



The introduction of the Canada Wide Early Learning and Child Care (CWELCC) System, includes new Workforce Compensation funds for Registered Early Childhood Educators (RECEs) working in licensed child care agencies that opt-in to the CWELCC System, and for RECE staff in licensed child care programs serving children aged 6 to 12, who are currently ineligible to apply to the CWELCC System. Staff working under a Director Approval (i.e. non-RECE) are not eligible for Workforce Compensation funds.

**TWO STREAMS OF FUNDING FOR REGISTERED EARLY CHILDHOOD EDUCATORS**

There are two (2) separate streams of Workforce Compensation funding for child care agencies enrolled in the CWELCC system: the Wage Floor and the Annual Increase.

**WAGE FLOOR**

There is a new wage floor for RECEs working in licensed child care that enroll in the CWELCC System, beginning April 1, 2022. This means that eligible RECEs who earn less than the wage floor will receive CWELCC System Workforce Compensation funds to bring their pay up to the floor.

Applying for the Wage Enhancement Grant (WEG) is a requirement for all agencies enrolling in the CWELCC System.

The wage floor annual increases are as follows:

<b>RECE Program Staff</b>				
<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
\$18.00	\$19.00	\$20.00	\$21.00	\$22.00

<b>RECE Child Care Supervisors or RECE Home Child Care Visitors</b>				
<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
\$20.00	\$21.00	\$22.00	\$23.00	\$24.00

It is important to note that the CWELCC System Workforce Compensation funds operate on top of the existing WEG. Figures for the Wage Floor in the chart above include the employee's base wage (i.e. base wage + Pay Equity + General Operating Fund) and WEG.

## **ANNUAL INCREASE**

For staff working in a licensed child care agency that has enrolled in the CWELCC System, a separate stream of funding is being provided to improve the wages of RECE staff. For RECEs who currently make equal to or more than the wage floor, but less than \$25.00/hour; there is a \$1.00/hour annual increase beginning January 1, 2023.

It is important to note that while staff, supervisors and home visitors who earn more than \$25.00/hour will not qualify for an annual increase through the CWELCC System funding, they may still receive WEG and increases tied to inflation or other planned wage increases through their employer to increase their wages beyond \$25.00/hour.

## **FUNDING FOR NON-REGISTERED EARLY CHILDHOOD EDUCATORS**

### **MINIMUM WAGE OFFSET**

Agencies participating in the CWELCC System, and who employ staff in a position categorized as Non-RECE Program Staff; Non-RECE Child Care Supervisor; and Non-RECE Home Child Care Visitor, may be eligible for Minimum Wage Offset funding to support the Agency's requirement to meet provincial employer minimum wage requirements.

### **PROGRAMS SERVING CHILDREN AGED 6-12**

Ontario is also contributing funding as part of the Workforce Compensation allocation, which will be used for compensation for staff in licensed child care programs serving children aged 6 to 12, who are currently ineligible to apply for participation in the CWELCC System, to ensure equity of wages across staff serving different age groups.

**HOW WILL THE NEW WAGE IMPROVEMENT FUNDS IMPACT MY WAGES?**

The following summary chart aims to clarify the impact of the new CWELCC System Workforce Compensation funding on staff in a variety of scenarios. If you have any questions about how this specifically applies to you, please consult with your employer.

**I WORK IN A LICENSED CHILD CARE CENTRE WITH CHILDREN AGE 0 – 12 YEARS.**

<b>Staff</b>	<b>Impact</b>
I currently make under \$18/hour including the \$2/hour Provincial Wage Enhancement Grant (WEG) as an RECE Program Staff.	<p>Retroactive to April 1, 2022, your wages will be increased to \$18/hour. This \$18/hour includes the WEG. In January 2023, your wages will be increased to \$19/hour, in line with the 2023 wage floor.</p> <p>Example: Jean makes \$15/hour + \$2 WEG. She will now receive an additional \$1/hour to earn the floor of \$18/hour. In January 2023, she will receive an additional \$1/hour to earn \$19/hour.</p>
I currently make under \$20/hour including the \$2/hour Provincial Wage Enhancement Grant (WEG) as an RECE Supervisor.	<p>Retroactive to April 1, 2022, RECE Supervisor wages will be increased to the floor of \$20/hour. This \$20/hour includes the WEG.</p> <p>Example: Lily makes \$17/hour + \$2/hour WEG as an RECE Supervisor. She will now receive an additional \$1/hour to earn the Supervisor floor of \$20/hour. In January 2023, she will receive an additional \$1/hour to earn \$21/hour.</p>

**I WORK IN A LICENSED CHILD CARE CENTRE WITH CHILDREN AGE 0 – 12 YEARS.**

<b>Staff</b>	<b>Impact</b>
I currently make between \$18/hour and \$24.99/hour, including the \$2/hour Provincial Wage Enhancement Grant (WEG), as a RECE Program Staff.	<p>You qualify for the annual increase. Beginning January 1, 2023, your wages will be increased annually by \$1/hour each year from 2023 to 2026 (or until you reach \$25/hour).</p> <p>Example: Mario makes \$21/hour in 2022 including the WEG. As of January 2023, he will make \$22/hour. In January 2024, this will be increased to \$23/hour and in January 2025, this will be increased to \$24/hour.</p>
I currently make between \$20/hour and \$24.99/hour, including the \$2/hour Provincial Wage Enhancement Grant (WEG), as a RECE Supervisor.	<p>You qualify for the annual increase. Beginning January 1, 2023. Your wages will be increased annually by \$1/hour each year from 2023 to 2026 (or until you reach \$25/hour).</p> <p>Example: Robin makes \$24/hour in 2022 including the WEG. As of January 2023, she will make \$25/hour and in 2024 is no longer eligible for the \$1/hour Annual Increase through CWELCC. She is still able to receive WEG and increases tied to inflation or other planned wage increases through her employer to increase her wages beyond \$25/hour.</p>
I currently make over \$25/hour, including the \$2/hour Provincial Wage Enhancement Grant (WEG), as a RECE Program staff or RECE Supervisor.	You are currently not eligible for any increases by the CWELCC System Workforce Compensation funds, as you make more than the \$25/hour cap for the program.



**I WORK IN A LICENSED CHILD CARE CENTRE WITH CHILDREN AGE 0 – 12 YEARS.**

<b>Staff</b>	<b>Impact</b>
I currently make under \$25/hour as a child care program staff, and am not a RECE.	You are currently not eligible for any increases by the CWELCC System Workforce Compensation funds.
I am a licensed home child care provider with or without my RECE.	You are currently not eligible for any increases covered by the CWELCC System Workforce Compensation funds. You are still eligible for the Home Child Care Enhancement Grant (HCCEG).

**I WORK IN A LICENSED CHILD CARE CENTRE WITH CHILDREN AGE 0 – 12 YEARS.**

<b>Staff</b>	<b>Impact</b>
<p>I am an RECE home child care visitor and I make under \$20/hour.</p>	<p>Retroactive to April 1, 2022, your wages will be increased to \$20/hour. This \$20/hour includes the WEG.</p> <p>Example: Gita makes \$17/hour in 2022 + \$2 WEG as an RECE home child care visitor. She will now receive an additional \$1/hour to earn the floor of \$20/hour.</p>
<p>I currently make between \$20/hour and \$24.99/hour, including the \$2/hour Provincial Wage Enhancement Grant (WEG), as a RECE home child care visitor.</p>	<p>Beginning January 1, 2023, your wages will be increased annually by \$1/hour each year from 2023 to 2026 (or until you reach \$25/per hour).</p> <p>Example: Fred makes \$22/hour in 2022, including the WEG. As of January 2023, he will make \$23/hour; in January 2024, this will be increased to \$24/hour and in January 2025 increased to \$25/hour.</p> <p>Example 2: Farah makes \$24/hour in 2022 as a home child care visitor. As of January 2023, she will make \$25 /hour and in 2024 is no longer eligible for the \$1/hour annual increase through the CWELCC System. She is still able to receive WEG and increases tied to inflation to increase her wages beyond \$25/hour.</p>

**I WORK IN LICENSED HOME CHILD CARE WITH CHILDREN AGE 0 – 12 YEARS.**

<b>Staff</b>	<b>Impact</b>
I currently make over \$25/hour, including the \$2/hour Provincial Wage Enhancement Grant (WEG), as a RECE home child care visitor.	You are currently not eligible for any increases covered by the CWELCC Workforce Compensation funds, as you make more than the \$25/hour wage cap for that program. You are still able to receive wage increases from your employer.

**I WORK IN AN EARLYON C.F.C. PROGRAM.**

<b>Staff</b>	<b>Impact</b>
I am a RECE staff or Supervisor in an EarlyON C.F.C.	You are currently not eligible for any increases covered by the CWELCC System Workforce Compensation funds, as this funding is limited to those working in licensed child care.

**I WORK IN AN EXTENDED DAY PROGRAM ADMINISTERED BY A SCHOOL BOARD.**

<b>Staff</b>	<b>Impact</b>
I am an RECE or other program staff.	You are currently not eligible for any increases covered by the CWELCC System Workforce Compensation funds, as this funding is limited to those working in licensed child care. If your extended day program becomes licensed and opts into the CWELCC System, you may be eligible to receive these wage supports.



**I AM AN UNLICENSED CHILD CARE PROVIDER.**

Staff	Impact
I am an unlicensed child care provider.	You are currently not eligible for any increases covered by the CWELCC System Workforce Compensation funds, as this funding is limited to those eligible staff working in licensed child care.

**I'M ELIGIBLE FOR WORKFORCE COMPENSATION. WHEN WILL I RECEIVE IT?**

Eligible child care programs have until September 1, 2022 to enroll in the CWELCC System for 2022. Once approved by Leeds Grenville, funds will begin to flow to the agency. Wage floor top-up funds for eligible staff will be provided retroactive to April 1, 2022. For example: If a centre or agency enrolls in the CWELCC System on August 30, 2022 and begins to receive the funding in November 2022, staff eligible for the \$18.00 wage floor top-up will receive Workforce Compensation funds for all hours worked since April 1, 2022.

The \$1.00/hour annual increase for those earning equal to or over the wage floor and under \$25.00/hour begins on January 1, 2023, if an Operator has enrolled and begun to receive CWELCC System funding.

The provincial funding guidelines have specified that the workforce compensation payments made to employees must be included in each pay cheque or payment made. It may not, be paid at the end of the year as a lump sum payment.

For more information or questions about the CWELCC System Workforce Compensation, please contact the Children's Services Department at [childrenservices@uclg.on.ca](mailto:childrenservices@uclg.on.ca).