

*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 objects<sup>1</sup>.

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.

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<sup>1</sup> 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

| <b>Region 1</b>    | <b>Region 5</b>     | <b>Region 10</b> | <b>Region 14</b>  |
|--------------------|---------------------|------------------|-------------------|
| 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   | <b>Region 15</b>  |
| Gates County       | Scotland County     | Jackson County   | Alamance County   |
| Hertford County    | <b>Region 6</b>     | Macon County     | Caswell County    |
| Northampton County | Anson County        | Swain County     | Durham County     |
| Pasquotank County  | Hoke County         | <b>Region 11</b> | Orange County     |
| Perquimans County  | Montgomery County   | Avery County     | Person County     |
| <b>Region 2</b>    | Moore County        | Burke County     | <b>Region 16</b>  |
| Beaufort County    | Richmond County     | Caldwell County  | Chatham County    |
| Craven County      | <b>Region 7</b>     | McDowell County  | Harnett County    |
| Dare County        | Cabarrus County     | Mitchell County  | Johnston County   |
| Hyde County        | Mecklenburg County  | Yancey County    | Lee County        |
| Pamlico County     | Rowan County        | <b>Region 12</b> | Wayne County      |
| Tyrrell County     | Stanly County       | Alexander County | <b>Region 17</b>  |
| Washington County  | Union County        | Ashe County      | Franklin County   |
| <b>Region 3</b>    | <b>Region 8</b>     | Iredell County   | Granville County  |
| Carteret County    | Catawba County      | Watauga County   | Vance County      |
| Greene County      | Cleveland County    | Wilkes County    | Wake County       |
| Jones County       | Gaston County       | <b>Region 13</b> | <b>Region 18</b>  |
| Lenoir County      | Lincoln County      | Alleghany County | Edgecombe County  |
| Martin County      | <b>Region 9</b>     | Davidson County  | Halifax County    |
| Onslow County      | Buncombe County     | Davie County     | Nash County       |
| Pitt County        | Henderson County    | Forsyth County   | Warren County     |
| <b>Region 4</b>    | 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 old<sup>2</sup>.

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.

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<sup>2</sup> 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).

| <b>Enrollment of Infants and Toddlers in Child Care Centers by Star Rating</b> |               |               |               |               |               |              |
|--|---------------|---------------|---------------|---------------|---------------|--------------|
| <b>Region</b>  | <b>5-Star</b> | <b>4-Star</b> | <b>3-Star</b> | <b>2-Star</b> | <b>1-Star</b> | <b>Other</b> |
| 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%          |
| <b>NC State</b>  | 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.

| <b>Percent of Programs (Centers and Homes) with a 4- or 5-Star License</b> |                                |                            |
|--|--------------------------------|----------------------------|
| <b>Region</b>  | <b>Enroll Infants/Toddlers</b> | <b>Enroll Preschoolers</b> |
| 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%                        |
| <b>NC State</b>  | <b>33%</b>                     | <b>38%</b>                 |

| <b>Percent of Children by Age Enrolled in 4- or 5-Star Programs (Centers and Homes)</b> |                         |                     |
|---|-------------------------|---------------------|
| <b>Region</b>   | <b>Infants/Toddlers</b> | <b>Preschoolers</b> |
| 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%                 |
| <b>NC State</b>   | <b>40%</b>              | <b>49%</b>          |

- 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.

| <b>Percent of children Enrolled by Age in Programs (Homes &amp; Centers) with 4 or 5 Education Points</b> |                         |                     |
|---|-------------------------|---------------------|
| <b>Region</b>   | <b>Infants/Toddlers</b> | <b>Preschoolers</b> |
| 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%                 |
| <b>NC State</b>   | <b>24%</b>              | <b>31%</b>          |

- 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**

| <b>Region</b>   | <b>Infants/Toddlers</b> | <b>Preschoolers</b> |
|-----------------|-------------------------|---------------------|
| 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%                 |
| <b>NC State</b> | <b>25%</b>              | <b>33%</b>          |

- 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 4<sup>th</sup> in population size) is in Region 13 and is below the state percent.
- Guilford County (ranking 4<sup>th</sup> in population size) is just above the state percent. Cumberland County (with the 5<sup>th</sup> largest County in North Carolina) is located in Region 5 and ranks in the bottom three regions.

| <b>% of Infants/Toddlers in Licensed Care Enrolled in 4- or 5-star Centers</b> |               |               |
|--|---------------|---------------|
| <b>Ranking</b>   | <b>Region</b> | <b>%</b>      |
| <b>1</b>   | 10            | 58.16%        |
| <b>2</b>   | 11            | 56.41%        |
| <b>3</b>   | 7             | 45.74%        |
| <b>4</b>   | 17            | 45.34%        |
| <b>5</b>   | 18            | 43.43%        |
| <b>6</b>   | 8             | 41.24%        |
| <b>7</b>   | 9             | 40.76%        |
| <b>8</b>   | 12            | 38.11%        |
| <b>9</b>   | 14            | 35.42%        |
| <b>10</b>  | <b>State</b>  | <b>34.67%</b> |
| <b>11</b>  | 4             | 33.64%        |
| <b>12</b>  | 15            | 32.58%        |
| <b>13</b>  | 13            | 28.56%        |
| <b>14</b>  | 16            | 22.04%        |
| <b>15</b>  | 2             | 21.51%        |
| <b>16</b>  | 3             | 19.04%        |
| <b>17</b>  | 5             | 17.91%        |
| <b>18</b>  | 1             | 15.49%        |
| <b>19</b>  | 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 36<sup>th</sup>, Forsyth County is ranked 54<sup>th</sup> and Cumberland County ranks 70<sup>th</sup> 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%  |
|   | <b>NC Statewide</b> |        | <b>34.67%</b> | 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**

| <b>Table 1:<br/>Programs Characteristics</b>                                   | <b>NC Statewide Programs</b> |             | <b>NC Statewide Programs Enrolling Infants and Toddlers</b> |            | <b>NC Statewide Programs Enrolling Preschoolers</b> |            |
|--|------------------------------|-------------|---|------------|---|------------|
|  | <b>#</b>                     | <b>%</b>    | <b>#</b>  | <b>%</b>   | <b>#</b>  | <b>%</b>   |
| 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%         |
| <b>Total Centers</b>   | <b>3,988</b>                 | <b>100%</b> | <b>3,129</b>  | <b>78%</b> | <b>3,897</b>  | <b>98%</b> |
| <b>Total Homes</b>   | <b>4,429</b>                 | <b>100%</b> | <b>4,074</b>  | <b>92%</b> | <b>3,227</b>  | <b>73%</b> |

| <b>Table 2:<br/>NC Statewide Enrollment</b> | <b>#</b> | <b>%</b> |
|---|----------|----------|
| 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:<br>Enrollment by License Level  | NC Statewide Birth-5<br>Enrollment |             | NC Statewide Infant<br>& Toddler<br>Enrollment |            | NC Statewide<br>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,<br>Probationary, Provisional GS 110-106<br>Centers | 1,225                              | 1%          | 497  | 1%         | 728                                    | 1%         |
| Special Provisional, Provisional, &<br>Probationary Homes                            | 62                                 | 0%          | 34   | 0%         | 28                                     | 0%         |
| <b>Total Enrollment in Centers</b>   | <b>168,014</b>                     | <b>100%</b> | <b>64,815</b>                                  | <b>39%</b> | <b>103,199</b>                         | <b>61%</b> |
| <b>Total Enrollment in Homes</b>   | <b>18,923</b>                      | <b>100%</b> | <b>11,646</b>                                  | <b>62%</b> | <b>7,279</b>                           | <b>38%</b> |

| Table 5:<br>Education Points by Enrollment | NC Statewide Birth -5<br>Enrollment |        | NC Statewide Infant<br>& Toddler<br>Enrollment |       | NC Statewide<br>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:<br>Program Standard Points by<br>Enrollment | NC Statewide Birth-5<br>Enrollment |        | NC Statewide Infant<br>& Toddler<br>Enrollment |       | NC Statewide<br>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 old<sup>3</sup>. Each NC county department of social services and/or local purchase of care agency was contacted for information about their child care subsidy waiting list<sup>4</sup>.

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 only<sup>5</sup>.

### *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.

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<sup>3</sup> 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.

<sup>4</sup> 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.

<sup>5</sup> 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%        |
| <b>NC State</b> | <b>12,012</b>  | <b>37%</b> | <b>16,971</b> | <b>43%</b> |

**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%          |
| <b>NC State</b> | <b>22%</b>     | <b>26%</b>   |

- 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%          |
| <b>NC State</b> | 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%              |
| <b>NC State</b> | 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          |
| <b>NC State</b>                                      | <b>10,323</b>    | <b>6,127</b> |
| *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 3<sup>rd</sup> and 4<sup>th</sup> in population size) are in Regions 14 & 13 and are both below the state percent. Cumberland County (with the 5<sup>th</sup> 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%        |
|  | <b>NC State</b> | <b>30.69%</b> |
| 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 58<sup>th</sup>, Forsyth ranks 60<sup>th</sup> and Cumberland County ranks 75<sup>th</sup> in the state at 14%.

| <b>% of Infants/Toddlers Receiving Subsidy in Licensed Care Enrolled in 4- or 5-star Centers</b> |                     |               |               |                |               |               |          |
|--|---------------------|---------------|---------------|----------------|---------------|---------------|----------|
| <b>Ranking</b>   | <b>County</b>       | <b>Region</b> | <b>%</b>      | <b>Ranking</b> | <b>County</b> | <b>Region</b> | <b>%</b> |
| 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%    |
|  | <b>NC Statewide</b> |               | <b>30.69%</b> | 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 |     |
|-----------------------------|--------------------|-----|--------------|-----|
|                             | #                  | %   | #            | %   |
| <b>Receiving Subsidy</b>    | 32,536             | 45% | 39,297       | 55% |
| <b>Waiting For Subsidy*</b> | 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%  |
| <b>Total Subsidized Children Enrollment in Centers*</b>                        | 62,628                                      | 87% | 27,525  | 85% | 35,104                                      | 89% |
| <b>Total Subsidized Children Enrollment in Homes*</b>                          | 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 Workforce<sup>6</sup> 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 old<sup>7</sup>.

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.

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<sup>6</sup> 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](http://www.childcareservices.org)

<sup>7</sup> 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).

| <b>Education Level of Child Care Workforce Caring For Infants and Toddlers by Region</b> |                     |                             |                             |                  |                            |
|--|---------------------|-----------------------------|-----------------------------|------------------|----------------------------|
| <b>Region</b>  | <b>Less than HS</b> | <b>HS or HS + Workshops</b> | <b>HS + College Courses</b> | <b>AA Degree</b> | <b>BA Degree or Higher</b> |
| 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%                         |
| <b>State</b>   | 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.

| <b>Economic Profile of Infant and Toddler Teachers by Region</b> |  |  |        |                       |   |                 |
|--|--|--|--------|-----------------------|---|-----------------|
| <b>Region</b>  | % with No Health<br>Insurance from<br>Any Source | % Receiving<br>Government<br>Assistance in Last<br>3 Years |        | Median<br>Hourly Wage | % with Family<br>Income below<br>\$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%                                       |                 |
| <b>state</b>   | 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 rate<sup>8</sup> 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.

| <b>Regional Ranking of the % of Infant/Toddler Teachers with a Degree</b> |               |          |
|---|---------------|----------|
| <b>Ranking</b>  | <b>Region</b> | <b>%</b> |
| 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%   |
| <b>NC Statewide</b>   |               | 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%   |

<sup>8</sup> 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% |
|  | <b>NC Statewide</b> |        | <b>23.40%</b> | 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**

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

| <b>Demographic Profile</b>        | <b>*All Teachers</b> | <b>Infant &amp; Toddler Teachers</b> | <b>Preschool Teachers</b> |
|-----------------------------------|----------------------|--------------------------------------|---------------------------|
| 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%                       |

| <b>Training &amp; Education</b>               | <b>*All Teachers</b> | <b>Infant &amp; Toddler Teachers</b> | <b>Preschool Teachers</b> |
|---|----------------------|--------------------------------------|---------------------------|
| 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%                       |
| <b>Highest Level of Education</b>             |                      |                                      |                           |
| 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%                        |
| <b>Credentials</b>                            |                      |                                      |                           |
| 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%                        |

| <b>Living Conditions</b>                            | <b>*All Teachers</b> | <b>Infant &amp; Toddler Teachers</b> | <b>Preschool Teachers</b> |
|---|----------------------|--------------------------------------|---------------------------|
| 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%                       |
| <b>Use of Government Assistance in Last 3 Years</b> |                      |                                      |                           |
| 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%                       |

| <b>Experience &amp; Turnover</b>           | <b>*All Teachers</b> | <b>Infant &amp; Toddler Teachers</b> | <b>Preschool Teachers</b> |
|--|----------------------|--------------------------------------|---------------------------|
| 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%                       |

| <b>Wages and Salary Supplements</b>       | <b>*All Teachers</b> | <b>Infant &amp; Toddler Teachers</b> | <b>Preschool Teachers</b> |
|---|----------------------|--------------------------------------|---------------------------|
| 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                    |

| <b>Professional Support Benefits</b> | <b>*All Teachers</b> | <b>Infant &amp; Toddler Teachers</b> | <b>Preschool Teachers</b> |
|--------------------------------------|----------------------|--------------------------------------|---------------------------|
| 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%                       |

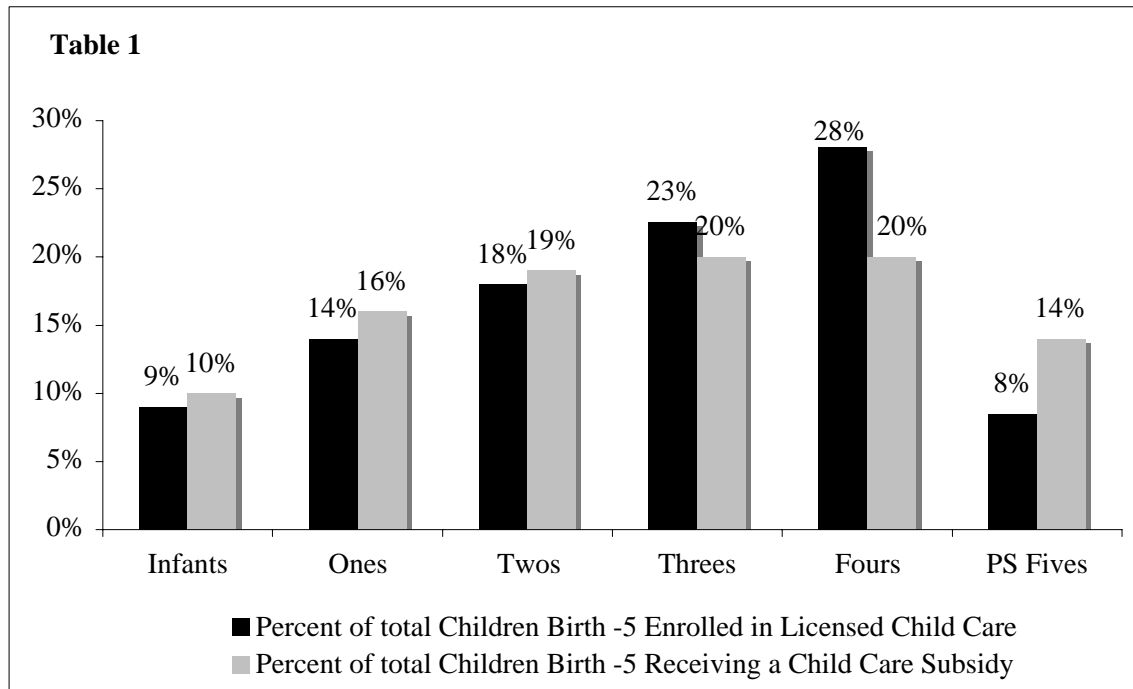
\* 124 teachers did not report the age group they worked with and 1,232 worked with school-age children only

### 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 line<sup>9</sup>, Appendix A shows that the percent of infants and toddlers receiving subsidy in Duplin County is in the bottom 25<sup>th</sup> percentile yet it is ranked in the top 25<sup>th</sup> percentile for the percent of children living in poverty in

<sup>9</sup> FPG Child Development Institute, [http://www.fpg.unc.edu/~ncnr\\_assessment/](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.

| <b>Access to High Quality Care in Centers and Homes Located in Each Region</b> |  |  |
|--|--|--|
| <b>Region</b>  | <b>Infants &amp; Toddlers Receiving Subsidy</b><br>Accessing 4- or 5-star Facilities | <b>Infants &amp; Toddlers Not Receiving a Subsidy</b><br>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

| 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 |
|-----------------|--|--|--|
| Wake            | 7318   | 1855   | 25%  |
| Mecklenburg     | 8775   | 2443   | 28%  |
| Camden          | 43   | 12   | 28%  |
| Union           | 1103   | 327  | 30%  |
| Moore           | 783  | 249  | 32%  |
| Orange          | 915  | 296  | 32%  |
| Alamance        | 1157   | 386  | 33%  |
| Carteret        | 482  | 163  | 34%  |
| Gaston          | 1557   | 556  | 36%  |
| Pitt            | 1683   | 603  | 36%  |
| Lincoln         | 372  | 137  | 37%  |
| Granville       | 374  | 138  | 37%  |
| Caswell         | 123  | 46   | 37%  |
| Hyde            | 45   | 17   | 38%  |
| Franklin        | 304  | 115  | 38%  |
| Harnett         | 745  | 288  | 39%  |
| Cabarrus        | 1170   | 454  | 39%  |
| Johnston        | 1367   | 540  | 40%  |
| Macon           | 202  | 80   | 40%  |
| Duplin          | 431  | 172  | 40%  |
| Nash            | 598  | 241  | 40%  |
| Watauga         | 235  | 95   | 40%  |
| Buncombe        | 1744   | 707  | 41%  |
| Guilford        | 4855   | 1970   | 41%  |
| Wayne           | 1333   | 546  | 41%  |
| Iredell         | 937  | 386  | 41%  |
| Pender          | 225  | 93   | 41%  |
| Currituck       | 122  | 51   | 42%  |
| NewHanover      | 1925   | 812  | 42%  |
| <b>NC State</b> | <b>76461</b>   | <b>32536</b>   | <b>43%</b>   |
| Davidson        | 1089   | 479  | 44%  |
| Stanly          | 565  | 251  | 44%  |
| Person          | 209  | 94   | 45%  |
| Dare            | 171  | 77   | 45%  |
| Wilson          | 868  | 392  | 45%  |
| Onslow          | 1566   | 713  | 46%  |
| Scotland        | 362  | 166  | 46%  |
| Durham          | 3160   | 1450   | 46%  |
| Cleveland       | 742  | 341  | 46%  |
| Lee             | 585  | 273  | 47%  |
| Randolph        | 837  | 391  | 47%  |
| Sampson         | 523  | 252  | 48%  |
| Robeson         | 1265   | 612  | 48%  |
| Martin          | 196  | 95   | 48%  |
| Stokes          | 250  | 122  | 49%  |
| Yadkin          | 254  | 124  | 49%  |
| Forsyth         | 3084   | 1506   | 49%  |
| Chatham         | 244  | 120  | 49%  |
| Davie           | 214  | 106  | 50%  |
| Catawba         | 1352   | 676  | 50%  |
| Washington      | 123  | 62   | 50%  |
| Rowan           | 795  | 401  | 50%  |
| Alexander       | 253  | 128  | 51%  |
|                 |  |  |  |
|                 | *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% |  |  |

**Appendix A (continued)**

| <b>County</b> | <b># of Infants &amp; Toddlers in Licensed Child Care</b>      | <b># of Infants and Toddlers in Licensed Child Care Receiving Subsidy</b> | <b>% of Infants and Toddlers in Licensed Child Care Receiving Subsidy</b> |
|---------------|--|---|---|
| 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% |   |   |