



Memo to Council

Date: April 28, 2023

Subject: Child Care Facility at City Hall – Motion Served by Mayor Lahti

Motion Served

Notice of the following motion was provided at the April 25, 2023, Regular Council meeting:

THAT staff report back with a needs assessment for onsite child-care services for employees and the viability for establishing such an amenity to be offered for employees and possibly members of the general public.

Background

I believe that establishing a daycare onsite of the City Hall precinct will provide our employees with an amenity that is much needed in our City. The amenity can be accessed by our employees, with an option to open up spaces for members of our community. This plan would see a small daycare operate in the recreation centre that would accommodate our staff needs and provide some spaces available for public use. This operation should provide a small revenue for the city.

According to Census data, in 2021 there were 5540 children (0-12 years) living in Port Moody. The percentage of children (0-17 years) living in low-income families was 14.2%. About one third of residents (34.2%) were first-generation immigrants and close to 10% of children in the School District were identified as having special needs. In terms of access, there are an estimated 20.9 childcare spaces per 100 children overall in Port Moody. However, there are only 14.6 childcare spaces per 100 children for infant/toddlers and 13.5 per 100 children for those who are school age. Parents and childcare providers both reported that, in addition to simply finding spaces, many families cannot afford the care they want for their children. With regard to quality, operators and others reported the difficulty of finding appropriate and safe indoor and outdoor space and of recruiting and retaining qualified staff. Furthermore, from the literature review it is known that the highest quality care is operated by public organizations and not-for-profits. To begin to address these gaps and challenges, SPARC BC is recommending that approximately 1074 new licensed spaces be created in the City of Port Moody over the next 10 years.

- Infant/Toddlers (under 3 years): 240 spaces for a total of 33 spaces/100 children;
- Preschoolers (3 to 5 years): 450 spaces for a total 74 spaces/100 children; and, 6
- School Aged (6 to 9 years): 384 spaces for a total of 49 spaces/100 children.

My research has shown that on-site childcare benefits are significant for the employee and employer alike. It not only signals that the employer values its employees, it provides working parents with an option for daycare that is often fraught with anxiety, given the lack of daycare spaces available in the region.

The benefit of offering onsite daycare is not only recognized by employees but also potential employees who are determining their future employers. Offering childcare today could set Port Moody up for attracting the best talent in the future.

The benefit of having onsite daycare is also important for employees who are on maternity leave. Research shows that 90% of new parents claim that jobs with childcare make it easier for them to return to work without any hassles.

Having an on-site childcare center is a huge plus from an employee satisfaction perspective. Even the people who don't utilize it gain benefit from it because their peers are happier, more reliable as a result of having a center in the workplace.

Council Strategic Priorities

Sustainable Core Services & Healthy Community Development: Recognizing the importance of being an employer of choice by providing good customer service to our employees and doing our part to close the gap for this need in the region.

Council Options

The following options are available for Council consideration:

1. Receive for information.
2. Refer to staff for a report back on the feasibility of the proposed motion considering budget, alignment with Council's Strategic Priorities, and work plan implications, including but not limited to operational capacity, policy, legality, etc.
3. Other.