

Early Learning  
and Child Care

MONTHLY  
E-NEWS

APRIL 2023

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A Message from Sarah Whiteford,  
Assistant Deputy Minister

As we come to the close of the 32nd Annual Week of the Early Childhood Educator, I reflect on the collective work we are undertaking to grow and strengthen the early learning and child care system for children and families across Manitoba. In the past few months, the department, facilities, community partners, and consultation groups have been designing and implementing major initiatives that support affordability, quality and access to spaces.

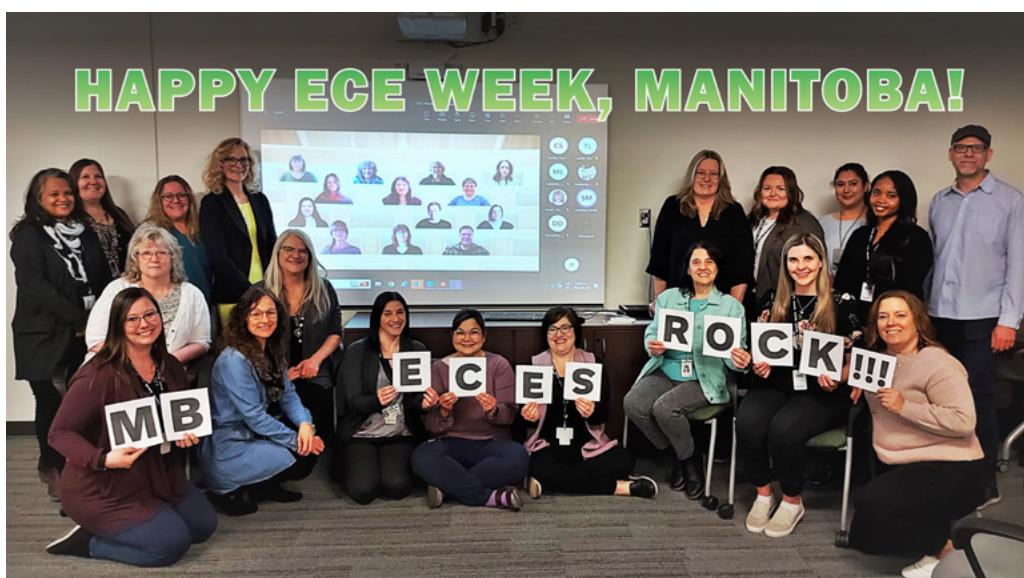
All partners appreciate that these initiatives, and ultimately the strength of our system, are founded on having a well-supported and stable Early Childhood Educator profession. This week provides an opportunity to celebrate and acknowledge the profound impact that Early Childhood Educators and Child Care Assistants have in supporting the social, emotional, physical and intellectual development of children from the youngest infants all the way through school age and beyond.

I am fortunate to work alongside many Early Childhood Educators here in the department and across the system. I appreciate the expertise they share and the opportunity to continue learning as we move forward on Manitoba's commitments. We know there is much more work to be done and we appreciate your continued feedback and engagement.

**Thank you for making a difference!**

A Message from our Staff at the Early  
Learning and Child Care Division

Did you know more than half of all staff in the Early Learning and Child Care Division are certified Early Childhood Educators? Happy ECE Week from our team to yours!



## Early Learning and Child Care Division Update

### Staffing Updates

We continue to welcome new staff into our division to support Manitoba's priorities for early learning and child care, and wish well to those who are moving on to new opportunities.

- **Mario Gordon** joined the Division on April 24 as Director of Workforce Development. Mario has extensive experience with workforce development including with the early learning and child care sector, the Manitoba Métis Federation and Economic Development Manitoba, and has worked closely with the sector via the Skills-Up program for new ECEs.
- **Frank-Xiaolong Liang** has joined ELCC as a financial intern in the Leaders in Training Program (LTP). Frank will be spending the next six months in the Financial and Accountability branch. Frank has over 12 years of experience in financial management and operations in large corporations, and has a Certified Treasury professional certificate (CTP). Frank also has a Bachelor's degree in Mathematical Sciences and Post-Graduate degrees in Economics (Finance) and Business Management.
- **Matthias Rust** has been selected as the new Director of Strategic Policy and Intergovernmental Relations, beginning May 14, 2023. Matthias has been the Manager of the Data and Evaluation Unit for Manitoba Economic Development, Investment and Trade for the past eight years. Matthias has been working with the province for a total of 11 years, and is experienced in working with federal and provincial/territorial (FPT) partners. He has a Master's Degree in Applied Geography from the University of Trier in Germany and has completed the Certificate in Public Sector Management program.
- This month we also bid farewell to Action Plan Policy Analyst **Alan Taylor** who will take on a new role as a Senior Policy Analyst with Manitoba Health. His last day with the department is Friday, April 28, 2023.

### Moving Forward on Child Care Priorities

In the November 2022 Speech from the Throne, the Manitoba government announced a commitment to increasing wages for the child care workforce, in order to support existing staff and encourage more people to pursue a career in early childhood education.

On Thursday, April 27, 2023, in a joint media event with Canada, Manitoba announced an additional investment of \$56.1M that will provide an increase to the starting point wages under Manitoba's Early Learning and Child Care Wage Grid for the early childhood workforce in licensed and funded facilities, effective July 1, 2023. This increase will be provided through additional operating funding in the form of a wage grid supplement used for increasing staff wages and ensuring staff are paid at the level of the starting point on the Wage Grid or higher.

This increase to operating grants for wages in 2023/24, builds of the 12 per cent increase to the revenue per space provided in July 2022, which supported the implementation of Manitoba's inaugural Wage Grid. As each child facility is a separate business that independently determines the wages of their employees, the Wage Grid establishes a starting point wage for a variety of position types and classifications and a target wage for facilities to work towards minimally in terms of an average staff wage. This approach provides facilities with flexibility to establish wages beyond what is outlined in the Wage Grid, if their budget allows, recognizing the authority of boards while ensuring greater consistency and better wages are provided to the ELCC workforce.

Manitoba is committed to supporting and growing the child care workforce. To assist in the development of a more comprehensive framework for early learning and child care sector wages beyond the current wage grid, Manitoba will launch a Request for Proposals (RFP) this spring for a consultant to undertake research and stakeholder consultations. The consultant will develop implementation options that reflect the needs of facilities and the workforce.

For more information, visit: <https://news.gov.mb.ca/news/index.html?item=59117&posted=2023-04-27>.

### Spotlight on Success

**Listening to MANITOBA'S EARLY CHILDHOOD EDUCATORS**

We asked ECEs and CCAs across Manitoba why they chose child care as a career, what inspires them, and why their work matters in our communities.

**DIXIE NORTHERN**  
**MARISSA PARKLAND**  
**SHELLEY BRANDON**  
**CORY & LORI CENTRAL**  
**CASSANDRA WESTMAN**

**JENN INTERLAKE**  
**JANELLE EASTMAN**  
**MEAGHAN WINNIPEG**

## Cassandra (Nine years experience)

*"I decided I wanted to work in child care after volunteering in a centre located in my high school, through a work experience course. I immediately loved it, and shortly after graduation I started my ECE II courses by distance education, and worked at my local centre as a CCA! I have worked in all different age groups, and eventually completed my ECE II and ECE III training. This year I have taken on the role of Director while our centre Director is on maternity leave. I love that every day there is something new to learn and do in child care, and this keeps the spark alive for me!"*

## Shelley (40 years)

*"In my 40 years of experience what I find truly motivates me are the interactions that I have with the children and their families. So many things have changed in 40 years, but not the love and devotion that I see from my families every day. That is inspiring to me!"*

## Dixie (25 years)

*"I choose a career in childcare for the children, I enjoy watching them grow and knowing that I was part of their first five years. I feel you must enjoy what you do to be successful! Every child deserves a positive role model, it gives them hope and teaches them that Early Childhood Educators care."*

*In the 25 years I have been an ECE III, I always remember that no matter how hard a day I have, I'm there for the children, every child needs consistency and encouragement."*

## Lori

*"We are impacting our children's lives daily (forever). We leave a footprint with them for life. We are giving them a great start. We are SO important to who they are and who they grow up to be."*

## Meaghan

*"I was raised with the help of some wonderful Early Childhood Educators who inspired me to pursue a career in the early learning field. I love coming to work in the morning and getting to spend time engaging with children; knowing that I am an integral part of their learning and development."*

## Janelle (12 years)

*"I chose to work in the early childhood education field because I have always been fascinated by the world of children, their innocence, their joie de vivre and their ability to discover the world. Working with them allows me to help them develop and grow. I am passionate about creating a safe and nurturing learning environment and enjoy working closely with parents and families to support the overall development of the child."*

*I chose to work in this field because it allows me to make a positive difference in the lives of children and their families. I am happy to be part of this dynamic and engaged community." (translation)*

## Cory

*"The importance of our work motivates me to provide the best possible experience for the children and families in my care. I enjoy the honesty and joyfulness of young children and thrive on working as a team where we are a creative and innovative community."*

## Marissa (14 years)

*"There were two role models I had growing up that made me think a career where working with children was my calling. Mme Beaudin; my Grade 1 teacher, demonstrating the caring and understanding when it came to all students in her classroom. My Auntie Nancy "Goat" where she worked at Abinoje Head Start in Duck Bay – just the different way of thinking of activities to help a child's particular wants and needs. Getting to spend time with both women in my high school years as volunteer work, making me fall more in love with children. Plus getting to experience in a family group home child care setting as a summer student. Being able to share the excitement of reaching milestones. Watching them learn and explore, grow into the little human beings they are becoming. Knowing my activities, daily interactions, and the surrounding environment I create is helping the children in my care add to their development. Even though the children I have cared for don't realize—but they teach me just as much as I do for them. Just getting to see the smiles on their faces, to the million hugs we get—knowing I helped a child out in whatever they need for that time, makes my heart full."*

## Jenn (30 years)

*"Change is what motivates me in Early Learning. Professionally I have had the opportunity to grow and change within my own program. Change comes in many forms. We have created change to meet the needs of the community. Watching the children grow and move through our programs is a change. Welcoming new families and new educators with new ideas bring change. Most recently, all the new initiatives from the ELCC have brought change. Change isn't always easy, but that's the challenge. I like facing new things and coming up with ways to make them work for us and hopefully along the way, I can help others that are having a harder time embracing the changes, find what works for them. I'm excited to see where it all will take us. That's what keeps me motivated in Early Learning and life."*

## Announcements and Reminders

### Abecedarian Program Expansion

On April 27, 2023, in a joint media event with Canada, the Minister of Education and Early Childhood Learning announced Morrow Early Learning and Child Development Centre—René Deleurme site as one of four child care facilities that will implement the Abecedarian Approach.

The Abecedarian Approach is an evidence-based early childhood intervention model that uses a language-rich curriculum and enhanced caregiving practices to improve developmental and learning outcomes for children in high-risk communities. Morrow Early Learning and Child Development Centre expects approximately 100 children to benefit from the Abecedarian Approach once integrated at their René Deleurme site. Through an expression of interest launched earlier this year, three additional facilities are expected to be announced in the coming weeks. The Abecedarian Program expansion, supporting four of Manitoba's licensed non-profit facilities, provides a total investment of \$2.1M funded through the Canada-Manitoba Canada-Wide Early Learning and Childcare Agreement with an expected 240 children to benefit.

For more information visit: <https://news.gov.mb.ca/news/index.html?item=59118&posted=2023-04-27>.

### ECE Week Celebrations

Would you like to share some of your facility's ECE Week photos? Email us at [CDInfo@gov.mb.ca](mailto:CDInfo@gov.mb.ca) with the subject line "ECE Week 2023" and you could be featured in our next edition!

#### For general inquires about the Early Learning and Child Care Division:

**Website:** [www.manitoba.ca/childcare](http://www.manitoba.ca/childcare)

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