

Impact Report

Reporting Period: Q2 - June 29th 2026

Prepared By: Michelle Chan - CFEK

Executive Summary

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

At the present time, we are directly supporting 23 childcare providers with tailored assistance to strengthen operations, drive expansion and reinforce infrastructure for those at-risk.

This quarter, 37 providers and staff participated in monthly leadership and recruitment training, including those accessing one-on-one business coaching, mentoring, recruitment support, and those serving as program coaches or mentors as part of their professional development. An additional 7 facilities have expressed interest in the program but have not yet engaged in monthly training. While they fall outside the expanding or at-risk focus, they remain connected through supplemental resources and supports.

Engagement Snapshot

Total Providers Currently Engaged: 23

Currently receiving coaching & mentoring only: 11

Currently receiving recruitment support only: 6

Currently receiving coaching/mentoring and recruitment support: 6

Providers with Assigned Support - Engagement Pending: 1

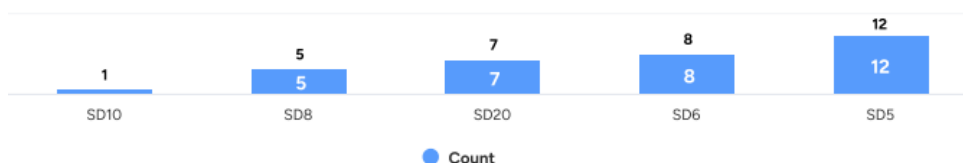
Providers that have Paused Engaging with Support: 2

Providers Completed Support: 3

Providers & Staff Engaged via Monthly Training Only: 14 (actively participating in training & shared supports; not receiving coaching, mentoring or recruitment services)

Providers Interested but Not Yet Participating in Monthly Training: 7

Providers by School District



Key Topics & Concerns Raised

Theme	Observations	Priority
Leadership	Leadership and team management have been identified as key concerns linked to staff retention	High
Behavioural Challenges	Increasing challenges in managing complex behaviours, compounded by difficulty recruiting qualified support workers	High
Cross-Provincial Collaboration	What cross-provincial collaboration and resources exist to support the recognition and transfer of ECE credentials to BC?	High
Immigration	Information sessions on immigration pathways to help childcare facilities recruit qualified ECEs	High
Marketing	Expanding awareness and marketing support for day homes across growing Kootenay communities	Increasing
Accounting	Building sustainable financial practices for new and existing childcare operations, including business financing, payroll and subsidy administration	Increasing

Professional Development	Interest around additional Professional Development opportunities to maintain 40-hour requirement for ECE certification	Increasing
Succession Planning	Strengthening staff capacity to ensure operational continuity during absences, turnover & retirement and build long-term resilience	Increasing
Grants	Rising interest in equipment & operational grants and other funding sources	Increasing
Administration	Demand for practical tools and benchmarks for scheduling, billing, parent communication, waitlists, and Pro-D Day interest management	Moderate

Supports & Actions Provided

Types of Support	Actions	Number of Providers Currently Supported	Outcomes
Mentorship	Matched with peer mentors	4	Underway
Business Coaching	Matched with business coaches	13	Underway
Recruitment	Matched with recruitment consultant (includes those accessing coaching/mentoring support)	14	Underway
Recruitment	Current advertisements on KCI website	13	Underway
Recruitment	Open job positions	21	Underway
Pending Engagement to Assigned Support	Case manager will check-in as per dates	1	On hold as per providers request

	discussed with providers		
Paused Engaging with Support	Case manager will check-in as per dates discussed with providers	2	On hold as per providers request
Monthly Training: KCI Leadership Sessions	Ran from January 28 th - June 24 th , 2026	Session 1: 19 attendees Session 2: 9 attendees Session 3: 12 attendees Session 4: 7 attendees Session 5: 2 attendees Session 6: 6 attendees	Complete
Monthly Training: WeBC Peer Mentoring for Childcare Providers	Ran from February 17 th – June 23 rd , 2026	6	Complete
Monthly Training: KCI Recruitment Series	Ran from March 12 th - May 14 th , 2026	Session 1: 6 attendees Session 2: 4 attendees Session 3: 2 attendees	Complete
Resource Sharing	Linked non-profits to CBT Non-Profit Advisors Training	7	Providers to register with CBT for active support
Resource Sharing	Linked to myCommunityFutures	5	Providers to create myCF accounts to access additional consulting support
Resource Sharing	Newsletter	160	Providers, staff, and interested parties seeking updates, resources, and developments via the Initiative

Emerging Trends

- **Increased demand for board governance support**
KCI has expanded capacity-building efforts to include board members in select cases, helping ensure operational improvements identified through coaching are implemented across all levels of the organization
- **Increased demand for team building facilitation**
Providers are seeking full-day sessions on topics such as unconscious bias, trauma-informed practice and effective communication
- **Increased demand for standardized templates and documentation resources**
Providers are seeking sample policies, procedures, onboarding checklists, employee handbooks and operational manuals to support updates and implement coaching recommendations more efficiently
- **Peer mentorship & connection**
Growing interest in connecting with experienced peers for guidance, consultation and ongoing support in childcare operations
- **Appreciation for regular check-ins**
Providers value KCI's ongoing check-ins, which help fine-tune coaching and mentoring supports and create space for suggestions around additional resources
- **Growing concern about operational resilience**
There is concern around how existing facilities can remain sustainable particularly given the pause on \$10/day applications & with providers required to offer at least 9.5 hours of care per day before charging for extended hours
- **Engagement capacity**
Capacity constraints continue this quarter due to competing priorities, occasionally affecting response rates and timelines for connecting with providers

Our Response to Key Concerns

Administration, policies and procedures, leadership and team management, business planning, financial planning and recruitment remain the top priority areas identified by providers engaged this quarter.

The final **Kootenay Childcare Initiative Leadership Sessions** ran from January to June, led by Nicky Byres, Executive Director of Richmond's Society of Children's Centres and Instructor in the Post-Basic ECE program, teaching Child Care Administration. This month will conclude the six-part leadership training webinar series she has facilitated in support of providers.

The **Kootenay Childcare Initiative Recruitment Series** ran from March to May 2026 and was facilitated by Mia Gardiner, founder of Kootenay Talent + Recruitment and a people and culture strategist. Mia presented at the Kootenay Boundary Early Years Conference on "Building & Empowering Your Team to Thrive" and developed an accompanying workbook to facilitate discussion among attendees around topics of team health assessment, a burnout barometer & a 30-day action plan. These will be made available on the KCI website for providers to utilize.

For the above sessions, we are welcoming all attendees that participated in these sessions to reach out to us at hello@kootenaychildcare.ca to apply for a Professional Development certificate. Its acceptance will be determined by the BC ECE Registry.

The Kootenay Childcare Initiative will also host Doris Wong, Outreach Officer with Immigration, Refugees, and Citizenship Canada (IRCC). Having worked in various processing and management capacities within IRCC's economic immigration teams, Doris currently supports organizations in their goals of attracting and retaining global talent through the education of federal economic immigration programs via tailored information sessions that aid employers in understanding the various economic immigration options available to suit their staffing needs. **This virtual session, focused on childcare, will take place on Wednesday, August 26th at 6pm MT.** More information will follow.

Past Actions

- The Kootenay Childcare Initiative was pleased to participate in the Kootenay Boundary Early Years Conference on May 22nd - 23rd, providing a valuable opportunity to connect with new and experienced Early Childhood Educators (ECEs) and other stakeholders committed to supporting quality childcare throughout the region
- The Initiative was also proud to present at the annual Early Childhood Educators of British Columbia (ECEBC) Conference on May 7th - 9th, highlighting its work through the session “*The Unusual Suspects: Supporting the Childcare Sector in the Kootenays*,” that showcased innovative approaches, partnerships and lessons learned while supporting the childcare workforce and building sector capacity across the Kootenays

Planned Actions

- Collaborate with Kootenay-based CCRRs to create meaningful and accessible professional development opportunities that support the ongoing growth and success of Early Childhood Educators
- Work closely with project partners to identify and connect with new childcare providers who may benefit from participating in the Initiative beginning in Fall 2026

Conclusion

The Kootenay Childcare Initiative will run until March 2027.

Key actions in the next quarter:

- Continue to provide coaching and mentoring for providers, while assessing impacts and adjusting processes as required
- Continue to provide recruitment support for providers and adjust processes as required
- Continue to connect providers to locally available resources, including CCRRs and other training opportunities
- Continue regular check-ins with providers to ensure the Initiative's supports remain responsive as needs evolve
- Continue producing accessible, practical and robust [resources](#) for providers in the region
- Continue outreach with providers in SD 5, 6, 8, 10 and 20, and capture new leads in unrepresented SD 51
- Expand opportunities for group coaching through peer mentoring, creating supportive spaces for childcare providers to connect, share experiences & learn from one another
- Increase access to professional development opportunities for Kootenay-based Early Childhood Educators, supporting their ongoing learning, skill development & professional growth