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WAGE\$ Funders

ELC of Broward County
The Children's Trust of Miami-Dade



WAGE\$ Evaluation Results

Child Care Programs:

The response rate was 62%. (Of 341 distributed, 213 were completed).
The responses from the past year show that:

- 77% increase morale which creates more positive child-teacher interactions
- 48% lowers turnover which increase stability for children
- 62% staff seeking more education which leads to higher quality care for children
- 36% easier to attract more qualified staff which to higher quality care for children
- 47% more educated staff attracts families to my program

Participants:

The response rate was 46%. (Of 984 distributed, 458 were completed).
The responses from the past year show that:

- 67% of participants say that they have been better able to pay their bills.
- 29% of participants say that they have been better able to pay for school.
- 55% of participants have been better to address the needs of their family.
- 29% of participants say that the supplement is used to make significant payments.
- 97% of participants who are more satisfied with their job
- 96% of participants who feel more recognized/appreciated
- 98% of participants say the WAGE\$ supplement helps ease financial stress.



99% of participants
are satisfied with
WAGE\$.



The Child Care WAGE\$® FLORIDA Project 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.



Child Care
WAGE\$
FLORIDA Project

2015-2016 Annual Report

WAGE\$

Child Care WAGE\$® FLORIDA Project

WHAT IS WAGES\$?



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

WHAT ARE THE GOALS OF WAGES\$?

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

WHO BENEFITS FROM WAGES\$?

Children receive uninterrupted care from practitioners who are specialists in early childhood and/or youth development education, who understand child development, and who are sensitive to their needs.

Practitioners achieve higher levels of education and are better compensated for their work.

Centers and family child care homes programs have staff members who are knowledgeable about good early childhood practices and who stay longer in their program.

WHO IS ELIGIBLE FOR WAGES\$?*

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 10 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 differ

WHAT ARE THE BENEFITS OF WAGES\$?

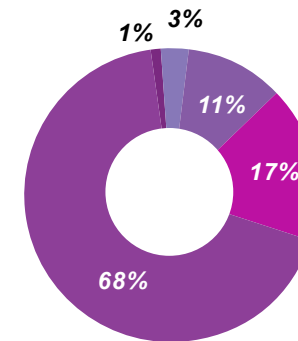
- Rewards permanency of child care practitioners within programs.
- Rewards education attained.
- Maintains marketplace competition for better salaries.
- Keeps cost of quality child care affordable for parents.
- Assists with the creation of a stable, well-trained, and fairly-compensated workforce.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

Child Care WAGES® Program

2015-2016 Active Participant Information

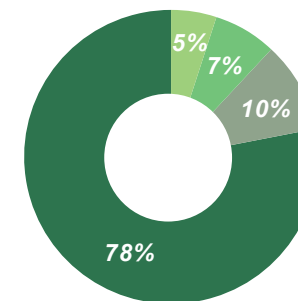
Ethnicity:

- 68% - Hispanic
- 17% - African American
- 11% - White
- 1% - Asian/Pacific Islander
- 3% - Other



Years in Program:

- 78% - 5 or More Years
- 10% - 4 to 5 years
- 7% - 3 to 4 years
- 5% - 2 to 3 years



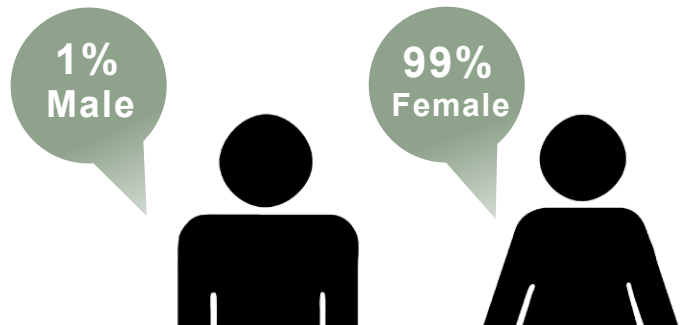
Position:

985 Teachers in Center-Based Programs and
35 Family Child Care Home Practitioners

Program Type:

Private Centers **(296)**
Religious Sponsored **(32)**
Family Child Care Homes **(35)**

Gender:



Salary Supplement Scale

Level	Percentage	Annual Amount
Level 1	12%	\$200
Level 2	29%	\$450
Level 3	2%	\$600
Level 4	5%	\$750
Level 5	6%	\$1,125
Level 6	20%	\$1,500
Level 7	16%	\$2,250
Level 8	10%	\$3,000

WHAT WERE THE RESULTS?

Increased Education

- 211 (19% of the active population) participants submitted documentation to verify that they have completed additional coursework.
- Of these, 49% have increased their education enough to move to a higher

Increased Compensation

- The average rate of pay for a Child Care WAGES® participant is \$10.86 per hour (Florida's state minimum wage is \$8.05 per hour).
- 1,332 participants received at least one salary supplement check for completing

Reduced Turnover

- 11% Turnover rate (compared to the national average of 30% to 40%)

Participating Counties:

- Broward
- Miami-Dade

More than 33,000 children were served through WAGES\$.