The Early Care and Education Workforce in Region 1

2014 Fact Sheet for Early Care and Education Centers and Family Child Care Homes

This fact sheet summarizes key Region **1** findings from a recent statewide survey of the early care and education workforce in which directors, teachers and assistant teachers, and family child care providers participated from Region **1**. Region **1** is comprised of **Bertie, Camden, Chowan, Currituck, Dare, Gates, Hertford, Northampton, Pasquotank and Perquimans** counties. A 25% random sample of programs serving children from birth to five years of age was surveyed. Surveys from Region **1** were returned from **72%** of directors, **56%** of teachers/assistant teachers in those programs, and **74%** of family child care homes.

Region **1** has a mix of star rated licensed centers and both public and private programs. In the Region **1** centers that responded, **72%** of children enrolled are in 4 or 5 star care. In homes, **49%** of children enrolled are in 4 or 5 star care. **Thirty-six percent (36%)** are in for profit programs, **24%** in non-profit centers, and **40%** in public programs.

Education

- *Degreed professionals.* In Region **1**, **48%** of center directors, **44%** of teachers, **21%** of assistant teachers, and **40%** of family child care providers have at least an associate degree in early childhood education (ECE) or a related field. A higher percentage of providers have a degree in any field, **81%** of directors, **66%** of teachers, **42%** of assistant teachers, and **55%** of family child care providers (see the chart). Among early care and education professionals statewide, **80%** of directors, **56%** of teachers, **42%** of assistant teachers, and **49%** of family child care providers have a degree in any field.

ECE Professionals with a Degree in Any Field

- *Other educational credentials.* Region wide, **74%** of directors, **20%** of teachers and assistant teachers, and **38%** of family child care providers have the N.C. Early Childhood Administration Credential. Similarly, **28%** of directors, **12%** of teachers and assistant teachers, and **3%** of family child care providers have the B-K/Preschool add-on license in addition to their bachelor's degree.

- *Coursework.* Most child care professionals in Region **1** have taken college courses at some time. This includes **94%** of directors, **92%** of teachers, and **84%** of assistant teachers who have taken at least one course in any field at any point in their lives. Additionally, **23%** of directors, **23%** of teachers, **28%** of assistant teachers, and **16%** of family child care providers are currently taking courses in the early childhood field.
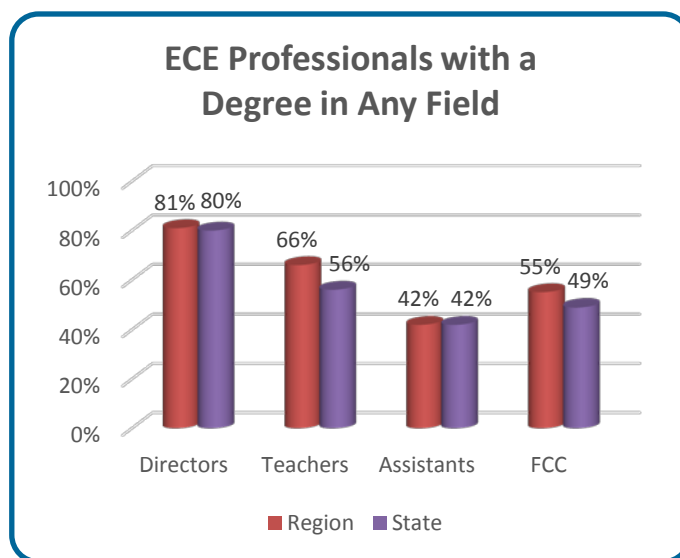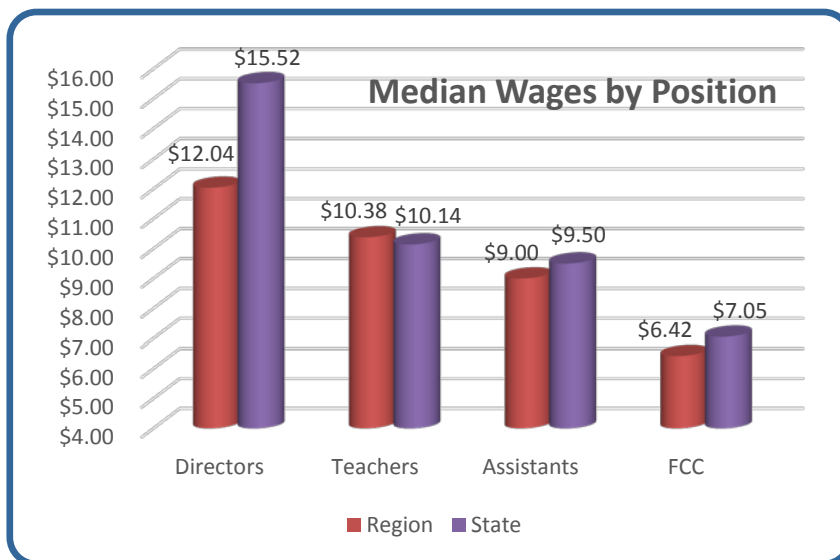
Experience and Turnover

- *Experience.* Region wide, directors have **15.0** years of experience in the child care field compared to **10.2** years for teachers, **9.7** years for assistant teachers, and **15.0** years for family child care providers. Furthermore, directors have been in their current centers for a median of **8.3** years. Teachers have been in their programs for **3.1** years, assistant teachers **4.1** years, and family child care providers have had their programs for **13.0** years.

- *Prospective Turnover*. When asked, **11%** of directors, **11%** of teachers, **16%** of assistant teachers, and **28%** of family child care providers said they did not think they would be in the field in three years. Statewide, "better pay" was listed as the number one incentive in all three groups to keep them in the field with "better benefits" listed as number two by both teachers and assistant teachers. Family child care providers listed "more money" as the number one incentive to keep them in the field.

- *Turnover*. Directors in Region **1** report that **19%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate for fulltime teacher and assistant teachers is **19%**. Broken down by position, **21%** of full-time teachers left their center last year compared to **19%** statewide and **14%** of full-time assistant teachers left their center last year compared to **16%** statewide.

Wages and Benefits

- *Median wages.* Center directors in Region **1** earn **$12.04** per hour, teachers earn **$10.38** per hour, assistant teachers earn **$9.00** per hour, and family child care providers earn **$6.42** per hour (after expenses). Statewide median wages are **$15.52** per hour for center directors, **$10.14** per hour for teachers, **$9.50** per hour for assistant teachers, and **$7.05** for family child care providers (after expenses).

Median Wages by Position

Position	Region	State
Directors	$12.04	$15.52
Teachers	$10.38	$10.14
Assistants	$9.00	$9.50
FCC	$6.42	$7.05

- *Public assistance.* Region wide, **37%** of teachers, **51%** of assistant teachers, and **33%** of family child care providers have needed at least one type of public assistance (e.g., TANF, Medicaid, SNAP/food stamps, etc.) in the past three years.

- *Other compensation.* Of the centers responding region wide where staff work overtime, **47%** report paying staff at time and a half. For teachers, **16%** report working a second job, **14%** of assistant teachers likewise said that they have other employment, and **6%** of family child care providers work a second job to make ends meet.

- *Health insurance and sick leave.* Of the centers in the region, **7%** pay for the full cost of health insurance, **16%** provide partial assistance, and **77%** provide no financial support for health insurance for their employees. Moreover, **28%** of teachers, **24%** of assistant teachers, and **33%** of family child care providers have no health insurance from any source. When teachers get sick, **25%** of centers provide between 1 and 5 days of paid sick leave per year and **36%** give 6 or more days. However, **39%** of centers provide no paid time off for illness. In **65%** of the family child care homes in the region, providers do not ask parents to pay for sick days.

- *Professional support benefits.* Of the centers responding region wide, **75%** help staff pay for education or training expenses, **54%** provide paid time off for training, and **54%** provide paid preparation or planning time.