



# 2022 - 2023 State Profile COMPENDIUM

T.E.A.C.H. Early Childhood®  
Child Care WAGE\$®



From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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 FY23, the program helped **516** 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, **16,145** 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 **17.5** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **20.1** credits per contract.
- Recipients in Alabama completed more than **3,856** 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 **3.3**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$12.12**.
- The average increase in earnings for a recipient on an associate degree scholarship was **8.1%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **5.7%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **98.1%**.
- For bachelor's degree scholarship recipients, the average retention rate was **97%**.

### Demographics

- **82.4%** of recipients worked with 3-5-year-old children.
- **54.5%** of recipients worked with children less than 3 years old.
- **77.9%** 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 **15** 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\$® 2022-2023 Annual National Program Report.







## T.E.A.C.H. Early Childhood® Alabama FY23 Voices From the Field



Meet Betty and Endia, an amazing mom and daughter duo! Betty is a current recipient of the CDA assessment fee scholarship and Endia is currently working towards her Associate Degree in Early Childhood Education and earning a CDA. These two support each other in running a successful family child care center and encourage each other to meet their professional development goals. Endia recently shared the impact T.E.A.C.H. has made on her life, personally and professionally. She described how the information she is learning in her early childhood classes is really helping to improve her knowledge and skills in working with the children in her care. As a result, she feels more confident in her ability to care for children with special needs or developmental delays.

**– Betty Bush, T.E.A.C.H. Scholar and Endia Bush, T.E.A.C.H. Scholar**

Sharon owns and operates a family child care home center in Millbrook, AL, which is rated 5-STARS by Alabama Quality STARS, and nationally accredited by the National Association of Family Child Care (NAFCC). Sharon has participated in the T.E.A.C.H. Early Childhood® scholarship program to obtain her CDA credential, associate degree in child development and is currently pursuing a Bachelor's Degree in Early Childhood Education. Sharon is a strong advocate for family child care and high-quality child care in Alabama and across the nation. She is very involved in the state and local family child care associations. Sharon frequently leads early childhood professional development trainings in Alabama and has been chosen to present at multiple national conferences, including NAFCC and Child Nutrition Conference.

In 2022-2023, Sharon participated in NAFCC's Leaders Shaping Leaders program along with another T.E.A.C.H. recipient from her local area. Through this project, they worked to connect early childhood educators with resources to enhance early childhood practices. Together, they created a network to connect public policy makers with early childhood educators to educate local and state leaders on the challenges Alabama's child care providers face. Sharon has a strong commitment to the early childhood field and desire to assist other family child care providers across the state and nation succeed.



**– Sharon Jackson, T.E.A.C.H. Graduate and Tashiba Jefferson, T.E.A.C.H. Scholar**

**Alabama Partnership for Children  
2595 Bell Road  
Montgomery, AL 36117  
334-271-0304**

[alabamapartnershipforchildren.org/our-work/t-e-a-c-h/](http://alabamapartnershipforchildren.org/our-work/t-e-a-c-h/)

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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 FY23, the program helped **376** 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, **16,765** 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 **16.56** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **20.5** credits per contract.
- Recipients in Arkansas completed more than **4,868** 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 **3.51**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$13.59**.
- The average increase in earnings for a recipient on an associate degree scholarship was **11.98%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **11.54%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **91%**.
- For bachelor's degree scholarship recipients, the average retention rate was **93%**.

### Demographics

- **66.5%** of recipients worked with 3-5-year-old children.
- **47.6%** of recipients worked with children less than 3 years old.
- **31.9%** 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 **4** universities offering early childhood degree

### 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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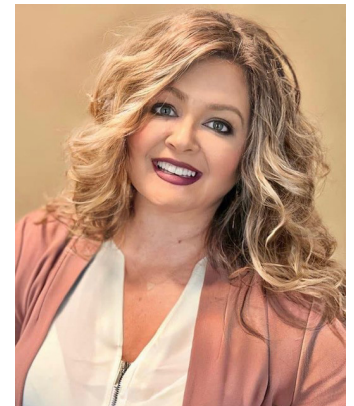
## T.E.A.C.H. Early Childhood® Arkansas FY23 Voices From the Field



The opportunity T.E.A.C.H. Early Childhood® Arkansas has given me leaves me speechless! And I'm so grateful! Two years ago, life was changed forever for me and my girls... and in having to start over, I decided to go to school. It was the best decision I've made. In the last two years, I've learned to stand on my own two feet and learned about my self-worth. I hope I've inspired my own children to know that no matter what life throws at you, you can pursue your dreams and they can come true. My job and this opportunity bring me much joy. I love my students! I love being able to pour into them and inspire them to be their very best as they move up to other preschool classes and beyond. To know that I helped shape their minds, gave them support, encouraged them, helped teach them and loved them during their time with me brings me unspeakable joy! And none of this would be possible without the INCREDIBLE college instructor I had. She believed in me and saw my heart and my talents in a time in which I was searching for who I was after my life was forever changed. It would not be possible without T.E.A.C.H. either. I would never have gotten this far, especially being a single mother. Thank you so very much!

**- Rachel Mathews, T.E.A.C.H. Graduate**

In May 2023 I graduated with a Master of Science in Early Childhood using the T.E.A.C.H. Early Childhood® Arkansas scholarship. With an online program, it only took me 18 months. The T.E.A.C.H. scholarship is what made it possible since I work full time during the week. As an owner and director, the classes that I have taken have really helped me to better navigate through the daily responsibilities of running a program. I learned more in the last year and half than I learned in my 30 years of experience in the field and that has helped me to improve my business. I am so glad that this opportunity was here through the T.E.A.C.H. program or I probably would not have ever done this at my age. It has motivated me to keep going as I am now working on my doctorate in education. I currently have nine employees also in the T.E.A.C.H. program, including my daughters. Our scholarship counselor is wonderful at her job. She is kind, encouraging and always happy to help my teachers. The changes that I have seen since my teachers started with the T.E.A.C.H. scholarship program have improved our program immensely and our teachers' growing confidence in the classroom is proof. I am excited to watch these ladies grow as teachers! Our sweet kids will be the benefactors of their hard work!



**- Stacy Phillips Pipkins, T.E.A.C.H. Graduate**



In the spring of 2023, I reached my first educational goal of receiving a Certificate of Proficiency in Early Childhood Education. Upon completion, I was recognized for earning a spot on the Chancellor's and Dean's List for completing my courses and maintaining a 4.0 GPA. I am currently working towards my next goal of receiving an associate degree in early childhood education. This would not be possible without the support and guidance that I have received from T.E.A.C.H. Early Childhood® Arkansas, specifically from my scholarship counselor. After not being enrolled in college courses for ten years, I was a bit hesitant and nervous when this opportunity was presented to me. However, I know that this opportunity was given to me for a purpose of bettering myself for my family, the students I encounter and the childcare staff I supervise. Through my educational journey, it has been made clear that this is exactly what I am meant to be doing with my life and my passion for early childhood education has flourished with the help of my wonderful professors and classmates. I have learned so much through my educational journey this past year! I have learned a lot about myself and about education. My experiences have taught me a great deal of discipline and time management, which are both essential in this profession. I have also learned different teaching strategies and methods that will help me grow as an educator and in return, benefit my students. I have studied the different developmental stages that children go through and ways that we can actively support and enhance their development. I can provide a positive and nurturing

learning environment for all students, no matter their background or learning ability. I have really enjoyed applying my knowledge to a real-world childcare center and seeing how effective these practices can be!

**- Abby Heird, T.E.A.C.H. Scholar**

**Arkansas Early Childhood Association**

**PO Box 4291**

**Fayetteville, AR 727025**

**501-680-1930**

[arkansasearlychildhood.org](http://arkansasearlychildhood.org)

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

## FY23 Results

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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, the **Early Childhood Council Leadership Alliance** administers the T.E.A.C.H. Early Childhood® Program. In FY23, the program helped **153** 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, **6,359** 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 **14.9** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **20.21** credits per contract.
- Recipients in Colorado completed more than **1,689** 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 **3.7**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$20.03**.
- 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 **98%**.
- For bachelor's degree scholarship recipients, the average retention rate was **100%**.

### Demographics

- **53.6%** of recipients worked with 3-5-year-old children.
- **39.9%** of recipients worked with children less than 3 years old.
- **45.1%** of recipients were people of color and/or Latine, and an overwhelming majority of all recipients were women.
- Recipients attended one of **16** community colleges or **8** universities offering early childhood degree programs in Colorado.

### 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.

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## T.E.A.C.H. Early Childhood® Colorado FY23 Voices From the Field



It would be impossible for a non-English speaking immigrant to pursue a bachelor's degree without the support of the T.E.A.C.H. scholarship. With the economic and collaborative support of the staff helping me in my journey, I was able to graduate with a GPA of 4.0, Magna cum Laude and the ability to communicate in English. I am actively working to coach other immigrants to try to reach their dreams because I know it is possible to pass the barriers they will encounter in the system and collaborate to knock them down. This scholarship makes the world a better place for all of us.

– Cristina Herman, T.E.A.C.H. Graduate

I had the opportunity to apply for the T.E.A.C.H. scholarship and I will forever be grateful for the opportunity of being part of T.E.A.C.H. It allowed me to be the first person in my family to attend college. Not only did I grow as a student in college, but I also grew as an educator and as a person. I'm thankful that through attending college I learned many valuable life skills.

– Stephaniea Rodriguez Nieto, T.E.A.C.H. Scholar



The T.E.A.C.H. scholarship program helped me to continue with my education and my professional career. Without T.E.A.C.H. it would not have been possible to pay for tuition in today's challenging economy. Having had the support of my scholarship from the beginning helped me clarify doubts and ask for support if necessary.

– Karla Munoz, T.E.A.C.H. Graduate

T.E.A.C.H. allowed me to focus on school without the pressure of how to pay for it. The contract with T.E.A.C.H. and my center was also helpful because I can take time off from work to do homework. My kids are so proud that I finished school and did it with straight A's and they have asked me to walk the graduation line in May!

– Lisa Zubia, T.E.A.C.H. Graduate



The T.E.A.C.H. Scholarship helped me reach my goals of getting my Colorado teaching license in Early Childhood Special Education. Master's programs are so expensive and T.E.A.C.H. helped me reach my dreams without having to be in debt. Everyone I worked with was very helpful, kind, and supportive.

– Kylie McElfresh, T.E.A.C.H. Graduate

Having the T.E.A.C.H. scholarship was the greatest thing to ever happen to me. I have applied for thousands of scholarships and was super excited when I found out I got this scholarship. Working with T.E.A.C.H., they are super helpful, and the scholarship has helped me pursue my teacher certification.

– Bethany Martin, T.E.A.C.H. Scholar

**Early Childhood Council Leadership Alliance**  
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Arvada, CO 80003  
720-899-3047  
[ecclacolorado.org](http://ecclacolorado.org)



# T.E.A.C.H. Early Childhood® Florida

## FY23 Results

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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, the **Children's Forum, Inc.** administers the T.E.A.C.H. Early Childhood® Program. In FY23, the program helped **5,001** 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, **172,721** 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 **16.17** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **19.73** credits per contract.
- Recipients in Florida completed more than **19,575** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.23**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.47**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$14.79**.
- The average increase in earnings for a recipient on an associate degree scholarship was **16.81%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **14.77%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **95.54%**.
- For bachelor's degree scholarship recipients, the average retention rate was **96.46%**.

### Demographics

- **67.2%** of recipients worked with 3-5-year-old children.
- **39.8%** 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 **32** universities offering early childhood degree programs in Florida.

### Personal Impact

- In a survey of T.E.A.C.H. 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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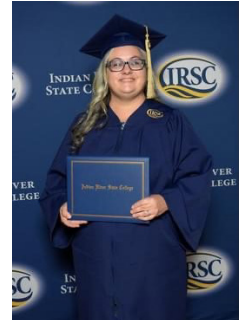




## T.E.A.C.H. Early Childhood® Florida FY23 Voices From the Field



I began working in the early education field 18 years ago. Over the years, I started taking classes, stopped, and started again as I worked towards earning my CDA. In the summer of 2013, I decided to take additional classes and work toward a degree. Life happened along the way and slowed my progress. I had two children and then the pandemic hit. To top it off, there was limited availability for in-person classes that fit my busy schedule as both a mom and a teacher. I was also afraid of online courses.



In 2021, I faced my fears and enrolled in online courses at Indian River State College. It was certainly a challenge, and slow-moving in the beginning, but I was determined to finish. I am proud to announce that on May 5, 2023, at the age of 40 and as the mother of two, I did it! I graduated with my associate degree in early childhood education. Walking across the stage, I cried. I was so happy to finally accomplish my goal. Without the Florida T.E.A.C.H. Early Childhood® Scholarship Program, I would not have been able to afford the cost of classes and materials. Deep down, I know I would have given up, but T.E.A.C.H. made sure that I didn't.

**- Erika R., T.E.A.C.H, Graduate  
Childcare Resources**



T.E.A.C.H. Early Childhood® Scholarship Program  
1650 Summit Lake Drive, Suite 210  
Tallahassee, FL 32317  
877-FL-TEACH (358-3224)  
[www.teach-fl.com](http://www.teach-fl.com)

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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 FY23, the program helped **1,567** 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, **42,464** 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 **14.68** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **17.4** credits per contract.
- Recipients in Indiana completed more than **10,621** 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 **3.2**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$14.42**.
- 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 **98.8%**.
- For bachelor's degree scholarship recipients, the average retention rate was **97.4%**.

### Demographics

- **78.7%** of recipients worked with 3-5-year-old children.
- **57.9%** 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 **15** community colleges or **13** universities offering early childhood degree programs in Indiana.

### 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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## T.E.A.C.H. Early Childhood® Indiana FY23 Voices From the Field



One of the greatest pleasures of being a T.E.A.C.H. Early Childhood® Advisor is being able to work with and support our scholarship recipients as they work towards their dreams, regardless of the challenges or barriers. Kristina Nichols is one of our many amazing recipients; she has used our scholarship since August, 2014. During this long relationship, she had to face many challenges and barriers, which she shares in her testimony below,

"I would like to tell you how I got into early education and how I got to where I am today. In 2008, my husband and I had two young children. We were a low-income family and I needed to go back to work. Paying for early care and education was not an option for us. So, I looked for work at an early care and education facility. I was hired as a three-year-old teacher at Heavens Express in October, 2008. I never saw myself as a teacher until I began working there, and I fell in love with teaching.

In 2011, I had our third child; she was born 5 ½ weeks early and spent two weeks in the NICU. I returned to Heavens Express when she was about four months old. In August, 2013, I left Heavens Express and ran a preschool out of my home for a year. Then I went to work as a pre-kindergarten teacher at Small World Learning Center. I never would have thought that this move would have changed my life as much as it did. It was at Small World that I was given the opportunity to go back to school with the T.E.A.C.H. Early Childhood® Indiana Scholarship. I started Ivy Tech in October 2014 to get my Child Development Associate Credential (CDA). After I completed my CDA, I was able to go on for my Associate in Early Childhood Education on the T.E.A.C.H. Indiana Scholarship.

During my journey towards my Associate in Early Childhood Education, I began having health issues. I never would have made it through school if it wasn't for the help and support I received from my professors, my T.E.A.C.H. Early Childhood® Indiana Scholarship advisor, the school advisors, and my husband. I graduated Magna Cum Laude from Ivy Tech May, 2018.

After graduation, I started at Saint Mary of the Woods College working towards my Bachelor's in Early Childhood Education with a minor in Special Education with the T.E.A.C.H. scholarship and the Frank O'Bannon Grant. I continued to have health problems throughout my time at Saint Mary's, but again I received so much support and encouragement from my advisor and some of my professors. I graduated Magna Cum Laude from Saint Mary's in two years. My next goal is to obtain my master's and continue to teach pre-kindergarten at my school but to also give back like my professors did to me. I want to become an adjunct professor and possibly, in the future, become a full-time early childhood professor. I want to be a part of shaping the next generation of early childhood teachers."

Kristina used her story and this testimony when she was the first recipient to apply and get accepted to Indiana University's master's in early childhood program that we just began a partnership with in Summer 2023. Not only was Kristina able to persevere through these challenges and become our first graduate recipient at Indiana University, but she has also been an example and a voice for the benefits of our scholarship and the relationship between T.E.A.C.H. Early Childhood® Indiana Scholarship and recipients. She is close to being our first recipient to graduate from Indiana University's Master's program as well!

**Indiana Association for the Education of Young Children (INAEYC)**

**2955 N. Meridian St., Suite 120**

**Indianapolis, IN 46208**

**317-356-6884**

**[inaeyc.org/programs/teach/](http://inaeyc.org/programs/teach/)**

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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 FY23, the program helped **487** 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, **19,572** 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 **12.6** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **16.52** credits per contract.
- Recipients in Iowa completed more than **4,374** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.37**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.5**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$14.97**.
- The average increase in earnings for a recipient on an associate degree scholarship was **18%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **16%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **96%**.
- For bachelor's degree scholarship recipients, the average retention rate was **95%**.

### Demographics

- **80.3%** of recipients worked with 3-5-year-old children.
- **58.9%** of recipients worked with children less than 3 years old.
- **10.3%** 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, **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.

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\$® 2022-2023 Annual National Program Report.





## T.E.A.C.H. Early Childhood® Iowa FY23 Voices From the Field



Jennifer Ickler-Albrecht is a home provider in Ankeny. She was very uncertain about going to college as a 41 year-old, but while working on a level 1 IQ4K (Iowa's Quality Rating System) rating, she decided to learn more about the T.E.A.C.H. program. She called T.E.A.C.H. Iowa to get information about the logistics of the scholarship. The T.E.A.C.H. counseling specialist made it so easy to understand and explained the entire T.E.A.C.H. program from start to finish. Jennifer had been very apprehensive about going to college. However, after a 30 minute phone call, she was reassured that she would be able to achieve higher education and decided that she wants to work towards an associate degree in early childhood education.

Jennifer submitted an application and was accepted into the T.E.A.C.H. program to start classes in summer of 2023. When reviewing the Personal Responsibilities Agreement, Jennifer had lots of questions, so she had another 30 minute phone conversation with the T.E.A.C.H. counseling specialist. They explored CDA options, went over the WAGE\$ program, and what school Jennifer wanted to attend. Not too long after that, Jennifer applied to DMACC but wasn't sure which classes she should take. The counseling specialist sent DMACC's course outlines for the ECE certificate, ECE diploma, and ECE AAS and explained how the classes for the certificate carry into the courses for the diploma, which carry into the courses for the AAS. It wasn't even a few weeks later that Jennifer was accepted to the ECE program at DMACC, completed orientation, and got registered for two summer courses. This was all while providing care full-time and working on her IQ4K application. The counseling specialist has done monthly check ins with Jennifer since starting classes. From doing so, she learned that Jennifer had a bump in the road with one of her classes and provided suggestions on how to overcome that. Jennifer has registered for fall courses already and has said that she is excited to continue with classes at DMACC as going back to school has helped with her self-esteem and self-confidence. She has already learned ways to implement new knowledge into her program, and she feels that she is being an example to her own children.

Jennifer has stated nothing but positive things about her T.E.A.C.H. counselor and the T.E.A.C.H. scholarship program overall. A few of Jennifer's statements include: "I am not sure if I would have taken this leap without the T.E.A.C.H. program. The financial side of things would have made it very difficult for me to have done it on my own. The program takes the financial stress off. The other great thing is that the T.E.A.C.H. counselor makes sure everything is up to date, that I have turned in everything needed, and her communication is excellent. It takes a huge load off your shoulders when you know you can count on your counselor. This has been the opportunity of a lifetime for me and I am so excited for what's to come!"

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# T.E.A.C.H. Early Childhood® Maine

## FY23 Results

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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 FY23, the program helped **39** 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, **1,540** 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 **14.73** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **17.9** credits per contract.
- Recipients in Maine completed more than **474** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.71**.
- 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 **\$17.33**.
- The average increase in earnings for a recipient on an associate degree scholarship was **8%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **16%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **96%**.
- For bachelor's degree scholarship recipients, the average retention rate was **100%**.

### Demographics

- **61.5%** of recipients worked with 3-5-year-old children.
- **64.1%** of recipients worked with children less than 3 years old.
- **5.1%** 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 **6** 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.

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® 2022-2023 Annual National Program Report.





## T.E.A.C.H. Early Childhood® Maine FY23 Voices From the Field



"Since I was awarded the T.E.A.C.H. scholarship, I have been able to pursue my studies in early childhood education, and the way I teach children has improved. I am a more intentional teacher and am working to adapt my teaching style for all children regardless of their abilities. The courses I take are exploring everything that teachers face every day and that is really relevant for my job. Really a big thank you for this program."

**- Mamito Kadima, T.E.A.C.H. Scholar,  
Toddler Educator at Opportunity Alliance in Portland Maine**

"I have been grateful to my employer, Maine AEYC, and the T.E.A.C.H. Scholarship Program for providing me the opportunity to continue my education and finish my bachelor's degree without fear of affordability. I have been an off and on student for the last ten years simply due to the costs of paying out of pocket for school while also attempting to work full time. School has been an uphill battle for me, but T.E.A.C.H. made it possible for me to finish my coursework. I'm looking forward to graduating in the spring!"



**- Ashley Jones, T.E.A.C.H. Scholar,  
Infant & Toddler Educator at Educare Central Maine in Waterville Maine**



"The T.E.A.C.H. Scholarship has allowed me to continue chasing my dream of having a Bachelor's Degree in Early Childhood Education. It has made it possible for me to avoid debt while continuing my education. My workplace provided me generous time, support, and flexibility to complete my course work. I am proud to admit that my perseverance and dedication earned me high honors this past semester. I have been enjoying the opportunity of networking with other teaching professionals through my experiences. As I continue my journey in education I'm eager to grow and learn new ideas. I know this scholarship will help me gain success in my future endeavors. I hope to add valuable knowledge to the field someday and make my family proud".

**- Jennifer Boisvert, T.E.A.C.H. Scholar,  
Preschool Teacher at Gorham House Preschool in Gorham Maine**

The T.E.A.C.H. Scholarship has benefited my life both professionally and personally. I moved to Maine on my own when I was 19. I have struggled to pay for school and daily expenses. I found a job with my current employer, Windham Raymond School Aged Child Care. When I was first introduced to the T.E.A.C.H. scholarship, I knew right away I would be too crazy to not take it! I absolutely love this program and recommend it to anyone who is struggling to fund themselves through college. My employer works with me so I have enough time for my studies. The course load is just the right amount where I am not struggling to keep pace with the class while working.

**- Summer Lamprey, T.E.A.C.H. Scholar,  
Assistant Site Director, Windham School Aged Child Care, Windham Maine**



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

## FY23 Results

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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 FY23, the program helped **1,831** 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, **67,487** 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 **14.11** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **15.32** credits per contract.
- Recipients in Michigan completed more than **9,558** 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 **3.63**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$15.39**.
- The average increase in earnings for a recipient on an associate degree scholarship was **19.08%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **17.06%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **94%**.
- For bachelor's degree scholarship recipients, the average retention rate was **98.3%**.

### Demographics

- **75.9%** of recipients worked with 3-5-year-old children.
- **44.3%** of recipients worked with children less than 3 years old.
- **32.8%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **25** community colleges or **16** universities offering early childhood degree programs in Michigan.

### Personal Impact

- In a survey of recipients, **100%** said they would recommend T.E.A.C.H. to their peers, and **96%** 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\$® 2022-2023 Annual National Program Report.







## T.E.A.C.H. Early Childhood® Michigan FY23 Voices From the Field



Kamilla Bagley and her husband own a group home child care in the greater Detroit area. She received her CDA credential in 2021 with the assistance of T.E.A.C.H. Early Childhood® Michigan. Since that time, she has continued to utilize T.E.A.C.H. support to complete her associate degree in early childhood education and recently transferred to a four-year school to pursue a bachelor's degree. Her husband, Deron Bagley, received his CDA credential in 2023 and is currently pursuing an associate degree in early childhood education.

"Returning to school after a 13-year break was a significant decision for me, and T.E.A.C.H. Michigan has played a crucial role in making it possible. The financial support provided through the scholarship has allowed me to focus on my studies without the constant worry of how to afford my education. This support

from T.E.A.C.H. has been instrumental in enabling me to pursue my passion for early childhood education and expand my impact as a group child care facility owner.

Owning a group child care facility brings immense joy and a tremendous sense of responsibility. Through T.E.A.C.H., I have gained the knowledge and skills necessary to provide high-quality care and education to the children in my center. The program has equipped me with the tools and expertise to create nurturing and stimulating environments that foster the children's cognitive, social and emotional development.



T.E.A.C.H. has supported me and extended its assistance to my husband, who shares the same vision for early childhood education. This dual support has allowed us to simultaneously enhance our knowledge and skills, bringing a wealth of expertise and fresh perspectives to our childcare center. It has strengthened our ability to create meaningful learning experiences and cultivate a supportive and inclusive environment for the children and their families.

By investing in our education, T.E.A.C.H. has empowered us to make a lasting impact on the lives of the children we serve. We have gained the knowledge and confidence to implement best practices, develop individualized learning plans, and engage families as partners in their children's education. The skills and insights we have acquired through T.E.A.C.H. have enabled us to provide a holistic and enriching experience for the children, setting them on a path of lifelong learning and success.

The support from T.E.A.C.H. has been transformative, not only for us as individuals but also for our group child care facility. It has enabled us to continually grow and evolve, staying abreast of the latest research and best practices in early childhood education. We are deeply grateful for the opportunity to participate in T.E.A.C.H., and for the positive impact it has had on our educational journey and the lives of the children we have the privilege to serve."

**- Kamillia Bagley, T.E.A.C.H. Graduate and Scholar & Deron Bagley, T.E.A.C.H. Scholar**

**Michigan Association for the Education of Young Children**

**839 Centennial Way, Suite 200**

**Lansing, MI 48917**

**866-648-3224**

**[miaeyc.org/professional-development/t-e-a-c-h-scholarships/](https://miaeyc.org/professional-development/t-e-a-c-h-scholarships/)**

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

## FY23 Results

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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 FY23, the program helped **282** 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, **14,407** 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 **14.88** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **17.64** credits per contract.
- Recipients in Minnesota completed more than **2,731** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.5**.
- 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 **\$19.07**.
- 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 **16%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **82%**.
- For bachelor's degree scholarship recipients, the average retention rate was **94%**.

### Demographics

- **38.7%** of recipients worked with 3-5-year-old children.
- **47.9%** of recipients worked with children less than 3 years old.
- **38.3%** 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 **7** 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\$® 2022-2023 Annual National Program Report.





## T.E.A.C.H. Early Childhood® Minnesota FY23 Voices From the Field

Having an opportunity to go to school on a scholarship was the only way that it made working at the same time sustainable. It was literally life changing! I can't tell you how many times I've transformed over the years both professionally and personally. And it really did keep me in this field longer.

Thank you for all that you do for educators! As undervalued as early childhood educators are in our society, I know that I'm making a difference and it brings me great purpose and satisfaction. Couldn't have done it without T.E.A.C.H.'s help!

I want to thank T.E.A.C.H. for all the support and help that you've given me over the years. T.E.A.C.H. has always been incredibly responsive and so willing to help me with all my questions and needs. It created such a positive schooling experience for me!

On top of it all, knowing that my counselor was also Hmong and helping support me as a Hmong educator was even more encouraging.

- Sheena Lor, T.E.A.C.H. Scholar

T.E.A.C.H. allowed me to get my BA in early childhood, which gave me the confidence to talk to families about developmental concerns. I can talk with families confidently about their children during conferences and with that confidence comes respect from parents that I am more than just a 'babysitter' or 'daycare'.

- Lynn Barten, T.E.A.C.H. Graduate

Tuition for an early childhood degree program was more than my family could afford to take on. Thankfully, I found T.E.A.C.H. and was able to apply for financial support. Even with 20 years of previous experience working with young children, I have learned so much more about how to effectively support and teach young children through my courses. By having the flexibility to choose the program that fits my needs and schedule, I am also able to continue my family child care program!

- Leah Glaser, T.E.A.C.H. Scholar



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

## FY23 Results

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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 FY23, the program helped **210** 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, **8,192** 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 **12.09** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **13.3** credits per contract.
- Recipients in Missouri completed more than **1,510** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.02**.
- 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 **\$14.73**.
- The average increase in earnings for a recipient on an associate degree scholarship was **13%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **12.5%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **95.7%**.
- For bachelor's degree scholarship recipients, the average retention rate was **97.5%**.

### Demographics

- **81%** of recipients worked with 3-5-year-old children.
- **73.8%** of recipients worked with children less than 3 years old.
- **34.3%** 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 **15** 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.

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\$® 2022-2023 Annual National Program Report.





## T.E.A.C.H. Early Childhood® Missouri FY23 Voices From the Field



Denise joined Emmanuel Family and Child Development Center in the administration department in 1997. She first utilized the T.E.A.C.H. Missouri Scholarship to earn early childhood college credits in 2010. With a bachelor's degree in business administration, Denise wanted more education in early care and education. This was as far as she believed she could afford to go with her education until she heard about the T.E.A.C.H. Missouri master's certificate in Early Childhood Business and Leadership pilot in 2021.

This scholarship has allowed Denise to further her education at almost no cost, relieving the potential financial strain. Earning her master's certificate has helped her become more confident in leading the teaching staff. The knowledge she gained allowed her to model classroom best practices for the teaching staff. For Denise, this experience is priceless. Through T.E.A.C.H. Missouri, she has been able to afford higher education and apply her new skills to better her child care program. Denise now leads through collaboration and inclusion of her staff.

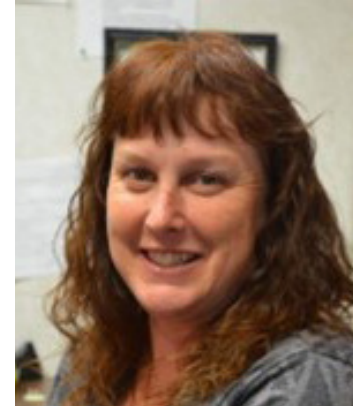
The T.E.A.C.H. Missouri Scholarship has provided financial and personal support through compensation, counseling, guidance and support. Based on her positive experience, Denise regularly sponsors her staff through the scholarship program bringing enhanced knowledge and skills to the children and families they serve. Denise has channeled her education and success into the next generation of early childhood professionals. She is a true leader!

**– Denise Crawford, T.E.A.C.H. Graduate,  
On-site Director, Emmanuel Family and Child Development Center, Kansas City, MO**

Christine began her educational journey in 2010 when she received her first T.E.A.C.H. Missouri associate scholarship. Teaching in a Head Start program, Christine soon realized she would need a bachelor's degree to maintain her position. Being a single mother made this quest more difficult and more important as she worked to balance classes, work and family. Christine again turned to T.E.A.C.H. Missouri to eliminate her financial concerns while receiving support throughout the process from her Scholarship Counselor. By December 2014, she completed her goal, received a raise and was promoted to Staff Development Manager.

In this new role, Christine was able to assist her staff in meeting their educational goals through T.E.A.C.H. Missouri scholarships and she has a mission. From making the scholarship a perk of employment during the interview process to discussing professional goals with all her educators, Christine is a champion for realizing one's dreams through education and scholarship.

The assistance provided through T.E.A.C.H. Missouri made it possible for Christine to return to school, earn two degrees and move into a more influential position with a higher salary. At the end of her educational journey, Christine had paid only \$1,000 for two early childhood education degrees! Along the way, Christine has developed into a strong advocate for children and the education of the professionals teaching them through the promoting of the T.E.A.C.H. Missouri Scholarship.



**– Christine Dunwoodie, T.E.A.C.H. Graduate,  
Director at Missouri Valley Community Action Agency, Richmond, MO**

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

## FY23 Results

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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 FY23, the program helped **122** 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, **6,243** 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 **16.5** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **18.08** credits per contract.
- Recipients in Nebraska completed more than **1,366** 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 **3.31**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$14.47**.
- The average increase in earnings for a recipient on an associate degree scholarship was **9.5%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **12.2%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **83%**.
- For bachelor's degree scholarship recipients, the average retention rate was **90.4%**.

### Demographics

- **77%** of recipients worked with 3-5-year-old children.
- **60.7%** of recipients worked with children less than 3 years old.
- **27.9%** 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 **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 WAGE\$® 2022-2023 Annual National Program Report.





## T.E.A.C.H. Early Childhood® Nebraska FY23 Voices From the Field



**Chris Yates** graduated with a 4.0 and her Inclusive Endorsement in Early Childhood Education from the University of Nebraska at Kearney (UNK). As a T.E.A.C.H. recipient, she was first awarded a bachelor's degree gap scholarship model and then transitioned into the bachelor's degree scholarship model. Chrisy completed 79 credits on the T.E.A.C.H. scholarship and completed her coursework as a single mom to four children and while working more than full time as a family child care provider in O'Neill, NE.

Chrisy says, "I have been an in-home provider for 13+ years. I love working with children, but as my children got older, I knew that my passion lay in the preschool and early school-age years. Through several trainings, I had been introduced to the T.E.A.C.H. program, but hadn't thought it was the right time in my life to go back to school. Three years ago was the right time! I contacted Julie and she has always been so helpful working with me through applications and questions that I have had. I was accepted and began coursework to obtain my Early Childhood Education

Teaching Certificate. I studied at NECC (Northeast Community College) and UNK. Both schools were very helpful and worked with T.E.A.C.H. to ensure that my schooling was a success. Without T.E.A.C.H., I would never have been able to afford this. Since I already held a bachelor's degree, I was considered a grad student working towards certification. T.E.A.C.H.'s financial support allowed me to hire subs so that I could have study time, as I was still fully employed as a provider during the entire process. When student teaching came around, T.E.A.C.H. helped me cover the cost of subs so that I could finalize my certification while keeping my child care program open full time. I never dreamed that I would be able to continue to work full time as a provider, be a single mom of four (three of which are teenage boys), and be able to obtain my teaching certificate! Without T.E.A.C.H., I wouldn't have even considered the opportunity. I now have my teaching certificate and am so excited to be opening up my own official preschool serving 3+ ages. I know there is a learning curve now to prove myself as an educator and not just a provider, but T.E.A.C.H. has helped arm me for this challenge. Through my experience, I have not only obtained my teaching certificate, I have obtained more confidence in my position as a child care provider and in myself as an individual. I feel equipped and valued as I am preparing my lesson plans for the fall and setting up my preschool. Instead of feeling burnt out, as I was shortly before going back to school, I feel excited and have a spark that was revived by the opportunities now available to me. I can honestly say without the support of T.E.A.C.H., both financially and emotionally, I would have closed up my in-home child care program and pursued a profession outside of the home with my first bachelor's degree in business."

**Nebraska Association for the Education of Young Children**

650 J Street, Suite 23

Lincoln, NE 68508

402-858-5143

[nebraskaaeyc.org/teach.html](http://nebraskaaeyc.org/teach.html)



From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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, **Nevada Association for the Education of Young Children** (NevAEYC) administers the T.E.A.C.H. Early Childhood® Program. In FY23, 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, **8,125** 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 **12.59** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **16.04** credits per contract.
- Recipients in Nevada completed more than **1,459** 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 **3.76**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$16.54**.
- The average increase in earnings for a recipient on an associate degree scholarship was **13.59%**.
- 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 **93.75%**.
- For bachelor's degree scholarship recipients, the average retention rate was **91.12%**.

### Demographics

- **71.8%** of recipients worked with 3-5-year-old children.
- **18.4%** of recipients worked with children less than 3 years old.
- **54%** 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 WAGE\$® 2022-2023 Annual National Program Report.





## T.E.A.C.H. Early Childhood® Nevada FY23 Voices From the Field

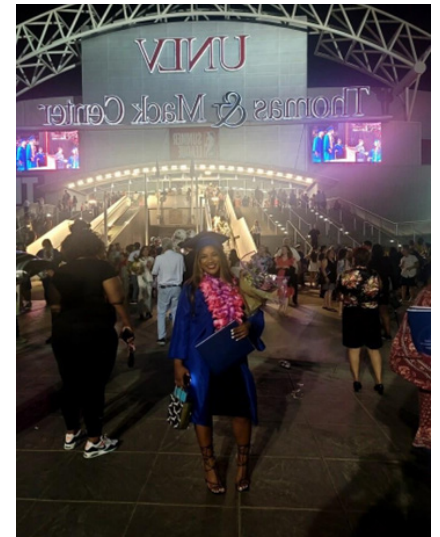


I became a T.E.A.C.H. recipient in the Fall of 2018. I had no idea what to anticipate, but my T.E.A.C.H. Program Specialist gave me guidance and support. I was accepted by the program and given the opportunity to advance my career. The program allowed me to go to class without being concerned that I would miss out on pay. I became a center director during my time as a T.E.A.C.H. recipient. I was able to go to school at my own pace thanks to my T.E.A.C.H. Program Specialist's ongoing assistance. I will always be grateful for the T.E.A.C.H. program's assistance, I would encourage anyone thinking of going back to school for ECE to be a part of the T.E.A.C.H. program.

**- LaShondra Laneaux, T.E.A.C.H. Graduate**

I started college right after high school in Louisiana. It was difficult getting back and forth to class because I lived off campus and I didn't have transportation. Everyone in my home worked. On the days I didn't have to go to work I would stay with a friend on campus. I've always tried to find a way out of 'no way'. During my second year at Southern University my guardian died and my education went downhill from there. My grades dropped due to me grieving and then I lost my financial aid. I sat out of college for more than five years. I finally was able to go back to Southern in 2015. I finished my first semester and decided to move to Vegas. I started working for Head Start and was introduced to the T.E.A.C.H. program my second year there. I filled my application out and was accepted, that was the beginning of my unbelievable educational journey. I received my Associate Degree in Early Childhood Education from College of Southern Nevada (CSN) and now I'm working towards my bachelor's at University of Nevada, Las Vegas (UNLV) without paying anything out of pocket. Furthering my education has literally paid off thanks to T.E.A.C.H.

**- Jaquila Lewis, T.E.A.C.H. Graduate**



**Nevada Association for the Education of Young Children  
240 South Rock Boulevard, Suite 143  
Reno, NV 89502  
800-259-1907  
[nvteach.org](http://nvteach.org)**

# T.E.A.C.H. Early Childhood® New Hampshire

## FY23 Results

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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 FY23, the program helped **83** 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, **3,915** 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 **15.71** credits per contract.
- Recipients in New Hampshire completed more than **797** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.32**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$15.91**.
- The average increase in earnings for a recipient on an associate degree scholarship was **19.28%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **95.2%**.

### Demographics

- **53%** of recipients worked with 3-5-year-old children.
- **71.1%** of recipients worked with children less than 3 years old.
- **15.7%** 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

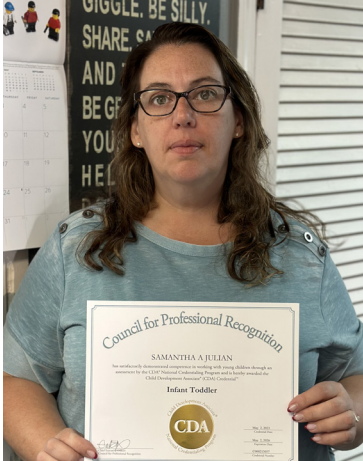
- In previous years, 100% of recipients said they would recommend T.E.A.C.H. to their peers, and 100% of their employers would recommend T.E.A.C.H.

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\$® 2022-2023 Annual National Program Report.





## T.E.A.C.H. Early Childhood® New Hampshire FY23 Voices From the Field



Feedback from the field tells us that the cost of the training hours and lack of portfolio support are roadblocks to teachers earning their Child Development Associate® Credential (CDA). T.E.A.C.H. NH offers CDA Credential assessment scholarships and facilitates the Quality Support (QS) CDA Cohort. These initiatives have been quite successful and participants have been very appreciative of the opportunity and support. To date, twelve teachers have earned their CDA utilizing both the Cohort and a T.E.A.C.H. scholarship.

Samantha Julian earned her CDA in May 2023 and is now a director of the childcare program where she was a teacher.

“Having my Infant/Toddler CDA shows that I have obtained additional training in this area so I may provide quality care for infants and toddlers. This credential sets me apart from my peers as I develop my career in early childhood education. I would not have done this without the T.E.A.C.H. program. Their time and dedication to their students is unbelievable. Not only do they help by providing funding, but they also help

on a personal level. I am a person that needs an extra push and someone to check in with and they did just that. They stayed on top of me and made sure I met all deadlines. Now I feel like I can accomplish anything.”



**Donna Collins** earned her CDA in September 2022 as a T.E.A.C.H. recipient and is now a Mentor in NH’s Department of Labor (DOL) Early Childhood Apprenticeship Program, helping co-workers earn their CDA.

Cassandra Ferrara earned her CDA in August 2022 and is now a Mentor in the NH’s DOL Early Childhood Apprenticeship Program, helping co-workers earn their CDA.

“Since completing the CDA and T.E.A.C.H. program I have told my coworkers that this is the best opportunity to gain knowledge about

our field in a way that is work friendly. The program is so convenient to schedule and you are still able to be your best in your own classroom. The T.E.A.C.H. program sees your dedication and supports your education.

Earning my CDA credential meant that I could move forward with my career goals of becoming a leader in my school. I was able to make this happen through the support of the T.E.A.C.H. Scholarship program financially and as a working student with the support of the cohort facilitators. Personally, I am a more confident person because I know my education was a priority to those around me. My family knows how hard I have worked to become who I am today.”

**Cassandra Ferrara, T.E.A.C.H. Recipient**



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

<https://www.nh-connections.org/t-e-a-c-h-early-childhood-nh/>



From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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 FY23, the program helped **2,048** 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, **60,034** 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 **16.26** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **16.91** credits per contract.
- Recipients in North Carolina completed more than **14,327** 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 **3.43**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$14.53**.
- 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 **12.2%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **92%**.
- For bachelor's degree scholarship recipients, the average retention rate was **95.03%**.

### Demographics

- **76.4%** of recipients worked with 3-5-year-old children.
- **51.9%** of recipients worked with children less than 3 years old.
- **57.2%** 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, **100%** 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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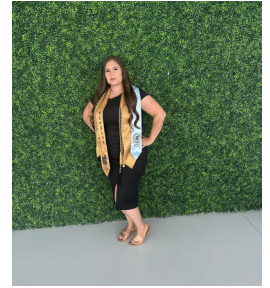
## T.E.A.C.H. Early Childhood® North Carolina FY23 Voices From the Field



I am a Native American of the Lumbee Tribe, and was born and raised in Robeson County. I am a wife, mother, grandmother, and teacher. I have three children who know the importance of education because of the example their parents have set. My husband has served in the United States Army for twenty-two years. I graduated Summa Cum Laude from Sandhills Community College with my AAS in Early Childhood in 2019. I then graduated Summa Cum Laude from the University of North Carolina at Pembroke in May of 2023.

As a first-generation college student, I made a commitment to be an example of resiliency for my children. As a mother, full-time student, and wife of an active-duty service member this has not been a small feat. When I decided to return to school, I was burdened financially, and feared failure. After much prayer and faith, God has shown me favor through T.E.A.C.H. scholarships. My journey has not been easy, but it has been humbling. I could never in one passage explain the impact that receiving this scholarship has had on my life. Of eight siblings, I am the second to attend college. I graduated from UNC-Pembroke with my bachelor's degree only one day after my 42nd birthday. I am proof that age is not a factor in the equation of education; it is never too late to gain knowledge. I decided to start my educational journey later in my life and that alone has been an experience. I am confident in the fact that God placed me in a waiting season that only delayed this mission, because he knew my purpose was in the classroom.

T.E.A.C.H. has been a major element in the equation of my educational journey. T.E.A.C.H. alleviated the financial stress and eliminated extra hours at work. I have always been the person who saves everyone else; T.E.A.C.H. allowed me to save myself. I am so proud to represent my family, my heritage, and the T.E.A.C.H. program."



**- Daisy McDougald, Assistant Teacher, Bachelor's Degree Scholarship, Hoke County**



Rupali was born and raised in India with four younger siblings where they were always surrounded with family. Being the eldest child instilled a great sense of responsibility. Rupali's maternal grandmother was an educator and her dedication towards her profession deeply influenced and inspired Rupali to start teaching at a school for children from lower socio-economic backgrounds. She has always been able to connect very easily with children of different ages. She loves to organize group activities for children, such as skits, storytelling, and creativity sessions.

After moving to the United States in 2021, Rupali started looking for job opportunities to use her time and energy in a significant and contributive way. Currently, she works as an Assistant Toddler Teacher at Erwin Road Montessori School in Durham, NC, and each day has been a new learning experience for her. She has made diligent efforts to learn and familiarize herself with the school's routine and procedures but wanted to further deepen her knowledge and understanding of child development and education.

Rupali earned a Master's Degree in Commerce in India almost 30 years ago, and she decided to go back to college to achieve her professional development goals after a long gap.

Rupali says that this goal has become feasible for her because of T.E.A.C.H. and the support and encouragement from her employer. She successfully completed the Introduction to Early Childhood Education (EDU-119) course from Durham Tech. She now holds the North Carolina Early Childhood Credential, which qualifies her to be a lead teacher in licensed early care and education programs.

Rupali believes that being a part of the growth and developmental journey of young children is a rewarding, fulfilling, and stimulating experience. Every child holds the key to the future of humanity. When early childhood educators provide a safe and nurturing environment to children, they are not only creating a strong foundation for their individual development but shaping the very future of humanity.

**- Rupali Mandwal, Assistant Teacher, Associate Degree Durham County**

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

[childcareservices.org/programs/teach-north-carolina/](http://childcareservices.org/programs/teach-north-carolina/)

# T.E.A.C.H. Early Childhood® Ohio

## FY23 Results

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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, **Ohio Child Care Resource and Referral Association** administers the T.E.A.C.H. Early Childhood® Program. In FY23, the program helped **957** 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, **50,893** 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 **15.37** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **16.29** credits per contract.
- Recipients in Ohio completed more than **3,199** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.5**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.7**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$13.05**.
- The average increase in earnings for a recipient on an associate degree scholarship was **8.71%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **11.03%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **99.56%**.
- For bachelor's degree scholarship recipients, the average retention rate was **100%**.

### Demographics

- **84.7%** of recipients worked with 3-5-year-old children.
- **85.5%** of recipients worked with children less than 3 years old.
- **39.8%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **21** 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 **98%** 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\$® 2022-2023 Annual National Program Report.





## T.E.A.C.H. Early Childhood® Ohio FY23 Voices From the Field



In 2014, I earned an Associate Degree in Early Childhood Education from Lorain County Community College. In the Summer of 2023, I graduated with a bachelor's degree from the University of Cincinnati. Both early childhood education degrees were obtained with the T.E.A.C.H. scholarship. By pursuing a college education I have expanded my access to opportunities and have gained skills that will give me a competitive advantage in my profession as an Early Childhood Educator.

By obtaining additional education, I have developed skills essential to meeting the needs of children and their families, learning social norms, and child development. I have improved my self-esteem and personal growth in the care and education of the young children in my program. I have also learned skills and strategies in the acceptance, welcoming and respect of all children and their families. Presently, I am putting into action what I have learned the last two years by making improvements and updating the policies, procedures and aesthetics of my child care and education program. I want to continue to collaborate with my community to improve the profession of early childhood education. In the future, I hope to earn a Master's degree.

I would encourage other child care professionals to look into the T.E.A.C.H. scholarship program. Although it was challenging to be a T.E.A.C.H. scholar while working full-time, it was definitely worthwhile. As early child care professionals, we need to equip ourselves with education and knowledge of how to serve children and families. During my experience, I met great people who encouraged me not to give up, thank you!

**- Lisa Wyatt, Bachelor's Degree T.E.A.C.H. Graduate, University of Cincinnati**



The T.E.A.C.H. Scholarship has helped to support my academic growth as I pursued my early childhood education degree. I was able to go to the University of Cincinnati as a full-time student while working with the scholarship's support. Taking ECE classes helped me understand the children and families more. It has helped me create a better learning environment and made me a better teacher. I would want others to know that it is a great opportunity, especially if you want to further your education and dive deeper into early childhood care and education. It has been an amazing experience and I believe it benefits teachers, children and families.

**- Jala Marie Powell, Associate Degree T.E.A.C.H. Graduate, University of Cincinnati**

**Ohio Child Care Resource and Referral Association**

**2469 Stelzer Road**

**Columbus, OH 43219**

**877-547-6978**

[occrra.org/workforce-development/](http://occrra.org/workforce-development/)



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

## FY23 Results

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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, **Pennsylvania Child Care Association** administers the T.E.A.C.H. Early Childhood® Program. In FY23, the program helped **985** 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, **42,686** 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 **13.3** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **15.6** credits per contract.
- Recipients in Pennsylvania completed more than **11,151** 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 **3.63**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$15.05**.
- The average increase in earnings for a recipient on an associate degree scholarship was **15.3%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **14.6%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **95.48%**.
- For bachelor's degree scholarship recipients, the average retention rate was **95.14%**.

### Demographics

- **61%** of recipients worked with 3-5-year-old children.
- **88.9%** of recipients worked with children less than 3 years old.
- **44.1%** 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 **30** universities offering early childhood degree programs in Pennsylvania

### 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.

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\$® 2022-2023 Annual National Program Report.





## T.E.A.C.H. Early Childhood® Pennsylvania FY23 Voices From the Field



**Kelley Burnett** is the owner of a Star 4 family child care program in Philadelphia. She recently earned her PreK-4 Teaching Certificate with a T.E.A.C.H. scholarship. Earning her degree while running a business and caring for her family wasn't easy, but Kelley persevered through hard work and the support of her T.E.A.C.H. counselor. In the final stretch with only her student teaching left, Kelley learned she would need to do 15 weeks of field work at another center or public school. She thought, 'Who is going to run my program while I'm away?' I needed help creating a model that would fit my needs because the typical higher education structure was not a good fit for a home-based program owner.' Kelley's T.E.A.C.H. counselor worked with her college advisor to create a model that allowed her to complete her student teaching at her own program with a retired teacher overseeing the field work. Kelley is the first family provider in T.E.A.C.H. to complete her student teaching this way. "My counselor Jen was a crucial piece in making that work."

For **Bree Knirnschild**, Assistant Director of Little House Learning Center in Butler County, going back to school has long been a personal goal. When she was promoted from a Pre-K teacher to Assistant Director in 2019, earning a higher degree became a priority. But as a mother of three young girls and a new member of the management team, Bree worried about juggling those roles with the responsibilities of being a student, "I was hesitant at first, but T.E.A.C.H. gave me the opportunity to earn my degree by providing me with the support I needed. I was able to continue my work in early childhood education and balance my family life and education goals."

Bree credits her T.E.A.C.H. counselor with helping her strike that balance: "Teresa was so supportive. She answered every question I had and connected me with the people at the college I needed to talk to. Throughout the experience, she motivated and encouraged me. In May 2023, Bree graduated with a Bachelor's Degree in Early Childhood Education. Her wages have increased by 25%."



"To some, T.E.A.C.H. may just seem like financial aid. And that is true, but it means so much more than just the money," Bree says. "Participating in T.E.A.C.H. has given me tools to better our early education program and to set each child up for success."



**Lindsey Ramsey** is Executive Director of Shady Lane School, a STAR 4 early learning center serving 120 children in Allegheny County. Over the past 15 years, Lindsey's career path has taken her from assistant teacher to center director to public policy advocate. Lindsey credits T.E.A.C.H. with helping her become a fierce advocate for the field.

"T.E.A.C.H. taught me the importance of my work as an early educator," Lindsey says. "One of the biggest pieces of my job as a director is to make sure our educators understand their value."

Lindsey learned about T.E.A.C.H. when she was a young single mother working in her neighborhood childcare center: "I had no idea what I was doing, even as a mom, but I was surrounded by amazing educators who literally took me by the hand and nurtured me into being an educator and a mother." When she was invited to join a Child Development Associate (CDA) program on a T.E.A.C.H. scholarship, she seized the opportunity. "T.E.A.C.H. opened a door for me to do better for myself and my child."

Lindsey went on to earn Associate and Bachelor's Degrees in Early Childhood Education with T.E.A.C.H. In December 2022, Lindsey became director of Shady Lane, where she first earned her CDA credential. "I'm stepping back into a field that needs to be revived. And the only way to revive it is to strengthen the supports for the educators doing the work. We need to think of early childhood development as human development. The system supports everyone. We've got to do better!"

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Lemoyne, PA 17043  
717-657-9000  
[pacca.org/teach\\_scholarship.php](http://pacca.org/teach_scholarship.php)

# T.E.A.C.H. Early Childhood® Rhode Island

## FY23 Results

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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, **Rhode Island Association for the Education of Young Children** administers the T.E.A.C.H. Early Childhood® Program. In FY23, the program helped **92** 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, **4,047** 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 **14.21** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **14.71** credits per contract.
- Recipients in Rhode Island completed more than **725** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.5**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.47**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$16.36**.
- 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 **98%**.
- For bachelor's degree scholarship recipients, the average retention rate was **81%**.

### Demographics

- **91.3%** of recipients worked with 3-5-year-old children.
- **51.1%** of recipients worked with children less than 3 years old.
- **57.6%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended the **1** community colleges or **2** universities offering early childhood degree programs in Rhode Island.

### Personal Impact

- In previous years, **97%** of recipients 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® 2022-2023 Annual National Program Report.





## T.E.A.C.H. Early Childhood® Rhode Island FY23 Voices From the Field



"At 41 I decided to go back to school for my Bachelor's in Early Childhood Education. I had recently made the career switch from retail management to working with young children. In my mind if you are going to switch careers, you need to push yourself to learn all you can, as quickly as you can. I have never been one to just sit and let the information find me.

I went for a consultation at Rhode Island College, determined on going back to school, but having no idea of how I was going to afford it. My advisor told me about the T.E.A.C.H. scholarship. She said that my company would most likely support it and that I should look into it. Armed with this new information, I went home relieved as I read about T.E.A.C.H. T.E.A.C.H. would enable me to attend school, work, and not put strain on my finances.

I pursued this straight away and within a few weeks I was on my way to this new adventure. I entered college in September 2019 and never looked back. There were some tears and fears through the process around my grades. I was able to complete three and a half years of school for less than \$1,000 out of pocket.

Now, I have my degree, a job I love, a career to build and some wonderful friends I made along the way. I honestly don't know how I would have managed without T.E.A.C.H. They helped build me up, support me financially, and even acknowledged me when I completed my degree. It has been a dream partnership and I can honestly say that T.E.A.C.H. changed my life."

**- J. Lea Plante, T.E.A.C.H. Graduate**



At a time where I felt lost, defeated in finishing my degree and in search of a role in my career, I stumbled upon the T.E.A.C.H. program. I was able to work and create my own schedule at the child care facility and it did not affect my position, I stayed lead. I was able to work and go to school on my time. I didn't have to worry about getting the funds for books and supplies, gas money, or tuition bills, these were covered. It gave me the motivation and support system to continue my studies, receiving good grades. I will never forget when I was advocating for test alternatives at my college. In the middle of the pandemic, tests were getting canceled or changed, making students stressed. When I advocated for myself and the other students in my cohort I had the support of the T.E.A.C.H. team.

I was recognized for earning my degree and my advocacy efforts. Being a T.E.A.C.H. scholar and mentor of other T.E.A.C.H. scholars reminds me that together, we can! We can reach our goals, we can work together, and we can create a future for educators to feel empowered and secure in their choices. Being able to delegate work and school can be overwhelming at times, but having a team that supports you along the way helps make your dreams become reality!

**- Hailey L'Heureux, T.E.A.C.H. Graduate**



Yocasta Castro has been an early childhood educator for more than 15 years and in 2018, she jumped at the opportunity to continue her studies with scholarship support from T.E.A.C.H. As a single mother, Yocasta has had to balance her determination to finish school with meeting the needs of her son. This year, Yocasta, submitted testimony to legislators in support of additional investments and better compensation for our early childhood field. Yocasta continues to stay focused and committed to obtaining her associate degree in early childhood education despite the challenges she has had to face along the way.

**- Yocasta Castro, T.E.A.C.H. Scholar**

**Rhode Island Association for the Education of Young Children**  
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# T.E.A.C.H. Early Childhood® South Carolina

## FY23 Results

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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 FY23, the program helped **464** 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, **17,047** 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 **12.44** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **14.81** credits per contract.
- Recipients in South Carolina completed more than **2,554** 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 **3.55**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$12.93**.
- The average increase in earnings for a recipient on an associate degree scholarship was **4.22%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **6.78%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **96.05%**.
- For bachelor's degree scholarship recipients, the average retention rate was **94.83%**.

### Demographics

- **65.3%** of recipients worked with 3-5-year-old children.
- **58.6%** of recipients worked with children less than 3 years old.
- **55.6%** 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 **7** universities offering early childhood degree programs in South Carolina

### 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\$® 2022-2023 Annual National Program Report.





## T.E.A.C.H. Early Childhood® South Carolina FY23 Voices From the Field



As a single parent trying to work full-time, manage school, and maintain life was complicated and stressful at times. T.E.A.C.H. Early Childhood® allowed me time for school and accommodated a work/school balance. This was the only reason I was able to continue my education and not give up. I never thought I would make it here, but I am thankful I did. I have become a better teacher because I was learning and working in the field. I was able to take things from school and implement them at work immediately which allowed me not to forget them.

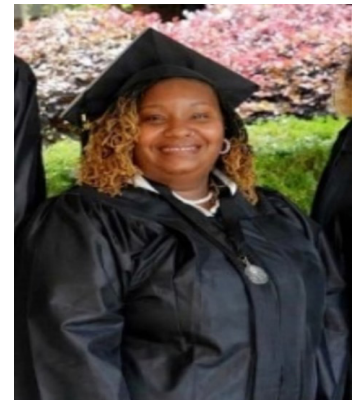
**- Jamiee Scott, T.E.A.C.H. Graduate, Midlands Technical College**

I was introduced to the T.E.A.C.H. program by my director, Mrs. Lashondia Wright; she has encouraged me to further my studies in Early Childhood Education. She has always stated that we could do this, and she was right.

T.E.A.C.H. has allowed me to attend school on scholarship, while still being able to work full time at Wright Way Child Development Center and maintain being a parent to my two boys. Since I was given this great opportunity, I knew I had to study hard and not take this opportunity for granted. My dedication allowed me to see this through. I have been placed on the President's List and the Dean's List several times during my educational journey making my family, director, co-workers, friends, and especially myself proud of my accomplishments.

The knowledge that I've gained in my ECE classes and my prior work experiences have given me the confidence to successfully apply what I've learned into my class, students, and co-workers. T.E.A.C.H. Early Childhood® has allowed me to become a better and more experienced employee, co-worker, and teacher all around. I plan to continue working in the education field as an Early Childhood Education teacher. Without the support of T.E.A.C.H. Early Childhood®, my director and family none of this would be possible.

**- Shameeka Barnes, T.E.A.C.H. Graduate, Orangeburg-Calhoun Technical College**



**South Carolina Endeavors**  
**PO Box 5616, Greenville, SC 29606-5616**  
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[scendeavors.org/professional-development/t-e-a-c-h/](https://www.scendeavors.org/professional-development/t-e-a-c-h/)

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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, **Texas Association for the Education of Young Children** administers the T.E.A.C.H. Early Childhood® Program. In FY23, the program helped **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, **24,180** 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** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **19.3** credits per contract.
- Recipients in Texas completed more than **3,940** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.39**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.5**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$13.80**.
- The average increase in earnings for a recipient on an associate degree scholarship was **11%**.
- 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 **94%**.
- For bachelor's degree scholarship recipients, the average retention rate was **89%**.

### Demographics

- **55.9%** of recipients worked with 3-5-year-old children.
- **63.2%** 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 **40** community colleges or **22** universities offering early childhood degree programs in Texas.

### Personal Impact

- In a survey of recipients, **92%** 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® Texas**  
**FY23 Voices From the Field**



"I love working with children. Becoming a teacher was the perfect opportunity to not only help our little ones grow and develop into successful adults, but also learn from them. T.E.A.C.H. has removed a financial weight. I have been able to spend more time with my family without the stress of educational obligations. Professionally, I have the opportunity to learn more in a field that I am passionate about. T.E.A.C.H. has been an amazing opportunity for expanding my knowledge in early childhood education. While I have only recently started my coursework, I have been able to offer my students experiences that support their developmental needs. Over the school year, I observed changes in children's behaviors as I implemented consistent classroom management strategies, which were important for both the students and teachers. I look forward to implementing more of what I am learning with my class."

**- Christina Carden, T.E.A.C.H. Scholar**



"The T.E.A.C.H. program has impacted my life in many ways. I received step by step support which guided me throughout my educational journey and enhanced my competence in early childhood education. I am learning new ways to create a welcoming environment and how to build positive relationships with my students and their families. Thanks to T.E.A.C.H., I feel accomplished and proud of my educational journey. I was awarded Teacher of the Year at my center because of my growth as an early childhood educator."

**- Anna Reynero, T.E.A.C.H. Scholar**



"When sharing about T.E.A.C.H., I always emphasize its benefits. It's truly a remarkable opportunity to enhance my skills and in turn benefit the program where I work. I have had great experiences with the T.E.A.C.H. scholarship specialists. Their guidance and helpful information have been invaluable in navigating the scholarship process. My goal is to become a better director by expanding my knowledge and providing the best care for children under my supervision. Enhancing my skills is a crucial step in achieving that. With my increased knowledge in early childhood education, I am able to speak from a deeper level of understanding. As a result, I can share this valuable knowledge with both parents and teachers at my program, which ultimately enhances the quality of our program's community."

**- Tisha Stinson, T.E.A.C.H. Scholar**

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**[texasaeyc.org/programs/teach](http://texasaeyc.org/programs/teach)**



From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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, **Utah Association for the Education of Young Children** administers the T.E.A.C.H. Early Childhood® Program. In FY23, 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, **1,613** 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 **12.27** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **11** credits per contract.
- Recipients in Utah completed more than **525** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.41**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.12**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$16.98**.
- The average increase in earnings for a recipient on an associate degree scholarship was **7.35%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **1.4%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **90.24%**.
- For bachelor's degree scholarship recipients, the average retention rate was **100%**.

### Demographics

- **61.5%** of recipients worked with 3-5-year-old children.
- **44.2%** of recipients worked with children less than 3 years old.
- **17.3%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended the **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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## T.E.A.C.H. Early Childhood® Utah FY23 Voices From the Field



Toni Gubler is a seasoned early childhood educator that decided to go back to college to further her education by taking early childhood classes. The T.E.A.C.H. Early Childhood® scholarship program covered costs so that she could get the specialized classes to finish up her associate degree in early childhood education without incurring additional debts. While having four children and working full time, it was challenging to balance work, home, and school, but she did it!

Toni's family and child care center kept encouraging her to keep working on getting her degree. With pride in her voice she says, "It was nice to accomplish this goal. It was an even bigger surprise to be awarded student of the year through the Education Department at Utah Tech University." Toni received this honor in May of 2023. She was chosen by the Faculty of the Department because she excelled academically. Being chosen for Academic Student of the Year is a remarkable accomplishment. Toni is grateful to T.E.A.C.H. for helping her receive this honor and for helping her complete her degree.

**- Toni Gubler, T.E.A.C.H. Graduate**



Jessica runs a full-time child care program in her home. Participating in the T.E.A.C.H. Early Childhood® Scholarship program has helped further her education, benefiting her child care business and the children she cares for.

The greatest barrier to Jessica being able to take early childhood college classes was the cost. "Higher learning can become very expensive, very quickly. This scholarship was a blessing for me and my in-home program." The T.E.A.C.H. scholarship helped to cover her tuition, books, and more. She has been able to complete her associate degree and will hopefully be able to move on to the bachelor's degree soon. Jessica believes that all early childhood educators should take advantage of the T.E.A.C.H. scholarship program. "You are already working with children anyway, so why not utilize T.E.A.C.H.'s scholarship and further your education? "

One thing that helped Jessica as a T.E.A.C.H. scholar was the cap on the number of credit hours you can take a year. This helped her keep a good pace with school without getting overwhelmed.

**- Jessica Mecham, T.E.A.C.H. Graduate**

**Utah Association for the Education of Young Children**

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**[uaeyc.org/t-e-a-c-h](http://uaeyc.org/t-e-a-c-h)**

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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, **Vermont Association for the Education of Young Children** administers the T.E.A.C.H. Early Childhood® Program. In FY23, the program helped **129** 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, **6,080** 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 **11.51** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **15** credits per contract.
- Recipients in Vermont completed more than **1,070** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.6**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.88**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$17.62**.
- The average increase in earnings for a recipient on an associate degree scholarship was **12.35%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **16.4%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **89%**.
- For bachelor's degree scholarship recipients, the average retention rate was **91.31%**.

### Demographics

- **86%** of recipients worked with 3-5-year-old children.
- **69.8%** of recipients worked with children less than 3 years old.
- **7.8%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended the **1** community college or **5** 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\$® 2022-2023 Annual National Program Report.





## T.E.A.C.H. Early Childhood® Vermont FY23 Voices From the Field



My path through early childhood education was not a traditional one. I started my career in 2017 with absolutely no credentials and an unrelated bachelor's degree. In 2020, I finished my Master's Degree in Early Childhood Education, but that program did not end with licensure, because it didn't feel necessary at the time. When I stepped into a leadership position, pursuing my license became my next step in professional growth. With my experiences and education, I chose to go with the Peer Review pathway to licensure that the VT Agency of Education offers. T.E.A.C.H. Early Childhood® Vermont helped me cover the costs of the Peer Review panel, a large fee that they paid upfront when I was ready to submit my portfolio, as well as the fees to get my license after I was approved. The large sum just for the panel would have been difficult for me to pay on my own.

Now as a licensed educator and Program Director, I am able to mentor any qualified staff within my center if they choose to pursue their own licenses, credentials and degrees in early childhood education. Advancing ECE as a profession is one of my missions while I work in this field, and gaining more licensed teachers for the birth to Pre-K sector is one of the ways we can get there. Becoming a licensed educator has made it possible for me to improve the overall quality of my center and staff, and this would not have been possible without the support from the T.E.A.C.H. scholarship.

**- Amanda Schroth, Center-Based Program Director**



I entered the field of Early Childhood in 1997 as a Paraprofessional in a preschool, knowing nothing about child development. Never in a million years did I think this would be my career path. After having my children, I had people reach out to me for care; the need for care was great, so in 2006, I decided to open my Registered Child Care. As time passed, I became an Act 166 (VT Universal Pre-K) partner site and realized I had a true passion for educating children. T.E.A.C.H. Early Childhood® Vermont made my wildest dreams possible by providing a program where I could slowly work towards my Associate Degree in Early Childhood Education. When T.E.A.C.H. added a bachelor's degree program to their offerings, I knew I wanted to continue because of what I was learning and how I am able to apply the knowledge in my childcare. The longer I take classes, the more I want to learn to provide children with a safe, loving, and positive learning environment. Pursuing a higher education degree has helped me educate children and communicate, support, and inform families so we work as

a true partnership. I am incredibly thankful for this opportunity.

**- Vickie Gratton, Registered Family Child Care Home  
T.E.A.C.H. Early Childhood® Vermont Bachelor's Degree Scholar**

**Vermont Association for the Education of Young Children**  
145 Pine Haven Shores Road, Suite 1137  
Shelburne, VT 05482  
802-387-0870  
[vtaeyc.org/teach/](http://vtaeyc.org/teach/)



From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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, **Wisconsin Early Childhood Association** administers the T.E.A.C.H. Early Childhood® Program. In FY23, the program helped **1,128** 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, **36,186** 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 **18.45** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **20.88** credits per contract.
- Recipients in Wisconsin completed more than **10,648** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.43**.
- 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 **\$14.88**.
- The average increase in earnings for a recipient on an associate degree scholarship was **6.15%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **4.23%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **96.85%**.
- For bachelor's degree scholarship recipients, the average retention rate was **96.67%**.

### Demographics

- **59.8%** of recipients worked with 3-5-year-old children.
- **62.5%** of recipients worked with children less than 3 years old.
- **36.2%** 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 **15** universities offering early childhood degree programs in Wisconsin.

### 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\$® 2022-2023 Annual National Program Report.





## T.E.A.C.H. Early Childhood® Wisconsin FY23 Voices From the Field



**Courtney Willis** has been a T.E.A.C.H. scholar since the fall 2018 semester. She has completed 64 credits on 4 scholarship contracts. She graduated with her Early Childhood Education Associate Degree in the summer of 2023 and shares her story below:

"I am a mother of six who moved to Wisconsin from Minnesota not knowing what the future held for us. I started working at the child care in Siren Wisconsin in 2015. I received my Infant and Toddler CDA shortly after starting. I was a lead infant teacher, but I was promoted to the director of the Grantsburg location in 2018. As a director, I needed to start the journey of getting my Administrative Credential, and that is where T.E.A.C.H. came into my life. I have been working with the same T.E.A.C.H. counselor since 2018. She has been a

great asset during the whole experience. Over the years, she has been there for me, answered every question and given me the best advice on which direction to go.

In the years I have been in T.E.A.C.H. I have received my Administrative Credential, my Preschool Credential and I just completed my Associate Degree in Early Childhood. This has been one of the best decisions I have ever made. T.E.A.C.H. offers great benefits that really helped me out. The travel stipend, the time release, the bonus at the end of my contracts always helped my family and me out and always came at the right time. It was also nice to be able to buy my books and get reimbursed for them. I think my favorite bonus of T.E.A.C.H. was the Technology Stipend. I was using my work computer a lot or an older laptop I had at home. With the Technology Stipend I was able to get a new laptop and a new printer to be able to complete my work at home and not have to run to my office. I will continue to recommend T.E.A.C.H. to all my incoming staff and anyone else I know that is looking to continue their education in our field! I wouldn't be where I am without T.E.A.C.H."

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

[www.wisconsinearlychildhood.org/programs/t-e-a-c-h/](https://www.wisconsinearlychildhood.org/programs/t-e-a-c-h/)

# Early Childhood Education INCENTIVE\$® Florida

## FY23 Results

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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 FY23, the program provided salary supplements to **2,285** 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 **884** different programs serving approximately **47,646** children.

### Education

- **28%** of active participants either had an associate degree in ECE or higher or submitted education documentation to show progress in college.

### Compensation

- **22%** of INCENTIVE\$ participants earned less than \$15 per hour from their employers.
- INCENTIVE\$ recipients earned an average six-month supplement of **\$509**, or approximately **\$1,018** more per year, as a result of their participation.

### Retention

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

This year alone, **47,646** of Florida's children benefited from consistent care provided by a better educated teacher.

*"WAGE\$ encourages teachers to stay with their programs and continue to do this important work despite the fact that the pay for this job generally undervalues how important early childhood educators are within our society. We are paid as 'babysitters' and not educators. Until wages for this pivotal work increase across the board, the WAGE\$ Program helps teachers like me to make ends meet and to remain with teaching." -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\$® 2022-2023 Annual National Program Report.

### Demographics

- **68%** of INCENTIVE\$ participants were people of color and/or Latinx
- **95%** of INCENTIVE\$ participants worked in early care and education centers.
- **5%** of INCENTIVE\$ participants worked in family child care homes.

### Personal Impact

- In surveys of INCENTIVE\$ participants:
- **95%** said receiving INCENTIVE\$ supplement helped ease financial stress.





## Early Childhood Education INCENTIVE\$® Florida FY23 Voices From the Field

I have worked in the early education field for 15 years and have been at my current program for 13 of those years. As an early childhood educator, many of us are underpaid. The money that I receive from INCENTIVE\$ is greatly appreciated. I am able to cover bills that I have fallen behind on, as well as pay for gas and groceries. In addition, the INCENTIVE\$ checks help me when life gets hard, and expenses add up. Being less stressed also helps my students, as I can be the best version of myself. I am so thankful for INCENTIVE\$!

**- INCENTIVE\$ Participant**

The most recent INCENTIVE\$ check that I received helped me pay for my car insurance during a very difficult time for our family. My husband lost his job during COVID. Although he received social security each month, money was tight and we had a hard time budgeting. To make matters worse, we discovered that he had a 99% blockage in his heart and was having trouble breathing. Thankfully, he is much better and was able to go back to work. I am thankful for INCENTIVE\$ and look forward to the additional money I receive every 6 months to help with bills and other household expenses. Thank you, INCENTIVE\$.

**- INCENTIVE\$ Participant**

**The Children's Forum, Inc.**  
**1650 Summit Lake Drive, Suite 210**  
**Tallahassee, FL 32317**  
**888-352-4453**  
[incentives-fl.com](http://incentives-fl.com)



From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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\$<sup>®</sup> 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\$<sup>®</sup>. In FY23, the program provided salary supplements to **1,565** 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 **613** different programs serving approximately **26,668** children.

### Education

- **54%** of active participants either had an associate degree in ECE or higher or submitted education documentation to show progress in college.

### Compensation

- **35%** of WAGE\$ participants earned less than \$15 per hour from their employers.
- WAGE\$ recipients earned an average six-month supplement of **\$2,045**, or approximately **\$4,090** more per year, as a result of their participation.

### Retention

- Only **15%** of WAGE\$ participants left their early education programs.

### Demographics

- **13%** of WAGE\$ participants were people of color and/or Latinx
- **87%** of WAGE\$ participants worked in early care and education centers.
- **13%** of WAGE\$ participants worked in family child care homes.

### Personal Impact

In surveys of WAGE\$ participants:

- **97%** said receiving a WAGE\$ supplement helped ease financial stress.

This year alone, **26,668** of Iowa's children benefited from consistent care provided by a better educated teacher.

*"WAGE\$ encourages teachers to stay with their programs and continue to do this important work despite the fact that the pay for this job generally undervalues how important early childhood educators are within our society. We are paid as 'babysitters' and not educators. Until wages for this pivotal work increase across the board, the WAGE\$ Program helps teachers like me to make ends meet and to remain with teaching."* - WAGE\$ participant

The Child Care WAGE\$<sup>®</sup> Program is currently licensed and operating in five states. National outcomes can be found in the T.E.A.C.H. Early Childhood<sup>®</sup> and Child Care WAGE\$<sup>®</sup> 2022-2023 Annual National Program Report.





## Child Care WAGE\$<sup>®</sup> Iowa FY23 Voices From the Field



**Marilyn Babcock** is an early care and education provider in Polk County at UnityPoint Health Child Development Center. She has been providing care with the same system for 45 years, and has known since she was 12 years old that she wanted to work with children.

Marilyn has an Associate Degree in Child Development that she earned in the 1980s. She initially started part-time at her program while she was finishing coursework at Des Moines Area Community College, but switched to full-time after she finished her degree. When asked what has kept her at her program all these years, Marilyn said, "The love of children and the families. The center is my second home and always will be." Marilyn also

shared that the turnover rate has impacted her and her program and that pay is still not enough for the work child care providers do.

Marilyn received her first WAGE\$ check in March 2016. She phased off the program in February 2019 when she went over the income cap in Polk County. WAGE\$ went statewide in Iowa July 2021 and the income cap was raised at that time. This allowed Marilyn to get back on the program for a few more payments before again phasing off the program for going over the income cap. The WAGE\$ income cap again increased for FY24, which allows for Marilyn to re-apply for WAGE\$. She has received a total of \$10,737.50 in WAGE\$ supplements since first getting on the program.

When asked how WAGE\$ has impacted her, Marilyn shared that she has used her WAGE\$ supplements to help pay off some medical bills, along with recently using the funds to pay for updates on her AC/furnace. Her WAGE\$ supplements also helped her to purchase books, toys, etc. for her classroom.

**Iowa Association for the Education of Young Children  
6200 Aurora Avenue, Suite 605E  
Urbandale, IA 50322  
515-331-8000**

[iowaaeyc.org/programs/wages/](http://iowaaeyc.org/programs/wages/)

# Child Care WAGE\$® Nebraska

## FY23 Results

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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 FY23, the program provided salary supplements to **17** 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 **17** different programs serving approximately **112** children.

### Education

- **87%** of active participants either had an associate degree in ECE or higher or submitted education documentation to show progress in college.

### Compensation

- **54%** of WAGE\$ participants earned less than \$15 per hour from their employers.
- WAGE\$ recipients earned an average six-month supplement of **\$1,082** or approximately **\$2,164** more per year, as a result of their participation.

### Retention

- Only **9%** 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:

- **87%** said receiving a WAGE\$ supplement helped ease financial stress.

This year alone, **112** of Nebraska's children benefited from consistent care provided by a better educated teacher.

*"WAGE\$ encourages teachers to stay with their programs and continue to do this important work despite the fact that the pay for this job generally undervalues how important early childhood educators are within our society. We are paid as 'babysitters' and not educators. Until wages for this pivotal work increase across the board, the WAGE\$ Program helps teachers like me to make ends meet and to remain with teaching."* - 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\$® 2022-2023 Annual National Program Report.





## Child Care WAGES® Nebraska FY23 Voices From the Field



Denita has been in the business of caregiving since becoming a CNA (certified nursing assistant) at sixteen years old. When her daughter was born, she went from working in nursing homes to private care, and in 2004, decided to switch from the field of caregiving to child care.



Denita says, "When I started my in-home program, I did not realize all that was entailed with early childhood. I thought of myself as a person who got to stay home and watch kids and provide them with activities while providing them with a safe and nurturing environment." It didn't take long before she was attending training sessions and striving to continually improve and provide the best quality of care she could. In the summer of 2013, she began to work toward achieving her associate degree. She graduated in 2016 with an Associate Degree in Human Services. She wanted to keep working towards her bachelor's degree, but with the cost and credit hours needed, she decided to wait.

Since then Denita has been able to continue her education. She received her CDA in August 2018, and used the T.E.A.C.H. scholarship to graduate from Chadron State College in the spring of 2022 with her Bachelor's Degree in Early Childhood Education. She is enrolled in Nebraska's Step Up to Quality program, where she has been a Step Five (the highest level) since 2019, and is part of Sixpence Sprouting Success. Denita says, "I have had the pleasure of working with multiple organizations that view early childhood education as one of the most important foundations of development just as I do. I've taken classes to improve my family child care program not only for myself, but for my own children and the children I care for as well. The day I got the letter in the mail about Child Care WAGES®, it was definitely like a pat on the back and a thank you for what many of us are doing in this field."

**- Denita Julius, WAGES Participant**

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**650 J Street, Suite 23**  
**Lincoln, NE 68508**  
**402-858-5143**  
[nebraskaaeyc.org/wages.html](http://nebraskaaeyc.org/wages.html)



# Child Care WAGE\$® North Carolina FY23 Results

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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 FY23, the program provided salary supplements to **4,122** 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 **1,799** different programs serving approximately **84,077** children.

## Education

- **85%** of active participants either had an associate degree in ECE or higher or submitted education documentation to show progress in college.

## Compensation

- **35%** of WAGE\$ participants earned less than \$15 per hour from their employers.
- WAGE\$ recipients earned an average six-month supplement of **\$1,219**, or approximately **\$2,438** more per year, as a result of their participation.

## Retention

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

## Demographics

- **58%** of WAGE\$ participants were people of color and/or Latinx
- **93%** of WAGE\$ participants worked in early care and education centers.
- **7%** of WAGE\$ participants worked in family child care homes.

## Personal Impact

In surveys of WAGE\$ participants:

- **98%** said receiving a WAGE\$ supplement helped ease financial stress.

This year alone, **84,077** of North Carolina's children benefited from consistent care provided by a better educated teacher.

*"WAGE\$ encourages teachers to stay with their programs and continue to do this important work despite the fact that the pay for this job generally undervalues how important early childhood educators are within our society. We are paid as 'babysitters' and not educators. Until wages for this pivotal work increase across the board, the WAGE\$ Program helps teachers like me to make ends meet and to remain with teaching."*

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\$® 2022-2023 Annual National Program Report.





## Child Care WAGE\$® North Carolina FY23 Voices From the Field



"Child Care WAGE\$® has helped me not lose focus on my 'why.' I am constantly asked why I won't go into the school system to make more money. Money cannot buy happiness and purpose! My purpose is in early childhood education. I have no doubt that it is my calling," said Wendy Booser.

Wendy is an early childhood educator working in Randolph County, but she didn't originally plan on that career. She had a background in medical assistance, but when her daughter's Head Start family advocate suggested she consider working with children, Wendy decided to give it a shot and she has been working with Head Start ever since. As soon as she started teaching, she realized she was passionate about it.

She took EDU 119 (Intro to Early Childhood Education) and then knew that she wanted to pursue an Associate Degree in Early Childhood Education. It wouldn't have been possible, according to Wendy, without the T.E.A.C.H. Early Childhood® Scholarship Program. Wendy said, "I couldn't afford school out of pocket, so T.E.A.C.H. was an amazing opportunity. I would never have gotten the degree without T.E.A.C.H. I was an assistant for 11 years, but now I am a lead teacher because I have a degree. My education has helped me learn more deeply about child development and meet children where they are. I know so much more now."

She doesn't want to stop her educational pursuits. She has completed significant coursework toward her bachelor's degree, but she struggled when COVID-19 forced classes online, especially when she needed to complete her math requirement. Wendy said, "I needed face to face instruction that I couldn't take at that time. My children are older now and I have more flexibility. I want to finish my degree. It's one of my goals!"

With the attainment of her degree, Wendy's WAGE\$ supplement will again increase. Since she began the program, she has advanced multiple levels on the salary supplement scale to reflect the pursuit and completion of her associate degree and the coursework she has earned toward her bachelor's. She's grateful to the WAGE\$ funders and wants them to know that they are making a difference in the lives of early childhood educators. "WAGE\$ has really mattered because the pay in early childhood is so low. I don't do it for the money, no one does. I do it for passion, but the money helps. It ignites a fire. It's a thank you. I am noticed. I matter. WAGE\$ allows me to live my passion and keep working on my 'why.'"

Wendy is proud of how far she has come in this field. She said, "I had a chance to redo my life and an opportunity opened that I wouldn't have expected. I took a leap of faith in filling out that Head Start job application. Looking back, I wouldn't have seen my life in early childhood, but now I can't see myself outside of it."

**– Wendy Pacheco Booser, 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/](http://childcareservices.org/programs/wages/)**

# Child Care WAGE\$<sup>®</sup> Tennessee

## FY23 Results

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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\$<sup>®</sup> 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\$<sup>®</sup>. In FY23, the program provided salary supplements to **1,935** 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 **734** different programs serving approximately **47,234** children.

### Education

- **52%** 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 **\$1,659**, or approximately **\$3,318** more per year, as a result of their participation.

### Retention

- Only **18%** of WAGE\$ participants left their early education programs.

### Demographics

- **30%** of WAGE\$ participants were people of color and/or Latinx
- **95%** of WAGE\$ participants worked in early care and education centers.
- **5%** of WAGE\$ participants worked in family child care homes.

### Personal Impact

- In surveys of WAGE\$ participants:
- **95%** said receiving a WAGE\$ supplement helped ease financial stress.

This year alone, **47,234** of Tennessee's children benefited from consistent care provided by a better educated teacher.

*"WAGE\$ encourages teachers to stay with their programs and continue to do this important work despite the fact that the pay for this job generally undervalues how important early childhood educators are within our society. We are paid as 'babysitters' and not educators. Until wages for this pivotal work increase across the board, the WAGE\$ Program helps teachers like me to make ends meet and to remain with teaching."*

WAGE\$ participant

The Child Care WAGE\$<sup>®</sup> Program is currently licensed and operating in five states. National outcomes can be found in the T.E.A.C.H. Early Childhood<sup>®</sup> and Child Care WAGE\$<sup>®</sup> 2022-2023 Annual National Program Report.





## Child Care WAGE\$<sup>®</sup> Tennessee FY23 Voices From the Field



"Child Care WAGE\$<sup>®</sup> Tennessee has given us as early childhood educators much-needed incentives. I know of people who have used their salary supplements to continue their education, or to go on vacation. In my case, I had an unexpected death in the family and needed to travel out of the country. I received my salary supplement right around then, just in the time I most needed it.

Early childhood education is a job that requires a lot of constant giving, but it is very rewarding. At the end of the day, when I look back, I feel satisfied knowing that I was there for those kids and parents when they needed me. Even though it always feels like there's more we can do as educators, we can take pride in knowing we did the best we could today."

**- Gladys Ramirez, WAGE\$ Participant**



"I've received salary supplements from Child Care WAGE\$<sup>®</sup> Tennessee for about two years now. Starting out, I was not at the highest level, but I have upgraded to the highest one. It has really helped me and my family out. We were able to use it to pay for some of our wedding expenses back in 2021. Also, we just recently bought a house that was a new build and it helped us put things into our home like furniture or little touch ups here and there. Plus, it really has impacted our savings account as well. We're able to save money for future expenses.

People say that when you are choosing a career, it's not about the money, it's about your passion. I am a passionate person when it comes to being in the classroom, but I know that when you look at the pay, it's not always the best. But being able to rely on Child Care WAGE\$<sup>®</sup> Tennessee has truly helped my family. And it relieves a lot of the stress that I have surrounding finances, which in turn helps keep me vibrant for the kids in my classroom."

**- Jordyn Bouldin, WAGE\$ Participant**

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