

FY22 Results

Before first 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 creates 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 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 FY22, the program helped **1,492** 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, **42,007** 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 **14.5** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **15.3** credits per contract.
- Recipients in Michigan completed more than **9,180** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.58**.
- 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 **\$14.43**.
- The average increase in earnings for a recipient on an associate degree scholarship was **17.6%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **14.4%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **94.8%**.
- For bachelor's degree scholarship recipients, the average retention rate was **97.5%**.

Demographics

- **89.6%** of recipients worked with 3-5-year-old children.
- **40.8%** of recipients worked with children less than 3 years old.
- **33%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **26** community colleges or **16** universities offering early childhood degree programs in Michigan.

Personal Impact

- In a survey of recipients, **99.1%** said they would recommend T.E.A.C.H. to their peers, and **93%** 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\$® 2021-2022 Annual National Program Report.

T.E.A.C.H. Early Childhood® Michigan FY22 Voices From the Field



Chrissandra Padilla started with T.E.A.C.H. Early Childhood® Michigan in 2017, receiving her CDA credential. She rejoined the program in 2019 on a bachelor's degree scholarship attending University of Michigan – Flint until she graduated in May 2022.

"It has long been my goal to dispel the myth that the outcomes of early childhood adversity are absolute. I never saw myself attending college. 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. As a recipient of the Michigan Association for the Education of Young Children's T.E.A.C.H. Scholarship, 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 my 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.

"I firmly believe that there is power in education, and my degree will serve as evidence of my skill, talent and qualifications as I advance in my career. A special thanks to my T.E.A.C.H. Program Specialist Jennifer Davis for all her guidance and support throughout my scholarship. 'Look for the helpers,' Fred Rogers said. Without the help of T.E.A.C.H., attending school at the University of Michigan would have been an insurmountable obstacle. Thank you for providing the opportunity to obtain a high-quality education and to graduate without debt. I am eagerly looking forward to what will come next

because I am not done learning or growing. My future goals include returning to the University of Michigan to obtain a master's degree and reaching new heights in my career as well."

– Chrissandra Padilla, T.E.A.C.H. Graduate, Director of Early Childhood Programs, BA University of Michigan Flint

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miaeyc.org/professional-development/t-e-a-c-h-scholarships/