

Quality Rated Workforce Bonus Webinar

February 21, 2025



**Georgia Dept
of Early Care
and Learning**

BRIGHT FROM THE START

Today's Agenda



Overview

**Bentley Ponder, Deputy Commissioner for
Quality Innovations and Partnerships**

QR Workforce Bonus - Deep Dive

**Denise Jenson, Director of Quality Rated
Development and Business Operations**

Q & A

Bentley and Denise

Key CCDF Plan Changes

Beginning September 30, 2024



Increase CAPS Rate to the 60th Percentile



Introduction of QR Commitment to Quality Payments



Introduction of QR Workforce Bonuses

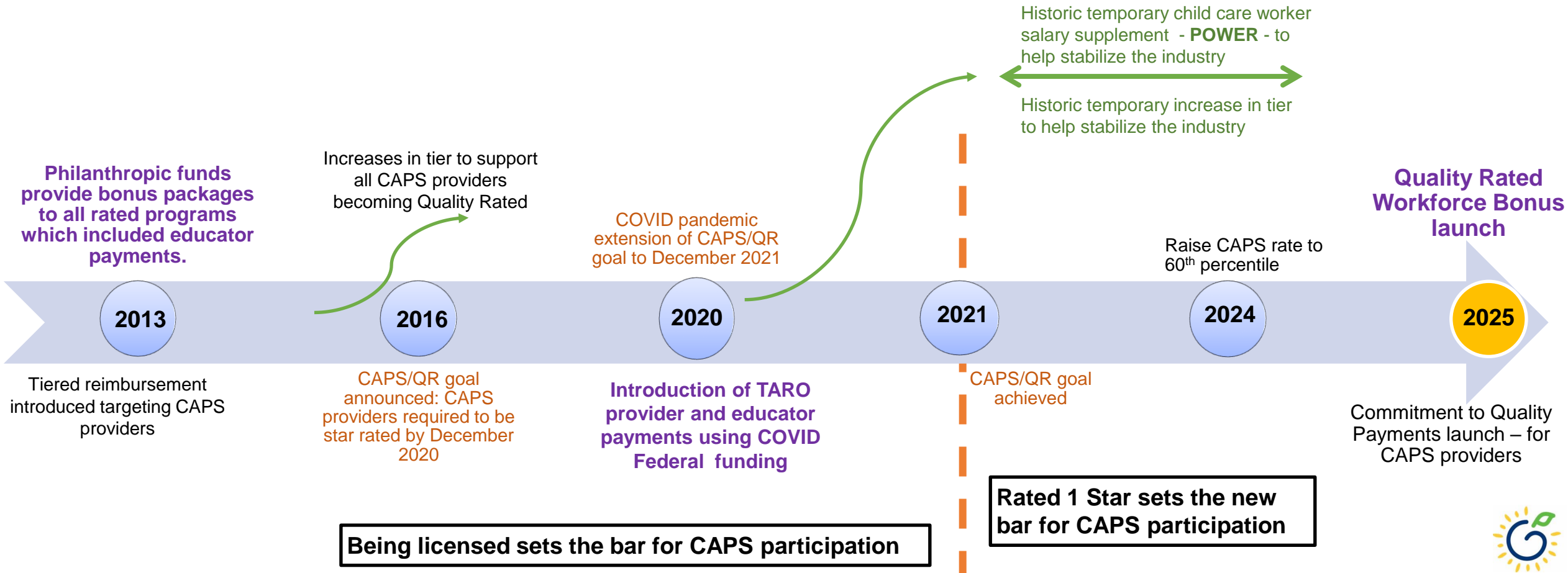


New Supports for CAPS 1-Star Providers



Timeline of QR Incentives and Supports

Transition from tiered reimbursement to Commitment to Quality Payments and QR Workforce Bonuses represents a new phase for Quality Rated.



Introducing Quality Rated Workforce Bonuses



Quality Rated Workforce Bonuses (QRWB): DECAL is introducing a new annual workforce award of \$500 for eligible employees of providers who are Quality Rated at the 1-, 2-, or 3-star level

Purpose of Payments: This award recognizes and acknowledges the hard work that program staff do every day to enhance the quality of care and education that children receive

Who Receives the Payments: Available to eligible staff of Quality Rated providers at all star levels, regardless of CAPS participation

Quality Rated Workforce Bonus Eligibility

Eligibility for Quality Rated Workforce Bonuses

Eligibility for Multiple Program Types:

- Family Child Care Learning Homes
- Child Care Learning Centers
- Stand-Alone School Age Programs

Eligible Requirements for Staff:

- Minimum weekly hours worked
- Minimum time employed by program
- Includes education and support staff

QRWB Overview

Timing of Quality Rated Workforce Bonuses

- Each eligible staff member will receive one \$500 payment per year
- Need a system to evenly distribute payments fairly throughout the year
- Each program will be assigned a “**Payment Application Month**” during which time their eligible staff can apply for their bonus
- QRWB process begins in April 2025
- We are working with the DECAL Audits Team to develop processes to ensure that the QRWB are awarded as intended.



Annual Quality Rated Workforce Bonus

A Deeper Dive



*Denise Jenson,
Director of QR Development
and Business Operations*



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QRWB – Program Eligibility



Program Requirements

- 1, 2, or 3-Star Quality Rated program
- CCLC, FCLH, Stand Alone School-Age only program, GAHS and GAEHS, DOD child care program, Tech School or University child care program
- CAPS and non-CAPS participating program

All programs will have an assigned Payment Application Month for their staff to apply

Payment Application Month

- Assigned Payment Application Month based on programs very first rating date
- Never before rated programs will be eligible the month following their initial rating, future years application month will revert to the month the initial rating was received
- Payment Application Month begins April 2025
- Programs whose Payment Application Month would be January, February, or March will have their 2025 payments staggered into April, May and June as follows:

QRWB Payment Application Month 2025									
	April	May	June	July	August	September	October	November	December
Includes 2025 Payment Application Months	January	February	March	July	August	September	October	November	December
	April	May	June						

QRWB – Staff Eligibility



Staff Requirements

- Employed for at least 90-days at a qualifying program
- Full time teacher or support staff working at least 30 hours per week
- OR
- School-age only staff working at least 15 hours per week
- Work on-site at a qualifying child care facility

All staff will apply during their program's assigned payment application month

Spread the Word – Program Posters

\$500 Annual Quality Rated Workforce Bonus!

Georgia's youngest learners appreciate you and so does Quality Rated!

You are **ELIGIBLE** if...

- ✓ Your program is currently Quality Rated with a 1-, 2-, or 3-Star Rating.
- ✓ You have worked on-site at your program for at least 90 days.
- ✓ You are a full-time teacher or support staff working 30+ hours per week OR School Age Only program staff working 15+ hours per week.

Each program has a unique Payment Application Month.

SCAN NOW for more information and to discover your program's Payment Application Month!

License #: _____

- All programs will receive one poster, more can be requested by emailing QualityRated@dec.al.ga.gov
- Write your license number in the box provided, staff will need to use this to request their application
- Display the poster in a prominent location so that all staff have access to the information

Spread the Word – Staff Palm Cards

- All programs will receive several palm cards along with the poster, more can be requested
- Make palm cards available to eligible staff, consider adding to recruitment packages for new staff
- Encourage all staff to keep their GaPDS accounts up-dated
- Provide staff with 2 recent pay stubs

\$500 Annual Quality Rated Workforce Bonus!

You are ELIGIBLE if...

- ✓ Your program has a current 1-, 2-, or 3-Star Rating.
- ✓ You have worked on-site at your program for at least 90 days.
- ✓ You are a full-time employee working 30+ hours per week OR School Age Only program staff working 15+ hours per week.

Each program has a unique Payment Application Month. **SCAN NOW** for more information and to discover your program's Payment Application Month!

Georgia Dept. of Early Care and Learning

Georgia's youngest learners appreciate you and so does Quality Rated!

For a smooth payment process...

- ➔ Make sure your employment information is updated and stays current in GaPDS.
- ➔ Scan QR code on front of card and submit your information to Care Solutions during your Payment Application Month.
- ➔ Contact Care Solutions at support@decalqrpayers.com or 800-227-3410, ext. 613 with payment questions.
- ➔ Contact Quality Rated at QualityRated@decal.ga.gov or 855-800-7747 with all other inquiries.

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Spread the Word – QR Payments Website

- New website for providers and staff to easily access their Quality Rated Workforce Bonus
- A link to this new site will be provided in your QR account
- Scanning the QR code on the poster or palm card will take staff to the QRWB page of the new website

<https://decalqrpayers.com>

QUALITY RATED CHILD CARE PAYMENTS

Georgia Dept of Early Care and Learning
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Home Payment Programs Resources

Payment programs for providers and employees of Quality Rated programs

Select your program:

Commitment to Quality (C2Q) Payments
FOR CAPS PROVIDERS

Quarterly payments to CAPS providers of 2- and 3-star Quality Rated programs.

Annual Quality Rated Workforce Bonus
FOR ELIGIBLE EMPLOYEES

\$100 paid to eligible employees of 1-, 2-, or 3-star Quality Rated programs.

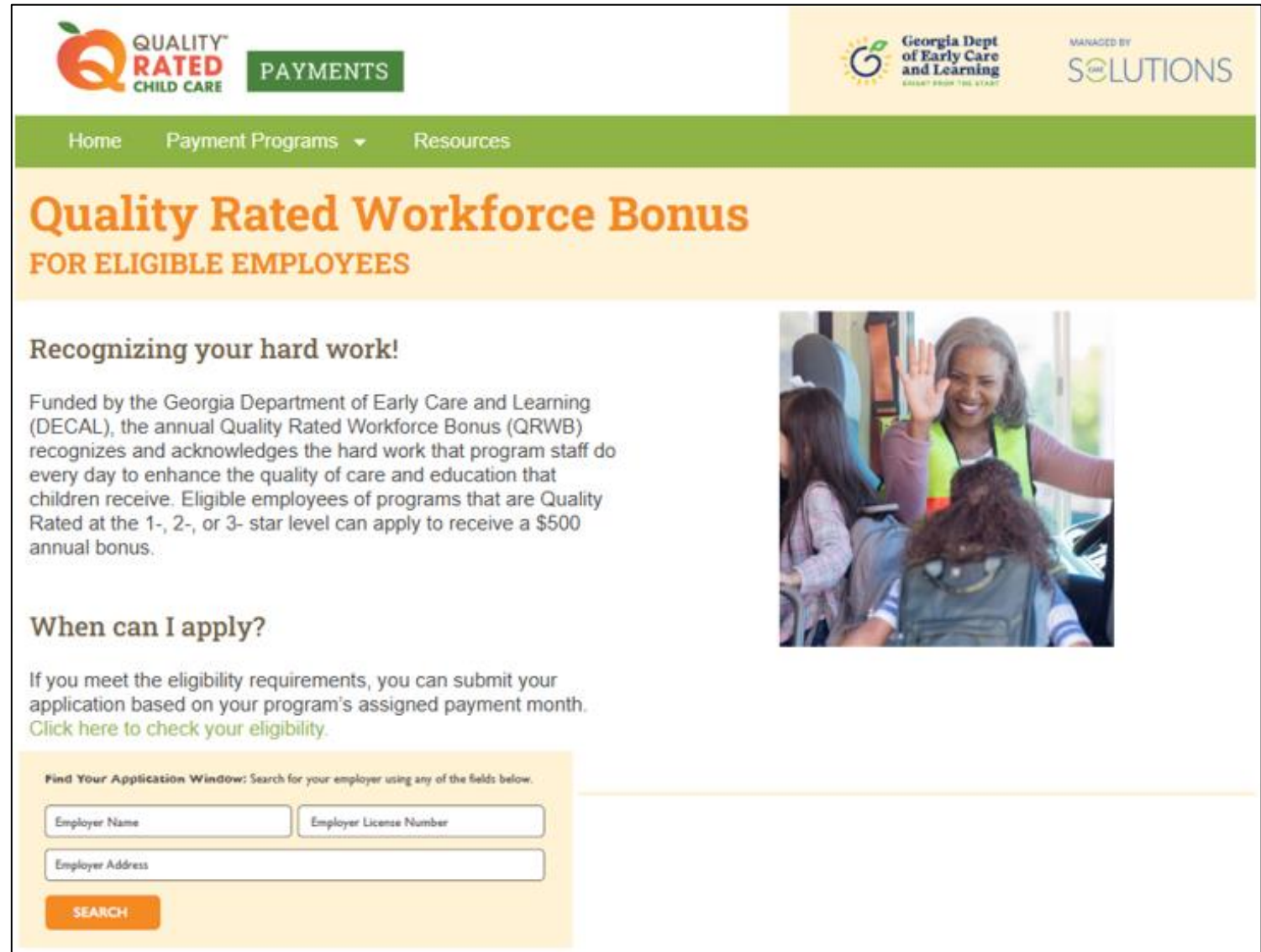
QUALITY RATED CHILD CARE PAYMENTS

DECAL QR Payment programs are funded by the Georgia Department of Early Care and Learning (DECAL) and are managed by Care Solutions, Inc.

Questions?
support@decalqrpayers.com
770-642-6722 ext. 613

QRWB Staff Application Process

- Search to find your program's assigned payment month
- Enter your program's name as shown in KOALA, your program's license number, or your program's address
- Hit SEARCH



The screenshot shows the website for the Quality Rated Workforce Bonus (QRWB) for eligible employees. The page features the Quality Rated Child Care logo, the Georgia Department of Early Care and Learning logo, and the SOLUTIONS logo. The main heading is "Quality Rated Workforce Bonus FOR ELIGIBLE EMPLOYEES". Below this, there is a section titled "Recognizing your hard work!" which explains that the bonus is funded by the Georgia Department of Early Care and Learning (DECAL) and recognizes the hard work of program staff. A photograph of a smiling woman in a yellow safety vest interacting with children is shown. The section "When can I apply?" states that applications can be submitted based on the program's assigned payment month and includes a link to check eligibility. At the bottom, there is a search form with fields for Employer Name, Employer License Number, and Employer Address, and a SEARCH button.

QUALITY RATED CHILD CARE **PAYMENTS**

Georgia Dept of Early Care and Learning
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Home Payment Programs ▾ Resources

Quality Rated Workforce Bonus FOR ELIGIBLE EMPLOYEES

Recognizing your hard work!

Funded by the Georgia Department of Early Care and Learning (DECAL), the annual Quality Rated Workforce Bonus (QRWB) recognizes and acknowledges the hard work that program staff do every day to enhance the quality of care and education that children receive. Eligible employees of programs that are Quality Rated at the 1-, 2-, or 3- star level can apply to receive a \$500 annual bonus.



When can I apply?

If you meet the eligibility requirements, you can submit your application based on your program's assigned payment month. [Click here to check your eligibility.](#)

Find Your Application Window: Search for your employer using any of the fields below.

Employer Name Employer License Number

Employer Address

SEARCH

Accessing the QRWB Application Portal

When Can I Apply?

If you meet the eligibility requirements, you can submit your application based on your employer's rating date. [Click here to check your eligibility.](#)



Not Yet Open

Kiddie Academy's application window is **March 1-31, 2025.**

Come back to this page during the application window to apply.



If eligible staff search outside of their program's payment application month, a Not Yet Open message will appear, the date of the actual payment application month will be shown, staff should return at that time

If eligible staff search during their program's payment application month, the APPLY NOW button will be active, staff can click this button to be taken to the payment account platform

When Can I Apply?

If you meet the eligibility requirements, you can submit your application based on your employer's rating date. [Click here to check your eligibility.](#)



Time To Apply!

Kiddie Academy's application window is **March 1-31, 2025.**

APPLY NOW



Processing QRWB Applications

- Updated and accurate GaPDS profile
- Last 2 pay checks/stubs
- Banking information for ACH direct deposit unless check requested
- Signed and notified affidavit for lawful presence along with unexpired verifiable ID (if not completed previously for other payments)

Preparation

Verification

- Log in to your DECAL Scholars profile or create an account if do not already have one
- Answer pre-qualification questions
- Continue to application
- Request employer verification
- Employer receives email to verify employment status
- Application submitted to Care Solutions after employer verifies employment

- Care Solutions processes applications
- Receive email updates
- Opt-in to text messaging to receive status updates to your application


Payment

QRWB Need to Knows

Staff are only entitled to one payment per year, regardless of how many different child care programs they may work for, they can only apply under 1 program



The \$500 annual workforce bonus is taxable only if staff receive over \$600 from Care Solutions during a tax year, a 1099 form will be issued if total payments exceed this amount



There is no requirement on how staff spend their bonus, they do not need to keep receipts

C2Q and QRWB Website Pages - FAQs

Frequently Asked Questions

What are the steps to apply for the bonus?

What information do I need to provide with my application?

When will I receive the bonus?

How will I receive the bonus?

Is the bonus taxable?

What can I use the bonus for?



PAYMENTS

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Questions?
support@decalsupport.com
770-642-6722 ext. 613

Both the C2Q page and the QRWB page have FAQ flip questions at the bottom of the page

QR Payments Website - Resources Tab

- Additional resources for both C2Q payments and QRWB payments can be found on the Resources Tab
 - Includes How to Documents
 - W-9 fillable form
 - Affidavit for Lawful Presence Verification documents
 - Extensive FAQs for both payment programs
 - C2Q payment policies
 - QRWB policies
 - Other resources as they are developed



The screenshot displays the 'Resources' tab of the QR Payments website. The page features a green header with the 'QUALITY RATED CHILD CARE PAYMENTS' logo and the Georgia Dept. of Early Care and Learning logo. Below the header, a navigation bar includes 'Home', 'Payment Programs', and 'Resources'. The main content area is titled 'Resources' and contains eight resource cards arranged in a 2x4 grid. Each card includes a thumbnail image, a title, a brief description, and a 'Download' button. The resources listed are: 'How to Submit: Commitment to Quality (C2Q) Payments', 'W-9 for Commitment to Quality (C2Q) Payments', 'Frequently Asked Questions (FAQs): Commitment to Quality (C2Q) Payments', 'Payment Policy: Commitment to Quality (C2Q) Payments', 'How to Submit: Quality Rated Workforce Bonus', and 'Affidavit for Lawful Presence Verification'. Three cards are marked 'COMING SOON'.

QUALITY RATED CHILD CARE PAYMENTS | Georgia Dept. of Early Care and Learning | SOLUTIONS

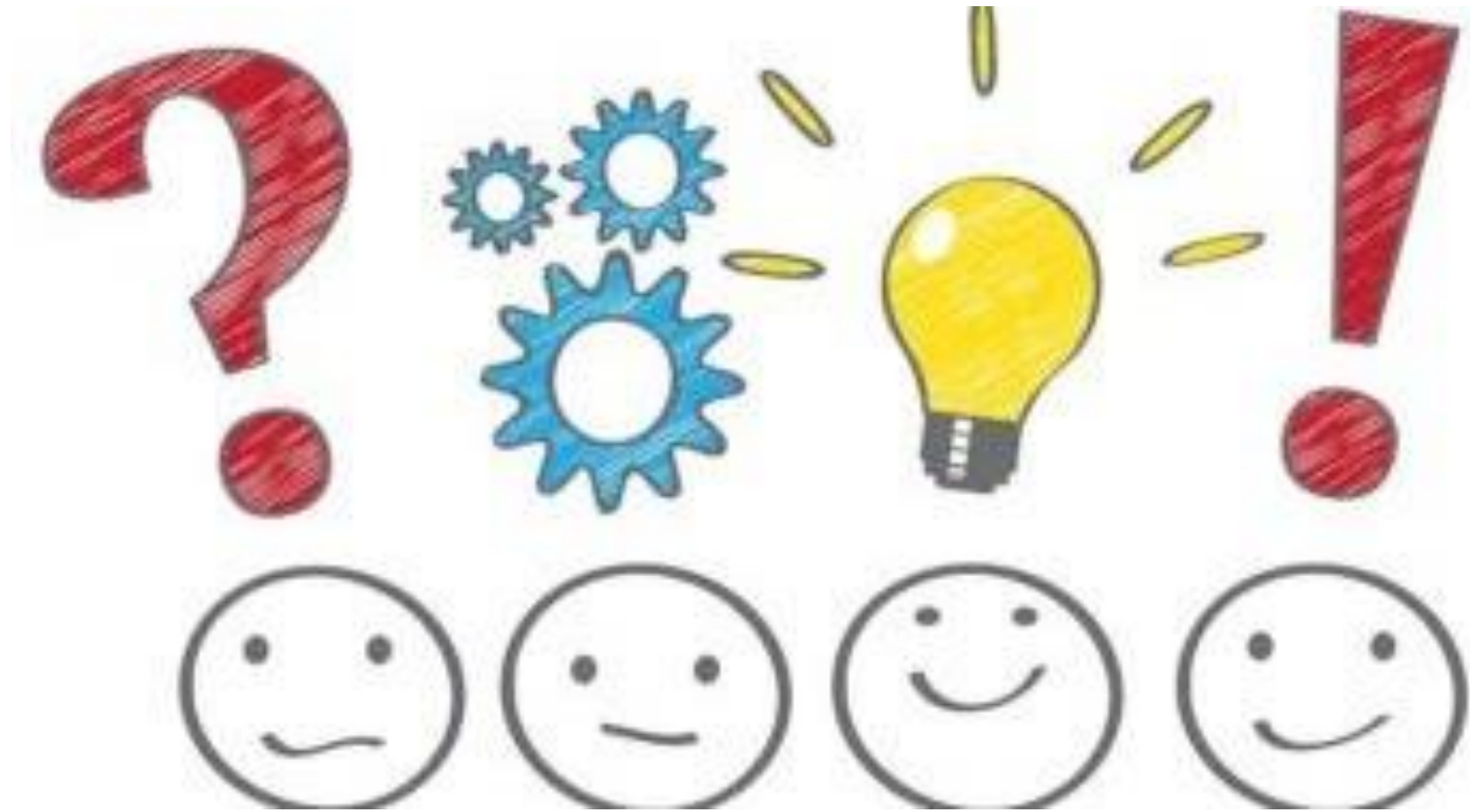
Home | Payment Programs | Resources

Resources

- How to Submit: Commitment to Quality (C2Q) Payments**
This document will guide you through submitting your information for your Commitment to Quality (C2Q) payments, step-by-step with pictures.
[Download](#)
- W-9 for Commitment to Quality (C2Q) Payments**
This document must be signed either electronically or by printing, signing, and uploading, as part of your C2Q payments submission.
[Download](#)
- COMING SOON**
- COMING SOON**
- Frequently Asked Questions (FAQs): Commitment to Quality (C2Q) Payments**
This document provides thorough answers to frequently asked questions regarding the Commitment to Quality (C2Q) payments program.
[Download](#)
- Payment Policy: Commitment to Quality (C2Q) Payments**
This document provides detailed information about the payment policy for the Commitment to Quality (C2Q) program.
[Download](#)
- COMING SOON**
- COMING SOON**
- How to Submit: Quality Rated Workforce Bonus**
This document will guide you through submitting your information for your annual Quality Rated Workforce Bonus (QRWB), step-by-step with pictures.
[Download](#)
- Affidavit for Lawful Presence Verification**
This document must be thoroughly completed and signed in the presence of a notary, as part of your QRWB application.
[Download](#)

Other Helpful Contacts

Got Questions?





Care Solutions: 770-642-6722 ext.613
support@decalfqrpayments.com

QR Provider Help Desk: 1-855-800-7747
QualityRated@decalf.ga.gov