



# York County Early Learning Investment Commission **ECE Educator Awards 2022**

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## Background

York County's 2020 Economic Action Plan identified the lack of quality, reliable and affordable childcare as a major barrier to attracting and retaining a stable workforce. In 2022, employers struggle to fill vacant positions in a highly competitive marketplace while childcare centers are closing due to their inability to hire staff. From March 2020 to April 2022 enrollment at local childcare facilities dropped by 1,647 children, a decrease of almost 20%.

The primary challenge is the low wages typical in the early childhood industry that makes it difficult to attract and retain qualified staff. The average childcare teacher earns \$10 per hour and are responsible not only for keeping children safe but also for helping them develop and be ready for kindergarten. Childcare centers have difficulty raising salaries because they know that there is a limit to how much families can afford to pay.

In 2021 the local members of the Pennsylvania Early Learning Investment Commission (ELIC) initiated a program to provide an earnings supplement to Early Childhood teachers, administrators, and staff. The program is modeled similar to a state program which was discontinued in 2019.

The goal is to provide financial incentives for teachers to not only remain in the childcare industry but also to advance their education, so we continue to build high-quality childcare programs. In the first round of educator awards, 63 childcare programs participated and over \$460,000 was awarded to childcare staff. Data is being gathered to evaluate the impact of the awards have on a variety of metrics including teacher retention.

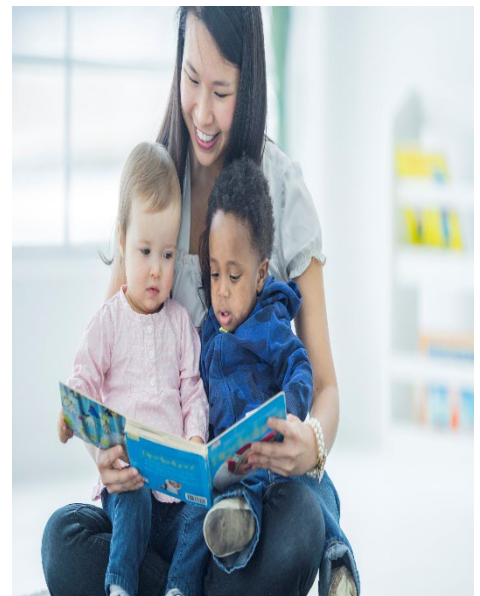
An oversight committee has been established to develop and manage the program and includes Pete Brubaker, Tony Campisi and Kevin Schreiber from the ELIC along with representatives from the York County Community Foundation which serves as the fiscal sponsor, the United Way of York County, and childcare providers. Child Care Consultants administers the program at no charge.



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**In the first round of educator awards, 63 childcare programs participated and over \$460,000 was awarded to 311 childcare staff.**

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# 2022 ECE Educator Awards

York County, Pennsylvania



**\$458,862**

Funds  
Awarded

**4,086**

Children  
Impacted

**63**

Programs  
Supported

**311**

Educators  
Impacted

**50%**

Nonprofit  
Organizations

## ABOUT THE AWARD

The York County Early Childhood Educator Awards are a public/private initiative funded by grants from local, private foundations, the York County Community Foundation (YCCF), and the County of York. Partnering with the York County members of the Pennsylvania Early Learning Investment Commission (ELIC), YCCF and business and community leaders recognized the critical importance of high-quality early childhood care and education, and its impact on York's current and future workforce.

## EDUCATION

Qualifying education levels include completing 9 or more ECE credits, holding a Child Development Associate (CDA) credential, or achieving an Associate's, Bachelor's, or Master's degree in ECE or a related field.

**121** ● CDAs or ECE Credits

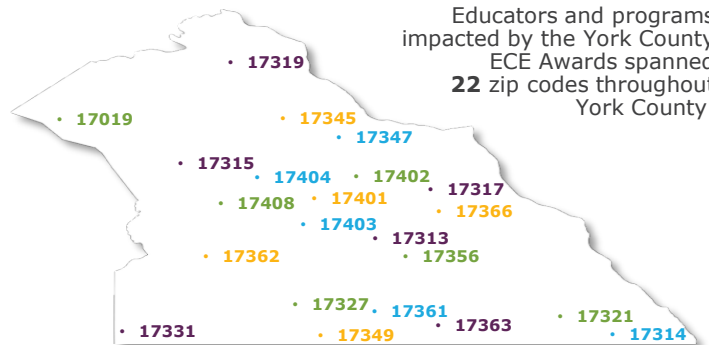
**72** ● Associate Degrees

**87** ● Bachelor's Degrees

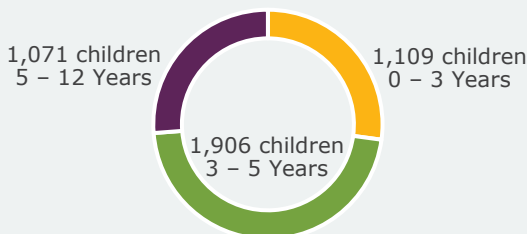
**10** ● Master's Degrees

## COMMUNITIES SERVED

Educators and programs impacted by the York County ECE Awards spanned **22** zip codes throughout York County.



## CHILDREN IMPACTED



The distribution of awards impacted **4,086** children of various ages attending early care and school age care programs, ranging from infants several weeks old to school age children 12 years old.

## PROGRAM TYPE

Of 78 eligible STAR 2, 3, and 4 programs, 63 locations received funds (shown below). Of the 15 non-applicants, two are Family Providers, one Group Provider, and 12 centers. Of the 12 centers that did not apply, 8 are SACC-only locations. Fourteen of those that did not apply are STAR 2 programs. Additionally, there are 88 STAR 1 programs in York County which were not eligible for funding.

**54** Centers

**6** Family Child Care Homes

**3** Group Child Care Homes

## STAR LEVEL



Awards were granted to early care and school age care programs participating in the Pennsylvania Keystone STARS Quality Rating Improvement System. The STARS framework focuses on improving and maintaining high levels of staff qualifications, education, family/community partnerships, and program operations, awarding 2, 3, or 4 STARS to programs meeting certain standards.



# Children Impacted

The 2022 ECE Educator Awards impacted 4,086 children across York County.



## PROVIDER TYPE

Eligible early care and school age care programs represented home-based providers (Family Child Care Homes and Group Child Care Homes) and center-based providers. Children of multiple ages impacted by the ECE Awards attend both provider types.

### Family & Group Providers

0 – 3 Years | **29**

3 – 5 Years | **48**

5 – 12 Years | **8**

### Center-Based Providers

0 – 3 Years | **1080**

3 – 5 Years | **1537**

5 – 12 Years | **1384**

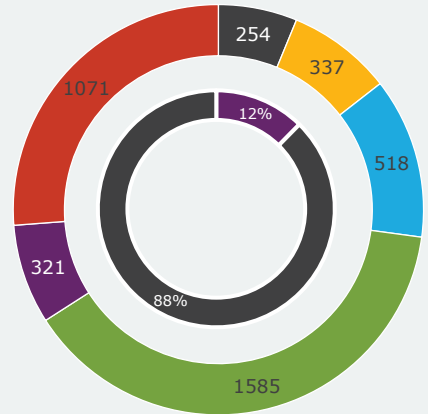


## AGES SERVED

- Infants (0 – 12 months)
- Young Toddlers (12 – 24 months)
- Older Toddlers (24 – 36 months)
- Preschool (3 – 5 years)
- Kindergarten (5 – 6 years)
- School Age (6 – 12 years)

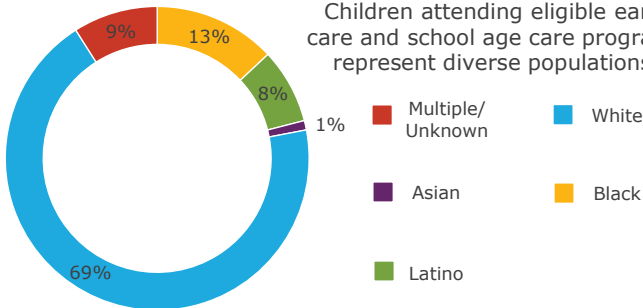
Educators receiving ECE Awards impact children of a variety of ages at eligible programs. Over one-fourth of impacted children are under the age of three.

Of the \$458,862 awarded, \$56,800 of Educator Awards were granted to staff who serve school age children, approximately 12% of the funds.

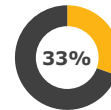


## ETHNICITY

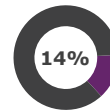
Children attending eligible early care and school age care programs represent diverse populations.



## STAR LEVEL



STAR 2



STAR 3



STAR 4

Programs receiving ECE Awards with a STAR Rating of 2, 3, or 4. Over half of the children impacted attend STAR 3 and 4 programs, maintaining high quality standards.



## SPECIAL CIRCUMSTANCES

Every child is unique, and those impacted by the ECE Educator Awards are no different. Early care and school age care programs provide quality care to a variety of children and family needs. A significant portion of families receive financial assistance such as Child Care Works in order to bear the cost of quality childcare. Over one-fourth of children impacted by the ECE Awards live in a non-traditional household with a single parent or grandparent, in foster care, or even experience homelessness. Many classrooms include children whose primary language is not English. Still others receive Individualized Family Support Plan (IFSP) or Individualized Education Plan (IEP) from support specialists.

**29%** Receiving Financial Assistance

**26%** Non-Traditional Households

**6%** Primary Language is Not English

**5%** Receive IFSP/IEP Support

“There is no better investment of time and money than in the life of a child. They are the future.” – Alma Powell



## 2 in 5 Educators

received an award.

Of the 755 educators at eligible early care and school age care programs, 311 ECE Awards were granted based on eligibility requirements for the award.



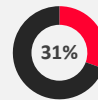
### Award Eligibility

Of those ineligible for an ECE Award, approximately 70% were ineligible due to having only attained a high school diploma, while an additional 9% were ineligible based on only being employed at an eligible program for less than 3 months. Additionally, eligible programs reported operating at 84% of their typical staffing. The 16% teacher vacancies result in hundreds of children not receiving quality care.

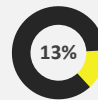
## 2022 ECE Awards Staff

Data and statistics  
related to York  
County Educators.

### STAR Programs



STAR 2

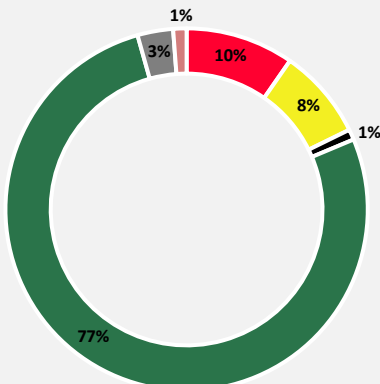


STAR 3



STAR 4

Eligible educators are employed at programs participating in the Pennsylvania Keystone STARS Quality Rating Improvement System. Programs were eligible with a rating of STAR 2, 3, or 4. Over half of educators receiving awards were employed at a STAR 4 program, maintaining the highest of quality standards.



White Multiple Other  
Black Hispanic Asian

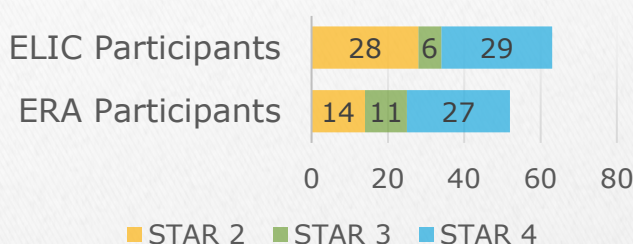
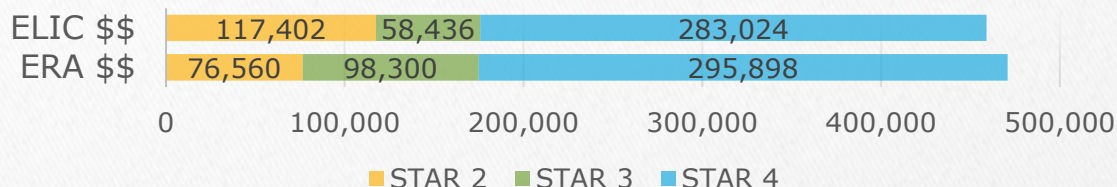


### Demographics

Educators working in eligible early care and school age care programs represent diverse populations.

# COMPARED: 2019-20 ERA vs 2022 ECE Award

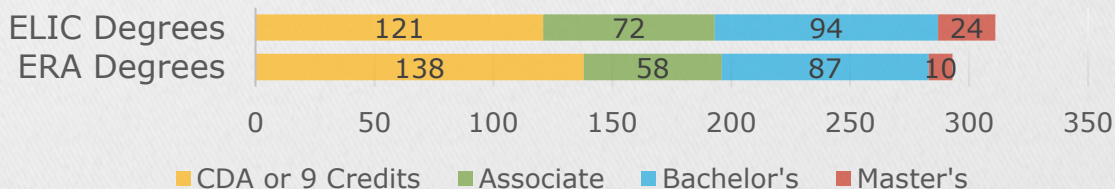
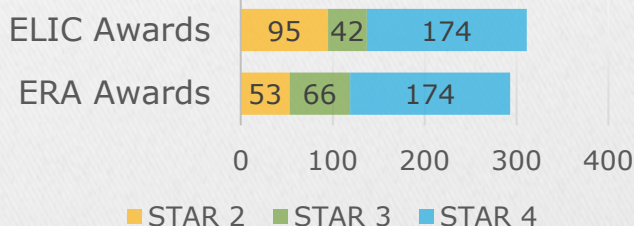
The 2022 York County Early Childhood Educator Awards were based on the previous Education Retention Awards (ERAs) granted by the Pennsylvania Office of Child Development and Early Learning (OCDEL). Individual award amounts and most eligibility requirements were the same for both awards. In FY 2019-2020, OCDEL awarded **\$470,758** in ERAs to eligible educators compared to **\$458,862** awarded by the York County Early Learning Investment Commission in 2022. The award amounts granted to eligible educators based on program STAR level are shown below.



Early care and school age care programs designated at STAR 2, 3, or 4 were encouraged to apply on behalf of eligible staff for both awards, as appropriate.

**52** programs submitted approved ERA applications previously, while **63** programs submitted approved ELIC applications.

Of those eligible early care and school age care programs, **293** educators received Education Retention Awards in 2019-2020. In 2022, **311** educators received Early Childhood Educator Awards. The number of awards granted per STAR level are shown to the right.



Both ERAs and ECE Educator Awards are intended to reward highly qualified educators who have attained degrees, credentials, and/or credit-based professional development related to child development. Qualifying education levels include completing 9 or more ECE credits, holding a Child Development Associate (CDA) credential, or achieving an associate, bachelor's, or master's degree in ECE or a related field. Of the 293 and 311 total awards granted for each type, the education level data can be seen above.





# THANK YOU

On behalf of the York County Early Childhood Education programs, Child Care Consultants thanks the following funders for their generous donations to support the York County ELIC ECE Educator Awards.

FUNDERS	AMOUNT
BROUGHER FOUNDATION	\$50,000
GLATFELTER FOUNDATION	\$50,000
WAREHIME FOUNDATION	\$50,000
ANONYMOUS DONATION	\$50,000
POWDERMILL FOUNDATION	\$50,000
YORK COUNTY COMMISSIONERS ARPA FUNDS	\$250,000
YORK COUNTY COMMUNITY FOUNDATION (YCCF)	\$25,000
<b>TOTAL</b>	<b>\$525,000</b>



*“We may not be able to prepare the future for our children,  
but we can at least prepare our children for the future.”*

*-Franklin D. Roosevelt*

For more information about the York County Early Learning Investment  
Commission and the York County Early Childhood Educator Awards,  
please contact:

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