



2025 Annual Report



Cultivating Early Learning Excellence

Executive Summary

The Halton Resource Connection (THRC) continues to strengthen the Licensed Child Care Sector by creating meaningful impact for professionals working with children and families. Grounded in our commitment to inclusive, high-quality learning environments, we focus on building the capacity, confidence, and professional growth of professionals across the region. Our impact is rooted in strong, collaborative relationships. By working closely with funders and community partners, we ensure that our efforts are aligned, responsive, and reflective of the realities faced by child care professionals.

This year, the first full cycle of our Mentorship Program has deepened our ability to empower educators – enhancing practice, strengthening leadership, and supporting programs in responding to the evolving needs of the sector.

This year also marked an important milestone with the launch of our refreshed brand identity. More than a visual update, the rebranding represents our continued evolution and reinforces our commitment to advancing high-quality, inclusive learning environments. It reflects the growing role THRC plays in supporting a resilient, skilled, and well-supported workforce across Halton.



Our Foundation

VISION

To empower Halton's Early Years Professionals to cultivate excellence and inspire lifelong growth.

MISSION

Dedicated to fostering high quality early learning experiences for Early Years Professionals through resources, professional learning and mentorship that strengthens practice, nurtures leadership, and enhances the quality of experiences for children, families, and communities.



In 2025, THRC strengthened the Early Years and Child Care sector through a wide range of capacity-building initiatives, including professional learning, mentoring, and access to resources. Our focus has been on enhancing cross-sector collaboration and deepening our commitment to workforce sustainability by providing information, tools, and professional learning opportunities that empower educators and leadership.

At the same time, our staff team continues to invest in their own growth through ongoing training, mentorship, and professional development, ensuring THRC remains responsive and prepared. These collective investments reinforce our role as a trusted partner—ready to support the sector in meeting emerging needs and building a resilient, high-quality workforce.

Pedagogical Mentoring

The Halton Resource Connection is proud to be recognized as a leader in professional learning and capacity building. Through our highly regarded Mentoring Program, we provided unparalleled opportunities for early childhood professionals to strengthen their practice, explore innovative ideas, and achieve meaningful professional growth.

With personalized guidance from a THRC Pedagogical Mentor, participants gained the support and inspiration they needed to excel in their roles and contribute to a stronger, more resilient early years sector.

Side-By-Side Mentoring has included:

- Side-by-Side Mentoring using coaching and reflective practice
- System navigation, referrals & awareness building
- Support for onboarding, policy & procedure development based on organizational needs
- Professional practice discussions & attending staff meetings
- Supervisor Peer to Peer Mentoring Program



HIGHLIGHTS AND ACCOMPLISHMENTS



95 Programs
Supported by PM



1,034 Educators
Impacted by Mentoring
Program



4,000 Hours in
Program



**Responsive & Adult Child
Interactions** most
requested for support

Pedagogical Mentoring

FEEDBACK AND TESTIMONIALS

"I'm very thankful for the time and support my Pedagogical Mentor has given me. Their guidance, encouragement, and willingness to share knowledge have helped me grow in confidence and improve my classroom practice. I truly appreciate the positive and respectful atmosphere they create during our meetings."



Of Programs would recommend the Side-by-Side Mentoring Programs to Others.

"The Pedagogical Mentor fitted in very well with the team. She was able to guide and support the team in a positive way. She developed confidence in the educators she mentored and she left them encouraged to be innovative and bring in new ideas."



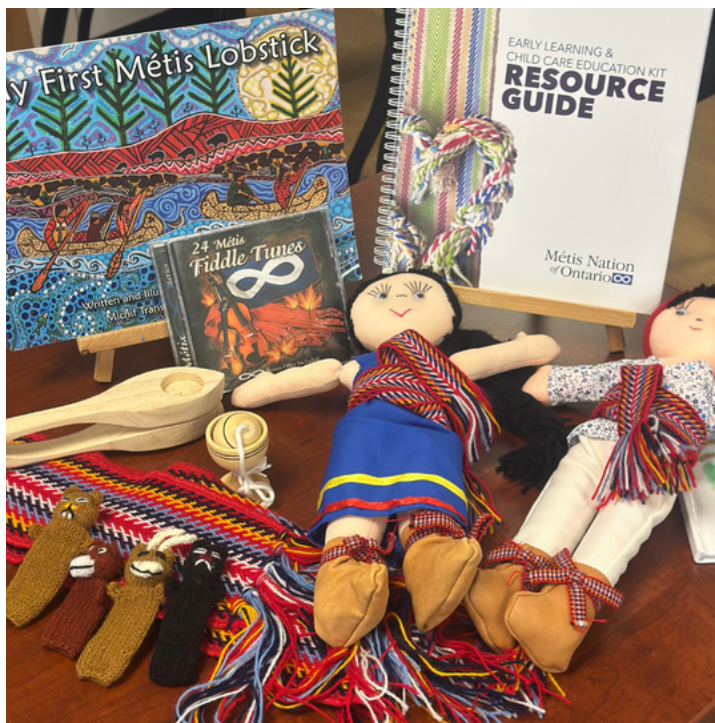
"Overall, my experience has been very positive. I feel supported, heard, and encouraged."

"Mentor was amazing. Would definitely like her in the centre again. Mentor was amazing, constantly making suggestions, offering to help, offering to bring materials in."



"Thank you THRC! This was a well done presentation with a lot of good things to remember and reflect on! You are both excellent presenters and very kind and supportive."

Resource Library



Through THRC's Resource Library, professionals working with children ages 0–12 gain access to tools and materials that enhance their practice, strengthen program quality, and ultimately improve outcomes for children and families.

By equipping educators with the right resources, the Library helps build confidence, foster innovation, and sustain a strong, knowledgeable workforce across the sector.

INTRODUCTION TO NEW LOCATIONS

THRC has grown to three locations—Milton, Burlington, and our newest space in Oakville at Sheridan College—significantly expanding access to resources and support across Halton.

With these new sites and the introduction of delivery services, educators, and community partners can more easily access the tools and guidance they need.

This increased accessibility strengthens our collective capacity, reduces barriers, and ensures that high-quality professional learning and resources are available to sustain a resilient early years and child care workforce.

Resource Library

HIGHLIGHTS AND ACCOMPLISHMENTS



1,054 Resource
Library
Memberships



3,131 Resources
Borrowed



8 Outreach &
Engagement
Opportunities



166 Resources
Delivered

FEEDBACK AND TESTIMONIALS

THRC gives me a sense of community and that I belong-
and is beneficial to my mental well being.



Staff are friendly and so approachable. I came in and they
were ready to guide me in the resources I was looking for.
I'll be back.

Staff are all very positive, always so kind and supportive.
The Resource Library is a hidden treasure.



I am a Director of a child care in Burlington. I visited with my staff to
get resources. Their team is super nice, professional and sweet. I love it
and would definitely visit again.

Professional Learning

At The Halton Resource Connection (THRC), we are committed to supporting Early Learning and Child Care professionals in their vital work with children by offering a comprehensive professional learning framework.

Grounded in six key pillars—Curriculum Supports and Program Practices, Leadership and Operational Practices, Mental Health and Well-Being, Diversity, Equity, Inclusion and Belonging, Ministry and Guiding Documents, and French Resources—our approach ensures that learning opportunities are relevant, inclusive, and responsive to sector needs.



THRC delivered professional learning through a variety of vehicles, including resources, podcasts, mentoring, webinars, conferences, and self-directed learning opportunities such as inspiration sheets and self-studies. These offerings enhance skills, deepen knowledge, and strengthen best practices, creating meaningful learning experiences across child care operations.



By tailoring programming to meet professionals where they are—whether new graduates, emerging educators, experienced practitioners, leaders, or operational staff—THRC continues to build capacity across the sector.

Our commitment to innovation and accessibility ensures that the workforce is supported with the tools, knowledge, and confidence needed to sustain high-quality early learning and child care in Halton.

HIGHLIGHTS AND ACCOMPLISHMENTS

THRC launched the **Professional Learning Advisory Committee (PLAC)** to guide the development of meaningful professional learning for the Early Years sector.

Community feedback highlights interest in sessions on **Behaviour Management, Self-Regulation, Inclusion** and **Workforce Supports**.



138 Sessions offered



60 PL's offered in program through PM



2,419 Participants attended PL



73% of PL requests were Curriculum Supports & Program Practices

FEEDBACK AND TESTIMONIALS



Thank you for the amazing event, looking forward for more events like this.



Thank you for your commitment to the field and finding ways to bring like-minded people together to learn and reflect.

Overall an excellent event. So glad I could be here today.

Taking the day and making our staff a priority while being able to close our centre was impactful as a team.

It was a wonderful day together.

Child Care Directory & Information Line



Through our partnerships and community engagement, THRC is strengthening families' access to quality child care and supporting a more inclusive early years system. By collaborating with Public Health Nurses, we expanded outreach and shared comprehensive resources—such as the Guide to Quality Child Care—to help families make informed decisions about programs that meet their needs.

Our participation in HDSB's Calling All Three-Year-Olds events created valuable connections with families and organizations, fostering awareness and trust. In addition, by engaging with HDSB's newcomer group, we provided tailored child care resources that reduce barriers and ensure newcomer families feel supported in navigating the system. These efforts demonstrate our commitment to equity, accessibility, and family empowerment—ensuring that every child has the opportunity to thrive in high-quality care environments.

HIGHLIGHTS AND ACCOMPLISHMENTS



862 Searches done by
Referral Navigator



11,986 Visitors to our
Public Search page

Summary of Outreach and Collaboration Efforts:

- **Partnership with Public Health Nurses:** Enhanced outreach by sharing comprehensive child care resources, including the Guide to Quality Child Care, to help families identify programs that meet their needs.
- **Community Engagement:** Attended **HDSB's Calling All Three-Year-Olds** events to network with families and organizations.
- **Connected** with **HDSB's newcomer group** to provide child care resources tailored for newcomer families.

Families expressed appreciation for the information provided, particularly the guidance on how to access child care and where to begin their search. Many shared that they hadn't realized how early they needed to consider care due to limited availability, and were grateful for the clarity and direction offered.

DIGITAL ENGAGEMENTS

THRC's social media platforms enhanced accessibility to resources and inspiration, fostered knowledge sharing, and delivered professional learning opportunities. Stay tuned! THRC is excited to announce the upcoming launch of our **Pinterest** and **LinkedIn platforms!** These new channels will expand the ways we connect with our community - Pinterest will provide inspiration, practical resources, and creative ideas to support early learning professionals, while LinkedIn will strengthen professional networks, showcase sector innovations, and highlight opportunities for collaboration.

FACEBOOK



68,849
Page views



2,579
Interactions

INSTAGRAM



70,596
Page views



749
Interactions

PODCAST



2,214
Podcast
Listeners



1,586
Listens on
Podbean



391
Listens on
Spotify



237
Listens on
Apple

FUTURE PLANS & STRATEGIC DIRECTION

2026 will be a year of growth, innovation, and collaboration for THRC.

By investing in workforce retention, recruitment, professional learning, mentoring, and accessible resources, THRC will continue to build capacity across the sector –ensuring that educators, leaders, and organizations are equipped to deliver high-quality early learning and child care for every child and family in Halton.



THANK YOU TO OUR FUNDERS

THRC would like to extend our heartfelt gratitude to the Halton Region for their continued partnership and generous funding support. Your commitment enables THRC to provide essential resources, programs, and services that strengthen our community and empower families and professionals.



Together, we are making a meaningful impact, and we deeply value your trust and collaboration in helping us achieve our mission.

