



The Early Care and Education Workforce in Region 4

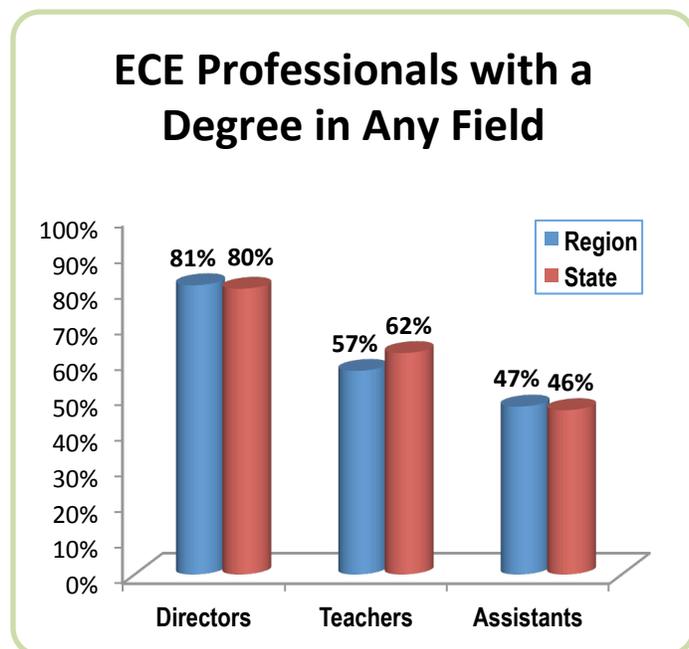
2015 Fact Sheet for Early Care and Education Centers

This fact sheet summarizes key Region 4 findings from a recent statewide survey of the early care and education workforce in which directors, teachers and assistant teachers participated. Region 4 is comprised of **Bladen, Brunswick, Columbus, Duplin, New Hanover, Pender and Sampson** counties. A 25% random sample of centers serving children from birth to five years of age was surveyed. Surveys from Region 4 were returned from **72%** of directors and **54%** of teachers/assistant teachers in those programs.

Region 4 has a mix of star rated licensed centers and both public and private programs. In the Region 4 centers that responded, **71%** of children enrolled are in 4 or 5 star care. **Sixty-two percent (62%)** are in for-profit programs, **15%** in non-profit centers and **23%** in public programs.

Education

- *Degreed professionals.* In Region 4, **53%** of center directors, **40%** of teachers and **32%** of assistant teachers 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, **57%** of teachers and **47%** of assistant teachers (see chart). Among early care and education professionals statewide, **80%** of directors; **62%** of teachers and **46%** of assistant teachers have a degree in any field.
- *Other educational credentials.* Region wide, **78%** of directors and **16%** of teachers and assistant teachers have the N.C. Early Childhood Administration Credential. Similarly, **8%** of directors and **11%** of teachers and assistant teachers have the B-K/Preschool add-on license in addition to their bachelor's degree.
- *Coursework.* Most child care professionals in Region 4 have taken college courses at some time. This includes **96%** of directors, **91%** of teachers and **75%** of assistant teachers who have taken at least one course in any field at any point in their lives. Additionally, **10%** of directors, **12%** of teachers and **22%** of assistant teachers are currently taking courses in the early childhood field.



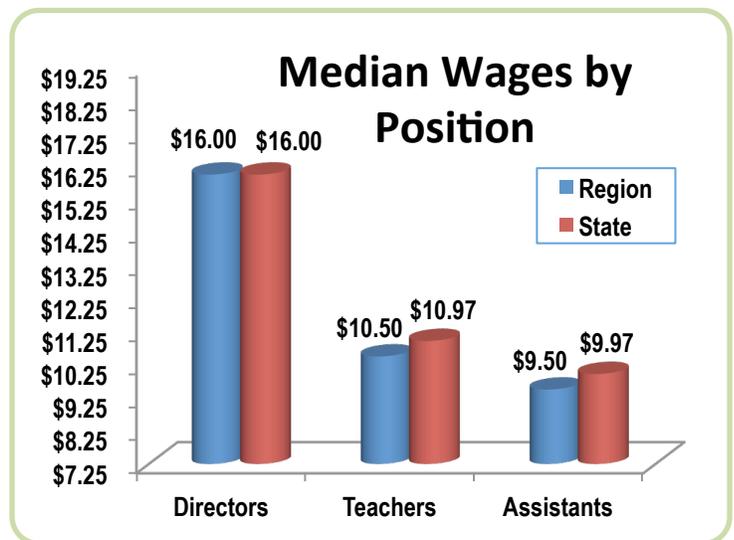
Experience and Turnover

- *Experience.* Region wide, directors have **18.0** years of experience in the child care field compared to **10.4** years for teachers and **6.5** years for assistant teachers. Furthermore, directors have been in their current centers for a median of **7.3** years. Teachers have been in their programs for **4.0** years and assistant teachers for **1.5** years.

- *Prospective turnover.* When asked, **13%** of directors, **20%** of teachers and **20%** of assistant teachers 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.
- *Turnover.* Directors in Region 4 report that **12%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate for fulltime teacher and assistant teachers is **18%**. Broken down by position, **11%** of full-time teachers left their center last year compared to **19%** statewide and **13%** of full-time assistant teachers left their center last year compared to **13%** statewide.

Wages and Benefits

- *Median wages.* Center directors in Region 4 earn **\$16.00** per hour, teachers earn **\$10.50** per hour and assistant teachers earn **\$9.50** per hour. Statewide median wages are **\$16.00** per hour for center directors, **\$10.97** per hour for teachers and **\$9.97** per hour for assistant teachers.
- *Public assistance.* Region wide, **31%** of teachers and **32%** of assistant teachers 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, **89%** report paying staff at time and a half. For teachers, **8%** report working a second job. Likewise, **7%** of assistant teachers said that they have other employment to make ends meet.
- *Health insurance and sick leave.* Of the centers in the region, **27%** pay for the full cost of health insurance, **22%** provide partial assistance and **52%** provide no financial support for health insurance for their employees. Moreover, **18%** of teachers and **29%** of assistant teachers have no health insurance from any source. While still a significant percentage of uninsured, these numbers are greatly improved from 2012 when **34%** of teachers and **34%** of assistant teachers statewide were without insurance. When teachers get sick, **34%** of centers provide between 1 and 5 days of paid sick leave per year and **31%** give 6 or more days. However, **35%** of centers provide no paid time off for illness.
- *Professional support benefits.* Of the centers responding region wide, **79%** help staff pay for education or training expenses, **67%** provide paid time off for training and **63%** provide paid preparation or planning time.

