

EARLY LEARNING AND CHILD CARE CIRCULAR

Date: May 23, 2025

CIRCULAR NUMBER: ELCC-2025-03

To: Funded Family and Group Child Care Homes

Subject: 2025/26 ELCC Wage Grid and Rate Increases for Wage Grid Supplement / Base Operating Grant – HOMES

Effective Date: April 1, 2025

Type:	<input type="checkbox"/> Policy	<input type="checkbox"/> All Facilities	<input checked="" type="checkbox"/> Action Required
	<input type="checkbox"/> Procedure	<input type="checkbox"/> Centres	<input type="checkbox"/> Information Only
	<input type="checkbox"/> Licensing	<input type="checkbox"/> Nursery Schools	
	<input checked="" type="checkbox"/> Financial	<input checked="" type="checkbox"/> Family/Group Homes	
	<input type="checkbox"/> Subsidy		

This circular is being sent to advise all funded early learning and child care (ELCC) family and group homes about:

- 1) The ELCC Wage Grid for 2025/26 (see Appendix A)
- 2) An increase to Wage Grid Supplement that will be applied to the operating grant amount effective April 1, 2025, and the next steps for implementing the 2025/26 ELCC Wage Grid
- 3) An increase to the base operating grant rates effective April 1, 2025

Manitoba and Canada recognize that access to child care is a priority for Manitoba families. Investing in the growth and stability of the ELCC workforce is critical to increasing access to more affordable, high-quality child care spaces across the province.

As announced on May 23, 2025, the Wage Grid Supplement is being increased effective April 1, 2025 by \$60.4 million with \$56.2 million from Canada and \$4.2 million from Manitoba to support facilities with increasing wages. A further joint investment of \$4.55 million from the federal and provincial governments will support a two per cent increase to the base operating grant amounts effective April 1, 2025 for funded infant, preschool, school age and nursery spaces.

The Wage Grid is a key initiative of the larger workforce strategy. The increases to the ELCC Wage Grid are designed to improve recruitment and retention efforts for a qualified child care workforce.

Home-based child care providers play an essential role in providing quality child care services to Manitoba families. In recognition of this, increases to the operating grant rates for family and group child care homes are also being implemented to increase the revenue for funded home-based providers.

The annual operating grant rates are made up of the base operating grant amount and the Wage Grid Supplement amount.

1) Base Operating Grant Rate

A two per cent increase to the base operating grant rates will be provided retroactively to April 1, 2025. It is targeted for use towards operational expenses, administrative costs and programming support and will help support family and group child care providers in their efforts to balance their facility's budget.

2) Wage Grid Supplement to the Operating Grant

Funded facilities receive a Wage Grid Supplement as additional funding included as part of their operating grant to support increased wages. This supplement increase will be provided retroactively to April 1, 2025. It was calculated based on the unit funding model to provide a 12.17 per cent increase to the overall revenue per space (base operating grant, Wage Grid Supplement, Reduced Parent Fee Revenue Grant and parent fees).

The additional funding provided through the Wage Grid Supplement is targeted to increase wages in facilities that employ staff and to increase the provider's income in child care homes that do not employ staff.

Maximum Annual Operating Grant Rates by Space Type in Child Care Homes (Base Operating Grant + Wage Grid Supplement = Total Operating Grant)

Annual Amount per Approved Funded Space *		
Type of Space	As of July 1, 2024	Effective April 1, 2025
Infant	\$4,802	\$6,169
Preschool	\$3,754	\$4,848
School Age	\$1,915	\$2,593

* Amounts based on 12 months of operation

Operating Grant Payments

- The retroactive payment for the April 1, 2025 increases to the base operating grant and the Wage Grid Supplement will be issued by mid-June 2025.
- The new operating grant rates will be used to calculate grant funding for family and group child care home operating grant applications submitted and assessed after the mass re-assessment of grants has been implemented.

Child Care Homes with Employees

In July 2022, Manitoba released an initial ELCC Wage Grid with the aim of developing equitable and common wages across the province for each employee classification and position. A Wage Grid Supplement is provided and applied to the operating grant for funded facilities to help them achieve the wages on the Wage Grid. On July 1, 2023, and July 1, 2024, the rates on the Wage Grid and the Wage Grid Supplement amount were increased with joint federal and provincial funding.

In response to specific sector feedback and to provide greater clarity, the structure of the Wage Grid has undergone several key changes for 2025/26:

- The *Starting Point* hourly wage column has been removed.
- The categories for *Position/Classification* under Frontline Staff have been modified to include only one category for an ECE II and a new category for a “CCA-in-ECE II Training” to acknowledge and support CCAs who are actively pursuing education leading to an ECE classification.
- The Target wage is increased for all positions and classifications, with a focus on increases for front-line Early Childhood Educator (ECE) positions, to reflect new expectations for the amount staff should be paid effective April 1, 2025.

The Wage Grid provides guidance for the licensed and funded ELCC sector in developing equitable and competitive wage scales across employee classifications and positions. In family and group child care homes that employ staff, the licence holder is responsible for establishing wages.

If you have employees, review the following for additional information:

- [ELCC-2025-03-Circular - 2025/26 ELCC Wage Grid and Rate Increases for Wage Grid Supplement / Base Operating Grant – CENTRES.](#)
- [2025/26 ELCC Wage Grid and Rate Increases for Wage Grid Supplement / Base Operating Grant – Frequently Asked Questions.](#)

If you have employees, register for one of the following webinars. Registration links are provided in the covering email for this circular.

- 1:30 to 2:30 p.m. on Wednesday, June 4, 2025
- 6:00 to 7:00 p.m. on Wednesday, June 4, 2025

Implementation Resources

- The 2025/26 Wage Grid, effective April 1, 2025 is available at: www.manitoba.ca/education/childcare/students_workforce/wage_grid.html.
- For a copy of circulars, FAQs or to view past webinar sessions, visit: www.manitoba.ca/education/childcare/childcare_news/current_circulars.html
- Learn more about ELCC initiatives and Manitoba’s action plans under the agreements with Canada at: www.manitoba.ca/education/childcare/actionplan.html

If you have any further questions regarding the information in this circular, please email Child Care Information Services at cdcinfo@gov.mb.ca with the subject line “Increased Rates for Wage Grid Supplement and Base Operating Grant” or call 204-945-0776 (toll free: 1-888-213-4754).

Appendix A

2025/26 Early Learning and Child Care Wage Grid*	
Position/Classification	Target Hourly Wage
Director ECE III	
151-200 Spaces	\$39.41
51-150 Spaces	\$36.91
50 Spaces or Less	\$34.66
Director ECE II	
151-200 Spaces	\$37.56
51-150 Spaces	\$35.06
50 Spaces or Less	\$32.81
Assistant Director	
ECE III	\$32.66
ECE II	\$30.81
Supervisor	
ECE III	\$30.97
ECE II	\$29.06
Frontline Staff	
ECE III	\$29.41
ECE II	\$27.56
CCA-in-ECE II Training	\$22.37
CCA (with 40-hour course)	\$19.40

* Effective April 1, 2025

Definitions:

To view the sections of the Child Care Regulation referred to below, visit https://web2.gov.mb.ca/laws/regs/current/_pdf-regs.php?reg=62/86

CCA (with 40-hour course): a person who has been issued a certificate as a Child Care Assistant under Categories of Certificates Section 3.1 and has completed a 40-hour course related to early childhood education, as required under Staff Qualifications Section 7(11.1) for centre employees or under Licence Application Section 22(1)(g) for family child care homes and Licence Application 35(2)(m) for group child care homes.

CCA-in-ECE II Training: a person who has been issued a certificate as a Child Care Assistant under Categories of Certificates Section 3.1 and is completing approximately six courses/18 credit hours per year in a recognized ECE program or is a participant in the ELCC ECE II Assessment Program (formerly called Competency Based Assessment/Prior Learning Assessment).

ECE II: a person who has been issued a certificate as an Early Childhood Educator (ECE) II under Categories of Certificates Section 3.1.

ECE III: a person who has been issued a certificate as an ECE III under Categories of Certificates Section 3.1.