

What are the benefits of WAGE\$?

- Rewards afterschool practitioners within programs
- Rewards attained education
- Maintains marketplace competition for better salaries
- Keeps costs for quality afterschool programs affordable for parents
- Assists with the creation of a stable, well-educated, well-compensated workforce
- Provides a direct, graduated supplement that is logical and sufficient
- Provides counseling and administrative support

Who benefits from WAGE\$?

- Children and youth benefit from uninterrupted care from practitioners who are specialists in the afterschool field, who understand youth development and who are sensitive to their needs.
- Afterschool practitioners benefit because they achieve higher levels of education and are better compensated for their work.
- Afterschool programs benefit because they have staff members who are knowledgeable about positive youth development practices and stay longer in their programs.

Who is Eligible?

The basic program provides services to those afterschool practitioners who:

- Work in a Palm Beach County afterschool program participating in the Quality Improvement System (QIS);
- Work in a licensed or license exempt afterschool program;
- Earn less than \$17.50 per hour as an afterschool practitioner;
- Are continuously employed at the same afterschool program;
- Work at least 15 hours per week with children and youth in grades K-12; and
- Have one of the education levels listed below (from a regionally-accredited college).

How Do I Apply?

In order to participate in the project, interested afterschool practitioners must complete an application. The applications are accepted on a first-come, first-served basis. To apply:

- Fill out an application;
- Provide verification of current employment;
- Provide verification of current income; and
- Provide verification of educational credentials (see checklist on application).

Afterschool WAGE\$SM FLORIDA Project Supplemental Scale

Level	Assistant Director, Activity Leader, Counselor, A/S Practitioner	Annual Supplement
8	<ul style="list-style-type: none"> • Bachelor Degree plus or including at least 24 credit hours related to youth development or equivalent coursework • Bachelor Degree in Human Services with a concentration in Youth Development • Masters Degree plus or including at least 18 credit hours related to youth development or equivalent coursework 	\$3,000
7	<ul style="list-style-type: none"> • Bachelor Degree plus or including at least 18 credit hours related to youth development or equivalent coursework • 90 credit hours toward a Bachelor Degree in Human Services with a concentration in Youth Development including 9 credit hours in youth development or equivalent coursework • 90 credit hours toward a Bachelor Degree plus at least 15 credit hours in youth development or equivalent coursework 	\$2,250
6	<ul style="list-style-type: none"> • Associate Degree plus or including at least 24 credit hours in youth development or equivalent coursework • Associate Degree in Human Services with a concentration in Youth Development • Bachelor or Masters Degree out of field 	\$1,500
5	<ul style="list-style-type: none"> • Associate Degree plus or including at least 12 credit hours in youth development or equivalent coursework • 45 credit hours toward an Associate Degree in Human Services with a concentration in Youth Development • 45 credit hours of well rounded coursework plus at least 18 credit hours in youth development or equivalent coursework 	\$1,125
4	<ul style="list-style-type: none"> • Youth Development College Credit Certificate • Associate Degree out of field • At least 70 hours of well rounded coursework • 36 credit hours toward an Associate Degree in Human Services with a concentration in Youth Development • 36 credit hours of well rounded coursework plus at least 12 credit hours in youth development or equivalent coursework • 36 credit hours of well rounded coursework plus a Director Credential plus an Afterschool Educator Certificate or a School Age Professional Certificate 	\$750
3	<ul style="list-style-type: none"> • 24 credit hours toward an Associate Degree in Human Services with a concentration in Youth Development • 24 credit hours of well rounded coursework plus at least 12 credit hours in youth development or equivalent coursework 	\$600
2	<ul style="list-style-type: none"> • 12 credit hours in youth development or equivalent coursework • Director Credential plus an Afterschool Educator Certificate or a School Age Professional Certificate 	\$450
1	<ul style="list-style-type: none"> • 6 credit hours in youth development or equivalent coursework • Afterschool Educator Certificate or a School Age Professional Certificate 	\$200

*All education awarded as Youth Development must be focused on children in grades K-12; documentation is required.

*Funding for level 1 on the scale is temporary. Afterschool practitioners awarded at level 1 must obtain level 2 within two years in order to retain eligibility.

*Palm Beach has elected to fund Tier Two. Annual award amounts have been prorated to reflect part-time employment.

You can request an application by calling Prime Time Palm Beach County, Inc. or the Children's Forum.

This project is funded by Prime Time Palm Beach County, Inc. and implemented by the Children's Forum.

The Afterschool WAGE\$SM FLORIDA project is an affiliate of the Child Care WAGE\$SM FLORIDA project which is licensed by Child Care Services Association.



The Afterschool WAGE\$SM FLORIDA Project

- **Rewards Attained Education:** Supplemental award amounts are based on the level of education an individual has already attained.
- **Rewards Permanency:** Supplements are disbursed twice a year based on continuous employment.
- **Maintains Marketplace Competition for Better Salaries:** Supplements vary based only on education attained, not on wages earned.



- **Does Not Increase Costs to Parents:** Because funding for this project comes from external sources and goes directly to individual afterschool practitioners, families can have the benefit of better-educated afterschool practitioners without having to pay more.

- **Integrates with Other Education and Compensation Initiatives:**

This program builds on

and coordinates with the Prime Time and T.E.A.C.H.

Afterschool Scholarship Programs. Whereas the Prime Time and T.E.A.C.H. Afterschool Scholarship Programs reward afterschool practitioners seeking more education and helps them attain it, the Afterschool WAGE\$SM FLORIDA Project rewards those who have already attained education and helps keep them in their afterschool programs.

- **Provides a Direct, Graduated Supplement that is Logical and Sufficient:** Supplements reward individual professional development efforts regardless of the work environment, and address low wages without affecting budgets, regular wages or parent fees. Amounts are sufficient to make a difference, and the scale levels and awards represent logical progress in the educational system.



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Afterschool WAGE\$SM FLORIDA Project

What is the Afterschool WAGE\$SM FLORIDA Project?

The **Afterschool WAGE\$SM FLORIDA Project** is designed to increase stability and improve afterschool program quality by reducing turnover and encouraging continued education of afterschool practitioners. This program provides education based salary supplements for low to moderate wage earners who work with children and youth in grades K-12. Practitioners must work in licensed or license exempt Palm Beach afterschool programs that participate in the Quality Improvement System.



Afterschool WAGE\$SM FLORIDA Project Overview

- The WAGE\$ program provides education-based wage supplements to low-paid afterschool practitioners working with children and youth in grades K-12.
- Subject to funding, ongoing WAGE\$ supplements will be paid directly to the afterschool practitioner on a biannual basis.
- This program is NOT funded by afterschool programs or employers.
- WAGE\$ supplements are NOT to be considered bonuses or stipends to replace employee raises.
- There are NO requirements on how WAGE\$ supplements are used by afterschool practitioners.
- Participants must remain in the afterschool program in order to be eligible for the biannual WAGE\$ supplements.