

Early Childhood Educator
INCENTIVE\$
Florida

ANNUAL REPORT

2022-2023



WHAT IS INCENTIVE\$?

Early Childhood Educator INCENTIVE\$ Florida, administered by the Children's Forum, rewards early childhood educators with annual stipends as they further their education and maintain continuous employment. INCENTIVE\$ complements local early learning quality initiatives and helps provide equitable access to resources and needed financial supports for underpaid teachers and program directors in our state's early childhood workforce.

INCENTIVE\$ motivates participating early childhood educators to pursue higher education, which ultimately helps foster more stable relationships with children and sets positive examples for the infants, toddlers, and young children in their classrooms. In addition, INCENTIVE\$ assists small early care and education businesses and family child care homes, which may have difficulties paying higher salaries.

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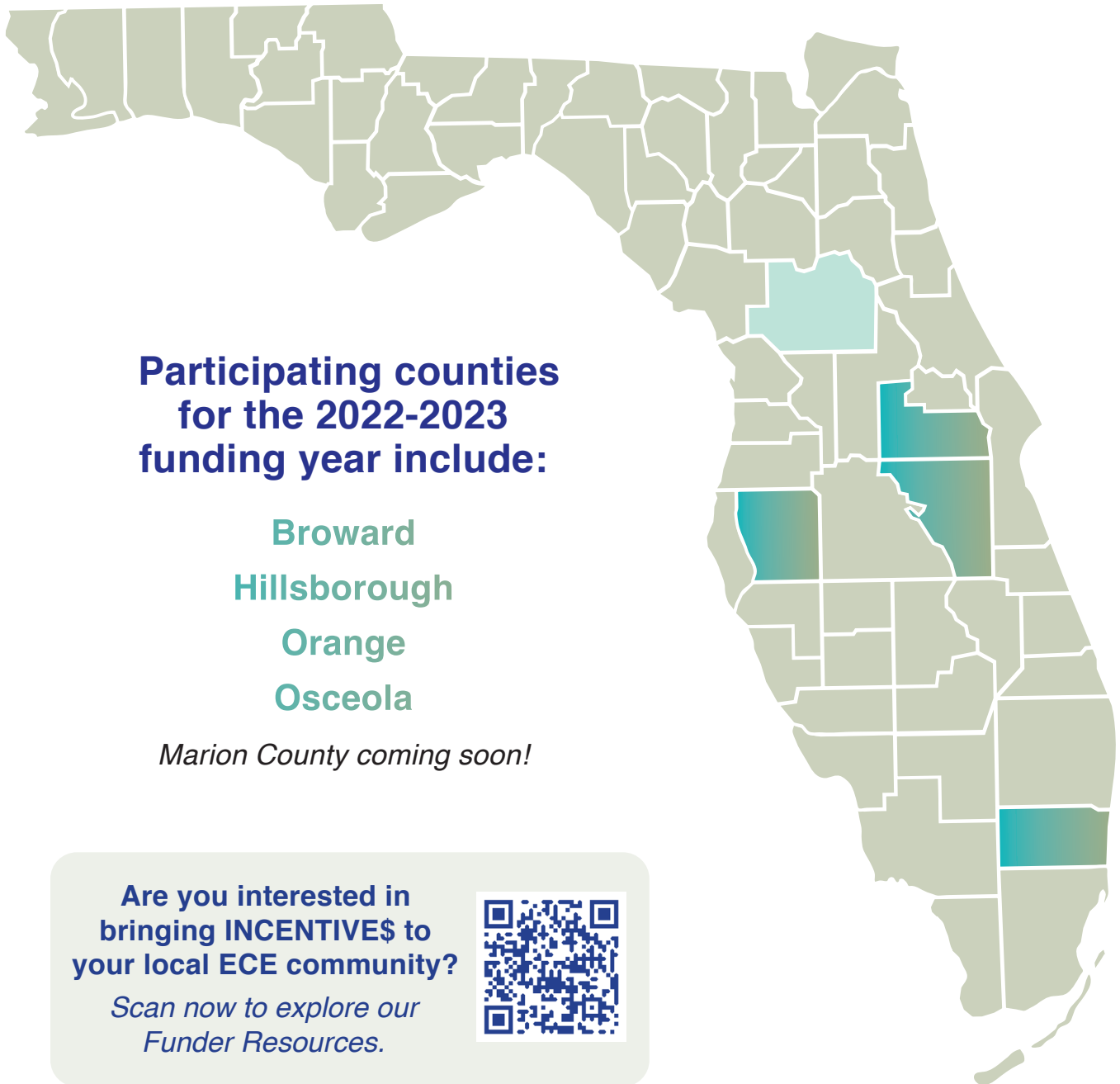
INCENTIVE\$ is currently available for early childhood educators in participating counties. You can learn more about this program at incentives-fl.com or by calling 850-487-6300.

Si necesita una traducción o explicación en español, por favor llámenos.



INCENTIVE\$ LOCATIONS

INCENTIVE\$ Florida is an affiliate of the national, evidence-based Child Care WAGE\$® Program, and is licensed by Child Care Services Association of Chapel Hill, NC. INCENTIVE\$ was designed to increase retention, education, and compensation in the early childhood workforce. Since its implementation in 2003, INCENTIVE\$ has provided education-based stipends to more than 12,000 participants across 16 counties (as of June 30, 2023).



**Participating counties
for the 2022-2023
funding year include:**

Broward

Hillsborough

Orange

Osceola

Marion County coming soon!

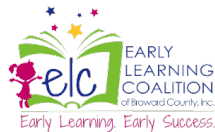
**Are you interested in
bringing INCENTIVE\$ to
your local ECE community?**

*Scan now to explore our
Funder Resources.*



20 YEARS OF INCENTIVE\$ FLORIDA

WITH THE EARLY LEARNING
COALITION OF BROWARD COUNTY



HOW MANY STIPENDS HAVE
BEEN AWARDED IN BROWARD
OVER THE PAST 20 YEARS?

42,013

HOW MUCH MONEY HAS
BROWARD INVESTED IN TOTAL?

\$7,531,782.69

Here's What Broward County Participants Had to Say:

89%

found participation in
INCENTIVE\$ had improved
the quality of their work

94%

found INCENTIVE\$
encouraged them to stay
with their current programs

99%

were satisfied overall with
the INCENTIVE\$ Program

Broward County Program Directors:

94%

found INCENTIVE\$ staff
helpful and pleasant

98%

found attitudes in their
center/home about
INCENTIVE\$ to be positive

100%

reported receiving an
INCENTIVE\$ check as important
to their participating staff



"The INCENTIVE\$ Program is absolutely in line with the direction of the entire industry in terms of professionalizing early educators. We are using the INCENTIVE\$ Program to reduce turnover and it also is a way to address the low wages of child care educators by providing a supplement. There's a huge return on investment because it's a program that is really easy to launch."

- Renee Jaffee, CEO of Early Learning Coalition of Broward County, Inc.

VOICES FROM FLORIDA'S ECE WORKFORCE







“INCENTIVE\$ is helping me to be able to send my child to college.”

“Todo muy positivo y elevando mi preparación y nivel profesional.”

“It isn't easy to work in this field because we are not paid enough. I love what I do, and it is nice that INCENTIVE\$ lifts some of the financial burden.”

OUTCOMES & IMPACTS

	Build strong collaboration between early learning programs, funders, and INCENTIVE\$		Motivate participants to pursue additional coursework
	Ensure increased compensation tied to a commitment to the field		Encourage educational and career growth along the Florida Early Learning and Afterschool Career Pathway

INCENTIVE\$ ELIGIBILITY:

- Earn less than \$25.00 per hour as an early childhood educator
- Work in a licensed or license-exempt child care program (center or family child care home)*
- Be employed at least six months at this same child care program at the time of employment confirmation
- Work at least 20 hours per week with children ages birth to five years
- Have at least one of the education levels listed on the INCENTIVE\$ Scale (credits must be from a regionally accredited college)

**Individual county requirements may differ*



INCENTIVE\$ BY THE NUMBERS FY22-23

INVESTMENTS

\$5.7M

awarded to participants,
who reinvested those funds
in their local communities

RETENTION

92%

retention within the workforce
for INCENTIVE\$ participants
(National rate = 70%)

COMPENSATION

\$1,958

awarded in the average
annual INCENTIVE\$ stipend

EDUCATION

417

participants at Level 6
(Associate Degree in ECE or higher)

IMPACT

1,867

participants served, including
directors, lead and assistant teachers,
and family child care educators

DIVERSITY

68%

of participants identify as
Latinx or persons of color



The T.E.A.C.H. Early Childhood® Scholarship Program (*Teacher Education And Compensation Helps*) can help INCENTIVE\$ participants by covering the majority of their educational expenses as they work toward credentials, college credits and certificates, or a degree in the field. Like INCENTIVE\$, T.E.A.C.H. is dedicated to increased professional development, compensation, and a commitment to our state's early childhood workforce. You can learn more about the program's scholarship opportunities at teach-fl.com.



MY TWO CENTS

WHAT DO OUR PARTICIPANTS SAY?

INCENTIVE\$ Evaluation Results:

"I have seen my staff use their INCENTIVE\$ stipends to take extra college classes. Some have even used the money to place a down payment on a new vehicle."



"The INCENTIVE\$ Program has made an important impact in my life. My INCENTIVE\$ check came right on time for me to handle personal issues without having to miss work."



"With the INCENTIVE\$ Program, I've seen less turnover and absenteeism at our center. There are also better work attitudes, and it makes it easier to attract new employees."



"INCENTIVE\$ has benefited me by helping me obtain my CDA. I am now excited to learn that with T.E.A.C.H., I can earn my Associates Degree in Early Childhood Education. I appreciate all that these programs have offered me."

THANK YOU TO OUR FUNDERS!



Early Learning
Coalition of Broward
(Since 2003)



Early Learning Coalition
of Hillsborough
(Since 2019)



Early Learning
Coalition of Orange
(Since 2022)



Early Learning Coalition
of Osceola
(Since 2022)

PROFESSIONAL DEVELOPMENT ADVISORY BOARD

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The Children's Trust

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Child Development Education Alliance

Donna Williams
Florida Department of Children and Families

Christian Winterbottom, Ph.D.
University of North Florida



More than **47,646** children and **638** child care programs benefited from **INCENTIVE\$** in Florida's communities in 2022-2023!

Early Childhood Educator INCENTIVE\$ Florida, an affiliate of the Child Care WAGES® Program, is licensed by Child Care Services Association of Chapel Hill, NC. The Children's Forum is the program administrator of INCENTIVE\$ under a contract with early learning coalitions, children's services councils, and private contributors.

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 **Children's
FORUM**
...because kids can't wait