

**CANADA-MANITOBA CANADA-WIDE
EARLY LEARNING AND CHILD CARE
AGREEMENT 2021-2026**

ANNUAL REPORT FOR 2023-2024

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Section 1 – Introduction

In August 2021, the Government of Manitoba and the Government of Canada signed the Canada-Manitoba Canada-Wide Early Learning and Child Care (Canada-Wide) Agreement which 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.

Manitoba and Canada set out priorities for the Canada-Manitoba Canada-Wide Early Learning and Child Care Action Plan 2023-2024 through to 2025-2026 based on the shared principle and vision (as set out in the Multilateral Early Learning and Child Care Framework) that all families in Manitoba have access to high-quality, affordable, flexible and inclusive Early Learning and Child Care (ELCC) services. The Action Plan continues to focus on long-term initiatives that support growth for those four pillars (affordability, accessibility, quality and inclusion)

This annual report details results for the first year of the Canada-Wide Agreement 2023-2026 Action Plan. The funding for 2023-2024 was \$239,639,220 and Manitoba's allocation included 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.

Table 1- Financial Summary 2023-2024		
Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement		
Affordability		
Initiative	Allocation 2023-2024	Actuals as of March 31, 2024
Reduced Parent Fee Revenue Supplement	\$71,239,218	\$66,678,466
SUBTOTAL	\$71,239,218	\$66,678,466
Access		
Capital Development	\$62,500,000	\$42,104,084
Spaces Operating Grants	\$19,548,870	\$17,660,295
SUBTOTAL	\$82,048,870	\$59,764,379
Quality		
Wage Grid Operating Supplement*	\$36,009,618	\$36,290,953
Early Childhood Training Expansion	\$9,290,148	\$9,290,148
Increase in Staff Replacement Grants	\$417,300	\$975,874
ECE Training Reimbursement	\$2,000,000	\$1,925,941
SUBTOTAL	\$47,717,066	\$48,482,917
Inclusion		
Diversity and Inclusion Services Model	\$7,800,000	\$7,915,962
St. Amant Grant	\$280,000	\$280,000
Inclusion Workshop Series	\$22,000	\$22,000
Partnerships with Indigenous Governing Bodies	\$2,000,000	\$500,000
SUBTOTAL	\$10,102,000	\$8,717,962
Administration		
Administration and Reporting	\$5,884,252	\$6,811,233

SUBTOTAL	\$5,884,252	\$6,811,233
GRAND TOTAL	\$216,991,406	\$190,454,956
CANADA FULLL ALLOCATION	\$241,512,589*	\$239,639,220*
PREVIOUS YEAR CARRY FORWARD		\$68,986,903
TOTAL FUNDING FOR F/Y		\$308,626,123
DIFFERENCE		\$118,171,167
*Funding allocated for 2023-2024 in original Canada-Manitoba Canada- Wide Early Learning and Child Care Agreement		
**Final allocations for fiscal year 2023-2024 are adjusted based on Statistics Canada's population estimates as at July 1st, 2023		

Section 2 – Affordability

Reduced Parent Fee Revenue Grant

Manitoba made a commitment to decrease parent fees for children 0 to 6 years old to an average of \$10 per day by March 31, 2026. Effective April 2, 2023, the maximum fee that licensed and funded child care facilities could charge parents was reduced to \$10 per day for regular periods of care.

In order to lower parent fees while ensuring child care facilities continue to receive the same amount of revenue as prior to lowering fees, Manitoba established the Reduced Parent Fee Revenue Grant, which offsets the loss in revenue from decreased parent fees in the regulated non-profit child care sector. The Reduced Parent Fee Revenue Grant is paid directly to operators.

Upon initial introduction, the Reduced Parent Fee Revenue Grant was paid in advance of the reporting period based on the number of licensed spaces in a funded facility. Over the course of the year, Manitoba developed an automated system to pay the Reduced Parent Fee Revenue Grant after each reporting period based on actual enrolment at the facility. This makes the value of the Reduced Parent Fee Revenue Grant closer in alignment with what revenues would have been under the previous parent fee structure. To support facilities with cash flow during the transition from receiving the Reduced Parent Fee Revenue Grant prior to a reporting period, to receiving it after a reporting period, a one-time Transition Grant was provided. The one-time Transition Grant was based on the number of licensed spaces in a funded facility and the value of the Reduced Parent Fee Revenue Grant over two reporting periods.

New 0 to 6 child care spaces opened at a slower rate than originally anticipated in 2023-2024 resulting in an under expenditure on this initiative.

Table 2 – Affordability					
Program Initiative	Indicators	Targets	Funding Allocated (2023-2024)	Funding Spent (2023-2024)	Results (2023-2024)
Reduced Parent Fee	Number of child care spaces	27,115 child	\$71.24M	\$66.68M	25,339 child care spaces

Revenue Grant	ages 0 to 6 that are supported by the Reduced Parent Fee Revenue Grant	care spaces			
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Section 3 – Access

Capital Development

Manitoba's Early Learning and Child Care capital development is focused on expanding and improving child care facilities across the province. Manitoba offers a number of funding streams to support new space development including:

- **Child Care in Schools Policy**, whereby all new schools and major renovations to schools include a child care centre.
- **School-Based Child Care Expansion Project** to further expand child care in existing schools and on school property.
- **Post-Secondary Child Care Expansion Project** to create more child care spaces on university and college campuses.
- **Rural Municipalities and Indigenous Governing Bodies Child Care Initiative** to create new child care centres in partnership with Rural Municipalities and First Nations.
- **The Child Care Renovation Expansion Grant**, which allows existing non-profit centres to expand infant and preschool child care spaces in their current facility.
- **ELCC Building Fund** provides capital grant funding for 60 per cent of total projects costs, to create community-based non-profit child care centres.

In 2023-2024 fiscal year, Manitoba had set a target to initiate 822 additional child care spaces for ages 0 to 6 through capital development. Committed spaces are defined as those that have received government approval, committing dollars to their completion. Manitoba exceeded this target by committing 4,012 new spaces of which funding flowed for 758 capital spaces. The remaining committed capital spaces are being developed with other government reporting entities and therefore funding is flowed in alignment with realization of costs. Anticipated completion dates for committed capital spaces was targeted for 2024-2025 and 2025-2026 fiscal year.

Table 3 – Capital Development Project		
Project Stream	Target Spaces	Committed Spaces
Municipal and Indigenous Governing Bodies	268	372
Renovation Expansion of Existing Operators	450	400
ELCC Building Fund	0	54
School-Based Child Care Expansion Project	0	2,406
Post-Secondary Child Care Expansion Project	0	780
Total	822	4,012

Additionally, in 2023-204 Manitoba approved operating funding for 897 opened spaces that were created through capital development that had been committed and expended in previous years.

Expansion Space

Expansion spaces are created through non-capital investments. 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. Therefore, 2023-2024 expansion spaces were created through operating grants, including 179 infant spaces and 560 preschool spaces for a total of 739 spaces for children 0 to 6.

Spaces Operating Grants

Manitoba Early Learning and Child Care Operating Grant is designed to support provincially licensed child care facilities by providing operational funding that allows these centres and homes to continue delivering high-quality care to children.

In 2023-2024 fiscal year, Manitoba targeted a total of 5,259 cumulative new child care spaces open and receiving operating grants since the signing of the first Canada-Manitoba ELCC Agreement in 2017. This includes the 1,058 child care spaces for children 0 to 6 years that were created between the initial agreement in 2017 and the signing of the Canada-Wide Agreement. The operating grants for these 1,058 child care spaces were previously funded under the Canada-Manitoba ELCC Agreement. In 2023-2024, Manitoba combined the spaces created and funded under the Canada-Manitoba ELCC Agreement, with those created under the Canada-Wide Agreement. In 2023-2024, Manitoba provided operating grants to a total of 3,996 new spaces cumulatively created since 2017. Underspending occurred because the total number of spaces receiving grants fell short of the target. Delays in creating new spaces and facilities becoming eligible for funding contributed to this shortfall.

Effective April 1, 2023, Manitoba implemented a two percent increase to the base operating grant for all 0 to 12 funded child care spaces using a combination of provincial and federal funding. Increases to base operating grant funding supports facilities to address increasing cost pressures for expenses such as utilities, rent, programming, food, and supplies.

This detailed breakdown reflects the provincial government's commitment to expanding child care access through both capital development and operational funding. Despite the challenges posed by project delays and underspending, the province remains focused on addressing these issues and meeting its targets in the upcoming fiscal years.

Way Forward for Child Care Space Expansion

The Manitoba government remains committed to creating accessible, affordable, and high-quality child care spaces, and is working diligently to increase capacity through both new capital developments and the expansion of existing facilities. Manitoba aims to meet the growing demand for child care across the province by leveraging partnerships with school divisions,

post-secondary institutions, municipalities, other public bodies and existing non-profit child care centres, along with targeted funding programs.

Key actions moving forward include:

- Accelerating the development of new and expanded child care spaces through capital projects in partnership with public bodies and non-profit child care centres.
- Expanding existing child care centres and homes through non-capital investment to provide additional capacity.
- Implement the Extended Hours Care Benefit to create more accessible child care in evenings, weekends and overnight to better support parents who work shiftwork.
- Ensuring funding is efficiently allocated to projects that can be completed within projected timelines.

Through these initiatives, Manitoba aims to achieve the goal of creating thousands of new child care spaces that support families and contribute to the well-being of communities. In 2023-2024 Manitoba has opened 1,636 newly affordable licensed not-for-profit or home-based child care spaces for children ages 0 to 6 with funding provided under the Canada-Wide Agreement, for a total of 2,938 newly affordable licensed not-for-profit or home-based child care spaces for children ages 0 to 6 since signing the Agreement in August 2021. As a result, the total number of licensed spaces for children 0 to 6 has increased to 27,702 as of March 31, 2024.

Table 4 – Access					
Program Initiative	Indicators	Targets	Funding Allocated (2023-2024)	Funding Spent (2023-2024)	Results (2023-2024)
Capital Development	Number of additional child care spaces for ages 0 to 6 committed for development through capital funding	822 spaces	\$62.5M	\$42.1M ¹	4,012 non-profit spaces were committed in 2023-24 with capital grant funding, of which, \$42.1M in capital funding was flowed to projects for 758 non-profit spaces
Expansion Spaces	Number of additional child care spaces for ages 0 to 6 opened through expansion of existing spaces without capital	1,642 expansion spaces	N/A (included in Operating Grant for new spaces)	N/A (included in Operating Grant for new spaces)	739 spaces opened
TOTAL Number of New Non-Profit Spaces for children ages 0-6	5,648 new non-profit spaces were created in 2023-2024. This includes <ul style="list-style-type: none"> • 4,012 spaces committed to be opened in future fiscal years • 1,636 spaces opened in 2023-2024, including; <ul style="list-style-type: none"> • 897 spaces developed through capital projects approved for operating grants and opened in 2023-2024 				

	• 739 expansion spaces approved for operating grants and opened in 2023-2024
¹ Funding reflects actual capital development spending in fiscal year 2023-2024 for capital projects.	
² Current means of data collection does not allow information related to closures to be captured.	

Cumulative Number of Affordable Spaces Created Since 2017¹receiving Operating Grants:

Program Initiative	Indicators	Targets	Funding Allocated (2023-2024)	Funding Spent (2023-2024)	Results (cumulative and annual number as of 2023-2024)
Spaces Operating Grants	Number of Affordable child care spaces created for children ages 0 to 6 since 2017 New affordable child care spaces created for children ages 0 to 6 in FY 2023-2024	5,259 new spaces receiving operating grants	\$19.6M	\$17.7M	3,996 spaces receiving operating grants of which, 1,636 are newly affordable spaces approved to receive operating grants in fiscal year 2023-2024.

1. Manitoba created new affordable spaces by-way of new operating grants under the 2017-2020 Canada-Manitoba ELCC Agreement, that the province continued to fund under that agreement through 2022-2023. In 2023-2024, this expenditure was offset by funding under the Canada-Wide Agreement for financial reporting purposes. All newly created spaces with federal support are noted under a single agreement and this indicator demonstrates on-going funding for these spaces.

Section 4 – Quality

Wage Grid Supplement

In 2023-2024, Manitoba provided an increase to the Wage Grid Operating Supplement to support licensed and funded facilities to increase wages. A corresponding increase was made to the Wage Grid to provide guidance to the facilities regarding starting point and target wages for different classifications. In 2023-2024, the Wage Grid Operating Supplement funding was provided to 39,050 spaces in licensed and funded facilities. This includes spaces for children ages 0 to 12, with additional provincial funding provided to ensure facilities are supported to provide equitable wages across their programs. Increasing wages is a key initiative for improving recruitment and retention of a qualified child care workforce.

This initiative was shared across this Agreement and the Canada-Manitoba ELCC Agreement.

Early Childhood Training Expansion

To support the expansion of child care spaces, Manitoba has made a significant investment in the expansion of training seats for Early Childhood Educators and Child Care Assistants. Five public post-secondary institutions received funding to add a total of 318 new Early Childhood Education (ECE) training seats and 680 new Child Care Assistant (CCA) training seats over a three-year period, from 2023-2024 to 2025-2026. In 2023-2024, the post-secondary institutions were funded to create 164 new ECE training seats and 600 new CCA training seats. The expansion includes additional seats in rural and northern Manitoba, as well as accelerated programs.

Staff Replacement Grants

The Staff Replacement Grant provides child care facilities with funding to cover the cost to replace a CCA who is enrolled in an ECE Workplace training program. The Workplace training program is a highly effective program where CCAs attend school two days per week and continue to work at their child care facilities the other three days per week. The number of CCAs enrolled in training programs whose facilities applied for the Staff Replacement Grant increased by 120 students, going from 193 in 2022-2023, to 313 in 2023-2024. This significantly surpassed the target of 60 new CCAs enrolled in ECE Workplace training programs. This is due, in part, to new training seats made available through the Early Childhood Training Expansion.

ECE Training Reimbursement

A reimbursement of up to \$5,000 per school-year is available for students to help cover the tuition-related costs of recognized ECE programs offered at post-secondary institutions in Manitoba that lead to an ECE II or ECE III certification. Manitoba received 639 total applications from 528 unique applicants, with an average reimbursement received per applicant of \$3,558.

Table 5 – Quality					
Program Initiative	Indicators	Targets	Funding Allocated (2023-2024)	Funding Spent (2023-2024)	Results (2023-2024)
Wage Grid Supplement	Number of spaces for which the Wage Grid Supplement is provided	40,959 spaces	CW \$36M Bilat \$14.6M Total \$50.6M	\$36.3M	39,050 spaces
Early Childhood Training Expansion	Number of new seats available in ECE and CCA education and training programs	New ECE Seats – 164 New CCA Seats – 600	\$9.3M	\$9.3M	New ECE Seats funded 164 New CCA Seats funded 600
Staff Replacement Grants	Number of additional CCAs enrolled in expanded ECE	60 students	\$417K	\$976K	120 students

	Workplace Training Programs				
ECE Training Reimbursement	Total number of applicants approved for reimbursement	400 applicants	\$2.0M	\$1.9M	528 applicants

Section 5 – Inclusivity

Diversity and Inclusion Services Model

The Diversity and Inclusion Services Model provides funding through grants to provide training and services to support children with disabilities and/or Autism who are ages 0 to 6, by removing barriers, allowing children to participate in child care programming and activities. Grants include funding to enhance staffing ratios, specialized equipment or modifications, renovations and specialized training. In 2023-2024, 492 children with disabilities and/or Autism were supported to attend child care.

St. Amant Grant

Manitoba continues to partner with St. Amant Centre, to provide the Fulfilling Potential Workshop Series to child care facilities free of charge. The Fulfilling Potential Workshop Series is focused on building the capacity of child care providers working with children with Autism. The Fulfilling Potential Workshop series consists of eight 2.5-hour workshops. Child care centre staff can attend some or all workshops. Topics include:

- Introduction to Autism Spectrum Disorder
- Meaningful Goals & Successful Teaching Strategies, Part 1 & 2
- Planning Happy Days, Part 1 & 2
- Challenging Behaviour: Why it Happens & Effective Supports, Part 1 & 2
- Potty Training Like a Pro.

In 2023-2024, 218 staff from 50 distinct facilities completed the workshop series, reaching 20 more facilities than the original target of 30 facilities.

Funding was also used to initiate the research and development for three new workshops. Through a survey to sector participants, three new key topics were identified, and workshop development has begun on:

- Language and Early Communication Skills
- Teaching Social Skills and Inspiring Friendships
- Setting up your Child Care Centre to Maximize Learning, Participation and Inclusion.

Additionally, St. Amant Centre provided in-depth coaching to 28 centres where a child within the Autism Programs was being supported. St. Amant Centre exceeded the annual total hours of training of 300 hours this fiscal year.

Inclusion Workshop Series

Late in the fiscal year, Manitoba entered into a three-year agreement with the Manitoba Child Care Association (MCCA) to develop and deliver five workshops to participants in the ELCC sector. This Inclusion Workshop Series focuses on specific topics to help child care providers enhance their inclusive teaching practices. Upon signing the agreement, initial work began on identifying key topic areas for the workshops. Three key topic areas focusing on various aspects of inclusion were identified and approved to be developed into workshops.

Topics include:

- Inclusive education is curriculum
- From behaviours to relationships
- Partnerships with families

Development of the workshops started in 2024-2025.

Partnerships with Indigenous Governing Bodies

In 2023-2024 Manitoba partnered with the Manitoba Métis Federation to deliver ECE training through the Louis Riel Vocational College, to 25 Ukrainian newcomers. Upon completing the training, employment opportunities will be available for the students in Manitoba Métis Federation child care centres. While Manitoba underspent in this area in 2023-2024, Manitoba has ongoing discussions with the Manitoba Métis Federation as well as the early learning and child care staff with the Assembly of Manitoba Chiefs regarding opportunities for alignment and collaboration.

Table 6 – Inclusivity					
Program Initiative	Indicators	Targets	Funding Allocated (2023-2024)	Funding Spent (2023-2024)	Results (2023-2024)
Diversity and Inclusion Services Model	Number of children with a diagnosed disability or Autism who are ages 0 – 6 years	485 children supported	\$7.8M	\$7.9M	A total of 1265 children served under the Inclusion Support Program, of which 492 children (age 0- 6) with a diagnosed disability or Autism were supported to attend child care.
St. Amant Grant	Number of child care providers who attend the Fulfilling Potential workshop series	300 staff complete workshop series Develop 3 new workshops	\$280K	\$280K	218 staff from 50 distinct facilities completed the workshop series. Research and development of 3 new workshops began.

	Develop 3 new workshops				
Inclusion Workshop Series	Number of staff who attend the Inclusion Workshop Series	Develop 5 workshops for 300 participants	\$22K	\$22K	3 key topic areas focusing on various aspects of inclusion were identified to be developed into five workshops.
Partnerships with Indigenous Governing Bodies	Support further dialogue with Indigenous governments	No targets established	\$2M	\$500K	Entered into a partnership with Manitoba Métis Federation

Section 6 – Administration and Reporting

Included in the Canada-Wide Agreement 2023-2026 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, the Minister's Consultation Table, communications, and other costs associated with the implementation of various initiatives.

Table 7 – Administration		
Item	Funding Allocated (2023- 2024)	Funding Spent (2023-2024)
Administration	\$5,884,252	\$6,811,233

Section 7 – Census

No annual Child Care Census is currently available. In 2023-2024, Manitoba continued to explore options to develop a Census.

Section 8 – Other Canada-Wide ELCC Reporting Indicators

Table 8 – Provides additional information and results on the following indicators outlined in Manitoba's Action Plan.

Principle	Outcome	Indicator	Results
Affordability	Decrease the average	Average daily parental out-of-pocket fee for regulated child care	On March 31, 2024, the average parent fee was \$7.83 for children 0-6 years.

Principle	Outcome	Indicator	Results																																						
	daily child care fee	spaces at the beginning of the 2023-2024 fiscal year and at the end of 2024	On March 31, 2023, the average parent fee was \$8.43 per day for children 0-6 years.																																						
		Number of children 0 to 6 and 7 to 12 receiving fee subsidies, broken down by subsidy type (full or partial subsidies)	<p>The implementation of \$10 a day child care threshold resulted in a decrease of 724 children (age 0-6) accessing child care with full or partial subsidy in 2023-2024 compared to 2022-2023.</p> <p>Tables sorted by number of children:</p> <table><tr><th colspan="4">April 01, 2023 - March 31, 2024</th></tr><tr><th>Subsidy Type</th><th># of children 0-6</th><th># of children 7-12</th><th>Total # of children</th></tr><tr><td>Full Subsidy</td><td>6,314</td><td>3,086</td><td>9,400</td></tr><tr><td>Partial Subsidy</td><td>1,684</td><td>1,286</td><td>2,970</td></tr><tr><td>Total</td><td>7,998</td><td>4,372</td><td>12,370</td></tr></table> <table><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 7-12</th><th>Total # of children</th></tr><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>Total</td><td>8,722</td><td>3,464</td><td>12,186</td></tr></table>	April 01, 2023 - March 31, 2024				Subsidy Type	# of children 0-6	# of children 7-12	Total # of children	Full Subsidy	6,314	3,086	9,400	Partial Subsidy	1,684	1,286	2,970	Total	7,998	4,372	12,370	April 01, 2022 - March 31, 2023				Subsidy Type	# of children 0-6	# of children 7-12	Total # of children	Full Subsidy	6,814	2875	9,689	Partial Subsidy	1,908	589	2,497	Total	8,722
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Access	Increase number of ELCC spaces available	Total number of ELCC spaces available during the Fiscal Year - broken down by age groups of child and type of setting (for example, for profit/not-for-profit/public regulated child care centres, regulated family child care homes, etc.)	<table><tr><th colspan="4">Count of Licensed Child Care Facilities 2023-2024</th></tr><tr><th>Provider Type</th><th>Non-Profit</th><th>Profit</th><th>Total</th></tr><tr><td>Centre</td><td>624</td><td>35</td><td>659</td></tr><tr><td>Home</td><td>400</td><td>0</td><td>400</td></tr><tr><td>Nursery</td><td>94</td><td>6</td><td>100</td></tr><tr><td>Total</td><td>1,118</td><td>41</td><td>1,159</td></tr></table> <table><tr><th colspan="4">Count of Licensed Spaces 2023-2024</th></tr><tr><th>Provider Type</th><th>Non-Profit</th><th>Profit</th><th>Total</th></tr><tr><td>Centre</td><td>34.873</td><td>1.927</td><td>36.800</td></tr></table>	Count of Licensed Child Care Facilities 2023-2024				Provider Type	Non-Profit	Profit	Total	Centre	624	35	659	Home	400	0	400	Nursery	94	6	100	Total	1,118	41	1,159	Count of Licensed Spaces 2023-2024				Provider Type	Non-Profit	Profit	Total	Centre	34.873	1.927	36.800		
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Centre	34.873	1.927	36.800																																						

Principle	Outcome	Indicator	Results			
			Home	3,011	39	3,050
			Nursery	1,924	96	2,020
			Total	39,808	2,062	41,870
			Count of Licensed Spaces by age 2023-2024			
			Age Type	Nursery	Centre	Home
			Infant	4	3,448	1,014
			Preschool	-	19,413	1,089
			Nursery	2,016	718	-
			School Age	-	13,221	947
			Total	2,020	36,800	3,050
			Gross Total			41,870
			Previous report to see difference from year to year:			
			Count of Licensed Child Care Facilities 2022-2023			
			Provider Type	Non-Profit	Profit	Total
			Centre	614	36	650
			Home	404	0	404
			Nursery	96	7	103
			Total	1,114	43	1,157
			Count of Licensed Spaces 2022-2023			
			Provider type	Non-Profit	Profit	Total
			Centre	33,826	1,977	35,803
			Home	3,049	0	3,049
			Nursery	1,954	107	2,061
			Total	38,829	2,084	40,913
			Count of licensed Spaces by age 2022-2023			
			Age Type	Nursery	Centre	Home
			Infant	4	3,290	1,028
			Preschool	-	18,777	1,074
			Nursery	2,057	794	-
			School Age	-	12,942	947
			Total	2,061	35,803	3,049

Principle	Outcome	Indicator	Results																																																
			<table> <tr> <td colspan="3">Gross Total</td><td>40,913</td></tr> </table>	Gross Total			40,913																																												
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		Number of net new spaces created during the Fiscal Year - broken down by age groups of child and type of setting (for example, for profit/not-for-profit/public regulated child care centres, regulated family child care homes, etc.)	<table> <tr> <th colspan="4">Difference of Licensed Child Care Facilities from 2022-2023 to 2023-2024</th></tr> <tr> <th>Provider Type</th><th>Non-Profit</th><th>Profit</th><th>Total</th></tr> <tr> <td>Centre</td><td>10</td><td>-1</td><td>9</td></tr> <tr> <td>Home</td><td>-4</td><td>N/A</td><td>-4</td></tr> <tr> <td>Nursery</td><td>-2</td><td>-1</td><td>-3</td></tr> <tr> <td>Total</td><td>4</td><td>-2</td><td>2</td></tr> </table> <table> <tr> <th colspan="4">Difference of licensed Spaces from 2022-2023 to 2023-2024</th></tr> <tr> <th>Provider Type</th><th>Non-Profit</th><th>Profit</th><th>Total</th></tr> <tr> <td>Centre</td><td>1,047</td><td>-50</td><td>997</td></tr> <tr> <td>Home</td><td>-38</td><td>39</td><td>1</td></tr> <tr> <td>Nursery</td><td>-30</td><td>-11</td><td>-41</td></tr> <tr> <td>Total</td><td>979</td><td>-22</td><td>957</td></tr> </table>	Difference of Licensed Child Care Facilities from 2022-2023 to 2023-2024				Provider Type	Non-Profit	Profit	Total	Centre	10	-1	9	Home	-4	N/A	-4	Nursery	-2	-1	-3	Total	4	-2	2	Difference of licensed Spaces from 2022-2023 to 2023-2024				Provider Type	Non-Profit	Profit	Total	Centre	1,047	-50	997	Home	-38	39	1	Nursery	-30	-11	-41	Total	979	-22	957
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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, including centres, nurseries, and homes = 8,933 Total # CCA = 5,455 Total # ECE II = 2,461 Total # ECE III = 1,017</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 & 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	<p>The 2023-2024 ELCC Wage Grid was implemented on July 1st, 2023</p> <p>A Wage Grid supplement was provided to all funded facilities to support wage increases for up to 8,933 ECEs and CCAs</p>																																																

Principle	Outcome	Indicator	Results
		enhancements, top-ups and/or supplements.	See Wage Grid for 2023-2024 in Appendix A.
		Annual public expenditure on training and professional development of the early learning and child care workforce	<p>In 2023-2024, Manitoba invested \$14.3M provincial and federal funding on training and professional development supports for the early learning and child care workforce. Initiatives supported with this funding included:</p> <ul style="list-style-type: none"> • Post-secondary training expansion • Tuition reimbursement • Staff replacement grants • ECE II assessment programs • Training grants • Leadership training • Child Protection Training • Manitoba Métis Federation's Early Childhood Education training for Ukrainian newcomers
Inclusivity	Increase number of inclusive spaces	Total number of inclusive spaces created/converted – broken down by age group of child and type of setting	<p>All funded spaces are inclusive spaces and in 2023-2024 there were:</p> <ul style="list-style-type: none"> • Infant: 4,137 • Preschool: 18,620 • Nursery School: 2,582
		Number and proportion of children under age six and 6-12 years in flexible regulated ELCC arrangements	Manitoba does not track the number and ages of children attending programs at this time, only space types.
		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>Facilities with Shared Spaces: 398</p> <p>Facilities with Extended Care: 23</p>

Principle	Outcome	Indicator	Results
		Number of children under age six and 6-12 years with disabilities and children needing enhanced or individual supports that are in regulated ELCC spaces	<p>In the 2023-2024 fiscal year, 1,262 children were served under the Inclusion Support Program (ISP).</p> <p>Of this number, 492 children were between the ages of 0-6 with additional support needs or Autism Spectrum Disorder.</p>
		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 2023-2024 fiscal year, the total number of facilities that were served under the ISP was 413 (390 centres & 23 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 2023-2024 Wage Grid

2023/24 ELCC WAGE GRID		
Position/Classification	Hourly Wage	
	Starting Point	Target *
Director - ECE III		
151-200	\$35.82	\$36.84
51-150 spaces	\$32.18	\$32.54
50 spaces or less	\$28.95	\$29.23
Director - ECE II		
151-200 spaces	\$33.64	\$33.64
51-150 spaces	\$30.18	\$30.58
50 spaces or less	\$27.15	\$27.40
Assistant Director		
ECE III	\$28.87	\$29.25
ECE II	\$26.04	\$26.30
Supervisor		
ECE III	\$27.42	\$27.67
ECE II	\$24.75	\$25.00
Frontline Staff		
ECE III	\$23.66	\$23.77
ECE II - 2 + 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 for 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.

Definitions

To see the sections of the Child Care Regulation referred to below, visit <https://web2.gov.mb.ca/laws/regs/current/pdf-regs.php?reg=62/86>.

- **CCA (with 40 hour course):** a person who has been issued a certificate as a Child Care Assistant under Categories of Certificates Section 3.1 and has completed a 40-hour course related to early childhood education, as required under Staff Qualifications Section 7(11.1) for centre employees or under Licence Application Section 22(1) (g) for family child care homes and Licence Application 35(2) (m) for group child care homes.
- **ECE II - Entry Level:** a person who has been issued a certificate as an Early Childhood Educator (ECE) II under Categories of Certificates Section 3.1, with less than 2 years' work experience as an ECE II.
- **ECE II - 2+ years experience:** a person who has been issued a certificate as an ECE II under Categories of Certificates Section 3.1, with more than 2 years' work experience as an ECE II.
- **ECE III:** a person who has been issued a certificate as an ECE III under Categories of Certificates Section 3.1.