
Kelowna Child Care Society

Community Child Care Survey *Wage and Child Care Rate Information Included*



2013/2014

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Introduction

The Kelowna Child Care Society (KCCS) is a non-profit agency. The goal of KCCS is to provide quality and accessible services, training, resources, and information to the child care sector, families, and community partners in the Central Okanagan.

In the past, the Kelowna Child Care Society has distributed and collated Child Care Rate and Wage Surveys, and provided this information to the community.

As part of the Kelowna Child Care Society's effort to review the needs of the community and to continue to improve our programs and services a more comprehensive survey was distributed this year.

For the purpose of this survey, the term "Families" includes any person that is the biological or adoptive parent, foster parent, and primary caregiver of a child. ECE is the acronym for Early Childhood Educator.

The goals of the Community Child Care Survey were to:

- | | |
|---------------|---|
| <i>Goal 1</i> | <i>Gather community information about Child Care in the Central Okanagan</i> |
| <i>Goal 2</i> | <i>Bring awareness to the importance of Child Care, Child Care Providers, and the needs of families in the Central Okanagan</i> |
| <i>Goal 3</i> | <i>Advocate for funding to support Child Care Providers to provide high-quality and accessible training and family support services</i> |

Survey Distribution and Responses

Survey opened on December 10, 2013 and closed on January 22, 2014. The responses are self-report and submissions were done anonymously. The margin of error is approximately 12%. Wage and Rate surveys are not broken down into regulation type. In many sections, Child Care Programs could answer more than once depending on ages and programs offered.

Target Respondents:

1. Child Care Facilities
2. Licensed Family
3. Registered Licence Not Required
4. Informal Care

Distribution Methods:

1. Emailed out to all KCCS members - 288
 2. Emailed out to Community Partners - requested to forward to others
 3. Posted on CATCH newsletter, website, and Facebook page
 4. Paper copies provided at CRR training and Networking sessions
- Unable to know exact numbers of target respondents that received the survey

Survey Responses:

A total of 71 surveys were started online, 60 were completed

- A total of 5 were completed on paper copies

Total COMPLETED surveys: 65 surveys

- Completion Rate of surveys: 86%
- Estimated response rate of persons eligible to complete survey, that had access &/or received: 10%

Summary of Results

- **44% of children are in child care for 8 hours or more a day**
- 38% of respondents were from a Preschool Program
 - Preschool is Part-Time so may skew data showing Full-Time to Part-Time Hours and hours children are in care per day
- 32% of respondents were from the Rutland/Black Mountain/Elison areas
- 39% of respondents noted child care programs have been in operation for over 10 years
- Only 16% of respondents accommodate parents who work outside of regular office hours
- 63% of respondents note that paying child care fees appears to be a stressor for families
- Child Care Fees
 - 25% of *Daily* rates increased
 - 70% of *Monthly* rates increased
- Child Care Wages
 - Overall it appears as though wages have increased over the last seven years
 - 2008 data shows a significant increase in wages, then a decline again for 2009
- Comments section:
 - Hard to balance affordable child care fees and fair wages
 - Child care providers accommodate/subsidize child care fees for families
 - Difficult to accommodate families that work shift work

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Child Care Rates: School Age Rates, Kindergarten and up 19

Before OR after School Care 19

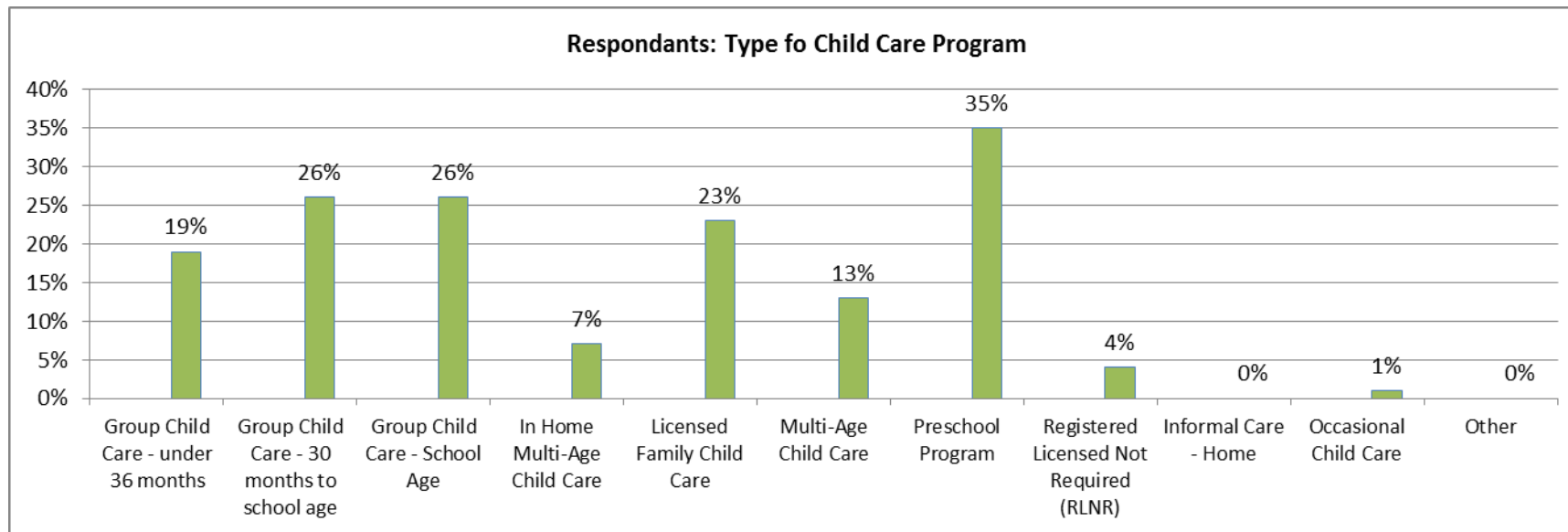
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Thank you to our Funders for their continued support! 23

Response Rates

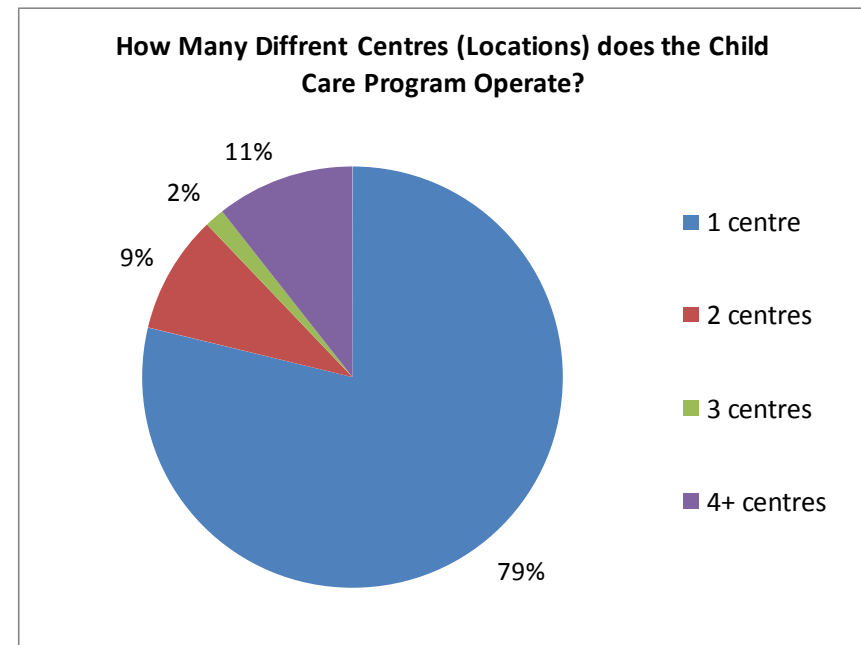
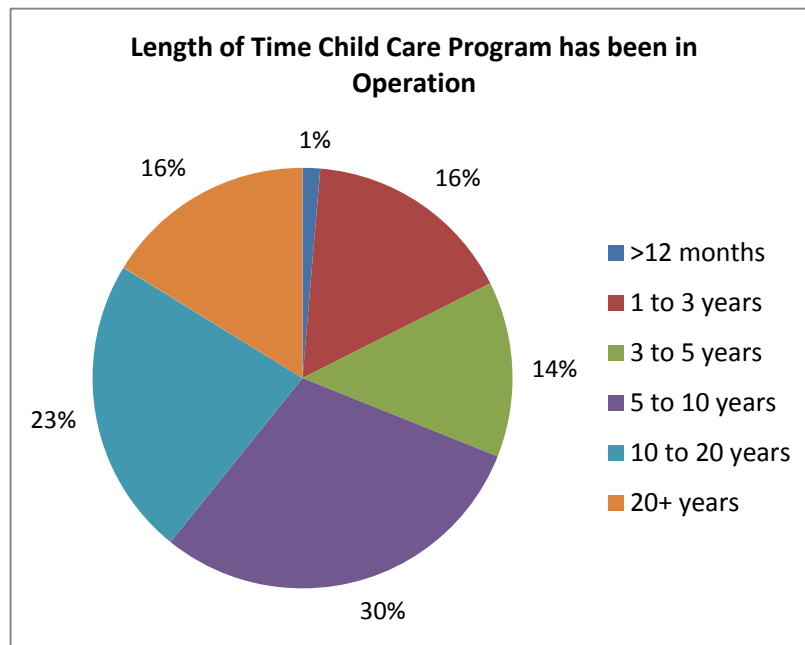
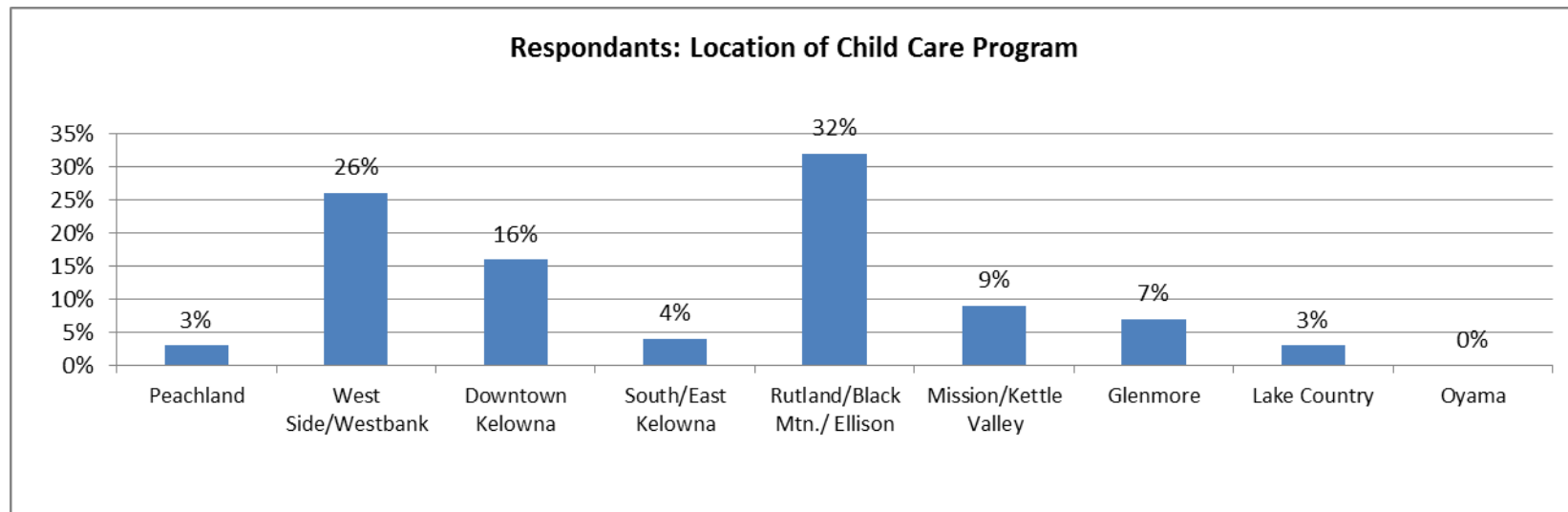


Definitions of Care:

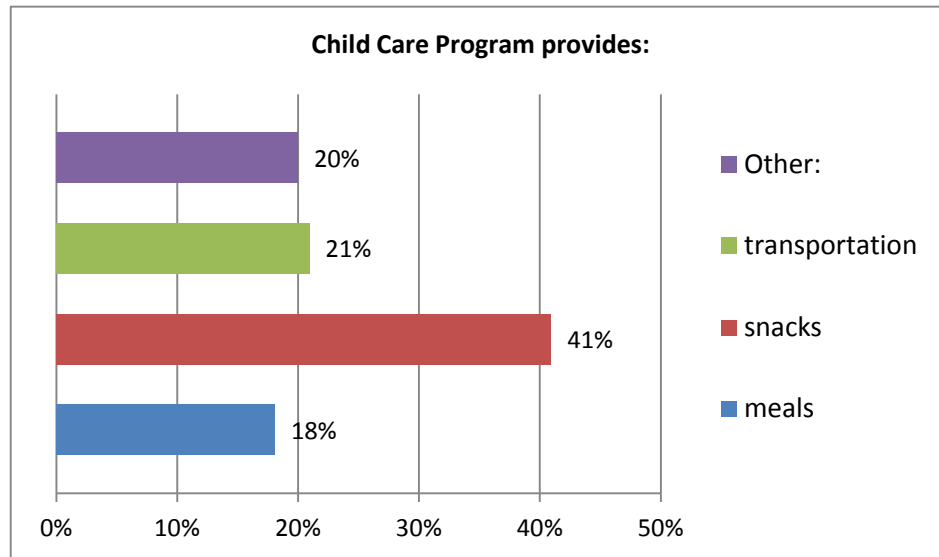
- Licensed Group Infant/Toddler:* a. Serves children from birth to 36 months in a child care facility
- Licensed Group 3-5 years:* b. Serves children from 30 months to school age in a child care facility
- Licensed Group School Age* c. Serves school age children, including kindergarten in a child care facility
- Licensed Multi-age:* Serves children from birth to age 12 in a child care facility
- Licensed In-Home Multi Age:* Serves children birth to age 12 in the care provider's own home
- Licensed Family:* Serves children from birth to age 12 in the care provider's own home
- Licensed Preschools:* Serves children from 30 months to school entry
- Registered License Not Required Family (RLNR):* Serves children from birth to school age in the care provider's own home. Has met, and must continue to meet all requirements, including health and safety, with local Child Care Resource & Referral (CCRR) Program
- Informal/License not Required (LNR)* Serves children from birth to school age in the care provider's own home. Encouraged, but not required, to register with local CCRR program
- Occasional:* Serves children under 18 months of age where part-time or occasional care is needed
- In-home/Nanny:* Someone comes into the family home to provide care
- Family/Friend:* A member of your family or friend is providing care

Adapted from: <http://www.mcf.gov.bc.ca/childcare/index.htm>

Demographics of Respondents

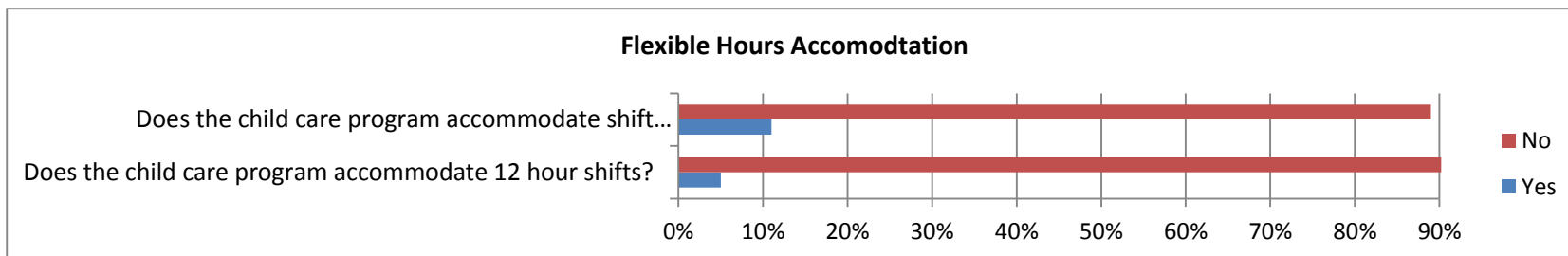


Provisions and Accommodations

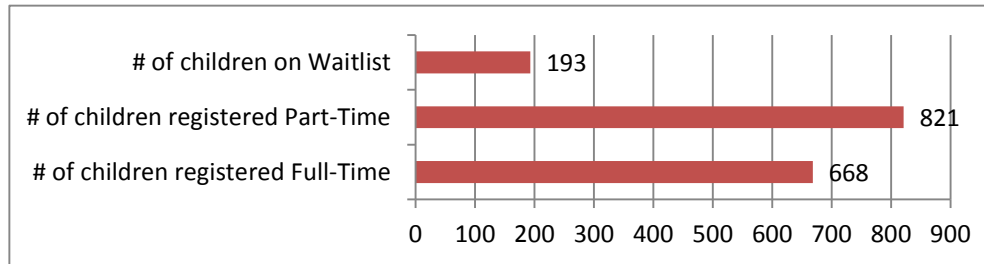


Other:

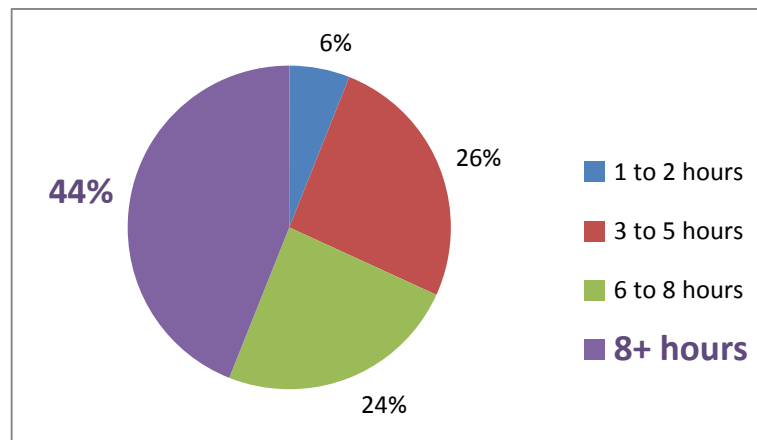
5 responses for	Field trips/Out Trips
4 responses of	none/no
2 responses for	lunch programme paid separately
1 response for each:	<ul style="list-style-type: none"> ▪ recreational programming like pottery and martial arts ▪ bottled water ▪ clothes ▪ crafts ▪ diaper wipes ▪ food only occasionally for extra charge ▪ laundry ▪ movie treats ▪ only when not enough food is sent ▪ special occasion snacks ▪ splash pant/snow pants ▪ sunscreen ▪ supplies for extra projects i.e.) parent gifts



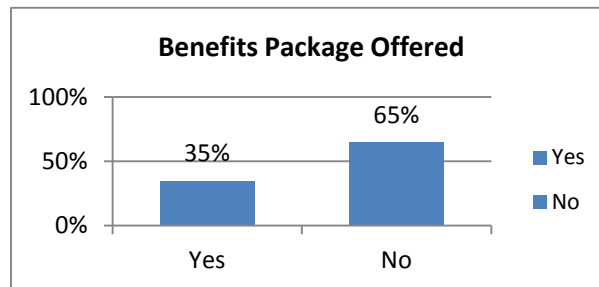
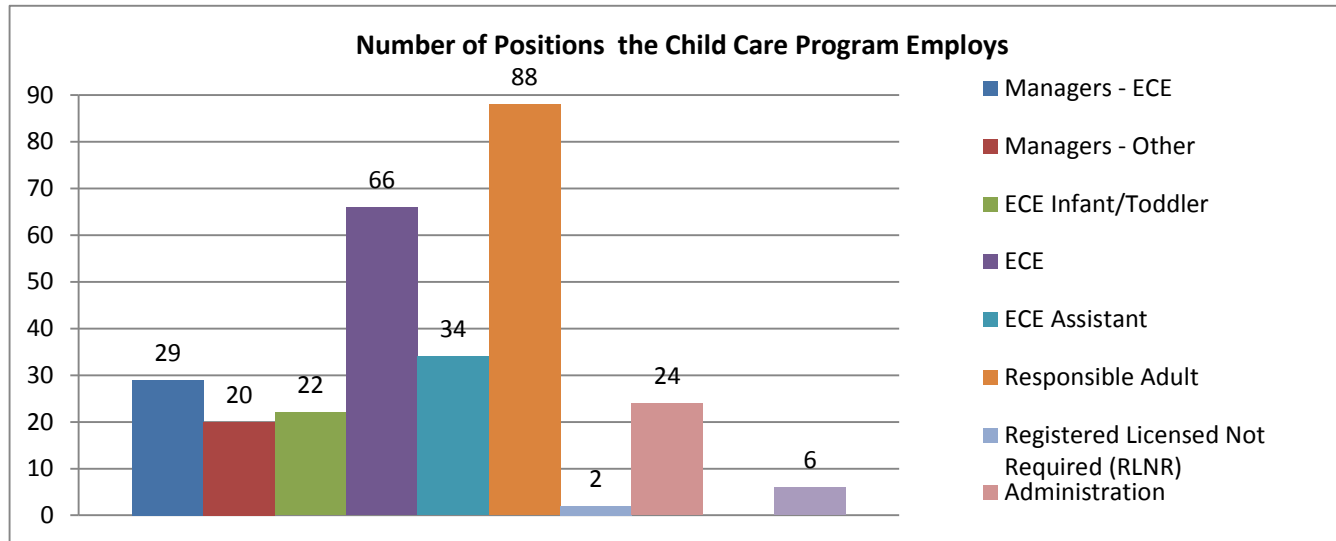
Registration and Enrollment



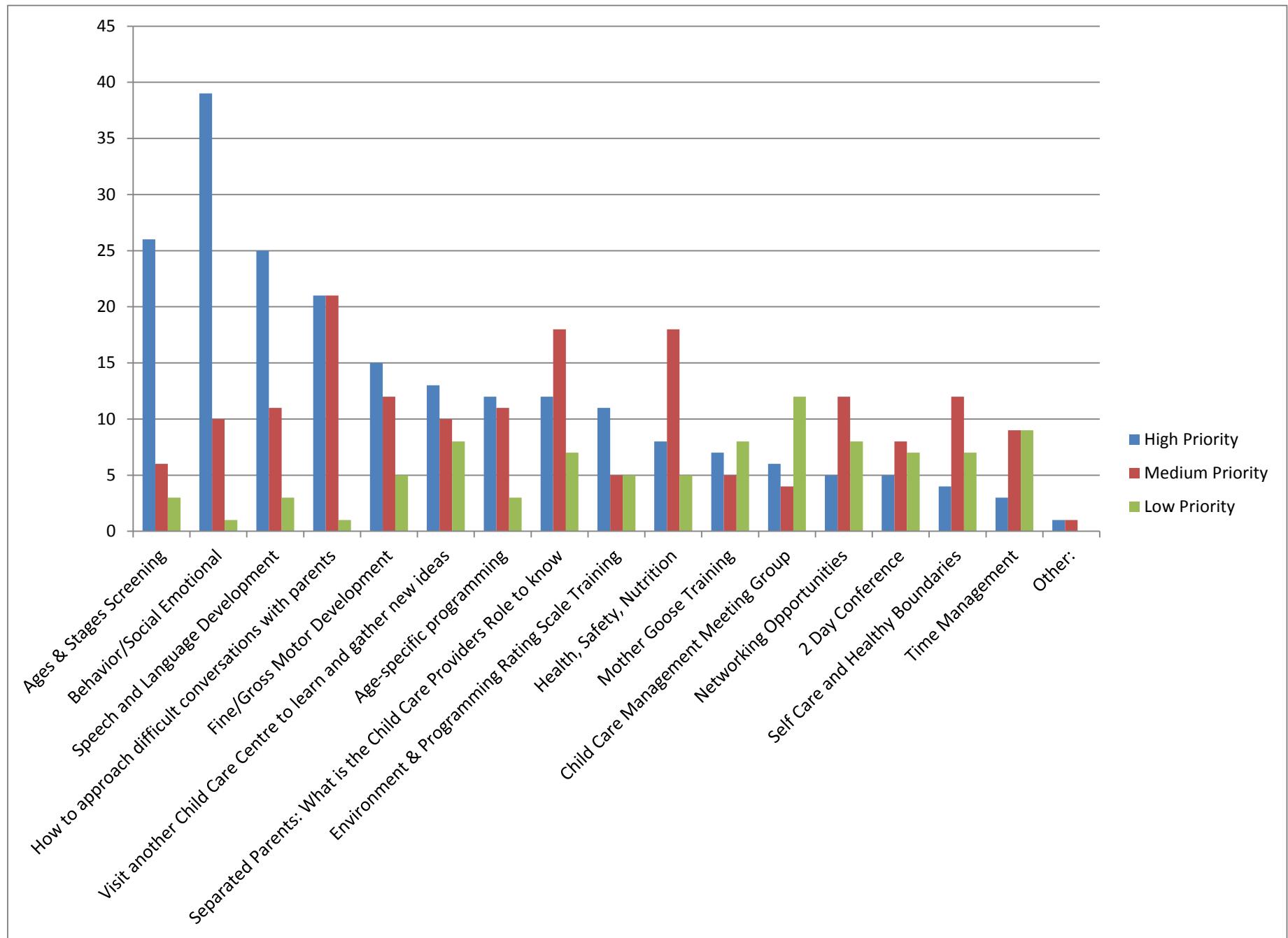
Average Number of Hours per Day Children are in Care



Child Care Employment

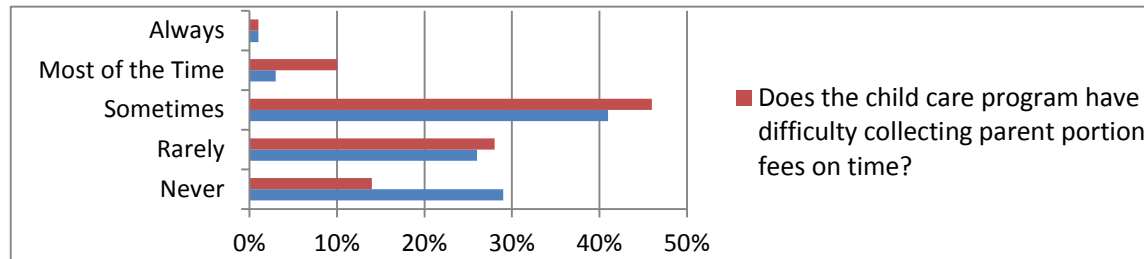


Training and Workshop Priorities

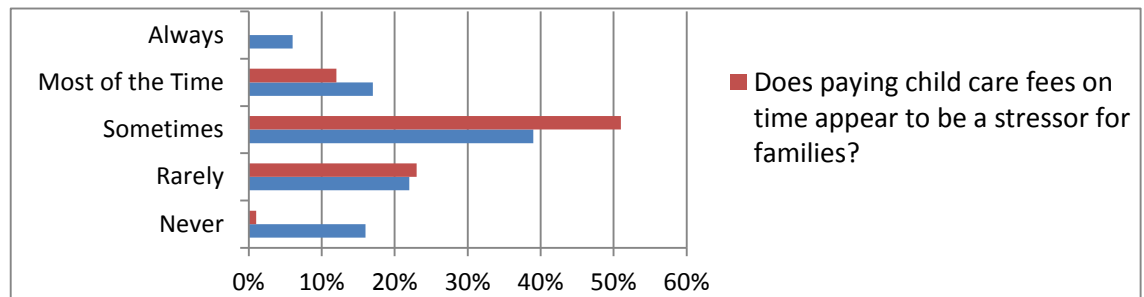


Child Care Rates: Effects on Child Care Providers and Families

Financial



Stressors



Child Care Rates: Infant to 5 years of age

Infant Rates: 0 to 18 months of age

	Low	Average	Median	High	Response Rate
Hourly	\$ 5.00	\$ 8.40	\$ 5.00	\$ 17.00	8%
Daily	\$ 30.00	\$ 42.52	\$ 40.00	\$ 63.00	38%
Monthly	\$ 700.00	\$ 908.81	\$ 900.00	\$ 1,195.00	30%
Does not apply					23%

Toddler Rates: 19 to 35 months of age

	Low	Average	Median	High	Response Rate
Hourly	\$ 5.00	\$ 8.00	\$ 5.00	\$ 17.00	5%
Daily	\$ 30.00	\$ 40.78	\$ 40.00	\$ 63.00	39%
Monthly	\$ 700.00	\$ 876.71	\$ 850.00	\$ 1,195.00	31%
Does not apply					24%

30 months to 5 years of age

	Low	Average	Median	High	Response Rate
Hourly	\$ 3.37	\$ 5.90	\$ 5.00	\$ 16.00	6%
Daily	\$ 27.00	\$ 38.52	\$ 40.00	\$ 50.00	40%
Monthly	\$ 540.00	\$ 750.67	\$ 750.00	\$ 1,000.00	38%
Does not apply					16%

**one response for monthly rate was \$145, was not added into calculations*

Preschool

	Low	Average	Median	High	Response Rate
1 day/week	\$ 80.00	\$ 100.00	\$ 100.00	\$ 120.00	4%
2 day/week	\$ 85.00	\$ 129.06	\$ 128.00	\$ 175.00	21%
3 day/week	\$ 130.00	\$ 176.33	\$ 165.00	\$ 240.00	22%
4 day/week	\$ 195.00	\$ 298.20	\$ 295.00	\$ 416.00	8%
5 day/week	\$ 130.00	\$ 302.78	\$ 300.00	\$ 520.00	9%
Does not apply					35%

**one response for 1 day/week rate was \$14, was not added into calculations *2 responses noted preschool included in above programming*

Child Care Rates: School Age Rates, Kindergarten and up

Before OR after School Care

	Low	Average	Median	High	Response Rate
Hourly	\$ 5.00	\$ 9.43	\$ 8.00	\$ 17.00	8%
Daily	\$ 13.50	\$ 16.14	\$ 15.00	\$ 26.00	31%
Monthly	\$ 225.00	\$ 336.36	\$ 325.00	\$ 500.00	21%
Does not apply					39%

**one response for daily rate was \$4.90, was not added into calculations*

Before AND after School Care

	Low	Average	Median	High	Response Rate
Hourly	\$ 5.00	\$ 6.50	\$ 6.50	\$ 8.00	5%
Daily	\$ 13.50	\$ 19.27	\$ 18.00	\$ 30.00	27%
Monthly	\$ 250.00	\$ 372.50	\$ 350.00	\$ 595.00	15%
Does not apply					53%

Professional Development Days/School Holidays/Summer

	Low	Average	Median	High	Response Rate
Hourly	\$ 8.00	\$ 8.00	\$ 8.00	\$ 8.00	5%
Daily	\$ 25.00	\$ 35.51	\$ 35.00	\$ 50.00	46%
Monthly	\$ 500.00	\$ 547.50	\$ 547.50	\$ 595.00	5%
Does not apply					44%

Child Care Sector Wages

Hourly Wage	Low	Average	Median	High	Comments:
Managers - ECE	\$14.48	\$19.27	\$18.50	\$25.00	
Managers - Other	\$14.74	\$18.83	\$19.00	\$24.00	don't know
ECE Infant/Toddler	\$12.00	\$16.46	\$16.88	\$19.50	I make approximately \$12/hr with the enrollment I currently have. If I was to have the maximum # of children I wanted to care for I would make approximately \$30/hr
ECE	\$13.73	\$17.00	\$16.00	\$25.00	
ECE Assistant	\$12.00	\$14.54	\$14.00	\$19.00	
Registered Licensed Not Required (RLNR)	\$7.55	\$8.78	\$8.78	\$10.00	don't know
Responsible Adult	\$12.42	\$15.86	\$14.00	\$24.00	
Administration	\$13.00	\$17.14	\$16.50	\$23.00	
Informal child care provider	\$15.00	\$15.00	\$15.00	\$15.00	
Other	\$10.25	\$13.33	\$13.50	\$16.00	home daycare. I don't take a specific wage. N/A self-employed. N/A

**requested average hourly wage in survey*

Text Responses:

Comments on needs of families in the community

we are open longer than any one persons shift (9.5 hours per day), to better suit parents various needs. However, it is at an added expense on our part, due to the fact that we then need more staff so that we can stagger start and end times to accommodate the centres hours. more staff = more \$\$

n/a

Occasionally transportation becomes an issue for families with two working parents who have a childcare provider that cannot transport.

Lots of people call asking if I can accommodate shift work and crazy hours (like working after 8pm) I always feel bad for the people looking for shift coverage because I can't accommodate them.

Average hours per day specified above is for Daycare children. School Age average per day would be 2 - 3 hours per day.

This is a preschool program. [organization] offer many programs that would be able to better answer these questions.

We often get requests for drop in care.

Children attend preschool and daycare full and part time

I understand preschool hour's are harder on working parent's especially when parent participation is required

I have several families who would love a Child Care Facility to provide transportation to and for preschool to allow their children to attend preschool along with daycare. Lots of family daycare homes have a range of children aged 0 - 6 and families want their children to experience an environment where they are with their own peers.

Drop in

I used to be open to more hours, but it was not a good fit for my family life and I am able to find enough work without being available for more hours so I don't need to do that anymore.

Most shift workers are offered full time spots that they cannot afford.

There is a high need for flexible hours and days for parents who work shifts and weekends. Children deserve to be in quality licensed childcare centres for care and it is something that is not addressed here in Kelowna

The wait list question is hard to answer, we have some on the wait list for this year and some for next year (children going into kindergarten). We do always have shifts in schedules so we are often moving children in one step at a time until they have the schedule they want.

Total Responses

23%

**some text has been removed to avoid possible identifying information that was included in responses*

Comments on Child Care Rates:

I find my parents that are late paying it's because they have forgotten. Have asked for blank cheques and then I get them to sign them on the day needed. Also do a lot of email transfers now. Much easier for everyone.

I have just increased my rates as at Sept. 2013. First increase in 3yrs. Increased by \$1 / day for each age group

Child care rates are high, but a necessity in order to pay fair wages and to meet ratios. It would be a beneficial to parents and centres, alike, if subsidy rates were increased to cover more of the cost and were more easily accessed by families.

Please note our after school fees are amortized over the entire school year. The rate stays the same every month including professional days and school holidays. Provincial legislation does not distinguish between Under 18 Months and 19 Mths to 35mths we have to treat both of these groups the same as far as licencing regulations go. It makes no sense that subsidy rates change for these groups since the cost to the caregiver remains the same.

I have offered subsidized and free spaces for families for which the preschool fees present a hardship for the family. Often the only choice in these situations is to help the family out of my pocket or their child cannot attend the program.

I only charge monthly rates. But the rate is based on how many days a week you are enrolled for. So it works out to 40 per day.

My childcare rates are average in order to help families with the expense of childcare. Middle class rates.

[Organization] offers a morning preschool and afternoon daycare. Parents can select to have their child in full care or partial. 4 full days costs \$859/month, 5 full days costs \$1075/month

School Age - Before & After with transportation (-) is \$290.00 Kindergarten - Before & After with transportation (-) is \$380.00 Kindergarten - Before & After NO transportation \$340.00

The billing office of the [organization] deals with this aspect. Not the staff.

Regarding Q.14 Our program offers addition subsidy for parents, subsidizing up to 50% of the parent portion which makes childcare fees more manageable for low income families and single parents. Also in order to pay staff competitively we have been raising our rate by 2% every year. In our four years of operation no one has ever complained.

I recognize the need for shift work/wknds and or 12 hour shifts. Unfortunately I work on my own and can often find the 10 hour days a challenge as it is. Due to other commitments in the evening/wknds. I also work with no break during the day other than what I can sneak in @ quiet time.

I feel our preschool rates are set at a very affordable rate

The late child care fee is always same family. Some family are never late, but some family are always late.

I care for 2 children age 4 and have very different contracts with each, which this survey doesn't really invite. For one of them I am paid \$5.50 per hour and for the other I am paid \$400 every two weeks. I will be taking care of an infant beginning in April and will be paid \$350 every two weeks. Your survey model does not contain options for all of my payment schedules.

We will be raising our rates for September 2014.

Subsidies are a great thing to allow children who would not normally have access to good daycare, that option

I feel bad that the parents have to pay so much for childcare but it is difficult to operate at quality centre and pay staff a fair wage without charging higher fees

I do not stick to a firm payment time. I take each family into consideration and especially those families with a single parent responsible for the child. Parents are great at communicating so if they are late, or need two payment times, or need to push their payment into the next month, I have no problem with that. When a parent is stressed out I sit down and talk with them and find out what is going on and how we can help. If we need to lower our rates for families who are under financial stress, we do.

We are non profit

Fees can be very difficult for most families. Much pressure for me to keep them [child care fees] low or make smaller payments a few times a month

Total Text Responses	35%
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**some text has been removed to avoid possible identifying information that was included in responses*

Child Care Fee Comparison 2012 to 2013

Green indicates a decrease in fees Red indicates an increase in fees Black indicates no change in fees

Infant Rates: 0 to 18 months of age

	Low	Average	Median	High
Hourly	No data collected in 2012			
Daily	\$0.00	-\$0.67	-\$5.00	-\$3.00
Monthly	\$100.00	\$52.78	\$51.25	\$220.00

Toddler Rates: 19 to 35 months of age

	Low	Average	Median	High
Hourly	No data collected in 2012			
Daily	\$5.00	-\$1.68	-\$5.00	\$3.00
Monthly	\$100.00	\$36.64	\$28.50	\$0.00

30 months to 5 years of age

	Low	Average	Median	High
Hourly	No data collected in 2012			
Daily	\$2.00	-\$1.03	\$1.00	-\$10.00
Monthly	-\$20.00	-\$3.26	\$25.00	\$0.00

Preschool

	Low	Average	Median	High
1 day/week	\$28.00	\$19.33	\$45.00	-\$15.00
2 day/week	-\$19.00	-\$9.15	-\$2.00	-\$13.00
3 day/week	-\$10.00	\$1.02	-\$10.00	\$30.00
4 day/week	\$20.00	\$79.95	\$71.00	\$45.00
5 day/week	-\$70.00	\$14.45	\$35.00	\$95.00

Child Care Rates: School Age Rates, Kindergarten and up

Before OR after School Care

	Low	Average	Median	High
Hourly	No data collected in 2012			
Daily	\$3.50	-\$0.80	-\$2.00	\$2.00
Monthly	\$10.00	\$36.92	\$25.00	\$120.00

Before AND after School Care

	Low	Average	Median	High
Hourly	No data collected in 2012			
Daily	No data collected in 2012			
Monthly	No data collected in 2012			

Professional Development Days/School Holidays/Summer

	Low	Average	Median	High
Hourly	No data collected in 2012			
Daily	\$0.00	-\$0.60	-\$0.55	\$0.00
Monthly	No data collected in 2012			

Child Care Wage Comparison 2006 to 2013

The following information hourly wages data was gathered from multiple sources, it is not statistically accurate. However, it can be used as a general snapshot of wages 2006 to 2013.

	Low	Average	Median	High	Comments:
Managers - ECE					
2013	\$14.48	\$19.27	\$18.50	\$25.00	
2009	-	-	-	-	
2008	\$12.00	\$17.71	\$17.16	\$24.93	*Supervisor
2007	\$11.00	\$16.53	-	\$19.00	*Supervisor
2006	\$13.00	\$13.11	-	\$20.00	*Supervisor
Managers - Other					
2013	\$14.74	\$18.83	\$19.00	\$24.00	
2009	-	-	-	-	
2008	\$16.00	\$20.24	\$20.00	\$28.00	*Manager/Program Coordinator
2007	\$12.50	\$17.86	-	\$22.00	*Manager/Program Coordinator
2006	-	-	-	-	
ECE Infant/Toddler					
2013	\$12.00	\$16.46	\$16.88	\$19.50	
2009	-	-	-	-	
2008	\$13.53	\$17.00	\$17.00	\$23.00	*ECE Post-Basic
2007	\$13.25	\$15.51	-	\$18.00	*ECE Post-Basic
2006	\$11.00	\$13.11	-	\$15.00	*ECE Post-Basic
ECE					
2013	\$13.73	\$17.00	\$16.00	\$25.00	
2009	\$15.20	-	\$16.11	\$20.69	*ECE and ECE Asst combined
2008	\$13.00	\$16.07	\$15.28	\$22.00	
2007	\$12.00	\$14.41	-	\$18.00	
2006	\$10.00	\$13.20	-	\$18.00	
ECE Assistant					
2013	\$12.00	\$14.54	\$14.00	\$19.00	
2009	\$15.20	-	\$16.11	\$20.69	*ECE and ECE Asst combined
2008	\$11.00	\$14.42	\$14.10	\$18.00	
2007	\$10.50	\$13.18	-	\$17.00	
2006	\$9.50	\$11.88	-	\$14.00	

	Low	Average	Median	High	Comments:
Registered Licensed Not Required (RLNR)					
2013	\$7.55	\$8.78	\$8.78	\$10.00	
2009	-	-	-	-	
2008	\$10.00	\$13.83	\$14.00	\$17.50	*Non-ECE
2007	\$10.50	\$13.23	-	\$16.00	*Non-ECE
2006	\$9.50	\$11.70	-	\$16.50	*Non-ECE
Responsible Adult					
2013	\$12.42	\$15.86	\$14.00	\$24.00	
2006, 2007, 2008, 2009					No data
Administration					
2013	\$13.00	\$17.14	\$16.50	\$23.00	
2006, 2007, 2008, 2009					No data
Informal child care provider					
2013	\$15.00	\$15.00	\$15.00	\$15.00	
2006, 2007, 2008, 2009					No data
Other					
2013	\$10.25	\$13.33	\$13.50	\$16.00	
2006, 2007, 2008, 2009					No data

Year	Source	Notes
2013	KCCS	KCCS Website - Wage and Rate Survey 2013 www.kelownachildcare.com
2009	BC Stats	ECE and ECE Asst combined, entered in both Education areas http://www.bcstats.gov.bc.ca/StatisticsBySubject/LabourIncome/Earnings/WageSalarySurvey/WageSalarySurveySummaryTables.aspx
2008	CATCH	Based on years of Employment - above data is the collated data http://www.catchcoalition.ca/Resources/Documents/Reports/CATCH%20produced%20documents/2008%20survey%20-%20wages.pdf
2007	KCCS	Based on years of Employment - above data is the collated data http://www.kelownachildcare.com/UserFiles/File/2007%20Wage%20Report%20Group%20Child%20Care%20&%20Preschool%20Wage%20Survey.pdf
2006	KCCS	Based on years of Employment - above data is the collated data Informational Pamphlet

Kelowna Child Care Society Office and Programs

Child Care Resource & Referral Program

Responding to the needs of Families, Child Care Providers, and Community Partners in the community

CCRR Program Coordinator

- RLNR recruitment, screening, and support
- RLNR support visits & Child Care Support visits
- Training Outline
- Workshops and training
- Toy & Resource Lending Library
- Community Resource Information

CCRR Program Consultant

- Subsidy support
- RLNR support visits
- Child Care Support visits
- Workshops and training
- Toy & Resource Lending Library
- Community Resources

CCRR Resource & Referral Receptionist

- Child Care Referral support to the community
- Toy & Resource Lending Library
- Job Postings on KCCS website
- Community Resource Information

Toy & Resource Lending Library

For Child Care Providers, Parents, & Community Members

- | | | |
|---|---|--|
| <ul style="list-style-type: none"> ▪ Guidance and support choosing developmentally appropriate toys & activities | <ul style="list-style-type: none"> ▪ Toys & Activities for children from 0-12 years of age | <ul style="list-style-type: none"> ▪ Activity Boxes ▪ Outdoor play equipment |
|---|---|--|

Family Resource Program

Provides Information and Support to the Community

- | | | |
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| <ul style="list-style-type: none"> ▪ Parent Education and Learning ▪ Family Support | <ul style="list-style-type: none"> ▪ Child Development ▪ Play-based Learning ▪ Learning & Early Literacy | <ul style="list-style-type: none"> ▪ Information/Referrals for families ▪ Community Resources |
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Young Parent Program & Child Care Centre

- | | | |
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| <ul style="list-style-type: none"> ▪ Young Parent Program supports young parents achieve academic, family, and personal successes | <ul style="list-style-type: none"> ▪ Provides child care for children aged 6 weeks to three years of age | <ul style="list-style-type: none"> ▪ Programming focuses on creating opportunities in a natural environment supporting individual strengths and needs of each child |
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Central Okanagan Universal Screening Initiative

Ages & Stages Training and Support

- | | | |
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| <ul style="list-style-type: none"> ▪ Parent Education and Learning ▪ Community Information & Referrals | <ul style="list-style-type: none"> ▪ Child Development/Early Intervention | <ul style="list-style-type: none"> ▪ Increase quality and quantity of child care programming |
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Society Administration

Michelle Dickie, Executive Director

The Kelowna Child Care Society is a non-profit organization and the Executive Director, with direction from the Board of Directors, oversees the operations of the society to ensure quality services and accountability to the members and funders.

For more information please contact:

michelled@kelownachildcare.com ~ 250-762-3536 ~ www.kelownachildcare.com

Thank you to our Funders for their continued support!

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School District #23

- Child Care Resource & Referral
- Family Resource Program
- Young Parent Program Coordinator
- Young Parent Program & Child Care Centre



- Child Care Resource & Referral
- Young Parent Program & Child Care Centre



- Central Okanagan Universal Screening Initiative



- Central Okanagan Universal Screening Initiative