

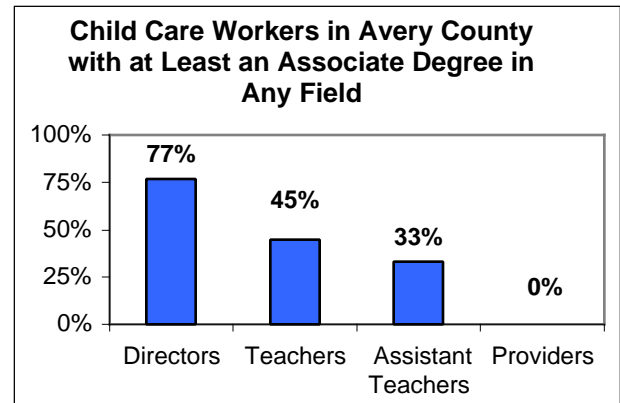
## The Child Care Workforce in Avery County - 2003

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

This fact sheet summarizes key Avery County findings from a recent statewide survey of the child care workforce in which **13** directors, **41** teachers and **1** family child care providers responded from Avery 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 Avery County, **8%** of center directors, **31%** of teachers, **33%** 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 Avery County have taken college courses at some time. This includes **100%** of directors, **82%** of teachers, **89%** of assistant teachers and **100%** of family child care providers who have taken at least one course in any field. Additionally, **25%** of directors, **31%** of teachers, **44%** of assistant teachers and **0%** of family child care providers are currently taking courses in the early childhood field.

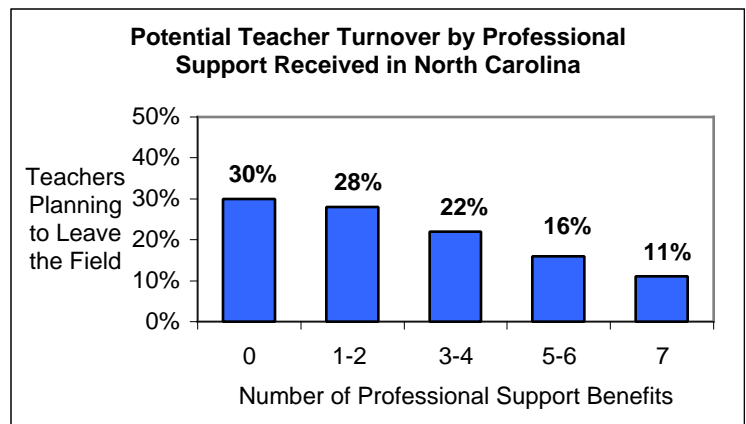


### Wages and Benefits

- *Median wages.* Center directors in Avery County earn **\$19.23** per hour, teachers earn **\$8.00** per hour, assistant teachers earn **\$7.28** per hour and family child care providers earn **\$2.90** 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, **30%** 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, **31%** of directors, **26%** of teachers, **44%** of assistant teachers and **100%** of family child care providers in Avery County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **54%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **62%** pay for the full cost of health insurance, **38%** provide partial assistance for health insurance and **85%** provide paid sick leave. Moreover, **22%** of teachers and assistant teachers and **0%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **100%** help staff pay for education or training expenses, **92%** provide paid time off for training and **62%** provide paid preparation or planning time.

### Experience and Turnover

- *Experience.* Countywide, directors have **8.0** years of experience in the child care field compared to **7.0** years for teachers, **3.5** years for assistant teachers and **22.2** years for family child care providers. Furthermore, **24%** of directors and **24%** of teachers and **44%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Avery County report that **44%** 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 Avery 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.

Mayland Community College  
Judy Stevens  
(828) 765-1401

#### **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: Avery County Partnership For Children, (828) 733-2899.

#### **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, 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 Avery County contact: Child Care Choices, (828) 733-2899.

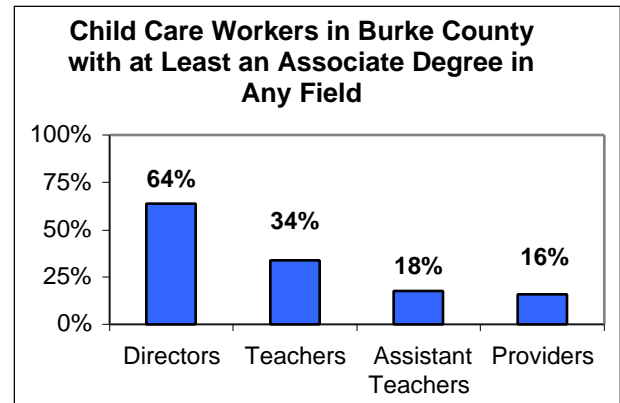
## The Child Care Workforce in Burke County - 2003

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

This fact sheet summarizes key Burke County findings from a recent statewide survey of the child care workforce in which **22** directors, **117** teachers and **19** family child care providers responded from Burke 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 Burke County, **27%** of center directors, **21%** 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 Burke County have taken college courses at some time. This includes **100%** of directors, **89%** of teachers, **71%** of assistant teachers and **63%** of family child care providers who have taken at least one course in any field. Additionally, **36%** of directors, **65%** of teachers, **65%** of assistant teachers and **42%** of family child care providers are currently taking courses in the early childhood field.

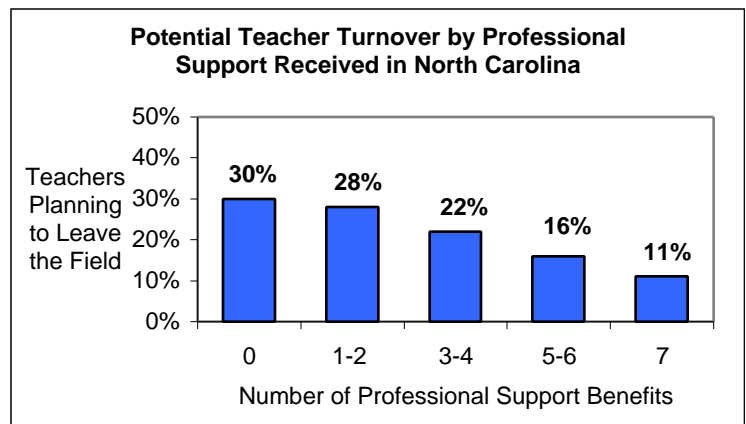


#### Wages and Benefits

- *Median wages.* Center directors in Burke County earn **\$12.23** per hour, teachers earn **\$8.32** per hour, assistant teachers earn **\$7.35** per hour and family child care providers earn **\$6.69** 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, **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, **36%** of directors, **64%** of teachers, **44%** of assistant teachers and **37%** of family child care providers in Burke County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **63%** 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, **24%** provide partial assistance for health insurance and **43%** provide paid sick leave. Moreover, **16%** of teachers and assistant teachers and **26%** 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, **59%** provide paid time off for training and **64%** provide paid preparation or planning time.

#### Experience and Turnover

- *Experience.* Countywide, directors have **12.5** years of experience in the child care field compared to **5.0** years for teachers, **4.2** years for assistant teachers and **5.3** years for family child care providers. Furthermore, **9%** of directors and **18%** of teachers and **18%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Burke 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 Burke 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.

Western Piedmont Community College  
Janet Fisher  
(828) 430-4070

#### **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: Burke County Partnership For Children, (828) 439-2326.

#### **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, 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 Burke County contact: Child Care Connections of Burke County, (828) 439-2328.

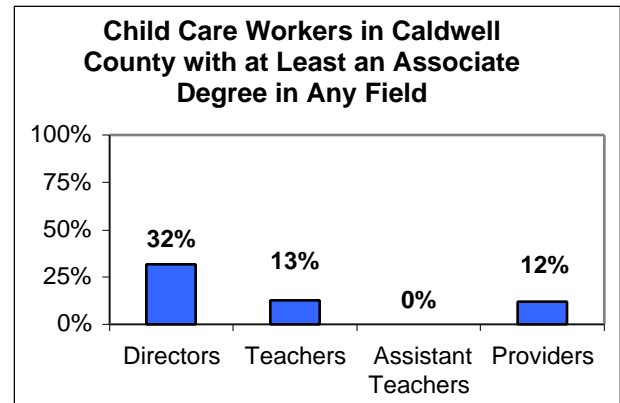
## The Child Care Workforce in Caldwell County - 2003

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

This fact sheet summarizes key Caldwell County findings from a recent statewide survey of the child care workforce in which **25** directors, **100** teachers and **25** family child care providers responded from Caldwell 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 Caldwell County, **16%** of center directors, **6%** 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 Caldwell County have taken college courses at some time. This includes **96%** of directors, **89%** of teachers, **73%** of assistant teachers and **64%** of family child care providers who have taken at least one course in any field. Additionally, **52%** of directors, **58%** of teachers, **40%** of assistant teachers and **44%** of family child care providers are currently taking courses in the early childhood field.

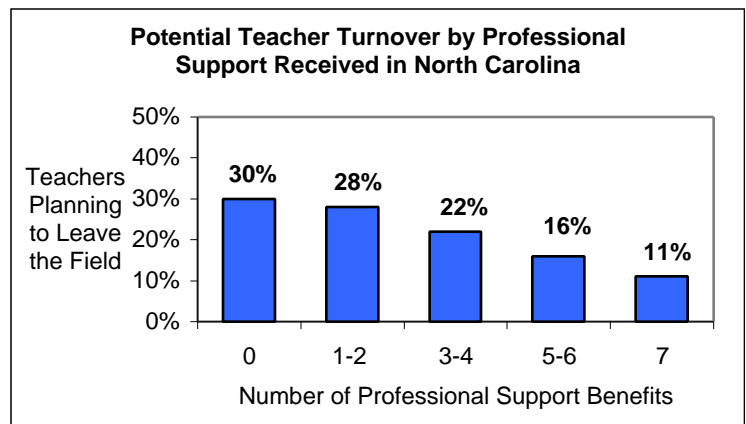


### Wages and Benefits

- *Median wages.* Center directors in Caldwell County earn **\$9.50** per hour, teachers earn **\$7.50** per hour, assistant teachers earn **\$6.88** per hour and family child care providers earn **\$4.40** 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, **38%** 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, **32%** of directors, **40%** of teachers, **30%** of assistant teachers and **29%** of family child care providers in Caldwell 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, **13%** pay for the full cost of health insurance, **33%** provide partial assistance for health insurance and **50%** provide paid sick leave. Moreover, **24%** of teachers and assistant teachers and **24%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **64%** help staff pay for education or training expenses, **40%** provide paid time off for training and **44%** provide paid preparation or planning time.

### Experience and Turnover

- *Experience.* Countywide, directors have **12.0** years of experience in the child care field compared to **5.0** years for teachers, **7.0** years for assistant teachers and **4.0** years for family child care providers. Furthermore, **4%** of directors and **25%** of teachers and **18%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Caldwell County report that **35%** 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 Caldwell 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.

Caldwell Community College and Technical Institute  
Ms. Stephanie Shockley  
(828) 726-2205

#### **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: Caldwell County Smart Start, (828) 426-5437.

#### **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, Martha Myers, (336) 667-7260.

### ***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 Caldwell County contact: Choices in Child Care, (828) 757-8605.

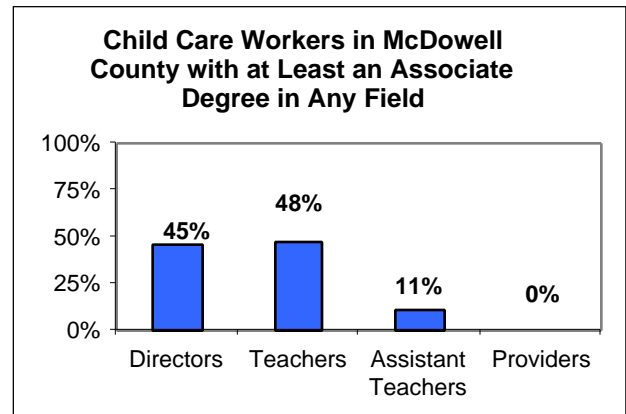
## The Child Care Workforce in McDowell County - 2003

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

This fact sheet summarizes key McDowell County findings from a recent statewide survey of the child care workforce in which **12** directors, **75** teachers and **12** family child care providers responded from McDowell 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 McDowell County, **27%** of center directors, **46%** of teachers, **4%** 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 McDowell County have taken college courses at some time. This includes **91%** of directors, **89%** of teachers, **85%** of assistant teachers and **64%** of family child care providers who have taken at least one course in any field. Additionally, **0%** of directors, **32%** of teachers, **37%** of assistant teachers and **17%** of family child care providers are currently taking courses in the early childhood field.

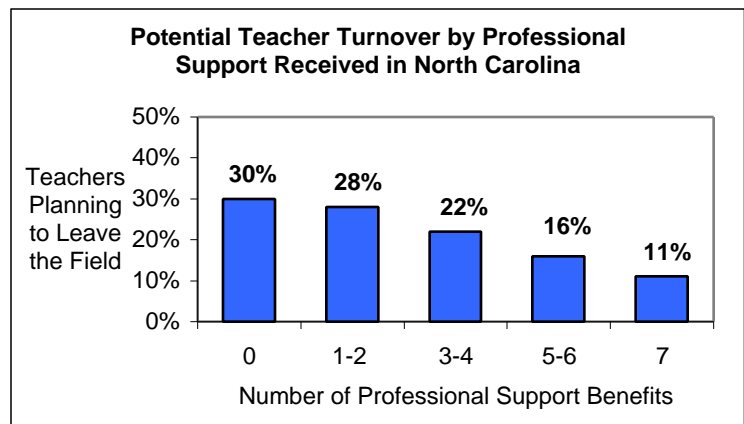


#### Wages and Benefits

- Median wages.** Center directors in McDowell County earn **\$10.23** per hour, teachers earn **\$6.78** per hour, assistant teachers earn **\$6.50** per hour and family child care providers earn **\$3.77** 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, **30%** 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, **67%** of directors, **60%** of teachers, **48%** of assistant teachers and **58%** of family child care providers in McDowell 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, **33%** pay for the full cost of health insurance, **0%** provide partial assistance for health insurance and **75%** provide paid sick leave. Moreover, **19%** of teachers and assistant teachers and **17%** of family child care providers have no health insurance from any source.
- Professional support benefits.** Of the centers responding countywide, **67%** help staff pay for education or training expenses, **42%** provide paid time off for training and **42%** provide paid preparation or planning time.

#### Experience and Turnover

- Experience.** Countywide, directors have **13.0** years of experience in the child care field compared to **4.8** years for teachers, **3.0** years for assistant teachers and **3.3** years for family child care providers. Furthermore, **8%** of directors and **28%** of teachers and **36%** of assistants have been in their current center less than one year.
- Turnover.** Directors in McDowell County report that **57%** 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 McDowell 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.

McDowell Technical Community College  
Deborah Presnell  
(828) 652-0665

#### **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: McDowell County Partnership For Children & Families, (828) 659-2462.

#### **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, 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 McDowell County contact: The Children's Services Network, (828) 652-0637.

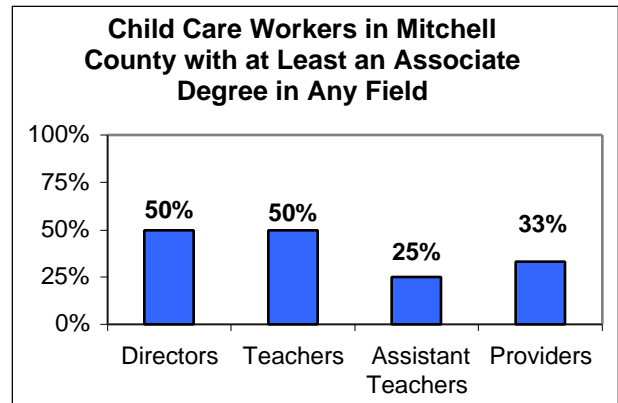
## The Child Care Workforce in Mitchell County - 2003

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

This fact sheet summarizes key Mitchell County findings from a recent statewide survey of the child care workforce in which 7 directors, 24 teachers and 3 family child care providers responded from Mitchell 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 Mitchell County, 17% of center directors, 31% of teachers, 25% 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 Mitchell County have taken college courses at some time. This includes 83% of directors, 100% of teachers, 88% of assistant teachers and 67% of family child care providers who have taken at least one course in any field. Additionally, 33% of directors, 31% of teachers, 13% of assistant teachers and 0% of family child care providers are currently taking courses in the early childhood field.

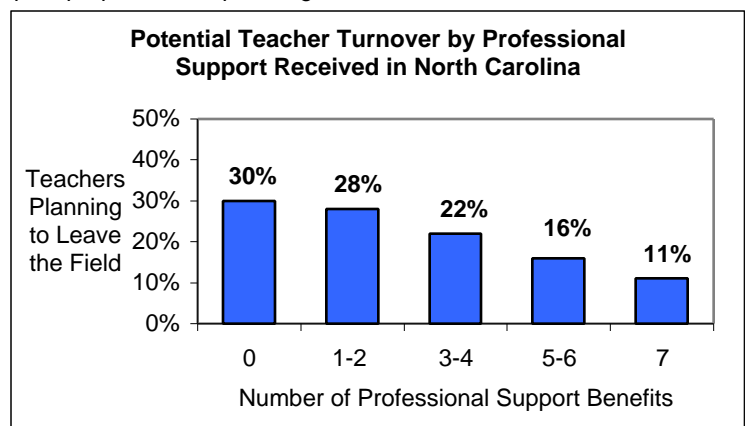


#### Wages and Benefits

- *Median wages.* Center directors in Mitchell County earn \$14.50 per hour, teachers earn \$7.22 per hour, assistant teachers earn \$7.00 per hour and family child care providers earn \$4.05 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, 21% 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, 83% of directors, 38% of teachers, 25% of assistant teachers and 33% of family child care providers in Mitchell 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, 33% pay for the full cost of health insurance, 50% provide partial assistance for health insurance and 100% provide paid sick leave. Moreover, 52% 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, 50% provide paid time off for training and 83% 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 4.7 years for teachers, 4.8 years for assistant teachers and 4.0 years for family child care providers. Furthermore, 17% of directors and 38% of teachers and 38% of assistants have been in their current center less than one year.
- *Turnover.* Directors in Mitchell County report that 17% of full-time teachers and assistants left their child care center last year. The statewide turnover rate is 24%. Teachers who receive high levels of professional support from their centers (e.g., paid planning time, support for educational expenses, etc.) are more likely to say that they will remain in the child care field than teachers who receive less support (see the chart for statewide data).



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

# Resources for the Child Care Workforce in Mitchell 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 institutions provide some of these courses and are located in your area.

Mayland Community College  
Judy Stevens  
(828) 765-1401

Mitchell Community College  
Nancy "Dede" Dunst  
(704) 878-3293

### **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: Mitchell-Yancey Partnership For Children, (828) 682-0047.

### **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, 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 Mitchell County contact: MitchellYancey Partnership For Children/Child Care Resource and Referral, (828) 682-0717.

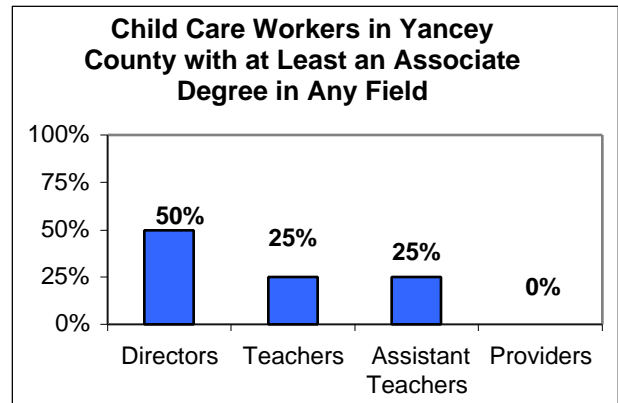
## The Child Care Workforce in Yancey County - 2003

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

This fact sheet summarizes key Yancey County findings from a recent statewide survey of the child care workforce in which 4 directors, 14 teachers and 1 family child care providers responded from Yancey 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 Yancey County, **0%** of center directors, **25%** of teachers, **25%** of assistant teachers and **0%** of family child care providers have at least an Associate degree in early childhood education (ECE) or a related field. A higher percentage of workers have a degree in any field (see the chart). Among child care workers statewide, **50%** of directors, **30%** of teachers, **19%** of assistant teachers and **20%** of family child care providers have a degree in any field.
- *Coursework.* Most child care professionals in Yancey County have taken college courses at some time. This includes **100%** of directors, **75%** of teachers, **100%** of assistant teachers and **0%** of family child care providers who have taken at least one course in any field. Additionally, **0%** of directors, **38%** of teachers, **100%** of assistant teachers and **0%** of family child care providers are currently taking courses in the early childhood field.

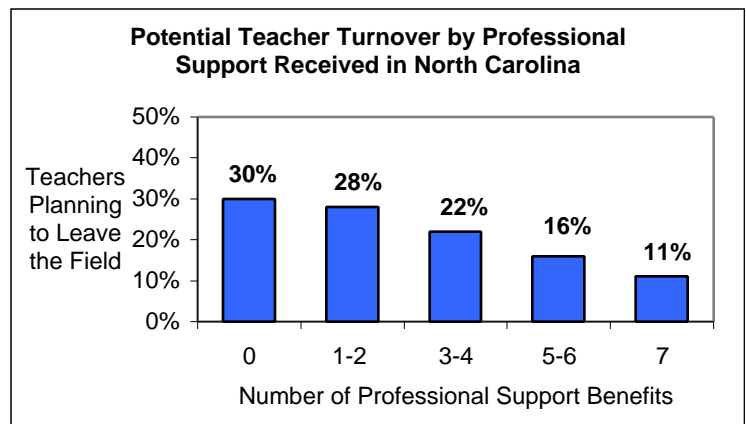


#### Wages and Benefits

- *Median wages.* Center directors in Yancey County earn **\$14.42** per hour, teachers earn **\$12.10** per hour, assistant teachers earn **\$8.34** per hour and family child care providers earn **\$6.54** 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, **100%** of directors, **63%** of teachers, **25%** of assistant teachers and **0%** of family child care providers in Yancey 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, **75%** pay for the full cost of health insurance, **25%** provide partial assistance for health insurance and **100%** provide paid sick leave. Moreover, **10%** 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, **75%** help staff pay for education or training expenses, **75%** provide paid time off for training and **100%** provide paid preparation or planning time.

#### Experience and Turnover

- *Experience.* Countywide, directors have **21.5** years of experience in the child care field compared to **12.0** years for teachers, **12.5** years for assistant teachers and **25.0** years for family child care providers. Furthermore, **0%** of directors and **14%** of teachers and **0%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Yancey County report that **38%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate is **24%**. Teachers who receive high levels of professional support from their centers (e.g., paid planning time, support for educational expenses, etc.) are more likely to say that they will remain in the child care field than teachers who receive less support (see the chart for statewide data).



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 Yancey 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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Judy Stevens  
(828) 765-1401

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

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### ***Financial Benefits***

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

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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 Yancey County contact: Mitchell-Yancey Partnership For Children/Child Care Resource and Referral, (828) 682-0717.