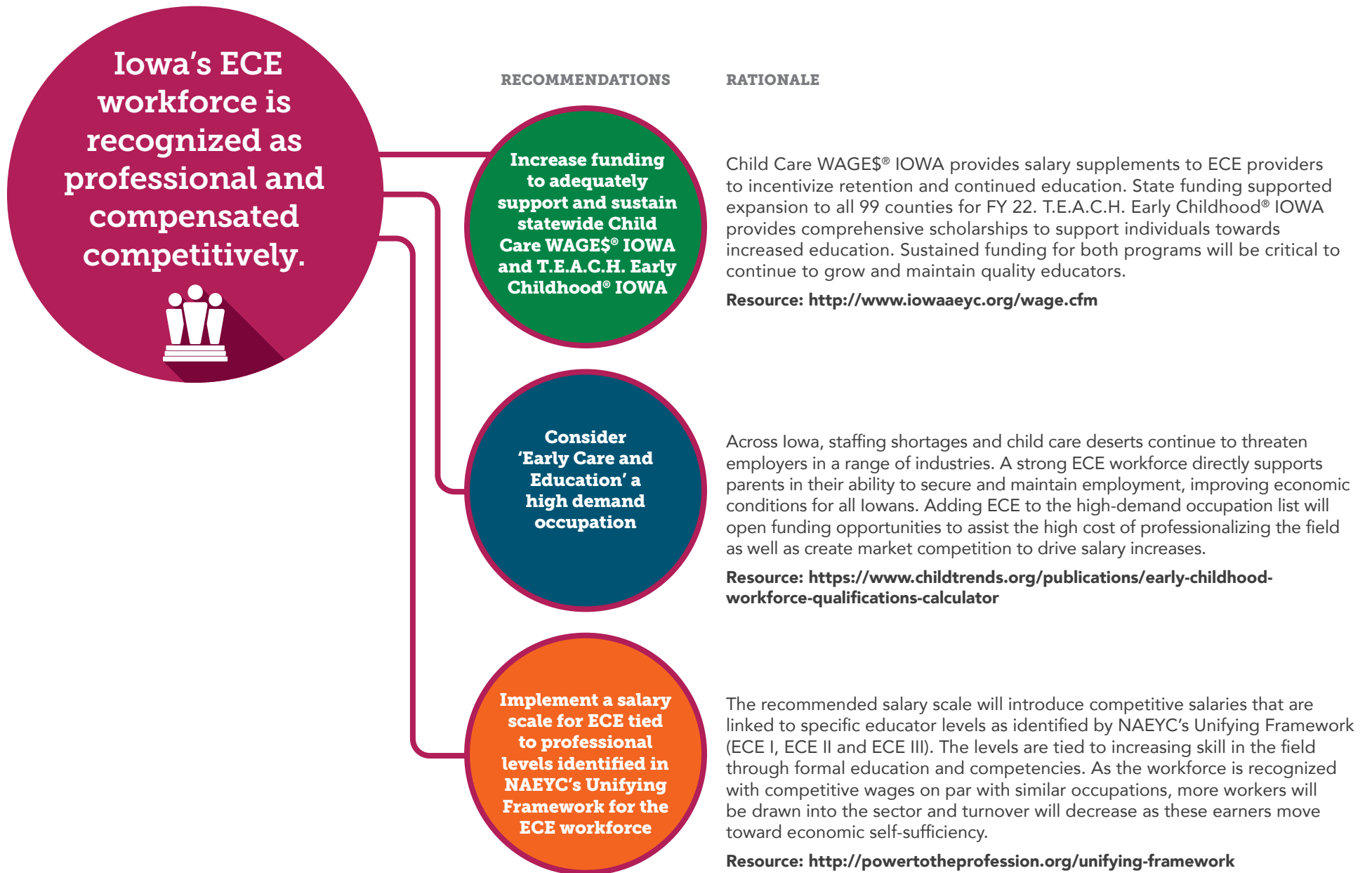


# Vision for a Stable Early Care and Education (ECE) Workforce in Iowa



**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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