

# T.E.A.C.H. Early Childhood® New Hampshire

## FY23 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 New Hampshire, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. 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 T.E.A.C.H. 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 New Hampshire, **Southern New Hampshire Services, Inc.** administers the T.E.A.C.H. Early Childhood® Program. In FY23, the program helped **83** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **3,915** of New Hampshire's children were cared for in settings who participated in T.E.A.C.H.

### Education

- Recipients on associate degree scholarships completed an average of **15.71** credits per contract.
- Recipients in New Hampshire completed more than **797** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.32**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$15.91**.
- The average increase in earnings for a recipient on an associate degree scholarship was **19.28%**.

### Retention

- For associate degree scholarship recipients, the average retention rate was **95.2%**.

### Demographics

- **53%** of recipients worked with 3-5-year-old children.
- **71.1%** of recipients worked with children less than 3 years old.
- **15.7%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **7** community colleges or **1** university offering early childhood degree programs in New Hampshire.

### Personal Impact

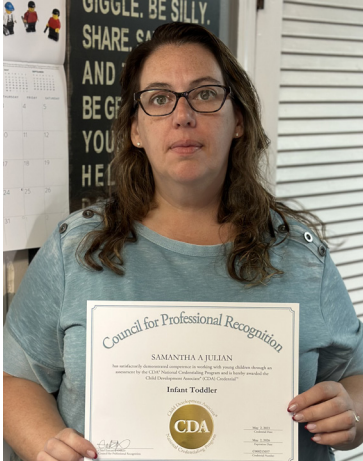
- In previous years, 100% of recipients said they would recommend T.E.A.C.H. to their peers, and 100% of their employers would recommend T.E.A.C.H.

The T.E.A.C.H. 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 T.E.A.C.H. Early Childhood® and Child Care WAGE\$® 2022-2023 Annual National Program Report.





## T.E.A.C.H. Early Childhood® New Hampshire FY23 Voices From the Field



Feedback from the field tells us that the cost of the training hours and lack of portfolio support are roadblocks to teachers earning their Child Development Associate® Credential (CDA). T.E.A.C.H. NH offers CDA Credential assessment scholarships and facilitates the Quality Support (QS) CDA Cohort. These initiatives have been quite successful and participants have been very appreciative of the opportunity and support. To date, twelve teachers have earned their CDA utilizing both the Cohort and a T.E.A.C.H. scholarship.

Samantha Julian earned her CDA in May 2023 and is now a director of the childcare program where she was a teacher.

"Having my Infant/Toddler CDA shows that I have obtained additional training in this area so I may provide quality care for infants and toddlers. This credential sets me apart from my peers as I develop my career in early childhood education. I would not have done this without the T.E.A.C.H. program. Their time and dedication to their students is unbelievable. Not only do they help by providing funding, but they also help

on a personal level. I am a person that needs an extra push and someone to check in with and they did just that. They stayed on top of me and made sure I met all deadlines. Now I feel like I can accomplish anything."



**Donna Collins** earned her CDA in September 2022 as a T.E.A.C.H. recipient and is now a Mentor in NH's Department of Labor (DOL) Early Childhood Apprenticeship Program, helping co-workers earn their CDA.

Cassandra Ferrara earned her CDA in August 2022 and is now a Mentor in the NH's DOL Early Childhood Apprenticeship Program, helping co-workers earn their CDA.

"Since completing the CDA and T.E.A.C.H. program I have told my coworkers that this is the best opportunity to gain knowledge about

our field in a way that is work friendly. The program is so convenient to schedule and you are still able to be your best in your own classroom. The T.E.A.C.H. program sees your dedication and supports your education.

Earning my CDA credential meant that I could move forward with my career goals of becoming a leader in my school. I was able to make this happen through the support of the T.E.A.C.H. Scholarship program financially and as a working student with the support of the cohort facilitators. Personally, I am a more confident person because I know my education was a priority to those around me. My family knows how hard I have worked to become who I am today."

**Cassandra Ferrara, T.E.A.C.H. Recipient**



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<https://www.nh-connections.org/t-e-a-c-h-early-childhood-nh/>