

FAQ

ELDER INVOLVEMENT IN ELCC GRANT & FIRST NATIONS WAGE ENHANCEMENT GRANT



“To support the development of high quality, culturally appropriate, sustainable programs, services and supports for children and families through ongoing community engagement, collaborations, partnerships and coordinated approaches to planning, implementation and governance.”

(BC First Nations ELCC Framework – Draft Mission Statement)

Overview of the Elder Involvement in Early Learning and Child Care Grant

The Elder Involvement Grant was developed to support communities in enhancing the quality of early learning and child care (ELCC) programs through the involvement of Elders. This Grant is designed to be flexible. Communities are encouraged to determine for themselves how best to use it.

How can the Elder Involvement Grant be used?

Communities are encouraged to determine for themselves how the Grant will best support the sharing of culture and language through the inclusion of Elders in the community’s ELCC programs. Some potential ideas:

- Provide/enhance payments to Elders and Knowledge Keepers
- Provide transportation services for Elders to connect with ELCC programs
- Plan a cultural community event to support intergenerational learning

Does the Elder Involvement Grant need to be used by a specific date?

There is no specific date before which these funds need to be used. Communities can determine what works best for their Nation/program. BCACCS will follow up (starting around the end of June 2019) to discuss how communities can share the impacts of the Grant on children, families, Elders, and the community.

Overview of the First Nations Wage Enhancement Grant

The First Nations Wage Enhancement (FNWE) Grant was developed to enhance wages for certified Early Childhood Educators (ECEs) working in First Nations communities in licensed and un-licensed First Nations ELCC programs.

The FNWE Grant provides funding for the 2018-19 fiscal year, for a range of certification types, to bring ECEs closer to



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the wage benchmarks as determined by our initial research of wages in First Nations ELCC programs across BC. It also includes an incentive amount to recognize the commitment of ECEs in undertaking certification, as well as an additional allowance for benefits.

Who is eligible to receive the FNWE Grant?

All certified ECEs and ECE Assistants (ECEAs) who:

- Can demonstrate that they hold a current certificate;
- Who work in a First Nations licensed or un-licensed program; and
- Whose application was received before March 31, 2019.

Please note, individuals who were in the process of applying for certification needed to provide proof of application and were only eligible for the incentive portion of this Grant.

How were the FNWE Grant amounts determined?

The following wage grid was used as the benchmark for each qualification:

ECE Assistant Certificate:	\$17
ECE Certificate:	\$20
Infant/Toddler Certificate:	\$22
Special Needs Certificate:	\$22
Senior staff:	\$25

Where educators' wages are below the benchmark, the FNWE Grant calculations are designed to "top-up" the wages, up to a maximum of \$5,000 per educator.

In addition, each eligible applicant will receive a \$1,000.00 incentive amount to recognize their commitment to professionalism and dedication in undertaking certification. They will also receive an allowance for benefits, calculated at 20% of the combined benchmark and incentive portions of the grant.

If ECEs worked at more than one program in fiscal year 2018-19, will they receive more than one grant?

The benchmark top-up portion of the grant has been calculated for each program where an educator works, as

well as the allowance for benefits; this may mean that one person receives more than one FNWE Grant cheque. However, only one incentive amount has been allocated to each educator.

Is the FNWE Grant considered taxable income?

Yes, educators reporting taxable income to the Canada Revenue Agency are required to report the FNWE Grant as part of their taxable income.

Does the FNWE Grant need to be used by a specific date?

As this investment has been allocated by Canada in fiscal year 2018-19, the FNWE Grant has been calculated based on the number of hours worked by educators in fiscal year 2018-19. As a result, the FNWE Grant should be considered a retroactive payment due to educators as of March 31, 2019 and is to be disbursed by May 31, 2019.

Can our educators expect this Grant again next year?

BCACCS is working to make the FNWE Grant a sustainable source of funding, but details for future wage enhancement funding are still being developed.

What are the financial reporting requirements?

BCACCS will follow up with Nations/programs to collect financial statements for the disbursement of grant funds (to be supplied no later than June 30, 2019).

Are there any other reporting requirements?

BCACCS will follow up with Nations/programs to discuss how communities can share the impacts of the Grant on children, families, and the community.

