

East Kootenay ECE Roundtable

Wednesday 27 September 2023, 2:00 – 3:30pm MT



Agenda

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| 2:00pm | Welcome & Introductions |
| 2:15pm | Data Overview Discussion of the data on location of trainees and graduates through COTR and the CBT Training Wage Subsidy |
| 2:25pm | Regional Recruitment Strategy (funding through REDIP) Review of survey results, including discussion of project scope, letters of support, steering group interest and what needed to apply for funding by end of October |
| 3:00pm | Roundtable Update and Needs of Communities All participants will have the opportunity to provide an update on the projects they are working on or needs, challenges and successes in their centre or community. |

Attendees

Robyn Peel (facilitator, CFEK), Alex Denis (Ministry of Jobs, Economic Development and Innovation), Alisha Stubbs (Kootenay Kids), Crystal Macleod (School District 6), Colleen Watts (East Kootenay CCRR), Frankie Seitz (East Kootenay CCRR), Glenda Newsted (Interior Region CCRR), Heather Hepworth (COTR), Laura Eadie (Wild Wapiti Playschool), Laura-Lee Phillips (School District 5), Leonie Galarneau (Elk Valley Childcare Society), Londa Morris (Kootenay Employment Services), Sarah Jacklin (Summit Community Services Society), Theresa Wood (Columbia Valley Economic Development)

Actions from Previous Meeting

- The promotional material for the peer mentoring program facilitated by the East Kootenay CCRR can be [found here](#). Golden CCRR is also running a peer mentoring program for Golden and had a information session in September (take a look at the [information here](#)).
- In early 2022 the roundtable produced slides for the information session which outlined the supports available for people looking to become an ECE ([see it here](#)). Golden have produced a booklet specific for Golden based on this material ([view it here](#)). Other communities could look to do the same.

Other Updates

- At the UBCM conference a resolution was endorsed that the UBCM advocate to the province to provide multi-year funding to local and Indigenous governments and nonprofit organizations to support resources to support the application to \$10/day spaces. You can check out the full resolution (NR1), on page 87 of the [UBCM Resolutions Book](#). There was also a resolution (NR2) that was endorsed about Municipally Owned Child Care Facilities that can be viewed on the same page of the document.
 - Municipalities are key partners in this work, and don't forget that there is the [Stepping Stone Guide](#) to support them in their role.
 - Chambers are also key partners in communities. Could presentations be done to the Chambers in each community to bring them on as partners to support this work?
- In the introductions everyone noted what they find useful about the roundtable and comments included making connections, a regional focus, cross-sector discussion, sharing expertise and experience and strength in numbers.

Data Update

Robyn shared data she had received from College of the Rockies and Columbia Basin Trust on East Kootenay-based students doing ECE training. [You can view the slides here.](#)

- The number of graduates will not fill the ECE employment need in the region, so outside recruitment is going to be needed.
 - Most of the COTR students are part-time students (meaning it takes more than a year to complete their certification) and many are already working in childcare centres, so they are probably not adding much more capacity to the system, although are obviously upskilling.
- Golden have put supports around their COTR learners in their community, supporting in-person gatherings, introduction to local resources and childcare providers.
- KES discussed the idea of using the [Project Based Labour Market Training Program](#) at the local level to support training needs.
- COTR got more applications than ever this year from East Kootenay learners, so the promotion is improving the uptake, which is good news.
- School District 5 and 6 discussed the dual credit program. Four students in SD6 completed the dual credit program last year, with one choosing to enrol in the ECE certificate program this year which is a notable success. This year there are 3 students in Kimberley already enrolled and more promotion coming. SD5 are meeting with School Counsellors on September 28th to discuss the program.

Regional Recruitment Strategy (funding through REDIP)

- 8 responses were received from the survey, with results indicating many people are interested and would be willing to write letters of support for a regional recruitment program through REDIP. However, not many organizations had money to support the funding requirements and there were also not many people who could contribute time to support such a regional project.
- There were also concerns around a recruitment campaign when there is lack of housing, but ideas were discussed about ways to support new recruits to find housing. It was also acknowledged that these types of recruitment programs need to move forward simultaneously with looking at housing options, rather than waiting for housing to be “fixed”.
 - Some individuals may have family connections, or the means to buy a home or other ways to secure housing. An example was provided that in Golden a childcare facility hired three new staff from outside the community and successfully found housing for all. The facility provided letters of support in their search for housing, explaining the community impact of not having a fully operational facility.
 - **ACTION:** Crystal to ask facility if they can share a generalized version of the letter with the roundtable.
- The idea of a matchmaking service or childcare recruitment concierge type pilot project was interesting for many attendees. Many participants mentioned spending significant amount of time supporting potential or newly hired ECE’s in connecting them to services, finding housing and ensuring community integration.
 - There could potentially be someone with this supporting role in each of the 4 subregions of the East Kootenays.
 - EKCCRR provides many services and resources to ECE professionals, guiding them through the whole process, although this isn’t one person’s role. Any solution would have to ensure seamless integration into existing services and resources, rather than creating more siloed working.

- The discussion led to there being an interest in a regional childcare concierge type project, but more clarity and impetus from childcare providers in the local communities is needed. There is potential to create childcare planning tables at the community level to bring people together for these types of discussions, and Golden is such an example. Kimberley has also had a number of collaborative meetings to discuss collective recruitment efforts.
 - Once there is clarity on local recruitment needs, a regional project could be developed.
 - [ETSI-BC's](#) fall funding intake could be explored to support communities in determining their barriers in hiring ECEs, and gather organizations for community level discussions. The results of this study could then support an application for the 2024 REDIP intake. Columbia Basin Trust may also be a funder to support these local planning and discussion opportunities.
- Summit Community Services Society is seeking external funding to create a new childcare expansion position within the organization, to support growth and site management.
- There may be a need to focus locally for the next while and move towards a regional push when communities are clear on their own needs.
 - **ACTION:** Robyn to connect with each wider community/area to discuss interest in creating local planning tables and funding applications to support this. She will look in the CCRRs to these discussions.