



## FY22 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 574 recipients active for FY22. The chart below describes the applications at the point in time as of June 30, 2022. There are over 530 applications in a Draft status yet to be submitted.

Application Status	Number of Applications
Approved	850
Add'l Info	3
<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	8
Administrator	22
Assistant Administrator	6
Lead Teacher	239
Assistant Teacher	258
Family Child Care Provider	41
<b>Total # of Professionals</b>	<b>574</b>

This shows 86% of the recipients are teachers.



Professional Demographics - All

The following statistics are for 574 recipients. The next section will use this information organized by role. The average age of the recipients is 33.5 years of age. The median age of the recipients is 31 years of age. The average experience of the recipients at their current employer is 2.8 years. The median experience of the recipients at their current employer is 1.8 years. The average hourly wage of the recipients is \$11.89 per hour.

The chart below describes the race of the recipients.

**Professionals by Race**

Race	Count	%
Asian	3	0.52%
Black/African American	212	36.93%
Hawaiian/Pacific Islander	0	0.00%
Hispanic	19	3.31%
I prefer not to answer	11	1.92%
Multi Racial	21	3.66%
Other	5	0.87%
White/Caucasian	303	52.79%
<b>Total of Professionals</b>	<b>574</b>	<b>100.00%</b>

The chart below describes the ethnicity of the recipients.

**Professionals by Ethnicity**

Ethnicity	Count	%
Hispanic or Latino	31	5%
I prefer not to answer	21	4%
Not Hispanic or Latino	522	91%
<b>Total Professionals</b>	<b>574</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 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	21	4%
Infant (0-17 Months)	129	22%
Mixed Age	41	7%
Preschool (36-60 Months)	240	42%



Toddler (18-35 Months)	143	25%
<b>Total Professionals</b>	<b>574</b>	<b>100%</b>

Programs

POWER Ohio recipients are representing 403 child care programs in Ohio. These programs are in 62 of the 88 Ohio counties. The chart below is the Professional Count by Program County.

**Professional Count by Program County**

County	Professional Count
Allen	7
Ashland	5
Ashtabula	2
Athens	1
Auglaize	3
Belmont	3
Butler	16
Carroll	3
Champaign	4
Clark	4
Clermont	4
Columbiana	13
Cuyahoga	78
Darke	3
Defiance	1
Delaware	4
Fairfield	4
Fayette	2
Franklin	51
Fulton	2
Gallia	2
Greene	11
Guernsey	1
Hamilton	60
Hancock	4
Hardin	1
Highland	3
Huron	4
Jefferson	1
Knox	1
Lake	6
Lawrence	19
Lorain	10
Lucas	37
Mahoning	16
Medina	12
Meigs	1
Mercer	3
Miami	2
Montgomery	45
Morgan	1
Muskingum	4
Noble	1
Ottawa	1
Pike	2
Portage	5
Preble	1
Putnam	4
Richland	4
Ross	2
Sandusky	5
Scioto	1
Seneca	1
Stark	25
Summit	35
Trumbull	9



Tuscarawas	3
Van Wert	1
Warren	5
Washington	3

Wayne	9
Wood	3
<b>Professional Total</b>	<b>574</b>

POWER Ohio Impact

Recipients select a scholarship type when completing their application – either Associate Degree or CDA. Of the 574 Recipients, 90 selected Associate Degree and 484 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	339
Completed the CDA Credential	301
Completed Associate Degree	31
Completed 6 months retention	232
Completed 12 months retention	212

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. OCCRRRA 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.

In fiscal year 2023, POWER Ohio will be revised to include multiple credential and education levels and remove the wage cap for application.