

## CHILDCARE IN VICTORIA – UPDATED IMPLEMENTATION PLAN

\*Proposed Updates Noted in Red Font or Strikethroughs

<b>RECOMMENDATIONS</b>				
	<b>Costs &amp; considerations</b>	<b>Timeframe</b> <b>Updated (February 2023)</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-term action</li> <li>Early 2022 (Q1 and Q2) &amp; ongoing</li> <li><b>Draft bylaw prepared early 2023 for consultation</b></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-term action</li> <li>Early 2022 &amp; ongoing</li> <li><b>Data update complete (January 2023)</b></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>Child Care Resource and Referral Centre</li> </ul>
<b>2. Policy</b>				
2.1 Embed childcare planning into	<ul style="list-style-type: none"> <li>Existing staff resources</li> </ul>	<ul style="list-style-type: none"> <li>Medium-term action</li> </ul>	<p>Lead: Community Planning</p>	<ul style="list-style-type: none"> <li>Community Partners</li> </ul>

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community planning activities.	<ul style="list-style-type: none"> <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><del>Mid 2022 and ongoing</del></li> <li>Ongoing but will occur after bylaw amendments have been adopted</li> </ul>	Support: <ul style="list-style-type: none"> <li>Parks, Recreation and Facilities</li> <li>Transportation</li> <li>Strategic Real Estate</li> </ul>	
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-term action</li> <li><del>Early 2022</del></li> <li>Partially addressed through proposed bylaw updates in recommendation 1.1</li> <li>To be completed once policy and process improvements have been finalized</li> </ul>	Lead: Community Planning  Support: <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>Province of BC</li> <li>Community Partners</li> <li>Working Group</li> <li>Island Health</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> <li>Part of current OCP amendments</li> </ul>	<ul style="list-style-type: none"> <li>Short-term action</li> <li>Proposed OCP amendments to be considered by Council in Q1 2023</li> <li>Ongoing encouragement of</li> </ul>	Lead: Community Planning  Support: <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>

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	<ul style="list-style-type: none"> <li>Addressed from zoning updates</li> <li>Legal agreements</li> </ul>	co-location opportunities for childcare programs in new developments	<ul style="list-style-type: none"> <li>Strategic Real Estate</li> <li>Parks, Recreation and Facilities</li> </ul>	
3. Partnerships				
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-term action</li> <li>2023 and ongoing</li> </ul>	Lead: Community Planning	<ul style="list-style-type: none"> <li>WorkBC</li> <li>Provincial Ministry of Education and Childcare</li> <li>CRD</li> <li>Greater Victoria School District</li> </ul>
3.2 Demonstrate leadership in childcare provisioning	<ul style="list-style-type: none"> <li>Leadership based on implementation of Childcare In Victoria actions</li> <li>Share best practices with other municipalities etc.</li> <li>May need more staff capacity to expand funding city-wide for childcare staff recruitment &amp; retention</li> </ul>	<ul style="list-style-type: none"> <li>Longer-term action</li> <li>2023 and ongoing</li> <li><del>Demonstrated by adherence to other initiatives</del></li> <li>Connected to potential funding of childcare providers</li> </ul>	Lead: City Community Planning  Support: Across all business units, where applicable	<ul style="list-style-type: none"> <li>CRD</li> <li>Greater Victoria School District</li> <li>Community Centres</li> <li>Child Care Resource and Referral Centre</li> </ul>

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<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>Partially ongoing through provincial initiatives like 'Seamless Day' Kindergarten pilot</li> <li>Contingent on capacity of sector to recruit &amp; retain staff to maintain new licensed spaces</li> </ul>	<ul style="list-style-type: none"> <li>Longer</li> <li>Short-term action</li> <li>Early 2023</li> </ul>	Lead: Council	<ul style="list-style-type: none"> <li>Province of BC</li> <li>Greater Victoria School District</li> <li>CRD</li> </ul>
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> <li>Local projects facing barriers including uncertainty and delays due to \$40,000 cost per space prioritization and timing of Provincial funding commitments</li> </ul>	<ul style="list-style-type: none"> <li>Longer-term action</li> <li>Early 2023 and ongoing</li> </ul>	Lead: Council	<ul style="list-style-type: none"> <li>Province of BC</li> <li>Federal Government</li> <li>Community partners</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-term</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>

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4.4 Address gaps in equity and promote poverty reduction	<ul style="list-style-type: none"> <li>Aligns with Equity Framework, Accessibility Framework</li> <li>Already occurring through implementation of \$10/Day program</li> <li>More focused resources required to equip providers to respond to childcare equity needs of the community</li> </ul>	<ul style="list-style-type: none"> <li>Longer-term action</li> <li>2023 and ongoing</li> </ul>	<p>Lead: Council</p> <p>Support:</p> <ul style="list-style-type: none"> <li>EDI Team</li> </ul>	<ul style="list-style-type: none"> <li>Province of BC</li> <li>Coalition of Childcare Advocates of BC</li> <li>Child Care Resource and Referral Centre</li> <li>Community Centres</li> <li>BC Aboriginal Child Care Society</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-term</li> <li>Late 2022 and ongoing</li> </ul>	<p>Lead: TBD as part of next report to Council</p> <p>Support:</p> <ul style="list-style-type: none"> <li>EDI Team</li> </ul>	
<u>4.6 (NEW) Advocate to Senior government for additional support to attract individuals to the childcare sector and retain them, including by taking urgent action to introduce an</u>	<ul style="list-style-type: none"> <li>Province has committed to but not yet implemented an ECE wage grid</li> </ul>	<ul style="list-style-type: none"> <li>Short-term action</li> <li>Early 2023</li> </ul>	<p>Lead: Council</p>	<ul style="list-style-type: none"> <li>Province of BC</li> <li>Coalition of Childcare Advocates of BC</li> <li>Early Childhood Educators of BC</li> <li>Child Care Resource and Referral Centre</li> </ul>

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<u>equitable, province-wide wage grid.</u>				
<b>5. Education and Training</b>				
5.1 Develop childcare start-up workshops and guidebooks	<ul style="list-style-type: none"> <li>• Need to clarify what “workshop” purpose would be – potentially best practices/ lessons learned</li> <li>• Existing staff resources</li> <li>• Connection to zoning changes</li> <li>• Wayfinding – explaining process – define in more detail</li> </ul>	<ul style="list-style-type: none"> <li>• Medium-term action</li> <li>• Timing of workshops and guidebooks TBD by the appropriate external organizations</li> </ul>	<p>Lead: Community Planning</p> <p>Support:</p> <ul style="list-style-type: none"> <li>• Engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Working Group</li> <li>• Child Care Resource and Referral Centre</li> <li>• Island Health</li> </ul>
5.2 Support enhanced training for local Early Childhood Educators (ECEs)	<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> <li>• Connected to potential funding of childcare providers</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>• Early Childhood Educators of BC</li> <li>• Other training providers</li> </ul>