

2024 CWELCC: Workforce Compensation Funding Updates

Licensed Centre-Based Providers AND Licensed Home Child Care Agencies

Early Years & Child Care Services Teleconference

June 6, 2024



Teleconference Info

- The presentation will be shared.
- Your microphone will be muted unless called upon during the Question period.
- You can participate by using the chat function or raise your hand to ask questions.
- You can also email us at earlyyearssystemdivision@peelregion.ca or contact your Early Years Specialist.

The personal information collected during this meeting is collected under the authority of the [Municipal Act S.O. 2001, c.25](#). The information will be used for future reference for purposes of the Region of Peel's Human Services Department, Early Years and Child Care Services Division.

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

Agenda

- 2024 CWELCC Funding Flexibility Update
- 2024 CWELCC Workforce Compensation Funding Updates
 - New Increased Wage Floor
 - New Increased Wage Ceiling
 - WCF Order of Operations & Examples
 - Funding Requirements
- Supporting Resources
- Demo of WCF Calculator
- Question & Answers Period








2024 CWELCC Funding Flexibility Update



Update: 2024 CWELCC Funding Flexibility

- We have updated the CWELCC Funding Flexibility guidance in the 2024 CWELCC Guideline released June 3, 2024.
- Funding flexibility is **no longer allowed** between the Cost Escalation budget category and the CWELCC Fee Reduction or Workforce Compensation Funding (WCF) budget categories.
 - You cannot use unspent Fee Reduction or WCF to support Cost Escalation expenses.
 - You must spend within your awarded budget for Cost Escalation in GovGrants.
- Funding flexibility is **only allowed** between the CWELCC Fee Reduction and Workforce Compensation Funding budget categories.
 - You must meet the funding requirements in these components before you can use unspent funding to support your needs.
- We are in the process of reviewing 2024 Operational Budgets which will be used to assess eligibility for **Emerging Issues Funding**. We anticipate that payments will begin in September.

Updated GovGrants CWELCC Budget Flexibility

▲ Award Financials		Click 'Reset Table' under the menu icon to refresh the table's default values			☰
Budget Category ↑	▼	Award Budget	Spent	Balance	Actions
Staff wages and benefits		\$470.00	\$200.00	\$270.00	
Child care fees		\$142,820.00	\$143,020.00	-\$200.00	
Minimum Wage Offset		\$0.00	\$0.00	\$0.00	
Cost Escalation		\$13,000.00	\$13,000.00	\$0.00	
Emerging Issues Funding		\$0.00	\$0.00	\$0.00	
Total		\$156,290.00	\$156,220.00	\$70.00	

Steps to Use Flexibility:

1. Meet the requirements outlined in the guideline.
2. Use the Planning Tool to identify if you will have a surplus or deficit in the Child Care Fees (fee reduction) or Staff Wages and Benefit (WCF) budget categories.
3. Funding flexibility is only allowed between the CWELCC Fee Reduction and WCF budget categories. You must meet the funding requirements in these components before you can use unspent funding to support your needs.

Example for illustrative purposes only

2024 CWELCC: Workforce Compensation Funding (WCF) Updates



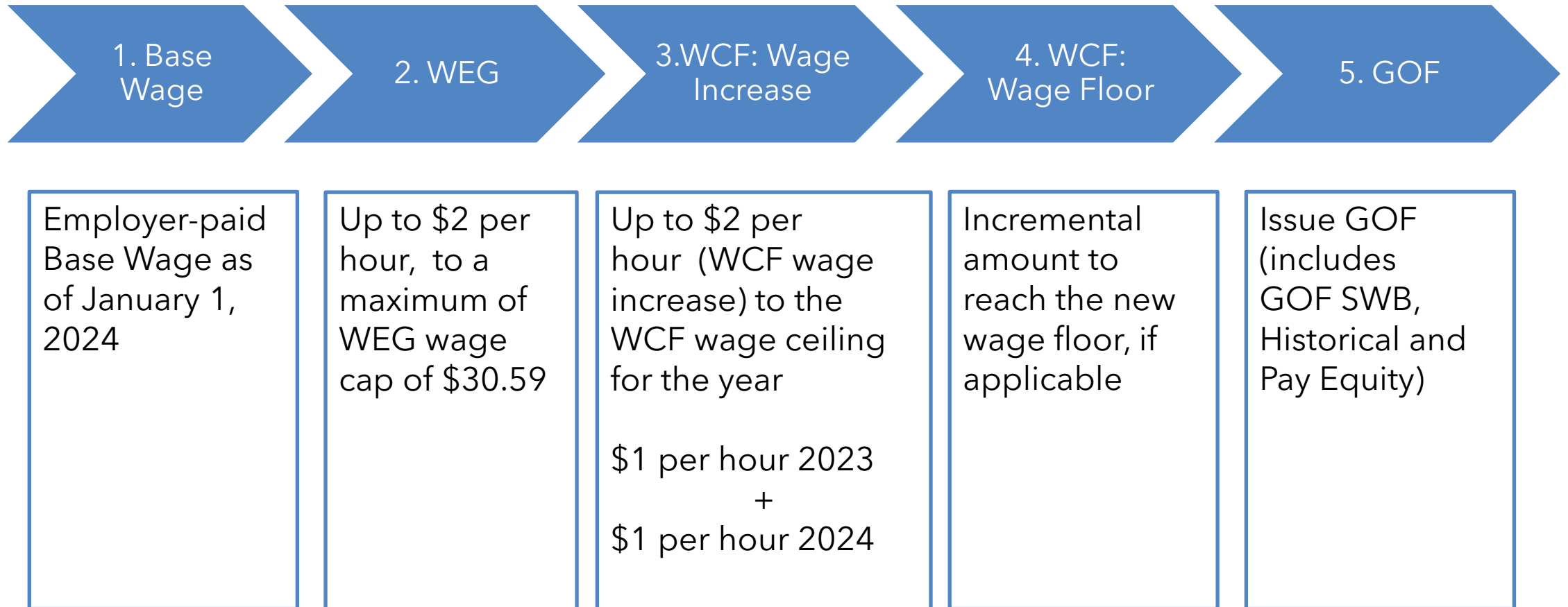
Workforce Compensation Funding (WCF) Overview

The 2024 WCF includes supports for the:



To qualify for the Workforce Compensation Funding (WCF) under CWELCC you must be receiving 2024 Wage Enhancement Grant (WEG).

2024 WCF Wage Grant Order of Operations



You must consider WCF **in addition** to, and not to reduce other planned compensation increases for eligible staff.

* In addition to the hourly wage, staff must receive the associated benefits.

What has changed?

PREVIOUS 2024 CWELCC Guideline (released December 5, 2023)	UPDATED 2024 CWELCC Guideline* (released June 3, 2024)
WAGE FLOOR	
\$20.00 for RECE program staff	\$23.86 for RECE program staff
\$22.00 for RECE supervisors and RECE home child care visitors	\$24.86 for RECE supervisors and RECE home child care visitors
WAGE CEILING	
\$25.00 for RECE program staff, RECE supervisors and RECE home child care visitors	\$26.00 for RECE program staff AND \$29.00 for RECE supervisors and RECE home child care visitors
*Retroactive to January 1, 2024	

What is the new RECE Wage Floor?

- A new wage floor came into effect on January 1, 2024. This is the minimum amount eligible RECE staff should earn per hour.
- If eligible staff earn less than the wage floor (including WEG and annual wage increase), they will receive WCF to bring their pay up to the floor shown below:

Eligible position	2022	2023	2024	2025	2026
RECE Program Staff	\$18	\$19	\$23.86	\$24.86	\$25.86
RECE Supervisor or RECE Home Child Care Visitor	\$20	\$21	\$24.86	\$25.86	\$26.86

What is the new RECE Wage Ceiling?

- A new Wage Ceiling came into effect on January 1, 2024. This is the maximum wage that can be reached using WCF for the given year.
- This is not a wage cap. You can choose to pay RECE wages above the ceiling.
- For 2024, the new provincial wage ceiling is shown below:

Eligible Position	2022	2023	2024	2025	2026
RECE Program Staff	\$25	\$25	\$26	\$27	\$28
RECE Supervisor or RECE Home Child Care Visitor	\$25	\$25	\$29	\$30	\$31

WCF Examples



- Refer to Appendix 5 of the 2024 CWELCC Guideline for WCF Examples.
- These examples are for informational purposes only and may vary according to each staff base salaries, employer wage increases policies and grant eligibility.

Example 1: RECE staff in a centre with Base Wage of \$17.00/hour

Order of Operation Steps		Amount
1.	Base Wage Employer paid as of January 1, 2024	\$17.00
2.	WEG Base Wage is less than \$30.59 (WEG cap)	\$2.00
SUB TOTAL		\$19.00
3.	WCF Wage Increase ✓ Base Wage + WEG (\$19.00) is less than the 2024 Wage Ceiling of \$26.00	\$2.00
SUB TOTAL		\$21.00
4.	WCF Wage Floor ✓ Base Wage + WEG + Annual Wage Increase (\$21.00) is under 2024 Wage Floor \$23.86	\$2.86
SUB TOTAL		\$23.86
5.	GOF (as applicable)	\$2.00
TOTAL		\$25.86

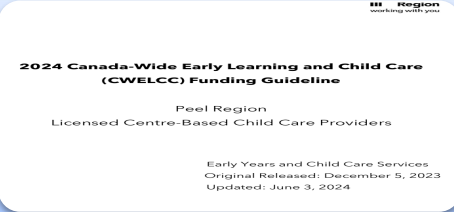
Example 2: RECE Supervisor (centre) or RECE Home Visitor with Base Wage of \$21.00/hour

Order of Operation Steps		Amount
1.	Base Wage Employer paid as of January 1, 2024	\$21.00
2.	WEG Base Wage is less than \$30.59 (WEG cap)	\$2.00
SUB TOTAL		\$23.00
3.	WCF Wage Increase ✓ Base Wage + WEG (\$23.00) is less than the 2024 Wage Ceiling of \$29.00	\$2.00
SUB TOTAL		\$25.00
4.	WCF Wage Floor × No, Base Wage + WEG + WCF Annual Wage Increase of \$25.00 is over Wage Floor \$24.86	\$0.00
TOTAL		\$25.00
5.	GOF (as applicable)	\$2.00
TOTAL		\$27.00

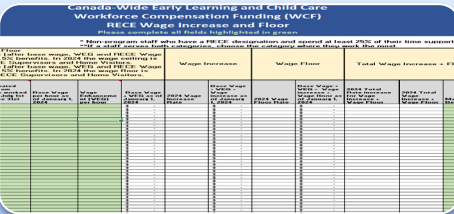
You must do the following:

1. Share **Peel Region Staff Memo** to eligible staff (i.e. before June 30, 2024) and when new RECE staff are hired, so they are aware of the provincial changes to the workforce compensation.
2. Use **Peel's WCF Planning Tool** to:
 - i. Assess the new WCF wage increases per hour for eligible staff .
 - ii. Calculate the lump-sum payments retroactive to January 1, 2024, for eligible staff.
 - iii. Review WCF eligibility for your staff who did not qualify for the wage ceiling or wage floor previously. The new wage floor and wage ceiling could mean additional staff qualify for the WCF.
3. Pay eligible staff WCF amounts owed to them retroactive to January 1, 2024, as a lump-sum payment **no later than July 5, 2024.**
4. Continue to pay eligible staff the new workforce compensation wages for the remainder of the year as part of eligible staff's regular pay-cheque.

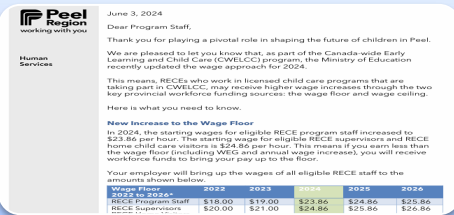
Supporting Resources



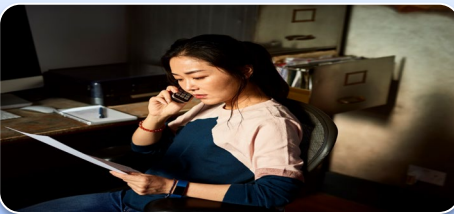
2024 CWELCC Guideline and Q&A



2024 CWELCC Planning Tool/WCF Calculator and Video Tutorial



Peel Region Staff Memo



Contact your EYS or email:
earlyyearssystemdivision@peelregion.ca

Demo of WCF Calculator/Planning Tool



Questions?



Thank You!