

# T.E.A.C.H. Early Childhood® Overview

## What is T.E.A.C.H. Early Childhood®?

The T.E.A.C.H. Early Childhood® (T.E.A.C.H.) Initiative is a national, evidence-based strategy that creates access to higher education for teachers, directors and family child care providers working with young children in out-of-home settings. T.E.A.C.H. provides comprehensive scholarships to enable these early educators to take coursework leading to credentials and degrees by making it possible for them to afford both the time and expense of going to school. At the same time, T.E.A.C.H. helps states leverage the financial resources necessary to provide access to higher education and support for the early care and education (ECE) workforce, and it creates new and diverse teachers and program leaders. From building capacity in higher education to helping individuals attain their educational and career goals, T.E.A.C.H. is a change agent for the ECE workforce and system.

## Why is T.E.A.C.H. Needed in Every State?

An estimated 2.3 million early educators work with children under the age of 5 in out-of-home settings in the United States. The ECE workforce is largely female, receives poverty-level wages and lacks the employment benefits afforded to most professions. Early educators need and may be required to attain college credits and degrees. However, early educators are challenged in their pursuit of higher education by the obstacles of money, time, location, dependent care needs, lack of incentives and systemic barriers. The T.E.A.C.H. Early Childhood® model allows states to address the issues of under-education, poor compensation and high turnover in the ECE workforce.

### Comprehensive Scholarships

Provides support for the ECE workforce to access college courses, certificates and degrees in early childhood education resulting in no student debt, using a shared cost approach.

### College Education

Requires completion of a specified number of credit hours per contract at a participating college or university coupled with support from T.E.A.C.H. counselors who aid recipients in successfully navigating college processes and finding needed resources to increase core knowledge.

### Compensation

Mandates increased compensation through the provision of a bonus and/or raise for recipients who complete their education in a prescribed period of time to support economic viability of staff.

### Commitment

Establishes a contract between employee, employer and T.E.A.C.H. that requires the recipient to remain in the sponsoring program for a specified period of time (generally one year) after they receive their education to reduce staff turnover.

### Counselor

Supports each recipient with a state-based T.E.A.C.H. counselor to help the student secure a scholarship, navigate the college processes, set goals and monitor progress and needs.

## T.E.A.C.H. FY20 By the Numbers

### Investments

- \$42.3 million public and private funded T.E.A.C.H. scholarships

### Impact

- 8,633 child care, pre-kindergarten and Head Start employers sponsored T.E.A.C.H. recipients; 13% were family child care homes

### Education

- 18,040 recipients were awarded scholarships
- 102,363 credit hours were completed
- 3.4 GPA earned on avg. for recipients on associate degree scholarships
- 3.5 GPA earned on avg. for recipients on bachelor's degree scholarships

### Diversity of the Workforce

- 51% of recipients were people of color and/or of Hispanic origin
- 49% of recipients were first-generation college students
- 53% of recipients began T.E.A.C.H. with only a high school diploma

### Colleges and Universities

- 297 two-year and 215 four-year higher education institutions provided college courses and benefited from enrollment

## How does T.E.A.C.H. Work?

Eligibility criteria for access to a T.E.A.C.H. scholarship will vary by state and scholarship model. Most scholarship models require recipients to work a minimum number of hours per week in a program licensed or registered by the state child care facility licensing entity. T.E.A.C.H. programs are administered by a single non-profit organization licensed to implement the model in a state. Programs are guided by the T.E.A.C.H. Early Childhood® National Center at Child Care Services Association to ensure all programs are accountable, effective and high performing. Each program develops tailored scholarship models to address the specific needs of their ECE workforce. Programs are guided by common principles, policies and a set of core values that foster the implementation of the evidence-based model and are guided by a rigorous data collection and evaluation process.

A product of the  
T.E.A.C.H. Early Childhood® National Center at  
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