

SUMMARY OF BARRIERS EXPERIENCED BY LICENSED HOME CHILD CARE PROVIDERS IN CENTRAL ONTARIO



The following data was collected in the form of a Needs Assessment, to gain a deeper understanding of the barriers experienced by Licensed Home Child Care Providers who are licensed by Compass Early Learning and Care. We see this information as vital in creating systemic change and supporting the project, *Home Child Care Expansion in Central Ontario*. This project is funded by Women and Gender Equality Canada and aims to create sustainable Licensed Home Child Care Programs for newcomer, immigrant, refugee, 2SLGBTQ+, and/or low-income female identities.

DEMOGRAPHICS AND REGIONAL DATA

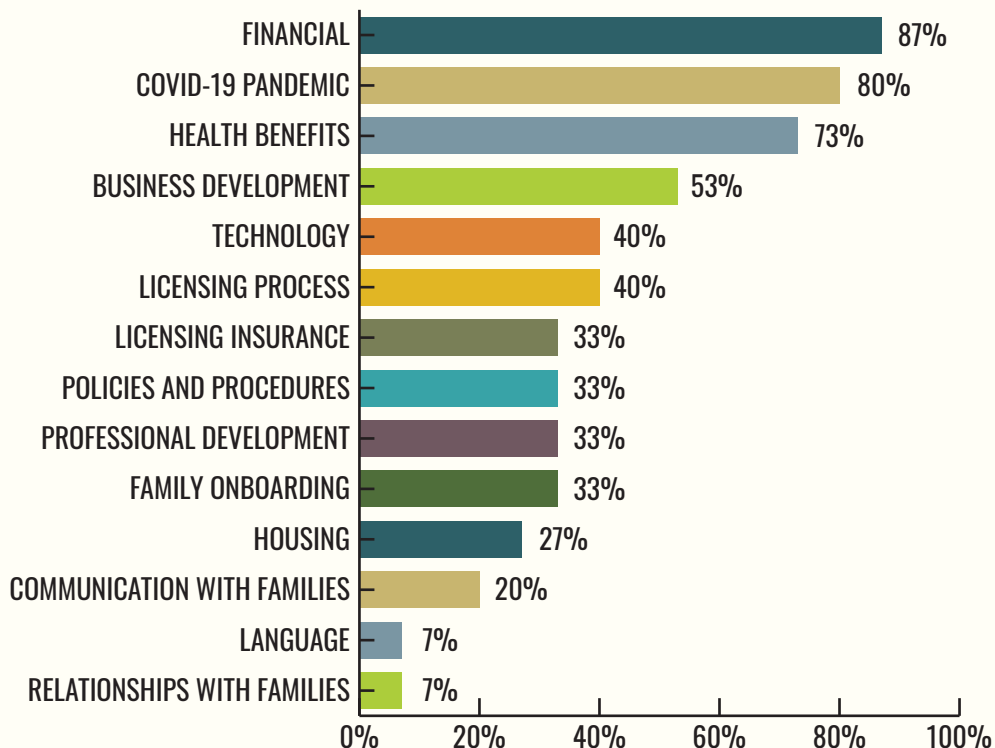
80% OF THE FIVE REGIONS SERVED BY COMPASS ELC HAVE A LOWER AVERAGE GROSS INCOME WHEN COMPARED TO THE PROVINCIAL AVERAGE.

In the five regions we serve:

- Immigrant populations from Europe are significantly decreasing, whereas immigrant populations from Asia are significantly increasing
- The gender wage gap negatively correlates with regional average gross income. In other words, the higher the average gross income, the greater the gender wage gap
- The gender wage gap is the greatest in Northumberland County (\$0.68 per \$1.00), followed by the City of Kawartha Lakes (\$0.69 per \$1.00), Durham Region (\$0.69 per \$1.00), the City of Peterborough (\$0.75 per \$1.00), and Haliburton County (\$0.77 per \$1.00)



The following data represents the percentage of Licensed Home Child Care Providers who have experienced the corresponding barrier:



FINANCIAL BARRIERS

Financial barriers are the most common barrier experienced by providers and have considerable intersections with other barriers:

- Unstable pay
- Lack of access to affordable health benefits and sick days
- Initial start-up costs (materials, home renovations and qualifications to meet licensing standards)
- High operating costs and inflation (food, supplies and equipment)
- Finding clients and ensuring spaces are filled
- Ineligibility for the Provincial Wage Enhancement Grant
- Not removing income tax from paycheques
- Lack of affordable housing and difficulty being approved for rentals or mortgages
- Low wages and benefits for the ECE profession as a whole.
- Lack of affordable licensing insurance
- Lack of access to affordable technology
- Maintaining a budget while having fluctuating income
- 45% of providers highlighted intersecting financial barriers directly related to the COVID-19 pandemic:



- Particularly related to increased cleaning policies, inflation, and loss of income due to a positive case(s)
- 27% of providers reported a loss of income, sharing that costs related to closing their program as a result of a positive COVID-19 case and families pulling their children out of care caused financial burden to providers. One provider shared they lost \$1600.00 in a one-week period due to a positive case within their family



HEALTH BENEFITS



Lack of access to affordable health benefits and paid sick days disproportionately affects:

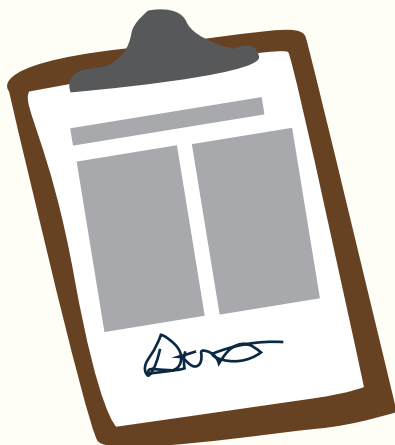
- Providers with disabilities, medical conditions, and/or medical needs. This extends to provider's families, including partners and children
- Providers who are unable to rely on their partner's benefits. Reasons for this could include being single, or their partner having limited or no benefits

LICENSING INSURANCE

Providers drew attention to the lack of coordination between the Ministry of Education's licensing insurance policies and the assurance of access and affordability. Plans are purchased in addition to home insurance and providers highlighted their unaffordability. Multiple providers have been rejected by insurance companies due to owning pets, driving with the children in care, and the number of children in care.



POLICIES AND PROCEDURES & PROFESSIONAL DEVELOPMENT



- 50% of providers highlighted that Licensed Home Child Care feels secondary to Licensed Centre-Based Child Care, with regards to decision making, policies and procedures, and professional learning opportunities
- 60% of providers expressed difficulties in finding work/life balance, highlighting that finding time and energy to participate in professional development can often be difficult

COVID-19 PANDEMIC



- Providers expressed higher levels of stress caused by the responsibility to keep children, families, themselves, and their families safe
 - 9% of providers shared that the change to online learning and workshops is a barrier for them due to a lack of accessibility
- Providers highlighted the disconnect between Licensed Home Child Care Programs and the Ontario Ministry of Education, expressing a lack of consultation and support regarding increased and frequently changing policies
- Providers drew attention to inequities within the Ontario COVID-19 Worker Income Protection Benefit, highlighting they do not get paid for the days their program closes unless their child is sick

DIVERSITY

The surveyed population does not accurately reflect the diverse identities situated within the regions we serve. Ongoing collaboration with partners and communities are necessary to ensure that marginalized identities have access to becoming a Licensed Home Child Care Provider.

[CLICK HERE TO LEARN MORE ABOUT THE PROJECT,
HOME CHILD CARE EXPANSION IN CENTRAL ONTARIO](#)

[CLICK HERE TO READ THE FULL NEEDS ASSESSMENT](#)

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