

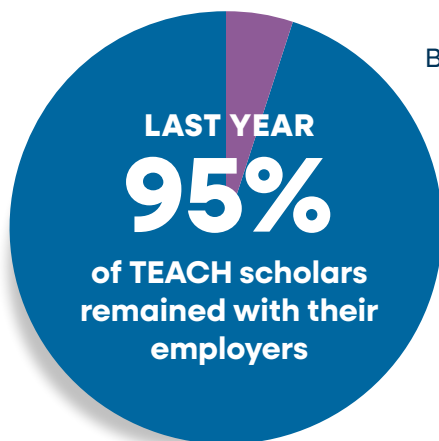
TEACH IMPACT

2024-25

TEACH Helps Child Care Programs Grow Their Own Staff

Between 2019 and 2023 Pennsylvania lost 40% of its child care workforce, according to a recent [report](#) by The Century Foundation. This staffing crisis has closed classrooms and entire programs, leaving working families without access to child care. At the heart of this teacher shortage is low wages. Pennsylvania early educators earn just over \$29,000 per year.

TEACH Early Childhood® Pennsylvania Scholarship Program is helping early education programs attract and retain teachers through a Grow Your Own approach—recruiting staff from the local community and creating career pathways, often for people new to the Early Childhood Education (ECE) field. TEACH offers early learning professionals a debt-free higher education, supporting them while they work to become stronger teachers and earn thriving wages. Through TEACH, child care programs invest in their teachers' professional development, making them more likely to stay in the ECE field.



By building a more educated early childhood workforce, TEACH raises the quality of care and education children receive in their classrooms—setting them on a path for future learning and success.

A Shared Investment

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



We partner with local organizations to provide opportunities for community members to become professionals. Through TEACH, we're growing our own ECE pipeline!"

DAMARIS ALVAREZ, Executive Director/CEO, Children's Playhouse Early Learning Center

2024–25 IMPACT

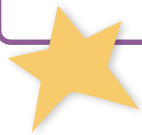


Retention

95%

of TEACH participants remained with their employers in 2024–2025

(Pennsylvania ECE retention rate is 70%)



Salaries

10–11%

increase in salaries of TEACH scholars last year through raises and stipends built into the program

Average Credits

13–14

credits completed per year by TEACH scholars, despite ongoing staff shortages at centers

IN FY 2024–25, TEACH SCHOLARSHIPS SUPPORTED

956 ECE professionals at **563** child care programs across **51** counties to earn a debt-free education. Of those scholars, **164** graduated with an ECE degree.

Children benefit most.

44,442

children were enrolled at sponsoring programs and benefitted from TEACH funding.

94%

of TEACH-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 TEACH on Pennsylvania's early childhood workforce and early learning programs, read the full annual report at pacca.org/annual_report.php



TEACH Early Childhood® Pennsylvania is administered by the Pennsylvania Child Care Association (PACCA) and is a licensed program of Early Years.



TEACH 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.



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