T.E.A.C.H. and WAGE$ Annual Report
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.

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**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. The WAGE$ scale promotes ongoing education through higher stipend amounts as education increases.

**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 employing 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.
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$ works to support partnership and quality with sponsoring programs.

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.

**Beverly Rench**
T.E.A.C.H. and WAGE$ Participant

Beverly Rench utilized the T.E.A.C.H. scholarship for three years, and has received almost $20,000 in WAGE$ supplements! After all of this time, she is making a competitive wage and has now reached the income cap for WAGE$ making her ineligible for the program.

I just want to say that I appreciate all that WAGE$ has done for me. You have provided financial and emotional support at times that were very difficult...I am also very happy that the money will be given to someone else who may need it to make their job and/or life easier. Thank you for all you have done for me and continue to do for others who work with small children. You have made this EC Educator feel appreciated and supported.

**Outcome Data**

- 94% of participants say that WAGE$ helps ease financial stress
- $1,231 average six-month supplement
- 76% of sponsoring programs were QRS 3 or higher
- 1,341 participants from 585 child care programs received at least one supplement
- 92% retention
- $3,627,700 in financial awards
- 16% of recipients on temporary education levels completed additional college coursework

**FY 22 WAGE$**

A Program of Iowa Association for the Education of Young Children
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.

2022 Advisory Committee Members

Hollie Allen
Vine Street Child Care

Mike Bergan
Iowa House of Representatives

Rob Brookhart
AEA Online

Katie Champlin
Des Moines Area Community College

Cheryl Clark
Family Life, ISU Extension and Outreach

Amy Drew
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Jodi Grover
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Common Good Iowa

Royce Hickie
Mid-Iowa Community Action Agency

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Iowa Department of Human Services; Division of Adult, Children, & Family Services

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Early Childhood Iowa, Iowa Department of Management

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Child Care Resource & Referral

Amanda Winslow
Early Childhood Iowa, Iowa Department of Management

Gloria Witzberger
Linn County Child Development Director

2022 T.E.A.C.H. Early Childhood® Iowa Funding Partners
Iowa Department of Health and 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 through MIECHV funds
United Way of Central Iowa through Women United

2022 Child Care WAGE$® Iowa Funding Partner
Iowa Department of Health and Human Services through the Federal Child Care Development Fund

Need for Sustainability

Iowa AEYC seeks to identify sustainable sources of funding for Child Care WAGE$® Iowa and T.E.A.C.H. Early Childhood® Iowa beyond SFY24. The programs are critical supports to the Early Care and Education workforce in Iowa. WAGE$ expansion to statewide service delivery and additional support for T.E.A.C.H. were made possible through federal relief dollars directed to child care. That funding is slated to be fully expended by the end of SFY24.