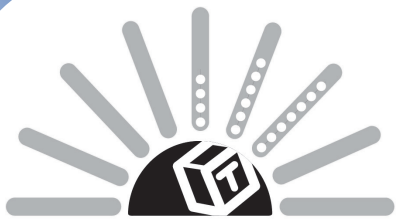




2022

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



T.E.A.C.H. Early Childhood®

Iowa

A Program of Iowa Association for the Education of Young Children

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.

FY 22 T.E.A.C.H. Outcome Data



401
scholarship recipients at
247
employing programs



69
CDA
credentials
earned

11
Associate
degrees
earned

15
Bachelors
degrees
earned

100%
of sponsoring programs
would recommend T.E.A.C.H.
to someone they know



93%
retention



17%
average wage
increase



3,241
credits earned

3.5
average GPA



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. The WAGE\$ scale promotes ongoing education through higher stipend amounts as education increases.

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 employing 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 WAGES[®] 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. WAGES works to support partnership and quality with sponsoring programs.

WAGES is more than just a salary supplement. Each recipient is paired with a counselor who helps them navigate the WAGES program and encourages their continued education. In addition to those participating in the program, WAGES 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.



Iowa

A Program of Iowa Association for the Education of Young Children

Beverly Rench

T.E.A.C.H. and WAGES Participant



Beverly Rench utilized the T.E.A.C.H. scholarship for three years, and has received almost \$20,000 in WAGES supplements! After all of this time, she is making a competitive wage and has now reached the income cap for WAGES making her ineligible for the program.

“ I just want to say that I appreciate all that WAGES has done for me. You have provided financial and emotional support at times that were very difficult...I am also very happy that the money will be given to someone else who may need it to make their job and/or life easier. Thank you for all you have done for me and continue to do for others who work with small children. You have made this EC Educator feel appreciated and supported. ”



94%

of participants say that WAGES helps ease financial stress



\$1,231

Average six-month supplement



1,341

participants from

585

child care programs received at least one supplement



76%

of sponsoring programs were QRS 3 or higher



92%
retention

\$3,627,700

in financial awards



**FY 22
WAGES
Outcome
Data**

16% of recipients on temporary education levels completed additional college coursework



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.

2022 Advisory Committee Members

Hollie Allen

Vine Street Child Care

Mike Bergan

Iowa House of Representatives

Rob Brookhart

AEA Online

Katie Champlin

Des Moines Area Community College

Cheryl Clark

Family Life, ISU Extension and Outreach

Amy Drew

Southeastern Community College

Tracy Ehlert

Iowa House of Representatives

Monica Garner

Iowa Department of Education, Head Start Collaboration Office

Jodi Grover

Upper Iowa University

Sheila Hansen

Common Good Iowa

Royce Hickie

Mid-Iowa Community Action Agency

Wendy Hoogeveen

Iowa Department of Human Services;
Division of Adult, Children, & Family Services

Christine Lippard

Iowa State University

Mary Loftus

Stella Sanford Child Care Center

Mary Mascher

Iowa House of Representatives

Angila Moffitt

Northwestern College

Melissa Nelson

North Iowa Community Action Organization

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Child Care Resource & Referral

Kelly Schulte

Iowa Department of Public Health

Lindsay Stoaks

Southwestern Community College

Kristie Vasey

First Children's Finance

Shanell Wagler

Early Childhood Iowa, Iowa Department of Management

Gina Wells

Child Care Resource & Referral

Amanda Winslow

Early Childhood Iowa, Iowa Department of Management

Gloria Witzberger

Linn County Child Development Director

2022 T.E.A.C.H. Early Childhood® Iowa Funding Partners

Iowa Department of Health and 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

2022 Child Care WAGE\$® Iowa Funding Partner

Iowa Department of Health and Human Services through the Federal Child Care Development Fund



Iowa AEYC

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T.E.A.C.H. Early Childhood® Iowa and Child Care WAGE\$® Iowa are licensed programs of Child Care Services Association, and are administered by the Iowa Association for the Education of Young Children.

Need for Sustainability

Iowa AEYC seeks to identify sustainable sources of funding for Child Care WAGE\$® Iowa and T.E.A.C.H. Early Childhood® Iowa beyond SFY24. The programs are critical supports to the Early Care and Education workforce in Iowa. WAGE\$ expansion to statewide service delivery and additional support for T.E.A.C.H. were made possible through federal relief dollars directed to child care. That funding is slated to be fully expended by the end of SFY24.