

2026/2027 ELCC Wage Grid and Rate Increases effective April 1, 2026

Early Learning and Child Care Division
Department of Education and Early Childhood Learning

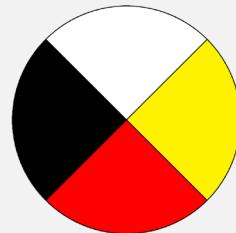
April 9, 2026

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, Anishinewuk, Dakota Oyate, Denesuline, Ininiwak and Nehethowuk Peoples.

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



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Recent Announcements

On Tuesday, March 24, 2026, Manitoba released Budget 2026, which included increases to wages and operating funding for the early childhood education sector.

- Increase to Wage Grid Supplement rates effective April 1, 2026
- Increase to Base Operating Grant rates effective April 1, 2026
- Introduction of the new 2026/2027 Early Learning and Child Care (ELCC) Wage Grid

The increases to the 2026/2027 ELCC Wage Grid are a key pillar in Manitoba's *Higher Wages, Good Jobs, More Child Care* workforce strategy, and are designed to improve recruitment and retention efforts for the early learning and child care workforce.

Recent Announcements

Higher Wages, Good Jobs, More Child Care

- The *Higher Wages, Good Jobs, More Child Care* Workforce Strategy was launched November 5, 2025 and outlines the provinces roadmap to recruit and support the child care workforce in Manitoba. The strategy highlights a wide array of programs and initiatives including:
 - The ECE Recruit-Back Incentive
 - The annual Manitoba Early Childhood Educator Awards of Excellence
 - Increasing the number of professional development days to five by 2028.
 - Extension of the Tuition Reimbursement program until the end of the 2027/28 academic year.

Background ELCC Wage Grid

- 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, including implementing a Wage Grid as an initial step towards consistent, fair, equitable wages.
- For funded facilities, the operating grant and the Reduced Parent Fee Revenue Grant from the province are the primary sources of revenue used to support operational expenses including staff wages, administrative costs and programming.
- 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.

Wage Grid Supplement Increase

This increase is in effect April 1, 2026

- The Wage Grid Supplement is additional funding included as part of the operating grant to support:
 - Increased wages in facilities that employ staff and
 - Increased revenue/income in child care homes that do not employ staff.
- This increase is based on the unit funding model and provides a 2 per cent increase to the overall revenue generated from base operating grant, Wage Grid Supplement, Reduced Parent Fee Revenue Grant and parent fees.

2026/2027 ELCC Wage Grid

- The Wage Grid provides a 2.9% increase to the *Target Hourly Wage* an employee of that position/classification should receive in a funded facility, while providing the board of directors the flexibility to implement their own salary scale.
- The *Target Hourly Wage* increases on the 2026/27 Wage Grid were developed to:
 - Support the ELCC workforce at all classification levels and positions.
 - Recognize the importance of frontline staff.
 - Provide greater incentives to engage in education and career development opportunities.
 - Respond to concerns raised by the ELCC sector.

2026/2027 ELCC Wage Grid

	2025/26 ELCC Wage Grid	2026/27 ELCC Wage Grid	Dollar increase
Position/Classification	Target Hourly Wage	Target Hourly Wage	
Director ECE III			
151-200 Spaces	\$39.41	\$40.56	\$1.15
51-150 Spaces	\$36.91	\$37.99	\$1.08
50 Spaces or Less	\$34.66	\$35.67	\$1.01
Director ECE II			
151-200 Spaces	\$37.56	\$38.65	\$1.09
51-150 Spaces	\$35.06	\$36.08	\$1.02
50 Spaces or Less	\$32.81	\$33.77	\$0.96
Assistant Director			
ECE III	\$32.66	\$33.61	\$0.95
ECE II	\$30.81	\$31.71	\$0.90

2026/2027 ELCC Wage Grid

	2025/26 ELCC Wage Grid	2026/27 ELCC Wage Grid	Dollar Increase
Position/Classification	Target Hourly Wage	Target Hourly Wage	
Supervisor			
ECE III	\$30.97	\$31.87	\$0.90
ECE II	\$29.06	\$29.91	\$0.85
Frontline Staff			
ECE III	\$29.41	\$30.27	\$0.86
ECE II	\$27.56	\$28.36	\$0.80
CCA-in-ECE II Training	\$22.37	\$23.02	\$0.65
CCA (with 40-hour course)	\$19.40	\$19.97	\$0.57

Base Operating Grant Increases

This increase is in effect April 1, 2026

- This increase is 1% of the previous base operating grant amount rates that were effective on April 1, 2025.
- The Base Operating Grant is targeted for use towards operational expenses, including staff wages, administrative costs and programming.
- This increase will help support the board of directors of non-profit centres and nursery schools in their efforts to balance their facility's budget.

Reporting Requirements

- All funded centres are required to submit annual financial statements to confirm the use of public funds towards the intended purpose, including all operating costs and detailed wage information.
- Increased revenue from the operating grant increase and increased expenditures for staff wages must be demonstrated in the facility's next annual operating budget submission and annual financial statements.
- Centres and nursery schools do not need to submit a Supplemental Budget Schedule form. Information related to increased revenue received due to the operating grant funding increase should be reflected in the facility's annual financial statements and then future annual budget submissions.

New Maximum Annual Operating Grant Rates

Base Operating Grant + Wage Grid Supplement = Total Operating Grant

Annual Amount per Approved Funded Space (12 months of operation)		
Type of Facility/Space	As of April 1, 2025	Effective April 1, 2026
Centres		
Infant	\$19,916	\$20,644
Preschool	\$8,260	\$8,597
School Age	\$3,767	\$3,936
Nursery School		
1 to 5 sessions per week	\$2,566	\$2,687
Each additional session up to 10/week	\$513	\$537
Family/Group Child Care Homes		
Infant	\$6,169	\$6,449
Preschool	\$4,848	\$5,071
School Age	\$2,593	\$2,727

New Maximum Annual Operating Grant Rates

Maximum Annual Operating Grant Rates by Space Type Annual Amount per Approved Funded Space (based on 12 months of operation)						
Type of Space	April 1, 2025			April 1, 2026		
	Base Operating Grant	Wage Grid Supplement	Total Operating Grant	Base Operating Grant	Wage Grid Supplement	Total Operating Grant
Centres						
Infant	\$12,426	\$7,490	\$19,916	\$12,551	\$8,093	\$20,644
Preschool	\$4,566	\$3,693	\$8,260	\$4,612	\$3,985	\$8,597
School Age	\$1,818	\$1,949	\$3,767	\$1,836	\$2,100	\$3,936
Nursery Schools						
1 to 5 sessions per week	\$1,142	\$1,424	\$2,566	\$1,153	\$1,534	\$2,687
Each additional session up to 10 per week	\$228	\$285	\$513	\$231	\$307	\$537
Family/Group Child Care Homes						
Infant	\$2,942	\$3,227	\$6,169	\$2,971	\$3,477	\$6,449
Preschool	\$2,259	\$2,589	\$4,848	\$2,282	\$2,789	\$5,071
School Age	\$961	\$1,632	\$2,593	\$971	\$1,756	\$2,727

Next Steps – Board of Directors

For Families	For Centre and Home Providers	For Students and the Workforce	Resources	News	Manitoba Child Care Search
Get Started	The Roles, Responsibilities and Functions of a Board				
The Roles, Responsibilities and Functions of a Board	A Board Development Guide				
Introduction	Introduction				
Role of the Board	Role of the Board				
Legal Accountability	Legal Accountability				
Government Relations	Government Relations				
Constitution and By-Laws	Constitution and By-laws				
Guidelines for Board Members and Officers	Guidelines for Board Members and Officers				
Board Committees	Board Committees				
Board/Staff Relations	Board/Staff Relations				
Board/Executive Director Relations	Board/Executive Director Relations				
Planning and Program Governance	Planning and Program Governance				
Policies and Procedures	Policies and Procedures				
Financial Management	Financial Management - Includes Wage Grid Implementation Tool Kit for Boards				
Board Succession and Orientation	Board Succession and Orientation				
Meeting Management	Meeting Management				
Evaluation	Evaluation				
References	References				

Boards can access other valuable information at [Roles, Responsibilities and Functions of a Board](#)

In addition to the [Wage Grid Implementation Toolkit for Boards](#).

Next Steps – Board of Directors

Depending on its size and circumstances, there is a variety of ways the different jobs and responsibilities are structured in a centre.

- As the employer, the board of directors is responsible for the development of the facility's salary scale for employees, from frontline staff to directors.
 - Review your facility's position descriptions, the classifications and experience required for each position.
 - Review the types of tasks assigned to each position and rank the jobs according to level of responsibilities.

Next Steps – Board of Directors

- For assistance to line up your facility's job titles with the positions listed on the grid based on the responsibilities of an assistant director versus a supervisor versus a director, you may:
 - Connect with your Child Care Coordinator.
 - Review the MCCA's *Market Competitive Salary Guideline Scale for ELCC Centres*, which includes an analysis of the knowledge, skills, and abilities required of Directors, ECEs, and CCAs.
 - Detailed job descriptions are included in the MCCA's *Human Resource Management Guide for Early Childhood Programs*.

Next Steps – Board of Directors

- The Wage Grid Implementation Tool Kit provides guidance and steps for boards to take including:
 - Develop a communication plan to advise staff about the implementation of the 2026/27 Wage Grid and the revised salary scale. Ensure staff are advised that any salary increases will be effective April 1, 2026.
 - Drafting a revised salary scale.
 - Placing individual staff on the revised salary scale.
 - Identifying individual staff whose wage rates require adjustments based on their position and classification in comparison to the 2026/2027 Wage Grid.

Board Resources

- **Circulars (Centres & Homes) / FAQ are posted at:**
www.manitoba.ca/education/childcare/childcare_news/current_circulars.html.
- **Website has been updated with 2026/27 Wage Grid**
www.manitoba.ca/education/childcare/students_workforce/wage_grid.html.
- **The Wage Grid Tool Kit for Board of Directors has been updated for 2026/27:**
www.manitoba.ca/education/childcare/centres_homeproviders/centrebased_childcare/financial_management.html#toolkit.
- **Inquiries directed to cdcinfo@gov.mb.ca.**

Frequently Asked Questions

- **How was the *Target Wage* for an ECE II determined?**
 - A variety of factors are taken into consideration to determine the target wages.
 - The goal is to establish competitive wages to help recruit and retain staff.

Frequently Asked Questions

- **If the *Target Wage* has increased, can all employees expect their wages to increase?**
 - All facilities are expected to use the increase in funding to increase wages for staff.
 - This does not necessarily mean all staff will receive a wage increase, depending on current wages.

Frequently Asked Questions

- **Staff at our facility are already being paid more than the *Target Wages* on the 2026/27 Wage Grid. Do we have to increase hourly wages effective April 1, 2026. or can the Wage Grid Supplement be used to support future wage increases?**
 - All facilities are expected to use the increase in the Wage Grid Supplement funding to increase wages for staff effective April 1, 2026.
 - The Wage Grid Supplement may be used to support other salary related costs that have increased due to higher wages, such as Employment Insurance, Canada Pension Plan, Workers Compensation and benefits.

Frequently Asked Questions

- **Our facility has many long-term staff. How can we recognize them for their years of service?**
 - The board of directors may consider implementing long-term service recognition if it is financially viable. For example:
 - In the public service, when a staff reaches the final step on the salary scale for their position/classification, they remain at that pay level, unless there is an increase to pay levels due to a new collective agreement.
 - Public servants are awarded a merit increase (an additional step above the salary scale for their position/classification) at 20 years and 25 years of employment.

Frequently Asked Questions

- **What if a centre exceeds the regulated trained staff requirements and staff-to-child ratios? Will the Wage Grid Operating Supplement cover these additional costs?**
 - A centre's board of directors is responsible for decisions regarding staff complements and wages.
 - The board must consider the facility's budget to ensure the salary scale is financially viable and to make any necessary changes.
 - The department expects all facilities to pay at least the target wages and ensure that the wage grid operating supplement is used to increase wages.

Frequently Asked Questions

- **CCAs who have not yet completed the required 40-hour ECE-related training are not included on the Wage Grid. What do we pay them?**
 - Wages for a CCA without their 40-hour training are at the discretion of the board of directors.
 - Facilities may pay more than the provincial minimum wage if the operating budget permits.

Frequently Asked Questions

- **Many university students hired full time under summer job grant programs meet the 40-hour course requirement. Should they be paid at the *Target* wage for CCA with 40-hour course?**
 - Staff hired under summer grant programs should be paid the wage rates that were indicated on the approved grant application.
 - If a summer grant employee becomes a regular employee after the summer grant program ends, they should be placed on your new/revised salary scale and be paid accordingly.

Frequently Asked Questions

- **Is there going to be an increase to the salaries supported by the Staff Replacement Grant for staff hired to replace an employee enrolled in a Workplace Training Program?**
 - The substitute (replacement staff) should be paid at the CCA level on the centre's salary scale.
 - To increase a replacement staff's wage to align with revisions to the CCA level on your centre's salary scale based on the 2026/27 Wage Grid, facilities are expected to submit a new Staff Replacement Grant Application.

Questions?

Manitoba.ca

