

Squamish Child Care Action Plan

Council COW – March 10, 2020

Community Child Care Action Planning – Grant \$25K

Squamish Child Care Action Planning has been funded by the Community Child Care Planning program of the Province of BC.



Through partnerships and engagement, funded projects will:

- collect info regarding child care needs,
- create an inventory of existing child care spaces,
- identify space creation targets over the next 10 years, and
- identify actions that can be taken to meet those space creation targets.

Milestones

June 2018

- OCP adoption, policy support for working with partners to facilitate quality, affordable, accessible child care

October 2018

- Council endorsement of Child Care Needs Assessment + Strategy 2018-2023

March 2019

- UBCM Grant for child care action planning received

Summer/Fall 2019

- Community & partner engagement

November 2019

- Child Care Open Houses at Brennan Park (2-days)



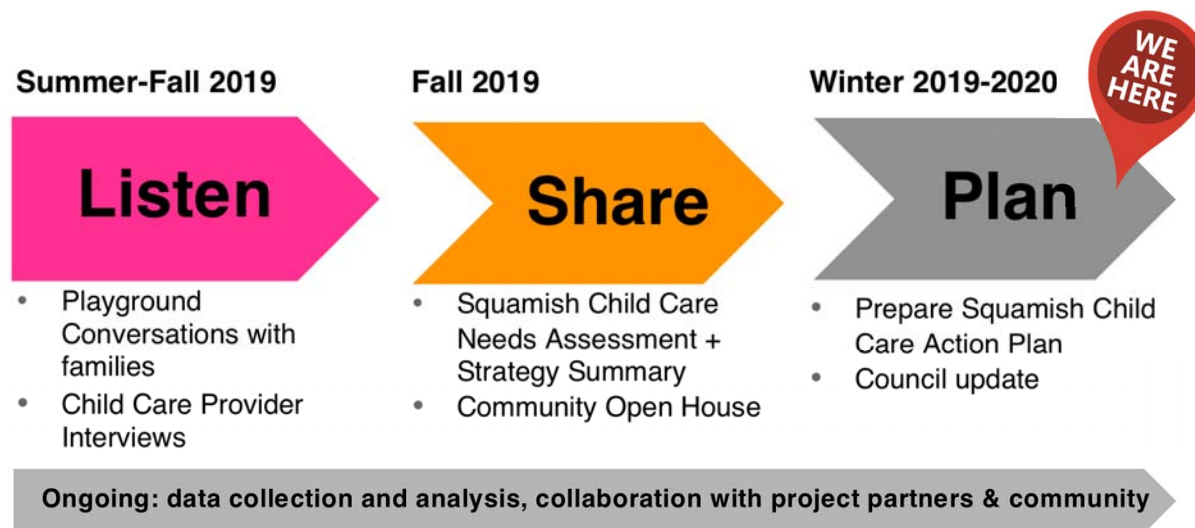
Project Activities

Build on *Squamish Child Care Needs Assessment & Strategy 2018-2023*, by:

1. Refining child care targets, with focus on spaces by age group/license type, location and co-location, operational flexibility, and support for underserved populations;
2. Identifying organizational leadership, critical partnerships, and required resources to improve child care access rates; and
3. Review and update of municipal child care licensing processes.

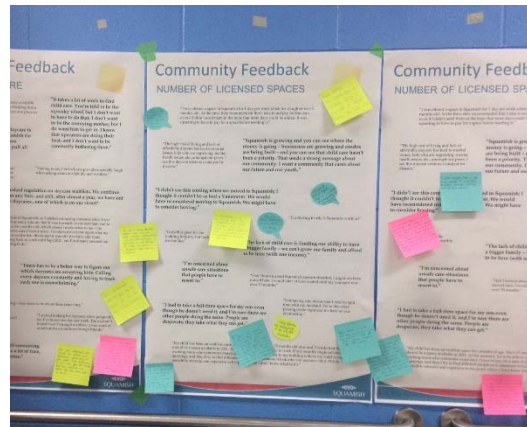
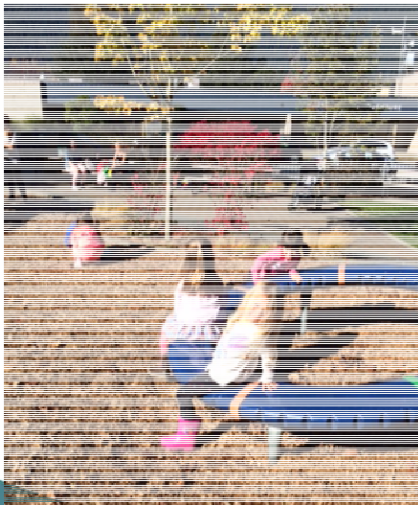
Status Update

- Grant awarded + funding agreement signed March 2019
- 3-month project extension awarded; all activities to complete by June 2020
- Community and partner engagement
- Squamish Child Care Action Plan drafted
- Squamish Child Care Facility Guide drafted
- Project info: squamish.ca/childcare



Community & Partner Engagement

- One-on-one conversations with child care operators and families.
- Advisory group including School District 48, Vancouver Coastal Health, Sea to Sky Community Services, and Squamish Child Care Resource and Referral.
- 2-day Open House at Brennan Park Nov 2019.
- Engagement with faculty and students from Capilano University's Squamish-based Early Childhood Educator program.
- Engagement with Aboriginal Supported Child Development.
- Project updates shared at Sea to Sky Collaborate for Kids meetings.



Draft Action Plan

Update and companion document to the *Squamish Child Care Needs Assessment and Strategy 2018-2023*.

Part 1: Current State and Future Needs

Refined, detailed summary of the current state of child care in Squamish and projected future needs.

Part 2: Actions

Tangible, actionable strategies for advancing the highest priority recommendations in the Squamish Child Care Needs Assessment and Strategy.

Part 1: Current State & Future Needs

Refined, detailed summary of the current state of child care in Squamish and projected future needs.

Squamish Child Care Access Rate by Age Group (Sept 2019):

Age Range	Age Range Total [*]	Number of Spaces	Child Care Access Rate
Infants and Toddlers (12-30 months)	478 ^{**}	96 ^{***}	20% ←
Preschool Age, including part-day Preschool (30-60 months)	1010	516	51% ←
Preschool Age, excluding part-day Preschool ^{****} (30-60 months)	1010	414	41%
School Aged Children (5-12 years)	2117	205	10% ←
Total Child Population (0-12 years)	3894	817	21% ←

^{*} 2019 population estimate based on Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016002, and average annual growth rate for 0-12 population between 2006 and 2016 of 3.5%.

^{**} Assumes no under 1s are in licensed care by excluding this population from the Infant/Toddler age category.

^{***} Assumes 1/4 of FCC and Multi-Age spaces are occupied by children less than 30 months of age.

^{****} "Preschool" programs typically run part-time, from 1 to 4 hours/day.

Part 1: Current State & Future Needs

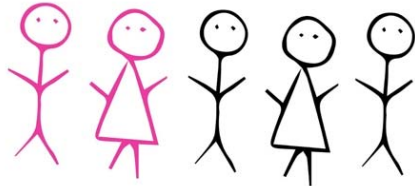
In Squamish...

there are full time spaces for **one in five** kids aged 12 to 30 months.



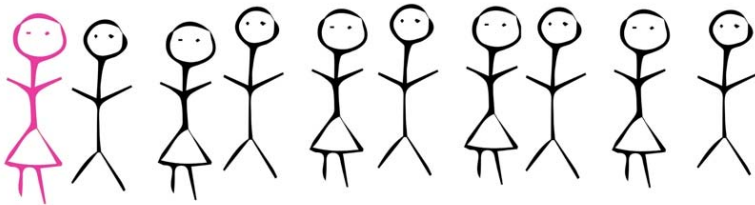
"I'm concerned about unsafe care situations that people have to resort to."

there are full time spaces for **less than half** of kids aged 3 to 5 years.



"The lack of child care is limiting our ability to have a bigger family – we can't grow our family and afford to be here (with one income)."

there are spaces for **one in ten** kids aged 5 to 12 years.



"I'm starting to ask, is Squamish worth it?"

Part 1: Current State & Future Needs

Growth and Demographics

- Rapid population growth
- High percentage of children relative to other age groups
- High migration rates and lack of extended family
- High educational attainment and labour force participation rate

Affordability

- High housing cost
- Low rental vacancy
- High cost of child care space
- Staff shortage

"I didn't see this coming when we moved to Squamish; I thought it couldn't be as bad as Vancouver. We would have reconsidered moving to Squamish. We might have to consider leaving."

Part 1: Current State & Future Needs

Child Care Staffing

"We would like to expand our child care centre, and we've explored various ways it might be possible, but staffing is the limit."

Canada:

97% of child care providers are women,
1/4 of child care workers need a second job to make ends meet,
ECEs earn 40% less than women with similar education.

"We've been days away from closing because of staff shortage".

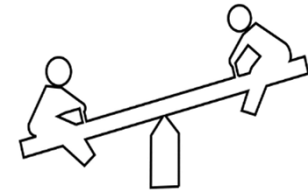
Squamish:

Median hourly wage for ECEs
and ECEAs is **\$18.12** per
hour.

"I'm not a child educator – my child would learn more with trained teachers in a social setting. It's a missed educational opportunity when moms stay home because they can't find care or it costs too much."

Part 1: Current State & Future Needs

Age Groups/Licence Types – Maintaining Balance



Licensed Child Care Spaces in Family Homes and Non-Residential Centres:

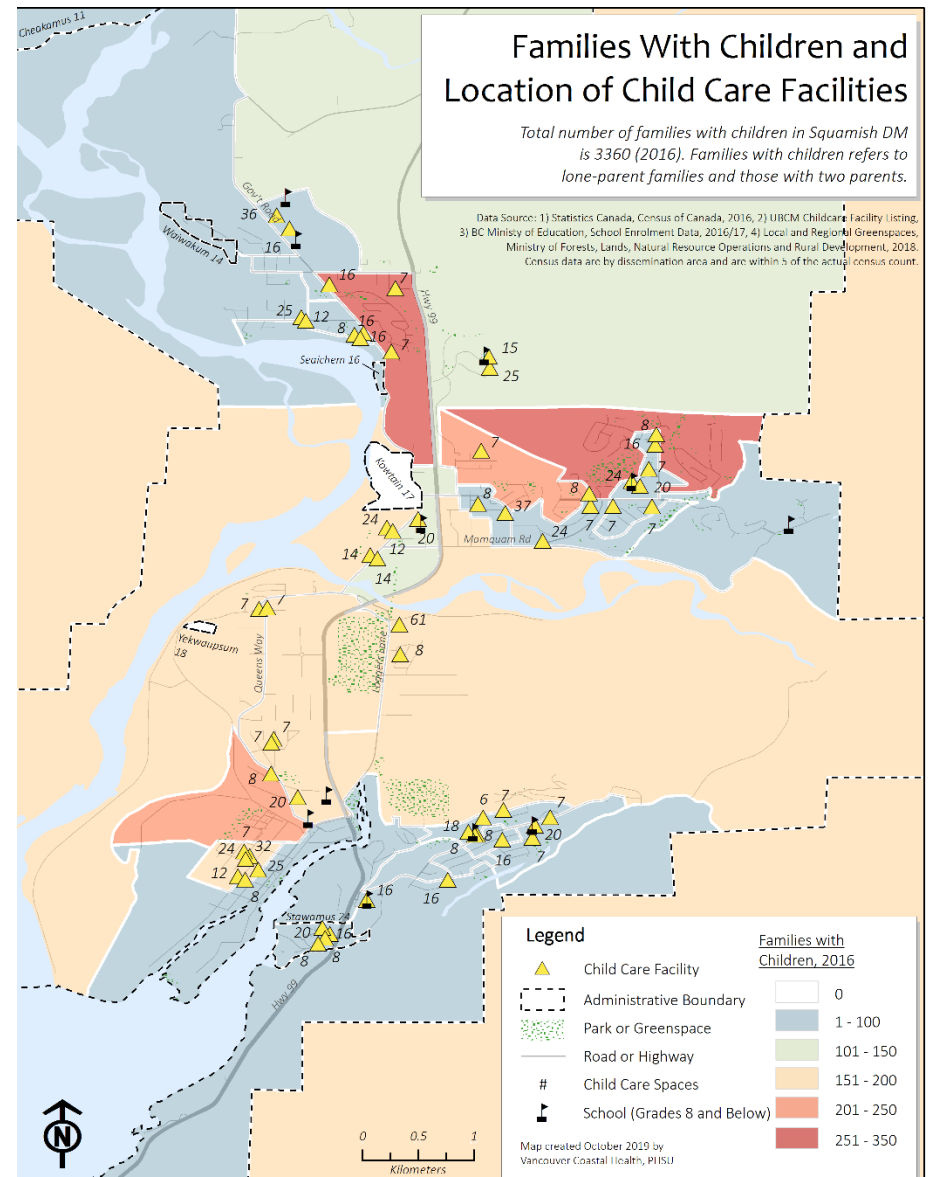
Age Range	Age Range Total (2019 estimate)	Total # of Spaces (Sept 2019)	% of Spaces (family home)	% of Spaces (non- residential)
Infants and Toddlers (12-30 months)	478	96	42%	58%
Preschool Age, including part-day Preschool (30-60 months)	1010	516	28%	72%
Preschool Age, excluding part-day Preschool (30-60 months)	1010	414	35%	65%
School Aged Children (5-12 years)	2117	205	0%	100%
Total Child Population (0-12 years)	3894	817	23%	77%

Part 1: Current State & Future Needs

Location

- Licensed spaces are currently well-distributed by neighbourhood and age-group/licence type

"No one gets to choose where in Squamish their child care is, you have to take anything you're offered and just find a way to get there."



Part 1: Current State & Future Needs

"I have already lowered the standards of what I'm looking for. I'm concerned for friends who have done this as well and people having to accept situations that aren't what they want for their families."

Underserved Populations

(children with extra support needs, Indigenous children and families, low-income children and families, young parents under the age of 25, children and families from minority culture and language groups, immigrant and refugee children and families, and francophone children and families.)

When licensed child care spaces are scarce, children and families who might benefit the most from affordable, high quality child care may be the least likely to be able to access it.

"How can children who need extra support be supported when you have no stability of care?"

Part 1: Current State & Future Needs

Economic Impact – Focus on Women



71%

Post-secondary certificate, degree, or diploma, 7% higher than BC average

“It’s such a tragedy to have all these highly educated, motivated women unable to contribute to the economy.”

Labour force participation:

Squamish women: 70.8%

BC women: 59.7%

“If both parents had access to flexible work arrangements and part time options, more women would be able to remain in the workforce.”

Labour force participation rate gap between men & women:

Squamish: 9.2%

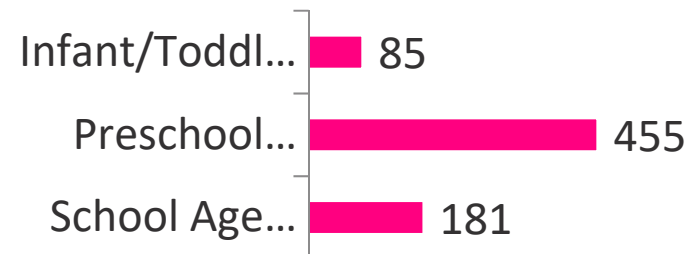
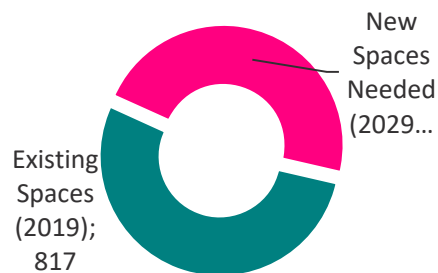
BC: 8.6%

Part 1: Current State & Future Needs

Projected Future Needs

“Reach” Target Access Rate: 30%

- **720 new licensed spaces by 2029 (72 per year)**
- **88% increase**



Part 1: Current State & Future Needs

Focus on Infants/Toddlers

- Higher employee to child ratio in group care
- Higher employee educational requirements in group care
- More requirements for physical space in group care
- Restricted number of infants/toddlers in family and multi-age care

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Licensed care of infants/toddlers significantly more expensive to provide than for older age groups

Reaching Access Rate 30% by 2029: Total of 93 new licensed infant/toddler spaces



Part 2: Actions

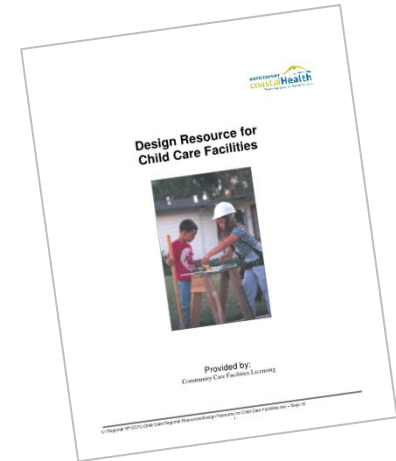
Focus on: tangible, actionable strategies for advancing the highest priority recommendations in the *Squamish Child Care Needs Assessment and Strategy*

- **Amenity space creation guidelines**
- **Affordable housing for educators**
- **Update District processes and resources**
- **Provide child-minding and improve middle years programming**
- **Build partnership between District and School District 48**

Part 2: Actions

Preliminary Amenity Space Creation Guidelines

- Criteria for child care space proposed in new development applications:
 - Meets core community needs
 - Viable in the long term
 - Meets physical requirements for licensing
 - Location, co-location
 - Affordability
 - Waitlist policy
 - Hours of operation
 - Referral process for collaborative review (VCH and CCRR)



OCF Policy 28.8d: Encourage the provision of child care amenities within neighbourhood developments. Encourage large employers and developers of mixed use commercial and multi-unit developments to provide on-site amenity child care space.

Part 2: Actions

Affordable Housing for Educators

Mismatch between the level of education required of child care workers and their wages is compounded in Squamish by high cost of living, especially lack of affordable housing.

Affordable units are to be occupied by a person currently working in front-line child care provision, with priority for those who have ECE certification or are in the process of obtaining ECE certification.

OCP Objective 12.9a: Provide adequate and affordable workforce housing in the community.

Part 2: Actions

Update District Processes and Resources

Completed:

- ✓ New dedicated childcare page www.squamish.ca/childcare
- ✓ Review of municipal requirements
- ✓ Squamish Child Care Facility Guide

Next Steps (2020):

- Minor Zoning Bylaw updates (definitions & parking clarification)

OCP Policy 25.8b: Uphold the Squamish Children's Charter of Rights and apply a child and family lens in community planning, policies, programming, and service delivery.

Part 2: Actions

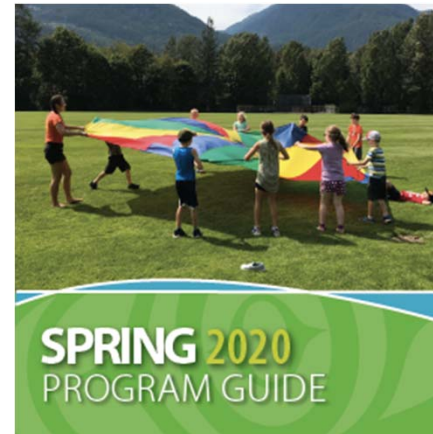
Recreation Services

Provide Child-Minding:

- For children under-3

Improve Middle Years (7-12) Programming

- Remove transportation barriers.
- Offer programming in hub locations and at or near schools.
- Provide + improve transportation from school.
- Access external funding sources – Jumpstart, BCRPA.
- Drop-in gym and pool options.



OCP Policy 18.4d: Enhance recreation access, services and programming for children and families, youth, seniors, and vulnerable and at-risk populations, providing a range of affordable, age-appropriate and accessible play, recreation and nature exploration opportunities.

Part 2: Actions

Build Partnership Between District and School District 48

- Build on Valleycliffe experience.
- Formalize relationship with MOU/Child Care Protocol.

OCP Policy 28.8e: Work with School District 48 to establish a Child Care Protocol to stabilize existing and increase the viability of new child care spaces/programs to ensure no loss in space under the parties' collective control, and plan for joint use of space for new child care spaces.

District Programming in Schools?

- Schools at/near capacity
- Start small: explore possibilities of shifting current programming 1-2 afternoons/week to school space wherever it might be available: multi-purpose rooms, gyms, fields/outdoor classrooms.
- Work toward a joint-use agreement.
- Future consideration of a community school.

OCP Policy 18.4e: Explore opportunities for mobile recreation services and 'pop-up' programming for greater outreach in neighbourhood centres, parks and public open spaces, schools, and community facilities.

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Recommendation:

THAT the District of Squamish receive the Draft Squamish Child Care Action Plan;

AND THAT the District of Squamish direct staff to implement the actions and next steps recommended in the plan.

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Next Steps:

- Finalize Squamish Child Care Action Plan (June 2020)
- Implement Actions
- Consider future funding opportunities

Thank you!