

Early Childhood Educator
INCENTIVE\$
Florida

ANNUAL REPORT

2023-2024

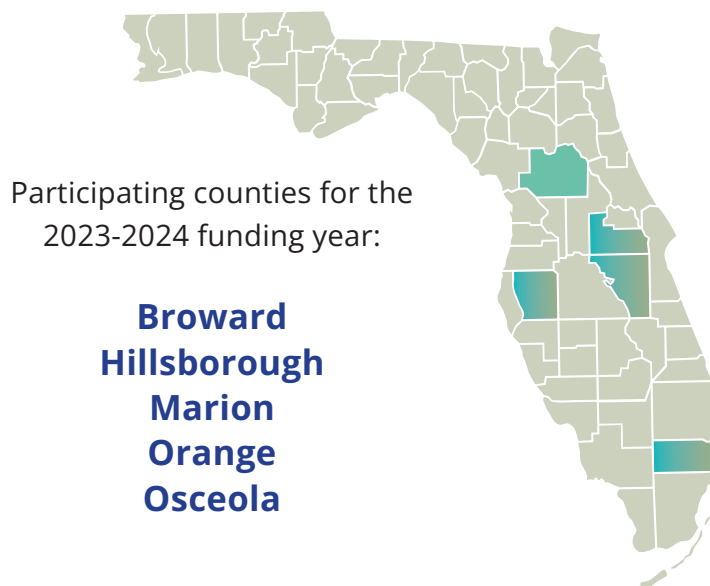


WHAT IS INCENTIVE\$?

Early Childhood Educator INCENTIVE\$ Florida, an affiliate of the Child Care WAGE\$® Program, is a proven and effective strategy to increase the education, compensation, and stability of Florida's early learning workforce. INCENTIVE\$ awards [annual stipends of up to \\$5,000](#) to early learning and family child care educators, directors, and owners for their higher education achievements and commitment to their early learning programs. The program complements local quality initiatives, helps provide equitable access to resources, and awards much needed financial supports to eligible educators.

In motivating participants to pursue higher education, the INCENTIVE\$ program ultimately helps foster more stable relationships between students and their caregivers, and allows participating educators to better focus positive attention on the young children in their classrooms. INCENTIVE\$ also assists small early care and education businesses and family child care homes, who may have difficulty paying higher salaries, to attract highly educated teachers to their programs.

Since 2003, INCENTIVE\$ has awarded education-based stipends to more than 13,700 participants.



awarded to participants!

These funds were reinvested locally and across the state.

INCENTIVE\$ is a locally funded initiative. Visit our website to view participating counties.



EARLY LEARNING EDUCATORS MAY BE ELIGIBLE IF THEY:

- Earn less than \$25.00 per hour working in a licensed or license exempt child care program (center or family child care home)
- Work 20 hours or more per week with children birth to five for at least six months **AND** are employed at this same child care program before a stipend is issued (INCENTIVE\$ will confirm time worked)
- Have at least one of the education levels listed on the INCENTIVE\$ Scale (credits must be from a regionally accredited college)

**Requirements for individual counties may differ.*

INCENTIVE\$ OUTCOMES

(FY 2023-24)

COMPENSATION:



2,893

participants awarded
at least one stipend



\$17.73

median hourly rate for
participants (*Florida's minimum
wage = \$13.00 per hour*)



\$1,280

awarded in the average
annual INCENTIVE\$ stipend

EDUCATION:



25%

of participants are at Level
6 on the INCENTIVE\$ Scale
(AAS ECE or higher) **OR**
completed new education



13%

turnover rate
for participants
(*National average = 30-40%*)



94%

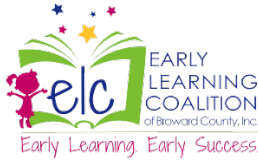
of participants reported that
INCENTIVE\$ encouraged
them to stay with their early
learning program

**MY TWO
CENTS**

I am thrilled to share my INCENTIVE\$ experiences with others! The INCENTIVE\$ program has been very helpful, especially during a rough period in my life – the end of my marriage. I had no job or money at the time. Unexpectedly and happily, I received an INCENTIVE\$ check for \$2,500. I was so thankful in that moment. With the money, I was able to rent an apartment for me and my two beautiful children. I am currently working at the Lycée Franco Américain International School in Hollywood, FL., and have been here for more than two years. INCENTIVE\$ has been a great economic support to my family and my classroom, and has encouraged me to seek out new educational experiences. Thank you, INCENTIVE\$, for valuing the work and efforts of early learning educators like me!

—Yuly (Broward County)

THANK YOU TO OUR FUNDERS!



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Please visit incentives-fl.com or call
850-487-6300 for more information.

*Si necesita una traducción o explicación
en español, por favor llámenos.*



More than **48,000** children and **867** child care programs benefited from **INCENTIVE\$** across Florida's communities in 2023-2024!

Early Childhood Educator INCENTIVE\$ Florida, an affiliate of the Child Care WAGES® Program, is licensed by Early Years of Chapel Hill, NC. The Children's Forum is the program administrator of INCENTIVE\$ under a contract with early learning coalitions, children's services councils, and private contributors.

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 **Children's FORUM**
...because kids can't wait