

# Home Child Care What's Happening in Toronto

OMSSA May 29, 2018



# Home Child Care



2015 – 2016 City of Toronto conducted a review of Home Child

Focused on simplifying the current complex model

Impact of new regulations and requirements

Established fundamental principles for moving forward

# Home Child Care Review



## FUNDAMENTAL PRINCIPLES FOR MOVING FORWARD

### *HCC is a Partner in Child Care:*

- Recognize that the quality of the early learning and care being provided in each home is paramount
- Recognize that providers are independent contractors

# Home Child Care Review



## *FUNDAMENTAL PRINCIPLES FOR MOVING FORWARD*

### *Funding Approach:*

- Stabilize agencies and adequately compensate Providers
- Disentangle the funding to agencies and the payment to Providers
- Be straight forward, simple and reflect the range of hours for which care can be provided in licensed home child care
- Recognize private children

# Home Child Care Review



## *FUNDAMENTAL PRINCIPLES FOR MOVING FORWARD*

### *Encourage the Licensed System for both Providers & Parents*

- Support increased access to the licensed HCC system
- Inclusive of private children
- Recognize the new CCEYA requirements and support agencies

# Historical Funding



Service contract expectations require monthly visits to be conducted by the HV.

Agency budgets were based on 1 visitor for every 20 homes

Currently pay the agency admin rate based on enrollment.

Providers who care for children with special needs received an enhanced rate

Currently have 99 different service offerings

Service offerings reflected center based model



## *Every Child Belongs Model within HCC*

### **Goal of the ECB Home Child Care Review:**

- Build in equity by supporting *all* families, not just subsidized families
- Support capacity-building in the Home Child Care sector
- Improve access to the full Every Child Belongs service menu for all children and child care programs, where required

# Service Offerings & Rates



## Service Offerings and Provider Rates

- Streamline and simplify the service offerings
- Make the attendance process easier and more intuitive for providers, staff and Agencies
- Align offerings with the care needs of families
- Have the data to analyze the care used and predict the care needed
- Equalize provider payments



# Provider Rates



## Provider Rates

- Provider Payments will be transparent, predictable and equitable
  - Historic provider grants no longer exist
  - The funding has been rolled into an equalized provider payment rate schedule
  - All Providers will now be paid the same transparent and predictable rate
- Discontinue statutory holiday pay
  - Providers will be paid if children are in attendance on statutory holidays

# By-law



- October 20, 2016 a report to CDRC on changing the by-law for the number of children who can be in a Providers home.
- Motion from CDRC to develop a Framework for agencies to determine when a sixth child would be permitted to go into care.
- Effective January 2018 By-law changed to allow Providers to care for up to 6 children in a home.

# Service Offerings



## *Service offerings*

- Align: Full-time vs. Part-time with PWE
- Created: 10 month blended instructional day (All School Age, 4-12 y)
- Created: School Age Summer Rate
- Maintained: Part time and full time options

# Service Offerings



## Service offerings

- Rationalized: Reflect CCEYA Home Child Care age groupings
  - 0- 2 yrs of age
  - 2- 4 yrs of age (before KG)
  - 4 -12 yrs of age

## Restructuring Ages:

- Previous Toddler Rate – Eliminated
- New 2-4 age group – Added
- The new 2-4 age group off-sets the loss revenue of the previous toddler classification

# School Year Rate



## Service offerings (Blended)

- The school year rate incorporates before and after school and a total of 31 full days of care:
  - ✓ 7 PA days,
  - ✓ Winter Break (8 days),
  - ✓ March Break (5 days)
  - ✓ Easter Monday (not a statutory holiday)
  - ✓ 10 contingency days.

# Rate - under 2 years



Age	Age Groups	Duration of Care	Codes	Rates
0 – 2	Under 2 Yrs	Full Time ( 6 – 12 hrs)	1600	\$48.25
0 – 2	Under 2 Yrs	Part Time ( less than 6 hrs)	1611	\$32.65
0 – 2	Under 2 Yrs	Extended Day ( greater than 12 hrs)	1620	\$63.85

# Rate – 2 to Under SA



Age	Age Groups	Duration of Care	Codes	Rates
2 – 4	+2 - Under SA	Full Time ( 6 – 12 hrs)	1700	\$43.70
2 – 4	+2 - Under SA	Part Time ( less than 6 hrs)	1711	\$29.65
2 – 4	+2 - Under SA	Extended Day ( greater than 12 hrs)	1720	\$57.80

# Rate – SA



Age	Age Groups	Duration of Care	Codes	Rates
4 – 12	School Age	School Year	1800	\$25.50
4 – 12	School Age	Summer Full Time	1810	\$35.45
4 – 12	School Age	Summer Part Time	1811	\$24.10
4 – 12	School Age	Extended Day ( greater than 12 hrs)	1820	\$46.45
4 – 12	School Age	Weekend Full Time	1830	\$35.45
4 – 12	School Age	Weekend Part Time	1831	\$25.50



# Agency Funding



## Developed Agency Operating Funding:

- **Stability:** Increase Agency stability through predictable and regular funding payments.
- **Efficiency:** Simplify the budget submission, approval and payment process for Agencies, while ensuring proper stewardship of public funds.
- Fully fund HCC; no administration fees passed to families!

# Agency Funding



## Agency Operating Fund (Homes):

- ***Number of provider homes***
  - ***Current Data Sources:*** License, Budget Submission, CSIS, PWE Application/ Reconciliation
  - ***Active Vs. Inactive:*** How long do you monitor an inactive home?
  - Number of homes per visitor to support administrative requirements, building capacity with the Provider model of 1 – 15, 16
- ***Establish a per home cost for each Agency***
  - The home is the fixed cost and the number of homes determines the Agency operating costs

# Agency Funding



## Agency Funding(Line Item Categories):

- Clarified expenses for HCC operations
- Equipment
- Budget vs. Audit

### ***Next Steps:***

Finalizing updated Budget Guidelines

Develop agency reconciliation

Establishing agency efficiency targets

### Staff Salary Information

Agency Name	ABC	Agency ID	1234
Operating Capacity	165	Operating Homes	50
		Agency Operating Days	261
		Standard Work Hours	8

						Allocated to this Program			
Name of Staff	Title in Agency	Total # Hours Per Day	# Days Per Year	Base Salary	Hourly Rate	Position	% of time worked on this position	\$ Salary allocation to this position	FTE
Staff 1	Executive Director	8	261	110,400	52.87	Administration	40%	44,160	0.40
Staff 2	Clerk	8	261	40,000	19.16	Clerical	100%	40,000	1.00
Staff 3	Supervisor	8	261	65,000	31.13	Supervisor	35%	22,750	0.35
Staff 4	Home Visitor	4	230	24,000	26.09	Home Visitor	100%	24,000	0.44
Staff 5	Home Visitor	8	261	56,000	26.82	Home Visitor	100%	56,000	1.00
Staff 6	Home Visitor	8	261	53,500	25.62	Home Visitor	100%	53,500	1.00
Staff 7	Home Visitor	8	261	52,500	25.14	Home Visitor	100%	52,500	1.00
Total								292,910	5.19

1 : 20 Home	Home Visitor	1 FTE : 55 Children	186,000	3.44
1 : 7 HV	Supervisor	1 FTE : 5 - 7 Visitors	22,750	0.35
1 : 60 Home	Clerical	1 FTE : 150- 200 Children	40,000	1.00
1 : 140 Home	Administration	1 FTE : 400 Children	44,160	0.40
		Contracted Adm.	-	-
		Total	292,910	5.19



### Agency Operating Funding

Agency Name: ABC

Categories	A Approved 2016	B Audit 2016	C Variance (A - B)	D Approved 2017	E Actual * 2017	F Variance (D - E)	G Budget 2018	H Variance (D - G)
Salaries and Benefits	398,373	353,205	45,168	401,296	339,525	61,771	335,910	65,386
Occupancy	43,120	31,140	11,980	41,817	35,779	6,038	35,800	6,017
Contracted Services	48,500	37,524	10,976	52,000	45,355	6,645	38,500	13,500
Programming	57,000	14,904	42,096	55,350	37,846	17,504	29,000	26,350
Administration	33,500	28,742	4,758	33,405	28,801	4,604	28,500	4,905
Other 1.	-	-		-	-		-	
Other 2.	-	-		-	-		-	
<b>Total Operating (AOF) Expenses</b>	580,493	465,515	114,978	583,868	487,306	96,562	467,710	116,158
<b>Total Homes</b>	60	51	9	60	53	7	50	10
<b>Cost per home</b>	9,675	9,128	547	9,731	9,194	537	9,354	377

## Agency Operating Funding

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<b>Salaries and Benefits</b>	398,373	353,205	45,168	401,296	339,525	61,771	335,910	65,386
Salaries & Wages	340,645	319,845	20,800	344,030	302,650	41,380	292,910	51,120
Benefits	57,728	33,360	24,368	57,266	36,875	20,391	43,000	14,266
<b>Occupancy</b>	43,120	31,140	11,980	41,817	35,779	6,038	35,800	6,017
Rent	27,120	27,120		27,120	27,120		27,120	
Mortgage Carrying Charges	-	-		-	-		-	
Utilities/Maintenance	16,000	4,020	11,980	14,697	8,659	6,038	8,680	6,017
Amortization/depreciation	-	-		-	-		-	
Property Taxes	-	-		-	-		-	
<b>Contracted Services</b>	48,500	37,524	10,976	52,000	45,355	6,645	38,500	13,500
Insurance	17,000	5,979	11,021	20,000	13,855	6,145	7,000	13,000
Professional Fees	7,500	7,257	243	8,000	7,500	500	7,500	500
Legal Costs	-	-		-	-		-	
Cleaning	24,000	24,288	-288	24,000	24,000		24,000	
<b>Programming</b>	57,000	14,904	42,096	55,350	37,846	17,504	29,000	26,350
Program Related	48,000	13,704	34,296	46,350	33,986	12,364	25,000	21,350
Training and Development	9,000	1,200	7,800	9,000	3,860	5,140	4,000	5,000
<b>Administration</b>	33,500	28,742	4,758	33,405	28,801	4,604	28,500	4,905
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# Questions?