

**Childcare Working Group
Briefing Paper**

**August 2013
Revised November 2013**

“Currently, I have no childcare and I am missing classes and my grades are reflecting this.”

“I couldn’t afford childcare, so my son went to live with my mom.”

“I have missed classes while waiting for the daycare centre to open. I would say that the stresses of daycare has caused my marks to fall. I have also dropped classes to work with my daycare schedule.”

“I have missed classes ... also, I have to drive out of my way (20 minutes) to pick up/drop her off .. this costs me \$ in gas and time.”

“A few times I had to bring my child to class and am very thankful I had nice professors”

“My partner had to lower their course load and periodically takes a term off, as we have no childcare.”

“...would help employee retention rates and increase job performance/satisfaction. I fully believe that a lack of access to appropriate childcare could result in the necessity for me to resign from my position at the end of my maternity leave”

“it is astonishing that a workplace of this size provides little or no support for parents with children”

Summary:

The Working Group has identified that there is a shortfall of access to childcare spaces on the Fort Garry, Bannatyne, Thompson and William Norrie campuses. By our very conservative estimates, UM has approximately 3,210 student parents, 348¹ continuing/permanent faculty parents, and 1,101 parents who are members of the staff (continuing/permanent). For all four campuses, there are 128 spaces in 3 facilities (16 in PlayCare, 60 in Campus Day Care at the Fort Garry campus and 52 in Makoonsag on the Selkirk campus). These three centres have waiting lists with well-over 700 names. Despite this, there is no data kept by the University of student, staff or faculty family needs. UM offers no infant care, no extended hours or weekend care, and little part-time care. Fees are high, and often out of reach for student parents. Indigenous and international graduate student success is closely connected to meeting family needs. Recruitment and retention of staff and faculty is compromised when family-friendly policies are inaccessible or unavailable. The current building and development processes underway for Bannatyne and Southwood Lands offer an important window of action: childcare services should be integrated into both plans, but does not appear to be a priority. Childcare services should be expanded on the Fort Garry campus and developed for the Thompson campus. Some parents would prefer community-based childcare for their children, and they compete with other Winnipeggers for scarce spots in community programs. UM should investigate how to support these needs over the longer-term.

Introduction and Context

The Childcare Working Group was created in November 2012 at the request of Susan Gottheil, Vice Provost (Students). Its creation was prompted when the issue of childcare was discussed during an October 2012 meeting of the Student Experience Committee. The University's priorities (Exceptional Student Experience, Indigenous Achievement and Outstanding Employer); commitment to creation of a Strategic Enrolment Plan (SEM); and activities including campus planning and philanthropy campaign, provide timely opportunities for the issue of childcare to be highlighted. The Working Group has no formal mandate or composition. A list of Working Group members can be found at the end of this report.

The Working Group has met monthly since November 2012 to gather information and to discuss the childcare needs of students, staff and faculty. The purpose of this Briefing Paper is to synthesize and summarize our preliminary findings about campus needs for childcare, and to make broad recommendations for short and longer-term action. This paper will be shared widely with the campus community.

¹ Note, the number of UM support staff and faculty who are parents is an estimate. Only continuing/permanent academic and support staff statistics were used to calculate the estimate, which was based on the limited available statistics. For academics, it was based on 2006 Canadian Association of University Teachers Almanac. For support staff, the estimate was drawn from an informal survey of AESES employees and then used to generalize estimate of total number of continuing/permanent support staff across all employee groups (AESES, CAW, EMAPS, CUPE etc)

Provincial Context²

Childcare is licensed and regulated by provinces in Canada, as a matter of provincial policy. While Manitoba childcare policy and regulations are generally well regarded, there are serious shortfalls in access and affordability in Manitoba.

Manitoba has 30,614 licensed childcare centres and family homes to serve the province's 184,361 children under the age of 12 years. Overall, there is a regulated childcare space for just 16.6% of all Manitoba children. The age group with the least restrictive access is preschoolers (aged 2-4 years): for them, the access rate is 23.6%. For infants less than two years and school age children over the age of 6 years, there are fewer spaces and worse access.

Manitoba has a shortfall in licensed childcare spaces. The provincial 'registry', which functions as a proxy for unmet needs, typically has between 10,000 and 12,000 unique names at any one time. Many parents do not use the central registry, and many childcare facilities keep their own waiting lists. Thus, names on the registry under-represent the extent of unmet need.

Everywhere in Canada, childcare is a user-fee service: parents who need or want to have their child enrolled in a centre or home must pay fees. If parent income is very low, the family may qualify for a fee subsidy that defrays some of the cost. Manitoba fees are the second lowest in the country, but are still beyond the reach of most low and many middle-income families. Infant care for children under the age of 2 years costs \$30/day – \$630/month – \$7,560/year. Care for preschoolers aged 2-5 is \$20.80/day – \$436/month – \$5,241/year. The costs of care for school age children varies depending on whether lunch is provided and whether or not school is in session: typical fees are \$10.95/school day (\$20.80/day on a non-school day, such as summer, March break and in-service days) – approximately \$3,500/year.

Fee subsidies are based on family income. Today, one parent with one preschool child could qualify for maximum subsidy if their family income was below \$15,593 and would qualify for a partial subsidy with income up to \$27,796. Two parents with one infant and two preschool children could qualify for full subsidy with income below \$24,260 and partial subsidy with income up to \$66,279. The income cut-off line for maximum subsidy in Manitoba is well below the poverty lines. Even parents who qualify for a maximum subsidy are charged \$2/day per child, or \$504/year per child. Few students are able to afford childcare fees, and so many use informal unlicensed childcare arrangements (which are often unstable and of questionable quality.)³

² Data drawn from Beach, Jane, Friendly, Martha, Ferns, Carolyn, Prabhu, Nina, & Forer, Barry. (2009). *Early Childhood Education and Care in Canada 2008* (8th ed.). Toronto: Childcare Resource and Research Unit and Government of Manitoba. (2012). Annual Report 2011 - 2012, Manitoba Family Services and Consumer Affairs. Winnipeg: Manitoba Family Services and Consumer Affairs.

³ Holmes, David. (2005). *Embracing Differences: Post-Secondary Education Among Aboriginal Students, Students With Children And Students With Disabilities*. Montreal: The Canada Millennium Scholarship Foundation. Donna Lero and Kathy Brophy. (May 2010). Keynote Address to "It Takes a University: Childcare and Postsecondary Education," University of British Columbia, Vancouver BC.

Many students are parents

Student parents comprise about 14% of all post-secondary students and 11% of all university students in Canada nation-wide, yet there are important regional differences.⁴ Student parent enrolment is higher in the prairie provinces, at 21%.⁵ The percentage of student parents has been rising steadily since 1976. Since 1994, 80% of student parents have been enrolled full-time.

Assuming the UM is representative of Canadian universities, we calculate that 11% of the UM's 29,181 students are parents, meaning 3,204 students. If UM's student parent profile is more typical of prairie universities, then that number would significantly increase.

The University of Manitoba does not keep systematic data on student parents, but informal evidence suggests their numbers are considerable. For example, the most recent data indicates that 324 students are registered under the family category on the UMSU Health and Dental Plan (December 2012). None of these include sponsored Indigenous students. We estimate, using national-level data, that at least 340 of the University of Manitoba's 1050 band sponsored students are parents (and they represent about half of the self-declared Aboriginal students on campus). Of the 63 nursing students who are part of the ACCESS program 24 out of 63 have children. Leslie Walsh, one of the coordinators of the RRC/UM Joint Baccalaureate Nursing Program (which ended in April 2012), reports that at least 50% of the students had children. The Inner City Social Work program has collected statistics since 2008 on the number children of students accepted. The average number of children per year is 48. A 2010 Bannatyne Campus survey found a need for childcare: 217 students responded to the survey and while 92% indicated they would never use daycare, 5% (or 11 students) reported would use it daily. For example, each member of incoming 2012 class of three Periodontics students, each is a parent and there are six children among them. Medical Rehabilitation estimated they have 10 students with children. Of the two current classes in the U of M's International Dentist Degree Program, 6 of the 13 students have children. We are confident these cases represent just the tip of the iceberg.

Meaningful planning is impossible when basic data are unavailable on students and their family needs.

Many Indigenous students are parents

The UM has made a commitment to supporting Indigenous Achievement but lack of adequate childcare for Indigenous students may hinder their ability to achieve their educational goals. The University of Manitoba should consider childcare as one of the resources necessary to achieving academic success for parent students. Almost one-third of Indigenous university students have children.⁶ Of the University of Manitoba's 2,087 students who report Aboriginal status, we extrapolate that 667 are parents. Undoubtedly there are more Indigenous students

⁴ Van Rhijn, T, Smit Quosai, T, & Lero, Donna. (2011). A Profile of Undergraduate Student Parents in Canada. *Canadian Journal of Higher Education*, Vol 41, no. 2, pp. 589 – 80.

⁵ Holmes, David. (2005). *Embracing Differences: Post-Secondary Education Among Aboriginal Students, Students With Children And Students With Disabilities*. Montreal: The Canada Millennium Scholarship Foundation.

⁶ Canadian Millennium Scholarships Foundation. (2005). *Changing Course: Improving Aboriginal Access to Post-Secondary Education in Canada: Millennium Research Note #2*. Ottawa: Canadian Millennium Scholarships Foundation, p. 5

who are parents who do not opt to self-declare. The Aboriginal Student Centre reports that approximately 80% of the students who receive services and supports from the Centre are female and a conservative estimate identifies two thirds of these female students are parents

The consequences for Indigenous students of lack of quality childcare are particularly severe. Families are often physically separated when there is no childcare: one Indigenous parent told us “*I couldn’t afford childcare, so my son went to live with my mom.*” Anecdotal evidence finds that many Indigenous students find school-family conflict too high, and that many drop out because of their caregiving obligations. Other Aboriginal students slow down their schooling: one parent told us “*I have dropped classes to work with my daycare schedule.*” One Indigenous student wrote: “*Currently, I have no childcare and I am missing classes and my grades are reflecting this.*” See Appendix 1 for a summary of results from an informal childcare survey circulated to students affiliated with the Aboriginal Student Centre.

A study of students at the University of Manitoba’s Faculty of Social Work campus and at University College of the North in Thompson, a predominantly Aboriginal student population, found that of the 74 students sampled, 71% had children. Family-school conflict negatively impacted these learners: students regularly have to leave classes or arrive late, or cannot participate in out-of-classroom education exercises due to conflicts between school and caregiving responsibilities. Four in 10 report they have missed a class because of childcare problems.⁷ When students replied to questions about “what is it like for you to be a parent and a student?” 56% of the students with children spoke about frustration and challenges in juggling school and family responsibilities.

The Canadian Federation of Students has observed that Aboriginal students are more likely to enter post-secondary education at a later age, increasing the number of students with dependents. This leads to higher costs such as childcare and relocation. These barriers must be addressed if educational equity is to be achieved for Indigenous learners.⁸

Faculty needs

There is little data on the needs of faculty for childcare. The University of Manitoba has 1088 continuing/permanent faculty members among its professors and teaching staff⁹. Available national data indicate that the percentage of university teachers with children is 49.5% (19% have children under 6, 13% have children both under and over 6 years old, and 68% have children six years or older)¹⁰. It is reasonable to assume that UM faculty have a similar profile. We extrapolate that at least 348 members of the UM teaching staff are parents of children below the age of school, and for whom childcare arrangements must be a concern.

Faculty regularly have work obligations outside of the standard 8:30 to 4:30 workday

⁷ Bonnycastle, Colin, & Prentice, Susan. (2011). Childcare and Caregiving: Overlooked Barriers for Northern Post-Secondary Women Learners. *Canadian Journal of Native Studies*, 31(1 - 16).

⁸ CFS. 2012 (Fall). Fact Sheet: Funding for Aboriginal Students. <http://www.cfs-fcee.ca/html/english/research/factsheets/201211-Factsheet-Abo-en.pdf>

⁹ UofM’s Institutional Analysis Summary, By Staff Type, Full-time/Part-time Status and Funding Type, 2011-2012 Head count. http://umanitoba.ca/admin/oia/media/Staff_Headcount_Summary_All_Funds_2011_2012.pdf

¹⁰ Canadian Association of University Teachers. "2.15 Labour Force Participation of University Teachers by Presence of Children and Sex, 2006" in *CAUT Almanac of Post-Secondary Education in Canada 2011-2012*, p 20 <http://www.caut.ca/docs/default-source/almanac/almanac-2011-2012.pdf?sfvrsn=0>

schedule (evening courses, committee meetings, and events and lecture). This makes childcare particularly challenging when faculty may have to have full-time day care during the standard work day and must also find evening care to be able to attend these other work obligations. Infant care is also a major barrier for faculty and staff who wish to return to work. Maternity and parental leaves provide employees with a maximum 1 year leave however there is no campus facility that accepts children under 2 years of age, leaving parents with at least a 1 year gap in childcare.

Female faculty have a particular need for childcare. According to recent research, family or community responsibilities function as a major barrier for women researchers, and are the second most commonly identified barrier (after barriers related to social capital and social schemas). Eliminating systemic discrimination against female academics requires accommodating their family responsibilities.¹¹

University administrators are becoming aware of how lack of childcare can hamper recruitment. UBC Associate Vice President of Human Resources Lisa Castle was cited in a *University Affairs* article as saying: "One of the most significant issues I am told about, repeatedly, is that childcare is an important determinant in whether they [faculty] join or stay at UBC."¹²

Planning initiatives are hampered when basic data are unavailable on faculty and their family needs.

Staff needs

There is very little data on the needs of staff for childcare, either from the Administration or campus unions. The University of Manitoba has 2,318 continuing/permanent support staff¹³, many of whom are women. There are several different employment unions: AESES, AESES-Security, CAW, CUPE 1482 and CUPE 3909 and a non unionized category, EMAPS. A recent informal survey conducted by AESES (as a result of an inquiry from a member of the Childcare Working group) revealed that 47.5% of the survey participants identified childcare needs (see Appendices 2 and 3 for AESES survey summary and results). It is reasonable to assume that a similar proportion of UM staff from other employment groups would have similar childcare needs. We therefore assume that 1,101 staff are parents with childcare needs.

One incomplete indicator of staff and faculty childcare need may be gleaned from the number of maternity or parental leaves that were taken by staff and faculty (see Table 1 below). UM has provided data on leaves taken in the past five years. It is important to recognize that childcare needs are cumulative. Since children need care from infancy to age 12, we would need to go back to 2001 to have more complete data. Leaves are only a partial in another way: UM staff who are parents may not take parental leave if their partners take the leave instead: typically, this means many fewer men than women leave the labour force for the birth or adoption of a child.

¹¹ Excerpt (Canadian Council of Academics, 2012, from Chapter 6 The Chapter 6 The Paid Work-Family Life Balance, p 113)

¹² Millar, Erin. 2010. "Urgent Need for Campus Child-Care Spaces." *University Affairs*. (September 13). <http://www.universityaffairs.ca/urgent-need-for-campus-child-care-spaces.aspx>

¹³ UofM's Institutional Analysis Summary, By Staff Type, Full-time/Part-time Status and Funding Type, 2011-2012 Head count. http://umanitoba.ca/admin/oia/media/Staff_Headcount_Summary_All_Funds_2011_2012.pdf

Table 1

Fiscal Year	Number of Maternity or Parental Leaves per Fiscal Year
2008/09	61 Leaves
2009/10	83 Leaves
2010/11	60 Leaves
2011/12	93 Leaves
2012 (as of Nov 28)	64 Leaves
Total	361 Leaves

Source: Terry Voss, Executive Director, Human Resources reported November 28, 2012 via email to Jane Watkinson

We point out that, as is the case for students, meaningful planning is impossible when basic data are unavailable on staff and their family needs.

CHILDCARE FACILITIES AT THE UNIVERSITY OF MANITOBA

Fort Garry campus

There are two on-site childcare centres at the Fort Garry campus, PlayCare Centre and the Campus Day Care Centre.

The *PlayCare Centre* is licensed day care facility for up to 20 children aged 2-5 years on regular days (and can admit children aged 6-12 on school in-service days, space permitting.) PlayCare is run by Student Services, Student Affairs. It is one of the few university-run childcare facilities in Canada. PlayCare prioritizes UM students with children who require childcare while they pursue their studies. PlayCare provides full-time, part-time and occasional spaces. However, with the increase of international students seeking childcare, an increasing number of students are requesting full time care. Although licensed for 20 spaces, the current capacity is just 16 full time spots (due to staffing shortfall). In the last academic year, PlayCare ran at full capacity for the 2012-2013 academic year and assisted 19 families (10 undergraduate student and 9 graduate student families).

PlayCare is funded through a combination of: operating grant from the provincial Early Learning and Childcare office, parent fees, UM Baseline funding (covers Coordinator's salary) and annual donations from UMSU (\$4500) and GSA (\$1000). PlayCare is facing financial challenges as two FTE positions are funded by the revenue account and consequently do not receive central funding for increases (step and general increases). For the past several years PlayCare has limited professional development for staff and reduced purchases of toys and equipment for the Centre.

PlayCare fees are lower than the maximum permitted by the province. The maximum fee that can be charged by a licensed day care is \$20.80 per full day. Currently PlayCare's fees are \$19.80 per full day and \$ 9.90 per half day (4 hrs or less) with fee increases planned for 2013-2014.

PlayCare uses the province's online childcare registry. This new registry (implemented in 2010) has posed some challenges, as PlayCare no longer maintains its own waiting lists. In the past, it was easier to identify and prioritize students. With online registry, students do not

always know that they must identify as a registered UM student. PlayCare has added information on their website to help students appropriately complete the online registration <http://umanitoba.ca/student/resource/playcare/online-wait-list.html>

Campus Day Care Centre Inc, located on campus, is an independent, not-for-profit, centre licensed for 60 preschool spaces for children aged 2-6. The Centre has a parent Board of Directors. The Campus Day Care director reports her waiting list has over 250 families, and she anticipates new applicants will wait at least two years for a childcare space. The program has full and part-time spaces and is open Monday – Friday, 7:45 am to 6:00 pm (5:30pm during months of July and August when there is a major event at the Investors Group Field). The Centre prioritizes care for children of UM staff or student. At least one parent must be affiliated with the University of Manitoba either as an employee or a day student. Like the PlayCare Centre the Campus Day Care has noted an increase in the number of international students who are using childcare services.

Community Day Care Centres (Fort Garry)

There are approximately 24 licensed childcare facilities within the immediate vicinity of Fort Garry campus. Day care Directors in the area were provided with brief survey inquiring about number of UM student or staff parents using their respective centres. Two centres responded. Kings Park Day Centre reported caring for 6-10 children of UM students and 2-4 staff, and St. Norbert Children's Centre reported providing care for children of 7 UM students and 3 staff. Based on the records of Prairie Children's Centre - Pembina (located at the Deaf Centre Manitoba on Pembina at confusion corner) at least 4 parents are UM staff or faculty and one UM student has a child at the centre. For a centre with only 32 childcare spaces this proportion seems high. This highlights the demand for childcare for the UM community both on and off campus.

Bannatyne campus

There are no childcare facilities on the Bannatyne campus with a mandate to serve UM students or faculty. Community-based childcare programs in the area can sometimes accept parents, but their waiting lists are very long. For example, Cornish Childcare Centre (located west Broadway) is licensed for 37 children and has a waiting list of over 450 children.

William Norrie Centre

Makoonsag Intergenerational Children's Centre serves this UM satellite campus, and it was founded because of student organizing. According to Yvonne Pompana, Director of the Inner City Social Work program, approximately 200 students approached the Inner City Social Work staff some years ago about the need for a childcare centre. Urban Circle Training Centre (519 Selkirk Avenue) and the Inner City Social Work program helped to fundraise for the 52-space Makoonsag Intergenerational Children's Centre, which opened last year after 7 years of planning and construction.

Staff from the Inner City Social Work program sit on the childcare centre's board of directors. Students are the first priority for spaces; there are 12 infant spots and 40 preschool spaces. The waiting list already has over 400 names.

Red River College is partnering with Urban Circle Training Centre to use the centre as an observation site for their Early Childhood Educator 2 Year Diploma program. Students do their practicum at the Makoonsag Intergenerational Children's Centre. The 'Red River College in partnership with the Urban Circle Training Centre, Inc. Early Childhood Educator program' applicant information site states that 'competence in an Aboriginal language and/or knowledge of Aboriginal customs, beliefs and practices is an asset'. Elders work with the Intergenerational Children's Centre to maintain an Indigenous focus.

Thompson campus

The Thompson campus offers the Northern Social Work degree. It also houses access to distance courses from Brandon University, University of Manitoba, University of Winnipeg, University College of the North, Red River College, and Assiniboine Community College. There is no childcare facility in Thompson with a mandate to serve UM students, staff or faculty.

Other Provincial PSE Day Care Centres

University of Winnipeg: The Students' Union owns and operates a childcare centre with 96-space capacity: 12 infants spaces and 84 preschooler spaces. Priority is given to students. About half of the spaces are used by current students, 25% by faculty and staff and another 25% by community members (mainly recent grads who have chosen to keep their child/children in the centre post-graduation). UofW daycare centre has a waiting list of 350 - 400 names.

Red River College's daycare has 51 spaces with an approximate 60% student/40% staff usage split. Some spaces are used by local residents, primarily recent RRC grads who have chosen to keep their child/children in the daycare post-graduation Their waiting list is 1 - 2 years, with 75% of those on the list wanting an infant/toddler spot. Red River College's daycare has 4 infant/toddler spots. The Centre is not able to expand due to the age of their building and new fire regulations that would affect their expansion. The Director indicates that half of the parents using the centre are Nursing students.

University College of the North has made childcare centres for both its Thompson and The Pas Campus a priority. The Pas' centre will open next month, and the Thompson centre will open early in 2014. UCN offers ECEC training, and the proposed new centre will be used as a laboratory school for early childhood education students. UCN's website home page has a page titled "Parents and Family", which links to many resources, including a page titled "daycare."

Université de Saint-Boniface: is actively organizing to start-up a childcare centre. The USB offers ECEC training, and the proposed new centre will be used as a laboratory school for francophone early childhood education students.

Brandon University: The Bran-U-Day Care Centre, (a provincially subsidized day care) located adjacent to campus at 303 21st Street, licensed for 52 children. The program serves children between the ages of 2 and 6, prioritizing students and staff of Brandon University, but also enrolling community members. Open weekdays from 7:45 a.m. to 5:30 p.m.

Assiniboine Community College: ACC operates an on-site early learning centre for children aged 2-6 years. Serves 34 children in a full-day program, from 7:30 am to 5:30 pm. The Assiniboine College website notes: "Finding reliable and quality day care for your children is a major challenge faced by parents attending college. It is necessary to have both a regular babysitter or daycare centre for your pre-schooler and a backup plan for days when the regular services may be unavailable. It may be necessary to have morning, noon or after school care for your school-aged child, and a back-up plan for in-service days. To get the best available care for your children, make arrangements early."¹⁴

Childcare facilities at U15 institutions

University of Toronto:¹⁵

For over twenty years, U of Toronto has had a Family Care Office. Its website lists a host of family care assistance available to the UT community. Key among these is childcare. The University of Toronto runs three early learning centres, each of which is operated as a department of the university, as well as two other childcare centres, for a total of five. Their mandate is to enroll children of University students, staff and faculty. U of T also offers a Family Resource Centre. Childcare is included in one of U of T's Student Housing, and this centre is used as a lab school for local community college ECE students. The U of T website explains that "The childcare centre also supports research and curriculum development opportunities."

U of T stresses its commitment to family-friendly policies (see, for example, the student page titled "Balancing Student Life & Family"). One way this is expressed is financial: domestic undergraduate and graduate students who apply for OSAP will be considered for a study grant, which is available to students with children. A special top-up program is also available to support student parents. Additionally the University of Toronto Students Union (UTSU) offers a "Dollars for Daycare" grant, for full and part-time undergraduate students. Graduate students can receive support through CUPE 3902's "Childcare Fund." All childcare costs for care for children under the age of 16 years and which are accepted by Revenue Canada are eligible.

Faculty and Librarians and staff at U of T enjoy employer support in paying for their childcare, under the University of Toronto's "Child Care Benefit Plan." Employees with children under the age of 7 are eligible for a maximum reimbursement of \$2,000/year: up to 50% of the cost of care, to a maximum of \$10/day for a half-day of care, and \$20/day for a full-day. The University of Toronto dedicates \$1 million/year to the Child Care Benefit Plan.

¹⁴ Assiniboine Community College website. (2013).

<http://public.assiniboine.net/FutureStudents/StudentServices/ChildCare.aspx>

¹⁵ All information presented here found on the University of Toronto webpage.

University of British Columbia¹⁶

UBC is the “largest campus-based child care provider in North America” and the largest provider of infant/toddler care in Vancouver. UBC owns and operates 21 childcare programs that welcome 900 children, and is actively planning for expansion to serve some of the 1,600 names of its waiting list. Parent fees cover the costs of labour only, and the not-for-profit centres are supported by the University, which provides capital, and utilities, as well as fire and maintenance, support services (IT, Finances, etc). The UBC’s high quality programs prioritize the University community, and are often linked to research programs. Nevertheless, its website reports that waiting lists can sometimes be as long as 3 years. Lisa Castle, UBC’s Associate Vice-President of Human Resources, told *University Affairs* in 2010 that “One of the most important issues I am told about, repeatedly, is that childcare is an important determinant in whether [faculty and staff] join or stay at UBC.”¹⁷

Queen’s University¹⁸

Queen's childcare policy states: “Queen's University promotes shared responsibility of child care among parents, government and the University. As part of its commitment, Queen's views as important the availability and accessibility of high quality child care for the children of University students, faculty, and staff.” Queen’s has a staff and faculty Childcare Support Benefit Plan. Parents can be reimbursed half the cost of their childcare (\$10 for a half-day/ \$20 for a full-day) to a maximum of \$2,000/year, and the University dedicates \$300,000 annually to the plan.

Preliminary web research was carried out to glean available information on the websites of the U15 institutions. See Appendix 4 for a summary of information on other U15.

ANALYSIS AND DISCUSSION

SWOT Analysis

Strengths

- The University of Manitoba is committed to being an Employer of Choice, and to promoting exceptional Student Experience and Indigenous Achievement. Each of these three goals indicates the University’s interest in childcare and other family-friendly policies.
- The University is working on a Strategic Enrolment Plan for the recruitment and retention of students.
- Two childcare centres (Campus Day Care

Weaknesses

- Childcare is not currently an explicit University priority.
- The University does not track childcare or other family needs of students, staff or faculty.
- Lack of childcare hampers recruitment and retention of new and existing faculty and staff
- Childcare issues are a significant barrier for students with children and important factor for their recruitment and retention

¹⁶ Data from the UBC website

¹⁷ Erin Millar, 2010, “Urgent Need for Campus Child-Care Spaces.” *University Affairs* (September 13.)

¹⁸ Information from the Queen’s website

and PlayCare) on-site at the Fort Garry campus prioritize University of Manitoba students and staff. UMSU and GSA each provide annual donations, which help subsidize PlayCare fees. The program provides opportunities for early childhood research (e.g. observation) and experiential learning (e.g. placements).

- The William Norrie Centre campus benefits from the 52-space Makoonsag Intergenerational Children’s Centre, which also serves students from Urban Circle and the U of W

- Indigenous student parents are particularly hard-hit by lack of quality, affordable childcare.
- Graduate and international student parent success is hampered by lack of childcare.
- The Fort Garry campus’ two on-site childcare centres are unable to meet the demand and their waiting lists are long: over 300 names for programs that serve just 80 children. No infant or school-age care is provided. No evening or weekend childcare.
- PlayCare Centre’s location restricts opportunity to expand operations
- The Bannatyne campus has no childcare facilities for students, staff or faculty
- University of Manitoba has not offered an Early Childhood Education degree program for over a decade.

Opportunities

- Current planning efforts may include childcare needs assessment for Fort Garry and Bannatyne campuses.
- Opportunities to develop childcare facilities in the future development of Southwood Land at the Fort Garry campus.
- Current Bannatyne campus master planning offers an opportunity address childcare needs
- Opportunity to include childcare as part of the UofM’s new philanthropy campaign, including relocating PlayCare to more optimal space.
- Opportunity to create or enhance relationships between University and community childcare centres
- Early childhood care and education facilities offer a rich resource for the teaching, learning and research mandates of the University
- Enhanced provision of childcare will help to meet the University’s Sustainability goals.

Threats

- Creation of unnecessary work-family stress, impairing productivity and morale among staff, students and faculty.
- Indigenous student success is jeopardized by lack of childcare
- Failed recruitment efforts of new faculty and staff
- Loss of students to other PSE institutions
- To poor results, other Canadian universities have recruited childcare services from corporate providers: this option would be undesirable at U of M.
- Limitations of advancement for employees (real or perceived) due to challenges around childcare

- Enhanced provision of childcare will help to meet the University’s objective of increasing the proportion of graduate students to 20% of the student population, and contributing to Indigenous student success.
- The UM welcomes 11,000 children/year to MiniU; extending childcare options on campus could expand this important community outreach.

University of Manitoba context

Childcare is not currently an explicit University priority. The University does not track childcare or other family needs of students, staff and faculty. The University has not offered a degree program in Early Childhood Education (the educational qualification that prepares professionals to work in the field) since 2004.

Family-Friendly University

As part of the University’s Outstanding Workplace initiative within the “Enhancing Our Outstanding Workplace Through Our People, Community and Contribution Essential Elements Framework,” childcare emerges as a priority. Strategy five (“Celebrate, communicate, and augment university-wide benefits”) identified the need for enhanced family care benefits: “There was an appreciation of family benefits; there was also a call to improve benefits for single parents, and increased access for day care.”

Childcare as a remedy to systemic discrimination

Flexible accommodations that promote work-family reconciliation have been identified by experts as key elements in a strategy to combat systemic gender-based discrimination. UM was charged with systemic discrimination in a Manitoba Human Rights complaint brought by female faculty, and evidence of sex-discrimination in female faculty salaries has recently been identified. Provision of more childcare services would mitigate some of the factors that generate systemic gender-based discrimination for female academics, and also support female staff and students.

Childcare and Indigenous Achievement

We have documented above how family caregiving responsibilities interfere with Indigenous student success. Given the importance of accommodating family caregiving needs for Indigenous students, staff and faculty, enhanced provision of childcare services will contribute to the University’s goal of promoting Indigenous Achievement

On-campus childcare facilities: Supporting Teaching, Learning and Research

On-campus services do much more than support the family needs of students, staff and family. They can also be valuable resources to the research and teaching mission of the University. Most obviously, childcare facilities can be laboratory schools where Early Childhood

Education (ECE) students can practice their academic skills. Unfortunately, the UM stopped offering ECE courses in 2004.

The Faculty of Human Ecology noted the wide-ranging role that campus childcare facilities can play. Their former lab school was a regular observation site for students and faculty in

“Psychology, Physical Education, Nursing and Social Work and for child care training courses for Red River College students and family day care providers. A variety of projects were also conducted, for example, the Clothing and Textile students designed and constructed painting aprons and costumes for the children and the fourth year Architecture students were assigned to redesign the facility yielding 25 new concepts! The School of Music adapted the Orff program for children of toddler age.”¹⁹

Many other academic units would be able to profit from Early Childhood Education (ECE) programs, including Early Years students in Education, Pediatric Medicine, Nursing, Dentistry, City Planning, Kinesiology, Recreation Management, Psychology, Social Work and others who have an interest in children.

Given the valuable contribution that on-campus childcare can make to the teaching, learning and research mandate of the university, is important that on-campus childcare programs are administered by the University community (which might include Student Services, Students’ unions, employee associations, or consortiums of university stakeholders.) Some Canadian universities have contracted out childcare services to corporate providers, and the results have been undesirable. From a quality of care perspective as well as a commitment to efficient use of public resources, private for-profit childcare services are a poor policy remedy.²⁰

Issues and Challenges

While on-site childcare is often the first preference for parents of infants and preschoolers, parents of school aged children (aged 6 – 12 years) typically prefer childcare located in the community in which they live and which is close to the school children attend.

While absolute shortfall in access to licensed services is the most pressing problem, it is equally critical that services are financially accessible. Childcare fees are very high (especially for infants) and few students are able to afford the cost; eligibility for subsidies is very restrictive. The UM could play an important role, like other U15 institutions, in providing fee subsidies. It could also speak up to request that the income eligibility thresholds for accessing childcare subsidy in Manitoba reflect student realities.

The age group that has the least restrictive access to licensed childcare is preschoolers. Infant and school age care is also needed. Students, staff and faculty often work extended hours and on weekends, and they need childcare services that accommodate these hours.

¹⁹ Brockman, Lois. 2004. *History of Child Development in Human Ecology, 1910 – 2003*, published in the FHE Faculty Centennial Book.

²⁰ Enid Elliot, 2009. “Corporate Childcare is not the Solution to the University of Victoria Crisis” <http://www.straight.com/article-268527/enid-elliott-corporate-childcare-not-solution-university-victoria-crisis>; Prentice, Susan. (2005). For-Profit Child Care: Past, Present, Future *Occasional Paper No. 21*. Toronto: Child Care Resource and Research Unit, University of Toronto

CURRENT INITIATIVES

a) Fort Garry

There are several initiatives at the Fort Garry campus that have and will provide opportunities for the working group to promote the importance of childcare and its inclusion and integration into campus planning. Members of the working group have provided feedback on the Visionary (re)Generation open international design competition as well as ideas and feedback for development of the Southwood Lands. The Major space audit is another opportunity for the existing childcare centres, PlayCare and Campus Day Care, to identify space needs.

b) Bannatyne Campus Master Plan

The Bannatyne Campus Master Plan is now available online and includes mention of a daycare. The Bannatyne Campus plan states, "a larger on-campus student population creates new opportunities for facilities such as daycare, which would not only add a much-needed service to the campus, but would enhance the campus as a multi-generational community." Recent documents, however, qualify this statement and members of the Working Group are concerned that the planning initiative will not capitalize on the opportunity to integrate childcare.

c) Philanthropy Campaign

Working with Philanthropy and donor relations, there may be opportunities for gifts to be targeted towards students who are parents as well as folding childcare centre(s) into a capital campaign.

d) SEM and UM's strategic priorities

Two of the University Manitoba's strategic priorities focus on Exceptional Student Experience and Indigenous Achievement, priorities that support inclusive and supportive services and support for students, including students who are parents. The development and support of a University SEM plan provides for ongoing opportunities to examine efforts to support and retain students, including students with children.

SUMMARY and RECOMMENDATIONS

The Working Group has been able to identify that there is an absolute shortfall of access to childcare spaces on the Fort Garry, Bannatyne, Thompson and William Norrie campuses. By our very conservative estimates, UM has approximately 3,210 student parents, and at least 1,449 staff and faculty parents. For all four campuses, there are 128 spaces (16 in PlayCare, 60 in Campus Childcare and 52 in Makoonsag). These three centres have waiting lists with over 700 names and do not offer childcare for children under 2 years (leaving a gap for parents who return to school / work after the 1 year maternity/parental leave). Some parents would prefer community-based childcare for their children, and they compete with other Winnipeggers for scarce spots in community programs. Fees are high, and often out of reach for student parents. Indigenous student success is closely connected to meeting family needs. Recruitment and retention of staff and faculty is compromised when family-friendly policies are inaccessible or unavailable. The current building and development processes underway for Bannatyne and

Southwood Lands offer an important window of action: childcare services should be integrated into both plans. The Fort Garry and Thompson campuses also require access to more and better childcare spaces.

Short term:

- UM should collect data on the family care needs of its students, staff and faculty, as this data is essential for long-term planning
- UM should consult with the three existing campus childcare programs to find out how to support their current operations and possibilities for expansion.
- The Campus planning process underway for Bannatyne and Southwood Lands should integrate new childcare facilities into the respective plans.
- Explore identified under-utilized buildings close to the Bannatyne campus that could serve as future childcare sites.
- UM should explore opportunities to increase childcare capacity at all of its campuses (Fort Garry, Bannatyne, William Norrie and Thompson).
- UM should develop a 'family-friendly' policy statement, linking it to the institutional priorities of promoting Indigenous achievement, an exceptional student experience and an outstanding workplace.

Long-term

- UM should explore opportunities to integrate family needs into all future student housing.
- UM should explore how to integrate childcare services into all future capital and building plans.
- UM should undertake a study of how to support the childcare needs of students, staff and faculty who require or prefer off-campus childcare, as well as of those who prefer on-campus services.

Childcare Working Group Members

Ms. Brandy Usick, *Director, Student Advocacy and Accessibility (co-chair)*

Dr. Susan Prentice, *Professor, Department of Sociology (co-chair)*

Ms. Marlynn Childs, *Coordinator, PlayCare Centre*

Ms Christine Cyr, *Aboriginal Student Recruitment*

Ms. Sharilyn Finley, *Services Coordinator, UMSU*

Ms. Bev Getty, *Assistant to the Director, Aboriginal Student Services*

Ms Dawn Montebruno and Leanne Boitson, *Campus Day Care*

Ms. Heather Paterson, *Director, Services for Students at Bannatyne Campus*
Ms. Jessica Rebizant (2012-2013) and Calistus Ekanna (2013-2014), *GSA representatives*
Ms. Sonja Stroud, *Space Planner, Campus Planner and Real Estate Office*
Dr. Christine Van Winkle, *Assistant Professor, Kinesiology and Recreation Management*
Dr. Jane Watkinson, *Dean, Kinesiology and Recreation Management*
Ms. Susanne Ally, *VP Advocacy UMSU*
Ms. Angel Therrien, *Assistant to the Director, Student Advocacy and Accessibility*
(support)

List of Appendices

Appendix 1 – Aboriginal Student Centre Survey

Appendix 2 – AESES Childcare Survey Summary

Appendix 3 – AESES Childcare Survey Results May 2013

Appendix 4 – U15 Childcare Web Research

Childcare Questionnaire Summary
Total of 26 Participants

Question						Answer	Total
1. Do you support the concept of a childcare facility on campus?						YES	26
						NO	0
2. Are you in a position to use a childcare facility on campus?						YES	23
						NO	3
3. Are you currently using daycare facilities for your child?						YES	18
						NO	8
If yes...							
• Is your child enrolled in the university daycare?						YES	1
						NO	24
If no...							
• Is your daycare in the vicinity of the university?						YES	4
						NO	19
• Do you have to travel out of the area in order for your child to attend daycare?						YES	10
						NO	14
4. Indicate age category(ies) of childcare needs: If you need more than one spot per age group, please place number of spots required by adding extra check marks						Unborn/Newborn	2
						Infant/Toddler (12 weeks-2 years)	7
						Preschool (2-5 years)	11
						School Age (6-12 years)	9
5. Care Required						Full time days	20
						Part time days	3
						Evening only	0
						Day time & evenings	5
						Weekends only	0
						Days, evening & weekends	2
						Breaks	2
						Holidays	0
6. Would you need the childcare facility?						Part-Time	7
						Full-Time	17
	Monday	Tuesday	Wednesday	Thursday	Friday		
A.M.	23	23	22	21	21		
P.M.	16	17	16	17	15		
Evening	2	2	3	2	3		
Overnight	0	0	0	0	0		
7. Is/are your child/children currently on a waiting list(s) at a childcare centre(s) or family childcare home(s)?						YES	10
						NO	15
8. Is/are your child/children currently enrolled at a childcare centre or family childcare home?						YES	4
						NO	1

Childcare Questionnaire Summary
Total of 26 Participants

9. How has (have?) day-care issues affected you going to school? If you have said yes to any, please comment below:				
• Missed Classes	YES	19		
	NO	5		
• Missed Exams	YES	4		
	NO	16		
• Poor Grades	YES	14		
	NO	8		
• Dropped Classes	YES	7		
	NO	10		
Comments: <ul style="list-style-type: none"> ○ I could do better in school if I had more supportive daycare facility as my current situation can be unreliable. ○ Few times I had to bring my child to class and very thankful I had nice professors. ○ I have been fortunate to have the full support of my son's father. In many cases he has been able to work around my schedule. While we were waiting on lists for daycare spots, he stayed home with our son. ○ I have missed classes because my daughter will get sick and then I have no one else to take care of her. Also, I now have to drive out of my way (20 minutes) to pick/drop her off from Osborne to St. Anne's/Bishop to school. Costs more money on gas. ○ My partner had to lower their course load and periodically take a term off as we have no childcare. ○ I have missed classes while waiting for daycare to open. I would say the stresses of daycare have caused my grades to fall. I have also dropped classes to work with my daycare's schedule. ○ Currently I have no childcare and I am missing classes. My grades are reflecting this. There are no spots available for my child. We need more childcare spots. ○ Missed a couple classes. ○ It is so far out of my way to school that it costs me more money than I can afford to transport my daughter to daycare that I miss classes, resulting with missed classes and poor grades! 				
10. How many people do you know that have had to leave school due to day care issues?		0	6	
		1-3	16	
		4 or more	3	
11. Does your child/children now attend:				
	Please Check	No. of children	Full or Part-Time	Approx. Cost Care Per Day
Group Child Care Centre	10	9	4 Full-Time	\$2/day \$10/day \$27/day \$21/day \$500/month \$90/month \$400/month
School Age Child	4	4	1 Full-Time	\$365/month

Childcare Questionnaire Summary
Total of 26 Participants

Care Centre				\$200/month \$35/month
Nursery School	3	1	1 Full-Time 1 Part-Time	\$2.00/day \$1.25/day
Family Child Care Home	1			\$2.00/day
Private Home Care	3	1	1 Full-Time	\$30/day \$30/day
Care of Relative	1	3	1 Full-Time	\$0
12. Have you ever had to live away from your children due to childcare issues?			YES	2
			NO	21
If yes, please comment: <ul style="list-style-type: none"> ○ I couldn't afford daycare so my son went to live with my mom. ○ Isolation living off city limits and spouse works out of town. 				

AESES Childcare Survey Summary

May 2013

Prepared by Heather Paterson, Childcare Working Group

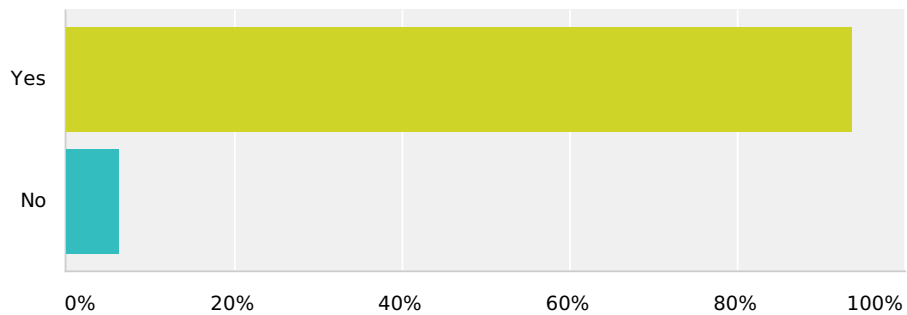
At the request of the Childcare Working Group, AESES sent out a survey of 12 questions about childcare to its 2200 U of M employees in April 2013. 510 employees (23%) responded to the survey. In addition, 143 employees included written comments about the child care situation on the U of M campuses. Twenty of these comments specifically addressed the lack of child care on the Bannatyne Campus.

36.76% of 506 respondents noted that they were in a position to use a child care facility on campus. 344 members responded to the question of whether daycare issues had affected their ability to attend work - 122 employees replied that child care issues had impacted them negatively. 39.78% identified a need for Infant/toddler (12 weeks-2 years) care that is currently not available on campus. 56% of respondents knew 1-3 coworkers who had to miss work due to daycare issues, while 18.21% knew four or more employees in their department who had been absent due to problems with daycare. One member commented that on-campus daycare "would mean less absenteeism of U of M staff with children as well as less stress on childless workers who sometimes have to do extra when a colleague is away from work".

More than one staff member spoke about how an on-campus daycare would help to attract and retain individuals at the university. A number of pregnant staff members noted that "on-campus daycare would definitely affect my decision to come back to work after maternity leave" and "would help employee retention rates and increase job performance/satisfaction. I fully believe that a lack of access to appropriate childcare could result in the necessity for me to resign from my position at the end of my maternity leave". Others felt that their inability to stay late at work because they had to pick up their children from a daycare far away from campus hampered their ability to advance within the unit. The lengthy wait time (2 years or more), the lack of facilities for children less than 2 years old at the end of U of M employees' one year parental leaves and the limited number of spaces for the Campus Day Care Centre were frequently cited in the written comments. The statement "it is astonishing that a workplace of this size provides little or no support for parents with children" summarized many U of M employees' concerns.

Q1 Do you support the concept of a child care facility on campus?

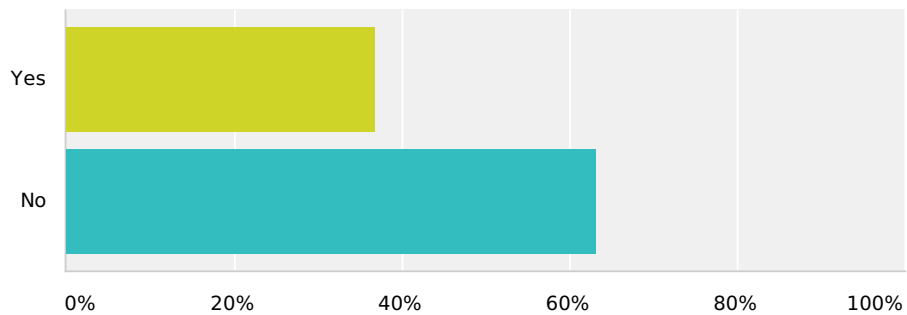
Answered: 507 Skipped: 3



Answer Choices	Responses	
Yes	93.69%	475
No	6.31%	32
Total		507

Q2 Are you in a position to use a child care facility on campus?

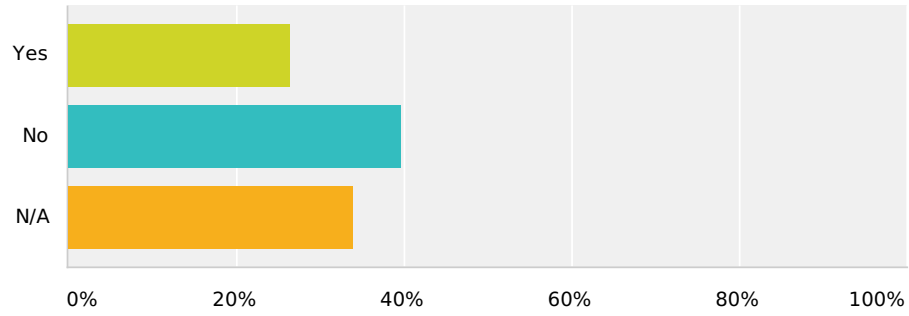
Answered: 506 Skipped: 4



Answer Choices	Responses	
Yes	36.76%	186
No	63.24%	320
Total		506

Q3 Are you currently using daycare facilities for your child/children?

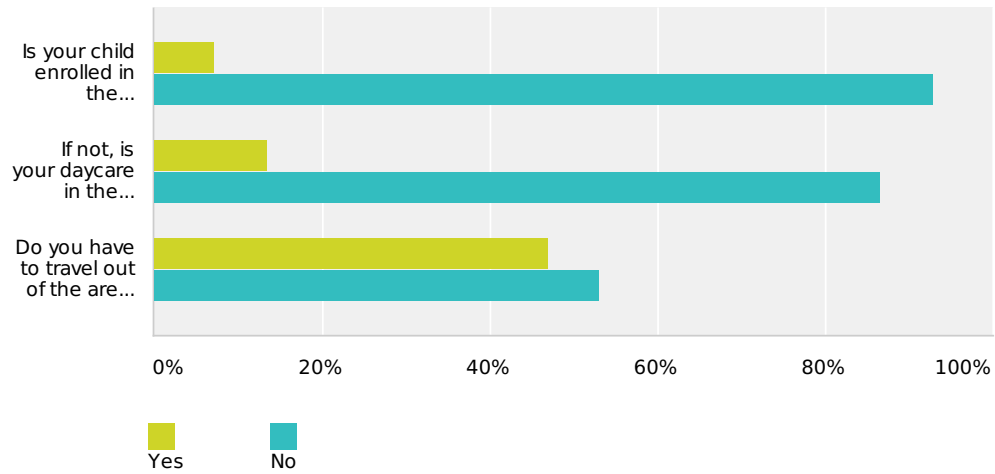
Answered: 507 Skipped: 3



Answer Choices	Responses	
Yes	26.43%	134
No	39.64%	201
N/A	33.93%	172
Total		507

Q4 If you answered "yes" to the previous question:

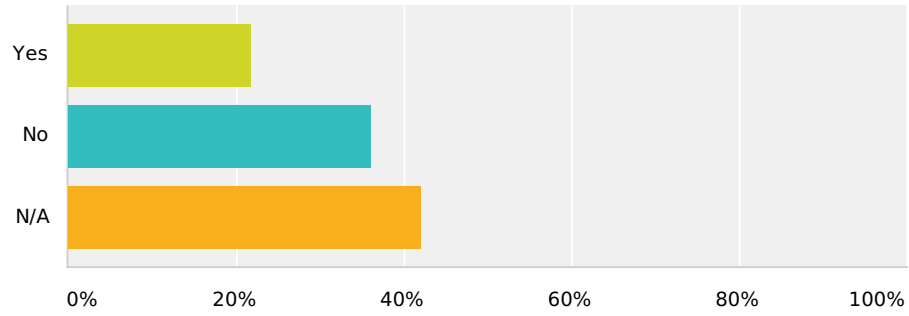
Answered: 212 Skipped: 298



	Yes	No	Total
Is your child enrolled in the university daycare?	7.14% 15	92.86% 195	210
If not, is your daycare in the vicinity of the university?	13.47% 26	86.53% 167	193
Do you have to travel out of the area in order for your child to attend daycare?	46.91% 91	53.09% 103	194

Q5 Is/are your child/children currently on a waiting list(s) at a child care centre(s) or family child care home(s)?

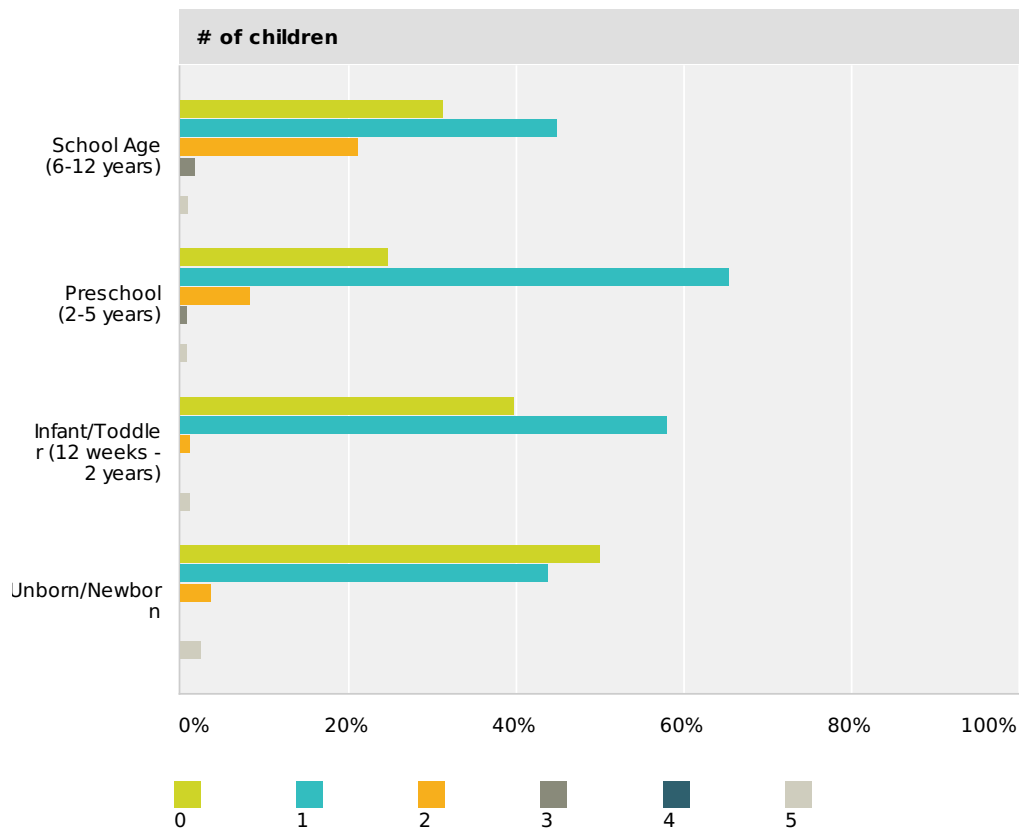
Answered: 399 Skipped: 111



Answer Choices	Responses
Yes	21.80% 87
No	36.09% 144
N/A	42.11% 168
Total	399

Q6 Please indicate the age category(ies) of child care needs:

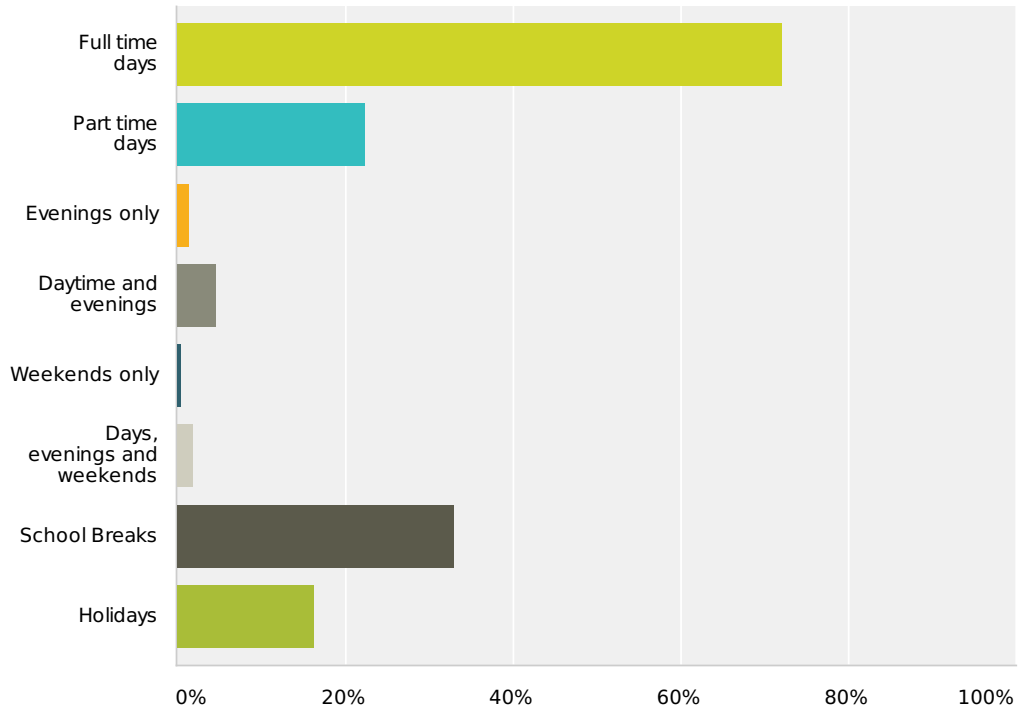
Answered: 242 Skipped: 268



# of children							
	0	1	2	3	4	5	Total
School Age (6-12 years)	31.36% 37	44.92% 53	21.19% 25	1.69% 2	0% 0	0.85% 1	118
Preschool (2-5 years)	24.81% 33	65.41% 87	8.27% 11	0.75% 1	0% 0	0.75% 1	133
Infant/Toddler (12 weeks - 2 years)	39.78% 37	58.06% 54	1.08% 1	0% 0	0% 0	1.08% 1	93
Unborn/Newborn	50% 41	43.90% 36	3.66% 3	0% 0	0% 0	2.44% 2	82

Q7 Child care required:

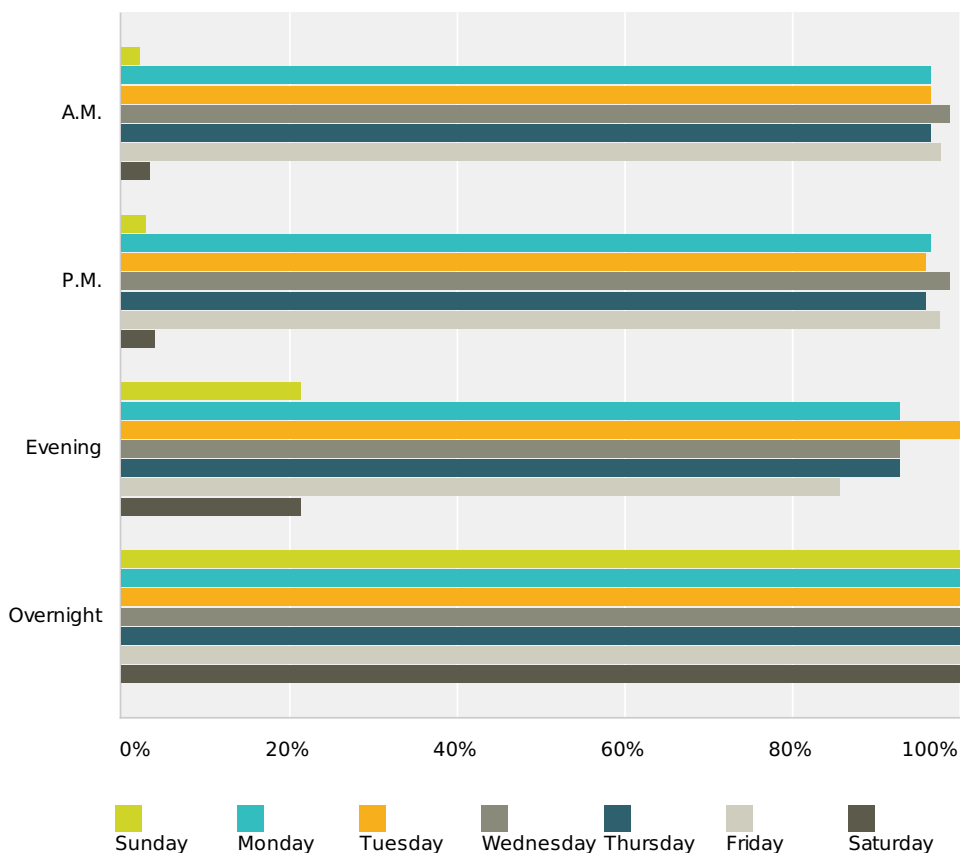
Answered: 215 Skipped: 295



Answer Choices	Responses
Full time days	72.09% 155
Part time days	22.33% 48
Evenings only	1.40% 3
Daytime and evenings	4.65% 10
Weekends only	0.47% 1
Days, evenings and weekends	1.86% 4
School Breaks	33.02% 71
Holidays	16.28% 35
Total Respondents: 215	

Q8 Would you need the child care facility (check all that apply):

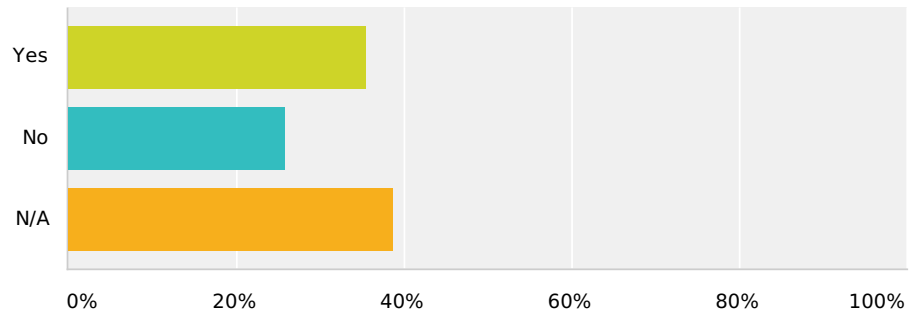
Answered: 186 Skipped: 324



	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Total Respondents
A.M.	2.26% 4	96.61% 171	96.61% 171	98.87% 175	96.61% 171	97.74% 173	3.39% 6	177
P.M.	2.87% 5	96.55% 168	95.98% 167	98.85% 172	95.98% 167	97.70% 170	4.02% 7	174
Evening	21.43% 3	92.86% 13	100% 14	92.86% 13	92.86% 13	85.71% 12	21.43% 3	14
Overnight	100% 2	100% 2	100% 2	100% 2	100% 2	100% 2	100% 2	2

Q9 Have daycare issues affected your ability to attend work?

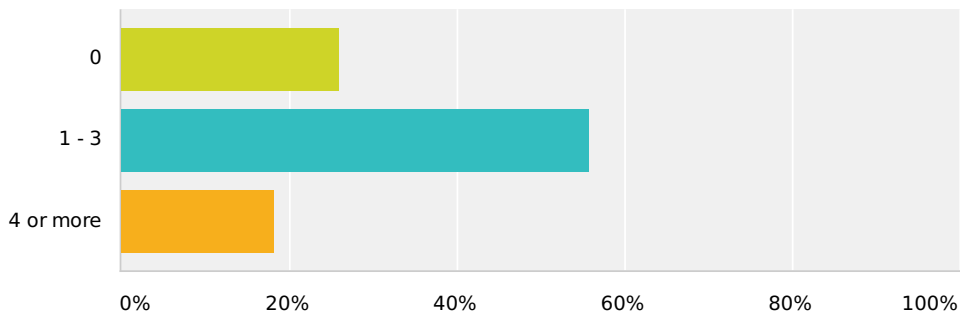
Answered: 344 Skipped: 166



Answer Choices	Responses	
Yes	35.47%	122
No	25.87%	89
N/A	38.66%	133
Total		344

Q10 How many employees in your department do you know that have had to miss work due to daycare issues?

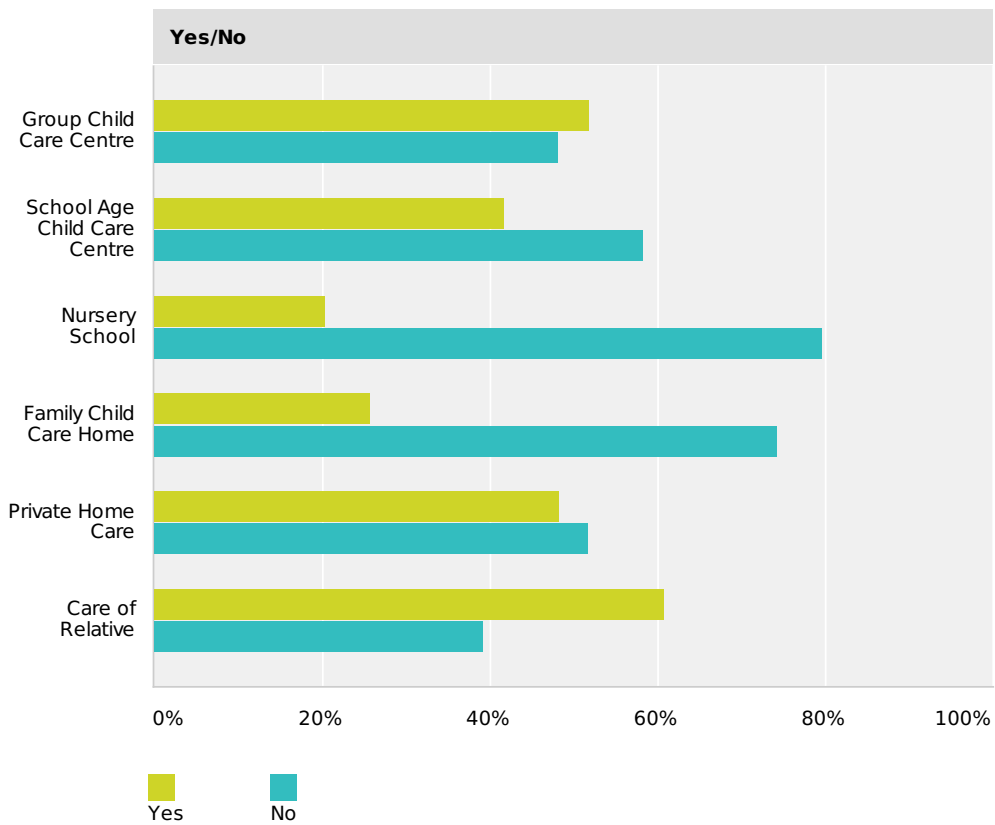
Answered: 346 Skipped: 164



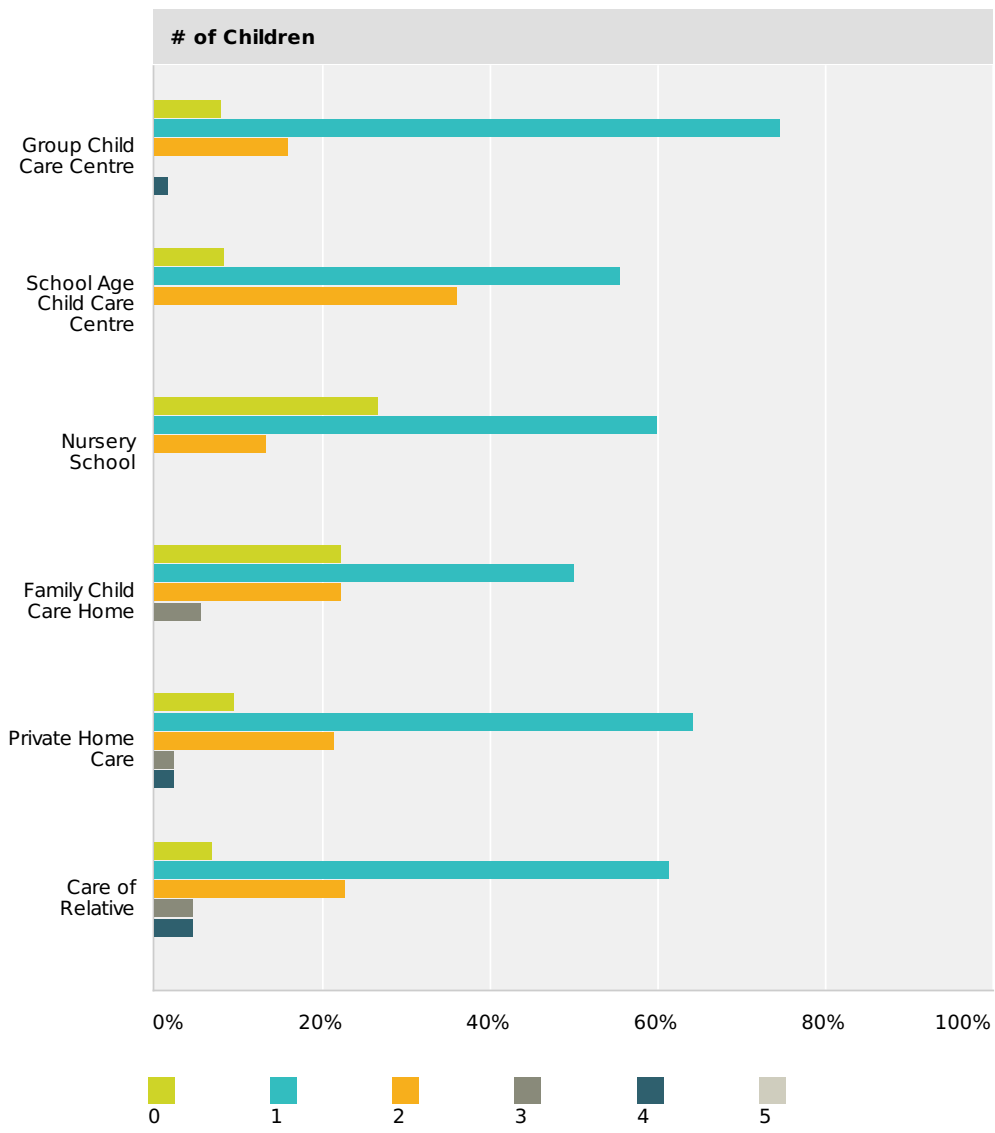
Answer Choices	Responses	
0	26.01%	90
1 - 3	55.78%	193
4 or more	18.21%	63
Total		346

Q11 Does your child/children currently attend:

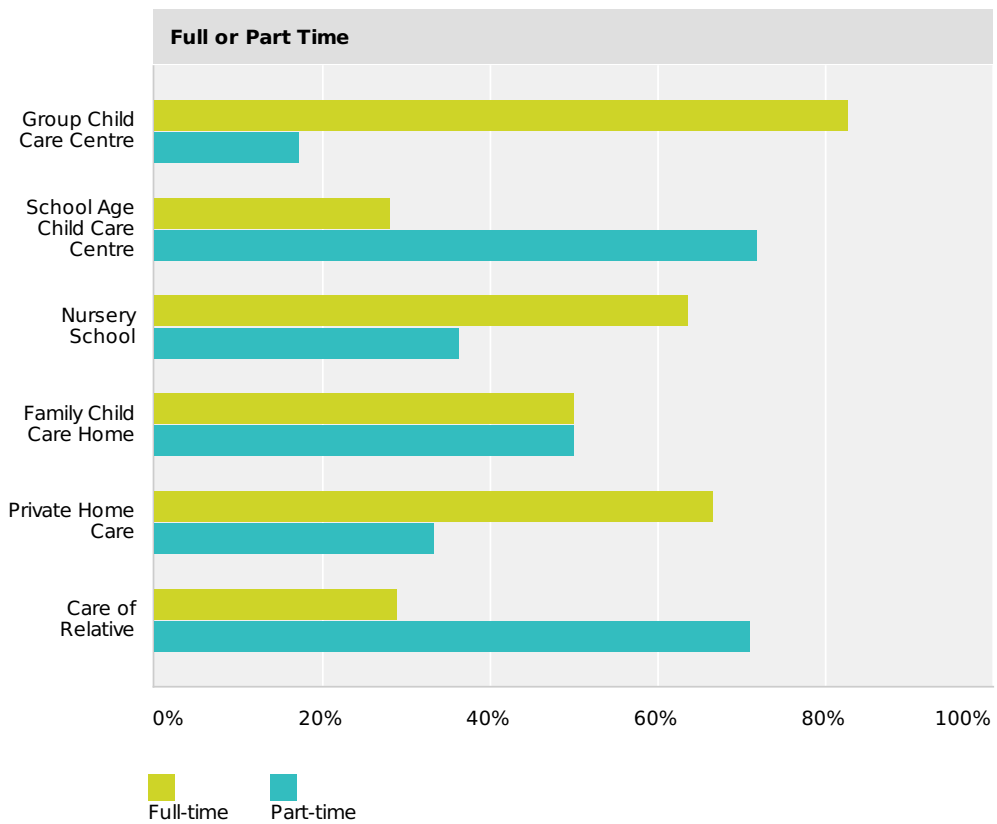
Answered: 181 Skipped: 329



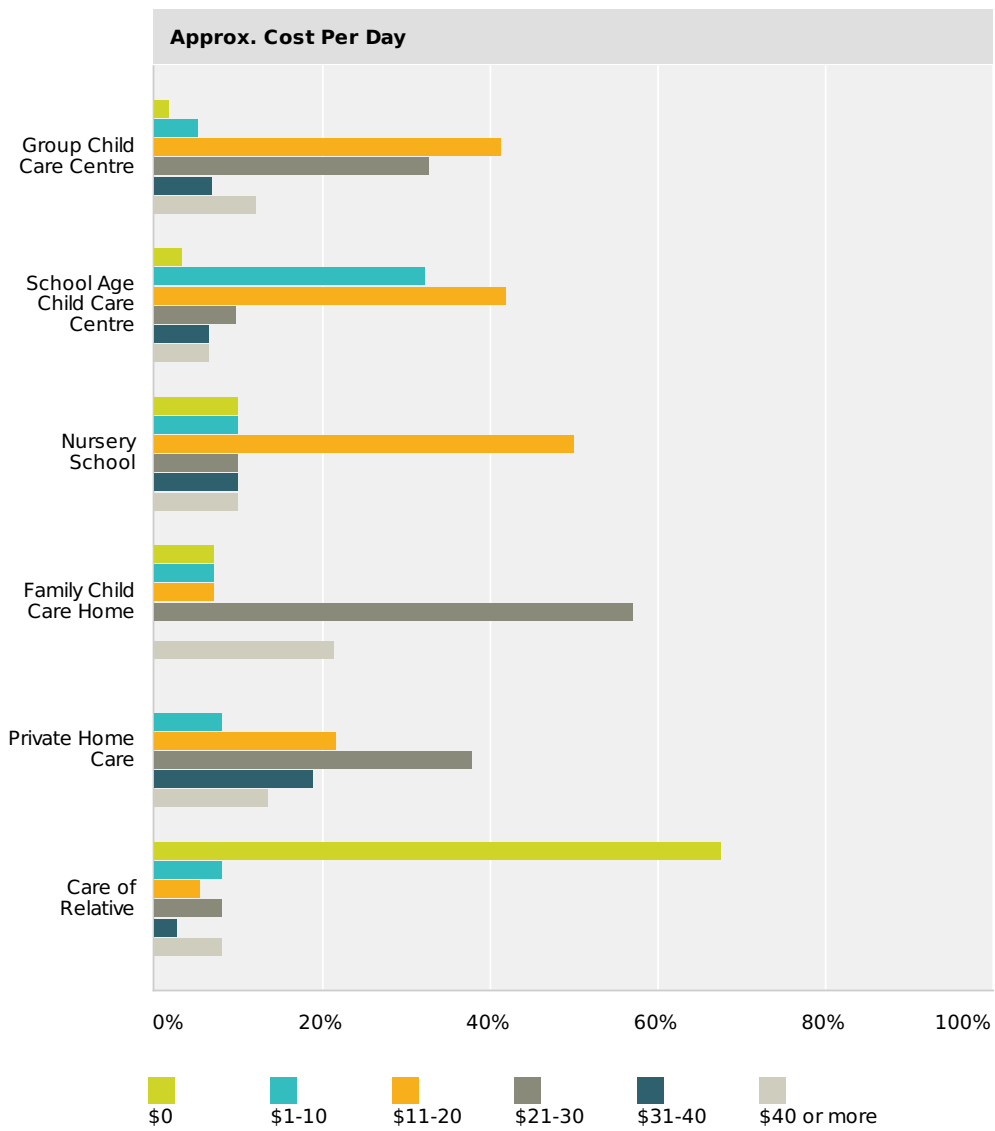
University of Manitoba Child Care Survey



University of Manitoba Child Care Survey



University of Manitoba Child Care Survey



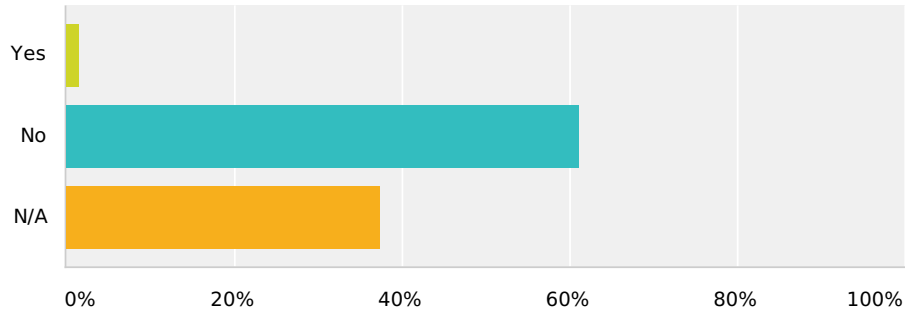
Yes/No							
	Yes		No		Total		
Group Child Care Centre	51.85% 56		48.15% 52		108		
School Age Child Care Centre	41.67% 35		58.33% 49		84		
Nursery School	20.34% 12		79.66% 47		59		
Family Child Care Home	25.76% 17		74.24% 49		66		
Private Home Care	48.31% 43		51.69% 46		89		
Care of Relative	60.81% 45		39.19% 29		74		
# of Children							
	0	1	2	3	4	5	Total
Group Child Care Centre	7.94% 5	74.60% 47	15.87% 10	0% 0	1.59% 1	0% 0	63

University of Manitoba Child Care Survey

School Age Child Care Centre	8.33% 3	55.56% 20	36.11% 13	0% 0	0% 0	0% 0	36
Nursery School	26.67% 4	60% 9	13.33% 2	0% 0	0% 0	0% 0	15
Family Child Care Home	22.22% 4	50% 9	22.22% 4	5.56% 1	0% 0	0% 0	18
Private Home Care	9.52% 4	64.29% 27	21.43% 9	2.38% 1	2.38% 1	0% 0	42
Care of Relative	6.82% 3	61.36% 27	22.73% 10	4.55% 2	4.55% 2	0% 0	44
Full or Part Time							
		Full-time		Part-time		Total	
Group Child Care Centre		82.76% 48		17.24% 10			58
School Age Child Care Centre		28.13% 9		71.88% 23			32
Nursery School		63.64% 7		36.36% 4			11
Family Child Care Home		50% 7		50% 7			14
Private Home Care		66.67% 26		33.33% 13			39
Care of Relative		28.95% 11		71.05% 27			38
Approx. Cost Per Day							
	\$0	\$1-10	\$11-20	\$21-30	\$31-40	\$40 or more	Total
Group Child Care Centre	1.72% 1	5.17% 3	41.38% 24	32.76% 19	6.90% 4	12.07% 7	58
School Age Child Care Centre	3.23% 1	32.26% 10	41.94% 13	9.68% 3	6.45% 2	6.45% 2	31
Nursery School	10% 1	10% 1	50% 5	10% 1	10% 1	10% 1	10
Family Child Care Home	7.14% 1	7.14% 1	7.14% 1	57.14% 8	0% 0	21.43% 3	14
Private Home Care	0% 0	8.11% 3	21.62% 8	37.84% 14	18.92% 7	13.51% 5	37
Care of Relative	67.57% 25	8.11% 3	5.41% 2	8.11% 3	2.70% 1	8.11% 3	37

Q12 Have you ever had to live away from your children due to child care issues?

Answered: 348 Skipped: 162



Answer Choices	Responses
Yes	1.44% 5
No	61.21% 213
N/A	37.36% 130
Total	348

If yes, please comment: (5)

#	If yes, please comment:	Date
1	Children stayed with grandparents out of town.	4/29/2013 4:12 PM
2	i had to send them to stay with my family during summer as i can't afford two full time daycare cost and part time evening care	4/25/2013 5:55 PM
3	I have been restricted in my fieldwork placement opportunities and have been told I potentially have to graduate a year behind my class if I cannot leave the city for up to 8 weeks to complete field work.I had been upfront all along and during interviews for the program about my situation and was told the program welcomes diversity, including parents. I believe this restriction / caveat placed on my situation as a parent is ridiculous concerning there are many placements offered in the city or commutable placements, and myself and one other person are the only parents in the program and the only ones affected, so to be told that I would have to potentially graduate a full year behind my classmates seems excessively restrictive, almost discriminatory when it appears other options are readily apparent.	4/25/2013 12:26 PM
4	My child is in Calgary and I am a student in Winnipeg, I don't have a car and can't drop her everyday, then I left her with my husband in Calgary that is hard on all of us!	4/25/2013 12:03 PM
5	Over a period of time when day care is shut down - twins need to go to grandma's house to live.	4/24/2013 2:23 PM

Q13 Please provide any other comments or information you may feel would be useful for the working group.

Answered: 143 Skipped: 367

#	Responses	Date
1	Why is there no shuttle bus from bannatyne campus to fort garry for mini u	5/6/2013 12:40 PM
2	Although I do not currently have children I think it is crucial for the U of M to plan ahead and be able to provide assistance for those employees who do. By assistance I mean quality care (well paid staff with excellent credentials who provide quality programming) in addition to appropriate number of daycare spaces with a short or non-existent waiting list. If this were a reality it would mean less absenteeism of U of M staff with children as well as less stress on childless workers who sometimes have to do extra when a colleague is away from work.	5/2/2013 12:05 PM
3	Perhaps those with kids should stay home and look after them!	5/1/2013 7:34 PM
4	I work in University College which has a daycare with available spaces however when I applied, I don't qualify because I'm not a student. I've now found a centre closer to my home and the younger child will probably stay there until school age at which point our family will look into modifying our work hours to accommodate school times.	4/30/2013 3:30 PM
5	Its becoming difficult for us at Bannatyne campus without day care. I am having my 8 years old son in day care luckily. But now, I have my 2nd child, who is 10 months old and I couldnot find a day care till date. My wife is supposed to return to work in 2 months and I donot have any information regarding the day care or reply from child care centers that I have approached. I donot know how I will run my family if my wife has to stop working due to day care issue.	4/29/2013 4:06 PM
6	My child is one month away from her 11th birthday so I won't need childcare anymore, however I think an employer who provides low-cost and good childcare options will keep their employees a lot longer.	4/29/2013 8:37 AM
7	I wasn't able to answer many of the questions as I don't have any children yet but hope to start a family shortly. There seems to be an extreme shortage of child care in the south part of Winnipeg, especially for children under 3 years of age.	4/26/2013 4:08 PM
8	Having a day care centre open earlier would help out. Not all working parents have a Monday to Friday, 9-5 job.	4/26/2013 3:18 PM
9	My child is currently in a home day care close to the University. I currently have another one on the way and would like to have them both in a centre for convenience and cost. Most centres take at least two years to get into. It would be ideal if the campus daycare was larger to accommodate more children of U of M staff, etc.	4/26/2013 1:36 PM
10	I would love to have daycare at the Banntyne campus. I contacted the HSC daycare but they no longer cater to U of M students.	4/26/2013 11:01 AM
11	I worked in the University of Saskatchewan Child Care Centre for several years before moving to Winnipeg. I firmly believe that high quality child care is essential to the well being of the entire family, children and parents alike. This university is very short of child care spaces and the additional stress affects staff performance. It would be a smart and progressive way of making staff on all our campuses more comfortable in their workplace with their family needs being attended to with quality child care available. Heather	4/25/2013 3:08 PM
12	This survey was distributed with absolutely no context, no information on follow-up, no information on how the information will be used and does not provide information on who to contact for further information. If you are trying to engage the community on issues important to faculty, staff and students of the University it seems to be there should be a little more transparency in how the University goes about gathering this information.	4/25/2013 2:49 PM
13	It is very very important to have a day care facility on campus that can take care of infants as well, most importantly there should be least waiting period.	4/25/2013 1:18 PM
14	I think Grad students would appreciate flexible child care because we don't always need to be at school and can't afford regular child care (which almost always has to be full-time days).	4/25/2013 1:11 PM
15	I am in support of child care on campus	4/25/2013 1:08 PM

University of Manitoba Child Care Survey

#	Responses	Date
16	I don't have children	4/25/2013 12:05 PM
17	I wish we had a on campus day at least for summer then I would bring her!	4/25/2013 12:03 PM
18	This has the potential of really helping grad student with our work!	4/25/2013 11:58 AM
19	My children are grown and living in other cities. I don't need daycare but it is very important for people with young families to have available abd affordable daycare when both parents need to work, or there is a single parent.	4/25/2013 11:55 AM
20	Some of my co-workers and I do not currently have children but could possibly in the near future. I think this is worth noting. I also think the Bannatyne campus could really use child care for both students and staff of the University of Manitoba.	4/25/2013 11:49 AM
21	Very significant issue - limited access for child care at the Bannatyne campus - impairs my ability to conduct my daily work.	4/25/2013 11:42 AM
22	Do not want university involved Do not want university space provided for child care	4/25/2013 11:05 AM
23	Childcare should not be a part of employment as far as I am concerned because if you miss work due to your child being sick it doesn't matter where or what type of care it is the child would not be allowed in a daycare. I did it and raised my children, worked full time without expecting my employers or union to help with my child care if you have children you should expect to be responsible for them. And I might add with a husband who worked out of town. It would be better to allow an additional family care day and also people without children should somehow be given some sort of similar benefit. Where will it end, next thing you know we will be opening an elder care home on campus. I would think that students who have children should have this opportunity more than employees.	4/25/2013 10:58 AM
24	To have child care on site at the University helps parents so much, as there is only one place to have to go to each day and provides close access if there are any problems or illness during working hours. It would also be beneficial to have a place to put school age children when there is an in-service day. It would have been so helpful to have these services when my children were smaller.	4/25/2013 10:27 AM
25	Most elementary schools in this community provide before/after school care, but capacity is limited due to amount of space available in the schools (mandated by the school board, programs are never given "permanent" space). Programs could potentially be shut down at any time, if space is taken away. Many University students make great part-time caregivers (i.e. MiniU instructors), and it can be a fantastic part-time job for them. St. Avila School Age program is a great example (licensed daycare) that could be expanded in our community with the help of the University.	4/25/2013 9:49 AM
26	I do not currently have kids but plan to in the future. I fully support having expanded daycare services especially out to Bannatyne Campus. Since I live out of town it would make life easier having my kids go to a daycare in the city and near my place of work.	4/25/2013 9:44 AM
27	my kids are all grown - I was lucky enough to stay home with them as we farmed. I think the convenience of having a day care on campus is very beneficial to young moms and support the idea.	4/25/2013 9:35 AM
28	I no longer have the need for child care. Children are now grown	4/25/2013 9:10 AM
29	My oldest child is 13 now but I had serious problems with child care for her. My youngest is 6 and went to a home day care until she was 2.5. When that closed, I was really in a bind. Luckily I put her name on a waiting list when she was 6 days old and when she was 2.5 we got in to that daycare.	4/25/2013 9:05 AM
30	Although my children are adults, I support the concept of child care for university workers and support staff.	4/25/2013 8:51 AM
31	As I agree with having child care facilities on campus I am not willing to financially support other peoples day care needs.	4/25/2013 8:51 AM
32	As I do not have any children, I would be opposed to contributing any more money towards others people decisions to have children.	4/25/2013 8:47 AM
33	The daycare needs to create more spots. The current waiting time is more than 2 year that is way too long.	4/25/2013 8:46 AM
34	I am pregnant with twins and on campus daycare would definately effect my decision to come back to work after maternity leave.	4/25/2013 8:17 AM
35	Daycare spots on campus are extremely important. I am a staff member and a graduate student, and have also been an undergraduate student. I needed childcare on campus all of these years and never gotten it. I have 3 kids. Thanks.	4/25/2013 7:46 AM

University of Manitoba Child Care Survey

#	Responses	Date
36	The Inner City Social Work Program in conjunction with Urban Circle have done a lot of very good work in forming Makoonsag Intergenerational Children's Centre Inc at 527 Selkirk Avenue.	4/24/2013 5:54 PM
37	My children are grown but campus daycare would have been excellent	4/24/2013 5:30 PM
38	Child Care provision for the U. of M. staffs is essential.	4/24/2013 4:59 PM
39	My oldest child used to attend Campus Daycare, but we left after hearing allegations of child neglect and mistreatment. I believe an environment that staff could make use of more readily would be wonderful.	4/24/2013 4:55 PM
40	I believe the University should offer options, but not subsidize employee's daycare needs.	4/24/2013 4:50 PM
41	My children are past the day-care age, but this is something I would DEFINITELY have used when my kids were younger. I have always worked at the Bannatyne Campus, where there never has been a University daycare, so I know this would truly be appreciated by MANY employees with day-care aged children. Glad it's finally being looked into, even though it's too late for me. There's no time like the present!	4/24/2013 4:26 PM
42	I have completed this survey only to support it and support the process to implement child care services. I know many people who have children or who had and struggled in receiving this service which has limited their job choices, made a parent stay home and or other extreme cases.	4/24/2013 4:21 PM
43	My kids are well past day care now - but it was nip and tuck some days. It definitely dictated work schedules and sometimes caused problems when work vs child schedules collided. We were limited to 8:30-4:30 Mon to Fri only - and at that time Campus day care was considered pretty enlightened and forward thinking.	4/24/2013 4:12 PM
44	Childcare needs to be available for mothers coming off maternity leave, or else these women will not return to work if Child Care is not accessible. This means child care is required for Children starting at 9 months of age. Often Child Care is not available for Children under the age of 2, forcing mothers to stay home from work or find alternative means.	4/24/2013 4:12 PM
45	We need child care at the Bannatyne campus! It is vitally important in order for the University to keep employees happy and healthy. Many of the younger women in the office are concerned about child care facilities as they are approaching the age where this is in the near future. Please include this for university staff and make it at an affordable price considering parking is already so expensive and there's a two year waiting list. The university needs to attract and keep good employees somehow!	4/24/2013 4:09 PM
46	Personally,there are a number of childcare options that would benefit me in different ways: - a full-time infant daycare - a drop in day-care centre for when our other daycare is closed/I have appointments, etc. - a part-time daycare so that I may work part-time instead of full-time	4/24/2013 4:04 PM
47	This is an important component to creating an employer of choice environment which will help to attract and retain talented individuals to the university.	4/24/2013 4:01 PM
48	At present my kids are looked after by my mother. But in the event that she is unable to, childcare would be a major factor that affects mine & my husband's work (we are both U of M employees). In fact, one of the reasons I stick with my current unit is because my supervisor allows us flextime as the need arises - work from home, bank our hours, come in late etc. If my supervisor wasn't so understanding, I would have left a long time ago.	4/24/2013 3:56 PM
49	I tried getting my older child in the U of M daycare quite a few years ago and there was a very long wait list (2 years). However, by the time I received a call that space had opened, she was almost ready to start kindergarten and she was also in a wonderful daycare near the university so the decision was made to keep her in the daycare at the time. If there was a way to expand the daycare to take in higher numbers, that may be helpful.	4/24/2013 3:35 PM
50	I know a few U of M students who are currently searching for childcare for when they return to school after maternity leave. They are having a lot of preblems finding childcare anywhere, and something other than the HSC daycare at the Bannatyne Campus would be fantastic. I myself plan to have children, and having the oportunity to enroll my children at a U of M daycare near my place of work would be ideal.	4/24/2013 3:30 PM
51	while I realize there is a huge cost to providing a childcare centre on campus it is a service that really does simplify the life of employees. I have altered my daily work schedule by reducing my lunch hour slightly so I can be at daycare for pick up time to eliminate addtional charges	4/24/2013 3:27 PM
52	Although I don't have children, I support the availability of child care 24/7. I know when the time comes for me to have children this will have a large impact on my work	4/24/2013 3:22 PM

University of Manitoba Child Care Survey

#	Responses	Date
53	I know there is a shortage and long wait lists! I think it is a good idea to build a Facility that can handle the need! I may need to use it in the future!	4/24/2013 3:19 PM
54	I am older and my children are grown but i have grandchildren that go to daycare and I think that making it more accessible and in close proximity to a parent just makes sense.	4/24/2013 3:18 PM
55	It astonishing that a workplace of this size provides little to no support for parents with children.	4/24/2013 3:17 PM
56	I don't have any children right now. But in the future when I do have children, I would like to be assured that my child will have daycare on campus.	4/24/2013 3:16 PM
57	I think adding additional spacing to the existing daycare on campus would be great. If this is not possible, than adding additional daycare facility on campus should be the next option. In addition, I think it is crucial that campus daycares except children under the age of 2 as most mom's have to go back to work after the 1 yr of mat leave, leaving them without childcare since campus daycare doesn't except them until they're 2. Addiing spaces for infants as well as more workers who can support this new age group would be beneficial. It certainly would have helped make my early return back to work easier.	4/24/2013 3:11 PM
58	Child care is extremely important. My husband and I were older when we had our children (we married in our 40's) and we had no family to assist in any way with child care. We also found no choice in day care - forced to take what was available or not go back to work. We had our name on the school day care for over 5 years and never were able to get in. We did struggle with child care. We had our 1st child in the care of a lady who could not take our second child so we drove 2 different directions everyday for awhile with stress of not being able to properly say goodbye to either child as the schedule went something like : care providers opened no earlier than 7:00 a.m so we had to be at the door to drop off the baby then drive a fair distance through construction (the only way) to another care provider to drop the other off the other child who was only 2 years older by 7:30 so I could be to work by 7:45. We even had one care giver that took one of our children on a Monday and informed us that Saturday (by phone) that she could not take the child on Monday as she was moving to Saskatchewan (NO NOTICE AT ALL - we had that care giver for 1 whole week.) We did eventually get into a daycare attached to a church, but that experience was also not the best and we stayed only as long as we had with no choice of taking them out and putting them in a better situation. I also found having 1/2 day kindergarden a nightmare - having to leave work to drive a child to kindergarden and then having to go back and pick them up because school ends around 3:00 and the daycare will not transport the child to or from the school because their van broke down or the weather is to cold or they need to take other children to a different school and there is more of them than there is of your's- etc.. I believe the child care situation in Manitoba is slightly improved over the past couple years, but further improvement is still drastically required. Child care providers should be paid well and well educated in child care. Parents should feel comfortable with the child care services and have a choice. All children should be WELL cared for. My husband is a shift worker - 12 hour shifts - alternating days and nights and covering every other weekend. He also works his share of the Statutory Holidays. I am sure others are in the same situation so I appreciate the survey enquiring about Sunday-Monday - 24 hours a day. How would University of Manitoba child care work for individuals who worked on campus, but drove in from outside the city daily. When their children are babies to - preschool that would probably work fine, but once they start kindergarden - how would that work? Children are not to be left alone until they are 12 years old so they need care before and after school for a number of years. It would not only be beneficial to have a campus day care but also an elementry school.	4/24/2013 3:08 PM
59	My children are grown, but I found the daycare issue one of the hardest parts of parenting. When schools have PD days, there is no consideration of what happens to the children.	4/24/2013 3:07 PM
60	While I was working at the Bannatyne campus it would have been ideal to have a U of M daycare option onsite. Now that I work at the Fort Garry campus I would definitely investigate options on campus. I had placed my children on the U of M daycare waitlist but I was able to find alternative arrangements by the time their name came up on the list. I would consider switching daycares if busing to Pembina Trails schools was an option from the daycare and a before/after care program existed for school-age children. Dream would be a school-age daycare program with a partnership with MiniU where children could be registered and transport (pick-up/drop-off) was coordinated between the two for programs during the summer.	4/24/2013 3:06 PM
61	Daycare for U of M staffs children = great employer!	4/24/2013 3:03 PM
62	Am looking forward to when my child turns age 2 in April 2014 when I can get a spot at U of M Campus Daycare Centre for convenience of location and cost. I am on the waiting list for the Manitoba Online Child Registry - I hope the daycare centre is using this list and will let me know when a spot opens up	4/24/2013 3:00 PM

University of Manitoba Child Care Survey

#	Responses	Date
63	The day care system in the province as a whole is horrendous. I have been on a waiting list for 30+ daycare centres almost literally since the day my child was conceived and I have not received a call from a single one with an opening. Re: UM daycare specifically. It isn't of much use if they don't accept 1 year olds, and when I have spoken directly to them, they said it was unlikely that I would get a spot until my child was 3 or 4, even after being on the province's waitlist since before birth. The UM is such a large employer, why can't we have a larger daycare facility? Also, the province's stupid online waitlist won't put a 1 year old on a waitlist for a facility that only accepts 2 year olds. You can't get on a waitlist until the child is actually eligible to use those services, but if the waitlist is 2 years long to begin with, you will never get your kid in there until they are 3 or 4! Pointless...I had to call the province directly and get a computer specialist to put me on the UM waitlist at less than 2 years old.	4/24/2013 2:59 PM
64	When my children were younger they both went to the Campus Daycare and the proximity to work and the quality of the daycare was fantastic. I feel fortunate to have had that.	4/24/2013 2:57 PM
65	More child care close to Bannatyne campus required.	4/24/2013 2:56 PM
66	I have my child on the waiting list for the University Daycare. I have heard great things about it and can't wait for my son to attend.	4/24/2013 2:54 PM
67	While this is no longer an issue for me personally, I see staff and students regularly struggle. Providing affordable, reliable, accessible daycare on campus would make this a much better place to work.	4/24/2013 2:50 PM
68	Although my children are adults, when they were small I had the good fortune to access the HSC Daycare "Children at the Centre" which provided infant to 5yr day care. It made my life so much easier having them close by, for both logistical convenience and peace of mind, from the time they were very small (five months) till school age. I strongly support the availability of high-quality, registered child care, especially for infants, in the workplace, as it benefits children, employees and employers.	4/24/2013 2:48 PM
69	I have one child who is now an adult, but when he was younger I would have loved to have a University of Manitoba Child Care Program. I believe that having your child near to you makes a whole range of things so much easier. I also feel that the child gets exposure to University Life and may be more likely to attend the U of M.	4/24/2013 2:48 PM
70	I now have a 12 yr old whom was in fulltime daycare through Laura Secord Community childcare and through U of W daycare during age 2 to 5. I didn't feel I could answer the questions as stated as she is no longer requiring daycare. But I think available and quality daycare is essential to supporting workers in their effectiveness and commitment to their job environments.	4/24/2013 2:45 PM
71	I need a before and after school program for my children, as well as care during summer holiday months. Camps are too expensive.	4/24/2013 2:43 PM
72	Full time day care and kindergarten should be available for all working Canadians.	4/24/2013 2:41 PM
73	WHY IS THERE NO SCHOOL BUS FROM BANNATYNE CAMPUS TO FORT GARRY IN THE SUMMER FOR OUR KIDS TO GET TO MINI-U. Seriously my girlfriend works at Great West Life and they have bus service. University does not have any child care facilities at the Bannatyne campus. HSC has a daycare but impossible to get in.	4/24/2013 2:34 PM
74	I no longer require child care but when I did, I would have loved the option to bring my children to the campus daycare. I think it is really important to support families who require daycare. I've also heard so many good things about the daycare on the fort garry campus.	4/24/2013 2:33 PM
75	My mom currently watches my daughter who is almost 2. I have been on waiting lists for centres and home daycares in my area since i was 3 months pregnant. I only heard back from one daycare before my return to work last June. Had my mom not be able to watch my daughter for me, i would have had to place her in the one and only option for daycare that became available that was not quite in my neighbourhood. It would be nice to have child care on the Bannatyne campus as this is the campus on which i work. Even though i live very close to the Fort Garry Campus, it would not make sense for me to take my daughter to that daycare (I also heard that there was a 4 year waiting list for that daycare??) I do have my daughter on the waiting list for the daycare at the HSC but i have been told from other employees with small children that the daycare at the HSC no longer accepts UOFM staffs children. It would be extremely convenient for my daughter to attend a daycare on this campus. I however will not hold my breath as i'm sure that by the time the Bannatyne Campus has a daycare, my child or subsequent children will already be in school. With having said that, I have noticed that the Fort Garry campus offers programs for young children on inservice days and throughout the summer through mini-U, it might be nice to have something like that, on a smaller scale, available to those of us on the Bannatyne Campus.	4/24/2013 2:32 PM

University of Manitoba Child Care Survey

#	Responses	Date
76	I opted to take an extended maternity leave in part due to the lack of available child care for children under 2 years of age. I do hope to use the university day care once I return to work, if a spot is available. I am on the wait list of several day cares in addition to the university day care.	4/24/2013 2:31 PM
77	I work on the Bannatyne Campus, and as far as I know, the U of M child care facilities are on the Fort Garry campus. It would be great to have a Bannatyne facility as well.	4/24/2013 2:30 PM
78	I think it's crazy important to have at work child care options. I support this initiative as someone who A) doesn't have children nor plans to have children and B) doesn't work at the main campus. It's hard enough to be a parent and working without needing to worry about whether or not you can get day care.	4/24/2013 2:29 PM
79	-childcare needed on Bannatyne campus! -part-time/drop-in/emergency type daycare needed (so parents don't have to miss work when their regular child provider is sick or otherwise unavailable)	4/24/2013 2:29 PM
80	My children were in daycare on campus until the age of 6. The campus daycare centre provides excellent care but waitlists are ridiculous. They also need a larger indoor space so children, can run, jump, play in the winter when temperatures are too cold for them to go outside. Opportunity to have my children who are now 6 and 8 in daycare on in-service days would be ideal because as a student and employee my holidays are often used for study purposes so I can be home in the evenings and weekends with my children as much as possible. The ability to also have drop-in programs, so I can study or work-out at the Frank Kennedy Centre would be ideal.	4/24/2013 2:28 PM
81	Until my son entered a full day Kindergarten program in September 2012, he was enrolled full time at the UM Campus Daycare. When he was two and first got a spot in the UM Daycare, I had to separate my children because my then four year old daughter still needed full time daycare but was not able to get a spot at the UM Campus Daycare with my son. She had been on the waiting list since she was six months old, waiting for a spot. We did get a spot once for her, when she was three. However, at the time my sister in law was watching both my children full time and her two children were the same ages as mine, and I felt that taking my daughter from her care would be detrimental to the system my sister in law had going. (playmates are important to three year olds!) But, then my sister in law returned to work and I had to find a home based day care as there were no licensed spots available, on or off campus in the area. It was not convenient for me at all to have to drive to two places to drop off my children. the Home based day care was much more expensive (almost \$12 a DAY more expensive than the UM) and many times because it closed at 5 PM, I had to drive off campus to get my daughter because of the weather, then come back to campus to get my son. thankfully the UM CDC is open later because they have more staff than a home based facility. I'm sure that there are many families in this same situation, or worse ones. I would love to see expanded facilities for staff at the UM, with spots available for one year olds (seeing as we have to return to work when our children are a year old or younger, but there are NO SPOTS for one year olds on campus, anywhere!!!!). We need larger facilities available, or if not larger, we need a third day care on site for the kids. Also, I chose to have my children enrolled in a school with a full day kindergarten program because there are no places that I could find with spots available in this area that I'd be able to get them to half day kindergarten, with out having to leave work at lunch, drive to the school and then to the day care. There is a little bit of a disconnect between society and the child care system in Manitoba!!!!	4/24/2013 2:28 PM
82	My son goes to a before and after school program, plus a lunch time program which I have to pay for. Kindergarten was a nightmare, having to leave work everyday at 11:30 to pick him up and take him to another daycare. Child care in Manitoba has some serious flaws. I had a letter ready to provide to HR requesting a 10 month leave of absence in order to have my son attend kindergarten. Showing this letter to my supervisor, I explained that it was either a leave of absence or a change in my hours of work and using my lunch hours to commute my son from school to daycare. The before and after school program does not open during Christmas Break, Spring Break and the Summer Holiday's. I have difficulties finding a provide during these short stints throughout the year. Private daycare's prefer to have full time children and fill their slots on a more permanent basis.	4/24/2013 2:28 PM
83	I feel that affordable child care will be an important issue in the near future. It is becoming more and more difficult to find places for children and for people like me who are thinking about starting a family this will be an important concern when making career choices.	4/24/2013 2:28 PM
84	my kids are in their young teens now but when daycare was an issue, I could not stay late at work for fear of "3 strikes you're out" rules that they imposed. This hampered my ability to advance within the unit. I had to rush across the city to make pickup time each and every week day while meetings often went late, upsetting the immediate supervisor on a regular basis. This was a source of much stress.	4/24/2013 2:27 PM
85	There needs to be more spaces to reduce the waiting lists. It is a very stressful to find a spot and extremely expensive.	4/24/2013 2:27 PM
86	I think this is great idea and would help staff members with children, I as a parent would love to have this option.	4/24/2013 2:27 PM

University of Manitoba Child Care Survey

#	Responses	Date
87	I do not have any children right now but I think we should have more child care services on campus.	4/24/2013 2:25 PM
88	I'm past this stage but I support it for others.	4/24/2013 2:25 PM
89	I hope to have a child in the next 1-2 years and having a daycare open for Bannatyne campus employees would be extremely beneficial.	4/24/2013 2:24 PM
90	After speaking with other employees - it would be convenient to have childcare on the same campus where we work. It would reduce stress for dropping off and picking up children and would reduce the amount of work missed to do so. As well, childcare is limited in the city and often far from home and/or work. If it is a University run daycare, could fees be taken off the employees' paycheque like the gym fees are?	4/24/2013 2:23 PM
91	Children need a parent/family member at home with them until they are at least 5 or 6 years of age.	4/24/2013 2:23 PM
92	While I do not have children yet, accessible childcare is one of the biggest factors that we have to consider as we looking ahead. Having accessible childcare on campus - as in available to support staff, not just students - would be incredible and a primary reason to stay working.	4/24/2013 2:23 PM
93	I so could have used summer daycare when my kids were young. For an institution this size not to be looking after its employees child care needs - well, it's pretty appalling! Thank you for doing this!!	4/24/2013 2:23 PM
94	Waiting list at the 1 and only daycare facility is > 2 years, and the number of openings for 2 year olds is only 12. That's it ! Absolutely ridiculous for a campus this size. I.E. check out U of A for comparison.	4/24/2013 2:22 PM
95	I am not interested in subsidizing a day care facility but think that it would certainly	4/24/2013 2:22 PM
96	Flexibility in work location and/or tele-work could help when dealing with some child care, as the issue is getting children to school/daycare and home again. My school age child rides the bus, so days when my wife works I can't leave until 9:00. Which means I am at work until 6pm. So I miss dinner and most of the evening with them. If I (alternatively) could work at home for an hour or so, see the kids off, travel to work and still be able to leave at a reasonable hour. That would be a huge benefit.	4/24/2013 2:21 PM
97	Being affiliated to the University, I highly recommends having a University Daycare within the vicinity of all the UofM campuses. There needs to be a campus daycare for staffs working at the Bannatyne campus, too. The currently daycare campus on Fort Garry is too far for us working at Bannatyne. It is a big hassle having to travel to and fro, especially during peak hours and especially when we're trying to pickup the kids on time (w/o being charged late fees).	4/24/2013 2:19 PM
98	More information sent out about the university child care services (where, how to avail, etc). Thank you!	4/24/2013 2:19 PM
99	I'm not a parent currently but it will change in the future and I would like to see a child care facility at my work. This would relieve some stress in finding a daycare centre and result in less travel time and missed days of work.	4/24/2013 2:18 PM
100	I do not currently have children. However, I know how difficult it is for parents to find daycare spots. In a working environment this large, it just makes sense to have on-site care. Not only would it be more convenient for parents, but it would mean less time missed by employees when childcare issues arise. At present, we have one employee who has to take an alterante work schedule just so she can accomodate her child's daycare pick-ups/drop-offs. If there was daycare on campus, this wouldn't be necessary. It would also be nice if parents had the chance to visit their kids over their lunch hour. I am not likely to ever have children of my own, but I am 100% behind providing affordable day-care on campus for all employees. I think it would improve everyone's quality of life, especially that of the children!	4/24/2013 2:18 PM
101	The Provincial Childcare Registry is a joke. I have 1 year old twins and I found my childcare provider on Kijiji. Winnipeg school division reduced class size for primary grades and one solution is to reallocate daycare space so my 6 year-old's daycare in a school could lose their space. People without day care age kids with full time jobs do not understand. Those of us with small kids in care who do work full time all agree finding daycare is a HUGE issue and very difficult to do. Oh PS - the increases negotiated by AESES this year (2.9% which is better than 0) works out to \$15 a cheque for me. This does not even cover the monthly cost of diapers, not to mention daycare which is \$60 daily for twins.	4/24/2013 2:17 PM
102	In discussion with other support staff, I have been made aware of the lack of space available in our on campus daycare. While this issue does not effect me directly, I hope this survey will bring about much needed changes that will be beneficial to a very large section of our staff.	4/24/2013 2:16 PM
103	I tried to get my children into the university daycare, they never made it off the waitlist!	4/24/2013 2:15 PM

University of Manitoba Child Care Survey

#	Responses	Date
104	Recently my department implemented a policy that anyone who is away (unscheduled) has to contact the the director of the department. This is thier way to hopefully lessen the unscheduled time off. It really makes me feel that I can't be away from work if my son is sick and I have to take care of him. I have been previously 'written up' for being 1-2 minutes late even when it was only 1-2 months apart. There is not enough trust that I will make up that time, which I intend to.	4/24/2013 2:15 PM
105	It would be nice if my children could attend daycare at the UoffM on days when school is cancelled or during summer months, etc. Currently the daycare they attend they do not like and neither do I. It would be nice to have another option available for them. thank you.	4/24/2013 2:14 PM
106	Although I am not in a position where I need child care as my children are all too old, I feel strongly that the University should have a child care facility for staff. When I did need child care, not having one on campus was very difficult. I was often late due to traffic and my children were always dropped off very early. I think having accessible childcare for ALL employees shows the employees that the employer is really family-orientated and shows concern for their employees.	4/24/2013 2:14 PM
107	Even though I do not require child care service, in my opinion providing this service would be of great benefit to the University in general considering 1) the number of working parents in all faculties, 2) the inability to find adequate service in the public sector, and 3) the convenience of parents knowing their child/children are close if an event occurs which requires their immediate attention. Loss of effective work time would be minimized while parent stress would be greatly reduced if this service was available. I beleive this service should be offered at all campuses and sincerely hope the University will work toward providing this service in a timely fashion.	4/24/2013 2:13 PM
108	Affordable and convenient daycare is always in the best interests of the employees and their families.	4/24/2013 2:12 PM
109	Even though my children are grown, and I stayed home with them when they were little, I strongly support the establishment of a daycare on campus. Families need excellent child care options, and to have it located on campus where the parent/s work would be a tremendous benefit for all parties: children, parents, employees, and employer. Thank you for your work on this important issue.	4/24/2013 2:12 PM
110	While my sons are no longer children, when I first started working on campus they were kids and day care would have been a wonderful help.	4/24/2013 2:10 PM
111	thank you for raising this issue.	4/24/2013 2:09 PM
112	My children are currently in a daycare at their school so I no longer am needing another daycare option. However I just had a conversation with someone about the lack of daycare options in the Fort Garry area. I would strongly support a daycare initiative. I was very fortunate to find good daycare near my home but many are not so lucky. More daycare spots are urgently needed in the city.	4/24/2013 2:08 PM
113	I don't have children, so many of the questions are currently N/A for me. However my husband and I are looking forward to starting a family within the next few years, and the possibility of having child care available on-campus is hugely important to me for that reason. My understanding from colleagues on the Fort Garry campus at this time is that the daycare facility is wonderful, but is at capacity with a loooong waiting list. I would love to have the peace of mind to know that when we need a daycare facility, the Fort Garry campus would be able to meet our needs without needing to make other arrangements until a space opens up. That said, the benefit of having a great facility on-campus is important enough that we would surely go that route rather than choosing another facility altogether.	4/24/2013 2:08 PM
114	While I don't have any children right now, I plan on it in the near future. I always valued the fact that the U of M offers childcare, and I also feel it would decrease "sick" days for employees	4/24/2013 2:07 PM
115	I wish there had been infant care spots on campus available to staff. With both my boys, I practised extended nursing and I would have liked to be able to nurse my toddler from work at lunch instead of pumping. When I was a student at U of T, they had a child care facility on campus that required the staff or student parent to pick up and care for their child over the lunch hour to allow for staff breaks. This allowed the parents to continue nursing toddlers or have regular daily contact with their children while at work. I would have loved to have that here. It is based on the ECERS and ITERS recommendations for ideal childcare.	4/24/2013 2:07 PM
116	I do feel daycare is a very important issue, and there is a real shortage of spots across the city. I have had my oldest child on center lists for more than 4 years, and have still not got a spot. However at this point I would not use a university daycare because soon my children will be in school, and will need a daycare that will transport them to their school in our neighborhood. It would have been a great option though, when I was returning to work after my maternity leave.	4/24/2013 2:06 PM
117	Child care to meet our family needs would be part time schedule. Flexible care between 1-3 days per week and not the same days each week. Ideally we would pay for only the days the child would attend each month.	4/24/2013 2:06 PM

University of Manitoba Child Care Survey

#	Responses	Date
118	When my children were younger I was able to use campus daycare facilities some of the time, and that was GREAT. But at other times it was a real struggle to find adequate care when needed, especially for infants. Much of my vacation time was used up as child-care days.	4/24/2013 2:06 PM
119	I do not have children, but I would love to have room in a daycare on campus when I do - and I have heard the current situation is atrocious.	4/24/2013 2:06 PM
120	My children are currently enrolled in before and after school programs. Had a childcare facility been available at a reasonable cost near the Bannatyne campus when they were younger, it would have certainly made my life easier. HSC has a childcare centre but at an high cost of over \$35/day for an infant, it was inaccessible to me as a OA with the University. I didn't qualify for subsidy but I also couldn't afford to have more than one toddler at that Centre. It's about time the University identified Bannatyne as part of the campus and found a way to provide child care to staff and students there!	4/24/2013 2:05 PM
121	I no longer require child care, but it certainly would have been helpful during the period in my life when I did need to find places for my kids!	4/24/2013 2:05 PM
122	While I myself do not require the use of child care facilities, I fully support having those facilities on campus for those staff who do require them. I believe that the UofM's public image would be improved if child care facilities for staff members were provided.	4/24/2013 2:04 PM
123	It is very inconvenient and unreasonable that the University of Manitoba does not accept infants at their daycare (1 year olds) Considering this is the age the child is when I as the parent, return to work after my Maternity leave?. Also, I previously worked at The Bannatyne Campus and could not believe they did not offer a daycare there unless you had ties to HSC. Which many people who work there do not.	4/24/2013 2:03 PM
124	Daycare, especially for young children is difficult to find. Once UM employees finish with their parental leave, there are few if any options, which make it difficult to return to work. I am confident that a childcare facility (which also supports younger toddlers etc) is needed and would be greatly appreciated. The current childcare facility's supply does not meet the demand. A mark of a great employer is providing a service such as this. It also allows mothers to continue to breastfeed their younger children during their lunch hour. The more is learned about breastfeeding, the more we understand the importance of it.	4/24/2013 2:03 PM
125	This is greatly needed, and, would be very beneficial to both parents and employers. I certainly would have used it, when my children were day care age.	4/24/2013 2:03 PM
126	I am about to have my first child. I am planning on returning to work in April 2014. I would love for my child to attend a daycare on campus. That would probably be my first choice.	4/24/2013 2:03 PM
127	I am currently not a parent just yet. However, when I do decide to have children, I think its important to have this type of resource. All my co-workers have children and they struggle to find day care close to the university.	4/24/2013 2:03 PM
128	I do not currently have children but plan to in the future. It would be most beneficial if there was daycare services on camups that I could use for full time days and school holidays.	4/24/2013 2:03 PM
129	We currently have day care facilities at the U of M! My child is grown up now but I did use the on campus day care at various times. There was also a "drop in/student use" day care that I used a couple of times.	4/24/2013 2:03 PM
130	I feel it would a wonderful benefit to staff if U of M could expand their child care services 4 fold. I know of many people that have been on waiting lists for many years. I know that I would have loved to have this opportunity when my children were younger.	4/24/2013 2:02 PM
131	Although I am no longer personally in need of child care services I fully support on campus child care services being available to all staff.	4/24/2013 2:02 PM
132	It's really hard to find a place for a school-age child in the summer - a place where they can be with kids their own age. My daughter is 10 and goes to a private home with a lot of screaming babies. She doesn't enjoy that.	4/24/2013 2:02 PM
133	I don't have children yet, but I know this is an important issue for many colleagues and also for the mature students in our Faculty. Especially for these students, many of whom are new to Canada, I know there is a big demand for childcare facilities on campus. Compound this with the fact that I work on the Bannatyne campus, where there aren't a lot of childcare options in the area to begin with. I'm sure you could open three large facilities on your campuses and still have huge waiting lists. I would perhaps also in the future be looking for childcare facilities when I have children, and I know for a "Top Employer" like U of M, advertising childcare facilities would be a huge pro for prospective employees and students.	4/24/2013 2:01 PM

University of Manitoba Child Care Survey

#	Responses	Date
134	I think this is a great initiative. Hope it can go through for actual and future employees with daycare needs.	4/24/2013 2:01 PM
135	I called to be placed on the Campus Day Care Waiting list the week I discovered I was pregnant. I was able to secure a space for my child when he turned 2. It was extremely stressful trying to acquire licenced child care for a 1-year old for the end of the maternity leave. It took several months and 5 weeks before returning to work before I was able to get the space. I had been warned by friends of the lack of space so I was persistent. Many others are not as lucky, I'm sure.	4/24/2013 2:01 PM
136	What funding structure does AESES support for on-campus child care? I support the idea of having child care spaces available on campus but the cost should be fully carried by those individuals making use of it, not funded or subsidized by the U of M itself or through AESES union dues.	4/24/2013 2:00 PM
137	As I am currently 28 weeks pregnant with my first child, accessible childcare is a major issue my husband and I are facing. It is very difficult to access good quality childcare in Winnipeg. I would consider it a major benefit to be able to have access to on-campus daycare for my child when it arrives. Access/cost of daycare is so prohibitive for some people that it negatively affects families in many ways and also affects women's career progression - I know many women who would like to continue working, but stay at home because it is financially/logistically easier. I think that U of M owes it to female staff members - who statistically make up the bulk of childcare providers within the home - to offer a reasonable solution for childcare. I also believe that this would help employee retention rates and increase job performance/satisfaction. I fully believe that a lack of access to appropriate childcare could result in the necessity for me to resign from my position at the end of my maternity leave.	4/24/2013 2:00 PM
138	while my children are out of daycare, as a single parent, it would have been most beneficial to have a worksite daycare and I support any daycare initiative to assist employees.	4/24/2013 2:00 PM
139	I am currently pregnant but will require childcare in October 2014.	4/24/2013 1:59 PM
140	I had on campus child care at the last university I worked at when my child was under five. It was excellent having the day care near my workplace.	4/24/2013 1:59 PM
141	Having an infant program would be nice. Having to find a daycare from ages 1-2 and then having to move them again isn't ideal.	4/24/2013 1:59 PM
142	It may be beneficial to ask people if they are anticipating needing childcare services in the next 3-5 years to help project your child care needs.	4/24/2013 1:58 PM
143	Daycare does not apply to me but for anyone who has a child, making it affordable and available on campus where you work is a brilliant idea.	4/24/2013 1:58 PM

U15 web research project: child care facilities and support for parents

U15	Child Care On Campus	Administered through University ¹	Externally Licenced Non-Profit Centre ²	Externally Licenced For-Profit Centre ³	Fees/Age group	Priority	Faculty & Staff/Student Ratio	Students/Faculty Financial Credit																												
University of Alberta	Yes	University Affiliated	Garneau / University Early Learning Centre	No	-Accepts children from 19 months to 6 years of age. -For further information on fees/program etc. contact centre directly -Website was suspended or closed	N/A	15,382/38774 (2011-2012)	-Childcare Subsidy																												
	Yes		Hospitals and Community Child Care Centre	No	-Accepts children aged from 1 month to 6 years of age. -For further information on fees/program etc. contact centre directly	N/A																														
	Yes		McKernan Child Development Centre	No	-Accepts children from 1 month to 5 years of age. <table border="1"> <tr> <td>Curiosity Room - Infant</td> <td>1:3</td> <td>\$1063</td> </tr> <tr> <td>Wonder Room - Toddler</td> <td>1:6</td> <td>\$863</td> </tr> <tr> <td>Imagination Room - Preschool</td> <td>1:8</td> <td>\$841</td> </tr> </table>	Curiosity Room - Infant			1:3	\$1063	Wonder Room - Toddler	1:6	\$863	Imagination Room - Preschool	1:8	\$841	N/A																			
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	Wonder Room - Toddler		1:6	\$863																																
	Imagination Room - Preschool		1:8	\$841																																
Yes	Students' Union and Community Early Learning Centre	No	-Accepts children from 19 months to 6 years of age. -For further information on fees/program etc. contact centre directly	N/A																																
Yes	University & Community Early Learning Centre	No	-Accepts children from 2 1/2 years to 6 years of age. -For further information on fees/program etc. contact centre directly	N/A																																
Yes	University Infant Toddler Centre	No	-Accepts children from 1 month to 5 years of age. -For further information on fees/program etc. contact centre directly	N/A																																
University of British Columbia	Yes	Child Care Services Department of Student Housing & Hospitality Services	No	No	A part time option is available in most programs for children under the age of five as 3 or 4 days per week. Fees for part-time positions are on a pro-rata basis plus a \$25 part-time fee. <table border="1"> <tr> <td colspan="4"><i>Rates effective July 1, 2012</i></td> </tr> <tr> <th>Age Group</th> <th>UBC Students</th> <th>UBC Employees</th> <th>Non-UBC Affiliated</th> </tr> <tr> <td colspan="4">Infant (Max 10 children)</td> </tr> <tr> <td>Full Day Program</td> <td>\$1305.00</td> <td>\$1405.00</td> <td>\$1805.00</td> </tr> <tr> <td colspan="4">Toddler (Programs offering care up to 3 years of age have a group size of 12, programs offering care from 18 months to 5 years old have 24 children, with 8 under the age of three and 16 older then 3 up to kindergarten age.)</td> </tr> <tr> <td>Full Day Program</td> <td>\$1195.00</td> <td>\$1270.00</td> <td>\$1570.00</td> </tr> <tr> <td colspan="4">3 to 5 Year Olds (Full day care for children age 3-5 is provided in two types of settings. Some programs have a group size of 25 with all children 3 - 5 years of age. Others are mixed age group programs with a group size</td> </tr> </table>	<i>Rates effective July 1, 2012</i>				Age Group	UBC Students	UBC Employees	Non-UBC Affiliated	Infant (Max 10 children)				Full Day Program	\$1305.00	\$1405.00	\$1805.00	Toddler (Programs offering care up to 3 years of age have a group size of 12, programs offering care from 18 months to 5 years old have 24 children, with 8 under the age of three and 16 older then 3 up to kindergarten age.)				Full Day Program	\$1195.00	\$1270.00	\$1570.00	3 to 5 Year Olds (Full day care for children age 3-5 is provided in two types of settings. Some programs have a group size of 25 with all children 3 - 5 years of age. Others are mixed age group programs with a group size				First: Internal transfers - Second: Sibling Priority. Third: At times UBC CCS and the University may identify a limited number of positions for other identified priority user groups. Fourth: Children of full-time Student/Staff/Faculty with a very limited	13,893/56,382 (2010-2011)	-Provincial Child Care Subsidy - Evelyn Lett Childcare Bursary for UBC Students
					<i>Rates effective July 1, 2012</i>																															
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¹ Information exclusively gleaned from institutional websites, individual institutions were not contacted to verify veracity of information and how categorized in table.

² See above

³ See above

U15 web research project: child care facilities and support for parents

					<p>of 24 with children ranging in ages from 18 months to 5 years of age. The mixed age group setting often allows siblings to be enrolled in the same program.)</p> <table border="1"> <tr> <td>Full Day Program</td> <td>\$835.00</td> <td>\$910.00</td> <td>\$1025.00</td> </tr> </table> <p>Preschool (Each class is a mix of three and four year olds with a maximum group size of 20 children with 2 Early Childhood Educators.)</p> <table border="1"> <tr> <td>Preschool (2.5 hours / day) Mon-Thurs</td> <td>\$320.00</td> <td>\$320.00</td> <td>\$385.00</td> </tr> </table> <p>Kindergarten / Daycare</p> <table border="1"> <tr> <td>Kindercare with Kindergarten</td> <td>\$685.00</td> <td>\$735.00</td> <td>\$850.00</td> </tr> </table> <p>Before & After School Care 6-12 year Olds</p> <table border="1"> <tr> <td>Before School</td> <td>\$45.00</td> <td>\$45.00</td> <td>\$45.00</td> </tr> <tr> <td>After School</td> <td>\$360.00</td> <td>\$360.00</td> <td>\$410.00</td> </tr> </table> <p>School Age Summer Program</p> <table border="1"> <tr> <td>Weekly Program</td> <td colspan="3">\$185/week July & August One Rate</td> </tr> </table>	Full Day Program	\$835.00	\$910.00	\$1025.00	Preschool (2.5 hours / day) Mon-Thurs	\$320.00	\$320.00	\$385.00	Kindercare with Kindergarten	\$685.00	\$735.00	\$850.00	Before School	\$45.00	\$45.00	\$45.00	After School	\$360.00	\$360.00	\$410.00	Weekly Program	\$185/week July & August One Rate			number of spaces available for non-affiliated families living in UNA (University Neighborhood Association) properties. Fifth: Community.		
Full Day Program	\$835.00	\$910.00	\$1025.00																													
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Weekly Program	\$185/week July & August One Rate																															
	No	No	No	<p>Kids & Company</p> <p>Partnered with UBC/For-Profit/For Children of Employees & Students at UBC</p> <p>https://www.kidsandcompany.ca/</p> <p>Kids & Co. offers three options of child care:</p> <ul style="list-style-type: none"> • Full-time and part-time care: Kids & Co. offers full-time or part-time child care spaces, as well as the use of any Kids & Co. centre once your child is registered. • Back-Up Child care: Kids & Co. offers back-up or emergency child care throughout the year at any of their centres. • Nanny Care Program: Kids & Co. offers assistance in finding a qualified nanny to care for your children. 	UBC faculty, staff and students have access to Kids & Co. child care spaces.																											
University of Calgary	Yes -two locations -Main & West Campus	University Child Care Centre Student Services/UCCC Society: Not-for profit & Charity status	No	No	<p>Monthly Fee Schedule effective September 1st, 2012 to August 31st, 2013:</p> <ul style="list-style-type: none"> ▪ Infants (3 months- 18 months + those children remaining/ "stuck" in infant classroom) \$1290.00 ▪ Toddlers (19-35 months; includes if child is 2 1/2 yrs old & moves up to 3 yr old room) \$1055.00 ▪ 3-5 year olds (preschool age) \$900.00 ▪ Kindergarten (at West UCCC only; this includes before and after kindergarten care and full-time child care for all school holidays that UCCC is open) \$860.00 <p>-Only accepts children of full-time students, full-time staff, and/or full-time faculty of the University of Calgary. Only exception to this is the kindergarten program.</p> <p>-Offer only full-time fee</p> <p>-Main UCCC has a maximum of 84 full-time child care spaces & West UCCC has a maximum of 104 full-time child care spaces</p>	Once all internal movement has occurred, the space available is filled from the waiting list. Waiting list priority is given in the following order: 1. Siblings of currently enrolled children 2. Priority goes to full	4934/31,802 (Fall 2012)	-Government Student Aid Plans -Provincial Child Care Subsidy																								

						time Students at Main Campus location, and Staff/Faculty have priority over full time students at West Campus location.		
	No	No	No	Kids & Company Partnered with U of C/For-Profit/For Children of Employees at U of C	https://www.kidsandcompany.ca/ Need U of C Access Username/Password: www.ucalgary.ca/hr/staff/kids_and_company	-Guaranteed Child Care for U of C employees		N/A
Dalhousie University	Yes	No	University Children's Centre	No	Not on Website	N/A	1085 ⁴ /18,220 (Fall 2011)	-No discount for employee's or siblings
Université Laval	Yes	La Petite Cité Daycare (Early Childhood Center Little City) 1.The Arbor 2.The Kids World	Not sure	No	La Petite Cite Website: http://www.cpelapetitecite.ulaval.ca/ -The Arbor (80 Children)-3-18 months -The Kids World (25 Children)-2-4 years		37,591 ⁵	
	Yes	3. Centre-Jour Daycare (Centre for Early Childhood Centre Day)	Not sure	No	-Serves 74 children aged 15 months to 5 years -Five age groups: 18 months-2 years (2 groups 7 children), 2-3 years (2 groups of 8 children), 3-4 years (2 groups of 9 children) and 4-5 years (2 groups of 10 children) and one multi-age group of 8 children (18 months to 5 years)	-Parents are Université Laval students or employees.		
University of Manitoba								
McGill University	Yes	No	McGill Childcare Centre	No	-Serves 106 children of McGill students, staff and faculty ranging from 4 months to 5 years. -\$7/day set according to the Reduced Contribution Program determined by the Ministère de la Famille et des Aînés ("MFA"). -\$25.00 membership fee per child -Age Group Structure:	-Full-time McGill students, faculty and staff.	18,740 (2012-2013)/35,300 (2009-2010)	McGill Student Aid Office -Federal Canada Grant for Students with Dependants available to all with

⁴ Faculty only, does not include staff statistic

⁵ Student Statistic from Wikipedia, no faculty/staff statistic found on University website

					<p>Infants 8 children/2 educators Ages between 4 months and 17 months in September</p> <p>Younger Toddlers 10 children/2 educators Ages between 18 months and 23 months in September</p> <p>Older Toddlers 11 children/2 educators Ages between 20 months and 27 months in September</p> <p>Twos 18 children/3 educators Ages between 2 .3 and 2 .11 in September</p> <p>Threes 18 children/3 educators Ages between 3 and 3 .11 in September</p> <p>Fours 16 children/2 educators Ages between 3 .6 and 4 .11 in September</p>			student loans. -Provincial Student Assistance												
	Yes	No	Campus Day Care Centre	No	-Serves 60 children, ranging in age from 4 months to 5 years.	-Preference is given to the Macdonald campus community. Early application is recommended.		N/A?												
McMaster University	Yes	No	McMaster Children's Centre	No	-Licensed for 63 children, ranging in ages from 18 months to 5 years - The services and facilities of the Centre are offered not only to the McMaster University and Medical Centre communities, but also to the community at large.	N/A	7766/28,962 (2011-2012)	-MAPS Bursaries -OSAP Childcare Bursary Receipt												
Université de Montréal	?																			
University of Ottawa	Yes	No	Garderie Bernadette Child Care Centre	No	-6 weeks to 5 years old -Forty-nine spaces, thirty-five are subsidized by the City of Ottawa. The remaining fourteen are full fee spaces.	-Subsidized spaces given in priority to the students and employees of Ottawa University	6927(Fall 2011)/36,695 (Fall 2013)	Subsidy options												
Queens University	Yes	Queens Daycare Centre Student Affairs-Student Services & Community Relations	No	No	<table border="1"> <thead> <tr> <th>Age</th> <th>Full Day</th> <th>Half Day</th> </tr> </thead> <tbody> <tr> <td>Infants</td> <td>\$59.00</td> <td>\$59.00</td> </tr> <tr> <td>Toddlers</td> <td>\$53.00</td> <td>\$40.00</td> </tr> <tr> <td>Pre-School/Kindergarten</td> <td>\$46.00</td> <td>\$35.00</td> </tr> </tbody> </table> <p>Space for 89 children daily ranging in age from birth to 6 years. The children occupy 2 large homes renovated to suit day-care needs. Both are located on main campus across the street from each other.</p> <p>Infants & Toddlers 10 spaces in the infant group which The toddler group has 20-25 spaces</p> <p>Pre-Schoolers 16 spaces for children ages 2 to 3 years and 16 spaces for children ages 3 to 4 years.</p>	Age	Full Day	Half Day	Infants	\$59.00	\$59.00	Toddlers	\$53.00	\$40.00	Pre-School/Kindergarten	\$46.00	\$35.00	Queens students and staff Spaces are reserved in an approximate ratio of two-thirds Queen's University members (with students holding the majority of these spaces and the remainder reserved for staff and faculty of Queen's) and one-third community members	7254(Fall 2010) /24,189 (Fall 2011)	-Subsidized Child Care -Queen's University Childcare Support Plans for eligible faculty & staff -Ontario Student Assistance Program (OSAP) -Canada Child Tax Benefit (CCTB) (Federal Gov't) -Ontario Child Care Supplement for
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University of Saskatchewan	Yes	No	Campus Daycare Cooperative	No	-Accepts children between 2 ½ & 5 years; Licenced for total of 44 children -both daycares on campus are subsidized -Cost per month of the Campus Daycare Centre is \$460 for all parents. -If the parent or parents of a child gross \$1,600 a month or less, they may qualify for the maximum subsidy of \$235 per month.	-No Preferred Ranking	1134 ⁶ /23, 104 (2011-2012)	-Government subsidies Parents of infants can receive up to \$325; toddlers can receive up to \$285; and pre-schoolers can receive up to \$235 per month.																																																																										
	Yes	No	USSC Childcare Centre	No	-Accepts children between 6 months & 6 years old (divided into infants, toddlers & preschoolers);Licenced for total of 66 children - The cost of the USSU Childcare Centre varies depending on the age of the child and which group - undergraduate, graduate or staff/faculty - the parent falls into. -Undergraduate students are charged a base fee of \$570 a month for infants, \$493 a month for toddlers and \$442 a month for pre-schoolers. -Graduate students pay an extra \$10 above the base price and staff; faculty parents pay \$20 above the base price.	-Undergraduate student parents, then graduate parents, then staff and faculty parents																																																																												
University of Toronto	Yes	No	U of T Early Learning Centre (there are 3 sites to the centre-3 story building) 1.Glen Morris site (0-5 years) 2.OISE site (30months-5 years) 3.UTM site (1.5-5yrs)	No	-Provides programs for children from newborn to 5 years. Fees for part-time spaces are based on a 10 hour day or two 5 hour blocks. <ul style="list-style-type: none"> St. George Campus site fee rates <table border="1"> <thead> <tr> <th colspan="2">F/T Faculty/Staff Fees/month</th> <th colspan="2">F/T Student Fees/month</th> </tr> </thead> <tbody> <tr> <td>Infants</td> <td>\$1975</td> <td>Infants</td> <td>\$1687</td> </tr> <tr> <td>Toddlers</td> <td>\$1721</td> <td>Toddlers</td> <td>\$1432</td> </tr> <tr> <td>Preschool</td> <td>\$1302</td> <td>Preschool</td> <td>\$1094</td> </tr> <tr> <td>Kindergarten</td> <td>\$1302</td> <td>Kindergarten</td> <td>\$1094</td> </tr> <tr> <th colspan="2">P/T Faculty/Staff Fee</th> <th colspan="2">P/T Student Fees</th> </tr> <tr> <td></td> <th>Full Day</th> <th>Half Day</th> <td></td> <th>Full Day</th> <th>Half Day</th> </tr> <tr> <td>Infants</td> <td>\$107</td> <td>\$54</td> <td>Infants</td> <td>\$84</td> <td>\$42</td> </tr> <tr> <td>Toddlers</td> <td>\$96</td> <td>n/a</td> <td>Toddlers</td> <td>\$71</td> <td>n/a</td> </tr> <tr> <td>Preschool</td> <td>\$70</td> <td>n/a</td> <td>Preschool</td> <td>\$55</td> <td>n/a</td> </tr> <tr> <td>Kindergarten</td> <td>n/a</td> <td>n/a</td> <td>Kindergarten</td> <td>n/a</td> <td>n/a</td> </tr> </tbody> </table> <ul style="list-style-type: none"> UTM campus site fee rates <table border="1"> <thead> <tr> <th colspan="2">F/T Faculty/Staff Fees/month</th> <th colspan="2">F/T Student Fees/month</th> </tr> </thead> <tbody> <tr> <td>Toddlers</td> <td>\$1721</td> <td>Toddlers</td> <td>\$1312</td> </tr> <tr> <td>Preschool</td> <td>\$1302</td> <td>Preschool</td> <td>\$1002</td> </tr> <tr> <td>Kindergarten</td> <td>\$1302</td> <td>Kindergarten</td> <td>\$1002</td> </tr> <tr> <th colspan="2">P/T Faculty/Staff Fee</th> <th colspan="2">P/T Student Fees</th> </tr> </tbody> </table> 	F/T Faculty/Staff Fees/month		F/T Student Fees/month		Infants	\$1975	Infants	\$1687	Toddlers	\$1721	Toddlers	\$1432	Preschool	\$1302	Preschool	\$1094	Kindergarten	\$1302	Kindergarten	\$1094	P/T Faculty/Staff Fee		P/T Student Fees			Full Day	Half Day		Full Day	Half Day	Infants	\$107	\$54	Infants	\$84	\$42	Toddlers	\$96	n/a	Toddlers	\$71	n/a	Preschool	\$70	n/a	Preschool	\$55	n/a	Kindergarten	n/a	n/a	Kindergarten	n/a	n/a	F/T Faculty/Staff Fees/month		F/T Student Fees/month		Toddlers	\$1721	Toddlers	\$1312	Preschool	\$1302	Preschool	\$1002	Kindergarten	\$1302	Kindergarten	\$1002	P/T Faculty/Staff Fee		P/T Student Fees		UofT students and staff 50% of their total enrollment children of University students, and 50% children of University faculty / staff as averaged over the calendar year.	14,154/66,611 (2010-2011)	-City of Toronto Children's Services Division provides fee subsidy for eligible parent/guardians -U of T Child Care Benefit Plan: Faculty and staff may be eligible for partial reimbursement of child care expenses -U of T Financial Assistance Services for Students
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⁶ Academic Staff only, does not include support staff statistic

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						Full Day	Half Day		Full Day	Half Day			
						Toddlers	\$96	n/a	Toddlers	\$66	n/a		
						Preschool	\$70	n/a	Preschool	\$51	n/a		
						Kindergarten	\$70	\$35	Kindergarten	\$51	\$28		
Yes	No	The Family Resources Centre (located in ELC centre also)	No	-The Family Resource Centre also offers a child minding service where parents can book care by the hour. Family Resource Drop-in Centre (FRC) is a child and parent drop-in centre for children ages 0-5 years of age. Pre-registration is required and payment is due on the day of use. There is a maximum of 5 children allowed in the child-minding service. Rates are as follows for child minding: \$12.00/hour for children from birth to 5 years old and \$16.00/hour for 2 siblings.									
Yes	No	Child care on Charles -Operated by George Brown College & serves as a training Lab School for the students from the Early Childhood Education programs at the College.	No	-6 weeks to 5 years -Fees: <ul style="list-style-type: none"> \$1857/month Infants \$1689/month Toddlers \$1295/month Preschoolers 								1. Children of U of T students living within the Student Family Residence on Charles Street. 2. Children of U of T students (not living in SFH), staff and faculty. 3. Children of George Brown College students, staff and faculty.	
Yes	No	Campus Community Cooperative Day Care Centre	No	-Capacity: 10 Infant, 15 Toddler, 15 Preschool, 10 Kindergarten spaces -Parent/staff-managed day care centre. All parents are encouraged to volunteer time each week. -Ages: 3 months - 5 years Fees: <ul style="list-style-type: none"> \$79.75/day Infants (Full-time) \$70.50/day Toddlers (Full-time) \$75.25/day Toddlers (Part-time) \$55.85/day Preschoolers (Full-time) \$60.50/day Preschoolers (Part-time) Diaper Fee: \$7/month disposable.								N/A	
Yes	No	N'sheemaehn Child Care Centre	No	Ages: New Born - 5 years Capacity: 54 full-time; some part-time & summer sessions available Fees: <ul style="list-style-type: none"> 10 Infants (0 – 18 months) \$1372.00/month 10 Toddlers (18 months – 30 months) \$1173.00/month 34 Preschoolers/Kindergartens (2 ½ – 5 years) \$947.00 /month Includes Lunches, snacks, pureed food for infants and cloth diaper service.								-Existing families, U.of T. students, staff and faculty.	
No	No	No	Kids & Company	-Emergency Backup Childcare program option for children ages 0 to 12 for Faculty/Staff -Annual fee per named child of \$350 for up to 20 visits from January to December to any of kids & Company's								-Faculty/Staff	N/A

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					existing locations. -Also, Faculty & Staff access to Kids & Company's part-time and full-time childcare, nanny placement service and elder care support services			
University of Waterloo	Yes	No	The Early Childhood Education Centre	No	-32 months to 5 years of age <ul style="list-style-type: none"> Preschool Program: 32 months – 5 years of age <ul style="list-style-type: none"> 2 mornings a week (Tues/Thurs) from 9:00 – 11:30 a.m. (\$160.00 a month) 3 mornings a week (Mon/Wed/Fri) from 9:00 – 11:30 a.m. (\$227.00 a month) 5 mornings a week (Mon.- Fri.) from 9:00 – 11:30 a.m. (\$375.00 a month) 2 afternoons a week (Mon/Wed or Tues/Thurs) from 1:00 – 3:30 p.m. (\$160.00 a month) 4 afternoons a week (Mon. to Thurs.) from 1:00 – 3:30 p.m. (\$307.00 a month) 	N/A	3089/31,577 (2012-2013)	- Child Care Subsidy, through Children's Services at the Region of Waterloo
	Yes	No	Hildegard-Marsden co-operative day nursery	No	<ul style="list-style-type: none"> Provincially licensed full time program for children 3 months - 6 years Full day care available 1 infant room with 10 infants 1 toddler room with 15 children in each room 2 preschool room with 16 children each Summer Day Camp offered weekly, ages 4-7 years Well-balanced nutritional snacks and meals 	N/A		
	Yes	No	Klemmer Farmhouse Co-operative Day Nursery	No	-Preschool program for children ages 18 months to six years with accommodation for 3 children ages 18 months to 2.5 years	N/A		
	Yes	No	Paintin' place	No	<ul style="list-style-type: none"> Preschool program for children 18 months to 5 years 15 children from ages of 18 months to 30 months 48 children from the ages of 2.5 to 5 years 	N/A		
	No	No	No	Kids & Company	<ul style="list-style-type: none"> Provincially licensed preschool program for children 3 months - 6 years Capacity for 120 children Full-time and part time care Emergency Back-up Care for children 3 months to 13 years Summer camp programs Operates from 7 am-6pm daily including week-ends all year round Hot catered lunch and 2 healthy snacks Parents can utilize any of Kids & Company locations throughout Canada 	N/A		
University of Western Ontario	Yes	No	No	University Community Centre (UCC) Flexible Childcare	-Part-Time Facility under the Ministry of Community and Social Services and operated by the London YMCA -18 months-5 years -Hourly rate is \$7.10 with special rates for undergraduate students and multi-sibling families. -Also accepts children from outside the University community	-Priority is given to children of parents who are Western students, faculty, or staff.	38697/27,525 (2011-2012)	-The Childcare Bursary Plan (Ontario Student Assistance Program (OSAP))

⁷ Full-time faculty/staff, does not include part-time

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	Yes	No	No	University Childcare	-operated by the YMCA of Western Ontario -full and part-time care for children 3 months to 5 years old <i>-link to website page not found</i>	N/A		
	Yes	University Laboratory Preschool	No	No	-Administered by the Department of Psychology as a state-of-the-art preschool and as a research and demonstration facility. The lab school is open to families in the general London community from September through June of every year. Up to 100 children from 1 through 5 years attend one of four programs. All children are welcome to attend, including those with special needs.	N/A		