

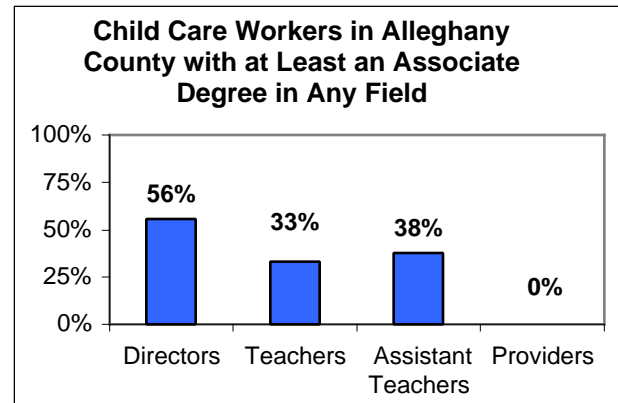
## The Child Care Workforce in Allegheny County - 2003

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

This fact sheet summarizes key Allegheny County findings from a recent statewide survey of the child care workforce in which **9** directors, **26** teachers and **1** family child care providers responded from Allegheny 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 Allegheny County, **33%** of center directors, **33%** 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 Allegheny County have taken college courses at some time. This includes **89%** of directors, **89%** of teachers, **88%** of assistant teachers and **100%** of family child care providers who have taken at least one course in any field. Additionally, **44%** of directors, **44%** of teachers, **38%** of assistant teachers and **100%** of family child care providers are currently taking courses in the early childhood field.

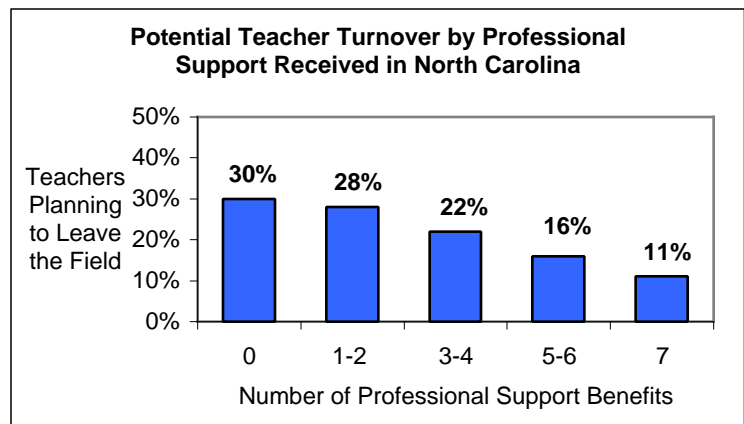


#### Wages and Benefits

- *Median wages.* Center directors in Allegheny County earn **\$10.50** per hour, teachers earn **\$7.50** per hour and assistant teachers earn **\$7.65** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers, **\$7.51** per hour for assistant teachers and **\$5.71** for family child care providers.
- *Public assistance.* Countywide, **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, **44%** of directors, **22%** of teachers, **38%** of assistant teachers and **0%** of family child care providers in Allegheny County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **40%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **44%** pay for the full cost of health insurance, **0%** provide partial assistance for health insurance and **44%** provide paid sick leave. Moreover, **27%** 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, **67%** help staff pay for education or training expenses, **56%** provide paid time off for training and **89%** provide paid preparation or planning time.

#### Experience and Turnover

- *Experience.* Countywide, directors have **10.2** years of experience in the child care field compared to **6.3** years for teachers, **2.5** years for assistant teachers and **8.0** years for family child care providers. Furthermore, **11%** of directors and **24%** of teachers and **25%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Allegheny County report that **7%** 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 Allegheny 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.

Wilkes Community College  
Eva Harkness  
(336) 838-6587

#### **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: Allegheny Partnership For Children, (336) 372-2846.

#### **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 Allegheny County contact: Child Care Resources of Allegheny, (336) 372-2846.

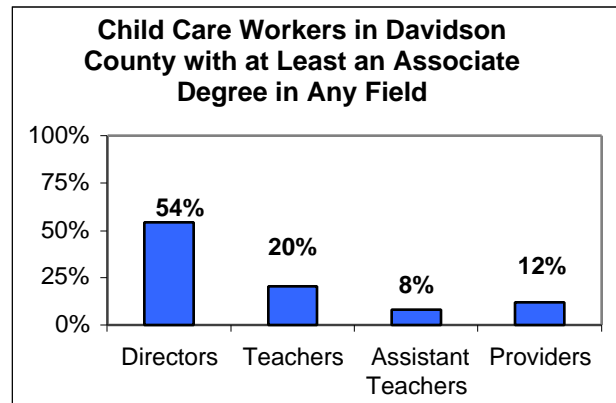
## The Child Care Workforce in Davidson County - 2003

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

This fact sheet summarizes key Davidson County findings from a recent statewide survey of the child care workforce in which **36** directors, **216** teachers and **25** family child care providers responded from Davidson 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 Davidson County, **37%** of center directors, **14%** of teachers, **4%** of assistant teachers and **4%** of family child care providers have at least an Associate degree in early childhood education (ECE) or a related field. A higher percentage of workers have a degree in any field (see the chart). Among child care workers statewide, **50%** of directors, **30%** of teachers, **19%** of assistant teachers and **20%** of family child care providers have a degree in any field.
- *Coursework.* Most child care professionals in Davidson County have taken college courses at some time. This includes **100%** of directors, **74%** of teachers, **59%** of assistant teachers and **64%** of family child care providers who have taken at least one course in any field. Additionally, **36%** of directors, **35%** of teachers, **32%** of assistant teachers and **20%** of family child care providers are currently taking courses in the early childhood field.

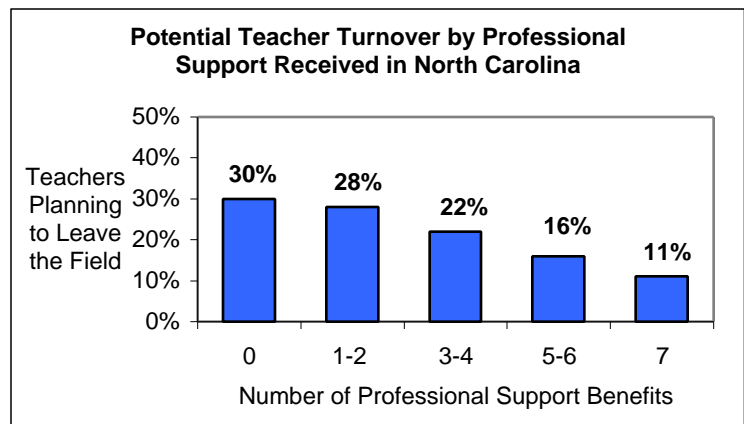


#### Wages and Benefits

- *Median wages.* Center directors in Davidson County earn **\$11.00** per hour, teachers earn **\$7.95** per hour, assistant teachers earn **\$7.88** per hour and family child care providers earn **\$4.97** 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, **69%** of directors, **54%** of teachers, **23%** of assistant teachers and **36%** of family child care providers in Davidson County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **82%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **8%** pay for the full cost of health insurance, **39%** provide partial assistance for health insurance and **70%** provide paid sick leave. Moreover, **25%** 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, **75%** help staff pay for education or training expenses, **44%** provide paid time off for training and **58%** 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 **5.9** years for teachers, **6.0** years for assistant teachers and **8.6** years for family child care providers. Furthermore, **8%** of directors and **20%** of teachers and **17%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Davidson County report that **27%** 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 Davidson 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.

Davidson County Community College  
Judy Zimmerman  
(336) 249-8186 ext. 219

### **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: Davidson County Partnership For Children, (336) 249-6688.

### **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 Davidson County contact: Child Care Connection, (336) 249-0216.

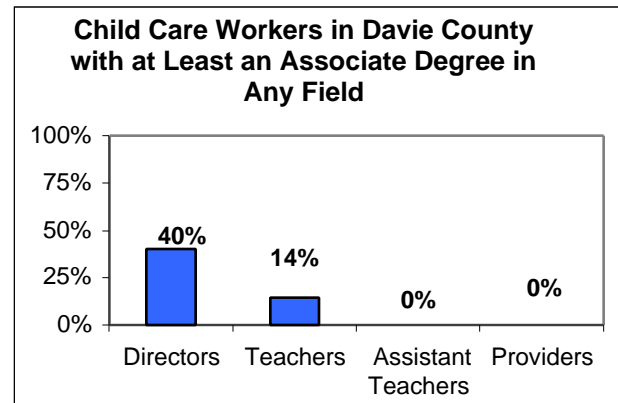
## The Child Care Workforce in Davie County - 2003

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

This fact sheet summarizes key Davie County findings from a recent statewide survey of the child care workforce in which **10** directors, **51** teachers and **7** family child care providers responded from Davie 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 Davie County, **20%** of center directors, **11%** 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 Davie County have taken college courses at some time. This includes **100%** of directors, **91%** of teachers, **71%** of assistant teachers and **43%** of family child care providers who have taken at least one course in any field. Additionally, **50%** of directors, **37%** of teachers, **57%** of assistant teachers and **0%** of family child care providers are currently taking courses in the early childhood field.

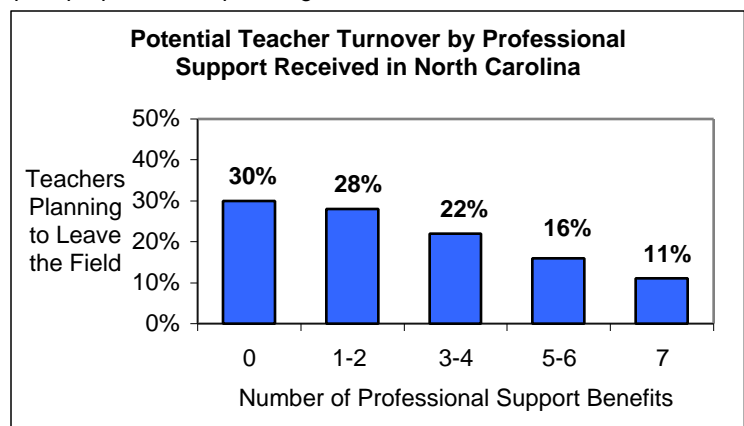


#### Wages and Benefits

- *Median wages.* Center directors in Davie County earn **\$11.00** per hour, teachers earn **\$7.50** per hour, assistant teachers earn **\$7.00** per hour and family child care providers earn **\$6.94** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers, **\$7.51** per hour for assistant teachers and **\$5.71** for family child care providers.
- *Public assistance.* Countywide, **40%** of teachers and assistant teachers have needed at least one type of public assistance (e.g., TANF, Medicaid, Food Stamps, etc.) in the past three years.
- *Salary supplements.* Currently, **30%** of directors, **49%** of teachers, **46%** of assistant teachers and **14%** of family child care providers in Davie County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **83%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **10%** pay for the full cost of health insurance, **50%** provide partial assistance for health insurance and **70%** provide paid sick leave. Moreover, **33%** 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, **90%** help staff pay for education or training expenses, **40%** provide paid time off for training and **50%** provide paid preparation or planning time.

#### Experience and Turnover

- *Experience.* Countywide, directors have **12.7** years of experience in the child care field compared to **3.5** years for teachers, **6.3** years for assistant teachers and **24.9** years for family child care providers. Furthermore, **10%** of directors and **35%** of teachers and **36%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Davie 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).



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 Davie 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.

Davidson County Community College  
Judy Zimmerman  
(336) 249-8186 ext. 219

#### **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: Davie County Partnership For Children, (336) 751-2113.

#### **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 Davie County contact: Work/Family Resource Center, Inc., (336) 753-6922.

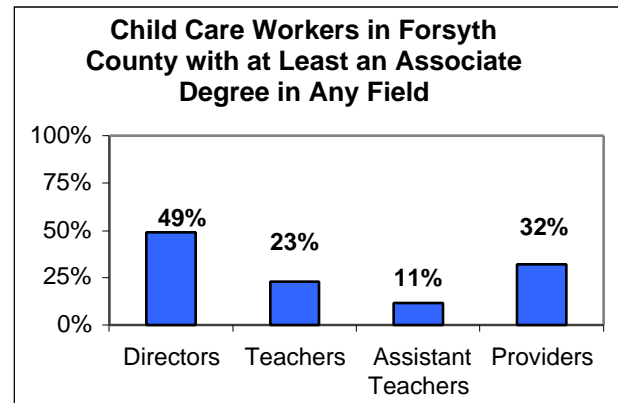
## The Child Care Workforce in Forsyth County - 2003

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

This fact sheet summarizes key Forsyth County findings from a recent statewide survey of the child care workforce in which **67** directors, **442** teachers and **57** family child care providers responded from Forsyth 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 Forsyth County, **26%** of center directors, **13%** of teachers, **1%** of assistant teachers and **16%** 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 Forsyth County have taken college courses at some time. This includes **95%** of directors, **83%** of teachers, **64%** of assistant teachers and **86%** of family child care providers who have taken at least one course in any field. Additionally, **37%** of directors, **27%** of teachers, **23%** of assistant teachers and **37%** of family child care providers are currently taking courses in the early childhood field.

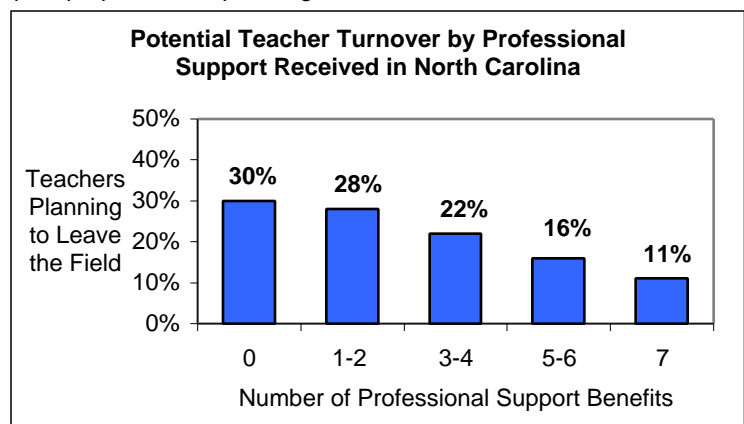


### Wages and Benefits

- *Median wages.* Center directors in Forsyth County earn **\$11.50** per hour, teachers earn **\$8.30** per hour, assistant teachers earn **\$7.50** per hour and family child care providers earn **\$6.98** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers, **\$7.51** per hour for assistant teachers and **\$5.71** for family child care providers.
- *Public assistance.* Countywide, **40%** of teachers and assistant teachers have needed at least one type of public assistance (e.g., TANF, Medicaid, Food Stamps, etc.) in the past three years.
- *Salary supplements.* Currently, **64%** of directors, **55%** of teachers, **27%** of assistant teachers and **56%** of family child care providers in Forsyth 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, **21%** pay for the full cost of health insurance, **40%** provide partial assistance for health insurance and **73%** provide paid sick leave. Moreover, **28%** of teachers and assistant teachers and **30%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **72%** help staff pay for education or training expenses, **60%** provide paid time off for training and **69%** provide paid preparation or planning time.

### Experience and Turnover

- *Experience.* Countywide, directors have **14.0** years of experience in the child care field compared to **6.5** years for teachers, **5.0** years for assistant teachers and **5.0** years for family child care providers. Furthermore, **10%** of directors and **27%** of teachers and **40%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Forsyth County report that **26%** 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 Forsyth 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.

Forsyth Technical Community College  
Ellen Wenner  
(336) 744-5159

Winston-Salem State University  
Claudia Warren  
(336)750-2550

#### **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: Forsyth Early Childhood Partnership, (336) 725-6011.

#### **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 Forsyth County contact: Work/Family Resource Center, Inc., (336) 761-5100.

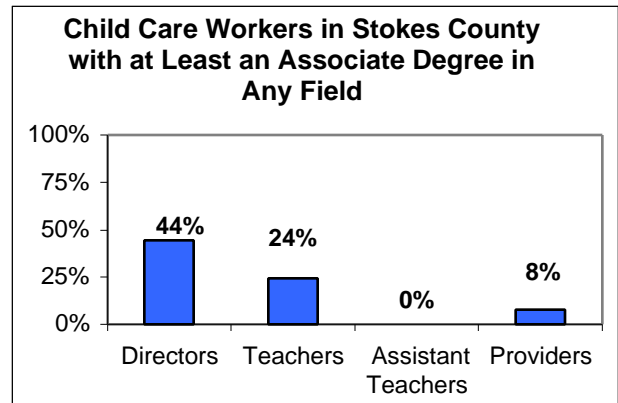
## The Child Care Workforce in Stokes County - 2003

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

This fact sheet summarizes key Stokes County findings from a recent statewide survey of the child care workforce in which **9** directors, **50** teachers and **13** family child care providers responded from Stokes 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 Stokes County, **33%** of center directors, **11%** 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 Stokes County have taken college courses at some time. This includes **100%** of directors, **92%** of teachers, **50%** of assistant teachers and **54%** of family child care providers who have taken at least one course in any field. Additionally, **44%** of directors, **32%** of teachers, **33%** of assistant teachers and **15%** of family child care providers are currently taking courses in the early childhood field.

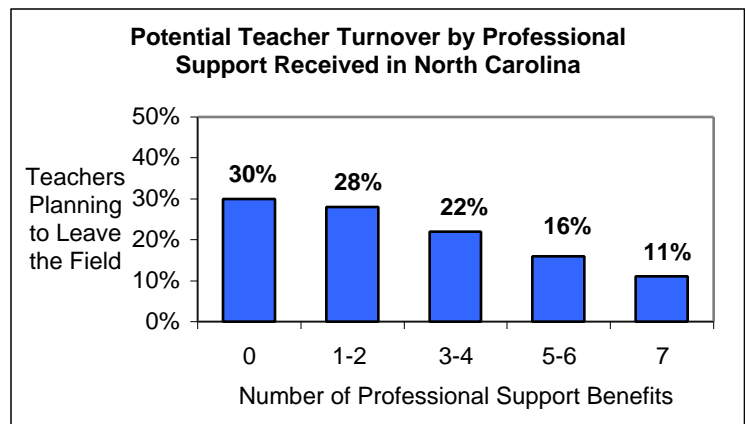


### Wages and Benefits

- *Median wages.* Center directors in Stokes County earn **\$10.90** per hour, teachers earn **\$7.50** per hour, assistant teachers earn **\$7.40** per hour and family child care providers earn **\$6.92** 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, **56%** of directors, **58%** of teachers, **17%** of assistant teachers and **46%** of family child care providers in Stokes County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **88%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **22%** pay for the full cost of health insurance, **67%** provide partial assistance for health insurance and **56%** provide paid sick leave. Moreover, **13%** of teachers and assistant teachers and **15%** 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, **44%** provide paid time off for training and **56%** provide paid preparation or planning time.

### Experience and Turnover

- *Experience.* Countywide, directors have **19.2** years of experience in the child care field compared to **9.0** years for teachers, **6.9** years for assistant teachers and **11.0** years for family child care providers. Furthermore, **0%** of directors and **16%** of teachers and **0%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Stokes County report that **20%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate is **24%**. Teachers who receive high levels of professional support from their centers (e.g., paid planning time, support for educational expenses, etc.) are more likely to say that they will remain in the child care field than teachers who receive less support (see the chart for statewide data).



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

## Resources for the Child Care Workforce in Stokes 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.

Forsyth Technical Community College  
Ellen Wenner  
(336) 744-5159

#### **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: Stokes Partnership For Children, (336) 985-2676.

#### **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 Stokes County contact: Stokes Partnership For Children/KidSource Child Care Resource and Referral, (336) 985-2676.

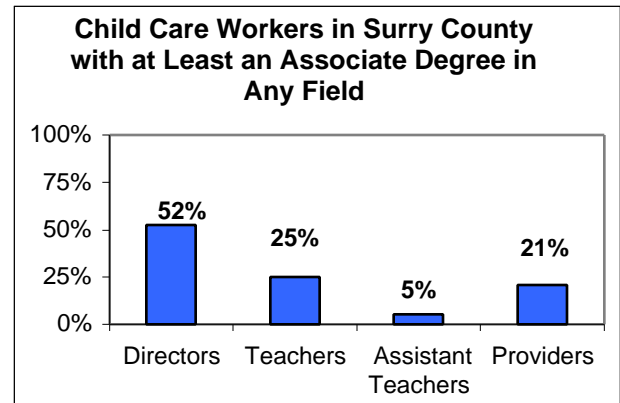
## The Child Care Workforce in Surry County - 2003

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

This fact sheet summarizes key Surry County findings from a recent statewide survey of the child care workforce in which **21** directors, **122** teachers and **25** family child care providers responded from Surry 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 Surry County, **29%** of center directors, **12%** of teachers, **5%** 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 Surry County have taken college courses at some time. This includes **100%** of directors, **88%** of teachers, **60%** of assistant teachers and **67%** of family child care providers who have taken at least one course in any field. Additionally, **43%** of directors, **38%** of teachers, **28%** of assistant teachers and **8%** of family child care providers are currently taking courses in the early childhood field.

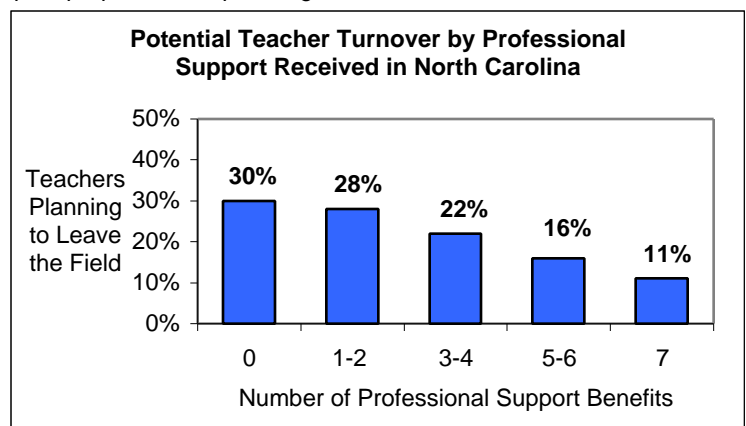


### Wages and Benefits

- *Median wages.* Center directors in Surry County earn **\$10.00** per hour, teachers earn **\$6.80** per hour, assistant teachers earn **\$6.50** per hour and family child care providers earn **\$5.71** 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, **31%** 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, **80%** of directors, **73%** of teachers, **24%** of assistant teachers and **79%** of family child care providers in Surry County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **82%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **19%** pay for the full cost of health insurance, **29%** provide partial assistance for health insurance and **48%** provide paid sick leave. Moreover, **27%** 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, **62%** help staff pay for education or training expenses, **48%** provide paid time off for training and **81%** provide paid preparation or planning time.

### Experience and Turnover

- *Experience.* Countywide, directors have **12.8** years of experience in the child care field compared to **4.4** years for teachers, **3.0** years for assistant teachers and **6.9** years for family child care providers. Furthermore, **5%** of directors and **22%** of teachers and **11%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Surry 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).



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 Surry 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.

Surry Community College  
Kay Hamlin  
(336) 385-8121 ext. 365

#### **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: Surry County Early Childhood Partnership, (336) 786-1880.

#### **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 Surry County contact: Surry County Early Childhood Partnership, (336) 786-1880.

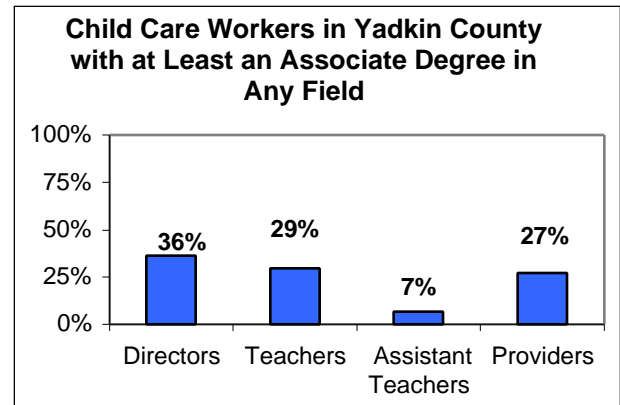
## The Child Care Workforce in Yadkin County - 2003

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

This fact sheet summarizes key Yadkin County findings from a recent statewide survey of the child care workforce in which **11** directors, **53** teachers and **11** family child care providers responded from Yadkin 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 Yadkin County, **27%** of center directors, **18%** of teachers, **7%** of assistant teachers and **18%** 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 Yadkin County have taken college courses at some time. This includes **100%** of directors, **91%** of teachers, **80%** of assistant teachers and **36%** of family child care providers who have taken at least one course in any field. Additionally, **45%** of directors, **68%** of teachers, **80%** of assistant teachers and **0%** of family child care providers are currently taking courses in the early childhood field.

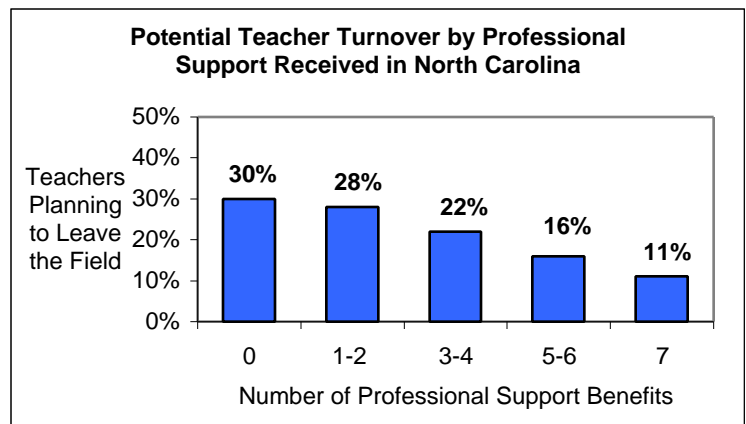


### Wages and Benefits

- *Median wages.* Center directors in Yadkin County earn **\$11.00** per hour, teachers earn **\$7.58** per hour, assistant teachers earn **\$7.41** 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, **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, **91%** of directors, **85%** of teachers, **57%** of assistant teachers and **55%** of family child care providers in Yadkin County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **50%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **0%** pay for the full cost of health insurance, **9%** provide partial assistance for health insurance and **36%** provide paid sick leave. Moreover, **16%** of teachers and assistant teachers and **9%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **73%** help staff pay for education or training expenses, **64%** provide paid time off for training and **73%** provide paid preparation or planning time.

### Experience and Turnover

- *Experience.* Countywide, directors have **16.2** years of experience in the child care field compared to **6.9** years for teachers, **3.3** years for assistant teachers and **3.6** years for family child care providers. Furthermore, **0%** of directors and **21%** of teachers and **44%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Yadkin County report that **36%** 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 Yadkin 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.

Surry Community College  
Kay Hamlin  
(336) 385-8121 ext. 365

### **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: Yadkin County Partnership For Children, (336) 679-7833.

### **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 Yadkin County contact: Yadkin County Partnership For Children, (336) 679-7922.