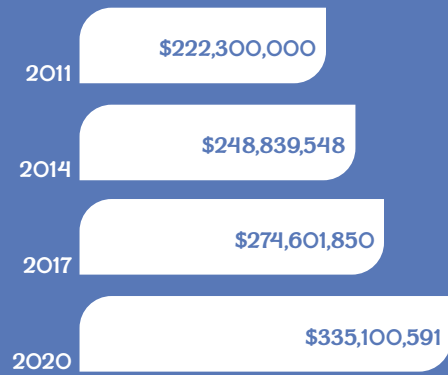
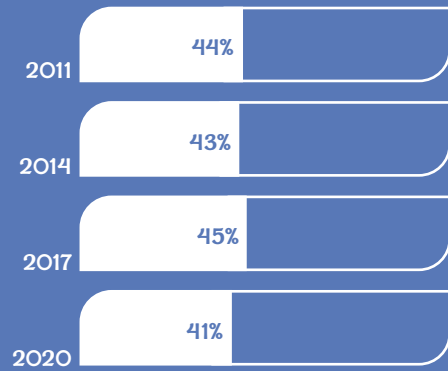


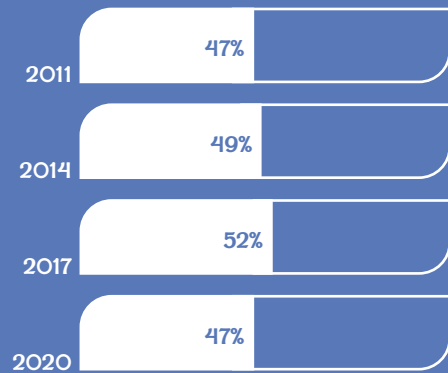
CHANGE IN ECEC SPENDING



PERCENTAGE OF 2- TO 4-YEAR OLD CHILDREN ATTENDING ECEC



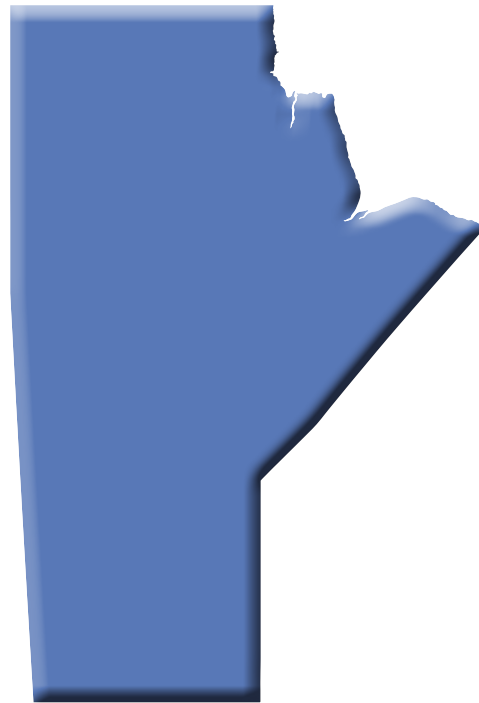
ECE SALARIES AS A PERCENTAGE OF TEACHER SALARIES



PERCENTAGE OF FACILITIES (NON-PROFIT/PROFIT)



MANITOBA 2020



EARLY CHILDHOOD EDUCATION REPORT 2020



ABOUT THE EARLY CHILDHOOD EDUCATION REPORT BENCHMARKS

The Early Childhood Education Report (ECER) is produced by the Atkinson Centre for Society and Child Development at the Ontario Institute for Studies in Education/University of Toronto. Twenty-one benchmarks are organized into five equally weighted categories, totalling a score of 15. The benchmarks evaluate governance structures, funding levels, access, quality in early learning environments, and the rigour of accountability mechanisms. Results are populated from detailed provincial and territorial profiles developed by the researchers and reviewed by provincial and territorial officials.

For the Canada-wide overview, a detailed look at the benchmarks, the full methodology, and all federal, provincial, and territorial profiles please visit [ECEReport.ca](https://ecereport.ca).

Please cite this publication as:

Akbari, E., McCuaig, K., & Foster, D. (2021). *The Early Childhood Education Report 2020*. Ontario Institute for Studies in Education/ University of Toronto.

This Manitoba profile captures early learning and child care initiatives to March 31, 2020. The New Developments section highlights activities occurring after this date.

In August 2020, additional support for early learning and child care was announced through the one-year *Canada-Manitoba Early Learning and Child Care Agreement*. The agreement allocates over \$15 million in 2020-2021 for early learning and child care investments in Manitoba. The Government of Manitoba's action plan for 2020-2021 continues to build on the pillars and initiatives of its early learning and child care plan, while considering the implications of the COVID-19 pandemic.¹

Healthy Child Manitoba Office (HCMO), which coordinated the province's early childhood services, began to transition into the Social Innovation Office (SIO) and work on social innovation priorities. HCMO continues with the mandate to work cross-departmentally and with community and private partners to support and strengthen families and communities across the province with the goal of improved outcomes for children, youth, families, and all Manitobans.²

In December 2020, the government announced it would develop a single funding model for all nursery schools.³

COVID-19 ACTION PLAN

In 2020, as COVID-19 became a global pandemic, the Government of Manitoba transitioned to a temporary child care model, imposing new guidelines including limiting the number of children in child care centres.⁴ Child care programs were asked to prioritize services for essential workers. A Pandemic Staffing Support Benefit assisted in offsetting the costs for overtime, sick time, and staff replacement due to COVID-19 isolation/quarantine. It ran until March 31, 2021.⁵

Early learning and child care services have continued to adapt to meet the evolving needs of Manitoba families in response to COVID-19. Four new one-time start-up grants are available as part of the Child Care Expansion Fund:⁶

- Workplace Child Care Start-up Grant
- Enhanced Home-Based Child Care Start-up Grant
- Satellite Child Care Start-up Grant
- Diversity Child Care Start-up Grant

Manitoba Education suspended in-class learning and students, including Kindergarten children, learned remotely. A *My Learning at Home* portal, available in English, French, and French Immersion formats,⁷ provided resources for students, parents, and caregivers. In-person learning resumed on September 8, 2020.⁸ From January 4 to 15, 2021, students in Grades 7 to 12 moved to remote learning. Optional remote learning was also available for Kindergarten to Grade 6 students during this time.⁹

In September 2020, the Government of Manitoba announced a \$1.4 million investment to extend the Home Nutrition and Learning Program until the end of the year to support food disruption and access during COVID-19.¹⁰

The government suspended inclusion funding agreements earlier in the pandemic and asked each centre to reapply for funding under a temporary model.¹¹

In March, the government announced that \$18 million would be allocated for a new "temporary child care service grant." This new grant was designed to encourage educators to start up home-based care (with a priority of supporting health care and other essential workers), with each new home eligible for a \$3,000 grant.¹²

TABLE 1.1 MANITOBA GOVERNANCE STRUCTURE FOR EARLY CHILDHOOD EDUCATION

Lead Ministry/ Department	Department of Families ^a Department of Education ^b
Related Ministry/ Department	Manitoba Indigenous and Northern Relations ^c
ECE Supervisory Unit	Early Learning and Child Care Program ^d Early Childhood Development ^e
Policy Framework	<i>Starting Early, Starting Strong: Manitoba's Five-Year Plan for Early Childhood Development</i> ^f
Legislation	<i>The Community Child Care Standards Act</i> (amended 2020) ^g <i>Manitoba Child Care Regulation 62/86</i> (amended 2019) ^h <i>Public Schools Act</i> (1987, amended 1992, 1996, 1997, 1998, 2000, 2001, 2002, 2004, 2005, 2006, 2007, 2008, 2013, 2014, 2015, 2017, 2018, 2020) ⁱ <i>The Education Administration Act</i> (amended 2019) ^j <i>The Public Schools Act. Appropriate Educational Programming Regulations 155/2005</i> ^k <i>Appropriate Educational Programming Standards for Student Services</i> (2006) ^l <i>Public Schools Finance Board Act Regarding Child Care in Schools</i> (amended 2014) ^m
Related Legislation	<i>Social Services Appeal Board Act</i> (amended 2020) ⁿ
Local Service Delivery	37 school divisions, including 1 Division Scolaire Franco-Manitobaine ^o Ministry child care coordinators work out of regional offices throughout the province
Community/Sector Oversight	Ministers' Consultation Table ^p Child Care Qualifications and Training Committee (CCQTC) ^q

a Government of Manitoba. Department of Families. Retrieved from: <https://www.gov.mb.ca/fs/>

b Government of Manitoba. Department of Education. Retrieved from: <https://www.edu.gov.mb.ca/>

c Government of Manitoba. Department of Indigenous and Northern Relations. Retrieved from: <https://www.gov.mb.ca/inr/>

d Government of Manitoba. Department of Families. *About the Early Learning and Child Care Program*. Retrieved from: <https://www.gov.mb.ca/fs/childcare/about/index.html#:~:text=Manitoba%20is%20committed%20to%20the,to%201:2%20years%20of%20age.>

e Government of Manitoba. Early Childhood Development. Retrieved from: <https://www.gov.mb.ca/healthychild/ecd/index.html>

f Government of Manitoba. *Starting Early, Starting Strong: Manitoba's Five-Year Plan for Early Childhood Development*. Retrieved from: https://www.gov.mb.ca/healthychild/ecd/ecd_sess5yr.pdf

g Government of Manitoba. *The Community Child Care Standards Act*. Retrieved from: <http://web2.gov.mb.ca/laws/statutes/ccsm/c158e.php>

h Government of Manitoba. *The Community Child Care Standards Act. Child Care Regulations*. Retrieved from: http://web2.gov.mb.ca/laws/regs/current/_pdf-regs.php?reg=62/86

i Government of Manitoba. *Public Schools Act*. Retrieved from: https://web2.gov.mb.ca/laws/statutes/ccsm/_pdf.php?cap=p250

j Government of Manitoba. *The Education Administration Act*. Retrieved from: https://web2.gov.mb.ca/laws/statutes/ccsm/_pdf.php?cap=e10

k Government of Manitoba. *The Public Schools Act. Appropriate Educational Programming Regulation 155/2005*. Retrieved from: http://web2.gov.mb.ca/laws/regs/current/_pdf-regs.php?reg=155/2005

l Government of Manitoba. *Appropriate Educational Programming Standards for Student Services* (2006). Retrieved from: https://www.edu.gov.mb.ca/k12/specedu/aep/pdf/Standards_for_Student_Services.pdf

m Government of Manitoba. *The Public Schools Finance Board Amendment and the Public Schools Amendment Act*. Retrieved from: <https://web2.gov.mb.ca/bills/38-4/b035e.php>

n Government of Manitoba. *The Social Services Appeal Board Act*. Retrieved from: https://web2.gov.mb.ca/laws/statutes/ccsm/_pdf.php?cap=s167

o Government of Manitoba. *Schools in Manitoba*. Retrieved from: https://www.edu.gov.mb.ca/k12/schools/sb_contacts.html

p Government of Manitoba. *Manitoba Creates New Early Learning Consultation Table to Increase Options for Families*. Retrieved from: <https://news.gov.mb.ca/news/index.html?item=46440>

q Government of Manitoba. Department of Families. *Qualifications of Child Care Staff*. Retrieved from: https://www.gov.mb.ca/fs/childcare/resources/info_classification.html#qualifications

DEPARTMENT ORGANIZATION

The Early Learning and Child Care Program within the Department of Manitoba Families develops and administers funding, 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 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 of the Department of Education, provides leadership to school divisions in the area of early learning for children up to 8 years of age in the K-12 school system. The unit provides supports to early years teachers, early childhood educators, and parents, with a special focus on early literacy, early numeracy, and best outcomes for First Nations, Inuit, and Métis and newcomer/EAL (English as an Additional Language) children.¹³

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. In February 2018, the governments of Canada and Manitoba signed the *Canada - Manitoba Early Learning and Child Care Agreement - 2017-2020*, committing to significant investments in early learning and child care.¹⁴ Close to \$47 million invested over three years was allocated to create an estimated 1,400 new and newly subsidized early learning and child care spaces, and enhance accessibility for underserved communities and lower-income, French language,

and newcomer families. Investments also targeted building workforce capacity through education, training, and skill development, developing a rural and northern strategy to improve access to child care services, developing a new service and funding approach to support children with special needs, providing grants to organizations offering supportive family services to hire early childhood educators, and undertaking community engagement to successfully implement bilateral initiatives and support public reporting.¹⁵

On September 18, 2019, Manitoba's premier announced a *100-Day Action Plan*, changing Manitoba's long-standing policy of non-profit child care expansion to focus on working with the private sector to expand the number of child care spaces.¹⁶ In 2020, funding became available through a partnership between the Government of Manitoba and the MB-WPG Chamber of Commerce, which provides funding to profit and non-profit program expansion.¹⁷

In January 2020, the Government of Manitoba implemented a strategy document¹⁸ outlining the transformation agenda that will affect every area of government, and will continue to influence its work in the years to come. Priority areas included new child care spaces and more child care options for families, while also reviewing the current funding model.¹⁹ Transformational changes to Manitoba's education system will respond to the forthcoming recommendations from the *Manitoba Commission on Kindergarten to Grade 12 Education*. Announced in January 2019,²⁰ the Commission's report has been delayed due to COVID-19.

SERVICE DESIGN

EDUCATION PROGRAMS

KINDERGARTEN: Half-day, every-day, or full-day/alternate-day programs are open to all children who turn 5 years of age by December 31. Attendance is voluntary. The Francophone school division offers full-day programming for all Kindergarten-aged students. Some school boards offer full-day/every-day Kindergarten in all or

selected schools within their division.²¹

NURSERY SCHOOL AND JUNIOR

KINDERGARTEN: Half-day programs are offered by some school divisions as an intervention or transition to Kindergarten programs 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.²² This option may be called Junior Kindergarten, K4 (programming for 4-year-olds in schools in Manitoba First Nations, funded by the Government of Canada), nursery school, or pré-maternelle.²³

PARENT-CHILD PROGRAMS: Part-time programs are available in some school divisions for parents/caregivers and children from birth up to 6 years of age, led by community coordinators with a focus on early literacy, nutrition, parenting, and community capacity building.²⁴

REGULATED CHILD CARE

Licensed early learning and child care programs are provided for children from 12 weeks of age up to and including 12 years of age.²⁵

CENTRE-BASED:

- Full-time infant and preschool — provided for children younger than 60 months of age who are not enrolled in school.
- School-age — provided for children enrolled in Kindergarten to Grade 6.
- Nursery — provides community-offered, part-day programs for children aged 2 to 6 years.

IN-HOME CHILD CARE:²⁶

- Family child care — provided in an individual's home for up to eight children, aged 3 months

and up to and including 12 years of age. No more than five children under 6 years of age, of whom no more than three children may be under 2 years of age. This includes the provider's own children.

- Group child care — provided by two or more people in one of their homes for up to 12 children, aged 3 months of age up to and including 12 years of age. No more than three children under 2 years of age. This includes the provider's own children.

UNREGULATED CHILD CARE

Unlicensed child care arrangements are made privately between parents and a provider. 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.²⁷

CHILD/FAMILY SERVICES

MANITOBA PARENT ZONE: This website provides Manitobans with parenting and child development information reflecting current best practices in health, along with child and adolescent development. It includes links to Manitoba-based public education and public health campaigns.²⁸

LOCAL SERVICE DELIVERY

Kindergartens are operated by Manitoba's 37 school divisions, which may also offer pre-Kindergarten programs for 4-year-old children.²⁹

COMMUNITY INVOLVEMENT/ OVERSIGHT

MINISTER'S CONSULTATION TABLE A new consultation table was created to inform the Manitoba government on issues related to early learning and child care.³⁰ The Child Care Qualifications and Training Committee (CCQTC) reviews and approves training programs for early learning and child care employees. It also monitors the quality and standards of early childhood education in Manitoba.³¹

TABLE 2.1 MANITOBA ALLOCATION FOR REGULATED CHILD CARE TO MARCH 31, 2020^a

Child care fee subsidies	\$22,624,400
Operating grants	\$172,451,200
Workforce grants and benefits	\$5,287,000
Other expenditures	\$700,000
Federal funding through bilateral agreement ^b	\$15,609,534
Total regulated child care	\$216,672,134

a Personal communication. Government of Manitoba. Department of Families. October 7, 2020.

b Government of Canada. *Canada – Manitoba Early Learning and Child Care Agreement–2017–2020* (amount for 2019–2020 included). Retrieved from: <https://www.canada.ca/en/early-learning-child-care-agreement/agreements-provinces-territories/manitoba-2017.html>

TABLE 2.2 MANITOBA ALLOCATION FOR EARLY CHILDHOOD EDUCATION/CHILD CARE TO MARCH 31, 2020

Kindergarten ^a	\$102,077,055
Pre-Kindergarten (nursery schools) ^b	\$13,687,829
Early Childhood Development Initiative Grant ^b	\$2,663,573
Regulated child care ^c	\$216,672,134
Total ECEC spending	\$335,100,591
Total provincial budget spending estimate ^d	\$14,036,226,000
ECEC as a % of provincial budget	2.4%

a In September 2019, total Kindergarten enrolment was 15,265. From the 2019–2020 FRAME Budget Report, the total operating cost per full-time pupil is \$13,374. Total cost of Kindergarten education equals 15,265 students @ \$13,374 per full-time student divided by 2 = \$102,077,055. Retrieved from: https://www.edu.gov.mb.ca/k12/finance/frame_report/2019-20_frame_budget.pdf

b Personal Communication. Government of Manitoba. Department of Education. January 11, 2021.

c Does not include federal funding to Indigenous communities through Inuit, Métis, and First Nations agreements.

d Manitoba Budget 2019. Estimates of expenditure for the fiscal year ending March 31, 2020. Retrieved from: https://www.gov.mb.ca/asset_library/en/budget2019/estimate-expenditures.pdf

In September 2017, the Government of Manitoba increased annual operating grants for licenced, home-based child care providers by \$245,000.³² In 2019, child care legislation was amended and updated, allowing for increases to provincial operating grants for home-based providers.

In 2018, the Child Care Centre Development Tax Credit Program was introduced, which provides a tax credit for private corporations that invest in the creation of new early learning and child care spaces. Eligible corporations receive a tax credit certificate worth \$10,000 for each newly created space.³³

The Early Learning and Child Care Building Fund 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. Proposals are reviewed on a case-by-case basis for project viability and assessed community need.³⁴

On February 8, 2018, government announced a \$6.6 million or 0.5% increase in funding to public schools from \$1,316.3 million in 2017-2018 to \$1,322.9 million in 2018-2019. Funding is supported by general revenues and the Education Support Levy.³⁵

In March 2018, the government announced the *Keeping Our Promises: Real Progress for Manitobans Budget 2018*, which supported more than 700 new and newly funded spaces, including funding for new child care construction in communities and schools across Manitoba.³⁶ This leveraged the \$47 million over three years in federal child care support under the bilateral Agreement on Early Learning and Child Care.



TABLE 3.1 MANITOBA CHILD POPULATION 0 TO 5 YEARS (2019)

Child population 0 to 5 years	103,942
0 to <24 months	34,476
24 months to <5 years	51,708
5 years	17,758
Total population of Manitoba	1,369,465
Children 0 to 5 years as % of total population	7.6%

Statistics Canada. Table 17100005; Formerly Table 051-0001 – Estimates of population, by age group and sex for July 1, 2019, Canada, provinces and territories (Accessed: May 25th, 2020).

TABLE 3.2 MANITOBA LABOUR FORCE PARTICIPATION OF MOTHERS BY AGE OF YOUNGEST CHILD (2019)

	Number of mothers in labour force by age of youngest child	Labour force participation rate of mothers by age of youngest child
0 to <24 months	16,900	61%
24 months to <5 years	20,200	67.5%
5 years	5,800	70.7%
Total mothers in labour force with child 0 to 5 years	42,900	
Average labour force participation of mothers with youngest child 0 to 5 years		65.2%

Statistics Canada, Labour Force Survey. 0620_13 Table 3 – Labour Force Survey (LFS) estimates of mothers by age of youngest child, Canada, provinces, territories, annual average, 2019.

TABLE 3.3 MANITOBA ECE SCHOOL PROGRAMS (2019-2020)^a

Nursery (school-based; half-day) ^b	2,687
4-year-old child population ^c	17,566
% of children attending school-based nursery ^d	15.3%
Children attending 5-year-old child Kindergarten ^{b,e}	15,265
5-year-old child population ^c	17,758
% of children attending Kindergarten	86%

a Children attending publicly funded schools, First Nations, Inuit, and Métis schools administered by public school divisions, funded and non-funded independent schools, as of September 30, 2019.

b Government of Manitoba. Department of Education. Finance and Statistics. *School Enrolment Reports*. Retrieved from: https://www.edu.gov.mb.ca/k12/finance/sch_enrol/index.html

c Statistics Canada. Population Estimates July 1, 2020. Table 17-10-0005-01 (Accessed: April 30, 2020).

d Majority of school-based programs are in the Winnipeg School Division and in the Frontier School Division, which spans throughout rural northern and remote communities.

e Enrolment data records 15,377, however this also includes children who are home-schooled. As this is not centre based, those numbers are not included in this report.

TABLE 3.4 MANITOBA REGULATED CHILD CARE TO MARCH 31, 2020

Spaces by age group in centre-based programs	
Infants (0 to <24 months) ^a	2,925
Nursery (licensed nursery) part-time ^a	3,350
Preschool (24 months to <6 years) ^b	19,214
School-aged (6 to <13 years) ^b	12,976
Total capacity regulated child care centres	44,740
Family child care home and group family child care spaces ^b	3,282
Total capacity regulated child care ^b	48,022
Facilities by type^b	
Centre-based programs	729
Family child care/home and group	443
Facilities by auspice^b	
Non-profit (funded) ^c	664
Non-profit (unfunded) ^d	30
For-profit ^e	35

a Personal Communication. Government of Manitoba. Department of Families. January 11, 2021.

b Government of Manitoba. Department of Families. *Manitoba Families Annual Report 2019-2020*. Retrieved from: https://www.gov.mb.ca/fs/about/pubs/fsar_2019-2020.pdf

c An organization registered as a not-for-profit corporation, in receipt of provincial grants.

d An organization registered as a not-for-profit corporation, not in receipt of provincial grants.

e An organization not registered as a not-for-profit corporation, not in receipt of provincial grants. However, in 2020, funding became available through partnership between the Government of Manitoba and MB-WPG Chamber of Commerce, which provides funding to profit or non-profit program expansion. Retrieved from: <https://winnipeg-chamber.com/child-care-expansion-fund-program/>

TABLE 3.5 MANITOBA PERCENTAGE OF CHILDREN ATTENDING ECE PROGRAMS BY AGE GROUP

Child Ages	Number of Children^a	Child Care/Preschool	Kindergarten/Nursery Enrolment	Other ECE Programs	% Children Attending ECEC Program
0 to <24 months	34,476	2,925			8.5%
24 months to <5 years	51,708	16,519 ^b	2,687 ^{c,d}	475 ^f	38%
5 years	17,758	892 ^b	15,265 ^{d,e}		91%

a Statistics Canada. Population Estimates July 1, 2020. Table 17-10-0005-01 (Accessed: April 30, 2020).

b Participation is estimated. Child care age groupings do not match the age groupings in this report. To avoid double counting, the percentage of 4-year-olds attending nursery is deducted from the child care count. Please see Methodology for calculation details.

c Reflects 4-year-olds in school-based nursery programs and may not reflect the full number of children enrolled in nursery programs in public schools as school divisions are not required to report this number. Source: Personal Communication. Government of Manitoba. Department of Education. August 2020.

d Government of Manitoba. Department of Education. Finance and Statistics. *School Enrolment Reports*. Retrieved from: https://www.edu.gov.mb.ca/k12/finance/sch_enrol/index.html

e Does not include students who are home-schooled.

f Estimate based on Manitoba's 19 AHS centres. See Methodology for detailed calculation. Retrieved from: <https://www.mbaboriginalheadstart.ca/>

In 2017, the Manitoba government took a step to shorten wait times and create more licensed child-care spaces by opening a new application intake system for early learning and child care community-based capital projects.³⁷ *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.³⁸

AFFORDABILITY

Manitoba sets a maximum fee for spaces receiving an operating grant as well as 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 62/86.³⁹

FEE SUBSIDIES: The Child Care Subsidy Program provides provincial support to eligible families to help with the cost of care by reducing child care fees. Eligibility depends on income, the number and age of children, the number of days required for care, and the reason for care.⁴⁰ Subsidies do not cover the full cost of care.

SUBSIDY STRUCTURE:⁴¹

- Maximum subsidy is \$560 per four-week period for infants.
- Maximum subsidy is \$376 per four-week period for pre-schoolers.
- Subsidy is \$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.

ELIGIBILITY:⁴² Child care fee subsidies are available to families based on net income:

- One parent/one preschool child – full subsidy with net income up to \$16,420 and partial subsidy up to \$28,874
- Two parent/two preschool children – full subsidy with net income up to \$22,504 and partial subsidy up to \$47,412

Parental fees vary depending on the community and whether a facility receives government funding. A 2019 Canadian Centre for Policy Alternatives report⁴³ shows monthly child care fees in Winnipeg are the lowest in the country outside of Quebec. Median monthly fees for infants are \$651 and \$451 for toddlers. The majority of child care facilities in Winnipeg receive public funding; therefore, fees are regulated.

INCLUSION

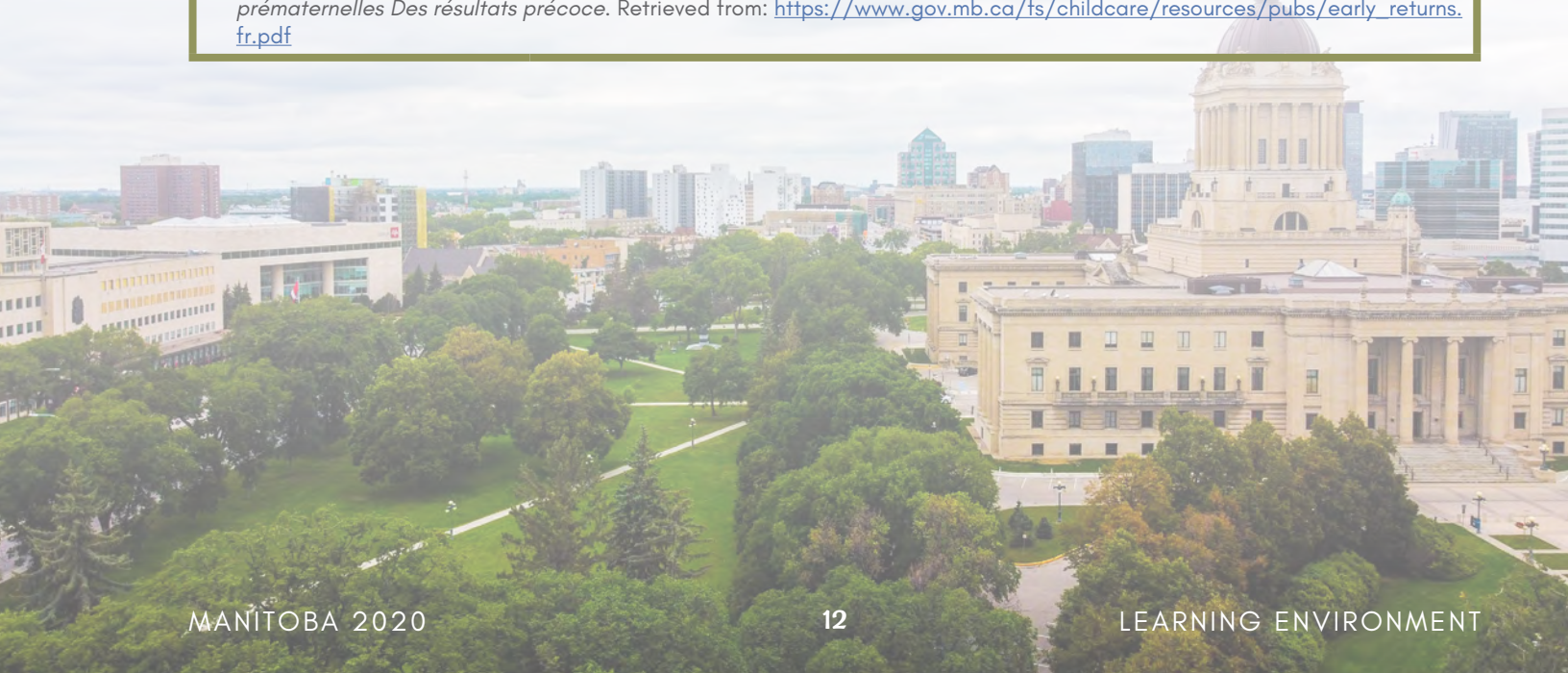
Child care facilities must provide inclusive programming and ensure individual program plans are in place for children with disabilities and/or emotional/behavioural needs. Inclusion is referenced in *Manitoba Child Care Regulation 62/86*⁴⁴ as a licensing requirement.

The Child Care Inclusion Support Program (ISP) funds child care centres, nursery schools, and family and group child care homes to reduce or eliminate barriers to allow a child with additional support needs to fully participate in an early learning program.⁴⁵ *A Guide to the Inclusion Support Program (2013)*⁴⁶ outlines best practices, procedures, and protocols to support the transition of children from preschool to Kindergarten.

Inclusion is supported in Manitoba Kindergarten classrooms through the *Amendment to the Public Schools Act: Appropriate Educational Programming Regulation*.⁴⁷ This document guides policy and programming for all students, particularly those with special learning needs.⁴⁸

TABLE 4.1 MANITOBA CURRICULUM FRAMEWORKS

Program	Framework Document
Kindergarten	<p>The Kindergarten support document, <i>A Time for Learning, A Time for Joy</i>^a, promotes play-based practices in Kindergarten classrooms.</p> <p><i>Protocol for Early Childhood to School for Children with Additional Support Needs (2015)</i>^b supports the transition of children with exceptional learning needs from preschool to Kindergarten. It provides specific timelines, outlines the responsibilities of each partner in the process, and describes key practices and principles that guide effective and collaborative transition planning.</p>
Nursery school (pre-Kindergarten)	<i>Starting Early, Starting Strong A Guide for Play-Based Early Learning in Manitoba. Birth to Six</i> ^c
Child care and licenced nursery schools	<p><i>Early Returns: Manitoba's Early Learning and Child Care Curriculum Framework for Preschool Centres and Nursery Schools</i>^d</p> <p><i>Early Returns: Manitoba's Early Learning and Child Care Curriculum Framework for Infant Programs</i>^{e,f}</p>
Child care (Francophone)	<i>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</i> ^g
<p>a Government of Manitoba. Department of Education. <i>A Time for Learning A Time for Joy – A Resource for Kindergarten Teachers</i> (2015). Retrieved from: https://www.edu.gov.mb.ca/k12/childhood/time_for_joy/full_doc.pdf</p> <p>b Government of Manitoba. Healthy Child Manitoba. <i>Protocol for Early Childhood Transition to School for Children with Additional Support Needs</i>. Retrieved from: https://www.gov.mb.ca/healthychild/publications/protocol_early_childhood_transition.pdf</p> <p>c Government of Manitoba. Healthy Child Manitoba. <i>Starting Early, Starting Strong A Guide for Play-Based Early Learning in Manitoba. Birth to Six</i>. Retrieved from: https://www.gov.mb.ca/healthychild/ecd/ecd_birhtto6_playbased.pdf</p> <p>d Government of Manitoba. Department of Families. <i>Early Returns: Manitoba's Early Learning and Child Care Curriculum Framework</i>. Retrieved from: https://www.gov.mb.ca/fs/child_care/resources/pubs/early_returns.pdf</p> <p>e Government of Manitoba. Department of Families. <i>Early Returns: Manitoba's Early Learning and Child Care Curriculum Framework for Infant Programs</i>. Retrieved from: https://www.gov.mb.ca/fs/childcare/resources/pubs/early_returns.pdf</p> <p>f Required in funded programs.</p> <p>g Government of Manitoba. Department of Families. <i>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 Des résultats précoces</i>. Retrieved from: https://www.gov.mb.ca/fs/childcare/resources/pubs/early_returns_fr.pdf</p>	



WORK ENVIRONMENT

TABLE 4.2 MANITOBA STAFF/CHILD RATIO AND GROUP SIZE IN REGULATED CHILD CARE

Age	Staff: Child Ratios	Max. Group Size
FULL-TIME CENTRE		
12 weeks to <24 months	1:4	8
24 months to <7years	1:8	16
NURSERY SCHOOL		
12 weeks to <24 months	1:4	8
24 months to <7years	1:10	20
SCHOOL-AGE PROGRAM		
6 to <13 years	1:15	30

Government of Manitoba. Department of Families. *A Guide to Child Care in Manitoba*. Retrieved from: <https://www.gov.mb.ca/fs/childcare/families/guidechildcare/>

KINDERGARTEN CLASS SIZE: There is no cap for kindergarten classrooms.

EDUCATORS

TABLE 4.3 MANITOBA EDUCATOR QUALIFICATIONS

Kindergarten Teachers ^a	<p>A three-year Bachelor's degree or approved equivalent and one of the following:</p> <ul style="list-style-type: none"> • two-year B.Ed after degree • an approved post-baccalaureate diploma or certificate and a one-year B.Ed. • a one-year graduate level degree and a one-year B.Ed. <p><i>All of the following:</i></p> <ul style="list-style-type: none"> • A three-year Bachelor's degree or approved equivalent • A second Bachelor's degree or approved equivalent • A one-year B.Ed. • A four-year B.Ed. and one of the following: <ul style="list-style-type: none"> • A second Bachelor's degree • A one-year graduate level degree • A four-year Bachelor's degree or approved equivalent and at least one additional year of professional course work; early years streams are available for Kindergarten to Grade 4.
Early Childhood Educators ^b	<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> <p>Early Childhood Educator (ECE) II: Two-year post-secondary diploma in early childhood education, or its equivalent</p> <p>Early Childhood Educator (ECE) III: Meet the education requirements for ECE II classification and complete an approved post-diploma or degree</p>

^a Government of Manitoba. Department of Education. *Professional Certification*. Retrieved from: <https://www.edu.gov.mb.ca/k12/profcert/salarycl.html>

^b Government of Manitoba. Department of Families *A Guide to Child Care in Manitoba*. Retrieved from: https://www.gov.mb.ca/fs/childcare/families/guide_childcare/index.html

TABLE 4.4 MANITOBA PROFESSIONAL RECOGNITION AND DEVELOPMENT

Teachers		ECEs
Professional Recognition	Certification by the Professional Certification Unit of Manitoba Education ^a	<p>Certification in two classifications by the Early Learning and Child Care Program: Early Childhood Educator II and Early Childhood Educator III^b</p> <p>The process of classification must be completed before beginning employment.</p>
Professional Development	<p>Provided by school divisions and by Manitoba Education^c</p> <p>Up to a maximum of 10 non-instructional days can be used for teacher in-service, parent-student conferences, administration, and pupil evaluation. Of these 10 days, five must be used for teacher professional development.^d</p>	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> . ^b
<p>a Government of Manitoba. Department of Education. <i>Professional Certification</i>. Retrieved from: https://www.edu.gov.mb.ca/k12/profcert/</p> <p>b Government of Manitoba. Department of Families. <i>Best Practices Licensing Manual for Early Learning and Child Care Centres</i>. Retrieved from: https://www.gov.mb.ca/fs/childcare/resources/pubs/elcc_manual.pdf</p> <p>c Government of Manitoba. <i>The Education Administration Act</i>. Retrieved from: https://web2.gov.mb.ca/laws/statutes/ccsm/_pdf.php?cap=e10</p> <p>d Manitoba Teachers' Society. <i>The Professional Development Chair Handbook: 2020-2021</i>. Retrieved from: http://www.mbteach.org/pdfs/hb/HB-MTS_PDChair.pdf</p>		

The Child Care Qualifications and Training Committee (CCQTC) reviews and approves training programs for early learning and child care employees. It also monitors the quality and standards of early childhood education in Manitoba.⁴⁹

In May 2018, the province began providing free

access to online learning resources on prenatal and child development for students and professionals across Manitoba. The Science of Early Child Development (SECD)⁵⁰ includes regularly updated modules that offer current research and links to practice through a multimedia online platform, accessible to all Manitobans.⁵¹

TABLE 4.5 MANITOBA DENSITY OF QUALIFIED STAFF IN CHILD CARE CENTRES

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. Directors of full-time child care centres must have an 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.

Government of Manitoba. (2005). *Best Practices Licensing Manual for Early Learning and Child Care Centres*. Retrieved from: https://www.gov.mb.ca/fs/childcare/resources/pubs/elcc_manual.pdf

TABLE 4.6 MANITOBA TEACHER AND ECE AVERAGE ANNUAL SALARIES 2019

Teachers	Early Childhood Educators	ECE Salary as % of Teachers Salary
\$92,614 ^a	\$43,826 ^b	47%

a British Columbia Teachers' Federation. *Teachers' Salaries Across Canada: How Does BC Compare?* Retrieved from: <https://bctf.ca/uploadedFiles/Public/Publications/Research/Reports/Cross-Canada%20teacher%20salaries.pdf>

b ECE III – Manitoba Child Care Association. *Manitoba average hourly rate of pay (2018/2019)*. Retrieved from: <http://mccahouse.org/wp-content/uploads/2020/01/Manitoba-Average-Hourly-Rate-of-Pay-2018-2019.pdf>



PROGRESS REPORTS: *The Canada-Manitoba Early Learning and Child Care Agreement – 2017-2020*⁵² requires the province to publicly report, no later than October 1 of each year of the agreement, on results and expenditures for the previous fiscal year. The report should include the number of children benefiting from subsidies, and the number of licensed early learning and child care spaces broken down by age of child, and type of setting. The report should show separately the results attributable to the funding provided by Canada under the Agreement. The most recent reports are the *Manitoba Education Annual Report 2019-2020*⁵³ and the *Manitoba Families Annual Report 2019-2020*.⁵⁴

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* outlines standards for indoor and outdoor facilities. Facility standards are not available for Kindergarten and school-based nursery programs.

POPULATION MONITORING: The Early Development Instrument (EDI)⁵⁵ is used bi-annually for provincial/regional/local reporting, along with ongoing knowledge translation activities. The province collects the EDI every 2 years and has had eight collection cycles, which began in 2005-2006. The most recent cycle was collected in the 2018-2019 year.⁵⁶



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