



MAKING THE CASE FOR TEACH

TEACH
EARLY CHILDHOOD®
National Center
A Division of Early Years



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INVESTING IN THE EARLY CHILDHOOD PROFESSION

Research makes it clear that children’s early experiences are critical for their cognitive, physical and social-emotional development. It takes a qualified, educated, stable and effective educator to provide the types of experiences needed to build trust and promote learning. Studies show that children — especially those with limited access to resources — who receive high-quality early childhood education (ECE) are more likely to finish high school, pursue secondary education and contribute positively to their communities. Investing in early childhood education supports young children with high-quality learning environments and the educators working in the profession.

In short, supporting early educators is key to supporting working families and long-term recovery.

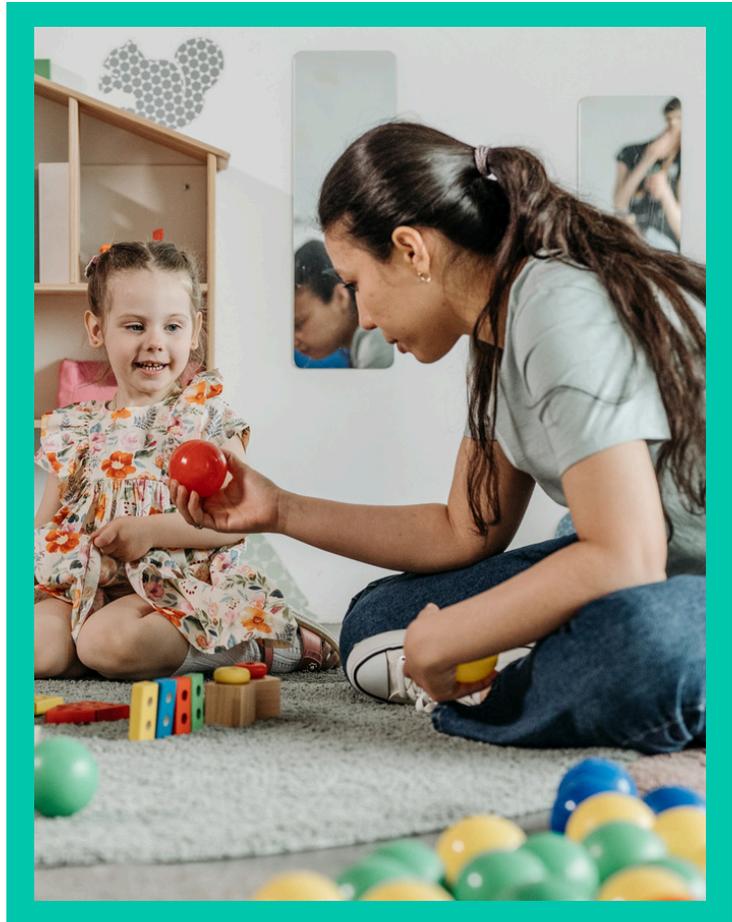
THE CASE FOR A STRONG, EDUCATED WORKFORCE

- In 2015, the Institute of Medicine and National Research Council released Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation. It is still nationally revered as the blueprint for workforce development. **The report emphasized how important it is for young children to have strong, consistent relationships with adults who understand how to support their growth.**

Recognizing that many educators will need support to reach this goal, the report encourages

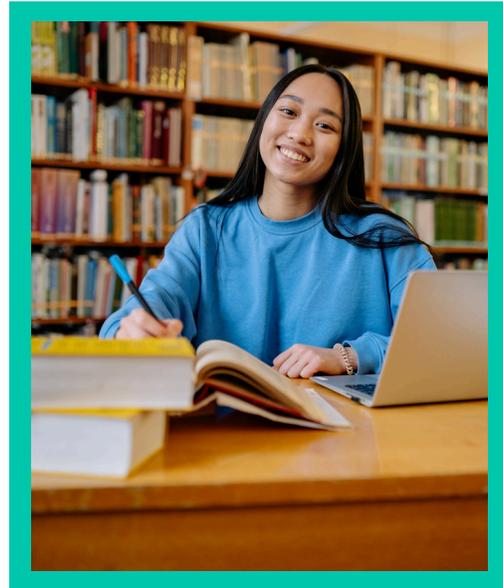
states to create practical, multi-year pathways to help individuals and organizations meet this standard.

- Learning Together, a study by the Center for the Study of Child Care Employment, found that **targeted investment in degree-completion programs—especially those that provide financial and academic support—helps working early educators succeed in college and earn their degrees.**
- The National Association for the Education of Young Children also stressed the importance of **investing in proven strategies designed to reach nontraditional students, eliminate existing barriers to higher education and maintain a commitment to quality.**



TEACH AS AN EFFECTIVE MODEL

The TEACH Early Childhood® Scholarship Program (TEACH) has provided the early education workforce with access to debt-free college education, better compensation and job stability for more than 30 years. This evidence-based, outcomes-driven, comprehensive strategy supports the early childhood workforce's education, compensation and retention. TEACH can be the change agent your state needs to develop a well-qualified, fairly compensated and stable early childhood workforce.



TEACH helps states:

- Achieve measurable, data-based outcomes that address long-standing challenges in early childhood—such as high turnover, low wages, and limited educational attainment.
- Replicate a proven model through nonprofit organizations with high implementation standards.
- Minimize barriers by combining scholarships, college credit opportunities, advising, employer partnerships and compensation incentives.
- Implement counseling and other support services for academic success and reducing work-school-family stress.
- Benefit from expert guidance provided by the TEACH Early Childhood® National Center (National Center).
- Create transparent and easily accessible education pathways for the workforce.
- Strengthen state systems for higher education, funding, and workforce development.

TEACH AS AN EFFECTIVE WORKFORCE DEVELOPMENT STRATEGY

The National Center leads the field in implementing effective strategies that builds a stronger early childhood workforce. A well-prepared educator supports young children’s learning and benefits their families and communities. Investing in the education and retention of early childhood professionals helps entire communities thrive. With access to certificates or degrees, early educators can grow in confidence, expand their skills, and improve their financial stability. TEACH can also serve as the foundation of apprenticeship programs to help grow the workforce of tomorrow.



TEACH offers:

- A debt-free college education through a variety of scholarship models.
- Increased compensation tied to continued commitment in the field.
- Demonstrated results: On average, TEACH national data has consistently shown wage increases of 11% to 13% for TEACH scholarship recipients, with job retention rates of 94% to 97%.

TEACH AS STRATEGY TO SUPPORT FAIR ACCESS AND BROAD PERSPECTIVES

TEACH is an effective national strategy to address the needs of the early childhood workforce. By reducing financial and logistical challenges, TEACH enables educators to complete coursework, earn credentials and grow professionally. A wide range of viewpoints in early education strengthens the field and allows educators to reflect the children and families they serve. Supporting early childhood through TEACH creates a stronger incumbent workforce.

TEACH:

- Offers an array of scholarship options that help educators earn certificates, coursework and degrees in every participating state.
- Opens new doors for many participants who are the first in their families to attend college.
- Creates career advancement opportunities—from classroom roles to leadership and training positions.
- Produces long-term benefits by educating the recipient, which in turn helps the children being taught and cared for every day.
- Correlates to research, which shows that a parent's education strongly influences their children's future learning.
- Uses targeted data analysis to help states understand and support the full range of educator experiences and needs.

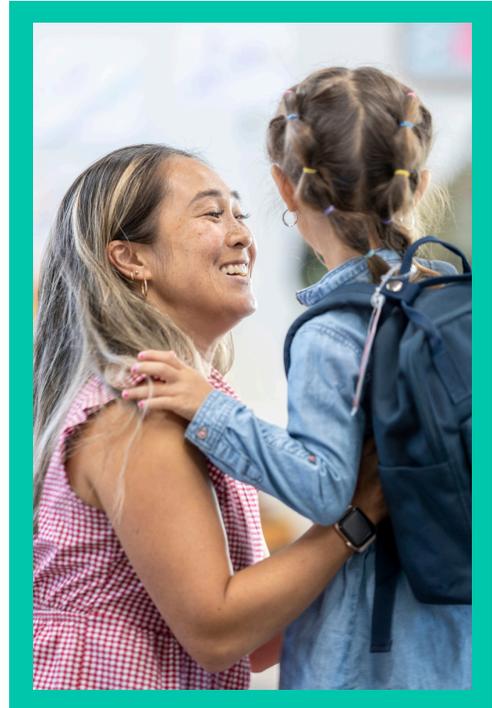


BENEFITS OF BEING A TEACH STATE

The National Center ensures that states implementing TEACH have the information and support they need to successfully develop the model. States can use the National Center's repository of tools and team of experts to ensure the provision of high-quality services and advance foundational policy changes at the state and national levels.

The National Center:

- Provides presentations and technical assistance to help explore what states need to bring TEACH to their state.
- Supports stakeholders in identifying an administrative home for TEACH, and if necessary, participates in a bidders conference and the Request for Proposal process.
- Provides templates of essential programmatic materials and training necessary for start-up and beyond.
- Works closely with all TEACH programs through a system of ongoing technical assistance and quality assurance to support operational policies and procedures that are consistent with the requirements of the program license agreement.
- Provides a data management tool for tracking outcomes and informing decisions.
- Ensures model integrity through individualized technical assistance on an as-needed basis via telephone, email and consultations to support continuous growth in providing high-quality services.
- Implements a structured approach to monitoring, training and evaluation to help states meet key benchmarks and deliver results.



SUPPORTING RESEARCH SOURCES

- Institute of Medicine and National Research Council. 2015. Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation. Washington, DC: The National Academies Press. Retrieved from <https://doi.org/10.17226/19401>.
- Kipnis, F., Whitebook, M., Almaraz, M., Sakai, L., & Austin, L. J. E. (2012). Learning together: A study of six B.A. completion cohort programs in early care and education. Year 4. Berkeley, CA: Center for the Study of Child Care Employment, University of California, Berkeley. Retrieved from <https://cscce.berkeley.edu/wp-content/uploads/2012/LearningTogetherYear4Report.pdf>.
- TEACH Early Childhood® and Child Care WAGE\$® Annual National Program Report 2024. Retrieved from <https://www.teachechnationalcenter.org/wp-content/uploads/2025/03/TEACH-Annual-Report-2024.pdf>.

