The Early Care and Education Workforce in Region 4  
2014 Fact Sheet for Early Care and Education Centers and Family Child Care Homes

This fact sheet summarizes key Region 4 findings from a recent statewide survey of the early care and education workforce in which directors, teachers and assistant teachers, and family child care providers participated from Region 4. Region 4 is comprised of Bladen, Brunswick, Columbus, Duplin, New Hanover, Pender and Sampson counties. A 25% random sample of programs serving children from birth to five years of age was surveyed. Surveys from Region 4 were returned from 70% of directors, 44% of teachers/assistant teachers in those programs, and 70% of family child care homes.

Region 4 has a mix of star rated licensed centers and both public and private programs. In the Region 4 centers that responded, 77% of children enrolled are in 4 or 5 star care. In homes, 36% of children enrolled are in 4 or 5 star care. Sixty-six percent (66%) are in for profit programs, 14% in non-profit centers, and 20% in public programs.

Education

- **Degreed professionals.** In Region 4, 65% of center directors, 39% of teachers, 34% of assistant teachers, and 19% of family child care providers have at least an associate degree in early childhood education (ECE) or a related field. A higher percentage of providers have a degree in any field, 91% of directors, 59% of teachers, 44% of assistant teachers, and 44% of family child care providers (see the chart). Among early care and education professionals statewide, 80% of directors, 56% of teachers, 42% of assistant teachers, and 49% of family child care providers have a degree in any field.

- **Other educational credentials.** Region wide, 70% of directors, 23% of teachers and assistant teachers, and 42% of family child care providers have the N.C. Early Childhood Administration Credential. Similarly, 10% of directors, 12% of teachers and assistant teachers, and 6% of family child care providers have the B-K/Preschool add-on license in addition to their bachelor’s degree.

- **Coursework.** Most child care professionals in Region 4 have taken college courses at some time. This includes 100% of directors, 99% of teachers, and 88% of assistant teachers who have taken at least one course in any field at any point in their lives. Additionally, 13% of directors, 11% of teachers, 26% of assistant teachers, and 3% of family child care providers are currently taking courses in the early childhood field.

Experience and Turnover

- **Experience.** Region wide, directors have 16.0 years of experience in the child care field compared to 10.6 years for teachers, 8.0 years for assistant teachers, and 17.0 years for family child care providers. Furthermore, directors have been in their current centers for a median of 4.3 years. Teachers have been in their programs for 3.4 years, assistant teachers 2.0 years, and family child care providers have had their programs for 15.0 years.

All data are based on the 2014 statewide workforce survey conducted by Child Care Services Association and funded by the Division of Child Development and Early Education through a Race to the Top Early Learning Challenge Grant.
2015 Child Care Services Association
Prospective Turnover. When asked, 11% of directors, 24% of teachers, 12% of assistant teachers, and 34% of family child care providers said they did not think they would be in the field in three years. Statewide, “better pay” was listed as the number one incentive in all three groups to keep them in the field with “better benefits” listed as number two by both teachers and assistant teachers. Family child care providers listed “more money” as the number one incentive to keep them in the field.

Turnover. Directors in Region 4 report that 11% of full-time teachers and assistants left their child care center last year. The statewide turnover rate for fulltime teacher and assistant teachers is 19%. Broken down by position, 13% of full-time teachers left their center last year compared to 19% statewide and 8% of full-time assistant teachers left their center last year compared to 16% statewide.

Wages and Benefits

Median wages. Center directors in Region 4 earn $15.00 per hour, teachers earn $10.00 per hour, assistant teachers earn $9.25 per hour, and family child care providers earn $5.78 per hour (after expenses). Statewide median wages are $15.52 per hour for center directors, $10.14 per hour for teachers, $9.50 per hour for assistant teachers, and $7.05 for family child care providers (after expenses).

Public assistance. Region wide, 42% of teachers, 51% of assistant teachers, and 18% of family child care providers have needed at least one type of public assistance (e.g., TANF, Medicaid, SNAP/food stamps, etc.) in the past three years.

Other compensation. Of the centers responding region wide where staff work overtime, 61% report paying staff at time and a half. For teachers, 17% report working a second job, 15% of assistant teachers likewise said that they have other employment, and 10% of family child care providers work a second job to make ends meet.

Health insurance and sick leave. Of the centers in the region, 28% pay for the full cost of health insurance, 20% provide partial assistance, and 52% provide no financial support for health insurance for their employees. Moreover, 16% of teachers, 28% of assistant teachers, and 31% of family child care providers have no health insurance from any source. When teachers get sick, 30% of centers provide between 1 and 5 days of paid sick leave per year and 34% give 6 or more days. However, 36% of centers provide no paid time off for illness. In 68% of the family child care homes in the region, providers do not ask parents to pay for sick days.

Professional support benefits. Of the centers responding region wide, 85% help staff pay for education or training expenses, 66% provide paid time off for training, and 79% provide paid preparation or planning time.