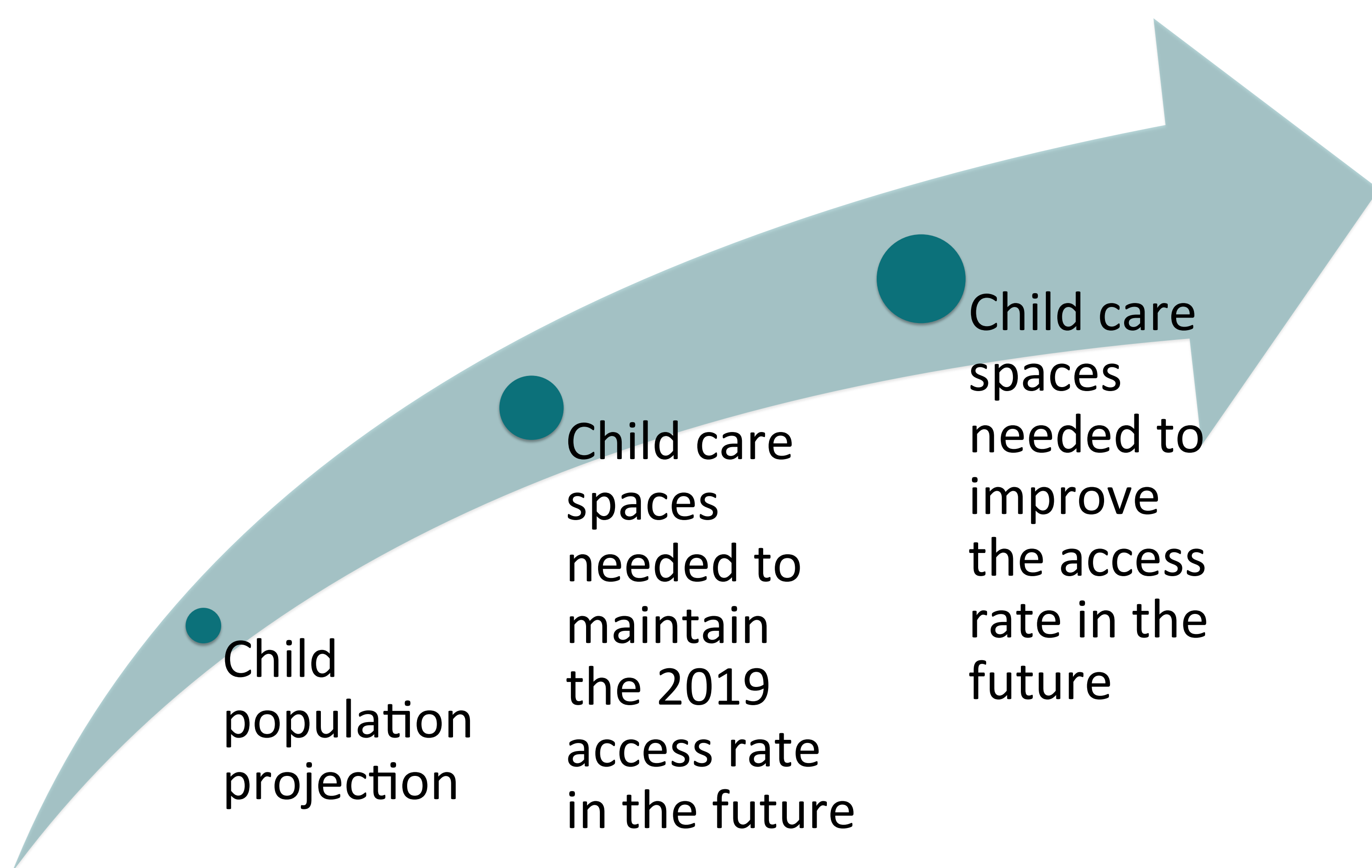


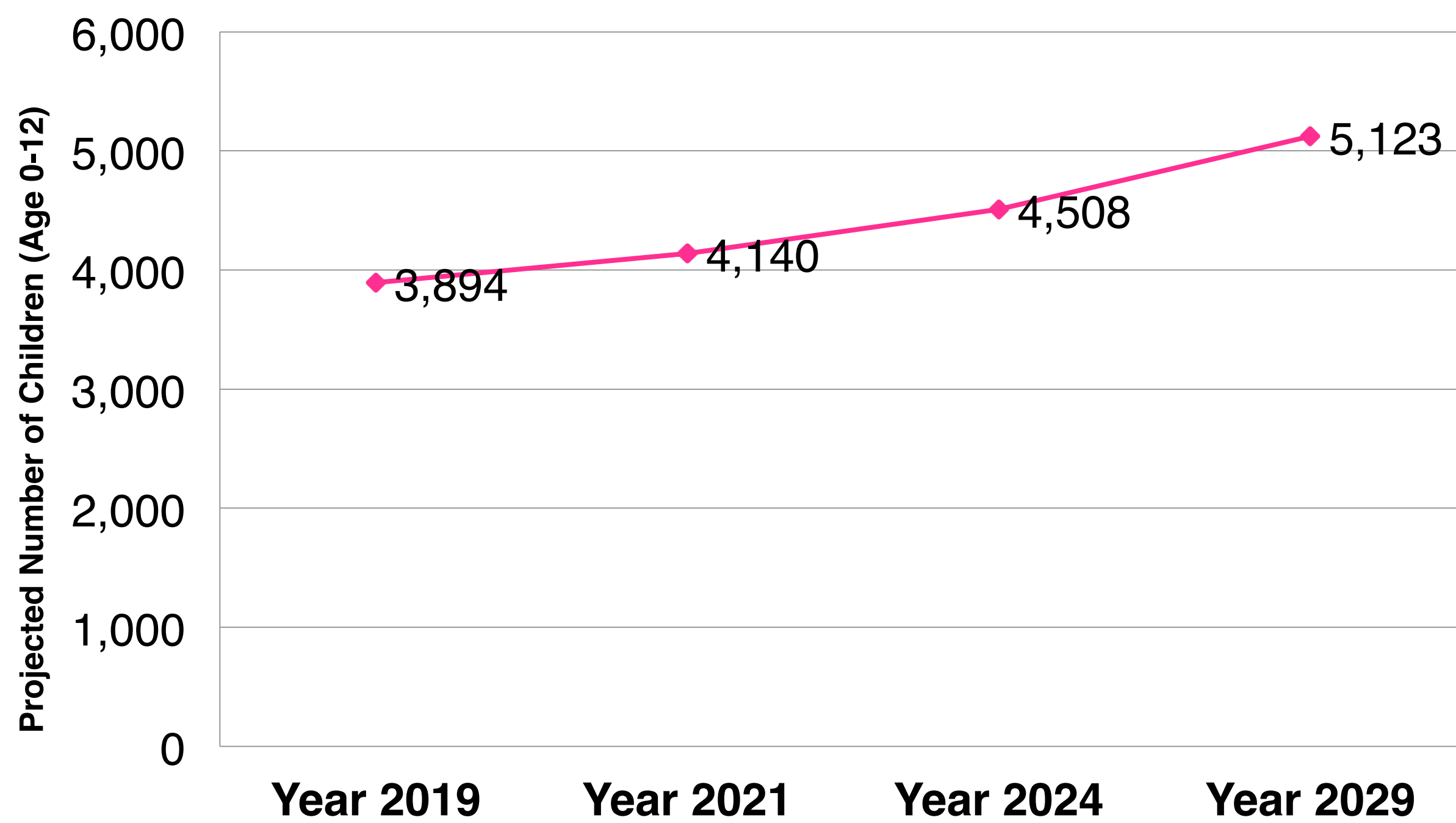
FUTURE PROJECTIONS



Projected Future Needs

SQUAMISH'S GROWING CHILD POPULATION

GRAPH: Projected Child Population (Ages 0-12) for 2019, 2021, 2024, and 2029.



Between 2006 and 2016, the District of Squamish grew by an average of 2.4% per year, and was one of the fastest growing communities in Canada.

During the same time period, the growth rate for children aged 0-12 was significantly higher - an average of 3.5% annual increase.

This project assumes Squamish's child population will continue to grow by 3.5% every year for the foreseeable future.

PROJECTED FUTURE CHILD CARE SPACE NEEDS

Two scenarios are imagined below: (1) maintaining the current child care access rate of 21% and (2) increasing the child care access rate to 30%, as recommended in the Squamish Child Care Needs Assessment & Strategy 2018-2023.

SCENARIO 1: MAINTAIN THE CURRENT ACCESS RATE (21%)

Maintaining Squamish's current access rate of 21% isn't good enough, but maintaining it could be challenging given the high average annual growth rate for children aged 0-12 in Squamish. As more families move to Squamish, doing nothing isn't an option because the situation will quickly get worse than it already is.

	2021	2024	2029
Population growth rate	3.5% per year		
Projected number of children (0-12 years)	4140	4508	5123
Total number of spaces needed to maintain access rate 21%	869	947	1076
Number of spaces that exist now (2019)	817		
Number of new spaces needed to maintain access rate 21%	52	130	259
Number of new spaces needed/year to maintain access rate 21%	26	26	26

This row shows how many new spaces are needed by each selected year (2021, 2024, 2029) in order to maintain the current access rate.

This row shows how many new spaces need to be built every year, starting in 2019, in order to maintain the current access rate by each selected year.

SCENARIO 2: "REACH" TARGET ACCESS RATE (30%)

The Squamish Child Care Needs Assessment and Strategy 2018-2023 identified a 30% access rate as a "reach" target. 30% was selected because it aligns with and slightly exceeds the provincial average of 27% in 2015. Although 30% is significantly lower than the 55% access rate in Quebec in 2016, it is an ambitious target that reflects the extensive need for child care in our community.

Meeting the reach target would require increasing the number of spaces by 88% over the next ten years.

	2021	2024	2029
Population growth rate	3.5% per year		
Projected number of children (0-12 years)	4140	4508	5123
Total number of spaces needed to reach access rate 30%	1242	1352	1537
Number of spaces that exist now (2019)	817		
Number of new spaces needed to reach access rate 30%	425	535	720
Number of new spaces needed/year to reach access rate 30%	213	107	72

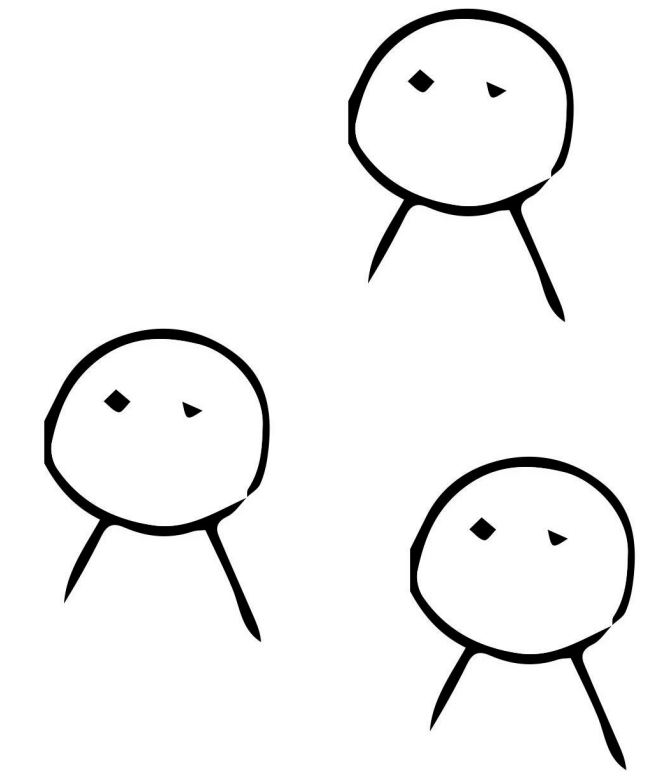
This row shows how many new spaces are needed by each selected year (2021, 2024, 2029) in order to increase the access rate to the recommended 30%.

This row shows how many new spaces need to be built every year, starting in 2019, in order to reach the target access rate by each selected year.



Projected Future Needs

FOCUS ON INFANTS/TODDLERS



REALITY CHECK #1

This project assumes Squamish's child population will continue to grow by 3.5% every year for the foreseeable future. It's worth noting that the annual growth rate for children aged 0-5 between 2006 and 2016 fluctuated significantly, but on average was actually higher: 5.2%. If this very high growth rate for young children continues, these child care space requirements could turn out to be underestimated.

MOST WANTED!

Licensed spaces for infants/toddlers (12-30 months) are the hardest to come by in Squamish. There are more than twice as many full-day spaces for preschool age children (30-60 months) than there are for infants/toddlers. The following scenarios show the number of infant/toddler spaces that would be needed to meet the current overall access rate of 21% and go beyond to achieve the reach target of 30%.

SCENARIO 1: MAINTAIN CURRENT ACCESS RATE (21%)

	2021	2024	2029
Population growth rate	3.5% per year		
Projected number of children (12-30 months)	508	553	629
Total number of spaces needed to maintain access rate 21%	107	116	132
Number of spaces that exist now (2019)	96		
Number of new spaces needed to maintain access rate 21%	11	20	36
Number of new spaces needed/year to maintain access rate 21%	5	4	4

REALITY CHECK #2

Adding 36 spaces for infants/toddlers over the next 10 years might not seem like a lot, but it would mean a dozen new family home daycares with 3 infant/toddler spaces each, or 3 new group daycares with 12 infant/toddler spaces each.



SCENARIO 2: "REACH" TARGET ACCESS RATE (30%)

	2021	2024	2029
Population growth rate	3.5% per year		
Projected number of children (12-30 months)	508	553	629
Total number of spaces needed to reach access rate 30%	152	166	189
Number of spaces that exist now (2019)	96		
Number of new spaces needed to reach access rate 30%	56	70	93
Number of new spaces needed/year to reach access rate 30%	28	14	9

REALITY CHECK #3

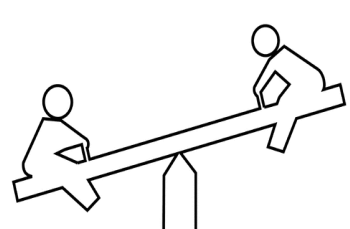
93 infant/toddler spaces over the next 10 years would require more than 30 new family home daycares with 3 infant/toddler spaces each, or 8 new group daycares with 12 infant/toddler spaces each.



MAINTAINING BALANCE



Nearly half of the infant and toddler spaces currently in Squamish are in family home daycares. Family child care licenses permit up to 7 children. Depending on the age composition, provincial regulations specify that typically only 4 of the 7 spaces can be used by children under 48 months, and only 2 of those spaces can be for children under 24 months. As a result, family daycares need to have a range of ages of children in their care in order to fill their spaces and make it a viable business.



In order to support these small businesses, which are so essential for infant and toddler care in Squamish, there needs to be balance in the way that new spaces are opened in the community. For example, if too many preschool age spaces become available, it has the potential to make it harder for family daycares to fill all of their spaces, which could mean a loss of infant and toddler spaces if family daycares can't make ends meet.

When making plans for new child care spaces, needs for each age group/license type should be considered, since the current access rates vary greatly by group, and upsetting the balance could unintentionally make the situation worse for the ages for which care is most needed.



STRATEGIC ACTIONS



Strategic Actions – Highest Priority



CHILD CARE NEEDS ASSESSMENT & STRATEGY 2018-2023

STRATEGIC ACTIONS – HIGHEST PRIORITY

44 actions are proposed in the Squamish Child Care Needs Assessment and Strategy 2018-2023. The following **13 Highest Priority Actions** have been identified as needing an extra nudge or an intermediary step in order to move forward. The Squamish Child Care Action Plan will focus on these priority actions. Only tangible, actionable items have been selected.

The following tables include updates and next steps for each highest priority action, categorized by action type:

- Policy & Planning
- Partnerships & Collaboration
- Information Sharing
- Direct Support



Additional Actions:

Some of the priority actions in the Squamish Child Care Needs Assessment and Strategy 2018-2023 need more detail or an intermediary step. Please see the dedicated explanatory posters for Additional Actions 1-3.

Policy and Planning

Priority Action	Time frame	Key Partners	Nov 2019 Update	Next Steps	Impact
1.3 Set targets for child care spaces in neighbourhoods/nodes and work with developers in the design and build of in-kind child care spaces. Develop a policy framework for ensuring spaces are dedicated for child care and rented to not-for-profit child care providers in perpetuity, and explore partnerships to operationalize these policies.	Short term	DOS, development community, SSCS, child care providers	<ul style="list-style-type: none"> • Targets updated. • Maps to be provided by VCH (in preparation). 	<ul style="list-style-type: none"> • Develop framework for dedication, rental terms, explore partnerships. • Look for future opportunities. • See Additional Action Poster #1. 	High
1.4 Reduce and/or remove barriers to starting/expanding a child care facility through: <ul style="list-style-type: none"> • Reviewing current District policies and zoning, communicating building code requirements and addressing barriers wherever possible; • Streamlining paperwork requirements for child care providers; and, • Encouraging strata councils to permit residential child care facilities in their bylaws. 	Short term, on-going	DOS, VCH, child care providers, community agencies	<ul style="list-style-type: none"> • DOS requirements under review. • Guide to DOS requirements under preparation. 	Review draft guide with regulators (DOS and VCH) and community to finalize.	Low
2.1 Increase child care spaces across all age groups and child care types (i.e., infant-toddler, children with extra support needs, before- and after-school, summer options).	On-going	DOS, VCH, developer community, child care providers	Draft projections and targets for specific age groups prepared.	<ul style="list-style-type: none"> • Work with CCRR and providers to strategize. • Look for future opportunities with development review. • See Additional Actions Posters #1 and #2. 	High
2.2 Prioritize new child care facilities in neighbourhoods with high child populations, as well as around existing and future planned family service hubs, schools, senior's centres, parks and Brennan Park Recreation Centre to create and strengthen child care hubs across Squamish	On-going	DOS	Maps to be provided by VCH (in preparation).	Create policies supporting opportunities for co-location.	Low
2.4 Advance the Community Amenity Contribution framework wherein developers build ECE worker affordable housing units held for the purpose in perpetuity.	On-going	DOS, development community		DOS review of feasibility and requirements to advance workforce housing.	Moderate to High
2.6 Research best practices for flexible, short-term/drop-in and evening/extended hour child care options.	Medium term	DOS, Child Care Strategy implementation committee	Reviewing programs in other communities.	<ul style="list-style-type: none"> • Explore options for drop-in care with Recreation Services. • See Additional Action Poster #3. 	Low

Partnerships and Collaboration

Priority Action	Time frame	Key Partners	Nov 2019 Update	Next Steps	Impact
1.12 Initiate discussions to develop a child care partnership with School District 48 that may include: <ul style="list-style-type: none"> Collocating child care spaces at/with schools through creative approaches and joint management; Developing a catchment area system for child care that helps ease young children's transition into kindergarten; Standardizing wages across School District and ECE to reduce ECE staff loss; and, Designating a child care champion at each school to implement the partnership at the school level. 	Short term, on-going	DOS, SD48, SSCS, community agencies, child care providers	DOS, SD48, SSCS partnership is advancing through provincial funding provided for child care facility at Valleycliffe Elementary.	<ul style="list-style-type: none"> Determine how best to move forward for future opportunities. Expand conversation to include all suggested topics. 	High
1.13 Broker relationships between organizations with underused spaces and before- and after-school child care providers (e.g., churches, Chief Centre, senior's centres)	On-going	DOS, SSCS, CCRR, community agencies, child care providers		See Additional Action Poster #2.	High
2.20 Reduce transportation barriers for before- and after-school care by offering programs at schools through a joint-use agreement with SD48.	Short term, on-going	DOS, SD48		See Additional Action Poster #2.	High

Direct Support

Priority Action	Time frame	Key Partners	Nov 2019 Update	Next Steps	Impact
2.13 Consider alternatives to first-come first-serve registration , particularly for before- and after-school and summer child care options.	Short term	Child care providers, SSCS, community agencies, Recreation services		See Additional Action Poster #2.	Low
2.15 Reduce financial barriers to participate in current summer care options (e.g., gear requirements, outings).	Short term	Recreation services		See Additional Action Poster #2.	Low
2.17 Improve programming for children ages 7-12 years-old and explore opportunities for "middle-years" programs and services as well as a younger youth centre or spaces.	Short term, on-going	Child care providers, Recreation services, DOS, SD48		See Additional Action Poster #2.	High


Information Sharing

Priority Action	Time frame	Key Partners	Nov 2019 Update	Next Steps	Impact
1.16 Develop centralized resources for would-be and current child care providers to reduce barriers to starting and/or expanding child care facilities (e.g., how-to guide, website, a designated staff resource/process navigator).	Short term, on-going	DOS, VCH, child care providers	<ul style="list-style-type: none"> Guide to DOS requirements in preparation. New child care project page established with resource links (www.squamish.ca/childcare). 	Review draft guide with regulators (DOS and VCH) and community to finalize.	Low



Additional Action #1

IMPACT MEASUREMENT

-  In order to proactively plan for child care and population growth, **this proposal links the impact of new residential development with child care requirements.**

Impact measurement

Squamish is growing fast and this growth is very likely to continue. What needs to be better understood is the direct impact of larger proposed residential developments on child care spaces.



Proposal: Create a Squamish-specific formula or calculator to estimate the number of children that each new large development is likely to add to our community.



What this achieves: The first step to addressing a problem is to measure it, and closely keep track of how things are changing over time. Increasing understanding by measuring the impact of new development is required to address the challenge. There is a mechanism in BC for local governments to work with developers to address the negative impacts of development – Community Amenity Contributions. With more information, Council would have more flexibility to consider detailed requirements for child care space provision as part of amenity negotiations during land development.



Who and When: A Squamish-specific formula would need to be created to calculate the impact on child care of new proposed development. The estimates collected would need to be aggregated periodically.



Cost: Little. With a simple formula, it wouldn't take much effort to use a measurement tool for new large developments.



Impact: Low. It's a first step that could lead to more.

Additional Action #1 is proposed as an intermediary step to help achieve the following actions from Squamish Child Care Needs Assessment and Strategy 2018-2023:

- 1.3 Set targets for child care spaces in neighbourhoods/nodes and work with developers in the design and build of in-kind child care spaces.
- 2.1 Increase child care spaces across all age groups and child care types.

Additional Action #2

EXPLORE AFTER-SCHOOL CARE POSSIBILITIES



School age kids are a growing population who need more after-school options.

This proposal is a first step toward increasing what's available, and making it more attractive and accessible for more school age children.

Explore After-School Care Possibilities



Proposal: Work with the District of Squamish Recreation Department and Sea to Sky School District #48 to brainstorm ideas for improving access to high-quality, affordable after-school programming, ideally with transportation. Explore any other possible options for under-used spaces that could be used. Other communities have found solutions – maybe there's a Squamish-specific solution that would provide school age kids with improved access to care.



What this achieves: Exploring possibilities is just a start. If something manageable and affordable can be identified, it could be an easy way to increase the child care access rate for school age children.



Who and When: Options and feasibility for after-school programs will be explored as part of the Squamish Child Care Action Plan (complete Spring 2020). It requires support from the District of Squamish (Recreation), most likely School District #48, and any other potential partners identified. For now, this proposes talking about ideas; implementation could be more challenging, depending on the solutions identified.



Cost: Unknown. More research is needed.




Impact: Low (for now). If there's a great idea out there and some strong partnerships are possible, implementation could have a very high impact. The way that the child population in Squamish is growing means there are more and more school age children every year – needs are increasing rapidly and now is the time to start something new to address those growing needs.

Additional Action #2 is proposed as a step toward meeting the following actions from the Squamish Child Care Needs Assessment and Strategy 2018-2023:

- 1.13 Broker relationships with organizations with underused spaces.
- 2.1 Increase child care spaces across all age groups and child care types.
- 2.13 Consider alternatives to first-come first-serve registration.
- 2.15 Reduce financial barriers to participate in current summer care options.
- 2.17 Improve programming for children ages 7-12.
- 2.20 Reduce transportation barriers for before- and after-school care.

Additional Action #3

EXPLORE DROP-IN CARE POSSIBILITIES

-  Many local governments offer child-minding services for infants and toddlers at rec centres. Most require that a guardian is present in the building in case they are needed. **This proposes exploring options for drop-in child care at Brennan Park.**

Explore Drop-in Child Care Possibilities



Proposal: Explore feasibility of offering a few hours per week of child-minding at Brennan Park. If it's possible, a small trial to determine hours, pricing, staffing needs, etc. could be proposed. Some communities require registration for child minding ahead of time, but then allow drop-in if space permits.



What this achieves: If we can get a short-term/drop-in program going, it would give parents some time to feel like themselves – get some exercise, relax, make some calls to daycares... It could provide a bit of stress relief.



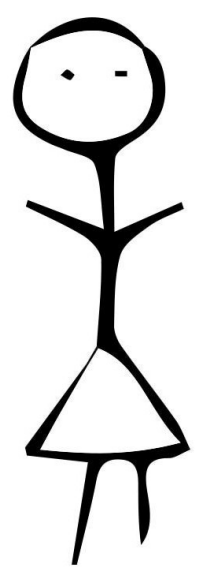
Who and When: A feasibility assessment could be proposed as part of the Squamish Child Care Action Plan (complete Spring 2020). If it's feasible, a pilot project could be started shortly after.



Cost: Depends on user-fees. It would be best to reduce financial barriers and make the offering accessible for all families who need it.



Impact: Low. It's a gesture that acknowledges the strain child care shortage puts on Squamish families and offers a small way to relieve pressure.



“Drop-in care would be great. Just to feel like myself for a short amount of time.”

Additional Action #3 is proposed as a more-detailed step toward meeting the following action from Squamish Child Care Needs Assessment and Strategy 2018-2023:

2.6 Research best practices for flexible, short-term/drop-in and evening/extended hour child care options.