

2018 Annual Report

Child Care WAGES® Delaware

THE CHILD CARE WAGES® PROGRAM "...is an evidence-informed model that advances the education level of early educators, increases their compensation levels and results in the retention of a qualified early care and education workforce" (T.E.A.C.H. Early Childhood® National Center). Research shows that educated, compensated, and stable teachers are crucial for the successful growth and development of young children.

THE GOALS OF THE CHILD CARE WAGES® PROGRAM ARE TO...

- * increase the educational level of early child care providers;
 - * improve the quality of early care and education in child care centers and family child care programs;
 - * increase the compensation of child care providers/early education staff without increasing the costs for parents; and
 - * decrease the turnover rate of child care providers and early education staff.
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THE FOUR COMPONENTS OF THE CHILD CARE WAGES® PROGRAM ARE...

- * **Compensation:** Salary supplements tied to the participant's level of education, awarded every six months based on commitment to their child care program.
- * **College Education:** Encourages graduated, increased salary supplements based on increased education.
- * **Commitment:** Requirement for participants to remain in their child care setting for a specified time period to continue receiving supplements.
- * **Counselor:** Individuals who are housed within each WAGES agency and support participants to ensure ongoing supplement awards.

Child Care WAGES® Delaware is funded by the Delaware Department of Education, the Office of Early Learning.

Child Care
WAGES®
Program

“The WAGES program has helped me greatly with supplies needed for my classroom, and putting some savings away for my future. I greatly appreciate this program and am so thankful to have the opportunity to be a part of it. It allows me to go above and beyond financially for the young, growing minds in my classroom.” — WAGES recipient, Level 7

WAGES EARLY EDUCATORS

- * 36% of WAGES recipients earned less than \$12/hr.
- * 66% have Associate’s Degrees in ECE (or higher!).
- * 40% have been in the field for more than 5 years.
- * 36% are women of color.
- * 95% work in early care and education centers.
- * 5% are family child care providers.

WAGES IMPACT

- * 349 child care professionals received salary supplements.
- * 131 child care programs had staff who participated in WAGES.
- * 8,670 children, birth through five years, have benefited from consistent care.
- * The average six-month supplement for FY18 was \$973 (\$1,946 annually).

FY18 PROGRAM UPDATES

- * increased wage cap from \$15/hr. to \$17/hr.,
- * combined WAGES and T.E.A.C.H. Advisory Committees;
- * published bi-monthly newsletters;
- * initiated preemptive contact with participants to remind them of deadlines, etc.

WAGES STAFF

At the start of FY18, Child Care WAGES® Delaware welcomed an entirely new staff to the program. The new coordinator for WAGES, Lisa M. Miller, has many experiences in the field from working in Delaware Tech’s Education Department to being the Assistant Director of a Huntington Learning Center, among many experiences in between.

Eunice Yoo, the new WAGES Counselor, comes from the early childhood workforce, having worked with infants at Delaware Tech’s lab school, and she was also a WAGES recipient! Her knowledge of the workforce as well as the program made her an excellent fit for the position.