

# Moving the Needle on Early Childhood Workforce Compensation

## State Accomplishments Brief: Strategy / Funding

The T.E.A.C.H. Early Childhood® National Center, using a multi-state team approach with funding from the Alliance for Early Success and the W.K. Kellogg Foundation, created *Moving the Needle on Early Childhood Workforce Compensation*. The Project focused on raising the awareness of early childhood workforce compensation issues and creating new or significantly expanding existing policy, advocacy and funding strategies to improve compensation within 8 states. Participating states were required to create diverse sector teams to address big policy and funding issues facing the early childhood workforce; develop an Advocacy, Funding and Policy State Action Plan; and work as a team to implement their plans. State teams were given a package of supports to help them do their work. The [full report](#) details the project.

### Participating States

- ❖ Florida
- ❖ Indiana
- ❖ Iowa
- ❖ Michigan
- ❖ Nebraska
- ❖ North Carolina
- ❖ Texas
- ❖ Wisconsin

All state teams made progress and identified accomplishments toward incremental change and in some ways more transformative change. These accomplishments are the result of a lot of time and effort, not a lot of money, and a focus on the problem. Accomplishments represent some similarities as well as a variety of directions that states explored. All states were encouraged to increase workforce investments. Most states attempted to affect public will through public awareness efforts, advocacy and research. Yet there are distinct state differences in the content, methods and results of the work of their teams. Given the fact that all of the team members volunteered their time, it was laudable that each team successfully accomplished one or more of their goals outlined in their State Action Plans. These accomplishments are organized by domains and coded by state abbreviation to demonstrate how states attempted to impact compensation issues in diverse ways. A number of these accomplishments may appear under more than one heading. While this brief focuses on Research, Strategies and Funding, a second Accomplishment [Brief focuses on Research, Advocacy and Policy](#).

### Strategy Development

- Collaborated with the Office of Early Learning to add compensation as an option/strategy in the Performance Funding Project. (FL)
- Scheduled NE Business Collaboratory/Business Summit for June 2019. (NE)
- Participated in shared services technical assistance project by BUILD. (MI)
- Broke ground for NE Collaborative Business Resource Center to provide resources to ECE businesses. (NE)
- Mapped Indiana's workforce projects with a visual "Overview Document" and identified agencies where projects are housed. (IN)
- Conducted participatory field research on salary scale as strategy for increasing compensation. (NC)
- Completed structured, collaborative strategic planning process with resulting action agenda targeting 3 areas: improving wages and wage parity; supporting program leadership to improve working conditions; and changing public perception about the early childhood workforce. (NC)
- Drafted salary scale and associated rationale for field input. (NC)
- Launched a Shared Services Network in a 2-county rural Wisconsin area. (WI)

## Funding Efforts

- Submitted funding request for state-level support of Child Care WAGE\$<sup>®</sup> program operation. (FL)
- Advocated for and received an additional \$7 million in their FY19 allocation for T.E.A.C.H. scholarships, a significant increase in funding. (FL)
- Increased participation in Child Care WAGE\$<sup>®</sup> to 42 counties during the project funding period. (IA)
- Completed individual interviews with NC Pre-K contractors to learn if/how they are achieving/mandating compensation parity. (NC)
- Identified and applied for Child Care WAGE\$<sup>®</sup> pilot funding; still in process. (TX)
- Received \$1,045,000 in REWARD funding – a one-time increase of remaining Race-to-the-Top dollars. (WI)
- Eliminated the REWARD Program waiting list. (WI)
- Added \$1,084,951 in increased funding for Child Care WAGE\$<sup>®</sup> supplements. (NC)
- Received private funding to launch a Shared Services Network in a 2-county rural Wisconsin area. (WI)
- Advocated for use of Infant/Toddler (I/T) Set Aside dollars to be prioritized to address workforce compensation, resulting in a \$3,129,909 first year allocation for I/T AWARD\$, a new salary supplement program for degreed infant/toddler teachers. (NC)

## Return on Investment

Many of the states intentionally sought additional resources to support current compensation initiatives; to maintain or expand resources for T.E.A.C.H. Early Childhood<sup>®</sup> scholarships, Child Care WAGE\$<sup>®</sup> salary supplements, shared services, and/or tax credits; and to support team work. Over \$132,000 in additional funding was leveraged by the eight states to support *Moving the Needle* project team work, including but not limited to, financial support for team members to attend the Summits and funding for public opinion polling and research. In addition, over \$17 million of new funding for the workforce, in salary supplements, T.E.A.C.H. scholarships, and other grants was secured in the eight states, due to the efforts of the team members, individually or collectively.

