



2025 Wage Enhancement Grant And Home Child Care Enhancement Grant

Service Provider Guidelines
Licensed Child Care Services
Serving Children from 6 to 12 years

PRESENTED BY

DNSSAB CHILDREN'S SERVICES - 2025

District of Nipissing
Social Services
Administration Board



Conseil d'administration
des services sociaux
du district de Nipissing

TABLE OF CONTENTS

PURPOSE.....	3
GOALS	3
ELIGIBILITY	3
WAGE ELIGIBILITY CEILING	4
WAGE ENHANCEMENT GRANT - CHILD CARE CENTRE PROGRAM STAFF AND HOME CHILD CARE VISITORS	4
FULL WAGE ENHANCEMENT GRANT (WEG).....	4
PARTIAL WAGE ENHANCEMENT GRANT (WEG)	5
INELIGIBLE POSITIONS (NON-PROGRAM STAFF):.....	5
HOME CHILD CARE ENHANCEMENT GRANT (HCCEG) - HOME CHILD CARE PROVIDERS.....	6
FULL HOME CHILD CARE ENHANCEMENT GRANT (HCCEG).....	6
PARTIAL HOME CHILD CARE ENHANCEMENT GRANT (HCCEG).....	6
ELIGIBLE EXPENSES	6
SUPPLEMENTAL GRANT.....	7
BENEFITS FUNDING AND FLEXIBILITY	7
PAYMENT TO ELIGIBLE STAFF	8
LATE SUBMISSIONS.....	9
RECONCILIATION.....	10
WEG/HCCEG GRANT INQUIRIES.....	10



PURPOSE

The Wage Enhancement Grant (WEG) will benefit program staff in the licensed child care sector, help retain registered early childhood educators (RECEs), and support access to stable, high-quality child care programs for children in Ontario. It will also help close the wage gap between RECEs working in full-day kindergarten (FDK) programs and RECEs and program staff working in licensed child care settings.

In 2025, the WEG will support an increase of up to \$2 per hour, plus 17.5% benefits. In addition, the Home Child Care Enhancement Grant (HCCEG) will support an increase of up to \$20 per day for home child care providers.

GOALS

The goals of the wage enhancement are to:

- Help close or narrow the wage gap between RECE wages in the education sector and licensed child care sector.
- Stabilize licensed child care operators by helping them retain RECEs/child care staff.
- Support greater employment and income security.

These goals support the ministry's priorities to:

- Stabilize and transform the existing child care system to increase program choice and reliability for parents and support consistent, higher quality child care services to support children's learning and development.
- Support licensed home child care agencies and strengthen the licensed home child care system.

ELIGIBILITY

Licensed child care centres and home child care agencies enrolled in the Canada-Wide Early Learning and Child Care (CWELCC) program, serving children aged 0 to 5, will receive Wage Enhancement Grant (WEG) and Home Child Care Enhancement Grant (HCCEG) funding through the CWELCC Cost-Based Funding. For these centres and



agencies, WEG/HCCEG funding for eligible positions serving children aged 0 to 5 is incorporated into the program staffing and supervisor benchmarks of cost-based funding.

Licensed child care centres and home child care agencies exclusively serving children 6 to 12 years of age are eligible to apply for WEG/HCCEG funding.

Licensed centres or home child care agencies created in 2024 that are enrolled in CWELCC or exclusively serving children aged from 6 to 12 are eligible to apply for WEG or HCCEG in the year the program begins operations.

WEG cannot be used to meet minimum wage requirements.

WAGE ELIGIBILITY CEILING

As the intent of WEG/HCCEG is to help close the wage gap between RECEs working in the publicly funded education sector and eligible positions/home child care providers in licensed child care settings, the ministry has established an hourly wage maximum of \$32.81 per hour for WEG and \$328.10 per day for full HCCEG (\$196.86 for partial HCCEG).

For clarity, the wage eligibility ceiling is not a wage cap. Service Providers can choose to increase eligible RECE staff wages above the wage eligibility ceiling once other regulatory and guideline requirements are met, using other sources of funding.

WAGE ENHANCEMENT GRANT - CHILD CARE CENTRE PROGRAM STAFF AND HOME CHILD CARE VISITORS

FULL WAGE ENHANCEMENT GRANT (WEG)

To be eligible to receive the full WEG of \$2 an hour plus 17.5% in benefits, staff must:



- Be employed in a licensed child care centre or agency that is enrolled in CWELCC or exclusively serving children aged 6 to 12.
- Have an associated base wage excluding prior year's WEG of \$30.81 or less per hour (i.e. \$2 or more below the wage ceiling of \$32.81).
- Be in a position categorized as a child care supervisor, RECE, home child care visitor, or otherwise counted toward adult to child ratios for children 6 to 12 years of age under the Child Care and Early Years Act, 2014.

Child care program positions that are in place to maintain lower adult-child ratios than required under the CCEYA, and meet the eligibility outlined above, are also eligible for WEG.

PARTIAL WAGE ENHANCEMENT GRANT (WEG)

Where an eligible centre-based or home visitor position has an associated base wage rate excluding the prior year's WEG between \$30.82 and \$32.80 per hour, the position is eligible for a partial WEG. The partial WEG will increase the wage of the qualifying position to \$32.81 per hour without exceeding the eligibility ceiling.

INELIGIBLE POSITIONS (NON-PROGRAM STAFF):

- Cook, custodial and other non-program staff positions are not eligible for WEG.
- SNR/ISP - funded resource consultant and enhanced staff are not eligible for WEG.
- The only exception to the above is if the position spends at least 25% of their time to support ratio requirements; in which case the staff would be eligible for WEG for the hours worked in the eligible position supporting ratio.
- Staff hired through a third party (i.e., temp agency) are not eligible for WEG.
- Support staff and students who are under 18 years of age (as they are not permitted to be alone with children and, therefore, do not count towards the adult-to-child ratio).



HOME CHILD CARE ENHANCEMENT GRANT (HCCEG) - HOME CHILD CARE PROVIDERS

FULL HOME CHILD CARE ENHANCEMENT GRANT (HCCEG)

To be eligible to receive the full HCCEG of \$20 per day, home child care providers must:

- Hold a contract with a licensed home child care agency.
- Provide services to one or more children 6 to 12 years of age (excluding the provider's own children).
- Provide full time services, on average (6 hours or more a day).
- Receive base daily fees excluding year one's HCCEG of less than \$308.10 (i.e. \$20 below the eligibility ceiling of \$328.10).

PARTIAL HOME CHILD CARE ENHANCEMENT GRANT (HCCEG)

To be eligible to receive the partial HCCEG of \$10 per day, home child care providers must:

- Hold a contract with a licensed home child care agency.
- Provide services to one or more children 6 to 12 years of age (excluding providers own children).
- Provide part time services on average (less than 6 hours a day).
- Receive base daily fees excluding year one's HCCEG of less than \$186.86 (i.e. \$10 below the eligibility ceiling of \$196.86).

ELIGIBLE EXPENSES

WEG/HCCEG funding (including the supplemental grant) is an enveloped allocation. WEG/HCCEG funding must be directed solely to licensed child care staff and home visitors to increase wages and benefits, and to home child care providers to increase daily income. WEG/HCCEG cannot be used to support child care system expansion or reduce fees.

Service Providers may only use the funding for the intended purposes of:



- Increasing wages of eligible centre-based staff and home visitors by up to \$2 per hour plus 17.5% benefits based on their current wage rate for all hours worked in program, including overtime hours;

Please note: the salary increase funded by WEG cannot exceed \$2 per hour in program and the wage eligibility ceiling of \$32.80 per hour. Agencies may exceed 17.5% for benefits if the supplemental grant is used to support additional benefit expenses.

- Providing a daily increase of up to \$20 for eligible licensed home child care providers based on current hours of service provided.

Please note: the daily wage increase funded by HCCEG cannot exceed \$20.00 and the daily eligibility ceiling of \$328.10.

SUPPLEMENTAL GRANT

An additional supplemental grant of \$150 per eligible centre-based FTE or home visitor FTE and \$50 per eligible home child care provider will be allocated. This grant provides agencies with flexibility to implement WEG/HCCEG in a way that aligns with their regular operations.

The supplemental grant must be used to support staff, home visitors and providers' hourly/daily wage or benefits.

It allows Service Providers to cover salary shortfalls due to increased hours in program or new staff/providers and additional benefits such as vacation days, sick days, PD days, once mandatory benefits are covered.

Any funding that is not used for these purposes will be recovered.

BENEFITS FUNDING AND FLEXIBILITY

Benefits of 17.5% support agencies in meeting their statutory benefit requirements. Once all statutory benefits requirements are met (including up to 2 weeks of vacation



and 9 statutory days), any remaining funding within 17.5% can be used to fund other benefit expenses paid by the employer on behalf of the employee.

Residual benefits funding can be used to support WEG salaries per the above allowable expenses. Please note this is one-way funding flexibility; salary funding cannot be used for benefits.

The supplemental grant provides agencies with the flexibility to cover additional benefits, such as vacation days, sick days, PD days, once mandatory benefits are covered.

PAYMENT TO ELIGIBLE STAFF

Service Providers must clearly indicate on staff pay cheques and home child care provider fee transfers the portion of funding that is being provided through the WEG/HCCCEG labeled as follows:

- Provincial child care wage enhancement grant; or
- Provincial home child care enhancement grant

WEG/HCCCEG allocations are based on 2024 data or a comparable year. WEG payments should be provided to eligible positions for each hour worked in 2025 with flexibility for agencies to fund current year's eligible positions, even if they did not exist in 2024.

Similarly, HCCCEG payments should be provided to eligible home child care providers for each day worked in 2025, with flexibility for agencies to fund current year's eligible home child care providers regardless of their contract status in 2024.

The compensation rate (partial or full) will be based on the hours worked by staff or home child care providers in the current year.



DNSSAB may begin flowing funds to Service Providers for WEG/HCCEG as soon as the necessary information is received to calculate the entitlements. Funds will be distributed on a quarterly basis.

Service Providers are responsible for distributing the WEG/HCCEG to eligible program staff and/or eligible non-program staff and/or eligible home child care providers according to the agency's regular pay schedule.

To close the wage gap, if an eligible staff member or home child care provider receives a wage increase that exceeds the wage eligibility ceiling in 2025, they will no longer be eligible for funding through this initiative.

LATE SUBMISSIONS

DNSSAB acknowledges that most Service Providers submit required information on time. The late submission process ensures DNSSAB has the information required to demonstrate accountability for public funds.

DNSSAB will continue to support Service Providers with timely data and financial documentation filing through outreach, training and resources. The process for late submission of financial reports is as follows:

If a financial submission is not received by DNSSAB within the established timeline, DNSSAB will:

- Inform the service provider that the submission is overdue and allow time to remedy the situation.
- Withhold payments of any funds payable if DNSSAB determines that the service provider is in breach of any of its obligations or the warranties.

Upon submission of the requirements, DNSSAB will revert to the normal payment process and include the total amount withheld up to that point.



DNSSAB reserves the right to suspend Funding (in year or in the subsequent year(s)). If a service provider has any outstanding submissions, DNSSAB may exercise its discretion by not providing funding in the subsequent calendar year.

RECONCILIATION

Service Providers must use wage enhancement grant funds solely for the intended purpose per the 2025 funding guidelines and service agreement. They must ensure the funds are distributed only to eligible staff in accordance with the WEG/HCCEG agreement, policies and guidelines.

Annually, Service Providers must reconcile the WEG/HCCEG allocations with actual expenditures, in the prescribed format provided by DNSSAB. Additionally, DNSSAB will conduct random financial compliance audits to ensure accountability and confirm compliance with the WEG/HCCEG agreement, policies and guidelines.

Any unused or misused funds shall be recovered DNSSAB. Non-compliant Service Providers may be deemed ineligible to receive future WEG/HCCEG.

WEG/HCCEG GRANT INQUIRIES

Licensed child care program staff and Home child care providers inquiring about the WEG/HCCEG must complete the “Wage Enhancement Grant Inquiry Form” available on the [DNSSAB Website](#) to ensure adequate and appropriate follow-up.

Questions or inquiries about the WEG/HCCEG should be addressed to:

District of Nipissing Social Services Administration Board

Attention: Children’s Services Department, Finance and Data Coordination Team

Email: csfundingrequest@dnssab.ca



DNSSAB Children's Services
200 McIntyre St E
North Bay, ON P1B 8V6

Phone: 705-474-2151
Fax: 705-474-0136
Toll Free: 1-877-829-5121
CSfundingrequest@dnssab.ca

dnssab.ca/childrens-services