

# Home Child Care Providers

An employment guide for newcomers to British Columbia



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## Home Child Care Providers (NOC4411)

**Home Child Care Providers may also be called:**

- *child caregiver / child care provider*
- *family daycare provider*
- *parent's helper*
- *nanny*
- *babysitter*
- *foster parent*
- *au pair*

### 1. What Would I Do?

**Home child care providers** care for children on an ongoing **or** short-term basis. You care for the well-being, physical and social development of children. You may assist parents with child care and may assist with household duties. You provide care primarily in your own home (e.g. family daycare provider) **or** in the children's homes (e.g. nanny), where you may also reside.

*Your duties can include:*

- Supervise and care for children in employer's **or** own residence
- Bathe, dress and feed infants and children; instruct children in personal hygiene
- Prepare formulas and change diapers for infants

- Maintain a safe and healthy environment in the home
- Discipline children according to the methods requested by the parents
- Organize and participate in activities such as games, crafts, reading and outings
  
- **Nannies** may plan, prepare and serve meals for children and perform other housekeeping duties
  
- **Foster parents/caregivers** perform some or all of the following duties:
  - act as a foster child's primary caregiver for an agreed-upon period
  - work under the direction of the B.C. Ministry of Children and Family Development (the Ministry)
  - work with the Ministry and the child's care team to set up a care plan
  - ensure their home meets government standards
  - arrange and attend family visits with the child
  - take part in events and activities that keep the child connected to their family and culture
  - keep daily journals tracking the child's experiences, development, challenges and successes
  - submit monthly logs for review
  - keep in contact with resource workers and the child's guardianship or social worker

More information:

- **WorkBC Career Profile for Home child care providers**  
<https://www.workbc.ca/careers/4411>
- **Career Cruising** – Profiles for 'Nanny' and 'Early Childhood Educator'  
<http://www.vpl.ca/digital-library/career-cruising>

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## 2. Am I Suited For This Job?

***Home child care providers should:***

- *genuinely enjoy working with children*

*You should be:*

- *Patient*
- *Good with people*
- *Responsible, dependable and flexible*

*You should have:*

- *Good communication and language skills (most parents want you to read to their children and, in some cases, help them learn to read and write)*

You primarily work indoors but may include some time outdoors. The work is often demanding, both physically and emotionally, and may require lifting and carrying infants and children. You may be helping children to eat, brush their teeth, go to the washroom, and wash their faces and hands

## 3. What Are The Wages And Benefits?

In British Columbia, the median annual salary for ***Home child care providers*** is \$30,450. Hourly wages can range from \$15.20 to \$22.09.

In BC’s regions, home child care providers can expect to make:

Community/Area	Wages (\$/hour)		
	Low	Median	High
<a href="#">British Columbia</a>	15.20	15.20	22.09
<a href="#">Cariboo Region</a>	15.20	15.20	22.09
<a href="#">Kootenay Region</a>	N/A	N/A	N/A
<a href="#">Lower Mainland–Southwest Region</a>	15.20	15.20	19.00
<a href="#">Nechako Region</a>	N/A	N/A	N/A
<a href="#">North Coast Region</a>	N/A	N/A	N/A
<a href="#">Northeast Region</a>	N/A	N/A	N/A
<a href="#">Thompson–Okanagan Region</a>	N/A	N/A	N/A
<a href="#">Vancouver Island and Coast Region</a>	15.20	15.20	22.09

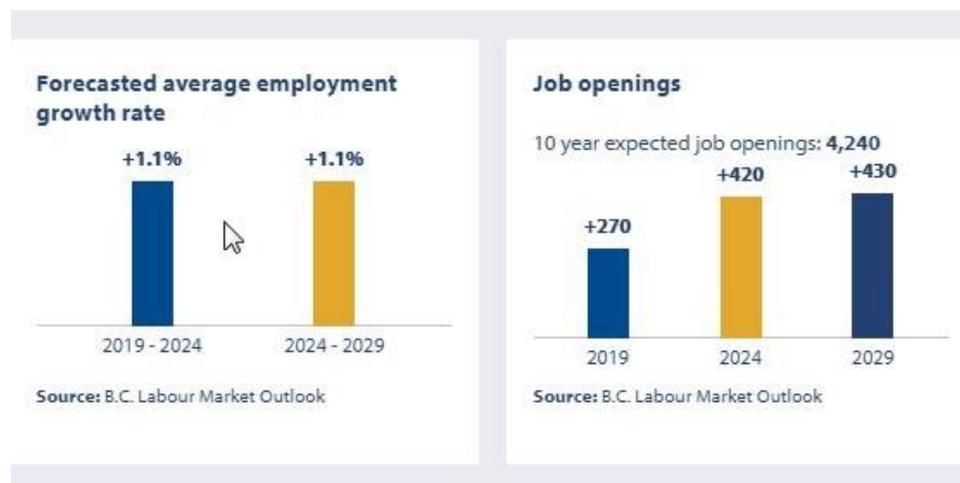
Source: <https://www.jobbank.gc.ca/marketreport/wages-occupation/24770/BC>

## 4. What Is The Job Outlook In BC?

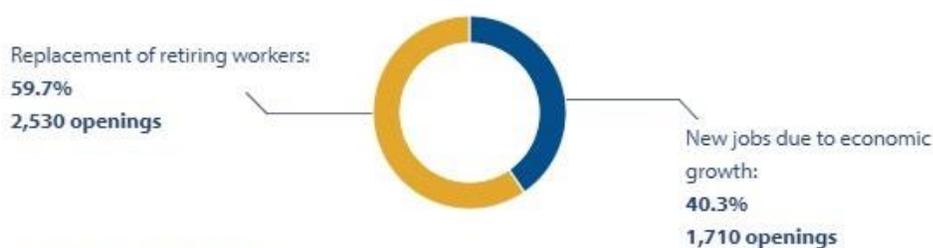
The employment outlook for home child care providers is fair. BC Labour Market Outlook forecasts there will be 4,240 job openings between 2019 and 2029. Most jobs are located in the Mainland/Southwest, Vancouver Island and Thomson-Okanagan regions of BC.

There is high demand for foster caregivers, especially those with special skills or experience, such as psychiatric or medical training.

## Home care providers (NOC 4411) - Employment Outlook



### Composition of job openings



Source: <https://www.jobbank.gc.ca/marketreport/wages-occupation/24770/BC>

## 5. How do I become a home child care provider?

**Home child care providers** do not require certification in BC. However, you are usually required to complete secondary school, and may require completion of a training program in child care or a related field. First aid certification and CPR (cardiopulmonary resuscitation) training may be required. A criminal record check is usually required.

The following types of home child care are available in British Columbia:

**'License-Not-Required Child Care' (Unlicensed home child care):**

**Unlicensed** home based child care for up to two children or a sibling group.

**Registered 'License-Not-Required' Child Care (Licensed home child care):**

- home based child care for up to two children or a sibling group
- must have **registered** with a Child Care Resource and Referral Centre CCRR  
<https://www2.gov.bc.ca/gov/content/family-social-supports/caring-for-young-children/how-to-access-child-care/child-care-resource-referral-centre>

Providers must complete:

- Criminal record checks (for everyone over age 12 living in the home)
- Character references
- A home safety assessment
- First aid training
- Child care training courses or workshops

**Licensed Child Care – for three or more children**

**Family Child Care**

- Maximum 7 children, birth to 12 years old
- Must be 19 years of age or older and able to provide care and mature guidance to children
- Must have 20 hours of child care-related training, relevant work experience, a valid first aid certificate and a clear criminal record check

See for *example*:

- *Vancouver Coastal Health Authority*  
<http://www.vch.ca/public-health/licensing/child-care>  
<http://www.vch.ca/public-health/licensing/child-care/inspection-faqs>
- *Fraser Health Authority*  
[https://www.healthspace.ca/Clients/FHA/FHA\\_Website.nsf/CCFL-Frameset](https://www.healthspace.ca/Clients/FHA/FHA_Website.nsf/CCFL-Frameset)

For more information on the licensing of home child care programs, see:

- Understand the Different Types of Child Care in BC (Government of BC)  
<https://www2.gov.bc.ca/gov/content/family-social-supports/caring-for-young-children/how-to-access-child-care/licensed-unlicensed-child-care>
- **Providing Child Care Services**  
<https://www2.gov.bc.ca/gov/content/family-social-supports/caring-for-young-children/running-daycare-preschool>
- **Follow the Rules for Operating a Licensed Child Care Facility**  
<https://www2.gov.bc.ca/gov/content/family-social-supports/caring-for-young-children/running-daycare-preschool/rules-operating-licensed-day-care>

## Education and training

- ***Good Beginnings: Professional Development for Child Care Providers***  
[offered by the BC Family Child Care Association (BCFCCA)].  
curriculum meets the training requirements to qualify individuals to work in child care settings for children from birth to 12 years of age, such as Family Child Care  
36 hour program offered in locations throughout BC; also available online or via correspondence. The program covers children’s development & behaviour, planning for safety & emergencies, children’s nutrition and more.

For more information, see:

- <https://bcfcca.ca/professional-development/good-beginnings-program/overview/>
- <https://bcfcca.ca/professional-development/good-beginnings-program/course-info-registration/>

- **Child Care Resource & Referral – CCRC – Workshops**

Child Care Resource & Referral (CCRC) Programs are nonprofit community organizations available throughout BC. Many local CCRC offices offer education or training for home child care providers. Find your local CCRC office at:

<https://www2.gov.bc.ca/gov/content/family-social-supports/caring-for-young-children/how-to-access-child-care/child-care-resource-referral-centre>

- Some examples of CCRC workshops/training in Greater Vancouver communities are:
  - **Westcoast Child Care Resource Centre** [Vancouver]:  
<https://www.wstcoast.org/workshops>
  - **ChildCareOptions.ca** [Surrey, Delta, White Rock]:  
<https://www.childcareoptions.ca/child-care-providers/training-and-workshops/>
  - **YMCA Child Care Resource & Referral** [Burnaby, New Westminster, Port Moody, Port Coquitlam, Coquitlam]:  
[https://anc.ca.apm.activecommunities.com/ygv/activity/search?onlineSiteId=0&activity\\_select\\_param=2&activity\\_category\\_ids=42&viewMode=list](https://anc.ca.apm.activecommunities.com/ygv/activity/search?onlineSiteId=0&activity_select_param=2&activity_category_ids=42&viewMode=list)
  - **North Shore Community Resources (NCSR)** – North & West Vancouver Workshops: <https://children.nscr.ca/>

## 6. How Do I Find A Job?

### ***Where would I work?***

#### ***Home child care providers may work:***

- *in your own home or, as nannies, in the children's homes (where you may also reside)*
- *for private households and child-care agencies*
- *as a self-employed child care provider*

### ***Finding Advertised Jobs***

Jobs are advertised in a variety of sources including newspapers, magazines and online job sites.

#### ***Local Newspapers***

You can look at the *Vancouver Sun* & *The Province* at Vancouver Public Library for free. Check the job postings daily, the careers section in the *Vancouver Sun* on Wednesdays and Saturdays and, in *The Province* on Sundays.

### **Online Job Postings**

- **Westcoast Child Care Resource Centre – Job Postings**  
[https://www.wstcoast.org/job\\_postings/search](https://www.wstcoast.org/job_postings/search)
- **Indeed.ca**  
[http://ca.indeed.com/advanced\\_search](http://ca.indeed.com/advanced_search)  
<http://ca.indeed.com/Child-Care-jobs-in-British-Columbia>
- **WorkBC**  
<https://www.workbc.ca/JobSeekers/SearchResults.aspx>

### **Finding "Hidden Jobs"**

Many job vacancies are not advertised. The resources below will help you *with finding jobs in this "hidden" job market.*

### **Using Directories to Create a List of Potential Employers**

You can use directories to produce lists of child care providers. Contact them directly to find out if they're hiring.

- **Licensed Child Care Providers – Province of BC**  
<https://www2.gov.bc.ca/gov/content/family-social-supports/caring-for-young-children/how-to-access-child-care/search-for-child-care>
- **Westcoast Child Care Resource Centre – Vancouver Child Care Listings**  
<https://www.wstcoast.org/choosing-child-care/search>
- **Licensed Employment Agencies (including nanny / home care agencies), Province of BC**  
<https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/licensing/licensing-employment-agencies>
- **Reference Canada**  
<http://www.vpl.ca/digital-library/reference-canada>

Click on "Start Search" beside Canadian Businesses, then select the "Advanced Search" button. Select both "Keyword/SIC/NAICS" under Business Type and "City" under Geography. In the top search box enter "childcare" OR "nannies"

and click SEARCH. Select the appropriate headings. Lower down, select the Province, choose the cities, and click the "View Results" button.

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**NOTE:** *You can access this database from a Library computer. If you are using a computer from outside the Library, you will need a Vancouver Public Library card to login to this database. After clicking on the database name, you will be asked to enter your library card number and PIN (usually last four digits of your telephone number).*

## **Networking, Volunteering and Temporary Agencies**

Many positions are filled by people who have been recommended by someone they know. Networking, working as a volunteer or registering with a temporary employment agency are good ways of helping you find jobs and meet people in your industry.

### **Networking and the Hidden Job Market:**

*When looking for work, be sure to talk to friends, relatives and neighbours. They may know someone who is hiring! Working as a volunteer, attending events, and joining clubs and associations are good ways to gain "Canadian experience." They are also good ways to meet people to learn about the local job market.*

## **Volunteer opportunities**

- **Volunteer BC**

<http://www.volunteerbc.bc.ca/>

- **GoVolunteer.ca**

<http://govolunteer.ca/>

- **Family Services of Greater Vancouver**

<https://fsgv.ca/volunteer/>

- **YMCA of Greater Vancouver**

<http://www.ymcastrongfoundations.org/Volunteer/Volunteer-Postings>

Volunteer opportunities may be available in **child care centres** (50 locations), family programs and community services

- **YWCA of Metro Vancouver**

<https://ywcavan.org/help/volunteer>

Volunteer opportunities may be available in the YWCA's Family Services programs and their four licensed child care centres

*For additional tips see:*

- **Networking for Employment**

Go to <http://skilledimmigrants.vpl.ca>

[Search Networking for Employment]

- **Getting Canadian Work Experience**

Go to <http://skilledimmigrants.vpl.ca>

[Search Getting Canadian Work Experience]

## **7. Applying for a Job**

In Canada, employers usually expect to receive a resume and a cover letter that identifies the position you are applying for and summarizes your experience. Use the library catalogue, <http://vpl.bibliocommons.com/> to find books on writing resumes and cover letters specific to your industry.

*For more information see:*

- **Writing Resumes and Cover Letters**

Go to <http://skilledimmigrants.vpl.ca>

[Search Writing Resumes and Cover Letters]

## 8. Where Can This Job Lead?

**Home child care providers** may progress to operating your own home based daycare centre. With experience and additional training, you also may work as a daycare supervisor. **Foster caregivers** can specialize in particular levels of care or on specific health or learning disabilities.

## 9. Where Can I Find More Information?

- **BC Child Care Resource & Referral**

<https://www2.gov.bc.ca/gov/content/family-social-supports/caring-for-young-children/how-to-access-child-care/child-care-resource-referral-centre>

offers child care and community referrals, resources and support to child care providers and families across British Columbia. Services include referrals to family day care centres provided in private homes.

- **Westcoast Child Care Resource Centre**

<http://www.wstcoast.org/>

- **BC Family Childcare Association**

<http://www.bcfcca.ca/>

- **Learn More About Working in BC and Canada**

Go to <http://skilledimmigrants.vpl.ca>

[Search Learn More About Working in BC and Canada]

**Questions? Please ask the Information Staff at the Central Library or telephone 604-331-3603.**

Please note that the information in this guide is also available online through the Skilled Immigrant InfoCentre website at <http://skilledimmigrants.vpl.ca/>.