

Manitoba Education and Early Childhood Learning

Éducation et Apprentissage de la petite enfance Manitoba

Annual Report Rapport annuel

For the year ended March 31, 2024

Pour l'exercice terminé le 31 mars 2024

LAND ACKNOWLEDGEMENT

We acknowledge that Manitoba is located on the Treaty Territories and ancestral lands of the Anishinaabe, Anishinewuk, Dakota Oyate, Denesuline and Nehethowuk nations.

We acknowledge that Manitoba is located on the Homeland of the Red River Métis.

We acknowledge that northern Manitoba includes lands that were and are the ancestral lands of Inuit.

We respect the spirit and intent of Treaties and remain committed to working in partnership with First Nations, Inuit and Métis Peoples as we walk the shared path of truth and reconciliation.

RECONNAISSANCE TERRITORIALE

Nous reconnaissons que le Manitoba se trouve sur les territoires visés par un traité et sur les terres ancestrales des peuples anishinaabe, anishinewuk, dakota oyate, denesuline et nehethowuk.

Nous reconnaissons que le Manitoba se situe sur le territoire des Métis de la Rivière-Rouge.

Nous reconnaissons que le nord du Manitoba comprend des terres qui étaient et sont toujours les terres ancestrales des Inuits.

Nous respectons l'esprit et l'intention des traités. Nous restons déterminés à travailler en partenariat avec les Premières Nations, les Inuits et les Métis alors que nous marchons ensemble vers la vérité et la réconciliation.

Annual Report

2023-24

**Manitoba Education and
Early Childhood Learning**

Rapport annuel

2023-2024

**Éducation et
Apprentissage de la
petite enfance Manitoba**

Manitoba Education and Early Childhood Learning
Financial and Administrative Services
Unit 15, 1577 Dublin Ave., Winnipeg, MB R3E 3J5

Phone: 204-945-0668

Fax: 204-948-2851

Email: EduFinance@gov.mb.ca

Electronic format: <http://www.gov.mb.ca/finance/publications/annual.html>

This publication is available in alternate formats, upon request, by contacting:
Accessibility Coordinator: 204-914-5378 or MEECL-accessibility@gov.mb.ca



Minister of Education and Early Childhood Learning

Legislative Building, Winnipeg, Manitoba R3C 0V8 CANADA

Her Honour, the Honourable Anita R. Neville, P.C., O.M.
Lieutenant Governor of Manitoba
Room 235 Legislative Building
Winnipeg MB R3C 0V8

May it Please Your Honour:

I have the privilege of presenting, for the information of Your Honour, the Annual Report of Manitoba Education and Early Childhood Learning, for the fiscal year ending March 31, 2024.

Respectfully submitted,

Original signed by

Minister of Education and Early Childhood Learning





Ministre de l'Éducation et de l'Apprentissage de la petite enfance

Palais législatif, Winnipeg, Manitoba R3C 0V8 CANADA

Son Honneur l'honorable Anita R. Neville, P.C., O.M.
Lieutenante-gouverneure du Manitoba
Palais législatif, bureau 235
Winnipeg (Manitoba) R3C 0V8

Madame la Lieutenante-Gouverneure,

J'ai l'honneur de vous présenter, à titre d'information, le rapport annuel du ministère de l'Éducation et de l'Apprentissage de la petite enfance du Manitoba pour l'exercice qui s'est terminé le 31 mars 2024.

Le tout respectueusement soumis,

Original signé par

Ministre l'Éducation et de l'Apprentissage de la petite enfance du Manitoba





Education and Early Childhood Learning

Deputy Minister

Room 162, Legislative Building, Winnipeg, Manitoba, Canada R3C 0V8

www.edu.gov.mb.ca

Honourable Nello Altomare
Minister of Education and Early Childhood Learning
Room 168 Legislative Building
Winnipeg, MB R3C 0V8

Sir/Madam:

I am pleased to present for your approval the 2023-24 Annual Report of the Department of Education and Early Childhood Learning.

Respectfully submitted,

Original signed by

Deputy Minister of Education and Early Childhood Learning





Éducation et Apprentissage de la petite enfance

Sous-ministre

Bureau 162, Palais législatif, Winnipeg (Manitoba) Canada R3C 0V8

www.edu.gov.mb.ca

Nello Altomare

Ministre de l'Éducation et de l'Apprentissage de la petite enfance

Palais législatif, bureau 168

Winnipeg (Manitoba) R3C 0V8

Bonjour,

J'ai le plaisir de soumettre à votre approbation le rapport annuel du ministère de l'Éducation et de l'Apprentissage de la petite enfance pour l'exercice 2023-2024.

Le tout respectueusement soumis,

Original signé par

Sous-ministre de l'Éducation et de l'Apprentissage de la petite enfance,



Table of Contents

- Minister’s Letter of Transmittal..... 2
- Lettre d’accompagnement de la ministre 3
- Deputy Minister’s Letter of Transmittal 4
- Lettre d’accompagnement de la sous-ministre..... 5
- Introduction/Introduction (French)..... 8
- Department At a Glance – 2023-24 Results 9
- Coup d’œil sur le ministère – Résultats en 2023-2024 10
- Departmental Responsibilities..... 11
- Responsabilités ministérielles 12
- Department of Education and Early Childhood Learning..... 13
- Organizational Structure..... 13
- 2023-24 Key Achievement Highlights..... 14
- Principales réalisations en 2023-2024..... 16
- Department Performance Measurement..... 18
 - Vision 18
 - Mission 18
 - Values 18
 - Provincial Themes and Department Objectives..... 18
- Mesure de la performance du ministère..... 20
 - Vision 20
 - Mission 20
 - Valeurs..... 20
 - Thèmes provinciaux et objectifs ministériels..... 20
- Department Performance Measurement - Details 22
 - Lowering Costs for Families..... 22
 - Growing Our Economy 23
 - Safer, Healthier Communities 27
 - A Government that Works for You 29
- FINANCIAL DETAILS..... 31
 - Consolidated Actual Expenditures 31
 - Summary of Authority..... 33
 - Part A: Expenditure Summary by Appropriation 36
 - Overview of Capital Investments, Loans and Guarantees 43

Revenue Summary by Source..... 44

Departmental Program and Financial Operating Information 46

 Administration and Finance (Res. No. 16.1) 46

 Student Achievement and Inclusion (Res. No. 16.2) 50

 System Performance and Accountability (Res. No. 16.3)..... 58

 Support to Schools (Res. No. 16.4) 62

 Corporate Services (Res. No. 16.5) 64

 Early Learning and Child Care (Res. No. 16.6) 68

 Costs Related to Capital Assets of Other Reporting Entities (Res. No. 16.7) 75

 Costs Related to Capital Assets (Non-Voted) (Res. 16.8) 76

Other Key Reporting 77

 Departmental Risk 77

 Regulatory Accountability and Red Tape Reduction 79

 The Public Interest Disclosure (Whistleblower Protection) Act 80

 Equity and Diversity Benchmarks 81

Appendices 82

 Appendix A - Special Operating Agencies (SOAs) 82

 Appendix B – Other Reporting Entities..... 82

 Appendix C - Statutory Responsibilities..... 83

 Appendix D – Tables 84

Glossary..... 94

Introduction/Introduction (French)

This Annual Report fulfills the department reporting requirements described in the Financial Administration Act. The Annual Report is organized in accordance with departments' appropriation structure as at March 31, 2024, which reflects the authorized appropriations approved by the Legislative Assembly.

Consistent with the Supplement to the Estimates of Expenditure, the annual report includes the Manitoba Government Performance Measurement Framework to foster operational improvements by reinforcing transparency, urgency, alignment, and accountability. Performance Measurement aligns the departments' work to the government's mandate and strategic priorities. Departments then create operating plans that further translate strategy into day-to-day operations.

The Annual Report includes information on the department and its Other Reporting Entities (OREs) summary financial results, provides a more detailed breakdown on any changes to its voted budget, and also reports on the department's progress of achieving diversity milestones. The financial results and associated variance explanations continue to be provided at the sub-appropriation level. The Annual Report provides a comprehensive picture of the department's financial performance.

Le présent rapport annuel répond aux exigences ministérielles en matière de rapports qui sont décrites dans la Loi sur la gestion des finances publiques. Il est présenté conformément à la structure des postes budgétaires du ministère au 31 mars 2024, qui tient compte des crédits autorisés ayant été approuvés par l'Assemblée législative.

En cohérence avec le budget complémentaire, le rapport annuel comprend le cadre de mesure de la performance du gouvernement du Manitoba, qui favorise l'amélioration sur le plan opérationnel en mettant l'accent sur la transparence, l'urgence, l'uniformité et la reddition de comptes. La mesure de la performance permet d'harmoniser les travaux des ministères avec le mandat et les priorités stratégiques du gouvernement. Les ministères élaborent ensuite des plans opérationnels qui intègrent ces thèmes aux activités quotidiennes.

Le rapport annuel contient les résultats financiers sommaires du ministère et de ses autres entités comptables, fournit une ventilation plus détaillée des changements apportés au budget des crédits votés et rend compte des progrès du ministère en matière de diversité. Il continue de fournir les résultats financiers accompagnés d'explications sur les écarts au niveau des postes secondaires. Le rapport annuel fournit un portrait global de la performance financière du ministère.

Department At a Glance – 2023-24 Results

Department Name & Description	Education and Early Childhood Learning
Minister	Honourable Nello Altomare
Deputy Minister	Brian O’Leary

Other Reporting Entities	1	Public School Divisions Manitoba has 36 school divisions and one school district. On consolidation they are reported as one Other Reporting Entity (ORE)
---------------------------------	----------	---

Summary Expenditure (\$M)	
\$3,682	\$3,646
Authority	Actual

Core Expenditure (\$M)		Core Staffing
\$2,387	\$2,293	479.35
Authority	Actual	Authority

Coup d'œil sur le ministère – Résultats en 2023-2024

Nom et description du ministère	Éducation et Apprentissage de la petite enfance
Ministre	Monsieur Nello Altomare
Sous-ministre	Brian O'Leary

Autres entités comptables	1	<p>Division scolaires publiques</p> <p>Le Manitoba a 36 divisions scolaires et un district scolaire. Lors de la consolidation, les divisions scolaires et le district scolaire sont désignés autre entité comptable.</p>
---------------------------	----------	--

Dépenses globales (en millions de dollars)	
3 682 \$	3 646 \$
Dépenses autorisées	Dépenses réelles

Dépenses ministérielles (en millions de dollars)		Personnel ministériel
2 387 \$	2 293 \$	479,35
Dépenses autorisées	Dépenses réelles	Dépenses autorisées

Departmental Responsibilities

The department's mandate is to set the overall strategic and operational policy direction, establish standards and allocate funding for early learning and child care, and K-12 education, ensuring accountability for outcomes of children and youth.

The overall responsibilities of the minister and Education and Early Childhood Learning include:

- set policy direction and standards for the Early Learning and Child Care system, and for the K to 12 education system,
- develop legislation, regulation, and policy,
- administer funding, grants, and child care subsidies,
- provide oversight to ensure compliance and monitoring for outcomes,
- develop and evaluate curriculum to support implementation and assessment of curricular outcomes,
- ensure inclusive child care and K to 12 education,
- certify teachers, school professionals, early childhood educators, and child care assistants and license child care facilities,
- advance French language education and child care services (with responsibilities that also extend from early childhood education and into post-secondary education),
- support Indigenous education and advance Truth and Reconciliation, and
- develop, research, and evaluate initiatives to ensure high quality learning, achievement, and well-being.

The Minister is also responsible for:

- Public school divisions

Appendix C – Statutory Responsibilities lists acts under the minister's responsibility.

Responsabilités ministérielles

Le Ministère a pour mandat de définir l'orientation stratégique et opérationnelle générale, d'établir des normes et d'allouer des fonds à l'apprentissage de la petite enfance, à la garde d'enfants et à l'éducation de la maternelle à la 12^e année, de manière à assurer la responsabilisation à l'égard des résultats des enfants et des jeunes.

Les responsabilités générales de la personne occupant le poste de ministre et du ministère de l'Éducation et de l'Apprentissage de la petite enfance comprennent les suivantes:

- établir l'orientation stratégique et les normes pour l'apprentissage de la petite enfance, la garde d'enfants et l'éducation de la maternelle à la 12^e année;
- élaborer des lois, des règlements et des politiques;
- administrer les financements, les subventions et les allocations pour la garde d'enfants;
- exercer la supervision afin d'assurer la conformité et veiller à l'obtention des résultats;
- élaborer et évaluer les programmes d'études pour appuyer la mise en œuvre et l'évaluation des résultats d'apprentissage visés par le programme d'études;
- assurer la garde d'enfants et l'éducation de la maternelle à la 12^e année inclusives;
- délivrer les brevets et les diplômes d'enseignant, de professionnel scolaire, d'éducateur de la petite enfance et d'aide des services à l'enfance et autoriser les garderies;
- promouvoir l'éducation et les services de garde des jeunes enfants en langue française (avec des responsabilités qui s'étendent de l'éducation de la petite enfance à l'enseignement postsecondaire);
- appuyer l'éducation autochtone et promouvoir la vérité et la réconciliation;
- élaborer, étudier et évaluer des initiatives visant à garantir un apprentissage, des résultats et un bien-être de grande qualité.

La personne occupant le poste de ministre est aussi responsable des entités suivantes:

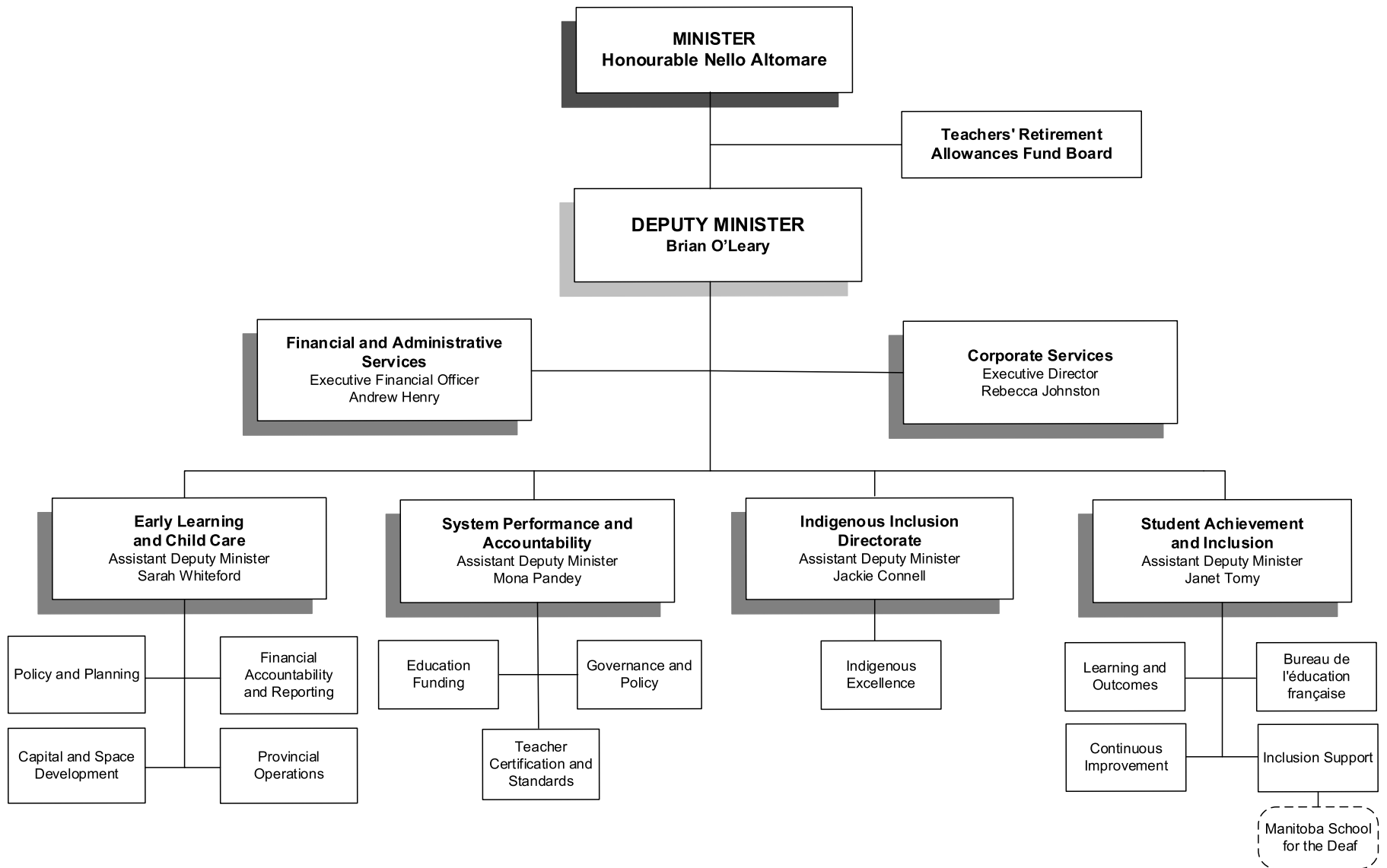
- divisions scolaires publiques.

L'annexe C portant sur les responsabilités législatives dresse la liste des lois qui relèvent de la personne occupant le poste de ministre (en anglais seulement).

Organizational Structure

Department of Education and Early Childhood Learning

March 31, 2024



2023-24 Key Achievement Highlights

During the fiscal year, the Department of Education and Early Childhood Learning accomplished the following:

- Opened or committed 8,500 new child care spaces for children ages 0-6 and 4,400 school-age spaces, totaling nearly 13,000 new child care spaces throughout Manitoba since the start of the Canada-Wide Early Learning and Child Care Agreement in 2021-22.
- Announced an investment of \$30 million beginning in 2024-25 for a universally accessible school nutrition program. Under this program, nutritious foods will be accessible to any student in any publicly funded school in a school division at no cost to the student, regardless of perceived need, with no barriers or stigma for students accessing food.
- Increased funding to Child Nutrition Council of Manitoba from \$2.5 million to \$3.87 million in 2023-24 to enable the organization to eliminate its grant waitlist and increase the level of support provided to schools.
- Created an Assistant Deputy Minister (ADM) of Indigenous Excellence in Education. The ADM's role is to provide advice to government on a variety of Indigenous and equity-based policies and research related to Indigenous education and training.
- Reinstated the Assistant Deputy Minister for the Bureau de l'éducation française to lead and support French-language education in the province.
- Passed legislation to implement a Teacher Registry and Independent Commissioner.
- Announced an additional \$104 million investment in K-12 education for the 2024-25 school year, representing a 6.0% increase in overall funding.
- Announced an expansion of seven more community schools to increase support for students in need for the 2024-25 school year. With a new investment of \$560K, the Community Schools program will increase from 41 to 48 schools, for a total of \$3.84M in funding.
- Reduced child care parent fees to an average of less than \$10 a day for children ages 0-6.
- Increased starting wages under Manitoba's Early Learning and Child Care Wage Grid for the early childhood workforce by investing \$54.1 million.
- Invested in expanding the Abecedarian approach to three additional child care facilities, benefiting up to 124 children and their families. This evidence-based early childhood intervention is proven to improve developmental and learning outcomes for children in high-risk communities.
- Released the Manitoba School Leadership Framework to support the development of current and aspiring school leaders. The Framework was developed through collaborative and extensive stakeholder engagements and embodies a collective vision for effective school leadership that promotes student learning and well-being in inclusive, safe, and caring environments.
- Advanced work on curriculum development and renewal through the development of final draft curricula for Kindergarten to Grade 10 Science and Kindergarten to Grade 12 Physical and Health Education. Initiated the renewal of the Industrial Arts curriculum and piloted the English as an Additional Language and Literacy, Academics and Language Literacy courses, as well as the Early Childhood Education program curriculum in both English and French.

- Completed design work for the new Framework for Learning website that will serve as a single, modernized, online access point for educators to access curriculum, assessment, evaluation, reporting, policy, and implementation resources for the four provincial school programs: English, French Immersion, Français, and Senior Years Technology Education.
- Introduced legislation to ensure that students can enroll in their local school, regardless of their care arrangement and to align with the age when students can start school with other provinces and common practice.
- Increased grant funding for the Building Student Success with Indigenous Parents (BSSIP) by \$400K for a total of \$1M in project funding in the 2023-24 school year with \$20K allotted equally to 50 high-need early and middle-years schools. To support schools that previously received BSSIP funding, an additional \$385K was allocated for transitional funding in the 2023-24 school year.
- Amended the Teacher Certificates and Qualifications Regulation to better recognize the credentials of internationally educated teachers.

Principales réalisations en 2023-2024

Au cours de l'exercice financier, le ministère de l'Éducation et de l'Apprentissage de la petite enfance a accompli ce qui suit:

- Engagement de créer 8 500 nouvelles places de garderie pour les enfants âgés de 0 à 6 ans ainsi que 4400 places de garderie pour les enfants d'âge scolaire, ce qui représente un total de 13 000 nouvelles places de garderie au Manitoba depuis le lancement de l'Accord entre le Canada et le Manitoba sur l'apprentissage et la garde des jeunes enfants en 2021-2022.
- Annonce d'un investissement de 30 millions de dollars à partir de 2024-2025 pour la création d'un programme d'alimentation scolaire universel. Dans le cadre de ce programme, des aliments nutritifs seront mis à la disposition de tous les élèves des écoles publiques gratuitement, peu importe la perception des besoins des élèves, et sans qu'il y ait d'obstacles ou de stigmatisation à l'égard de l'accès à la nourriture.
- Augmentation du financement octroyé au Child Nutrition Council of Manitoba, qui est ainsi passé de 2,5 millions de dollars à 3,87 millions de dollars en 2023-2024, afin de lui permettre d'éliminer sa liste d'attente pour les subventions et d'accroître le soutien qu'il offre aux écoles.
- Création du nouveau poste de sous-ministre adjoint de l'excellence autochtone en éducation. Le sous-ministre adjoint a pour rôle de conseiller le gouvernement concernant une variété de politiques et de recherches autochtones fondées sur l'équité liées à l'éducation et à la formation.
- Rétablissement du poste de sous-ministre adjoint du Bureau de l'éducation française afin de diriger et de favoriser l'éducation en langue française dans la province.
- Adoption d'une loi visant à établir le rôle de commissaire indépendant ainsi qu'un registre d'enseignants.
- Annonce d'un investissement additionnel de 104 millions de dollars dans l'éducation de la maternelle à la 12e année pour l'année scolaire 2024-2025, ce qui représente une hausse de 6 % en financement global.
- Annonce de l'ajout de sept écoles communautaires additionnelles afin d'accroître le soutien offert aux élèves qui en ont besoin pour l'année 2024-2025. Grâce à un nouvel investissement de 560 000 dollars, le programme des écoles communautaires est passé de 41 à 48 écoles. Cela porte le financement total à 3,84 millions de dollars.
- Réduction des frais parentaux pour la garde d'enfants à une moyenne de moins de 10 dollars par jour pour les enfants âgés de 0 à 6 ans.
- Augmentation des salaires de départ de la grille salariale de la Division de l'apprentissage et de la garde de la petite enfance pour la main-d'œuvre du secteur par l'investissement de 54,1 millions de dollars.
- Investissement dans la mise en œuvre de l'approche Abecedarian dans trois établissements de garde d'enfants additionnels, permettant ainsi à 124 enfants et à leurs familles d'en bénéficier. Cette approche d'intervention précoce auprès des enfants, fondée sur des données probantes, a fait ses preuves et permet d'améliorer les résultats d'apprentissage et de développement des enfants dans les communautés à haut risque.
- Publication du Cadre de leadership scolaire du Manitoba pour appuyer le perfectionnement professionnel des dirigeants scolaires actuels et futurs. Créé en collaboration dans le cadre de vastes

consultations auprès des intervenants, le cadre reflète une vision collective d'un leadership scolaire efficace qui favorise l'apprentissage et le bien-être des élèves dans des environnements inclusifs, sûrs et bienveillants.

- Avancement des travaux de développement et de renouvellement des programmes d'études par l'élaboration d'une ébauche finale de programme d'études en sciences de la maternelle à la 10e année et en éducation physique et à la santé de la maternelle à la 12e année. Le lancement du renouvellement du programme d'études d'arts industriels et la mise à l'essai des cours en anglais langue additionnelle et en littérature, apprentissages scolaires et langue, ainsi que du programme d'études d'éducation de la petite enfance en anglais et en français.
- Travaux de conception relatifs au site Web du Cadre de l'apprentissage qui servira d'un point d'accès unique et modernisé pour permettre aux éducateurs d'accéder aux ressources liées aux programmes d'études, à l'évaluation, à la communication de rapports, aux politiques et à la mise en œuvre en ce qui concerne les quatre programmes scolaires provinciaux : anglais, immersion française, français et études technologiques du secondaire.
- Adoption d'une loi pour s'assurer que les élèves peuvent s'inscrire à leur école locale, peu importe leur situation familiale, et pour harmoniser l'âge où les élèves peuvent commencer à fréquenter l'école avec les pratiques des autres provinces.
- Augmentation du financement octroyé au programme Contribuer à la réussite des élèves à l'aide des parents autochtones de 400 000 dollars, ce qui porte le total à 1 million de dollars en financement pour l'année 2023-2024, dont 20 000 dollars ont été répartis de façon égale à 50 écoles des années primaires et intermédiaires qui présentent des besoins élevés. Pour appuyer les écoles qui ont précédemment reçu du financement dans le cadre de ce programme, 385 000 dollars additionnels ont été alloués à titre de financement de transition pour l'année scolaire 2023-2024.
- Modification du Règlement sur les brevets d'enseignement pour mieux reconnaître les titres de compétences des enseignants formés à l'étranger.

Department Performance Measurement

The departmental strategic objectives reflect the elected government priorities listed in the department mandate letters. The government identified five provincial themes: Lowering Costs for Families, Rebuilding Health Care, Growing Our Economy, Safer, Healthier Communities and A Government that Works for You, with the department's objectives listed under each of the themes.

Vision

From every part of Manitoba, from every background, all children and youth matter, belong, are respected, successful, and safe.

Mission

To ensure responsive, equitable, high-quality child care and learning that fosters belonging from early childhood through to high school graduation, and supports all children and youth to reach their full potential.

Values

- Truth and Reconciliation
- Equity, Diversity and Inclusion
- Relationships, Consultation, and Accommodation
- Learning and Continuous Improvement
- Transparency and System Accountability

Provincial Themes and Department Objectives

Lowering Costs for Families

1. Increase access to affordable, inclusive, and high-quality early learning and child care programs.
2. Increase funding for universally accessible school nutrition programs, ensuring that all students have access to nutritious food.

Growing Our Economy

3. Work to ensure all school divisions are able to hire the teachers and educational assistants necessary to support student needs, including French-language education.
4. Grow the early learning and child care workforce.
5. Improve educational outcomes, support students and families and prepare Manitoba's children for careers and challenges of the future.

Safer, Healthier Communities

6. Ensure our public schools and child care centres are safe places where every child matters and every child is set up for success.

A Government that Works for You

7. Provide predictable funding that takes into account enrolment changes and local needs to support planning.
8. Find efficiencies and enhance productivity to deliver on commitments in a responsible way.

Mesure de la performance du ministère

Les objectifs stratégiques ministériels reflètent les priorités du gouvernement élu, qui sont décrites dans les lettres de mandat. Le gouvernement a désigné cinq thèmes provinciaux (Réduire les coûts pour les familles, Rebâtir le système de soins de santé, Faire croître notre économie, Des collectivités plus sûres et plus saines et Un gouvernement qui travaille pour vous) sous lesquels sont répertoriés les objectifs ministériels.

Vision

Faire en sorte que tous les élèves et les jeunes, de partout au Manitoba et peu importe leurs origines, comptent, se sentent à leur place, soient respectés, réussissent et soient en sécurité.

Mission

Veiller à un système de garde d'enfants et d'apprentissage adapté, équitable et de haute qualité qui favorise le sentiment d'appartenance de la petite enfance à l'obtention du diplôme d'études secondaires et aide tous les enfants et les jeunes à atteindre leur plein potentiel.

Valeurs

- Vérité et réconciliation
- Équité, diversité et inclusion
- Relations, consultation et adaptation
- Apprentissage et amélioration continue
- Transparence et responsabilisation

Thèmes provinciaux et objectifs ministériels

Réduire les coûts pour les familles

1. Accroître l'accès à des programmes d'apprentissage et de garde de la petite enfance abordables, inclusifs et de grande qualité.
2. Augmenter le financement pour les programmes d'alimentation scolaire universels pour veiller à ce que tous les élèves aient accès à des aliments nutritifs.

Faire croître notre économie

3. Veiller à ce que toutes les divisions scolaires soient en mesure d'embaucher les enseignants et les auxiliaires d'enseignement nécessaires pour répondre aux besoins des élèves, y compris en matière d'éducation en langue française.
4. Accroître la main-d'œuvre du secteur de l'apprentissage et de la garde de la petite enfance.

5. Améliorer les résultats d'apprentissage, soutenir les élèves et les familles et préparer les enfants du Manitoba aux carrières et aux défis de demain.

Des collectivités plus sûres et plus saines

6. Veiller à ce que nos écoles publiques et nos établissements de garde d'enfants soient des lieux sûrs où chaque enfant compte et est préparé à réussir.

Un gouvernement qui travaille pour vous

7. Fournir du financement prévisible qui tient compte de l'évolution des inscriptions et des besoins locaux pour faciliter la planification.
8. Trouver des gains d'efficacité et améliorer la productivité afin de réaliser les engagements de manière responsable.

Department Performance Measurement - Details

The following section provides information on key performance measures for Education and Early Childhood Learning for the 2023-24 reporting year. All Manitoba government departments include a performance measurement section in a standardized format in their annual reports.

Performance indicators in Manitoba government annual reports are intended to complement financial results and provide Manitobans with meaningful and useful information about government activities and their impact on the province and its citizens.

Lowering Costs for Families

1. Increase access to affordable, inclusive, and high-quality early learning and child care programs.

Key Initiatives

- **Early Learning and Child Care Affordability:** In the 2023-24 fiscal year, the department invested \$66.9 million to reduce regulated parent fees to \$10 a day for regular periods of care. Lowering the cost of child care ensures that families have access to affordable, high-quality early learning and child care.
- **Child Space Care Expansion:** Expanded capital grant funding to create new spaces to support increased access across Manitoba. In 2023-24, Manitoba committed over \$215.9 million towards capital space development. Manitoba has continued to invest in new spaces through partnerships with public sector bodies such as municipalities, First Nations communities, school divisions and public post-secondary institutions, as well as non-profit child care providers.

Performance Measures

Measure	Baseline	2022-23 Actual	2023-24 Target	2023-24 Actual
2.a Number of licensed spaces available to children ages 0-6	23,983	24,515	25,000	27,702
2.b Average daily out-of-pocket parent fees	\$20.70	\$8.43	\$10.00	\$8.79

2.a: Number of license spaces available to children ages 0-6: This measure captures the number of licensed child care spaces available to children aged 0-6. Access to early learning and child care allows parents to attend educational training programs and participate in the labour market. The availability of high-quality learning environments supports positive early childhood development and increases the school readiness of children transitioning into kindergarten. Baseline uses the 2021-22 data. In 2023-24, there was a total of 27,702 licensed spaces available to children ages 0-6, exceeding the target of 25,000 licensed spaces. This performance measure will be replaced with the number of spaces in licensed and funded child care facilities for children ages 0-12 annually.

2.b: Average daily out-of-pocket fees: This measure represents the average daily parental child care fees in Manitoba for spaces serving children 0-6 years old attending licensed non-profit child care facilities and homes. This will help expand the availability of high-quality and affordable child care services, particularly for low-income and middle-income households. Baseline uses the 2021-22 data. The average daily out of pocket parent fees in 2023-24 was \$8.79. As the department has already reached the target of an average parent fee that is lower than \$10 a day, this measure will be retired.

2. Increase funding for universally accessible school nutrition programs, ensuring that all students have access to nutritious food.

Key Initiatives

- **Child Nutrition Council of Manitoba:** Increased funding to Child Nutrition Council of Manitoba from \$2.5 million to \$3.87 million in 2023-24 to enable the organization to eliminate its grant waitlist and increase the level of support provided to schools.

Growing Our Economy

3. Work to ensure all school divisions are able to hire the teachers and educational assistance necessary to support student needs, including French-language education.

Key Initiatives

- **Workforce Planning Framework:** Released Manitoba's Recruitment and Retention Strategy for French Language Teachers: Moving to Action 2023-2026, co-created through extensive engagement with education sector partners. The department engaged with French stakeholders to initiate implementation of the strategy.
- **Teacher Certification Regulatory Review:** In 2023-24, the department began a comprehensive multi-year review of the Teaching Certificates and Qualifications Regulation and consulted with the sector on changes to modernize the certification process and ensure that Manitoba's teacher certification and classification system addresses labour market needs and is in alignment with practices in other Canadian jurisdictions. In August 2023, initial regulatory amendments were made to better recognize the education and experience of internationally educated teachers. These amendments provided more flexibility to allow applicants to work as provisionally certified teachers while completing their remaining academic requirements, and enabled an increased number of internationally educated teachers to enter the workforce.

4. Grow the early learning and child care workforce

Key Initiatives

- **Early Learning and Child Care Competencies and Certification Review:** Tendered and awarded a contract to review the certification standards and processes for early childhood educators (ECEs) and child care assistants (CCAs) to support high-quality and inclusive services. This will support the efforts to strengthen early learning and child care, by encouraging more individuals to pursue a career in the field. The growth in the workforce leads to expanding child care spaces available for Manitoba families.

- **Early Childhood Education and Child Care Assistant Training Expansion:** Implemented a multi-year training expansion strategy for ECEs and CCAs in partnership with post-secondary institutions. Manitoba continued its tuition reimbursements for post-secondary students in ECE programs. A first-in-Canada industry-recognized technical-vocational high school curriculum cluster in early childhood education was developed, which will help meet the pressing need for the early learning and child care workforce. High schools began implementing the pilot project in the 2023-24 school year. The ECE II assessment program continued to provide another pathway for professionals seeking to advance their certification.
- **Framework for Wages and Benefits in Early Learning and Child Care:** Tendered and awarded a contract to provide recommendations for a comprehensive framework for wages and benefits in the Early Learning and Child Care sector. The contract was awarded late in the fiscal year and therefore the recommendations are anticipated in the 2024-25 fiscal year. To enhance wages in the interim, effective July 1, 2023, the Starting Point wages on the existing wage grid were increased and the Manitoba government invested \$56.1 million to support facilities in increasing wages.

Performance Measures

Measure	Baseline	2022-23 Actual	2023-24 Target	2023-24 Actual
3.a Total number of early childhood educators (ECE II and IIIs) working in Manitoba’s child care sector annually	3,380	-	-	3,380

3.a Total number of early childhood educators (ECE II and IIIs) working in Manitoba’s child care sector annually: Expanding the early learning and child care workforce supports the efforts to strengthen the sector by encouraging more individuals to pursue a career and obtain specialized post-secondary education in early childhood education. As the number of trained professional ECEs grows, more children will have access to child care spaces with programming that is safe, play-based, and developmentally appropriate. The measure is calculated through counts by employment status of classified workforce made up of ECE IIs and ECE IIIs in the early child care sector at a point in time. This year has been used to collect data and establish a baseline to evaluate the target.

5. Improve educational outcomes, support student and families and prepare Manitoba’s children for the careers and challenges of the future.

Key Initiatives

- **Manitoba’s Aboriginal Languages Strategy:** Advanced Manitoba’s Aboriginal Languages Strategy to strengthen Indigenous education, Indigenous languages and Indigenous ways of being, knowing and doing. Manitoba is a signatory partner to the Manitoba Aboriginal Languages Strategy with the University College of the North, Manitoba First Nations Education Resource Centre, and Indigenous Languages Manitoba Inc. In 2023-24, a \$70,000 contract with the University of Manitoba, on behalf of the Manitoba Aboriginal Languages Strategy, was initiated to support a strategic action plan for the development of an Aboriginal Languages Teacher Education Program in Manitoba. The Action Plan will be drafted in 2024-25.

- **Community Schools Program:** Community schools support key educational goals, such as student-school readiness, attendance, family-student-community engagement and learning, well-being and academic success. The community school philosophy enhances the capacity of schools as hubs within communities to strategically gather and deploy school-community services and resources in ways that attain better outcomes for students. For the 2023-24 school year, through the funding of schools, it was announced that Manitoba Education and Early Childhood Learning would increase funding in the amount of \$595,000 to add five more schools to the Community Schools Program, bringing the total number of community schools to 41 provincially, for a total of \$3.3 million in program funding (with \$80,000 distributed to each site).
- **Curriculum Development and Renewal:** Developed and implemented a systematic and cyclical process for curriculum development and renewal in alignment with the principles of Manitoba’s Framework for Learning. Initial curriculum renewal included Kindergarten to 12 English Language Arts, Kindergarten to 12 Physical and Health Education as well as the Kindergarten to Grade 10 Science curriculum.
- **Provincial Data and Performance Measurement Framework:** Continued work to develop the framework as a structured approach to measuring and reporting on student achievement and well-being, inclusive of Manitoba’s provincial assessment program. The department advanced work to modernize data collection, tracking and reporting to support data informed decisions as well as to strengthen system alignment and consistency across the education sector.

Performance Measures

Measure	Baseline	2022-23 Actual	2023-24 Target	2023-24 Actual
1.b Graduation rate gap between Indigenous and non-Indigenous students within four years of entering Grade 9 (annually)	40.2%	40.2%	38.0%	40.6%
1.c Graduation rate gap between Indigenous and non-Indigenous students within six years of entering Grade 9 (annually)	30.0%	31.4%	31.0%	29.3%
2.c Four-year student-tracked high school Grade 12 graduation rate (annually)	83.0%	82.8%	85.5%	82.6%
2.d Six-year student-tracked high school Grade 12 graduation rate (annually)	88.3%	88.1%	90.2%	89.2%
2.e Percentage of first-time Grade 9 students who obtained an English Language Arts credit (annually)	88.4%	88.6%	89.3%	89.0%
2.f Percentage of first-time Grade 9 students who obtained a Mathematics credit (annually)	86.6%	87.2%	87.5%	87.5%

2.i Student attendance index	13.1	17.8	10	18.7
6.b Percentage of designated bilingual positions filled with bilingual staff	87.4%	89.7%	90.0%	82.0%

1.b: Graduation rate gap between Indigenous and non-Indigenous students within four years of entering Grade 9 (annually): The four-year graduation rate is calculated annually using the number of first-time Grade 9 students in public and funded independent schools from the period four years prior to a given school year, adjusted by attrition, as the denominator. The numerator is the number of students from this cohort who graduated from a public or funded independent school within four years. Graduation rates are disaggregated by Indigenous (self-declaration) and non-Indigenous students and are calculated annually. The four-year graduation rate gap is the difference between non-Indigenous and Indigenous four-year graduation rates.

1.c: Graduation rate gap between Indigenous and non-Indigenous students within six years of entering Grade 9 (annually): The six-year graduation rate is calculated annually using the number of first-time Grade 9 students in public and funded independent schools from the period six years prior to a given school year, adjusted by attrition, as the denominator. The numerator is the number of students from this cohort who graduated from a public or funded independent school within six years. Graduation rates are disaggregated by Indigenous (self-declaration) and non-Indigenous students and are calculated annually. The six-year graduation rate gap is the difference between non-Indigenous and Indigenous six-year graduation rates. Note (1.b & 1.c):

- First Nations schools administered under education agreements are not included in the graduation rate calculation.
- Target calculations assume that the non-Indigenous rate will rise to 98% by June 2028 and that Indigenous students will account for 23% of the school population (currently 20-21%). Trend is based on a weighted average of credit attainment rates from June 2013 to June 2017.

2.c: Four-year student-tracked high school Grade 12 graduation rate (annually): The four-year graduation rate is calculated annually using the number of first-time Grade 9 students in public and funded independent schools from the period four years prior to a given school year, adjusted by attrition, as the denominator. The numerator is the number of students from this cohort who graduated from a public or funded independent school within four years.

2.d: Six-year student-tracked high school Grade 12 graduation rate (annually): The six-year graduation rate is calculated annually using the number of first-time Grade 9 students in public and funded independent schools from the period six years prior to a given school year, adjusted by attrition, as the denominator. The numerator is the number of students from this cohort who graduated from a public or funded independent school within six years.

2.e: Percentage of first-time Grade 9 students who obtained an English Language Arts credit (annually): For this annual measure, the denominator is the number of students entering Grade 9 for the first time and the numerator is the number of these students who obtained an English Language Arts credit.

2.f: Percentage of first-time Grade 9 students who obtained a Mathematics credit (annually): For this annual measure, the denominator is the number of students entering Grade 9 for the first time and the numerator is the number of these students who obtained a Mathematics credit.

2.i Student attendance index: The attendance index is calculated annually using two measures. For students in Grades 1 to 8, the average number of days students are absent and the average number of classes that students in Grades 9 to 12 miss divided by 7.5 (estimated average course load) to obtain a proxy for the number of days that a student is absent in that year. These two measures are then combined and weighted by the number of students in the grade ranges to form the index. Lower values of the index indicate higher overall student attendance.

6.b Percentage of designated bilingual positions successfully filled with bilingual staff: The number of filled bilingual positions will help improve the services and support to the Francophone community. The departmental French language services planning committed collaborated with the early learning and child care workforce planning team and the Public Service Commission to fill designated bilingual position vacancies. The measure formula is the total number of designated bilingual positions filled divided by the total number of designated bilingual positions, then multiplied by 100. Term employees and STEP students are excluded from this measure.

Safer, Healthier Communities

6. Ensure our public schools and child care centres are safe places where every child matters and every child is set up for success.

Key Initiatives

- **Treaty Education:** Treaty Education for All, launched June 2023, developed with the Treaty Education Steering Committee, co-chaired by the Treaty Relations Commission of Manitoba and the department, requires all Kindergarten to Grade 12 teachers and school staff to complete Treaty Education training by December 31, 2025. In 2023, the department purchased over 2,000 Treaty Education Resource Kits which were distributed in February 2024 to all provincially funded schools. School divisions have identified catalyst teachers to assume a leadership role to deliver training to further this initiative. An additional \$50K was funded in 2023-24 to implement catalyst teacher learning networks.
- **System-wide progress towards the achievement of Truth and Reconciliation Commission Calls to Action:** The Truth and Reconciliation Commission of Canada's Call to Action 62(iv), under the heading 'Education for Reconciliation,' reads as follows: "Establish senior-level positions in government at the assistant deputy minister level or higher dedicated to Aboriginal content in education." On November 21, 2023, the Speech from the Throne announced that the Manitoba government would appoint an Assistant Deputy Minister (ADM) for Indigenous Excellence in Education to support Indigenous learning and ensure that Indigenous student achievement is a pillar of Manitoba's education system. On January 5, 2024, the Manitoba government officially announced the new Assistant Deputy Minister of Indigenous Excellence in Education. The ADM's role is to provide advice to government on a variety of Indigenous and equity-based policies and research related to Indigenous education and training.
- **Anti-Racism Policy:** Invested \$100K in extensive stakeholder engagement to inform the development of an anti-racism policy. The policy will set expectations and outline specific guidance and information to ensure anti-racism measures are actively in place and adhered to in all Manitoba schools and school divisions.
- **Emergency Management Program:** Completed the recruitment of experienced staff to lead the development of a comprehensive emergency management program to better position the early learning

and child care and education sectors, and the department to mitigate, prepare for, respond to, and recover from emergencies/disasters. Continued to collaborate with public health and education and early learning and child care partners to begin to develop a responsive program that minimizes disruptions to caring and learning. This work will be ongoing.

- **New regulatory framework to address teacher misconduct:** Amended the Education Administration Amendment Act (teacher certification and professional conduct), to implement a transparent, accountable process to define, prevent and address teacher misconduct with the goal of better protecting students in schools. The new framework addresses teacher misconduct in the province by establishing an independent Commissioner to investigate and respond to complaints and reports of teacher misconduct, and a public registry of teachers to provide information on the status of a teacher’s certificate. The amendments will be proclaimed in phases, starting in early 2025.

Performance Measures

Measure	Baseline	2022-23 Actual	2023-24 Target	2023-24 Actual
1.d Percentage of teachers trained in Treaty Education annually	10.6%	15.4%	45.0%	25.0%
2.g Percentage of French Immersion enrolment and retention index annually	85.7%	83.8%	85.0%	85.1%
2.h Percentage of Français enrolment and retention index annually	88.0%	86.7%	85.0%	85.4%

1.d: Percentage of teachers trained in Treaty Education annually: The Treaty Relations Commission of Manitoba submits annual data to the department on the number of teachers who take the K-12 Treaty Education professional development workshops. Denominator is the estimated total number of teachers (excluding clinicians) employed in K to 12 public schools. The numerator is the total number of teachers who have taken the workshop since 2019. Baseline uses data from 2022-23.

2.g: Percentage of French Immersion enrolment and retention index annually: Retaining greater proportions of students, at key grade levels, will greatly improve the availability and the level of French language education in Manitoba. The key grade levels are Grades 3, 7, and 10, and for each, a cohort of first-time students is established. The cohort is followed to see how many students are still enrolled in the program two years later and a percentage is calculated. The index is the average of the three percentages and is calculated annually.

2.h: Percentage of Français enrolment and retention index annually: Retaining greater proportions of students, at key grade levels, will greatly improve the availability and the level of French language education in Manitoba. The key grade levels are Grades 3, 7, and 10, and for each, a cohort of first-time students is established. The cohort is followed to see how many students are still enrolled in the program two years later and a percentage is calculated. The index is the average of the three percentages and is calculated annually.

Other Performance Measures

2.j Student mental health and well-being score: Annual provincial data collection for this measure has not been established. The measure has been discontinued for 2024-25.

A Government that Works for You

7. Provide predictable funding that takes into account enrolment changes and local needs to support planning.

Key Initiatives

- **Funding Model Review:** Continued to work on a new funding model for the K to 12 public school system. In 2023-24, the department met with all school divisions to seek additional input to inform the development of the new model. The new model will ensure funding is allocated to school divisions with a focus on student needs and that all students get the resources they need to succeed, regardless of where they live, their background, or their individual circumstances.

8. Find efficiencies and enhance productivity to deliver on commitments in a responsible way.

Key Initiatives

- **Financial Accountability:** Worked to strengthen financial accountability and reporting capacity in the department and across the early learning, child care and K to 12 education sectors. Staff knowledge of financial processes was prioritized by encouraging staff to complete Comptrollership Framework training modules.

Performance Measures

Measure	Baseline	2022-23 Actual	2023-24 Target	2023-24 Actual
5.a Increase in the number of first-time records/dataset disclosures	40	46	48	74
9.a Work within capital budget	67.1%	59.1%	100%	100%
9.b Paper reduction	3,653	1,548	3,228	2,293
9.c Proportion of staff completing the Comptrollership Framework training program Module 1	46.6%	90.7%	90%	85.4%
10.a Work within operating budget	102.2%	98.1%	100%	96.1%

5.a Increase in the number of first-time records/dataset disclosures: This measure tracks the percentage increase in the number of unique records made available by the department for the first time, on public-facing websites: the department’s webpage, InfoMB and DataMB. Records are documents, reports, and datasets, that were never posted before, excluding regular updates to existing records. The department is

striving to make an annual increase of 10%. Baseline uses the 2022-23 data. This measure has been retired for 2024-25.

9.a: Work within capital budget: This measure captures the department's efficiency in meeting its capital expenditure commitments. The majority of the capital budget was committed to school division projects. The actual spend by school divisions on the approved projects at March 31, 2024 is aligned with the budget and the target was achieved for 2023-24. This measure is discontinued. Information on expenditures is provided in the Financial Details.

9.b Paper reduction: This measure identifies the per cent reduction in the number of packages of paper consumed by the department in a fiscal year, which will indicate an overall reduction in unnecessary paper usage. It will be expressed as the per cent reduction in the number of paper packages (500 sheets) consumed by the department annually. Denominator is the number of paper packages purchased in the previous year. Numerator is the number of paper packages purchased in the previous year minus the number of paper packages purchased in current year x 100. The reduction in redundancy, waste, and inefficiency will contribute to government's commitment to provide value for money. A 29 per cent reduction from target was achieved in 2023-24. This measure is discontinued. Since implemented in 2019, this government-wide initiative has achieved a necessary shift in how the department understands and interprets our printing needs.

9.c Proportion of staff completing the Comptrollership Framework training program Module 1: This measure captures the proportion of staff completing Module 1 of the Comptrollership Framework training program. Denominator is the total number of Education and Early Childhood Learning employees for the period. Numerator is the number of current Education and Early Childhood Learning employees (excluding casuals) who have taken Module 1 of the Comptrollership Framework training program for the same period. Data for this measure is from March 31, 2024. This measure is discontinued. In 2024-25 the department continues to encourage staff to complete Module 1 of the Comptrollership Framework training program.

10.a Work within operating Budget: This measure captures the department's capacity to keep operating expenses within its allocated funds. Measuring the percentage of actual expenditures compared to budget provides information on key expenditure control and effective financial management. This measure is retired. Information on expenditures is provided within the Financial Details section, on the following pages.

FINANCIAL DETAILS

Consolidated Actual Expenditures

This table includes the expenditures of the department and Other Reporting Entities that are accountable to the minister and aligns to the Summary Budget.

Manitoba Education and Early Childhood Learning includes the following OREs:

- Public School Divisions is reported as one ORE and is mainly consolidated with the Support to Schools main appropriation

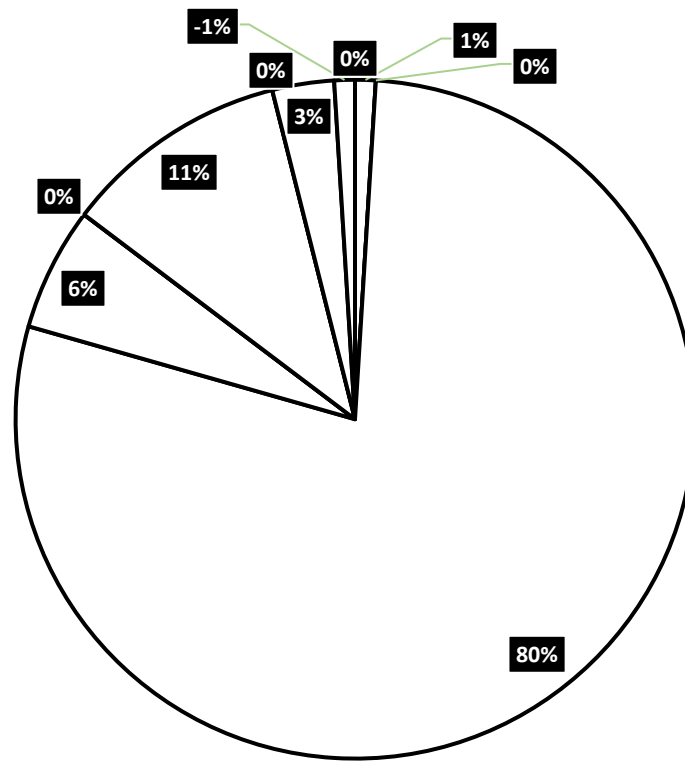
Consolidated Actual Expenditures

For the fiscal year ended March 31, 2024, with comparative figures for the previous fiscal year \$(000s)

Main Appropriations	Part A - Operating	Other Reporting Entities	Consolidation and Other Adjustments	2023-24 Actual	2022-23 Actual
Administration and Finance	6,132			6,132	5,308
Student Achievement and Inclusion	34,754			34,754	33,343
System Performance and Accountability	9,350			9,350	8,415
Support to Schools	1,613,534	2,868,937	(1,535,393)	2,947,078	2,822,116
Teachers' Retirement Allowances Fund	138,180		94,300	232,480	247,009
Corporate Services	11,134			11,134	12,671
Early Learning and Child Care	375,100			375,100	417,180
Costs Related to Capital Assets of Other Reporting Entities	105,207		(105,207)	-	-
Cost Related to Capital Assets (NV)	2	114,267		114,269	114,062
Interfund Activity			(84,696)	(84,696)	(21,300)
TOTAL	2,293,393	2,983,204	(1,630,996)	3,645,601	3,638,804

NV – Non-Voted

Percentage Distribution of Consolidated Actual Expenditures by Operating Appropriation, 2023-24, Actuals



- 0% Administration and Finance
- 1% Student Achievement and Inclusion
- 0% System Performance and Accountability
- 80% Support to Schools
- 6% Teachers' Retirement Allowance Fund
- 0% Corporate Services
- 11% Early Learning and Child Care
- 0% Costs Related to Capital Assets of Other Reporting Entities
- 3% Costs Related to Capital Assets (Non-Voted)
- 1% Interfund Activity

Summary of Authority

**2023-24 Authority
\$(000s)**

Part A – Operating

2023-24 MAIN ESTIMATES - PART A	2,386,619
Allocation of funds from:	
Subtotal	-
In-year re-organization from:	
Subtotal	-
2023-24 Authority	2,386,619

**2023-24 Authority
\$(000s)**

Part B – Capital Investment

2023-24 MAIN ESTIMATES – PART B	-
Allocation of funds from:	
Enabling Vote	45
Subtotal	45
In-year re-organization from:	
Subtotal	-
2023-24 Authority	45

Part D – Other Reporting Entities Capital Investment**2023-24 Authority
\$ (000s)**

2023-24 MAIN ESTIMATES – PART D	260,385
Transfer of Funds to: Health, Seniors and Long-Term Care*	(64,312)
Sub-total	(64,312)
2023-24 Authority	196,073

Detailed Summary of Authority by Appropriation \$(000s)

Detailed Summary of Authority	2023-24 Printed Estimates	In-Year Re-organization	Virement	Enabling Authority	Authority 2023-24	Supplementary Estimates
Part A – OPERATING (Sums to be Voted)						
Administration and Finance	6,531				6,531	
Student Achievement and Inclusion	42,549				42,549	
System Performance and Accountability	9,453				9,453	
Support to Schools	1,616,577				1,616,577	
Teachers' Retirement Allowances Fund	143,390				143,390	
Corporate Services	17,088				17,088	
Early Learning and Child Care	445,644				445,644	
Capital Funding	105,329				105,329	
					-	
Subtotal	568,061	-	-	-	568,061	-
Part A – OPERATING (NV)						
Costs Related to Capital Assets	58				58	
TOTAL PART A - OPERATING	2,386,619	-	-	-	2,386,619	-
Part B – CAPITAL INVESTMENT	-			45	45	
Part D – OTHER REPORTING ENTITIES CAPITAL INVESTMENT	260,385	(64,312)			196,073	

Part A: Expenditure Summary by Appropriation

Departmental Actual Expenditures

For the fiscal year ended March 31, 2024, with comparative figures for the previous fiscal year \$(000s)

Authority 2023-24	Appropriation	Actual 2023-24	Actual 2022-23	Increase (Decrease)	Expl. No.
	16-1 ADMINISTRATION AND FINANCE				
	(a) Minister's Salary				
42	Salaries and Employee Benefits	50	44	6	
	(b) Executive Support				
745	Salaries and Employee Benefits	849	772	77	
134	Other Expenditures	89	79	10	
	(c) Financial and Administrative Services				
1,654	Salaries and Employee Benefits	1,439	1,334	105	
159	Other Expenditures	133	167	(34)	
	(d) Indigenous Inclusion Directorate				
1,079	Salaries and Employee Benefits	747	600	147	
217	Other Expenditures	327	464	(137)	
2,501	Grant Assistance	2,498	1,848	650	1
6,531	Subtotal 16-1	6,132	5,308	824	
	16-2 STUDENT ACHIEVEMENT AND INCLUSION				
	(a) Division Administration				
481	Salaries and Employee Benefits	381	198	183	2
141	Other Expenditures	119	239	(120)	3
	(b) Manitoba School for the Deaf				
3,044	Salaries and Employee Benefits	2,940	2,773	167	
286	Other Expenditures	384	295	89	
80	Financial Assistance	39	33	6	

Authority 2023-24	Appropriation	Actual 2023-24	Actual 2022-23	Increase (Decrease)	Expl. No.
	(c) Learning and Outcomes				
4,144	Salaries and Employee Benefits	4,106	3,964	142	
5,192	Other Expenditures	2,662	3,206	(544)	4
629	Grant Assistance	517	623	(106)	
	(d) Inclusion Support				
4,817	Salaries and Employee Benefits	4,543	4,163	380	
1,542	Other Expenditures	1,280	1,534	(254)	
7,536	Grant Assistance	7,049	6,901	148	
	(e) Bureau de l'éducation française				
4,851	Salaries and Employee Benefits	4,356	4,135	221	
875	Other Expenditures	1,376	1,124	252	
7,665	Grant Assistance	4,131	3,586	545	5
	(f) Continuous Improvement				
1,194	Salaries and Employee Benefits	784	511	273	6
72	Other Expenditures	87	58	29	7
42,549	Subtotal 16-2	34,754	33,343	1,411	

16-3 SYSTEM PERFORMANCE AND ACCOUNTABILITY

(a) Division Administration

897	Salaries and Employee Benefits	608	696	(88)	
65	Other Expenditures	94	112	(18)	

(b) Governance and Policy

3,562	Salaries and Employee Benefits	2,868	2,698	170	
379	Other Expenditures	1,441	308	1,133	8

Authority 2023-24	Appropriation	Actual 2023-24	Actual 2022-23	Increase (Decrease)	Expl. No.
	(c) Education Funding				
1,337	Salaries and Employee Benefits	1,191	1,122	69	
3,213	Other Expenditures	3,148	3,479	(331)	
9,453	Subtotal 16-3	9,350	8,415	935	

16-4 SUPPORT TO SCHOOLS

	(a) Schools' Operating Grants				
1,575,011	Grant Assistance	1,571,968	1,482,145	89,823	9
	(b) General Support Grants				
36,521	Grant Assistance	36,521	36,521	-	
	(c) Other Grants				
5,045	Grant Assistance	5,045	5,008	37	
	(d) Teachers' Retirement Allowances Fund				
143,390	Other Expenditures	138,180	132,209	5,971	10
1,759,967	Subtotal 16-4	1,751,714	1,655,883	95,831	

16-5 CORPORATE SERVICES

	(a) Division Administration				
1,226	Salaries and Employee Benefits	927	640	287	11
343	Other Expenditures	360	338	22	
	(b) Business Support Services				
2,802	Salaries and Employee Benefits	2,883	2,893	(10)	
7,079	Other Expenditures	2,809	4,795	(1,986)	12

Authority 2023-24	Appropriation	Actual 2023-24	Actual 2022-23	Increase (Decrease)	Expl. No.
	(c) Project Management Office				
587	Salaries and Employee Benefits	1,832	2,170	(338)	
5,051	Other Expenditures	2,323	1,835	488	13
17,088	Subtotal 16-5	11,134	12,671	(1,537)	
	16-6 EARLY LEARNING AND CHILD CARE				
	(a) Division Administration				
629	Salaries and Employee Benefits	542	329	213	14
23	Other Expenditures	25	23	2	
	(b) Policy and Planning				
2,538	Salaries and Employee Benefits	2,119	1,319	800	15
387	Other Expenditures	96	79	17	
	(c) Provincial Operations				
4,636	Salaries and Employee Benefits	4,122	3,619	503	16
536	Other Expenditures	571	376	195	17
	(d) Financial Accountability and Reporting				
1,490	Salaries and Employee Benefits	1,256	828	428	18
618	Other Expenditures	2,835	1,015	1,820	19
411,378	Grant Assistance	348,922	294,627	54,295	20
22,895	Financial Assistance	14,131	27,698	(13,567)	21
	(e) Capital and Space Development				
494	Salaries and Employee Benefits	459	157	302	22
20	Other Expenditures	22	10	12	
445,644	Subtotal 16-6	375,100	330,080	45,020	

Authority 2023-24	Appropriation	Actual 2023-24	Actual 2022-23	Increase (Decrease)	Expl. No.
	16-7 COSTS RELATED TO CAPITAL ASSETS OF OTHER REPORTING ENTITIES				
	(a) School Divisions				
105,329	Grant Assistance	105,207	96,437	8,770	23
105,329	Subtotal 16-7	105,207	96,437	8,770	
	16-8 COSTS RELATED TO CAPITAL ASSETS (NON-VOTED)				
	(a) General Assets				
58	Amortization	2	25	(23)	24
58	Subtotal 16-8	2	25	(23)	
2,386,619	Total Expenditures	2,293,393	2,142,162	151,231	

Explanation(s):

1. Increased expenditure reflects greater costs in 2023-24 for the Elders and Knowledge Keepers in Schools program as a result of annualization. This program only ran from September to March in 2022-23.
2. Increased expenditure mainly reflects greater costs for salaries as a result of partial vacancies in 2022-23 and costs for a position that was seconded in 2022-23, but converted to regular for 2023-24.
3. Decreased expenditure mainly relates to costs for a secondment in 2022-23 paid from Other Expenditures.
4. Decreased expenditure mainly relates to reduced costs in 2023-24 for the Intensive Newcomer Support grant, Manitoba Remote Learning Support Centre, Manitoba Rural Learning Consortium, and Kids Help Phone, partly offset by increased costs for marking sessions and for curriculum development and technical vocational meetings.
5. Increased expenditure mainly relates to greater costs in 2023-24 for the Manitoba School Improvement Program and for the French Language Revitalization Program, partly offset by decreased costs for Television Francophone de l'Ontario (TFO), and a reduction in the requirement for Special Projects.
6. Increased expenditure reflects costs for new positions in 2023-24 and for existing positions that were vacant in 2022-23.
7. Increased expenditure reflects greater general operating costs in 2023-24.

8. Increased expenditure mainly relates to provisions made in 2023-24 for threatened litigation claims related to teaching experience recognition.
9. Increased expenditure mainly relates to the 2023-24 Funding of Schools program and includes an increase in Operating grants based on enrolments, increased funding for the Property Tax Offset Grant, Strengthening Student Support, additional Operating Support Grants, 2023-24 funding for Independent Schools, and an increase for Special Needs funding.
10. Increased expenditure reflects the 2023-24 requirement for the employer's share of current teacher service contributions.
11. Increased expenditure mainly reflects greater costs for salaries related to positions that were vacant in 2022-23.
12. Decreased expenditure mainly reflects a reduction in costs for InformNet due to decreased requirements for the continuing service agreement and a reduced uptake in the After School Program at St. James School Division. Variance also reflects a reduction in 2023-24 costs for the Schools Information System resulting from the redirection of the project.
13. Increased expenditure mainly reflects greater costs in 2023-24 related to the implementation of the K-12 Action Plan.
14. Increased expenditure mainly reflects costs in 2023-24 for positions that were vacant in the prior year.
15. Increased expenditure mainly reflects salary costs for new positions under the Canada-Manitoba Canada-Wide Early Learning and Child Care (ELCC) Agreement approved for 2023-24, costs for positions that were vacant in 2022-23, and retroactive wage settlement payments in 2023-24.
16. Increased expenditure reflects salary costs for new positions under the Canada-Manitoba Canada-Wide ELCC Agreement approved for 2023-24, and retroactive wage settlement payments.
17. Increased expenditure mainly reflects costs in 2023-24 for the reconfiguration of work stations at ELCC locations, and Professional Services costs related to the ELCC Early Childhood Educator (ECE) II assessment program.
18. Increased expenditure mainly reflects salary costs for new positions under the Canada-Manitoba Canada-Wide Early Learning and Child Care (ELCC) Agreement approved for 2023-24, costs for positions that were vacant in 2022-23, and retroactive wage settlement payments in 2023-24.
19. Increased expenditure mainly reflects costs in 2023-24 for grant programs budgeted in Grant Assistance, but paid from Other Expenditures.
20. Increased expenditure mainly reflects increased federal support for new and existing child care programs in 2023-24 under the Canada-Manitoba Canada-Wide Early Learning and Child Care (ELCC) Agreement and the Canada-Manitoba ELCC Agreement.

21. Decreased expenditure mainly reflects a reduction in subsidy funding provided to child care facilities in 2023-24 following the introduction of the \$10 a day program.
22. Increased expenditure reflects salary costs for new positions under the Canada-Manitoba Canada-Wide ELCC Agreement approved for 2023-24, and retroactive wage settlement payments.
23. Increased expenditure reflects increased costs in 2023-24 for debt and debentures on promissory notes, and a grant to the Pembina Trails School Division to offset the costs of the land transfer tax for the Waverly West K-8 and 9-12 schools.
24. Decreased expenditure reflects lower amortization and interest expense as certain departmental assets are fully amortized.

Overview of Capital Investments, Loans and Guarantees

	2023-24 Actual \$(000s)	2023-24 Authority \$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Part B – Capital Investment				
Provides for a new Braille Scanner for accessible curriculum development	36	45	(9)	
Part D – Other Reporting Entities Capital Investment				
Provides for the development or enhancement of strategic infrastructure, equipment, and information technology systems.				
(a) Public School Divisions	196,073	196,073	-	

Revenue Summary by Source

Departmental Actual Revenue

For the fiscal year ended March 31, 2024, with comparative figures for the previous fiscal year \$(000s)

Actual 2022-23	Actual 2023-24	Increase/ (Decrease)	Expl. No.	Source	Actual 2023-24	Estimate 2023-24	Variance Over/(Under)	Expl. No.
Taxation								
180,344	180,093	(251)		Education Support Levy	180,093	180,057		36
180,344	180,093	(251)		Subtotal	180,093	180,057		36
Other Revenue								
580	514	(66)		Fees	514	598		(84)
1,072	4,082	3,010	a	Sundry	4,082	554		3,528 1
1,652	4,596	2,944		Subtotal	4,596	1,152		3,444
Government of Canada								
14,638	14,831	193		Minority Language Education and Second Language Instruction	14,831	14,624		207
19,918	19,436	(482)		Canada-Manitoba Early Learning and Child Care Agreement	19,436	24,938		(5,502) 2
196,230	190,452	(5,778)	b	Canada-Manitoba Canada-Wide ELCC Agreement	190,452	246,275		(55,823) 3
(28)	-	28		Early Learning Childhood Workforce Agreement	-	-		-
230,758	224,719	(6,039)		Subtotal	224,719	285,837		(61,118)
412,754	409,408	(3,346)		Total Revenue	409,408	467,046		(57,638)

Explanation(s):

- a. Variance mainly reflects net proceeds collected in 2023-24 from the sale of the Allard School shared with the St. James School Division, and revenue related to overpaid tariffs as per The Federal Court of Canada decision on Alberta et al v. Access Copyright for copyright fees paid by the department on behalf of the Council of Ministers of Education Canada. Variance is partially offset by other miscellaneous decreases.
 - b. Variance mainly reflects an increase in unearned revenue in 2023-24, deferred to 2024-25, partly offset by increased federal funding provided in 2023/24 for the Canada-Manitoba Canada-Wide Early Learning and Childcare Agreement.
1. Variance mainly reflects net proceeds from the sale of the Allard School shared with the St. James School Division, and revenue collection related to overpaid tariffs as per The Federal Court of Canada decision on Alberta et al v. Access Copyright for copyright fees paid by the department on behalf of the Council of Ministers of Education Canada.
 2. Variance relates to an error in the 2023-24 Estimates allocation which overstated revenue under the Canada-Manitoba ELCC Agreement and understated revenue under the Canada-Manitoba Canada-Wide ELCC Agreement by a corresponding amount. Variance also reflects a reduced annual allocation for this bilateral agreement confirmed by the Government of Canada in July 2023 and unearned revenue, deferred to 2024-25.
 3. Variance reflects a reduced annual allocation for the Canada-Wide ELCC agreement confirmed by the Government of Canada in August 2023. Variance also reflects unearned revenue for 2023-24, deferred to 2024-25. Variance is partially offset by the error in the 2023-24 Estimates, which understates the revenue allocation under the Canada-Manitoba Canada-Wide ELCC Agreement.

Departmental Program and Financial Operating Information

Administration and Finance (Res. No. 16.1)

Main Appropriation Description

Provides executive planning, management, and administrative support to the department, including policy and program direction, central comptrollership, and financial support. Provides leadership and co-ordination of departmental initiatives that pertain to Indigenous education and training.

Sub-Appropriations	2023-24	2023-24	
	Actual	FTEs	Authority
	\$(000s)		\$(000s)
Minister's Salary	50	1.00	42
Executive Support	938	8.00	879
Financial and Administrative Services	1,572	20.00	1,813
Indigenous Inclusion Directorate	3,572	10.00	3,797
TOTAL	6,132	39.00	6,531

Sub-Appropriation 16.1.a

Minister's Salary

Provides for the additional compensation to which an individual appointed to the Executive Council is entitled.

1 (a) Minister's Salary

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24	2023-24	2023-24	Over/(Under)	
	\$(000s)	FTEs	\$(000s)	\$(000s)	
Salaries and Employee Benefits	50	1.00	42	8	
Total Sub-Appropriation	50	1.00	42	8	

Sub-Appropriation 16.1.b

Executive Support

Provides leadership to the Department of Education and Early Childhood Learning, from child care to early childhood through to Grade 12.

Key Results Achieved

- Recruited and established the position of Assistant Deputy Minister for Indigenous Excellence in Education.
- Recruited and reinstated the position of Assistant Deputy Minister of the Bureau de l'éducation.

1 (b) Executive Support

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	2023-24 FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	849	8.00	745	104	
Other Expenditures	89		134	(45)	
Total Sub-Appropriation	938	8.00	879	59	

Sub-Appropriation 16.1.c

Financial and Administrative Services

Provides leadership on financial and administrative matters for the department. The branch also provides comprehensive support services in assessing resource requirements and allocations to programs and branches, including direction and support in financial and business planning, reporting, monitoring, and control policies, processes and procedures.

Key Results Achieved

- **Comptrollership:** Ensured that the comptrollership function of the department was appropriately maintained and met the needs for financial control and accountability, as well as the reporting, safeguarding, and protection of physical assets.
- **Resource assessment and allocations:** Provided comprehensive support services in assessing resource requirements and allocations to programs and branches, including direction and support in financial and business planning, reporting, monitoring, and control policies, processes, and procedures.
- **Financial Processes:** Coordinated the department's annual estimates and other financial processes; monitored and reported on financial performance; conducted specialized financial reviews and analyses; prepared reports to support timely financial management decisions; and provided accounting services to the department.

1 (c) Financial and Administrative Services

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,439	20.00	1,654	(215)	
Other Expenditures	133		159	(26)	
Total Sub-Appropriation	1,572	20.00	1,813	(241)	

Sub-Appropriation 16.1.d

Indigenous Inclusion Directorate

In the spirit of the Truth and Reconciliation Commission of Canada, Call to Action 62(iv) the Indigenous Inclusion Directorate (IID) provides leadership and coordination of departmental initiatives that pertain to Indigenous education and training including coordinating *Mamàhtawisiwin – The Wonder We Are Born With – An Indigenous Education Policy Framework* to remove systemic barriers to Indigenous student success. This involves collaboration with partners to undertake research, policy, and strategic initiatives that enhance Indigenous student well-being, and academic achievement and attainment, including increased access to participation in post-secondary education and the labour market. The Directorate also oversees the Community Schools Program.

Key Results Achieved

- Treaty Education for All launched in June 2023, requiring all Kindergarten to Grade 12 teachers and school staff to complete Treaty Education by December 31, 2025.
- The Community Schools Program increased from 41 to 48 schools, for a total of \$3.84M in funding.
- The Mamàhtawisiwin Symposium took place on November 14 and 15, 2023, with the education and early childhood sectors, to highlight successes and share learning in relation to implementing the policy framework. More than 800 individuals attended the symposium.
- A Consultant and Senior Program Analyst have been hired at Indigenous Excellence to begin work on the development of An Indigenous Policy Framework for early learning and child care centers.
- In 2023/24, Building Student Success with Indigenous Parents (BSSIP) funding was increased by \$400,000 across 50 sites for a total of \$1 million (\$20,000 per site).

1 (d) Indigenous Inclusion Directorate

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	747	10.00	1,079	(332)	1
Other Expenditures	327		217	110	2
Grant Assistance	2,498		2,501	(3)	
Total Sub-Appropriation	3,572	10.00	3,797	(225)	

Explanation(s):

1. Under expenditure mainly reflects vacancies.
2. Over expenditure mainly reflects costs for a secondment and an increase in grant funding for the National Day of Truth and Reconciliation and for the Manitoba Museum Orange Shirt Day events.

Student Achievement and Inclusion (Res. No. 16.2)

Main Appropriation Description

Provides leadership, coordination, and support for public and independent primary, elementary and secondary education to improve lifelong learning outcomes for all students, including those with diverse learning needs in English, French Immersion, Français, and Senior Years Technology Education programs. Develops and implements a provincial policy framework, focusing on achievement, and including the following: literacy and numeracy; equity and inclusion; citizenship, sustainability, and well-being; Truth and Reconciliation and public engagement. The division also provides leadership for inclusion support and student services.

Sub-Appropriations	2023-24 Actual \$(000s)	2023-24 FTEs	Authority \$(000s)
Division Administration	500	4.00	622
Manitoba School for the Deaf	3,363	37.35	3,410
Learning and Outcomes	7,285	40.00	9,965
Inclusion Support	12,872	50.00	13,895
Bureau de l'éducation française	9,863	52.00	13,391
Continuous Improvement	871	15.00	1,266
TOTAL	34,754	198.35	42,549

Sub-Appropriation 16.2.a

Division Administration

Provides oversight to the Student Achievement and Inclusion Division.

2 (a) Division Administration

Expenditures by Sub-Appropriation	Actual 2023-24 \$(000s)	Authority 2023-24 FTEs	Authority 2023-24 \$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	381	4.00	481	(100)	
Other Expenditures	119		141	(22)	
Total Sub-Appropriation	500	4.00	622	(122)	

Sub-appropriation 16.2.b

Manitoba School for the Deaf

Provides students who are Deaf and hard of hearing using American Sign Language with the opportunity to attend a pre-Kindergarten to Grade 12 school that provides academic programming and specialized instruction at Manitoba School for the Deaf.

Key Results Achieved

- **Strengthened Relationships and expanded supports for families of students:** Hosted online American Sign Language classes for families, an information session for families with the Manitoba Deaf Association to outline organizations in the Deaf community and hired a Family and School Liaison Worker to work with parents and supporting agencies.
- **Maintained connections between the school and the Deaf and hard of hearing community:** Welcomed visiting Deaf and Hard of Hearing students enrolled in other schools, hosted a gathering of the Teacher of the Deaf Network, collaborated with the Manitoba Deaf Seniors Association for activities during I Love to Read Month, and partnered with the Manitoba Deaf Sports Association to teach students to play pickleball in an inclusive environment.

2 (b) Manitoba School for the Deaf

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	2023-24 FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	2,940	37.35	3,044	(104)	
Other Expenditures	384		286	98	1
Financial Assistance	39		80	(41)	2
Total Sub-Appropriation	3,363	37.35	3,410	(47)	

Explanation(s):

1. Over expenditure mainly reflects costs for unanticipated purchases of required gym and classroom equipment, and greater translation costs than budgeted.
2. Under expenditure reflects lower costs than budgeted for transportation.

Sub-Appropriation 16.2.c

Learning and Outcomes

Responsible for education policy related to K to 12 curriculum development, implementation, student formative assessment, the Senior Years Technology Education Program and the Provincial Assessment

Program. The branch researches best practices in education, develops education policy, and has oversight of the overarching Framework for Learning that creates one access point for educators to find curriculum, assessment, evaluation, reporting, policy, and implementation for all four provincial programs.

Key Results Achieved

- **Framework for Learning:** Completed the initial phase of the provincial roll-out of Manitoba's Framework for Learning with the Bureau de l'éducation française, introducing a new website, articulating its purpose and elements, including six provincial global competencies. The department will provide responsive and sustained support to school divisions in implementing the Framework for Learning going forward.
- **Curriculum Advisory Panel:** Engaged the Curriculum Advisory Panel to gather final feedback for the provincial curriculum structure, the renewal of the Kindergarten to Grade 12 Physical and Health Education curriculum, the Kindergarten to Grade 10 Science curriculum and the Kindergarten to Grade 12 English Language Arts curriculum. The panel has now completed their three-year mandate.
- **High School Apprenticeship Program:** Promoted the program as a career pathway for students through the delivery of a professional development workshop focused on building the capacity of educators, through the sharing of resources and stories of practice for students, educators, and employers. Multi-media resources to promote the program were distributed.
- **Career Development:** To enhance equity in northern, rural and metro school divisions, developed an updated model for the allocation of \$2M in grant funding to support the implementation of the High School Apprenticeship Program.
- **Technical-Vocational Education:** Approved 28 grant applications for the Skills Strategy Equipment Enhancement Fund, totalling approximately \$1.5M for the 2023-24 school year. These grants support new and upgraded equipment for Technical-Vocational and Industrial Arts programs in Grades 7 to 12.
- **Newcomer Student Support:** Allocated an additional \$1.5M to the Intensive Newcomer Support grant to support school divisions. This funding responds to the sharp increase in newcomers who fled war-affected countries and are enrolling in Manitoba schools.
- **Senior Years Provincial Evaluations:** Piloted a Grade 10 Provincial Evaluation in Mathematics and Reading and Responding and resumed the development and implementation of the Grade 12 Provincial Tests in English Language Arts and Mathematics. These provincial assessments are implemented within the English, Français, and French Immersion programs, and were developed in collaboration with the Bureau de l'éducation française.
- **National and International Assessments:** Led the provincial administration of the Pan-Canadian Assessment Program and the Trends in Mathematics and Science Study, large-scale national and international assessments.
- **Implemented New Curriculum Format and Structure:** Developed and implemented a consistent curriculum format and structure that supports Kindergarten to Grade 12 teachers in curriculum navigation and implementation.

2 (c) Learning and Outcomes

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	4,106	40.00	4,144	(38)	
Other Expenditures	2,662		5,192	(2,530)	1
Grant Assistance	517		629	(112)	
Total Sub-Appropriation	7,285	40.00	9,965	(2,680)	

Explanation(s):

- Under expenditure mainly reflects reduced costs for curriculum development due to delays in filling vacancies, reduced costs for the Provincial Assessment Program as a result of the cancellation of the Grade 10 and Grade 12 provincial examinations, and other minor variances.

Sub-Appropriation 16.2.d

Inclusion Support

Responsible for matters related to students with diverse needs. The branch supports the Philosophy of Inclusion as a fundamental principle of the education system in Manitoba for children with diverse needs and it works collaboratively with other government departments with a mandate that includes children and youth.

Key Results Achieved

- Supported educators and students with accessible alternate format materials and special learning equipment:** Loaned 2,624 titles in various alternate formats (braille, large print, e-text and audio) to students with perceptual disabilities attending Kindergarten to Grade 12 schools. Produced 394 titles in alternate formats and loaned 483 pieces of special learning equipment to students who are blind/visually impaired. Responded to 551 requests for titles in alternate formats for students with perceptual disabilities attending Manitoba post-secondary institutions.
- Reducing the use of exclusionary practices:** Published and implemented A Policy Directive Enhancing Proactive Supports to Minimize the Use of Suspension and an associated companion guide. The directive provides guidelines to inform school divisions in the development of policies and procedures on the use of suspension to limit, reduce, and phase out exclusionary practices except in situations of imminent safety risk to students and staff. The companion guide provides information, links, and resources intended to support schools with policy implementation.
- Supported the Philosophy of Inclusion:** Produced and delivered updated materials for Train the Trainer: Supporting Appropriate Educational Programming in Manitoba, to include new language from the Standards for Appropriate Educational Programming (2022) and other connections to new directives released. The Student Services Inclusive Education Committee, with membership of key education partners, co-created an implementation plan for the recommendations within On the Path to Inclusion

in Manitoba’s K to 12 Education System: Supporting Our Diverse Learners in Achieving Their Full Potential (2022).

- **Student presence and engagement:** Developed and launched Safe and Caring Schools: A Policy Directive and Action Plan to Enhance Student Presence and Engagement (2023) to address the issue of severe chronic absenteeism in Manitoba schools.
- **Enhanced supports for school nutrition:** Increased funding to Child Nutrition Council of Manitoba during the 2023-24 school year from \$2.5 million to \$3.87 million to enable the organization to eliminate its grant waitlist and increase the level of support provided to schools. The department also developed provincial guidelines for the 2024-25 \$30 million universally accessible school nutrition program.
- **Digital Assessment Library:** Concluded year one of a three-year contract with Pearson Canada to provide all school divisions with unlimited access to the Pearson Digital Assessment Library for K-12. All 37 school divisions/districts accessed the unlimited digital administration and/or scoring services in 2023-24, for a total of 1,885 reports and 29,051 subtest usages.

2 (d) Inclusion Support

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	2023-24 FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	4,543	50.00	4,817	(274)	
Other Expenditures	1,280		1,542	(262)	
Grant Assistance	7,049		7,536	(487)	
Total Sub-Appropriation	12,872	50.00	13,895	(1,023)	

Sub-Appropriation 16.2.e

Bureau de l'éducation française (BEF)

Develops, reviews, and administers policies, programs, priorities, and services related to all aspects of French-language education in Manitoba. Its responsibilities include curriculum development and implementation, assessment, and student achievement reporting. The Bureau de l'éducation française also administers federal agreements and programs related to French-language education and is responsible for advising the Minister on all matters related to French-language education.

Key Results Achieved

- **The Canada-Manitoba Agreement for Minority-Language Education and Second-Language Instruction:** Negotiated Provisional Arrangements to ensure that French language education initiatives continue to be funded pending the formal approvals of a new bilateral agreement.
- **French Language Education:** Distributed 106 bursaries to teachers seeking to improve French linguistic or pedagogical skills. Enhanced student oral language learning with 24 French language assistants in various public schools available through the Odyssey program.

- **Provincial Assessment Program:** Led the development and implementation of a Grade 10 French Language Arts and Mathematics provincial pilot. Developed and implemented Grade 12 Provincial Tests for French Language Arts for the Français and French Immersion programs.
- **New French Immersion Policy and Conference:** Published The French Immersion Policy in Manitoba and support resources in May 2023. Launched the policy at the “French Immersion Leadership in Manitoba” conference on May 3, 2023.
- **French Immersion Leaders Support:** Offered a year-long series of professional learning sessions to two cohorts of 35 new French Immersion school leaders, as part of ongoing work to support and develop educator capacity. Offered targeted professional learning to schools and school divisions to support them in working with their staff and communities.
- **Development of Resources for French (English Program):** Facilitated the pilot of four educational tools to support effective delivery of French courses at a system level.
- **Technical-Vocational Education:** Collaborated with the Learning Outcomes Branch to support curriculum development and renewal for Industrial Arts and Early Childhood Education. Developed French High School Apprenticeship Program resources and supported the implementation of STEAM (science, technology, engineering and mathematics) in the Division scolaire franco-manitobaine.
- **Increased Resources for Educators:** Enhanced la Direction des ressources éducatives françaises’ collection of teaching and learning resources with the addition of 914 new digital and physical Kindergarten to 12 resources. Offered virtual creative literary workshops, with authors from Québec, to 420 students in Français and French Immersion schools. Supported over 1000 K-12 Français, French Immersion, and French (English Program) teachers with the integration of new media resources. Delivered 70 professional learning workshops.

2 (e) Bureau de l'Éducation française

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	2023-24 FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	4,356	52.00	4,851	(495)	
Other Expenditures	1,376		875	501	1
Grant Assistance	4,131		7,665	(3,534)	2
Total Sub-Appropriation	9,863	52.00	13,391	(3,528)	

Explanation(s):

1. Over expenditure is mainly due to costs for the reinstatement of Grade 10 provincial evaluation, and increased costs for curriculum development to strengthen the French Immersion Program.
2. Under expenditure mainly reflects lower than anticipated funding support requirements for French as a Second Language programming, lower uptake in applications for student and teacher bursaries, and fewer projects than anticipated under the French Language grant and Second Language Revitalization programs.

Sub-Appropriation 16.2.f

Continuous Improvement

Responsible for strategic policy development, action planning and sector engagement to advance K to 12 education's continuous improvement. The branch is responsible for the oversight and governance of the department's accountability and assurance framework for school division planning and reporting, and the data and performance measurement strategy, including a public reporting framework to measure, monitor, and report on student success, well-being, engagement and satisfaction.

Key Results Achieved

- **K to 12 Education Council:** The Manitoba Education Council concluded its work in 2023-24 and the department has transitioned to alternative engagement activities with the education sector and intersectoral partners.
- **Manitoba School Leadership Framework:** Released the Manitoba School Leadership Framework to guide the development of current and aspiring school leaders. The framework embodies a collective vision for effective school leadership that supports student learning and well-being in Manitoba schools.
- **Provincial Data Performance and Measurement Framework:** Initiated the groundwork for the framework's development, explored innovative options to transform the educational data collection, tracking and reporting to effectively measure and report on student achievement and well-being in Manitoba. This includes development of key components of the Framework including: data governance, data security, technical requirements, indicators and outcomes.
- **Enhanced and Responsive Planning and Reporting for Continuous Improvement:** Supported a data-driven approach to school division planning and reporting by engaging with school divisions to ensure a shared understanding of current policies and directives, and the effective use of assessment and achievement data to gather important insights into students' learning needs to inform school division planning, goals and targets.
- **Annual Report on Nutrition Programs:** Completed the annual report on nutrition programs across schools in Manitoba and provided data support for the development of the \$30 million universally accessible nutrition program that will launch in 2024-25.
- **Data-Based Approach to Enhancing Student Presence and Engagement:** Initiated data collection of students experiencing severe chronic absenteeism from all 37 school divisions to support implementation of Safe and Caring Schools: A Policy Directive and Action Plan to Enhance Student Presence and Engagement (2023).
- **Pilot Data Collection on Exclusionary Practices:** Collected and analyzed data on school suspensions in the 2022-2023 school year from 33 school divisions participating in the pilot data collection project to support the development and implementation of A Policy Directive Enhancing Proactive Supports to Minimize the Use of Suspension (2023) and an associated companion guide.

2 (f) Continuous Improvement

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	784	15.00	1,194	(410)	1
Other Expenditures	87		72	15	
Total Sub-Appropriation	871	15.00	1,266	(395)	

Explanation(s):

1. Under expenditures mainly reflects vacancies.

System Performance and Accountability (Res. No. 16.3)

Main Appropriation Description

Provides leadership and design for the governance structures, funding, legislation, and policy for Manitoba's K to 12 education system. Oversees the certification of teachers in Manitoba. Leads the policy and oversight for independent and international education. Designs, disburses, and ensures accountability for the operating and capital funding for Manitoba's K to 12 education system.

Sub-Appropriations	2023-24	2023-24	
	Actual \$(000s)	FTEs	Authority \$(000s)
Division Administration	702	11.00	962
Governance and Policy	4,309	40.00	3,941
Education Funding	4,339	13.00	4,550
TOTAL	9,350	64.00	9,453

Sub-Appropriation 16.3.a

Division Administration

The Division Administration office provides overall leadership respecting the department's development of legislative and regulatory initiatives and evidence-based policy formation. The office is responsible for budget development and implementation, facilitation of intra-divisional and inter-divisional linkages, and coordination of human resources for the division. Divisional and branch activities support the overall vision, mission, goals, and priorities of the department. Division administration also works closely with the Department of Consumer Protection and Government services to deliver the school capital program.

3 (a) Division Administration

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	608	11.00	897	(289)	1
Other Expenditures	94		65	29	2
Total Sub-Appropriation	702	11.00	962	(260)	

Explanation(s):

- Under expenditure mainly reflects vacancies.

2. Over expenditure mainly reflects greater than anticipated general operating costs.

Sub-Appropriation 16.3.b

Governance and Policy

Responsible for supporting Manitoba's K to 12 education system by implementing strong governance structures and ensuring practices align with the legislative, regulatory and policy framework for K to 12 education. Conducts research and develops policy on a wide range of policy, administration, and workforce issues. Responsible for the certification of teachers, clinicians, and school bus drivers for Manitoba's K to 12 education system in accordance with legislation and the Canada Free Trade Agreement, and for ensuring a safe and efficient student transportation system. Collects and maintains student high school marks and course credits, and issues provincial statements of high school marks and high school diplomas. Provides leadership in developing and communicating the department's policy on international education, including affiliated overseas schools. The branch also develops policy and provides oversight to independent schools and homeschool families, as well as supports school divisions in the provision of online learning opportunities for students.

Key Results Achieved

- **New Regulatory Framework for Teachers:** Amended The Education Administration Amendment Act (Teacher Certification and Professional Conduct) to strengthen the legislative framework that addresses teacher misconduct in the province by establishing an independent Commissioner to investigate and respond to complaints and reports of teacher misconduct, and a public registry of teachers to provide information on the status of a teacher's certificate. These measures will improve accountability and transparency related to educator misconduct in K to 12 schools. The amendments are planned to be proclaimed in separate phases, starting in early 2025. The department also established the Teacher Certification and Standards Unit to support this work.
- **Teacher and Clinician Applications:** Received and evaluated over 1,126 applications for teacher and clinician certification from Manitoba, Canadian, and internationally educated applicants, which represents an increase of 19 per cent compared to the previous year.
- **Services for Teachers:** Processed over 2,322 requests/applications for salary reclassification, Limited Teaching Permits, and other certificate-related matters.
- **High School Diplomas:** Shipped approximately 30,000 high school diplomas to schools and adult learning centres across Manitoba.
- **Statements of Marks:** Received requests for and processed over 2,300 statements of high school marks. Enhancements were made to the e-form (in both English and French) for ordering statements of high school marks.
- **Certifying Bus Drivers:** Issued 264 school bus driver certificates (July 1, 2023, to June 30, 2024) and maintained an inventory of over 2,000 active school bus vehicles owned by Manitoba's school divisions.
- **School Bus Driver Instructor Training:** Certified 15 new instructors. The attending participants were from public school divisions, contractors, and two First Nation communities.

- **Bus Purchase Coordination:** Developed school bus vehicle specifications, facilitated the process for coordinated school bus pricing and purchasing, and conducted quality control inspections of 43 new buses prior to delivery to school divisions.
- **Teaching Certificates and Qualifications Regulation:** In August 2023, amended the Regulation to modernize the teacher certification process and ensure that Manitoba’s teacher certification and classification system addresses labour market needs and is in alignment with practices in other Canadian jurisdictions. These amendments remove barriers and make it easier for internationally educated teachers to enter the teaching workforce.
- **The Community Child Care Standards Act:** Amended the Act to enable the Minister to issue grants directly to public post-secondary institutions for the construction of learning labs to support early childhood education training programs.
- **Child Care Regulation:** Amended the regulation to increase the base operating grants and to increase the wage grid supplement to support licensed and funded child care centres and home-based providers in addressing rising operational costs, including staff wages, and enabled a 2.75% increase in wage grid supplement for funding for staff in a child care centre.
- **The Public Schools Act:** Introduced amendments to the Act to ensure that students can enroll in their local school, regardless of their care arrangement and to align with the age when students can start school with other provinces and common practice.
- **Independent Schools Oversight:** Monitored 69 funded and 66 non-funded independent schools—an increase of 6 new independent schools and 1,082 students in the 2023-24 school year—for compliance with legislation, regulation, and policy.
- **Homeschooling Notifications:** Processed and reviewed homeschool educational plans and progress reports for over 5,108 homeschool students. Liaised with parents in the development of educational plans and progress reports and complying with homeschooling legislation and policy requirements.

3 (b) Governance and Policy

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	2,868	40.00	3,562	(694)	1
Other Expenditures	1,441		379	1,062	2
Total Sub-Appropriation	4,309	40.00	3,941	368	

Explanation(s):

1. Under expenditures mainly reflects vacancies.
2. Increased expenditure mainly reflects costs for threatened litigation related to teacher parental leave and teaching experience recognition.

Sub-Appropriation 16.3.c

Education Funding

Designs and disburses the operating and capital funding for Manitoba's K to 12 education system and ensures appropriate accountability. This includes both the Funding of School Program and capital funding, the latter, in close partnership with the Department of Consumer Protection and Government Services.

Key Results Achieved

- **School Funding Financial Analysis:** Provided financial analysis related to public school funding for the 2024-25 school year (announced February 1, 2024). The department calculated a funding increase of \$104.2 million or 6.0% for the education sector, which includes the following increases:
 - \$51.5 million in operating support, which includes \$6.2 million to support enrolment growth
 - \$11.3 million in capital support
 - \$10.9 million for Independent Schools, calculated based on operating expenditures of public school divisions two years prior, as per the Letter of Comfort with the Manitoba Federation of Independent Schools
- **Financial Analysis for New Initiatives:** Provided financial analysis that resulted in a significant investment towards two new initiatives for the 2024-25 school year; nutrition and lower class size.
- **Education Funding Model:** Continued to provide support and financial information to the Education Funding Model Review Team as needed.
- **Build Staff Capacity:** Hired and onboarded new policy and financial analysts to build analytical capacity. The department continues to offer peer mentoring and training supports for all analysts.

3 (c) Education Funding

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,191	13.00	1,337	(146)	
Other Expenditures	3,148		3,213	(65)	
Total Sub-Appropriation	4,339	13.00	4,550	(211)	

Support to Schools (Res. No. 16.4)

Main Appropriation Description

Provides funding for schools' operating grants and for the employer's share of current teacher service contributions.

Sub-Appropriations	2023-24	2023-24	
	Actual	FTEs	Authority
	\$(000s)		\$(000s)
Schools' Operating Grants	1,571,968	-	1,575,011
General Support Grants	36,521	-	36,521
Other Grants	5,045	-	5,045
Teachers' Retirement Allowances Fund	138,180	-	143,390
TOTAL	1,751,714	-	1,759,967

Sub-Appropriation 16.4.a

Schools' Operating Grants

Provides operating support to Manitoba's 36 public K to 12 school divisions and one special revenue school district, as well as funded independent schools, through the Funding of Schools Program, along with other grants that advance specific educational priorities, on an equitable basis and in a manner that enhances the delivery of public school education. Funding for K to 12 education is supported by a wide variety of revenue sources. Operating grants are supported by general revenues and the Education Support Levy.

Sub-Appropriation 16.4.b

General Support Grants

Provides unconditional grant support to school divisions in accordance with formulae related to payroll tax on staff remuneration. The \$36.5 million grant is allocated to each school division based on the amount of payroll tax paid as a percentage of total payroll tax paid by all school divisions at December 31, 2022.

Sub-Appropriation 16.4.c

Other Grants

Provides for the Teachers' Idea Fund. Also provides payment of grants to various organizations that deliver specialized educational services or are involved in department-related projects.

Sub-Appropriation 16.4.d

Teachers' Retirement Allowances Fund

Provides funding for the employer's share of current teacher service contributions.

4 (a) Schools' Operating Grants

4 (b) General Support Grants

4 (c) Other Grants

4 (d) Teachers' Retirement Allowances Fund

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
(a) Schools' Operating Grants	1,571,968		1,575,011	(3,043)	1
(b) General Support Grants	36,521		36,521	-	
(c) Other Grants	5,045		5,045	-	
(d) Teachers' Retirement Allowances Fund	138,180		143,390	(5,210)	2
Total Sub-Appropriation	1,751,714	0.00	1,759,967	(8,253)	

Explanations:

1. Under expenditure mainly relates to the Property Tax Offset Grant, as two divisions opted to forgo their allocation under this program. Variance also reflects lower than budgeted requirements for various grant programs, partly offset by greater than budgeted costs for funded independent schools resulting from increased 2022-23 enrolment, and one-time increases in the Intensive Newcomer Support grant and the Building Student Success with Indigenous Parents grant.
2. Under expenditure mainly reflects lower costs than anticipated for the employer's share of current teacher service contributions.

Corporate Services (Res. No. 16.5)

Main Appropriation Description

Provides centralized corporate support and leadership functions to the department to manage major projects and initiatives. Maintains responsibility for strategic planning and corporate business processes, and management of information systems across the department. Oversees communications and supports public correspondence, information technology (IT), the student information system and remote learning strategy. Provides oversight and coordination of employee engagement strategies, management professional development series, French Language Services Plan, Accessibility Plan, and change management tools.

Sub-Appropriations	2023-24	2023-24	
	Actual	FTEs	Authority
	\$(000s)		\$(000s)
Division Administration	1,287	15.00	1,569
Business Support Services	5,692	33.00	9,881
Project Management Office	4,155	6.00	5,638
TOTAL	11,134	54.00	17,088

Sub-Appropriation 16.5.a

Division Administration

The Division Administration office provides oversight to the division, Corporate Services.

The Corporate Strategic Services Unit is responsible for providing policy advice and recommendations on issues of an inter or intra departmental nature, coordination of department-wide strategic planning and balanced scorecard/key performance indicators, internal employee engagement, coordination of central government requests and delivery of central government priorities. The Sector Relations Unit is responsible for overseeing emergency management plans for the education and early child care sectors. It also provides centralized support for business continuity planning, and sector-wide engagement, coordinating department-wide public communications, records management, public correspondence and engagement, and the Freedom of Information and Protection Privacy Act.

Key Results Achieved

- **Employee Engagement Action Plans:** Continued to implement division-level employee engagement action plans, supported by the Employee Engagement Champions team, to foster a culture of active staff involvement.

- **Onboarding New Employees:** Began to adopt and implement government' onboarding framework, helping new employees be inspired, engaged and equipped to do their job.
- **Succession Plans:** Continue to explore succession plan options through the use of the guidelines provided by the Public Service Commission. The department focus was on recruitment and retention to fill vacancies.
- **Accessibility Plan:** Continued departmental activities to support the implementation of the Manitoba Government's Accessibility Plan. The focus being on the newest standard under the Accessibility for Manitobans Act; Accessible Information and Communication. This included efforts to enhance staff and sector understanding of the new standard.
- **Communications and Engagement Framework:** Improved the department's external communications and engagement capabilities through continued development of a communications and engagement framework and supporting resources (e.g. guidelines, tools, templates, standard operating procedures, etc.).
- **Learning Opportunities on Inclusion:** Offered and promoted a range of learning opportunities to enhance workplace inclusion, focusing on accessibility, diversity, and Indigenous ways of knowing, being and doing.
- **Annual Performance Development Conversations:** As a department, completed 67% of annual performance development conversations with staff members. Staff are continuously encouraged to create learning plans and pursue various development opportunities to enhance their skills and contributions to the department.
- **Promote the Respectful Workplace Policy:** The Respectful Workplace Policy was actively promoted to ensure a safe and inclusive environment. 85% of staff completed mandatory training sessions to reinforce a supportive and respectful workplace culture.

5 (a) Division Administration

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	927	15.00	1,226	(299)	
Other Expenditures	360		343	17	
Total Sub-Appropriation	1,287	15.00	1,569	(282)	

Sub-Appropriation 16.5.b

Business Support Services

Leads and coordinates a variety of central services for the department, including business analysis and information technology, translation services, and oversight of the department's web presence and web services strategy. The branch provides support for online learning, the remote learning strategy, the

provincial online high school, and learning management system. Leads the department’s planning, designing and scoping for technology investments.

Key Results Achieved

- **Provincial Student Information System:** Shifted the scope of this work to a focus on outcome indicators that leverages existing data and systems. In collaboration with school divisions, the revised scope of work will include information at school, division, and provincial levels. The Continuous Improvement Branch in the Student Achievement and Inclusion Division will lead the renewed scope of public reporting of student achievement and well-being data at the provincial level.
- **Department’s Internet Site:** Continued to improved public and sector access to information through ongoing review and revision of policies, resources, and the department's web presence.
- **French Language Services:** Continued implementation of the department’s strategic plan for French Language Services (FLS). Created a dedicated FLS coordinator position to develop, monitor, implement and report on the department’s strategic plan.
- **Online High School:** The department administers and manages a Learning Management System that supports divisions in delivering online high school courses. The department continues to subsidize tuition for students who take online courses through Inform Net and the Teacher-Mediated Option.

5 (b) Business Support Services

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	2,883	33.00	2,802	81	
Other Expenditures	2,809		7,079	(4,270)	1
Total Sub-Appropriation	5,692	33.00	9,881	(4,189)	

Explanation(s):

1. Under expenditure mainly reflects savings as a result of the redirection of the Schools Information System (SIS) project to a modernized data transfer system, and lower costs than budgeted for the continuing service agreement for InformNet and for the Brightspace licence agreement.

Sub-Appropriation 16.5.c

Project Management Office

Provides project management leadership and support for the department’s planning, implementation, and evaluation of large, priority initiatives, such as those in the Report of the Commission on K to 12 Education, Manitoba’s K to 12 Education Action Plan, and the Canada-Manitoba Canada-Wide Child Care Agreement,

to achieve key milestones with measurable benefits. Collaborative in its approach, the program area works with all divisions, branches, and project leads in the department, as well as with sector stakeholders, and with other government partners.

Key Results Achieved

- Continue to support the delivery of broader strategic goals and alignment with central government priorities and commitments.
- Continue to develop common tools and processes based on government standards and best practices ensuring compliance and consistency.

5 (c) Project Management Office

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,832	6.00	587	1,245	1
Other Expenditures	2,323		5,051	(2,728)	2
Total Sub-Appropriation	4,155	6.00	5,638	(1,483)	

Explanation(s):

1. Over expenditure mainly relates to costs for extended positions approved as part of the K-12 Action Plan, budgeted in Other Expenditures, but paid from Salaries.
2. Under expenditure mainly reflects savings related to extended positions for the K-12 Action Plan, budgeted in Other Expenditures but paid from Salaries, lower costs than budgeted for the purchase of Treaty Education Kits, and the conclusion of the K-12 Action Plan due to a change in government priorities.

Early Learning and Child Care (Res. No. 16.6)

Main Appropriation Description

Provides policy leadership for Manitoba's Early Learning and Child Care (ELCC) system, ensuring the provision of high-quality, inclusive, safe, and healthy early learning environments for children. The division is responsible for policy development, funding, licensing of facilities, workforce development including certification, capital and space expansion, curriculum including diversity and inclusion programming, and establishing qualifications for education and training programs.

Sub-Appropriations	2023-24	2023-24	
	Actual	FTEs	Authority
	\$(000s)		\$(000s)
Division Administration	567	7.00	652
Policy and Planning	2,215	32.00	2,925
Provincial Operations	4,693	59.00	5,172
Financial Accountability and Reporting	367,144	20.00	436,381
Capital and Space Development	481	6.00	514
TOTAL	375,100	124.00	445,644

Sub-Appropriation 16.6.a

Division Administration

The Division Administration office provides overall leadership to the Early Learning and Child Care Division, and is responsible for budget development and implementation, facilitation of intra-divisional and inter-divisional linkages, and coordination of human resources for the division. Divisional and branch activities support the overall vision, mission, goals and priorities of the department.

Key Results Achieved

- **Strategic Partnerships:** Continued engagement with the Government of Canada on the execution of Manitoba's commitments under the Canada-Manitoba Early Learning and Child Care Agreement, the Early Childhood Workforce Funding Annex, and the Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement. Advanced government commitments for early learning and child care through engagement with the Minister's Consultation Table, and the Child Care Qualifications and Training Committee.
- **Organizational and Staff Development:** Advanced the growth of the Early Learning and Child Care Division through significant prioritization of recruitment, as well as continued adaptation of the organizational structure of the division. Developed and executed a divisional Employee Engagement Plan

to support retention and ongoing learning, designed and delivered divisional learning opportunities, and ensured all staff were supported through Performance Development conversations.

6 (a) Division Administration

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	542	7.00	629	(87)	
Other Expenditures	25		23	2	
Total Sub-Appropriation	567	7.00	652	(85)	

Sub-Appropriation 16.6.b

Policy and Planning

Leads the strategic policy and planning initiatives related to ELCC, including legislative and regulatory development. Responsible for workforce development, including the development of classification standards for early childhood educators (ECEs) and certification of all employees in licensed centres. Develops and implements strategic initiatives related to the ELCC system, including workforce supports and programming. Responsible for federal-provincial-territorial relations as they relate to ELCC, including the development, monitoring, and reporting of commitments under Canada-Manitoba Canada-Wide ELCC Agreement. Provides divisional leadership for engagement and communications, as well as planning and maintenance of the information technology platforms.

Key Results Achieved

- **\$10 a Day Child Care:** Child care fees were reduced to \$10 a day for children enrolled in infant, nursery and preschool programs for regular hours of care (4 to 10 hours) and for school-age children attending for three periods per day (before school, lunch and after school) at licensed non-profit child care facilities.
- **Reduced Parent Fee Revenue Grant:** Established the Reduced Parent Fee Revenue Grant to support execution of the \$10 a day child care initiative, offsetting the loss in revenue from decreased parent fees in the regulated non-profit child care sector. The Grant is paid directly to operators to maintain previously established funding levels based on a combination of operating grants and parent fees.
- **Early Learning and Child Care Post-Secondary Training Expansion and Tuition Reimbursement:** Implemented a multi-year training expansion strategy for Early Childhood Educators and Child Care Assistants in partnership with post-secondary institutions. In 2023-24, 164 additional early childhood education seats and 600 additional child care assistant training seats were added. Manitoba provided 528 students in early childhood education programs with \$1.88 million in tuition reimbursements.
- **Rural and Northern Competency Based Assessment:** In 2023-24 nine additional participants enrolled in the rural and northern competency based assessment program which supports eligible Child Care

Assistants to achieve their Early Childhood Education certification. The total enrolment in this program by the end of 2023-24 was 17.

- **Canada-Manitoba ELCC Infrastructure Fund:** Negotiated and signed an agreement with Canada to access an additional \$21M over the next three years to support space expansion initiatives, with a focus on underserved communities, including rural and remote regions and communities that face barriers to child care access.
- **Intergovernmental Relations:** In partnership with Intergovernmental Affairs, supported the participation of Senior Officials, the Deputy Minister and Minister at the Federal-Provincial-Territorial and Provincial-Territorial Forums for Early Learning and Child Care.
- **Minister’s Consultation Table:** Supported the Minister’s Consultation Table comprised of sector representatives to inform and provide feedback on early learning and child care system improvements, provincial and federal priorities, and action plans.
- **Early Childhood Educator Campaign:** In collaboration with Canada, launched an early learning and child care multi-media communications and awareness campaign focused on the areas of affordability and careers in early childhood education. This included a series of print communication materials distributed to over 500 Manitoba high schools and employment resource centres and participation at ten career fairs throughout the province.
- **Child Care Online:** Enhanced Child Care Online correspondence and reporting capabilities, including building and migration of reports using SQL Server Reporting Services and advancements in areas of facility attendance reporting to support the implementation of \$10 a day child care and automated payments for the Reduced Parent Fee Revenue Grant.
- **Information Technology (IT) Renewal Project:** In collaboration with the department of Consumer Protection and Government Services, supported the launch of an IT renewal project to explore early learning and child care system enhancements and integration of Child Care Online and Manitoba Child Care Search with key users.

6 (b) Policy and Planning

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	2023-24 FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	2,119	32.00	2,538	(419)	
Other Expenditures	96		387	(291)	1
Total Sub-Appropriation	2,215	32.00	2,925	(710)	

Explanation(s):

1. Under expenditure reflects lower general operating costs than budgeted, mainly due to vacancies.

Sub-Appropriation 16.6.c

Provincial Operations

Supports over 1,150 early learning and child care facilities, including full-time child care centres, nursery schools and home-based providers, to provide high-quality, inclusive, safe and healthy early learning environments. Acts as the primary point of contact for child care providers, prospective licensees and all Manitobans requiring assistance in child care services. Licenses facilities and ensures compliance under The Community Child Care Standards Act and regulations. Provides programs and initiatives that support quality early learning and child care through policy development and implementation. Delivers the Inclusion Support Program that assists child care facilities in addressing barriers, allowing children with a range of abilities and additional support needs to participate in programming and activities in a meaningful way with their peers.

Key Results Achieved

- **Licensing and Compliance:** A total of 15 centres and 22 homes were licenced including the expedited licensing of 10 new child care centres as part of the innovative Ready-to-Move Child Care Project.
- **Licensing Modernization:** In May 2023, Department staff began using digital devices to complete inspections and conduct monitoring visits, to support enhanced consistency in information and clearer communication to the facilities.
- **Inclusion Support Program:** Reduced barriers for 1,262 children with diagnosed disabilities or additional support needs to attend child care at 413 child care facilities participating in the Inclusion Support Program. Increased the capacity of child care facility staff and home providers by providing behavioural interventions, strategies, and training through enhanced child development services to 143 child care facilities, which benefited 6,866 children and 1,268 staff.
- **Abecedarian Program Expansion:** Expanded the Abecedarian model to Thrive Child Care, Children of the Universe Learning Centre and Early Learning and Child Care Thompson Inc. The Abecedarian approach is an evidence-based early childhood intervention that is proven to improve developmental and learning outcomes for children in high-risk communities.
- **Funding to Support Inclusive and Quality Programming:** Supported a range of new and ongoing initiatives and services to enhance quality child care programming, including:
 - Family and Child Care Resource Program, Family Dynamics
 - Francophone Training and Governance Grant, Fédération des parents de la Francophonie Manitobaine
 - Early Child Development Hub, Immigrant and Refugee Community Organization of Manitoba
 - Inclusion Workshop Series, Manitoba Child Care Association
 - Reaching Out Program, New Directions
 - Child care Attachment and Relationship Education (CARE), New Directions
 - Science of Early Child Development, Red River College Polytechnic
 - Abecedarian Support, Research and Training, Red River College Polytechnic
 - Fulfilling Potentials Workshops Series and Expansion, St. Amant
 - Toybox Project, University of Winnipeg

6 (c) Provincial Operations

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	4,122	59.00	4,636	(514)	1
Other Expenditures	571		536	35	
Total Sub-Appropriation	4,693	59.00	5,172	(479)	

Explanation(s):

1. Under expenditure mainly relates to vacancies.

Sub-Appropriation 16.6.d

Financial Accountability and Reporting

The Financial Accountability and Reporting branch oversees the design of funding polices and implementation of programs in Manitoba's early learning and child care system. The branch develops and implements evaluation, performance and reporting measures, including under the Canada-Manitoba Early Learning and Child Care Agreements, and supports the division in financial administration and contract management.

Key Results Achieved

- **Operating Grants and Increase:** Provided \$192 million in annual operating grants to support over 39,000 child care spaces in centres and homes. This includes a 2% increase to base operating grants and a 6.15% increase dedicated to support the Wage Grid Supplement in 2023-24.
- **Additional Funding for Workforce and Facility Supports:** Significant investments were made in 2023-24 to support the early learning and child care workforce and in supporting child care facilities in transitioning to the new automated process for payment of the Reduced Parent Fee Revenue Grant, as follows:
 - Pension Contribution Reimbursement Grant to 458 centres, covering the 4% employer contribution to their registered pension plan.
 - RRSP Reimbursement to 220 individuals within the home/group child care providers.
 - Retirement Benefit to 42 centre staff and 7 home-based providers.
 - Reduced Parent Fee Revenue Grant to 729 centres and 350 home-based providers.
 - Transition Grants to 712 centres and 331 home-based providers.
 - Staff Replacement Grants to 298 staff in centres and 15 home-based providers.
- **Child Care Subsidies to Manitoba Families:** Supported an estimated 6,343 children per four-week period to attend licensed child care through parent fee subsidies.

- **Financial Planning and Operations:** Authorized and processed payments to child care facilities for over 30 different initiatives, in accordance with The Community Child Care Standards Act, regulations, and policies. The department continues to deliver on operational and strategic mandates, while ensuring the appropriate allocation of resources to maximize efficiency. Led financial planning, forecasting, and analysis for the annual Estimates process and quarterly cash flow reporting for the division.
- **Accountability Measures:** Reviewed operating budgets and audited financial statements provided by over 1,000 licensed facilities across Manitoba to ensure that financial expenditures meet the department's requirements, needs, and expectations. The department will continue to provide more detailed review to ensure that facilities are being supported in providing child care services within Manitoba.

6 (d) Financial Accountability and Reporting

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	2023-24 \$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,256	20.00	1,490	(234)	
Other Expenditures	2,835		618	2,217	1
Grant Assistance	348,922		411,378	(62,456)	2
Financial Assistance	14,131		22,895	(8,764)	3
Total Sub-Appropriation	367,144	20.00	436,381	(69,237)	

Explanation(s):

1. Over expenditure mainly reflects program costs associated with the Canada-Wide ELCC bilateral agreement budgeted in Grant Assistance but paid from Other Expenditures.
2. Under expenditure mainly reflects reduced expenditures detailed in the Canada-Manitoba Canada-Wide Action Plan, which was finalized in July 2023, for which there is a corresponding reduction in revenue, delays in capital development for child care centres in Post-Secondary Institutions, savings from lower uptake of the Reduced Parent Fee Revenue Supplement, and savings related to expenditures for the Canada-Wide bilateral agreement, budgeted in Grant Assistance but paid from Other Expenditures.
3. Under expenditure reflects savings resulting from reduced subsidy payments issued directly to parents following the increase in grant payments to child care centres for the \$10 a day Maximum Daily Parent Fee program, effective April 2, 2023.

Sub-Appropriation 16.6.e

Capital and Space Development

The Capital and Space Expansion Branch oversees Manitoba’s early learning and child care capital and space expansion programs. It is responsible for delivering on Manitoba’s commitment to create 23,000 new child care spaces under Manitoba’s bilateral agreements with Canada on early learning and child care. Working collaboratively with internal and external partners, the branch leads capital development projects and supports all expansion proponents with wrap-around and coordinated resources to ensure on-time opening and sustainability of programs.

Key Results Achieved

- **New Child Care Spaces:** Since the start of the Canada-Wide Early Learning and Child Care Agreement in 2021-22 until the end of the 2023-24 fiscal year, Manitoba opened or committed 8,500 new child care spaces for children ages 0-6 and 4,400 school-age spaces, totaling nearly 13,000 new child care spaces throughout Manitoba. As at March 31, 2024, more than 6,200 of these spaces were open and operational (over 2,700 spaces for children ages 0-6 and over 3,500 spaces for children ages 7-12).
- **70 Child Care Capital Projects Initiated:** Over \$215.9 million was committed to 70 child care capital projects across all child care capital streams. This includes 36 projects in partnership with school divisions, 10 projects with public post-secondary institutions, two additional projects with rural municipalities, and 22 with non-profit child care providers.
- **11 Child Care Capital Projects Completed:** 11 capital child care centres completed, licensed and open across all child care capital streams. This includes one project funded through the Early Learning and Child Care Building Fund and 10 projects funded through the Rural Municipalities and Indigenous Government.

6 (e) Capital and Space Development

Expenditures by Sub-Appropriation	Actual 2023-24 \$(000s)	Authority 2023-24 FTEs	Authority 2023-24 \$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	459	6.00	494	(35)	
Other Expenditures	22		20	2	
Total Sub-Appropriation	481	6.00	514	(33)	

Costs Related to Capital Assets of Other Reporting Entities (Res. No. 16.7)

Main Appropriation Description

Provides for funding to school divisions for principal repayment on approved capital borrowing, equipment purchases, and other capital expenditures.

Sub-Appropriations	2023-24	2023-24	
	Actual	FTEs	Authority
	\$(000s)		\$(000s)
School Divisions	105,207	-	105,329
TOTAL	105,207	-	105,329

Explanation(s):

Sub-Appropriation 16.7.a

School Divisions

Capital grants provided for principal repayment on capital borrowings for school divisions, as well as school division equipment purchases and other school division capital expenditures.

7 (a) Cost Related to Capital Assets of Other Reporting Entities

Expenditures by Sub-Appropriation	Actual	Authority		Variance	Expl. No.
	2023-24	FTEs	2023-24	Over/(Under)	
	\$(000s)		\$(000s)	\$(000s)	
School Divisions - Capital Grants	105,207		105,329	(122)	
Total Sub-Appropriation	105,207	-	105,329	(122)	

Costs Related to Capital Assets (Non-Voted) (Res. 16.8)

Sub-Appropriation 16.8.a

Costs Related to Capital Assets (Non-Voted)

The appropriation provides for the amortization expense related to capital assets.

8 (a) Cost Related to Capital Assets (Non-Voted)

Expenditures by Sub-Appropriation	Actual 2023-24 \$(000s)	Authority 2023-24 FTEs	Authority 2023-24 \$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
General Assets - Amortization	2		58	(56)	1
Total Sub-Appropriation	2	-	58	(56)	

Explanation(s):

1. Under expenditure reflects lower costs than budgeted as a result of departmental assets being fully amortized.

Other Key Reporting

Departmental Risk

Manitoba Education and Early Childhood Learning provides leadership in risk analysis through its Comptrollership framework and by creating a risk management culture that facilitates assessment and management of risk. Risk is managed for policy, operations, human resources, financial, legal, health and safety, environment and reputation within a legislative environment, both in regard to the probability of occurrence and degree of damage and strategies for mitigating or minimizing potential situations.

A continuous, proactive and systematic process is undertaken to ensure that decisions support the achievement of organizational corporate objectives. This enterprise approach ensures that accidents and unexpected losses are minimized.

The department manages its risks under the guidance of its comptrollership plan and all aspects of the central government Manitoba Risk Management Policy. The department must: a) emphasize loss prevention, loss reduction and risk transfer methods; b) identify risks thoroughly; c) identify strategies to mitigate or minimize risk; and d) receive appropriate approval. Specific activities are identified in the department comptrollership framework to meet risk management responsibilities, as follows:

- The Executive Management Committee reviews departmental risks and rankings of risk priorities.
- Branches within Manitoba Education and Early Childhood Learning have business continuity plans. A regular review cycle to renew the plans was launched.
- The department adheres to the Manitoba Risk Management Policy.
- The fraud prevention and reporting policy developed by the Insurance and Risk Management Branch, Department of Finance, is circulated within the department.
- The Financial and Administrative Services Branch's Comptrollership and Reporting Unit conducts annual transaction testing to evaluate compliance with the General Manual of Administration and the Financial Administration Manual.
- Approved Delegations of Financial Signing Authority (DFSA) Charts are maintained to ensure appropriate authority is in place, including employing, spending, payment, and refund authorities in accordance with legislation and departmental policies.
- Staff responsibilities, including roles and authorized access within the government financial system, are assigned and reviewed to ensure appropriate segregation of duties.
- Effective human resource management – including ensuring appropriate authority and funding for full-time equivalents through the Estimates process, compliance with The Public Service Act and regular review of human resource data within the government financial system – ensure accuracy.
- The department's internal control system is assessed and certification of adherence to those systems and of the integrity of the financial data produced by the department is provided by way of the Management Representation Letter.

Through fiscal year 2023-24, the department undertook the following specific activities toward managing its risks.

Risk	Activities taken to reduce / remove risk
Financial Management Risk	Established expenditure and revenue controls, including commitment accounting, cash flow variance analysis, maintenance of current DFSA charts, creation of purchase orders within the government financial system as per direction from central government, and regular oversight of transactions to ensure compliance with Manitoba government policies and processes.
Human Resource Management Risk	Controls are in place to ensure appropriate hiring and promotion, human resource data maintenance and benefits administration, and accurate timekeeping. Activities included approval of Staff Authorization Requests, review of Position Utilization and FTE Exception reports, and review and approval of attendance reports. Participation in government-wide recruitment and retention initiatives.
Fraud Risk	Adherence to the central government Fraud Policy. Internal fraud exposure evaluations, and regular communication to all departmental staff to underline requirements regarding the roles, responsibilities, and procedures for identifying and reporting fraud.
Hazard Risk	Identification, assessment, and prioritization of risks, development of risk mitigation strategies, and the renewal of business continuity plans.

Regulatory Accountability and Red Tape Reduction

Regulatory requirements

	April 1, 2023	March 31, 2024
Total number of regulatory requirements	72,032	72,032
Net change		N/A

The 2023-24 figures do not reflect the changes made by the department in the fiscal year or as a result of government reorganization, as counting of regulatory requirements was discontinued in the fiscal year. The associated performance measure was concurrently discontinued. The obligation to report on regulatory requirements for the fiscal year is repealed upon the enactment of Bill 16, The Regulatory Accountability Reporting Act and Amendments to The Statutes and Regulations Act, as introduced in the First Session of the 43rd Legislature.

The Public Interest Disclosure (Whistleblower Protection) Act

The Public Interest Disclosure (Whistleblower Protection) Act came into effect in April 2007 and was amended in 2018. It gives employees a clear process for disclosing concerns about significant and serious matters (wrongdoing) in the Manitoba public service and protects employees who make those disclosures from reprisal. The act builds on protections already in place under other statutes, as well as collective bargaining rights, policies, practices and processes in the Manitoba public service.

Wrongdoing under the act may be: contravention of federal or provincial legislation; an act or omission that endangers public safety, public health, or the environment; gross mismanagement; or knowingly directing or counseling a person to commit a wrongdoing. The act is not intended to deal with routine operational or administrative matters.

A disclosure made by an employee in good faith, in accordance with the act, and with a reasonable belief that wrongdoing has been, or is about to be, committed is considered to be a disclosure under the act, whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine if action is required under the act and must be reported in a department’s annual report in accordance with Section 29.1.

The following is a summary of disclosures received by Manitoba Education and Early Childhood Learning for fiscal year 2023-24.

Information Required Annually (per section 29.1 of PIDA)	Fiscal Year 2023-24
The number of disclosures received, and the number acted on and not acted on. Subsection 29.1(2)(a)	NIL
The number of investigations commenced as a result of a disclosure. Subsection 29.1 (2)(b)	NIL
In the case of an investigation that results in a finding of wrongdoing, a description of the wrongdoing and any recommendations or corrective actions taken in relation to the wrongdoing, or the reasons why no corrective action was taken. Subsection 29.1(2)(c)	NIL

Equity and Diversity Benchmarks

Manitobans are best served by a public service that is inclusive and representative of the diverse population of Manitoba at all levels of the organization, including senior management. Employment equity status is self-identified on a voluntary basis when individuals are hired into a position or at any time during their employment with Manitoba’s public service. Employment equity groups include women, Indigenous peoples, visible minorities, and persons with disabilities. This measure will capture diversity in Manitoba’s public service and in senior management.

Equity Group	Benchmarks	% Total Employees as at March 31, 2024
Women	50%	74.7%
Indigenous Peoples	16%	8.6%
Visible Minorities	13%	19.7%
Persons with Disabilities	9%	7.7%

Appendices

Appendix A - Special Operating Agencies (SOAs)

Service operations within departments granted more direct responsibility for results and increased management flexibility needed to reach new levels of performance. SOAs embrace market disciplines of the private sector while adhering to the public policy imperatives of government.

No SOAs are accountable to the Minister of Education and Early Childhood Learning.

Appendix B – Other Reporting Entities

Other Reporting Entities (OREs) are accountable to the Minister. OREs are directly or indirectly controlled by government as prescribed by the Public Sector Accounting Board.

The following Other Reporting Entities (OREs) form part of the department's consolidated results:

ORE #1

Manitoba Education and Early Childhood Learning has one Other Reporting Entity: Public School Divisions. The province has 36 school divisions and one school district, but on summary they are reported as one ORE.

For more information please visit the websites operated by each school division.

Appendix C - Statutory Responsibilities

Any statutes that are not assigned to a particular minister are the responsibility of the Justice Minister, as are any amendments to acts. The department of Education and Early Childhood Learning operates under the authority of the following acts of the Continuing Consolidation of the Statutes of Manitoba:

- The Community Child Care Standards Act
- The Community Schools Act
- The Early Learning and Child Care Act (**Note:** This Act is not yet in force. It is to come into force on a date to be fixed by proclamation)
- The Education Administration Act
- The Income Tax Act (section 7.20)
- The Property Tax and Insulation Assistance Act (Part III.2)
- The Public Schools Act
- The Teachers' Pensions Act
- The Manitoba Teacher' Society Act

As per Schedule "F" of Order in Council 352/2023

In addition, policies specific to departmental programs are documented in the General Manual of Administration and various Manitoba government catalogues and publications.

Appendix D – Tables

Table 1

Student Enrolment by Grades in Manitoba Public Schools

Year	Special Education	N	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
1980	3,080	1,769	14,374	15,970	15,052	15,094	15,643	15,633	15,159	15,386	15,223	15,474	16,696	15,552	14,299	204,404
1981	2,981	1,689	13,972	15,887	15,174	14,861	14,879	15,394	15,493	15,479	14,809	14,643	15,568	15,271	14,561	200,661
1982	3,111	1,780	13,915	15,399	15,198	14,962	14,787	14,967	15,295	16,093	15,135	14,799	15,400	14,275	15,405	200,521
1983	3,159	1,868	13,985	15,175	14,742	14,946	14,848	14,678	14,837	15,796	15,614	15,166	15,288	14,312	15,329	199,743
1984	2,936	1,962	14,272	15,183	14,457	14,576	14,884	14,812	14,666	15,354	15,452	15,735	15,746	14,328	15,111	199,474
1985	2,797	2,089	14,373	15,467	14,377	14,378	14,438	14,819	14,687	15,162	15,028	15,493	16,248	14,602	14,990	198,948
1986	2,488	1,991	14,676	15,505	14,640	14,301	14,286	14,479	14,827	15,094	14,958	15,187	16,083	15,162	15,381	199,058
1987	2,397	2,052	14,590	15,593	14,624	14,450	14,221	14,222	14,388	15,233	14,986	15,153	16,061	15,093	16,327	199,390
1988	2,001	2,339	14,784	15,572	14,795	14,432	14,357	14,155	14,132	14,860	14,987	15,165	15,956	14,637	16,610	198,782
1989	1,823	2,431	14,771	15,563	14,864	14,593	14,277	14,227	14,048	14,416	14,602	14,890	16,037	14,665	16,517	197,724
1990	1,843	2,377	14,926	15,510	15,018	14,613	14,442	14,236	14,123	14,326	14,183	14,577	16,075	14,726	16,611	197,586
1991	1,493	2,429	14,670	15,455	14,882	14,732	14,373	14,375	14,080	14,295	13,940	14,155	15,724	14,850	17,441	196,894
1992	1,465	2,465	14,355	15,025	14,846	14,688	14,540	14,329	14,237	14,107	14,023	14,180	15,242	14,572	18,545	196,619
1993	1,247	2,591	14,399	14,688	14,757	14,729	14,613	14,485	14,266	14,241	13,906	14,472	14,993	14,193	18,615	196,195
1994	1,329	2,541	14,487	14,751	14,364	14,553	14,610	14,448	14,370	14,215	14,073	14,268	14,798	13,939	17,941	194,687
1995	1,133	2,696	14,655	14,971	14,418	14,126	14,458	14,526	14,382	14,390	14,084	14,714	14,920	13,782	17,963	195,218
1996	1,470	2,518	14,588	15,100	14,598	14,211	14,048	14,370	14,526	14,432	14,269	14,837	14,951	13,676	17,555	195,149
1997	1,331	2,487	13,929	14,971	14,582	14,430	13,967	13,941	14,336	14,453	14,278	15,074	14,958	14,097	17,964	194,798
1998	1,242	2,461	13,928	14,436	14,647	14,431	14,289	13,848	13,969	14,348	14,279	15,122	15,155	14,197	18,739	195,091
1999	1,585	2,352	13,764	14,340	14,094	14,538	14,378	14,279	13,870	13,993	14,469	15,182	15,234	14,327	23,014	199,419
2000	1,615	2,387	13,543	14,292	13,986	14,022	14,521	14,427	14,368	13,899	13,992	15,651	15,376	14,592	25,747	202,418
2001	1,259	2,195	12,919	13,950	14,026	13,893	13,997	14,479	14,458	14,398	13,881	14,968	15,270	14,216	17,193	191,102
2002	1,309	2,325	12,338	13,360	13,767	14,017	13,891	14,005	14,573	14,524	14,346	14,746	14,791	14,385	16,840	189,217
2003	1,408	2,211	12,310	12,783	13,304	13,845	14,094	14,041	14,133	14,691	14,556	15,294	14,725	14,108	16,995	188,498
2004	1,361	2,316	12,192	12,659	12,712	13,360	13,886	14,268	14,164	14,161	14,692	15,321	15,059	14,238	16,279	186,668
2005	1,493	2,127	12,043	12,621	12,577	12,665	13,402	13,926	14,345	14,193	14,164	15,418	15,245	14,599	15,680	184,498
2006	1,330	2,142	11,873	12,463	12,509	12,539	12,687	13,393	13,968	14,298	14,254	14,969	15,337	14,672	15,751	182,185
2007	1,203	2,126	11,856	12,384	12,473	12,652	12,687	12,837	13,548	14,138	14,461	15,133	15,075	14,946	15,927	181,446
2008	1,158	2,136	11,834	12,301	12,452	12,584	12,730	12,851	12,865	13,661	14,213	15,528	15,129	14,770	15,886	180,098
2009	1,121	2,302	11,964	12,338	12,378	12,570	12,795	12,901	13,023	12,959	13,861	15,193	15,575	14,968	15,854	179,802
2010	1,084	2,296	12,051	12,506	12,455	12,549	12,766	12,964	13,016	13,132	13,189	14,944	15,320	15,256	16,447	179,975
2011	968	2,193	12,516	12,418	12,363	12,477	12,621	12,812	12,919	13,001	13,088	13,981	14,771	15,090	16,807	178,025
2012	867	2,205	13,001	12,916	12,469	12,466	12,590	12,740	12,894	12,944	13,114	13,978	14,098	14,859	17,212	178,353
2013	891	2,105	12,982	13,337	12,941	12,501	12,586	12,647	12,763	12,821	13,023	13,869	14,053	14,101	17,260	177,880
2014	945	2,100	13,262	13,391	13,403	13,032	12,606	12,691	12,765	12,772	12,939	13,783	14,020	14,096	16,572	178,377
2015	939	2,041	13,073	13,640	13,501	13,534	13,140	12,767	12,752	12,795	12,901	13,603	14,080	14,111	16,705	179,582
2016	856	2,105	13,318	13,526	13,814	13,702	13,693	13,269	12,904	12,815	13,008	13,634	13,957	14,380	16,781	181,762
2017	791	2,063	13,694	13,764	13,665	14,002	13,888	13,872	13,343	12,911	12,970	13,469	13,956	14,302	16,640	183,330
2018	692	1,977	13,797	14,046	13,871	13,822	14,098	14,006	13,933	13,403	13,031	13,432	13,903	14,106	16,884	185,001
2019	701	1,938	13,796	14,185	14,170	14,003	13,921	14,195	14,046	13,973	13,477	13,553	13,725	13,992	16,697	186,372
2020	638	1,777	12,311	13,184	13,413	13,509	13,313	13,299	13,482	13,438	13,491	13,407	13,453	13,404	16,076	177,595
2021	614	1,476	12,873	13,312	13,494	13,703	13,727	13,523	13,435	13,610	13,575	14,072	13,657	13,552	15,858	180,471
2022	599	1,539	12,928	13,867	13,847	14,129	14,217	14,215	13,938	13,739	14,000	14,338	14,416	14,010	16,234	186,016
2023	619	1,530	13,329	13,787	14,269	14,371	14,551	14,663	14,657	14,196	14,080	14,827	14,901	14,903	16,546	191,229

These figures are compiled on September 30th of each school year. Effective 2011, figures do not include enrolment in First Nations schools administered under educational agreements with school divisions. Source: 1980 to 1999 - Enrolment and Transported Pupils Report; 2000 to 2023 - Enrolment Report.

Table 2

**Statistics for all French-Language Programs or Courses in Manitoba, public schools only
Comparison of 2022-23 (f) and 2023-24 (e) School Years**

----- FRENCH-LANGUAGE PROGRAMS / COURSES -----					
	SCHOOL YEAR	FRANÇAIS	FRENCH IMMERSION	FRENCH COURSES (within the English Program)	TOTAL
Divisions/ Districts	2023/24 e	3	23	33	35
	2022/23 f	3	23	33	35
	Difference	-	-	-	-
Schools	2023/24 e	27	114	358	438
	2022/23 f	27	115	363	444
	Difference	-	(1)	(5)	(6)
Students	2023/24 e	6,301	28,355	54,781	89,437
	2022/23 f	5,979	28,022	51,125	85,126
	Difference	322	333	3,656	4,311
Grants	2023/24 e	\$ 1,709,140	\$ 6,518,521	\$ 269,732	\$ 8,497,393
	2022/23 f	\$ 1,701,764	\$ 6,352,170	\$ 270,243	\$ 8,324,177
	Difference	\$ 7,376	\$ 166,351	\$ (511)	\$ 173,216

(f) indicates final data

(e) indicates non-final data

Note: School counts may include 'virtual' schools.

Table 3**School Divisions' Comparative Statement of Operating Fund Revenue and Expenses**

Revenue	Actual 2022-23	Budget 2023-24
Provincial Government	1,549,296,861	1,623,212,580
Federal Government	17,428,385	9,588,049
Municipal Government	1,000,167,198	994,279,743
Other School Divisions	13,408,530	12,911,574
First Nations	130,839,732	126,682,699
Private Organizations and Individuals	33,307,382	23,899,634
Other Sources	17,636,294	6,985,074
Total	2,762,084,382	2,797,559,353
Expenses		
Regular Instruction	1,527,401,786	1,561,025,563
Student Support Services	529,160,631	537,906,319
Adult Learning Centres	13,497,483	13,167,755
Community Education and Services	23,151,311	21,856,540
Divisional Administration	87,156,770	86,667,298
Instructional and Other Support Services	86,947,637	90,901,935
Transportation of Pupils	121,235,301	123,564,616
Operations and Maintenance	314,675,998	311,166,102
Fiscal	47,153,681	47,689,589
Total	2,750,380,598	2,793,945,717
Surplus/(Deficit)	11,703,784	3,613,636
Less: Net Transfers from (to) Capital Fund	32,531,199	16,284,056
Add: Transfers from Special Purpose Funds	0	N/A
Net Surplus/(Deficit) *	(20,827,415)	(12,670,420)

* Excludes non-cash adjustment for non-vested sick leave liability

Source: FRAME Financial Statements – 2022-23
FRAME Budgets – 2023-24

Table 4

**Manitoba Early Learning and Child Care Division
2023-24 Program Statistics and Program Indicators**

**Centres and Homes
Total Facilities and Spaces
at March 31, 2024**

Centres	2023/24			
	No. of Centres	No. of Funded Spaces	No. of Unfunded Spaces	Total No. of Spaces*
Funded Non-Profit**	712	36,541	23	36,564
Unfunded Non-Profit***	6	0	233	233
Unfunded For-Profit****	41	0	2,023	2,023
Total	759	36,541	2,279	38,820

Homes	2023/24			
	No. of Homes	No. of Funded Spaces	No. of Unfunded Spaces	Total No. of Spaces
Funded	330	2,509	6	2,515
Unfunded	70	0	535	535
Total	400	2,509	541	3,050

* Beginning with the 2020 – 2021 Annual Report, the reporting of licensed facilities and centres was changed to include both funded and unfunded spaces for each type of child care space.

** An organization registered as a not-for-profit corporation, in receipt of provincial grants.

*** An organization registered as a not-for-profit corporation, not in receipt of provincial grants.

**** An organization not registered as a not-for-profit corporation, not in receipt of provincial grants.

Centres and Homes
Total Facilities and Spaces
at March 31, 2023

Centres	2022/23			Total No. of Spaces*
	No. of Centres	No. of Funded Spaces	No. of Unfunded Spaces	
Funded Non-Profit**	697	34,990	223	35,213
Unfunded Non-Profit***	13	0	567	567
Unfunded For-Profit****	43	0	2,084	2,084
Total	753	34,990	2,874	37,864

Homes	2022/23			Total No. of Spaces
	No. of Homes	No. of Funded Spaces	No. of Unfunded Spaces	
Funded	316	2,379	0	2,379
Unfunded	88	0	670	670
Total	404	2,379	670	3,049

* Beginning with the 2020 – 2021 Annual Report, the reporting of licensed facilities and centres was changed to include both funded and unfunded spaces for each type of child care space.

** An organization registered as a not-for-profit corporation, in receipt of provincial grants.

*** An organization registered as a not-for-profit corporation, not in receipt of provincial grants.

**** An organization not registered as a not-for-profit corporation, not in receipt of provincial grants.

Funded Centres and Homes
at March 31, 2024

Region	Centres		Homes		Total	
	No. of Centres	No. of Spaces	No. of Homes	No. of Spaces	No. of Facilities	No. of Spaces
Winnipeg	401	23,942	220	1,657	621	25,599
Westman	91	3,189	26	210	117	3,399
Eastman	57	2,903	29	223	86	3,126
Central	64	2,693	9	77	73	2,770
Interlake	42	1,632	35	262	77	1,894
Parkland	35	1,116	11	80	46	1,196
Northern	22	1,066	0	0	22	1,066
Total	712	36,541	330	2,509	1,042	39,050

Unfunded Non-Profit Centres

at March 31, 2024

Region	Total No. of Facilities	Total No. of Spaces
Winnipeg	4	193
Other Regions	2	40
Total	6	233

Licensing Orders, Suspensions, Refusals

2023-24

Facilities	Number of Licensing Orders*	Licence Suspensions/Refusals
Non-profit centres	5	0
Commercial centres	1	0
Homes	2	1
Total	8	1

* A licensing order is issued under Section 18 of The Community Child care Standards Act when serious violations of licensing regulations occur and corrective action is ordered.

Number of Complaints by Type of ELCC Facility

2023-24

Facilities	Number of Complaints
Licensed non-profit centres	48
Licensed commercial centres	7
Licensed home-based provider	15
Unlicensed centre	0
Unlicensed home-based provider	10
Total Unique Complaints	80

PROGRAM INDICATORS FOR EARLY LEARNING AND CHILD CARE

	2022-23	2023-24
ACCESSIBILITY		
Total number of program sites:	1,157	1,159
• number of child care centres	753	759
• number of child care homes	404	400
Program capacity (spaces)	40,913	41,870
• spaces for preschool children	27,024	27,702
• spaces for school age children	13,889	14,168
• change in program capacity (spaces)	+563	+957
• change in program capacity (%)	+1.4%	+2.3%
Number of children in Manitoba 0 to 12 years¹	208,766	208,363
• preschool children (0 to 5 years)	93,018	90,168
• school age children (6 to 12 years)	115,748	118,195
Percentage of Manitoba children for whom there was a regulated space	19.6%	20.1%
• preschool children (0 to 5 years)	29.1%	30.7%
• school age children (6 to 12 years)	12.0%	12.0%
AFFORDABILITY		
Total number of child care spaces approved for funding	2,911²	2,555
• spaces for infant children	68	379
• spaces for preschool children	549	1,119
• spaces for school age children	2294	1042
Maximum daily child care fees (centre-based)³		
• infant	\$30.00	\$10.00
• preschool	\$20.80	\$10.00
• school age (before school/lunch/after school)	\$10.30	\$10.00
Maximum daily child care fees (home based)³		
• infant	\$22.20	\$10.00
• preschool	\$18.20	\$10.00
• school age (before school/lunch/after school)	\$10.30	\$10.00
Daily non-subsidized fee per child	\$ 2.00	\$2.00
Average number of children receiving subsidized child care per 4-week period⁴	6,541	6,343
Subsidization levels based on family net income: family examples (centre based)⁵		
• one parent, one preschool child		
- full subsidy up to	\$23,883	\$23,883
- partial subsidy up to	\$37,542	\$37,542
• two parents, two preschool children		
- full subsidy up to	\$32,705	\$32,705
- partial subsidy up to	\$60,023	\$60,023

Annual operating grant per space (for centres)		April 1, 2023 to June 30, 2023	July 1, 2023 to March 31, 2024
• infant space	\$13,676	\$13,931 ⁶	\$15,267 ⁶
• preschool space	\$5,331	\$5,424 ⁶	\$6,090 ⁶
• school age space	\$2,277	\$2,314 ⁶	\$2,669 ⁶
• nursery school space (6 to 10 sessions/week)	(up to) \$2,990	(up to) \$3,037 ⁶	(up to) \$3,558 ⁶
Unit Funding Rate (daily revenue generated through parent fees and operating grants per unit)	\$ 330.40	\$ 333.29	\$ 353.80
Parent fees as percentage of annual centre revenue⁷			
• infant space	37% ⁷	11%	
• preschool space	52% ⁷	23%	
• school age space	61% ⁷	55%	
Annual operating grant funding levels for homes		April 1, 2023 to June 30, 2023	July 1, 2023 to March 31, 2024
• infant space	\$3,709	\$ 3,769 ⁸	\$ 4,356 ⁸
• preschool space	\$2,884	\$ 2,930 ⁸	\$ 3,402 ⁸
• school age space	\$1,399	\$ 1,419 ⁸	\$ 1,718 ⁸
QUALITY			
Regulated ratios (centre based)			
• infant	1:4	1:4	
• preschool	1:8	1:8	
• nursery school	1:10	1:10	
• school age	1:15	1:15	
Proportion of staff required to be ECE IIs or IIIs			
• infant and preschool centres	two-thirds	two-thirds	
• school age centre and nursery school	one-half	one-half	
Minimum training requirement for CCAs within first year of employment	Approved 40-hour course	Approved 40-hour course	
Minimum training requirement for family child care licensees within first year of operation	Approved 40-hour course	Approved 40-hour course	
Center staff by classification			
• number of CCAs (NEW)	New Measure	5,288	
• number of ECE IIs (diploma required for classification)	2,013	2,395	
• number of ECE IIIs (post-diploma or degree required for classification)	792	985	
Family Child care Homes: licensee classified as ECE II or ECE III			
• number of homes	86	82	

• number of home spaces	578	645
Average hourly rate of pay for CCAs⁹ (NEW)	New Measure	\$17.59
Average hourly rate of pay for trained ECE IIs¹⁰	\$22.90	\$24.71
Average hourly rate of pay for trained ECE IIIs¹¹ (NEW)	New Measure	\$32.52
Change in income for trained ECE IIs¹²	9.5%	7.9%
Total income for home-based licensees¹³	\$56,084.32 ¹³	\$60,671.10 ¹⁴
Change in income for home-based licensees¹³	9.11% ¹³	8.18% ¹⁴
Percentage of centres that are non-profit	94.3%	94.6%
Percentage of centre spaces that are non-profit	94.5%	94.8%
Number of children served under the Inclusion Support Program	1,242	1,262
Percentage of facilities participating in the Inclusion Support Program		
• Centres	50%	51%
• Homes	5%	6%

¹ Source: Statistics Canada, Labour Force Survey. Does not include persons living on reserves and other Indigenous settlements in the province, persons living in institutions, full-time members of the Canadian Armed Forces, or persons living abroad (spouse/family of military stationed abroad). Labour Force estimates are based on Census population counts.

² Spaces in 2022-23 reflect those approved for operating funding in centres and homes, clearing the waitlist and backdated to April 1, 2022.

³ Maximum fees apply to all funded spaces. Rates provided for infant and preschool age child are for regular hours of care (4-10 hours per day). Rates provided for school age child is for 3 periods of care (before school/lunch/after school).

⁴ This indicator should not be interpreted as the total number of children receiving subsidy in the fiscal year.

⁵ Each subsidy application is assessed on a case-by-case basis by taking into account their family's unique situation.

⁶ 2023-24 Increase in operating grant implemented in two steps.

Step 1 - April 1, 2023 to June 30, 2023 with a 5% increase in operating grant. Nursery schools receive \$1,518 per space for up to five sessions plus an additional \$304 per session for six to 10 sessions, for a maximum of \$3,037 per space.

Step 2 - July 1, 2023 to March 31, 2024 which adds a 2.75% increase in the wage grid. Nursery schools receive \$1,778 per space for up to five sessions plus an additional \$356 per session for six to 10 sessions, for a maximum of \$3,558 per space.

⁷ Centre revenue is made up of income from an operating grant and income from parent fees or fee subsidies on behalf of eligible families and the parent fee revenue supplement. 2022-23 numbers have

been restated to reflect the introduction of the Minimum Wage Grid Operating Supplement on July 1, 2022.

⁸ 2023-24 Increase in operating grant implemented in two steps.

Step 1 - April 1, 2023 to June 30, 2023 with a 5% increase in operating grant and

Step 2 - July 1, 2023 to March 31, 2024 which adds a 2.75% increase in the wage grid

⁹ Based on salary analysis of CCAs in funded full-time centres. This is a new measure for 2023-24.

¹⁰ Based on salary analysis of ECE IIs in funded full-time centres.

Glossary

Alignment – The process of enabling all employees to see how their day-to-day actions are consistent with the values of the organization and how living those values is contributing to overall success. Creating alignment ensures employees are working toward the common goal or vision.

Annual Report – Departmental annual reports are a supplement to the public accounts and provide variance explanations and background information to support the public accounts. Annual reports are either released (if the Legislature is not in session) or tabled in the Legislature (if in session) by Sept. 30, following the fiscal year end.

Appropriation – amount voted by the Legislative Assembly approving the maximum amount that may be expended on a specific program or major activity during a fiscal year.

Main Appropriation – the total amount of each resolution passed by the Legislative Assembly as reported in the printed estimates of expenditure.

Sub-Appropriation – the total amounts applicable to the various breakdowns of the main appropriations in the printed estimates of expenditure.

Authority – In the financial tables throughout this report, represents the authorized votes approved by the Legislative Assembly in the Estimates of Expenditure (budget) as well as any changes (if applicable) as a result of government reorganizations, allocations from Enabling Appropriations, or and virement transfers between Main appropriations within the department. For a full reconciliation of the Printed Estimates of Expenditure to the Authority please see the Expense Summary by Appropriation Report in the Report on the Estimates of Expenditure and Supplementary Information.

Baseline – The starting data point for the performance measure.

Borrowings – Borrowings are securities issued in the name of the province to capital markets investors. Securities include debentures, treasury bills, promissory notes, medium-term notes and Manitoba Savings Bonds.

Full-Time Equivalent (FTE) – A measurement for number of positions. Every full-time regular position represents one full-time equivalent position. Other categories (e.g., term, departmental, seasonal, contract) are measured in proportional equivalents. For example, a program with a vote of 1.50 term FTE could hire staff in any combination that results in a total of one-and-one-half years (or 78 weeks) of employment [e.g., 6 staff for 3 months (13 weeks) each; 2 staff for 9 months (39 weeks) each; 1 full-time and 1 half-time staff for 1 year; 3 half-time staff for 1 year; etc.]

Government Reporting Entity (GRE) – Includes core government and Crown organizations, government business entities, and public sector organizations such as regional health authorities, school divisions, universities and colleges.

Grants – Public money provided to an individual, organization or another government to assist in attaining their objectives and for which the government does not receive a good or service.

Guarantees – The province, in the normal course of business, may provide a guarantee to honour the repayment of debt or loans of an organization, primarily GBEs. Such a guarantee is provided on the Manitoba Hydro Savings Bonds.

Interfund Activity – Public Sector Accounting Standards adjustments including Health and Education Levy and Employee Pension and Other Contributions, attributed to the entire department.

Key Initiatives – These are the specific programs, activities, projects or actions an organization will undertake to meet performance targets. Initiatives are often projects or events that aim to improve a process or an outcome in one of the four perspectives.

Mission – A mission statement defines the core purpose of the organization — why it exists and reflects employees’ motivations for engaging in the organization’s work. Effective missions are inspiring, long-term in nature, and easily understood and communicated.

Objective – The objective is a concise statement describing the specific things an organization must do well to execute its strategy. Objectives often begin with an action verb such as increase, foster, reduce and improve.

Other Reporting Entity (ORE) – Reporting organizations in the GRE such as Crown corporations, government agencies, government business entities and public sector organizations such as regional health authorities, school divisions, universities and colleges that are directly or indirectly controlled by the government, as prescribed by Public Sector Accounting Board – excludes core government.

Performance Measure – A measure is a standard used to evaluate and communicate performance against expected results. Measures are normally quantitative in nature, capturing numbers, dollars, percentages, and so on. Reporting and monitoring measures helps an organization gauge progress toward effective implementation of strategy.

Special Operating Agencies (SOAs) – Service operations within departments granted more direct responsibility for results and increased management flexibility needed to reach new levels of performance. SOAs embrace market disciplines of the private sector while adhering to the public policy imperatives of government. Annual business plans define financial goals and performance targets. SOAs have the ability to raise capital outside of the Consolidated Fund.

Strategy – This represents the broad priorities adopted by an organization in recognition of its operating environment and pursuit of its mission. All performance objectives and measures should align with the organization’s mandate and strategy.

Target – The target presents the desired result of a performance measure. They provide organizations with feedback about performance.

Values – Values represent the deeply-held beliefs of the organization, which are demonstrated through the day-to-day behaviours of all employees. An organization’s values make an open proclamation about how it expects everyone to behave. Values should endure over the long-term and provide a constant source of strength for an organization.

Virement – Refers to a transfer of authority between operating expenditure appropriations within a department.

Vision – A powerful vision provides everyone in the organization with a shared mental framework that helps give form to the future that lies ahead. This statement should contain a concrete picture of the desired state and provide the basis for formulating strategies and objectives. The vision serves as the guiding statement for the work being done. It should answer why the work being done is important.