

FY 2009 INCENTIVES ANNUAL PROGRAM SUMMARY

INCENTIVES is a statewide salary supplement program designed to encourage early care and education professionals to continue their work in the field and to increase their level of education in order to improve staff retention and the quality of early care and education.

The INCENTIVES program supplements salaries of early care and education professionals meeting credential and degree requirements 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)
 - Serves at least 25 percent low income families
 - Participates in the Child and Adult Care Food Program (CACFP)
- √ Work at least 25 hours a week (40 for directors) with at least one year of continuous employment with the same employer
- √ Earn less than \$14.45 per hour
- √ Meet early care and education credential and degree requirements

Eligible applicants may receive two consecutive lifetime payments ranging from \$200/payment for those with a Child Development Associate credential or Technical Certificate of Credit to \$1,000/payment for completion of a bachelor's or master's degree program.

FY 2009 INCENTIVES PARTICIPANT PROFILE

√ 3,345 professionals received \$2,698,225 in FY 2009.

√ Recipients who worked in child care centers earned an average of \$12.99 per hour.

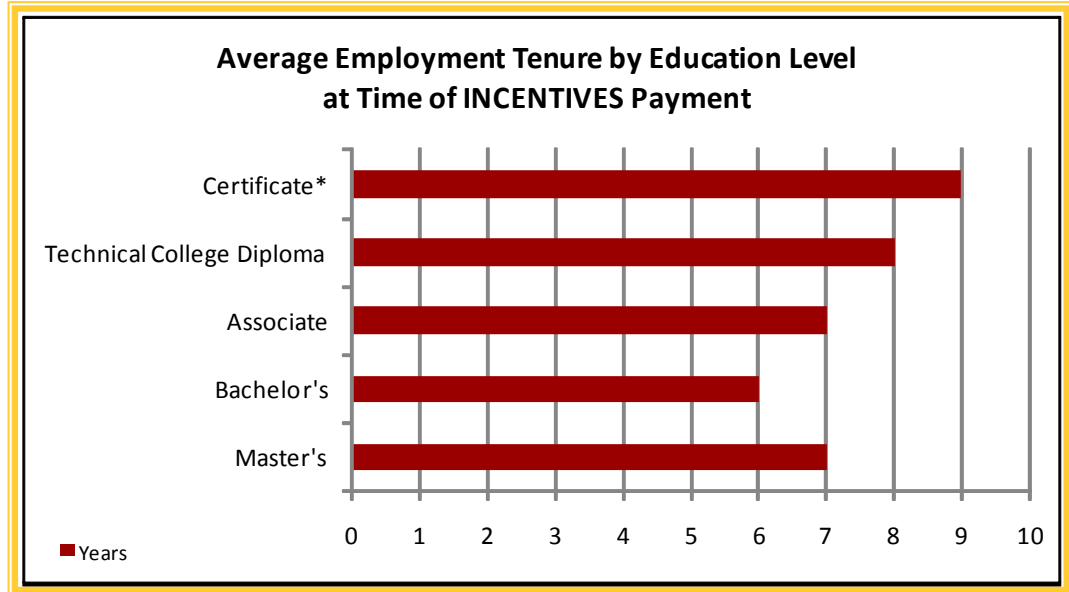
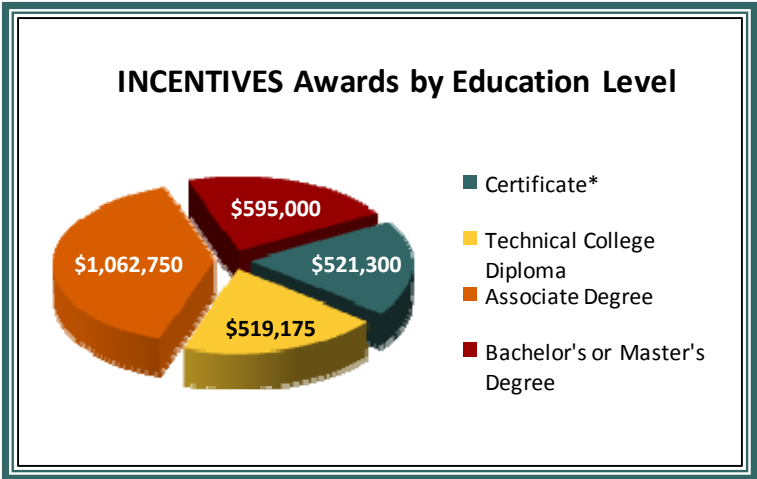
√ The average age of recipients was 44 years old.

√ Ninety-nine percent (99%) of recipients were female.

√ Eighty-eight percent (88%) of recipients worked as teachers or assistant

teachers; 9% worked as directors or assistant directors.

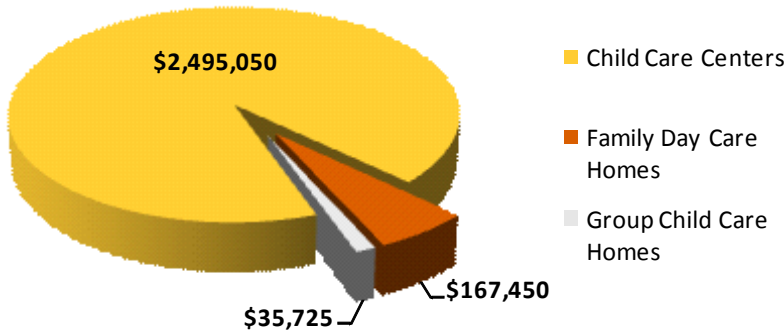
√ Infant/toddler teachers were awarded \$642,513; teachers working with children ages three to five were awarded \$2,055,712.



*Child Development Associate (CDA), Certified Childcare Professional (CCP), Technical Certificate of Credit (TCC), National Administrator Credential (NAC)

FY 2009 INCENTIVES RECIPIENTS' EMPLOYMENT SETTINGS

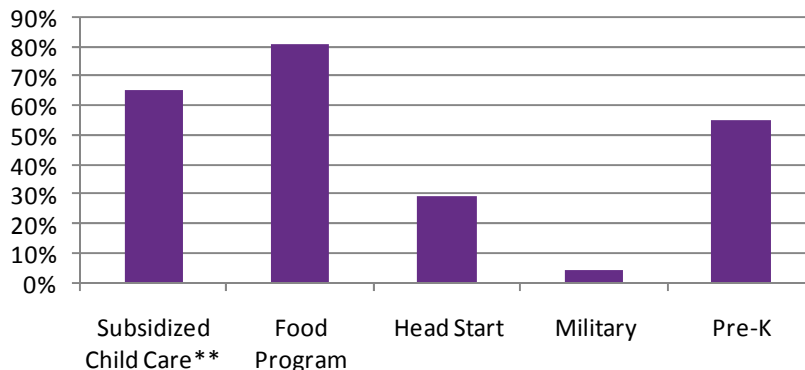
INCENTIVES Awards by Facility Type



√ Ninety-one percent (91%) of recipients work in child care centers; 8% work in family day care homes; 1% work in group child care homes.

√ Sixty-five percent (65%) of recipients work in child care facilities that serve at least 25% subsidized children.**

Program Participation*



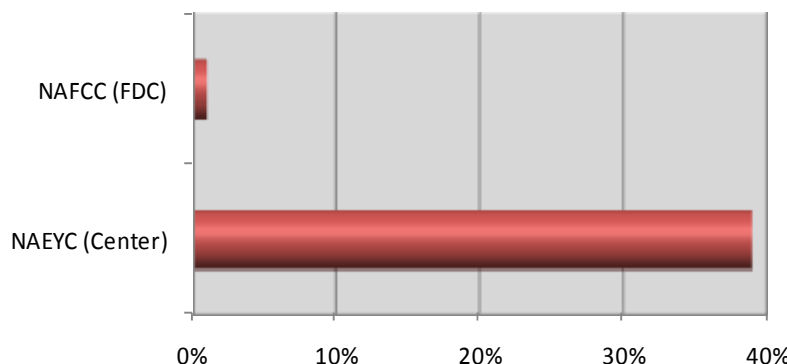
*One facility or family day care home may be represented in more than one category

√ Eighty-one percent (81%) of recipients work in facilities that participate in the Child and Adult Care Food Program (CACFP).

√ Twenty-nine percent (29%) of recipients work in Head Start centers.

√ Four percent (4%) of recipients work in military-run child care facilities.

Facility Accreditation



√ Fifty-five percent (55%) of recipients work in Georgia's Pre-K Program.

√ Thirty-nine percent (39%) of recipients work in nationally accredited centers, and 1% work in family day care homes accredited by the National Association for Family Child Care (NAFCC).

FY 2009 STATEWIDE INCENTIVES AWARDS

INCENTIVES AWARDED BY COUNTY & CHILD CARE RESOURCE AND REFERRAL REGION

Region 1: North
445 Recipients
\$365,550

3,345 = Total Number of Recipients
\$2.7M = Total Amount Awarded

Total Amt Awarded

- \$0 to \$3K
- \$3K to \$6K
- \$6K to \$12K
- \$12K to \$40K
- \$40K to \$110K
- \$110K to \$438K

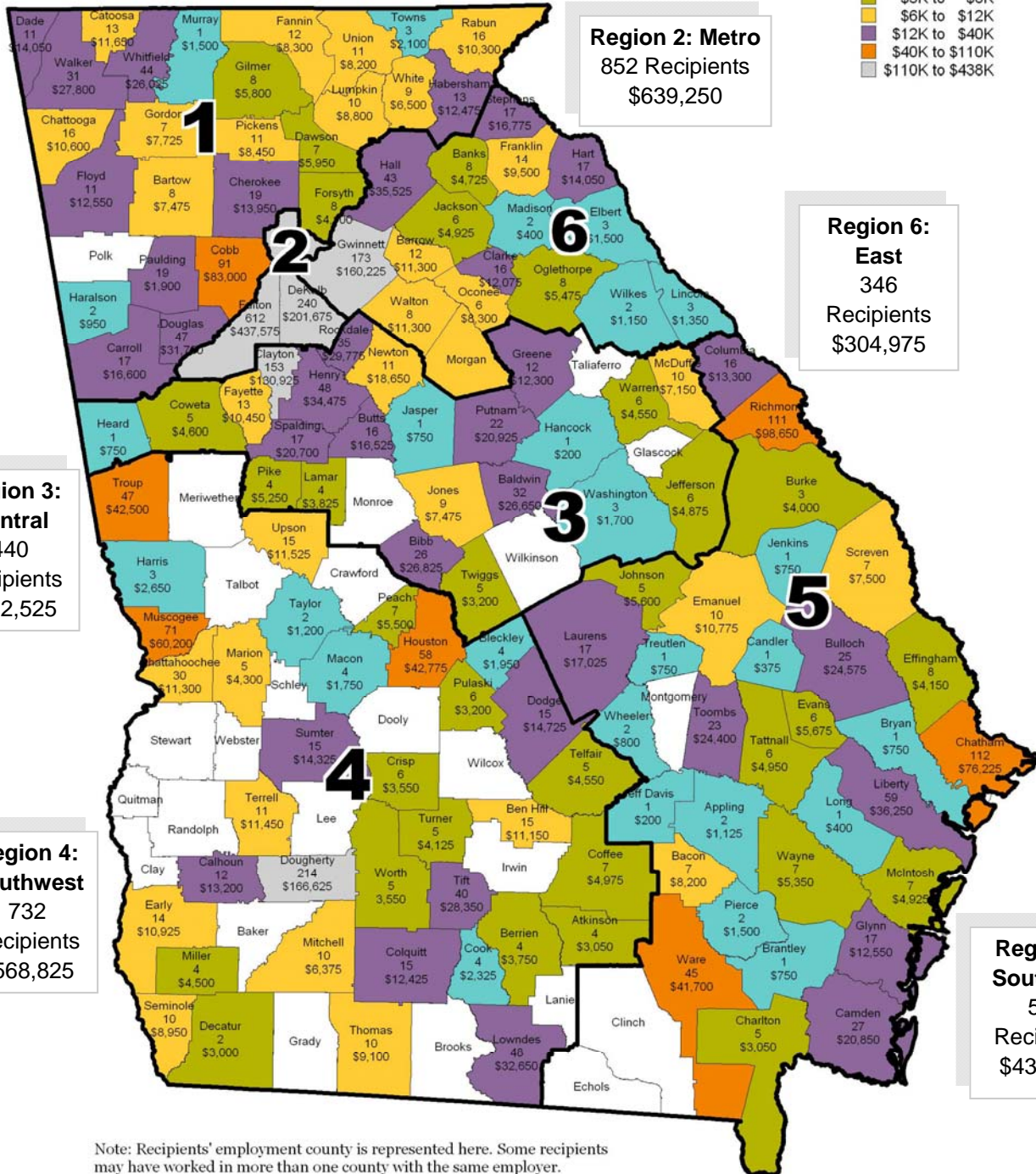
Region 2: Metro
852 Recipients
\$639,250

Region 6: East
346 Recipients
\$304,975

Region 3: Central
440 Recipients
\$382,525

Region 4: Southwest
732 Recipients
\$568,825

Region 5: Southeast
536 Recipients
\$437,100



Note: Recipients' employment county is represented here. Some recipients may have worked in more than one county with the same employer.

INCENTIVES AWARDS SINCE PROGRAM INCEPTION & DUAL SCHOLARSHIPS PARTICIPATION

DUAL PROGRAM PARTICIPATION

In FY 2009, 344 individuals participated in both the INCENTIVES and SCHOLARSHIPS programs. The following represents the most recent educational level while in INCENTIVES:

Certificate*	157
Technical College Diploma	73
Associate Degree	110
Bachelor's Degree	4

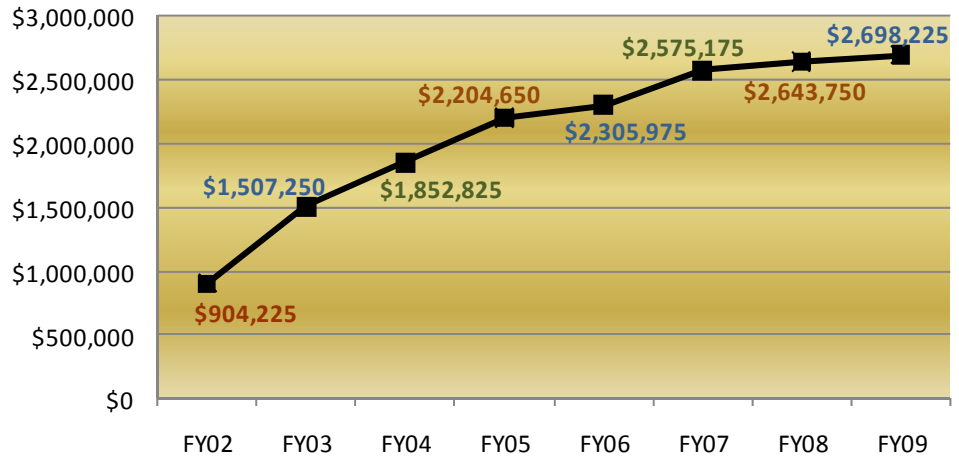
SCHOLARSHIPS is Georgia's statewide educational assistance program for early care and education professionals pursuing credentials or degrees in early childhood education or child development.

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 for more information.

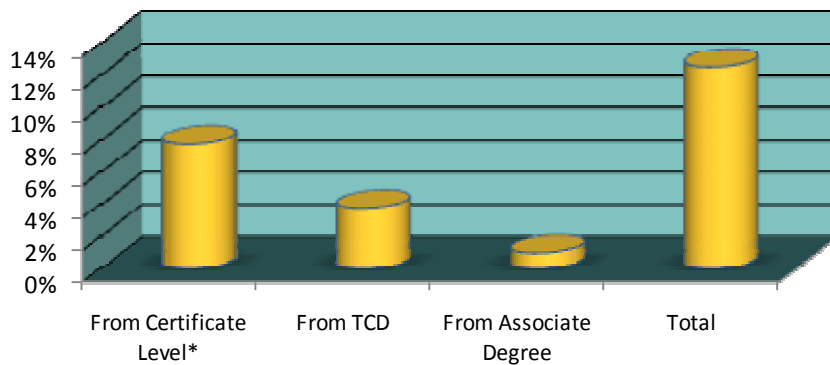


Total INCENTIVES Amount Awarded By Fiscal Year



√ Total distributions to 6,779 professionals since program inception in 2001 exceed \$16.9M.

**INCENTIVES Recipients Who Increased Their Educational Level Beyond Their Initial Supported Program of Study
FY 2002 - FY 2009 (6,779 recipients)**



√ Twelve and a half percent (12.5%) of INCENTIVES recipients receiving awards in FY 2009 increased their level of education from their initial credential/degree when they first participated in the program. This includes almost 8% who originally began at the Certificate Level*, almost 4% who originally began at the TCD level, and 1% who originally began at the Associate Degree level.

*Child Development Associate (CDA), Certified Childcare Professional (CCP), Technical Certificate of Credit (TCC), National Administrator Credential (NAC)