Vision for a Stable Early Care and Education (ECE) Workforce in Iowa

Iowa's ECE
workforce is
recognized as
professional and
compensated
competitively.



RATIONALE

Increase funding
to adequately
support and sustain
statewide Child
Care WAGE\$® IOWA
and T.E.A.C.H. Early
Childhood® IOWA

Child Care WAGE\$® IOWA provides salary supplements to ECE providers to incentivize retention and continued education. State funding supported expansion to all 99 counties for FY 22. T.E.A.C.H. Early Childhood® IOWA provides comprehensive scholarships to support individuals towards increased education. Sustained funding for both programs will be critical to continue to grow and maintain quality educators.

Resource: http://www.iowaaeyc.org/wage.cfm

Consider 'Early Care and Education' a high demand occupation

Across Iowa, staffing shortages and child care deserts continue to threaten employers in a range of industries. A strong ECE workforce directly supports parents in their ability to secure and maintain employment, improving economic conditions for all Iowans. Adding ECE to the high-demand occupation list will open funding opportunities to assist the high cost of professionalizing the field as well as create market competition to drive salary increases.

Resource: https://www.childtrends.org/publications/early-childhood-workforce-qualifications-calculator

Implement a salary scale for ECE tied to professional levels identified in NAEYC's Unifying Framework for the ECE workforce

The recommended salary scale will introduce competitive salaries that are linked to specific educator levels as identified by NAEYC's Unifying Framework (ECE I, ECE II and ECE III). The levels are tied to increasing skill in the field through formal education and competencies. As the workforce is recognized with competitive wages on par with similar occupations, more workers will be drawn into the sector and turnover will decrease as these earners move toward economic self-sufficiency.

Resource: http://powertotheprofession.org/unifying-framework



These are the final recommendations developed by the Moving the Needle on Compensation Team. Team members who provided advice and consultation included the following individuals:

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