

## 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 Indiana, 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 Indiana, the **Indiana Association for the Education of Young Children** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **1,369** 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, **38,622** of Indiana'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 **15.3** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **18.1** credits per contract.
- Recipients in Indiana completed more than **9,235** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.51**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.72**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$14.83**.
- The average increase in earnings for a recipient on an associate degree scholarship was **9%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **13%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **98%**.
- For bachelor's degree scholarship recipients, the average retention rate was **98%**.

### Demographics

- **67.8%** of recipients worked with 3-5-year-old children.
- **56.3%** of recipients worked with children less than 3 years old.
- **34.7%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **15** community colleges or **8** universities offering early childhood degree programs in Indiana.

### Personal Impact

- In a survey of recipients, **100%** said they would recommend T.E.A.C.H. to their peers, and **99%** 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.



Alma started her T.E.A.C.H. Early Childhood® Indiana journey in 2004, completing her CDA, associate degree and bachelor's degree.

“My name is Alma Lorena Pittman, I’m 57 years old, and English is my second language. It is important to mention it since I have reached one of my goals at this age. I achieved the Bachelor’s Degree in Science in Early Childhood with a minor in Special Needs Education. I was living in Mexico until I was 34 years old. I had the opportunity to spend three months in United States where I met my husband. Once married in USA, I was in home and volunteering at the Mexican Consulate, volunteering in a group support in the Area of Survivors from Sexual Abuse and volunteering helping the Latino community.

My husband developed an illness and eventually he died, but before that he encouraged me to go back to school. I did it, but also, I had to begin working. One of the leaders from the Wishard Hospital saw how

I was volunteering helping children and invited me to open a preschool. I opened a home child care and preschool in 2004 and began my studies in the area of early childhood education. Working with the children was a blessing since I was able to take care of my own children also. I couldn’t imagine all the benefits I was going to receive and achieve from going to the classes in child development. I had learned about nutrition, how to balance a nutritive diet for the children and how to give CPR and first aid to a child; I learned how to grow my business learning cash flow and budgeting. Through this time, I had to learn and be patient with myself, there were times when I had the language barrier, but it didn’t stop me. I was reading in English and using the dictionary to know what I was reading. It has been years of study and dedication, that left me great satisfaction. I have a small business where we teach the children Spanish and sign language, the food is organic and grass fed and we are Paths to Quality™ Level 4, National Accredited; Montessori Approach. I’m an author—I published a bilingual book for children, Spanish is Easy: Rafael the Mexican Dragon, and also I have been studying theology. I am a United Methodist Pastor. I am absolutely convinced that learning opens minds and elevates the spirit to help others, especially children. I really appreciate the help from T.E.A.C.H. in reaching my goals. All of their support has been greatly appreciated. ‘Big things are achieved, one day at a time.’”



**– Alma Lorena Pittman, T.E.A.C.H. Graduate, International Bilingual Learning Family Child Care Home, NFCC Accredited, Paths To QUALITY™ Level 4 Hamilton County**

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