



## FY23 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

This report will provide demographic, program and wage supplement information for 1,102 recipients active for FY23. The chart below describes the applications at the point in time as of June 30, 2023. There are over 507 applications in a Draft status yet to be submitted.

Application Status	Number of Applications
Approved	1169
Add'l Info	55
<b>TOTAL</b>	<b>853</b>

### 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	12
Administrator	265
Assistant Administrator	35
Lead Teacher	557
Assistant Teacher	231
Family Child Care Provider	2
<b>Total # of Professionals</b>	<b>1,102</b>

This shows 71% of the recipients are teachers.



Professional Demographics - All

The following statistics are for 1,102 recipients. The next section will use this information organized by role. The average age of the recipients is 43 years of age. The median age of the recipients is 49.5 years of age. The average experience of the recipients at their current employer is 7 years. The median experience of the recipients at their current employer is 3 years. The average hourly wage of the recipients is \$17.57 per hour.

The chart below describes the race of the recipients.

**Professionals by Race**

Race	Count	%
Asian	10	0.91%
Black/African American	370	33.58%
Alaska Native/American Indian	1	0.09%
Hispanic	42	3.81%
I prefer not to answer	24	2.18%
Multi Racial	16	1.45%
Other	13	1.18%
White/Caucasian	626	56.81%
<b>Total of Professionals</b>	<b>1,102</b>	<b>100.00%</b>

The chart below describes the ethnicity of the recipients.

**Professionals by Ethnicity**

Ethnicity	Count	%
Hispanic or Latino	51	4.63%
I prefer not to answer	41	3.72%
Not Hispanic or Latino	1010	91.65%
<b>Total Professionals</b>	<b>1,102</b>	<b>100%</b>

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 34% work with Infant and Toddlers and 21% 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	232	21.05%
Infant (0-17 Months)	155	14.07%



Mixed Age	46	4.17%
Preschool (36-60 Months)	447	40.56%
Toddler (18-35 Months)	222	20.15%
<b>Total Professionals</b>	<b>1,102</b>	<b>100%</b>

POWER Ohio Levels

The program has nine (9) levels ranging from Trauma Informed Care Certificate to Related Bachelors or Masters Degree. Below is a breakdown of the professionals by level. Those with a TMP receive 4 payments while the others receive 6 payments as long as they provide employment letters that they remain eligible. Payments occur at the time of approval and then in 6 month increments.

**Professional Count by POWER Ohio Level**

POWER Ohio Level	Professional Count
LV2TMP	35
LV3TMP	302
LV4TMP	6
LV5TMP	18
LV6	70
LV6TMP	7
LV7	257
LV7TMP	3
LV8	146
LV9	258
<b>Total Professionals</b>	<b>1,102</b>

Programs

POWER Ohio recipients are representing 467 child care programs in Ohio. These programs are in 58 of the 88 Ohio counties. The chart below is the Professional Count by Program County.



**Professional Count by Program County**

County	Professional Count
Allen	3
Ashtabula	1
Athens	1
Auglaize	3
Butler	4
Champaign	2
Clark	2
Clermont	10
Clint	4
Columbiana	2
Coshocton	2
Crawford	1
Cuyahoga	111
Darke	4
Defiance	1
Delaware	2
Fairfield	5
Franklin	46
Gallia	1
Geauga	2
Greene	8
Guernsey	1
Hamilton	26
Hancock	4
Hardin	2
Henry	1
Highland	1
Jefferson	1

Knox	3
Lake	14
Lawrence	3
Licking	3
Logan	3
Lorain	21
Lucas	33
Mahoning	13
Marion	3
Medina	4
Miami	5
Montgomery	28
Morrow	1
Muskingum	6
Noble	1
Pickaway	4
Portage	6
Richland	5
Sandusky	1
Scioto	2
Shelby	1
Stark	19
Summit	18
Trumbull	6
Tuscarawas	2
Van Wert	1
Warren	4
Wayne	3
Wood	1
Wyandot	2
<b>Professional Total</b>	<b>1,102</b>



### POWER Ohio Impact

During, this fiscal year we saw increase in participation due to the program changes including additional levels of support. Twenty-seven percent (27%) of the approval professionals were at a level 3 which is a CDA. Thirty percent (30%) were at an Associate's Degree and thirty-seven percent (37%) were at a Bachelor or Masters level.

### 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 retaining those qualified workforce.

In fiscal year 2024, POWER Ohio will continue to expand opportunities for professionals who work with Infant and Toddler age children and continue to accept applications based on available funding.