

The T.E.A.C.H. Early Childhood[®] Initiative is an evidence-based model that provides debt-free college education with comprehensive support for the early childhood workforce. T.E.A.C.H. Early Childhood[®] Michigan, a program of the Michigan Association for the Education of Young Children, works with the T.E.A.C.H. Early Childhood[®] National Center to ensure an accountable workforce development strategy that leads to measurable education and compensation gains, and real career mobility and stability. Employer and employee dollars are partnered with public funds in Michigan to support the early childhood workforce.

Funding:

- Fiscal year 2022 funding provided by the **Michigan Department of Education** through the Child Care and Development Fund.
- **\$5,000,000** utilized to support **1,492 recipients** and benefit more than **42,007 children** in their care.
- **894 early childhood programs** partnered with T.E.A.C.H. Early Childhood[®]



Michigan in fiscal year 2022 along with **43 institutes** of higher education and other early childhood focused agencies.

Colleges:

T.E.A.C.H. Partnered with:

- **26 Associate Degree** granting colleges
- **16 Bachelor & Graduate Degree** granting colleges and universities
- **9,180 credit hours** completed

T.E.A.C.H. Recipients increased their education by an average of 10.92 credits this year.



Graduates:

- **465 CDA Credentials** earned
- **62 Associates Degrees** earned
- **72 Bachelor's Degrees** earned
- **84 Master's Degrees** earned

Wage Impact:

Early childhood educators on a T.E.A.C.H. Scholarship in fiscal year 2022 earned 29% more than the state average for child care workers^{*} and saw **personal wages increase by an average of 16% over their duration of their scholarship.**^{*}

^{*}National figure taken from the Center for the Study of Child Care Employment's 2019 Early Childhood Workforce Index

Who are T.E.A.C.H. Scholarship recipients?



33%
Hispanic and/or
people of color

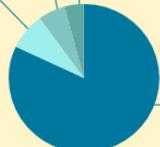
44.5%
First generation to
attend college



10%
Workforce support
professionals

5%
Center directors or
administrators

2%
Family/group
home providers

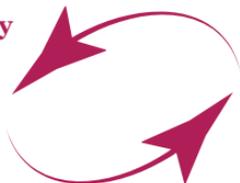


83%
Teachers or
center staff

Retention:

T.E.A.C.H. Early Childhood® Michigan supports the retention of a highly qualified and justly compensated workforce. Scholarship recipients are less likely, on average, to leave their place of employment.

**Turnover for T.E.A.C.H. Early
Childhood® Michigan
recipients is at or
below 3.85%**



**Average statewide
turnover is 30%***

**Based on turnover rates for teachers, assistant teachers, and administrators in the 2019 Michigan Early Childhood Workforce Study*

Highly Recommended Program

99% of scholarship participants and 93% of scholarship sponsors/employers recommend the T.E.A.C.H. Scholarship to others in the field.

From the field:

'As a first-generation high school graduate and the first in my family to attend school on a post-secondary level, I felt a great deal of responsibility. I felt it important to honor my sponsor organization and Michigan AEYC by not squandering this gift of education. Attending college during a pandemic presented unique challenges, but with each semester I pushed myself to meet my goals and surpass expectations. The University of Michigan recognized my efforts by presenting me with the Maize & Blue Award, the highest academic honor bestowed on graduates of U of M. As a recipient of this prestigious award, I was given the opportunity to speak at the State of the University address and at my Commencement ceremony. It was an honor to be recognized amongst such esteemed scholars. Moreover, my parents, my grandmother, my husband, and children were present to witness and celebrate my accomplishment. I may be the first in my family to reach this academic level, but I will not be the last. Looking back at my experience, I am proud of the path I have taken to disrupt the cycle that has limited my family for generations - and to show those who came before me what is truly possible for all of those who come after.' -ChriSSandra Padilla, Director of Early Childhood Programs, Bachelor's Degree

Michigan AEYC Mission Statement:

The mission of the **Michigan Association for the Education of Young Children** is to promote high quality early learning for all children, birth through age 8, by connecting practice, policy, and research. We advance a diverse, dynamic early childhood profession and support all who care for, educate, and work on behalf of young children.