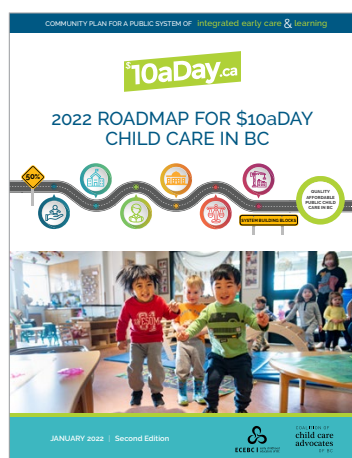


SUMMARY



The updated 2022 Roadmap for \$10aDay Child Care in BC outlines how government can create a universally accessible, inclusive, quality child care system for families who choose it — a public system in which educators are respected professionals and child care comes to the table as a strong and equal partner with the public K–12 education system.

Check out the full Roadmap at 10aday.ca/roadmap or contact us at info@10aday.ca to arrange a \$10aDay Roadmap briefing session for your organization or group.

IF THERE WAS ANY LINGERING DOUBT, the pandemic has made clear that quality child care is essential for children, families, women, and communities and also for achieving social and economic equity.

In the 2020 provincial election the three major political parties each made significant child care commitments. The NDP — now BC's majority governing party — most closely aligned with the popular \$10aDay Plan. Based on these commitments, we developed a Roadmap for \$10aDay Child Care in BC outlining how government could best deliver on its promises.

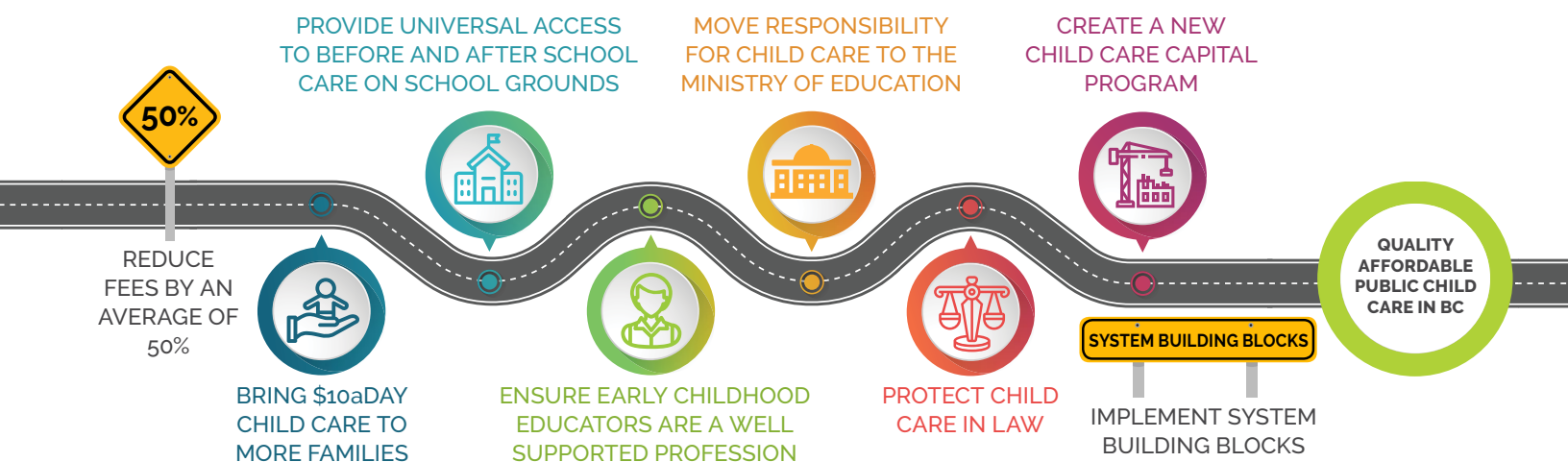
Since then, two significant and positive developments provide a strong basis for BC to accelerate implementation of a \$10aDay system.

First, on July 8, 2021 BC and Canada signed a historic bilateral Early Learning and Child Care Agreement. Under this agreement, the federal government is investing \$3.2 billion by March 31, 2026 to improve licensed child care for BC children under 6 years. The bilateral agreement is consistent with the Roadmap to \$10aDay.

Then, in the October 2021 federal election, child care emerged as a key issue. On election day, the vast majority of Canadians voted for our vision of a publicly funded, inclusive, quality child care system.

Our updated 2022 Roadmap to \$10aDay Child Care reflects these positive developments.

The 2022 Roadmap updates our recommendations for each of the six planks of the BC 2020 election commitments and adds new recommendations for implementing the bilateral commitments. It outlines a phased in timeline for meeting these commitments.



The Roadmap provides a level of policy detail required to create a quality system for BC. Download it at 10aday.ca/roadmap

We put this Roadmap forward in full support of the rights and jurisdiction of First Nations, Inuit, and Métis Peoples to design, develop, govern, and deliver services that meet their needs. Government must honour its legislated obligations to Indigenous leadership and governing bodies and provide adequate resources for Indigenous led early learning and care. We support the Indigenous Early Learning and Child Care Framework and acknowledge that Indigenous communities have and may evolve their services in directions other than those outlined in this Roadmap, creating models for us to learn from and strive for. We commit to listen, learn, and act in our ongoing work to decolonize our own practices and perspectives.

What's new?

The 2022 Roadmap updates our recommendations for each of the six planks of the BC 2020 election commitments and adds new recommendations for implementing the bilateral commitments. It outlines a phased in timeline (see pages 6 and 7) for meeting these commitments:

- **Phase 1** (through December 2022) recommends how government can reduce fees by 50 per cent while designing key system building blocks; and
- **Phase 2** (January 2023 through March 2026) recommends how government can move child care to the Ministry of Education as a strong and equal partner, reduce fees to \$10aDay, and implement system building blocks in existing and new programs.

What does 2022 Roadmap recommend?

The 2022 Roadmap is organized into eight sections. The first seven sections provide detailed policy and implementation recommendations for each of the provincial and bilateral commitments. The final section outlines four system building blocks required to build the child care system: an equitable funding formula, common operating policies and procedures, child care community/neighbourhood networks, and partnership agreements. Highlights of our recommendations in each section are set out here.



Section 1: Reduce parent fees by an average of 50% by December 2022

With funds from the bilateral agreement, BC will use the existing Child Care Fee Reduction Initiative to bring fees down across BC to an average of \$20/day. To ensure this first step moves child care toward the \$10aDay system, programs that receive these new funds should agree to strengthened accountability measures including:

- Capping parent fees and committing to no 'extra fees' for exclusionary services;
- Ensuring qualified ECEs receive the full benefit of the Wage Enhancement program;
- Posting parent fee and ECE wage information online and providing it to child care resource and referral programs; and
- Welcoming all families and children, including children with extra support needs and families receiving the Affordable Child Care Benefit.

These measures will enable families in participating programs to receive an equitable reduction in their fees in a timely way and provide an opportunity for government to phase in system building blocks.



Section 2: Bring \$10aDay child care to more families

The bilateral agreement promises a total of 12,500 \$10aDay child care spaces in place by the end of 2022 and average fees of \$10aDay across BC by 2026. To achieve this, BC must balance the transition of existing programs to \$10aDay while creating new \$10aDay sites in a systemic way. Government must replace the current, reactive competitive process to

select \$10aDay sites with planned expansion that:

- Prioritizes the transition of existing public and non-profit programs located in public or non-profit owned facilities and interested Indigenous programs into \$10aDay sites;
- Opens all new facilities developed with public capital funds as \$10aDay sites;
- Resolves facility ownership challenges with programs located in privately owned facilities to support their participation in the new system; and
- Implements the four system building blocks across the sector.

All current providers should be welcomed in with options to ensure taxpayers do not assume the mortgages/leases of privately-owned facilities. As a first step, government should undertake an inventory of existing child care programs to determine ownership status and related debts/obligations.

We support the Indigenous Early Learning and Child Care Framework and acknowledge that Indigenous communities have and may evolve their services in directions other than those outlined in this Roadmap, creating models for us to learn from and strive for. We commit to listen, learn and act in our ongoing work to decolonize our own practices and perspectives.



Section 3: Provide Universal Access to Before and After School Care on School Grounds

Regrettably, the bilateral agreement does not include funds for school age child care and so BC must make this a provincial budget priority. To ensure programs respond to the needs and interests of older children, BC must develop a learning framework for 9–12 year olds. BC must also establish and provide access to appropriate educational qualifications and wages for those working in school-age care.

School districts need a clear mandate to develop and deliver on-site school-age care that, wherever possible, is delivered directly by that school district. Expansion can begin by using existing classrooms for before and after school care with either a seamless or extended day model. And, districts should move away from 'landlord/tenant' relationships with on-site programs to partnership agreements that support the integration of school-age care within the broader learning community.



Section 4: Ensure Early Childhood Educators Are a Well Supported Profession

The recruitment and retention crisis in child care is now widely recognized as the most immediate challenge to achieving real progress. Bold, swift actions are required to provide competitive compensation, pathways to professional education/credentials, ongoing professional development, support, recognition, and respect. All approaches must advance professionalism of the sector.

The top priority is the development and implementation of a provincial, competitive, and equitable wage grid as part of an overall compensation package. A well-funded transition strategy to recruit new ECE students, encourage educators who have left the sector to return, and retain current educators is required. Increased access to public post-secondary education is essential along with measures including tuition waivers, student loan relief, laddering from related fields, and improved bursary programs. Like other professions with associations, membership in the Early Childhood Educators of BC should be required for early childhood educators.



Section 5: Move Responsibility for Child Care to the Ministry of Education

A successful transition to the Ministry of Education depends on bringing child care and education together as strong and equal partners. Government must support a respectful dialogue between early childhood educators and teachers about the strength each profession brings to implementing BC's Early Learning Framework and the recommended framework for children aged 9–12. Government has announced six new regional centres responsible for child care within the Ministry of Education. These centres should be established on an interim basis with the principal goal of supporting the capacity of school districts to assume responsibility for and maintain the uniqueness of the child care sector. These centres must be staffed by people with child care expertise, including early childhood educators, to begin proactive planning, development, and coordination of existing and new child care programs.



Section 6: Protect Child Care in Law

In 2021, BC enacted two new pieces of legislation that began the process of protecting child care in law. The new *BC Early Learning and Child Care Act* is a good first step but needs to be strengthened to enshrine the right of all young children, from birth to 12 years of age, to access high quality, inclusive, and culturally safe early care and learning and the right of all families, on a voluntary basis, to access quality affordable child care. It also needs to include a legislated mandate and funding for school districts to govern, plan, develop, manage, coordinate, and/or deliver licensed child care. The new *Early Childhood Educators Act* also needs to be strengthened to advance the profession. It should align with the vision in the BC Early Learning Framework and recommended learning framework for 9–12 year olds, reflect the ECEBC Code of Ethics, define who is eligible to practice and be employed as an educator and pedagogist, and establish a time frame for new educational standards.



Section 7: Create a New Child Care Capital Program

The bilateral agreement commits BC to funding 30,000 new spaces by March 31, 2026. This agreement and recent provincial policy changes mean that, from now on, public capital funds will only be used to create new public, non-profit, and Indigenous-led child care. Government also needs to ensure that taxpayer funds do not pay the mortgage or leasing costs of privately owned facilities. Now is the time to replace the current reactive, competitive New Spaces Fund with a child care capital budget and planning process within the Ministry of Education. This budget must be used for the development of public/non-profit child care and ensure there are dedicated capital funds for child care developed by Indigenous governments and non-profit societies. A modular strategy will help meet immediate targets. The planning process should begin with an inventory of existing child care facilities, confirming ownership, capacity for expansion, and outstanding financial obligations.



TIMELINE

PHASE 1

JANUARY TO DECEMBER 2022

AFFORDABILITY

Reduce fees by 50 per cent:

- ✓ Use the BC Child Care Fee Reduction Initiative (FRI) with increased accountability measures to move from average \$42/day to \$20/day

Increase \$10aDay spaces to 12,500:

- ✓ End current reactive prototype application process
- ✓ Transition non-profit/public programs to \$10aDay
- ✓ Invite interested Indigenous programs to transition to \$10aDay
- ✓ Begin with multiprogram organizations where only some programs are currently \$10aDay
- ✓ Open new non-profit/public programs that receive capital funds as \$10aDay programs

SCHOOL-AGE CARE

- ✓ Expand school-age care in school districts (seamless day/extended day)

SUPPORT ECE PROFESSION

- ✓ Develop wage grid including school age and family child care educators
- ✓ Implement a well-funded transition strategy
- ✓ Pay out \$4/hour wage enhancement

CAPITAL EXPANSION

- ✓ End the reactive New Spaces Fund
- ✓ Fund new non-profit, public and Indigenous spaces
- ✓ Include child care in all major public capital projects

SYSTEM DESIGN

Develop Roadmap building blocks:

- ✓ \$10aDay funding formula (lower fees, higher wages, quality provision)
- ✓ Implement common policies and procedures

Move to Ministry of Education:

- ✓ Plan and implement, with regional offices as temporary infrastructure to support the transition

Protect child care in law:

- ✓ Initiate amendments to the ELCC Act and ECE Act, as per Roadmap

CAPITAL PLANNING

- ✓ Undertake inventory of ownership arrangements of current programs
- ✓ Develop total space requirement projections
- ✓ Develop multi-year capital plan including modular strategy
- ✓ Develop and begin to implement multi-year capital budget

PHASE 2

JANUARY 2023 TO MARCH 2026

Building on Phase 1 activities, add:

AFFORDABILITY

Achieve \$10aDay child care:

- ✓ Transition all providers who want to be \$10aDay programs with increased accountability
- ✓ Implement funding formula, wage grid, and common policies and procedures
- ✓ Resolve issues with privately owned facilities as outlined in the Roadmap
- ✓ Continue existing funding to providers who don't opt in to the \$10aDay system
- ✓ Continue to open new non-profit/public programs receiving capital funds as \$10aDay programs

SCHOOL-AGE CARE

Plan, develop, and fund universal access to school-age care on school grounds:

- ✓ Same approach as \$10aDay programs
- ✓ Develop learning framework for 9–12 year old children
- ✓ Support to upgrade educator qualifications

SUPPORT ECE PROFESSION

Fully implement comprehensive cross-sector workforce strategy:

- ✓ Wage grid/compensation package
- ✓ Upgrade educational qualifications to diploma as minimum and increase Bachelors of ECE

CAPITAL EXPANSION

- ✓ Use plan and budget developed in Phase 1 to deliver 30,000-plus non-profit, public and Indigenous spaces

SYSTEM DESIGN & IMPLEMENTATION

Develop and implement additional Roadmap building blocks:

- ✓ Community/neighbourhood networks
- ✓ Partnership agreements through school districts

Integrate child care as equal partner in Ministry of Education:

- ✓ Ensure child care expertise at all levels of the system
- ✓ Support implementation of early learning framework
- ✓ Transition governance from regional offices to school districts

Protect child care in law:

- ✓ Amend ELCC Act to enshrine rights of children, families, and Indigenous communities
- ✓ Amend ECE Act to include ECEBC Code of Ethics
- ✓ Ensure the rights and jurisdictions of Indigenous Peoples are respected and honoured throughout implementation

Updated February 27, 2022

Section 8: \$10aDay System Building Blocks

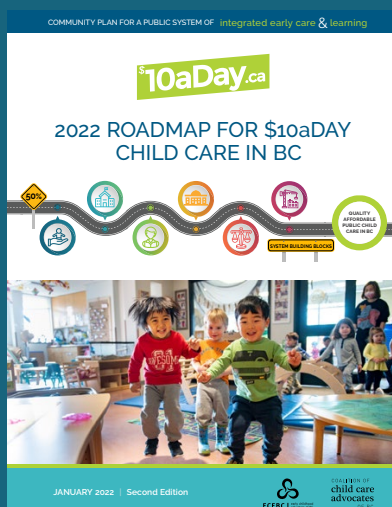
Four building blocks will bring current and new child care providers and early childhood educators together in a \$10aDay system.

1. **An equitable funding formula** designed around four child care budget categories: human resources (wages and benefits); programming; facility operations (excluding mortgage/leasing costs for private assets); and administration. The human resources costs, based on license type/group size, will account for approximately 80 per cent of the overall budget.
2. **Common operating policies and procedures** that respect the unique culture of individual programs while supporting equitable access and improved quality. Topics include inclusion, waitlist management, human resources, management/administration, and pandemic protocols.
3. **Child care community/neighbourhood networks** that connect and support group, family, and multi-age programs with new \$10aDay child care programs at a community level.
4. **Partnership agreements** to replace current funding contracts and rental agreements between child care providers and government with new reciprocal relationships between education and child care.

While the Roadmap is organized around specific targets and commitments, the building blocks provide the 'glue' that moves BC from fragmented initiatives to integrated system building. ■

SYSTEM BUILDING BLOCKS

While the Roadmap is organized around specific targets and commitments, the building blocks provide the 'glue' that moves BC from fragmented initiatives to integrated system building.



2022 ROADMAP FOR \$10aDAY CHILD CARE IN BC

Second Edition | February 2022

We put the Roadmap forward in full support of the rights and jurisdiction of First Nations, Inuit, and Métis Peoples to design, develop, and deliver early care and learning services that meet their needs. We commit to listen and learn in our ongoing work to decolonize our own practices and perspectives.

COALITION OF
**child care
advocates**
OF BC


ECEBC | early childhood
educators of BC