

Who's Caring for Our Babies?
A Profile of Early Care and Education for
Children Birth to Three in North Carolina



Introduction

The last 20 years have seen a revolution in need for and usage of child care for infants and toddlers in North Carolina. As more and more women have re-entered the workforce with children under a year old, the need for child care has grown. It is estimated that 53-59% of babies under one live in a household where their mothers work. And with the work requirements associated with TANF requiring mothers to go back to work as soon as possible after the birth of their children, babies living in both poor and middle income families are faced with spending their very earliest days in a child care setting.

In North Carolina, we have seen a significant increase in the numbers of infants and toddlers in regulated child care settings over the last nine years. In 1996 data from the NC Division of Child Development indicated that there were 59,402 children enrolled in child care settings who were under three. Of these, 12,835 were under one year of age. In 2005, the number of children under three had risen to 73,275 a 23% increase. And the number of children under one increased by 21%.

With so much national and state attention focused on school readiness and on helping four year olds come to school better prepared, it is important to assess what is happening for our very youngest citizens. Numerous studies have identified the first years of life as critical for setting the foundation for future learning. These studies have identified key elements in providing an environment that maximizes the chances that the young infant can reach her potential. Examples of such factors include consistency, security, predictability, focus, encouragement, and age appropriate toys or objects¹.

Given these factors, it is critical to examine the status of child care for our youngest citizen. This study examines three major pieces of data to help us look at child care and children from zero to three. The first data come from the regulatory database within the NC Divisions of Child Development. In the first section of the report the reader will be able to look at the enrollment of infants and toddlers in child care, examine the quality of care these young children are using and see how this compares with the care of our 3 and 4 year preschools.

The second piece of data also come from the NC Division of Child Development. Using data from the state subsidy program, we examine what type of child care our poorest children receive. This information is critically important as the more and more of our poor children are in child care at earlier ages, as their parents are working.

Finally, using the data from the 2003 study of the child care workforce, conducted by Child Care Services Association and Frank Porter Graham Child Development Institute, we will compare the education, compensation and retention of teachers working with our babies and toddlers with those who work with our babies and toddlers with those who work with our preschoolers.

¹ The Program for Infant Toddler Caregivers, *A Guide to Cognitive Development and Learning*. California Department of Education and WestEd. Sacramento, 1995.

North Carolina Regional Child Care Resource and Referral System County and Region List

Region 1	Region 5	Region 10	Region 14
Bertie County	Cumberland County	Cherokee County	Guilford County
Camden County	Duplin County	Clay County	Randolph County
Chowan County	Robeson County	Graham County	Rockingham County
Currituck County	Sampson County	Haywood County	Region 15
Gates County	Scotland County	Jackson County	Alamance County
Hertford County	Region 6	Macon County	Caswell County
Northampton County	Anson County	Swain County	Durham County
Pasquotank County	Hoke County	Region 11	Orange County
Perquimans County	Montgomery County	Avery County	Person County
Region 2	Moore County	Burke County	Region 16
Beaufort County	Richmond County	Caldwell County	Chatham County
Craven County	Region 7	McDowell County	Harnett County
Dare County	Cabarrus County	Mitchell County	Johnston County
Hyde County	Mecklenburg County	Yancey County	Lee County
Pamlico County	Rowan County	Region 12	Wayne County
Tyrrell County	Stanly County	Alexander County	Region 17
Washington County	Union County	Ashe County	Franklin County
Region 3	Region 8	Iredell County	Granville County
Carteret County	Catawba County	Watauga County	Vance County
Greene County	Cleveland County	Wilkes County	Wake County
Jones County	Gaston County	Region 13	Region 18
Lenoir County	Lincoln County	Alleghany County	Edgecombe County
Martin County	Region 9	Davidson County	Halifax County
Onslow County	Buncombe County	Davie County	Nash County
Pitt County	Henderson County	Forsyth County	Warren County
Region 4	Madison County	Stokes County	Wilson County
Bladen County	Polk County	Surry County	
Brunswick County	Rutherford County	Yadkin County	
Columbus County	Transylvania County		
New Hanover County			
Pender County			

North Carolina Child Care Programs Serving Infants and Toddlers

This section analyzes the following research questions:

- Are infants and toddlers in NC enrolled in high quality programs?
- Are child care facilities that provide care and education to infants and toddlers different from child care facilities that provide care and education to children 3-5 years?
- Do infants and toddlers have access to teachers of different levels of education and different program standards than children 3-5 years?
- Are these differences statewide or specific to certain regions and counties?

To answer these questions licensing and enrollment data for April 2005 were obtained from the NC Division of Child Development. Child care programs that enrolled children birth up to 36 months are compared to child care programs that enroll children 3 to 5 years old².

This section contains the following: data source, summary of key findings, data tables showing the comparison statewide, and tables providing comparisons for each of the 18 NC CCR&R Regions and counties across the state. In each regional data table, a column on statewide infant and toddler data is included for comparison purposes. In each county data table, a column on the regional data in which that county is located is included for comparison purposes.

Data Source

All data in this section are from the North Carolina Division of Child Development licensing and enrollment data for April 2005. Licensed programs serving school-age children only have been excluded from the analysis.

Summary of Key Findings

Across the state of North Carolina...

- Seventy-six thousand four hundred and sixty-one children from birth to three are in regulated child care settings
- Of the 76,461, 21% are infants, 34% are one-year-olds and 44% are two-year-olds.
- 85% of infants and toddlers enrolled in licensed care are in child care centers.
- 41% of children 0-5 years old enrolled in licensed child care programs of all types are infants and toddlers.
- 39% of children 0-5 years in licensed centers are infants and toddlers.
- 62% of children 0-5 years in licensed homes are infants and toddlers.

² Programs that enroll both infants and toddlers and pre-school children were counted in both data sets. Programs that only serve school age children are excluded.

- 51% of 5-star centers enroll infants and toddlers, while 83% of 1-star centers do so. 95% of 5-star centers enroll children 3-5 years.
- Fewer high quality (4- and 5-star) child care centers provide care for infants and toddlers than preschoolers. In only five regions 50% or more of infants and toddlers are receiving care in 4- or 5-star child care centers. In six regions 30% or less of infants and toddlers are enrolled in 4- or 5-star centers. (See table below).

Enrollment of Infants and Toddlers in Child Care Centers by Star Rating						
Region	5-Star	4-Star	3-Star	2-Star	1-Star	Other
1	3%	16%	49%	0%	13%	18%
2	6%	24%	60%	0%	4%	7%
3	6%	18%	37%	4%	20%	15%
4	8%	31%	38%	1%	11%	11%
5	2%	19%	65%	2%	6%	6%
6	12%	6%	57%	5%	11%	8%
7	13%	39%	33%	0%	1%	13%
8	6%	39%	35%	1%	2%	17%
9	14%	31%	35%	5%	8%	6%
10	18%	45%	25%	0%	5%	6%
11	31%	35%	22%	1%	10%	1%
12	15%	30%	36%	0%	13%	6%
13	6%	28%	36%	3%	6%	22%
14	12%	29%	29%	0%	13%	17%
15	15%	26%	35%	4%	8%	11%
16	4%	22%	49%	3%	7%	15%
17	16%	37%	28%	1%	11%	8%
18	14%	40%	34%	0%	1%	11%
NC State	11%	30%	38%	2%	8%	12%

- 40% of infants and toddlers are enrolled in 4- or 5-star centers or homes as compared to 49% of children 3-5 years.
- Regions 6 and 16 have the lowest percent (22%) and Region 18 has the highest percent (45%) of 4- and 5-star homes and centers that enroll infants and toddlers.
- In every region the percent of infants and toddlers enrolled in 4- or 5-star programs is lower than preschoolers.
- Region 6 has the lowest percent (21%) and Region 11 has the highest percent (62%) of infants and toddlers enrolled in 4- and 5- star programs.
- In eight regions 50% or more of preschoolers are enrolled in 4- or 5-star programs of all types. This is true of only three regions for infants and toddlers.

Percent of Programs (Centers and Homes) with a 4- or 5-Star License		
Region	Enroll Infants/Toddlers	Enroll Preschoolers
1	24%	27%
2	32%	35%
3	31%	33%
4	29%	32%
5	28%	33%
6	22%	26%
7	36%	40%
8	39%	42%
9	36%	42%
10	47%	55%
11	44%	51%
12	30%	40%
13	34%	38%
14	36%	40%
15	38%	43%
16	22%	27%
17	34%	38%
18	45%	50%
NC State	33%	38%

Percent of Children by Age Enrolled in 4- or 5-Star Programs (Centers and Homes)		
Region	Infants/Toddlers	Preschoolers
1	22%	34%
2	34%	40%
3	27%	36%
4	38%	45%
5	23%	42%
6	21%	39%
7	49%	53%
8	46%	52%
9	44%	55%
10	60%	71%
11	62%	72%
12	41%	58%
13	35%	40%
14	41%	48%
15	41%	49%
16	26%	40%
17	49%	58%
18	51%	60%
NC State	40%	49%

- At the state level there is a 9% average difference in preschoolers accessing 4- or 5-star care vs. infants and toddlers. Among the regions, however, the differences range from 4% in Region 7 to 18% in Region 6.

- 24% of infants and toddlers are enrolled in licensed centers or homes with 4 or 5 points in education as compared to 31% of children 3-5 years.
- In 14 regions 30% or less of the infants and toddlers enrolled in licensed care are in a center or home with 4 or 5 education points. This is true in 9 regions for preschoolers.
- At the state level there is a 7% average difference in preschoolers accessing programs with 4 or 5 education points vs. infants and toddlers. Among the regions, however, the differences range from 2% in Region 7 to 18% in Region 12. In every region the percent of infants and toddlers enrolled in programs with 4 or 5 education points is lower than the percent of preschoolers enrolled in similar programs.

Percent of children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Education Points		
Region	Infants/Toddlers	Preschoolers
1	15%	19%
2	28%	33%
3	15%	20%
4	16%	23%
5	16%	26%
6	21%	28%
7	28%	30%
8	21%	27%
9	23%	32%
10	33%	40%
11	45%	48%
12	27%	45%
13	19%	23%
14	21%	30%
15	27%	33%
16	21%	34%
17	35%	41%
18	39%	44%
NC State	24%	31%

- 25% of infants and toddlers are enrolled in licensed centers or homes with 4 or 5 points in program standards as compared to 33% of children 3-5 years.
- In 14 regions 30% or less of the infants and toddlers enrolled in child care are in a center or home with 4 or 5 program standard points. This is true in 7 regions for preschoolers.
- At the state level there is an 8% difference in preschoolers accessing programs with 4 or 5 program standard points vs. infants and toddlers. Among the regions, however, the differences range from 3% in Regions 7 and 9 to 22% in Region 12. In every region the percent of infants and toddlers enrolled in programs with 4 or 5 program standard points is lower than the percent of preschoolers enrolled in similar programs.

Percent of Children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Program Standard Points

Region	Infants/Toddlers	Preschoolers
1	12%	18%
2	16%	38%
3	22%	28%
4	24%	29%
5	14%	30%
6	13%	31%
7	32%	35%
8	19%	33%
9	40%	43%
10	45%	51%
11	34%	47%
12	30%	46%
13	19%	25%
14	25%	32%
15	30%	40%
16	10%	22%
17	30%	36%
18	18%	23%
NC State	25%	33%

- Across the regions of North Carolina the percent of infants and toddlers enrolled in 4- or 5-star licensed centers varies greatly. Across the state the percent ranges from 58.16% in Region 10 to 14.32% in Region 6.
- Regions 7 and 17 contain the counties with the largest population in North Carolina (Wake & Mecklenburg). Both regions rank in the top 5.
- Forsyth County (ranking 4th in population size) is in Region 13 and is below the state percent.
- Guilford County (ranking 4th in population size) is just above the state percent. Cumberland County (with the 5th largest County in North Carolina) is located in Region 5 and ranks in the bottom three regions.

% of Infants/Toddlers in Licensed Care Enrolled in 4- or 5-star Centers		
Ranking	Region	%
1	10	58.16%
2	11	56.41%
3	7	45.74%
4	17	45.34%
5	18	43.43%
6	8	41.24%
7	9	40.76%
8	12	38.11%
9	14	35.42%
10	State	34.67%
11	4	33.64%
12	15	32.58%
13	13	28.56%
14	16	22.04%
15	2	21.51%
16	3	19.04%
17	5	17.91%
18	1	15.49%
19	6	14.32%

- Across the counties of North Carolina the percent of infants and toddlers enrolled in 4- or 5-star licensed centers depicts an even larger range. Davie, Camden, Jackson, Graham, and Clay Counties have the highest percent (70% or more) of infants and toddlers enrolled in 4- or 5-star licensed centers and Pasquotank, Perquimans, Pamlico, Tyrrell, Richmond and Alleghany counties have the lowest (0%).
- Among the counties in North Carolina with the largest populations, two (Wake & Mecklenburg) are ranked in the top 20, Guilford County is ranked 36th, Forsyth County is ranked 54th and Cumberland County ranks 70th in the state.

% of Infants/Toddlers in Licensed Care Enrolled in 4- or 5-star Centers							
Ranking	County	Region	%	Ranking	County	Region	%
1	Davie	13	91.59%	51	Johnston	16	29.48%
2	Camden	1	88.37%	52	Chowan	1	28.30%
3	Jackson	10	75.00%	53	Columbus	4	28.18%
4	Graham	10	73.33%	54	Forsyth	13	27.85%
5	Clay	10	70.83%	55	Greene	3	27.63%
6	Catawba	8	67.75%	56	Gaston	8	27.10%
7	Burke	11	65.52%	57	Iredell	12	26.68%
8	Avery	11	65.32%	58	Northampton	1	25.23%
9	Ashe	12	63.59%	59	Moore	6	25.03%
10	McDowell	11	60.85%	60	Madison	9	22.73%
11	Cherokee	10	60.26%	60	Rutherford	9	22.73%
12	Macon	10	55.94%	62	Craven	2	22.69%
13	Wilson	18	54.95%	63	Alamance	15	22.39%
14	Swain	10	54.74%	64	Lee	16	21.20%
15	Carteret	3	54.56%	65	Person	15	20.57%
16	Watauga	12	53.19%	66	Rockingham	14	20.56%
17	Orange	15	53.01%	67	Yadkin	13	20.08%
18	Union	7	51.50%	68	Wayne	16	19.95%
19	Wake	17	50.53%	69	Cleveland	8	19.27%
20	Mecklenburg	7	50.26%	70	Cumberland	5	19.24%
21	Caldwell	11	49.54%	71	Harnett	16	18.66%
22	Haywood	10	48.49%	72	Warren	18	18.49%
23	Lincoln	8	47.85%	73	Scotland	5	16.85%
24	Hyde	2	46.67%	74	Stanly	7	16.28%
25	Buncombe	9	45.47%	75	Pitt	3	16.04%
26	Nash	18	42.98%	76	Currituck	1	15.57%
27	Henderson	9	42.73%	77	Anson	6	15.00%
28	Transylvania	9	42.50%	78	Gates	1	12.50%
29	Wilkes	12	42.22%	79	Pender	4	12.44%
30	Edgecombe	18	42.00%	80	Lenoir	3	11.33%
31	Duplin	5	42.00%	81	Montgomery	6	10.24%
32	Brunswick	4	41.75%	82	Robeson	5	10.12%
33	Martin	3	41.33%	83	Onslow	3	9.51%
34	Alexander	12	39.92%	84	Mitchell	11	9.43%
35	New Hanover	4	38.75%	85	Bladen	4	9.13%
36	Guilford	14	38.29%	86	Sampson	5	8.22%
37	Stokes	13	38.00%	87	Vance	17	7.90%
38	Yancey	11	36.36%	88	Hoke	6	5.96%
39	Jones	3	36.07%	89	Dare	2	5.85%
40	Beaufort	2	36.00%	90	Surry	13	5.32%
41	Franklin	17	35.53%	91	Bertie	1	4.97%
	NC Statewide		34.67%	92	Chatham	16	4.10%
42	Polk	9	33.68%	93	Granville	17	3.74%
43	Davidson	13	32.60%	94	Washington	2	1.63%
44	Cabarrus	7	31.54%	95	Pasquotank	1	0.00%
45	Durham	15	31.27%	96	Perquimans	1	0.00%
46	Caswell	15	30.89%	97	Pamlico	2	0.00%
47	Randolph	14	30.82%	98	Tyrrell	2	0.00%
48	Halifax	18	30.22%	99	Richmond	6	0.00%
49	Rowan	7	29.81%	100	Alleghany	13	0.00%
50	Hertford	1	29.56%				

**NC Statewide Licensing Data
April 2005**

Table 1: Programs Characteristics	NC Statewide Programs		NC Statewide Programs Enrolling Infants and Toddlers		NC Statewide Programs Enrolling Preschoolers	
	#	%	#	%	#	%
5 Star Centers	508	13%	260	8%	495	13%
5 Star Homes	368	8%	346	8%	308	10%
4 Star Centers	1,101	28%	834	27%	1,077	28%
4 Star Homes	1,029	23%	962	24%	821	25%
3 Star Centers	1,382	35%	1,280	41%	1,352	35%
3 Star Homes	1,592	36%	1,493	37%	1,214	38%
2 Star Centers	59	1%	54	2%	57	1%
2 Star Homes	46	1%	42	1%	40	1%
1 Star Center	355	9%	295	9%	342	9%
1 Star Home	1,352	31%	1,193	29%	814	25%
GS 110-106 Centers	353	9%	272	9%	347	9%
GS 110-106 Homes	0	0%	N/A	N/A	N/A	N/A
Temporary Centers	203	5%	108	3%	201	5%
Temporary Homes	32	1%	28	1%	20	1%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	27	1%	26	1%	26	1%
Special Provisional, Provisional, & Probationary Homes	10	0%	10	0%	9	0%
Total Centers	3,988	100%	3,129	78%	3,897	98%
Total Homes	4,429	100%	4,074	92%	3,227	73%

Table 2: NC Statewide Enrollment	#	%
Infants & Toddlers Enrolled in Centers	64,815	38.6%
Preschoolers Enrolled in Centers	103,199	61.4%
Infants & Toddlers Enrolled in Homes	11,646	61.5%
Preschoolers Enrolled in Homes	7,279	38.5%

Table 3: Enrollment by License Level	NC Statewide Birth-5 Enrollment		NC Statewide Infant & Toddler Enrollment		NC Statewide Preschooler Enrollment	
	#	%	#	%	#	%
	5 Star Centers	23,270	14%	6,889	11%	16,381
5 Star Homes	1,828	10%	1,042	9%	786	11%
4 Star Centers	54,896	33%	19,620	30%	35,276	34%
4 Star Homes	4,925	26%	2,923	25%	2,002	28%
3 Star Centers	53,325	32%	24,435	38%	28,890	28%
3 Star Homes	7,106	38%	4,446	38%	2,660	37%
2 Star Centers	2,558	2%	1,065	2%	1,493	1%
2 Star Homes	196	1%	103	1%	93	1%
1 Star Centers	11,531	7%	5,105	8%	6,426	6%
1 Star Homes	4,678	25%	3,020	26%	1,658	23%
GS 110-106 Centers	15,569	9%	5,463	8%	10,106	10%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	5,640	3%	1,741	3%	3,899	4%
Temporary Homes	128	1%	78	1%	50	1%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	1,225	1%	497	1%	728	1%
Special Provisional, Provisional, & Probationary Homes	62	0%	34	0%	28	0%
Total Enrollment in Centers	168,014	100%	64,815	39%	103,199	61%
Total Enrollment in Homes	18,923	100%	11,646	62%	7,279	38%

Table 5: Education Points by Enrollment	NC Statewide Birth -5 Enrollment		NC Statewide Infant & Toddler Enrollment		NC Statewide Preschooler Enrollment	
	#	%	#	%	#	%
	5 Education Points Centers	12,694	8%	3,642	6%	9,052
5 Education Points Homes	1,409	7%	837	7%	572	8%
4 Education Points Centers	35,124	21%	11,762	18%	23,362	23%
4 Education Points Homes	4,116	22%	2,426	21%	1,690	23%
3 Education Points Centers	48,340	29%	20,028	31%	28,312	27%
3 Education Points Homes	2,535	13%	1,568	13%	967	13%
2 Education Points Centers	18,377	11%	8,086	12%	10,291	10%
2 Education Points Homes	1,994	11%	1,172	10%	822	11%
1 Education Point Centers	19,514	12%	8,491	13%	11,023	11%
1 Education Point Homes	4,001	21%	2,511	22%	1,490	20%
Unassessed Centers	33,965	20%	12,806	20%	21,159	21%
Unassessed Homes	4,870	26%	3,132	27%	1,738	24%

Table 6: Program Standard Points by Enrollment	NC Statewide Birth-5 Enrollment		NC Statewide Infant & Toddler Enrollment		NC Statewide Preschooler Enrollment	
	#	%	#	%	#	%
	5 Program Standard Points Centers	23,690	14%	6,716	10%	16,974
5 Program Standard Points Homes	2,402	13%	1,368	12%	1,034	14%
4 Program Standard Points Centers	28,318	17%	10,274	16%	18,044	17%
4 Program Standard Points Homes	796	4%	458	4%	338	5%
3 Program Standard Points Centers	14,768	9%	5,784	9%	8,984	9%
3 Program Standard Points Homes	446	2%	269	2%	177	2%
2 Program Standard Points Centers	55,297	33%	23,772	37%	31,525	31%
2 Program Standard Points Homes	10,045	53%	6,191	53%	3,854	53%
1 Program Standard Point Centers	12,081	7%	5,495	8%	6,586	6%
1 Program Standard Point Homes	366	2%	228	2%	138	2%
Unassessed Centers	33,860	20%	12,774	20%	21,086	20%
Unassessed Homes	4,870	26%	3,132	27%	1,738	24%

North Carolina Infants and Toddlers Receiving Child Care Subsidy

This section analyzes the following research questions:

- Is the state funding high quality child care for infants and toddlers?
- How does the number of infants and toddlers receiving subsidy compare to the number of preschoolers receiving subsidy?
- How does the number of infants and toddlers on the child care subsidy waiting list compare to the number of preschoolers waiting for subsidy?
- Are these differences statewide or specific to certain regions and counties?

To answer these questions licensing, enrollment, and subsidy data for April 2005 were obtained from the NC Division of Child Development. Children receiving a child care subsidy ages birth up to 36 months were compared to children receiving subsidy ages 3 to 5 years old³. Each NC county department of social services and/or local purchase of care agency was contacted for information about their child care subsidy waiting list⁴.

This section contains the following: data source; summary of key findings; data tables showing the comparison statewide; and tables providing comparisons for each of the 18 NC CCR&R Regions and counties across the state. In each regional data table, a column on statewide infant and toddler data is included for comparison purposes. In each county data table, a column on the regional data in which that county is located is included for comparison purposes. The data tables contain information on subsidized children enrolled in North Carolina licensed child care facilities only⁵.

Data Source

All data in this section on children receiving child care subsidy are from the North Carolina Division of Child Development licensing, enrollment, and subsidy data for April 2005. Data include children receiving state and federal funds through the Division of Child Development and state Smart Start funds provided for subsidy purposes and reported through the SSRS system as having received a subsidy (enhancements scholarships were excluded to ensure an unduplicated count). Data do not include information on children that received financial assistance through independent, non-government sources or children receiving other sources of federal funds not administered through the NC Division of Child Development. School-age children receiving subsidy have been excluded from the analysis (n=30,991). Data on children waiting for child care subsidy were obtained from each local department of social services or local purchase of care agency. Agencies managing subsidy for 94 counties responded.

³ For various reasons, 1,222 children had duplicate records. Due to the inability to determine which record was accurate, they were excluded from the analysis.

⁴ Agencies maintaining child care subsidy waiting lists for 94 counties responded; 6 of those agencies could not provide information by age of child; in 44 of the remaining 88 counties there was no child care subsidy waiting list.

⁵ 963 Children ages 0-5 receiving subsidy were in unlicensed or out-of-state care and were excluded.

Summary of Key Findings

Across the state of North Carolina...

- Thirty-two thousand, five hundred and thirty-six infants and toddlers receive a child care subsidy. This represents 44% of all infants and toddlers receiving care in a licensed child care facility.
- Of the 32,536 infants and toddlers receiving a subsidy, 23% of them are infants, 35% are one year-olds, and 42% were two year-olds.
- 85% of infants and toddlers receiving child care subsidy are enrolled in licensed child care centers.
- 45% of children 0-5 receiving subsidy in licensed care are infants and toddlers.
- 44% of children 0-5 receiving subsidy to attend centers are infants and toddlers.
- 54% of children 0-5 receiving subsidy to attend homes are infants and toddlers.
- 37% of infants and toddlers receiving child care subsidy are enrolled in 4-or 5-star centers and homes as compared to 43% of 3-5 year olds receiving child care subsidy.
- 41% of the children 0-5 receiving child care subsidy and attending 5-star centers or 5-star homes are infants and toddlers.
- 16% of infants and toddlers and 14% of 3-5 years olds receiving subsidy are in centers or homes where education points have not been assessed.
- 22% of infants and toddlers and 26% of 3-5 year olds receiving subsidy are in centers or homes with 4 or 5 education points.
- 20% of infants and toddlers and 25% of 3-5 year olds receiving subsidy are in centers or homes with 4 or 5 program points.
- More than half (63%) of children ages 0-5 waiting for a child care subsidy are infants or toddlers.
- Less than half (45%) of the children ages 0-5 receiving a child care subsidy are infants or toddlers.

Across the Regions in North Carolina...

- Regionally there is wide variability in the access of subsidized children to 4-or 5-star child care. In all but one of the regions, 3-5 year olds receiving subsidy access 4-or 5-star care at a greater rate than infants and toddlers; differences within regions vary from 2% to 10% (In Region 3 the percents are the same).
- Region 6 has the lowest rate of access to 4- and 5-star care for infants and toddlers receiving subsidy (16%) but also one of the lowest rates of access for 3-5 year olds receiving subsidy to 4- and 5-star care (25%).
- Region 10 has the highest rate of access to 4- and 5-star care for infants and toddlers receiving subsidy (64%) but also the highest rate of access for 3-5 year olds receiving subsidy (71%).
- In only 3 regions did 50% or more infants and toddlers on subsidy access 4- or 5-star licensed programs.

Percent of of Subsidized Children by Age Enrolled in 4- or 5-Star Programs (Centers and Homes)

Region	Infant/Toddler		Preschoolers	
	#	%	#	%
1	201	21%	288	31%
2	248	30%	296	32%
3	570	28%	619	28%
4	651	39%	879	43%
5	623	20%	819	24%
6	145	16%	267	25%
7	1,691	44%	2,729	51%
8	827	49%	1,253	53%
9	569	39%	926	48%
10	529	64%	662	71%
11	533	57%	721	62%
12	397	41%	583	48%
13	864	32%	1,093	36%
14	992	37%	1,480	42%
15	817	36%	1,181	45%
16	481	26%	815	35%
17	1,045	46%	1,390	51%
18	829	56%	970	61%
NC State	12,012	37%	16,971	43%

Percent of Subsidized children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Education Points

Region	Infant/Toddler	Preschoolers
1	13%	20%
2	26%	29%
3	16%	16%
4	19%	21%
5	15%	17%
6	16%	18%
7	22%	26%
8	23%	30%
9	17%	24%
10	35%	40%
11	38%	41%
12	25%	34%
13	15%	17%
14	19%	24%
15	25%	30%
16	22%	27%
17	33%	37%
18	45%	46%
NC State	22%	26%

- Regionally there is wide variability in the access of subsidized children to programs with 4 or 5 education points. In 17 of the 18 regions, 3-5 year olds receiving subsidy access programs with 4 or 5 education points at a greater rate than infants and toddlers; differences within regions vary from 1% to 9%.
- Region 1 has the lowest rate of access to programs with high education points for infants and toddlers (13%).
- Region 18 has the highest rate of access for infants and toddlers (45%) but also the highest rate of access for 3-5 year olds (46%).

- Regionally there is wide variability in the access of subsidized children to programs with 4 or 5 program points. In 16 of the 18 regions, 3-5 year olds receiving subsidy access programs with 4 or 5 program points at a greater rate than infants and toddlers; differences within regions vary from 1% to 10%.
- Region 6 has the lowest rates of access to programs with high program scores for infants and toddlers (6%) but also one of the lowest rates of access for 3-5 year olds (16%).
- Region 10 has the highest rate of access for infants and toddlers (47%) but also the highest rate of access for 3-5 year olds (53%).

Percent of Subsidized Children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Program Standard Points

Region	Infant/Toddler	Preschoolers
1	10%	18%
2	16%	16%
3	22%	23%
4	20%	24%
5	9%	12%
6	6%	16%
7	24%	28%
8	18%	24%
9	36%	42%
10	47%	53%
11	24%	32%
12	28%	37%
13	16%	20%
14	25%	30%
15	24%	31%
16	8%	12%
17	20%	22%
18	21%	20%
NC State	20%	25%

Number of Children 0-5 and Percent of Children who are Infants and Toddlers Waiting for Subsidy

Region	Children	
	Birth-5	Infants/Toddlers
1	490	61%
*2	291	64%
*3	590	61%
*4	275	60%
*5	1,972	45%
6	231	59%
*7	4,134	69%
8	368	36%
9	371	67%
10	0	0%
*11	183	61%
12	300	46%
*13	1,815	78%
14	1,518	58%
15	1,524	66%
**16	114	56%
17	1,913	60%
*18	361	72%
NC State	16,450	63%

*Data missing from one county in the region

**Data missing from three counties in the region

- In one region, no children are on the child care subsidy waiting list. In 8 of the remaining regions, data are available for all counties by age of child. In the other 9 regions, some data was missing. Looking at children 0-5 years old, we would expect that about 50% of the waiting list would be children 0-2 and about 50% would be 3-5 years. In the case of infants, not everyone in need of care is likely to have registered for assistance and in the case of 5 years olds, half of the cohort is school-aged.

- Of the 8 regions with complete data, in 6 regions more than half of the children waiting were infants and toddlers (ranging from 59% to 67%).
- Of the 9 regions where data is missing, in 8 regions more than half of the children waiting are infants and toddlers (ranging from 56% to 78%). In regions with missing data, all data from a county was excluded so missing data does not cause the data to be biased in one direction or the other.
- Of the 17 regions with subsidy waiting lists, the proportion of children waiting who were infants and toddlers ranged from 36% (Region 8) to 78% (Region 13).
- Across the regions of North Carolina the percent of infants and toddlers receiving subsidy enrolled in 4- or 5-star licensed centers varied greatly. Across the state the percent ranges from 8% in Region 6 to 63% in Region 10.

Number of Children 0-5 Waiting for Subsidy by Region		
Region	Infants/Toddlers	Preschoolers
1	300	190
*2	185	106
*3	361	229
*4	164	111
*5	896	1,076
6	137	94
*7	2,867	1,267
8	134	234
9	249	122
10	0	0
*11	112	71
12	138	162
*13	1,413	402
14	888	630
15	1,000	524
**16	64	50
17	1,154	759
*18	261	100
NC State	10,323	6,127
*Data missing from one county in the region		
**Data missing from three counties in the region		

- Regions 7 and 17 consist of the two largest counties in North Carolina (Mecklenburg & Wake). Both regions rank above the state percent.
- Guilford and Forsyth County (ranking 3rd and 4th in population size) are in Regions 14 & 13 and are both below the state percent. Cumberland County (with the 5th largest County in North Carolina) is located in Region 5 and ranks in the bottom three regions.

% of Infants/Toddlers Receiving Subsidy Enrolled in Licensed Care Enrolled in 4- or 5-star Centers		
Ranking	Region	%
1	10	62.71%
2	11	52.45%
3	18	45.99%
4	8	43.13%
5	17	40.55%
6	7	40.13%
7	12	37.81%
8	9	36.36%
9	4	34.61%
	NC State	30.69%
10	14	30.46%
11	15	25.37%
12	13	25.10%
13	16	20.78%
14	2	19.59%
15	3	17.82%
16	5	13.96%
17	1	13.20%
18	6	7.98%

- Across the counties of North Carolina the percent of infants and toddlers receiving subsidy enrolled in 4- or 5-star licensed centers depicts an even larger range. Graham (97%), Davie (94%), Clay (90%), Jackson (77%), and Carteret (73%) counties have the highest percent of infants and toddlers enrolled in 4- or 5-star licensed centers and Alleghany, Washington, Tyrrell, Pamlico and Hyde counties have the lowest (0%).
- Among the top 6 counties in North Carolina with the largest populations, three (Wake, Mecklenburg & Guilford) are above the state percent (30%). Durham County ranks 58th, Forsyth ranks 60th and Cumberland County ranks 75th in the state at 14%.

% of Infants/Toddlers Receiving Subsidy in Licensed Care Enrolled in 4- or 5-star Centers							
Ranking	County	Region	%	Ranking	County	Region	%
1	Graham	10	96.88%	51	Rowan	7	26.17%
2	Davie	13	94.23%	52	Madison	9	26.15%
3	Clay	10	90.24%	53	Catawba	8	25.15%
4	Jackson	10	76.84%	54	Rutherford	9	24.70%
5	Carteret	3	73.29%	55	Iredell	12	24.31%
6	Swain	10	70.09%	56	Camden	1	23.81%
7	Macon	10	67.09%	57	Transylvania	9	23.76%
8	Wilson	18	64.38%	58	Durham	15	23.35%
9	Cleveland	8	64.02%	59	Harnett	16	21.89%
10	Avery	11	62.00%	60	Forsyth	13	21.41%
11	Cherokee	10	60.80%	61	Hertford	1	21.05%
12	Wilkes	12	55.65%	62	Craven	2	20.33%
13	Burke	11	55.56%	63	Scotland	5	20.12%
14	Caldwell	11	54.03%	64	Gates	1	19.51%
15	Orange	15	51.09%	65	Warren	18	18.18%
16	Wake	17	49.86%	66	Alamance	15	16.96%
17	McDowell	11	49.23%	67	Moore	6	16.74%
18	Ashe	12	48.36%	68	Wayne	16	16.39%
19	Nash	18	47.28%	69	Stanly	7	16.00%
20	Mecklenburg	7	47.26%	70	Rockingham	14	15.65%
21	Edgecombe	18	47.17%	71	Northampton	1	15.44%
22	Buncombe	9	46.57%	72	Lee	16	15.26%
23	Lincoln	8	46.15%	73	Yadkin	13	15.19%
24	Martin	3	44.76%	74	Currituck	1	14.63%
25	Yancey	11	43.94%	75	Cumberland	5	14.38%
26	Stokes	13	43.88%	76	Jones	3	13.16%
27	Brunswick	4	43.69%	77	Chatham	16	13.14%
28	Columbus	4	43.55%	78	Person	15	12.87%
29	Union	7	42.86%	79	Anson	6	12.50%
30	Beaufort	2	40.46%	80	Pitt	3	11.55%
31	Haywood	10	39.68%	81	Lenoir	3	11.01%
32	Alexander	12	39.39%	82	Bladen	4	10.00%
33	Duplin	5	38.79%	83	Robeson	5	9.21%
34	Watauga	12	35.48%	84	Granville	17	9.20%
35	Chowan	1	33.67%	85	Perquimans	1	9.09%
36	Randolph	14	33.41%	86	Onslow	3	8.24%
37	Davidson	13	33.21%	87	Bertie	1	7.14%
38	Polk	9	32.79%	88	Dare	2	7.06%
39	Guilford	14	32.74%	89	Montgomery	6	4.29%
40	New Hanover	4	32.40%	90	Surry	13	4.27%
41	Caswell	15	31.67%	91	Vance	17	3.67%
42	Pender	4	31.45%	92	Hoke	6	3.55%
	NC Statewide		30.69%	93	Sampson	5	2.89%
43	Henderson	9	30.30%	94	Pasquotank	1	1.71%
44	Greene	3	30.10%	95	Richmond	6	0.45%
45	Mitchell	11	29.55%	96	Hyde	2	0.00%
46	Halifax	18	29.52%	96	Pamlico	2	0.00%
47	Gaston	8	28.52%	96	Tyrrell	2	0.00%
48	Johnston	16	28.35%	96	Washington	2	0.00%
49	Cabarrus	7	27.96%	96	Alleghany	13	0.00%
50	Franklin	17	26.53%				

North Carolina Statewide Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	32,536	45%	39,297	55%
Waiting For Subsidy*	10,237	63%	6,128	37%

*Missing data from Pamlico and Beaufort counties in Region 2, Greene County in Region 3, Columbus County in Region 4, Robeson County in Region 5, Stanley County in Region 7, McDowell County in Region 11, Harnett, Johnston, and Wayne County in Region 16, Surry County in Region 17, and Edgecombe County in Region 18.

NC Children Receiving Subsidy In Licensed Child Care by Star Rating	NC Statewide Children 0-5 Receiving Subsidy		NC Statewide Infants & Toddlers Receiving Subsidy		NC Statewide Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	5,476	9%	1,904	7%	3,572	10%
5 Star Homes	968	11%	501	10%	467	11%
4 Star Centers	19,697	31%	8,079	29%	11,618	33%
4 Star Homes	2,842	31%	1,528	30%	1,314	31%
3 Star Centers	27,415	44%	12,857	47%	14,558	41%
3 Star Homes	3,315	36%	1,828	36%	1,487	36%
2 Star Centers	1,052	2%	499	2%	553	2%
2 Star Homes	97	1%	51	1%	46	1%
1 Star Centers	4,413	7%	2,051	7%	2,362	7%
1 Star Homes	1,896	21%	1,061	21%	835	20%
Temporary Centers	1,349	2%	694	3%	655	2%
Temporary Homes	55	1%	31	1%	24	1%
GS 110-106 Centers	2,761	4%	1,252	5%	1,509	4%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	465	1%	188	1%	277	1%
Special Provisional, Provisional, & Probationary Homes	17	0%	8	0%	9	0%
Total Subsidized Children Enrollment in Centers*	62,628	87%	27,525	85%	35,104	89%
Total Subsidized Children Enrollment in Homes*	9,190	13%	5,011	15%	4,182	11%

*Missing licensing data on three infant/toddlers. Two are in child care homes and one is in a child care center

NC Children Receiving Subsidy In Licensed Child Care by Staff Education Points	NC Statewide Children 0-5 Receiving Subsidy		NC Statewide Infants & Toddlers Receiving Subsidy		NC Statewide Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	2,898	5%	888	3%	2,010	6%
5 Education Points Homes	674	7%	336	7%	338	8%
4 Education Points Centers	11,629	19%	4,748	17%	6,881	20%
4 Education Points Homes	2,441	27%	1,337	27%	1,104	26%
3 Education Points Centers	21,127	34%	9,352	34%	11,775	34%
3 Education Points Homes	1,412	15%	773	15%	639	15%
2 Education Points Centers	8,886	14%	4,093	15%	4,793	14%
2 Education Points Homes	1,019	11%	543	11%	476	11%
1 Education Point Centers	9,100	15%	4,258	15%	4,842	14%
1 Education Point Homes	1,676	18%	919	18%	757	18%
Unassessed Centers	8,988	14%	4,185	15%	4,803	14%
Unassessed Homes	1,968	21%	1,100	22%	868	21%

NC Children Receiving Subsidy In Licensed Child Care by Program Standard Points	NC Statewide Children 0-5 Receiving Subsidy		NC Statewide Infants & Toddlers Receiving Subsidy		NC Statewide Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	5,869	9%	2,070	8%	3,799	11%
5 Program Standard Points Homes	1,264	14%	653	13%	611	15%
4 Program Standard Points Centers	8,774	14%	3,608	13%	5,166	15%
4 Program Standard Points Homes	474	5%	247	5%	227	5%
3 Program Standard Points Centers	5,499	9%	2,336	8%	3,163	9%
3 Program Standard Points Homes	266	3%	141	3%	125	3%
2 Program Standard Points Centers	27,888	45%	12,767	46%	15,121	43%
2 Program Standard Points Homes	5,058	55%	2,786	56%	2,272	54%
1 Program Standard Point Centers	5,652	9%	2,580	9%	3,072	9%
1 Program Standard Point Homes	160	2%	81	2%	79	2%
Unassessed Centers	8,946	14%	4,163	15%	4,783	14%
Unassessed Homes	1,968	21%	1,100	22%	868	21%

Infant and Toddler Child Care Workforce in North Carolina

This section analyzes the following research questions:

- Who are the people caring for infants and toddlers in our state?
- Are child care teachers who provide care and education to infants and toddlers different from child care teachers who provide care and education to preschoolers?
- Do they have access to different kinds of compensation and support?
- Are these differences statewide or specific to certain regions?

To answer these questions the 2003 North Carolina Child Care Workforce⁶ data on center-based teachers were reexamined on key variables. Child care teachers who indicated having responsibilities for children birth to 36 months are compared to child care teachers who indicated having responsibilities for children 3 to 5 years old⁷.

This section contains the following: key findings; a data dictionary describing each of the variables; data tables showing the comparison statewide; and tables providing comparisons for each of the Regions and counties across the state. In each Regional data table, a column on statewide infant and toddler data is included for comparison purposes. In each county data table, a column on the regional data is included for comparison purposes.

Data Source

All data in this section are from the 2003 North Carolina Child Care Workforce study conducted by Child Care Services Association as part of the North Carolina Needs and Resources Assessment.

Summary of Key Findings

- Across the state, infant and toddler teachers are similar to teachers of children ages 0-5 years in gender, ethnicity and their status as parents. Their median age is two years younger than teachers of children 0-5 years.
- Infant and toddler teachers tended to have slightly less experience in their current child care programs and almost two years less experience in the child care field overall than their counterparts teaching 3-5 year olds.
- In every region across North Carolina the percent of infant and toddler teachers who had earned a degree in any field was lower than the percent of preschool teachers who had done so. Only four regions (4,10,15&17) have 30% or more of their infant and toddlers teachers with a two or four year degree.

⁶ For a detailed description of the methodology used in the 2003 North Carolina Child Care Workforce Study please see the full state report post on www.childcareservices.org

⁷ If a teacher reported working with both age groups they were identified as an infant and toddler teacher but not as a pre-school teachers (n=646).

Education Level of Child Care Workforce Caring For Infants and Toddlers by Region					
Region	Less than HS	HS or HS + Workshops	HS + College Courses	AA Degree	BA Degree or Higher
1	5%	21%	51%	17%	6%
2	1%	18%	61%	13%	7%
3	3%	19%	57%	10%	11%
4	2%	16%	49%	16%	17%
5	2%	22%	58%	14%	4%
6	4%	19%	53%	16%	8%
7	1%	16%	60%	11%	11%
8	2%	18%	61%	14%	5%
9	2%	19%	57%	7%	16%
10	1%	15%	53%	28%	4%
11	1%	16%	58%	19%	6%
12	2%	16%	60%	13%	9%
13	2%	21%	61%	10%	6%
14	2%	19%	55%	11%	13%
15	2%	15%	50%	12%	21%
16	2%	21%	59%	12%	6%
17	1%	17%	51%	11%	20%
18	2%	16%	59%	20%	4%
State	2%	16%	55%	14%	14%

- In every region across North Carolina the percent of infant and toddler teachers that reported not having health insurance was higher than the percent of preschool teachers who reported not having it. In five regions (1,3,4,5&18) 40% or more of infant and toddler teachers are without health insurance from any source.
- In every region across North Carolina except Region 6 (where the percents were the same) the percent of infant and toddler teachers that reported receiving public assistance in the past three years is higher than the percent of preschool teachers who had received it. Across the regions, 31% - 48% of the infant and toddler workforce report receiving public assistance in the past three years.
- In every region across North Carolina infant and toddler teachers reported earning a lower hourly wage than preschool teachers. This was the case both with and without a salary supplement included. In only five regions (7,9,10,15 & 17) the hourly wage for infant and toddler teachers was between \$8.00 and \$9.00 an hour. In four regions (1,2,5 &6) the median wage of infant and toddler teachers was less than \$7.00 an hour.
- In four regions (5,6, 16 & 18) 70% or more of the infant and toddler workforce has a family income of less than \$30,000. In all but two regions (9 &15) 70% or more of the workforce have children of their own.

Economic Profile of Infant and Toddler Teachers by Region						
Region	% with No Health Insurance from Any Source	% Receiving Government Assistance in Last 3 Years		Median Hourly Wage	% with Family Income below \$30,000	% with Children
		1	46%			
2	31%	40%	\$8.50	69%	77%	
3	39%	40%	\$7.00	66%	73%	
4	42%	40%	\$7.30	69%	74%	
5	40%	47%	\$6.50	75%	82%	
6	39%	39%	\$7.61	74%	74%	
7	28%	37%	\$8.47	65%	74%	
8	30%	35%	\$7.50	59%	76%	
9	29%	40%	\$8.00	66%	65%	
10	17%	38%	\$8.50	57%	79%	
11	22%	37%	\$7.50	51%	77%	
12	21%	31%	\$7.50	58%	73%	
13	29%	41%	\$7.60	66%	77%	
14	31%	37%	\$7.80	67%	71%	
15	28%	34%	\$9.00	66%	67%	
16	39%	40%	\$7.00	66%	78%	
17	30%	37%	\$9.00	63%	70%	
18	41%	47%	\$7.00	75%	79%	
state	32%	39%	\$7.75	66%	74%	

- In every region across North Carolina the percent of infant and toddler teachers who reported not receiving any professional support benefits was higher than the percent of preschool teachers not receiving these benefits.
- The proportion of infant/toddler teachers and teachers of children 3-5 years accessing the T.E.A.C.H. program was the same. A slightly higher proportion of infant/toddler teachers indicated an interest in taking courses although a lower proportion of them are currently taking courses or have taken them in the last 12 months.
- In all but four regions across North Carolina the prospective turnover rate⁸ of infant and toddler teachers was higher than that of preschool teachers. In Regions 13, 11, and 17 the percent was the same. In Region 1 the prospective turnover rate for infant and toddler teachers was only very slightly lower than for preschool teachers.

Regional Ranking of the % of Infant/Toddler Teachers with a Degree		
Ranking	Region	%
1	15	33.12%
2	4	32.53%
3	10	31.82%
4	17	30.51%
5	11	25.32%
6	6	23.91%
7	14	23.82%
8	18	23.77%
NC Statewide		23.40%
9	7	22.77%
10	1	22.69%
11	9	22.57%
12	12	22.27%
13	3	21.18%
14	2	20.11%
15	8	18.92%
16	5	17.83%
17	16	17.80%
18	13	16.00%

⁸ Prospective turnover defined as the percent of teachers that reported they were planning to leave the field in three years.

- Across the regions of North Carolina the education level of infant and toddler teachers was low. Thirteen regions of the eighteen regions only have 20% or less infant and toddler teachers with a two or four year degree. Across the state the percent ranges from 33% in Region 15 to 16% in Region 13.
- Across the counties the education level of the infant and toddler workforce depicts a much larger range. Hyde (100%), Camden, Chowan, Cherokee, and Avery County had the highest percent of infant and toddler teachers with a degree and Gates, Granville, Perquimans, Polk, Tyrrell, and Yancey County had the lowest (0%).

County Ranking of the % of Infant/Toddler Teachers with a Degree							
Ranking	County	Region	%	Ranking	County	Region	%
1	Hyde	2	100.00%	51	Gaston	8	20.63%
2	Camden	1	66.67%	52	Cleveland	8	20.41%
2	Chowan	1	66.67%	53	Alamance	15	20.22%
4	Cherokee	10	50.00%	54	Cumberland	5	20.07%
5	Avery	11	47.06%	55	Clay	10	20.00%
6	Orange	15	41.74%	55	Graham	10	20.00%
7	New Hanover	4	40.00%	57	Rowan	7	19.67%
7	Person	15	40.00%	57	Stanly	7	19.67%
9	Haywood	10	38.78%	59	Columbus	4	19.57%
10	Moore	6	38.10%	60	Vance	17	19.44%
11	Pamlico	2	37.50%	61	Craven	2	18.95%
12	Northampton	1	36.36%	62	Greene	3	18.75%
13	Bladen	4	34.78%	63	Catawba	8	18.54%
13	Wake	17	34.78%	64	Stokes	13	18.52%
15	Durham	15	33.92%	65	Davidson	13	18.18%
16	Chatham	16	33.33%	65	Martin	3	18.18%
16	Wilkes	12	33.33%	65	Washington	2	18.18%
18	Watauga	12	32.26%	68	Dare	2	17.65%
19	Montgomery	6	31.58%	69	Franklin	17	17.39%
20	Pitt	3	31.25%	70	Forsyth	13	16.59%
21	Burke	11	30.77%	71	Lee	16	16.33%
22	Anson	6	28.57%	72	Union	7	16.31%
22	Edgecombe	18	28.57%	73	Rockingham	14	15.94%
22	Jones	3	28.57%	74	Rutherford	9	15.38%
22	Mitchell	11	28.57%	75	Randolph	14	15.15%
22	Warren	18	28.57%	76	Robeson	5	14.58%
27	Guilford	14	28.52%	77	Transylvania	9	14.29%
28	Macon	10	28.13%	78	Wayne	16	14.19%
29	Buncombe	9	28.03%	79	Lincoln	8	13.64%
30	Henderson	9	27.50%	80	Caldwell	11	13.46%
31	McDowell	11	25.93%	81	Harnett	16	12.94%
32	Johnston	16	25.89%	82	Alexander	12	12.82%
33	Mecklenburg	7	25.56%	83	Yadkin	13	12.50%
34	Caswell	15	25.00%	84	Sampson	5	11.86%
34	Halifax	18	25.00%	85	Currituck	1	11.76%
36	Jackson	10	24.24%	86	Surry	13	11.54%
37	Bertie	1	23.53%	87	Onslow	3	11.43%
38	Duplin	5	23.44%	88	Madison	9	11.11%
	NC Statewide		23.40%	89	Scotland	5	10.87%
39	Swain	10	23.33%	90	Ashe	12	10.34%
40	Alleghany	13	23.08%	91	Richmond	6	9.84%
41	Wilson	18	22.77%	92	Hoke	6	7.89%
42	Brunswick	4	22.45%	93	Lenoir	3	7.14%
43	Cataret	3	22.22%	94	Davie	13	4.76%
43	Hertford	1	22.22%	95	Gates	1	0.00%
45	Iredell	12	21.65%	95	Granville	17	0.00%
46	Nash	18	21.43%	95	Perquimans	1	0.00%
46	Pender	4	21.43%	95	Polk	9	0.00%
48	Beaufort	2	21.28%	95	Tyrrell	2	0.00%
49	Cabarrus	7	21.24%	95	Yancey	11	0.00%
50	Pasquotank	1	20.69%				

**2003 North Carolina's Child Care Teacher Workforce
Infant & Toddler Teachers & Preschool Teachers**

	*All Teachers	Infant & Toddler Teachers	Preschool Teachers
Number of Teachers	13,122	6420	5346
Percent of Total Teachers	101%	55%	45%
Number of Programs	2395	1783	1927
Titles/ Positions			
Lead Teacher/ Teacher	73%	75%	72%
Assistant Teacher	21%	19%	24%
Other	6%	6%	5%

Demographic Profile	*All Teachers	Infant & Toddler Teachers	Preschool Teachers
Median Age	33	33	35
Female	99%	100%	99%
Teachers of Color	47%	47%	46%
Have Children	74%	74%	76%
Single Parent (children under 18)	22%	23%	21%

Training & Education	*All Teachers	Infant & Toddler Teachers	Preschool Teachers
Received a T.E.A.C.H Scholarship	24%	25%	25%
Has Taken a College Course in Past 12 Months	47%	46%	49%
Currently Taking Early Childhood Courses	33%	32%	35%
Interested in Taking Courses	48%	49%	48%
Have Earned a College Degree	27%	23%	33%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	4%	3%	5%
Bachelors Degree or Higher in Other Field	9%	8%	11%
Associate Degree in Early Childhood	10%	9%	13%
Associate Degree in Other Field	4%	4%	4%
High School Diploma + College Courses	55%	57%	52%
High School Diploma + workshop Training	3%	3%	3%
High School Diploma	13%	15%	12%
Some High School	2%	2%	1%
Credentials			
NC Early Childhood Credential	68%	70%	67%
NC Administrative Credential	15%	14%	17%
Early Childhood Diploma	5%	4%	5%
Early Childhood Certificate	10%	10%	10%
Child Development Associate (CDA) Credential	8%	5%	11%
B-k/Preschool add-on Teacher Licensure	2%	1%	3%

Living Conditions	*All Teachers	Infant & Toddler Teachers	Preschool Teachers
Family Income below \$30,000	63%	66%	58%
Work More than 40hrs per Week	44%	43%	45%
Work Another Job	10%	9%	10%
Median Number of Hours at Other Job	15.0	15.0	15.0
No Health Insurance	29%	32%	24%
Use of Government Assistance in Last 3 Years			
AFDC/TANF	3%	3%	2%
Medicaid for Myself	14%	16%	11%
Child Care Subsidy	16%	18%	13%
Subsidized Housing/Section 8	5%	5%	4%
Medicaid for my child	25%	27%	22%
Food Stamps	14%	15%	12%
Health Choice for my Child	11%	11%	11%
Receive no Assistance	64%	61%	67%

Experience & Turnover	*All Teachers	Infant & Toddler Teachers	Preschool Teachers
Median # of Years in Center	2.25	2.0	2.67
Median # of Years in Child Care Field	5.5	5.0	6.8
Teachers with Less than One Year in Center	26%	29%	23%
Leaving Field in 3 years	21%	23%	18%

Wages and Salary Supplements	*All Teachers	Infant & Toddler Teachers	Preschool Teachers
Percent That Received a Salary Supplement	39%	38%	42%
Median Teacher Wage w/ Salary Supplement	\$8.00	\$7.75	\$8.40
Median Teacher Wage w/out Supplement	\$7.90	\$7.51	\$8.25

Professional Support Benefits	*All Teachers	Infant & Toddler Teachers	Preschool Teachers
Paid Breaks	46%	44%	48%
Paid Prep. or Planning Time	37%	33%	44%
Written Job Description	64%	59%	69%
Written Personnel Policies	60%	55%	66%
Orientation Program	67%	64%	71%
Paid Time off for Training	31%	27%	37%
Paid Education/Training Expenses	54%	49%	60%
None of Those Listed Above	13%	16%	10%
Receive 6-7 of Those Listed Above	23%	19%	28%

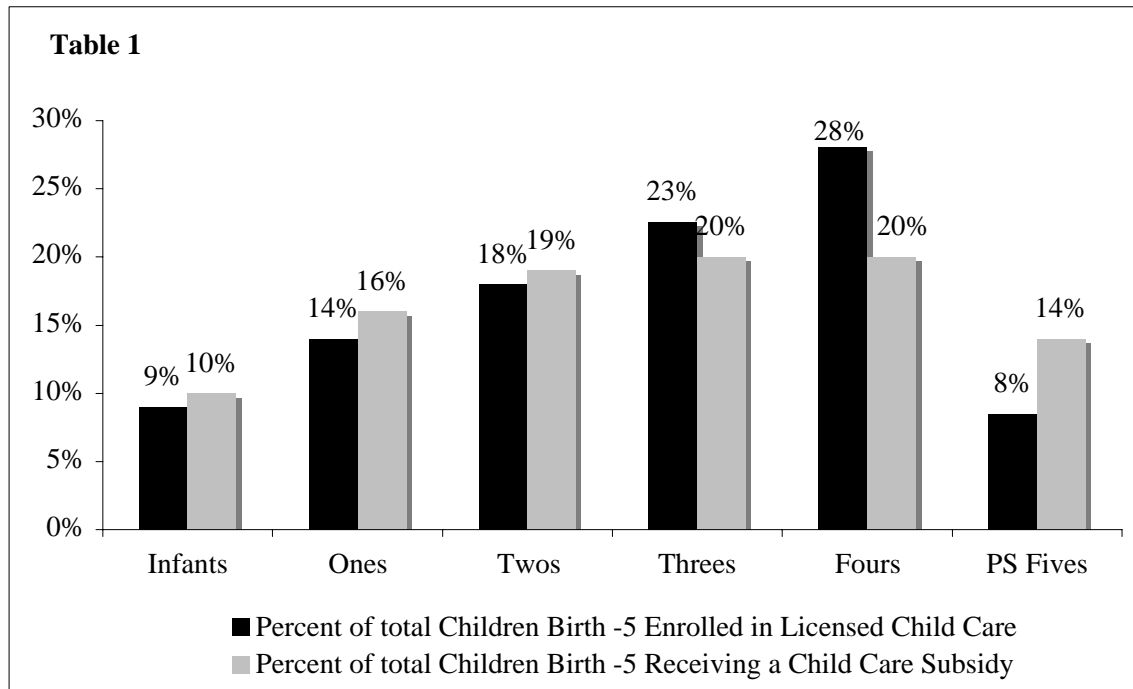
* 124 teachers did not report the age group they worked with and 1,232 worked with school-age children only

Conclusion

Over the past few years, both nationally and statewide, the political focus in the early care and education system has shifted to school readiness. Programs like More at Four, Success by 6 and others have allocated resources to preschoolers age 3-5 years of age. In addition Head Start programs, which tend to be of higher quality, serve many more three and four year olds than infants and toddlers. The data show that this effort has worked – high quality child care is more accessible to children ages 3-5 years than it is for children under 3 years in virtually every county in the state. On the other hand, however, this is concerning for infants and toddlers.

Access to Subsidy

One hundred eighty-six thousand nine hundred and thirty-nine children ages birth to five years of age were in licensed child care facilities in April 2005. Nine percent of them were infants, 14% were one year-olds, and 18% were two year-olds. Seventy-one thousand eight hundred and thirty-three (38%) of these children were receiving a child care subsidy. Breaking these numbers out by ages shows that the percent of infants, one year-olds, and two year-olds receiving subsidy is similar to their representation in the overall population of children birth to five in licensed child care. In all age groups except 3 and 4 year olds, the proportion of children receiving subsidy is higher than the proportion in the age-grouping overall. This is likely due to the fact that Head Start and More at Four subsidies are not captured here (see Table 1).



Across the counties in North Carolina the percent of infants and toddlers in licensed child care receiving a subsidy varies. Using census data to determine the percent of the county population of children living below the poverty line⁹, Appendix A shows that the percent of infants and toddlers receiving subsidy in Duplin County is in the bottom 25th percentile yet it is ranked in the top 25th percentile for the percent of children living in poverty in

⁹ FPG Child Development Institute, http://www.fpg.unc.edu/~ncnr_assessment/

the county (25.51). The percent of infants and toddlers receiving a subsidy in Mitchell County is in the highest percentile in the state yet it ranks in the lowest percentile for its overall rate of children living in poverty.

Access to High Quality Care

Infants and toddlers are our most vulnerable children – they are the most dependent on their caregivers to provide them with a safe, nurturing experience. Many of them cannot talk, walk or eat on their own. Research also shows that learning begins at birth. They need the very best teachers to ensure that their needs are met and that they receive every opportunity to develop to their full potential – they need well-educated staff; they need the low child to teacher ratios; they need stable relationships. They are much more likely to get their needs met in a 4 or 5 star program, but their access to those programs is limited.

The figure below depicts that infants and toddler receiving a subsidy are accessing high quality (4- and 5-star centers & homes) at a lower rate than infants and toddlers not receiving a subsidy in all but five regions (Regions 3, 4, 8, 10 & 18). In eight regions the difference between infants and toddler receiving a subsidy and those that do not receive a subsidy was 4% or less. Region 11 had the largest difference between these groups with a 20% difference.

The data demonstrates that a targeted focus on infant and toddler care is needed. Higher star providers need encouragement and help to create more access to their spaces for infants and toddlers. Lower star providers need help to improve the environments where infants and toddlers are currently enrolled. Families need help understanding the value of high quality infant and toddler care and help paying for it. As a state we need to assess the needs of the whole child starting from birth. Taking a critical look at the supply and quality of care across North Carolina will help us target populations such as infants and toddler who are in need of assistance. The bar has been raised for preschoolers; now it is time to bring infants and toddlers up to that same bar. As this happens we need to be aware that all children- of all ages- in all regions – and in all counties need equal access to high quality care.

Access to High Quality Care in Centers and Homes Located in Each Region		
Region	Infants & Toddlers Receiving Subsidy Accessing 4- or 5-star Facilities	Infants & Toddlers Not Receiving a Subsidy Accessing 4- or 5-star Facilities
1	21%	25%
2	30%	32%
3	27%	26%
4	39%	37%
5	20%	26%
6	16%	25%
7	44%	52%
8	48%	44%
9	39%	48%
10	64%	53%
11	57%	70%
12	40%	43%
13	32%	37%
14	37%	44%
15	37%	44%
16	24%	28%
17	46%	50%
18	57%	43%

Appendix A (continued)

County	# of Infants & Toddlers in Licensed Child Care	# of Infants and Toddlers in Licensed Child Care Receiving Subsidy	% of Infants and Toddlers in Licensed Child Care Receiving Subsidy
Surry	602	306	51%
Rockingham	681	356	52%
Burke	580	307	53%
Vance	519	276	53%
Avery	124	66	53%
Wilkes	424	226	53%
Cumberland	3705	1986	54%
Hoke	302	164	54%
Montgomery	127	69	54%
Anson	280	155	55%
Beaufort	325	180	55%
Craven	767	426	56%
Bladen	252	140	56%
Richmond	387	219	57%
Swain	232	133	57%
Perquimans	61	35	57%
Ashe	195	114	58%
Rutherford	396	232	59%
Hertford	274	161	59%
Transylvania	160	95	59%
McDowell	212	128	60%
Halifax	450	272	60%
Pasquotank	527	319	61%
Brunswick	479	290	61%
Columbus	511	310	61%
Caldwell	545	334	61%
Henderson	461	287	62%
Bertie	181	113	62%
Madison	88	55	63%
Polk	95	60	63%
Chowan	159	104	65%
Lenoir	503	330	66%
Greene	152	103	68%
Northampton	218	149	68%
Jones	61	42	69%
Tyrrell	26	18	69%
Haywood	365	253	69%
Mitchell	53	37	70%
Alleghany	68	48	71%
Clay	48	35	73%
Graham	45	33	73%
Warren	119	91	76%
Edgecombe	581	450	77%
Gates	48	38	79%
Pamlico	49	39	80%
Cherokee	151	128	85%
Jackson	188	162	86%
Yancey	55	55	100%
	*Percent of children living in poverty between 8.65% - 15.96 %		
	*Percent of children living in poverty between 16.08% - 19.03%		
	*Percent of children living in poverty between 19.24% - 24.79%		
	*Percent of children living in poverty between 24.83% - 34.75%		

Region 14

Guilford, Randolph and Rockingham
Counties

Region 14 Child Care Programs Serving Infants and Toddlers

Summary of Key Findings

- 62% of licensed centers in Region 14 serve infants and toddlers vs. 76% serving preschoolers.
- 79% of licensed 4- and 5-star centers and homes in Region 14 serve infants and toddlers vs. 85% serving preschoolers.
- 86% of infants and toddlers in Region 14 enrolled in licensed care are in child care centers.
- 64.4% of children 0-5 years in licensed homes in Region 14 are infants and toddlers.

- Of programs serving infants and toddlers, Randolph County has the lowest percent (22%) and Guilford County has the highest percent (40%) of homes and centers with 4- or 5-stars.

Percent of Programs (Centers and Homes) by Age with a 4- or 5-Star License

County	Enroll Infant/Toddlers	Enroll Preschoolers
Guilford	40%	42%
Randolph	22%	29%
Rockingham	23%	38%
Region 14	36%	40%

- 41% of infants and toddlers are enrolled in a 4- or 5-star program as compared to 48% of preschoolers.
- In Region 14, two of the three counties have 30% or more of infants and toddlers enrolled in programs with a 4- or 5-star license.

- The difference between infants and toddlers accessing 4- or 5-star care as compared to preschoolers accessing 4- or 5-star care ranges from 4% in Guilford County to 16% in Randolph County.

Percent of Enrollment by Age in 4- or 5-Star Programs (Centers and Homes)

County	Infant/Toddlers	Preschoolers
Guilford	45%	49%
Randolph	33%	49%
Rockingham	22%	37%
Region 14	41%	48%

- In Region 14, 21% of infants and toddlers are enrolled in centers and homes with 4 or 5 education points vs. 30% of preschoolers.
- None of the counties in Region 14 have 30% or more of infants and toddlers enrolled in a program with 4 or 5 points in education.

Percent of Children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Education Points		
County	Infant/Toddlers	Preschoolers
Guilford	22%	26%
Randolph	29%	46%
Rockingham	8%	28%
Region 14	21%	30%

- In Region 14, 25% of infants and toddlers are enrolled in centers or homes with 4 or 5 program standard points vs. 32% of preschoolers.
- All of the counties in Region 14 have a higher percent of preschoolers enrolled in programs with 4 or 5 program standard points than infants and toddlers. Across the counties the difference infants and toddlers as compared to preschoolers ranges from 5% to 21%.

Percent of Children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Program Standard Points		
County	Infant/Toddlers	Preschoolers
Guilford	28%	33%
Randolph	15%	36%
Rockingham	16%	27%
Region 14	25%	32%

**Region 14 Licensing Data
April 2005**

Table 1: Programs Characteristics	NC Statewide Programs Enrolling Infants and Toddlers		Region 14 Programs Enrolling Infants and Toddlers		Region 14 Programs Enrolling Preschoolers	
	#	%	#	%	#	%
License Level						
5 Star Centers	260	8%	25	10%	52	17%
5 Star Homes	346	8%	45	15%	39	17%
4 Star Centers	834	27%	61	24%	71	23%
4 Star Homes	962	24%	70	23%	53	23%
3 Star Centers	1,280	41%	74	29%	78	25%
3 Star Homes	1,493	37%	105	34%	82	35%
2 Star Centers	54	2%	1	0%	1	0%
2 Star Homes	42	1%	1	0%	1	0%
1 Star Centers	295	9%	43	17%	45	15%
1 Star Homes	1,193	29%	82	27%	53	23%
GS 110-106 Centers	272	9%	29	12%	37	12%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	108	3%	17	7%	23	7%
Temporary Homes	28	1%	3	1%	2	1%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	26	1%	1	0%	2	1%
Special Provisional, Provisional, & Probationary Homes	10	0%	1	0%	1	0%
Total Centers*	3,129	78%	251	62%	309	76%
Total Homes**	4,074	92%	307	88%	231	66%

*Indicates the number of centers enrolling each age grouping and the percent of the total centers in the state (n=3,988) or region (n=406).

**Indicates the number of homes enrolling each age grouping and the percent of the total homes in the state (n=4,429) or region (n=348).

Table 2: Region 14 Enrollment	#	%
Infants & Toddlers Enrolled in Centers	5,496	40.1%
Preschool Enrolled in Centers	8,211	59.9%
Infants & Toddlers Enrolled in Homes	877	64.4%
Preschool Enrolled in Homes	484	35.6%

Table 3: Enrollment by License Level	NC Statewide Infants and Toddlers Enrollment		Region 14 Infant & Toddler Enrollment		Region 14 Preschool Enrollment	
	#	%	#	%	#	%
5 Star Centers	6889	11%	676	12%	1694	21%
5 Star Homes	1042	9%	130	15%	100	21%
4 Star Centers	19620	30%	1581	29%	2229	27%
4 Star Homes	2923	25%	211	24%	118	24%
3 Star Centers	24435	38%	1582	29%	1936	24%
3 Star Homes	4446	38%	316	36%	162	33%
2 Star Centers	1065	2%	7	0%	8	0%
2 Star Homes	103	1%	6	1%	2	0%
1 Star Centers	5105	8%	721	13%	738	9%
1 Star Homes	3020	26%	206	23%	97	20%
GS 110-106 Centers	5463	8%	693	13%	1077	13%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	1741	3%	204	4%	284	3%
Temporary Homes	78	1%	7	1%	4	1%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	497	1%	32	1%	245	3%
Special Provisional, Provisional, & Probationary Homes	34	0%	1	0%	1	0%
Total Enrollment in Centers	64815	39%	5496	40%	8211	60%
Total Enrollment in Homes	11646	62%	877	64%	484	36%

Table 5: Education Points by Enrollment	NC Statewide Infants and Toddlers Enrollment		Region 14 Infant & Toddler Enrollment		Region 14 Preschool Enrollment	
	#	%	#	%	#	%
5 Education Points Centers	3,642	6%	287	5%	908	11%
5 Education Points Homes	837	7%	40	5%	31	6%
4 Education Points Centers	11,762	18%	800	15%	1,491	18%
4 Education Points Homes	2,426	21%	227	26%	144	30%
3 Education Points Centers	20,028	31%	1,537	28%	2,006	24%
3 Education Points Homes	1,568	13%	100	11%	46	10%
2 Education Points Centers	8,086	12%	719	13%	863	11%
2 Education Points Homes	1,172	10%	108	12%	61	13%
1 Education Point Centers	8,491	13%	503	9%	599	7%
1 Education Point Homes	2,511	22%	188	21%	100	21%
Unassessed Centers	12,806	20%	1,650	30%	2,344	29%
Unassessed Homes	3,132	27%	214	24%	102	21%

Table 6: Program Standard Points by Enrollment	NC Statewide Infants and Toddlers Enrollment		Region 14 Infant & Toddler Enrollment		Region 14 Preschool Enrollment	
	#	%	#	%	#	%
5 Program Standard Points Centers	6,716	10%	454	8%	1,263	15%
5 Program Standard Points Homes	1,368	12%	182	21%	133	27%
4 Program Standard Points Centers	10,274	16%	924	17%	1,402	17%
4 Program Standard Points Homes	458	4%	51	6%	27	6%
3 Program Standard Points Centers	5,784	9%	714	13%	984	12%
3 Program Standard Points Homes	269	2%	30	3%	12	2%
2 Program Standard Points Centers	23,772	37%	1,617	29%	2,056	25%
2 Program Standard Points Homes	6,191	53%	384	44%	203	42%
1 Program Standard Point Centers	5,495	8%	137	2%	162	2%
1 Program Standard Point Homes	228	2%	16	2%	7	1%
Unassessed Centers	12,774	20%	1,650	30%	2,344	29%
unassessed Homes	3,132	27%	214	24%	102	21%

**Guilford County Licensing Data
April 2005**

Table 1: Programs Characteristics	Region 14 Programs Enrolling Infants and Toddlers		Guilford County Programs Enrolling Infants and Toddlers		Guilford County Programs Enrolling Preschoolers	
	#	%	#	%	#	%
License Level						
5 Star Centers	25	10%	20	11%	32	15%
5 Star Homes	45	15%	42	16%	36	19%
4 Star Centers	61	24%	48	27%	52	25%
4 Star Homes	70	23%	65	25%	50	26%
3 Star Centers	74	29%	49	27%	53	25%
3 Star Homes	105	34%	85	32%	65	34%
2 Star Centers	1	0%	0	0%	0	0%
2 Star Homes	1	0%	0	0%	0	0%
1 Star Centers	43	17%	33	18%	35	17%
1 Star Homes	82	27%	66	25%	39	20%
GS 110-106 Centers	29	12%	15	8%	20	9%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	17	7%	15	8%	18	8%
Temporary Homes	3	1%	3	1%	2	1%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	1	0%	1	1%	2	1%
Special Provisional, Provisional, & Probationary Homes	1	0%	1	0%	1	1%
Total Centers*	251	62%	181	62%	212	73%
Total Homes**	307	88%	262	88%	193	65%

*Indicates the number of centers enrolling each age grouping and the percent of the total centers in the region (n=406) or county.

**Indicates the number of homes enrolling each age grouping and the percent of the total homes in the region (n=348) or county.

Table 2: Region 14 Enrollment	#	%
Infants & Toddlers Enrolled in Centers	4,117	41.8%
Preschoolers Enrolled in Centers	5,742	58.2%
Infants & Toddlers Enrolled in Homes	738	64.7%
Preschoolers Enrolled in Homes	402	35.3%

Table 3: Enrollment by License Level	Region 14 Infant & Toddler Enrollment		Guilford County Infant & Toddler Enrollment		Guilford County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Star Centers	676	12%	561	14%	1065
5 Star Homes	130	15%	119	16%	91	23%
4 Star Centers	1581	29%	1298	32%	1761	31%
4 Star Homes	211	24%	193	26%	108	27%
3 Star Centers	1582	29%	1038	25%	1282	22%
3 Star Homes	316	36%	256	35%	128	32%
2 Star Centers	7	0%	0	0%	0	0%
2 Star Homes	6	1%	0	0%	0	0%
1 Star Centers	721	13%	561	14%	535	9%
1 Star Homes	206	23%	162	22%	70	17%
GS 110-106 Centers	693	13%	428	10%	628	11%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	204	4%	199	5%	226	4%
Temporary Homes	7	1%	7	1%	4	1%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	32	1%	32	1%	245	4%
Special Provisional, Provisional, & Probationary Homes	1	0%	1	0%	1	0%
Total Enrollment in Centers	5496	40%	4117	42%	5742	58%
Total Enrollment in Homes	877	64%	738	65%	402	35%

Table 5: Education Points by Enrollment	Region 14 Infant & Toddler Enrollment		Guilford County Infant & Toddler Enrollment		Guilford County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Education Points Centers	287	5%	257	6%	660
5 Education Points Homes	40	5%	34	5%	31	8%
4 Education Points Centers	800	15%	558	14%	798	14%
4 Education Points Homes	227	26%	207	28%	125	31%
3 Education Points Centers	1,537	28%	1,085	26%	1,441	25%
3 Education Points Homes	100	11%	83	11%	41	10%
2 Education Points Centers	719	13%	553	13%	687	12%
2 Education Points Homes	108	12%	94	13%	49	12%
1 Education Point Centers	503	9%	444	11%	522	9%
1 Education Point Homes	188	21%	150	20%	81	20%
Unassessed Centers	1,650	30%	1,220	30%	1,634	28%
Unassessed Homes	214	24%	170	23%	75	19%

Table 6: Program Standard Points by Enrollment	Region 14 Infant & Toddler Enrollment		Guilford County Infant & Toddler Enrollment		Guilford County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Program Standard Points Centers	454	8%	368	9%	774
5 Program Standard Points Homes	182	21%	168	23%	124	31%
4 Program Standard Points Centers	924	17%	790	19%	1,087	19%
4 Program Standard Points Homes	51	6%	48	7%	23	6%
3 Program Standard Points Centers	714	13%	616	15%	835	15%
3 Program Standard Points Homes	30	3%	30	4%	12	3%
2 Program Standard Points Centers	1,617	29%	1,056	26%	1,337	23%
2 Program Standard Points Homes	384	44%	314	43%	167	42%
1 Program Standard Point Centers	137	2%	67	2%	75	1%
1 Program Standard Point Homes	16	2%	8	1%	1	0%
Unassessed Centers	1,650	30%	1,220	30%	1,634	28%
unassessed Homes	214	24%	170	23%	75	19%

**Randolph County Licensing Data
April 2005**

Table 1: Programs Characteristics	Region 14 Programs Enrolling Infants and Toddlers		Randolph County Programs Enrolling Infants and Toddlers		Randolph County Programs Enrolling Preschoolers	
	#	%	#	%	#	%
5 Star Centers	25	10%	3	9%	10	23%
5 Star Homes	45	15%	1	3%	1	4%
4 Star Centers	61	24%	7	21%	8	18%
4 Star Homes	70	23%	4	12%	2	7%
3 Star Centers	74	29%	12	35%	11	25%
3 Star Homes	105	34%	15	45%	13	46%
2 Star Centers	1	0%	0	0%	0	0%
2 Star Homes	1	0%	0	0%	0	0%
1 Star Centers	43	17%	7	21%	7	16%
1 Star Homes	82	27%	13	39%	12	43%
GS 110-106 Centers	29	12%	4	12%	6	14%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	17	7%	1	3%	2	5%
Temporary Homes	3	1%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	1	0%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	1	0%	0	0%	0	0%
Total Centers*	251	62%	34	67%	44	86%
Total Homes**	307	88%	33	92%	28	78%

*Indicates the number of centers enrolling each age grouping and the percent of the total centers in the region (n=406) or county.

**Indicates the number of homes enrolling each age grouping and the percent of the total homes in the region (n=348) or county.

Table 2: Region 14 Enrollment	#	%
Infants & Toddlers Enrolled in Centers	734	35.3%
Preschoolers Enrolled in Centers	1,345	64.7%
Infants & Toddlers Enrolled in Homes	103	66.0%
Preschoolers Enrolled in Homes	53	34.0%

Table 3: Enrollment by License Level	Region 14 Infant & Toddler Enrollment		Randolph County Infant & Toddler Enrollment		Randolph County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Star Centers	676	12%	88	12%	417
5 Star Homes	130	15%	5	5%	4	8%
4 Star Centers	1581	29%	170	23%	262	19%
4 Star Homes	211	24%	15	15%	6	11%
3 Star Centers	1582	29%	274	37%	303	23%
3 Star Homes	316	36%	47	46%	22	42%
2 Star Centers	7	0%	0	0%	0	0%
2 Star Homes	6	1%	0	0%	0	0%
1 Star Centers	721	13%	121	16%	156	12%
1 Star Homes	206	23%	36	35%	21	40%
GS 110-106 Centers	693	13%	77	10%	185	14%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	204	4%	4	1%	22	2%
Temporary Homes	7	1%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	32	1%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	1	0%	0	0%	0	0%
Total Enrollment in Centers	5496	40%	734	35%	1345	65%
Total Enrollment in Homes	877	64%	103	66%	53	34%

Table 5: Education Points by Enrollment	Region 14 Infant & Toddler Enrollment		Randolph County Infant & Toddler Enrollment		Randolph County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Education Points Centers	287	5%	30	4%	202
5 Education Points Homes	40	5%	6	6%	0	0%
4 Education Points Centers	800	15%	195	27%	428	32%
4 Education Points Homes	227	26%	11	11%	10	19%
3 Education Points Centers	1,537	28%	229	31%	246	18%
3 Education Points Homes	100	11%	11	11%	3	6%
2 Education Points Centers	719	13%	72	10%	92	7%
2 Education Points Homes	108	12%	12	12%	7	13%
1 Education Point Centers	503	9%	6	1%	14	1%
1 Education Point Homes	188	21%	27	26%	12	23%
Unassessed Centers	1,650	30%	202	28%	363	27%
Unassessed Homes	214	24%	36	35%	21	40%

Table 6: Program Standard Points by Enrollment	Region 14 Infant & Toddler Enrollment		Randolph County Infant & Toddler Enrollment		Randolph County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Program Standard Points Centers	454	8%	59	8%	247
5 Program Standard Points Homes	182	21%	8	8%	4	8%
4 Program Standard Points Centers	924	17%	62	8%	257	19%
4 Program Standard Points Homes	51	6%	0	0%	0	0%
3 Program Standard Points Centers	714	13%	57	8%	39	3%
3 Program Standard Points Homes	30	3%	0	0%	0	0%
2 Program Standard Points Centers	1,617	29%	323	44%	401	30%
2 Program Standard Points Homes	384	44%	51	50%	22	42%
1 Program Standard Point Centers	137	2%	31	4%	38	3%
1 Program Standard Point Homes	16	2%	8	8%	6	11%
Unassessed Centers	1,650	30%	202	28%	363	27%
unassessed Homes	214	24%	36	35%	21	40%

**Rockingham County Licensing Data
April 2005**

Table 1: Programs Characteristics	Region 14 Programs Enrolling Infants and Toddlers		Rockingham County Programs Enrolling Infants and Toddlers		Rockingham County Programs Enrolling Preschoolers	
	#	%	#	%	#	%
5 Star Centers	25	10%	2	6%	10	19%
5 Star Homes	45	15%	2	17%	2	20%
4 Star Centers	61	24%	6	17%	11	21%
4 Star Homes	70	23%	1	8%	1	10%
3 Star Centers	74	29%	13	36%	14	26%
3 Star Homes	105	34%	5	42%	4	40%
2 Star Centers	1	0%	1	3%	1	2%
2 Star Homes	1	0%	1	8%	1	10%
1 Star Centers	43	17%	3	8%	3	6%
1 Star Homes	82	27%	3	25%	2	20%
GS 110-106 Centers	29	12%	10	28%	11	21%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	17	7%	1	3%	3	6%
Temporary Homes	3	1%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	1	0%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	1	0%	0	0%	0	0%
Total Centers*	251	62%	36	56%	53	83%
Total Homes**	307	88%	12	86%	10	71%

*Indicates the number of centers enrolling each age grouping and the percent of the total centers in the region (n=406) or county.

**Indicates the number of homes enrolling each age grouping and the percent of the total homes in the region (n=348) or county.

Table 2: Region 14 Enrollment	#	%
Infants & Toddlers Enrolled in Centers	645	36.5%
Preschoolers Enrolled in Centers	1,124	63.5%
Infants & Toddlers Enrolled in Homes	36	55.4%
Preschoolers Enrolled in Homes	29	44.6%

Table 3: Enrollment by License Level	Region 14 Infant & Toddler Enrollment		Rockingham County Infant & Toddler Enrollment		Rockingham County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Star Centers	676	12%	27	4%	212
5 Star Homes	130	15%	6	17%	5	17%
4 Star Centers	1581	29%	113	18%	206	18%
4 Star Homes	211	24%	3	8%	4	14%
3 Star Centers	1582	29%	270	42%	351	31%
3 Star Homes	316	36%	13	36%	12	41%
2 Star Centers	7	0%	7	1%	8	1%
2 Star Homes	6	1%	6	17%	2	7%
1 Star Centers	721	13%	39	6%	47	4%
1 Star Homes	206	23%	8	22%	6	21%
GS 110-106 Centers	693	13%	188	29%	264	23%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	204	4%	1	0%	36	3%
Temporary Homes	7	1%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	32	1%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	1	0%	0	0%	0	0%
Total Enrollment in Centers	5496	40%	645	36%	1124	64%
Total Enrollment in Homes	877	64%	36	55%	29	45%

Table 5: Education Points by Enrollment	Region 14 Infant & Toddler Enrollment		Rockingham County Infant & Toddler Enrollment		Rockingham County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Education Points Centers	287	5%	0	0%	46
5 Education Points Homes	40	5%	0	0%	0	0%
4 Education Points Centers	800	15%	47	7%	265	24%
4 Education Points Homes	227	26%	9	25%	9	31%
3 Education Points Centers	1,537	28%	223	35%	319	28%
3 Education Points Homes	100	11%	6	17%	2	7%
2 Education Points Centers	719	13%	94	15%	84	7%
2 Education Points Homes	108	12%	2	6%	5	17%
1 Education Point Centers	503	9%	53	8%	63	6%
1 Education Point Homes	188	21%	11	31%	7	24%
Unassessed Centers	1,650	30%	228	35%	347	31%
Unassessed Homes	214	24%	8	22%	6	21%

Table 6: Program Standard Points by Enrollment	Region 14 Infant & Toddler Enrollment		Rockingham County Infant & Toddler Enrollment		Rockingham County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Program Standard Points Centers	454	8%	27	4%	242
5 Program Standard Points Homes	182	21%	6	17%	5	17%
4 Program Standard Points Centers	924	17%	72	11%	58	5%
4 Program Standard Points Homes	51	6%	3	8%	4	14%
3 Program Standard Points Centers	714	13%	41	6%	110	10%
3 Program Standard Points Homes	30	3%	0	0%	0	0%
2 Program Standard Points Centers	1,617	29%	238	37%	318	28%
2 Program Standard Points Homes	384	44%	19	53%	14	48%
1 Program Standard Point Centers	137	2%	39	6%	49	4%
1 Program Standard Point Homes	16	2%	0	0%	0	0%
Unassessed Centers	1,650	30%	228	35%	347	31%
unassessed Homes	214	24%	8	22%	6	21%

Region 14 Infants and Toddlers Receiving Subsidy

Summary of Key Findings

- Of children 0-5 years living in Region 14 and receiving subsidy, 44% are infants and toddlers and 56% are preschoolers.
- Of children 0-5 years living in Region 14 waiting for subsidy, 58% are infants and toddlers and 42% are preschoolers.
- Of the infants and toddlers receiving subsidy residing in Region 14, 86% are in licensed centers and 14% are in licensed homes.
- Two of the three counties in Region 14 have 30% or more of infants and toddlers and preschoolers receiving subsidy enrolled in programs with a 4- or 5-star license.
- Rockingham County has the lowest percent (18%) of subsidized infants and toddlers enrolled in 4- or 5-star programs and Guilford County has the highest percent (41%).
- Two of the three counties in Region 14 had a higher proportion of preschoolers receiving subsidy access programs with a 4- or 5-star license than infants and toddlers.
- Across the region, 37% of infants and toddlers receiving subsidy are in programs with a 4- or 5-star license compared to 42% of preschoolers.

Percent of Subsidized Children by Age Enrolled in 4- or 5-Star Programs (Centers and Homes)		
County of Residence	Infant/Toddlers	Preschoolers
Guilford	41%	49%
Randolph	35%	39%
Rockingham	18%	17%
Region 14	37%	42%

- In Region 14, 19% of infants and toddlers receiving subsidy are enrolled in centers and homes with 4 or 5 education points vs. 24% of subsidized preschoolers.

- The proportion of infants and toddlers accessing programs with 4 or 5 points in education ranges from 10% in Rockingham County to 25% in Randolph County.

Percent of Subsidized Children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Education Points		
County of Residence	Infant/Toddlers	Preschoolers
Guilford	20%	25%
Randolph	25%	30%
Rockingham	10%	12%
Region 14	19%	24%

- In Region 14, 25% of infants and toddlers receiving subsidy are enrolled in centers and homes with 4 or 5 program standard points vs. 30% of subsidized preschoolers.
- In Randolph and Rockingham counties fewer than 15% of infants and toddlers receiving subsidy are accessing programs with 4 or 5 program standard points.

Percent of Subsidized Children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Program Standard Points		
County of Residence	Infant/Toddlers	Preschoolers
Guilford	30%	36%
Randolph	10%	21%
Rockingham	14%	16%
Region 14	25%	30%

Region 14 Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	2,692	44%	3,489	56%
Waiting For Subsidy	888	58%	630	42%

Children Receiving Subsidy In Licensed Child Care by Star Rating	NC Statewide Infants & Toddlers Receiving Subsidy		Region 14 Infants & Toddlers Receiving Subsidy		Region 14 Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	1,904	7%	235	10%	499	16%
5 Star Homes	501	10%	68	18%	62	22%
4 Star Centers	8,079	29%	585	25%	835	26%
4 Star Homes	1,528	31%	104	27%	84	29%
3 Star Centers	12,857	47%	854	37%	1,055	33%
3 Star Homes	1,828	37%	137	36%	98	34%
2 Star Centers	499	2%	9	0%	6	0%
2 Star Homes	51	1%	3	1%	1	0%
1 Star Centers	2,051	7%	376	16%	423	13%
1 Star Homes	1,061	21%	58	15%	36	13%
Temporary Centers	694	3%	114	5%	107	3%
Temporary Homes	31	1%	10	3%	6	2%
GS 110-106 Centers	1,252	5%	120	5%	168	5%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	188	1%	18	1%	108	3%
Special Provisional, Provisional, & Probationary Homes	8	0%	1	0%	1	0%
Total Subsidized Children Enrollment in Centers	27,524	85%	2,311	86%	3,201	92%
Total Subsidized Children Enrollment in Homes	5,008	15%	381	14%	288	8%

Children Receiving Subsidy In Licensed Child Care by Staff Education Points	NC Statewide Infants & Toddlers Receiving Subsidy		Region 14 Infants & Toddlers Receiving Subsidy		Region 14 Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	888	3%	77	3%	284	9%
5 Education Points Homes	336	7%	15	4%	11	4%
4 Education Points Centers	4,748	17%	317	14%	454	14%
4 Education Points Homes	1,337	27%	114	30%	98	34%
3 Education Points Centers	9,352	34%	694	30%	951	30%
3 Education Points Homes	773	15%	46	12%	42	15%
2 Education Points Centers	4,093	15%	319	14%	357	11%
2 Education Points Homes	543	11%	60	16%	48	17%
1 Education Point Centers	4,258	15%	276	12%	349	11%
1 Education Point Homes	919	18%	77	20%	46	16%
Unassessed Centers	4,185	15%	628	27%	806	25%
Unassessed Homes	1,100	22%	69	18%	43	15%

Children Receiving Subsidy In Licensed Child Care by Program Standard Points	NC Statewide Infants & Toddlers Receiving Subsidy		Region 14 Infants & Toddlers Receiving Subsidy		Region 14 Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	2,070	8%	180	8%	349	11%
5 Program Standard Points Homes	653	13%	99	26%	87	30%
4 Program Standard Points Centers	3,608	13%	359	16%	599	19%
4 Program Standard Points Homes	247	5%	28	7%	29	10%
3 Program Standard Points Centers	2,336	8%	221	10%	285	9%
3 Program Standard Points Homes	141	3%	17	4%	5	2%
2 Program Standard Points Centers	12,767	46%	863	37%	1,062	33%
2 Program Standard Points Homes	2,786	56%	166	44%	122	42%
1 Program Standard Point Centers	2,580	9%	60	3%	100	3%
1 Program Standard Point Homes	81	2%	2	1%	2	1%
Unassessed Centers	4,163	15%	628	27%	806	25%
Unassessed Homes	1,100	22%	69	18%	43	15%

Guilford County Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	1,866	44%	2,373	56%
Waiting For Subsidy	851	60%	572	40%

Children Receiving Subsidy In Licensed Child Care by Star Rating	Region 14 Infants & Toddlers Receiving Subsidy		Guilford County Infants & Toddlers Receiving Subsidy		Guilford County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	235	10%	191	12%	378	18%
5 Star Homes	68	18%	65	21%	52	22%
4 Star Centers	585	25%	420	27%	645	30%
4 Star Homes	104	27%	92	30%	79	33%
3 Star Centers	854	37%	519	33%	598	28%
3 Star Homes	137	36%	100	33%	72	30%
2 Star Centers	9	0%	3	0%	2	0%
2 Star Homes	3	1%	0	0%	0	0%
1 Star Centers	376	16%	268	17%	262	12%
1 Star Homes	58	15%	36	12%	29	12%
Temporary Centers	114	5%	111	7%	96	4%
Temporary Homes	10	3%	9	3%	6	3%
GS 110-106 Centers	120	5%	34	2%	46	2%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	18	1%	17	1%	107	5%
Special Provisional, Provisional, & Probationary Homes	1	0%	1	0%	1	0%
Total Subsidized Children Enrollment in Centers	2,311	86%	1,563	84%	2,134	90%
Total Subsidized Children Enrollment in Homes	381	14%	303	16%	239	10%

Children Receiving Subsidy In Licensed Child Care by Staff Education Points	Region 14 Infants & Toddlers Receiving Subsidy		Guilford County Infants & Toddlers Receiving Subsidy		Guilford County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	77	3%	69	4%	241	11%
5 Education Points Homes	15	4%	13	4%	11	5%
4 Education Points Centers	317	14%	187	12%	268	13%
4 Education Points Homes	114	30%	104	34%	83	35%
3 Education Points Centers	694	30%	429	27%	586	27%
3 Education Points Homes	46	12%	37	12%	34	14%
2 Education Points Centers	319	14%	231	15%	253	12%
2 Education Points Homes	60	16%	55	18%	40	17%
1 Education Point Centers	276	12%	217	14%	275	13%
1 Education Point Homes	77	20%	48	16%	35	15%
Unassessed Centers	628	27%	430	28%	511	24%
Unassessed Homes	69	18%	46	15%	36	15%

Children Receiving Subsidy In Licensed Child Care by Program Standard Points	Region 14 Infants & Toddlers Receiving Subsidy		Guilford County Infants & Toddlers Receiving Subsidy		Guilford County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	180	8%	144	9%	267	13%
5 Program Standard Points Homes	99	26%	93	31%	77	32%
4 Program Standard Points Centers	359	16%	309	20%	484	23%
4 Program Standard Points Homes	28	7%	23	8%	28	12%
3 Program Standard Points Centers	221	10%	147	9%	229	11%
3 Program Standard Points Homes	17	4%	17	6%	5	2%
2 Program Standard Points Centers	863	37%	510	33%	617	29%
2 Program Standard Points Homes	166	44%	124	41%	93	39%
1 Program Standard Point Centers	60	3%	23	1%	26	1%
1 Program Standard Point Homes	2	1%	0	0%	0	0%
Unassessed Centers	628	27%	430	28%	511	24%
Unassessed Homes	69	18%	46	15%	36	15%

Randolph County Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	449	42%	613	58%
Waiting For Subsidy	37	39%	58	61%

Children Receiving Subsidy In Licensed Child Care by Star Rating	Region 14 Infants & Toddlers Receiving Subsidy		Randolph County Infants & Toddlers Receiving Subsidy		Randolph County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	235	10%	24	6%	86	15%
5 Star Homes	68	18%	0	0%	6	20%
4 Star Centers	585	25%	126	31%	142	24%
4 Star Homes	104	27%	6	13%	4	13%
3 Star Centers	854	37%	152	38%	195	33%
3 Star Homes	137	36%	28	60%	16	53%
2 Star Centers	9	0%	1	0%	0	0%
2 Star Homes	3	1%	0	0%	0	0%
1 Star Centers	376	16%	74	18%	120	21%
1 Star Homes	58	15%	12	26%	4	13%
Temporary Centers	114	5%	1	0%	4	1%
Temporary Homes	10	3%	1	2%	0	0%
GS 110-106 Centers	120	5%	23	6%	35	6%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	18	1%	1	0%	1	0%
Special Provisional, Provisional, & Probationary Homes	1	0%	0	0%	0	0%
Total Subsidized Children Enrollment in Centers	2,311	86%	402	90%	583	95%
Total Subsidized Children Enrollment in Homes	381	14%	47	10%	30	5%

Children Receiving Subsidy In Licensed Child Care by Staff Education Points	Region 14 Infants & Toddlers Receiving Subsidy		Randolph County Infants & Toddlers Receiving Subsidy		Randolph County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	77	3%	7	2%	43	7%
5 Education Points Homes	15	4%	2	4%	0	0%
4 Education Points Centers	317	14%	103	26%	133	23%
4 Education Points Homes	114	30%	1	2%	10	33%
3 Education Points Centers	694	30%	133	33%	158	27%
3 Education Points Homes	46	12%	6	13%	7	23%
2 Education Points Centers	319	14%	51	13%	75	13%
2 Education Points Homes	60	16%	4	9%	3	10%
1 Education Point Centers	276	12%	9	2%	14	2%
1 Education Point Homes	77	20%	21	45%	6	20%
Unassessed Centers	628	27%	99	25%	160	27%
UnAssessed Homes	69	18%	13	28%	4	13%

Children Receiving Subsidy In Licensed Child Care by Program Standard Points	Region 14 Infants & Toddlers Receiving Subsidy		Randolph County Infants & Toddlers Receiving Subsidy		Randolph County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	180	8%	17	4%	47	8%
5 Program Standard Points Homes	99	26%	3	6%	6	20%
4 Program Standard Points Centers	359	16%	24	6%	77	13%
4 Program Standard Points Homes	28	7%	0	0%	0	0%
3 Program Standard Points Centers	221	10%	60	15%	35	6%
3 Program Standard Points Homes	17	4%	0	0%	0	0%
2 Program Standard Points Centers	863	37%	177	44%	203	35%
2 Program Standard Points Homes	166	44%	29	62%	18	60%
1 Program Standard Point Centers	60	3%	25	6%	61	10%
1 Program Standard Point Homes	2	1%	2	4%	2	7%
Unassessed Centers	628	27%	99	25%	160	27%
Unassessed Homes	69	18%	13	28%	4	13%

Rockingham County Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	377	43%	503	57%
Waiting For Subsidy	0	0%	0	0%

Children Receiving Subsidy In Licensed Child Care by Star Rating	Region 14 Infants & Toddlers Receiving Subsidy		Rockingham County Infants & Toddlers Receiving Subsidy		Rockingham County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	235	10%	20	6%	35	7%
5 Star Homes	68	18%	3	10%	4	21%
4 Star Centers	585	25%	39	11%	48	10%
4 Star Homes	104	27%	6	19%	1	5%
3 Star Centers	854	37%	183	53%	262	54%
3 Star Homes	137	36%	9	29%	10	53%
2 Star Centers	9	0%	5	1%	4	1%
2 Star Homes	3	1%	3	10%	1	5%
1 Star Centers	376	16%	34	10%	41	8%
1 Star Homes	58	15%	10	32%	3	16%
Temporary Centers	114	5%	2	1%	7	1%
Temporary Homes	10	3%	0	0%	0	0%
GS 110-106 Centers	120	5%	63	18%	87	18%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	18	1%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	1	0%	0	0%	0	0%
Total Subsidized Children Enrollment in Centers	2,311	86%	346	92%	484	96%
Total Subsidized Children Enrollment in Homes	381	14%	31	8%	19	4%

Children Receiving Subsidy In Licensed Child Care by Staff Education Points	Region 14 Infants & Toddlers Receiving Subsidy		Rockingham County Infants & Toddlers Receiving Subsidy		Rockingham County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	77	3%	1	0%	0	0%
5 Education Points Homes	15	4%	0	0%	0	0%
4 Education Points Centers	317	14%	27	8%	53	11%
4 Education Points Homes	114	30%	9	29%	5	26%
3 Education Points Centers	694	30%	132	38%	207	43%
3 Education Points Homes	46	12%	3	10%	1	5%
2 Education Points Centers	319	14%	37	11%	29	6%
2 Education Points Homes	60	16%	1	3%	5	26%
1 Education Point Centers	276	12%	50	14%	60	12%
1 Education Point Homes	77	20%	8	26%	5	26%
Unassessed Centers	628	27%	99	29%	135	28%
Unassessed Homes	69	18%	10	32%	3	16%

Children Receiving Subsidy In Licensed Child Care by Program Standard Points	Region 14 Infants & Toddlers Receiving Subsidy		Rockingham County Infants & Toddlers Receiving Subsidy		Rockingham County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	180	8%	19	5%	35	7%
5 Program Standard Points Homes	99	26%	3	10%	4	21%
4 Program Standard Points Centers	359	16%	26	8%	38	8%
4 Program Standard Points Homes	28	7%	5	16%	1	5%
3 Program Standard Points Centers	221	10%	14	4%	21	4%
3 Program Standard Points Homes	17	4%	0	0%	0	0%
2 Program Standard Points Centers	863	37%	176	51%	242	50%
2 Program Standard Points Homes	166	44%	13	42%	11	58%
1 Program Standard Point Centers	60	3%	12	3%	13	3%
1 Program Standard Point Homes	2	1%	0	0%	0	0%
Unassessed Centers	628	27%	99	29%	135	28%
Unassessed Homes	69	18%	10	32%	3	16%

Infant and Toddler Child Care Workforce in Region 14

Summary of Key Findings

- None of the counties in Region 14 have 30% or more of their infant and toddler teachers with a two or four year degree, however more than 40% of infant and toddler teachers reported being interested in taking college course in all three counties.

Education Level of Child Care Workforce Caring For Infants and Toddlers by County					
County	Less than HS	HS or HS + Workshops	HS + College Courses	AA Degree	BA Degree or Higher
Guilford	1%	18%	52%	10%	18%
Randolph	3%	15%	67%	11%	4%
Rockingham	3%	26%	55%	10%	5%
Region 14	2%	19%	55%	11%	13%

- In all three of the counties in Region 14, the percent of infant and toddler teachers that reported not having health insurance was higher than the percent of preschool teachers who reported not having it.
- In Guilford and Randolph County, the percent of infant and toddler teachers that reported receiving public assistance in the past three years was higher than the percent of preschool teachers who had received it. Across the counties, 34% - 38% of the infant and toddler workforce report receiving public assistance in the past three years.
- In all three of the counties in Region 14, infant and toddler teachers reported earning a lower hourly wage than preschool teachers did. In Randolph and Rockingham County the median wage of infant and toddler teachers was less than \$7.50 an hour.
- In Guilford County more than 70% of the infant and toddler workforce has a family income of less than \$30,000. In all but one county (Guilford), 70% or more of the workforce reported having children of their own.

Economic Profile of Infant and Toddler Teachers by County					
County	% with No Health Insurance from Any Source	% Receiving Government Assistance in Last 3 Years	Median Hourly Wage	% with Family Income below \$30,000	% with Children
	Guilford	31%	38%	\$8.00	73%
Randolph	27%	34%	\$7.00	52%	80%
Rockingham	37%	37%	\$7.25	60%	81%
Region 14	31%	37%	\$7.80	67%	71%

- In all three counties in Region 14 the percent of infant and toddler teachers who reported not receiving any professional support benefits was higher than the percent of preschool teachers not receiving these benefits.
- Across the counties in Region 14, the prospective turnover rate¹⁰ of infant and toddler teachers ranged from 26%-34%. In all three counties the prospective turnover of infant and toddler teachers was higher than that of preschool teachers.

¹⁰ Prospective turnover defined as the percent of teachers that reported they were planning to leave the field in three years.

**2003 North Carolina's Child Care Teacher Workforce: Region 14
Infant & Toddler Teachers & Preschool Teachers**

	NC Statewide Infant & Toddler Teachers	Region 14 Infant & Toddler Teachers	Region 14 Preschool Teachers
Number of Teachers	6,420	477	365
Percent of Total Teachers	50%	57%	43%
Number of Programs	1,783	132	130
Titles/ Positions			
Lead Teacher/Teachers	75%	73%	72%
Assistant Teacher	19%	22%	25%
Other	6%	5%	4%

Demographic Profile	NC Statewide Infant & Toddler Teachers	Region 14 Infant & Toddler Teachers	Region 14 Preschool Teachers
Median Age	33	33	31
Female	100%	99%	99%
Teachers of Color	47%	49%	55%
Have Children	74%	71%	70%
Single Parent (children under 18)	23%	25%	22%

Training & Education	NC Statewide Infant & Toddler Teachers	Region 14 Infant & Toddler Teachers	Region 14 Preschool Teachers
Received a T.E.A.C.H Scholarship	25%	19%	20%
Has Taken a College Course in Past 12 Months	46%	39%	44%
Currently Taking Early Childhood Courses	32%	21%	27%
Interested in Taking Courses	49%	48%	48%
Have Earned a College Degree	23%	24%	36%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	3%	5%	11%
Bachelors Degree or Higher in Other Field	8%	8%	13%
Associate Degree in Early Childhood	9%	7%	8%
Associate Degree in Other Field	4%	4%	4%
High School Diploma + College Courses	57%	55%	51%
High School Diploma + workshop Training	3%	6%	4%
High School Diploma	15%	13%	8%
Some High School	2%	2%	1%
Credentials			
NC Early Childhood Credential	70%	65%	61%
NC Administrative Credential	14%	8%	9%
Early Childhood Diploma	4%	5%	6%
Early Childhood Certificate	10%	10%	7%
Child Development Associate (CDA) Credential	5%	5%	7%
B-k/Preschool add-on Teacher Licensure	1%	4%	10%

Living Conditions	NC Statewide Infant & Toddler Teachers	Region 14 Infant & Toddler Teachers	Region 14 Preschool Teachers
Family Income below \$30,000	60%	67%	59%
Work More than 40hrs per Week	43%	43%	55%
Work Another Job	9%	11%	12%
Median Number of Hours at Other Job	15.0	13.5	12.0
No Health Insurance	32%	31%	22%
Use of Government Assistance in Past 3 Years			
AFDC/TANF	3%	2%	2%
Medicaid for Myself	16%	13%	9%
Child Care Subsidy	18%	16%	15%
Subsidized Housing/Section 8	5%	7%	4%
Medicaid for my child	27%	25%	24%
Food Stamps	15%	13%	8%
Health Choice for my Child	11%	9%	9%
Receive no Assistance	61%	63%	66%

Experience & Turnover	NC Statewide Infant & Toddler Teachers	Region 14 Infant & Toddler Teachers	Region 14 Preschool Teachers
Median # of Years in Center	2	2.1	2
Median # of Years in Child Care Field	5	5.0	6.0
Teachers with Less than One Year in Center	29%	30%	28%
Leaving Field in 3 years	23%	30%	21%

Wages and Salary Supplements	NC Statewide Infant & Toddler Teachers	Region 14 Infant & Toddler Teachers	Region 14 Preschool Teachers
Percent That Received a Salary Supplement	38%	35%	41%
Median Teacher Wage w/ Salary Supplement	\$7.75	\$7.89	\$8.36
Median Teacher Wage w/out Supplement	\$7.51	\$7.80	\$8.25

Professional Support Benefits	NC Statewide Infant & Toddler Teachers	Region 14 Infant & Toddler Teachers	Region 14 Preschool Teachers
Paid Breaks	44%	42%	45%
Paid Prep. or Planning Time	33%	31%	48%
Written Job Description	59%	54%	69%
Written Personnel Policies	55%	53%	63%
Orientation Program	64%	62%	74%
Paid Time off for Training	27%	21%	41%
Paid Education/Training Expenses	49%	50%	69%
None of Those Listed Above	16%	18%	10%
Receive 6-7 of Those Listed Above	19%	16%	30%

**2003 North Carolina's Child Care Teacher Workforce: Guilford County
Infant & Toddler Teachers & Preschool Teachers**

	Region 14 Infant & Toddler Teachers	Guilford County Infant & Toddler Teachers	Guilford County Preschool Teachers
Number of Teachers	477	233	365
Percent of Total Teachers	57%	39%	61%
Number of Programs	132	80	74
Titles/ Positions			
Lead Teacher/Teachers	73%	70%	69%
Assistant Teacher	22%	25%	25%
Other	5%	5%	6%

Demographic Profile	Region 14 Infant & Toddler Teachers	Guilford County Infant & Toddler Teachers	Guilford County Preschool Teachers
Median Age	33	31	29
Female	99%	98%	98%
Teachers of Color	49%	60%	65%
Have Children	71%	65%	63%
Single Parent (children under 18)	25%	27%	22%

Training & Education	Region 14 Infant & Toddler Teachers	Guilford County Infant & Toddler Teachers	Guilford County Preschool Teachers
Received a T.E.A.C.H Scholarship	19%	18%	18%
Has Taken a College Course in Past 12 Months	39%	37%	44%
Currently Taking Early Childhood Courses	21%	21%	27%
Interested in Taking Courses	48%	49%	48%
Have Earned a College Degree	24%	29%	37%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	5%	8%	12%
Bachelors Degree or Higher in Other Field	8%	10%	15%
Associate Degree in Early Childhood	7%	6%	8%
Associate Degree in Other Field	4%	4%	2%
High School Diploma + College Courses	55%	52%	49%
High School Diploma + workshop Training	6%	6%	5%
High School Diploma	13%	12%	8%
Some High School	2%	1%	1%
Credentials			
NC Early Childhood Credential	65%	60%	55%
NC Administrative Credential	8%	7%	8%
Early Childhood Diploma	5%	5%	4%
Early Childhood Certificate	10%	11%	9%
Child Development Associate (CDA) Credential	5%	5%	7%
B-K/Preschool add-on Teacher Licensure	4%	5%	10%

Living Conditions	Region 14 Infant & Toddler Teachers	Guilford County Infant & Toddler Teachers	Guilford County Preschool Teachers
Family Income below \$30,000	67%	73%	62%
Work More than 40hrs per Week	43%	43%	56%
Work Another Job	11%	13%	16%
Median Number of Hours at Other Job	13.5	15.0	13.5
No Health Insurance	31%	31%	22%
Use of Government Assistance in Past 3 Years			
AFDC/TANF	2%	2%	2%
Medicaid for Myself	13%	14%	9%
Child Care Subsidy	16%	17%	14%
Subsidized Housing/Section 8	7%	8%	5%
Medicaid for my child	25%	26%	21%
Food Stamps	13%	14%	10%
Health Choice for my Child	9%	9%	10%
Receive no Assistance	63%	62%	67%

Experience & Turnover	Region 14 Infant & Toddler Teachers	Guilford County Infant & Toddler Teachers	Guilford County Preschool Teachers
Median # of Years in Center	2.125	2.0	2
Median # of Years in Child Care Field	5	5.0	6.0
Teachers with Less than One Year in Center	30%	30%	30%
Leaving Field in 3 years	30%	34%	25%

Wages and Salary Supplements	Region 14 Infant & Toddler Teachers	Guilford County Infant & Toddler Teachers	Guilford County Preschool Teachers
Percent That Received a Salary Supplement	35%	28%	35%
Median Teacher Wage w/ Salary Supplement	\$7.89	\$8.08	\$8.58
Median Teacher Wage w/out Supplement	\$7.80	\$8.00	\$8.50

Professional Support Benefits	Region 14 Infant & Toddler Teachers	Guilford County Infant & Toddler Teachers	Guilford County Preschool Teachers
Paid Breaks	42%	40%	46%
Paid Prep. or Planning Time	31%	31%	46%
Written Job Description	54%	50%	66%
Written Personnel Policies	53%	50%	58%
Orientation Program	62%	62%	76%
Paid Time off for Training	21%	26%	44%
Paid Education/Training Expenses	50%	48%	65%
None of Those Listed Above	18%	19%	10%
Receive 6-7 of Those Listed Above	16%	16%	27%

**2003 North Carolina's Child Care Teacher Workforce: Randolph County
Infant & Toddler Teachers & Preschool Teachers**

	Region 14 Infant & Toddler Teachers	Randolph County Infant & Toddler Teachers	Randolph County Preschool Teachers
Number of Teachers	477	102	77
Percent of Total Teachers	57%	57%	43%
Number of Programs	132	29	30
Titles/ Positions			
Lead Teacher/Teachers	73%	76%	76%
Assistant Teacher	22%	19%	24%
Other	5%	5%	0%

Demographic Profile	Region 14 Infant & Toddler Teachers	Randolph County Infant & Toddler Teachers	Randolph County Preschool Teachers
Median Age	33	34	32
Female	99%	100%	100%
Teachers of Color	49%	16%	21%
Have Children	71%	80%	78%
Single Parent (children under 18)	25%	21%	24%

Training & Education	Region 14 Infant & Toddler Teachers	Randolph County Infant & Toddler Teachers	Randolph County Preschool Teachers
Received a T.E.A.C.H Scholarship	19%	25%	29%
Has Taken a College Course in Past 12 Months	39%	41%	40%
Currently Taking Early Childhood Courses	21%	27%	25%
Interested in Taking Courses	48%	47%	43%
Have Earned a College Degree	24%	15%	42%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	5%	0%	12%
Bachelors Degree or Higher in Other Field	8%	4%	12%
Associate Degree in Early Childhood	7%	8%	12%
Associate Degree in Other Field	4%	3%	6%
High School Diploma + College Courses	55%	67%	48%
High School Diploma + workshop Training	6%	4%	4%
High School Diploma	13%	11%	6%
Some High School	2%	3%	0%
Credentials			
NC Early Childhood Credential	65%	70%	65%
NC Administrative Credential	8%	11%	9%
Early Childhood Diploma	5%	1%	3%
Early Childhood Certificate	10%	10%	4%
Child Development Associate (CDA) Credential	5%	2%	7%
B-K/Preschool add-on Teacher Licensure	4%	0%	14%

Living Conditions	Region 14 Infant & Toddler Teachers	Randolph County Infant & Toddler Teachers	Randolph County Preschool Teachers
Family Income below \$30,000	67%	52%	45%
Work More than 40hrs per Week	43%	47%	60%
Work Another Job	11%	8%	3%
Median Number of Hours at Other Job	13.5	10.0	12.5
No Health Insurance	31%	27%	22%
Use of Government Assistance in Past 3 Years			
AFDC/TANF	2%	1%	0%
Medicaid for Myself	13%	14%	8%
Child Care Subsidy	16%	13%	13%
Subsidized Housing/Section 8	7%	6%	3%
Medicaid for my child	25%	22%	18%
Food Stamps	13%	9%	5%
Health Choice for my Child	9%	11%	8%
Receive no Assistance	63%	66%	71%

Experience & Turnover	Region 14 Infant & Toddler Teachers	Randolph County Infant & Toddler Teachers	Randolph County Preschool Teachers
Median # of Years in Center	2.125	2.3	1.875
Median # of Years in Child Care Field	5	4.2	7.0
Teachers with Less than One Year in Center	30%	31%	26%
Leaving Field in 3 years	30%	26%	16%

Wages and Salary Supplements	Region 14 Infant & Toddler Teachers	Randolph County Infant & Toddler Teachers	Randolph County Preschool Teachers
Percent That Received a Salary Supplement	35%	46%	51%
Median Teacher Wage w/ Salary Supplement	\$7.89	\$7.18	\$8.08
Median Teacher Wage w/out Supplement	\$7.80	\$7.00	\$7.95

Professional Support Benefits	Region 14 Infant & Toddler Teachers	Randolph County Infant & Toddler Teachers	Randolph County Preschool Teachers
Paid Breaks	42%	54%	48%
Paid Prep. or Planning Time	31%	39%	61%
Written Job Description	54%	66%	76%
Written Personnel Policies	53%	61%	77%
Orientation Program	62%	68%	71%
Paid Time off for Training	21%	12%	44%
Paid Education/Training Expenses	50%	56%	72%
None of Those Listed Above	18%	9%	6%
Receive 6-7 of Those Listed Above	16%	22%	39%

**2003 North Carolina's Child Care Teacher Workforce: Rockingham County
Infant & Toddler Teachers & Preschool Teachers**

	Region 14 Infant & Toddler Teachers	Rockingham County Infant & Toddler Teachers	Rockingham County Preschool Teachers
Number of Teachers	477	71	55
Percent of Total Teachers	57%	56%	44%
Number of Programs	132	23	26
Titles/ Positions			
Lead Teacher/Teachers	73%	81%	76%
Assistant Teacher	22%	13%	24%
Other	5%	6%	0%

Demographic Profile	Region 14 Infant & Toddler Teachers	Rockingham County Infant & Toddler Teachers	Rockingham County Preschool Teachers
Median Age	33	38	35
Female	99%	100%	100%
Teachers of Color	49%	49%	60%
Have Children	71%	81%	87%
Single Parent (children under 18)	25%	21%	22%

Training & Education	Region 14 Infant & Toddler Teachers	Rockingham County Infant & Toddler Teachers	Rockingham County Preschool Teachers
Received a T.E.A.C.H Scholarship	19%	14%	17%
Has Taken a College Course in Past 12 Months	39%	45%	53%
Currently Taking Early Childhood Courses	21%	8%	28%
Interested in Taking Courses	48%	45%	54%
Have Earned a College Degree	24%	16%	22%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	5%	1%	2%
Bachelors Degree or Higher in Other Field	8%	4%	7%
Associate Degree in Early Childhood	7%	6%	6%
Associate Degree in Other Field	4%	4%	7%
High School Diploma + College Courses	55%	55%	65%
High School Diploma + workshop Training	6%	7%	2%
High School Diploma	13%	19%	9%
Some High School	2%	3%	2%
Credentials			
NC Early Childhood Credential	65%	78%	80%
NC Administrative Credential	8%	8%	11%
Early Childhood Diploma	5%	11%	19%
Early Childhood Certificate	10%	5%	0%
Child Development Associate (CDA) Credential	5%	5%	7%
B-K/Preschool add-on Teacher Licensure	4%	5%	4%

Living Conditions	Region 14 Infant & Toddler Teachers	Rockingham County Infant & Toddler Teachers	Rockingham County Preschool Teachers
Family Income below \$30,000	67%	60%	70%
Work More than 40hrs per Week	43%	38%	41%
Work Another Job	11%	4%	11%
Median Number of Hours at Other Job	13.5	15.0	10.0
No Health Insurance	31%	37%	20%
Use of Government Assistance in Past 3 Years			
AFDC/TANF	2%	2%	4%
Medicaid for Myself	13%	9%	10%
Child Care Subsidy	16%	15%	19%
Subsidized Housing/Section 8	7%	2%	2%
Medicaid for my child	25%	26%	40%
Food Stamps	13%	11%	8%
Health Choice for my Child	9%	8%	6%
Receive no Assistance	63%	63%	52%

Experience & Turnover	Region 14 Infant & Toddler Teachers	Rockingham County Infant & Toddler Teachers	Rockingham County Preschool Teachers
Median # of Years in Center	2.125	2.5	2.83
Median # of Years in Child Care Field	5	5.3	4.5
Teachers with Less than One Year in Center	30%	27%	21%
Leaving Field in 3 years	30%	19%	8%

Wages and Salary Supplements	Region 14 Infant & Toddler Teachers	Rockingham County Infant & Toddler Teachers	Rockingham County Preschool Teachers
Percent That Received a Salary Supplement	35%	48%	49%
Median Teacher Wage w/ Salary Supplement	\$7.89	\$7.51	\$8.46
Median Teacher Wage w/out Supplement	\$7.80	\$7.25	\$8.13

Professional Support Benefits	Region 14 Infant & Toddler Teachers	Rockingham County Infant & Toddler Teachers	Rockingham County Preschool Teachers
Paid Breaks	42%	35%	38%
Paid Prep. or Planning Time	31%	17%	40%
Written Job Description	54%	52%	72%
Written Personnel Policies	53%	54%	64%
Orientation Program	62%	54%	72%
Paid Time off for Training	21%	14%	26%
Paid Education/Training Expenses	50%	44%	79%
None of Those Listed Above	18%	25%	11%
Receive 6-7 of Those Listed Above	16%	8%	31%