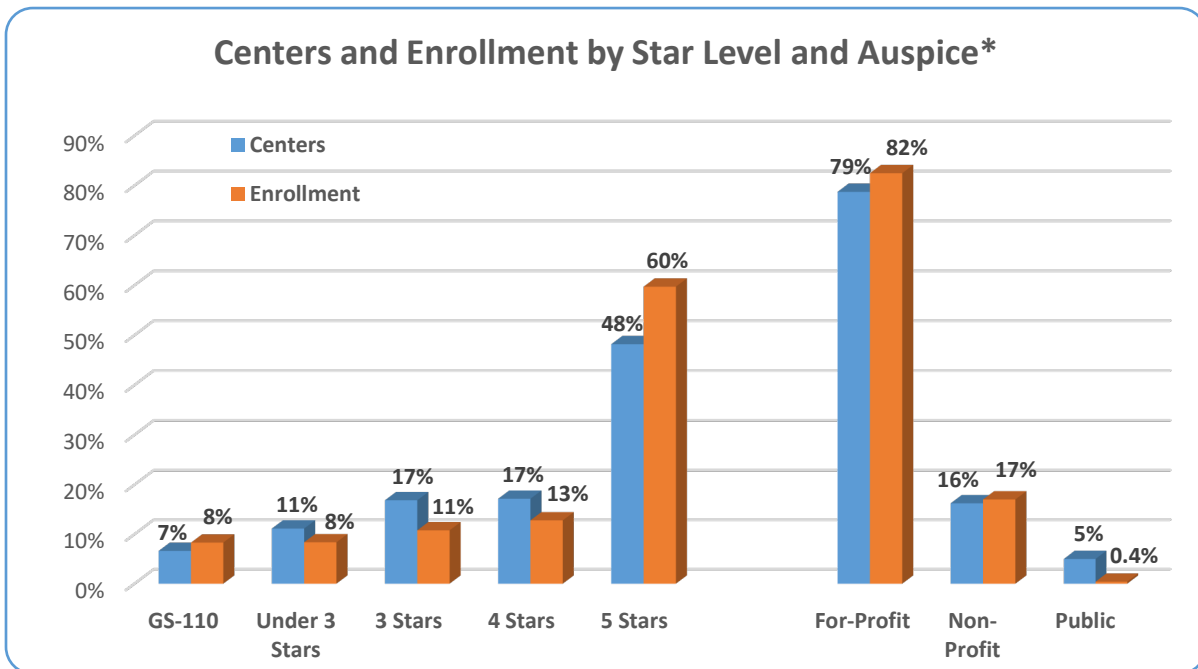




The 2019 Early Care and Education Workforce in Wake County

As part of the statewide 2019 North Carolina Early Childhood Workforce Study funded by the Division of Child Development and Early Education and the 2019 Wake Family Child Care Provider Workforce Study funded by Wake County Smart Start, data were collected from Wake County. This report summarizes key findings from directors, teachers, assistant teachers, and family child care providers who participated from Wake County. In Wake County, a 35% random sample of the licensed centers serving children from birth to five years of age was surveyed, and a population wide survey was conducted of all 168 active licensed family child care homes who serve birth to five year olds as of February 2019. Surveys were returned from a total of 69% of directors (n=80), 36% of teachers and assistant teachers in those programs (a total of 398 surveys), and 71% of providers in the family child care study (n=110). Detailed information about survey methods and definitions of key terms can be found in the appendices to the 2019 statewide report and the 2019 Wake family child care report at childcareservices.org. All of the data for this study were collected prior to the onset of the COVID-19 pandemic.



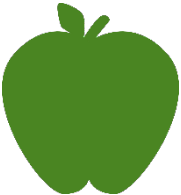



Programs



- **332** centers in Wake County provided early care and education to **22,288** birth to five year olds.
- On average, centers employed **15** teaching staff and had **70** birth to five year olds enrolled.
- Starting teachers made an average of **\$12.00** per hour with a highest average salary of **\$15.75** per hour.
- Starting assistant teachers made an average of **\$10.00** per hour with a highest average salary of **\$13.00** per hour.
- **53%** of centers provided fully or partially paid health insurance.
- Percentage of centers that provided paid time off:
81% sick leave **96%** vacation leave **97%** holiday leave
- **35%** of centers provided disability, **73%** provided parental leave, and **44%** provided retirement.

*All enrollment data and center star level from DCDEE licensing data, February 2019. Auspice data from director surveys.

<h2 style="text-align: center;">Education</h2> 	<ul style="list-style-type: none"> • 94% of directors and 64% of the center-based teaching staff had at least an associate degree in any field of study. Statewide, 87% of directors and 62% of the teaching staff had at least an associate degree in any field of study. • A degree specifically in the early childhood education field provides unique knowledge for those working with young children. In the county, 51% of directors and 30% of the teaching staff had at least an associate degree specifically in the field of early childhood education. Statewide, 50% of directors and 40% of the teaching staff had at least an associate degree specifically in the field. • Nearly all directors and center teaching staff had taken at least one college level course in the early childhood education field. Further, 81% of directors and 51% of the teaching staff, had taken six or more courses in early childhood education. 
<h2 style="text-align: center;">Experience/ Turnover</h2> 	<ul style="list-style-type: none"> • 6.6 years: average time directors had been in their programs compared to 6.4 years statewide. • 3.1 years: average time the center teaching staff had been in their programs compared to 3.8 years statewide. • 20.0 years: average time directors had been working in the early childhood education field compared to an average 20.0 years statewide. • 10.0 years: average time the center teaching staff had been working in the early childhood education field compared to 12.0 years statewide. • Over the prior 12 months, 22% of the full time teaching staff left their early care and education program. Approximately 19% of the teaching staff plan to leave the field in the next three years. Similarly, 4% of the directors plan to leave the field in the next three years.
<h2 style="text-align: center;">Compensation</h2> 	<ul style="list-style-type: none"> • On average, the early care and education teaching staff made \$13.75 per hour and directors made \$24.04 per hour. The statewide average for the center-based teaching staff was \$12.00 per hour. The statewide average director wage was \$19.23 per hour.

Demographics



- Median director age: **43** years old.
- Median teaching staff age: **37** years old.
- **94%** of directors and **98%** of the teaching staff were female (remaining percentage was male, non-binary, or preferred not to answer).
- **47%** of directors and **53%** of the teaching staff were people of color.
- **5%** of directors and **11%** of the teaching staff were Hispanic/Latinx/Spanish.
- **15%** of the teaching staff had no health insurance from any source.
- **30%** of the teaching staff received public assistance in the prior three years.






Comparing Infant-Toddler and 3-5 Year Old Teaching Staff



- **68%** of the 3 to 5 year old teaching staff and **57%** of the infant-toddler teaching staff had a degree in any field. Statewide, **69%** of the 3 to 5 year old teaching staff and **53%** of the infant-toddler teaching staff had a degree in any field.
- The 3 to 5 year old teaching staff averaged **4.0** years in their current program compared to **2.3** years for the infant-toddler teaching staff. Statewide, the 3 to 5 year old teaching staff averaged **4.0** years in their current program compared to **3.1** years for the infant-toddler teaching staff.
- The 3 to 5 year old teaching staff averaged **11.0** years in the field compared to **8.5** years for the infant-toddler teaching staff. Statewide the 3 to 5 year old teaching staff averaged **13.0** years in the field compared to **10.2** years statewide for the infant-toddler teaching staff.
- The 3 to 5 year old teaching staff made **\$14.00** per hour compared to **\$13.00** per hour for the infant-toddler teaching staff. Statewide, the 3 to 5 year old teaching staff made **\$12.45** per hour compared to **\$11.00** per hour for the infant-toddler teaching staff.



Family Child Care in Wake County

<h2>Programs</h2> 	<ul style="list-style-type: none"> • 44% provided evening care. • 29% provided overnight care. • 17% provided weekend care. • 11% cared for sick children. • 21% provided care on legal holidays. • 57% provided drop-in care. • 49% accepted children who received subsidy. • 61% participated in the Child and Adult Care Food Program. <div data-bbox="1096 226 1485 661"> <h3>FCC by Star Level</h3> <table border="1"> <thead> <tr> <th>Star Level</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Under 3-star</td> <td>31%</td> </tr> <tr> <td>3-star</td> <td>25%</td> </tr> <tr> <td>4-star</td> <td>34%</td> </tr> <tr> <td>5-star</td> <td>10%</td> </tr> </tbody> </table> </div>	Star Level	Percentage	Under 3-star	31%	3-star	25%	4-star	34%	5-star	10%
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<h2>Education</h2> 	<ul style="list-style-type: none"> • 61% had at least an associate degree in any field. • 39% had at least an associate degree in the early childhood education field. • Statewide, 51% of family child care providers had a degree in any field and 38% had a degree specifically in the field. • 62% of family child care providers had taken six or more early childhood education courses. 										
<h2>Experience/ Turnover</h2> 	<ul style="list-style-type: none"> • 15.0 years: average time running their family child care home compared to 18.0 years statewide. • 20.0 years: average time working in the early childhood education field compared to 21.5 years statewide. • 8% of family child care providers in Wake County plan to leave the field in the next three years. 										
<h2>Compensation</h2> 	<ul style="list-style-type: none"> • Family child care providers in Wake County worked 52.5 hours per week and made \$11.84 per hour. The statewide average for family child care providers was \$9.09 per hour. • 74% required families to pay for days they were sick. • 74% required families to pay for vacation days. 										
<h2>Demographics</h2> 	<ul style="list-style-type: none"> • 100% of family child care providers who responded to the survey were female. (Other survey options were male, non-binary, or prefer not to answer.) • Family child care providers in Wake County averaged 53 years of age. • 75% of family child care providers were people of color. • 7% were Hispanic/Latinx. • 24% of providers had no health insurance from any source. 										