

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.

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 staff and business community.

Examine Your Policies

Take a look at how your business currently supports or could better support working parents and guardians 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.

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

Visit earlyyearsnc.org for more information, resources, and other ways to take action.