

2023 Wage Enhancement Grant (WEG) and Home Child Care Enhancement Grant (HCCEG) Quick Look

Refer to the 2023 WEG/HCCEG Guideline and additional resources on the [Region's website](#)

Revised: June 16, 2023

(Note: This document does not supersede or replace the WEG/HCCEG Guideline)

OUTCOMES

- Close the wage gap between RECE wages in school boards and the licensed child care sector.
- Support stable, quality child care programs for children by helping service providers retain RECEs, child care staff and home child care (HCC) providers.
- Support greater employment and income security.

PROGRAM ENTITLEMENT

You may update your 2023 WEG/HCCEG application in GovGrants between June 19 and July 10. Review the updates to the WEG/HCCEG Guideline before updating your application.

See the [Wage Enhancement User Guide](#) (page 45) for instructions on how to complete the amendment request.

You must complete the application with **actual** operating information from January to June 2023 and the **projected** operating information for July to December 2023.

Payments are made to staff/HCC providers working in eligible positions in 2023 and based on actual hours worked from January 1 to December 31, 2023.

Centre-based providers can add a new site to their existing WEG application if the site is currently licensed and operational or plans on being operational in 2023. Please review the [Wage Enhancement User Guide](#) (page 46) for instructions on how to add a new site.

If you have any questions about this process, email us at: eyccsgovgrantsadmin@peelregion.ca.

STAFF POSITIONS

Eligible positions:	Supervisors
	Registered Early Childhood Educators (RECE)
	Early Childhood Assistants
	Director-approved Program Staff (e.g. Montessori Teachers)
	Home Child Care Supervisors (supervise Home Child Care Visitors)
	Home Child Care Providers
	Home Child Care Visitors
	Other positions that are counted toward adult to child ratios under the <i>Child Care and Early Years Act, 2014</i> (CCEYA)
Ineligible positions *Not eligible unless 25% of time is spent to support ratio requirements under the CCEYA, in which case they would be eligible for WEG for the hours supporting ratios	Owners/Managers/Administrator/Director* who do not occupy another eligible position/title
	Cooks*
	Maintenance or janitorial staff*
	Clerical/Administrative staff*
	Summer Students*
	Fee for service contracts (including Temporary Staffing Agencies) *
Resource teachers/consultants	

WAGE CAP – ELIGIBLE AMOUNTS

Centre Based (Full WEG of \$2/hour + 17.5% benefits)	Eligible positions with a base wage of less than \$26.59 per hour (including any historical wage grants such as former Historical Wage Subsidy and Pay Equity but excluding the prior year's WEG) may receive \$2 per hour of WEG.
Centre Based (Partial WEG of less than \$2/hour +17.5% benefits)	Eligible positions with a base wage between \$26.60 and \$28.58 will receive the amount needed to reach the cap (\$0.01-\$1.99/hour) without exceeding the cap of \$28.59 .
Home Visitors	Home visitors with a base wage of less than \$28.59 per hour may receive up to \$2 per hour of WEG.
Full-time HCC Providers	Full time HCC Providers who provide services to one child or more; provide full-time services on average (6 hours or more a day); and receive a base daily fee excluding prior year's HCCEG, of \$265.90 or less (i.e. \$20 below the cap of \$285.90)
Part-Time HCC Providers	Part-time HCC Providers who provide services to one child or more, provide part-time services on average (less than 6 hours a day) and receive base daily fees, excluding prior year's HCCEG of \$161.54 or less (i.e.\$10 below the cap of \$171.54).

EMPLOYER MANDATORY BENEFITS – FUNDING AND FLEXIBILITY

- **Benefits Funding:** Benefits are funded at a rate of 17.5% to support service providers cover:
 - **Employer Contributions:** Canada Pension Plan (CPP), Employment Insurance (EI), Workers Safety Insurance Board (WSIB), and Employer Health Tax (EHT); and
 - **Employer Benefits:** Vacation Pay, Public Holidays (nine statutory holidays).
- **Benefits Flexibility:** Once all benefit requirements are met (including vacation and statutory days), any remaining funding within 17.5% can be used to fund other benefit/salary expenses associated with WEG/HCCEG or \$2.00 per hour payments that are paid by the employer on behalf of the employees.

ADMINISTRATION

- If you are enrolled in the Canada-Wide Early Learning and Child Care (CWELCC) program, administration funding for WEG/HCCEG will be included in your CWELCC Transition Operating Grant.
- If you are not enrolled in the CWELCC program and have an EYCCS Fee Subsidy Agreement (FSA), you will continue to receive one funding allocation to support your WEG/HCCEG administration costs through the General Operating Fund (GOF).
- If you are not enrolled in the CWELCC program and do not have a FSA with us, you will continue to receive your WEG administration funding amount through your WEG/HCCEG Agreement.

SUPPLEMENTAL GRANT

Note: The Supplemental Grant amount is based on 2022 WEG approved application.

- **Amounts:** WEG includes an additional supplemental grant of \$150 for each eligible centre-based FTE or home visitor FTE and \$50 for each eligible HCC provider.
- **Eligible Use/Purpose:** You can use the supplemental grant to cover salary shortfalls (due to hours/days worked in program, professional development, or new staff/providers) and additional employer mandatory benefits, (e.g., vacation days, sick days) once employer mandatory benefits are covered.

Eligible Positions and Eligibility Criteria

The definition of eligible hours/days worked has been broadened to ensure WEG/HCCEG is applied consistently for hours/days worked for eligible positions. You may use WEG/HCCEG to cover hours/days worked in program and for professional learning time, planning time, set-up time, (including program closures and transition times up to 5 days), and time spent participating in meetings mandated by your organization for eligible positions. For staff to be eligible for these hours they must be receiving their base wage. Refer to Appendix 1 in the guideline for more details about positions eligible for these hours.

REPORTING AND RECONCILIATION – Due First Quarter of 2024

Service providers are required to fulfill the following reporting requirements:

- Complete and submit a WEG/HCCEG reconciliation template which also attests that 100% of WEG/HCCEG was provided directly to the eligible positions.
- Through the Wage Enhancement Grant distribution review process, service providers may be randomly selected for a review of WEG/HCCEG expenses identified in the annual reconciliation report.
- We may conduct site visits or complete an audit to confirm that funding was used for the approved purpose.

CONTACT US

If you have any questions, email us at EarlyYearsSystemDivision@peelregion.ca with the subject line “Agency Name – WEG/HCCEG Inquiry.”