

WHAT WE HEARD

Community Engagement Summary



City of Prince Rupert
Child Care Assessment & Action Plan
Submitted by Watson Projects
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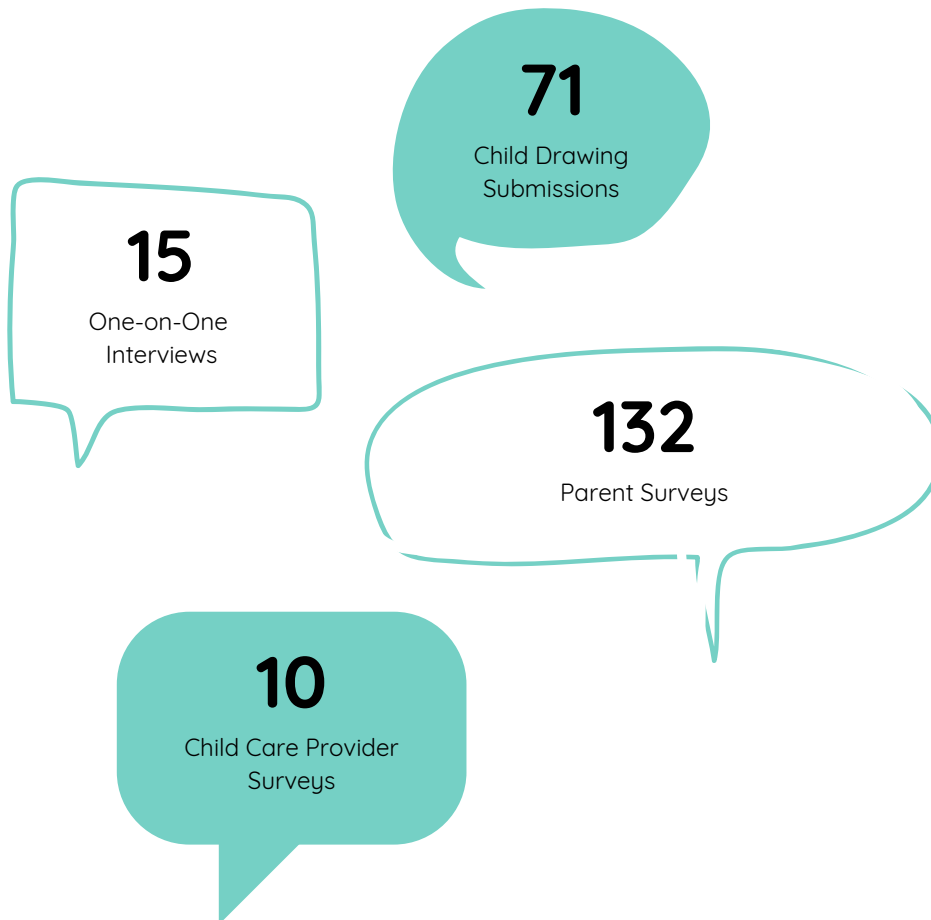
Introduction

Community engagement is a core component to developing a Child Care Assessment & Action Plan that reflects the realities of the Prince Rupert community. Engagement opportunities provided an opportunity to hear directly from parents, children, child care providers and local organizations in order to understand the current state of child care in Prince Rupert.

The following summarizes how the community of Prince Rupert has been engaged to-date (“What Was Done”) and highlights key findings (“What We Heard”). Engagement findings will be used to help inform the development of the Child Care Assessment & Action Plan.

What Was Done

The graphic below is a visual summary of the engagement process completed to-date:



The following engagement activities were completed between July and September 2019:

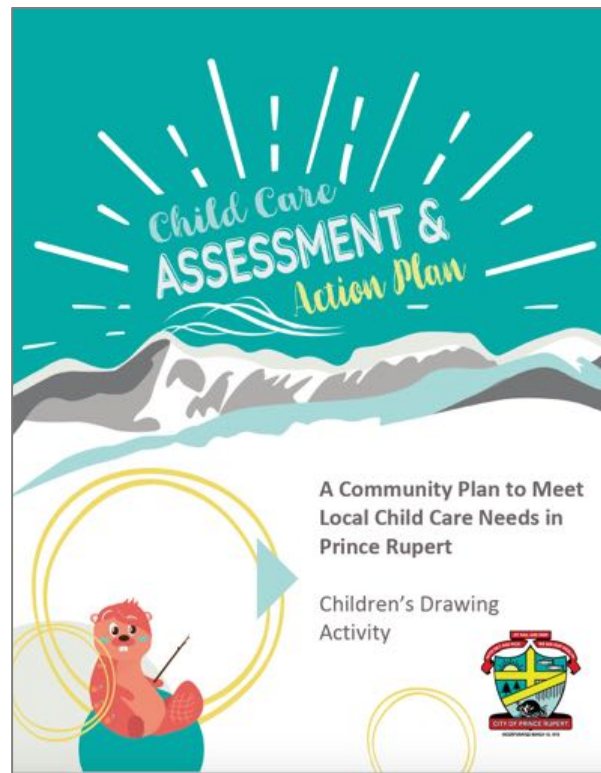
1) One-on-One Interviews – Interviews were conducted with representatives from a range of organizations to gain insight into their experience with child care in the community, including their role and client needs. Representatives from the following organizations were interviewed:

- 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 - Provided an opportunity to hear directly 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 - Provided an opportunity to hear directly from local child care providers about their programs and experience with child care in Prince Rupert. The survey was available online with the survey link emailed directly to all licensed child care providers.

4) Child Participation Activity - Provided an opportunity to hear directly from children about what they value in respect to their care environment. Child consultation toolkits were available on-line as well as distributed to Aboriginal Head Start, Westview Childcare Centre, Discovery Childcare 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).

What We Heard

This section breaks down overall themes from the consultation along with key findings from each engagement activity.

Overall Themes

While community input was diverse, a number of overarching themes emerged from the engagement process. These 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.

Engagement by Activity

This section highlights engagement results from the parent survey, child care provider survey, one-on-one interviews, and the child participation activity. A detailed summary of the survey results are available in Appendix A (Parent Survey) and Appendix B (Child Care Provider Survey).

“We came here for work. Finding daycare was the single hardest thing when we moved here.” -
Survey Participant

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 a 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 childcare fee reduction initiative, and 5/10 childcare BC maintenance fund.
- **Assistance** - 7/10 survey respondents indicated that they offer assistance to parents when applying for affordable child care benefits.
- **Child Care Needs** - In the open responses, participants expressed child care needs to be for children under 36 months; need to provide ECE's 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 could address staffing challenges.

“Honestly, until more people go to school and get their ECE and until ECE’s 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

- **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 childcare.

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 ECE's - ECE's 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 childcare subsidies for parents and/or childcare providers.

“The supply of child care places are very responsive to effective demand; the problem is not one of supply but of the willingness and ability of parents and others to pay child care staff a living wage for the care they provide. Once you offer a real living wage, then you might find that more people are willing to become child care providers. and more spaces would open up.” - Survey Participant

- 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 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 outdoors 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 ease transitions for children between child care and kindergarten.
- Develop and offer flexible childcare, 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 ECE's.

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 that 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.

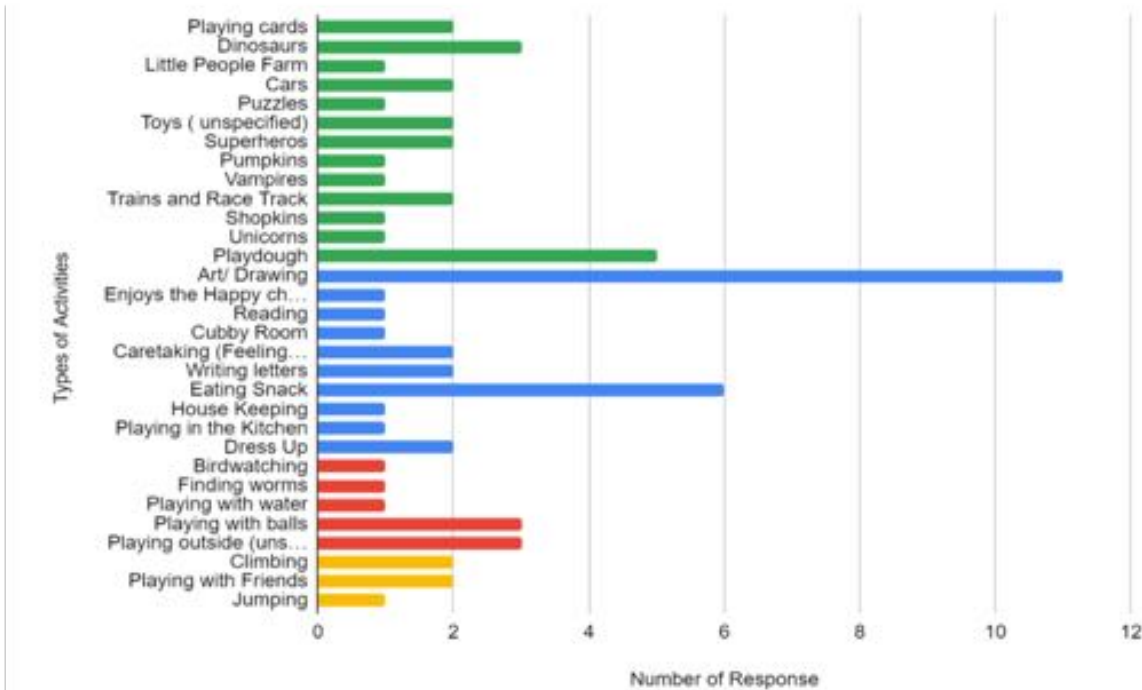
There were 71 submitted drawing activity worksheets with child participants' ages ranging from approximately three to nine years old. Most pages had a child's drawing in pen, crayon or marker paired with an adult's written description of what the image was demonstrating.

Drawing Examples



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.

Child Drawing Activity Results



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 totally 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.

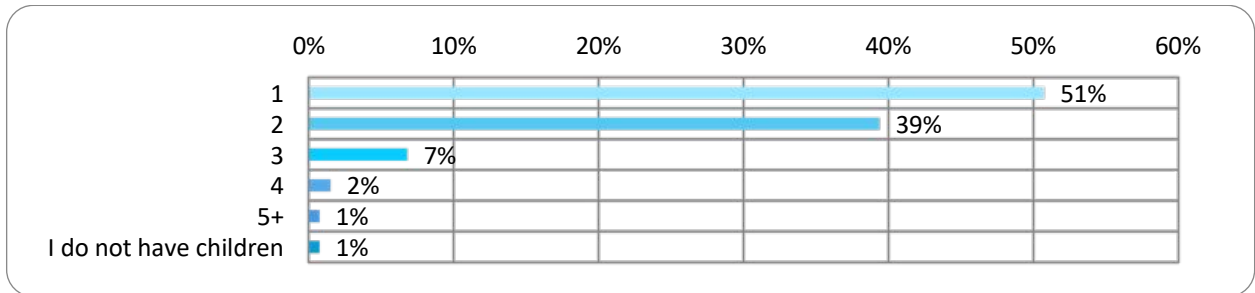
Finally, of the seventy-one (71) drawing activities, there were a total of nine (9) drawings that were not included in the analysis. One (1) child wrote that they liked everything, one (1) wrote “H” to represent there name, the remaining seven (7) drawings did not have written explanations and were impossible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

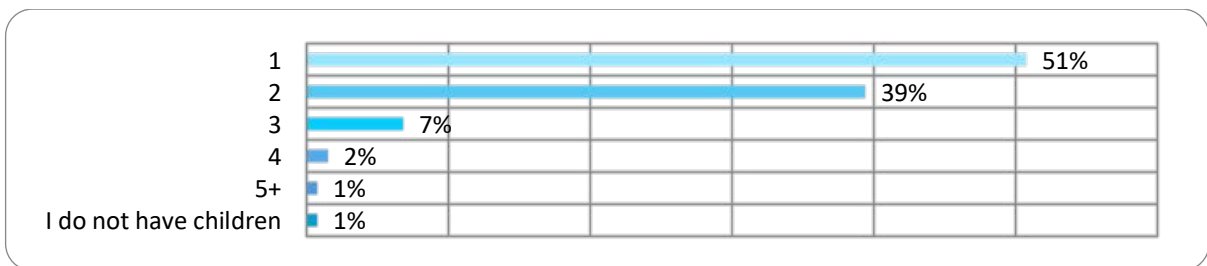
Appendix A: Parent Survey Results

1. **Where do you live?** 128 - Resident of the City of Prince Rupert 4 - Resident of the North Coast RD

2. **How many children aged 0 to 12 live with you on a full-time or part-time basis for whom you are the parent or legal guardian?**

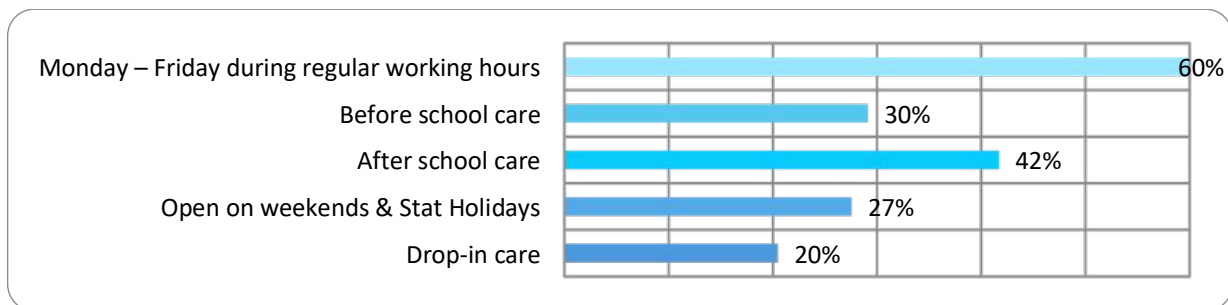


3. **What are the ages of your children?**

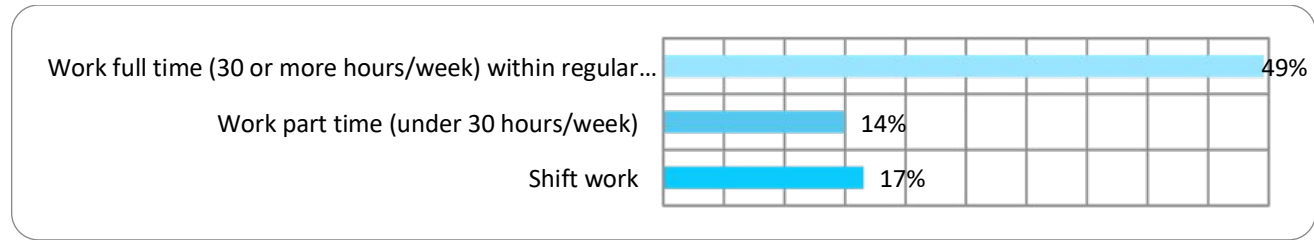


4. **The primary reason I require child care is:** 89% of parent participants require child care so that they can work.

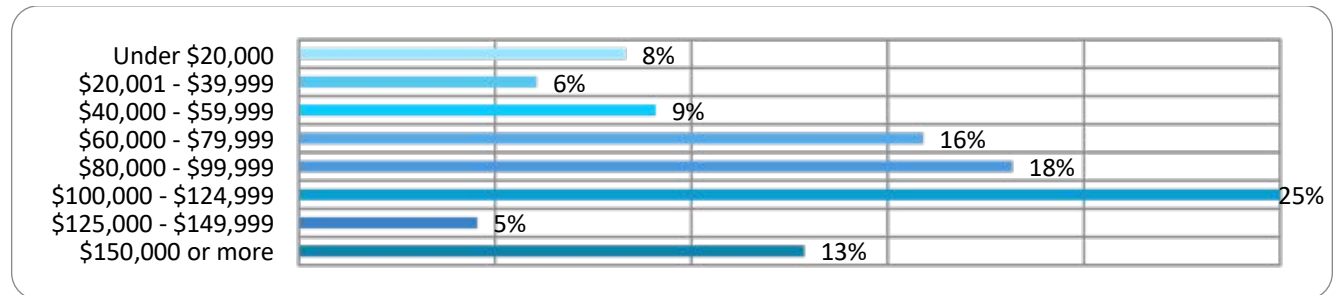
5. **What is the child care schedule you require?** 60 % of parent participants indicated that they require regular working hour care. 30 % indicated a need for before school care and 42% afterschool care. 27%, of respondents indicated a need for child care on weekends and Statutory holidays. These numbers and chart below identify the top 5 schedule requirement and demonstrate the anecdotal demand for flexible extended hours of care.



6. Which best describes your current work/study circumstance? 49% of parent participants indicated they work full time, and 17% indicated they work shift work.



7. What was your family's annual income in 2018, after tax?



8. How does your child(ren) / family identify? Please select all that apply.

Indigenous	47
Caucasian	94
Immigrant and/or refugee	4
Francophone	3
Children with extra support needs	10
Young parent families (parents under the age of 25)	4
Single parent	18
Other (Please specify below)	9

9. If your child(ren) have attended or are currently receiving care, have you utilized any of the following? Please select all that apply. 35% of parent participants have accessed affordable child care benefits, 61% have not accessed financial assistance.

10. Are you aware of the child care affordability programs that you may qualify for? 49% of participants are unaware of child care affordability programs.

11. What child care challenges have you experienced (check all that apply)? Top five child care challenges expressed by participants:

- Cost of care (58%)
- Long waitlists (58%)
- Finding child care that matches my work /school schedule (47%)
- Accessing infant/ toddler spaces (42%)
- Dependable Care and Quality of Care that Aligns with my values (30%)

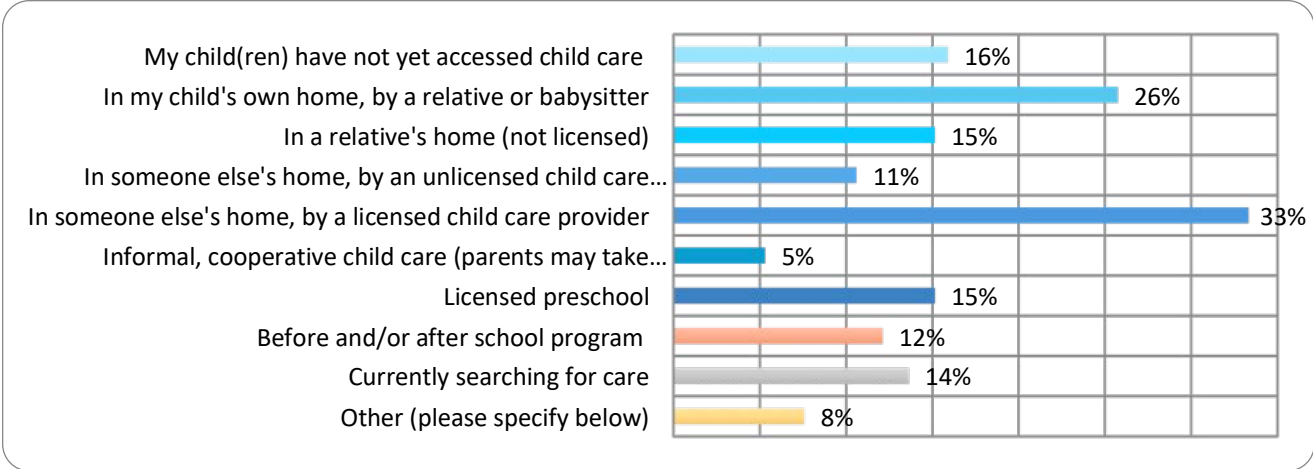
12. Do you believe there is an adequate supply of child care services and supports in Prince Rupert?

86% of parent participants believe that there is an inadequate supply of child care services and supports.

Responses have been organized by themes and summarized below:

Themes	Summary of Comments
Availability of Care	<ul style="list-style-type: none"> • Limited full-time spaces • 4-8 weeks off for vacations in a year • Long waitlists (48 responses) • delayed return to work because of lack of care • not enough for evening care like until 10 pm even and weekends • overnight care for shift work • shift workers (19 responses) we need overnight care, day care and transportation to and from school • quitting child care services next year • infant toddler care (10 responses) • not nearly enough before and after school care. • children with disabilities or special needs • Licensed group care is lacking • difficult to find a part time care provider. • Finding out who provides care and who has space is not transparent and you have to know someone to get in • not enough child care for ages 6-10. My kid doesn't want to be with the younger kids / babies • Need support for special needs children
Availability of Qualified Staff	<ul style="list-style-type: none"> • wages are not high enough • certified staff • not enough professional people offering childcare
Affordability	<ul style="list-style-type: none"> • High cost of care • cost of even just part time child care is high. • too costly for parents who make minimum wage • shift work deters them or price gets increased
Quality of Care	<ul style="list-style-type: none"> • facility type child care, the rest are in home. (8 responses) • Very basic programs (no Montessori, etc.). • home care licensed providers have fluctuating cleanliness, training and record keeping • The ratio of licensed day care center vs. home-based daycare is disproportionate • mandatory vacation to accommodate home care daycare's time off • lack an outdoor centred child care facility. • not enough child care centres vs home-based centres

13. What type of child care are you currently using? Please select all that apply:

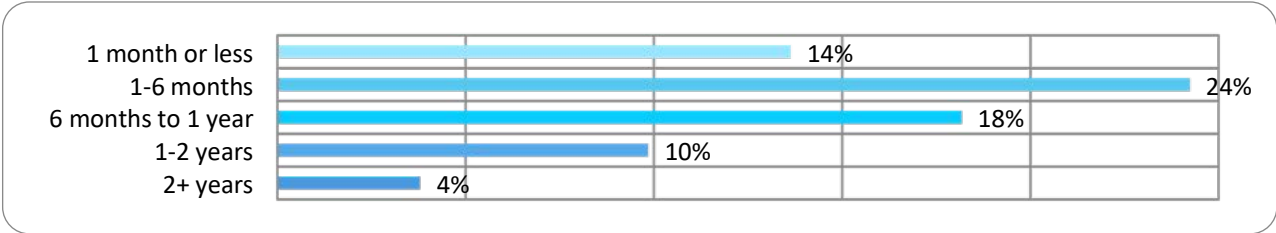


14. How satisfied are you with each of the following aspects of your current primary child care arrangement for your child?

	Very satisfied	Satisfied	Neutral	Dissatisfied	Very dissatisfied
Location	42%	25%	27%	3%	2%
Quality	47%	25%	21%	3%	4%
Hours of care	37%	23%	27%	8%	5%
Cost	26%	24%	31%	14%	5%

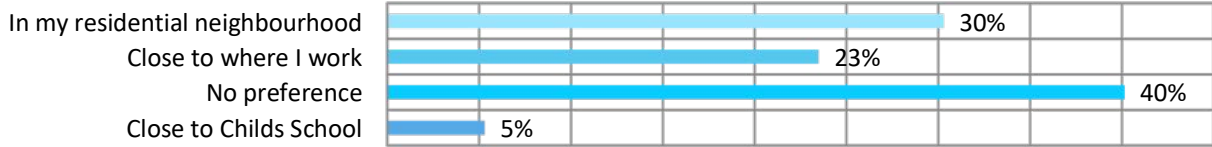
15. What is the main reason for selecting your primary child care provider? Top two responses from parent participants was the trust in care provider (34%) and only option available (27%).

16. Approximately how long did it take to secure a spot with your current child care provider?



17. Has child care impacted your ability to undertake the following (select all that apply): 76% of parent participants indicated that child care has impacted their employment.

18. Ideally, where would you prefer your child care provider to be located:



19. What do you see as the greatest child care needs in the City of Prince Rupert?

- **Reliable drop in** centre
- **Before and after school care**, attention to elementary students as well as pick up and drop off to the places
- Care for young **children under 3**.
- More part time and partial day options, sharing options
- **Extended hours** to accommodate shift work, late evenings, weekends, overnight.
- **Infant toddle care**
- summer programs
- Educational forum on opening a licensed daycare, possible locations, grant information, etc.
- outdoor preschool/daycare/kindergarten option
- Finding energetic people to work in the field
- stress due to **staff shortages** and then having to work with minimal breaks and lack of **pay**
- need to attract professionals and retain
- subsidized education for prospective employees
- Childcare providers to have some sort of incentive.
- can calm down an emotional child
- Professional individuals to offer a service of after school care
- Spots at a **cost** that is cost effective
- Subsidized childcare
- Affordable child care services for families/individuals that are in a low economic bracket.
- Educational Support
- **transportation** for school aged children to before and after school care.
- offer the best educational programming, curriculum, are safe and reliable
- **Collaborations** between existing daycares and sites need to happen, and on waitlists and availability (central inventory)
- Centers that have multiple employees so don't close for vacations or illness.
- **Infant care**
- **before and after school care** with budgets for ECE's
- Special needs aware
- day cares close for August and there is no place for the children to go
- **Increase in available services**

20. Please share any additional stories or information that would be helpful in developing a child care plan for the City of Prince Rupert.

- Families without family or additional supports face a major challenge for both parents to work full time.
- Look at the Canucks Autism Network and how they train their staff and volunteers. Mentoring programs need to occur in high schools etc.

- There are plenty of ECE trained individuals however they can't compete with the **wages** etc. offered by the school district. At least 60% of trained individual head to SD52.
- **Cultural learning** is important for everyone.
- All the **at-home daycares tend to close down for up to a month** for their own personal vacations. There are more at home daycares than proper centres. As such, working parents need to find alternatives for this time the daycares close. Year-round, reliable daycare is important since parents can't always get 1 month off work.
- Before moving to Prince Rupert, I already had a hard time finding childcare for my daughter. the day care centres are not also welcoming and friendly. they do not answer phone calls and/or emails even just for inquiry. They don't update their websites and there is long waitlist. For a single parent like me, child care is very important.
- Québec seems to have a good system for daycare. I haven't studied it closely, but it seems a lot easier for people who need it to **access affordable daycare**.
- The child care that is **available** and the **quality** of that care dictates the type of job I do and how much employment I take on. I am a teacher and would like to increase my workload as my kids are getting older but I can't do that if I can't find quality and affordable child care for them. The more options available for parents, the more gaps can be filled in the work force.
- I'd like to see an increase in small daycare facilities, preferably some specializing, rather than one mega facility to meet everyone's needs. Also, I would LOVE to see a Montessori option!
- **Before and after school** programming is vital, accessibility for everyone
- For **shift workers**, collaboration with employers to setup facilities that are staffed 24/7 and 50% (at least) funded by those employers
- There are lots available for after school care and drop in for under 5; however, there is a small homeschooling community here and having childcare available for those who home school age children and work or looking for work, can assist with them getting training during the day and looking for employment if needed.
- We came here for work, **finding daycare** was the single hardest thing when we moved here. I could not start work until I found daycare, and that took 8 weeks! The city is missing out on revenue by not having a city run facility that would provide jobs and quality care. The lack of daycare and a city strategy for daycare is a very serious issue and it makes Prince Rupert inaccessible for families to live, work, and stay here. I have never experienced anything so unorganized, inaccessible, and unaccountable at daycare in Prince Rupert.
- If you think of daycares as little "towns" it's easier to build a community with pooled resources that's why I believe you bring all these "towns" under one big roof with pooled resources you would have a flourishing "city" of little rugrats getting exceptional care for exceptional price to parents.
- 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. Finding a temporary rental while we were looking for houses to buy was also an awful experience.
- Working with young children is often perceived as similar to mothering and something instinctive and enjoyable to women. This view is perpetuated by government, the broader community, and, sometimes, educators themselves. Most educators are paid close to the minimum **wage**, with low variability in pay. Degree-qualified early childhood teachers are particularly disadvantaged. parents and others who buy child care are apparently unwilling, or unable, to pay for more highly educated workers or for those with more work experience. Providing extra benefits packages might attract more to the industry.
- The complaint of social critics that "there aren't enough places available" completely misses the point. "The supply of child care places are very responsive to effective demand; the problem is not one of

supply but of the willingness and ability of parents and others to pay child care staff a living wage for the care they provide. Once you offer a real living wage, then you might find that more people are willing to become child care providers. and more spaces would open up.

- Maybe if the wage was better for child care workers it wouldn't be so hard to keep good ones or get more.
- Not having to pay a flat fee for part time daycare. Some daycares make you pay monthly to 'hold' the spot no matter how often you need to use them. Other make you pay even while they are on holidays.
- Shift working is important to this community yet most day homes and daycares only operate on a Monday - Friday 9-5 schedule. This does not work for most of the community. We need longer hours and more flexibility of days to choose from- I shouldn't have to pay for full time care when I only use a few days each week as 1 of us is a shift worker.
- The child care that is available and the quality of that care dictates the type of job I do and how much employment I take on. I am a teacher and would like to increase my workload as my kids are getting older but I can't do that if I can't find quality and affordable child care for them. The more options available for parents, the more gaps can be filled in the work force.

Appendix B: Child Care Provider Survey Results

1. Please identify who you represent when completing this survey:

- 2 - Child Care Provider
- 8 - Early Childhood Educator / Assistant

2. Where is your child care facility located?

- 4 - Residential building (also used as a family home)
- 1 - Commercial building
- 4 - School building
- 1 - Religious institutional building

3. What type of tenure agreement is in place for your child care facility or space?

- 4 - Own building
- 1 - Month-to-month rental/Lease
- 2 - Lease expiring in the next 5 years
- 3 - Unknown

4. Is your location permanent or do you expect to have to relocate?

- 6 - Permanent location
- 2 - Expect to relocate. Reason for relocation: _____
- 2 - N/A

5. Do you have plans to expand or renovate your child care facility?

- 3 - Yes, please explain:
 - In a school and limited by the existing infrastructure size;
 - Looking to do maintenance and improvements to home-based day care with fence, yard improvements etc.;
 - Desire to purchase or find a permanent location, not rental month to month.
- 2 - No
- 5 - Unsure

Program Information

6. What types of programs do you provide? (Check all that apply)

- 1 - Group child care – Under 36 months
- 2 - Group child care - 30 months to school-age
- 4 - Group child care – School age (before-and-after school care)
- 4 - Preschool – 2.5 years old to school age
- 1 - Family child care
- 1 - In-home multi-age child care
- 1 - Multi-age child care
- 1 - Other: early intensive behaviour intervention for children with autism spectrum disorder

7. What is the care schedule you offer?

- 10 - Monday – Friday during regular working hours
- 2 - Early mornings / late evenings
- 7 - Before school care
- 7 - After school care
- 2 - Drop-in care

8. Do the programs you offer typically have waitlists? If yes, please indicate average length, program type and average number of children on the waitlist:

- 1 - Do not typically have a waitlist – no issues accepting children
- 4 - 6 months to 1 year:
 - Under 36 months average waitlist 3
 - 30 (programs for infant/toddler and 2 ½ to 5.)
 - 1-7 on waitlist
 - Booked for 2021/22 and 4 on waitlist
- 2 - 1-2 years:
 - Preschool and before and after car – 40 on both lists
 - Preschool with pick up and drop off 12+ on waitlist
- 3 - 2+ years:
 - 3 to 5 programs with 10-15 on waitlist; before and after school care 3 +
 - 2= year waitlist with 20+ children for before and after school care

9. Do the programs you offer typically have spaces available / vacancies? If yes, please indicate reasons (select all that apply):

- 2 - Not enough trained staff
- 7 - The programs I offer do not typically have spaces available/vacancies
- 2 - Low demand
- 1 - Other: children age out or move.

10. Does your facility offer specialized programming for children that require extra supports or for vulnerable families?

- 5 - Yes, please list specialized programs:
 - Speech pathologists, extra needs will apply for support worker
 - SSC consultants and specialists
 - EIBI programs designed for children with ASD
- 5 - No

11. Have you received other funding for your child care facility? Select all that apply.

- 6 - Childcare Operating Funding (base funding)
- 7 - Childcare Fee Reduction Initiative
- 1 - Start-Up Grant Program
- 5 - Childcare BC Maintenance Fund
- 8 - ECE Wage Enhancement
- 1 - BC Employer Training Grant (Non-Profits only)
- 1 - Young Parent Program
- 1 - No, I have not received other funding

- 1 - No, I am unaware of the available funding sources.
- 2 - Not sure

12. Does your child care facility offer and provide services to families eligible for the Affordable Child Care Benefit offered through the Province of BC?

- 7 - Yes, please outline services:
 - Assist with affordable child care benefits
 - Ask parents if they want or need to apply
 - Assist in applying for subsidies
 - Assist in applying and the parents pay difference
- 3 - No

Challenges & Opportunities

13. What do you see as the greatest child care needs in the City of Prince Rupert?

- Children under 36 months
- qualified ECE's incentives, benefits, fair pay, wage increases
- proper outdoor spaces for children
- funding to enrich programs, funding and benefits to retain trained staff.
- More funding for parents
- before and after school care
- Changes to city bylaws to locate child care centers in accessible locations
- early special education, there is a lack of trained professionals to address the learning needs children with ASD
- 3-5 full day care, after school care and overnight care.

14. What do you see as the key challenges to meeting local child care needs in the City of Prince Rupert (select all that apply)?

- 10 - Qualified staff attraction & retention
- 6 - Lack of staff training / educational opportunities
- 10 - Staff wages too low
- 3 - Lack of affordable child care subsidies for parents
- 9 - Lack of infant / toddler spaces
- 3 - Lack of access to child care related information
- 8 - Lack of supports for children in need of assistance and vulnerable families
- 3 - Lack of culturally appropriate care
- 2 - Child care licensing restrictions
- 3 - City of Prince Rupert Zoning Bylaw restrictions
- 3 - City of Prince Rupert Business License Bylaw restrictions
- 1 - Other: support ECEBC and the 10-a-day plan for childcare

15. Do you have any additional thoughts about local child care challenges in the City of Prince Rupert?

- A park designed for toddlers/pre-schoolers on the far end of the East side, Conrad park is too advanced for the younger children and occupied by the school children 10 months out of the year.
- water front access to teach children about the ocean

16. Do you have ideas regarding how as a community we can best address our child care challenges?

- more family child care and infant/toddler spaces.
- Wage increases
- Create space for child care providers to grow their spaces.
- Offer ECE course locally part time. need the Early Childhood Educators.

17. What do you see as key actions that the City of Prince Rupert could take to support quality, affordable and accessible childcare? (select all that apply):

- 4 - Update Zoning & Business License Regulations
- 8 - Be a community champion and leader for child care needs
- 7 - Provide child care space in a City facility
- 4 - Consider requesting developer provision of child care spaces as part of new high density housing developments and/or major projects.
- 5 - Consider utilizing tax incentive legislation, if applicable, to encourage child care space development.
- 1 - Other