

FY20 Results

Before 1st grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today ensures a viable workforce for the future and a strong American economy in the long run.

The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In Pennsylvania, many early educators do not have higher education degrees and many earn less than \$12 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals in an effort to address the key issues of under-education, poor compensation and high turnover in the early education 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, T.E.A.C.H. Early Childhood® is administered by Pennsylvania Child Care Association. In FY20, T.E.A.C.H. Early Childhood® Pennsylvania helped 1,076 early education professionals increase their education.

Education

- Recipients on associate degree scholarships completed an average of 13.5 credits per contract.
- Recipients on bachelor's degree scholarships completed an average of 15.32 credit hours.
- T.E.A.C.H. recipients in Pennsylvania completed more than 11,251 credit hours last year.
- The average grade point average (GPA) for a T.E.A.C.H. recipient on an associate degree scholarship was 3.39; the average GPA for a T.E.A.C.H. recipient working on a bachelor's degree was 3.66.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was \$12.21.
- The average increase in earnings for a T.E.A.C.H. recipient on an associate degree scholarship was 7%.
- The average increase in earnings for a T.E.A.C.H. recipient on a bachelor's degree scholarship was 9%.

Retention

- Average retention rate (removing turnover caused by COVID-19) was 96.7% for associate degree scholarship recipients and was 96.9% for bachelor's degree scholarship recipients.

Demographics

- 67% of recipients worked with 3-5 year old children.
- 55% of recipients worked with children under 3.
- 44.1% of recipients were women of color and/or Hispanic origin.
- T.E.A.C.H. recipients attended one of the 16 different community colleges or 32 universities offering early childhood degree programs in Pennsylvania.

Personal Impact

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

T.E.A.C.H. recipients show dramatic dedication to remaining in their professions with turnover rates that are far less than the national turnover rates of 30-40%. This year alone, 52,522 of Pennsylvania's children benefitted from consistent early education and care provided by better prepared early childhood educators.

The T.E.A.C.H. Early Childhood® Initiative 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\$® 2019-2020 Annual Program Report at tinyurl.com/y6ysy3n6.



FY20 Voices from the Field**T.E.A.C.H. Associate Degree Graduate Aims Higher!**

Adrian works at Thomas Child Care and Learning Academy, a STAR 4 program serving 46 children in Pittsburgh, Pa. He began his first T.E.A.C.H. scholarship in spring 2018 and within a year had graduated with his Associate Degree in Early Education and Child Development from Community College of Allegheny County. Adrian immediately continued on then for his bachelor's degree with PreK-4 Teaching Certification at Carlow University in spring 2019.

In just two years participating in T.E.A.C.H., Adrian received a promotion from Assistant Teacher to Lead Teacher in addition to a 22% increase in his earnings. When Adrian originally applied to T.E.A.C.H., he indicated that he wanted to earn his Bachelor's Degree in ECE. Since then he has decided to aim higher and earn a Master's Degree in ECE.

T.E.A.C.H. Graduate & Program Owner Pays it Forward

Petite Scholars Learning Center has two sites located in the Northeast region of Pa. in Lehigh County. These programs serve 155 children combined and have attained a STAR 2 and STAR 3 rating. Clayvi Brown, Owner of Petite Scholars, previously participated in T.E.A.C.H. and graduated with her Associate Degree in ECE from Lehigh Carbon County Community College in spring 2019. While enrolled, Clayvi maintained a 4.0 GPA and has since continued on to complete courses for her PA Director Credential.

Clayvi has a firsthand understanding of what early childhood education professionals need to succeed in college while also working in the field. She currently sponsors two employees in T.E.A.C.H., both of which have enrolled in associate degree programs at the same college from which she graduated.

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