

**Early Childhood Educator
INCENTIVE\$ Florida**

2020-2021 ANNUAL REPORT

WHAT IS INCENTIVE\$?

Early Childhood Educator INCENTIVE\$ Florida, an affiliate of Child Care WAGE\$®, rewards early childhood educators with financial incentives based on their education and continuity of employment. By retaining the early childhood workforce, INCENTIVE\$ provides children with more stable relationships and better-educated teachers. INCENTIVE\$ addresses individual professional development efforts and low wages, but does not affect budgets, regular wages or parent fees within the child care program.

WHAT ARE THE GOALS OF INCENTIVE\$?

- **Increase the knowledge base of participants** – Children are better served when early childhood educators have more knowledge about child development and early education.
- **Support continuing education** – It is important for early educators to focus on continuing their own growth and development, as well as that of the children.
- **Reduce staff turnover** – INCENTIVE\$ rewards and encourages continuity of care.
- **Provide a professional development path** – The INCENTIVE\$ scale encourages and rewards gradual educational advancement.
- **Increase compensation** – INCENTIVE\$ compensates teachers for their education and stability.

WHO IS ELIGIBLE FOR INCENTIVE\$*

To qualify for INCENTIVE\$, you must:

- Work a minimum of six months in a participating licensed or license-exempt child care program in a participating county.
- Work a minimum of 20 hours per week with children ages birth to five in a child care center or home.*
- Earn less than \$17.50 an hour as a teacher.*
- Have a formal child care credential and/or some education beyond a high school diploma.

**Individual county requirements may differ.*

WHAT ARE THE BENEFITS OF INCENTIVE\$?

- Rewards stability of early educators within programs.
- Rewards education attained.
- Maintains marketplace competition for better salaries.
- Keeps cost for quality child care affordable for parents.
- Assists with the creation of a stable, well-trained, and fairly-compensated workforce.
- Provides a direct, graduated incentive that is logical and sufficient.
- Provides counseling and administrative support.

WHO BENEFITS FROM INCENTIVE\$?

Children benefit from uninterrupted care from teachers who are specialists in early childhood education, who understand child development and who are sensitive to their needs.

Educators benefit because they achieve higher levels of education and are better compensated for their work.

Centers and family home care programs benefit because they have staff members who are knowledgeable about good early childhood practices and who stay longer in their programs.



2020-2021 ACTIVE PARTICIPANT INFORMATION

PROFILE OF INCENTIVE\$ PARTICIPANT:

Work as Teachers or Assistant Teachers.....	90%
Have at least an AS in ECE or in process.....	38%
Earn less than \$12/hr.....	40%
Are of color or Hispanic origin.....	82%

INCENTIVE\$ SCALE:

Level	% of Participants	Annual Amount
1	13%	\$200
2	34%	\$450
3	1%	\$600
4	5%	\$750
5	19%	\$1,125
6	8%	\$1,500
7	8%	\$2,250
8	12%	\$3,000

EMPLOYMENT:

116
Family Child Care
Home Educators



2,306
Teachers in Center-
Based Programs

GENDER:



99%
Female



1%
Male

ETHNICITY:

61%	Hispanic
18%	African American
18%	White
1%	Asian/Pacific Islander
2%	Other

PROGRAM TYPE:



676
Private
Centers



34
Faith
Based



126
Family Child
Care Homes

YEARS IN PROGRAM:

51%	5 or More Years
9%	4 to 5 years
13%	3 to 4 years
12%	2 to 3 years
11%	1 to 2 years
4%	Less than 1 year

RESULTS

PARTICIPATING COUNTIES:

BROWARD
HILLSBOROUGH
MIAMI-DADE



INCREASED COMPENSATION:

2,422

received at least one incentive payment for completing a six-month period that ended during this reporting period.

\$1068.00

the average annual incentive check amount



INCREASED EDUCATION:

65%

have taken additional coursework since applying to INCENTIVE\$.



REDUCED TURNOVER:

12%

the turnover rate for INCENTIVE\$ participants (compared to the national average of 30% to 40%).

INCENTIVE\$ EVALUATION RESULTS

What do our participants say?

97% say INCENTIVE\$ motivates them to seek more education

94% say INCENTIVE\$ encourages them to stay in their program

90% say participation in INCENTIVE\$ has improved the quality of their work

96% say INCENTIVE\$ helps ease financial stress

67% say INCENTIVE\$ helps them to pay their bills

48% say INCENTIVE\$ helps address basic family needs



PROFESSIONAL DEVELOPMENT ADVISORY COUNCIL

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INCENTIVE\$ FUNDERS



More than **49,350** children and **930** child care programs benefited from INCENTIVE\$ in their communities in **2020-2021!**

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INCENTIVE\$
Florida

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