



Early Learning and Child Care

MONTHLY E-NEWS

JANUARY 2024

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Moving Forward on Child Care Priorities

Advancing a Holistic Approach to Planning and Implementing Child Care Spaces

Since the inaugural signing of the new Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement, one key area of focus has been the expansion of child care spaces. To date, Manitoba has made considerable progress in [capital developments](#), with investments such as the ready-to move (RTM) child care centre initiative under the Municipal and Indigenous Governing Bodies capital stream, and new capital developments planned in partnership with existing providers, school divisions, and post-secondary institutions.

To support our licensed providers and partners more holistically through the expansion process, the department is growing its Capital and Space Expansion Branch under Executive Director, Signe Hanson, inclusive of two areas:

- **Capital Development** led by Pam Wever, Director, responsible for the oversight of capital program design and delivery, and funding.
- **Space Expansion Success Team**, led by Barbara Moncrieffe from the department's Project Management Office, to support all capital and non-capital expansion from initiation through to opening. This team leverages all areas of the division, including workforce planning, licensing, inclusion, and finance.

Spotlight on Success

Rainbow Retreat, Full Spectrum of Activities

On Sunday, October 15, and Monday, October 16, 2023, Rainbow Day Nursery held a professional development 'mini-retreat' for all staff, funded through the Innovative Recruitment and Retention Grant, one of the granting streams made available through the [Quality Enhancement Grant \(QEG\)](#). More than 60 of the centre's staff were able to attend the Sunday evening session, and more than 100 attended the Monday day session.

Rainbow Executive Director, Brenda Charriere credits the QEG initiative for making the retreat financially feasible.

"When I first received the news of the grants, I was very excited to learn this could provide an opportunity for a mini retreat, which would benefit our organization in so many wonderful ways," says Charriere. "In the past, we have been able to hold small workshops annually, but this allowed time and space to come together as a team, the entire organization, which includes 120 employees from seven facilities. It gave our team time to collaborate, team-build, learn, laugh, and feel they are valued."

The goal was to provide outstanding professional development experiences staff could bring back to the workplace. Assisted by the Manitoba Child Care Association's Karen Kowalski, Brenda and her team put together a two-day event packed with workshops, networking, good food, and fun.

The event focused on improving staff well-being and introducing new information and methodology to support the Rainbow's community of employees and families. Sessions included strategies for adding fun and laughter to your life with leadership consultant Rolande Kirouac; instruction on anti-bias, anti-racism, and Indigenous worldview for early childhood education with Red River College Polytechnic Indigenous early childhood education instructor Rebecca Lariviere; and a special presentation on 2SLGBTQ+ awareness, inclusion, and affirmation in child care by Dene Gullas from Rainbow Resource Centre. Charriere noted that positive feedback from participants exceeded expectations.

"I feel this was a gift to our employees we would not have otherwise had the opportunity to provide due to the size of our staff. We are very grateful!"



Clockwise from left – Rainbow Day Nursery Staff – Sunday session; Dene Gullas with Rainbow Resource Centre; Rebecca Lariviere; Nursery Staff – Monday session

If you would like to share some of your facility's success stories, email us at CDInfo@gov.mb.ca with the subject line "Success Story." We will continue to feature some of the interesting and innovative projects in future editions!

Listening to Manitoba's Early Childhood Educators

Meet the ELCC Team—Glen Arnould, Rural Child Care Coordinator, ECE III

I graduated in '96, so in 2026 it will be 30 years in child care! Yeah, a bit of a long haul. It'll be eight years with ELCC in June. I started in Winnipeg but have been in Selkirk about three years. The facilities I work with are scattered throughout the Interlake: Fisher Branch, Teulon, Hodgson, Riverton, Arborg.

In high school, I was really good in math and science, and I always thought I would have a related career. But I had an aunt, Darlene, that worked in child care, and she was sort of a mentor for me. She was the director at the first centre

I worked in, so I got my feet wet that way. I found I really enjoyed working with those young children in the formative years, you know. It's just the appeal to be able to have that positive impact on children when they're at that important time in their life.

I certainly felt a little lonely and isolated at times. Through school, I was the only male in the class and the only man at some of the centres I worked at. However, there were a lot of families and children that did appreciate having me around. Especially early on, children from single-parent families (which often meant dad wasn't in the picture) valued having a male presence and perspective. So this made me feel unique and appreciated. Three years into my career, I became involved with the Men in Early Childhood Education group, and didn't feel so isolated.



Glen Arnould at the Grand Canyon. Glen's dogs, Timber (left) and Loki

I branched out and I went into supervisory roles and assistant director roles and then it was like, "Am I going to be director?" I chose this path. I found I really enjoyed working with those young children in the formative years, you know. It's just the appeal to be able to have that positive impact on children when they're at that important time in their life. Being a director is pretty hard. I miss working directly with the kids. You get to see them all the time as the coordinator, but you don't have, you know, your little ducks in a row, your own group of kids that you're caring for every day and that consistent relationship with the families. I miss that part for sure.

My dogs are a huge part of my life. I've got two Husky mixes Timber and Loki. I don't have any kids myself, so I dote on my dogs a lot. I love traveling. Traveling is a biggie. That's me in a nutshell. I'm a pretty simple guy.

Announcements and Reminders

Monthly Attendance Reporting/Facility Reporting

Reminder to submit Facility (Child Attendance) Reports within 30 days of the end of each 28-day reporting period as per [The Child Care Regulation \(M.R. 62/86\), Section 42.1](#).

- Include the days attended and absent days for all children (subsidized and non-subsidized) on your *Facility Reports*.
- To see a listing of reporting periods, visit [Reporting Periods](#) or look for the **Subsidy Reporting Period Calendar** in Child Care Online under *Facility Report*.
- Submit your facility reports in Child Care Online. To access, visit: www.gov.mb.ca/education/childcare/centres_homeproviders/cco_login.html.

Early Childhood Educator (ECE) Tuition Reimbursement

A reimbursement of **up to \$5,000 per school year** is available to help cover the tuition-related costs of recognized early childhood education (ECE) programs offered at post-secondary institutions in Manitoba that lead to an ECE II or ECE III certification.

Read more or apply [here](#).

Infection Prevention and Control Poster Series in the Mail



Supporting the launch of the new *Routine Practices: Guide to Creating a Healthy Environment and Preventing Infections within Child Care Facilities and Schools* in December 2023 and implementation resources, a copy of the infection prevention and control poster series will be sent to child care facilities in the coming weeks.

More information, including access to supporting resources is available [here](#).

Destination Canada Education—Online Job Fair, March 1 and 2, 2024

Canadian employers seeking to hire francophone early childhood educators and assistants, primary or secondary school teachers or teachers of French as a second language are invited to participate as exhibitors.

Representatives of the Early Learning and Child Care Division are also registered to participate to explain requirements for classification and employment in Manitoba.

It's free to participate and registration will be open until February 4, 2024. Learn more or register [here](#).

Manitoba Child Care Association (MCCA) Awards, Workshops, and Upcoming Events

The Manitoba Child Care Association (MCCA) is seeking nominations for the **2024 MCCA Awards**.

Any MCCA member can be nominated for the awards and any previous nominees that were not selected as the recipient can also be nominated again. The deadline for nominations is February 22, 2024.

All recipients will be honoured at the MCCA awards banquet on May 24, 2024, as part of the annual provincial conference. Banquet and ticket information will be available on February 1, 2024.

For more information about nomination categories and to make a submission, visit mccahouse.org/awards/.

MCCA School-Age Conference February 9 and 10, 2024

View brochure: [School Age Care: Wired Differently](#)

[Register here](#)

MCCA Winter 2024 Workshop Series

Over 60 professional development opportunities are available.

View brochure for a complete list of [workshops, times, and dates](#).

Questions? Email: events@mccahouse.org

[Workshop registration form](#)

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 support career growth and development of existing staff.

Foluke Adebayo joined the Workforce Development team as a Certification and Training Support Clerk on January 15, 2024. Foluke brings a wealth of experience from the banking sector in Nigeria and has an extensive education background including a Bachelor's in Accounting and an MBA. Her primary focus will be supporting the Tuition Reimbursement initiative, training grants, and certifications.

Signe Hanson joined the Division as the new Executive Director of Capital and Space Expansion on January 22, 2024. Signe has been with the Manitoba government for over 10 years, and was most recently the Assistant Executive Director of Family Resolution Services with Manitoba Justice. Signe holds a Bachelor of Arts in Political Science and Religion and Culture from the University of Winnipeg, as well as a Masters in Public Administration from the joint University of Winnipeg/University of Manitoba program. She has engaged in provincial and inter-jurisdictional relations in several portfolios, and has experience in leading legislative development, negotiating and managing federal funding agreements, and working with community partners in the delivery of services for families.

Ayel Batac joined the Strategic Policy and Intergovernmental Relations Unit as a Data Scientist effective January 29, 2024. Ayel holds a Bachelor of Science degree, with a concentration in Molecular Biology from the University of Manitoba. He currently serves as a Research Assistant for the Department of Pediatrics and Child Health at the University of Manitoba and the Children's Hospital Research Institute of Manitoba. Between May 2021 and August 2022, Ayel supported Manitoba's COVID-19 response efforts as an epidemiologist, where he provided analytical support to identify virus activity and outbreaks.

Candace Salverda joined the Financial Accountability and Reporting Branch as an Administrative Assistant on January 15, 2024. Candace is also new to the Province of Manitoba as she recently moved here from Ontario with her family. Candace brings more than 20 years of experience in the education and not-for-profit sectors to ELCC. She has worked in a variety of Kindergarten to Grade 8 schools and most recently worked in the non-profit housing sector in policy and bylaw development and modernization. Candace is the volunteer board chair of Arcane Horizon, a non-profit housing organization for the developmentally delayed.

Staff Role Transitions

Carla Kernested and **Maxine Lam** were successful candidates in a recent Senior Policy Analyst (PM3) competition for the Strategic Policy and Intergovernmental Relations Unit. Carla has been in an acting Senior Policy Position since February, and has been working in Early Learning and Child Care as a Policy Analyst, Child Care Safety Specialist and Coordinator since 2004. Maxine has been working as a Policy Analyst in the division since July 2022, and has played an important role in negotiation and implementation of the Bilateral and Canada-Wide Agreement Action Plans.

Shelly Marques transitioned into the role of Workforce Development Curriculum Consultant with the Workforce Development Unit effective January 22, 2024. Shelly previously served as Senior Policy Analyst, Quality Enhancement and Program Development, and brings a wealth of experience and a deep commitment to promoting high-quality early learning and child care practices.

Joanna Flores transitioned into the role of Quality Enhancement Consultant effective January 22, 2024, with the Provincial Operations Branch. She previously served as Senior Policy Analyst, Workforce Development, and brings with her a wealth of knowledge specific to quality programming in the early learning and child care sector.

Crystal Simmons will be joining the Strategic Policy and Intergovernmental Relations Unit as a Policy Analyst effective February 5, 2024. Crystal is currently the Child Care Subsidy Manager in the Department of Families, where she supervises up to 17 child care subsidy advisors in the administration, planning, and evaluation of the Child Care Subsidy Program. Crystal brings with her a wealth of experience in the Subsidy Program, where she also worked as a Child Care Subsidy Advisor from 2006 until 2022. Crystal recently completed her MBA with an emphasis in Leadership.

Farewell to **Olalekan (Ola) Lasisi** our Accounting Services Manager, who has moved to the Office of the Provincial Comptroller, Treasury Board Secretariat and **Kayla Proteau**, Child Care Coordinator, who has returned to her previous position as Supervisor at a child care facility in the Eastman Region. We wish Ola and Kayla all the best in their career journey.

For the list of key department contacts, visit: www.edu.gov.mb.ca/aboutus.html.

We Value Your Input!

Would you like to share some of your facility's ideas or tell us about a program or celebration at your facility? Would you like to share a quote about why you love being an early childhood educator? Email us at CDInfo@gov.mb.ca with the subject line "ELCC Newsletter" 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

Email: cdcinfo@gov.mb.ca

Phone: 204-945-0776

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