



**The Corporation of the District of Saanich | Mayor's Office**

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January 18, 2021

Jamee Justason  
Union of British Columbia Municipalities  
525 Government Street  
Victoria, BC V8V 0A8

VIA EMAIL: [jjustason@ubcm.ca](mailto:jjustason@ubcm.ca)

Dear Ms. Justason:

**Re: Child Care Inventory and Action Plan**

On January 11, 2021, Saanich Council considered a Report to Council and resolved as follows:

*"That Council direct Legislative Services staff to work with the Mayor to send correspondence on Council's behalf as listed as actions in the report of the Director of Parks, Recreation and Community Services dated November 30, 2020 as follows:*

*Submit a resolution to the Union of British Columbia Municipalities stating that:*

*WHEREAS affordable, quality child care provides the foundation for lifelong success and benefits to society overall, and child care is important for the economy and quality of life for British Columbians;*

*AND WHEREAS one of the greatest barriers to increasing child care spaces is the lack of qualified Early Childhood Educators;*

*THEREFORE BE IT RESOLVED that the Union of British Columbia Municipalities support this Early Childhood Educators of British Columbia and the coalition of Child Care Advocates' proposal to implement a competitive, publicly funded Early Childhood Education Provincial Wage Grid, made possible by a significant increase in operation subsidies for child care facilities, as a step towards their plan for a universal child care system."*

A copy of the resolution, report, and meeting minutes are attached for information.

Yours truly,

Fred Haynes  
Mayor

Enclosures

cc: Saanich Council  
Suzanne Samborski, Director, Parks, Recreation & Community Services

## 2021 UBCM Resolution to Implement Early Childhood Education Provincial Wage Grid

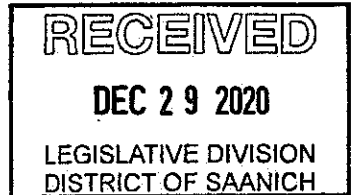
WHEREAS affordable, quality child care provides the foundation for lifelong success and benefits to society overall, and child care is important for the economy and quality of life for British Columbians;

AND WHEREAS one of the greatest barriers to increasing child care spaces is the lack of qualified Early Childhood Educators;

THEREFORE BE IT RESOLVED that the Union of British Columbia Municipalities support this Early Childhood Educators of British Columbia and the coalition of Child Care Advocates' proposal to implement a competitive, publicly funded Early Childhood Education Provincial Wage Grid, made possible by a significant increase in operation subsidies for child care facilities, as a step towards their plan for a universal child care system.



The Corporation of the District of Saanich



# Report

**To:** Mayor and Council  
**From:** Suzanne Samborski, Director of Parks, Recreation & Community Services  
**Date:** 11/30/2020  
**Subject:** Report on Child Care Inventory and Action Plan – Advocacy Section

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## RECOMMENDATION

That Council receive this report and take the described action to forward the recommendations made within the Saanich Peninsula Child Care Inventory and Action Plan.

## PURPOSE

The purpose of this report is to provide Council with information gathered from the community during the consultative process that resulted in the Saanich Child Care Inventory and Action Plan. Specifically, the information contained within "Section IV. Advocacy", makes recommendations that cannot be addressed by municipal governments, but rather require action by other orders of government.

## BACKGROUND

In a report from the Director of Parks, Recreation and Community Services dated September 16, 2020, Council received for information the Saanich Peninsula Child Care Inventory and Action Plan. Upon hearing the presentation by staff and consultants, Council made the following motions:

MOVED by Councillor Chambers and Seconded by Councillor Brice: "That Council receive for information the Saanich Peninsula Child Care Inventory and Action Plan and forward it to the Strategic Planning process for consideration."

The Motion was then Put and CARRIED

MOVED by Councillor Plant and Seconded by Councillor Chambers: "That Council direct staff to bring forward a report on the potential to advance the advocacy items outlined in the consultant's report."

CARRIED

## DISCUSSION

**District of Saanich Child Care Inventory and Action Plan - Section IV. Advocacy (p. 52)**  
*Identify ways to leverage additional support by writing letters and calling upon other orders of government to take action.*

There are a number of advocacy items identified in the Child Care Inventory and Action Plan. While some can be achieved by virtue of a letter, others will take more time and actions by other. Some of the items may have unintended consequences and require further exploration and discussion by Council.

Based on the above, staff have evaluated the advocacy recommendations and provided Council with the following recommended actions:

<b>Government of BC</b>	
Recommendation	Action
14. Consider endorsing the \$10aDay Child Care Plan, as Oak Bay and Victoria have done.	Refer to Council Strategic Planning process for potential budget implications.
<b>School Districts</b>	
Recommendation	Action
15. Write a letter to SD 63 & 61, copying the Minister of Education, encouraging the school districts to continue to develop child care on school district land, including completing an inventory of land where there are not active school sites to determine if child care could be sited there.	Request Legislative Services to work with the Mayor to send a letter on Council's behalf.
<b>Capital Regional District</b>	
Recommendation	Action
16. Submit a joint motion to the Capital Regional District Board, supporting the endorsement of the \$10aDay Child Care Plan.	If approved during Council Strategic Planning process (see Recommendation 14), request Legislative Services to work with the Oak Bay and City of Victoria to create a draft motion.
<b>Ministry of Advanced Education, Skills and Training</b>	
Recommendation	Action
17. Write a letter to the Ministry of Advanced Education, Skills and Training supporting: <ul style="list-style-type: none"> <li>The creation of a bridging program for Early Childhood Educators trained outside of BC (both internationally and within Canada) to fast track their certification within BC:</li> </ul>	Request Legislative Services to work with the Mayor to send a letter on Council's behalf.

<ul style="list-style-type: none"> <li>• The publishing of an annual transfer guide for Early Childhood Educators to simplify the provision of transfer credit between BC Early Childhood training providers, including both public and private institutions;</li> <li>• The continued funding of the development of new early childhood educator training programs which provide this education more accessibly to students, through programs such as part-time, workforce integrated learning, distance learning, and intensive programs;</li> <li>• The continued funding of the development and delivery of cohort training to increase the numbers of Indigenous Early childhood Educators; and</li> <li>• An increase in staff resources for the BC Early Childhood Registry. 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 to ECEs who move to BC to recertify here.</li> </ul>	
<b>Ministry of Agriculture</b>	
<b>Recommendation</b>	<b>Action</b>
18. Write a letter to the Ministry of Agriculture, copying the Ministry of Education, asking them to clarify with the Agricultural Land Commission that child care can be seen as an extension of school use for schools sited in the Agricultural Land Reserve.	Refer to Council Strategic Planning process for land use implications.
<b>Ministry of Children and Family Development</b>	
<b>Recommendation</b>	<b>Action</b>
19. Write a letter to the Ministry of Children and Family Development advocating for: <ul style="list-style-type: none"> <li>• A significant increase to base operational subsidies for child care facilities, 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 subsidy for care for children under 30 months, where rations and training make it very difficult to break even;</li> <li>• The implementation of a competitive, publicly funded Early Childhood Education Provincial</li> </ul>	Request Legislative Services to work with the Mayor to send a letter on Council's behalf.

<p>Wage Grid, as proposed by the Early Childhood Educators of BC and the Coalition of Child Care Advocates; and,</p> <ul style="list-style-type: none"> <li>• An increase in funding for the Supported Child Development Program, in recognition of the increased need of children with extra support needs.</li> </ul>	
<p><b>Recommendation</b></p>	<p><b>Action</b></p>
<p>20. Write a letter encouraging the Ministry of Children and Family Development Child Care Capital Program to make it easier for organizations seeking to apply for Child Care New Spaces Funds by publicly sharing designs of child care facilities incorporated into various setting, such as modular buildings and child care incorporated into office spaces.</p>	<p>Request Legislative Services to work with the Mayor to send a letter on Council's behalf.</p>
<p><b>Recommendation</b></p>	<p><b>Action</b></p>
<p>21. Write a letter to the Ministry of Children and Family Development, copying the BC Early Childhood Registry, encouraging them to improve the numbers of people who progress from their Early Childhood Education Assistant certificate to becoming Early Childhood Educators by creating a time limit on the numbers of years an individual can be certified as an Early Childhood Education Assistant.</p>	<p>Request Legislative Services to work with the Mayor to send a letter on Council's behalf.</p>
<p><b>Recommendation</b></p>	<p><b>Action</b></p>
<p>22. Write a letter to the Ministry of Children and Family Development, supporting a revision to the BC Child Care Regulations, including:</p> <ul style="list-style-type: none"> <li>• Implementing the Child Care Resource and Referral Centre proposal that registered license-not-required facilities be allowed to care for three children or a sibling group, in order to provide a stronger incentive for facilities to register, thereby creating greater oversight and support for child care providers; and,</li> <li>• Updating the language in the Child Care Licensing Regulations to describe children with extra support needs, and in the interim, work with the Early Childhood Educator Registry and Early Childhood Education training providers to update the terms used in their certificate programs, to remove the term "special needs".</li> </ul>	<p>Refer to Council Strategic Planning process for Bylaw implications.</p>
<p><b>Ministry of Citizen's Services</b></p>	
<p><b>Recommendation</b></p>	<p><b>Action</b></p>

23. Write a letter to the Ministry of Citizen's Services, encouraging the Government of BC to lead by example and incorporate child care facilities into as many of their publicly owned buildings as possible.	Refer to Council Strategic Planning process for District implications.
<b>Ministry of Health</b>	
<b>Recommendation</b>	<b>Action</b>
24. Write a letter to the Ministry of Health, encouraging the creation of a pilot for licensed outdoor based child care programs.	Refer to Council Strategic Planning process for District implications.
25. Write a letter to the Ministry of Health, copying Island Health and the Ministry of Children and Family Development, asking them to: <ul style="list-style-type: none"> <li>• Publish an annual report for each regional district across BC, with the ratio of licensed child care spaces to numbers of children 0-12 years old; and,</li> <li>• Resolve the data discrepancies between the BC Child Care Map maintained by the Ministry of Children and Family Development and the inventory of licensed child care spaces maintained by the Health Authorities.</li> </ul>	Request Legislative Services to work with the Mayor to send a letter on Council's behalf.
<b>South Island Prosperity Partnership</b>	
<b>Recommendation</b>	<b>Action</b>
26. Present child care inventory and action plan findings to the South Island Prosperity Partnership, and ask them to consider including an annual indicator on the ratio of licensed child care spaces per child 0-12 years old, using data from Island Health Child Care Licensing.	Request Legislative Services to work with the Mayor to send a letter on Council's behalf.
<b>Union of BC Municipalities</b>	
<b>Recommendation</b>	<b>Action</b>
27. Submit a resolution to the Union of BC Municipalities stating that: <p><i>Whereas affordable, quality childcare provides the foundation for lifelong success, and benefits to society overall, and childcare is important for the economy and quality of life for British Columbians;</i></p> <p><i>And whereas one of the greatest barriers to increasing childcare spaces is the lack of qualified Early Childhood Educators;</i></p>	Request Legislative Services to work with the Mayor to send a letter on Council's behalf.

<p><i>Therefore, be it resolved that UBCM support the Early Childhood Educators of BC and the Coalition of Child Care Advocates proposal to implement a competitive, publicly funded Early Childhood Education Provincial Wage Grid, made possible by a significant increase in operation subsidies for child care facilities, as a step towards their plan for a universal child care system.</i></p>	
<p><b>Recommendation</b></p>	<p><b>Action</b></p>
<p><b>28. Submit a resolution to the Union of BC Municipalities stating that:</b></p> <p><i>Whereas the Supported Child Development community-based program funded by the Ministry of Children and Development provides extremely valuable assistance for families of children with extra support needs to access inclusive child care;</i></p> <p><i>And whereas the funding for this program is inadequate to meet family needs, resulting in years-long waitlists; Therefore, be it resolved that UBCM lobby the provincial government to increase the Supported Child Development funding.</i></p>	<p><b>Request Legislative Services to work with the Mayor to send a letter on Council's behalf.</b></p>

**STRATEGIC IMPLICATIONS**

To be determined during Council Strategic Planning Process.

**FINANCIAL IMPLICATONS**

Many of the recommendations in the District of Saanich Child Care Inventory and Action Plan only require staff time to draft a formal letter, and the consideration and endorsement from Saanich Council.

Other items are more complex and could have secondary planning or financial effects. Those items have been referred for more robust consideration during Council Strategic Planning process.

**CONCLUSIONS**

The Child Care Inventory and Action Plan contains many progressive, systemic recommendations that remove barriers and support the creation of new child care spaces and support already existing businesses.


Increasing the inventory of child care spaces available to working families certainly has a positive impact on the livability of this community. However, altering the structures that govern child care facilities has the potential to cause secondary impacts to neighbourhoods and businesses alike. Council must carefully consider all angles, and call upon subject matter experts, before choosing a direction on new space development for Saanich.



Prepared by

  
Cristina Caravaca  
Senior Manager of Community Services


Approved by

  
Suzanne Samborski  
Director of Parks, Recreation and Community Services

**c. Angila Bains, Manager of Legislative Services**

**ADMINISTRATOR'S COMMENTS:**

I endorse the recommendation from the Director of Parks, Recreation and Community Services

  
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 Paul Thorkelsson  
Chief Administrative Officer