

THE T.E.A.C.H. EARLY CHILDHOOD® SCHOLARSHIP PROGRAM

RETURN ON INVESTMENT (ROI)



T.E.A.C.H. is a three-way scholarship program engaging the scholar, the employer, and T.E.A.C.H., which provides scholarships and incentives for the child care/early learning workforce to obtain credentials and degrees. The program has been funded at \$10M (\$3 million recurring and \$7M nonrecurring funds from the Federal Child Care and Development Trust Fund) for several years. However, the Florida Department of Education's legislative budget request included only \$3M of recurring funding for 2021-22. The reduction of \$7M would severely impact thousands of child care/early childhood staff who work tirelessly each day with young children while maintaining their commitment to improve their skills by continuing their education. These are essential frontline heroes in this pandemic who have maintained their commitment to serve in these perilous times.

**The T.E.A.C.H. program is evidence-based with a strong return on investment.
For additional information on T.E.A.C.H., visit <http://teach-fl.org/>.**

CHILDREN

- Students with educated teachers in early childhood settings are better prepared to enter kindergarten ready to succeed.¹ Every dollar invested in high-quality early childhood education delivers a 13% annual return on investment.²
- T.E.A.C.H. ensures that those responsible for educating our youngest citizens have the knowledge, skills, and abilities to be effective teachers for the children in their classrooms.^{3,4}

TEACHERS

- Those with postsecondary credentials earn up to \$1 million more in lifetime earnings than those without; thus contributing to the economy and their own family stability.^{5,6,7}
- The reach of the T.E.A.C.H. program is two-generational breaking cycles of poverty for families. The best predictor of whether children will pursue postsecondary credentials is the education of the parents.⁸

EMPLOYERS

- The costs of turnover for one position is approximately 16% of total salary for those earning less than \$30K annually.^{9,10} T.E.A.C.H. reduces the turnover rate of those employed in early childhood settings from an annual average of 20% - 30% annually to less than 5%.¹¹
- T.E.A.C.H. supports the child care infrastructure in Florida reducing turnover, increasing compensation, and increasing the education of the early childhood workforce.¹¹

ECONOMY

- Child care is an essential service for employers in the state. Families cannot work if quality care is not available. Furthermore, the child care industry employs more than 85,000 Floridians providing jobs and services.¹² In essence, a strong infrastructure in early childhood care is fundamental for a thriving economy in our state.¹³
- Child care has a two-generational effect when combined with quality early learning: "Early educators, many of whom are also parents, gain financial independence while their children gain the skills needed to succeed in school and beyond."^{2,8}

References

1. Institute of Medicine & 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>
2. Heckman, J. Retrieved from <http://heckmanequation.org>
3. Manning, M., Garvis, S., Fleming, C., & Wong, G. (2017). The relationship between Teacher Qualification and the Quality of the Early Childhood Care and Learning Environment. *Campbell Systematic Reviews 2017: 1. Campbell collaboration.*
4. Garcia, J., Heckman, J., Leaf, D. & Prados, M. (2017). The life-cycle benefits of an influential early childhood program. University of Chicago, Department of Economics.
5. Carnevale, A. P., Cheah, B., & Rose, S. J. (2011). The college pay off. Georgetown University Center on Education and the Workforce (CEW), Washington DC. <https://cew.georgetown.edu>
6. Carnevale, A. P., Jayasundera, T. Hanson, A. R. (September 2012). Career and technical education: Five ways that pay along the way to the B.A. Retrieved from <https://cew.georgetown.edu/cew-reports/career-and-technical-education/>
7. Tamborini, C.R., ChangHwan K., and Sakamoto. A. (2015). Education and lifetime earnings in the United States. *Demography*, 52. p. 1383–1407
8. Shanzenbach, D. & Bauer, L. (2016). The Long-term impact of the Head Start program. Retrieved from <https://www.brookings.edu/research/the-long-term-impact-of-the-head-start-program/>
9. Boushey, H. and Glynn, S.G. (November 16, 2012). There Are Significant Business Costs to Replacing Employees. Center for American Progress.
10. Work Institute: 2020 Retention Report (2020). Retrieved from <https://info.workinstitute.com/hubfs/2020%20Retention%20Report/Work%20Institutes%202020%20Retention%20Report.pdf>
11. T.E.A.C.H. Early Childhood Scholarship Program (2020). Annual Report
12. Florida Department of Children and Families: Child Care Provider Report (2021). Retrieved from <https://www.myflfamilies.com/service-programs/child-care/brochures-facts-progress.shtml>
13. Alliance for Early Success (September 16, 2020). Build Stronger: A child care policy roadmap for transforming our nation's child care system. Retrieved from <https://earlysuccess.org/>



888-FL-CHILD (888-352-4453)
1211 Governors Square Boulevard, Suite 200
Tallahassee, FL 32301