

# **Child Care Wage Enhancement**

# What is it?



The 2014 provincial Budget included an investment of \$269 million over three years to support a wage enhancement for child care staff.

# How much funding is available?

- In 2015 qualifying program staff working in licensed child care centres and earning less than \$26.27 per hour will receive a wage enhancement of up to **\$1 per hour plus up to 17.5 percent benefits** with an additional increase in 2016.
- Qualifying home child care providers working with a licensed Private Home Day Care (PHDC) agency will receive an increase of **up to \$10 per day** in 2015, with an additional increase in 2016 under the Home Child Care Enhancement Grant.

# Who qualifies for wage enhancement?

RECEs, PHDC home visitors and other child care program staff qualify for the 2015 wage enhancement if they are employed in a licensed child care position that:

- Existed in a licensed child care centre or home child care agency between January 1, 2014 and October 31, 2014;
- Has an associated wage of less than \$26.27 per hour;
- Is categorized as a child care supervisor, RECE, home child care visitor, or can be otherwise counted toward adult to child ratios under the Day Nurseries Act (DNA).

# Who qualifies for the Home Child Care Enhancement Grant?

Home child care providers working with a licensed Private Home Day Care agency are eligible to receive an increase of \$10 per day under the HCCEG if they:

- Hold a contract with a licensed home child care agency between January 1, 2014 and October 31, 2014;
- Serve the equivalent of two full-time children enrolled in their program who have been assigned to them by a licensed home child care agency; and,
- Receive less than \$262.70 per day in fees from their agency.

Providers that serve less than two agency placed children are eligible for a partial enhancement of \$5 per day

# What is the application process?

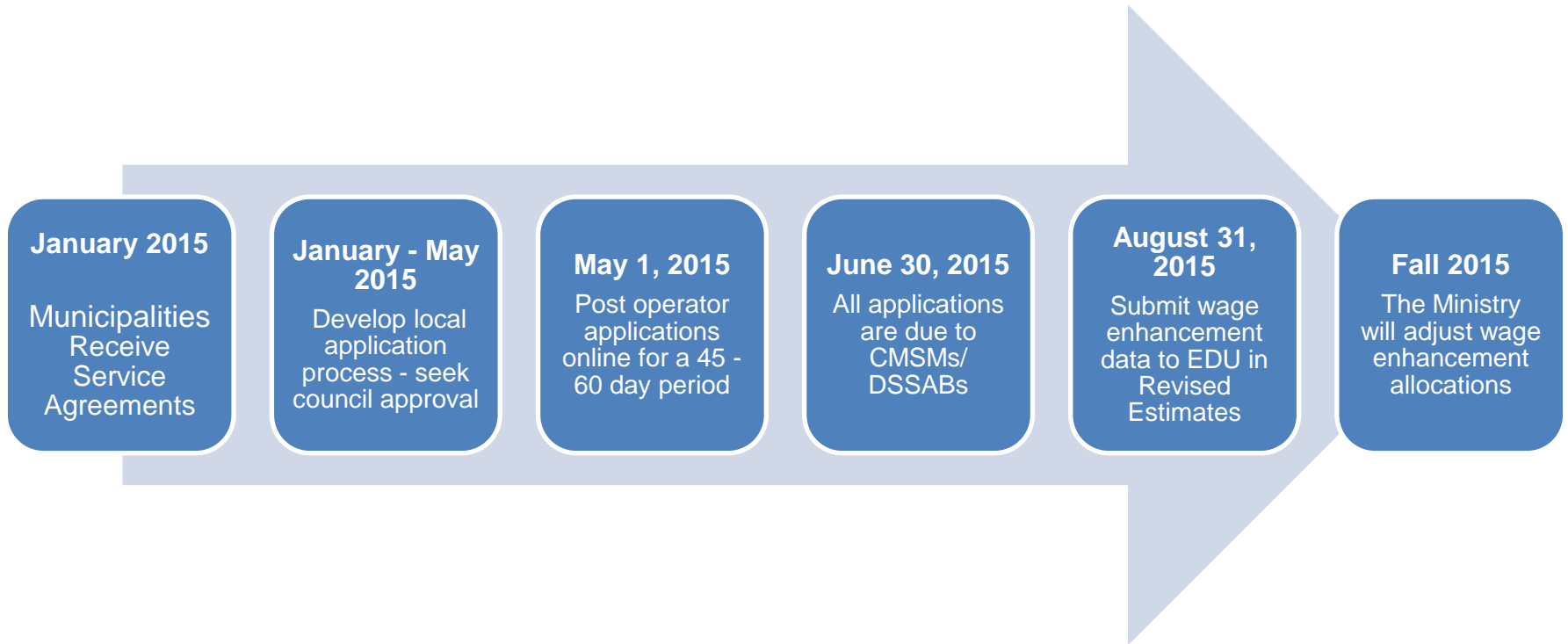
- Child care operators are required to apply for wage enhancement funding from municipal service managers.
- Applications must be posted on municipal websites **by May 1, 2015 for 45-60 days**. The application process must close by June 30, 2015.
- Sample application forms for wage enhancement and HCCEG funding were provided as part of the 2015 child care and family support program service agreement package.

# Administration Funding



- To support Consolidated Municipal Service Managers (CMSMs) and District Social Services Administration Boards (DSSABs) and First Nations with the implementation of the wage enhancement initiative, the ministry will provide a one-time grant equivalent to **ten per cent** of projected 2015 wage enhancement allocation to support administration.
- The wage enhancement and administration allocations are based on existing licensed child care capacity.

# Implementation Timelines





# Operator Accountability

Wage enhancement/HCCCEG funding must be paid to child care staff and not spent on other child care operator expenses.

- Operators will be required to complete an attestation form (or similar) to ensure that funds are provided directly to program staff.
- Any funding that is not expended by an operator in accordance with the funding criteria for wage enhancement must be recovered by the CMSM/DSSAB.

# Reporting Requirements

- The wage enhancement/HCCEG reporting requirements are outlined in the Ontario Child Care Service Management and Funding Guideline.
- All reporting requirements are included in the application forms provided by the Ministry.

# Tools and Resources

The following resources were provided by the Ministry to support the wage enhancement implementation:

- Ontario Child Care Service Management and Funding Guideline
- Sample application forms
- Questions and Answers
- Helpful tips for wage enhancement agreements

All resources and memos are posted on the FAAB website:  
[faab.edu.gov.on.ca](http://faab.edu.gov.on.ca)

