

OCTOBER 2025

Early Learning
and Child Care

MONTHLY
E-NEWS

MOVING FORWARD ON CHILD CARE PRIORITIES



Building Connections—Workforce, Schools, and Health Care

Manitoba Education and Early Childhood Learning is expanding outreach to promote early childhood education as a career during Career and Workforce Development Month (November). “Become an Educator” information sessions will support service providers in guiding job seekers toward the profession. View the upcoming [information sessions and events listing](#).

On October 10, 2025, the governments of Manitoba and Canada announced 20.9 million dollars for the construction of a new child care centre at Riverview Health Centre that will offer 80 new child care spaces (16 infant and 64 pre-school). This project is part of the broader Health and Child Care Infrastructure Project that will see the creation of over 300 new child care spaces for children under the age of seven in three health facilities across two health regions where there is high demand. Read the [full release](#).

The department has developed *Guidelines for Child Care Centres Co-located with Schools that Are Under Development*. Over the coming months, department representatives will engage directly with various school division representatives across the province on these guidelines to help minimize challenges and advance collective efforts in the development and operations of new schools and centres that are co-located.

Early Learning and Child Care Workforce Satisfaction Survey— Respond by November 20

Certified child care professionals and students in early childhood education training are encouraged to complete this survey.

Your feedback is essential in understanding the experiences of individuals working in Manitoba's early learning and child care sector, or considering pursuing a career in early childhood education. The input you provide will contribute to strengthening early learning and child care in Manitoba.

To learn more and take the survey, visit www.manitoba.ca/childcarewss.



SPOTLIGHT ON SUCCESS



Left to right: Licensing, Compliance and Quality Director, Lisa Ludwig; Child Care Coordinator, Suzanne Pazdor; Prime Minister's Award-winner, Colleen Lussier; and Executive Director of Provincial Operations, Susan Emerson.

Winnipeg ECE III Receives National Award

Congratulations to Colleen Lussier, one of the 2025 recipients of the [Prime Minister's Awards for Excellence in Early Childhood Education](#)! Colleen is an Early Childhood Educator III with Building Blocks on Balmoral YMCA-YWCA of Winnipeg Child Care Centre who was nominated and selected for her significant contribution and dedication to outdoor education and land-based learning.

Susan Emerson, Executive Director of Provincial Operations, Lisa Ludwig, Licensing, Compliance and Quality Director, and Suzanne Pazdor, Child Care Coordinator visited Colleen at Building Blocks earlier this month to congratulate her for receiving this award on behalf of the department.

“Wee” Ones Thrive in Newly Renovated Outdoor Play Space

In June, [Wee Bairns](#) Infant Care Centre celebrated the completion of a transformative two-week playground renovation, made possible through the Outdoor Early Childhood Education Grant. The project aims to increase outdoor playtime for infants and enrich their experiences with engaging, developmentally supportive features, including a music wall, water wall, and art easel—elements designed to spark curiosity and encourage sensory and creative exploration. These additions have quickly become favourites among the children, who are actively engaging with the new features each day.

Safety and comfort were top priorities throughout the renovation. The installation of rubber pavement and artificial grass provides soft cushioning, allowing infants to explore their physical boundaries with reduced risk of injury. A new arbour offers essential shade, while improved grading ensures effective drainage—both contributing to longer, more enjoyable outdoor play sessions.

The response from families has been overwhelmingly positive. Parents have expressed their appreciation for the safe, stimulating environment that supports their children's growth and development.

“This project has truly elevated our outdoor programming. We’re seeing more smiles, more exploration, and more meaningful play every day.”

— Amira Tasse, Interim Executive Director, Wee Bairns

With the success of this initiative, Wee Bairns continues to demonstrate its commitment to creating nurturing spaces where children can thrive through play, discovery, and connection with the natural world.

The [Outdoor Early Childhood Education Grant](#) was made available through the [Canada-Manitoba Early Learning and Child Care Agreement](#). The grant was provided to facilities to enhance children's learning by incorporating outdoor education into children's daily curriculum.

‘Wee’ is an old Scottish word, simply meaning ‘small’ or ‘unimportant,’ while ‘bairn’ is the word for a baby or a young child. “She’s a bonnie wee bairn!” Would mean, “She’s a beautiful little baby!”



Meet the ELCC Team

Jon Bitton, Supervisor, Licensing and Compliance

I was 21 and managing restaurants when I took a job as a cook at a summer camp in Ontario I had attended as a child. They had very ad hoc programming and, one day, during free activity time, I offered kids the chance to help in the kitchen. I said, "If kids want to sign up and come cook, they're welcome to do so." Over 40 children showed up. I set up stations with carrot peelers and had them chopping lettuce and whatnot. They weren't just messing around; they were actually making dinner for 190 people.

I recognized, 'Wow, I'm really good at this.' The children were really responding to me. When I got back to Toronto, I started looking at doing something else with my life. Someone I barely knew asked if I wanted to work at a child care centre and I said yes. I loved the free play. The environment was cool, and I wanted to be part of it. I looked into early childhood education training, enrolled, and here I am.

I've been with Manitoba Education and Early Childhood Learning for three years now. Before that, I worked in the sector for over two decades. I received my ECE training in Toronto, then moved to Winnipeg and earned a Developmental Studies degree and later a Master of Arts in Cultural Studies from the University of Winnipeg. I was finishing my Master of Arts in Cultural Studies when I was hired with the department.

I'm a supervisor for Licensing and Compliance. About 75 per cent of my job is supporting my staff in managing their facilities, basically helping them do their jobs well. The rest involves consulting across different areas like curriculum development, finance, and upgrading Child Care Online. I get called in wherever my experience is needed.

I know it's cheesy, but the best part of my job is the people I work with. They're passionate ECEs who really understand what quality programming in our sector looks like. My approach is rooted in the Bruner Scaffolding child-development theory, which I think extends to helping my team grow their skills and in turn helping to enhance facility programming, effectively helping programs take the next step in quality, wherever they're starting from.

I've experienced a few negative interactions with and reactions from parents and co-teachers as a man working in this field, overwhelmingly from folks who couldn't wrap their heads around why I was working in a child care centre. Fortunately, I had a director who always had my back, plus I've had about a thousand times more positive experiences than negative ones. My advice is to find a director and a team, who support you. Find a program that meshes with your philosophy. If you want to see the change, be the change.



Jon Bitton, Supervisor, Licensing and Compliance



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

This Month's Question

How often should I update the Record of Child Care Employees or Record of Child Care Residents on Child Care Online? And why is it important to do so?

Answer

The Record of Child Care Employees (RCCE) for centres and Record of Child Care Residents (RCCR) for child care homes should be updated as often as needed and as soon as possible when any of the following occur:

- An employee is hired or leaves employment in a centre or a child care home
- An employee's position title or their average core or additional hours worked per week change
- A resident moves in or out of a child care home
- Required training is completed (e.g., 40-hour course, First Aid, CPR, Canadian Centre for Child Protection (C3P) Commit to Kids Child Abuse Prevention Training)

It is important to keep your RCCE or RCCR up to date to ensure the accuracy of your employee or resident/staff listing as required under the regulation, while also supporting timely training renewals and the re-licensing process.

Now is a great time to review your RCCE/RCCR and add the new C3P Commit to Kids Child Abuse Prevention Training completion dates for employees and child care home licence holders. To get started, log in to [Child Care Online](#).

ANNOUNCEMENTS AND REMINDERS

Best Practices for Transparent and Equitable Child Care Waitlists

A reminder to all licensed child care facilities: equity and transparency are essential when managing family waitlist requests and the enrollment process. While facilities retain autonomy in establishing their own procedures, aligning with recognized best practices fosters trust and leads to better outcomes for families.

1. Post Your Enrollment Policies

Families should understand how the list works, what criteria are used for prioritization and how long they might expect to wait. Clear, accessible policies promote transparency and help families understand your process.

2. Keep Your Online Information Current

Families rely on the [Manitoba Child Care Search \(MCCS\)](#) to find licensed child care. Keep your profile updated with vacancy details and unique program features to support informed choices. Link your enrollment policy to your MCCS profile.

3. Maintain Clear and Accurate Waitlist Records

Keep your waitlist current and communicate regularly with families about their position. Use fair and consistent criteria when prioritizing enrollment, such as sibling priority, date added to the waitlist, or additional support needs.

4. Ensure Inclusive Practice

Avoid any approaches that could be perceived as discriminatory. Deprioritizing a child solely because they have additional support needs may constitute discrimination under The Human Rights Code of Manitoba. Resources and funding may be available through the [Inclusion Support Program](#) to help support the inclusion of children with additional needs.

5. Support Families to Navigate High Demand

If your waitlist is closed or at capacity, consider offering families a list of nearby licensed providers who may have availability. Encourage them to check the MCCS tool.



By adopting these practices, facilities can foster equitable access to child care and strengthen relationships with families across Manitoba. Contact your Child Care Coordinator if you have any questions.

Facility Orientation Session— Child Care Subsidy Program and Facility Reporting

This virtual session provides 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. The orientation session is open to all child care facilities including home-based providers, centres and nursery schools.

SAVE THE DATE

Thursday, November 6, 2025

Time: 1:30 p.m. – 3:00 p.m.

Register at https://us06web.zoom.us/webinar/register/WN_WIFZp1ypSxC0s4Rduj3TrA

Time: 6:00 p.m. – 7:30 p.m.

Register at https://us06web.zoom.us/webinar/register/WN_jkq450b5RcOp-m85oO9AXg



Update to Child Care Online to Support Child Abuse Prevention Training Records

As of October 19, 2025, the Record of Child Care Employee (RCCE)/Record of Child Care Resident/Staff (RCCR) sections of Child Care Online have been updated to include the records for mandatory child abuse prevention training as outlined in the partnership with Manitoba Education and Early Childhood Learning and Canadian Centre for Child Protection announced in May 2024.

As a reminder, licensed child care facilities including Early Childhood Educators, Child Care Assistants, and home-based child care providers (including substitutes) were required to complete this mandatory training by March 31, 2025, and every four years thereafter. As new staff come on board, they are required to complete the training within one year.

To learn more about the C3P initiative and how to access the online training at no cost, view a copy of the [operational circular](#). For further details on changes to RCCE/RCCR Child Care Online to support record keeping, view the [webinar](#).

Update to Child Care Online to Support Child Abuse Prevention Training Records

Information Session for Child Care Facilities

Early Learning and Child Care Division
Department of Education and Early Childhood Learning

Thursday, October 23, 2025

Blooming Words® Training for Child Care Staff—No Cost 2025/2026

Blooming Words® is a standardized, evidence-informed early language stimulation program for children from birth to kindergarten. It was developed by speech-language pathologists in Quebec in partnership with the non-profit organization API-Enfance and is now being offered province-wide through the [Children's Therapy Network of Manitoba \(CTNM\)](#).

Blooming Words® is being offered for free in 2025/2026 to interested licensed early learning and child care centres (including nursery schools) in Manitoba.

New Blooming Words® Training Dates for Facilitators (Train the Trainer)

November 14, 2025

9:00 a.m. – 12:00 p.m. CST—Education Model (English)

To register, email bloomingwords@rccinc.ca or call 431-338-6210.

To learn more, visit [Blooming Words® Program](#).

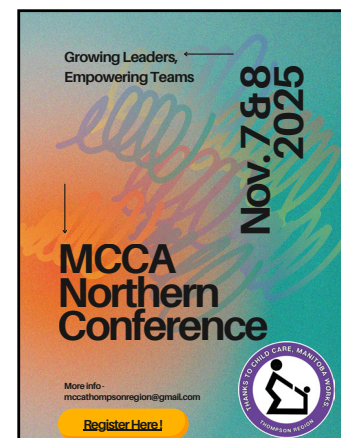


MCCA NORTHERN CONFERENCE

November 7 and 8, 2025



Registration is now open for the MCCA Northern Conference. The conference organized by the MCCA Thompson Branch will be held on November 7 and 8, 2025, in Thompson. This year's theme is "Growing Leaders, Empowering Teams". For more information and to register, visit [MCCA Northern Conference](#).



New Website to Support Families: Parenting in Manitoba

The Manitoba government launched a new website to support families across the province. [Parenting in Manitoba](https://parentinginmanitoba.ca) provides access to current, evidence-based information to help new and expectant parents support their child's healthy development, from pregnancy through the first five years of life. The website features over 120 articles on topics like safe swaddling techniques, tips for starting solid foods and how to tell the difference between a sore throat or strep.

For more information, visit parentinginmanitoba.ca.

Information for

Growing Families



Call for Nominations: Prime Minister's Awards for 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**.

Professional Development Options for Educators and Board Members

Investment in professional development is critical for the early learning and child care sector as it helps to empower the workforce and provide the necessary skills and knowledge supporting high-quality care for children. Learn more about various [learning opportunities](#).

Watch for new [Board Governance](#) webinar training workshops this November offered in partnership with Manitoba Child Care Association that will take a deeper dive into topics such as role clarity, conflict management, and effective meetings.

Early Learning and Child Care presents at the Manitoba Start Event

On October 15, staff from the division gave a presentation about careers in early learning and child care to 30 participants at Manitoba Start in Winnipeg. Attendees had the opportunity to learn about classification, career paths, and educational options available to become an early childhood educator (ECE).

Manitoba Start is a not-for-profit organization that connects businesses to a world-class workforce and is the leading provider of career services for newcomers to Manitoba.



Melissa Shapiro, Policy Analyst, presented at the Manitoba Start Event on behalf of Early Learning and Child Care.

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.

Temi Ojogiwa has joined the Provincial Operations Branch, Quality Enhancement and Program Development Unit as a Senior Policy Analyst at 210 Osborne Street North on October 6. Temi holds a Master of Public Sector Management from the Ghana Institute of Management and Administrative Studies and a Bachelor of Arts in English from the University of Ilorin. Temi has many years of experience in academic research, policy evaluation, and administrative leadership, and has worked as a researcher in sustainable and rural development, and institutional governance.

Farrukh Hameed joined the Funding and Financial Assistance Branch as a Senior Financial Analyst at 114 Garry Street on October 22. Farrukh holds a Bachelor's degree in Applied Accounting and is certified as both a CPA and ACCA. He brings a wealth of experience in audit, financial analysis, reporting, and process improvement, having worked across a range of industries including financial services, manufacturing, oil and gas, and aviation.

Shelly Marques has taken on the role of Acting Director, Intergovernmental Relations and Strategic Policy as of Tuesday, October 14. Shelly is an ECE III with over twenty-five years of experience in Manitoba's child care sector, and has been with ELCC since 2016 in a variety of roles beginning with Quality Enhancement Specialist, Senior Policy Analyst, and Workforce Curriculum Consultant in the Workforce Development Unit. Shelly has a diploma in Early Childhood Education from Red River College, Bachelor of Arts majoring in Developmental Studies from the University of Winnipeg and is currently enrolled in the Masters of Education in Early Childhood Education program at the University of British Columbia.

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 CDCCInfo@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

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