

Impact Report

Reporting Period: Q3 – September 14th 2026

Prepared By: Michelle Chan - CFEK

Executive Summary

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

This quarter, we are directly supporting 13 childcare providers with tailored assistance to strengthen operations, drive expansion and reinforce infrastructure for those at-risk.

Over the summer months, access to supports and services decreased as individuals paused or reduced their use of services due to time away.

As this quarter winds down, 9 facilities have expressed interest in the Initiative but have not yet engaged in monthly training, business coaching, peer mentoring or recruitment supports. The Initiative remains committed to actively engaging with these facilities to connect them with appropriate supports.

Engagement Snapshot

Total Providers Currently Engaged: 13

Currently receiving coaching & mentoring only: 5

Currently receiving recruitment support only: 3

Currently receiving coaching/mentoring and recruitment support: 5

Providers with Assigned Support - Engagement Pending: 2

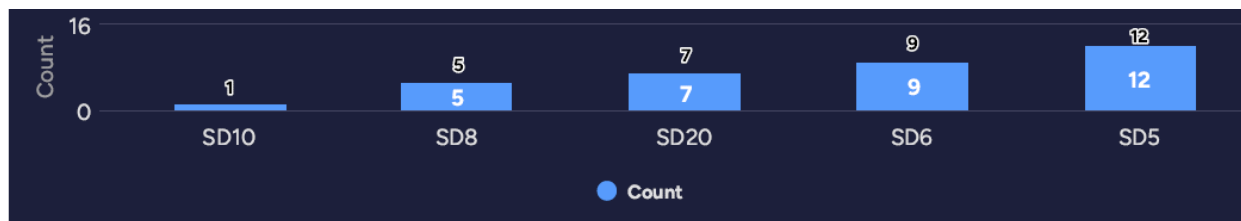
Providers that have Paused Engaging with Support: 8

Providers Completed Support: 5

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: 9

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 federal & provincial immigration pathways to help childcare facilities recruit qualified ECEs	High
Financial Planning	Building sustainable financial practices for new and existing childcare operations, including business financing, payroll and subsidy administration	High
Marketing	Expanding awareness and marketing support for day homes across growing Kootenay communities	Increasing
Professional Development	Interest around additional Professional Development	Increasing

	opportunities to maintain 40-hour requirement for ECE certification	
Succession Planning	Strengthening staff capacity to ensure operational continuity during absences, turnover & retirement and build long-term resilience	Increasing
Organization & Board Planning	Building stronger collaboration between non-profit boards and leadership teams to advance governance and future readiness	Increasing
Grants	Interest in equipment & operational grants and other funding sources	Moderate
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	5	Underway
Business Coaching	Matched with business coaches	5	Underway
Recruitment	Matched with recruitment consultant (includes those accessing coaching/mentoring support)	7	Underway
Recruitment	Current advertisements on KCI website	12	Underway

	(this includes posting on behalf of local providers for increased visibility)		
Recruitment	Open job positions	6	Underway
Recruitment	Jobs Placed	10	Underway
Pending Engagement to Assigned Support	Case manager will check-in as per dates discussed with providers	2	On hold as per providers request
Paused Engaging with Support	Case manager will check-in as per dates discussed with providers	9	On hold as per providers request
Professional Development Certificates	Issued to attendees of the KCI Leadership Sessions held monthly from January to June 2026	4	Issued at participant's request
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	Documents developed & shared by industry experts	3	Documents available for public access on the website
Resource Sharing	Newsletter	214	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 sessions on topics such as unconscious bias, trauma-informed practice and effective communication to strengthen team collaboration

- **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 continued this quarter due to competing priorities and staff time off which affected 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 Kootenay Childcare Initiative continues to provide individualized, customized support and targeted group sessions to childcare providers, tailored to their identified needs and priorities.

Past Actions

- The Kootenay Childcare Initiative was pleased to host Doris Wong, Outreach Officer with Immigration, Refugees and Citizenship Canada (IRCC), on August 26th. Doris presented on immigration supports available to childcare employers, with a focus on information sharing around attracting and retaining global talent through federal economic immigration programs.

Planned Actions

- Deliver a **free, two-part marketing series** for childcare providers in the Cranbrook, Kimberley and surrounding areas on **October 22nd and 29th**, in collaboration with Genex Marketing.
The sessions will equip local providers with practical skills to increase community visibility, strengthen their presence & reputation and effectively communicate what makes their business unique. Information on registration will soon follow.
- Collaborate with the **West Kootenay CCRR** on their **Leadership Gathering**, scheduled for **November 20th & 21st** to create meaningful, accessible professional development opportunities for leaders in Early Childhood Education.
- Launch the six-session **Kootenay Childcare Initiative Community of Practice**, facilitated by Nicky Byres, in October to strengthen leadership capacity, foster peer learning and support quality outcomes for staff, children and families. Information on registration will soon follow.
- Work closely with project partners to identify and connect with new childcare providers who may benefit from participating in the Initiative for the upcoming quarter.

Conclusion

The Kootenay Childcare Initiative will run until March 2027.

Key actions in the next quarter:

- Continue to provide business coaching and peer 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