FY21 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 eligibility, 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 410 recipients active for FY21.

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	7
Administrator	45
Assistant Administrator	1
Lead Teacher	217
Assistant Teacher	133
Family Child Care Provider	1
Total # of Professionals	**410**

This shows 85% of the recipients are teachers.

Professional Demographics - All

The following statistics are for 410 recipients. The next section will use this information organized by role. The average age of the recipients is 35.5 years of age. The median age of the recipients is 22.5

years of age. The average experience of the recipients at their current employer is 4.9 years. The median experience of the recipients at their current employer is 4 years. The average hourly wage of the recipients is $10.89 per hour.

The chart below describes the race of the recipients.

Professionals by Race

Race	Count	%
Asian	2	0.49%
Black/African American	192	46.83
Hawaiian/Pacific Islander	0	0.00%
Hispanic	19	4.63%
I prefer not to answer	11	2.68%
Multi Racial	8	1.95%
Other	4	0.98%
White/Caucasian	173	42.20%
Alaska Native/American Indian	1	0.24%
Total of Professionals	**410**	**100.00%**

The chart below describes the ethnicity of the recipients.

Professionals by Ethnicity

Ethnicity	Count	%
Hispanic or Latino	24	5.85%
I prefer not to answer	15	3.66%
Not Hispanic or Latino	371	90.49
Total Professionals	**410**	**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	14	3.41%
Infant (0-17 Months)	97	23.66%
Mixed Age	39	9.51%
Preschool (36-60 Months)	158	38.54%

Toddler (18-35 Months)	102	24.88%
Total Professionals	**410**	**100%**

Programs

POWER Ohio recipients representing 272 child care programs in Ohio. These programs are in 44 of the 88 Ohio counties. The chart below is the Professional Count by Program County.

Professional Count by Program County

County	Professional Count		County	Professional Count
Allen	3		Licking	7
Ashland	3		Lorain	12
Ashtabula	3		Lucas	21
Butler	9		Madison	1
Clark	5		Mahoning	12
Clint	1		Medina	1
Clermont	2		Meigs	3
Columbiana	2		Montgomery	33
Coshocton	1		Morrow	1
Crawford	1		Muskingum	3
Cuyahoga	73		Noble	2
Delaware	2		Pike	1
Fairfield	11		Portage	2
Franklin	66		Preble	2
Gallia	3		Richland	9
Hamilton	42		Ross	3
Hardin	2		Sandusky	4
Highland	5		Scioto	1
Huron	1		Stark	14
Knox	1		Summit	27
Lake	8		Trumbull	4
Lawrence	2		Warren	3
			Professional Total	**410**

POWER Ohio Impact

Recipients select a scholarship type when completing their application – either Associate Degree or CDA. Of the 410 Recipients, 45 selected Associate Degree and 365 selected CDA.

During this fiscal year, we continued 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 childcare 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.