

## CHILDCARE IN VICTORIA - IMPLEMENTATION PLAN

<b>RECOMMENDATIONS</b>				
	<b>Costs &amp; considerations</b>	<b>Timeframe</b>	<b>Internal</b>	<b>External</b>
<b>1. Process</b>				
1.1 Streamline local government regulatory processes (business licensing and zoning) and work with licensing to improve application and referral steps.	<ul style="list-style-type: none"> <li>Existing staff resources</li> <li>Notification costs for Public Hearing</li> <li>Connected to 2.2</li> </ul>	<ul style="list-style-type: none"> <li>Short</li> <li>Early 2022 (Q1 and Q2)</li> </ul>	<p>Lead: Community Planning</p> <p>Support:</p> <ul style="list-style-type: none"> <li>Development Services</li> <li>Finance</li> <li>Engagement</li> </ul>	<ul style="list-style-type: none"> <li>Working Group</li> <li>Island Health</li> <li>Urban Development Institute</li> <li>Business Owners</li> <li>Community Association Land Use Committees (CALUCs)</li> </ul>
1.2 Implement childcare planning best practices and maintain access rate and childcare need data overtime.	<ul style="list-style-type: none"> <li>\$5,000 budget needed for updating data and maintaining database (publicly available)</li> <li>Connected to other policy implementation</li> </ul>	<ul style="list-style-type: none"> <li>Short</li> <li>Early 2022 &amp; ongoing</li> </ul>	<p>Lead: Community Planning</p> <p>Support:</p> <ul style="list-style-type: none"> <li>Across all business units, where applicable</li> </ul>	<ul style="list-style-type: none"> <li>CRD</li> <li>Working Group</li> <li>Childcare providers</li> </ul>

2. Policy				
2.1 Embed childcare planning into community planning activities.	<ul style="list-style-type: none"> <li>Existing staff resources</li> <li>Consider for future city-wide and local area planning</li> <li>Review Engagement from local planning activities</li> </ul>	<ul style="list-style-type: none"> <li>Medium</li> <li>Mid 2022 and ongoing</li> </ul>	<p>Lead: Community Planning</p> <p>Support:</p> <ul style="list-style-type: none"> <li>Parks, Recreation and Facilities</li> <li>Transportation</li> <li>Strategic Real Estate</li> </ul>	Will connect with community partners on updating externally facing processes
2.2 Improve regulatory tools to help facilitate the construction of new childcare centres.	<ul style="list-style-type: none"> <li>Connected to action 1.1 (re: regulatory improvements)</li> <li>Connected to action 5.1 (re: education)</li> <li>Explain process on website</li> </ul>	<ul style="list-style-type: none"> <li>Short</li> <li>Early 2022</li> </ul>	<p>Lead: Community Planning</p> <p>Support:</p> <ul style="list-style-type: none"> <li>Development Services</li> <li>Strategic Real Estate</li> <li>Parks, Recreation and Facilities</li> <li>Permits &amp; Inspections</li> <li>Transportation (parking/ drop-off considerations)</li> </ul>	<ul style="list-style-type: none"> <li>Gov. of BC</li> <li>Community Partners</li> <li>Working Group</li> <li>Island Health (railings, safety – rooftop etc.)</li> </ul>
2.3 Create incentives for the creation of childcare spaces in new developments.	<ul style="list-style-type: none"> <li>Existing staff resources</li> <li>Potential funding from province through grants (TBD)</li> </ul>	<ul style="list-style-type: none"> <li>Short</li> <li>Early 2022</li> </ul>	<p>Lead: Community Planning</p> <p>Support:</p> <ul style="list-style-type: none"> <li>Development Services</li> </ul>	<ul style="list-style-type: none"> <li>Applicable partners from working group</li> <li>Urban Development Institute (potentially pilot processes)</li> </ul>

	<ul style="list-style-type: none"> <li>• Part of current OCP amendments</li> <li>• Addressed from zoning updates</li> <li>• Legal agreements</li> </ul>		<ul style="list-style-type: none"> <li>• Strategic Real Estate</li> <li>• Parks, Recreation and Facilities</li> </ul>	
<b>3. Partnerships</b>				
3.1 Build to future capacity through strengthening partnerships with other agencies and Municipalities	<ul style="list-style-type: none"> <li>• Already started through working group</li> </ul>	<ul style="list-style-type: none"> <li>• Longer</li> <li>• Late 2021- early 2022 and ongoing</li> </ul>	Lead: Community Planning	<ul style="list-style-type: none"> <li>• Work BC</li> <li>• Provincial Ministry of Children and Family Development</li> <li>• CRD</li> </ul>
3.2 Demonstrate leadership in childcare provisioning	<ul style="list-style-type: none"> <li>• Define in more detail – consider space targets</li> <li>• Leadership based on implementation of Childcare In Victoria actions</li> <li>• Share best practices with other municipalities etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Longer</li> <li>• 2023</li> <li>• Demonstrated by adherence to other initiatives</li> </ul>	Lead: City	CRD
<b>4. Advocacy</b>				
4.1 Advocate for changes to the School Act to better support childcare space creation in the province	<ul style="list-style-type: none"> <li>• Follow up report to Council</li> <li>• Existing staff resources</li> <li>• Could be partially achieved through</li> </ul>	<ul style="list-style-type: none"> <li>• Longer</li> <li>• Late 2022-2023</li> </ul>	Lead: TBD as part of next report to Council  Advocacy Lead: Council	<ul style="list-style-type: none"> <li>• Province of BC</li> <li>• Greater Victoria School District</li> <li>• CRD</li> </ul>

	more co-location considerations			
4.2 Advocate to Senior government for additional capital funding for childcare projects	<ul style="list-style-type: none"> <li>• Already occurring through federal and provincial initiatives</li> <li>• May need more staff capacity for grant applications</li> </ul>	<ul style="list-style-type: none"> <li>• Longer</li> <li>• Late 2021-2023</li> </ul>	Lead: TBD as part of next report to Council <ul style="list-style-type: none"> <li>• Working group includes provincial representatives</li> </ul>	<ul style="list-style-type: none"> <li>• Province of BC</li> <li>• Federal Government</li> </ul>
4.3 Support and encourage employers to share responsibility for childcare within their communities	<ul style="list-style-type: none"> <li>• Clarify intended scope</li> <li>• Responsibility of cost? Childcare providers or any employers?</li> </ul>	<ul style="list-style-type: none"> <li>• Longer</li> <li>• Late 2022 and ongoing</li> </ul>	Lead: TBD as part of next report to Council	<ul style="list-style-type: none"> <li>• Working Group</li> <li>• Community Centres</li> </ul>
4.4 Address gaps in equity and promote poverty reduction	<ul style="list-style-type: none"> <li>• Define further</li> <li>• Part of Equity Framework</li> <li>• Gaps in equity will be addressed through other recommendations</li> </ul>	<ul style="list-style-type: none"> <li>• Longer</li> <li>• Late 2022 and ongoing</li> </ul>	Lead: TBD as part of next report to Council  Support: <ul style="list-style-type: none"> <li>• EDI Team</li> </ul>	<ul style="list-style-type: none"> <li>• Child Care Resource and Referral Centre</li> <li>• Community Centres</li> </ul>
4.5 Advocate for childcare as a social determinant of health	<ul style="list-style-type: none"> <li>• Consider updating existing policy to encourage advocacy (Equity Framework, OCP etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• Longer</li> <li>• Late 2022 and ongoing</li> </ul>	Lead: TBD as part of next report to Council  Support: <ul style="list-style-type: none"> <li>• EDI Team</li> </ul>	
<b>5. Education and Training</b>				
5.1 Develop childcare start-up	<ul style="list-style-type: none"> <li>• Existing staff resources</li> </ul>	<ul style="list-style-type: none"> <li>• Short</li> <li>• Early 2022</li> </ul>	Lead: Community Planning	<ul style="list-style-type: none"> <li>• Working Group</li> </ul>

<p>workshops and guidebooks</p> <p>Clarify what “workshop” purpose would be – potentially best practices/ lessons learned</p>	<ul style="list-style-type: none"> <li>• Connection to zoning changes</li> <li>• Wayfinding – explaining process – define in more detail</li> </ul>	<ul style="list-style-type: none"> <li>• Timing of workshops and guidebooks TBD by the appropriate external organizations</li> </ul>	<p>Support:</p> <ul style="list-style-type: none"> <li>• Engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Child Care Resource and Referral Centre</li> <li>• Island Health</li> </ul>
<p>5.2 Support enhanced training for local Early Childhood Educators (ECEs)</p>	<ul style="list-style-type: none"> <li>• Depends on scope</li> <li>• Potential partnership with training partner or academic institution</li> <li>• Note: ECEs only required for age 0-5</li> </ul>	<ul style="list-style-type: none"> <li>• Timing TBD by the appropriate external organizations</li> </ul>	<p>Lead: Outside jurisdiction</p>	<ul style="list-style-type: none"> <li>• WorkBC</li> <li>• Camosun College</li> <li>• Child Care Resource and Referral Centre</li> <li>• Other training providers</li> </ul>