



T.E.A.C.H. addresses Pennsylvania's Child Care Crisis

Pennsylvania is facing a child care staffing crisis that is closing classrooms and entire programs, leaving working families without access to child care. At the heart of this historic teacher shortage is low wages. Early educators are leaving the field because their pay is so low they can't put food on the table for their own children.

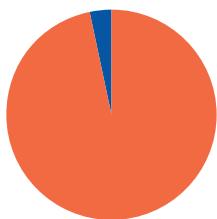
T.E.A.C.H. Early Childhood® Pennsylvania Scholarship Program

helps sustain the child care workforce by helping child care programs recruit and retain teachers. T.E.A.C.H. offers early learning professionals a debt-free higher education, supporting them while they work to become stronger teachers and earn thriving wages. Through T.E.A.C.H., child care programs invest in their teachers' professional development, making them more likely to stay in the Early Childhood Education (ECE) field.

By building a more educated early childhood workforce, T.E.A.C.H. raises the quality of care and education that teachers provide to children in their classrooms—setting the next generation on a path for future learning and success.

“We use T.E.A.C.H. as a recruiting tool and to encourage our part-time teachers to stay with us and become full time.”

—Mary Graham, Director, Children's Village



95%

**T.E.A.C.H. scholars
remained with their
employers last year.**

A Shared Investment

Employers pay a portion of tuition, provide paid release time for classes and coursework, and issue a stipend or raise at the end of each program year. In return, T.E.A.C.H. scholars commit to working for their employer at least one year after graduation, creating a more stable workforce.



T.E.A.C.H. Early Childhood® Pennsylvania is administered by the Pennsylvania Child Care Association (PACCA) and is a licensed program of Child Care Services Association.

T.E.A.C.H. Early Childhood® Pennsylvania is supported by the Office of Child Development and Early Learning (OCDEL) of Pennsylvania's Department of Human Services (DHS) and Pennsylvania's Department of Education (PDE).

For more information, visit dhs.pa.gov and education.pa.gov.

2023–24 IMPACT

RETENTION

95%

T.E.A.C.H. participants remained with their employers in 2023–24 (National retention rate: 60–70%)

EARNINGS

\$16.23

Average earnings per hour (Average Pennsylvania early educator wage is less than \$15.50 per hour)

SALARIES

12–14%

Increase in salaries of T.E.A.C.H. scholars last year through raises and stipends built into the program

AVERAGE CREDITS

13–15

Credits completed per year by T.E.A.C.H. scholars, despite ongoing staff shortages at centers



In FY 2023–24, T.E.A.C.H. scholarships supported **910** ECE professionals at **560** child care programs to earn a debt-free education. **134** of those scholars graduated with a degree in ECE.

Children benefit most.

43,705

Children were enrolled at sponsoring programs and benefitted from T.E.A.C.H. funding.

93%

T.E.A.C.H. sponsoring employers enrolled children on subsidies, extending the impact of highly educated, fairly-compensated, and stable teachers to some of the most at-risk children in Pennsylvania.

To learn more about the impact of T.E.A.C.H. on Pennsylvania's early childhood workforce and early learning programs, read the full annual report at https://www.pacca.org/annual_report.php

