

TEACH Early Childhood® Michigan

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 Michigan, 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 Michigan, **Michigan Association for the Education of Young Children** administers the TEACH Early Childhood® Program. In FY24, the program helped **1,955** 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, **69,433** of Michigan's children were cared for in settings who participated in TEACH.

EDUCATION

- Recipients on associate degree scholarships completed an average of **13.92** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **15.71** credits per contract.
- Recipients in Michigan completed more than **11,586** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.62**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.7**.

COMPENSATION

- The average hourly wage of a teacher on a TEACH scholarship was **\$16.53**.
- The average increase in earnings for a recipient on an associate degree scholarship was **14.8%**.
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **16.87%**.

RETENTION

- For associate degree scholarship recipients, the average retention rate was **97.28%**.
- For bachelor's degree scholarship recipients, the average retention rate was **99.16%**.

DEMOGRAPHICS

- **75.2%** of recipients worked with 3-5-year-old children.
- **40.9%** of recipients worked with children less than 3 years old.
- **29.5%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **25** community colleges or **16** universities offering early childhood degree programs in Michigan.

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



Kaleigh Robinson utilized the TEACH Early Childhood® Michigan Scholarship from Fall of 2016 through Spring of 2024.

“In 2016 I was offered the TEACH scholarship through my employer for the opportunity to continue to my degree in Child and Family Development at Western Michigan University.

As I had just finished my Associates in applied science at Kellogg Community College for Early Childhood Education and my drive to continue in the field did not stop there!

During the mix of mom life, two babies (May 2017 and February 2024) guardianship for 2 kiddos, 2 stepchildren, three household moves, and many new transitions, I was able to complete my degree in April 2024!

I have been with my employer since 2014 and have received multiple significant raises, bonuses and two promotions that lead me to becoming our Great Start Readiness Program (GSRP) Director.

My course completion through WMU was amazing, not only for job purposes but many life-related courses in general. The team at TEACH were on board and patient with me throughout my journey as well. I could not be more blessed to have completed this program and provided stability in my schedule and financing for my family over the last 7 years!

Thank you, TEACH As a first-generation bachelor’s degree recipient, if I can do it, so can you!”