

2018-2019 WAGES ANNUAL REPORT

CHILD CARE WAGES[®] PROGRAM
NORTH CAROLINA

CELEBRATING 25 YEARS OF
ENHANCING TEACHER
COMPENSATION FOR AN
EDUCATED WORKFORCE



Child Care
WAGES[®]
Program

25th

Anniversary



WHAT IS WAGE\$?

The Child Care WAGE\$® Program was created in response to research-based evidence showing that the quality of care children receive is lowered by high turnover rates and inadequate teacher education. But the combination of a lack of resources and efforts to maintain affordability for parents means many early childhood teachers are severely underpaid and leave the field for better paying jobs, and others never consider the profession as an option. WAGE\$ provides tiered education-based salary supplements to teachers, directors and family child care educators working with children from birth to five and that improves the retention, education and compensation of this workforce.

In North Carolina, WAGE\$ is made possible through a funding collaboration between local Smart Start partnerships that elect to participate and the Division of Child Development and Early Education. Child Care Services Association administers the program for participating counties across the state and extends gratitude on behalf of the participants to these supportive funders. Please see pages 6-7 for a 2018-2019 funder list.

WAGE\$ HELPS FOSTER AN EDUCATED WORKFORCE

The early childhood workforce continues to make educational advancements. For example, 62% of NC teachers had a degree in any field in 2015 compared to 51% in 2011 (Working in Child Care in North Carolina, Child Care Services Association, 2015).

When new workforce data is available, we hope to see additional gains. WAGE\$ plays a role in encouraging, supporting and rewarding educational pursuits.

To earn a WAGE\$ salary supplement, a participant must have credit-bearing coursework. The WAGE\$ scale ranges from 12 semester hours of early childhood coursework all the way to a doctorate degree.

Participants with education below an Associate Degree with at least 24 birth to five focused semester hours (considered temporary levels) must make educational advancements in order to retain their eligibility.

T.E.A.C.H. Early Childhood® scholarships may be available to provide financial assistance with the coursework needed. The programs work hand in hand to make a difference with education.

88%

of participants working in counties with two years or more on WAGE\$ have at least an Associate Degree with 24 birth to five focused semester hours or submitted coursework during the year to reflect their ongoing education

95%

of those at temporary education levels responding to the participant survey said that WAGE\$ is an incentive to seek additional education and/or helps pay for it



“WAGE\$ and T.E.A.C.H. are just part of who we are, part of the center’s make-up. It is essential, imperative, to have an educated staff, especially here in the 21st century where children are not changing but the modes and methods of educating children are constantly evolving. Teachers must know best practices and know how to utilize the latest research and incorporate that into classrooms for the best outcomes for children...WAGE\$ both encourages and motivates staff to increase their education. Additionally, WAGE\$ provides a sense of healthy competition among team members as they see who can achieve the next level first. My teachers talk about the courses they take and they drive each other.”

—DAVINA WOODS, DIRECTOR

Assistant teacher Ellen Devenny graduated in May 2019 with an Associate Degree in Early Childhood Education. She walked across the stage at age 62. Ellen was 50 years old when she started work on her degree.

She said, “It has taken me a long time, but I remained determined to see it through to completion. I would not have been able to have done this without the support of programs like T.E.A.C.H. and WAGE\$. Because of my education, I feel more confident as a teacher.”



4,144

paid in 55 participating counties

\$974

average six-month supplement (an increase of nearly \$.94 per hour for full-time employment)

98%

of the WAGE\$ participant survey respondents said WAGE\$ helps ease financial stress

COMPENSATING AN EDUCATED WORKFORCE IS CRITICAL

We know that educated teachers make a difference for children in the classroom. They guide children’s development, enhance their learning and help them reach their full potential. We also know that education opens up other job opportunities where compensation is likely higher than in early childhood. Salary supplements are one proven strategy to help keep these professionals in the field.

Teacher well-being, which may be impacted by economic strain, can affect the interactions they have with children. Being fairly compensated is important in any workforce, but it is especially important in early childhood when so much is at stake. Quite simply, compensation matters.

CHILDREN NEED STABLE AND ENGAGING RELATIONSHIPS WITH EDUCATED TEACHERS

WAGE\$ participants must work at least six months in the same child care program in order to be eligible for a supplement. These financial awards make it more possible for teachers to be able to afford to work in an undercompensated field. As a result, children benefit in the years when these stable and engaging relationships are most critical.

14%

turnover rate (compared to a 31% pre-program turnover rate in the state)

96%

of the WAGE\$ participant survey respondents said WAGE\$ encourages them to stay in their current programs

Family child care provider Julie Delair completed her Bachelor's Degree in Early Childhood Education with the help of a T.E.A.C.H. Early Childhood® scholarship.

She said, "I had the interest, just not the funding. I couldn't have done it otherwise. WAGE\$ also prompted that educational movement because I saw what I could receive if I got my degree. The incentive was there."

"I think the Child Care WAGE\$® Program is very important, especially as an incentive to keep educators in the field. I have had my family child care home for over ten years and I credit the WAGE\$ Program with my eagerness and even the ability to continue operating. The supplemental income allows me to provide quality care to the children, and I'm so grateful for it."





“WAGE\$ has shown the value of giving incentives to teachers. Teachers need to feel appreciated and rewarded. All teachers deserve a chance to feel special and loved; that is how WAGE\$ makes me feel.”

—PARTICIPATING TEACHER

97%

of survey respondents said receiving WAGE\$ made them feel more appreciated and recognized for their work

EDUCATED TEACHERS DESERVE RECOGNITION FOR THEIR ACCOMPLISHMENTS

WAGE\$ and its funders know how important it is to have an educated teacher who stays in the field. WAGE\$ participants often juggle work, family and school all while trying to make ends meet on a minimal salary. Their dedication is recognized and rewarded through the WAGE\$ supplement. We applaud their accomplishments!

THANK YOU FOR YOUR SUPPORT OF WAGE\$

- Alamance Partnership for Children
- Alexander County Partnership for Children
- Alleghany Partnership for Children
- Blue Ridge Partnership for Children
- Buncombe Partnership for Children, Inc.
- Caldwell County Smart Start
- Children & Youth Partnership for Dare County, Inc.
- Children’s Council of Watauga County, Inc.
- Cleveland County Partnership for Children, Inc.
- Columbus County Partnership for Children, Inc.

THANK YOU FOR YOUR SUPPORT OF WAGES\$

- Craven Smart Start, Inc.
- Down East Partnership for Children
- Durham's Partnership for Children
- Franklin Granville Vance Smart Start, Inc.
- Halifax-Warren Smart Start Partnership for Children, Inc.
- Harnett County Partnership for Children, Inc.
- Hertford-Northampton Smart Start Partnership for Children, Inc.
- Iredell County Partnership for Young Children, Inc.
- Lee County Partnership for Children
- Martin-Pitt Partnership for Children, Inc.
- Mecklenburg Partnership for Children
- North Carolina Division of Child Development and Early Education
- Partnership for Children of Johnston County, Inc.
- Partnership for Children of Lincoln/Gaston Counties
- Partnership for Children of the Foothills
- Randolph County Partnership for Children
- Region A Partnership for Children
- Rockingham County Partnership for Children, Inc.
- Smart Start of Brunswick County, Inc.
- Smart Start of Davidson County, Inc.
- Smart Start of Davie County, Inc.
- Smart Start of Forsyth County
- Smart Start of Transylvania County
- Smart Start of Yadkin County, Inc.
- Smart Start Rowan, Inc.
- Stanly County Partnership for Children
- Surry County Early Childhood Partnership
- The Partnership for Children of Cumberland County
- The Partnership for Children of Wayne County, Inc.
- Wilkes Community Partnership for Children
- Wilson County Partnership for Children



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