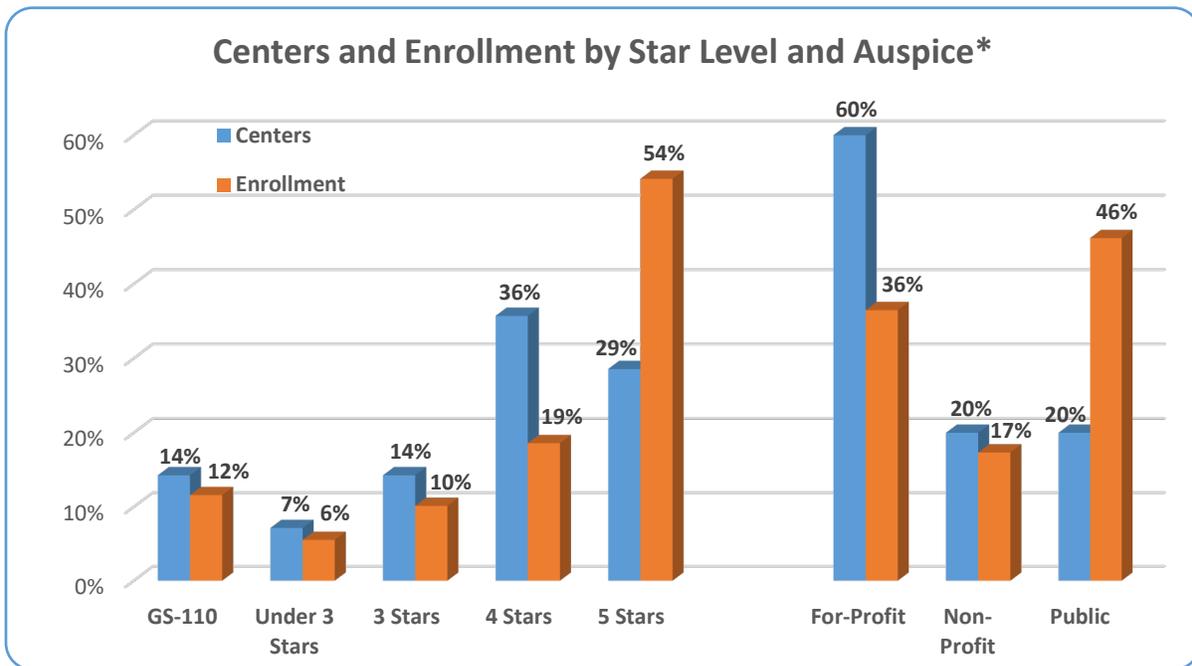




# The 2019 Early Care and Education Workforce in Hertford County

As part of the statewide 2019 North Carolina Early Childhood Workforce Study funded by the Division of Child Development and Early Education, data were collected from Hertford County.

This report summarizes key findings from directors, teachers, and assistant teachers who participated from Hertford County. Additional findings from family child care providers in rural counties are also presented. In Hertford County, all of the licensed centers serving children from birth to five years of age were surveyed. Surveys were returned from a total of 71% of directors (n=10) and 33% of teachers and assistant teachers in those programs. (A total of 22 surveys were returned from the teaching staff.) Detailed information about survey methods and definitions of key terms can be found in the appendix to the 2019 statewide report at [childcareservices.org](http://childcareservices.org). All of the data for this study were collected prior to the onset of the COVID-19 pandemic. Totals may not equal one hundred percent due to rounding.

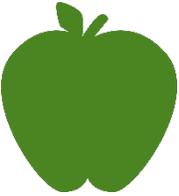


## Programs



- **14** centers in Hertford County provided early care and education to **543** birth to five year olds.
- On average, centers employed **6** teaching staff and had **34** birth to five year olds enrolled.
- Starting teachers made an average of **\$10.00** per hour with a highest average salary of **\$12.00** per hour.
- Starting assistant teachers made an average of **\$8.50** per hour with a highest average salary of **\$9.63** per hour.
- **20%** of centers provided fully or partially paid health insurance.
- Percentage of centers that provided paid time off:  
**90%** sick leave **80%** vacation leave **100%** holiday leave
- **10%** of centers provided disability, **50%** provided parental leave, and **30%** provided retirement.

\*All enrollment data and center star level from DCDEE licensing data, February 2019. Auspice data from director surveys.

|   |   |
|---|---|
| <h2>Education</h2>                   | <ul style="list-style-type: none"> <li>• <b>80%</b> of directors and <b>89%</b> of the center-based teaching staff had at least an associate degree in any field of study. Statewide, <b>87%</b> of directors and <b>62%</b> of the teaching staff had at least an associate degree in any field of study.</li> <li>• A degree specifically in the early childhood education field provides unique knowledge for those working with young children. In the county, <b>60%</b> of directors and <b>73%</b> of the teaching staff had at least an associated degree specifically in the field of early childhood education. Statewide, <b>50%</b> of directors and <b>40%</b> of the teaching staff had at least an associate degree specifically in the field.</li> <li>• Nearly all directors and center teaching staff had taken at least one college level course in the early childhood education field. Further, <b>100%</b> of directors and <b>77%</b> of the teaching staff, had taken six or more courses in early childhood education.</li> </ul>  |
| <h2>Experience/<br/>Turnover</h2>  | <ul style="list-style-type: none"> <li>• <b>14.7</b> years: average time directors had been in their programs compared to <b>6.4</b> years statewide.</li> <li>• <b>10.0</b> years: average time the center teaching staff had been in their programs compared to <b>3.8</b> years statewide.</li> <li>• <b>23.0</b> years: average time directors had been working in the early childhood education field compared to an average <b>20.0</b> years statewide.</li> <li>• <b>18.0</b> years: average time the center teaching staff had been working in the early childhood education field compared to <b>12.0</b> years statewide.</li> <li>• Over the prior 12 months, <b>12%</b> of the full time teaching staff left their early care and education program. Approximately <b>22%</b> of the teaching staff plan to leave the field in the next three years. Similarly, <b>20%</b> of the directors plan to leave the field in the next three years.</li> </ul>  |
| <h2>Compensation</h2>              | <ul style="list-style-type: none"> <li>• On average, the early care and education teaching staff made <b>\$11.00</b> per hour and directors made <b>\$15.63</b> per hour. The statewide average for the center-based teaching staff was <b>\$12.00</b> per hour. The statewide average director wage was <b>\$19.23</b> per hour.</li> </ul>  |

## Demographics



- Median director age: **52** years old.
- Median teaching staff age: **45** years old.
- **100%** of directors and **100%** of the teaching staff were female.
- **56%** of directors and **66%** of the teaching staff were people of color.
- **0%** of directors and **0%** of the teaching staff were Hispanic/Latinx/Spanish.
- **20%** of the teaching staff had no health insurance from any source.
- **21%** of the teaching staff received public assistance in the prior three years.

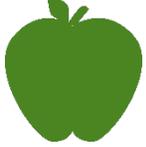
## Comparing Infant-Toddler and 3-5 Year Old Teaching Staff



- **85%** of the 3 to 5 year old teaching staff and **100%** of the infant-toddler teaching staff had a degree in any field. Statewide, **69%** of the 3 to 5 year old teaching staff and **53%** of the infant-toddler teaching staff had a degree in any field.
- The 3 to 5 year old teaching staff averaged **8.4** years in their current program compared to **10.0** years for the infant-toddler teaching staff. Statewide, the 3 to 5 year old teaching staff averaged **4.0** years in their current program compared to **3.1** years for the infant-toddler teaching staff.
- The 3 to 5 year old teaching staff averaged **19.3** years in the field compared to **14.7** years for the infant-toddler teaching staff. Statewide the 3 to 5 year old teaching staff averaged **13.0** years in the field compared to **10.2** years statewide for the infant-toddler teaching staff.
- The 3 to 5 year old teaching staff made **\$12.00** per hour compared to **\$9.83** per hour for the infant-toddler teaching staff. Statewide, the 3 to 5 year old teaching staff made **\$12.45** per hour compared to **\$11.00** per hour for the infant-toddler teaching staff.



# Family Child Care in Rural\*\* Communities

| <h2>Programs</h2>                    | <ul style="list-style-type: none"> <li>• <b>62%</b> provided evening care.</li> <li>• <b>41%</b> provided overnight care.</li> <li>• <b>30%</b> provided weekend care.</li> <li>• <b>19%</b> cared for sick children.</li> <li>• <b>40%</b> provided care on legal holidays.</li> <li>• <b>68%</b> provided drop-in care.</li> </ul> <div data-bbox="1096 231 1502 672"> <h3>FCC by Star Level</h3> <table border="1"> <caption>FCC by Star Level</caption> <thead> <tr> <th>Star Level</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>5-star</td> <td>9%</td> </tr> <tr> <td>Under 3-star</td> <td>20%</td> </tr> <tr> <td>3-star</td> <td>31%</td> </tr> <tr> <td>4-star</td> <td>41%</td> </tr> </tbody> </table> </div> <ul style="list-style-type: none"> <li>• <b>72%</b> accepted children who received subsidy.</li> <li>• <b>80%</b> participated in the Child and Adult Care Food Program.</li> </ul> | Star Level | Percentage | 5-star | 9% | Under 3-star | 20% | 3-star | 31% | 4-star | 41% |
|---|---|------------|------------|--------|----|--------------|-----|--------|-----|--------|-----|
| Star Level  | Percentage  |            |            |        |    |              |     |        |     |        |     |
| 5-star  | 9%  |            |            |        |    |              |     |        |     |        |     |
| Under 3-star  | 20%   |            |            |        |    |              |     |        |     |        |     |
| 3-star  | 31%   |            |            |        |    |              |     |        |     |        |     |
| 4-star  | 41%   |            |            |        |    |              |     |        |     |        |     |
| <h2>Education</h2>                   | <ul style="list-style-type: none"> <li>• <b>49%</b> had at least an associate degree in any field.</li> <li>• <b>41%</b> had at least an associate degree in the early childhood education field.</li> <li>• Statewide, <b>51%</b> of family child care providers had a degree in any field and <b>38%</b> had a degree specifically in the field.</li> <li>• <b>68%</b> of rural family child care providers had taken six or more early childhood education courses.</li> </ul>   |            |            |        |    |              |     |        |     |        |     |
| <h2>Experience/<br/>Turnover</h2>  | <ul style="list-style-type: none"> <li>• <b>19.25</b> years: average time running their family child care home compared to <b>18.0</b> years statewide.</li> <li>• <b>22.0</b> years: average time working in the early childhood education field compared to <b>21.5</b> years statewide.</li> <li>• <b>21%</b> of family child care providers in rural communities plan to leave the field in the next three years.</li> </ul>  |            |            |        |    |              |     |        |     |        |     |
| <h2>Compensation</h2>              | <ul style="list-style-type: none"> <li>• Family child care providers in rural communities worked <b>55</b> hours per week and made <b>\$7.63</b> per hour. The statewide average for family child care providers was <b>\$9.09</b> per hour.</li> <li>• <b>42%</b> required families to pay for days they were sick.</li> <li>• <b>47%</b> required families to pay for vacation days.</li> </ul>   |            |            |        |    |              |     |        |     |        |     |
| <h2>Demographics</h2>              | <ul style="list-style-type: none"> <li>• <b>99%</b> of family child care providers were female. (Remaining percentage was male, non-binary, or preferred not to answer.)</li> <li>• Family child care providers in rural communities averaged <b>56</b> years of age.</li> <li>• <b>64%</b> of family child care providers were people of color.</li> <li>• <b>3%</b> were Hispanic/Latinx/Spanish.</li> <li>• <b>21%</b> of family child care providers had no health insurance from any source.</li> </ul>  |            |            |        |    |              |     |        |     |        |     |

\*\*County designation of rural, suburban or urban as categorized by the NC Rural Center ([www.ncruralcenter.org](http://www.ncruralcenter.org)).