

Child Care WAGE\$[®] IOWA

WAGE\$ impacts early care and education providers and programs by...

Recognizing dedicated professionals

Stabilizing the child care workforce

Encouraging continued education



WAGE\$ and T.E.A.C.H.

Child Care WAGE\$[®] IOWA and T.E.A.C.H. Early Childhood[®] IOWA go hand-in-hand. T.E.A.C.H. provides comprehensive scholarships for higher education and WAGE\$ awards this education with increased compensation. An individual can participate in both programs simultaneously.

“The WAGE\$ Project has allowed me to stay in the field that I love, and in the program where I feel at home, even though my salary was not high enough to support my family’s needs. Children benefit because I am less stressed by financial concerns, and I’m able to focus my mental energy on my work. Above all, the financial encouragement to continue my education benefits me, my class, and my program.”

Participant,
Child Care WAGE\$[®] NORTH CAROLINA

To learn more about Child Care WAGE\$[®] IOWA, please contact us.



Iowa Association for the Education of Young Children
5525 Meredith Drive, Suite F
Des Moines, IA 50310
(515) 331-8000 or (800) 469-2392
www.iowaaeyc.org



A licensed program of Child Care Services Association

Iowa's Newest Compensation Initiative For The Early Care And Education Workforce

What is Child Care WAGE\$[®] IOWA?

The WAGE\$ project provides education-based salary supplements to early care and education teachers and providers working with children ages birth to five years in regulated settings in Iowa. The project is designed to increase retention, education, and compensation.



Eligibility

- Work with children birth to age five in a regulated preschool, child care center, or child development home in Iowa
- Work at least six months in the same early care and education program
- Have a level of formal education appearing on the Child Care WAGE\$[®] supplement scale
- Earn at or below the income cap (standard income cap is \$15/hour)
- Meet other specific eligibility criteria if/ as required by a funding partner

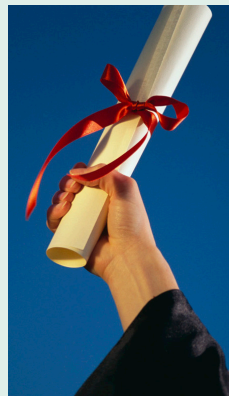
Key Components

- 1) Provides direct, graduated wage supplements that are logical and sufficient

Supplements are issued directly to the participant and do not impact program budgets or parent fees. This allows families to access high quality care (more educated teachers and lower turnover) at no additional cost. The graduated scale also allows participants to increase their supplement amount by increasing their education. The supplements are designed to make an income difference to the individual and reflect logical steps in the higher education system.

- 2) Encourages continued education

Research shows that teachers with higher levels of formal education provide higher quality care and create better outcomes for young children. As participants increase their education they can earn higher awards through WAGE\$. Many award levels are temporary, meaning the participant



must increase their education within two years to continue receiving supplements. T.E.A.C.H. Early Childhood[®] IOWA provides scholarships to assist individuals in continuing to work toward a credential or degree.

- 3) Requires consistency within the same child care program

Participants are only awarded supplements after completing a six-month commitment period in their program. This provides continuity of care for individual children and increases retention for the program as a whole.

- 4) Maintains marketplace competition for better salaries

An individual's income does not affect their supplement level, only their initial eligibility. Supplements are based on education level, so programs still have incentive to provide fair hourly rates to attract qualified staff to their programs.



- 5) Focuses on outcomes

WAGE\$ focuses on the outcomes of increased retention, compensation, and education for the early care and education workforce. As a nationally licensed program by Child Care Services Association, North Carolina, WAGE\$[®] IOWA is monitored regularly to maintain accountability and focus on outcomes.