

# FY 2012 INCENTIVES ANNUAL PROGRAM SUMMARY

INCENTIVES is a salary bonus program to improve staff retention and the quality of early care and education (ECE) by rewarding professionals who continue working in ECE and who increase their ECE credentials.

The INCENTIVES program rewards early care and education professionals who:

- √ Work in a licensed or registered facility that meets at least **one** of the following requirements:
  - *Is accredited by the National Association for the Education of Young Children (NAEYC), the National Early Childhood Program Accreditation (NECPA) or the National Association of Family Child Care (NAFCC) or other approved national accreditation agency*
  - *At least 25 percent of enrollment is DFCS-subsidized*
  - *Participates in the Child and Adult Care Food Program*

√ Work at least 25 hours a week (40 for directors) with at least one year of continuous employment with the same employer

√ Earn \$15.00 or less per hour

√ Have earned an early care and education credential or degree from a regionally-accredited college/university

Eligible applicants receive two payments ranging from \$250 for earning a Child Development Associate credential to \$1,250 for completing a master's degree program.

## FY 2012 INCENTIVES PARTICIPANT PROFILE

√ Recipients who worked in child care centers earned an average of \$9.88 per hour.

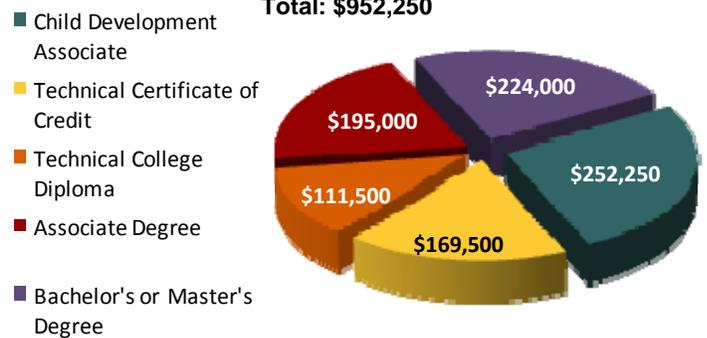
√ The average age of recipients was 41.

√ Nearly all (99%) recipients were female.

√ Most (85%) recipients worked as teachers or assistant teachers; 11% worked as directors or assistant directors; 8% worked as family day care providers (recipients may work in multiple positions).

### INCENTIVES Awards by Education Level

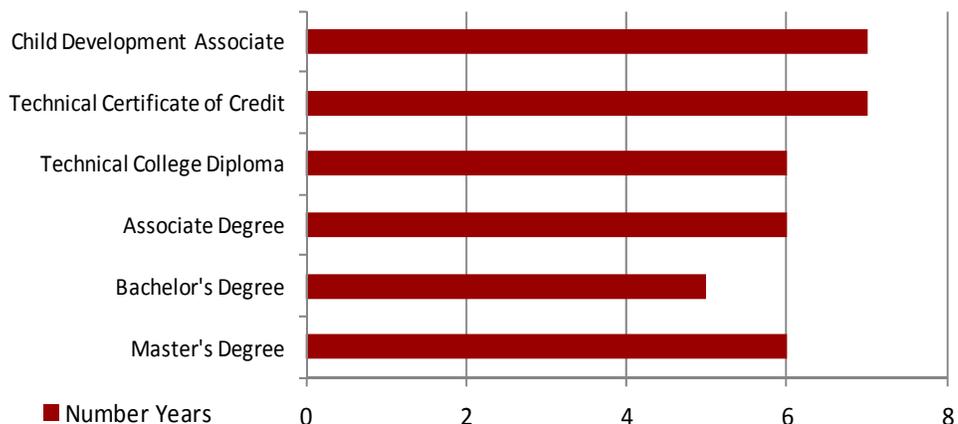
Total: \$952,250



1,508 professionals received awards in FY 2012

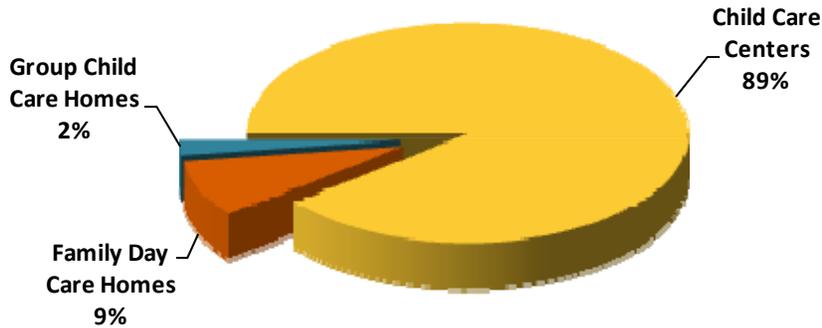
√ Two-thirds (67%) of recipients worked with children ages three to five and were awarded \$642,187; one-third (33%) of recipients worked with infants/toddlers and were awarded \$310,063.

### Average Employment Tenure by Education Level at Time of INCENTIVES Payment



## FY 2012 INCENTIVES RECIPIENTS' EMPLOYMENT SETTINGS

**INCENTIVES Recipients by Facility Type**

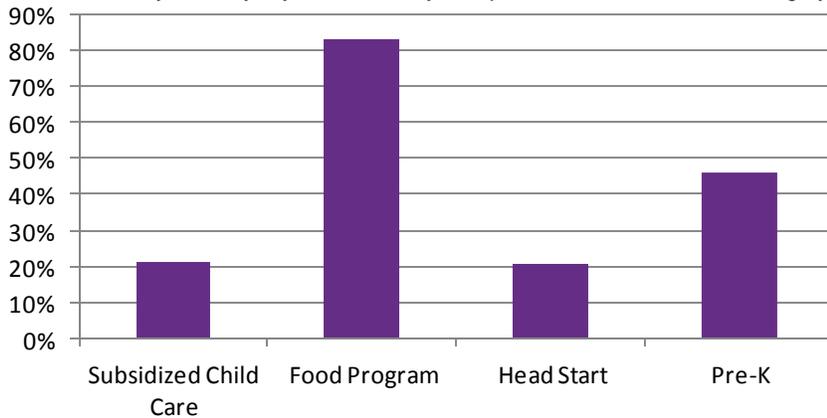


√ Most recipients (89%) worked in child care centers; 9% worked in family day care homes; 2% worked in group child care homes.

√ Most recipients (83%) worked in facilities that participate in the Child and Adult Care Food Program (CACFP).

**Program Participation\***

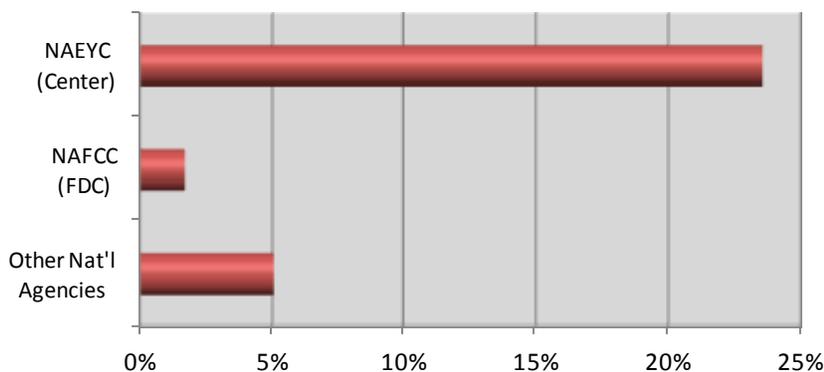
\*A facility or family day care home may be represented in more than one category



√ Almost a quarter of recipients (21%) worked in child care facilities that served at least 25% subsidized children.

√ Almost a quarter of recipients (21%) worked in Head Start centers, and 46% worked in Georgia's Pre-K Program.

**Facility Accreditation**

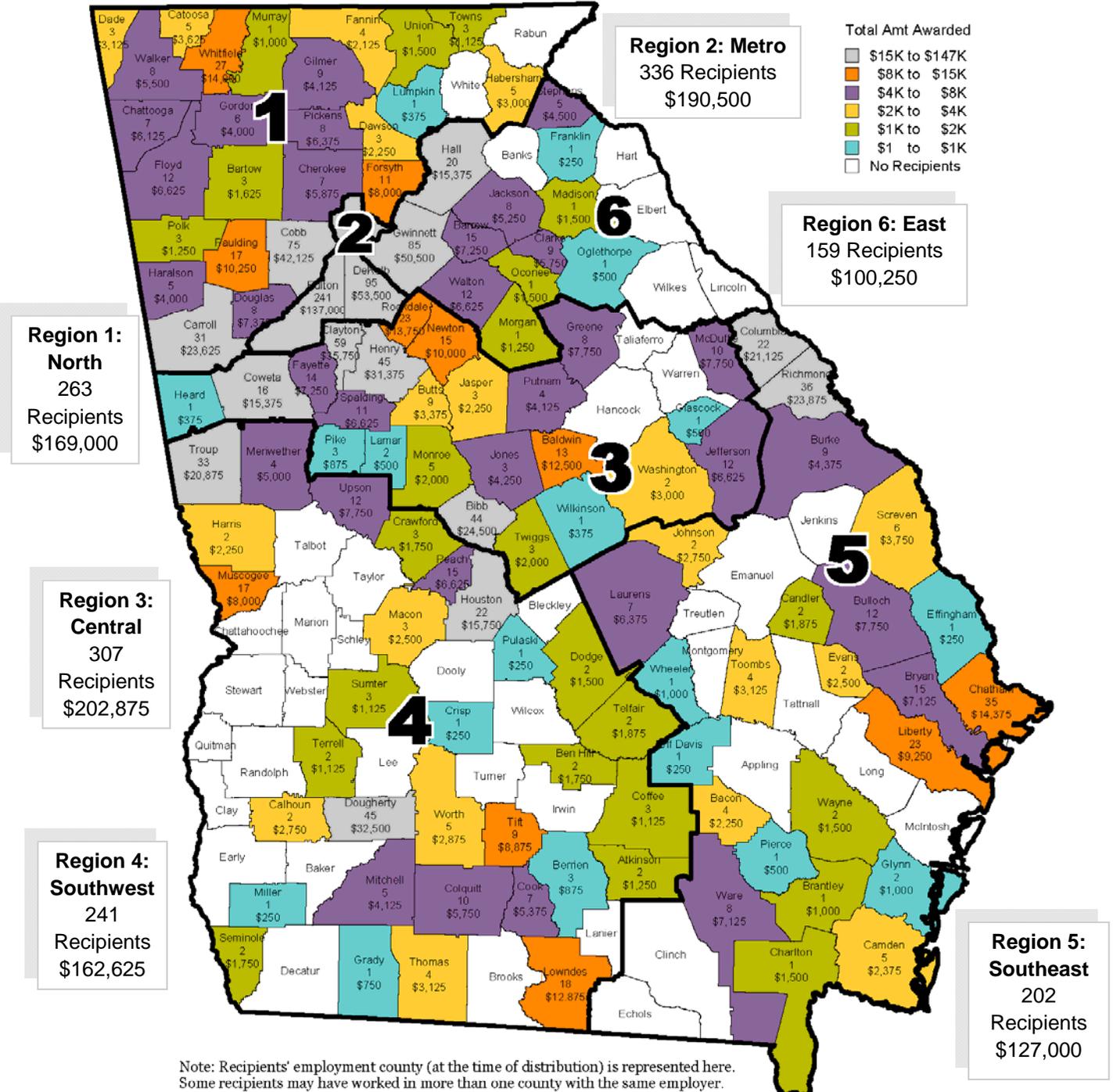


√ Approximately one quarter of recipients (24%) worked in nationally accredited centers; 2% worked in family day care homes accredited by the National Association for Family Child Care (NAFCC); 5% worked in centers accredited by other accepted national accreditation agencies.

# FY 2012 STATEWIDE INCENTIVES AWARDS

## INCENTIVES AWARDED BY COUNTY & CHILD CARE RESOURCE AND REFERRAL REGION

**1,508 = Total Number of Recipients**  
**\$952,250 = Total Amount Awarded**



# DUAL SCHOLARSHIPS PARTICIPATION & OTHER INCENTIVES INFORMATION

## DUAL PROGRAM PARTICIPATION

In FY 2012, 328 individuals participated in both the INCENTIVES and SCHOLARSHIPS programs. The following represents their most recent educational level while in INCENTIVES:

CDA	222
Certificate	49
Technical College Diploma	23
Associate Degree	32
Bachelor's Degree	2

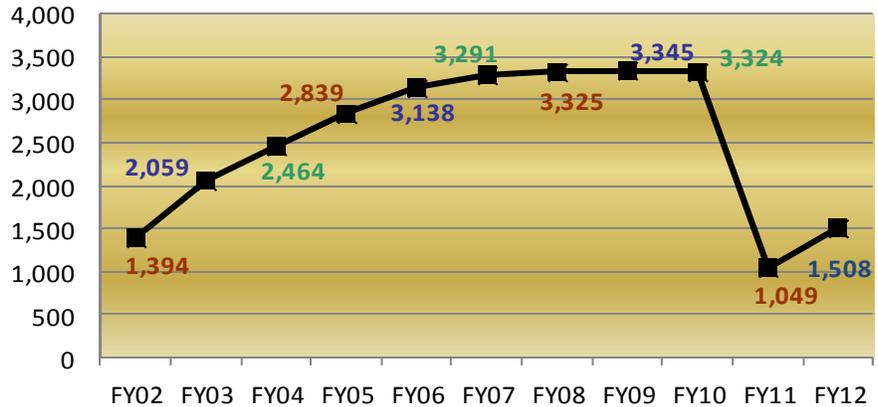
SCHOLARSHIPS is Georgia's statewide educational assistance program for early care and education professionals pursuing credentials or degrees in early childhood education or child development.

The SCHOLARSHIPS and INCENTIVES programs are funded by Bright from the Start: Georgia Department of Early Care and Learning using the federal Child Care and Development Fund. They are managed by Care Solutions, Inc., Atlanta, GA.

Visit [www.caresolutions.com](http://www.caresolutions.com) for more information.

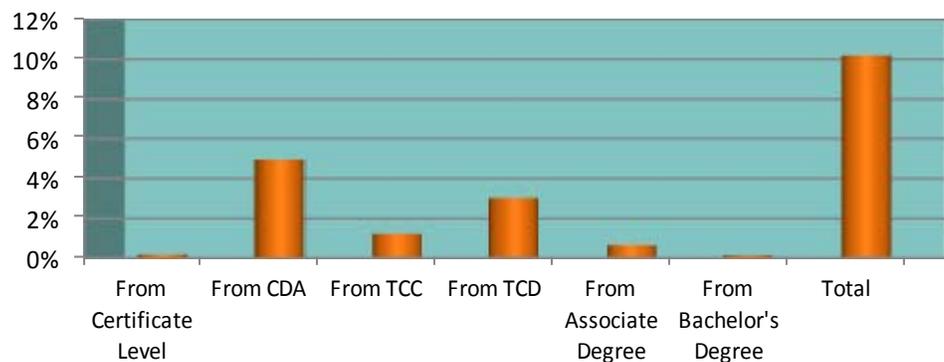


Total INCENTIVES Awarded By Fiscal Year



√ As of January 2009, eligible recipients were limited to two consecutive lifetime awards; in previous years, there was no limit. Therefore, 2,820 recipients who had participated in the program for one or more years were "retired" after the first award in FY 2010. As of July 1, 2011, payments were not required to be consecutive, and applicants could re-apply if they earned a higher ECE credential or degree.

INCENTIVES Recipients Who Increased Their Educational Level Beyond Their Initial Supported Program of Study FY 2002 - FY 2012 (9,168 Recipients)



√ Over ten percent (10.2%) of INCENTIVES recipients receiving awards in FY 2012 increased their level of education from their initial credential/degree supported by the program. This includes 0.2% who originally began at the Certificate level (Certified Childcare Professional [CCP] or National Administrator Credential [NAC]), 5% who began at the Child Development Associate (CDA) level, 1.2% who began at the Technical Certificate of Credit (TCC) level, 3% who began at the Technical College Diploma (TCD) level, and 0.8% who began at the Associate or Bachelor's Degree levels.