Phase II Recommendation Template

Please complete the following template for each recommendation developed by your subcommittee.

**Sending Committee** (which subcommittee is submitting this recommendation?):
Health Care, Nonprofits, Child Care and Support Services

**Receiving Committee** (which subcommittee will take this up in Task 2?):
Talent

1. **What is the title of this recommendation?**

Wage Supplements for Early Childhood Educators

2. **Is it already an action step in the Economic Development Strategy? If so:**

   a. **Please describe it in a few sentences.**

   We recommend that the state follow the recommendations of the State Economic Plan to supplement salaries for early childhood educators, rewarding them for completing postsecondary programs and their experience in the field. This can be provided either through a direct wage supplement or a tax credit.

   b. **Why is it particularly relevant for today’s challenges and opportunities?**

   Prior to the pandemic, child care programs struggled to recruit qualified early childhood educators to care for and educate the young children in their programs. This challenge has been exacerbated by the pandemic as child care programs struggle to keep their doors open. As we rebuild the economy, we are going to need to focus on ensuring we have a strong and well-trained child care workforce to support working families with young children and to support the healthy development of our youngest Mainers. Wage supplements will be a critical component to reaching this goal. Early childhood educators are the lowest paid workers in the education field. In other states like Louisiana, wage supplements have proven to be an effective way to recruit and maintain qualified early childhood educators.

   c. **Are you recommending any modifications to it?**

   We are not recommending any modifications, just reaffirming the importance of this recommendation.
3. If it is not currently in the 10-year plan, please describe the recommendation in a few sentences or less.

4. What factors should an implementing agency consider to ensure that this recommendation promotes equity and does not disadvantage vulnerable populations?

We recommend that this program be paired with Maine’s T.E.A.C.H. program to ensure that people of all incomes and backgrounds get the support that they need to access a postsecondary degree. T.E.A.C.H. provides financial assistance and supports to early childhood educators interested in attaining postsecondary degrees. Many who work in the field of early childhood would be unable to access a degree without assistance from programs like T.E.A.C.H.

5. What additional information would you like to share about this recommendation?