

Advocating for Our Early Care and Education Workforce

Early Years's (formerly CCSA) Working in Early Care and Education in North Carolina: 2023 Workforce Study examines the state of early childhood education through surveys, interviews and focus groups of administrators, teachers, assistant teachers and Family Child Care (FCC) providers serving children under five in licensed programs.

The 2023 Workforce Study found that more early childhood teachers than ever before are leaving the profession. The COVID-19 pandemic amplified old issues and created new challenges, including qualified staff recruitment and retention, wage gaps, and mental health.



\$14
per hour

the median starting salary for an early childhood teacher in 2023

14%

of teaching staff had no health insurance from any source

Nearly
40%

of full-time teachers left their job at a child care center in 2023

23%

of teaching staff plan to leave the early childhood education field in the next three years



"I don't know what makes me stay. I do think that if we were treated more like teachers in the public school system and we got the benefits and the respect. I mean, I had a parent come up to me the other day and say, 'Did you ever not want to be a real teacher?' and [I] just looked at her and said, 'I really thought I was.'"

**Qualitative Research Participant
Teaching Staff, Rural, 4-star**

Why Support the Early Care and Education Workforce?

Strengthening and advocating for the child care workforce supports



Our Economy



Our Communities



Our Future

The time to strengthen accessible and affordable quality early care and education by supporting its workforce is **now**.



Get Involved



Learn More

Read the full 2023 Workforce Study and/or your County's report on the Child Care Services Association website, along with related research.



Spread the Word

Post the Study and its findings on social media and talk about these issues with your friends, family and community members.



Raise Your Voice

Let your local elected officials and representatives know that this is a topic that matters to you and encourage them to take action at a policy level.

Visit [earlyyearsnc.org](https://www.earlyyearsnc.org) for more information, resources, and other ways to take action.