

## **Manitoba Action Plans:**

**Canada-Manitoba Canada-Wide Early Learning and  
Child Care Agreement  
2023-2024 – 2025-2026**

**Canada-Manitoba Early Learning and  
Child Care Agreement  
2023-2024 – 2024-2025**

**Government of Manitoba**

**Department of Education and  
Early Childhood Learning**

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# INTRODUCTION

Manitoba is committed to ensuring families have access to a responsive, integrated and culturally receptive Early Learning and Child Care (ELCC) system for children from infancy to the age of twelve. In Manitoba, responsibility for the ELCC system was previously under the authority of the Department of Families. In January 2022, responsibility for ELCC was moved to fall within the Department of Education, which was then renamed Manitoba Education and Early Childhood Learning. Manitoba Education and Early Childhood Learning holds the legislated authority under The Community Child Care Standards Act and its regulations to deliver safe, affordable, accessible, high quality and inclusive child care services throughout Manitoba.

## A Shared Vision for Early Learning and Child Care

Manitoba and Canada share a common set of principles (as set out in the ELCC Multilateral Framework) and a vision that all families have access to high-quality, affordable, flexible and inclusive ELCC services. The Indigenous ELCC Framework represents work by Canada and Indigenous peoples to co-develop a transformative Indigenous framework that reflects the unique cultures, aspirations and needs of First Nations, Inuit and Métis children across Canada. Manitoba acknowledges the existing partnerships and work underway through this Framework, and is committed to working through these existing partnerships on shared priorities.

Manitoba and Canada acknowledge the resilience, knowledge, and wisdom of Indigenous peoples who have been raising children and providing early learning and child care on this land for countless generations. We recognize the critical importance of working in collaboration with Indigenous governing bodies in a distinctions-based approach toward our shared vision. In keeping with our commitment to Truth and Reconciliation, we commit to supporting Indigenous-led initiatives to develop and deliver early learning and child care programs that are culturally responsive, inclusive, and respectful of the diversity of Indigenous families and communities.

Both governments understand that culture and language are fundamental aspects of identity. They shape how individuals perceive themselves and their place within their community and the world at large. Early childhood is critical period for language acquisition, making it of utmost importance that efforts to promote and revitalize Indigenous languages and the French language are prioritized.

The Manitoba Aboriginal Languages Strategy supports the promotion, revitalization, and retention of Indigenous languages in Manitoba based on the ancestral knowledges of Grandparents. The partner organizations for the Strategy are Manitoba Education and Early Childhood Learning – Indigenous Inclusion Directorate, the Manitoba First Nations Education Resource Centre, the University College of the North, and the Indigenous Languages of Manitoba. Membership and representatives consists of Grandparents from each of the Manitoba Aboriginal Languages groups, and representatives of leaders from First Nations, Inuit and Métis education organizations, provincial school divisions and post-

secondary institutions. Guided by the Manitoba Aboriginal Languages Strategy, Manitoba and Canada are committed to fostering culturally relevant language programs in our early learning and child care sector, to support an environment where indigenous languages thrive.

Manitoba and Canada recognize that Manitoba's Francophone community is a constituent of one of the fundamental characteristics of Canada. Both governments understand that fostering the development of French language skills and cultural identity among young children is one of the keys to preserving and promoting the francophone community's unique identity. By providing quality early learning and child care services in French, we create an immersive environment where children can develop their linguistic abilities at a young age. Manitoba and Canada are committed to supporting French language child care programming and services by working in partnership on child care space development, expanding the child care workforce, and enhancing and expanding Francophone curriculum and training.

## **Manitoba's Child Care Landscape**

ELCC in Manitoba is delivered in regulated non-profit and for-profit child care centres, and in home-based child care facilities to provide child care options for children 0-12 years of age. In Manitoba, 95 per cent of the licensed child care spaces are offered in licensed non-profit child care centres and family/group child care homes, while the for-profit sector represents 5 per cent of spaces offered through regulated centre based child care. Although a small component of Manitoba's larger system, for-profit operators are often family businesses committed to meeting community needs.

According to Statistics Canada's Census 2021, Manitoba is home to almost 240,000 Indigenous people, and at 18.3% has the highest proportion of Indigenous population among Canadian provinces. Of the Indigenous peoples in the province, 57% identify as First Nations people, 38% Métis, and 5% as either Non-Status or other Indigenous. With a young and growing population, Indigenous Manitobans account for almost 1 in 3 (29.4%) children 14 years or younger in the province, highlighting the importance of creating an early learning and child care system inclusive of, and built in collaboration with the province's Indigenous communities and organizations.

There are 63 First Nations in Manitoba, of which six are among the 20 largest in Canada, and more than half of First Nations people living on reserve live in communities not accessible by an all-weather road. The Métis people originated in the 1700s, when French and Scottish immigrants married Indigenous women. Their descendants formed a distinct culture, collective consciousness and nationhood. Finally, while Manitoba is not the traditional home of Inuit, many come to Manitoba every year for a variety of reasons and many Inuit have made Manitoba their permanent home.

Because the Indigenous Peoples in Manitoba are not a homogeneous group, their diversity in language, culture, traditions, community, context, community structure and political histories must be taken into consideration when working towards improving inclusion in

Manitoba's early learning and child care system. Different Indigenous groups have also experienced different realities throughout the ongoing history of colonization, and Manitoba aims to better understand our shared history and collective experience in order to move forward in partnership and a spirit of Truth and Reconciliation.

There are currently at least 25 licensed child care facilities in Manitoba that are Indigenous-owned and operated and offer an Indigenous cultural component. Manitoba's current database is limited in its ability to accurately capture the total number of Indigenous-owned and operated licensed child care facilities. Additionally, this information does not include the Indigenous-led early learning child care programs that operate outside the scope of Manitoba's provincial licensing system.

Manitoba Education and Early Childhood Learning has been working to enhance partnerships with First Nations and Métis governing bodies and communities from a distinctions-based approach. Indigenous governing bodies and communities have been engaged in a number of specific initiatives to support a more inclusive early learning and child care system. Recently, Manitoba and the Manitoba Métis Federation signed a memorandum of understanding committing to developing a shared, long-term, distinctions-based education strategy to improve the educational outcomes of Red River Métis students in Manitoba. The scope of the memorandum of understanding includes learning and other supports that facilitate a healthy and cultural early learning environment for young Métis learners.

Manitoba has a French Language Services Policy requiring government departments and agencies to provide their services in both English and French in geographic areas of the province where the French-speaking population is concentrated. While this policy has been in effect for decades, more recently in 2016, Manitoba enacted the Francophone Community Enhancement and Support Act, providing a legislative framework for enhancing the vitality of Manitoba's Francophone community and for supporting and assisting its development. Under the Act, all public bodies, including government departments, are required to prepare multi-year strategic plans related to the provision of French language services.

The Early Learning and Child Care Division within Manitoba Education and Early Childhood Learning has also been working with the Bureau de l'éducation française and the Secrétariat aux affaires francophones (Manitoba) to explore opportunities for alignment of priorities across the CW-ELCCA, the Action Plan for Official Languages, and the Agreement on French-Language Services Working in collaboration ensures that Francophone community and stakeholder needs are considered holistically.

Manitoba currently has approximately 47 child care centres and 25 homes providing services in French to over 3,160 children across Manitoba. The Fédération des parents de la francophonie du manitobaine (FPFM) provides critical supports to many of these facilities. They are a key partner in advancing Manitoba's commitments under the CW-ELCCA and are represented on the Minister's Consultation Table for Early Learning and Child Care. There are many community stakeholders and organizations that support the vitality of the French language within Manitoba's ELCC sector including the Division

scolaire franco-manitobaine and the Université de Saint-Boniface, the Conseil de développement économique des municipalités bilingues du Manitoba, and the Société de la francophonie manitobaine. Manitoba will continue to work with Francophone community partners in the development of initiatives and priorities under the CW-ELCCA.

Revenue for licensed non-profit child care centres and child care homes is generated through a combination of operating grants, other grants, and parent fees. Operating grants are determined through the unit funding model, which calculates equal daily revenue for infant, preschool and school age child care spaces. A unit is based on the regulated staff-to-child ratios for each type of space, as one staff member is required for each of the following units:

- Infant (children between 12 weeks and two years of age) Unit = 4 children
- Preschool Unit (children two years of age or older and not enrolled in grade one) = 8 children
- School Age Unit (children enrolled in grade one to six) = 15 children

Operating grants support costs for daily operations, including salaries, and are the primary mechanism through which Manitoba has historically maintained relatively low parent fees and now supports increased wages under the Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement (CW-ELCCA). As per the Canada-Manitoba Early Learning and Child Care (Bilateral) Agreement and the CW-ELCCA, federal investments support the non-profit sector for children under the age of seven.

## **Child Care Spaces**

Prior to the CW-ELCCA, in 2019-2020, there were roughly 38,465 child care spaces in Manitoba, with 25,489 designated as infant and preschool spaces for children under the age of seven. Of these spaces for children under the age of seven, approximately 22,917 spaces were funded spaces in the non-profit sector. By 2022-2023, the number of spaces for infants and preschool children aged 0-6 years in licensed and funded centres and homes had increased to 24,515. This includes 21,788 full time spaces of which 3,948 are infant spaces, and 17,840 are pre-school spaces. The additional 2,727 spaces are part-time spaces in nursery programs.

Manitoba does not currently have a mechanism to track the number of inclusive spaces with child care programming dedicated to children from diverse and/or vulnerable families. Manitoba will work on developing methods for tracking this information moving forward.

## **Child Care Subsidy Program**

The Child Care Subsidy Program provides support to eligible families to help with the cost of care by reducing child care fees for children from the ages of 12 weeks to 12 years. Eligibility depends on various factors including:

- income
- the number and age of children
- the number of days required for care
- the reason for care

In 2022-2023, an average of 6,541 children received a child care subsidy in a four-week billing period and of these children, 4,470 were ages 0-6.

## **The ELCC Workforce**

In Manitoba, child care providers in the regulated non-profit sector operate as small, independent businesses, with their respective board of directors responsible for establishing wages for all employees including Child Care Assistants (CCAs) and Early Childhood Educators (ECEs) to supervisory and director positions.

As of March 31, 2023, Manitoba's workforce for child care centres, nursery schools and homes had a total of 7,108 CCAs and ECEs including:

- 4,299 CCAs
- 2,016 ECE IIs
- 793 ECE IIIs

## **PREVIOUS ACHIEVEMENTS**

### **Canada-Manitoba Canada-Wide ELCC Agreement**

The CW-ELCCA provided over \$325M over two years from 2021-2022 to 2022-2023. Over these two years, Manitoba made significant progress toward many of the objectives under the CW-ELCCA, including:

- Announced that regulated parent fees would be reduced to a maximum of \$10 per day for regular periods of care effective April 2, 2023, three years ahead of the committed timeline.
- Increased the income threshold for the Child Care Subsidy Program by 45 per cent in 2021-2022, making more middle and low income families eligible for full or partial subsidy.
- Implemented the Parent Fee Advance, providing funding to facilities to cover the cost of child care while subsidy applications were processed.
- Provided a new Extended Hour Child Care Benefit to eligible facilities that offer child care outside of regular operating hours.
- Increased flexibility through the Shared Space per Diem, enabling eligible full time child care spaces to be occupied by multiple children requiring part-time care.
- Implemented the Business Improvement Grant, providing facilities with funding to purchase software and equipment to improve business solutions.
- Implemented a Wage Grid on July 1, 2022 to support the ELCC workforce.
- Introduced three new one-time Quality Enhancement Grants to support facilities with moving forward on the principles of quality, inclusivity, and sustainability:
  - Quality early learning environment grant - designed to help facilities ensure safe environments by addressing aging infrastructure and equipment, making improvements to their indoor or outdoor physical spaces and providing rich

learning environments by expanding the range of developmentally appropriate materials provided for children, families and staff.

- Enhancing accessible and culturally diverse child care grant - designed to help facilities advance diversity and inclusion in their facilities, ensure all children feel a sense of belonging and have the ability to meaningfully participate in the program, enhance children's experience through an enriched curriculum, and to enrich children and staff experience in the facility through environmental modifications.
- Staff recruitment and retention grant - designed to help facilities recruit, retain and recognize qualified ECEs and CCAs in their child care centres, support ongoing training and professional development of staff, and promote a positive organizational culture and work environment.
- Invested more than \$94M to create new child care spaces for children ages 0-6 in partnership with municipalities. Of the \$94M investment, \$10M was provided to the three First Nation communities.
- Enhanced the Early Learning and Child Care Building Fund, providing approved project proponents with capital grant funding of up to 60 per cent, up from 40 per cent, towards the total eligible project construction costs of developing new child care spaces.

## **Canada-Manitoba ELCC Agreement**

The first Canada-Manitoba Early Learning and Child Care Agreement (Bilateral) began in the 2017-2018 fiscal year, expiring on March 31, 2020, with a single-year extension signed in August of 2020.

A new four-year Bilateral Agreement was signed on February 22, 2022, extending the agreement from 2021-2022 through 2024-2025, providing \$78M over a four-year period.

Manitoba has experienced considerable success under the Bilateral Agreement from its outset in 2017, including:

- Created 706 new child care spaces for children ages 0-6 through capital funding.
- Provided operating funding for 744 child care spaces for children ages 0-6.
- Awarded over \$6.8M in COVID response grants to stabilize the child care sector during the pandemic.
- Provided free access to the Science of Early Child Development (SECD) open portal.
- Subsidized tuition for students enrolled in the Introduction to SECD course, which meets the 40-hour course relevant to early childhood education requirement for CCAs to complete in the first year of their employment. In 2020 – 2021, 326 students enrolled received subsidy and of those, 303 successfully completed the course.
- Provided directors and staff of child care facilities with training in the Circle of Security Model, including the leadership model training.
- Provided online board governance training to board members from facilities across Manitoba, with the development of two additional training modules and French language translations completed.

- Increased participation in the mentorship program for home-based providers.
- Supported children with additional needs and provided training for child care staff in Applied Behavioral Analysis through the Dual Stream Service Model.
- Provided funding to Fédération des parents de la francophonie manitobaine (FPFM) to support training for Francophone ELCC facilities and staff.
- Awarded the Indigenous Programming Grant to 62 facilities. All facilities were eligible to apply for this grant under the premise that all Manitobans benefit from learning more about Indigenous culture and history. Provided one-time renovation expansion grant funding to child care centres that have undergone renovations for infant and preschool space expansion that lead to the opening of a full group of spaces to expand capacity and meet community need.

## **Early Childhood Workforce Funding Annex**

The Early Childhood Workforce Funding Annex was signed as part of the Bilateral Agreement, providing over \$19M in single-year funding in 2021-2022 to support Manitoba's recruitment and retention strategies for a qualified ELCC workforce. Because the agreement was not signed until February 2022, many of the initiatives were implemented in 2022-2023.

Manitoba prioritized its retention strategies to maintain a qualified and experienced workforce by providing monetary benefits to enhance wages and retirement benefits. Under the Early Childhood Workforce Funding Annex, Manitoba provided the following retention benefits:

- Provided an enhanced pension benefit of an additional two per cent in 2021-2022 for eligible staff members working in licensed, funded, child care centres.
- Provided eligible license holders of child care homes an additional \$500 toward RRSP reimbursements in 2022 and in 2023.
- Provided a Savings Investment Benefit, at an average of \$1,065 per ECE, to 2,856 ECEs.
- Implemented a Wage Bridge Benefit that provided a one-time top up to the lowest paid workers in Manitoba's ELCC sector to bring their wages to the average wages of ECEs and CCAs in Manitoba in 2021-2022.

# FUTURE ACTION PLANS

With the signing of the CW-ELCCA on August 9, 2021, a shared vision between Manitoba and Canada for an affordable, accessible, flexible, high-quality and inclusive child care system in Manitoba was established, strengthening Manitoba's ELCC system through significant investments of \$1.2B over a period of five years. Through the CW-ELCCA, Canada and Manitoba recognize the importance of aligning priorities and actions with the priorities and vision of the Indigenous ELCC Framework co-developed by Canada and the Assembly of First Nations, Inuit Tapiriit Kanatami, and the Métis National Council.

Manitoba's Action Plan for the Bilateral Agreement from 2023-2024 to 2024-2025 represents a shift to being future-oriented, aligning with and running complementary to the CW-ELCCA. As the two agreements build on the same Multilateral Framework and run concurrently in Manitoba, planning has shifted to view the Bilateral Agreement as the avenue for delivering specific, dedicated, targeted funding and for the development of new initiatives that can later become established under the CW-ELCCA based on their outcomes.

Manitoba will shift the focus on affordable and accessible child care spaces developed under the Bilateral Agreement in previous years over to the CW-ELCCA as part of the long-term vision for affordable and accessible child care in Manitoba. This shift in operating funding for affordable and accessible child care spaces previously developed under the Bilateral Agreement to the CW-ELCCA allows for greater stability and long-term sustainability of developing affordable, accessible, flexible child care options. By offsetting costs from the smaller Bilateral Agreement to the long-term vision of the CW-ELCC, there is freedom to develop new initiatives and models, and to be more responsive to the ideas and requests from the ELCC sector, key stakeholders and sector advocates, including members of the Minister's Consultation Table.

Manitoba recognizes the critical importance of working in partnership with Indigenous governing bodies in a distinctions-based approach toward a shared vision. In keeping with Manitoba's commitment to Truth and Reconciliation, the province is committed to supporting Indigenous-led initiatives to develop and deliver early learning and child care programs that are culturally responsive, inclusive, and respectful of the diversity of Indigenous families and communities. Manitoba is also committed to continuing the dialogue with First Nations and Métis governing bodies regarding the development of a Canada-Wide early learning and child care system through partnership at all levels of government. These partnerships will be guided by the Indigenous ELCC Framework. We will work to optimize synergies between our agreements with Canada to further our shared priorities as we build a Canada-wide early learning and child care system.

# Canada-Manitoba Canada-Wide ELCC Action Plan 2023-2024 – 2025-2026

It is estimated that Manitoba will receive \$860,730,533 under the CW-ELCCA to support the creation of a Canada-wide ELCC system over the next three years, including \$241,512,589 in 2023–2024. This investment includes a fixed base amount of \$2 million per year, with the balance of the funding allocated based on Manitoba's share of the national population of children aged 0 to 12 years.

Allocations will be adjusted annually based on updated population estimates released by Statistics Canada.

Table 1(a) – Total Allocations

Year	Final allocation
2021-2022	\$129,109,750
2022-2023	\$195,933,515
<b>Sub total</b>	<b>\$325,043,265</b>

Table 1(b) - Remaining Allocations

Year	Estimated allocation
2023-2024	\$241,512,589
2024-2025	\$282,957,872
2025-2026	\$336,260,072
<b>Sub total</b>	<b>\$860,730,533</b>
<b>5-Year Total</b>	<b>\$1,185,773,798</b>

*The estimated allocations for fiscal year 2023-2024 to 2025-2026 use Statistics Canada's population estimates as of July 1st, 2022. Estimated allocations will be updated yearly based on Statistics Canada's population estimates as of July 1st of the preceding fiscal year. Final allocations will be calculated using Statistics Canada's population estimates on July 1st of that fiscal year.*

As the CW-ELCCA represents the long-term goals of a robust child care system, Manitoba's 2023-2024 to 2025-2026 Action Plan will continue with a long-term focus on:

- Affordability
- Access
- Quality
- Inclusion

## AFFORDABILITY

Under the CW-ELCCA, Manitoba made a commitment to decrease parent fees to meet an average of \$10 per day by March 31, 2026. On March 3, 2023, a joint announcement was held between the Manitoba government and the Government of Canada, that beginning April 2, 2023, Manitoba would meet that commitment a full three years ahead of schedule.

### Reduced Parent Fees

Maximum parent fees in the regulated non-profit child care sector for both child care centres and home-based providers are established in the Child Care Regulation under The Community Child Care Standards Act. In order to implement decreased parent fees, changes to the Child Care Regulation were required.

The table below illustrates the difference between the previous maximum parent fees and the newly established parent fees under the CW-ELCCA for infant and preschool children under the age of seven.

Table 2 – Parent Fees as of April 2, 2023

Parent Fees in Manitoba for Regulated Non-Profit Child Care					
Child	Type of Care	Previous Maximum Daily Parent Fees		New Maximum Daily Parent Fees	
		Centre	Home*	Centre	Home*
Infant	Less than 4 hours per day	\$15.00	\$11.10	\$ 5.00	\$ 5.00
	4 hours to 10 hours per day	\$30.00	\$22.20	\$ 10.00	\$ 10.00
	More than 10 hours per day	\$45.00	\$33.30	\$ 15.00	\$ 15.00
Preschool	Less than 4 hours per day	\$10.40	\$9.10	\$ 5.00	\$ 5.00
	4 hours to 10 hours per day	\$20.80	\$18.20	\$ 10.00	\$ 10.00
	More than 10 hours per day	\$31.20	\$27.30	\$ 15.00	\$ 15.00

\* Where the license holder is not certified as an ECE II or ECE III. Under the previous regulated parent fee structure, if the home license holder was certified as an ECE II or ECE III they charged the same fees as a centre.

In order to offset the loss in revenue from decreased parent fees in the regulated non-profit child care sector, a Reduced Parent Fee Revenue Grant was implemented under the CW-ELCCA which is paid directly to operators in order to maintain the same level of revenue for facilities.

Table 3 – Reduced Parent Fee Revenue Grant

Reduced Parent Fee Revenue Grant			
Child	Type of Care	Daily Parent Fee Grant	
		Centres	Homes*
Infant	Less than 4 hours per day	\$10.00	\$6.10
	4 hours to 10 hours per day	\$20.00	\$12.20
	More than 10 hours per day	\$30.00	\$18.30
Preschool	Less than 4 hours per day	\$5.40	\$4.10
	4 hours to 10 hours per day	\$10.80	\$8.20
	More than 10 hours per day	\$16.20	\$12.30

\* Where the license holder is not certified as an ECE II or ECE III.

The newly established parent fees and the daily amounts used to calculate the Reduced Parent Fee Revenue Grant, when combined, re-establish previous revenue levels in funded non-profit child care facilities.

The Child Care Subsidy Program continues to be available for eligible families to ensure that cost is not a barrier to quality early learning and child care.

Table 4 – Affordability Investments

Program Initiative	Indicators	Targets	Fiscal year	Funding	Actuals
Reduced Parent Fees	Number of child care spaces ages 0-6 that are supported by the Reduced Parent Fee Revenue Grant.	27,115 child care spaces	2023 - 2024	\$71.24M	
		31,914 child care spaces	2024 - 2025	\$82.5M	
		45,789 child care spaces	2025 - 2026	\$111.8M	

## ACCESS

At the beginning of the CW-ELCCA, Manitoba committed to the creation of 23,000 new child care spaces by March 31, 2026. Since the signing of the CW-ELCCA in August 2021, we have committed funding for the creation of 4,340 spaces, of which, 1,409 have opened to date. Manitoba remains committed to meeting its target for additional child care spaces, prioritizing higher-need communities where access to child care is limited, including the development of 222 child care spaces in three First Nation communities.

### Capital Development

#### ***Municipalities and Indigenous Governing Bodies***

In 2022-2023, Manitoba invested more than \$94M under the CW-ELCCA to create new child care spaces for children ages 0-6 in partnership with municipalities and Indigenous Governing Bodies. The Ready-to-Move (RTM) Child Care project uses hybrid construction technology to develop new child care facilities under expedited timelines. Communities are provided fully funded child care centres in exchange for serviced land, 15 years of free rent, and general maintenance and repairs. This type of construction technology allows for the development of high-quality new facilities built under controlled conditions before they are moved to the final site and placed on a permanent foundation. The number of facilities being created is 23 through this initiative, for a total of 1,670 new child care spaces. This includes new facilities in three First Nations: Peguis First Nation, Norway House Cree Nation, and Lake St. Martin First Nation. Each of these facilities in First Nation communities will provide 74 infant and preschool spaces.

In 2023-2024, Manitoba will invest an additional \$26M to increase the number of spaces in four facilities from 74 to 104, adding 120 more spaces, and will extend the program developing two more centres in rural communities, adding 148 additional spaces. Of the additional \$26M identified for 2023-2024, \$2M is allocated to the First Nations to support completion of the development.

Manitoba will continue to explore opportunities to support expansion of child care spaces in municipalities and with Indigenous governing bodies. Manitoba is currently exploring an opportunity to partner with a Manitoba First Nation that would include a potential of 104 spaces.

#### ***School-based Child Care Expansion***

Building on the success of Manitoba's Child Care in Schools Policy, whereby all new schools have a purpose-built child care centre included in the design, the department issued an expression of interest (EOI) to school divisions in March 2023. The scope of this EOI includes projects apart from the new school/major renovations already committed. If approved, this initiative will result in new 2,421 new spaces for children ages 0-6 and 555 spaces for children ages 7-12 (funded provincially) located on surplus land, or created through renovations to surplus space within a school. Co-locating child care on school property supports the families whose children are enrolled in that school, and it allows for new centre development in urban centres where land may not be as available as in rural

areas. Through the EOI, 30 projects will proceed to detailed planning and design, for a total investment of \$132M.

### ***Post-Secondary Institutions Expansions***

In February 2023, the department jointly issued an EOI with Manitoba Advanced Education and Training (AET) to expand Child Care Assistants and Early Childhood Education training programs at recognized public post-secondary institutions. At the same time, the department issued an EOI for on-site child care space expansion and Learning Labs in these facilities to support experiential learning of post-secondary students. Through the EOI process, nine projects at post-secondary institutions (PSIs) creating an estimated 686 spaces for children ages 0-6, and an additional 60 spaces for school-age children, were selected to proceed. The estimated investment for these projects is \$48.4M, and will be completed over three years as follows:

- University of Manitoba – 166 spaces (Two projects)
- Assiniboine Community College – 216 spaces
- Red River College Polytech – 20 spaces
- University of Winnipeg – 32 spaces
- University College of the North – 74 spaces
- Université de Saint-Boniface – 60 spaces (school-age, funded provincially)
- Manitoba Institute of Trades and Technology (Henlow Campus) – 74 spaces
- Manitoba Institute of Trades and Technology (Pembina Campus) – 104 spaces

### ***Existing Child Care Operators: \$13.5M request***

There are more than 640 centre-based non-profit child care facilities in Manitoba that are already established businesses with expertise in delivering quality child care programs. Under the 2021/22 - 2022/23 Canada-Manitoba Action Plan, the province provided \$3.4M through the Renovation Expansion Grant to 14 centres to create 120 new spaces for children under the age of seven. Building on that success, Manitoba is proposing to issue an EOI to existing operators to provide \$30K per space, up to \$2M in capital grant funding to centres that can increase the number of child care spaces within their existing footprint. The province anticipates creating an estimated 450 spaces through this initiative.

In 2022-2023, the province also enhanced the Early Learning and Child Care Building Fund, providing approved project proponents with capital grant funding of up to 60 per cent, up from 40 per cent, towards the total eligible project construction costs of developing new child care spaces, with an estimated 990 spaces to open under the enhanced funding.

### ***Health Care-Related Capital Projects***

The capital and child care expansion plan for 2024-2026 will include additional projects for which the department is currently consulting with Manitoba Health and regional health authorities. This includes exploring the development of child care to support the recruitment and retention of the health care workforce and identifying opportunities in capital projects already approved but not yet through design phase. Manitoba has met with regional health authorities and is working on a capital plan to develop 500 spaces in partnership with the health care system over the next three years.

## **Expansion Spaces**

To achieve the goal of 23,000 spaces as part of the Canada-Wide Agreement, the overall plan includes future expansion initiatives not requiring capital funding. This includes initiatives such as creating extended hours child care spaces within existing child care centres, such as those within health care facilities, exploring interest in converting for-profit spaces into affordable spaces, supporting more home-based child care spaces, and funding current centres with available space to increase their capacity. Over the three year period of this Action Plan, Manitoba intends to create an additional 13,245 spaces through these expansions.

## ***Employment Transition Program***

The Employment Transition Program was proposed under the first CW-ELCCA Action Plan; however, it is still at the conceptual stage. Under this new Action Plan, the Employment Transition Program will serve as a mechanism to support families engaged in training and education, transitioning from Manitoba's Employment and Income Assistance (EIA) program. The Employment Transition Program will provide additional operating funds for children under the age of seven, guaranteeing child care spaces for parents to allow them to engage in training and education to meet their needs.

## **Operating Grant for New Spaces**

Since the original Bilateral Agreement, Manitoba has developed 706 affordable, accessible and flexible child care spaces for children ages 0-6, in addition to subsidizing operating grants for 744 additional infant and preschool child care spaces for families in need. As the Bilateral Agreement represents the long-term vision for affordability and accessibility, the operating grants to maintain these 1,450 child care spaces for children under the age of seven will shift to the CW-ELCCA, allowing for \$8.8M in federal funding to be reallocated to other short-term initiatives under the Bilateral Agreement.

As Manitoba continues to develop more child care spaces through capital and non-capital expansion, more spaces will be eligible for operating grant funding.

## **Manitoba's Child Care Demand Model**

Manitoba has recently developed a Child Care Demand Modelling tool that takes into account Census and other demographic indicators to identify the areas of the province with the highest need for child care. The tool has been used to support decision-making in the review of EOIs for municipalities and Indigenous governing bodies, the school-based child care expansion and post-secondary child care expansion projects, to ensure investments are directed at communities with a demonstrated need and those which are underserved. The Child Care Demand Modelling tool is continuing to be enhanced to ensure development and expansion projects to support Indigenous children, Black and other racialized children, children of newcomers, and official language minorities are prioritized within the tool. As Manitoba moves forward under this new Action Plan, this new Child Care

Demand Modelling tool will continue to be refined to ensure investments in new spaces are targeting those communities with the greatest need.

The Child Care Demand Model is used when prioritizing capital projects. Consultation and engagement with partners across the province, including Indigenous and Francophone communities and organizations, are also a critical tool used to prioritize capital investments.

Under the new Action Plan, Manitoba will continue exploring further partnerships with other publicly-funded entities, such as school divisions, post-secondary institutions, health care facilities and social service organizations for the expansion of spaces in communities with the highest need. By supporting access to licensed child care, Manitoba is able to advance provincial priorities related to workforce participation and opportunities for community and economic growth.

Table 5 – Access Investments

Program Initiative	Indicators	Targets	Fiscal year	Funding	Actuals
Capital Development	Number of additional child care spaces for ages 0-6 initiated for development through capital development.	822 spaces	2023 - 2024	\$62.5M	
		1,144 spaces	2024 - 2025	\$65.25M	
		3,453 spaces	2025 - 2026	\$95.25M	
Expansion Spaces	Number of additional child care spaces for ages 0-6 opened through expansion of existing spaces without capital.	1,642 expansion spaces	2023 - 2024	N/A (included in Operating Grant for new spaces)	
		5,482 expansion spaces	2024 - 2025		
		6,121 expansion spaces	2025 - 2026		
Operating Grant for New Spaces Established Under the Bilateral Agreement or the CW-ELCCA Since 2017	Number of new child care spaces for children ages 0-6 now receiving operating funding since 2017 (cumulative).	5,259 new spaces receiving operating grants	2023 - 2024	\$19.6M	
		10,058 new spaces receiving operating grants	2024 - 2025	\$40.45M	
		23,933 new spaces receiving operating grants	2025 - 2026	\$97.2M	

## **QUALITY**

Well-educated, well-trained, and well-compensated professionals are essential to establishing a high quality and robust ELCC system across Canada and within Manitoba. In Manitoba, the ELCC workforce consists of CCAs and ECEs.

### **Wage Grid Supplement**

Across Canada, the ELCC sector consistently raises concerns about low wages for the level of work performed in educating and taking care of children in the early learning stages of development. As of 2021, in Manitoba, average hourly wages for child care staff were not standardized and there was a wide range of wages being paid. In July 2022, Manitoba provided facilities with a Wage Grid and a Wage Grid Supplement as additional funding in their operating grants to support increasing wages.

The Wage Grid provides guidance to funded, non-profit boards in developing equitable wage scales by establishing a starting wage based on the position and classification of the employee. This will help to ensure more consistency in wages across the sector, and will support higher wages overall. Manitoba and Canada jointly announced an increase to the starting point wages in the Wage Grid and a corresponding increase to the Wage Grid Supplement effective July 1, 2023. The Manitoba government is investing additional provincial funding to ensure staff working in school-age programs, which are often within centres also offering infant and preschool programs, are also fairly and consistently compensated.

Table 6 – Manitoba 2023-2024 ELCC Wage Grid

2023-2024 Early Learning and Child Care Wage Grid		
Position/Classification	Hourly Wage	
	Starting Point	Target
<b>Director ECE III</b>		
151-200 spaces	\$35.82	\$36.84
51-150 spaces	\$32.18	\$32.54
50 spaces or less	\$28.95	\$29.23
<b>Director ECE II</b>		
151-200 spaces	\$33.64	\$33.64
51-150 spaces	\$30.18	\$30.58
50 spaces or less	\$27.15	\$27.40
<b>Assistant Director</b>		
ECE III	\$28.87	\$29.25
ECE II	\$26.04	\$26.30
<b>Supervisor</b>		
ECE III	\$27.42	\$27.67
ECE II	\$24.75	\$25.00
<b>Frontline Staff</b>		
ECE III	\$23.66	\$23.77
ECE II - 2 plus years experience	\$22.18	\$22.29
ECE - Entry Level	\$20.73	\$20.90
CCA (with 40 hour course)	\$17.04	\$17.17

*\* The target wages in 2023/24 remain unchanged from 2022/23 with exception of Director ECE II (151-200 spaces). This was adjusted by four cents to ensure 2023/24 target wage is not lower than the starting point wage for this position and classification.*

To provide on-going financial support for the 2023-2024 ELCC Wage Grid in non-profit centres and nursery schools, annual operating grant rates will increase effective July 1, 2023, as outlined below:

Table 7 – Annual Operating Grant Rates for Funded Centres and Nursery Schools

<b>Maximum Annual Operating Grant Rates for Centres and Nursery Schools</b> <b>Annual Amount per Approved Funded Space</b>					
<b>Space Type</b>	<b>Infant</b>	<b>Preschool</b>	<b>Nursery School (1 to 5 sessions per week)</b>	<b>Nursery School for each additional session up to 10 per week)</b>	<b>School Age</b>
<b>Effective July 1, 2023</b>	\$14,997	\$5,991	\$1,753	\$351	\$2,629
<b>Increase from July 1, 2022 Rates</b>	\$1,321	\$660	\$258	\$52	\$352

Home-based child care providers play an essential role in providing quality child care services to Manitoba families. In recognition of this, the increased Wage Grid Supplement is provided to all funded family and group child care homes to increase the revenue for funded home-based providers. For home-based providers that employ staff, the Wage Grid Supplement increased funding is also used to increase wages for those staff. The operating grant rates for family/group child care homes will increase effective July 1, 2023 as outlined below:

Table 8 - Annual Operating Grant Rates for Funded Homes

<b>Maximum Annual Operating Grant Rates for Family/Group Child Care Homes</b> <b>Annual Amount per Approved Funded Space</b>			
<b>Space Type</b>	<b>Infant</b>	<b>Preschool</b>	<b>School Age</b>
<b>Effective July 1, 2023</b>	\$4,292	\$3,352	\$1,697
<b>Increase from July 1, 2022 Rates</b>	\$583	\$468	\$298

Wages in the ELCC sector will need to continue to increase in order for the field to stay competitive. Manitoba anticipates further increases to wages and accompanying increases to the Wage Grid Supplement of at least two per cent in each of the next two years, 2024-2025 and 2025-2026.

### **Early Childhood Education and Training Expansion**

The recruitment and retention of a qualified ELCC workforce is essential to the long-term sustainability of a robust ELCC system across Canada, and as Manitoba continues its creation of 23,000 new child care spaces, the recruitment of more CCAs and ECEs is essential to supporting this growth.

Manitoba Education and Early Childhood Learning regulates the qualifications and education requirements for CCAs and ECEs working in Manitoba's early learning and child care sector. Manitoba also establishes criteria for the training programs for CCAs and ECEs and new education programs require review by the Child Care Qualifications and Training Committee and approval by Manitoba. The educational requirements for CCAs and ECEs are:

- **CCA:** the Child Care Regulation requires that CCAs must complete a 40-hour course related to early childhood education within their first year of employment. All courses included in approved ECE diploma programs qualify towards the 40-hour course requirement for CCAs.
- **ECE II:** Requires a degree or diploma specific to Early Childhood Education through a recognized PSI, with a minimum of 1,800 – 2,000 study hours including 520 hours of practicum.
- **ECE III:** Requires an approved degree or diploma plus an approved continuing education certificate or degree.

Manitoba recently updated the ECE II Competencies in Manitoba that all post-secondary education programs must comply with to encompass a comprehensive integration of Indigenous perspectives, knowledge, and practices throughout the curriculum, acknowledging the importance of Indigenous history, culture, and traditions. In 2019, the Child Care Qualifications and Training Committee undertook the task of revising these competencies in accordance with Calls to Action 10 (iii) and 12 of the Truth and Reconciliation Commission of Canada's Final Report. The Child Care Qualifications and Training Committee collaborated closely with two subcommittees, one of which was an Indigenous advisory committee comprising Indigenous Elders, Knowledge Keepers, and Indigenous educators.

Their invaluable contributions ensured that the updated competencies reflected a shared understanding of Manitoba's founding people and aimed to foster social cohesion, alleviate the isolation experienced by many Aboriginal families, and promote educational achievement among Indigenous students. The committee comprised representatives from various Indigenous organizations, post-secondary institutions, the federal government, other provincial departments, the Manitoba Métis Federation, and the Manitoba First Nations Education Resource Centre, demonstrating a collaborative and inclusive approach to the development of these competencies.

By investing in recognized public post-secondary institutions (PSIs), Manitoba aims to train and equip more ECEs and CCAs to meet the increasing demand for child care services in the province.

Five public PSIs are expanding or developing 14 early childhood education and training programs, providing a total of 998 additional seats:

- 318 additional seats proposed for ECE training programs
- 680 proposed new CCA seats

These expansions will support 770 new ECE student admissions over the three-year period of 2023-2024 to 2025-2026, and 1,280 CCA student admissions over the three-year period.

The expansion of seats for ECE diploma programs and ECE training programs include additional seats in rural and northern Manitoba, as well as the redevelopment of an ECE III Francophone program through Université de Saint-Boniface, helping to support recruitment and training of ELCC professionals in underserved communities. This

investment will assist in expanding the child care workforce and ensuring that it protects and promotes the linguistic and cultural diversity of our Francophone communities.

The University College of the North, a post-secondary institution that strives to reflect the cultural diversity and Indigenous reality of Northern Manitoba, will increase its CCA training by 120 seats and will expand its ECE training program seats by 87. The University College of the North prepares students to provide quality care and education to children in a variety of settings with an emphasis placed on learning within the context of Northern Manitoba and, in particular, within Aboriginal communities. Integral to the University College of the North programs is affirmation of Aboriginal world views, values, perspectives, and traditions.

Assiniboine Community College is based in Brandon, Manitoba, with campuses in Dauphin, Portage la Prairie, and Winnipeg. Through this training expansion, Assiniboine Community College will increase its CCA training seats by 560 and will expand its ECE training programs by 85 seats. Of this expansion, 360 CCA seats will be delivered as a rotating program, with delivery in rural and remote, including Indigenous communities throughout western Manitoba. In partnership with the Brandon YMCA, Assiniboine Community College will also be delivering 20 of their new ECE training seats as rural rotating programs and cluster training (a combination of distance and in-person) to support workforce development in distributed communities.

#### New High School Technical Vocational Education ECE Program

Manitoba recently completed the development of a Technical Vocation Education (TVE) ECE curriculum for Manitoba high schools that will be piloted in four schools beginning in September 2023 (Portage Collegiate Institute, R.B. Russell Vocational School, Seven Oaks Adult Learning Centre, and Louis Riel Arts and Technology Centre). The high school-based ECE career cluster, spanning 1000 hours and encompassing theory and practical application, offers Grades 10-12 students a well-structured pathway to becoming early childhood educators. At the end of the TVE program, graduates will be eligible for classification as CCAs and discussions are underway with post-secondary institutions to support seamless articulation to ECE II education programs.

The development of the TVE curriculum involved a meticulous alignment with the ECE II Competency Standards. The Curriculum Development Committee consisted of representatives from the Manitoba Métis Federations Louis Riel Vocation College and the University College of the North (UCN), ensuring diverse perspectives and expertise. In line with the new K-12 curriculum, *Mamàhtawisiwin: The Wonder We Are Born With – An Indigenous Education Policy Framework*, is incorporated into the TVE curriculum.

Currently there is no CW-ELCC funding associated with the development and implementation of the TVE ECE curriculum, however, the implementation of this program will contribute to the growth of the workforce, thereby supporting the goals and targets of the CW-ELCCA.

Table 9 – Training Expansion Seats and Student Admissions

	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>TOTAL</b>
Total New ECE Seats	164	124	30	<b>318</b>
Total New ECE Student Admissions				<b>770</b>
Total New CCA Seats	600	80	-	<b>680</b>
Total New CCA Student Admissions				<b>1,280</b>

### **Staff Replacement Grants**

Manitoba provides a Staff Replacement Grant to licence holders of child care centres and homes to cover the cost of employing a replacement staff member when a full-time employee is enrolled in an ECE Workplace Training Program. The expansion of the ECE education programs at Manitoba's PSIs includes an additional 120 seats across three Workplace Programs. Under the CW-ELCCA Action Plan, Manitoba will continue to provide facilities with this grant to support employees with upgrading their education in the expanded ECE Workplace Training Program seats.

### **ECE Tuition Reimbursement Program**

Under the Early Childhood Workforce Funding Annex (2021-2022) attached to Manitoba's 2021-2022 Bilateral Action Plan, \$4M was allocated to develop a tuition reimbursement program, providing up to \$5,000 in tuition reimbursements per academic year for students in ECE programs in 2021-2022 and 2022-2023. There was significant uptake of this program, with over 600 students accessing tuition reimbursement. In order to continue to reduce barriers to accessing post-secondary education in the ECE field, Manitoba will continue to allocate federal funding annually to maintain the ECE tuition reimbursement program. Given that we are also increasing the number of ECE program seats each year over the next three years, the annual investment in the tuition reimbursement program will increase.

Table 10 – Quality Investments  
CW

Program Initiative	Indicators	Targets	Fiscal year	Funding	Actuals
Wage Grid Supplement*	Number of spaces for which the Wage Grid Supplement is provided.	40,959 spaces	2023 – 2024	CW \$36M Bilat \$14.6M Total \$50.6M	
		47,738 spaces	2024 – 2025	CW \$66.1M Bilat \$6.1M Total \$72.2M	
		63,863 spaces	2025 - 2026	\$107M	
Early Childhood Training Expansions	Number of new seats available in ECE and CCA education and training programs	New ECE Seats – 164 New CCA Seats – 600	2023 - 2024	\$9.3M	
		New ECE Seats – 124 New CCA Seats – 80	2024 - 2025	\$9.4M	
		New ECE Seats – 30 New CCA Seats – 0	2025 - 2026	\$8.2M	
Staff Replacement Grants	Number of additional CCAs enrolled in expanded ECE Workplace Training Programs	60 students	2023 – 2024	\$417K	
		120 students	2024 - 2025	\$835K	
		120 students	2025 - 2026	\$835K	
ECE Tuition Reimbursement	Total number of applicants approved for reimbursement.	400 applicants	2023 - 2024	\$2.0M	
		400 applicants	2024 - 2025	\$2.0M	
		400 applicants	2025 - 2026	\$2.0M	

\*The targets for the Wage Grid Supplement represent all funded spaces 0-12 in Manitoba. The funding represents the estimated total wage grid costs for facilities where 0-6 spaces represent 20% or more of total spaces. The funding in this table represents the total estimated federal funding for the Wage Grid Supplement each year. However, these costs will be shared between the CW-ELCCA and the Bilateral Agreement (Bilat).

# INCLUSION

Manitoba is committed to continuing efforts to build an early learning and child care system that is inclusive and ensures that vulnerable communities, including children with disabilities and children needing enhanced or individual supports, Indigenous children, Black and other racialized children, children of newcomers, and official language minorities, have equitable access to high quality early learning and child care environments.

To support the development of an inclusive Canada-wide early learning and child care system that fosters a safe and culturally relevant environment for Indigenous children, Manitoba will continue to engage with Indigenous governing bodies on opportunities for joint planning and prioritization under our agreements.

Manitoba is committed to continuing to expand Francophone early learning and child care services to foster the enhancement of the vitality of Manitoba's Francophone community. Manitoba is using CW-ELCCA funding together with Bilateral Agreement funding to achieve targets related to expanding support for French language services. Additional diversity and inclusion initiatives fostering the development of French language skills and cultural identity among Francophone communities in Manitoba appear in the Bilateral Agreement Action Plan section of this document.

## **Diversity and Inclusion Service Model (Formerly Dual Stream)**

Originally developed as the Dual-Stream Service Model under the Bilateral Agreement, the Diversity and Inclusion Service Model provides funding for children with additional support needs and for Applied Behavioral Analysis (ABA) training for staff through grants paid to St. Amant Centre, a non-profit organization that specializes in providing training and services to support children with additional support needs, such as disabilities and Autism Spectrum Disorder (ASD). As the need for inclusion and diversity in ELCC programs for children that require additional supports increases, so does the demand for services and programs that better support children and staff. As such, the term "Dual-Stream" has evolved to become the Diversity and Inclusion Service Model.

The Diversity and Inclusion Service Model is a dual service and funding model where children are streamed into one of two streams at the front end; children with Autism or those receiving or eligible to receive Children's DisABILITY Services (CDS) and children with significant behavioural/emotional needs with impaired adaptive functioning related to their development. While federal funding is utilized to support children ages 0-6 with a diagnosis of ASD or those eligible for CDS services, Manitoba continues to provide the necessary funding to support children with additional needs that do not fall under ABA and emotional and behavioural needs CDS, as well as school age children with additional needs.

## Funding for Children with Additional Support Needs

The diversity and inclusion principles are woven throughout the initiatives in Manitoba's Action Plan; however, specific investments focus on supports targeted to the unique needs of Manitoba's children. Funding will assist children with additional support needs, such as ASD and emotional and behavioural needs.

Since the original Action Plan from 2017-2018 through 2021-2022, 846 unique children ages 0-6 with additional support needs were supported through federal funding to provide equipment, room modifications, specialized training and enhanced staffing necessary for the inclusion of children with disabilities or ASD in child care programming.

Manitoba anticipates a growing number of children in the ELCC system being eligible for these additional supports. This is in part due to the growth of the ELCC system as we progress toward adding 23,000 spaces, as well as an increasing number of children being diagnosed with ASD and other diagnoses requiring additional supports.

### **St. Amant**

Manitoba is continuing its partnership with St. Amant Centre, a non-profit organization that offers a wide range of supportive services for Manitobans with developmental disabilities and autism spectrum disorder (ASD). St. Amant Centre continues to provide the "Fulfilling Potential" workshop series to child care facilities free of charge to support their understanding of an Applied Behavioral Analysis (ABA) based approach and how it supports children living with ASD.

Original targets were 100 participants per year; however, participation experienced significant growth since transitioning to online delivery in 2022-2023, 157 child care providers participated in the series of seven online workshops. St. Amant Centre will continue offering the series of seven workshops.

Funding will be provided to St. Amant Centre to:

- Deliver the Fulfilling Potential Workshop Series to build the capacity of child care providers working with children with Autism.
- Establish a working group and engage with the child care sector regarding the Fulfilling Potential Workshop Series. The engagement will be used to inform new workshop content for an expansion of the Fulfilling Potential Workshop Series, including a series of online learning modules to support the inclusion of children with Autism Spectrum Disorder in child care facilities.

## Inclusive Workshop Series

The Manitoba Child Care Association will work with the Manitoba Inclusion Child Care Committee to develop and deliver 5 workshops to 300 participants in the ELCC sector. These workshops will focus on topics such as inclusive curriculum, partnerships with families, and valuing children's individuality. The workshop series will be available in multiple formats, ensuring they are accessible province-wide.

## Partnerships with Indigenous Governing Bodies

Manitoba will continue dialogue with Indigenous governing bodies from a distinctions based approach on opportunities for partnership and collaboration toward achieving an ELCC system that is inclusive of all Indigenous peoples.

Manitoba is planning to work with the Manitoba Métis Federation to support training and employment for up to 25 newcomers to Manitoba within the Manitoba Métis Federation's Early Childhood Educator program and in the Manitoba Métis Federation's Early Learning Childcare Centres. Priority for program recruitment will be given to individuals holding Canada-Ukraine Authorization for Emergency Travel (CUAET), granting them extended temporary status in Canada for work, study, and residency purposes.

Manitoba will continue to engage with Manitoba First Nations and the Manitoba Métis Federation to explore opportunities to further share priorities under the CW-ELCCA and the Indigenous ELCC Framework.

Table 11 – Inclusion Investments

Program Initiative	Indicators	Targets	Fiscal year	Funding	Actuals
Diversity and Inclusion Services Model	Number of children with a diagnosed disability or autism 0 – 6 years who are supported to attend child care.	485 children supported.	2023 - 2024	\$7.8M	
		540 children supported.	2024 - 2025	\$8.8M	
		600 children supported.	2025 - 2026	\$9.8M	
St. Amant	Number of child care providers who attend the Fulfilling Potential Workshop series.	300 staff complete workshop series.	2023 - 2024	\$280K	
		Develop three new workshops.			
	Develop and deliver new workshops and training for the series.	300 staff complete workshop series.	2024 - 2025	\$280K	
		Deliver the new workshops to 30 child care sector staff.			
		300 staff complete workshop series.	2025 - 2026	\$280K	

		Launch three micro-training sessions.			
Inclusion Workshop Series	Number of staff who attend the Inclusion Workshop Series.	Develop 5 workshops for 300 participants.	2023 - 2024	\$22K	
		300 participants.	2024 - 2025	\$22K	
		300 participants.	2025 - 2026	\$22K	
Partnerships with Indigenous Governing Bodies	Support further dialogue with Indigenous governments	TBD	2023 - 2024	\$2M	
		TBD	2024 - 2025	\$4M	
		TBD	2025 - 2026	\$4M	

## Administration

Administrative funding will be allocated to carry out the commitments identified in the action plan and may be used for: additional staff, equipment, information technology (IT) platforms, the Minister's Consultation Table, communications, consultations and general administration.

Table 12 – Administration Investments

Program Initiative	Fiscal year	Funding	Actuals
Administration	2023 - 2024	\$5.9M	
	2024 - 2025	\$5.9M	
	2025 - 2026	\$7.4M	

## Reporting

Manitoba has undertaken a modernization exercise of its ELCC system. The current legislative, policy and funding frameworks for Manitoba's ELCC system are outdated and currently being updated. Identifying strengths and opportunities in the provincial system will support the development of a more efficient and equitable policy framework aimed at increasing child care options that support the continued economic development of Manitoba.

This will be anchored by a new legislative framework that allows for responsive quality services, and equitable funding support for providers and families, while ensuring high standards in child safety and accessible high-quality programs. Work will be focused on improvements in 4 key areas:

- IT Business Solutions that support internal business functions of managing the ELCC program, including licensing, grant payments, reporting system, and financial assistance for parents,
- Modernized funding approach focused on developing an equitable funding approach to support operational costs of facilities,
- Operational improvements, including improved governance structure, workforce certification and training and expanding child care options,
- New legislative and policy framework.

This project was launched in January 2021. Initial work has focused on developing new legislation and regulations, identifying IT business support needs and working towards competing business requirements to support an IT road map.

Manitoba will continue to comply with the reporting requirements outlined in the CW-ELCCA.

## CW-ELCC Agreement Summary 2023-2026

Table 13 - Summary of Priorities and Investments under the CW-ELCCA for fiscal years 2023-2024 to 2025-2026

Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement			
Affordability			
Initiative	2023-2024	2024-2025	2025-2026
Reduced Parent Fee Revenue Supplement	\$71,239,218	\$82,469,416	\$111,818,359
<b>SUBTOTAL</b>	<b>\$71,239,218</b>	<b>\$82,469,416</b>	<b>\$111,818,359</b>
Access			
Capital Development	\$62,500,000	\$65,250,000	\$95,250,000
Spaces Operating Grants	\$19,548,870	\$40,449,492	\$97,184,087
Employment Transition Program	\$0	\$375,000	\$500,000
<b>SUBTOTAL</b>	<b>\$82,048,870</b>	<b>\$106,074,492</b>	<b>\$192,934,087</b>
Quality			
Wage Grid Operating Supplement*	\$36,009,618	\$66,126,872	\$106,989,958
Early Childhood Training Expansion	\$9,290,148	\$9,394,148	\$8,228,568
Increase in Staff Replacement Grants	\$417,300	\$834,600	\$834,600
ECE Training Reimbursement	\$2,000,000	\$2,000,000	\$2,000,000
<b>SUBTOTAL</b>	<b>\$47,717,066</b>	<b>\$78,355,620</b>	<b>\$118,053,126</b>
Inclusion			
Diversity and Inclusion Services Model	\$7,800,000	\$8,800,000	\$9,800,000
St. Amant Grant	\$280,000	\$280,000	\$280,000
Inclusion Workshop Series	\$22,000	\$22,000	\$22,000
Partnerships with Indigenous Governing Bodies	\$2,000,000	\$4,000,000	\$4,000,000
<b>SUBTOTAL</b>	<b>\$10,102,000</b>	<b>\$13,102,000</b>	<b>\$14,102,000</b>
Administration			
Administration and Reporting	\$5,884,252	\$5,884,252	\$7,384,252

<b>SUBTOTAL</b>	<b>\$5,884,252</b>	<b>\$5,884,252</b>	<b>\$7,384,252</b>
<b>TOTALS</b>			
<b>GRAND TOTAL</b>	\$216,991,406	\$285,885,780	\$444,291,824
<b>TOTAL ANNUAL ALLOCATION</b>	\$241,512,589	\$282,957,872	\$336,260,072
<b>PREVIOUS CARRY FORWARD</b>	\$68,983,623	\$93,504,806	\$90,576,898
<b>TOTAL FUNDING FOR F/Y</b>	\$310,496,212	\$376,462,678	\$426,836,970
<b>DIFFERENCE REMAINING</b>	\$93,504,806	\$90,576,898	-\$17,454,854**

\* Funding totalling \$20.7M from the Bilateral ELCC Agreement will be used to support the wage grid supplement

\*\* Three of the initiatives carry significant cost pressures for which the actuals may differ based on the timing of new capital spaces becoming operational: Reduced Parent Fee Revenue Supplement, Spaces Operating Grants, and Wage Grid Operating Supplement. Manitoba will be monitoring the actual expenditures closely. Any potential overages are anticipated to be covered by the recently announced Infrastructure funding and the extension of the Bilateral Agreement.

# **Canada-Manitoba ELCC (Bilateral) Action Plan 2023-2024 – 2024-2025**

With the CW-ELCCA representing the long-term vision and collaboration between the governments of Canada and Manitoba to strengthen and expand ELCC services throughout the province, the Bilateral Agreement will serve as a mechanism to support short-term initiatives that can have long-term impacts on the ELCC workforce and the development of programs and services.

The focus of the new Action Plan for the Bilateral Agreement is on delivering new and innovative solutions developed through consultation and sector feedback, driven by the multilateral principles of high quality and inclusion, while focusing on two key areas:

- Training and Workforce Development
- Services and Programming

## **Training and Workforce Development**

As the demand for affordable child care increases and Manitoba continues to expand the number of available child care spaces, there is a clear and present need for a qualified ELCC workforce. Manitoba will allocate Bilateral Agreement funding to support a variety of initiatives including providing training and education opportunities in identified areas of need and supporting recruitment and retention.

Manitoba recognizes the importance of developing a diverse workforce that reflects the diversity of Manitoba's population. Manitoba is committed to expanding the child care workforce and ensuring that it reflects the linguistic and cultural diversity of our Indigenous and Francophone communities. Manitoba will engage with Indigenous governing bodies and Francophone communities on opportunities for investment in training programs and professional development opportunities to support the recruitment and retention of Indigenous and Francophone child care providers. By enhancing the skills and knowledge of the child care workforce, we aim to provide culturally sensitive care that nurtures the linguistic and cultural development of all children.

## **Science of Early Child Development (SECD)**

SECD has proven to be an invaluable resource to which Manitoba will continue to allocate federal investments. Manitoba will allocate funding in 2023-2024 and 2024-2025 toward building sector capacity and stability through five sub-initiatives under the SECD umbrella:

- Maintaining unlimited free access for the ELCC sector in Manitoba to the SECD Manitoba Access Portal
- Translating SECD into French to be more inclusive of the Francophone ELCC community
- Developing Self-Study Professional Development (SSPD) modules
- Developing an Enhanced Introduction to SECD designed for newcomers to Canada

- Increasing cohort sizes in the Introduction to SECD course required for CCA certification in Manitoba

### SECD Manitoba Access Portal

The SECD Manitoba Access Portal has been providing free, province-wide access to the most current research, training, and resources on early child development for over 17,290 unique users since its inception and through 2022-2023, as an initiative under the first generation of bilateral agreements to support ELCC. As Manitoba begins to accelerate its recruitment strategies for additional CCAs and ECEs, the amount of unique users accessing SECD throughout the province is expected to significantly increase, eclipsing current user data and making it essential that free access is maintained.

### SECD Translation

Manitoba has a sizeable Francophone community offering ELCC services, and it is important to be inclusive in the training offered. Currently, only the 40-Hour Introduction to SECD is available in French, with the additional modules in need of translation. Manitoba will allocate federal funding in each of the next two years to have additional SECD modules translated into French.

### Introduction to SECD Cohorts

In Manitoba, completing a 40-hour course relevant to early childhood education is a requirement in the first year of employment for certification as a CCA. Under the Action Plan, Manitoba will allocate federal funding in 2023-2024 and 2024-2025 to increase the number of cohorts offered and the number of students per cohort in the 40-Hour Introduction to SECD course, as this course meets the above mentioned requirements.

### Introduction to SECD for Newcomers

As Canada welcomes many newcomers from other parts of the world, including immigrants and refugees, Manitoba must make strides to not only be a provider of child care to newcomers, but also to remain competitive and inclusive in the child care labour market.

With a growing need for child care, there is a growing need for additional CCAs. To support newcomers entering the labour market, Manitoba will allocate funding in 2023-2024 and 2024-2025 for Red River College (RRCP) Polytechnic to develop and implement an enhanced Introduction to SECD course for Newcomer CCAs.

In collaboration with settlement agencies, RRCP will offer a version of the course that incorporates additional language training and increased support to assist the participants as they learn new concepts related to ELCC and how to incorporate them into a licensed child care program.

## SECD Study Professional Development

The SSPD modules are based on SECD, designed to introduce core concepts related to early child development. Each interactive, online module focuses on a specific area of child development, exploring current and inspirational foundational science and research related to that concept. This continued partnership will see a commitment for the development of five new modules.

### **Learning Lab PSIs**

Manitoba's Bilateral Agreement Action Plan is allocating federal funding, to support the development of up to 8 Learning Labs in on-site child care facilities at Manitoba public post-secondary institutions. Manitoba will undergo planning in 2023-2024 and implement the Learning Labs in 2024-2025.

Learning Labs allow for child care centres to be used as a demonstration site to teach students, allowing in-class instruction to become hands-on practice. Learning Labs include applying innovative methods, technologies and equipment that can be used to enhance learning outcomes for students and on-going professional development for current centre staff.

### **Leadership and Governance Training**

Manitoba is working collaboratively with sector stakeholders to develop leadership and governance training opportunities that will better support Centre directors and board members to effectively fulfill their responsibilities.

The MCCA has a resource library available to all members. They have identified a need to purchase additional governance related resources that are more current, and to have these resources translated into French to better support Francophone facilities.

The MCCA has also identified the need to develop a customizable Governance Manual that would be a best-practice, stand-alone Governance Manual for not-for-profit ELCC facilities, available in English and French. Facilities will be supported to customize the Governance Manual to meet their operational needs. Additionally, federal funding will support all non-profit licenced facilities to receive one hour of "free" governance support for additional support beyond what is contained in the Governance Manual.

A new half-day, in-person Governance Training workshop will be developed by MCCA that will include governance fundamentals and governance in action training. A facilitator will travel to different parts of the province to ensure this training is available across the province. This will supplement the existing online governance training that MCCA offers.

## **Workforce Training and Development**

Ongoing professional development and training opportunities support retention of staff and quality environments. Manitoba will explore opportunities to provide additional professional development and training for ECEs and CCAs working in the sector.

In addition to the 40 hour course in Early Learning and Child Care course which Manitoba requires Child Care Assistants (CCAs) to complete within their first year of employment, the CCA in Training Proxy Standards support CCA learning and development and include the competencies Manitoba has developed for this role, including those related to the child care environment, the child, relationships, family and community and profession.

## **Wage Grid Consultation and Implementation Plan**

While the sector has embraced the increased supports to enhance wages for staff in the ELCC sector, stakeholders have identified an interest in having a model that better reflects the complexity of the position types and classifications across the sector. Manitoba intends to issue a request for proposals in 2023 to seek a qualified vendor who will be responsible for conducting market research, engaging in consultations with the sector and developing a proposal for a more robust framework for wages in the ELCC sector in Manitoba.

The proposed framework will reflect the employee structures of facilities, establish competitive salaries that will attract individuals to the field and help with retention, and recommend methods for providing more equitable funding to facilities based on their specific needs. Overall, this initiative seeks to address the existing challenges within the current Wage Grid and to ensure that the child care sector in Manitoba can attract and retain skilled professionals, while fostering equitable funding practices.

## **Certification Modernization Consultant and Implementation**

Research shows that well-educated, well-trained professionals are the primary factor in providing high-quality early childhood education and care.

Early Learning and Child Care is a regulated profession in Manitoba. Through provincial regulations, Manitoba establishes classification requirements and levels for the ELCC workforce (with the exception of licensed home child care providers). Classification levels are based on completed post-secondary education which is designed to meet core competencies for each level of certification. Currently, there are three levels of classification in Manitoba: Child Care Assistants (CCA), Early Childhood Educator (ECE) II, and Early Childhood Educator (ECE) III. Anyone seeking paid employment in a licensed child care centre is required to be certified by Manitoba.

The Child Care Qualifications and Training Committee (CCQTC) is established to research, review and make recommendations about any matter relating to the qualifications, preparation and training of ECEs and all staff working in ELCC facilities. This includes reviewing new and existing formal education programs offered at post-secondary institutions and making recommendations to the Provincial Director for program approvals.

Manitoba will seek to hire a vendor through a competitive process to lead the review, development and design of comprehensive, responsive ELCC workforce competencies and certification requirements and processes, in support of career laddering and increasing the quality and the percentage of certified child care workers providing regulated child care in Manitoba.

The vendor will assist with the modernization of Manitoba's ELCC workforce certification levels and processes including the development of staff competencies, re-certification requirements and ongoing professional learning and development, supporting increased quality throughout the sector.

Currently, once CCAs and ECEs become certified they remain so without any re-certification requirements to ensure continuous learning and skill development, and to make certain they are performing their critical positions with an understanding of the current information and research about early learning and development. Embedding professional development requirements in a re-certification process at prescribed intervals will encourage ongoing training for CCAs and ECEs and elevate the quality of services in regulated child care facilities.

Modernizing workforce competencies, certification and processes will endorse continued professional development and career laddering in the child care sector and will set the stage to ensure the workforce is delivering services based on current early learning and child care information and approaches. Credentials recognition will maintain the early learning and child care sector's professional and quality standards for early childhood educators and staff.

### **Workforce Engagement and Recognition**

Through engagement with internal and external stakeholders; including committees, staff, MCCA and other governments, we have heard about the importance of increasing the public awareness and recognition for the sector for better recruitment and retention. As Manitoba continues to invest federal funding into increasing the number of ECE training programs available and increasing cohort sizes, an aggressive marketing strategy and engagement plan is necessary in order to engage with the public, and to inform potential recruits on becoming an ECE as a viable career option within a growing sector.

Manitoba will implement a public multi-media information campaign that will focus on promoting a career in ELCC. This initiative will include on-going sector engagement.

## Rural and Northern Workforce Strategies

The Competency Based Assessment (CBA) program continues to be an effective option to obtain ECE II classification in rural and Northern Manitoba, by recognizing the participants' education and experience in a licensed ELCC program. Due to significant demand for the program, Manitoba is committed to continuing the initiative, with a focus on increasing the number of CBA advisors in rural and Northern Manitoba, along with increased salaries that align with recent wage increases in the province.

Child care facilities in rural and Northern communities continue to face higher staff turnover and limited options for staff to obtain their ECE II classification. Under this Action Plan, Manitoba is committed to investing in its Rural and Northern strategy.

CBA participants are given the opportunity to prove that their skills meet Manitoba standards and gain recognition with professional certification. Participants follow a Child Care Competency Framework based on Manitoba's ECE II competencies to build a portfolio documenting learning and experience in accordance with 13 focus areas. They add evidence of their skills and demonstrate their abilities through observations. Participants are required to complete assignments to demonstrate an understanding of important topics in child development and current early learning and child care practice.

A CBA Advisor is assigned to work with each participant as a subject matter expert to guide participants through the assessment process. They provide support and feedback as the participant develops a portfolio that showcases their knowledge, skills and judgement. The Advisor provides a variety of support to the participant, including advice on portfolio development and evidence collection, clarification of processes, written feedback and assessment, identification of gaps in skills and recommendation for ECE II classification.

Table 14 – Training and Workplace Development Investments

Program Initiative	Indicators	Targets	Fiscal year	Funding	Actuals
Science of Early Child Development	Number of unique users	5,000 unique users	2023 – 2024	\$506K	
	Number of SECD modules translated from English to French	Up to 5 modules translated into French			
	Number of child care assistants (CCA) to complete the 40-hour course	192 additional child care assistants (CCA) attain 40 hour course requirement			
	Number of Newcomers successful in attaining the 40-hr course	Develop program to include planning research, promotion, and recruitment			
		Development of five Self-Study Professional			

	requirements to be a trained CCA	Development modules on various child development related topics			
	Number of additional Self Study Professional Development Modules created	5,000 unique users  Up to 5 modules translated into French  192 additional child care assistants (CCA) attain 40 hour course requirement  Up to 40 Newcomers take part in the Implementation of the Intro to SECD for Newcomers course  Development of five Self-Study Professional Development modules on various child development related topics	2024 - 2025	\$522K	
Learning Labs PSIs	Number of child care centres to be used as a demonstration site to enhance learning outcomes for students, and on-going professional development for current centre staff.	Planning and development of learning labs	2023 – 2024	\$500K	
		Implement up to 8 Learning Labs in on-site child care facilities	2024 - 2025	\$3M	
Leadership and Governance Training	Number of additional governance resources added to MCCA library.	TBD	2023 – 2024	\$100K	
		TBD	2024 - 2025	\$300K	
	Number of governance resources translated to French.				
	Number of customized Governance Manuals developed.				
	Number of participants in the				

	Governance Training Workshop.				
	Number of facilities that access governance support.				
Workforce Training and Development	TBD	TBD	2023 – 2024	\$100K	
		TBD	2024 - 2025	\$200K	
Wage Grid Consultant and Implementation	Receipt of a report with recommendations regarding a comprehensive framework for competitive wages for the sector across a variety of position types and a funding model that ensures the framework can be implemented equitably and effectively.	Report received.	2023 – 2024	\$300K	
		N/A	2024 - 2025	\$0	
Certification Modernization Consultant and Implementation	Receipt of a report that provides recommendations for the modernization of Manitoba's ELCC workforce certification levels and processes.	Report received.	2023 – 2024	\$342K	
		N/A	2024 - 2025	\$0	
Workforce Engagement and Recognition	Multi-media public awareness campaign launched promoting ECE as a career.	Multi-media information campaign launched.	2023 – 2024	\$750K	
		Multi-media information campaign launched.	2024 - 2025	\$750K	
Rural and Northern Workforce Strategies	Number of CCAs who successfully upgrade their classification from CCA to ECE II.	25 participants in Competency Based Assessment (CBA) Program in Rural and Northern Manitoba.	2023 – 2024	\$100K	
		25 participants in CBA	2024 - 2025	\$150K	

## Services and Programs

High-quality child care services and programming provided by trained and qualified staff that ensure inclusion and diversity are an essential component to Manitoba's Action Plan. Many of the initiatives within this category are continuing from previous Action Plans.

### Diversity and Inclusion Programming

Manitoba will provide funding for Diversity and Inclusion programming to promote the principles of accessibility and inclusivity in child care facilities and to implement culturally based programming and curriculum.

#### Diversity and Inclusion Programming

Grant funding will be provided to improve children's experiences through enriched curriculum rooted in the principles of diversity and inclusion. Inclusive programming promotes a sense of belonging and cultural safety for children, in an environment designed to meet their needs. Through an application process, facilities may apply for grants of up to \$5K to continue the development and implementation of an inclusive curriculum.

#### Francophone Governance and Inclusion Grant

This initiative was developed under the original Bilateral Agreement as the Francophone Training Enhancement Grant. Manitoba will continue its partnership with des parents de la francophonie manitobaine (FPFM), providing up to \$300K per year to support the continuation of the Francophone Training Enhancement Grant and the Francophone Governance Model.

The FPFM is a non-profit organization created by and for Francophone parents in 1976. The FPFM offers programs, services, resources and training to help support Francophone families and ECEs in creating an environment where children can thrive and flourish in French. The goal is to support all families in Manitoba's French-language community, regardless of whether French is the first language, second language or one of many spoken in the home.

The FPFM currently supports 24 francophone centers (10 urban, 14 rural), representing 1,935 child care spaces, 1,051 of which are for children ages 0-6, including support on human resources, professional development, director luncheons, ECE week celebrations and board training. Support is also provided to 18 francophone child care homes, representing approximately 126 child care spaces, of which approximately 72 spaces are for children ages 0-6. Funding provided as part of this Action Plan will support FPFM to continue providing this support to these facilities as well as up to an additional 10 facilities.

At the FPFM, support is provided to Francophone ECEs. In addition to an annual Francophone ECE appreciation gala and Directors conference, a regular variety of educational workshops, trainings and conferences are delivered by FPFM in French.

The previous 2022-2023 Action Plan also included delivery of the home-based “pathway” initiative, the *Parcours d'ouverture d'une garderie familiale* – Journey to Open a Family Daycare, supporting potential Francophone home-based providers with the licensing process, and professional development for frontline staff. This initiative will continue to be supported as we move forward under the new Action Plan.

Beginning in 2021-2022, \$50K was allocated towards a salaried professional position at FPFM to support the design and implementation of the Francophone governance model. Since that time, the FPFM has worked in partnership with stakeholders in the Francophone community to establish the governance model that ensures leadership by the Francophone community. Under this model, the FPFM now functions as an umbrella governance body for three francophone child care centres from across Manitoba who have voluntarily come under their structure. This inclusive model enables Francophone communities to shape child care programs and policies that reflect their linguistic and cultural identity, while also meeting the highest standards of quality and safety.

Funding under this Action Plan will support growing a team of professionals available to provide resources to facilities in the areas of accounting and human resources, with the capacity to support up to an additional ten Francophone facilities within their governance model by 2024-2025.

### **Ka Ni Kanichihk Grant**

Ka Ni Kanichihk is a non-profit community organization with a long history of providing a range of supportive services to Indigenous peoples. Ka Ni Kanichihk serves about 1,500 individuals per year (the maximum they can accommodate), but demand for their services far exceeds program capacity. Ka Ni Kanichihk is undergoing a significant \$9.3M expansion which includes an expansion of their child care centre. The overall expansion which will increase in service capacity for up to 3,000 individuals per year in the existing location in Winnipeg's West Alexander/Point Douglas neighbourhood and ensure that safe space and services are accessible in surrounding neighbourhoods with high concentrations of Indigenous people.

The organization's child care centre expansion project will develop an additional 32 new child care spaces to 48-space child care centre (16 infants, 32 preschool) upon completion. The centre received provincial Early Learning and Child Care Capital Building Fund of \$600K for the expansion project which is anticipated to start construction in July/August 2023. Under the CW-ELCCA 2022-2023 Action Plan, Ka Ni Kanichihk was approved funding of \$300K Development and Programming Grant to address the costs of integrating a full cultural-based curriculum in their child care program, however their expansion timeline was extended and the funding has been moved to the bilateral for 2024-2025 when the expansion is expected to be completed and they will be able to utilize the funding for programming.

## **Indigenous Cultural Programming and Mamàhtawisiwin**

Building on the success of the Indigenous Programming Grant in previous years, Manitoba continues to support Indigenous cultural programming in response to Call to Action #10 and #12 from the Truth and Reconciliation Commission. Under this agreement, Manitoba will allocate federal funding to support the inclusion of Indigenous Cultural Training, with a focus on trauma and resilience, in collaboration with Indigenous elders and educators.

### **Mamàhtawisiwin**

Released in April 2022, Mamàhtawisiwin: The Wonder We Are Born With— is the Department of Education and Early Childhood Learning's Indigenous Education Policy Framework developed in collaboration with over 100 individuals from across the province, including Elders and Knowledge Keepers. It aims to support administrators and educators by helping them deepen their understanding and progress along a path of Truth and Reconciliation in their communities. Mamàhtawisiwin supports the holistic achievements of First Nations, Métis, and Inuit learners by helping Manitoba educators to incorporate Indigenous languages, cultures, and identities into their teaching and practices, setting Indigenous students up for success in school and beyond.

Manitoba is actively working with the Indigenous Inclusion Directorate (a team within Manitoba Education and Early Childhood Learning) to explore how to build out a modified Mamàhtawisiwin strategy for early learning and child care centres and homes in collaboration with Indigenous governing bodies, communities, and organizations over the coming years, which will help Manitoba ECEs understand Indigenous perspectives, true histories and shared responsibilities, as well as support them to incorporate Indigenous languages, cultures and identities into their programming and practices.

The policy framework encourages Indigenous practices and beliefs through early learning and child care curriculum by offering unique and culturally relevant approaches to education and care rooted in Indigenous languages, traditions, and ways of being, knowing and doing.

Funding will support the development work of a Mamàhtawisiwin strategy tailored for the ELCC sector in Manitoba as well as supporting participation of ECEs at an upcoming provincial Mamàhtawisiwin Symposium.

### **Treaty Education in Early Learning and Child Care**

Manitoba Education and Early Childhood Learning recently released its Treaty Education for All – Manitoba's Plan for K to 12 Treaty Education, and within this strategy has committed to integrating this plan in the early learning and child care sector. Manitoba recognizes the importance of supporting our early childhood educators and child care assistants in Treaty Education and as part of this plan, Manitoba will consult with the early learning and child care sector to determine education requirements for staff working in child care facilities, as well as how the content can be adapted and included within the Early Years curriculum for our youngest learners. Manitoba Education and Early Childhood

Learning, with the Treaty Relations Commission of Manitoba, will be building out this plan over the course of the year.

At the beginning of the 2019/20 school year, the Treaty Relations Commission of Manitoba and Manitoba Education and Early Childhood Learning entered into a funding agreement whereby the Treaty Relations Commission of Manitoba would continue to deliver Treaty Education across Manitoba schools. Since 2009/10, 86 percent of schools across the province have already participated in Treaty Education.

Much progress has been made in this work. The goal now is to ensure that all teachers, school staff, early childhood educators and child care assistants, children and students receive Treaty Education to understand the importance of the original spirit and intent of treaties and the treaty relationship by balancing the oral history with the written word, including an understanding of our shared history, as we are all treaty people. This work supports Manitoba's response to the Calls to Action of the Truth and Reconciliation Commission and is aligned with Manitoba's The Path to Reconciliation Act.

## **Early Learning and Development Approach**

Early Learning and Development Approach will include the implementation of curriculum designed to bolster children's developmental outcomes through intentional activities focusing on literacy and numeracy, while developing social/emotional capacity through enriched relationships.

This initiative will be comprised of the following two projects:

- Abecedarian Approach Expansion
- ToyBox Project

### Abecedarian Program Expansion

Abecedarian is an evidence-based early learning intervention proven to improve developmental and learning outcomes for children in under-served communities, such as low-income, Indigenous, newcomer, as well as rural, remote, and northern communities. The Abecedarian approach is centred on relationships as a foundation for strong language skills, greater cognitive and social/emotional development and focusing on increasing literacy and numeracy skills of young preschool children.

In 2023-2024 and 2024-2025, three additional child care programs will begin the implementation of the Abecedarian approach. The René Deleurme Centre was the first of the four to be selected.

### ToyBox Project

ToyBox Project is an early learning intervention project that uses play based learning to develop skills to promote literacy, numeracy, and wellness. In 2023-2024, the ToyBox outreach team will provide 16-week Early Literacy/Numeracy Intervention programs to three child care facilities (two core urban, one rural) benefitting up to 150 children.

Additionally, the ToyBox Outreach team will organize nine ToyBox events in urban, rural, and Indigenous communities to promote literacy and numeracy for caregivers.

In 2024/25, The ToyBox Outreach team will provide the 16-week Early Literacy/Numeracy Intervention programs to six additional facilities, benefitting up to 300 children. The team will also organize nine ToyBox events in urban, rural and Indigenous communities as well as three ToyBox Workshops.

### **Outdoor Professional Learning Initiatives**

Child care educators in Manitoba continue to emphasize the value of incorporating nature education into the daily curriculum for young children. Providing opportunities to connect with nature offers enhanced learning for children and a deeper understanding of self through exploration and play, while fostering an authentic connection with our land. Nature base programming also promotes children's physical and mental health and well-being, helping them to experience *mino-pimatasiwin* (Cree)—the good life. The Outdoor Professional Learning Initiative will develop and validate a made-for-Manitoba training and coaching approach that can support staff wherever they may be within Manitoba, ensuring both English and French delivery options.

Child care facilities in Manitoba offer nature-based programming in varying capacities, as it is impacted by a range of factors, including physical location (rural, urban), availability of a designated outdoor space and financial resources. The Outdoor Professional Learning Initiative is available to interested child care facilities in Manitoba with the aim of creating a deeper understanding and connection to Indigenous land based learning.

To further develop nature education in Manitoba's child care facilities, Manitoba will partner with leaders in this area to develop and implement a series of workshops to promote a deeper understanding of the benefits of nature-based education, and how to foster play, learning and exploration in an outdoor environment. Following the workshop series, grant funding will be available for expenses to promote on-site outdoor curriculum, such as natural play space design and development, materials and additional training, as well as investments to support off-site outdoor learning experiences.

Manitoba recognizes the critical importance of incorporating First Nation, Métis and Inuit histories, cultures, languages, traditional values and knowledge within the outdoor professional learning initiative. Manitoba will engage with Indigenous organizations on the development and implementation of this initiative.

## **Curriculum Redevelopment Consultant and Implementation**

In Manitoba, regulated infant, preschool and nursery school programs are required to have curriculum as part of their licensing requirements. Current curriculum is based upon Manitoba's "Early Returns" curriculum framework for infants, preschool and nursery school programs, developed in 2011. Although not regulated to have a formal curriculum, home-based providers are strongly encouraged to implement a play-based curriculum in their facilities. With Bill 47, The Early Learning and Child Care Act, (not yet proclaimed) the requirement for a formal curriculum is planned to be required for all types of child care.

Manitoba is committed to ensuring that children from birth to school entry and their families have increased access to comprehensive, integrated and culturally responsive early childhood programs that support healthy early childhood development and improved outcomes for all children, through the development of a strong curriculum framework. To support this initiative, Manitoba will secure a consultant to lead the development of an updated, adaptable curriculum framework that establishes a foundation on which child care providers can build their programming. An updated curriculum will align with Manitoba's updated ECE II competencies for ECE education and training programs by integrating Indigenous perspectives into culturally safe and inclusive programming.

In the redevelopment of Manitoba's curriculum, the province will ensure it is aligned with the principles outlined in Canada's Indigenous ELCC Framework and the priorities of Manitoba's Indigenous communities.

Manitoba is also committed to enhancing and expanding the Francophone curriculum for child care providers in recognition of the importance of providing a curriculum that aligns with the linguistic and cultural needs of Francophone children.

## **Home-Based Agency Model**

Manitoba recognizes the critical role of home-based child care providers in helping to meet the ELCC needs of Manitoba families, and in providing high quality learning environments. Greater support for home-based providers is needed in terms of supporting recruitment, preparing for licensing, and ongoing professional development.

It is anticipated that the focused support that could be offered in an agency-based model will result in greater retention and quality programming. Manitoba will maintain funding to home-based providers to ensure that they continue to provide quality child care in existing spaces at reduced fees that meet the provincial rate of \$10 per day.

In 2023-2024 Manitoba will further explore options for a home-based agency model and will consult with stakeholders for implementation in 2024-2025.

## Childcare Attachment and Relationship Education (CARE)

The Childcare Attachment and Relationship Education (CARE) Model was originally introduced under the 2017-2018 to 2019-2020 Action Plan as a Circle of Security (COS) Initiative. COS is an attachment-based model, which focuses on the relationship between the child and the caregiver, helping the caregiver understand that addressing a child's challenging behaviours begins with understanding and meeting their emotional needs. The investment has seen 125 leaders in the child care community complete the COS facilitator training, many of which have gone on to facilitate COS in their own child care facility as well as others in the community.

This initiative has since evolved to include the Attachment Based Leadership Project in 2021-2022, which guided leaders from 12 child care centres through the process of updating policies and practices to reflect attachment and relationship.

To support the growth and stability of this initiative, \$280K will be allocated in 2023-2024 to partner with a community organization currently leading training on attachment and trauma informed practices for leading the development and implementation of the CARE Model. Ongoing support for this model across the sector will continue in 2024-2025, with \$300K allocated annually to include COS facilitator training and ongoing support facilitation of COS groups, professional development to support the understanding of trauma, mentoring for leaders in CARE Leadership Model and networking through regular Community of Practice sessions.

Table 15 – Services and Programming Investments

Program Initiative	Indicators	Targets	Fiscal year	Funding	Actuals
Diversity and Inclusion Programming	Number of facilities supported to enhance caregiving and educational practices by investing in ways that support diverse learning environments, curriculum, and policies.	Grant to up to 60 facilities to promote and enhance diversity and inclusion in the program (\$5K per facility)  Up to 10 Francophone child care facilities to receive board governance training, leadership resources and supports	2023 - 2024	\$300K	
	Number of Francophone facilities who receive governance training, leadership	Grant to up to 180 facilities to promote and enhance diversity and inclusion in the program.	2024 - 2025	\$900K	

	resources and support.	Up to 10 Francophone child care centres to receive board governance training, leadership resources and supports			
Ka Ni-Kanichihk Program Funding	To support indigenous and supportive programming for children and families in the Indigenous community.	N/A	2023 - 2024	\$0	
		To fully implement an Indigenous based curriculum and programming at Ka Ni Kanichuk.	2024 - 2025	\$300K	
Indigenous Cultural Programming and Mamàhtawisiwin	Indigenous Programming Grant  An ELCC specific Mamàhtawisiwin strategy is developed.	Up to 100 facilities to implement and or access Indigenous programming	2023 – 2024	\$575K	
		50 ECEs attend fall 2023/24 Mamàhtawisiwin Conference			
		Mamàhtawisiwin – TBD	2024 - 2025	\$750K	
		Up to 100 facilities to implement and or access Indigenous programming			
Early Learning and Development Approach	Number of additional child care facilities to implement the full Abecedarian Approach in their program.	Three additional centres implement the Abecedarian Approach.	2023 - 2024	\$1.775M	
		Training and educational materials provided to 10 child care facilities.			
		One additional facility funded to implement the Abecedarian Approach.	2024 - 2025	\$4.058M	
		Training and educational materials provided to 20 child care facilities.			
Outdoor Professional Learning Initiative	Number of staff and home child care trained in nature-based education.	100 staff and home child care providers participate in training and coaching.  15 facilities begin to modify and naturalize	2023 – 2024	\$250K	

	Number of facilities that modify and naturalize outdoor play environments	outdoor play environments			
		100 staff and home child care providers participate in training and coaching.  15 facilities begin to modify and naturalize outdoor play environments	2024 - 2025	\$2M	
Curriculum Redevelopment Consultant and Implementation	Development and implementation of a new culturally integrated curriculum framework	Report received with recommendations.	2023 – 2024	\$175K	
		Implement new curriculum	2024 - 2025	\$125K	
Home Based Agency Model	TBD	TBD	2023 – 2024	\$0	
		TBD	2024 - 2025	\$500K	
Childcare Attachment and Relationship Education (CARE)	Number of Circle of Security (COS) facilitators and groups coordinated  Number of new COS facilitators trained and mentored  Number of trainings provided for supervisors and leaders	Coordinate up to 28 COS groups per year  Train and mentor 10 new COS facilitators  Train up to 5 supervisors and leaders  To facilitate 9 Community of Practice sessions	2023 – 2024	\$2790K	
	Number of Community of Practice group sessions held	Coordinate up to 28 COS groups per year  Train and mentor 10 new COS facilitators  Train up to 5 supervisors and leaders  To facilitate 9 Community of Practice sessions	2024 - 2025	\$300K	

# Public Reporting and Community Engagement

## Administration

Administration funding will be allocated to carry out the commitments identified in the action plan and may include: additional staff, equipment, information technology (IT) platforms, Minister's Consultation Table (MCT), communications, consultations and general administration.

### Minister's Consultation Table (MCT)

MCT was established in 2017-2018 to offer ongoing consultation on the bilateral agreement action plan with a membership that represents a wide range of provincial stakeholders. In 2021-2022, the focus of the MCT expanded to include the modernization of Manitoba's child care system. MCT will continue to meet monthly to provide valuable feedback, insight, and recommendations on planned initiatives and goals for the development of a Canada-wide early learning and child care system..

Table 16 – Public Reporting and Community Engagement Investments

Program Initiative	Fiscal year	Funding	Actuals
Administration	2023 - 2024	\$950K	
	2024 - 2025	\$1.65M	

## Reporting

The Minister's Consultation Table (MCT) was initiated in 2017, with the intent of being the primary mechanism to regularly consult on the Bilateral Agreement action plan with a membership that represents a wide range of provincial stakeholders.

In 2021, the MCT expanded its focus to include Manitoba's modernization of the full provincial child care system. Manitoba is committed to continue the MCT committee and stakeholder engagement.

Federal investments will also be made to enhance Manitoba's information technology systems and staffing to help meet the progress tracking and public reporting commitments of the bilateral action plan.

Manitoba will continue to comply with the reporting requirements outlined in the Bilateral Agreement.

## Bilateral Agreement Summary for 2023-2025

Table 17 - Summary of Priorities and Investments under the Bilateral Agreement for fiscal year 2023-2024 to fiscal year 2024-2025

<b>Canada-Manitoba ELCC Agreement Action Plan 2023-2025</b>		
<b>Initiative</b>	<b>2023/24</b>	<b>2024/25</b>
<b>Training and Workforce Development</b>		
Science of Early Child Development	\$506,000	\$522,000
Learning Labs PSIs	\$500,000	\$3,000,000
Leadership and Governance Training	\$100,000	\$300,000
Workforce Training and Development	\$100,000	\$200,000
Wage Grid Consultant and Implementation Plan	\$300,000	\$0
Certification Modernization Consultant & Implementation	\$342,000	\$0
Workforce Engagement and Recognition	\$750,000	\$750,000
Rural & Northern Workforce Strategies	\$100,000	\$150,000
Wage Grid Supplement*	\$14,589,894	\$6,086,894
<b>SUBTOTAL</b>	<b>\$17,287,894</b>	<b>\$11,008,894</b>
<b>Services and Programming</b>		
Diversity and Inclusion Programming	\$300,000	\$900,000
Ka Ni-Kanichihk (Program Funding)	\$0	\$300,000
Indigenous Cultural Programming and Mamàhtawisiwin	\$575,000	\$750,000
Early Learning and Development Approach	\$1,775,000	\$4,058,000
Outdoor Professional Learning Initiative	\$250,000	\$2,000,000
Curriculum Redevelopment Consultant & Implementation	\$175,000	\$125,000
Home Based Agency Model	\$0	\$500,000
Childcare Attachment and Relationship Education (CARE)	\$279,000	\$300,000
<b>SUBTOTAL</b>	<b>\$3,354,000</b>	<b>\$8,933,000</b>
<b>Public Reporting and Community Engagement</b>		
Administration	\$950,000	\$1,650,000
<b>TOTALS</b>		
<b>GRAND TOTAL</b>	<b>\$21,591,894</b>	<b>\$21,591,894</b>
<b>TOTAL ANNUAL ALLOCATION</b>	<b>\$21,591,894</b>	<b>\$21,591,894</b>
<b>PREVIOUS CARRY FORWARD</b>	<b>\$0</b>	<b>\$0</b>
<b>TOTAL FUNDING FOR F/Y</b>	<b>\$21,591,894</b>	<b>\$21,591,894</b>
<b>DIFFERENCE REMAINING</b>	<b>\$0</b>	<b>\$0</b>

\* Funds from the Bilateral Agreement will be used to support initiatives and targets that appear under the CW-ELCCA Action Plan 2023-2024 to 2025-2026.