



SUPPORTING
IOWA'S
***WORKFORCE
BEHIND THE
WORKFORCE***

2021

T.E.A.C.H. AND WAGES\$
ANNUAL REPORT



The T.E.A.C.H. Early Childhood® IOWA program is part of a comprehensive national strategy that provides teacher education and compensation to lowans who work with children birth to five years old. By promoting higher education, T.E.A.C.H. Early Childhood® IOWA is helping to establish a well-qualified, fairly-compensated and stable workforce.

Through the right combination of economic and social support, T.E.A.C.H. helps early educators succeed. It demonstrates that through professional development, Iowa's young children benefit with better qualified, diverse teachers who stay in their classrooms and in the field. T.E.A.C.H. is helping to create optimal learning opportunities for educators and the children they serve.

FY 21 T.E.A.C.H. OUTCOME DATA

425 SCHOLARSHIP RECIPIENTS FROM **247** CHILD CARE PROGRAMS

76 CDAS EARNED
12 ASSOCIATE DEGREES EARNED
28 BACHELOR DEGREES EARNED

93% RETENTION IN SPONSORING PROGRAMS

3,100 CREDITS EARNED

3.5 AVERAGE GPA

16% INCREASE IN AVERAGE HOURLY WAGE

T.E.A.C.H. AND WAGE\$ CORE COMPONENTS

EDUCATION

Together, the programs create access to flexible, affordable higher education, especially to non-traditional students in Iowa who want to earn certification and/or obtain a college degree in the field of early childhood education. T.E.A.C.H. provides scholarships for tuition, book costs, travel/Internet stipends and paid time away from work to support Iowa's early childhood educators while in school.

COMPENSATION

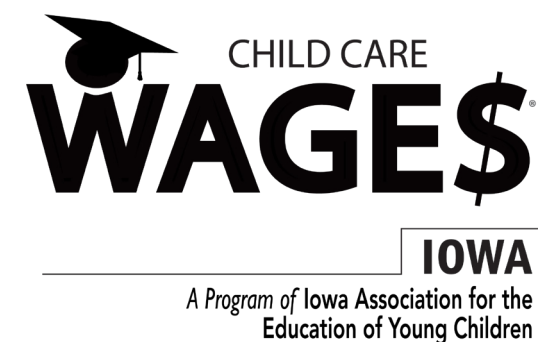
T.E.A.C.H. provides a compensation increase in the form of a raise or bonus upon successful completion of a one year contract. WAGE\$ provides bonuses based on the level of college education and time served in the field.

RETENTION

Through incentives, T.E.A.C.H. and WAGE\$ promote workforce sustainability and retention by requiring a commitment to their programs.

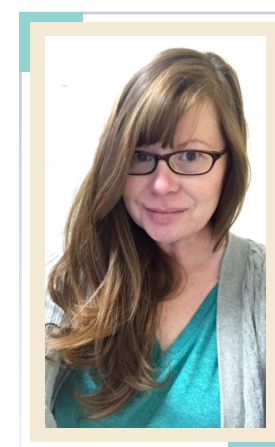
COUNSELING SUPPORT

Scholarship recipients receive individualized counseling support at the level at which they need it. Supports include professional development planning, navigating college systems and addressing challenges to success.



Child Care WAGE\$® IOWA provides education-based financial stipends to those in the early care and education workforce in order to improve retention, compensation and education levels of those working with children ages birth to five years old.

WAGE\$ is more than just a salary supplement. Each recipient is paired with a counselor who helps them navigate the WAGE\$ program and encourages their continued education. In addition to those participating in the program, WAGE\$ also serves as an incentive for other staff at qualifying programs to consider increasing their education level and for programs not yet eligible to take steps to increase their level of quality and/or begin serving low-income children.



“Now I feel a similar pride for myself. Thank you for that. I completed a simple survey the other day and for the first time ever I could mark ‘Graduated from college: Bachelor Degree.’ It just feels different... and the feeling is wonderful. I really can’t thank you enough. I would never have been able to accomplish this without both your support and that from the T.E.A.C.H. program. It truly has changed my life.” - Melissa Goodenbour, T.E.A.C.H. and WAGE\$ Recipient

FY 21 WAGE\$ OUTCOME DATA

OVER 97% OF RECIPIENTS SAY WAGE\$ HELPS EASE FINANCIAL STRESS

AVERAGE SIX-MONTH SUPPLEMENT: **\$929**

278 RECIPIENTS FROM **161** CHILD CARE PROGRAMS RECEIVED AT LEAST ONE SUPPLEMENT

38% OF RECIPIENTS AT TEMPORARY EDUCATION LEVELS COMPLETED ADDITIONAL COLLEGE COURSEWORK

\$450,000+ AWARDED IN FINANCIAL SUPPLEMENTS

82% RETENTION IN SPONSORING PROGRAMS

95%+ OF RECIPIENTS SAY WAGE\$ ENCOURAGES THEM TO STAY IN THEIR PROGRAM

Partner Acknowledgment

Gratitude and appreciation to our supporters working toward equitable access to higher education, better compensation and employment stability. We thank them for their support.

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Iowa House of Representatives

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2021 T.E.A.C.H. Early Childhood[®] IOWA Funding Partners

Iowa Department of Human Services through the Federal
Child Care Development Fund
Iowa Department of Management through Early Childhood
Iowa (ECI) Professional Development
Polk County ECI
Iowa Department of Public Health through MIECHV funds
United Way of Central Iowa through Women United

2021 Child Care WAGES[®] IOWA Funding Partners

Building Families ECI
4RKids ECI
DHLW ECA
Iowa Department of Human Services through the Federal
Child Care Development Fund
Iowa Department of Management through Early Childhood
Iowa (ECI) Professional Development
Polk County ECI
JMP ECI
ECI Muscatine County
United Way of Central Iowa through Women United
Quad Counties 4 Kids ECI
4 Counties for Kids ECI

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T.E.A.C.H. Early Childhood[®] IOWA and Child Care WAGES[®]
IOWA are licensed programs of Child Care Services
Association, and are administered by the Iowa
Association for the Education of Young Children.