

Survey of Victoria CCRR Childcare Sector

This survey was developed to evaluate the effects of the last two years on the childcare sector. Specifically, how the last two years affected the staffing levels in the childcare field. The survey was split into two main categories, hiring/retention, and staff morale. The survey was developed in the summer of 2022 and sent out to 147 childcare managers, with 68 responding. All the childcare centres are in the areas of Victoria, Saanich, Oak Bay, Esquimalt, View Royal, Central Saanich, North Saanich, Sidney, Salt Spring, Pender, and Mayne Islands. Please note a previous survey “Salary Information in Group Child Care 2022” and this subsequent survey, “Survey of Victoria CCRR Childcare Sector” have been sent to the same childcare managers. The questions and the answers to this survey are listed at the end of this document.

The first four questions of the survey concentrated on the retention of staff. The survey asks whether “to hire/retain staff” the following incentives were offered in the last two years: increased wages, increased number of sick days, and tuition reimbursement. Most childcare programs (91.04%) offered a wage increase. Of these programs (55.56%) the increase was greater than 5%. Approximately 66% of the programs offered an increase in the number of sick days. Only half of the programs offered tuition reimbursement.

Questions 5 through 7 concentrated on the hiring of new staff. The questions asked whether hiring bonuses were offered, and if offering a bonus was effective in obtaining new staff. Only eight centres offered a hiring bonus with mixed results. Only four programs were able to obtain new staff. On a previous survey “Salary Information in Group Child Care” the question about the amount of the hiring bonuses was also asked. The figures given ranged from \$50 to \$2500.

Question 8 was open ended and asked, what was “the most effective incentive” offered, to obtain new staff. This question gave some interesting results. Offering higher wages was, not surprisingly, the most common answer at 50.84%. The second most common answer was having a positive work environment or culture at 35.59%. Respondents stated that creating a work environment where people wanted to work, resulted in friends recommending the centre to other ECEs. A positive work culture rated higher than benefits, tuition, lower ratios, and vacation time.

The last part of the survey concentrated on the effects of the pandemic on childcare programs and staff. Question 9 asked if the centres had to “reduce the total number of children in their programs due to the loss of staff?” Approximately 33% of the respondents reported that they did have to reduce

the overall numbers of children in their programs. Over 32% of the respondents reported the loss of staff due to retirement or staff quitting. This supports the belief that it is currently harder to find qualified ECEs.

Question 11 through 13 asked about the staff mental health. The majority of managers stated that their staff had “a great deal” to “a moderate amount of” stress due to the pandemic. Interesting most respondents also reported that their staff would feel comfortable attending in person events. When questioned about workshops supporting mental health 90.77%, managers stated that they would be interested in taking part.

We wish to thank all participants for taking the time to answer this survey.

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- 1) In the past two years, have you offered a tuition reimbursement to hire/retain staff?
 - Yes - 34 participants or 50%
 - No - 34 participants or 50%
 - 0 participants skipped
- 2) In the past two years, have you increased the number of sick days for your staff?
 - Yes - 45 participants or 66.18%
 - No - 23 participants or 33.82%
 - 0 participants skipped
- 3) In the past two years, in order to retain staff, have you increased wages?
 - Yes - 61 participants or 91.04%
 - No - 6 participants or 8.96%
 - 5 participants skipped
- 4) By what amount have you increased your staff wages?
 - One percent – 4 participants or 6.35%
 - Two percent – 4 participants or 6.35%
 - Three percent – 7 participants or 11.11%
 - Four percent – 2 participants or 3.17%
 - Five percent – 11 participants or 17.46%
 - Other – 35 participants or 55.56%
 - i. When asked for specific amounts of the “other”, 16 participants gave dollars amounts ranging from \$1.00 to \$4.00. The average dollar amount was \$2.13, the median was \$2.00. Ten participants gave their answer in percent. This ranged from 6% to 11%. The average percent raise was 9%, the median was 10%.
 - 5 participants skipped
- 5) Have you offered a hiring bonus to obtain new staff?
 - Yes - 8 participants or 11.76%
 - No - 60 participants or 88.24%
 - 0 participants skipped
- 6) In your opinion, was offering the bonus an effective way to hire staff?

- Yes - 4 participants or 50% - Yes
- No - 4 participants or 50% - No
- 60 participants skipped

7) By offering a bonus, were you able to obtain new staff?

- Yes - 4 participants or 50% - Yes
- No - 4 participants or 50% - No
- 60 participants skipped

8) In your experience what has been the most effective incentive to hire new staff?

(This was an open-ended question, of which 59 participants or 86.77% answered and 9 participants or 13.23% skipped.)

- The main categories mentioned in the participants answers are as follows:
 1. Wages – 30 or 50.84%
 2. Culture/positive environment – 21 or 35.59%
 3. Benefits – 16 or 27.11%
 4. Tuition/Education - 7 or 11.86%
 5. Lower Ratios/Support Staff - 7 or 11.86%
 6. Use of Practicum Students – 3 or 5.08%
 7. Paid Preparation Time – 3 or 5.08%
 8. Bonus – 2 or 3.39%
 9. Use of Pedagogists – 1 or 1.6%
 10. Discounted Child Care – 1 or 1.6%
 11. Union – 1 or 1.6%

9) In the last two years have you had to reduce the total number of children in your program due to loss of staff?

- Yes - 21 participants or 32.8% - Yes
- No - 43 participants or 67.19% - No
- 4 participants skipped

10) In the past two years have you had staff quit/retire due to the pandemic?

- Yes - 26 participants or 40.00% - Yes
- No - 39 participants or 60.00% - No
- 3 participants skipped

11) Have you noticed you or your staff feel stressed due to the pandemic?

- A great deal – 15 participants or 23.08%
- A lot – 11 participants or 16.92%
- A moderate amount – 25 participants or 38.46%
- A little – 11 participants or 16.92%
- None at all – 3 participants or 4.62%
- 3 participants skipped

12) Do you and your staff feel comfortable attending in person CCRR events/workshop now?

- Definitely would – 22 participants or 33.85%
- Probably would – 36 participants or 55.38%
- Probably would not – 7 participants or 10.77%
- Definitely would not – 0 participants or 0.00%
- 3 participants skipped

13) If the CCRR offered a series on mental health, would you be interested?

- Yes - 59 participants or 90.77%
- No - 6 participants or 9.23%