

# Support Our State's Workforce Behind the 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.

Early childhood educators do the work that allows all other work to happen. They must be compensated in line with their expertise and the imperative role they play in our economy.



**89%**

of directors had at least an associate degree in any field

**57%**

of center-based teaching staff had at least an associate degree in any field

**61%**

of directors had a degree specifically in the early childhood education field

**42%**

of teaching staff had a degree specifically in the early childhood education field

**\$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

# Why Support the Early Care and Education Workforce?

Quality early childhood teachers:



**Help prepare children for success**



**Allow parents and guardians to work**



**Keep businesses running**

Child care services are imperative to economic recovery. Strengthening the early childhood field starts with supporting early childhood educators.



## Get Involved



**Learn More & Raise Awareness**

Read the full 2023 Workforce Study and/or your County's report on the Early Years website and share information with your company and business community.



**Examine Your Policies**

Take a look at how your business currently supports or could better support working parents and guardians, as well as improve access to quality child care, through internal policies and practices.



**Raise Your Voice**

Reach out to your elected officials and advocate for legislation that improves wages, working conditions and educational opportunities for early childhood educators to ensure a sustainable and high-quality workforce.

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