Child Care Compensation

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Landscape of WI Workforce

Number of providers/programs
• Licensed group: 2,414
• Licensed family: 2,500
• Certified: 2,365

Total Number of programs accredited
• NAEYC: 108
• NAC: 22
• City of Madison: 145
• NAFCC: 10

Child Care Workforce 2010
• Workforce estimated at 36,597
• $31,026 ($14.86 hr) Annual Wage for Group Director
• $24,103 ($11.54 hr) Annual Wage for Family Provider
Current Status of WI SHARES
Reimbursement Rate

• Regular certified care rates are 75% of licensed family; provisionally certified rates are 50% of licensed family. Current Child Care Rates are posted at: http://dcf.wisconsin.gov/childcare/wishares/rates.htm

• Annual survey of all licensed (center and family) providers to collect price information

• In September 2011, served 54,473 children with a monthly issuance of $20,931,646
Statewide Issuance and Child Care Costs

• In 2010, $294 million in expenditures

• Average State share of Child Care costs for June 2011: $650.90

• Average Family Share of Child Care costs for June 2011: $87.54
TEACH since 1999

• Credit based credentials available in WI (child care administrators, infant toddler, preschool, inclusion, leadership) - 1795 awarded

• Number of scholarships awarded: 7,793

• Number of credentials awarded in WI: 594

• Funded at $3.1 million annually
WAGE SUPPLEMENTS: R.E.W.A.R.D.

• The R.E.W.A.R.D.™ WISCONSIN Stipend Program is a compensation and retention initiative for members of the early care and education workforce.

• Incremental yearly salary supplements are awarded to individuals based on their educational attainments and longevity in the field.

• Funded at $800,000 per year
WHAT A PROVIDER HAS TO DO TO OBTAIN A STIPEND

1. Employment requirements
   - Must be employed by a regulated program or any Head Start program
   - Must work at least 20 hours per week
   - Must work at least 5% of their time in an early childhood classroom, either directly with children or in supervision and support of staff
   - Must earn $16.50 dollars an hour or less – wage cap

2. Educational requirements
   - Educational requirements must be demonstrated through a Current Registry Certificate.
   - Individuals at Registry Levels 6 and 7 will need to complete 3 credits of early childhood education coursework before another stipend agreement will be awarded

3. Longevity requirements
   By having completed three current and continuous years of employment at their present place of employment
   OR
   By having six years of employment in regulated child care programs overall
PARTICIPATION IN REWARD

• 21,195 stipend payments awarded to 5,844 recipients since 2001

• In FY 2011, there were 1295 recipients (3% of workforce)

• Currently no waiting list

• Recipients average 11.2 years in the field.

• Average stipend $583 (Range: $200 - $900) based on $800,000 budget

• Annual Stipends
Professional Development Opportunities Established

• Trainer and training approval chart
  http://www.the-registry.org/LinkClick.aspx?fileticket=EidRKbq33Qc%3d&tabid=57

• Credit for Prior Learning
  http://www.wecanaeyc.org/uploads/media/Pathway-1.pdf

• Articulation
QRIS – Tiered Reimbursement

YoungStar
• Including professional development
• Technical assistance
• Micro grants ($250 - $1,000)
• 4400 have applied and 1,840 programs rated
Currently Two Tier Reimbursement

• For each county and tribe, a maximum rate was established for each age group at the 75th percentile.

• Freeze Rates: Due to budget concerns, the Maximum Rates remained at the 2006 level.

• Accredited providers receive a 10% increase in their payments IF their rates are higher than the county maximum rate.
Wisconsin Shares Reimbursement

July 1, 2012-December 31, 2012

Regulated programs

Regulated and in regulatory compliance

No change

Not eligible for Wisconsin Shares

Regulated but not in compliance

0-10 Points

11-22 Points

23-32 Points

33-40 Points

-5%

+5%

+10%
Future Wisconsin Shares Reimbursement

January 1, 2013 and beyond

Regulated and in regulatory compliance

Regulated but not in compliance

Not eligible for Wisconsin Shares

0-10 Points

11-22 Points

23-32 Points

33-40 Points

-5%

No change

+5%

+25%

Regulated programs
Child Care Unions in Wisconsin

• AFSCME established a family child care union in 2007

• Union was dissolved by the Governor and Legislature in 2011

• Monthly meetings with the Department of Children and Families with input on policy

• No increased compensation