

# WAGE\$ 10-Year Report

Child Care WAGE\$® Iowa is celebrating 10 years of supporting early childhood educators across the state! We've grown a lot over the years, and we're excited to share our journey with you.



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**Iowa**

*A Program of Iowa Association for  
the Education of Young Children*

# Where we started...

In the first year of WAGE\$ (FY14), we had:

**59**

participants

**14**

employers

**\$759**

average six-month supplement

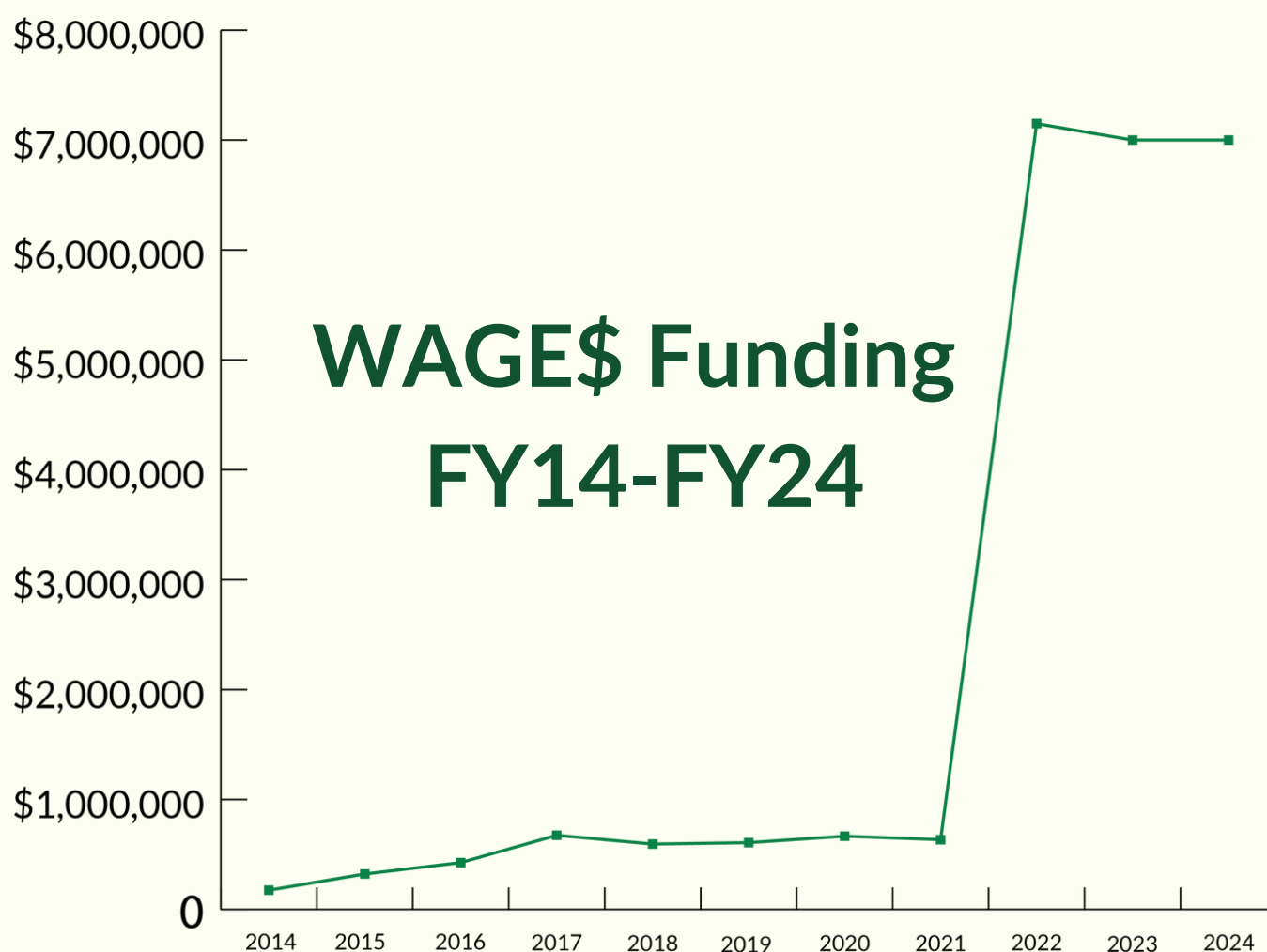
**\$175,000**

total funding

# But it all changed when...

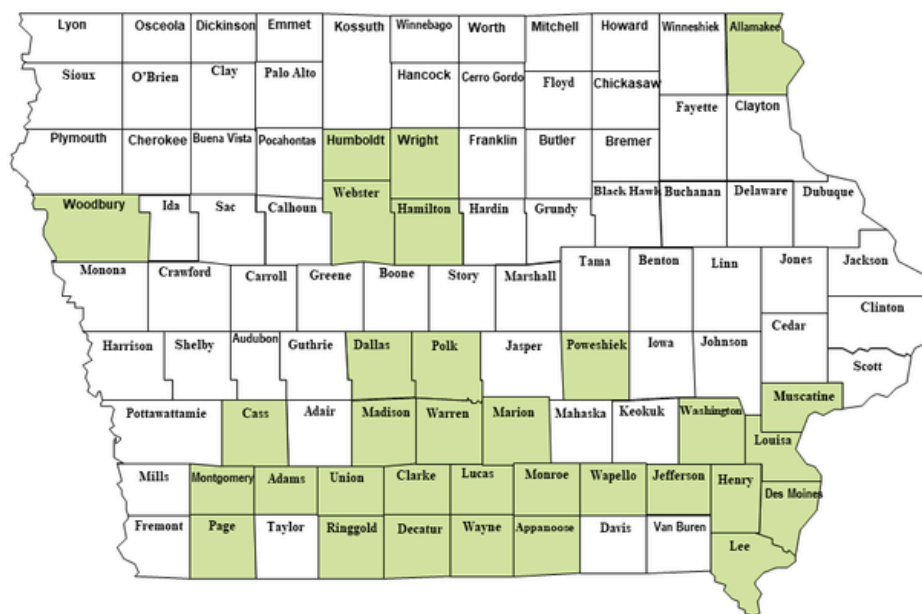
## WAGE\$ went statewide!

In FY21, it was announced that WAGE\$ would receive funding to continue our efforts to support the workforce statewide. Our budget went from \$635,000 to \$7,000,000, we expanded services from 38 counties to 99 counties, and we were able to greatly increase the average salary supplement!

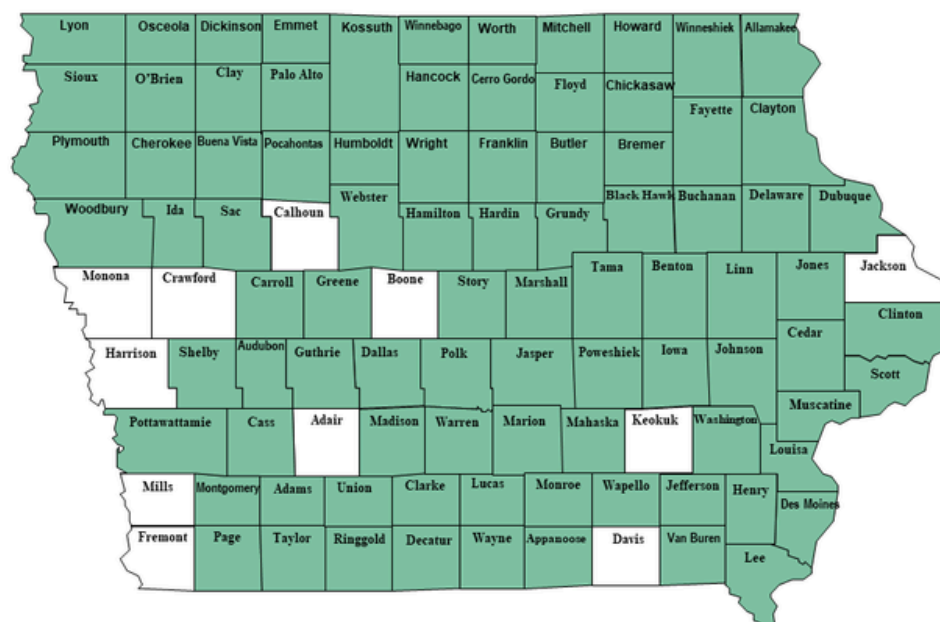


# Effects of Statewide Funding

## Counties with Participants in FY21 (before statewide funding)

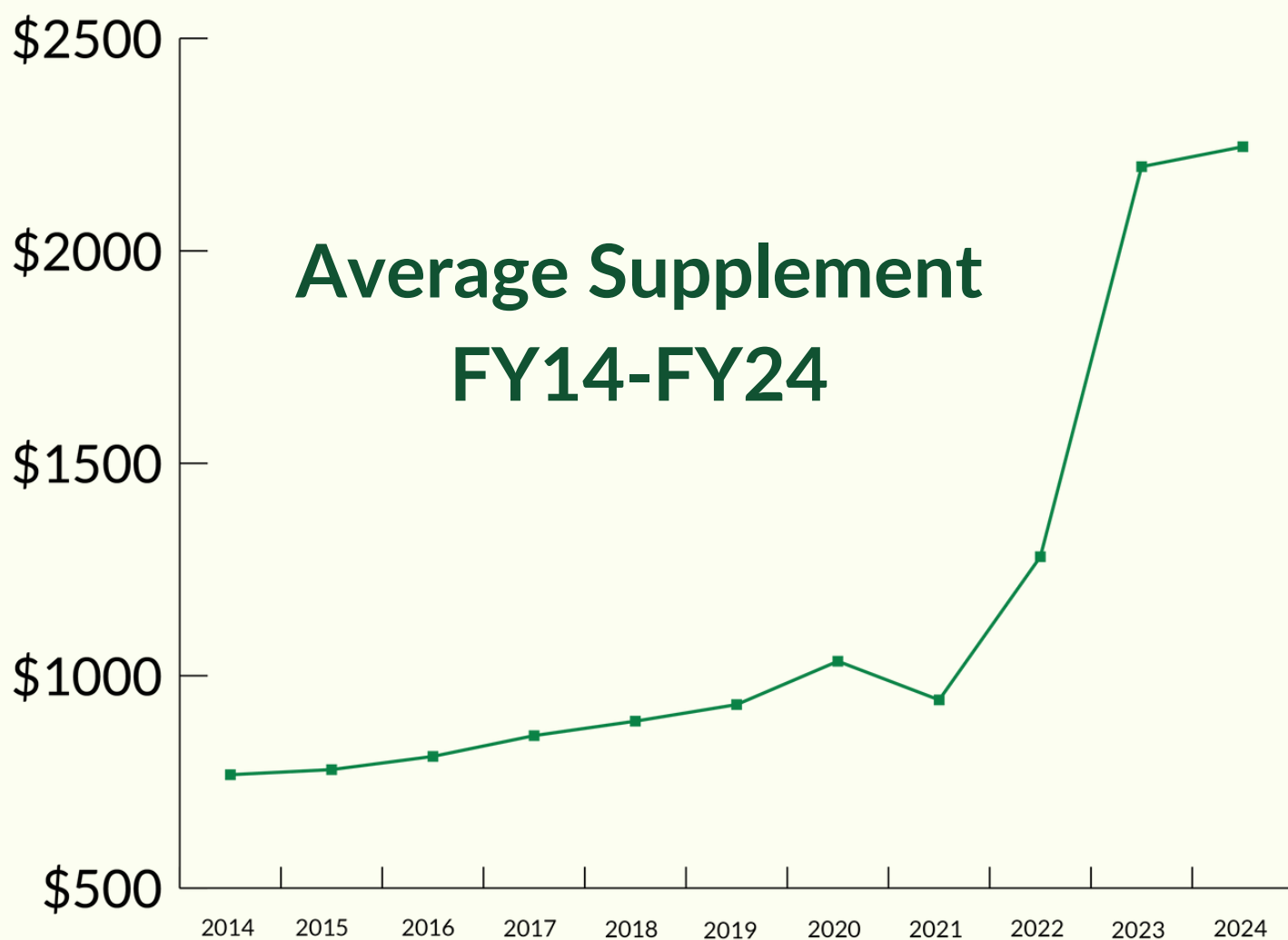


## Counties with Participants in FY22 (after statewide funding)



# Trends from Polk County

Polk County is the only county that has received WAGE\$ supplements from the very beginning. Look at how the average supplement has changed over the years!



# Real People on WAGE\$ from the Beginning

There are six people who were on WAGE\$ in FY14 that are still using the program now in FY24. Together they have received over \$150,000 in salary supplements! Here are two of their stories.



## Charles Denison

“WAGE\$ has made it possible for me to remain in the caregiving field and still be able to provide for my family. As the cost of living rises, worker pay stays stagnant. This program made it possible to keep doing the work that I love at a place that does significant good for my community.”

## Samantha Harms-Kedley

“WAGES has made such a huge impact in my life over the past 10 years, from being able to go on a vacation or do something extra for my children. These are things I would not have been able to do without the WAGES program.”





# Participant Trends

With nearly 3,000 participants in our first 10 years, WAGE\$ has helped thousands of early care and education professionals ease their financial stress. Level 7 (e.g. AA in ECE or related field) consistently sees the highest level of participation, with an average of 586 participants on that level over the last three years.

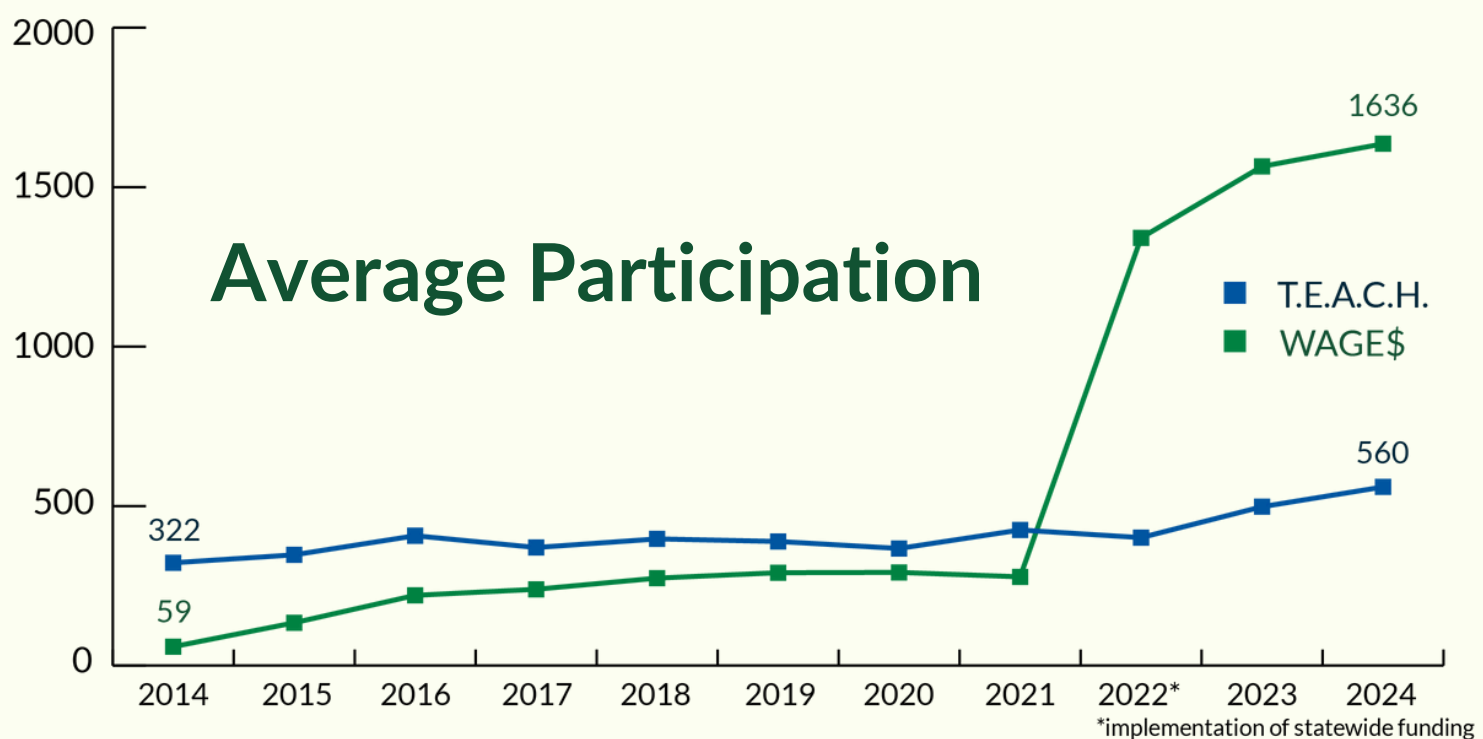
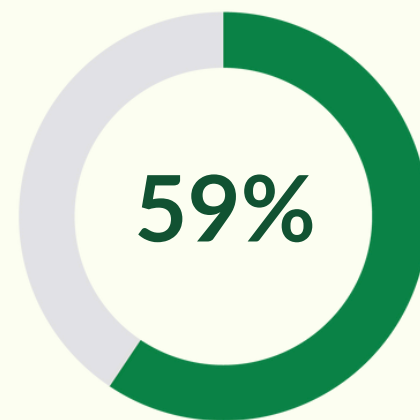


# Participant Trends

in comparison to T.E.A.C.H.

As participation and education increase with T.E.A.C.H., participation and compensation increase with WAGE\$.

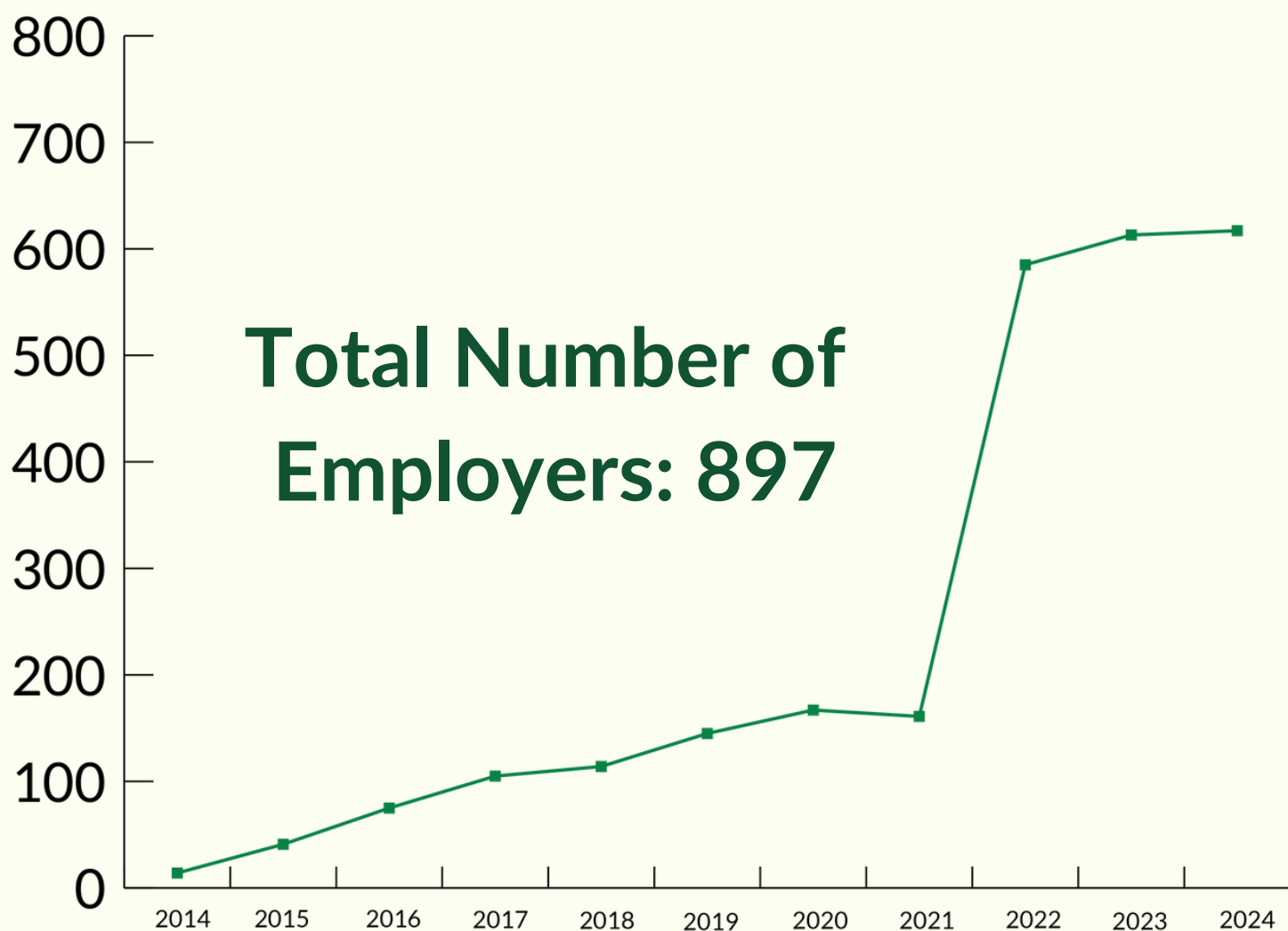
## Average Percentage of Participants Earning More Education





# Employer Trends

The number of employers who sponsor WAGE\$ participants has steadily increased since the inception of WAGE\$. This past fiscal year, we hit an all-time high, with 617 employers.



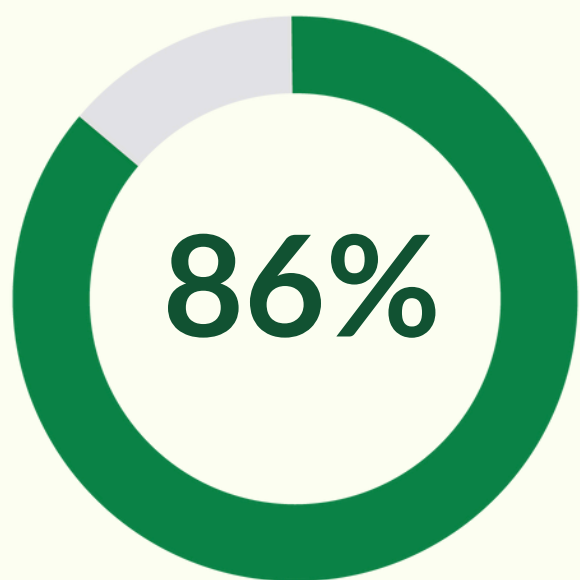
# Award Trends

WAGE\$ participants can utilize their stipend for any number of things, from medical bills to home repairs, from school tuition to self-care, and so much more. In the last 10 years, we've given out more than \$17 million to help ease the financial burdens that many early care and education professionals face.



# Impact Trends

The primary goal of WAGE\$ is to establish a well-qualified, fairly compensated and stable workforce for our children. Looking at the data, WAGE\$ has helped create much-needed stability in an ever-shifting workforce, which greatly benefits the children they serve.



**Average Retention in  
the Field Among  
Participants**

**35,579**

**Total Number of  
Children Positively  
Impacted**

# Thank You!

From the bottom of our hearts, we would like to thank all of our funders and stakeholders for the continued success of WAGE\$ and your support for the early care and education workforce. We couldn't have done it without you!

## Funders

- Iowa Department of Health and Human Services
- United Way of Central Iowa
- Polk County ECI
- W.K. Kellogg Foundation
- Iowa Department of Management
- DHLW ECA
- 4 R Kids ECI
- JMP ECI
- SHIP ECI
- Cedar Valley's Promise ECI
- Building Families ECI
- ECI Muscatine County
- Quad Counties 4 Kids
- Children's First ECI
- Iowa River Valley ECA
- Linking Families and Communities ECA
- Building Directions for Families ECI
- Better Tomorrows ECI
- 4 Counties for Kids