

SUMMARY OF RECOMMENDATIONS TO ALLEVIATE 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. This graphic follows the graphic titled *Summary of Barriers experienced by Licensed Home Child Care Providers in Central Ontario*. The following recommendations were made from Home Child Care Providers Licensed by Compass Early Learning and Care.

It is important to note that reducing barriers for Licensed Home Child Care Providers requires collective action by the Ontario Ministry of Education, Municipalities, and Licensing Organizations. While the following barriers have been separated into sections, they are entangled and directly impact each other.

Licensed Home Child Care Providers identified the following barriers as top priorities for aid:

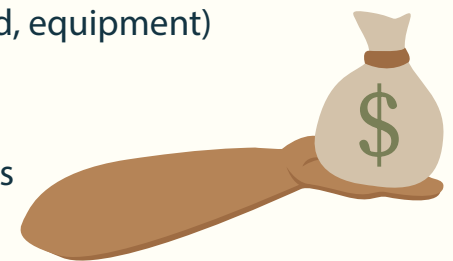


LANGUAGE

Provide translation services to support communication between providers, families, and the broader community.

FINANCIAL

- Offer the Wage Enhancement Grant to providers who are currently deemed ineligible
- Offer grants to support stable pay, initial start-up costs (e.g., materials, qualifications, meeting licensing standards, ongoing operating costs (e.g., food, equipment))
- Provide the opportunity to contribute to a retirement fund
- Provide the opportunity to contribute to EI
- Provide the opportunity to remove income tax from paycheques
- Increase providers pay to account for inflation



86% of providers stated that they are open to the opportunity of becoming an employee with Compass ELC and receive a stable salary and benefits while continuing to lead their Home Child Care program.

HEALTH BENEFITS & SICK DAYS

Offering health benefits and paid sick days to providers has the potential to increase retention, ensure less burnout, and aid in ensuring financial stability. Both health benefits and paid sick days are important to providers, rather than one or the other.

Licensed providers have recommended the following:

- Provide paid sick days
- Provide an affordable benefits package which include the following:
 - Group benefits with lower premiums
 - Access to prescription medication, optical care, orthodontic care, orthotic care, paramedical services, and ongoing support and rehabilitation
 - Access to a benefits package which also covers the providers family



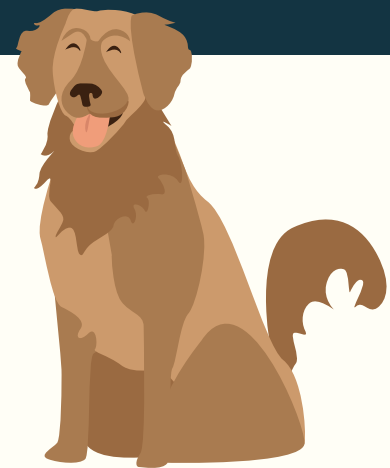
LICENSING PROCESS

- Create an accessible checklist which outlines the requirements for licensing
- Provide an annual seminar which is catered to potential incoming providers and captures the requirements of the licensing process



LICENSING INSURANCE

- Provide access to affordable and accessible licensing insurance
- Consider group licensing insurance
- The Ontario Ministry of Education to ensure that affordable and accessible licensing insurance is available to Licensed Home Child Care Providers
- The Ontario Ministry of Education to ensure that affordable licensing insurance is available to providers who: work extended hours, have six children in Care, drive with children in Care, and/or own pets



POLICIES AND PROCEDURES

- Ensure policies and procedures are relevant to Licensed Home Child Care providers and not solely Centre-Based Care
- Work alongside providers to find efficient ways for daily reporting
- Providers highlighted and that it is helpful to have a home visitor who can walk them through changes and answer any questions they might have



TECHNOLOGY

- Provide access to grants for printers and devices
- Work alongside providers to ensure accessibility



PROFESSIONAL LEARNING

- Offer diverse professional learning opportunities which specifically target Home Child Care
- Connect with other Licensing organizations to develop and deliver professional learning
- Offer providers paid time off to attend professional learning
- Work alongside providers to ensure accessibility
- Provide online professional learning opportunities which offer flexible completion
- Offer Professional learning which begins before 5:30 PM or after 7:30 PM
- A provider highlighted that one-on-one professional learning with their home visitor helps them to overcome barriers related to curriculum making and materials

BUSINESS DEVELOPMENT

- Provide workshops for further training on business development
- Provide additional supports related to marketing (e.g., business cards, advertising on social media)



RELATIONSHIPS AND COMMUNICATION WITH FAMILIES

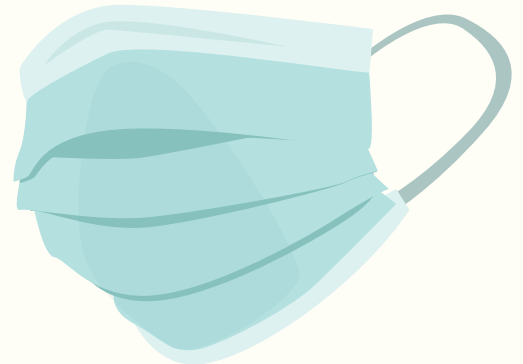


- Provide professional learning which offers practical scenarios of provider/family interactions
- Providers shared that working towards positive communication with families and using technology to share photos with families help them to maintain positive relationships with families
- Provider suggested to have support from a mentor who is trained to assist in positive communication with families, to assist in finding resolutions without judgement, and to assist providers in communication related to the COVID-19 pandemic
- Providers highlighted they found that speaking honestly and talking through concerns related to the COVID-19 pandemic aided in positive communication between providers and families

COVID-19 PANDEMIC

When asked to describe the supports that could help to alleviate barriers related to Covid 19, providers drew specific attention to financial support. Providers suggested the following:

- Providers pay increases to account for the increased workload
- Providers continue to be supplied with PPE
- Providers have access to compensation during times their program has to close due to COVID-19
- Providers have affordable access to health benefits and paid sick days
- Providers have access to the Ontario COVID-19 Worker Income Protection Benefit



MENTORSHIP

- Create a mentorship program which supports curriculum development, communication, language, policies and procedures, business development, and/or providing Care to multi-age groups

40% of providers are open to mentoring an incoming provider, and 60% of providers might be open to mentoring an incoming provider.



ADDITIONAL HOPES AND SUGGESTIONS

Offer annual gatherings which open space for provider to share barriers and hopes

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

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

[CLICK HERE TO VIEW THE SUMMARY OF BARRIERS](#)

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