

Child Care WAGE\$® NEBRASKA
2023 Program Evaluation for Supplement
Recipients

23 of 31 returned - 74%



County: Adams (1), Buffalo (4), Cedar (1), Dawes (1), Douglas (2), Gosper (1), Hall (1), Holt (1), Lancaster (5), Nemaha (1), Pierce (1), Platte (2), Sarpy (1), York (1)

The staff of the Child Care WAGE\$® Program at Nebraska AEYC has been:

- Very helpful & pleasant- **18 (78%)**
- Somewhat helpful & pleasant- **5 (22%)**
- Somewhat unhelpful & somewhat unpleasant- **0 (0%)**
- Not helpful or pleasant at all- **0 (0%)**
- I have not had the opportunity to speak with the staff- **0 (0%)**

Would you like to comment on your interactions with the WAGE\$ staff?

- Julie is always efficient, kind, and prompt whenever I have questions.
- To me the WAGE\$ has been an added bonus, I understand you have to wait for funding- it is not the staff's fault they do their best.
- Always prompt + great
- The staff are great at keeping us informed and helpful.
- Like how they keep us updated
- Answer questions in a timely manner.
- Quick response
- Always responds in a timely matter + is polite + helpful.
- Thank you for all your work making this happen!
- I haven't had much contact with WAGE\$ staff this past year.
- Always get back to me promptly when I have questions.
- Every time I had a question or concern, Julie Warford was very helpful.

WAGE\$ helps me feel more satisfied with my job.

- Yes- **22 (96%)**
- No- **1 (4%)**

WAGE\$ is an incentive for me to seek additional education and/or it helps make pursuing coursework more financially feasible.

- Yes- **15 (65%)**
- No- **8 (35%)**

The WAGE\$ supplement helps ease financial stress.

- Yes- **22 (96%)**
- No- **1 (4%)**

WAGE\$ encourages me to stay with my current program.

- Yes- **22 (96%)**
- No- **1 (4%)**

My WAGE\$ supplement helps provide more resources for my program.

- Yes- **21 (91%)**
- No- **2 (9%)**

The WAGE\$ supplement makes me feel more appreciated & recognized for my work.

- Yes- **23 (100%)**
- No- **0 (0%)**

Please list any other ways you believe Child Care WAGE\$® Program has helped you.

- The WAGE\$ program makes me feel that the job I do is important + that there are professionals who value what I do.
- This has really helped out. I am able to focus on other areas. It's a wonderful added surprise- I can get caught up.
- You never know where the WAGE\$ will be best used until it arrives.
- Helps me not charge parents more for the quality of child care they receive.
- Pay for help when needed.
- I love being recognized for my education + hard work!
- The supplement helps to subsidize much of the program costs, so I don't pass that to the families in care.
- I feel appreciated for my experience + the education I have.
- WAGE\$ has allowed me to be a better provider for the families I serve.
- Helped me to have a better (positive) view of myself as a provider.

If you have not noticed any benefits, please explain why you believe the program has not yet helped you.

- This is the first supplement in over a year, so hoping we can get a better timeline set.

How has the WAGE\$ supplement made an important financial impact on your life?

- I have used my supplement to provide additional resources for my child care program- **20 (87%)**
- I have been better able to pay my bills (electric, water, phone, etc.)- **17 (74%)**
- I have been better able to address the basic needs of my family (food/housing)- **15 (65%)**
- I have used my supplement to help pay for family recreation, gifts for others, or personal rewards- **12 (52%)**
- I have been better able to address the transportation needs of my family- **10 (43%)**
- I have been better able to address the health needs of my family- **10 (43%)**
- I have used my supplement to start/add to my savings- **10 (43%)**
- I have been better able to pay for school for myself- **4 (17%)**
- I have been able to help pay for school for my child/grandchild /other family member- **4 (17%)**
- I have used my supplement to help pay for child care costs- **3 (13%)**
- I have not found the supplement to be a financial benefit- **0 (0%)**

If the supplement has financially benefited you in other ways, please share those.

- I am better able to pay fair wages to my staff.
- Helps pay for a little number of things for child care.
- Retirement savings I'm working hard on, and this helps!
- Gave myself a mini vacation. Just a weekend getaway. Helps me feel okay to close when sick or when my kids need me.

- I have been able to improve the quality of my care by paying for needed materials and trainings with the funds.

If you have not found the supplement to be a financial benefit, please explain why.

- N/A

As an overall evaluation of the Child Care WAGE\$® Program, I am:

- Very satisfied- **18 (78%)**
- Somewhat satisfied- **5 (22%)**
- Somewhat dissatisfied- **0 (0%)**
- Dissatisfied- **0 (0%)**

If you are dissatisfied with the Child Care WAGE\$ Program, please explain why.

- The only thing is waiting on funding but that is out of WAGE\$ control.
- As stated prior, this is the first payment in over a year, so hoping we can move to a more regular & transparent timeline.

Do you have any questions about the Child Care WAGE\$® Program or how it works?

Understanding your questions may help us improve our communication and outreach.

- More communication would be helpful.
- Other than funding, are there reasons more in-home child care providers are not WAGE\$ participants?
- Funding sources and why it's not consistent- Dept of education?
- No questions. I think it will go a long way for the ECE community to be as transparent as possible with timelines, program status, etc.
- None- I love that I am able to have this program's benefits.

Why do you think the Child Care WAGE\$® Program is important? What has it meant to your life, to the children in your care, and/or to the early childhood community?

- WAGE\$ is important as it allows me to do more fun things both personally and for the children.
- I believe the WAGE\$ model is an excellent way to incentivize current providers to stay in the profession, keep educating themselves, and help them earn fairer wages for their time, education, effort, and experience.
- By having WAGE\$ I can now be the best child care provider by this I can continue my education & more satisfied in my childcare
- Recognition + appreciation
- The stipend helps so much in a career with low pay. Nebraska is in a child care crisis. Many providers are leaving the field for better wages.
- It has meant a great deal to me, as it is a pat on the back for the many years in the field and encouragement to do many years in the future.
- WAGE\$ has helped my families not feel the extra burden of quality child care. Once again it has also helped me slow down or remember to take time for myself @ times (still feel guilty closing)
- It's important because child care workers make very little but work long hours. The WAGE\$ program allows us to feel appreciated & it is incredibly nice that each of us can allocate the money how we need it.
- With a low paying job, any financial help is appreciated.

- It has helped me feel valued for having a degree. Doing a job that doesn't require it some people will overlook this variable often.
- It helps provide extra income to pay my bills. I can also use it to provide materials for the classroom.
- WAGE\$ was one of the factors that made me decide to keep my in-home program open once all of my own children started school.
- Yes! This is a resource I have used to help alleviate the costs of operation of my program.
- The program has enabled me to add program materials to enhance the children's learning and development.
- It helps me feel like my degree was worthwhile and appreciated.
- It gives me a sense of appreciation for a job that isn't always appreciated or seen as important by others. I have used the funds to buy things for my program that I usually wouldn't. I've been able to pay bills when times were tight and also been able to treat myself to things I wouldn't buy for myself either. The supplements have helped in many ways.
- This program is important as we do not get bonuses from a company like so many other people. This allows us to get bonuses for our hard work. It gives us motivation to improve ourselves and our programs, which in turn brings a higher quality of care to our families we serve as well as enhancing the lives of our own families.
- I know that the program is important because of everything it has allowed me to for myself. Being a provider takes a lot from you and sometimes you don't realize it until something so helpful as the WAGE\$ program is offered. That is when you look back and realize "wow how did I even get by before this help?"
- The Child Care WAGE\$ program helps early childhood home providers supplement their income. It also helps them realize they are professionals & appreciated & they matter.
- It has been a bonus incentive towards my program.

The funds for Child Care WAGE\$® supplements are provided by the Nebraska Early Childhood Collaborative and the Nebraska Department of Education. What would you like to tell them about the supplement?

- Thank you!
- I believe this is a good model for boosting early childhood educator numbers. Better than blanket grants as it is tiered by education & experience. The program needs more funding, publicity, and availability (i.e. center workers and in home staff)
- This is such an important program for early child care providers by having WAGE\$ it allows us to stay in the field with a low wage.
- Thank you!
- These funds are so important. Low wages in child care/early childhood education needs to continue to be improved without placing hardship on the families in care.
- Having childcare in-home is very expensive and the supplement needs to be higher to pay for things to help better programs.
- Thank you for letting us know we are important.
- They are much appreciated when they arrive. They are a great way for me to feel like I am reimbursed for the extra quality I put into my childcare + families.
- Thank you for allowing those that have a higher degree & work hard to continue to educate ourselves to earn a bonus doing so.
- Thank you!
- Thank you, it does make a difference!

- The supplements provide extra benefits in purchasing materials needed for curriculum.
- Thank you for recognizing how quality early childhood programs impact children.
- This is a valuable resource for ECE professionals to utilize to improve the care provided to Nebraska's early childhood residents.
- It's very much appreciated and helps me have a greater peace of mind about my finances and program budget.
- These supplements help me feel appreciated and continue to look for education and training opportunities. They help put extra money aside when parents don't pay, or bills need to be paid.
- It is extremely helpful. Another thing that would be helpful is if there was a way to help us earn retirement as many of us do not have any retirement saved yet and will end up working until we can no longer safely care for children and then struggle to survive the coming years instead of enjoying retirement.
- This program is so important and such a fundamental part of child care provider's mental & emotional health. More than financial assistance, it's a reminder to us that what we do really does matter.
- All home providers need this!
- Thank you for coming up with ways to help support our field.

Are you familiar with the T.E.A.C.H. Early Childhood® Scholarship Program? (T.E.A.C.H. provides scholarships to help early childhood educators increase their education, and possibly move up the WAGE\$ scale. If you would like more information about these scholarships, please call 402-858-5143 or email teach@nebraskaaeyc.org to request T.E.A.C.H. materials.)

- I have. I wish I could use it to earn a master's degree.
- Yes
- Yes
- Yes
- Yes- already a part of T.E.A.C.H. Thank you!
- Yes, another great program!
- Yes, I'm a part of it!! + very grateful for that opportunity too!
- I receive the scholarship. Thank you.
- Yes- how about a Master's program? We now have CDA, AA, Bachelor's...just saying!
- Yes, I currently use the program and am so thankful for it!
- I am familiar with the T.E.A.C.H. scholarship and it has helped me pay for my ECE degree which improved the quality of my program and helped me achieve my Step 5 in Quality as well as reaching the top tiers of WAGE\$