



City of Richmond  
**2021–2031 Richmond  
Child Care Action Plan**

Community Social Development Department



# Council Resolution

On April 12, 2021 Richmond City Council considered the following 2021–2031 Richmond Child Care Action Plan report and adopted the following recommendation:

*That the 2021–2031 Richmond Child Care Action Plan as outlined in the staff report titled, “2021–2031 Richmond Child Care Action Plan,” dated February 25, 2021, from the Director, Community Social Development, be adopted.*

# Acknowledgements

The 2021–2031 Richmond Child Care Action Plan is a result of the valuable information and contributions made by City staff, community organizations, and members of the public. We would like to acknowledge all of the parents, child care providers, employers, and other stakeholders who participated in the consultation process by sharing their stories, expertise and support.

This project was partially funded by the Province of BC, through the Community Child Care Planning Program, a grant program administered by the Union of BC Municipalities (UBCM).

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## Executive Summary

The City of Richmond is a municipal leader in its commitment to child care. The child care space targets and actions outlined in the *2021–2031 Richmond Child Care Action Plan* demonstrate the City's recognition of child care being an essential need for Richmond residents and employees.

Building on the *2017–2022 Richmond Child Care Needs Assessment and Strategy*, this plan offers valuable insight on municipal initiatives to expand and enhance child care choices in Richmond. Through research and consultation, the *2021–2031 Richmond Child Care Action Plan* provides a snapshot of the current state of child care in Richmond and assesses the opportunities and challenges to better meet the child care needs of families. With this information, targets for child care space creation and actions to meet these targets are identified.

The development of this Child Care Action Plan relied on engagement opportunities and support from many individuals and organizations, including:

- The Richmond Child Care Action Plan Stakeholder Advisory Committee assisted with the engagement of families, offered professional perspectives, and provided guidance and support to the project.
- Members of the Richmond community, including parents, child care providers and community organizations provided their experiences related to the accessibility and quality of child care in the community.
- Richmond child care operators completed a survey on the development and delivery of early childhood education and child care programs.
- A series of focus groups and interviews engaged key stakeholders and community partners including City staff, the Richmond School District, child care staff from Community Associations and Societies, multi-service agencies who support families and child care operators and organizations. Focus groups and interviews were completed to learn more about population sub-groups and to provide insight into the experiences across City of Richmond departments who contribute to child care space creation processes.

A recurring theme identified through the consultation process was that parents continue to face challenges accessing quality licensed child care. In addition, accessing care to fit diverse family schedules is a challenge. The number of children residing in Richmond continues to increase each year, and child care spaces, especially those that offer flexibility for families, are not currently meeting the demand across all neighbourhoods.

The 2021–2031 Richmond Child Care Action Plan proposes child care space creation targets to address these needs:

- A net increase of 3,741 spaces by 2031 to achieve targets of:
  - 25 spaces per 100 children under 36 months
  - 55 spaces per 100 children aged 30 months to school age
  - 25 spaces per 100 school aged children
- Child care spaces for school age children that are on-site or within walking distance for all elementary schools in Richmond, both public and independent, by 2031.
- A focus on three areas of flexible, licensed child care to meet the needs of families who require part-time or intermittent child care or who seek care during non-traditional hours due to employment.

The plan proposes 35 actions to meet these targets. The actions are divided into ongoing, short, medium and long-term timelines and specify City roles and potential partners. The actions range from advocacy to facilitating community change to exploring changes in municipal operations. Outcomes from these actions will support an increase in quality child care options for families while contributing to a stronger and more sustainable system of early learning and care.



## Glossary of Terms

**Affordable Child Care Benefit (ACCB):** On September 1, 2018, the Affordable Child Care Benefit replaced the Child Care Subsidy. This funding will help families with the cost of child care, depending on factors like family size, type of care and household income.

**BC Early Childhood Tax Benefit (BCECTB):** A tax-free monthly payment made to eligible families to help with the cost of raising young children under the age of 6 years. Benefits from this program are combined with the Federal Canada Child Benefit (CCB) and the BC Family Bonus Program (BCFB) into a single monthly payment.

**Canada Child Benefit (CCB):** A federally funded tax-free financial benefit, adjusted according to income, disbursed to families with children under 18 years. It is intended to help families with the cost of raising children.

**Child Care:** As referenced in this report child care has the meaning of a licensed child care program complying with the BC Community Care & Assisted Living Act and the BC Child Care Licensing Regulation. Programs provide care for three or more children, meeting specific requirements for health and safety, license application, staff qualifications, quality space and equipment, staff to child ratio, and program standards. Child care also means a Registered Licence-Not-Required Care program registered with a Child Care Resource and Referral Centre. A registered child care provider will have completed a registration process including criminal record checks, character and physicians' references, a home-setting review, as well as providing proof of first aid, group liability insurance and child care training.





**Child Care Operator (or Child Care Provider):** A person providing child care on an ongoing basis. The person may be employed directly by the parents to care for the child(ren) either in their own home or in the child care provider’s home or (s)he may be an employee in a licensed group child care facility.

**Child Care Resource and Referral (CCRR):** A provincially funded local support service to enhance the availability and quality of child care options by: advertising, recruiting and assessing potential family child care providers when a license is not required; supporting family and group child care providers; establishing and maintaining a registry of licensed and/or regulated child care options in the community; and providing resource and referral information to support parents’ ability to select quality child care. The Richmond Child Care Resource and Referral Centre is located in the Richmond Caring Place and is under the auspices of Richmond Cares Richmond Gives.

**Child Requiring Extra Support:** A child who, for physical, intellectual, emotional, communicative or behavioural reasons, requires support or services that are additional to, or distinct from, those provided to other children.

**Early Childhood Education (ECE):** A course of study which is required for those wishing to become Registered Early Childhood Educators. Post-basic training may lead to an Infant/Toddler or Special Needs certificate.

**Family Child Care—Licensed:** Child care offered in the child care provider’s own home for a maximum of seven children.

**Group Child Care:** The provision of care to children in a non-residential group setting. Group child care facilities must be licensed with Community Care Facilities Licensing.

**Group Child Care—Under 36 Months:** Group child care for a maximum of 12 children under 36 months. Child care providers must have Early Childhood Education training.

**Group Child Care—30 Months to School-Age:** Group child care for a maximum 25 children aged 30 months to school-age (5 to 6 years), with no more than two children younger than 36 months. Child care providers must have Early Childhood Education training.

**Group Child Care—School-Age (5 to 12 years):** Care provided to children before and after school hours. The maximum group size is 30 if all children are in Grade 2 or higher. If any children present in the program are in Kindergarten or Grade 1 then the maximum group size is 24.

**In-home Multi-Age Care:** Child care in a provider’s own home for a maximum of eight children (birth–8 years). The licensee must be a certified early childhood educator.

**Infants:** Children between birth and 18 months.



**Licensed Child Care Facility:** A child care facility that meets the requirements of the Community Care and Assisted Living Act and the Child Care Regulation.

**Licensed Child Minding:** a child care program under contract to the government that provides services to immigrants.

**License-Not-Required (LNR) Family Child Care:** Family child care homes that offer care for one or two children unrelated to the provider of child care. These operations are not required to obtain a license through Community Care Facility Licensing authorities; however, they may choose to register with a Child Care Resource and Referral Centre. Registered License-Not-Required Child Care providers must complete a minimum of 20 hours of family child care training (or responsible adult training) prior to, or within one year of registering as a Registered LNR child care provider.

**Low Income:** Canada does not have an official poverty line; however, several measures of low income exist (e.g. Low income Cut-Off, Market Basket Measure). For the purpose of this project, the after-tax Low income Measure (LIM) is used. The LIM is a pure measure of relative low income, defined as half the median family income (adjusted for family size). According to Vibrant Communities Canada, LIMs are the most frequently used measure internationally, particularly when making comparisons between countries.

**Multi-age Group Care:** Similar to group child care but serves children from birth to 12 years.

**Occasional Care:** A service for children who are at least 18 months who require part-time or occasional care only. Care is for a maximum of eight hours a day and no more than 40 hours per calendar month.

**Parent or Guardian:** A parent or other entrusted person responsible for the care and upbringing of, and decision making about, a child.

**Preschool:** Care provided for a maximum of four hours per day for children aged 30 months to 5 years. Preschools have a maximum group size of 20, and a staff trained in Early Childhood Education.

**Preschooler:** Children between the ages of 30 months to 5 years.

**School-Age Child Care:** See Group Child Care–School-Age.

**Supported Child Development (SCD):** Funded by the Ministry of Children and Family Development and delivered by community agencies, Supported Child Development (SCD) Programs help families of children with developmental delays or disabilities to gain access to inclusive child care. The Richmond SCD program serves families with children from birth to 19 years, partnering with community licensed child care programs to offer a range of options for local families whose children require additional supports to attend child care programs for various age groups.

**Toddlers:** Children between the ages of 18 and 36 months.

# Introduction

In 2018, the Province of British Columbia announced a total of \$1 billion in expanded investment in the child care sector over the next three years.<sup>1</sup> This included \$237 million to improve access to child care, including funding the creation of 22,000 new licensed child care spaces.

Through the Community Child Care Planning Program, administered by the Union of British Columbia Municipalities (UBCM), the Province of British Columbia provided \$2.85 million to local and regional governments to engage in child care planning activities to develop a community-specific child care action plan. In early 2020, the City of Richmond received a Community Child Care Planning Program grant and is one of 74 local governments to have received this funding.

The purpose of the *2021–2031 Richmond Community Child Care Action Plan* is to:

- Compile a current child care inventory for Richmond;
- Provide an overview of child care concerns and needs expressed by parents and child care providers;
- Share opportunities and challenges offered by City staff, community stakeholders and child care providers;
- Review current policies, guidelines and documents to inform actions;
- Establish child care space creation targets for 2031;
- Identify ongoing, short-term, medium-term and long-term actions to support the creation of new, licensed child care spaces; and
- Inform the Province of British Columbia of child care needs in Richmond.



<sup>1</sup> The new Child Care BC Plan, with an investment of \$1 billion over three years, was announced as part of Budget 2018.

The City of Richmond has earned a reputation for being a frontrunner in its commitment to child care. Richmond’s Official Community Plan promotes “the establishment and maintenance of a comprehensive child care system to provide accessible and affordable quality programs.” The City has demonstrated its commitment by establishing a Child Care Development Statutory Reserve Fund, building City-owned child care facilities and Early Childhood Development (ECD) Hubs, and conducting regular child care needs assessments. The City of Richmond is also a strong advocate for quality child care and continues to work collaboratively with community partners to address the needs of children, families, and employers.

The development of this Child Care Action Plan builds on the *2017–2022 Richmond Child Care Needs Assessment and Strategy*, the fourth child care needs assessment and strategy undertaken by the City of Richmond since 1995. This foundational document identifies key child care needs for families including the need for additional child care spaces. While the supply of licensed child care spaces in Richmond has increased over time, parents continue to face challenges in finding quality placements for their children that are accessible and inclusive. The demand for child care still outweighs the availability of licensed child care spaces.

Through research and community engagement, the City of Richmond has collected information regarding the child care needs and priorities of the community; updated the inventory of existing child care spaces; identified child care space creation targets; and proposed actions to meet these targets. As senior levels of government expand their investments into a child care system, the City of Richmond continues to commit to increasing the availability of child care spaces in Richmond.

## Federal and Provincial Role in Child Care Space Creation

Both the federal and provincial governments have recently emphasized their commitment to child care. The federal government has committed \$20 million to developing a Canada-wide early learning and child care system<sup>2</sup>, modelled on the one already in place in Quebec, where parents have access to child-care services for less than \$10 a day. The provincial government in British Columbia has committed to moving forward on:

- Continuing to ensure the delivery of safe, quality child care through the COVID-19 pandemic and recovery.
- Integrating child care into the broader learning environment by developing a strategy to move responsibility for and regulation of child care to the Ministry of Education by 2023.
- Enshrining the concept of universal child care in legislation to protect the principles of affordable, accessible, inclusive and quality child care.

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<sup>2</sup> 2020 Fiscal Update. Government of Canada.

- Continuing to implement Childcare BC, the government’s ten-year plan to provide universal, affordable, accessible, quality and inclusive child care to every family that wants or needs it, with the goal of no family paying more than \$10 a day for licensed childcare when fully implemented.
- Continuing to improve the affordability of child care, including working closely with the federal government to expand the number of \$10 a day child care spaces across British Columbia.
- Continuing to expand the number and availability of child care spaces by ensuring that whenever government builds a new school, hospital or other project, child care is considered.
- Working toward providing universal access to before and after school care, prioritizing care on school grounds so parents know their children are safe at one place for the full work day.
- Implementing and enhancing an Early Care and Learning Recruitment and Retention Strategy, including expanding the Early Childhood Educator (ECE) wage enhancement program to ensure that ECE’s are a well-supported profession, just like other professionals who work in B.C.’s education system.<sup>3</sup>



3 Ministerial mandate letter to Katrina Chen, Minister of State for Child Care. 2020.



## Municipal Role in Child Care Space Creation

Municipal governments do not traditionally have a direct responsibility for child care or other social services. However, as outlined in the *2017–2022 Richmond Child Care Needs Assessment and Strategy*, municipalities pay attention to child care and other social needs of the community as a part of supporting residents and fostering a thriving community. The City of Richmond has earned a reputation for being a model in its commitment to child care.

Through regular ongoing analysis of data, tracking changes in child care spaces, public engagement efforts and annual updates, the City of Richmond is well positioned to make informed and effective progress to build on its ongoing child care commitments. The City already plays a key leadership role in child care policy and planning, facility approvals, as well as managing and maintaining ten existing child care facilities. The ongoing collaborative work with community partners, including the Richmond School District, Community Associations and Societies, multi-service agencies who support families and child care operators, remains critical to integrate and advance an accessible, affordable, and quality child care system in Richmond.

As part of its strong, long-standing commitment to child care, the City of Richmond employs designated child care staff who provide leadership and support to other City departments and community partners, including the Richmond School District, Community Associations and Societies, multi-service agencies who support families and child care operators, to implement and facilitate the City of Richmond’s seven child care strategic directions.

**1** Enhancing child care policy and planning

**2** Creating and supporting child care spaces

**3** Undertaking advocacy

**4** Improving accessibility and inclusion

**5** Collaborating and partnering

**6** Advancing research, promotion and marketing

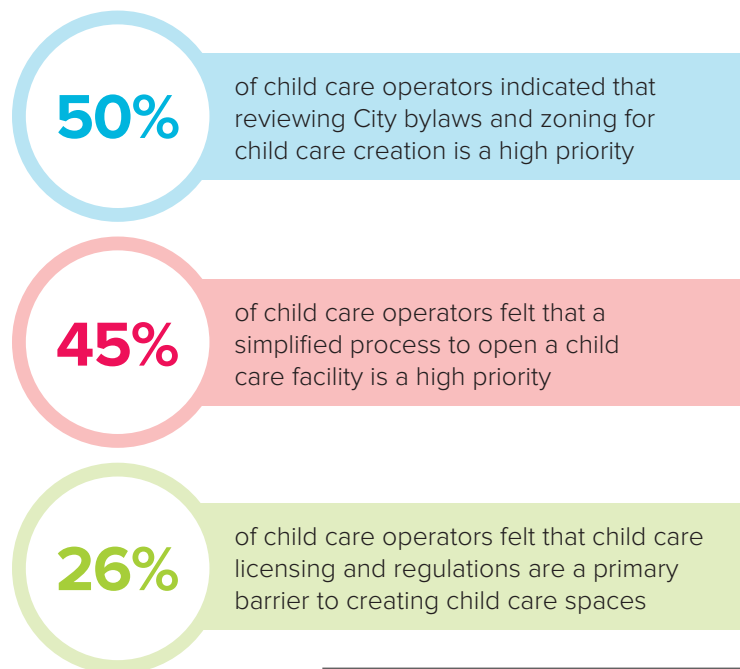
**7** Monitoring and renewing

These strategic directions, from the *2017–2022 Richmond Child Care Needs Assessment and Strategy*, guide and direct City of Richmond departments involved with child care issues. The *2021–2031 Richmond Child Care Action Plan*, funded by UBCM, has enabled the City of Richmond to deepen its engagement with child care planning activities. The Child Care Action Plan is the next step in responding to the increased demand for quality child care spaces over the next 10 years.

The engagement process through this planning process indicated that families, child care operators and key stakeholders count on the City of Richmond for additional advocacy and continued leadership to support and facilitate child care space creation. This will include:

- Working with other public partners, including the Richmond School District and Vancouver Coastal Health, to increase the number of child care spaces in public facilities in order to provide stable, dedicated space for child care;
- Supporting the needs of both private and not-for-profit child care operators; and
- Providing additional engagement and education activities to large employers and advanced education institutions.

In summary, the current state of child care in Richmond and the role of the City of Richmond in child care informs this Child Care Action Plan, including identified targets for child care space creation. It also shapes the recommended actions for how the municipality can play an integral role to address the fact that there is not a sufficient number of quality child care spaces to meet current demand and community growth.



Child Care Operator Survey, City of Richmond (2020).

## Methodology

The development of the *2021–2031 Richmond Child Care Action Plan* required the integration of information about child care from a variety of sources. The City of Richmond has curated this through the *2017–2022 Richmond Child Care Needs Assessment and Strategy* and the report’s annual updates. This information has been analyzed alongside population projections from BC Stats and an inventory of licensed child care spaces. In addition, data was collected through engagement and consultation with families, child care operators and key community stakeholders. This provided insight into opportunities for child care space creation in Richmond.

The Richmond Child Care Action Plan Stakeholder Advisory Committee was created to facilitate the engagement of families, to gather perspectives and experiences, and to provide guidance to the project. Representatives were recruited from 11 organizations based on their relationships, reputation and specific expertise and to ensure the needs of Richmond child care organizations and families were reflected. This committee played a crucial role in light of the COVID-19 pandemic as the need arose to gather information in a different manner than originally planned.

The inventory of child care spaces across the municipality was compiled using information from Vancouver Coastal Health Community Care Facilities Licensing (VCH-CCFL) and the Ministry of Child and Family Development Child Care Operating Funding (MCFD-CCOF).

Municipal government plans, bylaws and policies impact and influence the local child care landscape. An environmental scan of documents that directly and indirectly relate to child care for the City of Richmond was conducted to inform action planning (Appendix A). The review sought to identify current best practices and potential opportunities that enable or restrict the growth and sustainability of child care in Richmond.





A parent survey (Appendix B) was promoted and delivered using the City of Richmond’s public engagement platform, Let’s Talk Richmond. The survey asked for opinions on and experiences with accessibility, quality, and affordability of child care in the community. There were 199 responses, representing parents and non-parents. While COVID-19 limited the ability to engage through outreach strategies, particularly in-person engagement, response rates were similar to previous City of Richmond child care surveys.

A survey was also made available for child care operators (Appendix B), providing perspectives from those currently working in the early childhood care and education sector. The survey asked about opportunities and barriers that affect both child care delivery and child care space creation, as well as about the challenges that influence the accessibility and quality of care. A total of 65 child care programs responded to the survey, representing 2,053 licensed child care spaces in Richmond.

Two other surveys were distributed: one targeting large employers and advanced education institutions and one for organizations working with children and families in Richmond. The response rate for both these surveys was low, as discussed further in the ‘Key Findings’ section of this document.

Throughout October 2020, a series of virtual, web-based meetings and telephone interviews took place with key stakeholders. Key stakeholders were identified as important partners in the development and delivery of child care in Richmond and included:

- City of Richmond Planning and Development Division;
- City of Richmond Building Approvals Department;
- Richmond Fire-Rescue;
- School District 38;
- Child care staff from Community Centre Associations and Societies;
- Ministry for Children and Family Development;
- A Richmond child care facility operating as a Universal Prototype Site;
- Organizations supporting young parents; and
- Organizations supporting children who require extra support.

Individual and group interviews were conducted (Appendix B) to learn more about population sub-groups, including newcomer, immigrant and refugee families; families with children who require extra support; families with parents under the age of 24 years; and families with low income. Interviews with City of Richmond staff provided insight into the experiences across multiple departments who support or contribute to child care space creation processes. Results of the engagement process can be found in the ‘Key Findings’ section of this document.

The data and information gathered within the Child Care Action Plan provides a comprehensive overview of Richmond’s demographics, child care needs and emerging trends. It was used to inform the child care space creation targets and the proposed actions, while also ensuring alignment with the City of Richmond’s strategic mandate and objectives.





# Richmond Community Profile

The health and development of children are influenced by the communities and families in which they live. The characteristics of Richmond’s population, in the context of neighbourhoods, families, and children are considered when developing child care space creation targets and the actions necessary to achieve them.

## Population

Population-level data, including population projections, has been reviewed to understand the needs of families and children in Richmond. As of 2016, there were 198,305 people residing in Richmond. Approximately 12% of the population was 12 years and younger. Between 2001 and 2016, the overall population increased by over 20%.<sup>4</sup>

## Children in Richmond

In 2016, 27,240 children aged 0 to 14 years resided in Richmond. This is a decrease of 3% from 2001.<sup>5</sup>

**Table 1: Children by Planning Area**

Planning Area	Number of Children Aged 0–12 years (2016)
Blundell	2,050
Bridgeport	415
Broadmoor	2,770
City Centre	5,370
East Cambie	1,385
East Richmond	375
Fraser Lands	10
Gilmore	60
Hamilton	815
Sea Island	125
Seafair	1,965
Shellmont	1,435
Steveston	3,425
Thompson	2,025
West Cambie	1,215

<sup>4</sup> 2016 Census, Statistics Canada. Government of Canada.

<sup>5</sup> 2016 Census, Statistics Canada. Government of Canada.

## Population Growth

Between 2011 and 2016, Richmond’s population grew by 4.1%, increasing from 190,475 to 198,305. Richmond’s current population in 2020 is estimated to be 231,689, an increase of 16.8% since 2016.<sup>6</sup>

## Indigenous Identity

Among children in Richmond, less than 1% identified as First Nations, Metis or Inuit in 2016, in comparison to 10% of children provincially. 1.7% of Richmond children were reported to have Indigenous ancestry, where as 11% of children were reported to have Indigenous ancestry in B.C.<sup>7</sup>

## Immigrant Population

In 2016, 60% of Richmond residents self-reported as immigrants. This is compared to 41% in the Greater Vancouver Region and 28% in BC. Among children aged 14 years and younger, 16% of those living in Richmond were immigrants, compared to 10% in Greater Vancouver and 7% in B.C. Among Richmond children reporting as immigrants, the majority immigrated from China (47%) and other countries in Asia (40%).<sup>8</sup>

## Family Structure

Children have always grown up in a variety of family structures. Most children live in two parent families, while others live in lone-parent, blended and multi-generational families. Family structure and the availability of other family members to provide care for children can impact the need for child care. In Richmond, 49% of responding parents indicated that there is another family member who can provide care for their children.

## Couple Families with Children

Among families with children at home and living in Richmond, 74.4% identified as a couple family in 2016. 93% of the 28,230 couple families with children living in Richmond, consisted of two married or common-law parents and their biological or adopted children; 7% represented step-families.<sup>9</sup>

## Lone-Parent Families

In 2016, 21% of all families in Richmond were headed by a female lone-parent, while male lone-parent families accounted for just over 4% of all census families with children.<sup>10</sup>

## Multi-Generational Families

There were 4,460 multigenerational households in Richmond in 2016, accounting for 6% of all private households in the City. In 2016, multigenerational households represented the fastest growing household type in Canada.<sup>11</sup>



6 City of Richmond Projections (with Urban Futures Inc.). As reported in Richmond Hot Facts. City of Richmond. September 2020.

7 2016 Census, Statistics Canada. Government of Canada.

8 2016 Census, Statistics Canada. Government of Canada.

9 2016 Census, Statistics Canada. Government of Canada.

10 2016 Census, Statistics Canada. Government of Canada.

11 2016 Census, Statistics Canada. Government of Canada.



## Income and Employment

Higher income levels provide families with the means to access higher quality services and goods. As income rises, so does access to quality child care, nutritious food and secure housing.

### Median Income

The 2015 median annual household income, as outlined in the 2016 Census, in Richmond was \$65,368. This is similar to Vancouver and Burnaby, however it is lower than the regional median.<sup>12</sup>

Median incomes can vary substantially by type of household. The 2015 median after-tax income for couples living in Richmond with children was \$84,405. For lone-parent families the median income was \$45,551. Male-headed lone-parent families had a median after-tax income of \$51,648, while female-headed lone-parent families had a median after-tax income of \$43,892.<sup>13</sup>

### Mothers in the Labour Force

In Richmond, 66.3% of women with children are in the labour force. This ranges from 64.2% of women with children up to 6 years, and 68.4% of women with children 7 to 12 years.<sup>14</sup>

### Low Income

In Richmond, 25.6% of children ages 0 to 17 years, lived in low income households in 2016, based on the low income measure, after tax (LIM-AT). Richmond had a higher percentage of children living in low income households than the BC provincial rate of 20.3%.<sup>15</sup>

## Child Vulnerability

Population-level data collected through the Human Early Learning Partnership (HELP) provides an overview of the current health, development and vulnerability of Richmond's children. This information is integral to the delivery of early childhood and family strengthening services and supports in Richmond, and contributes valuable information for the planning of additional child care in the city.

HELP focuses on three broad domains that influence the overall development of the whole child: physical, social-emotional and language-cognitive. HELP explores the many interactive and intersecting environments in which children are born, grow, play, learn, work and age, as well as factors that contribute to or determine lifelong health and well-being. Data is collected on a continuum across multiple age groups from 12 months to 12 years. This research is used to influence policies, practices, and programs for children and families.

<sup>12</sup> 2016 Census, Statistics Canada. Government of Canada.

<sup>13</sup> 2016 Census, Statistics Canada. Government of Canada.

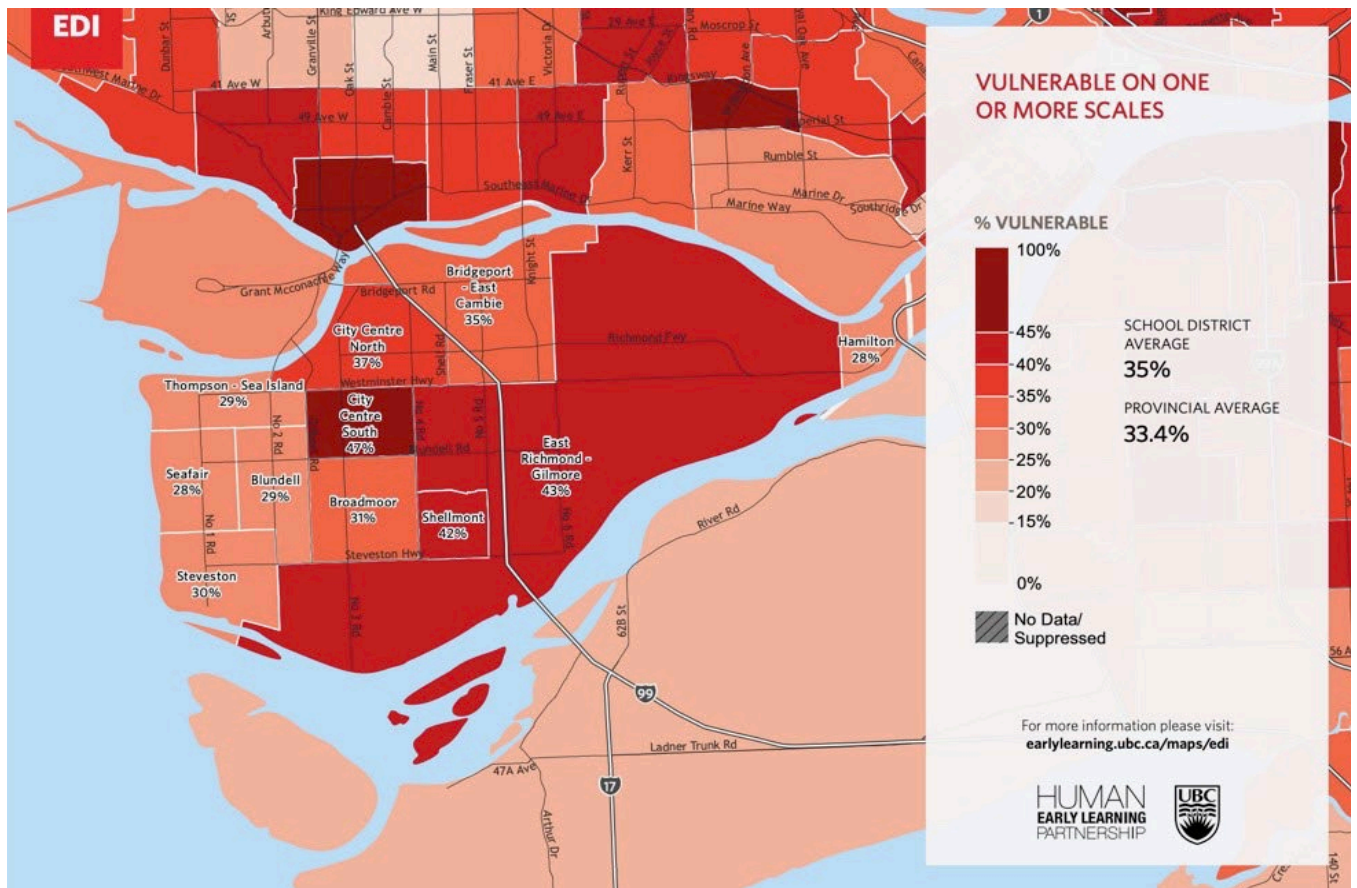
<sup>14</sup> 2016 Census, Statistics Canada. Government of Canada.

<sup>15</sup> 2016 Census, Statistics Canada. Government of Canada.

### The Early Development Instrument (EDI)

The Early Development Instrument (EDI), is a survey completed by teachers in elementary schools, collecting information on children in kindergarten. The data reports on five vulnerability scales: physical health and well-being, language and cognitive development, social competence, emotional maturity, and communication skills and general knowledge. Population-level data is reported to demonstrate the percentage of children vulnerable on one or more scales of the EDI. Figure 1 provides a snapshot of the vulnerability of Richmond’s children on one or more of these scales, by planning area.<sup>16</sup>

**Figure 1: Richmond School District EDI Map Wave 7, Vulnerable on one or more scales**



<sup>16</sup> EDI Wave 7 Community Profile: Richmond School District. Human Early Learning Partnership. University of British Columbia. Vancouver, BC. February 2020.

The most recent EDI data collected across BC was Wave 7 (2016–2019) and can be used to outline trends in children’s development since Wave 2 (2004–2007). In the Province of BC, overall vulnerability of children has increased to 33.4% on one or more scales of the EDI. In Richmond, the overall vulnerability on one or more scales is 35.0%, which is slightly higher than the provincial average. While Richmond’s children show higher vulnerability on one or more scales than the provincial average, there was no increase in vulnerability from Wave 6 (2013–2016). Over time, from Wave 2 to Wave 7, there has been an overall increase in vulnerability in Richmond, with four neighbourhoods reporting a meaningful increase in vulnerability on one or more scales: City Centre North, City Centre South, Shellmont and Steveston. Other neighbourhoods have remained stable in their rates of vulnerability in the same time period.<sup>17</sup>

HELP also collects data on early child development through the Toddler Development Instrument (TDI), a questionnaire for parents and caregivers of children aged 12 to 24 months. Data from the TDI relevant to child care usage is further explored in the ‘State of Child Care in Richmond’ section of this report.



Richmond is currently a pilot site for the Toddler Development Instrument (TDI), which collects information on children, ages 12 to 24 months. The TDI asks parents and caregivers of toddlers to report on the early experiences and environments of the children and their families. In the 2020 launch of the questionnaire in Richmond, 331 TDI’s were completed in either Simplified Chinese or English. This represents 18% of the 1859 families with children in this age range. This is one of several invaluable measures administered by the Human Early Learning Partnership available to support child care planning in Richmond.

<sup>17</sup> EDI Wave 7 Community Profile: Richmond School District. Human Early Learning Partnership. University of British Columbia. Vancouver, BC. February 2020.

# State of Child Care in Richmond

This section provides information about existing licensed child care in Richmond, including an assessment of child care space availability and utilization. A summary of key findings from survey, interview and focus group engagement data is also provided. The combination of quantitative and qualitative data shows trends in child care availability, distribution and utilization, suggesting recommended actions that will effectively increase child care capacity.

## Child Care Inventory

An inventory of child care spaces in Richmond was created using Ministry of Children and Family Development Child Care Operating Funding (MCFD-CCOF) information provided by the Union of British Columbia Municipalities. Since some child care programs may not access MCFD-CCOF, this information was further developed using Vancouver Coastal Health–Community Care Facilities Licensing (VCH-CCFL) data.



**69%**  of **PARENTS** who are not able to access childcare **ARE ON A WAITLIST**

**Table 2: Type of Care and Licensed Spaces in Richmond, 2020**

Type of Licensed Child Care	Number of Licensed Child Care Spaces
Group Childcare (Under 36 Months)	1,211
Group Childcare (30 Months to School Age)	2,850
Group Childcare (School Age)	1,817
Family Childcare	197
In-Home Multi-Age Childcare	72
Multi-Age Childcare	120
Preschool	729
Occasional Childcare	26
<b>Total</b>	<b>7,022</b>

In addition to capturing the type of care and number of licensed spaces, the process of completing the Child Care Inventory also highlighted the following specific child care services that are limited and/or absent in Richmond:

- There are no licensed centres offering extended hours (defined by UBCM as hours outside of 7am to 7pm);
- There are no centres that offer overnight care;
- There is a lack of flexible licensed child care options for parents who work part-time or whose schedules change due to shift work. This includes regular or variable part-time care, non-traditional hours or intermittent care;
- There are insufficient child care spaces located in schools or on school property. Based on 2018 data, there were 43 licensed child care programs co-located with Richmond School District, providing a total of 1,007 licensed spaces; 160 Preschool spaces, 672 Group Care (School Age) spaces, and 175 Group Care (30 Months to School Age) spaces;<sup>18</sup>
- There are opportunities for more and expanded child care programs co-located with other community services.

Richmond’s population grew approximately 4% between 2011 and 2016, with more concentrated population growth increases in some neighbourhoods. As the population continues to increase, the demand for child care spaces will also increase. Despite a 21% increase in child care spaces between 2016 and 2020, Richmond only saw a 3% increase from 2019 to 2020. Survey and focus group data from child care operators suggest that this may be attributed to difficulties in securing land and building space, and challenges recruiting and retaining staff. In addition, the uncertainty and financial implications of the COVID-19 pandemic have impacted child care expansion. Table 3, based on the child care inventory, shows the changes in the number of spaces over the last four years, with specific attention to changes between 2019 and 2020.

18 SD38 Long Range Facilities Plan. Richmond School District. 2019.



**Table 3: Changes in the Number of Spaces per 100 Children (2016–2020)**

Type of Care	2016	2018	2019	2020	% Change 2016–2020	% Change 2019–2020
Group Care (Under 36 Months)	664	928	1,023	1,211	+ 82%	+ 18%
Group Care (30 Months to School Age)	2,103	2,581	2,708	2,850	+ 36%	+ 5%
Group Care (School Age)	1,666	1,685	1,822	1,817	+ 9%	+ 0%
Family Child Care	341	234	248	197	– 42%	– 21%
In-home Multi-age Care	81	104	105	72	– 11%	– 31%
Multi-age Care	88	96	80	120	+ 36%	+ 50%
Preschool	819	769	791	729	– 11%	– 8%
Occasional Care	40	42	26	26	– 35%	0%
<b>Total</b>	<b>5,802</b>	<b>6,439</b>	<b>6,803</b>	<b>7,022</b>	<b>21%</b>	<b>3%</b>

Since 2016, notable highlights include:

- ➔ Spaces for licensed Group Care (Under 36 Months) and Group Care (30 Months to School Age) have expanded.
- ➔ A slight increase in the number of Group Care (School Age) spaces.
- ➔ A negative trend in space availability for Family Child Care, In-home Multi-Age Care, Preschool and Occasional Care.

## Child Care Space Distribution

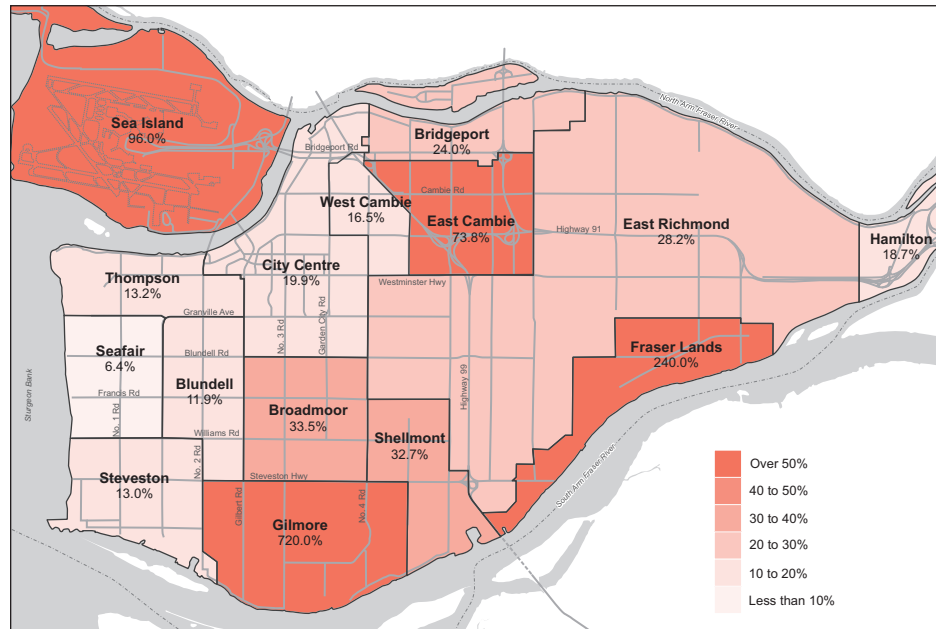
Licensed child care spaces and child population were mapped according to the City of Richmond’s planning areas. The maps provide the proportion of licensed group care spaces operating per child population and are displayed as a percentage per 100 children residing in a planning area. As seen in Figures 2, 3, and 4, with each map corresponding to a type of licensed Group Care, there is variation both by planning area and child care programming type. The lowest proportion of child care spaces per 100 children is displayed for licensed Group Care (School Age).





In 2020 there were **23.1 GROUP CARE (UNDER 36 MONTHS) SPACES** per 100 children aged 0 to 2 years in Richmond

**Figure 2: Percent of Child Care Need Met for Children Aged 0 to 2 Years through Licensed Group Care (Under 36 Months) by Planning Area, 2020**

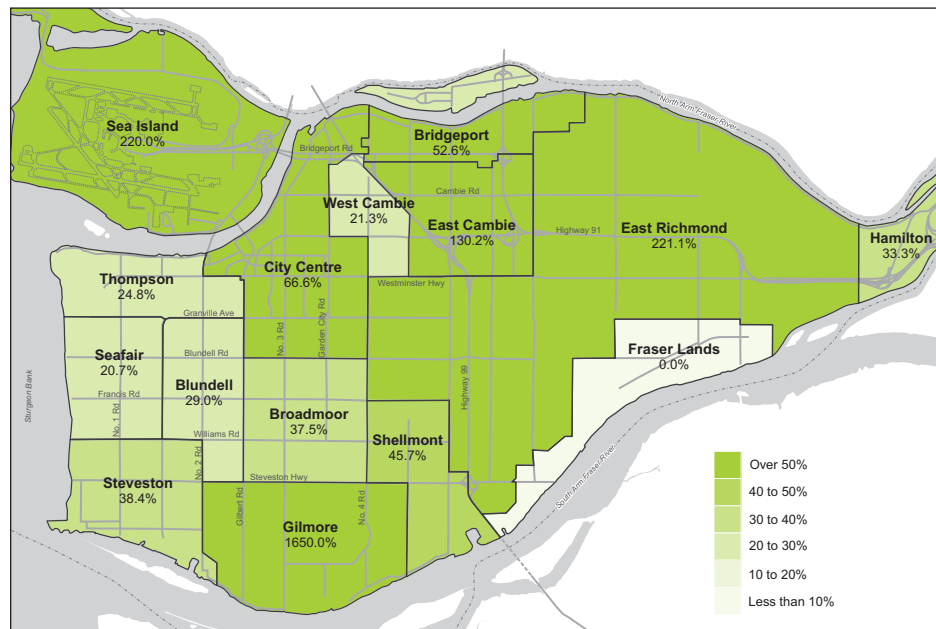


Note: Does not include family child care, multi-age care, in-home care, occasional care or preschool programs. Population data is based on 2016 Census data.



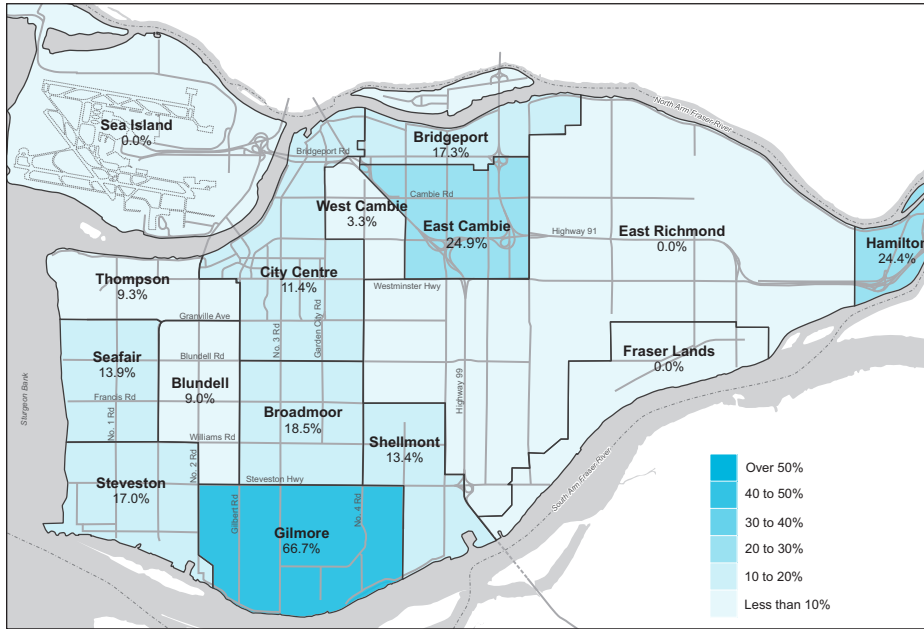
In 2020 there were **53.7 GROUP CARE (30 MONTHS TO SCHOOL AGE) SPACES** per 100 children aged 3 to 5 years in Richmond

**Figure 3: Percent of Child Care Need Met for Children Aged 3 to 5 Years through Licensed Group Care (30 Months to School Age) by Planning Area, 2020**



Note: Does not include family child care, multi-age care, in-home care, occasional care or preschool programs. Population data is based on 2016 Census data.

**Figure 4: Percent of Child Care Need Met for Children Aged 6 to 12 Years through Licensed Group Care (School Age) by Planning Area, 2020**



In 2020, there were **14.2 GROUP CARE (SCHOOL AGE) SPACES** per 100 children.

Note: Does not include family child care, multi-age care, in-home care, occasional care or preschool programs. Population data is based on 2016 Census data.



In 2020 there were **30 CHILD CARE SPACES** per 100 children from birth to 12 years in Richmond.



### Child Care Utilization

In Richmond, the child care inventory reveals that there are licensed child care spaces for 30% of the 2016 child population. Table 4 reports the variations in the proportion of child care spaces per child population according to the type of child care license. Relative to the corresponding child population, there is a greater proportion of licensed Group Care (30 Months to School Age), and a lower proportion of licensed Group Care (School Age) spaces. Due to the complexity of calculating the ages of children enrolled in family child care and multi-age care, these spaces are not reported on in this manner.

**Table 4: Number of Licensed Child Care Spaces per 100**

Type of Child Care License	Number of Licensed Child Care Spaces	Child Population*	Child Care Spaces per 100 Children
Group Care (Under 36 Months)	1,211	5,250	23.1
Group Care (30 Months to School Age)	2,850	5,305	53.7
Licensed Group Care (School-Age)	1,817	12,830	14.2
<b>Total</b>	<b>7,022**</b>	<b>23,385</b>	<b>30.0</b>

\* Child population data is based on 2016 Census data.

\*\* This includes family child care, multi-age care, in-home care, occasional care and preschool programs.

### WHAT WE HAVE HEARD

I've found our City's community centres and staff are amazing. I think there are really good opportunities to expand affordable child care offerings here.  
-Parent

Co-locating [child care] at schools would provide the greatest benefit for children with easier transition to kindergarten and no need to go elsewhere after school.  
-Public partner

I was on a waitlist for 3 years before getting a call and when I did, it didn't fit in my schedule.  
-Parent

Every school should have out of school care available on site or within walking distance whether public or private.  
-Parent

I would like to see more programs offer part time care.  
-Parent

Need improved coordination between City and licensing.  
- Child Care Operator

I would like to see more availability for outdoor childcare spaces that could be developed on school grounds.  
-Parent

### Toddler Development Instrument

For children between 12 to 24 months, the Toddler Development Instrument (TDI), implemented by HELP, indicates the type of child care arrangement that participating families report using. In Richmond, licensed care makes up 25.3% of child care arrangements used by families participating in the TDI. The parent survey responses in Table 5 may be indicative of what is available and accessible to families, whether or not it is their ideal choice.

**Table 5: 2020 Richmond TDI Results—Main Child Care Arrangement, by Age of Child**

	12 to 18 months (N=171)	19 to 24 months (N=158)	Overall (N=329)
Parental care only	54.9%	40.1%	47.7%
Relative, other than parent	18.3%	21.8%	20.0%
Licensed child care centre	15.7%	24.5%	20.0%
Licensed family child care home	3.9%	6.8%	5.3%
Caregiver in my home	*	*	2.0%
Other	5.2%	4.8%	5.0%

\* Suppressed due to cell size under 5 children

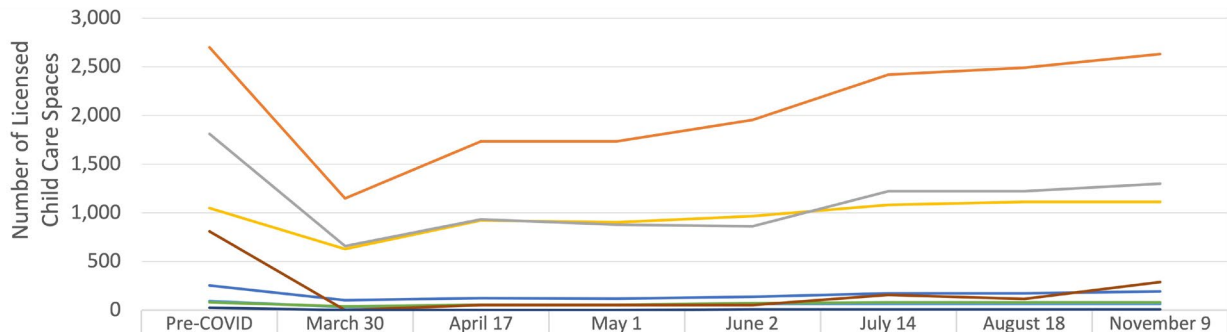
### Impact of COVID-19 on Child Care Usage

Since the start of the COVID-19 pandemic, many families have altered their child care arrangements in response to the wide-spread changes to schooling, employment and the closure of many child care programs. The vulnerability and instability of the child care sector in B.C. has been highlighted as centres struggled with the health and safety requirements, financial impacts and staffing required to deliver this essential service under uncertain conditions. Public health recommendations that children spend more time outdoors have also created a renewed interest in outdoor programming and the inclusion of outdoor programs within the child care regulations.

The long term impact of the COVID-19 pandemic on child care space sustainability and future space creation is not known. Data has been collected from the Richmond Child Care Resource and Referral Centre to highlight the short term changes in the number of licensed child care spaces from March 25 to November 9, 2020 (Figure 5) and will require further monitoring as public health guidelines continue to impact families.



**Figure 5: Change in the Number of Licensed Child Care Spaces by month and type of care, March 2020–November 2020**



	Pre-COVID	March 30	April 17	May 1	June 2	July 14	August 18	November 9
Group Child Care (Under 36 Months)	1,049	627	921	903	965	1,081	1,113	1,113
Group Child Care (30 Months to School Age)	2,700	1,149	1,734	1,734	1,954	2,419	2,490	2,630
Group Child Care (School Age)	1,811	659	932	878	861	1,221	1,221	1,298
Family Child Care	255	104	125	118	138	173	173	194
In-Home Multi-Age Child Care	95	32	56	56	64	64	64	64
Multi-Age Child Care	80	40	56	56	72	80	80	80
Preschool	811	0	53	53	53	157	116	289
Occasional Care	26	0	0	0	10	10	10	10
<b>Total</b>	<b>6,827</b>	<b>2,611</b>	<b>3,877</b>	<b>3,798</b>	<b>4,117</b>	<b>5,205</b>	<b>5,267</b>	<b>5,678</b>

### Key Findings

The data on child care spaces, utilization rates and population projections provides an understanding of child care infrastructure in Richmond. The supporting information from parents, child care operators and key stakeholders provides a further understanding of child care needs for families. This information includes the barriers that impact the accessibility of care for families, as well as opportunities and challenges that influence the creation of new child care spaces. Ongoing analysis and annual updates that track changes in licensed child care spaces, based on data from the *2017–2022 Richmond Child Care Needs Assessment and Strategy*, also add to the picture.

## Challenges for Parents

Results from the 2019 Early Learning and Child Care Arrangements survey by Statistics Canada showed that almost 52% of Canadian families chose to put their children in some form of child care. The primary reasons for selecting a particular child care arrangement for Canadian families was the location (61%), characteristics of the individual providing care (53%), hours of operation (41%) and affordability (40%). In addition, this survey by Statistics Canada indicates that over 36% of Canadian families reported having difficulties finding and securing child care. The main difficulties reported in order of prevalence were:

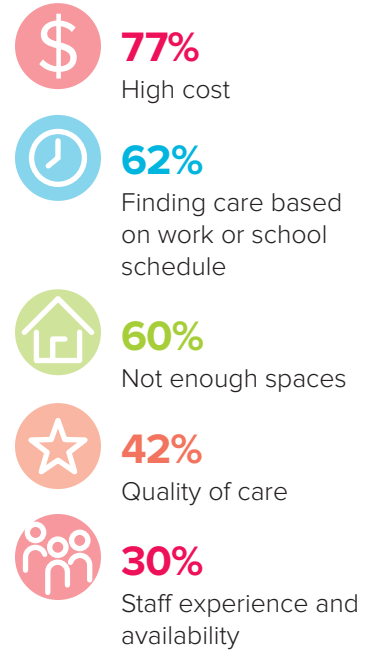
1. Availability;
2. Affordability;
3. Care that fits with family schedule; and
4. Quality of care.

These national results align with the parent survey completed for this planning project. 60% of respondents who completed the parent survey in Richmond indicated that there were not enough child care spaces available and, at some point, they had to place their child(ren) on a waitlist to receive care. While it is challenging to analyze child care waitlists in Richmond, many responding parents indicated that their child was on child care waitlists, and expressed having waited years to receive a spot.

In addition, most responding Richmond parents (77%) indicated that cost was a barrier to finding and accessing child care. Accessing care that fit with family schedules (62%) was also noted as a challenge. In addition, 42% noted finding quality child care as a challenge in their arrangements.

These challenges are further validated by the 2020 TDI data that show cost, availability of spaces, quality and hours of operation as the top challenges Richmond families are facing in efforts to secure child care arrangements specifically for their toddlers (Table 6).

### CHALLENGES THAT PARENTS FACE FINDING/ACCESSING CHILD CARE



**Table 6: TDI–Child Care Challenges, by Age of Child**

	12 to 18 months (N=153)	19 to 24 months (N=145)	Overall (N=298)
Cost	53.6%	57.2%	55.4%
Availability of spaces	49.7%	58.6%	54.0%
Quality of staff, activities, space	25.5%	33.8%	29.5%
Hours of operation	33.3%	27.6%	30.5%
Transportation	11.8%	11.7%	11.7%
Distance from home or work	24.2%	31.7%	27.9%
Information about child care	12.4%	17.2%	14.8%
Other	5.2%	4.8%	5.0%
None	6.5%	7.6%	7.0%
Not applicable	16.3%	10.3%	13.4%

Note: respondents could choose multiple responses.

Affordability is consistently the top barrier to accessing child care for families. Currently, the Government of BC is committed to reducing the cost of licensed child care and has implemented two strategies directed at families; the BC Affordable Child Care Benefit and Universal Child Care Prototype Sites that charge families no more than \$200/month for full time care. Currently there is one Prototype site in Richmond.<sup>19</sup>

### Child Care Location Barriers

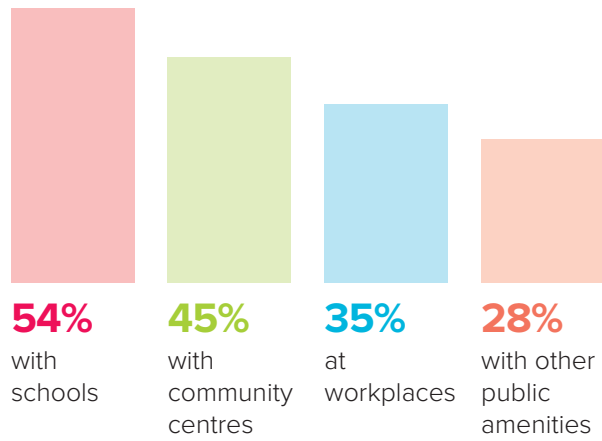
Engagement data suggests that the location of child care is an important variable that influences how parents make decisions about their child care arrangements. TDI data from 2020 demonstrates that 40% of families indicate transportation and/or distance from home or work as a challenge. The highest demand for child care space is for school age children, and the highest priority for location for any age care is in close proximity to schools. This sentiment was reflected across all surveys as well as stakeholder interviews and focus groups. Key stakeholders and child care operators also offered a child development perspective, emphasizing the importance of continuity of care and relationships for children, as well as the anticipated reduction in stress for children and parents when child care is located at or near schools.

<sup>19</sup> Child Care BC: Caring for Kids, Lifting Up Families: The Path to Universal Child Care. Government of British Columbia. 2018.



## HIGH PRIORITY CHILD CARE LOCATIONS

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Parent and Operator Survey, City of Richmond (2020).

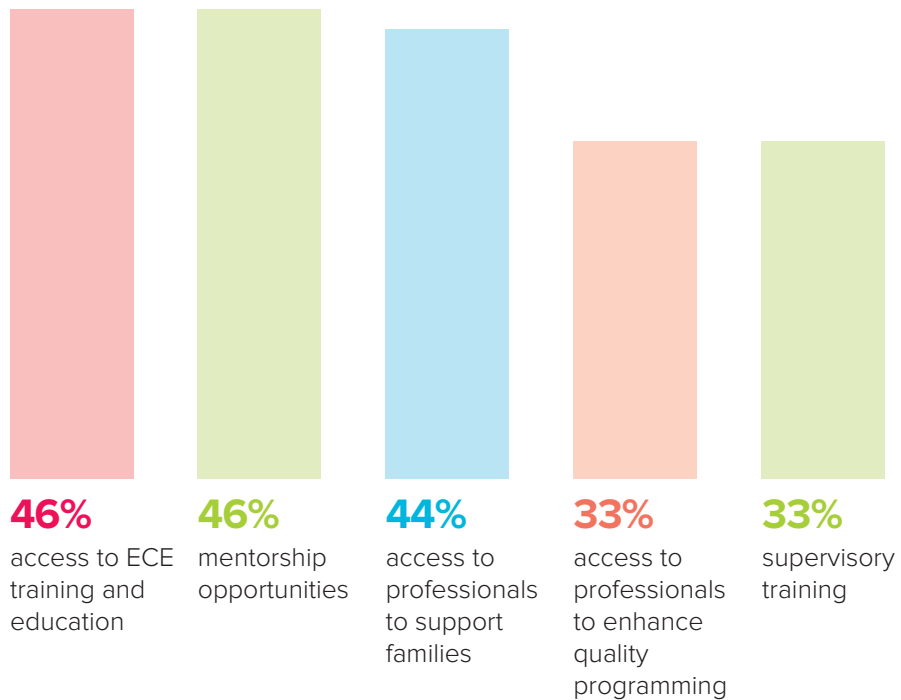


## Challenges in Providing Child Care

Child care operators provide a unique perspective on the delivery of child care services. The child care operator survey, coupled with key stakeholder interviews, highlight that child care workforce issues represent the primary challenge for Richmond child care facilities. Respondents indicate that the inability to recruit and retain qualified staff translates into the inability for centres to provide additional spaces, flexibility and in some cases, inclusive care.

The reasons for staffing challenges are historical and systemic, including low wages, lack of wage parity, low recognition of the value of child care, and limited availability for ongoing learning and professional and career development. Both child care operators and key stakeholders expressed that advocacy and funding for more training opportunities, higher wages, and increased benefits are the strongest ways to attract and retain new Early Childhood Educators (ECEs). To meet the goal of increasing spaces, comply with Child Care Licensing Regulations and maintain quality of care, more qualified staff are required. In order to increase child care spaces in Richmond, a robust community child care staff recruitment and retention plan is required.

### CHALLENGES FOR CHILD CARE OPERATORS



Child Care Operator Survey, City of Richmond (2020).

A related issue that emerged during the engagement process was the need to pay attention to practices of inclusion as a factor synonymous with quality child care. In the recent commitments made by the provincial government, access to inclusive child care to every family that wants or needs it is recognized as critical.<sup>20</sup> Moreover, Strategic Direction #4 of the *2017–2022 Richmond Child Care Needs Assessment and Strategy* guides municipal action to create and strengthen inclusive environments for the care of children. Key stakeholders provided insight into the need for education, training and space considerations for inclusive care from the perspective of ensuring that all populations including children who require extra support are well served.

**64%** of **CHILD CARE OPERATORS** identified **RECRUITING AND RETAINING QUALIFIED STAFF** as a primary barrier to creating additional child care spaces.



**48%** of **CHILD CARE OPERATORS** reported **ACCESS TO SPECIALIZED STAFF TO SUPPORT INCLUSION** as a primary challenge to their work



20 Ministerial mandate letter to Katrina Chen, Minister of State for Child Care. 2020.

# Child Care Space Creation Targets

The process of developing child care space creation targets has been informed by demographic data and an analysis of future demand, based on population projections, the current child care inventory and community consultation. Facility, land and resource capacity and availability were also considered. An environmental scan of child care accessibility across BC and Canada was conducted as well as a review of child care space creation target formulas from similar BC municipalities. The targets identified represent child care spaces created by public bodies, such as the City of Richmond, Richmond School District and Vancouver Coastal Health, non-profit organizations and private individuals or businesses.

**Table 7: 10-year Child Care Space Creation Targets**

Child Care License Type	2020			Target for 2031				
	Current number of spaces	2020 child population*	Current percentage (spaces/100 children)	Total Spaces	Projected population**	Percentage (spaces/100 children)	Number of new spaces	Number of staff (FTE)
Group Care (Under 36 Months)	1,211	5,250	23.1%	1,774	7,095	25.0%	563	155
Group Care (30 Months to School Age)	2,850	5,305	53.7%	3,937	7,158	55.0%	1,087	141
Group Care (School Age)	1,817	12,830	14.2%	3,791	15,163	25.0%	1,974	161
Occasional Care	26	n/a	n/a	58	n/a	n/a	32	4
Licensed Child Minding	0	n/a	n/a	24	n/a	n/a	24	3
Multi-age Family Child Care–24 Hour/Overnight Care	0	n/a	n/a	Up to 8	n/a	n/a	Up to 8	2
Other Types of Licensed Care***	1,118	n/a	n/a	1,118	n/a	n/a	n/a****	n/a
<b>Total</b>	<b>7,022</b>	<b>23,385</b>	<b>30%</b>	<b>10,710</b>	<b>29,416</b>	<b>36.4%</b>	<b>3,688</b>	<b>466</b>

\* Based on 2016 Census, Statistics Canada. Government of Canada.

\*\* British Columbia–Population Projections, BC Stats, Government of British Columbia.

\*\*\*This includes licensed preschool, multi-age care, in-home multi-age care and family child care.

\*\*\*\*No targets are specifically identified for these types of care.

## Group Care (Under 36 Months)

Richmond has made significant progress to increase the number of licensed Group Care (Under 36 months) spaces since 2016. There are currently 1,211 licensed Group Care (Under 36 months) spaces, representing 23.1 spaces per 100 children aged 0 to 2 years. The long-term goal for this age group is to create

an additional 563 spaces, increasing availability to 25 spaces per 100 children by 2031. It is anticipated that this care will be co-located with Group Care (30 months to School Age), ensuring continuity of care for children within the same facility.

### Group Care (30 Months to School Age)

Richmond currently has a healthy supply of child care spaces for this age group, with 53.7 spaces per 100 children available as of 2020. The long-term goal is to create an additional 1,087 spaces, increasing availability to 55 spaces per 100 children by 2031.

In addition to creating new spaces, the City of Richmond is also committed to working collaboratively with child care providers and community partners including the Supported Child Development Program, the Infant Development Program, Child Care Resource and Referral, Vancouver Coastal Health and post-secondary institutions offering Early Childhood Care and Education Programs to increase the quality and accessibility of existing programs.

### Group Care (School Age)

The child care space creation plan proposes child care spaces for 25% of children in all Richmond elementary schools, both public and independent, by 2031; an increase of 1,974 spaces. The expectation is that programs will be on-site or within walking distance of schools. This long-range goal will require the most significant upfront effort and coordination with public and community partners.

### Flexible Child Care

The space creation plan also focuses on three areas of flexible child care to meet the needs of underserved populations as well as a work force transitioning away from traditional working hours and environments.

### Occasional Care

There are currently 26 occasional care spaces available for parents requiring flexible care, such as to attend medical appointments, write an exam, or go to a job interview. The Child Care Action Plan includes working with current operators to develop two additional programs that can accommodate up to 16 children each.

### Child Minding

Licensed child minding is a category of licensed child care related to English language acquisition for immigrant and refugee parents. This category of child care has specific licensing requirements for adult to child ratios depending on the ages of the children in attendance. In addition, parents must remain on-site while care is provided. Richmond currently does not offer any licensed child minding and the goal is to create 24 spaces by 2031.





**20%**  
**OF PARENTS** report having  
challenges accessing care  
that meet their **UNIQUE**  
**SCHEDULING NEEDS.**

### Multi-Age, Overnight Child Care

There is a limited need for non-traditional hours of care, such as overnight or weekend care, for parents employed in sectors such as the film industry, Vancouver International Airport, health care, etc. The goal is to establish a program that will provide overnight care, with up to 8 spaces by 2031.



# Child Care Space Creation Action Plan

Affordable, quality child care is an essential service in the community for residents, employers and employees and the need for child care by Richmond families is significant and diverse. In addition, child care provides a critical and necessary support to families who have recently immigrated to Canada as they obtain employment, learn English and acclimatize to a new country, customs and systems. Quality, inclusive child care creates opportunities to support healthy child development and outcomes for children.

Richmond has an identified need for more child care spaces as there is not the capacity to meet the current demand. In addition, with projected increases in Richmond’s child population, additional spaces will be required to meet population growth. The City plays certain key roles to foster the economic, social and environmental well-being of the community, yet the responsibility to create affordable, accessible, quality child care requires a collaborative and shared effort with a broad range of partners including senior levels of government. The following section outlines the recommended actions to address the existing and anticipated child care space shortfall, while ensuring inclusive, affordable and quality care options for families.

The actions required to expand child care spaces to meet the identified targets have been structured under four pillars. Each of these pillars is fundamental to the development of a comprehensive child care system for Richmond and contributes to the *2021–2031 Richmond Child Care Action Plan*. These pillars include:

- Commitment to child care;
- Child care space creation;
- Sector quality and sustainability; and
- Evaluation and monitoring.

The Child Care Action Plan has been structured to identify specific actions under each pillar, to identify potential partners to assist with this work and the role of the City of Richmond in each. Because support for and influence on child care requires a broad set of activities, the nature of each identified action is clarified as follows:

## Nature of Action: (Specific to the City’s role)

1. **ACT:** The City is responsible for defining and delivering the ongoing, short, medium and long-term direction.
2. **ADVOCATE:** The City will leverage its voice and influence as a municipality to support the direction.
3. **FACILITATE:** The City plays a role as facilitator, convener and partner, and will contribute knowledge, leadership, staff time, and relevant resources to support the direction.



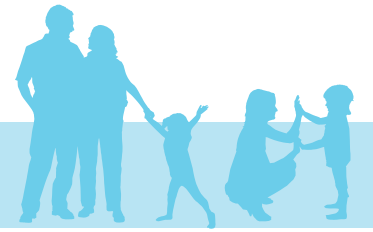


# 1 Commitment to Child Care

Space creation goes beyond simply creating spaces. Actions must also include a commitment to plan for a diverse system of spaces to accommodate and respond to the range of unique needs of the Richmond community. The City of Richmond makes, facilitates and advocates for decisions that support, promote and improve child care options for local families and providers.

Action	Timeline	City Role		
		ACT	FACILITATE	ADVOCATE
<b>Commitment to Child Care</b>				
<b>1.1</b> Present the 2021–2031 Richmond Child Care Action Plan report outlining current child care needs and proposed action plan for Council review and endorsement.	1–2 years	✓		
<b>1.2</b> Present child care space creation targets for the next 10-year period to City Council for endorsement.	1–2 years	✓		
<b>1.3</b> Establish a committee of public partner organizations who hold responsibility for child care for the purpose of improving information sharing and joint decision making pursuant to addressing identified child care space creation targets located in public spaces.  <i>VCH-Richmond SD 38 Richmond MCFD Richmond Public Library</i>	3–6 years		✓	
<b>1.4</b> Encourage public partners to make a formal commitment to child care needs in long range facility and operational planning.  <i>VCH-Richmond SD 38 Richmond MCFD Richmond Public Library</i>	3–6 years		✓	
<b>Advocacy</b>				
<b>1.5</b> Send a letter to the Federal Government to indicate the City of Richmond’s support for the development and implementation of a meaningful, appropriately funded Multilateral Early Learning and Child Care Framework for Canada.	1–2 years			✓
<b>1.6</b> Send a letter to the Ministry of Education supporting the request by Richmond School District to reduce the official capacity of a school if community need and long-term surplus classroom space allows for permanent child care.	1–2 years			✓
<b>1.7</b> Encourage the Provincial Government to expand licensing regulations to allow outdoor programs.	3–6 years			✓



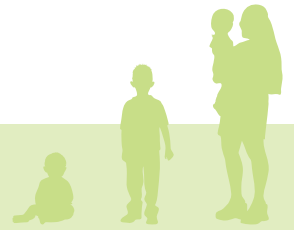


## 2 Child Care Space Creation

The creation of child care spaces will be most successful as a collaborative effort involving City staff, child care providers and community partners, including the Richmond School District, Vancouver Coastal Health, Community Associations and Societies, and multi-service organizations who support children and families. Within its role, the City of Richmond plans, implements and facilitates strategies that increase access to quality child care spaces.

Action	Timeline	City Role		
		ACT	FACILITATE	ADVOCATE
<b>Awareness and Education</b>				
2.1 Review and enhance current awareness and education strategies about the importance of child care.	Ongoing	✓		
2.2 Enhance the City of Richmond website (and relevant department websites) to provide clear and detailed information on the processes required to create child care facilities.	1–2 years	✓		
2.3 Improve and align awareness and education provided by City Departments involved in child care development with potential child care operators.	3–6 years	✓		
<b>Child Care Planning</b>				
2.4 Explore partnerships and funding opportunities with senior levels of government for capital investment to assist with the creation of City-owned child care spaces in Richmond.	Ongoing		✓	
2.5 Collaborate with the Richmond School District to meet the space creation targets identified in this plan for school age care on-site or within walking distance of schools.  <i>SD 38 Richmond Child Care Operators</i>	3–6 years		✓	
2.6 Develop a child care decision making tool to assist with assessing feasibility of including child care in all new or renovated City facilities.	3–6 years		✓	
2.7 Explore and develop guidelines for outdoor child care programs including licensing and land-use considerations.  <i>Vancouver Coastal Health Child Care Operators Provincial Government</i>	3–6 years		✓	
2.8 Work with other City departments to plan, secure and build child care spaces co-located with other community facilities.	3–6 years	✓		

Action	Timeline	City Role		
		ACT	FACILITATE	ADVOCATE
<b>2.9</b> Investigate readiness for employers to engage in child care co-location and/or space creation planning.	6–10 years		✓	
<b>Leveraging Financial Support</b>				
<b>2.10</b> Continue to secure community amenity contributions through rezoning processes for child care space development consistent with Council's approved OCP and area plans. <i>Developers</i>	Ongoing	✓		
<b>2.11</b> Advocate with the Provincial and Federal Government for increased funding targeted to child care space creation. <i>Provincial Government Federal Government</i>	Ongoing			✓
<b>2.12</b> Explore opportunities to create additional spaces through funding from the Child Care Development Reserve and Provincial New Spaces Fund.	1–2 years		✓	
<b>2.13</b> Support the development of additional child care facilities secured as community amenity contributions through an integrated City department approach to working with the developers providing these amenities. <i>Developers</i>	3–6 years	✓		
<b>2.14</b> Undertake a review of grant programs to align with the Child Care Space Creation Plan targets and priorities.	3–6 years		✓	
<b>2.15</b> Explore the development and facilitation of a service that connects developers and the business community with Child Care Operators interested in expanding, re-locating or securing long-term leases <i>Child Care Operators Developers Business Community</i>	6–10 years		✓	
<b>2.16</b> Explore options for improving affordability for child care development and space creation through avenues such as grants, tax exemptions and reductions in application and inspection fees.	6–10 years		✓	
<b>Child Care Facility Development Process</b>				
<b>2.17</b> Explore the development and delivery of joint information sessions with the City of Richmond and Child Care Facilities Licensing for individuals and organizations interested in developing or expanding licensed child care spaces.	1–2 years		✓	
<b>2.18</b> Initiate a review of the building permit process for child care facilities.	3–6 years	✓		
<b>2.19</b> Explore the alignment of the City process, scheduling and completion of fire, building, gas and plumbing inspections for child care facilities.	3–6 years	✓		
<b>2.20</b> Review OCP, zoning and bylaws to better support child care creation.	6–10 years	✓		



### 3 Sector Quality and Sustainability

A critical aspect of child care that bears consideration in community level planning, beyond simply the creation of additional spaces, is the provision of quality, inclusive programs. In order to create spaces that can be staffed for quality care, the creation of spaces and the support of the Early Childhood Care and Education sector must work in tandem. The City of Richmond recognizes, implements and collaborates on actions that reduce the fragility of the child care sector and support affordable, sustainable, quality child care.

Action	Timeline	City Role		
		ACT	FACILITATE	ADVOCATE
<p><b>3.1</b> Ensure that the City continues to be well informed about the latest trends, research and advocacy efforts concerning child care matters.</p> <p><i>Senior levels of government</i>  <i>Other municipalities</i>  <i>Vancouver Coastal Health</i>  <i>Richmond Children First</i>  <i>United Way of the Lower Mainland</i>  <i>UBC Human Early Learning Partnership</i>  <i>First Call – BC Child and Youth Advocacy Coalition</i></p>	Ongoing	✓		
<p><b>3.2</b> Facilitate the development of a community Early Learning and Care Sector Stability Strategy for Richmond that includes an examination of recruitment, retention, professional development and mentoring.</p> <p><i>Child Care Operators</i>  <i>Richmond School District</i>  <i>Post-Secondary Institutions</i>  <i>Community Partners</i></p>	3–6 years		✓	
<p><b>3.3</b> Advocate for increased ECE training incentives and opportunities to attract new, qualified child care staff.</p> <p><i>Ministry of Advanced Education</i>  <i>Richmond School District</i></p>	1–2 years			✓
<p><b>3.4</b> Facilitate the development of a community Quality and Inclusion Strategy to support child care facilities in Richmond.</p> <p><i>Child Care Operators</i>  <i>Community Partners</i></p>	3–6 years		✓	
<p><b>3.5</b> Promote and assist the improvement of consistent and quality Child Care in Richmond through targeted City support and/or grant opportunities.</p>	6–10 years		✓	



# 4 Evaluation and Monitoring

As the child care system in Richmond evolves, periodic review is required. In addition, the ongoing and evolving impacts of the COVID-19 pandemic must be considered and monitored. The City of Richmond, in its role, monitors and evaluates the influences of these actions on accessible, quality child care spaces.

Action	Timeline	City Role		
		ACT	FACILITATE	ADVOCATE
<b>4.1</b> Monitor demographics and child care needs and availability across planning areas, with special attention to areas of highest growth (i.e. City Centre and Hamilton).	Ongoing	✓		
<b>4.2</b> Monitor the impacts of COVID-19 on child care enrolment, workforce changes and stability of child care facilities.  <i>Child Care Resource and Referral Child Care Operators</i>	Ongoing		✓	
<b>4.3</b> Evaluate outcomes of the current two City Centre ECD Hubs.  <i>ECD Hub Operators and Co-located Community Partners</i>	3–6 years	✓		



# Conclusion

Quality child care plays an important role in children’s lives and is an essential service for families. A sufficient supply of quality child care choices also reaps economic and social benefits for communities.

The *2021–2031 Richmond Child Care Action Plan* addresses child care needs of Richmond families. The City of Richmond is committed to working with community partners including the Richmond School District, Vancouver Coastal Health, Community Associations and Societies, multi-service agencies who support families and child care operators to move these actions forward and increase the child care inventory of licensed child care in Richmond.

The plan has been informed by an environmental scan of relevant policies, an analysis of demographics and population projections, a review of the current child care inventory, and a participatory process that engaged Richmond residents and relevant stakeholders.

The COVID-19 pandemic has had an impact on the child care sector, as well as on families and children. While child care centres in British Columbia were never ordered to close by public health or regulatory bodies, many did close. Child care use by Richmond families has also changed significantly with many parents working from home and adjusting their child care arrangements. At this point it is unclear what the long-term impact of the COVID-19 pandemic will be on the child sector; what is clear is that the COVID-19 pandemic has confirmed that child care is an essential service for children and families.

While municipal governments do not have direct responsibility for child care, many municipalities have responded to the child care needs of their residents. The City of Richmond has earned a reputation for being a leader in its commitment to child care. The City has also demonstrated its commitment by establishing a Child Care Development Statutory Reserve Fund, building city-owned child care facilities and ECD Hubs, and conducting annual child care needs assessments. The City of Richmond is a strong advocate for quality child care and will continue to work collaboratively with community partners including Richmond School District, Vancouver Coastal Health, Community Associations and Societies, multi-service agencies who support families and child care operators and organizations to address the needs of children, families, and employers. All of these factors combined position the City of Richmond to continue to expand and enhance, quality, inclusive licensed child care availability in Richmond.

# Appendix A: Child Care Policy and Guidelines Review

Municipal government plans, bylaws and policies impact and influence the local child care landscape. An environmental scan of municipal documents that directly and indirectly relate to child care for the City of Richmond was conducted to inform action planning. The review sought to identify current best practices and potential opportunities that enable or restrict the growth and sustainability of child care in Richmond. Along with the review of municipal documents pertinent to child care, an informal scan of recent and relevant child care assessments from other municipalities was also conducted.

Policies and guidelines were reviewed based on five areas of best practice that support child care space creation.

1. Commitment to Child Care  
City of Richmond makes and documents decisions that support, promote and improve child care options for local families and providers.
2. Financial Support  
City of Richmond creates processes that leverage and distribute assets in order to address local child care space and quality needs.
3. Facilitating Process for Child Care Operators  
City of Richmond provides support directly to child care operators in the form of education, grants, exemptions and related assistance for the purpose of reducing barriers to providing quality child care.
4. Zoning  
City of Richmond considers child care in zoning decisions to enable quality child care expansion where need is evident.
5. Child Care Planning  
City of Richmond integrates child care issues into internal planning and external partnership activities.

Each of the following policy and planning documents was reviewed and analyzed for opportunities that enable promising practices that support the expansion of quality child care in Richmond.

- Richmond Child Care Needs Assessment and Strategy 2017 – 2022
- Richmond Child Care Needs Assessment and Strategy 2018 Update
- Richmond Child Care Needs Assessment and Strategy 2019 Update
- 2018 Creating Child Care Space in Richmond
- City of Richmond Official Community Plan: 2041 OCP—Moving Towards Sustainability
- Building Our Social Future: A Social Development Strategy for Richmond 2013–2022
- Child Care Development Policy
- 2041 OCP Land Use Map

Other City documents reviewed included:

- Amenity and Planning Contribution Rates (includes child care)
- Building Approvals Bulletin: Child Care Facilities
- Child Care Zoning Permissive Areas & OCP Land Use Details
- Potential Child care Sites: City Centre
- Bylaw 8500 Specific Use Regulations

External plans:

- Richmond School District 38 Long Range Facilities Plan

## Highlights

### Commitment to Child Care

- Municipal statement of support for child and family services
- Strong City policy and planning foundation for child care

### Financial Support

- Child Care Grant Program
- Child Care Development Reserve Fund

### Child Care Planning

- Annual child care needs assessments
- Policy priority to pursue establishment of child care facilities near school, parks and community centres
- Development of ECD Hubs
- Child Care Implementation Strategy

### Zoning

- Integrated inter-department approach in working with developers providing amenities
- Child care permitted in all mixed zones

There is strong evidence that the City of Richmond has built a solid foundation for continued responsive and collaborative child care planning. Moving forward with the creation of a child care action plan provides an opportunity for the City of Richmond to deepen its commitment.

# Appendix B: Community Engagement Tools

The community engagement process utilized three tools in gathering information from stakeholders:

1. Parent Survey
2. Child Care Provider Survey
3. Key Stakeholder Questionnaire

## 1. Parent Survey

### Introduction

We are seeking your input to inform the Richmond 2020 Community Child Care Planning Project. This project, scheduled to be complete by the end of 2020, will shape strategic direction and future actions regarding child care in Richmond.

Since 1991, the City has made a significant commitment to support the development of child care in Richmond. We know that to meet the current demand, as well as growth over the next 10 years, Richmond will require additional child care spaces.

Your participation in completing this survey and sharing your knowledge will greatly help shape future of child care in Richmond.

### Did you know?

- The City currently owns ten purpose-built child care facilities and has one additional child care facility and two Early Childhood Development Hubs in various stages of design or under construction.
- Richmond has 19.5 child care spaces per 100 children aged 0 to 2 years; 51 spaces per 100 children aged 3 to 5 years; and, 14.2 spaces for 100 children aged 6 to 12 years.
- Since 1995, the City has undertaken 4 child care needs assessments. The most recent 2017 – 2022 assessment recommends that the City and other stakeholders work together to address the need for quality, affordable, accessible child care spaces in Richmond.

There is a lot working well and there is also room to do more.

**We invite you to complete the survey by the deadline: Sunday, October 25, 2020.**

### Survey Questions

1. I am a parent or guardian of a child 0 to 12 years of age: (select one)
  - Yes
  - No, but I am considering becoming a parent or guardian in the future
  - No

*If Question 1 = Yes then complete question 2*

*If Question 2 = No then proceed to question 3*



2. If you identified yourself as a parent or guardian for children in this survey, please note we will refer to these as “your children” regardless of your legal relationship to them.

My child, or children, are: *(select all that apply)*

- 0 to 2 years old and attending child care
- 2 to 5 years old and attending child care
- 6 to 12 years old and attending child care
- 0 to 2 years old and not attending child care
- 2 to 5 years old and not attending child care
- 6 to 12 years old and not attending child care
- Other situation (e.g. two children in same age group). Please provide age of children and if they attend child care.

3. I am: *(select all that apply)*

- A Richmond resident
- Employed in Richmond
- A post-secondary student in Richmond
- A parent or guardian of a child attending an elementary school in Richmond
- Other (please specify):

*If Question 3 = Richmond Resident then include question 4*

4. The first three (3) digits of my postal code are: (free form)

*If Question 3 = Employed in Richmond then include question 5*

5. The first three (3) digits of my employer’s postal code are: (free form)

*\*If unknown, please leave blank*

*If Question 3 = Parent of a child attending an elementary school in Richmond then include question 6*

6. I have children that attend the following elementary school in Richmond:

*If Question 2 = Parent of a child attending a child care program include question 7*

7. The type of child care that my child, or children currently access is/are: *(select all that apply)*

- Licensed Preschool
- Licensed Group Care (Under 36 Months; 30 Months to School Age; School Age)
- Licensed Family/In-home child care
- Nanny/ in-home caregiver
- Family member or friend
- Unlicensed community programs/camps
- Unlicensed informal care
- Unsure

*If Question 2 = Parent of a child not attending a child care program include question 8*

8. There are children in my household who are not able to access child care (select one):

- Yes
- No

*If Question 2 = Parent of a child not attending a child care program include question 9*

9. My child, or children, do not access child care because: *(select all that apply)*

- Can't have siblings in same location
- Currently on a waitlist/no spaces
- Days don't match my work/school schedule
- Fees are too high/can't afford it
- Hours don't match my work/school schedule
- It's too far from my home/work/school
- My family prefers to have our child at home
- My child requires additional support due to a developmental delay or disability
- There are limited transportation options to access a facility

10. There is another member of my family, other than myself, who can provide care for my child: (select one)

- Yes
- No

*If Question 10 = Yes include question 11*

11. The relation this family member(s) has to my child is/are: *(select all that apply)*

- Other parent, guardian, parenting partner
- Grandparent
- Older sibling
- Aunt or uncle
- Family friend
- Tenant/ Homestay student
- Other (please specify):

*If Question 1 = yes include question 12*

12. We'd like to better understand the challenges that families face finding and accessing child care services. The following currently apply to my situation (*select all that apply*)

- Accessing child care during the days or hours I attended school or work
- My child needs additional support due to a developmental delay or disability
- Cost
- Cultural preferences, views, beliefs or practices
- Accessing care that meets my unique needs (24-hour care, evening care or part-time care)
- Keeping siblings together (my children are different ages)
- Lack of information
- Language/learning needs of child
- Not enough spaces (I am/was on a waitlist)
- Program philosophy
- Quality of care
- Experience and/or availability of child care staff
- Transportation
- More detail on the challenges I currently face:

*If Question 1= yes include question 13*

13. COVID-19 has changed my child care needs in the following ways (i.e. Working from home, unemployment). If it hasn't, please enter "no change".

14. Child Care Planning Priorities

The following outlines potential actions the City of Richmond and community partners could implement to increase child care spaces.

Please select if you think each action is high priority, important in the next 3–10 years, not a priority at this time, or unsure:

Proposed Action	High priority	Important in the next 3–10 years	Not a priority at this time	Unsure
<b>LOCATION</b>				
Create, build or expand purpose-built child care on public land (i.e. Vancouver Coastal Health, City of Richmond, SD38, library)				
Encourage the creation, building or expanding of child care on private land or as a component of ongoing development and growth within the City				
Co-locate child care with schools				
Co-locate child care with community centres				
Co-locate child care with other public amenities (e.g. libraries, art centres, hospitals)				
Co-locate child care at workplace				
<b>ADVOCACY</b>				
Encourage the Federal government to expand funding programs for child care				
Encourage the Provincial government to expand funding programs for child care				
Encourage the Provincial government to expand funding for Universal Prototype Sites/\$10 a day child care				
Encourage the Provincial government to expand fee reduction/affordable child care benefit funding programs for parents				
Encourage the Provincial government to expand the Child Care Licensing Regulations to allow for outdoor programs (e.g. forest schools)				

15. I'd like to share the following stories, information or ideas that I feel would be helpful in developing a child care plan for Richmond.

16. My current employment status is: (select one)

- Unemployed
- Stay-at-home parent
- On maternity/paternity leave
- Employed full-time
- Employed part-time
- Student
- Retired
- Prefer not to answer
- Other (please specify):

17. The primary language my family speaks at home is: (select one)

- English
- French
- Cantonese
- Mandarin
- Punjabi
- Farsi
- Tagalog
- An Indigenous language
- Prefer not to answer
- Other (please specify):

18. I identify as Aboriginal/Indigenous/Metis/Inuit (select one)

- Yes
- No
- Prefer not to answer

Please let us know anything else you would like to see for child care in Richmond over the next 10 years:

19. I heard about this public engagement opportunity via:

- News story written by reporter in local news paper
- LetsTalkRichmond.ca email sent to me
- Twitter
- Facebook
- Word of mouth
- Other (please specify):

## 2. Child Care Provider Survey

### Introduction

We are seeking your input to inform the Richmond 2020 Community Child Care Planning Project. This project, scheduled to be complete by the end of 2020, will shape strategic direction and future actions regarding child care in Richmond.

Since 1991, the City has made a significant commitment to support the development of child care in Richmond. We know that to meet the current demand, as well as growth over the next 10 years, Richmond will require additional child care spaces.

Your participation in completing this survey and sharing your knowledge will greatly help shape future of child care in Richmond.

### Did you know?

- The City currently owns ten purpose-built child care facilities and has one additional child care facility and two Early Childhood Development Hubs in various stages of design or under construction.
- Richmond has 19.5 child care spaces per 100 children aged 0 to 2 years; 51 spaces per 100 children aged 3 to 5 years; and 14.2 spaces for 100 children aged 6 to 12 years.
- Since 1995, the City has undertaken 4 child care needs assessments. The most recent 2017 – 2022 assessment recommends that the City and other stakeholders work together to address the need for quality, affordable, accessible child care spaces in Richmond.

There is a lot working well and there is also room to do more.

We invite you to complete the survey by the deadline: **Sunday, November 1, 2020.**

*Please note, all survey responses are anonymous and will not be used to identify individual organizations or businesses.*

### Instructions

Please complete only one survey per child care facility. A facility is a single location or address of child care which may include multiple programs operating under different licenses. Organizations with more than one location should complete one survey for each location. The individual completing the survey should be the Manager, Person in Charge or Licensee.

### Survey Questions

**Part A—Please tell us about your child care facility.**

1. What type of child care licenses do you have in this facility? *(select all that apply)*
  - Group care under 36 months
  - Group care 30 months to school age
  - Preschool
  - School age care
  - Family child care
  - In-home multi-age care
  - Multi-age care
  - Occasional care
  - Registered license-not-required

2. How many licensed child care spaces does your facility provide in TOTAL?
3. How long has your child care facility been in operation in Richmond? (indicate years or months)
4. Is your facility located in space that is owned by the licensee, rented or leased? (select one)
  - Own
  - Lease
  - Rent
  - Other
5. Approximately how many families who access your child care facility do not live in Richmond? (indicate #)
6. In the past year, did your facility receive funding from the Province of BC?
  - Yes
  - No
  - Unsure or Don't Know
7. If your facility did not receive any funding from the Province of BC, please outline why not:  
 If yes, please select the funding programs THIS facility participated in: *(select all that apply)*
  - Child Care Operating Fund – Base funding
  - Child Care Operating Fund - Fee Reduction Initiative
  - Child Care Operating Fund - Early Childhood Educator Wage Enhancement
  - Affordable Child Care Benefit
  - New Spaces Fund
  - Start Up Grant
  - Child care BC Maintenance Fund
  - Universal Prototype Site
  - COVID-19 Temporary Emergency Funding
  - Other (please specify):
8. What is the management structure for your facility? (select one)
  - Privately owned
  - Non-profit – parent/community board
  - Non-profit- multipurpose community agency
  - Non-profit – other (e.g. Religious organization)
  - Other (please specify):

**Part B—Please provide input into our planning for child care in Richmond**

As of December 2019, there were 29.1 child care spaces per 100 children in Richmond. We have heard from many programs that they have long waitlists. To meet the current demand plus expected growth over the next 10 years, Richmond will require additional child care spaces.

9. Based on your experience, what do you see as the primary barriers to creating additional child care spaces in Richmond? *(select all that apply)*

- Qualified Staff recruitment
- Staff retention/turnover
- Capital Funding
- Operating Funding
- Insufficient support for children who require extra support
- Licensing limitations
- Board governance issues/leadership
- Lack of or limited physical space to expand
- Parent's needs (e.g. flexible hours or extended hours)
- Lack of access to staff training and support
- Property Zoning
- Property redevelopment
- Building or fire permits, regulations or inspections
- Other (please specify):

10. What would be required to reduce barriers?

11. From your perspective regarding the current demand for child care, rank the priority of need by type of child care in Richmond? (ranking)

Infant and Toddler (Under 36 Months)

- 3 to 5 (30 Months to School Age)
- Before and After School Care (School Aged)
- Multi-age, Family or In-home child care

12. The following outlines potential actions the City of Richmond and community partners could implement to increase child care spaces.

Please select if you think each action is high priority, important in the next 3–10 years, not a priority at this time, or unsure:

*\*To note: if you are unsure on any terms or City processes outlined below, please scroll to the bottom of the page for further information.*



Proposed Action	High priority	Important in the next 3–10 years	Not a priority at this time	Unsure
<b>LOCATION</b>				
Create, build or expand purpose-built child care on public land (i.e. Vancouver Coastal Health, City of Richmond, SD38, library)				
Encourage the creation, building or expanding of child care on private land or as a component of ongoing development and growth within the City				
Co-locate child care with schools				
Co-locate child care with community centres				
Co-locate child care with other public amenities (e.g. libraries, art centres, hospitals)				
Co-locate child care at workplace				
<b>ZONING AND PLANNING</b>				
Expand requirements for developers to build child care space into new housing/ commercial developments				
Review City bylaws and zoning to look at potential ways make it easier to open new or expand existing child care				
Simplify the process of getting a business license, a building permit and a fire inspection				
Provide incentives for developers to include child care in new housing/ commercial developments				
<b>FUNDING</b>				
Modify or expand the City’s Child Care Grant Program				
Review and enhance City approach to Permissive Tax Exceptions for child care facilities				

Proposed Action	High priority	Important in the next 3–10 years	Not a priority at this time	Unsure
ADVOCACY				
Encourage the Federal government to expand funding programs for child care				
Encourage the Provincial government to expand the Child Care Licensing Regulations to allow for outdoor programs (e.g. forest schools)				
Encourage the Provincial government to expand funding programs for child care				
Encourage the Provincial government to expand operating funding programs for child care				
Encourage the Provincial government to expand funding for Universal Prototype Sites/\$10 a day child care				
Encourage the Provincial government to expand fee reduction/affordable child care benefit funding programs for parents				
Encourage the Provincial government to expand and fund seats in ECE training programs				
Encourage the Provincial government to maintain and expand Bursary programs for ECE students				

### Overview on how child care is achieved in the City:

- Purpose-built City-owned child care facilities are secured through developers in the rezoning process. These are then leased to non-profit operators.
- Contributions to the Reserve Funds are secured through developers, in accordance with provisions from the OCP and Zoning Bylaw, with 70% of the contributions going to capital and 30% going to operating
- Community Associations provide some licensed child care programs
- Private individuals or non-profit organizations open and operate programs at their own expense

13. What other opportunities do you see to create additional child care spaces in Richmond?
14. What would be required to implement these ideas?
15. What role could your organization play in creating additional child care spaces in Richmond?
16. What would be required for your organization to implement these ideas?
17. COVID-19 has impacted my facility in the following ways. If it hasn't impacted your facility, please enter "no change".
18. Help us learn more about how the child care sector can be better supported in Richmond. Which of the following are currently challenging, lacking or not easily accessible? *(select all that apply)*
  - ECCE training and education to obtain basic certificate
  - ECCE training and education to obtain post-basic certificate
  - Practicum opportunities
  - ECCE training and education in support of ECE degree
  - Professional development opportunities (towards required professional development hours)
  - An Early Childhood Educators of British Columbia (ECEBC) branch
  - Access to staff to support children in the child care setting, including behavior consultants, support for children with extra needs
  - Access to professionals in related fields to support families, including child development, child care resource and referral
  - Access to professionals to support or enhance the quality of your programs including pedagogists, practice consultants, mentors
  - Formal or informal mentorship opportunities within the field
  - Supervisory or management training
  - Responsible adult training
19. Please let us know anything else you would like to see for child care in Richmond over the next 10 years:
20. If you are willing, please indicate the name of your facility:

### 3. Key Stakeholder Questionnaire

We are seeking your input to assist us with planning for the future of child care in Richmond.

Since 1991, the City has made a significant commitment to support the development of child care in Richmond. We know that to meet the current demand, as well as growth over the next 10 years, it is anticipated Richmond will require additional child care spaces. We invite you to share your knowledge and experiences with child care in Richmond to assist us in planning for the future.

#### Did you know?

- The City currently owns ten purpose-built child care facilities and has one additional child care facility and two Early Childhood Development Hubs in various stages of design or under construction.
- Richmond has 19.5 child care spaces per 100 children aged 0 to 2 years; 51 spaces per 100 children aged 3 to 5 years; and. 14.2 spaces for 100 children aged 6 to 12 years.
- Since 1995, the City has undertaken 4 child care needs assessments. The most recent 2017 – 2022 assessment recommends that the City and other stakeholders work together to address the need for quality, affordable, accessible child care spaces in Richmond.

There is a lot working and there is also room to do more. We know that to meet the current demand, as well as growth over the next 10 years, it is anticipated Richmond will require additional child care spaces. The information gathered through surveys and interviews will help shape strategic directions and future actions regarding child care in Richmond. Public consultation runs until Oct. 26, 2020.

Please consider the following actions and be prepared to share your priority rating.

Proposed Action	High priority	Important in the next 3–10 years	Not a priority at this time	Unsure
LOCATION				
Create, build or expand purpose-built child care on public land (i.e. owned by Vancouver Coastal Health, City of Richmond, Richmond School District)				
Encourage the creation, building or expanding of child care on private land or as a component of ongoing development and growth within the City				
Co-locate child care with schools				
Co-locate child care with community centres				
Co-locate child care with other public amenities (e.g. libraries, hospitals)				
Co-locate child care with workplaces				

Proposed Action	High priority	Important in the next 3–10 years	Not a priority at this time	Unsure
<b>ZONING AND PLANNING</b>				
Review City bylaws and zoning to look at potential ways make it easier to open new or expand existing child care				
Simplify the process of getting a business license, a building permit and a fire inspection				
Provide incentives for developers to include child care in new housing/ commercial developments				
Expand requirements for developers to build child care space in new housing/ commercial developments				
<b>FUNDING</b>				
Modify or expand the City’s Child Care Grant Program				
Review and enhance City approach to Permissive Tax Exemptions for child care facilities				
<b>ADVOCACY</b>				
Encourage the Federal government to expand funding programs for child care				
Encourage the Provincial government to expand funding programs for child care				
Encourage the Provincial government to expand the Child Care licensing regulations to allow for outdoor programs (e.g. forest schools)				
Encourage the Provincial government to expand capital funding programs for child care				
Encourage the Provincial government to expand operating funding programs for child care				
Encourage the Provincial government to expand funding for Universal Prototype Sites/\$10 a day child care				
Encourage the Provincial government to expand fee reduction/affordable child care benefit funding programs for parents				

Proposed Action	High priority	Important in the next 3–10 years	Not a priority at this time	Unsure
Encourage the Provincial government to expand and fund seats in ECE training programs				
Encourage the Provincial government to maintain and expand Bursary programs for ECE students				

Based on your knowledge and experience, we will be inviting you to share your perspectives on the need for increased child care spaces in Richmond.

1. What do you see as some of the barriers to opening, creating or expanding child care spaces in Richmond?
2. What would be required to reduce these? What actions would be required?
3. What other opportunities do you see to open, create, or expand child care spaces in Richmond?
4. What would be required to implement these ideas? What actions would be required?
5. What role is (or could) your organization, department or team playing in creating additional child care spaces in Richmond?
6. What would be required to implement these ideas? What actions would be required?
7. If we can collaboratively leverage our community assets and resources, what additional actions (other than those you have previously raised) might the following organizations consider?
  - Community Service Providers
  - Employers/business/industry
  - Development Industry
  - City of Richmond
  - School District 38
  - Vancouver Coastal Health
  - Provincial and Federal Government
8. Do you have any other suggestions you would like to share for innovative partnerships in opening, creating or expanding child care spaces?

Thank you.

## Appendix C: References

The following data sources have been used for this report.

- *2017–2022 Richmond Child Care Needs Assessment and Strategy*, City of Richmond.
- BC Stats. Government of British Columbia. (2016)
- Child Care Licensing Regulation (2014). Child Care and Assisted Living Act.
- Child Care Operating Fund Program. Ministry of Children and Family Development.
- *EDI Wave 7 Community Profile: Richmond School District*. Human Early Learning Partnership. University of British Columbia. Vancouver, BC. (February 2020)
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