



2019
North Carolina
Early Care and Education
Workforce Study:

Family Child Care Home Landscape

November, 2020

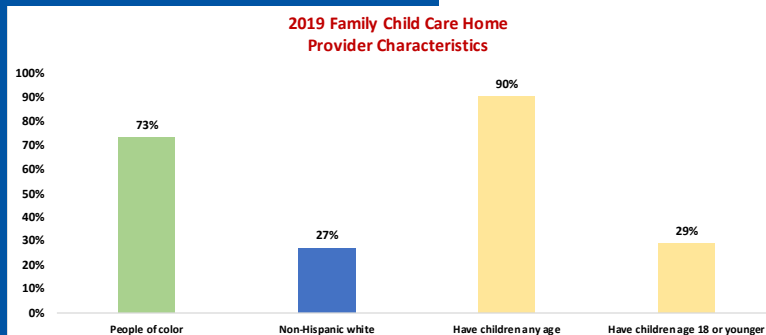
IN BRIEF:

Family child care home (FCC) providers are a small share of the North Carolina child care market with about 1,500 FCC providers caring for nearly 6,300 children birth to five statewide. Many parents choose this type of care because it's a smaller home-like setting, siblings can be cared for together, the operating hours may be more flexible, and often, the price is less expensive than center-based care.

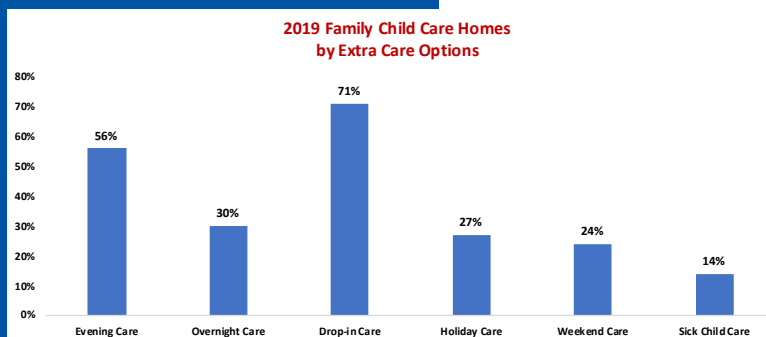
In 2019, Child Care Services Association (CCSA) conducted a statewide early care and education workforce study. The results of the study related to family child care homes operating in N.C. are discussed in this brief. The full **2019 North Carolina Early Childhood Workforce Study** is located on CCSA's [website](#).



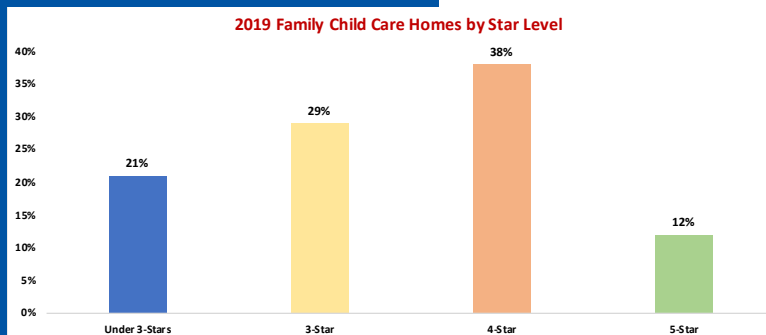
Key Findings



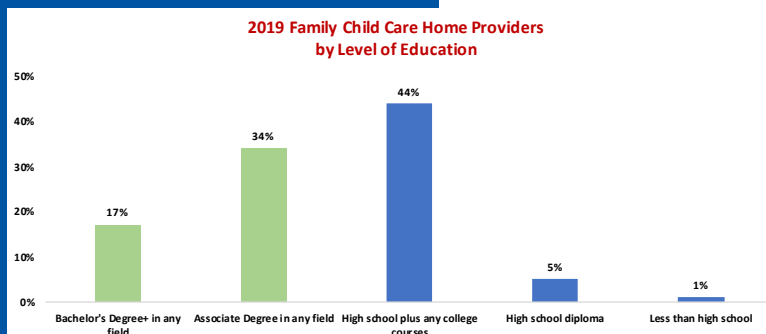
Source: 2019 Workforce Study, Child Care Services Association, 2020.



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Family Child Care Home Characteristics

The typical FCC provider in N.C. is 55 years old, female and has been operating her family child care business for 18 years. Most are mothers (or grandmothers) with nearly 30% who currently have children age 18 or younger.

Family Child Care Home Extra Care Options

Compared to center-based care, family child care homes are much more likely to offer non-traditional hour care such as care in the evenings, overnight care, weekend care and drop-in care. This flexibility helps FCC providers best meet the needs of working parents, particularly those who do not work a typical 9-5 job.

Family Child Care Home Star Levels

Half of FCC providers have a 4-or 5-star rated license.

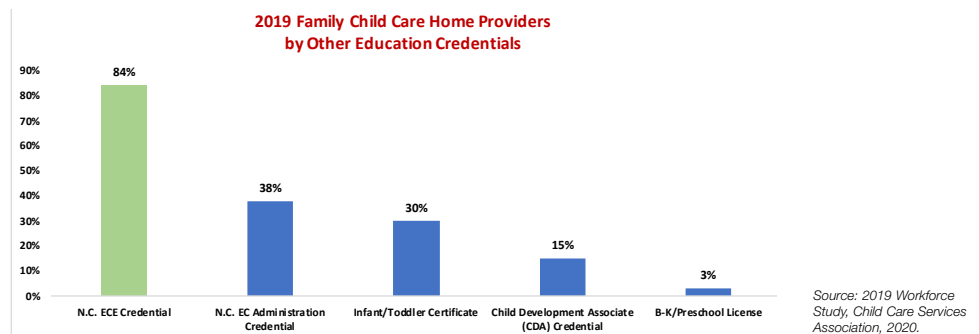
Family Child Care Provider Education

More than half of FCC providers have an associate degree or higher.



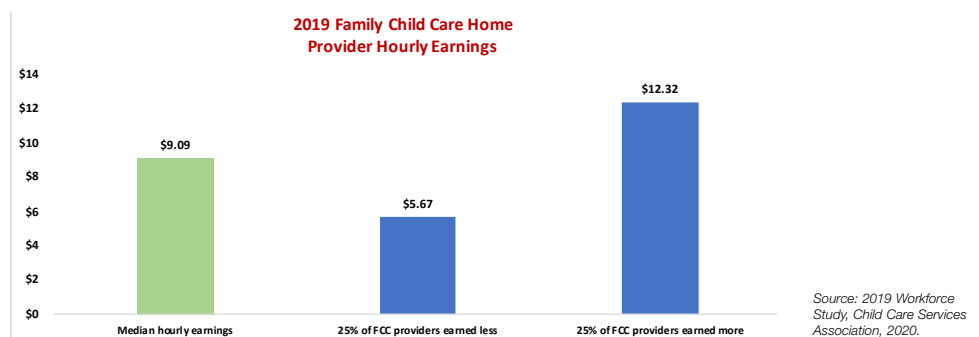
Family Child Care Provider Education Certifications

FCC providers also have an array of other certifications.



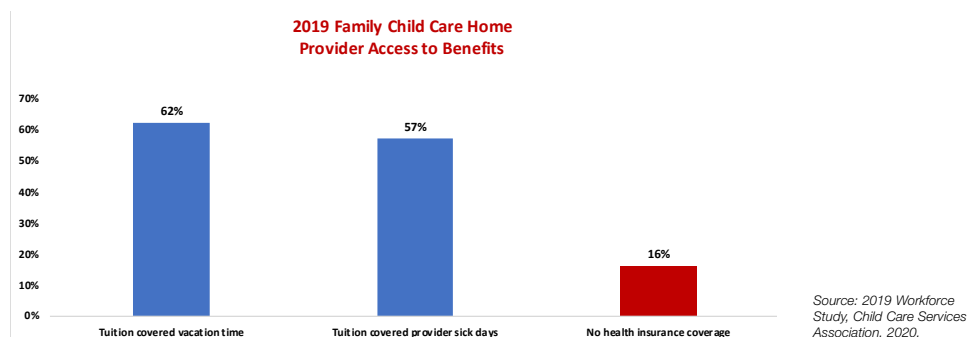
Family Child Care Provider Earnings

FCC providers report long hours with 96% working more than 40 hours per week and 20% working more than 60 hours per week. As such, hourly earnings are low. About 16% of FCC providers rely on some type of public assistance (e.g., Medicaid, SNAP, TANF and/or child care subsidy).



Family Child Care Provider Access to Benefits

Access to benefits is higher for FCC providers in 2019 compared to previous surveys, but too many providers still struggle.



Family Child Care Provider Earnings and Benefits by County

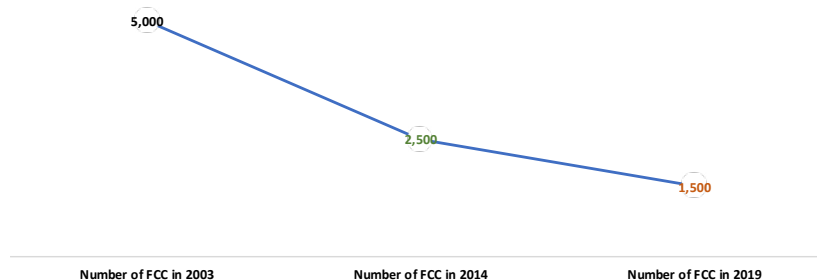
Across the state, earnings and benefits of FCC providers varies greatly by county. Specific information related to each county is available on CCSA's [website](#).

Recommendations

DISCUSSION AND RECOMMENDATIONS

With low pay and long hours, the number of FCC providers has been steadily declining over the past 20 years. Long-term this is a concern since many child care providers could be retiring and the flexibility and home-like atmosphere that they offer to families and find important could be lost.

Decline in Family Child Care Homes Since 2003



Source: 2019
Workforce
Study, Child
Care Services
Association,
2020.

Attracting new entrepreneurs to open FCC homes in their neighborhoods is critical to both grow the number of FCC providers as the current workforce ages and to ensure that families have choices among care settings that best meet their needs.




RECOMMENDATIONS.



1. Increase funding for WAGE\$, AWARD\$, and T.E.A.C.H. scholarships to increase earnings of FCC providers and to expand access to higher education coursework.
2. Implement a salary scale tied to certifications, levels of education and experience that supplements ECE workforce pay for individuals working in private sector child care programs (including FCC homes) through a dedicated revenue stream.
3. Consider strategies to increase access to employee benefits in private sector child care programs.
4. Develop incentives for potential new FCC providers to enter and stay in the field.
5. Support family child care networks and offer training and technical assistance.



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For more information about CCSA or to donate, visit www.ChildCareServices.org