



**Manitoba Child Care  
Association**

Our mission is to advocate for a quality system of child care, to advance early childhood education as a profession, and to provide services to our members.

June 26, 2025

Hon. Tracy Schmidt  
Minister of Education and Early Childhood Learning  
Room 168 Legislative Building  
450 Broadway  
Winnipeg, MB R3C 0V8

Dear Minister Schmidt,

On behalf of the Manitoba Child Care Association, brava to you and your government for its continued supports of the Early Learning and Child Care (ELCC) sector in our province. In particular, the recently announced 2025-2026 ELCC Wage Grid is a monumental step towards ensuring that Early Childhood Educators (ECEs) are compensated competitively. As you know, ECEs are the essential foundation on which we will develop a high quality ELCC system for Manitoba children and families.

MCCA supports the wage grid and its distinction between ECE IIs and IIIs. It is critical that ECEs in Manitoba can begin to envision their career path in the profession. They require more direction, motivation and opportunities to actualize this pathway and reinforce their commitment to the profession.

Currently, there are limitations to this pathway with the only approved opportunity is that of an administrative focus. As part of a comprehensive workforce and retention strategy, MCCA recommends the following:

- A complete review and modernization to the ECE III competencies
- Developing and implementing post-secondary training to support ECE III classification
- Specific career pathing opportunities that include, but are not limited to: Pedagogical Leadership, Indigenous Pedagogy, Infant Care, Land-Based Learning, Inclusion, and Mentorship
- Funding to support specialized ECE IIIs that are not counted in legislated ratio

Manitoba continues to demonstrate its role as an ELCC leader in Canada. These type of educational opportunities would further accentuate innovation and support a sustainable system for Manitobans.

Sincerely,

  
Cathy Gardiner  
**MCCA President**

c.c. – Deputy Minister Brian O’Leary  
Assistant Deputy Minister Sarah Whiteford