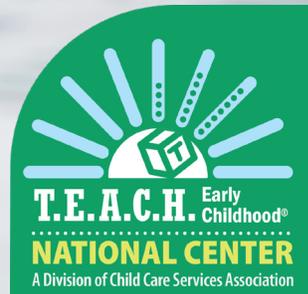


T.E.A.C.H. Early Childhood®

Child Care WAGE\$®

2021 - 2022
State Profile

Compendium



FY22 Results



Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.

The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Alabama, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Alabama, the **Alabama Partnership for Children** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **465** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **11,536** of Alabama's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **17.88** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **15.31** credits per contract.
- Recipients in Alabama completed more than **3,475** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.28**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.3**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$10.81**.
- The average increase in earnings for a recipient on an associate degree scholarship was **3%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **11%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **99%**.
- For bachelor's degree scholarship recipients, the average retention rate was **98%**.

Demographics

- **59.1%** of recipients worked with 3-5-year-old children.
- **56.6%** of recipients worked with children less than 3 years old.
- **74.8%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **18** community colleges or **13** universities offering early childhood degree programs in Alabama.

Personal Impact

- In a survey of recipients, **100%** said they would recommend T.E.A.C.H. to their peers, and **100%** of their employers would recommend T.E.A.C.H.

The T.E.A.C.H. Early Childhood® Program is heralded by experts in the field as a national leader in creating solutions for early childhood education workforce challenges. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGE\$® 2021-2022 Annual National Program Report.



Sequoyah and Stacie Burden following Sequoyah's graduation

Sequoyah was awarded a T.E.A.C.H. bachelor's degree scholarship in May 2019. At the time, she worked as an Auxiliary Teacher (assistant teacher) in an Alabama First-Class Pre-K classroom. Sequoyah worked hard and earned a 4.0 GPA each semester on the T.E.A.C.H. program. Sequoyah frequently shared her experience and appreciation for T.E.A.C.H. with other teachers working in her sponsoring program. As a result, we were able to award a bachelor's degree scholarship to one of her co-workers, Stacie Burden. In spring 2021, Sequoyah called and was so excited that she was going to be promoted to lead teacher once she completed her internship. Sequoyah graduated in December 2021. T.E.A.C.H. staff are extremely excited for her hard work and commitment to completing her education. Sequoyah recently reported how she loves her new position, and how grateful she is for the scholarship's financial support and encouragement provided by T.E.A.C.H. staff.

– Sequoyah Brown, T.E.A.C.H. Graduate

"I work in the field and was going to school on my own paying for each class, until one of my co-workers suggested that I apply for T.E.A.C.H. It has been wonderful going to school with this program. The counselors and director at T.E.A.C.H. Alabama are understanding and will help in any way. "When I was paying for my classes on my own, I came to a roadblock because I knew that eventually money would run out and I would not be able to finish. With T.E.A.C.H. I have completed my Short-Term Certificate, an associate degree and I am currently working on my bachelor's degree. Without T.E.A.C.H. this would have been impossible. I'm grateful for the opportunity they have given me to go to school and follow my dream career."

– Rachael Myrick, T.E.A.C.H. Recipient



"I started my T.E.A.C.H. journey in 2020 when I got my CDA. I am continuing that journey in my second year at Jefferson State Community College. T.E.A.C.H. means a lot to me because as a student and a full-time worker who does not make a lot of money, it helps me pay for my books and classes. Without T.E.A.C.H., I wouldn't be able to earn my Associate Degree in Early Childhood Development. I am grateful that the daycare I work at introduced me to T.E.A.C.H. and for the support I have received from the T.E.A.C.H. directors and the counselors. My college experience has been amazing. I was nervous about starting college in 2021 as I had been out of high school since 2013. I work full time so all the classes that I have taken have been online. My professors have been great to communicate with and are great at giving me the material needed to complete assignments. Jefferson State has been great working with T.E.A.C.H. to help pay for my classes and books."

– Katie Reginald, T.E.A.C.H. Recipient

Eleazar is a head start teacher who has worked with the East Coast Migrant Head Start Program Chandler Mountain in Steele, Alabama, since March 2011. He first applied for an associate degree scholarship in summer 2011. After his scholarship was awarded, he made the decision to delay enrollment. In 2018, he reapplied for the associate scholarship and enrolled in classes at Snead State Community College. Eleazar graduated with an Associate Degree in Child Development in spring 2022. T.E.A.C.H. Alabama staff are so proud of Eleazar's accomplishment. He is now eager to continue his education and has been awarded a bachelor's degree scholarship. Eleazar continues to share how much the personal and professional encouragement and financial support from T.E.A.C.H. staff means to him and his success in college.

– Eleazar Verdin, T.E.A.C.H. Graduate



Alabama Partnership for Children
2595 Bell Road Montgomery, AL 36117
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alabamapartnershipforchildren.org/our-work/t-e-a-c-h/

FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Arkansas, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce.

All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Arkansas, the **Arkansas Early Childhood Association** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **170** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **8,116** of Arkansas's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **16.1** credits per contract.
- Recipients in Arkansas completed more than **1,865** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.28**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.21**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$12.75**.
- The average increase in earnings for a recipient on an associate degree scholarship was **12.9%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **96%**.

Demographics

- **70.6%** of recipients worked with 3-5-year-old children.
- **35.9%** of recipients worked with children less than 3 years old.
- **31.8%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **10** community colleges or **5** universities offering early childhood degree programs in Arkansas.

Personal Impact

- In a survey of recipients, **98%** said they would recommend T.E.A.C.H. to their peers, and **95%** of their employers would recommend T.E.A.C.H.

The T.E.A.C.H. Early Childhood® Program is heralded by experts in the field as a national leader in creating solutions for early childhood education workforce challenges. National outcomes can be found in the T.E.A.C.H. Early Childhood®



“I have always wanted a career in education and knew I would need to get my degree in early childhood education to meet my professional goals. With my responsibilities of my family, I knew my finances would never allow me to go back to school so naturally I was very excited to come across the T.E.A.C.H. Early Childhood® Arkansas program. The opportunity to attend school to accomplish my biggest professional goal and still keeping my teaching job is just amazing. Going back to school is tough, especially with a full-time job. But, with the support I receive from the T.E.A.C.H. program, I am doing it. They get how hard it is for us to study and work at the same time. One of the best parts of this story is that I am serving as an example to my own children that it is never too late to accomplish your goals. With hard work you can accomplish anything. This is a great program that I would recommend to anyone looking to get their early childhood education.”

– Renee Becker, T.E.A.C.H. Recipient

“I went back to school in January 2020 to get my associate degree using the T.E.A.C.H. Early Childhood® scholarship, and I graduated this year maintaining a 4.0! What was so amazing about my educational journey is the knowledge I was able to bring back into my pre-K classroom at the center. I learned so much about curriculum and how to perform assessments and child observations. I added all of my course books to the center resource library to help other teachers. Now that I have finished, I can share everything I have learned with other staff. One of them was so interested, she decided to apply for the T.E.A.C.H. Early Childhood® scholarship and is now attending the same degree program I did. And I have been promoted to a director position. T.E.A.C.H. Early Childhood® is a wonderful opportunity, and I would not have been able to do any of this without it.”

– Natasha Strozier, T.E.A.C.H. Graduate



Arkansas Early Childhood Association
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arkansasearlychildhood.org

FY22 Results



Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.

The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Colorado, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Colorado, **Early Childhood Council Leadership Alliance** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **80** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **4,647** of Colorado's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **15.59** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **18.13** credits per contract.
- Recipients in Colorado completed more than **754** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.67**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.79**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$17.33**.
- The average increase in earnings for a recipient on an associate degree scholarship was **10%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **8%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **93%**.
- For bachelor's degree scholarship recipients, the average retention rate was **100%**.

Demographics

- **61.3%** of recipients worked with 3-5-year-old children.
- **37.5%** of recipients worked with children less than 3 years old.
- **41.3%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **15** community colleges or **8** universities offering early childhood degree programs in Colorado.

Personal Impact

In a survey of recipients, **99%** said they would recommend T.E.A.C.H. to their peers, and **99%** of their employers would recommend T.E.A.C.H.

The T.E.A.C.H. Early Childhood® Program is heralded by experts in the field as a national leader in creating solutions for early childhood education workforce challenges. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGE\$® 2021-2022 Annual National Program Report.



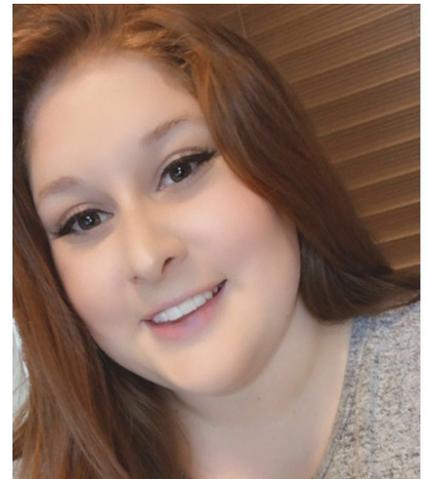
"I am currently working as a paraprofessional at Stedman Elementary School and the T.E.A.C.H. scholarship has been an incredible support for my career. It has allowed me to be in the ECE undergraduate program at Community College of Aurora, and in these first months I have taken advantage of classes in children's literature, psychology, geography, all of which have had an immediate impact on my skills and knowledge as an assistant teacher. Specifically, it has given me the tools to choose books that are more in line with my students, choose more culturally relevant content and use these books with more capacity to improve the results for my students. My geography course has revealed so much about the customs and culture of my students—children of parents from other countries—and this along with my coursework in Denver

Preschool Program (DPP) has empowered me to leverage the multicultural environment that allows for the proper development of students and parents. Finally, psychology has given me opportunities to get to know myself more deeply and to organize my goals that I pursue as a teacher and facilitator of children's education. I have been amazed at the things I have learned and cannot wait to find out everything I will learn in the future to offer my students."

"I am very grateful to the T.E.A.C.H. scholarship that is giving me the opportunity to prepare, and I wish to continue counting on your support in my academic growth to share it with the children."

– Alejandro Hernandez Martinez, T.E.A.C.H. Recipient

"The T.E.A.C.H. scholarship has been the key to my success as a college student. With it, I have been able to achieve a grade point average that will qualify me to graduate magna cum laude along with maintaining my focus on my academics versus the pressure of affording an education. However, it is not just the financial support that made T.E.A.C.H. such an imperative part of my college journey; it has been the endless support from staff like Shannon Hall who provided information in a timely and organized manner. As a T.E.A.C.H. recipient, I remained motivated to complete an Associate Degree in Early Childhood and a Bachelor's Degree in Human Development and Family Relations. I am beyond grateful to T.E.A.C.H. and the Early Childhood Council Leadership Alliance for supporting teachers in achieving their goals and dreams and assisting them in earning a higher education to benefit families and children attending schools in Denver."



-Tess Serrano, T.E.A.C.H. Recipient

Early Childhood Council Leadership Alliance
4891 Independence Street, Suite 140
Wheat Ridge, CO 80033
303-339-6807
ecclacolorado.org

FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.

The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Washington, DC, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Washington, DC, the **National Black Child Development Institute** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **113** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **3,960** of Washington, DC's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **14.13** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **13.71** credits per contract.
- Recipients in Washington, DC completed more than **1,717** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.47**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.31**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$17.27**.
- The average increase in earnings for a recipient on an associate degree scholarship was **4.92%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **5.80%**.

Retention

For associate degree scholarship recipients, the average retention rate was **99%**.
For bachelor's degree scholarship recipients, the average retention rate was **100%**.

Demographics

- **67.3%** of recipients worked with 3-5-year-old children.
- **86.7%** of recipients worked with children less than 3 years old.
- **91.2%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **2** community colleges or **5** universities offering early childhood degree programs in Washington, DC.

Personal Impact

- In a survey of recipients, **99%** said they would recommend T.E.A.C.H. to their peers, and **100%** of their employers would recommend T.E.A.C.H.

The T.E.A.C.H. Early Childhood® Program is heralded by experts in the field as a national leader in creating solutions for early childhood education workforce challenges. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGES® 2021-2022 Annual National Program Report.



Michelle Davis, Barbara Davis-McFadden and Veronica Scott are family, T.E.A.C.H. scholars and, today, they are 2022 graduates. However, their success came after facing many days of hardship and doubt.

Losing employment in 2020, Ms. Davis, Mrs. McFadden and Ms. Scott faced great uncertainty in their careers and education. Through the T.E.A.C.H. D.C. Early Childhood® Scholarship Program new stipend scholarship, they continued their education and became determined to continue as early childhood educators. Staying in class gave them comfort and an opportunity to focus on what they love, teaching. Together, they triumphed over the adversity brought on by the COVID-19 pandemic and each of them gained employment and earned their associate degree.

Mrs. McFadden is proud of their accomplishments and is a role model for her extended family. She believes education should always be a priority regardless of age or where you are in life. Graduating with her family members is one of the greatest honors of her life.



National Black Child Development Institute
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Silver Spring, MD 20910
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FY22 Results



Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.

The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Florida, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Florida, **Children's Forum, Inc.** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **4,603** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **155,615** of Florida's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **15.99** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **19.78** credits per contract.
- Recipients in Florida completed more than **19,965** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.22**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.48**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$13.45**.
- The average increase in earnings for a recipient on an associate degree scholarship was **11.92%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **10.86%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **94.4%**.
- For bachelor's degree scholarship recipients, the average retention rate was **96.25%**.

Demographics

- **67.8%** of recipients worked with 3-5-year-old children.
- **41.5%** of recipients worked with children less than 3 years old.
- **60.2%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **2** community colleges or **37** universities offering early childhood degree programs in Florida.

Personal Impact

- In a survey of recipients, **99%** said they would recommend T.E.A.C.H. to their peers, and **99%** of their employers would recommend T.E.A.C.H.

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No Stopping Us

“Growing up, I faced many difficulties. I was born deaf and was delayed in numerous academic areas. I am grateful to have had incredible teachers who helped me grow and learn despite my challenges. My teachers inspired me to find my purpose and passion as an early childhood educator. My work nurturing little minds and hearts is everything I thought it would be and more! Thanks to the T.E.A.C.H. Early Childhood® Scholarship Program, I can advance in a field, the ECE workforce, where my passion grows daily as do my students.”

– **Shayna Lynn Ackerman, T.E.A.C.H. Scholar and 1-year-old Lead Teacher, Academy at Griffin Harbor in Fort Lauderdale, FL**



This One's for You, Mom



“My mom is my biggest supporter. Two years ago, she was faced with adversities in her life and health. At that time, she told me before she left this earth, she wanted to see me accomplish my goals. I am proud to say that I did just that. In December 2021, I graduated at the top of my class with a Bachelor’s of Science Degree in Educational Studies & Community Leadership. I am so happy that my mom could be there and was able to see me walk across the stage as I received my diploma. Unfortunately, she is now facing additional medical complications and will be entering hospice in the next few days. I will be by her side, standing tall as she’s always stood tall for me.

“I am beyond grateful and continuously blessed by the opportunities the T.E.A.C.H. scholarship program offers students like me who once upon a time thought there was no way to make my dream a reality. Thank you for helping me fulfill my mom’s greatest wish and supporting me as I reached my educational goals!”

– **Jeffrey Coates, T.E.A.C.H. Graduate, Kiddin’ Around Child Care, Dunedin, FL**

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teach-fl.com

FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Indiana, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Indiana, the **Indiana Association for the Education of Young Children** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **1,369** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **38,622** of Indiana's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **15.3** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **18.1** credits per contract.
- Recipients in Indiana completed more than **9,235** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.51**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.72**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$14.83**.
- The average increase in earnings for a recipient on an associate degree scholarship was **9%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **13%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **98%**.
- For bachelor's degree scholarship recipients, the average retention rate was **98%**.

Demographics

- **67.8%** of recipients worked with 3-5-year-old children.
- **56.3%** of recipients worked with children less than 3 years old.
- **34.7%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **15** community colleges or **8** universities offering early childhood degree programs in Indiana.

Personal Impact

- In a survey of recipients, **100%** said they would recommend T.E.A.C.H. to their peers, and **99%** of their employers would recommend T.E.A.C.H.

The T.E.A.C.H. Early Childhood® Program is heralded by experts in the field as a national leader in creating solutions for early childhood education workforce challenges. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGES® 2021-2022 Annual National Program Report.



Alma started her T.E.A.C.H. Early Childhood® Indiana journey in 2004, completing her CDA, associate degree and bachelor's degree.

“My name is Alma Lorena Pittman, I’m 57 years old, and English is my second language. It is important to mention it since I have reached one of my goals at this age. I achieved the Bachelor’s Degree in Science in Early Childhood with a minor in Special Needs Education. I was living in Mexico until I was 34 years old. I had the opportunity to spend three months in United States where I met my husband. Once married in USA, I was in home and volunteering at the Mexican Consulate, volunteering in a group support in the Area of Survivors from Sexual Abuse and volunteering helping the Latino community.

My husband developed an illness and eventually he died, but before that he encouraged me to go back to school. I did it, but also, I had to begin working. One of the leaders from the Wishard Hospital saw how

I was volunteering helping children and invited me to open a preschool. I opened a home child care and preschool in 2004 and began my studies in the area of early childhood education. Working with the children was a blessing since I was able to take care of my own children also. I couldn’t imagine all the benefits I was going to receive and achieve from going to the classes in child development. I had learned about nutrition, how to balance a nutritive diet for the children and how to give CPR and first aid to a child; I learned how to grow my business learning cash flow and budgeting. Through this time, I had to learn and be patient with myself, there were times when I had the language barrier, but it didn’t stop me. I was reading in English and using the dictionary to know what I was reading. It has been years of study and dedication, that left me great satisfaction. I have a small business where we teach the children Spanish and sign language, the food is organic and grass fed and we are Paths to Quality™ Level 4, National Accredited; Montessori Approach. I’m an author—I published a bilingual book for children, Spanish is Easy: Rafael the Mexican Dragon, and also I have been studying theology. I am a United Methodist Pastor. I am absolutely convinced that learning opens minds and elevates the spirit to help others, especially children. I really appreciate the help from T.E.A.C.H. in reaching my goals. All of their support has been greatly appreciated. ‘Big things are achieved, one day at a time.’”



– Alma Lorena Pittman, T.E.A.C.H. Graduate, International Bilingual Learning Family Child Care Home, NFCC Accredited, Paths To QUALITY™ Level 4 Hamilton County

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Indianapolis, IN 46208
317-356-6884
inaeyc.org/programs/teach/

FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Iowa, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Iowa, the **Iowa Association for the Education of Young Children** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **401** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **15,355** of Iowa's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **12.3** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **16.3** credits per contract.
- Recipients in Iowa completed more than **3,241** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.4**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.6**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$13.53**.
- The average increase in earnings for a recipient on an associate degree scholarship was **16%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **17%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **92%**.
- For bachelor's degree scholarship recipients, the average retention rate was **94%**.

Demographics

- **79.3%** of recipients worked with 3-5-year-old children.
- **20.7%** of recipients worked with children less than 3 years old.
- **17.7%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **14** community colleges or **10** universities offering early childhood degree programs in Iowa.

Personal Impact

- In a survey of recipients, **98%** said they would recommend T.E.A.C.H. to their peers, and **100%** of their employers would recommend T.E.A.C.H.

The T.E.A.C.H. Early Childhood® Program is heralded by experts in the field as a national leader in creating solutions for early childhood education workforce challenges. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGES® 2021-2022 Annual National Program Report.

Tiffany Skaggs has been interested in child care since the age of 11 when she started caring for children who lived in the apartment above her family. She later had experience as a nanny, working as a teacher in child care centers and as a traveling child care provider in the homes of several families. She opened her own family child care home in Waverly in 2009. She joined the Iowa Family Child Care Association (IFCCA) and eventually became vice president. The IFCCA inspired her to become registered and to take advantage of the T.E.A.C.H. scholarship to go to college.

Tiffany attended Hawkeye Community College (HCC) in fall 2017 with the support of T.E.A.C.H. She has had several T.E.A.C.H. counselors along the way who all encouraged her while she attended HCC. Her counselor was especially helpful in helping her get FAFSA filed correctly and supporting her through some rough semesters.

When Tiffany was working toward her associate degree at HCC, there were no options to get experience in a family child care setting. So she partnered with HCC to become a field experience site for future ECE graduates. She has two college students working with her program to learn about family child care.

In fall 2020, her counselor shared information with Tiffany about bachelor's degree options. Since Tiffany did not have an associate degree, she was encouraged to take general education classes at the community college first. Tiffany was hit hard during COVID-19 and her counselor continued to support her by sending information on resources to help. She received an associate degree from HCC in spring of 2021. Tiffany was also able to get an \$1,800 Graduate Retention Incentive from T.E.A.C.H. as a reward for her hard work to earn her degree.

After conversations about licensure vs non-licensure, Tiffany started Northwestern College (NWC) for the BA in Early Childhood without licensure in summer 2020. She currently serves on the Governing Board of Iowa AEYC as the Family Child Care Chapter Representative. She is "loud and proud" about family child care and plans to create and provide trainings specific to family child care in the future. Tiffany serves as a T.E.A.C.H. and WAGES ambassador, providing outreach to members of the workforce about both programs. We are proud of her accomplishments and the leadership she continues to provide to the ECE community.



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FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Maine, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Maine, the **Maine Association for the Education of Young Children** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **35** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **2,520** of Maine's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **13.29** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **19.73** credits per contract.
- Recipients in Maine completed more than **405** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.7**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.76**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$15.98**.
- The average increase in earnings for a recipient on an associate degree scholarship was **6.17%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **2%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **85.8%**.
- For bachelor's degree scholarship recipients, the average retention rate was **100%**.

Demographics

- **80%** of recipients worked with 3-5-year-old children.
- **62.9%** of recipients worked with children less than 3 years old.
- **5.7%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **5** community colleges or **5** universities offering early childhood degree programs in Maine.

Personal Impact

- In a survey of recipients, **100%** said they would recommend T.E.A.C.H. to their peers, and **100%** of their employers would recommend T.E.A.C.H.

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"I am honored and humbled to be a recipient of the T.E.A.C.H. scholarship. This has alleviated the financial burden of returning to school, as well as given me additional support and guidance along my journey. Receiving this scholarship serves as a validation to all of my hard work academically as well as in my community and the families I have been able to serve."

– Jennifer Smith, T.E.A.C.H. Recipient, Owner Peanuts Daycare

"T.E.A.C.H. has helped me tremendously through the process of furthering my education. The organization made it possible for me to earn my bachelor's degree while continuing to work in the field. By removing the financial barrier of tuition and books and providing release time for homework, T.E.A.C.H. has made this journey achievable. I am so fortunate for the connections and opportunities that T.E.A.C.H. has given me!"

– Kayla Doherty, T.E.A.C.H. Recipient, Lead Educator, Watch Me Grow Preschool, Brunswick, ME



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FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Michigan, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Michigan, the **Michigan Association for the Education of Young Children** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **1,492** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **42,007** of Michigan's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **14.5** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **15.3** credits per contract.
- Recipients in Michigan completed more than **9,180** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.58**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.63**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$14.43**.
- The average increase in earnings for a recipient on an associate degree scholarship was **17.6%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **14.4%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **94.8%**.
- For bachelor's degree scholarship recipients, the average retention rate was **97.5%**.

Demographics

- **89.6%** of recipients worked with 3-5-year-old children.
- **40.8%** of recipients worked with children less than 3 years old.
- **33%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **26** community colleges or **16** universities offering early childhood degree programs in Michigan.

Personal Impact

- In a survey of recipients, **99.1%** said they would recommend T.E.A.C.H. to their peers, and **93%** of their employers would recommend T.E.A.C.H.

The T.E.A.C.H. Early Childhood® Program is heralded by experts in the field as a national leader in creating solutions for early childhood education workforce challenges. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGE\$® 2021-2022 Annual National Program Report.

T.E.A.C.H. Early Childhood® Michigan FY22 Voices From the Field



Chrissandra Padilla started with T.E.A.C.H. Early Childhood® Michigan in 2017, receiving her CDA credential. She rejoined the program in 2019 on a bachelor's degree scholarship attending University of Michigan – Flint until she graduated in May 2022.

"It has long been my goal to dispel the myth that the outcomes of early childhood adversity are absolute. I never saw myself attending college. As a first-generation high school graduate and the first in my family to attend school on a post-secondary level, I felt a great deal of responsibility. As a recipient of the Michigan Association for the Education of Young Children's T.E.A.C.H. Scholarship, I felt it important to honor my sponsor organization and Michigan AEYC by not squandering this gift of education.

"Attending college during a pandemic presented unique challenges, but with each semester I pushed myself to meet my goals and surpass expectations. The University of Michigan recognized my efforts by presenting me with the Maize & Blue Award, the highest academic honor bestowed on graduates of U of M. As a recipient of this prestigious award, I was given the opportunity to speak at the State of the University address and at my Commencement ceremony.



"It was an honor to be recognized amongst such esteemed scholars. Moreover, my parents, my grandmother, my husband and my children were present to witness and celebrate my accomplishment. I may be the first in my family to reach this academic level, but I will not be the last. Looking back at my experience, I am proud of the path I have taken to disrupt the cycle that has limited my family for generations and to show those who came before me what is truly possible for all of those who come after.

"I firmly believe that there is power in education, and my degree will serve as evidence of my skill, talent and qualifications as I advance in my career. A special thanks to my T.E.A.C.H. Program Specialist Jennifer Davis for all her guidance and support throughout my scholarship. 'Look for the helpers,' Fred Rogers said. Without the help of T.E.A.C.H., attending school at the University of Michigan would have been an insurmountable obstacle. Thank you for providing the opportunity to obtain a high-quality education and to graduate without debt. I am eagerly looking forward to what will come next

because I am not done learning or growing. My future goals include returning to the University of Michigan to obtain a master's degree and reaching new heights in my career as well."

– Chrissandra Padilla, T.E.A.C.H. Graduate, Director of Early Childhood Programs, BA University of Michigan Flint

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miaeyc.org/professional-development/t-e-a-c-h-scholarships/

FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Minnesota, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Minnesota, **Child Care Aware® of Minnesota** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **225** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **11,821** of Minnesota's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **14.75** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **17.29** credits per contract.
- Recipients in Minnesota completed more than **2,415** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.52**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.71**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$17.29**.
- The average increase in earnings for a recipient on an associate degree scholarship was **9%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **14%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **93%**.
- For bachelor's degree scholarship recipients, the average retention rate was **97%**.

Demographics

- **59.6%** of recipients worked with 3-5-year-old children.
- **48.9%** of recipients worked with children less than 3 years old.
- **33.8%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **12** community colleges or **8** universities offering early childhood degree programs in Minnesota.

Personal Impact

- In a survey of recipients, **100%** said they would recommend T.E.A.C.H. to their peers, and **100%** of their employers would recommend T.E.A.C.H.

The T.E.A.C.H. Early Childhood® Program is heralded by experts in the field as a national leader in creating solutions for early childhood education workforce challenges. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGE\$® 2021-2022 Annual National Program Report.



“Without the T.E.A.C.H. scholarship, I would not have been able to afford to get a BA degree. The financial support was essential to managing college as an adult while parenting and working full time. Earning my degree gives credibility to the work that I do every day. I may be doing the same work but I would like to believe that I do it with more knowledge and more intention. Many early childhood educators enter the field without a degree. T.E.A.C.H. scholarships offer opportunity to people who are doing the important work of caring for and educating the young children of our country.”

– Theresa Peplinski, T.E.A.C.H. Graduate, Family Child Care Provider

“The generous help that I have received from the Initiative grants and from Child Care Aware through the T.E.A.C.H. scholarship and my coach and the incredible amount of support she has given me, is something I will never be able to say thank you enough for. I am so appreciative for all of it. It was my coach that gave me the confidence and the motivation to apply to Pine Technical and Community College, which has honestly been one of the best decisions of my life. The financial help that I have received from these programs and the help of my team at the college have allowed me to focus completely on my courses without the stress of worrying how I will pay for everything, which has been

such an amazing feeling. I am so excited to be graduating today with my certificate in Early Childhood and I am proud to say I am continuing in the Fall for my AAS degree. Taking these courses has done so much for me as well as the children I care for. I have learned an immense amount of information which is making me a better childcare provider, but that is not all this program has given me. It has given me something that is just for me, something to take pride in that I am accomplishing because I am so passionate about caring for children and I choose to work hard on my coursework. I am so thankful for all of it.”

– Sara Orton, T.E.A.C.H. Recipient, Family Child Care Provider

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FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Missouri, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Missouri, **Child Care Aware® of Missouri** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **208** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **7,628** of Missouri's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **12.5** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **13.6** credits per contract.
- Recipients in Missouri completed more than **1,522.5** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.3**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.3**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$12.97**.
- The average increase in earnings for a recipient on an associate degree scholarship was **15%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **15%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **94%**.
- For bachelor's degree scholarship recipients, the average retention rate was **96%**.

Demographics

- **74.5%** of recipients worked with 3-5-year-old children.
- **68.3%** of recipients worked with children less than 3 years old.
- **32.7%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **11** community colleges or **12** universities offering early childhood degree programs in Missouri.

Personal Impact

- In a survey of recipients, **100%** said they would recommend T.E.A.C.H. to their peers, and **100%** of their employers would recommend T.E.A.C.H.

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"I took dual classes at Ozarks Technical Community College (OTC) in their early childhood program for high school students. I went to my high school in the mornings and then OTC in the afternoons. Along with early childhood college classes, I also had lab hours in their preschool classrooms. This was a great experience for me and helped my love for this field grow. While in this program at OTC, I competed in a Skills USA Competition in Early Childhood. The competition consisted of preparing activities and implementing them in front of judges. I received second place at Districts, first place at State, and sixth place in the Nation. With my first place at State, I received a full scholarship to OTC College. Before receiving this scholarship, I thought about taking time off after high school before attending college. My path would have ended up so differently if I had.



"As soon as I graduated with my Associate Degree in Early Childhood, the OTC Early Childhood Education Center built a new building and was hiring new teachers. I applied and received an Assistant Teacher position. Several years later, I was promoted to a Lead Teacher position. While I was an Assistant Teacher, I started working on my bachelor's [degree], but then I got pregnant with my son. I took some time off to focus on being a mom. I became a single mom when my son was 14 months old and got divorced. Life became crazy and going back to school to finish my degree seemed impossible now.

"The T.E.A.C.H. Missouri scholarship changed my life! It has still been a long and hard journey but they took an impossible situation and made it happen for me. My son struggles with me doing homework at home. When it is just the two of us, the paid time off to do homework is such an amazing blessing. I graduated in May 2021 with my Bachelor's Degree in Child and Family Development. I never thought I would receive master's education—my bachelor's was such a struggle—but because of T.E.A.C.H., I am currently in the master's certificate pilot. After I receive my certificate I plan to finish

their master's program and graduate with a Master's in Leadership and Management in Early Childhood Development. I owe this scholarship everything! I cannot put into words the blessing and impact this has made on my life."

– Chelsey Wright, T.E.A.C.H. Recipient, Ozarks Technical College ECE Center, Springfield, MO

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FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Nebraska, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Nebraska, the **Nebraska Association for the Education of Young Children** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **164** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **8,325** of Nebraska's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **16.44** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **19.32** credits per contract.
- Recipients in Nebraska completed more than **1,389** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.27**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.56**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$13.24**.
- The average increase in earnings for a recipient on an associate degree scholarship was **8.54%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **6.7%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **91.1%**.
- For bachelor's degree scholarship recipients, the average retention rate was **96.9%**.

Demographics

- **80.5%** of recipients worked with 3-5-year-old children.
- **61%** of recipients worked with children less than 3 years old.
- **28%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **8** community colleges or **5** universities offering early childhood degree programs in Nebraska.

Personal Impact

- In a survey of recipients, **99%** said they would recommend T.E.A.C.H. to their peers, and **97%** of their employers would recommend T.E.A.C.H.

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T.E.A.C.H. Early Childhood® Nebraska
FY22 Voices From the Field



Sidney Wood graduated summa cum laude at the end of the Spring 2022 term with her Bachelor of Arts in Education degree with an Inclusive Endorsement in Early Childhood from the University of Nebraska at Kearney. Sidney was first awarded a T.E.A.C.H. scholarship in the Spring 2019 term. She completed 88 credits while working full time as an assistant teacher at a public school pre-k program in Scotia, NE.



Sidney said, “Three years ago, I found myself waitressing at my local Pub & Grill. As I was taking a customer’s order, she asked me what my plan was after graduating from Central Community College. I explained to her that I would continue to be a paraprofessional at our public school as I had no interest in furthering my education in fear of student debt. She said, ‘You should apply for the T.E.A.C.H. scholarship. You would be a great candidate.’ I hurried home after my shift, did some research and started filling out the application immediately! I had never looked forward to checking the mail, but let’s just say I checked it every day for the next three weeks. On the third week, I received my acceptance letter and that is the day that truly changed my life forever. The T.E.A.C.H. scholarship has made it possible for me to pursue my passion in education. Without this scholarship, I would not have been able to walk across the stage at the University of Nebraska at Kearney. The program assisted me with 80% tuition and books, provided study hours within my work schedule and always had the door open for a helping hand. I cannot thank this program enough and because of them, I will be teaching at Central Valley for the next two years!”

– Sidney Wood, T.E.A.C.H. Graduate

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nebraskaaeyc.org/teach-early-childhoodreg.html

FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Nevada, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Nevada, the **Nevada Association for the Education of Young Children** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **163** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **15,019** of Nevada's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **12.535** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **16.77** credits per contract.
- Recipients in Nevada completed more than **1,578** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.26**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.53**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$15.79**.
- The average increase in earnings for a recipient on an associate degree scholarship was **13.46%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **12.07%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **94.7%**.
- For bachelor's degree scholarship recipients, the average retention rate was **86.8%**.

Demographics

- **69.3%** of recipients worked with 3-5-year-old children.
- **20.9%** of recipients worked with children less than 3 years old.
- **54.6%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **4** community colleges or **2** universities offering early childhood degree programs in Nevada.

Personal Impact

- In a survey of recipients, **100%** said they would recommend T.E.A.C.H. to their peers, and **100%** of their employers would recommend T.E.A.C.H.

The T.E.A.C.H. Early Childhood® Program is heralded by experts in the field as a national leader in creating solutions for early childhood education workforce challenges. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGES® 2021-2022 Annual National Program Report.



"I graduated from high school and intended to go to college to be a teacher, but life got in the way. Fast forward 20 years, I was asked to be a parent helper in my daughter's preschool. This sparked my interest in teaching again. With the support of my director, I started taking classes, paying for it on my own, so I could only take one class at a time. About three years in, my director looked into T.E.A.C.H. for me. I applied and started a real semester of school--12 credits. The program made sure that I was able to take the classes I needed to graduate. After completing my associate degree, I continued on to get my Bachelor's Degree in Elementary Education. With T.E.A.C.H. I was able to take 15-18 credits every semester and graduate quickly. Now, I am interviewing for my dream job.

"Not only did the program help me financially, but the advisors were a huge help as well. Bridget and John have gone out of their way to check in on me throughout each semester to make sure things are going well; I always felt important and cared for. At 52 I am living proof that it is never too late to get your diploma!"

– Michelle Ingram, T.E.A.C.H. Graduate

"I have been a preschool teacher for eight years. I am married and a mother of two teenage daughters. I enrolled in the T.E.A.C.H. scholarship program in 2019 and recently earned my associates of applied science in early childhood education with summa cum laude honors. Since graduating, I have been promoted to an internal QRIS coach at my center. I plan to continue my education and obtain a Bachelor's Degree in Early Childhood Education. Then I want to become an QRIS coach. None of my educational dreams would have been possible without the T.E.A.C.H. scholarship and support. I recommend the program to any early childhood educator who wants to further their education and achieve remarkable yet reachable goals."



– Tiffany Hranac, T.E.A.C.H. Recipient



"T.E.A.C.H. Early Childhood® Nevada is the scholarship program that helped me to accomplish my dream to become a teacher. I spent my childhood with my great-grandmother who was a retired rural elementary teacher. I watched her spending her evenings tutoring children in her neighborhood. She was a gentle, patient, and loving teacher. I learned that being a teacher was a profession of love and giving.

"I continued with my studies and became a kindergarten teacher. I worked in various private elementary schools as an English teacher at kindergarten level. I was doing what I loved the most, working with preschoolers and teaching English and Spanish. I traveled during my summer vacation to visit Texas and Los Angeles. Instead of going to tourist places, I decided to visit some elementary schools.

"I fell in love with the U.S. schools. I wanted to spend more time learning about their curriculum and strategies. I worked as an EL teacher assistant for 15 years in Reno, Nevada, in seven different schools. The T.E.A.C.H.

scholarship offered me a scholarship that allowed me to learn more about early childhood and tons of strategies to use with students learning a second language and students with special needs. I observed various classrooms while being an assistant and learned how the teachers created a warm and welcoming family engagement. The classroom becomes a second home and teachers are facilitating new learning strategies.

The young students really had created strong bonds with their teachers. The play areas helped the preschool students discover the world in fun ways getting them ready for kindergarten. I learned classroom management, lesson planning and teacher organization skills in my college classes. I became aware of my students' needs. I became an expert in how to approach each of their learning styles to let them discover their highest potentials. T.E.A.C.H. does not just help future teachers; T.E.A.C.H. helps the entire community by helping teachers create a sense of community and belonging in the classroom."

– Angelica Morales, T.E.A.C.H. Recipient

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nvteach.org

FY22 Results

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The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In New Hampshire, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In New Hampshire, **Southern New Hampshire Services, Inc.** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **66** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **3,197** of New Hampshire's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **14.43** credits per contract.
- Recipients in New Hampshire completed more than **602** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.45**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$14.78**.
- The average increase in earnings for a recipient on an associate degree scholarship was **17.32%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **100%**.

Demographics

- **81.8%** of recipients worked with 3-5-year-old children.
- **69.7%** of recipients worked with children less than 3 years old.
- **15.2%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **7** community colleges or **1** university offering early childhood degree programs in New Hampshire.

Personal Impact

- In a survey of recipients, **100%** said they would recommend T.E.A.C.H. to their peers, and **100%** of their employers would recommend T.E.A.C.H.

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NH's First T.E.A.C.H. Recipient to Earn an Associate Degree in ECE

T.E.A.C.H. Early Childhood® New Hampshire awarded the first scholarship in January 2021. The first scholarship recipient to earn an associate degree through T.E.A.C.H. NH graduated in May 2022 from NHTI-Concord's Community College. Congratulations Billie Owens!

“When I started with the T.E.A.C.H. Early Childhood® scholarship program I was trying to start a family, work full time, and earn my associate degree. While I was a recipient I had an hour drive and was pregnant. It wasn't the easiest of situations, but T.E.A.C.H. NH made it so worthwhile (along with my amazing center of course). I didn't have to stress about paying for my degree or when I would be able to complete my homework. The program allowed me six hours a week of paid release time to work on homework, which was one of the biggest bonuses! When I finally had my son, I was worried about being allowed to stay in the program during my maternity leave – and I could! Diane Manning (the T.E.A.C.H. counselor) was an amazing help and made it work so I could enjoy my baby and still succeed in the program.

“Without T.E.A.C.H. I would not be in the position I am in today. It would have taken me longer to finish school as I would have had to pay in larger chunks and would not have been able to take as many classes as I did. Thanks to T.E.A.C.H. I was able to graduate in front of my baby boy and my fiancé, something that has meant the world to me. I am now an assistant director of a preschool and I am loving moving forward in my career. I will forever be grateful for the opportunities this program has given and still gives to me.”

– Billie Owens, T.E.A.C.H. Graduate, Associate Degree in Early Childhood Education, NHTI



“Without the T.E.A.C.H. Early Childhood® scholarship program, I knew with my income I could not afford to go back to college. I was okay with the fact I have a really good job but didn't know how I could advance. I heard about T.E.A.C.H. NH from my director and then read about it in the Child Care Aware® of NH newsletter. This was the chance I needed to finish my education and finally earn my teaching credential. I felt blessed and excited to continue earning my associate degree. I really appreciate that [T.E.A.C.H. counselor] Diane Manning has been so great and helpful in making this happen for me. It has taken all the financial burden away and will allow me to complete my goal with minimal debt.”

– Bobbie C., T.E.A.C.H. Recipient

Child Care Aware® of New Hampshire
88 Temple Street
Nashua, NH 03060
603-578-1386

nh-connections.org/t-e-a-c-h-early-childhood-nh/

FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In North Carolina, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In North Carolina, **Child Care Services Association** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **1,955** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **57,605** of North Carolina's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **15.75** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **17.7** credits per contract.
- Recipients in North Carolina completed more than **13,454** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.21**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.34**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$13.43**.
- The average increase in earnings for a recipient on an associate degree scholarship was **14.7%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **10.3%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **94.7%**.
- For bachelor's degree scholarship recipients, the average retention rate was **98.4%**.

Demographics

- **47.9%** of recipients worked with 3-5-year-old children.
- **52.1%** of recipients worked with children less than 3 years old.
- **51.7%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **56** community colleges or **20** universities offering early childhood degree programs in North Carolina.

Personal Impact

- In a survey of recipients, **99%** said they would recommend T.E.A.C.H. to their peers, and **99%** of their employers would recommend T.E.A.C.H.

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"I have been in the child care industry for about 35 years. T.E.A.C.H. helped me get my Associate Degree in Early Childhood Education in 2013 from Haywood Community College when I was a director for The Sunshine House Early Learning Academy. I have always enjoyed working with our children, parents, and staff. I was promoted to Regional Director in 2014. I am the regional director for 12 centers: six in Greensboro and six in Fayetteville, NC. I have always believed that the best supervisors lead by example. I had several directors with their associate degrees, but we did not have our bachelor's degrees. We investigated T.E.A.C.H. We wanted our degree in early childhood education but did not need the licensure. T.E.A.C.H. gave us a list of colleges/universities that we could check out. We chose the University of Mount Olive. On April 29, 2022, I walked across the stage and accepted my Bachelor's Degree in Early Childhood Education, summa cum laude. It was a dream come true. My husband, children and granddaughter were in attendance. They all knew how hard I worked for my degree. The message I wanted to give to them that day was: 'Don't be afraid to follow your dreams. You are never too old. If you would like to further your education, please call T.E.A.C.H. They will help you every step of the way.' I am very grateful this program."

– T.E.A.C.H. Graduate, Administrator, Guilford County



"My experience with the T.E.A.C.H. scholarship program was amazing and I am grateful for it. From the beginning I felt the support of my counselor who assisted me through the scholarship process. Also she checked in with me mid-way through each semester and answered any questions that I had along the way."

"As far as my journey at UNCG, it was a dream come true and zoomed by faster than I thought. Due to the funding of the T.E.A.C.H. program I was able to achieve my goal of obtaining my master's degree at a quality university. I was taught by some awesome instructors who were very knowledgeable in the early childhood field. They were understanding, helpful and made changes as needed due to our courses being taught during the pandemic. I feel prepared to be a better administrator, leader and advocate for early childhood education. Although our program was online, I have built friendships with some of the best early childhood professionals in the field. I will forever be grateful to the T.E.A.C.H. program and the future doors that will be open as a result of obtaining my master's degree. I hope funding for this program continues to be around for many years to come."

-T.E.A.C.H. Graduate, Onslow County

Kids Corner is a five-Star center in Murphy, NC, which opened in September 2004 and is licensed for 70 children ages birth to 12 years old. Before-school, after-school and summer programs are available for school-age children. Kids Corner employs 14 staff members, each of whom have depended on T.E.A.C.H. to help pay for their classes. T.E.A.C.H. has provided the staff at Kids Corner with the opportunity to obtain the education necessary to remain a five-Star center. The educational opportunities provided by the T.E.A.C.H. program also give our staff a feeling of pride and accomplishment in their chosen profession as well as the confidence in their ability to provide a quality education the children."



– T.E.A.C.H. Sponsoring employer, Cherokee County

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PO Box 901 Chapel Hill, NC 27514
919-967-3272

childcareservices.org/programs/teach-north-carolina/

FY22 Results



Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.

The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Ohio, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Ohio, the **Ohio Child Care Resource and Referral Association** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **857** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **44,231** of Ohio's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **14.86** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **15.31** credits per contract.
- Recipients in Ohio completed more than **2,445** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.29**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.43**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$11.65**.
- The average increase in earnings for a recipient on an associate degree scholarship was **11.67%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **6.86%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **100%**.
- For bachelor's degree scholarship recipients, the average retention rate was **100%**.

Demographics

- **63%** of recipients worked with 3-5-year-old children.
- **47.7%** of recipients worked with children less than 3 years old.
- **41.1%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **24** community colleges or **3** universities offering early childhood degree programs in Ohio.

Personal Impact

- In a survey of recipients, **100%** said they would recommend T.E.A.C.H. to their peers, and **100%** of their employers would recommend T.E.A.C.H.

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"I wanted to take a minute to express my gratitude in providing me with a scholarship to further my early childhood knowledge. I have been teaching preschool for 24 years. In addition, as a 54-year-old student I was very nervous. This experience is bringing out so many new and wonderful approaches to teaching and enhancing my curriculum. I am learning so much. It has given me so much power and confidence with both parents and students.

"Belinda Kitsos has been a great mentor and sounding board. She checks on me and gives encouraging words when I need them. Having her help me through this process has been a pure blessing. Edison State has also made using my scholarship an easy task. I hope others are able to utilize this program. I am 5 classes and a practicum away from achieving my degree. All while working full time."

– **Becky Figlestahler, St. Peter Early Childhood Center T.E.A.C.H. Associate Degree Scholar, Edison State**

"I was able to benefit from T.E.A.C.H. by obtaining my Associate Degree in Early Childhood for little to nothing out of pocket expenses. Taking these additional classes has exceeded my education in early childhood and simplified my daily work schedule because now I know exactly how to structure my day and classroom. My future career goals include officially being the administrator at my center and possibly own my own center one day. I would tell others about my experience as a T.E.A.C.H. scholar and that the process is a breeze and well worth the time. The scholarship was a blessing and so was Ms. Shamell. She was with me from start to finish and she was always so helpful and informative whenever I reached out to her."

– **Emery Jamison, Associate Degree Graduate, University of Cincinnati**



Ohio Child Care Resource and Referral Association
2469 Stelzer Road
Columbus, OH 43219
877-547-6978
occrra.org/workforce-development/

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The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Pennsylvania, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Pennsylvania, the **Pennsylvania Child Care Association** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **945** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **45,367** of Pennsylvania's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **13.38** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **15.85** credits per contract.
- Recipients in Pennsylvania completed more than **10,357** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.53**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.73**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$13.88**.
- The average increase in earnings for a recipient on an associate degree scholarship was **12.23%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **11.9%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **92.6%**.
- For bachelor's degree scholarship recipients, the average retention rate was **93.3%**.

Demographics

- **60.7%** of recipients worked with 3-5-year-old children.
- **48.6%** of recipients worked with children less than 3 years old.
- **43.5%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **16** community colleges or **32** universities offering early childhood degree programs in Pennsylvania.

Personal Impact

- In a survey of recipients, **98%** said they would recommend T.E.A.C.H. to their peers, and **95%** of their employers would recommend T.E.A.C.H.

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T.E.A.C.H. Early Childhood® Pennsylvania FY22 Voices From the Field



Donna Reid-Kilgore is a Pre-K Counts Teacher at Bloom Early Education Center, a STAR 4 program in Northeastern Pennsylvania. During her 13+ years at Bloom, Donna earned her associate (2011) and bachelor's degrees (2021) through T.E.A.C.H. Now, she's pursuing a Master's Degree in ECE Leadership and working toward her Level II Teaching Certificate. "Without T.E.A.C.H. I would still be on the lowest rung of my center's pay lattice, or potentially not even in the field anymore," Donna said. "These scholarships allowed me to turn my job into a career of passion and dedication."

When Donna completed her bachelor's and Level I Teaching Certificate, she was promoted from assistant to teacher and her wages increased by more than 28%. "Aside from the money, earning these degrees allowed me to develop a mindset of growth and a greater understanding of the immense importance of our work in this field."

Donna has become a passionate ECE advocate. Last year, as a policy fellow for Teach Plus Pennsylvania, she met with state legislators to advocate for ECE funding, designed a social media campaign to raise awareness about needs in the field and wrote an op-ed for the Wilkes-Barre Times Leader. This year, she will co-lead the ECE Working Group as a senior policy fellow.

Asked about her future, Donna said, "My ideal would be to stay in the classroom, but my rheumatoid arthritis seems to have other plans for me. I will teach in the classroom as long as I'm physically able to and then hopefully move into advocacy or post-secondary teaching."

"T.E.A.C.H. has allowed me to become the educator I was meant to be and to earn the credentials I need to do the work I want to do in this field. I hope I can inspire others to take advantage of this barrier-breaking opportunity and become the educators they were meant to be!"



Sydia Winstead owns and operates a home-based child care program in South Philadelphia. A mother of five children and two grandchildren, her education journey has been long, but she never gave up on her dream to earn a college degree. Before opening her own program 13 years ago, Sydia worked at a YMCA Early Head Start center. She began working toward an associate degree through a T.E.A.C.H. scholarship at the YMCA but was not able to complete her degree while raising a young family.

When Sydia opened her child care business in 2009, she didn't realize that she could receive T.E.A.C.H. as a home-based provider. "When I first looked into it, the funding had stopped and I was so disappointed. When T.E.A.C.H. started back up again I said, 'This is my opportunity to finish school and to motivate my children' because I had three of them in college at the time. I told myself, 'I'm not going to let it pass me by this time!'"

Sydia started in T.E.A.C.H. in January 2020 and plans to complete an Associate Degree in Early Childhood Education in 2023. As she completed college credits, she increased her program's STAR rating to a 4 and received an Early Head Start grant in November 2021.

Balancing classes, homework, running a home-based center and caring for her family has not been easy, but Sydia credits her T.E.A.C.H. counselor for helping her stay on track. "Jen was very helpful and encouraging whenever I called or reached out. I love that she would always send an email checking to see how things are going or if I need help with anything. She would say, 'Don't be afraid or ashamed to ask for tutoring if you need it.' She helped me pace myself with the number of classes I took so I wouldn't get overwhelmed."

As Sydia realizes her dream, she is inspiring her children to pursue theirs. "My 19-year-old daughter is going into her junior year at Lincoln University and she gets so discouraged. She was not doing too good in chemistry, so I told her to go to tutoring. I said, 'Don't give up, you can do it. I'm doing it!' My oldest daughter, who completed three years at Howard University, is now going back to school to finish her last year."

"I tell all my children, even my 9-year old son, 'It's never too late to go back to school.' T.E.A.C.H. helped me to know that anything is possible if you put your mind to it."

Pennsylvania Child Care Association
20 Erford Road, Suite 302
Lemoyne, PA 17043
717-657-9000
pacca.org/teach_scholarship.php

FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Rhode Island, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Rhode Island, the **Rhode Island Association for the Education of Young Children** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **104** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **2,962** of Rhode Island's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **15** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **18** credits per contract.
- Recipients in Rhode Island completed more than **820** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.48**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.6**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$15.40**.
- The average increase in earnings for a recipient on an associate degree scholarship was **14%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **12%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **98%**.
- For bachelor's degree scholarship recipients, the average retention rate was **92%**.

Demographics

- **94.2%** of recipients worked with 3-5-year-old children.
- **78.8%** of recipients worked with children less than 3 years old.
- **69.2%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **1** community college or **2** universities offering early childhood degree programs in Rhode Island.

Personal Impact

- In a survey of recipients, **97%** said they would recommend T.E.A.C.H. to their peers, and **95%** of their employers would recommend T.E.A.C.H.

The T.E.A.C.H. Early Childhood® Program is heralded by experts in the field as a national leader in creating solutions for early childhood education workforce challenges. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGES® 2021-2022 Annual National Program Report.



Hilda Serrano is a family child care provider from Providence, Rhode Island. She has been serving the children and families of her community for 21 years and her program has consistently maintained a high quality rating while participating in the state's Quality Rating and Improvement System (QRIS.) Over the years, Hilda has worked to support other family child care providers, either through mentorship or professional development.

Before her participation in the T.E.A.C.H. Early Childhood® Scholarship Program, Hilda had been contemplating the idea of going beyond the associate degree she had earned at the Community College of Rhode Island. However, like most adult learners, she was apprehensive about going back to school. The T.E.A.C.H. staff and her QRIS Navigator encouraged her to take the leap of faith and apply to Rhode Island College. For the past two years, Hilda has demonstrated that you can take that leap of faith and accomplish your goal with tenacity, hard work and belief. She is the definition of a role model to her family, her peers, the families and children she serves.

Earlier this year, Hilda approached the T.E.A.C.H. staff for help as she was approaching her Spring 2022 Field Experience class. Hilda wanted to utilize her workplace as her field placement, but she needed a field placement supervisor, someone who could review her goals, observe, evaluate her two times per semester and serve as a resource when needed. Hilda did not know any qualified individual to fulfill this particular role. The T.E.A.C.H. team worked diligently to figure out a way to support Hilda with this predicament. Eventually, the T.E.A.C.H. staff was able to pair Hilda with an RIAEYC staff member, a QRIS program assessor and former educator who went above and beyond to provide the field placement support Hilda needed. After the semester was complete, Hilda reached out to the T.E.A.C.H. staff express her appreciation and to let them know she had earned an A in the class. According to Hilda, she was also "grateful for the connection, for the mentorship and the feedback" she received. This level of support was certainly a first for the T.E.A.C.H. staff, yet it demonstrates the commitment and support the T.E.A.C.H. Early Childhood® Program is rooted on.

Carmen Soares has been an early childhood educator for more than 30 years. She spent five of those years educating and caring for children at Mount Hope Childcare Center in Providence, Rhode Island. She is currently a Pre-K lead teacher. When her supervisor approached her with the idea of going back to school and explained the T.E.A.C.H. Early Childhood® Scholarship program, Carmen found it to be the perfect opportunity to create a plan and finally get serious about completing her associate degree. Carmen became a T.E.A.C.H. scholarship recipient in 2018. According to Carmen, "I was given the opportunity to complete my degree without having to worry about a student loan debt. At the end of it all, at my age, a student loan debt was not an option." The road has not been easy, but Carmen is a strong, determined woman. She believes that the program has given her the opportunity to earn her degree and follow her throughout with texts, emails and phone calls to help her "stay motivated and stay on target." Carmen is scheduled to graduate from Community College of Rhode Island at the end of the Spring 2023 semester.



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teach-ri.org

FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In South Carolina, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In South Carolina, **South Carolina Endeavors** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **537** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **19,174** of South Carolina's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **12.99** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **14.35** credits per contract.
- Recipients in South Carolina completed more than **2,714** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.2**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.2**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$11.70**.
- The average increase in earnings for a recipient on an associate degree scholarship was **6.54%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **12.63%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **94%**.
- For bachelor's degree scholarship recipients, the average retention rate was **92.5%**.

Demographics

- **52.5%** of recipients worked with 3-5-year-old children.
- **52.3%** of recipients worked with children less than 3 years old.
- **57.7%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **16** community colleges or **6** universities offering early childhood degree programs in South Carolina.

Personal Impact

- In a survey of recipients, **93%** said they would recommend T.E.A.C.H. to their peers, and **100%** of their employers would recommend T.E.A.C.H.

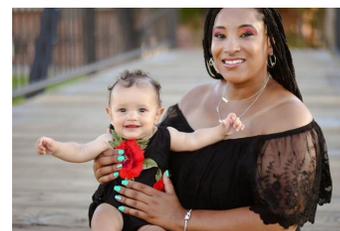
The T.E.A.C.H. Early Childhood® Program is heralded by experts in the field as a national leader in creating solutions for early childhood education workforce challenges. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGE\$® 2021-2022 Annual National Program Report.



"T.E.A.C.H. is a program that I am eternally grateful for. I started my college experience in 2005 and stopped in 2010 without finishing my degree. T.E.A.C.H. has allowed me to fill in the holes necessary to work toward getting my bachelor's and make a difference in the lives of the children I work with daily. Through T.E.A.C.H. program, I have been able to explore the possibility of taking classes that will put me on track to become a director someday. I have learned about new policies, procedures, updated laws and learned about the early education world through the eyes of a different instructor. Most importantly, I have found a cohort of other educators with a similar education philosophy, passion for education and a love for all children. They built me up when I was down, expanded my knowledge of all things early childhood, and brought new insights to old tricks."

– Jamie Hampton, T.E.A.C.H. Graduate

"I began my teaching journey in January 2019. I started working with the afterschool program at Trenholm Road United Methodist Church Preschool. I also worked mornings as substitute teacher at the preschool. I quickly realized I wanted to pursue a career as an early childhood educator. A few months later I had the opportunity to work full time with 2-year-old children. My director explained that I also had the opportunity to participate in the T.E.A.C.H. scholarship program. My bachelor's degree is in retail with emphasis in fashion merchandising, so I knew that I would benefit from gaining more knowledge that would help me become a better teacher. I completed my application to participate the T.E.A.C.H. program, and I applied to be a part time student at Midlands Technical College. After completing all the necessary requirements, I was able to begin taking courses. The first course I took was ECD 101. I learned valuable information that I could use in my classroom. I learned about classroom arrangement, lesson planning, theorists, developmentally appropriate practices and more. I realized that I would continue to gain expertise that would help me in my classroom. My second semester I took two courses and I walked away from that experience feeling more confident in my abilities to be an impactful educator. I currently take two classes each semester and I also take courses during the summer. I had my first child in December of last year. I was concerned about taking a break from my courses. It was important for me to continue going to school so I could further my career. I decided to continue taking courses during my pregnancy and to take only one course after my daughter was born. I strive to make sure that I am putting forth the maximum effort with all assignments. I knew it would be harder to take courses while I had a newborn, but was able to complete all my schoolwork successfully. I resumed taking two classes again the next semester. It takes hard work and dedication to work full time and take courses as a new mom. I continue to sharpen my skills as a teacher, and I can make extra money that helps me support my family. I encouraged one of my coworkers to begin the T.E.A.C.H. program as well. It feels great to help others further their career through education. I am excited about my future, and I have truly enjoyed being a part of the T.E.A.C.H. scholarship program."



– Zenia McCants, T.E.A.C.H. Scholar



"I am beginning my second year of coursework with T.E.A.C.H. I completed two years of college immediately after high school; but then life happened, and I left school before completing my degree. I've dreamed of going back to school for many years, and T.E.A.C.H. has made that possible. I work as a 4K assistant teacher at a child care center, and I can already tell that my decision to go back to school is having an impact on my children. I am more able to select age-appropriate materials and activities and to change those activities to meet the needs of all the children in my care. I also feel more confident when talking to parents and co-workers. One unanticipated benefit of continuing education has been improving my computer skills, which is necessary for working and communicating in our modern, technology-driven world. I didn't realize how much I had forgotten (or how much has changed) until I took my first web-based course this past fall. Getting closer to obtaining my associate degree has opened a world of possibilities for me. T.E.A.C.H. has renewed my enthusiasm for my job and helped me look to the future with excitement and hope."

– Alicia Shealy, T.E.A.C.H. Scholar

South Carolina Endeavors
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864-250-8581 or 866-845-1555 (toll free)
scendeavors.org/professional-development/t-e-a-c-h/

FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Texas, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Texas, the **Texas Association for the Education of Young Children** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **316** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **14,594** of Texas's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **15.04** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **17.5** credits per contract.
- Recipients in Texas completed more than **1,781** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.3**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.1**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$12.58**.
- The average increase in earnings for a recipient on an associate degree scholarship was **10%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **13%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **90%**.
- For bachelor's degree scholarship recipients, the average retention rate was **89.5%**.

Demographics

- **54.4%** of recipients worked with 3-5-year-old children.
- **40.2%** of recipients worked with children less than 3 years old.
- **71.5%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **35** community colleges or **15** universities offering early childhood degree programs in Texas.

Personal Impact

- In a survey of recipients, **96%** said they would recommend T.E.A.C.H. to their peers, and **84%** of their employers would recommend T.E.A.C.H.

The T.E.A.C.H. Early Childhood® Program is heralded by experts in the field as a national leader in creating solutions for early childhood education workforce challenges. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGE\$® 2021-2022 Annual National Program Report.



"The T.E.A.C.H. scholarship program has given me my life back! In the beginning, I was concerned with how I was going to juggle three kids and their extracurricular activities, a full-time job and the responsibilities of college courses. But my employer has been more than accommodating by providing me time at work to complete my assignments and has really supported me on my educational journey! The classes fit so perfectly with my work schedule, and I can still spend quality time with my family without school getting in the way. I can work at my own convenience, as long as assignments are turned in by the due date. So far, I have made As in all of my classes. If you had told me years ago I would be going back to school and making good grades, I wouldn't have believed you. This program has made it so easy to return to school. Every member of the T.E.A.C.H. scholarship program has been very supportive of helping me reach my goals. They have held my hand along the way and are quick to solve any problems that arise."

– Tamara Blain, T.E.A.C.H. Associate Degree Scholar

"The T.E.A.C.H. program came into my life at a time when I thought that the idea of obtaining my bachelor's degree was impossible. T.E.A.C.H. was supportive and provided me with the opportunity to pursue and obtain a degree to further my career in early childhood education. Every T.E.A.C.H. staff member was extremely helpful, informative and motivating. I was able to attend online university classes while working a full-time job. I was able to gain a high education and credentials in the child development field. All this knowledge is applied every day, in and out of the classroom. While I lead my teachers and children in my class, I apply every bit of knowledge and experience gained from my studies. This was possible because of the efforts of T.E.A.C.H. to not only support the education of the recipients, but also their personal well-being. I am so happy to have been a part of T.E.A.C.H. and I encourage others to seek out T.E.A.C.H. to benefit the field of early childhood education."

– Bryan Gastelum, T.E.A.C.H. Bachelor Degree Graduate



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<https://www.texasaeyc.org/programs/teach>

FY22 Results



Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.

The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Utah, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Utah, the **Utah Association for the Education of Young Children** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **52** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **2,115** of Utah's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **10.9** credits per contract.
- Recipients in Utah completed more than **398** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.7**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.9**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$14.33**.
- The average increase in earnings for a recipient on an associate degree scholarship was **8.36%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **93.75%**.

Demographics

- **55.8%** of recipients worked with 3-5-year-old children.
- **44.2%** of recipients worked with children less than 3 years old.
- **26.9%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women
- Recipients attended one of **1** community college or **4** universities offering early childhood degree programs in Utah.

Personal Impact

- In a survey of recipients, **100%** said they would recommend T.E.A.C.H. to their peers, and **100%** of their employers would recommend T.E.A.C.H.

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"I feel incredibly grateful to be receiving the T.E.A.C.H. Early Childhood® scholarship. Early childhood education is my passion, but it was hard for me to justify taking out student loans to further my education in the field. However, I have always valued education and wished I could pursue a higher degree. When the T.E.A.C.H. scholarship was presented to me, I jumped at the opportunity! It has given me a way to achieve my dreams in a realistic and affordable way. I am still able to work full time while attending classes online. I've shared my goals and successes with families in my care, and they are all very supportive and encouraging. It makes me feel proud that I will be a better teacher and director for the families and employees I serve.

"Although I was very excited, getting back to school was daunting. I worried that I would not know how to do anything or that I would struggle. So far, I've found everything to be very manageable. I have a ton of support from the T.E.A.C.H. team as well as Salt Lake Community College. It's clear that everyone wants to help me succeed. While handling a difficult family medical issue, I was supported the whole way. Many people reached out with help and encouragement, as well as guided me to get back to school when the time was right. I know that this scholarship will open new doors for me and I'm excited to see what the future holds when I complete my degree."

– Maddie Woodruff, Family Child Care Educator, T.E.A.C.H. Scholar

Elaine Rixe has been with the Utah T.E.A.C.H. Early Childhood® program since our beginning in fall 2016 and earned her Associate Degree in Early Childhood from Salt Lake Community College in 2021. She is now enrolled to earn her bachelor's degree at the University of Utah. Here's her story:

"I have been the fortunate recipient of the T.E.A.C.H. scholarship since 2016! My first instructor gave the class an assignment to write a journal entry about how it felt to be a new student at Salt Lake Community College. I found that entry and remembered how it felt to enter a world that I knew little of. From registering for classes to becoming familiar with CANVAS—I was so stressed. I was flying solo, as I mentioned in that journal entry dated Wednesday August 24, 2016. My responsibility included becoming familiar with things that I knew nothing of and yet I found my way.

"I was intimidated with the new challenge but soon learned that there were resources to be found and used. I loved my classes as I was in a world of learning about what I love, teaching and working children and their families. What was an unavoidable stress? Registering for, attending and completing the mandatory math classes I was dreading. It was not fun. I practiced and practiced and practiced. I wrote out formulas, watched videos and sought out additional help. I even hired a tutor. I cried when I passed the first math class and when I passed the last.

"I know that I am in the right profession as the instructors, professors and educators I have had the privilege to meet along the way are what I strive for—to have my students ask question, embrace learning and grow from failing and succeeding.

"This newest chapter—enrolling at the University of Utah—is not as intimidating. The goal seems closer and the confidence stronger than it was six years ago. One thing remains the same—I am so appreciative and thankful for this T.E.A.C.H. scholarship opportunity. When I signed my first contract I stopped my T.E.A.C.H. counselor midway through the reading of it and said, "I think this is where I stop and say 'thank you.'"

– Elaine Rixe, T.E.A.C.H. associate degree graduate and bachelor's degree scholar



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uaeyc.org/t-e-a-c-h

FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Vermont, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Vermont, the **Vermont Association for the Education of Young Children** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **121** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **3,476** of Vermont's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **10.5** credits per contract.
- Recipients in Vermont completed more than **790** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.7**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.84**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$15.66**.
- The average increase in earnings for a recipient on an associate degree scholarship was **14.35%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **90%**.

Demographics

- **84.3%** of recipients worked with 3-5-year-old children.
- **67.8%** of recipients worked with children less than 3 years old.
- **6.6%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **1** community college or **3** universities offering early childhood degree programs in Vermont.

Personal Impact

- In a survey of recipients, **100%** said they would recommend T.E.A.C.H. to their peers, and **100%** of their employers would recommend T.E.A.C.H.

The T.E.A.C.H. Early Childhood® Program is heralded by experts in the field as a national leader in creating solutions for early childhood education workforce challenges. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGE\$® 2021-2022 Annual National Program Report.



"I have been a part of the T.E.A.C.H program for four years. I spend my weekdays in the classroom at Kid Logic Learning, nurturing and teaching our youngest generation, while actively participating as an honors student in the Early Childhood Education program at NVU. The T.E.A.C.H program has made this realistic and possible for me to accomplish. As most of the world might already know, early childhood educators have seen historically low wages for such important work. Given this, most educators may be quickly turning away from acquiring higher education. The struggle and stress of finances is a strong influence on an educators' willingness to further themselves through education, which only betters their teaching ability and knowledge. I am here to say that T.E.A.C.H is the answer for early childhood educators. T.E.A.C.H assists in tuition to a high degree, ensuring that educators like me can further their education in this crucial field and climb the ladder of professional accomplishment. T.E.A.C.H motivates students in the early childhood education field to hold values of excelling in each course by setting the expectation of T.E.A.C.H participants to expand their knowledge, actively contribute and engage throughout each course offered in the degree program. The T.E.A.C.H program supports all early childhood educators and is an extremely beneficial resource for our state and workforce."

– Logan Cunningham, T.E.A.C.H. Associate and Bachelor's Degree Graduate



"I am an associate degree student at Community College of Vermont. I started with the Vermont Early Childhood Apprenticeship Program in 2018 and recently moved on to my AA degree this year. I was scheduled to complete my apprenticeship program in August 2020 and the center I had been working at decided to close on the last day of my last course. Nervous that all the hard work I put in for two years was going to be wasted, I reached out to my T.E.A.C.H. counselor to explain my situation. She worked diligently to figure out how I could still complete my apprenticeship and be rewarded for my hard work. I went to a new center that was willing and able to help me complete all the necessary requirements and I was awarded my certificate without any delays. I took a year off to reevaluate next steps and then signed a new contract. The T.E.A.C.H. program has helped me grow in so many ways, particularly with communication and using the language that children understand. I was new to this field when I started five years ago, and without this program, knowing the ins and outs of ECE would have been so difficult to navigate and I quite honestly might have given up. I couldn't have done it without all of the support from the T.E.A.C.H. program."

– Joy Bergeron, VT ECE Apprenticeship Graduate and Current T.E.A.C.H. Associate Degree Recipient

Vermont Association for the Education of Young Children
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802-387-0870
teach.vtaeyc.org

FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Wisconsin, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In Wisconsin, the **Wisconsin Early Childhood Association** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **877** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **30,271** of Wisconsin's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **18.3** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **21.88** credits per contract.
- Recipients in Wisconsin completed more than **7,700** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.42**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.39**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$13.33**.
- The average increase in earnings for a recipient on an associate degree scholarship was **5.1%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **5.73%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **98.1%**.
- For bachelor's degree scholarship recipients, the average retention rate was **96.25%**.

Demographics

- **49%** of recipients worked with 3-5-year-old children.
- **63.5%** of recipients worked with children less than 3 years old.
- **38.2%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **18** community colleges or **13** universities offering early childhood degree programs in Wisconsin.

Personal Impact

- In a survey of recipients, **96.8%** said they would recommend T.E.A.C.H. to their peers, and **96.6%** of their employers would recommend T.E.A.C.H.

The T.E.A.C.H. Early Childhood® Program is heralded by experts in the field as a national leader in creating solutions for early childhood education workforce challenges. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGE\$® 2021-2022 Annual National Program Report.



"My first experience in the early childhood education field was when I volunteered at a local college child care program when I was 16 years old. I fell in love with it and knew that my passion was to work with children. After high school, I began to attend college for an education degree and landed a job as an assistant teacher for a child care center in 2011. Two years into college, the university that I was attending cut their education department, so I was left with the choice to pick another major or find another school. I ended up transferring to a technical college to work on an Associate Degree in Early Childhood Education in hopes that by the time I finished the education department would be back at the university and I could transfer my credits over to complete my bachelor's degree.

"However, life had other plans for me, because not long after I transferred to the technical college, I discovered I was pregnant with my son. I ended up having some health issues throughout my pregnancy, so I decided to withdraw from school at that time. My son was born in September 2013. I was fortunate enough to be able to stay home with him the first year of his life, and then work a very part time job for the second; but by then I knew it was time to get back into the field that I loved. In 2015 I found a job at an early childhood program in town. This was a smaller center, so I only ended up working there for about a year, then in 2016 I moved onto the center that I currently work for.

"Finishing college had always been a major goal of mine, but I worried that I would never be able to afford the cost of the courses. Only a month or so after I got hired, the owner of the program told me about the T.E.A.C.H. scholarship and how I could apply to have most of my schooling costs covered through T.E.A.C.H. and the center if I was interested. I got on it right away and began taking classes for my preschool credential that fall. I had completed the credential within a year, then went on to earn my associate degree, then my bachelor's degree and finally my administrator credential through the T.E.A.C.H. scholarship. Though it was a challenge to balance work, school and family, it was totally worth it! By staying organized, using a planner and having an amazing support system with my co-workers and family, I was able to finish school.



"My education means everything to me because like my grandmother said 'it is something that nobody can EVER take away from me.' All that I have learned throughout the courses has helped me to become a more effective early childhood educator, as well as a more qualified director. I am so glad that I was able to set an example for my son that no matter what life throws your way, completing your education is so important.

"The best advice that I can give someone who is interested in going back to school or currently taking courses is you can never learn too much! Early childhood educators are the ones providing the foundation of learning for the children they serve, and those children deserve the best. The more knowledge you have in this field, the more rewarding your job is."

– Angela Gallion, T.E.A.C.H. Graduate

Wisconsin Early Childhood Association
2908 Marketplace Drive, Suite 101
Fitchburg, WI 53719
608-240-9880

wisconsinearlychildhood.org/programs/t-e-a-c-h/

Early Childhood Education INCENTIVE\$ Florida

FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in a good early care and education program in the first five years of life are most likely to be in a highly skilled job or in college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to teacher education and compensation, but in Florida, many early educators do not have higher education degrees and earn less than \$15 an hour. The Child Care WAGE\$® Program provides education-based salary supplements to early educators to address the key issues of under-education, poor compensation and high turnover in the early childhood workforce. The WAGE\$ supplements make the early childhood field a more affordable and attractive professional option, thus reducing turnover rates. WAGE\$ offers higher financial awards as participants earn additional education, creating an important incentive to return to school. Ongoing supplements at the lower levels of education on the WAGE\$ scale are contingent upon completion of more coursework.

In Florida, **Children's Forum, Inc.** administers the Child Care WAGE\$® affiliate, Early Childhood Education INCENTIVE\$. In FY22, the program provided salary supplements to **2,353** child care professionals for education earned and for their commitment to their early childhood program. These teachers, directors and family child care educators worked in **939** different programs serving approximately **45,473** children.

Education

- **39%** of active participants either had an associate degree in ECE or higher or submitted education documentation to show progress in college.

Compensation

- **60%** of INCENTIVE\$ participants earned less than \$15 per hour from their employers.
- INCENTIVE\$ recipients earned an average six-month supplement of **\$1,236**, or approximately **\$2,472** more per year, as a result of their participation.

Retention

- Only **12%** of INCENTIVE\$ participants left their early education programs.

Demographics

- **73%** of INCENTIVE\$ participants were people of color and/or Latinx.
- **93%** of INCENTIVE\$ participants worked in early care and education centers.
- **7%** of INCENTIVE\$ participants worked in family child care homes.

Personal Impact

In surveys of INCENTIVE\$ participants:

- **94%** said INCENTIVE\$ encouraged them to stay in their current early education program.
- **95%** said INCENTIVE\$ encouraged them to pursue further education.
- **95%** said receiving INCENTIVE\$ supplement helped ease financial stress.
- **72%** said they needed the funds to pay bills.
- **51%** said they were more able to address the basic needs of their families, such as food and housing.

This year alone, **45,473** of Florida's children benefited from consistent care provided by a better educated teacher.

"It is difficult to stay in child care when you are underpaid. When you are paid competitively, it makes you feel successful and the enthusiasm then is transferred to the children. My life and the lives of my children have been forever changed with my educational level and the money." -WAGE\$ participant

The Child Care WAGE\$® Program is currently licensed and operating in five states. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGE\$® 2021-2022 Annual National Program Report.

Early Childhood Education INCENTIVE\$ Florida FY22 Voices From the Field



The median wage for 2021-22 Early Childhood Educator INCENTIVE\$ Florida (an affiliate of Child Care WAGES®) program participants is \$13.96. The average annual stipend for INCENTIVE\$ participants was \$2,472. Feedback provided to the program and gathered through participant surveys emphasized the importance of this annual stipend for many of our state's early childhood educators. Fifty-one percent of participants reported that their INCENTIVE\$ stipends helped them address basic family needs, while another 95% said the money helped ease financial stress. We appreciate the genuine feedback from our survey participants. The following represent some of those open and honest responses:

"It was a great help when I had temporary custody of my grandchildren. I used my INCENTIVE\$ check to pay for their childcare expenses and new clothes. I was also able to purchase items needed to improve learning in my classroom."

"I look forward to my payments. It helps with my bills, but I also used some to reward myself. I got a pedicure and my eyebrows waxed. I love it!"

"I used my INCENTIVE\$ check to help me pay for some of my schoolbooks, which helped me pass my courses. I can now apply what I've learned through activities in my classroom with my students."

"It is becoming difficult for us owners and directors to attract new employees due to lower pay rates. INCENTIVE\$ gives us a point of support to be able to offer better salaries."



Early Childhood Education INCENTIVE\$ Florida Program Director, Qiana "Kiki" Peters at the Florida Family Child Care Home Association Conference (June 2022)

The Children's Forum, Inc.
1211 Governors Square Blvd., Suite 200
Tallahassee, FL 32301
850-487-6300, Option 3
incentives-fl.com

FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in a good early care and education program in the first five years of life are most likely to be in a highly skilled job or in college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to teacher education and compensation, but in Iowa, many early educators do not have higher education degrees and earn less than \$15 an hour. The Child Care WAGE\$[®] Program provides education-based salary supplements to early educators to address the key issues of under-education, poor compensation and high turnover in the early childhood workforce. The WAGE\$ supplements make the early childhood field a more affordable and attractive professional option, thus reducing turnover rates. WAGE\$ offers higher financial awards as participants earn additional education, creating an important incentive to return to school. Ongoing supplements at the lower levels of education on the WAGE\$ scale are contingent upon completion of more coursework.

In Iowa, the **Iowa Association for the Education of Young Children** administers Child Care WAGE\$[®]. In FY22, the program provided salary supplements to **1,341** child care professionals for education earned and for their commitment to their early childhood program. These teachers, directors and family child care educators worked in **585** different programs serving approximately **23,890** children.

Education

- **55%** of active participants either had an associate degree in ECE or higher or submitted education documentation to show progress in college.

Compensation

- **43%** of WAGE\$ participants earned less than \$15 per hour from their employers.
- WAGE\$ recipients earned an average six-month supplement of **\$1,231**, or approximately **\$2,462** more per year, as a result of their participation.

Retention

- Only **8%** of WAGE\$ participants left their early education programs.

Demographics

- **12%** of WAGE\$ participants were people of color and/or Latinx.
- **85%** of WAGE\$ participants worked in early care and education centers.
- **15%** of WAGE\$ participants worked in family child care homes.

Personal Impact

In surveys of WAGE\$ participants:

- **90%** said WAGE\$ encouraged them to stay in their current early education program.
- **67%** said WAGE\$ encouraged them to pursue further education.
- **94%** said receiving a WAGE\$ supplement helped ease financial stress.
- **70%** said they needed the funds to pay bills.
- **33%** said they were more able to address the basic needs of their families, such as food and housing.

This year alone, **23,890** of Iowa's children benefited from consistent care provided by a better educated teacher.

"It is difficult to stay in child care when you are underpaid. When you are paid competitively, it makes you feel successful and the enthusiasm then is transferred to the children. My life and the lives of my children have been forever changed with my educational level and the money." -WAGE\$ participant

The Child Care WAGE\$[®] Program is currently licensed and operating in five states. National outcomes can be found in the T.E.A.C.H. Early Childhood[®] and Child Care WAGE\$[®] 2021-2022 Annual National Program Report.

"I am the owner and operator of Jana Michaelis Family Daycare in Scott County. I have been a child care provider for 26 years and during those years, the T.E.A.C.H. and WAGE\$ program have been amazing resources and created opportunities for myself and my program that wouldn't have been possible otherwise.

"I participated in the T.E.A.C.H. program in 2011 where I earned my Associate Degree in Early Childhood Education. With my limited income as a family child care provider, I did not have the financial means to pursue an early childhood education degree independently. With the help of the T.E.A.C.H. program, I earned my degree and gained confidence as a child care provider. This degree has benefited myself and my program tremendously. Due to the knowledge I gained, I am a better provider for the children and families that attend my program. Additionally, prospective families value my degree when considering their daycare options. Overall, the T.E.A.C.H. program has been a blessing for myself and my program.



"In addition to the T.E.A.C.H. program, I have participated in the WAGE\$ program since 2021. As the financial demands of providing care continue to increase, the WAGE\$ program is a tremendous help to my program and my ability to provide the highest quality care. The stipend allows me to purchase items such as art supplies, sand and water toys, diverse books for several ages, social emotional materials, soccer balls and basketballs for larger motor skills, games and puzzles for cognitive and small motor skills and, finally, resources to continue to grow my knowledge as a provider. This stipend allows me to focus on the children, their environment, and their development while lessening the financial burden and stress of how I can continue to pay for all of the expenses.

"Finally, with the WAGE\$ program coordinated to the Iowa Quality Rating System I am more incentivized to continue my participation in the Iowa Quality Rating System. I am a dedicated child care provider and work tirelessly to improve my family child care program. The children in my program, their families, myself as a provider and the community all positively benefit from both programs. As stated above, I have been a child care provider for 26 years and have participated in the Iowa Quality Rating System since it began in 2006. The professional development opportunities allow me to grow and learn as a provider. Thank you for your continued support!"

– Jana Michaelis, T.E.A.C.H. Graduate and WAGE\$ Participant

Iowa Association for the Education of Young Children
6200 Aurora Avenue, Suite 605E
Urbandale, IA 50322
515-331-8000
iowaaeyc.org/wage.cfm

FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in a good early care and education program in the first five years of life are most likely to be in a highly skilled job or in college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to teacher education and compensation, but in Nebraska, many early educators do not have higher education degrees and earn less than \$15 an hour. The Child Care WAGE\$® Program provides education-based salary supplements to early educators to address the key issues of under-education, poor compensation and high turnover in the early childhood workforce. The WAGE\$ supplements make the early childhood field a more affordable and attractive professional option, thus reducing turnover rates. WAGE\$ offers higher financial awards as participants earn additional education, creating an important incentive to return to school. Ongoing supplements at the lower levels of education on the WAGE\$ scale are contingent upon completion of more coursework.

In Nebraska, the **Nebraska Association for the Education of Young Children** administers Child Care WAGE\$®. In FY22, the program provided salary supplements to **34** child care professionals for education earned and for their commitment to their early childhood program. These family child care educators worked in **34** different programs serving approximately **245** children.

Education

- **74%** of active participants either had an associate degree in ECE or higher or submitted education documentation to show progress in college.

Compensation

- **88%** of WAGE\$ participants earned less than \$15 per hour from their employers.
- WAGE\$ recipients earned an average six-month supplement of **\$1,067**, or approximately **\$2,134** more per year, as a result of their participation.

Retention

- Only **3%** of WAGE\$ participants left their early education programs.

Demographics

- **6%** of WAGE\$ participants were people of color and/or Latinx.
- **100%** of WAGE\$ participants worked in family child care homes.

Personal Impact

In surveys of WAGE\$ participants:

- **96%** said WAGE\$ encouraged them to stay in their current early education program.
- **81%** said WAGE\$ encouraged them to pursue further education.
- **100%** said receiving a WAGE\$ supplement helped ease financial stress.
- **62%** said they needed the funds to pay bills.
- **62%** said they were more able to address the basic needs of their families, such as food and housing.

This year alone, **245** of Nebraska's children benefited from consistent care provided by a better educated teacher.

"It is difficult to stay in child care when you are underpaid. When you are paid competitively, it makes you feel successful and the enthusiasm then is transferred to the children. My life and the lives of my children have been forever changed with my educational level and the money." -WAGE\$ participant

The Child Care WAGE\$® Program is currently licensed and operating in five states. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGE\$® 2021-2022 Annual National Program Report.



Shelley Wallace never imagined being a family child care provider. Even as a small child, she knew she wanted to be a teacher, but she always believed she would be an art teacher, not an early childhood educator. Her aunt, who she idolized, had her doctorate in education and was a principal at a local school. Shelley started college with the intention of being like her aunt, but life got in the way and she settled for an Associate Degree in Accounting, instead. However, Shelley promised herself that someday she would still get a bachelor's degree.

At the time of her graduation, her son was struggling developmentally and she decided to homeschool him for a year so he could catch up. During this time period, Shelley also began operating a family child care business in order to provide for her family. Shelley believed that after a year she would find a job in accounting and go back to college part time. What she didn't know was she was going to find her life's passion.

Shelley currently runs the only NAFCC accredited family child care program in Nebraska, has a certified Nature Explore classroom and was the first Wonderschool in Nebraska. Even though she has been doing family child care for 20 years, she still ached to have her bachelor's degree. She heard about T.E.A.C.H. Early Childhood® Nebraska and, after receiving a scholarship, enrolled in the Early Childhood Education Inclusive degree program at the University of Nebraska at Kearney. She now also serves on the T.E.A.C.H. and WAGE\$ Advisory Committee because she wants to help other providers achieve their dreams as well.

Shelley worried about student teaching. She knew she could never leave her assistant on his own with seven children. However, she needed to care for a minimum of seven children to meet her financial needs. Receiving a WAGE\$ supplement has enabled her to financially cut back to five children while she completes her student teaching experience.

Shelley Wallace said, "I am looking forward to having my teaching certificate and fulfilling my lifelong dream of being a certified teacher, all because of T.E.A.C.H. and WAGE\$." Shelley is planning to use her WAGE\$ stipends once she graduates to get her master's degree and doctorate in early childhood education. She also wants to continue her family child care program until she is ready to retire. Shelley said, "I believe the best place for infants, toddlers, and preschoolers is with family. That is what family child care is all about and because of WAGE\$, I can continue to provide that care and education until I retire."



Nebraska Association for the Education of Young Children
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Lincoln, NE 68508
402-858-5143

nebraskaaeyc.org/child-care-wagereg.html

FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in a good early care and education program in the first five years of life are most likely to be in a highly skilled job or in college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to teacher education and compensation, but in North Carolina, many early educators do not have higher education degrees and earn less than \$15 an hour. The Child Care WAGE\$® Program provides education-based salary supplements to early educators to address the key issues of under-education, poor compensation and high turnover in the early childhood workforce. The WAGE\$ supplements make the early childhood field a more affordable and attractive professional option, thus reducing turnover rates. WAGE\$ offers higher financial awards as participants earn additional education, creating an important incentive to return to school. Ongoing supplements at the lower levels of education on the WAGE\$ scale are contingent upon completion of more coursework.

In North Carolina, **Child Care Services Association** administers Child Care WAGE\$®. In FY22, the program provided salary supplements to **4,018** child care professionals for education earned and for their commitment to their early childhood program. These teachers, directors and family child care educators worked in **1,698** different programs serving approximately **74,720** children.

Education

- **84%** of active participants either had an associate degree in ECE or higher or submitted education documentation to show progress in college.

Compensation

- **67%** of WAGE\$ participants earned less than \$15 per hour from their employers.
- WAGE\$ recipients earned an average six-month supplement of **\$1,203**, or approximately **\$2,406** more per year, as a result of their participation.

Retention

- Only **14%** of WAGE\$ participants left their early education programs.

Demographics

- **12%** of WAGE\$ participants were people of color and/or Latinx.
- **85%** of WAGE\$ participants worked in early care and education centers.
- **15%** of WAGE\$ participants worked in family child care homes.

Personal Impact

In surveys of WAGE\$ participants:

- **96%** said WAGE\$ encouraged them to stay in their current early education program.
- **87%** said WAGE\$ encouraged them to pursue further education.
- **98%** said receiving a WAGE\$ supplement helped ease financial stress.
- **81%** said they needed the funds to pay bills.
- **72%** said they were more able to address the basic needs of their families, such as food and housing.

This year alone, **74,720** of North Carolina's children benefited from consistent care provided by a better educated teacher.

"It is difficult to stay in child care when you are underpaid. When you are paid competitively, it makes you feel successful and the enthusiasm then is transferred to the children. My life and the lives of my children have been forever changed with my educational level and the money." -**WAGE\$ participant**

The Child Care WAGE\$® Program is currently licensed and operating in five states. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGE\$® 2021-2022 Annual National Program Report.

Child Care WAGE\$® North Carolina FY22 Voices From the Field



“This is the field I was meant to be in,” said Caldwell County assistant NC Pre-K teacher Grettel “Carolina” Jarquin. Her career path, though, wasn’t always clear. She did not know what she wanted to do when she graduated from high school. It wasn’t until she took an early childhood course as a college elective that she realized she wanted to work with children. Carolina said, “Reading materials for that class really made me connect with my childhood and early experiences. I wish that I had had an educator when I was young that paid close enough attention to my needs and asked me what was going on, someone who could have made a difference in my life. I then knew I wanted to be the one to make that difference for others.”

She had always gravitated toward children, and they to her, and taking the course helped her see her purpose, her career path. That elective was the start of an education journey that included an Associate Degree in Early Childhood Education and eventually a Birth to Kindergarten Bachelor’s Degree. The journey was not an easy one because of the financial challenges. During her two-year degree, she lost eligibility for financial aid. She was constantly worried how she was going to pay for her education. She learned about resources from Smart Start that helped her complete her associate degree and then she used her Child Care WAGE\$® supplements to help pay for her bachelor’s degree. It wasn’t until her last two years of school that she learned about a T.E.A.C.H. Early Childhood® scholarship that would work for her employer, and T.E.A.C.H. then became an additional resource and benefit.

Carolina is proud of reaching the finish line for her education. She said, “I am a first generation high school graduate and a first generation graduate with either a two- or four-year degree. Accomplishing something that no one in my family has done is my greatest achievement. I feel like I’ve been able to almost repay the sacrifices my mom had to make, having to migrate from another country to provide a better life for her children, to provide opportunities that weren’t available.”



Carolina calls WAGE\$ a blessing. She said, “WAGE\$ opens up opportunities for the community to further their careers without having to choose between work and school. It has been very important to be able to have that financial stability, to not have it weigh so heavily on me while I was obtaining my degree. I felt that it was right to take advantage of it and use it to reach my goals. If there is will, there’s a way.” WAGE\$ and T.E.A.C.H. helped her have the “way.”

Carolina appreciates the funders who made the WAGE\$ supplements possible. She said, “Thank you. That’s an understatement. You have no idea the impact that this program has had in my journey of obtaining my degree.”

– Grettel “Carolina” Jarquin, T.E.A.C.H. Graduate and WAGE\$ Participant

**Child Care Services Association
PO Box 901 Chapel Hill, NC 27514
919-967-3272**

childcareservices.org/programs/wages/

FY22 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in a good early care and education program in the first five years of life are most likely to be in a highly skilled job or in college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.



The quality of early care and education a child receives is directly linked to teacher education and compensation, but in Tennessee, many early educators do not have higher education degrees and earn less than \$15 an hour. The Child Care WAGE\$® Program provides education-based salary supplements to early educators to address the key issues of under-education, poor compensation and high turnover in the early childhood workforce. The WAGE\$ supplements make the early childhood field a more affordable and attractive professional option, thus reducing turnover rates. WAGE\$ offers higher financial awards as participants earn additional education, creating an important incentive to return to school. Ongoing supplements at the lower levels of education on the WAGE\$ scale are contingent upon completion of more coursework.

In Tennessee, **Signal Centers, Inc.** administers Child Care WAGE\$®. In FY22, the program provided salary supplements to **1,742** child care professionals for education earned and for their commitment to their early childhood program. These teachers, directors and family child care educators worked in **663** different programs serving approximately **43,041** children.

Education

- **51%** of active participants either had an associate degree in ECE or higher or submitted education documentation to show progress in college.

Compensation

- **58%** of WAGE\$ participants earned less than \$15 per hour from their employers.
- WAGE\$ recipients earned an average six-month supplement of **\$1,446**, or approximately **\$2,892** more per year, as a result of their participation.

Retention

- Only **17%** of WAGE\$ participants left their early education programs.

Demographics

- **30%** of WAGE\$ participants were people of color and/or Latinx.
- **94%** of WAGE\$ participants worked in early care and education centers.
- **6%** of WAGE\$ participants worked in family child care homes.

Personal Impact

In surveys of WAGE\$ participants:

- **95%** said WAGE\$ encouraged them to stay in their current early education program.
- **85%** said WAGE\$ encouraged them to pursue further education.
- **97%** said receiving a WAGE\$ supplement helped ease financial stress.
- **71%** said they needed the funds to pay bills.
- **54%** said they were more able to address the basic needs of their families, such as food and housing.

This year alone, **43,041** of Tennessee's children benefited from consistent care provided by a better educated teacher.

"It is difficult to stay in child care when you are underpaid. When you are paid competitively, it makes you feel successful and the enthusiasm then is transferred to the children. My life and the lives of my children have been forever changed with my educational level and the money." -WAGE\$ participant

The Child Care WAGE\$® Program is currently licensed and operating in five states. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGE\$® 2021-2022 Annual National Program Report.



Stephanie Woods-Hightower is the owner of Hamilton County's Faith Learning Academy, where she also serves as an early childhood educator. After starting her education by getting her CDA through Tennessee Early Childhood Training Alliance, Stephanie went to Chattanooga State Community College and earned her Associate Degree in Early Childhood Education.

Like many educators and owners, Stephanie faced financial challenges. She wasn't able to give herself a salary a lot of the time, because she had to funnel all the money she was making back into bills, necessities and the child care facility. She couldn't afford quality toys for the students and ended up

having to replace a lot of her materials frequently.

It was through Tennessee's Child Care Resource and Referral Network that Stephanie finally found out about the Child Care WAGE\$® Tennessee program. She went through the process of sending in her application, transcripts and income verification and was accepted onto the salary supplement program. Everything changed for her after that.

"WAGE\$ has brought me back from the brink of closing my business many times. And I can purchase classroom materials that were out of reach before, including quality toys," Stephanie said. Not only that, but she is now able to give herself that well-earned salary to live off of.

"I would definitely recommend the Child Care WAGE\$® Tennessee program," Stephanie said. "This program not only helps monetarily, but also encourages higher education with its financial rewards. And that higher education opens brand new doors for us."



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