INPUTS

Pilot Initiatives Implementors

- •Funding to support the pilot initiatives
- Staffing to oversee applications, support CCEE settings, and manage data system
- Systems to track participating CCEE settings and educators and process initiative payments

CCEE Settings

- •Capacity and support to coordinate with educators, prepare application, etc.
- •Capacity and systems to track staffing, process initiative payments, and provide increased wage payments to educators

CCEE Educators

- Current CCEE educators' capacity, time, interest/motivation to prepare required application materials
- Current CCEE educators' sociodemographic, economic, and educational backgrounds

ACTIVITIES

Pilot Initiatives Implementors

- Communicate with the CCEE field through marketing, recruitment, and/or technical assistance supports
- Develop, screen, and verify applications
- •Issue initiative payments

CCEE Settings

- Apply for initiative and provide required documentation for application
- •Engage in marketing, recruitment, and technical assistance to onboard educators and support their decision-making to opt in/out of initiative
- •Submit monthly verification of educator employment to pilot initiatives implementor
- •Receive, track, and process monthly initiative payments
- •Track and process increased wage payments for educators

CCEE Educators

- •Engage with marketing and technical support, if offered
- •Submit required documentation to apply for the increased wage payments
- •Complete required ongoing activities and submit associated documentation for continued eligibility, if needed

OUTPUTS

Pilot Initiatives Implementors

 Up-to-date information about educators based on CCEE setting data

CCEE Settings

- Receive increased resources for educators' wages
- Pay increased wage payments to educators

CCEE Educators

 Receive increased wage payments

SHORTER-TERM OUTCOMES

CCEE Settings

- Offer higher wages for current and prospective educators
 Typeriance less CCFF
- •Experience less CCEE educator turnover

CCEE Educators

- •Remain employed at the CCEE setting
- •Experience increased income
- Experience less acute financial stress
- Are less likely to work more than one jobFeel improved
- psychological wellbeing
 •Feel increased
 attachment to the CCEE

setting

LONGER-TERM OUTCOMES

CCEE Settings

- •Better able to attract & retain qualified educators
- Able to spend less time addressing staffing challenges and more time supporting educators

CCEE Educators

- •Experience less financial and material hardship
- •Experience increased economic self-sufficiency
- Perceive improved working conditions and experiences in CCEE field
- •Feel increased attachment to the CCEE field

Root Causes

- CCEE systems and CCEE settings do not currently have sufficient revenue and resources to provide educators with wages that meet the cost of living and support upward economic mobility and advancement.
- CCEE educators receive low levels of compensation that do not sufficiently meet the cost of living. Many qualified educators leave the CCEE field to find higher paying jobs.
- CCEE educator turnover undermines the quality of care offered.