2021 T.E.A.C.H. AND WAGE$ ANNUAL REPORT

SUPPORTING IOWA’S WORKFORCE BEHIND THE WORKFORCE
The T.E.A.C.H. Early Childhood® Iowa program is part of a comprehensive national strategy that provides teacher education and compensation to Iowans who work with children birth to five years old. By promoting higher education, T.E.A.C.H. Early Childhood® Iowa is helping to establish a well-qualified, fairly-compensated and stable workforce.

Through the right combination of economic and social support, T.E.A.C.H. helps early educators succeed. It demonstrates that through professional development, Iowa’s young children benefit with better qualified, diverse teachers who stay in their classrooms and in the field. T.E.A.C.H. is helping to create optimal learning opportunities for educators and the children they serve.

Child Care WAGE$® Iowa provides education-based financial stipends to those in the early care and education workforce in order to improve retention, compensation and education levels of those working with children ages birth to five years old.

WAGE$ is more than just a salary supplement. Each recipient is paired with a counselor who helps them navigate the WAGE$ program and encourages their continued education. In addition to those participating in the program, WAGE$ also serves as an incentive for other staff at qualifying programs to consider increasing their education level and for programs not yet eligible to take steps to increase their level of quality and/or begin serving low-income children.

“Now I feel a similar pride for myself. Thank you for that. I completed a simple survey the other day and for the first time ever I could mark ‘Graduated from college: Bachelor Degree.’ It just feels different... and the feeling is wonderful. I really can’t thank you enough. I would never have been able to accomplish this without both your support and that from the T.E.A.C.H. program. It truly has changed my life.” - Melissa Goodenbour, T.E.A.C.H. and WAGE$ Recipient

**FY 21 T.E.A.C.H. OUTCOME DATA**

- **425 SCHOLARSHIP RECIPIENTS FROM 247 CHILD CARE PROGRAMS**
- **76 CDAS EARNED**
- **12 ASSOCIATE DEGREES EARNED**
- **28 BACHELOR DEGREES EARNED**
- **93% RETENTION IN SPONSORING PROGRAMS**
- **3,100 CREDITS EARNED**
- **3.5 AVERAGE GPA**
- **16% INCREASE IN AVERAGE HOURLY WAGE**

**T.E.A.C.H. AND WAGE$ Core Components**

**EDUCATION**
Together, the programs create access to flexible, affordable higher education, especially to non-traditional students in Iowa who want to earn certification and/or obtain a college degree in the field of early childhood education. T.E.A.C.H. provides scholarships for tuition, book costs, travel/internet stipends and paid time away from work to support Iowa’s early childhood educators while in school.

**COMPENSATION**
T.E.A.C.H. provides a compensation increase in the form of a raise or bonus upon successful completion of a one year contract. WAGE$ provides bonuses based on the level of college education and time served in the field.

**RETENTION**
Through incentives, T.E.A.C.H. and WAGE$ promote workforce sustainability and retention by requiring a commitment to their programs.

**COUNSELING SUPPORT**
Scholarship recipients receive individualized counseling support at the level at which they need it. Supports include professional development planning, navigating college systems and addressing challenges to success.

**FY 21 WAGE$ OUTCOME DATA**

- **OVER 97% OF RECIPIENTS SAY WAGE$ HELPS EASE FINANCIAL STRESS**
- **AVERAGE SIX-MONTH SUPPLEMENT: $929**
- **278 RECIPIENTS FROM 161 CHILD CARE PROGRAMS RECEIVED AT LEAST ONE SUPPLEMENT**
- **38% OF RECIPIENTS AT TEMPORARY EDUCATION LEVELS COMPLETED ADDITIONAL COLLEGE COURSEWORK**
- **$450,000+ AWARDED IN FINANCIAL SUPPLEMENTS**
- **82% RETENTION IN SPONSORING PROGRAMS**
- **95%+ OF RECIPIENTS SAY WAGE$ ENCOURAGES THEM TO STAY IN THEIR PROGRAM**
Partner Acknowledgment

Gratitude and appreciation to our supporters working toward equitable access to higher education, better compensation and employment stability. We thank them for their support.

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2021 T.E.A.C.H. Early Childhood®
IOWA Funding Partners

Iowa Department of Human Services through the Federal Child Care Development Fund

Iowa Department of Management through Early Childhood Iowa (ECI) Professional Development

Polk County ECI

Iowa Department of Public Health though MIECHV funds

United Way of Central Iowa through Women United

2021 Child Care WAGE$®
IOWA Funding Partners

Building Families ECI

4RKids ECI

DHLW ECA

Iowa Department of Human Services through the Federal Child Care Development Fund

Iowa Department of Management through Early Childhood Iowa (ECI) Professional Development

Polk County ECI

JMP ECI

ECI Muscatine County

United Way of Central Iowa through Women United

Quad Counties 4 Kids ECI

4 Counties for Kids ECI

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T.E.A.C.H. Early Childhood® IOWA and Child Care WAGE$® IOWA are licensed programs of Child Care Services Association, and are administered by the Iowa Association for the Education of Young Children.