

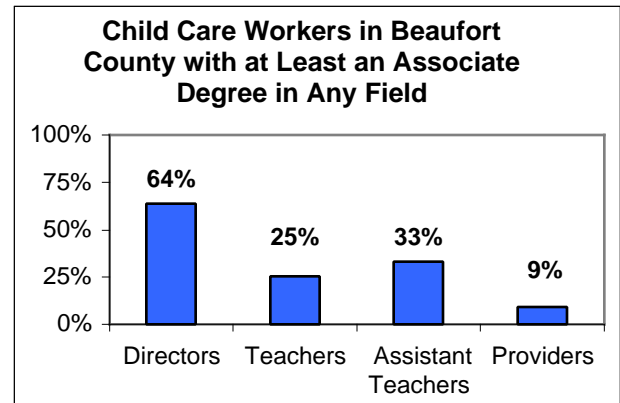
## The Child Care Workforce in Beaufort County - 2003

### Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Beaufort County findings from a recent statewide survey of the child care workforce in which **11** directors, **83** teachers and **22** family child care providers responded from Beaufort 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 Beaufort County, **18%** of center directors, **13%** of teachers, **21%** of assistant teachers and **5%** 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 Beaufort County have taken college courses at some time. This includes **91%** of directors, **91%** of teachers, **92%** of assistant teachers and **86%** of family child care providers who have taken at least one course in any field. Additionally, **18%** of directors, **44%** of teachers, **46%** of assistant teachers and **27%** of family child care providers are currently taking courses in the early childhood field.

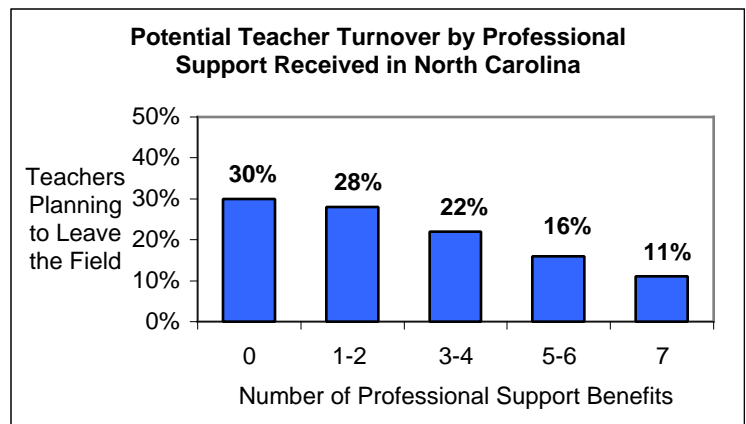


### Wages and Benefits

- Median wages.** Center directors in Beaufort County earn **\$11.00** per hour, teachers earn **\$7.28** per hour, assistant teachers earn **\$8.00** per hour and family child care providers earn **\$6.17** 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, **44%** 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, **55%** of directors, **45%** of teachers, **22%** of assistant teachers and **24%** of family child care providers in Beaufort County receive a salary supplement.
- Overtime compensation.** Of the centers responding countywide where staff work overtime, **60%** report paying staff at time and a half.
- Health insurance and sick leave.** Of the centers responding countywide, **10%** pay for the full cost of health insurance, **30%** provide partial assistance for health insurance and **50%** provide paid sick leave. Moreover, **30%** of teachers and assistant teachers and **32%** of family child care providers have no health insurance from any source.
- Professional support benefits.** Of the centers responding countywide, **70%** help staff pay for education or training expenses, **60%** provide paid time off for training and **50%** 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 **5.7** years for teachers, **7.0** years for assistant teachers and **3.8** years for family child care providers. Furthermore, **9%** of directors and **33%** of teachers and **12%** of assistants have been in their current center less than one year.
- Turnover.** Directors in Beaufort County report that **32%** 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 Beaufort 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](http://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.

Beaufort County Community College  
Jane McCotter  
(252) 940-6365

#### **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: Beaufort County Partnership For Children, (252) 975-4667.

#### **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](http://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](http://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](http://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 Beaufort County contact: Beaufort County Child Care Resource and Referral, (252) 975-4647.

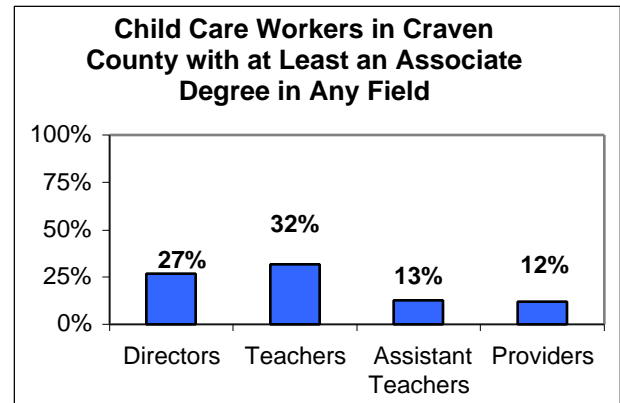
## The Child Care Workforce in Craven County - 2003

### Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Craven County findings from a recent statewide survey of the child care workforce in which **15** directors, **232** teachers and **42** family child care providers responded from Craven 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 Craven County, **7%** of center directors, **23%** of teachers, **4%** of assistant teachers and **7%** 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 Craven County have taken college courses at some time. This includes **93%** of directors, **87%** of teachers, **73%** of assistant teachers and **88%** of family child care providers who have taken at least one course in any field. Additionally, **53%** of directors, **46%** of teachers, **54%** of assistant teachers and **33%** of family child care providers are currently taking courses in the early childhood field.

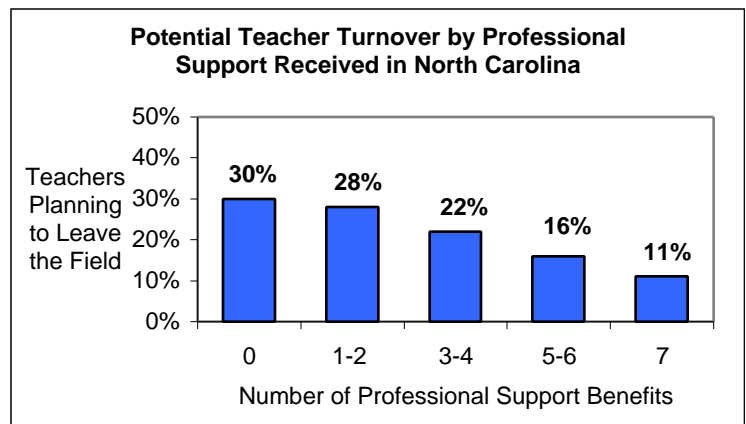


### Wages and Benefits

- *Median wages.* Center directors in Craven County earn **\$12.00** per hour, teachers earn **\$7.50** per hour, assistant teachers earn **\$6.50** per hour and family child care providers earn **\$5.23** 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, **34%** 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, **73%** of directors, **51%** of teachers, **35%** of assistant teachers and **46%** of family child care providers in Craven County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **67%** 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, **31%** provide partial assistance for health insurance and **64%** provide paid sick leave. Moreover, **27%** of teachers and assistant teachers and **45%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **80%** help staff pay for education or training expenses, **40%** provide paid time off for training and **53%** provide paid preparation or planning time.

### Experience and Turnover

- *Experience.* Countywide, directors have **14.8** years of experience in the child care field compared to **6.0** years for teachers, **5.7** years for assistant teachers and **6.1** years for family child care providers. Furthermore, **20%** of directors and **31%** of teachers and **45%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Craven County report that **49%** 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 Craven 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](http://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.

Craven Community College  
Sherry Forrest  
(252) 638-7382

### **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: Craven County Partnership For Children, (252) 636-3198.

### **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](http://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](http://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](http://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 Consultants, Janet Phelps, (919) 326-2744, or Susan Pouria, (252) 514-2133.

## ***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 Craven County contact: Child Care Resource and Referral of Craven-Pamlico Counties, (252) 672-5921.

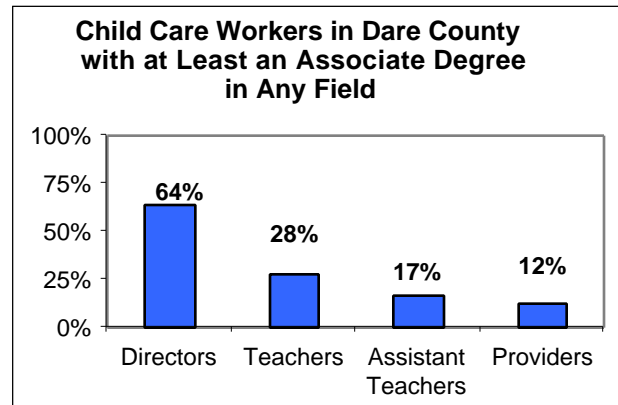
## The Child Care Workforce in Dare County - 2003

### Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Dare County findings from a recent statewide survey of the child care workforce in which **11** directors, **47** teachers and **25** family child care providers responded from Dare 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 Dare County, **27%** of center directors, **17%** of teachers, **0%** 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 Dare County have taken college courses at some time. This includes **100%** of directors, **78%** of teachers, **33%** of assistant teachers and **80%** of family child care providers who have taken at least one course in any field. Additionally, **18%** of directors, **37%** of teachers, **17%** of assistant teachers and **48%** of family child care providers are currently taking courses in the early childhood field.

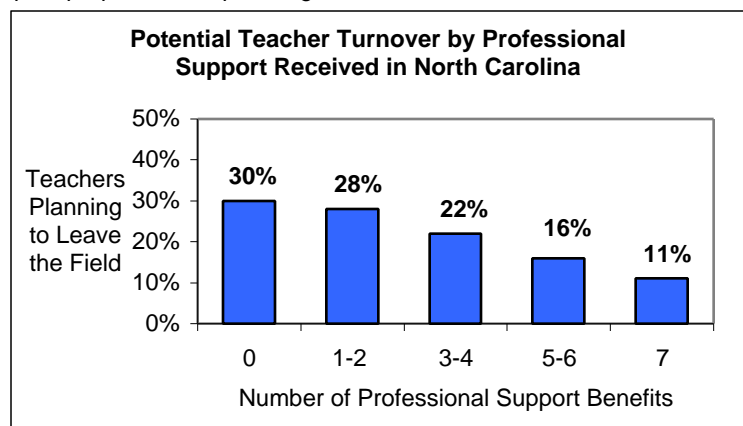


### Wages and Benefits

- *Median wages.* Center directors in Dare County earn **\$12.60** per hour, teachers earn **\$8.13** per hour, assistant teachers earn **\$6.50** per hour and family child care providers earn **\$7.07** 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, **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, **90%** of directors, **63%** of teachers, **20%** of assistant teachers and **25%** of family child care providers in Dare County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **60%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **9%** pay for the full cost of health insurance, **36%** provide partial assistance for health insurance and **73%** provide paid sick leave. Moreover, **37%** of teachers and assistant teachers and **52%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **82%** help staff pay for education or training expenses, **73%** provide paid time off for training and **55%** provide paid preparation or planning time.

### Experience and Turnover

- *Experience.* Countywide, directors have **15.0** years of experience in the child care field compared to **5.0** years for teachers, **6.2** years for assistant teachers and **3.0** years for family child care providers. Furthermore, **9%** of directors and **37%** of teachers and **33%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Dare County report that **39%** 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 Dare 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](http://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: Children & Youth Partnership, (252) 441-0614.

### **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](http://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](http://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](http://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 Dare County contact: Dare County Child Care Resource and Referral, (252) 441-4737.

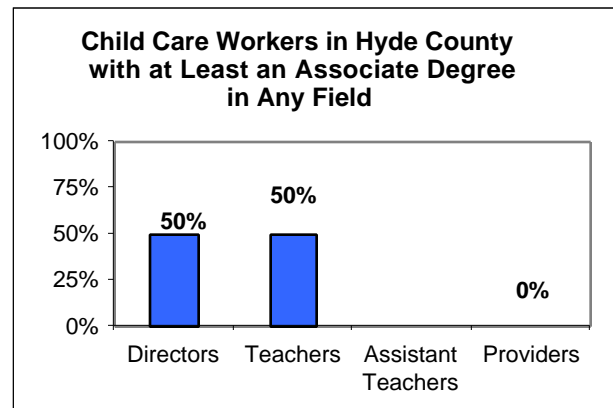
## The Child Care Workforce in Hyde County - 2003

### Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Hyde County findings from a recent statewide survey of the child care workforce in which **2** directors, **3** teachers and **3** family child care providers responded from Hyde 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 Hyde County, **0%** of center directors, **0%** of 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 Hyde County have taken college courses at some time. This includes **100%** of directors, **100%** of teachers and **100%** of family child care providers who have taken at least one course in any field. Additionally, **50%** of directors, **50%** of teachers and **67%** of family child care providers are currently taking courses in the early childhood field.

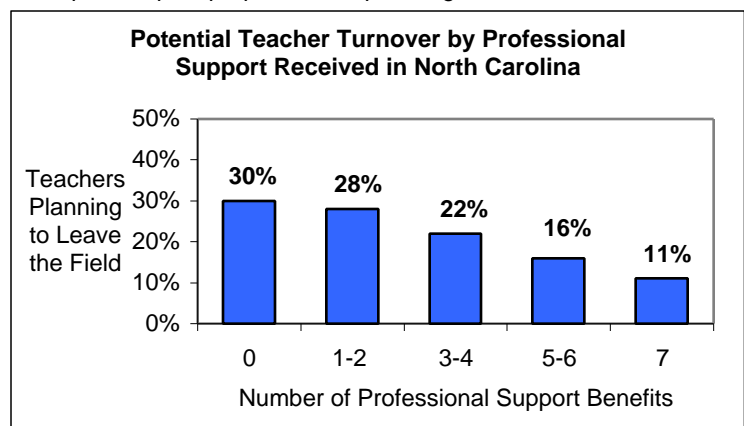


#### Wages and Benefits

- *Median wages.* Center directors in Hyde County earn **\$14.00** per hour, teachers earn **\$11.63** per hour and family child care providers earn **\$2.47** 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, **0%** of teachers and **33%** of family child care providers in Hyde 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, **0%** pay for the full cost of health insurance, **100%** provide partial assistance for health insurance and **50%** provide paid sick leave. Moreover, **33%** of teachers and **67%** 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 **100%** provide paid preparation or planning time.

#### Experience and Turnover

- *Experience.* Countywide, directors have **29.5** years of experience in the child care field compared to **19.9** years for teachers and **1.0** years for family child care providers. Furthermore, **0%** of directors and **50%** of teachers have been in their current center less than one year.
- *Turnover.* Directors in Hyde County report that **50%** of full-time teachers 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 Hyde 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](http://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.

Beaufort County Community College  
Jane McCotter  
(252) 940-6365

#### **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: Hyde County Partnership For Children, (252) 975-4667.

#### **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](http://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](http://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](http://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 Hyde County contact: Beaufort County Child Care Resource and Referral, (252) 975-4647.

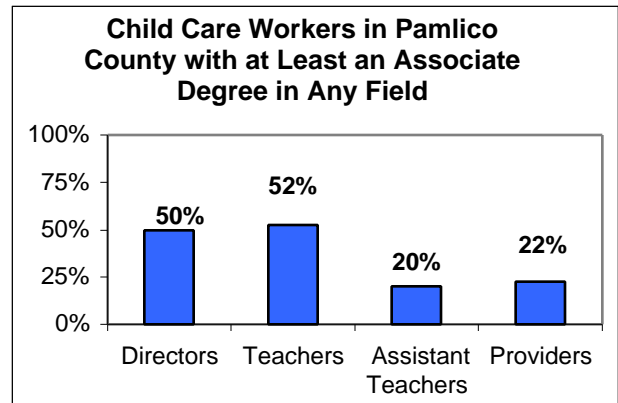
## The Child Care Workforce in Pamlico County - 2003

### Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Pamlico County findings from a recent statewide survey of the child care workforce in which **4** directors, **33** teachers and **10** family child care providers responded from Pamlico 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 Pamlico County, **25%** of center directors, **33%** of teachers, **10%** of assistant teachers and **22%** 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 Pamlico County have taken college courses at some time. This includes **100%** of directors, **90%** of teachers, **100%** of assistant teachers and **78%** of family child care providers who have taken at least one course in any field. Additionally, **75%** of directors, **59%** of teachers, **60%** of assistant teachers and **30%** of family child care providers are currently taking courses in the early childhood field.

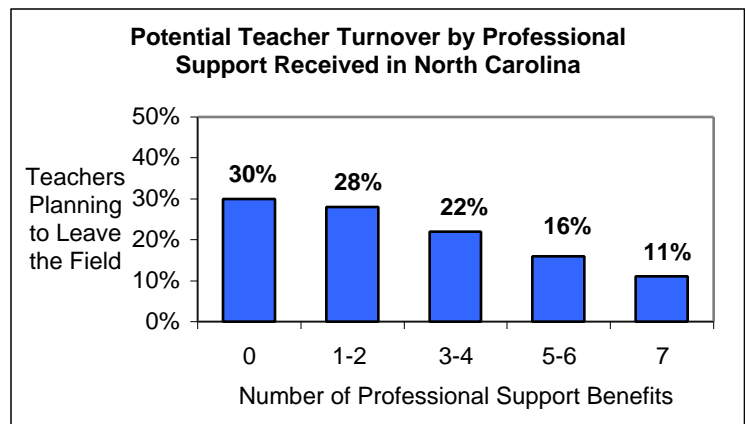


### Wages and Benefits

- *Median wages.* Center directors in Pamlico County earn **\$9.40** per hour, teachers earn **\$7.35** per hour, assistant teachers earn **\$8.00** per hour and family child care providers earn **\$8.31** 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, **33%** 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, **40%** of teachers, **20%** of assistant teachers and **50%** of family child care providers in Pamlico 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, **25%** pay for the full cost of health insurance, **0%** provide partial assistance for health insurance and **50%** provide paid sick leave. Moreover, **23%** of teachers and assistant teachers and **22%** 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, **75%** provide paid time off for training and **50%** provide paid preparation or planning time.

### Experience and Turnover

- *Experience.* Countywide, directors have **15.5** years of experience in the child care field compared to **6.5** years for teachers, **9.0** years for assistant teachers and **9.2** years for family child care providers. Furthermore, **0%** of directors and **14%** of teachers and **20%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Pamlico 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).



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 Pamlico 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](http://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.

Pamlico Community College  
Lisa Jackson  
(252) 349-1851 ext. 3035

#### **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: Pamlico Partnership For Children, (252) 745-7850.

#### **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](http://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](http://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](http://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 Consultants, Janet Phelps, (919) 326-2744, or Susan Pouria, (252) 514-2133.

### **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 Pamlico County contact: Child Care Resource and Referral of Craven-Pamlico Counties, (252) 672-5921.

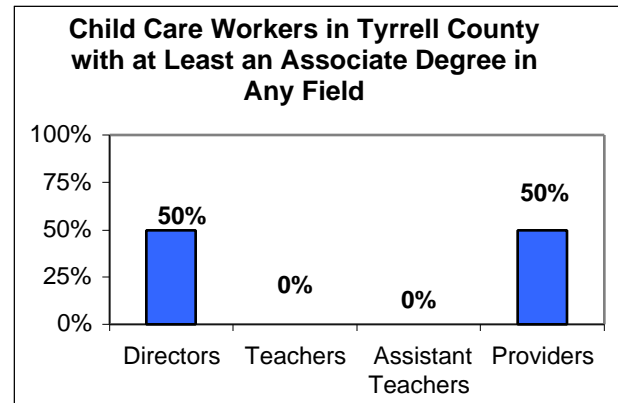
## The Child Care Workforce in Tyrrell County - 2003

### Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Tyrrell County findings from a recent statewide survey of the child care workforce in which **2** directors, **8** teachers and **2** family child care providers responded from Tyrrell 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 Tyrrell County, **0%** of center directors, **0%** of teachers, **0%** of assistant teachers and **50%** 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 Tyrrell County have taken college courses at some time. This includes **50%** of directors, **40%** of teachers, **100%** of assistant teachers and **50%** of family child care providers who have taken at least one course in any field. Additionally, **0%** of directors, **20%** of teachers, **100%** of assistant teachers and **50%** of family child care providers are currently taking courses in the early childhood field.



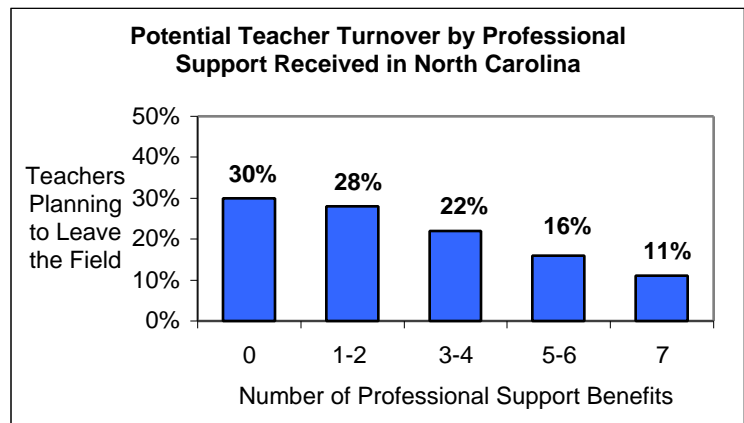
#### Wages and Benefits

- *Median wages.* Center directors in Tyrrell County earn **\$17.78** per hour, teachers earn **\$8.00** per hour, assistant teachers earn **\$5.15** per hour and family child care providers earn **\$3.88** 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, **14%** 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, **0%** of teachers, **100%** of assistant teachers and **0%** of family child care providers in Tyrrell County receive a salary supplement.
- *Health insurance and sick leave.* Of the centers responding countywide, **0%** pay for the full cost of health insurance, **50%** provide partial assistance for health insurance and **100%** provide paid sick leave. Moreover, **29%** of teachers and assistant teachers and **100%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **50%** help staff pay for education or training expenses, **50%** provide paid time off for training and **50%** provide paid preparation or planning time.

#### Experience and Turnover

- *Experience.* Countywide, directors have **21.0** years of experience in the child care field compared to **4.7** years for teachers, **12.0** years for assistant teachers and **5.5** years for family child care providers. Furthermore, **0%** of directors and **20%** of teachers and **0%** of assistants have been in their current center less than one year.

- *Turnover.* Directors in Tyrrell County report that **37%** 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 Tyrrell 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](http://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(s) provide some of these courses and is located in your area.

Beaufort County Community College  
Jane McCotter  
(252) 940-6365

### **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: Tyrrell County Smart Start, (252) 766-0221.

### **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](http://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](http://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](http://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(s), 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 Tyrrell County contact: Washington County Child Advocacy Council, (252) 793-5437.

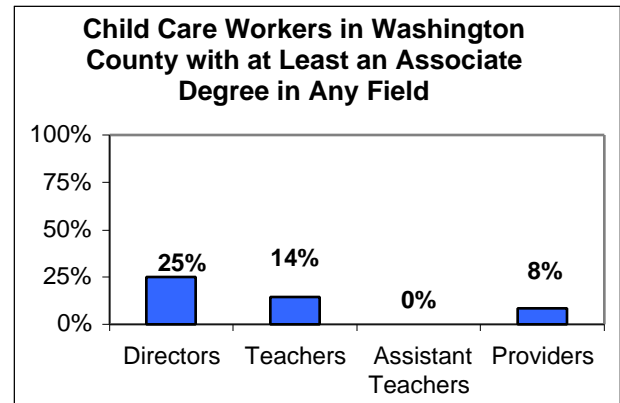
## The Child Care Workforce in Washington County - 2003

### Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Washington County findings from a recent statewide survey of the child care workforce in which **8** directors, **18** teachers and **24** family child care providers responded from Washington 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 Washington County, **0%** of center directors, **0%** of teachers, **0%** 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 Washington County have taken college courses at some time. This includes **100%** of directors, **100%** of teachers, **33%** of assistant teachers and **87%** of family child care providers who have taken at least one course in any field. Additionally, **63%** of directors, **50%** of teachers, **0%** of assistant teachers and **50%** of family child care providers are currently taking courses in the early childhood field.

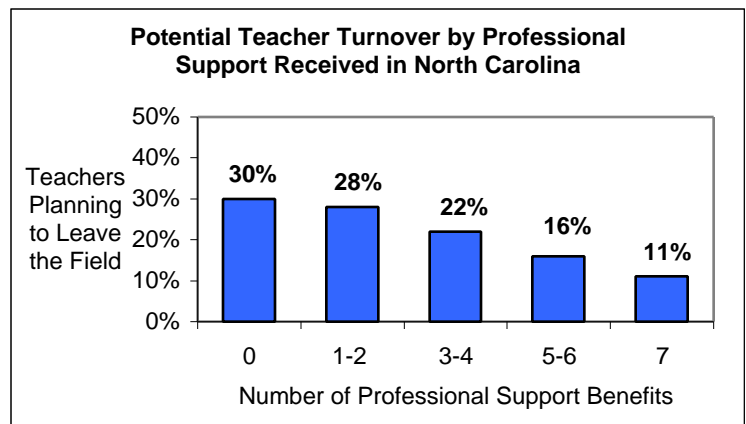


#### Wages and Benefits

- *Median wages.* Center directors in Washington County earn **\$7.11** per hour, teachers earn **\$7.00** per hour, assistant teachers earn **\$10.00** per hour and family child care providers earn **\$5.31** 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, **36%** 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, **31%** of teachers, **0%** of assistant teachers and **59%** of family child care providers in Washington 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, **0%** pay for the full cost of health insurance, **13%** provide partial assistance for health insurance and **29%** provide paid sick leave. Moreover, **15%** of teachers and assistant teachers and **13%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **75%** help staff pay for education or training expenses, **25%** provide paid time off for training and **50%** provide paid preparation or planning time.

#### Experience and Turnover

- *Experience.* Countywide, directors have **10.8** years of experience in the child care field compared to **5.5** years for teachers, **4.0** years for assistant teachers and **8.4** years for family child care providers. Furthermore, **13%** of directors and **36%** of teachers and **33%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Washington County report that **47%** 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 Washington 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](http://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.

Beaufort County Community College  
Jane McCotter  
(252) 940-6365

### **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: Washington County Child Advocacy Council, (252) 793-5437.

### **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](http://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](http://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](http://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 Washington County contact: Washington County Child Advocacy Council, (252) 793-5437.