Recruitment materials (packets, postcards, emails) distributed

Educational assessment and eligibility determined

Notifications of incomplete or ineligible status sent

Education-based salary supplements issued

Outreach sessions offered

Demographic and program data collected and reports generated

Recruitment materials (packets, postcards, emails) distributed

Educational assessment and eligibility determined

Notifications of incomplete or ineligible status sent

Education-based salary supplements issued

Outreach sessions offered

Demographic and program data collected and reports generated

The annual turnover rate of Child Care WAGE$® participants is less than 25%, the goal originally established within Smart Start’s Performance Based Incentive System.

80% of active WAGE$ participants have a permanent level on the scale (AAS ECE or above) or are continuing their education.

90% of WAGE$ participants indicate that their receipt of a supplement has had an impact on either their inclination to stay in the field or on their pursuit of further education.

Early care and education professionals receiving WAGE$ have greater consistency in child care programs.

Child care programs have greater retention of staff and thus use fewer resources on hiring and training.

WAGE$ recipients are better educated.

WAGE$ recipients are satisfied with the supplements and program administration.

Parents have access to higher quality care without having to pay any additional costs.

Children are better able to learn and be successful in school and life.

Early care and education is a more affordable and attractive professional option for educated teachers to choose.

Child Care WAGE$® Project
Child Care Services Association
PO Box 901
Chapel Hill, NC 27514
919.967.3272
www.childcareservices.org
© Child Care Services Association 2017