

## 2024 Canada-Wide Early Learning and Child Care (CWELCC) Questions and Answers (Q&As) for Licensed Child Care Providers

**Updated: April 19, 2024**

This Q&A document reflects questions on the 2024 CWELCC Funding. Refer to the [2024 CWELCC Funding Guidelines](#) for centre-based providers and licensed home child care agencies for more information.

### **Don't see your question?**

Email us at [EarlyYearsSystemDivision@peelregion.ca](mailto:EarlyYearsSystemDivision@peelregion.ca) or contact your Early Years Specialist.

**UPDATE!** This Q&A has been updated to include new questions in the following areas which were raised at Peel's EYCC Funding Teleconference held on April 11, 2024:

- CWELCC Funding Flexibility
- Cost Escalation
- Minimum Wage Offset
- Additional Topics

## 2024 CWELCC Funding Flexibility

### **1. Is the CWELCC funding flexibility new for 2024?**

- Yes, in 2024 to support cash flow pressures and stability in your operations, you may use underspending between the current three CWELCC budget category (Fee Reduction, Workforce Compensation Funding, Cost Escalation) to support CWELCC eligible expenses.
- You must first meet the funding requirements for each CWELCC funding component you are eligible to receive before using your underspending towards another funding component.
- You must not exceed your total CWELCC funding allocation amount indicated in your CWELCC announcement in GovGrants.
- This added funding flexibility is restricted to use within your CWELCC funding.

We encourage you to use the Planning Tool shared with you by email on April 2, 2024 so you can plan and track how to use your CWELCC funding.

## **2. Will there be changes to my CWELCC allocation?**

- As we issued Fee Reduction allocations based on licensed capacity, we will be conducting a mid-year review of these allocations to ensure they align closely with operating capacity. This could result in an adjustment in allocation.
- We will let you know when we have details on the timing of the mid-year review.

## **3. If I have surplus funding in my Fee Reduction Funding, can I use this surplus funding to support my Workforce Compensation expenses?**

- Yes, you may use your surplus funding from your Fee Reduction funding component, after you have met your funding requirements, to support your eligible expenses under Workforce Compensation. You cannot exceed your total CWELCC funding allocation.
- We encourage you to use the Planning Tool shared with you on April 2 to support your budget planning and tracking of CWELCC expenses. Review the [2024 CWELCC Funding Guidelines](#) for information on funding requirements.
- If you have questions, email [EarlyYearsSystemDivision@peelregion.ca](mailto:EarlyYearsSystemDivision@peelregion.ca)

## **Cost Escalation**

### **4. Does the Cost Escalation funding replace the 2023 Transition Operating Grant?**

- In 2023 Cost Escalation funding was under Part A of the 2023 TOG.
- In 2024, CWELCC Cost Escalation funding has been separated from TOG and only supports CWELCC-eligible children 0-6 years.
- The 2024 TOG will include funding towards administration to support EYCC reporting/reconciliation requirements, as well as eligible Special Purpose expenses and other operating expenses. This funding supports 0-12 programs.
- We will release more details on the 2024 TOG in May.

### **5. Can Cost Escalation funding be used to support cost of living increases? Are notations on pay stubs required?**

- Yes, this funding can be used to support reasonable cost-of-living increases for child care staff who support CWELCC-eligible children.
- Notations on staff pay stubs are not required for cost-of-living increases as this should be included in the staff base wage.

### **6. Can the Cost Escalation funding be used to cover the provincial minimum wage increase planned to take effect in October 2024?**

- Yes, you may use your cost escalation funding to offset the minimum wage increase to take effect in October 2024.

**7. Can we give a cost-of-living increase to non-RECEs only since RECEs are given enhancements through Workforce Compensation Funding (WCF)?**

- Cost-of-living increases should be given equitably and transparently to all child care staff according to your compensation framework and HR policies. We encourage you to obtain legal advice as appropriate
- Note that WCF must be given to RECEs in **addition** to all planned compensation increases. It cannot be used to reduce or offset planned merit or salary increases or inform compensation decisions.

**8. Are Cost Escalation funding allocations provided based on licensed or alternate capacity?**

- Cost Escalation funding allocations are based on licensed capacity. This is based on direction received in the Ministry of Education's guideline and aligns with how Peel was funded for cost escalation.

## Workforce Compensation Funding (WCF)

**9. Is there an example of how to calculate Minimum Wage Offset (MWO)?**

- Yes, examples of how to calculate MWO can be found in the WCF section of the [2024 CWELCC Funding Guidelines](#).
- We encourage you to use the Planning Tool shared with you on April 2, 2024, to support your planning and tracking of expenses for MWO.

**10. Can I use MWO to cover 2022 minimum wage increases?**

- Yes, you can cover the 2022 minimum wage increase (effective October 1, 2022) if you reported expenses for positions that qualified for MWO that year.

**11. Do we need to have a notation/separate line item in the staff pay stub to show the MWO?**

- MWO is an offset given to eligible service providers for compensation expenses incurred due to provincial increases in minimum wage. It is not a wage enhancement that is directly paid to staff and should not appear in pay stubs.

**12. When should we apply the new wage floor for eligible staff that is retroactive to January 1, 2024?**

- Do not make changes to how you issue WCF to staff retroactively to January 1, 2024, until you receive Peel's updated 2024 CWELCC guideline with WCF direction and planning tool to help you calculate payments to staff.
- You can expect to receive these resources in June 2024. Your WCF payments will begin in June and the initial June WCF payment will include a lump sum to support the retroactive wages from January to June.

**13. Do we still need to apply for WEG if we have opted into CWELCC?**

- Yes, to qualify for WCF you must also have applied and received 2024 WEG.

**14. We have staff who earned early childhood credentials in another province. Would they qualify for the WCF?**

- To be eligible to receive the WCF, staff must be registered with the Ontario College of Early Childhood Educators. Staff who have earned credentials from another province should contact the College of ECEs to determine if there's a pathway to become registered in Ontario.

## CWELCC Fee Reduction Funding

**15. What are my approved base fees?**

- Your approved base fees are your market rates, less any non-base items as indicated in your letter from Peel Region.
  - Example, if your approved base fee in your letter was \$100, you would reduce this amount by 52.75% so the family would pay \$47.25/day. Your CWELCC funding would cover the \$52.75/day.
- Refer to Appendix 4 of the [2024 CWELCC Funding Guideline](#) for a list of examples of base fees and non-base fees.

**16. When must we reduce base fees by 52.75% for families?**

- When you received your CWELCC Fee Reduction allocation, this funding should be immediately used to reduce base fees to families.
- Please note this allocation does not include children in receipt of child care subsidy. You will receive your child care subsidy funding separately. The methodology to calculate your allocation is in the appendix of the [2024 CWELCC Funding Guideline](#).

## Additional Topics

**17. Where can I find more information about CWELCC Expansion in Peel?**

- You can find more information on Peel's Expansion Plan, eligibility criteria to expand in Peel, our priority communities, and the application form on our [Expansion website](#).

**18. If I want to opt out of CWELCC, how will that affect my EYCC Agreement with Peel Region? What implications and requirements should I be aware?**

- You can decide to opt-out from the CWELCC program at any time.
- If you would like to opt out of CWELCC contact your Early Years Specialist to discuss the next steps. You must:

- Give Peel Region at least 60 business days notice per your EYCC Agreement.
- Communicate this decision to your families and staff at least 30 calendar days before your effective termination date.
- Upon opting out of CWELCC:
  - You must return any applicable CWELCC funding issued to you by Peel Region which was not spent. Note: this includes CWELCC funding provided for the period that you are no longer participating.
  - You will be responsible for reconciling all CWELCC funds. Any CWELCC funds received after the opt-out date will be recovered by Peel.
- If you withdraw from CWELCC and want to rejoin the program at a later date, you will be required to submit a CWELCC Expansion Application form and will be subject to the requirements outlined in Peel's [CWELCC Multi-Year Expansion Plan](#) found on our website. This includes provincial auspice targets.

**Note:**

- At this time, we are unable to confirm the funding impacts of withdrawing from the CWELCC program as we are waiting for the Ministry to release details on the new CWELCC funding formula and our EYCC budget.
- Once we receive the details, we will share information on the impact to our funding allocations, EYCC budget and Peel's child care sector priorities so providers can make an informed decision about their participation in CWELCC.
- We are committed to work with the sector to support their viability under the new funding formula.