

CHILD CARE WAGES[®] OVERVIEW

WHAT IS CHILD CARE WAGES[®]?

The Child Care WAGES[®] Program (WAGES) provides education-based salary supplements to teachers, directors and family child care providers working with young children in regulated early care and education settings to increase workforce retention, education and compensation. Every six months, a WAGES recipient receives a graduated supplement based on their level of education and continued employment in their program.

WHY IS WAGES[®] NEEDED IN EVERY STATE?

Educated, compensated and consistent/stable teachers are critical to the successful growth and development of young children. WAGES is an evidence-informed model that advances the education level of early educators, increases their compensation and results in the retention of a qualified early care and education (ECE) workforce.

Education

The education level of the ECE workforce has traditionally been low. WAGES offers graduated supplements that increase as higher education levels are reached, providing a constant incentive to pursue additional coursework.

Compensation

Compensation in the early childhood field is often so low that many educators rely on public assistance to meet basic needs. WAGES supplements help the workforce earn more, thereby increasing retention, which is important for young children.

Retention

The early childhood field struggles with high staff turnover rates due to low workforce compensation. WAGES increases the compensation of early educators and makes a career in early childhood more attractive.

HOW DOES WAGES[®] WORK?

One non-profit in each state is selected by the TEACH Early Childhood[®] National Center (the National Center) at Early Years through a robust application process to implement the licensed, evidence-informed model. The National Center supports these organizations with planning and implementation to ensure the WAGES program is delivered as intended. Funding for WAGES supplements may come from public and/or private sources, depending on local and state priorities.

Early Educators

- Encourage early educators to pursue higher education, leading to stronger classrooms and positive role modeling for their own children.
- Help early educators cover essential living expenses and support their families.
- Offer well-earned recognition for the important work early educators do.

Families

- Sustain an educated early care and education workforce without additional cost to parents.
- Give parents peace of mind and the ability to be productive members of the workforce because they know educated, consistent early educators are working with their children.

Businesses

- Attract qualified early educators.
- Improve retention of ECE staff, reducing hiring and training costs.
- Support the financial stability of small ECE businesses.
- Enable early care and education programs to work toward and receive quality ratings, which can increase enrollment and revenue.