

Partnership with Canadian Centre for Child Protection – Child Abuse Prevention Initiative

Information Session for Child Care Facilities

**Early Learning and Child Care Division
Department of Education and Early Childhood Learning**

Thursday, May 30, 2024



LAND ACKNOWLEDGEMENT

We recognize that Manitoba is on Treaty 1, 2, 3, 4, 5, 6 and 10 Territories and the ancestral lands of the Anishinaabe, Anishinewuk, Dakota Oyate, Denesuline, Ininiwak and Nehethowuk Peoples.

We acknowledge Manitoba is located on the Homeland of the Red River Métis. We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit.

We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration



Agenda

- Background on the Child Abuse Prevention Training Initiative
- Information on the Canadian Centre for Child Protection (C3P)
 - Pre-recorded information from Noni Classen, Director of Education and Support Services at C3P
- Accessing the Training
- Program Implementation
- Resource Kits
- Registration
- Questions

Background

Manitoba Early Learning and Child Care Division has partnered with the Canadian Centre for Child Protection (C3P) to offer child abuse prevention training to all early childhood education professionals and volunteers in our province.

This mandatory training will be **available at no cost** to all staff and volunteers in licensed infant, preschool, nursery, school-age and home-based programs.

This training will also be made available to early childhood education students in post-secondary programs.

Background

As of May 9, 2024, child care professionals, volunteers and students will have access to a variety of online training, digital and print resources designed to provide the necessary knowledge and tools to mitigate the risk of child sexual abuse.

Early childhood educators (ECEs), child care assistants (CCAs), and home-based providers, will be required to complete the **Commit to Kids Foundational Information for Safeguarding Children from Sexual Abuse** training and **Commit to Kids Child Sexual Abuse Prevention** training by **March 31, 2025**, with renewal every four years.

Background

In addition to this mandatory training, Canada, Manitoba and the Canadian Centre for Child Protection are also partnering to provide policy development kits and age-appropriate curriculum and materials for safeguarding children in child care facilities across Manitoba.

With the implementation of this comprehensive suite of training and resources for the early learning and child care sector, Manitoba will be national leader on child protection in child care.

Canadian Centre for Child Protection

The following is a short, pre-recorded video by Noni Classen, Director of Education and Support Services at the Canadian Centre for Child Protection that provides an overview of C3P and the Commit to Kids training, as well as case studies and training outcomes.



CANADIAN CENTRE *for* CHILD PROTECTION®

Helping families. Protecting children.

Commit to Kids Training for Child Care Facilities



Commit to Kids (C2K) Foundational Information for Safeguarding Children from Sexual Abuse is for individuals who work with children looking for foundational information on child sexual abuse, or those looking to refresh their knowledge on the topic.

Training:

- 23 minutes in length
- Record of participation upon successful completion of the final quiz when a learner achieves a score of 100%

Mandatory for:

- All staff working within a licensed child care facility in Manitoba
- All volunteers

Available to (not mandatory):

- Early Childhood Education students enrolled in approved post-secondary ECE programs

Commit to Kids Training for Child Care Facilities



Commit to Kids (C2K) Online Training provides policies, strategies, and a step-by-step plan to reduce the risk of child sexual abuse within child-serving organizations.

Training:

- 8 modules, 3 hours total
 - Can be completed in one or multiple sittings
 - Can be completed individually, or as a group.

Mandatory for:

- All staff working within a licensed child care facility in Manitoba

Available to (not mandatory):

- Early Childhood Education students enrolled in approved post-secondary ECE programs

C2K Resources



Commit to Kids Program Kit includes:

- Training manual
- Videos (training video, sample code of conduct, sample policies and procedures)
- Steps for reporting inappropriate conduct and steps for reporting child abuse
- Resource kits are available in English and French, and will be distributed to all licensed child care facilities this summer

Teatree Tells: A Child Abuse Prevention Kit



Teatree Tells is a printed child sexual abuse prevention and early identification program designed for children ages four to six years of age.

Resource Kit includes:

- Lesson plans
- Teatree's Keep and Speak Secrets Storybook
- Teatree Puppet
- Assorted Teatree Posters
- Educator guide
- Parent guide
- Program Overview Sheet
- Access to Teatree Tells: Put into Practice online training video



Kids in the Know – K-6 Lessons



Kids in the Know is the C3P national safety education program. It engages students with interactive activities to help build skills that increase personal safety and reduce the risk of victimization online and offline.

Topics covered include:

- Safe and responsible use of technology
- Healthy relationships and boundaries
- Daily safety habits
- Knowing when and how to seek help

Program Materials Include:

Safety lessons with activity sheets

Posters

Electronic resources

Implementation guide



Training Requirement

- Training is **mandatory** for all paid positions in licensed early learning and child care facilities
- Training is **mandatory** for all volunteers
- Training is available for Early Childhood Education students in approved programs

Accessing the Virtual Training Academy

Getting Started Tip Sheet

- Follow the link to create an account
- Verify your email via email link
(click on the link provided in that email)
- Log on to account, and bookmark link for ease of future use

Training Requirements

All staff are required to complete the following two online trainings by March 31, 2025 and every four years thereafter.

C2K Foundational Information for Safeguarding Children from Sexual Abuse

- 25 minutes
- receive a record of participation upon successful completion of the final quiz (100%)

C2K Child Sexual Abuse Prevention Training for those Working with Children

- three hours
- receive a certificate of completion

Training Requirements

Volunteers in licensed child care facilities are required to complete the following online training by March 31, 2025 and every four years thereafter:

C2K Foundational Information for Safeguarding Children from Sexual Abuse

- 25 minutes
- receive a record of participation upon successful completion of the final quiz (100%)

Record Keeping

Upon completion of training, staff will receive:

- **Record of Participation** (C2K Foundational Information for Safeguarding Children from Sexual Abuse)
- **Certificate of Completion** (C2K Child Sexual Abuse Training for those Working with Children)

Staff are expected to:

- Complete training by March 31, 2025
- Retain their certificate for their records
- Provide a copy to their Director for record keeping purposes

Record Keeping

Directors are expected to:

- Ensure all staff complete the training by March 31, 2025
- Retain copies of staff and volunteer certificates
- Provide evidence of meeting this requirement to Child Care Coordinator at annual licensing inspection

Volunteers are expected to:

- Complete the C2K Foundational Information for Safeguarding Children from Sexual Abuse
- Must be completed before partaking in activities with children (volunteering on the floor, helping on field trips, etc.)

Record Keeping

Home-Based Providers are expected to:

- Complete training by March 31, 2025
- Ensure volunteers within program have the training complete.
- Record names of volunteers and date training completed, to be provided to Child Care Coordinator at annual licensing inspection

Note: *Future updates to Child Care Online will allow Directors, Administrator, and Home-Based Providers to enter training information into the system*

Policy Development

As this training is mandatory, Directors and Home-Based Providers shall consider how to include this information in policy and procedure documents.

These include:

- Personnel Manuals – consider including the training requirements as well as the link to training
- Onboarding Practices – consider having a senior staff orient the new staff with resource materials
- Employee Review – consider checking in with staff regarding the training, their understanding of the material and its application
- Volunteer Info Sheet – consider including this training requirement in an info sheet for volunteers, recommending they complete the training prior to their volunteer session or arrive at least 30 minutes before their scheduled volunteer session to complete the training in the facility.

Psychological Safety of Staff

Emotional well-being is of utmost importance, and we recognize that the sensitive nature of this material may be triggering for some staff. The training was developed in consultation with psychologists, and is considered to be safe. However, considerations shall be given to ensure participants complete this training in a way that is comfortable for them. These include:

- **Group training** – training can be done individually or as a group. Those who complete the training in a group must still complete the knowledge validation test individually.
- **Complete in multiple sittings** – participants can stop the training and resume multiple times.

Resources

- Operational Guidance:
Circular and Frequently Asked Questions for Facilities –
**May 9, 2024 | Partnership with Canadian Centre for Child Protection –
Child Abuse Prevention Initiative**
www.manitoba.ca/education/childcare/childcare_news/current_circulars.html
- Contact: Child Care Information Services at cdcinfo@gov.mb.ca
or call 204-945-0776 (toll free: 1-888-213-4754)

Include the Subject Line: “C3P Training”

Questions

