



Early Learning and Child Care

MONTHLY E-NEWS

NOVEMBER 2024

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Moving Forward on Child Care Priorities

\$10-a-Day Parent Fees for Non-School Days

With the passage of Budget 2024 on November 7, 2024, Manitoba Education and Early Childhood Learning has confirmed that the extension of \$10-a-day child care for school-age children on non-school days will be effective on December 8, 2024.

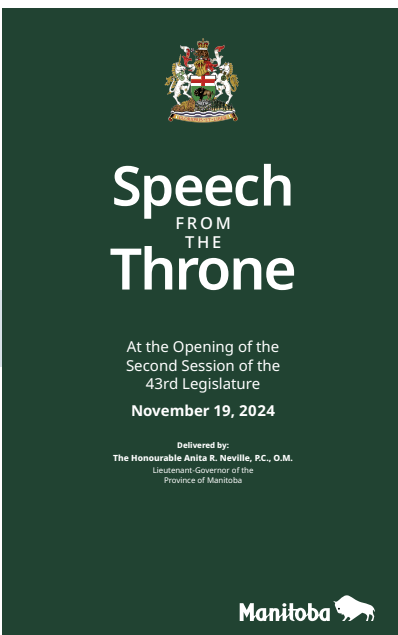
Child care facilities are encouraged to distribute the following letter from the Acting Minister of Manitoba Education and Early Childhood Learning, Tracy Schmidt, to families regarding this change:

www.manitoba.ca/education/childcare/pubs/circulars/min_letter_extension_10_a_day_en.pdf

To review the operational updates about the Extension of \$10-a-day Parent Fees for Non-School Days originally provided to all child care facilities on October 11, 2024, visit the department website section on ELCC Notices, Circulars and Webinars at www.gov.mb.ca/education/childcare/childcare_news/current_circulars.html.

More information about \$10-a-day child care in Manitoba is provided at www.manitoba.ca/10aday.

Speech from the Throne



On November 19, 2024, the Speech from the Throne was delivered by the Honourable Anita R. Neville, P.C., O.M., Lieutenant-Governor of the Province of Manitoba. The Speech from the Throne in Manitoba signals that the government is opening a new legislative session and summarizes what the government expects to achieve during the session. This year's Throne Speech highlighted the government's commitment to opening more affordable child care spaces, and to developing an early learning and child care workforce recruitment and retention strategy.

To read or watch a recording of the full Speech from the Throne, visit www.gov.mb.ca/thronespeech/index.html.

CCQTC Supporting Child Care Professionals

Last month, the Child Care Qualifications and Training Committee (CCQTC) held its first in-person meeting since 2019. They had a full-day session at 114 Garry Street in Winnipeg with the theme of 'Growing and Supporting ELCC Professionals.'

The day included an overview of the current state of the workforce including initiatives underway to support the growth of the sector, and discussions regarding the work of the CCQTC and how the committee can focus its efforts over the coming year to further our common goals of growing and supporting our workforce.

The CCQTC is established by The Community Child Care Standards Act to provide advice and recommendations to the Minister of Education and Early Childhood Learning and the Executive Director of the Policy and Planning Branch within the Early Learning and Child Care Division upon request regarding any matter relating to the qualifications and training of staff facilities.

The CCQTC consists of up to nine members appointed by the Minister who, in the opinion of the Minister, have knowledge or experience relevant to the qualifications and training of persons who provide licensed early learning and child care.

For more information about the CCQTC and its current membership, visit https://gov.mb.ca/education/childcare/students_workforce/ccqtc.html.

Spotlight on Success

K.I.D.S. Put Down Roots in South River Heights

Founded in 1989, Kids in Daycare Super Incorporated—K.I.D.S. Inc.—has deep roots in Southwest Winnipeg. Director Karen Ohlson has been at the helm for all but the first six-months of the organization's 35-year history beginning at Montrose School. Ohlson is no stranger to the trials and tribulations of expansion projects.

"The key is that it has to be a wonderful place for families and an excellent place to work," says Ohlson. "Keeping those things in mind ahead of time—because there are so many moving parts."

In 2017, K.I.D.S. opened a second location in Winnipeg's South Pointe neighbourhood. The program expanded again the following year. In 2024, Ohlson and her team have been hard at work opening **Prairie Roots**, a new stand-alone 6,276 square foot facility at École Sir William Osler School providing spaces for 74 children (20 infant, 54 preschool), from 0 to 6 years of age. Prairie Roots will be K.I.D.S.' fourth facility and fifth physical location, expanding the program from 328 children currently in care to over 400.



K.I.D.S. Inc. Executive Director **Karen Ohlson** (right) with **Robyn Liddle**, Site Manager for Prairie Roots

The newest project began with Sir William Osler's planned redevelopment and expansion to include Grades 7 and 8. The Winnipeg School Division asked if K.I.D.S. would be willing and able to grow with them.

"We've expanded in the past, so we knew the process in terms of our organization—the scale of the work. We were able to gain the support of the division, and the commitment from our organization and Board of Directors."

The new building will be owned by the Winnipeg School Division, with K.I.D.S. leasing the building as operators for \$1 per year. K.I.D.S. will also take responsibility for all expenses, utilities, and any upgrades. The project has required close and complex collaboration between the builders, the school division, K.I.D.S., and Manitoba Early Learning and Child Care.

"There was a lot of clarification needed," jokes Ohlson. "[I attended] building committee meetings where people used acronyms and construction jargon, I always say, 'Can you explain that please?' I don't speak 'building.' I'm not a construction worker, right?"

"Each time we've opened a program, we've created a timeline, week one, week two, week three, week four, and each thing that has to happen. That timeline can shift and you adapt. You have to expect some bumps along the way, but it's been a good process overall."

Ohlson gives credit to the K.I.D.S. staff and board for the success of the project.

"We've been fortunate to have long-term employees, like our assistant director, who has been here for 35 years. And having the support of a strong board that's keeping our feet to the fire, carefully monitoring costs and such, developing some really super policies, has allowed us to sustain ourselves and grow."

"It's a leap of faith, but I'm very proud of the work that's been done."

Funding for this project is made possible under the School-Based Child Care Centre in School Policy that requires the consideration of new child care spaces as part of the construction of all new schools, or those undergoing a major renovation. The Prairie Roots is anticipated to complete construction by January 2025.

For more information on ELCC's child-care space creation efforts and/or grant funding that may be available for a space expansion project, visit [Manitoba Early Learning and Child Care: Space Creation](#).



Meet the ELCC Team

Lily Mallard, PMP®, Senior Capital Projects Manager, Capital and Space Development

I've been with Early Learning and Child Care for more than three years, and the Province since 2011. I graduated with a Bachelor of Commerce majoring in Accounting and Human Resources from the University of Southern Queensland, Australia. I also hold a Masters Certificate in Project Management with the Project Management Institute.

My first job was with a bank, then a market research company specializing in real estate. I also worked for a Manitoba rural municipality. I've reviewed corporate loans, researched market demand for property development, and learned to read and design floor plans. I support drafting financial agreements. I worked with many different industries like construction, manufacturing, the real estate property development sector—everything I was doing then became applicable and transferable experience, skills, and knowledge for what I do now.

Before I joined ELCC, I read about the [Canada-Manitoba Canada-Wide Early Learning and Childcare Agreement](#) and thought it was fantastic. Funding made available by the federal government to increase child care spaces—every parent loves to hear that. But then I thought, “Wow, how is this going to be done?”

My role is to help potential child care operators who would like to expand spaces or develop new child care spaces and find funding. I review the application and guide them through the process, considering the financial perspective, costs, legal agreements, and so on. After things are approved, I help with the project management side of things: disbursement of funds, ensuring construction is on track, staying within or under budget, and keeping stakeholders informed.

Having worked with school-based and community-based child care development projects, the [Ready to Move \(RTM\) Child Care project](#) stood out as a very unique project initiative. People have the mindset that it's a building made in a factory, hauled out on a big truck and plunked down on a piece of land. But it's really a blend of both innovative and traditional technologies—design-build and prefabrication. It takes about 12 to 18 months for development of a typical child care centre. However, for an RTM it takes only six to eight months from piles being poured to occupancy. The RTM hybrid construction approach allows for a very short timeframe, much faster than traditional building methods, while still meeting the quality requirements based on code. We piloted it, and it was successful.

It's taken more than 28 years to come to this point—everything I have learned in terms of construction, property development, finance, and legal has allowed me to support the development of child care centres.

I like to put lots of pictures of my team on my cabinet because it's all about teamwork. I cannot stop praising them, because they provided a lot of support and belief, and they dared to innovate, especially in projects managing new ideas where many doubted if it would be successful.

Mother Teresa once said not all of us can do great things, but we can all do small things with great love, and together we can do something wonderful. I think that resonates for all of us who work wholeheartedly and passionately in child care.

That said, keep believing that we can make a difference in our own ways and that, sometimes, what is impossible can be made possible if we put some faith into it.



Lily Mallard with (left to right) **Janelle Blaikie**, Capital Projects Manager, **Reed Smith**, Data Scientist, **Larissa Zacharuk**, Policy Analyst, and **Pam Wever**, Director, Capital and Space Development



Each month, the division will answer a common inquiry received from facilities in a question-and-answer format.

THIS MONTH'S QUESTION

What type of retirement supports are in place for child care workers?

ANSWER

The Province of Manitoba has provided funding for pension and retirement supports since 2010. These supports include

- **Pension Supports:** All licensed, non-profit child care centres and nursery schools are required by the Child Care Worker Retirement Benefits Regulation to participate in a registered pension plan under which the employer must make contributions that are at minimum 4% of participating employees' regular wages, and employees must contribute at least 4% of their regular wages. The province provides reimbursement for the contributions to the pension plan.
- **Registered Retirement Savings Plan (RRSP):** The province provides matching contributions to child care home licence holders who contribute to an RRSP up to maximum amounts set out in the Child Care Worker Retirement Benefits Regulation. Inclusion Support Workers hired by a child care home licence holder are eligible for the 50% government matching of RRSP contributions, up to the maximums specified.
- **Additional Retirement Benefit:** All licensed, non-profit child care centres and nursery schools are required by the Child Care Worker Retirement Benefits Regulation to pay a retirement benefit to anyone who retires as a child care worker. The amount to be paid is the lesser of 40 days' pay or four days' pay for each year of full-time service. The province provides the centre with reimbursement for this benefit.

For more in-depth information—for both employers and staff—visit www.gov.mb.ca/education/childcare/centres_homeproviders/providers_resources/rpprs.html.

Announcements and Reminders

Child Care Facility Orientation Webinar—Child Care Subsidy Program and Facility Reporting—December 12, 2024

Early learning and child care facilities are encouraged to attend a facility orientation webinar that will offer information about the Child Care Subsidy Program, facility reporting, and the Reduced Parent Fee Revenue Grant payments that will be effective December 8, 2024.

This webinar provides an opportunity for new and existing licensed child care providers to become familiar with and improve understanding of Child Care Online (CCO) and the grant payment process.

Two sessions times are available

- Thursday, December 12, 2024, 1:00 p.m. – 2:30 p.m.
Register at: https://us06web.zoom.us/webinar/register/WN_GE5In9_nSIONil6B1An24g
- Thursday, December 12, 2024, 6:00 p.m. – 7:30 p.m.
Register at: https://us06web.zoom.us/webinar/register/WN_W6r4a0F5Q2Cq9nx0cBjqYg

ECE II Programs Starting January 2025

Take the next step in your Early Childhood Education and enrol in an ECE II program starting in January. Choose from a various pathways tailored to meet your goals and provide the skills, knowledge, and experience needed to excel in the early learning and child care sector. For details, including eligibility, application deadlines, and program specifics, contact the post-secondary institution directly.

Post-Secondary Institution	Program	Location
Assiniboine College	ECE Accelerated (mentorship)	Morden
Assiniboine College	ECE Accelerated (mentorship)	Winnipeg
Assiniboine College	ECE Accelerated (mentorship)	Brandon
Manitoba Institute of Trades and Technology	ECE Diploma (two-year)	Winnipeg
Red River College Polytech	ECE Workplace	Notre Dame Campus
Red River College Polytech	ECE Workplace	Exchange District Campus
Red River College Polytech	ECE 18-month Training	Urban Circle Training Centre

40-Hour Course Options

In Manitoba, all Child Care Assistants (CCAs) and licensed home-based child care providers are required to complete a 40-hour course related to early childhood education within the first year of employment. There are many course options available in Manitoba for CCAs and home-based child care providers to fulfill the 40-hour training requirement. Course selections should consider individual learning needs and support their work with children.

All courses included in approved ECE diploma programs qualify towards the 40-hour course requirement. In addition, there are several other options to consider to obtain the 40-hour course requirement including the following:

- Completion of other post-secondary courses or programs in a similar field
- Completion of the Manitoba high school **Technical-Vocational Education (TVE) Child Care** program or the **Applied Family Studies 40S** course
- Certificates from provincial/territorial regulatory bodies outside of Manitoba

For further details, visit www.gov.mb.ca/education/childcare/students_workforce/40-hour_course.html.

New Early Learning and Child Care Publications

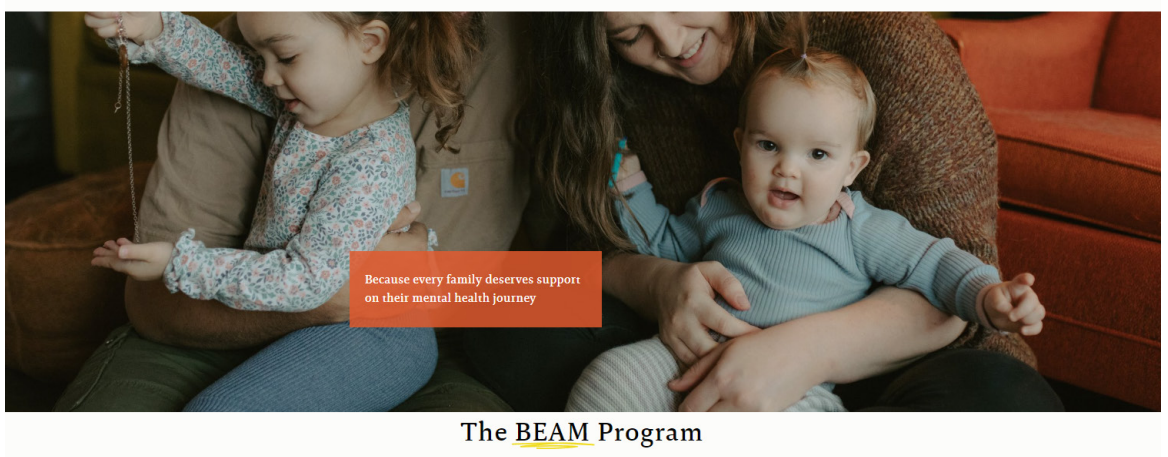
New publications are now available for facilities on our [Publications](#) page. These documents can be easily printed and posted in child care facilities and shared with parents and families, who may qualify for additional provincial support.

- Become an ECE—[Poster](#)
- Tuition Reimbursement—[Poster](#)
- Manitoba Child Care Search—[Poster](#)
- Manitoba Child Care Subsidy Program—[Poster](#)



BEAM—Seeking Participants for January 2025

Dr. Leslie Roos at the Children's Hospital Research Institute of Manitoba (CHRIM) and the University of Manitoba, have been implementing **BEAM (Building Emotional Awareness and Mental Health)**, an evidence-based eHealth program to support family mental health, for Manitoban parents with a child from 2 to 5 years of age. This is a 12-week program, with compensation provided.



For more information and January session registration, visit www.thebeamprogram.com.

International Day of Persons with Disabilities—Webinar December 3, 2024

International Day of Persons with Disabilities is recognized annually by the Manitoba government. The Manitoba Accessibility Office will be hosting an exciting presentation that will include two speakers with a passion for improving accessibility both in recreational activities and inclusive sports.

Tuesday, December 3, 2024, 1:00 p.m. – 2:30 p.m.

Register at: https://us06web.zoom.us/webinar/register/WN_1Pj4FXyXQeO1Npu5J4UTKg#/registration.

ELCC Provincial Ops Builds Teamwork and Skills in Full-Day Function

Early Learning and Child Care's Provincial Operations Branch oversees Licensing and Compliance, Diversity and Inclusion, and Quality Enhancement and Program Development, three areas closest to the day-to-day operations and programming of the province's child care sector. The branch accounts for more than one third of the Division's 130+ staff, and the majority of Early Childhood Educator-certified employees. On Friday, November 8, the Provincial Operations Branch invested in a full day of learning and team building, along with a special presentation on new Board Governance materials from the Manitoba Child Care Association. Staff from 210 Osborne in Winnipeg and from across rural Manitoba attended the meeting at 114 Garry in Winnipeg.



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.

Laura Dale joined the Quality Enhancement and Program Development Unit in Provincial Operations Branch on Monday, October 28, as a Senior Policy Analyst. Laura comes to ELCC from Manitoba Housing, Addictions and Homelessness, where she was a Senior Policy Analyst in the Mental Health Promotion and Harm Reduction Branch for over two years. Laura holds a Bachelor of Science degree in Human Nutritional Sciences and was a practicing Registered Dietitian for over five years prior to joining the Government of Manitoba.

Nader Nematollahi joined the Funding Design and Analysis Unit of the Funding and Financial Assistance branch as a Statistical Analyst, also on Monday, October 28. Nader has a Doctorate in Statistics, as well as a Bachelor's degree in Applied Mathematics. He has extensive experience as a Senior Statistician, Statistical Consultant, and Data Analyst. He has great programming experience and has used new statistical theories to solve problems in managing and analyzing data. We are looking forward to leveraging his advanced knowledge of statistical inference and modeling within our division.

Drew Black joined the Division as a Policy Analyst with the Strategic Policy and Intergovernmental Relations Unit on a one-year term beginning Tuesday, November 12. Drew comes from the Corporate Support Branch in the Department of Families, where he has served as a

Policy Analyst/Writer since 2005. In this role, he has been engaged in various corporate communications duties. Drew is a trained social worker and his pre-government experience includes support for persons with disabilities and citizens receiving income assistance.

Brittany Kurz joined the Division as Manager, Intergovernmental Relations on November 18. Brittany comes to ELCC from Manitoba Justice where she served in an Assistant Director position. She will support our work with federal, provincial and territorial governments on implementing the Canada-Wide early learning and child care system. Brittany holds a Master of Public Administration.

Andrew Dvorak officially joined as a new Senior Policy Analyst in the Workforce Development Unit. His first official day was Monday, October 28, 2024. Andrew first joined ELCC as a co-op student in March while working on his Master of Public Administration.

Melissa Shapiro will move to the Workforce Development team as a Policy Analyst on November 25, 2024. With over two years of experience as a Policy Analyst in the Early Learning and Child Care Division, and a background as a Child Care Assistant, Melissa brings a strong understanding of the challenges and opportunities within the sector. Melissa holds a Bachelor of Social Work.

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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