

2025/26

**SUPPLEMENT TO THE
ESTIMATES OF EXPENDITURE
BUDGET COMPLÉMENTAIRE**

BUDGET 2025

Manitoba Families

Familles Manitoba



LAND ACKNOWLEDGEMENT

We acknowledge that Manitoba is located on the Treaty Territories and ancestral lands of the Anishinaabe, Anishinewuk, Dakota Oyate, Denesuline and Nehethowuk nations.

We acknowledge that Manitoba is located on the Homeland of the Red River Métis.

We acknowledge that northern Manitoba includes lands that were and are the ancestral lands of Inuit.

We respect the spirit and intent of Treaties and remain committed to working in partnership with First Nations, Inuit and Métis Peoples as we walk the shared path of truth and reconciliation.

RECONNAISSANCE TERRITORIALE

Nous reconnaissons que le Manitoba se trouve sur les territoires visés par un traité et sur les terres ancestrales des peuples anichinabé, anishinewuk, dakota oyate, dénésuline et nehethowuk.

Nous reconnaissons que le Manitoba se situe sur le territoire des Métis de la Rivière-Rouge.

Nous reconnaissons que le nord du Manitoba comprend des terres qui étaient et sont toujours les terres ancestrales des Inuits.

Nous respectons l'esprit et l'intention des traités. Nous restons déterminés à travailler en partenariat avec les Premières Nations, les Inuits et les Métis alors que nous marchons ensemble vers la vérité et la réconciliation.

**Supplement
to the Estimates
of Expenditure
2025-26**

**Budget
complémentaire
2025-2026**

Manitoba Families

Familles Manitoba

Email: famfasb@gov.mb.ca

Electronic format: <https://manitoba.ca/openmb/infomb/departments/index.html>

This publication is available in alternate formats, upon request, by contacting:
Accessibility Coordinator, Jamie Skinner at fswebunit@gov.mb.ca

Minister's Message



MINISTER OF FAMILIES

Room 357
Legislative Building
Winnipeg, Manitoba R3C 0V8
CANADA

I am honored to present the 2025-26 Manitoba Families Supplement to the Estimates of Expenditure. As Minister of Families, I am responsible for the formulation of this Supplement and for the realization of the objectives outlined herein.

It is a privilege to serve as Minister, supported by a dedicated team of experts committed to integrity, professionalism, fiscal responsibility and fostering a promising future for all Manitobans. The results of the plans outlined in this document will be detailed in the department's forthcoming Annual Report for this year, underscoring our commitment to accountability.

The Supplement to the Estimates of Expenditure demonstrates Manitoba Families' work in aligning its programs and services to meet the growing needs of Manitobans. It reflects the department's responsibilities and corresponding strategies to ensure that individuals, families and communities are thriving. This document also features Manitoba Families' departmental realignment, which aims to establish clearer divisional roles, improve communication and strengthen service delivery to better serve Manitobans.

Truth and reconciliation is central to the department's work and informs all we do. Guided by the Truth and Reconciliation Calls to Action as well as the Calls for Justice within the National Inquiry into Missing and Murdered Indigenous Women, Girls, Manitoba Families is continuously working to address long-standing issues impacting the Indigenous community and strengthen relationships among all Manitobans.

I trust this document will provide meaningful supplemental information to meet the needs of the members of the Legislature in their review of the Estimates of Expenditure.

"Original signed by"

Honourable Nahanni Fontaine

Minister of Families

Minister responsible for Accessibility

Minister responsible for Gender Equity



Message ministériel



MINISTRE DES FAMILLES
Palais législatif, bureau 357
Winnipeg (Manitoba) R3C 0V8

C'est avec un sentiment d'honneur que je présente le budget complémentaire 2025-2026 du ministère des Familles du Manitoba. En tant que ministre des Familles, j'assume une responsabilité quant à la formulation du budget complémentaire et à l'atteinte des objectifs énumérés dans ce document.

C'est un privilège de servir en tant que ministre, avec le soutien d'une équipe dévouée d'experts qui accorde la plus haute importance à l'intégrité, au professionnalisme, à la responsabilité financière et à la poursuite d'un avenir prometteur au profit de l'ensemble de la population manitobaine. Soucieux de respecter notre engagement en matière d'obligation redditionnelle, nous décrirons plus amplement les résultats des plans dont fait état le présent document dans le rapport annuel que nous déposerons pour cet exercice.

Le budget complémentaire met en évidence les efforts que consent le ministère des Familles pour adapter ses programmes et services aux besoins croissants des Manitobains. Ce document illustre les responsabilités du ministère ainsi que les stratégies que celui-ci met en œuvre pour favoriser l'épanouissement des personnes et des familles ainsi que la prospérité des collectivités. Il présente également les résultats du remaniement ministériel, qui vise à clarifier les rôles des divisions, à renforcer la communication et à optimiser la prestation de services à la population manitobaine.

La vérité et la réconciliation sont au cœur du travail du ministère et inspirent chacune de ses actions. Guidé par les appels à l'action de la Commission de vérité et réconciliation ainsi que par les appels à la justice du rapport final de l'Enquête nationale sur les femmes et les filles autochtones disparues et assassinées, le ministère des Familles s'efforce constamment de remédier aux difficultés persistantes qui touchent la communauté autochtone et de renforcer les liens entre tous les Manitobains.

J'espère que ce document fournira un complément d'information utile qui orientera les députés de l'Assemblée législative dans leur examen du Budget des dépenses.

« Original signé par »

Nahanni Fontaine

Ministre des Familles

Ministre responsable de l'Accessibilité

Ministre responsable des Femmes et de l'Égalité des genres



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Introduction / Overview of the Supplement to the Estimates of Expenditure

The Supplement to the Estimates of Expenditure (Supplement) provides additional information to the members of the Legislative Assembly and the public in their review of the department information contained in the Summary Budget and the departmental Estimates of Expenditure for the fiscal year ending March 31, 2026.

The Supplement represents the departmental annual planning document and encapsulates the collective vision, values and strategic objectives based on the Premier's mandate letter to guide the development of departmental operational plans. The document also presents financial details that align with the Summary Budget for the department and its other reporting entities.

Departmental information aligns with the Estimates of Expenditure and details the annual appropriations of the department to be approved by the Legislative Assembly through the Appropriation Act. The financial information is meant to supplement, not replicate, the detail included in the Estimates of Expenditure. Please refer to the Estimates of Expenditure for commitment-level detail by sub-appropriation. This Supplement also contains departmental staffing and full-time equivalent (FTE) details that are not part of the Summary Budget or the Estimates of Expenditure.

The Supplement aligns the departments' work to the government's mandate and strategic priorities. Departments then create operating plans that further translate strategy into day-to-day operations. The results are shared at the end of the fiscal year in the annual report, which will be released in September 2026.

The Government of Manitoba has established a performance measurement framework (consisting of the Supplement and Annual Reports) for planning and analysis to support monitoring the results and operational improvement. The framework aims to increase transparency, accountability, and alignment of staff to identify key priorities and work toward achieving them. Department Supplements, Annual Reports, performance results and supporting management information are integral to the government's fiscal and strategic plan, and financial and performance reporting cycle.

The Supplement was revised in 2024-25 to reflect government's strategic priorities and department mandate. Performance measures have been updated to align with the departments' mandate letters. Employee related measures are tracked centrally.

Introduction / Aperçu du budget complémentaire

Le budget complémentaire fournit un complément d'information aux députés à l'Assemblée législative et au public afin de les aider à passer en revue les renseignements liés au ministère qui sont présentés dans le budget sommaire et dans le Budget des dépenses pour l'exercice se terminant le 31 mars 2026.

Le budget complémentaire est un document de planification annuelle qui résume la vision collective, les valeurs et les objectifs stratégiques établis à la lumière de la lettre de mandat reçue du premier ministre, en vue d'orienter l'élaboration des plans opérationnels du ministère. Il présente également des données financières conformes au budget sommaire du ministère et de ses autres entités comptables.

Les renseignements liés au ministère correspondent au Budget des dépenses et donnent le détail des affectations de crédits annuels du ministère que doit approuver l'Assemblée législative en vertu d'une loi portant affectation de crédits. Les renseignements financiers sont destinés à compléter et non pas à répéter l'information figurant dans le Budget des dépenses. Pour en savoir plus au sujet du niveau d'engagement par sous-crédit, veuillez vous reporter au Budget des dépenses. Le budget complémentaire contient également de l'information sur la dotation en personnel et les équivalents temps plein (ETP) du ministère, qui ne fait pas partie du budget sommaire ou du Budget des dépenses.

Le budget complémentaire permet aux ministères d'harmoniser leur travail avec le mandat et les priorités stratégiques du gouvernement. Les ministères établissent ensuite des plans opérationnels décrivant plus en détail de quelle façon ces thèmes seront intégrés aux activités quotidiennes. Les résultats seront présentés à la fin de l'exercice dans le rapport annuel, qui sera rendu public en septembre 2026.

Le gouvernement du Manitoba a établi, à des fins de planification et d'analyse, un cadre de mesure de la performance (composé du budget complémentaire et des rapports annuels) pour faciliter le suivi des résultats et de l'amélioration des activités. Ce cadre vise à favoriser la transparence et l'obligation redditionnelle, et à offrir une meilleure orientation aux membres du personnel afin que ces derniers cernent les grandes priorités et travaillent à leur réalisation. Les budgets complémentaires, les rapports annuels, les résultats en matière de performance et les renseignements de gestion connexes des ministères font partie intégrante du plan financier et stratégique du gouvernement et de son cycle de production de rapports portant sur les finances et la performance.

Le budget complémentaire a été révisé en 2024-2025, afin de tenir compte des priorités stratégiques du gouvernement et du mandat ministériel. Les mesures de la performance ont été mises à jour pour qu'elles concordent avec les lettres de mandat des ministères. Les mesures liées aux employés font l'objet d'un suivi centralisé.

Department Summary

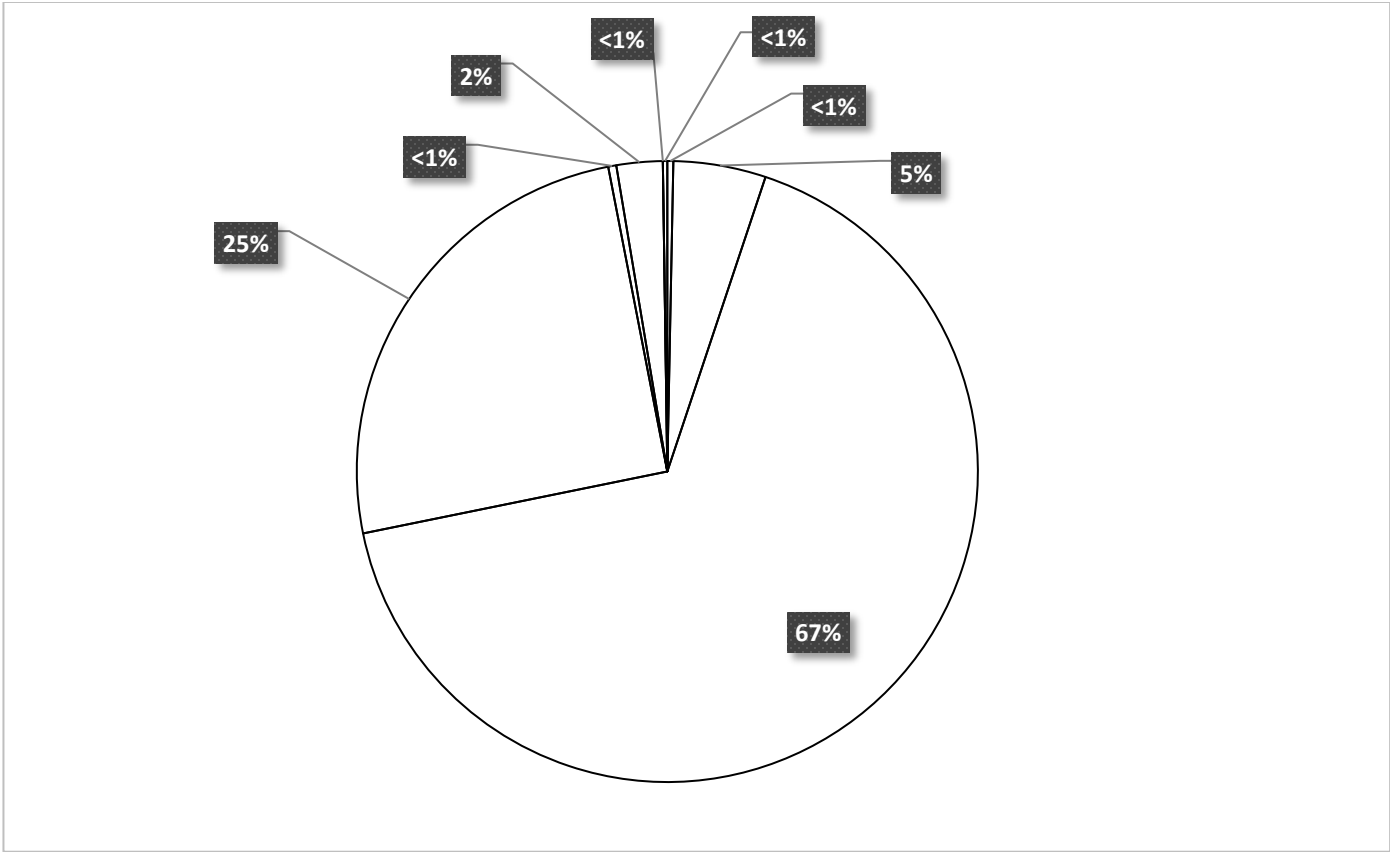
Department Description	Manitoba Families is responsible for a wide range of programs and services that help keep Manitoba children, individuals, families and communities safe and secure, while supporting personal development, self-reliance, well-being and social inclusion.
Minister	Honourable Nahanni Fontaine
Deputy Minister	Michelle Dubik

Other Reporting Entities	1	<ul style="list-style-type: none"> General Child and Family Services Authority
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Summary Expenditure (\$M) Consolidated Core and ORE budgets that make up the department summary budget	
2,140	2,064
2025-26	2024-25

Core Expenditure (\$M) Departmental expenditures as presented in the Estimates of Expenditure		Core Staffing Department's total FTEs	
2,227	2,124	1,525.60	1,600.80
2025-26	2024-25	2025-26 FTE	2024-25 FTE

Percentage Distribution of Expenditures by Operating Appropriation, 2025-26



- <1% Costs Related to Capital Assets (NV)
- <1% Interfund Activity
- <1% Administration and Finance
- <1% Digital, Organization and Strategy
- 2% Women and Gender Equity Manitoba
- 5% Community Services and Supports
- 25% Child and Youth Services
- 67% Policy, Programs and Legislation

Vue d'ensemble du ministère

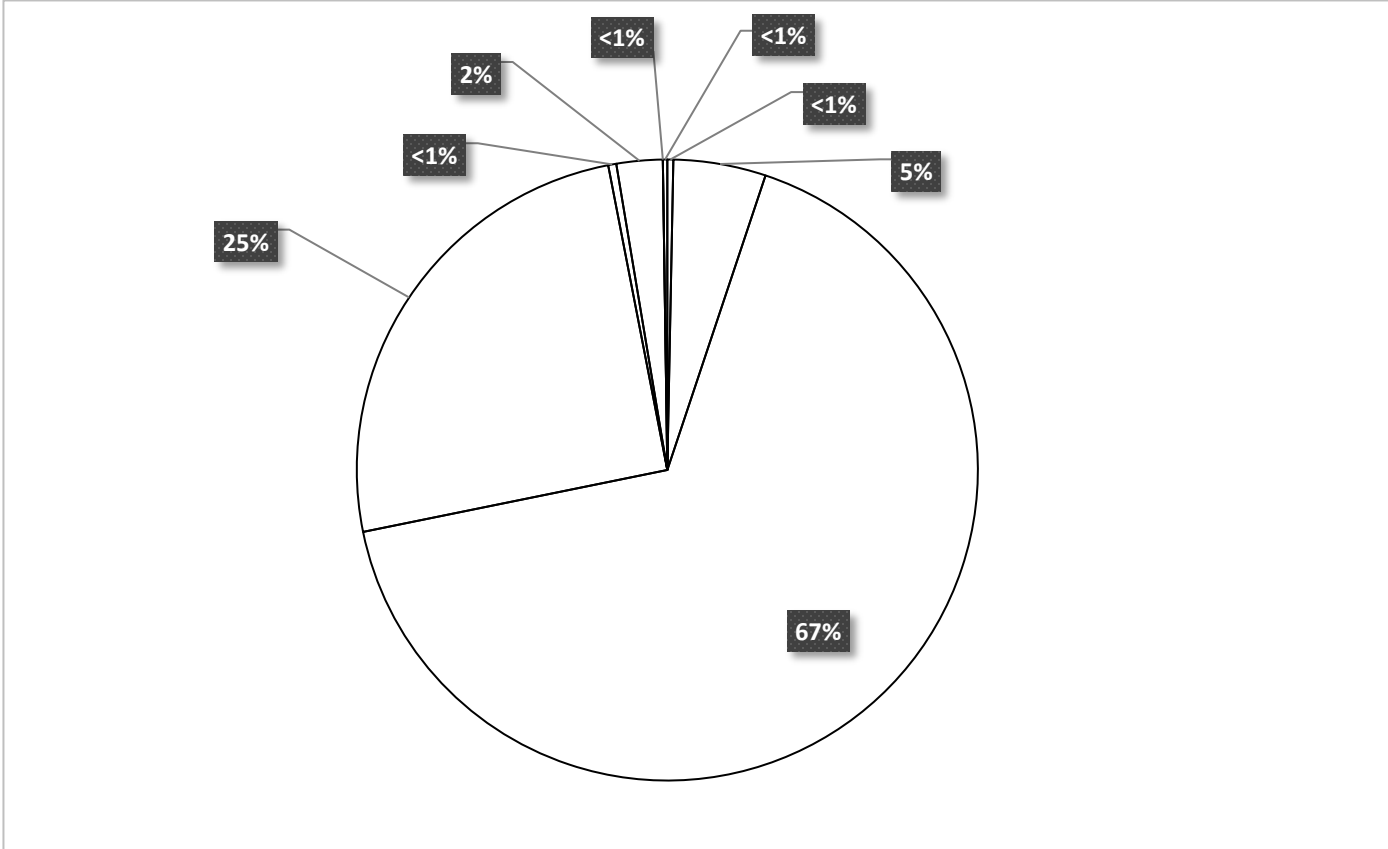
Description du ministère	Le ministère des Familles est responsable d'un large éventail de programmes et de services qui contribuent à assurer la sécurité des enfants, des personnes, des familles et des collectivités, tout en favorisant l'épanouissement personnel, l'autonomie, le bien-être et l'inclusion sociale.
Ministre	Nahanni Fontaine
Sous-ministre	Michelle Dubik

Autres entités comptables	1	Régie générale des services à l'enfant et à la famille
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Dépenses globales (en millions de dollars) Budgets consolidés du ministère et des autres entités comptables qui composent le budget sommaire	
2 140	2 064
2025-2026	2024-2025

Dépenses ministérielles (en millions de dollars) Dépenses ministérielles telles que présentées dans le Budget des dépenses		Personnel ministériel ETP totaux du ministère	
2 227	2 124	1 525,60	1 600,80
2025-2026	2024-2025	ETP en 2025-2026	ETP en 2024-2025

Ventilation (en pourcentage) des dépenses par crédit de fonctionnement, 2025-2026



- <1% Coûts liés aux immobilisations (dépenses non votées)
- <1% Transactions interfonds
- <1% Administration et finances
- <1% Soutien numérique, organisationnel et stratégique
- 2% Secrétariat manitobain pour les femmes et l'égalité des genres
- 5% Services et soutiens communautaires
- 25% Services aux enfants et aux jeunes
- 67% Politiques, programmes et législation

Department Responsibilities

Manitoba Families provides policy direction and planning, and co-ordinates departmental activities centred on the funding and delivery of equitable and essential services to support children, individuals, families, and communities.

The overall responsibilities of the minister and Manitoba Families include:

- Deliver social services and financial assistance programs to Manitobans, including income assistance programs and disability services for adult and children.
- Provide financial management and policy and program oversight for Community Living disABILITY Services, Children’s disABILITY Services and Employment, Income and Health Supports.
- Coordinate and deliver child and family services in Winnipeg and four rural regions on behalf of the General Child and Family Services Authority.
- Support the transition of jurisdiction over child and family services to Indigenous Governments and communities.
- Provide policy direction, funding and support to the four Child and Family Services Authorities that provide a comprehensive continuum of child and family services delivered through mandated agencies.
- Administer centralized services that assist child and family services agencies and community organizations to provide for the well-being of children, youth and families.
- Lead the Manitoba government’s strategies on poverty reduction, sexual exploitation and fetal alcohol spectrum disorder.
- Support the independent offices of the Commissioner for Adults Living with an Intellectual Disability, the Social Services Appeal Board, and the Fair Practices Office.
- Support the implementation of The Accessibility for Manitobans Act.
- Support Women and Gender Equity Manitoba in its work to advance gender equity and ensure a safe and equitable Manitoba for people of all genders, by addressing barriers and eliminating gender-based violence.
- Provide policy direction and support to the Gender-Based Violence Program, in order to support the development of community programs that help stop gender-based violence.
- Provide funding to community-based organizations and agencies that offer special services for abused women and their children and for persons living with gender-based violence across Manitoba.
- Manitoba Families includes six divisions noted under appropriation 9.1 to 9.6. The Indigenous Jurisdiction Transition Office is currently under the same appropriation as Child and Youth Services Division (9.4).
- A listing of the statutory responsibilities of the Minister of Families has been provided on page 16.

The Minister is also responsible for:

- Accessibility Advisory Council
- Adult Abuse Registry Committee
- Adults Living with an Intellectual Disability Hearing Panel Roster
- General Child and Family Services Authority - Board of Directors
- Poverty Reduction Committee of Cabinet
- Social Services Appeal Board
- Women's Advisory Council

Honourable Nahanni Fontaine is also:

Minister responsible for Accessibility

Minister responsible for Gender Equity

Responsabilités ministérielles

Familles Manitoba fournit une orientation et une planification stratégiques, et coordonne les activités ministérielles axées sur le financement et la prestation de services équitables et essentiels à l'appui des enfants, des personnes, des familles et des collectivités.

Les responsabilités générales de la personne occupant le poste de ministre et du ministère des Familles comprennent les suivantes :

- Offrir des services sociaux et des programmes d'aide financière aux Manitobains, notamment des programmes d'aide au revenu et des services destinés aux adultes et aux enfants handicapés.
- Voir à la gestion financière et à la supervision des politiques et des programmes pour le Programme des services d'intégration communautaire des personnes handicapées, le Programme des services aux enfants handicapés et la Direction du soutien de l'emploi, du revenu et de la santé.
- Coordonner et offrir des services à l'enfant et à la famille à Winnipeg et dans quatre régions rurales au nom de la Régie générale des services à l'enfant et à la famille.
- Soutenir le transfert de responsabilités en matière de services à l'enfance et à la famille aux administrations et communautés autochtones.
- Fournir une orientation politique, du financement et du soutien aux quatre régions qui offrent un éventail exhaustif de services à l'enfant et à la famille par l'entremise de leurs offices autorisés.
- Administrer des services centralisés qui aident les offices de services à l'enfant et à la famille et les organismes communautaires à veiller au bien-être des enfants, des jeunes et des familles.
- Diriger les stratégies du gouvernement manitobain en matière de réduction de la pauvreté, de lutte contre l'exploitation sexuelle et de prévention de l'ensemble des troubles causés par l'alcoolisation fœtale.
- Apporter son aide aux bureaux indépendants suivants : Bureau du commissaire aux adultes ayant une déficience intellectuelle, Commission d'appel des services sociaux et Bureau des pratiques équitables.
- Soutenir la mise en œuvre de la Loi sur l'accessibilité pour les Manitobains.
- Soutenir les efforts du Secrétariat manitobain pour les femmes et l'égalité des genres afin de faire progresser l'égalité des genres, et veiller à ce que le Manitoba soit sécuritaire et équitable pour les personnes de tous genres en s'attaquant aux barrières et en éliminant la violence fondée sur le genre.
- Fournir une orientation stratégique et du soutien au Programme de prévention de la violence fondée sur le genre pour appuyer l'élaboration de programmes communautaires qui contribuent à faire cesser ce type de violence.
- Fournir du financement aux offices et aux organismes communautaires qui offrent des services destinés expressément aux femmes victimes de violence et à leurs enfants ainsi qu'aux personnes qui sont aux prises avec la violence fondée sur le genre au Manitoba.

- Le ministère des Familles du Manitoba comprend six divisions figurant sous les crédits 9.1 à 9.6. Le Bureau du transfert de responsabilités à la gouvernance autochtone est actuellement classé sous le même intitulé de crédit que la Division des services aux enfants et aux jeunes (9.4).
- Une liste des responsabilités de la personne occupant le poste de ministre des Familles prévues par la loi est fournie à la page 16 du présent document.

La personne occupant le poste de ministre est aussi responsable des entités suivantes :

- Conseil consultatif de l'accessibilité
- Comité de protection contre les mauvais traitements infligés aux adultes
- Comités d'audience relatifs aux adultes vivant avec une déficience intellectuelle – Liste des membres
- Régie générale des services à l'enfant et à la famille – Conseil d'administration
- Comité du Cabinet chargé de la réduction de la pauvreté
- Commission d'appel des services sociaux
- Conseil consultatif des femmes du Manitoba

Nahanni Fontaine remplit aussi les fonctions suivantes :

- Ministre responsable de l'Accessibilité
- Ministre responsable des Femmes et de l'Égalité des genres

Statutory Responsibilities

Any statutes that are not assigned to a particular minister are the responsibility of the Minister of Justice, as are any amendments to those statutes.

The Adoption Act

The Intercountry Adoption (Hague Convention) Act

The Adult Abuse Registry Act

The Adults Living with an Intellectual Disability Act

The Advocate for Children and Youth Act

The Manitoba Assistance Act

The Child and Family Services Act

The Child and Family Services Authorities Act

The Disability Support Act

The Disclosure to Protect Against Intimate Partner Violence Act

(This act is not yet in force. It is to come into force on a date to be fixed by proclamation.)

The Hospitality Sector Customer Registry Act

(This act is not yet in force. It is to come into force on a date to be fixed by proclamation.)

The Parents' Maintenance Act [section 10]

The Poverty Reduction Strategy Act

The Protecting and Supporting Children (Information Sharing) Act

The Safe Access to Abortion Services Act

The Social Services Administration Act

The Social Services Appeal Board Act

The Social Work Profession Act

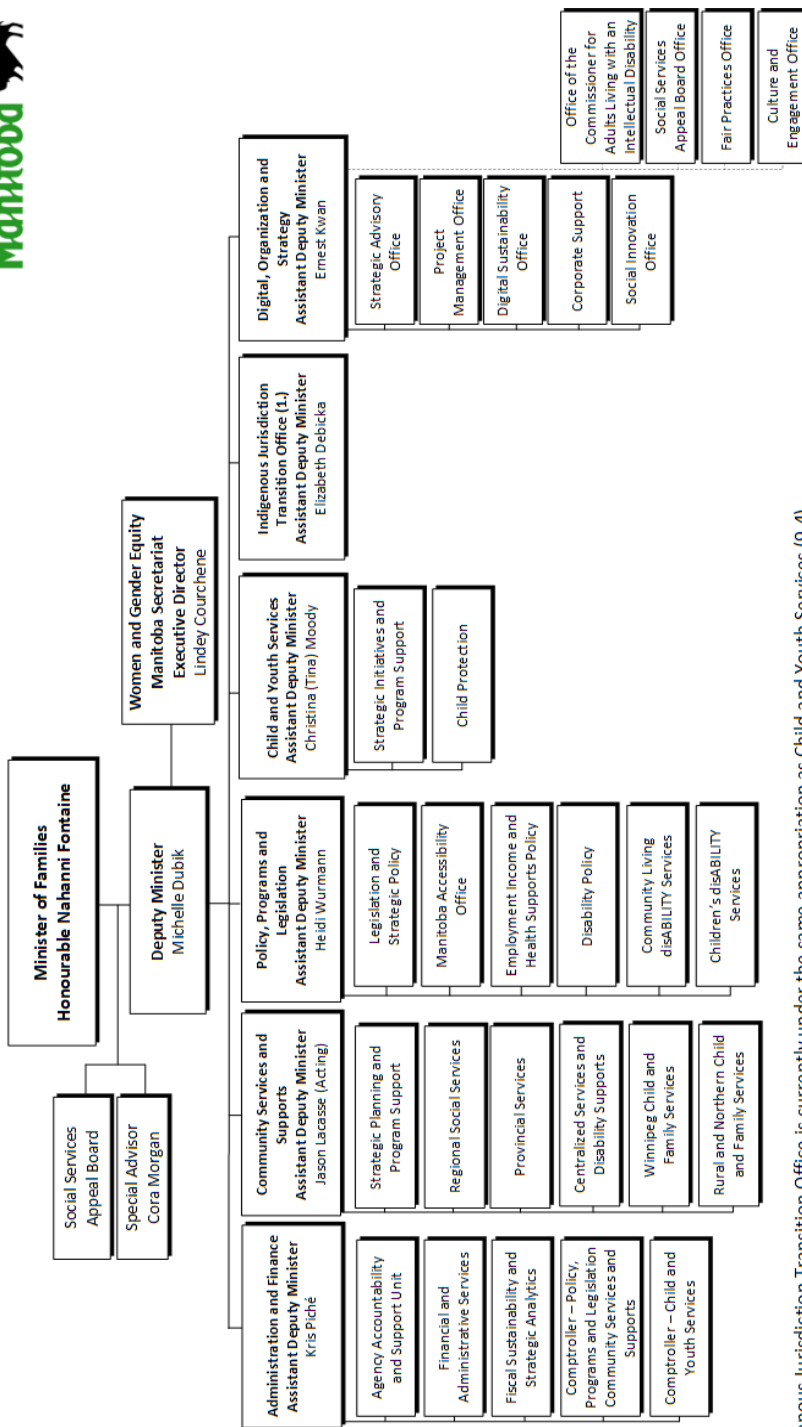
The minister is also responsible for:

The Accessibility for Manitobans Act

The Manitoba Women's Advisory Council Act

Organizational Structure

Department of Families as of April 1, 2025



(1.) The Indigenous Jurisdiction Transition Office is currently under the same appropriation as Child and Youth Services (9.4)

Other Reporting Entities Accountable to the Minister:
General Child and Family Services Authority

Operating Environment and Departmental Risk

A confluence of global and local pressures continues to increase the demand for Manitoba Families' programs and services. Manitobans are still feeling the impacts of economic inflation with the rising costs of living and increasing prices of goods and utilities compounding ongoing issues with poverty, housing, addictions, and mental health.

Manitoba's changing demographics inform the type of programs and services that the department offers. The province is seeing population growth among Indigenous peoples, new Canadians and the senior population. Currently, one in three Manitobans have a disability, which can be permanent, temporary, visible or invisible. Many Manitobans accessing the services delivered or funded by the department experience multiple, co-occurring barriers. This operating environment requires the department to continuously improve service delivery and for departmental staff and funded organizations to work collaboratively across sectors to meet Manitobans' needs and allow them to thrive.

The increased demand for services has impacted departmental staff. High staff turnover has resulted in loss of core knowledge and capacity gaps within the department. Demographic changes in the workforce, a desire for a healthier work-life balance, shifting values and a growing emphasis on meaningful work are pushing towards a transformation of workplace culture across all divisions.

Government-funded, not-for-profit agencies are integral to Manitoba's social safety net. In addition to services delivered directly by the department, these agencies provide critical services to Manitoba's most vulnerable population. The department is working with these organizations to address issues with recruiting and retaining a qualified workforce to meet the increasingly complex needs of the people they serve. The sustainability of this sector is imperative to the department achieving its vision for thriving communities in our province.

Delivering equitable and essential services is at the core of the department's mission and guides decision-making. The department is continuously working to align its strategies, programs and legislation to meet the growing needs of the population it serves, while operating within the parameters of the budget ensuring that funding goes where it is needed the most. Over the next five years, the department is leading the renewal of the province's poverty reduction strategy that will support babies and children (age zero to five including prenatal period), youth transitioning out of care and seniors.

The department's commitment to Truth and Reconciliation is central to the department's work. The department acknowledges its legacy of colonialism and the rightful distrust of the Indigenous community towards government and must engage with these difficult truths. For this reason, the department engages with Indigenous governments, organizations and communities to build a relationship based on collaboration and respect. The department is continuously adapting to the changing legal and human rights environment that recognizes the inherent rights of self-determination for First Nations, Métis and Inuit peoples in Manitoba.

The range of issues the department is mandated to address is complex and demanding. However, the department recognizes that while there are challenges, the current environment also invites creativity and innovation and offers an opportunity to transform current systems to respond not only to current needs, but also to prepare for the future with the evolving needs of Manitobans in mind. With this approach and guided by its core values, the department is well positioned to navigate its current operational environment now and into the future.

Department Performance Measurement

The departmental strategic objectives reflect the elected government priorities listed in the department mandate letters. Departments align their work with mandate items in their supplement. The following section lists the departmental objectives, key initiatives, and performance measures in more detail. The Department Strategic Objectives are:

Vision

Individuals, children, families, and communities are thriving.

Mission

Support individuals, families, and communities through the delivery of equitable and essential services.

Values

- **Truth and Reconciliation**

We believe in actioning reconciliation every day and work to strengthen relationships between all Manitobans.

- **Integrity**

We interact with others in a responsive, fair, and honest way. We treat people with dignity, compassion and respect.

- **Accountability**

We are open, honest and transparent about our objectives and goals, and the process to achieve them. We demonstrate social and fiscal responsibility.

- **Creativity**

We approach our work with creativity and pro-actively seek out new challenges, and develop forward-thinking, fiscally responsible, and useful solutions.

- **Community**

We welcome diversity, believe in enabling local solutions and work together with people in an inclusive manner.

- **Learning and Growth**

We foster an environment where we continuously strive to develop our skills for both individual and collective growth and understanding.

Provincial Themes and Department Objectives

Lowering Costs for Families

1. Help all Manitobans access the services and supports they need to thrive.

Healthier Families and Safer Communities

2. Develop strong relationships with Indigenous governments, organizations and communities.
3. Foster safe and healthy families and communities across our province.
4. Enhance inclusion and accessibility across the province to ensure that Manitobans with disabilities can thrive.
5. Build a safe and equitable Manitoba for people of all genders, by seeking to address barriers and eliminate gender-based violence.

Growing Our Economy

6. Reduce barriers to work.

A Government that Works for You

7. Find efficiencies and enhance productivity to deliver on commitments in a responsible way.

Mesure de la performance du ministère

Les objectifs stratégiques ministériels reflètent les priorités du gouvernement élu, qui sont décrites dans les lettres de mandat. Dans leurs budgets complémentaires, les ministères harmonisent leurs travaux avec les éléments contenus dans ces lettres. La section suivante énumère de façon plus détaillée les objectifs, les initiatives clés et les mesures de la performance du ministère. Les objectifs stratégiques ministériels sont les suivants :

Vision

Favoriser l'épanouissement des personnes et des familles ainsi que la prospérité des collectivités.

Mission

Soutenir les personnes, les familles et les communautés par la prestation de services équitables et essentiels.

Valeurs

Vérité et réconciliation

Nous croyons en une réconciliation ancrée dans l'action au quotidien et nous nous efforçons de renforcer les relations entre tous les Manitobains.

Intégrité

Nous faisons preuve de réceptivité, d'équité et d'honnêteté dans nos interactions. Nous traitons les gens avec dignité, compassion et respect.

Reddition de comptes

Nous faisons preuve d'ouverture, d'honnêteté et de transparence quant à nos buts, à nos objectifs et à la façon de les atteindre. Nous assumons pleinement nos responsabilités sociales et financières.

Créativité

Nous abordons notre travail avec créativité, nous recherchons de manière proactive de nouveaux défis et nous apportons des solutions concrètes, avant-gardistes et responsables sur le plan financier.

Communauté

Nous nous ouvrons à la diversité, misons sur des solutions locales et travaillons en collaboration, sans exclure personne.

Apprentissage et croissance

Nous cultivons un environnement où nous perfectionnons constamment nos compétences afin de favoriser la compréhension et la croissance, tant sur le plan personnel qu'organisationnel.

Thèmes provinciaux et objectifs ministériels

Réduire les coûts pour les familles

1. Aider l'ensemble des résidents du Manitoba à accéder aux services et au soutien dont ils ont besoin pour s'épanouir

Des familles plus en santé et des communautés plus sûres

2. Établir des relations solides avec les gouvernements, les organismes et les communautés autochtones
3. Favoriser la santé et la sécurité des familles et des collectivités dans l'ensemble de notre province
4. Renforcer l'inclusion et l'accessibilité à l'échelle du Manitoba afin de permettre aux personnes handicapées de s'épanouir
5. Bâtir un Manitoba sûr et équitable pour les personnes de tous genres, en visant l'élimination des obstacles et de la violence fondée sur le genre

Faire croître notre économie

6. Réduire les obstacles au travail

Un gouvernement qui travaille pour vous

7. Optimiser l'efficacité et accroître la productivité afin de remplir nos engagements de manière responsable

Department Performance Measurement - Details

Lowering Costs for Families

1. Help all Manitobans access the services and supports they need to thrive

Key Initiatives

- **Manitoba Prenatal Benefit Awareness:** Continue to increase awareness and access to the Manitoba Prenatal Benefit, a six-month income supplement for pregnant Manitobans. This includes a streamlined application process for income assistance recipients and newcomers as well as an updated application form and website. Application packages will be available at community agencies and doctor's offices throughout Manitoba, and income assistance staff are encouraging recipients who are pregnant to apply.
- **Access-Accès St. Boniface:** Review and revise the vision, mission, and operating guidelines of the St. Boniface Access Centre to be more responsive to the needs of the (Francophone) community.
- **Designated Bilingual Social Service Agencies:** Complete phase three of the department's plan for designated bilingual social services agencies, to ensure access to services in French is available to all Manitobans, across all service types and various geographic regions, including rural areas.
- **Increasing Bilingual Capacity:** Strengthen efforts to recruit and retain bilingual staff through targeted departmental initiatives and participation in Vitalité Santé, a community-led project to increase bilingual capacity across the health and social services sectors.
- **Accessibility:** Continue to support the implementation of The Accessibility for Manitobans Act by developing and implementing standards and monitoring compliance with the act. This includes issuing written plans to organizations in the public, private and non-profit sectors to ensure they are increasingly aware of the legislation and take concrete measures to identify and remove accessibility barriers.
- **Supports for Young Adults Exiting Child and Family Services Care:** Continue to support the five Youth Connect sites across Manitoba, which provide system navigation services to youth who are transitioning or have transitioned out of care. Each site is Indigenous-led or Indigenous partnered and are developed to help prevent youth homelessness.
- **Social Services Appeal Board Awareness:** Increase community awareness of the appeal process through the Social Services website, outreach opportunities with advocacy organizations and community meetings.

Performance Measures

Measure	2022-23 Actual	2023-24 Actual	2024-25 Target	2025-26 Target
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1.a Percentage of appeals to the Social Services Appeal Board withdrawn as resolved every year	25%	17%	25%	25%
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1.a Percentage of appeals to the Social Services Appeal Board withdrawn as resolved every year

This measures the percentage of appeals to the Social Services Appeal Board (SSAB) that have been withdrawn as resolved out of the total appeals submitted to the SSAB for services and programs provided by the department during the fiscal year. An appeal withdrawn as resolved means that some action was taken by the department to address the concerns raised in the appeal, which ensures that Manitobans have a fair access to services and supports they are eligible for.

The purpose of SSAB is to give Manitobans a fair, impartial and informal appeal process of decisions relating to various social services and programs. The services and programs included in this measure are the Employment and Income Assistance Program, Manitoba Supports for Persons with Disabilities, Adoption Agency Licensing, 55-Plus, 55-Plus Junior Component, Non-income assistance Rent Assist, Manitoba Prenatal Benefit, Residential Care Licensing and Community Living disABILITY Services Program. The target of 25 per cent for 2025-26 is based on previous year's data.

Healthier Families and Safer Communities

2. Develop strong relationships with Indigenous governments, organizations and communities

Key Initiatives

- **Indigenous Jurisdiction Transition Office:** The Indigenous Jurisdiction Transition Office continues its support of the transition of child and family services jurisdiction to Indigenous governments. The office represents the Manitoba government in trilateral coordination agreements with Indigenous governments and the federal government. These coordination agreements lay out a common understanding related to jurisdiction, funding service delivery coordination, information sharing and legislation among other matters.
- **Collaboration with Indigenous Governments and Communities:** Collaborate through meetings, information exchanges, and other means with Indigenous governments and communities to transfer the responsibility of child welfare back to the nations and families where it belongs. Manitoba is currently funding Peguis First Nation on a government-to-government basis for the exercise of jurisdiction and several negotiations are underway with other Indigenous governments.
- **Engagement with Indigenous partners to modernize existing child and family services legislation:** Modernize the provincial CFS legislative framework through engagement with Indigenous political organizations with input from Rights Holders to support the transition to Indigenous jurisdiction and the inherent rights of rightsholders.
- **Fetal Alcohol Spectrum Disorder (FASD) Strategy:** Manitoba's renewed FASD Strategy (2024-29) prioritizes advancing reconciliation and increasing Indigenous-led service provision. The Manitoba

government is seeking to strengthen relationships with Indigenous partners and ensure meaningful involvement in decision-making to enhance and increase Indigenous-led FASD prevention and support services. This includes regular engagement with the FASD Strategy Elders Circle, a group of Indigenous Elders, Knowledge Keepers and grandparents who provide guidance to the work of the FASD Strategy.

- **FASD Strategy - Investments in Cultural Sports:** Provide mentorship support to pregnant people and parents who use substances through the InSight Mentoring Program. This includes expanded Indigenous cultural and support services for participants, aligning with the Truth and Reconciliation Commission’s Call to Action #33 for governments to develop culturally appropriate FASD prevention programs.
- **Working Group on delivering Children’s disABILITY Services in First Nations communities:** Engage First Nations political organizations through a working group to guide and shape how Children’s disABILITY Services is delivered in First Nations communities and ensure that services respond to First Nations’ needs on reserve. The working group consists of representatives from the Government of Manitoba, the Government of Canada, and the First Nations political organizations of the Assembly of Manitoba Chiefs, the Southern Chiefs’ Organization and Manitoba Keewatinowi Okimakanak.
- **Understanding the Indigenous Identity of Disability Program Participants:** Engage in a dedicated effort to collect information about the Indigenous identity of children and adults accessing disability programs to inform the development of culturally appropriate disability services. Data collection will be done on a voluntary basis.
- **Indigenous Representation on the Social Services Appeal Board:** Continue working with Agencies, Boards and Commission to increase the number of Indigenous members on the Social Services Appeal Board to better reflect and represent its appellants.

Performance Measures

Measure	2024 Target	2025 Target
2.a Percentage of Nations having provided notice of their intent to exercise jurisdiction over child and family services that provincial staff have met with, by calendar year	-	100%

2.a Percentage of Nations having provided notice of their intent to exercise jurisdiction over child and family services that provincial staff have met with, by calendar year

This measure tracks the percentage of Nations that have provided notice of their intent to exercise jurisdiction over child and family services that provincial staff have met with each year. The measure will be based on a point-in-time count of notices provided as of January 1 each calendar year. The absolute number of Nations will likely vary year by year depending on notice provided.

To provide notice of their intent, Indigenous Governing Bodies provide either a notice of intent to exercise legislative authority (Section 20(1) of An Act respecting First Nations, Inuit and Métis children, youth and families) or notice of request to enter into a Coordination Agreement (Section 20(2)) to Manitoba. Meeting

with Nations that have provided notice of their intent ensures that Manitoba collaborates with Indigenous Governments on their path to taking responsibility for child and family services. The target is for the Indigenous Jurisdiction Transition Office to meet with 100 per cent of Nations that provided notice on an annual basis.

3. Foster safe and healthy families and communities across our province

Key Initiatives

- **New Approaches Supporting Families Safely Caring for Children:** Continue work to support families safely caring for children through the addition of four new agreement types to the Child and Family Services Act. These agreements provide Child and Family Services agencies with more out of court options and new ways to work with and preserve families when there are concerns. Agreements can support children in their home with their parents, in a kinship arrangement or under Customary Care. Parents keep guardianship and can actively be involved in planning for their children. These agreements support the National Standards that create placement priorities for Indigenous children and families. Child and family services agencies will collaborate with their Nations to develop their own policy and standards for how these Agreements are utilized.
- **Family Reunification and Lifelong Connections:** In 2025-26 continue to work with the Child and Family Services Authorities and community organizations and support a variety of policy and funding initiatives for successful family reunification and increasing lifelong connections. Continue to work with Ma Mawi Wi Chi Itata Centre's Family Group Conferencing that provides an Indigenous-led and family-centred approach to developing reunification plans.
- **Community-Based Supports for Families:** Continue to support community-based programs for children and families, including 24 family resource centres under the For Every Family Initiative partnership with the United Way of Winnipeg. In 2025-26, funding for this initiative will be renewed for another three-year term. Through these resource centres, families will continue to have access to supports to improve food security, system navigation, physical and mental wellbeing and community integration. Supports will also continue for Indigenous-led programs such as Blue Thunderbird's Granny House, which provides culturally led respite and support to families and their children.
- **Poverty Reduction Strategy:** Use feedback from public, Indigenous and stakeholder consultations to inform the renewal and launch of Manitoba's poverty reduction strategy and guide supports for babies and children aged zero to five (including the prenatal period), youth aging out of care and seniors. Strategy renewal represents a whole-of-government approach to poverty reduction that brings together poverty-related initiatives across departments, including collaborative work with community partners to help reduce poverty and social exclusion in Manitoba. Public feedback informs the poverty reduction budget paper and will be the foundation of the strategy's renewal in 2025-26.
- **Indexation of Benefits:** Ensure that life is affordable for income assistance recipients through the indexation of Rent Assist benefits and Manitoba Supports for Persons with Disabilities basic needs benefits to reflect cost of living increases.

Performance Measures

Measure	2022-23 Actual	2023-24 Actual	2024-25 Target	2025-26 Target
3.a Percentage of Indigenous children in care living with their families and/or culturally appropriate placement, annually	-	-	-	-
3.b Percentage of children living in poverty in Manitoba as per the MBM, annually	9.5%	13.3% (2022)	11%	11%

3.a Percentage of Indigenous children in care living with their families and/or culturally appropriate placement, annually

This measures the number of Indigenous children in care of child and family services (under 18 years old) residing with their family and/or culturally appropriate placement out of the total number of Indigenous children in care. Children living with their families and culture increases lifelong connections for children and families. This is a new performance measure, and this year will be used to collect data to establish a baseline and evaluate the target.

3.b Percentage of children living in poverty in Manitoba as per the MBM, annually

The Poverty Reduction Strategy Act requires the Manitoba government to implement a poverty reduction strategy and establish poverty indicators. In addition, the act requires that an annual report on the progress of the strategy using the established poverty indicators be published on the government website after it is tabled in the Legislative Assembly. The government uses the Market Basket Measure (MBM), Canada's official poverty measure, as the indicator for measuring the strategy's primary target of reducing Manitoba's child poverty by 25 per cent by 2025 compared to the baseline year of 2015.

Statistics Canada calculates and reports MBM low-income data, including the child low-income rate, which is Manitoba's child poverty rate. The poverty rate is the percentage of the population who cannot afford the cost of the basket of goods and services representing the basic needs for a modest standard of living (also called the MBM threshold) for specific communities across the country. If individuals or families cannot afford the cost of the basket in their community, they are considered living below the MBM threshold or living in poverty.

In 2022, Manitoba's child poverty rate improved to 13.3 per cent from 19.3 per cent in 2015, or a 31 per cent improvement. Statistics Canada produces the MBM data with a two-year lag. The 2022 child poverty rate of 13.3 per cent is the most recent data available and is reported in the above table under 2023-24 Actual. The department will maintain its child poverty reduction target at 11 per cent for 2025-26, even though Manitoba exceeded its target based on the most recent available date. While inflation, the interest rate and the price of basic goods and services are showing small improvements, poverty remains a significant concern in Manitoba.

The department identifies this measure as a Key Performance Indicator.

4. Enhance inclusion and accessibility across the province to ensure that Manitobans with disabilities can thrive

Key Initiatives

- **Consultation and Engagement on Legislation and Policy:** Continue to consult and engage with persons with disabilities and ensure their views are considered in legislation and policy initiatives that affect them, including the development of the Accessible Outdoor Spaces Standard Regulation and an accessibility administrative penalty regulation, potential updates to The Accessibility for Manitobans Act and the Accessible Employment Standard Regulation as well as the development of a new provincial poverty reduction strategy.
- **Manitoba Supports for Persons with Disabilities Engagement Strategy:** Undertake a targeted engagement strategy to gather feedback from recipients of Manitoba Supports for Persons with Disabilities and their support networks.
- **Community-Based Assisted Decision-Making Pilot Project Evaluation:** Evaluate the outcomes of the Community-Based Assisted Decision-Making pilot project, which aims to increase independence for individuals with an intellectual disability through the development of peer support networks for families; increasing capacity for the use of support networks; promoting the use of community-based assisted decision-makers and assisted decision-making; and reducing reliance on the Public Guardian and Trustee.
- **Manitoba Accessibility Fund:** In 2025-26, continue providing grants for the Manitoba Accessibility Fund of up to \$50,000 to businesses, non-profit organizations and some public sector organizations to enhance the capacity of community partners to remove barriers to accessibility and enhance inclusion.
- **Manitoba Accessibility Office Trainings:**
 - The Manitoba Accessibility Office (MAO) will continue to offer training courses to Manitoba organizations through the online learning portal to meet their obligations to provide employee training on accessibility standards under The Accessibility for Manitobans Act.
 - The MAO will expand the learning portal from three to four modules to ensure transportation service providers understand their roles, responsibilities and requirements under The Accessible Transportation Standard Regulation.
- **Accessibility Compliance Secretariat:** Issue written plans to organizations in the public, private and non-profit sectors to promote compliance with The Accessibility for Manitobans Act.
- **Accessible Information and Communication Supports:** Provide information in accessible formats and access to communication supports, when requested.
- **Fetal Alcohol Spectrum Disorder (FASD) Strategy - Centre the Voices of People with Lived Experience:** For 2025-26, an increase in provision to \$71,000 for the Visions and Voices program through Initiatives for Just Communities, supporting adults with FASD to provide educational presentations to share their stories and raise awareness about FASD.
- **Disability Services Feedback Form:** Monitor and evaluate feedback provided through the newly launched Disability Services Feedback Form to ensure Manitobans with disabilities, their support networks and service providers have a voice in the design of the department's disability programs.

Performance Measures

Measure	2022-23 Actual	2023-24 Actual	2024-25 Target	2025-26 Target
4.a Percentage of organizations that achieve compliance after receiving an Achieving Compliance Plan from the Accessibility Compliance Secretariat, annually	81%	87%	70%	70%
4.b Number of engagements and consultations specific to persons with disabilities, annually	-	-	-	4

4.a Percentage of organizations that achieve compliance after receiving an Achieving Compliance Plan from the Accessibility Compliance Secretariat, annually

This measures the percentage of organizations that achieve compliance after receiving an Achieving Compliance Plan from the Accessibility Compliance Secretariat. An Achieving Compliance Plan is a written notice from the secretariat that identifies an organization's area(s) of non-compliance with the law. The notification package includes a formal letter explaining what the secretariat does, and the compliance issue identified, as well as a form that specifies the date by which the office will follow up to assess compliance. The letter in the package notes that support and guidance is available by secretariat staff to help the organization meet compliance. In addition, the secretariat includes in the package a copy of the law and checklists that have been developed to help organizations understand existing rules.

4.b Number of engagements and consultations specific to persons with disabilities, annually

This measures the total number of departmental engagement and consultation initiatives (excluding consultations mandated under The Statutes and Regulations Act) using all channels of communication specific to persons with disabilities. Public engagement ensures that the department produces work informed by and inclusive of the voices and perspectives of people with disabilities. This measure was added in 2024-25. A baseline target of four engagement/consultation initiatives per year been set as the performance measure for 2025-26 based on data collected from 2024-25.

5. Build a safe and equitable Manitoba for people of all genders, by seeking to address barriers and eliminate gender-based violence

Key Initiatives

- **Gender-Based Violence Program Funding:** Continue to strengthen support for Gender-Based Violence Program organizations using improved funding models for shelters, other residential programs, women's resource centres and specialized programs.
- **National Action Plan to End Gender-Based Violence:** Continue to implement the National Action Plan to End Gender-Based Violence, which includes provisions of funding and support to community-based organizations, engagement activities and system improvements internal to government.
- **Women and Gender Equity Manitoba Mandate Expansion:** Continue to implement the expanded mandate of Women and Gender Equity Manitoba in becoming the entity within government to

address an existing gap by providing a coordinating role among departments on issues involving the 2SLGBTQI+ or the Gender Sexuality Relationship Diversity community.

- Mino’Ayaawag Ikwewag Provincial Strategy:** Implement the Mino’Ayaawag Ikwewag Provincial Strategy that focuses on making Manitoba safer for Indigenous women, girls and 2Spirit+ people. The Provincial Strategy is guided by the Special Advisor on Indigenous Women’s Issues and the Matriarch Circle, as well as the MMIWG2S+ and Gender-Based Violence Committee of Cabinet. This includes providing grants to Indigenous community organizations to improve the safety and well-being of Indigenous women, girls and 2Spirit relatives through empowerment and prevention initiatives.
- MMIWG2S+ Healing and Empowerment Endowment Fund Grants:** Develop and implement a grant program for the purpose of advancing the Calls for Justice, and more particularly, to fund activities that extend tangible, culturally responsive, trauma-informed support to children, families, and communities of missing and murdered Indigenous women, girls, 2Spirit and gender-diverse peoples. This annual grant program utilizes proceeds from the MMIWG2S+ Healing and Empowerment Endowment established through a \$15 million investment with the Winnipeg Foundation in 2024.
- Clare’s Law:** In collaboration with Manitoba Justice’s Family Resolution Service, proclaim The Disclosure to Protect against Intimate Partner Violence Act (Clare’s Law), new legislation that will enable the disclosure of information to persons who may be at risk for intimate partner violence, family violence and/or sexual violence within the context of an intimate relationship. Clare’s Law received Royal Assent in November 2022 and will come into force upon proclamation. With the passing of the legislation, Women and Gender Equity Manitoba and Manitoba Justice have begun to engage with external groups on the development of the regulations.
- Gender-Based Violence Data:** Improve data infrastructure related to gender-based violence across the province. This will support the collection and analysis of the experience of gender-based violence in Manitoba to better inform policy and program decisions.

Performance Measures

Measure	2022-23 Actual	2023-24 Actual	2024-25 Target	2025-26 Target
5.a Total number of people accessing the crisis line, annually	18,528	19,406	-	20,500
5.b.1 Number of people accessing the crisis line for information, annually	-	-	-	-
5.b.2 Number of people accessing the crisis line for shelter, annually	-	-	-	-
5.b.3 Number of people accessing the crisis line for outreach, annually	-	-	-	-
5.b.4 Number of people accessing the crisis line seeking counselling, annually	-	-	-	-
5.b.5 Number of people accessing the crisis line for youth/child information and referral, annually	-	-	-	-

Measure	2022 Actual	2023 Actual	2024 Target	2025 Target
5.c Number of individuals who received referrals to social services and supports, by calendar year	1,896	1,931	-	2,000

5.a Total number of people accessing the crisis line, annually

This measures the total number of people accessing the crisis line at the end of each fiscal year. The Gender-Based Violence Program funds and supports 10 shelters to operate a 24/7 information and crisis line for individuals and families who are experiencing gender-based violence. Individuals and families who call the crisis line are able to access information about available resources, in addition to service navigation support, depending on their unique situation. This measure is an important indicator of how successful the department is in ensuring there is adequate access to gender-based violence supports. The ability to access community resources and supports is an important protective factor in addressing gender-based violence.

5.b.1 Number of people accessing the crisis line for information, annually

5.b.2 Number of people accessing the crisis line for shelter, annually

5.b.3 Number of people accessing the crisis line for outreach, annually

5.b.4 Number of people accessing the crisis line seeking counselling, annually

5.b.5 Number of people accessing the crisis line for youth/child information and referral, annually

These five measures track the number of people accessing the crisis line for specific services or needs. The Gender-Based Violence Program funds and supports 10 shelters to operate a 24/7 information and crisis line for individuals and families who are experiencing gender-based violence. Individuals and families who call the crisis line are able to access information about available resources, in addition to service navigation support, depending on their unique situation.

These measures are specific to the type of service or support the individual or family requested:

- For information: the caller requested information about available supports, but did not require immediate service navigation at that particular time.
- For shelter: the caller requested service navigation support to access shelter services.
- For outreach: the caller requested service navigation support to access services provided by resources outside of a shelter stay. This could include access to resource centres, transitional housing, or services outside of the gender-based violence service continuum.
- Seeking counselling: the caller requested service navigation support to access counselling services.
- Youth/child Information and referral: the caller requested information or service navigation support specific for a child and/or youth.

These measures allow for a more comprehensive understanding of the breakdown of services requested for by individuals and families who are calling the crisis line. The ability to provide specialized information and service navigation support that meets the unique needs of each caller is integral in ensuring that individuals and families have access to the appropriate resources and support. The ability to access community resources and supports is an important protective factor in addressing gender-based violence. It is important to note that the services captured in measures 6.b.1 to 6.b.5 do not include all the services provided by the crisis line (measure 6.a), so the total number of crisis line calls noted in 6.a will likely be a

larger number. 2024-25 will be the first year that Families will have a more complete picture of crisis line data. As of this writing, data collection is underway and targets for 2025-26 under 5.b will be determined once completed.

5.c Number of individuals who received referrals to social services and supports, by calendar year

This measures the combined number of individuals who received referrals from shelter, residential programs and resource centres that receive annualized funding from the Gender-Based Violence Program. Services provided by these agencies includes service navigation support to meet the unique needs of each individual and family. Referrals could include access to other agencies within the gender-based violence service continuum, or access to housing, legal and employment supports. The ability to access to resources outside of the initial crisis intervention ensures that individuals and families who have experiences gender-based violence are able to continue to receive appropriate supports with the long-term goal of achieving independence. Access to long-term supports is an important protective factor in preventing future experience of gender-based violence.

Growing Our Economy

6. Reduce barriers to work

Key Initiatives

- **Connections to employment for income assistance recipients:** Continue to connect Employment and Income Assistance (EIA) recipients to appropriate employment and training programs, by working with community partners to assess recipients and refer them to training programs that align with their skills and interests.
- **Reduction of barriers to work for EIA recipients:** Increase the earned income exemption for recipients of EIA by more than double the current monthly rate. This will encourage EIA recipients to work more without worrying about becoming ineligible for income assistance. It will also increase their total take-home income by more than \$200 monthly.
- **Access to adult education:** Enhance existing policy to ensure that all young adults enrolled on EIA will be supported to complete at least a grade 12 education before they enter the labour market.
- **Employment Opportunities for young Manitobans with Disabilities:** In 2025-26, continue to identify, foster and strengthen pathways and supports to assist young Manitobans with disabilities in entering the labour market. This includes implementing the second year of the two-year Improving Quality of Life Employment Pilot Project and related employment services to support young adults living with an intellectual disability to gain meaningful employment, and further strengthening support services for adults supported through the Community Living disABILITY Services program.

Performance Measures

Measure	2022-23 Actual	2023-24 Actual	2024-25 Target	2025-26 Target
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6.a Percentage of Manitobans receiving income assistance who report employment income, annually	8%	8%	8%	6%
6.b Percentage of CLDS eligible adults accessing CLDS funded employment services, annually	-	-	-	-

6.a Percentage of Manitobans receiving income assistance who report employment income, annually

This measure tracks the percentage of individuals receiving income assistance with reported employment income. EIA provides program participants with employment support and resources with the goal of either finding new or more suitable employment or maintaining employment. This, in turn, reduces recipients' reliance on EIA and promotes personal wellness and independence. A high percentage is an indicator of how successful the department's efforts are in supporting recipients in their employment journey.

In an effort to revamp income assistance indicators, only EIA recipients will be reported beginning 2025-26 and will exclude individuals in the Manitoba Supports for Persons with Disabilities (MSPD) program. Following this change, a year-end target of 6 per cent has been established for 2025-26 in consideration of a reduced target population. It should be noted that the data will consistently underrepresent the number of income assistance cases who are employed or who leave for employment, particularly in the EIA general assistance category. This is because once a recipient leaves for employment, they are under no obligation to report their earnings or employment status to the program.

This performance measure was previously listed as "The number of Manitobans receiving income assistance who find employment, every quarter". The statistic was updated to present a clearer depiction of outcomes.

6.b Percentage of CLDS eligible adults accessing CLDS funded employment services, annually

This measure tracks the percentage of Community Living disABILITY Services (CLDS) eligible adults who are accessing CLDS-funded employment services each year, which assist eligible adults to locate, secure and retain competitive employment in the community. Services may include transition planning, employment exploration, job skills training and employment preparedness training. These services provide eligible adults with opportunities for personal growth, skill development and meaningful employment. This measure is an indicator of how well the department is doing to ensure eligible adults have access to services they need to help them access the labour market.

It should be noted that this measure does not include CLDS eligible adults who may be accessing employment services through other programs or departments. This is a new performance measure, and this year will be used to collect data to establish a baseline and determine a target.

A Government that Works for You

7. Find efficiencies and enhance productivity to deliver on commitment in a responsible way

Key Initiatives

- Agency Support and Capacity Building:** Continual supports to publicly funded agencies through oversight and board governance and financial management training to ensure the effective and efficient use of public resources and strengthen organizational capabilities to provide quality programs and services delivery while ensuring accountability and transparency.
- Workflow efficiency improvement:** Initiate various projects that enhance administrative processes, improve workflow efficiency and reduce administrative burdens. The goal is to increase productivity and enable staff to focus on core tasks by streamlining operations and optimizing back-office functions. In 2025-26, projects will leverage existing technology to improve efficiency, save resources and provide better access to services.

Performance Measures

Measure	2022-23 Actual	2023-24 Actual	2024-25 Target	2025-26 Target
7.a Number of service provider and stakeholder collaborations and trainings facilitated to improve compliance and governance, annually	872	1,043	1,200	1,100
7.b Percentage of agencies funded by the department that submitted annual budgets as per financial reporting requirements on time, annually	87%	68%	80%	80%
7.c Percentage of agencies funded by the department that submitted prior year audited financial statements as per financial reporting requirements on time, annually	90%	79%	80%	80%

7.a Number of service provider and stakeholder collaborations and trainings facilitated to improve compliance and governance, annually

This measure counts the number of meetings/visits and training sessions with stakeholders and agencies funded by the department. This ensures that agencies are equipped with the skills needed to improve governance to support day-to-day operations, meet the terms of their Service Purchase Agreements, improve stewardship of provincial funding, and improve decision making and agency sustainability. The metric could fluctuate year to year due to staffing resources and other factors.

Data reconciliation was conducted in Q3 of 2024-25, which adjusted 2023-24 actual data to 1,043 (previously reported as 1,348). Following this process, the 2025-26 target was decreased to 1,100 considering the adjusted numbers.

7.b Percentage of agencies funded by the department that submitted annual budgets as per financial reporting requirements on time

This measure monitors the percentage of agencies that have submitted their annual budgets by the deadline, as per the terms of their Service Purchase Agreement with the department. Agencies financial reporting increases the department's ability to monitor the agency's financial performance and contractual compliance, to ensure the agency is utilizing the funding for its intended purpose.

7.c Percentage of agencies funded by the department that submitted prior year audited financial statements on time

This measure monitors the percentage of agencies that have submitted their prior year financial statements by the deadline, as per the terms of their Service Purchase Agreement with the department. Agencies financial reporting increases the department's ability to monitor the agency's financial performance and contractual compliance, to ensure the agency is utilizing the funding for its intended purpose.

Financial Details

Consolidated Expenditures

This table includes the expenditures of the department and other reporting entities that are accountable to the minister and aligns to the Summary Budget.

Families includes the following OREs:

- General Child and Family Services Authority is consolidated with the Child and Youth Services appropriation.

Main Appropriations	Part A - Operating	Other Reporting Entities	Consolidation and Other Adjustments	2025-26 Summary	2024-25 Summary
\$(000s)					
Administration and Finance	6,626	-	(13)	6,613	5,770
Community Services and Supports	103,839	-	(911)	102,928	98,286
Policy, Programs and Legislation	1,518,965	-	(92,846)	1,426,119	1,374,216
Child and Youth Services	535,832	29,463	(27,538)	537,757	519,885
Digital, Organization and Strategy	9,016	-	(23)	8,993	8,167
Women and Gender Equity Manitoba	53,038	-	(373)	52,665	52,070
Costs Related to Capital Assets (NV)	102	4	-	106	105
General Eliminations	-	-	4,883	4,883	5,714
TOTAL	2,227,418	29,467	(116,821)	2,140,064	2,064,213

NV – Non-Voted

Departmental Expenditures and FTEs by Appropriation and Type

This table includes the expenditures of the department and aligns to the Estimates of Expenditure.

Main Appropriations	2025-26		2024-25	
	FTEs	\$(000s)	FTEs	\$(000s)
Administration and Finance	64.00	6,626	64.00	5,770
Community Services and Supports	1,142.10	103,839	1,217.30	98,941
Policy, Programs and Legislation	92.00	1,518,965	92.00	1,433,440
Child and Youth Services	143.00	535,832	143.00	524,768
Digital, Organization and Strategy	68.50	9,016	68.50	8,186
Women and Gender Equity Manitoba	16.00	53,038	16.00	52,372
Costs Related to Capital Assets (NV)	-	102	-	102
TOTAL	1,525.60	2,227,418	1,600.80	2,123,579
Expense by Type				
Salaries and Employee Benefits	1,525.60	130,173	1,600.80	118,998
Other Expenditures	-	110,748	-	112,627
Grant Assistance	-	411,286	-	398,779
Financial Assistance	-	1,575,109	-	1,493,073
Amortization	-	102	-	102
TOTAL	1,525.60	2,227,418	1,600.80	2,123,579

Please refer to the Manitoba Estimates of Expenditure for the Reconciliation of the 2024-25 Adjusted Print.

Departmental Staffing

Full Time Equivalent (FTE) and Salaries and Employee Benefits by Appropriation

Main Appropriations	2025-26		2024-25	
	FTEs	\$(000s)	FTEs	\$(000s)
Administration and Finance	64.00	5,994	64.00	5,138
Community Services and Supports	1,142.10	93,348	1,217.30	86,458
Policy, Programs and Legislation	92.00	9,119	92.00	7,959
Child and Youth Services	143.00	13,500	143.00	12,196
Digital, Organization and Strategy	68.50	6,727	68.50	5,897
Women and Gender Equity Manitoba	16.00	1,485	16.00	1,350
TOTAL	1,525.60	130,173	1,600.80	118,998

Equity and Diversity Benchmarks

Manitobans are best served by a public service that is inclusive and representative of the diverse population of Manitoba at all levels of the organization, including senior management. Employment equity status is self-identified on a voluntary basis when individuals are hired into a position, or at any time during their employment with Manitoba's public service. Employment equity groups include women, Indigenous peoples, visible minorities, and persons with disabilities.

Equity Group	Benchmarks	% Total Employees as of December 31
Women	50%	80%
Indigenous People	16%	10.8%
Visible Minorities	13%	22.2%
Persons with Disabilities	9%	8.1%

Departmental Program and Financial Operating Information – Part A Expenditure and FTEs

Administration and Finance (Res. No. 9.1)

Main Appropriation Description

Responsible for executive planning, management and administrative support of departmental policies, programs and resources. Provides leadership in the areas of comptrollership, financial reporting and budget review, strategic resource planning and risk management to support the department, related agencies and stakeholders. Supports departmental management decision making using data analytics and financial modelling.

Sub-appropriations	2025-26		2024-25		Expl.
	FTE	\$(000s)	FTE	\$(000s)	
Minister's Salary	1.00	48	1.00	47	
Executive Support	11.00	1,437	11.00	1,274	
Agency Accountability and Support Unit	15.00	1,603	15.00	1,444	
Financial and Administrative Services	32.00	2,979	32.00	2,573	
Fiscal Sustainability and Strategic Analytics	5.00	559	5.00	432	
TOTAL	64.00	6,626	64.00	5,770	
Expense by Type					
Salaries and Employee Benefits	64.00	5,994	64.00	5,138	
Other Expenditures	-	632	-	632	
TOTAL	64.00	6,626	64.00	5,770	

Sub-Appropriation Description

Minister's Salary (9.1a)

The minister provides direction to ensure government and departmental goals and objectives are met.

Key Objectives

- To oversee and set the policy direction for all programs, services and supports provided by the department.

Main Activities

- Provide overall policy direction to the department regarding program service delivery, policy, legislation, and financial matters.

Expected Results

- Provide leadership and resources for the implementation of The Accessibility for Manitobans Act and The Poverty Reduction Strategy Act.
- Provide emergency social services to Manitobans in need.
- Provide supports and services for adults and children with disabilities.
- Provide child protection and early intervention services.
- Provide leadership and support for the implementation of evidence-based prevention and early intervention strategies for children and youth (prenatal to adulthood).
- Assist Manitobans encountering sexual exploitation.
- Provide services and supports to promote the healthy development and well-being of children and families.
- Provide a range of supports to reduce barriers to employment.
- Provide income assistance programs and services that support Manitobans in financial need.
- Provide leadership and support to advance gender equity and ensure a safe and equitable Manitoba for people of all genders, by addressing barriers and eliminating gender-based violence.
- Provide leadership and support for the exploration of new and innovative solutions to social challenges.

Executive Support (9.1b)

Coordinates departmental activities and provides the department with policy direction and planning and supports the offices of the minister and the deputy minister.

Key Objectives

- To advise the minister on all policy and program matters related to departmental services and programs.
- To manage the activities of the department.

Main Activities

- Interpret and implement government policy through the delivery of departmental services and programs.
- Ensure effective and efficient management of departmental programs.
- Safeguard the public interest through enforcement of legislation and regulations.
- Ensure effective development and management of the department's human resources.
- Provide leadership to the department and advice to the minister on policy development and resolution of policy issues.
- Ensure that programs across the department are aligned and strategically designed to best meet the needs of Manitobans, while ensuring equity, future sustainability, and evidence-based outcomes.

Expected Results

- Ensure statutory and voluntary programs and services for which the department is responsible will meet stated objectives.
- Ensure allocations of resources will be managed efficiently, economically and effectively.

Agency Accountability and Support Unit (9.1c)

Strengthens the department's capacity to effectively monitor the financial and contractual performance of departmentally funded agencies and ensures that agencies are operating under a clear and effective financial accountability framework. Coordinates the administration of contracts and service purchase agreements with publicly funded service providers and individuals for the department.

Key Objectives

- To work with publicly funded agencies to ensure public funds are used prudently and effectively for the identified purposes.
- To strengthen the capacity of the department to effectively monitor the financial performance and contractual compliance of departmentally funded agencies and ensure that agencies are operating under a clear and effective accountability framework.
- To provide leadership and management in the development and coordination of departmental contracts and funding agreements.
- To monitor and review the financial status of agencies, identify risks and concerns, and collaborate with agencies, program and departmental staff to address, prevent and mitigate financial and management risks.
- To support funded agencies by providing training, advice and assistance on operations, board governance and financial management.

Main Activities

- Develop, coordinate and manage the department's funding agreements, including service purchase agreements and other various contracts.
- Monitor agency compliance with financial reporting requirements and enhance responsible financial management.
- Analyze financial performance of agencies to identify financial and management risks, investigate concerns and work with program and regional staff to mitigate problematic financial management areas.
- Develop the capacity of agencies and departmental staff to understand and fulfill the terms and conditions of service purchase agreements.
- Complete formal financial reviews and investigations in collaboration with program and agencies.

Expected Results

- Ensure agencies receiving funding from the department have funding agreements in place that clearly and consistently outlines the expectations of both the government and service provider, surrounding funding, outcomes and reporting requirements.
- Modernize and update improvements to the contract management practices.
- Improve coordination between financial, program and services oversight resulting in a more holistic consistent approach to building an organization's capacity.

Key Initiatives

- **Support funded agencies:** Provide board governance training and increase collaborations and trainings related to financial management and comptrollership to support funded agencies and enhance their capacity.
- **Enhance comptrollership:** Provide training and improve procedures and guidelines to enhance comptrollership.

Financial and Administrative Services (9.1d)

Ensures financial and administrative policies, services and reporting systems are developed, maintained, and effectively administered. Provides proactive comptrollership, coordination of estimates planning, financial forecasting and reporting, accounting services and appropriation controls.

Key Objectives

- To maintain an active comptrollership function by ensuring that financial and administrative policies, services and reporting systems are developed, maintained and effectively administered to meet the needs of the department in the financial control, accountability, reporting and the safeguarding of financial and physical assets.
- To provide central financial management services in accordance with governance legislation and established financial administration policies and procedures.
- To provide a broad range of operational and administrative support services across the department.

Main Activities

- Plan, organize and evaluate departmental financial administration and management activities incorporating continuous improvement practices to maximize operational efficiency.
- Coordinate comprehensive estimates planning and support services, financial forecasting, monitoring and reporting.
- Coordinate disbursements and revenue accounting and provide direction on financial and administrative policies and operational procedures, while at the same time ensuring sufficient supports are available departmental staff.
- Provide comprehensive and timely financial reports relative to departmental expenditures and revenues.

Expected Results

- Provide an active comptrollership function, ensuring that financial and administrative matters are handled effectively and efficiently, while complying with government policies and procedures.

- Provide an accessible continuum of financial services within the department, including guidance and leadership, policies and procedures to ensure continued financial integrity of departmental financial processes and systems.
- Implement continuous improvements in fiscal management, accountability and oversight over departmental resources through enhancement of program and management reporting, and the provision of timely and accurate information to departmental executives.
- Together with division partners, strive to build greater capacity across the department in relation to accounting practices, planning, financial management and reporting.

Key Initiatives

- **Compliance to comptrollership plan:** Collaborate with divisional partners to ensure financial activities and operations comply with the department's comptrollership plan, while providing necessary support for financial and administrative matters.
- **Process improvements within the department:** Implement process improvements by enhancing financial and administrative procedures, improving workflow efficiency, and reducing administrative burdens.

Fiscal Sustainability and Strategic Analytics (9.1e)

Provides research and technical support with respect to the sustainability of the department's current spending in its programs, and advice and policy analysis with respect to a broad range of economic and fiscal matters including revenue and expenditure policies. The branch supports comptrollership and financial management for the Digital, Organization and Strategy and Women and Gender Equity Manitoba divisions, provides support to identify continuous improvement opportunities, and coordinates the department's performance measurements and corporate books.

Key Objectives

- To improve the overall departmental fiscal sustainability.
- To identify continuous improvement opportunities in the department.
- Leads the department's performance measurement reporting
- To update and improve financial funding models across divisions.

Main Activities

- Lead and participate in strategic program reviews and initiatives across divisions.
- Develop technical training sessions and materials for building the capacity of administrative and financial personnel.
- Provide comprehensive technical support regarding data and financial analytics across divisions.
- Ensure agency financial performances are reviewed on a regular basis and irregularities are promptly investigated.
- Work collaboratively with program and regional staff to address financial issues of concern related to funded agencies.
- Coordinate performance measurement activities and corporate books.
- Work with program areas to develop new or update existing funding models.

- Leading the financial management and comptrollership function for the Digital, Organization and Strategy and the Women and Gender Equity Manitoba divisions including the coordination of budgeting, forecasting and financial reporting.
- Develop training sessions and materials for building capacities of administrative and financial personnel.

Expected Results

- Improve fiscal sustainability of the department.
- Build capacity of financial and administrative personnel.
- Develop new or revise existing funding models and seek their approval.
- Ensure effective comptrollership through accurate financial reporting, cash-flow forecasting, grants management, data-driven recommendations, and process improvements.

Key Initiatives

- **Collaborate with department funded agencies:** Collaborate with department funded agencies and the Agency Accountability Support Unit to standardize and automate financial reporting.
- **Organize technical skills training sessions:** Organize frequent training sessions internally as well as in collaboration with the Departmental Training Unit to enhance technical skills of financial and administrative staff in applications such as Microsoft Excel and Systems, Applications and Products in Data Processing.

Community Service and Supports (Res. No. 9.2)

Main Appropriation Description

Provides service delivery and financial administration for Employment, Income and Rental Assistance programs, disability services including Community Living disABILITY Services and Children's disABILITY Services, as well as coordinates and delivers child and family services in Winnipeg and rural regions on behalf of the General Child and Family Services Authority.

Sub-appropriations	2025-26		2024-25		Expl.
	FTE	\$(000s)	FTE	\$(000s)	
Strategic Planning and Program Support	8.00	1,111	8.00	996	
Regional Social Services	506.80	46,969	506.80	42,329	1
Provincial Services	172.50	13,521	172.50	11,737	1
Manitoba Developmental Centre	-	-	37.80	6,130	2
Centralized Services and Disability Supports	85.00	9,433	85.00	8,508	
Winnipeg Child and Family Services	235.10	19,955	272.50	17,722	1
Rural and Northern Child and Family Services	134.70	12,850	134.70	11,519	1
TOTAL	1,142.10	103,839	1,217.30	98,941	
Expense by Type					
Salaries and Employee Benefits	1,142.10	93,348	1,217.30	86,458	
Other Expenditures	-	10,491	-	12,483	
Grant Assistance	-	-	-	-	
Financial Assistance	-	-	-	-	
TOTAL	1,142.10	103,839	1,217.30	98,941	

Explanation

1. The increase is primarily due to normal salary adjustments, as outlined in the collective agreement.
2. The decrease is due to the closure of the Manitoba Developmental Centre.

Sub-Appropriation Description

Strategic Planning and Program Support (9.2a)

Provides corporate support for the assistant deputy minister's office, as well as issues management for the division. The branch supports comptrollership and financial management for the division, including the coordination of budgeting, forecasting and financial reporting.

Key Objectives

- To provide centralized coordination, direction and support for the division.
- To provide corporate support for the assistant deputy minister's office.

Main Activities

- Provide research, analysis, issues management and cross-program support for the division's branches. Coordinate the implementation and evaluation of strategic initiatives and service delivery process improvements.
- Coordinate and support divisional strategic planning.
- Manage the divisional contribution to estimates and the annual report and support for legislative sessions.
- Provide comptrollership and financial support for the division.

Expected Results

- Provide support and consultation to the division's service delivery and program branches.
- Identify emerging trends to support effective policy development and service delivery process improvements.
- Provide timely responses to departmental and agency privacy breaches and divisional access to information requests.
- Ensure efficient and effective management of authorized funds and human resources.

Regional Social Services (9.2b)

Responsible for province-wide delivery of Employment and Income Assistance, Community Living disABILITY Services, Children's disABILITY Services, Provincial Alternative Support Services (PASS), and Emergency Social Services.

Key Objectives

- To deliver social services to eligible Manitobans in accordance with The Adults Living with Intellectual Disabilities Act and The Manitoba Assistance Act.
- To engage communities and share information to collaboratively identify and address priorities and issues related to service delivery.
- To effectively implement and manage service improvement initiatives and projects and meet reporting requirements.

Main Activities

- Deliver Employment and Income Assistance services and benefits to Manitobans in need, including assessing employability and addressing employment barriers.
- Provide mandated services to adults living with an intellectual disability to assist them to live in the community in the least restrictive manner possible and to protect them from exploitation, abuse and neglect.
- Provide supports and services to families with children who have a developmental or physical disability.
- Deliver emergency social services and assist local municipalities in the event of an emergency or disaster.

Expected Results

- Reduce barriers and improve access to employment and income assistance and support services.
- Ensure responsive and professional service delivery in compliance with legislated requirements and program policies.
- Ensure effective regional implementation of service improvement initiatives and projects.
- Ensure emergency preparedness and timely response to affected citizens in the event of an emergency or disaster in collaboration with the City of Winnipeg, local municipalities and other cities within Manitoba.

Provincial Services (9.2c)

Delivers income assistance programs and income supplements to Manitobans across the province. Income assistance includes the Manitoba Supports for Persons with Disabilities (MSPD) and a spectrum of services available under Employment and Income Assistance (EIA). Income support programs include Rent Assist, 55 PLUS, Manitoba Child Benefit, and the Manitoba Prenatal Benefit. The branch is also responsible for delivery of the Canada-Manitoba Housing Benefit and the Seniors Hearing Aid Benefit.

Key Objectives

- To deliver income assistance programs including EIA and MSPD, income supplement programs, as well as disability and health related supplies and equipment to eligible Manitobans.
- To support women during pregnancy and child infancy (up to 12 months) with financial assistance, social support, nutrition, and health education.
- To provide financial help with shelter-related costs for Manitobans living in eligible rental accommodations.
- To work collaboratively with community service providers to help Manitobans receiving income assistance benefits to enter or re-enter the labour market wherever possible.

Main Activities

- Administer provincial income assistance programs and income supplements to eligible Manitobans, including EIA, MSPD, the Manitoba Prenatal Benefit and Manitoba Child Benefit, 55 PLUS benefit, the Canada/Manitoba Housing Benefit and Rent Assist programs, and provide eligible Manitobans with disability related supplies and equipment, and dietary and nutritional supplements.
- Work towards removing barriers to work and strengthen program delivery to support Manitobans.

Expected Results

- The delivery of responsive and accessible services and supports.

Manitoba Developmental Centre (9.2d)

Manitoba Developmental Centre (MDC) was an accredited residential care facility that provided care, support and developmental programs for persons living with an intellectual disability. MDC closed and discontinued operations on December 31, 2024.

Centralized Services and Disability Supports (9.2e)

Provides centralized administration, service delivery, and resource coordination for the Community Living disABILITY Services (CLDS) program and other disability services, including the Children's disABILITY Services (CDS) program and specialized services that support disability programs. The branch also oversees the delivery of Residential Care Licensing functions related to community resource development, as well as operates the Provincial Protection Investigation Unit, a specialized unit that investigates reports of abuse and neglect of adults living with an intellectual disability.

Key Objectives

- Work collaboratively with Regional Social Services to provide coordination and administration of CLDS and CDS resources in Winnipeg.
- To ensure Manitobans with intellectual disabilities are supported to live meaningful and satisfying lives in the community.

Main Activities

- In collaboration with Regional Social Services, develop and coordinate services and support options for adults living with an intellectual disability and families with a child with a disability, including the CLDS and CDS programs.
- Ensure the administration of services are in accordance with legislation, policy and departmental standards.
- License and monitor residential care facilities for adults who require residential care and are in receipt of CLDS or Community Mental Health Services (CMHS).
- Deliver protection services in accordance with The Adults Living with an Intellectual Disability Act.

Expected Results

- Timely and responsive coordination of CLDS and CDS services, licensing and protection services in accordance with legislation, policies, and standards.

Winnipeg Child and Family Services (9.2f)

Provides a comprehensive continuum of child protection, early intervention, and family support services within Winnipeg in accordance with The Child and Family Services Act and The Adoption Act. The branch provides protection services to children at risk of abuse or neglect and works with community partners to support children remaining safely with their families. Services to children in care include reunification services, kinship care, foster care, and specialized placement services. The branch partners with community groups to provide supports that ease the transition of children coming into care, youth planning to live independently, and agreements with young adults.

Key Objectives

- To provide a comprehensive continuum of child protection, early intervention, and family support services in Winnipeg in accordance with The Child and Family Services Act and The Adoption Act.

Main Activities

- Deliver prevention and protection services to children, youth, young adults, young parents, and their families who are at risk of abuse and neglect.

- Partner with the community to provide supportive and preventive services to families.
- Develop and provide basic and specialized placement services to meet the needs of children and youth in care along with the preservation and reunification services provided to families.
- Provide adoptive and post-adoptive services to children and families.

Expected Results

- Provide prevention, supportive, and protection services that engage and strengthen families along with managing risk and safety for children, youth, young adults, and young parents.
- Deliver services for a range of placement resources for children and youth in care and ensure quality permanency planning for children and youth in care.
- Deliver responsive and accessible services to families and individuals.

Rural and Northern Child and Family Services (9.2g)

Provides a comprehensive continuum of child protection, early intervention, and family support services for families living in rural and northern Manitoba in accordance with The Child and Family Services Act and The Adoption Act. Services include emergency intake and assessment, after hours services where designated, on-going services to families and children in care, foster care licensing, adoption services, and agreements with young adults.

Key Objectives

- To provide a comprehensive continuum of child protection, early intervention, and family support services in rural and northern Manitoba in accordance with The Child and Family Services Act and The Adoption Act.

Main Activities

- Deliver prevention and protection services to children, youth, young adults, young parents, and their families who are at risk of abuse and neglect.
- Partner with the community to provide supportive and preventive services to families.
- Provide Designated Intake services to areas within rural and northern Manitoba.
- Develop and provide basic and specialized placement services to meet the needs of children and youth in care along with the preservation and reunification services provided to families.
- Provide adoptive and post-adoptive services to children and families.

Expected Results

- Provide prevention, supportive, and protection services that engage and strengthen families along with managing risk and safety for children, youth, young adults, and young parents
- Deliver services for a range of placement resources for children and youth in care and ensure quality permanency planning for children and youth in care.
- Deliver responsive and accessible services to families and individuals.

Policy, Programs and Legislation (Res. No. 9.3)

Main Appropriation Description

Responsible for a broad range of services to the department including legislation and strategic policy development and intergovernmental relations: Provides government-wide coordination for the poverty reduction and fetal alcohol spectrum disorder strategies. Leads policy and program development and funding oversight for income assistance programs and supports for low-income Manitobans and ensures income assistance programs are accessible and responsive to their needs. Responsible for policy development, agency relations and funding oversight for programs that support children and adults with disabilities, as well as policy development for residential care licensing through the administration and oversight of Community Living disABILITY Services and Children's disABILITY Services programming. Supports the development and implementation of accessibility standards under The Accessibility for Manitobans Act (AMA) and contributes to policy and regulatory change to increase accessibility and inclusion of Manitobans with disabilities.

Sub-appropriations	2025-26		2024-25		Expl.
	FTE	\$(000s)	FTE	\$(000s)	
Legislation and Strategic Policy	29.00	3,631	29.00	3,139	
Manitoba Accessibility Office	9.00	1,901	9.00	1,766	
Employment, Income and Health Supports Policy	27.00	795,716	27.00	742,409	1
Disability Policy	27.00	6,726	27.00	5,672	2
Community Living disABILITY Services	-	659,835	-	635,542	3
Children's disABILITY Services	-	51,156	-	44,912	4
TOTAL	92.00	1,518,965	92.00	1,433,440	
Expense by Type					
Salaries and Employee Benefits	92.00	9,119	92.00	7,959	
Other Expenditures	-	46,319	-	46,914	
Grant Assistance	-	6,464	-	6,329	
Financial Assistance	-	1,457,063	-	1,372,238	
TOTAL	92.00	1,518,965	92.00	1,433,440	

Explanation

1. The increase is primarily due to a volume increase in caseloads for Employment and Income Assistance (EIA) and Manitoba Supports for Persons with Disabilities (MSPD), indexation of rent assist benefits, and enhancements to the EIA and MSPD programs by supporting the reduction of barriers for income assistance recipients.

2. The increase is primarily due to normal salary adjustments, and an increase in support of new and expanded initiatives under Manitoba's renewed Fetal Alcohol Spectrum Disorder Strategy.
3. The increase is primarily due to price and volume increases.
4. The increase is primarily due to the expansion of eligibility for services to all Manitobans and an increase in wages for therapy services.

Sub-Appropriation Description

Legislation and Strategic Policy (9.3a)

Leads the development of legislation, prepares corporate information and coordinates intergovernmental activities. It supports the Adult Abuse Registry Committee and leads the government's poverty reduction strategy. Legislation and Strategic Policy works with the Accessibility Compliance Secretariat to raise awareness and enforce The Accessibility for Manitobans Act. Also supports the Privacy Unit to ensure compliance under privacy legislation and strengthen the department's ability to protect personal information and personal health information.

Key Objectives

- To provide leadership and direction on all departmental legislation and ensure it is developed to support and further the strategic direction of the department.
- To provide advice, support and information to the minister, deputy minister, senior management, divisions and programs on strategic and policy issues that affect the department and the delivery of social services to Manitobans.
- To support and coordinate government's response to poverty reduction in Manitoba.
- To ensure the rights of adults living with an intellectual disability and persons in care are respected and protected through the administration of the review by committee provisions of The Adult Abuse Registry Act.
- To lead and coordinate Manitoba's participation in the Federal-Provincial-Territorial (FPT) Social Services Forum.
- To monitor and promote compliance with The Accessibility for Manitobans Act and its attendant regulations.
- Identify and update the necessary assessment tools and guidelines, reporting and audit requirements, and policies to comply with The Freedom of Information and Protection of Privacy Act and The Personal Health Information Act.

Main Activities

- Lead all departmental work related to legislation and manage the department's legislative agenda.
- Undertake strategic and social policy research and analysis, conduct inter-provincial comparisons and prepare policy papers and departmental planning documents.
- Provide analytical and policy supports to executive and divisional management.
- Represent the department in inter-departmental, inter-governmental and inter-sectoral discussions related to social issues.

- Provide advice to ministers and deputy ministers leading Manitoba's social services interests and priorities in the FPT Social Services Forum.
- Provide secretariat support to the ministerial co-chairs of the Poverty Reduction Committee of Cabinet.
- Provide operational coordination for the Adult Abuse Registry Committee to ensure effective functioning of the committee in accordance with The Adult Abuse Registry Act.
- Develop and coordinate information and decision support materials for legislative debate, house books, estimates and other initiatives as required.
- Inform the private, non-profit and public sectors about Manitoba accessibility regulations and requirements under The Accessibility for Manitobans Act.
- Work with stakeholders by conducting audits and providing feedback on how they can achieve compliance with the act and investigate concerns from the public about potential non-compliance in the community.
- Ensure the continuous improvement on all matters of privacy practices and adherence to privacy laws, by supporting employees and service providers on all matters related to privacy.

Expected Results

- Develop legislation in an accurate, thorough and timely fashion.
- Coordinate planning and performance management activities and prepare high quality, timely and accurate research results, information and advice for senior managers and decision makers.
- Represent the department in an engaged and informed manner for inter-departmental and inter-sectoral meetings and initiatives.
- Ensure the Adult Abuse Registry Committee meets statutory requirements and decisions related to the Adult Abuse Registry are effectively rendered.
- Represent and coordinate Manitoba's interests and priorities related to FPT social service issues across the department.
- Enhance awareness of and compliance with Manitoba's accessibility legislation among various sectors.
- Improve and expand privacy principles and obligations within the department and with service providers.

Manitoba Accessibility Office (9.3b)

Supports the development and implementation of accessibility standards under The Accessibility for Manitobans Act (AMA). The Manitoba Accessibility Office contributes to policy and regulatory change to increase accessibility and inclusion of Manitobans with disabilities.

Key Objectives

- To support the minister responsible for Accessibility in ensuring the development of disability inclusive policies and programs.
- To support the implementation of accessibility legislation, serving as the Secretariat to the Accessibility Advisory Council, and creating awareness with the AMA throughout Manitoba.

Main Activities

- Provide leadership and consultation to address barriers in accordance with the AMA and regulations.
- Develop tools and resources related to the accessibility standards and the AMA.
- Administer the Manitoba Accessibility Fund.
- Provide the minister with timely advice on issues affecting Manitobans with disabilities.
- Respond to over 3,000 public inquiries annually.
- Act as secretary to the Accessibility Advisory Council and its committees.

Expected Results

- Provide over \$800,000 in grants from the Manitoba Accessibility Fund grant program to eligible business, community and public sector organizations to complete projects reducing barriers and supporting compliance with Manitoba's accessibility legislation and related standards.
- Raise public awareness about the AMA with mailings to business associations, ad campaigns, online training modules, presentations, videos, networking and media.
- Enact the fifth standard on accessible outdoor spaces under the AMA.

Key Initiatives

- **Implement the Accessibility for Manitobans Act:** Provide leadership and resources to implement recommendations from the five-year reviews of Accessible Employment Standard and The Accessibility for Manitobans Act.
- **Conduct Public Consultations:** Conduct public consultations prior to enacting the fifth standard on accessible outdoor spaces.
- **Continue stakeholder engagement:** Continue to engage with the public, business and not-for-profit communities, persons with disabilities and other stakeholders through various platforms to ensure that they are aware of their accessibility obligations and to celebrate and reduce accessibility barriers in Manitoba.

Employment, Income and Health Supports Policy (9.3c)

Provides leadership and fiscal management for policy and program development related to income assistance programs and supports for low-income Manitobans. This includes Employment and Income Assistance (EIA) and Manitoba Supports for Persons with Disabilities (MSPD), Rent Assist, 55 PLUS, Manitoba Child Benefit and the Manitoba Prenatal Benefit and Healthy Baby Community Support Programs.

Key Objectives

- To ensure that income assistance programs are accessible and responsive to the needs of low-income Manitobans.
- To support women during pregnancy and child infancy (up to 12 months) with financial assistance, social support, nutrition and health education.
- To work collaboratively with community service providers to better support Manitobans receiving income assistance benefits.

Main Activities

- Oversee policy development and financial administration for the EIA and MSPD programs, including annual indexation of shelter and MSPD basic needs benefits.

- Develop policy related to provincial income supplements for eligible Manitobans, including Manitoba Child Benefit, 55 PLUS, Rent Assist, and the Manitoba Prenatal Benefit.
- Oversee the delivery and funding of the Healthy Baby Community Supports Program and promote the Manitoba Prenatal Benefit to eligible Manitobans.
- Lead efforts to remove barriers to work and strengthen EIA and Rent Assist to support Manitobans.

Expected Results

- Raise and respond to emerging issues related to income assistance and income supplements.
- Index Rent Assist benefits annually to reflect increases in median market rents.
- Index basic needs for MSPD households to Consumer Price Index.
- Evaluate and ensure the continuous improvement of MSPD and EIA.
- Ensure that the Manitoba Prenatal Benefit is accessible to all eligible pregnant Manitobans.
- Develop and implement policies that will reduce barriers to work for EIA recipients.

Disability Policy (9.3d)

Provides leadership and direction on strategic planning, issues management, agency relations, policy development and funding oversight for programs that support children and adults with disabilities, including Children’s disABILITY Services (CDS) and Community Living disABILITY Services (CLDS), as well as Provincial Alternative Support Services (PASS) in partnership with Manitoba Health, Seniors and Long-Term Care and Manitoba Justice. Leads Manitoba’s Fetal Alcohol Spectrum Disorder (FASD) Strategy and provides administrative and program guidance to Spectrum Connections Services and Rural Connections FASD services. Responsible for policy development for Residential Care Licensing (RCL), which oversees the licensing and monitoring of residential care facilities for adults who require residential care and are in receipt of CLDS or Community Mental Health Services (CMHS).

Key Objectives

- To provide leadership and direction on strategic planning, issues management, agency relations, policy development and funding oversight for programs that support children and adults with disabilities.
- To provide advice, support and information to the minister, deputy minister, senior management, divisions and programs on issues that affect children and adults with disabilities.
- To advance the goals of Manitoba’s renewed Fetal Alcohol Spectrum Disorder Strategy (2024-29).

Main Activities

- Provide administrative and funding oversight for programs that support children and adults with disabilities, ensure strong and consistent communication between the department and funded agencies and inform the strategic direction of disability support programs.
- Respond to emerging issues and priorities raised by supported individuals, their support networks, service providers and the public related to programs that support children and adults with disabilities.
- Work collaboratively with Manitoba Health, Seniors and Long-Term Care and Manitoba Education and Early Childhood Learning to provide policy direction and financial support for the Children’s Therapy Network of Manitoba.
- Oversee \$2.9 million in annual funding for FASD awareness, prevention and support programs, chair the FASD Interdepartmental Committee and support the FASD strategy Elders Circle.

Expected Results

- Develop policy regarding disability programs in a collaborative manner with internal stakeholders, service delivery staff, service providers, advocates, and individuals and their families. Provide sound, data-informed advice on disability program-related issues to decision-makers to support meaningful, data-informed, timely decisions.
- Improve outcomes for people with FASD, their families, and people who use substances in pregnancy through increased awareness and understanding of FASD, increase wrap-around support for pregnant people and families, improve service quality for people impacted by FASD and increase and expand services to support people with FASD and their caregivers and families.
- Address Truth and Reconciliation Commission Calls to Action #33 and #34 pertaining to FASD prevention and support.

Key Initiatives

- **Disability program collection of Indigenous identity information:** Implement a mechanism to collect information and track information from disability program participants about their Indigenous identity, which will help inform the development of culturally appropriate services for Indigenous program participants.
- **Disability Services Feedback Evaluation:** Evaluate feedback provided through the Disability Services Feedback form to inform the continuous improvement of disability programs and ensure Manitobans with disabilities have a voice in the development of disability programs in accordance with the Minister of Families' mandate letter.
- **Support Manitobans with Disability:** In partnership with funded agencies, stakeholders and individuals with disabilities, continue to support Manitobans with disabilities to achieve independence, to be involved in decisions that affect them and to ensure that Manitoba's disability programs best meet the needs of the people they serve.
- **Lead implementation of the FASD Strategy:** Continue to lead the cross-departmental implementation of Manitoba's FASD Strategy (2024-2029) and invest in awareness, prevention, and/or support services for people impacted by FASD and alcohol use in pregnancy.

Community Living disABILITY Services (9.3e)

Administers and oversees Community Living disABILITY Services, the primary program that supports adults with an intellectual disability to live and participate in the community. Programming includes residential services, day services, transportation between residential and day programs, respite, crisis intervention and clinical services.

Key Objectives

- To deliver social services to eligible Manitobans in accordance with The Adults Living with Intellectual Disabilities Act.
- To manage program funding allocations and ensure regional service needs and priorities are addressed.

Main Activities

- Provide mandated services to adults living with an intellectual disability to assist them to live in the community in the least restrictive manner possible and to protect them from exploitation, abuse, and neglect.

- Enhance relationships with funded service providers to provide innovative service delivery options to eligible program participants.

Expected Results

- Deliver responsive and professional services in compliance with legislated requirements and program policies.
- Ensure effective regional implementation of service improvement initiatives and projects.
- Support individuals to make their own decisions and live as independently as possible in their communities.
- Implement the delivery of culturally appropriate services to Indigenous program participants.
- Continue to implement and evaluate the Improving Quality of Life Employment Pilot Project, which is providing young adults with an intellectual disability with enhanced opportunities to access employment services.

Children's disABILITY Services (9.3f)

Administers and oversees Children's disABILITY Services programming that provides assistance to families caring for children who have developmental and/or lifelong physical disabilities. Services and supports are intended to strengthen families and reduce stress to maintain the family unit so that out-of-home placements are prevented or delayed.

Key Objectives

- To support families to raise their children with developmental and/or physical disabilities in their own homes.
- To promote the development of normalized community arrangements to the greatest extent possible.

Main Activities

- Provide supports and services to families with children who have a developmental or physical disability.
- Work with community to provide citizen-centred services.

Expected Results

- Deliver responsive and professional services in compliance with program policies.
- Ensure effective regional implementation of service improvement projects.
- Engage with First Nations and other levels of government to ensure the delivery of CDS in First Nations communities in accordance with the ending of eligibility restrictions that had previously existed.

Child and Youth Services (Res. No. 9.4)

Main Appropriation Description

Administers and oversees statutory provisions under The Child and Family Services Act, The Child and Family Services Authorities Act, and The Adoption Act. The division provides funding and support to the four Child and Family Services (CFS) Authorities and to community-based agencies providing a comprehensive continuum of early intervention, prevention, and child protection and reunification services throughout Manitoba that contribute to the healthy social development of children, families and communities, and in particular, to at-risk children and families. The division administers centralized services of adoption, group care, and the child and adult abuse registries. It also provides program and policy management, and data analytics.

Sub-appropriations	2025-26		2024-25		Expl.
	FTE	\$(000s)	FTE	\$(000s)	
Strategic Initiatives and Program Support	36.00	3,735	36.00	3,464	
Child Protection	79.00	116,011	79.00	116,641	
Child and Family Services Authorities	20.00	415,084	20.00	403,746	1
Indigenous Jurisdiction Transition Office	8.00	1,002	8.00	917	
TOTAL	143.00	535,832	143.00	524,768	
Expense by Type					
Salaries and Employee Benefits	143.00	13,500	143.00	12,196	
Other Expenditures	-	28,650	-	27,873	
Grant Assistance	-	377,495	-	365,742	
Financial Assistance	-	116,187	-	118,957	
TOTAL	143.00	535,832	143.00	524,768	

Explanation

1. The increase is primarily due to annualized funding increases to support increased operating costs in the CFS sector.

Sub-Appropriation Description

Strategic Initiatives and Program Support (9.4a)

Coordinates strategic initiatives across the child and youth service system and works in collaboration with other departments and stakeholders to achieve the priorities of government. Provides program and policy analysis, as well as funding oversight, for initiatives that support better outcomes for children and families in Manitoba. Provides support for legislative and regulatory changes and the development

of standards, procedures and best practice approaches throughout the child and youth service system. Supports community organizations in the delivery of programs and services and works to enhance the quality of divisional programs and supports.

Key Objectives

- To develop, analyze and implement policies and programs that preserve, sustain and restore families.
- To fund community-based initiatives and programs that support better outcomes for children, youth and families.
- To align Child and Family Services (CFS) legislation, regulation and standards with best practice.
- To develop new initiatives which help create new supports for youth transitioning out of care.

Main Activities

- Support development and review of provincial CFS standards.
- Manage program administration of community grants and contracts.
- Report to external bodies including the Manitoba Advocate for Children and Youth, the Office of the Auditor General Manitoba, and the Manitoba Ombudsman.
- Develop child and youth services policy initiatives.
- Support legislative and regulatory changes and projects.
- Coordinate annual departmental planning documents.

Expected Results

- Develop and implement programs and policies that support better outcomes for children, youth and families.
- Ensure provincial legislation, regulations and standards reflect best practice and support improved outcomes, such as fewer children in care and keeping children and families together.

Child Protection (9.4b)

Administers centralized programs and services including: paternity and child and adult abuse registries; provincial investigations and risk assessment; group care and placement resource programming, support and licensing; adoption and post-adoption services; program reviews, including updating of schedules to strengthen positive outcomes; and intake and interprovincial service queries. Funds, supports and works jointly with Child and Family Service (CFS) partners to ensure training is both current, accessible and available for the child and youth care sector and the child welfare system. This training includes provincially provided CFS Information Application System training. In addition, the branch coordinates and supports StreetReach programs under Tracia's Trust: Manitoba's Strategy to Combat Sexual Exploitation and Human Trafficking. This includes funding and support for community organizations who provide services to educate, prevent or respond to child sexual exploitation and human trafficking.

Key Objectives

- To deliver centralized CFS services (post-adoption, child abuse registry, provincial investigations, StreetReach).

- To work with CFS Authority partners to deliver services under the provincial Child and Family Services legislation.
- To support the CFS system to facilitate the transfer of child welfare responsibilities to Indigenous Nations.

Main Activities

- Administer the child and adult abuse registries.
- Work with CFS partners to ensure training is current and accessible for those working in the child welfare system.
- Provide licensing oversight, funding and support to group care resource facilities.
- Support the safety of children by conducting risk assessments and investigating allegations of abuse by anyone who works for, or provides services to, an agency or child care facility.
- Support community organizations who provide services to educate, prevent or respond to child sexual exploitation and human trafficking.
- Continue to build relationships with representatives of Manitoba's Regional Indigenous Organizations/Leadership Council (Assembly of Manitoba Chiefs Secretariat, Southern Chiefs Organization, Manitoba Keewatinowi Okimakanak and Manitoba Métis Federation) and First Nations.
- Work with CFS system partners to remove barriers to the transfer of child welfare responsibilities to Indigenous Nations and facilitate a timely transition when Indigenous law comes in force.

Expected Results

- Support the provincial CFS system - through training and centralized programs and services, to ensure the well-being of families and safety of children and youth.
- Support the transfer of child welfare responsibility to Indigenous Nations at the pace that respects the Indigenous Nations' wishes.

Child and Family Services Authorities (9.4c)

The Child and Youth Services Division provides policy direction, funding and support to the four Child and Family Services Authorities. The Authorities oversee agencies to provide a comprehensive continuum of services through their mandated agencies.

Key Objectives

- To provide Authorities with allocations so agencies can provide a continuum of child and family services.

Main Activities

- Provide funding to CFS Authorities and agencies.

Expected Results

- Authorities fund CFS agencies to deliver a continuum of child and family services.

Indigenous Jurisdiction Transition Office (9.4d)

Works on key areas related to Indigenous jurisdiction over child and family services including trilateral coordination agreement negotiations with Canada and Indigenous Governments. Supports the Manitoba government and the provincial child and family services system to adapt to services delivered under Indigenous laws. Represents the department in intergovernmental relations and communication in relation to Indigenous child and family services.

Key Objectives

- To collaborate with Indigenous governments and communities to transfer responsibility of child welfare back to the Nations and families where it belongs.

Main Activities

- Engage in Coordination Agreement discussions with Nations.
- Engage in initial discussions with other Nations that have provided notice under Section 20(2) of the federal Act respecting First Nations, Inuit and Métis children, youth and families.
- Plan and organize Ministerial meetings with First Nations Chiefs and technical officials meeting in coordination with the Minister's Office.
- Engage with Indigenous governments that are at different stages on the path to exercising jurisdiction.
- Attend gatherings with Indigenous governments to learn and present on the work of the Indigenous Jurisdiction Transition Office.
- Work closely with the provincial Child and Family Services system to help ensure the successful implementation of Indigenous law.
- Support the implementation of Indigenous law by working with other provincial systems (e.g. Health and Education) to overcome barriers and increase awareness of Indigenous jurisdiction, including developing communications around the transition to Indigenous jurisdiction in Manitoba.
- Actively participate in intergovernmental discussions related to the implementation of the federal act, including ongoing engagement with the Government of Canada, as well as operational and policy engagement with other provinces and territories on their implementation of the federal act.

Expected Results

- Contact Indigenous Nations seeking to, or on the path to exercising jurisdiction, and ensure they are aware of provincial efforts to transfer jurisdiction.
- Ensure that political leadership and technical officials have a chance to engage with Manitoba and each other on the implementation of the federal act.
- Ensure that Manitoba is advancing Coordination Agreement discussions, while respecting the timelines set out by Indigenous Nations'.
- Increase awareness of the federal act and the implementation of Indigenous law in provincial systems that deal with children in care. Ensure that systems work collaboratively to overcome barriers.
- Ensure that issues related to the implementation of Indigenous jurisdiction are brought forward for intergovernmental discussion and collaboration through appropriate forum.

Digital, Organization and Strategy (Res. No. 9.5)

Main Appropriation Description

The Digital, Organization and Strategy Division (DOS) is a centralized division providing a wide range of integrated and professional services for the department. DOS supports complex interdepartmental initiatives that also can involve collaboration and partnerships with external stakeholders such as agencies, authorities, businesses, communities and other governments. It also oversees three arms-length offices: Commissioner for Adults Living with Disabilities Office (CALIDO), Social Services Appeal Board Office (SSABO), and Fair Practices Office (FPO).

Sub-appropriations	2025-26		2024-25		Expl.
	FTE	\$(000s)	FTE	\$(000s)	
Strategic Advisory Office	7.00	848	7.00	702	
Project Management Office	7.00	867	7.00	795	
Digital Sustainability Office	11.00	2,316	11.00	2,221	
Corporate Support	18.00	2,109	18.00	1,917	
Commissioner for Adults Living with an Intellectual Disability Office	6.50	767	6.50	676	
Social Services Appeal Board	4.00	493	4.00	455	
Social Innovation Office	15.00	1,616	15.00	1,420	
TOTAL	68.50	9,016	68.50	8,186	
Expense by Type					
Salaries and Employee Benefits	68.50	6,727	68.50	5,897	
Other Expenditures	-	2,101	-	2,140	
Grant Assistance	-	188	-	149	
TOTAL	68.50	9,016	68.50	8,186	

Sub-Appropriation Description

Strategic Advisory Office (9.5a)

The Strategic Advisory Office assesses, collaborates, researches and develops strategies and solutions aimed at serving Manitobans more efficiently and effectively.

Key Objectives

- To support overall departmental digital and strategic work.
- To collaborate with departmental stakeholders to implement improvements to services and programs that result in more efficient and effective solutions.

- To support continuous improvement opportunities in the department.

Main Activities

- Support the planning and implementation of innovative solutions that are integrated with the department's core values, to enhance the services that the department provides to the citizens of Manitoba.
- Encourage and manage the intake and flow of improvement ideas.
- Cultivate, share and apply digital research to improvement projects.
- Recommend approaches that seize departmental opportunities and mitigate risks.
- Partner with program areas to identify, prioritize and develop business requirements for ongoing functionality improvements.

Expected Results

- Implement efficient and effective solutions across the department.
- Identify and execute on innovative opportunities.

Project Management Office (9.5b)

The Project Management Office (PMO) is responsible for departmental portfolio and project management, business consultancy and organizational change management. The PMO directs strategic vision, governance, performance assessment and comprehensive reporting across all portfolios. It ensures alignment of projects to overarching goals and tracks their progress toward desired outcomes. The PMO ensures that projects are executed efficiently and evaluates the readiness and impacts of the change introduced by initiatives.

Key Objectives

- To manage new strategic and information technology (IT) initiatives in the department.
- To continue to implement the department's IT roadmap to optimize the use of modern solutions.

Main Activities

- Handle the entire project lifecycle—from initiation to closure—ensuring projects are executed efficiently, meet deadlines and budgetary constraints.
- Evaluate readiness, assesses impacts, promotes adoption, and integrates new initiatives seamlessly into operations for sustained success.
- Develop strategies, manage channels, and offer ongoing support to foster transparent and effective communication among internal teams.

Expected Results

- Execute strategic and IT projects efficiently in the department.
- Implement or enhance key IT applications in the department.

Digital Sustainability Office (9.5c)

The Digital Sustainability Office (DSO) is a central hub for digital enablement and support within the department, focusing on digital literacy, application support, business analysis, data and analytics management, information technology (IT) oversight, and the implementation of new IT solutions.

Key Objectives

- To ensure seamless operation of digital tools while enhancing productivity and creating a collaborative digital community through proactive liaison efforts.
- To provide information, IT and business application support services to the department.
- To respond to end user support requests.

Main Activities

- Manage desktop services and computer assets.
- Review and set departmental policy in support of the strategic IT direction of government.
- Manage corporate IT initiatives ensuring alignment with departmental priorities.
- Partner with DTS to identify and pursue opportunities to strengthen the department's digital ecosystem.
- Provide application support for CFSA and SAMIN.

Expected Results

- Provide support to implement IT initiatives.

Corporate Support (9.5d)

Ensures requirements are met for business continuity planning, workplace safety and health, web services, internal communications, space planning, French language services, and centralized training and professional development.

Culture and Engagement: Leads organizational culture and wellbeing planning to improve workforce sustainability, health, diversity and inclusion.

Key Objectives

- To provide effective leadership, oversight, coordination and direction for a variety of core corporate functions of the department that are most effectively managed from a centralized approach, such as internal communications, web services, space planning, training and professional development, workplace safety and health, business continuity planning and French language services.
- To provide leadership and oversight for department-wide compliance with The Francophone Community Enhancement and Support Act and implementation of the French Language Services Policy. To ensure web content and internal communications comply with the Accessible Information and Communication Standard Regulation.
- To provide leadership and oversight for department-wide compliance with the Workplace Safety and Health Act and the Emergency Measures Act.
- To provide research, evaluation and planning to promote and protect workplace mental health and psychological safety.

- To provide policy, planning and leadership to promote inclusion, diversity, equity and accessibility in the department.

Main Activities

- Develop and manage internal and external websites in consultation with program areas.
- Manage and coordinate internal communication activities.
- Develop and deliver training and professional development.
- Plan, coordinate and consult on space planning projects.
- Monitor compliance with The Workplace Safety and Health Act and The Emergency Measures Act.
- Implement the department's French Language Services Strategic Plan.
- Provide policy, planning and oversight of programming aimed to promote and protect workplace mental health, psychological safety, diversity and inclusion.

Expected Results

- Ensure the department's websites and internal communications support the objectives and priorities of the department and meet technical and accessibility standards.
- Build and support internal capacity to ensure excellence in program delivery for the Manitoban citizens we serve.
- Ensure space projects adhere to public sector financial management principles and support the business requirements of the department.
- Ensure French Language Services are provided in a manner that is evident, readily available, easily accessible, and of comparable quality to services in English.
- Improve organizational culture, workforce sustainability, mental health and wellbeing, psychological safety, diversity and inclusion of the department's workforce.

Commissioner for Adults Living with an Intellectual Disability Office (9.5e)

The Office of the Commissioner for Adults Living with an Intellectual Disability is a quasi-judicial entity that operates independently and at arms-length from the department to ensure that the rights of individuals with intellectual disabilities to make decisions affecting their lives are respected and protected through the implementation of the substitute decision-making provisions of The Adults Living with an Intellectual Disability Act, providing a fair and impartial framework for safeguarding the autonomy and best interests of these individuals.

Key Objectives

- To support the Commissioner for Adults Living with an Intellectual Disability, who is appointed pursuant to The Adults Living with an Intellectual Disability Act with jurisdiction to appoint substitute decision-makers to act on behalf of individuals where warranted, to determine the parameters of those appointments, to review and renew appointments, and to suspend, terminate and replace the substitute decision makers and vary the appointment at any time during the term of the appointment.
- To ensure fair and efficient administration and adjudication of our statutory responsibilities including leading the development and implementation of policies, procedures, practices and

systems related to the substitute decision-making provisions of the Act, ensuring they adhere to the principles of natural justice, due process, impartiality, and due diligence.

- To be responsible for the establishment of positive and productive relationships with, and providing information or training to, adults living with an intellectual disability, their families, government and non-government departments and agencies, advocacy organizations, family associations and other stakeholders.

Main Activities

- Evaluate requests for the appointment of substitute decision makers to act on behalf of an adult living with an intellectual disability, ensuring that the decision-making rights of the individual are protected. Establish hearing panels to review applications and make recommendations to the Commissioner for Adults Living with an Intellectual Disability as to whether the criteria for the appointment of a substitute decision-maker are met, as well as the terms and conditions of any appointment.
- Make final decisions on applications and, where warranted, appoint substitute decision-makers.
- Provide notice to adults with intellectual disabilities, their families, support network members, and substitute decision-makers with respect to the disposition of applications and the appointment of substitute decision-makers.

Expected Results

- Administer the substitute decision-making provisions in accordance with the provisions of The Adults Living with an Intellectual Disability Act.
- Adjudicate new applications for the appointment of a substitute decision-maker, applications for the appointment of an emergency substitute decision maker and applications for variations to appointments, terminations, replacements of substitute decision-makers.

Social Services Appeal Board (9.5f)

Ensures that Manitobans have access to a fair, impartial and formal appeal process for decisions made by social services and programs administered by the Province of Manitoba and carries out its statutory duties independently and at arms-length from government.

Key Objectives

- To hear appeals under The Social Services Appeal Board Act for a range of social services, including various financial assistance programs, licensing of child care and residential care facilities, as well as other programs and services.
- To ensure that Manitobans have a fair, impartial and informed appeal process.

Main Activities

- Provide a prompt appeal mechanism to deal with complaints.
- Convene hearings throughout Manitoba within the time frame specified in the legislation and provide a written decision within fifteen working days of the hearing.
- Act in an advisory capacity to the minister on matters of policy, changes in legislation, issues arising out of hearings and other matters referred to the board by the minister.

Expected Results

- Respond to 600 projected appeals in 2025-26.

Social Innovation Office (9.5g)

Brings together partner departments, non-profit and private sector experts, and investors to develop solutions to complex social and environmental issues.

Key Objectives

- To bring together government and community to solve the most pressing and complex social and environmental issues, maximizing resources and impact, with activities focusing on social finance, solution labs and evaluation.

Main Activities

- Lead solutions labs to help teams use the rigour of data and strong innovation processes to rapidly develop, assess and de-risk innovative solutions.

Expected Results

- Complete four priority projects as defined by the department.

Women and Gender Equity Manitoba (Res. No. 9.6)

Main Appropriation Description

Advances gender equality by addressing barriers and working to eliminate gender-based violence (GBV). Promotes the elimination of gender-based violence by providing support to community-based agencies and by working to change societal attitudes through the Gender-Based Violence Program.

Sub-appropriations	2025-26		2024-25		Expl.
	FTE	\$(000s)	FTE	\$(000s)	
Women and Gender Equity Manitoba	16.00	53,038	16.00	52,372	
TOTAL	16.00	53,038	16.00	52,372	
Expense by Type					
Salaries and Employee Benefits	16.00	1,485	16.00	1,350	
Other Expenditures	-	22,555	-	22,585	
Grant Assistance	-	27,139	-	26,559	
Financial Assistance	-	1,859	-	1,878	
TOTAL	16.00	53,038	16.00	52,372	

Women and Gender Equity Manitoba (9.6a)

Key Objectives

- To improve the economic, legal, social and health status of women and 2SLGBTQI+ persons.
- To address GBV through both prevention and intervention of violence.
- To raise awareness of and address issues affecting women and 2SLGBTQI+ persons.
- To promote the equal involvement of women and 2SLGBTQI+ persons in all aspects of society.

Main Activities

- Provide planning, policy and program development to support prevention and intervention of GBV.
- Coordinate with other departments to support the implementation of Manitoba's Framework: Addressing Gender-Based Violence.
- Coordinate with other departments to support the implementation of the Mino'Ayaawag Ikwewag Strategy.
- Lead Manitoba's response as part of the National Action Plan to End Gender-Based Violence.
- Provide support to the Missing and Murdered Indigenous Women, Girls and Two-Spirit+ and Gender-Based Violence Committee of Cabinet.

- Support cross-departmental coordination to better support the needs of the 2SLGBTQI+ community.
- Build collaborative relationships with community organizations supporting 2SLGBTQI+ people.
- Provide timely advice to government on issues affecting women, girls and 2SLGBTQI+ people.
- Participate in Federal-Provincial-Territorial activities on GBV, MMIWG, and issues that relate to the status of women and gender equity.
- Undertake research that supports the planning and best outcomes for the GBV sector.
- Provide program and administrative support to community-based agencies that offer a wide continuum of GBV programs and services.
- Create public awareness to support changing attitudes on issues related to GBV.
- Coordinate and manage the implementation of recommendations from external reviews.

Expected Results

- Increase the collaboration and coordination with departments to both support the needs of the 2SLGBTQI+ community, as well as respond to GBV.
- Enhance the relationships with community-based organizations in both the GBV sector, as well as the 2SLGBTQI+ community.
- Identify emerging trends to support effective policy and program development for women, girls and 2SLGBTQI+ persons.
- Provide funding and support to community organizations for the delivery of programs and services to support those who are experiencing GBV.
- Implement new prevention and intervention-based initiatives along the GBV service continuum that address the needs of individuals and families.
- Enhance the services provided to individuals and families experiencing GBV through identifying and supporting trauma-informed, evidence-based and culturally safe program and policy support.
- Increase safety and wellbeing for Indigenous women, girls and 2Spirit relatives through empowerment and prevention.

Key Initiatives

- **Increase Access to Services and Supports for Manitobans experiencing GBV through Gender-Based Violence Program funding:** Women and Gender Equity Manitoba (WAGE MB) provides annualized funding to community organizations across the province that are focused on the prevention and intervention of violence for Manitobans experiencing GBV. Funding also supports access to services through the province-wide crisis and information line.
- **National Action Plan to End Gender-based Violence:** The National Action Plan to End Gender-based Violence is a 4-year bilateral agreement with the Government of Canada focused on addressing GBV within the province. WAGE MB will continue to implement the National Action Plan to End Gender-Based Violence, which includes provision of funding and support to community-based organizations, engagement activities, and system improvements internal to government.
- **Release a community engagement report and 2SLGBTQI+ action plan:** Following extensive engagement with the 2SLGBTQI+ community in 2024-25, WAGE MB will release a community engagement report which outlines what we heard, as well as an action plan to address issues raised through the engagement. The action plan will include recommendations across

government departments. This initiative will help to raise awareness of and address issues affecting 2SLGBTQI+ persons and will promote their equal involvement within society.

- **Increase access to 24/7 Safe Spaces for Indigenous women and girls:** As outlined in the Minister of Families Mandate Letter, WAGE MB will continue to work with community organizations on the development of new 24/7 drop-in centres for Indigenous women, girls and 2Spirit relatives in Winnipeg, Brandon and Thompson.
- **Create a granting program to support community initiatives that help to implement the Mino’Ayaawag Ikwewag provincial strategy:** The Mino’Ayaawag Ikwewag provincial strategy focuses on making Manitoba safer for Indigenous women, girls and 2Spirit people. Mino’Ayaawag Ikwewag is guided by the Special Advisor on Indigenous Women’s Issues and the Matriarch Circle, as well as the MMIWG2S+ and Gender-Based Violence Committee of Cabinet. Implementation includes providing grants from the community grant line to Indigenous community organizations to improve the safety and well-being of Indigenous women, girls and 2Spirit relatives through empowerment and prevention initiatives.
- **Create a granting program for MMIWG2S+ families and communities utilizing proceeds from the MMIWG2S+ Endowment Fund:** Develop and implement a grant program for the purpose of advancing the Calls for Justice, and more particularly, to fund activities that extend tangible, culturally-responsive, trauma-informed support to children, families, and communities of missing and murdered Indigenous women, girls, 2Spirit and gender-diverse peoples. This annual grant program utilizes proceeds from the MMIWG2S+ Healing and Empowerment Endowment established through a \$15 million investment with the Winnipeg Foundation in 2024.

Costs Related to Capital Assets (Non-Voted)

Sub-appropriations	2025-26		2024-25		Expl.
	FTE	\$(000s)	FTE	\$(000s)	
General Assets		102		102	
Expense by Type					
Amortization		102		102	
TOTAL		102		102	

Appendix

Appendix A - Other Reporting Entities (ORE)

Other Reporting Entities (OREs) are accountable to the minister. OREs are directly or indirectly controlled by government as prescribed by the Public Sector Accounting Board.

The following Other Reporting Entities (OREs) form part of the department's consolidated results:

General Child and Family Services Authority

The General Authority (GA) was established on November 24, 2003, pursuant to The Child and Family Services Authorities Act as one of four Child and Family Services Authorities. The GA is a not-for-profit organization (exempt from income taxes pursuant The Income Tax Act of Canada) and responsible for the administration and provision of child and family services by the agencies under its jurisdiction, being Child and Family Services of Western Manitoba, Child and Family Services of Central Manitoba, Jewish Child and Family Services, as well as Winnipeg and Rural and Northern Child and Family Services. It is governed by a Board of Directors responsible for the management of fiscal resources, the development of policies and the establishment and monitoring of standards. The GA is dependent on annual funding from the province.

For more information please visit: <https://generalauthority.ca/>

Glossary

Alignment – This is the process of enabling all employees to see how their day-to-day actions are consistent with the values of the organization and how living those values is contributing to overall success. Creating alignment ensures employees are working toward the common goal, or vision.

Annual Report – Departmental annual reports are a supplement to the public accounts and provide variance explanations and background information to support the public accounts. Annual reports are either released (if the Legislature is not in session) or tabled in the Legislature (if in session) by September 30, following the fiscal year end.

Appropriation – This refers to the amount voted by the Legislature approving the maximum amount that may be expended on a specific program or major activity during a fiscal year.

Main Appropriation – the total amount of each resolution passed by the Legislature as reported in the printed estimates of expenditure

Sub Appropriation – the total amounts applicable to the various breakdowns of the main appropriations in the printed estimates of expenditure

Full-Time Equivalent (FTE) – This is a measurement for number of positions. Every full-time regular position represents one full-time equivalent position. Other categories (e.g., term, departmental, seasonal, contract) are measured in proportional equivalents, e.g.: a program with a vote of 1.50 term FTE could hire staff in any combination that results in a total of one-and-one-half years - or 78 weeks - of employment such as six staff for three months or 13 weeks each; two staff for nine months or 39 weeks each; one full-time and one half-time staff for one year; three half-time staff for one year).

Government Reporting Entity (GRE) – This list includes core government and Crown corporations and other government agencies, government business entities and public sector organizations such as regional health authorities, school divisions, universities and colleges.

Grants – These refer to public money provided to an individual, organization or another government to assist in attaining their objectives and for which the government does not receive a good or service.

Key Initiatives – These are the specific programs, activities, projects, or actions an organization will undertake to meet performance targets. Initiatives are often projects or events that aim to improve a process or an outcome.

Key Performance Indicator (KPI) – KPIs refer to an ultimate result for which the department is responsible for monitoring and reporting, but for which given its complexity, it has only partial direct influence over. Departments may identify certain performance measures as KPIs.

Mission – A mission statement defines the core purpose of the organization — why it exists and reflects employees' motivations for engaging in the organization's work. Effective missions are inspiring, long-term in nature, and easily understood and communicated.

Objective – The objective is a concise statement describing the specific things an organization must do well to execute its strategy. Objectives often begin with a verb such as increase, reduce, improve, or achieve.

Other Reporting Entities (ORE) – OREs are entities in the GRE such as Crown corporations and other government agencies, government business entities and public sector organizations such as regional health authorities, school divisions, universities and colleges that are directly or indirectly controlled by the government, as prescribed by Public Sector Accounting Board – and excludes core government.

Performance Measure – A performance measure is a standard used to evaluate and communicate performance against expected results. Measures are normally quantitative in nature, capturing numbers, dollars, percentages, and so on. Reporting and monitoring measures helps an organization gauge progress toward effective implementation of strategy.

Performance Results – These are the most important outcomes the departments want to achieve by reaching their objectives. Performance results represent the essence of the outcomes the department seeks to achieve.

Provincial Themes: Themes are the overarching strategic priorities that align departmental activities with government's direction.

Strategy – This represents the broad priorities adopted by an organization in recognition of its operating environment and in pursuit of its mission. All performance objectives and measures should align with the organization's strategy.

Target – The target presents the desired result of a performance measure. It provides organizations with feedback about performance.

Values – Values represent the deeply-held beliefs of the organization, which are demonstrated through the day-to-day behaviours of all employees. An organization's values make an open proclamation about how it expects everyone to behave. Values should endure over the long-term and provide a constant source of strength for an organization.

Vision – A powerful vision provides everyone in the organization with a shared mental framework that helps give form to the future that lies ahead. This statement should contain a concrete picture of the desired state and provide the basis for formulating strategies and objectives. The vision serves as the guiding statement for the work being done. It should answer why the work being done is important.