



FY20 POWER Ohio Annual Report

Background

POWER Ohio was created by a subcommittee of the Early Childhood Advisory Council including state agency representatives and early childhood stakeholders. POWER is an acronym for **P**owering **O**ptimal **W**ages and **E**ncouraging **R**etention. The program's purpose is to provide additional funds to professionals and increase these trained professionals' retention in programs. The program launched on October 1, 2018 and is administered by the Ohio Child Care Resource and Referral Association (OCCRRA). In June 2019, there was a change in program eligibility. In addition to programs that were already eligible, unrated programs serving at least 1 PFCC (publicly funded child care) child were added.

Applications

Throughout the FY20 there have been 1,246 approved POWER Ohio Recipients. This report will provide demographic, program and wage supplement information for 855 recipients active for FY20. The chart below describes the applications at the point in time as of June 30, 2020. There are over 500 applications in a Draft status yet to be submitted.

Application Status	Number of Applications
Approved	1,246
Add'l Info	189
Unable to Verify	1,073
Resubmitted	21
TOTAL	2,529

Role

POWER Ohio is eligible for Administrators, Teachers and Assistant Teachers. Owners and Assistant Administrators are treated as Administrators. Family Child Care is included but for the purpose of role are broken out separately. These roles are collected in the Ohio Professional Registry and are self reported by the professionals. Below is a breakdown of Professionals by Role.

Professional by Role

Role	# of Professionals
Owner	9
Administrator	66
Assistant Administrator	29
Lead Teacher	395
Assistant Teacher	321
Family Child Care Provider	35
Total # of Professionals	855



This shows 88% of the recipients are teachers.

Professional Demographics - All

The following statistics are for 855 recipients. The next section will use this information organized by role. The average age of the recipients is 36 years of age. The median age of the recipients is 33 years of age. The average experience of the recipients at their current employer is 4 years. The median experience of the recipients at their current employer is 2 years. The average hourly wage of the recipients is \$10.64 per hour.

The chart below describes the race of the recipients.

Professionals by Race

Race	Count	%
Asian	5	0.58%
Black/African American	402	47.02%
Hawaiian/Pacific Islander	0	0.00%
Hispanic	30	3.51%
I prefer not to answer	17	1.99%
Multi Racial	20	2.34%
Other	14	1.64%
White/Caucasian	367	42.92%
Total of Professionals	855	100.00%

The chart below describes the ethnicity of the recipients.

Professionals by Ethnicity

Ethnicity	Count	%
Hispanic or Latino	46	6%
I prefer not to answer	26	3%
Not Hispanic or Latino	783	91%
Total Professionals	855	100%

We also asked recipients to provide the Age Group with which they work. Below is a chart of the age groups. From this information, we know that 48% work with Infant and Toddlers and 37% work with Preschoolers. Mixed age group is an age group used primarily by Family Child Care Providers.

Professionals by Age Group they work with

Age Group	Count	%
Administrator	42	5%
Infant (0-17 Months)	168	20%



Mixed Age	86	10%
Preschool (36-60 Months)	319	37%
Toddler (18-35 Months)	240	28%
Total Professionals	855	100%

Professional Demographics – By Role Category

For this section, we will be analyzing this information based on the role categories of Administrator, Lead Teacher, Assistant Teacher. For the role category, Assistant Administrator and Owner are included in the Administrator Category. The Family Child Care Provider is included in the Lead Teacher Category unless they self selected owner as a role.

Average Age – by Role Category

Role Category	Average Age
Administrator	43 years old
Lead Teacher	37 years old
Assistant Teacher	33 years old

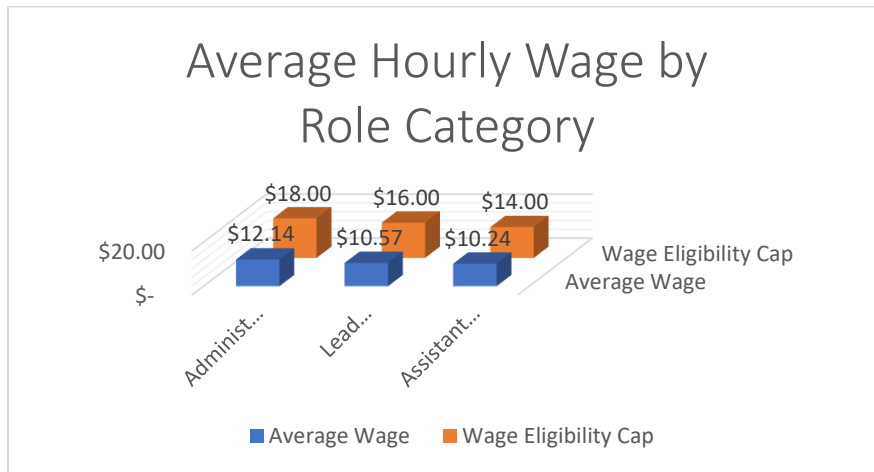
Average Experience at Current Employer – by Role Category

Role Category	Average Experience
Administrator	6.8 years
Lead Teacher	4.1 years
Assistant Teacher	3.0 years

As mentioned above, the average hourly wage of all POWER Ohio recipients was \$10.64 per hour. Below is a chart and graph by role.

Average Hourly Wage by Role Category

Role	Average Hourly Wage	Hourly Wage Eligibility Cap
Administrator	\$ 12.14	\$ 18.00
Lead Teacher	\$ 10.57	\$ 16.00
Assistant Teacher	\$ 10.24	\$ 14.00



Programs

POWER Ohio recipients are representing 492 child care programs in Ohio. These programs are in 51 of the 88 Ohio counties. The chart below is the Professional Count by Program County.

Professional Count by Program County

County	Professional Count
Allen	9
Ashtabula	2
Athens	1
Belmont	2
Butler	26
Carroll	4
Champaign	2
Clark	1
Clermont	6
Clinton	1
Columbiana	3
Coshocton	6
Cuyahoga	164
Delaware	6
Fairfield	8
Franklin	159
Fulton	1
Greene	10
Guernsey	2

Hamilton	105
Hancock	1
Hardin	2
Highland	4
Huron	1
Jefferson	5
Lake	6
Licking	14
Lorain	15
Lucas	44
Madison	2
Mahoning	19
Marion	3
Medina	2
Miami	2
Montgomery	55
Noble	4
Ottawa	1
Pickaway	4
Pike	5
Portage	5
Richland	23
Ross	7



Sandusky	2
Scioto	14
Stark	26
Summit	47
Trumbull	10

Union	6
Warren	5
Wayne	1
Wood	2
Professional Total	855

POWER Ohio Impact

Recipients select a scholarship type when completing their application – either Associate Degree or CDA. Of the 855 Recipients, 134 selected Associate Degree and 721 selected CDA. Below is the milestone completion information from the CDA efforts. As many professionals are working full time, it can take up to two college terms to attain 6 credit hours.

CDA Completion

CDA Milestone	Count of Completions
Completed 120 Training Hours	167
Completed the CDA Credential	71
Completed Associate Degree	3
Completed 6 months retention	18
Completed 12 months retention	0

During this fiscal year, we started to see the effects of COVID-19 on Child Care. Several individuals had a change in employment and not maintaining eligibility requirements. OCCRRA continues to monitor this trend.

Reflections

POWER Ohio is a designed to improve compensation and retention for professionals working in child care programs. With the efforts completed to-date, we are seeing the interest in educational milestone attainment and the additional wages to keep professionals at their programs.

POWER Ohio has only scratched the surface for the needs of these professionals. In the coming fiscal years, we will be able to track the credentials and degrees awarded, review data for Associate degree scholars, monitor retention and determine program effects in Step Up To Quality.

Ohio is the first in the nation to utilize their Registry for such a program. Being able to apply using information from the professional’s profile, verify wage data and complete program tracking are just a few of the functions that the Ohio Professional Registry offers. An additional advantage is that long term return on investments can we be determined with the professionals who participated.

In fiscal year 2021, POWER Ohio will continue to expand the number of professionals served through CDA and Associate degree opportunities.