

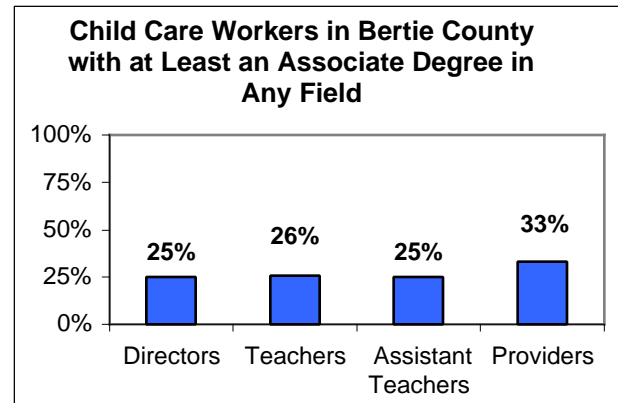
The Child Care Workforce in Bertie County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Bertie County findings from a recent statewide survey of the child care workforce in which **9** directors, **35** teachers and **14** family child care providers responded from Bertie County. On the reverse side is a list of local and statewide early childhood resources that provide personal or professional assistance for the child care workforce.

Education

- *Degreed professionals.* In Bertie County, **13%** of center directors, **26%** of teachers, **13%** of assistant teachers and **8%** of family child care providers have at least an Associate degree in early childhood education (ECE) or a related field. A higher percentage of workers have a degree in any field (see the chart). Among child care workers statewide, **50%** of directors, **30%** of teachers, **19%** of assistant teachers and **20%** of family child care providers have a degree in any field.
- *Coursework.* Most child care professionals in Bertie County have taken college courses at some time. This includes **88%** of directors, **81%** of teachers, **75%** of assistant teachers and **75%** of family child care providers who have taken at least one course in any field. Additionally, **67%** of directors, **31%** of teachers, **38%** of assistant teachers and **21%** of family child care providers are currently taking courses in the early childhood field.

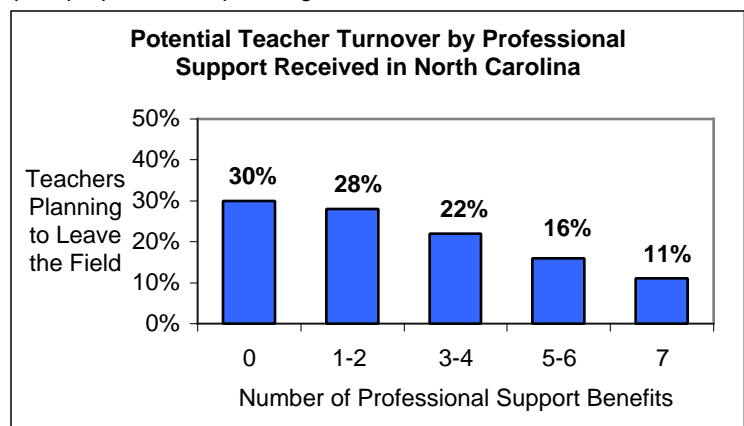


Wages and Benefits

- *Median wages.* Center directors in Bertie County earn **\$6.63** per hour, teachers earn **\$6.20** per hour, assistant teachers earn **\$5.48** per hour and family child care providers earn **\$4.24** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers, **\$7.51** per hour for assistant teachers and **\$5.71** for family child care providers.
- *Public assistance.* Countywide, **48%** of teachers and assistant teachers have needed at least one type of public assistance (e.g., TANF, Medicaid, Food Stamps, etc.) in the past three years.
- *Salary supplements.* Currently, **75%** of directors, **74%** of teachers, **38%** of assistant teachers and **14%** of family child care providers in Bertie County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **0%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **11%** pay for the full cost of health insurance, **22%** provide partial assistance for health insurance and **56%** provide paid sick leave. Moreover, **38%** of teachers and assistant teachers and **64%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **78%** help staff pay for education or training expenses, **67%** provide paid time off for training and **67%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **9.6** years of experience in the child care field compared to **5.3** years for teachers, **2.8** years for assistant teachers and **2.6** years for family child care providers. Furthermore, **22%** of directors and **22%** of teachers and **25%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Bertie County report that **17%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate is **24%**. Teachers who receive high levels of professional support from their centers (e.g., paid planning time, support for educational expenses, etc.) are more likely to say that they will remain in the child care field than teachers who receive less support (see the chart for statewide data).



All data are based on a 2003 statewide workforce survey performed by Child Care Services Association as part of the N.C. Needs and Resources Assessment conducted by the FPG Child Development Institute and funded by the N.C. Division of Child Development. Child Care Services Association prepared this information sheet with funding from the N.C. Division of Child Development.

Resources for the Child Care Workforce in Bertie County

Professional Development Opportunities

North Carolina Institute for Early Childhood Professional Development

The North Carolina Institute for Early Childhood Professional Development strives to increase child care quality by addressing the education and compensation needs of the child care workforce. The Institute supports professional development opportunities, scholarship programs and outreach about the links between provider education and child care quality to ensure progress toward a better educated and compensated workforce. For more information on the Institute and for professional development support, contact: Claudette Grooms, (919) 662-4499, www.ncchildcare.org.

Community Colleges, Four-Year Colleges and Universities

North Carolina has an extensive system of institutions that offer college coursework in the child care field. Child care providers and administrators can take courses and earn credentials in early childhood education and child development at community colleges, four-year colleges and universities throughout the state. The following public institution provides some of these courses and is located in your area.

Roanoke-Chowan Community College
Linda Griffin
(252) 332-5921

Smart Start

Smart Start funds early childhood programs and services in every North Carolina county. Local Smart Start offices may provide child care training opportunities and program quality enhancement dollars for child care programs that meet or are working toward certain provider education standards. For information on the Smart Start services in your area, contact: Bertie County Partnership For Children, (252) 794-3438.

T.E.A.C.H. Early Childhood® Scholarships

The T.E.A.C.H. Early Childhood® Project gives scholarships to child care workers to complete course work in early childhood education and to increase their compensation. T.E.A.C.H.® offers a variety of scholarship programs for teachers, directors and family child care providers working in licensed child care programs in North Carolina. All T.E.A.C.H. Early Childhood® scholarships link continuing education with increased compensation and require that recipients and their sponsoring child care programs share in the cost. For more information about T.E.A.C.H.®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Financial Benefits

Salary Supplements

Salary supplements tied to child care provider education encourage providers to stay in the field while continuing their education. The largest salary supplement program in North Carolina is the Child Care WAGE\$® Project. All counties that receive Smart Start dollars can use WAGE\$® to supplement the earnings of teachers, directors and family child care providers who work with young children. For information about Child Care WAGE\$®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

T.E.A.C.H. Early Childhood® Health Insurance Program

The T.E.A.C.H. Early Childhood® Health Insurance Program provides a low-cost health insurance option to child care providers and employers who utilize the T.E.A.C.H. Early Childhood® Project. The child care program, the provider and T.E.A.C.H.® share the cost of health insurance, making coverage a viable option for more providers. For information about T.E.A.C.H.® Health Insurance, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Child and Adult Care Food Program

The Child and Adult Care Food Program (CACFP) is a federally funded program that provides per-meal reimbursements to child care programs that meet the CACFP's nutritional guidelines for meals and snacks served. Program participants have received significant savings in food costs because of these reimbursements. For information on the CACFP and how to participate, contact: Special Nutrition Programs Regional Consultant, Susan Stevenson, (252) 975-6352.

Other Resources

Child Care Resource and Referral Agencies (CCR&R's)

These agencies help child care providers improve their programs through training, technical assistance and supportive services. CCR&R's help connect child care providers with the resources they need. In Bertie County contact: Bertie County Partnership For Children/Child Care Resource and Referral, (252) 794-3438.

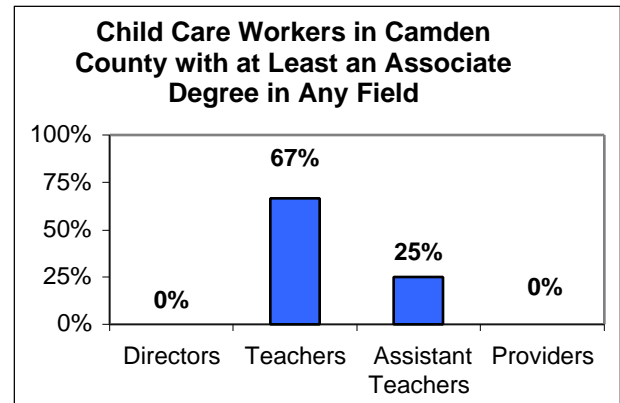
The Child Care Workforce in Camden County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Camden County findings from a recent statewide survey of the child care workforce in which **1** directors, **7** teachers and **3** family child care providers responded from Camden County. On the reverse side is a list of local and statewide early childhood resources that provide personal or professional assistance for the child care workforce.

Education

- Degreed professionals.** In Camden County, **0%** of center directors, **67%** of teachers, **25%** of assistant teachers and **0%** of family child care providers have at least an Associate degree in early childhood education (ECE) or a related field. A higher percentage of workers have a degree in any field (see the chart). Among child care workers statewide, **50%** of directors, **30%** of teachers, **19%** of assistant teachers and **20%** of family child care providers have a degree in any field.
- Coursework.** Most child care professionals in Camden County have taken college courses at some time. This includes **100%** of directors, **100%** of teachers, **100%** of assistant teachers and **67%** of family child care providers who have taken at least one course in any field. Additionally, **100%** of directors, **50%** of teachers, **25%** of assistant teachers and **0%** of family child care providers are currently taking courses in the early childhood field.

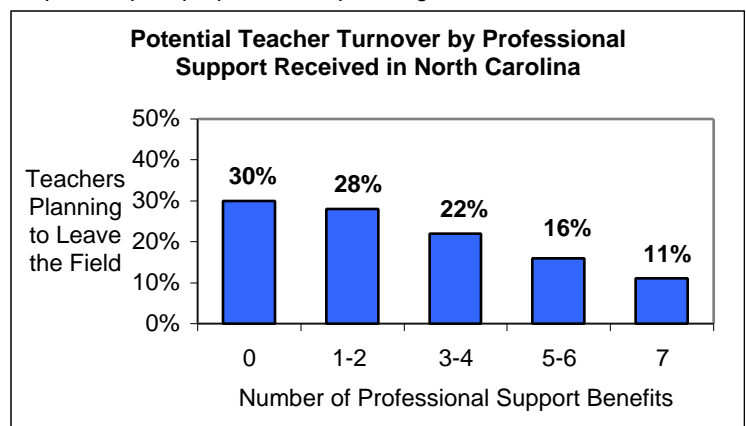


Wages and Benefits

- Median wages.** Center directors in Camden County earn **\$9.00** per hour, teachers earn **\$8.00** per hour, assistant teachers earn **\$6.13** per hour and family child care providers earn **\$7.28** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers, **\$7.51** per hour for assistant teachers and **\$5.71** for family child care providers.
- Public assistance.** Countywide, **29%** of teachers and assistant teachers have needed at least one type of public assistance (e.g., TANF, Medicaid, Food Stamps, etc.) in the past three years.
- Salary supplements.** Currently, **100%** of directors, **67%** of teachers, **50%** of assistant teachers and **33%** of family child care providers in Camden County receive a salary supplement.
- Overtime compensation.** Of the centers responding countywide where staff work overtime, **100%** report paying staff at time and a half.
- Health insurance and sick leave.** Of the centers responding countywide, **100%** pay for the full cost of health insurance, **0%** provide partial assistance for health insurance and **100%** provide paid sick leave. Moreover, **14%** of teachers and assistant teachers and **0%** of family child care providers have no health insurance from any source.
- Professional support benefits.** Of the centers responding countywide, **100%** help staff pay for education or training expenses, **0%** provide paid time off for training and **100%** provide paid preparation or planning time.

Experience and Turnover

- Experience.** Countywide, directors have **6.0** years of experience in the child care field compared to **1.8** years for teachers, **1.3** years for assistant teachers and **16.0** years for family child care providers. Furthermore, **0%** of directors and **33%** of teachers and **25%** of assistants have been in their current center less than one year.



- Turnover.** Directors in Camden County report that **0%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate is **24%**. Teachers who receive high levels of professional support from their centers (e.g., paid planning time, support for educational expenses, etc.) are more likely to say that they will remain in the child care field than teachers who receive less support (see the chart for statewide data).

All data are based on a 2003 statewide workforce survey performed by Child Care Services Association as part of the N.C. Needs and Resources Assessment conducted by the FPG Child Development Institute and funded by the N.C. Division of Child Development. Child Care Services Association prepared this information sheet with funding from the N.C. Division of Child Development.

Resources for the Child Care Workforce in Camden County

Professional Development Opportunities

North Carolina Institute for Early Childhood Professional Development

The North Carolina Institute for Early Childhood Professional Development strives to increase child care quality by addressing the education and compensation needs of the child care workforce. The Institute supports professional development opportunities, scholarship programs and outreach about the links between provider education and child care quality to ensure progress toward a better educated and compensated workforce. For more information on the Institute and for professional development support, contact: Claudette Grooms, (919) 662-4499, www.ncchildcare.org.

Community Colleges, Four-Year Colleges and Universities

North Carolina has an extensive system of institutions that offer college coursework in the child care field. Child care providers and administrators can take courses and earn credentials in early childhood education and child development at community colleges, four-year colleges and universities throughout the state. The following public institution provides some of these courses and is located in your area.

College of the Albemarle
Ms. Robin Griffin
(252) 335-0821 ext. 2362

Smart Start

Smart Start funds early childhood programs and services in every North Carolina county. Local Smart Start offices may provide child care training opportunities and program quality enhancement dollars for child care programs that meet or are working toward certain provider education standards. For information on the Smart Start services in your area, contact: The Albemarle Smart Start Partnership, (252) 333-1233.

T.E.A.C.H. Early Childhood® Scholarships

The T.E.A.C.H. Early Childhood® Project gives scholarships to child care workers to complete course work in early childhood education and to increase their compensation. T.E.A.C.H.® offers a variety of scholarship programs for teachers, directors and family child care providers working in licensed child care programs in North Carolina. All T.E.A.C.H. Early Childhood® scholarships link continuing education with increased compensation and require that recipients and their sponsoring child care programs share in the cost. For more information about T.E.A.C.H.®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Financial Benefits

Salary Supplements

Salary supplements tied to child care provider education encourage providers to stay in the field while continuing their education. The largest salary supplement program in North Carolina is the Child Care WAGE\$® Project. All counties that receive Smart Start dollars can use WAGE\$® to supplement the earnings of teachers, directors and family child care providers who work with young children. For information about Child Care WAGE\$®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

T.E.A.C.H. Early Childhood® Health Insurance Program

The T.E.A.C.H. Early Childhood® Health Insurance Program provides a low-cost health insurance option to child care providers and employers who utilize the T.E.A.C.H. Early Childhood® Project. The child care program, the provider and T.E.A.C.H.® share the cost of health insurance, making coverage a viable option for more providers. For information about T.E.A.C.H.® Health Insurance, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Child and Adult Care Food Program

The Child and Adult Care Food Program (CACFP) is a federally funded program that provides per-meal reimbursements to child care programs that meet the CACFP's nutritional guidelines for meals and snacks served. Program participants have received significant savings in food costs because of these reimbursements. For information on the CACFP and how to participate, contact: Special Nutrition Programs Regional Consultant, Susan Stevenson, (252) 975-6352.

Other Resources

Child Care Resource and Referral Agencies (CCR&R's)

These agencies help child care providers improve their programs through training, technical assistance and supportive services. CCR&R's help connect child care providers with the resources they need. In Camden County contact: Albemarle Child Care Resource and Referral, (252) 333-3205.

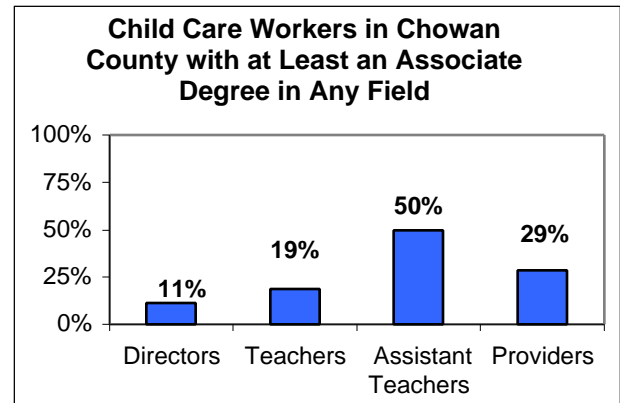
The Child Care Workforce in Chowan County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Chowan County findings from a recent statewide survey of the child care workforce in which **9** directors, **31** teachers and **7** family child care providers responded from Chowan County. On the reverse side is a list of local and statewide early childhood resources that provide personal or professional assistance for the child care workforce.

Education

- *Degreed professionals.* In Chowan County, **11%** of center directors, **4%** of teachers, **25%** of assistant teachers and **14%** of family child care providers have at least an Associate degree in early childhood education (ECE) or a related field. A higher percentage of workers have a degree in any field (see the chart). Among child care workers statewide, **50%** of directors, **30%** of teachers, **19%** of assistant teachers and **20%** of family child care providers have a degree in any field.
- *Coursework.* Most child care professionals in Chowan County have taken college courses at some time. This includes **100%** of directors, **81%** of teachers, **100%** of assistant teachers and **71%** of family child care providers who have taken at least one course in any field. Additionally, **63%** of directors, **46%** of teachers, **25%** of assistant teachers and **0%** of family child care providers are currently taking courses in the early childhood field.

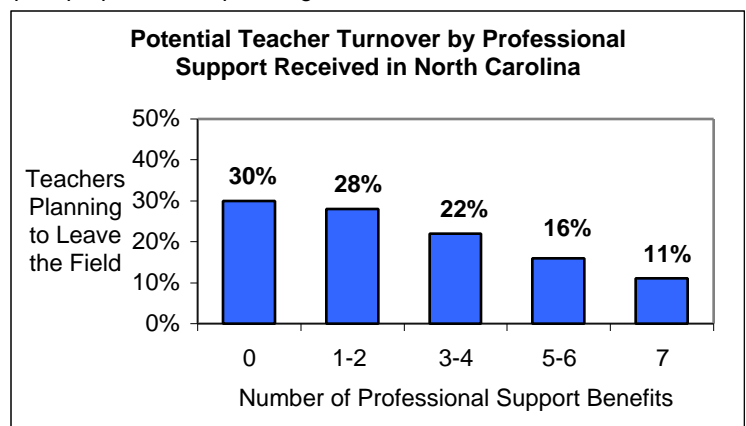


Wages and Benefits

- *Median wages.* Center directors in Chowan County earn **\$12.00** per hour, teachers earn **\$6.63** per hour, assistant teachers earn **\$6.65** per hour and family child care providers earn **\$6.28** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers, **\$7.51** per hour for assistant teachers and **\$5.71** for family child care providers.
- *Public assistance.* Countywide, **32%** of teachers and assistant teachers have needed at least one type of public assistance (e.g., TANF, Medicaid, Food Stamps, etc.) in the past three years.
- *Salary supplements.* Currently, **33%** of directors, **41%** of teachers, **25%** of assistant teachers and **50%** of family child care providers in Chowan County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **20%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **0%** pay for the full cost of health insurance, **22%** provide partial assistance for health insurance and **56%** provide paid sick leave. Moreover, **60%** of teachers and assistant teachers and **14%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **78%** help staff pay for education or training expenses, **78%** provide paid time off for training and **44%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **10.4** years of experience in the child care field compared to **5.0** years for teachers, **7.0** years for assistant teachers and **7.0** years for family child care providers. Furthermore, **0%** of directors and **11%** of teachers and **25%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Chowan County report that **11%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate is **24%**. Teachers who receive high levels of professional support from their centers (e.g., paid planning time, support for educational expenses, etc.) are more likely to say that they will remain in the child care field than teachers who receive less support (see the chart for statewide data).



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Resources for the Child Care Workforce in Chowan County

Professional Development Opportunities

North Carolina Institute for Early Childhood Professional Development

The North Carolina Institute for Early Childhood Professional Development strives to increase child care quality by addressing the education and compensation needs of the child care workforce. The Institute supports professional development opportunities, scholarship programs and outreach about the links between provider education and child care quality to ensure progress toward a better educated and compensated workforce. For more information on the Institute and for professional development support, contact: Claudette Grooms, (919) 662-4499, www.ncchildcare.org.

Community Colleges, Four-Year Colleges and Universities

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Roanoke-Chowan Community College
Linda Griffin
(252) 332-5921

Smart Start

Smart Start funds early childhood programs and services in every North Carolina county. Local Smart Start offices may provide child care training opportunities and program quality enhancement dollars for child care programs that meet or are working toward certain provider education standards. For information on the Smart Start services in your area, contact: Chowan-Gates-Perquimans Partnership For Children, (252) 221-3030.

T.E.A.C.H. Early Childhood® Scholarships

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Financial Benefits

Salary Supplements

Salary supplements tied to child care provider education encourage providers to stay in the field while continuing their education. The largest salary supplement program in North Carolina is the Child Care WAGE\$® Project. All counties that receive Smart Start dollars can use WAGE\$® to supplement the earnings of teachers, directors and family child care providers who work with young children. For information about Child Care WAGE\$®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

T.E.A.C.H. Early Childhood® Health Insurance Program

The T.E.A.C.H. Early Childhood® Health Insurance Program provides a low-cost health insurance option to child care providers and employers who utilize the T.E.A.C.H. Early Childhood® Project. The child care program, the provider and T.E.A.C.H.® share the cost of health insurance, making coverage a viable option for more providers. For information about T.E.A.C.H.® Health Insurance, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Child and Adult Care Food Program

The Child and Adult Care Food Program (CACFP) is a federally funded program that provides per-meal reimbursements to child care programs that meet the CACFP's nutritional guidelines for meals and snacks served. Program participants have received significant savings in food costs because of these reimbursements. For information on the CACFP and how to participate, contact: Special Nutrition Programs Regional Consultant, Susan Stevenson, (252) 975-6352.

Other Resources

Child Care Resource and Referral Agencies (CCR&R's)

These agencies help child care providers improve their programs through training, technical assistance and supportive services. CCR&R's help connect child care providers with the resources they need. In Chowan County contact: Chowan-Gates-Perquimans Partnership For Children, (252) 221-2273.

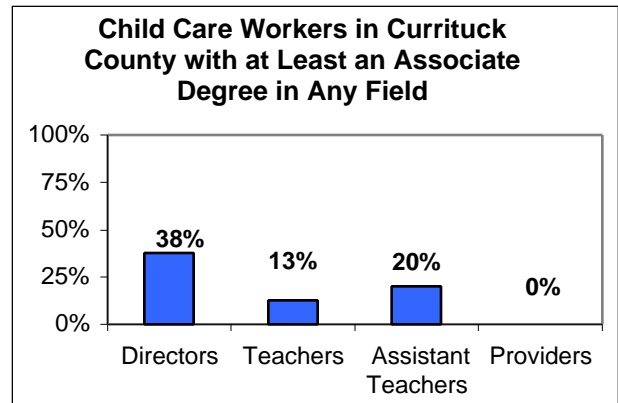
The Child Care Workforce in Currituck County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Currituck County findings from a recent statewide survey of the child care workforce in which **8** directors, **22** teachers and **7** family child care providers responded from Currituck County. On the reverse side is a list of local and statewide early childhood resources that provide personal or professional assistance for the child care workforce.

Education

- *Degreed professionals.* In Currituck County, **0%** of center directors, **6%** of teachers, **20%** of assistant teachers and **0%** of family child care providers have at least an Associate degree in early childhood education (ECE) or a related field. A higher percentage of workers have a degree in any field (see the chart). Among child care workers statewide, **50%** of directors, **30%** of teachers, **19%** of assistant teachers and **20%** of family child care providers have a degree in any field.
- *Coursework.* Most child care professionals in Currituck County have taken college courses at some time. This includes **75%** of directors, **88%** of teachers, **60%** of assistant teachers and **86%** of family child care providers who have taken at least one course in any field. Additionally, **13%** of directors, **33%** of teachers, **40%** of assistant teachers and **43%** of family child care providers are currently taking courses in the early childhood field.

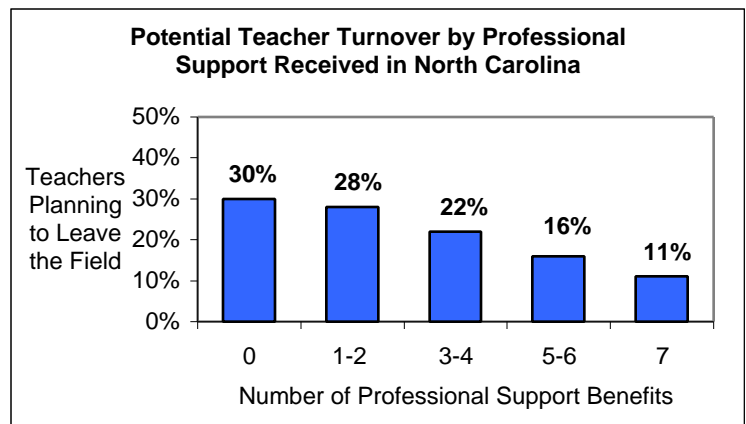


Wages and Benefits

- *Median wages.* Center directors in Currituck County earn **\$8.25** per hour, teachers earn **\$6.63** per hour, assistant teachers earn **\$7.05** per hour and family child care providers earn **\$5.07** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers, **\$7.51** per hour for assistant teachers and **\$5.71** for family child care providers.
- *Public assistance.* Countywide, **55%** of teachers and assistant teachers have needed at least one type of public assistance (e.g., TANF, Medicaid, Food Stamps, etc.) in the past three years.
- *Salary supplements.* Currently, **75%** of directors, **36%** of teachers, **25%** of assistant teachers and **57%** of family child care providers in Currituck County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **75%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **0%** pay for the full cost of health insurance, **13%** provide partial assistance for health insurance and **29%** provide paid sick leave. Moreover, **45%** of teachers and assistant teachers and **29%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **88%** help staff pay for education or training expenses, **38%** provide paid time off for training and **63%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **17.4** years of experience in the child care field compared to **5.5** years for teachers, **3.8** years for assistant teachers and **6.0** years for family child care providers. Furthermore, **0%** of directors and **50%** of teachers and **40%** of assistants have been in their current center less than one year.



- *Turnover.* Directors in Currituck County report that **38%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate is **24%**. Teachers who receive high levels of professional support from their centers (e.g., paid planning time, support for educational expenses, etc.) are more likely to say that they will remain in the child care field than teachers who receive less support (see the chart for statewide data).

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Resources for the Child Care Workforce in Currituck County

Professional Development Opportunities

North Carolina Institute for Early Childhood Professional Development

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Community Colleges, Four-Year Colleges and Universities

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College of the Albemarle
Ms. Robin Griffin
(252) 335-0821 ext. 2362

Smart Start

Smart Start funds early childhood programs and services in every North Carolina county. Local Smart Start offices may provide child care training opportunities and program quality enhancement dollars for child care programs that meet or are working toward certain provider education standards. For information on the Smart Start services in your area, contact: The Albemarle SmartStart Partnership, (252) 333-1233.

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Financial Benefits

Salary Supplements

Salary supplements tied to child care provider education encourage providers to stay in the field while continuing their education. The largest salary supplement program in North Carolina is the Child Care WAGE\$® Project. All counties that receive Smart Start dollars can use WAGE\$® to supplement the earnings of teachers, directors and family child care providers who work with young children. For information about Child Care WAGE\$®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

T.E.A.C.H. Early Childhood® Health Insurance Program

The T.E.A.C.H. Early Childhood® Health Insurance Program provides a low-cost health insurance option to child care providers and employers who utilize the T.E.A.C.H. Early Childhood® Project. The child care program, the provider and T.E.A.C.H.® share the cost of health insurance, making coverage a viable option for more providers. For information about T.E.A.C.H.® Health Insurance, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Child and Adult Care Food Program

The Child and Adult Care Food Program (CACFP) is a federally funded program that provides per-meal reimbursements to child care programs that meet the CACFP's nutritional guidelines for meals and snacks served. Program participants have received significant savings in food costs because of these reimbursements. For information on the CACFP and how to participate, contact: Special Nutrition Programs Regional Consultant, Susan Stevenson, (252) 975-6352.

Other Resources

Child Care Resource and Referral Agencies (CCR&R's)

These agencies help child care providers improve their programs through training, technical assistance and supportive services. CCR&R's help connect child care providers with the resources they need. In Currituck County contact: The Albemarle Child Care Resource and Referral, (252) 333-3205.

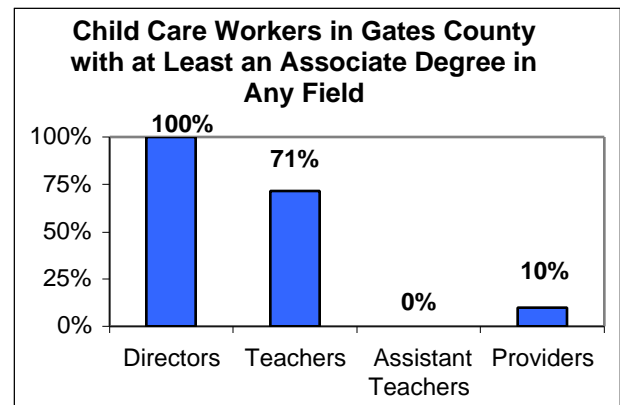
The Child Care Workforce in Gates County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Gates County findings from a recent statewide survey of the child care workforce in which **3** directors, **10** teachers and **10** family child care providers responded from Gates County. On the reverse side is a list of local and statewide early childhood resources that provide personal or professional assistance for the child care workforce.

Education

- *Degreed professionals.* In Gates County, **67%** of center directors, **57%** of teachers, **0%** of assistant teachers and **10%** of family child care providers have at least an Associate degree in early childhood education (ECE) or a related field. A higher percentage of workers have a degree in any field (see the chart). Among child care workers statewide, **50%** of directors, **30%** of teachers, **19%** of assistant teachers and **20%** of family child care providers have a degree in any field.
- *Coursework.* Most child care professionals in Gates County have taken college courses at some time. This includes **100%** of directors, **86%** of teachers, **67%** of assistant teachers and **60%** of family child care providers who have taken at least one course in any field. Additionally, **0%** of directors, **0%** of teachers, **33%** of assistant teachers and **10%** of family child care providers are currently taking courses in the early childhood field.

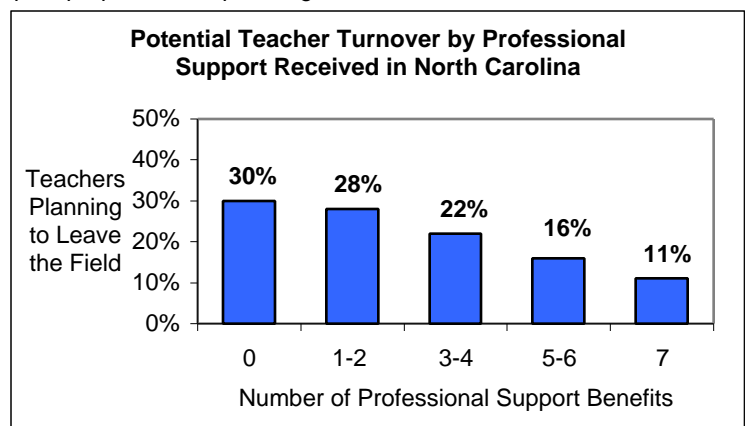


Wages and Benefits

- *Median wages.* Teachers earn **\$12.00** per hour, assistant teachers earn **\$10.06** per hour and family child care providers earn **\$4.59** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers, **\$7.51** per hour for assistant teachers and **\$5.71** for family child care providers.
- *Public assistance.* Countywide, **67%** of teachers and assistant teachers have needed at least one type of public assistance (e.g., TANF, Medicaid, Food Stamps, etc.) in the past three years.
- *Salary supplements.* Currently, **50%** of directors, **50%** of teachers, **33%** of assistant teachers and **10%** of family child care providers in Gates County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **0%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **50%** pay for the full cost of health insurance, **50%** provide partial assistance for health insurance and **67%** provide paid sick leave. Moreover, **20%** of teachers and assistant teachers and **50%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **67%** help staff pay for education or training expenses, **67%** provide paid time off for training and **33%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **11.0** years of experience in the child care field compared to **6.3** years for teachers, **7.0** years for assistant teachers and **6.3** years for family child care providers. Furthermore, **33%** of directors and **14%** of teachers and **0%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Gates County report that **0%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate is **24%**. Teachers who receive high levels of professional support from their centers (e.g., paid planning time, support for educational expenses, etc.) are more likely to say that they will remain in the child care field than teachers who receive less support (see the chart for statewide data).



All data are based on a 2003 statewide workforce survey performed by Child Care Services Association as part of the N.C. Needs and Resources Assessment conducted by the FPG Child Development Institute and funded by the N.C. Division of Child Development. Child Care Services Association prepared this information sheet with funding from the N.C. Division of Child Development.

Resources for the Child Care Workforce in Gates County

Professional Development Opportunities

North Carolina Institute for Early Childhood Professional Development

The North Carolina Institute for Early Childhood Professional Development strives to increase child care quality by addressing the education and compensation needs of the child care workforce. The Institute supports professional development opportunities, scholarship programs and outreach about the links between provider education and child care quality to ensure progress toward a better educated and compensated workforce. For more information on the Institute and for professional development support, contact: Claudette Grooms, (919) 662-4499, www.ncchildcare.org.

Community Colleges, Four-Year Colleges and Universities

North Carolina has an extensive system of institutions that offer college coursework in the child care field. Child care providers and administrators can take courses and earn credentials in early childhood education and child development at community colleges, four-year colleges and universities throughout the state. The following public institution provides some of these courses and is located in your area.

College of the Albemarle
Ms. Robin Griffin
(252) 335-0821 ext. 2362

Smart Start

Smart Start funds early childhood programs and services in every North Carolina county. Local Smart Start offices may provide child care training opportunities and program quality enhancement dollars for child care programs that meet or are working toward certain provider education standards. For information on the Smart Start services in your area, contact: Chowan-Gates-Perquimans Partnership For Children, (252) 221-3030.

T.E.A.C.H. Early Childhood® Scholarships

The T.E.A.C.H. Early Childhood® Project gives scholarships to child care workers to complete course work in early childhood education and to increase their compensation. T.E.A.C.H.® offers a variety of scholarship programs for teachers, directors and family child care providers working in licensed child care programs in North Carolina. All T.E.A.C.H. Early Childhood® scholarships link continuing education with increased compensation and require that recipients and their sponsoring child care programs share in the cost. For more information about T.E.A.C.H.®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Financial Benefits

Salary Supplements

Salary supplements tied to child care provider education encourage providers to stay in the field while continuing their education. The largest salary supplement program in North Carolina is the Child Care WAGE\$® Project. All counties that receive Smart Start dollars can use WAGE\$® to supplement the earnings of teachers, directors and family child care providers who work with young children. For information about Child Care WAGE\$®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

T.E.A.C.H. Early Childhood® Health Insurance Program

The T.E.A.C.H. Early Childhood® Health Insurance Program provides a low-cost health insurance option to child care providers and employers who utilize the T.E.A.C.H. Early Childhood® Project. The child care program, the provider and T.E.A.C.H.® share the cost of health insurance, making coverage a viable option for more providers. For information about T.E.A.C.H.® Health Insurance, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Child and Adult Care Food Program

The Child and Adult Care Food Program (CACFP) is a federally funded program that provides per-meal reimbursements to child care programs that meet the CACFP's nutritional guidelines for meals and snacks served. Program participants have received significant savings in food costs because of these reimbursements. For information on the CACFP and how to participate, contact: Special Nutrition Programs Regional Consultant, Susan Stevenson, (252) 975-6352.

Other Resources

Child Care Resource and Referral Agencies (CCR&R's)

These agencies help child care providers improve their programs through training, technical assistance and supportive services. CCR&R's help connect child care providers with the resources they need. In Gates County contact: Chowan-Gates-Perquimans Partnership For Children, (252) 221-2273.

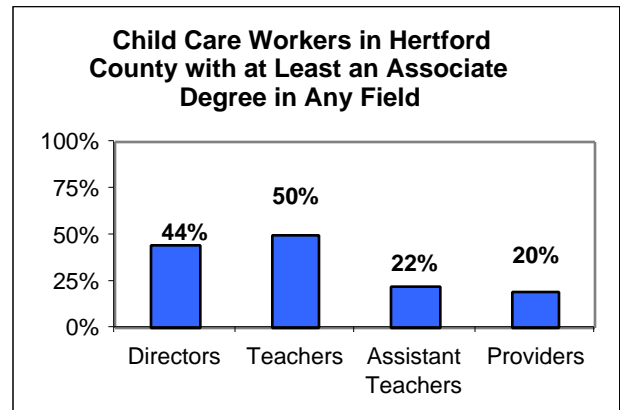
The Child Care Workforce in Hertford County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Hertford County findings from a recent statewide survey of the child care workforce in which **9** directors, **35** teachers and **15** family child care providers responded from Hertford County. On the reverse side is a list of local and statewide early childhood resources that provide personal or professional assistance for the child care workforce.

Education

- *Degreed professionals.* In Hertford County, **33%** of center directors, **36%** of teachers, **11%** of assistant teachers and **13%** of family child care providers have at least an Associate degree in early childhood education (ECE) or a related field. A higher percentage of workers have a degree in any field (see the chart). Among child care workers statewide, **50%** of directors, **30%** of teachers, **19%** of assistant teachers and **20%** of family child care providers have a degree in any field.
- *Coursework.* Most child care professionals in Hertford County have taken college courses at some time. This includes **100%** of directors, **82%** of teachers, **44%** of assistant teachers and **80%** of family child care providers who have taken at least one course in any field. Additionally, **33%** of directors, **19%** of teachers, **22%** of assistant teachers and **21%** of family child care providers are currently taking courses in the early childhood field.

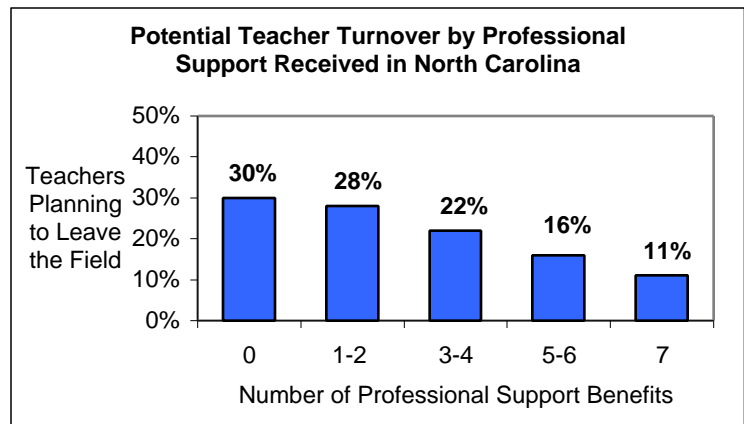


Wages and Benefits

- *Median wages.* Center directors in Hertford County earn **\$9.00** per hour, teachers earn **\$5.89** per hour, assistant teachers earn **\$6.50** per hour and family child care providers earn **\$6.07** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers, **\$7.51** per hour for assistant teachers and **\$5.71** for family child care providers.
- *Public assistance.* Countywide, **39%** of teachers and assistant teachers have needed at least one type of public assistance (e.g., TANF, Medicaid, Food Stamps, etc.) in the past three years.
- *Salary supplements.* Currently, **78%** of directors, **52%** of teachers, **22%** of assistant teachers and **43%** of family child care providers in Hertford County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **50%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **22%** pay for the full cost of health insurance, **0%** provide partial assistance for health insurance and **44%** provide paid sick leave. Moreover, **38%** of teachers and assistant teachers and **43%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **78%** help staff pay for education or training expenses, **56%** provide paid time off for training and **67%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **15.7** years of experience in the child care field compared to **7.0** years for teachers, **2.0** years for assistant teachers and **6.6** years for family child care providers. Furthermore, **0%** of directors and **18%** of teachers and **22%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Hertford County report that **24%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate is **24%**. Teachers who receive high levels of professional support from their centers (e.g., paid planning time, support for educational expenses, etc.) are more likely to say that they will remain in the child care field than teachers who receive less support (see the chart for statewide data).



Resources for the Child Care Workforce in Hertford County

Professional Development Opportunities

North Carolina Institute for Early Childhood Professional Development

The North Carolina Institute for Early Childhood Professional Development strives to increase child care quality by addressing the education and compensation needs of the child care workforce. The Institute supports professional development opportunities, scholarship programs and outreach about the links between provider education and child care quality to ensure progress toward a better educated and compensated workforce. For more information on the Institute and for professional development support, contact: Claudette Grooms, (919) 662-4499, www.ncchildcare.org.

Community Colleges, Four-Year Colleges and Universities

North Carolina has an extensive system of institutions that offer college coursework in the child care field. Child care providers and administrators can take courses and earn credentials in early childhood education and child development at community colleges, four-year colleges and universities throughout the state. The following public institution provides some of these courses and is located in your area.

Roanoke-Chowan Community College
Linda Griffin
(252) 332-5921

Smart Start

Smart Start funds early childhood programs and services in every North Carolina county. Local Smart Start offices may provide child care training opportunities and program quality enhancement dollars for child care programs that meet or are working toward certain provider education standards. For information on the Smart Start services in your area, contact: Hertford County Partnership For Children, (252) 398-4124.

T.E.A.C.H. Early Childhood® Scholarships

The T.E.A.C.H. Early Childhood® Project gives scholarships to child care workers to complete course work in early childhood education and to increase their compensation. T.E.A.C.H.® offers a variety of scholarship programs for teachers, directors and family child care providers working in licensed child care programs in North Carolina. All T.E.A.C.H. Early Childhood® scholarships link continuing education with increased compensation and require that recipients and their sponsoring child care programs share in the cost. For more information about T.E.A.C.H.®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Financial Benefits

Salary Supplements

Salary supplements tied to child care provider education encourage providers to stay in the field while continuing their education. The largest salary supplement program in North Carolina is the Child Care WAGE\$® Project. All counties that receive Smart Start dollars can use WAGE\$® to supplement the earnings of teachers, directors and family child care providers who work with young children. For information about Child Care WAGE\$®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

T.E.A.C.H. Early Childhood® Health Insurance Program

The T.E.A.C.H. Early Childhood® Health Insurance Program provides a low-cost health insurance option to child care providers and employers who utilize the T.E.A.C.H. Early Childhood® Project. The child care program, the provider and T.E.A.C.H.® share the cost of health insurance, making coverage a viable option for more providers. For information about T.E.A.C.H.® Health Insurance, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Child and Adult Care Food Program

The Child and Adult Care Food Program (CACFP) is a federally funded program that provides per-meal reimbursements to child care programs that meet the CACFP's nutritional guidelines for meals and snacks served. Program participants have received significant savings in food costs because of these reimbursements. For information on the CACFP and how to participate, contact: Special Nutrition Programs Regional Consultant, Susan Stevenson, (252) 975-6352.

Other Resources

Child Care Resource and Referral Agencies (CCR&R's)

These agencies help child care providers improve their programs through training, technical assistance and supportive services. CCR&R's help connect child care providers with the resources they need. In Hertford County contact: Child Care Solutions, (252) 398-4124.

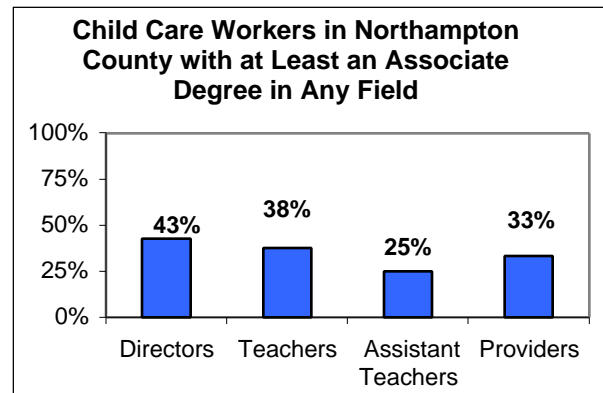
The Child Care Workforce in Northampton County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Northampton County findings from a recent statewide survey of the child care workforce in which 7 directors, 37 teachers and 9 family child care providers responded from Northampton County. On the reverse side is a list of local and statewide early childhood resources that provide personal or professional assistance for the child care workforce.

Education

- *Degreed professionals.* In Northampton County, **29%** of center directors, **22%** of teachers, **25%** of assistant teachers and **11%** of family child care providers have at least an Associate degree in early childhood education (ECE) or a related field. A higher percentage of workers have a degree in any field (see the chart). Among child care workers statewide, **50%** of directors, **30%** of teachers, **19%** of assistant teachers and **20%** of family child care providers have a degree in any field.
- *Coursework.* Most child care professionals in Northampton County have taken college courses at some time. This includes **86%** of directors, **97%** of teachers, **25%** of assistant teachers and **89%** of family child care providers who have taken at least one course in any field. Additionally, **29%** of directors, **43%** of teachers, **0%** of assistant teachers and **11%** of family child care providers are currently taking courses in the early childhood field.

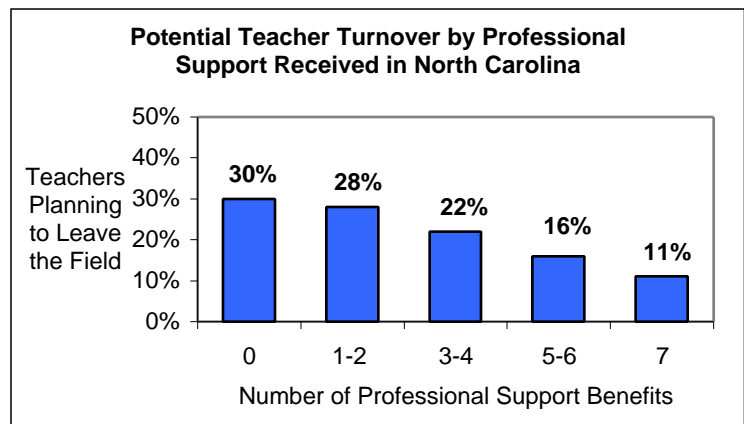


Wages and Benefits

- *Median wages.* Center directors in Northampton County earn **\$9.50** per hour, teachers earn **\$6.89** per hour, assistant teachers earn **\$5.15** per hour and family child care providers earn **\$6.65** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers, **\$7.51** per hour for assistant teachers and **\$5.71** for family child care providers.
- *Public assistance.* Countywide, **52%** of teachers and assistant teachers have needed at least one type of public assistance (e.g., TANF, Medicaid, Food Stamps, etc.) in the past three years.
- *Salary supplements.* Currently, **29%** of directors, **21%** of teachers, **25%** of assistant teachers and **0%** of family child care providers in Northampton County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **40%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **0%** pay for the full cost of health insurance, **43%** provide partial assistance for health insurance and **29%** provide paid sick leave. Moreover, **26%** of teachers and assistant teachers and **44%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **71%** help staff pay for education or training expenses, **57%** provide paid time off for training and **57%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **12.4** years of experience in the child care field compared to **5.8** years for teachers, **3.3** years for assistant teachers and **1.4** years for family child care providers. Furthermore, **14%** of directors and **22%** of teachers and **33%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Northampton County report that **14%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate is **24%**. Teachers who receive high levels of professional support from their centers (e.g., paid planning time, support for educational expenses, etc.) are more likely to say that they will remain in the child care field than teachers who receive less support (see the chart for statewide data).



All data are based on a 2003 statewide workforce survey performed by Child Care Services Association as part of the N.C. Needs and Resources Assessment conducted by the FPG Child Development Institute and funded by the N.C. Division of Child Development. Child Care Services Association prepared this information sheet with funding from the N.C. Division of Child Development.

Resources for the Child Care Workforce in Northampton County

Professional Development Opportunities

North Carolina Institute for Early Childhood Professional Development

The North Carolina Institute for Early Childhood Professional Development strives to increase child care quality by addressing the education and compensation needs of the child care workforce. The Institute supports professional development opportunities, scholarship programs and outreach about the links between provider education and child care quality to ensure progress toward a better educated and compensated workforce. For more information on the Institute and for professional development support, contact: Claudette Grooms, (919) 662-4499, www.ncchildcare.org.

Community Colleges, Four-Year Colleges and Universities

North Carolina has an extensive system of institutions that offer college coursework in the child care field. Child care providers and administrators can take courses and earn credentials in early childhood education and child development at community colleges, four-year colleges and universities throughout the state. The following public institution provides some of these courses and is located in your area.

Halifax Community College
Betsy-Tom Brown
(252) 536-7245

Smart Start

Smart Start funds early childhood programs and services in every North Carolina county. Local Smart Start offices may provide child care training opportunities and program quality enhancement dollars for child care programs that meet or are working toward certain provider education standards. For information on the Smart Start services in your area, contact: Northampton Partnership For Children, (252) 534-1656.

T.E.A.C.H. Early Childhood® Scholarships

The T.E.A.C.H. Early Childhood® Project gives scholarships to child care workers to complete course work in early childhood education and to increase their compensation. T.E.A.C.H.® offers a variety of scholarship programs for teachers, directors and family child care providers working in licensed child care programs in North Carolina. All T.E.A.C.H. Early Childhood® scholarships link continuing education with increased compensation and require that recipients and their sponsoring child care programs share in the cost. For more information about T.E.A.C.H.®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Financial Benefits

Salary Supplements

Salary supplements tied to child care provider education encourage providers to stay in the field while continuing their education. The largest salary supplement program in North Carolina is the Child Care WAGE\$® Project. All counties that receive Smart Start dollars can use WAGE\$® to supplement the earnings of teachers, directors and family child care providers who work with young children. For information about Child Care WAGE\$®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

T.E.A.C.H. Early Childhood® Health Insurance Program

The T.E.A.C.H. Early Childhood® Health Insurance Program provides a low-cost health insurance option to child care providers and employers who utilize the T.E.A.C.H. Early Childhood® Project. The child care program, the provider and T.E.A.C.H.® share the cost of health insurance, making coverage a viable option for more providers. For information about T.E.A.C.H.® Health Insurance, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Child and Adult Care Food Program

The Child and Adult Care Food Program (CACFP) is a federally funded program that provides per-meal reimbursements to child care programs that meet the CACFP's nutritional guidelines for meals and snacks served. Program participants have received significant savings in food costs because of these reimbursements. For information on the CACFP and how to participate, contact: Special Nutrition Programs Regional Consultant, Susan Stevenson, (252) 975-6352.

Other Resources

Child Care Resource and Referral Agencies (CCR&R's)

These agencies help child care providers improve their programs through training, technical assistance and supportive services. CCR&R's help connect child care providers with the resources they need. In Northampton County contact: Northampton Child Care Resource and Referral, (252) 534-9921.

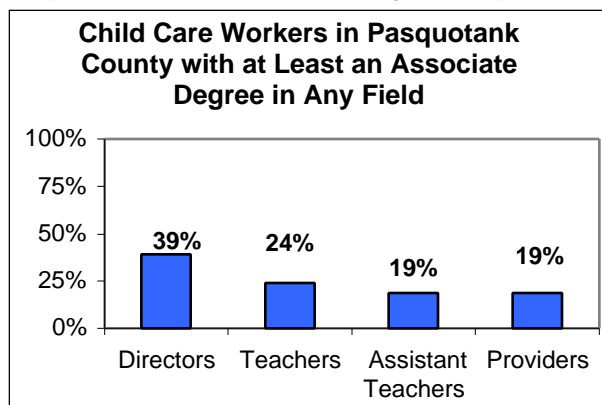
The Child Care Workforce in Pasquotank County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Pasquotank County findings from a recent statewide survey of the child care workforce in which **19** directors, **70** teachers and **27** family child care providers responded from Pasquotank County. On the reverse side is a list of local and statewide early childhood resources that provide personal or professional assistance for the child care workforce.

Education

- Degreed professionals.** In Pasquotank County, **17%** of center directors, **14%** of teachers, **6%** of assistant teachers and **4%** of family child care providers have at least an Associate degree in early childhood education (ECE) or a related field. A higher percentage of workers have a degree in any field (see the chart). Among child care workers statewide, **50%** of directors, **30%** of teachers, **19%** of assistant teachers and **20%** of family child care providers have a degree in any field.
- Coursework.** Most child care professionals in Pasquotank County have taken college courses at some time. This includes **100%** of directors, **80%** of teachers, **63%** of assistant teachers and **74%** of family child care providers who have taken at least one course in any field. Additionally, **33%** of directors, **29%** of teachers, **36%** of assistant teachers and **30%** of family child care providers are currently taking courses in the early childhood field.

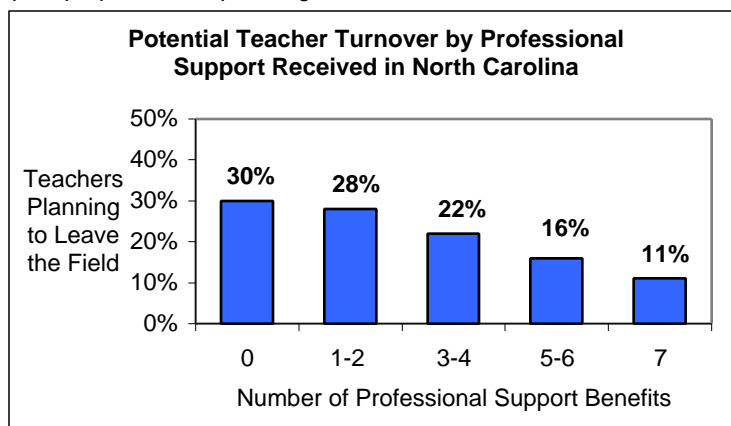


Wages and Benefits

- Median wages.** Center directors in Pasquotank County earn **\$7.50** per hour, teachers earn **\$6.50** per hour, assistant teachers earn **\$6.00** per hour and family child care providers earn **\$5.73** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers, **\$7.51** per hour for assistant teachers and **\$5.71** for family child care providers.
- Public assistance.** Countywide, **56%** of teachers and assistant teachers have needed at least one type of public assistance (e.g., TANF, Medicaid, Food Stamps, etc.) in the past three years.
- Salary supplements.** Currently, **74%** of directors, **50%** of teachers, **27%** of assistant teachers and **56%** of family child care providers in Pasquotank County receive a salary supplement.
- Overtime compensation.** Of the centers responding countywide where staff work overtime, **33%** report paying staff at time and a half.
- Health insurance and sick leave.** Of the centers responding countywide, **11%** pay for the full cost of health insurance, **5%** provide partial assistance for health insurance and **42%** provide paid sick leave. Moreover, **48%** of teachers and assistant teachers and **48%** of family child care providers have no health insurance from any source.
- Professional support benefits.** Of the centers responding countywide, **58%** help staff pay for education or training expenses, **37%** provide paid time off for training and **32%** provide paid preparation or planning time.

Experience and Turnover

- Experience.** Countywide, directors have **14.3** years of experience in the child care field compared to **8.7** years for teachers, **7.9** years for assistant teachers and **5.5** years for family child care providers. Furthermore, **16%** of directors and **31%** of teachers and **27%** of assistants have been in their current center less than one year.
- Turnover.** Directors in Pasquotank County report that **20%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate is **24%**. Teachers who receive high levels of professional support from their centers (e.g., paid planning time, support for educational expenses, etc.) are more likely to say that they will remain in the child care field than teachers who receive less support (see the chart for statewide data).



All data are based on a 2003 statewide workforce survey performed by Child Care Services Association as part of the N.C. Needs and Resources Assessment conducted by the FPG Child Development Institute and funded by the N.C. Division of Child Development. Child Care Services Association prepared this information sheet with funding from the N.C. Division of Child Development.

Resources for the Child Care Workforce in Pasquotank County

Professional Development Opportunities

North Carolina Institute for Early Childhood Professional Development

The North Carolina Institute for Early Childhood Professional Development strives to increase child care quality by addressing the education and compensation needs of the child care workforce. The Institute supports professional development opportunities, scholarship programs and outreach about the links between provider education and child care quality to ensure progress toward a better educated and compensated workforce. For more information on the Institute and for professional development support, contact: Claudette Grooms, (919) 662-4499, www.ncchildcare.org.

Community Colleges, Four-Year Colleges and Universities

North Carolina has an extensive system of institutions that offer college coursework in the child care field. Child care providers and administrators can take courses and earn credentials in early childhood education and child development at community colleges, four-year colleges and universities throughout the state. The following public institution provides some of these courses and is located in your area.

College of the Albemarle
Ms. Robin Griffin
(252) 335-0821 ext. 2362

Smart Start

Smart Start funds early childhood programs and services in every North Carolina county. Local Smart Start offices may provide child care training opportunities and program quality enhancement dollars for child care programs that meet or are working toward certain provider education standards. For information on the Smart Start services in your area, contact: the Albemarle Smart Start Partnership, (252) 333-1233.

T.E.A.C.H. Early Childhood® Scholarships

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Financial Benefits

Salary Supplements

Salary supplements tied to child care provider education encourage providers to stay in the field while continuing their education. The largest salary supplement program in North Carolina is the Child Care WAGE\$® Project. All counties that receive Smart Start dollars can use WAGE\$® to supplement the earnings of teachers, directors and family child care providers who work with young children. For information about Child Care WAGE\$®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

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Child and Adult Care Food Program

The Child and Adult Care Food Program (CACFP) is a federally funded program that provides per-meal reimbursements to child care programs that meet the CACFP's nutritional guidelines for meals and snacks served. Program participants have received significant savings in food costs because of these reimbursements. For information on the CACFP and how to participate, contact: Special Nutrition Programs Regional Consultants, Susan Stevenson, (252) 975-6352.

Other Resources

Child Care Resource and Referral Agencies (CCR&R's)

These agencies help child care providers improve their programs through training, technical assistance and supportive services. CCR&R's help connect child care providers with the resources they need. In Pasquotank County contact: the Albemarle Child Care Resource and Referral, (252) 333-3205.

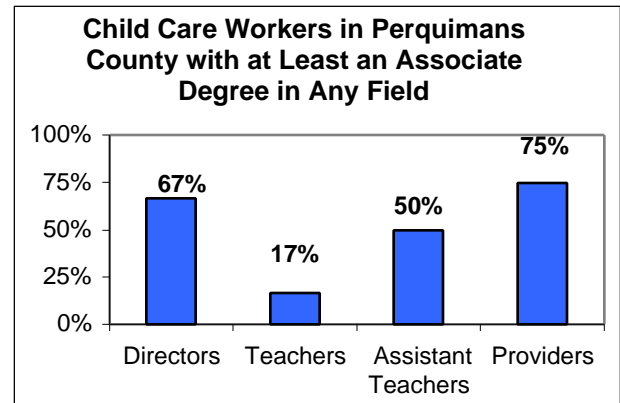
The Child Care Workforce in Perquimans County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Perquimans County findings from a recent statewide survey of the child care workforce in which **3** directors, **8** teachers and **4** family child care providers responded from Perquimans County. On the reverse side is a list of local and statewide early childhood resources that provide personal or professional assistance for the child care workforce.

Education

- *Degreed professionals.* In Perquimans County, **0%** of center directors, **17%** of teachers, **0%** of assistant teachers and **25%** of family child care providers have at least an Associate degree in early childhood education (ECE) or a related field. A higher percentage of workers have a degree in any field (see the chart). Among child care workers statewide, **50%** of directors, **30%** of teachers, **19%** of assistant teachers and **20%** of family child care providers have a degree in any field.
- *Coursework.* Most child care professionals in Perquimans County have taken college courses at some time. This includes **100%** of directors, **67%** of teachers, **50%** of assistant teachers and **75%** of family child care providers who have taken at least one course in any field. Additionally, **67%** of directors, **80%** of teachers, **50%** of assistant teachers and **0%** of family child care providers are currently taking courses in the early childhood field.

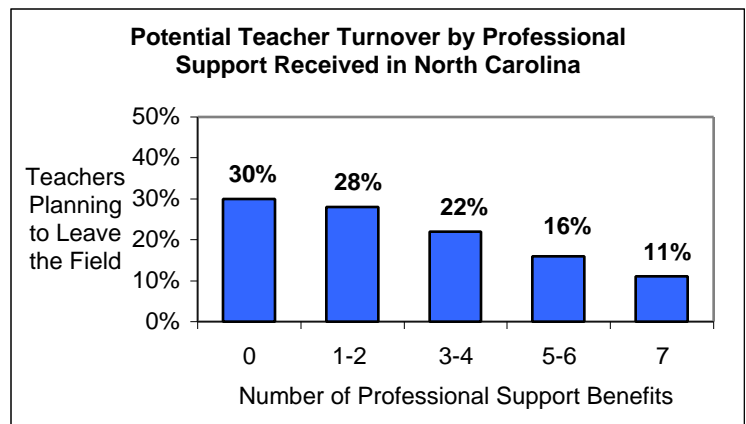


Wages and Benefits

- *Median wages.* Center directors in Perquimans County earn **\$8.50** per hour, teachers earn **\$5.50** per hour, assistant teachers earn **\$10.34** per hour and family child care providers earn **\$4.17** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers, **\$7.51** per hour for assistant teachers and **\$5.71** for family child care providers.
- *Public assistance.* Countywide, **40%** of teachers and assistant teachers have needed at least one type of public assistance (e.g., TANF, Medicaid, Food Stamps, etc.) in the past three years.
- *Salary supplements.* Currently, **0%** of directors, **33%** of teachers, **100%** of assistant teachers and **25%** of family child care providers in Perquimans County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **0%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **0%** pay for the full cost of health insurance, **33%** provide partial assistance for health insurance and **67%** provide paid sick leave. Moreover, **29%** of teachers and assistant teachers and **75%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **100%** help staff pay for education or training expenses, **100%** provide paid time off for training and **67%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **6.0** years of experience in the child care field compared to **6.4** years for teachers, **19.1** years for assistant teachers and **1.9** years for family child care providers. Furthermore, **0%** of directors and **0%** of teachers and **0%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Perquimans County report that **0%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate is **24%**. Teachers who receive high levels of professional support from their centers (e.g., paid planning time, support for educational expenses, etc.) are more likely to say that they will remain in the child care field than teachers who receive less support (see the chart for statewide data).



All data are based on a 2003 statewide workforce survey performed by Child Care Services Association as part of the N.C. Needs and Resources Assessment conducted by the FPG Child Development Institute and funded by the N.C. Division of Child Development. Child Care Services Association prepared this information sheet with funding from the N.C. Division of Child Development.

Resources for the Child Care Workforce in Perquimans County

Professional Development Opportunities

North Carolina Institute for Early Childhood Professional Development

The North Carolina Institute for Early Childhood Professional Development strives to increase child care quality by addressing the education and compensation needs of the child care workforce. The Institute supports professional development opportunities, scholarship programs and outreach about the links between provider education and child care quality to ensure progress toward a better educated and compensated workforce. For more information on the Institute and for professional development support, contact: Claudette Grooms, (919) 662-4499, www.ncchildcare.org.

Community Colleges, Four-Year Colleges and Universities

North Carolina has an extensive system of institutions that offer college coursework in the child care field. Child care providers and administrators can take courses and earn credentials in early childhood education and child development at community colleges, four-year colleges and universities throughout the state. The following public institution provides some of these courses and is located in your area.

College of the Albemarle
Ms. Robin Griffin
(252) 335-0821 ext. 2362

Smart Start

Smart Start funds early childhood programs and services in every North Carolina county. Local Smart Start offices may provide child care training opportunities and program quality enhancement dollars for child care programs that meet or are working toward certain provider education standards. For information on the Smart Start services in your area, contact: Chowan-Gates-Perquimans Partnership For Children, (252) 221-3030.

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