

Peel's 2024 Funding Approach for Licensed Child Care Providers (Non-profit)

Presented by Early Years & Child Care Services
December 13, 2023



Housekeeping Items

- This meeting is being **recorded** and will be shared with the presentation.
- Your microphone will be muted unless called upon during the Question period.
- You can participate by using the chat function to raise any questions you have.
- You can also email us at earlyyearssystemdivision@peelregion.ca or contact your Early Years Specialist.

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Questions about the collection of personal information and information collected should be directed to earlyyearssystemdivision@peelregion.ca.

**Thank
You!**



Agenda

1. Inter-Agency Dispute Resolution Policy (NEW)
2. Accountability Framework
3. 2024 Funding Approach
4. Next Steps
5. Question Period



Inter-Agency Dispute Resolution Policy



NEW! Inter-Agency Dispute Resolution Policy

Peel has introduced a new Early Years and Child Care Inter-Agency Dispute Resolution Policy to help providers resolve conflicts between staff **employed by two separate** Peel-funded organizations.

The policy applies to regionally-funded partners and their employees who deliver early years and child care services to children and families in Peel. It was developed to address complaints of harassment, racism, discrimination, or bullying behaviour between providers. You can find the link to the policy in the service provider handbook.

The policy includes:

- Complaint process
- Process for escalation to a third-party investigation
- Roles and responsibilities
- Requirements for authentically participating in the process

Providers continue to be responsible for independently addressing respectful workplace complaints that are restricted to staff employed within their organization.

Accountability Framework



Accountability Framework

Key Highlights:

- Compliance audits are a Ministry of Education requirement as per the CWELCC guidelines.
- The Region developed the EYCCS' Accountability Framework as a lens to promote the responsible use of public funds and fostering of supportive stakeholder relationships.
- The focus of the Accountability Framework is upon funding administration and does not include an evaluation of service provider operations or quality of program delivery.

Key Changes:

- Added a new section called “Accountability Framework” into the 2024 Service Provider Handbook (SPH).
- Updated the Deadlines Compliance Policy (DCP) to include additional actions to be taken by the Region, such as funding reductions and agreement termination, in severe cases of non-compliance.
- Compliance Audit Mechanisms (funding inspections and reviews) will be applied to all service providers once every three to five years.

Next Steps:

- Service Providers are encouraged to review the 2024 SPH, which was shared through a sector-wide memo.
- The Region will work with Service Providers to implement the Accountability Framework in 2024 and assess results in 2025.

2024 Funding Approach



Overview 2024 Funding Approach

Released to Date:	Funding to Come in 2024 for:
<ul style="list-style-type: none">✓ General Operating Funding (GOF)✓ Licensed Home Child Care Base Funding✓ CWELCC Fee Reduction✓ CWELCC Workforce Compensation (Updated Wage Floor and Wage Increase)✓ Wage Enhancement Grant Applications✓ Enhanced Program Support Funding	<ul style="list-style-type: none">❑ CWELCC<ul style="list-style-type: none">❑ Cost of Living (cost escalation)❑ Program Viability❑ Revised Workforce Compensation Funding (EDU Memo Nov 16, 2023)❑ Minimum Wage Offset (MWO)❑ Administration

We will be looking for ways to streamline funding in 2024

All funding will be consolidated into **one EYCCS Funding Agreement**

LHCC Base Funding (eligible home child care agencies)

Key Highlights:

- Funding allocations continue for components:
 - Fee Reduction Operating Grant (FROG) (for 6-12 year old children)
 - Staff Wages and Benefits to Home Visitors
 - Payments to Home Child Care Providers

Key Changes:

- Streamlined requirements with EYCC Funding Agreement and Service Provider Handbook.
- Definition of eligible hours and benefit reporting now aligned to other wage grants.
- Removed the in-year report requirement and “in year funding requests” for FROG and Payments to Provider to be emailed by July 31, 2024. Additional data and documentation required to verify the request.

Next Steps:

- Agency payments begin in early January 2024

General Operating Funding (GOF) – Centre-based

Key Highlights:

- Providers are to keep the distribution approach used in 2023.
- GOF Allocations remain consistent with 2023, less the one-time October enhancement.

Key Changes:

- Streamlined requirements with the EYCC Funding Agreement and the Service Provider Handbook.
- Removal of cap of 2080 hours for distribution.
- Definition of eligible hours and benefit expenses now aligned to other wage grants.

Next Steps:

- Provider payments begin in early January 2024.
- Distribute GOF to eligible staff in January 2024.

CWELCC Workforce Compensation Funding (WCF)

Key Highlights:

- Distribute WCF based on direction in 2024 CWELCC Guideline shared by Region.
- We will update the guidelines/funding once information about revised WCF approach is shared by the Ministry (per memo on November 16, 2023).

Key Changes:

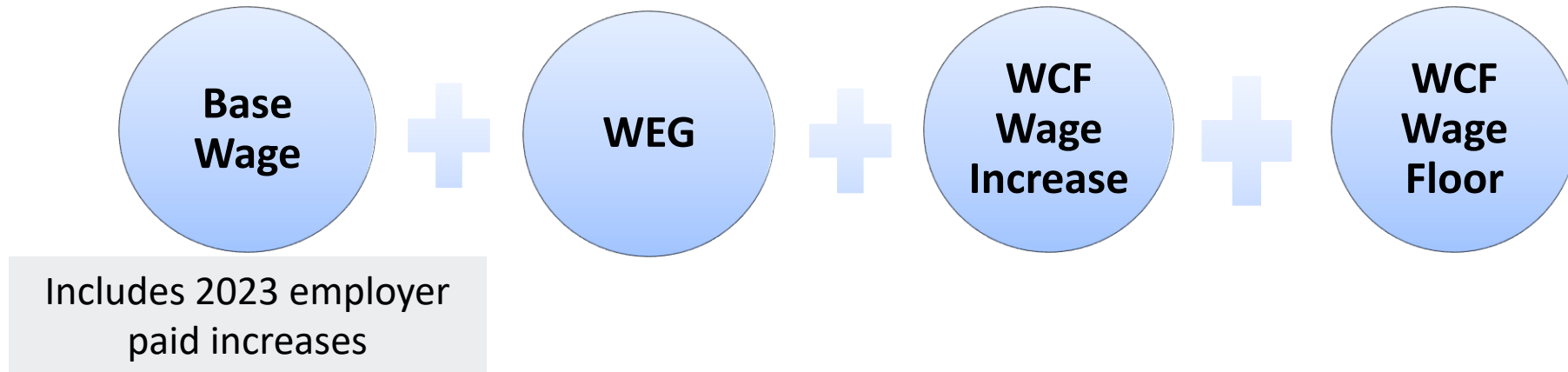
- Additional up to \$1/hr (total \$2/hr for 2023 and 2024) for eligible RECEs earning less than \$25/hr
- Increased wage floor of \$20/hr for RECEs staff and \$22/hr for RECE Supervisors/Home Visitors

Next Steps:

- Provider payments to begin in early January 2024.
- Distribute WCF to eligible staff starting January 1, 2024 (and include on the first staff payment date after January 1, 2024).
- Information on Minimum Wage Offset (MWO) to be released in early 2024.

CWELCC Workforce Compensation Funding

1. Apply Wage Increase First			2. Then Apply Wage Floor	
2023	2024	Total 2024	RECE Program Staff	RECE Supervisor
\$1/hr	\$1/hr	\$2/hr	Incremental amount needed to bring staff to wage floor after wage increase is applied	
For eligible RECE staff earning less than \$25/hr			\$20/hr	\$22/hr



Wage Enhancement Grant (WEG)/Home Child Care Enhancement Grant (HCCEG)

Key Highlights:

- Wage cap increased to \$30.59/hour for WEG and \$305.90/day for full HCCEG (\$183.54 for partial HCCEG).

Key Changes:

- No significant policy changes.

Next Steps:

- Application window open from December 5 to December 20 for providers to update data.
 - Base wage amounts should be updated to reflect changes to the minimum wage and any compensation increases you have implemented this year (e.g. collective agreement, cost of living increases, performance increases, etc.).
- Payments will begin in February depending on when we approved your application.

CWELCC Fee Reduction Funding

Key Highlights:

- Providers will continue to receive funding to support the 52.75% fee reduction to eligible families based on licensed capacity for infant, toddler, preschool and operating capacity for kindergarten.
- The allocation does not include children in receipt of child care subsidy.
- The allocation methodology is included in the CWELCC guideline.

Key Changes:

- No significant policy changes for 2024.

Next Steps:

- Provider payments begin in early January 2024.

What's Next?



2024 Funding Formula for CWELCC

- The Ministry is maintaining the existing CWELCC revenue replacement approach until **at least** August 31, 2024.
- While we do not have details on the revised approach and the implementation timelines, the Ministry has stated they will provide sufficient time for implementation.
- To minimize impacts to you, we are issuing funding for the full 2024 calendar year (January to December).
- Once we receive provincial direction about the 2024 funding formula, changes may be needed to our 2024 guidelines, allocations, and funding announcements.
- Information will be shared once available.

Ontario's Child Care Workforce Strategy

- On November 16, 2023, the Ministry released an early years and child care workforce strategy.
- Strategy includes support for compensation, professional development, innovation and other programs and initiatives that are planned for 2024.
- No specific details about the workforce strategy have been released yet by the Ministry. We will share more information with you once available.
- We remain committed to our local workforce strategy and will continue to look for opportunities to address the needs and priorities of providers and staff in Peel.
- Information about support for Workforce Innovation Funding (WIF) expenses will be shared in early 2024.

Next Steps

- Review the information shared to date by the Region and contact us if you have questions.
- Information about funding yet to be released will come in the new year.
- More information to come on the Ministry's:
 - CWELCC Funding Formula
 - Workforce Strategy





Questions?

Have More Questions?

Email questions to earlyyearssystemdivision@peelregion.ca or contact your Early Years Specialist.

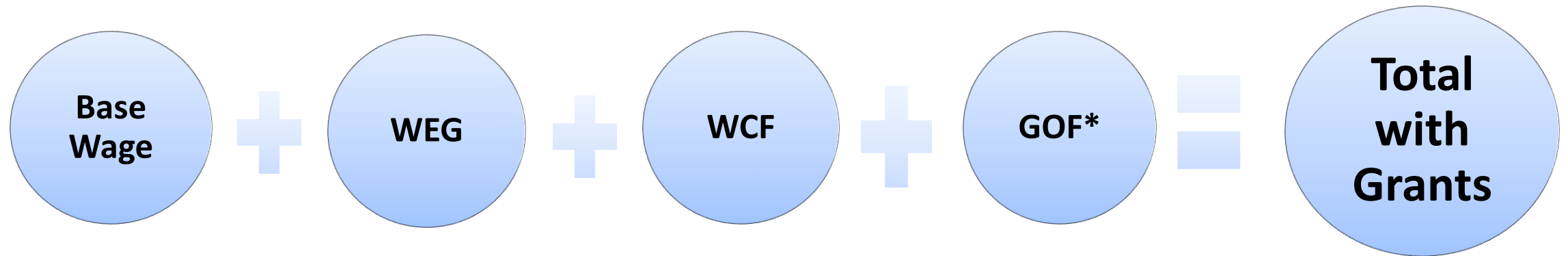




Thank You!

Workforce Compensation Funding (WCF)

Order of Operations



*GOF includes SWB and where applicable, historical and pay equity.