

## **MEDIA RELEASE**

### **FOR IMMEDIATE RELEASE**

**Winnipeg, Manitoba – Monday, Sept. 15, 2025**

### **54% of Early Childhood Educators have seen a noticeable increase to their wages But staff shortages, training are still big gaps**

Early Childhood Educators (ECEs) weigh in on the current state of the workforce in Manitoba citing improvements and identifying what still needs work.

More than 800 members (including child care staff, centre directors and family child care providers) participated in a Probe Research poll conducted for the Manitoba Child Care Association (MCCA) earlier this year. This survey, similar to the one circulated in 2016, provides insight on ECEs workplace experiences and policy views. Highlights from the workforce survey are available at [www.mccahouse.org](http://www.mccahouse.org)

#### **What's going well:**

- Job satisfaction is strong and stable; 81% of ECEs are satisfied overall with their job.
- 93% say they often get a sense of accomplishment from their work.
- 54% have seen a noticeable increase to their wages (even before the wage grid announcement in May 2025).
- ECEs are staying longer and, mostly staying put. The average tenure in the industry is 17.2 years, up significantly from 2016 (14.7 years).

#### **What still needs work:**

- Staff shortages are still a struggle – perhaps the system's biggest problem;
  - More than one-half of directors say staff turnover is not getting better.
  - 22% of directors sometimes close spaces due to staff shortages.
  - More than one-third often operate with a conditional license due to staff shortages.
- Staff training is a real gap; nearly three-quarters of directors said they are seeing no improvement in the quality of training new staff have.
- 40% of ECEs feel increasingly exhausted by the work (an increase of 11 percentage points since 2016).

"Early Childhood Educators (ECEs) are the foundation on which the system must be built," explains MCCA President, Cathy Gardiner. "Investing in ECEs through competitive wages and enhanced working conditions will set the trajectory for a successful early learning and child care system for all Manitobans." MCCA recommends a comprehensive workforce strategy which will review and address working conditions for staff.

This workforce survey was part of MCCA's 360-degree look at child care in Manitoba. In the coming weeks, additional data will be released from surveys on quality, business leaders and Manitobans.