



FY24 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. In July 2022, the program was revised to include 9 possible levels. Payments begin at level 2.

Applications

This report will provide demographic, program and wage supplement information for 869 recipients active for FY24. The chart below describes the applications at the point in time as of June 30, 2024. There are over 507 applications in a Draft status yet to be submitted.

Application Status	Number of Applications
Approved	1,515
Add'l Info	19
TOTAL	1,534

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	3
Administrator	141
Assistant Administrator	32
Lead Teacher	536
Assistant Teacher	157
Family Child Care Provider	0
Total # of Professionals	869

This shows 79.7% of the recipients are teachers.



Professional Demographics - All

The following statistics are for 869 recipients. The next section will use this information organized by role. The average age of the recipients is 39 years of age. The median age of the recipients is 42 years of age. The average experience of the recipients at their current employer is 6 years. The median experience of the recipients at their current employer is 3 years. The average hourly wage of the recipients is \$16.13 per hour.

The chart below describes the race of the recipients.

Professionals by Race

Race	Count	%
Asian	10	1.15%
Black/African American	278	31.99%
Alaska Native/American Indian	1	0.12%
Hispanic	44	5.06%
I prefer not to answer	21	2.42%
Multi Racial	17	1.96%
Other	17	1.96%
White/Caucasian	481	55.35%
Total of Professionals	869	100.00%

The chart below describes the ethnicity of the recipients.

Professionals by Ethnicity

Ethnicity	Count	%
Hispanic or Latino	58	6.67%
I prefer not to answer	37	4.26%
Not Hispanic or Latino	774	89.07%
Total Professionals	869	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 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	127	14.61%
Infant (0-17 Months)	200	23.01%



Mixed Age	29	3.34%
Preschool (36-60 Months)	286	32.91%
Toddler (18-35 Months)	227	26.12%
Total Professionals	1,102	100%

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	68
LV3TMP	299
LV4TMP	7
LV5TMP	26
LV6	63
LV6TMP	6
LV7	156
LV7TMP	2
LV8	120
LV8TMP	3
LV9	119
Total Professionals	869

Programs

POWER Ohio recipients are representing 439 child care programs in Ohio. These programs are in 57 of the 88 Ohio counties. The chart below is the Professional Count by Program County.



Professional Count by Program County

County	Professional Count
Allen	11
Ashtabula	10
Athens	2
Belmont	2
Butler	18
Carroll	3
Clermont	8
Clinton	1
Columbiana	4
Crawford	3
Cuyahoga	169
Darke	2
Delaware	4
Erie	2
Fairfield	10
Franklin	128
Geauga	10
Greene	16
Guernsey	1
Hamilton	73
Hancock	7
Hardin	2
Henry	1
Highland	5
Jefferson	3
Knox	3
Lake	27
Lawrence	1

Licking	14
Logan	3
Lorain	31
Lucas	35
Mahoning	39
Marion	4
Medina	5
Mercer	1
Miami	7
Montgomery	33
Muskingum	7
Noble	2
Pickaway	4
Portage	9
Richland	5
Sandusky	1
Scioto	1
Shelby	10
Stark	38
Summit	21
Trumbull	11
Tuscarawas	2
Van Wert	3
Warren	27
Washington	7
Wayne	3
Williams	5
Wood	11
Professional Total	869



POWER Ohio Impact

During, this fiscal year POWER Ohio continues to see growth in the number of participants. This included an investment of ARPA dollars. This program continues to provide assistance for an important workforce need.

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 2025, POWER Ohio will begin with a wait list for professionals as existing funds are committed to approved recipients.