



Early Learning and Child Care

MONTHLY E-NEWS

MOVING FORWARD ON CHILD CARE PRIORITIES



Improved Access to Child Care Spaces and Launch of New Strategy to Strengthen Child Care Workforce

From October 2023 to November 2025, the governments of Canada and Manitoba have opened over 4,450 new child-care spaces and over 6,900 spaces are committed to and/or under construction, of which 80 will open in late 2025. These efforts will help reduce waitlists and meet family needs.

In addition to expanding child care spaces, on November 25, 2025, the Department released *Higher Wages, Good Jobs, More Child Care*, Manitoba's Early Learning and Child Care Workforce Strategy, intended to strengthen the recruitment and retention of early childhood educators (ECEs). The strategy is organized around three pillars: **Recruit** more people into careers in early childhood education and diversify the workforce; **Retain** workers by promoting long-term careers in Manitoba's early learning and child care sector, with support for professional and leadership development; and **Recognize** workers by elevating the ECE profession and transforming public perception.

The strategy includes initiatives such as wage increases introduced in May 2025, which raised front-line ECE wages by up to \$5 per hour, and the newly launched [ECE Recruit-Back Incentive](#) (read more below), offering \$5,000 to qualified professionals who return to full-time roles in a Manitoba licensed non-profit early learning and child care centre or licensed home.

The strategy outlines other initiatives to grow and support the workforce including the Manitoba ECE Awards of Excellence, enhancing pathways to certification, extending training and professional development supports, along with many others.

Read the full release at <https://news.gov.mb.ca/news/index.html?item=71720>.

Learn more about child care space creation efforts across Manitoba by visiting www.manitoba.ca/childcare/spacecreation.

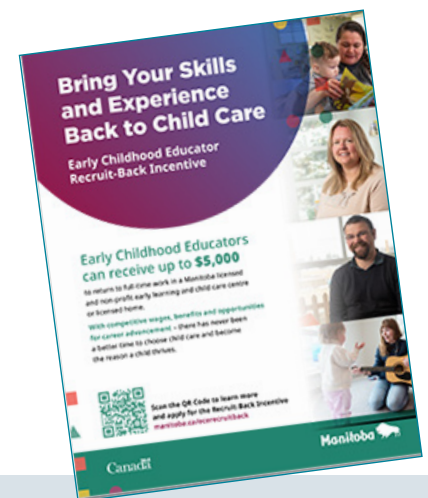
To view the Manitoba Early Learning and Child Care Workforce Strategy, visit manitoba.ca/elccws.



Manitoba Incentivizes Recruitment of Former ECEs

On November 25, 2025, the department launched The Early Childhood Educator Recruit-Back Incentive, a key initiative under the workforce strategy. The ECE Recruit-Back Incentive provides eligible Early Childhood Educators (ECEs) with a grant of \$5,000 to return to work full-time in a Manitoba licensed non-profit early learning and child care centre or licensed home.

The ECE Recruit-Back Incentive supports Manitoba non-profit child care facilities in recruiting passionate and skilled ECEs, incentivizing individuals that have left Manitoba's licensed early learning and child care sector to return to full-time work. Funding for the ECE Recruit-Back Incentive is provided under the Canada-Manitoba Canada-Wide ELCC Agreement.



For more information on the ECE Recruit-Back Incentive, visit www.manitoba.ca/ecerecruitback.

E-News Satisfaction Survey

Thank you again to everyone who responded to the survey distributed in October 2025 seeking feedback on our E-News. We were pleased to receive input from 282 respondents. Overall, the survey results were quite positive, with many suggestions for new and improved content and topic options.

Thanks to your feedback, changes inspired by your input are coming in the months ahead!



Meet the ELCC Team

Sandy Manchulenko, Child Care Coordinator

I've always known I wanted to work with children. It's been my passion to be there for all the little milestones and be someone a child can come to for support. Growing up, I dreamed of being a teacher. My parents got me a chalk board, which was the greatest gift ever. I would write on the board in my imaginary classroom, and I even gave homework to imaginary students.

After a year at university, I took time off and became a nanny for a few years. In 2014, I began working at a facility where I spent 11 formative years that really shaped who I am as a person today. The relationships I built with children and families meant more to me than I could ever explain. I still keep in touch with many of them. I often say I have little pieces of my heart spread across the city.

I'll always be proud of becoming an ECE. My friend's mom gave me advice many years ago that led me to this field, and I'll always be grateful for that advice.

And I'm thankful for the amazing instructors at Red River College who reinforced that this was the right path. I've continued my studies at Assiniboine College, and I plan to complete my ECE III in the coming months.

I joined ELCC as a Child Care Coordinator in 2024, mostly working in the River East area. This December marks my first year in the role, and it's been an incredibly rewarding transition. I love connecting with facilities and supporting them to provide families with the quality care they deserve. The collaboration and encouragement from our licensing team have created a work environment that truly feels like family.

Even now, I'll run into children at the mall who come running up to me saying, "See you tomorrow!"—and while I won't actually see them tomorrow, I love that they still think of me that way. Those lasting impressions remind me why this work is so important. Every milestone, no matter how small, makes a world of difference to a child.

This year's sector changes have been significant, and the ongoing advocacy for child care continues to make meaningful progress. My hope is that every ECE and CCA knows how important they are—how the small moments, the routines, your patience, comfort and guidance leave lasting marks on children's lives. What you do matters.



Sandy Manchulenko, ECE II, Child Care Coordinator



Each month, the division will answer a common inquiry received from facilities in a question-and-answer format.

This Month's Question

How can I find out if a family is eligible for the Child Care Subsidy Program?

Answer

After a Child Care Subsidy Application is submitted, both the applicant and the facility will receive either:

- an approval letter, if eligible
- an ineligible letter if not eligible

When reviewing an approval letter, make sure that the names of the applicant and child/children are correct and that your facility ID and name are listed as the *Attending Facility*. If your centre has multiple locations, please contact your Subsidy Advisor if the correct site is not listed.

Approval letters include the approval period and the expiry date. While the applicant is responsible for reapplying, it is good practice for a facility to note the expiry date and provide a reminder before the subsidy expires. An expiry letter will be sent to both the applicant and the facility.

An ineligible letter sent to a facility only includes the child's name and ineligible date. When a re-application is ineligible, an expiry letter is sent to both the applicant and the facility along with an ineligible letter.

When a child moves to a different facility, their subsidy expires on the last day the child attended the original facility. You cannot accept letters of approval listing a different facility. The applicant must notify the Child Care Subsidy Program so a new application can be processed with your facility listed as the *Attending Facility*.

To learn more about the Child Care Subsidy Program, visit manitoba.ca/childcaresubsidy and review the FAQ at [Province of Manitoba | education - Frequently Asked Questions – For Centre and Home Providers](#).



Entering Events on Your Monthly Facility (Child Attendance) Report Submissions—Child Care Online

An “event” in your Facility Report identifies important dates/changes regarding the status of a child at your facility that needs to be reported.

ONLY enter an “event” when a child is **NEWLY enrolled**, **Withdraws** or has an **Age Change**, as described below:

Events Key:	For a child that is:
Enrolled	NEWLY enrolled - date entered is first day attending your facility
Withdrawn	Withdrawn - date entered is the last day attending your facility
Transferred In	Age Change – date entered is first day in a new older age category in your facility
Transferred Out	Age Change – date entered is last day in younger age category in your facility

An “Enrolled” event only has to be entered **ONCE** for each child:

- Enter “Enrolled” when the date of the child’s first day attending your facility is within the start date and end date of the Facility Reporting Period.
- Please do not enter an “Enrolled” event for every child on every Facility Report.
- If you enter **two** “Enrolled” events for the same child on one Facility Report, it will cause an error when the report is processed, and could result in a delayed payment.

There should **only** be **two** events entered if a child was:

- Newly enrolled, and then withdrew within the start date and end date of the same Reporting Period
- Newly enrolled, and then had an Age Change within the start date and end date of the same Reporting Period
- Had an Age Change, and then withdrew within the start date and end date of the same Reporting Period

For Child Care Online technical support, direct inquiries to cdcfacility@gov.mb.ca. For inquiries about the Child Care Subsidy Program, contact cdcsubsidy@gov.mb.ca.

ANNOUNCEMENTS AND REMINDERS



Webinar Recording Now Available: Facility Orientation—Child Care Subsidy Program and Facility Reporting

This session provided an opportunity for new and existing child care providers to become familiar with and improve understanding of the child care subsidy program, facility reporting, Reduced Parent Fee Revenue Grant, subsidy payment process, and the Child Care Online (CCO) application. [View the recording.](#)

Check the **ELCC Professional Development** page regularly for more updates on available opportunities at [Province of Manitoba | education - Professional Development](#).

Volunteer Manitoba Professional Development Subsidy

Volunteer Manitoba has launched a new subsidy program to help non-profit organizations access professional development opportunities across the province. The subsidy will cover up to 75% of the training requested.

This initiative offers financial support for training that builds skills and strengthens community impact. Whether you're looking to boost leadership, improve fundraising, or train your team, this subsidy makes professional development more accessible. Winter Intake Deadline: **January 15, 2026**

For more information, please visit: <https://www.volunteermanitoba.ca/professional-development-subsidy>.

2026 Canada Summer Jobs (CSJ) Application – Deadline: December 11, 2025

CSJ is a key component of ESDC's Youth Employment and Skills Strategy, designed to help young Canadians—particularly those facing barriers to employment—gain valuable work experience. Manitoba child care facilities are eligible to apply for wage subsidies under this program to support hiring youth aged 15 to 30 during the summer months.

For detailed information on how to apply, please visit: [Canada Summer Jobs](#).

Call for Nominations: Prime Minister Awards of Excellence in Early Childhood Education

Do you know an exceptional early childhood educator who deserves recognition for their outstanding work? Nominations are now open for the 2026 Prime Minister's Awards for Excellence in Early Childhood Education. All Canadian citizens and permanent residents who have successfully completed early childhood education training and have worked in a licensed facility for the past three years could be eligible. Start today by downloading a nomination form. [Nominations for the 2026 Prime Minister's Awards must be submitted by January 14, 2026.](#)

Holiday and Closure Dates

Manitoba Education and Early Childhood Learning offices at 114 Garry Street and 210 Osborne Street North will be closed on the following dates:

- Christmas Day: Thursday, December 25, 2025
- Boxing Day: Friday, December 26, 2025
- New Year's Day 2026: Thursday, January 1, 2026

Licensed child care facilities *may* observe these dates as holidays, as per [ELCC's posted 2025 Closure Days schedule](#).

EARLY LEARNING AND CHILD CARE DIVISION UPDATE

Early Learning and Child Care Connecting with Community Across Manitoba

Division staff had a great experience at the Career and Post-Secondary Symposium (CAPS) on November 13, 2025, at the Louis Riel Arts and Technology Centre. The event drew a strong turnout of high school students and parents, offering valuable engagement opportunities. ELCC offered promotional materials and information on careers in child care, sparking great conversation. Staff also attended the Winnipeg Career Fair and Training Expo at the RBC Convention Centre on November 18, 2025, a fixture in our yearly schedule of outreach initiatives. Both events provided an excellent platform for outreach, networking, and showcasing Early Learning and Child Care programs.



Caption: Child Care Coordinators Sherrie White and Jessica Brosch at the Become an Early Childhood Educator booth at the Career and Post-Secondary Symposium at the Louis Riel Arts and Technology Centre on November 13, 2025.

Staffing Updates



We continue to welcome new staff into our division to support Manitoba's priorities for early learning and child care and support career growth and development of existing staff.

Brittany Blowatt has joined the Provincial Operations Branch, Diversity and Inclusion Unit, as Inclusion Support Program Coordinator at 210 Osborne Street North in Winnipeg on November 3, 2025. Brittany is a certified Early Childhood Educator III, specializing in Inclusion, and holds a Bachelor of Arts in Developmental Studies. She has over 13-years experience in the child care sector, having worked in infant, nursery, Kindergarten and school age programs, and has served as a team lead and preschool supervisor.

We Value Your Input!

Would you like to share some of your facility's ideas or tell us about a program or celebration at your facility? Would you like to share a quote about why you love being an early childhood educator? Email us at CDInfo@gov.mb.ca with the subject line "ELCC Newsletter" and you could be featured in our next edition

For general inquiries about the Early Learning and Child Care Division

Website: www.manitoba.ca/childcare

Email: cdinfo@gov.mb.ca

Phone: 204-945-0776

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