TEACH Early Childhood® North Carolina

FY24 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 North Carolina, many early educators do not have higher education degrees and many earn less than $15 an hour. The TEACH 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 TEACH 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 North Carolina, **Child Care Services Association** administers the TEACH Early Childhood® Program. In FY24, the program helped **1,674** early education professionals increase their education. TEACH recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **54,652** of North Carolina's children were cared for in settings who participated in TEACH.

EDUCATION
- Recipients on associate degree scholarships completed an average of **16.47** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **17.66** credits per contract.
- Recipients in North Carolina completed more than **14,920.5** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.33.**
- The average GPA for a recipient on a bachelor's degree scholarship was **3.14.**

COMPENSATION
- The average hourly wage of a teacher on a TEACH scholarship was **$15.77.**
- The average increase in earnings for a recipient on an associate degree scholarship was **12.62%.**
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **12.72%.**

RETENTION
- For associate degree scholarship recipients, the average retention rate was **93.88%.**
- For bachelor's degree scholarship recipients, the average retention rate was **97%.**

DEMOGRAPHICS
- **50.3%** of recipients worked with 3-5-year-old children.
- **50.2%** of recipients worked with children less than 3 years old.
- **54.5%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **56** community colleges or **20** universities offering early childhood degree programs in North Carolina.

PERSONAL IMPACT
- In a survey of recipients, **99%** said they would recommend TEACH to their peers, and **95%** of their employers would recommend TEACH.

The TEACH 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 TEACH Early Childhood® and Child Care WAGE$® 2023-2024 Annual National Program Report.

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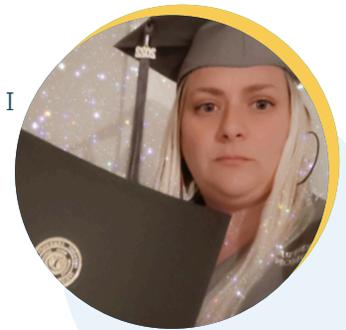## FY24 VOICES FROM THE FIELD

I am a Central American immigrant and grew up in a small family in the countryside. When I arrived in this country, I never thought I would have the opportunity to continue my studies. Along the way, I met wonderful people who helped and guided me to achieve my goals and dreams of becoming a teacher. I remember that every Sunday I attended church and taught Sunday school classes, an experience that helped me define what I wanted to do when I grew up.

Today, I am pursuing my associate degree in early childhood education, I am completing my Apprenticeship Program and working as a teacher in a (Charlotte Bilingual Preschool). Thanks to the connection with the TEACH scholarship, I have developed many skills and feel very capable of leading a classroom. Every day, I strive to give my best and leave a positive impact on the lives of those around me.

Yesenia Henriquez de Paredes,
TEACH Scholar, Associate Degree
Apprentice Scholarship

TEACH has helped me pay for college and get my associate degree. If it wasn't for TEACH, I don't think I would have even gone back to school. I have had to stop and start and repeat some of the classes and TEACH has been there to help out financially with it all.

Going back to school has shown my daughter that it doesn't matter how long it takes to finish as long as you finish. I have a family home child care and the extra money TEACH has provided has helped get extra supplies and outdoor equipment that I might not have been able to get otherwise.

Melissa Schmittle,
TEACH Graduate, Family Child Care Provider, Associate Degree scholarship

I would like to thank TEACH of North Carolina for making my dream come true. I am the only sibling of my mother to attend a two year and a four-year college and graduate with two degrees in Education. I have TEACH to thank for giving me, or any adult, the chance to receive a scholarship to obtain their teaching degree. Keep giving students the opportunity to make a difference in their lives and the future of the lives they will touch. TEACH made a difference in my life.

Savina Dudley,
TEACH Graduate, Teacher, Bachelor's Degree scholarship

Thanks to the North Carolina TEACH scholarship program I was able to finally complete a long-awaited dream of obtaining my B.S. degree at 55 years old while maintaining my full-time job as an N.C. Pre-K/Head Start lead teacher. This was a culmination of a 27-year journey of hardships, struggles and challenges, but as long as you have breath in your lungs and a strong heartbeat it's never too late to fulfill your potential and achieve!

Julie Keffer,
TEACH Graduate, NC Pre-K teacher, Bachelor's Degree scholarship

TEACH EARLY CHILDHOOD® NATIONAL CENTER AT EARLY YEARS, PO BOX 901, CHAPEL HILL, NC 27514
www.teachecnationalcenter.org   www.earlyyearsnc.org

Early Years