



## CARES: Compensation And Retention Encourages Stability

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### El Dorado County Child Care and Development Planning Council

#### CARES Provider Pretest Mandatory CARES Meeting, January 9 & 10, 2002 Summary Report

#### Question 1: How will stipends affect you personally or in your job?

	Number of Providers	Percentage (based on 131 responses)
<b>Sense of Self Worth</b>	37	28%
<b>Sense of Commitment</b>	27	21%
<b>Family Issues</b>	18	14%
<b>Child Care</b>	2	2%
<b>Transportation</b>	1	<1%
<b>Education</b>	87	66%
<b>Increased Knowledge</b>	10	8%
<b>Purchase Supplies</b>	71	54%
<b>Insurance</b>	0	0
<b>Job Improvement</b>	39	30%
<b>Hire Substitute</b>	2	2%
<b>Obtain a Permit</b>	3	2%
<b>Sense of Community</b>	0	0
<b>No Response</b>	9	7%

#### Increased Education (66%)

- “Without the stipend I would definitely not be able to afford continuing with progress towards a BA degree. A higher degree will improve my salary level in the future.”
- “The stipend incentive is the only reason I have continued college. The cost of education and time away from home was too much I was ready to quit.”
- “The stipend is making it possible to attend a four year school and attain a degree. This has been a goal for almost 30 years. With the monies received I can finish my senior year.”
- “Receiving the stipend will help greatly to finance my college career and books needed. I plan to put all unused funds in an account to use when I transfer to a 4 year college for my degree.”

#### Purchase Supplies and Hire a Substitute (56%)

- “The stipend will provide funds to pay my employee for all the overtime she puts in when I go to my classes.”
- “The stipend offers financial incentive to continue. The money will go directly into my business in the form of curriculum supplies, classroom furnishings, & supplies.”

#### Improve Job Skills (30%)

- “I am better at understanding the children in my care”
- “More knowledge, better informed, better care for children.”

- “Without this program, I wouldn’t be able to go to school or improve myself as a child care provider or mother.”

**Statements of Worth and Commitment and (28% and 21%)**

- “It also just makes me feel that what I'm doing is worth something to society.”
- “Verbal encouragement is great, But receiving this stipend tells me my ECE trainings, goals, and pursuit of more knowledge is valued.”
- “It helps to feel appreciation of my work and education by receiving compensation to supplement the low pay of child care providers.”
- “It really helps me out financially and it makes me more important and that I'm making an impact on children's lives.”
- “Validation of the importance of our work.”
- “It will make me feel that the work I do everyday is recognized as important for the future.”

**Question 2: What goals do you hope to achieve?**

	<b>Number of Providers</b>	<b>Percentage (based on 131 responses)</b>
<b>Increased Education</b>	115	88%
<b>Expand Knowledge</b>	17	13%
<b>Improve Job Skills</b>	51	39%
<b>Obtain Permit</b>	84	64%
<b>Networking</b>	6	5%
<b>Transfer to a 4 Year College</b>	5	4%
<b>Met Expenses</b>	0	0
<b>Growth Hours</b>	2	2%
<b>Other</b>	2	2%
<b>No Response</b>	3	2%

**Increased Education (88%)**

- “Gain more understanding of how children develop and become more purposeful in my teachings.”
- “Improve quality of care in my business by being educated in ECE.”
- “Become confident in my knowledge I gain through my education.”

**Obtain Permit (64%)**

There was no mention of the importance of obtaining a permit, although 64% of the respondents indicated the permit as a goal. This indicates the providers acknowledgement that the permit is a goal of the program, however, not a personal goal.

**Improve Job Skills (39%)**

- “Improve the quality of my care working with children.”
- “Develop a better program for my preschoolers.”
- “To be a better child care providers and a better mother.”

**Question 3: To what degree will this stipend program affect your decision to remain in the field? \***

<b>Decision</b>	<b>Count</b>	<b>Percentage (based on 131 responses)</b>
<b>Not at all</b>	6	5%
<b>Some</b>	40	31%
<b>Very little</b>	11	8%
<b>Very Much</b>	73	56%
<b>No Response</b>	1	<1%

\* This question caused some confusion among respondents. Many included comments stating that they would have remained in the field even with out the stipend.