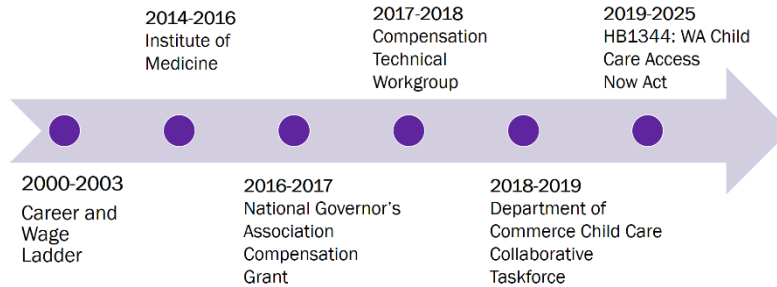


Washington's Compensation Initiatives



Date	Activity	More Information:
2000 - 2003	Early Childhood Career and Wage Ladder established into Washington State Law (RCW 43.216.680).	The Career and Wage ladder allows for progressive wage increases tied to education, experience and child care center involvement. WA State Law: Child care workers—Career and wage ladder—Wage increases RCW 43.216.680: tinyurl.com/RCW43-216-680 .
2014 - 2016	<ul style="list-style-type: none"> Washington participates in the Innovations to Incubation cohort on <i>Transforming the Workforce Birth through Age 8</i>. Establishes the ECE Workforce Council. 	<p>Cross-Sector partners participated as the Washington team focused on recommendations 10 and 12 from the <i>Transforming the Workforce</i> report.</p> <p>Washington Established the ECE Workforce Council, a cross-sector body to provide overall workforce recommendations to state and public agencies.</p> <p>DCYF Workforce Development Initiatives Page: tinyurl.com/WorkforceDVLP.</p>
2017 - 2018	National Governor's Association (NGA) grant focused on compensation.	The NGA report summarizes Washington's early learning workforce challenges, identifies next steps for developing a compensation strategy, and details a communications plan to increase awareness of the need for highly-skilled and compensated early learning educators. NGA Report: tinyurl.com/NGA-Report
2018 - 2019	<ul style="list-style-type: none"> Compensation Report for Washington Legislature and Governor. Staff Qualifications reflects state's Stackable Certificates. 	<ul style="list-style-type: none"> Compensation Report: tinyurl.com/CompReportWA. Staff Qualifications Overview: tinyurl.com/StaffQualsDCYF. Aligned Standards in Early Learning: tinyurl.com/ELStandardsAlignment.
2019 - 2025	Washington Legislature passes Child Care Access Now act (HB 1344) and includes direction for compensation efforts.	WA Child Care Access Now Act directs a child care collaborative taskforce to review the recommendations from the Compensation Report for implementation and to achieve K-12 parity by January 2025. HB 1344 (July 28, 2019): tinyurl.com/HB-1344 .

