



Early Childhood Educator (ECE) Recruit-Back Incentive

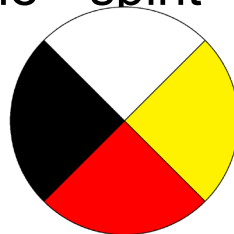
Early Learning and Child Care Division
Department of Education and Early Childhood Learning
December 10, 2025

Land Acknowledgement

We recognize that Manitoba is on Treaty 1, 2, 3, 4, 5, 6 and 10 Territories and the ancestral lands of the Anishinaabe, Anishininewuk, Dakota Oyate, Denesuline, Ininiwak and Nehethowuk Peoples.

We acknowledge Manitoba is located on the Homeland of the Red River Métis. We acknowledge northern Manitoba includes lands that were and are ancestral lands of the Inuit.

We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration.



Agenda

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3. Guidelines
4. Information for Directors and License Holders
5. Frequently Asked Questions
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7. Questions

Bring Your Skills and Experience Back to Child Care

Early Childhood Educator
Recruit-Back Incentive

Early Childhood Educators can receive up to **\$5,000**

to return to full-time work in a Manitoba licensed and non-profit early learning and child care centre or licensed home.

With competitive wages, benefits and opportunities for career advancement – there has never been a better time to choose child care and become the reason a child thrives.



Scan the QR Code to learn more
and apply for the Recruit-Back Incentive



Background

- Under the Canada Manitoba Canada-Wide Early Learning and Child Care (ELCC) Agreement, Manitoba committed to improving access to affordable, quality early learning and child care and supporting the recruitment, retention and growth of the ELCC workforce.
- The ECE Recruit-Back Incentive is part of Manitoba's broader workforce strategy to support the growth of the sector and respond to current workforce shortages.

Overview



The Recruit-Back Incentive provides \$5,000 to trained individuals to return to work in a licensed non-profit centre or licensed home-based setting.



The Incentive will be provided retroactively to June 1, 2025.



The application window for the Recruit-Back Incentive will be open until January 1, 2027.

Guidelines – Eligibility Criteria

The Recruit-Back Incentive is available for:

- ECE IIs and ECE IIIs that have not worked in a licensed non-profit early learning and child care centre or licensed home-based setting in Manitoba for at least two consecutive years.
- Have returned or are committed to returning on or after June 1, 2025, to a full-time position at a licensed non-profit centre or licensed home in Manitoba

To qualify, the applicant must also be:

- Classified as an ECE II or ECE III in Manitoba
- Committed to working full-time for at least two consecutive years in a licensed non-profit centre or licensed home in Manitoba
- A Canadian citizen or permanent resident.

Guidelines – Application Process

- Individuals must determine their eligibility by completing the Recruit-Back Incentive e-form available here: www.manitoba.ca/ecerecruitback
- The department will review and confirm application details. Information provided will be compared to records in Child Care Online and the Record of Child Care Employee /Resident.
- All applicants will be informed of eligibility status by ECEincentive@gov.mb.ca.

Guidelines – Confirmation of Employment

- Applicants that are eligible to receive the Recruit-Back Incentive will be asked to notify the department at ECEincentive@gov.mb.ca after finding employment in a licensed non-profit facility or licensed home in Manitoba.
 - Applicants are encouraged to advise their employer of their Incentive application.
- The department will contact the centre director or home-based license holder to confirm employment details, including start date and employment type.
- Once confirmed, applicants will be eligible to receive Incentive funding.

Guidelines – Distribution of Funds

- Funding will be provided in two installments when the employment requirements are met as follows:
 - The first installment will be paid after three months of full-time employment in a Manitoba licensed non-profit centre or licensed home.
 - The second installment will be paid a year after the first installment, or a year and three months after the first day of employment.
- Applicants do not need to apply for the second installment.
- Funding will be distributed to the applicant's centre director or home-based license holder.
- Recipients may receive their second installment after the incentive application period closes.

Guidelines – Changing Place of Employment

- Incentive recipients are not required to work in the same licensed non-profit centre or licensed home for two years.
- Recipients must inform the department about any changes in employment.
- The department will contact the new centre or home to complete the employment verification process.
- Funds may be withheld if the applicant was not working in a facility while looking for a new position to ensure length-of-employment requirements are met.

Guidelines – Home-Based

- Home-based providers are eligible for the Incentive, as both employees of an established home-based setting and as the license holder of a home-based setting that has yet to be opened (or opened on or after June 1, 2025).
- The first installment of the Incentive will be provided three months after the licensing process is completed.

Information for Directors & License Holders

- Directors and home-based license holders will be sent an Employment Verification form (PDF) with the employment information of the employee that applied for the Recruit-Back Incentive.
- Directors and home-based license holders are asked to review and verify the employee information.
- To support this process, directors and license holders are asked to ensure the Record of Child Care Employee (RCCE) / Resident (RCCR) in Child Care Online (CCO) is correct and up-to-date.

Frequently Asked Questions



Frequently Asked Questions

Do applicants need to be employed in a centre or home to apply?

- No, applicants can submit an application prior to seeking employment in a licensed non-profit facility or licensed home to determine whether they are eligible.

Frequently Asked Questions

Are applicants eligible if they previously worked part-time?

- Applicants that previously worked part-time are eligible, as long as they meet all other eligibility criteria.

Can recipients work part-time?

- Recipients must work full-time for at least two years in a licensed non-profit centre or licensed home to receive the Incentive.

Frequently Asked Questions

How many hours does a recipient need to work to be considered full-time?

- For the purpose of the Incentive, the recipient must work at least 30-hours per week to account for flexible work arrangements and variations in facility operating hours.

Frequently Asked Questions

Are recipients required to return funds received if they go on leave prior to completing two years of employment?

- *The Employment Standards Code* outlines a number of leaves of absence to allow employees to deal with certain events in their lives without the loss of their employment.
- Incentive recipients that go on leave from their employment for one of these reasons will not be required to return funding they have received, as long as the leave of absence does not extend beyond what is outlined in *The Employment Standards Code*.
- Incentive recipients must inform department staff of their leave of absence – specific reason does not need to be provided.

Frequently Asked Questions

Do recipients need to work in the same facility for two years?

- No, incentive applicants are not required to work in the same licenced non-profit centre or licensed home for two years.
- Approved applicants may continue to receive funding under this incentive if they change employers, as long as they continue to fulfill the requirements under this incentive as outlined under section eligibility and selection.
- The Department of Education and Early Childhood Learning may withhold funds if the applicant was not working in a facility while looking for a new position to ensure the length-of-employment requirements are met.

Frequently Asked Questions

What steps do centre directors/home-based license holders need to follow if an employee is eligible for the incentive?

- An Employment Verification form will be issued to the centre director or home-based license holder through the ECEincentive@gov.mb.ca email address after the eligible applicant confirms their employment status.
- The centre director or home-based license holder must ensure the eligible applicant's information and employment status is updated in the Child Care Online - Record of Child Care Employee (RCCE) or Record of Child Care Resident/Staff (RCCR)
- The centre director or home-based license holder must complete and sign the Employment Verification form and return it to the ECEincentive@gov.mb.ca email address for the applicant to be approved for funding

Frequently Asked Questions

Why do Recruit-Back Incentive funds need to be distributed to the facility and not the applicant?

- Current legislation (Section 37(3.10) of the Child Care Regulation) allows a grant to be distributed to the license holder to assist with the recruitment and retention of child care workers.
- The Recruit-Back Incentive is being provided to license holders utilizing this regulation.

Frequently Asked Questions

I have previously received the Retirement Benefit after retiring from work in the sector; can I receive funding through the Recruit-Back Incentive?

- Yes, individuals that have received the Retirement Benefit can receive Recruit-Back Incentive funding, as long as all eligibility criteria is met.

Contact Information

For details, FAQ and application information about the Recruit-Back Incentive:

www.Manitoba.ca/ecerecruitback

- Please direct all inquiries to: ECEincentive@gov.mb.ca



Questions?

Thank you!