

**CANADA-MANITOBA CANADA-WIDE EARLY  
LEARNING AND CHILD CARE AGREEMENT  
2021-2026  
ANNUAL REPORT FOR 2022-2023**

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## **Section 1 – Introduction**

The Canada-Manitoba Canada-Wide Early Learning and Child Care (Canada-Wide) Agreement provides an estimated \$1.2 billion over five years to advance the shared objective of creating access to a high-quality, affordable, responsive, integrative and culturally receptive early learning and child care system in Manitoba.

Under the 2021-2023 Canada-Wide Agreement Action Plan, priority areas were identified based on feedback from sector stakeholders and included establishing access to affordable, high-quality, inclusive child care services. The Action Plan provided Manitoba an opportunity to expand on the important work already started under the Canada-Manitoba Early Learning and Child Care (Bilateral) Agreement. The second year of the 2021-2023 Canada-Wide Agreement Action Plan focused on reducing average out-of-pocket parent fees to \$10 per day by the end of March 2023, establishing a wage grid for the non-profit regulated sector, advancing flexible child care options, and establishing commitments towards creating 23,000 new child care spaces by the end of 2025-2026.

This annual report details results for the second year of the Canada-Wide Agreement 2021-2023 Action Plan. The funding for 2022-2023 was \$195,933,515 and Manitoba's allocation was based on population estimates from Statistics Canada.

<b>Table 1 - Financial Summary of the Canada-Wide Agreement Action Plan 2022-2023</b>			
<b>Priority Area</b>	<b>Initiative</b>	<b>Allocated 2022-2023</b>	<b>Actual 2022-2023</b>
<b>Affordability</b>	Threshold Increase: current subsidy system	\$12,066,573	\$317,420
	Financial Assistance system for parent fees based on household income	\$33,224,868	\$0
	Revenue Supplement to lower parent fees	\$61,285,153	\$17,356,548
	<b>Totals</b>	<b>\$106,576,594</b>	<b>\$17,673,968</b>
<b>Accessibility</b>	Extended Hour Child Care Benefit	\$14,872,185	\$0
	Shared Space per diem	\$975,675	\$2,461,100
	Capital development investment	\$70,680,000	\$99,170,094
	Employment Transition Program	\$3,003,000	\$0
	(NEW) Operating Funding for Affordable & Accessible Spaces	-	\$4,170,137
	<b>Totals</b>	<b>\$89,530,860</b>	<b>\$105,801,331</b>
<b>Quality</b>	Wage Grid Operating Supplement	\$29,796,453	\$26,071,533
	Curriculum Re-development	\$178,400	\$0
	Certification Requirements Modernization	\$178,400	\$0
	Business Improvement Grant	\$1,143,376	\$0*
	Home Based Agency Model	\$1,105,000	\$0
	(NEW) Early Childhood Educator Training Expansion	-	\$250,000
	(NEW) Quality Early Learning Environments Grant	-	\$25,862,375
	(NEW) Innovative Recruitment and Retention Grant	-	\$4,685,665
	<b>Totals</b>	<b>\$32,401,629</b>	<b>\$56,869,573</b>
<b>Inclusivity</b>	Manitoba Access Portal: Science of Early Child Development (translation)	\$1,020,000	\$300,000
	Abecedarian Program Expansion	\$1,285,100	\$662,468
	Abecedarian Program Support and Research	-	\$108,357
	Ka Ni Kanichihk Building Expansion	\$300,000	\$0
	Diversity Programming Grants	\$2,000,000	\$0
	(NEW) Enhancing Accessible and Culturally Diverse Child Care Grant	-	\$11,609,504
	<b>Totals</b>	<b>\$4,605,100</b>	<b>\$12,680,329</b>
<b>Administration</b>		\$4,123,973	\$4,016,649
	<b>Subtotals</b>	<b>\$237,238,156</b>	<b>\$197,041,850</b>
	<b>Funding Allocated</b>	<b>**\$197,356,654</b>	<b>***\$195,933,515</b>
	<b>Carry Forward</b>	<b>\$70,095,238</b>	<b>\$70,095,238</b>
	<b>Total for F/Y</b>	<b>\$267,451,892</b>	<b>\$266,028,753</b>
	<b>Difference</b>	<b>\$30,213,736</b>	<b>\$68,986,903</b>

\*2022-2023 funding included under Administration priority area

\*\*Funding allocated for 2022-2023 in original Canada-Wide Agreement

\*\*\*Final allocations for fiscal year 2022-2023 are adjusted based on Statistics Canada's population estimates as at July 1st, 2022.

## **Section 2 – Affordability**

Manitoba's Canada-Wide Agreement 2021-2023 Action Plan identified three initiatives to support making child care more affordable for Manitobans in 2022-2023:

- Threshold increase to the child care subsidy program
- Financial assistance for parent fees
- Revenue supplement for child care providers to lower parent fees

### **Threshold Increase**

Manitoba's subsidy rates had not been re-indexed to reflect changes to household incomes since 2012-2013, making families with even modest adjustments to their net income ineligible for the Child Care Subsidy Program. As a result, the number of families supported through the program had declined by 23 per cent since 2014-2015. Prior to that, re-indexing occurred in 2007 by 13%, after thresholds had not been adjusted since 1991.

In the first year of the 2021-2023 Action Plan, Manitoba implemented changes to the existing child care Subsidy Program as a first step toward achieving a reduction in parent fees. Manitoba increased the household income threshold by 45% to expand eligibility to more middle and low-income families. This new threshold continued into 2022-2023, resulting in an additional 2,724 children (age 0-6) receiving subsidy in 2022-2023 compared to the 2020 baseline data. Despite this significant increase in children accessing the Child Care Subsidy Program, uptake was not as high as anticipated at the outset of the action plan. As a result, in 2022-2023, Manitoba spent \$317,420 on the Threshold Increase, nearly \$11.75M less than the projected expenditure.

To support families and facilities with the transition to the new subsidy threshold, a six-month subsidy advance and a three-month parent fee advance were distributed to all licensed child care facilities to cover the full costs of child care while parents' applications were being assessed under the new subsidy threshold. While funding for the subsidy advances were provided to facilities in the 2021-2022 fiscal year, facilities required some time to plan for and roll out reduced parent fees which meant that the impact to parent fees was experienced in 2022-2023.

The Canada-Manitoba Canada-wide Agreement includes a commitment to reduce out of pocket parent fees by an average of 50% from 2019 levels by the end of 2022. The implementation of the Threshold Increase Initiative, and the Subsidy and Parent Fee Advances reduced the average parent fees for children 0-6 years from \$20.70 in 2019 to an average of \$12.69 per day on December 31, 2022, a 40% reduction, falling just short of the target. By March 31, 2023, average fees were further reduced to \$8.43 per, and as a result, Manitoba reached its commitment to reducing parent fees to meet an average of \$10 per day three years ahead of the target of 2026.

### **Financial Assistance for Parent Fees**

As Manitoba was already on track to reduce parent fees to an average of \$10 per day, plans to implement the Financial Assistance for Parent Fees shifted. Manitoba focused efforts on planning the implementation of the Revenue Supplement to Lower Parent Fees initiative and no funding was spent in 2022-2023 on Financial Assistance for Parent Fees.

## Revenue Supplement to Lower Parent Fees

To sustain reduced parent fees at an average of \$10 per day or less, Manitoba implemented new regulated maximum parent fees for funded facilities effective April 2, 2023 to \$10 per day for regular periods of care, a significant reduction from the previous regulated maximum parent fees. To offset these parent fee reductions, funded child care facilities are provided a Reduced Parent Fee Revenue Grant that is equivalent to the difference between the previous and new maximum fees. The Reduced Parent Fee Revenue Grant ensures that facilities continue to receive the same revenue as prior to the implementation of this initiative.

At the end of the 2022-2023 fiscal year, Manitoba was preparing for the implementation of the Reduced Parent Fees and provided the Reduced Parent Fee Revenue Grant to 1,015 facilities for 24,547 spaces to cover the Reduce Parent Fees for three reporting periods (28 days in a reporting period). Because of the late implementation of the initiative in the fiscal year, Manitoba only spent part of its allocation for 2022-2023 on this initiative.

Table 2 – Affordability Table						
Program Initiative	Indicators	Baseline (2020)	Targets	Funding Allocated (2022-2023)	Funding Spent (2022-2023)	Results (2022-2023)
Threshold Increase	Greater number of families receiving subsidy	# Families 0-6 = 4,312 <sup>1</sup> # Children 0-6 = 5,998	Up to 4,800 additional children receive a child care subsidy	\$12,066,573	\$317,420	# Families 0-6 <sup>2</sup> = 7,291 # Children 0-6 = 8,722 Increase in # of Children 0-6 = 2,724
Financial Assistance for Parent Fees	Average out-of-pocket fee of \$10 per day per child for children (ages 0-6)	0-6 average daily fee \$18.80-\$28.00	Up to an additional 10,000 children receive a child care subsidy	\$33,224,868	\$0	N/A
Revenue Supplement to Lower Parent Fees	Supporting the average \$10 per day fee: # of facilities receiving supplement	N/A	Approximately 26,800 lower parent fees supported by supplement	\$61,285,153	\$17,356,548	Funding was provided to 1,015 facilities, 24,547 spaces (0-6 years) to reduce out-of-pocket parent fees to \$10 per day for most spaces.
<b>Subtotals</b>				<b>\$106,576,594</b>	<b>\$17,673,968</b>	

<sup>1</sup> In 2020-2021, the total number of families who received subsidy for at least one child age 0-6 is 4,312. This was previously reported in the Canada- Manitoba Canada Wide Early Learning and Child Care Agreement Annual Report for 2021-2022 as 5,259.

<sup>2</sup> # Families (0-6) – total number of families who received subsidy for at least one child age 0-6.

## **Section 3 – Access**

As part of its expansion plan, Manitoba developed a Child Care Demand Model to inform policy decisions regarding allocating capital funds and creating additional child care spaces towards the 23,000 total spaces target, of which at least 5,890 must be developed as new capital child care spaces, as outlined in Manitoba's Canada- Wide Agreement. This model takes into account Census and other demographic indicators to identify the areas of the province with the highest need for child care. The Child Care Demand Model was initially developed in 2022-2023 and continues to be refined to ensure investments in new spaces are targeting those communities with the greatest need.

Manitoba's Canada-Wide Agreement 2021-2023 Action Plan identified four initiatives for 2022-2023 to support making child care more accessible for Manitobans:

- Extended Hour Child Care Benefit
- Shared Space per diem
- Capital Development Investment
- Employment Transition Program

A fifth initiative was added in 2022-2023;

- Operating Funding for Affordable & Accessible Spaces

### **Shared Space Per Diem**

The Shared Space Per Diem initiative provided payments to eligible child care facilities that had more than one child enrolled into a full-time space. Facilities were provided payments in 2022- 2023 for their reported shared spaces. This initiative supported access to flexible child care options for families returning to work post-pandemic, while providing facilities with additional revenue.

Due to the success of the program, Manitoba exceeded its original target of creating 1,450 spaces, was able to create 2,397 shared spaces with a total of \$2,461,100 on this initiative.

### **Capital Development Investment**

In 2022-2023, Manitoba invested \$99M to support the development of 27 new child care centres. This included 23 facilities under the Ready-To-Move Child Care Project in 20 rural and 3 First Nations communities for a total of 1,670 spaces for children ages 0-6; and 4 community-based projects under the ELCC Building Fund, which created a total of 204 spaces for children 0-6 years.

### **Operating Funding for Affordable & Accessible Spaces (NEW)**

This initiative was funded through the Canada-Wide Agreement, with additional funding provided under the Bilateral Agreement. Through this initiative, Manitoba is providing start-up and operating grants to new facilities to increase the number of child care spaces for children ages 0-6.

When a child care facility receives operating grants for its spaces, the facility is considered funded. Funded facilities must adhere to the maximum regulated parent fee, are required to enroll children with additional support needs, and are expected to pay staff to at least the starting point on the Wage Grid.

## Other Initiatives

Manitoba had plans to implement the Extended Hours Child Care Benefit and Employment Transition Program initiatives, however, these initiatives have been delayed. Manitoba continues to explore opportunities to incorporate the Extended Hours Child Care Benefit initiative with future space expansion projects. The allocated funding for both initiatives was reallocated to other initiatives under the Canada- Wide Agreement.

Table 3 – Access						
Program Initiative	Indicators	Baseline (2020)	Targets	Funding Allocated (2022-23)	Funding Spent (2022-23)	Results (2022-2023)
Extended Hour Child Care Benefit	Develop flexible child care options for families	Non Profit 682 Facilities 34,051 Spaces	5% of facilities develop 1,700 spaces by end of FY 2022- 2023	\$114,872,185	\$0	N/A
Shared Space per diem	Increase flexible child care for families	N/A	7% of spaces offering part-time care, total 1,450 spaces	\$975,675	\$2,461,100	2,397 shared spaces created
Capital Development Investment	Improved child care coverage rates in higher needs communities	N/A	Funding to create up to 5,890 spaces by the end of 2025-2026	\$70,680,000	\$99,170,094 <sup>1</sup>	Provided funding to create 27 new child care facilities for a total of 1,874 new spaces for children ages 0-6
Employment Transition Program	# of children enrolled in program. # of children remaining in child care 3 months after program	N/A	Guarantee 100 spaces for 5 months. 300 spaces in existing programs	\$3,003,000	\$0	N/A
Operating Funding for Affordable & Accessible Spaces	# of spaces requested for funding by facilities	N/A	23,000 newly funded spaces by March 31, 2026	-	\$4,170,137	1,058 new spaces opened and funded in 2022-23 <sup>2</sup>
<b>Subtotals</b>				<b>\$89,530,860</b>	<b>\$105,801,331</b>	

<sup>1</sup> Additional funding was sourced from surplus under the Affordability pillar through a formal reallocation request

<sup>2</sup> Results achieved reflect funding under the Canada- Wide Agreement (\$4.17M) and Bilateral Agreement (\$8.16M) for 2022-2023

## Section 4 – Quality

Manitoba identified a number of initiatives in the second year of its Canada-Wide Agreement 2021-2023 Action Plan to support quality child care and workforce development. Workforce initiatives have been designed to promote the recruitment, retention and recognition of professionals in Manitoba's growing early learning and child care workforce, including:

- Wage Grid Operating Supplement
- Curriculum Redevelopment
- Workforce Certification Requirements Modernization
- Business Improvement Grant
- Home-Based Agency Model

Three additional initiatives were later added to support quality:

- Post-Secondary Early Childhood Education Expansion Development Funding
- Quality Early Learning Environment Grants
- Innovative Recruitment and Retention Grant

### Wage Grid Operating Supplement

Wages for the child care workforce in Manitoba are determined by facilities and their respective boards of directors as the employers. As a result, wages across the sector can vary from facility to facility. Despite the range of pay across the sector, overall wages of the child care workforce have historically been relatively uncompetitive in the labour market.

The Wage Grid was implemented in July 2022 with the goal of increasing wages overall to improve competitiveness in the labour market, and to create greater consistency in pay rates for comparable positions across the sector. The Wage Grid established a starting wage and a target wage for a series of common classifications in the child care workforce. To support facilities in achieving the Wage Grid, a Wage Grid Operating Supplement was provided to all funded non-profit child care facilities. This funding was provided in addition to their operating grants and was required to be allocated to increasing wages, with an aim to achieve the starting wages at minimum, and ideally the target wages. Provincial funding was incorporated into this initiative to ensure staff working in school-age programs were also fairly and consistently compensated. The Wage Grid was applicable to 6,753 ECEs and CCAs working in funded non-profit facilities in Manitoba in 2022-2023.

Additional information is located in [Appendix A - Manitoba Early Learning & Child Care 2022- 2023 Wage Grid](#).

### Business Improvement Grant

In 2021-2022, Manitoba established a Business Improvement Grant for facilities to upgrade or secure technology solutions and equipment to meet business needs. The grant offered one-time funding to support business administration functions and reporting. It provided up to \$2,500 to home-based providers and up to \$5,000 to child care facilities. While the grant was only offered in 2021-2022, one facility received this grant in 2022-2023. The Business Improvement Grant for 2022-2023 has been allocated under administration expenses. The remaining funding was reallocated to other initiatives in the Canada-Wide Action Plan.

## **Post-Secondary Early Childhood Education Expansion Development Funding (NEW)**

In 2022-2023, Manitoba's public post-secondary institutions were invited to submit proposals for expanding and/or establishing new Early Childhood Educator and Child Care Assistant training programs. The Post-Secondary Early Childhood Education Development Fund was created in recognition of the costs incurred by publicly funded post-secondary institutions with the development of Early Childhood Education program proposals within short timelines. Five institutions submitted proposals, all were successful, and each received \$50K in 2022-2023 to support the development of these program proposals.

## **Quality Enhancement Grants (NEW)**

The Quality Enhancement Grants are one-time grants made available through the Canada-Wide agreement and provincial funding. They support the principles of quality, inclusivity, and sustainability. The Quality Enhancement Grants provide Manitoba's early learning and child care providers with the flexibility to choose and apply funding to where it is needed most, so they are better positioned to build a stronger, more responsive system for the future. There are three Quality Enhancement Grants:

- Quality Early Learning Environment Grant
- Staff Recruitment and Retention Grant
- Enhancing Accessible and Culturally Diverse Child Care Grant (under Section 6-Inclusivity)

### *Quality Early Learning Environment Grants*

The purpose of this initiative is to make improvements to child care facility infrastructure, equipment and materials, and/or to support relevant professional development for staff, to create healthy, safe learning environments, rich learning experiences for children, supportive work environments for staff and welcoming spaces for families. Facilities were invited to opt in or out of this grant. Prior to implementation, an 80 per cent opt-in target was established. By March 21, 2023, 100 per cent of homes and 97 per cent of centres had accepted the grant, for a total funding amount of \$25,862,375.

### *Innovative Recruitment and Retention Grant*

The purpose of this grant is to advance initiatives at child care centres aimed at building and sustaining a high-quality workforce. Centres can use this grant for initiatives that assist with recruitment and retention of qualified staff including advertising for vacant positions, providing bonuses for long serving employees, and professional development opportunities, including staff replacement costs incurred to allow child care workers to attend professional development opportunities. This grant was very successful, with 99 per cent of eligible centres opting in, for a total funding amount of \$4,685,665. This initiative was mainly funded through the Canada-Wide Agreement 2022-2023 Action Plan, however, a portion was funded under the Bilateral Agreement 2022-2023 Action Plan.

## **Other Initiatives**

While procurement processes to hire a consultant for the Curriculum Re-development and Certification Requirements Modernization initiatives were initiated in 2022-2023, both RFP processes were not completed by the end of March 31, 2023. The Home-Based Agency Model was deferred to future years.

Table 4 – Quality Table						
Program Initiative	Indicators	Baseline (2020)	Targets	Funding Allocated (2022-2023)	Funding Spent (2022-2023)	Results (2022-2023)
Wage Grid – Operating Supplement	Minimum wages by positions	Dir. \$33.27 A/Dir. \$27.52 Sup. \$23.67 ECE \$20.07	Support for wage increases for 3,400 ECEs and CCAs	\$29,796,453	\$26,071,533	Implemented on July 1, 2022 Wage increase supported up to 6,753 ECEs and CCAs
Curriculum Re-development	Quality/ Inclusivity	N/A	N/A	\$178,400	\$0	N/A
Certification Requirements Modernization	Quality/ Inclusivity	N/A	N/A	\$178,400	\$0	N/A
Business Improvement Grant	Quality	N/A	Up to \$5,000 for centres and \$2.500 for homes. 75% of facilities	\$1,143,376	\$4,832 (allocated under administration)	One centre received this grant.
Home-Based Agency Model	Flexible Child Care	N/A	2.5% annual net increase in home based spaces. Through RFP identify 4 organizations to license, monitor and support home-based providers through a community approach.	\$1,105,000	\$0	N/A
Early Childhood Educator Training Expansion (NEW)	Quality	N/A	Up to \$50K per post-secondary institution for a maximum of five institutions to develop expansion proposals for education and training programs	-	\$250,000	Five institutions received \$50K each to support the development of these programs.

Quality Early Learning Environment Grants (NEW)	Quality & Accessibility	N/A	80% of all licensed not-for-profit facilities accept and implement to address aging infrastructure equipment and materials	-	\$25,862,375 <sup>2</sup>	100% of eligible centres (623) and 97% of eligible homes (378) accepted and were implementing
Innovative Recruitment and Retention Grant (NEW)	Quality	N/A	80% of all licensed not-for-profit centres accept and implement innovative strategies to recruit and retain a high-quality workforce	-	\$4,685,665	99% of eligible centres (617) accepted and were implementing <sup>1</sup>
<b>Subtotals</b>				<b>\$32,401,629</b>	<b>\$56,869,573</b>	

<sup>1</sup> Results achieved reflect funding under the Canada- Wide Agreement (\$4.69M) and Bilateral Agreement Workforce Annex (\$886K) for 2022-2023

<sup>2</sup> Additional funding was sourced from surplus under the Affordability pillar through a formal reallocation request and unspent funds within the Quality pillar

**Section 5 – Inclusivity**

Manitoba identified many initiatives in the second year of its 2021-2023 Action Plan that would support this objective:

- Manitoba Access Portal: Science of Early Child Development (translation)
- Abecedarian Program Expansion
- Abecedarian Program Support and Research
- Ka Ni Kanichihk Building Expansion
- Diversity Programming Grants

Another initiative was added in 2022-2023:

- Enhancing Accessible and Culturally Diverse Child Care Grant

**Manitoba Access Portal: Science of Early Child Development (translation)**

The Manitoba Access Portal is available province-wide, allowing the ELCC workforce to continually advance their knowledge and skills on early child development. These living textbook modules have been developed based on the most recent research on early learning and child care. While the Science of Early Childhood Development currently offers the introductory module in French, investments were made in 2022-2023 for translation of additional modules to enable access to information in both official languages. The contract for translation of additional modules was signed at the end of the fiscal year and translation of all 10 modules is expected to be completed in the coming years.

## **Abecedarian Program Expansion**

Abecedarian is an intervention that focuses on children with multiple risk factors in their lives that are barriers to learning. Abecedarian sees language as the core of early learning. Strong language skills allow for greater cognitive and social/emotional development. Manitoba's first Abecedarian centre, Lord Selkirk Park Child Care, opened in 2012. This expansion provided funding for one additional child care centre, Morrow Ave Early Learning Centre, to implement the Abecedarian Approach in 2022-2023. Additionally, Manitoba issued an Expression of Interest and three more facilities were selected for implementation to begin in 2023-2024.

## **Abecedarian Program Support and Research**

To strengthen the implementation of the Abecedarian Approach, Red River College Polytechnic (RRC Polytech) offers an Abecedarian Support Program, which includes training for staff in the child care centre, ongoing mentorship and guidance. In 2022-2023, Manitoba engaged RRC Polytech to expand this program to align with the expansion of the Abecedarian Approach, which included one centre in 2022-2023. Planning was underway in 2022-2023 for three more centres in 2023-2024. Additionally, RRC Polytech works with facilities to complete data collection, analysis and reporting to demonstrate the impact of this approach on children's developmental outcomes.

## **Enhancing Accessible and Culturally Diverse Child Care Grant**

The Enhancing Accessible and Culturally Diverse Child Care Grant was an additional initiative introduced at the end of 2022-2023 as one of the three Quality Enhancement Grants. This grant provided facilities support to advance diversity and inclusion, ensuring all children feel a sense of belonging and have the ability to meaningfully participate in the program. Initiatives could include the purchase of equipment, including equipment to support extended-hour and non-standard child care services, renovations to the facility to improve accessibility, and professional development for staff intended to accommodate cultural diversity.

## **Other Initiatives**

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 is undergoing a significant \$8.8M expansion, which will increase service capacity for up to 3,000 individuals per year. Funding allocated to support quality and inclusive programming at the center for 2022-2023 has been carried forward to 2023-2024 due to delays with their expansion project.

The Diversity Programming Grant was initially planned to be a one-time grant of up to \$40K for facilities to implement cultural programming. However, funding for the Diversity Programming Grant was rolled in and increased as part of the Enhancing Accessible and Culturally Diverse Child Care Grant.

**Table 5 – Inclusivity Table**

<b>Program Initiative</b>	<b>Indicators</b>	<b>Baseline (2020)</b>	<b>Targets</b>	<b>Funding Allocated (2022-2023)</b>	<b>Funding Spent (2022-2023)</b>	<b>Results (2022-2023)</b>
Manitoba Access Portal: Science of Early Child Development (translation)	Access to the resources once it is translated.	N/A	Total of 10 modules translated to French over multiple years.	\$1,020,000	\$300,000	Translation initiated in 2022-2023.
Abecedarian Program Expansion	Increased literacy and school readiness for children attending in higher need communities.	1 site	4 sites fully implement the Abecedarian Approach.	\$1,285,100	\$662,468	1 centre has launched the full Abecedarian Approach.  3 centres were selected through an Expression of Interest process to launch the Abecedarian Approach in 2023-24.
Abecedarian Expansion – Red River Research	Increased training and mentorship for staff at more facilities and measure impact on ELCC sector through the data collected.	N/A	4 facilities to participate in training to ensure successful implementation of the Abecedarian Approach and participate in the research component.	-	\$108,357	1 facility received training and mentorship.  Research portion is under development with data collection to begin in 2023/24.
Ka Ni Kanichihk Building Expansion	Increased quality and inclusivity of programming for the Indigenous community served.	N/A	Full Implementation of an Indigenous-based curriculum and programming.	\$300,000	\$0	Funding moved to 2024-2026 Action Plan
Diversity Programming Grant	Increased diversity and inclusivity throughout the ELCC sector.	N/A	50 facilities implement culturally-based programming.	\$2,000,000	\$0	N/A <sup>1</sup>

Enhancing Accessible and Culturally Diverse Child Care Grant	Increased quality and inclusivity.	N/A	80% of all licensed non-profit facilities accept and implement programming and/or space adaptations to promote inclusion of all children.	-	\$11,609,504	98% of eligible centres (611) and 89% of eligible homes (346) accepted and are implementing.
<b>Subtotals</b>				<b>\$4,605,100</b>	<b>\$12,680,329</b>	

<sup>1</sup> Funding allocated for the Diversity Programming Grant was roll into the Enhancing Accessible and Culturally Diverse Child Care Grant

**Section 6 – Consultation with stakeholders**

Manitoba continued to consult with stakeholders in a variety of forums, including three ongoing stakeholder committees that meet regularly: the Minister’s Consultation Table (MCT), the Child Care Parent Advisory Committee (CCPAC), and the Child Care Qualifications and Training Committee (CCQTC). The MCT focuses on advancing system modernization and includes diverse and inclusive sector representation, including non-profit and for-profit licensed facilities, education/training providers, regional representation (northern, urban, rural), Indigenous peoples, and Francophone sector representatives. The CCPAC provides important feedback from a parent/family perspective on targeted issues and initiatives, including legislative and policy frameworks. The CCQTC is responsible for making recommendations related to the qualifications and training of staff for facilities.

The MCT amalgamated with the Canada Manitoba Bilateral Sub-Committee under one committee beginning in the fall of 2022 and increased meeting frequency from a minimum of four times per year to once per month where feasible. These changes in committee structure helped increase collaboration and provided a meaningful approach to engagements to inform early learning and child care priorities, recommendations and action plan developments under Manitoba’s agreements with Canada. The Main Table met once and the Bilateral Subcommittee met three times prior to the amalgamation, with the renewed MCT meeting six times. In 2022- 2023, CCQTC met six times and CCPAC met twice.

**Section 7 – Census**

No annual Child Care Census is currently available. In 2022-2023, Manitoba continued to explore options to develop a Census.

**Section 8 – Other additional information**

Included in the second year of the Canada-Wide Agreement 2021-2023 Action Plan was an administrative component to support implementation of the objectives and initiatives outlined in the Action Plan. Administrative expenses include salaries, IT maintenance and enhancements, communications, and other costs associated with the implementation of various initiatives.

Table 6 – Administration Table		
Item	Funding Allocated (2022 – 2023)	Funding Spent (2022-2023)
Administration	\$4,123,973	\$4,016,649

### Other Canada-wide ELCC Reporting Indicators

Table 7 – Provides additional information and results on the following indicators outlined in Manitoba’s Action Plan.

Principle	Outcome	Indicator	Results																																						
<b>Affordability</b>	Decrease the average daily child care fee	Average daily parental out-of-pocket fee for regulated child care spaces at the beginning of the 2022-2023 fiscal year and at the end of 2023	On March 31, 2022, the average parent fee was \$17 per day. On March 31, 2023, the average parent fee was \$8.43 per day for children 0-6 years.																																						
		Number of children under age six and 6 to 12 receiving fee subsidies, broken down by subsidy type (full or partial subsidies)	<p>The change to the subsidy threshold resulted in an additional 2,724 children (age 0-6) accessing child care with full or partial subsidy in 2022-2023 compared to baseline 2020- 2021.</p> <p>Tables sorted by number of children:</p> <table border="1"> <thead> <tr> <th colspan="4">April 01, 2020- March 31, 2021</th> </tr> <tr> <th>Subsidy Type</th> <th># of children 0-6</th> <th># of children 6-12</th> <th>Total # of children</th> </tr> </thead> <tbody> <tr> <td>Full Subsidy</td> <td>4227</td> <td>1,886</td> <td>6,113</td> </tr> <tr> <td>Partial Subsidy</td> <td>1771</td> <td>618</td> <td>2,389</td> </tr> <tr> <td><b>Total</b></td> <td><b>5,998</b></td> <td><b>2,504</b></td> <td><b>8,502</b></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="4">April 01, 2022 - March 31, 2023</th> </tr> <tr> <th>Subsidy Type</th> <th># of children 0-6</th> <th># of children 6-12</th> <th>Total # of children</th> </tr> </thead> <tbody> <tr> <td>Full Subsidy</td> <td>6,814</td> <td>2875</td> <td>9,689</td> </tr> <tr> <td>Partial Subsidy</td> <td>1,908</td> <td>589</td> <td>2,497</td> </tr> <tr> <td><b>Total</b></td> <td><b>8,722</b></td> <td><b>3,464</b></td> <td><b>12,186</b></td> </tr> </tbody> </table>	April 01, 2020- March 31, 2021				Subsidy Type	# of children 0-6	# of children 6-12	Total # of children	Full Subsidy	4227	1,886	6,113	Partial Subsidy	1771	618	2,389	<b>Total</b>	<b>5,998</b>	<b>2,504</b>	<b>8,502</b>	April 01, 2022 - March 31, 2023				Subsidy Type	# of children 0-6	# of children 6-12	Total # of children	Full Subsidy	6,814	2875	9,689	Partial Subsidy	1,908	589	2,497	<b>Total</b>	<b>8,722</b>
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		Information about waiting lists to access regulated ELCC spaces	The Manitoba Child Care Search Tool allows parents to find facilities with a vacancy. Each facility is responsible for tracking their own waitlist.																																																
Quality	Increase quality early learning and child care	Number and percentage of staff working in regulated child care programs who fully meet Manitoba's certification/educational requirements	<p>Total # of staff in licensed facilities = 7,182  Total # CCA = 4,291  Total # ECE II = 2,099  Total # ECE III = 792</p> <p>CCAs are required to complete a 40-hour course related to child care within their first year of employment and each facility is responsible to monitor this requirement.</p> <p>All ECEs II &amp; III meet Manitoba's certification/educational requirements</p>																																																
		Wages of the early learning and child care workforce according to the categories of certification, including any wage enhancements, top-ups and/or supplements.	<p>A Wage Grid was implemented in July 2022.</p> <p>A Wage Grid Operating supplement was provided to all funded facilities to support wage increases for up to 6,753 ECEs and CCAs</p> <p>See Wage Grid for 2022-2023 in Appendix A.</p>																																																
		Annual public expenditure on training and professional development of the early learning and child care workforce	Tuition Reimbursement funded under the Workforce Funding Annex. 652 individuals enrolled in an approved ECE program received reimbursement up to \$5,000, for a total annual expenditure of \$2,738,243.																																																

Principle	Outcome	Indicator	Results
			<p>Manitoba invested \$1.6M for early learning and child care staff training including:</p> <ul style="list-style-type: none"> <li>• Supported 12 individuals to complete one of the four streams of the ECE II Assessment Program and receive ECE II classification.</li> <li>• Supported 28 new participants to enrol in the ECE II Assessment program: <ul style="list-style-type: none"> <li>○ Competency Based Assessment (CBA): 1 participants;</li> <li>○ Prior Learning Assessment (PLA): 20 participants;</li> <li>○ Modified Prior Learning Assessment (MPLA): 6 participants;</li> <li>○ Internationally Educated Qualifications (IEQ): 1 participant</li> </ul> </li> <li>• Issued 208 Staff Replacements Grants to support CCAs in full-time day and workplace ECE diploma programs.</li> <li>• Provided a Training Grant to 438 CCAs for course work required to become an ECE II.</li> </ul>
<b>Inclusivity</b>	Increase number of inclusive spaces	<p>Total number of inclusive spaces created/converted – broken down by age group of child and type of setting</p> <p>Number and proportion of children under age six and 6-12 years in flexible regulated ELCC arrangements</p> <p>Number and proportion of centers/providers that provide flexible arrangements (i.e. non-traditional arrangements, such as flexible/irregular hours, weekend and emergency services) and geographic distribution of spaces.</p> <p>Number of children under age six and 6-12 years with disabilities and children needing enhanced or individual</p>	<p>All funded spaces are inclusive spaces and in 2022-23 there were:</p> <ul style="list-style-type: none"> <li>• Infant: 3,948</li> <li>• Preschool: 17,840</li> <li>• Nursery School: 2,727</li> </ul> <p>Manitoba does not track the number and ages of children attending programs at this time, only space types.</p> <p>To support flexible child care for families, a shared space per diem was implemented, creating 447 shared spaces, at a cost of \$2,461,100.</p> <p>Facilities with Shared Spaces: 357</p> <p>Facilities with Extended Care: 22</p> <p>In the 2022-2023 fiscal year, 1,242 children were served under the Inclusion Support Program (ISP).</p>

Principle	Outcome	Indicator	Results
		supports that are in regulated ELCC spaces	Of this number, 434 children were between the ages of 0-6 with additional support needs or Autism Spectrum Disorder.
		Number or proportion of child care service providers who provided services that were adapted to the needs of children with disabilities and children needing enhanced or individual supports	For the 2022-2023 fiscal year, the total number of facilities that were served under the ISP was 400 (380 centres & 20 family child care).
		Number of Indigenous children under age six in regulated ELCC spaces, distinction-based (First Nations, Inuit, Metis) where possible	Data is not collected at this time.
		Number of racialized children, including Black children under age six in regulated ELCC spaces	Data is not collected at this time.

**APPENDIX A – Manitoba Early Learning & Child Care  
2022-2023 Wage Grid**

<b>2022/23 Early Learning and Child Care Wage Grid</b>		
<b>Position and Classification</b>	<b>Hourly Wage</b>	
	<b>Starting Point</b>	<b>Target</b>
<b>Director with ECE III classification</b>		
151-200 spaces	\$33.75	\$36.84
51-150 spaces	\$30.32	\$32.54
50 spaces or less	\$27.27	\$29.23
<b>Director with ECE II classification</b>		
151-200 spaces	\$31.69	\$33.60
51-150 spaces	\$28.43	\$30.58
50 spaces or less	\$25.58	\$27.40
<b>Assistant Director</b>		
ECE III	\$27.20	\$29.25
ECE II	\$24.53	\$26.30
<b>Supervisor</b>		
ECE III	\$25.84	\$27.67
ECE II	\$23.32	\$25.00
<b>Floor Staff</b>		
ECE III	\$22.29	\$23.77
ECE II - 2 plus years experience	\$20.90	\$22.29
ECE - Entry Level	\$19.53	\$20.20
CCA with 40-hour training requirement completed	\$16.05	\$17.17