

## Early Childhood Workforce Incentives

All of the incentives outlined below are designed to support professional development and improve overall program quality in early care and education in Montana for young children and families.

The Practitioner Registry Renewal Awards	Upon completion of consecutive annual renewals 2, 4, 6, 8, and 10 on The Practitioner Registry.	\$100 – for those at Levels 2 and 3 of the Career Path \$200 – for those at Levels 4 and beyond on the Career Path
The Practitioner Registry Achievement Awards: Career Path Levels 4 - 9 (May not receive this and a Renewal Award in the same year)	At each new level achieved individuals receive an award after 12 months of verified employment in a state licensed or registered facility.	\$250 – Level 4 \$500 – Level 5 \$750 – Level 6 \$1000 – Level 7 \$1250 – Levels 8 & 9 <small>This award has a lifetime maximum of \$1250. (ie. If you received \$500 for Level 5 and later achieved Level 7, you would receive another \$500 award for the maximum of \$1000.)</small>
P.D.I.A. (Professional Development Incentive Awards)	<ul style="list-style-type: none"> <li>• Upon completion of non-college credit approved early childhood training available in 2 tracks.</li> <li>• One-time only award at the Pre-Professional Level on the Career Path</li> </ul>	\$200 - 25 hours \$400 - 50 hours <small>Must verify employment in a licensed or registered facility for a minimum of 15 hours per week.</small>
P.D.I.A. – Higher Education	Upon completion of early childhood college coursework each semester available in 2 options.	\$750 per semester – 6 semester credits or 9 quarter credits \$250 per semester – 2-5 semester credits
Infant /Toddler Course P.D.I.A.	Upon completion of the 60 hour Infant/Toddler Caregiver Education course.	\$500
Infant / Toddler Continuity of Care Stipend (Available only upon completion of above course)	Upon completion of time of direct care of infants and toddlers in the same facility. Employment must be verified and the stipend requires an application.	\$300 after 6 months of longevity \$500 after 1 <sup>st</sup> year of longevity \$800 after 18 months of longevity
Preschool Course P.D.I.A.	Upon completion of the 60 hour Preschool Teacher Education course.	\$500
Child Development Associate (CDA) Assessment Fee Scholarship	Upon completion of required training and/or education and application for assessment as defined by the Council for Professional Recognition.	\$325 for assessment fee \$50 for renewal of CDA Credential
National Association for Family Child Care (NAFCC) Accreditation Scholarship	To support NAFCC Accreditation fees for Family and Group Child Care Programs not included in the STARS to Quality(with incentives) Field Test	Varies from \$300 - \$500 depending upon step in the accreditation process. \$150 for accreditation renewal
National Association for the Education of Young Children (NAEYC) Accreditation Scholarship	To support NAEYC Accreditation fees for Child Care Centers not included in the STARS to Quality(with incentives) Field Test	Pays for full cost of accreditation steps which vary from \$200 - \$775 depending upon size of program.

\*\* This chart gives an overview of each workforce incentive and each has more specific eligibility requirements and is dependent on funding.