

# Wage Grid Supplement Increase to support the new 2023/24 Wage Grid (Homes) Wednesday, May 17, 2023

-TRANSCRIPT-

00:23

## **Carmen Zubin**

Hello everyone, my name is Carmen Zubin and I'm an acting policy analyst with the Early Learning and Child Care Division. Thank you for joining us for today's webinar on the Wage Grid Supplement to Operating Grant and the 2023/24 ELCC Wage grid, which was supported under the Canada Manitoba Canada Wide Early Learning and Childcare Agreement. Today's webinar will be presented by Jennifer Faulder, Executive Director of Policy and Planning Branch and Tanya Jakob, Director of Continuous Improvement and Engagement.

After the webinar, we will have some time for questions, and you'll see at the bottom of your screen there is a chat speech bubble. This is where you can submit your questions. We will try to answer as many questions as we can.

And we have ELCC staff on site to document all questions that are submitted for review in the event that we do not have time to answer all questions today.

If you have any questions specific to your facility, you can send them to child care information services at [CDInfo@gov.mb.ca](mailto:CDInfo@gov.mb.ca)

A full copy of the PowerPoint slide deck and transcript will be available on our website and you will receive an email informing you when it is posted online.

And with that, I'm going to turn it over to Jennifer for our land acknowledgement.

02:06

## **Jennifer Faulder**

There we go. Hello everyone and welcome and thanks for being here. I have a bit of a cold and for that reason I am also joining remotely from home.

So as, Carmen mentioned, we'll start with the land acknowledgement. As mentioned, we want to start with a land acknowledgement. We recognize that Manitoba is on Treaties 1, 2, 3, 4, 5, 6, and 10 Territories and the ancestral lands of the Anishinaabe, Anishinewuk, Dakota Oyate, Denesuline, Ininiwak and Nehethowuk peoples. We acknowledge Manitoba is located on the Homeland of the Red River Métis. We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit. We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit, and Métis people in the spirit of truth, reconciliation, and collaboration.

03:21

**Jennifer Faulder**

So I think we're going to share the deck. No, I'll just wait for a second for that too.

Unless it is appearing for others, I don't see it yet. I guess I get the true experience here of other participants in the webinar when I am joining from home. So I don't see the deck. Do other people see the deck? Okay. Now I see it.

Okay, so welcome and we can go to the agenda. And so this just provides a brief overview. I hope everyone can hear me okay also. I'll try to remember to speak loudly, but with my cold, it's, harder to do.

So we'll provide a bit of background about the wage grid and the operating grant increase that was provided in 2022 to support the wage grid. We'll then talk about the new one that's coming into effect on July 1 of 2023, and the wage grid supplement increase that is being provided to support that. We're going to then provide, a detailed daily overall revenue review that just helps to really break down the different types of funding that are provided and what that will mean for you as a home daycare provider. And then, we have some common questions and resources, and as Carmen mentioned, we'll have time for questions at the end.

And that'll be moderated by Carmen. As she mentioned, please enter any questions into the chat as we go.

05:25

**Jennifer Faulder**

So for background. As you are likely familiar now all provinces and territories have established a partnership with the federal government under the multilateral early learning and child care framework to build a Canada-wide, publicly funded early learning and child care system.

Under the Canada-Manitoba Canada-Wide, Early Learning and Child Care Agreement, Manitoba committed to improving quality and supporting the recruitment, retention, and growth of the early learning and child care workforce, including implementing a wage grant in a non-profit early learning and child care sector, and the wage credit and improving wages.

Because it's required to support the delivery of high quality early learning and child care services. It will help us to stabilize and strengthen the early learning and childcare sector. It will help us to address labor market shortages. It will help with supporting the retention of current staff, and recruiting new individuals to a career in early childhood education.

Some additional Manitoba context. Prior to the first wage grid that was implemented in 2022 and continuing to today there is, we have made some progress in reducing the disparity, but there's still quite a large disparity in wages across the sector. So we know there's over a thousand child care facilities including centers, nursery schools and homes and the wages that are paid to staff vary considerably from facility to facility.

In Manitoba, all child care facilities are independent businesses. And the license holder operating in childcare home is the legal entity responsible for all aspects of that independent business, including determining staff wages if you do have staff. Operating grant funding, we know is a primary source of funding to support salary related costs and that's in addition to parent fees the reduced parent pay revenue grant and provincial operating grant funding.

And those sources of funding together are used to support staff wages, the provider income, operational expenses, administrative costs and programming support.

So the wage grid, the initial wage grade was implemented based on similar public sector wages with the comparable positions. The initial wage grade that was implemented in July, 2022 was intended as a first step in the development of a more comprehensive wage scale to help narrow the gap between the highest and lowest wages across Manitoba and to generally try to really like with an emphasis on bringing up the folks that were on the lower end of wages to make it a competitive environment.

The wage grade provided facilities with guidance on wages for child care assistance and early childhood educators to promote fair, competitive, and consistent wages, and it preserves board or owner-operator authority. So the, facility is, again, the independent business that continues to be ultimately responsible for establishing the wages or salaries of staff.

The wage, in 2022 was implemented for July 1 in some cases retroactive payments had to be made to staff in cases where the increased wages weren't able to be implemented in advance to be ready for July 1. It was supported through the wage grid supplement, which is additional funding provided, as part of the operating grant, and it identified a starting point. This sort of setting the minimum amount that anyone should be paid within specific positions and classifications.

And a target wage that was the average wage that facilities should be striving to achieve within 2 years or now within one year for each position and classification.

In terms of considerations for the 2023 wage, the Speech from the Throne in the fall of 2022 committed to increasing wages in 2023. This is in part because we know that the minimum wage is increasing in 2023 and again we want to stay competitive and continue to grow the workforce. We also wanted to implement some lessons learned from the 2022 wage grid.

One of those lessons being the need to provide more lead time for implementation. So that's partly why we're talking to you today, in about the middle of May, for a July 1 implementation. And, you know, that still might not be enough time for everybody, but we're hoping that we're doing better this time than we did last time in terms of that lead time.

And we've also tried to provide a little bit of clarification on some of the terminology.

Additionally, we are moving forward with hiring a consultant in the near future to support the development of a more comprehensive framework for wages in the sector that we based on market research and consultation with the sector.

12:06

**Jennifer Faulder**

So the ministers, the provincial minister and the federal minister recently announced a commitment of \$56.1 million for this year, \$3.3 million of which is provincial funding, to support increased wages effective July 1, 2023.

So for staff that are employed within a funded child care home, which would include substitutes, the wage grid provides a starting point and a target wage. So again, the starting point provides the lowest wage a staff of that position and classification should receive at an offened facility, and the target provides average wages for each position or classification that facilities should be working to achieve 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. And just to ensure we clarify, neither of these are a maximum wage.

So the target is the goal for the average wages, but, if there is room within an operating, budget, then certainly, staff can be paid higher than either the starting point or the target.

So here we have the, wage grid. This shows the wage grid, starting point from 2022.

So the initial wage, and then the, new starting point, that will be effective July 1, 2023.

And the target remains the same as, the initial wage grid, as mentioned, so I won't go through this, you know, position by position, but you can see that the starting point has increased for all positions.

And the wage grid is available on our website and links were provided in the circular that was distributed. I'll also just note that there were some questions previously about some of the terminology for the positions and classifications. So we, have made sort of minor tweaks to those and we've also added definitions underneath the wage grid which you can't see here but that are available when you go to this on our website.

The wage rate supplement increased to the operating grant. So the wage goods supplement will be increased beginning on July 1 and it will again be provided as additional funding included in a facility's operating grant. The wage grid supplement is calculated by providing an increase to the overall revenue generated per space.

Family and group child care operating grant submissions for 2023/24 will be reassessed in childcare online to adjust upcoming quarterly payments based on the new operating, and the quarterly payment for July to September will be issued on 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.

16:06

**Jennifer Faulder**

So here, is a table showing what the new annual operating grant rates will be per space based on the type of space.

And it also provides what that increase will be per space from last year's. So this is showing, the additional funding that's speaking to increase wages of staff if you have staff or to increase the providers income. And this is available online, so I'm not going to read all the values that, to you.

So, home based childcare providers play an essential role in providing quality child care services from the families. Most home based facilities are operated by one or 2 license holders and do not employ staff. In recognition of this and 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. So even though you might not pay yourself a wage or a salary *per se*, we want you to also receive an increase in your revenue that would be, you know, similar to getting an increased wage.

So the daily overall revenue for funded homes will consist of the parent fee, plus the reduced parent fee revenue funding, plus the daily operating grant amount and that daily operating grant amount will include the additional wage supplement, wage grid supplement, and that will provide that daily overall revenue.

So we're going to review a bit of information about parent fees. This is, you know, going to be reviewing, some of the information that was shared in the \$10 day webinars and this is just as a reminder because this is part of the overall revenue. So for funded homes. There if you're receiving an operating grant you're required to comply with the maximum fees for parents that are established in regulation.

Unfunded homes that do not receive an operating grant are not required to follow those maximum daily fees for non-subsidized families. However, if you have subsidized families, no more can be charged for those families than what is established in the maximum daily fees and the regulation.

For all families in funded child care homes beginning on April 2, we implemented the maximum daily fees of \$10 per day for infant and preschool children attending regular full-time hours, 4 to 10 h, and parent fees were also reduced to \$10 a day for school age children attending three periods per day or before lunch before school lunch and after school. And that applies for all families, regardless of income, and no application is required. For subsidized families in unfunded homes beginning on April 2, parent fees were also reduced to \$10 per day. And similarly for school age.

This is just repeating similar information, but for subsidized. So, the reduced parent fee revenue funding is being provided to ensure that funded and funded facilities continue to receive the same revenue from fees as they did prior to the implementation of the \$10 a day approach on 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 that are operated by trained ECEs, and the way that we determine the reduced parent fee revenue funding is by taking the old maximum daily parent fees and subtracting the new maximum daily fees, which is typically \$10. And that will provide the amount that you would receive as the parent fee. Revenue.

For funded homes, the initial payment of the reduced parent free 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. So it will be based on attendance. For unfunded homes, additional funding equivalent to the difference between the previous and new maximum fees is being provided through the subsidy. Program. On behalf of subsidized children in those unfunded hopes.

The daily operating grant amount per space, effective July first, 2023, is provided below.

So this is basically taking the annual and breaking it down into a daily amount so that you can see what the total daily revenue is based on the space type.

So, this table provides the daily overall revenue. And these are examples where this is for a funded home where the license holder is classified as an ECE 2 or ECE 3.

And this will be effective, July 1, 2023. So for an infant, the maximum subsidized fee is \$8 plus the maximum non-subsidized fee, is \$2 so the maximum that a parent would pay is \$10 in that case, we would provide the reduced parent pay revenue grant tolling \$20.

And the updated daily operating grant amount for an infant would be \$16.51 cents per day, for an overall daily revenue of \$46.51 cents for each infant attending 4 to 10 h per day.

I will go through the next example just that will be available when we circulate the deck.

So these examples are for a funded home where the license holder is not classified as an ECE 2 or the ECE 3. So similarly, it's still, as mentioned, the total of \$10 that the parent would pay. The \$2 non subsidized fee plus the maximum subsidized fee. And then in this case, for an infant, the reduced parent fee revenue grant would be \$12.20 cents.

And the daily operating amount is the same at \$16.51 for a daily overall revenue of \$38.71 for each infant attending 4 to 10 h per day.

And now I'm going to turn it over to Tanya who's going to go through the common questions.

23:45

**Tanya Jakob**

Thank you, Jen. So this section just covers, just some other common, questions as Jen mentioned.

So I'll just be going through the next, few slides, speaking to those, and hopefully everybody can hear me okay. So the first one is why is Manitoba increasing the existing wage grid?

So as Jennifer discussed, we made a commitment under the Canada Wide Early Learning and Child Care Agreement to create a wage grid and this was a commitment made right across the nation in jurisdictions across Canada. And it's part of this commitment we had worked to develop an enhanced framework for wages that could provide more, consistent wages across the sector and competitive wages across the sector. So we recognize and we've heard from, feedback on the existing wage, that it does have some shortcomings but we are going to be hiring a consultant to do comprehensive review of the wage grid as we have implemented and as well as the increase this year. That we are going to be

proceeding with so that we can do some further market research and consultations with our stakeholders to develop recommendations for a more comprehensive framework for these wages for the future.

So recognizing the critical importance of continuing to improve our recruitment and retention to the sector, we decided to move forward in the interim with that increases and we had discussed earlier to the starting point in the existing ELC wage grid and increased overall revenue for home based providers.

Second question. I'm currently unfunded. What do I do to become a funded facility? Here it's important to recognize what the eligibility requirements are for obtaining operating grants. So in here you have the overview of the, eligibility requirements to obtain an operating grant.

And what will happen is when you're, what you can, what you would do to become a funded facility is to contact your childcare coordinator who would then review the eligibility for the operating grants for with you in your first meeting, and then also provide you with all of the detailed information, including the application form. For the operating grant to apply and at that time would notify our financial accountability and reporting branch to add you to the operating grant wait list.

Next question, I am on the operating grant funding wait list. So when will I begin to receive operating grant payments?

So operating grant funding is discretionary and it is dependent on government resources and of course follows the annual government financial approval process.

So as we had mentioned once you're application goes in and becomes approved, facilities would be notified as soon as that funding becomes available, that, funding is there for you.

Is there going to be an increase to the salary supported by the inclusion support program, ISP staffing grant?

So funding to support the ISP staffing grants will be based on starting wage on the wage grid this year for CCAs. So that's our child care assistance who have that 40 h course and that position and classification on that wage grid which is at the \$17.04 cents as of effective July 1. For staff that are hired under this program who earn less than \$17.04 cents, facilities are expected to submit a new ISP staffing grant application to increase the wages to align with the 23/24 wage grid.

So updated application. In this case, are required to meet the financial and reporting requirements for the ISP program. And of course, facilities may pay higher wages if their budgets permit.

28:19

**Tanya Jakob**

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?

So 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 the staff replacement grant will be \$17.04 cents based on the 23/24 wage grid.

Starting wage for that CCA with that 40 h course position and classification level effective in July 1.

Facilities again in this case may pay higher wages if their budget allows.

So finally we have a slide here that provides some additional resource material that could be helpful to you as you go through and consider what we provided to you today in this webinar, as well as link to our circular and frequently asked question that we had provided to all of our facilities last week. So there you will find information and those links directly into the circular that frequently asked questions as well as a copy of the presentation here today once it becomes available.

As well on that first link that's provided for operational guidance all of our circulars are posted on that page that we produce. So if you need to go back and do a refresher on the understanding those regulated parent fees and the reduced parent fee funding that would also discuss a little bit today. Those that information is available on that site there as well. And then if your home doesn't employ staff, you may also find the online toolkit for boards of directors helpful to go through.

We do currently have the existing, board toolkit there currently and are working to update the toolkit for the 23/24 wage grid which will be available soon.

And if you have any further questions. We do have the [CDCinfo@gov.mb.ca](mailto:CDCinfo@gov.mb.ca) mailbox where you can direct your inquiries.

So at this point, I'm just going to turn it over to an opportunity to hear from our chat for questions.

We'll just take a few minutes to review.

30:56

**Carmen Zubin**

Hey, we are ready. At this point we only have one question in our chat, so I hope that means we did a good job explaining everything. The question from Carly is, will our own children ever be able to be added to the operating grant? So Carly says, technically they're still children. Is that they're caring for during their child care hours? And what would the difference be if they are in our own home or another licensed home childcare?

31:30

**Jennifer Faulder**

Well, thank you for the question and my understanding is that this, you know, has been a very long standing policy that the home providers own children aren't counted as part of the licensed spaces in the home. And you know, so we are, we're always open to, considering what, things might look like in



the future, but at this time it isn't something that, is being looked at, but we can certainly take that away.

32:10

**Carmen Zubin**

Thank you. Question from Rika? If I don't employ additional staff, does that mean there's no operating grant increase for my facility?

32:22

**Jennifer Faulder**

No, that is not what that means. So, if you are, a funded home daycare, then you will receive the increase to the wage grid supplement. That will be part of the operating grant and that is because we want the home providers to also see an increase in their revenue. Because that is, you know, the closest thing we can do to providing you an increase in wages and we really value the contributions of home child care providers. So you will be receiving the additional wage grid, supplement as part of your operating grant on July 1.

33:18

**Carmen Zubin**

Thank you, Jennifer. Next for, if I understand correctly, the grant is increasing 12% more than before. I'm a licensed home daycare provider, with a CCA certification.

33:30

**Jennifer Faulder**

So I'm not sure where the percentage amount came from, but what I, what I can clarify is that we are providing an increase to the wage grid supplement as part of the operating grant funding. So if you are a funded home provider then you will receive increased funding effective July 1. And when we distribute the deck you'll be able to go and review again to see the more.

34:23

**Carmen Zubin**

Thank you. A question from Gene. Just a clarification if we are to get a substitute for a couple of hours for some personal appointments. How much should we pay our sub per hour?

34:37

**Jennifer Faulder**

That's a really good question and our recommendation is that you pay a substitute, according to at least the starting point wages or you can pay them more if you like, but our suggestion is that you would pay them at least the starting.

35:02

**Carmen Zubin**

Okay, and this also relates to salaries for staff. So a question from Ruth.

If my staff does not have the 40 h course, can they qualify for the \$17.04 in July?

35:17

**Jennifer Faulder**

It's up to you to decide how much you're going to pay staff and, our, recommendation is that staff be paid at minimum the amount set out at the as the starting point. You can pay more as your budget allows and the only other thing to consider is just that your, you know, paying people increasingly more depending on their qualifications.

35:55

**Carmen Zubin**

Thank you. A question from Joyce. Can you clarify the difference between the wage, grid increase, and the regular operating grant.

36:03

**Jennifer Faulder**

So you will receive it as one payment. But the wage grid supplement would be the increase that you're receiving 2022 to today that would be the additional increase for wages. So, if you are a facility that employs staff then the wage grid supplement is required to be used to increase wages. And but that can also be included in, paying yourself more as the licensed, the license holder

36:52

**Carmen Zubin**

Thank you. In relation to some of the other information that was presented tonight. The wage supplement difference from the \$10 a day. Is this going to be paid in advance in the future as well?

37:07

**Jennifer Faulder**

So if I understand the question correctly in April, we provided an advance payment of the reduced parent fee revenue grant. And we, so we paid on April 2 or whereabouts for the coming 3 months. And we are still, finalizing the details of how we're going to administer those payments moving forward but we are very much keeping in mind that parent fees are typically paid in advanced. And, so we, you know, we'll be striving to ensure that you receive that grant funding in advance.

37:56

**Carmen Zubin**

Thank you, Jennifer. We have some related questions also in regards to the same topic from Asia, Allison and Marath in regards to attendance and if children are absent. So if absent days will affect their income when reporting attendance?

38:15

**Jennifer Faulder**

No. And so just that's a good point for clarification. It will be based on enrollment .

They reduced parent fee revenue grant would be paid based on when parents are paying, whether the child attends or not. So if a child is absent, due to, you know, they're sick or they go on vacation for a week and you are still charging the parent then we would still pay the reduced parent fee revenue grant. But if you have, you know just I'm struggling for the right word, not a vacancy, but you have a space that isn't filled, then we would not be providing that grant in the same way that you also would not be collecting parent fees if you didn't have a child in the spot.

39:23

**Carmen Zubin**

Just a question from Sandy. If you could just please clarify the wage, and whether or not it's only for funded license child care homes.

39:35

**Jennifer Faulder**

Yes, the wage grade supplement is part of is included with the operating grant, so it is only provided to funded facilities.

39:52

**Carmen Zubin**

Thank you. We have a question from Chi, who is on the waiting list for an operating grant and is questioning a second licensee who is not a member of the family. Do they have to pay her the new wage on the grid?

40:08

**Jennifer Faulder**

So if you are not yet receiving funding, then you wouldn't be bound by requirements around the wage grid because that means you also would not be receiving the wage grade supplement.

When you receive funding and the wage grade supplement as part of that funding at that point yes you would be needing to pay at minimum the amounts on the wage grid starting point.

40:44

**Carmen Zubin**

Thank you. We have some related questions from Denise and can't find the name at the moment. So. Bear with me, but the question is regards to absent days. So let's say for the summer if a child has more absent days will they still receive the supplement? This was also from Asia.

41:08

**Jennifer Faulder**

So I wonder if in some ways we have confused things a little bit by. Talking about both the wage grid supplement as well as the reduced parent fee revenue grant. So. The wage grid supplement that is provided as part of the operating grant, is currently not tied in any way to attendance.

So my understanding is that prior to COVID operating grants were tied in some way to, attendance in that, a facility had to have 80 or 85% attendance in order to receive the full operating grant.

That has been suspended, so at this time that policy is not in place. That may come in to force again in the future because you know we're moving forward to you know a place where we're closer to you know pre COVID times again. But I think that maybe the confusion came because I was referencing that the \$10 a day. The reduced parent fee revenue grant that is being provided in response to the implementation of a \$10 a day parent fee. We have been clear from the beginning of that announcement that, in future the reduced parent fee revenue grants will be tied to attendance.

42:56

**Carmen Zubin**

Thank you, Jennifer. And we have time for one last question. From Alison. Alison is wondering if home based providers are eligible for the wage grid supplement if we decide to hire a staff for the summer.

43:01

**Jennifer Faulder**

If you are a funded child care home family provider than you will receive, whether you have staff now or in the summer or never, you will receive the wage grid, supplement as part of the operating grant. So you're operating it all funded facilities will receive the wage grade operating supplement.

43:34

**Carmen Zubin**

Thank you. We'll review if there are any remaining questions and get answers out to the sector. But for now, Jen, for closing remarks

43:42

**Jennifer Faulder**

Sure. So thank you so much to everyone for joining us this evening and taking time out of your evening to learn more about as Carmen mentioned, if there are additional questions that we weren't tabled to get to as we were trying to keep scrolling through the questions as they came through the chat.

We are recording them and we will do our best to reach out to you. If you don't hear back from us, in a timely way and your question is outstanding, please don't hesitate to contact us at the [CDInfo@gov.mb.ca](mailto:CDInfo@gov.mb.ca) email, inbox. And again, this webinar will be posted online. The deck will be distributed. And oh, I hope that we have helped answer some of your questions.

44:37

**Tanya Jakob**

And as soon as it's posted, we will provide all of the registrants with an email indicating that it has been posted.

44:47

**Jennifer Faulder**

Great, thank you.

44:48

**Tanya Jakob**

Great. Thank you, everyone.