



Kootenay Childcare Initiative Quarterly Report

Report Produced: December 2025

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Executive Summary

The Kootenay Childcare Initiative successfully launched on October 7, 2025.

Since then, we have connected with 19 providers across the Kootenays to help strengthen their operations, support expansion efforts, and reinforce infrastructure for those at risk.

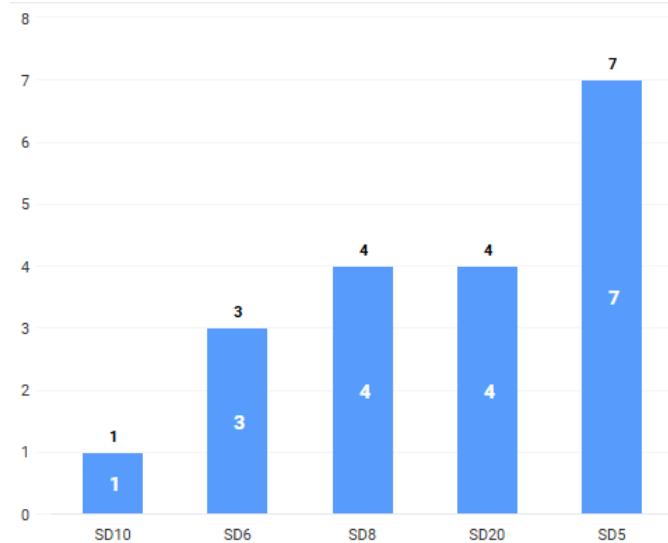
We have also engaged additional providers who wish to stay informed about the Initiative's offerings and the resources extended to childcare providers in the region.

Engagement

Childcare Providers Engaged: 19

Childcare Providers Actively Receiving Support: 16

Providers Engaged by School District



Key Topics & Concerns Raised

Theme	Observations	Priority
Recruitment & Retention	Difficulty recruiting and retaining qualified ECEs due to the absence of structured hiring practices such as job descriptions and wage grids	High
Operations	Providers noted needing support in financial, strategic, and business planning to operate at their current capacity and to prepare for potential expansion	High
Leadership & Team Management	Providers report burnout concerns and challenges with giving staff feedback, empowering staff to have difficult conversations, building confidence as leaders, resolving conflict, and maintaining healthy workplace boundaries	High
Succession Planning	Structures are needed to ensure staff can run programs during absences and assume responsibilities that promote long-term resilience	Increasing
Immigration	Training on immigration pathways for hiring, to help providers understand how immigration can be used to fill staffing gaps	Moderate

Supports & Actions Provided

Types of Support	Actions	Number of Providers Supported	Outcomes
Mentorship	Providers requiring minimal support were matched with peer mentors	7	Ongoing – mentorship connection established & sessions commenced
Business Coaching	Matched providers who had complex and/or escalated needs with business coaches for more specialized support	11	Ongoing - coaching connection established & sessions commenced
Recruitment	Supporting providers in hiring part-time and full-time ECEs and ECEAs	6	Ongoing - providers currently in recruitment discussions, with others under active recruitment
Monthly Training	Formulated offering for first virtual workshop sessions commencing January 28 th , 2026	To be determined via registration link	Gearing up to promote monthly Leadership Training Sessions for providers and staff, covering organizational culture, team building, communication, and HR practices such as hiring
	Developing a recruitment-	To be determined via registration link	Looking to offer a recruitment-focused workshop

	centered virtual workshop for 2026		series on effective hiring, building team structures, and delegating
Resource Sharing	Linked non-profit providers to Columbia Basin Trust Non-Profit Advisors Training	4	Providers to register with CBT to commence support
	Linked to SKCCRR Boundaries Workshop with Jodie McDonald	6	Sent emails to providers we've connected with, inviting them to register for the January 20, 2026 event

Emerging Trends

- **Flexible Training Needs:** providers & staff are requesting flexible, online training options that fit schedules, so offerings can be more accessible to those who might otherwise miss sessions
- **Operational Tools:** providers are seeking practical, operational tools and benchmarks that aid reflection and fortify their systems, supporting their question *“What can we do to be better?”*
- **Professional Isolation:** providers & staff are eager to build a community of practice to connect with peers, share strategies for streamlining operations and support self-care while facing similar challenges
- **Resilience Concerns:** providers are keen to develop strategies for resilience and sustainability, enabling them to respond confidently as additional childcare spaces continue to emerge regionally
- **\$10/Day Program Insights:** providers are eager to learn from current \$10/day centres, hearing about successes and challenges to guide and inspire
- **Behavioural Challenges:** providers & staff are seeking updated guidance and resources that reflect current best practices to address classroom behavioural challenges
- **Professional Development Interests:** providers and staff are interested in enrolling in leadership and administration training, including practical workshops on grant writing, bookkeeping, and foundational administrative skills

- **Communication Needs:** providers and staff are seeking support with assertive and effective communication within teams and with parents to help them feel confident in addressing issues directly
- **Administrative Tools:** providers are seeking practical, administrative tools for scheduling, parent communication, waitlist management, and policies to help them feel more confident and organized in their daily operations

Conclusion

The Kootenay Childcare Initiative will run until March 2027. With a focus on recruitment and business development, the initiative aims to strengthen the region's childcare workforce by building organizational capacity and resilience.

Key actions in the next quarter:

- Share the Kootenay Childcare Initiative promotional recruitment videos, highlighting working in childcare in the Kootenays
- Begin online training workshop series for providers
- Continue to provide coaching and mentoring for providers, while assessing impacts and adjusting the process as required
- Continue to provide recruitment support for providers and adjust process as required
- Continue to connect providers to locally available resources, including CCRRs and other training opportunities