



PROVINCIAL CONTEXT

Number of children 0-12 yrs (2003 rounded estimate)

Age	Number of children
0	13,200
1	12,400
2	12,700
3	11,100
4	12,500
5	13,900
6	14,100
7	14,200
8	15,400
9	14,600
10	14,900
11	14,600
12	15,800
Total	179,400

Number of children 0-12 years (2003 rounded estimate)

Age	Number of children
0-2	38,300
3-5	37,500
6-12	103,600
Total	179,400

Children 0-12 yrs with mothers in the paid labour force (2003 rounded estimate)

Age	Number of children
0	8,100
1	7,200
2	7,200
3	6,000
4	8,100
5	9,100
6	10,200
7	9,400
8	10,700
9	10,500
10	10,500
11	9,800
12	11,300
Total	118,100

Number of children 0-12 years with mothers in the paid labour force (2003 rounded estimate)

Age	Number of children
0-2	22,500
3-5	23,200
6-12	72,400
Total	118,100

Children 0-14 yrs identifying with an Aboriginal group (2001)

Age	North American					Total
	Indian	Metis	Inuit	Multiple	Other	
0-4	12,130	5,585	30	50	210	18,005
5-9	12,815	5,810	55	60	245	18,985
10-14	11,020	5,645	35	65	310	17,075
Total	35,965	17,040	120	175	765	54,065

Children 0-14 yrs with disabilities (2001)

Age	Number of children with disabilities	Rate of children with disabilities (%)
0-4	1,210	1.9
5-9	3,130	4.3
10-14	3,580	4.8
Total	7,920	3.8

Note: Total may not add up due to rounding.

Number of children by marital status of families (2001)

Age	Children in couple families	Children in lone parent families	(with lone mothers)	(with lone fathers)
0-4	55,110	13,900	12,210	1,695
5-9	62,455	15,970	13,655	2,315
10-14	64,110	15,925	12,920	3,010

Number of children by mother tongue (2001)

Age	English	French	Non-official language
0 to 4	60,825	1,150	7,710
5 to 9	69,590	1,685	8,375
10 to 14	70,335	2,040	9,005
Total	200,750	4,875	25,090

Number and percentage of children living in families below the LICO (2002)

Age	Number	Percent (%)
0-2	9,100	28.3
3-5	10,500	25.0
6-12	20,900	19.3
Total	40,500	22.2

Workforce participation of mothers by age of youngest child (2003 rounded estimate)

Age of youngest child	Number of mothers	Participation rate (%)
0-2	21,400	67.5
3-5	16,000	76.9
6-15	55,000	85.5

FAMILY-RELATED LEAVE

Maternity leave

Seventeen weeks

Parental leave

Both parents may take up to 37 weeks

Births and EI maternity and Parental claims (2003)

Number of births	13,939
Birth rate per 1,000 population	12
Number of initial maternity claims allowed	6,800
Average length of maternity claims	14.5 weeks
Number of parental claims	7,440
Average length of parental claim	22.3 weeks
Number of adoptive parent claims	110
Average length of adoptive claim	24.1 weeks

Note: Maternity, parental and adoption leaves are determined by provincial and territorial legislation. The federal government pays for up to 15 weeks for maternity leave and 35 weeks for parental and adoptive leave for eligible parents at 55% of earned income to a maximum of \$413/week. See federal ECEC programs for more information.

KINDERGARTEN

LEGISLATION

Manitoba. Legislative Assembly. *Public Schools Act*. 1987, C.S.M, c. P250. Amended 1992, 1996, 1997, 2001, 2002.

PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

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KINDERGARTEN SERVICES

KINDERGARTEN

Kindergarten is delivered in public and private schools. It is available on a part-time basis to children who will turn five by December 31st. There were 506 instructional hours in the 2004/05 school year. The number of instructional hours varies from year to year.

The hours of attendance (e.g. part-day five days/week or full-day two days/week) are determined by school boards.

Kindergarten is not compulsory in Manitoba. Access is not legislated but kindergarten is available throughout the province and accessible to children at age five.

PRE-KINDERGARTEN

Winnipeg School Division 1 offers part-day kindergartens for four year olds (these are referred to as “nurseries” but are not licensed as nursery schools under the *Community Child Day Care Standards Act*). In the Winnipeg nurseries, staffing includes a qualified teacher and sometimes an assistant with an average class size of 20.

Frontier School Division also offers a part-day pre-kindergarten program for four year olds.

AGE ELIGIBILITY

Five years old by December 31

CLASS SIZE

There is no provincial class size limit. Some collective agreements specify class size.

CHILDREN WITH SPECIAL NEEDS

There is a policy of inclusion of children with special needs in regular kindergarten. There is both block funding to school divisions and funding allocated to identified child needs determined on a case by case basis.

The number of kindergarten children with special needs is not available.

ENROLMENT (2003/04)

Number of children enrolled in kindergarten (the year before Grade 1): 13,170

Note: Enrolment includes kindergarten children in funded private schools. It does not include the few non-funded private schools.

Number of children enrolled in nursery and pre-kindergarten programs (two years before Grade 1): 2,654

KINDERGARTEN TEACHERS

Qualification requirements: Must be a certified teacher (B.Ed.). Teacher certification requires an undergraduate degree (three years) followed by two years of education training. Early childhood qualifications are not required.

By regulation, a teacher is responsible for “ongoing professional development”. The regulation does not prescribe how it is to be achieved.

Responsibility for certification: Ministry of Education, Citizenship and Youth

Representation: Manitoba Teachers’ Society

Average salary (2003/04): Information not available

Number of kindergarten teachers: Information not available

CLASSROOM ASSISTANTS

Title: Teacher Assistant

Qualifications: Determined by local jurisdiction

There is no provincial policy regarding teaching assistants; some school divisions provide them.

Roles vary and include general teacher assistance and working with children with special needs.

Several unions represent teacher assistants, according to division.

Average wage: Information not available

CURRICULUM

There is a provincial kindergarten curriculum. Through an activity centre-based approach it includes exposure to language arts, math, science, social studies, physical education, arts and French.

MONITORING AND ASSESSMENT

Monitoring of kindergarten programs is the responsibility of the school administrators.

SOURCES OF FUNDING FOR KINDERGARTEN

Provincial funding comes primarily from general revenues and provincial levy on property. School board levied local property taxation provides 25% of funding. Private schools that meet provincial criteria receive partial funding.¹

Frontier School Division (northern board) receives almost 45% of revenues from federal government for education of First Nations students, primarily on-reserve.

PUBLIC SPENDING ON KINDERGARTEN 2003/04

Average spending per kindergarten student

Information not available but is estimated at \$3,896, half the \$7,792 average cost per pupil for all public school pupils and programs.

Total provincial spending on kindergarten in 2003/04

Information not available

Average spending per nursery or pre-kindergarten student

Information not available

Total provincial spending on nursery or pre-kindergarten

Information not available

SPECIAL FEATURES

ESL grants of \$750 per child per year are available for a maximum of three years.

Aboriginal Achievement Grant funding is given to school divisions, intended to improve the graduation rate of the Aboriginal population.

School divisions allocate funds to specific schools for inner-city children.

¹ Canadian School Board Association. *Education Governance in Canada: Trends and Implications*. Last updated 1999.

RECENT DEVELOPMENTS IN KINDERGARTEN 2002-2004

A Memorandum of Understanding was developed with New Brunswick to work together in a number of areas, including early learning projects.

A framework is being developed for training educational assistants.

The Early Childhood Development Initiative (ECDI) is provided to help school divisions increase preschoolers' readiness for school prior to school entry in partnership with parents, the community, and Healthy Child Manitoba. (The ECDI is not used to fund nursery school or day care programs). A number of school divisions have implemented programs in this area, receiving \$5,000 per division.

REGULATED CHILD CARE

LEGISLATION

Manitoba. Legislative Assembly. *Community Child Care Standards Act*, C.C.S.M. cc158. (amended September 2004).

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

PROVINCIAL RESPONSIBILITY FOR CHILD CARE

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CHILD CARE SERVICES

UNREGULATED CHILD CARE

Unregulated family child care

Maximum number of children permitted: Four, including the caregiver's own children under 12 years. No more than two children may be under two years

School-age care in schools

Services for school-age children may be exempt from licensing if provided by public schools.

REGULATED CHILD CARE

Child care centres

Full-day centre-based services for at least five children under six years or at least three children under two years for more than four continuous hours/day, three or more days/week

Nursery schools

Part-time centre-based programs for more than three infants or more than five preschoolers of whom no more than three are infants, for a maximum of four continuous hours/day, or for more than four continuous hours per day and less than three days/week

School-age child care centres

Services outside school hours for more than eight children aged six-12 years (and may include children attending kindergarten)

Family child care homes

Care in a private home for a maximum of eight children under 12 years (including the provider's own children under 12 years). Not more than five children may be under six years; of these no more than three children may be under two years.

Group child care homes

Care in a private home by two caregivers for a maximum of 12 children (including the provider's own children under 12 years). Not more than three of the children may be under two years.

Occasional child care centres

Care on a casual basis for more than three infants or more than five preschoolers of whom not more than three are infants, or more than eight children of whom not more than five are preschoolers and not more than three are infants.

CHILDREN WITH SPECIAL NEEDS

The Manitoba Children with Disabilities Program integrates children with special needs into mainstream child care. Support is available to non-profit child care centres, nursery schools and family and group child care homes. To receive additional supports, children must have an eligible cognitive, developmental or physical disability. The Child Care Program will also cover a child with “behavioural” problems as well as nursing support for medically fragile children. Services are not an entitlement but there is usually no waiting list once a diagnosis has been made. Parents pay the same basic cost of child care as other families, but regardless of family income parents do not pay the cost of the additional resources to support the child’s participation in a child care program. Funding for the additional supports is paid to the program. Non-profit child care centres and regulated family day care homes are eligible for funding. Approximately 10% of the child care budget is allocated for supports for children with special needs.

Most of the special needs funding is for staff. There are also grants for necessary renovations, equipment and educational materials, training or professional services.

Children’s Special Services staff work with the Child Care Program and the Departments of Education and Training and Health to coordinate and place children with special needs into child care programs. Children’s Special Services also provides consultation and funding to non-government agencies that deliver therapy, respite and family support services.

There are no special training requirements for staff working with children with disabilities in child care.

ABORIGINAL CHILD CARE

Manitoba does not license or fund child care programs on-reserve but the Child Care Branch assists facilities on-reserve to meet requirements equivalent to licensing. Sixty-two child care facilities have been established in First Nations communities under the federal government’s First Nations/Inuit Child Care Initiative. A First Nations ECE training program has been developed in Opaskawayak-Keewatin Community College. A certificate program in Aboriginal child care is offered through Red River College. There are approximately 50 Aboriginal Head Start programs in Manitoba; they are not required to be regulated but many choose to become regulated.

SPACE STATISTICS (2003/04) (APRIL 2004)

Number of regulated child care spaces

Centre-based	Full-day	Part-time
Infants/toddler	1,367	*24
Preschool	9,859	4,049
School-age	—	6,126
Family child care	4,209	
Total regulated spaces	25,634	

**This represents children under two years attending a nursery school.*

Children with special needs in regulated child care 1,341

Children receiving subsidies 11,568

Number of centres and homes

Number of child care centres:	567
- Full day	250
- Part-day nursery schools/preschools	193
- Stand-alone after school programs	124
Number of family child care providers	591

Sponsorship of regulated centre spaces

Non-profit	19,678
For-profit	1,747

Openings and closings (2003/04)

New child care centre licenses issued	23
Number of child care centre closures	10
Number of new licenses issued to individual family child care providers	95
Number of family child care providers who ceased providing care	101

STANDARDS AND REGULATIONS

REGULATED CENTRES

Maximum room size Two groups of children

Maximum staff:child ratios and group sizes

Day care centre — Mixed age groups

Age	Staff:child ratios	Max. group sizes
wks-2 yrs	1:4	8
2-6 yrs	1:8	16
6-12 yrs	1:15	30

Day care centre — Separate age groups

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

Group sizes and staff:child ratios for occasional day care centres are consistent with full-day preschool and school-age day care centres.

Staff qualification requirements

Manitoba has three qualification levels:

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

Early Childhood Educator (ECE) II: An approved diploma in child care services from a recognized community college or satisfactory completion of the Child Care Program Competency-based Assessment (CBA) Program.

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

Two-thirds of a full-time centre's staff for 0-6 year olds must be classified as ECE II or III and 1/2 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 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 Child Care Program to a prospective employer about any criminal record or child abuse registry record.

Parent involvement

All licensed non-profit centres are required to have boards of directors where parents constitute a minimum of 20% of the board members. For-profit centres are required to have parent advisory committees.

Licensing, monitoring and enforcement

There are 24.5 Child Care Coordinators. They conduct a minimum of three monitoring visits of each centre each year, one of which is a re-licensing visit. A fourth contact with the facility during the year is also required. Child Care Coordinators must be certified as ECE IIIs and have a minimum of five years supervisory experience in child care.

Provisional licenses may be issued if the facility does not meet all of the requirements of the regulations or if time is required to bring the centre into compliance.

A licensing order may be issued when a severe violation of the Act or Regulations occurs. The order requires immediate correction of the areas listed and is posted in the centre. Failure to comply may result in suspension or revocation of the license.

A license may be revoked if there is continued noncompliance with licensing requirements and the facility is deemed hazardous to the health, safety and well-being of the children.

REGULATED FAMILY CHILD CARE

Regulation

Individually licensed

Maximum capacity

Family child care homes (one provider): 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 providers): Twelve children under 12 years (including the provider's own children under 12 years). No more than three children may be under two years.

Provider qualification requirements

New family child care providers are required to complete an approved 40-hour course from 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 by the Child Care Program 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.

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 scheduled re-licensing visit per year are conducted.

FUNDING

CHILD CARE FEE SUBSIDY PROGRAM

Fee subsidies are paid directly to service providers on behalf of eligible parents. Eligibility is determined by an income test via a mail-in or online application. To be eligible a family's net income must be under a certain amount and the parents must show they need care because they are employed or are looking for work, attending school or a training program; have a special need based on a family plan that the parent, professional and a child care provider will complete; or have a medical need and are undergoing treatment.

There is a maximum subsidy of \$4,264/child/year for full-day preschool children and \$8.20/day for nursery school. In addition, subsidized parents usually pay a surcharge of \$2.40 a day.

The Employment and Income Assistance Division of Family Services pays \$1.00/day of the surcharge for parents on social assistance.

Non-profit and for-profit centres and family child care homes may enrol children receiving subsidies. Non-profit child care centres receiving provincial operating grants are required to enrol children receiving subsidies. (Non-profit and for-profit centres may not charge subsidized parents more than the maximum surcharge of \$2.40/day.)

Eligible parents may receive subsidy for care provided in a nursery school.

There is an additional exemption in the child care subsidy assessment if any member of the family has a disability.

Eligibility for fee subsidy (net income, 2003/04)

	<i>Turning point</i>	<i>Break-even point</i>
1 parent, 1 child	\$13,787	\$24,577
2 parents, 2 children	18,895	40,475

The turning point is the income level up to which full subsidy is available. Partial subsidy is available up to the break-even point at which income subsidy ceases.

PUBLIC FUNDING FOR REGULATED CHILD CARE (2003/04)

Non-profit child care services are eligible to receive an annual per space operating grant, grants for children with disabilities and start-up grants. For-profit child care programs are not eligible to receive grant funding; however, those licensed prior to April 18, 1991, are eligible to receive a guaranteed payment on behalf of subsidized children of up to 25% of their licensed spaces.

Maximum annual operating grants per licensed space

	Infants	Preschool	School-age
Funded day care centres	\$6,760	\$2,132	\$606
Funded day care homes	707	246	246
Funded group day care homes	707	246	246

Funded nursery schools that operate from one to five sessions per week are eligible for \$101/space/year; nursery schools that operate from 6 to 10 sessions per week are eligible for \$201/space/year.

Programs that provide extended hour care may receive one-and-a-half times the regular operating grants for children receiving this type of care.

PROVINCIAL ALLOCATIONS FOR REGULATED
CHILD CARE (2003/04)

Fee subsidies \$34,549,100

Recurring funding

Operating grants* 29,038,300

Special needs grants 9,416,200

**Included in the operating grants is a \$250 annual training grant for eligible individuals. Family child care providers or Child Care Assistants who complete an approved 40 hour course, or another course in Early Childhood Education receive the grant.*

Total \$73,003,600

Other funding

Transportation, communications, supplies and services, capital and other operating costs \$1,159,100.

SALARIES (2003/04)

Mean gross hourly wage for centre-based child care staff (full- and part-time combined)

Child Care Staff

Child Care Assistants (CCAs) \$9.40

ECE IIs 13.21

ECE IIIs 13.99

Supervisors

CCAs \$12.91

ECE IIs 15.29

ECE IIIs 17.28

Directors

ECE IIs \$18.33

ECE IIIs 20.81

Source: Manitoba Child Care Program. Data from child care budget forms.

Family child care

Information not available.

FEES (2003/04)

The provincial government sets maximum fees for all children (subsidized or full fee) in funded centre-based and family child care programs.

Maximum monthly fees (set by provincial government)

	Centres	Family child care
Infants	\$560	\$408
Preschool	376	328
School-age	244	230

Note: Unfunded centres may charge what they wish for their services except to subsidized families.

ADMINISTRATION

The Child Care Branch, Department of Family Services and Housing, is responsible for licensing centres and family child care under the Act, and providing fee subsidies and operating funding to eligible centres and homes. It also classifies all early childhood educators and child care assistants who work in licensed centres. An integrated service delivery model has been implemented to blend health and social service providers and licensing staff. Child Care Co-ordinators and Subsidy Advisors are now part of integrated service delivery teams and, as such, report to regional supervisors. There are eight regions outside of Winnipeg and six community areas in Winnipeg.

MUNICIPAL OR OTHER LOCAL GOVERNMENT ROLE

There is no legislated municipal or other local government role in the delivery or operation of child care.

CHILD CARE PLANNING AND DEVELOPMENT

In April 2002, Manitoba released its Five Year Plan for child care. The plan is intended to maintain and improve quality, accessibility and affordability. It sets out targets for funding new spaces, increasing wages and the number of trained ECEs. (See HISTORY section for details.)

Child care in schools

There is a child care in schools policy that must be considered in all new, renovating or replacement schools. The capital funding comes through the Public Schools Finance Board. Community members work with the Child Care Program office to conduct a needs survey and help determine numbers. The school retains ownership of space and has a partnership agreement as long as there is a need for child care. Centres pay rent according to board policy for exclusive space and are expected to share common space. Twenty-nine centres have been built under this policy. Many other centres rent surplus school space.

HISTORY OF CHILD CARE AND OTHER ECEC SERVICES

1901 Day Nursery Centre established in Winnipeg by the Mothers' Association.

1971 Red River Community College initiated a two year Child Care Services diploma program.

1974 Provincial Child Day Care Program was established in the Department of Health and Social Development. It provided start-up and operating grants to non-profit centres and family day care homes and subsidies for eligible low-income families.

Manitoba Child Care Association was formed to represent child care workers, boards of directors, parents and child care advocates.

1983 *The Community Child Day Care Standards Act*, including provision for uniform licensing standards, staff qualifications and criteria for governance and board accountability, was passed.

1986 Government introduced salary enhancement grants to eligible non-profit centres.

1989 Provincial Task Force made recommendations for improvement in child care.

Child care workers held a one-day strike to protest inadequate salaries.

1991 The government restructured funding, consolidating grants into one operating grant. This had the effect of reducing salary enhancement, redistributing nursery school grants, increasing eligibility level for partial subsidy and providing a daily payment to existing commercial centres on behalf of subsidized children in up to 25% of spaces. Parent fees increased by 18%.

1992 Licensing of new child care spaces was temporarily frozen and then allowed to resume after several months.

The report of the Working Group on Francophone Day Care was published. It provided recommendations regarding content, implementation guidelines and resource requirements for francophone child care services.

1993 The total number of subsidies was capped at 9,600. The licensing of new child care spaces was frozen for a period of time. The new Acknowledgement Form was introduced and became a requirement of licensing for those facilities willing to operate without grants or subsidies. Parents who received subsidy were required to pay an additional \$1.40 per day per child. The "seeking employment" provision of subsidy was reduced from eight weeks to two weeks.

Operating grants to child care centres were reduced by 4% and to nursery schools by 50%. The difference between prior and present levels of government funding was to be made up through parent fees. The annual operating grants to the Manitoba Child Care Association and the Family Day Care Association were eliminated.

1996 The Child Day Care Fact Finding Mission, consisting of facility tours and public meetings, was undertaken with the aim of "simplifying and streamlining the existing child care system and providing more flexible support for working parents".

1996/97 The number of subsidized spaces was frozen at 8,600, the utilization at that time. \$4,060,500 of unexpended resources was cut from the Child Day Care budget, reducing it by 8.6%.

A series of administrative changes were made to the subsidy program. Full funding was extended to approximately 2,000 existing infant and preschool spaces that were either partially funded or unfunded.

A Regulatory Review Committee, appointed by the provincial government, was established to examine the existing regulations and provide recommendations for changes.

The Family Day Care Association of Manitoba and the Manitoba Child Care Association amalgamated under the name Manitoba Child Care Association.

1998 Several recommendations of the Regulatory Review Committee were incorporated into the budget announcement. An additional 1,000 subsidized spaces were provided and subsidy became “portable” (travels with the child to the facility of the parents’ choice). Funding was provided for the development of new flexible child care arrangements.

The title of trained child care workers was officially changed to Early Childhood Educator (ECE). The classification of Child Care Worker I was collapsed into the Child Care Assistant category, leaving three levels of classification: Child Care Assistant (untrained) and ECE II and ECE III (trained).

Family child care providers who are classified as ECE II or ECE III were permitted to charge a higher fee consistent with fees charged at child care centres.

Effective June 1998, existing facilities could submit a plan for approval to establish a casual care fee to meet the needs of parents who only require care on a casual basis.

1999/2000 A new funding model was introduced and operating grants were significantly increased. The model was called “unit funding”.

2000 Healthy Child Manitoba was established to provide programs and supports to children, youth and families, across government departments, including:

Healthy Baby – a two-part program of financial benefits and community supports for pregnant women and new mothers;

Home visiting programs to strengthen parent-child relationships, connect families to community resources and support parents as they prepare their children for learning in child care or school, including:

- Baby First – a three-year home visiting program for newborns and their families based on universal screening and delivered through the community health system;
- Early Start – a three-year home-visiting program for families with children with special social needs offered through many licensed child care centres.

FASD Prevention and Supports including the STOP FAS program – an intensive three-year mentoring program for women at risk of having a child with Fetal Alcohol Spectrum Disorder and FAS Information Manitoba, a toll-free line for families and professionals who want information on FASD;

Children’s Programs – Community-based services for families who support children with disabilities in their own homes;

Early Childhood Development Initiative – Intersectoral services for preschoolers provided through school divisions to facilitate readiness to learn prior to school;

Early Childhood Health Promotion – Prenatal, delivery and postnatal services, prenatal and infant nutrition and injury prevention.

2000/01 Manitoba allocated \$9.1 million to child care and fully implemented “unit funding” for centres. As a result, operating grants for centre infant and preschool spaces were increased to improve salaries for ECEs.

Maximum daily parent fees were increased by 2%.

Funding was extended to 1,500 previously unfunded school-age spaces in centres.

Operating grants to family child care homes increased by 2%.

The “seeking employment provision” of the subsidy program was extended from 10 days to 40 days.

2001 Manitoba allocated \$4.7 million of the \$11.1 million in Early Childhood Development Initiatives funding to child care.

February 2001 The Child Day Care Regulatory Review Committee’s *A Vision for Child Care and Development in Manitoba* was released by the Minister of Family Services and Housing for public feedback. The paper identified four key elements for child care: universality, accessibility, affordability and quality. It made a series of recommendations in each of six components of the child care system: standards/quality care, funding, training and professionalism, governance, integrated service delivery, and public education.

The “vision” paper was released for public feedback. In a three month period there were more than 24,000 responses from the public with over 82% supporting the vision as presented.

April 2002 The province announced a new Five Year Plan for child care. Included in the first year of the plan were increased salaries for child care workers, a public education and recruitment campaign to attract more students to the field, mandatory training for new family child care providers in their first year of operation and incentives for existing providers and child care assistants to begin training, freezing maximum fees parents pay as part of funded programs, a review of the child care subsidy program and the non-subsidized daily fee.

The goals for the end of March 2007 are:

- Increase wages and incomes for service providers by 10%
- Train 450 more ECEs
- Licensed family child care providers encouraged to complete designated training
- 5,000 more spaces funded
- Manitoba's existing nursery school program for three and four year olds expanded and more closely linked with other early childhood development initiatives
- Subsidy income levels and allowable deductions adjusted so more low and middle income families are eligible for full or partial fee subsidies
- The \$2.40 non-subsidized daily fee for subsidized families reduced
- More child care subsidies available to support newly created spaces

2002 Manitoba First Nations Child Day Care Regulations and Monitoring Initiative began.

Sponsored by the Assembly of Manitoba Chiefs with some funding from the provincial and federal governments, the initiative sets out to establish First Nations child care regulations, standards and monitoring systems that will address safety issues and quality care for First Nations children and their families.

RECENT DEVELOPMENTS IN CHILD CARE AND OTHER ECEC SERVICES

July 2002 The Manitoba Government Employees Union (MGEU) hired a full-time organizer with an ECE background as part of an organizing drive of child care centres in Manitoba. By the fall of 2004, the MGEU had signed up approximately 70 centres. The MGEU is servicing child care centres as full members even though they are not paying dues until a first contract is in place. Bargaining committees have a goal of having a common contract for all centres. The MGEU is pursuing a strategy with the Manitoba Child Care Association and the provincial government to establish and fund an employers' association.

2003 Red River College introduced the first Workplace Model to train more Early Childhood Educators to address the shortage of trained ECEs working in the field. Centre staff or family child care providers with at least two years experience and without formal credentials are eligible for the program. Over a two-year period students spend two days per week in class and three days a week working in their centre or family child care home. Practica are done both in the students' regular place of work as well as in other sites. Two other colleges have implemented similar models. Students are eligible for student financial assistance, and a number of employers help with the cost of tuition and books, and in some cases continue paying the staff full salary for the duration of the course. Students graduate with an ECE diploma.

The 2003/04 Multilateral Framework funding was integrated into the provincial child care budget and was applied to wage increases.

2004 The Child Day Care was changed to the Child Care Program. *The Community Child Day Care Standards Act* was renamed the *Community Child Care Standards Act*.

KEY PROVINCIAL ECEC ORGANIZATIONS

Manitoba Child Care Association
2350 McPhillips Street, 2nd Floor
Winnipeg, MB, R2V 4J6
Telephone: 204-586-8587 or 1-888-323-4676
Facsimile: 204-589-5613
Email: info@mccahouse.org
Website: www.mccahouse.org

Child Care Coalition of Manitoba
1376 Grant Ave., 2nd Floor
Winnipeg, MB, R3M 3Y4
Telephone: 204-489-0355
Facsimile: 204-487-2201
Website: www.childcaremanitoba.ca

Manitoba Government and General Employees' Union
601 – 275 Broadway
Winnipeg, MB, R3C 4M6
Telephone: (204) 982-6585
Facsimile: (204) 942-2146
Website: www.mgeu.mb.ca

TEACHERS' ORGANIZATIONS AND ASSOCIATIONS

The Manitoba Teachers' Society
191 Harcourt Street
Winnipeg, MB, R3J 3H2
Telephone: 204-888-7961
Facsimile: 204-831-0877
Website: www.mbteach.org

