



The Early Care and Education Workforce in North Carolina

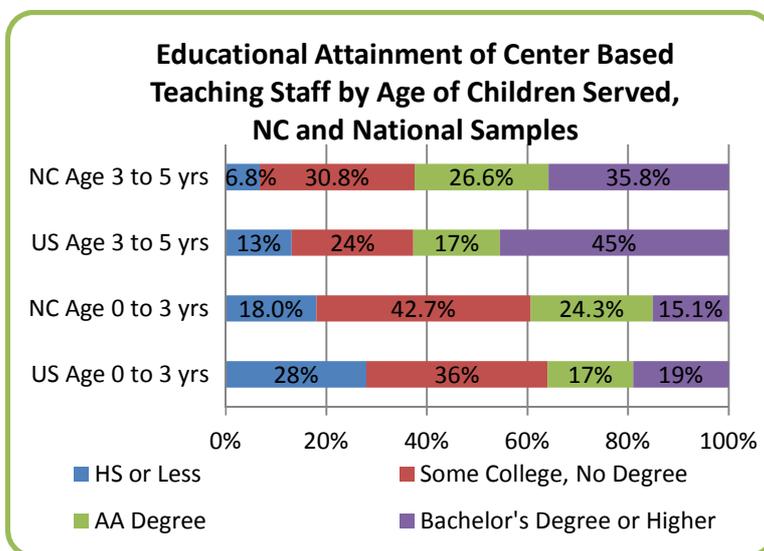
2014 Fact Sheet for Early Care and Education Centers and Family Child Care Homes

This fact sheet summarizes key North Carolina findings from a recent statewide survey of the early care and education workforce in which directors, teachers, assistant teachers, and family child care providers participated from across the state. A 25% random sample of licensed centers and family child care homes serving children from birth to five years of age was surveyed. Surveys were returned from **72%** of directors, **46%** of teachers and assistant teachers in those programs, and **73%** of family child care providers.

North Carolina has a mix of star rated licensed centers and both public and private programs. In the centers that responded, **73%** of children enrolled are in 4- or 5-star care while **44%** of children in family child care homes are in this quality of care. **Sixty percent (60%)** are in for profit programs, **23%** in non-profit centers, and **18%** in public programs.

Education

- Degreed professionals.** In North Carolina, **forty-six percent (46%)** of center directors, **38%** of teachers, **26%** of assistant teachers, and **27%** 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; **80%** of directors, **56%** of teachers, **42%** of assistant teachers, and **49%** of family child care providers. When broken down by age group taught, teachers and assistant teachers who teach 3-5 year olds tend to have more education than those teaching birth-3 year olds. This trend follows nationwide data which follows the same pattern (see figure).



- Other educational credentials.** Statewide, **70%** of directors, **21%** of teachers and assistant teachers, and **39%** of family child care providers have the N.C. Early Childhood Administration Credential. Similarly, **12%** of directors, **9%** of teachers and assistant teachers, and **2%** 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 North Carolina have taken college courses. This includes **96%** of directors, **95%** of teachers, and **86%** of assistant teachers who have taken at least one course in any field. Additionally, **12%** of directors, **22%** of teachers, **23%** of assistant teachers, and **12%** of family child care providers are currently taking courses in the early childhood field.

Experience and Turnover

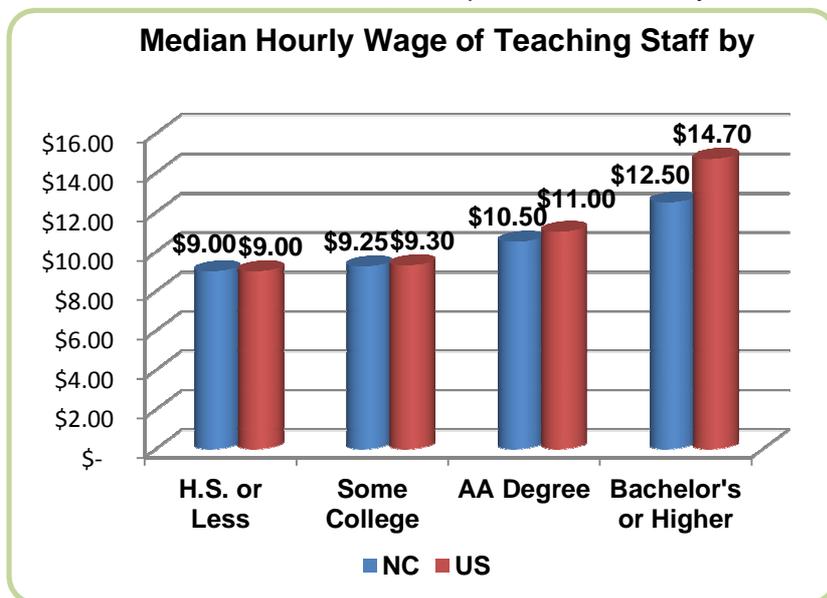
- Experience.** Statewide, directors have **18.0** years of experience in the child care field compared to **11.0** years for teachers, **9.0** years for assistant teachers, and **17.0** years for family child care providers. Furthermore, directors have been in their current centers for a median of **7.0** years. Teachers have been in their programs for **3.3** years, assistant teachers for **2.2** years, and family child care providers for **13.0** years.

All NC data are based on the 2014 statewide workforce survey conducted by Child Care Services Association and funded by the Division of Child Development with a Race to the Top Early Learning Challenge grant. US data from the National Survey of Early Care and Education (NCECE) Research Brief OPRE Report #2013-38, Washing DC: OPRE, Administration for Children and Families, US Dept of Health and Human Services.

- *Prospective Turnover.* When asked, **13%** of directors, **19%** of teachers, **21%** of assistant teachers, and **17%** 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.
- *Turnover.* Directors in North Carolina report that **19%** of full-time teachers and assistants left their child care center last year. Broken down by position, **19%** of full-time teachers left their center last year and **16%** of full-time assistant teachers left their center during this time.

Wages and Benefits

- *Median wages.* Center directors in North Carolina earn **\$15.52** per hour, teachers earn **\$10.20** per hour, assistant teachers earn **\$9.38** per hour, and family child care providers make **\$7.05** per hour.



When examined by degree, teaching staff make increasingly more as more education is attained. This same pattern holds true nationwide as well (see chart). The median salary for North Carolina teaching staff is \$9.00 per hour for those with a high school degree or less, yet child care professionals can make a median of \$12.50 per hour with a bachelor's degree or higher.

- *Public assistance.* Statewide, **42%** of teachers, **48%** of assistant teachers, and **24%** 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 statewide where staff work overtime, **66%** report paying staff at time and a half. For teachers, **10%** report working a second job while **15%** of assistant teachers likewise said that they have other employment to make ends meet.
- *Health insurance and sick leave.* Of the centers in the State, **17%** pay for the full cost of health insurance, **29%** provide partial assistance, and **54%** provide no financial support for health insurance for their employees. Moreover, **22%** of teachers and **24%** of assistant teachers have no health insurance from any source. When teachers get sick, **27%** of centers provide between 1 and 5 days of paid sick leave per year and **41%** give 6 or more days. However, **32%** of centers provide no paid time off for illness.
- *Professional support benefits.* Of the centers responding statewide **81%** help staff pay for education or training expenses, **63%** provide paid time off for training and **69%** provide paid preparation or planning time.

