



Pennsylvania Child Care Association

**T.E.A.C.H. Early Childhood®  
PENNSYLVANIA  
Afterschool & Youth Work  
Scholarship**



## What is T.E.A.C.H.?

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**T**eacher  
**E**ducation  
**A**nd  
**C**ompensation  
**H**elps

**Early Childhood® PENNSYLVANIA** is a unique scholarship opportunity for child care & youth work professionals to complete course work toward a degree or credential in their field and increase their compensation.



## T.E.A.C.H. at a Glance

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- **Began:** January 1998
- **Lead Agency:** Pennsylvania Child Care Association (PACCA)
- **Funding Sources:** TANF, CCDF, State & Private dollars
- **FY 09-10 Budget:** \$5 million +
- **Scholarship options:** CDA Credential, CDA Assessment, PA Director Credential, AA, BA & in Early Childhood Education, School-Age Credential & Youth Work Certificate
- More than 4,400 scholarships awarded in PA



## Goals

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- Increased Education
- Increased Compensation
- Reduced Turnover



## Principles

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- Partnerships
- Diversity
- Existing Systems
- Collaboration



## Who benefits from T.E.A.C.H. ?

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- **Child care & youth work professionals**  
Staff are able to increase their knowledge and compensation, which in turn provides an increase in professional status and job satisfaction.
- **Child care & youth development programs**  
Programs have staff who are more knowledgeable about good early childhood and youth development practices. Participating program directors have reported reduced staff turnover, which has helped to improve their program quality and marketability.
- **Children & youth**  
They are able to bond with a staff person who has made a commitment to the field, who is a specialist in their field, and who can respond appropriately to the needs of children & youth.



## Outcomes

### Increased Education

- 12 credits completed after one scholarship contract,
- 24 credits completed after two scholarship contracts,
- 36 credits completed after three scholarship contracts,
- 49 credits completed after four scholarship contracts.

### Increased Compensation

- 11% increase in earnings after one contract,
- 18% increase in earnings after two contracts,
- 23% increase in earnings after three contracts,
- 34% increase in earnings after four contracts.

### Reduced Turnover

- 13% turnover after one scholarship contract,
- 7% turnover after two scholarship contracts,
- 5% turnover after three scholarship contracts,
- 3% turnover after four scholarship contracts.

*(Outcomes are reflective of data collected for Associate Degree center based staff as of June 30, 2009)*



## Scholarship Update

- PACCA offers CDA Credential (comprehensive and assessment) and Associate's Degree scholarships statewide, with Bachelor's, Master's Degree and Director Credential scholarships offered where higher ed access is available.
- To date, PACCA has awarded more than 6,400 scholarships in 65 counties.
- Scholarship recipients have completed more than 100,000 college credits at 50 participating colleges and universities.
- 2,600+ child care programs have sponsored a scholarship recipient.
- More than 1,000 graduates have earned various Credentials, Associate's or Bachelor's degrees.
- Turnover rates for participants are less than 6%.



## Scholarship Components

- Scholarship
- Education
- Compensation
- Commitment



## Scholarship Requirements

### Recipient Agrees to:

- Successfully complete 9-15 semester hours each scholarship year toward a School Age Professional Credential, Youth Work Certificate/Credential or approved degree program.
- Pay a portion of the tuition and books each semester,
- Remain at sponsoring employer for a commitment period.

### Center Agrees to:

- Sponsor employee by contributing the percentages of costs,
- Give paid release time each week to recipient,
- Award either a bonus or raise to recipient upon successful completion of the scholarship year.

### PACCA Agrees to:

- Provide counseling & administrative support for all partners,
- Pay a percentage of tuition and other expenses,
- Maintain accurate financial and program records to ensure the integrity of the program.



## ASYW Model

Center Model	T.E.A.C.H.	Recipient	Employer
Tuition	80%	10%	10%
Books	75%	25%	
Travel	\$125		
Release Time	50%		50%
Compensation	\$300 bonus		2% raise or \$300 bonus
Commitment		One additional year of employment	



## Who is eligible to participate?

### Any child care or youth work professional that...

- is currently employed at a DPW certified child care center or in a self regulated afterschool or youth work setting, working approximately 15 hours or more per week,
- makes less than \$19 per hour, \*
- is interested in pursuing a School Age Professional Credential, Youth Work Certificate/Credential or an approved degree program.
- is committed to remaining in the Early Childhood Education field.

\* There is flexibility on the income guideline for 21<sup>st</sup> Century Learning Center Staff.



## **PACCA recommends that you...**

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- submit your application at least 8 weeks prior to when your intended college semester will begin,
- be sure you have completed the entire application and attached income verification,
- designate on your application if you are already enrolled in a credential, certificate or degree program,
- contact a Scholarship Counselor at PACCA if you have any questions.



## **For more information...**

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### **Contact PACCA**

Pennsylvania Child Care Association (PACCA)  
2300 Vartan Way, Suite 103  
Harrisburg, PA 17110  
(877) 51-TEACH  
[www.pacca.org/TEACH/index.htm](http://www.pacca.org/TEACH/index.htm)

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