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# LICENSED CHILD CARE NETWORK MEETING (VIRTUAL)

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**Oct. 31, 2023 @ 9:30 a.m.**

## Land acknowledgement

### 1. MUNICIPAL & PROVINCIAL UPDATES – ANNE RAE, KELLY SMITH

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#### **2024 Funding Guidelines:**

- We are still waiting on the 2024 guidelines and will share that information as soon as we get it.

#### **Wage Optimization for CWELCC Operators:**

- The recording for the Wage Optimization meeting will be sent out today/tomorrow.
- If you are investigating the wage optimization piece, please request from us your agency's workbook by the end of the week.

#### **Cost Escalation Under CWELCC:**

- Deadline was yesterday.

#### **Directed Growth Plan:**

- We will have a call out to operators shortly and will be posted on our website.
- If you are interested in doing any type of expansion or revision to license as it pertains to the directed growth plan, please let us know.
- Any revisions under CWELCC, the process requires the SSM to sign off on it.
  - When you submit a request for a revision through CCLS, we get a notification. We then evaluate and approve/deny as it pertains to CWELCC.
  - You will then get a notification back and you can make your decision moving forward if you want to continue to pursue that or not.
- Any questions, please contact [ChildrensServicesAdmin@london.ca](mailto:ChildrensServicesAdmin@london.ca)
- For Middlesex operators, please contact [childcare@middlesex.ca](mailto:childcare@middlesex.ca)

#### **Nov. 9<sup>th</sup> Operators Meeting at Civic Gardens:**

- You will receive notification today for the event.
- We have 99 participants interested and due to space issues, we are asking that each agency only have 2 people attend.
- For those operating in both London and Middlesex, please have representation from both London and Middlesex within that compliment.



## 2. MIDDLESEX-LONDON HEALTH UNIT- EARLY YEARS TEAM UPDATE - TRACEY ASHBY

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### **Don't Take Chances – Cannabis Edibles:**

- There are some people that are producing cannabis edibles that look like children's candy.
- We are seeing a lot of emergency room admissions with children that are being poisoned from cannabis.
- These are usually from people that are not regulated so the dosage is extremely high, we highlight that for people who are adults that are using. They are also drawing in the children with the packaging and its quite shocking how much they look like regular candy.
- We want to highlight this for our child care professionals and parents.
- Please check the candy that is coming home from trick and treating.
- We have posters available if you want to post them at your centres or getting more information. Please reach out to us.

### **Immunization:**

- Thank you to our child care centres as it's a combined effort to get immunization status for all the children in the centres.
- We recognize that its challenging and difficult to get.
- We want to encourage people to have records on site and notifying the health unit so we can input into the provincial database.
- On our website, you can submit online immunization records.
- Encourage parents to submit to the health unit.
- Please reach out to us for posters or information regarding immunization.

### **Early Years Outreach Team**

- Spreading the word about our Early Years Outreach Team.
- You can reach us by email, website, e-newsletter, or need in-person support, please contact us.

## 3. NATIONAL EARLY YEARS FRAMEWORK PROTOTYPE UPDATE

– CÉLINE BOURBONNAIS-MACDONALD

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- 4 years in the making and we are now having something that I hope will serve you well and start many conversations.
- You will have received the Pillars document.
- This is the compression of data that started gathering 3 years ago with individual interviews, key stake holders (parents, Early Years professionals, child care providers, employers), Early Years Town Hall, the panel discussions in 2022, focus groups in London & Middlesex.
- You can now see the key components of each of the pillars and this will help frame conversations and discussions.
- Now we are working on how we can communicate this work. With LCCN, we'd really like to have a conversation.



- Do we do an infographic and put it on the website? Do we use Strive with their great contact with the community on social media platforms?
- Overall vision and guiding principles for the early years system based on the input of everyone we had contact with.
- This will anchor the open educational resource, which will be available to everyone.
  - We are hoping that educators can see themselves connected to policy.

#### 4. FANSHAWE COLLEGE UPDATE - BARB JACKSON

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##### **Open House:**

- Fall open house on Saturday from 10-12 at Fanshawe
  - We saw lots of students that are already enrolled starting in January and some considering ECE.
  - Mostly young students with parents looking for face to face programs.
  - More mature students that already have qualifications in other professions looking for online programs so they can continue to work and do online learning.

##### **Apprenticeship Program:**

- Currently 25 apprentices this fall and OYAP has 20 high school students that will complete semester 1 of the apprenticeship program in May/June 2024 – students will get a high school credit and an apprenticeship credit.

##### **Professional and Ethics Advocacy class:**

- Students wrote advocacy letters to elected officials.
- Lots of letters for workforce conditions
- Group of students advocating for RECE mentors, looking at pay, training program, consistent workbook for all the colleges in Ontario.
- A couple of other groups are focusing on the immigration process trying to obtain permanent residency, many moving to B.C. and Alberta where they have a quicker pathway for ECEs specifically, into permanent residency and Ontario doesn't have that. So, all these students that are about to graduate are moving to B.C./Alberta.

#### 5. MARKETING SUBCOMMITTEE UPDATE – JULIE KEENS, ALLY SCOTT

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- The bilingual website is complete. Videos still need to be added.
  - Series of 20 short videos, combination of English and French.
  - Some still need to be finished.
- There are 4 bus shelter posters located strategically in the City. (3 in English, 1 in French)
- Hoping to do a pre-launch on Nov. 9, during the child care meeting with the City.
- Looking to launch in January 2024.

#### 6. ADVOCACY SUBCOMMITTEE- DIANE GORDON & NICOLE BLANCHETTE

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##### **Upcoming Meeting:**

- Next meeting Nov. 14<sup>th</sup>, 10am-12pm.



- Fred from EYA will be joining us to give us an update on what their group is doing on the advocacy front.
- We will look at the feedback from June's LCCN meeting and talk about potential projects.
- Thank you to those who put forth their interest as a participant. You will receive meeting details soon.
- If you are interested as a participant or being a chair/co-chair, please contact Bre from Strive.

#### **Meeting with Minister Lecce:**

- Minister Lecce came to London to make an announcement about new child care spaces.
  - In attendance were: Minister Lecce, MPP from London South-West, Federal Minister of Children, Community and Social Services, and the Mayor.
- What was interesting, the press conference was held inside our infant room that was closed and it was to announce new child care spaces.
- After the press conference, the media had 2 questions:
  - If it was new child care spaces or was it based on the ones that had been announced last December.
  - Negotiation of Teacher's salaries
- In conversation with Lecce, I expressed my frustration as we should be talking about ECE salaries.
- I also spoke about the urgency about a salary grid, or anything that would help retain staff and hiring. His response was that they were looking at different options and the salary grid was one of them, they are looking at funding education programs to have more ECEs educated and certified. Which is great but we need something now, short-term.
- Spoke about the challenges with French and Indigenous educators who have to commute farther to work because there isn't a centre near them.

## **7. ALL KIDS BELONG UPDATE – LEE-ANNE CROSS**

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### **Resource Consultation**

- Even with transition to school complete, caseloads remain very busy at an average of 34 children per Resource Consultant.
- The stresses being felt in the childcare sector are having some impact on our services; staff in programs are often less experienced so need more support, and turnover means that we are having to repeat information frequently. This is common across the province; and we continue to network with other special needs resource providers to brainstorm solutions regarding how we can support the community.
- We are working with the AKB team and our Advisory Committee to develop our 2024 Annual Plan. We will take those stresses into consideration as we build our plan. We are always open to input from the community, so please don't hesitate to reach out to me.

### **Program Assistant funds**



- Reminder: rate of reimbursement is now \$16.55 plus up to 10% benefits.
- It will soon be time to complete requests for contracts to start in January 2024; your Resource Consultant will be in touch, but don't hesitate to contact them or me.

### **Knowledge Exchange**

- Our Mindfulness Project funded by the Community Services Recovery Fund is almost ready to roll out. In November a flyer will be circulated, and Resource Consultants will be in touch with programs to gather information on the best times and delivery methods for your programs, and we'll then finalize our plan to begin the sessions in January.

## **8. STRIVE UPDATE – ALLY SCOTT, KAYLA BARTLETT**

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### **SDF Pathways Update:**

- The incumbent piece that Diane and Bard had developed had a capacity of 12 and had approved 13 people to participate.
- They had to turn down 5 people that were interested as they were outside of our catchment areas.
- 7 enrolled in the French portion, begins on Nov. 13<sup>th</sup>.
- Job Seekers, the full 12-week program with work experience.
  - 25 English, 9 French
  - There's a large number of people that are completing their in class verses the number of people that completed their work experience.
    - This is where we call on LCCN group to welcome these folks into your centres for their experience portion.
  - 98 people who have completed the in-class but only 52 that completed the work experience.
    - There's 46 people who have 12 weeks of knowledge who could be working in our sector who has missed that placement experience and could be working.
    - If you are able or interested and want to learn more, please reach out to Ally at Strive.

### **Courage to Care:**

- <https://www.striveswo.ca/the-courage-to-care>
- Nov. 17<sup>th</sup> – system wide professional learning day
- Registration closes Oct. 31 at midnight.
- The event will be recorded, so will be available to watch afterwards.
  - Each event may not be recorded as it is up to the facilitator if they allow recordings.
- We are supporting London, Middlesex, Elgin:
  - Total of 1915 early years professionals registered to attend.
  - There are still spaces at Hellenic and RBC.
- If you are not sure if your full team is registered, please reach out to [breanna@striveswo.ca](mailto:breanna@striveswo.ca) and we can send you a list.
- We have 89% attendance rate from our organizations.



### General Strive Updates:

- We are undergoing strategic planning process for 2024. We are trying to be as responsive to community needs. We held a summit last month and our advisory committee is working on narrowing in on the strategic directions for the next 3-5 years and trying to align that with the City's and Middlesex System Service plan.
- We have a lot of professional learning opportunities coming up and beginning to populate into January.

### Professional Learning:

- Nov. 7<sup>th</sup> - [Exploring Stem Wonders in the Early Years](#)
  - Facilitated by: Lobna Ajaini, Hons. BECL
- Nov. 8<sup>th</sup> - [Practical Strategies for Supporting Gender Diverse Kids](#)
  - Facilitated By: Mela Swayze (They/Them), PhD, Educator, Speaker, Consultant'
- Nov. 9<sup>th</sup> - [EYA London Community Check-In](#)
  - Facilitated by: Early Years Advocates (EYA) London
- Nov. 15<sup>th</sup> – MÉTIS 101 & MNO EARLY LEARNING AND CHILD CARE PROGRAMS AND SERVICES
  - [Morning Session](#)
  - [Evening Session](#)
- Nov. 29<sup>th</sup> - [EXTREME MAKEOVER: CLASSROOM EDITION - LONDON](#)
  - Facilitated By: Ally Scott (she/her), RECE
- Nov. 21/22 - [MORE THAN WORDS: DEFINING WHAT MAKES YOU A LEADER](#)
  - Facilitated By: Drew Dudley, Wall Street Journal best-selling author and Ted.com featured speaker
- Nov. 22<sup>nd</sup> - [CONTINUOUS PROFESSIONAL LEARNING \(CPL\) SUPPORT NETWORK](#)
  - Facilitated By: Strive Resource Centre Specialists, Hadil Alshaghoubi, RECE & Sara D'Alessandro, RECE
- Nov. 28<sup>th</sup> - [COMMUNITY OF PRACTICE: OUTDOOR PLAY](#)
  - Facilitated by: The Outdoor Play Committee
- Nov. 29<sup>th</sup> - [COMMUNITY OF PRACTICE: INFANT EDUCATORS](#)
  - Facilitated by: Paula Dibbits, RECE
- Nov. 30<sup>th</sup> - [COMMUNITY OF PRACTICE: BE WELL](#)
  - Facilitated By: Wellness Together Canada
- Dec. 6<sup>th</sup> - [EMPOWER YOUR MIND: A HOLISTIC APPROACH TO NURTURING YOUR MENTAL HEALTH](#)
  - Facilitated By: Minaa B., MSW, LMSW
- Dec. 6<sup>th</sup> - [PRACTICAL STRATEGIES FOR SUPPORTING GENDER DIVERSE KIDS WITH MELA SWAYZE](#)
  - Facilitated By: Mela Swayze (They/Them), PhD, Educator, Speaker, Consultant

### Podcast:

- We are releasing episodes bi-weekly
- Episode 18: The Impact of Swag with Kathy Harris and Sheryl Third



- Relates directly to our Courage to Care event. Please listen before attending, as there will be no swag at the event.
- So you can understand and support your staff when you hear grumblings of there being no swag.
- <https://www.striveswo.ca/podcast>

**Share a Professional Learning Idea:**

- <https://www.striveswo.ca/events>
- New this month – we have PL suggestion/request box now.
- If you put in an idea, we will take those ideas back monthly with our PL committee.

## 9. SCHOOL BOARD UPDATES – ANN LAMBERT (CS VIAMONDE)

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**Intro:**

- I am the manager of Early Years Services for CS Viamonde which is the French Elementary School Board.
- I work closely with Nicole at La ribambelle.

**Renovations:**

- Renovations are currently happening at one our schools, which unfortunately after COVID never did reopen due to staffing and renovations.
- We hope to open after the holidays if everything goes as planned.
- This is an expansion as there were previously 16 preschool spots and now with renovations there will be 24 preschoolers, 15 toddlers, full kitchen, and office.
- We are excited once this is completed as this is one of our only centres that we haven't been able to reopen and is affecting our community.

## 10. INFORMATION SHARING

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**Supporting Staff in the Immigration Process:**

- LCC:
  - Becoming more frequent are people with work permit issues. We do hire a lot of newcomer employees, and they are so incredibly valuable to our team.
  - Many of them have been working with us for awhile and had work permits that were good to go but when it came to their renewal process, it came back with a line that says they are not allowed to work in child care, elementary/secondary schools, or health care.
  - It appears in different ways:
    - It comes as number one on the conditions, and it identifies, child care, education, and health care services that they are not allowed to work in.
    - Study permit says they are completely okay to work in child care but on their work permit says they are not allowed.
  - Not a police check issue



- We reached out to an immigration lawyer and they indicated that its actually the Canadian government adding this stipulation onto work permits
    - Not confirmed but possibly something to do with a point system that newcomers have in order to get their permanent residency. Education/Health Care/Child Care gives them a very high value of points so they are restricting the number of people that can work in those fields
  - Two hands of the government not speaking to each other, we are creating more spaces, need more workers but immigration putting strong conditions on workers.
  - Potential LCCN advocacy work to bring these issues forward.
  - They need the invitation to apply for permanent status and they are not getting it here. Workers are heading to BC despite not wanting to go because of this issue. RECEs are hired immediately without an interview and on the first day of employment they get the invitation to apply for permanent residency.
  - Can we get funding support for a training session, bringing in those with the expertise, so we can fully understand it so we can support our educators.
  - RECEs is draining in Ontario. On indeed, BC is posting all kinds of ads with really big pay scales on our local indeed. ECEs are grabbing on to that and heading out west.
  - ECEs here are deemed very well educated, knowledgeable, competent, and other provinces are pulling them away.
  - If we can get trained and educated on this as a group so we can support our ECEs throughout this process so we can retain them would be very helpful.
  - There's a project to hire people outside of the country and then we think we can have educators to hire but they can't get a work permit. They are asking employers to sponsor them (finding apartment etc.). But we have students already here that we can't hire because of the work permit issue.
  - Wondering if we can ask someone at the immigration office here in London to look into just the child care field and see if they can explain to us this entire process. As its quite challenging.
  - City of London and County of Middlesex will provide funding for this training session for London-Middlesex operators if it can get orchestrated.
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**Next meeting is Tuesday, Nov. 28, 2023, at 9:30am.**