



Child Care
ASSESSMENT &
Action Plan

City of Prince Rupert
**Child Care Assessment
& Action Plan**

February 2020



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Plan Highlights

Prince Rupert recognizes that access to affordable, available and quality child care is an essential support service that benefits children, families and the larger community. As Prince Rupert seeks to grow its population alongside a strong local economy, understanding and addressing child care needs plays an important role in enhancing overall community quality of life.

The City of Prince Rupert Child Care Assessment & Action Plan provides a clear baseline understanding of local child care needs and actions to support space-creation targets. The plan was informed by community engagement, results of a child care inventory and child population trends.

According to Northern Health licensing records, Prince Rupert’s licensed child care sector has grown over the last 10 years. The number of licensed child care programs have increased from a total of 18 licensed programs in 2009 to 32 licensed programs in 2019. Although there has been substantial growth in this area there remains a number of child care gaps that need to be addressed now and if the community is to experience the population growth expected with the forecasted major projects.

What are the current child care needs in Prince Rupert?

Main child care gaps identified from the needs assessment are:

- 1) Centre-based child care for infants & toddlers.
- 2) Flexible child care programs to accommodate those working shifts & non-traditional work hours.
- 3) Child care hubs where child care is co-located with schools, family service organizations, multi-family residential housing or recreation programming.
- 4) Awareness of child care programs & affordability benefits.
- 5) Recognition of barriers to space creation, most significantly staff shortages.

How many child care spaces are required now and in the future?

Based on recent child projections from BC Stats, Prince Rupert requires an additional **49 licensed child care spaces** to meet current local demand and achieve a 25% access rate for children 0 to 12 years old.

There is recognition that Prince Rupert is a community in transition. Overall, it is estimated that 1,910 new fulltime jobs will be created in the community up to 2030. Based on this, the space targets and gaps are evolving targets, ones that will shift according to actual population changes and pace of growth.

What actions can the City take to support space creation?

The recommended strategies and actions are based on identified gaps and findings of the child care needs assessment. The recommended strategy areas, with the exception of those related to supporting space creation, communication & partnerships, can be directly implemented by the City over the coming years. It is recognized that the senior levels of governments have a significant role to play, as many of the issues related to child care availability, staffing and affordability are beyond the influence and scope of the City.

Ways the City can support child care space creation are:

- **Strengthen Child Care Policy:** Establishing formal child care space policies within the City's Official Community Plan will guide the City and community in realizing opportunities to address local child care needs within the context of future growth and development decisions. Strong City policy also helps support community programs and funding applications.
- **Remove Regulatory Barriers & Create Incentives:** Enable the creation of new child care spaces in the community by establishing land-use regulations that permit child care spaces in all commercial and public zones. Revitalization tax exemptions are used to create incentives for the development of new child care spaces.
- **Support Space Creation:** The City can provide valuable support and resources to community partners in developing additional child care spaces in the community, including leveraging available funding to create child care space for lease in/on a City-owned facility or property.
- **Communications, Partnerships & Advocacy:** Work in partnership with local organizations to promote access to child care resources and information, advocate to higher levels of government, and encourage continued dialogue in the community to ensure local child care needs stay at the forefront of the community growth conversation.

Looking into the future, achieving child care space targets in the medium/longer term requires continued monitoring, community dialogue and collaboration in order to work together to collectively meet local child care needs.

Why Care About Child Care?



Healthy Children

Promotes healthy child development and increases educational achievement for all children, with particular benefits for the most vulnerable children.



Employer Benefits

Benefits businesses by reducing stress and absenteeism among employees who are parents and enables female employees to return to work after parental leave.



Supports Working Parents

Allows parents, and in particular mothers, to return to the workforce after having a child, to work closer to full-time hours and to hold better jobs. This also boosts the economy.



Develop Human Capital

Sets us up on a path for a stronger economy in the future, as more children are supported to reach their full potential.



Poverty Reduction

As women are able to earn more income, they gain financial independence and their families are less likely to live in poverty.



Stronger Communities

Benefits communities as these benefits are large, long-lasting and broadly shared by everyone in society.

“The City is a place where people of all ages, incomes, cultures and abilities – including newcomers – feel a sense of belonging, caring and safety, and have access to the services they need... Early childhood delays are now being addressed by improved access to support services and resources for children and their families.”
– City of Prince Rupert Official Community Plan

Introduction

Prince Rupert is a coastal city located on British Columbia’s north coast within the traditional territory of the Tsimshian First Nations. Set between the backdrop of the Great Bear Rainforest and the Pacific Ocean, Prince Rupert is one of two port cities in British Columbia with one of the deepest, ice-free harbours in the world.

While Prince Rupert has long struggled to maintain a healthy economy and stable population after a decline of its traditional industries, recent years have seen an upswing in economic activity associated with port-related development and major projects. Impacts of major projects are anticipated by the City to be substantial, including impacts to population, housing, infrastructure and services, as well as the overall social fabric of the community.

The City has invested significant resources to develop policies and plans to ensure future growth enhances the overall quality of life in the community. Child care has been identified as a concern by the community and directly linked to the ability of Prince Rupert to retain and attract young families required to support the growing port and trade-related activities.

Project Overview

The City of Prince Rupert recognizes the importance of affordable, high-quality and available child care to both its families and local economy. Although the delivery of child care services is outside of the City’s mandate, the City is taking a leadership role to understand and proactively plan for child care.

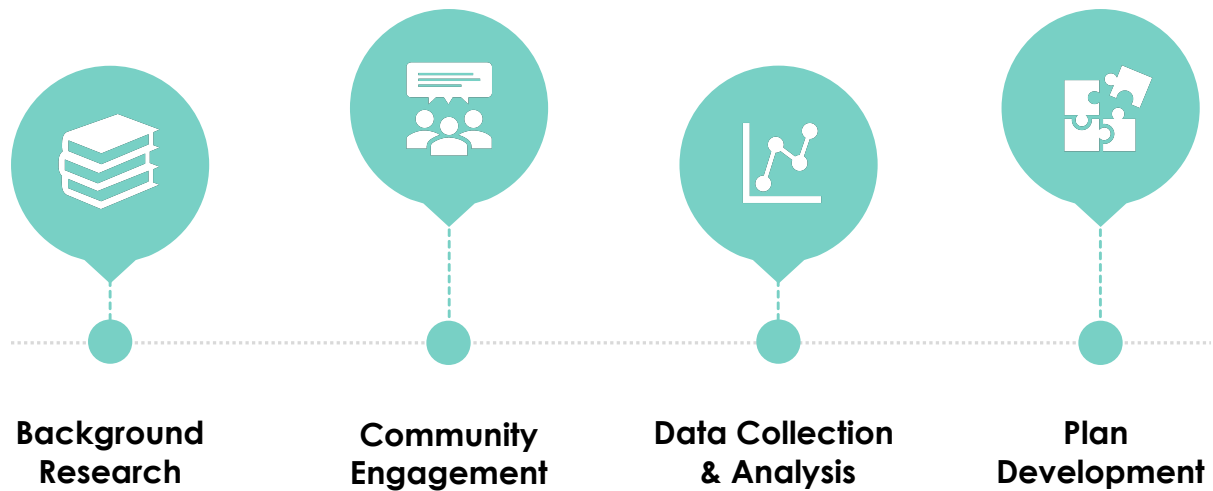
The purpose of the City of Prince Rupert Child Care Assessment & Action Plan is to provide the community with a clear baseline understanding of child care needs in the community along with actions to realizing space-creation targets. This includes answering the following key questions:

1. *What are the current child care needs in Prince Rupert?*
2. *How many spaces are required to meet local needs both now and in the future?*
3. *What actions can the City take to support child care space creation?*

The Prince Rupert Child Care Assessment & Action Plan is a valuable resource for the City and community partners to address current and future child care needs, inform City planning and future growth management decisions, and support local space-creation funding applications.

Planning Process

The development of the Prince Rupert Child Care Assessment & Action Plan consisted of the following planning phases:



1. **Background Research:** To gain a baseline understanding of child care in the community, a review was completed of City plans, policies and bylaws related to child care and work already completed in the community. A review of municipal actions in child care action planning was completed with a focus on approaches from comparable communities.
2. **Community Engagement:** Community organizations, child care providers, parents and children all participated in the engagement phase of the project to share their child care experiences, including barriers, needs, opportunities and actions. Engagement methods included one-on-one interviews, parent & child care provider surveys and children’s participation activity.
3. **Data Collection & Analysis:** An inventory of existing child care facilities, spaces and programs was completed along with child care-related statistics from provincial ministries. Population data from the 2016 census and BC Stats was assembled, including a projection of Prince Rupert’s child population over the next 10 years. The information was consolidated into an analysis that identified local child care gaps and barriers, and that established space-creation targets.
4. **Plan Development:** The plan development phase shifts from focusing on the current child care situation in Prince Rupert to identifying actions the City can take to address child care gaps and support space-creation priorities. City staff, local stakeholders and the community provided feedback prior to the plan being finalized.

“We came here for work. Finding daycare was the single hardest thing when we moved here.” – Parent Survey Respondent

Part 1: Background

To provide background context and assist with assessing child care needs in Prince Rupert, this section highlights key characteristics of the population, how the City is currently involved in child care and how child care is structured and licensed.

Local Context

From the adjusted 2016 census, Prince Rupert had a total population of 12,763 people living in the community, of which children aged 0 to 12 years made up 15%. Overall, Prince Rupert’s population has been on a steady decline over the last two decades.

Since 2014, Prince Rupert has experienced hyper-economic activity in the form of several large port-related industrial development projects. With the rise of these industries, there are many job opportunities in the community, yet the population has not grown at the same rate as the local economy, despite an influx of workers.

As a community, Prince Rupert values and celebrates its children. In 2016, the City of Prince Rupert signed the Children’s Bill of Rights to demonstrate its commitment to encouraging child-friendly urban design and initiatives regardless of age, gender, religion, ethnicity, ability and social-economic status, and to have the right to safe accessible, affordable and inclusive opportunities.

Past community-engagement processes in the community routinely identified the importance of families, children and enhancing overall quality of life in the community. This is echoed by the local family-service organizations and previous work of the Early Years Tables.

Prince Rupert’s Commitment to Children

The Child Care Assessment & Action Plan is one way the City is taking action to demonstrate its commitment to the Children’s Bill of Rights by:

- Acknowledging children’s rights in relation to child care.
- Providing meaningful and appropriate opportunities for consultation with children.
- Involving the City’s youngest citizen’s in the municipal decision-making process.

Children in Prince Rupert

The 2016 census provides a profile of children in Prince Rupert, highlighting the diverse local population and family structures within the community.

- Children 0 to 12 years of age make up 15% of Prince Rupert’s population. Of all children in Prince Rupert, 395 were aged 0 to 2 years, 420 were aged 3 to 5 years and 1,085 were aged 6 to 12 years.
- 39% of all households in Prince Rupert had children. Of children aged 0 to 14 years of age, 54% of children lived in a couple family, 14% lived in a stepfamily and 28% lived in a lone-parent family. Of all census families, the average family size had 2.8 people.
- Population diversity is a defining feature of Prince Rupert with close to 4 in 10 persons (39%) identify as aboriginal, significantly higher than the BC average of 6 in 100 persons (6%). 1.5% of the population identify as new immigrants and 12.4% identify as visible minorities.
- The aboriginal population is younger than the non-aboriginal population with children 0-14 years old representing 26% of the total aboriginal population, while non-aboriginal children 0-14 years old accounted for 14% of the total non-aboriginal population. Of all children 0-14 years, 54.5% identify as aboriginal and 45.5% identify as non-aboriginal.
- Lone-parent families experience a higher rate of being in low-income. Persons living in lone-parent families in Prince Rupert had a higher rate of low income at 37% (BC average is 31%). Those living in couple families with children had a lower rate at 13% (BC average is 12%).
- For children, 28% of children aged 0 to 4 are in low-income and 30% of children aged 5 to 9 years are in low-income. Overall, the low-income rate for all people in the City of Prince Rupert is 18% compared with the BC average of 16%.
- While the majority of Prince Rupert’s population spoke English as a mother tongue there are 0.8% who spoke French, 1.6% who spoke an aboriginal language and 12.9% who spoke an immigrant language.

Findings from UBC’s Human Early Learning Partnership’s Early Development Instrument¹ (EDI) found that 43% of kindergarten children in Prince Rupert are experiencing vulnerabilities in one or more areas. While there is a range in vulnerability rates across BC school districts, Prince Rupert falls within the higher range of vulnerability, exceeding the provincial EDI average rate of 33.4%.

43%
Of children in Prince
Rupert are
experiencing
vulnerability in one or
more areas of their
developmental health

¹ The EDI is a province-wide questionnaire that gathers data on childhood vulnerability rates, which reflects patterns and trends in children’s development health as whole. The questionnaire is completed by teachers for their kindergarten students across School District 52.

City Policies & Regulations

While local governments do not have a legislative role in child care, the City is responsible for land-use planning, business licensing and growth-management decisions that can affect the local supply of child care. These documents serve as the foundation for the Prince Rupert Assessment & Action Plan to both connect with and build upon, including identifying regulator barriers to child care space creation. Key directions from these documents are summarized below.

Policies

City of Prince Rupert Quality of Life Official Community Plan No. 3236, 2007

Prince Rupert's Quality of Life - Official Community Plan (OCP) is the principal policy document that sets out the overall vision and policies for the community. The OCP acknowledges the lack of child care services in the community as a detractor from overall quality of life and identifies child care as a key theme that needs to be addressed. The OCP identifies the lack of childhood-development services and supports for children ages 0 to six (6), and an overall lack of child care, including before- and after-school care.

The OCP contains specific policy statements that link child care to overall quality of life and recognizes the City's role to advocate for and improve on these services. Section 1.1 Community-based Strategies to Remove Barriers/Encourage Involvement and Build Pride contains the following specific policies that reference child care²:

- 2. The key issues in the short term relate to poverty, removing barriers related to mental illness and addiction, seniors support services, local access to regular health and medical care, child care, early childhood development therapies, sedentary lifestyles, volunteerism, special needs and protecting the vulnerable and those at risk. The City is resolved to serve as a catalyst in helping to address these concerns.*

- 8. Accessibility includes physical and financial accessibility. Physical accessibility means having services close to where people live. The City will advocate for health and medical services (i.e. early childhood development assessment and support, senior support services, and support services for people with special needs) currently requiring community members to travel outside the City to be available within the city. Where appropriate, the City will consider and support the location of services (i.e. child care, recreation programs) within local neighbourhoods. Accessibility also relates to removing financial barriers. The City will consider a financial assistance policy to ensure those with financial barriers receive the benefit of services. In terms of process, recreation programs and community outreach programs will be designed with input from the local community.*

The OCP includes implementation strategies and indicators to monitor changes over time. Indicators that reference child care are classified under social planning improvements and include:

- *There is an improvement in the level of health, medical and recreation services for those children with development delays, special needs, and those at risk (baseline 2.69);³*

² Schedule "A" of the Quality of Life - Official Community Plan Bylaw 3236, 2007 – Part B Principles and Policies (pg. 15)

³ Schedule "A" of the Quality of Life - Official Community Plan Bylaw 3236, 2007 – Implementation Strategies (pg. 54)

- *There is an improvement in the daycare and before and after school care situation (baseline 2.88)⁴;*
- *The number of child care spaces has increased⁵*

No tracking of child care-related indicators has been done to date by the City. With over 12 years since the last review, the OCP is slated for update in the 2020 City budget, building on the work of Redesign Rupert and other planning initiatives of the City.

Other Policy & Planning Documents

While the OCP is the only legislative policy document to guide future land-use decisions in the community, the City has numerous other growth and development-focused policy and planning documents to support decision making. These include:

- *Interim Land Use Policy Framework (2016):* Developed to serve as Council’s statement of intent with regards to management of potential impacts of proposed projects and associated development. The framework was informed by a series of studies to understand the community’s needs with respect to infrastructure, housing, land-base availability, and population estimates.
- *2030 Sustainable City Policy Objective Document (2018):* Informed by the Mayor’s Select Committee, the document contains a suite of policies to meet the City’s commitments under the BC Climate Action Charter and to become a leader for sustainability planning and action.
- *Prince Rupert 2030 Vision (2019):* A 10-year plan created in partnership with Redesign Rupert, Community Futures, Prince Rupert Port Authority, DP World, Ray-Mont Logistics and Ridley Terminals. The project is a visionary document for community growth and development in Prince Rupert over the next decade. The document identifies the importance of addressing child care spaces as part of an overall Social Development Strategy.

Bylaws

City of Prince Rupert Business License Bylaw No. 2426, 1982

Prince Rupert’s Business License Bylaw includes child care as “Day Care Service” permitted as a home occupation in residential areas. The bylaw defines this as any person in the business of caring for, during the day, three (3) or more children not related by blood or marriage to the person carrying on the business. The license fee is \$85 / year and there are currently 19 Business Licenses for day care facilities (three of which are operated by charitable organizations) in Prince Rupert.

⁴ Schedule “A” of the Quality of Life - Official Community Plan Bylaw 3236, 2007 – Implementation Strategies (pg. 54)

⁵ Schedule “A” of the Quality of Life - Official Community Plan Bylaw 3236, 2007 – Implementation Strategies (pg. 55)

City of Prince Rupert Zoning Bylaw No. 3286, 2009

Prince Rupert's Zoning Bylaw regulates where child care uses are permitted in the community and includes other specific regulations such as the number of required off-street parking and home occupations. In Prince Rupert's Zoning Bylaw child care is included as a daycare facility within Home Occupations and is a permitted use in the Single Family Residential Zone (R1), Two Family Residential Zone (R2) and Mobile Home Residential Zone (RMH).

The Zoning Bylaw contains no definition for child care or daycare facilities nor does it explicitly permit child care as a stand-alone use outside of Home Occupation. The only specific regulation pertaining to daycare facilities is found in Section 3.8.0 (Home Occupations), which states that "daycare facilities operating as home occupations may employ equivalent to one full-time child-development specialist for a child in need of support only when recommended by a licensed health professional."

Based on Zoning Bylaw regulations, there are existing child care facilities that operate as existing, non-conforming uses accessory to churches and service organizations in commercial and multi-family residential areas. Appendix A provides a comparison of Prince Rupert's child care zoning regulations in relation to other regional communities.

Home-based Child Care Exemptions from Local Regulations

Section 20 of the *Community Care and Assisted Living Act* provides an exemption to licensed child care facilities operating in residential areas for eight or fewer children. This means that these licensed facilities may be exempt from local zoning and building regulations, provided they meet all of the following criteria:

- Facility is licensed by the Health Authority
- Facility is located in the owner's single-family home
- Facility care is for three to eight children
- Facility allows children safe exit from the building in case of a fire
- Operation is in compliance with all laws (including bylaws) related to fire and health as they apply to a single-family home

In instances where licensed child care facilities fit all the criteria listed above, local bylaws do not apply. This means that any municipal regulations that specifically disallow child care in a single-family home and/or limit the number of children in care do not apply.

Overview of Child Care

Child care is primarily under Provincial jurisdiction, which sets overall policy, legislation and regulations under the authority of the *Community Care & Assisted Living Act* and the Child Care Licensing Regulation. Under this legislation, child care can be either licensed or unlicensed:

- **Unlicensed child care** limits the maximum children in care to two children from birth to any age. Referred to as license-not-required child care, there are also registered license-not-required child care that are registered with the local Child Care Resource & Referral Program (CCRR).
- **Licensed child care** providers are monitored and inspected by regional health authorities in accordance with the *Community Care & Assisted Living Act* and Child Care Licensing Regulation.

The Child Care Licensing Regulation contains comprehensive regulations for licensing requirements. This includes specific facility requirements, manager/employee qualifications, group sizes, ratios, operations and related procedures. In addition, licensed child care providers abide by specified standards of practice in relation to active play, family child care, safe play space and water safety.

Licensing, monitoring and compliance of licensed child care programs is administered by the local Health Authority's Licensing Officer. Outside of licensing, the Ministry of Children & Family Development oversees all other aspects of child care, including benefits to child care providers and parents, Early Childhood Educator (ECE) support and space-creation grant funding. This includes implementation of the Provincial Plan "Child Care BC Caring for Kids, Uplifting Families – Path to Universal Child Care."

Required child care program staff and their qualifications differ depending on the license type, child ages and number of children, as regulated by the Child Care Licensing Regulation. These include:

- Infant Toddler Educator Certificate (approximately 1300 hours of training)
- Special Needs Early Educator Certificate (approximately 1300 hours of training)
- Early Childhood Educator Certificate (approximately 900 hours of training)
- Early Childhood Educator Assistant Certificate (completed one early childhood education course)

Who's Responsible for Child Care?

All levels of government, along with school districts, businesses, child care providers, faith organizations, employers, community organizations and families all play an important role in meeting local child care demands.

For many years, child care has been largely a market-based system left up to private individuals and groups with little government involvement. However, in recent years there has been a renewed focus on the importance of early child development and recognition of the link between an available workforce and child care space shortages. This has resulted in a notable government shift towards creating accessible, affordable, high-quality child care spaces.

- Responsible Adult (19 years 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 clear criminal record check)

Table 1 provides a high-level summary of the types of licensed child care programs⁶.

Table 1. Types of Licensed Child Care				
Child Care License Type	Age of Children	Maximum Number of Children	Staff to Child Ratio	Staff Qualification
Family	0-12 years	7	1:7	Responsible Adult
In-Home Multi-Age	0-12 years	8	1:8	ECE
Multi-Age	0-12 years	8	1:8	ECE
Group - Under 36 Months	0-36 months	12	1:4	ECE Infant Toddler, ECE, ECE Assistant
Group - 2.5 Years to School Age	30 months - school age	25	1:8	ECE, ECE Assistant
Preschool	2.5 years - school age	20	1:10	ECE / ECE Assistant
Group – School Age	Kindergarten and up	30	1:12 (K – Gr. 1) 1:15 (Above Gr. 1)	Responsible Adult
Occasional	18 months and up	16 -20 depending on ages	1:4	Responsible Adult

Most child care programs can provide care for up to 13 hours each day for a child. Preschool is limited to no more than 4 hours each day to each child. Occasional care is limited to no more than 8 hours of care a day to each child to a maximum of 40 hours in a month to each child. Any provider offering overnight care must adhere to additional regulations regarding sleeping arrangements and supervision.

Group composition of children varies between care programs, with a family, multi-age and in-home multi-age child care having a range of regulations pertaining to age of child and group composition. Family and in-home multi-age child care programs are home-based and the operator must reside at the same residence. All other licensed child care programs are centre-based and cannot be operated as a home-based business.

⁶ Schedule “E” of the [Child Care Licensing Regulation](#) specifies group sizes and employee to child ratios.

Part 2: Needs Assessment

This Child Care Assessment provides an understanding of the current state of child care in Prince Rupert. Assessment findings provide a starting point from which to inform community discussion and are based on information collected in the fall of 2019. As historical child care information is limited at both the local and provincial level, these findings are best viewed as current snapshot of the child care situation, to serve as a basis to identify local needs and gaps. Within this context it is also acknowledged that over the course of days, weeks and months, child care spaces, programs and schedules can shift within the parameters of provincial legislation.

The Child Care Assessment draws from three (3) main sources of information:

- **Community Engagement** to hear directly from parents, children, child care providers and local organizations to understand the current realities of child care in Prince Rupert, including barriers, needs, opportunities and potential actions.
- **Child Care Inventory** to create a profile of the existing facilities, spaces and child care programs in Prince Rupert. This incorporates measures and data from the Ministry of Children & Family Development, Statistics Canada 2016 Census and local Health Authority.
- **Child Population Projections** to understand child population trends based on population data from the 2016 census and BC Stats. This includes a projection of Prince Rupert's child population over the next 10 years. Findings from the 2019 Labour Market Assessment and Prince Rupert 2030 Vision were also reviewed.

Community Engagement Summary

To hear from a diverse cross section of the community regarding local child care needs, a range of engagement activities were completed between July and September 2019. These included:



- 1) **One-on-One Interviews** with representatives from local organizations to gain insight into their experience with child care in the community, including their role and client needs.

Representatives from the following organizations were interviewed:

- Northern Health Licensing Officer
- Friendship House Association
- Berry Patch Child Care Resource & Referral Program
- Ministry of Children & Family Development
- North Coast Community Services
- School District 52
- Coast Mountain Community College
- Transition House
- Nisga'a Society
- Ridley Terminals, Prince Rupert Port Authority, Northern Savings Credit Union

- 2) **Parent Survey** was an opportunity to hear from parents about their child care experience in the community. The survey was available both online and in paper format and distributed at key locations around the City. Participants had the opportunity to enter to win a free swim/skate pass or a \$500 RESP with Northern Savings Credit Union.

- 3) **Child care Provider Survey** was an opportunity to hear from local child care providers about their programs and overall experience. The survey was available online with the survey link emailed directly to all licensed child care providers.

- 4) **Child Participation Activity** was an opportunity to hear directly from children about what they value in respect to their care environment. Child consultation toolkits were available online as well as distributed to Aboriginal Head Start, Westview Child care Centre, Discovery Child care Centre and the Fellowship Baptist Preschool. Toolkits included a project overview, instructions/lesson plan, drawing activity and parent permission forms.

Engagement opportunities were promoted via the project website, press release, social media, phone calls and direct distribution of materials (posters, surveys, toolkits).

Engagement Themes

While community input was diverse, a number of overarching themes emerged from the engagement process. A full summary of engagement by activity is provided in Appendix B. Overarching themes include:



Limited Care Options

No licensed care options outside of traditional work hours to accommodate shift workers or those with non-traditional work hours.



Information Sharing

No centralized registry of available licensed spaces available. It is up to parents to call each care provider.



Affordability Awareness

Child care costs are identified as a challenge yet there is low awareness of current child care benefit eligibility to reduce costs.



Space Shortages

Shortage of spaces most notably for infant / toddler spaces but also for 3 to 5 year olds and in before / after school programs. Space shortages limits adults availability to work.



Lack of Staff

Recruitment & retention of staff is a challenge with direct ties to low wages & higher paying alternatives. There are no local ECE training programs.



Program Locations

Safe, accessible programs around schools and in key areas of the community needed.

Child Care Inventory Findings

In Prince Rupert, there are 32 licensed child care programs provided by 26 licensed child care providers for a total of 395 child care spaces. Of all licensed child care providers, eight (8) are non-profit and 18 are for-profit. Currently, there are no known license-not-required or registered license-not-required child care providers.

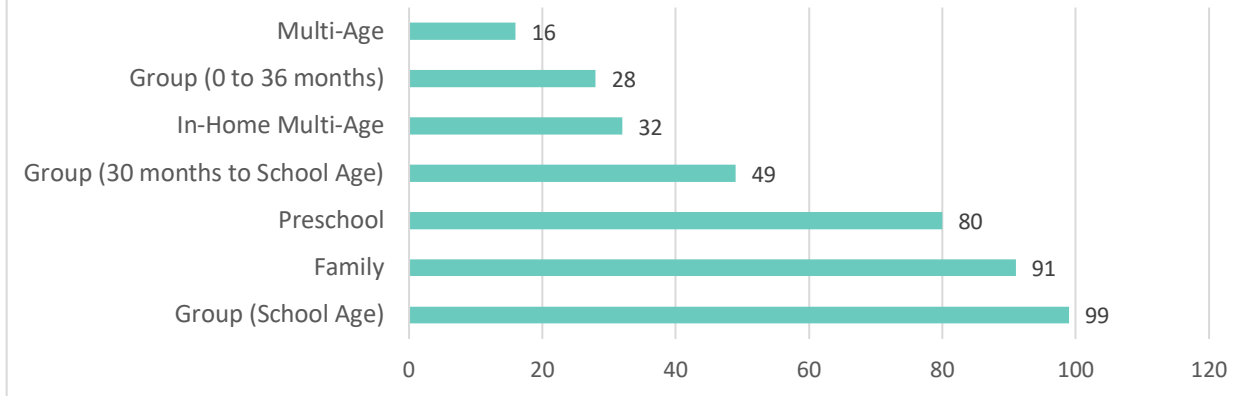
Table 2, below, shows the distribution of licensed child care programs and spaces in the community. Percentages have been rounded. Findings indicate that the majority of programs are provided in a home-based setting (family and in-home multi-age child care), which equates to over 50% of all programs. The largest portion of spaces is allocated to group (school age) programs (25%) followed by family child care programs (23%) and preschool programs (20%).

Table 2. Licensed Child Care Programs & Spaces

Facility Type	Program Type	Number of Programs	% of Programs	Number of Spaces	% of Spaces
Centre-based	Group (School age)	4	13%	99	25%
	Preschool	4	13%	80	20%
	Group (30 months to school-age)	3	9%	49	12%
	Group (Under 36 months)	2	6%	28	7%
	Multi-Age	2	6%	16	4%
Home-based	Family	13	41%	91	23%
	In-home Multi-Age	4	13%	32	8%
TOTAL		32	100%	395	100%

There are only two (2) centre-based group (under 36 months) programs dedicated to infants and toddlers, with a combined total of 28 spaces that represent 7% of total spaces. Remaining infant and toddler spaces are provided from family, in-home multi-age and multi-age programs.

Figure 1. Number of Licensed Child Care Spaces



Breaking down child care space between full- and part-day spaces provides a glimpse into what types of spaces are available for families, notably those that require full-time care for their employment. Table 3 illustrates that 55% of all licensed child care spaces are full-day whereas 45% of spaces are for part days. For comparative purposes, home-based spaces in the table includes both family and in-home multi-age spaces. The information shows that 57% of all full-day spaces are home-based while 43% are centre-based.

Table 3. Number of Regulated Full & Half Day Child Care Spaces

Program Type	Full Day	Part Day	Total
Group (School Age)	-	99	99
Preschool	-	80	80
Group (30 months to school-age)	49	-	49
Group (Under 36 months)	28	-	28
Multi-Age	16	-	16
Total Centre-based spaces	93	179	272
Total Home-based spaces	123	-	123
Total Regulated Child care Spaces	216	179	395

Access to Child Care Spaces

Child care access rates indicate the percentage of children in the community for whom a licensed child care space is available. A **lower percentage indicates lower access to spaces**.

For the purpose of estimating access rates for Prince Rupert children, non-age-specific spaces in home-based child care and multi-age programs are equally allocated between under-36 months (infants & toddlers) and 3- to 5-year-old children, in accordance with provincial regulations. Table 4 shows Prince Rupert child care access rates based on current licensed child care spaces and 2016 child population census data.

Table 4. Licensed Child Care Space Access Rate

Child Age	2016 Census Child Population	Number of All Licensed Spaces	Access Rate (%)
Under 36 months	395	56	14%
3 to 5 years	420	240	57%
School age to 12 years	1085	99	9%
All 0 to 5 years	815	296	36%
All 0 to 5 years (excluding part day preschool)	815	216	26%
All 0 to 12 years	1900	395	21%

Findings highlight:

- Children under 36 months (infants and toddlers) have the lowest space access rate of 14%. As previously illustrated, there are only 28 age-specific spaces dedicated to this age group in Prince Rupert. When non-age-specific spaces are excluded from the rate calculation, the access rate for infants and toddlers drops to 7%.
- Children aged 3 to 5 years have the highest access rate of 57%. When part-day preschool spaces are excluded from the rate calculation, the access rate drops to 38%.
- For children aged 0 to 5 years, the access rate is 36%. While direct regional and provincial comparisons are not available, in 2016 findings from the Child care Resource and Research Unit⁷ calculated the percentage of children 0-5 years in BC for whom a regulated centre-based space

⁷ Friendly, M., Larsen, E., Feltham, L.E., Grady, B., Forer, B., & Jones, M (2018). Early childhood education and care in Canada 2016. Toronto: Child care Resource and Research Unit. <https://www.child-carecanada.org/sites/default/files/ECEC-in-Canada-2016.pdf>

was available to be 24%. Note that these calculations excluded home-based spaces due to the non-specified ages. In Prince Rupert, centre-based spaces equate to an access rate of 21% for children 0 to 5 years, just under the reported BC average.

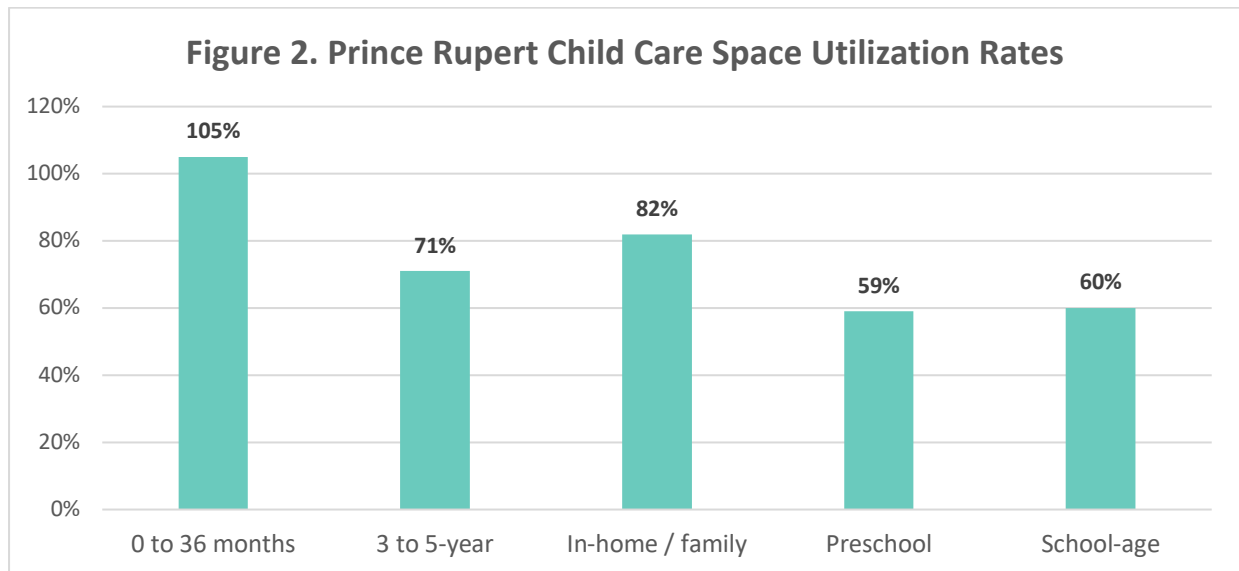
- Overall, the access rate for all children aged 0 to 12 years in Prince Rupert is 21%, slightly higher than northwest BC's rate of 17% and the provincial average access rate of 18% (MCFD, 2019).

Availability of Licensed Child Care Spaces

Child care space utilization rates are an indicator of space capacity or the degree to which families may be able to secure a child care space in Prince Rupert. Generally, **a higher utilization rate correlates with lower space accessibility**. According to the Ministry of Children and Family Development, considerations of utilization rates include:

- Efficient use of child care spaces will be reflected in high utilization rates.
- At very high utilization rates, in excess of 80% to 85%, finding child care becomes progressively more challenging.
- Utilization rates equal to or above 90% indicate that a region has very poor space accessibility where child care provider waitlists are likely common.
- While lower utilization rates indicated improved accessibility, families may still encounter challenges finding child care to meet their individual preferences and needs.

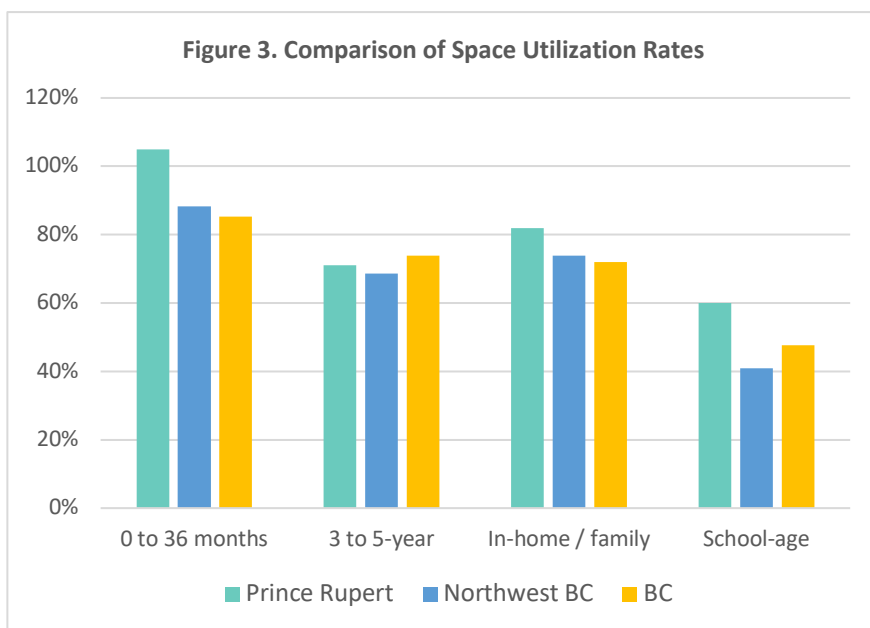
Figure 2 shows Prince Rupert average monthly utilization rates based on information obtained from the Ministry of Children and Family Development for child care providers participating in the Child Care Operating Fund program. The Ministry does not provide utilization rates for Group Multi-Age spaces.



Source: Ministry of Children & Family Development (2019)

As shown in Figure 2, spaces for 0 to 36 months (infants and toddlers) have the highest utilization rates followed by in-home / family child care spaces. Infant / toddler utilization rates exceed 100% in Prince Rupert, indicating a significant unmet demand for infant / toddler licensed child care spaces.

The need for child care spaces in Prince Rupert is further highlighted when compared to northwest BC and provincial utilization rate averages (Figure 3). Prince Rupert infant / toddler spaces well exceed regional and provincial rates. Spaces for in-home / family and school age are also all above regional and provincial utilization averages. While 3- to 5-year spaces are below the provincial average, they marginally exceed regional rates.



Source: Ministry of Family & Children Development (2019)

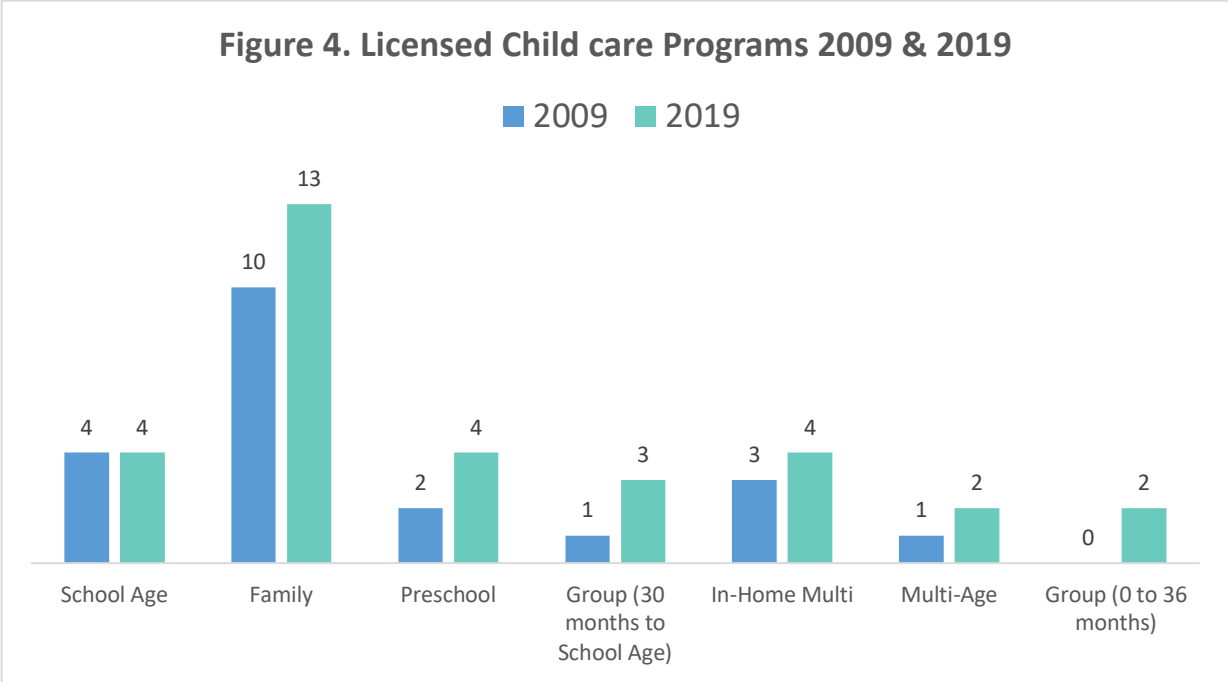
Table 5. Comparison of Space Utilization Rates

Space Type	Prince Rupert	Northwest BC	BC
Infant / Toddler	105%	88%	85%
3 to 5 Year	71%	69%	74%
In-Home / Family	82%	74%	72%
Preschool	59%	N / A	N / A
School-Age	60%	41%	48%

Source: Ministry of Family & Children Development Performance Management Report (2017)

Programs Trends

According to Northern Health licensing records, Prince Rupert’s licensed child care sector has grown over the last 10 years. As shown in Figure 4, the number of licensed child care programs have increased from a total of 18 licensed programs in 2009 to 32 licensed programs in 2019. Areas of growth have been experienced in all programs with the exception of group (school aged) licenses.



Source: Northern Health (2019)

Program Schedules

The majority of licensed child care providers operate programs within traditional working hours. There are no overnight care programs, occasional care or drop-in programs. Out of the 32 child care programs in Prince Rupert, one (1) program offers extended-hours care (before 6 am and/or after 7 pm) and two (2) programs are open on statutory holidays.

Table 6. Licensed Program Schedules					
Care Schedule	Extended Hours (Before 6 am and/or after 7 pm)	Before School Care	After School Care	Open on Statutory Holidays	Overnight Care
Number of Programs	1	4	5	2	0

Cost

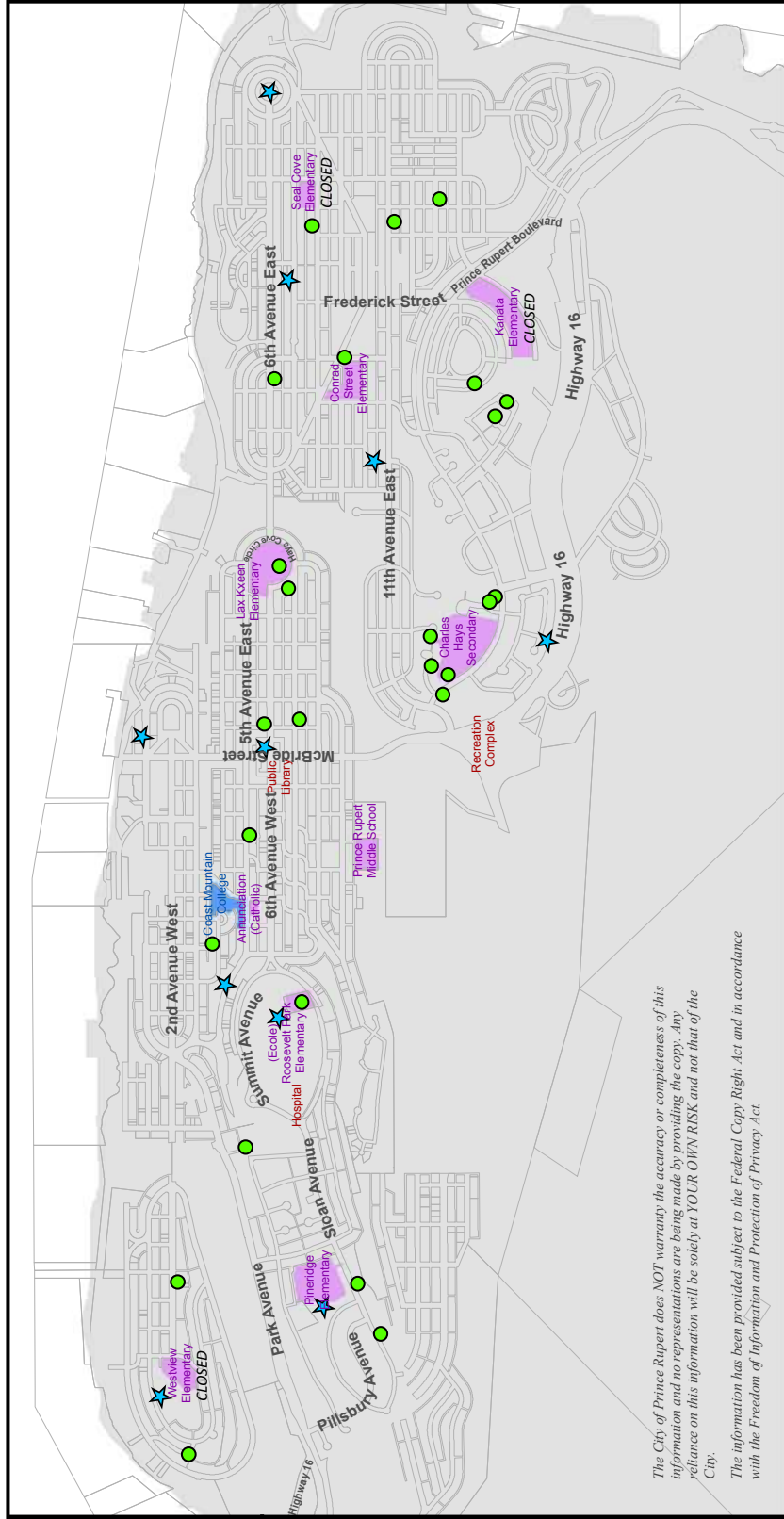
The cost of full-day licensed child care in Prince Rupert ranges from \$600 to \$950/month with parents supplying diapers and food (some child care providers provide meals). The cost of part-day and before- or after-school programs is less.

Data from the Ministry of Family and Children Development indicate that 90% of all licensed child care providers in Prince Rupert participate in the Child Care Operating Funding program and 77% of child care providers participate in the Child Care Fee Reduction Initiative.

Location

Licensed child care facilities are distributed throughout the community, with the majority of facilities located in residential areas. Specifically, there are 18 child care facilities located within private residences, one (1) in a church, four (4) in a privately-owned facility, two (2) in a public-school building and one (1) within a BC Housing residential townhouse complex.

While licensed child care facilities are located throughout the community, largely in residential areas, there is an uneven distribution of facilities between west and east of the city. West of McBride Street there are 8 licensed child care providers and east of McBride Street there are 18 licensed child care providers.



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CITY OF PRINCE RUPERT
IT DEPARTMENT
 424, 3rd Avenue West, Prince Rupert B.C. V8J 1L7

Project #: 19/043
 Author: RB
 Checked: **DRAFT**
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 Version: 2
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Scale: 1:22,000
 Orientation:

Coordinate System: NAD 1983 CSRS UTM Zone 9N
 Data Sources: City of Prince Rupert GIS, GeBC
 Source:

Existing Prince Rupert Child Care Facilities

Schools
 Playgrounds
 Child Care Facilities

- One (1) child care facility, the Friendship House Preschool, is co-located with a family service organization, the Friendship House Association, in downtown Prince Rupert. No other licensed child care providers are co-located with a family service organization.
- Two (2) child care facilities are co-located with a school. Sunnyside Child Care Centre is located in Lax K'xeen Elementary School and Westview Child Care Centre is located in Roosevelt Community School. There is notably a cluster of six (6) child care programs within a block of Charles Hays Secondary.
- The majority (85%) of child care providers are located within residentially zoned areas with one (1) provider in the R1 zone, 19 providers in the R2 zone and two (2) providers in the RM1 zone. There are three (3) providers located in the P1 zone and one (1) located within the C3 zone.
- The Aboriginal Head Start program is the only licensed child care program that offers pick-up/drop-off transportation services.

The Prince Rupert transit system has five (5) routes within the city, one (1) limited service to Fairview Bay and one (1) service between Port Edward. There are special high school service trips in the morning and afternoon on school days designed to serve students who use transit to Prince Rupert Middle School and Charles Hays Senior Secondary School.

Child Care Services & Supports

In Prince Rupert there are a number of services and supports that exist to meet child care needs of underserved⁸ families or families with children that require additional support services. These programs and services are offered by various organizations throughout the community and are highlighted below:

- Of all licensed child care programs, there are three (3) Indigenous-led child care programs in Prince Rupert, which includes Kaien Island Daycare and Friendship House Preschool (both operated by Friendship House Association) and Aboriginal Head Start program (operated by Prince Rupert Aboriginal Community Services Society).
- There are no licensed child care programs that offer Francophone or minority language programs. All ECEs are trained in taking a multi-cultural approach to their work. Child care providers have access to multi-cultural kits, including Indigenous cultural resources, from the Berry Patch CCRR as well as Indigenous-focused training opportunities.
- Supported Child Development Program is offered by North Coast Community Services and Aboriginal Supported Child Development Program is offered by the Friendship House Association.

⁸ Underserved families include, but may not be limited to, children who have extra support needs, Indigenous children and families, low-income families, young parents under the age of 25, children and families from minority cultures and language groups, immigrant and refugee children and families, and francophone families.

- Young Parent Program, which includes additional child care benefits and a child care space in a program close to the parents' school, is offered by Discovery House Daycare (close to Charles Hays Secondary).
- Prince Rupert's local service providers each assist their clients in applying for child care fee-reduction benefits. Organizations include but are not limited to the Berry Patch Child Care Resource & Referral Program, Ministry of Children and Family Development, Friendship House Association and North Coast Transition Society, amongst others.
- Immigrant and settlement services are provided by Hecate Strait Employment Development Society, which includes providing supports to new immigrants in accessing child care funding, finding child care and connecting to community services and programs.
- There are three (3) child care facilities with social "wrap-around" supports for children and families offered in conjunction with child care. The Friendship House Preschool offers access to a range of programs and services aimed at the needs of First Nations peoples. The Aboriginal Head Start program provides a basement area for parents to access parent supports and resources, such as computers and parent group activities. The KAPS House after-school program offers access to a food bank, clothing store and adult education within the same housing complex.
- Cultural safety training has been provided to local service organizations with Ministry of Children and Family Development service contracts. Training has not been provided to child care staff.

Child Population Projections

BC Stats projects Prince Rupert’s child population will slowly decrease over the next 10 years, in keeping with past population trends in the community. BC Stats’ child population projections in single years and methodology for creating the custom projections for the City of Prince Rupert is shown in Appendix C.

Table 7 shows BC Stats’ projected child population alongside the child population from the 2016 census. Overall, a decrease of 11% in the population of 0 to 12-year-old children, less than 1% per year between 2016 and 2020, is projected.

Table 7. Prince Rupert Projected Child Population (2016 – 2030)

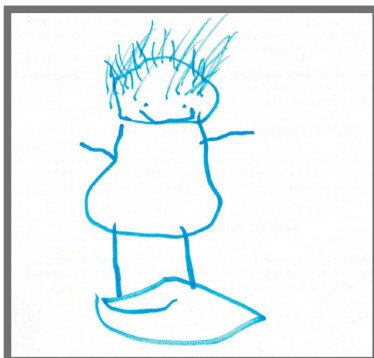
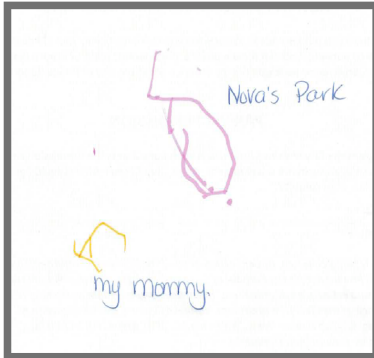
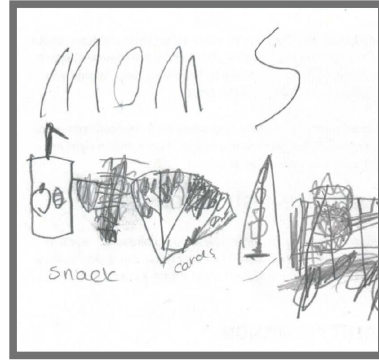
		BC Stats Projected Child Population			
Age	2016 Census Population	2020	2025	2030	% Change (2016-2030)
0 to 2 years	395	358	382	356	-10%
3 to 5 years	420	351	337	321	-24%
K to 12 years	1085	1067	1047	1020	-6%
All 0 to 12 years	1900	1776	1766	1697	-11%

Source: BC Stats (2019)

It is widely recognized that the continued population decline trend has not followed with the recent economic upswing in Prince Rupert, which is projected to continue to increase over the next 10 years. The 2019 Labour Market Study highlights local labour shortages and estimates:

- Between 2018 and 2028, new job openings are projected to increase by an average of 3.3% per year, three times the projected provincial average of 1.1% per year.
- Overall it is estimated that 1,910 new fulltime jobs will be created in Prince Rupert up to 2030.

The ability of Prince Rupert to attract families to the community will be influenced by a variety of factors, including availability of local housing stock to house future families and the success of recruitment efforts currently underway. This was recently reinforced in the Prince Rupert 2030 Vision document, which highlighted the need for an increase in residential units to accommodate high level growth estimates associated with industry labour requirements.



Part 3: Child Care Gaps & Targets

While child care programs in Prince Rupert have almost doubled over the last decade, child care spaces have not kept pace with the local demand. Findings of this assessment further reveal the context-specific needs of Prince Rupert, reflecting a demand for additional licensed child care spaces across a range of ages and child care types. Identified child care gaps include:



Gap 1: Centre-Based Child Care for Infants & Toddlers

While there is a shortage of child care spaces across all programs, most notable is the limited availability of spaces for infants & toddlers. The access rate for dedicated infant & toddler spaces are the lowest of all child care spaces, with existing programs at capacity.



Gap 2: Flexible Child Care Programs

With most child care programs offering care during traditional work hours, there are no licensed child care options available to accommodate the high number of shift workers or those with non-traditional work hours in Prince Rupert.



Gap 3: Child Care Hubs

The majority of child care programs are located in residential areas or as stand-alone facilities. There is a lack of child care “hubs,” where child care is co-located with schools, family service organizations, recreation programming and multi-family housing in safe and accessible locations.



Gap 4: Awareness of Programs & Affordability Benefits

There is a lack of awareness on where families can find information on local child care programs / available spaces as well as affordability benefits provided by government.



Gap 5: Space-Creation Barriers

There are a number of barriers to creating child care spaces. Most prominent is the shortage of trained staff due to higher wage job alternatives. Other barriers include restrictive zoning, lack of child supports (due to staff shortages) and local capacity constraints.

Child Care Space Targets

As of 2019, the City of Prince Rupert’s child care access rate was 21 spaces per 100 children ages 0 to 12 years. Overall, an access rate of 25% is used as a basis to project required child care spaces for children aged 0 to 12 years and to place Prince Rupert as a leader in child care access in BC.

An access rate of 25% exceeds the provincial average of 18%, northwest average of 17% and leading BC region access rate of 24%. Using the access rate as a basis for space targets is also consistent with the Ministry of Family and Children Development public reporting for regional and provincial space access averages, making future monitoring and comparisons straight forward.

Table 8. Child Care Space Targets

YEAR	BC Stats Projected Child Population (0 to 12-Years)	Existing Licensed Child care Spaces (0-12 years)	Projected Required Spaces (25% Access Rate)	Additional Demand / Space Targets
2020	1775	395	444	+49
2025	1766		442	+47
2030	1696		424	+29

Based on an access rate of 25% and BC Stats’ projected child population, Prince Rupert requires an additional 49 child care spaces in the short term to close the current child care gap and be a leader in BC.

The two main priorities for space creation are a Group (Under 36 months) infant / toddler centre and a flexible care program to accommodate shift workers and those working non-traditional work hours. A Group (Under 36 months) program will lower the already extremely high utilization rate of current infant / toddler spaces. A flexible care program would be the first in Prince Rupert and region to offer licensed care to those working non-traditional hours.

Given the anticipated population growth in the community over the next 10 years, it is recognized that child population growth will likely be higher than currently projected by BC Stats. As such, space targets over the next 5 to 10 years are emphasized to be an evolving target, ones that will shift according to actual population changes. Current space targets should be identified as a bare minimum to meet projected need, given anticipated labour demands.

Future child care demand is also directly influenced by senior levels of government’s work towards a universal child care system, including improved affordability. Looking forward, child care targets in the medium/longer term require continued monitoring and community dialogue.

*“Children’s development is impacted by the broad policy environment, socioeconomic conditions, family and neighbourhood characteristics, play and peers, language and literacy, early learning and care, and their overall health”
– Human Early Learning Partnership (2017)*

Part 4: City Strategies & Actions

This section identifies strategy areas and actions that the City of Prince Rupert can take to address child care gaps and support new space creation within the existing provincial government framework. It is a starting point for action, while acknowledging that as the community context changes over the next 10 years, opportunities, innovations and creative solutions will arise to build on these strategies and actions.

The recommended strategies and actions are ways the City can influence child care, both directly and indirectly. Directly, this includes the legislative ability to regulate land use by removing regulatory barriers, creating space creation incentives and including child care within the scope of awareness of planning and growth-management decisions. Indirectly, there is the opportunity for the City to build on initiatives already underway, including its collaborative approach to working with community partners and strong leadership on local issues impacting quality of life in Prince Rupert.

Addressing child care needs is complex and many of the challenges identified in Prince Rupert are experienced province wide. While there is a role for the City, it is limited in its staff capacity, budget resources and lack of mandate or legislative role in child care. Participation of many institutions, organizations, government agencies and individuals to work collectively with continued dialogue is essential. Notably, senior levels of governments have a significant role to play, as many of the issues related to availability, staffing and affordability are beyond the influence and scope of the City.

There are four (4) recommended strategy areas and a total of 18 actions. The following pages provide a breakdown of the strategies and actions, including a timeframe of ongoing, short term (1-3 years), medium term (3-5 years) or longer term (5-10 years) actions, as well as key partners.

Appendix D contains funding resources available to assist with creating new licensed child care spaces.

Recommended Strategies & Actions

Strategy 1: Remove Regulatory Barriers & Create Incentives. Enable the creation of new child care spaces in the community by establishing land-use regulations that permit the development of child care spaces in commercial and public zones. Actions remove regulatory barriers, including limitations on children accessing supports, and shift existing non-conforming child care uses into zoning compliance. Further, revitalization tax exemptions are used to create incentives for the development of new child care spaces.

Action	Timeframe	Key Partners
1) Amend Section 3.1.0 of Prince Rupert's Zoning Bylaw by adding "child care facility" as a permitted use in all commercial and public facilities zones. This amendment is similar to the City's zoning regulations for "education centres".	Short	City
2) Amend Section 3.8.0 (Home Occupations) of Prince Rupert's Zoning Bylaw by removing the limitation on the number of child-development specialists that may be required for children in need of support.	Short	City
3) Amend Prince Rupert Zoning Bylaw by creating clear regulations for parking & loading requirements for child care facilities, ensuring there are safe drop-off/pick-up areas provided in high traffic areas.	Short	City
4) Consider waiving rezoning application fees for child care facilities.	Ongoing	City
5) Amend the City's Revitalization Tax Exemption Bylaw No. 3300, 2010 to include provisions for municipal tax exemptions for buildings that are renovated and/or built new that include space for new child care facilities.	Medium	City

Strategy 2: Support Space Creation. The City can provide valuable support and resources to community partners in developing additional child care spaces in the community, including leveraging available funding to create child care space for lease in/on a City-owned facility or property.

Action	Timeframe	Key Partners
6) Support local applications to the Ministry of Children & Family Development Child Care BC New Spaces Fund by making the Prince Rupert Child Care Assessment & Action Plan publicly available and promoting available funding to eligible organizations.	Ongoing	City, CCRR, School District, large employers
7) Consider taking a leadership role by proceeding with a catalyst project to create a City-owned space (i.e. Recreation Complex) to be leased for either an infant/toddler program or flexible program.	Medium	City, child care providers, Health Authority, MCFD
8) Encourage new child care spaces in publicly owned facilities by offering reduced lease rate for child care operators.	Ongoing	City

Strategy 3: Strengthen Child Care Policy. Establishing formal child care space policies within the City’s Official Community Plan will guide the City and community in realizing opportunities to address local child care needs within the context of future growth and development decisions. Strong City policy also helps support community programs and funding applications.

Actions	Timeframe	Key Partners
<p>9) Integrate the following child care policies in the review of Prince Rupert’s Official Community Plan, following the public consultation process:</p> <ul style="list-style-type: none"> Recognize the need for increased child care programs for all age groups, most notably for infant/toddlers and flexible programs. Consider new child care spaces as part of land-use decisions related to community growth, multi-family housing development, child health and economic development. Support new child care facilities in safe and accessible “hubs” close to child and family-related uses, such as schools, multi-family residential housing, support services and recreation programming. Encourage new child care spaces, including access to outdoor play areas, to be a high-quality design that reflects the community and cultural diversity. 	Short	City
<p>10) Include participants that represent broad child care interests in the OCP update process and other City-led planning initiatives, such as the Vision 2030 planning table.</p>	Ongoing	City
<p>11) Develop a Community Amenity Contributions policy that includes child care space creation through rezoning processes, as part of large-scale projects, such as high-density multi-family developments and industrial development approvals.</p>	Medium	City
<p>12) Work with BC Housing to advocate for the inclusion of child care space and play areas in future housing projects, including redevelopment projects. An example of this is expanding on the existing child care program in the McKay Street housing redevelopment project currently in the design stages.</p>	Ongoing	City, BC Housing, Housing Providers
<p>13) Adjust child care space needs and targets using census 2021 child population data, space / program information (available from the Health Authority) and child care utilization rates (available upon request from the Ministry of Children & Family Development). Provide an opportunity for community input on changing child care needs.</p>	Medium	City, Health Authority, MCFD, community

Strategy 4: Communications, Partnerships & Advocacy. Work in partnership with local organizations to promote access to child care resources and information, advocate to higher levels of government, and encourage continued dialogue in the community to ensure local child care needs stay at the forefront of the community growth conversation.

Action	Timeframe	Key Partners
14) Host a facilitated focus group session with community partners following the completion of the Prince Rupert Child Care Assessment & Action Plan to discuss the plan & next steps. This includes reviewing available funding, possible locations, lead organizations and required capacity supports.	Short	City, local organizations, MCFD, large employers, School District, CCRR, child care providers
15) Feature child care information and community resources in workforce recruitment and civic marketing initiatives to attract new families to Prince Rupert. Examples are the future Recruitment Website (led by Redesign Rupert) and Welcome Wagon program.	Short	City, Redesign Rupert
16) Consider child care staffing in City recruitment & retention strategies currently underway. This includes implementation of recommendations contained in the 2019 Labour Market Study and Prince Rupert 2030 Vision.	Short / Medium	City, Redesign Rupert, Large Employers
17) Support child care providers and local service organizations in advocating to the Provincial government to continue to raise ECE wages, increase training opportunities and continue towards a universal child care system.	Ongoing	City, MCFD
18) Develop centralized resources for would-be and current child care providers to reduce barriers to starting and/or expanding child care facilities. This includes making local child care data contained in this report publicly available, creating a how-to guide and a designated staff contact to navigate process. The how-to guide would be a user-friendly document that outlines both the City and Provincial licensing requirements to starting a child care facility.	Medium	City, Health Authority, MCFD, CCRR

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Appendix A: Child Care Zoning Comparisons

Table 9. Comparison of Child Care Zoning Regulations

Community	Zoning Definitions	Zones that Permit Child Care	Associated Regulations	Parking / Loading Regulations
City of Prince Rupert	No specific definition for daycare - Permitted within "Home Occupation"	Single Family Residential (R1), Two Family Residential (R2) & Mobile Home Residential (RMH) Zones	Home business daycare may employ equivalent to one full-time child development specialist for a child in need of support only when recommended by a licensed health professional	None specified
City of Terrace	"Family Child Care" and "Daycare Centre"	Family Child Care – Residential Zones (AR1, AR-2, R-1, R1-A, R-2, RS1). Daycare Centre – Commercial Zones C1-A, C1, C4, C5, P2- Park and Recreation and as a secondary use in residential zones including R4 & R5	Density bonus provisions for the inclusion of daycare centres (If provided daycare centre 10 -persons- 4 units per hectare; 11- 15 persons - 6 units per hectare; 16 or more persons- 8 units per hectare)	Off-street parking Spaces for Daycare Centre- 1 per 30m ² of gross floor area
District of Kitimat	"Day Care (Child)"	Day Care (Child) is permitted as primary use in Commercial Zones C1, C2, C3, and C4. As an accessory use in Residential zones R1-A,B,C , R2-A, B, R3-A, A1, B, C, D and Mixed Use Zone C13 HTC	Where this use is listed as a permitted use of a single-family or two-family dwelling, or a ground-level dwelling unit on property zoned R3-A or R3-A1 Multi- family, the number of children in care is limited to 8	1.5 m ² of parking shall be provided for every m ² of GLA
Town of Smithers	"Family Day Care", "Day Care Centre", "Limited Group Day Care"	Single-family residential (R1), Low Density Residential (R2), Town Centre Commercial (C1), Downtown Commercial Zones (C1A/B), Public Use (P3) Zones	Shall not employ any non-resident employee in the home occupation	3 parking spaces per Day Care Centre
District of Vanderhoof	"Daycare Centre"	Educational Facilities (CV-2), home-based business in single and two-family residential zones	None specified	None specified
City of Prince George	"Community Care Facility, Major ", "Community Care Facility, Minor"	Major facilities are permitted in Multi-family Residential Zones, most commercial zones. Institutional Zones P2, P3, P4, P6. Major facilities are also permitted as a secondary use in the P1 and P4. Minor facilities are permitted in all rural, residential zones, and some institutional zones (P2, P3, P6)	None specified	1 per 2 employees, plus 1 per 10 patrons; minimum of 4

Appendix B: Engagement Summary by Activity

Parent Survey

A total of 132 parents completed the survey representing a variety of family sizes and identities:

- 128 of participants live within the City of Prince Rupert;
- 51% of participants have one (1) child and 39% have two (2) children;
- Participant identities range from Caucasian (71%), Indigenous (36%), have children with extra support needs (8%), are single parent (14%), francophone (2%), immigrant families (3%).

The **top five child care challenges** expressed by Participants include:

1. Long waitlists (58%);
2. Cost of care (58%);
3. Finding child care that matches their work or school schedule (47%);
4. Accessing infant/toddler spaces (42%);
5. Finding dependable care and quality of care that aligns with their values (30%).

“My children have been on the waitlist for before and after school care for 2 years and they believe it could be another 2 years until there is a spot for them. You want a city to grow but have a whole segment of the population suffering with child care problems that make them unable to work. We would have never moved here if we knew we'd always have this struggle...”
- Survey Participant

Survey Highlights:

- **Waitlists** - Results show that finding child care is challenging in Prince Rupert, with 86% of respondents indicating that there is an inadequate supply of child care services and supports. Many parents shared their stories and challenges of finding available space and expressed that they were placed on a waitlist. 56% of participants indicated that it took up to a year to secure a child care spot, while 14% indicated it took over a year. Participants repeatedly indicated a lack of spaces for most notably infant and toddler spaces but also for before / after school care, part-time flexible care, and drop-in.
- **Space Information** - Some participants pointed out that there is no central up-to-date information source regarding child care availability or collaboration between care providers to help inform parents.
- **Schedule** - The majority (89%) of participants require child care so that they can work. 49% of participants work full time, and 17% work shift work. Parents reported a lack of spaces for weekend care, care outside of traditional work hours (i.e. shift workers and hospitality industry) and those requiring flexible drop-in care. Participants indicated their top 5 required child care schedules to be: Monday – Friday during regular working hours (60%); after school care (42%); before school care (30%); weekends and stat holidays (27%); drop-in care (20%).
- **Impacts Workforce Availability** - The shortage of spaces impacts the availability of adults in the Prince Rupert workforce. The majority of respondents (76%) indicated that the availability of child care impacted their employment decisions. Some participants pointed out that they had moved to Prince Rupert for employment and had to delay their start dates due to not being able to find a child care space.
- **Affordability** - While the cost of care was one of the top challenges identified by parents, only 35% of participants indicated they had accessed affordable child care benefits. Further, 49% of participants reported they were unaware if they qualify for child care affordability benefits. Current child care benefits are available to parents with combined annual incomes less than \$100,000. According to the survey

participants, 57% make under that value, indicating that 22% of respondents maybe eligible and not accessing affordability benefits.

- **Existing Care Satisfaction** - The majority of respondents are very satisfied / satisfied with care quality (72%), location (67%), and hours of care (60%) of their current primary child care arrangements. Although participants indicated 50% satisfaction with the cost, there was an equal percentage of participants who indicated they were neutral to dissatisfied. Parent participants indicated that the top two reasons for selecting their current primary child care provider were the trust in the care provider (34%) and the only option available (27%).
- **Care Location** - Respondents were mixed with regards to where they would like their child care provider to be located with 40% having no preference, 30% preferring care in their residential neighbourhood and 24% preferring care close to where they work.
- **Care Choice** - Many participants pointed out the high ratio of home-based child care programs compared to the limited number of centre-based programs. 33% of respondents use a licensed home-based care provider, and 11% reported they use an unlicensed care provider in someone else's home. Some respondents expressed concerns with home-based businesses, such as limited staff capacity, summer and holiday vacation closures, no sick coverage, and perceived varying levels of care quality and services.
- **Staffing & Supports** - In the open-ended questions, parents expressed a lack of available and trained child care professionals in the community with ties to the low wages, and lack of incentives. Further, some participants expressed an interest in an increase in training for child care providers with regards to assessing children who have extra support needs.

Child Care Provider Survey

The Child Care Provider Survey results offered insights into the state of child care in Prince Rupert from the perspective of local child care providers. Participants included two (2) child care providers and eight (8) early childhood educators / assistants.

Survey Highlights:

- **Schedule** - All respondents are associated with Monday – Friday regular working hour programs. Two (2) provide early mornings/late evening care, seven (7) provide before/after school care, and two (2) offer drop-in care. No respondents participate in providing care to accommodate non-traditional work schedules / shift workers.
- **Waitlists** - 9/10 respondents indicated that the programs they offer have waitlists. Four (4) respondents indicated waitlists of six (6) months to one (1) year, two (2) indicated waitlists of one (1) to two (2) years and four (4) indicated waitlists of 2+ years.
- **Supports** - 5/10 respondents access specialized programs / support that includes speech pathologists, extra needs for a support worker, service consultants / specialists, and early intensive behavioral intervention programs designed for children with Autism Spectrum Disorder.
- **Funding Participation** - 8/10 survey respondents received ECE wage-enhancement funding, 6/10 operating funding, 7/10 child care fee reduction initiative, and 5/10 child care BC maintenance fund.
- **Assistance** - 7/10 survey respondents indicated that they offer assistance to parents when applying for affordable child care benefits.

“Honestly, until more people go to school and get their ECE and until ECEs are paid a decent wage there is always going to be an issue with spaces available. You can't have more spaces without qualified people who truly care about what they are doing.” - Survey Participant

- **Child Care Needs** - In the open responses, participants expressed child care needs to be for children under 36 months; need to provide ECEs incentives such as benefits, fair pay, wage increases, improved outdoor spaces for toddler/preschoolers; funding to enrich programs; increased funding for parents; before- and after-school care; changes to city bylaws to locate child care centers in accessible locations; early special education; need for more trained professionals to address the learning needs of children; spaces for 3- to 5-year-old children; and overnight care. Respondents indicated that creating space for child care providers to grow their spaces and offering ECE courses locally on a part-time basis could address staffing challenges.
- **Challenges** - All participants identified that attraction / retention of qualified staff, low staff wages and lack of infant / toddler spaces are key issues. 8/10 identified the lack of supports for children in need of assistance and vulnerable families as a key challenge.
- **City Role** - Respondents indicated the top two actions that the City of Prince Rupert could take to support child care are to be a community champion and leader for child care needs (8/10), and provide child care space in a City facility (8/10). One respondent included the suggestion to advocate for wage increases to keep ECE's in the field by supporting Early Childhood Educators of BC and the 10-a-day plan for child care.

One-on-One Interviews

One-on-one interviews were conducted with representatives from organizations that have both direct and indirect roles with child care in the City of Prince Rupert. Interviews allowed the project team to gather anecdotal information as well as to better understand current initiatives and activities that organizations are doing to improve child care in the community. Interview highlights are provided below.

Challenges:

- Not enough spaces for children with extra support needs, infant and toddlers, and 3- to 5-year-old group spaces. Long waitlists in existing programs and no licensed care for shift workers. Limited facilities with extended hours, before and after regular work hours and before/after school care for school-aged children.
- Unstable and fluctuating funding for after-school care and child care spaces.
- Lack of knowledge of what is out there for potential spaces or an inventory of suitable existing buildings for child care spaces.
- Lack of available and trained ECEs - ECEs' pay scale makes it hard to employ and retain staff. Enrollment challenges with local training programs in recent years stem from the time commitment required for the ECE certification process that results in a low paying career. There are also higher paying job alternatives available.
- Lack of available ECE staff impacts the support to undiagnosed children at a young age who may have extra supports needs. Trained ECE staff help to recognize these needs and work with families to get the support children need.
- Lack of co-located child care facilities with family services, mixed-age care and in facilities such as the high school.
- Ease of access to child care subsidies for parents and/or child care providers.
- Prince Rupert does not have a child development center (i.e. no centralized organization) so services offered by a CDC are provided via different service providers throughout the community. This can be confusing for parents.

Opportunities:

- Provincial funding for the development of more licensed child care spaces in convenient locations ideally adjacent to schools, in neighbourhoods, on the east side Prince Rupert and in downtown child care facilities.
- Design and create warm and inviting spaces that reflect the people, culture, and climate of Rupert. Child care should be located in accessible and safe locations within the downtown with proper outdoor access and space.
- Preferred location of any new child care programs are next to schools due to ease of drop-off for parents (one stop) and easing transitions for children between child care and kindergarten.
- Develop and offer flexible child care, i.e. drop-in child care centre that can be booked 48 hours in advance.
- Explore partnerships with large employers (i.e. Ridley Terminals) and other shift-work employers.
- Develop partnerships and promote ECE training and continuing education/training for child care providers (i.e. College, Friendship House, Berry Patch) in the community. Advocate for an increase in ECE wages and develop incentives for ECEs.

A Role for the City of Prince Rupert:

Interviewees were asked what role they thought the City of Prince Rupert might take to support child care. The following is a summary of suggested City roles:

- Build community awareness by communicating where parents can go to access child care.
- Inventory and assess the empty buildings in the community for suitability for new spaces.
- Review zoning regulations to encourage child care in all areas of the city and work on bylaws to encourage child care space creation;
- Consider policy development that promotes space creation for child care needs and reflects the unique people, community and cultures in Prince Rupert;
- Use City-owned buildings to, directly and indirectly, create space for child care and programs;
- Review bus service and routes for ease of access to child care spaces;
- Partner organizations such as Coast Mountain College to advocate for ECE programming;
- Look at our streets and neighbourhood safety, particularly where child care spaces exist.

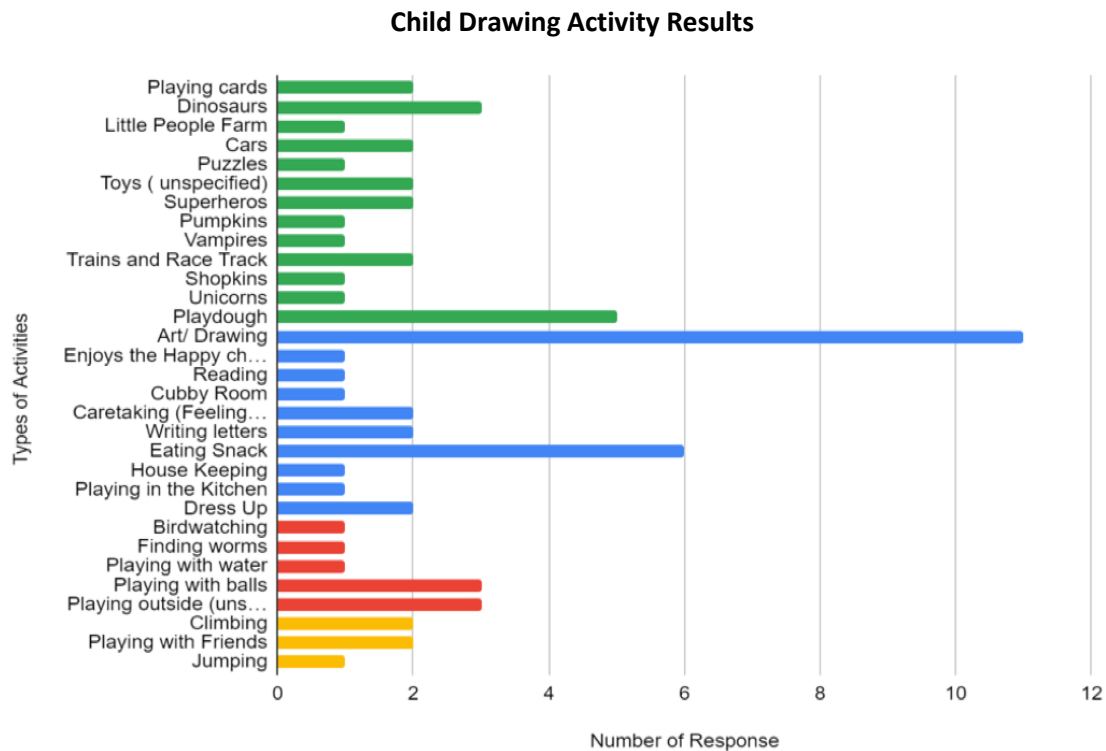
Child Participation Activity

Community engagement included the direct participation of children to better understand their values and preferences in their child care environment. Child consultation sessions were carried out in the form of a toolkit that was distributed to child care providers. This approach is consistent with the United Nations Convention on the Rights of the Child (UNCRC) and the Children's Bill of Rights declared by the City of Prince Rupert.

There were 71 submitted drawing activity worksheets with child participants' ages ranging from approximately three (3) to nine (9) years old. Most pages had a child's drawing in pen, crayon or marker paired with an adult's written description of what the image was demonstrating.

Overall, engagement activities with children illustrated a **high value for play**, as well as an appreciation for various types of play, and the desire for specific opportunities for play.

The following chart is a representation of the data collected from the Drawing Activity of the 71 data sheets. Some data sheets mentioned more than one preferred activity.



The green bars indicate toys that are played indoors. There is a total of twenty-four (24) responses correlated to playing a variety of toys indoors. Of the thirteen (13) types of toys that are played indoors, the two most popular toys are dinosaurs (3) and playdough (5).

The blue bars represent indoors activities, excluding playing with toys. Of the ten (10) indoor activities, art (11) and eating snack (6) are the most valued activities. From these results, there is a clear leading preference in art and drawing. Children mentioned drawing ghosts, snowmen, circles, ponies, circles and polka dots. Indoor activities also include mentions of caretaking such as applying band-aids or helping when the child feels ill. Data also indicates that children enjoy distinct physical locations such as the cubby room and the kitchen.

The red bars indicate activities that are conducted outdoors. There is a total of ten (10) responses in relation to playing outdoors. This is significantly less than the total of all indoor activities, totalling fifty-two (52) responses. Playing with balls and unspecified outdoor play are equally valued activities in the child care environment. Other valued activities include finding worms, the playground, bird watching and playing with water.

The yellow bars represent responses that are difficult to categorize as indoor or outdoor play due to ambiguity in the answer. The valued activities can occur either indoors or outdoors. These activities include jumping, playing with friends and climbing. There is a total of five (5) difficult-to-categorize responses.

Finally, of the seventy-one (71) drawing activities, there were a total of nine (9) drawings that were not included in the analysis. One (1) child wrote that they liked everything, one (1) wrote "H" to represent their name, the remaining seven (7) drawings did not have written explanations and were impossible to interpret.

There was a total of sixty-seven (67) responses used in the child care assessment chart. Overall, responses can be categorized geographically (indoor and outdoor), as well as in frequency of response.

Appendix C: Population Projection Methods

BC Stat's followed the simply proportional method to create a 10-year child population projection for Prince Rupert. The geographic/population relationship between the City of Prince Rupert and the Prince Rupert Local Health Area was used to derive the projection from the BC Stats' PEOPLE Projections, where the city accounted for almost 91% of the total LHA population in 2016. An age/sex population ratio matrix was first created between the City of Prince Rupert and LHA #52 from the 2016 Census. From these age/sex ratios, future population for the City of Prince Rupert are calculated by applying the ratios to the LHA population projections.

Table 10. Projected Child Population of the City of Prince Rupert by Age

	0	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL
2019	131	97	146	117	157	169	127	150	126	139	161	124	135	1779
2020	130	133	95	143	129	157	172	129	141	123	141	159	123	1775
2021	129	132	129	94	159	130	166	175	121	138	123	140	158	1794
2022	131	131	129	127	104	160	134	166	166	119	141	122	141	1771
2023	128	133	127	127	141	106	163	135	153	162	121	138	123	1757
2024	128	130	129	126	141	142	109	166	127	150	163	119	139	1769
2025	126	129	127	127	139	142	148	111	157	124	155	162	119	1766
2026	122	128	127	125	141	141	148	151	104	152	126	151	163	1779
2027	121	125	125	125	138	142	146	151	142	103	154	124	150	1746
2028	121	123	122	124	137	140	147	149	142	138	104	153	124	1724
2029	118	123	120	120	136	140	145	150	140	138	139	102	154	1725
2030	115	120	121	118	133	139	144	147	141	137	140	138	103	1696

Prepared by BC Stats on October 15th, 2019

The assumption used in this method was that the City/LHA ratios remain as observed from the 2016 census for the entire estimation/projection period of 2019-2030. The projected population from BC Stats is based on past trends modified to account for possible future changes and, consequently, should be viewed as only one possible scenario of future population. Similar to all demographic estimations and projections, this special projection is subjected to the errors inherited in BC Stats' annual LHA PEOPLE Projections.

Appendix D: Funding Resources

[Ministry of Children & Family Development's Childcare BC New Spaces Fund](#)

Since launching in July 2018, the Childcare BC New Spaces Fund provides funding to accelerate the development of new licensed child care spaces across BC. In 2020 there are two calls for applications, the first closing on May 11th, 2020 & the second closing in November 2020. Available funding includes:

- **\$3 million for up to 100% of eligible project costs** for public sector organizations (local governments, school boards, health authorities & public post-secondary institutions) and indigenous governments.
- **\$1.5 million for up to 100% of eligible project costs** for Indigenous non-profit societies.
- **\$1.5 million for up to 90% of eligible project costs** for non-profit societies, including non-profit child care providers and child development centres).
- **\$250,000 for up to 75% of eligible project costs** for businesses & corporate companies.

[UBCM Community Child Care Space Creation Program](#)

- The Community Child Care Space Creation Program **provides up to 1 million** to local governments to create new licensed child care spaces within their own facilities for children aged 0-5, with a focus on spaces for infants and toddlers.

[Start-Up Grants for Becoming a Licensed Child Care Facility](#)

- One-time grants available to assist Registered License-Not-Required (RLNR) and License-Not-Required (LNR) child care providers, Early Childhood Educators (ECEs) and any other eligible adults over the age of 19 to cover the costs of becoming licensed child care providers.
- Subject to availability, grants **provide up to \$4,000** for applicants to become Licensed Family child care providers (to provide care for up to seven children) and **up to \$4,500** for applicants to become Licensed In-Home Multi-Age child care providers (to provide care for up to eight children). These maximums include a \$500 up-front payment to cover the costs of becoming licensed, as well as \$500 per licensed space created.