

SUPPORTING IOWA'S **WORKFORCE**

BEHIND THE WORKFORCE



QUALITY CHILD CARE IS ESSENTIAL
TO GROW, SUPPORT, AND SUSTAIN
A RELIABLE WORKFORCE



2020

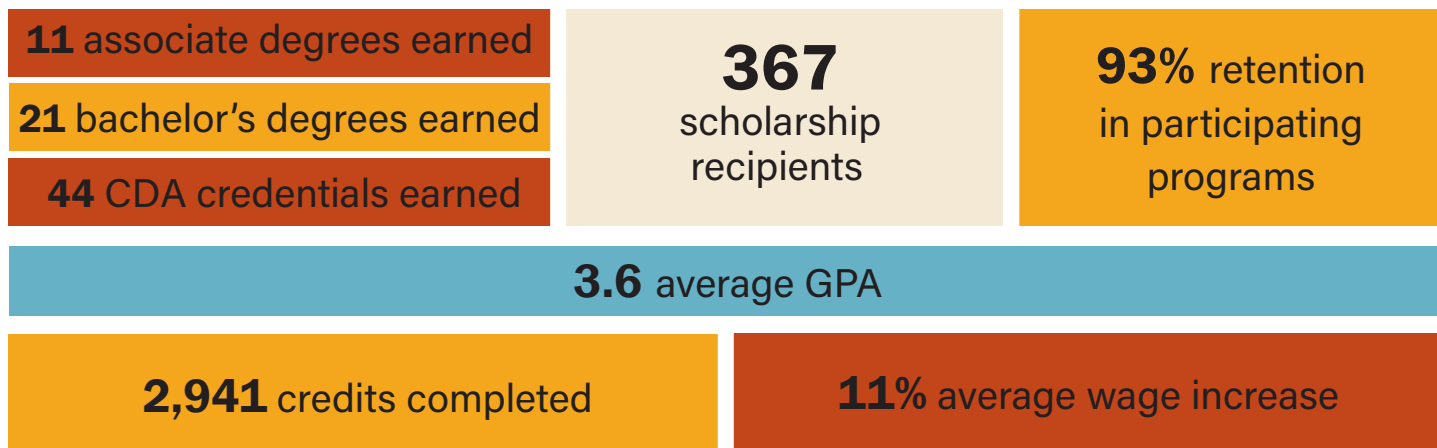
T.E.A.C.H. and WAGE\$ Annual Report



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.

FY20 T.E.A.C.H. Outcome Data



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

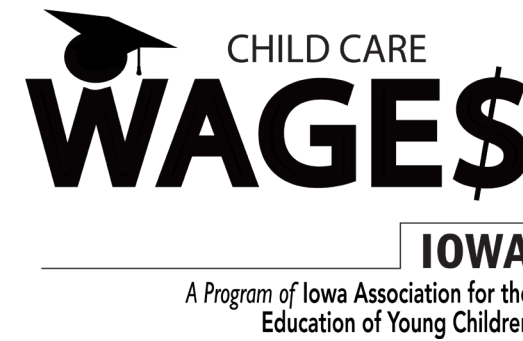
T.E.A.C.H. provides a compensation increase in the form of a raise or bonus upon successful completion of a one year contract. WAGE\$ provides bonuses based on the level of college education and time served in the field.

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.



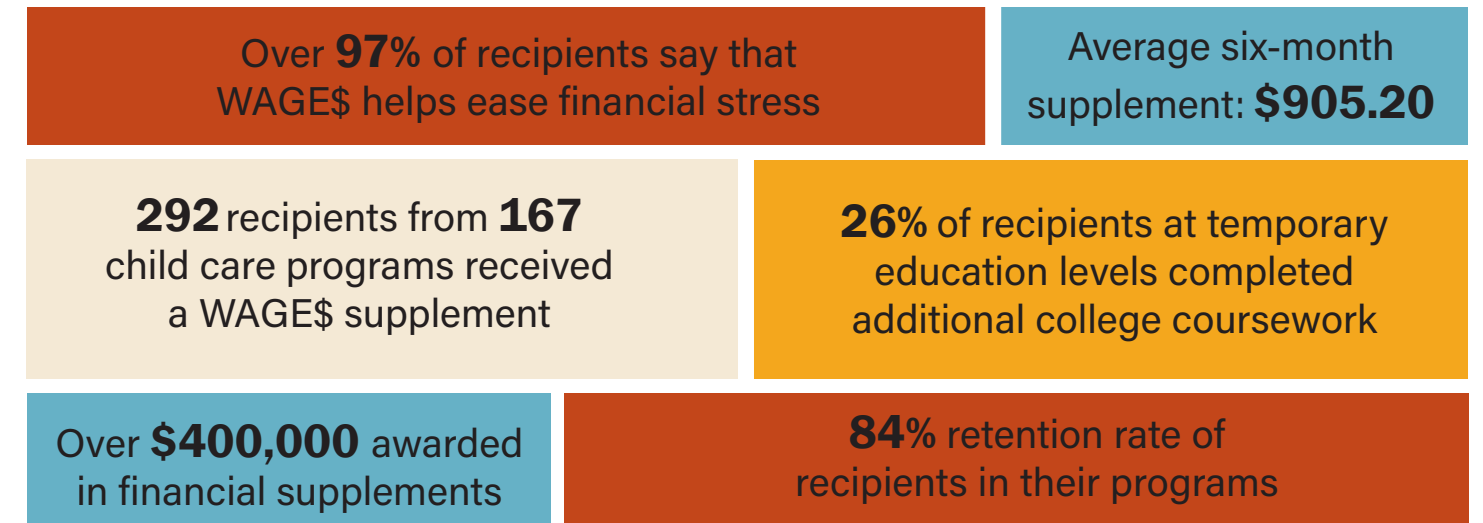
Child Care WAGE\$® IOWA provides education-based financial awards to those in the early care and education workforce in order to improve retention, compensation and education levels of those working with children ages birth to five years old.

WAGE\$ is more than just a wage 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.



“ I am the first person in my family to go to college and thanks to **T.E.A.C.H** and **W.A.G.E.\$** it was made possible. Going to college has helped me learn about child development, new practices, learn new techniques in the classroom and to continue my education to receive my degree in ECE. – Kenya Gonzalez ”

FY20 WAGE\$ Outcome Data



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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2020 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

Iowa River Valley ECI

Polk County ECI

Iowa Department of Public Health through MIECHV funds

United Way of Central Iowa through Women United

2020 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

Siouxland Human Investment Partnership ECI

W.K. Kellogg Foundation

JMP ECI

ECI Muscatine County

United Way of Central Iowa through Women United

Better Tomorrows ECI

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.