Department of Finance Legislative Summary

Ordinance No. 905-2022

EARLY CHILDHOOD RECOVERY WORKFORCE INCENTIVES

CITY OF CLEVELAND
Mayor Justin M. Bibb

INCLUSIVE ECONOMIC RECOVERY & EDUCATION

OVERVIEW

To grow a pipeline of new early childcare educators and main current labor force through sign-on and retention bonuses.

AMOUNT REQUESTED

$2,668,750

DETAILS

High quality early childhood learning and a strong local workforce are intimately intertwined and both necessary in a city with growing and vibrant neighborhoods. COVID exacerbated the long-standing weaknesses in the early childhood system and placed most harm on teachers, students, and families. To stabilize, rebuild, and improve Cleveland's quality early childhood system, we have to first stabilize the sector's workforce. Providers across the city are unable to maintain healthy enrollment (80%) due to hiring and retention challenges. In turn, this lack of childcare is contributing to labor shortages across multiple sectors, because reliable childcare is unavailable to working families.

The Early Childhood Recovery Initiative-Signing and Retention Bonus program will grow a pipeline of new educators, and maintain the current labor force. This two-part program is one element of a comprehensive strategy for stabilizing and growing this essential workforce. The Sign-on bonus is for 500 individuals entering or returning to the early childhood profession. Paying $100 at hire and the additional $400 after 90 days. The Retention bonus will be a $250 payment to 5,000 individuals working in a licensed childcare program in the City of Cleveland. An additional $200 in retention bonus payments will be available in a second payment after 6 months.

GOALS

The goals are to support early childhood providers in the stabilization of their workforce so they can reach a steady growth in enrollment of 12% by 2024, and to grow the pipeline of the early childhood educator workforce.

DESIRED OUTCOMES

This initiative aims to boost growth of new hires, growth in the number of years of service for current educators, and growth in the enrollment percentage of students.

IMPLEMENTATION

Starting Point will implement this work and increase their capacity through the hire of additional accounting and programming staff.