



# **Village of McBride**

## **Child Care Action Plan**

**May 2021**



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Together with the Village of McBride, we would like to thank all of the individuals and organizations who contributed their time, expertise, and ideas to the Action Plan.

We would also like to thank Karen Dubé, Community Economic Development Coordinator, for her leadership and support.

In addition, we would like to thank Katharina McNaughton for the beautiful photos of local children and families shown on the cover page of this report.

## Executive Summary

High-quality, accessible, and affordable child care is essential to the well-being of children, their families, and the broader community. Child care plays a critical role in economic development, poverty reduction, gender equality, social inclusion, and healthy child development. In recognition of this, the Village of McBride committed to developing a formal Child Care Action Plan.

This 10-year Action Plan is informed by demographic data about children and families in McBride, an online survey of 30 parents and caregivers with 56 children aged 0 to 12, representing about 50% of children in McBride, interviews with 10 key stakeholders and partners, and a virtual Child Care Solutions Workshop with 14 participants.

The Action Plan includes 31 concrete recommendations organized around four strategic priority areas, closely aligned with the Province's child care commitments:

1. Increasing accessibility
2. Improving affordability
3. Focusing on quality
4. Strengthening partnerships

## Policy Context

While the Provincial and Federal governments have primary roles in child care policy and funding, as a local government, the Village of McBride does have an important planning and coordination role, as well as the most in-depth understanding of local context, needs, and economy. With a defined and coordinated plan, support from senior levels of government, and strong community partnerships, the Village can make significant progress in improving the accessibility, affordability, and quality of child care available to families in the community.

As this Action Plan was being developed, both Federal and Provincial governments have announced commitments to a universal child care system, including moving child care in BC to the Ministry of Education. Therefore, the recommendations included in this report may require adaptation as more details of these senior government plans unfold.

## Increasing Accessibility

The Village of McBride currently has no full-day licensed child care. There is one eight-space preschool program available two half-days per week. Due to the lack of licensed child care options, parents and caregivers are sometimes unable to work or forced to rely on informal, non-licensed care arrangements.

When planning for new child care spaces for the Village, it will also be important to ensure those spaces meet the needs of all families in McBride, including those with non-typical work schedules and those from underserved and more vulnerable populations.

Some key recommendations to increase access to child care include:

- Endorse targets to facilitate the creation of 60 new licensed spaces in McBride over the next ten years.
- Incorporate child care into the Village's Official Community Plan and other strategies and plans.
- Work with other public partners to identify opportunities for child care development and to access Provincial capital funds to build new spaces.

## Improving Affordability

High child care fees can limit access to child care and cause financial stress for families, with disproportionate impact on low-income families and families with additional challenges. In 2015, median gross household income in McBride was \$82,176 for families with children under 18 and \$59,520 for families with under the age of six. Over one-third of all children in McBride under 18 and half of all children under six were living in low-income families.

Some key recommendations to improve affordability include:

- Support not-for-profit child care centres with grants and leases for government-owned land at no cost or below-market rates, to enable them to lower fees for families.
- Partner with the Child Care Resource & Referral to more proactively promote BC's Affordable Child Care Benefit program to child care providers and families.
- Advocate to senior governments to reduce the cost of child care for families.

## Focusing on Quality

High quality child care is linked to positive outcomes for children, while poor quality care can have negative long-term effects. Moreover, parents dropping off their children at a child care program each working day want to feel secure knowing their children will receive safe, high-quality care.

Research shows staff with higher levels of education and training, who are well supported and appreciated, are critical to high-quality care. However, recruitment and retention of qualified, experienced staff is a major challenge across the province.

Some key recommendations to promote a focus on quality include:

- Lead on quality when considering development of local government-owned child care spaces such as by ensuring staff are fully qualified and well compensated.
- Support the Province's "Early Care and Learning Recruitment and Retention Strategy".
- Explore ways to increase local ECE training and practicum opportunities.

## Strengthening Partnerships

Child care involves many parties playing various roles, which means it requires intentional relationships and collaboration between and across jurisdictions. It is neither possible nor desirable for the Village to attempt to address child care need on its own.

Some key actions to strengthen partnerships include:

- Develop strong partnerships and joint planning protocol with School Districts
- Advocate to senior levels of governments to support the child care sector and families.
- Share information and collaborate with the Village of Valemount and the Regional District on regional actions and ongoing planning.

Implementation of the actions will require continued and focused partnerships, along with ongoing monitoring and reporting.

## Introduction

### Why is child care important?

High-quality, accessible, and affordable child care is essential to the well-being of children, their families, and the broader community. Research shows that quality early childhood programs promote cognitive and social development, helping children do better in school, enjoy improved physical and mental health, and experience many other benefits throughout their lives.

As highlighted even further by the COVID-19 pandemic, access to child care is also critical for labour force participation, especially for mothers. Child care support for working parents contributes to gender equality, social inclusion, and reduced poverty rates for families with children.

Child care not only directly benefits children and their families, but also has significant social and economic benefits for the broader community. When parents and caregivers are able to work, there are positive ripple effects throughout the economy in terms of GDP growth, increased tax revenue, and job creation. At a local level, child care can help attract families to the community and is itself a source of employment.

### Scope and Purpose of the Child Care Action Plan

In recognition of the importance of high-quality child care, the Village of McBride committed to developing a **Child Care Action Plan**. The Action Plan identifies 31 concrete, evidence-based recommendations the Village can undertake to improve the accessibility, affordability, and quality of child care in McBride.

The Action Plan is informed by research and best practices in child care but is ultimately grounded in the unique needs and opportunities of the McBride community. This a ten-year plan and includes actions for the short term (2021-2023), medium term (2024 - 2026), and long term (2027 – 2031).

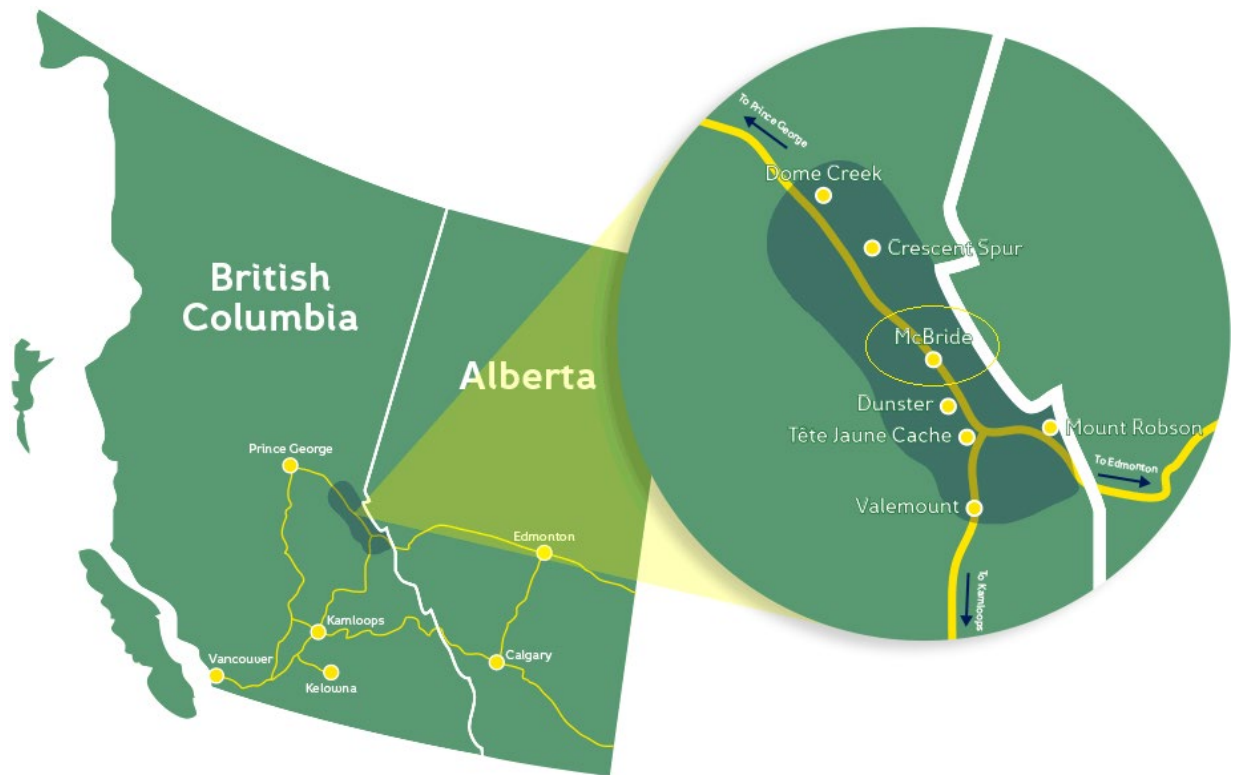
Early learning and child care policy and funding is primarily a Provincial responsibility, with some Federal involvement. Local and regional governments do not have the mandate or resources to fully address unmet need for child care on their own. However, local governments, such as the Village of McBride, do have authority over local planning and land-use, as well as the most in-depth understanding of local context and needs.

This is also an important moment of opportunity for local governments interested in working to address child care need in their communities. The Provincial and Federal governments have both prioritized child care and recognize child care as vital to economic recovery from the COVID-19 pandemic. Both senior levels of government have made commitments to developing universal child care systems. With support from senior levels of government and strong partnerships with the School District, Northern Health, community agencies, and the broader community, the Village is in the position to make significant progress on improving the child care situation for families in the McBride area.



For context, Figure 1 shows the location of McBride and surrounding communities in the Robson Valley.

**Figure 1: Map of the Robson Valley**



*\*Source: Map adapted from map created by Robson Valley Region, available at:  
<http://www.discoverrvr.ca/communities/index.php>*



## Process of Developing the Child Care Action Plan

This Action Plan has been informed by key data about children and families in McBride, as well as engagement with a wide range of community stakeholders and partners. These research and engagement activities are described below.

### Community Profile

The Community Profile highlights important data about children and families in McBride. Please refer to **Appendix C** for the complete Community Profile.

### Parent and Caregiver Survey

To better understand the experiences and needs of parents and caregivers in McBride, the consulting team developed and launched a Parent & Caregiver Survey. The survey was made available both online and in hard-copy between January 18 and February 10, 2021. The survey was distributed by the Village of McBride through their website, social media channels, and direct outreach to the school, library, and other local service providers that work with children and families.

The survey had 30 respondents with 56 children from birth to age twelve, representing about 50% of children in McBride. Respondents provided information about the care arrangements of 37 children. 70% of the respondents lived in McBride, with the remainder living in surrounding communities. Overall, the survey received responses from the families of 50% of all children in McBride.

### Key Informant Interviews

The team interviewed 10 individuals with experience, knowledge, and organizational perspectives that would allow them to speak to the child care needs of families and children in their community. These key informants were asked a range of questions about the state of child care, the needs of families in their communities, and to share their suggestions for action. The interviews took place between January and February 2021.

### Child Care Solutions Workshop

The Village of McBride hosted a virtual community Child Care Solutions Workshop on March 11, 2021 with municipal staff, School District staff, community agencies, and other key stakeholders. The Solutions Workshop allowed participants a chance to explore the current state of child care in McBride, potential opportunities and partnerships, discuss space targets and identify actions to address child care gaps and challenges. The workshop had 14 participants.

For complete summaries of the findings from the three engagement activities, please refer to **Appendix B**.



## Policy Context

This Action Plan was developed at a time of growing public recognition of the importance of child care and new Provincial and Federal commitments to building a universal child care system.

### Federal Government

The Federal government provides direct child care funding support to selected population groups, including First Nations, Métis, and Inuit children and families. It also provides tax deductions for eligible child care expenses and maternity and parental benefits through Employment Insurance. Additionally, the Federal government has allocated funds to implement the [Multilateral Early Learning and Child Care Framework](#) and the [Indigenous Early Learning and Child Care Framework](#), identified school age care as a priority, and most recently, in the throne speech (September 2020), announced plans to invest in a national child care system.

### Provincial Government

In 2018, the Province made a commitment to create a universal, high quality, publicly funded child care system that makes child care affordable and available for any family that needs or wants it. To meet this commitment, the Provincial government has developed a 10-year plan, [Child Care BC](#), which included a \$1.3 billion dollar investment in the first three years. This plan incorporates several initiatives to increase the number child care spaces, reduce parent fees, and improve quality.

Capital funding for new child care spaces is distributed through the [Child Care BC New Spaces Fund](#). Child care expenses for families have been reduced through the [Child Care Fee Reduction Initiative](#) and [Affordable Child Care Benefit](#), as well as the establishment of \$10-a-day universal child care prototype sites. The Province has also worked to address staffing challenges in the child care sector with a wage enhancement for early childhood educators and increased support for training.

While Provincial responsibility for child care currently spans three ministries (Children and Family Development, Health, and Education), the Province has announced that child care will be integrated into the Ministry of Education by 2023. In addition, the Province has articulated a mandate for universal school age child care, with priority for spaces on school grounds (please see **Appendix A** for Glossary of Types of Child Care).

### Local Governments

While Federal and Provincial governments have the primary responsibility for child care policy and funding for programs, local governments play an important and unique role in helping improve child care access, affordability, and quality for families in their community. Although they do not have a legislated or mandated role in child care, local governments have an important planning and coordination role, as well as the most in-depth understanding of local context and needs. The Action Plan identifies actions that will enable the Village of McBride to make a real difference for families in the region.

## Child Care Priorities and Actions

The Action Plan is organized around four priorities, in alignment with the Provincial plan for universal child care:

1. Increasing accessibility
2. Improving affordability
3. Focusing on quality
4. Strengthening partnerships

For each priority, this report provides relevant data and input gathered from the community engagement work. This is followed by recommended actions for the Village to undertake over the next ten years. Most of these recommended actions require collaboration and partnership, and key external partners are noted where applicable.

### Priority 1: Increase Access to Child Care

Currently, the only licensed child care in the Village is an eight-space part-time preschool program, which is available to parents for up two half days per week. There is no full-day licensed child care in McBride.

This lack of licensed child care options creates many challenges for families. Through the Parent & Caregiver Survey, Solutions Workshop discussions, and key informant interviews, we heard that some parents and caregivers are forced to reduce work hours or stay out of the workforce altogether, which can cause immediate financial hardship and long-term barriers to future employment.

Those parents and caregivers who are working have no choice but to rely on informal and non-licensed care arrangements. Such arrangements do not always meet community need for regulated, high-quality, reliable child care that is available where and when families need it. Informal care arrangements can also be difficult for parents to find and access, particularly if they are new to the community.

In response to the Parent and Caregiver Survey, 100% of survey respondents reported that finding child care was difficult. 70% of all parents reported that they would change their child care arrangement if a preferred alternative became available at a price they could afford, with some form of licensed child care as the top preferred choice.



**100%** of parents said finding child care was **difficult**

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*"I don't have a child care option. The preschool in town doesn't take kids under 3. And we don't have relatives or friends capable of caring for our son."*

- Parent & Caregiver Survey Respondent

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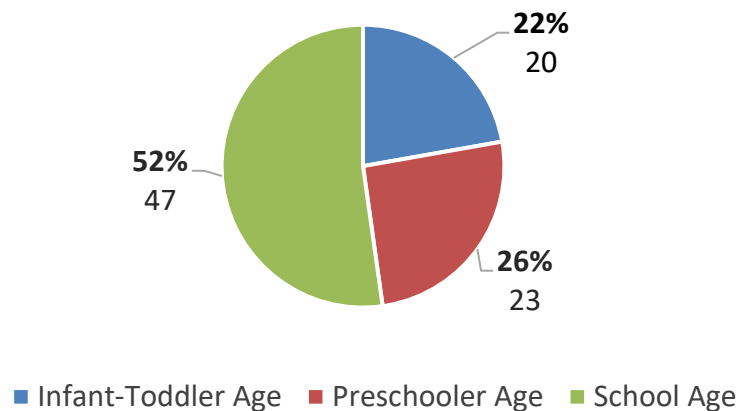
## Current and projected child population

Child population is an important starting point for child care planning. In 2016, there were 90 children 0 to 12-year-olds in the Village of McBride. This includes 20 infant-toddler age children (under 3 years), 23 preschoolers (3 to 5 not yet in school), and 47 school age children (kindergarten to age twelve)<sup>1</sup>.

There are no licensed child care spaces available for infant-toddler and school-aged children, or three-quarters of the total child population. For the 23 preschooler age children, there are only eight part-time preschool spaces available.

**Figure 2: Child Population by Age Range, Village of McBride, 2016**

### Child population by age range, 2016



When planning for child care spaces, it is important to consider not only current but also future child population. To this end, we present below two sets of population projections: 1) BC Stats P.E.O.P.L.E. 2020 projections for the McBride/Valemount Community Health Service Area and 2) School District 57 projections for the McBride Centennial Elementary School Catchment Area.

As shown in the Figure below, these two sets of projections offer highly contrasting estimates of child population trends in the area. While the BC Stats P.E.O.P.L.E projection projects that overall child population in the area will decline by about one-third between 2021 and 2031<sup>2</sup>, the School District 57 projections estimate that the number of elementary school students in the McBride Centennial Elementary School catchment will increase by 14% over the next five years<sup>3</sup>.

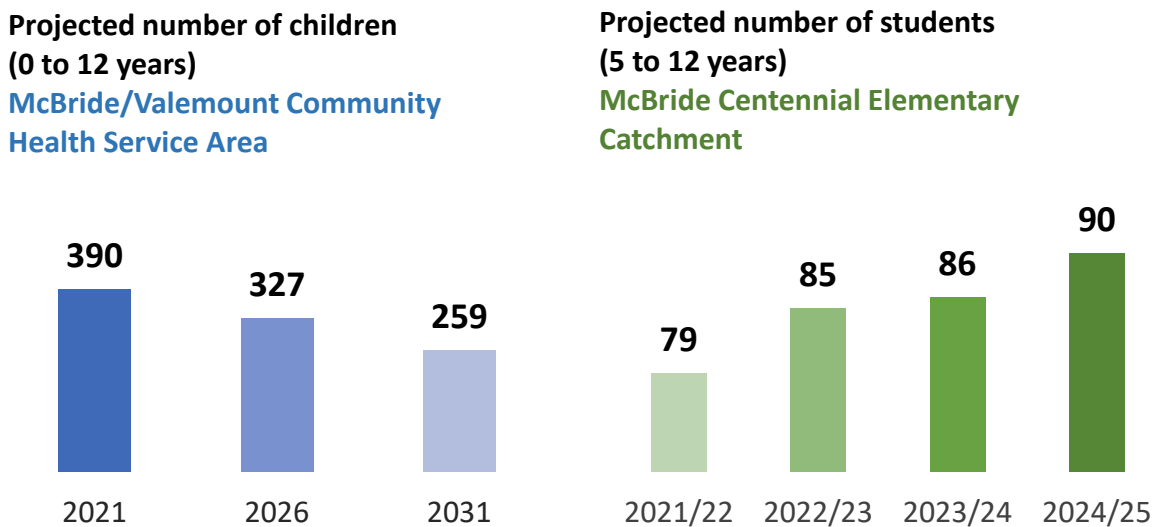
These conflicting projections underlie the difficulties of gathering accurate data in smaller communities across the province. To support solid implementation of the Child Care Action Plan, it will be critical for the Village to regularly communicate and partner with Northern Health and School District 57 to monitor changes in child population on a regular basis, using child birth rates and school enrolment data.

<sup>1</sup> Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016004.

<sup>2</sup> BCStats Population Projection, available at: <https://bcstats.shinyapps.io/popProjApp/>.

<sup>3</sup> Internal projections provided by School District 57.

Figure 3: Child population projections



#### Hours and Location of Care

Families in McBride need child care that fits their work schedules. Overall, the McBride workforce has very high rates of individuals working part year and/or part time. In 2015, 41% of all employed residents 15 and older worked part year and/or part time, compared with 14% who worked full year, full time<sup>4</sup>. In response to the Parent and Caregiver Survey, the most commonly selected factor that would improve parents' child care situations was increased availability of part-time child care (64%), followed by increased availability of full-time child care (50%).

In addition to part-time child care options, families in McBride need child care with flexible and extended hours. Among Parent and Caregiver Survey respondents, close to half of all working parents reported variable work schedules with 41% working beyond typical Monday to Friday daytime hours. In addition, families living in smaller surrounding communities may have to travel to access child care, which is challenging for those with limited transportation.

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*"I would love if there was something near the elementary school where kids could join younger siblings for after school care."*

- Parent & Caregiver Survey Respondent

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<sup>4</sup> Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-316-X2016001.

## Access for All Populations

When planning for child care, it is important to consider not only the overall need for spaces, but the unique needs and demographic profile of families and children in the community. All children deserve care that meets their needs and where they are welcome, included, and respected. To this end, some key demographic information is shared below.

12% of all residents of McBride are Indigenous (65 individuals). Indigenous children have a right to access culturally safe, appropriate child care that is respectful of their culture and history<sup>5</sup>.

Immigrants make up 14% of the population of McBride<sup>6</sup>. While there were no newcomers (i.e., those who had immigrated to Canada within the past five years) in McBride in 2016, it is worth noting newcomer families and children may have additional barriers to accessing child care, including language barriers and gaps in implicit knowledge around navigating the local systems. Child care plans and services may need to adapt if there is an increased newcomer population.

In the 2019/20 school year, 10% of all elementary school students in the School District were identified to have additional support needs<sup>7</sup>. Children who require additional supports are sometimes denied access to the limited number of care arrangements that are available, and even when child care arrangements are available, they do not always offer an adequate level of support that meets the child's needs.

In the Village of McBride, one in five children aged 0 to 14 years live in a lone parent family<sup>8</sup>. Lone parents often face additional challenges to accessing child care, including financial barriers and more limited flexibility around hours of care.

The University of British Columbia's Human Early Learning Partnership ([HELP Early Development Instrument](#)) is used to assess the vulnerability of kindergarten students on one or more scales of well-being and development, which means that these children may experience challenges in school and beyond without additional support and care. These are children who could potentially benefit the most from high quality early childhood education. In School District 57, 37% of all children are considered vulnerable, compared with 33% of all children across the province. The vulnerability rate is lower in the Prince George Rural HELP Neighbourhood, which includes McBride, at 26%<sup>9</sup>.

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*"We have been through 5 caregivers since we moved here two years ago.  
I suspect this one will move on as well and I'll be looking for a new provider."*

- Parent & Caregiver Survey Respondent

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<sup>5</sup> Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-316-X2016001.

<sup>6</sup> Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-316-X2016001.

<sup>7</sup> BC Government. Open Data Catalogue - Student Enrollment and FTE by Grade.

<sup>8</sup> Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016041

<sup>9</sup> Human Early Learning Partnership. EDI Wave 7 Community Profile. Prince George School District.

## Recommendations

This Action Plan includes 31 recommendations focused on each of the four strategic areas: accessibility, affordability, quality and partnerships. All recommendations include suggested time frames and external partners. It is worth noting that UBCM has recently completed [Stepping Stones: Child Care Planning Guides for BC's Local Governments](#) which includes tool and resources that may be helpful when implementing the recommended actions.

These actions are based on the recognition that responsibility for child care policy and funding ultimately rests with senior levels of government, not local governments. As this Action Plan was being developed, both Federal and Provincial governments have announced commitments to a universal child care system, including moving child care in BC to the Ministry of Education. Therefore, the recommendations presented below may require adaptation as more details of these senior government plans unfold.

Table 1 outlines the first set of recommended actions, to increase accessibility of child care in McBride. For the purposes of this Plan, short term is defined as between 2021 and 2023, medium term is 2024 to 2026, and long term is 2027 to 2031.

**Table 1: Recommendations to Increase Accessibility**

Recommendations to Increase Accessibility			
Policy and Planning			
	Action	Time Frame	External Partners
1	<p>Amend the Village of McBride <b>Official Community Plan (OCP)</b> to:</p> <ul style="list-style-type: none"> <li>a) Include reference to the importance of child care to overall economic and social wellbeing; and</li> <li>b) Incorporate specific goals, policies, and strategies for facilitating or encouraging development of child care in the Village (e.g., through collaboration with School District and other partners)</li> </ul>	Medium	Regional District of Fraser-Fort George, School District 57, Community Agencies
2	<p>Undertake a <b>review of the Village's planning policies and by-laws</b> to ensure:</p> <ul style="list-style-type: none"> <li>a) child care uses can be accommodated in all areas, provided there is no risk to children's health and safety</li> <li>b) other appropriate provisions for accommodating child care are identified (i.e., ample outdoor space, safe parking for drop off/pick up)</li> <li>c) the language is consistent, transparent and easy to understand; and to</li> </ul>	Short/Medium	Regional District of Fraser-Fort George, Northern Health Licensing, School District 57, Community Agencies



Recommendations to Increase Accessibility			
	d) identify and implement changes to processes and regulations to easily facilitate child care, including alignment wherever possible with Northern Health Licensing requirements		
3	<p>Consider and include <b>child care within existing and future Village strategies, policies, and plans.</b></p> <p>For example:</p> <ul style="list-style-type: none"> <li>a) <a href="#">Current Strategic Plan</a>: As child care contributes to economic growth and enhanced community development, identify child care as an initiative under the “increase Economic Capacity” section of this plan”.</li> <li>b) <a href="#">Age-Friendly Assessment &amp; Action Plan</a> calls for the creation of a senior’s hub and for improved bus and transportation services. Adding child care spaces to a new hub would offer a unique multi-generational community space and improving transportation services will also support families with young children.</li> <li>c) <a href="#">Economic Development Plan</a>: Child care services should be incorporated into three of the six main goals: quality employment that supports families; enhanced public services that encourages residency; and a connected, collaborative, confident community with a strong sense of place.</li> <li>d) <a href="#">Tourism Master Plan</a>: Child care services could be offered as part of ‘highly engaging tourism packages,’ creating a unique offering for visitors and supporting a new revenue stream for non-profit operators by utilizing child care facilities during off-hours.</li> </ul>	Short - Ongoing	None
4	<p><b>Endorse the 10-year space targets</b> identified in this report, recognizing that local governments do not have the mandate and resources to reach the targets alone. These targets are as follows:</p> <ul style="list-style-type: none"> <li>• Infant/Toddler: 50% coverage or <b>10</b> new spaces</li> <li>• Preschooler: 50% coverage rates or <b>12</b> new spaces</li> <li>• School Ager: 75% coverage or <b>35</b> new spaces</li> </ul>	Short	Regional District of Fraser- Fort George, School District 57, Northern Health, Community Agencies

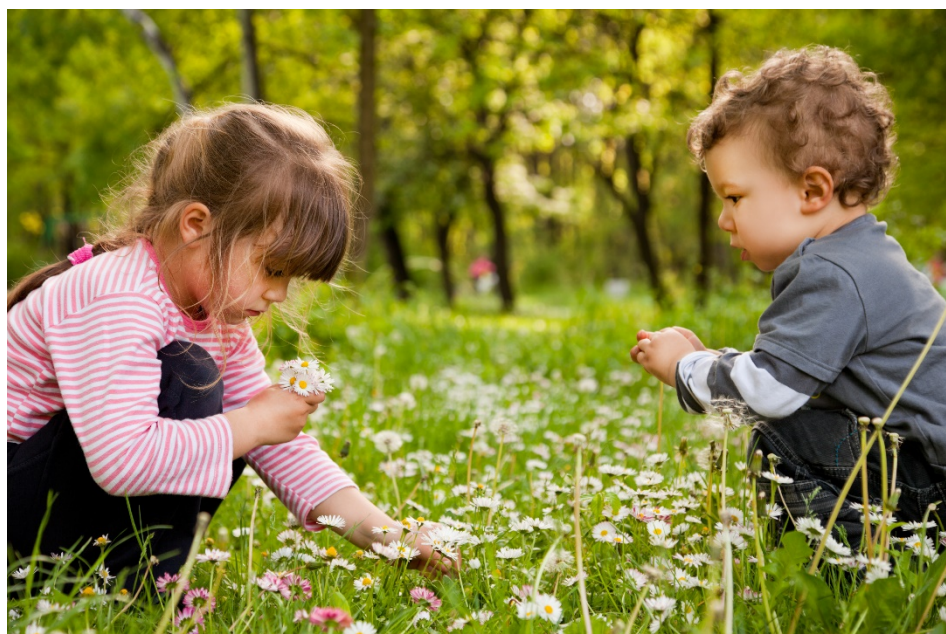
## Recommendations to Increase Accessibility

	It is recommended that services for children not yet in school be developed as multi-age programs to ensure the most flexibility to best respond to community needs. We also recommend that all new spaces be located in schools and on school grounds. Please see section on Space Targets (p. 28) for more details.		
5	<p><b>Establish a local Child Care Action Group</b> comprised of representatives from community service providers, the School District, Northern Health, &amp; the Regional District. Consider also inviting staff from the neighbouring Village of Valemount.</p> <p>This group would work together to focus on:</p> <ul style="list-style-type: none"> <li>a) Implementing and monitoring the Child Care Action Plan</li> <li>b) Assessing evolving child care needs</li> <li>c) Tracking changes related to the shift of child care to the Ministry of Education</li> </ul>	Short - Ongoing	School District 57, community agencies, Child Care Resource & Referral Program, Regional District of Fraser-Fort George, Northern Health Licensing and Public Health, Village of Valemount
6	<p>Formally identify a current staff position in the Village to be the <b>internal and external child care point-person*</b>. This role would be to provide leadership on child care planning, monitor the Action Plan, and support prospective child care space applications through local government permit and licensing processes.</p> <p>* This would be a function added onto an existing position.</p>	Short	None
7	<p>Work with other public partners (e.g., Regional District, Health Authority, School District, local First Nations) to create (and then maintain) <b>an inventory of prospective opportunities for child care development</b> by identifying:</p> <ul style="list-style-type: none"> <li>a) Potential land or facilities that could be used for child care</li> <li>b) Underutilized or vacant spaces or land, including schools, hospital, regional or crown land that could be repurposed for child care</li> <li>c) Public assets (buildings and land) that are slated for capital redevelopment</li> <li>d) Buildings that may be slated for demolition</li> </ul>	Short	School District 57, Regional District of Fraser- Fort George, Northern Health

Recommendations to Increase Accessibility			
	Refer to UBCM's <a href="#">Stepping Stones: Child Care Planning Guides for BC's Local Governments</a> which includes tools that may be helpful for an asset review.		
8	<p>Work with public partners and/or non-profit agencies to <b>access Provincial capital funds</b> to build child care spaces and consider:</p> <ul style="list-style-type: none"> <li>a) Exploring a structured partnership with the Province to develop multiple programs and multiple sites.</li> <li>b) Supporting non-profit and/or public partners to complete the grant application and/or develop their budget for the construction costs. Refer to UBCM's <a href="#">Stepping Stones: Child Care Planning Guides for BC's Local Governments</a> for tools, resources and links to assist with planning and design.</li> <li>c) Developing a transparent, public process to select non-profit (or public) operators for any new spaces the Village might develop*. Refer to UBCM's <a href="#">Stepping Stones: Child Care Planning Guides for BC's Local Governments</a> for sample processes.</li> <li>d) Working with Robson Valley Community Services to explore whether the existing preschool program could be converted to full day child care.</li> </ul> <p>* Provincial capital funds that are secured by a public agency are restricted to the public agency directly operating child care themselves or the public agency partnering with other non-profit or public operators.</p>	Short/Medium	Province, School District 57, non-profit agencies, Robson Valley Community Services
9	<p>Build a <b>formal partnership with the School District</b> to:</p> <ul style="list-style-type: none"> <li>a) Structure regular and ongoing communication</li> <li>b) Support the Provincial direction of universal school age care and the commitment to move child care to the Ministry of Education</li> <li>c) Facilitate the use of school spaces and grounds for school age care operations, where possible, including exploring the seamless before and after school care model that is being implemented across a number of BC's School Districts</li> <li>d) Explore the use of vacant or surplus school land and buildings for child care that serves the under 5-year-old population</li> </ul>	Short/Medium	School District 57

Recommendations to Increase Accessibility			
	e) Explore innovative opportunities for school age programming on professional development days and school breaks including summer		
10	<p>Commit to maintaining accurate and <b>up-to-date data</b> to support child care planning by:</p> <ul style="list-style-type: none"> <li>a) Updating the Action Plan's Community Profile when new census data is available</li> <li>b) Working with the Child Care Resource &amp; Referral Program and Northern Health to keep the Child Care Space Inventory up-to-date</li> <li>c) Working closely with Northern Health and School District 57 to update child population (i.e., new births, school enrolment)</li> </ul>	Ongoing	Child Care Resource and Referral Program, Northern Health, School District 57
11	<p>Work with the Child Care Action Group to explore options for offering more <b>flexible child care services</b> including:</p> <ul style="list-style-type: none"> <li>a) Services that meet the needs of community members/employers who work in '24-hour' sectors, such as tourism, health, emergency services and those who work in agricultural/seasonal sectors</li> <li>b) Supporting home-based child care providers to offer more flexible hours of care.</li> </ul>	Medium	Child Care Action Group suggested in recommendation #5, Child Care Resource and Referral Program, Northern Health, community agencies, local employers
12	Work with the Child Care Resource and Referral program to host information sessions for residents who may be interested in offering <b>child care in their own home</b> and to support those who already provide in home care to <b>move to the regulated or licensed sector</b> .	Medium	Child Care Resource and Referral Program
13	Work with internal and external partners to develop <b>informal after-school programs</b> that support children aged 10-12 years (the age group which is less likely to attend licensed programs)	Medium	Community agencies, School District 57

Recommendations to Increase Accessibility			
14	<p>When <b>facilitating or planning new spaces</b>, wherever possible, prioritize:</p> <ul style="list-style-type: none"> <li>a) Spaces that serve multiple ages in one location and offer flexible services like part-time or non-traditional hours</li> <li>b) Building child care spaces on existing publicly owned land and build onto existing public facilities such as the local schools (rather than stand-alone structures)</li> <li>c) Development in locations that are easily accessible for families</li> </ul>	Short - Ongoing	School District 57, Community agencies and child care providers, Northern Health
15	<p>Gather and <b>centralize comprehensive information</b> about child care for families and child care providers on the Village website, highlighting the following:</p> <ul style="list-style-type: none"> <li>a) Information for families seeking child care (e.g., links to the Child Care Resource and Referral and the BC Child Care Map)</li> <li>b) Information for prospective child care operators (e.g., a step-by-step guide to procedures, submission requirements, zoning, information, permits and links to BC's licensing regulations, with the information aligning with Northern Health where appropriate)</li> </ul>	Short/Medium	Child care providers, Northern Health, Child Care Resource and Referral Program



## Priority 2: Make Child Care More Affordable

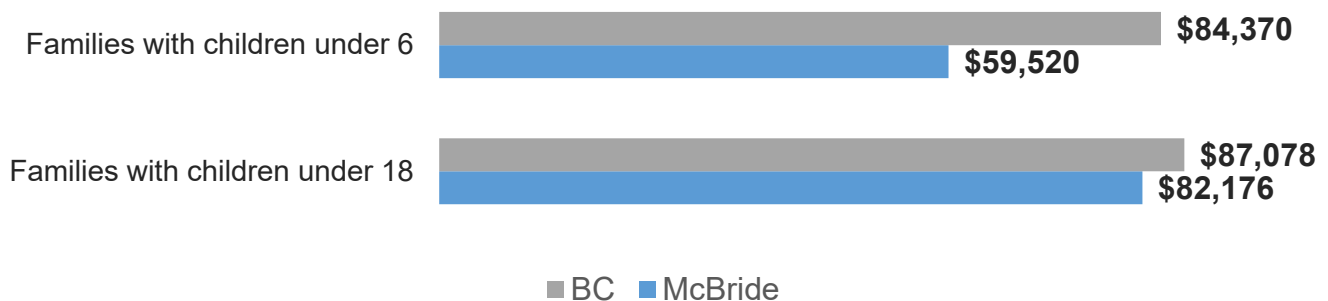
For child care to be truly accessible, it must also be affordable. High costs are a major barrier to accessing child care across BC and create stress and financial strain for families. Affordability is also a matter of equity as high child care fees have disproportionate negative impacts on low-income families and families with additional challenges.

### Household Income and Shelter Costs

In the Village of McBride in 2015, median gross income was \$82,176 for families with children under 18 and \$59,520 for families with children under age six<sup>10</sup>. As shown in the Figure below, this is lower than the Provincial average, with an especially large gap for families with children under six. Overall, 36% of all children under 18 and half of all children under six live in low-income households.

**Figure 4: Median household income, families with children under 6 and under 18, McBride and BC, 2015**

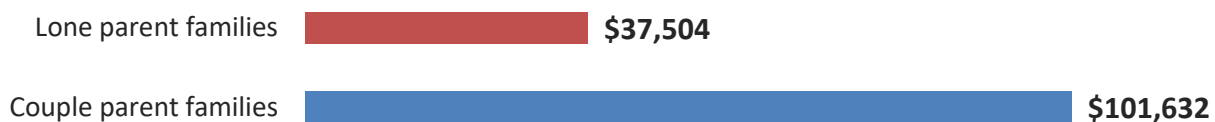
#### Median household income (before-tax), Families with children under 6 and under 18, 2015



Due to small population size, data on median income for lone parent families with children under 18 and children under six is not available for McBride. However, for families with children of all ages living at home, median income for couple parent families was \$101,632, compared with \$37,504 for lone parent families<sup>11</sup>.

**Figure 5: Median household income, lone parent and couple parent families, Village of McBride, 2015**

#### Median household income (before-tax), Lone parent and couple parent families, 2015



<sup>10</sup> Statistics Canada. Census Family Total Income Groups (22) in Constant (2015) Dollars, Census Family Structure (7), Family Size of Census Family (4), Ages of Census Family Members (18), Number of Earners in the Census Family (5) for Census Families, 2006, 2016 Census. Downloaded from Community Data Program.

<sup>11</sup> Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-316-X2016001.

Family budgets for child care fees come after paying for shelter, food, clothing, and utilities. According to the 2016 Census, median monthly shelter costs in McBride are \$620 for rented dwellings and \$676 for owned dwellings<sup>12</sup>. However, according to the 2019 McBride Housing Needs Assessment, demand for rental units, and in turn rental costs, have increased significantly in recent years. The report also notes that in 2019, the average price of a detached dwelling unit was \$262,500, requiring a monthly payment of \$1,179<sup>13</sup>.

### Child Care Fees in the Region

Child care fee information is not available for the Village of McBride. However, the Ministry of Children and Family Development has published the 70<sup>th</sup> percentile of parent fees (pre-Child Care Fee Reduction Initiative reduction amount) for group and family facilities by service delivery area. The Table below presents this data for the Northern Service Delivery Area to provide a snapshot of child care fees in the region.

Across the entire Northern Service Delivery Area, the 70<sup>th</sup> percentile for monthly child care fees ranges from just over \$500 for school aged care to over \$100 for infant and toddler care.

**Table 2: 70th Percentile Parent Fees (Before Provincial Fee Reduction Grant Amounts) for Group and Family Facilities, Northern Service Delivery Area, January 2021**

	Infant	Toddler	3 Years to Kindergarten	Kindergarten Out of School Care
Group	\$1,172	\$1,147	\$950	\$520
Family	\$945	\$945	\$900	\$528

\*Source: Ministry of Children and Family Development. Child Care Fee Reduction Initiative (CCFRI) Funding Guidelines 2021/22. January 2021.

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*“There’s no childcare facilities.  
Babysitters are hard to find, and cost more than I earn.”*

– Parent & Caregiver Survey respondent

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<sup>12</sup> Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-316-X2016001.

<sup>13</sup> This is estimated assuming a 5% down payment. Source: David Nairne & Associates, Ltd. Housing Needs Assessment. Village of McBride. December 2019. Available at:  
<https://www.mcbride.ca/uploads/Housing/McBride%20Housing%20Needs%20Assessment%20REPORT%20FINAL.pdf>.



## Recommendations

For the purposes of this Plan, short term is defined as between 2021 and 2023, medium term is 2024 to 2026, and long term is 2027 to 2031.

**Table 3: Recommendations to Improve Affordability**

Recommendations to Improve Affordability			
	Action	Time Frame	External Partners
16	Work with the Child Care Resource and Referral program to <b>review child care fees</b> in the region annually.	Ongoing	Child Care Resource and Referral Program
17	<b>Lease or rent local government-owned facilities</b> or land to not-for-profit child care providers at no cost or below-market rates.	Ongoing	Not-for-profit child care providers
18	<b>Advocate</b> to senior governments to reduce the cost of child care for families	Short - Ongoing	School District 57, community agencies, Village of Valemount, Regional District of Fraser-Fort George
19	Work with the Child Care Resource and Referral Program to more <b>proactively promote BC's <a href="#">Affordable Child Care Benefit Program</a></b> for lower income families so that: <ul style="list-style-type: none"> <li>a) Families are aware of the program and its eligibility criteria and application process (i.e., annual income threshold up to \$111,000)</li> <li>b) Child care providers are aware of the program and can help parents with the application process</li> </ul>	Medium/Long	Community agencies, Child Care and Resource Program
20	As programs are being developed, work with the Child Care Action Group and any new child care providers to <b>explore ways</b> to offer: <ul style="list-style-type: none"> <li>a) <b>More part-time spaces</b>, in turn making the cost of care more affordable for lower income families</li> <li>b) <b>Priority access</b> to some spaces for lower income families</li> </ul>	Medium/Long	Child Care Action Group suggested in recommendation #5, local child care providers, community agencies, Child Care and Resource Program

### Priority 3: Focus on Quality

The research is clear that high quality child care is linked to positive outcomes for children, while poor quality care can have negative long-term effects. More generally, parents dropping off their children at their child care arrangement each working day want to feel secure knowing their children will receive safe, high-quality care.

When few options are available, parents and caregivers are sometimes forced to use care arrangements regardless of their quality. According to the Parent and Caregiver Survey, the most common reason parents reported for choosing their current child care arrangement was that it was the only option available.

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*“Formal trained care providers would be better than a random person.”*

- Parent & Caregiver Survey Respondent

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### Quality Systems

The Province of BC has committed to an ambitious “systems” approach to universal child care with a focus on quality, affordability, and accessibility. While the direct mandate and authority to build, monitor and assess a quality child care system is within the Provincial Government’s scope, local governments can ensure that actions and investments are aligned with what research has identified as eight commonly accepted elements, as graphically represented below.

These elements are: (1) Ideas, (2) Governance, (3) Infrastructure, (4) Planning and Policy development, (5) Financing, (6) Human Resources, (7) Physical environment, and (8) Data, Research and Evaluation. All elements are interconnected and fit together to create a strong system; individually, each component has a limited impact.

**Figure 6: Elements of a high quality early learning and child care system**



(Source: Martha Friendly and Jane Beach, (2005). Elements of a high quality early learning and child care system. Childcare Resource and Research Unit.)

## Quality Programs

At the program level, positive relationships between families and providers, amongst colleagues, and between children and staff are strongly indicative of quality care. Additionally, when staff have higher levels of education and training, feel appreciated, and are well-supported, they are able to provide higher quality of care. Planned programming and a strong curriculum that is tailored to meet the diverse needs of children further enhances quality. There is also ample evidence that a well-designed indoor/outdoor space is critical to supporting the development of children under five.

Research shows that in order to facilitate improved quality of care, special attention should be paid to the following aspects of staff training, compensation, and support:

- Staff should have ECE (Early Childhood Education) training.
- At least some staff should have training in working with children with special needs and in working with families from different cultures and/or where English is an additional language.
- Wages should be decent and commensurate with the level of training.
- There should be written policies and formal procedures which give staff a feeling of worth and certainty, such as: job descriptions, contracts, salary schedule, performance reviews, and a staff manual.
- Staff should have access to opportunities for continued learning and professional development.

While not the responsibility of local governments, addressing challenges within the sector around recruitment and retention of ECE staff is critical to increasing the availability of high-quality care.

## Auspice

Child care auspice (i.e., who operates the services) is critically important to the quality of child care programs. In BC (and Canada), there are four main types of child care auspice:

1. Non-profit child care services
2. For-profit child care services
3. Publicly operated child care services
4. Indigenous government operated child care services

We value and recognize that many for-profit child care centres in the region provide high-quality and reliable care to families and are an important part of our community. Broader research on auspice has consistently demonstrated that, on average, not for-profit and publicly operated centres perform better on global evaluation scales when compared to for-profit centres<sup>14</sup>. In British Columbia, studies find that not-for-profit centres are more likely than for-profit centres to continue long term operation<sup>15</sup>. Studies also show that not-for-profits are generally more likely to provide teaching support, higher salaries, staff policies, frequent job performance appraisals, and established grievance procedures, compared to for-profit centres. These factors can contribute to higher workplace morale and lower staff turnover, which are critical to ensuring high quality of care. The Province has also prioritized funding for public and not-for-profit child care.

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<sup>14</sup> Childcare Resource and Research Unit (2011). Briefing Note: What research says about quality in for-profit, non-profit and public child care.

<sup>15</sup> Kershaw, P., Forer, B. & Goelman, H. (2004). Hidden fragility: Closure among child care services in BC. Vancouver: Human Early Learning Partnership, University of British Columbia.

Currently, the only licensed child care available in McBride is operated on a not-for-profit basis.

## Recommendations

While Provincial governments have the direct mandate and authority to build, monitor and assess a quality child care system, by engaging with public and community partners, local governments can create policy and make commitments that contribute to quality, including supporting operators to have the capacity for growth.

The following actions will assist in promoting and influencing the quality of child care. For the purposes of this Plan, short term is defined as between 2021 and 2023, medium term is 2024 to 2026, and long term is 2027 to 2031.

**Table 4: Recommendations to Promote and Influence Quality**

Recommendations to Promote and Influence Quality			
	Action	Time Frame	External Partners
21	In considering the <b>development of local government-owned/leased child care spaces</b> ensure that: <ul style="list-style-type: none"> <li>a) Partners are not-for-profit and/or public child care providers</li> <li>b) Local government expectations are met (e.g., affordable child care fees, living wage for child care workers)</li> </ul>	Short	Not-for-profit providers, School District 57, Northern Health
22	Advocate to the province for increased compensation and strategies for recruitment, training, and retention of child care professionals	Short	School District 57, Community Agencies, Village of Valemount
23	Work with partners to engage in <b>ongoing dialogue with First Nations and Métis</b> , focusing on meeting the needs of Indigenous families/children and supporting high quality, culturally rooted and safe programming.	Ongoing	First Nations Bands, Local Métis Association
24	Explore ways <b>of increasing local ECE training and practicum opportunities</b> , including engaging with: <ul style="list-style-type: none"> <li>a) Post-secondary institutions to see if they could offer more local and/or remote ECE training options</li> <li>b) Robson Valley Community Services to support them in their pilot partnership project to deliver ECE training in the Robson Valley</li> <li>c) Exploring opportunities through <a href="#">Work BC</a> to support residents who are on EI and maybe be interested in becoming ECEs</li> </ul>	Short/Medium	Robson Valley Community Services, Northern Lights College, College of New Caledonia, public post-secondary institutions, Work BC, Community Futures Fraser-Fort George

Recommendations to Promote and Influence Quality			
25	Work with the Child Care Action Group and the Supported Child Care Development and Aboriginal Supported Child Development Programs to <b>consider the needs of children who require additional support.</b>	Medium	Child Care Action Group, suggested in recommendation #5, Supported Child Development Programs, Child Care Providers
26	Work with others to explore initiatives to <b>attract and retain child care</b> professionals, such as: <ul style="list-style-type: none"> <li>a) Supporting the School District to explore a dual credit ECE Program for local high school students to encourage local employment in child care</li> <li>b) Working with local child care providers to offer ECE practicums as new programs are being developed</li> </ul>	Medium	School Districts 57, child care providers
27	Consider the <b>need for Early Childhood Educators and child care</b> in Economic Development Strategies	Medium – ongoing	None
28	Work with the Child Care Action Group and the School District to offer ongoing <b>training on BC’s Early Learning Framework and other joint professional development opportunities</b> for child care providers	Medium – Ongoing	Child Care Action Group suggested in recommendation #5, School District 57, Child Care Resource and Referral Program, Child Care Providers



## Priority 4: Strengthen Collaborations and Partnerships

The child care system involves many parties playing various roles, requiring intentional relationships and collaboration within and across jurisdictions. The upcoming move of child care to the Ministry of Education will make collaboration and partnerships with School Districts even more critical to meeting the child care needs of families across the region. Other important partners include post-secondary institutions, Northern Health, community agencies, child care providers, senior levels of government, First Nations and Metis peoples, and community members.

### Recommendations

For the purposes of this Plan, short term is defined as between 2021 and 2023, medium term is 2024 to 2026, and long term is 2027 to 2031.

**Table 5: Recommendations to Develop Collaboration and Partnership**

Recommendations to Develop Collaboration and Partnerships			
	Action	Time Frame	External Partners
	Recommendations 5, 7 – 11, 13, 18 – 20, 22 – 26, and 28 outlined earlier also involve strong collaboration and partnerships.		
29	Consider the development of a <b>public education/communication campaign</b> that includes messaging on the need for child care, the importance of child care to the community, and the actions that are underway to improve the child care situation	Short/Medium	Child Care Action Group (the group proposed in recommendation #5)
30	<b>Advocate to senior governments</b> to support the child care sector and families by: <ul style="list-style-type: none"> <li>a) Ensuring the needs of children in the Village of McBride and surrounding areas are a priority for new spaces in provincial planning and funding</li> <li>b) Developing strategies to facilitate the recruitment, remuneration and retention of ECEs, including the recommendation in #22 above</li> <li>c) Increasing resources to support children with additional needs</li> <li>d) Providing funding to support flexible, non-traditional hours of care</li> <li>e) Addressing other priority child care issues that may arise in the future</li> </ul>	Short - Ongoing	Community Agencies, School District 57
31	Share information and <b>collaborate with the Village of Valemount and the Regional District</b> on regional actions and ongoing planning.	Short - Ongoing	Village of Valemount, Regional District of Fraser-Fort George

## Child Care Space Targets

One of the requirements specified by the funder of this Action Plan was that ten-year child care space targets be identified for each of the local government partners. These targets are intended to aid planning and prioritization to meet community need. They are not intended for local governments to reach alone. Rather, the continued support of senior levels of government, including continued capital funding, as well as the support of other public and community partners, will be critical to achieving these targets.

We recommend the Village of McBride set space targets of **60** new licensed child care spaces over the next ten years, including **24** spaces for children not yet in school and **36** school age spaces.

### Process for Creating Targets

There are no Federal or Provincial standards or recommendations for child care space targets in Canada. The targets presented here are informed by standards in other jurisdictions, the local context in McBride, and consultation with local stakeholders and partners at the Child Care Solutions Workshop.

For comparison, in the European Union, where many countries have publicly funded child care systems, the target established is 33 spaces per 100 for children under the age of 3, 90 spaces per 100 children for 3 years to school age, and no targets for school age children. In Quebec, the only publicly funded child care system in Canada, there is an average of 55 spaces per 100 children aged 0 to 12.

In BC, several other local and regional governments have recently completed ten-year child care space targets. Examples of some of these space targets are presented in the table below.

**Table 6: Ten-year child care space targets for other jurisdictions in BC**

Ten-Year Targets for Number of Child Care Spaces per 100 Children by Age Group			
	Infant-Toddler	Preschooler	School Age
City of Penticton	33	75	50
Upper Skeena (Hazelton & New Hazelton)	50	75	33
District of Lantzville	50	75	50
Town of Qualicum Beach	50	75	50



## Recommended Child Care Space Targets

We recommend the Village of McBride set space targets of approximately 50% coverage for children under 3, 50% coverage for children 3 to 5 not yet in school, and 75% coverage for school age children. As shown in the table below, this would require the creation of 60 new licensed spaces in McBride over the next ten years.

Typically, a ten-year plan would incorporate population projections. However, as noted earlier, BC Stats and School District population projections for the area suggest very different demographic trends. For this reason, we have created recommended targets based on 2016 Census population numbers.

**Table 7: Recommended space targets by age range, Village of McBride**

Program Type	Number of Children (2016)	Current Spaces per 100 Children	Target Spaces per 100 Children	Number of New Spaces Needed
Infant and Toddler (under 3 years)	20	0	50	+11
Preschooler Age (3 to 5 not yet in school)	23	0	50	+13
School Age (up to age 12)	47	0	75	+36

More specifically, we recommend that the 24 new spaces for infant-toddler and preschooler age children be developed through a cluster of three eight-space multi-age programs, rather than a traditional stand-alone program for each age group. This approach has several advantages:

- It creates efficiencies in building, construction and operating costs.
- The programs can share common spaces.
- There is built-in flexibility to adjust the ages served as community needs and demographics change.
- It allows children to stay in one location until they enter school.
- It supports families to have siblings in one location.

In addition, we recommend that the Village work with the School District to locate new spaces for school age children in McBride Centennial Elementary School and to explore an expansion of the school to include the multi-age programs for children under 5, thereby offering a central hub of services for children and families.

The Table below shows the suggested number of new spaces to be created in the short and medium term.

**Table 8: Space targets with time frame, Village of McBride**

Program Type	Short Term (by 2023)	Medium Term (2024 – 2026)
Multi-age full day spaces for children not yet in school (infants, toddlers and preschoolers)	0	+24
School age spaces	+24	+12
<b>Total new spaces</b>	<b>+24</b>	<b>+36</b>

## Implementation, Monitoring, and Reporting

This Action Plan, developed in the context of increased commitments from senior levels of government to child care, represents an important opportunity to enhance the social and economic well-being of residents of McBride and to support the healthy development of children. As the Plan is implemented, it will be important for the Village and its partners to monitor and report on progress.

We recommend that the Village work with the proposed Child Care Action Group (see recommendation 5) to develop an implementation plan which prioritizes the actions and confirms the partners.

Monitoring progress towards actions in this Plan, including the child care space targets, will be critical. This work could include annual reports documenting successes, challenges, and lessons learned. It could also contain recommendations for adjustments to reflect evolving Provincial or Federal policy changes, such as the transition of child care to the Ministry of Education. These annual progress reports could be shared with Council, and upon approval, with partners and the broader community.

Taking these actions will ensure the Plan stays relevant and useful over the ten-year period to effectively guide future decisions and investments in child care.



## Appendix A – Glossary of Types of Child Care

Child Care Type		Ages	Max Group Size
<div>LICENSED CHILD CARE</div> <div>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.</div>	Group child care – under 3 years	From birth to 36 months	12 children
	Group child care – 2.5 years old to school age	From 30 months to school age (Kindergarten)	25 children
	Group child care – school age (before- and-after school care)	School age (Kindergarten and up)	24 children from Kindergarten and Grade 1 <b>or</b> 30 children from Grade 2 and older with no Kindergarten or Grade 1 children present
	Multi-age child care	From birth to 12 years old	8 children, having no more than 3 children younger than 36 months old and, of those 3, no more than one child younger than 12 months old <b>or</b> having no more than 3 children younger than 36 months old
	In-home multi-age child care	From birth to 12 years old	8 children, having no more than 3 children under 36 months old and, of those 3, no more than one child younger than 12 months old; <b>or</b> having no more than 3 children younger than 36 months old
	Family child care	From birth to 12 years old	7 children, having no more than 3 children younger than 48 months old and, of those 3, no more than one child younger than 12 months old; <b>or</b> having no more than 4 children younger than 48 months old and, of those 4, no more than 2 children younger than 24 months old
	Preschool – 2.5 years old to school age	From 30 months to school age (Kindergarten)	20 children
	Occasional child care	18 months old and up	16 children if children under 36 months are present <b>or</b> 20 children if children under 36 months are not present

<p><b>REGISTERED LICENSE-NOT-REQUIRED CHILD CARE</b></p> <p>These are unlicensed care providers. They must have registered with a Child Care Resource and Referral Centre. To register, operators must have completed: criminal record checks (for everyone over age 12 living in the home), character references, a home safety assessment, first aid training, and child care training courses or workshops.</p>	<p>From birth to 12 years</p>	<p><b>Only 2 children or a sibling group who are not related to them</b></p>
<p><b>LICENSE-NOT-REQUIRED CHILD CARE</b></p> <p>These 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. Parents and guardians are responsible for overseeing the care and safety of their children in these care arrangements.</p>	<p>From birth to any age</p>	<p><b>Only two children or a sibling group who are not related to them</b></p>
<p><b>IN-CHILD'S-OWN-HOME CARE</b></p> <p>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. It is not legally required to monitor this care. No specific qualifications are required for the child care provider. Parents or guardians must decide how to screen and hire the child care provider who becomes their employee.</p>	<p>N/A</p>	<p>Children from other families cannot be included in this care.</p>

# Appendix B – Engagement Summary Report

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## Introduction

The Village of McBride Child Care Action Plan was informed by engagement with stakeholders, partners, and community members. This engagement provided important information about local needs and opportunities for child care.

This project included three main engagement activities as shown in the Figure below.



Key themes and findings from each engagement activities are described in this report. For a full list of participating organizations and individuals, please refer to the Appendix.

## Parent and Caregiver Survey

To better understand the experiences and needs of parents and caregivers in McBride, the consulting team developed and launched a Parent & Caregiver Survey. The survey was made available both online and in hard-copy between January 18 and February 10, 2021. The survey was distributed by the Village of McBride through their website, social media channels, and direct outreach to the school, library, and other local service providers that work with children and families.

The survey had 30 respondents with 56 children from birth to age twelve. Respondents provided information about the care arrangements of 37 children. Overall, the survey received responses from the families of 50% of all children in McBride.

Key findings from the survey are presented below.

### Return and Demographics

- The final valid sample for this survey consisted of 30 parents and caregivers providing information about the child care arrangements and needs of 37 children aged 0 to 12.
  - This includes 17 children under 3 years; 10 children 3 to 5 years, not yet in school; and 10 school age children.
- 70% of respondents lived in McBride. An additional 17% lived in the Regional District of Fraser-Fort George; 13% lived in Dunster.
- 35% of respondents had lived in their community for more than ten years; 17% for six to ten years; and 48% for five years or less.
- 19% of respondents reported household incomes under \$50,000; 39% reported incomes between \$50,000 and \$99,999; 35% between \$100,000 and \$149,999; and 8% incomes of \$150,000 or more.
- 5% of children were reported to have a special need or disability.

### Family and Work Profile

- 10% of respondents were lone parents.
- In 29% of households, both parents (or the lone parent) work full time. In 25%, at least one parent is home full-time with the children. An additional 46% of households had other family work arrangements (i.e. a parent working part-time or on parental leave).
- Almost half of all working parents had variable work schedules. 41% worked beyond typical Monday to Friday daytime hours.

### Current Child Care Arrangements

- None of the survey respondents reported using licensed care as their primary care arrangement.
- The most common primary care arrangement for children under 3 was parental care (59%), followed by some form of unlicensed care (41%).
- For children 3 to 5 not yet in school, the most common primary care arrangement was also parental care (60%), followed by some form of unlicensed care (40%).
- The most common primary care arrangement for school age children outside of school hours was some form of unlicensed care (60%), followed by parental care (40%).

## Finding Child Care

- 100% of respondents reported that finding child care was somewhat (7%) or very difficult (93%).
- The most common sources of information respondents used to find or choose child care were friends, neighbours, and parents of other children (64%), social media (36%), the community newspaper (32%), family members (28%), and community programs (20%).

## Experiences with Current Care Arrangement

- The most common reason for selecting their current care arrangement was that it was the only option available (57%).
- Parents using child care arrangements other than a parent or relative were asked to rate their satisfaction on four different aspects of their child's primary arrangement: location, quality, hours of operation, and cost.
  - Overall, 71% of respondents were very satisfied with quality, 57% with cost, 43% with hours of care, and 29% with location.

## Child Care Preferences

- For each child, parents were asked if they would change that child's arrangements if a preferred option became available at an affordable price. Overall, 70% of all respondents answered 'yes', 19% were not sure, and 11% answered 'no'.
- 65% of those currently using parental care reported they would change their current arrangement if they could, compared with 77% of those using some form of unlicensed care.
- Survey respondents who indicated that they would like to change their current care arrangement were asked to rank their preferences for different forms of care. 73% of respondents indicated some form of licensed care as their first choice.
- Respondents were asked to rate the importance of various aspects of a child care program. The aspect with the highest share of parents rating it as "very important" was staff (88%), followed by reputation of program (67%), quality of outdoor space (67%), and quality of indoor space (63%).

## Factors That Would Most Improve Current Child Care Situation

- Respondents were asked which factors would most help improve their current child care situation.
- The most common response was increased availability of part-time child care (64%), followed by increased availability of full-time child care (50%), lower fees (47%), extended hours and/or days of operation (28%), and more convenient location (25%).



## Key Informant Interviews

The team interviewed 10 individuals with experience, knowledge, and organizational perspectives that would allow them to speak to the child care needs of families and children in their community. The interviews took place between January and February 2021 and the information gathered was used to develop the Action Plan.

The key informants were asked a range of questions about the state of child care, the needs of families in their communities, and to share their suggestions for action. Key informants included representatives from School District 57, local community agencies, and other public partners (see Appendix for full list of interviewees).

### Organizational successes and challenges in supporting children and families

Many of the key informants described the successes and positive impacts of programs currently available to families in McBride, despite the limited resources. While the population of McBride can vary year-to-year, impacting program enrolment and planning, services providers are flexible in response to frequent changes in community needs. The COVID-19 pandemic has limited many in-person activities for families and children and while this is a major challenge, many respondents have successfully adapted their programs to online and outdoor formats. As in many other smaller communities, McBride sometimes lacks local services and resources. It is challenging for residents to access specialized services, some located as far away as Prince George. However, key informants also noted that the smaller community size means they can deeply connect with each family. Some respondents also cited lack of funding and limited or outdated facility space as challenges.

### State of child care

The Village of McBride has no full-time licensed child care. The only licensed care option is a part-time preschool option. Most of the key informants shared that the state of child care is dire and there is an urgent need for services. It is felt that because of the lack of care options, many parents are not able to work or are forced to rely on informal, often irregular, alternatives (e.g., family, neighbours, unlicensed home care, babysitters). Most respondents felt these informal alternatives do not meet the needs of families and these informal arrangements are also difficult for families who are new to the community to find and access. Many respondents expressed the need for affordable, licensed care for children of all ages that fits schedule of working parents, including those who work shifts and need extended and/or flexible hours of care.

### Changes over the past 3 years

Several respondents noted the child population has grown in recent years. Many reported the increase in young children is driven by young parents who had grown up in McBride and left and are now returning to the Village to raise their own families. In general, the employment or economic situation has not changed, but COVID-19 has been a major challenge, exacerbating existing economic difficulties in the area. Some respondents noted the recent Provincial initiatives on child care, including increased funding for operators and subsidies for parents as positive and should help in the future.

### Successes and challenges for parents

When asked about what is working well for parents in McBride with respect to child care, some respondents noted that informal child care is available for those who know how to connect with this network. However, the lack of licensed child care is seen as a major challenge. Although cost of living is low relative to other parts of BC, McBride also has high levels of poverty; it is difficult to find work but the lack of child care is also an

additional barrier to employment. Many residents of McBride work out of town, and this, combined with high unemployment rates, means there are many stay-at-home mothers. Some respondents noted there are also few organized opportunities for both children and parents to socialize.

Several respondents noted that child care in McBride would need to be affordable and offer flexible and extended hours of care to meet the needs of local families. There are currently very limited services available for children with additional needs. Families who live in the smaller communities surrounding McBride also face isolation, long commutes to access services that do exist; and transportation may be a barrier to child care for these families.

### Challenges and barriers faced by child care providers

Key informants were asked about the challenges that child care providers may face and the barriers preventing more child care from opening in McBride. Most of the respondents cited lack of qualified ECEs and limited local training options as barriers. Many noted it may be challenging to find a suitable, affordable physical facility space, while others noted that vacant space is available, but that it would need to be retrofitted to meet licensing requirements.

It is difficult to make child care financially sustainable, especially while ensuring affordable fees for low-income families and offering part-time and flexible care, which are the greatest needs in the community. Some respondents mentioned in-home child care providers are not currently transitioning to registered-license-not-required or licensed family child care arrangements even though these options are available. Some also wondered which agency or operator would take the lead on providing child care in the community.

### Action suggestions

Key informants were asked to suggest actions that could be taken by various actors to improve the child care situation in McBride. It is important to note that almost every person interviewed spoke to the need (and their willingness) to partner with others to address the child care needs – no one agency can or should do this alone – it will take everyone to do a piece of this including community members.

The following is a list of specific actions that were identified.

#### *Village of McBride*

- Take leadership and planning role for Child Care Action Plan
- Keep needs assessment up-to-date to support decision-making and to access funding
- Provide land or building space
- Access Provincial capital funding for child care
- Consider incorporating child care in other developments (e.g. housing, including the new senior's housing and non-market housing developments)
- Advocate to senior levels of government
- Educate residents about importance and benefits of early learning and child care
- Engage broader community in action planning and facilitate collaboration
- Partner with training institutions to facilitate training of local residents to become ECEs, prioritize recruitment of ECEs for new child care programs
- Recreation Centre could be more actively involved in after school programming

### *School District 57*

- Provide space for child care in schools (e.g. empty classrooms, land for modular)
- Clarify new role in child care given expanded mandate for Ministry of Education, especially before and after school care
- Offer seamless before and after school services in McBride like the pilots that are being done in other areas
- Continue to take leadership role in provision of child care
- Partner with community to address child care need
- Explore dual credit program in high school for ECE's

### *Senior Levels of Government*

- Gain more awareness of context in Northern, rural, and smaller communities
- Increase support for families
- Continue to provide public funding for child care spaces and staff (including space funding, fee subsidies and reduction initiative, wage subsidy)
- Implement \$10 a day child care plan
- Continue to move child care to Ministry of Education
- Address recruitment and retention challenges by increasing seats in ECE programs, providing student loan relief and paid practicums for ECE programs
- Continue to support increased wages for ECEs
- Make licensing regulations more flexible without compromising health and safety of children, including licensing of school spaces
- Add child care to housing
- Increase supports for family child care
- Bulk buy of modular buildings that can be placed on public land

### *Community Agencies*

- Address data limitations – get more accurate population numbers
- Action Plan implementation – we all need to play a role
- Provide professional development for staff, including ECEs
- Support and collaborate with each other and public partners
- Coordinate and share information about informal child care available

### *Child Care Operators*

- Create nature-based programs
- Provide professional development for staff
- Support current in-home child care to get licensed

### *Other*

- Engagement of entire community, including parents and employers about child care
- Consider Elk's Hall as space for child care (currently for sale)

- Housing Society, senior's facility, and Valemount Learning Centre as potential partners
- Regional District has underutilized land and space that could be used
- Northern Health could offer more supports for children with exceptional needs and for the early years in general
- Partner with local First Nations

### Plans for new child care

Most respondents indicated they did not know of any concrete plans for new child care.

### Top three things to improve the child care situation in McBride

Respondents were asked to describe the top three changes they would make to improve child care in McBride.

- Increase availability of licensed, affordable child care
  - Create a new centre that offers other family supports as well as child care (one-stop shop); coordinate and increase child care, services, and activities that involve children
  - Create a space that meets the needs of the community, including natural and green resources and outdoor space
  - Create full service centre attached to the school offering high quality early learning, with a high adult-child ratio, and with parental and maybe intergenerational programs too
  - Create a full day centre for children under 5
  - Create a school age program
  - Create a multi-age program to meet diverse needs
  - Create child care at school location
- Support more in-home child care
  - Encourage and help more in-home providers to become RLNR or licensed
- Ensure access to quality outdoor space by creating child care near parks
  - Consider developing outdoor program
- Ensure access to child care with flexible hours, where parents can pay for what they need
  - Access for shift workers
  - Access for stay-at-home parents
- Create easy access to information for parents about services available, including informal care options
- Create a multi-generational facility, including a senior's day program
- Address staffing challenges
  - Train more people to become ECEs
  - Increase wages for child care providers and value the work they are doing
- Universal child care system at the provincial and national level
- Collaboration and partnership between community agencies and public partners

### Additional comments

Some respondents emphasized the importance of child care and noted they were glad a Child Care Action Plan is underway. Some also reiterated that strong involvement from the Village, School District, and broader community will be needed.

## Solutions Workshop

The Village of McBride hosted a virtual community Child Care Solutions Workshop on March 11, 2021 with municipal staff, School District staff, community agencies, and other key stakeholders. The Solutions Workshop allowed participants a chance to explore the current state of child care in McBride, potential opportunities and partnerships, discuss space targets and identify actions to address child care gaps and challenges. The workshop had 14 participants.

The workshop included a short presentation about the policy context for child care in BC and highlights from the Project's statistical profile and community engagement work. Following this, the consulting team facilitated small group discussions to explore three questions:

1. What is the one thing that you care most about as we develop the action plan?
2. How many new spaces should be developed? What types? Where?
3. What are some actions to facilitate child care growth and improve the child care situation for families in McBride? What partnership opportunities exist?

The group responses to the questions were collected and are presented verbatim below, categorized to highlight common discussion themes.

### Question 1: What is the one thing that you care most about as we develop the action plan?

#### Access

- For parents to have child care again – there is need and opportunity now (i.e., government grants)
- Equity and access to quality child care – everyone should have access regardless of where they live or when they work
- This plan needs to include child care for children from the Regional District as well from McBride.
- Want all of the children of McBride to have qualified and appropriate place for children with also enough spaces for children outside of the Village
- Would like families to have a variety of child care options to choose from; there is such a diverse range of families who work out of town
- Different child care options to meet needs
- Reflect needs of parents around work schedules, flexibility
- Meet needs of children with special needs, need staff who have the training and passion to work with children who need additional supports

#### Affordability

- Affordability and flexibility – goes with options, need affordable spaces, especially for families with multiple children
- Affordable child care

## Quality

- Quality child care for the children with trained staff
- Quality child care & sustainability – make sure you will always have child care
- Concerned about sustainability (licensed staff, succession planning)
- Would like to see child care brought back; would like to see proper, licensed, qualified day care (with ECE operators)
- This should not be child-minding, but be a preschool setting where social-emotional learning takes place and involves families in the transition to school
- Need for good child care where they aren't worrying and can take job opportunities available
- Need for full-day care; ensure high quality of care

## Recognition of the role of child care in economic development

- Realize that child care is important as economic development moves forward - people can't work if there is no child care - we have housing and other developments happening.
- Family child care could be seen as a business opportunity for families

## Question 2: How many new spaces should be developed? What types? Where?

### Suggested number and type of spaces

- We should create at least 20 spaces to start with to meet immediate needs.
- Would like to see target higher than the 20 spaces, at least 30 to 40 spaces.
- Over ten years, could get to 40 spaces (easier to sustain if established, need to get the ball rolling).
- Care for children under three is a high priority
- At least 20 spaces for infant-toddler
- 15 – 20 spaces for group care with ECEs; with focus on 2.5 to five years olds.
  - Likely would not be able to get ECE with infant-toddler specialization needed to open an infant-toddler program
- Licensed family and Licensed Not Required is a good place to start. Between 10 and 20 spaces in next five years, for those not in school (preschooler age). Needs to be flexible care.
- 24 spaces school aged would be good but need plan to address challenges around licensing and staffing.
- Before and after school care makes sense, especially if provincial funding is available.
- School age has a great community and families are sharing in the afterschool support but there needs to be more
- School age for those who are 'in the between' age – who some think they can be alone, but it actually would be better to have a program - for those 8 + year olds

### **Goal of providing a child care space to every child who needs it**

- A place for everyone who needs it
- Have as many spaces as we can – families are moving back, and the quality of life is good – the numbers are going grow
- As many spaces as we need

### **Important considerations, including need for spaces from families living outside McBride & challenges that would need be addressed**

- These numbers in the material include only McBride so far – we need to see spaces for all children
- Important assumption that is being made is that these spaces are only for McBride, but we really need to start this off with a regional district partnership – when it comes to services it makes sense to include the broader region, we do that in other work
- Great to have as many spaces as possible but we need to be aware of the staffing challenge
- Barrier seems to be having ECE staff – people have to travel elsewhere to receive training.
  - Online training is available, but practicum is a barrier (need to travel away and can't get paid)
- For school aged care: biggest challenges are licensing requirements (e.g. water temperature at school), and licensed providers/staff to offer care (though school age programs do not require ECE staff)
- Who will be the provider? What does it look like? Number of spaces less important than making sure the care provided is high-quality

### **Possible locations for new child care spaces**

- Link child care to the schools
- Elementary school could have a school age program on-site.
- Schools would be a good location, but unsure about number of spaces.
- Robson valley preschool space could maybe expand or change their programs
- Dunster School is empty space that could be used
- Village may have some land – it should go there
- Village may have some land
- Royal Purple Elks hall
- Community hall – next to the arena – doesn't seem to be fully utilized
- Licensed family child cares could be opened easily, quickly, and with financial support. Would need to find three suitable people to start programs, could get training through Child Care Resource and Referral Program.
- One church in McBride provides school aged care; churches could be a partner

### Question 3: What are some actions to facilitate child care growth and to improve the child care situation for families in McBride? What partnership opportunities exist?

#### Partnerships and Collaborations

- Partnership between the Regional District and the Village of McBride needs to be developed so all children have access to child care
- Partnership with Robson Valley Community Services – maybe their space could be used for full time child care
- Work with school and School District
- Advocate to senior governments for a living wage for those working in child care
- Village is willing to partner with someone else if they get approached and a request comes to Council
- Valemount recently partnered with RVCS to create new child care spaces
- Child care needs to be formally tied to economic development initiatives for the region – it is important to have this support for families and child care is both employment itself and supports employment
- Partnerships – e.g., the Elks Club, churches, RVCS, outside agencies (from Valemount, Prince George)
- Partnerships (e.g., YMCA in Prince George, in Valemount, school, corporate sponsors)
- Recreation centre may have space for child care – to be explored
- Housing Society – seek out joint funding for medium to long term; including consideration of outdoor space – though may be tricky to balance multiple uses/populations
- Valemount Children’s Society would be interested in space/support. And people in McBride would likely be interested in ECE training; you could have it up and running

#### Access

- Village has a good inventory of their assets – look at that list to see what might work for child care
- Village could potentially provide space and rent it out
- Multi-age programs might be the way to go – meets lots of needs
- Multi-age group would get a good idea of what remaining unmet need is. Partner with others to get space, or potentially a classroom (could add school aged kids with multi-age).
- School could focus on before and after school – with additional funds, there is school space that could be used right now
- School District has some plans to look at what the role could be for school age
- School District has option to operate licensed child care directly, an option to explore in McBride?
- Needs assessment for school aged program for the school.
- Schools really would be the best place for child care – makes the school a ‘one-stop shop’ for families
- Empty space in schools could be looked at, but it might not a secure space because if enrolment changes then classrooms need to be accessed again
- The school was designed to have an addition built on it. This could be looked at and would be better than having a modular building placed on the land
- School space, and then dedicated location (whether by partners, Village)
- Important to make sure hours of care work for parents
- Explore funding options to see if anything is available to operate (and staff) flexible hours child care service – but finding staff to work these non-traditional hours may be challenging
- Flexible hours may be a way to involve more family child care providers. For example, if more full day programs were available, it may mean that some of the current family care options could fill the more non-traditional hours



- Work with current informal family child care providers to see if they might be interested in moving into regulated and licensed child care
- Flexibility is key, which is part of why to focus on licensed family care. Group child care may not be able to be as flexible. Licensed family and LNR would be quickest, easiest – and still licensed to support quality
- Location is important (e.g. not on the other side of a highway)
- Regional district could forgive the rental costs for using the community hall so child care could go in there
- Babysitting co-ops – option to explore?
- Recognize economic opportunity (e.g., advertise to encourage people to do this work)

### **Affordability**

- Programs need to be both financially sustainable and affordable for families
- Would like to see extended maternity leave benefits for those who want to stay home longer
- Cost of care will be key
- Most families would qualify for Affordable Child Care Benefit; licensed care could help too with eligibility for fee reduction.

### **Quality**

- Challenging to get qualified staff
- Work BC has some ways of getting people training if they are EI eligible – explore whether there is a cohort that can be trained for ECE
- Offering ECE training and credits to the high school students to make it more attractive and to promote ECE as a career
- Advocate with the SD 57 Career Technical Centre Principal and College of New Caledonia to explore programs that high school students can attend to get training credits early
- Work with colleges to get local ECE training happening
- Explore whether there are some ECEs who are living in the region but not currently working in the field to see if they might come back.

## Appendix: List of Participating Individuals and Organizations

Key Informant Interviewees		
Name	Organization	Role
Abi Ward	McBride and District Library	Library Director
Alisha Wilson	YMCA, Prince George	Child Care Resource & Referral Coordinator
Bob Thompson	School District 57	Trustee
Cindy Heitman	School District 57	Acting Superintendent
Gail Mason	-	Former Child Care Resource & Referral Coordinator, former child care provider
Jackie Edwards	Valemount Children's Activity Society & McBride Housing Society	Member – Board of Directors
Jana MacMaster	Robson Valley Community Services	McBride Preschool Manager/ Literacy & Seniors Program Supervisor
Kairyn Russell-Janecke	School District 57	Principal of McBride Elementary and High School
Krista Voth	Valemount Children's Society	Program Manager
Susan Umstot	Northern Health	Primary Care Nurse

Solutions Workshop Participants		
Name	Organization	Role
Karen Dubé	Village of McBride	Community Economic Development Coordinator
Chris Tupy	Village of McBride	Chief Administrative Officer
Rosemary Hruby	Village of McBride	Councillor
Gail Mason	-	Former child care provider & CCR&R
Jana MacMaster	Robson Valley Community Services	Literacy & Seniors Program Supervisor/McBride Preschool
Abi Ward	McBride & District Public Library	Library Director
Kairyn Russell-Janecke	School District 57	Principal: McBride Elementary & High School
Cindy Heitman	School District 57	Deputy Superintendent of Schools
Bob Thompson	School District 57	School Trustee: Board of Education
Krista Voth	Valemount Children's Activity Society	Program Manager
Jackie Edwards	Valemount Children's Activity Society & McBride Housing Society	Member of Board of Directors
Alisha Wilson	YMCA, Prince George	Child Care Resource & Referral Coordinator
Allan Frederick	Village of McBride	Councillor
Chelsie Stubbs	-	Community Member

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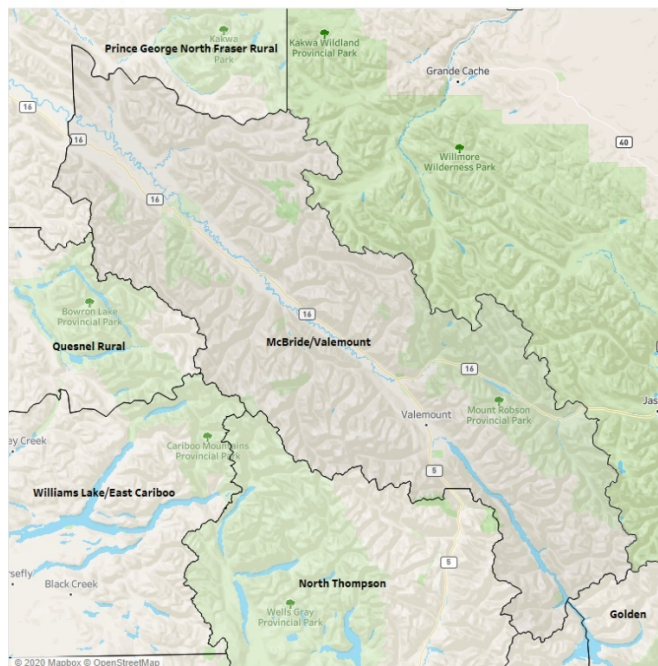
## Introduction

The purpose of the Community Profile is to highlight important data about the community to inform child care planning. It includes information about the child population, socio-economic and labour force data, indicators of childhood vulnerability, and an overview of child care programs and spaces currently available in McBride. This Profile draws on a variety of data sources, including the 2016 Census, BC Stats, the Human Early Learning Partnership (HELP) at UBC, and child care information provided by Northern Health Community Care Licensing.

The Village of McBride has a small population, which poses some challenges in terms of data availability and reliability. In particular, it is important to note that Statistics Canada randomly rounds Census numbers up or down to multiples of 5 or 10 to protect confidentiality. The smaller the numbers, the greater the impact of random rounding on data reliability. Where applicable, the effects of random rounding on reported numbers are noted throughout this profile.

In addition, while the focus of this profile is the Village of McBride, some statistics are only available for the larger McBride/Valemount Health Service Area. This service area includes Robson Valley between Dome Creek and Tete Jaune Cache (see map below)<sup>16</sup>. Other statistics are only available for School District 57. This information helps suggest regional patterns, though trends in McBride may differ from those in other communities in the Health Service Area and School District.

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<sup>16</sup> The Ministry of Health has five Health Authorities which are further broken down into Local Health Areas, which are in turn broken down into Community Health Service Area for planning and service delivery purposes. The McBride/Valemount Community Health Service Area is part of the Prince George Local Health Area, which is part of the Northern Health Authority. For a map of this area, please refer to:

[http://communityhealth.phsa.ca/CHSAHealthProfiles/CHSAHealthReport/McBride\\_Valemount](http://communityhealth.phsa.ca/CHSAHealthProfiles/CHSAHealthReport/McBride_Valemount).

## Child population

Child population is an important starting point for assessing child care need. In 2016, there were 90 children 0 to 12-year-olds in the Village of McBride, out of a total population of 616, or 15%. By comparison, 130 residents were over the age of 65, or 21% of the total population.

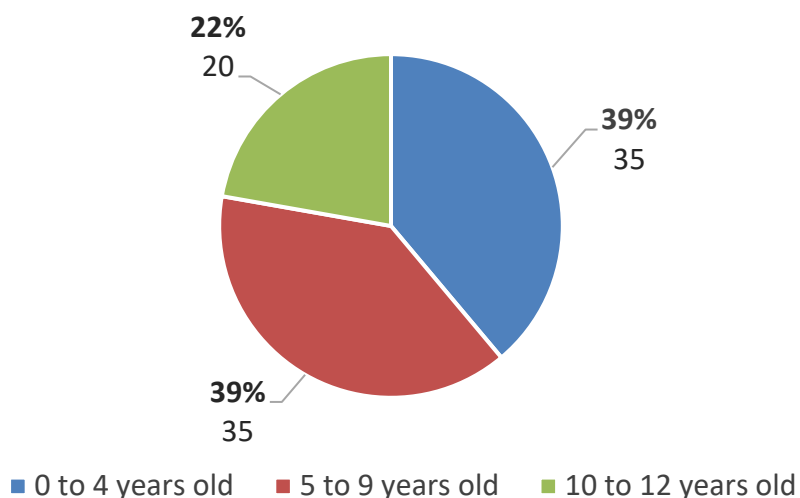
Table 1 shows the number of children 0 to 4 years, 5 to 9 years, and 10 to 12 years. There were 35 children under five years (39% of the total child population), 35 children 5 to 9-years-old (39%), and 20 children 10 to 12-years-old (22%).

**Table 9: Child population by age range, Village of McBride, 2016**

	Number	Percent
<b>0 to 4 Years</b>	35	39%
<b>5 to 9 Years</b>	35	39%
<b>10 to 12 Years</b>	20	22%
<b>Total 0 to 12 Years</b>	<b>90</b>	<b>100%</b>

*\*Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016004.*

### Child population by age range, 2016



As shown in Table 2, in 2016, there were 487 children aged 0 to 12 years in the McBride/Valemount Community Health Service Area. Children living in the Village of McBride made up 18% of this child population.

**Table 10: Child population, Village of McBride and McBride/Valemount Community Health Service Area, 2016**

Children (0 to 12 years), 2016	
Village of McBride	McBride/Valemount Community Health Service Area
90	487

*\*Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016004. BCStats Population Projection, available at: <https://bcstats.shinyapps.io/popProjApp/>.*

## Projected child population

We present below two sets of population projects: the first from BC Stats P.E.O.P.L.E. 2020 projections and the second from School District 57. BC Stats provides population projections at the Community Health Service Area level. These population projections are based on trends in fertility, mortality, and net migration<sup>17</sup>. As shown in Table 3, child population is projected to decline by 34% (net loss of 131 children) between 2021 and 2031 across the entire McBride/Valemount Community Health Service Area.

**Table 11: Child population projections (0 to 12-year-old population), McBride/Valemount Community Health Service Area, 2021 to 2031**

Census Population	Projected Child Population (0 to 12 years)			2021 – 2031	2020 – 2031
2016	2021	2026	2031	(#)	(%)
487	390	327	259	-131	-34%

\*Source: BCStats Population Projection, available at: <https://bcstats.shinyapps.io/popProjApp/>.

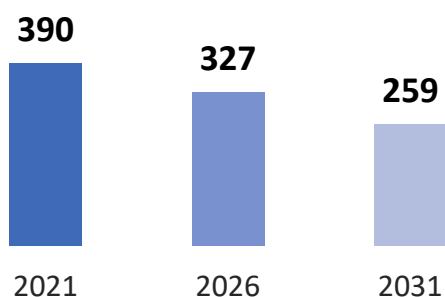
By contrast, as shown below, School District 57 projects the number of elementary school students in the McBride Centennial Elementary School catchment will increase by 14% over the next five years.

**Table 12: Elementary student projections (5 to 12 years), McBride Centennial Elementary School catchment, 2021/22 to 2024/25**

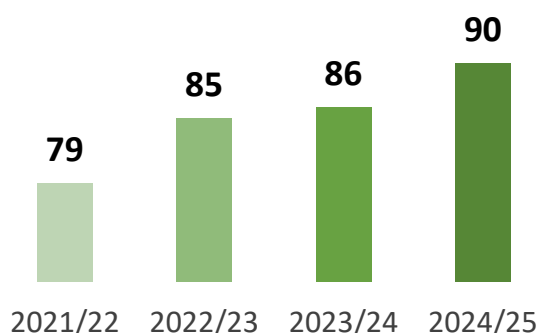
Projected Child Population (5 to 12 years)				2021/22 – 2024/25	2021/22 – 2024/25
2021/22	2022/23	2023/24	2024/25	(#)	(%)
79	85	86	90	+11	+14%

\*Source: School District 57.

**Projected number of children  
(0 to 12 years)  
McBride/Valemount Community  
Health Service Area**



**Projected number of students  
(5 to 12 years)  
McBride Centennial Elementary  
Catchment**



<sup>17</sup> For more information about the methodology BC Stats uses to create population projections, please refer to: [https://www2.gov.bc.ca/assets/gov/data/statistics/people-population-community/population/people\\_population\\_projections\\_highlights.pdf](https://www2.gov.bc.ca/assets/gov/data/statistics/people-population-community/population/people_population_projections_highlights.pdf).

## Lone parent families

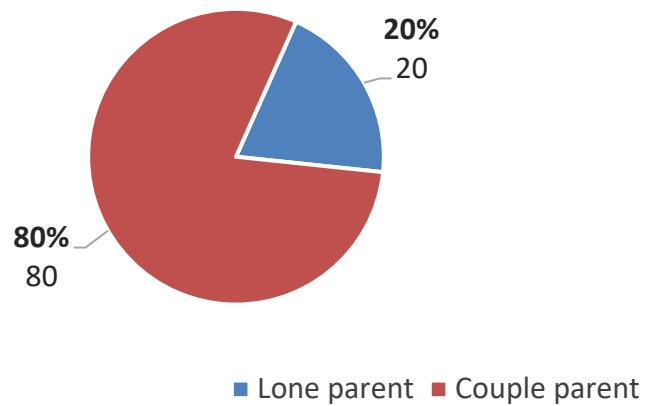
In the Village of McBride, one in five children 0 to 14 years live in a lone parent family. Lone parents often face additional challenges to accessing child care.

**Table 13: Number and percent of children (0 to 14 years) in lone parent and couple parent families, Village of McBride, 2016**

	Number	Percent
Children 0 to 14 years in lone parent families	20	20%
Children 0 to 14 years in couple parent families	80	80%
Total children 0 to 14 years	100	100%

*\*Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016041*

### Children (0 to 14 years) in lone parent and couple parent families, 2016





## Median Family Income

Table 6 presents median income (before-tax) for families with children under 18 and for families with children under 6 in 2015. Median income for all families was \$82,176 for those with children under 18 and \$59,520 for those with children under age 6.

Table 14: Median total income by age of children, Village of McBride, 2015

	Median total income
Families with children under 18	\$82,176
Families with children under 6	\$59,520

\*Source: Source: Statistics Canada. Census Family Total Income Groups (22) in Constant (2015) Dollars, Census Family Structure (7), Family Size of Census Family (4), Ages of Census Family Members (18), Number of Earners in the Census Family (5) for Census Families, 2006, 2016 Census. Downloaded from Community Data Program:

<https://communitydata.ca/content/census-family-total-income-groups-22-constant-2015-dollars-census-family-structure-7-family>

## Median household income (before-tax), Families with children under 6 and under 18, 2015

Families with children under 6  \$59,520

Families with children under 18  \$82,176

Unfortunately, due to small population size, data on median income for lone parent families with children under 18 and under 6 is not available for McBride. However, Table 7 below shows median incomes for couple and for lone parent families with children of all ages. This data suggests a significant income gap between lone parent and couple parent families.

Table 15: Median total income for lone parent and couple parent families, Village of McBride, 2015

	Median total income
Lone parent families	\$37,504
Couple parent families	\$101,632

## Median household income (before-tax), Lone parent and couple parent families, 2015

Lone parent families  \$37,504

Couple parent families  \$101,632

## Low-Income Measure

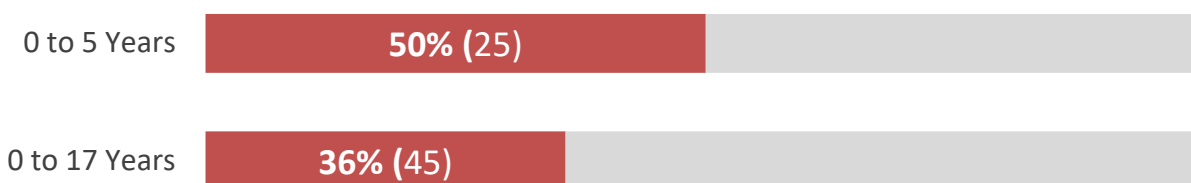
Table 8 shows the number and percent of children 0 to 17 years and 0 to 5 years who lived in families that fell under the low income measure (after tax) in 2015<sup>18</sup>. Over one-third of all children (36%, 45 children), including half of all children under age 6 (50%, 25 children) lived in low income families.

**Table 16: Number and percent of families in low income families, based on the low-income measure after tax, Village of McBride, 2015**

	Number	Percent
<b>0 to 17 Years</b>	45	36%
<b>0 to 5 Years</b>	25	50%

\* Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-316-X2016001.

### Share of children in low income households, 2016



<sup>18</sup> The low-income measure is 50% of the median household income for all Canadian households, adjusted for household size. The low-income measure thresholds used for 2016 Census data can be found at: [https://www12.statcan.gc.ca/census-recensement/2016/ref/dict/tab/t4\\_2-eng.cfm](https://www12.statcan.gc.ca/census-recensement/2016/ref/dict/tab/t4_2-eng.cfm).

## Housing

Table 9 shows the number and percent of households who rent or own their dwelling, as well as median monthly shelter costs for renters and owners<sup>19</sup>. 57% of all households in the Village (160 households) own their dwelling, while 43% (120 households) rent. Median monthly shelter costs are \$676 for owned dwellings and \$620 for rented dwellings.

**Table 17: Number and median monthly shelter cost for rented and owned dwellings, Village of McBride, 2016**

	Number	Percent	Median monthly shelter costs
<b>Rent dwelling</b>	120	43%	\$620
<b>Own dwelling</b>	160	57%	\$676

*\* Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-316-X2016001.*

### Median monthly shelter costs, 2016



In addition, the McBride Housing Needs Assessment, completed in 2019, includes the following findings about housing costs in McBride:

- The average price of a detached dwelling unit in McBride is \$262,500. With a 5% down payment, the mortgage loan for this amount would total \$259,350, which would require a monthly payment of \$1,179.3.
- The number of rental households increased from 70 to 120 households between 2011 and 2016, while the number owner households slightly decreased.
- Rental supply has not kept up with demand. This can contribute to higher rental costs.

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<sup>19</sup> Statistics Canada defines shelter cost as the average monthly total of all shelter expenses paid by households that own or rent their dwelling. Shelter costs for owner households include, where applicable, mortgage payments, property taxes and condominium fees, along with the costs of electricity, heat, water and other municipal services. For renter households, shelter costs include, where applicable, the rent and the costs of electricity, heat, water and other municipal services.

## Languages Spoken Most Often at Home

Table 10 lists languages spoken most often at home by residents of McBride, including number and percentage of speakers. 98% of residents most often speak English at home. Other languages spoken include Hungarian, German, Italian, and Korean.

**Table 18: Languages spoken most often at home, Village of McBride, 2016**

Language	Number	Percent <sup>20</sup>
English	585	98%
Hungarian	10	2%
German	5	1%
Italian	5	1%
Korean	5	1%

*\*Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-316-X2016001.*

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<sup>20</sup> Percentages do not sum to 100% as some residents may speak multiple languages at home and due to impact of random rounding. Languages listed as having 10 speakers likely have between 5 and 15 speakers, while languages listed as having 5 speakers likely have between 1 and 10 speakers.

## Indigenous Population

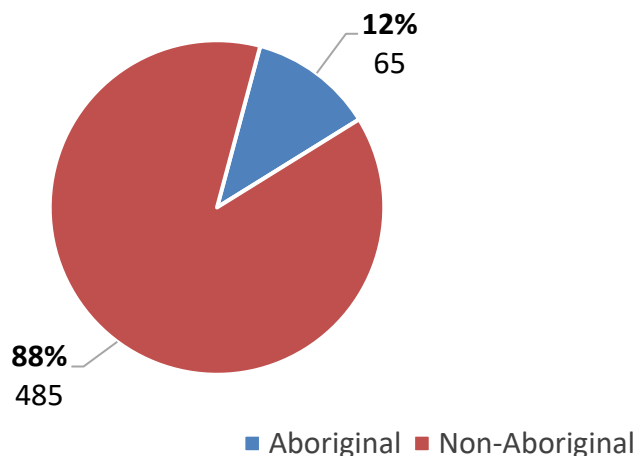
According to Statistics Canada, Aboriginal identity includes persons who are First Nations, Metis, Inuk and/or those who are Registered or Treaty Indians, and/or those who have membership in a First Nation or Indian band.<sup>21</sup> The number and percentage of population with Aboriginal identity is shown below. In 2016, 12% of all residents of McBride (65 individuals) identified as Aboriginal.

**Table 19: Number and percent of residents with Aboriginal identity, Village of McBride, 2016**

Number	Percent
65	12%

*\*Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-316-X2016001.*

### Residents with Aboriginal identity, 2016



<sup>21</sup> For definition of Aboriginal identity, see: <https://www12.statcan.gc.ca/census-recensement/2016/ref/dict/pop001-eng.cfm>

## Immigration

Table 12 displays the number and percent of individuals who were first, second, or third-generation or more residents of Canada in the Village of McBride in 2016. The majority of McBride's residents (67%) were third or more generation Canadians. 19% (105 individuals) were second generation and 14% (80 individuals) were first generation.

**Table 20: Number and percent of residents by generation status, Village of McBride, 2016**

Generation Status	Number	Percent
First generation	80	14%
Second generation	105	19%
Third generation or more	370	67%
<b>Total</b>	<b>555</b>	<b>100%</b>

*\*Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-316-X2016001.*

### Residents by generation status, 2016

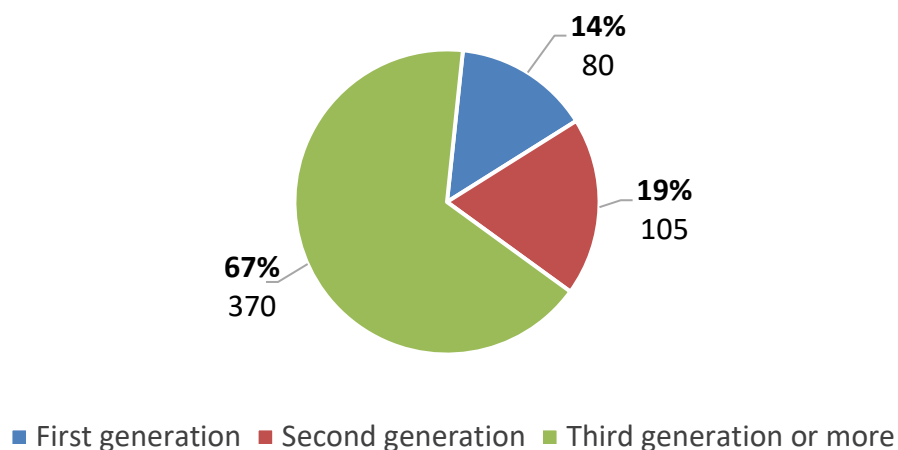


Table 13 shows the number and percent of immigrants in McBride by period of immigration. About half of all immigrants (47%, 35 individuals) immigrated prior to 1981, and so have been in Canada for over forty years. The other half (53%, 40 individuals) immigrated between 2001 to 2010. In 2016, there were no newcomers in the community who had immigrated to Canada within the past five years.

**Table 21: Immigrant population by period of immigration, Village of McBride, 2016**

Period of immigration	Number	Percent
Before 1981	35	47%
1981 to 1990	0	0%
1991 to 2000	0	0%
2001 to 2010	40	53%
2011 to 2016	0	0%
<b>Total</b>	<b>75<sup>22</sup></b>	<b>100%</b>

*\*Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-316-X2016001.*

## Residential Mobility

Table 14 displays the number of residents, as of 2016, who had moved to the Village of McBride within the past year and within the past five years. In 2016, 9% of all residents (50 individuals) had moved to McBride within the past year and 28% (145 residents) had moved to McBride within the past five years.

**Table 22: Residents who moved to Village of McBride within the past year and within the past 5 years, 2016**

	Number	Percent
Moved to McBride in past year	50	9%
Moved to McBride in past 5 years	145	28%

*\*Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-316-X2016001.*

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<sup>22</sup> This number differs slightly from the number of first generation Canadians shown in Table 8 due to random rounding.

## Employment

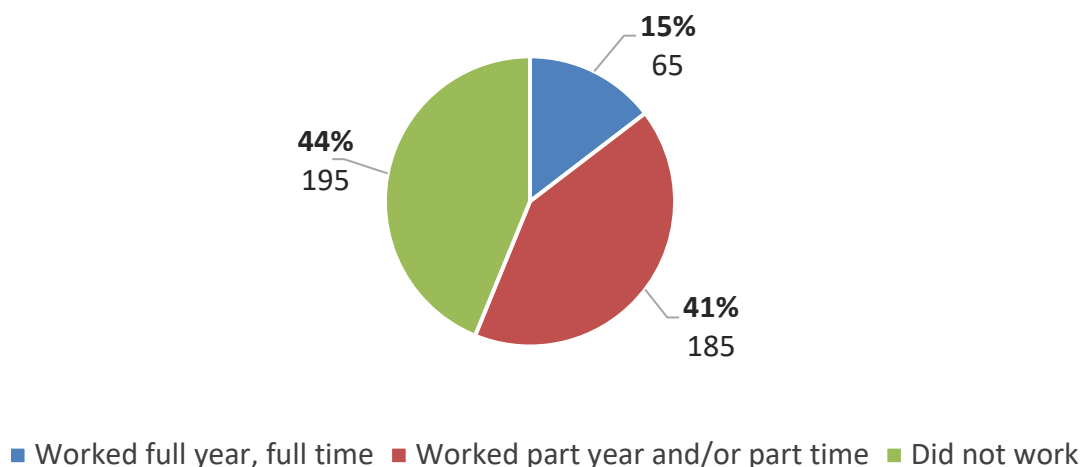
Table 15 shows the number and share of residents 15 years and older who worked full year, full time; part year and/or part time; and who did not work in 2015. 43% did not work (195 individuals), while 41% (185 individuals) worked part year and/or part time, and 14% (65 individuals) worked full year, full time. The number of residents who did not work can partly be attributed to retirement rates among the 130 residents aged 65 or over.

**Table 23: Residents (15+ years old) by work activity in 2015, Village of McBride**

Employment Status	Number	Percent
Worked full year, full time	65	14%
Worked part year and/or part time	185	41%
Did not work	195	43%
<b>Total</b>	<b>450</b>	<b>100%</b>

*\*Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-316-X2016001.*

### Residents (15+) by work activity, 2015





Child care need is closely tied to the employment patterns of parents. Table 16 shows the number of earners per household in both couple parent families with at least one child 0 to 17 years. Because of the random rounding used to protect confidentiality, this data is not shown for lone parent families. For couple parent families with children under 18, most families (about 70%) have two or more earners, suggesting both parents work.

**Table 24: Number of earners for couple parent families with at least one child under 18, Village of McBride, 2015**

Number of earners	Number	Percent
No earners	0	0%
One earner	10	20%
Two or more earners	35	70%
<b>Total</b>	<b>50</b>	<b>100%<sup>23</sup></b>

## Commutes

Table 17 shows the number and share of workers with a usual place of work outside their home by commute destination. 92% of workers (165 individuals) commuted within the Village of McBride.

**Table 25: Workers by commute destination, Village of McBride, 2016**

	Number	Percent
Commute within McBride	165	92%
Commute to a different community within Fraser-Fort George	10	6%
Commute outside Fraser-Fort George	10	6%
<b>Total</b>	<b>180</b>	<b>100%<sup>24</sup></b>

*\*Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-316-X2016001.*

<sup>23</sup> Percentages do not sum to 100% due to effects of random rounding. The number of couple parent families with one earner is likely between 5 and 15 families, the number with two earners between 30 and 40 families.

<sup>24</sup> Percentages do not sum to 100% due to effects of random rounding. The number of residents commuting to a different community within the regional district and the number commuting outside the regional district are each likely between 5 and 15 individuals.

To capture the commute patterns of residents of communities that surround Village of McBride, Table 18 shows commute destinations for all residents of the McBride/Valemount Health Service Area. 45% of working residents in the Health Service Area commute outside their home community.

**Table 26: Workers by commute destination, McBride/Valemount Community Health Service Area, 2016**

	Number	Percent
Commute within community of residence	510	56%
Commute to a different community within Fraser-Fort George	360	39%
Commute outside Fraser-Fort George	55	6%
<b>Total</b>	<b>915</b>	<b>100%</b>

*\*Source: Statistics Canada, 2016 Census of Population, BC Open Data Catalogue. 2016 Census Semi-Custom profile - Health Regions of BC.*

Table 19 shows the number and share of workers living in McBride with a usual place of work outside their home or no fixed workplace address by commuting duration. The majority of commuters (90%) had a commute of less than 15 minutes. 5% (10 individuals) had commutes of 15 to 29 minutes, 5% (10 individuals) had commutes of 45 to 59 minutes), and 8% (15 individuals) had commutes of over one hour.

**Table 27: Commuting duration for workers with usual place of employment outside home or no fixed work address, Village of McBride, 2016**

	Number	Percent
Less than 15 minutes	180	90%
15 to 29 minutes	10	5%
30 to 44 minutes	0	0%
45 to 59 minutes	10	5%
60+ minutes	15	8%
<b>Total</b>	<b>200</b>	<b>100%</b>

*\*Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-316-X2016001.*

Table 20 shows commuting duration for all workers residing in the McBride/Valemount Community Health Service Area. 65% of workers in this area had a commute time of less than 15 minutes (780 individuals) and 23% had commute times of 15 to 29 minutes (275 individuals). 13% of employed residents had commute times of half an hour or longer (150 individuals).

**Table 28: Commuting duration for workers with usual place of employment outside home or no fixed work address, McBride/Valemount Community Health Service Area, 2016**

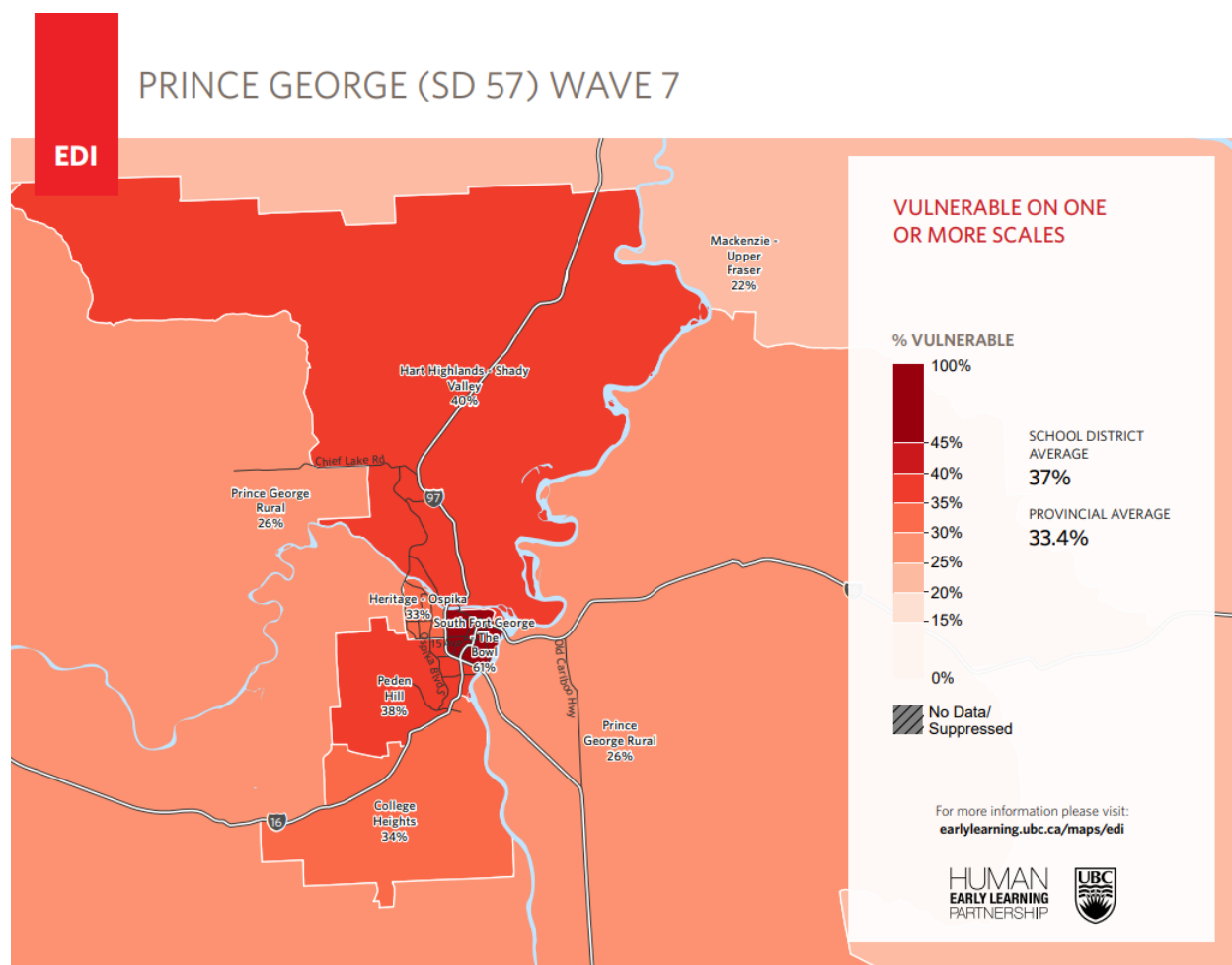
	Number	Percent
Less than 15 minutes	780	65%
15 to 29 minutes	275	23%
30 to 44 minutes	60	5%
45 to 59 minutes	30	3%
60+ minutes	60	5%
<b>Total</b>	<b>1,200</b>	<b>100%</b>

*\*Source: Statistics Canada, 2016 Census of Population, BC Open Data Catalogue. 2016 Census Semi-Custom profile - Health Regions of BC.*

## **EDI (Early Development Instrument) for School District 57**

The Early Development Instrument (EDI) is used to assess childhood vulnerability by surveying kindergarten children around the province. Vulnerable children are defined as those who, without additional support and care, are more likely to experience challenges in their school years and beyond. EDI is measured along five scales: Physical Health & Well-Being, Social Competence, Emotional Maturity, Language & Cognitive Development, and Communication Skills & General Knowledge. A complete description of the EDI can be found at <http://earlylearning.ubc.ca/maps/edi/>.

This section presents an overview of the number and share of kindergarten children surveyed who were vulnerable on at least one of the five scales in the School District and the Prince George Rural HELP Neighbourhood during Wave 7 (2016-2019). It includes maps of EDI scores for different HELP neighbourhoods within the School District to allow for a regional comparison.



**Table 29: EDI for School District 57 and Prince George Rural HELP Neighbourhood, Wave 7 (2016-2019)**

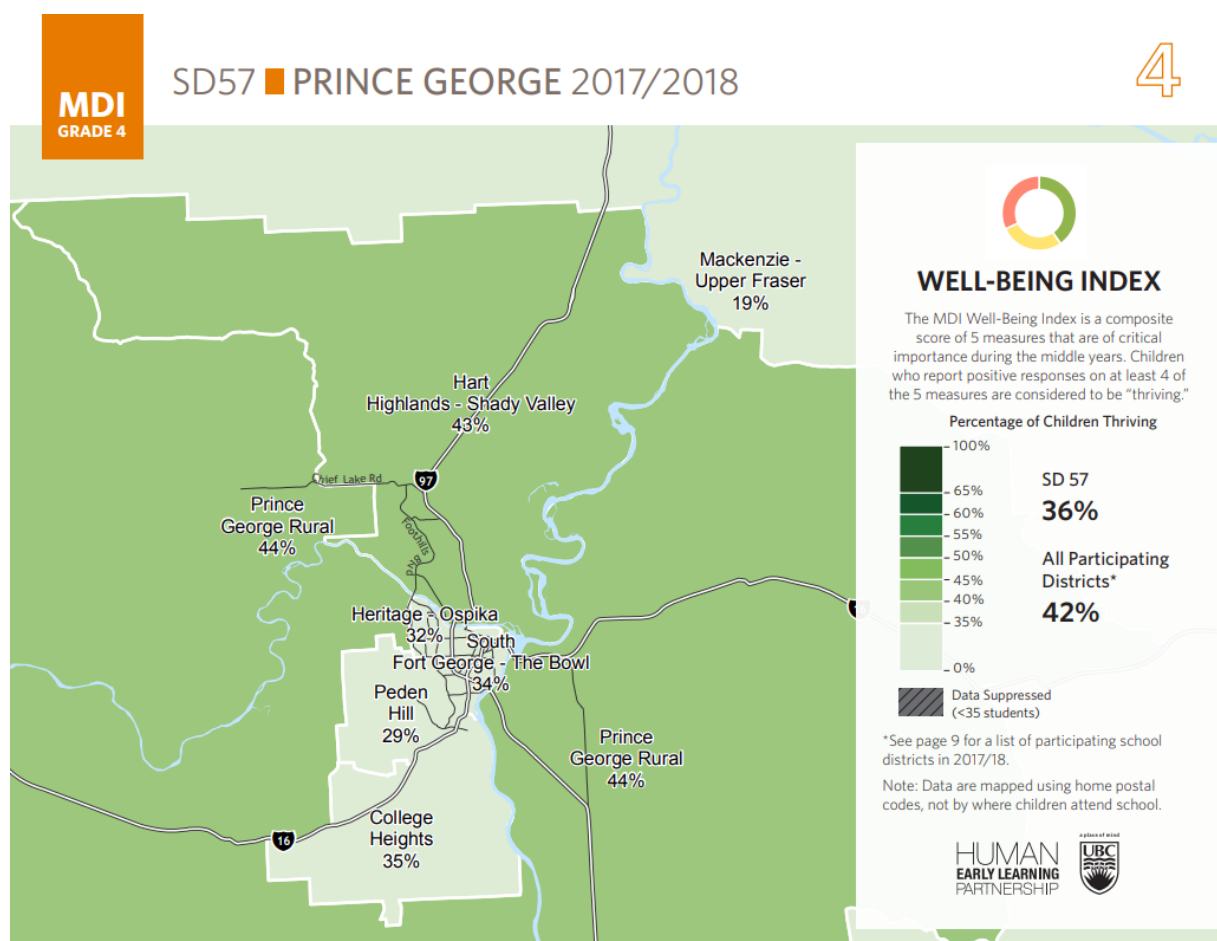
Neighbourhood	Number of Children	Percentage Vulnerable on One or More Scale
Prince George Rural	109	26%
School District 57	965	37%
All participating BC School Districts	43,377	33%

## MDI (Middle Years Development Instrument) for School District 57

The Middle Years Development Instrument (MDI) is a survey of children in Grades 4 and 7 developed by the Human Early Learning Partnership (HELP) at UBC to measure children's social-emotional health and well-being. The MDI results are summarized in two indices: the Well-Being Index and the Asset Index.

The MDI Well-Being Index combines measures of Optimism, Happiness, Self-Esteem, Absence of Sadness, and General Health to provide a holistic summary of children's mental and physical health. Index scores are reported by three categories: high well-being or thriving, medium well-being, and low well-being. A complete description of the MDI Well-Being Index can be found at <http://earlylearning.ubc.ca/mdi/>.

This section presents an overview of well-being levels of participating children in Grades 4 in School District 57 and the Prince George Rural HELP Neighbourhood, based on the surveys completed in 2017/18. It includes maps of EDI scores for different HELP neighbourhoods within the school district to allow for a regional comparison.



**Table 30: MDI Results for Grade 4 Students, School District 57 and Prince George Rural, 2017/18**

Neighbourhood	Number of Children	% Low Well-Being	% Medium Well-Being	% Thriving
Prince George Rural	91	32%	24%	44%
School District 57	776	42%	22%	36%
All participating BC School Districts	14,650	33%	25%	42%

## Elementary School Enrolment

We show below a list of all schools with elementary students in the Village of McBride and their enrollment in the 2019/20 school year<sup>25</sup>. The catchment area for the public school includes McBride and surrounding communities. Neither school has on-site child care.

**Table 31: Elementary school enrollment, Village of McBride, 2019/20**

School	Type	2019/20 Elementary Enrollment
McBride Centennial Elementary	Public	87
Robson Valley Junior Academy	Independent	11

*\*Source: BC Government. Open Data Catalogue - Student Enrollment and FTE by Grade.*

## Children Who Require Additional Supports

This section presents relevant information about children who may require additional supports.

Table 24 shows the number and percentage of elementary school children who have been identified as having additional support needs in School District 57 in the 2019/20 school year. Overall, 10% of all elementary school students in the School District were identified to have additional support needs.

**Table 32: Elementary students identified as requiring additional supports, School District 57, 2019/20**

	Number	Percent
<b>School District 57</b>	773	10%

*\*Source: BC Government. Open Data Catalogue - Student Enrollment and FTE by Grade.*

<sup>25</sup> There is also a Seventh Day Adventist school in Village of McBride. However, this school was closed during the 2020/21 school year.

Table 25 presents information about children served by the Infant Development Program and Support Child Development Program.

The Infant Development Program (IDP) and the Aboriginal Infant Development Programs (AIDP) are programs for children birth to 3 years who have a diagnosed disability or are at risk of having a developmental delay. Services are delivered in the home. Supported Child Development (SCD) and Aboriginal Supported Child Development (ASCD) are programs for children, infant through school age, who require extra support in the child care setting they attend. Services are primarily delivered in the child care programs.

The number of children served by the IDP and SCD programs across the region (including the entire Robson Valley, Dome Creek, McBride, Dunster, Tete Jaune, Valemount, and Albreda) are shown in Table 25 below. Neither program have waitlists currently. Note that data from the AIDP and ASCD programs was not available.

**Table 33: Children using IDP and SCD services**

	Number of Children Served
Infant Development Program	23
Supported Child Development	10

*\*Source: Robson Valley Community Services, March 2021.*

## Child Care 2021

There is one child care facility in McBride which offers 8 licensed preschool (part time) spaces for children 3 to 5 not yet in school. This facility is not-for-profit.

## Child Care Fees

Child care fee information is not available for the Village of McBride. However, the Ministry of Children and Family Development has published the 70<sup>th</sup> percentile of parent fees (pre-Child Care Fee Reduction Initiative reduction amount) for group facilities by service delivery area, which helps provide a snapshot of child care fees in the region.

**Table 34: 70th Percentile Parent Fees (Pre-CCFRI Reduction Amounts) for Group and Family Facilities, Northern Service Delivery Area, January 2021**

	Infant	Toddler	3 Years to Kindergarten	Kindergarten Out of School Care
Group	\$1,172	\$1,147	\$950	\$520
Family	\$945	\$945	\$900	\$528

*\*Source: Ministry of Children and Family Development. Child Care Fee Reduction Initiative (CCFRI) Funding Guidelines 2021/22. January 2021.*

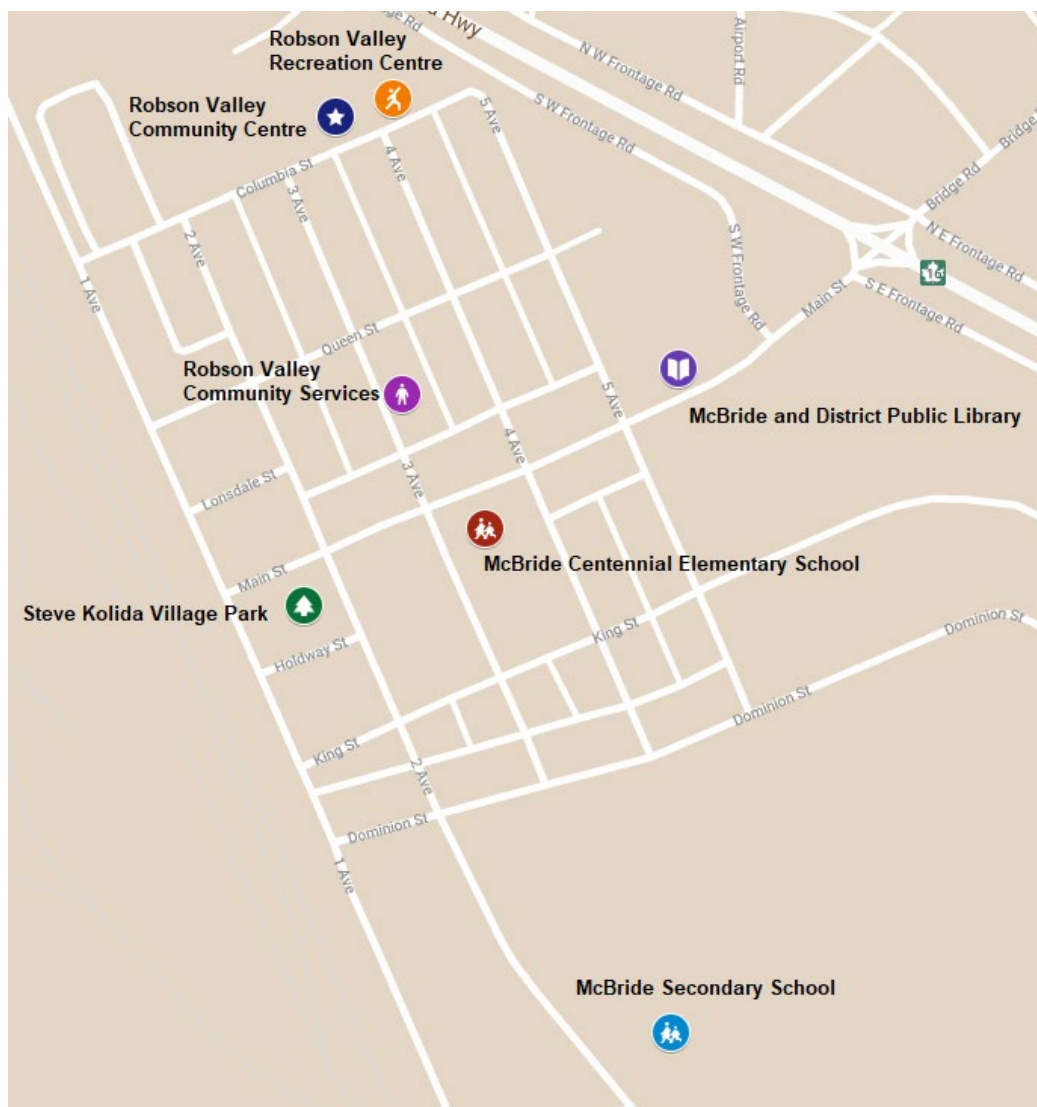
## Development Priorities

As the Village of McBride considers its Child Care Action Plan, the following economic and development plans should be closely reviewed, and coordinated actions implemented where appropriate.

- [McBride Tourism Master Plan 2020](#)
- [McBride Economic Development Action Plan \(2018-2022\)](#)
- [McBride Housing Needs Assessment 2019](#)
- [Village of McBride 2021-2023 Strategic Priorities](#)
- [Village of McBride Age-Friendly Assessment and Action Plan](#)

## Community Centres and Parks

Families often benefit from child care located near or adjacent to schools, community centres and parks. To assist with child care planning, the Figure below show the location of public and community services in McBride.





## Appendix D – Summary of all Recommendations

This Action Plan includes 31 recommendations focused on each of the four strategic areas: accessibility, affordability, quality and partnerships. All recommendations include suggested time frames and external partners. It is worth noting that UBCM has recently completed [Stepping Stones: Child Care Planning Guides for BC's Local Governments](#) which includes tool and resources that may be helpful when implementing the recommended actions.

These actions are based on the recognition that responsibility for child care policy and funding ultimately rests with senior levels of government, not local governments. As this Action Plan was being developed, both Federal and Provincial governments have announced commitments to a universal child care system, including moving child care in BC to the Ministry of Education. Therefore, the recommendations presented below may require adaptation as more details of these senior government plans unfold.

For the purposes of this Plan, short term is defined as between 2021 and 2023, medium term is 2024 to 2026, and long term is 2027 to 2031.

Recommendations to Increase Accessibility			
Policy and Planning			
	Action	Time Frame	External Partners
1	<p>Amend the Village of McBride <b>Official Community Plan (OCP)</b> to:</p> <ul style="list-style-type: none"> <li>a) Include reference to the importance of child care to overall economic and social wellbeing; and</li> <li>b) Incorporate specific goals, policies, and strategies for facilitating or encouraging development of child care in the Village (e.g., through collaboration with School District and other partners)</li> </ul>	Medium	Regional District of Fraser-Fort George, School District 57, Community Agencies
2	<p>Undertake a <b>review of the Village's planning policies and by-laws</b> to ensure:</p> <ul style="list-style-type: none"> <li>a) child care uses can be accommodated in all areas, provided there is no risk to children's health and safety</li> <li>b) other appropriate provisions for accommodating child care are identified (i.e., ample outdoor space, safe parking for drop off/pick up)</li> <li>c) the language is consistent, transparent and easy to understand; and to</li> <li>d) identify and implement changes to processes and regulations to easily facilitate child care, including alignment wherever possible with Northern Health Licensing requirements</li> </ul>	Short/Medium	Regional District of Fraser-Fort George, Northern Health Licensing, School District 57, Community Agencies

Recommendations to Increase Accessibility			
3	<p>Consider and include <b>child care within existing and future Village strategies, policies, and plans.</b></p> <p>For example:</p> <ul style="list-style-type: none"> <li>a) <a href="#">Current Strategic Plan</a>: As child care contributes to economic growth and enhanced community development, identify child care as an initiative under the “increase Economic Capacity” section of this plan”.</li> <li>b) <a href="#">Age-Friendly Assessment &amp; Action Plan</a> calls for the creation of a senior’s hub and for improved bus and transportation services. Adding child care spaces to a new hub would offer a unique multi-generational community space and improving transportation services will also support families with young children.</li> <li>c) <a href="#">Economic Development Plan</a>: Child care services should be incorporated into three of the six main goals: quality employment that supports families; enhanced public services that encourages residency; and a connected, collaborative, confident community with a strong sense of place.</li> <li>d) <a href="#">Tourism Master Plan</a>: Child care services could be offered as part of ‘highly engaging tourism packages,’ creating a unique offering for visitors and supporting a new revenue stream for non-profit operators by utilizing child care facilities during off-hours.</li> </ul>	Short - Ongoing	None
4	<p><b>Endorse the 10-year space targets</b> identified in this report, recognizing that local governments do not have the mandate and resources to reach the targets alone. These targets are as follows:</p> <ul style="list-style-type: none"> <li>• Infant/Toddler: 50% coverage or <b>10</b> new spaces</li> <li>• Preschooler: 50% coverage rates or <b>12</b> new spaces</li> <li>• School Ager: 75% coverage or <b>35</b> new spaces</li> </ul> <p>It is recommended that services for children not yet in school be developed as multi-age programs to ensure the most flexibility to best respond to community needs. We also recommend that all new spaces be located in schools and on school grounds. Please see section on Space Targets (p. 28) for more details.</p>	Short	Regional District of Fraser- Fort George, School District 57, Northern Health, Community Agencies

Recommendations to Increase Accessibility			
5	<p><b>Establish a local Child Care Action Group</b> comprised of representatives from community service providers, the School District, Northern Health, &amp; the Regional District. Consider also inviting staff from the neighbouring Village of Valemount.</p> <p>This group would work together to focus on:</p> <ul style="list-style-type: none"> <li>a) Implementing and monitoring the Child Care Action Plan</li> <li>b) Assessing evolving child care needs</li> <li>c) Tracking changes related to the shift of child care to the Ministry of Education</li> </ul>	Short - Ongoing	School District 57, community agencies, Child Care Resource & Referral Program, Regional District of Fraser-Fort George, Northern Health Licensing and Public Health, Village of Valemount
6	<p>Formally identify a current staff position in the Village to be the <b>internal and external child care point-person*</b>. This role would be to provide leadership on child care planning, monitor the Action Plan, and support prospective child care space applications through local government permit and licensing processes.</p> <p>* This would be a function added onto an existing position.</p>	Short	None
7	<p>Work with other public partners (e.g., Regional District, Health Authority, School District, local First Nations) to create (and then maintain) <b>an inventory of prospective opportunities for child care development</b> by identifying:</p> <ul style="list-style-type: none"> <li>a) Potential land or facilities that could be used for child care</li> <li>b) Underutilized or vacant spaces or land, including schools, hospital, regional or crown land that could be repurposed for child care</li> <li>c) Public assets (buildings and land) that are slated for capital redevelopment</li> <li>d) Buildings that may be slated for demolition</li> </ul> <p>Refer to UBCM's <a href="#">Stepping Stones: Child Care Planning Guides for BC's Local Governments</a> which includes tools that may be helpful for an asset review.</p>	Short	School District 57, Regional District of Fraser- Fort George, Northern Health

Recommendations to Increase Accessibility			
8	<p>Work with public partners and/or non-profit agencies to <b>access Provincial capital funds</b> to build child care spaces and consider:</p> <ul style="list-style-type: none"> <li>a) Exploring a structured partnership with the Province to develop multiple programs and multiple sites.</li> <li>b) Supporting non-profit and/or public partners to complete the grant application and/or develop their budget for the construction costs. Refer to UBCM's <a href="#">Stepping Stones: Child Care Planning Guides for BC's Local Governments</a> for tools, resources and links to assist with planning and design.</li> <li>c) Developing a transparent, public process to select non-profit (or public) operators for any new spaces the Village might develop*. Refer to UBCM's <a href="#">Stepping Stones: Child Care Planning Guides for BC's Local Governments</a> for sample processes.</li> <li>d) Working with Robson Valley Community Services to explore whether the existing preschool program could be converted to full day child care.</li> </ul> <p>* Provincial capital funds that are secured by a public agency are restricted to the public agency directly operating child care themselves or the public agency partnering with other non-profit or public operators.</p>	Short/Medium	Province, School District 57, non-profit agencies, Robson Valley Community Services
9	<p>Build a <b>formal partnership with the School District</b> to:</p> <ul style="list-style-type: none"> <li>a) Structure regular and ongoing communication</li> <li>b) Support the Provincial direction of universal school age care and the commitment to move child care to the Ministry of Education</li> <li>c) Facilitate the use of school spaces and grounds for school age care operations, where possible, including exploring the seamless before and after school care model that is being implemented across a number of BC's School Districts</li> <li>d) Explore the use of vacant or surplus school land and buildings for child care that serves the under 5-year-old population</li> <li>e) Explore innovative opportunities for school age programming on professional development days and school breaks including summer</li> </ul>	Short/Medium	School District 57
10	<p>Commit to maintaining accurate and <b>up-to-date data</b> to support child care planning by:</p>	Ongoing	Child Care Resource and

Recommendations to Increase Accessibility			
	<ul style="list-style-type: none"> <li>a) Updating the Action Plan's Community Profile when new census data is available</li> <li>b) Working with the Child Care Resource &amp; Referral Program and Northern Health to keep the Child Care Space Inventory up-to-date</li> <li>c) Working closely with Northern Health and School District 57 to update child population (i.e., new births, school enrolment)</li> </ul>		Referral Program, Northern Health, School District 57
11	<p>Work with the Child Care Action Group to explore options for offering more <b>flexible child care services</b> including:</p> <ul style="list-style-type: none"> <li>a) Services that meet the needs of community members/employers who work in '24-hour' sectors, such as tourism, health, emergency services and those who work in agricultural/seasonal sectors</li> <li>b) Supporting home-based child care providers to offer more flexible hours of care.</li> </ul>	Medium	Child Care Action Group suggested in recommendation #5, Child Care Resource and Referral Program, Northern Health, community agencies, local employers
12	Work with the Child Care Resource and Referral program to host information sessions for residents who may be interested in offering <b>child care in their own home</b> and to support those who already provide in home care to <b>move to the regulated or licensed sector</b> .	Medium	Child Care Resource and Referral Program
13	Work with internal and external partners to develop <b>informal after-school programs</b> that support children aged 10-12 years (the age group which is less likely to attend licensed programs)	Medium	Community agencies, School District 57
14	<p>When <b>facilitating or planning new spaces</b>, wherever possible, prioritize:</p> <ul style="list-style-type: none"> <li>a) Spaces that serve multiple ages in one location and offer flexible services like part-time or non-traditional hours</li> <li>b) Building child care spaces on existing publicly owned land and build onto existing public facilities such as the local schools (rather than stand-alone structures)</li> </ul>	Short - Ongoing	School District 57, Community agencies and child care providers, Northern Health

Recommendations to Increase Accessibility			
	c) Development in locations that are easily accessible for families		
15	<p>Gather and <b>centralize comprehensive information</b> about child care for families and child care providers on the Village website, highlighting the following:</p> <ul style="list-style-type: none"> <li>a) Information for families seeking child care (e.g., links to the Child Care Resource and Referral and the BC Child Care Map)</li> <li>b) Information for prospective child care operators (e.g., a step-by-step guide to procedures, submission requirements, zoning, information, permits and links to BC's licensing regulations, with the information aligning with Northern Health where appropriate)</li> </ul>	Short/Medium	Child care providers, Northern Health, Child Care Resource and Referral Program

Recommendations to Improve Affordability			
	Action	Time Frame	External Partners
16	Work with the Child Care Resource and Referral program to <b>review child care fees</b> in the region annually.	Ongoing	Child Care Resource and Referral Program
17	<b>Lease or rent local government-owned facilities</b> or land to not-for-profit child care providers at no cost or below-market rates.	Ongoing	Not-for-profit child care providers
18	<b>Advocate</b> to senior governments to reduce the cost of child care for families	Short - Ongoing	School District 57, community agencies, Village of Valemount, Regional District
19	Work with the Child Care Resource and Referral Program to more <b>proactively promote BC's <a href="#">Affordable Child Care Benefit Program</a> for lower income families</b> so that: <ul style="list-style-type: none"> <li>a) Families are aware of the program and its eligibility criteria and application process (i.e., annual income threshold up to \$111,000)</li> <li>b) Child care providers are aware of the program and can help parents with the application process</li> </ul>	Medium/Long	Community agencies, Child Care and Resource Program
20	As programs are being developed, work with the Child Care Action Group and any new child care providers to <b>explore ways</b> to offer: <ul style="list-style-type: none"> <li>a) <b>More part-time spaces</b>, in turn making the cost of care more affordable for lower income families</li> <li>b) <b>Priority access</b> to some spaces for lower income families</li> </ul>	Medium/Long	Child Care Action Group (recommendation #5), local child care providers, community agencies, Child Care and Resource Program

Recommendations to Promote and Influence Quality			
	Action	Time Frame	External Partners
21	In considering the <b>development of local government-owned/leased child care spaces</b> ensure that: <ul style="list-style-type: none"> <li>a) Partners are not-for-profit and/or public child care providers</li> </ul>	Short	Not-for-profit providers, School District 57, Northern Health

Recommendations to Promote and Influence Quality			
	b) Local government expectations are met (e.g., affordable child care fees, living wage for child care workers)		
22	Advocate to the province for increased compensation and strategies for recruitment, training, and retention of child care professionals	Short	School District 57, Community Agencies, Village of Valemount
23	Work with partners to engage in <b>ongoing dialogue with First Nations and Métis</b> , focusing on meeting the needs of Indigenous families/children and supporting high quality, culturally rooted and safe programming.	Ongoing	First Nations Bands, Local Métis Association
24	Explore ways <b>of increasing local ECE training and practicum opportunities</b> , including engaging with: <ul style="list-style-type: none"> <li>a) Post-secondary institutions to see if they could offer more local and/or remote ECE training options</li> <li>b) Robson Valley Community Services to support them in their pilot partnership project to deliver ECE training in the Robson Valley</li> <li>c) Exploring opportunities through <a href="#">Work BC</a> to support residents who are on EI and maybe be interested in becoming ECEs</li> </ul>	Short/Medium	Robson Valley Community Services, Northern Lights College, College of New Caledonia, public post-secondary institutions, Work BC, Community Futures Fraser-Fort George
25	Work with the Child Care Action Group and the Supported Child Care Development and Aboriginal Supported Child Development Programs to <b>consider the needs of children who require additional support</b> .	Medium	Child Care Action Group, suggested in recommendation #5, Supported Child Development Programs, Child Care Providers
26	Work with others to explore initiatives to <b>attract and retain child care professionals</b> , such as: <ul style="list-style-type: none"> <li>a) Supporting the School District explore a dual credit ECE Program for local high school students to encourage local employment in child care</li> <li>b) Working with local child care providers to offer ECE practicums as new programs are being developed</li> </ul>	Medium	School Districts 57, child care providers



Recommendations to Promote and Influence Quality			
27	Consider the <b>need for Early Childhood Educators and child care</b> in Economic Development Strategies	Medium – ongoing	None
28	Work with the Child Care Action Group and the School District to offer ongoing <b>training on BC's Early Learning Framework and other joint professional development opportunities</b> for child care providers	Medium – Ongoing	Child Care Action Group suggested in recommendation #5, School District 57, Child Care Resource and Referral Program, Child Care Providers

Recommendations to Develop Collaboration and Partnerships			
	Action	Time Frame	External Partners
	Recommendations 5, 7 – 11, 13, 18 – 20, 22 – 26, and 28 outlined earlier also involve strong collaboration and partnerships.		
29	Consider the development of a <b>public education/communication campaign</b> that includes messaging on the need for child care, the importance of child care to the community, and the actions that are underway to improve the child care situation	Short/Medium	Child Care Action Group (the group proposed in recommendation #5)
30	<b>Advocate to senior governments</b> to support the child care sector and families by: <ul style="list-style-type: none"> <li>a) Ensuring the needs of children in the Village of McBride and surrounding areas are a priority for new spaces in provincial planning and funding</li> <li>b) Developing strategies to facilitate the recruitment, remuneration and retention of ECEs, including the recommendation in #22 above</li> <li>c) Increasing resources to support children with additional needs</li> <li>d) Providing funding to support flexible, non-traditional hours of care</li> <li>e) Addressing other priority child care issues that may arise in the future</li> </ul>	Short - Ongoing	Community Agencies, School District 57
31	Share information and <b>collaborate with the Village of Valemount and the Regional District</b> on regional actions and ongoing planning.	Short - Ongoing	Village of Valemount, Regional District of Fraser-Fort George