

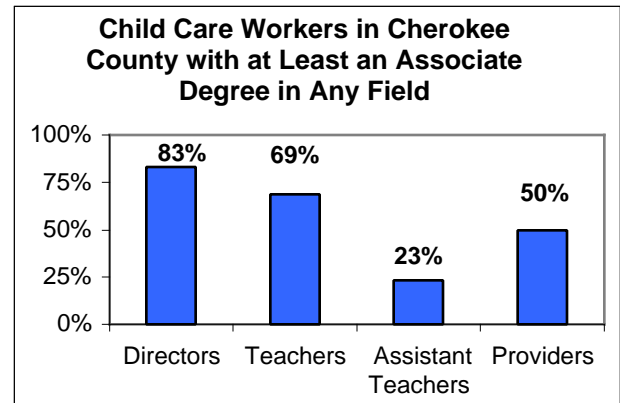
The Child Care Workforce in Cherokee County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Cherokee County findings from a recent statewide survey of the child care workforce in which **12** directors, **64** teachers and **2** family child care providers responded from Cherokee 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 Cherokee County, **25%** of center directors, **52%** of teachers, **15%** 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 Cherokee County have taken college courses at some time. This includes **92%** of directors, **90%** of teachers, **85%** of assistant teachers and **50%** of family child care providers who have taken at least one course in any field. Additionally, **17%** of directors, **44%** of teachers, **69%** of assistant teachers and **0%** of family child care providers are currently taking courses in the early childhood field.

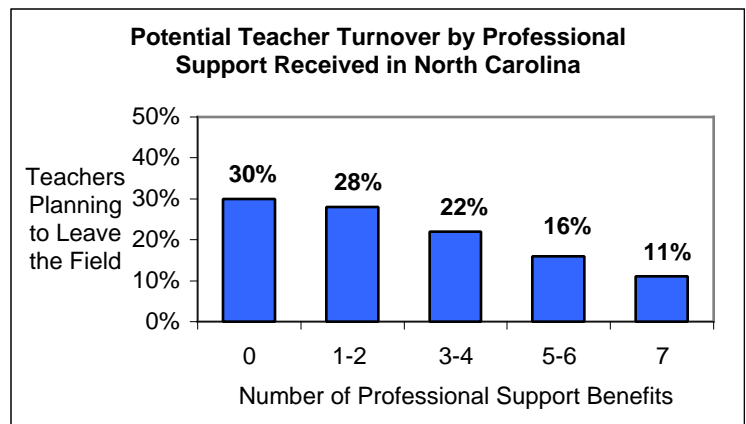


Wages and Benefits

- *Median wages.* Center directors in Cherokee County earn **\$12.10** per hour, teachers earn **\$9.25** per hour, assistant teachers earn **\$7.13** per hour and family child care providers earn **\$4.73** 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, **27%** 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, **42%** of directors, **52%** of teachers, **25%** of assistant teachers and **0%** of family child care providers in Cherokee County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **57%** 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, **58%** provide partial assistance for health insurance and **83%** provide paid sick leave. Moreover, **11%** 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, **83%** 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 **11.0** years of experience in the child care field compared to **6.2** years for teachers, **8.0** years for assistant teachers and **13.9** years for family child care providers. Furthermore, **17%** of directors and **13%** of teachers and **8%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Cherokee County report that **25%** 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 Cherokee 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.

Tri-County Community College
Iris DeRosa
(828) 837-6810 ext. 274

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: Region A Partnership For Children, (828) 586-0661.

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 Consultants, Amy Palmer, (828) 627-1238, or Waunea Woods, (704) 663-1699.

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 Cherokee County contact: Southwestern Child Care Resource and Referral, (828) 586-5561.

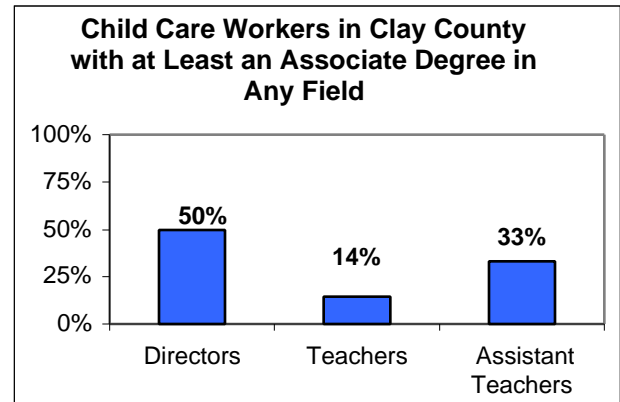
The Child Care Workforce in Clay County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Clay County findings from a recent statewide survey of the child care workforce in which 4 directors and 11 teachers responded from Clay 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 Clay County, **50%** of center directors, **14%** of teachers and **33%** of assistant teachers have at least an Associate degree in early childhood education (ECE) or a related field. Among child care workers statewide, **50%** of directors, **30%** of teachers and **19%** of assistant teachers have a degree in any field.
- *Coursework.* Most child care professionals in Clay County have taken college courses at some time. This includes **100%** of directors, **86%** of teachers and **67%** of assistant teachers who have taken at least one course in any field. Additionally, **25%** of directors, **71%** of teachers and **67%** of assistant are currently taking courses in the early childhood field.

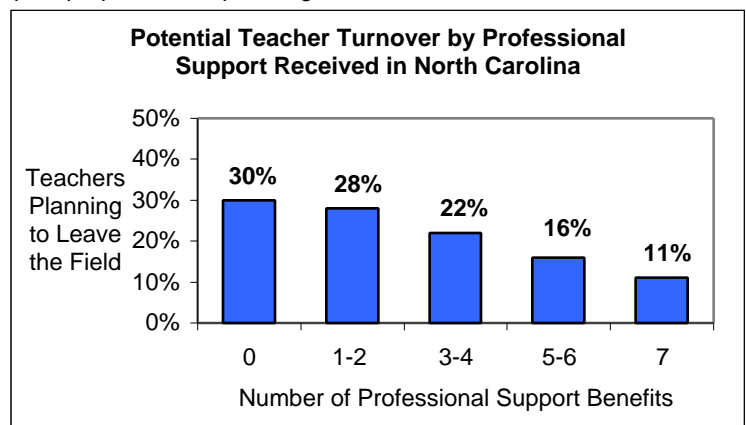


Wages and Benefits

- *Median wages.* Center directors in Clay County earn **\$11.73** per hour, teachers earn **\$9.14** per hour and assistant teachers earn **\$9.00** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers and **\$7.51** per hour for assistant teachers.
- *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, **75%** of directors, **40%** of teachers and **67%** of assistant teachers in Clay 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, **75%** provide partial assistance for health insurance and **75%** provide paid sick leave. Moreover, **18%** of teachers and assistant teachers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **75%** help staff pay for education or training expenses, **75%** provide paid time off for training and **75%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **23.7** years of experience in the child care field compared to **7.0** years for teachers and **8.0** years for assistant teachers. Furthermore, **0%** of directors and **0%** of teachers and **33%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Clay County report that **19%** 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 Clay County

Professional Development Opportunities

North Carolina Institute for Early Childhood Professional Development

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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.

Tri-County Community College
Iris DeRosa
(828) 837-6810 ext. 274

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: Region A Partnership For Children, (828) 586-0661.

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

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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, Amy Palmer, (828) 627-1238, or Waunea Woods, (704) 663-1699

Other Resources

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

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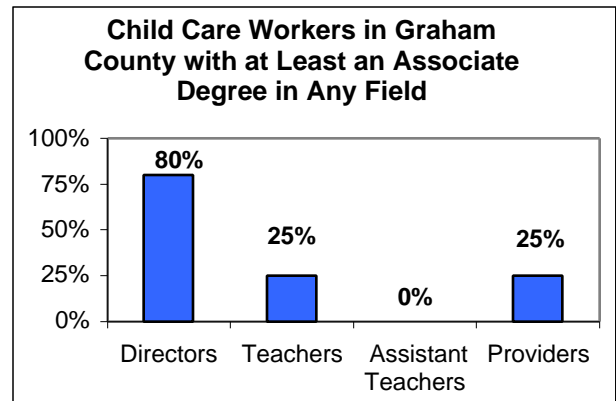
The Child Care Workforce in Graham County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Graham County findings from a recent statewide survey of the child care workforce in which **5** directors, **15** teachers and **4** family child care providers responded from Graham 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 Graham County, **60%** of center directors, **8%** of teachers, **0%** 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 Graham County have taken college courses at some time. This includes **100%** of directors, **100%** of teachers, **50%** of assistant teachers and **75%** of family child care providers who have taken at least one course in any field. Additionally, **20%** of directors, **67%** of teachers, **100%** of assistant teachers and **0%** of family child care providers are currently taking courses in the early childhood field.

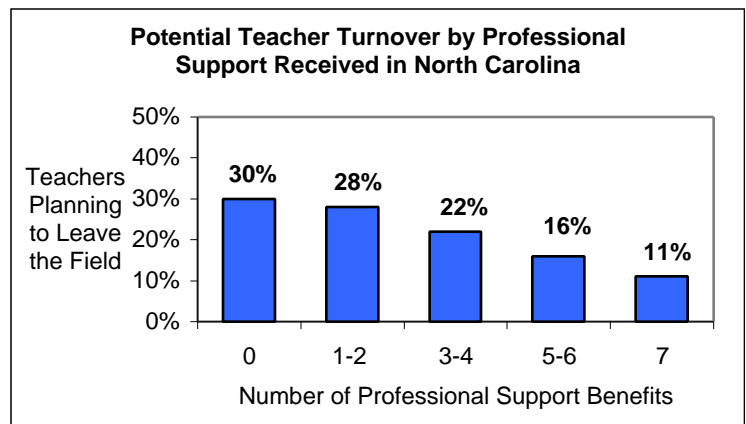


Wages and Benefits

- *Median wages.* Center directors in Graham County earn **\$12.20** per hour, teachers earn **\$8.53** per hour, assistant teachers earn **\$6.00** per hour and family child care providers earn **\$4.64** 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, **25%** 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, **60%** of directors, **58%** of teachers, **0%** of assistant teachers and **25%** of family child care providers in Graham 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, **40%** pay for the full cost of health insurance, **60%** provide partial assistance for health insurance and **100%** provide paid sick leave. Moreover, **7%** 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, **80%** help staff pay for education or training expenses, **40%** provide paid time off for training and **80%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **12.3** years of experience in the child care field compared to **9.5** years for teachers, **4.8** years for assistant teachers and **3.6** years for family child care providers. Furthermore, **20%** of directors and **17%** of teachers and **0%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Graham County report that **15%** 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 Graham 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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Tri-County Community College
Iris DeRosa
(828) 837-6810 ext. 274

Smart Start

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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

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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, Amy Palmer, (828) 627-1238, or Waunea Woods, (704) 663-1699.

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 Graham County contact: Southwestern Child Care Resource and Referral, (828) 586-5561.

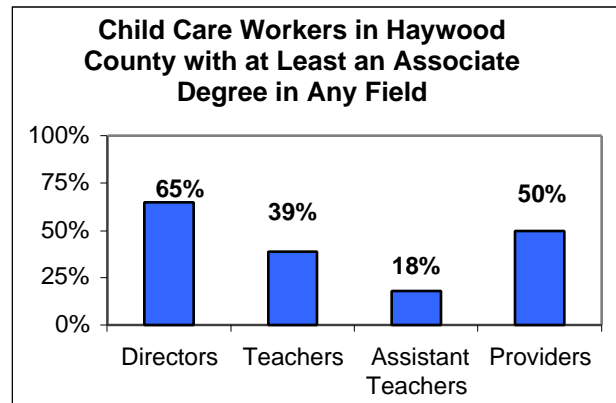
The Child Care Workforce in Haywood County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Haywood County findings from a recent statewide survey of the child care workforce in which **17** directors, **126** teachers and **6** family child care providers responded from Haywood 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 Haywood County, **24%** of center directors, **25%** of teachers, **8%** of assistant teachers and **17%** 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 Haywood County have taken college courses at some time. This includes **100%** of directors, **91%** of teachers, **69%** of assistant teachers and **83%** of family child care providers who have taken at least one course in any field. Additionally, **24%** of directors, **47%** of teachers, **30%** of assistant teachers and **17%** of family child care providers are currently taking courses in the early childhood field.

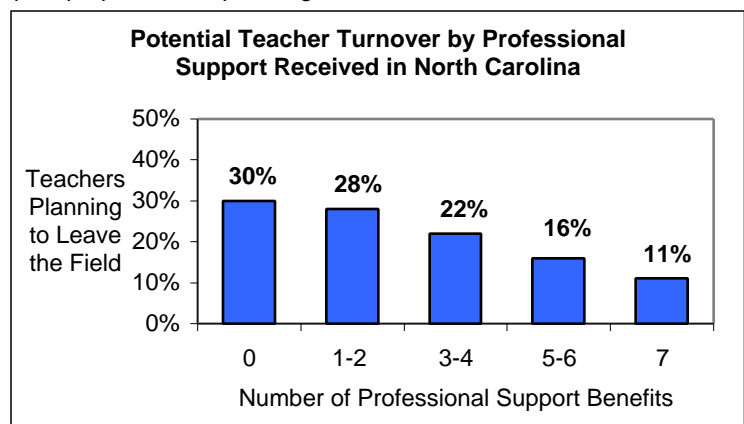


Wages and Benefits

- *Median wages.* Center directors in Haywood County earn **\$12.00** per hour, teachers earn **\$8.50** per hour, assistant teachers earn **\$7.18** per hour and family child care providers earn **\$6.60** 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, **41%** 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, **47%** of directors, **55%** of teachers, **34%** of assistant teachers and **0%** of family child care providers in Haywood County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **92%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **24%** pay for the full cost of health insurance, **35%** provide partial assistance for health insurance and **71%** provide paid sick leave. Moreover, **22%** 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, **94%** help staff pay for education or training expenses, **71%** provide paid time off for training and **71%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **8.5** years of experience in the child care field compared to **6.3** years for teachers, **4.9** years for assistant teachers and **3.8** years for family child care providers. Furthermore, **12%** of directors and **14%** of teachers and **26%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Haywood County report that **23%** 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 Haywood County

Professional Development Opportunities

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Haywood Community College
Mr. Gerald Stamm
(828) 627-4593

Smart Start

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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, Amy Palmer, (828) 627-1238, or Waunea Woods, (704) 663-1699.

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 Haywood County contact: Southwestern Child Care Resource and Referral, (828) 586-5561.

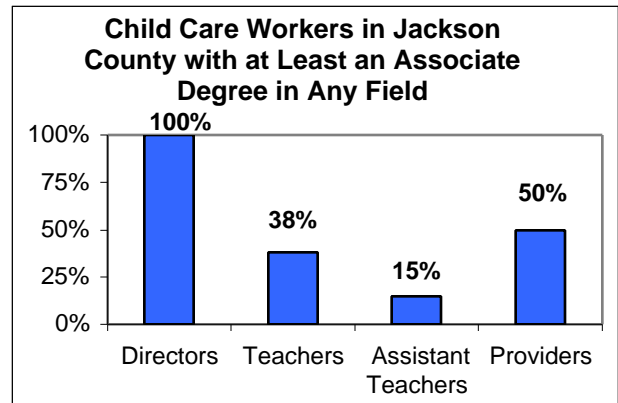
The Child Care Workforce in Jackson County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Jackson County findings from a recent statewide survey of the child care workforce in which **11** directors, **51** teachers and **6** family child care providers responded from Jackson 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 Jackson County, **80%** of center directors, **21%** of teachers, **5%** of assistant teachers and **33%** 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 Jackson County have taken college courses at some time. This includes **100%** of directors, **86%** of teachers, **85%** of assistant teachers and **67%** of family child care providers who have taken at least one course in any field. Additionally, **0%** of directors, **48%** of teachers, **25%** of assistant teachers and **0%** of family child care providers are currently taking courses in the early childhood field.

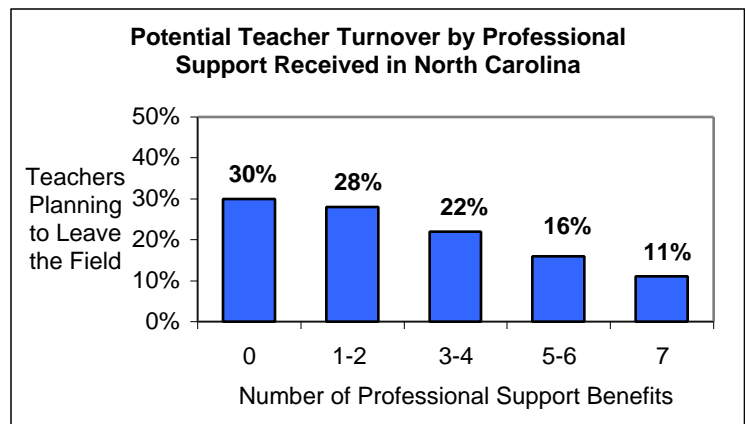


Wages and Benefits

- *Median wages.* Center directors in Jackson County earn **\$13.25** per hour, teachers earn **\$8.85** per hour, assistant teachers earn **\$7.00** per hour and family child care providers earn **\$6.47** 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, **28%** 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, **36%** of directors, **42%** of teachers, **42%** of assistant teachers and **0%** of family child care providers in Jackson 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, **82%** provide partial assistance for health insurance and **73%** provide paid sick leave. Moreover, **9%** of teachers and assistant teachers and **67%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **91%** 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 **16.1** years of experience in the child care field compared to **5.9** years for teachers, **8.3** years for assistant teachers and **7.8** years for family child care providers. Furthermore, **9%** of directors and **34%** of teachers and **5%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Jackson County report that **28%** 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 Jackson 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 institutions provide some of these courses and are located in your area.

Southwestern Community College
Linda Aiken
(828) 586-4091 ext. 212

Western Carolina University
Dr. Jane Hall
(828) 227-3113

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: Region A Partnership For Children, (828) 586-0661.

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 Consultants, Amy Palmer, (828) 627-1238, or Waunea Woods, (704) 663-1699.

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 Jackson County contact: Southwestern Child Care Resource and Referral, (828) 586-5561.

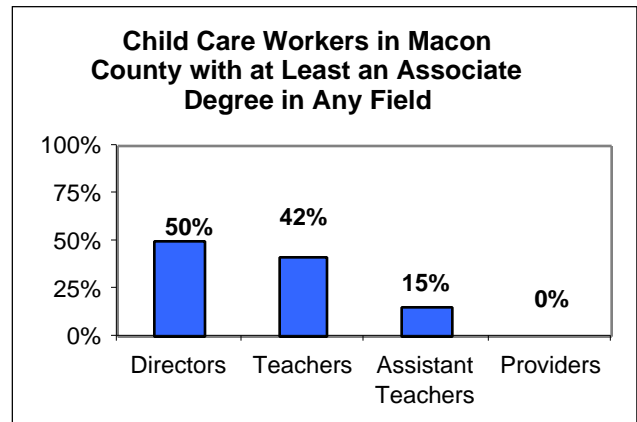
The Child Care Workforce in Macon County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Macon County findings from a recent statewide survey of the child care workforce in which **8** directors, **66** teachers and **7** family child care providers responded from Macon 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 Macon County, **38%** of center directors, **29%** of teachers, **0%** 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 Macon County have taken college courses at some time. This includes **100%** of directors, **93%** of teachers, **77%** of assistant teachers and **57%** of family child care providers who have taken at least one course in any field. Additionally, **43%** of directors, **39%** of teachers, **60%** of assistant teachers and **14%** of family child care providers are currently taking courses in the early childhood field.

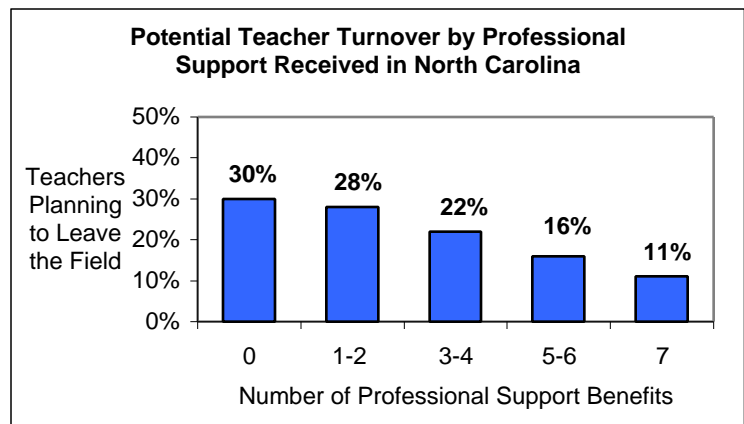


Wages and Benefits

- Median wages.** Center directors in Macon County earn **\$13.00** per hour, teachers earn **\$9.23** per hour, assistant teachers earn **\$7.06** per hour and family child care providers earn **\$5.46** 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, **13%** of directors, **27%** of teachers, **33%** of assistant teachers and **0%** of family child care providers in Macon 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, **29%** pay for the full cost of health insurance, **29%** provide partial assistance for health insurance and **100%** provide paid sick leave. Moreover, **17%** 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, **88%** help staff pay for education or training expenses, **88%** provide paid time off for training and **100%** provide paid preparation or planning time.

Experience and Turnover

- Experience.** Countywide, directors have **18.5** years of experience in the child care field compared to **6.5** years for teachers, **6.5** years for assistant teachers and **15.2** years for family child care providers. Furthermore, **0%** of directors and **18%** of teachers and **27%** of assistants have been in their current center less than one year.
- Turnover.** Directors in Macon 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).



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 Macon 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 institutions provide some of these courses and is located in your area.

Southwestern Community College
Linda Aiken
(828) 586-4091 ext. 212

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: Region A Partnership For Children, (828) 586-0661.

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.

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Child and Adult Care Food Program

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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 Macon County contact: Southwestern Child Care Resource and Referral, (828) 586-5561.

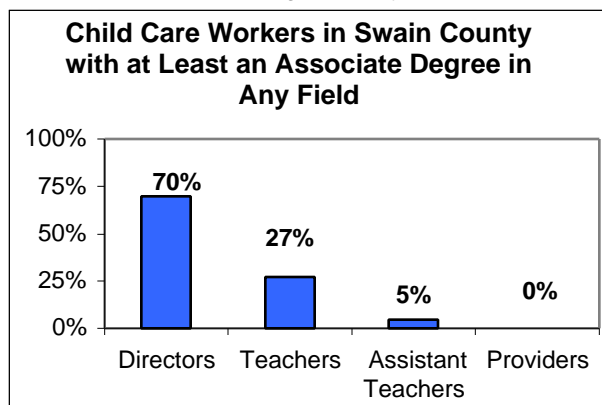
The Child Care Workforce in Swain County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Swain County findings from a recent statewide survey of the child care workforce in which **10** directors, **63** teachers and **2** family child care providers responded from Swain 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 Swain County, **50%** of center directors, **16%** of teachers, **5%** 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 Swain County have taken college courses at some time. This includes **90%** of directors, **89%** of teachers, **64%** of assistant teachers and **0%** of family child care providers who have taken at least one course in any field. Additionally, **30%** of directors, **61%** of teachers, **40%** of assistant teachers and **0%** of family child care providers are currently taking courses in the early childhood field.

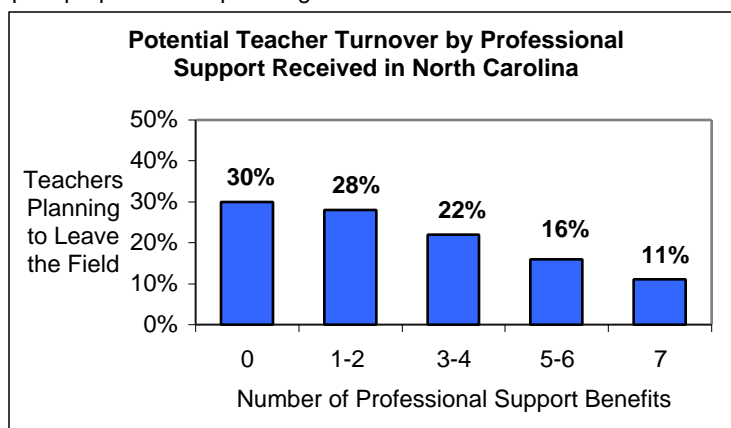


Wages and Benefits

- *Median wages.* Center directors in Swain County earn **\$12.18** per hour, teachers earn **\$9.50** per hour, assistant teachers earn **\$8.00** per hour and family child care providers earn **\$3.69** 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, **47%** 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, **30%** of directors, **64%** of teachers, **38%** of assistant teachers and **0%** of family child care providers in Swain 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, **30%** pay for the full cost of health insurance, **30%** provide partial assistance for health insurance and **50%** provide paid sick leave. Moreover, **20%** 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, **80%** help staff pay for education or training expenses, **70%** provide paid time off for training and **80%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **13.6** years of experience in the child care field compared to **4.9** years for teachers, **5.9** years for assistant teachers and **5.0** years for family child care providers. Furthermore, **0%** of directors and **26%** of teachers and **25%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Swain County report that **21%** 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 Swain County

Professional Development Opportunities

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Linda Aiken
(828) 586-4091 ext. 212

Smart Start

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Financial Benefits

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Other Resources

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

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