1. **Quality Child Care:** British Columbia's Child Care system should always promote and foster the development and sustainability of quality child care. This includes continual investment in training and best practices.
2. **Honour training, knowledge and experience:** An opportunity for growth and recognition as it applies to training and experience. An incentive that has not previously been part of the Family Child Care system.
3. **Set up mentoring systems:** It is important that those with experience and training can assist other providers to achieve their potential. Current experienced Family Child Care providers have much to share and the tiered system will create an environment to share this experience and make connections for new providers.
4. **Marketing the Family Child Care model as a choice for parents:** We need to ensure that families understand and are educated about the importance of the foundation of the early years. We need to create a system where the child care sector is valued and understood for the important work they do. The choices need to be clear, concise and available to all families so they may choose the option that best meets their needs, not simply one that is available.
5. **Flexibility for providers to meet the needs of families in their communities:** Businesses must adapt and change as the communities in which they live change. We must provide a variety of options for Family Child Care providers to evolve with their clientele.

## Supporting BC families with spaces and quality care

The following graphs and quantitative research demonstrate the current status of Family Child Care as an option for quality licensed care. BCFCCA believes that supporting the Family Child Care sector presents the best option to offer the most appropriate growth of child care spaces.

### Child Care Options by category in BC

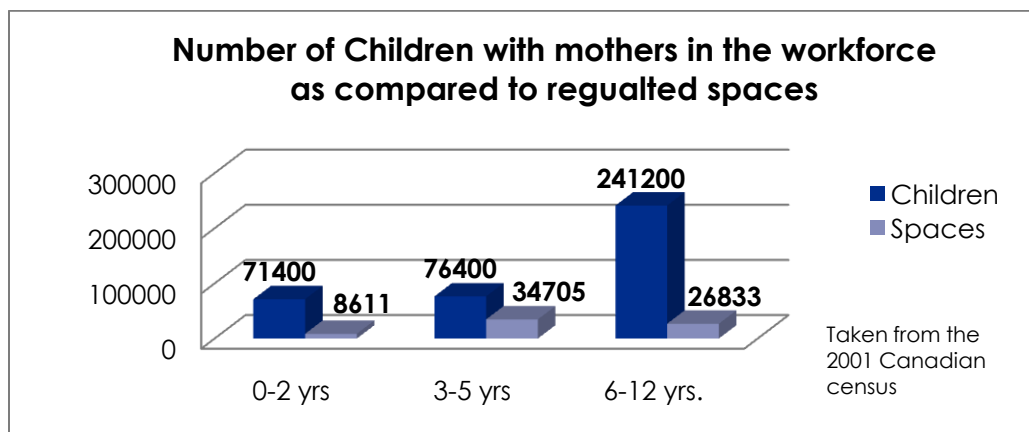


As reported in the 2001 Canadian Census

**Figure 1**

Figure 1 demonstrates the capacity at which Family Child Care can impact the child care sector. By introducing the tiered system numerous spaces may be created in key areas that currently are under supported.

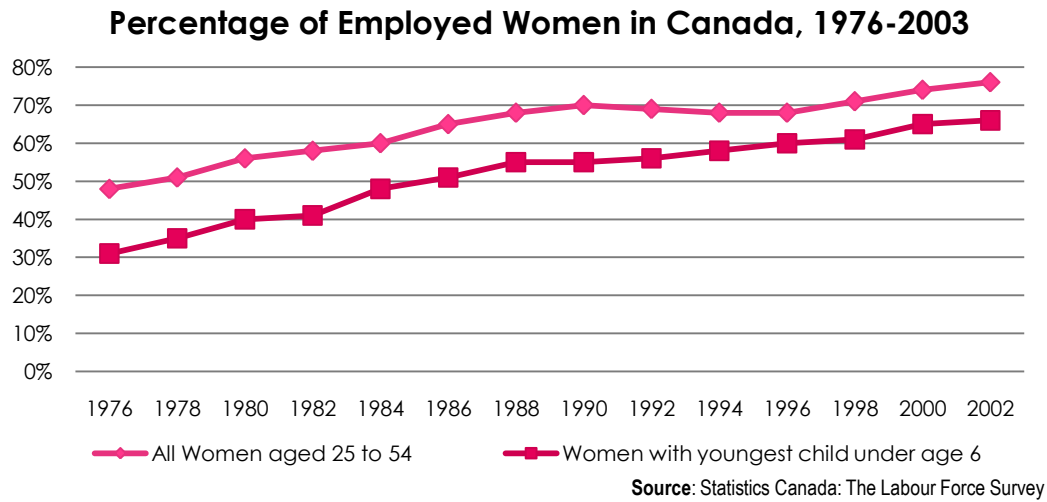
Studies have demonstrated the increasing need for quality child care options, despite the reduction of family size because of the increase of mothers in the workforce over the last ten years.



**Figure 2**

Figure 2 demonstrates the disparity between the numbers of children with mothers in the workforce compared to the total number of regulated spaces (full and part-time) available.

The statistical tracking is clear and if we extrapolate for the next ten years, there will be an increasing number of families who need access to affordable, inclusive, safe, quality child care in the neighbourhoods in which they live.



**Figure 3**

Figure 3 demonstrates that since 1976, a number of demographic, economic and social trends have contributed to an increasing demand for child care. This graph shows that since 1976 the rates of women with young children who are participating in the workforce have more than doubled.

## Conclusion

In proposing a restructuring of the Family Child Care system for British Columbia, this discussion paper has outlined the actions needed to move the sector forward towards a cohesive system.

In bringing about this transformation, we must also consider the need to support and consult with Family Child Care providers around the province. Too often Family Child Care providers are not consulted or given the resources in which to succeed when changes occur to the sector that affects them.

The options proposed in this discussion paper are designed to create the conditions by which this restructuring can take place, while supporting Family Child Care providers, families and the communities in which they live.

- Creating an atmosphere for growth of business and increase of spaces
- Committing to financially support families and thus Family Child Care providers through subsidy and CCOF
- Creating an atmosphere of respect and collaboration in the sector

As mentioned previously, this discussion paper does not represent policy but rather provides options for restructuring the Family Child Care system that would be beneficial to Family Child Care providers, families and communities.

The options detailed in this discussion paper would demonstrate a fundamental shift of the child care system. There is a need for an open and transparent public consultation on any and all proposed options.

We must find a way to ensure that the children of British Columbia have every opportunity to participate in a quality, inclusive, safe, affordable and economically viable child care system. The foundation of the early years and the productivity of this province depend on the options we provide for our youngest citizens and will for generations to come.

## Appendix 1: Child Care Operating Funding Program Rates



Ministry of  
Children and Family  
Development

## Child Care Operating Funding Program Rates

The Child Care Operating Funding Program (CCOF) assists eligible licensed group and family child care providers with the cost of providing child care. Funding amounts are based on enrolment. Funding is available for all licensed care types, with the exception of Occasional Child Care and Residential Care.

The government funds over 4,800 licensed child care facilities across the province through the Child Care Operating Fund Program.

<b>Child Care Operating Funding Program Rates Group Child Care Providers</b>		
Rate Category	<b>4 hours or less</b>	<b>More than 4 hours</b>
0 to 35 months	\$6.00	\$12.00
3 years to kindergarten	\$2.74	\$5.48
Grade 1 to 12 years	\$1.40	\$2.80
Preschool	\$1.37	\$1.37
<b>Family Child Care Providers</b>		
Rate Category	<b>4 hours or less</b>	<b>More than 4 hours</b>
0 to 35 months	\$1.85	\$3.70
3 years to kindergarten	\$1.41	\$2.82
Grade 1 to 12 years	\$0.73	\$1.46

### Contact Information

Child Care Operating Funding Administrator  
Child Care Programs and Services Branch  
Ministry of Children and Family Development  
PO Box 9965 Stn Prov Govt  
Victoria BC V8W 9R4

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E-mail us at: [mcf.ccof@gov.bc.ca](mailto:mcf.ccof@gov.bc.ca)



## Appendix 2: Child Care Subsidy Rate Table



Ministry of  
Children and Family  
Development

# CHILD CARE SUBSIDY RATE TABLE

EFFECTIVE SEPTEMBER 1, 2007

TYPE OF CHILD CARE	4 HOURS OR LESS DAILY unless both before and after school care provided		MORE THAN 4 HOURS DAILY or both before and after school care provided	
	\$ PER DAY	\$ PER MONTH	\$ PER DAY	\$ PER MONTH
<b>Subsidy Rates for Licensed Child Care Settings</b>				
<b>Licensed Group and Multi-Age Child Care</b>				
G1 – Group (0 – 18 months)	18.75	375.00	37.50	750.00
G2 – Group (19 – 36 months)	15.90	317.50	31.75	635.00
G3 – Group (37–72 months)	13.75	275.00	27.50	550.00
G4 – Group (73 months and over)	10.38	207.50	20.75	415.00
<b>Licensed Family and In-Home Multi-Age Child Care</b>				
J1 – L Family (0 – 18 months)	15.00	300.00	30.00	600.00
J2 – L Family (19 – 36 months)	15.00	300.00	30.00	600.00
J3 – L Family (37 – 72 months)	13.75	275.00	27.50	550.00
J4 – L Family (73 months and over)	10.38	207.50	20.75	415.00
<b>Licensed Out of School Care (Kindergarten)</b>				
L1 – Kindergarten	13.60	272.00	17.00	340.00
<b>Licensed Preschool</b>				
N1 – (30 months – school entry)	11.25	225.00	-	-
<b>Subsidy Rates for Registered Licence – not – required Child Care Settings</b>				
R1 – RLNR (0 – 18 months)	15.00	300.00	30.00	600.00
R2 – RLNR (19 – 36 months)	15.00	300.00	30.00	600.00
R3 – RLNR (37 – 72 months)	13.75	275.00	27.50	550.00
R4 – RLNR (73 months and over)	10.38	207.50	20.75	415.00
<b>Subsidy Rates for Licence – not – required Child Care Settings</b>				
F1 – LNR (0 – 18 months)	10.95	219.00	21.90	438.00
F2 – LNR (19 – 36 months)	10.10	202.00	20.20	404.00
F3 – LNR (37 months and over)	8.85	177.00	17.70	354.00
<b>Subsidy Rates for Care Surrounding School Day All Child Care Settings Except Child's Own Home</b>				
L2 – Grade 1 and up	8.50	170.00	10.00	200.00
<b>Subsidy Rates for In the Child's Own Home Child Care Setting</b>				
H1 – (1st child – 0 – 18 months)	9.85	197.00	19.70	394.00
H2 – (1st child 18 months and over)	7.95	159.00	15.90	318.00
H3 – (2nd child – 0 – 18 months)	4.95	99.00	9.90	198.00
H4 – (each additional child)	3.68	73.50	7.35	147.00

## References

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