



Penticton Child Care Action Plan

January 19, 2021

Contents

<i>Acknowledgments</i>	3
<i>Executive Summary</i>	3
<i>About the Child Care Action Plan</i>	5
Why is child care important?	5
Scope and Purpose of the Child Care Action Plan	5
Process of Developing the Child Care Action Plan	7
Policy Context	8
<i>Child Care Priorities and Actions</i>	10
Priority 1: Increase Access to Child Care	11
Priority 2: Make Child Care More Affordable	19
Priority 3: Focus on Quality.....	22
Priority 4: Strengthen Collaborations and Partnerships.....	26
<i>Child Care Space Targets</i>	28
<i>Monitoring and Reporting</i>	31
<i>Appendix A – Glossary of Types of Child Care</i>	32
<i>Appendix B – Engagement Summary Report</i>	34
<i>Appendix C - Community Profile</i>	50
<i>Appendix D – Summary of all Recommendations</i>	73

Acknowledgments

The Penticton Child Care Action Plan was prepared by SPARC BC in collaboration with Sandra Menzer.

The City would like to thank the many community members and partners agencies, including our child care providers, who shared their experiences, ideas, and insights.

This project was funded with a Child Care Planning Grant from the Union of BC Municipalities (UBCM).

Thank you to OneSky Community Resources for providing photographs for the report cover.

Executive Summary

High-quality, accessible, and affordable child care is essential to the well-being of children, their families, and the broader community. Research also confirms that child care plays a critical role in economic development, poverty reduction, gender equality, social inclusion, and healthy child development. In recognition of the importance of child care, the City has committed to exploring the current situation in Penticton to inform a concrete set of actions for the City and its community partners, to help address some of the challenges and barriers facing families.

Penticton does not have enough child care spaces available to meet the needs of its families. Today, there are approximately 1000 licensed spaces providing care for 29 % of the total child population. This includes 719 group child care spaces, serving 26% of the children but only 15% of children under three years old. In addition, waitlists are long, with over 79% of parents reporting waits of over six months and 46% reporting waiting one year or more to secure a space. There are no programs offering extended or non-traditional hours of care.

The numbers of group child care spaces will need to increase by 722 over the next ten years to better meet the needs of families in Penticton.

The City of Penticton Child Care Action Plan is organized around four priorities.

- Increasing accessibility
- Improving affordability
- Focusing on quality
- Strengthening partnerships

Thirty-one supporting actions provide a pathway toward meeting more of the needs of Penticton families over the next ten years. Key recommendations focus on making child care a priority in the City and other public systems' decision-making and policies, increasing the supply of child care spaces, and developing solutions through partnerships.

Some of the actions include:

- Develop a City of Penticton Child Care Policy providing a consolidated statement of the community's vision, goals, strategies and commitments.
- Through strong leadership, work with the community to collaboratively achieve targets of 722 new spaces for Penticton by 2030

- Work with other public partners (e.g., Interior Health, School District 67, local First Nations, Okanagan College) to create an inventory of prospective opportunities for child care development on public land.
- Identify opportunities for the City and its community partners to access Provincial Capital funding
- Explore the feasibility of establishing and maintaining a centralized, community child care waitlist to support families looking for child care.
- Advocate to other orders of governments to reduce the cost of child care for families and increase compensation for child care workers.
- Develop new partnerships with the public education systems to offer local ECE training programs.
- Consider the needs for Early Childhood Educators and child care in a formal Workforce Development or Business and Economic Development Strategy.
- Work together with School District 67 to identify the local meaning associated with the Province's recent announcement that child care is moving to the Ministry of Education by 2023 and there will be universal before and after school care with a priority on school grounds.
- Develop a Child Care Action/Planning Table that brings child care providers, and support services together with City staff.

While the provincial and federal governments have the primary roles to play in the policy and funding of child care, as a local government, the City of Penticton does have authority over local planning and land-use, as well as in-depth understanding of local context, needs, and economy. Municipalities can also play an important community planning role and help coordinate local efforts that will help improve the social and economic well-being of the community.

With support from other orders of governments and by working closely with local partners, City of Penticton can work collaboratively to improve the child care situation for families in Penticton.

About the Child Care Action Plan

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. Safe, high-quality learning environments support child development, especially during the critical early years, and provides life-long benefits for children's health and academic success.

Accessible, affordable child care also supports labour force participation, especially for mothers, which contributes to gender equality, social inclusion, and reduces poverty rates for families with children. The entire community benefits from the social and economic contributions of parents and caregivers in the workplace. Child care can also help attract young families to the region and is itself a source of local employment.

Scope and Purpose of the Child Care Action Plan

The entire province of British Columbia has a child care crisis. There is a shortage of spaces, and fees have been driven by the market, resulting in costs that are unaffordable for many families, especially for lower income and more vulnerable populations. Historically low wages have also made it difficult to recruit qualified educators to work in licensed child care programs.

We recognize that there are many child care providers in Penticton providing quality services for families however there is a need to identify ways to add more licensed spaces and staff to support more families.

While the provincial and federal governments have the primary roles to play in the policy and funding of child care, as a local government, the City of Penticton does have authority over local planning and land-use, as well as in-depth understanding of local context, needs, and economy. Municipalities can also play an important community planning role and help coordinate local efforts that will help improve the social and economic well-being of the community.

The City of Penticton has already provided leadership in child care with supportive by-laws and programs, including partnering with local not-for-profits to secure Provincial capital funding for new spaces. However, the City does not have the mandate and resources to fully address the gaps in child care availability, affordability, and quality in Penticton on its own. Support from other orders of governments and strong partnerships with Indigenous governments, other jurisdictions, the School District, post-secondary institutions, community service providers, and local child care providers are critical to success. By working with these partners, with a defined plan and coordinated approach, Penticton can make significant progress in improving the child care situation for families in Penticton.

This Action Plan will provide the City and the community with evidence-based, concrete, and actionable recommendations to improve accessibility, affordability, and quality of child care. The Plan is informed by research and best practices in child care but is ultimately grounded in the unique needs and opportunities available to the residents and communities of Penticton.

This a 10-year plan and includes actions for the short term (by 2022) medium term (2023 to 2025), and long term (2026 to 2030). The development of this Child Care Action Plan for City of Penticton coincides

with the development of Child Care Action Plans covering the entire South Okanagan Similkameen region¹. Due to timing and City priorities, the child care planning work was initiated prior to the start of the regional report. However, City staff sit on the Steering Committee for the South Okanagan Similkameen Child Care project and once the final report for the regional project is complete, it can be consulted in conjunction with this report for further regional context.

It is also important to note that this Child Care Action Plan was finalized during several important periods of uncertainty and announcements from other orders of government:

- The COVID-19 pandemic. While it is difficult to predict what child care will look like post-pandemic, it is now, more than ever, widely recognized that child care is critical to full economic recovery and therefore will remain a priority for families and communities.
- The Federal government committing to developing a Canada - wide early learning and child care system.
- The Provincial government confirming:
 - Child care will move into the Ministry of Education by 2023.
 - Work towards universal access to before and after school care, prioritized on school grounds will begin.
 - Families will pay no more than \$10 per day for licenced child care when the 10 year plan is implemented.
 - The number of spaces will be expanded by developing a capital plan and modular strategy and by ensuring whenever government builds a new school, hospital or other public project, child care is considered.
 - The ECE Wage Enhancement Program will be expanded.

¹ This regional project excludes Osoyoos.

Process of Developing the Child Care Action Plan

The research and engagement activities informing this Action Plan are described below.

Review of Best Practices

The Review of Best Practices summarized recent research and policy work to identify a) elements of quality in early learning and child care at both the system and program-level and b) promising practices used by local governments around the province and beyond to support child care planning and service delivery. These findings are incorporated throughout the recommended actions.

Review of Local Government Bylaws and Planning Policies

The Review of Bylaws and Policies Report outlines current zoning bylaws, Official Community Plans, other local policies and makes recommendations relevant to child care for the City of Penticton.

Child Care Services Inventory

The Child Care Inventory incorporates data from the Ministry of Child and Family Development, Interior Health Community Care Licensing, and the local Child Care Resource & Referral program to provide an overview of all licensed child care facilities in Penticton, including number of spaces by license type, auspice, and location. For a list of child care facilities in Penticton, please refer to the BC Child Care Map: <https://maps.gov.bc.ca/ess/hm/ccf/>.

Community Profile

The Community Profile highlights important data about the residents of Penticton to inform child care planning, including child population, socio-economic and labour force data, indicators of childhood vulnerability, and an overview of child care programs and spaces currently available in Penticton. Please refer to **Appendix C** for the complete Community Profile.

In addition to these research activities, the consulting team also conducted a range of community engagement activities to better understand local context, facilitate relationship-building, and allow key players in the City to share action ideas.

Parent and Caregiver Survey

To better understand the experiences and needs of parents and caregivers in Penticton, the consulting team developed and launched an online survey through ShapeYourCity. This survey was open from August 10 to August 31, 2020 and received 386 responses, sharing information about 528 children (or about 15% of all children under 12 in Penticton).

Child Care Operators Survey

The consulting team also worked directly with the Child Care Resource & Referral program and through ShapeYourCity to conduct an online survey of child care providers. The survey was open from August 10 to August 31, 2020. This survey received responses for 30 licensed and license-not-required facilities (72% of all licensed facilities in Penticton).

Key Informant Interviews

The consulting team interviewed 20 individuals from 16 organizations who were identified as ‘key informants’, i.e. 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 and needs of families in their communities and were invited to share their suggestions for action.

For a detailed overview of the methodology and findings from the parent and caregiver survey, child care operator survey, and key informant interviews, please refer to **Appendix B**.

Child Care Solutions Workshop

The City of Penticton hosted a virtual Solutions Workshop on September 23, 2020 with City staff and community partners. The Solutions Workshop allowed participants a chance to explore the current state of child care in Penticton, potential opportunities and partnerships, space targets, and actions to address child care gaps. The workshop had 17 participants from eight organizations, the City of Penticton and Interior Health.

Policy Context

Federal and Provincial governments have the primary responsibility for child care policy and funding for programs; however, local governments also have strong roles to play, as do other local authorities (e.g. school districts, health authorities) and community child care providers.

Federal Government

The federal government provides direct child care funding support to some specific population groups, including First Nations, Metis, and Inuit children and families. It also provides maternity and parental benefits to eligible parents 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 BC, child care spans three ministries (Children and Family Development, Health, and Education), all of which have different responsibilities, including the development of legislation, policy and regulations; monitoring services; funding programs and services; providing capital grants; and providing fee subsidies and program support for families with lower incomes.

In 2018, the Province made a commitment to build 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. The Provincial Government also provides funding for Aboriginal Head Start programs to include child care, which is the first Provincial investment toward Indigenous-led child care.

Local Governments

Under Provincial legislation, local governments do not have a legislated role or mandate in child care. They lack the mandate and resources required to fully address child care needs. However, municipalities are the order of government closest to the people and they generally have the most in-depth understanding of the local context. With the support of other orders of government and in collaboration with other jurisdictions, school districts, and other community partners, there are many actions local governments can take help improve the accessibility, affordability, and quality of child care for families in their communities.

The City of Penticton has already taken several positive steps towards facilitating child care in the community. Child care facilities are permitted in several zoning districts. Supportive financial programs, including Community Grants and permissive property tax exemptions, are available to not-for-profit child care providers. The City also directly leases space to child care operators and has recently partnered with OneSky Community Resources to successfully apply for Provincial capital funding to create 116 new child care spaces.

This Action Plan builds on the existing policy framework and tools already used to support child care in Penticton and also incorporates promising practises from other municipalities around the Province.

Other Partners

Several other parties are involved with the planning, development, support, and operation of child care. Examples include First Nations, regional health authorities, school districts, child care providers and operators, not-for-profit organizations, parents, and the broader community. Additional information on these key child care partners is provided throughout this report. It is worth noting that in November 2019, the Province announced an increasing role in school age child care for school districts and expanded this now to confirm a commitment to universal before and after school age care and that all of child care will be moving to the Ministry of Education by 2023. The Federal Government also recently announced that a national early learning and care system will be developed.

Child Care Priorities and Actions

This Action Plan is organized around four priorities, closely aligned with the Province’s child care commitments:

- Increasing accessibility
- Improving affordability
- Focusing on quality
- Strengthening partnerships

The sections below summarize information and community engagement gathered in this project that are relevant to each child care priority. This is followed by a series of recommended actions, with suggested timeframes. As many of the actions involve collaboration and partnership, key partners the City should approach are noted for each recommendation where applicable.

Overarching Recommendation

While Penticton has limited resources to address the issues pertaining to child care on its own, the City clearly has an interest in child care and has already taken several positive steps towards facilitating child care in the community, like the partnership with OneSky Community Resources to develop new spaces. In addition, the City has some supportive planning policies and programs already in place, like grants and working with child care providers to identify potential sites for new child care centres. There are however also many opportunities to make positive improvements.

To provide a sound policy footing for change, it is recommended that the City of Penticton develop a comprehensive Child Care Policy.

This policy should include, but not necessarily be limited to:

- *A clear statement that the development of child care is a priority for the City;*
- *A commitment to increased accessibility, affordability, quality and partnerships;*
- *A clear commitment to support and encourage the child care sector*
- *The identification of community space targets, and other measurable goals.*
- *A general outline of resources which need to be obtained by the community;*
- *A commitment to inter-jurisdictional cooperation and partnerships.*

A shorter version of this recommendation is included in the table presented below.

Priority 1: Increase Access to Child Care

Many families need but cannot access child care. When parents and caregivers cannot find care, they may stay home with their children instead, which can cause immediate financial hardship and negatively impact their employment and income prospects long-term. This can also decrease the number of potential employees available to participate in the local economy or create a large barrier that prevents entrepreneurs from starting a new, local business. Parents and caregivers who need to work but who cannot access suitable care may also be forced to rely on whatever care arrangements they can find, even if those arrangements do not fully meet their family's needs. While access to child care is a challenge for all families, underserved populations often face additional barriers to accessing care.

Current Status

Across Canada, there is an average of 27 licensed child care spaces of all types for every 100 children under 12. In BC, there are only 18 spaces for every 100 children. The South Okanagan Similkameen Region (excluding Penticton and Osoyoos) has 20 spaces for every 100 children, slightly higher than the provincial average. The City of Penticton is closer to the national average, with 29 licensed child care spaces of all types for every 100 children aged 12 and under; however, the spaces available for three to five year olds disproportionately affects this average.

The recommendations in this report focus on group child care spaces as local governments and other public authorities have greater ability to plan for and facilitate group child care than family child care. In addition, this plan recommends that licensed school age space development focuses on younger school age children, up to 9-years-old, as older children are typically served by recreational and less formal activities.

In 2020, there are 719 group child care spaces in Penticton for a total population of 2,718 children 0 to 9-years-old, a coverage rate of 26%.

Figure 1: Current Group Child Care Spaces vs 2020 Child Population

Age Group	Current Situation		
	Number of Children (2020) ²	Number of Spaces	Current Spaces per 100 (2020 Population)
Under 3 years	728	108	15
3 to 4 years (and half of all 5-year-olds)	702	301	43
5 to 9 years (and half of all 5-year-olds)	1288	310	24
Total (0 to 9 years)	2718	719	26

However, child care spaces are not equally available for all age groups. For example, there are 43 group (30 month to school age) spaces for every 100 children in the preschooler age groups, but there are only

² The 2020 child population numbers are estimates based on 2016 Census data for child population in Penticton and population projections from BC Stats for the Penticton Local Health Area in 2020. We assume that the projection trend for the City of Penticton is the same as that of the entire Penticton LHA (which includes the City of Penticton, Penticton First Nation, Electoral Area E, and Electoral Area F).

24 group (school age) spaces for every 100 school age children and only 15 group (birth to 36 month) spaces for every 100 children under 3.

While there are only child care spaces available for 15 to 43% of children, depending on age group, most parents and caregivers are working. For families with children under the age of six, 77% of couple families had at least two earners and 75% of lone parent families had at least one earner. In addition, many parents and caregivers who are home with their children indicated that they would prefer to work but cannot due to lack of affordable child care. In the Penticton Parent and Caregiver survey, 72% of respondents whose primary care arrangement is a parent or caregiver at home reported that they would change this care arrangement if they could, with 69% indicating group child as their preference.

“I couldn’t find any infant toddler for my son when he was younger and now to find after school care is almost impossible.”

- *Penticton Parent & Caregiver Survey respondent*

Waitlists

The limited availability of child care spaces is corroborated by child care operators and by parents and caregivers. For example, in the Child Care Operator survey, 86% of facilities reported having waitlisted children. Of these facilities, 63% were currently accepting new applications for the waitlist and 37% had closed their lists. 81% of facilities reported average waitlist times of over 6 months. 63% of facilities had average waitlist times of over one year. This is consistent with wait times reported by parents and caregivers. In the Parent and Caregiver Survey, 72% of respondents using some form of non-parental or non-relative care reported previously being on a waitlist to access their current arrangement. 79% reported wait times of over 6 months and 46% reported wait times of over one year.

Hours of Operation

Many families struggle to access child care during hours that fit their work schedules. This is especially true for those who work non-traditional hours, including shift workers (e.g., nurses at the hospital). There are no child care providers in Penticton offering extended hours of care or overnight care. Only one facility is open on statutory holidays. 45% of respondents to the Parent and Caregiver Survey identified extended hours and/or days of operation as one of the factors that would most help improve their child care situation.

“Affordable, licensed, care seems impossible. I feel very lucky that I don't work shift work anymore, I can only imagine how much more difficult it would be.”

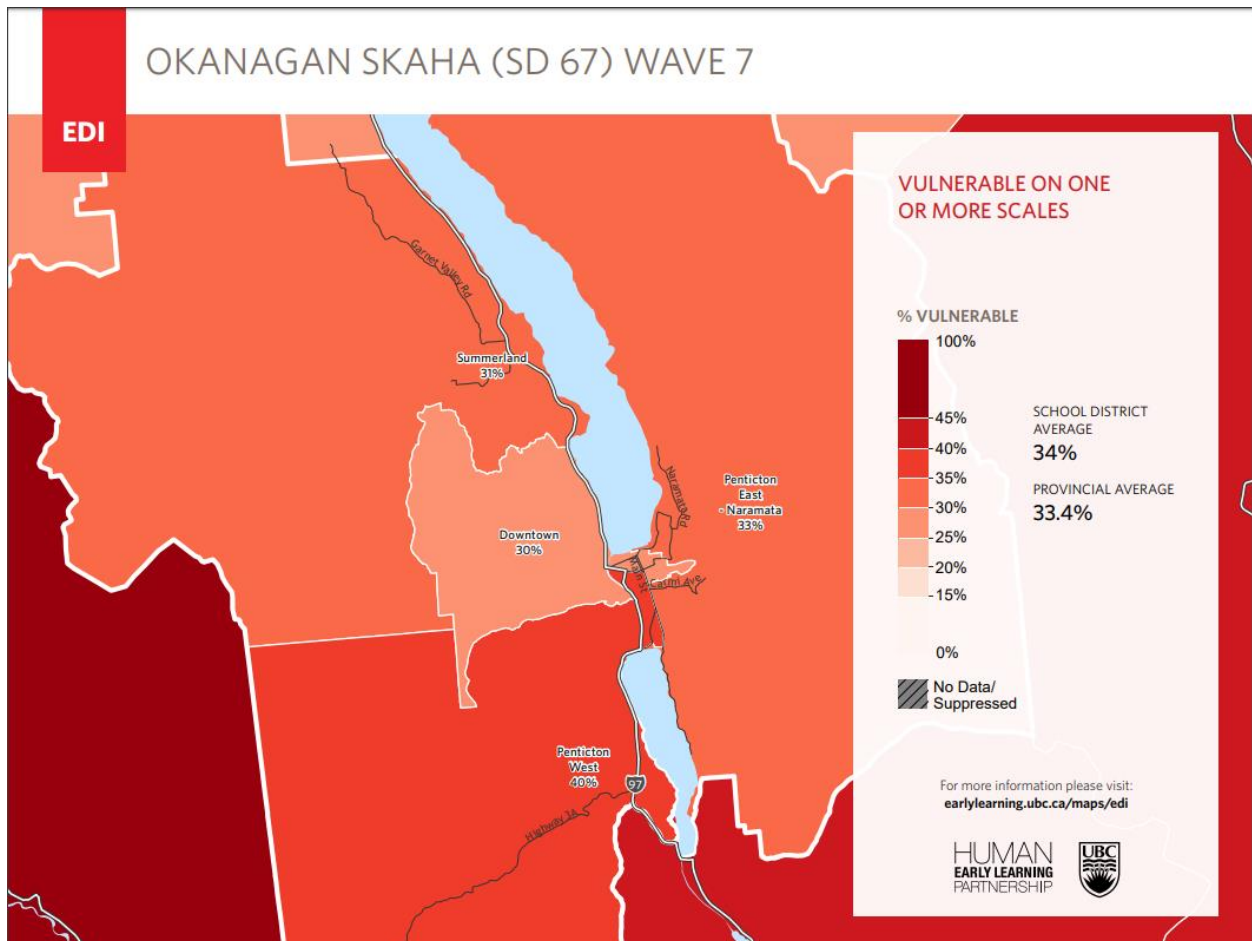
- *Penticton Parent & Caregiver Survey respondent*

Access for All Populations

While lack of child care spaces negatively impacts the entire community, some children and families face additional challenges to accessing care that meets their needs.

There are about 460 Indigenous children aged 0 to 12 living in Penticton, making up about 13% of the total child population, which is significantly higher than in other parts of BC. The Penticton Indian Band runs a child care facility that includes group (birth to 36 months), group (30 months to school age), and Aboriginal Head Start preschool programs, with priority given to band members living on or off-reserve. However, overall, access to culturally safe and appropriate child care for Indigenous families in Penticton remains limited.

In addition, according to The University of British Columbia's [HELP Early Development Instrument](#), about 34% of kindergarten students in the Okanagan Skaha District are vulnerable on one or more scales of well-being and development, which means they may experience future challenges in school and society without additional support and care. The vulnerability rate was highest in Penticton West (40%), followed by Penticton East-Naramata (33%), Summerland (31%), and Downtown (30%). Children who are vulnerable benefit the most from high quality early childhood education experiences.



Nearly one-third (29%) of all children 0 to 14 years live in lone parent families. Child care is especially critical for lone parent families that are dependent on one income. However, lone parents also often face additional barriers to accessing child care, including unaffordable fees, difficulties navigating the child care system, and lack of 'back-up' in terms of flexibility in drop-off and pick-up times.

Families with children who require additional supports also face greater challenges to accessing child care. Overall, 10% of all elementary school children in School District 67 were reported to have special needs in the 2019/20 school year. The Okanagan Similkameen Neurological Society (OSNS) Child and Youth Development Centre offers programs for children with special needs, including an integrated child care program which is also a universal child care prototype site. However, as of fall 2020, waitlists for this child care facility are full and closed. Children with special needs can also access additional support in a child care setting through the Supported Child Development (SCD) program, though this program also has a waitlist which means that families have to struggle with two waitlists – one for a child care space and then one to receive additional support for the child to be fully included in the program. The Parent Survey also indicated that children with special needs are often denied access to the limited number of child care spaces that are available. It is very difficult for families to find spaces that they can afford and that offer an adequate level of support that meets their child's needs.

“My child has autism. Placements in this town discriminate against children with autism. They often refuse to work with Supported Child Development. My child was removed before attending but upon learning he had autism (even though SCD was secured) and was discriminated against multiple times due to high demand in town and the centers ability to choose easier kids.”

- *Penticton Parent & Caregiver Survey respondent*

Recommendations

The following actions will facilitate the creation of new child care spaces overall, create new spaces for the most under-served groups and address some locational priorities. For the purposes of this plan, short term is defined as within 1 to 2 years (by 2022) , medium term is 3 to 5 years (2023 to 2025), and long term is 6 to 10 years (2026 to 2030).

Recommendations to Increase Accessibility		
Action	Time Frame	Potential External Partners
<p>1. Develop a stand-alone Penticton Child Care Policy, providing a consolidated statement of the City’s vision, goals, strategies and commitments to child care.</p>	Short	School District 67, Child care operators, Community Service Providers
<p>2. Endorse the space creation targets of 722 new spaces for Penticton by 2030:</p> <p>Infant/Toddler: 33% coverage = 131 spaces Preschooler: 75% coverage = 236 spaces School Ager: 50% coverage = 355 spaces</p>	Short	None
<p>3. Work with other Public Partners (e.g., Interior Health, School District 67, local First Nations, Regional District) to create an inventory of prospective opportunities for child care development by identifying:</p> <ul style="list-style-type: none"> a) potential land or facilities that could be used for child care b) underutilized or vacant spaces or land, including schools, parks or crown land that could be repurposed for child care c) public assets (buildings and land) that are slated for capital redevelopment d) existing child care facilities that have expansion potential e) buildings that may be slated for demolition 	Short	Interior Health, School District 67, First Nations, community service agencies

Recommendations to Increase Accessibility		
Action	Time Frame	Potential External Partners
4. Work in close partnership with School District 67 to assess opportunities to increase the numbers of licensed before and after school programs as part of the Province’s commitment to move child care to the Ministry of Education to lead universal before and after school care, including innovative opportunities on professional development days, school breaks, and summer.	Short, Medium	School District 67, Child Care Operators
5. Link child care to new housing developments. This includes the City’s affordable housing strategies, affordable housing plans and other multi-family residential developments. Child care should be considered and included where possible in all new family housing and neighbourhoods.	Medium/Long	Housing Developers, BC Housing, Housing Operators, Province
6. Work with public partners to identify opportunities to access Provincial Capital funding to build child care spaces and develop a structured partnership with the Province to replicate the process for multiple programs and sites	Short/Medium	Province, First Nations, School District 67, Interior Health, not-for-profit child care operators
7. Identify a City staff position(s)* as the child care facilitator/point person to provide leadership on child care in the City organization, including but not limited to assisting applicants with City processes and supporting other City staff who are engaged with child care. * This could be a function added onto an existing position.	Short	None

Recommendations to Increase Accessibility		
Action	Time Frame	Potential External Partners
<p>8. Identify and implement changes to local government processes and regulations for facilitating /developing child care, including alignment with Interior Health Licensing; and review of bylaws as detailed in the Planning Framework and Bylaw Review Report.</p> <p>Examples:</p> <ul style="list-style-type: none"> • coordinate building/facility inspections between the City including fire, electrical, and plumbing, and Interior Health to streamline and remove any redundancies • host joint child care development information meetings on a regular basis with City inspectors, CCR&R, and Interior Health for people who are interested in opening child care centres to explain the processes and the various jurisdictional roles • eliminate the distinction between major and minor facility categories (with the exception of RM2 areas, all zones allowing child care to permit both major and minor child care operations) • identify child care as a community amenity in the Official Community Plan • ensure child care is prioritized in the City’s review of the permissive tax policies and application fees • review existing Community Grant Program to ensure it supports child care and actively promote the program to the not-for-profit child care sector 	Short/Medium	Consultation with recent applicants, Interior Health, City building, plumbing, electrical, and fire inspectors
<p>9. Update the City’s website to add child care information for providers who are interested in opening spaces and parents who are looking for care:</p> <p>a) ensure the information for opening spaces is based on the assumption that applicants have limited prior knowledge (e.g.: a step by step guide to procedures and submission requirements, link to licensing authorities)</p>	Short	Child care providers, Interior Health, Child Care Resource & Referral Program

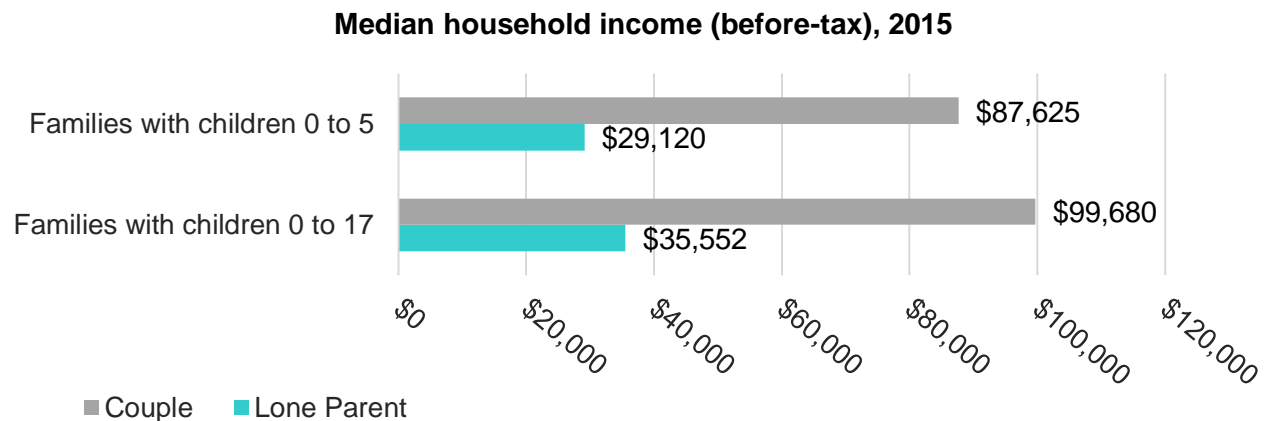
Recommendations to Increase Accessibility		
Action	Time Frame	Potential External Partners
b) provide links to the CCR&R programs and MCFD child care map for parents looking for child care		
10. Work with community partners, City departments, library staff and public partners, to develop a variety of after-school programs to support children aged 10-12	Medium	Library staff, Public Partners, Community Service Providers and School District 67
11. Work with the new Community Child Care Planning Table (see recommendation #24) and local, large employers (like the Penticton Regional Hospital) to explore and then pilot child care that offers longer hours, non-traditional hours and/or flexible hours.	Medium	Child Care Providers, Local Employers, Province
12. Increase partnerships with the Child Care Resource and Referral program, the Supported Child Care Programs and other community organizations to: <ul style="list-style-type: none"> a) bring child care operators together more regularly for information sharing, joint training and education; with a particular focus on inclusion of children with additional support needs; and b) provide more information for parents about accessing child care, especially targeted at more vulnerable populations. (i.e.: lower income families and those with special needs children) 	Short	Community Agencies, child care operators, Child Care Resource and Referral
13. Explore the feasibility of establishing and maintaining a centralized child care waitlist to support families who are looking for child care	Medium	Child Care Resource and Referral Program, Child Care Providers

Priority 2: Make Child Care More Affordable

High costs are a major barrier for many families who need child care. In addition to the general lack of spaces, high costs mean many parents are not able to participate in the labour force as it simply does not make financial sense for their families. Other families may be forced to rely on care arrangements that do not meet their child's needs simply because they are not able to afford preferred alternatives. When child care is unaffordable, families experience stress and financial strain. Unaffordable child care also has disproportionate negative impacts on low income families and families already facing additional challenges.

According to the 2016 Census, 21% of children under 18 lived in low-income families, including 22% of all children under the age of 6. Figure 2 below shows median before-tax incomes by family type for families in Penticton in 2015. There is a stark gap between median income for couple families with children (\$87,625 for those with children under six, \$99,680 for those with children under 18) and for lone parent families (\$29,120 for those with children under six, \$35,552 for those with children under 18), bearing in mind that nearly one-third of all children aged 14 and younger in Penticton are living in lone parent families.

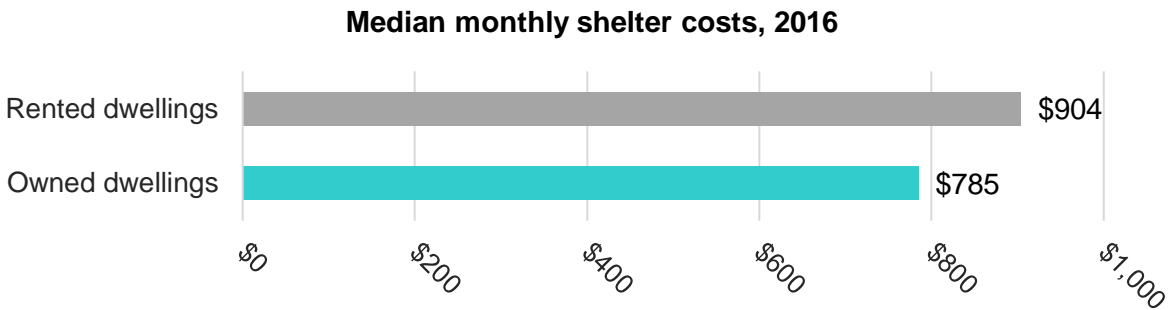
Figure 2: Median household income (before-tax), City of Penticton, 2015



Families in Penticton face simultaneous affordability crises in both child care and housing. Figure 4 shows median monthly shelter costs for rented and owned dwellings in 2016. Median monthly rent is 37% of median before-tax income for a lone parent with a child under six. To minimize the risk of housing instability, the maximum rate a family spends should be no higher than 30%³.

³ About Affordable Housing In Canada: CMHC http://www.cmhc-schl.gc.ca/en/inpr/afhoce/afhoce_021.cfm

Figure 3: Median monthly shelter costs, City of Penticton, 2016



The most recent data on monthly child care fees for the entire South Okanagan Similkameen region comes from a fee survey conducted by the Child Care Resource & Referral (OneSky Community Resources) in 2017 (Figure 4). Since 2017, several Provincial initiatives to address child care affordability have lowered costs for many families, especially those with lower incomes. Despite this progress on affordability, high costs remain a challenge, and 68% of respondents to the Parent & Caregiver Survey selected lower fees as one of the factors that would most help improve their child care situation.

Figure 4: Monthly child care fees, South Okanagan Similkameen, 2017

Age Group	Family Child Care	Group Child Care
Infant/Toddler	\$600 - \$1000	\$800 - \$1065
3-5 years	\$600 - \$1000	\$600 - \$950
School Age (before or after)	\$175 - \$500	\$270 - \$330
School Age (before and after)	\$210 - \$540	\$400 - \$500

“At this moment when my maternity leave ends, I will not be able to return to work as the childcare costs will be too expensive.”

- Penticton Parent & Caregiver Survey respondent

Recommendations

Local governments have limited opportunities to directly affect the cost of child care for families; key tools and responsibility rest with senior levels of government. As such, the actions that can be considered are to review internal processes and provide some supports to not-for-profit operators to help to make their child care operations feasible and to advocate to the Province for continued and expanded investments.

Recommendations to Improve Affordability		
Action	Time Frame	Potential External Partners
<p>14. Assist prospective child care operators with identifying potential lands that may be available and suitable (through Action #3). This may include working with private and/or public land owners to identify opportunities to offer affordable lease rates.</p> <p>If suitable sites are found (through Action #3) then lease local government and other public spaces/land to non-profit child care providers at below-market and affordable lease rates; and ensure that the Child Care Operator is offering fees that are as affordable as possible.</p>	Ongoing	Not -for – profit child care providers
15. Monitor child care fees in Penticton	Ongoing	Child Care Resource and Referral Program
16. Advocate to other orders of governments to reduce the cost of child care and increase compensation for child care workers	Short/Medium/Long	Community-wide, General Public, community agencies and public partners
<p>17. Partner with the local Child Care Resource and Referral Program to enhance the promotion of the BC’s Affordable Child Care Benefit Program so that:</p> <p>a) More families are aware of the subsidy program that is available</p> <p>b) More child care providers are aware of the program and can help parents with the application processes</p>	Short	Child Care Resource and Referral Program and local child care operators

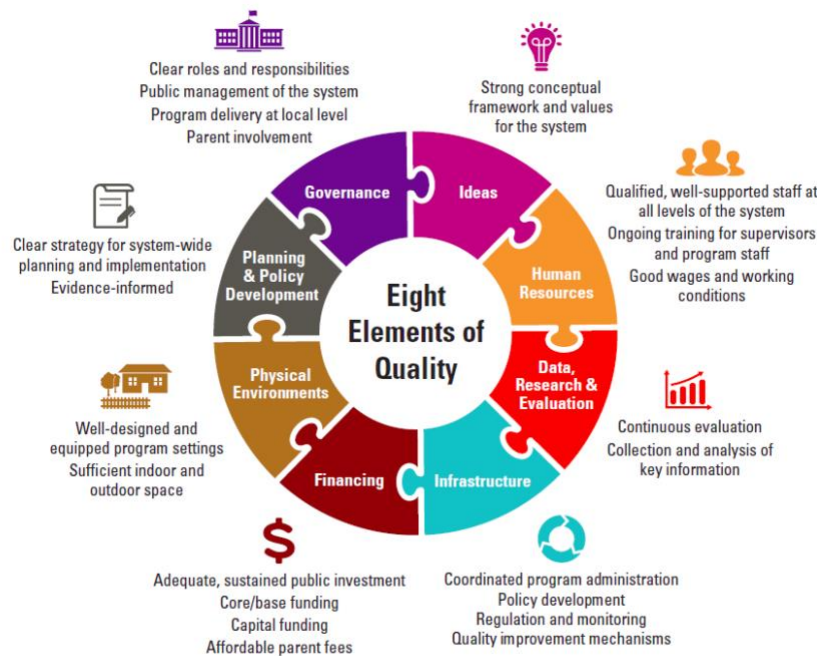
Priority 3: Focus on Quality

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. Moreover, parents dropping off their children at a child care centre each working day want to feel secure knowing their children will receive safe, high-quality care.

Quality Child Care Systems

The Province of BC has committed to an ambitious “systems” approach to universal child care with a focus on quality, affordability, and accessibility. *Child care BC: A New Day for Families & Providers in BC* is a Provincial plan specifically focused on establishing a quality child care system and adheres to eight commonly accepted elements of a quality child care system, graphically presented 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. Strong public policy is needed to provide the foundation to build a quality child care system that incorporates all of these components.

Figure 5: Elements of Quality 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 Child Care Programs

At the program level, research confirms that positive relationships between families and providers, among colleagues, and between children and staff is strongly indicative of quality care. Additionally, when staff have higher levels of education and training, feel appreciated, and are well-supported, the quality of care increases. 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.

In order to facilitate the quality criteria identified, special attention should be paid to the following considerations regarding staff:

- Staff should have ECE (Early Childhood Education) training
- At least some staff should have special needs and cultural/ESL skills
- Wages should be a living wage 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
- Opportunities for continued learning and professional development.

Auspice

Child care auspice is critically important to the quality of child care programs. In BC (and Canada), three types of child care auspices exist:

1. Non-profit child care services, including indigenous non-profits
2. For-profit child care services, including Family Child Care
3. Publicly operated child care services (i.e. services directly operated by a public entity such as a city government or school board, or indigenous government)

While we recognize that many for-profit child care centres provide high quality and reliable care to families and the community, broader research on auspice has consistently demonstrated that non-profit and publicly operated centres perform better on global evaluation scales when compared to for-profit centres. In British Columbia, studies have found that the reliability of non-profit centres is much higher: Non-profit centres are 97 times more likely than for-profit centres to continue long term operation and parent fees are lower. In addition, the Province has prioritized funding for public and non-profit child care, in a long term investment in quality child care.

Across British Columbia about 50% of the child care facilities are operated on a not-for profit or public basis. Similarly, in Penticton, about half of all programs (44%) and spaces (51%) in are managed by not-for-profit operators. For-profits account for 35% of programs and 41% of spaces. The remaining 8% of child care spaces are family and in-home care.

Figure 6: Child care programs and spaces by service type and auspice

Service Type & Auspice	Programs	Spaces
Family and in-home multi-age	11 (20%)	79 (8%)
Group and multi-age: For-profit	19 (35%)	409 (41%)
Group and multi-age: Non-profit	24 (44%)	499 (51%)
Total	54 (100%)	987 (100%)

“I feel like here you are stuck with the first place that accepts you, whether you really like it or not. Childcare is a huge stress... At one time we had to use care I didn’t even really trust for three months because there was no other option.”

- Penticton Parent & Caregiver Survey respondent

Recommendations

The following actions will assist in promoting and influencing the quality of child care.

Recommendations to Promote Quality		
Action	Time Frame	Potential External Partners
18. Work with, support, and encourage the non-profit and public sector in developing new facilities to meet the child care space targets	Ongoing	Non-profit organizations, local First Nations, Public Partners
19. Explore feasibility and options for creating guidelines for child care spaces that may be developed or facilitated (e.g., program mixes, operating expectations like affordable fees, good wages and working conditions, program curriculum)	Medium	Interior Health, Non-profit providers, child care providers
20. Support the Province in its “Early Care and Learning Recruitment and Retention Strategy” initiative through joint efforts	Short	Public education systems (i.e.: School District 67, Okanagan College), child care providers
21. Work with School District 67 to explore a dual credit ECE Program for local high school students to encourage a career and local employment and work with local child care providers to offer ECE Practicums	Short	School District 67, Province, child care providers
22. Develop new partnerships with public post-secondary training institutions to offer local ECE training programs	Short/Medium	Okanagan College, The University of British Columbia’s Okanagan Campus
23. Consider the needs for Early Childhood Educators and child care in a formal Workforce Development or Business and Economic Development Strategy	Ongoing	Local business, planners, researchers

Priority 4: Strengthen Collaborations and Partnerships

Child care involves many parties playing various roles, which means it requires intentional relationships and collaboration between and across jurisdictions. Local governments cannot act alone. By working in collaboration with Indigenous governments, researchers, the School District, Okanagan College, the University of British Columbia, provincial government, federal government, child care providers, Interior Health, community agencies, and others, the City of Penticton can significantly improve accessibility, affordability, and quality of child care available to families.

Recommendations

The following actions bring focus and attention to the essential relationships and partnerships for a coordinated approach to child care that meets families' needs.

Recommendations to Strengthen Collaborations and Partnerships		
Action	Time Frame	Potential External Partners
Actions # 3, 4, 6, 8, 10, 12, 13 & 17 outlined earlier also all involve strong collaboration and partnerships		
24. Develop a local Child Care Action/Planning Table that brings child care providers, support services like supported child care, Interior Health Licensing, family support agencies, the School District and Indigenous Partners together with the City to focus on child care needs and the implementation of the child care action plan	Short	School District 67, child care providers, non-profit agencies, family support, Interior Health, First Nations, Ministry of Children and Family Development
25. Continue to build supportive and learning relationships with First Nations and Indigenous partners to support Indigenous perspectives, history and culturally appropriate and supportive child care in Penticton	Ongoing	First Nations, in particular the Penticton Indian Band, child care operators
26. Work together to identify the local meaning associated with the Province's recent announcement that child care is moving to the Ministry of Education by 2023 and there will be universal before and after school care with a priority on school grounds	Short/Medium	School District 67, non-profit operators and community

<p>27. Consider the development of a public education/communication campaign that informs on the needs for child care, the importance of child care to the community, and the actions that are underway to improve the child care situation in Penticton</p>	<p>Short/Medium</p>	<p>The new Child Care Action Planning Table (as noted in # 24)</p>
<p>28. Provide regular briefings to elected officials on the child care situation (City, provincial, federal, and School Board) and commit to offer an orientation on child care after each election to elected officials</p>	<p>Ongoing</p>	<p>The new Child Care Action/Planning Table as noted in # 24)</p>
<p>29. Recognize and honour the value of child care workers and the child care in the community by supporting Child Care month on an annual basis</p>	<p>Short</p>	<p>Child Care Resource and Referral Program, the new Child Care Action / Planning Group as noted in # 24</p>
<p>30. Coordinated advocacy to other orders of governments to provide support to the child care sector and families in the following areas, and other priorities that arise:</p> <ul style="list-style-type: none"> a) Ensuring that the needs of Penticton’s children are a priority for new spaces in provincial planning and funding b) Recruitment and remuneration of ECEs c) Increased resources to support children with additional needs through the Supported Child Development d) Lower fees for families e) Funds needed to support non-traditional hours of care 	<p>Short/Medium</p>	<p>Local Governments, including First Nations, Public Partners</p>
<p>31. Share information and collaborate where possible with the local governments in the South Okanagan-Similkameen</p>	<p>Ongoing</p>	<p>RDOS, Summerland, Keremeos, Oliver, Princeton</p>

Child Care Space Targets

Purpose of targets

Targets for additional child care spaces assist with planning and prioritization to meet community needs over the coming years. Additionally, the Provincial government has requested local governments to identify targets as part of the scope of project work that was funded by the UBCM Child Care Planning grant.

Local governments do not have the mandate and resources to address child care needs alone. The child care space targets described here are contingent on senior levels of government continuing to commit capital funding to child care space creation and operating support for the delivery of services. The support of Indigenous and local governments, Interior Health, the School District, and community agencies and child care providers will also be critical to achieving these targets.

Process for creating targets

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

For reference, 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.

The targets proposed here are intended to be both aspirational and realistic for the ten-year planning cycle.

Targets for City of Penticton

The target is to create 722 new licensed spaces over the next 10 years (by 2030) as follows:

Figure 7: Space Targets for Penticton, 2020-2030

Program Type	Current Coverage Rate	Target Rate by 2030	Number of New Spaces Needed to Meet 2030 Target
Infant and Toddler (under 3 years old)	15 spaces per 100 children	33 spaces per 100 children	131 new spaces
Preschooler (3 – 4, and half of all 5-year-olds)	43 spaces per 100 children	75 spaces per 100 children	236 new spaces
School age (6 – 9, and half of all 5-year-olds) ⁴	24 spaces per 100 children	50 spaces per 100 children	355 new spaces

⁴Note that this target includes children aged 6-9 years old only. It is recognized that 10 to 12-year-olds can more easily and preferably access other non-licensed opportunities for before and after school.

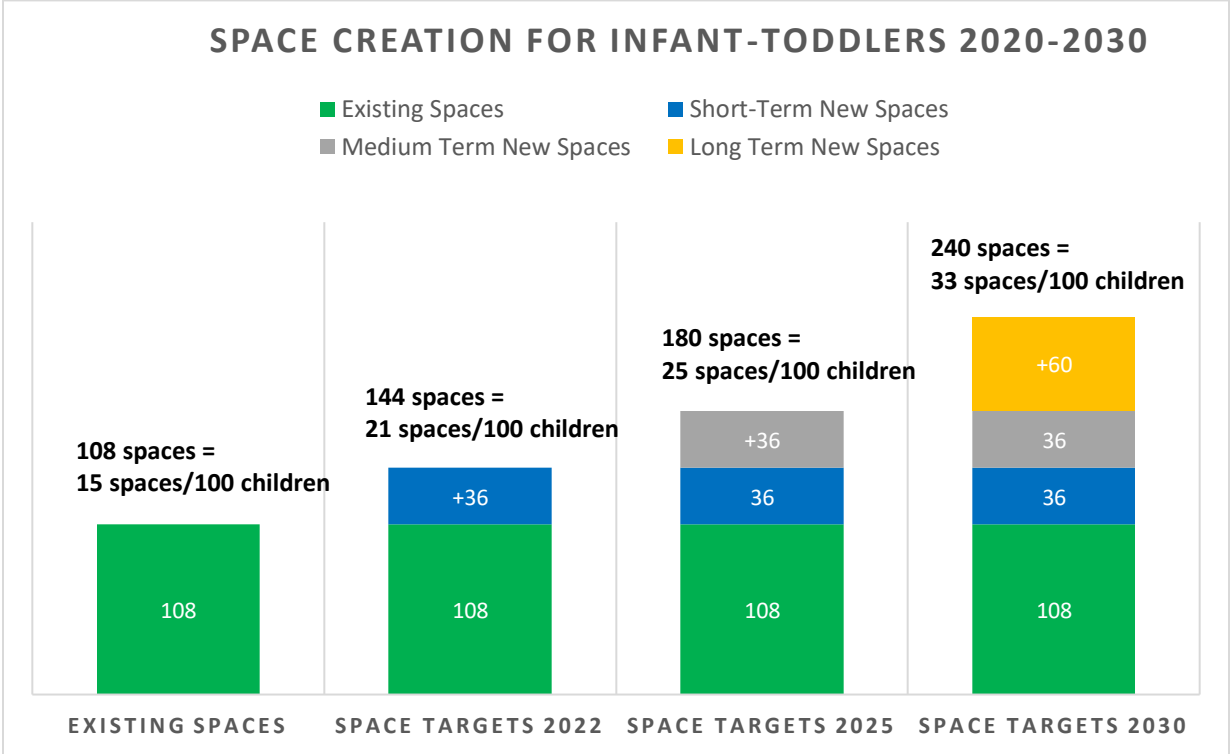
For each age group, we suggest the number of spaces to be created in the short, medium, and long term to meet these targets. We calculate the number of spaces proposed for each time period with reference to the maximum group sizes for each program type as set by Licensing (i.e. 12-space infant-toddler programs, 25-space preschooler age programs, 24-space school age programs). Because of this planning method, the total number of new spaces shown in the targets below may vary by a few spaces from the numbers of new spaces required shown above in Figure 7.

Progress towards the space targets is already underway. Notably, the City of Penticton was recently awarded Provincial funding to create 116 new child care spaces. While the mix of spaces by type associated with this funding may change, it is currently expected to include 12 infant-toddler, 24 group care (30 month to school age), and 60 school age spaces.

Infant-Toddler Program Targets

By facilitating the creation of eleven 12-space infant toddler programs in the next ten years, including three in the short term (2020 to 2022), three in the medium term (2023 to 2025) and five in the long term (2026 to 2030), Penticton could have child care spaces for 21% of children under 3 by 2022, 25% of children by 2025, and for 33% of children under 3 by 2030.

Figure 8: Space Creation Targets for Infant-Toddlers 2020-2030

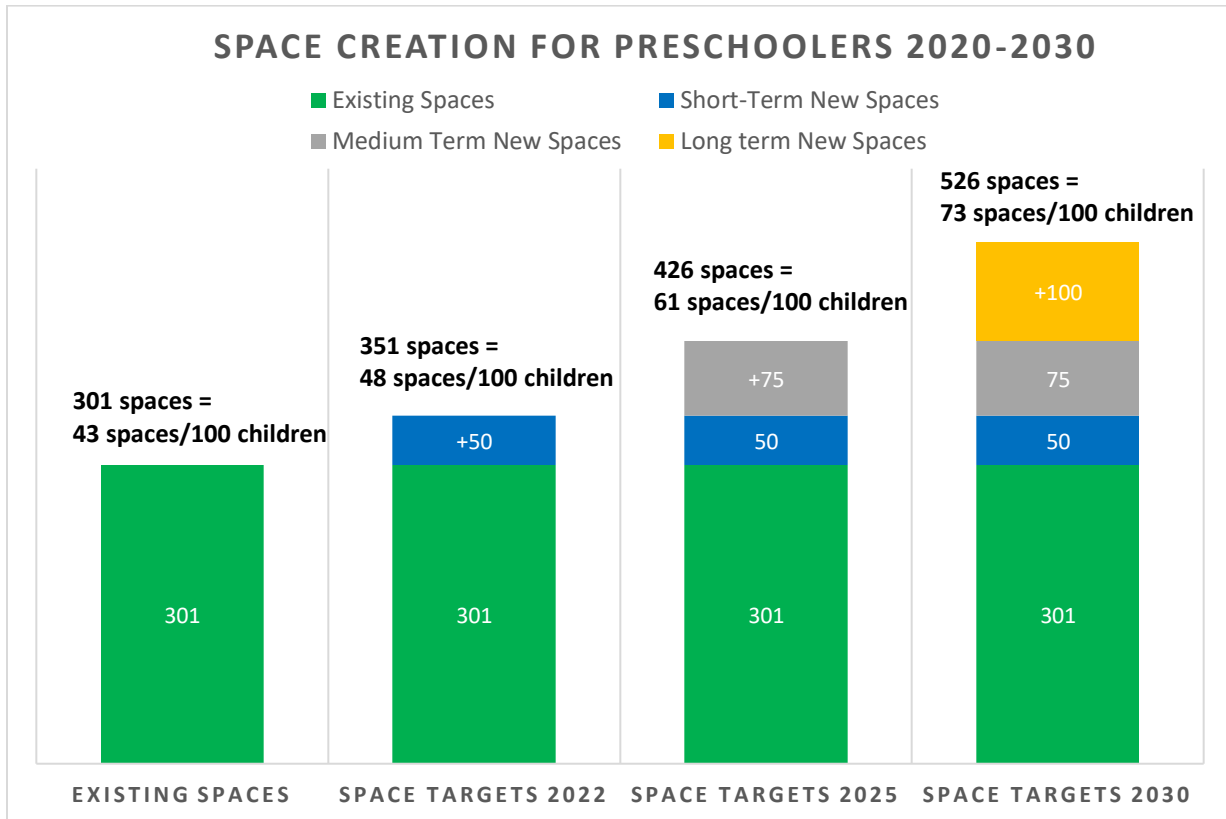


*The City of Penticton already has one 12-space infant-toddler program in development in the short-term, one of three new programs to be facilitated by 2022.

Preschool Age (3-5 years) Program Targets

By facilitating the creation of nine 25-space full-day preschooler age programs in the next ten years, including two in the short term (2020 to 2022), three in the medium term (2023 to 2025) and four in the long term (2026 to 2030), Penticton could have child care spaces for 48% of all preschooler age children by 2022, 61% by 2025, and 73% by 2030.

Figure 9: Space Creation Targets for Preschoolers 2020-2030

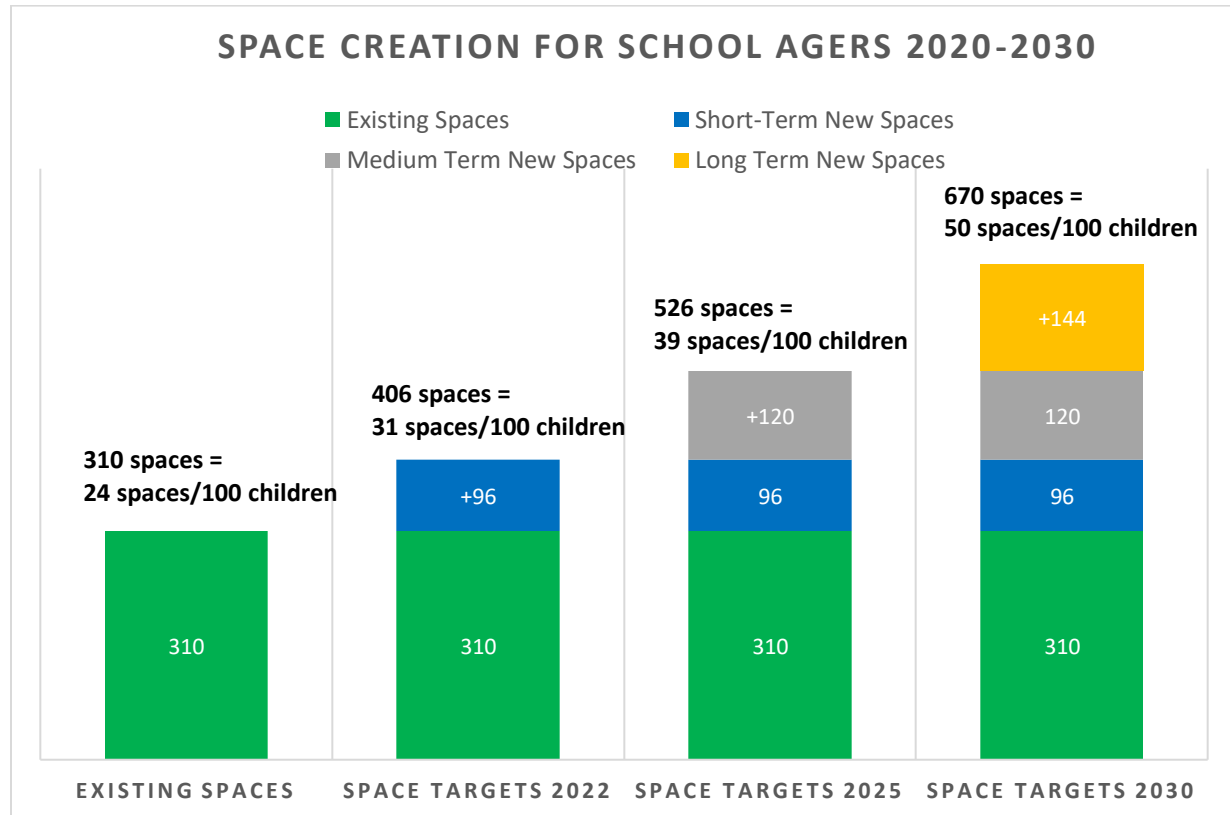


*The City of Penticton already has one 24-space group (30 month to school age) program in development in the short-term, one of the two new programs to be facilitated by 2022.

School Age (Ages 6-9) Program Targets

By facilitating the creation of fifteen 24-space school age programs by 2030, including four programs by 2022, five programs between 2023 and 2025, and six programs between 2026 and 2030 Penticton could reach targets of child care spaces for 31% of school age children by 2022, 39% by 2025, and 50% by 2030.

Figure 10: Space Creation Targets to School Aged 2020-2030



*The City of Penticton already has 60 school age spaces in development in the short-term, which is 63% of the new school age spaces to be facilitated by 2022.

Monitoring and Reporting

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

The City can develop simple tools to conduct ongoing monitoring and reporting on implementation of this plan. Annual reports on progress can be shared with City Council and, upon approval, with partners across the region, including Indigenous and other local governments, the School District, community agencies, and other orders of government. These reports can incorporate reflection on successes, challenges, and learnings. In this way, the Action Plan can be adjusted to reflect emerging circumstances and needs in the community.

Appendix A – Glossary of Types of Child Care

Child Care Type	Ages	Max Group Size	
<p>LICENSED CHILD CARE</p> <p>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.</p>	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 or 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 or 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; or 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; or 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 or 20 children if children under 36 months are not present

<p style="text-align: center;">REGISTERED LICENSE-NOT-REQUIRED CHILD CARE</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>Only 2 children or a sibling group who are not related to them</p>
<p style="text-align: center;">LICENSE-NOT-REQUIRED CHILD CARE</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>Only two children or a sibling group who are not related to them</p>
<p style="text-align: center;">IN-CHILD'S-OWN-HOME CARE</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

The Engagement Summary Report can be found on the next page.



Penticton Child Care Planning:

Community Engagement Report

Prepared by the Social Planning and Research Council of BC

In collaboration with Sandra Menzer

Updated November 3, 2020

Contents

Introduction36
Penticton Child Care Key Informant Interviews37
Penticton Parent & Caregiver Survey Summary44
Penticton Child Care Provider Survey.....46
Appendix: Key Informant Interviewees.....49

Introduction

This report summarizes findings from three key community engagement activities for the City of Penticton Child Care Planning Project. Specifically, this report comprises summary analysis of:

- Interviews with key stakeholders;
• Online survey of parents and caregivers; and,
• Online survey of child care providers.

Comprehensive analyses of the two online surveys are presented in a separate survey report. The input gathered through these engagement activities is intended to inform Penticton’s child care planning processes, to ensure the child care strategy best reflects and responds to local community need.

Penticton Child Care Key Informant Interviews

Background

To better understand the local child care context, the consulting team interviewed 20 individuals from 16 organizations that were identified by the City of Penticton as 'key informants' (i.e. 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). A full list of the individuals interviewed and the organizations they represent is available in the Appendix.

Key informants were asked a range of questions about the current state of child care in their communities, including the greatest challenges facing parents, operators, and their own organizations. Informants were asked to share their vision for child care in their community and suggest actions to be taken by municipalities, the school board, senior levels of government, child care operators and community groups. See Appendix B for the Key Informant Interview Guide.

Roles of each organization in child care and in supporting children and families

Interior Health Community Care Licensing holds all responsibilities for licensing child care programs to ensure they meet the Province's requirements. MCFD funds services for children with special needs and the local Child Care Resource & Referral Program as well as other early years programs. School District 67 rents space and land to child care operators, helps fund an on-site child care program for young parents, and delivers StrongStarts. Okanagan College offers an ECE program in Kelowna and is exploring bringing an ECE program to Penticton as well. The College also has a child care centre for staff and students, operated in partnership with OneSky Community Services.

Key informants from several not-for-profit organizations were interviewed. YMCA Okanagan, Okanagan Similkameen Neurological Society (OSNS), Foundry, South Okanagan Immigrant and Community Services, and OneSky Community Services all provide a range of services to families across the region and some also directly provide child care. OneSky Community Services also holds the contracts for the Child Care Resource & Referral program, which provides information and referrals to families looking for child care, as well as training to child care providers and the Supported Child Care Development Program. The OSNS Child & Youth Development Centre provides a range of supports for children with developmental challenges, including a \$10-a-day BC Prototype Pilot child care centre for all children. The consulting team also interviewed three child care operators, the Executive Director of the Penticton Chamber of Commerce, a director of the Regional Hospital, a representative from the Parent Advisory Council for Wiltse Elementary, and City staff.

Greatest organizational successes

All of the child care providers reported that their greatest success is providing an essential service and quality care to the children and families in their programs. Specialized programs such as the integrated child care at OSNS (a universal child care prototype site) are important community assets.

Many of the key informants cited collaboration and strong partnerships with other organizations as their greatest success, enabling them to provide quality services to the children and families in the community. Key informants from the non-profit organizations were proud of their quality programs and the supports they provide to families and child care providers, including outreach, therapeutic services, and educational opportunities.

Many of the interviewees, both child care providers and organizations, reported that they have been successful at investing in their own staff, often training former clients or participants who then return as employees. Strong relationships with families were also cited as an integral part of supporting children and their families, with most that provide child care or other services reporting that this was a very important and rewarding aspect to their work.

Greatest organizational challenges

Many reported insufficient funding to operate current spaces, run innovative programs (e.g. outdoor education), and open new child care spaces. In addition, it is often challenging and time-consuming to open a new child care centre. These challenges have contributed to a lack of child care spaces, particularly infant-toddler, and long waitlists in all programs (with many waitlists closed). Key informants whose organizations provide other services report challenges equipping their staff to support children and families with very complex needs.

Staffing was also cited as a major challenge by most key informants, particularly for infant-toddler care, reporting that there is a limited pool of qualified ECEs, leaving child care providers and organizations struggling to recruit and retain staff. Some child care centres are not at capacity but cannot fill the empty spots because they do not have enough staff. Many key informants stated that ECE work is challenging and the low wages cause people to leave the field or deter many from entering the field. Some providers support their current staff to do on-line training, but this can be a challenge for both the providers and the staff.

The state of child care in the community

Many key informants described the child care situation in their community as “in crisis”. There are simply not enough child care spaces available to meet the needs of families, particularly for infant-toddler care, out of school care, and for children with special needs. While there are wide variety of types and curriculums offered in local child care programs (e.g. registered, family, Reggio, Montessori), due to the lack of spaces, parents often take whatever space comes up first, taking away their choice of their preferred neighbourhood or philosophy. There are very few options for parents who work outside traditional operating hours.

There is an overall lack of Early Childhood Educators for operators to hire. Some key informants felt that the lack of child care staff, both ECEs and qualified one-on-one support workers, in addition to the lack of funding to provide innovative programs, affects the quality of care. Furthermore, the lack of professional development opportunities for ECE staff also has a negative impact on the quality of care. Although the Child Care Fee Reduction Initiative and the Affordable Child Care Benefit program have helped with affordability, the cost of child care remains a challenge for many families.

Changes over the past 3 years

Most key informants felt that the demand and need for child care has increased in recent years, particularly for infant-toddler care, children with special needs, and for child care outside of traditional hours, as more people have jobs that require shift work.

Interviewees also reported that there has recently been more interest in the child care situation from various levels of government. The City of Penticton is seen as very supportive and forward-thinking and there is increased funding for child care from the senior levels of government. Key informants suggested these changes have led more child care providers to explore expanding programs. Provincial initiatives like the Affordable Child Care Benefit and Child Care Fee Reduction Initiative have also helped make child care more affordable for parents.

New partnerships (e.g. between child care providers and the School Board, the City, and Okanagan College) have helped with the opening of new child care spaces, however, the cost of land, lease rates of commercial spaces, and lack of qualified staff have made opening new spaces challenging overall.

A few key informants reported that licensing changes have also recently improved the support for child care operators and the new provincial Wage Enhancement Initiative has helped current ECEs feel validated. Although caseloads are still heavy for licensing officers, new funding has allowed Interior Health to hire more staff to support new spaces in the community. In addition, relationships between licensing officers and child care operators have improved; many expressed appreciation for this more supportive approach to addressing complaints and improving quality.

Key challenges and success for parents

Key informants reported that the opening of a new large centre helped alleviate some of the pressure of child care needs, and that care for children ages 3 to 5 is widely available. Many also reported that affordability of child care has improved for parents (particularly for families with low incomes) with the new government funding initiatives and one centre in Penticton being a universal child care prototype site offering \$10/day child care. This prototype site is also an integrated child development centre, which is a great asset for some parents with children with special needs. The Child Care Resource and Referral (CCRR) is an important and stable source of information and support services for many families. However, most of the key informants reported that parents are frustrated with the lack of spaces available. Because there are so few spaces, parents often end up settling for whatever care they can get, not necessarily care they are happy with. It is especially challenging to find child care for parents who need infant-toddler or school age care, have children with special needs, single parents, or parents that work outside of regular hours (e.g. shift work).

Key informants cited that the openness to commuting varies among families, stating that some families are more open to commuting to other communities, while others prefer to stay local. Many families live and work in different communities and look for child care with a larger geographic area.

Families in the community generally find out about child care through word of mouth, CCRR, and social media.

Key challenges and successes for operators

Key informants reported that Interior Health licensing is very supportive and has streamlined a process for child care operators to get licensed, with good regulations in place. Key informants also stated that the City of Penticton has focused on the child care situation and has been very helpful with planning, development, and community engagement processes to address child care needs. In addition, government funding such as capital funding for new spaces, the Child Care operating fund, and Wage Enhancement Initiative have assisted new and existing operators with some of the financial challenges that they face.

Informants also highlighted many challenges for child care operators. Most stated that the greatest challenge for operators is recruiting and retaining qualified staff. This was attributed to several factors, such as low wages and lack of benefits, and a lack of training opportunities for both new and existing ECEs. Some operators report that lack of qualified staff has limited their ability to open additional child care spaces.

Many key informants reported that the local ECE program (run by a private college) is very expensive. Some key informants would like to see curricular changes to increase training on behaviour management, child development, communication with parents, and trauma-informed practice.

Most key informants also reported that the cost of operating child care and finding appropriately zoned space in the community (especially close to downtown where people work, in schools, and in commercial space with outdoor space) is challenging. Operators that want to open centres in residential areas often face resistance from residents of that community, who are worried about noise and traffic increases. In addition, the City permit and application process is a long, challenging, and costly process for many operators.

Key stakeholders were asked to suggest actions or initiatives that various groups could undertake to facilitate or support child care in Penticton.

Local Municipalities

- Providing land and facility space
 - Provide land and capital assets they already own for child care
 - Provide land below market rent or rent-free to non-profit child care operators
 - Help find space for child care in other buildings, especially schools, libraries, and community centres, but also in commercial buildings
- Prioritize child care in all planning and policy decisions
 - Identify child care as a community amenity
 - Create inventory of existing public spaces that could be used for child care.
 - Include ECEs in Workforce Development Strategy
- Address zoning challenges for operators trying to open new spaces
- Help address challenges to gaining community support
 - Lead public awareness and education campaign about child care
- Streamline City permit and application process
 - Make the process easier to navigate; more supportive
 - Incorporate flexibility in requirements and building codes
- Conduct an environmental scan of practices in other municipalities (e.g. municipalities in Alberta with many young families)

- Provide financial support to child care operators
 - Offer municipal grants for child care
 - Offer property tax relief for child care operators
 - Support child care operators for city-related costs (e.g. bus tickets, discounts to access recreational facilities)
- Offer incentives for employers to create child care for employees
- Advocate and lobby to senior levels of government based on local need
- Build on and facilitate partnerships:
 - Strong existing partnerships between Recreation department and operators
 - Participate in planning and action at the regional level
 - Partner with other organizations to provide child care
 - Facilitate regular information-sharing, collaboration, and partnerships between service providers and other stakeholders
- Ongoing monitoring of this action plan – keep things moving forward
 - Hire quality control person to oversee child care programs

School Districts

- Facilitate and provide more child care on school grounds – every school should have on-site child care, especially after school care
 - Continue building on current successes (e.g. existing school age programs; Hand in Hand program for young parents)
 - Conduct an inventory of existing spaces that could be used (e.g. Shadford Centre)
 - Reduce rent for facility space on school grounds
- Directly build and operate more before and after school spaces
 - However, some do not think this is the right role for school districts. Others suggest this could only be done gradually with additional resources from government.
 - If offering own programs, provide adequate notice to current operators.
- Address staffing challenge creatively: part-time school staff could be given after-school care positions, creating full-time work positions.
- More partnerships between schools and colleges for ECE training (e.g. dual credit in grade 12 for ECE)
- Participate in broader needs assessment and planning work in the community

Senior Levels of Government

- Provincial government should continue working toward universal child care, continue investments in child care
 - Ensure investment is accompanied by good monitoring and oversight
 - Prioritize child care for more vulnerable families
- Place child care under jurisdiction of the Ministry of Education
 - Create more child care at schools
- Continue to work to address recruitment and retention challenges for ECEs
 - More investment in ECE education and training programs, including more online options and financial support for tuition
 - Continue to enhance ECE wages
 - Offer pandemic pay to ECEs

- Offer grants to employees who wish to take ECE
- Public campaigns to attract new people to the ECE field
- Adjust funding for operators
 - Allow not-for-profits the same amount of capital funds as public entities
 - Offer more financial support for centres
 - Offer more grants and incentives to open new spaces
- Increase child care subsidy for parents
- Provide more support for programs for children with special needs
 - Increase funding for Supported Child Development and other support programs
- Streamline health and safety inspections
 - Remove any redundancies between municipal and provincial inspections
 - Incorporate more flexibility in licensing regulations where reasonable

Community Agencies, Child Care Operators, and Others

- Advocate together to senior levels of government for more child care spaces
- Collaborate to share information and pool resources
- Improve quality of services – provide ongoing training
- Centralize information for and about families in need through CCR&R
- Help families navigate the process of finding care
- Work with current and future local training programs to strength curriculum, offer practicum and mentorship opportunities

Others

Educational institutions

- Allow ECE students to be paid for practicum work (including at their own facilities for those already working)

Businesses / key employers

- Donate funds toward child care
- Offer on-site child care to employees

Interviewees were asked to identify their ‘Top 3’ suggested changes to improve the child care situation. The responses are grouped by themes.

- Free, high-quality universal child care
 - Improve affordability for parents
- Create more child care spaces
 - Pursue funding opportunities to build new spaces
 - Incentivize organizations to help with child care operations
 - Prioritize more infant toddler spaces
 - Prioritize more before and after school spaces at schools
 - Offer diversity of approaches and options
 - Create more spaces with extended hours, evenings, and weekends - 24 hour support
 - Increase support for existing centres
- More qualified staff
 - Make quality education and training more accessible

- Create a public ECE college program in Penticton
 - Include second level specialization for infant-toddler care
 - Improve curriculum and strength of ECE certification
 - Allow students to be paid during practicums
 - Improve pay for child care workers
 - Increase respect for child care workers
- More options for facility space
 - Create inventory of land and properties that could be used
 - Identify priority spaces for child care development
- Help parents navigate the child care system
 - Central place where parents can find providers
 - Fair and transparent waitlists
- Strengthen licensing regulations and increase enforcement to stop repeat offenders
- More community collaboration and partnership
 - Collaboration on needs assessment and action planning
 - Collaboration on spaces (e.g. more community spaces willing to house child care) – “more spaces in places we want our kids to be”
- More collaboration between Ministries responsible for child care

Additional comments

Interviewees expressed excitement about this needs assessment and action planning work, emphasizing the importance of commitment to action. One key informant reiterated the importance of prioritizing the needs of vulnerable populations in the community. Another noted that the diagnostic rate for children with developmental challenges is much higher than before, which creates need for models of support that go beyond one-on-one supports (e.g. higher staff-child ratios, supports in child care centres), especially to help children with special needs transition into school.

Penticton Parent & Caregiver Survey Summary

Survey Respondents

- The final valid sample for this survey consisted of 386 parents and caregivers, providing information about the care arrangements of 528 children aged 12 and younger. This represents 15% of all children 12 and younger in Penticton.
- 82% of the respondents live in Penticton; the remainder live in nearby communities. 64% of the respondents have lived in their community for less than 10 years.
- 86% of the respondents are mothers and 19% are single parents.
- In 52% of the respondents' families, all parents work full-time. In 11% at least one parent is home full-time with the children.
- 35% of respondents have a household income under \$75,000 per year.
- 7% of children were identified as having a special need or disability.

Current Child Care Arrangements

- The most common care arrangement for children under 3 is parent care (51%), followed by unlicensed care, including relatives other than the parents (28%) and some form of licensed care (22%).
- The most common care arrangement for children 3 to 5 years not yet in school is some form of licensed care (53%), followed by parental care (26%) and unlicensed care (21%).
- The most common care arrangement for school age children in some form of licensed care (41%), followed by parental care (35%) and unlicensed care (24%).
- For those with a care arrangement other than a parent or relative, the most common reasons for choosing the arrangement were convenience (55%) that the program was the first one to offer the family a space (50%) and reputation (31%).
- 85% of children are transported to their child care arrangement by car.

Finding Care

- 83% of respondents reported it was somewhat (32%) or very difficult (51%) to find care for their child.
- 62% of parents of children under 3 reported care was very difficult to find, compared with 51% of parents of children 3 to 5 but not yet in school and 40% of parents of school age children.
- Parents and caregivers mostly common find information about child care through word of mouth (friends, neighbours, other parents) (75%); the Child Care Resource and Referral program (70%); and social media (63%).

Waitlists

- Over half of all children whose primary care is from a parent or relative are on waitlists for other forms of care (52%). 82% of these children have been on waitlists for over 6 months and 42% have been on the waitlist for more than 13 months.
- 72% of children using all other care arrangements were on waitlists for child care. 79% were on waitlists for over 6 months and 45% were on the waitlist for more than 13 months.

Child Care Preferences and Needs

- Overall, 57% of parents are very satisfied with the location of their child's current care arrangement, 57% are very satisfied with the quality
- 53% are very satisfied with the hours of care, but only 26% are very satisfied with the cost.

- 59% of respondents would change their child’s current care arrangement if a preferred option became available at a price they could afford. 72% of respondents using parents care and 77% of respondents using some form of unlicensed care would change their arrangement if they could.
 - The most common preferred first choice for those who would change their arrangement was some form of licensed child care centre (62%). Overall, 79% would prefer some form of licensed care (including child care centres, preschool, or family care).
- When asked what would help improve their child care situation, 68% of respondents selected lower fees; 48% selected increase availability of part-time child care; 45% selected extended hours and day of operation; and 41% selected increased availability of full-time child care.
- 75% reported staff are very important to them when considering child care programs. Other aspects that many parents consider very important include reputation of the program (62%), quality of the outdoor space (59%), hours the program is open (56%), and quality of the indoor space (53%).
- Overall, the most common child care need for children not yet in kindergarten was for full day care, five days a week (57%), followed by full day care one to four days a week (24%).
- Overall, the most common child care need for school age children was for out of school care five days a week (57%), followed by out of school care one to four days a week (19%).

Penticton Child Care Provider Survey

Survey Respondents

- The final valid sample for this survey consisted of 30 facilities (i.e., child care centres and family child care homes), including 4 facilities that were the second centre for the respondent. This accounts for 72% of all licensed child care facilities in Penticton.
- 28 of the 30 facilities were in Penticton; the other facilities were in Naramata and Kaleden.
- There was a good representation across all child care license types. The most common program types were school age care (50%), group care for children 30 months to school age (47%), and group care for children under 36 months (20%). 13% of respondents provide licensed family child care and 13% provide registered license-not-required care.
- 28% of facilities had been operating at the current location for over 10 years.
- 85% of facilities are closed during statutory holidays. 46% are closed during school winter break.
- 36% of the facilities offered dedicated part time care.

Facility Buildings and Ownership

- The most common physical location was a house or townhouse (30%), followed by in a school or on school property (23%). The latter is where 7 of 15 facilities with school age programs were located.
- 27% were located in purpose-built child care or in another public building like a community centre.
- 63% lease or rent their facilities; one program leases or rents a space that is provided for free or near free.
- Challenges relating to the building or space were reported for 46% of facilities with size or design noted as the biggest challenge.
- 49% of the programs have been in their current location for more than 6 years – with half of those for more than 11 years.

Plans for Relocation, Expansion, Renovation, or Opening a New Facility

- 60% of the respondents have no plans to expand their current facility and 10% reported (3 facilities) that relocation in the next two years was likely.
- When asked about whether they would open another child care facility, 23% (9 facilities) reported that they were very likely to do so.

Child Care Fee Reduction Initiative

- 58% of facilities have opted into to the Child Care Fee Reduction Initiative. The remaining 33% reported that they do not qualify, while others report that they do not know about the program or how to apply.

Capacity and Enrolment

- 36% of facilities offer dedicated spaces for part-time or drop-in care.
- In calculating the percent of spaces enrolled, each child was counted the same, whether their enrolment was full-time, part-time or drop-in.
 - Enrolment was around 100% of capacity for four licence types: group care for children under 3, group care for children 3 to 5, school age care, multi-age care, and occasional care.
 - Licensed preschool and licensed family child care programs had enrolment at about 60% of capacity.

Children Currently on Waitlists

- Currently waitlisted children were reported for 86% of facilities. Of these, 63% are currently accepting new applications for the waitlist; 37% have closed their lists.
- 81% of facilities had average waitlist times over 6 months; 63% had an average wait time of over one year.

Child Care Workforce – In-Home Child Care (Licensed Family Child Care, In-Home Multi-Age Care, Registered License-Not-Required Care)

- 82% had at least some workshops relating to family child care; 2 had no formal education.
- 2 in-home care providers had an ECE certificate or diploma and 2 had ECE courses or workshops, but no credential as of yet.
- 50% reported that they were very likely to still be providing family child care in three years.

Child Care Workforce - Centre-based Care

- The number of staff per facility ranged from 2 to 17, with a median of 5 staff.
- 27% of staff working directly with children were either part-time or casual.
- 63% of full-time staff working directly with children have some courses towards an ECE or school-age related credential. 21% have a 1-year certificate and 8% have a two-year diploma or post-Basic certificate.
- 92% of part-time staff working directly with children have some courses towards ECE or a school-age related credential. The remaining part-time staff person had no specific formal training in the field.

Wages and Benefits

- Hourly wages for staff working with children who are certified ECEs ranged from \$18.50 to \$24.00.
- Hourly wages for staff working with children who are not certified ECEs ranged from \$16.00 to \$20.00.
- 27% of facilities offered no health or pay-related benefits.
- Of 17 listed benefits that could be offered to staff, there were eight that were offered at most of the of facilities:
 - Paid program planning and preparation time (90%)
 - Paid staff meetings (90%)
 - Financial assistance with First Aid certification (82%)
 - Financial assistance to attend ECE-related workshops and conferences (73%)
 - Reduced child care fees (73%)
 - Paid sick leave (64%)
 - Paid personal leave days (55%)
 - Financial assistance to take courses or post-basic training (55%)
- There were no unionized staff at any of the facilities in the survey

Staff Turnover

- 55% of the facilities reported staff turnover in the past year. All of the staff who left were full-time staff working with children.
- 45% of operators reported staff recruitment and retention challenges have impacted their ability to operate their program. Full -time positions were reported as the most difficult to fill, with few applicants to choose from, especially candidates with sufficient skills and experience.

Appendix: Key Informant Interviewees

Organization	Name, Role
YMCA Okanagan	Allyson Graf – Vice President
Breanne’s Family Day Care	Breanne Rozander
Circle of Friends (Day Care)	Cindy Schlamp
Okanagan College	Eric Corneau: Regional Dean - South Okanagan Similkameen
Foundry	Kim Conroy
OneSky Community Services	Ian Gerbrandt, Director
Leapin’ Lizards (OSC)	Robin Kroon
Interior Health	Nicole Byrne – Licensing Team Lead
MCFD	Michelle Erridge, Director of Operations
OSNS	Manisha Willms
School District 67	Allen Beckingham, director Instruction, Teaching and Learning
City of Penticton - Development Services	Blake Laven
City of Penticton - Recreation	Bregje Kozak
OneSky – Child Care Resource & Referral	Carrie Reiter, Coordinator of CCR&R
Chamber of Commerce	Diane Kereluk
Regional Hospital, Interior Health	Jill Pascoe, Director of Regional Hospital
Parent Advisory Council for Wiltse	Sara Belhorec
School District 67	Shaune Gowe – District Principal of Student Services
South Okanagan Immigrant and Community Services	Aiza Regala and Martina Mosna

Appendix C - Community Profile

The Community Profile can be found on the next page.



Penticton Child Care Planning:

Community Profile

*Prepared by the Social Planning and Research Council of BC
in collaboration with Sandra Menzer*

October 26, 2020

Contents

Table of Figures	53
Introduction	54
Child population	54
Children in Lone Parent Families	56
Median Family Income.....	57
Low-Income Measure	58
Housing.....	58
Languages Spoken Most Often at Home.....	59
Indigenous Population	60
Immigration	61
Residential Mobility.....	62
Employment	62
EDI (Early Development Instrument) for School District 67.....	65
MDI (Middle Years Development Instrument) for School District 67	66
Special Needs	69
Elementary Schools and Licensed Child Care.....	70
Child Care 2019.....	71
Child Care Auspice	71
Child Care Fees	72

Table of Figures

Figure 1: Child population by age range, City of Penticton, 2016	54
Figure 2: Changes over the past 2 censuses (2011-2016) in child population by age group, City of Penticton.....	55
Figure 3: Child population projections (0 to 12-year-old population), Penticton Local Health Area, 2020 to 2030	55
Figure 4: Number of children (0-14 years old) in lone parent families, City of Penticton, 2016	56
Figure 5: Median income (before-tax) by family type, City of Penticton, 2015	57
Figure 6: Number and percentage of children in low income families, based on the low-income measure after tax, City of Penticton, 2015.....	58
Figure 7: Median monthly shelter costs, City of Penticton, 2016	58
Figure 8: Top ten languages spoken at home, City of Penticton, 2016.....	59
Figure 9: Indigenous children (0-12 years old), City of Penticton, 2016	60
Figure 10: Residents – breakdown by generation status, City of Penticton, 2016	61
Figure 11: Children (0-12 years old) - broken down by immigration status, City of Penticton, 2016	61
Figure 12: Residents who moved from outside the City of Penticton within the past year and within the past 5 years, 2016.....	62
Figure 13: Percent of population (15+ years old) and number of individuals by work activity in 2015, City of Penticton	62
Figure 14: Number and percentage of families with at least one child 0 to 5 years, by family type, by number of earners in 2015, City of Penticton	63
Figure 15: Workers by commute destination for workers (with a usual place of work outside the home) who lived within the City of Penticton, 2016	64
Figure 16: Commuting duration for employed residents of the City of Penticton, aged 15+, 2016.....	64
Figure 17: Map of EDI for School District 67 (Okanagan Skaha School District), Wave 7 (2016-2019)	65
Figure 18: EDI (by HELP Neighbourhood), School District 67 (Okanagan Skaha School District), Wave 7 (2016-2019)	66
Figure 19: MDI, School District 67 (Okanagan Skaha School District), 2019/2020	67
Figure 21: Map of MDI for School District 67 (Okanagan Skaha School District), 2019/2020	68
Figure 22: MDI (by HELP Neighbourhood), Well-Being Index, School District 67 (Okanagan School District), 2019/2020.....	69
Figure 22: Children who had special needs, School District 67 (Okanagan Skaha School District) elementary schools, 2019/2020	69
Figure 23: Children using IDP and SCD programs	70
Figure 24: Public elementary schools within School District 67, with enrollment in 2019/20 and licensed capacity by child care program type.....	70
Figure 25: Child care spaces (2020) by type versus child population by age group (2016), City of Penticton.....	71
Figure 26: Child care programs and spaces by service type and auspice, City of Penticton, 2020.....	71
Figure 27: Monthly fees for child care by facility type and age group, 2017, South Okanagan-Similkameen	72

Introduction

The purpose of this 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 Penticton. 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 Interior Health Community Care Licensing.

Child population

Child population is an important starting point for assessing child care need. **Figure 11** below shows the absolute number and the share of 0 to 12-year-olds in each age range. There were a total of 3,460 children 0 to 12-years-old in the City of Penticton in 2016, out of a total population of 33,761 (10.2%)⁵.

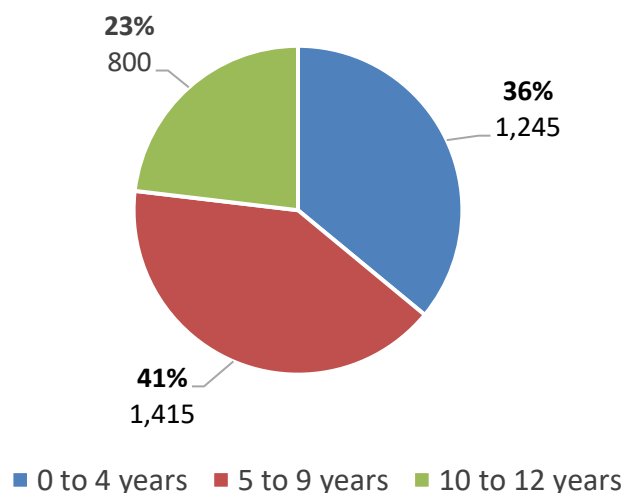
The largest number of children were in the 5 to 9-year-old age range (1,415 children, 40.9% of the 0 to 12-year-old population), followed by the 0 to 4-year-old age range (1,245 children, 36.0%) and the 10 to 12-year-old age range (800 children, 23.1%).

Figure 11: Child population by age range, City of Penticton, 2016

	Number	Percent
0 to 4 Years	1,245	36.0%
5 to 9 Years	1,415	40.9%
10 to 12 Years	800	23.1%
Total 0 to 12 Years	3,460	100.0%

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

Child population by age range, 2016



⁵ By comparison, in 2016, the City of Penticton had 9,805 individuals aged 65 and over, accounting for 29% of the total population.

To get a sense of how community demographics are changing over time, **Figure 12** presents the absolute and relative changes in number of children by age group between 2011 and 2016. Overall, the 0 to 12-year-old population remained stable between 2011 and 2016. However, while the number of 0 to 4-year-olds (-90 children, -6.7% change) and 10 to 12-year-olds (-90 children, -10.1%) decreased between 2011 and 2016, the number of 5 to 9-year-olds increased (+175 children, 14.1% change).

Figure 12: Changes over the past 2 censuses (2011-2016) in child population by age group, City of Penticton

	Change in number of children, 2011-2016 (#)	Change in number of children, 2011-2016 (%)
0 to 4 Years	-90	-6.7%
5 to 9 Years	175	14.1%
10 to 12 Years	-90	-10.1%
Total 0 to 12 Years	-5	-0.1%

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

BC Stats provides population projections the Penticton Local Health Area, which includes the City of Penticton, as well as Okanagan-Similkameen Electoral Area E and Electoral Area F and the Penticton 1 First Nations Reserves⁶. This data is presented in **Figure 13**. Between 2020 and 2030, the 0 to 12-year-old population in the Penticton Local Health Area is increase slightly, increasing by 105 children or 2.3%.

Figure 13: Child population projections (0 to 12-year-old population), Penticton Local Health Area, 2020 to 2030

Projected Child Population (0 to 12 years)			2020 – 2030 (#)	2020 – 2030 (%)
2020	2025	2030		
4,605	4,643	4,710	+105	+2.3%

*Source: BCStats Population Projection, last updated October 2020.

⁶ Unfortunately, population projections are not available at the municipal level. For a map showing the boundaries of the Penticton Local Health Area, please see: https://www2.gov.bc.ca/assets/gov/data/geographic/land-use/administrative-boundaries/health-boundaries/132_penticton.pdf.

Children in Lone Parent Families

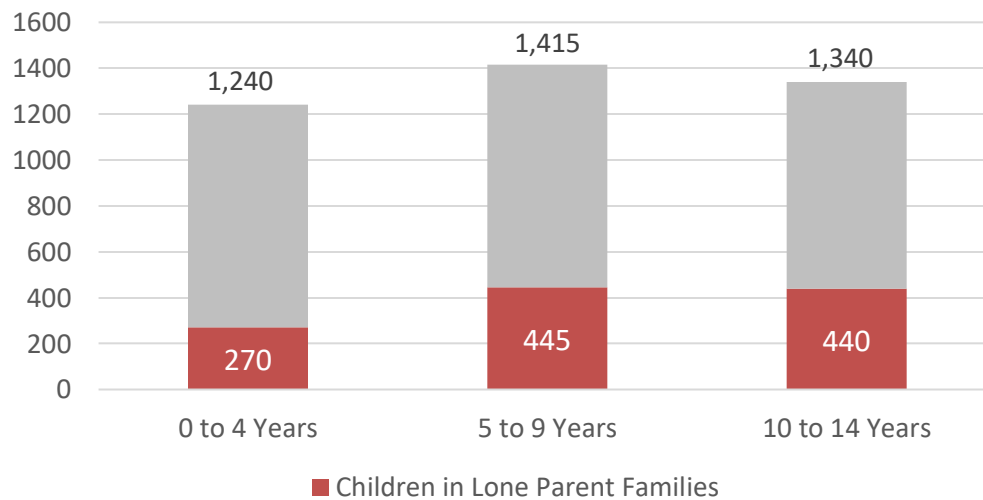
As shown in **Figure 14**, in 2016, 28.9% of all children aged 14 and under lived in lone parent families (1,155 children). The share of children living in lone parent families ranged from 21.8% of all 0 to 4-year-olds (270 children), to 31.4% of all 5 to 9-year-olds (445 children) and 32.8% of all 10 to 14-year-olds (440 children).

Figure 14: Number of children (0-14 years old) in lone parent families, City of Penticton, 2016

	Number of Children	Number of Children in Lone Parent Families	Percent of Children in Lone Parent Families
0 to 4 Years	1,240	270	21.8%
5 to 9 Years	1,415	445	31.4%
10 to 14 Years	1,340	440	32.8%
Total 0 to 14 Years	4,000	1,155	28.9%

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

Children in lone parent families, 2016



Median Family Income

Figure 15 presents median income (before-tax) for all families with children 0 to 17 years and for all families with children 0 to 5 years in the City of Penticton in 2015. Median incomes are shown for couple families, lone parent families, and all families.

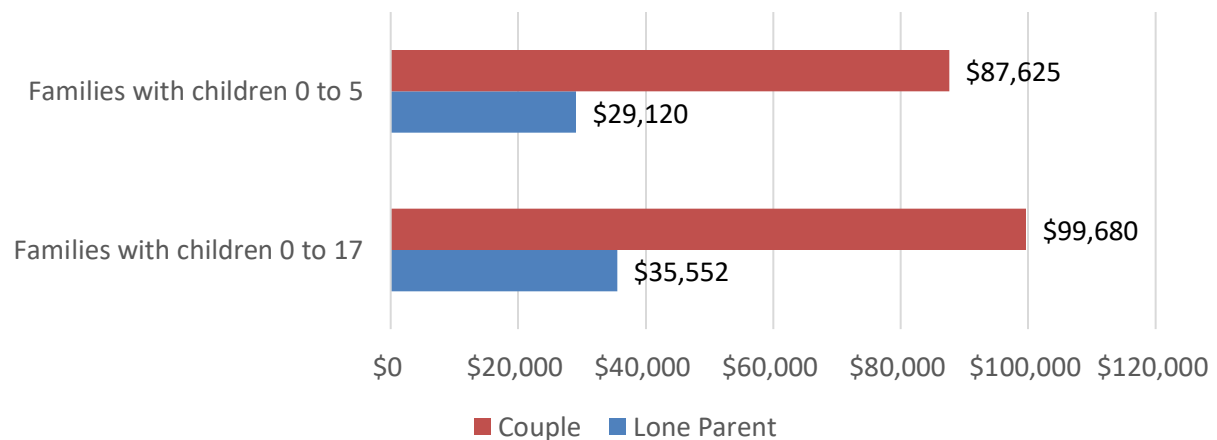
Couple families with children 0 to 17 years had a much higher median before-tax family income (\$99,680) than lone parent families with children 0 to 17 years (\$35,552). This was also true for families with children 0 to 5 years. Couple families with children 0 to 5 years had a median income of \$87,625, compared with \$29,120 for lone parent families with children 0 to 5.

Figure 15: Median income (before-tax) by family type, City of Penticton, 2015

Family Type	Median Income (Families with children 0 to 17-years-old)	Median Income (Families with children 0 to 5-years-old)
Couple families with children	\$99,680	\$87,625
Lone parent families	\$35,552	\$29,120
Total families	\$74,915	\$72,192

**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.*

Median household income (before-tax), 2015



Low-Income Measure

Figure 16 shows the percent and number of children who lived in families that fell under the after-tax low-income measure in 2015. This data is shown for children 0 to 17 years and for children 0 to 5 years. In 2015, there were 1,060 children (0 to 17 years) in low income families in Penticton (21.4% of all 0 to 17-year-olds), including 330 children under 6 (21.8% of all 0 to 5-year-old).

Figure 16: Number and percentage of children in low income families, based on the low-income measure after tax, City of Penticton, 2015

	Number of Children in Low Income Families	Percent of Children in Low Income Families
0 to 17 Years	1,060	21.4%
0 to 5 Years	330	21.8%

* Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-401-X2016055.

Housing

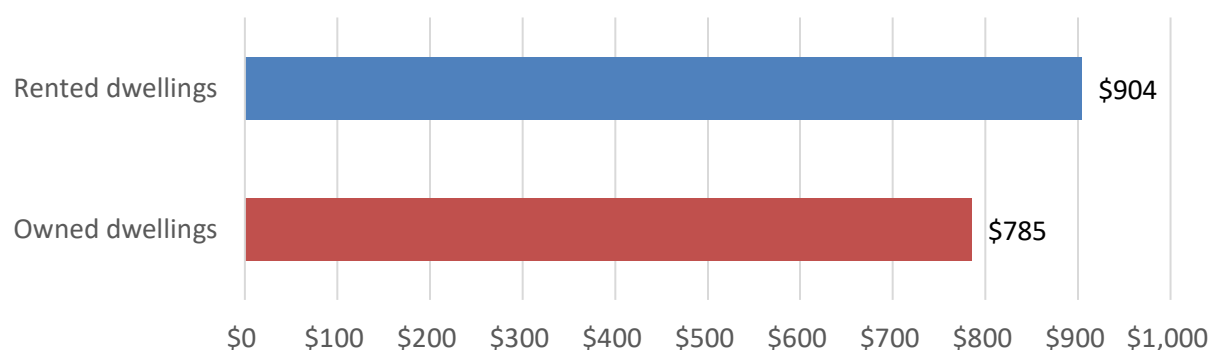
To contextualize child care affordability, **Figure 17** shows median monthly housing costs for owners and renters in Penticton. The median monthly shelter cost for owned dwellings was \$785, while the median monthly shelter cost for rented dwellings was \$904. For context, 63.2% of households in Penticton were owner households (9,955 households) and 36.8% were renter households (5,785 households)⁷.

Figure 17: Median monthly shelter costs, City of Penticton, 2016

Median monthly shelter cost for owned dwellings	Median monthly shelter cost for rented dwellings
\$785	\$904

*Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-401-X2016055.

Median monthly shelter costs, 2016



⁷ 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

Figure 18 displays the ten most common languages spoken at home and the number of speakers for each language in the City of Penticton in 2016. English was the most common language at home by a large margin (31,085 people in total most commonly spoke English at home), although there were also hundreds of Punjabi (435 people), French (180 people) and German (100 people) speakers.

Figure 18: Top ten languages spoken at home, City of Penticton, 2016

Language	Number of Speakers
English	31,085
Punjabi	435
French	180
German	100
Portuguese	85
Tagalog	80
Korean	50
Cantonese	45
Vietnamese	40
Spanish	35

* Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-401-X2016055.

Indigenous Population

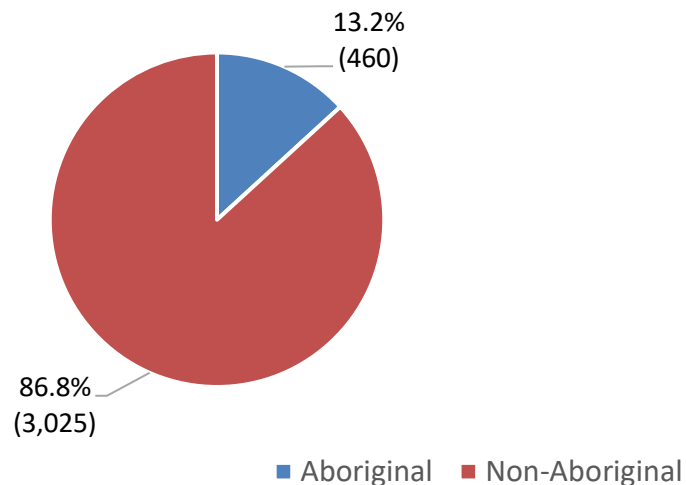
According to Statistics Canada, Aboriginal identity includes persons who are First Nations, Metis, Inuk and/or those who are Registered or Treaty Indians, and/or those who have membership in a First Nation or Indian band.⁸ The number and percentage of children (0 to 12-years-old) with Aboriginal identity is shown in **Figure 19**. In 2016, there were 460 Indigenous children 0 to 12 years, making up 13.2% of all children 0 to 12 years in Penticton.

Figure 19: Indigenous children (0-12 years old), City of Penticton, 2016

Number Aboriginal Identity	Percentage Aboriginal Identity
460	13.2%

**Source: Statistics Canada, 2016 Census of Population, Statistics Canada CPP Table 1: Age Groups (23), Sex (3), Income status in 2015-CPP (7) and Selected cultural and demographic characteristics (48) for the Population in Private Households, 2016 Census. Downloaded from Community Data Program.*

Children (0 to 12 years) by Aboriginal identity, 2016



⁸ For definition of Aboriginal identity, see: <https://www12.statcan.gc.ca/census-recensement/2016/ref/dict/pop001-eng.cfm>

Immigration

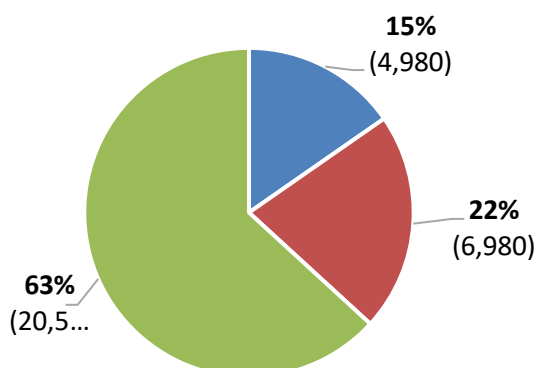
Figure 20 displays the number and percent of individuals who were first, second, or third-generation or more residents of Canada in the City of Penticton in 2016. The majority of the City of Penticton's residents (63.2%) were third (or more) generation Canadians. 15.3% (4,890 individuals) were first-generation.

Figure 20: Residents – breakdown by generation status, City of Penticton, 2016

Generation Status	Number	Percentage
First generation	4,980	15.3%
Second generation	6,980	21.5%
Third generation or more	20,530	63.2%
Total	32,490	100.0%

*Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-401-X2016055.

Residents by generation status, 2016



■ First generation ■ Second generation ■ Third generation or more

Figure 21 displays the number of children (0 to 12-years-old) by immigrant status in the City of Penticton in 2016. Almost all children (98.3%) were non-immigrants.

Figure 21: Children (0-12 years old) - broken down by immigration status, City of Penticton, 2016

Immigration Status	Number	Percentage
Non-immigrant	3,430	98.3%
Immigrant	50	1.4%
Non-Permanent Resident	10	0.3%
Total	3,490	100.0%

*Source: Source: Statistics Canada, 2016 Census of Population, Statistics Canada CPP Table 1: Age Groups (23), Sex (3), Income status in 2015-CPP (7) and Selected cultural and demographic characteristics (48) for the Population in Private Households, 2016 Census. Downloaded from Community Data Program.

Residential Mobility

Figure 22 displays the number of residents, as of 2016, who had moved to the City of Penticton within the past year and within the past five years. 2,745 Penticton residents (1+ years old) had moved to Penticton within the past year (8.5% of all Penticton residents). 7,595 Penticton residents had moved to Penticton within the past five years (24.3% of all Penticton residents).

Figure 22: Residents who moved from outside the City of Penticton within the past year and within the past 5 years, 2016

	Number	Percentage
Moved to Penticton past year (among residents 1+ years old only)	2,745	8.5%
Moved to Penticton past 5 years (among residents 5+ years old only)	7,595	24.3%

*Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-401-X2016055.

Employment

Figure 23 shows the number and share of City of Penticton residents 15 years and older who worked full year, full time; part year and/or part time; and who did not work in 2015. The largest number of 15+ year olds did not work in 2015 (11,465 residents, 40.2% of residents 15+ years old), followed by part year/part time workers (9,615 residents, 33.7%) and full year, full time workers (7,410 residents, 26.0%).

Figure 23: Percent of population (15+ years old) and number of individuals by work activity in 2015, City of Penticton

Employment Status	Number	Percentage
Worked full year, full time	7,410	26.0%
Worked part year and/or part time	9,615	33.7%
Did not work	11,465	40.2%
Total	28,495	100.0%

*Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-401-X2016055.

To assess child care need, it is helpful to know the number of earners in families with children. While we do not have perfect data on the number of stay-at-home parents, in most couple families with children who have one or no earners, at least one parent is home with the children. The same is true of most lone parent families with no earners. This data is presented in **Figure 24** for families with children 0 to 5 years and for families with children 0 to 17 years.

The majority of couple families with at least one child 0 to 17 years old (84.1% of such families) and with at least one child 0 to 5 years old (77.3% of such families) had two or more earners. The majority of lone parent families with at least one child 0 to 17 years old (85.6% of such families) and at with at least one child 0 to 5 years old (75.0% of such families) had one or more earners.

Figure 24: Number and percentage of families with at least one child 0 to 5 years, by family type, by number of earners in 2015, City of Penticton

	Couple families		Lone parent families	
	At least one child 0 to 17 years	At least one child 0 to 5 years	At least one child 0 to 17 years	At least one child 0 to 5 years
No earners	20 (0.1%)	10 (1.1%)	140 (14.4%)	75 (25.0%)
One earner	290 (14.9%)	190 (21.6%)	640 (65.6%)	215 (71.7%)
Two or more earners	1,640 (84.1%)	680 (77.3%)	195 (20.0%)	10 (3.3%)
Total	1,950 (100.0%)	880 (100.0%)	975 (100.0%)	300 (100.0%)

**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.*

Figure 25 displays the percentage of workers who lived within the City of Penticton (with a usual place of work outside the home) and their commuting destinations. The majority of these workers (85.3%) commuted within the City of Penticton.

Figure 25: Workers by commute destination for workers (with a usual place of work outside the home) who lived within the City of Penticton, 2016

	Number	Percentage
Commute within Penticton	10,070	85.3%
Commute to a different community within Okanagan-Similkameen	1,090	9.2%
Commute outside Okanagan-Similkameen	640	5.4%
Total	11,800	100.0%

*Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-401-X2016055.

Figure 26 displays the commuting duration for employed residents of the City of Penticton who commuted to work in 2016. The majority of commuters had a commute of less than 15 minutes (8,855 out of 13,615 commuters, or 65.0% of commuters).

Figure 26: Commuting duration for employed residents of the City of Penticton, aged 15+, 2016

	Number	Percentage
Less than 15 minutes	8,855	65.0%
15 to 29 minutes	2,975	21.9%
30 to 44 minutes	970	7.1%
45 to 59 minutes	320	2.4%
60+ minutes	495	3.6%
Total	13,615	100.0%

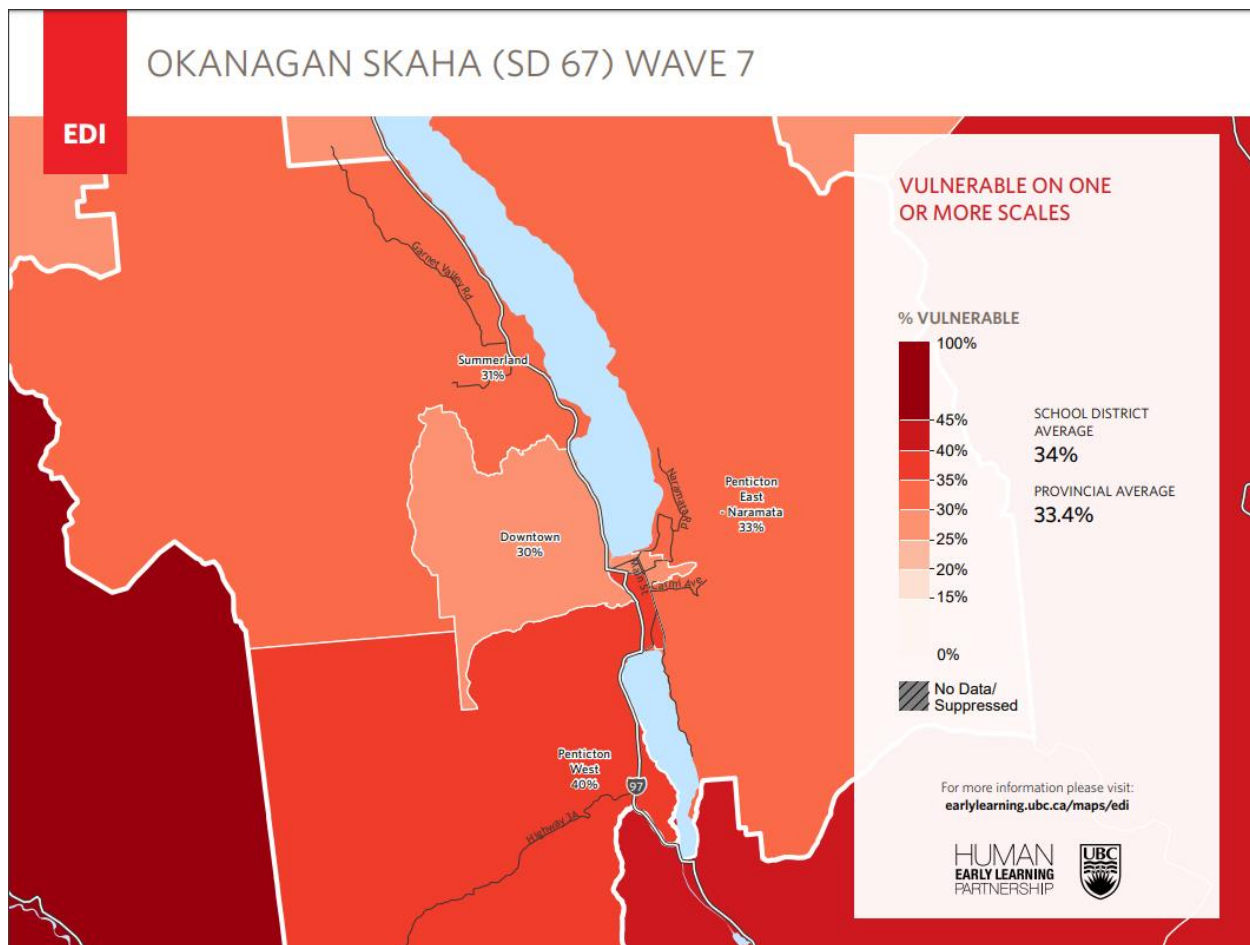
*Source: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-401-X2016055.

EDI (Early Development Instrument) for School District 67

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/data/>. 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 during Wave 7 (2016-2019).

During Wave 7 (2016-2019), 34% of kindergarten students in the Okanagan Skaha School District (which includes the City of Penticton areas as well as some nearby areas such as the District of Summerland) were vulnerable on at least one of the five scales (**Figure 27**). This is similar to the rate across the province as a whole (33%). Of the EDI neighbourhoods of the Okanagan Skaha School District (**Figure 28**), Penticton West had the highest vulnerability rate (40% of kindergarten students there were vulnerable on at least one of the five scales), followed by Penticton East – Naramata (33%), Summerland (31%) and Downtown (30%).

Figure 27: Map of EDI for School District 67 (Okanagan Skaha School District), Wave 7 (2016-2019)



*Source: UBC (University of British Columbia). HELP (Human Early Learning Partnership). EDI (Early Development Instrument). Website. Okanagan-Skaha School District. Wave 7 Community Profile.

http://earlylearning.ubc.ca/media/edi_w7_communityprofiles/edi_w7_communityprofile_sd_67.pdf

Figure 28: EDI (by HELP Neighbourhood), School District 67 (Okanagan Skaha School District), Wave 7 (2016-2019)

Neighbourhood	Number of Children	Vulnerable on One or More Scales (%)
Downtown	162	30%
Penticton East -Naramata	220	33%
Penticton West	160	40%
Summerland	160	31%
School District 67	702	34%
All participating BC School Districts	43,377	33%

*Source: UBC (University of British Columbia). HELP (Human Early Learning Partnership). EDI (Early Development Instrument). Website. Okanagan-Skaha School District. Wave 7 Community Profile.

http://earlylearning.ubc.ca/media/edi_w7_communityprofiles/edi_w7_communityprofile_sd_67.pdf

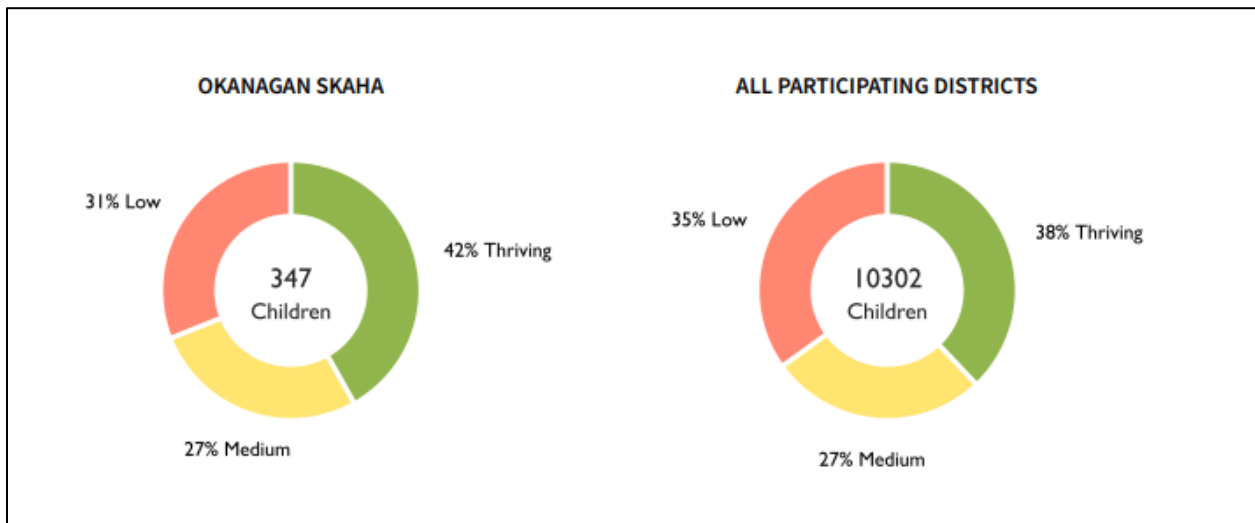
MDI (Middle Years Development Instrument) for School District 67

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 Grade 4 in School District 67 based on the surveys completed in 2019/2020.

Figure 29 shows the percentage of Okanagan Skaha School District grade 4 students with low well-being, medium well-being and thriving. 31% of Okanagan Skaha School District grade 4 students had a low well-being, 27% had a medium well-being, and 42% were thriving.

Figure 29: MDI, School District 67 (Okanagan Skaha School District), 2019/2020

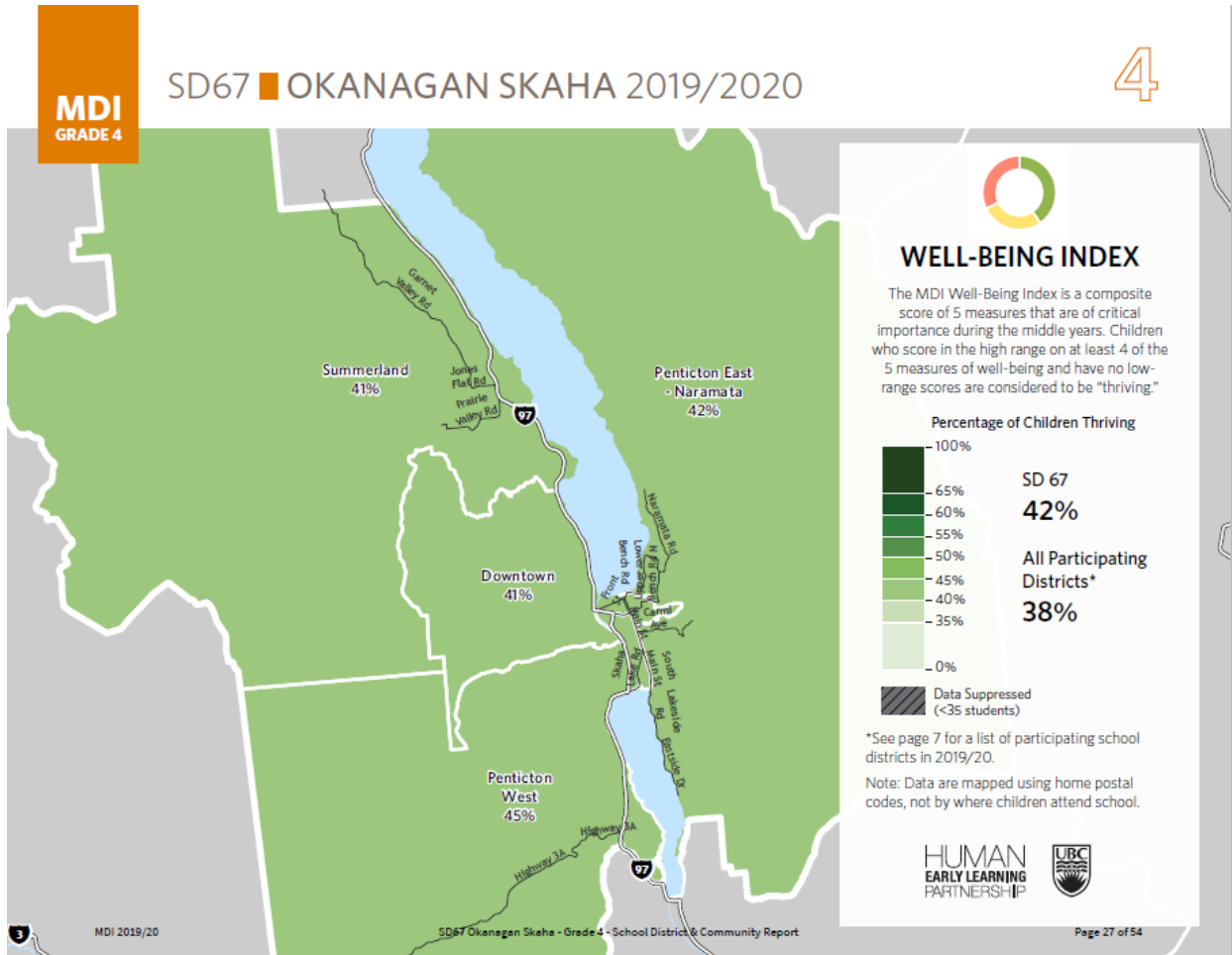


*Source: MDI Grade 4 Map of Okanagan Skaha School District and number of children: HELP. UBC. MDI. School District 67. Okanagan Skaha School District and Community Report. 2019/2020.

<http://earlylearning.ubc.ca/media/mdi/q4/mdi-sdcommunityreport-2019-20-sd67-q4-en-v200526.pdf>

Figure 30 and **Figure 31** display the MDI results by MDI neighbourhood, with Penticton West (45% of grade 4 students were thriving) having the highest proportion of thriving students, followed by Penticton East – Naramata (42%), Downtown (41%) and Summerland (41%). The Okanagan Skaha School District had a higher percentage of grade 4 students thriving (42%) than for British Columbia as a whole (38%).

Figure 30: Map of MDI for School District 67 (Okanagan Skaha School District), 2019/2020



*Source: MDI Grade 4 Map of Okanagan Skaha School District and number of children: HELP. UBC. MDI. School District 67. Okanagan Skaha School District and Community Report. 2019/2020.

<http://earlylearning.ubc.ca/media/mdi/q4/mdi-sdcommunityreport-2019-20-sd67-q4-en-v200526.pdf>

Figure 31: MDI (by HELP Neighbourhood), Well-Being Index, School District 67 (Okanagan School District), 2019/2020

Neighbourhood	Number of Children	Thriving (%)	Medium to High Well-Being (%)	Low Well-Being (%)
Downtown	69	41	38	21
Penticton East - Naramata	105	42	23	35
Penticton West	90	45	22	33
Summerland	78	41	30	30
School District 67 Total	347	42	27	31
All participating school districts	10,302	38	27	35

*Source: MDI Grade 4 Map of Okanagan Skaha School District and number of children: HELP. UBC. MDI. School District 67. Okanagan Skaha School District and Community Report. 2019/2020.
<http://earlylearning.ubc.ca/media/mdi/g4/mdi-sdcommunityreport-2019-20-sd67-g4-en-v200526.pdf>

Special Needs

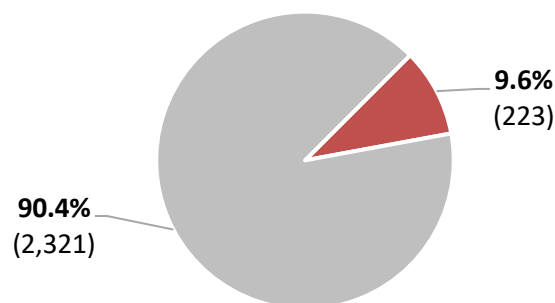
Figure 32 presents the number and percentage of elementary school children with special needs in School District 67 (Okanagan Skaha School District) in the 2019/20 school year⁹. There were 223 elementary school students with special needs (or 9.6% of all elementary school students).

Figure 32: Children who had special needs, School District 67 (Okanagan Skaha School District) elementary schools, 2019/2020

	Number	Percent
School District 67	223	9.6%

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

Elementary school children with special needs,
School District 67, 2019/20



■ Children with special needs ■ Children without special needs

⁹ For more information about how BC Government's Ministry of Education categorizes special needs please refer to: <https://studentsuccess.gov.bc.ca/glossary>.

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 and on the wait lists for these programs in the Region are shown below.

Figure 33: Children using IDP and SCD programs

	Number of Children Served	Number of Children on Wait List
Infant Development Program	70	-
Supported Child Development	49	46

**Source: Local organizations that hold contracts for the IDP and SCD programs: Boys and Girls Club of the Okanagan (IDP) and One Sky Community Resources (SCD).*

Elementary Schools and Licensed Child Care

We show below a list of all elementary schools in Penticton their enrollment, whether they have child care on site, and the type of child care provided on site. In addition to the spaces shown below, L’Ecole Entre-Lacs, which is a public Francophone school, has 16 preschool and 24 before/after school child care spaces.

Figure 34: Public elementary schools within School District 67, with enrollment in 2019/20 and licensed capacity by child care program type

School Name	Enrollment	Child care on site? (Y/N)	Group under 36 months	Group 3 - 5 years	Preschool	Before / After School
Carmi Elementary	134	N				
Columbia Elementary	253	Y				44
Parkway Elementary	266	Y				23
Queen’s Park Elementary	228	Y	12	33	10	13
Uplands Elementary	288	N				
West Bench Elementary	108	Y				30
Wiltse Elementary	301	Y		16		42
Total	1,578¹⁰	5/7	12	39	10	152

**Source: BC Government. Open Data Catalogue - Student Enrollment and FTE by Grade. UBCM Inventory. Interior Health Licensing.*

¹⁰ Some K-7 students in Penticton attend Middle Schools; these students are not included in this table.

Child Care 2019

Figure 35 presents an overview of the number of child care spaces by number of children in each age group. Overall, there are 28.5 child care spaces per 100 children 0 to 12 years in the City of Penticton. For reference, the province has 18.4 child care spaces for every 100 children and Canada has 27.2. There were 46.3 group (30 months to school age) spaces per 100 children in that age group, but only 14.9 group (school age) spaces per 100 children in that age group and 14.8 group (birth to 36 months) per 100 children in that age group.

Figure 35: Child care spaces (2020) by type versus child population by age group (2016), City of Penticton

License type	Number of spaces	Age group	# of children	Spaces per 100 children in this age group
Group (birth to 36 months)	108	0-2-year olds	730	14.8
Group (30 months to school age)	301	3-4-year olds and half of all 5-year olds	650	46.3
Group (school age)	310	6-12-year olds and half of all 5-year olds	2,085	14.9
All others (licensed preschool, group multi-age, family child care, in-home multi-age)	268	General	-	-
Total child care spaces	987	Total 0-12-year olds	3,465	28.5

*Source: Child Care Inventory and StatCan population data from the 2016 Census.

Child Care Auspice

A summary of the number of programs and spaces offered by service type and auspice is shown in **Figure 36**. A majority of child care programs (44.4%, 24 programs) and spaces (50.6%, 499 spaces) in Penticton are run by not-for-profit operators. For-profits account for 35.2% of programs (19 programs) and 41.4% of spaces (409 spaces). The remaining 20.4% of programs are family and in-home care (11 programs), accounting for 8% of all child care spaces (79 spaces).

Figure 36: Child care programs and spaces by service type and auspice, City of Penticton, 2020

	Family and in-home care	For-profit	Not-for-profit	Total
Spaces	79 (8.0%)	409 (41.4%)	499 (50.6%)	987 (100%)
Programs	11 (20.4%)	19 (35.2%)	24 (44.4%)	54 (100%)

*Source: UBCM Child Care Inventory and Interior Health Licensing.

Child Care Fees

The Child Care Resource & Referral conducts regular fee surveys for the entire South Okanagan-Similkameen service area, which includes Penticton. An overview of monthly fee ranges by facility type and age group is shown in **Figure 37** below. This data comes from the most recent fee survey, conducted in 2017.

Figure 37: Monthly fees for child care by facility type and age group, 2017, South Okanagan-Similkameen

Facility Type	Age Group	Min	Max
Family Child Care	Infant/Toddler	\$600	\$1000
	3-5 years	\$600	\$1000
	School Age (before or after)	\$175	\$500
	School Age (before and after)	\$210	\$540
Group Child Care	Infant/Toddler	\$800	\$1065
	3-5 years	\$600	\$950
	School Age (before or after)	\$270	\$330
	School Age (before and after)	\$400	\$500

**Source: CCR&R 2017 Fee Survey.*

Appendix D – Summary of all Recommendations

Recommendations to Increase Accessibility		
Action	Time Frame	Potential External Partners
<p>1. Develop a stand-alone Penticton Child Care Policy, providing a consolidated statement of the City's vision, goals, strategies and commitments to child care.</p>	Short	School District 67, Child care operators, Community Service Providers
<p>2. Endorse the space creation targets of 722 new spaces for Penticton by 2030:</p> <p>Infant/Toddler: 33% coverage = 131 spaces Preschooler: 75% coverage = 236 spaces School Ager: 50% coverage = 355 spaces</p>	Short	None
<p>3. Work with other Public Partners (e.g., Interior Health, School District 67, local First Nations, Regional District) to create an inventory of prospective opportunities for child care development by identifying:</p> <ul style="list-style-type: none"> a) potential land or facilities that could be used for child care b) underutilized or vacant spaces or land, including schools, parks or crown land that could be repurposed for child care c) public assets (buildings and land) that are slated for capital redevelopment d) existing child care facilities that have expansion potential e) buildings that may be slated for demolition 	Short	Interior Health, School District 67, First Nations, community service agencies

Recommendations to Increase Accessibility		
Action	Time Frame	Potential External Partners
<p>4. Work in close partnership with School District 67 to assess opportunities to increase the numbers of licensed before and after school programs as part of the Province’s commitment to move child care to the Ministry of Education to lead universal before and after school care, including innovative opportunities on professional development days, school breaks, and summer.</p>	Short, Medium	School District 67, Child Care Operators
<p>5. Link child care to new housing developments. This includes the City’s affordable housing strategies, affordable housing plans and other multi-family residential developments. Child care should be considered and included where possible in all new family housing and neighbourhoods.</p>	Medium/Long	Housing Developers, BC Housing, Housing Operators, Province
<p>6. Work with public partners to identify opportunities to access Provincial Capital funding to build child care spaces and develop a structured partnership with the Province to replicate the process for multiple programs and sites</p>	Short/Medium	Province, First Nations, School District 67, Interior Health, not-for-profit child care operators
<p>7. Identify a City staff position(s)* as the child care facilitator/point person to provide leadership on child care in the City organization, including but not limited to assisting applicants with City processes and supporting other City staff who are engaged with child care.</p> <p>* This could be a function added onto an existing position.</p>	Short	None

Recommendations to Increase Accessibility		
Action	Time Frame	Potential External Partners
<p>8. Identify and implement changes to local government processes and regulations for facilitating /developing child care, including alignment with Interior Health Licensing; and review of bylaws as detailed in the Planning Framework and Bylaw Review Report.</p> <p>Examples:</p> <ul style="list-style-type: none"> • coordinate building/facility inspections between the City including fire, electrical, and plumbing, and Interior Health to streamline and remove any redundancies • host joint child care development information meetings on a regular basis with City inspectors, CCR&R, and Interior Health for people who are interested in opening child care centres to explain the processes and the various jurisdictional roles • eliminate the distinction between major and minor facility categories (with the exception of RM2 areas, all zones allowing child care to permit both major and minor child care operations) • identify child care as a community amenity in the Official Community Plan • ensure child care is prioritized in the City’s review of the permissive tax policies and application fees • review existing Community Grant Program to ensure it supports child care and actively promote the program to the not-for-profit child care sector 	Short/Medium	Consultation with recent applicants, Interior Health, City building, plumbing, electrical, and fire inspectors
<p>9. Update the City’s website to add child care information for providers who are interested in opening spaces and parents who are looking for care:</p> <p>a) ensure the information for opening spaces is based on the assumption that applicants have limited prior knowledge (e.g.: a step by step guide to procedures and submission requirements, link to licensing authorities)</p>	Short	Child care providers, Interior Health, Child Care Resource & Referral Program

Recommendations to Increase Accessibility		
Action	Time Frame	Potential External Partners
b) provide links to the CCR&R programs and MCFD child care map for parents looking for child care		
10. Work with community partners, City departments, library staff and public partners, to develop a variety of after-school programs to support children aged 10-12	Medium	Library staff, Public Partners, Community Service Providers and School District 67
11. Work with the new Community Child Care Planning Table (see recommendation #24) and local, large employers (like the Penticton Regional Hospital) to explore and then pilot child care that offers longer hours, non-traditional hours and/or flexible hours.	Medium	Child Care Providers, Local Employers, Province
12. Increase partnerships with the Child Care Resource and Referral program, the Supported Child Care Programs and other community organizations to: c) bring child care operators together more regularly for information sharing, joint training and education; with a particular focus on inclusion of children with additional support needs; and d) provide more information for parents about accessing child care, especially targeted at more vulnerable populations. (i.e.: lower income families and those with special needs children)	Short	Community Agencies, child care operators, Child Care Resource and Referral
13. Explore the feasibility of establishing and maintaining a centralized child care waitlist to support families who are looking for child care	Medium	Child Care Resource and Referral Program, Child Care Providers

Recommendations to Improve Affordability		
Action	Time Frame	Potential External Partners
<p>14. Assist prospective child care operators with identifying potential lands that may be available and suitable (through Action #3). This may include working with private and/or public land owners to identify opportunities to offer affordable lease rates.</p> <p>If suitable sites are found (through Action #3) then lease local government and other public spaces/land to non-profit child care providers at below-market and affordable lease rates; and ensure that the Child Care Operator is offering fees that are as affordable as possible.</p>	Ongoing	Not -for – profit child care providers
15. Monitor child care fees in Penticton	Ongoing	Child Care Resource and Referral Program
16. Advocate to other orders of governments to reduce the cost of child care and increase compensation for child care workers	Short/Medium/Long	Community-wide, General Public, community agencies and public partners
<p>17. Partner with the local Child Care Resource and Referral Program to enhance the promotion of the BC’s Affordable Child Care Benefit Program so that:</p> <p>a) More families are aware of the subsidy program that is available</p> <p>b) More child care providers are aware of the program and can help parents with the application processes</p>	Short	Child Care Resource and Referral Program and local child care operators

Recommendations to Promote Quality		
Action	Time Frame	Potential External Partners
18. Work with, support, and encourage the non-profit and public sector in developing new facilities to meet the child care space targets	Ongoing	Non-profit organizations, local First Nations, Public Partners
19. Explore feasibility and options for creating guidelines for child care spaces that may be developed or facilitated (e.g., program mixes, operating expectations like affordable fees, good wages and working conditions, program curriculum)	Medium	Interior Health, Non-profit providers, child care providers
20. Support the Province in its “Early Care and Learning Recruitment and Retention Strategy” initiative through joint efforts	Short	Public education systems (i.e.: School District 67, Okanagan College), child care providers
21. Work with School District 67 to explore a dual credit ECE Program for local high school students to encourage a career and local employment and work with local child care providers to offer ECE Practicums	Short	School District 67, Province, child care providers
22. Develop new partnerships with public post-secondary training institutions to offer local ECE training programs	Short/Medium	Okanagan College, The University of British Columbia’s Okanagan Campus
23. Consider the needs for Early Childhood Educators and child care in a formal Workforce Development or Business and Economic Development Strategy	Ongoing	Local business, planners, researchers

Recommendations to Strengthen Collaborations and Partnerships		
Action	Time Frame	Potential External Partners
Actions # 3, 4, 6, 8, 10, 12, 13 & 17 outlined earlier also all involve strong collaboration and partnerships		
24. Develop a local Child Care Action/Planning Table that brings child care providers, support services like supported child care, Interior Health Licensing, family support agencies, the School District and Indigenous Partners together with the City to focus on child care needs and the implementation of the child care action plan	Short	School District 67, child care providers, non-profit agencies, family support, Interior Health, First Nations, Ministry of Children and Family Development
25. Continue to build supportive and learning relationships with First Nations and Indigenous partners to support Indigenous perspectives, history and culturally appropriate and supportive child care in Penticton	Ongoing	First Nations, in particular the Penticton Indian Band, child care operators
26. Work together to identify the local meaning associated with the Province's recent announcement that child care is moving to the Ministry of Education by 2023 and there will be universal before and after school care with a priority on school grounds	Short/Medium	School District 67, non-profit operators and community
27. Consider the development of a public education/communication campaign that informs on the needs for child care, the importance of child care to the community, and the actions that are underway to improve the child care situation in Penticton	Short/Medium	The new Child Care Action Planning Table (as noted in # 24)

<p>28. Provide regular briefings to elected officials on the child care situation (City, provincial, federal, and School Board) and commit to offer an orientation on child care after each election to elected officials</p>	<p>Ongoing</p>	<p>The new Child Care Action/Planning Table as noted in # 24)</p>
<p>29. Recognize and honour the value of child care workers and the child care in the community by supporting Child Care month on an annual basis</p>	<p>Short</p>	<p>Child Care Resource and Referral Program, the new Child Care Action / Planning Group as noted in # 24</p>
<p>30. Coordinated advocacy to other orders of governments to provide support to the child care sector and families in the following areas, and other priorities that arise:</p> <ul style="list-style-type: none"> a) Ensuring that the needs of Penticton’s children are a priority for new spaces in provincial planning and funding b) Recruitment and remuneration of ECEs c) Increased resources to support children with additional needs through the Supported Child Development d) Lower fees for families e) Funds needed to support non-traditional hours of care 	<p>Short/Medium</p>	<p>Local Governments, including First Nations, Public Partners</p>
<p>31. Share information and collaborate where possible with the local governments in the South Okanagan-Similkameen</p>	<p>Ongoing</p>	<p>RDOS, Summerland, Keremeos, Oliver, Princeton</p>