

Workforce Incentive and Stipend Opportunities

Incentive and Stipend Opportunities

Eligible individuals may apply for one or all of the following. Be aware that all incentive and stipend payments are taxable income.

1. Career Pathways Incentive

This **one-time incentive** is available to current members of the Growing Futures Registry who have successfully completed an Early Childhood professional credential or an Early Childhood degree.

Eligibility Requirements:

- Current membership in Growing Futures
- Current CDA Credential, Aim4Excellence Credential, or an Early Childhood degree
- Current Career Pathways placement as defined by the incentive category.

Incentive Category:

- a. CDA Credential and placement in Category E: \$1000
- b. Aim4Excellence Center Director Credential and placement in Category F: \$1000
- c. Early Childhood associate degree or higher and placement in Category G: \$1200
- d. Early Childhood bachelor's degree or higher and placement in Category H: \$1400
- e. Early Childhood master's or higher degree and placement in Category I or J: \$1600

NOTE: Individuals with multiple qualifications may apply for only one of the Career Pathways Incentive options. Only one Career Pathways Incentive can be awarded per individual.

2. Workforce Training Incentive

This incentive is awarded to current members of the Growing Futures Registry who are **working toward** an Early Childhood credential or degree. Individual may apply for an incentive more than once as additional training/coursework is completed, up to an individual maximum amount of \$3600. Find eligible training [Growing Futures - Event Search \(ndgrowingfutures.org\)](https://ndgrowingfutures.org)

Eligibility Requirements:

- Current membership in the Growing Futures Registry
- Career Pathways placement of Category A or higher
- Completion of eligible training within 36-months from date of application and/or college coursework within 6-months from date of application.
- Training/coursework is verified on the individual's Growing Futures training record.

Eligible Training:

- a. E-Pyramid Birth to 5 Module - \$300
- b. Aim4Excellence Modules 1-9 - \$300 per module. May apply for multiple modules at a time.
- c. [CDA Track Training Bundles](#) - \$300 per bundle
- d. Early Childhood college coursework - \$100 for completion of each Early Childhood one (1) semester credit completed within six (6) months from the date of application. Credit must have been earned with a letter grade of "C" or higher, and verified at the Growing Futures Registry with an official transcript sent directly to the Registry from the school that issued the credits. General education or unrelated courses do not qualify.

3. Early Childhood Workforce Retention Stipend

The Workforce Retention Stipend is aimed at stabilizing the Early Childhood workforce and retaining staff in licensed childcare settings. Individual childcare workers may be eligible to

receive a quarterly stipend for a period of up to 18-months or until the individual maximum award amount of \$3600 is reached. Individuals must apply every quarter to receive the stipend.

Eligibility Requirements

- Current membership in Growing Futures
- Completion of the 15-hours Getting Started course
- Child care business (your employer) is currently licensed by ND DHS and has a registered organization account with the Growing Futures Registry.
- Child care business (your employer) has verified your employment, start/end date, hours per week, and position within the previous thirty (30) days via the Organization(Program) Profile Review.

NOTE: Family and group providers must also complete this process by having a registered organization account for their business in the Growing Futures Registry, and verifying themselves as an employee of the organization via the monthly Organization Profile Review.

- Individual's start date of employment is at least three (3) months in the past.
- Individual worked at least 15-hours per week in the previous three (3) months. All hours must have been completed with one employer.
- Individual was employed in a direct care position: director, assistant director, teacher, assistant teacher, and family/group providers. Non-direct care positions (cook, bus driver, substitutes, office staff, etc.) and household members are not eligible for this stipend.

Incentive Categories:

- 15-19 hours of continuous employment in the previous 3 months = \$150
- 20-30 hours of continuous employment in the previous 3 months = \$300
- 31-40 hours (or more) of continuous employment in the previous 3 months = \$600