

Early Childhood Educator
INCENTIVE\$
Florida



2021-2022

ANNUAL REPORT

WHAT IS INCENTIVE\$?

Early Childhood Educator INCENTIVE\$ Florida, administered by the Children’s Forum, rewards early childhood educators with monetary stipends as they further their education and maintain continuous employment. INCENTIVE\$ complements local early learning quality initiatives and helps provide more equitable access to resources for our state’s workforce.

INCENTIVE\$ motivates participating early childhood educators to pursue higher education, which helps foster more stable relationships 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.

INCENTIVE\$ is currently available for early childhood educators in participating counties. You can learn more about this program online at incentives-fl.com or by calling 888-352-4453.



INCENTIVE\$ Outcomes & Impacts:

	<p>Build strong collaboration between early educators, their programs, and INCENTIVE\$</p>		<p>Support continuing education efforts</p>
	<p>Ensure increased compensation tied to a commitment in the field</p>		<p>Encourage educational and career growth along the Florida Early Learning and Afterschool Career Pathway</p>

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 FY21-22

INVESTMENTS

\$3.2M

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

IMPACT

2,103

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

COMPENSATION

\$2,472

awarded in the average annual INCENTIVE\$ stipend

EDUCATION

608

participants have an Associate Degree in ECE or higher

RETENTION

88%

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

DIVERSITY

73%

of participants identify as Latinx or persons of color



WHAT DID OUR PARTICIPANTS SAY?

INCENTIVE\$ Evaluation Results:

94%

said INCENTIVE\$ encouraged them to remain at their program

72%

said INCENTIVE\$ helped pay their bills

“ A few years ago I became a widow. The money from INCENTIVE\$ helped me with household expenses and to provide a little vacation for my children. ”

Congratulations Sapphire!

Stacey Francois and Kari Archambeau of the ELC of Hillsborough County team stopped by Childcare of Brandon - Bloomingdale Campus to present an INCENTIVE\$ check. We are so proud of Sapphire and all early educators for the meaningful work they do each and every day.

(In the photo from left to right: Program Director Robyn, early childhood educator Sapphire, ELCHC team members Stacey and Kari)



THANK YOU TO OUR FUNDERS!



Early Learning
Coalition of Broward
(Since 2002)



Early Learning Coalition
of Hillsborough
(Since 2019)



The Children's Trust
of Miami
(2007–2022)

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More than **45,470** children and **930** child care programs benefited from **INCENTIVE\$** in Florida's communities in 2021-2022!

Early Childhood Educator INCENTIVE\$ Florida, an affiliate of Child Care WAGE\$, 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