

**MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT
INFORMATION NOTE**

DATE: August 1, 2019
CLIFF#: 244579

DATE OF PREVIOUS NOTE: July 4, 2019
PREVIOUS CLIFF #: 241919, 238854 & 244185

PREPARED FOR: Minister Katrine Conroy and Minister of State Katrina Chen

ISSUE: Update on the BC Aboriginal Child Care Society Child Care Licensing Review Project

BACKGROUND:

MCFD has contracted with the BC Aboriginal Child Care Society (BCACCS) to build upon previous work that identified barriers and challenges with current BC Child Care Licensing Standards and Regulations that affect Indigenous child care provider's ability to offer culturally appropriate child care. This work is to include recommendations for changes that will better enable an Indigenous-led early learning and child care system.

To date, BCACCS completed a scan of practices that support Indigenous-led child care, including a scan of child care licensing and regulations in four other jurisdictions. This scan informed the development options that have been explored with Indigenous child care providers both on- and off-reserve. BCACCS has engaged with Indigenous sector partners through in person engagement sessions and an online survey, and the outcomes of the engagements will inform a final recommendations report to government on changes that will better enable Indigenous-led early learning child care system. The final report of recommendations is expected to be provided to government by December 2019.

DISCUSSION:

As part of the work on help government identify the barriers and challenges with current BC Child Care Licensing Standards and Regulations, BCACCS provided MCFD staff with a jurisdictional scan, "Indigenous Child Care in British Columbia: Exploring Options for Indigenous Jurisdiction and Legislative Changes" (Appendix A). The jurisdictional scan profiles different approaches four other jurisdictions (Ontario, Yukon, Nunavut and New Zealand) have implemented to increase Indigenous jurisdiction and leadership of Indigenous child care and licensing.

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The jurisdictional scan also makes several references to new federal legislation on Indigenous child welfare and government commitments to UNDRIP (Bill -C262 and Bill C-92), as levers to enable First Nations to reclaim jurisdiction over child care.

In addition to the scan, BCACCS provided staff with an engagement strategy, which was undertaken to explore options preferences with the Indigenous stakeholders. The engagement included 13 in person sessions, an online survey, and planned engagement with the First Nations Leadership Council¹ (FNLC). The results of the engagements will be shared with participants for validation before finalizing recommendations for government in a final report to MCFD.

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BCACCS profiled this project in its most recent E-Newsletter (“First Nations’ Jurisdiction in BC Early Learning and Childcare”). The story refers to challenges Indigenous early childhood educators face concerning BC’s child care legislation and reports that “in March, BCACCS began work on a project to explore the possible legal avenues that First Nations might pursue to resolve these challenges, including the potential for First Nations jurisdiction over early learning and child care”. MCFD is identified as the project funder.

SUMMARY:

The jurisdictional scan completed as part of the Licensing Review Project by BCACCS provides important information that can inform the Indigenous child care sector about opportunities to address historical regulatory barriers for Indigenous child care operators. A final report, anticipated late fall, will include recommendations for government’s consideration on the approach(s) the Indigenous child care sector sees as necessary in continued planning for universal child care system. Ministry staff continue to work closely with BCACCS to understand how we can work together to uphold government’s commitments to working differently with Indigenous peoples. The Licensing Review Project approaches completion this fall with a final report to be completed by December 2019.

ATTACHMENTS:

- A. Indigenous Child Care in British Columbia: Exploring Options for Indigenous Jurisdiction and Legislative Change

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¹ The First Nations Leadership Council is comprised of the political executives of the BC Assembly of First Nations (BCAFN), First Nations Summit (FNS), and the Union of BC Indian Chiefs (UBCIC).

**MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT
MEETING NOTE**

DATE: August 27, 2019

CLIFF#: 244751

PREPARED FOR: Honourable Katrina Chen, Minister of State for Child Care

DATE, TIME AND LOCATION OF MEETING: August 29, 2019 at 1:30

ISSUE(S): Geoff McDougall of Children's Reef Daycare & Learning Centre would like to discuss the shortage of child care spaces in North Burnaby.

BACKGROUND:

Geoff McDougall of Children's Reef Daycare & Learning Centre indicated he would like to discuss the following topics:

- His potential solutions to the child care shortage;
- How local governments can help; and
- What measures are being explored to improve access to child care spaces given North Burnaby's continued population growth.

Children's Reef Daycare & Learning Centre is located in the North Burnaby area near the Willingdon Heights neighbourhood. It is a Multi-Age Child Care program. This provider receives Child Care Operating Funding (CCOF) and participates in the Child Care Fee Reduction Initiative.

DISCUSSION:

Child Care Spaces in Burnaby:

In advance of the meeting, Mr. McDougall provided two maps detailing the number of licensed child care spaces and high-density developments in North Burnaby (Appendix I). The maps indicate there are approximately 200 licensed child care spaces in the North Burnaby area and approximately 15,000-20,000 new condominium units.

Ministry data on child care providers with a CCOF contract indicates that the child care provider information produced by Mr. McDougall is incomplete. The CCOF data indicates that in the 2018/19 fiscal year there were 5,219 child care spaces (including 588 preschool spaces) in Burnaby. There are an additional 128 child care spaces in four Universal Child Care Prototype Sites in Burnaby (Appendix II).

Notwithstanding, Ministry data does indicate that there is indeed a shortage of available child care space in Burnaby, which would be exacerbated by further population growth. 2017/18 data indicates that child care accessibility rates for child care in Burnaby and the surrounding

areas are high¹; the Burnaby New Westminster Local Service Area had an overall average monthly accessibility rate of 83%, which suggests that child care is generally difficult to find. Accessibility rates in the nearby Vancouver North and Vancouver South LSAs were also very high (81% and 80%, respectively) (Appendix IV). This means that Burnaby residents/parents commuting to these LSAs are likely having difficulty finding a space.

When looking at Ministry spaces data in relation to Census 2016 population data in the City of Burnaby, there are enough CCOF spaces for only 19.7% of children aged 0-12 years.

Ministry Programs Available to Local Governments:

Community Child Care Space Creation Program

The Community Child Care Space Creation Program is administered by the Union of BC Municipalities (UBCM), and provides grants of up to \$1 million per project to local governments to create new licensed child care spaces for children aged 0 to 5, with a focus on spaces for infants and toddlers.

The City of Burnaby did not submit an application to this program during the first intake period. The Ministry plans to announce the launch of the second intake at the UBCM convention taking place September 23-29, 2019. The details and timing will be announced at the convention.

Community Child Care Planning Program

The Community Child Care Planning Program, which is also administered by UBCM, provides grants of up to \$25,000 to local governments to conduct child care planning activities and develop a community child care space creation action plan. Funded projects collect information regarding the child care needs of the community, create an inventory of existing child care spaces, identify space creation targets over the next 10 years, and identify actions that can be taken to meet space creation targets. Local governments will share the information gathered in their action plan with the Ministry, thus helping to inform Provincial child care space creation planning.

The City of Burnaby successfully applied to this program and received \$25,000 to develop a child care space creation action plan. Under the terms of the grant, action plans must be completed within one year of approval, and therefore it is anticipated that Burnaby's plan will be completed by March 2020 at the latest.

Childcare BC New Spaces Fund

The Childcare BC New Spaces Fund (NS Fund) provides grants to public sector organizations (including local governments), Indigenous governments, non-profit societies, and for-profit businesses to create new child care spaces. Local governments can receive up to \$3 million (Appendix III).

¹ Accessibility is indicated by the average number of enrolment days for each space, each week. A space that is enrolled five days of each week (100%) is inaccessible. A space that's enrolled for four days each week (80%) is accessible for one day each week. If that one particular day each week is all that a family needs then that space is accessible; it would not be accessible for a family requiring more than that one particular day of child care each week.

During the 2017/18 and 2018/19 fiscal years, the Ministry provided almost \$3M for the creation of over 200 new child care spaces in Burnaby. In 2017/18, two projects in Burnaby were funded through the former Child Care Major Capital program to create 77 new child care spaces. In 2018/19, funding was provided to three projects, for the creation of 124 new child care spaces.

Two of the NS Fund projects which received funding in 2018/19 were submitted by the City of Burnaby. These projects will create 50 Group 3-5 spaces. One of the projects will be located at Capitol Hill Elementary in North Burnaby.

Table 1. City of Burnaby: Major Capital Intake 4 & New Spaces Fund Grants Issued, 2017/18 and 2018/19 Fiscal Years

Fiscal Year	# Approved Applications	Total Spaces Approved	Group Infant/Toddler	Group 3-5	Total Funding Approved
2017/18	2	77	36	41	\$479,495.00
2018/19	3	124	24	100	\$2,250,000.00
TOTAL	5	201	60	141	\$2,999,495.00

Start Up Grants Program

The Start-Up Grants program provides eligible applicants with funding to become a licensed child care facility (Family Child Care or In-Home Multi-Age). Eight applications for 59 new child care spaces were funded in Burnaby through this program since its launch in June 2018.

Table 2. City of Burnaby: Start-Up Grants Issued, 2017/18 and 2018/19 Fiscal Years

Fiscal Year	# Approved Applications	Total Spaces Approved	In-Home Multi-Age	Family Child Care	Total Funding Approved
2017/18	4	31	24	7	\$17,500.00
2018/19	4	28	0	28	\$16,000.00
TOTAL	8	59	24	35	\$33,500.00

SUGGESTED RESPONSE:

Geoff McDougall's suggested child care solutions:

We appreciate your work on looking into child care availability challenges and appreciate you sharing your thoughts with us. As you know, our government is focused on creating more licensed child care spaces so more families around British Columbia can breathe easier. Families have struggled for too long, and the shortage of child care spaces puts parents in the position of having to stay home from work or leave their communities to find child care. A shortage of child care spaces is bad for families, business and communities.

We recognize there is still much to do to create the child care system that children and families in British Columbia need and deserve. We continue to work with and receive feedback from partners, such as you, to continue to explore opportunities that help us move to a universal child care system that responds to the needs of local communities, including North Burnaby.

How local governments can help:

We are working with local governments to create child care spaces for their residents. We recognize that local governments are in the best position to know and understand the needs of their communities, and we want to empower and support local governments through funding opportunities to create sustainable, quality child care spaces that will make a real difference for communities and families in British Columbia.

We recently entered into a partnership with the City of Vancouver to create 2,300 new child care spaces in numerous project locations. We are excited to continue to identify innovative ways to improve access to child care spaces across the province, including in North Burnaby.

The Space Creation and Planning Programs, available exclusively to local governments, are encouraging local government involvement in planning for and creating child care spaces to improve access to child care in their communities. We look forward to the continued growth of these programs.

Government programs to improve access to child care spaces:

We offer funding to a wide range of applicants through the Childcare BC New Spaces Fund and Start-Up Grants programs, and continue to look for ways to improve the capacity of these programs to support providers and create new child care spaces. In response to feedback received from the public and non-profit sectors, we recently increased the amount of funding available through the New Spaces Fund to public sector and non-profit society applicants.

ATTACHMENTS:

- A. Appendix I: Child Care Maps Provided by Mr. McDougall
- B. Appendix II: Universal Child Care Prototype Sites in Burnaby
- C. Appendix III: New Spaces Fund Contribution Percentages and Funding Award Commitment by Applicant Type
- D. Appendix IV: Child Care Accessibility Rates in Burnaby and Vancouver Areas; Burnaby Child Population

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Appendix I: Child Care Maps Provided by Mr. McDougall

Figure 1 Map of Available Licensed Child Care Spaces in North Burnaby (approximately 200) (Map provided by Geoff McDougall)



Appendix I Continued

Figure 2. Map of High Density Multi-Home Development (15,000 to 20,000 units) (*Map provided by Geoff McDougall*)

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Appendix II: Universal Child Care Prototype Sites in Burnaby

Table 3. Universal Child Care Prototype Site Spaces, August 2019

Org Name	Site Name	Total Spaces	Under 36 Months	30 months to School Age	Preschool	School Age	Multi Age	In-Home Multi-Age	Family Child Care
Jenny Ky Tran Bao	Bee Daycare	8	0	0	0	0	0	8	0
Burnaby Family Life Institute	Burnaby South Childcare	24	24	0	0	0	0	0	0
Burnaby Association for Community Inclusion (BACI)	Fairhaven Children's Centre	37	12	25	0	0	0	0	0
Ritchie Bros. Auctioneers ²	Ritchie Bros. Auctioneers Child Care	59	34	25	0	0	0	0	0
Total Spaces	Total Spaces	128	70	50	0	0	0	8	0

Data source: MCFD Child Care Capital Services

² Contract modification were made because 8 multi-age spaces were being used as "flex spaces" meaning that they were not actually full time spaces but were used to shift children around throughout the day. Original contract included 8 multi-age spaces for a total of 67 spaces.

Appendix III: New Spaces Fund Contribution Percentages and Funding Award Commitment by Applicant Type

Table 4. New Spaces Fund Grant Eligibility for Different Organization Types

Applicant Type	Organization Contribution	Provincial Contribution	Maximum Provincial Funding Contribution	Funding Award Commitment
Public sector organizations and Indigenous Governments	0%	100%	Up to \$3,000,000	Up to 15 years
Indigenous Non-Profit societies	0%	100%	Up to \$1,500,000	Up to 15 years
Non-Profit Societies	10%	90%	Up to \$1,500,000	Up to 15 years
Businesses and Corporate Companies	25%	75%	Up to \$250,000	Up to 10 years

Appendix IV: Child Care Accessibility Rates in Burnaby and Vancouver Areas³; Burnaby Child Population

Table 5. Average Monthly Accessibility Rate, 2017/18

Local Service Area	Group Infant / Toddler	Group Age 3 to 5	Group School Age	Total Group	Family	Group and Family
Burnaby New Westminster	89%	82%	63%	83%	79%	82%
Vancouver North	90%	82%	59%	82%	78%	80%
Vancouver South	91%	80%	56%	80%	72%	76%

Data source: Modelling and Information Management Branch

Notes:

1 Licensed child care spaces are spaces from Childcare Operating Funding Program (CCOF) contracted facilities and include both group and family facilities.

2 Excludes licensed 'preschool' and group multi-age childcare spaces.

The accessibility rate can roughly be interpreted as follows:

85+	Significant difficulty finding Care
75% - 84%	Generally difficult to find Care
65% - 74%	Some difficulty finding Care
55% - 64%	Care is generally available, occasional difficulty is experienced
<55%	Care is generally available

Table 6. Population Aged 0-12, with Age Breakdowns, 2016

	0-2 Years	3-5 Years	6-12 Years	0-12 Years	Percentage of children with access to a CCOF space
City of Burnaby	6,545	6,405	14,200	27,150	19.7%

Data source: MCFD Corporate Data Warehouse; Census 2016

³ Accessibility is indicated by the average number of enrolment days for each space, each week. A space that is enrolled five days of each week (100%) is inaccessible. A space that's enrolled for four days each week (80%) is accessible for one day each week. If that one particular day each week is all that a family needs then that space is accessible; it would not be accessible for a family requiring more than that one particular day of child care each week.

**MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT
INFORMATION NOTE**

DATE: August 23, 2019
CLIFF#: 244791

DATE OF PREVIOUS NOTE: n/a
PREVIOUS CLIFF #: n/a

PREPARED FOR: Minister Katrine Conroy

ISSUE: Representative for Children and Youth (RCY) *Adoption and Permanency Update*
September 2019

BACKGROUND:

Note: This note is based on the draft RCY report received for administrative fairness review. The report's content may change prior to receipt of the final embargoed copy.

In June 2014, the RCY released the report *Finding Forever Families: A Review of the Provincial Adoption System (FFF)*. The FFF report findings indicated at any given time there are more than 1,000 children and youth in care waiting to be adopted. At the release of the FFF report, the RCY committed to issuing periodic updates on the adoption status of children and youth in care. This is the fifth B.C. Adoption Update. Like previous updates, it does not contain recommendations. The most recent previous update was released in December 2017. As with previous reports, this one does not reference Delegated Aboriginal Agencies, although the few adoptions completed by the two Agencies with Adoption Delegation are included in the ministry data.

In 2014, legal permanency was believed to be more desirable than other established aspects of permanency, which included relational, cultural and physical permanency. Since 2014, First Nations, Metis and Inuit leaders, communities and families have challenged this one-dimensional conceptualization of permanency.

DISCUSSION:

The current Adoption and Permanency Update takes a very different view of permanency from previous RCY adoption updates. It recognizes that statistics on adoption in previous RCY updates were a factor leading to the ministry allocating resources and setting targets for adoption placements. The current update notes that adoption numbers do not tell the complete story when it comes to working toward permanency for the children who come in contact with the care system.

The update acknowledges positive changes at MCFD. A policy change in July 2018 made it easier for ministry staff to set a permanency goal other than adoption for a child under 12 in continuing care. Also in 2018, ministry workers reviewed the care plan of every child in care to ensure the permanency goals were in their best interest. Budget 2019 provided funding MCFD to increase payments to extended family care providers for the first time in a decade, which supports permanency with family.

The update provides statistics on permanency placements from 2015/16 to 2017/18 that show declines in permanency placement for children and youth prior to and after continuing care orders (see Attachment A). The one increase in permanency placements reported for this period was for Indigenous children and youth prior to a continuing custody order through transfer of custody and reunification with family.

The update recognizes the damaging historical context of adoption for Indigenous children, youth, families and communities. It also notes that the overall number of permanency placements, including adoption placements, for Indigenous children and youth in continuing care has consistently decreased since the 2015/16 fiscal year. The update calls for urgent attention to the lack of culturally appropriate permanency options available. It also reports that, of the Indigenous children and youth placed for adoption, the proportion placed in Indigenous adoptive homes has consistently decreased from 2015/16 to 2018/19.

Due to changes in the ways in which permanency and adoption are understood, and the views held about adoption by Indigenous communities and families, the update indicates that future RCY monitoring reports will take a broader view on permanency. Future work will also be informed by youth in and from care. The Representatives' informal consultations with youth advisors have also identified a fifth dimension of permanency, identity permanency, defined by youth as the opportunity to develop a more enduring, informed and positive sense of themselves as they move into adulthood.

The RCY plans to release this report on August 30, 2019. The office states this will be a "soft launch" without accompanying media availability.

ATTACHMENTS:

A. Permanency Outcomes Indicators

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Attachment A: Permanency Outcome Indicators

Table 1: Permanency placements for children and youth following a CCO, or permanent care order, 2015/16 to 2018/19

	2015/16	2016/17	2017/18	2018/19
Adoption	362	281	241	242
Transfer of Custody (s.54.1)	38	43	37	36
Continuing Custody Order Rescindment	24	23	32	29
Total	424	347	310	307

Table 2: Permanency placements for children and youth prior to a CCO, or permanent care order, 2015/16 to 2018/19

	2015/16	2016/17	2017/18	2018/19
Transfer of Custody (s.54.01)	330	498	391	450
Reunification with extended family	2191	2006	1873	1836
Total	2521	2504	2264	2286

Table 3: Permanency placements for Indigenous children and youth prior to a CCO, or permanent care order, 2015/16 to 2018/19

	2015/16	2016/17	2017/18	2018/19
Transfer of custody (s.54.01)	185	310	237	261
Reunification with extended family	1070	1035	1044	1065
Total	1255	1345	1281	1326

Table 4: Permanency placements for Indigenous children and youth following a CCO, or permanent care order, 2015/16 to 2018/19

	2015/16	2016/17	2017/18	2018/19
Adoption	175	134	120	89
Transfer of Custody (s.54.1)	31	33	29	16
Continuing Custody Order Rescindment	13	19	27	23
Total	219	186	176	128

Children and Youth with Special Needs Service Framework Development Summary of Engagement and Research Findings



Supporting Families

The Ministry of Children and Family Development (MCFD) is developing a service framework to better support children and youth with special needs (CYSN) and their families. The framework will guide how the ministry provides and funds CYSN programs and services and will be ready for phased implementation in spring 2020.

The Engagement Process

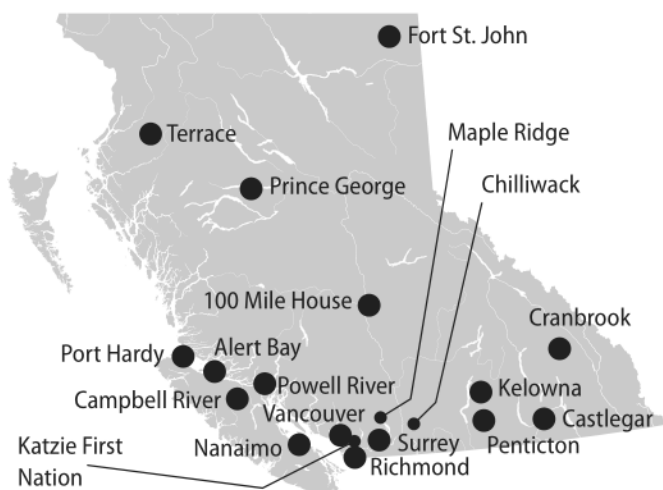
MCFD contracted two firms to do research and identify opportunities to improve access, quality and coordination of CYSN services and programs:

- Reciprocal Consulting led the user-experience research with Indigenous families; and
- KPMG conducted user-experience research with families, including but not limited to Indigenous families and communities.

Over 1500 individuals, from a broad range of families and service providers, shared their experiences with CYSN services through community workshops and research surveys. Phone interviews were also conducted with rural and remote participants and providers, as well as subject matter experts.

Where We Went

In total, 19 communities participated in community engagement sessions.



Other Research

MCFD staff also analyzed information from other sources, such as:

- Reports provided to MCFD from the Office of the Representative for Children and Youth
- Reports and articles provided by partners and external organizations
- Academic research literature

What We Heard

The user experience research and research from other sources complement each other and echo many of the same themes. These include:

Accessibility – Can families attain the right services at the right time?

- Finding and accessing CYSN services can be overwhelming and confusing for families and service providers
- Access is often linked to a family's financial, personal and community resources
- Growth in demand for CYSN services has likely exceeded growth in funding
- Families living in remote communities have less access to information about services and greater distances to travel for service
- Timeliness and consistency of service is critical for early intervention
- Transportation can be a barrier
- The array of services available to families is generally right, but more is needed

Eligibility – How are families deemed eligible for services?

- Families find wait times long to gain the diagnosis needed to access CYSN services
- Varying methods of determining eligibility across CYSN programs makes it challenging for families to navigate
- Eligibility requirements are often poorly communicated to families and are difficult to understand
- Each program has a separate intake process making it inefficient

Equity – Do the current array of services support children and families in a fair and equitable way?

- Low-income, Indigenous, English Language Learning (ELL) families and those living in remote areas report having difficulty attaining services
- Support needs for children with Fetal Alcohol Spectrum Disorder are not being met
- Families and service providers describe that children in care have greater access to CYSN services compared to children with their families
- There is a need for trauma-informed practices to support equity

Cultural responsiveness – Do services meet cultural needs?

- Many Indigenous families experience racism and discrimination when accessing and receiving CYSN services
- Many Indigenous families prefer to not access services because of racism and a lack of trust and fear of MCFD services
- Indigenous families could benefit from Elder involvement in CYSN programs and services that could facilitate greater access to traditional teachings and cultural activities and place emphasis on the importance of Elders and grandparents having a role in raising children
- Satisfaction with CYSN services is lower in ELL and Indigenous communities
- A lack of culturally appropriate services was identified

“Delays in service are detrimental to children”



Inclusion – Do services support children and families to be included in society?

- Families value early interventions and inclusion supports
- More support for transition planning into kindergarten and adulthood is needed
- The cost of equipment that aids accessibility and inclusion is a challenge for many families

Family Support – How do services support families to care for themselves and their child?

- Families need respite to stay healthy and participate in community life
- Families are burdened by the amount and tedious nature of paperwork to access services
- Families are asking for more support to manage and coordinate services
- Families feel isolated and want support so they can participate more fully in their communities

What We Learned

- The complement of services is generally right, but more is needed
- The current system favours families with resources to find and access CYSN services
- Culturally responsive and trauma-informed services are needed
- Family support, including case coordination, is desired
- Families regard a one-stop, hub infrastructure as ideal

Next Steps

Draft Framework Consultation:	Fall 2019
Implementation Consultation:	Winter 2019
Public Release of Service Framework:	March 2020
Begin Phased Implementation:	Spring 2020



Draft CYSN Service Framework

August 2019



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Objectives of Briefing

- Review of possible future state and potential key shifts
- Overview of the draft CYSN Service Framework
- Review of proposed stakeholder engagement plan consulting on draft Service Framework

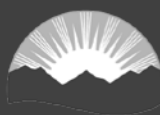
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Key Shifts

Current State	Future State
Blend of functional based and diagnostic based eligibility criteria	Functional/Needs based eligibility criteria
Emphasis on Child/Youth Focused	Child/Youth and Family Focused
CYSN Worker for eligible children and youth special needs and their families	Access to family support across all service streams and a CYSN Social Worker for children and youth experiencing high complexity in needs
Access unclear	Strengthened one stop hub infrastructure with clear pathways to enhanced services
Favours those families with resources	Improved Equity
Limited culturally responsive services	Indigenous led, culturally responsive service planning



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Purpose of CYSN Service Framework

Purpose:

- Provide the overarching policy and guides investment for the suite of CYSN services
- Assists families, service provider and other ministry partners in understanding:
 - who MCFD CYSN services are for,
 - what they do ,
 - what families can expect when receiving them, &
 - how they complement and relate to one another.

What We Learned

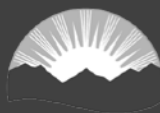
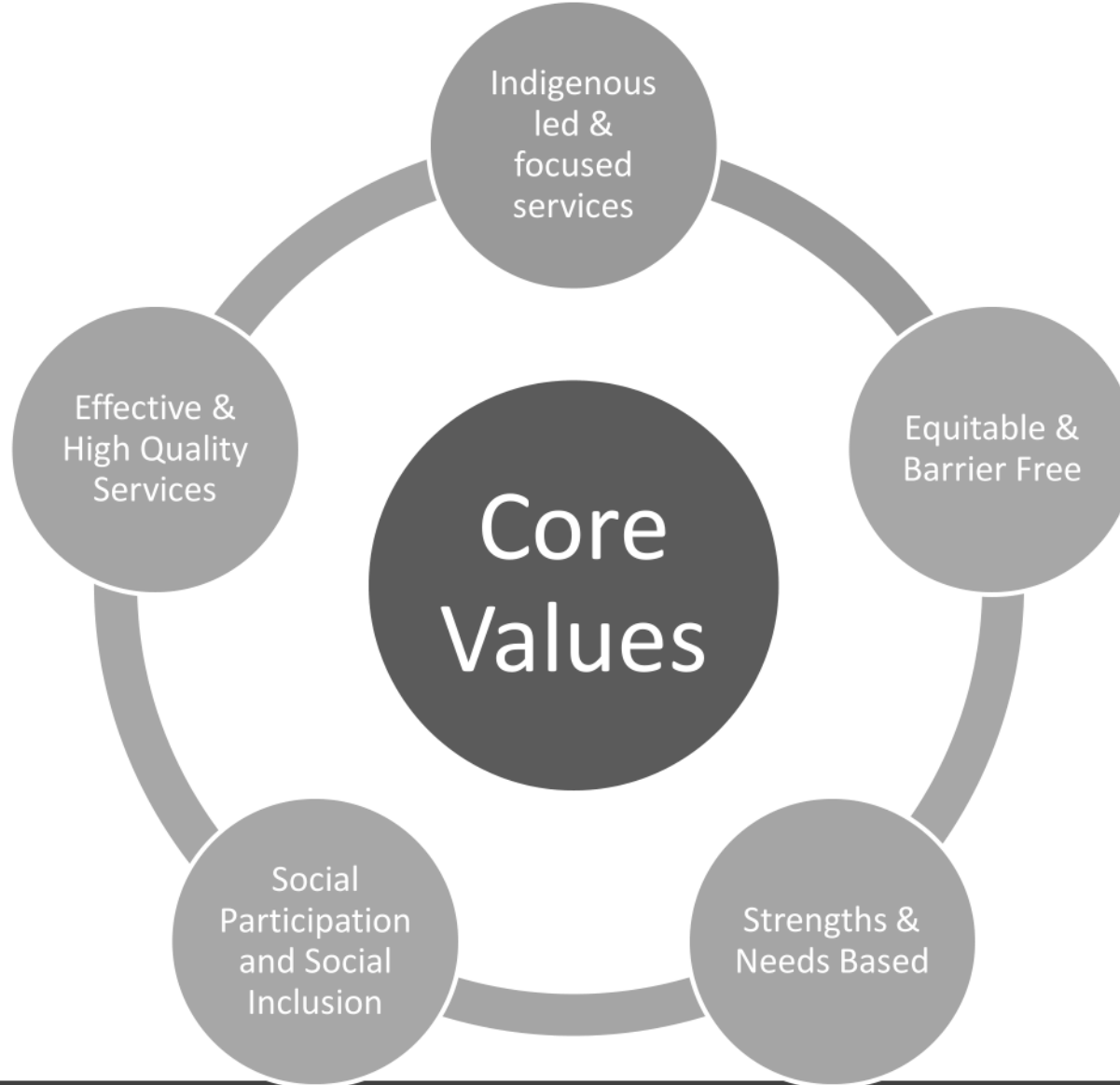
- The Service Framework has been informed by current state research, user experience research, and analysis of academic literature, submissions and recommendations provided by partners and organizations.
- Revealed 6 key themes of improvement to address: accessibility, eligibility, equity, cultural responsiveness, inclusion, and family support

Vision

Throughout British Columbia, all children and youth with extra support needs and their families have timely and equitable access to services that are responsive to their needs and help them achieve optimal growth, well-being, social participation and inclusion.

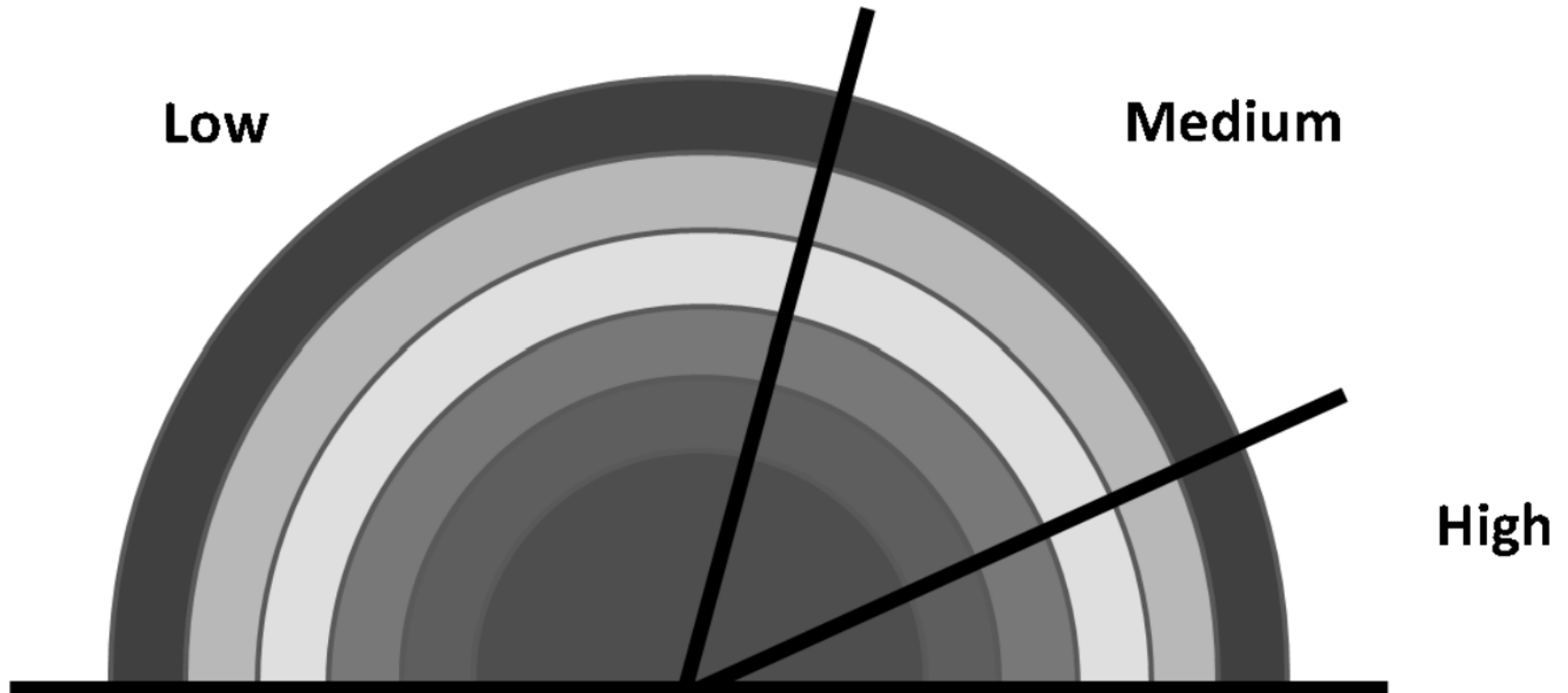
Outcomes of CYSN Services

- Promote children's development, health, and quality of life enabling them to reach their full potential;
- Support family well-being; and
- Enhance social participation and promote inclusion.

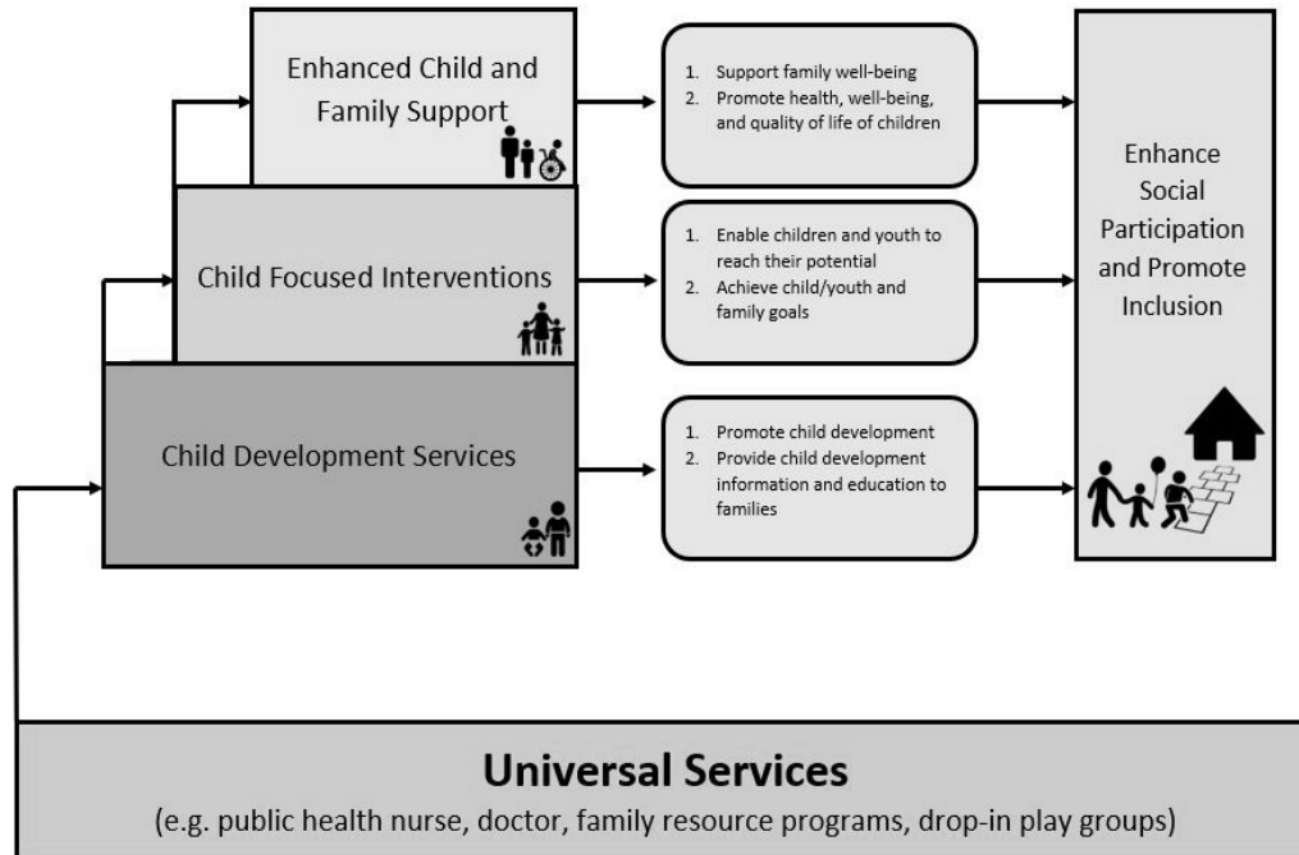


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Who are CYSN intended to serve?



CYSN Service Streams



Next Steps

- Primary focus of Stakeholder engagement is on validating the draft Service Framework.
- Proposed consultations occurring over September and October.
- Input will also be sought on areas to begin implementation, e.g.: respite, how to address functional assessments

Additional Information on Service Streams

Child Development Services



Who the services are for

- Families of children who have or are at risk of having a developmental delay in one or more domains of development. The developmental delay is generally mild and has a small impact on the child's ability to participate and experience social inclusion (e.g. challenges with articulation, coordinating their body, some sensitivity to things in their environment such as sounds and touch).

What the services do

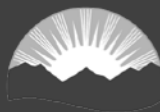
- Promote child development
- Empower families and caregivers by providing information and education on child development
- Mitigate delays by providing guidance to families and caregivers
- Provide referrals to Child Focused Intervention where needed
- Identify the need for further investigation with health professionals and assist with the coordination of referrals

How the services are accessed

- Self-referral or a referral from community members working in the health, education and social service sectors (e.g. public health nurse, early childhood educator, teacher, physician, child care provider) to a local community-based agency, Indigenous organization or child development centre.

Core Service Examples

- Early childhood intervention service (i.e. Aboriginal/Infant Development consultant services)
- Consultation or short-term bursts of child focused intervention (e.g. therapy or behavioural consultant services)
- Information services



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Child Focused Interventions

Who the services are for	Children with a moderate level of complexity and need. For example, children who are experiencing some form of developmental delay or have a medical diagnosis that requires goal focused intervention services.
What the services do	<ul style="list-style-type: none"> • Support development while living with a delay or disability • Provide information, education, navigation and case coordination • Assess family goals and the child's functional abilities • Deliver intervention (informed by family goals) with a frequency and duration that is customized to the needs and functional skills of the child and family • Provide referral to Enhanced Child and Family Support where needed (e.g. mobility equipment such as a wheelchair)
How the services are accessed	<ul style="list-style-type: none"> • Through local community-based agencies and child development centres. • Through self-referral or referral from a health and social service professional. • The type of child focused intervention and level of service provided is determined based on a functional assessment of the child's needs.
Core Service Examples	<ul style="list-style-type: none"> • Navigation/case worker services (i.e. Family Support Worker) • Early childhood intervention service (i.e. Aboriginal/Infant Development consultant services) • Therapeutic intervention services (i.e. occupational therapy, physiotherapy, and speech language therapy), including individualized funded services • Specialized therapeutic intervention and supports (i.e. behavioural support, FASD keyworker, child and youth care worker) • Inclusive child care services (i.e. Supported Child Development/Aboriginal Supported Child Development)

Enhanced Child and Family Support

Who the services are for	Children and their families with an assessed high level of complexity and need.
What the services do	<ul style="list-style-type: none"> • Provide case management • Support family well-being • Support child health and quality of life • Assist with the long term medical and equipment costs associated with living with a life-long disability
How the services are accessed	<ul style="list-style-type: none"> • Through referral from a local community-based agency, child development centre or related health/social service professional to the local MCFD office • Through child functional assessment if not already established • Through needs-based assessment with the family
Core Service Examples	<ul style="list-style-type: none"> • CYSN social worker: works with the family to determine the required supports that match the needs of the child and family • Respite services • Transition planning services: navigational support at key transition periods (early childhood to school age, school age to adulthood) • Medical and equipment benefits such as mobility, feeding and breathing equipment • Home-maker services • Parenting supports • Professional services



CYSN DRAFT SERVICE FRAMEWORK ENGAGEMENT QUESTIONS

PURPOSE OF ENGAGEMENT:

The Children and Youth with Special Needs (CYSN) Service Framework is intended to set the course for the future state of services for children with extra support needs. The purpose of this session is to receive input on the CYSN Service Framework.

Q1. INITIAL IMPRESSION What is your initial impression of the CYSN Service Framework document?

Q. 2 RESEARCH THEMES

1. Accessibility

Accessibility refers to whether families can find and receive the services they need.

- Is accessibility meaningfully represented in the draft CYSN service framework?
- If yes how?
- If no, what may be missing or need further clarification?

2. Eligibility

Eligibility refers to how families are deemed eligible for services.

- Is eligibility meaningfully represented in the draft CYSN service framework?
- If yes how?
- If no, what may be missing or need further clarification?

3. Equity

Equity refers to whether the current array of CYSN services support children and families in a fair and equitable way.

- Is equity meaningfully represented in the draft service framework?
- If yes how?
- If no, what may be missing or need further clarification?

4. Cultural responsiveness

Cultural responsiveness refers to CYSN services meeting the cultural needs of children and families.

- Is cultural responsiveness meaningfully represented in the draft service framework?
- If yes how?
- If no, what may be missing or need further clarification?

5. Inclusion

Inclusion refers to whether CYSN services support children and families to be included in society.

- Is inclusion meaningfully represented in the draft service framework?
- If yes how?
- If no, what may be missing or need further clarification?

6. Family Support

Family support refers to how CYSN services support families to care for themselves and their children.

- Is family support meaningfully represented in the draft service framework?
- If yes how?
- If no, why?
 - What may be missing or need further clarification?

Q3. SERVICE CLARITY

Does the CYSN Service Framework clearly reflect the current range of CYSN services, how they are accessed and what people can expect to receive?

If yes or no, in what ways?

Q4. WRAP UP

We want to make sure we are on the right track with the CYSN Service Framework as it is setting the course to enhance supports and service to children and youth with special needs and their families.

- Now that we have spent some time focusing on the key themes, what has changed from your initial impressions?
 - What do you have to add to your initial impressions?
- After reviewing the Service Framework, does it reflect the vision and values?
- Are we moving in the right direction?

Q5. Next Steps

It will take time to ensure that the Service Framework is consistently applied across all MCFD CYSN services and achieving the directions of the Service Framework requires careful consideration and collaboration. Early ideas that are being considered are related to understanding how to apply a functional based eligibility process and understand strengthened approaches to respite services.

What actions do you believe are important to begin with?

MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT
INFORMATION NOTE
[REMOVE/REPLACE ALL TEXT IN BRACKETS]
[maximum length 2 pages]

DATE: August 28, 2019
CLIFF#: 244854

DATE OF PREVIOUS NOTE (if applicable): May 24, 2019
PREVIOUS CLIFF # (if applicable): 243541

PREPARED FOR: Minister Katrine Conroy

ISSUE: Draft CYSN Service Framework and Engagement Plan

BACKGROUND:

A draft Children and Youth with Special Needs (CYSN) Service Framework has been prepared for stakeholder validation (Attachment A). The project's Governance groups provided their input on the vision and values that underpin the Draft Service Framework, and the Indigenous Advisory Committee also provided advice on the Commitment to Reconciliation section.

Attached are the Engagement Plan and related questions that will be used for consultation with the Governance groups and key stakeholders (Attachment B and C).

The *CYSN Service Framework Development Summary of Engagement and Research Findings Summary* has been posted on the ministry's external website and was distributed to members of the project's Governance groups (Attachment D). These findings informed the development of the Draft Service Framework.

DISCUSSION:

The Draft CYSN Service Framework provides the overarching policy

It presents a new approach and envisioning of the suite of MCFD CYSN services and sets the stage for moving from a program-focused and diagnosis-driven system of services to one that is functional- and needs-based, and:

- Defines the primary goal of these services is the social participation and inclusion of children and youth with extra support needs and their families
- Promotes barrier-free / equitable access and culturally responsive services
- Signals an emphasis on providing case coordination support to families

It organizes the system into three streams of service: Child Development, Child-focused Interventions and Enhanced Child and Family Support. Described within each stream is the target population, the type of service or supports that can be expected and the goals of those services. While these three streams are separate and build upon another in terms of complexity of need, there is recognition that there is a range of complexity within each stream and that some children and families will need to access services from 2 or more service streams depending on the age of the child and changes in their life circumstances.

The attached draft CYSN Service Framework is to be validated using an extensive engagement plan that includes the existing Governance groups along with a range of stakeholder groups including the MCFD Youth Advisory Council. Engagement will begin in September and are to be completed by October 2019. Facilitated group discussions in-person or via a teleconference call are being arranged while others will involve joining an agenda of an existing group or event (e.g. Inclusion BC). The focus of the engagement will be to gather viewpoints on how the draft Service Framework has addressed the key themes identified from the research (accessibility, eligibility, cultural responsiveness, inclusion and family support), impressions of the Draft Service Framework and opinions if it is going in the right direction.

Consideration was given to posting the Draft Service Framework for public comment. However, given the completion of the user experience research and the type of feedback being sought a decision was made to have focused consultation with a breadth of stakeholders to examine the actual framework and to mitigate any possible misunderstanding of providing feedback on the actual CYSN services or programs.

CONCLUSION or SUMMARY or NEXT STEPS:

[Choose one of the above headings, depending upon the nature of the material you have presented. Often there is no Conclusion, so Summary is used. Next Steps is often used as an ending when presenting material (reporting) on an ongoing issue. Either bullets or sentences can be effective writing techniques, depending, again, on the nature of the material.]

- Implement the engagement plan to garner validation and input on the draft CYSN Service Framework ()
- Commence planning for the implementation of Phase 1 ()
- Finalize the CYSN Service Framework ()

ATTACHMENTS (if applicable):

- A. Draft Children and Youth with Special Needs Service Framework
- B. Engagement Plan
- C. Engagement questions
- D. “What We Learned” document *CYSN Service Framework Development Summary of Engagement and Research Findings Summary*

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DRAFT EXTERNAL STAKEHOLDER ENGAGEMENT PLAN: CYSN SERVICE FRAMEWORK

DATE: August 28, 2019

BACKGROUND:

The Ministry of Children and Family Development (MCFD) is developing a service framework to better support children and youth with special needs (CYSN) and their families. The framework will guide how the ministry provides and funds CYSN programs and services and will be ready for a phased implementation in spring 2020.

In Winter 2018, MCFD contracted two research firms to identify opportunities to improve access, quality and coordination of CYSN services and programs:

- Reciprocal Consulting led the user-experience research with Indigenous families; and
- KPMG conducted user-experience research with families, including but not limited to Indigenous families and communities.

Over 1500 individuals, from a broad range of families and service providers, shared their experiences with CYSN services through community workshops, research surveys and phone interviews.

This research resulted in the following six themes that identify opportunities to improve access, quality and coordination of CYSN services and programs:

- Accessibility
- Eligibility
- Equity
- Cultural responsiveness
- Inclusion
- Family Support

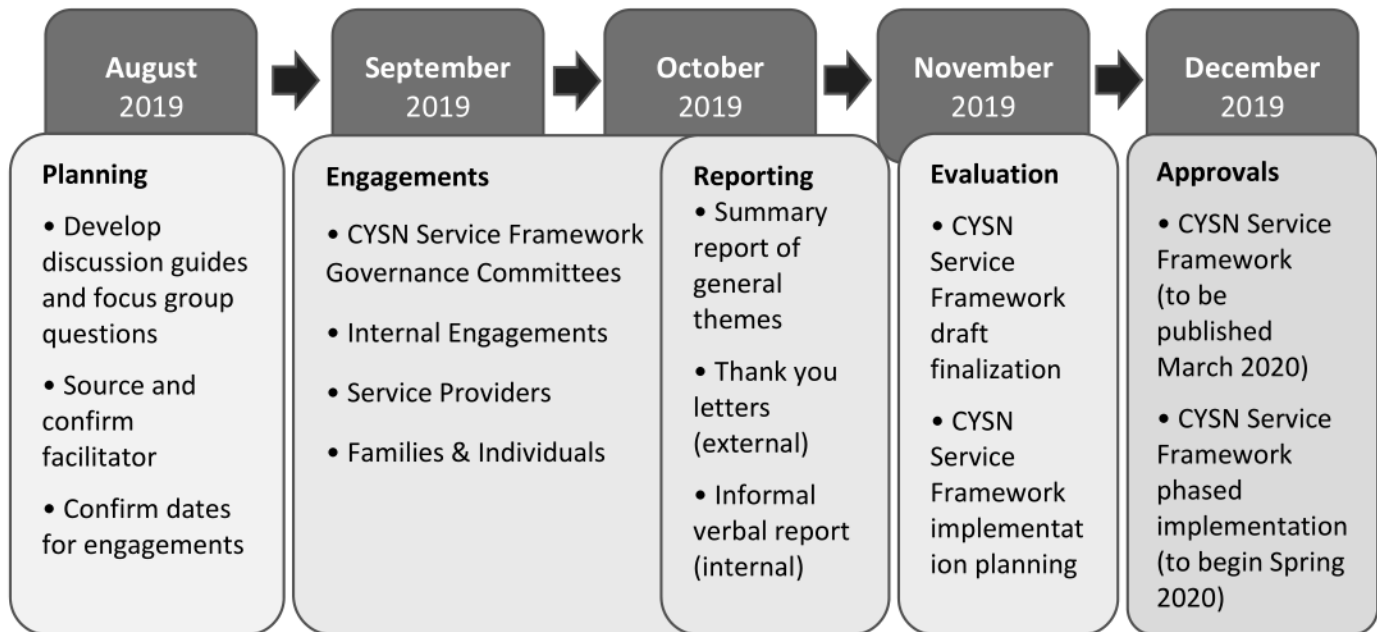
OBJECTIVES OF ENGAGEMENT:

- MCFD now intends to engage with stakeholders to validate the draft CYSN Service Framework.

ENGAGEMENT APPROACH:

- **Scope:** Provincial
- **Engagement methods:** All engagements will be facilitated group discussions, varying between face-to-face, teleconference, or joining the agenda of an existing group. There will be an external contracted facilitator for the Family Support Institute, and MOSAIC external engagements only. Appendix A contains details of the stakeholder groups, with the dates and methods for how each will be engaged.
- **Timing:** The engagement will begin in September and will be complete by late October 2019. This is to ensure enough time for analysis, evaluation and approval processes to be completed by the end of the calendar year. The CYSN Project Team will be consulted first, followed by all other internal organizations consulted after and concurrently. External engagements will follow concurrently. Please see Table 1 below for a more detailed timeline.
- **Reporting:** A summary report of general themes from the engagement will be produced for internal use and minister briefing. General thank you letters to express ministry appreciation for feedback will be sent to external stakeholders. An informal verbal report will be supplied to all internal stakeholders.

TABLE 1: TIMELINE OVERVIEW



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APPENDIX A: STAKEHOLDERS

Stakeholder Category	Stakeholder Groups	Date	Method	Lead	Notes
CYSN Service Framework Governance Committees	CYSN Project Team	Sept 3	Facilitated group discussion	Inclusion Policy	For general oversight and feedback. To be consulted first.
	Cross-Ministry Reference Group	Sept 16 (TBC)	Facilitated group discussion		
	Indigenous Early Years Advisory Circle (IAC)	Sept 23	Facilitated group discussion		
	Provincial Partners Advisory Committee	Sept 25 (TBC)	Facilitated group discussion		
Internal Engagements	Executive Directors of Service		Facilitated group discussion	Inclusion Policy	Could occur during external consultation
	CYSN Provincial Services		Facilitated group discussion		Could occur during external consultation
	Directors of Operations	Sept 5	Facilitated group discussion	Provincial Ops and Inclusion Policy	Could occur during external consultation. Can combine three stakeholders into one session.
	Services to Adults with Developmental Disabilities' (STADD) Directors				
	CYSN Consultants				
Service Providers	BCACDI Membership	Oct TBD	Facilitated group discussion	Inclusion Policy	This group is representational of Service Providers. Joining the agenda of an existing group.
	Provincial Network IDP/AIDP/SCD/ASCD	Sept 24	Facilitated group discussion		Joining the agenda of an existing group.
	BCACCS Conference	Oct 25			Two sessions on the first day of the conference. 1:30-3:00 & 3:30-5:00.
	Occupational Therapy/ Physical Therapy/ Speech Language Pathology Reps.	Sept 16 (TBC)	Online Focus Group		Who will join will be decided by the groups.
	Physicians Group				Ad-hoc group organized by inclusion.

Families & Individuals	Youth	Sept 28	Youth Advisory Council Meeting	Inclusion Policy	Not consulted formally in the research phase. Joining the agenda of an existing group. Will be a joint presentation with the Youth Transition Team.
	Family Support Institute <ul style="list-style-type: none"> • Regional Coordinators • Rural (North) • Urban (North) – Indigenous Focused 	Early Oct TBD	Family Support Institute Meeting – Conference call	External Facilitator	Regional Coordinators to co-lead/help organize other two engagements and to provide after-care support as needed. Possibly invite the two adoptive parents to FSI RC call.
		Early Oct TBD	In-person Facilitated group discussion		
		Early Oct TBD	In-person Facilitated group discussion		
	MOSAIC – Lower Mainland Families	Early Oct TBD	In-person facilitated group discussion		Will encompass new to Canada families who use CYSN services. External Facilitator. In-person meeting.
	Families of children with Complex Needs	Oct TBD	Facilitated conference call	Inclusion Policy	Facilitated conference call. Next agenda item on AHP Meeting
	Families, advocacy organizations, services agencies (i.e. CDCs), targeted indigenous agencies and government representatives	October 29	Inclusion BC Conference	Conference Facilitator, with additional Inclusion Policy support where needed.	Previous commitment, 80-100 attendees. Likely in Vancouver. (Kids Can't Wait – follow-up Conference).

MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT INFORMATION NOTE

DATE: August 16, 2019

CLIFF#: 244306

PREPARED FOR: Honourable Katrine Conroy, Minister of Children and Family Development and Honourable Katrina Chen, Minister of State for Child Care

ISSUE: Resolution of overpayment issues at three Universal Child Care Prototype Sites.

BACKGROUND:

Contracts were signed with 53 Universal Child Care Prototype Sites (Prototype Sites) in November and December 1, 2018; these contracts extend until March 31, 2020. The funding amounts and the type/number of child care spaces covered under these contracts was determined based on financial reporting and licencing information collected from the Prototype Sites as a part of the application and contract negotiation process.

One of the contract requirements for the Prototype Sites is to submit a monthly report containing information such as total monthly enrolment, daily attendance, and various operating expenses. Through these reports, the ministry discovered that some contracts were drafted based on incorrect information about the sites' total number of licensed spaces. Although the Prototype Site contract was based on the full enrolment of each facility's maximum licensed capacity, child care facility licenses issued by Health Authorities under the *Community Care and Assist Living Act* represent 'maximum capacity' differently across each of the Health Authority regions, which caused minor discrepancies in how some sites were funded. As a result, some Prototype Site contracts have been adjusted to curtail overpayment and recoup surplus funding, in accordance with section 3.3 of their contract. The following provides an overview of the issue at the three Prototype Sites and the site-specific decisions that have been made by the ministry.

DISCUSSION:

Ritchie Bros Auctioneers Child Care

Initially, the organization entered into a contract to deliver 67 child care spaces. Through review of their monthly enrolment report and discussions with the organization, it was discovered that although they have a child care licence that reflects a maximum capacity of 67 spaces, one of their program rooms is dual licensed for Group Multi-Age, which provides the child care provider some flexibility to use whichever licence/ratio they need, based on enrolment at that point in time. For day-to-day operations, the facility actually has a total maximum capacity of 59 spaces. The issuance of this type of flexible or "extra" licence is a common practice across health authorities. After investigating, the Prototype Site paid back the excess funding they had received in previous months and their contract was modified to reduce their ongoing monthly funding amount to reflect the delivery of 59 child care spaces.

Little Angels Daycare

The ministry entered into a contract with this Prototype Site for the delivery of 46 spaces based on the total maximum capacity on their license. Shortly after the funding agreement was signed, the organization alerted the ministry to the fact that they do not deliver 46 spaces per day, and that they have a licence for 16 Group Multi-age spaces that is not always utilized. Based on this information, a contract modification occurred in order to change the contracted spaces to 30 and the organization paid back the funding they had received for the extra 16 spaces.

Hornby Island Daycare Society

Similarly to Ritchie Bros., the ministry discovered after entering into a contract with Hornby Island Daycare Society that their total maximum capacity was 19 spaces not the 46 on their licence. The discrepancy is due to the facility having extra license types (i.e. Group Child Care – Multi-Age) to give them greater flexibility to ensure they have the proper staff-child and child age ratios depending on which children are in attendance on any given day.

Although this circumstance would normally result in a contract modification similar to Ritchie Bros. and Little Angles, in our discussions with Hornby Island they disclosed that their annual income is heavily reliant on community fundraising; this fundraising accounts for \$40,000 - \$60,000 of their total annual income. Due to this fact, the ministry decided not to initiate a contract modification, as the amount the Prototype Site was initially funded for best represents the actual monthly costs to operate the facility. By keeping the funding amount status quo the facility does not have to rely on large fundraising efforts. As a part of the Prototype Site initiative, the ministry has made a commitment to ensure all sites will not be financially impacted, in a negative manner, by their participation. The decision to maintain funding levels for this site was made keeping with this commitment.

NEXT STEPS:

Through the Prototype Site monthly reports, all discrepancies in total maximum capacity have now been identified and rectified. Although these three decisions appear to lower the total number of Prototype Site spaces, the actual number of contracted spaces is higher than the total number announced in November due to other changes that occurred during the contract negotiation process. The initial number of contracted spaces in December 2018 was 2,496, compared to 2,535 in July 2019.

Moving forward, any new overpayment issues identified through the monitoring of monthly reports, or through the upcoming review of the sites' financial statements for fiscal 2018/2019, will be evaluated on a case-by-case basis, while still keeping in mind the sites' contractual obligations and the precedents set by these three overpayment decisions.

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**MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT
INFORMATION NOTE**

DATE: July 26, 2019
CLIFF#: 244504

DATE OF PREVIOUS NOTE (if applicable): [Date]
PREVIOUS CLIFF # (if applicable): [CLIFF #]

PREPARED FOR: Katrine Conroy, Minister, Ministry of Children and Family Development

ISSUE: Sustainable Services Negotiating Agreement (SSNM) implementation of funding.

BACKGROUND:

Under the Sustainable Services Negotiating Mandate (SSNM) the ministry calculates, and funds wage increases on the compensation component of contracts (on average 77% of the total contract value). There are three components of SSNM: General Wage increase (GWI), Low Wage Redress (LWR) and Service Improvement Allocation¹ (SIA). These three components are applied across three bargaining groups: Community Social Services Employers' Association (CSSEA), Health Employers' Association (HEABC) and non-union/other (Appendix A).

Both union and non-union agencies received a GWI (2%) increase. There has been feedback from the sector regarding the funding amount difference between the LWR (average 3.3%) received by union agencies and the SIA (0.25%) received by non-union agencies.

SSNM came into effect on April 1, 2019 and service providers had expected to receive their increases by now. Service providers have been raising their frustrations with the process and the impact that the funding shortfalls will have on their programs if the funding is not provided.

The ministry has been working to develop a process for the implementation of SSNM increases. To implement SSNM for 2019/20, modifications will need to be completed for approximately 1,300 contracts. To date, the ministry has modified all CSSEA contracts at the average negotiated rate (Appendix A) and all contracts renewed to date have been adjusted to include GWI.

Due to the way the mandate was rolled out, MCFD was unable to process all components during the FY19/20 renewal process. The following modifications are outstanding:

- Off-cycle contracts (~245)
- Multi-year contracts (~65)
- HEABC (~95): HEABC did not finish their LWR arbitration in time for FY19/20 contract renewals.
- Non-union/other (~930): The SIA component of SSNM was not known prior to FY19/20 contract renewals.

Additional modifications for LWR may also be required because of LWR Compensation Adjustment reviews.

¹ Government decided to extend additional amount to eligible non-union agencies to address compensation related issues.

In efforts to develop an efficient process, the Procurement and Contract Management Branch (PCMB) has done extensive consultation with impacted teams within the Finance and Corporate Services Division. The required consultation has contributed to the delay in implementation.

DISCUSSION:

To ensure uninterrupted service delivery, SSNM funding needs to be distributed and contracts need to be updated in a timely manner. PCMB and the Corporate Services Branch (COSB) will be using an expedited process to complete the outstanding contract modifications so contract payments can be made.

A one-time process to flow funding through a letter agreement will be implemented for the distribution of SSNM funding. Letters will be sent to service providers that have had their eligibility to receive funding validated by PCMB. This letter will form part of the modification agreement that will contain the breakdown details of the payment and confirm they will receive their funds by mid – late August. The notification letters are currently scheduled to be sent to agencies early the week of August 5th. PCMB and COSB will then complete the modification process to ensure contracts are updated as soon as possible after the funds are distributed.

HEABC affiliated agencies recently completed their arbitration process and have not yet received any funding. Their process will consist of an initial distribution of the “averaged” funding followed by the regular process of contract modifications.

This does not include low wage redress compensation reviews as these are submitted by service providers and will be responded to as they are received.

CONCLUSION or SUMMARY or NEXT STEPS:

There are approximately 1,300 outstanding SSNM modifications to be processed. Payments to service providers will be advanced and contract modifications will be updated as soon as possible.

ATTACHMENTS:

A. SSNM Funding Increase Schedule

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Appendix A

Table 1: SSNM Funding Increase Schedule for Service Providers

		Effective Date		
		April 1, 2019	April 1, 2020	April 1, 2021
CSSEA-CSSBA	GW	2.00%	2.00%	2.00%
	LWR	3.93%	3.71%	3.51%
HEABC-CBA	GW	2.00%	2.00%	2.00%
	LWR	1.90%	2.00%	1.80%
OTHER	GW	2.00%	2.00%	2.00%
	SIA	0.25%	0.25%	0.25%

Colour ID: General Wage Increase; Low Wage Redress; Service Improvement Allocation

**MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT
MEETING NOTE**

DATE: August 19, 2019

CLIFF#: 244550

PREPARED FOR: Honourable Katrina Chen, Minister of State for Child Care

DATE, TIME AND LOCATION OF MEETING: August 29, 2019 @ 10:30am, Burnaby BC

ISSUE: Eligibility of Developmental Disabilities Association staff for the ECE Wage Enhancement

BACKGROUND:

Developmental Disabilities Association (DDA)

The Developmental Disabilities Association (DDA) provides over 50 community-based programs and services to children and adults with developmental disabilities and operates 8 childcare centres with 80 non-provincially funded FTEs (i.e., the Province does not fund more than 50% of the operations) across British Columbia (BC).

In addition to directly operating childcare centres and employing Early Childhood Educators (ECEs) in such centres, the DDA also holds a contract to provide the Supported Child Development (SCD) program through their Vancouver and Richmond centres to support children who have, or are at risk of having developmental disability, to join inclusive child care settings.

Through the SCD program, DDA delivers funding to centres to directly hire SCD workers, or supplies SCD workers to work directly within child care centres. DDA-operated child care centres are also able to access the SCD program and may directly hire SCD workers. Some SCD workers hold ECE certification.

Low Wage Redress and ECE Wage Enhancement

The Sustainable Services Negotiating Mandate (SSNM) applies to all public sector employers with unionized employees who have negotiated three-year agreements that run from April 1, 2019 until March 31, 2022. SSNM includes two potential salary increase components: the General Wage Increase and the Low Wage Redress (LWR). The LWR component improves comparability between compensation in the social service sector and the community Health Sector to reduce “churn” between the sectors and improve retention rates for community social services staff.

The ECE Wage Enhancement (WE), announced on September 5, 2018 as part of the Early Care and Learning Recruitment and Retention Strategy provides a wage increase of \$1 per hour worked, up to a maximum of 195 hours per month. In April 2020, the ECE-WE will be increasing by an additional \$1 per hour, for a total enhancement of \$2 per hour worked.

The Funding Guidelines for the WE outline that to be eligible for the WE, ECEs must be working in a front-line capacity (50% or more of their work hours in direct care of enrolled children), hold a valid ECE certification in good standing and be directly employed (or self-employed) by the eligible facility/organization.

Approved organizations with facilities that employ unionized front-line ECEs may be eligible for the ECE-WE, provided they have reached a local agreement with their union to amend their collective agreements in order to implement the ECE-WE.

DISCUSSION:

DDA's Early Childhood Educators eligibility for ECE WE

DDA's Early Childhood Educator (ECE) employees are represented by BC Government and Service Employees' Unions' (BCGEU) Community Social Services Component. Their eligibility for LWR and WE depends on the negotiation results under their collective agreement.

DDA is an associate member of CSSEA and the Ministry has funded the LWR on their other STOB 80 contracts. However, the organizations' child care services are not provincially funded, so they are not eligible for LWR. DDA has been directed by CSSEA to apply for the ECE Wage Enhancement (WE) to address the LWR ineligibility of their ECE employees.

In order for DAA ECEs to be eligible for ECE-WE, they should be working in a front-line capacity (50% or more of their work hours in direct care of enrolled children), hold a valid ECE certification in good standing and be directly employed (or self-employed) by the eligible facility/organization. In addition, they should reach a local agreement with their union to amend their collective agreement in order to implement the ECE-WE.

DDA contacted MCFD in early 2019 regarding similar concerns surrounding this LWR shortfall. MCFD and the Public Sector Employers' Council (PSEC) identified the following considerations:

- The current CSSEA collective agreement does not prevent DDA from entering into negotiations with their union for a side agreement with different wage rates for their childcare operations.
- DDA have traditionally paid their childcare staff according to the Joint Job Evaluation Plan (JJEP) rates even though they were not getting the full funding from the province to match past JJEP increases. PSEC suggests that DDA may be drawing on other resources to subsidize the childcare operations and make it possible to pay the JJEP rates.
- DDA may need to raise parent fees to ensure their wages continue to meet JJEP rates. Doing so, would require DDA to seek approval of the fee increase as part of their participation in the Child Care Fee Reduction Initiative (CCFRI). DDA must be "opted-in" to CCFRI to be eligible for the WE.
- The challenges facing DDA would be experienced regardless of the existence of the WE, which is not designed to close the gap with JJEP rates.
- The WE is currently mapped out for 2 years and the Collective Agreement is a 3 year term with a wage increase every year.

In March 2019, Andrew Roets, Director of DDA, met with BCGEU Staff Representatives Selena Kongpreecha and Shirley Shiagetz to discuss these concerns further. To date, MCFD has not received further updates on this issue and the concerns identified above persist.

DDA's Supported Child Development worker's eligibility for ECE WE

Once a local agreement with the union is in place, the eligible DDA ECEs could receive the ECE-WE. However, not all DDA Child and Youth employees hold a valid ECE certification, such as ECE Assistants, Responsible Adults, ECE students and ECEs with renewals in process and therefore are not eligible to receive the ECE-WE. In addition, the Funding Guidelines for the ECE-WE indicate that both SCD workers and SCD consultants are not eligible for the ECE-WE, even though they might hold ECE certificates.

Currently DDA is providing funding to employees, which may include SCD workers and SCD consultants, to make up for this ineligibility.

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ATTACHMENTS:

APPENDIX A: Funding Guidelines Table 1: ECE-WE Eligibility in Unionized Environments

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APPENDIX A: Funding Guidelines Table 1: ECE-WE Eligibility in Unionized Environments

Type of Unionized Employer	Description	Eligibility for ECE-WE
1) Community Social Services Employers' Association (CSSEA) Member -- provincially funded ECEs	Employer is a CSSEA Member and subject to collective agreement with the Community Social Services Bargaining Association (CSSBA). Receives more than 50% of their child care operating costs from the Province. Employers must pay unionized ECE wages according to the CSSBA-CSSEA Collective Agreements. The rates are set through CSSEA's Joint Job Evaluation Plan (JJEP) wage grids.	Not eligible. Government's Low-Wage Redress funding supports ECE wage adjustments.
2) CSSEA Member – non-provincially funded ECEs	Employer is a CSSEA Member. Receives less than 50% of their child care operating costs from the Province—not eligible for Low-Wage Redress funding for child care operations. Some employers have been paying ECEs according to CSSBA Collective Agreements (i.e., as per JJEP wage grids) while others have been paying ECEs at rates lower than JJEP wage grids (these lower ECE rates are set through local side agreements that modify the CSSBA Collective Agreements).	Eligible. The ECE-WE funding will partially offset the cost to employers of matching or narrowing the gap with the new JJEP rates to be established per the 2019-2022 CSSBA Collective Agreement. Subject to confirmation they are paying the JJEP wage rates or, if a lesser amount, a side agreement has been concluded to implement the ECE-WE.
3) All Other Unionized Employers	Any other unionized employers (public, nonprofit, or private) with a collective agreement that includes ECEs.	May be eligible, contingent on confirmation that the Employer has reached an agreement with their union to amend their collective agreements in order to implement the ECE-WE.