

# 2019 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.
- 

### **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

*“WAGES has given me the ability to ensure I take time for self care and self reflection. Taking time for me gives my students the best me possible. I also enjoy being able to get some special items for my classroom and using WAGES to celebrate my students with birthday cards, small gifts, and providing a chance for a child to go on a field trip their family might not have been able to send them on.”*

*— Lead Teacher; WAGES Level 6*

## **FY19 WAGES EARLY EDUCATORS**

- \* 93% work in early care and education centers.
- \* 69% have Associate’s Degrees in ECE (or higher!).
- \* 62% make less than \$14.00/hr.
- \* 41% have been in the field for more than 5 years.
- \* 42% are women of color.
- \* 6% are family child care providers.

---

## **FY19 WAGES IMPACT**

- \* 388 child care professionals received salary supplements.
- \* 149 child care programs had staff who participated in WAGES.
- \* 10,379 children, birth through five years, have benefited from consistent care.
- \* The average six-month supplement for FY19 was \$1,023.34 (0.98¢/hr.).
- \* WAGES participant turnover rate was 18% (compared to 30% nationally).

---

## **WAGES SURVEY RESULTS**

- \* 97% of respondents are satisfied with the WAGES program.
- \* 71% of respondents say that WAGES helps to ease financial stress.
- \* 62% of respondents say that WAGES helps them pay bills.