



Child Care WAGES[®] Program



Contract Activity Description

CAD: The Child Care WAGES[®] Program is a statewide education-based salary supplement initiative created and administered by Child Care Services Association (CCSA), a non-profit agency in Chapel Hill, North Carolina. To encourage consistency, installments based on half of the annual award are issued to eligible teachers, directors and home providers after each six-month period the participant completes in the same child care program. As a result, children will benefit from more consistent, qualified educators in the years when brain development, the establishment of trust and the promotion of learning are most important.

WAGES operates as a funding collaboration between participating Smart Start partnerships and the Division of Child Development and Early Education. Program administration includes annual recruitment and rolling acceptance of applications. Applications are screened to see if the applicant meets the eligibility criteria (work hours, hourly wage, employment site, attained level of education and contact with children ages birth to five). The payment schedule for each applicant is arranged individually based on eligibility and application date. Follow-up employment confirmations are made after each participant completes six months in the program. When a participant has met all necessary criteria, CCSA processes and mails the payment directly to the recipient.