

Wage Grid Supplement Increase to support the new 2023/24 Wage Grid

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Information Session – For Family/Group Child Care Home Providers

Early Learning and Child Care Division

Department of Education and Early Childhood Learning

Wednesday, May 17, 2023



Agenda

1. Background: 2022/23 Operating Grant Increase and Wage Grid Implementation
2. New 2023/24 Wage Grid
3. 2023/24 Wage Grid Supplement Increase
4. Daily Overall Revenue
 - Parent Fees
 - Reduced Parent Fee Revenue funding
 - Daily Operating Grant Amount
 - Examples
5. Common Questions
6. Resources
7. Questions

Background - Wage Grid

- All provinces and territories have established a partnership with the federal government under the Multilateral Early Learning and Child Care (ELCC) Framework, to build a Canada-wide, publicly funded ELCC system.
- Under the Canada Manitoba Canada-Wide ELCC Agreement, Manitoba committed to improving quality and supporting the recruitment, retention and growth of the ELCC workforce, including implementing a Wage Grid in the non-profit ELCC sector.
- A well-compensated ELCC workforce is essential to:
 - Deliver high-quality ELCC services
 - Stabilize and strengthen the ELCC sector
 - Address labour market shortages
 - Support the retention of current staff
 - Support recruitment of new individuals to a career in early childhood education

Background - Additional Manitoba Context

- Large disparity in wages across the sector
- Child Care Facilities
 - All child care facilities in Manitoba, including funded facilities, operate as independent businesses.
 - The licence holder operating a child care home is the legal entity responsible for all aspects of the business, including determining staff wages.
- Operating Grant Funding – Primary source of funding for salary-related costs
 - In addition to parent fees/Reduced Parent Fee Revenue Grant, provincial operating grant funding is the primary source of revenue used to support staff wages, provider income, operational expenses, administrative costs and programming support.
- Wage Grid – Provides wage targets based on similar public sector wages

The Initial Wage Grid in 2022/23

- Intended as a **first step** in the development of a more comprehensive wage scale to help narrow the gap between highest and lowest wages across Manitoba.
- Provided funded facilities with **guidance** on wages for Child Care Assistants and Early Childhood Educators to promote fair, competitive and consistent wages. Preserves Board/Owner Operator authority.
- **Implemented July 2022**, retroactive payments to staff.
- Supported through a **Wage Grid Supplement to the operating grant**.
- Identified **Starting Point** and **Target** wage for each position/classification.

Considerations: 2023/24 Wage Grid

- Fall 2022 Speech from the Throne committed to increase wages in 2023.
- Minimum wage increase in 2023.
- Lessons learned from 2022/23 Wage Grid:
 - More lead time needed for implementation
 - Clarification on terminology
- Hiring a consultant to support the development of a more comprehensive framework for wages in the sector based on market research and consultation with the sector.

Wage Grid 2023/24

Effective July 1, 2023

\$56.1M TOTAL
\$3.3M Provincial Funding

If staff are employed within a funded child care home (including substitutes), the *Wage Grid* provides a *Starting Point* and a *Target* wage:

- The *Starting Point* provides the lowest wage a staff of that position/classification should receive in a funded facility.
- The *Target* provides average wages for each position/classification, which facilities should be working towards by July 2024.
- The Wage Grid provides guidance for home-based providers and boards of directors to begin offering wage levels from a common baseline to ensure greater consistency throughout the sector.

2023/24 ELCC WAGE GRID			
Position/Classification	Hourly Wage		
	2022/23 Starting Point	2023/24 Starting Point	Target*
Director ECE III			
151-200	\$33.75	\$35.82	\$36.84
51-150 spaces	\$30.32	\$32.18	\$32.54
50 spaces or less	\$27.27	\$28.95	\$29.23
Director ECE II			
151-200 spaces	\$31.69	\$33.64	\$33.64
51-150 spaces	\$28.43	\$30.18	\$30.58
50 spaces or less	\$25.58	\$27.15	\$27.40
Assistant Director			
ECE III	\$27.20	\$28.87	\$29.25
ECE II	\$24.53	\$26.04	\$26.30
Supervisor			
ECE III	\$25.84	\$27.42	\$27.67
ECE II	\$23.32	\$24.75	\$25.00
Floor Staff			
ECE III	\$22.29	\$23.66	\$23.77
ECE II - 2 + years experience	\$20.90	\$22.18	\$22.29
ECE - Entry Level	\$19.53	\$20.73	\$20.90
CCA (with 40 hour course)	\$16.05	\$17.04	\$17.17

Wage Grid Supplement Increase to the Operating Grant

- The Wage Grid Supplement will be provided as additional funding included in a facility's operating grant beginning on July 1, 2023.
 - The supplement is calculated by providing an increase to the overall revenue generated per space.
- Family/group child care operating grant submissions for 2023/24 will be reassessed in Child Care Online to adjust upcoming quarterly payments based on the new operating grant rates.
 - The quarterly payment for July to September will be issued July 1, 2023.
- The new operating grant rates will be used to calculate grant payments on new operating grant applications submitted on or after July 1, 2023.

Maximum Annual Operating Grant Rates Family/Group Child Care Homes

Effective July 1, 2023, the Wage Grid Supplement will be increased, resulting in operating grant funding increases as outlined below:

Maximum Annual Operating Grant Rates for Family/Group Child Care Homes Annual Amount per Approved Funded Space			
Space Type	Infant	Preschool	School Age
Effective July 1, 2023	\$4,292	\$3,352	\$1,697
Increase from July 1, 2022 Rates	\$583	\$468	\$298

Increase to Daily Overall Revenue

Home-based child care providers play an essential role in providing quality child care services for Manitoba families.

- Most home-based facilities are operated by one or two licence holder(s) and do not employ staff.
- In recognition of this, an increase to the operating grant rates for family and group child care homes is being implemented to increase the overall revenue for funded home-based providers effective July 1, 2023.

Daily Overall Revenue for Funded Homes

Parent Fee (subsidized + non-subsidized)
+ Reduced Parent Fee Revenue funding
+ Daily Operating Grant Amount

= Daily Overall Revenue

Parent Fees

Funded Homes

- Child care homes that receive operating grant funding are required to comply with the regulated maximum fees.

Unfunded Homes

- Child care homes that do not receive operating grant funding are not required to follow the regulated maximum daily fees for non-subsidized families; however, they cannot charge subsidized families more than the maximum daily fees.

Parent Fees

For all families in funded child care homes, beginning April 2, 2023:

- Parent fees were reduced to \$10 per day for **infant** and **preschool** children attending regular full-time hours (4 to 10 hours).
- Parent fees were also reduced to \$10 a day for **school-age** children attending three periods per day (before school, lunch and after school).

**This is for all families, regardless of income.
No application is required by families.**

Parent Fees

For subsidized families in unfunded homes, beginning April 2, 2023:

- Parent fees were reduced to \$10 per day for **infant** and **preschool** children attending regular full-time hours (4 to 10 hours).
- Parent fees were also reduced to \$10 a day for **school-age** children attending three periods per day (before school, lunch and after school).

Reduced Parent Fee Revenue Funding

- Reduced Parent Fee Revenue Funding is being provided to ensure funded and unfunded facilities continue to receive the same revenue from fees as they did before to April 2, 2023.
- While the reduced parent fees are the same for homes where the provider is trained as an ECE or not trained as an ECE, the Reduced Parent Fee Revenue Grant is higher for homes operated by trained ECEs.

$$\begin{array}{r} \text{Old Maximum Fee (subsidized + non-subsidized)} \\ - \text{New Maximum Fee (subsidized + non-subsidized)} \\ \hline = \text{Reduced Parent Fee Revenue funding} \end{array}$$

Reduced Parent Fee Revenue Funding

Funded Homes

- The initial payment of the Reduced Parent Fee Revenue grant was provided separately from the operating grant and subsidy payments.
- It was issued in the same manner you receive other types of payments.
- In the future, funding will be provided based on monthly Facility Reports (attendance).

Unfunded Homes

- Additional funding equivalent to the difference between the previous and new maximum fees is being provided through the subsidy reporting/payment process on behalf of subsidized children enrolled.

Daily Operating Grant Amount

The daily operating grant amount per space is calculated below.
It is based on 12 months of operation / 260 working days per year.

Daily Operating Grant Amounts Per Space Family/Group Child Care Homes			
Space Type	Infant	Preschool	School Age
Effective July 1, 2023	\$16.51	\$12.89	\$6.53

Daily Overall Revenue - Examples

Funded - Licence Holder is classified as ECE II or ECE III

Effective July 1, 2023

Age of Child	Type of Care	Maximum Subsidized Fee	Maximum Non-Subsidized Fee	Reduced Parent Fee Revenue Grant	Daily Operating Grant Amount	Daily Overall Revenue
Infant	4 hours to 10 hours per day	\$ 8.00	\$ 2.00	\$ 20.00	\$ 16.51	\$ 46.51
Preschool	4 hours to 10 hours per day	\$ 8.00	\$ 2.00	\$ 10.80	\$ 12.89	\$ 33.69

Daily Overall Revenue - Examples

Funded - Licence Holder is classified NOT as ECE II or ECE III
Effective July 1, 2023

Age of Child	Type of Care	Maximum Subsidized Fee	Maximum Non-Subsidized Fee	Reduced Parent Fee Revenue Grant	Daily Operating Grant Amount	Daily Overall Revenue
Infant	4 hours to 10 hours per day	\$ 8.00	\$ 2.00	\$ 12.20	\$ 16.51	\$38.71
Preschool	4 hours to 10 hours per day	\$ 8.00	\$ 2.00	\$ 8.20	\$ 12.89	\$ 31.09

Common Questions

Why is Manitoba increasing the existing Wage Grid?

- Manitoba Education and Early Childhood Learning heard from stakeholders that the Wage Grid established in July 2022 has some shortcomings.
- We are hiring a consultant to do a comprehensive review of sector wages. This will include completing market research, consulting with sector stakeholders, and developing recommendations for a more comprehensive framework for wages in the sector.
- Recognizing the critical importance of continuing to improve recruitment and retention to the sector, the department has decided to move forward in the interim with an increase to the *Starting Point* on the existing ELCC Wage Grid and increased overall revenue for home-based providers.

Common Questions

I am currently unfunded. What do I do to become a funded facility?

- Ensure you meet the eligibility for all Operating Grants, including:
 - provincial licensing;
 - agree to charge no more than the maximum regulated parent fees;
 - be open and providing child care services to families;
 - accept subsidized families;
 - enroll children with additional needs if requested;
 - meet financial reporting requirements as outlined by the department
- Contact your Child Care Coordinator
- If you meet the requirements, you will be provided with the application form for operating and the Coordinator will notify Financial Accountability and Reporting Branch to add you to the operating grant waitlist.

Common Questions

I am on the operating grant funding waitlist.

When will I begin to receive operating grant payments?

- Operating grant funding is:
 - discretionary
 - dependent on current government resources and
 - follows the annual government financial approval processes
- Facilities will be notified as soon as funding becomes available

Common Questions

Is there going to be an increase to the salaries supported by the *Inclusion Support Program (ISP) Staffing Grant*?

- Funding to support ISP Staffing Grants will be based on the *Starting Wage* on the 2023/24 Wage Grid for a CCA (with a 40-hour course) Position/Classification, which will be \$17.04 on July 1, 2023.
- For staff hired under this program who earn less than \$17.04, facilities are expected to submit a new *ISP Staffing Grant* application to increase the wages to align with the 2023/24 Wage Grid. Updated applications are required to meet financial and reporting requirements for the ISP Program.
- Facilities may pay higher wages if their budget allows.

Common Questions

**I am attending a recognized ECE Workplace Diploma Program.
Is there going to be an increase to the salary for my substitute supported by the *Staff Replacement Grant*?**

- As per usual practice, facilities should submit a *Staff Replacement Grant* application before the fall term for the Workplace ECE Diploma Program.
- Funding to support staff hired under a *Staff Replacement Grant* will be \$17.04 based on the 2023/24 Wage Grid *Starting Wage* of for a CCA (with a 40-hour course) Position/Classification effective July 1, 2023.
- Facilities may pay higher wages if their budget allows.

Resources

- **Operational Guidance:**
www.manitoba.ca/education/childcare/childcare_news/current_circulars.html
 - Circular and Frequently Asked Questions for Facilities – Wage Grid Supplement Increase to Operating Grant and 2023/24 Wage Grid
 - ***Recommended:*** Circular and Frequently Asked Questions for Facilities - New Regulated Parent Fees and Reduced Parent Fee Funding including *Total Parent Fee Revenue Tables*
- **2023/24 Wage Grid**, effective July 1, 2023
www.manitoba.ca/education/childcare/students_workforce/wage_grid.html
- **If you employ staff in your child care home, you may find this helpful:**
 - **Online Tool-Kit for Board of Directors – 2023/24 Wage Grid - Available Soon***
www.manitoba.ca/education/childcare/centres_homeproviders/centrebased_childcare/financialmanagement.html#toolkit
- If you have any questions, please email cdcinfo@gov.mb.ca

Questions?