

# Canada-Wide Early Learning and Child Care (CWELCC) System

## Operator Webinar: 2024 CWELCC Guidelines and Next Steps

May 9, 2024



# Indigenous Land Acknowledgement



# Agenda

<b>1</b>	Key changes in Halton Region's 2024 CWELCC Guidelines
<b>2</b>	CWELCC Funding Allocations Update
<b>3</b>	Emerging Issues Funding Update
<b>4</b>	Next Steps
<b>5</b>	CWELCC supports
<b>6</b>	Questions and Answers



## Halton Region's 2024 CWELCC Guidelines – Key Changes

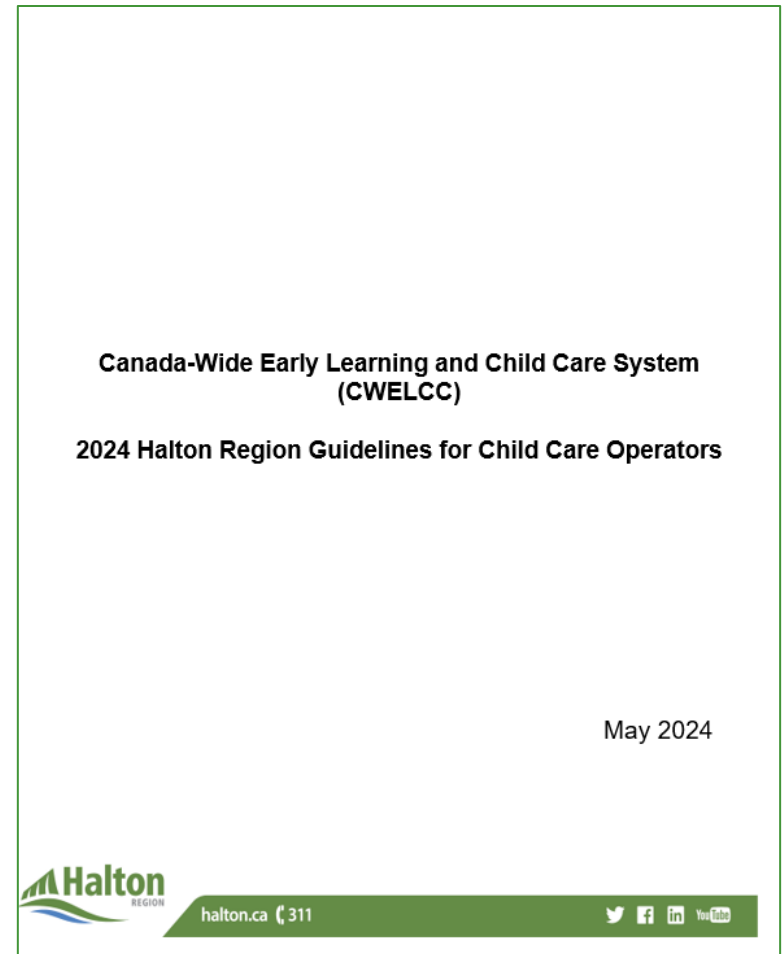
# Background

- Ministry released updated 2024 CWELCC Guidelines on March 28, 2024, to service system managers.
- Guidelines are now available on the provincial website.
- Halton Region has updated the CWELCC Guidelines for 2024.
- This webinar provides an overview of key changes to support operators to implement the changes.



# Halton's 2024 CWELCC Guidelines

- Halton Region's 2024 CWELCC Guidelines will be released this month.
- The requirements take effect January 1, 2024.





# Workforce Compensation: Wage Floor

What is the wage floor for RECEs?

- A new minimum wage floor and wage ceiling came into effect on January 1, 2024. Operators must pay eligible staff at least the wage floor.

Table 1: Wage Floor (Per Hour)

<b>Eligible Position</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
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

# Workforce Compensation: Annual Increase and Wage Eligibility Ceiling

## What is the annual increase?

- Operators are required to increase the hourly wage of eligible staff of \$1 per hour, plus benefits, compounded year-over-year, up to the wage eligibility ceiling set for the year.
  - \$1 per hour increase in 2023, up to \$1 per hour increase in 2024, totaling \$2 per hour for eligible staff in 2024.

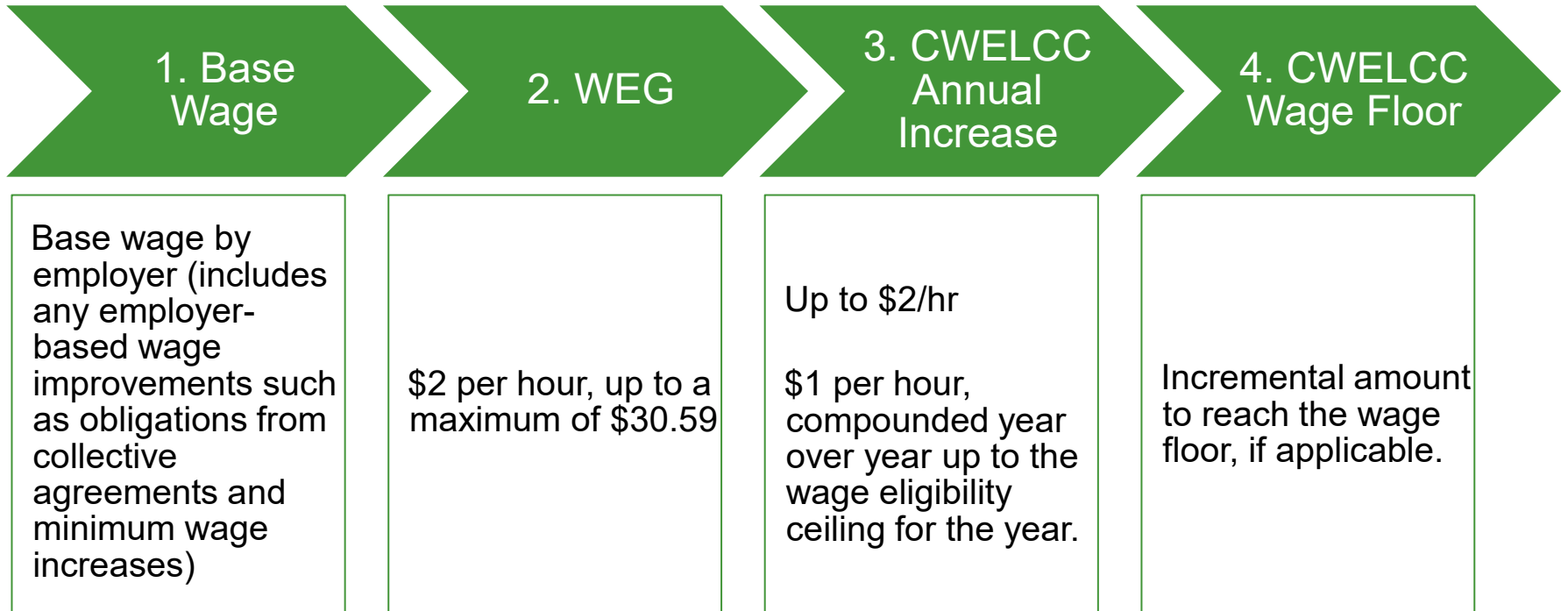
Table 2: Wage Eligibility Ceiling (Per Hour)

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

- Workforce compensation funding is tied to the position, not the individual staff.



# Workforce Compensation: 2024 Order of Operations



Operators must consider workforce compensation in addition to, and not to reduce other, planned compensation increases for eligible staff.

# Workforce Compensation: Retroactive Payment Implementation

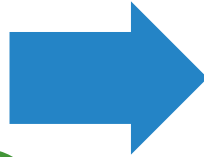
Guidelines Released Nov 2023	Guidelines Released Mar 2024
<b>Wage Floor</b>	
<b>\$19.00</b> for RECE program staff	<b>\$23.86</b> for RECE program staff
<b>\$20.00</b> for RECE supervisors and RECE home child care visitors	<b>\$24.86</b> for RECE supervisors and RECE home child care visitors
<b>Wage Eligibility Ceiling</b>	
<b>\$25.00</b> for RECE program staff, RECE supervisors and RECE home child care visitors	<b>\$26.00</b> for RECE program staff  <b>\$29.00</b> for RECE supervisors and RECE home child care visitors



# Workforce Compensation: Retroactive Payment Implementation

May

- The Region will host a workforce compensation workshop for operators.
- The Region will share an updated CWELCC workforce compensation calculator and letter template for staff.



June

- The Region will provide updated workforce compensation allocations to operators retroactive to January 1, 2024.
- Operators must provide payment to eligible staff within 32 calendar days of receiving funding.
- Operators must share information in writing about changes to the wage floor and wage eligibility ceiling with eligible staff.

# Workforce Compensation: Minimum Wage Offset (MWO)



- As of October 1, 2023, minimum wage legislation requires licensees to bring the wages of their staff to at least \$16.55 per hour.
- To offset the cost of an eligible non-RECE position that earned \$15 per hour in 2022, MWO funding is cumulative up to \$1.55 in 2024.
- MWO funding is tied to the position and not the individual staff.

# Cost Escalation

- Operators receive **4.91%** cost escalation funding in 2024 to support with increasing costs beyond the operator's control or discretion.
- Funding is allocated in accordance with the formula in the Ministry's CWELCC Guidelines (Section 7 p. 43).



# Service Levels

- Programs and services offered as of March 27, 2022, must be maintained. This includes:



**Program Quality**



**Hours**



**Availability**

- Families should not experience any dilution in service offerings prior to CWELCC.
- Any reductions in programs, services or offerings must be reflected by a proportionate reduction in fees for families.

# Closures



Closures may not exceed two consecutive weeks, and not more than four weeks of closure within a calendar year where parents are charged full fees.



Any increase to closure days from what was in place on March 27, 2022, must be approved by Halton Region.



# Fees

- Operators cannot raise base fees and non-base fees higher than the amount charged on March 27, 2022.
- Operators cannot introduce new base fees or non-base fees as of March 27, 2022.
- CWELCC funding cannot be applied towards non-refundable deposits for children who do not enroll at the program.



# Enrollment and Directed Growth

- Home child care agencies have transitioned to differentiated capacities by service area.
- For 2024 and 2025, there is no provincial funding to support CWELCC expansion of community-based spaces.
- The next allocation of community-based spaces will be 347 spaces in 2026.
- The Region is developing a directed growth plan which will identify priority neighbourhoods for CWELCC expansion.







## CWELCC Funding Allocations Update



# CWELCC Funding Allocation Update



Reminder: CWELCC funding allocations are based on revenue replacement, plus 20% vacancy allowance



June CWELCC funding allocations will be updated based on:

1. Updated staff information from WEG applications
2. Retroactive workforce compensation funding to January 1, 2024



Contact your Program Analyst if your funding allocation is not sufficient

# Emerging Issues Funding Update



- In January 2024, the Region collected and reviewed operating budgets from operators to:
  - Determine need for emerging issues funding; and
  - Assess operators' ongoing financial viability.
- Program Analysts will be contacting operators to continue to validate the information submitted.
- Emerging issues funding is expected to be allocated to operators later in 2024.

# Halton Region's Next Steps

2023 reconciliation and workforce compensation workshop for operators.

Halton Region's 2024 CWELCC Guidelines will be released.

2023 funding reconciliation workbooks due.

Emerging issues funding distribution to operators.

Halton's Directed Growth Plan will be released.

June

May

Later in 2024

Updated CWELCC funding allocations.



# CWELCC Supports



The Ministry's 2024 CWELCC Guidelines and Licensing Manual



Halton Region's 2024 CWELCC Guidelines



2024 CWELCC Workforce Compensation Calculator



Sample Workforce Compensation Letter for Staff



Supplemental Funding Form



Program Analyst



[childcareservices@halton.ca](mailto:childcareservices@halton.ca)







## Questions