

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 Iowa, 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 Iowa, the **Iowa Association for the Education of Young Children** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **401** 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, **15,355** of Iowa'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 **12.3** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **16.3** credits per contract.
- Recipients in Iowa completed more than **3,241** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.4**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.6**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$13.53**.
- The average increase in earnings for a recipient on an associate degree scholarship was **16%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **17%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **92%**.
- For bachelor's degree scholarship recipients, the average retention rate was **94%**.

Demographics

- **79.3%** of recipients worked with 3-5-year-old children.
- **20.7%** of recipients worked with children less than 3 years old.
- **17.7%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **14** community colleges or **10** universities offering early childhood degree programs in Iowa.

Personal Impact

- In a survey of recipients, **98%** said they would recommend T.E.A.C.H. to their peers, and **100%** 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 WAGES® 2021-2022 Annual National Program Report.

Tiffany Skaggs has been interested in child care since the age of 11 when she started caring for children who lived in the apartment above her family. She later had experience as a nanny, working as a teacher in child care centers and as a traveling child care provider in the homes of several families. She opened her own family child care home in Waverly in 2009. She joined the Iowa Family Child Care Association (IFCCA) and eventually became vice president. The IFCCA inspired her to become registered and to take advantage of the T.E.A.C.H. scholarship to go to college.

Tiffany attended Hawkeye Community College (HCC) in fall 2017 with the support of T.E.A.C.H. She has had several T.E.A.C.H. counselors along the way who all encouraged her while she attended HCC. Her counselor was especially helpful in helping her get FAFSA filed correctly and supporting her through some rough semesters.

When Tiffany was working toward her associate degree at HCC, there were no options to get experience in a family child care setting. So she partnered with HCC to become a field experience site for future ECE graduates. She has two college students working with her program to learn about family child care.

In fall 2020, her counselor shared information with Tiffany about bachelor's degree options. Since Tiffany did not have an associate degree, she was encouraged to take general education classes at the community college first. Tiffany was hit hard during COVID-19 and her counselor continued to support her by sending information on resources to help. She received an associate degree from HCC in spring of 2021. Tiffany was also able to get an \$1,800 Graduate Retention Incentive from T.E.A.C.H. as a reward for her hard work to earn her degree.

After conversations about licensure vs non-licensure, Tiffany started Northwestern College (NWC) for the BA in Early Childhood without licensure in summer 2020. She currently serves on the Governing Board of Iowa AEYC as the Family Child Care Chapter Representative. She is "loud and proud" about family child care and plans to create and provide trainings specific to family child care in the future. Tiffany serves as a T.E.A.C.H. and WAGES ambassador, providing outreach to members of the workforce about both programs. We are proud of her accomplishments and the leadership she continues to provide to the ECE community.



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