

City of Terrace Community Child Care Needs Assessment and Space Creation Action Plan

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Prepared for:

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Report Terms and Concepts

Descriptions of concepts and terms specific to the content and context of this report are listed below.

Geographic Boundaries:

- **Census Subdivision (CSD):** Census subdivision (CSD) is the general term for municipalities (as determined by provincial/territorial legislation) or areas treated as municipal equivalents for statistical purposes (e.g., Indian reserves, Indian settlements and unorganized territories) (Statistics Canada, 2018a).
- **Local Health Area (LHA):** Local Health Area (LHA) are administrative boundaries for the Ministry of Health (B.C.Data Catalogue, n.d.).
- **Local Service Area (LSA):** Local Service Areas (LSA) is the administrative boundaries for the Ministry of Children and Family Development (B.C. Ministry of Children and Family Development, 2018).

Early Childhood Educator (ECE): ECEs are trained to work with children during their early years of development. Certified ECEs in B.C. are required to have completed a basic early childhood education training program from an approved training institution (British Columbia, n.d.).

Provincial and Federal Child Care Funding:

- **Affordable Child Care Benefit (ACCB):** is a monthly payment, administered through MCFD, to help eligible families with the cost of child care. Factors like income, family size, and type of care determine how much support families can get. Families need to renew their application every year¹.
- **Universal Child Care Benefit (UCCB):** is a Federal tax-free monthly payment made to eligible families to help them with the cost of raising children under 18 years of age².

¹ For more details on the ACCB, see:

<https://www2.gov.bc.ca/gov/content/family-social-supports/caring-for-young-children/child-care-funding/child-care-benefit>

² For more details, see:

<https://www.canada.ca/en/revenue-agency/services/child-family-benefits/canada-child-benefit-overview.html>



Types of Child Care in B.C.³:

1. Licensed Child Care: Licensed child care facilities are monitored and regularly inspected by regional health authorities. They must meet specific requirements for health and safety, staffing qualifications, record keeping, space and equipment, child-to-staff ratios, and programming (British Columbia. Ministry of Children and Family Development, n.d.). Licensed child care facilities meet the requirements of Child Care Licensing Regulation and the Community Care and Assisted Living Act. Types of licensed child care include:

- **Group child care – under 3 years old:** Group child care for children from birth to 36 months with a maximum group size of 12 children in a community-based facility or centre.
- **Group child care – 2.5 years old to school age:** Group child care for children from 30 months to school age (Kindergarten) with a maximum group size of 25 children in a community-based facility or centre.
- **Preschool – 2.5 years old to school age:** Child care for children ages 2.5 years (30 months) to school age (Kindergarten) with a maximum group size of 20 children in a community-based facility or centre. Preschools typically operate on the school-year (September to June). Most preschool programs run from one to four hours a day (some programs can run longer).
- **Group child care – school age (before-and-after school care):** Group child care for school aged children (Kindergarten and up) with a maximum group size of 24 children from Kindergarten and Grade 1, or 30 children from Grade 2 and older with no Kindergarten or Grade 1 children present in a community-based facility or centre.
- **Multi-age child care:** Child care for children from birth to 12 years old with a maximum group size of 8 children in a community-based facility or centre.
- **Family child care:** Child care for children from birth to 12 years old with a maximum group size of 7 children in the child care provider's own home.
- **In-home multi-age child care:** Child care for children from birth to 12 years old with a maximum group size of 8 children in the child care provider's own home.
- **Occasional child care:** Child care for children 18 months old and up with a maximum group size of 16 children (if children under 36 months are present), or 20 children (if no children under 36 months are present) in a community-based facility or centre. This is drop-in child care that can be for a maximum of 8 hours a day and no more than 40 hours per calendar month.

2. Registered Licence-Not-Required Child Care: These are unlicensed care providers. They must have registered with a Child Care Resource and Referral Centre (British Columbia. Ministry of Children and Family Development, n.d.). To register, operators must have completed: criminal record checks, character references, a home safety assessment, first aid training, and child care training courses or workshops. Registered care providers also have

³ For more details on child-to-staff ratio, staff qualifications, and required setting by license type, visit <https://www2.gov.bc.ca/gov/content/family-social-supports/caring-for-young-children/how-to-access-child-care/licensed-unlicensed-child-care>



access to support, training, resources and group liability insurance (British Columbia. Ministry of Children and Family Development, n.d.).

3. Licence-Not-Required (LNR) Child Care: These unlicensed child care providers can operate legally in B.C. They are not registered or licensed and are not monitored or inspected. Unlicensed child care providers do not have to meet health or safety standards. Legally, the child care providers can care for up to two children (or a sibling group) who are not related to them. They may be operating illegally if they have more than two children in their care. Parents and guardians are responsible for overseeing the care and safety of their children in these care arrangements (British Columbia. Ministry of Children and Family Development, n.d.).

4. In-Child's-Own-Home Care: This unlicensed care is when parents arrange for child care at home – like a nanny or a baby-sitter. Children from other families cannot be included in this care. The care provider cannot be a relative who lives in the home. It is not legally required to monitor this care. No specific qualifications are required for the child care provider. This means the child care provider may lack formal child care training or experience (British Columbia. Ministry of Children and Family Development, n.d.).

Universal Child Care: Child care across B.C. that is affordable, accessible, and of high quality.

Underserved Population: Underserved populations may include families with children who have extra support needs, Indigenous (First Nations, Métis, or Inuit) children and families, low-income families, young parents under the age of 25, single-parent families, children and families from minority cultures and language groups, immigrant and refugee children and families, and francophone families.

- **Children who have extra support needs:**
Parents or guardians who indicated children in their household required additional support. Children may require extra support due to a documented developmental delay or disability in one or more of the following areas: physical, cognitive, communicative, social, emotional, or behavioural.
- **Indigenous children and families:**
Parents or guardians who identified as themselves or their child as First Nations (North American Indian), Métis, or Inuk (Inuit).
- **Low-income families:** Households with total income from all sources (before taxes/deductions) during the year ending December 31, 2018 is matched to Low-Income Status as defined by Statistics Canada. The Low-Income Status varies by family size and community size⁴.
- **Young parents under the age of 25:**
Parents or guardians born from 1994 and onwards.

⁴ For more details see: <https://www12.statcan.gc.ca/census-recensement/2016/ref/dict/fam019-eng.cfm>



- **Single-parent families:**
Parents or guardians who described their parental or guardian responsibilities as single parent (i.e. lone parent or sole care provider).
- **Children and families from minority cultures and language groups:**
Parents or guardians who self-identified as being from a minority culture or language group.
- **Immigrant and refugee children and families:**
Parents or guardians who self-identified as being an immigrant or refugee.
- **Francophone families:**
Parents or guardians who indicated French as the language primarily spoken at home.



Executive Summary

Project Overview

Accessible and affordable child care is a priority for Terrace residents and a vital component of attracting young families and meeting the growing service needs of city and regional residents. In addition, affordable, accessible and inclusive child care enables residents and underserved populations, for instance lower-income or single-parent families, to return to work outside the home, providing increased economic opportunities, enabling sustained employment and the opportunity to make financial gains for the future.

Through funding provided by the B.C. Ministry of Children and Family Development (MCFD), the Union of British Columbia Municipalities (UBCM) has awarded the City of Terrace a Community Child Care Planning Grant to engage in child care planning activities and to develop a community child care space creation action plan (UBCM, n.d.).

To meet the project objectives, the Child Care Needs Assessment and Space Creation Action Plan was developed in three phases:

1. Secondary Data Collection and Key Policy Review;
2. Interviews and Primary Data Collection; and
3. Thematic, Primary, and Secondary Data Analysis.

Survey responses, secondary data, and qualitative information were used to analyze the current state of child care, complete the inventory of child care spaces, identify unmet demand for licensed child care spaces, and to identify particular unmet service and programming needs of parents in the Terrace area. Additionally, a review of the City of Terrace bylaws, policies, and plans, and needs assessments and actions plans created by other municipalities in B.C. was undertaken to identify appropriate recommendations for the municipality.

Main Findings

The child care needs assessment identified the need for more licensed spaces for all license types in the City of Terrace except for Pre-school (2.5 years to school age) spaces. The largest unmet demand is for Group Child Care – Under 3 years old (infant/toddler) spaces, followed by Group Child Care – School age (before-and-after school care) and demand for these types of spaces is expected to remain high, declining slightly over the next 10 years. Additionally, the survey of parents and guardians highlighted that even parents and guardians who have access to licensed spaces, feel like they have little choice in their child care arrangement. In addition to a need for more spaces, there is also a need for additional staff as 75% of child care providers surveyed indicated staffing constraints are limiting their ability to fill all spaces for which they are licensed



Underserved populations looking to access child care have different needs. The child care needs assessment highlighted that:

- 63.2% of underserved populations access licensed child care services, compared to 73.4% of parents from populations that are not underserved;
- That parents and guardians from underserved populations have a less favourable perception of the quality and accessibility of child care services relative to the general parents and guardian population; and
- A higher proportion of parents and guardians from underserved populations require more and different hours of service.

Parents, guardians, and service providers also provided feedback on the locations, types of services, programs, and hours that would be of highest value were new spaces to be created. The child care needs assessment found that:

- The creation of additional spaces is a priority over the spaces' location (including neighbourhoods and co-located services), but the Horseshoe neighbourhood is a preferred location for new spaces;
- Weekday daytime hours are the highest value hours for parents and guardians, followed by after school care and extended morning and evening hours.
- Meal assistance programs, assistance with fees for low income families, and transportation assistance were identified as the most useful programs and services for parents and guardians.

Lastly, although the needs assessment was focused on whether there was a need to create new spaces, engagement with local stakeholders highlights two key issues for child care provision: affordability and staffing. Key findings on these issues include that:

- 50% of parents do not find child care affordable;
- For child care facilities, hiring and retaining qualified staff is the greatest barrier to providing child care services.

Recommendations

Recommendations for City of Terrace actions are organized under 4 main themes:

- Partnerships in the delivery of child care;
- Develop additional support for collaboration, networking, information sharing, and capacity building among existing child care providers;
- Undertake changes within Municipal jurisdiction to support child care; and
- Undertake municipal actions to work with other levels of government or government entities to support child care.

Recommendations aim to support partnerships and the creation of additional spaces, as well as the recruitment and retention of child care workers and support the service providers.



Introduction

Accessible and affordable child care is a priority for Terrace residents and a vital component of attracting young families and meeting the growing service needs of city and regional residents. In addition, affordable, accessible and inclusive child care enables residents and underserved populations, for instance lower-income or single-parent families, to return to work outside the home, providing increased economic opportunities, enabling sustained employment and the opportunity to make financial gains for the future.

Quality child care not only improves economic and labour market opportunities, it can support school readiness enabling a smoother transition of children into the primary education system. Quality child care can identify developmental delays earlier, enabling interventions for children who may need extra support⁵ at younger ages. In these cases, quality child care can lead to more resilient and well-supported youth, and set the course for success into adulthood.

Project Background and Objectives

Through funding provided by the B.C. Ministry of Children and Family Development (MCFD), the Union of British Columbia Municipalities (UBCM) has awarded the City of Terrace a Community Child Care Planning Grant to engage in child care planning activities and to develop a community child care space creation action plan (UBCM, n.d.).

The City of Terrace has hired Big River Analytics to undertake an inventory of currently available child care spaces in order to identify potential child care service gaps and needs in the community.

The primary objectives of the project are to:

- Determine the number and type of existing child care spaces in Terrace.
- Identify any gaps in the child care spaces currently available to residents currently.
- Predict future needs for child care in Terrace.
- Gather research on the needs of underserved populations in Terrace including children who require extra support, Indigenous (First Nations, Metis, or Inuit) 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 families, and francophone families.
- Review best practices and unique solutions to address current and predicted child care needs.

⁵ Children may require extra support due to a documented developmental delay or disability in one or more of the following areas: physical, cognitive, communicative, social, emotional, or behavioural.



- Review City of Terrace bylaws and policies to determine if there are impediments to the establishment of child care spaces that could be improved and make recommendations.

Methodology

To meet the project objectives, the Child Care Needs Assessment and Space Creation Action Plan was developed in three phases:

1. Secondary Data Collection and Key Policy Review;
2. Interviews and Primary Data Collection; and
3. Thematic, Primary, and Secondary Data Analysis.

Appendix A includes additional details on each project phase.

Phase 1: Secondary Data Collection and Key Policy Review

Phase 1 of the project consisted of a review and compilation of existing data and policies related to child care in the City of Terrace and Greater Terrace Area. The review and analysis of local and regional secondary data identified key socio-demographic factors influencing the demand for child care in Terrace and was used to populate a UBCM Community Child Care Space Inventory for Terrace (see Attachment 1).

Analyzing secondary data also identified gaps in available data and information needed to estimate unmet demand for licensed child care in the City of Terrace. Although the focus of this report is municipal, the child care needs analysis is conducted for the Terrace Local Health Area for two reasons:

1. The City of Terrace is a service centre for neighbouring and rural areas, and individuals from outside of the municipal boundaries commute to access services. As such, demand for child care services is a function of the population of the City of Terrace and its surrounding communities.
2. Projections of the child-aged population are available for the Local Health Area (LHA), allowing estimates of future demand to account for anticipated demographic changes.

Phase 1 also involved a review of relevant municipal documents, plans, policies, and bylaws that may be impacting the current and future availability of child care spaces in Terrace, as well as child care needs assessments and action plans from comparable jurisdictions to identify best practices and recommendations.

Phase 2: Interviews and Primary Data Collection

Phase 1 identified gaps in the available information on child care use and needs in the City of Terrace and surrounding regions. To address these data gaps, information was collected from local child care stakeholders and advocates, parents, child care service providers, and experts through:



- online surveys of parents, ECEs, and child care service providers;
- key informant interviews; and
- a community information session.

Online Surveys

Phase 2 included developing and launching two surveys: the Parent and Guardian Survey and the Child Care Service Provider Survey, to meet the information gaps identified in Phase 1. Key information gaps met by the online surveys included:

1. The current use, capacity, and availability of services at licensed child care facilities;
2. The degree to which current services meet the needs of parents;
3. Parents' perceptions on the quality, accessibility, affordability, and availability of current licensed child care services; and
4. Recommendations on how to improve child care services in the City of Terrace.

Stakeholder engagement informed the survey's design and content to ensure information was collected on issues of high importance and relevance to the community, for instance, the availability of trained Early Childhood Educators (ECEs).

The Child Care Service Provider Survey collected information from license facility managers and owners in select Census Subdivisions of the Terrace LHA⁶. The primary purpose of this survey was to identify the number of individual children currently accessing licensed facilities in the Terrace area. Additionally, information was collected on staffing and other barriers to the delivery or expansion of services, service providers' interest in partnering to create new child care spaces, and input on municipal and community-led actions to improve child care service provision in Terrace.

The primary purpose of the Parent and Guardian Survey was to identify the number of children in the Terrace LHA between the ages of 0 and 12 that are unserved or underserved by current licensed child care facilities. Information was collected on the accessibility, affordability, and quality of child care services to identify additional potentially unmet needs including particular service hours, programming, or locations within Terrace where child care would be of highest value, with a focus on identifying the needs of underserved populations. Additionally, the Parent and Guardian Survey collected input on actions to improve child care service provision in Terrace.

The Parent and Guardian Survey asked a series of questions to identify children who are unserved or underserved by current licensed facilities. Unserved or underserved children included parents/guardians who identified:

⁶ Selected CSDs include Terrace, Kitimat-Stikine E, Kitsumkaylum 1, Kitimat-Stikine C (Part 1) and Kulsapai 6 and encompass all licensed facilities in the Terrace LHA with the exception of Gitwangak 1. There are 2 facilities in CSD Gitwangak 1: Gitanyow Child Care Centre and Wo'umxhl Simalgyex Daycare. Given Gitwangak's proximity to New Hazelton, it was assumed that individuals would be unlikely to commute to Terrace for daily services.



- A child was in licensed child care, but the parent/guardian was interested or looking to access additional or different types of licensed child care care.
- A child was not in licensed child care, but the parent/guardian were interested or looking for licensed child care space.
- A child was not in licensed child care, but the parents/guardians were not actively looking for licensed child care because existing licensed facilities did not meet their needs, were not accessible, or were not affordable.

Key Informant Interviews

Qualitative information was collected through key informant interviews with municipal staff, Coast Mountain School District #82 staff and board of trustees, the Regional District of Kitimat-Stikine, child care service providers, First Nations and Indigenous family service providers, Northern Health, family and children service organizations, and local child care advocates. Interviews were conducted in-person and over the telephone in the summer and fall of 2019. Appendix A - Detailed Methodology includes a list of interviewees and interview topics including: challenges and opportunities related to access, availability, and inclusivity of existing child care resources in Terrace, and actions for potential inclusion in the action plan. Extra efforts were made to identify opportunities for partnerships with existing facilities in the provision of new child care space and actions to improve the quality and accessibility of current services among underserved populations. Appendix A - Detailed Methodology also includes a list of organizations who were not interviewed, but were engaged informally throughout the project horizon.

Community Information Session

Information regarding the Community Needs Assessment and Space Creation Action Plan was shared at a Childcare in B.C. Community Meeting hosted by MCFD in September 2019. The community information session allowed for additional engagement with child care service providers and stakeholders and identification of key issues impacting local child care service provision.

Phase 3: Thematic, Primary, and Secondary Data Analysis

Responses to the online surveys were used alongside secondary data sources to estimate the total unmet demand for child care spaces in the Terrace LHA by child care license type, as well as the service needs of parents. Two approaches were taken to ensure that the sample of respondents engaged were representative of the populations of Terrace residents.

Our primary weighting strategy to estimate the unmet demand for licensed child care spaces involves, first, using information from the Parents and Guardian Survey to estimate the proportion of the total population of children in Terrace LHA that are served by existing spaces. Second, we estimate the proportion of children in our survey sample who are enrolled in licensed child care. Finally, we weight survey responses to be representative of the level of access to child care by sample respondents to reflect the population's access.



Our secondary weighting strategy is used to estimate the perceptions of parents on programming, services, hours, and unmet needs at the household level. The estimates were constructed using the following steps:

1. Reviewing and cleaning the survey data to ensure the quality of the sample before undertaking the analysis.
2. Estimating sample weights on household characteristics, which are used to improve the reliability of the inferences made in the analysis.
3. Estimating population parameters from the weighted sample responses.

Appendix A provides a detailed description of the calculation of weights and estimates, and a discussion of the methodological assumptions and limitations.

Survey responses, secondary data, and qualitative information were used to analyze the current state of child care, complete the inventory of child care spaces, identify unmet demand for licensed child care spaces, and to identify particular unmet service and programming needs of parents in the Terrace area.

These findings serve as the basis for a community plan which:

- Identifies recommendations for key partners and the City of Terrace to ensure effective implementation of community actions;
- Includes the City of Terrace's short, medium and long term space creation targets; and
- Identifies recommendations to ensure child care is accessible and inclusive to diverse families, and populations in the city and region.

Report Overview

The report is organized into two sections: first, the Child Care Needs Assessment, which includes an overview of the current state of child care in Terrace, the total unmet demand for licensed care, and information on the needs of underserved populations and second, the Space Creation Action Plan, which includes municipal and community recommendations to address child care needs. Additionally, the report includes the completed UBCM Community Child Care Planning Inventory for Terrace (see Attachment 1).



Part 1: City of Terrace Community Child Care Needs Assessment

The Child Care Needs Assessment begins with an overview of the families and child care in the Terrace area starting with relevant socio-demographic characteristics of families, and followed by local trends and stakeholders' perceptions of future need, an overview of current licensed child care providers, and parents' and guardians' perception of child care in Terrace. The Child Care Needs Assessment then presents estimates of the unmet demand for licensed spaces, including a discussion of differences in the perceptions and needs of underserved populations. Additional information is provided on parents' needs for particular facilities, location, services hours and programming and local issues, including staffing. The Child Care Needs Assessment concludes with an overview of estimates of future child care needs.

Families and Child Care in Terrace Area

Socio-Demographic Characteristics of Families in Terrace Area

As of 2016, the Terrace Census Agglomeration⁷ (CA) had a population of 15,723. The Terrace CA, and the Terrace region is home to many families who have specific child care needs, and may be underserved by current available child care services. In 2016, there were 2,225 families with a child under the age of 25. Approximately 34%⁸ (760) of these families had at least one child aged 5 years or under, of which 24% (180) are lone-parent households.

Lone-parent households face specific challenges when it comes to child care. Lone parent families are more likely to be female, and more likely to be earning lower incomes than domestic couples, even after accounting for dual incomes (see Figure 1⁹). The distribution of income between lone-parents in the Terrace CA differs from that in B.C., with a higher proportion of lone-parent families earning lower incomes than lone-parents in the rest of the province. Additionally, a higher percentage of couple parents are in higher income brackets in the Terrace CA than in the rest of the province suggesting that income inequality between lone-parents and couples is more pronounced in the Terrace CA than elsewhere in B.C.

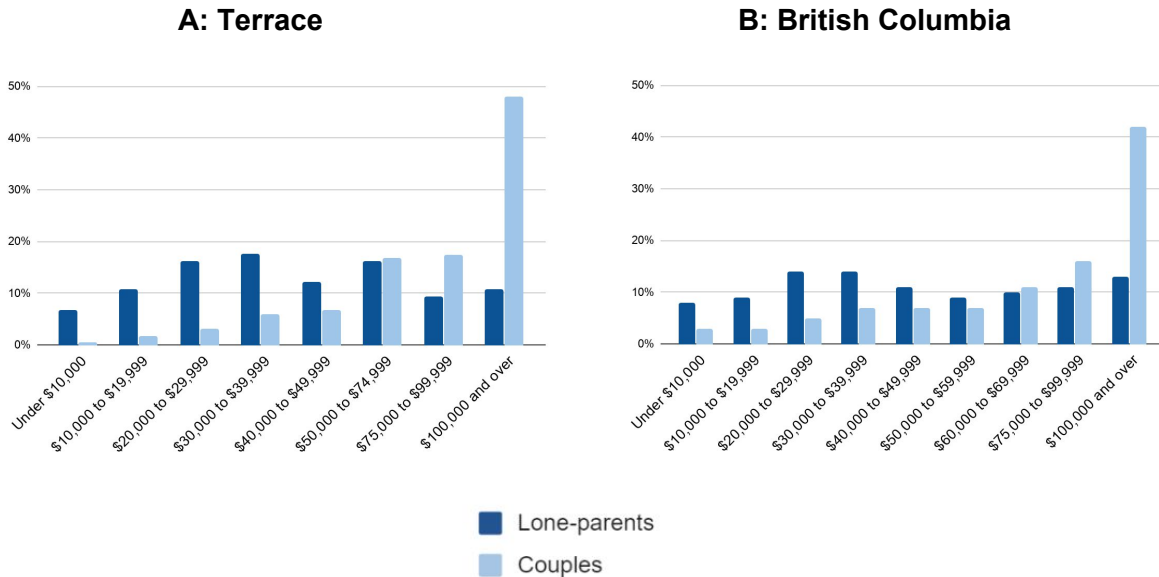
⁷ See map in Appendix D - Map of Terrace Census Agglomeration includes CSDs of Terrace, Kitimat-Stikine E, and Kitsumkaylum 1.

⁸ Statistics Canada reports family size in a manner that means the number of families with children under 5 is likely under reported. The sum of all family size classifications is 8% smaller than the total number of families.

⁹ Note, when comparing lone-parents and couples, couples do not necessarily have children.



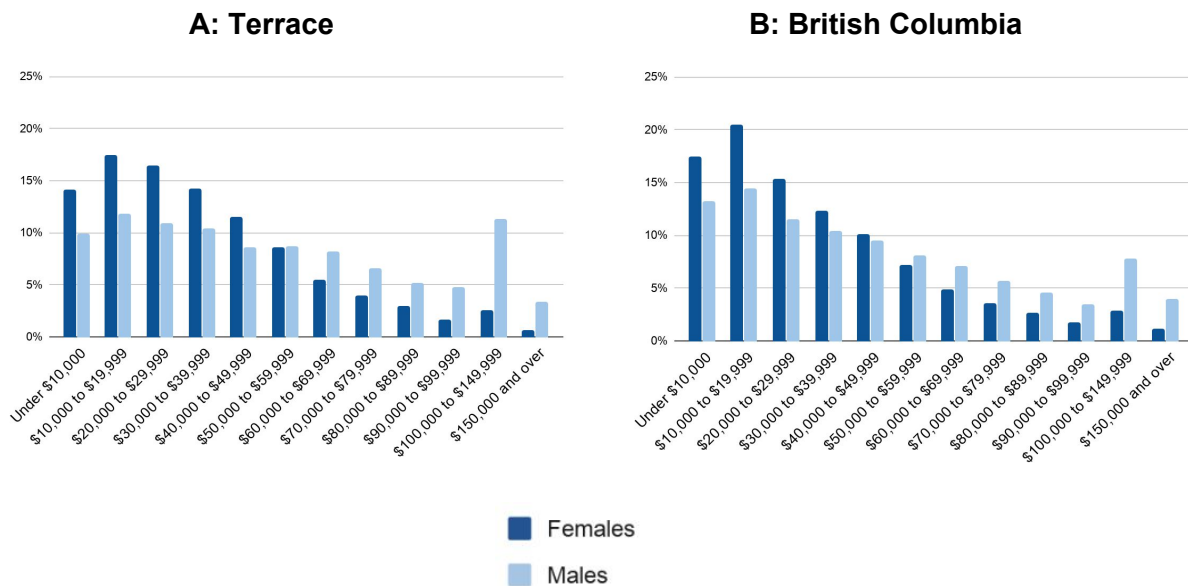
Figure 1: Distribution of total income for lone-parents and domestic couples (couples with and without children) — Terrace CA & British Columbia — 2016



Source: Author’s own calculations and Statistics Canada, Census Profile, 2016 Census

Figure 2 shows the distribution of total income for females and males aged 15 years or older with income in the Terrace CA and B.C. overall. Although a lower proportion of females are in lower income brackets in the Terrace CA than in B.C. overall, the income gap between females and males in the Terrace CA is higher, with a larger proportion of males earning more.

Figure 2: Distribution of total income for females and males aged 15 years or older with income — Terrace CA & British Columbia — 2016



Source: Author’s own calculations and Statistics Canada, Census Profile, 2016 Census



The income distribution in the Terrace CA suggests that lone-parent and female earners may have more difficulty accessing costly child care services. Access to child care is key in supporting parents in finding work outside the home. As such, limited child care access likewise prevents some parents, including lone-parent and female workers, from accessing economic opportunity and narrowing income gaps between population groups.

The Terrace CA is home to other populations that may be underserved by currently available child care services including Indigenous families and children. In 2016, there were 3,630¹⁰ people of Aboriginal identity living in the Terrace CA making up 19% of the population (Statistics Canada, 2017).

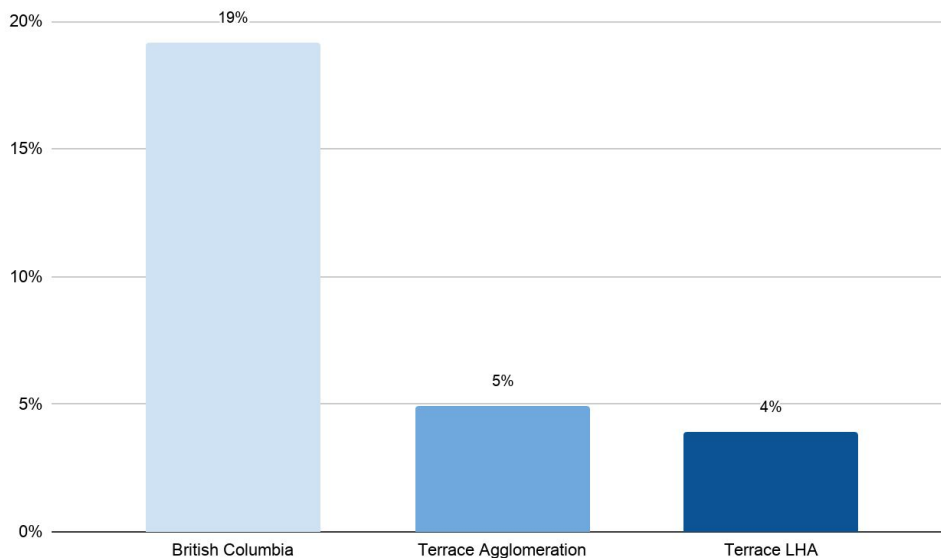
Refugee, and immigrant families, as well as children and families from minority culture and language groups, and francophone families are also identified as having particular child care needs. The Terrace CA's immigration rate (see Figure 3) is similar to that of the North Coast (4%)¹¹, Nechako (4%), or Northeast (6%) regions with 4% of the Terrace CA residents having immigrated to Canada since 1980. The refugee population in the Terrace CA is 0.16% (less than one in six hundred), which is lower than the North Coast (0.41%), Northeast (0.37%), and Nechako (0.24%) regions, but significantly lower than B.C (1.8%). There are more refugees, immigrants, and families from minority culture and language groups residing in the Terrace CA, than in the surrounding area.

¹⁰ Source: Statistics Canada, Census Profile, 2016 Census

¹¹ Immigration and refugee rates source: Author's own calculations and Statistics Canada, Census Profile, 2016 Census



Figure 3: Immigration Rate for British Columbia, Terrace CA, and Terrace Local Health Area — 2016



Source: Author's own calculations and Statistics Canada, Census Profile, 2016 Census

Note: The immigration rate is calculated for people who landed between 1980 and 2016. Immigrants who landed earlier are not included.

Available data on the population of the Terrace CA residence suggests that there is an important intersection between sex, lone-parenthood, family size, and income. Additionally, those dynamics are likely to extend to other populations who are underserved by current child care services. Where possible, the remainder of the report presents results and findings specific to the needs of these population groups.

Local Trends and Stakeholders' Perceptions of Future Needs

In the past eight years, Terrace and Northwest B.C. have experienced a series of economic ups and downs. Starting in 2013 and reaching a peak in 2014-15, Northwest B.C. saw an influx of interest from industry related to LNG, mining, and the construction of the Northwest Transmission Line (NTL). Coupled with the Rio Tinto Alcan (RTA) modernization project, a multi-billion-dollar project in Kitimat, this new economic activity saw housing prices surge, vacancy rates plummet, and labour shortages across the region.

The City of Terrace is, once again, preparing for economic and population growth. On October 2, 2018, LNG Canada announced a positive final investment decision (FID) for the development of their Kitimat-based LNG export facility. Natural gas will be delivered to the facility through TC Energy's (formerly TransCanada) Coastal GasLink (CGL) pipeline, a 670 km pipeline being built from Dawson Creek to Kitimat, BC. This announcement, paired with other major project developments in the region, indicates that the region is on the precipice of yet another boom, of potentially unprecedented scale.



Many stakeholders engaged for this project highlighted both the economic development opportunities a project and developments like those proposed presents, as well as the potential social costs. Child care stakeholders were quick to highlight the demand for child care services from Terrace providers that stemmed from the Rio Tinto Alcan modernization project, and raised concerns that similar demands would be placed on current providers but on a larger scale given the scope of projects underway in the region.

Child care is often a vital component to parents access to the labour market, in particular, women's access to economic opportunities. A lack of child care not only impacts parents, but other members of their family and community. Stakeholders noted that grandparents were often enlisted into child care when licensed spaces are not available.

Many stakeholders and parents reported they were anxious that their return to work would be postponed due to lack of child care, and stakeholders cited examples of parents delaying their return to work or school, reducing working hours, or missing days of employment because they are unable to find adequate child care spaces.

Child Care Service Providers in Terrace

Key findings on current child care providers in Terrace include:

- Over half of census families in the Terrace LHA access licensed child care services;
- 21% of parents accessing current services reside outside the municipal boundaries;
- The majority of facilities and of licensed spaces are available for children aged 2.5 years to school age;
- 75% of child care providers indicated staffing constraints are limiting their ability to fill all spaces for which they are licensed; and
- Limited to no child care providers are open overnight, or operate with extended hours (Before 6AM and/or After 7PM).

Of the 1,785 census families with children within the Terrace LHA, 68% of census families access licensed child care. Importantly, 21% of parents accessing child care in the City of Terrace are living outside of the municipality, confirming that Terrace functions as a service centre for surrounding communities with parents and guardians commuting into the City for employment and to access services, including child care when it is not available in their community.



There are 26 licensed child care service providers in the Municipality of Terrace and selected¹² surrounding census subdivisions of Kitimat-Stikine E, Kitsumkaylum 1¹³, Kitimat-Stikine C (Part 1) and Kulspai 6. The Terrace Licensed Child Care Service Providers and UBCM Community Child Care Planning Inventory for Terrace (Attachment 1) includes additional information on child care providers. Table 1 summarizes the number of facilities providing child care in Terrace and proximate CSDs by license type.

Table 1: License-types child care facilities hold in Terrace and surrounding areas

Geographic Area: Municipality and Surrounding CSDs						
	Terrace	Kitimat-Stikine E	Kitimat-Stikine C (Part 1)	Kulspai 6	Kitsumkaylum 1	Total
Group child care – under 3 years old Programs	3	0	0	0	0	3
Group child care – 2.5 years old to school age Programs	8	1	0	0	1	10
Preschool – 2.5 years to school age Programs	8	0	0	1	0	9
Group Child Care – School age (before-and-after school care) Programs	5	1	0	0	0	6
Multi-Age Child Care Programs	4	1	0	1	0	6
Family Child Care Programs	5	1	1	0	0	7
In-Home Multi Age Child Care Programs	0	0	0	0	0	0
Total	33	4	1	2	1	41*

*Facilities are often licensed for more than one license type, therefore the totals sum to greater than 26 (number of child care service providers)

Source: Ministry of Children & Family Development Corporate Data Warehouse (2019), Big River Analytics 2019 Child Care Service Provider Survey

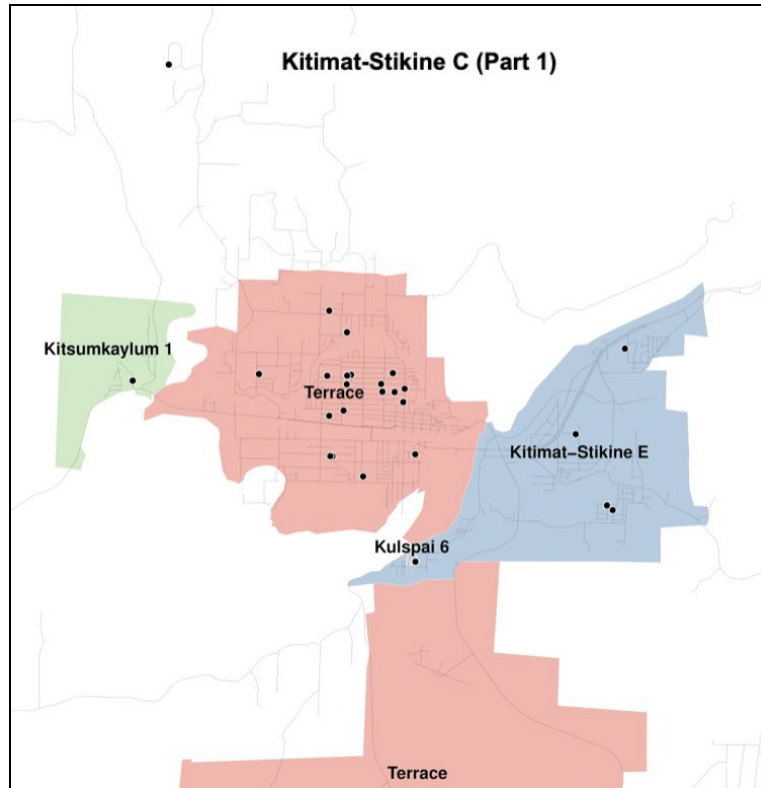
Figure 4 presents a geographic distribution of child care service providers in the CSD of the City of Terrace and the surrounding areas. The majority of service providers are located within the City of Terrace CSD.

¹² Facilities in the selected CSD's encompass all licensed facilities in the Terrace LHA with the exception of 2 facilities in CSD Gitwangak 1: Gitanyow Child Care Centre and Wo'umxhl Simalgyex Daycare. Given Gitwangak's proximity to New Hazelton, it was assumed that individuals would be unlikely to commute to Terrace for daily services.

¹³ Kitsumkaylum 1 refers to the Statistics Canada Census Subdivision encompassing the Kitsumkalum Indian Reserve. This spelling is used in reference to the geography area, whereas Kitsumkalum is the spelling used in reference to the First Nation and its members.



Figure 4: Map of Terrace Area Child Care Service Providers



Source: Ministry of Children & Family Development Corporate Data Warehouse (2019), Big River Analytics 2019 Child Care Service Provider Survey

Table 2 presents the number of child care spaces and programs by license type¹⁴ for Terrace and surrounding area facilities.

Table 2: Number of licensed child care spaces in Terrace and surrounding areas

Geographic Area: Municipality and Surrounding CSDs						
License Type	Terrace	Kitimat-Stikine E	Kitimat-Stikine C (Part 1)	Kulspai 6	Kitsumkaylum 1	Total
Group Child Care – Under 3 years old Spaces	60	0	0	0	0	60
Group Child Care – 2.5 years to school age Spaces	190	24	0	0	17	231
Preschool – 2.5 years to school age Spaces	180	0	0	17	0	197
Group Child Care – School age (before-and-after school care) Spaces	143	20	0	0	0	163

¹⁴ Occasional child care is not listed as a core child care license type in the UBCM child care planning inventory and is therefore not included alongside the other license types.



License Type	Terrace	Kitimat-Stikine E	Kitimat-Stikine C (Part 1)	Kulspai 6	Kitsumkaylum 1	Total
Multi-Age Child Care Spaces	32	16	0	8	0	48
Family Child Care Spaces	35	7	7	0	0	49
In-Home Multi Age Child Care Spaces	0	0	0	0	0	0
Total	640	67	7	25	17	756

Source: Ministry of Children & Family Development Corporate Data Warehouse (2019), Big River Analytics 2019 Child Care Service Provider Survey

Importantly, while a facility may have a certain number of licensed child care spaces, the facility may not be able to offer services for the total licensed number due to other constraints, such as the availability of staff. 75% of respondents to the Service Provider Survey indicated they required additional staff to operate their facility at full capacity. Table 3 presents the estimated number of individual additional staff required for the sample of providers to operate at full capacity. Given these are totals from a sample of providers, the total additional staff required to operate all facilities in Terrace is expected to be much higher.

Table 3: Estimated number of individual staff required for sample of service providers to operate at full capacity

Qualification	Total Additional Staff Required
Early Childhood Educator	11
Early Childhood Educator Assistant	6
Early Childhood Educator and infant/toddler, special needs educator	4
Responsible Adults	5
Other Staff	0
Total	26

Source: Big River Analytics 2019 Child Care Service Provider Survey
Survey Respondents: 12 (46% of total providers)

Current Service providers offer a range of programming, services, and hours of operation at different prices. Table 4 presents the service hours offered by licensed child care service providers. While multiple child care programs in Terrace offer services during conventional working hours, there is a limited child care services available outside these hours, for instance, there are no extended hours offered (before 6:00am or after 7:00pm, or both), one overnight care provider, and three providers open on statutory holidays.



Table 4: Facility care schedule offered by licensed child care service providers in Terrace and surrounding areas

Facility Care Schedule	
Schedule	Number of Child Care Service Providers
After School Care	6
Before School Care	5
Open on Statutory Holidays	3
Overnight Care	1
Extended Hours (Before 6AM and/or After 7PM)	0

Note: One service provider is missing from totals due to non-response.

Source: Ministry of Children & Family Development Corporate Data Warehouse (2019), Big River Analytics 2019 Child Care Service Provider Survey

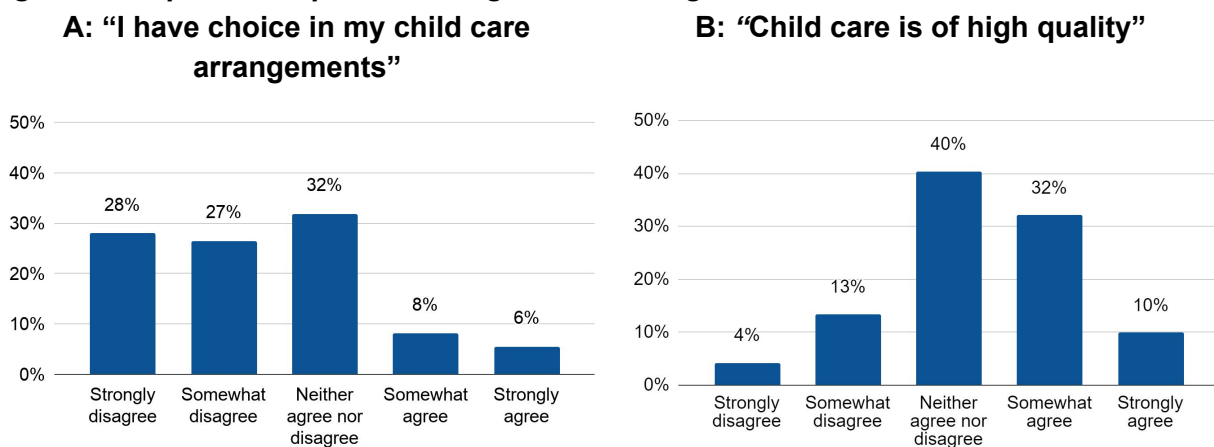
Perception of Child Care Quality in Terrace

Key findings related to perceptions of child care in Terrace include that:

- The majority of parents strongly disagree or somewhat disagree that they have choice in their child care arrangement; and
- Less than half of parents somewhat agree or strongly agree that child care is high quality.

Figure 5 presents statements about accessibility to quality child care in Terrace, and the extent to which parents and guardians agreed or disagreed with corresponding statements. Over half of parents strongly or somewhat disagree that there is choice in their child care arrangement, and less than half of parents strongly or somewhat agree that child care is high quality.

Figure 5: Proportion of parents and guardians in agreement with the statement:



Note: Proportions rounded to nearest percentage point.

Source: Author's own calculations, Big River Analytics 2019 Child Care Surveys



Findings in Figure 5 were reinforced by key informants who shared instances of parents and families settling for whatever child care space is available, even if they are unsatisfied, or concerned about the overall quality of the services they receive.

Current Needs

In order to understand whether the current services available meet the diverse needs of parents, families, and children in Terrace, the following section starts with estimates of the total unmet demand for child care spaces by license type in the Terrace area. The unmet demand estimates are followed by discussion of the needs of underserved populations, and programming and services in highest demand. The current needs section concludes with an overview of affordability and staffing considerations for current child care service providers. Each section includes results from Big River Analytics Child Care Surveys and relevant findings from key informant interviews, community information, and engagement sessions.

Unmet Demand and Access to Current Services

The key findings for unmet demand include:

- There is unmet demand for child care spaces for the majority of license types, with the greatest unmet demand for Group Child Care – Under 3 years old.
- Group Child Care – Under 3 years old is the most desired license type across Terrace.
- Nearly half of parents and guardians find it very difficult to find licensed child care.
- For parents and guardians without access to child care, and who feel current services do not meet their needs cited child care needed to have:
 - More flexible hours;
 - More affordable services; and
 - Services to be located closer to home, work, or school.

Although nearly 70% of census families with children in the Terrace LHA access licensed child care, the analysis of the Parents and Guardian Survey estimates that there is unmet demand for licensed child care for all licenses types. The highest demand by census families is for licensed Group Child Care - Under 3 years old, for which there are currently only 60 spaces available in the Terrace LHA.

Table 5 presents the estimated total unmet demand for licensed child care spaces by license type. Currently, group child care — under 3 years old license type has the largest unmet demand, with an estimated demand of 319.8 child care spaces and 60 existing licensed child care spaces. Group child care – school age (before-and-after school care) have an estimated demand of 312.8 licensed child care spaces and 163 existing licensed spaces.



Table 5: Estimated total unmet demand for licensed child care spaces by license type

License Type	Unmet Demand - Number of Spaces	
Group Child Care – Under 3 years old	300	(43.3)
Group Child Care – 2.5 years to school age	51	(34.1)
Preschool – 2.5 years to school age	-13	(18.9)
Group Child Care – School age (before-and-after school care)	259	(77.3)
Multi-Age Child Care	24	(19.7)
Family Child Care	12	(22.0)
In-Home Multi-Age Child Care	87	(56.8)

Note: Standard deviation in parentheses.

Source: Author's own calculations, Big River Analytics 2019 Child Care Surveys

Although the demand for licensed spaces far exceeds what is currently available, when asked if the Municipality of Terrace were to have universal (accessible, affordable, and quality) child care, nearly every respondent indicated they would then access licensed child care services.

When asked if new licensed spaces were to be created in the next two years in the Municipality of Terrace, 51% of parents indicated Group Child Care – Under 3 years old licensed spaces would be the most desirable. Further, 35% of parents indicated Group Child Care – 2.5 years to school age would be the most desirable license type, while 31% indicated Group Child Care – School age (before-and-after school care) was of the highest value. Table 6 shows the demand by parents for other licensed child care spaces relative to other license types.

Table 6: Most desirable licensed child care spaces for parents by license type

License Type	Proportion of Parents and Guardians	Standard deviation
Group Child Care – Under 3 years old	0.50	(0.048)
Group Child Care – 2.5 years to school age	0.35	(0.045)
Group Child Care – School age (before-and-after school care)	0.31	(0.044)
Multi-Age Child Care	0.28	(0.043)
Preschool – 2.5 years to school age	0.24	(0.041)
In-Home Multi-Age Child Care	0.12	(0.032)
Family Child Care	0.08	(0.026)

Note: Proportions sum to greater than one because of survey question option to select multiple license types.

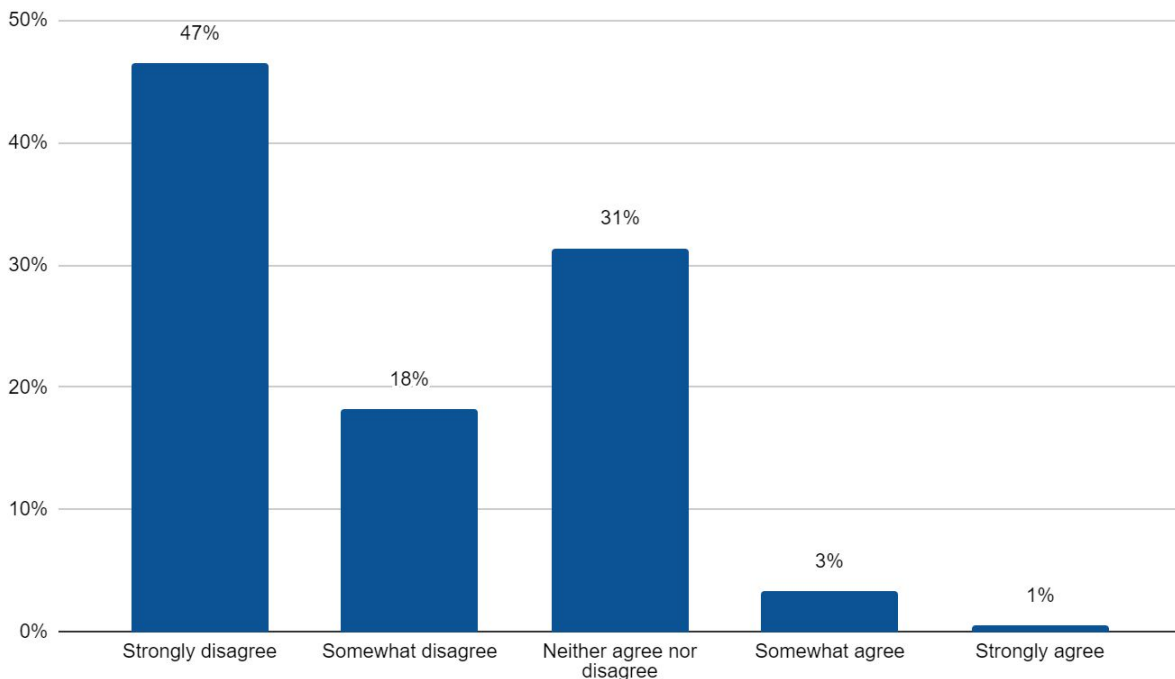
Source: Author's own calculations, Big River Analytics 2019 Child Care Surveys, and Statistics Canada, Census Profile, 2016 Census



In Terrace, stakeholders, key informants, and community engagements confirmed the need for additional child care spaces, and emphasized the acute shortage of infant and toddler spaces (Group Child Care – Under 3 years old). Child care providers, stakeholders, parents and guardians shared that many service providers have long waitlists, or no longer maintain waitlists because of the high volume of inquiries they receive. Specifically, demand for spaces for children aged 12 to 30 months old is particularly high given at 12 months, many parents end their parental leave and re-enter the workforce. In interviews, child care service providers expressed that the shortage is likely due, in part, to broader staffing shortages of ECEs (see Staffing for further details). A shortage of qualified staff can make the higher child to ECE ratios for younger children more difficult and costly for service providers, disincentivizing service providers from seeking licenses for these spaces.

Figure 6 presents the extent to which parents and guardians agreed or disagreed that there are child care spaces available in Terrace. Nearly half of parents and guardians strongly disagree that there are available child care spaces, providing further evidence of unmet demand for licensed spaces.

Figure 6: Proportion of parents and guardians in agreement with the statement - “There are child care spaces available”



Note: Proportions rounded to nearest percentage point.

Source: Author’s own calculations, Big River Analytics 2019 Child Care Surveys



In Terrace, 47% of parents find it very difficult to access licensed child care services. Table 7 presents the proportion of parents who experience difficulty accessing a licensed child care space in Terrace, and to what extent.

Table 7: Proportion of parents experiencing difficulty accessing licensed child care

Degree of Difficulty in Accessing Licensed Child Care	Proportion of Parents and Guardians	Standard Deviation
Was never looking	0.268	(0.042)
Easy	0.040	(0.019)
Moderately difficult	0.137	(0.033)
Very difficult	0.473	(0.047)
Gave up	0.083	(0.026)

Source: Author’s own calculations, Big River Analytics 2019 Child Care Surveys, and Statistics Canada, Census Profile, 2016 Census

In addition to the availability of spaces, parents highlighted particular components of current services that did not meet their needs. Individuals without access to licensed child care highlighted the following was required for spaces to meet their needs:

- More flexible hours;
- More affordable services; and
- Services to be located closer to home, work, or school.

Current Needs of Underserved Populations

Key findings for the needs of underserved populations include:

- 63.2% of underserved populations access licensed child care services, compared to 73.4% of parents from populations that are not underserved, and 68% of parents in the population overall¹⁵
- Findings suggest parents and guardians from underserved populations have a less favourable perception of child care services and accessibility relative to the general parents and guardian population.
- Weekday daytime hours are the highest value hours for parents and guardians from underserved populations, followed by after school care and extended morning and evening hours.

Data on the needs of underserved populations (for further details, see Report Terms and Concepts) in Terrace was collected to identify the greatest challenges and needs facing these subpopulations in addition to service hours that would be of the highest value. In Terrace,

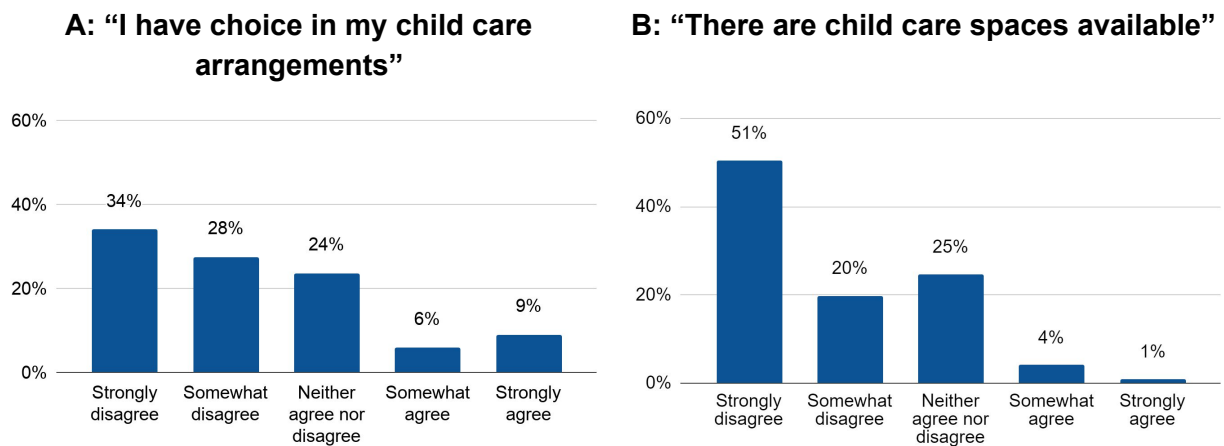
¹⁵ The utilization rate of the population overall includes both underserved and non-underserved parents so is likely to underestimate the difference in access between different sub-populations.



63.2% of underserved populations access licensed child care services compared to 73.4% of parents from populations that are not underserved.

Figure 7 presents statements about child care space availability and choice in Terrace, and the extent to which parents and guardians from underserved populations agreed or disagreed with corresponding statements. 62% of parents and guardians strongly or somewhat disagree there is choice in child care arrangements, with more parents and guardians from underserved populations being in disagreement relative to the general parent and guardian population. Further, 51% of parents and guardians from underserved populations strongly disagree there are child care spaces available for their children.

Figure 7: Proportion of parents and guardians from underserved populations in agreement with the statements:



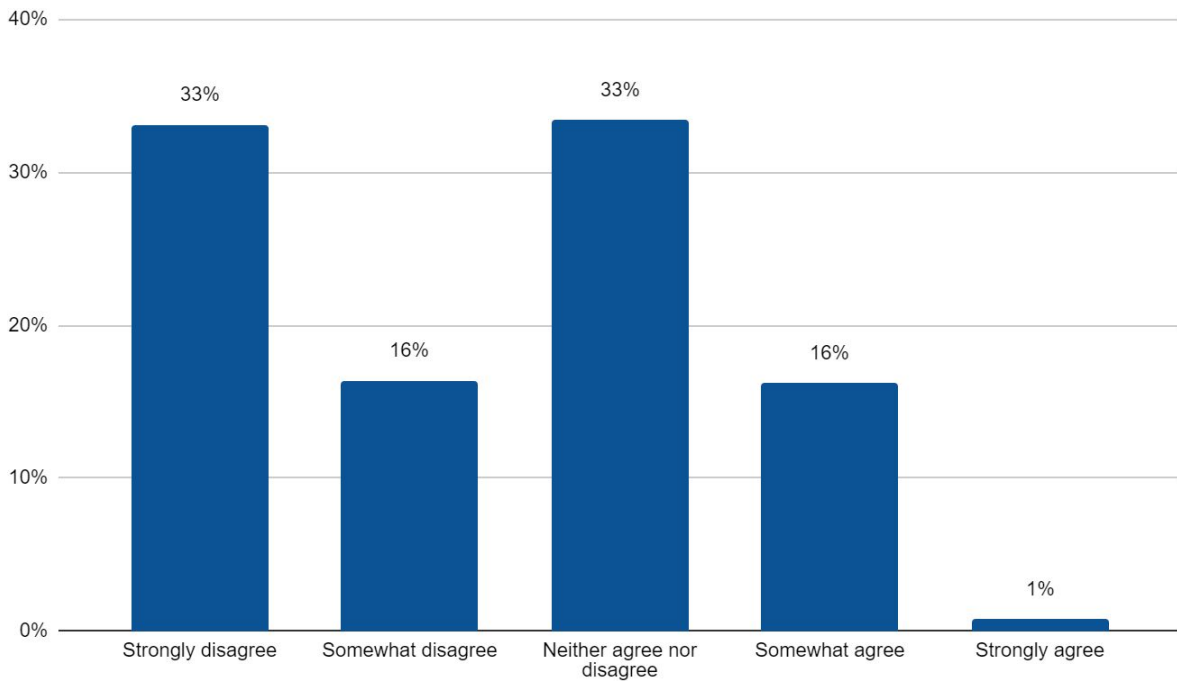
Note: Proportions rounded to nearest percentage point.

Source: Author's own calculations, Big River Analytics 2019 Child Care Surveys

Figure 8 presents the extent to which parents and guardians agreed or disagreed that there is enough qualified child care staff. Nearly half of parents and guardians from underserved populations either strongly or somewhat disagreed there are enough qualified staff in Terrace.



Figure 8: Proportion of parents and guardians from underserved populations in agreement with the statement - “There are enough qualified staff”



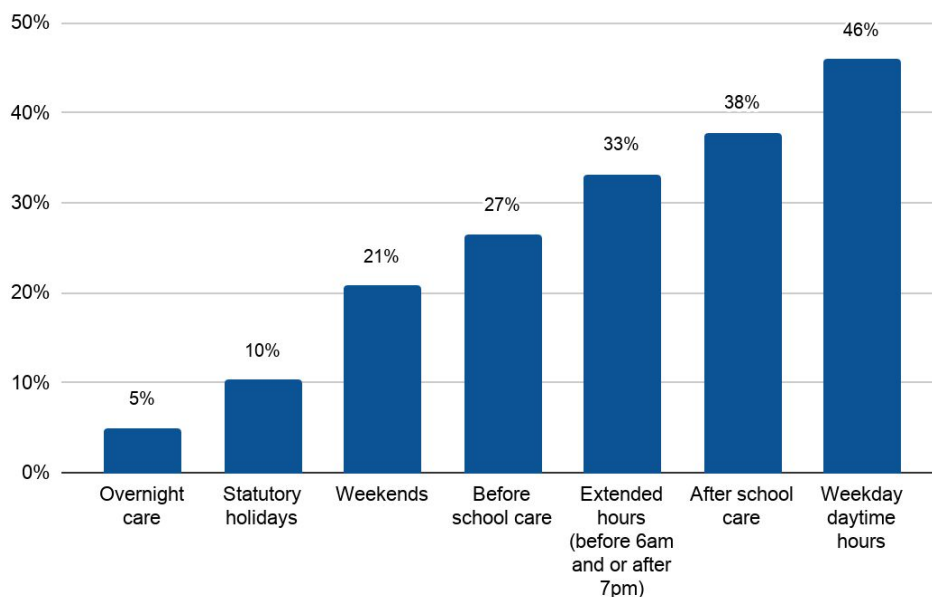
Note: Proportions rounded to nearest percentage point.

Source: Author’s own calculations, Big River Analytics 2019 Child Care Surveys

Figure 9 presents the highest value hours for child care services for parents and guardians of underserved populations, which are similar to those identified for the general parent and guardian population in Terrace. Weekday daytime hours (46%) are identified as the highest value hours, followed by after school care (38%), and extended hours (33%). When compared to all parents and guardians, a larger share of underserved parents identified a need for services during each specified time of the day or week. This suggests that underserved populations have diverse needs for child care at more and different hours.



Figure 9: Highest value hours for licensed child care services for parents and guardians from underserved populations



Note: Proportions do not sum to one as parents and guardians could select more than one option. Proportions rounded to nearest percentage point.

Source: Author's own calculations, Big River Analytics 2019 Child Care Surveys

Although 100% of Child Care Service Providers who completed the survey provide child care services to children who require extra support, survey respondents noted that wheelchair accessibility was limited at existing child care service facilities in Terrace.

Key informant interviews and engagement highlighted additional insights into the needs of parents with children requiring additional support, low-income families, and Indigenous families. Transportation, and additional training, including for child care providers working with Indigenous children, and children who require extra support were needs identified by many stakeholders when discussing underserved populations.

Supported Child Development (SDC) workers highlighted the increasing demand on their services from child care providers. In particular, given staffing shortages and tightening labour markets in Terrace, more centres are reaching out the SDC workers to assist with behaviours at child care. SCD workers highlighted instances of parents of children requiring extra support delaying or not returning to work, because service providers are unable to support their child due to staffing constraints. SCD workers suggested the need for more support and resources to child care providers in order for their staff to be able to better support children who require extra support.

Stakeholders, key informant interviews, and engagement highlighted the perception that low-income parents are more likely to rely on unlicensed child care arrangements, families, and



friends both because licensed spaces are unavailable and unaffordable. Additionally, they highlighted that there is a need for extended and flexible child care hours to accommodate parents working multiple jobs, in addition to transportation assistance for families without access to vehicles. MCFD has launched a number of initiatives to make child care more affordable in BC. Stakeholders suggested that additional communication and assistance in filling out the necessary forms is required to increase uptake of new provincial programs, and enable more lower incomes parents to access licensed spaces.

Qualitative survey responses emphasized a desire for more Indigenous child care service providers, and First Nations-based child care services. Additionally, qualitative responses suggested the need for services that incorporate and welcome all cultural practices. Speaking with First Nations and Indigenous family service and child care providers highlighted some of the unique needs Indigenous parents have when accessing.

Indigenous interviewees highlighted the changes parents and families are facing with each rise and fall of resource booms and busts. Key informants highlighted that recent economic development and natural resource projects pose unique challenges to parents where access to traditional food harvesting is declining from rising populations and development, and parents with access to child care are increasingly reliant on lower-quality, more processed daycare food. Individuals without child care highlighted child care as a barrier to accessing economic opportunities, while facing rising costs of living from increased populations and economic activity associated with major projects under development because they are unable to secure employment that works for their child care needs.

The location of child care facilities for Indigenous populations was highlighted as crucial for parents and guardians, with transportation being a service in need. Child care providers also highlighted that federal and provincial funding schemes require parents to pay for services up front, and then reimburse parents for the number of days a child actually utilizes the service (see Affordability for additional details). Child care service providers highlighted the hidden costs associated with this payment scheme for Indigenous families, who may take their children to ceremonies, and other community events but must pay the costs for child care when bringing their child with them.

Finally, there is a need for additional programming for fathers and children, especially single fathers in community, to increase support and reduce stigma.

Facilities and Location

Key findings on the current needs for facilities and location include:

- There is a need for additional licensed child care facilities, with preference to have more and smaller centres in different locations (rather than one or two large centres).

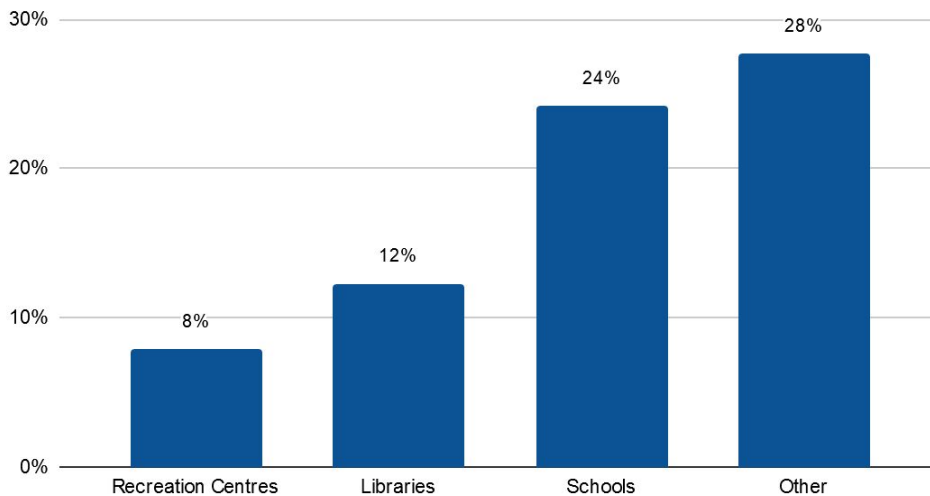


- A quarter of parents prefer to have licensed child care facilities co-located with schools, and cited other potential co-location spaces including hospitals, recreation centres, other public centres, and major employment centres;
- The creation of additional spaces is a priority over the spaces' location;
- Facilities that cannot be co-located should be within walking distance of major employment centres or schools.
- The Horseshoe is the most desirable Terrace neighbourhood to locate new child care services for parents and guardians.

Survey findings suggest that parents and guardians prefer to have a variety of additional types of facilities rather than a few large centres to meet the need for child care in the city. This approach would give families more choice in options of services available, and could also address transportation issues as more facilities would cover a wider geographic region.

Figure 10 shows the more desirable spaces to co-locate child care services for parents. 24% of parents and guardians preferred child care facilities to be co-located with schools.

Figure 10: Most desirable spaces to co-locate child care services, proportion of parents by space type



Note: Proportions do not sum to 1 because of non-response (i.e., Parents and Guardians did not indicate a preference for most desirable spaces to co-locate services). Proportions rounded to nearest percentage point.

Source: Author's own calculations, Big River Analytics 2019 Child Care Surveys

28% of parents and guardians proposed other spaces for co-locating services including: hospitals, other major employment centres with priority given to children of staff, seniors centres, and other public buildings such as museums. In these responses, parents and guardians highlighted the priority for new standalone child care facilities to be built, whether or not co-located, and that there is a lack of potential co-locations for child care centres in the



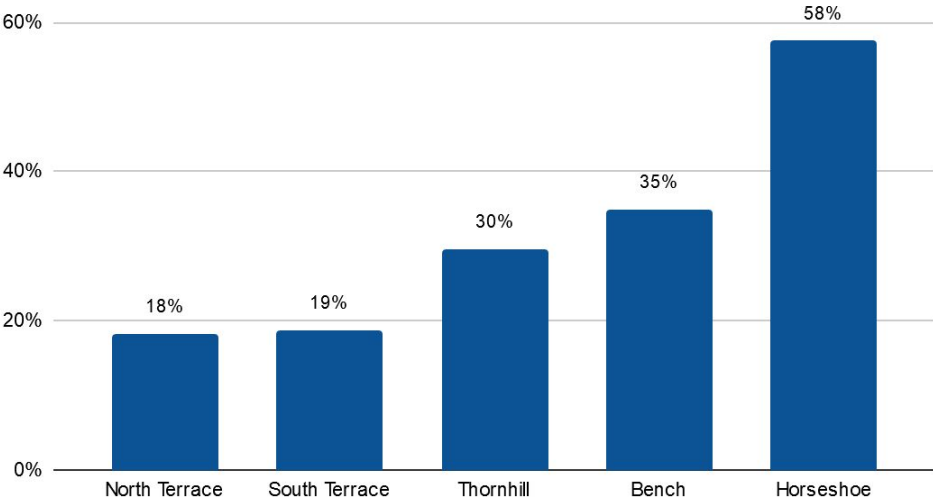
south side of Terrace. Specifically, Kiti K'Shan Primary School was mentioned in qualitative survey results as a potential space for co-location in schools.

Through survey responses and key informant interviews, parents and guardians suggested that if child care facilities could not be co-located, they should be conveniently located within walking distance from schools or major employment centres. However, having more child care spaces in the City is a priority over location and parents are eager for more spaces regardless of their location.

Through key informant interviews, it was identified that the Regional School District, Coast Mountain School District #82, rents facilities to a few child care service providers in Terrace. For example, Willow Creek Child Care rents an unused school for their facility. While the School District does not spearhead the creation of child care facilities, it responds to requests from service providers as they are made.

Figure 11 presents the proportion of parents who preferred child care services to be located in select neighbourhoods in the Municipality. 58% of parents identified Horseshoe as the preferred area to locate additional child care services, while 35% preferred the Bench, and 30% identifying Thornhill.

Figure 11: Most desirable locations to locate new child care services, proportion of parents by Terrace neighbourhood



Note: Proportions do not sum to one as parents and guardians could select more than one option. Proportions rounded to nearest percentage point.

Source: Author's own calculations, Big River Analytics 2019 Child Care Surveys

Service Hours

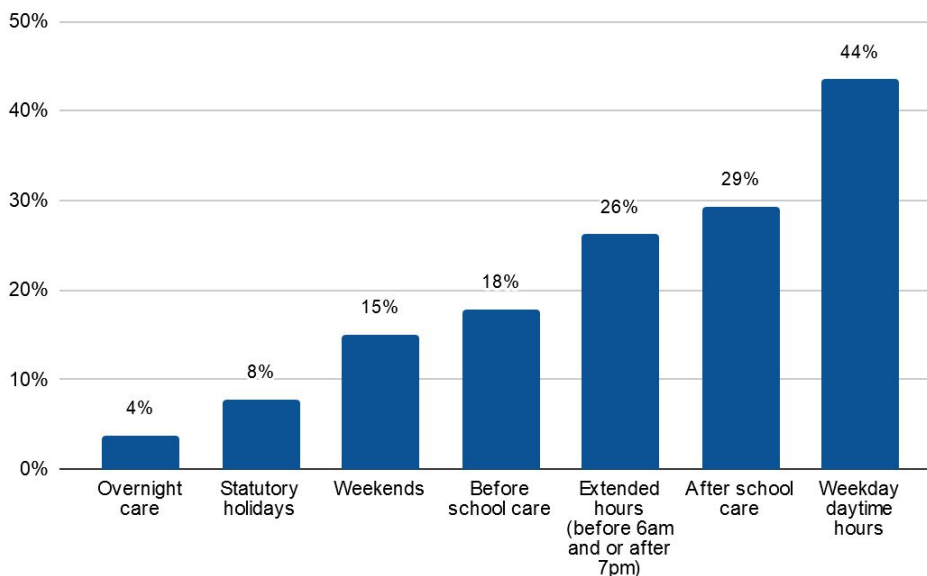
Key findings of the current needs for service hours include that:



- Weekday daytime hours are the highest value hours for parents and guardians, followed by after school care and extended morning and evening hours.
- Shift workers struggle to access child care to accommodate their unconventional working hours. There is a need for extended hours, including 24-hour care.
- Parents and guardians have an unmet need for part-time care at informal child care, such as drop-in programs and care during non-instructional school days.

Figure 12 presents the highest value hours for child care services for parents and guardians. 44% of parents identified conventional working hours (weekend daytime hours) as the highest value hours for licensed child care services and 29% of parents identified a need for after school care. Both these service hour schedules are currently offered by child care service providers in Terrace; however additional services with these hours are desired. While 26% of parents identified extended services as hours of high value, there are no service providers currently offering care during these hours. Through the Parent and Guardian Survey, other high value hours for licensed child care services included: drop-in services for those working on-call or visiting from out of town for appointments, 24-hour child care, day-long preschool, and care during non-instructional school days.

Figure 12: Highest value hours for licensed child care services for parents and guardians



Note: Proportions do not sum to one as parents and guardians could select more than one option. Proportions rounded to nearest percentage point.

Source: Author’s own calculations, Big River Analytics 2019 Child Care Surveys

A need for child care spaces offered during unconventional working hours and one-off service needs was highlighted through key informant interviews and child care surveys. Parents and guardians who are shift workers expressed a need for a range of extended hours and overnight care. Due to the variability in their schedules, shift workers cannot commit to a full-time child



care space during conventional hours, or if they do, do not use every day of child care they pay for, or hire a second child care provider to cover the remaining hours of their shift. Parents seeking part time child care may face additional difficulty as service providers may prefer to take on a full time child into care over a part time child.

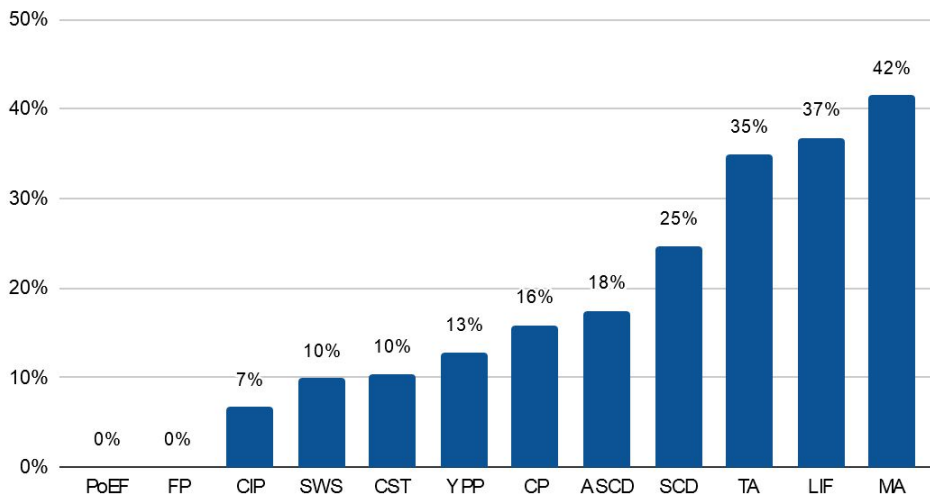
Programming

Key findings of the current needs for programming include:

- Meal assistance programs, assistance with fees for low income families, and transportation assistance were identified as the most useful programs and services for parents and guardians.

Figure 13 presents the highest value programming and services for parents and guardians. The programs and services parents and guardians feel would be most useful include meal assistance programs (42%), assistance with fees for low income families (37%), and transportation assistance (35%). Parents and guardians did not identify programming available in languages other than English or French or Francophone programming as of the most useful programming and services; however it was noted in conversation with stakeholders that there is no French day care option in Terrace.

Figure 13: Programming and services that would be the most useful for parents and guardians accessing child care



Abbreviations	Program Name
PoEF	Programming available in languages other than English or French
FP	Francophone programming
CIP	Child care by Indigenous providers
SWS	Social wraparound supports
CST	Cultural safety training for child care providers



Abbreviations	Program Name
YPP	Young Parent Programs
CP	Cultural programming
ASCD	Aboriginal supported child development
SCD	Supported child development advisors
TA	Transportation assistance
LIF	Assistance with fees for low income families
MA	Meal assistance or meal program

Note: Proportions do not sum to one as parents and guardians could select more than one option. Proportions rounded to nearest percentage point.

Source: Author's own calculations, Big River Analytics 2019 Child Care Surveys

Other desired programming and services identified by parents and guardians through the survey include outdoor child care, transportation assistance specifically for school aged children, after school care programs located in schools, and educational programming. Parents and guardians also requested a service to provide support in navigating and completing the applications for provincial child care funding which child care service providers also highlighted as a challenge for parents.

Table 8 presents programming and services offered by child care provider survey respondents who identified specialized programming at their centre. None of the respondent service providers indicated they offered programming in other languages including French.

Table 8: Programming and services currently offered by child care service providers

Program or Service	Number of Service Providers
Meal assistance or meal program	10
Transportation assistance	13
Programming available in languages other than English or French	0
Francophone programming	0
Supported child development advisors	12
Aboriginal supported child development	5
Cultural safety training for child care providers	5
Child care by Indigenous providers	8
Cultural programming	8
Assistance with fees for low income families	12
Young Parent Programs	2
Social wraparound supports	4

Source: Author's own calculations, Big River Analytics 2019 Child Care Surveys

Sample Respondents: 12 Service Providers



Of service provider respondents who offer cultural programming, three provide Indigenous-specific programming including traditional language and practices. It was stated in key informant interviews that families will commute out of Terrace to access culturally appropriate care for their children. Through key informant interviews, it was suggested that the child care community of Terrace would benefit from service providers fully implementing the most current programming and curriculum for children taught throughout ECE education programs. This includes programming related to diversity, social justice, decolonization, pedagogical narrations, communities of practice, child-led curriculum, play-based learning, educators as co-learners alongside children and families, and ecological identities.

Additional Key Issues - Affordability & Staffing

Affordability

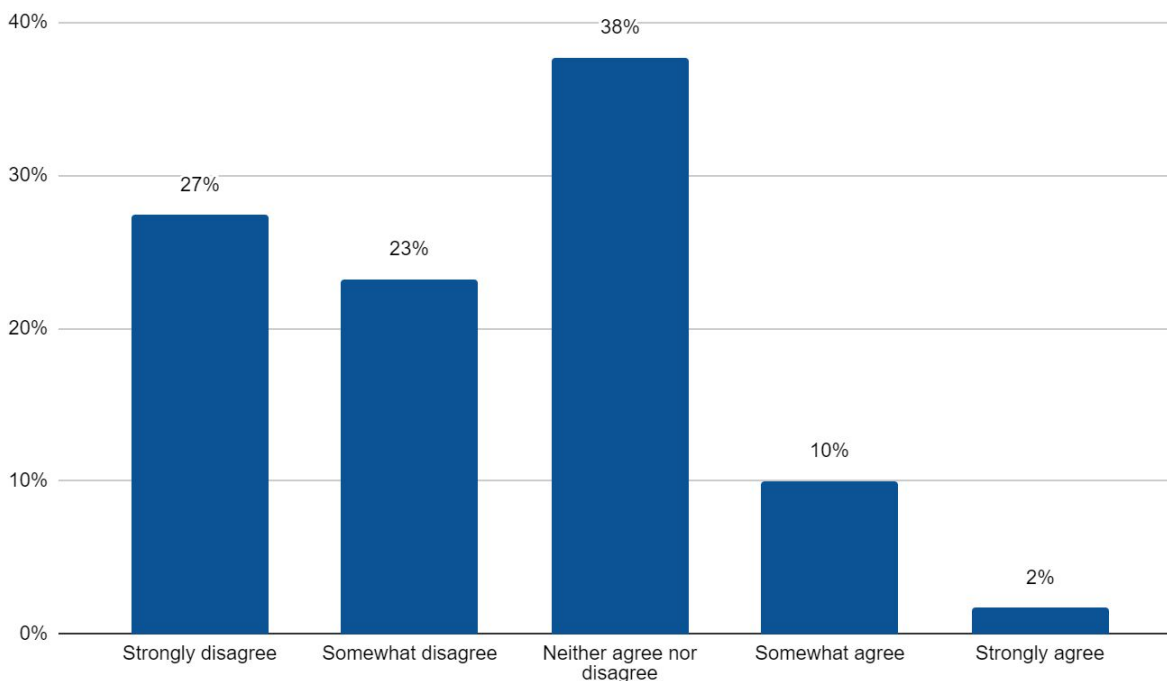
Key findings of the affordability of child care include:

- 50% of parents do not find child care affordable;
- Parents and guardians report provincial child care subsidies to be insufficient and difficult to access; however, not all eligible parents and guardians are accessing the available funding from the provincial government;
- There is a need for cost per use child care as opposed to a weekly flat rate; and
- The cost of child care is one of the largest expenses for many families in Terrace.

Figure 14 presents the extent to which parents and guardians agreed or disagreed that child care in Terrace is affordable. 27% of parents and guardians strongly disagree with the statement, and 23% somewhat disagree that child care is affordable.



Figure 14: Proportion of parents and guardians in agreement with the statement - “Child care is affordable”



Note: Proportions rounded to nearest percentage point.

Source: Author’s own calculations, Big River Analytics 2019 Child Care Surveys

Through survey responses and key informant interviews, parents and guardians indicated the cost of child care is too high with insufficient financial support programs to alleviate costs. At the September MCFD Child Care in B.C. Community Meeting, MCFD and child care service providers both mentioned that a substantial proportion of eligible parents are not accessing available the Affordable Child Care Benefit (ACCB). For the Northwest Service Delivery Area, the monthly average for the number of children whose child care is subsidized provincially was 439 in 2017/2018, compared to 462 in 2016/2017 (MCFD).

Many parents reported through the survey having difficulty with the application process for provincial ACCB and requested the process be streamlined. Child care providers highlighted that they find it difficult to track down basic information about children, for instance, MSP numbers in case of emergency, from many parents, including those parents from underserved populations. Given this challenge, child care providers highlighted that, even when funding is available, many parents may not be accessing it. Child care providers speculated that many parents might not have the time or literacy skills to complete the necessary paperwork, or may be unaware they are eligible for new financial support to mitigate child care costs.

Multiple parents reported, in qualitative survey results, that a substantial portion of their income is used for child care costs. In the face of high costs, parents and guardians surveyed shared



they turn to unregulated child care services or stay at home to care for their children instead. Some parents opt not to work as the additional income would just cover child care costs. This is especially an issue for part time workers, where the cost of child care may be greater than the income they are earning. Parents and guardians reported in the survey a need for cost per use child care as opposed to a weekly flat rate.

The Coalition of Child Care Advocates of B.C. along with the Early Childhood Educators of B.C. and the Waitlisted Project facilitated a Stroller Brigade for Child Care event in Terrace to advocate for federal election candidates to support the \$10 a Day Plan by protecting the \$50 million in federal funding B.C. now receives annually for child care – and committing to grow that amount over time.

Staffing

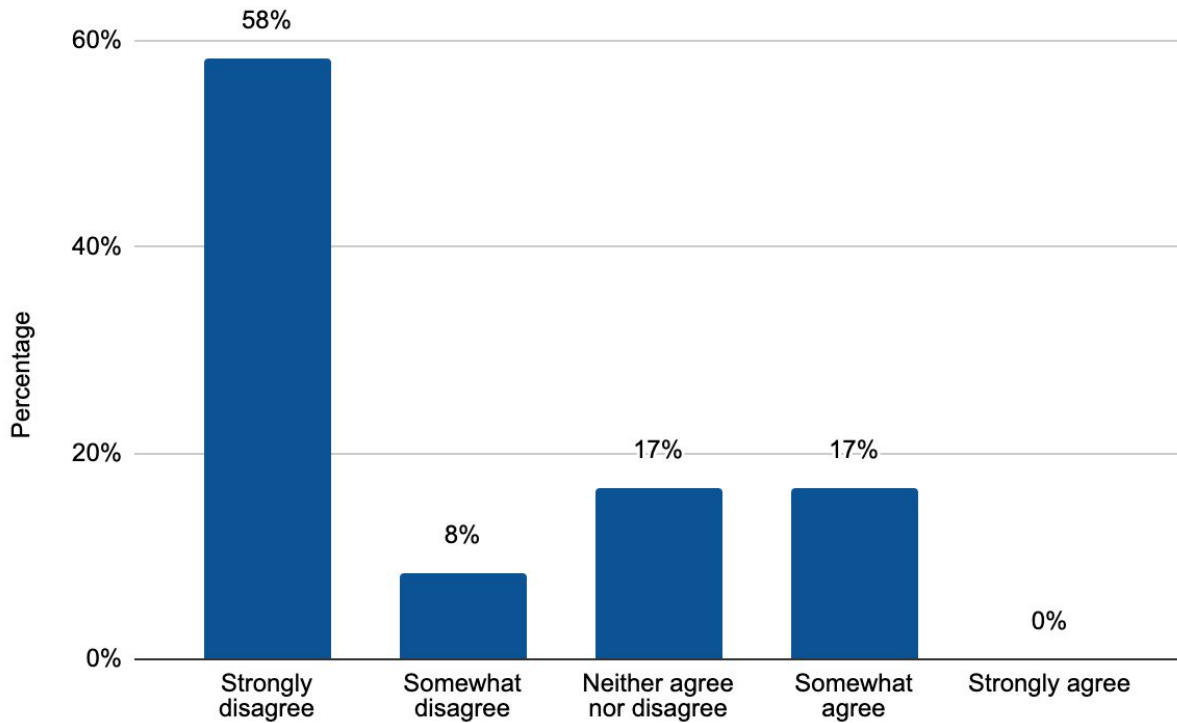
Key findings of the current needs for staffing include:

- There is a need for more qualified child care workers in Terrace to operate more child care licensed spaces with quality care.
- For child care facilities, hiring and retaining qualified staff is the greatest barrier to providing child care services.
- The greatest barriers to recruiting and retaining child care staff are: lack of qualified applications, competition with higher paying positions in other sectors, and burnout.
- The greatest challenges for child care workers in Terrace are low pay and burnout, with a lack of support in the profession.

Figure 15 shows that 58% of child care service providers survey respondents strongly disagreed with the statement there are enough qualified child care staff in Terrace.



Figure 15: Proportion of Child Care Service Providers in agreement with the statement - “There are enough qualified staff”



Note: Proportions rounded to nearest percentage point.

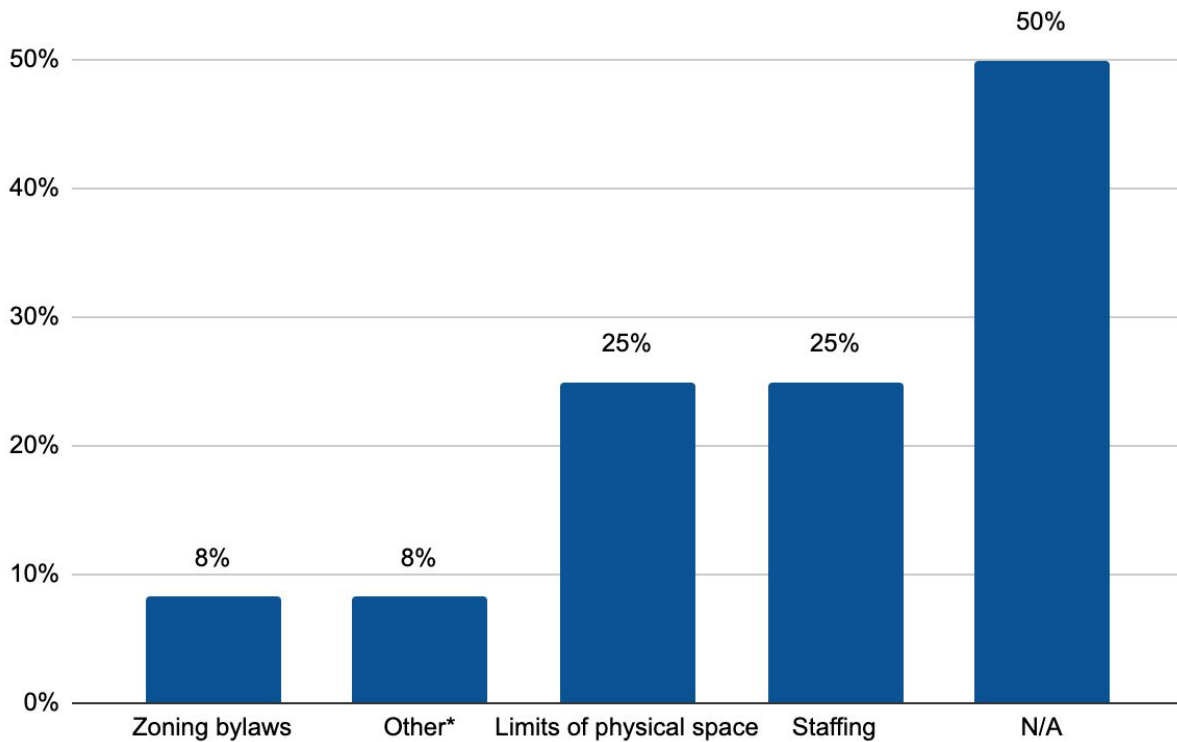
Source: Author’s own calculations, Big River Analytics 2019 Service Providers Surveys.

Sample Respondents: 12 Service Providers

The most frequently cited impediment to providing child care among respondents was recruiting and retaining qualified staff (25%) and limits of physical space (25%) (see Figure 16). Existing zoning bylaws and licensing restrictions (for the number and ages of children) were also noted by some service provider survey respondents.



Figure 16: Challenges impeding service providers ability to provide child care



Source: Big River Analytics Survey of Child Care Service Providers

Note: Percentages do not sum to 100, as Respondents could select more than 1 response

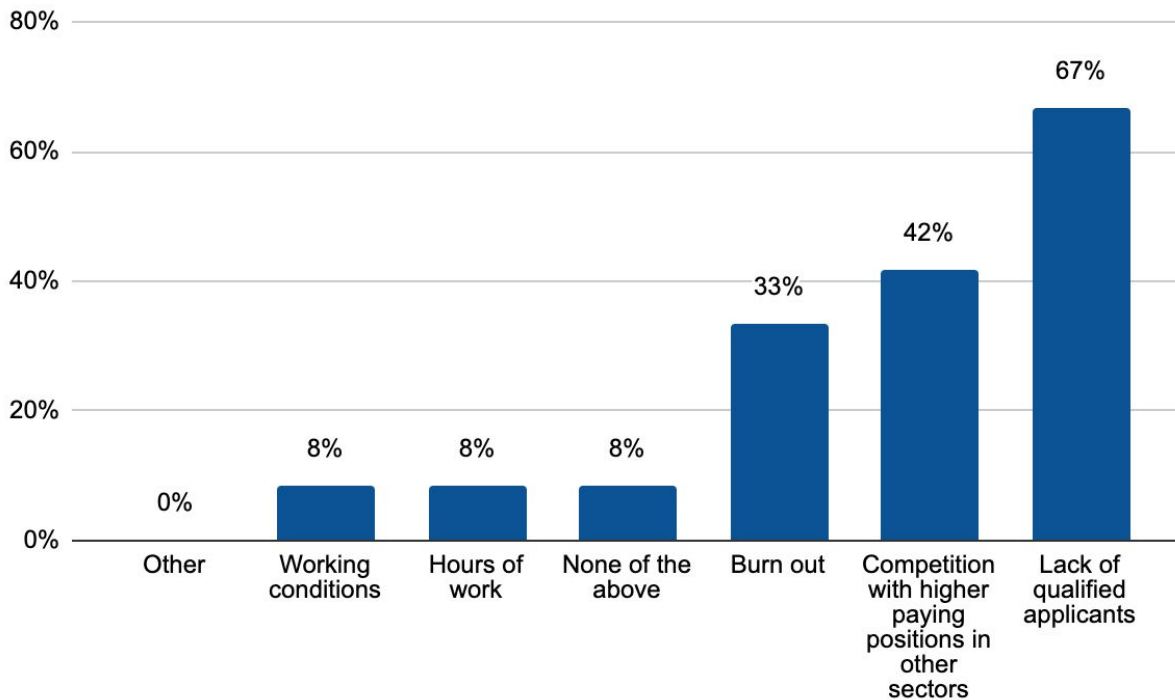
Survey Respondents: 12

*Other pertained to Northern Health licensing requirements

Figure 17 highlights the difficulties that service providers face in hiring and retaining qualified staff. The greatest difficulties services providers face is finding qualified applications, with 67% of managers and owners citing this as a challenge, followed by competition with higher paying positions in other sectors (42%), and burnout (33%).



Figure 17: Difficulties faced in hiring and retaining qualified staff



Source: Big River Analytics Survey of Child Care Service Providers

Note: Percentages do not sum to 100, as Respondents could select more than 1 response

Survey Respondents: 12

Stakeholders, child care service providers, and parents noted there is a need for more qualified child care service workers in Terrace. Local organizations and child care service providers had estimated over an additional 17-23 ECEs were required to operate all the existing licensed child care spaces in Terrace. After surveying 46% of the population of licence child care providers, the Child Care Service Provider suggested that those centres alone required 26 additional staff to operate at their licensed capacity. Understaffing, is not only a challenge for meeting the high demand for new spaces, stakeholders also highlighted that it can lead to lower quality care at existing centres, higher burnout rates and staff turnover. Service providers called for mentorship and continuing education opportunities for educators, and advocated for ECEs to work at a single facility for a longer period of time over working at multiple facilities for shorter periods.

Parents and guardians in Terrace indicated in the Parent and Guardian Survey that they want ECEs and other child care staff to be properly trained and supported in their roles; however are concerned that wage increases will result in even higher child care costs for families and suggested government wage subsidies for ECEs and greater subsidies for parents.

ECEs, Educator Assistants, Responsible Adults, Early Childhood Educators with specialised training (i.e. Infant Toddler/Special Needs Educator) indicated in the Child Care Service Provider survey that they face challenges in providing child care services including: low pay,



cost of education, burnout, limited opportunities for professional development, insufficient supports and resources to care for children with diverse needs, and understaffing. Some ECEs in Terrace have noticed a decline in professional opportunities in the region. Low pay and burnout were highlighted as the greatest challenges for child care workers in Terrace, with a need for support services for those working in the field.

As low pay is a significant barrier to the recruitment and retention of qualified child care workers, ECEs and other child care professionals expressed fellow workers often leave the industry for new employment where higher wages are being offered. Staff turnover can be disruptive to relationships staff have formed with children and creates staffing challenges for child care facility operators. Additionally, increased wages and unpaid work placements as a part of ECE training were identified as key issues limiting the availability of staff.

Survey respondents proposed a host of recommendations to improve ECEs experience and promote careers in the field, some of which are already underway including: wage and education subsidies in the form of bursaries and scholarships for child care workers (which are already underway provincially), that ECE training programs could also be modeled after trades training programs, where colleges and high schools actively promote ECE careers, better working environments to support the wellbeing of child care workers, and an increased awareness and public acknowledgement of the profession. Through survey responses and key informant interviews, ECEs in Terrace expressed not feeling supported by their community or City, but would be happy to work alongside all levels of government, specifically forming a relationship with City Council.

In discussion with child care service providers, it was noted there is a generational gap between ECEs in Terrace with respect to age and experience. There are many retiring veteran ECEs in the community who feel there has been little collaboration with younger ECEs and few new entrants into the field.

A peer mentorship research program is being facilitated in Terrace as part of a research study out of Thompson River University on recruitment and retention for the ECE profession. 19 communities in B.C., including Terrace, are part of the study, examining why ECEs leave the field within their first five years of practice. Participants are grouped into mentor partnerships and meet weekly. This project is ongoing, and preliminary data will be collected from the community groups in 2020. Additionally, Early Childhood Educators of B.C. has an active branch in Terrace, hosting ECE appreciation nights and workshops.

In interviews, stakeholders emphasized the importance of the quality of education for ECE training programs and the two-year time period required to train as an ECE for space creation planning. Coast Mountain College is working on a marketing and communications project for ECE student recruitment. Further, Coast Mountain School District #82 is investigating organizing a dual credit program run through high school trades and career programs for early childhood education; however, this would require legislative changes for certification to implement. The



School District employs ECEs through the CUPE Union for StrongStart programs and welcomes and supports local ECE practicum students.

Through all channels of community engagement, it was emphasized that there is a disconnect between the number of licensed spaces and the number of available spaces, largely driven by the lack of ECEs in Terrace. An increase in the number of child care spaces must occur simultaneously with the number of qualified child care workers in Terrace.

Future Child Care Needs

Key findings of future child care needs include:

- The children aged population is expected to continue to grow until 2021, at which point the population will begin to decline;
- Unmet demand in the future does not differ substantially from current unmet demand; and
- The highest need is for Group Child Care - Under 3 years older spaces for the short, medium, and long term.

Future Needs

To estimate the future demand for child care, current unmet demand was applied to population projections for the Terrace LHA.

Terrace is currently experiencing marked growth in the number of children aged 0 to 5. Figure 18 presents projected percentage change in population of children between ages 0 and 5 in Terrace for the next ten years. Terrace is expected to experience continuous increase in child population between 2019 and 2021, then a continuous decrease in child population until the end of the decade.

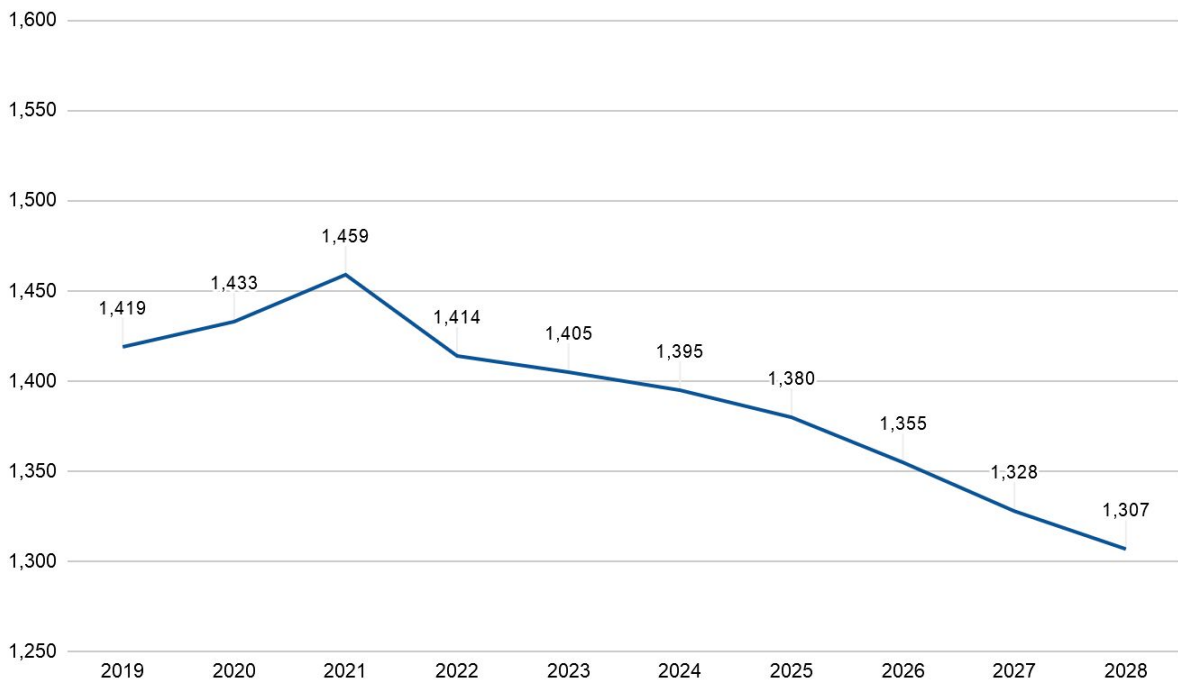


Figure 18: Terrace LHA, Child Population Ages 0 - 5 (Percentage Change) Projections (2019 - 2028)

Source: B.C.Stats (2019)

Figure 19 presents projected population of children between ages 0 and 5 in Terrace for the next ten years. Terrace is expected to experience an increase in child population between 2019 and 2021, then a decrease in child population until the end of the decade.

Figure 19: Terrace LHA, Child Population Aged 0 - 5 Projections (2019 - 2028)



Source: B.C.Stats (2019)



Table 9 presents projected unmet demand for licensed child care in Terrace, by license type, for the next ten years. Unmet demand is forecast to decrease for most license types due to a projected decrease in the total number of children under 15 years of age in Terrace LHA.

Table 9: Total future unmet demand for licensed child care by license type (2019 - 2028)

License Type	Current Number of Licensed Spaces	Projected Short Term Number of Licensed Spaces (Year 1)	Projected Short Term Number of Licensed Spaces (Year 2)	Projected Medium Term Number of Licensed Spaces (Years 3-5)	Projected Long Term Number of Licensed Spaces (Years 6-10)
Group Child Care – Under 3 years old	60	300	297	284	273
Group Child Care – 2.5 years to school age	231	52	54	50	46
Preschool – 2.5 years to school age	197	-13	-12	-14	-16
Group Child Care – School age (before-and-after school care)	163	259	256	263	264
Multi-Age Child Care	56	24	24	24	23
Family Child Care	49	12	12	12	12
In-Home Multi-Age Child Care	0	87	87	88	89

Source: Authors' own Big River Analytics 2019 Surveys

Note: Unmet demand estimates assume that there is no change in the number of total spaces available over time.



Part 2: City of Terrace Community Child Care Space Creation Action Plan

The Community Child Care Space Creation Action Plan (the Action Plan) identifies child care actions that can be taken to create spaces and improve access to child care services within the community. The Action Plan is shaped by the findings on unmet community needs from the City of Terrace Community Child Care Needs Assessment in addition to best practices and child care action plans from comparable jurisdictions in BC.

The Action Plan identifies opportunities and summarizes recommendations for municipal and community action and collaboration. The Action Plan starts with an overview of findings from a review of City plans, policies, and bylaws, best practices from other jurisdictions, and a summary of input from child care service providers, and parents. We then discuss space creation targets and recommendations to meet unmet demand in Terrace, followed by additional actions and recommendations to support affordable, accessible, and quality child care in Terrace.

City of Terrace Plans, Policies, and Bylaws

A review of municipal bylaws, policies, plans, reports, and procedures related to child care was undertaken to identify opportunities for the City of Terrace to increase or improve the provision of child care. Additionally, these were compared to other municipalities' needs assessments and plans to identify best practices for increasing the availability of licensed child care services. The review highlighted that:

- Overall, the City of Terrace's bylaws are supportive to the provision of licensed child care; and
- Child care has not been a specific focus of municipal bylaws, plans, policies, reports, procedures, or committees;
- Social wellbeing and economic development are municipal focuses, and accessible and affordable child care impact families' social and economic outcomes; and
- The City Council affirms child care provision is a service that falls under provincial jurisdiction and responsibility.

There are a number of City of Terrace bylaws that relate to or govern the establishment and operation of child care services. Overall, existing bylaws were not found to pose a substantial barriers to the provision of licensed child care in the City of Terrace and some bylaws include specific clauses, for instance, density bonuses, to encourage the establishment of new child care facilities. Additionally, the City of Terrace expressed a willingness to work with prospective



child care providers to, where possible, remove barriers within municipal jurisdiction to enable the development of additional child care spaces. Table 10 summarizes bylaws that influence or relate to licensed child care provision. Appendix B - City of Terrace Plans, Policies, and Bylaws includes a more detailed discussion of each bylaw, and additional related policies, plans, reports, and council resolutions.

Table 10: City Bylaws Related to the Provision of Licensed Child Care

Number	Bylaw Title	Relevance to Child Care
No. 2142-2018	<i>A Bylaw of the City of Terrace to Designate a Community Plan as the Official Community Plan (OCP) for the City of Terrace</i>	<ul style="list-style-type: none"> ● The OCP lists guiding principles, community goals, and supporting policies. ● The OCP does not include goals related to child care services. ● Affordable and accessible child care has implications for community goals related to economic development and social wellbeing.
No. 2069-2014	<i>A Bylaw of the City of Terrace to Provide for Zoning Regulations within the City of Terrace</i>	<ul style="list-style-type: none"> ● Specifies building and land permitted uses and zones, including for child care spaces. ● Includes density bonuses for the provision of a daycare centre dependent on the development size and the number of individuals at the centre.
No. 2112-2016 /2129-2017/2135-2017/2149-2018	<i>A Bylaw To Provide For The Licencing, Regulating And Setting Of Fees For All Businesses Within The City Of Terrace</i>	<ul style="list-style-type: none"> ● Regulates business licensing and provision of non-government services for profit. ● Schedule A lists business classifications and licensing fees. Business classifications that encompass child care services include: 21. Community Care Facility/Hospital, 38. Home Based Business, and 59. Private School (includes kindergarten or daycare). ● The annual license fee for Private School (including kindergarten or daycare) is \$30.00 plus \$1.50 per licensed space.
No. 1810-2004	<i>A Bylaw of the City of Terrace for the Administration of the Regulations of the British Columbia Building Code and the British Columbia Plumbing Code</i>	<ul style="list-style-type: none"> ● Outlines regulations for the construction of new buildings, altered buildings, and changes in occupancy. ● Newly constructed or altered child care centres must abide by the British Columbia building code.



By-law No. 1460-1995 /1551-199 7/1717-20 00/1757-2 002/2059- 2014	<i>A Bylaw of the City of Terrace to Amend and Consolidate Development Permit Bylaws 1349-1994 and 1363-1994</i>	<ul style="list-style-type: none"> • Enables municipal flexibility, including to alter existing development permit bylaws as necessary.
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Municipal Best Practices

A review of best practices and unique solutions from comparable jurisdictions was conducted to identify potential actions to address current and predicted child care needs. Publically available child care needs assessments, reports, and action plans from the following municipalities in B.C. were reviewed:

- City of Richmond;
- City of New Westminster;
- City of Squamish;
- City of Surrey; and
- City of Vancouver.

These reports outline the following actions taken by municipal governments in addressing child care in their communities.

- Development of child care needs assessments, strategies, and action plans to identify community needs and next steps - *Underway in Terrace.*
- Providing density bonuses to developers in exchange for built child care spaces - *Underway in Terrace.*
- **Provision of funds, space, or delivery of child care services:**
 - Creation of child care reserve funds or other grant funding program. The funds are used for expanding or renovating child care service facilities. Funds are allocated from financial contributions from developers in the permitting and approval process or other mechanisms including city pay parking.
 - Facilitating operation of child care facilities by child care providers in municipal-owned spaces (i.e. providing below-market rate rental and nominal lease rate agreements between city-owned spaces and child care service providers).
 - Direct provision of child care spaces through city-owned and operated child care facilities.
 - Facilitating the funding and creation of early child development hubs.
- **Develop additional support for collaboration, networking, information sharing, and capacity building among existing child care providers:**



- Formation of councils, advisory committees, and planning tables to set targets for child care space creation, and to monitor and evaluate changing child care needs over time.
- Creation of a community declaration for children and child care.
- Creation of an internal inter-departmental child care team for the city, or a City staff role specific for child care planning and inquiries. An inter-departmental team would consist of City staff from various departments (i.e. Planning, Facility Services, Administration etc.). The inter-departmental team could establish and coordinate City level actions to support child care and ensure actions align across various departments. A City staff role could be responsible for working across departments to ensure the same types of coordination and actions take place.
- Linking to child care information sources for parents and service providers on City platforms (i.e. municipal website), or the creation of a standalone child care website.
- Providing resources, guides, and other planning tools for child care service providers.
- Collaborating and sharing information with child care service providers and local service organizations to facilitate joint planning and partnerships to address child care needs.
- **Undertake changes within Municipal jurisdiction to support child care including:**
 - Adopting or amending municipal child care policies.
 - Ensuring existing policies and regulations facilitate the creation of child care spaces.
 - Removal of barriers to starting or expanding child care facilities including streamlining of application processes and providing information.
 - Amending zoning bylaws for permissive zoning to facilitate child care space creation.
 - Rezoning applications and development variance permits.
- **Undertake municipal actions to work with other levels of government or government entities to support for child care by:**
 - Advocating to higher levels of government for improved child care policies, programs, and funding.
 - Creation of a memorandum of understanding between the city and school district defining roles for addressing child care needs in the community.
 - Creation of child care policies supporting municipal employees (i.e. flexible scheduling for City staff to accommodate child care needs).

Some of these actions are already underway in Terrace, whereas others served are useful to consider in terms of meeting the current and future needs of Terrace residents for child care services. Municipalities in B.C. have taken diverse approaches to addressing the child care needs of their residents. Municipal governments are not responsible for the provision of child



care, but some municipalities have identified it as a priority and undertaken creative actions to foster additional spaces in their community.

Parent and Guardian Input

Through the Parent and Guardian Survey, input on municipal and community-led actions to improve child care service provision in Terrace was collected. Parents highlighted the effect accessible, affordable, and quality child care services have on the quality of life of Terrace citizens, specifically the cost of living and employment and expressed frustration with the cost of child care. Specific actions proposed by parents and guardians included:

- **Provision of funds, space, or delivery of child care services:**
 - Provide space, such as a municipal building or property, for a child care facility and programming.
 - Use municipal spaces for lost cost rentals for child care facilities. For example, programming and services offered through the Recreation Department at recreation centres and other city facilities with city staff as employees.
 - Parents requested the City be involved in the building of child care service facilities in any way possible, such as collaborating with the school district or existing service providers to access the Child Care B.C. New Spaces Fund.
 - To assist non-profit organizations or child care service providers in Terrace, parents suggested the City provide funding for administrative costs and to support for grant writing for those applying for funding sources.
- **Develop additional support for collaboration, networking, information sharing, and capacity building among existing child care providers:**
 - Playing an advocacy role
 - Finally, parents called for the City to facilitate community child-centered events
- **Undertake changes within Municipal jurisdiction to support child care including:**
 - Parents also suggested the City of Terrace play a role in coordinating child care placements, acting as a hub for parents to register for a space over applying individually to all service providers.
 - Further, parents proposed the City support the costs of home-based child care services. For example, providing a discount on new business licenses for daycares. It was suggested the City of Terrace could use a tax mechanism to help provide adequate funding for city-run child care services.
 - Update and upgrade outdoor play equipment for children in Terrace.
- **Undertake municipal actions to work with other levels of government or government entities to support for child care by:**
 - Encouraging the City to work with the provincial government for support for child care in any way possible including lobbying for increased subsidies for parents and wage subsidies for ECEs.
 - Parents recognized ECE wages is under provincial jurisdiction, but proposed that the City could offer incentives for working as an ECE in Terrace, and to work with Coast Mountain College to increase ECE course offerings.



- Multiple parents advocated for universal child care as an extension of the education system.
- Collaborating with the School District to facilitate before and after school care programming.
- It was suggested the City partner with Northern Health to offer an information session for anyone who was interested in starting an in-home child care service.
- working with partners at the community level to lobby higher levels of government for funding and program support.

Child Care Service Providers' Input

Child care service providers highlighted the long-term benefits investing in early years development and quality child care could bring to the City of Terrace. When asked what actions the City of Terrace could take to better support the development of child care within the municipality, service providers suggested that the City of Terrace:

- **Develop additional support for collaboration, networking, information sharing, and capacity building among existing child care providers.** This included suggestions to:
 - Create a non-profit board to align efforts and assist child care centres and their operations;
 - Provide service providers with additional capacity and support for grant writing;
 - Communicate the value of ECEs in the community, and to support their recruitment and retention in the community; and
 - Explore partnership opportunities with the School District to provide ECE, and other training in high schools.
- **Undertake changes within Municipal jurisdiction to support child care including:**
 - Creating an employment position dedicated to overlooking child care for the City including reviewing bylaws, supporting new programming, and facilitating a network of support for child care workers;
 - Adjusting zoning to facilitate more properties being eligible for use by daycares;
 - Allowing for an increase in the number of children permitted in home-based child care facilities on residential properties; and
 - Identifying and supporting potential tax breaks for non-profit organizations and other child care service providers where applicable.
- **Undertake municipal actions to work with other levels of government or government entities to support for child care by:**
 - Reviewing the City's public transportation options to improve access to existing facilities;
 - Advocate for higher levels of funding and support from Provincial and Federal governments; and
 - Advocate for changes to Northern Health licensing restrictions and advocate for possible exemptions.



Additionally, existing child care service providers are interested in partnering with the municipality to lead actions in creating additional child care spaces. Of the thirteen respondents who completed the Child Care Service Providers Survey, 9 were interested or potentially interested in partnering with the municipality (BRA 2019 Service Providers' Survey).

Space Creation Targets and Goals, Municipal and Community Actions

The Child Care Needs Assessment has identified license types in highest demand in the short, medium and long term. In addition to the creation of additional spaces, the needs assessment identified a number of additional opportunities for the municipality to support its residents in having access to quality, affordable, and accessible care.

Meeting the child care needs of Terrace residents can be reached through a combination of private sector, community, provincial, and municipal-led actions. The recommendations presented in this plan are for actions the City of Terrace can take to meet the aforementioned child care space creation targets, to ensure effective implementation of community actions, and to ensure child care is accessible and inclusive to diverse populations in the City and surrounding regions.

MCFD is offering incentives to support the creation of new spaces that leverage municipal lands and capital assets through the Childcare B.C. New Spaces Fund (MCFD, 2019). Additionally, through the Child Care Service Provider Survey, child care service providers were asked if they were interested in leading actions to increase child care spaces as part of a municipal action plan. Nine current child care providers indicated they are, or might be interested in leading actions to increase spaces as a part of the municipal action plan.

Appendix E - Details on Space Creation Targets of UBCM Community Child Care Space Inventory for Terrace outlines the selected approach for determining the short, medium, and long term targets presented in the attached child care space inventory (see Attachment 1).

Recommendations

The following recommendations are grouped into four strategic directions paralleling themes from best practice and input from community stakeholders. These strategic directions will help to guide the development of child care space creation and universal child care in the City of Terrace over the next ten years. Recommendations are informed by key findings for unmet demand and community child care needs identified in the needs assessment.

Strategic Direction: Partnerships in the delivery of child care services



Recommendation 1: (short term) The City of Terrace engages with interested child care providers to explore opportunities to access additional provincial funding for child care providers, with a priority on developing:

- Group Child Care - Under 3 years of age space; and
- Spaces with flexible hours.

A number of child care providers are interested in partnering to create new spaces, accessing the B.C. Child Care Space Creation Fund. The School District has partnered with one service provider in Terrace to submit an application for the fund.

Recommendation 2: (short & long term) The City of Terrace engages with key partners who are interested in collaboration and who have additional resources to provide. Key partners should include:

- Members of the Terrace Early Childhood Educators of B.C. Terrace Branch:
 - Local child care workers and advocates are keen to discuss potential collaboration with the City of Terrace.
- Coast Mountain School District #82:
 - The School District is interested in staying involved and participating in follow up meetings to better understand and identify opportunities to meet the action plan targets.
 - It was mentioned the school district is “land rich” and highlighted the benefits of co-locating child care services with school board institutions. Co-location with schools should be discussed.
 - Collaboration on similar service delivery challenges (i.e. retention of ECEs) should be discussed.
- Identified child care service providers interested in leading actions to increase child care spaces as part of a municipal action plan and
- Child care service providers with applications to access the Childcare B.C. New Spaces Fund
- Skeena Child Care Resource & Referral Centre:
 - collect additional information for future planning and for adaptive management on the way to achieving child care space creation targets
 - Engage with SCCRR consultants working in-community (i.e. Colleen Austin investigating why so few in home care providers exist in First Nation communities, engage to share results)
- North Health:
 - Discuss licensing restrictions and hospital co-location.
- UBCM:
 - Request forthcoming resource guide for communities/cities who don't have capacity to work on child care (i.e. no social planner on staff)
- First Nations
 - Discuss existing child care programs and challenges and potential solutions for limitations to expansion.



- Regional District of Kitimat Stikine
 - Discuss RDKS leading facility development partnerships in RDKS region. RDKS has previously engaged in partnerships with child care service providers

Strategic Direction: Develop additional support for collaboration, networking, information sharing, and capacity building among existing child care providers

Recommendation 3: (*short term*) The City of Terrace creates informational resources for potential and existing child care service providers, made available online and at City Hall.

Useful informational and educational resources include a fact sheet clearly outlining existing City of Terrace bylaws and regulations specific to the creation and maintenance of child care facilities in the municipality, and guidelines on how to navigate the permit and licensing process for individuals looking to start a child care facility.

Recommendation 4: (*short & long term*) The City of Terrace hosts information sessions and workshops in collaboration with key partners for potential and existing child care service providers.

Information sessions can highlight existing practices that support child care space creation. Sessions can present a clearly defined process to the public for establishing and operating a child care facility in Terrace, and the key partners involved, including:

- City of Terrace, Planning Department and Building Inspection Department:
 - To provide information on bylaws and other municipal regulations
- Northern Health:
 - To provide information on healthy authority licensing restrictions and promote early engagement with Northern Health to identify issues early on in the process.
- Regional District of Kitimat and Stikine:
 - To address questions for child care service providers located in the unincorporated areas of surrounding the Municipality of Terrace (i.e. questions around differing bylaws, building codes, and fire inspections).

Feedback and common challenges should be gathered during sessions to inform the City's development of informational resources and advocacy efforts.

Workshops should support child care service providers with administrative tasks such as grant writing, applications for professional development opportunities, and assistance navigating and understanding the provincial funding application process to assist parents.

Recommendation 5: (*short term*) The City of Terrace updates their website to have a page specific to child care, providing city assessments and data, and links to online child care resources of interest for child care service providers and parents.



Linked online resources should include resource guides, application processes, policies, and any other relevant information from various levels of government and other organizations including MCFD, Northern Health, the Government of British Columbia, UBCM, and the Government of Canada. City child care needs assessments, resource guides, and updates should also be available through the new child care page.

Recommendation 6: (*short term*) The City of Terrace initiates low-cost partnerships with potential key partners and stakeholders by sharing information and discussing potential collaboration.

The City of Terrace should actively share the child care needs assessment and action plan with potential partners and stakeholders and discuss needs identified, future channels of communication, and potential working relationships. Sharing data with other stakeholders can help stakeholders facilitate their own child care space creation, create positive relationships, and identify opportunities for partnership.

Recommendation 7: (*long term*) City of Terrace facilitates child care town halls for the Municipality of Terrace and Regional District of Kitimat-Stikine for stakeholder collaboration and information sharing.

Strategic Direction: Undertake changes within Municipal jurisdiction to support child care

Internal Capacity

Recommendation 8: (*long term*) The City of Terrace explores allocating resources for a city staff member for managing community child care initiatives and communications.

The staff member would be responsible for overseeing actions identified in the Action Plan, and continuously explore municipal, provincial, and federal child care funding opportunities and programs to leverage for the City. The staff member would be the point of contact for child care inquiries and communications. This long term goal could begin as smaller initiatives taken on by current City of Terrace staff, with the potential to build into a full time dedicated position.

Policies and Planning

Recommendation 9: (*long term*) The City of Terrace amend its Official Community Plan to include community goals specific to child care to guide future development.

Recommendation 10: (*short term*) The City of Terrace maintains flexibility of zoning with potential for rezoning for new child care service facilities such as those with Child Care B.C. New Spaces Fund.



Recommendation 11: (*short term*) The City of Terrace creates a community declaration for children and child care demonstrating child care as a right and necessity for Terrace families.

The declaration should outline the community's vision for universal child care and highlight the City's endorsement of the \$10aDay Child Care Plan.

Monitoring and Evaluation

Recommendation 12: (*long term*) The City of Terrace monitors progress over time in reaching identified child care space creation targets by continuing to assess child care needs of the community.

Monitoring and evaluation to include future child care needs assessments, or update to the existing needs assessment. The City of Terrace should continue to engage with stakeholders to identify new needs and emerging trends with respect to child care in the community.

Strategic Direction: Undertake municipal actions to work with other levels of government or government entities to support for child care

Recommendation 13: (*long term*) The City of Terrace advocates to higher levels of government for:

- additional support and funding for municipalities spearheading facilitation of development of child care spaces;
- wage subsidies and enhancements for ECEs with the ultimate goal of increasing the number of ECEs and child care workers in the Terrace community in coming years; and
- changes to child care provision licensing restrictions identified by child care service providers in the community.

Recommendation 14: (*long term*) The City of Terrace partners with local child care workers, advocates, or organizations to lobby for improved child care worker wages and conditions, demonstrating support for ECEs and the child care community in Terrace.



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Appendix A - Detailed Methodology

Phase 1: Secondary Data Collection and Key Policy Review

BRA collected and analyzed local and regional existing secondary data and resources from:

- Data from B.C.Stats including:
 - Sub-provincial Population Estimates'
 - Population Estimates for Municipalities, Regional Districts, and Development Regions; and,
 - P.E.O.P.L.E. household projections.
- Statistics Canada data tables.
- Data from the Northern Health Authority regarding licensed child care facilities in the City of Terrace.
- Existing city level administrative data held by the City of Terrace.
- Data on licensed child care facilities that receive funding from the Ministry of Children and Family Development.
- Terrace Population Research and Projections.

These data resources were used to understand the demographic projections of the City of Terrace and adjacent regions, and to understand the City's child care needs and potential demographic and population shifts that may impact child care demand. Data resources were leveraged to enhance understanding of the availability, affordability, and inclusivity of existing child care spaces.

Phase 2: Interviews and Primary Data Collection

There are various expectations for bias in the sample of survey respondents for parents and guardians. With respect to distribution methods, surveys were posted in Facebook groups related to child care in the study region and in groups for Terrace community updates. Surveys were also distributed through email newsletters and listservs. We would expect those without internet access or those less integrated within the online community to have a lower sampling probability. Further, certain demographics of parents and guardians will have been more likely to respond to the survey than others. Employed parents or single parents with less disposable time relative to parents sharing child care responsibilities with a partner may be less likely to complete the survey due to time constraints. Parents with lower levels of literacy may have been less likely to respond to the survey, and those who are more engaged in the child care community or with a vested interest may be more likely to respond.

Phase 2 served to address any information gaps identified in Phase 1, including providing insights into the quality and accessibility of current child care spaces in Terrace, and the



community's vision and needs for child care spaces in the future. Phase 2 also ensured the accurate completion of the community child care space inventory.

Strategic interviews and engagement were conducted to fill data gaps and develop an understanding of community perspectives. In collaboration with the City of Terrace, a list of key interviewees was identified including City staff, and contacts from the School District, Regional District, child care providers, First Nations and Indigenous family service providers, and general family service organizations.

In addition, extra efforts were made to ensure the inclusion of parents, and additional organizations representing potentially underserved populations as interviewees to facilitate community engagement activities to gather information regarding the needs of these subpopulations in child care—including 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.

Survey Launch and Distribution

The online surveys were launched in November 2019. Online and phone engagement and follow-up was conducted to reach a sufficient response rate.

Big River engaged the Skeena Child Care Resource and Referral Centre, the Coast Mountain School District #82, and the City of Terrace to distribute the survey in newsletters and among their networks. Information on the survey was also posted in community Facebook advertisements, and circulated to service providers for distribution.

Interview Topics

Interview topics were tailored to individual interviewees and included but were not limited to:

- The current state of child care, including identifying patterns and concerns related to:
 - Demand for and availability of services for particular age groups, needs, and demographics
 - Anticipated changes in demand and availability of services
 - Services and programming for underserved populations
- Municipal Plans, Bylaw, and Policies supporting or limiting child care services
- Issues affecting child care access, availability, and affordability including:
 - Qualified staff
 - Costs
 - Quality
- Input on community and Municipal actions to address child care service needs including:
 - Areas/children in highest need
 - Potential new space locations
 - Service hours and programming of highest value



Stakeholders Interviewed

Ministry of Children and Family Development (MCFD)
Kitsumkalum Health Centre
Kitsumkalum Day Care Centre
Coast Mountains School District #82
Northern Health
City of Terrace Development Services Department
Skeena Child Care Resource and Referral (SCCRR)
Terrace Women's Resource Centre
Regional District of Kitimat and Stikine (RDKS)
Terrace Child Development Centre (TCDC)

In addition to the list above, other individual stakeholders engaged in the Terrace child care community were informally engaged throughout the project.

Additional Engagement and Outreach

Thomas Robinson Consulting Ltd.
Kermode Friendship Society
Coast Mountain College
B.C. Centre for Ability Association, Supported Child Development
Kitselas First Nation
Nisga'a Lisims Government

Phase 3: Thematic, Primary, and Secondary Data Analysis

Responses to the online surveys were used alongside secondary data sources to estimate the total unmet demand for child care spaces in the Terrace LHA by child care license type, as well as the service needs of parents. Two approaches were taken to ensure that the sample of respondents engaged were representative of the populations of Terrace residents.

Our primary weighting strategy to estimate the unmet demand for licensed child care spaces. Our secondary weighting strategy is used to estimate the perceptions of parents on programming, services, hours, and unmet needs at the household level.

Primary Weighting Strategy - Unmet Current and Future Demand

To estimate the unmet demand for licensed child care spaces, we post-stratify the sample of children from the parent and guardian survey. Respondents to the parent and guardian survey are asked to provide the age and type of licensed childcare space desired (if any) for each of their children. This allows us to construct a sample of children on which to conduct inference. We construct post-stratification weights for the sample of children based on the child's age, type



of family (two-parent or other), and whether the child used licensed child care in the previous month.

Population proportions for age groups (0 to 4 years, 5 to 9 years, and 10 to 14 years) and family types were obtained from the 2016 Census of Population (Table 98-400-X2016041). We assume that the proportional distribution of children by age group and family type is the same at the time of the survey. We also use age groups 0 to 2 years, 3 to 5 years, and 6 to 14 years to construct weights; these age groups are meant to roughly approximate age groups corresponding to child care license types. For population proportions in these age groups, we use BC Stats' PEOPLE projections for Terrace LHA in 2019.

Weighting based on the proportion of children in child care requires an estimate of this proportion. To construct such an estimate we turn to our survey of licensed child care providers, which asks respondents to estimate the number of distinct children that they served in the preceding month. Using these estimates we estimated the proportionate aggregate utilization factor (number of children served per license space; estimated at 1.14 children per licensed space) for the child care providers in our sample. We then applied this same utilization factor to the child care providers not in our sample to arrive at an estimate of the number of children using licensed child care, and thus the proportion.

Post-stratification weights for the children sample were then constructed by raking over the joint distribution of child age and family type from the 2016 Census of Population; the projected distribution of children by our custom age groups from PEOPLE; and our estimated proportion of children that used child care. Our estimate of unmet demand was then constructed by estimating the number of children whose parents were seeking licensed child care for that child from the weighted sample of children. Because a child care space can serve more than one child, we divide the estimated number of children seeking child care by the aggregate utilization factor to obtain our final estimate of the unmet demand in terms of licensed child care spaces.

To forecast future child care demand, we assume that the proportion of children with unmet child care demand remains the same within each of our custom age groups. We apply these proportions to the projected population of children in those age groups for Terrace LHA from PEOPLE. For parents who might already be accessing child care, but desire additional or different services (approximately 33% of parents survey) we assume that parents would switch into new spaces if they were to become available, freeing up existing spaces for the use of other parents. As such, current and future demand for licensed spaces is the total unmet demand less the percentage of licenses occupied by parents seeking additional or different services.

Secondary Weighting Strategy - Parent's Perspectives and Unmet Demand

The qualitative analysis involved three steps. The first step included reviewing and cleaning the survey data to ensure the quality of the sample before undertaking the analysis. The second step involved estimating sample weights, which are used to improve the reliability of the



inferences made in the analysis. The last step involved estimating population parameters (e.g., child care access by children, child care access by parents or guardians, unmet demand, etc.) from the weighted sample responses.

1. Review and Cleaning the Survey Data

The initial review of the survey responses data involved the following steps

- Checking the completeness of survey responses, and removing responses with insufficient data
- Checking and removing duplicate entries
- Checking and removing non-parent entries
- Recoding data for analysis

Insufficient data could result from respondents quitting the survey or being interrupted after responding to just a few survey questions. Nineteen survey responses were deleted from a total of 201 because of insufficient information, including survey responses from parents or guardians that lacked information on children and survey responses that lacked information on parenting responsibilities, child care utilization, and child care needs.

Duplicate entries could arise from several sources. For instance, two parents or guardians from the same family could complete the survey. We used a combination of techniques to identify duplicate survey responses. For example, we checked for multiple uses of the same IP (internet protocol) address, and then checked for consistency between responses to individual questions on the survey. A total of five survey responses were deleted due to duplication.

We identified and removed six non-parent entries from the sample for the analysis of child care demand. However, this data was retained for use in other areas of the project.

Lastly, we re-coded the survey responses, where required, for quantitative analysis. For instance, this task included converting text entries into numeric entries (e.g., Three children to 3) for number of children and children's ages.

2. Sample Weighting

Sample weighting is a process of re-balancing the values of some survey variables to improve the reliability of the survey results. Sample weighting is achieved by estimating a set of weights, which are then used to make the survey respondents more representative of the population. Weights are estimated based upon control variables, such as the fixed background characteristics of respondents (e.g., demographic variables). Once estimated, weights are used in the analysis to make inferences about the population, such as estimating the population's unmet demand for child care by license type.

To initiate the sample weighting process, we assessed the data for potential unidentified coverage errors. This assessment included checking for responses from demographic groups at



rates that reflect the population in the Greater Terrace Area. We used the Terrace Local Health Area (LHA) as the catchment area of child care services offered in Terrace.

Terrace LHA can be approximated by the following census subdivisions (CSD):

- Terrace CY (CSD 5949011)
- Kitimat-Stikine C (Part 1) (CSD 5949013)
- Kitimat-Stikine E RDA (CSD 5949018)
- Kitsumkaylum 1 IRI (CSD 5949804)
- Kshish 4 IRI (CSD 5949805)
- Kulspai 6 IRI (CSD 5949807)
- Gitanyow 1 IRI (CSD 5949815)
- Gitwangak 1 IRI (CSD 5949816)
- Kitselas 1 IRI (CSD 5949844)

Table A-1 presents the total number of families by type, number of children, and age of child in the unweighted survey responses. Table A-2 presents the same information but in percentage terms.

Table A-1: Family Composition Distribution — Sample

Parent Type	1 Child - Aged 0 to 14	2 Children - Both Aged 0 to 14	3 or More Children - At Least One Child Aged 0 to 14
Couple families	52	50	31
Lone-parent families	6	4	8

Table A-2: Family Composition Relative Distribution — Sample

Parent Type	1 Child - Aged 0 to 14	2 Children - Both Aged 0 to 14	3 or More Children - At Least One Child Aged 0 to 14
Couple families	34.4%	33.1%	20.5%
Lone-parent families	4.0%	2.6%	5.3%



Data on family composition that was recently published by Statistics Canada provides a reasonable benchmark to assess the data. Table A-3 presents the total number of families by type, number of children, and age of children in CSDs that closely match the Terrace LHA. Table A-4 presents the same information but in percentage terms.

Table A-3: Family Composition Distribution — Terrace LHA (Approx.)

Parent Type	1 Child - Aged 0 to 14	2 Children - Both Aged 0 to 14	3 or More Children - At Least One Child Aged 0 to 14
Couple families	385	680	290
Lone-parent families	210	155	65

Source: Statistics Canada, Census Profile, 2016 Census

Table A-4: Family Composition Relative Distribution — Terrace LHA (Approx.)

Parent Type	1 Child - Aged 0 to 14	2 Children - Both Aged 0 to 14	3 or More Children - At Least One Child Aged 0 to 14
Couple families	21.6%	38.1%	16.2%
Lone-parent families	11.8%	8.7%	3.6%

Source: Statistics Canada, Census Profile, 2016 Census

A comparison between Table A-2 and Table A-4 suggests that some family types responded more often than others. As a result, we needed to downweight the relative importance of some survey responses and upweight the relative importance of others. We used a procedure known as raking to achieve this effect.

3. Estimating Population Parameters

After the raking was completed, we calculated several statistics that took into consideration both the survey responses and each survey response's estimated weight. Weighted proportions



served most purposes. However, we took the additional step of scaling the relevant weighted proportions by a scaling factor related to the number of census families in the Terrace LHA in order to estimate unmet demand.

Our estimation approach is based on at least three critical assumptions. First, we assumed that missing data for scaled responses indicated “Neither agree nor disagree” or no preference. Second, we assumed that the responses to survey questions about child care demand are independent of family composition. Third, we assume that the survey responses were generated independently of each other.



Appendix B - City of Terrace Plans, Policies, and Bylaws

In order to determine if there are impediments to the establishment or improvement of child care spaces, a review was undertaken of relevant City of Terrace bylaws, policies, and procedures. A review of relevant City of Terrace plans and reports that may influence the development of child care needs was also undertaken.

Bylaws

Various bylaws for the City of Terrace relate to the establishment and operation of child care services. The most relevant bylaws are pertaining to development, economic growth, and zoning within the city and are outlined below.

Bylaw No. 2142-2018, *A Bylaw of the City of Terrace to Designate a Community Plan as the Official Community Plan for the City of Terrace*, is the 2018 version of the City of Terrace's Official Community Plan, the outcome of a series of engagement and planning processes beginning in 2009. The Official Community Plan (OCP) provides a framework of objectives and policies guiding community planning and land use management in the city (City of Terrace, 2018). City of Terrace bylaws and plans must be consistent with the OCP, which can be amended as required (City of Terrace, 2018). The OCP highlights the projected population growth for the City of Terrace, driven by economic growth in the region (City of Terrace, 2018). The OCP lists guiding principles and community goals for the city. The community goals are accompanied by a series of objectives and supporting policies to achieve the goal.

While there are no community goals solely addressing child care in the city, there are community goals pertaining to housing, economic development objectives and social well-being. Housing influences child care as certain licensed child care programs are located in the provider's own home (for example, in-home multi-age child care and family child care). The community goal "Compact and Complete Neighborhoods" lists objectives to achieve safe, affordable, and accessible housing for all residents of Terrace (City of Terrace, 2018). A "complete neighbourhood", as described in the OCP, enhances livability by offering a range of services and amenities, encouraging activity and social engagement. The community goal "Diversified and Coordinated Economy" includes objectives to strengthen the local economy. A supporting policy of the objective to attract new business and investment is to "recognize that access to appropriate housing and related support services, such as child care, are important to attracting and retaining a skilled workforce" (City of Terrace, 2018, p. 29).



The City of Terrace OCP also includes descriptions of land use designations for the city, which ultimately support the policy statements throughout the plan. The land use designations of Neighbourhood Residential, Urban Residential, and Community and Public Use pertain to land uses which could be pertinent to the creation of child care programs and facilities. Other land use designations and development permit areas as outlined in the OCP should be examined further when considering development.

By-law No. 2069-2014, *A Bylaw of the City of Terrace to Provide for Zoning Regulations within the City of Terrace*, lists regulations and zones for buildings and structures in the City of Terrace (City of Terrace, 2014). The bylaw states that buildings and lands must be used for the specified permitted uses of the zone in which they are located (City of Terrace, 2014, p. 21). Various density bonus amenities can be allocated for the provision of a daycare centre dependent on the number of persons at the centre (City of Terrace, 2014, p. 28). The bylaw also outlines supplemental regulations for certain uses of circumstances. For home occupation, descriptions of Level 1 and Level 2 home occupation imply they cannot accommodate in-home child care services. A Level 3 home occupation may accommodate a small child care program subject to the zone-specific regulations.

The City of Terrace requires different parking requirements depending on the zone of interest which should be considered for planning child care centres. Parking for child care facilities are essential for parents to pick-up and drop-off their children. For daycare centres, the required number of off-street parking spaces is 1 space per 30m² of gross floor area (City of Terrace, 2014, p. 41). For other uses which may entail child care services, such as a Level 3 home occupation, 1 off-streeting parking space must be provided. This requirement can be met easily with a driveway.

There are 29 established zones with unique regulations and requirements within the City of Terrace. Permitted uses relevant to the establishment or operation of child care centres are identified in Table B1 below. Additional regulations for each zone provide details on family child care and daycare specific regulations, if applicable. For example, for the low density multi-family residential zone (R3), child care services cannot be provided. Child care facilities cannot be outside of the home in detached accessory buildings such as garages.

The City of Terrace has relatively relaxed zoning regulations, and does not often receive requests for zoning relaxation with respect to home-based child care facilities. For the building of new child care service facilities, or the revitalization of an underused older space, zoning and development permits would become more complex. In this case, the City of Terrace could be flexible in terms of zoning and requirements for ease of development while still ensuring basic development standards are met.

The City of Terrace also identified that as land space isn't a great barrier for Terrace, relative to other cities in B.C. such as Vancouver, density bonuses are not huge priorities for developers in the region.



It is possible rezoning may not be required to create a child care space; however, the facility of interest must also meet the B.C. Building Code requirements for child care facilities. Provincial child care licensing standards must also be met to operate a child care facility.

Child care service providers located in the unincorporated areas of RDKS will face different bylaws, specifically zoning bylaws, with respect to having home-based child care facilities. Further, building codes are often not enforced in rural unincorporated areas, potentially making it more difficult for facilities to become licensed.

Various other City of Terrace bylaws contain sections relevant to the establishment and operation of child care programs and centres. By-law No. 2112-2016/2129-2017/2135-2017/2149-2018, *A Bylaw To Provide For The Licencing, Regulating And Setting Of Fees For All Businesses Within The City Of Terrace*, provides regulation on business licensing of provision of non-government services for profit. Schedule A of the bylaw provides a list of business classifications and licensing fees. Business classifications that may potentially entail child care services include 21. Community Care Facility/Hospital, 38. Home Based Business, and 59. Private School (including kindergarten or daycare) (City of Terrace, 2016). The annual license fee for Private School (including kindergarten or daycare) is \$30.00 plus \$1.50 per license space (City of Terrace, 2016). Newly constructed or altered child care centres must abide by the British Columbia building code, as outlined in the City of Terrace By-law No. 1810-2004, *A Bylaw of the City of Terrace for the Administration of the Regulations of the British Columbia Building Code and the British Columbia Plumbing Code*, outlining the regulations for the construction of new buildings, altered buildings and changes in occupancy (City of Terrace, 2004). By-law No. 1460-1995/1551-1997/1717-2000/1757-2002/2059- 2014, *A Bylaw of the City of Terrace to Amend and Consolidate Development Permit Bylaws 1349-1994 and 1363-1994*, allowed the Council of the City of Terrace to alter existing development permit bylaws as necessary (City of Terrace, 1995).

Plans and Reports

Below is a summary of existing City of Terrace plans, assessments, and reports, and their implication for child care provision in the community.

The City of Terrace's *Terrace Population Survey and Projections* report presents population projections for the city under three economic development scenarios (Edinger, 2015). If local and regional economic development is to proceed, the city's population is projected to grow substantially, increasing the demand for child care and housing in the community.

Two reports have been produced regarding housing needs in the City of Terrace. Thomson and White's report *Housing Needs Assessment Update* outlines population groups experiencing difficulty finding affordable, adequate, and suitable housing, including children and families, single parent households, new arrivals to the community, those facing barriers or living with



disabilities, and Indigenous families (2014). The report notes that high rental costs in the city have adversely affected single parents and parents with multiple children (Thomson & White, 2014). The City of Terrace's 2015 *Terrace Housing Action Plan* highlights housing needs for women and children (CitySpaces Consulting, 2015).

The *Parks and Recreation Master Plan (2015-2016)* highlights the need for provision of programs and facilities that meets community needs, including developing new facilities as needed to address deficiencies or gaps in the system (City of Terrace). The plan notes there is community demand for an indoor community space that can accommodate various groups and users (City of Terrace). Recreation facilities and programs could be developed to address child care needs in the community, for example, additional programming available for children, especially on weekends.

In terms of development for the city, the *Keith Estates Neighbourhood Concept Plan* plans for housing, business, and amenity development on industrial lands to address anticipated population growth for the city (Urban Systems, 2014). For the Keith Avenue Industrial Transition Area, the best housing option mix identified for the area was a mix of medium/high multi-family residential, with children's facilities proposed as a use for this housing option mix (Urban Systems, 2014). Further, the *Downtown Action Plan and Urban Design Guidelines* guides development and design of the City of Terrace's downtown including downtown services and housing, and also recommends mixed use development for the city (City of Terrace, 2018). These development guidelines and plans should be considered when planning for the development or alteration of child care facilities in Terrace.

Policies

To date, no specific policies or advisory committees have been identified which would impede the establishment or improvement of child care spaces.

Council Resolutions

During a City of Terrace Council meeting on February 25, 2019, it was agreed the City of Terrace would bring forward the resolution for the North Central Local Government Association (NCLGA) to lobby the Provincial Government the NCLGA's Annual General Meeting. The NCLGA would lobby the Province to establish a universal plan for child care facilities without depending on local governments to create and run child care facilities (City of Terrace, 2019).

City of Terrace Zone Primary and Secondary Uses

Table B-1 - Zones and Permitted Uses

	Secondary Uses	Primary Uses
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Zo ne	Famil y Child Care	Home Occu pation Level 1	Home Occu pation Level 2	Home Occu pation Level 3	Day Care Centr e	Com munit y Care Facilit y	Recre ation Facilit y - Indoor	Recre ation Facilit y - Out door	Healt h Servi ces Facilit y	Day care Centr e	Perso nal Servi ces Estab lishm ent	Mixed Use Buildi ng	Singl e Detac hed Dwelli ng	Day care	Educ ation al Facilit y
AR 1 & AR 2	X	X	X	X									X		
R1, R1- A, R2	X	X	X										X		
R3		X	X												
R4		X			X	X									
R5		X			X	X									
R6, R7		X													
RS 1	X	X	X	X									X		
C1		X				X	X		X		X	X			
C1- A		X				X			X		X	X		X	
C2							X		X	X	X			X	
C3								X							
C4							X							X	
C5											X			X	
C6							X	X							
C7		X					X				X				
AS C															
GS C															



M1														
M2														
M3														
AO														
P1						X	X	X	X					X
P2							X	X					X	X
P3														



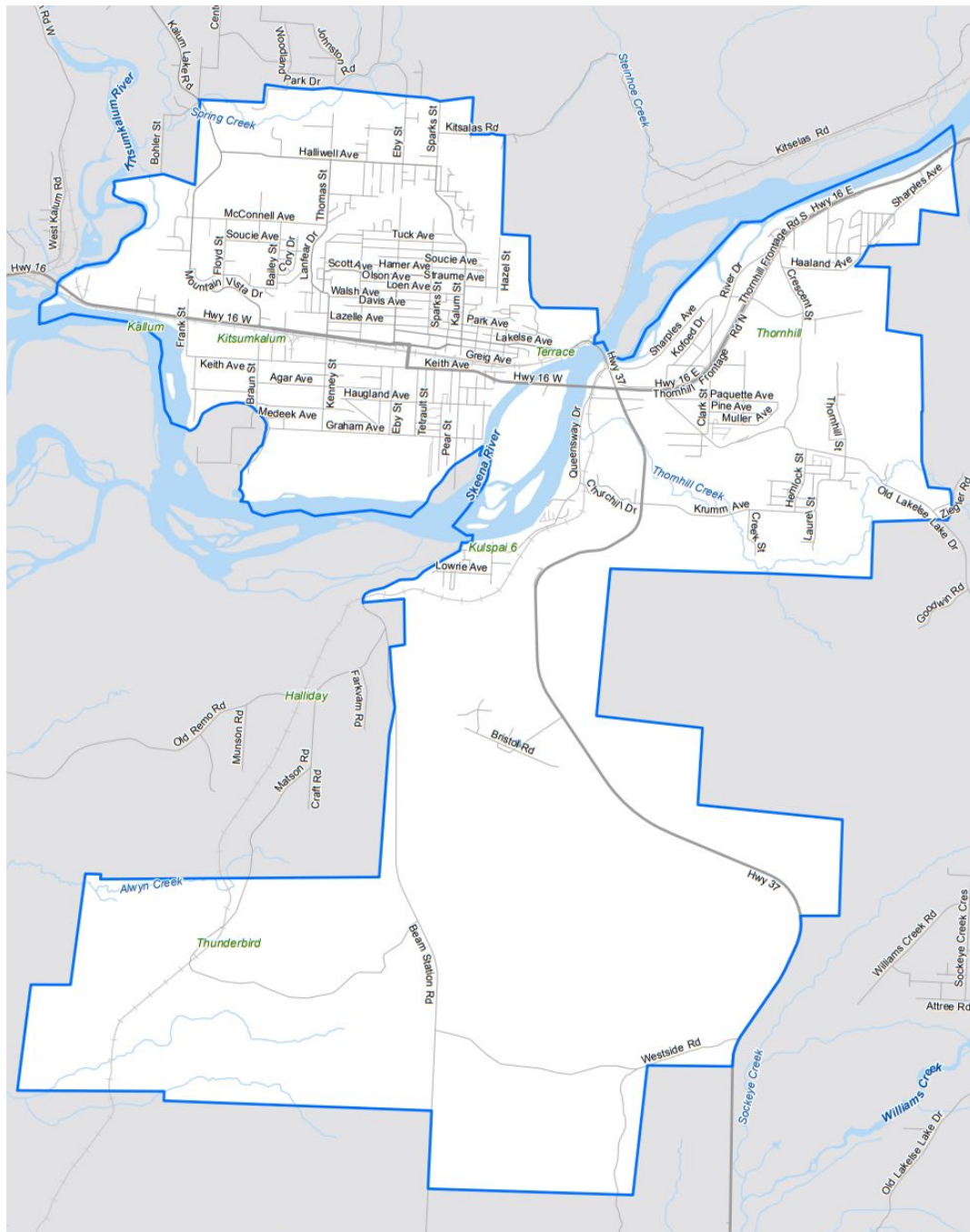
Appendix C - Terrace Licensed Child Care Service Providers

Terrace Day Care Centre
P.A.C.E.S. Daycare
Terrace Child Development Centre
The Rock Daycare
Bumble Bees & Butterflies Childcare
Hands On Playcare (HOP)
Kitselas Headstart/Daycare
Terrace Sunflower Child Care Centre
Gila'Kyew Nluulk Head Start Day Care
Little Adventurer Preschool
Little Timbers Family Child Care
Hollybear's Childcare Centre
Little Sprouts Family Daycare
Centennial Christian School - Preschool
P.A.C.E.S Daycare #2
Caterpillars Childcare Center
Tiny Steps
Veritas School After-School Care
Sprout-Up Preschool
Busy Bodies Childcare
Kermode Friendship Society Aboriginal Headstart
Nana's House
Willow Creek Childcare
Kids at Play
J & J Rhythm & Rhyme
Munchkin Magic



Appendix D - Map of Terrace Census Agglomeration

Map D-1: Terrace Census Agglomeration — 2016



Source: Statistics Canada - Focus on Geography Series, 2016 Census



Appendix E - Details on Space Creation Targets of UBCM Community Child Care Space Inventory for Terrace

Short, medium, and long term targets were determined based on the projected total unmet demand for Terrace in ten years. The total unmet demand in 2028 is projected to be 691 licensed spaces (see Table 9). Space creation targets were created to meet the total unmet demand across the long term target period, that is, creating 691 new spaces over the course of ten years.

To reach this long term goal, the City of Terrace space creation targets identifies the creation of more spaces in Years 1 and 2, with a focus on those spaces in highest demand. For short term, the Space Creation Targets identify 150 new licensed spaces created in Years 1 and 2. Although there is demand for spaces to be created for all licence types, the highest unmet demand is for Group Child Care – Under 3 years old and Group Child Care – School age (before-and-after school care).

For Years 3 - 5, 50 new spaces should be created each year, totalling a 150 spaces additional spaces as a medium term target. In Years 6 - 10, the remaining 241 spaces would amount to approximately 48 new spaces per year.

The City of Terrace Space Creation Targets are anticipated to be met by Private Business, Society, non-profit, and other organizations.

