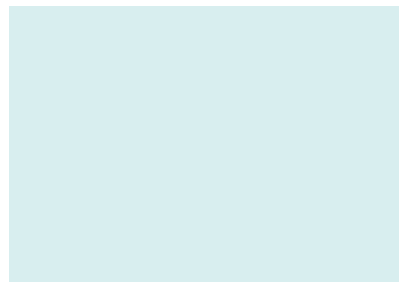
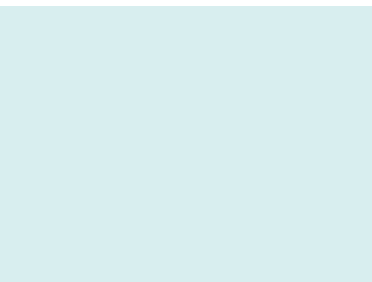
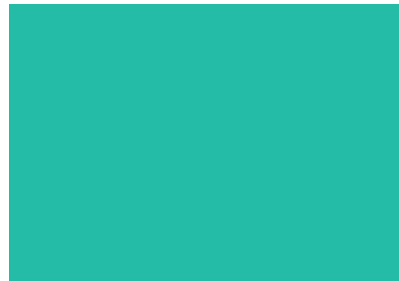


# Annual Report

## FY25 Outcomes



Supporting education, compensation,  
and retention for the child care  
workforce



Iowa

A Program of Iowa Association for the Education of Young Children



Iowa

A Program of Iowa Association for the Education of Young Children



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# Systems Work Overview

As licensed programs, TEACH and WAGE\$ adhere to a set of competencies that support work in the broader system affecting the early care and education workforce. Some of those requirements include: working collaboratively with stakeholders, having relationships with community colleges and universities, securing information on the status of the workforce, engaging recipients, sponsors and key stakeholders in a dialogue about education and compensation initiatives, and educating public policy makers about the needs of the early childhood workforce.

## FY25 Systems Activities

**Engaged with prospective programs through the Continuum of Care Grant application process**

**Continued recruitment and engagement with TEACH and WAGE\$ ambassadors**

**Convened early childhood higher education faculty across the state for networking and connection**

**Worked closely with Child Care Resource and Referral (CCR&R) to develop a training about TEACH and WAGE\$ specifically designed by and targeted to CCR&R consultants**

**Partnered with I2D2's integrated data team to build upon learnings from the 2023 Workforce Study**



A Program of Iowa Association for the Education of Young Children

The TEACH Early Childhood® Iowa program is part of a comprehensive national strategy that provides teacher education and compensation to lowans who work with children ages birth to preschool. By promoting higher education, TEACH is helping to establish a well-qualified, fairly-compensated, and stable workforce.

Through the right combination of economic and social support, TEACH helps early educators succeed. The program supports professional development of teachers, knowing that Iowa's young children benefit with more highly qualified, diverse teachers who stay in their classrooms and in the field.



"Thanks to TEACH, I am now halfway to earning my associate degree in early childhood education— something I once thought was out of reach. The support I've received from the TEACH and CDA® staff has been incredible. They have been consistently responsive and encouraging, and have guided me with clarity through each step of the credentialing process. Their commitment has made a real difference in my life."

- Destiny Booth  
TEACH and CDA® Recipient

**99%**

of TEACH recipients would  
recommend TEACH to  
someone they know



**14%**

annual wage increase



**4806**

total credits earned

**527**  
**307**

TEACH participants at  
employers

**3.5**

average GPA



**94%**

retention of TEACH staff within  
sponsoring programs

# CHILD CARE WAGES<sup>®</sup>

Iowa

A Program of Iowa Association for the Education of Young Children

Child Care WAGES<sup>®</sup> 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 preschool.

WAGE\$ is more than just a salary supplement; the program is a workforce initiative that positively influences the early childhood system. WAGE\$ serves as an incentive for staff at qualifying programs to consider increasing their education and for programs to take steps to increase their level of quality and/or begin serving children from low-income families.

96%

of participants say WAGE\$  
helps ease financial stress

“Without WAGE\$, I would have had  
to leave childcare all together”

- Miranda Keith  
WAGE\$ Recipient



99% satisfaction rate among  
participants and employers

\$5,583,717  
in financial awards

28% recipients on temporary  
education levels completed  
additional college coursework

1746 WAGE\$ participants at  
643 employers

\$1,809  
average six-month supplement

86%  
retention rate of participants at  
their employers

# TEACH CDA® Navigator

Iowa

A Program of Iowa Association for the Education of Young Children

The Child Development Associate® (CDA) Credential™ is a recognized part of child care regulations in Iowa and across the country. The credential is based on a core set of competency standards and includes an assessment process. It is the best first step on the education pathway in the early childhood field.

Our CDA® Navigators work side-by-side with CDA® candidates to support and facilitate the CDA® process. They work closely with child care centers across the state to promote and provide education about the CDA®.

54

Number of CDA®'s  
Earned

315

Candidates  
Supported

333

Outreach &  
Engagement  
Meetings, Cold Calls,  
and Visits

23

Number of PDS  
Visits



"I am especially grateful for the assistance and support of my CDA® Navigator throughout this journey. Her encouragement, guidance, and willingness to share her knowledge made a significant difference in my experience."

- Echo Selhaver  
Community Early Childhood Center in Fort Dodge

"I loved working with our CDA® Navigator! She broke everything down for us and made it seem less intimidating. She helped keep us on track and was there to support us every step of the way."

- Kaley Adams  
Ringgold County Child Care/Family Resource Center



# Funder 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.

## 2025 Advisory Committee Members

**Hollie Allen**

Vine Street Child Care

**Tessa Amato**

Child Care Resource & Referral; IQ4K Specialist

**Michael Bergan**

Iowa House of Representatives

**Amy Blanchard**

JMP ECI Director

**Katie Champlin**

Des Moines Area Community College

**Erin Clancy**

Iowa Department of Human Services; Division on Well-Being and Protection

**Amanda Conklin**

Mid-Sioux Opportunity, Inc.

**Amy Drew**

Southeastern Community College

**Tracy Ehlert**

Iowa House of Representatives

**Lori Ferris**

Iowa Head Start Association

**Monica Garner**

Iowa Department of Education

**Jodi Grover**

Upper Iowa University

**Sheila Hansen**

Common Good Iowa

**Royce Hickie**

Mid-Iowa Community Action Agency

**Mary Loftus**

Stella Sanford Child Care Center

**Melissa Nelson**

North Iowa Community Action Organization

**Teri Orr**

Child Care Resource & Referral

**Sheri Penney**

Iowa Department of Human Services; Division on Well-Being and Protection

**Malisa Radar**

Family Life, ISU Extension and Outreach

**Tamara Schram**

Northwestern College

**Kelly Schulte**

Iowa Department of Health and Human Services; Family Services Bureau, Early Intervention and Supports

**Kristie Vasey**

Child Care Resource & Referral

**Amanda Winslow**

Iowa Department of Health and Human Services; Bureau Chief of Early Childhood Services

**Gloria Witzberger**

Linn County Child Development Director

## 2025 TEACH Funding Partners

Iowa Department of Health and Human Services  
Early Childhood Iowa

## 2025 WAGE\$ Funding Partner

Iowa Department of Health and Human Services



Iowa Association for the  
Education of Young Children