

Child Care WAGE\$® Overview

What is Child Care WAGE\$®? The Child Care WAGE\$® Project (WAGE\$) provides education-based salary supplements to early educators working with young children in regulated early care and education settings to increase workforce retention, education, and compensation. Every six months a WAGE\$ recipient receives a graduated supplement tied to the level of her education and retention in her program.

Why is WAGE\$ needed in every state? Educated, compensated and consistent/stable teachers are critical to the successful growth and development of young children. WAGE\$ is an evidence-informed model that advances the education level of early educators, increases their compensation levels and results in the retention of a qualified early care and education workforce.

Education

The education within the early care and education workforce has traditionally been low. WAGE\$ offers graduated supplements that increase as education levels are reached, providing a constant incentive to pursue additional coursework.

Compensation

The early childhood field struggles with high staff turnover rates due to low workforce compensation. WAGE\$ increases the compensation of early educators and makes a career in early childhood a more attractive option.

Retention

A large percentage of the early care and education workforce must use one or more forms of public assistance to survive on low wages. WAGE\$ recipients report that supplements have a significant financial impact on their lives, allowing them to pay essential expenses and continue pursuing the education they need.

How does WAGE\$ work? A sole non-profit organization in each state is selected by the T.E.A.C.H. Early Childhood® National Center (the Center) through a robust application process to implement the licensed, evidence-informed model. Support for administering organizations is provided by the Center to guide the careful planning for and implementation of a WAGE\$ Project to ensure model fidelity. Funding for WAGE\$ supplements in each state may be provided by public and/or private sources to address local/state needs.

An investment in WAGE\$ helps...

Early Educators

- Motivate early educators to pursue higher education, which impacts classroom quality and sets a strong and positive example for their own children.
- Allow early educators who work in a severely under-compensated field to earn enough to pay basic bills and provide for their families.
- Provide recognition early educators deserve.

Families

- Sustain an educated early care and education workforce without additional cost to parents.
- Give parents peace of mind and the ability to be productive members of the workforce because they know educated, consistent teachers are working with their children.

Businesses

- Attract qualified early childhood teachers.
- Increase retention of staff, thus reducing hiring and training for early care and education businesses.
- Sustain small early care and education businesses, which struggle with paying higher salaries.
- Enable early care and education programs to work toward and receive quality ratings, which in turn can increase enrollment and revenue.

Learn More!

- Child Care WAGE\$ National:
www.childcareservices.org/ps/child_care_wage.html
- Annual Report:
www.childcareservices.org/_downloads/TEACH_AnnualReport_2013.pdf
- Bringing WAGE\$ to Your State:
www.childcareservices.org/ps/launching.html
- A Focus on Compensation:
www.childcareservices.org/_downloads/FactSheet_Compensation_11_13.pdf
- Turning Back the Tide of Turnover:
www.childcareservices.org/_downloads/FactSheet_TeacherTurnover_11_13.pdf



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