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# Manitoba

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## OVERVIEW

In Manitoba, kindergarten is a part-day non-compulsory program for all five year olds for which Manitoba Education is responsible.

Regulated child care is under the aegis of Manitoba Family Services. Manitoba provides operating funds to eligible child care centres and to regulated family and group child care homes through a “unit funding” model. This operational funding is linked to regulated age group composition and a maximum parent fee set by the provincial government, and incorporates fee subsidies for eligible families.

Regulated child care centres, including nursery schools, for 0-12 year olds are primarily non-profit with a few for-profit operations; there is no publicly-delivered child care. Regulated family child care (family and group child care homes) is delivered through an individually licensed model.

On May 1, 2014, the Minister of Family Services announced the launch of the province’s new five-year plan, [Family Choices: Manitoba’s Plan to Expand Early Learning and Child Care](#), to create more high-quality child care for families across the province.

As well in 2015, the Minister of Family Services announced the launch of a new Commission on Early Learning and Child Care that will explore ways to redesign the province’s ELCC system and create more universally accessible care for Manitoba families. It reported early in 2016. The [Commission Report is available online](#).

## PROVINCIAL CONTEXT

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### Number of children 0-12 years (2014 rounded estimate)

Age	Number of children
0	13,900
1	15,900
2	12,600
3	15,300
4	14,700
5	14,100
6	14,100
7	14,500
8	14,000
9	13,200
10	13,800
11	14,300
12	13,900
Total	184,200

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### Number of children 0-12 years (2014 rounded estimate)

Age	Number of children
0-2	42,400
3-5	44,100
6-12	97,800
Total	184,200

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### Number of children 0-12 years with employed mothers (2014 rounded estimate)

Age	Number of children
0	8,100
1	8,600
2	6,900
3	8,600
4	8,200
5	8,400
6	8,600
7	8,400
8	8,900
9	8,200
10	9,300
11	9,900
12	9,000
Total	111,000

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**Number of children 0-12 years with employed mothers (2014 rounded estimate)**

Age	Number of children
0-2	23,600
3-5	25,200
6-12	62,300
Total	111,000

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**Children 0-14 years identifying with an Aboriginal group (2011)**

Age	First Nations	Metis	Inuit	Multiple	Other	Total
0-4	15,390	6,645	90	235	70	22,425
5-9	13,860	6,255	45	145	65	20,370
10-14	12,710	6,950	45	195	45	19,935
Total	41,955	19,840	180	570	180	62,730

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**Workforce participation of mothers by age of youngest child (2014 rounded estimate)**

Age of youngest child	Number of mothers	Participation rate (%)
0-2	24,300	64.8
3-5	17,400	74.0
6-15	48,300	83.1

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**FAMILY-RELATED LEAVE****Maternity leave**

Seventeen weeks.

**Parental leave**

Both parents may take up to 37 weeks.

*Note: Paid maternity and parental leave provisions are divided between federal and provincial/territorial governments. All leave provisions are set under employment standards legislation by provinces/territories. The federal government benefit for these leaves pays for up to 15 weeks of maternity leave and 35 weeks of parental leave/ adoptive leave (either parent) for new parents eligible under Employment Insurance rules. In all jurisdictions except Quebec (which has its own approach), the benefit is paid at a rate of 55% of earned income to a maximum of \$524/week (2015).*

## KINDERGARTEN

### PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Manitoba Education  
Early Childhood Education Unit  
Rm. 307-1181 Portage Avenue  
Winnipeg, MB, R3G 0T3  
Telephone: (204) 945-7188  
Website: [www.edu.gov.mb.ca/k12/](http://www.edu.gov.mb.ca/k12/)

### LEGISLATION

Manitoba. Legislative Assembly. *Public Schools Act*. 1987, C.S.M, c. P250. Amended 1992, 1996, 1997, 1998, 2000, 2001, 2002, 2004, 2005, 2006, 2007, 2008.

### KINDERGARTEN SERVICES

In Manitoba, kindergarten is a part-day non-compulsory program for all five year olds for which Manitoba Education is responsible.

### AGE ELIGIBILITY

Five years old by December 31. There is some coverage for four year olds.

### COMPULSORY

Kindergarten is not compulsory in Manitoba. Access is not legislated but kindergarten is available throughout the province.

### HOURS

Hours of attendance (e.g. part-day five days/week or full-day two days/week) are determined by school boards. Kindergarten is mostly part-day.

### CLASS SIZE

Manitoba recently introduced a new smaller class size initiative:

- 90% of the K-3 classrooms within a school division will be required to be cap-compliant by having 20 or fewer students.

- 10% of K-3 classrooms within a school division will be permitted to exceed the 20 pupil cap; however, no K-3 classrooms will be permitted to exceed a class size of 23 pupils.

### TEACHER QUALIFICATIONS

Must be a certified teacher (B.Ed.). Teacher certification requires an undergraduate degree (three or four years) followed by two years of education training.

Early childhood qualifications are not required.

### CURRICULUM

[Manitoba Kindergarten Curriculum](#)

### SPENDING ON KINDERGARTEN

K-12 per pupil spending \$12,150

## REGULATED CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Manitoba Family Services  
Manitoba Early Learning and Child Care  
219-114 Garry Street  
Winnipeg, MB, R3C 4V6  
Telephone: (204) 945-0776  
Website: [www.manitoba.ca/childcare](http://www.manitoba.ca/childcare)

### LEGISLATION

Manitoba. Legislative Assembly. *The Community Child Care Standards Act*, C.C.S.M. c. C158. (amended June 2004, May 2010).

Manitoba. Legislative Assembly. *Child Care Regulation*, M.R. 62/86.

Manitoba. Legislative Assembly. *Child Care Worker Retirement Benefits Regulation*, M.R. 20/2011.

## CHILD CARE SERVICES

### UNREGULATED CHILD CARE

#### **Private home child care**

Care provided in a private home to not more than four children, including the provider's own children of whom not more than two are less than two years of age.

### REGULATED CHILD CARE

#### **Child care centres**

Full-day centre-based services provided for more than four continuous hours per day and three or more days per week to more than three infants or to more than four preschool age children of whom not more than three are infants, or to more than four children who are enrolled in kindergarten to Grade 6 in a school.

#### **Nursery schools**

Part-time centre-based programs for more than three infants or more than four preschool age children of whom no more than three are infants for a maximum of four continuous hours per day or for more than four continuous hours per day and less than three days per week.

#### **School-age child care**

Services provided to more than four children who are enrolled in kindergarten to Grade 6 in a school.

#### **Family child care homes**

Care in a licensed private home for a maximum of eight children, including the provider's own children under age 12 (other age groupings restrictions apply).

#### **Group child care homes**

Care in a licensed private home by two or more caregivers for a maximum of 12 children, including the providers' own children under age 12 (other age grouping restrictions apply).

#### **Occasional child care centres**

Care on a casual basis to more than four children, of whom not more than three are infants.

## CURRICULUM FRAMEWORK

[Early Returns: Manitoba's ELCC Curriculum Framework for Preschool Centres and Nursery Schools](#)

[Early Returns: Manitoba's ELCC Curriculum Framework for Infant Programs](#)

The Department published *Early Returns: Manitoba's ELCC Curriculum Framework for Preschool Centres and Nursery Schools* in 2010 and *Early Returns: Manitoba's ELCC Curriculum Framework for Infant Programs* in 2012 to support quality programming for children attending licensed preschool centres, nursery schools, and infant programs. It is not obligatory for any child care program to use this curriculum.

According to *Manitoba's Child Care Regulation* 10 (2a.1), implementing a curriculum that is consistent with the facility's Curriculum Statement and *Early Returns* is required for preschool centres, nursery schools and infant programs. Developing a Curriculum Statement that accurately describes each facility's unique curriculum was added to regulation requirements for preschool centres and nursery schools on December 30, 2011, and for infant programs on July 1, 2013.

## CHILDREN WITH SPECIAL NEEDS

The goal of the Inclusion Support Program (ISP) is to ensure that children of all abilities have equal access to, and participate meaningfully in, child care programs. To reach this goal, the program provides grants to licensed non-profit child care centres, nursery schools, and family and group child care homes to better support the needs of eligible children with cognitive or physical disabilities, behavioural or emotional issues.

Staffing grants allow non-profit child care facilities to hire additional staff to help facilitate inclusion. A guaranteed space payment (two spaces for one child) may be an option for family and group child care homes to support eligible children with additional support needs by covering payment to keep one of the provider's spaces vacant.

Regulations require that each ELCC facility has an inclusion policy, that the daily program is inclusive of children with additional support needs, and that an Individual Program Plan is developed for each child with additional support needs and is reviewed at least annually. All staff must be aware of the centre's inclusion policy and a child's Individual Program Plan.

## ABORIGINAL CHILD CARE

### FIRST NATIONS

Manitoba does not currently license, monitor or fund child care facilities on-reserve as they are under the jurisdiction of the First Nation and the federal government. The Department supports on-reserve facilities by providing information, expertise, and consultation.

Currently, two child care centres located on First Nations are licensed. Both were located off-reserve when initially licensed by the province. On-reserve child care spaces are not included in the total count of spaces (see Space Statistics section). Data about the number of spaces or centres on-reserve is unavailable.

Post-secondary colleges in Manitoba routinely contract with First Nations communities to offer an Early Childhood Education diploma customized to meet the needs of each community.

### ABORIGINAL HEAD START

There are 65 Aboriginal Head Start Programs in Manitoba—20 off-reserve programs: five in Winnipeg, 15 outside of Winnipeg; and 45 on-reserve programs throughout Manitoba. They are not required to be licensed but may choose to be so.

## SPACE STATISTICS (2014)

### Number of regulated child care spaces

<i>Centre-based</i>			
Age group	Full-day	Part-day	Total
Infants (0-2 years)	2,164	0	2,164
Preschool (2-6 years)	13,893	3,789	17,682
School age	-	9,632	9,632
Occasional child care	-	24	24
<i>Total centre-based spaces</i>	16,057	13,445	29,502
<i>Family child care spaces</i>			3,053
<b>Total number of regulated spaces</b>			<b>32,555</b>

### Children with special needs in regulated child care 1,478

*Note: This figure represents only those children served under the Inclusion Support Program.*

### Children receiving fee subsidies 8,614

*Note: This figure represents the average number of children receiving subsidized child care per four week period.*

### Number of regulated child care programs

<i>Centre-based</i>	
Full-day	328
Part-day nursery schools	144
Stand-alone school-age programs	193
Occasional centre	1
<b>Total centre-based programs</b>	<b>666</b>
<b>Family and group child care home providers</b>	<b>426</b>

### Sponsorship of regulated centre-based spaces

Non-profit	27,898
For-profit	1,604

### Parent fees

Maximum daily fees are regulated by the provincial government as part of unit funding. Maximum daily fees per child vary by age of child and type of care. Provincially-mandated maximum fees only apply to funded child care services and when child care is provided by a commercial centre to a subsidized family. There are a few regulated centres that do not receive government funding. These are permitted to set their own rates.

### Maximum daily child care fees by care type and age group

Age Group	Max daily fee in centres and trained family child care providers (\$)	Max daily fee in family child care (\$)
Infants	30.00	22.20
Preschool	20.80	18.20
School-age (full day)	20.80	18.20
School-age (before/lunch/after)	10.30	10.30

Based on information from the provincial government, in 2012, the median monthly fees in centres were:

Age group	Median monthly fee
Infant	\$631
Toddler	431
Preschool	431

In 2014, a national survey of child care fees in Canada's large cities included Winnipeg:

	Median monthly preschooler fee
Winnipeg	\$451

*Note: See Table 3 in this document for age breakdowns.*

## STANDARDS AND REGULATIONS

### REGULATED CENTRES

<b>Maximum centre size:</b>	not specified		
<b>Maximum room size:</b>	two groups of children		
<b>Maximum staff/child ratios and group sizes</b>			
<i>Child care centre: Mixed age groups</i>			
Age	Staff:child ratios	Max. group sizes	
12 wks- 2 years	1:4	8	
2 yrs- 6 yrs	1:8	16	
6 yrs- 12 yrs	1:15	30	
<i>Child care centre: Separate age groups</i>			
Age	Staff:child ratios	Max. group sizes	
2 wks- 1 yr	1:3	6	
1 yr- 2 yrs	1:4	8	
2 yrs- 3yrs	1:6	12	
3 yrs- 4 yrs	1:8	16	
4 yrs- 5 yrs	1:9	18	
5 yrs- 6 yrs	1:10	20	
6 yrs- 12 yrs	1:15	30	
<i>Nursery school</i>			
Age	Staff:child ratios	Max. group sizes	
12 wks- 2 yrs	1:4	8	
2 yrs- 6 yrs	1:10	20	

#### Centre staff qualification requirements

Manitoba has three qualification levels:

*Early Childhood Educator (ECE) III:* An approved degree program from a recognized university or an approved ECE II program plus a recognized certificate program.

*Early Childhood Educator (ECE) II:* An approved diploma in early childhood education from a recognized community college or satisfactory completion of one of Manitoba Early Learning and Child Care's Competency-Based Assessment (CBA) programs.

*Child Care Assistant (CCA):* Employed in a child care centre but not eligible on the basis of educational requirements for classification at the ECE II or III level.

Two-thirds of a full-time centre's staff for 0-6 year olds must be classified as ECE II or III and half of staff employed in school-age centres and nursery schools must be classified as ECE II or III.

A director in a full-time preschool centre must be classified as an ECE III (degree) and have one year of experience in working with children in child care or in a related field. A director in a school-age centre or nursery school must be classified as an ECE II and have one year of experience in child care or in a related setting.

All staff must be 18 years of age and have completed a first-aid course that includes CPR training relevant to the age group. All staff must give permission to release information from the Department to a prospective employer about any criminal record or child abuse registry record. All staff must also have 40 hours of approved training within their first year of employment.

#### Qualification equivalency and exemptions

Early childhood educators with out-of-country credentials are assessed on a case-by-case basis. An applicant must complete the application process for determination of classification. A step-by-step application process is available online at: [http://www.gov.mb.ca/fs/childcare/ece/become\\_classified.html](http://www.gov.mb.ca/fs/childcare/ece/become_classified.html).

The Department will recognize applicants with Manitoba equivalent of Grade 12 or Senior 4 plus two years of post-secondary Early Childhood Education from an accredited Canadian post-secondary institution for early childhood educators with out-of province credentials.

A regulated centre can request an exemption to trained staff requirements if a staff person is in training to upgrade her or his classification level. A staffing plan to meet the regulation must be in place. No education credentials are waived.

### REGULATED FAMILY CHILD CARE

#### Model of organization

Individually licensed

#### Maximum capacity

*Family child care homes* (one licensee): Eight children under 12 years (including the provider's own children under 12 years). No more than five children may be under six years, of whom no more than three children may be under two years.

*Group child care homes* (two to four licensees): Twelve children under 12 years (including the provider's own children under 12 years). No more than three children may be under two years.

### Licensing, monitoring and enforcement

When an individual applies for a license, provincial child care coordinators complete safety inspection reports of the applicant's home. Three drop-in visits per year and one re-licensing visit per year are conducted.

### Family child care provider qualification requirements

Family child care providers are required to complete an approved 40-hour course at a community college in family child care or early childhood education within their first year of operating.

If a provider is classified as an ECE II or III that provider may charge a higher maximum daily fee, equivalent to the fees charged in child care centres.

Providers must be at least 18 years of age and have a valid first-aid certificate that includes CPR training relevant to the age group being cared for. Providers are assessed for their suitability to provide care, based on recognized family child care competencies.

Providers must give permission to release information about any criminal record or child abuse registry record or prior contact with a Child and Family Services Agency.

*Note: Please see the qualification table under Centre Staff Qualifications for more information on provider classifications.*

## FUNDING

### CHILD CARE SERVICES ELIGIBLE FOR FUNDING

Base and capital funding are available to regulated child care centres, family child care homes, group child care homes and nursery schools.

Only non-profit child care services are eligible for base (unit) or capital funding. Both non-profit and for-profit centres may enrol children receiving subsidies. Existing for-profits may receive some other limited funding.

### TYPES OF FUNDING

#### Fee subsidies

Regulated non-profit and for-profit centres and family child care can receive subsidized children. Non-profit centres receiving provincial operating grants are required to enrol subsidized children. Parents who apply for nursery school subsidy only need to take the income test – they do not need to be working or going to school to be eligible.

The provincial government sets maximum parent fees for all children in funded programs as well as for any subsidized parent in a commercial centre. Centres and family child care homes may surcharge subsidized parents at the capped maximum of \$2/day.

### One time funding

#### Grants for child care centres

Start-up grant of \$450 provided once only per space. This funding is dependent on the type of space and duration.

#### Grants for family child care homes and group child care homes

Start-up grant of \$300 provided once only per space. This funding is dependent on the type of space and duration.

#### Training grants for child care assistants and ECE IIs

The amount of a training grant payable is the cost of the course or courses up to a maximum of \$350 annually for each Child Care Assistant or Early Childhood Educator II.

#### Recruitment incentive grant

This grant is for trained ECE IIs or ECE IIIs who have left the field. A recruitment incentive grant up to a maximum of \$3,000 may be paid in accordance with guidelines established by the Director, to a licensed child care centre on behalf of a person who commenced employment with the recruiting centre as an ECE II or ECE III and meets certain conditions.

#### Staff replacement grant

This grant supports staff who are working towards their ECE diploma in a workplace training program. This grant pays the cost of a substitute to replace the CCA or licensed family child care provider while attending training two days a week.

#### Capital Funding

##### Early Learning and Child Care Capital Fund/Family Choices Building Fund

- funding to offset costs of construction of new or expansion of existing non-profit child care centres to create additional spaces;
- provides one-third of total project costs up to \$400,000 for centres not in schools;
- a separate funding stream provides 100% of costs for centres located in schools or on school property, co-managed with Manitoba Education.



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### Recurring funding

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#### *Grant for child care centres*

This is an annual operating grant (as of July 1, 2013) that is given per approved space. This funding is dependent on the type of space and duration.

Full-time infant child care centre	\$10,595
Full-time preschool child care centre	3,791
Nursery school 1 to 5 sessions per week	240*
Nursery school 6 to 10 sessions per week	480*
School-age child care centre	1,479

*Note: Amount received if not receiving an enhanced operating grant.*

#### *Grant for family child care homes and group child care homes*

This is an annual operating grant (as of July 1, 2013) that is given per approved space. This funding is dependent on the type of space.

#### *Family or group child care home*

Infant	Preschool	School-age
\$1,766	\$1,161	\$702

#### *Maximum enhanced operating grants for nursery schools*

The enhanced nursery school grant supports programming in licensed nursery schools and enables more low- and middle-income families to have access to this important social and educational resource for their two, three- and four-year old children. In order to receive enhanced operating grants, nursery schools have to meet certain eligibility criteria, including charging a per-session fee of no more than \$5.00.

<i>Basis of payment</i>	<i>Amount</i>
Annual, per approved space for a preschool-aged child other than an infant	\$3,791
	if nursery school operates 52 weeks per year and 10 sessions per week.
	Otherwise grant may be prorated.

#### *Grants for extended operating hours*

Licensed facilities that regularly provide child care services that exceed the normal operating hours of a child care facility may receive grants for extended operating hours up to one and one-half times the facility's licensed number of child spaces.

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### PROVINCIAL ALLOCATIONS FOR REGULATED CHILD CARE

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<b>Fee subsidies</b>	<b>\$29,908,000</b>
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#### **One time funding**

Capital grants	\$2,831,000
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#### **Recurring funding**

Operating grants	\$98,140,000
Special needs grants	12,509,000

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<b>Total regulated child care</b>	<b>\$143,388,000</b>
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*Note: Capital grants refers to the Family Choices Building Fund, see above explanation.*

*Note: Operating grants include all training, recruitment and retention grants, and pension and retirement supports.*

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