



WAGES[®]

2017-2018 Annual Report

WHAT IS WAGE\$?

The Child Care WAGE\$® FLORIDA Program rewards early childhood teachers with salary supplements based on their education and continuity of employment. By increasing teacher retention, WAGE\$ provides children with more stable relationships and better-educated teachers. WAGE\$ addresses individual professional development efforts and low wages, but does not affect budgets, regular wages, or parent fees within the child care programs.

WHAT ARE THE GOALS OF WAGE\$?

- **Increase the knowledge base of participants** – Children are better served when educators have more knowledge about child development and early education.
- **Support continuing education** – It is important for early childhood educators to focus on continuing their own growth and development, as well as that of the children in their care.
- **Create a partnership** – The partnership among WAGE\$, educators, and child care programs improves the quality of care that children receive.
- **Reduce staff turnover** – WAGE\$ rewards and encourages continuity of care.
- **Provide a professional development path** – The WAGE\$ salary supplement scale encourages and rewards educational advancement.
- **Increase compensation** – WAGE\$ compensates early childhood educators for their education and stability through salary supplements.

WHO IS ELIGIBLE FOR WAGE\$?*

Eligible applicants are individuals who:

- 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 WAGE\$?

- Rewards permanency of early childhood 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 supplement that is logical and sufficient.
- Provides counseling and administrative support.

WHO BENEFITS FROM WAGE\$?

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

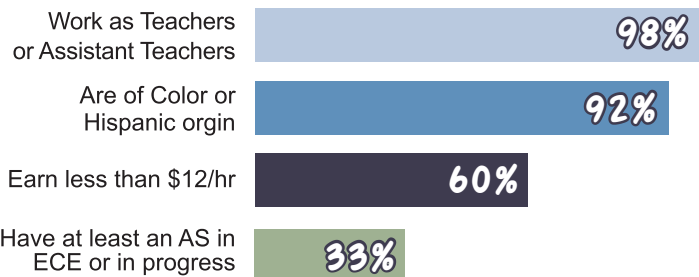
Educators benefit because they achieve higher levels of education and are better compensated for their work.

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

Child Care
WAGE\$[®]
FLORIDA

2017-2018 ACTIVE PARTICIPANT INFORMATION

PROFILE OF WAGES PARTICIPANT:



SALARY SUPPLEMENT SCALE:

Level	% of Participants	Annual Amount
1	14%	\$200
2	27%	\$450
3	1%	\$600
4	6%	\$750
5	15%	\$1,125
6	12%	\$1,500
7	13%	\$2,250
8	12%	\$3,000

EMPLOYMENT:



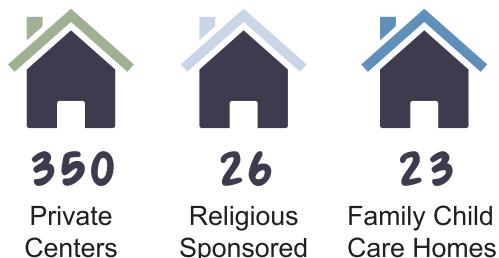
GENDER:



ETHNICITY:

- 76%** Hispanic
- 13%** African American
- 8%** White
- 1%** Asian/Pacific Islander
- 2%** Other

PROGRAM TYPE:



YEARS IN PROGRAM:

- 58%** 5 or More Years
- 8%** 4 to 5 years
- 10%** 3 to 4 years
- 9%** 2 to 3 years
- 15%** 1 to 2 years

RESULTS

PARTICIPATING COUNTIES:



INCREASED COMPENSATION:

\$11.50 is the average rate of pay for a Child Care WAGES participant (Florida's state minimum wage is **\$8.46** per hour).

1,287 participants received at least one salary supplement check for completing a six-month period that ended during the fiscal year.

\$626 is the average six-month supplement, which is at least **\$.60** per hour.



INCREASED EDUCATION:

132 participants (**12%** of the active population) submitted documentation to verify that they have completed additional coursework. Of these, **42%** have increased their education enough to move to a higher level on the supplement scale.



REDUCED TURNOVER:

13% is the turnover rate for WAGES participants (compared to the national average of **30% to 40%**).

WAGE\$ EVALUATION RESULTS

What do our participants say?

95% say WAGE\$ is an incentive to seek more education

96% say WAGE\$ encourages them to stay in their program

92% say participation in WAGE\$ has improved the quality of their work

94% say WAGE\$ helps ease financial stress

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

47% say WAGE\$ helps address basic family needs



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University of North Florida

WAGE\$ Funders



More than **28,000** children and **399** child care programs benefited from WAGE\$ in their communities in **2017-2018!**

The Child Care WAGE\$® FLORIDA Program is licensed by Child Care Services Association of Chapel Hill, NC. The Children's Forum is the program administrator of WAGE\$ under a contract with local early learning coalitions and private contributors. Through these partnerships, WAGE\$ is enhancing professional development of early childhood educators in FLORIDA to ultimately improve the quality of education for the children in their care.

