

BURNABY CHILD CARE ACTION PLAN



JULY 2021

Yukon Crescent Children's Centre, owned by City of Burnaby, operated by Purpose Society





TERRITORIAL ACKNOWLEDGMENT

Burnaby is located on the ancestral and unceded homeland of the hən̓q̓əmiñəm and Skwxwú7mesh speaking peoples. We are grateful for the opportunity to explore our community's child care needs in this territory.

TABLE OF CONTENTS

- EXECUTIVE SUMMARY** 5
- 1.0 INTRODUCTION** 11
- 2.0 METHODOLOGY** 13
 - 2.1 Review of Data and Literature 14
 - 2.2 Community Consultation 14
 - 2.2.1 Parent Survey 14
 - 2.2.2 Child Care Provider Survey 14
 - 2.2.3 Community Agency/Vulnerable Group Consultations 14
 - 2.2.4 Child Care Solutions Workshop 14
 - 2.2.5 Stakeholder Consultation on Key Elements of Draft Action Plan 14
- 3.0 THE CURRENT CHILD CARE SYSTEM** 15
 - 3.1 Federal Government 16
 - 3.2 Provincial Government 16
 - 3.3 Local Governments 17
 - 3.4 Other Key Players 17
- 4.0 BURNABY CONTEXT** 19
 - 4.1 City Child Care Foundation 20
 - 4.2 Demographic Highlights 20
 - 4.3 Child Care Supply 20
 - 4.4 Child Care Access Rates 20
- 5.0 PRIORITY ISSUES** 23
 - 5.1 Accessibility 24
 - 5.2 Affordability 25
 - 5.3 Quality 26
 - 5.4 Partnerships 28
- 6.0 SPACE CREATION TARGETS** 29

7.0	STRATEGIC DIRECTIONS AND RECOMMENDED ACTIONS	33
7.1	Increasing Accessibility	34
7.2	Improving Affordability	34
7.3	Enhancing Quality	35
7.4	Strengthening Partnerships	35
8.0	IMPLEMENTATION, MONITORING, AND REPORTING	37
APPENDICES		39
1.0	GLOSSARY OF TYPES OF CHILD CARE	40
2.0	DEMOGRAPHIC PROFILE	
2.1	Regional Context	43
2.2	Population by Quadrant (2016)	43
2.3	Anticipated Population Growth (2020-2030)	44
2.4	Family Composition	44
2.5	Family Income and Prevalence of Low Income	45
2.6	Housing	46
2.7	Cultural Diversity	47
2.8	Indigenous Population	47
2.9	Labour Force	48
2.10	Child Vulnerability-EDI and MDI Results	48
3.0	COMMUNITY CONSULTATION: WHAT WE HEARD	50
3.1	Parent and Guardian Survey	50
3.2	Child Care Provider Survey	50
3.3	Consultations on the Needs of Vulnerable Populations	52
3.4	Solutions Workshops	54
3.5	Stakeholder Consultations on Key Elements of Draft Action Plan	55
4.0	SOLUTION WORKSHOP PARTICIPANTS	56

EXECUTIVE SUMMARY

Quality child care services are critical to the social and economic well-being of our communities. Research has confirmed the importance of child care not only to families, but also to the economy, gender equality, social inclusion, healthy child development and poverty reduction strategies. Recognizing the foregoing, the City of Burnaby undertook preparation of this Child Care Action Plan – a plan intended to help the City strategically and effectively address child care issues in the community over the next ten years.



Capitol Hill Child Care Centre, City of Burnaby – Burnaby School District Partnership, operated by Purpose Society

Local governments have neither the mandate nor resources to address the multiplicity of their communities' child care needs on their own. Support from senior governments and strong partnerships with others is needed. However, with concerted and coordinated efforts, the City of Burnaby can make considerable progress towards meeting its child care goals, while benefiting families and the broader community in the process.

This City already has a robust planning and policy framework for child care, including a stand-alone Child Care Policy, a progressive partnership agreement for child care with the Burnaby School District, and a long

standing practice of leasing City owned sites to non-profit operators for child care use. This Action Plan builds on and enhances the City's commitments to child care.

The Action Plan was informed by: a review of pertinent research and promising practices from other jurisdictions; a review of the City's current planning framework; community engagement (questionnaires of Burnaby residents and child care providers, meetings with vulnerable groups, and workshops with child care providers, other key informants, and elected officials); and assessment of current demographic and child care services information.



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Four priority child care issues were identified for Burnaby through the research:

Accessibility

Many Burnaby families experience challenges in securing child care for their children. Vulnerable groups (e.g., single parents, recent immigrants, low income families, families with children requiring extra support) often face additional barriers to securing child care.

- » In 2020, there were 17.5 licensed spaces per 100 children aged 0 – 12 years in Burnaby.
- » Families with children under 3 and school age children face the greatest challenges in securing spaces.
- » 74% of those responding to the Parent/ Caregiver Survey indicated that they were on a waiting list before securing a space for their child. 57% reported that they were on a waiting list for more than a year.

Affordability

Despite recent Provincial investments in child care, high costs continue to be a major barrier for many families seeking child care. High costs can limit access to child care, force families to rely on care arrangements that do not meet their child's needs, and cause financial stress for families. As with accessibility, vulnerable groups are particularly susceptible to affordability concerns.

- » In 2016, 16% of Burnaby families were headed by single parents. The median 2015 before-tax income for single parent families with at least one child 0 to 5 years at home was \$27,675 – less than a third of the median figure for couple families (\$87,986)
- » In 2016, 22% of Burnaby children under 18 lived in low income households.
- » In 2020, fees for group child care in Burnaby ranged from an average of \$402 per month for school age care to \$1,151 per month for infant care.

Quality

Research has demonstrated that high quality child care is linked to positive outcomes for children, while poor quality care can have negative long-term effects. Respondents to the Parent/Caregiver Survey repeatedly stressed their concerns for ensuring their children received quality care.

- » Research shows staff with higher levels of education and training, who are well supported and appreciated, are critical to high-quality care.
- » While many for-profit child care providers offer very good service, research has shown that, on average, not-for-profit and publicly operated child care facilities offer better quality of care than for-profit facilities. In Burnaby, 54% of the child care programs are delivered by not-for-profits or public agencies.

Partnerships

No one entity or level of government takes sole responsibility for child care. Many partners, playing various roles, need to be involved if positive outcomes are to be achieved.

- » Burnaby has a history of pursuing partnerships to respond to child care concerns (e.g., establishment of the Child Care Resources Group, formalizing agreements with the School District to facilitate child care space creation).



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The Strategic Directions and Recommended Actions for the Action Plan are organized around the foregoing priority issues, which are also closely aligned with the Provincial Government’s child care commitments. Highlights are as follows:

Increasing Accessibility

- » Update and strengthen the Burnaby Child Care Policy to make it a more contemporary and comprehensive statement of the City’s commitment to child care, and one that is directly aligned with this Action Plan
- » Create 4,412 new child care spaces in Burnaby over the next 10 years, broken down as follows:
 - » 1,287 spaces for Infant/Toddlers (under 3 years); equating to an access rate of 33 spaces/100 children in that age group
 - » 1,512 spaces for Preschoolers (3 to 5 years); equating to an access rate of 50 spaces/100 preschool-aged children
 - » 1,613 spaces for School Agers (6 to 9 years); equating to an access rate of 33 spaces/100 school aged children¹
- » Place priority on the establishment of new child care spaces for the most under-served age groups (i.e., Infant/Toddlers and school age) and most under-served in geographic areas (the Northwest and Southeast quadrants both for Infant/Toddler and school age care)
- » Review the Zoning Bylaw to reduce barriers and increase opportunities for development of child care
- » Amend the Community Benefit Bonus Policy and Official Community Plan to include more specific provisions for securing child care as an amenity through the rezoning process
- » Explore the establishment of a dedicated Child Care Statutory Reserve Fund for Burnaby
- » Pursue capital funding from the Province and other prospective sources to satisfy the City’s child care targets
- » Pursue opportunities for establishing child care spaces in future development proposals initiated by the City and others
- » Create a dedicated City planning staff position to assume overall responsibility for the City’s child care policy and planning portfolio
- » Create an inventory of existing sites and facilities in Burnaby that could potentially be used for child care
- » Provide enhanced ‘user friendly’ child care information on the City website targeted to families) and prospective developers of child care facilities



UniverCity Childcare

¹ Note the ratios for the school age targets are based the number of spaces for children aged 6 to 9 years old (not 6 to 12 years). The rationale is that, while 10 to 12 year olds are eligible for and may require school age care, many would opt for recreation programs or other non-licensed after school activities. This Action Plan contains a strategy to work with partners to develop after school programs for children aged 10 to 12 years.

Strengthen Partnerships

- » Support the Province in its “Early Care and Learning Recruitment and Retention Strategy” initiative
- » Build on and enhance the City’s existing strong partnership with the Burnaby School District regarding child care
- » Advocate to senior governments regarding Burnaby’s child care needs
- » Work with internal and external partners to develop after-school programs that support children aged 10-12 years
- » Continue to engage in dialogue with First Nations in Burnaby to help address the needs of Indigenous families/children
- » Enhance collaboration with the Child Care Resource and Referral Program and other community service organizations on training and other initiatives
- » Increase collaboration with the Board of Trade and other partners, helping to address recommendations of the Report of the Burnaby Business Recovery Task Force (2020)
- » In conjunction with the Fraser Health Authority (FHA), periodically host information sessions for groups and individuals interested in opening child care centres in Burnaby
- » With the Child Care Resources Group (CCRG), offer to hold orientation sessions and provide periodic briefings on child care matters to local elected officials
- » Review the role, mandate, and governance/ reporting structure of the Child Care Resources Group (CCRG)

Improving Affordability

- » Reduce or waive City application fees for development of not-for-profit child care facilities
- » Establish a Child Care Grant Program targeted to not-for-profit child care operators

Focus on Quality

- » Confirm a set of principles, values, criteria, and guidelines that will assist the City in development of child care in civic spaces
- » Work with, support, and encourage the non-profit sector in enhancing the quality of child care services in Burnaby and in developing new facilities to meet the City’s child care space targets

The Action Plan concludes with suggestions for implementation, monitoring and reporting.



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March 19, 2021
7:00 - 8:15 Opening
8:15 - 9:30 Wake up
9:30 - 10:00 Snack
10:00 - 10:45 Homework
10:45 - 12:00 World time
12:00 - 12:45 Lunch
12:45 - 1:15 Quiet time
1:15 - 3:00 Project time
3:00 - 3:30 Music
3:30 - 4:00 Movie
4:00 - 4:30 Outside play
4:30 - 5:00 Closing & clean

1.0 INTRODUCTION

Quality child care services are critical to the social and economic well-being of our community. Child care benefits families and contributes to the economy, gender equality, social inclusion, healthy child development and helps to reduce poverty. Municipal governments lack the resources and mandate of senior governments to address child care needs on their own. Nonetheless, they can play an important role in supporting and encouraging child care in their communities.



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The City of Burnaby has long been recognized as a leader among BC municipalities with respect to child care. The City's commitment to child care is demonstrated through the early establishment of its child care advisory committee, the Child Care Resources Group, in 1990. The CCRG, comprised of key public partners (Burnaby School District, Fraser Health Community Care Licensing), City staff, the Burnaby-New Westminster Child Care Resource and Referral, and representatives of local non-profit child care providers, was instrumental in developing the City's Child Care Policy, adopted in 1993 and amended in 2000. The Policy has been a valuable tool in assisting the City address child care needs over the years.

The City's leadership is also exemplified in its five purpose-built child care centres, developed between 1995 and 2009. These centres provide a total of 232 quality licensed child care spaces for infants, toddlers, three-to-five year olds and school aged children. More recently, the City and Burnaby School District entered a ground-breaking partnership in 2014 to secure new child care spaces on School District sites throughout the community. Through the partnership, a total of 247 new spaces have been completed or are under construction, with more spaces scheduled. These new centres will be operated by locally-based non profit child care providers.

Adoption of this Child Care Action Plan will enable the City to build on and enhance its solid child care foundation. The purpose of the Plan is to identify priority child care needs facing the community and to recommend actions to address emerging child care needs over the next 10 years. The timing is opportune given the renewed focus on child care from the Federal and Provincial governments.

The document is organized as follows:

Methodology

The Current Child Care System

Burnaby Context

Priority Issues

Space Creation Targets

Strategic Directions and Recommended Actions

Implementation, Monitoring and Reporting

In addition, the document contains four appendices with more detailed information on community engagement results, demographic highlights and a glossary of terms.

2.0 METHODOLOGY

Preparation of the Child Care Action Plan was coordinated by the Burnaby Planning Department with support from the Child Care Resources Group.² Funding assistance was provided by the Union of BC Municipalities.

Information for the Plan was obtained from two primary sources: review of relevant data and research, and community consultation. Further details are provided in the following pages.



Burnaby Association for Community Inclusion Child Care

² The Child Care Resources Group is an advisory body to the City on child care matters, initially established in 1990. It consists of representatives from the City, the School District, Fraser Health Authority, YMCA Child Care Resource and Referral, and non-profit child care agencies.

2.1 Review of Data and Literature

Several sources of data and literature were consulted in preparing the Action Plan. Examples included Statistics Canada, City of Burnaby, School District 41, the Human Early Learning Partnership (HELP) Early Development Instrument (EDI) and Middle Years Development Instrument (MDI)³, Province of BC, Fraser Health, other municipal websites and academic research on child care. The data and literature were valuable for providing understanding of Burnaby's current child care situation and needs, and for development of recommendations for the Plan.

2.2 Community Consultation

In addition to reviewing data and literature, it was also important to hear the views of parents, caregivers and other stakeholders in preparation of the Action Plan. Several methods of engagement were used, as outlined below.

2.2.1 Parent Survey

To elicit the views of parents and caregivers, an online survey was developed and posted on the City of Burnaby website between November 2019 and January 2020. 1,156 responses were received. The questions covered such matters as personal characteristics (e.g., household composition, place of residence), child care arrangements, child care needs, satisfaction with various aspects of care and suggestions for improvements.

2.2.2 Child Care Provider Survey

An online survey was also used to gauge the views of key staff involved with delivering child care in Burnaby (e.g., executive directors, managers and coordinators). Sixteen responses were received. The questions covered such matters as services being delivered, gaps in services, numbers and characteristics of children in the programs, and facility information.

2.2.3 Community Agency/Vulnerable Group Consultations

Representatives of several community agencies were consulted to gain insights into the needs of vulnerable groups in the community (e.g., recent immigrants, single parents, parents of children with extra support needs, and others who could face barriers with respect to child care). In addition, with the help of community agencies, 25 people from the vulnerable populations were engaged in focus groups to discuss their child care situations and challenges.

2.2.4 Child Care Solutions Workshop

After the other community engagement processes had been completed, the City hosted two Solutions Workshops. The first was for staff from the City, School District, child care facilities, Community Care Facilities Licensing (CCFL), Ministry for Children and Family Development (MCFD), and community partner groups. Twenty-eight people attended. The second workshop included elected officials and senior staff from the City and School District 41. Twenty people attended. The purpose of the workshops was threefold: 1) provide a status update on the project, 2) share highlights of the information gathered to date, and 3) hear participants' views on child care space targets and their ideas for potential recommendations for the Plan.

2.2.5 Stakeholder Consultation on Key Elements of Draft Action Plan

In March 2021, before finalizing the Action Plan, a summary of key findings and recommendations was distributed to stakeholders and posted on the City website. The intent was twofold: 1) provide an update on the Plan preparation; and 2) offer stakeholders an opportunity to share their comments and insights before the final version was completed and submitted to Council for adoption.

³ The Human Early Learning Partnership (HELP) is a collaborative and interdisciplinary research network located within the School of Population and Public Health at UBC. HELP developed the Early Development Instrument (EDI) to measure the developmental health of the kindergarten population across British Columbia. The EDI measures child vulnerability rates in five key domains: physical health and well-being, social competence, emotional maturity, language and cognitive development, and communications skills and general knowledge. The Middle Years Development Instrument (MDI) is based on a self-report questionnaire that asks children in Grade 4 and 7 about their thoughts, feelings and experiences in school and in the community, to capture a holistic snapshot of their physical and mental well-being. EDI and MDI information for Burnaby is presented in Appendix 2.0.

3.0 THE CURRENT CHILD CARE SYSTEM

Child care is an integral part of Canada’s social infrastructure and is, indeed, a necessity for many families. Provincial governments have the primary responsibility for developing child care policy and programs in Canada; however, the Federal and local governments also have strong roles to play, as do other local authorities and partners (e.g. school districts, health authorities and child care providers).

An overview of the various parties involved with child care and their respective roles is provided in the following pages.



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3.1 Federal Government

The Federal Government provides direct child care funding support to particular population groups:

- a) First Nations, Metis and Inuit children and families;
- b) families serving in the Canadian military; and
- c) some newcomers to Canada enrolled in language programs.

The Federal Government also provides maternity and parental benefits to eligible parents through Employment Insurance. In addition, the Federal government has allocated funds to implement the Multilateral Early Learning and Child Care Framework and the Indigenous Early Learning and Child Care Framework, identified school age care as a priority and, in the September 2020 Throne Speech, announced plans to invest in a national child care system.

3.2 Provincial Government

In BC, responsibility for child care currently spans three ministries (Children and Family Development, Health, and Education). Provincial roles include developing legislation, policy and regulations; funding supportive programs and services; providing capital grants, fee subsidies and program support for families with low incomes.



The Province has made a commitment to establish a universal, publicly funded child care system that is affordable and available for any family that needs or wants it. To meet this commitment, in 2018, the Province introduced a 10-year plan (Child Care BC), which included a \$1.3-billion investment for child care in the first three years. The government has now completed or begun work on the following:

- » Providing funding for Aboriginal Head Start programs to include child care. This is the first investment toward a system that is Indigenous-led, where child care meets the specific needs of Indigenous people. BC’s goal is to implement the principles of the UN Declaration on the Rights of Indigenous People and the Calls to Action of the Truth and Reconciliation Commission.
- » Developing the Child Care Fee Reduction initiative;
- » Creating the Affordable Child Care Benefit;
- » Committing to create 22,000 new spaces by 2021;
- » Establishing Universal Child Care Prototype Sites;
- » Distributing capital funding via:
 - Childcare BC New Spaces Fund and
 - UBCM Community Child Care Space Creation Program;
- » Announcing wage increases for early childhood educators;
- » Introducing the BC Child Opportunity Benefit, which replaces the previous Early Childhood Tax Benefit; and
- » Providing enhanced COVID-19 support for families and child care providers.

Further, the Province recently announced that child care will be integrated into the Ministry of Education by 2023, with a mandate for universal school age child care, and a priority for establishing spaces on school grounds.

3.3 Local Governments

Under Provincial legislation, local governments do not have an assigned child care role. They also lack the mandate and resources of their senior government counterparts to fully address child care needs.

However, municipalities are the level of government closest to the people and they generally have the most in-depth understanding of the local context. Municipalities and regional districts can also play a vital role in facilitating the establishment of quality child care in their communities.

Examples of supportive actions taken by municipalities in BC include:

- » Adopting municipal child care policies;
- » Convening child care planning tables;
- » Advocating to senior governments on local child care needs;
- » Undertaking child care needs assessments;
- » Providing grants to child care providers;
- » Amending zoning bylaws to facilitate the development of child care spaces;
- » Making space available in municipal facilities, at nominal or below-market rates, for the provision of child care;
- » Securing built child care spaces or cash in lieu from developers through the development approval process (e.g., by providing bonus density in exchange for child care contributions);
- » Supporting a child care website or link with information targeted both to child care operators and interested parents; and
- » Providing recreation services that benefit families and complement licensed child care systems.



Examples of the City of Burnaby’s role concerning child care are provided in Section 4.1.

3.4 Other Key Players

Several other parties are involved with the planning, development, support and operation of child care. Examples include First Nations, regional health authorities, school districts, child care providers and operators, not-for-profit organizations, parents and the broader community.

These partners play a range of roles including licensing and regulating child care facilities, direct delivery of child care services, provision of supportive programs, allocation of facility space, and assistance with planning and advocacy.



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A SNAPSHOT OF CHILDREN AND FAMILIES IN BURNABY

AS OUR COMMUNITY GROWS AND CHANGES, IT IS IMPORTANT THAT WE CREATE HEALTHY PLACES FOR CHILDREN AND FAMILIES TO THRIVE.

POPULATION



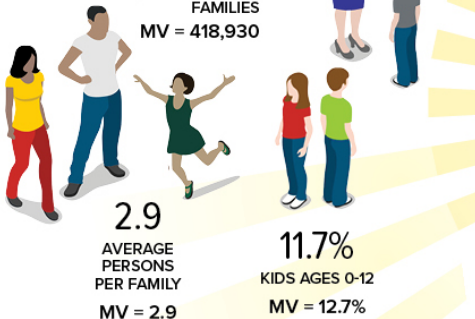
232,755
PEOPLE

MV = 2,463,430

FAMILIES WITH CHILDREN AT HOME

40,005
FAMILIES

MV = 418,930



16.2%
SINGLE PARENT FAMILIES

MV = 15.4%

2.9
AVERAGE PERSONS PER FAMILY
MV = 2.9

11.7%
KIDS AGES 0-12
MV = 12.7%

DIVERSITY

BURNABY IS VERY DIVERSE



50%
IMMIGRANTS

MV = 41%

1.8%
OF POPULATION IDENTIFIES AS ABORIGINAL

MV = 2.5%

INCOME

\$72,880
MEDIAN AFTER-TAX INCOME OF FAMILIES (2015)

MV = \$80,245

22%
OF CHILDREN UNDER 6 LIVE IN LOW INCOME HOUSEHOLDS
MV = 18%

22%
OF 0-17 YEAR OLDS LIVE IN LOW INCOME HOUSEHOLDS
MV = 19%

LANGUAGE



55%
HAVE ENGLISH AS MOTHER TONGUE

MV = 72%

TOP 5 HOME LANGUAGES AFTER ENGLISH ARE:

- | | |
|--------------|--------------|
| BURNABY: | MV: |
| 1. MANDARIN | 1. MANDARIN |
| 2. CANTONESE | 2. CANTONESE |
| 3. KOREAN | 3. PUNJABI |
| 4. TAGALOG | 4. KOREAN |
| 5. PERSIAN | 5. TAGALOG |

CHILD CARE COSTS

AVERAGE MONTHLY GROUP CHILD CARE COSTS:

	\$1,151 PER MONTH FOR UNDER 1 YEAR OLD CARE
	\$1,107 PER MONTH FOR TODDLER CARE
	\$874 PER MONTH FOR 3-5 YEAR OLD CARE
	\$402 PER MONTH FOR SCHOOL AGE CARE

CHILD DEVELOPMENT



35%

PROVINCE WIDE = 33%

OF KINDERGARTEN CHILDREN WERE VULNERABLE IN AT LEAST ONE ASPECT OF THEIR DEVELOPMENT

The Early Development Instrument asks kindergarten teachers 104 questions about their students. The tool measures vulnerability on five scales: physical health and well-being, social competence, emotional maturity, language and cognitive skills, and communication skills.



34%

PROVINCE WIDE = 38%

OF GRADE 4 STUDENTS ARE THRIVING IN FIVE AREAS OF DEVELOPMENT

The Middle Years Development Index asks grade 4 students about their experiences inside and outside of school. It measures the percentage of children thriving in five areas of development: physical health and well-being, connectedness, social and emotional development, school experiences, and after school time.

CHILD CARE

CHILD CARE IS EXPENSIVE AND HARD TO FIND



LICENSED SPACES:

1,131
SPACES FOR UNDER 3 YEARS OLD

2,269
SPACES FOR 3-5 YEARS OLD

1,509
SPACES FOR 6-12 YEARS OLD

17.5

LICENSED SPACES PER 100 CHILDREN AGES 0-12 YEARS OLD

MV: METRO VANCOUVER

SOURCES: 2016 Census
Fraser Health Licensing

Burnaby-New Westminister Child Care Resource and Referral

Early Development Instrument and Middle Years Development Instrument, UBC, Human Early Learning Partnership



This infographic was prepared by the Burnaby Early Childhood Development Community Table. The Table is comprised of over 30 non-government and government agencies that provide programs and services to children ages 0 to 6 and their families. The Table aims to improve access to early childhood development services and promote healthy child development. The Burnaby ECD Table gratefully acknowledges the support of the City of Burnaby's graphic artist in preparing this infographic.

Visit us at www.kidsinburnaby.ca or like us on Facebook

This infographic was adapted from an infographic prepared by the Burnaby Early Childhood Development Community Table. The City acknowledges and thanks the Burnaby ECD Table for sharing this resource.

4.0 BURNABY CONTEXT



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4.1 City Child Care Foundation

The City of Burnaby has a strong legacy of facilitating child care in the community and is widely regarded as a leader among BC municipalities with respect to child care.

Key City child care initiatives are as follows:

Child Care Policy

Burnaby's role in child care is articulated in its Child Care Policy, adopted by City Council in 1993, and amended in 2000. The Policy has proved to be a valuable tool, outlining various actions the City can take to ensure Burnaby residents have access to a range of child care options. Development of this Action Plan presents an opportunity to update the Policy, ensuring it continues to serve as a contemporary statement of the City's aspirations with respect to child care.

City-Owned Facilities

Since the 1990s, the City has secured five child care facilities, accommodating a total of 232 spaces, through the development approval process. The facilities are owned by the City and operated by non-profit child care providers.

Zoning Bylaw Amendments

Over the years, the City has made several amendments to the Zoning Bylaw to facilitate development of child care facilities (e.g., 2018 amendment to allow child care as a permitted use in Commercial Districts, 2012 amendment regarding home-based child care).

Child Care Resources Group (CCRG)

In 1990, the City established the CCRG to serve as its advisory body on child care matters. The group is comprised of representatives from non-profit child care providers, Fraser Health Licensing, the Burnaby School District, the YMCA Child Care Resource and Referral and the City. It has provided advice and assistance on child care to City staff, and helped with coordinating preparation of this Child Care Action Plan.

Information Resources

The City has produced an array of information to help the community and child care providers on child care matters. Examples include a booklet to assist families in securing child care for their children and a Step-by-Step Guide for Opening a Home-Based Child Care Centre, which explains zoning provisions and the process for opening a home-based centre.

Collaboration with School District

In 2014, the City entered into a Child Care Facilities Memorandum of Agreement (MOA) with School District 41 for establishment of up to 12 child care facilities on School District sites. Under the Agreement, the City is responsible for capital contributions through the Community Benefit Bonus Reserve, the School District provides land, and local non-profit organizations operate the centres. The Agreement was revised in 2019, after the School District prepared a report to outline more detailed plans for development of school age spaces on school properties.⁴ Since the MOA was announced, 247 spaces have been created or are under construction.

Advocacy

Consistent with the Burnaby Child Care Policy, the City has closely monitored child care policy at the Federal and Provincial level and has advocated for a publicly-funded universal child care system.



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⁴ <https://burnabyschools.ca/wp-content/uploads/2019/10/PDR-Childcare-Final-combined-version-20191016.pdf>

4.2 Demographic Highlights

It is important to consider the characteristics of the population (i.e., demographic information) both for understanding Burnaby’s child care situation and needs, and for planning for the future. Key demographic highlights for Burnaby are shown in Figure 1 on page 18. Additional detail is provided in Appendix 2.0.

4.3 Child Care Supply

In June 2020, Burnaby had 272 licensed child care programs with a licensed capacity of 4,909 spaces (see Table 1). The list includes group infant-toddler (0-36 months old), group 3-5 years, group school age care (6-12 years), multi-age, and family child care.⁵ There were also 546 licensed preschool spaces in Burnaby in June 2020. While preschool can be a valuable resource for children and families, such spaces are not being considered in this assessment because they typically offer programming to children for partial days, two or three days a week and they do not offer the same level of support to working families as other licensed child care options.

TABLE 1 Number of Licensed Spaces by Program Type

Source: Fraser Health Licensing and Ministry of Children and Family Development

TYPE	NUMBER OF PROGRAMS	NUMBER OF SPACES	% OF TOTAL NUMBER OF SPACES
Group Care Under 36 Months	76	936	19%
Group Care 30 Months to School Age	67	1,878	38%
Group Care School Age	43	1,444	29%
Multi Age (including in home)	44	366	8%
Family Child Care	42	285	6%
TOTAL	272	4,909	100%



Burnaby Association for Community Inclusion Child Care

⁵ Definitions of the various types of licensed child care in BC is provided in Appendix 1.0.

4.4 Child Care Access Rates

To assess the level of access for child care, it is helpful to consider the number of licensed spaces (group, multi-age, family) for every 100 children in the community. In 2020 in Burnaby, there were an estimated 28,011 children aged 0-12 years (representing 11.6% of the estimated total population of 241,869)⁶ and 4,909 licensed child care spaces. The child care access rate was thus 17.5 spaces per 100 children aged 0-12 years.

Looking at Burnaby's four quadrants, the Southwest has the highest access rate (20.1 spaces per 100 children aged 0-12 years) while the Southeast had the lowest rate (14.8 spaces per 100 children).

TABLE 2 Licensed Spaces by Quadrant

QUADRANT	CHILDREN AGES 0-12 YEARS OLD	NUMBER OF LICENSED SPACES	SPACES PER 100 CHILDREN 12 YEARS AND UNDER
Northwest	5,588	843	15.1
Northeast	5,854	1,126	19.2
Southeast	7,384	1,091	14.8
Southwest	9,185	1,849	20.1
Burnaby	28,011	4,909	17.5

As seen in Table 3, the highest rates of access were for the 3-5 year group (34.9 spaces per 100 children), while the lowest were for the under 3 and school age groups (17.6 spaces and 10.0 spaces per 100 children, respectively).⁷ Further:

- » The Northeast quadrant has the highest proportional share of spaces for children under 3 years old, while the Northwest quadrant has the lowest (20.0% vs. 14.7%)
- » The Southwest quadrant has the highest proportional share of spaces for 3-5 year olds, while the Southeast quadrant has the lowest (40.6% vs. 29.2%)
- » The Northeast quadrant has the highest proportional share of spaces for school age children, while the Northwest quadrant has the lowest (12.9% vs. 7.5%)

TABLE 3 Access Rate by Age Group and Quadrant

Quadrant	LICENSED CHILD CARE (UNDER 3 YEARS OLD)			LICENSED CHILD CARE (3-5 YEARS)			LICENSED SCHOOL AGE CARE (6-12 YEARS)		
	Number of children	Number of spaces	Spaces per 100	Number of children	Number of spaces	Spaces per 100	Number of children	Number of spaces	Spaces per 100
Northwest	1,292	190	14.7	1,237	422	34.1	3,059	231	7.5
Northeast	1,255	250	20.0	1,338	455	34.0	3,261	421	12.9
Southeast	1,665	268	16.1	1,768	516	29.2	3,951	307	7.8
Southwest	2,204	422	19.2	2,155	876	40.6	4,826	551	11.4
Burnaby	6,416	1,131	17.6	6,498	2,269	34.9	15,097	1,509	10.0

⁶ Population projections are derived from BC Stats and historical population trend data from Statistics Canada. For more information, see *Appendix D: Projections Methodology* in the draft *City of Burnaby 2020 Housing Needs Report*.

⁷ In estimating the ages of children enrolled in family and multi-age care, it was assumed that 30% would be 0-2 years of age, 60% would be 3-5 years of age, and 10% would be school age.

5.0 PRIORITY ISSUES

Through the review of data and literature and the community engagement process, four priority child care issues were identified for Burnaby: accessibility, affordability, quality and partnerships. Additional information on these priorities is presented in the following pages.



Yukon Crescent Children's Centre

5.1 Accessibility

As indicated, in 2020, Burnaby had 17.5 licensed spaces per 100 children aged 0-12 years. The highest rates of access were for the 3-5 year group (34.9 spaces per 100 children), while the lowest were for the under 3 years and school age groups (17.6 spaces and 10.0 spaces per 100 children, respectively). In terms of geographic areas, the Southeast and Northwest quadrants had the lowest access rates (14.8 and 15.1 spaces per 100 children aged 0-12 years, respectively).

The Child Care Parent Survey clearly revealed the challenges being faced in finding child care in Burnaby. For example, 74% of respondents indicated that they were on a waiting list before securing a space for their child. 57% reported that they were on a waiting list for more than a year.

As a result of the lengthy wait times, many parents indicated that they had to compromise on their child care arrangements, being unable to secure a space in their preferred centre.

Many parents indicated that, even if they secured a space, the hours of operation were too restrictive. Few facilities offer care outside of standard business hours, presenting challenges for parents who work shifts or non-standard hours, and those with long commutes to and from work.

5.2. Affordability

Child care is expensive, and can be a driving factor in the child care choices for many families. Although the Province has enhanced financial assistance programs for parents, families are still struggling with affordability. In addition, child care operators suggested that many parents, because of lack of options caused in part by cost, are forced to accept spaces even if they are perceived to be low quality.

The cost of care can be particularly problematic for families who face additional challenges such as low income families, families with multiple children, lone parents, recent immigrants, families with children with extra support needs, foster families and those working irregular hours.

Figure 2 shows the average monthly child care fees for group care (non-profit and for profit) and licensed family child care in Burnaby for 2020. The highest average cost was for group care for infants (\$1,151 per month). The lowest average was for group school age care (\$402 per month).



“The lack of suitable after-school care was one of the deciding factors in choosing to not enroll my child at our catchment school, and to enroll my child in an independent school that offers licensed after-school care at the school facility.”

“If I didn’t have my relatives, I wouldn’t be able to work.”

“ I would like to see better special needs awareness for all the workers and more education for other children about disabilities.”

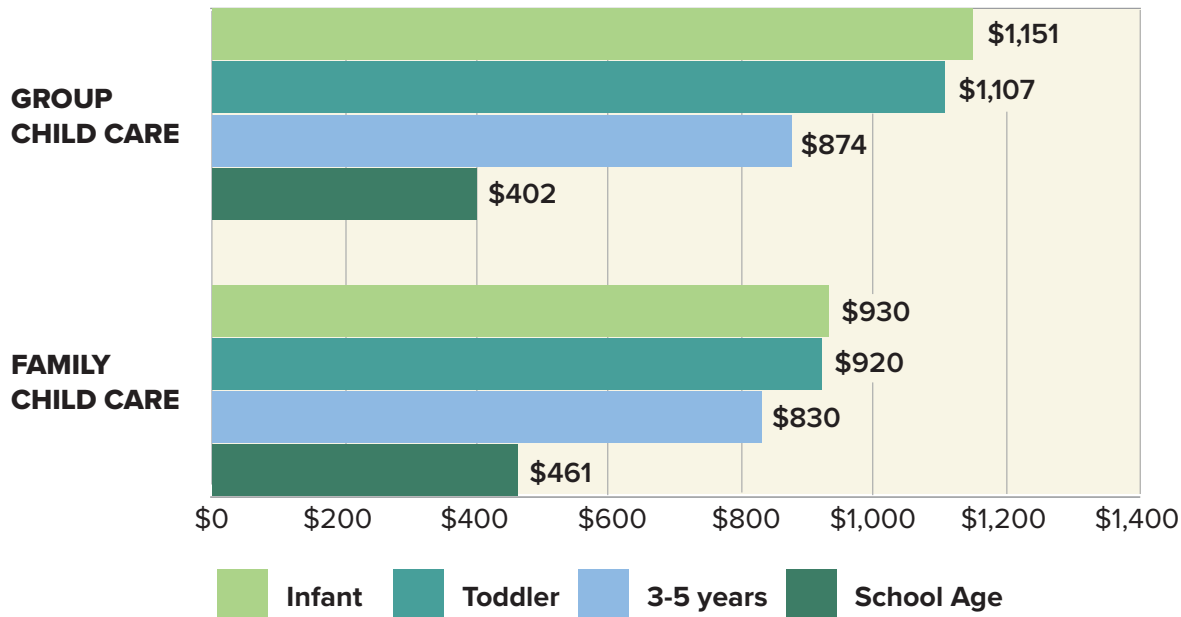


“The cost is really high- more than my mortgage.”

“The only centre we have heard back from just opened, and is charging \$1675/ month. This is \$475 more than we currently pay... there are no options or choices.”

FIGURE 2 Average Monthly Child Care Fees, City of Burnaby

Source: YMCA CCRR 2020



5.3. Quality

While accessibility and affordability of child care are important, neither guarantees quality. The research is clear: High quality child care is linked to positive outcomes for children, while poor quality care can have negative long-term effects. More generally, parents dropping off their children at a child care centre each working day want to feel secure knowing their children will receive safe, high-quality care.



Quality Child Care Systems

The Province has committed to an ambitious systems approach to universal child care with a focus on quality, affordability and accessibility. The Provincial Child Care Plan (Child Care BC: A New Day for Families & Providers in BC) specifically focuses on establishment of a quality child care system for the province (indeed, its subtitle is *The Path to Universal Child Care*). The Plan adheres to eight commonly accepted elements of a quality child care system, graphically presented in Figure 3 below. The eight elements are: (1) Ideas, (2) Governance, (3) Infrastructure, (4) Planning and Policy development, (5) Financing, (6) Human Resources, (7) Physical Environment, (8) Data, Research and Evaluation. All elements are interconnected and fit together to create a strong system; individually, each component has a limited impact. Strong public policy is needed to provide the foundation to build a quality child care system that incorporates all components.

“Staff turnover is high - educators need to get a better wage and benefits so that they will stay longer at this job!”

“I like the location, I like the cost. I like the fact they have continuous care in the summer as well as the school year. I like the out trips they arrange for the children. I like the fact that my children are walked from the center to school and back. I like that they have outdoor time quite often.”

Figure 3 Eight Elements of a Quality Child Care System

Source: Martha Friendly and Jane Beach, (2005) *Elements of a high quality early learning and child care system*. Child care resource and research unit.



Quality Child Care Programs

At the program level, reporting of positive relationships between families and providers, among colleagues, and between children and staff is strongly indicative of quality care. Additionally, when staff have higher levels of education and training, feel appreciated, and are well-supported, the quality of care increases⁸. Planned programming and a strong curriculum tailored to meet the diverse needs of children further enhances quality. Considerable evidence also exists that a well-designed indoor/outdoor space is critical to supporting the development of children under five.⁹

8 Friendly, M., Doherty, G., & Beach, J. (2005). Quality by design: What do we know about quality in early learning and child care, and what do we think? A literature review. *Childcare Resource and Research Unit*, 1-32.

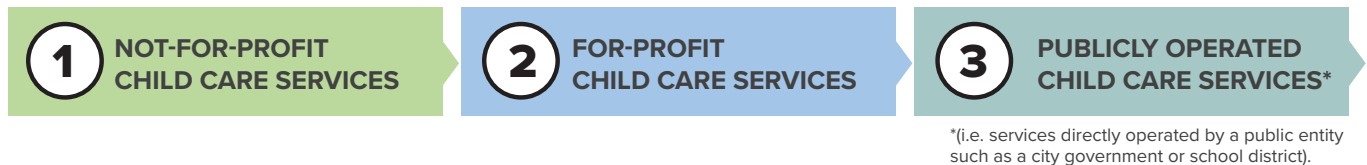
9 Herrington, S., Lesmeister, C., Nicholls, J., & Stefiuk, K. (N.D.). *7Cs: An Informational Guide to Young Children’s Outdoor Play Spaces*. Retrieved from <https://sala.ubc.ca/sites/sala.ubc.ca/files/documents/7Cs.pdf>

In order to facilitate the quality criteria, the research and child care advocates suggest special attention should be paid to staff:

- » Staff should have ECE (Early Childhood Education) training;
- » At least some staff should have training and skills to support children with extra support needs and to accommodate cultural/ESL needs;
- » Wages should be decent and commensurate with the level of training; and
- » There should be written policies and formal procedures which give staff a feeling of worth and certainty (e.g., job descriptions, contracts, salary schedule, performance reviews and a staff manual).

Auspice

Child care auspice is critically important to the quality of child care programs. Three types of auspices exist for child care in BC and Canada:



Research on auspice has consistently demonstrated that not-for-profit and publicly operated centres score higher on global evaluation scales than for-profit centres.¹⁰ Using data for BC, researchers found that not-for-profit and public centres are 97% more likely to continue to operate while for-profit centres are disproportionately more likely to close.¹¹ Additionally, on average, not-for-profit and public centres provide more teaching support, higher salary schedules, more staff policies, more job performance appraisals, and grievance procedures, compared to for-profit centres.¹² These factors can contribute to higher workplace morale and better staff retention, which positively impact the quality of care.

Across British Columbia roughly 50% of all child care facilities are operated on a not-for profit or public basis. In Burnaby, for-profits currently operate about 46% of the total child care spaces (including family and in-home multi-age care) and not-for-profits operate 54% (see Table 4)

TABLE 4 Burnaby Child Care Programs and Spaces by Auspice, 2019

Source: City of Burnaby and Fraser Health Authority Licensing.

Service Type and Auspice	Number of Programs	Number of Spaces	Share of Spaces
Family and in-home multi-age	53	74	2%
Group and multi-age: Not-for-profit	96	2,518	54%
Group and multi-age: For-profit	109	2,047	44%

¹⁰ Childcare Resource and Research Unit, (2011). Briefing Note: What Research Says About Quality in For-Profit, Non-Profit and Public Child Care.

¹¹ (Childcare Resource and Research Unit, 2011)

¹² Doherty, G., Friendly, M., & Forer, B. (2002). Child care by default or design? An exploration of differences between non-profit and for-profit Canadian child care centres using the “you bet I care!” data sets. Childcare Resource and Research Unit, Centre for Urban and Community Studies, 75.

5.4 Partnerships

Although the Province has announced its intention to move towards a universal child care system for BC, there is still a long way to go to realize that dream. Several parties need to collaborate to address child care needs and establish a quality child care system.

In discussions with key stakeholders during preparation of this Plan (particularly in the Solutions Workshops), the need for enhanced partnerships emerged as a consistent theme. Such partnerships were seen to be critical for increasing the quality, affordability and accessibility of child care in Burnaby.

The City is well positioned to leverage existing partnerships, having already established strong relationships with such partners as School District 41, Fraser Health, child care providers and community agencies.



“It is almost impossible for a small non-profit day care to expand without support from the city/province/school district.”

“I am on the board of a daycare and routinely see children age out of the wait list without ever getting a space.”



SFU Child Care

6.0 SPACE CREATION TARGETS

A requirement of the UBCM Child Care Planning funding grant was for municipalities to identify child care space creation targets. While the creation of new spaces requires a partnership approach, targets are helpful in identifying the community's needs and priorities and measuring progress - important information for future child care planning and funding application purposes.



Westridge Elementary School Child Care, City of Burnaby – Burnaby School District Partnership, operated by Puddle Splashers Childcare Society

Neither the Federal nor Provincial governments have provided direction for the establishment of targets, and no widely accepted approaches can be gleaned from the research. It is nonetheless helpful to look at other jurisdictions where publicly funded child care exists. For example, Quebec, the only publicly funded child care system in Canada, has not set specific targets. But an average of 55 spaces per 100 children aged 0-12 years exists in the province. The European Union (EU) has child care targets of 33 spaces per 100 for children under the age of 3, and 90 spaces per 100 children aged 3 years to school age. The EU does not have targets for school age children.

Recognizing that subjectivity is involved in the setting of targets, the City sought to identify appropriate “made in Burnaby” targets through its consultation process with elected officials, community partners and other key informants. The resultant targets were informed by an understanding of relevant data (e.g., employment rates for family households, projected population growth) and priority needs (e.g., infant/toddlers and school age).¹³ The aim was to establish targets that were responsive to local needs while also being pragmatic and realistic.

In setting the targets, a phased approach was used to identify targets for the short to medium term (i.e., 2025) and the longer term (i.e., 2030). Table 5 presents an overview of the proposed targets.



Montecito Child Care Centre, City of Burnaby – Burnaby School District Partnership, operated by Burnaby Family Life

TABLE 5 Overview of Proposed Burnaby Child Care Targets - 2020-2030

AGE GROUP	Existing Spaces 2020	SHORT & MEDIUM-TERM TARGETS 2020-2025			LONG-TERM TARGETS 2026-2030			TOTAL NEW SPACES 2020-2030
		New Spaces Needed 2020-2025	Total Spaces 2025	Number of Spaces per 100 Children	New spaces Needed 2026-2030	Total Spaces 2030	Number of Spaces per 100 Children	
0-2 years*	1,131	653	1,784	25	634	2,418	33	1,287
3-5 years	2,269	745	3,014	42	768	3,782	50	1,512
6-9 years	1,509	421	1,930	22	1,191	3,122	33	1,613
Total	4,909	1,819	6,728	29	2,593	9,322	38	4,412

* Under 3 years

¹³ In setting the targets, it was also realized that, at present, there are 1,337 child care spaces in the planning or development approval process in Burnaby. While there is no guarantee that all proposals will proceed as planned, the ones that are developed should help “kick start” the space creation efforts, adding a sizeable share of spaces (i.e., 1,000+) to Burnaby’s child care inventory.

In terms of net new spaces, the targets represent the following:

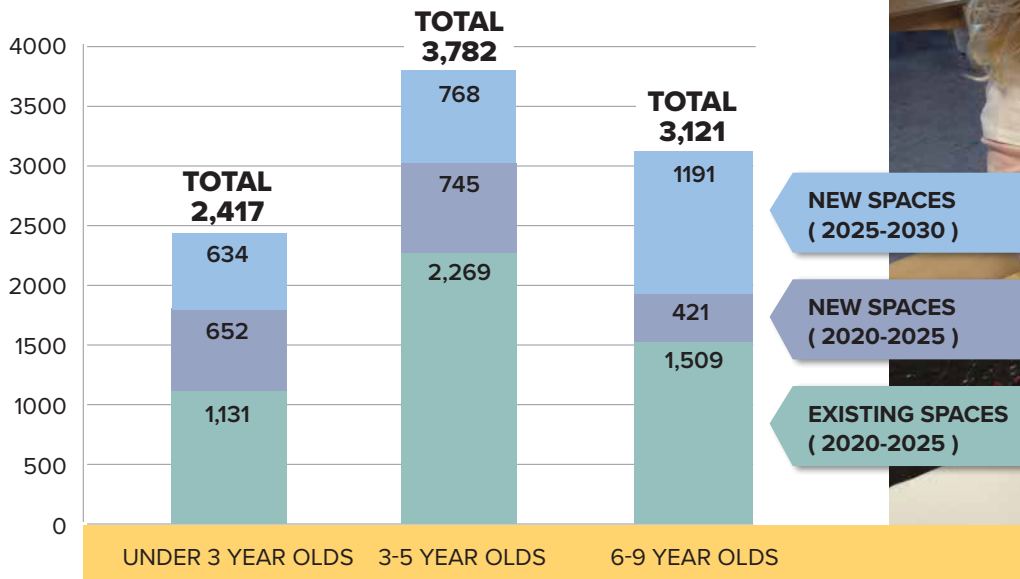
1,287 new infant toddler (under 3 year) spaces, translating into an average of 10 to 11 12-space programs per year over the 10-year period.

1,512 new preschooler age (3-5 year) spaces, translating into an average of six 25-space programs per year over the 10-year period.

1,613 new school age spaces, translating into an average of six or seven 24-space programs per year over the 10-year period.

The increases are shown graphically in Figure 4 below.

FIGURE 4 Child Care Targets by Age Group - 2020-2030



Montecito Child Care Centre





7.0 STRATEGIC DIRECTIONS AND RECOMMENDED ACTIONS

The CCAP proposes a suite of actions to address the gaps in service and improve Burnaby’s child care situation. The actions are to be pursued over a 10-year time frame, with some requiring attention in the short term (0-3 years) and others needing attention over the medium (4-6 years) or longer (7-10 years) terms. Recognizing that the City cannot address the child care needs on its own, the CCAP also identifies various partners that will need to participate to put the actions into effect.

The actions, organized according to the four key child care challenges facing Burnaby (i.e., accessibility, affordability, quality, and partnerships and collaboration), are presented in the following pages.



Cameron Children's Centre, owned by City of Burnaby, operated by Purpose Society

7.1 Increasing Accessibility

ACTION	TIME FRAME	EXTERNAL PARTNERS
7.1.1 Update and strengthen the Burnaby Child Care Policy to align with this Action Plan	Short-term	Child Care Resources Group
7.1.2 Aim to create 4,412 additional child care spaces in Burnaby over the next 10 years, as detailed in the child care targets table above	Ongoing	Child care providers Burnaby School District Developers
7.1.3 Place priority on new child care spaces for the most under-served age groups (i.e., infant/ toddlers and school age) and most under-served in geographic areas (the northwest and southeast quadrants)	Short-term Ongoing	Child care providers Burnaby School District Developers
7.1.4 Review the Zoning Bylaw to reduce barriers and increase opportunities for development of child care	Medium-term	Child care providers Burnaby School District Fraser Health Licensing
7.1.5 Amend the Community Benefit Bonus Policy and Official Community Plan to include more specific provisions for securing child care as an amenity through the rezoning process	Medium-term	Developers
7.1.6 Explore the establishment of a dedicated Child Care Statutory Reserve Fund for Burnaby	Medium-term	Developers
7.1.7 Pursue capital funding from the Province and other prospective sources to satisfy the City's child care targets	Short-term Ongoing	Province Burnaby School District Child care providers
7.1.8 Pursue opportunities for new child care spaces in future development proposals initiated by the City and others, including new non-market housing developments	Short-term Ongoing	BC Housing Fraser Health Child care providers
7.1.9 Create a dedicated City planning staff position to assume overall responsibility for the City's child care policy and planning portfolio, including coordinating implementation of this Action Plan and serving as a facilitator/point person to act as a liaison between City departments and applicants of child care development proposals	Short-term	None
7.1.10 Create an inventory of existing sites and facilities in Burnaby that could potentially be used for child care including City-owned and other public sector sites	Short-term	Fraser Health Provincial ministries Post-secondary institutions
7.1.11 Provide enhanced user-friendly child care information on the City website	Medium-term	Child care providers Child Care Resource & Referral

7.2 Improving Affordability

ACTION	TIME FRAME	EXTERNAL PARTNERS
7.2.1 Reduce or waive City application fees for development of not-for-profit child care facilities.	Short-term	None
7.2.2 Establish a Child Care Grant Program targeted to not-for-profit child care operators, e.g. to support smaller capital improvements, equipment purchases or professional development opportunities for child care staff.	Medium-term Ongoing	Non-profit child care providers

7.3 Enhancing Quality

ACTION	TIME FRAME	EXTERNAL PARTNERS
7.3.1 Confirm a set of principles, values, criteria, and design guidelines that will assist the City in development of child care in civic spaces	Short- Medium-term	Child care providers Fraser Health
7.3.2 Work with, support, and encourage the non-profit sector in enhancing the quality of child care services in Burnaby and in developing new facilities to meet the City's child care space targets	Long-term	Province Non-profit child care providers Burnaby School District

7.4 Strengthening Partnerships

ACTION	TIME FRAME	EXTERNAL PARTNERS
7.4.1 Support the Province in its Early Care and Learning Recruitment and Retention Strategy initiative to build up the child care labour force	Short-term	Child care providers Burnaby School District
7.4.2 Build on and enhance the City's existing strong partnership with the Burnaby School District regarding child care	Short-term Ongoing	Burnaby School District
7.4.3 Advocate to senior governments regarding Burnaby's child care needs	Short-term Ongoing	Burnaby School District
7.4.4 Work with internal and external partners to develop after-school programs that support children aged 10-12 years	Medium-term	Library Non-profit sector Burnaby School District
7.4.5 Continue to engage in dialogue with First Nations in Burnaby to help address the needs of Indigenous families/children	Short-term	Spirit of the Children Society First Nations communities Burnaby School District Other non-profit societies
7.4.6 Enhance collaboration with the Child Care Resource and Referral Program and other community service organizations on training and other initiatives	Short-term	Child Care Resource and Referral Child care providers Fraser Health Licensing
7.4.7 Increase collaboration with the Burnaby Board of Trade and other partners, helping to address child care recommendations of the Report of the Burnaby Business Recovery Task Force (2020)	Short-term Ongoing	Burnaby Board of Trade Burnaby School District
7.4.8 In conjunction with the Fraser Health, periodically host information sessions for groups and individuals interested in opening child care centres in Burnaby	Short-term Ongoing	Fraser Health Licensing
7.4.9 With the Child Care Resources Group (CCRG), offer to hold orientation sessions and provide periodic briefings on child care matters to local elected officials	Short-term Ongoing	Child Care Resources Group
7.4.10 Review the role, mandate, and governance/ reporting structure of the Child Care Resources Group (CCRG)	Short-term	Child Care Resources Group



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Cameron Children's Centre

Cameron Children's Centre, owned by City of Burnaby, operated by Purpose Society

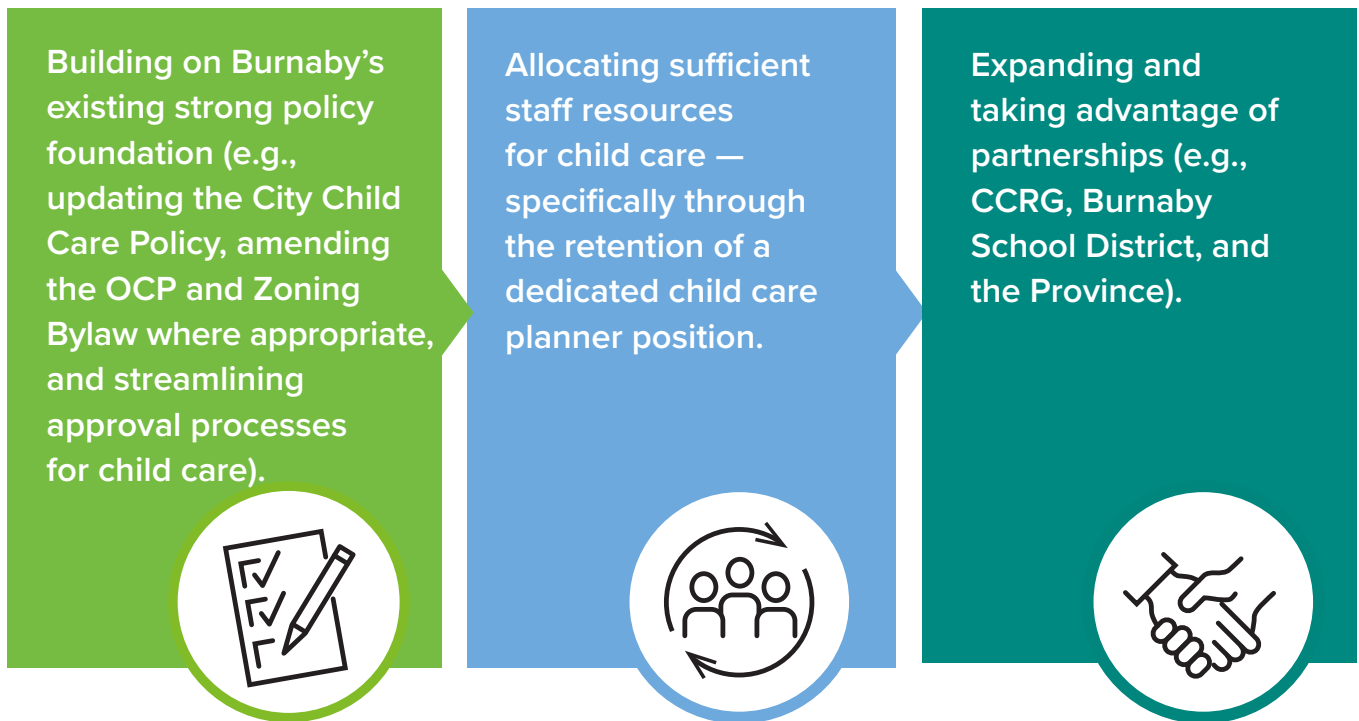
8.0 IMPLEMENTATION, MONITORING, AND REPORTING

Burnaby has a strong and successful history of facilitating child care for its residents. The City is widely acknowledged throughout the region and province for its leadership role regarding child care (e.g., Burnaby was one of the first municipalities in BC to establish a stand-alone child care policy and to secure negotiated child care facilities through the development approval process).

Preparation and adoption of this Action Plan, in conjunction with an increased Provincial commitment to child care, presents an important opportunity for the City to build on and enhance its progressive child care legacy.



The actions in this document represent an ambitious but doable work program. To implement them effectively, it is essential for the City to take a strategic, coordinated approach. Key components will involve:



While the recommendations in this Action Plan are directed to the City, it is important to stress that the City cannot address child care needs on its own. The City needs the support and cooperation of many parties, including the Province, child care providers, businesses, the community and others. In proceeding with implementation, it will be important for the City to continuously measure progress, report on outcomes and adjust the plan as required.

Accordingly, the City should develop concrete (but not complicated) tools to measure progress on implementation. Working with the CCRG, staff should present annual reports to Council regarding progress made in implementing the Action Plan. The reports should contain not only statistics but also a discussion of successes, failures, learnings and recommendations for necessary adjustments to the Plan. After being considered by Council, the annual reports should be shared with the School District, other City partners, the child care community and senior levels of government.

In closing, the City of Burnaby has made substantial steps to advance child care in the past, but more needs to be done. Aided by this Action Plan, the City will be well positioned to work with its partners to build on its strong child care legacy, increase the numbers of child care spaces in Burnaby, while continuing to focus on affordability and quality concerns. Taken collectively, the City's actions on child care will benefit local children and their families, while also contributing to the economy and well-being of the overall community.

APPENDICES



Taylor Park Children's Centre, owned by the City of Burnaby, operated by Burnaby Children's Centres Society

APPENDIX 1.0

GLOSSARY OF TYPES OF CHILD CARE

CHILD CARE TYPE	AGES	MAX GROUP SIZE
LICENSED CHILD CARE		
Licensed child care facilities are monitored and regularly inspected by regional health authorities. They must meet specific requirements for health and safety, staffing qualifications, record keeping, space and equipment, child-to-staff ratios and programming.	Group Child Care — under 3 years	Birth to 36 months 12 children
	Group Child Care — 2.5 years old to school age	30 months to school age (Kindergarten) 25 children
	Group Child Care school age (before and after school care)	School age (Kindergarten and up) 24 children from Kindergarten and Grade 1 or 30 children from Grade 2 and older with no Kindergarten or Grade 1 children present
	Multi-age Child Care	Birth to 12 years old 8 children, having no more than 3 children younger than 36 months old and, of those 3, no more than one child younger than 12 months old or having no more than 3 children younger than 36 months old
	In-home Multi-age Child Care	Birth to 12 years old 8 children, having no more than 3 children under 36 months old and, of those 3, no more than one child younger than 12 months old; or having no more than 3 children younger than 36 months old
	Family Child Care	Birth to 12 years old 7 children, having no more than 3 children younger than 48 months old and, of those 3, no more than one child younger than 12 months old; or having no more than 4 children younger than 48 months old and, of those 4, no more than 2 children younger than 24 months old
	Preschool — 2.5 years old to school age	30 months to school age (Kindergarten) 20 children
Occasional Child Care	18 months old and up 16 children if children under 36 months are present or 20 children if children under 36 months are not present	

CHILD CARE TYPE

AGES

MAX GROUP SIZE

REGISTERED LICENCE-NOT-REQUIRED CHILD CARE

These are unlicensed care providers. They must have registered with a Child Care Resource and Referral Centre. To register, operators must have completed: criminal record checks (for everyone over age 12 living in the home), character references, a home safety assessment, first aid training, and child care training courses or workshops.

Birth to 12 years old

Only 2 children or a sibling group who are not related to the care provider

LICENCE-NOT-REQUIRED CHILD CARE

These child care providers can operate legally in B.C. They are not registered or licensed and are not monitored or inspected. Unlicensed child care providers do not have to meet health or safety standards. Parents and guardians are responsible for overseeing the care and safety of their children in these care arrangements.

Birth to 12 years old

Only two children or a sibling group who are not related to the care provider

IN-CHILD'S-OWN-HOME CARE

This unlicensed care is when parents arrange for child care at home — such as a nanny or a baby-sitter (someone who is not a relative who lives in the home). Children from other families cannot be included in this care. It is not legally required to monitor this care. No specific qualifications are required for the child care provider. Parents or guardians must decide how to screen and hire the child care provider who becomes their employee.

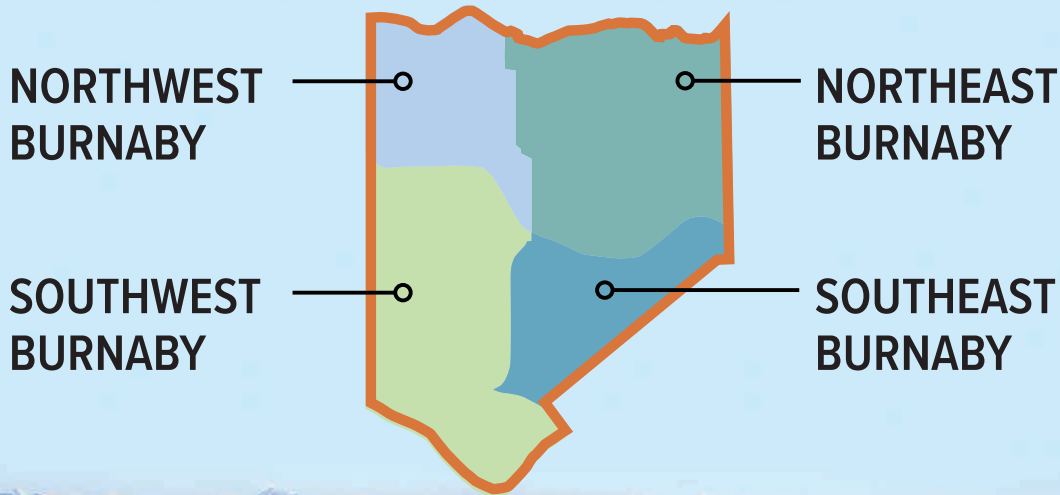
NA

Children from other families cannot be included in this care



APPENDIX 2.0 DEMOGRAPHIC PROFILE

In assessing needs and planning for child care, it is important to have an understanding of population characteristics (existing and projected), as well as the child care supply. An overview of relevant population (demographic) and child care information is provided in the following pages.



2.1 Regional Context

Over the last 20 years Burnaby's population has grown by 30%, or by about 1.5% each year from 179,210 in 1996 to 232,000 in 2016. During the same period, the city's 0-12 population grew by 9%, compared with a 54% increase for the 65+ group, consistent with the general aging trend of the population in Canada. In 2016 there were 27,115 children ages 0-12 in Burnaby, representing 11.7% of the city's total population.

Burnaby's Regional Context Statement (2011)¹⁴ confirms the City's commitment to accommodating an appropriate share of Metro Vancouver's population and employment growth between 2011 and 2040. As seen in Table 1, over the 30 year period, Burnaby is anticipated to accommodate:

» **11% of the region's population growth** » **12% of its residential growth, and** » **11% of its employment growth.**

TABLE 1 Population, Dwelling Unit and Employment Projections for Burnaby & Metro Vancouver

Population Component	BURNABY				METRO VANCOUVER			BURNABY'S SHARE OF METRO VANCOUVER GROWTH
	2011	2041	Increase	% Increase	2011	2041	Increase	
Total Population	227,700	345,000	117,300	49	2,356,000	3,443,000	1,087,000	11%
Dwelling Units	86,800	149,300	62,500	62	890,000	1,423,000	533,000	12%
Jobs	140,900	203,000	62,100	39	1,209,000	1,773,000	564,000	11%

Metro Vancouver 2040-Shaping Our Future, adopted July 2011

2.2 Population by Quadrant (2016)

Looking at Burnaby's four quadrants, the largest shares of children aged 0-12 years are in the Southwest, Southeast, Northwest and Northeast, respectively.

The breakdown for all age groups by quadrant is shown in Table 2 below.

TABLE 2 Population by Quadrant

Source: 2016 Census

AGE	NORTHWEST	NORTHEAST	SOUTHEAST	SOUTHWEST	BURNABY
0-2	1,325	1,290	1,710	2,265	6,590
3-5	1,235	1,335	1,765	2,150	6,485
6-9	1,635	1,775	2,155	2,645	8,210
10-12	1,210	1,255	1,520	1,845	5,830
13-14	795	870	990	1,220	3,875
15-19	2,270	2,860	3,090	4,360	12,580
20-44	18,400	16,715	21,345	30,890	87,350
45-64	12,955	13,115	15,990	22,695	64,755
65-84	6,825	6,305	7,150	11,410	31,690
85+	1,105	695	1,440	1,900	5,140
Total	47,755	46,215	57,155	81,380	232,505

14 A Regional Context Statement is a document that indicates how a municipality's aspirations, as expressed in its Official Community Plan, align with and support the regional vision, as expressed in the Regional Growth Strategy (Metro 2040). Member jurisdictions must adopt a Regional Context Statement as part of their Official Community Plans, and the statements must also be accepted by the Metro Vancouver Board.

2.3 Anticipated Population Growth (2020 - 2030)

The following table provides estimated population figures for 2020 and anticipated growth by quadrant for 2025 and 2030.

TABLE 3 Anticipated Population Growth

Source: BC Stats and historical population trend data from Statistics Canada)

2020 (Estimate)

	0-2 YEARS	3-5 YEARS	6-12 YEARS	TOTAL 0-12 YEARS	BURNABY ALL AGES
NORTHWEST	1,292	1,237	3,059	5,588	48,790
NORTHEAST	1,255	1,338	3,261	5,854	47,640
SOUTHWEST	2,204	2,155	4,826	9,185	85,250
SOUTHEAST	1,665	1,768	3,951	7,384	60,450
TOTAL	6,416	6,498	15,097	28,011	242,130

2025

	0-2 YEARS	3-5 YEARS	6-12 YEARS	TOTAL 0-12 YEARS	BURNABY ALL AGES
NORTHWEST	1,435	1,366	3,123	5,924	51,550
NORTHEAST	1,395	1,479	3,326	6,200	50,340
SOUTHWEST	2,453	2,377	4,914	9,744	90,060
SOUTHEAST	1,851	1,954	4,030	7,835	63,880
TOTAL	7,134	7,176	15,393	29,703	255,830

2030

	0-2 YEARS	3-5 YEARS	6-12 YEARS	TOTAL 0-12 YEARS	BURNABY ALL AGES
NORTHWEST	1,473	1,439	3,360	6,272	54,280
NORTHEAST	1,434	1,559	3,582	6,575	52,980
SOUTHWEST	2,518	2,505	5,310	10,333	94,840
SOUTHEAST	1,901	2,060	4,344	8,305	67,260
TOTAL	7,326	7,563	16,596	31,485	269,360

2.4 Family Composition

In 2016, there were 40,005 families with children in Burnaby. Of these, 51% had one child at home, 38% had two children at home, and 11% had three or more children at home (see Table 4 below). Of Burnaby's family households, 16.2% were headed by single parents, higher than the Metro Vancouver average of 15.4%. Of these families, 83% were headed by a female.

TABLE 4 Family Composition by Quadrant

Source: 2016 Census

POPULATION COMPONENT	NORTHWEST	NORTHEAST	SOUTHEAST	SOUTHWEST	BURNABY
# of families with children at home	7,700	8,100	10,340	13,870	40,005
% with one child	51	49	49	54	51
% with 2 children	39	40	37	37	38
% with 3 or more children	10	10	13	10	11
% of families headed by single parents	15	16	17	17	16
% of single parent families headed by females	80	83	83	84	83

2.5 Family Income and Prevalence of Low Income

The 2015 median before-tax income of Burnaby families with at least one child aged 0 to 5 years at home was \$80,704, lower than the Metro Vancouver average of \$87,054. The median before-tax income of single parent families was \$27,675, or 31% of median income of two parent families.

Looking at Burnaby's four quadrants, the highest 2015 median before-tax incomes for families with at least one child aged 0-5 years at home were in the Northwest (\$99,039), while the lowest were in the Southeast (\$70,736). The lowest median 2015 before-tax incomes for single parent families with at one child aged 0-5 years at home were in the Southwest (\$12,332), while the highest were in the Northeast (\$29,979).

TABLE 5 Median Before-Tax Family Income by Quadrant

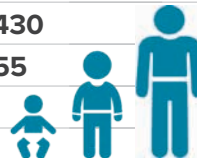
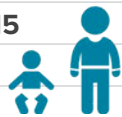
Source: 2016 Census

POPULATION COMPONENT	NORTHWEST	NORTHEAST	SOUTHEAST	SOUTHWEST	BURNABY
Median 2015 Before-Tax Income-couple and single parent families with at least one child 0-5 years at home	\$99,039	\$91,355	\$70,736	\$76,152	\$80,704
Median 2015 Before-Tax Income-couple families with at least one child 0-5 years at home	\$106,664	\$97,926	\$79,909	\$83,371	\$87,986
Median 2015 Before-Tax Income-single parent families with at least one child 0-5 years at home	\$23,531	\$29,979	\$21,072	\$12,332	\$27,675

In 2015, more than one in five (22%) of Burnaby children aged 0-5 years lived in low income households, compared to a Metro Vancouver rate of 18% (based on the Low Income Measure after-tax).¹⁵

TABLE 6 Children Living in Low Income Households

Source: 2016 Census

POPULATION	38,430		12,940	
NUMBER WITH LOW INCOME	8,455		2,815	
% WITH LOW INCOME	22		22	
BURNABY		AGES 0-17 YEARS		AGES 0-5 YEARS

2.6 Housing

It is useful to understand of a community's housing situation when examining child care for at least two reasons:

1. The information can provide insights into the types of environments or communities children may be living in (important for early child development)
2. Housing costs generally account for a significant portion of a household budget, and can affect a family's ability to afford quality child care options.

Table 7 below provides an overview of pertinent housing data for Burnaby. Key points to note are that, in 2016:

- » Half of Burnaby households lived in apartments, while half lived in single or two family homes or townhouses
- » 62% owned their homes, while 38% were renters
- » 43% of renter households paid more than 30% of their income on rent, while 39% of owners paid more than 30% of their incomes on housing costs
- » The average monthly housing cost for renters was \$1,100, while the average monthly cost for owners was \$1,208.

TABLE 7 Housing Types, Tenures, and Expenditures for Burnaby Households

Source: 2016 Census

POPULATION COMPONENT	NORTHWEST	NORTHEAST	SOUTHEAST	SOUTHWEST	BURNABY
# of Households	19,455	18,470	21,255	32,840	92,020
% Who Live Single and Two Family Homes	51	35	42	37	41
% Who Live in Townhouses	2	18	12	6	9
% Who Live in Low Rise Apartments	20	20	24	31	25
% Who Live in High Rise Apartments	26	26	22	26	25
% of Households Who Rent Their Home	32	39	35	41	38
% of Households Who Own Their Home	68	61	65	59	62
% of Renter Households Who Pay More Than 30% of Their Income on Rent	39	47	40	45	43
% of Owner Households Who Pay More Than 30% of Their Income on Housing Costs	25	24	30	32	39
Average Monthly Shelter Costs for Renter Households (2016)	\$1,142	\$1,224	\$1,038	\$1,075	\$1,100
Average Monthly Shelter Costs for Owner Households (2016)	\$1,088	\$1,180	\$1,377	\$1,146	\$1,208

¹⁵ Low Income Measures (LIMs) are a set of thresholds estimated by Statistics Canada that identify Canadians whose incomes are below half of the median of the adjusted income distribution. The adjustment is made to account for economies of scale in consumption within a household.

2.7 Cultural Diversity

Burnaby is one of the most culturally diverse communities in Metro Vancouver. In 2016, 50% of the city's residents were immigrants compared to 41% for the region. Similarly, 55% of Burnaby's population spoke English at home, compared to 72% region wide. The most common home languages in Burnaby, after English were Mandarin, Cantonese, Korean, Tagalog and Farsi.

Further, in 2019 Burnaby received 102 government assisted refugees (11% of the provincial total) and 691 refugee claimants (12% of the provincial total).

Quality child care can assist in the settlement and integration of newcomer families. Quality early care has also been shown to improve the English language abilities of English language learners and contribute to school readiness.

TABLE 8 Immigration and Home Language

Source: 2016 Census

POPULATION COMPONENT	NORTHWEST	NORTHEAST	SOUTHEAST	SOUTHWEST	BURNABY
Number of people	46,110	45,925	57,050	80,970	230,055
Number of people who are immigrants	19,790 (43%)	19,795 (43%)	31,355 (55%)	44,210 (55%)	115,145 (50%)
Most common home languages after English	Cantonese Mandarin Korean Italian Farsi	Mandarin Cantonese Korean Farsi Russian	Mandarin Cantonese Korean Tagalog Punjabi	Mandarin Cantonese Korean Tagalog Punjabi	Mandarin Cantonese Korean Tagalog Farsi

2.8 Indigenous Population

Before Burnaby existed, its lands were home to the ancestors of several local Central Coast Salish Nations. Today, their descendants continue to live in Burnaby and the adjacent municipalities that developed within their traditional territories. These are the hən̓q̓əmi̓n̓əm̓ and Skwxwú7mesh speaking peoples. Burnaby is also home to Indigenous people from other parts of BC and Canada. According to the most recent information from Statistics Canada, approximately 4,195 Burnaby community members self-identify as being Aboriginal. This accounts for approximately 1.8% of the total city population (see Table 9 below).

TABLE 9 Indigenous Population

Source: 2016 Census

POPULATION COMPONENT	NORTHWEST	NORTHEAST	SOUTHEAST	SOUTHWEST	BURNABY
Number of People Who Identified as Indigenous	900	950	1,175	1,165	4,195
% of Population Who Identify as Indigenous	1.9	2.1	2.0	1.4	1.8
Total Population	47,790	46,210	57,737	81,010	230,080

The Federal and Provincial Governments have both recognized the need for a prioritized focus on Indigenous communities with respect to child care, in response to the Truth and Reconciliation Commission of Canada's 'Calls to Action' (e.g., Action #12). This prioritization recognizes the central and sacred place that children hold in the cultures of Indigenous peoples. Culturally appropriate early childhood education supports Indigenous children's long-term development and empowers them with a strong sense of identity. It provides educational opportunities, an environment of cultural transmission, contributes to school readiness and supports their overall health and wellness from early years into adulthood.

2.9 Labour Force

In 2016, there were 60,210 women in Burnaby aged 15 and over in the labour force, representing a labour force participation rate of 59%.

For Burnaby men aged 15 and over, the labour force participation rate was 68%. The participation rates for both women and men in Burnaby were similar to those for Metro Vancouver.

In general, the higher the percentage of women in the labour force, the higher the demand for child care. Conversely, a lack of quality, affordable child care limits the ability of women to participate in the workforce (e.g., return to work after their maternity benefits end).

Table 10 Labour Force Participation Rates

Source: 2016 Census

POPULATION COMPONENT	NORTHWEST	NORTHEAST	SOUTHEAST	SOUTHWEST	BURNABY	METRO VANCOUVER
Labour Force Participation Rate for Women	61%	59%	60%	57%	59%	61%
Labour Force Participation Rate for Men	70%	66%	69%	67%	68%	70%

2.10 Child Vulnerability-EDI and MDI Results

UBC's Human Early Learning Partnership (HELP)¹⁶ generates valuable research for understanding the characteristics of the early and middle childhood populations in communities throughout BC. With respect to planning for child care, the most pertinent information is provided through the Early Development Instrument (EDI) and Middle Development Instrument (MDI).

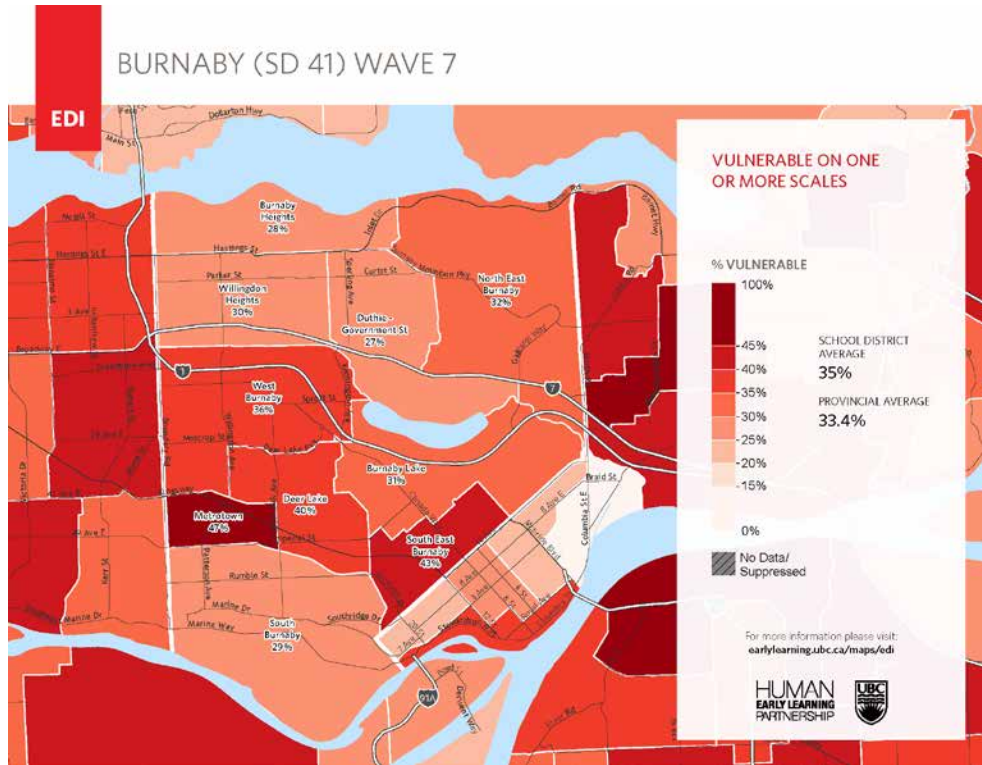
Using the EDI, HELP has completed seven waves of research into child vulnerability in BC. The EDI is a questionnaire, completed by kindergarten teachers, on the characteristics of their individual students. It measures the children's vulnerability on five scales: physical health and well-being, social competence, emotional maturity, language and cognitive skills and communication skills. Wave 7 data show that in Burnaby School District, 35% or 605 out of 1,753 children were experiencing vulnerabilities in at least one area of development, compared to the provincial rate of 33%. Vulnerability rates for Burnaby EDI neighbourhoods are shown on Map 1 on page 49. As the map reveals, all Burnaby neighbourhoods had vulnerable children, with the highest rates being in Metrotown (47%), Southeast Burnaby (43%), West Burnaby (36%), and Northeast Burnaby (32%).

The MDI is a self-report questionnaire that asks children in grades 4 and 7 about their experiences inside and outside of school. It is administered by HELP, in collaboration with school districts, to measure the percentage of children thriving in five areas of development: physical health and well-being, connectedness, social and emotional development, school experiences, and after school time. The 2018/19 MDI survey of Grade 4 students in Burnaby revealed that only 34% of 1,353 Grade 4 students were thriving compared to a provincial rate of 38%. As seen on Map 2 on page 49, Burnaby neighbourhoods with higher rates of Grade 4s who were thriving include Willingdon Heights (41%), Duthie-Government Street (39%) and Metrotown (36%).

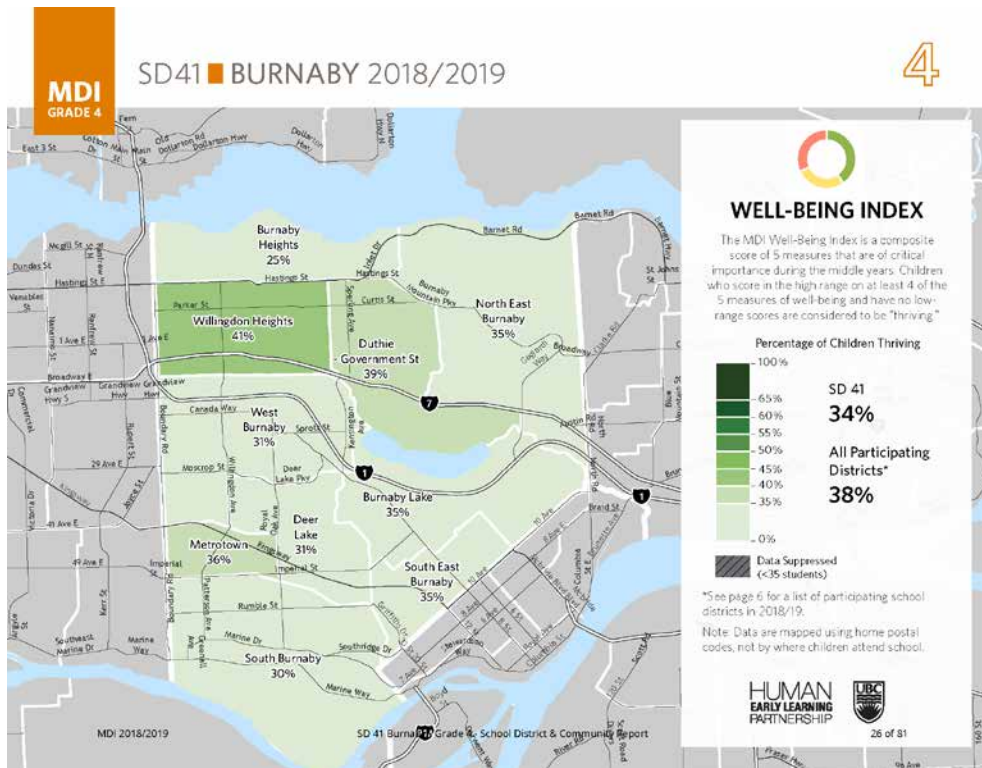
Access to quality early care and learning and after school care and programming have been shown to reduce child vulnerability and increase well-being for middle years children.

¹⁶ The Human Early Learning Partnership (HELP) is a collaborative, interdisciplinary research network, based at the School of Population and Public Health at UBC. Additional information is available through the website: <http://earlylearning.ubc.ca/about/>.

Map 1



Map 2



APPENDIX 3.0

COMMUNITY CONSULTATION: WHAT WE HEARD

In preparing the Child Care Action Plan, it was recognized that community engagement would be critical to the success of the project-both for yielding necessary quantitative and qualitative information for the research and for providing a channel for parents, caregivers, child care providers and others to lend their voice to the initiative.

Several approaches were used for the engagement:

- » Survey of parents and guardians;
- » Survey of child care providers;
- » Consultations on the needs of vulnerable populations; and
- » Action-oriented workshops to identify solutions for Burnaby’s pressing child care needs.

Information on the various approaches, and key findings from each, is presented below.

3.1 Parent and Guardian Survey

To hear from parents and caregivers, an online survey was posted on the City of Burnaby website from November 2019 to January 2020. The survey was advertised extensively through social media, pop-up information tables at recreation centres during busy family times, the Burnaby School District and emails to the distribution lists of community service providers. 1,156 questionnaires were returned-a positive response rate for such a survey. 95% of the respondents were parents of children aged 12 or under. Of the respondents, 38% had children under 3 years, 29% had children ages 3-5 years, and 68% had school aged children. Highlights of the responses are as follows:

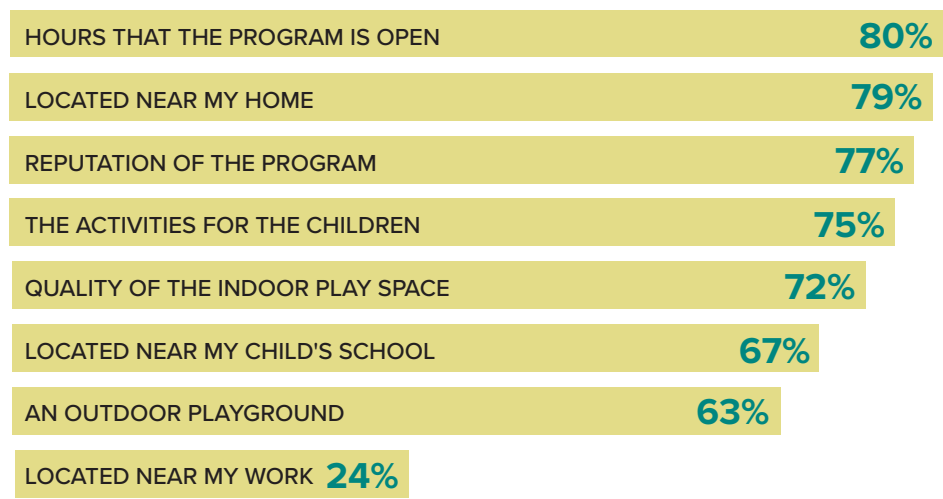
Access to Child Care (n=234)

- » 74% of respondents said it was somewhat difficult or very difficult to find child care.

Child Care Fees (n=848)

- » 71% of the respondents paid \$500 or more per month on child care, with 15% paying more than \$1400 per month.

Most Important Aspects of a Child Care Program



Child Care Needs of Respondents with children under 5 years old (n= 678)

- » 66% of respondents with children aged 5 and under needed full day care, five days a week.
- » 14% needed care full day care, one to four days a week.

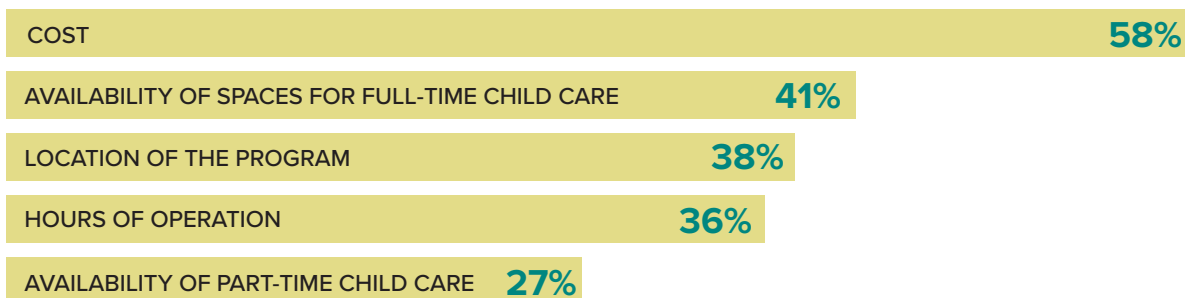
Child Care Needs of Respondents with school age children (n=802)

- » 62% needed out of school care, five days a week.
- » 13% needed care one to four days a week.

Waitlists (n=829)

- » 74% of respondents were on a waitlist for child care.
- » 57% of those on waitlists waited over a year for a spaces.

Barriers that make it difficult to Access Preferred Child Care Arrangement



Comments

While the quantitative information from the survey was of great value in assessing Burnaby’s child care needs and developing recommendations for the Action Plan, perhaps the most compelling information was provided through the respondents’ comments. Through the comments, respondents shared their views and personal experiences with child care.

It would be too unwieldy to present all the comments verbatim here; however, all comments were carefully considered in preparation of the Action Plan. One pithy comment conveys the overall tenor of the respondents’ assessment of Burnaby’s child care situation:

“Childcare is a crisis. Please help.”



Yukon Crescent Children’s Centre

3.2 Child Care Provider Survey

A survey was administered to child care providers to obtain information about programming, facilities and staffing. Sixteen surveys were returned, completed by owners, managers, program directors, or society executive directors of child care facilities. The majority of respondents (88%) were responsible for only one facility, while two (12%) offered programs from two or more facilities. The respondents delivered a range of programs (group infant/toddler and 3-5 year care, school age, preschool and family child care). The majority (94%) of the respondents' programs had been in operation for 10 or more years.

Child Care Services

94% of respondents had waitlists.

- » All those providing group care for infants and toddlers had waitlists of 51 or more children.
- » 83% of those providing group care for 3-5 year olds had waitlists of 51 or more children.

Only one respondent provided care on Saturdays and Sundays.

Staffing Challenges

All respondents indicated that they faced challenges finding qualified staff.

Key challenges:

- » Limited supply of applicants (86% of respondents)
- » Finding applicants with the necessary qualifications (86% of respondents)
- » High staff turnover (50% of respondents)

73% of respondents said that staff challenges affected their ability to operate programs.

Suggestions for addressing challenges included:

- » Increased government funding to enhance staff wages
- » Increased funding for specialized programming
- » Additional support for professional development
- » Expanded funding for facility equipment and supplies

Challenges Faced by Parents

- » Shortage of available spaces or programs
- » Affordability/cost of care
- » Lack of resources for children with special needs
- » Long waitlists



Taylor Park Children's Centre

3.3 Consultations on the Needs of Vulnerable Populations

Two approaches were used to learn about needs of vulnerable populations:

1. Interviews with representatives of agencies serving vulnerable populations (e.g., SUCCESS, Burnaby Family Life, YWCA, and Centre for Ability Supported Child Development Program); and
2. City-led focus groups with members of vulnerable populations — two with single parents and one with recent immigrants; total attendance of 26 people.

The key insights from the two approaches are summarized following.

Insights from Service Providers

Service providers noted that single parents, parents with children with extra support needs and those without families in Metro Vancouver were in a particularly precarious position.

The main child care barriers faced by vulnerable groups, as identified by the respondents, included:

- » Inadequate access to information on child care options (a particular problem for newcomers and those with limited English language abilities);
- » Scarcity of part time and flexible care choices;
- » Long waitlists for placement;
- » High child care fees;
- » Physical access challenges (e.g., shortage of facilities that can be reached by public transit, children receiving care in two or more geographically dispersed facilities); and
- » Insufficient resources for children requiring extra support (i.e., some centres do not accept such children, and there are not enough appropriately trained staff to offer the needed support).

When asked what changes they would make to improve the system, respondents reported they would:

- » Create more part time care and flexible child care options;
- » Provide more help to families to learn about child care options and subsidies and to find child care;
- » Establish stricter regulations for family child care operations to ensure quality;
- » Establish a high quality Early Childhood Education (ECE) college in Burnaby;
- » Improve services and standards for supporting children with extra support needs;
- » Enhance wages and benefits for ECE staff;
- » Encourage development of more child care facilities close to transit; and
- » Increase the number of school age programs in schools.

Insights from Focus Groups with Members of Vulnerable Population Groups

When asked how they felt about their current child care arrangements, the response from the vulnerable groups was mixed. Some participants indicated that they were generally satisfied, while others cited concerns (e.g., affordability/costs, quality of care options, availability, access to/eligibility for benefits).

The main challenges faced by participants included:

- » Difficulties in finding care (i.e., limited availability, long waitlists, high demand for City of Burnaby preschool programs);
- » Affordability (i.e., high costs, inadequate subsidies);
- » Insufficient services and resources for children with extra needs;
- » Lack of flexible options (e.g., longer operating hours); and
- » Limited information and assistance (e.g., need for increased support from CCRR, more resources for those with limited English language skills).

When asked what they would do to improve the system, participants said they would:

- » Introduce stricter requirements to enhance the quality of licensed child care operations;
- » Increase the frequency of inspections of child care operations by Licensing staff;
- » Improve wages and benefits for ECE staff;
- » Create a greater sense of community for those using child care operations (e.g., hold regular dinners or social events);
- » Enhance services and resources for children with extra support needs;

- » Expand the supply of child care in Burnaby;
- » Introduce a graduated approach to allow children to transition to full time care (e.g., part time for infants to get used to full time care);
- » Introduce more flexible care options for families (e.g., expand part time and drop in spaces, allow month to month vs. annual registration for preschool);
- » Enhance information on child care on the City of Burnaby website; and
- » Ease eligibility requirements for those seeking subsidies (e.g., previous year's income might not be an accurate measure of a family's ability to pay).

3.4 Solutions Workshops

After completing the needs assessment component for the Child Care Action Plan (including the community engagement efforts summarized above), the City hosted two virtual Solutions Workshops. The first workshop, held on July 7, 2020, included staff from the City, School District, Community Care Facility Licensing, Ministry of Child and Family Development and community partners (28 participants). The second workshop, which took place on July 9, 2020, was targeted to elected officials and senior staff from the City of Burnaby and School District 41 (20 participants).

The purpose of the workshops was twofold:

1. Provide a status update on the project and share information on the research to date; and
2. Elicit comments and ideas that would help with generating recommendations for the Action Plan.

The format of the two workshops was the same. A brief presentation was given on the project background, research to date, highlights from the community consultation, and summary of next steps. Participants were then divided into small groups and asked to respond to three questions:

1. What is the one thing you care about most when developing the Action Plan?
2. What should Burnaby's child care (spaces) targets be?
3. What are some short-, medium-, and long-term actions you'd like to see to facilitate child care growth?

The main themes emerging from the two sessions are summarized below.

QUESTION 1 What is the one thing you care most about as we develop the Action Plan?

- » Accessibility
- » Affordability
- » Quality child care
- » Space availability for child care operators to expand
- » Better coordination
- » Support for ECEs
- » Focus on partnership
- » Non-traditional child care hours
- » Choice
- » Sustainable funding and planning
- » Understand community need

QUESTION 2 What should our child care (spaces) targets be?

- » General consensus that the targets should range from 33 to 50 spaces per 100 children.
- » Priorities: a) infant/toddler and school age spaces, and b) securing spaces in new developments.

QUESTION 3 What are some short-, medium- and long-term actions to facilitate child care growth?

- » Use existing facilities to create child care
- » Density bonusing and amenity contributions
- » Affordability
- » Review zoning and bylaws
- » Increase spaces through land use planning and new developments
- » Partnership and collaboration
- » ECE recruitment and training
- » Licensing Regulation
- » Continuity of Care
- » Funding accountability
- » Locally driven decision making
- » Child care development guidelines
- » Establish a child care advisory/working group
- » Increase non-traditional hour options of care
- » Support families with system navigation

3.5 Stakeholder Consultation on Key Elements of Draft Action Plan

In March 2021, before finalizing the Action Plan, a summary of key findings and recommendations was distributed to stakeholders and posted on the City website. The intent was twofold:

1. Provide an update on the Plan preparation; and
2. Offer stakeholders an opportunity to share their comments and insights before the final version was completed and submitted to Council for adoption.

Comprehensive responses were received from the Burnaby School District, the BC Centre for Ability/Burnaby Supported Child Development, and the Burnaby Board of Trade. The respondents were generally supportive of the draft, but offered suggestions for improved clarity and context. The suggestions were considered and incorporated into the action plan where appropriate.



Hanna Court Children's Centre, owned by City of Burnaby, operated by Purpose Society

APPENDIX 4.0

SOLUTIONS WORKSHOP PARTICIPANTS

NAME	ORGANIZATION
Alexa Villalpando	YMCA, Child Care Resource and Referral
Ana Machado	YWCA/ Burnaby Family Life, Facilitator Single Mother's Group
Antonia Beck	Burnaby Neighbourhood House
Asami Yagita	Sakura Child Care Inc.
Barb Jefferys	Burnaby Lakeview Preschool
Barb Wilkins	Pied Piper Preschool
Calvin Tse	Organic Early Learning
Carrie Alexander	Pied Piper Preschool
Cathy Pool	YMCA
Councillor Colleen Jordan	City of Burnaby
Councillor James Wang	City of Burnaby
Councillor Joe Keithley	City of Burnaby
Councilor Pietro Calendino	City of Burnaby
Councillor Sav Dhaliwal	City of Burnaby
Dawn Saunders-Mason	Burquitlam Childcare Centre
Enola Cerrato	Rising Starts Daycare Inc.
Fatima Cerrato	Rising Starts Daycare Inc.
Felicia Costea	Lower Mainland Purpose Society for Youth and Families
Geoff McDougall	Children's Reef Learning Centre
Isela	Children's Reef Learning Centre
Jacqueline Ewonus	SFU Child Care Society
Jody Mischuda	Fraser Health
Katherine Chen	TLC Childcare Centre
Kerry Teves	City of Burnaby, Centre Supervisor, Burnaby Parks, Recreation & Cultural Services
Kim Adamson	YMCA of Greater Vancouver

NAME	ORGANIZATION
Korean Newcomers Group	
Lee-Ann Garnett	City of Burnaby, Assistant Director, Long Range Planning
Lorraine Bascombe	BC Centre for Ability-Supported child Development Consultant
Margaret Manifold	City of Burnaby, Senior Social Planner, Long Range Planning
Mayor Mike Hurley	City of Burnaby
Monica Lim	SUCCESS Burnaby Early Year Program Korean worker
Naima Amalou	Burnaby French Language Preschool
Parissa Shafizadeh	City of Burnaby, Community Planner
Rachel Day	SFU Child Care Society
Robin Juergensen	City of Burnaby, Recreation Manager, Burnaby Parks, Recreation & Cultural Services
Rupa Sohal	Burnaby French Language Preschool
Russell Horswill	Secretary-Treasurer, School District 41
Sara Shaw	Burnaby Neighbourhood House
Sheri Brattston	Managing Director, Community Education, School District 41
Susan Foster	Ministry of Children and Family Development
Terri Calvers	BC Centre for Ability
Tripta Thompson	BC Centre for Ability
Trustee Bill Brassington	School District 41
Trustee Christine Cunningham	School District 41
Trustee Gary Wong	School District 41
Trustee Jen Mezei	School District 41
Trustee Larry Hayes	School District 41
Trustee Peter Cech	School District 41
Trustee Ryan Stewart	School District 41
Wanda Mitchell	Assistant Superintendent, School District 41
Zeralynne Te	City of Burnaby, Senior Planner, Civic Projects



Cascade Heights Child Care, City of Burnaby – Burnaby School District Partnership, operated by the YMCA