

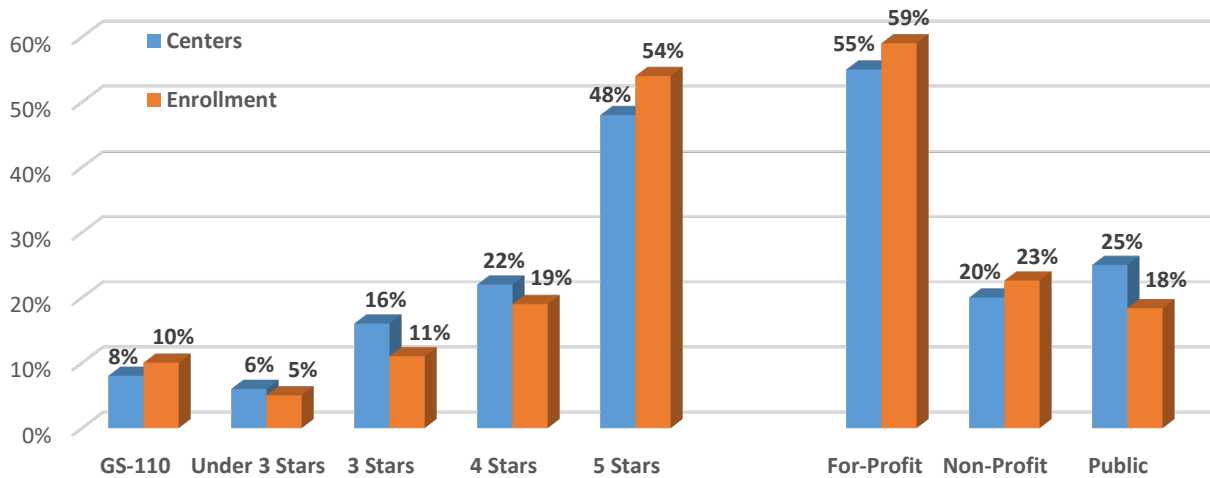


The 2019 Early Care and Education Workforce in North Carolina

Executive Summary

In 2019, with funding from the Division of Child Development and Early Education (DCDEE), Child Care Services Association conducted the North Carolina Early Childhood Workforce Study. Data were collected from programs in every county across the state. This report summarizes key findings from directors, teachers, assistant teachers, and family child care providers who participated. In North Carolina, surveys were sent to 78% of the licensed centers serving children from birth to five years of age. Surveys were returned from a total of 74% of directors (n=2,249) and 40% of teachers and assistant teachers in those programs. (A total of 7,118 surveys were returned from the teaching staff.) Additionally, a 28% sample of family child care providers (based on rural, suburban, and urban location) were surveyed. Seventy-one percent (71%) of family child care providers (n=303) returned surveys. Detailed information about survey methods and definitions of key terms can be found in the appendix to the full 2019 statewide report at childcareservices.org. The data for this study were collected prior to the onset of the COVID-19 pandemic.

Centers and Enrollment by Star Level and Auspice*



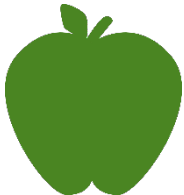



Programs



- **3,902** centers statewide provided early care and education to **176,838** birth to five year olds.
- On average, centers employed **8** teaching staff and had **40** birth to five year olds enrolled.
- Starting teachers made an average of **\$10.50** per hour with a highest average salary of **\$15.00** per hour.
- Starting assistant teachers made an average of **\$10.00** per hour with a highest average salary of **\$12.00** per hour.
- **48%** of centers provided fully or partially paid health insurance.
- Percentage of centers that provided paid time off:
71% sick leave **87%** vacation leave **93%** holiday leave
- **32%** of centers provided disability, **64%** provided parental leave, and **43%** 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"> • 87% of directors and 62% of the center-based teaching staff had at least an associate degree in any field of study. In 2015, 81% of directors and 58% 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 state, 50% of directors and 40% of the teaching staff had at least an associate degree specifically in the field of early childhood education/child development. In 2015, 47% of directors and 35% 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, 82% of directors and 60% 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"> • 6.4 years: average time directors had been in their programs compared to the same 6.4 years in 2015. • 3.8 years: average time the center teaching staff had been in their programs compared to 3.2 years in 2015. • 20.0 years: average time directors had been working in the early childhood education field compared to an average 18.0 years in 2015. • 12.0 years: average time the center teaching staff had been working in the early childhood education field compared to 10.5 years in 2015. • Over the prior 12 months, 21% 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, 8% 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 \$12.00 per hour and directors made \$19.23 per hour. The statewide average for the center-based teaching staff in 2015 was \$11.23 per hour. The statewide average director wage in 2015 was \$17.17 per hour. (Figures for 2015 represent 2019 dollar amounts.)

Demographics



- Median director age: **48** years old.
- Median teaching staff age: **40** years old.
- **95%** of directors and **99%** of the teaching staff were female (remaining percentage was male, non-binary, or preferred not to answer).
- **45%** of directors and **51%** of the teaching staff were people of color.
- **2%** of directors and **6%** of the teaching staff were Hispanic/Latinx/Spanish.
- **21%** of the teaching staff had no health insurance from any source.
- **38%** of the teaching staff received public assistance in the prior three years.






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



- **69%** of the 3 to 5 year old teaching staff and **53%** of the infant-toddler teaching staff had a degree in any field. In 2015, **69%** of the 3 to 5 year old teaching staff and **45%** 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 **3.1** years for the infant-toddler teaching staff. In 2015, the 3 to 5 year old teaching staff averaged **3.8** years in their current program compared to **3.0** years for the infant-toddler teaching staff.
- The 3 to 5 year old teaching staff averaged **13.0** years in the field compared to **10.2** years for the infant-toddler teaching staff. In 2015, the 3 to 5 year old teaching staff averaged **11.4** years in the field compared to **10.0** years statewide for the infant-toddler teaching staff.
- 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. In 2015, the 3 to 5 year old teaching staff made **\$12.23** per hour compared to **\$10.73** per hour for the infant-toddler teaching staff. (Figures for 2015 represent 2019 dollar amounts.)



Family Child Care in North Carolina

<h2>Programs</h2> 	<ul style="list-style-type: none"> • 56% provided evening care. • 30% provided overnight care. • 24% provided weekend care. • 14% cared for sick children. • 27% provided care on legal holidays. • 71% provided drop-in care. <ul style="list-style-type: none"> • 63% accepted children who received subsidy. • 76% participated in the Child and Adult Care Food Program. <div data-bbox="1084 226 1502 682"> <h3>FCC by Star Level</h3> <table border="1"> <thead> <tr> <th>Star Level</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>5-star</td> <td>12%</td> </tr> <tr> <td>Under 3-star</td> <td>21%</td> </tr> <tr> <td>3-star</td> <td>29%</td> </tr> <tr> <td>4-star</td> <td>38%</td> </tr> </tbody> </table> </div>	Star Level	Percentage	5-star	12%	Under 3-star	21%	3-star	29%	4-star	38%
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<h2>Education</h2> 	<ul style="list-style-type: none"> • 51% had at least an associate degree in any field. • 38% had at least an associate degree in the early childhood education field. • In 2014, 48% of family child care providers had a degree in any field and 27% had a degree specifically in the field. • 70% of family child care providers had taken six or more early childhood education courses. 										
<h2>Experience/ Turnover</h2> 	<ul style="list-style-type: none"> • 18.0 years: average time running their family child care home compared to 13.0 years in 2014. • 21.5 years: average time working in the early childhood education field compared to 17.0 years in 2014. • 14% of family child care providers statewide plan to leave the field in the next three years. 										
<h2>Compensation</h2> 	<ul style="list-style-type: none"> • Family child care providers statewide worked 53.75 hours per week and made \$9.09 per hour. The statewide average for family child care providers in 2014 was \$7.58 per hour. (Salary for 2014 adjusted to 2019.) • 57% required families to pay for days they were sick. • 62% required families to pay for vacation days. 										
<h2>Demographics</h2> 	<ul style="list-style-type: none"> • 99% of family child care providers were female. (Remaining percentage was male, non-binary, or preferred not to answer.) • Family child care providers statewide averaged 55 years of age. • 73% of family child care providers were people of color. • 4% were Hispanic/Latinx/Spanish. • 16% of family child care providers had no health insurance from any source. 										