

National scan of child care workforce retention programs

Results from a 2018 evaluation of the Retaining Early Educators through Attaining Incentives Now (R.E.E.T.A.I.N.) Bonus Program

Child care programs nationwide struggle to retain qualified employees, and low wages may be one factor influencing providers' decisions to leave the field. R.E.E.T.A.I.N., Minnesota's child care workforce retention program, provides a wage bonus to highly trained child care providers who agree to remain in their current positions for at least one year following receipt of the bonus. Across the country, just 16 similar programs¹ use funds to supplement wages with the intent of reducing turnover among center-based and/or family child care providers.

At a glance: How does R.E.E.T.A.I.N. compare to other retention programs?

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|-----------|---|---|
| 12 | Require a minimum length of employment at same location | ✓ |
| 11 | Use wage supplements and do not restrict how recipients use funds | ✓ |
| 11 | Require a minimum level of education | ✓ |
| 7 | Require applicants to enroll in the state's professional development system | ✓ |
| 6 | Tie supplement or bonus amount to career lattice level | ✓ |
| 4 | Fund tuition and college materials only | ✗ |
| 3 | Require applicants to work for a QRIS ² participating program | ✗ |
| 3 | Require applicants to serve a portion of children from specific populations | ✗ |

Note: Green checkmarks indicate commonalities with the R.E.E.T.A.I.N. program.

How effective are similar programs at improving workforce retention?



Outcomes studies have found some positive associations between wage incentives and retention, but findings may not be generalizable.



Further research is needed to explore long-term outcomes for a wider variety of participants.

¹ Based on internet searches conducted for the study

² Quality Rating and Improvement Systems