

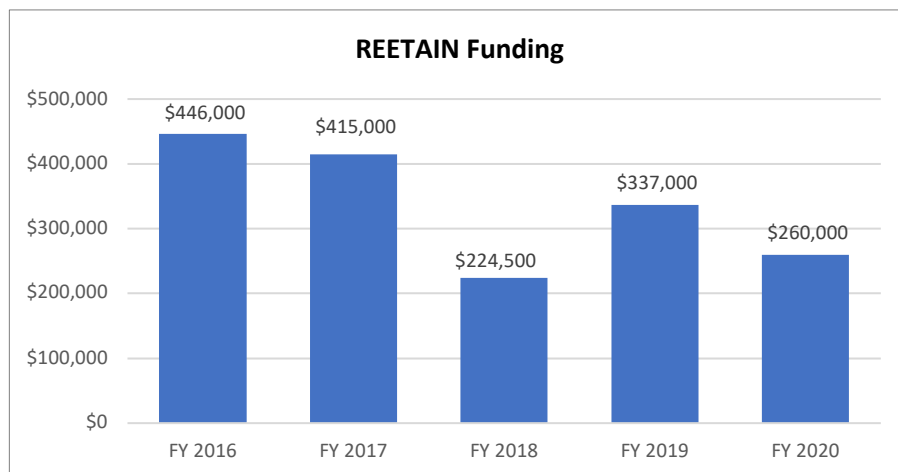
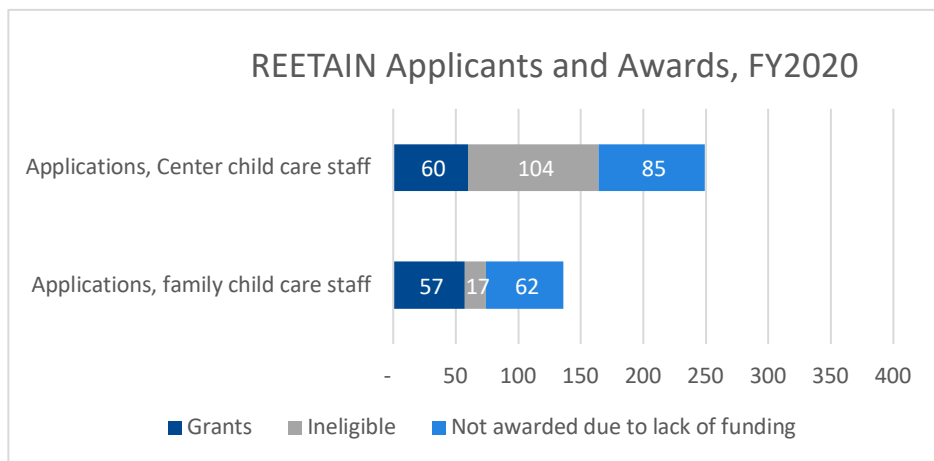


REETAIN Workforce Retention Program

The Retaining Early Educators Through Attaining Incentives Now (REETAIN) program provides a competitive bonus system to incentivize educated and experienced child care professionals to stay in the workforce, creating more consistent care for children over time. Please note: The spring 2020 Center round was delayed due to the COVID-19 Pandemic and was completed in the first half of FY21 (the fall of 2020).

The Reach:

- Since 2003, REETAIN has awarded grants to over 2,050 degreed or credentialed early childhood and school-age care professionals, keeping them in the field teaching our youngest Minnesotans.
- Grants average between \$1,000 and \$3,500 depending on degree or credential. The average grant in FY20 was \$2,270.



The Results:

In the most recent survey of REETAIN recipients, over half felt that the grant strongly or very strongly influenced their decision to remain in the field. Interview respondents also indicated that funds from the REETAIN program relieved considerable stress for providers by helping them pay bills and other expenses and allowing them to focus more easily on their work.

The Need:

- Over half of qualified family child care providers who apply for REETAIN are turned down due to lack of funding.
- Teacher turnover in Minnesota child care centers was 17% in 2016¹. Recipients of REETAIN grants make a commitment to remain in their position or business for at least one year after the grant is awarded.
- From 2015 to 2019, the number of family child care providers in Minnesota decreased by 17%.² Recognition helps encourage child care professionals to remain in the field.
- REETAIN grants are most commonly used to enhance child care programs, and to help providers cover basic costs of living.

Testimonials:

“Thank you for having this program. It is great to feel appreciated and rewarded for work that is so many times overlooked.... Child care staff and their families really sacrifice a lot; it is a lot of hours and not a lot of pay or appreciation.”

“The REETAIN bonus was instrumental in allowing me to have some breathing room and set aside funds for work-related necessities.”

¹ National Governors Association Center for Best Practices: Supporting States’ Policy Strategy to Improve Early Care and Education Workforce. Minnesota Workforce Compensation Advisory Group Summary Report and Recommendations. Accessed February 22, 2020 at https://mn.gov/gov-stat/pdf/MN_Workforce_Compensation_Advisory_Group_Summary.pdf

² Office of Inspector General, Children and Family Services. Legislative Report: Status of Child Care in Minnesota 2019. Minnesota Department of Human Services, February 2020. Accessed on January 11, 2021 at <https://www.lrl.mn.gov/docs/2020/mandated/200311.pdf>