

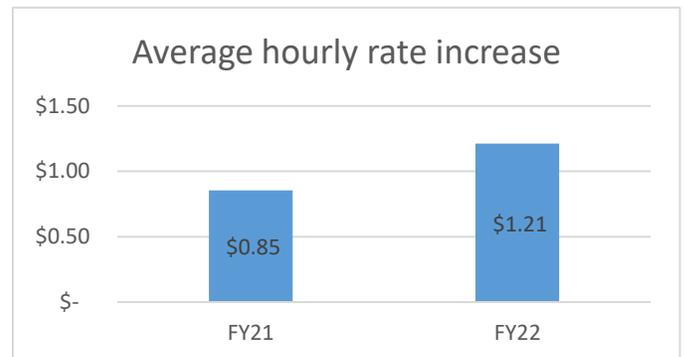
**December 28, 2021**  
**Child Care WAGES® IOWA**  
**FY 22 first half year data report**

On January 12, 2021 Governor Reynolds delivered her Condition of the State Address and within her Vision for Iowa (report) the Governor laid out a plan implementing strategies to confront Iowa’s Child Care Crisis. Included in the strategies is \$7 million for Child Care WAGES® IOWA to offer salary stipends to the early care and education workforce based on staff level of education and commitment to their program. Thanks to the aforementioned strategy, WAGES has been statewide in Iowa since July 1, 2021.

After almost six months of statewide Child Care WAGES® IOWA, Iowa AEYC wanted to share a data update with relevant information about the impact the program has already made for the early care and education workforce. Prior to July 1, WAGES was only available in 38 counties, with at least one person on the program in 33 of those counties. It is now available in all 99 counties, with at least one person on the program in 84 of Iowa’s counties. To date in FY 22, 850 individuals have received a stipend compared to 275 in FY 21.

WAGES and its sister program, T.E.A.C.H. Early Childhood® IOWA work together to address common issues in the early care and education field: compensation, retention, and education.

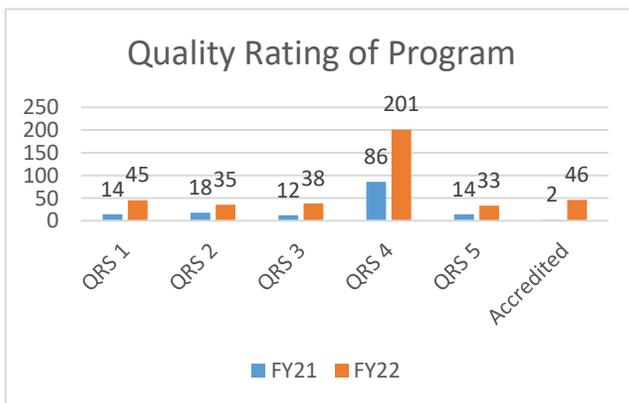
**Compensation:** WAGES salary supplements in previous years have provided approximately a \$0.80 hourly wage increase for participants. Data for FY22 is showing an increase of \$1.21, a 42% increase from previous years.



**Retention:** The average rate of turnover in the early care and education field is 30%. To date for FY22, WAGES recipients have a turnover rate of 4%.

**Education:** T.E.A.C.H. and WAGES work hand-in-hand to support the workforce. In the seven years that WAGES has been available in Iowa, 21% of T.E.A.C.H. participants have utilized both the T.E.A.C.H. and WAGES programs. In FY 22, 26% of T.E.A.C.H. participant have utilized both programs.

**Quality:** In addition to promoting increased compensation, retention and education for the early care and education workforce, WAGES collaborates with system partners to promote program quality. A quality rating (Iowa’s Quality Rating System (QRS) or national accreditation) is required for a program to be eligible for WAGES.



The first half year outcomes for statewide implementation are very positive. Iowa AEYC looks forward to sharing more data at fiscal year-end.

To learn more about Child Care WAGES® Iowa read the [2021 Annual Report](#) and visit our [website](#).