

FY23 Results

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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 FY23, the program helped **487** 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, **19,572** 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 **12.6** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **16.52** credits per contract.
- Recipients in Iowa completed more than **4,374** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.37**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.5**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$14.97**.
- The average increase in earnings for a recipient on an associate degree scholarship was **18%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **16%**.

Retention

- For associate degree scholarship recipients, the average retention rate was **96%**.
- For bachelor's degree scholarship recipients, the average retention rate was **95%**.

Demographics

- **80.3%** of recipients worked with 3-5-year-old children.
- **58.9%** of recipients worked with children less than 3 years old.
- **10.3%** 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, **99%** said they would recommend T.E.A.C.H. to their peers, and **97%** 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\$® 2022-2023 Annual National Program Report.





T.E.A.C.H. Early Childhood® Iowa FY23 Voices From the Field



Jennifer Ickler-Albrecht is a home provider in Ankeny. She was very uncertain about going to college as a 41 year-old, but while working on a level 1 IQ4K (Iowa's Quality Rating System) rating, she decided to learn more about the T.E.A.C.H. program. She called T.E.A.C.H. Iowa to get information about the logistics of the scholarship. The T.E.A.C.H. counseling specialist made it so easy to understand and explained the entire T.E.A.C.H. program from start to finish. Jennifer had been very apprehensive about going to college. However, after a 30 minute phone call, she was reassured that she would be able to achieve higher education and decided that she wants to work towards an associate degree in early childhood education.

Jennifer submitted an application and was accepted into the T.E.A.C.H. program to start classes in summer of 2023. When reviewing the Personal Responsibilities Agreement, Jennifer had lots of questions, so she had another 30 minute phone conversation with the T.E.A.C.H. counseling specialist. They explored CDA options, went over the WAGE\$ program, and what school Jennifer wanted to attend. Not too long after that, Jennifer applied to DMACC but wasn't sure which classes she should take. The counseling specialist sent DMACC's course outlines for the ECE certificate, ECE diploma, and ECE AAS and explained how the classes for the certificate carry into the courses for the diploma, which carry into the courses for the AAS. It wasn't even a few weeks later that Jennifer was accepted to the ECE program at DMACC, completed orientation, and got registered for two summer courses. This was all while providing care full-time and working on her IQ4K application. The counseling specialist has done monthly check ins with Jennifer since starting classes. From doing so, she learned that Jennifer had a bump in the road with one of her classes and provided suggestions on how to overcome that. Jennifer has registered for fall courses already and has said that she is excited to continue with classes at DMACC as going back to school has helped with her self-esteem and self-confidence. She has already learned ways to implement new knowledge into her program, and she feels that she is being an example to her own children.

Jennifer has stated nothing but positive things about her T.E.A.C.H. counselor and the T.E.A.C.H. scholarship program overall. A few of Jennifer's statements include: "I am not sure if I would have taken this leap without the T.E.A.C.H. program. The financial side of things would have made it very difficult for me to have done it on my own. The program takes the financial stress off. The other great thing is that the T.E.A.C.H. counselor makes sure everything is up to date, that I have turned in everything needed, and her communication is excellent. It takes a huge load off your shoulders when you know you can count on your counselor. This has been the opportunity of a lifetime for me and I am so excited for what's to come!"

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