

INCENTIVE\$

FLORIDA

A program of the Children's Forum, Inc.

ANNUAL REPORT

2024-2025



WHAT IS INCENTIVE\$?

INCENTIVE\$ Florida, an affiliate of the Child Care WAGE\$® Program awards early learning educators, family child care home providers, and directors for their higher education achievements and commitment to their programs with [annual stipends of up to \\$5,000](#). Since 2003, INCENTIVE\$ has awarded education and commitment based annual stipends to more than **14,000 early educators** across the state.

Research and life experiences show that working families in Florida need accessible, affordable, quality child care and early learning opportunities for their children. INCENTIVE\$ seeks to keep the highly educated and motivated early educators who provide this essential service in their classrooms. With INCENTIVE\$, participating educators, small early care and education businesses, and family child care homes can better focus positive attention on young learners.



\$2.2 million

invested and awarded to
early learning educators and
family child care providers!

Participating counties for
the 2024-2025 funding year:



Visit our [website](#) to learn
how to bring INCENTIVE\$
to your community.

Early learning educators may be eligible if they:

- Earn an hourly wage less than \$25.00 working in an eligible licensed or license exempt child care program in a participating county (center or family child care home)
- Work 20 hours or more per week with children birth to five for a minimum of six months AND are employed at this same child care program at the time of employment confirmation
- Have at least an ECE Credential or 12 college credits in ECE/CD (credits must be from a regionally accredited college)

**Participating county eligibility and requirements may differ.*

FY 2024-25 OUTCOMES



COMPENSATION:

2,210

participants awarded at least one INCENTIVE\$ stipend

\$17.90

median hourly rate for participants (*Florida's minimum wage = \$13.00 per hour*)

\$1,550

average INCENTIVE\$ stipend awarded



EDUCATION:

38%

of participants hold an AAS ECE or higher OR submitted new education during the funding year

45%

of participants have taken college level classes since applying to INCENTIVE\$



WORKFORCE STABILITY:

9%

turnover rate

Compared to a 30-40% average for the nation's ECE workforce

INCENTIVE\$
— FLORIDA —

MY TWO CENTS\$

“ INCENTIVE\$ is an amazing program that encourages teachers to continue their education and stay with their program. It is easy to apply, the confirmation process is simple, and the Counselors are very supportive. Thank you, INCENTIVE\$ Team!

- Joeliz (Marion County)



FEEDBACK AND EVALUATIONS SURVEY RESULTS:

This locally funded early learning quality initiative can help increase the education, compensation, and stability across our state's ECE field by providing much needed financial and workforce supports to eligible participants and programs. Here's what programs and participants had to say in our annual Feedback and Evaluations Surveys:

54%

of participants reported that they are the only source of income for their households

96%

of participants reported that the INCENTIVE\$ stipend helped ease financial stress

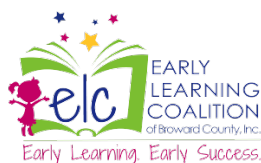
97%

of programs reported that staff were overall satisfied with INCENTIVE\$ Florida

72%

of participants plan to take formal college coursework in the future

THANK YOU TO OUR FUNDERS!



PROFESSIONAL DEVELOPMENT ADVISORY BOARD

Tyran Butler, Ph.D.
University of Florida - Lastinger Center

Robyn Fern Perlman
Business Leadership Institute for Early Learning

Molly Grant
Association of Early Learning Coalitions

Gege Kreischer
Early Childhood Education Private Consultant

Debra Metcalfe-Hazelwood
Polk State College

Chancellor Cari Miller
Florida Department of Education/
Division of Early Learning

Wanda Minick
Florida Head Start Association

Liliana G. Murphy
Florida After School, Inc.

Wendy Occhipinti
Florida Association for the Education of Young Children

Courtney Smith
Florida Department of Children and Families

Gordia Ross
Early Learning Coalition of Broward County

Tripp Crouch
Florida Association for Child Care Management

Kimberly Singer
Head Start Collaboration Office – FLDOE/DEL

Tammy Tener
Florida Family Child Care Home Association

Donna Thornton-Roberts
Association of Christian Early Education
(formerly CDEA)

Christian Winterbottom, Ph.D.
University of North Florida

Please visit incentives-fl.com or call
850-487-6300 for more information.

Hablamos español, llámanos si necesitas ayuda.



More than **37,000** children in **549** child care programs benefited from **INCENTIVE\$** across Florida's communities in 2024-2025!

INCENTIVE\$ Florida, an affiliate of the Child Care WAGES® Program, is licensed by Early Years of Chapel Hill, NC. The Children's Forum administers INCENTIVE\$ under a contract with early learning coalitions, children's services councils and trusts, philanthropic agencies, and other private contributors.

INCENTIVE\$
FLORIDA
A program of the Children's Forum, Inc.

The logo for the Children's Forum features a stylized blue hand with a star above it. The text "Children's FORUM" is to the right, and "...because kids can't wait" is at the bottom.