

Collaborative Partners:

Child Development Training Consortium/
West Ed

Choices For Children

El Dorado County Department of
Human Services

El Dorado County Office of Education

Folsom Lake College/El Dorado Center

Lake Tahoe Community College

Public/Private Early Care and
Education Providers

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Visit us on line at:
www.edcares.org/community/cares.htm

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El Dorado County CARES Program: Compensation and Retention Encourages Stability



*We Care
About
your
Success*



CARES is funded by First 5 El Dorado,
First 5 California and the State
Department of Education

The El Dorado Difference:

High quality child care is an important element in achieving the national goal of having all children ready for school. The findings of *The Children of the Cost, Quality, and Outcomes Study Go To School* report show that the quality of children's experiences in a typical child care center affects their development while they are in child care and their readiness for school. Research also shows that both the **education level and high turnover rate of providers affect the quality of a child's early care and education**. The turnover rate is due in large part to extremely low wages and the lack of benefits that characterize this field, not only in El Dorado County, but also across the state and nation. Local providers have stated that better wages and/or benefits would assure their continuing in the profession.

The **El Dorado County Early Care and Education Planning Council**, through a collaborative partnership, has been awarded funds from **First 5 El Dorado** (Local Prop 10), **First 5 California** (State Prop 10) and AB212 Funds from the **CA State Department of Education** to implement a local CARES (Compensation and Retention) Program.

The desired outcome of the CARES Program is to prepare children for school by increasing child care quality through support of a stable and educated early care and education work force.

Compensation and Retention Programs are being implemented throughout the state. However, the El Dorado County CARES program strives to include **all** early care and education providers regardless of their employment setting. Providers caring for children between the ages 0 to 5 years whether in a center based program, family child care home, or license exempt setting are encouraged to apply. Providers are not required to have Early Childhood Education course units prior to enrolling in the program.

The El Dorado County CARES Program invites Early Care Providers to work with an Advisor to develop an educational plan with the goal of

completing at least 3 college units per semester. Once enrolled, Providers will be given a stipend of \$900 every six months for successful progress on their plan. The goal of the educational plan is to assist each Provider in obtaining a Child Development Permit from the California Commission for Teacher Credentialing.

Increasing Education:

The El Dorado County *Center for Child Care Workforce Report* completed in 2000 demonstrated that education levels of center based, early care and education providers in the county are significantly higher than those of both the general population and child care teachers nationwide. At the onset of the CARES Program, 27% of the center based providers and 1% of the family care providers had completed Early Childhood Education course work enabling them to obtain a Child Development Permit.

During the first two years of the El Dorado County CARES Program, 140 early care and education providers to obtained 1715 units of early childhood education coursework and an additional 810 units in general education course work.

Increasing Certification:

As a result of the increased educational course work, 92% of the CARES participants received Child Development permits by June 30, 2003, raising the number of permitted early care and education providers in El Dorado County by:

- 27 CD Assistant Permits
- 48 CD Associate Teacher Permits
- 20 CD Teacher Permits
- 3 CD Children's Center Permits
- 4 CD Master Teacher Permits
- 24 CD Site Supervisor Permits
- 2 CD Program Director Permits

Program Eligibility:

- At least 18 years old or enrolled in a Regional Occupational Program.
- Provide early care and education services to children birth to age five in El Dorado County a minimum of 15 hours per week, at least 9 months of the year.
- Agree to complete 6 semester units of college course work per year demonstrating progress on the Child Development Permit Matrix.
- Additional requirements based on employment setting:

Center Based Program- meet state licensing requirements including 6 units of Early Childhood Education and a fingerprint clearance.

Family Care Home- meet state licensing requirements including 6 units of Early Childhood Education and a fingerprint clearance.

Community Care Provider (License Exempt)- applicant must meet criteria for a license exempt provider as outlined in the State of California requirements and have a fingerprint clearance.

CARES Provider Population:

Percentage of Providers by Employment Setting 2001-2003 Program

