

# Manitoba



## OVERVIEW

Regulated early learning and child care is under the aegis of the Department of Families. Manitoba provides operating funds to eligible child care centres and to regulated family and group family 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, nursery schools and school-age programs for 0 – 12 year olds are primarily non-profit with a small number of for-profit operations. There is no publicly delivered child care.

Regulated home based child care (family child care and group child care homes) is delivered through an individually licensed model.

Manitoba maintains a province wide online child care registry that helps families find and register for a space in licensed Manitoba facilities, licensed facilities manage enrollment, and the Department assesses the need for child care.

In Manitoba, the Department of Education is responsible for kindergarten, which is funded as a part day, non compulsory program for all five year olds. Some school divisions provide part time programs for four year olds called “nursery”. (These are also called Junior Kindergarten.) The Division scolaire franco-manitobaine offers this for three and four year olds). Those programs are distinct from the licensed nursery school programs and spaces under the *The Community Child Care Standards Act*, C.C.S.M. c. C158.”

Manitoba’s Early Learning and Child Care in Schools Policy, in collaboration with the Public Schools Finance Board, is designed to include ELCC centres as part of the construction of new schools.

Initiated in 2018, a new Child Care Centre Development Tax Credit gives businesses an incentive to develop new licensed child care spaces in the workplace. Eligible corporations may receive \$10,000 per newly created infant or preschool space over five years.

In February 2018, Manitoba and the federal government announced the [Canada–Manitoba Early Learning and Child Care Agreement](#), committing almost \$47 million in early learning and child care initiatives targeted toward programs and activities that will have an impact on families more in need (such as lower income, Indigenous, newcomer, Francophone and lone parent families, and families in underserved communities), and/or families with children with varying abilities. Manitoba’s Action Plan under the Agreement, will:

- Support new and newly funded, affordable and accessible licensed early learning and child care spaces, through an enhanced capital funding model and subsidizing operational funding for expansion spaces;
- Build sector capacity and stability through education and skill development;
- Develop a Rural and Northern Strategy to build the early learning and child care sector in these communities;
- Support diversity and inclusion, through a new service and funding approach to support children with additional needs, and a new approach to support community service organizations offering supportive family services; and
- Engage the early learning and child care community, and support public reporting.

The progress on Manitoba's Action Plan initiatives in 2018–2019 is published in the Department of Families [2019–2020 Annual Report](#).

## PROVINCIAL CONTEXT

*Please note that some of the following figures are rounded, while totals are based on exact figures and may therefore not equal the sum of the rounded figures shown here.*

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### Number of children 0 – 12 (2019 rounded estimate)

Age	Number of children
0	14,800
1	14,800
2	15,100
3	15,000
4	14,800
5	16,300
6	17,100
7	16,100
8	15,400
9	15,500
10	15,500
11	15,900
12	14,900
Total	201,200

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### Number of children 0 – 12 years (aggregated) (2019 rounded estimate)

Age	Number of children
0 – 2	44,700
3 – 5	46,100
6 – 12	110,400
Total	201,200

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**Number of children 0 – 12 years with employed mothers (2019 rounded estimate)**

Age	Number of children
0	8,400
1	8,500
2	8,700
3	8,300
4	8,900
5	9,400
6	9,700
7	10,000
8	9,700
9	10,000
10	10,300
11	10,400
12	10,300
Total	122,600

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**Number of children 0 – 12 with employed mothers (aggregated) (2019 rounded estimate)**

Age	Number of children
0 – 2	25,600
3 – 5	26,600
6 – 12	70,400
Total	122,600

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**Number of children 0 – 14 identifying with an Indigenous group (2016)**

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0 – 4	15,765	7,375	60	225	65
5 – 9	16,675	7,380	70	255	55
10 – 14	14,355	7,060	90	260	70
Total	46,795	21,820	225	740	190

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**Workforce participation of mothers by age of youngest child (2019 rounded estimate)**

Age of youngest child	Number of mothers	Participation rate (%)
0 – 2	25,900	65.1
3 – 5	19,400	74.6
0 – 5	45,300	68.8
6 – 15	50,900	83.7

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**Living arrangements of age of child by age by number of parents (2016)**

Age	Living with two parents	Living with one parent	Lone mother	Lone father
0 – 4	62,085	14,960	12,810	2,155
5 – 9	60,785	17,675	14,485	3,185
10 – 14	56,800	17,440	13,875	3,565

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**Languages spoken most often at home (2016)**

Age	English	French	Non-official	Multiple
0 – 4	65,465	1,195	10,730	3,585
5 – 9	69,325	1,215	8,430	4,310
10 – 14	65,975	950	7,870	4,380
Total	200,765	3,365	27,035	12,265

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**Median after tax income among families with children aged 0 – 5 years (2015) (\$)**

Two parent families	Lone parent families	Male lone parent families	Female lone parent families
71,299	25,368	23,450	25,567

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## PARENTAL LEAVE AND BENEFITS

### Maternity leave

17 weeks. Employees who have worked for the same employer for a minimum of seven consecutive months are eligible for maternity leave of up to 17 weeks.

### Parental leave

Parental leave is granted for up to 63 weeks for birth and adoptive parents. If a parent is taking maternity leave and wish to take parental leave, they must do so immediately following the maternity leave. Employees must take leave in one continuous period. Available to both new parents of adopted or birth children, who have been working for the same employer for seven consecutive months or more.

### Benefits

Maternity and parental leave provisions in Canada outside Quebec, are divided between federal and provincial/territorial governments. Benefits are paid by the federal government under the Employment Insurance program (EI), while provincial/territorial provisions for job-protected leave are established in each jurisdiction's employment standards legislation. The federal benefit covers 15 weeks of maternity leave for eligible employees who are birth mothers, up to 12 weeks prior to the expected date of birth, and up to 17 weeks following the date of birth.

There are two federal benefit options for parental leave: the Standard Parental Benefit and the Extended Parental Benefit. The Standard Parental Benefit covers 35 weeks of paid leave taken over a 12 month period, paid at 55% of average weekly insurable earnings, up to \$573/week (2020) for either eligible parent, including adoptive parents. The Extended Parental Benefit allows 61 weeks of parental leave benefits taken over an 18 month period paid at 33% of average weekly earnings up to \$344/week (2020) for either eligible parent including adoptive parents.

The Parental Sharing Benefit is available to non-birth (second) parents. It covers an additional five weeks of benefits if both parents have shared the Standard Benefit option (40 weeks total) or an additional eight weeks of benefits under the Extended option if both parents have shared the Extended Benefit option (69 weeks total). It is paid at either the Standard or the Extended rate.

*Note: For further details about the EI federal benefit, Quebec benefit and leave provisions, and all provincial/territorial provisions for job-protected leave, see the PARENTAL LEAVES AND BENEFITS section of this publication.*

## KINDERGARTEN

### PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Manitoba Education  
Early Childhood and Development Unit  
1567 Dublin Avenue  
Winnipeg, MB R3E 3J5  
Telephone: (204) 945-6162  
Website: <http://www.edu.gov.mb.ca/k12/childhood/index.html>

### LEGISLATION

Manitoba. Legislative Assembly. *Public Schools Act*.1987, C.S.M, c. P250. Last amended 2015.

[\*Public Schools Act\*](#).

[\*Education Administration Act\*](#).

[\*Appropriate Educational Programming Regulations\*](#).

[\*Appropriate Educational Programming Standards for Student Services\*](#).

[\*Public Schools Finance Board Act\*](#) regarding child care in schools.

## KINDERGARTEN SERVICES

In Manitoba, kindergarten is funded as a part day program for all five year olds.

Some school divisions in the province offer full day kindergarten. Full day kindergarten is not funded by the province. School boards receive .5/day funding per enrolled child.

There are also some three and four year olds who may be enrolled in “nursery” or “junior kindergarten”, which are not funded by the provincial government. Some school divisions provide part time programs for four year olds called “nursery”, funded by the school division. (The Division scolaire franco-manitobaine offers this for 3 and 4 year olds). Those programs are distinct from the licensed nursery school programs and spaces under the *The Community Child Care Standards Act*, C.C.S.M. c. C158.

Kindergarten is offered in a total of 489 Manitoba schools, in 37 school divisions in the province.

In 2019, the [Manitoba Commission on Kindergarten to Grade 12 Education](#) conducted an independent review of Manitoba’s kindergarten to Grade 12 education system. Its goal was to improve outcomes for students, ensure long term sustainability and enhance public confidence in the province’s education system. The Commission will focus on developing its recommendations in a report to the Minister of Education. The report was to have been published in February 2020 but has been delayed.

## AGE ELIGIBILITY

Five years old by December 31 of the school year.

## COMPULSORY

Kindergarten is not compulsory in Manitoba.

Access is not legislated but kindergarten is available throughout the province.

## HOURS

In order for schools to receive .5/day funding for kindergarten/child, they need to offer a program that follows the school year. Children attend the same number of days per year as other students at the school but half time.

The majority of kindergarten programs are half day (two and a half hours) five days per week, or full school day (five hours) on alternate days per six day school cycle.

Some school divisions offer full school day, five days per week.

## KINDERGARTEN ENROLMENT (SEPTEMBER 30, 2018)

Kindergarten enrolment in public schools	13,797
Kindergarten enrolment in funded independent schools	1,090
Kindergarten enrolment in non funded independent schools	40
Kindergarten enrolment in homeschools	100
Kindergarten enrolment in school division administered First Nations schools	285
<b>Provincial total kindergarten enrollment</b>	<b>15,312</b>

## NURSERY OR JUNIOR KINDERGARTEN ENROLMENT (SEPTEMBER 30, 2018)

Manitoba school divisions are not required to report their nursery or junior kindergarten enrollment. The following enrollment figures are only from those school divisions that choose to report. Thus, actual enrollment in Manitoba is likely higher than shown below.

Four year olds enrolled in public school nursery or junior kindergarten programs: at least 2,676

Four year olds enrolled in funded nursery or junior kindergarten programs in independent schools: at least 453

Four year olds enrolled in school division-administered First Nations school nursery or junior kindergarten: at least 246

**Provincial total of nursery or junior kindergarten enrollment: at least 3,375**

## CLASS SIZE

There is no legislated maximum capacity for K – 3 classrooms. However, Manitoba’s Early Years Enhancement Grant provides school divisions with flexibility and decision-making autonomy regarding organizational changes and supports needed to ensure success in the early years (K – 3) including, but not limited to, class size. Divisions are expected to submit data regarding class sizes to the Department of Education annually.

## TEACHER QUALIFICATIONS

In Manitoba, a Bachelor of Education degree is offered in a 150 credit hours integrated five year program or in an after degree two year program. Where the undergraduate university degree is completed prior to entry into the Bachelor of Education Program, the undergraduate university degree must be equivalent to a minimum of 90 credit hours (three year program) in a Bachelor of Arts, Science, Human Ecology, Music, Physical Education or another approved degree.

The academic requirements for a teaching certificate are set out in Manitoba Regulation M.R. 115/2015.

Early childhood qualifications are not required to teach kindergarten.

## CURRICULUM

Manitoba's kindergarten curriculum is outcome based and organized into six subject areas: arts education, English or French language arts, mathematics, physical education/health education, science, and social studies.

[Subject-specific curriculum documents for kindergarten to Grade 12](#)

[A time for learning, a time for joy](#) (2015), is a pedagogical guide to play based learning for kindergarten teachers based on Manitoba's kindergarten curriculum.

## PROVINCIAL SPENDING ON KINDERGARTEN

Half day Kindergarten spending (2018-2019)

\$93,746,709

K-12 per pupil spending (2018-2019)

\$13,284

School divisions which offer full day kindergarten and nurseries allocate additional funding to support such programs. For more information, see [2018-19 Frame Report Budget](#).

## REGULATED CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Department of Families

Early Learning and Child Care Program

210-114 Garry Street

Winnipeg, MB, R3C 4V4

Telephone: (204) 945-0776 Toll-free: 1-888-213-4754

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.

(Last amended September 15, 2017)

Manitoba. Legislative Assembly. [Child Care Regulation 62/86](#), M.R. 118/2019. (Last amended April 1, 2019)

Manitoba. Legislative Assembly. [Child Care Worker Retirement Benefits Regulation](#), M.R. 20/2011.

Bill 9 - *The Community Child Care Standards Amendment Act* (Enhanced Powers Respecting Governance and Accountability) received Royal Assent on June 4, 2018. Manitoba continues to work on the associated amendments to the related child care regulation to support Bill 9.

## CHILD CARE SERVICES

### UNREGULATED CHILD CARE

#### Unlicensed private home child care

When care is provided in an unlicensed private home, the provider cannot care for more than four children under the age of 12 years and not more than two of them may be less than two years of age. These maximums include the provider's own children.

### REGULATED CHILD CARE

All licensed child care in Manitoba is guided by *The Community Child Care Standards Act* and its regulations. The Act and the regulations define the types of child care that need licensing and set minimum standards that facilities must meet.

A provincial child care coordinator is assigned to each licensed early learning and child care facility. The child care coordinator's roles include: licensing and monitoring, providing information and resources on quality early learning and child care services, conducting inspections of the facility each year to observe, evaluate and consult, investigating concerns of non compliance, and interpreting child care regulations and policies.

#### Child care centres

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

(See [Best Practices Licensing Manual for Early Learning and Child Care Centres](#). Manitoba Early Learning and Child Care.)

### **Nursery schools**

Nursery schools are part time, centre based programs offering child care for: four or fewer continuous hours per day; or more than four continuous hours per day less than three days per week to more than three infants or four preschool-age children, of whom not more than three are infants.

*Note: These licensed services are distinct from nursery (Junior Kindergarten) programs offered by some school divisions.*

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

Before and after school services provided to more than four children who are enrolled in kindergarten to grade six in a school. Care for school-age children outside school hours provided by schools is exempt from licensing regulations.

### **Family child care homes**

Care in a licensed child care home for a maximum of eight children, including the provider's own children under age 12. No more than five of the children can be under six and no more than three can be 2 years old or younger.

(See [Best Practices Licensing Manual for Family and Group Child Care Homes](#) Manitoba Early Learning and Child Care. Revised 2015).

### **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. No more than three of the children can be under the age of two.

One of the two providers must reside in the home in which the care is provided. The resident provider's own children must be included in the maximum number of children being cared for.

(See [Best Practices Licensing Manual for Family and Group Child Care Homes](#) Manitoba Early Learning and Child Care. Revised 2015).

## **CURRICULUM FRAMEWORK**

[Early Returns: Manitoba's ELCC Curriculum Framework for Preschool Centres and Nursery Schools, 2010](#)

[Early Returns: Manitoba's ELCC Curriculum Framework for Infant Programs, 2012](#)

The Department introduced these two framework documents to support quality programming for children attending licensed preschool-age centres, nursery schools and infant programs.

According to Manitoba's Child Care Regulation 10 (2a.1), implementing a curriculum that is consistent with the province's *Early Returns* is required for preschool-age 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-age centres and nursery schools on December 30, 2011, and for infant programs on July 1, 2013.

## **CHILDREN WITH SPECIAL NEEDS**

The Inclusion Support Program (ISP) assists licensed early learning and child care facilities to address barriers, allowing a child with additional support needs to meaningfully and effectively participate in programming and activities. A child with "additional support needs" is a child who has been assessed by a qualified professional acceptable to the Provincial Director, and who has one or more physical, cognitive, behavioral or emotional disabilities; and, as a result of that disability needs a facility to provide additional accommodation or support for the child. (Manitoba Child Care Regulation 62/86).

Inclusive services focus on creating an environment of involvement, respect, connection and belonging. Inclusive early learning and child care services ensure that the design of the physical space, daily programming and activities are planned and carried out in a manner in which all children can learn and participate together.

The service provided under the ISP are subject to program eligibility, assessed need and available program resources. If eligible facilities do not have the internal capacity to effectively and adequately support a child's inclusion in programming and activities, they are considered for support in the form of grants. These grants are intended to provide a service response for an identified need, are determined by assessment, and are allocated through various supports and service areas such as training, behavioural interventions, equipment/modifications, guaranteed space payments or enhanced ratio to support inclusion.

## INDIGENOUS CHILD CARE

### First Nations communities

Manitoba has provided early learning and child care consultation and guidance to First Nations communities at their request for many years but the province does not necessarily have a formal role in the licensing, regulation or funding of early learning and child care in First Nations communities as this has been viewed as falling under federal jurisdiction.

As the provincial *Community Child Care Standards Act* is a law of general application, the Department reviews, considers and can grant any applications received with respect to the licensing of centres on reserve. Any First Nations community that wants to be licensed by the Province may apply, and the application would be considered. In order to be granted a license, all licensing requirements must be met.

One child care centre located on a First Nations community on reserve is licensed by the province, operating eight infant and 27 preschool spaces. The centre was located off reserve when it was initially licensed by the province.

First Nations on reserve child care spaces that are not licensed by the province are not included in the total count of regulated spaces in Manitoba (see SPACE STATISTICS section).

Post-secondary colleges and institutes in Manitoba routinely contract with First Nations communities to offer Early Childhood Education diploma programs that have been customized to meet the needs of each community.

### Aboriginal Head Start

Aboriginal Head Start Programs are not required to be licensed but may choose to be. Manitoba has three licensed Aboriginal Head Start Programs located outside First Nations communities.

## SPACE STATISTICS

### Number of regulated child care spaces (March 31, 2019)

<i>Centre based programs</i>			
Age group	Full day	Part day	Total
Infant (< two years)	2,745	-	2,745
Preschool-age (2 - 5 years)	16,315	3,435	19,750
School-age (6 - 12 years)	-	11,678	11,678
<i>Total centre based spaces</i>	19,060	15,113	34,173
<i>Family and group home child care spaces</i>			
	3,286	-	3,286
<b>Total number of regulated spaces</b>			<b>37,459</b>

*Note: 3,435 is the number of Nursery School spaces in centres and licensed Nursery Schools.*

### Children with special needs in regulated child care (2018-2019)

1,429

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

### Children receiving fee subsidies (2018-2019)

6,442

*Note: This figure represents the average number of children receiving subsidized child care per four week period. This indicator should not be interpreted as the total number of children receiving subsidy in the 2018-2019 fiscal year.*

### Number of regulated child care facilities (centres) (March 31, 2019)

Full day	517
Part day nursery	124
Stand alone school-age	72
<b>Total centre based facilities</b>	<b>713</b>

### Regulated family and group child care home providers

Home based family child care providers	416
Home based group child care providers	32
<b>Total family and group child care home providers</b>	<b>448</b>

### Sponsorship of regulated centre based child care spaces (March 31, 2019)

<i>Auspice</i>	Full day	Part day	Part day -	Total
			Nursery Schools	
Non-profit	17,935	12,176	2,346	32,457
For-profit	1,151	397	168	1,716
<b>Total centre based spaces</b>	19,086	12,573	2,514	34,173

*Full day: The number of centres with preschool spaces; it does not include (i) Nursery Schools, with licensed nursery school spaces only, or (ii) facilities with only school-age spaces.*

*Part day nursery: The number of centres with preschool spaces; it does not include (i) Nursery Schools, with licensed nursery school spaces only, or (ii) facilities with only school-age spaces.*

*Stand alone school-age: The number of facilities with only school-age spaces.*



## PARENT FEES

The government provides annual operating grants to eligible, licensed, non-profit child care facilities and sets maximum daily parent fees for those facilities. If a facility receives a provincial operating grant for any of the licensed spaces at that facility, it is called a “funded facility”. Funded facilities must follow the Manitoba regulation that sets the maximum daily parent fees that can be charged for the type of child care spaces being offered.

If a licensed facility chooses not to receive a provincial operating grant for all of the licensed spaces at that facility, it is called an “unfunded facility”. An unfunded facility is permitted to set its own parent fees. However, if a child is enrolled in an unfunded facility and the family is in receipt of a child care parent fee subsidy, the facility can only charge the maximum parent fee allowed by the province for a family receiving parent fee subsidy.

Maximum daily fees per child vary by age of child, type of child care and hours spent in child care. (See table below).

### Maximum daily child care fees by care type and age group (funded facilities) (2019)

Age Group	Hours of care (per day)	Child care centre total maximum	Child care home total maximum
		fee per child (\$)	fee per child (\$)
Infants	< 4 hours	15.00	11.10
	4–10 hours	30.00	22.20
	> 10 hours	45.00	33.30
Preschool-age	< 4 hours	10.40	9.10
	4–10 hours	20.80	18.20
	> 10 hours	31.20	27.30
School-age	<i>Regular school day/periods of attendance</i>		
	1 Period	6.15	6.15
	2 Periods	8.60	8.60
	3 Periods	10.30	10.30
	<i>Inservice and school holidays (per day)</i>		
	< 4 hours	10.40	9.10
	> 10 hours	31.20	27.30

Source: [Manitoba Maximum Daily Fees](#)

### Median (province wide) monthly fees per spaces (2016)

Age group	Centres and trained family or group child care homes	Untrained family or group child care homes
Infant	\$651	\$481
Toddler	\$451	\$394
Preschool	\$451	\$394
School-age		
1 period of attendance	\$133	\$133
2 periods of attendance	\$186	\$186
3 periods of attendance	\$223	\$223

### In 2019, a national survey of child care fees in Canada's large cities included Winnipeg:

#### Median monthly fees

Infants	Toddlers	Preschoolers
\$651	\$451	\$451

Source: Macdonald, D., & Friendly, M. (2020). *In Progress: Child care fees in Canada 2019*. Ottawa: Canadian Centre for Policy Alternatives.

## STANDARDS AND REGULATIONS

### REGULATED CENTRES

Maximum centre size:	not specified
Maximum room size:	two groups of children

### Maximum staff:child ratios and group sizes

#### Child care centre: Mixed age groups

Age	Staff:child ratios	Max. group sizes
12 weeks – 2 yrs	1:4	8
2 years – 6 yrs	1:8	16
6 years – 12 yrs	1:15	30

#### Child care centre: Separate age group

Age	Staff: child ratios	Max. group sizes
12 weeks – 1 yr	1:3	6
1 – 2 yrs	1:4	8
2 – 3 yrs	1:6	12
3 – 4 yrs	1:8	16
4 – 5 yrs	1:9	18
5 – 6 yrs	1:10	20
6 – 12 yrs	1:15	30

#### Nursery school

Age	Staff: child ratios	Max. group sizes
12 weeks – 2 yrs	1:4	8
2 – 6 yrs	1:10	20

### Licensing, monitoring and enforcement of regulated child care centres

When an organization or individual applies for a child care licence, city or municipal zoning by laws, public health, fire, and early learning and child care program requirements must be met. A licensing approach based on regulatory compliance is used in determining the type of licensing process which will be used. Centres assessed at a higher compliance level receive a modified licensing process. Centres assessed as less compliant in meeting regulatory requirements and needing more supports to become compliant will receive the full licensing process. The number of inspections conducted varies depending on the level of compliance.

#### STAFF QUALIFICATIONS

##### Qualification levels for centre staff

Manitoba has three qualification levels:

###### *Early Childhood Educator (ECE) III*

An individual with one of the following: 1) ECE II classification and successful completion of a specialization or degree program recognized by the Child Care Qualifications and Training Committee; or 2) Bachelor of Arts from the University of Winnipeg, Major in Developmental Studies: Stream C – Child Development and Child Care.

###### *Early Childhood Educator (ECE) II*

An individual who has successfully completed one of the following: 1) a two year Early Childhood Education diploma program approved by the Child Care Education Program Approval Committee; or 2) an assessment program offered by the ELCC Program; or 3) a two year diploma program in Early Childhood Education from a recognized college outside Manitoba.

###### *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. All CCAs must have 40 hours of approved early childhood training within their first year of employment.

##### Staff qualification requirements for centres

In full time centres, two thirds of staff must meet the requirements for ECE II or III. In nursery schools and school-age centres, one half of staff must meet the requirements for ECE II or III.

A director of a full time centre for 0 – 6 year olds must be classified as an ECE III and have one year of experience working with children in child care or in a related field. A director of a school-age centre or a 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 provide a copy of a criminal record and child abuse registry check, and a criminal history disclosure statement, to their employer.

##### Qualification equivalency for centre staff and exemptions for centres

For ECEs with out of country credentials, provincial officials may conduct an educational equivalency test in consultation with others. These individuals may also be required to submit a credential assessment report.

The Manitoba government recognizes ECE classification applicants with out of province credentials who have the equivalent of Manitoba Grade 12 or Senior 4 plus two years of post secondary Early Childhood Education from an accredited Canadian post secondary institution.

A licensed 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.

#### STAFF WAGES

##### Median annual employment income (\$) and median hourly wage rate (\$) for Early Childhood Educators and Assistants working in day care services full time, full year.

*Median annual employment income* \$30,466

*Median hourly employment income* \$14.65 - 16.74/hr  
(calculated using 2080 hrs/year (40 hrs week)  
and 1280 hrs/year (35 hrs/week)

*Source: Canadian Census, 2016*

*Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214, working in the day care services industry in centre based environments with children aged 0 – 12 years, as defined in NAICS 6244. Included as individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers. Employment income refers to income from all jobs if the Early Childhood Educator or Assistant holds a second job providing a wage, salary or commissions.*

## REGULATED FAMILY CHILD CARE

### **Model of organization**

Each provider is individually licensed and inspected by the provincial government according to *The Community Child Care Standards Act*.

### **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 resident providers' own children under 12 years). No more than three children may be under two years. One of the two providers must reside in the home in which the care is provided (referred to as the resident licensee).

### **Licensing, monitoring and enforcement of regulated family child care**

When an individual applies for a licence, provincial child care coordinators complete safety inspection reports of the applicant's home. Up to three drop in inspections per year and one relicensing inspection per year are conducted. A group child care home must also meet city or municipal zoning bylaws, public health, fire and early learning and child care program requirements.

### **Family child care provider qualification requirements**

Family child care providers are required to have successfully completed an approved post secondary 40 hour course relevant to early childhood education or family child care 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 (called "trained family child care" in Daily Fee table above).

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 as well as any adult person residing in the home must complete background checks including a criminal record, child abuse registry, and prior contact with a Child and Family Services Agency checks. Any child over 11 years of age who resides in the home must complete child abuse registry and check for prior contact with a Child and Family Services Agency.

[See online for more information on provider classifications.](#)

## FUNDING

### CHILD CARE SERVICES ELIGIBLE FOR FUNDING

Licensed non-profit regulated child care centres, nursery schools, family child care homes and group child care homes are eligible for funding.

Both non-profit and for-profit centres may enrol children receiving subsidies—see PARENT FEES for information regarding maximum daily fees for children in for-profit centres receiving subsidies.

### TYPES OF FUNDING

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#### **Fee subsidies**

The subsidy amount is based on a formula that includes net annual household income, allowable family deductions, the number and age of children and the fees charged for child care services.

There is a \$2 non-subsidized fee for each child, per day, that all families must pay, including those who receive a full child care subsidy.

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#### **Eligibility for families**

To be eligible for subsidized early learning and child care, parents must meet financial criteria and give a reason for needing child care services.

Eligibility depends on various factors including:

- income
- the number and age of children
- the number of days required for care
- the reason for care (including employment, seeking employment, attending school/approved training program, medical need of parent, additional support need of child.) A reason for service is not required for subsidy eligibility for families using a nursery school (part day) (including those with a stay at home parent).

### Financial eligibility for full subsidy (2019)

Family configuration	Max after tax income level
One parent, one child	\$16,420
One parent, two children	\$19,462
Two parents, two children	\$22,504

Source: [Change starts here. Manitoba Alternative Provincial Budget 2020](#). Canadian Centre for Policy Alternatives, Manitoba Office.

### Which service providers are eligible to deliver subsidized child care?

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 enroll children whose parents receive parent fee subsidy.

### Charges above the fee subsidy

The provincial government sets maximum parent fees for all children in funded programs as well as for any parent receiving fee subsidy in a for-profit centre.

Parents receiving the parent fee subsidy pay a maximum fee of \$2 per day.

### Subsidy rates

The subsidy rate is the maximum amount paid by the provincial/territorial government to the service to cover all or part of the parent fee.

The subsidy amount is based on a formula that includes net annual household income, allowable family deductions, the number and age of children and the fees charged for child care. There is a \$2 non-subsidized fee for each child, per day, that all families must pay, including those who receive a full subsidy.

### Are eligible families entitled to a fee subsidy?

All eligible parents may receive a subsidy. Manitoba does not have a waiting list for parent fee subsidy.

### Are there other programs that subsidize the individual family or child?

None

### Operational (previously Recurring) funding (2018-19)

#### Operating grants for child care centres

Operating grants for licensed early learning and child care centres are based on a “unit funding” model. The breakdown below outlines the maximum annual operating grant per space, dependent on the type of space, duration of care and based on a set amount per space based on age categories, at March 31, 2019.

#### Maximum annual operating grant in centres per space by age type of child care (2018-2019)

Age group	Annual operating grant
Infant	\$11,375
Preschool-age	\$4,180
School-age	\$1,664
Nursery school	
Enhanced operating grant	\$4,180
1 – 5 sessions/week	\$264
6 – 10 sessions/week	\$528

To receive enhanced grants, nursery schools must meet eligibility criteria, including charging a per-session fee of no more than \$5.00.

#### Operating grants for family child care homes and group child care homes

This is a maximum annual operating grant per space, effective October 18, 2019. The amount depends on the type of space and duration of care.

#### Maximum annual operating grant family/group family child care home/space by age category (2019)

Age group	Annual operating grant/space
Infant	\$2,384
Preschool-age	\$1,835
School-age	\$850

#### Grants for extended operating hours

Licensed facilities that regularly provide child care services that exceed the normal operating hours of a child care facility, operating on evenings and or weekends, may receive increased operating grants for the extended operating hours.

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### Enhanced Operating Subsidy for Rural and Northern centres

Under the Canada-Manitoba ELCC Agreement, Manitoba is implementing an enhanced operating subsidy pilot program to alleviate challenges associated with high operational costs and to improve financial stability of eligible centres in rural and Northern Manitoba. The additional funding allows facilities to hire and retain qualified staff and to offer inclusive child care programming to better serve these higher need communities.

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### One time funding

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#### Start-Up Grants

A Start-up Grant is provided once per space, as funding permits. This type of grant supports centre based and home based child care facilities to cover costs related to becoming a licensed child care provider; purchase age-appropriate equipment or furnishings; and/or pay for leasehold improvements and capital costs. The breakdown below notes the maximum per space start up grants.

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#### *Maximum per space start up grants (2018-2019)*

Full time child care centre	\$ 450
Nursery school	\$ 245
Family or group child care home	\$ 300

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#### Capital funding

Under Manitoba's Child Care In Schools Policy, licensed non-profit child care centres are included in new schools or schools undergoing major additions or renovations. This capital funding stream provides 100% of capital costs and is co-managed by the Department of Families and the Department of Education.

An additional funding stream, Manitoba's Early Learning and Child Care Building Fund provides grants to eligible organizations to offset the costs of constructing new community based licensed non-profit child care centres, or expanding existing centres to create new licensed spaces. It provides reimbursement of up to 40% of paid eligible capital expenses up to a maximum of \$600,000 per capital project for community based centres.

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### Child Care Centre Development Tax Credit

Introduced in 2018, a new refundable Child Care Centre Development Tax Credit that gives businesses an incentive to develop new licensed child care spaces in the workplace. Eligible corporations may receive \$10,000 per newly created infant or preschool-age space over five years.

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#### [Guide to the Child Care Development Tax Credit Program](#)

Additional information about the eligibility for the tax credit and details about the requirements for licensed child care centres can be found at sections of [The Income Tax Act](#), [The Community Child Care Standards Act](#) and [Manitoba Regulation 62/86](#).

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#### 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 \$400 annually for each Child Care Assistant (CCA) or Early Childhood Educator.

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#### Tuition support grants for ECE students

Conditional grant of up to \$4,000 to cover the tuition costs of one school year is available for students taking a two or three year Early Childhood Education (ECE) diploma program at a Manitoba college (Red River College, Assiniboine Community College, University College of the North, Université de Saint-Boniface).

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#### Staff replacement grant

This grant supports staff who are working towards an 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 she is attending training two days a week, while continuing to receive a full CCA salary.

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#### Casual Early Learning and Child Care Grant

Under the Canada-Manitoba ELCC Agreement, Manitoba is implementing a pilot grant to support non-profit community organizations working with vulnerable families to ensure children can receive free of charge, consistent, high quality child care on site while their families engage in service planning, therapy, counselling or participate in skills development courses. The grant covers wage expenses for an Early Childhood Educator II or III and child care programming tools and supplies. As parents will remain on site, the organization is exempt from licensing.

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PROVINCIAL ALLOCATIONS FOR REGULATED  
CHILD CARE (2018-2019)

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<b>Fee subsidies</b>	<b>\$26,896,000</b>
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**Operational (previously Recurring) funding**

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Operating grants <sup>1</sup>	\$113,606,000
Inclusion Support grant	\$13,509,000

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<b>Total Operational funding</b>	<b>\$127,115,000</b>
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**One time funding**

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ELCC Capital grants	\$2,831,000
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**Total provincial allocation for regulated child care**  
**\$156,842,000**

*Note: Federal funding of \$15,609,534 through the Canada – Manitoba Early Learning and Child Care Agreement for 2018-2019 is not included in the Provincial Allocations.*

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<b>TOTAL ALLOCATION</b>	<b>\$ 174,006,153</b>
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*Total provincial allocation for regulated child care + \$15,609,534 federal funding through the Canada-Manitoba Early Learning and Child Care Agreement (2018-2019) + \$1,554,619 carry over*

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<sup>1</sup> Operating grants include all training, tuition support, staff replacement, and retention grants.