

## EARLY LEARNING AND CHILD CARE CIRCULAR

**Date:** May 12, 2023

**CIRCULAR NUMBER:** ELCC-2023-05

**To:** Family and Group Child Care Homes

**Subject:** Wage Grid Supplement to Operating Grant and 2023/24 ELCC Wage Grid - Homes

**Effective Date:** July 1, 2023

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<b>Type:</b>	<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		

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This circular is being sent to advise all family and group child care homes about the Wage Grid Supplement being applied as an increase to operating grant rates effective July 1, 2023 and the next steps for implementing the 2023/24 Early Learning and Child Care (ELCC) Wage Grid (see Appendix A).

### Improving Quality

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

If you employ staff in your child care home, the Wage Grid Supplement increased funding should also be used to increase wages for your employees.

### Wage Grid Supplement to Operating Grant

Effective July 1, 2023, the Wage Grid Supplement will be increased resulting in operating grant funding for home-based child care increases as outlined below:

Maximum Annual Operating Grant Rates for Family/Group Child Care Homes			
Annual Amount per Approved Funded Space			
Space Type	Infant	Preschool	School Age
<b>Effective July 1, 2023</b>	\$4,292	\$3,352	\$1,697
<b>Increase from July 1, 2022 Rates</b>	\$583	\$468	\$298

## Updates to Child Care Online (CCO) – Operating Grant Payments

- Family child care operating grant submissions for 2023/24 will be reassessed in CCO to adjust upcoming quarterly payments based on the new operating grant rates. The quarterly payment for July to September will be issued July 1, 2023.
- New operating grant rates will be used to calculate grant payments on applications submitted on or after July 1, 2023.

## Child Care Homes with Employees

The Wage Grid provides guidance for the licensed and funded ELCC sector in developing equitable and competitive wage scales across employee classifications and positions. As the owner/operator of a child care home with employees, you are responsible for establishing wages.

The 2023/24 Wage Grid provides a new, higher *Starting Point* wage in comparison to the *Starting Point* wage in 2022/23 and continues to reflect a *Target* wage based on position and classification of the employee.

The Wage Grid is intended to support facilities to increase wages for staff within their own levels and steps for each position/classification on a facility's salary scale. This approach preserves your authority as the owner/operator while ensuring consistent and better wages are provided to the ELCC workforce. The levels and steps should not fall below the *Starting Point* wage and over the next year, should support employees being paid on average, at or above the *Target* wage.

If you employ staff in your child care home, please see *ELCC-2023-05-Circular – Wage Grid Supplement to Operating Grant Increase and 2023/24 Wage Grid - CENTRES* for further information about the Wage Grid.

## Implementation Resources

- If your facility employs staff, review the *Wage Grid Supplement Increase to Operating Grant and 2023/24 Wage Grid - Frequently Asked Questions* for additional information.
- **Upcoming Webinar:** To provide additional support in implementing the 2023/24 ELCC Wage Grid Supplement increase, the department has scheduled a webinar for home providers and a separate email invitation to register for the webinar has been sent separately. Home providers are encouraged to attend.
- For a copy of a circular, FAQs or to view a webinar session held, visit the Early Learning and Child Care website at:  
[www.manitoba.ca/education/childcare/childcare\\_news/current\\_circulars.html](http://www.manitoba.ca/education/childcare/childcare_news/current_circulars.html)
- The **2023/24 Wage Grid**, effective July 1, 2023 is available at:  
[www.manitoba.ca/education/childcare/students\\_workforce/wage\\_grid.html](http://www.manitoba.ca/education/childcare/students_workforce/wage_grid.html)
- To learn more about early learning and child care initiatives, and Manitoba's action plans under the agreements with Canada, visit:  
[www.manitoba.ca/education/childcare/actionplan.html](http://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](mailto:cdcinfo@gov.mb.ca) with the subject line "Wage Grid" or call 204-945-0776 (toll free: 1-888-213-4754).

Thank you for your ongoing dedication as we work towards continued improvements to better support the ELCC workforce and to advancing the quality and responsiveness of ELCC services in Manitoba.

## Appendix A

2023/24 ELCC WAGE GRID		
Position/Classification	Hourly Wage	
	Starting Point	Target *
<b>Director - ECE III</b>		
151-200	\$35.82	\$36.84
51-150 spaces	\$32.18	\$32.54
50 spaces or less	\$28.95	\$29.23
<b>Director - ECE II</b>		
151-200 spaces	\$33.64	\$33.64
51-150 spaces	\$30.18	\$30.58
50 spaces or less	\$27.15	\$27.40
<b>Assistant Director</b>		
ECE III	\$28.87	\$29.25
ECE II	\$26.04	\$26.30
<b>Supervisor</b>		
ECE III	\$27.42	\$27.67
ECE II	\$24.75	\$25.00
<b>Frontline Staff</b>		
ECE III	\$23.66	\$23.77
ECE II - 2 + years experience	\$22.18	\$22.29
ECE - Entry Level	\$20.73	\$20.90
CCA (with 40-hour course)	\$17.04	\$17.17

\* The Target wages in 2023/24 remain unchanged from 2022/23 with exception of Director - ECE II for 151-200 spaces. This was adjusted by four cents to ensure 2023/24 Target wage is not lower than the Starting Point wage for this position and classification.

### Definitions

To see 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](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.
- **ECE II - Entry Level:** a person who has been issued a certificate as an Early Childhood Educator (ECE) II under Categories of Certificates Section 3.1, with less than 2 years' work experience as an ECE II.
- **ECE II - 2+ years experience:** a person who has been issued a certificate as an ECE II under Categories of Certificates Section 3.1, with more than 2 years' work experience as an ECE II.
- **ECE III:** a person who has been issued a certificate as an ECE III under Categories of Certificates Section 3.1.