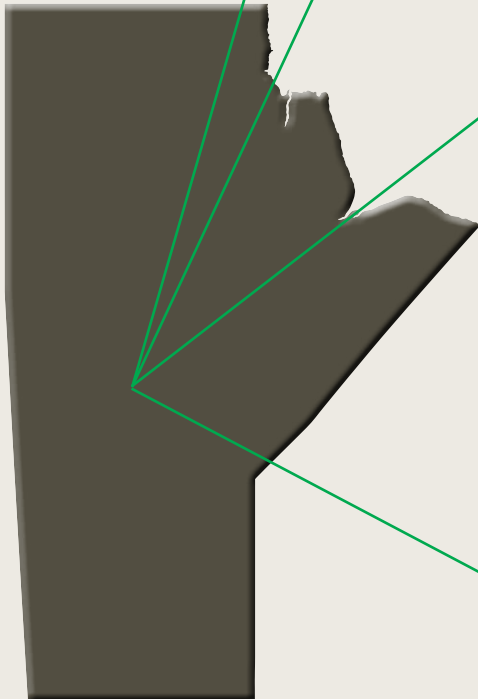
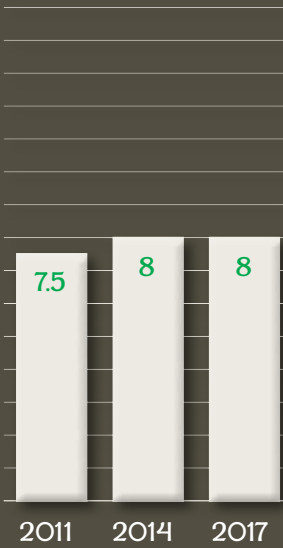


MANITOBA PROFILE 2017

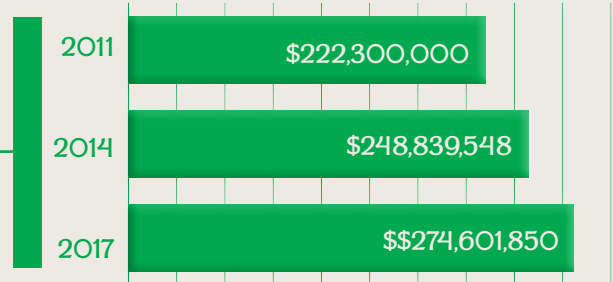


TRENDS IN ECEC FROM 2011-2017

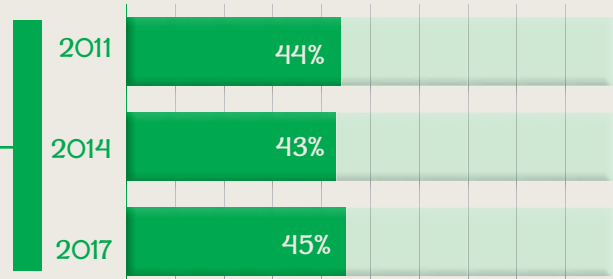
ECE REPORT BENCHMARKS



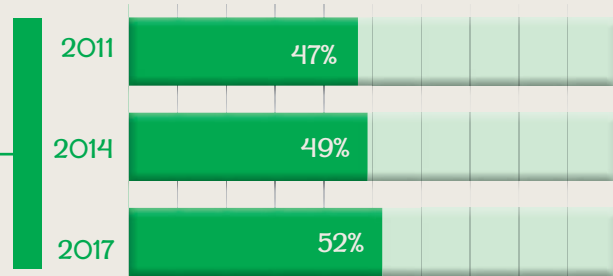
CHANGE IN ECEC SPENDING



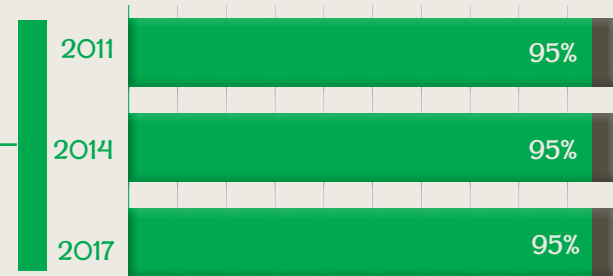
PERCENTAGE OF CHILDREN 2-4 YEARS ATTENDING ECEC



ECE SALARIES AS A PERCENTAGE OF TEACHER SALARIES



PERCENTAGE OF FACILITIES (NON-PROFIT/PROFIT)



1. GOVERNANCE

Table 1.1 Manitoba Governance Structure for Early Childhood Education	
Lead Ministry/ Department	Families Education and Training Healthy Child Committee of Cabinet (HCCC)
Related Ministry/ Department	Manitoba Education and Training · Manitoba Families · Manitoba Health, Seniors and Active Living · Manitoba Indigenous and Municipal Relations · Manitoba Justice · Manitoba Sport, Culture and Heritage / Francophone Affairs / Status of Women (as members of the Healthy Child Committee of Cabinet) ¹
Policy Framework	<i>Starting Early, Starting Strong</i> (2013) ² Mandate Letter to the Minister of Families ³
Common Supervisory Unit	
Legislation	<i>The Community Child Care Standards Act</i> (amended 2014) ⁴ <i>Manitoba Child Care Regulation 62/86</i> (amended 2016) ⁵ <i>Public Schools Act</i> (1987, amended 1992, 1996, 1997, 1998, 2000, 2001, 2002, 2004, 2005, 2006, 2007, 2008, 2013, 2014, 2015) ⁶ <i>The Education Administration Act</i> ⁷ Appropriate Educational Programming Regulations ⁸ Appropriate Educational Programming Standards for Student Services ⁹ Public Schools Finance Board Act Regarding Child Care in Schools ¹⁰
Related Legislation	<i>The Healthy Child Manitoba Act</i> (2007, 2013, 2014) ¹¹ <i>Social Services Appeal Board Act</i> ¹²
Local Service Delivery	37 school divisions, including 1 Division Scolaire Franco-Manitobaine ¹³ The Early Learning and Child Care Program oversees child care legislation, licensing, monitoring and funding. Provincial licensing staff work out of regional offices throughout the province. ¹⁴
Community/Sector Oversight	Child Care Regulatory Review Committee (until 2014) was replaced by roundtables of experts and stakeholders for specific system reviews such as Recruitment and Retention Roundtable. ¹⁵ The Provincial Healthy Child Advisory Committee (PHCAC) promotes the integration and coordination of ECD work across Manitoba.

NEW DEVELOPMENTS

In March 2017, the Manitoba government committed \$6,181,500 for 15 community-based capital projects to create 739 new licensed child care spaces and launched new measures to modernize child care services. The plan includes:¹⁶

- Expedited licensing renewals for centres with a track record of full compliance with regulations
- Streamlined applications of certified early childhood educators who wish to open a licensed family child care home
- Expedited process for age exemptions to allow infants to move into vacant preschool spaces within the same centre
- Online access to information regarding processes for opening child care centres
- Ongoing review of Manitoba’s childcare legislation, regulations and procedures to streamline processes for child care operators

In May 2017, the Manitoba government announced new application intake for the child care building fund to support the construction of new or expansion of existing non-profit child care centres to create additional spaces. Also in May 2017, the Manitoba government announced a public-private partnership business case request for proposals to build four new schools that will be designed to accommodate child care centres with 74 spaces each.

Redeveloped in January 2016, the Early Learning and Child Care (ELCC) Program website¹⁷ helps families, care providers and the early learning and child care workforce access ELCC-related information more quickly and easily.

As part of the K-12 Framework for Continuous Improvement,¹⁸ school divisions are required to set measurable targets for increasing student achievement in literacy and numeracy in their school division plans.

The Lord Selkirk Park Child Care Centre is a thirty-two space infant and preschool centre in a low-SES Winnipeg neighbourhood.¹⁹ Since 2012, the centre has implemented the Abecedarian Approach, including the Abecedarian curriculum, low educator-child ratios, enhanced educator training, home visiting and a meal program. In light of positive language development outcomes for children at the centre, Manitoba provided support to Red River College to develop Introduction to the Abecedarian Approach, a course designed to expand knowledge and use of components of the approach within other child care centres caring for vulnerable populations. Centres that participate in the training are able to implement “Abecedarian-inspired practice.” A randomized controlled trial is being used to measure the outcomes of children participating in Abecedarian-inspired programming.

DEPARTMENT ORGANIZATION

Manitoba’s Healthy Child Committee of Cabinet (HCCC),²⁰ brings together six ministries reflecting a “whole of government” approach to addressing the needs of children and families (see Table 1.1). The Healthy Child Manitoba Office (HCMO) coordinates the HCM Strategy.

The Early Learning and Child Care Program²¹ in Manitoba Families develops and administers legislation, regulations, best practices, policies, procedures and new initiatives, and makes recommendations regarding multi-year planning. It has legislative responsibility for the *Community Child Care Standards Act* and Regulations, licenses and monitors compliance, and provides funding, program and administrative support to all licensed centre-based and home-based child care facilities. It also administers the child care fee subsidies and maintains a province-wide online child care registry.

The Early Childhood and Development Unit, within the Instruction, Curriculum and Assessment Branch in the Department of Education and Training, provides leadership and support to school divisions in the area of early learning for children up to 8 years of age. The unit monitors and supports education grants focused on early childhood and literacy.

POLICY FRAMEWORK

Manitoba's 2013 ECD Framework, *Starting Early, Starting Strong*, identifies the four major building blocks to guide ECD: promoting healthy starts; supporting strong and nurturing families; fostering safe, secure and supportive environments; and strengthening communities. *Starting Early, Starting Strong: Manitoba's Five year Plan for Early Childhood Development*, (2015) guides the work related to the strategy.²²

The mandate letter for the Manitoba Families minister commits to:

- Reducing the cumbersome regulatory framework in place to open and operate child care centres
- Increasing operating funding for licensed family child care home spaces
- Working in consultation with school divisions to increase the number of child care centres in schools
- Increasing incentives to become an Early Childhood Educator (ECE) and promote ease of access to ECE training by expanding training programs to more educational institutions
- Continuing the partnership with Family Dynamics, a community agency specializing in child care supports for families

SERVICE DESIGN

Education Programs

Kindergarten: Half-day every day or full-day/alternate day programs are open to all children who turn 5 years old by December 31. Attendance is voluntary.²³ The francophone school division offers full-day programming. Some school divisions offer full-day/every day kindergarten in all or selected schools within their division.

Nursery schools: Half-day programs are offered by some school divisions for children who turn 4 years of age by December 31, staffed by a qualified teacher or an early childhood educator. Fees are not charged to families residing within the school division.²⁴

Parent-child programs: Part-time programs are available in some school divisions for parents/caregivers and children, birth to age 5 years, led by community coordinators with a focus on literacy, nutrition and parenting.²⁵

Regulated Child Care

The following early learning and child care²⁶ programs are provided for children from 12 weeks to 12 years of age.

Licensed centre-based programs include:

- Full-time infant and preschool – for children to 6 years (younger than 60 months of age) and not enrolled in school
- School-age – for children to 12 years enrolled in grade 1 to 6 in a school or enrolled in kindergarten
- Nursery – community-offered, part-day programs for children aged 2 to 6 years

Licensed home-based programs include:²⁷

- Family child care – provided in an individual's home for up to eight children, aged 3 months to 12 years
- Group child care – provided by two or more people in one of their homes for up to 12 children, aged 3 months to 12 years

Unregulated Child Care

Unlicensed day care homes: Unlicensed care in an individual's home is permitted for up to four children under the age of 12 years (with no more than two children under the age of 2 years), including the caregiver's own children.²⁸

Child/Family Services

Manitoba Parent Zone: This website provides Manitobans with parenting and child development information reflecting current best practices in health and child and adolescent development. It includes links to Manitoba-based public education and public health campaigns.²⁹

LOCAL SERVICE DELIVERY

Kindergarten and pre-kindergarten are supported by 37 school divisions.³⁰

The Early Learning and Child Care Program administers funding and provides regulatory oversight for child care. Licensing staff work out of the Winnipeg community area and regional offices throughout the province. Licensed non-profit child care centres are operated by independent boards of directors as required under *The Community Child Care Standards Act*.

The Early Learning and Child Care Building Fund,³¹ school-based stream, supports the building and renovation of child care centres in schools. A community-based stream also supports the development of new and expanded centres not located in schools.

The Public Schools Act 173(7) requires school divisions that are building a new school or doing major renovations on a school to include space for an early learning or a child care facility.³²

COMMUNITY INVOLVEMENT/OVERSIGHT

The Provincial Healthy Child Advisory Committee (PHCAC) promotes the integration and coordination of ECD work across Manitoba. It is made up of government appointees drawn from community, education, academic and government backgrounds.

2. FUNDING

Table 2.1 Manitoba Provincial Allocations for Regulated Child Care to March 31, 2017³³

Child care fee subsidies	\$26,781,000
Operating grants	\$137,981,000
Workforce grants and benefits	\$4,896,000
Other expenditures	\$877,000
Total regulated child care	\$170,535,000

Table 2.2 Manitoba Funding Early Childhood Education/Child Care to March 31, 2017

Kindergarten ^a	\$88,424,196
Prekindergarten (nursery schools) ³⁴	\$13,162,631
Early Childhood Development Initiative Grant ^b	\$2,480,023 ³⁵
Regulated child care	\$170,535,000
Total ECE spending	\$274,601,850
Total provincial budget spending estimate ³⁶	\$16,515,000,000
ECE as a percent of provincial budget	1.7%

- a Sept 30, 2016 total kindergarten enrolment is 13,587. From the 2016/17 FRAME Budget Report, the total operating cost per full-time pupil is \$13,016. Total cost of kindergarten education equals 13,587 students @ \$13,016 per full-time student divided by 2 = $13,587 \times \$6793.50 = \$88,424,196$. The province funds approximately 61% of the cost of education. The school divisions have local taxation authority that accounts for one-third of their operating fund revenues and the other 6% comes from other sources (see 2016/17 Frame Budget report p. 40). Personal communications, Ministry of Education and Training, August 21, 2017.
- b The Early Childhood Development Initiative grant³⁷ provides funding to school divisions to support preschool and kindergarten programming in schools. It may not be used for child care.³⁸

3. ACCESS

Table 3.1 Manitoba Child Population 0-5 Years (2016)^a

Child population 0-5 years	101,385
0-1 year	34,509
2-4 years	50,578
5 years	16,298
Total population of Manitoba ³⁹	1,318,128
Children 0-5 years as percentage of total population	7.6%

- a Statistics Canada. Table O51-0001 - Estimates of population, by age group and sex for July 1, 2016, Canada, provinces and territories (Accessed: April 24, 2017).

Table 3.2 Manitoba Labour Force Participation of Mothers by Age of Youngest Child (2016)

	Number of mothers in labour force by age of youngest child ^a	Labour force participation rate of mothers by age of youngest child ^b
0-1 year	16,900	65.05%
2-4 years	17,000	71%
5 years	5,000	82.2%
Total mothers in labour force with child 0-5 years	39,900	
Average labour force participation rate of mothers with youngest child 0-5 years		69.7%

a Statistics Canada, Labour Force Survey, custom tabulation O517_29 Table 1.ivt.

b Statistics Canada, Labour Force Survey, custom tabulation O717_04 Table 1.ivt.

Table 3.3 Manitoba ECE School Programs (2016)⁴⁰

Children attending 5-year-old kindergarten ^{41a}	14,770
5-year-old child population ^b	16,298
% of children attending kindergarten ^c	91%

a Children attending publicly-funded schools, First Nations schools administered by public school divisions, funded and non-funded independent schools and home-schooled children, as of September 30, 2016.

b All 5-year-old children living in Manitoba, including in First Nations communities.

c Percentage of kindergarten attendance does not include children attending kindergarten in First Nations schools not administered by public school divisions.

Table 3.4 Manitoba Licensed Child Care Programs to March 31, 2016⁴²

Spaces by age group in centre-based programs ^a	
Infants/preschool	20,901
School-aged	10,327
Total spaces centre-based programs	31,228
Family child care home and group family child care spaces	3,057
Total capacity regulated child care ^b	34,285
Facilities by Type	
Centre-based programs	689
Family child care/home and group	425
Facilities by auspice	
Non-profit (centres only)	654
Commercial	35

a Personal communication, Department of Families, September 21, 2017.

b Includes spaces in commercial centres.

Table 3.5 Manitoba Percentage of Children Attending ECE Programs by Age Group

Child ages	Number of children ^a	Child care/preschool ^b	Kindergarten/Preschool enrolment ^c	Other ECE programs ^d	% children attending ECEC program
0-1 year	34,509	3,444			10%
2-4 years	50,578	19,481	2,817	700	45%
5 years ^e	16,298		14,770		91%

a Statistics Canada. Table O51-0001 – Estimates of population, by age group and sex for July 1, Canada, provinces and territories (persons unless otherwise noted) (Accessed: April 24, 2017).

b Licensed child care spaces up to March 31, 2016 (includes estimated age group data for 3,057 licensed home-based spaces; data for 5-year olds is collected only as part of data for 2 to 5-year olds).

c Enrolment as of September 2016. All children in the province are entitled to kindergarten. This number represents enrolment rates. This number does not include children attending kindergarten on First Nations reserves, as these numbers are not always reported to the provincial government. Preschool is offered by some school districts through a part-day nursery school program; some children attending nursery school also attend child care.

d Includes enrolment at 20 Aboriginal Head Start programs in urban northern communities⁴³ and 40 programs on reserve.⁴⁴

e See notes for Table 3.3.

AFFORDABILITY

Manitoba sets a maximum fee for spaces receiving an operating grant and for subsidized families using any licensed space. The maximum full-time daily fee for a funded infant centre space is \$30; for a preschool centre space, the fee is \$20.80; and for a centre school-age space, the fee is \$10.30 per day for before, lunch and after school care. Unfunded facilities may set their own fees but may not charge a subsidized family more than the maximum daily fees listed in Schedule D and Schedule D.1 of Manitoba Regulation 62/86.⁴⁵

Fee subsidies: Subsidy for school-age children is:

- Maximum subsidy pays \$560 per four-week period for infants.
- Maximum subsidy pays \$376 per four-week period for preschoolers.
- Subsidy pays \$103- \$166 per four-week period, for school-age children, depending on attendance.
- Fully subsidized families pay a minimum fee of \$1-\$3/day to the child care facility/provider.

Subsidies do not cover the full cost of care.

Eligibility: Child care fee subsidies are available to families based on net income:

- 1 parent/1 child – full subsidy up to \$16,420 and partial subsidy up to \$28,874
- 2 parent/2 children – full subsidy up to \$22,504 and partial subsidy up to \$47,412

INCLUSION

Child care facilities must provide inclusive programming and ensure individual program plans are in place for children with disabilities and/or emotional/behaviour needs that prevent them from actively and meaningfully participating in an early learning and child care program and interacting with other children. Early learning and child care facilities must have an inclusion policy.

Inclusion is referenced in Manitoba Child Care Regulation 62/86 as a licensing requirement: “additional support needs” and “special needs” are individually defined. However, the ELCC Program uses the terms interchangeably for “children with disabilities and/or emotional/behaviour needs.” *A Guide to the Inclusion Support Program (2013)* outlines best practices and procedures and protocols to support the transition of children from preschool to kindergarten.⁴⁶

Manitoba’s Inclusion Support Program provides additional grants, training and equipment to eligible early learning and child care facilities to reduce or eliminate barriers faced by children. In 2016/17, Manitoba provided resource supports and grants to 469 non-profit licensed child care centres and homes to support the inclusion of 1,604 children with disabilities and/or emotional/behaviour needs.

4. LEARNING ENVIRONMENT

Program	Framework Document
Kindergarten	<ul style="list-style-type: none"> Kindergarten subject areas include: arts education, English language arts, mathematics, physical education/ health education, science and social studies, each with prescribed outcomes.⁴⁷ The kindergarten support document, <i>A Time for Learning, A Time for Joy</i>,⁴⁸ promotes play-based practices in kindergarten classrooms. <i>Protocol for Early Childhood to School for Children with Additional Support Needs</i>⁴⁹ (2016) supports the transition of children from preschool to kindergarten.
Nursery school (pre-kindergarten)	School divisions ⁵⁰ develop their own learning programming.
Child care and licensed nursery schools	<p><i>Early Returns: Manitoba’s Early Learning and Child Care Curriculum Framework for Preschool Centres and Nursery Schools</i>⁵¹</p> <p><i>Early Returns: Manitoba’s Early Learning and Child Care Curriculum Framework for Infant Programs</i>⁵²</p>
Child care (francophone)	Des résultats précoces: Cadre d’élaboration d’un curriculum des programmes d’apprentissage et de garde des jeunes enfants du Manitoba pour les services de garde préscolaires et les prématernelles ⁵³

WORK ENVIRONMENT

Kindergarten class size: In March 2017, the provincial government announced that the Early Years Enhancement Grant (EYEG) would replace the Smaller Classes Initiative (SCI). The new grant provides school divisions with flexibility and decision-making autonomy regarding organizational changes and supports needed to ensure success in the early years (K-3) including, but not limited to, class size. As of September 2017, school divisions are no longer required to limit class size to 20 students, as stipulated by SCI guidelines.⁵⁴

Table 4.2 Manitoba Group Size and Staff/Child Ratio in Licensed Child Care Centres⁵⁵

Age	Staff: Child Ratio	Class Size
12 weeks-2 years	1:4	8
2-6 years	1:8	16
6-12 years	1:15	30
Licensed nursery schools 2-6 years	1:10	20

Licensed Child Care Homes⁵⁶

Family Child Care: Family child care is licensed care offered in a home for up to eight children under age 12 years. No more than five of the children can be under the age of 6 years, and no more than three may be younger than 2 years. This includes the provider's own children.

Group Child Care: A group child care home is run by at least two providers in one of their homes. Licensed group child care home providers can care for as many as 12 children under the age of 12 years. No more than three of the children may be less than 2 years of age.

EDUCATORS

Table 4.3 Manitoba Educator Qualifications

Kindergarten Teachers ⁵⁷	Teachers require a recognized undergraduate degree plus a two-year Bachelor of Education degree. Early years streams are available for kindergarten to grade 4.
Early Childhood Educators ⁵⁸	<p>Early Childhood Educator (ECE) II: Two year post-secondary diploma in early childhood education or completion of an assessment program offered by the ELCC Program.</p> <p>Early Childhood Educator (ECE) III: Meet the education requirements for ECE II classification and complete an approved post-diploma or degree in an area of specialization or graduated Bachelor of Arts from the University of Winnipeg, Major in Developmental Studies: Stream C - Child Development and Child Care.</p> <p>Child Care Assistant (CCA): 40 hours of approved child care training within the first year of employment, or 40 hours of approved training within the previous eight years.</p>

Table 4.4 Manitoba Professional Requirement and Development

	Qualified Teachers	Qualified ECEs ⁵⁹
Professional Requirement	Certification ⁶⁰ by the Professional Certification Unit of the Ministry of Education and Training	Certification in two classifications by the ELCC Program: Early Childhood Educator II (ECE II) and Early Childhood Educator III (ECE III) The process of classification must be completed before beginning employment.
Professional Development	Provided by school divisions ⁶¹ Up to a maximum of ten non-instructional days can be used for teacher in-service, parent-student conferences, administration and pupil evaluation. Of these ten days, five must be used for teacher professional development. ⁶²	Ongoing professional development is not required. However, 24 hours annually is recommended in the <i>Best Practices Licensing Manual for Early Learning and Child Care Centres</i> . ⁶³

Table 4.5 Manitoba Density of Qualified Staff in Child Care Centres⁶⁴

Proportion of staff required to be ECE IIs or IIIs:

- Two-thirds of staff in infant and preschool centres
- Half of staff in school-age centres and nursery schools

In full-time or school-age child care centres, at least one staff person per group of children must be ECE II or III.

Child care centre directors of full-time child care centres must have an Early Childhood Educator (ECE) III qualification and one year of experience working in child care or a related setting.

Directors of nursery schools and school age programs require an ECE II and one year of experience working in child care or a related setting.

Table 4.6 Manitoba Teacher and ECE Average Annual Salaries

Teachers ^a	Early childhood educators ^b	ECE salary as % of teacher salary
\$73,799	\$38,230	52%

a Average mean salary for classification 5.⁶⁵

b Based on an average hourly rate of \$18.38 for a FTE ECE II.⁶⁶

5. ACCOUNTABILITY, MONITORING AND EVALUATION

Progress Reports: *Healthy Child Manitoba Office Annual Report 2015-16*;⁶⁷ *Manitoba Education and Advanced Learning Annual Report 2015-2016*;⁶⁸ *Family Services Annual Report 2015-16*.⁶⁹

Program Standards: *The Best Practices Licensing Manual for Early Learning and Child Care Centres* and *Best Practices Licensing Manual for Family and Group Child Care Homes* provide a description of the regulations, as well as best practices for each standard.

Population Monitoring: The Healthy Child Manitoba (HCM) Strategy⁷⁰ provides public progress updates through annual reporting and by evaluating the effectiveness of provincial programs for children. The Early Development Instrument (EDI) is used bi-annually for provincial/regional/local reporting, along with ongoing knowledge translation activities.⁷¹

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