



## PROVINCIAL CONTEXT

### Number of children 0-12 yrs (2005 rounded estimate)

Age	Number of children
0	12,700
1	12,900
2	12,400
3	12,500
4	12,900
5	13,500
6	13,200
7	13,500
8	15,500
9	14,900
10	15,300
11	14,700
12	15,200
Total	179,300

### Number of children 0-12 years (2005 rounded estimate)

Age	Number of children
0-2	38,000
3-5	38,900
6-12	102,400
Total	179,300

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**Children 0-12 yrs with mothers in the paid labour force (2005 rounded estimate)**

Age	Number of children
0	6,900
1	7,400
2	6,700
3	7,300
4	8,500
5	8,400
6	8,000
7	9,400
8	10,300
9	10,400
10	10,400
11	10,300
12	11,100
Total	114,900

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**Number of children 0-12 years with mothers in the paid labour force (2005 rounded estimate)**

Age	Number of children
0-2	21,000
3-5	24,200
6-12	69,700
Total	114,900

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

Age	North American Indian	Metis	Inuit	Multiple	Other	Total
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

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**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

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*Note: Total may not add up due to rounding.*

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**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

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**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

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**Number and percentage of children living in families below the LICO (2004)**

Age of child	Number	Percent (%)
0-2	7,310	21.6
3-5	12,330	28.2
6-17	29,650	16.6
Total	49,300	19.2

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**Workforce participation of mothers by age of youngest child (2005 rounded estimate)**

Age of youngest child	Number of mothers	Participation rate (%)
0-2	21,600	63.9
3-5	16,400	76.3
6-15	54,300	85.0

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## FAMILY-RELATED LEAVE

### Maternity leave

Seventeen weeks

### Parental leave

Both parents may take up to 37 weeks

### Births and EI maternity and parental claims (2005)

Number of births	13,915
Birth rate per 1,000 population	11.8
Number of initial maternity claims allowed	6,730
Average length of maternity claim	14.7 weeks
Number of parental claims	7,650
Average length of parental claim	29.2 weeks
Number of adoptive parent claims	130
Average length of adoptive claim	32.6 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 \$423/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 2005/06 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 offers part-day kindergartens for four year olds (these are referred to as “nurseries” but are not licenced 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.

An interdepartmental support protocol for use by school divisions and preschool agencies, *Guidelines for Early Childhood Transition to School for Children with Special Needs*, was revised in September 2002. It outlines the planning for students with special needs entering the school system.

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

## ENROLMENT (2005/06)

### Number of children enrolled in kindergarten (the year before Grade 1)

Public Schools: 12,034

Funded Independent Schools: 761

### Number of children enrolled in nursery and pre-kindergarten programs (two years before Grade 1)

Public Schools: 2,127

Funded Independent Schools: 375

## 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 (2005/06): 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 school division.

Average wage: Information not available.

## CURRICULUM

The provincial kindergarten curriculum identifies end-of-year learning outcomes in a variety of subject areas. Through an activity centre-based approach it includes learning experiences related to language arts, math, science, social studies, physical education/health education, arts education and French.

## MONITORING AND ASSESSMENT

Monitoring of kindergarten programs is the responsibility of school administrators.

## SOURCES OF FUNDING FOR KINDERGARTEN

Financing public school education is a shared responsibility between the province and school divisions. The provincial government’s share comes from two sources, general revenues and the Education Support Levy which is a property tax on all assessed commercial property. From the total of these two revenue sources, the government provides grants to school divisions. School divisions determine the level of expenditures and off-setting revenues that will comprise their budget and raise the remaining amount needed to meet their budgets through a tax on assessed residential, farm and commercial property called the Special Levy.

Funded independent schools are provided with partial funding through a formula that takes public school expenditures into consideration. These schools charge tuition fees in accordance with their own policies.

Funding to independent schools for the 2005/06 school year is approximately \$43.6 million.

The Early Childhood Development Initiative (ECDI) helps school divisions increase pre-schoolers’ readiness for school prior to school entry in partnership with parents, the community, and Healthy Child Manitoba. A number of school divisions have developed ECD programs using the ECDI; school divisions receive the greater of \$227 per eligible kindergarten pupil or \$5,000 under the ECDI grant. Manitoba does not allow the ECDI to be used to fund nursery school or child care programs.

## PUBLIC SPENDING ON KINDERGARTEN 2005/06

### Average spending per kindergarten student

Information not available. (Estimated at \$4,233, which is half the \$8,466 average operating expenditure per pupil budgeted by school divisions).

### Total provincial spending on kindergarten in 2005/06

Information not available

### Average spending per pre-kindergarten (nursery) student

Information not available

## Total provincial spending on pre-kindergarten (nurseries) in 2005/06

Information not available

## SPECIAL FEATURES

EAL (English as an Additional Language) grants are available for a maximum of four years.

### Support Rates per Eligible FTE Pupil Receiving EAL Support (as of 2006/07 school year)

Year 1*	Year 2	Year 3	Year 4
\$775.00	\$750.00	\$750.00	\$600.00

\* of EAL Programming

School divisions receive Aboriginal Academic Achievement Grant funding, intended to improve academic achievement and the graduation rate of the Aboriginal population.

School divisions allocate funds to specific inner city schools for programming.

## RECENT DEVELOPMENTS IN KINDERGARTEN

The development of a framework for training educational assistants is ongoing. There is a planned release in spring 2007 of a support document for Educational Assistants.

The Ministry of Education, Citizenship and Youth has developed new Social Studies curricula for kindergarten to Grade 8. The kindergarten document, *Being together: A foundation for implementation*, was published in 2005 and implemented in the 2006/07 school year. A project is under development focusing on speaking, listening and literacy skills in kindergarten children. It will include training kindergarten teachers and speech-language pathologists, as well as supporting parents. Video and support documents are planned.

## 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 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 pre-school 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 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 four children ages 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 providers' 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 four children of whom 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 child care homes are eligible for funding. There is an additional exemption in the child care subsidy assessment if any member of the family has a disability.

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

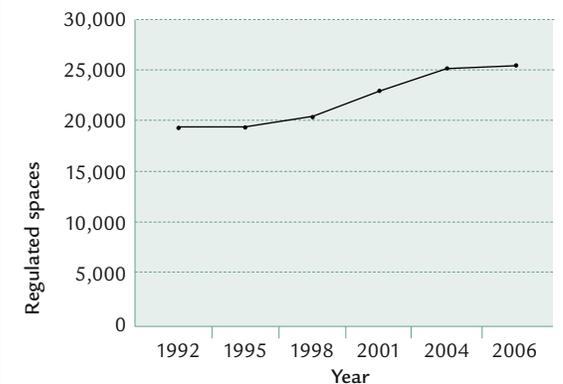
Manitoba does not require child care programs on-reserve to be licensed but the Child Care Program assists facilities on-reserve if they choose to be licensed. Two on-reserve child care facilities have chosen to be licensed. Sixty-two child care facilities have been established in First Nations communities under the federal government's First Nations/Inuit Child Care Initiative. Manitoba post-secondary colleges routinely contract with First Nations communities to offer the diploma program in ECE customized to meet the needs of each First Nations community. A certificate program in Aboriginal child care is offered through Red River College. There are 53 Aboriginal Head Start programs in Manitoba; they are not required to be regulated but many choose to become licensed.

## SPACE STATISTICS (2005/06)

Number of regulated child care spaces		
<i>Centre-based</i>	<i>Full-day</i>	<i>Part-time</i>
Infants/toddlers	1,472	*24
Preschool	9,987	3,873
School-age	—	6,511
<i>Family child care</i>		4,117
<b>Total number of regulated spaces</b>		<b>25,984</b>

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

Figure 7: Number of regulated spaces in MB, 1992–2006



<b>Children with special needs in regulated child care</b>	1,392
<b>Children receiving subsidies</b>	10,830

<b>Number of centres and homes</b>	
<i>Number of child care centres:</i>	574
Full day	256
Part-day nursery schools/preschools	181
Stand-alone after school programs	137
<i>Number of family child care providers</i>	588
<b>Sponsorship of full-time regulated centre spaces</b>	
Non-profit	20,559
For-profit	1,308
<b>Openings and closings (2004/05)</b>	
New child care centre licences issued	15
Number of child care centre closures	8
Number of new licences issued to individual family child care providers	66
Number of family child care providers who ceased providing care	67

## STANDARDS AND REGULATIONS

### REGULATED CENTRES

<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 yrs	1:4	8
2-6 yrs	1:8	16
6-12 yrs	1:15	30
<i>Child care centre – Separate age groups</i>		
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
<i>Nursery school</i>		
Age	Staff:child ratios	Max. group sizes
12 wks-2 yrs	1:4	8
2-6 yrs	1:10	20
<i>Note: Group sizes and staff:child ratios for occasional child care centres are consistent with full-day preschool and school-age child care centres.</i>		

### 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 the Manitoba Child Care Program's 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.

Requirements for staffing:

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. All staff must also have 40 hours of approved training within their first year of employment.

### 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 25 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 licences 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 licence.

A licence 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

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 relevant to the age group being cared for and CPR training. 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 licence, 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 using preschool or school age centre-based or family child care 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.

A new subsidy for families using nursery schools, including those with a stay-at-home parent, became available in 2005. The subsidy is income-based only. Parents do not need to be working or going to school to qualify. Depending on family income, full and partial subsidies (with no extra non-subsidized fee charged) are available for up to five sessions a week.

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 (except those using nursery schools). (See RECENT DEVELOPMENTS)

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.)

### Eligibility for fee subsidy effective 2006 (net income)

	Turning point	Break-even point
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  
(2005/06)

**Operating grants**

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
Child care centres*	\$8,320	\$2,912	\$993
Child care homes*	1,613	728	471
Group child care homes*	1,613	728	471

\* Funded

Funded nursery schools that operate from one to five sessions per week are eligible for \$136/space/year; nursery schools that operate from 6 to 10 sessions per week are eligible for \$231/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

*Note: A new nursery school initiative to improve access to nursery school programs was established in 2006. Up to 200 nursery school spaces were approved for enhanced funding at a rate equivalent to the full-time centre preschool rate of \$2,912 (prorated based on the number of sessions operating). This enhanced funding enables these nursery schools to charge no more than \$5.00 per session with full and partial subsidies available based on family income. No extra surcharge may be charged.*

PROVINCIAL ALLOCATIONS FOR REGULATED  
CHILD CARE (2005/06)

**Fee subsidies** \$31,715,300

**Recurring funding**

Operating grants \*44,913,600  
Special needs grants 9,698,400

*\*Included in the operating grants are grants paid to non-profit centres and homes, as well as a \$250 annual training grant for family child care providers and Child Care Assistants who complete an approved 40 hour course and other training supports and initiatives, such as a substitute grant to support employees going to school, a tuition support grant and a recruitment incentive grant.*

Total \$86,327,300

**Federal Transfers 2005/06**

Multi-lateral Framework \$8,200,000  
Early Learning and Child Care Agreement \$25,600,000

Some of the Early Learning and Child Care funding is included in the provincial allocation above.

See RECENT DEVELOPMENTS section for details on the Early Learning and Child Care Trust Agreement.

SALARIES (2005/06)

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

<i>Child Care Staff</i>	
Child Care Assistants (CCAs)	\$9.82
ECE IIs	14.23
ECE IIIs	15.32
<i>Supervisors</i>	
CCAs	\$13.66
ECE IIs	16.01
ECE IIIs	17.09
<i>Directors</i>	
ECE IIs	\$18.35
ECE IIIs	22.30

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

**Family child care**

Information not available.

FEES (2005/06)

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 and trained family child care providers (ECE II and ECE III)	Family child care
Infants	\$560	\$408
Preschool	376	328
School-age	244	230

*Note: Unfunded centres and family child care homes may charge what they wish for their services except to subsidized families.*

## ADMINISTRATION

The Manitoba Child Care Program, 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 and provides competency-based assessment training for child care assistants and family child care providers to attain their ECE II classification level. An integrated service delivery model, which blends health and social service providers and licensing staff is in place. Child Care Coordinators 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.)

## Early Learning and Child Care (ELCC) in Schools

There is an Early Learning and Child Care in Schools Policy that views schools as the first choice location for child care centres, especially where surplus school space exists. The policy recommends cost-recovery rent. In addition, when a new, renovated or replacement school is under construction, the child care needs of the community are considered and if the building of a new child care centre is warranted, funding is provided through the Public Schools Finance Board. Community members work with the Manitoba Child Care Program 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.

## 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 licenced 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 – Inter-sectoral 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** 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.

## **2002**

**April** 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 were:

- Increase wages and incomes for service providers by 10%
- Train 450 more ECEs
- Licenced 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 set out to establish First Nations child care regulations, standards and monitoring systems to address safety issues and quality care for First Nations children and their families.

**July** 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.

**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 name Child Day Care was changed to Manitoba Child Care Program. The *Community Child Day Care Standards Act* was renamed *The Community Child Care Standards Act*.

## RECENT DEVELOPMENTS IN CHILD CARE AND OTHER ECEC SERVICES

**April 2005** Manitoba was the first province to sign an agreement-in-principle with the Government of Canada which was anticipated to result in \$176 million over 5 years.

Manitoba was to receive \$25.6 million through the Early Learning and Child Care Agreement in 2005/06 and \$23.7 million in 2006/07.

**2005** *Moving Forward on Early Learning and Child Care – Manitoba’s Action Plan – Next Steps and Key Objectives* documents, which outline Manitoba’s priority areas for investment, were published. Priority areas include: workforce stabilization and development; sustainability of existing non-profit centres; affordability/accessibility of child care; improving quality environments; additional steps to quality.

Highlights of initiatives include:

- Establishing a Forgivable Loans Program (tuition support) for full-time students enrolled in full-time daytime college training
- Continuing with a Substitute Grant program to support child care assistants in workplace training
- Continuing with implementation of an Early Childhood Educator Recruitment Incentive Grant
- Expanding existing mandatory 40-hour training for child care assistants and all family child care providers
- Continuing with the Public Education Campaign
- Providing continued funding to centres and homes to support wage and income increases, including incomes for early childhood educators working with children with disabilities
- Funding more spaces including new spaces in communities most in need of more child care spaces

- Establishing and implementing an Exceptional Circumstances Fund for centres
- Funding five Board Governance Projects
- Supporting the inclusion of children with disabilities in licenced child care settings, including equal access to newly created spaces
- Establishing a new income-based only nursery school subsidy for families not working or going to school, including those with a stay-at-home parent
- Reviewing the Subsidy Program, including the \$2.40 non-subsidized daily fee and subsidy income levels, with a view to ensuring more low- and middle income families are eligible for full or partial fee subsidies
- Providing enhanced grant funding for up to 200 nursery school spaces so that these spaces can operate with a reduced parent fee of no more than \$5 a session
- Continuing with the freeze on maximum fees parents pay as part of funded programs
- Establishing and implementing a Capital Funding Program, which provides:
  - one-time funding of up to \$10,000 for project planning of construction or renovations for a non-profit child care centre
  - funds of more than \$20,000 for building and renovating licenced, non-profit early learning and child care centres
  - support for co-development of non-profit child care centres within surplus space in public schools, adjacent to public schools or within other community buildings
  - up to \$20,000 for equipment, furniture and minor capital leasehold improvements required by non-profit child care centres
- Implementing the new Early Learning and Child Care in Schools Policy in collaboration with the Public Schools Finance Board, which considers schools as first choice locations for licenced non-profit child care programs, especially where surplus school space exists
- Developing a design guidelines manual for renovation and construction projects, including modifications to accommodate disability
- Developing a Manitoba early learning and child care curriculum framework based on the QUAD principles (quality, universally accessible, affordable and developmental)
- Establishing a quality team of service staff to work directly with providers to improve the quality of care
- Developing best practices licensing manuals

- Producing a new revised parents' guide to quality early learning and child care
- Purchasing Red River College's new online resource, The Science of Early Childhood Development, for all Manitoba's licenced centres, homes and nursery schools
- Upgrading and expanding the Child Care Online system

**November 2005** Manitoba was the second province to sign a funding agreement with the Government of Canada.

**February 2006** Manitoba receives written notice from the new federal government that the November 2005 funding agreement would be cancelled effective March 31, 2007.

**2006/07** Manitoba announced that it would continue with the implementation of its action plan.

**March 2007** Manitoba made the following announcements:

- The funding model was increased by 2% to provide for an increase in wages and for additional operating dollars to funded non-profit child care centres and family child care homes
- Operating funding was provided for an additional 500 non-profit spaces
- The eligibility level for fee subsidy was indexed and increased by 13%
- The fee that subsidized parents are required to pay was reduced by \$0.40/day/child.

## ■ KEY PROVINCIAL ECEC ORGANIZATIONS

Manitoba Child Care Association  
 2350 McPhillips Street, 2nd Floor  
 Winnipeg, MB, R2V 4J6  
 Telephone: 204-586-8587 / 1-888-323-4676  
 Facsimile: 204-589-5613  
 Email: [info@mccahouse.org](mailto:info@mccahouse.org)  
 Website: [www.mccahouse.org](http://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  
 Email: [info@childcaremanitoba.ca](mailto:info@childcaremanitoba.ca)  
 Website: [www.childcaremanitoba.ca](http://www.childcaremanitoba.ca)

Manitoba Government and General Employees' Union  
 601 – 275 Broadway  
 Winnipeg, MB, R3C 4M6  
 Telephone: 204-982-6585  
 Facsimile: 204-942-2146  
 Email: [resourcecentre@mgeu.mb.ca](mailto:resourcecentre@mgeu.mb.ca)  
 Website: [www.mgeu.mb.ca](http://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](http://www.mbteach.org)

