

GREENEST CITY SCHOLARS PROGRAM
UBC Sustainability Scholars Program, Summer 2018

Research project title

Workplace Childcare: Discovering what really works for Vancouver children, families, and employers

Research supports the following policies -

- Greenest City Action Plan
Specific goal area (s): Green Transportation
- Healthy City Strategy
Specific goal area (s): A Good Start; Making Ends Meet and Working Well
- Renewable City Action Plan
- Green Operations
- Other: _____

Scope of work:

- Review the City's policies regarding Vancouver's support for and commitment to quality, accessible and affordable childcare
- Conduct a review of best practices related to workplace childcare in cities and with employers around the world. This review will seek to expand knowledge of factors such as different models of operating, support and auspice; supply and demand for childcare close by/integrated with the workplace; facility siting and design to ensure quality; and other criteria.
- Undertake research to identify and connect with existing workplace childcare providers (both on-site and off-site) and other key stakeholders to identify which approaches have been successful, as well as what lessons can be learned in Vancouver. This work is likely to include a mix of in-person interviews, surveys and data research.
- Help develop a toolkit of best practices that can be used to inform City support of affordable, quality non-profit workplace childcare.

Why this work is of value:

Parents want – and children need – quality, affordable childcare options. Workforce participation amongst mothers has increased by over 20% over the last 30 years; however, a lack of affordable, available, quality childcare presents significant barriers for parents returning to the workforce. Working parents struggle to access childcare that also provides children with excellent long-term outcomes for health and development; if available care cannot be found near to home or work, parents are compelled to add long journeys to childcare to their daily commutes. As a result, employers, communities and our economy are also affected.

Research has demonstrated that when an employer offers immediate access to childcare, employees tend to work more efficiently, stay with their jobs longer, miss fewer work days and demonstrate lower levels of stress. There is also increasing evidence that workplace childcare also works as a recruitment tool to attract new employees that have or are planning to have children.

Deliverables

The Healthy City Scholar will deliver a final report containing a summary of their completed work, complemented by a final presentation to key stakeholders. The report should include:

Submit applications here: <http://bit.ly/2DC2jpP>

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- Summary of workplace childcare approaches used in Vancouver and in other cities around the world.
- An inventory of workplace childcare practices in Vancouver, which may include mapping and data analysis.
- A set of best practices for quality nonprofit workplace childcare (that may include operational models; workplace demand; quality facility design; basic location criteria; and other relevant considerations)
- A public facing final report (or executive summary) for the UBC Sustainability Scholars online project library

Time Commitment

- This project will take **250** hours to complete.
- This project must be completed between **April 27 and August 10th, 2018**
- The scholar is to complete hours between (**9am and 4:30pm, Monday through Friday**), approximately **20** hours per week.
- The scholar will be required to meet with the assigned City Staff Mentor(s), on a bi-weekly basis, to report on project progress, discuss concerns, and receive project feedback.

Work location: Woodward's Building, 111 West Hastings Street

Skill set/background required/preferred

- Excellent research and writing skills.
- Demonstrated interest in community economic development; childcare and early learning; facility design; social policy; and economics.
- Experience conducting stakeholder engagement events, including facilitation skills, is an asset.
- Familiarity with research methodologies and survey techniques
- Strong presentation and public speaking skills
- Community engagement experience
- Familiarity conducting focus group research
- Strong analytical skills
- Ability to work independently
- Demonstrated time management skills
- Project management and organizational skills
- Familiarity with design and layout software; MS Office; Mapping and GIS software.
- GIS training or experience with the ability to perform basic mapping and data analysis tasks.
- Familiarity with qualitative research methodologies and implementation, including field interviews and literature reviews.
- Familiarity with quantitative research methodologies and implementation, including survey development and administration, as well as data research and retrieval.
- Familiarity with behaviour change theories and implementation
- Comfortable interacting with strangers to conduct public/in person surveys

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