

# Quick Look: Scholarship Initiatives



ADMINISTRATION FOR  
**CHILDREN & FAMILIES**



National Center on Child Care Professional  
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This document provides an overview of State scholarship initiatives. The information is provided in three sections:

1. [Scholarships and Aligned Professional Development Systems](#);
2. [State Scholarship Examples](#); and
3. [Multi-State Scholarships](#).

## Scholarships and Aligned Professional Development Systems

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Access to professional development (PD), equitable compensation, and positive workplace conditions affect the recruitment and retention of staff in every role. Direct financial support and technical assistance (TA) to programs (centers and family child care) are needed to augment what parents can afford to pay, stabilize finances, and promote work environments that attract and retain effective educators.

An aligned PD system that provides opportunities for growth from entry through advanced levels enhances education, training, TA, professional progression, and staff retention. Cross-sector coordination can result in efficient use of public and private funding, reduced duplication in PD offerings, more streamlined PD approval and tracking processes, and increased career mobility. Every reduction in cost, time, and retraining makes it possible to target funding to supports that increase staff retention and program stability.

Providing scholarships and other financial supports can enhance professionals' skills and increase retention. Financial supports like scholarships help individuals access and successfully complete specialized early childhood (EC) and school-age (SA) education or training. Strategies that reward increased qualifications also help attract and retain staff.

## State Scholarship Examples

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Some scholarship initiatives provide more than tuition assistance to EC and SA practitioners pursuing coursework. This document includes examples from five States that provide tuition and/or scholarship assistance and additional supports such as education bonuses, degree program discounts, access to an advisor, assistance with travel costs, and other supports.

- [Colorado](#)
- [Connecticut](#)
- [North Dakota](#)
- [Ohio](#)
- [Oregon](#)

## COLORADO

### Marla Bouna Memorial Tuition Award

The Marla Bouma Memorial Tuition Award is available to students who meet the following requirements:

- U.S. citizenship and Colorado residence;
- Documented "B" cumulative GPA from each college or university they have attended;
- Minimum of six semester hours of prior coursework in EC-related classes;
- Undergraduate or graduate, part-time or full-time student at a Colorado college or university;
- Demonstrated commitment to EC education; and
- Current member of the Colorado Association for the Education of Young Children.

**Website:** <http://coloradoaeyc.org/awards/the-marla-bouma-memorial-award>

## CONNECTICUT

### Connecticut Charts-a-Course: The Scholarship Assistance Program

The Scholarship Assistance Program provides financial assistance to individuals who

- Are employed in Connecticut early care and education programs and/or
- Wish to pursue EC training and coursework that lead to
  - A Child Development Associate (CDA) Credential™;
  - Higher education degrees in early care and education; or
  - Training needed to improve a child care business.

Scholarship assistance is provided only by lottery. Scholarship pays tuition and fees for

- Up to two traditional or four accelerated credit courses leading toward a degree in EC education;
- Reimbursement for tuition and fees already paid from personal resources;
- Continuing education courses;
- Coursework or fees related to CDA Credential™;
- Fees for graduation;
- Director's credential; and
- Foreign degree service to translate foreign education credentials into English.

**Website:** <http://www.ctcharts.org/index.cfm?module=31&navID=nav111>

### \$tart Bonus Program: Support, Training, Advancement, and Retention of Teachers

The Connecticut Charts-a-Course \$TART program awards education bonuses to individuals working in prioritized early care and education settings and programs within the State.

Participants are awarded a bonus if they successfully complete targeted levels of approved training through the Training Program in Child Development or attain a CDA Credential™. This award is in addition to financial aid through The Scholarship Assistance Program.

**Website:** <http://www.ctcharts.org/index.cfm?module=31&navID=nav111>

## NORTH DAKOTA

### University of North Dakota (UND): Master of Science in Early Childhood Education Financial Aid and Other Tuition Assistance

#### Financial Aid

- Semester-based, online courses are eligible for most Federal, State, and institutional financial aid programs.
- All students pay in-State tuition regardless of residency.

#### Employer-Provided Tuition Assistance

- UND accepts company payments for employer-provided tuition assistance programs.

#### Military and Veterans Tuition Assistance

- UND offers college credit courses through the Defense Activity for Non-Traditional Education Support program.
- UND accepts military and veterans tuition assistance.

#### Scholarship for Online Courses

- A student completing a UND degree program through online courses may apply for the Ben and Ruth Gustafson Continuing Education Endowment at UND, provided by UND Online & Distance Education for non-traditional, distance students.

**Website:** <http://distance.und.edu/degree/about/?id=msearlychlded&page=963>

### North Dakota Child Care Resource and Referral: Scholarships for the CDA Credential™

Scholarships for CDA Credential™ preparation training are available to providers who work in licensed child care programs serving children from birth to 5 years of age. Applications are accepted on a first-come, first-served basis.

#### Each scholarship includes

- A check for \$325, payable to the National Council for Professional Recognition (the Council) on behalf of the CDA Credential™ candidate. Candidates send this check along with their National Direct Assessment application form, which must be mailed to the Council.
- Candidates also receive a \$250 reimbursement to cover other expenses related to the process, such as payment for the field advisor, resource books, and registration fees associated with training.

**Website:** <http://www.ndchildcare.org/training/cda/scholarship.html>

## OHIO

### University of Cincinnati Early Childhood Learning Community Online Degree Programs

The CDA Credential™ option allows students to earn nine credit hours in the Early Childhood Learning Community (ECLC) Associate in Applied Science (A.A.S.) degree program. Once admitted to the A.A.S. program, students receive credit for Learning Early Childhood Education (ECE) Online, Child Development I, and a basic related elective.

- Transfer students will receive a \$220 scholarship per semester for two semesters upon admittance into the A.A.S. program.
- There is a discount for five or more staff members enrolled from the same center or employer.
- Students may also be eligible for Ohio T.E.A.C.H. Early Childhood® scholarships.
- Students from New York may be eligible for assistance from the Education Incentive Program.

**Website:** <http://www.uc.edu/degreeprograms/Program.aspx?program=18BSED4-ECEB5-DL>

## OREGON

### Oregon Virtual Degree Program

Scholarships for The Virtual Degree are available through the John and Betty Gray Foundation, administered by the Oregon Center for Career Development in Childhood Care and Education (OCCD) at Portland State University.

Up to \$650 per year, per person is available for those who:

- Work directly with children in a Child Care Division (CCD) licensed child care facility, or a child care center that is legally exempt from licensing.
  - CCD licensed child care includes Registered Family Child Care Homes, Certified Family Child Care Homes, and Certified Child Care Centers.
- Completed required hours of training to attain a Step on the Oregon Registry (career lattice).

Scholarship awards may help pay costs for

- Conferences held in Oregon and sponsored by approved organizations;
- Oregon Registry Trainer Program approved training;
- Oregon Community College tuition for courses in the field of childhood care and education, not to exceed four credits per term;
- Oregon Community College GED Coursework or Test Fees to meet CDA Credential™ or college entrance requirements;
- Oregon Community College Transcription fees for a CDA Credential™ or Oregon Registry Step 7 for community college credit;
- CDA Credential™ application fees, renewal fees, and up to \$125 for observation fees;
- Oregon Registry Credential application fees and up to \$75 for observation fees; and
- Foreign Degree Translation and Evaluation fees for degrees in the field.

**Website:** <http://www.pdx.edu/occd/occd>

## Multi-State Scholarships

The following scholarship programs are available in more than one State. The first example provides State scholarships potentially available to students in the [online eCDA Credential™ program](#). The second example lists the States with [T.E.A.C.H. Early Childhood® scholarships](#).

### ONLINE eCDA CREDENTIAL™ AND CDA CREDENTIAL™ SCHOLARSHIPS

The eCDA Credential™ is an online program with courses designed to provide flexibility in accessing course content while interacting with the instructor and fellow students. Learning is supported through interactive, computer-based scenarios facilitated by highly qualified faculty.

The States listed below provide financial assistance for individuals to obtain a CDA Credential™ through the Child Care and Development Block Grant and T.E.A.C.H. Scholarship Program. Funding may be available for the CDA Credential™ assessment fee and other costs of earning or renewing the credential.

#### State-Specific Information

- Alaska—Individual Reimbursement Fund
  - Provides scholarship assistance, 75% reimbursement for qualifying educational expenses up to \$500 for a fiscal year (July 1 to June 30).
- Nevada—Nevada Registry Financial Assistance Program
  - Offers scholarships for child care providers to attend classes in ECE and
  - Free or low-cost scholarships for educational, licensing, and/or certification purposes.
- New York—Educational Incentive Program
  - Provides reimbursement for credit and noncredit training approved for child care programs that are licensed or registered in New York State.
- Pennsylvania—Northeast Regional Key and the Southeast Regional Key provide funded trainings and credit classes at the Center for Early Childhood Education.
- Washington—WA Scholarships
  - Support teachers and child care providers who wish to enhance their education and professional skills in the EC area by receiving formal training at community and technical colleges.

**Websites:** <http://www.northampton.edu/Early-Childhood-Education/Academic-Programs/Child-Development-Associate.htm> and <http://www.cdacouncil.org/the-resource-center/cda-scholarships>

## TEACHER EDUCATION AND COMPENSATION HELPS (T.E.A.C.H.) EARLY CHILDHOOD<sup>®</sup> SCHOLARSHIP PROJECT

T.E.A.C.H. Early Childhood<sup>®</sup> is a comprehensive scholarship program that provides the EC workforce with access to education. The T.E.A.C.H. scholarship model includes payment for tuition, books, travel, and release time. It grants a compensation award or bonus upon completion of a prescribed number of college credit hours. The model has been successful because it offers access to a scholarship counselor who assists with both the scholarship process and navigating the higher education system.

The T.E.A.C.H. Early Childhood<sup>®</sup> program also addresses the capacity of higher education within States. Demand for coursework and funding to pay for courses, along with the skills of the scholarship counselors, helped to expand course offerings and programs of study. Each State has options for scholarship models, including support for the CDA Credential<sup>™</sup> and State credentials, degrees, and teacher licensure.

### States that offer T.E.A.C.H. Early Childhood<sup>®</sup> Scholarships

Alabama	Indiana	Nebraska	South Carolina
Arizona	Iowa	New Mexico	Texas
Colorado	Kansas	Nevada	West Virginia
Delaware	Michigan	North Carolina	Wisconsin
District of Columbia	Minnesota	Ohio	
Florida	Missouri	Rhode Island	

**Website:** [http://www.childcareservices.org/ps/teach\\_early\\_childhood.html](http://www.childcareservices.org/ps/teach_early_childhood.html)

### State Example: Colorado T.E.A.C.H. Early Childhood<sup>®</sup>

Child care teachers, assistant teachers, family child care providers, and center directors who meet these criteria are eligible to apply:

- Employed full-time (a minimum of 32 hours per week) in a licensed child care setting for at least one year at the child care program of employment;
- Earning less than \$17/hour (teachers or assistants), or \$20/hour (owners, directors, family child care providers) at the time of application; and pursuing a/an:
  - Undergraduate EC degree,
  - EC credential,
  - Group leader qualification, or
  - Director qualification.

Additional stipulations of program participation require that

- Each recipient pays a portion of the tuition cost and must attend and successfully complete all courses;
- Each program pays a portion of the tuition costs; and
- Each program awards a bonus upon completion of the requirements and must give the recipient paid release time from work each week to attend classes or study (in some instances).

**Website:** <http://www.qualistar.org/teach-scholarships.html>