

2023 Wage Enhancement Grant Home Child Care Enhancement Grant and CWELCC Workforce Compensation Annual Increase Funding Guidelines and Q&A

Part A - WAGE ENHANCEMENT GRANT (WEG) /HOME CHILD CARE ENHANCEMENT GRANT (HCCEG)

PURPOSE

Registered Early Childhood Educators (RECEs) and other child care program staff play a key role during the critical years of a child's development. However, there is a significant wage gap between RECEs working in the publicly funded education system and those in the licensed child care sector. This wage gap creates challenges in retaining qualified pedagogical professionals to deliver affordable, high quality services.

The 2023 Wage Enhancement Grant (WEG) supports an increase of up to \$2.00 per hour, plus 17.5% benefits for licensed program staff and home visitors. In addition, the Home Child Care Enhancement Grant (HCCEG) supports an increase of up to \$20.00 per day for home child care providers contracted with a licensed home child care agency.

ELIGIBILITY AND FUNDING

- Child Care Operators (Operators) do not have to have a Service Agreement with the United Counties of Leeds and Grenville to apply for WEG/HCCEG funding.
- Operators are entitled to this funding regardless of auspice; non-profit or commercial may both make application.
- Funding is allocated to licensed Operators and home child care agencies to support eligible child care program staff, home visitors and eligible home child care providers.
- The Ministry has established an hourly wage maximum of \$28.59 per hour for centre-based staff or an equivalent rate of \$285.90 per day for home child care providers.

ALLOWABLE EXPENSES

- WEG/HCCEG funding must be directed solely to licensed child care staff and home visitors to increase wages and to home child care providers to increase daily income as outlined in the WEG/HCCEG Guidelines.

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WEG/HCCEG SUPPLEMENTAL GRANT

An additional supplemental grant of \$150.00 is allocated to Operators for each eligible centre based FTE or home visitor FTE and \$50.00 for each eligible home child care provider is also being provided. The supplemental grant must be used to support staff, home visitors' and providers' hourly/daily wage or benefits. It provides operators flexibility to cover salary shortfalls due to increased hours in program or new staff/providers and additional benefits (i.e. vacation days, sick days, PD days and/or other benefits) once mandatory benefits are covered.

WEG/HCCEG ADMINISTRATION FUNDING

WEG/HCCEG Administration funding is allocated to Operators to fund administrative processes associated with implementing the WEG/HCCEG. The amount allocated to Operators is calculated based on the agencies total number of staff/providers eligible for WEG/HCCEG on their 2023 application.

ACCOUNTABILITY REQUIREMENTS

To ensure accountability and the appropriate use of WEG/HCCEG provincial funds:

- Operators are required to have an existing Service Agreement with the Counties or are required to sign a Funding Agreement with the Counties prior to any eligible funds being flowed.
- Operators must clearly indicate on staff pay cheques and home child care provider fee statements, the portion of remittance that is being provided through the WEG/HCCEG initiative by distinctly and separately labelling these funds as:
 - Provincial child care wage enhancement; or
 - Provincial home child care enhancement grant
- Operators are required to cooperate with any audit of payroll records undertaken by or for the Counties for the purpose of confirming compliance with the funding agreement and guidelines. Non-compliant operators may be deemed ineligible to receive future wage enhancement funding.

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APPLICATION PROCESS

To access this funding, licensed Operators and licensed home child care agencies must make application to the Counties using the WEG/HCCEG application form provided.

To support accuracy, the form automatically calculates the total number of FTEs that qualify for the funding, as well as funding levels required and the necessary breakdown by salaries and benefits.

Any Operator that has not made application for the WEG/HCCEG by the deadline, will not be allocated funding for 2023.

WEG ELIGIBILITY – CENTRE BASED STAFF/HOME VISITOR

Full Wage Enhancement Grant (WEG)

To be eligible to receive the full 2023 WEG, RECEs, home visitors and other child care program staff must be employed in a licensed child care position that:

- Exists in a licensed child care centre providing service in Leeds and Grenville between January 1, 2023 and December 31, 2023;
- Has an associated wage of less than \$26.59 per hour (i.e. \$2.00 or more below the cap of \$28.59); and
- Is categorized as a child care Site Supervisor as identified on the agency site licensing letter, Educator, Home Child Care Visitor, or is otherwise counted toward the adult to child ratios under the Child Care and Early Years Act (CCEYA).
- Supplementary program staff positions in place to maintain higher adult-child ratios than required under the CCEYA may also be eligible for the wage enhancement grant.

Partial Wage Enhancement Grant (WEG)

Where an eligible centre-based or home visitor child care position has an associated base wage rate excluding prior year's wage enhancement between \$26.60 and \$28.58 per hour, the position is eligible for a partial wage enhancement. The partial wage enhancement will increase the wage of the qualifying position to \$28.59 per hour without exceeding the cap.

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Ineligible Positions

- Generally Executive Directors, Directors, cook, custodial and other non-program staff positions are not eligible for WEG funding. The only exception to this provision is if at least 25% of the non-program staff position is used to support ratio requirements; in which case the staff would be eligible for partial wage enhancement for the hours worked in the eligible position supporting ratios.
- Staff performing the duties of Enhanced Support are not eligible for WEG for any hours worked in this role that has been funded by the Counties (see the Counties [Special Needs Resource Service Guidelines](#)).
- Staff hired through a third party (i.e. temp agency).
- Any staff that is not counted towards the adult/child ratio other than the Site Supervisor.

WEG Benefits and Funding Flexibility

WEG Benefits funding of 17.5% will be provided to support Operators in meeting their statutory employer benefit requirements, including up to 2 weeks of vacation and 9 statutory holidays. Once all statutory benefit requirements are met, any remaining WEG funding within 17.5% can be used to fund other benefit expenses paid by the employer on behalf of the employee.

Any residual WEG benefits funding can be used to support wage enhancement salaries per the above allowable expenses. This is one-way funding flexibility only; salary funding cannot be used for benefits.

HCCEG ELIGIBILITY - HOME CHILD CARE PROVIDERS WITH A LICENSED AGENCY

In order to be eligible for HCCEG, home child care providers must:

- Be contracted by a licensed home child care agency with its head office located within the geographical boundaries of Leeds and Grenville;
- Hold a contract with a licensed home child care agency; and
- Provide services to one child or more (including privately placed children; excluding providers own children).

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Full Eligibility

Eligibility for the full HCCEG of \$20 per day, home child care providers must:

- Provide full-time services on average (6 hours or more a day); and
- Receive base daily fees, excluding prior year's HCCEG, of less than \$265.90 (i.e. \$20 below the cap of \$285.90).

Partial Eligibility

Eligibility for partial HCCEG of \$10.00 per day, home child care providers must:

- Provide part-time services on average (less than 6 hours a day); and
- Receive base daily fees, excluding prior year's HCCEG of less than \$161.54 (i.e. \$10 below the cap of \$171.54).

Note: Information and parent fees collected from privately placed children must be considered when determining eligibility and payments for the HCCEG.

Part B - CANADA WIDE EARLY LEARNING AND CHILD CARE (CWELCC) WORKFORCE COMPENSATION - ANNUAL INCREASE

PURPOSE

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.

RECEs who currently make equal to or more than the wage floor, but less than \$25.00/hour are eligible to receive up to 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.

OPERATOR ELIGIBILITY FOR CWELCC WORKFORCE FUNDING

- Operators must be enrolled in CWELCC.
- Operators must apply for and be eligible to receive the WEG.

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- Operators are entitled to this funding regardless of auspice; non-profit or commercial.
- Funding is allocated to licensed Operators to support eligible RECE Supervisors, RECE Educators and RECE home visitors only. Staff must be registered with the College of ECE to be eligible.
- For eligible RECE staff working in infant, toddler or preschool licensed programs, including family groupings, as well as in licensed programs serving children 6 to 12 years old (i.e. Kindergarten/School Age programs).
- Non-RECE staff are not eligible to receive this funding.
- Staff granted Director Approval (i.e. taking the place of an RECE) under the CCEYA are not eligible to receive this funding.
- Home child care providers are not eligible to receive this funding.

STAFF ELIGIBILITY

To be eligible for the CWELCC Annual Increase, Operators must be participating in CWELCC and employ staff categorized as:

- RECE Program Staff
- RECE Child Care Supervisor
- RECE Home Child Care Visitor

STAFF INELIGIBILITY

Non-RECE program staff and non-program staff are not eligible for wage floor and annual increases. This includes non-program staff such as:

- Cook, custodial and other non-program staff positions.
- SNR-funded resource teachers/consultants and supplemental staff.
- Staff hired through a third party (i.e. temp agency).

The only exception to the first two (2) positions noted above is if the staff is an RECE and the position spends at least twenty-five percent (25%) of their time to support ratio requirements as outlined in the CCEYA. In these situations, the staff would be eligible for the wage floor and annual wage increases for the hours that they are supporting the ratio requirements.



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Qualified staff, child care supervisors, or home child care visitors that are director approved to be employed in these positions, but do not have an RECE designation, are not eligible for the wage floor or annual increase supported by Workforce Compensation funding.

Alignment with Child Care Wage Enhancement Grant

The WEG will continue to be provided to Operators enrolled in CWELCC to support the retention of qualified professionals to deliver affordable, high quality services. Operators will be required to apply for the WEG to be eligible for the wage floor and annual wage increase under CWELCC. WEG Funding will be added to the base wage of staff when considering eligibility for the wage floor and annual wage increase, plus benefits.

Annual Increase

An annual wage increase of up to a \$1.00/hour is applied to staff whose hourly wage, including WEG is at or above the yearly wage floor, up to the cap of \$25.00/hour. Staff must be receiving WEG funding, and benefits should not be included when determining a staff’s base wage.

Wage Floor

Operators are required to bring the wage of all eligible staff up to the wage floor identified in the table below. All eligible staff hired during the identified years must earn at least the wage floor identified for the year, plus benefits, as defined below. The wage floor for 2023 comes into effect on January 1, 2023.

Hourly Wage Floor 2022 to 2026*

| | 2022 | 2023 | 2024 | 2025 | 2026 |
|--|---------|---------|---------|---------|---------|
| RECE Program Staff | \$18.00 | \$19.00 | \$20.00 | \$21.00 | \$22.00 |
| RECE Child Care Supervisors or RECE Home Child Care Visitors | \$20.00 | \$21.00 | \$22.00 | \$23.00 | \$24.00 |

*In addition to the hourly wage, eligible staff are required to receive mandatory (17.5%) benefits.

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Implementation

To determine the RECE wage eligibility, the following order of operations must be followed:

1. 2022 base wage (by employer);
2. WEG (\$2.00/hour, up to a maximum as per WEG guidelines);
3. CWELCC annual wage increase \$1.00/hour, up to \$25.00/hour); and
4. CWELCC incremental wage floor funding, if applicable.

Annual Wage Increase

To be eligible for an annual wage increase of up to \$1.00/ hour, staff must be receiving WEG funding and their hourly wage (including WEG funding) must be below the wage cap of \$25.00/ hour on January 1st of each eligible year. Benefits should not be included when determining the hourly wage.

Operators are required to increase the hourly wage of eligible RECE staff by up to \$1.00/hour plus benefits, on January 1st of each year from 2023 to 2026. Staff are eligible to receive this increase for all hours worked as well as sick days, vacation, etc.

Staff at the wage floor in 2022 will have their hourly wage increased by \$1.00/hour to move to the 2023 wage floor. Staff above the wage floor will have their hourly wage increased \$1.00/hour, up to the \$25.00/hour wage cap. Staff earning at or above \$25.00/hour are not eligible for the annual \$1.00/hour increase. Staff making \$24.00 to \$24.99/hour are to have their wages increased by the incremental amount required to reach \$25.00/hour. The annual increase should be calculated prior to any employer-based wage improvements.

Annual Wage Increase and Wage Floor Examples

1. RECE program staff with base wage of \$15.50/hour would qualify to have their wage increased to \$19.00/hour ($\$15.50 + \$2 \text{ WEG} + \$1/\text{hour annual wage increase plus } \$0.50 \text{ incremental wage floor increase} = \$19.00/\text{hour}$ which is the 2023 wage floor).
2. RECE program staff with base wage of \$18.00/hour would have their wage increased to \$21.00/hour ($\$18.00 + \$2.00 \text{ WEG} = \$20.00/\text{hour}$). The annual increase of \$1.00/hour is provided to bring the wage to \$21.00/hour.

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3. RECE program staff with base wage of \$22.50/hour would have their wage increased to \$25.00/hour ($\$22.50 + 2.00 \text{ WEG} + \$0.50 \text{ annual wage increase} = \$25.00/\text{hour}$). The annual increase up to \$1.00/hour is provided to bring the wage to \$25.00/hour.

PART C - PROVISION OF WEG/HCCEG AND CWELCC WORKFORCE COMPENSATION FUNDS

The provision of WEG/HCCEG and CWELCC Workforce Compensation funding to eligible staff is retro-active to January 1, 2023.

CWELCC Workforce Compensation funding from the Counties for the annual \$1.00/hour increase for eligible staff, began flowing to Operators as of January 1, 2023 and has continued to be funded on a monthly basis. These funds will be reconciled with information gathered in the application as well as with the year-end reconciliation information submitted by the Operator to the Counties. As such, Operators should already be providing the \$1.00/ hour CWELCC Workforce Compensation annual increase to eligible RECE staff.

WEG/HCCEG funding will flow once the Operators' application for funding has been approved. Once the WEG/HCCEG funding has been provided, Operators are required to issue a retro-active lump sum payment to eligible staff within 30 days of receiving their allocation from the Counties.

WEG/HCCEG and CWELCC Workforce Compensation Funding is to be flowed to staff, home visitors and licensed home child care providers at the same time and with the same frequency as usual payroll or fee payment.

Terms and Conditions

The WEG/HCCEG and CWELCC Workforce Compensation Funding is subject to the following terms and conditions:

1. WEG funding shall be distributed by Leeds Grenville to Operators for their distribution to eligible staff as determined by the Ministry of Education (MOE) and shall be retroactive to January 1, 2023.

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2. The WEG/HCCEG shall be distributed to license holders/programs by Leeds Grenville in the manner established by the Ministry of Education (MOE) and is subject to the availability of Ministry funding.
3. All WEG funding is to be used to support wage increases of up to \$2.00/hour plus applicable benefits to RRECEs and other eligible child care program staff working in licensed child care centres.
4. All HCCEG funding is to be used to support home providers working in the licensed child care system and provide a daily increase of up to \$20.00 for eligible licensed home child care providers based on current hours of service provided. HCCEG eligibility and funding should be calculated based on the total fees the provider is receiving each day from all sources (private families + agency placed families). HCCEG eligibility is based on a daily fee, and a provider may be eligible for HCCEG on some days or portion thereof and not on other days. Should an Operator exceed the per day maximum for full HCCEG, they will not be eligible to receive any HCCEG for that day.
5. Operators shall direct one hundred percent (100%) of the WEG/HCCEG to eligible staff. To be eligible, staff receiving WEG/HCCEG must be employed in a licensed child care position that:
 - Existed in a licensed child care centre or licensed home daycare (LHDC) between January 1, 2023 and December 31, 2023.
 - WEG has an associated hourly base wage of less than \$28.59/hour. HCCEG has a maximum of \$285.90/day.
6. The WEG/HCCEG cannot be used to support system expansion or to reduce fees.
7. Operators must include WEG/HCCEG and CWELCC Workforce Compensation payments in each pay cheque or payment made (i.e. cannot be paid as a lump sum).
8. License holders/programs shall label the portion of funding that is being provided through the WEG/HCCEG on each staff person's pay/cheque by identifying it as "Provincial Child Care Wage Enhancement Grant" or "Provincial Home Child Care Enhancement Grant". CWELCC Workforce Compensation Funding must be identified as "CWELCC Workforce Compensation".
9. Operators enrolled in CWELCC must apply for WEG funding on an annual basis. Information collected in the WEG application will be used to determine Workforce Compensation funding.

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10. If at any point the home child care provider stops serving agency placed children, the home child care agency must terminate the transfer of HCCEG funds to the licensed home provider.
11. Operators must maintain all financial and documentation pertaining to the CWELCC for no less than seven (7) years following the life of the service agreement. In the event the Operator ceases operations, the Operator shall not, without the prior written consent of the Counties, dispose of any records related to the services provided for under this Service Agreement.
12. At year-end, Operators will reconcile the use of funds received. Operators must return any WEG/HCCEG or CWELCC funds to the Counties where funds are not used in accordance with the requirements established by the Counties that apply to Operators.
13. Beginning in 2023, payment of WEG/HCCEG funding and CWELCC Workforce Compensation Funding will be provided to Operators in monthly installments.

QUESTIONS

Questions, concerns, or assistance regarding completion of the WEG/HCCEG and CWELCC Workforce Compensation funding application form or advice regarding the funding/eligibility criteria, please contact: Childrenservices@uclg.on.ca or call Marcia Hickey, Financial Analyst at 613-342-3840, extension 2367.

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PART D - QUESTION AND ANSWER

Q1. What is the WEG/HCEG supplemental grant and what can it be used for?

In addition to wage enhancement, in 2023 the Ministry is providing a supplemental grant for operators, equal to \$150.00 for each eligible centre based FTE or home visitor FTE. This grant will be automatically calculated on the application forms based on the information provided by operators.

The supplemental grant must be used to support staff, home visitors and providers' hourly/daily wage or benefits. It provides operators flexibility to cover salary shortfalls due to increased hours or staffing, and additional benefits (e.g. additional time in program, new staff or home child care providers, vacation days, sick days or professional development days and/or other benefits) once mandatory benefits are covered. Any funding that is not used for these purposes will be recovered.

Q2. Are Supervisors eligible for WEG?

Only Supervisors who are named in the agency's Ministry of Education licensing letter, as a Site Supervisor, are eligible for WEG funding. Supervisors who meet this criteria, are eligible to receive wage enhancement for 100% of the time they are working in a licensed child care setting, regardless of the amount of time they are working directly with children.

Q3. Are Assistant Supervisors/Team Leaders eligible for WEG?

Yes, Assistant Supervisors/Team Leaders may be eligible for wage enhancement if they work in a position that can be counted towards ratio for at least 25% of the day and meet the other eligibility criteria or are named as the Site Supervisor on the agency's licensing letter. However, the position would only receive wage enhancement for hours worked in the eligible position to support ratio and not time in an administrative or other position.

Q4. Are casual staff, supply staff and/or part-time employees eligible for the WEG?

Yes, casual staff, supply staff and part-time employees are eligible for wage enhancement, so long as they meet the other eligibility requirements and are required for ratios.

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Q5. Are student positions eligible for the WEG?

Yes, student positions are eligible for wage enhancement if they are required for ratios and meet the other eligibility requirements. Otherwise, student positions are not eligible for wage enhancement.

Q6. Are non-program staff eligible for the WEG (e.g. cook, custodial staff, administrator, etc.)?

Non-program staff positions may be eligible for wage enhancement funding where at least 25% of the non-program staff position is used to support CCEYA ratio requirements. In these instances, the position would only receive wage enhancement for hours worked in the eligible position to support ratio.

Q7. Is it the position or the individual staff that is eligible for the WEG?

Wage enhancement is based on positions, not staff/employees.

Q8. Why do I have to include all staff that work for my agency in the application even if they are not eligible for WEG?

The Counties continues to collect employee and wage information for the licensed child care system to determine average wages by position, system wage trends, etc. Operators are required to enter all positions employed by their agency regardless of whether these positions work directly with children and/or are counted towards adult/child ratios (e.g. Executive Director, bookkeeper, cook, cleaner, etc.) and/or if the position is eligible for WEG/HCCCEG/CWELCC Wage funding.

Q9. What if a position existed in 2022 but doesn't exist now? What happens to that WEG amount?

If the position no longer exists, the operator is not entitled to receive wage enhancement for that position and should not apply for it through the application process. The Counties will recover any unused wage enhancement funds and return it to the Ministry of Education.

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Q10. Can the operator/licensed home child care agency decide when to give WEG/HCCCEG funding to the eligible staff/home providers, for example once a year or quarterly?

No, Operators/licensed home child care agencies must issue wage enhancement funding to staff/home providers in each pay cheque or payment. In addition, operators/home child care agencies must notify staff or home child care providers of the amount provided to them through this initiative on staff pay cheques/home child care provider fee transfers or through a separate letter. This amount must be labelled either WEG or HCCEG on the payment.

Q11. Are for-profit child care business owners eligible for the WEG?

For-profit child care centre owners who are identified as the "approved supervisor" on their site license for the purpose of the CCEYA are eligible to apply for wage enhancement. If the owner is not the supervisor as per the CCEYA, they may still be eligible for the wage enhancement if they spend at least 25% of their day in a position that can be counted towards ratio. In these instances, the position would only receive wage enhancement for hours worked in the eligible position to support ratio.

Unincorporated for-profit child care centre owners (including partnerships) are required to use information from their T1-2125 to demonstrate their earnings from the business and to calculate their hourly wage. These owners (and partners) will be required to submit this information as part of the application process.

Q12. I am experiencing a shortfall in WEG funding for the year. How should I handle this? Am I obligated to cover the shortfall?

Both the supplemental grant and any residual benefits funding (for operators with benefits less than 17.5%) can be used to offset any potential in year WEG/HCCCEG shortfalls. However, there may be some situations where due to expansion, addition of new positions, or other unforeseen circumstances, an operator will run out of funding before the end of the year. Should this situation occur, Operators should contact the Children's Services Department.

Q13. Do operators automatically apply for 17.5% for the benefit component of the WEG or do we calculate based on individual percentage for different benefits?

Benefits are automatically calculated at 17.5% in the Wage Enhancement application.

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Q14. My centre provides benefits in addition to mandatory benefits (i.e. more vacation days, dental, etc.), is there additional funding provided with the WEG to support this cost?

Operators are provided with a supplemental grant to support shortfalls related to wage enhancement. The funding can be used to provide wage enhancement for benefits that are in addition to the Operators required mandatory benefits including additional days/hours worked, sick time, off-site professional development days, and/or additional benefits.

Q15. Our centre does not track sick days separately. Is it possible to use an average number of sick days rather than the actual number?

Actual number of sick days must be recorded.

Q16. What hours are eligible for WEG funding?

For program staff (RECE's, non-RECE's) positions submit:

- Time spent in program during hours of operation;
- Prep time or planning time during hours of operation;
- Case conferences during hours of operation; and
- Any other meetings/commitments where staff are still required to be on-site to maintain ratios during hours of operation.

Hours **not** that are not eligible for WEG/HCCCEG include:

- Training;
- Professional development;
- Enhanced cleaning (i.e. Covid-19 Protocols)
- Off-site meetings or functions; and
- After-hours meetings or functions.

Q17. Are over-time hours eligible for WEG?

Yes, over-time hours are eligible for wage enhancement funding.

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Q18. My organization has already committed to a salary/pay increase for 2023; can the WEG be used to address this commitment?

No, wage enhancement cannot be used to address salary/pay increases committed to by your agency including those committed to by way of negotiated collective agreement increases. Wage enhancement is intended to increase salaries over and above their regular pay entitlement.

Q19. Staff within my organization have pay grids for each staffing position. Can the WEG be used to address salary/pay increases resulting from a staff moving along the pay grid?

No, wage enhancement cannot be used to address pay grid salary/pay increases. Wage enhancement is intended to increase salaries over and above their regular pay entitlement.

Q20. If an employee leaves an organization in 2023, is the employee eligible for the WEG for the period that they worked in 2023?

Yes, if the former employee was in a position that was deemed eligible for wage enhancement grant funding then he/she would be eligible to receive wage enhancement from January 1, 2023 to the date of separation. Appropriate effort would need to be made to contact/locate the former employee.

Q21. We operate a licensed home child care agency that is located within Leeds and Grenville. Some of the providers with our agency are located outside of the geographical boundaries of Leeds and Grenville. Do I apply for all the operators that have a contract with my agency or only the ones located within Leeds and Grenville?

Effective 2023, licensed home child care agencies with a head office located in Leeds and Grenville should apply to the United Counties of Leeds and Grenville for HCCEG for all home child care providers regardless of which CMSM/geographical boundary the provider lives.

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Q22. If a staff is laid off, are they eligible for WEG for this period?

No, staff that are laid off are not being paid by the employer and therefore are not eligible for WEG during the lay off period.

Q23. Who is eligible to receive the CWELCC Wage Compensation Annual Increase?

Only Operators that have applied for and been determined eligible for WEG **and** who are enrolled in CWELCC will receive CWELCC Wage Compensation funding for eligible staff.

Only staff that have an RECE designation and are enrolled in the College of ECE are eligible to receive this funding. Should a staff cancel or default on their College of ECE membership, they would no longer be considered and RECE and would not be eligible to receive this funding.