

Who's Caring for Our Babies?
A Profile of Early Care and Education for
Children Birth to Three in North Carolina



Introduction

The last 20 years have seen a revolution in need for and usage of child care for infants and toddlers in North Carolina. As more and more women have re-entered the workforce with children under a year old, the need for child care has grown. It is estimated that 53-59% of babies under one live in a household where their mothers work. And with the work requirements associated with TANF requiring mothers to go back to work as soon as possible after the birth of their children, babies living in both poor and middle income families are faced with spending their very earliest days in a child care setting.

In North Carolina, we have seen a significant increase in the numbers of infants and toddlers in regulated child care settings over the last nine years. In 1996 data from the NC Division of Child Development indicated that there were 59,402 children enrolled in child care settings who were under three. Of these, 12,835 were under one year of age. In 2005, the number of children under three had risen to 73,275 a 23% increase. And the number of children under one increased by 21%.

With so much national and state attention focused on school readiness and on helping four year olds come to school better prepared, it is important to assess what is happening for our very youngest citizens. Numerous studies have identified the first years of life as critical for setting the foundation for future learning. These studies have identified key elements in providing an environment that maximizes the chances that the young infant can reach her potential. Examples of such factors include consistency, security, predictability, focus, encouragement, and age appropriate toys or objects¹.

Given these factors, it is critical to examine the status of child care for our youngest citizen. This study examines three major pieces of data to help us look at child care and children from zero to three. The first data come from the regulatory database within the NC Divisions of Child Development. In the first section of the report the reader will be able to look at the enrollment of infants and toddlers in child care, examine the quality of care these young children are using and see how this compares with the care of our 3 and 4 year preschools.

The second piece of data also come from the NC Division of Child Development. Using data from the state subsidy program, we examine what type of child care our poorest children receive. This information is critically important as the more and more of our poor children are in child care at earlier ages, as their parents are working.

Finally, using the data from the 2003 study of the child care workforce, conducted by Child Care Services Association and Frank Porter Graham Child Development Institute, we will compare the education, compensation and retention of teachers working with our babies and toddlers with those who work with our babies and toddlers with those who work with our preschoolers.

¹ The Program for Infant Toddler Caregivers, *A Guide to Cognitive Development and Learning*. California Department of Education and WestEd. Sacramento, 1995.

North Carolina Regional Child Care Resource and Referral System County and Region List

Region 1	Region 5	Region 10	Region 14
Bertie County	Cumberland County	Cherokee County	Guilford County
Camden County	Duplin County	Clay County	Randolph County
Chowan County	Robeson County	Graham County	Rockingham County
Currituck County	Sampson County	Haywood County	Region 15
Gates County	Scotland County	Jackson County	Alamance County
Hertford County	Region 6	Macon County	Caswell County
Northampton County	Anson County	Swain County	Durham County
Pasquotank County	Hoke County	Region 11	Orange County
Perquimans County	Montgomery County	Avery County	Person County
Region 2	Moore County	Burke County	Region 16
Beaufort County	Richmond County	Caldwell County	Chatham County
Craven County	Region 7	McDowell County	Harnett County
Dare County	Cabarrus County	Mitchell County	Johnston County
Hyde County	Mecklenburg County	Yancey County	Lee County
Pamlico County	Rowan County	Region 12	Wayne County
Tyrrell County	Stanly County	Alexander County	Region 17
Washington County	Union County	Ashe County	Franklin County
Region 3	Region 8	Iredell County	Granville County
Carteret County	Catawba County	Watauga County	Vance County
Greene County	Cleveland County	Wilkes County	Wake County
Jones County	Gaston County	Region 13	Region 18
Lenoir County	Lincoln County	Alleghany County	Edgecombe County
Martin County	Region 9	Davidson County	Halifax County
Onslow County	Buncombe County	Davie County	Nash County
Pitt County	Henderson County	Forsyth County	Warren County
Region 4	Madison County	Stokes County	Wilson County
Bladen County	Polk County	Surry County	
Brunswick County	Rutherford County	Yadkin County	
Columbus County	Transylvania County		
New Hanover County			
Pender County			

North Carolina Child Care Programs Serving Infants and Toddlers

This section analyzes the following research questions:

- Are infants and toddlers in NC enrolled in high quality programs?
- Are child care facilities that provide care and education to infants and toddlers different from child care facilities that provide care and education to children 3-5 years?
- Do infants and toddlers have access to teachers of different levels of education and different program standards than children 3-5 years?
- Are these differences statewide or specific to certain regions and counties?

To answer these questions licensing and enrollment data for April 2005 were obtained from the NC Division of Child Development. Child care programs that enrolled children birth up to 36 months are compared to child care programs that enroll children 3 to 5 years old².

This section contains the following: data source, summary of key findings, data tables showing the comparison statewide, and tables providing comparisons for each of the 18 NC CCR&R Regions and counties across the state. In each regional data table, a column on statewide infant and toddler data is included for comparison purposes. In each county data table, a column on the regional data in which that county is located is included for comparison purposes.

Data Source

All data in this section are from the North Carolina Division of Child Development licensing and enrollment data for April 2005. Licensed programs serving school-age children only have been excluded from the analysis.

Summary of Key Findings

Across the state of North Carolina...

- Seventy-six thousand four hundred and sixty-one children from birth to three are in regulated child care settings
- Of the 76,461, 21% are infants, 34% are one-year-olds and 44% are two-year-olds.
- 85% of infants and toddlers enrolled in licensed care are in child care centers.
- 41% of children 0-5 years old enrolled in licensed child care programs of all types are infants and toddlers.
- 39% of children 0-5 years in licensed centers are infants and toddlers.
- 62% of children 0-5 years in licensed homes are infants and toddlers.

² Programs that enroll both infants and toddlers and pre-school children were counted in both data sets. Programs that only serve school age children are excluded.

- 51% of 5-star centers enroll infants and toddlers, while 83% of 1-star centers do so. 95% of 5-star centers enroll children 3-5 years.
- Fewer high quality (4- and 5-star) child care centers provide care for infants and toddlers than preschoolers. In only five regions 50% or more of infants and toddlers are receiving care in 4- or 5-star child care centers. In six regions 30% or less of infants and toddlers are enrolled in 4- or 5-star centers. (See table below).

Enrollment of Infants and Toddlers in Child Care Centers by Star Rating						
Region	5-Star	4-Star	3-Star	2-Star	1-Star	Other
1	3%	16%	49%	0%	13%	18%
2	6%	24%	60%	0%	4%	7%
3	6%	18%	37%	4%	20%	15%
4	8%	31%	38%	1%	11%	11%
5	2%	19%	65%	2%	6%	6%
6	12%	6%	57%	5%	11%	8%
7	13%	39%	33%	0%	1%	13%
8	6%	39%	35%	1%	2%	17%
9	14%	31%	35%	5%	8%	6%
10	18%	45%	25%	0%	5%	6%
11	31%	35%	22%	1%	10%	1%
12	15%	30%	36%	0%	13%	6%
13	6%	28%	36%	3%	6%	22%
14	12%	29%	29%	0%	13%	17%
15	15%	26%	35%	4%	8%	11%
16	4%	22%	49%	3%	7%	15%
17	16%	37%	28%	1%	11%	8%
18	14%	40%	34%	0%	1%	11%
NC State	11%	30%	38%	2%	8%	12%

- 40% of infants and toddlers are enrolled in 4- or 5-star centers or homes as compared to 49% of children 3-5 years.
- Regions 6 and 16 have the lowest percent (22%) and Region 18 has the highest percent (45%) of 4- and 5-star homes and centers that enroll infants and toddlers.
- In every region the percent of infants and toddlers enrolled in 4- or 5-star programs is lower than preschoolers.
- Region 6 has the lowest percent (21%) and Region 11 has the highest percent (62%) of infants and toddlers enrolled in 4- and 5- star programs.
- In eight regions 50% or more of preschoolers are enrolled in 4- or 5-star programs of all types. This is true of only three regions for infants and toddlers.

Percent of Programs (Centers and Homes) with a 4- or 5-Star License		
Region	Enroll Infants/Toddlers	Enroll Preschoolers
1	24%	27%
2	32%	35%
3	31%	33%
4	29%	32%
5	28%	33%
6	22%	26%
7	36%	40%
8	39%	42%
9	36%	42%
10	47%	55%
11	44%	51%
12	30%	40%
13	34%	38%
14	36%	40%
15	38%	43%
16	22%	27%
17	34%	38%
18	45%	50%
NC State	33%	38%

Percent of Children by Age Enrolled in 4- or 5-Star Programs (Centers and Homes)		
Region	Infants/Toddlers	Preschoolers
1	22%	34%
2	34%	40%
3	27%	36%
4	38%	45%
5	23%	42%
6	21%	39%
7	49%	53%
8	46%	52%
9	44%	55%
10	60%	71%
11	62%	72%
12	41%	58%
13	35%	40%
14	41%	48%
15	41%	49%
16	26%	40%
17	49%	58%
18	51%	60%
NC State	40%	49%

- At the state level there is a 9% average difference in preschoolers accessing 4- or 5-star care vs. infants and toddlers. Among the regions, however, the differences range from 4% in Region 7 to 18% in Region 6.

- 24% of infants and toddlers are enrolled in licensed centers or homes with 4 or 5 points in education as compared to 31% of children 3-5 years.
- In 14 regions 30% or less of the infants and toddlers enrolled in licensed care are in a center or home with 4 or 5 education points. This is true in 9 regions for preschoolers.
- At the state level there is a 7% average difference in preschoolers accessing programs with 4 or 5 education points vs. infants and toddlers. Among the regions, however, the differences range from 2% in Region 7 to 18% in Region 12. In every region the percent of infants and toddlers enrolled in programs with 4 or 5 education points is lower than the percent of preschoolers enrolled in similar programs.

Percent of children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Education Points		
Region	Infants/Toddlers	Preschoolers
1	15%	19%
2	28%	33%
3	15%	20%
4	16%	23%
5	16%	26%
6	21%	28%
7	28%	30%
8	21%	27%
9	23%	32%
10	33%	40%
11	45%	48%
12	27%	45%
13	19%	23%
14	21%	30%
15	27%	33%
16	21%	34%
17	35%	41%
18	39%	44%
NC State	24%	31%

- 25% of infants and toddlers are enrolled in licensed centers or homes with 4 or 5 points in program standards as compared to 33% of children 3-5 years.
- In 14 regions 30% or less of the infants and toddlers enrolled in child care are in a center or home with 4 or 5 program standard points. This is true in 7 regions for preschoolers.
- At the state level there is an 8% difference in preschoolers accessing programs with 4 or 5 program standard points vs. infants and toddlers. Among the regions, however, the differences range from 3% in Regions 7 and 9 to 22% in Region 12. In every region the percent of infants and toddlers enrolled in programs with 4 or 5 program standard points is lower than the percent of preschoolers enrolled in similar programs.

Percent of Children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Program Standard Points

Region	Infants/Toddlers	Preschoolers
1	12%	18%
2	16%	38%
3	22%	28%
4	24%	29%
5	14%	30%
6	13%	31%
7	32%	35%
8	19%	33%
9	40%	43%
10	45%	51%
11	34%	47%
12	30%	46%
13	19%	25%
14	25%	32%
15	30%	40%
16	10%	22%
17	30%	36%
18	18%	23%
NC State	25%	33%

- Across the regions of North Carolina the percent of infants and toddlers enrolled in 4- or 5-star licensed centers varies greatly. Across the state the percent ranges from 58.16% in Region 10 to 14.32% in Region 6.
- Regions 7 and 17 contain the counties with the largest population in North Carolina (Wake & Mecklenburg). Both regions rank in the top 5.
- Forsyth County (ranking 4th in population size) is in Region 13 and is below the state percent.
- Guilford County (ranking 4th in population size) is just above the state percent. Cumberland County (with the 5th largest County in North Carolina) is located in Region 5 and ranks in the bottom three regions.

% of Infants/Toddlers in Licensed Care Enrolled in 4- or 5-star Centers		
Ranking	Region	%
1	10	58.16%
2	11	56.41%
3	7	45.74%
4	17	45.34%
5	18	43.43%
6	8	41.24%
7	9	40.76%
8	12	38.11%
9	14	35.42%
10	State	34.67%
11	4	33.64%
12	15	32.58%
13	13	28.56%
14	16	22.04%
15	2	21.51%
16	3	19.04%
17	5	17.91%
18	1	15.49%
19	6	14.32%

- Across the counties of North Carolina the percent of infants and toddlers enrolled in 4- or 5-star licensed centers depicts an even larger range. Davie, Camden, Jackson, Graham, and Clay Counties have the highest percent (70% or more) of infants and toddlers enrolled in 4- or 5-star licensed centers and Pasquotank, Perquimans, Pamlico, Tyrrell, Richmond and Alleghany counties have the lowest (0%).
- Among the counties in North Carolina with the largest populations, two (Wake & Mecklenburg) are ranked in the top 20, Guilford County is ranked 36th, Forsyth County is ranked 54th and Cumberland County ranks 70th in the state.

% of Infants/Toddlers in Licensed Care Enrolled in 4- or 5-star Centers							
Ranking	County	Region	%	Ranking	County	Region	%
1	Davie	13	91.59%	51	Johnston	16	29.48%
2	Camden	1	88.37%	52	Chowan	1	28.30%
3	Jackson	10	75.00%	53	Columbus	4	28.18%
4	Graham	10	73.33%	54	Forsyth	13	27.85%
5	Clay	10	70.83%	55	Greene	3	27.63%
6	Catawba	8	67.75%	56	Gaston	8	27.10%
7	Burke	11	65.52%	57	Iredell	12	26.68%
8	Avery	11	65.32%	58	Northampton	1	25.23%
9	Ashe	12	63.59%	59	Moore	6	25.03%
10	McDowell	11	60.85%	60	Madison	9	22.73%
11	Cherokee	10	60.26%	60	Rutherford	9	22.73%
12	Macon	10	55.94%	62	Craven	2	22.69%
13	Wilson	18	54.95%	63	Alamance	15	22.39%
14	Swain	10	54.74%	64	Lee	16	21.20%
15	Carteret	3	54.56%	65	Person	15	20.57%
16	Watauga	12	53.19%	66	Rockingham	14	20.56%
17	Orange	15	53.01%	67	Yadkin	13	20.08%
18	Union	7	51.50%	68	Wayne	16	19.95%
19	Wake	17	50.53%	69	Cleveland	8	19.27%
20	Mecklenburg	7	50.26%	70	Cumberland	5	19.24%
21	Caldwell	11	49.54%	71	Harnett	16	18.66%
22	Haywood	10	48.49%	72	Warren	18	18.49%
23	Lincoln	8	47.85%	73	Scotland	5	16.85%
24	Hyde	2	46.67%	74	Stanly	7	16.28%
25	Buncombe	9	45.47%	75	Pitt	3	16.04%
26	Nash	18	42.98%	76	Currituck	1	15.57%
27	Henderson	9	42.73%	77	Anson	6	15.00%
28	Transylvania	9	42.50%	78	Gates	1	12.50%
29	Wilkes	12	42.22%	79	Pender	4	12.44%
30	Edgecombe	18	42.00%	80	Lenoir	3	11.33%
31	Duplin	5	42.00%	81	Montgomery	6	10.24%
32	Brunswick	4	41.75%	82	Robeson	5	10.12%
33	Martin	3	41.33%	83	Onslow	3	9.51%
34	Alexander	12	39.92%	84	Mitchell	11	9.43%
35	New Hanover	4	38.75%	85	Bladen	4	9.13%
36	Guilford	14	38.29%	86	Sampson	5	8.22%
37	Stokes	13	38.00%	87	Vance	17	7.90%
38	Yancey	11	36.36%	88	Hoke	6	5.96%
39	Jones	3	36.07%	89	Dare	2	5.85%
40	Beaufort	2	36.00%	90	Surry	13	5.32%
41	Franklin	17	35.53%	91	Bertie	1	4.97%
	NC Statewide		34.67%	92	Chatham	16	4.10%
42	Polk	9	33.68%	93	Granville	17	3.74%
43	Davidson	13	32.60%	94	Washington	2	1.63%
44	Cabarrus	7	31.54%	95	Pasquotank	1	0.00%
45	Durham	15	31.27%	96	Perquimans	1	0.00%
46	Caswell	15	30.89%	97	Pamlico	2	0.00%
47	Randolph	14	30.82%	98	Tyrrell	2	0.00%
48	Halifax	18	30.22%	99	Richmond	6	0.00%
49	Rowan	7	29.81%	100	Alleghany	13	0.00%
50	Hertford	1	29.56%				

**NC Statewide Licensing Data
April 2005**

Table 1: Programs Characteristics	NC Statewide Programs		NC Statewide Programs Enrolling Infants and Toddlers		NC Statewide Programs Enrolling Preschoolers	
	#	%	#	%	#	%
5 Star Centers	508	13%	260	8%	495	13%
5 Star Homes	368	8%	346	8%	308	10%
4 Star Centers	1,101	28%	834	27%	1,077	28%
4 Star Homes	1,029	23%	962	24%	821	25%
3 Star Centers	1,382	35%	1,280	41%	1,352	35%
3 Star Homes	1,592	36%	1,493	37%	1,214	38%
2 Star Centers	59	1%	54	2%	57	1%
2 Star Homes	46	1%	42	1%	40	1%
1 Star Center	355	9%	295	9%	342	9%
1 Star Home	1,352	31%	1,193	29%	814	25%
GS 110-106 Centers	353	9%	272	9%	347	9%
GS 110-106 Homes	0	0%	N/A	N/A	N/A	N/A
Temporary Centers	203	5%	108	3%	201	5%
Temporary Homes	32	1%	28	1%	20	1%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	27	1%	26	1%	26	1%
Special Provisional, Provisional, & Probationary Homes	10	0%	10	0%	9	0%
Total Centers	3,988	100%	3,129	78%	3,897	98%
Total Homes	4,429	100%	4,074	92%	3,227	73%

Table 2: NC Statewide Enrollment	#	%
Infants & Toddlers Enrolled in Centers	64,815	38.6%
Preschoolers Enrolled in Centers	103,199	61.4%
Infants & Toddlers Enrolled in Homes	11,646	61.5%
Preschoolers Enrolled in Homes	7,279	38.5%

Table 3: Enrollment by License Level	NC Statewide Birth-5 Enrollment		NC Statewide Infant & Toddler Enrollment		NC Statewide Preschooler Enrollment	
	#	%	#	%	#	%
	5 Star Centers	23,270	14%	6,889	11%	16,381
5 Star Homes	1,828	10%	1,042	9%	786	11%
4 Star Centers	54,896	33%	19,620	30%	35,276	34%
4 Star Homes	4,925	26%	2,923	25%	2,002	28%
3 Star Centers	53,325	32%	24,435	38%	28,890	28%
3 Star Homes	7,106	38%	4,446	38%	2,660	37%
2 Star Centers	2,558	2%	1,065	2%	1,493	1%
2 Star Homes	196	1%	103	1%	93	1%
1 Star Centers	11,531	7%	5,105	8%	6,426	6%
1 Star Homes	4,678	25%	3,020	26%	1,658	23%
GS 110-106 Centers	15,569	9%	5,463	8%	10,106	10%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	5,640	3%	1,741	3%	3,899	4%
Temporary Homes	128	1%	78	1%	50	1%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	1,225	1%	497	1%	728	1%
Special Provisional, Provisional, & Probationary Homes	62	0%	34	0%	28	0%
Total Enrollment in Centers	168,014	100%	64,815	39%	103,199	61%
Total Enrollment in Homes	18,923	100%	11,646	62%	7,279	38%

Table 5: Education Points by Enrollment	NC Statewide Birth -5 Enrollment		NC Statewide Infant & Toddler Enrollment		NC Statewide Preschooler Enrollment	
	#	%	#	%	#	%
	5 Education Points Centers	12,694	8%	3,642	6%	9,052
5 Education Points Homes	1,409	7%	837	7%	572	8%
4 Education Points Centers	35,124	21%	11,762	18%	23,362	23%
4 Education Points Homes	4,116	22%	2,426	21%	1,690	23%
3 Education Points Centers	48,340	29%	20,028	31%	28,312	27%
3 Education Points Homes	2,535	13%	1,568	13%	967	13%
2 Education Points Centers	18,377	11%	8,086	12%	10,291	10%
2 Education Points Homes	1,994	11%	1,172	10%	822	11%
1 Education Point Centers	19,514	12%	8,491	13%	11,023	11%
1 Education Point Homes	4,001	21%	2,511	22%	1,490	20%
Unassessed Centers	33,965	20%	12,806	20%	21,159	21%
Unassessed Homes	4,870	26%	3,132	27%	1,738	24%

Table 6: Program Standard Points by Enrollment	NC Statewide Birth-5 Enrollment		NC Statewide Infant & Toddler Enrollment		NC Statewide Preschooler Enrollment	
	#	%	#	%	#	%
	5 Program Standard Points Centers	23,690	14%	6,716	10%	16,974
5 Program Standard Points Homes	2,402	13%	1,368	12%	1,034	14%
4 Program Standard Points Centers	28,318	17%	10,274	16%	18,044	17%
4 Program Standard Points Homes	796	4%	458	4%	338	5%
3 Program Standard Points Centers	14,768	9%	5,784	9%	8,984	9%
3 Program Standard Points Homes	446	2%	269	2%	177	2%
2 Program Standard Points Centers	55,297	33%	23,772	37%	31,525	31%
2 Program Standard Points Homes	10,045	53%	6,191	53%	3,854	53%
1 Program Standard Point Centers	12,081	7%	5,495	8%	6,586	6%
1 Program Standard Point Homes	366	2%	228	2%	138	2%
Unassessed Centers	33,860	20%	12,774	20%	21,086	20%
Unassessed Homes	4,870	26%	3,132	27%	1,738	24%

North Carolina Infants and Toddlers Receiving Child Care Subsidy

This section analyzes the following research questions:

- Is the state funding high quality child care for infants and toddlers?
- How does the number of infants and toddlers receiving subsidy compare to the number of preschoolers receiving subsidy?
- How does the number of infants and toddlers on the child care subsidy waiting list compare to the number of preschoolers waiting for subsidy?
- Are these differences statewide or specific to certain regions and counties?

To answer these questions licensing, enrollment, and subsidy data for April 2005 were obtained from the NC Division of Child Development. Children receiving a child care subsidy ages birth up to 36 months were compared to children receiving subsidy ages 3 to 5 years old³. Each NC county department of social services and/or local purchase of care agency was contacted for information about their child care subsidy waiting list⁴.

This section contains the following: data source; summary of key findings; data tables showing the comparison statewide; and tables providing comparisons for each of the 18 NC CCR&R Regions and counties across the state. In each regional data table, a column on statewide infant and toddler data is included for comparison purposes. In each county data table, a column on the regional data in which that county is located is included for comparison purposes. The data tables contain information on subsidized children enrolled in North Carolina licensed child care facilities only⁵.

Data Source

All data in this section on children receiving child care subsidy are from the North Carolina Division of Child Development licensing, enrollment, and subsidy data for April 2005. Data include children receiving state and federal funds through the Division of Child Development and state Smart Start funds provided for subsidy purposes and reported through the SSRS system as having received a subsidy (enhancements scholarships were excluded to ensure an unduplicated count). Data do not include information on children that received financial assistance through independent, non-government sources or children receiving other sources of federal funds not administered through the NC Division of Child Development. School-age children receiving subsidy have been excluded from the analysis (n=30,991). Data on children waiting for child care subsidy were obtained from each local department of social services or local purchase of care agency. Agencies managing subsidy for 94 counties responded.

³ For various reasons, 1,222 children had duplicate records. Due to the inability to determine which record was accurate, they were excluded from the analysis.

⁴ Agencies maintaining child care subsidy waiting lists for 94 counties responded; 6 of those agencies could not provide information by age of child; in 44 of the remaining 88 counties there was no child care subsidy waiting list.

⁵ 963 Children ages 0-5 receiving subsidy were in unlicensed or out-of-state care and were excluded.

Summary of Key Findings

Across the state of North Carolina...

- Thirty-two thousand, five hundred and thirty-six infants and toddlers receive a child care subsidy. This represents 44% of all infants and toddlers receiving care in a licensed child care facility.
- Of the 32,536 infants and toddlers receiving a subsidy, 23% of them are infants, 35% are one year-olds, and 42% were two year-olds.
- 85% of infants and toddlers receiving child care subsidy are enrolled in licensed child care centers.
- 45% of children 0-5 receiving subsidy in licensed care are infants and toddlers.
- 44% of children 0-5 receiving subsidy to attend centers are infants and toddlers.
- 54% of children 0-5 receiving subsidy to attend homes are infants and toddlers.
- 37% of infants and toddlers receiving child care subsidy are enrolled in 4-or 5-star centers and homes as compared to 43% of 3-5 year olds receiving child care subsidy.
- 41% of the children 0-5 receiving child care subsidy and attending 5-star centers or 5-star homes are infants and toddlers.
- 16% of infants and toddlers and 14% of 3-5 years olds receiving subsidy are in centers or homes where education points have not been assessed.
- 22% of infants and toddlers and 26% of 3-5 year olds receiving subsidy are in centers or homes with 4 or 5 education points.
- 20% of infants and toddlers and 25% of 3-5 year olds receiving subsidy are in centers or homes with 4 or 5 program points.
- More than half (63%) of children ages 0-5 waiting for a child care subsidy are infants or toddlers.
- Less than half (45%) of the children ages 0-5 receiving a child care subsidy are infants or toddlers.

Across the Regions in North Carolina...

- Regionally there is wide variability in the access of subsidized children to 4-or 5-star child care. In all but one of the regions, 3-5 year olds receiving subsidy access 4-or 5-star care at a greater rate than infants and toddlers; differences within regions vary from 2% to 10% (In Region 3 the percents are the same).
- Region 6 has the lowest rate of access to 4- and 5-star care for infants and toddlers receiving subsidy (16%) but also one of the lowest rates of access for 3-5 year olds receiving subsidy to 4- and 5-star care (25%).
- Region 10 has the highest rate of access to 4- and 5-star care for infants and toddlers receiving subsidy (64%) but also the highest rate of access for 3-5 year olds receiving subsidy (71%).
- In only 3 regions did 50% or more infants and toddlers on subsidy access 4- or 5-star licensed programs.

Percent of of Subsidized Children by Age Enrolled in 4- or 5-Star Programs (Centers and Homes)

Region	Infant/Toddler		Preschoolers	
	#	%	#	%
1	201	21%	288	31%
2	248	30%	296	32%
3	570	28%	619	28%
4	651	39%	879	43%
5	623	20%	819	24%
6	145	16%	267	25%
7	1,691	44%	2,729	51%
8	827	49%	1,253	53%
9	569	39%	926	48%
10	529	64%	662	71%
11	533	57%	721	62%
12	397	41%	583	48%
13	864	32%	1,093	36%
14	992	37%	1,480	42%
15	817	36%	1,181	45%
16	481	26%	815	35%
17	1,045	46%	1,390	51%
18	829	56%	970	61%
NC State	12,012	37%	16,971	43%

Percent of Subsidized children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Education Points

Region	Infant/Toddler	Preschoolers
1	13%	20%
2	26%	29%
3	16%	16%
4	19%	21%
5	15%	17%
6	16%	18%
7	22%	26%
8	23%	30%
9	17%	24%
10	35%	40%
11	38%	41%
12	25%	34%
13	15%	17%
14	19%	24%
15	25%	30%
16	22%	27%
17	33%	37%
18	45%	46%
NC State	22%	26%

- Regionally there is wide variability in the access of subsidized children to programs with 4 or 5 education points. In 17 of the 18 regions, 3-5 year olds receiving subsidy access programs with 4 or 5 education points at a greater rate than infants and toddlers; differences within regions vary from 1% to 9%.
- Region 1 has the lowest rate of access to programs with high education points for infants and toddlers (13%).
- Region 18 has the highest rate of access for infants and toddlers (45%) but also the highest rate of access for 3-5 year olds (46%).

- Regionally there is wide variability in the access of subsidized children to programs with 4 or 5 program points. In 16 of the 18 regions, 3-5 year olds receiving subsidy access programs with 4 or 5 program points at a greater rate than infants and toddlers; differences within regions vary from 1% to 10%.
- Region 6 has the lowest rates of access to programs with high program scores for infants and toddlers (6%) but also one of the lowest rates of access for 3-5 year olds (16%).
- Region 10 has the highest rate of access for infants and toddlers (47%) but also the highest rate of access for 3-5 year olds (53%).

Percent of Subsidized Children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Program Standard Points

Region	Infant/Toddler	Preschoolers
1	10%	18%
2	16%	16%
3	22%	23%
4	20%	24%
5	9%	12%
6	6%	16%
7	24%	28%
8	18%	24%
9	36%	42%
10	47%	53%
11	24%	32%
12	28%	37%
13	16%	20%
14	25%	30%
15	24%	31%
16	8%	12%
17	20%	22%
18	21%	20%
NC State	20%	25%

Number of Children 0-5 and Percent of Children who are Infants and Toddlers Waiting for Subsidy

Region	Children	
	Birth-5	Infants/Toddlers
1	490	61%
*2	291	64%
*3	590	61%
*4	275	60%
*5	1,972	45%
6	231	59%
*7	4,134	69%
8	368	36%
9	371	67%
10	0	0%
*11	183	61%
12	300	46%
*13	1,815	78%
14	1,518	58%
15	1,524	66%
**16	114	56%
17	1,913	60%
*18	361	72%
NC State	16,450	63%

*Data missing from one county in the region

**Data missing from three counties in the region

- In one region, no children are on the child care subsidy waiting list. In 8 of the remaining regions, data are available for all counties by age of child. In the other 9 regions, some data was missing. Looking at children 0-5 years old, we would expect that about 50% of the waiting list would be children 0-2 and about 50% would be 3-5 years. In the case of infants, not everyone in need of care is likely to have registered for assistance and in the case of 5 years olds, half of the cohort is school-aged.

- Of the 8 regions with complete data, in 6 regions more than half of the children waiting were infants and toddlers (ranging from 59% to 67%).
- Of the 9 regions where data is missing, in 8 regions more than half of the children waiting are infants and toddlers (ranging from 56% to 78%). In regions with missing data, all data from a county was excluded so missing data does not cause the data to be biased in one direction or the other.
- Of the 17 regions with subsidy waiting lists, the proportion of children waiting who were infants and toddlers ranged from 36% (Region 8) to 78% (Region 13).
- Across the regions of North Carolina the percent of infants and toddlers receiving subsidy enrolled in 4- or 5-star licensed centers varied greatly. Across the state the percent ranges from 8% in Region 6 to 63% in Region 10.

Number of Children 0-5 Waiting for Subsidy by Region		
Region	Infants/Toddlers	Preschoolers
1	300	190
*2	185	106
*3	361	229
*4	164	111
*5	896	1,076
6	137	94
*7	2,867	1,267
8	134	234
9	249	122
10	0	0
*11	112	71
12	138	162
*13	1,413	402
14	888	630
15	1,000	524
**16	64	50
17	1,154	759
*18	261	100
NC State	10,323	6,127
*Data missing from one county in the region		
**Data missing from three counties in the region		

- Regions 7 and 17 consist of the two largest counties in North Carolina (Mecklenburg & Wake). Both regions rank above the state percent.
- Guilford and Forsyth County (ranking 3rd and 4th in population size) are in Regions 14 & 13 and are both below the state percent. Cumberland County (with the 5th largest County in North Carolina) is located in Region 5 and ranks in the bottom three regions.

% of Infants/Toddlers Receiving Subsidy Enrolled in Licensed Care Enrolled in 4- or 5-star Centers		
Ranking	Region	%
1	10	62.71%
2	11	52.45%
3	18	45.99%
4	8	43.13%
5	17	40.55%
6	7	40.13%
7	12	37.81%
8	9	36.36%
9	4	34.61%
	NC State	30.69%
10	14	30.46%
11	15	25.37%
12	13	25.10%
13	16	20.78%
14	2	19.59%
15	3	17.82%
16	5	13.96%
17	1	13.20%
18	6	7.98%

- Across the counties of North Carolina the percent of infants and toddlers receiving subsidy enrolled in 4- or 5-star licensed centers depicts an even larger range. Graham (97%), Davie (94%), Clay (90%), Jackson (77%), and Carteret (73%) counties have the highest percent of infants and toddlers enrolled in 4- or 5-star licensed centers and Alleghany, Washington, Tyrrell, Pamlico and Hyde counties have the lowest (0%).
- Among the top 6 counties in North Carolina with the largest populations, three (Wake, Mecklenburg & Guilford) are above the state percent (30%). Durham County ranks 58th, Forsyth ranks 60th and Cumberland County ranks 75th in the state at 14%.

% of Infants/Toddlers Receiving Subsidy in Licensed Care Enrolled in 4- or 5-star Centers							
Ranking	County	Region	%	Ranking	County	Region	%
1	Graham	10	96.88%	51	Rowan	7	26.17%
2	Davie	13	94.23%	52	Madison	9	26.15%
3	Clay	10	90.24%	53	Catawba	8	25.15%
4	Jackson	10	76.84%	54	Rutherford	9	24.70%
5	Carteret	3	73.29%	55	Iredell	12	24.31%
6	Swain	10	70.09%	56	Camden	1	23.81%
7	Macon	10	67.09%	57	Transylvania	9	23.76%
8	Wilson	18	64.38%	58	Durham	15	23.35%
9	Cleveland	8	64.02%	59	Harnett	16	21.89%
10	Avery	11	62.00%	60	Forsyth	13	21.41%
11	Cherokee	10	60.80%	61	Hertford	1	21.05%
12	Wilkes	12	55.65%	62	Craven	2	20.33%
13	Burke	11	55.56%	63	Scotland	5	20.12%
14	Caldwell	11	54.03%	64	Gates	1	19.51%
15	Orange	15	51.09%	65	Warren	18	18.18%
16	Wake	17	49.86%	66	Alamance	15	16.96%
17	McDowell	11	49.23%	67	Moore	6	16.74%
18	Ashe	12	48.36%	68	Wayne	16	16.39%
19	Nash	18	47.28%	69	Stanly	7	16.00%
20	Mecklenburg	7	47.26%	70	Rockingham	14	15.65%
21	Edgecombe	18	47.17%	71	Northampton	1	15.44%
22	Buncombe	9	46.57%	72	Lee	16	15.26%
23	Lincoln	8	46.15%	73	Yadkin	13	15.19%
24	Martin	3	44.76%	74	Currituck	1	14.63%
25	Yancey	11	43.94%	75	Cumberland	5	14.38%
26	Stokes	13	43.88%	76	Jones	3	13.16%
27	Brunswick	4	43.69%	77	Chatham	16	13.14%
28	Columbus	4	43.55%	78	Person	15	12.87%
29	Union	7	42.86%	79	Anson	6	12.50%
30	Beaufort	2	40.46%	80	Pitt	3	11.55%
31	Haywood	10	39.68%	81	Lenoir	3	11.01%
32	Alexander	12	39.39%	82	Bladen	4	10.00%
33	Duplin	5	38.79%	83	Robeson	5	9.21%
34	Watauga	12	35.48%	84	Granville	17	9.20%
35	Chowan	1	33.67%	85	Perquimans	1	9.09%
36	Randolph	14	33.41%	86	Onslow	3	8.24%
37	Davidson	13	33.21%	87	Bertie	1	7.14%
38	Polk	9	32.79%	88	Dare	2	7.06%
39	Guilford	14	32.74%	89	Montgomery	6	4.29%
40	New Hanover	4	32.40%	90	Surry	13	4.27%
41	Caswell	15	31.67%	91	Vance	17	3.67%
42	Pender	4	31.45%	92	Hoke	6	3.55%
	NC Statewide		30.69%	93	Sampson	5	2.89%
43	Henderson	9	30.30%	94	Pasquotank	1	1.71%
44	Greene	3	30.10%	95	Richmond	6	0.45%
45	Mitchell	11	29.55%	96	Hyde	2	0.00%
46	Halifax	18	29.52%	96	Pamlico	2	0.00%
47	Gaston	8	28.52%	96	Tyrrell	2	0.00%
48	Johnston	16	28.35%	96	Washington	2	0.00%
49	Cabarrus	7	27.96%	96	Alleghany	13	0.00%
50	Franklin	17	26.53%				

North Carolina Statewide Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	32,536	45%	39,297	55%
Waiting For Subsidy*	10,237	63%	6,128	37%

*Missing data from Pamlico and Beaufort counties in Region 2, Greene County in Region 3, Columbus County in Region 4, Robeson County in Region 5, Stanley County in Region 7, McDowell County in Region 11, Harnett, Johnston, and Wayne County in Region 16, Surry County in Region 17, and Edgecombe County in Region 18.

NC Children Receiving Subsidy In Licensed Child Care by Star Rating	NC Statewide Children 0-5 Receiving Subsidy		NC Statewide Infants & Toddlers Receiving Subsidy		NC Statewide Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	5,476	9%	1,904	7%	3,572	10%
5 Star Homes	968	11%	501	10%	467	11%
4 Star Centers	19,697	31%	8,079	29%	11,618	33%
4 Star Homes	2,842	31%	1,528	30%	1,314	31%
3 Star Centers	27,415	44%	12,857	47%	14,558	41%
3 Star Homes	3,315	36%	1,828	36%	1,487	36%
2 Star Centers	1,052	2%	499	2%	553	2%
2 Star Homes	97	1%	51	1%	46	1%
1 Star Centers	4,413	7%	2,051	7%	2,362	7%
1 Star Homes	1,896	21%	1,061	21%	835	20%
Temporary Centers	1,349	2%	694	3%	655	2%
Temporary Homes	55	1%	31	1%	24	1%
GS 110-106 Centers	2,761	4%	1,252	5%	1,509	4%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	465	1%	188	1%	277	1%
Special Provisional, Provisional, & Probationary Homes	17	0%	8	0%	9	0%
Total Subsidized Children Enrollment in Centers*	62,628	87%	27,525	85%	35,104	89%
Total Subsidized Children Enrollment in Homes*	9,190	13%	5,011	15%	4,182	11%

*Missing licensing data on three infant/toddlers. Two are in child care homes and one is in a child care center

NC Children Receiving Subsidy In Licensed Child Care by Staff Education Points	NC Statewide Children 0-5 Receiving Subsidy		NC Statewide Infants & Toddlers Receiving Subsidy		NC Statewide Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	2,898	5%	888	3%	2,010	6%
5 Education Points Homes	674	7%	336	7%	338	8%
4 Education Points Centers	11,629	19%	4,748	17%	6,881	20%
4 Education Points Homes	2,441	27%	1,337	27%	1,104	26%
3 Education Points Centers	21,127	34%	9,352	34%	11,775	34%
3 Education Points Homes	1,412	15%	773	15%	639	15%
2 Education Points Centers	8,886	14%	4,093	15%	4,793	14%
2 Education Points Homes	1,019	11%	543	11%	476	11%
1 Education Point Centers	9,100	15%	4,258	15%	4,842	14%
1 Education Point Homes	1,676	18%	919	18%	757	18%
Unassessed Centers	8,988	14%	4,185	15%	4,803	14%
Unassessed Homes	1,968	21%	1,100	22%	868	21%

NC Children Receiving Subsidy In Licensed Child Care by Program Standard Points	NC Statewide Children 0-5 Receiving Subsidy		NC Statewide Infants & Toddlers Receiving Subsidy		NC Statewide Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	5,869	9%	2,070	8%	3,799	11%
5 Program Standard Points Homes	1,264	14%	653	13%	611	15%
4 Program Standard Points Centers	8,774	14%	3,608	13%	5,166	15%
4 Program Standard Points Homes	474	5%	247	5%	227	5%
3 Program Standard Points Centers	5,499	9%	2,336	8%	3,163	9%
3 Program Standard Points Homes	266	3%	141	3%	125	3%
2 Program Standard Points Centers	27,888	45%	12,767	46%	15,121	43%
2 Program Standard Points Homes	5,058	55%	2,786	56%	2,272	54%
1 Program Standard Point Centers	5,652	9%	2,580	9%	3,072	9%
1 Program Standard Point Homes	160	2%	81	2%	79	2%
Unassessed Centers	8,946	14%	4,163	15%	4,783	14%
Unassessed Homes	1,968	21%	1,100	22%	868	21%

Infant and Toddler Child Care Workforce in North Carolina

This section analyzes the following research questions:

- Who are the people caring for infants and toddlers in our state?
- Are child care teachers who provide care and education to infants and toddlers different from child care teachers who provide care and education to preschoolers?
- Do they have access to different kinds of compensation and support?
- Are these differences statewide or specific to certain regions?

To answer these questions the 2003 North Carolina Child Care Workforce⁶ data on center-based teachers were reexamined on key variables. Child care teachers who indicated having responsibilities for children birth to 36 months are compared to child care teachers who indicated having responsibilities for children 3 to 5 years old⁷.

This section contains the following: key findings; a data dictionary describing each of the variables; data tables showing the comparison statewide; and tables providing comparisons for each of the Regions and counties across the state. In each Regional data table, a column on statewide infant and toddler data is included for comparison purposes. In each county data table, a column on the regional data is included for comparison purposes.

Data Source

All data in this section are from the 2003 North Carolina Child Care Workforce study conducted by Child Care Services Association as part of the North Carolina Needs and Resources Assessment.

Summary of Key Findings

- Across the state, infant and toddler teachers are similar to teachers of children ages 0-5 years in gender, ethnicity and their status as parents. Their median age is two years younger than teachers of children 0-5 years.
- Infant and toddler teachers tended to have slightly less experience in their current child care programs and almost two years less experience in the child care field overall than their counterparts teaching 3-5 year olds.
- In every region across North Carolina the percent of infant and toddler teachers who had earned a degree in any field was lower than the percent of preschool teachers who had done so. Only four regions (4,10,15&17) have 30% or more of their infant and toddlers teachers with a two or four year degree.

⁶ For a detailed description of the methodology used in the 2003 North Carolina Child Care Workforce Study please see the full state report post on www.childcareservices.org

⁷ If a teacher reported working with both age groups they were identified as an infant and toddler teacher but not as a pre-school teachers (n=646).

Education Level of Child Care Workforce Caring For Infants and Toddlers by Region					
Region	Less than HS	HS or HS + Workshops	HS + College Courses	AA Degree	BA Degree or Higher
1	5%	21%	51%	17%	6%
2	1%	18%	61%	13%	7%
3	3%	19%	57%	10%	11%
4	2%	16%	49%	16%	17%
5	2%	22%	58%	14%	4%
6	4%	19%	53%	16%	8%
7	1%	16%	60%	11%	11%
8	2%	18%	61%	14%	5%
9	2%	19%	57%	7%	16%
10	1%	15%	53%	28%	4%
11	1%	16%	58%	19%	6%
12	2%	16%	60%	13%	9%
13	2%	21%	61%	10%	6%
14	2%	19%	55%	11%	13%
15	2%	15%	50%	12%	21%
16	2%	21%	59%	12%	6%
17	1%	17%	51%	11%	20%
18	2%	16%	59%	20%	4%
State	2%	16%	55%	14%	14%

- In every region across North Carolina the percent of infant and toddler teachers that reported not having health insurance was higher than the percent of preschool teachers who reported not having it. In five regions (1,3,4,5&18) 40% or more of infant and toddler teachers are without health insurance from any source.
- In every region across North Carolina except Region 6 (where the percents were the same) the percent of infant and toddler teachers that reported receiving public assistance in the past three years is higher than the percent of preschool teachers who had received it. Across the regions, 31% - 48% of the infant and toddler workforce report receiving public assistance in the past three years.
- In every region across North Carolina infant and toddler teachers reported earning a lower hourly wage than preschool teachers. This was the case both with and without a salary supplement included. In only five regions (7,9,10,15 & 17) the hourly wage for infant and toddler teachers was between \$8.00 and \$9.00 an hour. In four regions (1,2,5 &6) the median wage of infant and toddler teachers was less than \$7.00 an hour.
- In four regions (5,6, 16 & 18) 70% or more of the infant and toddler workforce has a family income of less than \$30,000. In all but two regions (9 &15) 70% or more of the workforce have children of their own.

Economic Profile of Infant and Toddler Teachers by Region						
Region	% with No Health Insurance from Any Source	% Receiving Government Assistance in Last 3 Years		Median Hourly Wage	% with Family Income below \$30,000	% with Children
		1	46%			
2	31%	40%	\$8.50	69%	77%	
3	39%	40%	\$7.00	66%	73%	
4	42%	40%	\$7.30	69%	74%	
5	40%	47%	\$6.50	75%	82%	
6	39%	39%	\$7.61	74%	74%	
7	28%	37%	\$8.47	65%	74%	
8	30%	35%	\$7.50	59%	76%	
9	29%	40%	\$8.00	66%	65%	
10	17%	38%	\$8.50	57%	79%	
11	22%	37%	\$7.50	51%	77%	
12	21%	31%	\$7.50	58%	73%	
13	29%	41%	\$7.60	66%	77%	
14	31%	37%	\$7.80	67%	71%	
15	28%	34%	\$9.00	66%	67%	
16	39%	40%	\$7.00	66%	78%	
17	30%	37%	\$9.00	63%	70%	
18	41%	47%	\$7.00	75%	79%	
state	32%	39%	\$7.75	66%	74%	

- In every region across North Carolina the percent of infant and toddler teachers who reported not receiving any professional support benefits was higher than the percent of preschool teachers not receiving these benefits.
- The proportion of infant/toddler teachers and teachers of children 3-5 years accessing the T.E.A.C.H. program was the same. A slightly higher proportion of infant/toddler teachers indicated an interest in taking courses although a lower proportion of them are currently taking courses or have taken them in the last 12 months.
- In all but four regions across North Carolina the prospective turnover rate⁸ of infant and toddler teachers was higher than that of preschool teachers. In Regions 13, 11, and 17 the percent was the same. In Region 1 the prospective turnover rate for infant and toddler teachers was only very slightly lower than for preschool teachers.

Regional Ranking of the % of Infant/Toddler Teachers with a Degree		
Ranking	Region	%
1	15	33.12%
2	4	32.53%
3	10	31.82%
4	17	30.51%
5	11	25.32%
6	6	23.91%
7	14	23.82%
8	18	23.77%
NC Statewide		23.40%
9	7	22.77%
10	1	22.69%
11	9	22.57%
12	12	22.27%
13	3	21.18%
14	2	20.11%
15	8	18.92%
16	5	17.83%
17	16	17.80%
18	13	16.00%

⁸ Prospective turnover defined as the percent of teachers that reported they were planning to leave the field in three years.

- Across the regions of North Carolina the education level of infant and toddler teachers was low. Thirteen regions of the eighteen regions only have 20% or less infant and toddler teachers with a two or four year degree. Across the state the percent ranges from 33% in Region 15 to 16% in Region 13.
- Across the counties the education level of the infant and toddler workforce depicts a much larger range. Hyde (100%), Camden, Chowan, Cherokee, and Avery County had the highest percent of infant and toddler teachers with a degree and Gates, Granville, Perquimans, Polk, Tyrrell, and Yancey County had the lowest (0%).

County Ranking of the % of Infant/Toddler Teachers with a Degree							
Ranking	County	Region	%	Ranking	County	Region	%
1	Hyde	2	100.00%	51	Gaston	8	20.63%
2	Camden	1	66.67%	52	Cleveland	8	20.41%
2	Chowan	1	66.67%	53	Alamance	15	20.22%
4	Cherokee	10	50.00%	54	Cumberland	5	20.07%
5	Avery	11	47.06%	55	Clay	10	20.00%
6	Orange	15	41.74%	55	Graham	10	20.00%
7	New Hanover	4	40.00%	57	Rowan	7	19.67%
7	Person	15	40.00%	57	Stanly	7	19.67%
9	Haywood	10	38.78%	59	Columbus	4	19.57%
10	Moore	6	38.10%	60	Vance	17	19.44%
11	Pamlico	2	37.50%	61	Craven	2	18.95%
12	Northampton	1	36.36%	62	Greene	3	18.75%
13	Bladen	4	34.78%	63	Catawba	8	18.54%
13	Wake	17	34.78%	64	Stokes	13	18.52%
15	Durham	15	33.92%	65	Davidson	13	18.18%
16	Chatham	16	33.33%	65	Martin	3	18.18%
16	Wilkes	12	33.33%	65	Washington	2	18.18%
18	Watauga	12	32.26%	68	Dare	2	17.65%
19	Montgomery	6	31.58%	69	Franklin	17	17.39%
20	Pitt	3	31.25%	70	Forsyth	13	16.59%
21	Burke	11	30.77%	71	Lee	16	16.33%
22	Anson	6	28.57%	72	Union	7	16.31%
22	Edgecombe	18	28.57%	73	Rockingham	14	15.94%
22	Jones	3	28.57%	74	Rutherford	9	15.38%
22	Mitchell	11	28.57%	75	Randolph	14	15.15%
22	Warren	18	28.57%	76	Robeson	5	14.58%
27	Guilford	14	28.52%	77	Transylvania	9	14.29%
28	Macon	10	28.13%	78	Wayne	16	14.19%
29	Buncombe	9	28.03%	79	Lincoln	8	13.64%
30	Henderson	9	27.50%	80	Caldwell	11	13.46%
31	McDowell	11	25.93%	81	Harnett	16	12.94%
32	Johnston	16	25.89%	82	Alexander	12	12.82%
33	Mecklenburg	7	25.56%	83	Yadkin	13	12.50%
34	Caswell	15	25.00%	84	Sampson	5	11.86%
34	Halifax	18	25.00%	85	Currituck	1	11.76%
36	Jackson	10	24.24%	86	Surry	13	11.54%
37	Bertie	1	23.53%	87	Onslow	3	11.43%
38	Duplin	5	23.44%	88	Madison	9	11.11%
	NC Statewide		23.40%	89	Scotland	5	10.87%
39	Swain	10	23.33%	90	Ashe	12	10.34%
40	Alleghany	13	23.08%	91	Richmond	6	9.84%
41	Wilson	18	22.77%	92	Hoke	6	7.89%
42	Brunswick	4	22.45%	93	Lenoir	3	7.14%
43	Cataret	3	22.22%	94	Davie	13	4.76%
43	Hertford	1	22.22%	95	Gates	1	0.00%
45	Iredell	12	21.65%	95	Granville	17	0.00%
46	Nash	18	21.43%	95	Perquimans	1	0.00%
46	Pender	4	21.43%	95	Polk	9	0.00%
48	Beaufort	2	21.28%	95	Tyrrell	2	0.00%
49	Cabarrus	7	21.24%	95	Yancey	11	0.00%
50	Pasquotank	1	20.69%				

**2003 North Carolina's Child Care Teacher Workforce
Infant & Toddler Teachers & Preschool Teachers**

	*All Teachers	Infant & Toddler Teachers	Preschool Teachers
Number of Teachers	13,122	6420	5346
Percent of Total Teachers	101%	55%	45%
Number of Programs	2395	1783	1927
Titles/ Positions			
Lead Teacher/ Teacher	73%	75%	72%
Assistant Teacher	21%	19%	24%
Other	6%	6%	5%

Demographic Profile	*All Teachers	Infant & Toddler Teachers	Preschool Teachers
Median Age	33	33	35
Female	99%	100%	99%
Teachers of Color	47%	47%	46%
Have Children	74%	74%	76%
Single Parent (children under 18)	22%	23%	21%

Training & Education	*All Teachers	Infant & Toddler Teachers	Preschool Teachers
Received a T.E.A.C.H Scholarship	24%	25%	25%
Has Taken a College Course in Past 12 Months	47%	46%	49%
Currently Taking Early Childhood Courses	33%	32%	35%
Interested in Taking Courses	48%	49%	48%
Have Earned a College Degree	27%	23%	33%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	4%	3%	5%
Bachelors Degree or Higher in Other Field	9%	8%	11%
Associate Degree in Early Childhood	10%	9%	13%
Associate Degree in Other Field	4%	4%	4%
High School Diploma + College Courses	55%	57%	52%
High School Diploma + workshop Training	3%	3%	3%
High School Diploma	13%	15%	12%
Some High School	2%	2%	1%
Credentials			
NC Early Childhood Credential	68%	70%	67%
NC Administrative Credential	15%	14%	17%
Early Childhood Diploma	5%	4%	5%
Early Childhood Certificate	10%	10%	10%
Child Development Associate (CDA) Credential	8%	5%	11%
B-k/Preschool add-on Teacher Licensure	2%	1%	3%

Living Conditions	*All Teachers	Infant & Toddler Teachers	Preschool Teachers
Family Income below \$30,000	63%	66%	58%
Work More than 40hrs per Week	44%	43%	45%
Work Another Job	10%	9%	10%
Median Number of Hours at Other Job	15.0	15.0	15.0
No Health Insurance	29%	32%	24%
Use of Government Assistance in Last 3 Years			
AFDC/TANF	3%	3%	2%
Medicaid for Myself	14%	16%	11%
Child Care Subsidy	16%	18%	13%
Subsidized Housing/Section 8	5%	5%	4%
Medicaid for my child	25%	27%	22%
Food Stamps	14%	15%	12%
Health Choice for my Child	11%	11%	11%
Receive no Assistance	64%	61%	67%

Experience & Turnover	*All Teachers	Infant & Toddler Teachers	Preschool Teachers
Median # of Years in Center	2.25	2.0	2.67
Median # of Years in Child Care Field	5.5	5.0	6.8
Teachers with Less than One Year in Center	26%	29%	23%
Leaving Field in 3 years	21%	23%	18%

Wages and Salary Supplements	*All Teachers	Infant & Toddler Teachers	Preschool Teachers
Percent That Received a Salary Supplement	39%	38%	42%
Median Teacher Wage w/ Salary Supplement	\$8.00	\$7.75	\$8.40
Median Teacher Wage w/out Supplement	\$7.90	\$7.51	\$8.25

Professional Support Benefits	*All Teachers	Infant & Toddler Teachers	Preschool Teachers
Paid Breaks	46%	44%	48%
Paid Prep. or Planning Time	37%	33%	44%
Written Job Description	64%	59%	69%
Written Personnel Policies	60%	55%	66%
Orientation Program	67%	64%	71%
Paid Time off for Training	31%	27%	37%
Paid Education/Training Expenses	54%	49%	60%
None of Those Listed Above	13%	16%	10%
Receive 6-7 of Those Listed Above	23%	19%	28%

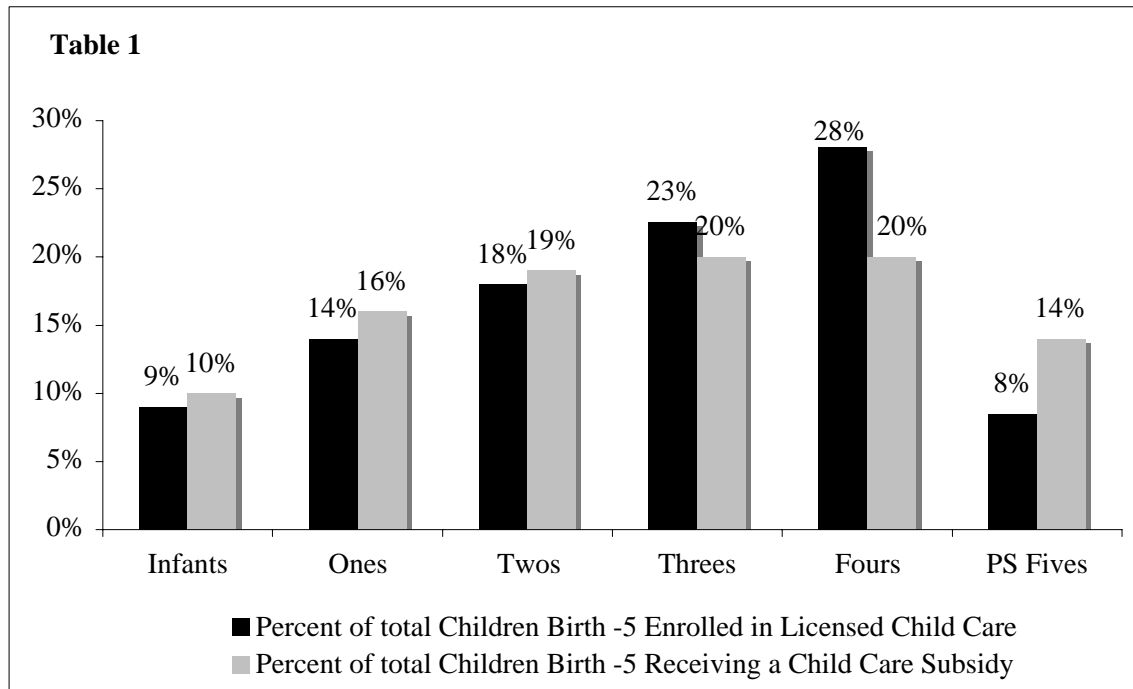
* 124 teachers did not report the age group they worked with and 1,232 worked with school-age children only

Conclusion

Over the past few years, both nationally and statewide, the political focus in the early care and education system has shifted to school readiness. Programs like More at Four, Success by 6 and others have allocated resources to preschoolers age 3-5 years of age. In addition Head Start programs, which tend to be of higher quality, serve many more three and four year olds than infants and toddlers. The data show that this effort has worked – high quality child care is more accessible to children ages 3-5 years than it is for children under 3 years in virtually every county in the state. On the other hand, however, this is concerning for infants and toddlers.

Access to Subsidy

One hundred eighty-six thousand nine hundred and thirty-nine children ages birth to five years of age were in licensed child care facilities in April 2005. Nine percent of them were infants, 14% were one year-olds, and 18% were two year-olds. Seventy-one thousand eight hundred and thirty-three (38%) of these children were receiving a child care subsidy. Breaking these numbers out by ages shows that the percent of infants, one year-olds, and two year-olds receiving subsidy is similar to their representation in the overall population of children birth to five in licensed child care. In all age groups except 3 and 4 year olds, the proportion of children receiving subsidy is higher than the proportion in the age-grouping overall. This is likely due to the fact that Head Start and More at Four subsidies are not captured here (see Table 1).



Across the counties in North Carolina the percent of infants and toddlers in licensed child care receiving a subsidy varies. Using census data to determine the percent of the county population of children living below the poverty line⁹, Appendix A shows that the percent of infants and toddlers receiving subsidy in Duplin County is in the bottom 25th percentile yet it is ranked in the top 25th percentile for the percent of children living in poverty in

⁹ FPG Child Development Institute, http://www.fpg.unc.edu/~ncnr_assessment/

the county (25.51). The percent of infants and toddlers receiving a subsidy in Mitchell County is in the highest percentile in the state yet it ranks in the lowest percentile for its overall rate of children living in poverty.

Access to High Quality Care

Infants and toddlers are our most vulnerable children – they are the most dependent on their caregivers to provide them with a safe, nurturing experience. Many of them cannot talk, walk or eat on their own. Research also shows that learning begins at birth. They need the very best teachers to ensure that their needs are met and that they receive every opportunity to develop to their full potential – they need well-educated staff; they need the low child to teacher ratios; they need stable relationships. They are much more likely to get their needs met in a 4 or 5 star program, but their access to those programs is limited.

The figure below depicts that infants and toddler receiving a subsidy are accessing high quality (4- and 5-star centers & homes) at a lower rate than infants and toddlers not receiving a subsidy in all but five regions (Regions 3, 4, 8, 10 & 18). In eight regions the difference between infants and toddler receiving a subsidy and those that do not receive a subsidy was 4% or less. Region 11 had the largest difference between these groups with a 20% difference.

The data demonstrates that a targeted focus on infant and toddler care is needed. Higher star providers need encouragement and help to create more access to their spaces for infants and toddlers. Lower star providers need help to improve the environments where infants and toddlers are currently enrolled. Families need help understanding the value of high quality infant and toddler care and help paying for it. As a state we need to assess the needs of the whole child starting from birth. Taking a critical look at the supply and quality of care across North Carolina will help us target populations such as infants and toddler who are in need of assistance. The bar has been raised for preschoolers; now it is time to bring infants and toddlers up to that same bar. As this happens we need to be aware that all children- of all ages- in all regions – and in all counties need equal access to high quality care.

Access to High Quality Care in Centers and Homes Located in Each Region		
Region	Infants & Toddlers Receiving Subsidy Accessing 4- or 5-star Facilities	Infants & Toddlers Not Receiving a Subsidy Accessing 4- or 5-star Facilities
1	21%	25%
2	30%	32%
3	27%	26%
4	39%	37%
5	20%	26%
6	16%	25%
7	44%	52%
8	48%	44%
9	39%	48%
10	64%	53%
11	57%	70%
12	40%	43%
13	32%	37%
14	37%	44%
15	37%	44%
16	24%	28%
17	46%	50%
18	57%	43%

Appendix A

County	# of Infants & Toddlers in Licensed Child Care	# of Infants and Toddlers in Licensed Child Care Receiving Subsidy	% of Infants and Toddlers in Licensed Child Care Receiving Subsidy
Wake	7318	1855	25%
Mecklenburg	8775	2443	28%
Camden	43	12	28%
Union	1103	327	30%
Moore	783	249	32%
Orange	915	296	32%
Alamance	1157	386	33%
Carteret	482	163	34%
Gaston	1557	556	36%
Pitt	1683	603	36%
Lincoln	372	137	37%
Granville	374	138	37%
Caswell	123	46	37%
Hyde	45	17	38%
Franklin	304	115	38%
Harnett	745	288	39%
Cabarrus	1170	454	39%
Johnston	1367	540	40%
Macon	202	80	40%
Duplin	431	172	40%
Nash	598	241	40%
Watauga	235	95	40%
Buncombe	1744	707	41%
Guilford	4855	1970	41%
Wayne	1333	546	41%
Iredell	937	386	41%
Pender	225	93	41%
Currituck	122	51	42%
NewHanover	1925	812	42%
NC State	76461	32536	43%
Davidson	1089	479	44%
Stanly	565	251	44%
Person	209	94	45%
Dare	171	77	45%
Wilson	868	392	45%
Onslow	1566	713	46%
Scotland	362	166	46%
Durham	3160	1450	46%
Cleveland	742	341	46%
Lee	585	273	47%
Randolph	837	391	47%
Sampson	523	252	48%
Robeson	1265	612	48%
Martin	196	95	48%
Stokes	250	122	49%
Yadkin	254	124	49%
Forsyth	3084	1506	49%
Chatham	244	120	49%
Davie	214	106	50%
Catawba	1352	676	50%
Washington	123	62	50%
Rowan	795	401	50%
Alexander	253	128	51%
	*Percent of children living in poverty between 8.65% - 15.96 %		
	*Percent of children living in poverty between 16.08% - 19.03%		
	*Percent of children living in poverty between 19.24% - 24.79%		
	*Percent of children living in poverty between 24.83% - 34.75%		

Appendix A (continued)

County	# of Infants & Toddlers in Licensed Child Care	# of Infants and Toddlers in Licensed Child Care Receiving Subsidy	% of Infants and Toddlers in Licensed Child Care Receiving Subsidy
Surry	602	306	51%
Rockingham	681	356	52%
Burke	580	307	53%
Vance	519	276	53%
Avery	124	66	53%
Wilkes	424	226	53%
Cumberland	3705	1986	54%
Hoke	302	164	54%
Montgomery	127	69	54%
Anson	280	155	55%
Beaufort	325	180	55%
Craven	767	426	56%
Bladen	252	140	56%
Richmond	387	219	57%
Swain	232	133	57%
Perquimans	61	35	57%
Ashe	195	114	58%
Rutherford	396	232	59%
Hertford	274	161	59%
Transylvania	160	95	59%
McDowell	212	128	60%
Halifax	450	272	60%
Pasquotank	527	319	61%
Brunswick	479	290	61%
Columbus	511	310	61%
Caldwell	545	334	61%
Henderson	461	287	62%
Bertie	181	113	62%
Madison	88	55	63%
Polk	95	60	63%
Chowan	159	104	65%
Lenoir	503	330	66%
Greene	152	103	68%
Northampton	218	149	68%
Jones	61	42	69%
Tyrrell	26	18	69%
Haywood	365	253	69%
Mitchell	53	37	70%
Alleghany	68	48	71%
Clay	48	35	73%
Graham	45	33	73%
Warren	119	91	76%
Edgecombe	581	450	77%
Gates	48	38	79%
Pamlico	49	39	80%
Cherokee	151	128	85%
Jackson	188	162	86%
Yancey	55	55	100%
	*Percent of children living in poverty between 8.65% - 15.96 %		
	*Percent of children living in poverty between 16.08% - 19.03%		
	*Percent of children living in poverty between 19.24% - 24.79%		
	*Percent of children living in poverty between 24.83% - 34.75%		

Region 16

Chatham, Harnett, Johnston, Lee and
Wayne Counties

Region 16 Child Care Programs Serving Infants and Toddlers

Summary of Key Findings

- 71% of licensed centers in Region 16 serve infants and toddlers vs. 93% serving preschoolers.
- 70% of licensed 4- or 5-star centers and homes in Region 16 serve infants and toddlers vs. 88% serving preschoolers.
- 83% of infants and toddlers in Region 16 enrolled in licensed care are in child care centers.

- 61.5% of children 0-5 years in licensed homes in Region 16 are infants and toddlers.

Percent of Programs (Centers and Homes) by Age with a 4- or 5-Star License		
County	Enroll Infant/Toddlers	Enroll Preschoolers
Chatham	29%	36%
Harnett	19%	24%
Johnston	22%	27%
Lee	30%	33%
Wayne	17%	22%
Region 16	22%	27%

- Of programs serving infants and toddlers, Wayne County has the lowest percent (17%) and Lee County has the highest (30%) of centers and homes with 4- or 5-stars.

- 26% of infants and toddlers are enrolled in 4- or 5-star programs as compared to 40% of preschoolers.

- In Region 16, four of the five counties have 20% or more of infants and toddlers enrolled in programs with a 4- or 5-star license.

- Chatham County has the lowest percent (16%) of infants and toddlers enrolled in 4- or 5-star programs and Johnston has the highest percent (33%).

Percent of Enrollment by Age in 4- or 5-Star Programs (Centers and Homes)		
County	Infant/Toddlers	Preschoolers
Chatham	16%	42%
Harnett	21%	29%
Johnston	33%	46%
Lee	29%	47%
Wayne	22%	36%
Region 16	26%	40%

- In Region 16, more preschoolers are accessing programs with a 4- or 5-star license (14%) as compared to infants and toddlers. In

Chatham County the difference is 26%.

- In Region 16, 21% of infants and toddlers are enrolled in centers and homes with 4 or 5 education points vs. 34% of preschoolers.
- Two of the five counties in Region 16 have 20% or more of infants and toddlers enrolled in a program with 4 or 5 points in education as compared to four of the five counties for preschoolers.

Percent of Children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Education Points		
County	Infant/Toddlers	Preschoolers
Chatham	9%	31%
Harnett	8%	16%
Johnston	33%	46%
Lee	21%	42%
Wayne	18%	29%
Region 16	21%	34%

- In Region 16, 10% of infants and toddlers are enrolled in centers or homes with 4 or 5 program standard points vs. 22% of preschoolers.
- Four of the counties in Region 16 have a higher percent of preschoolers enrolled in programs with 4 or 5 program standard points than infants and toddlers, while in one county (Lee) the percent of children accessing that care is equal.

Percent of Children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Program Standard Points		
County	Infant/Toddlers	Preschoolers
Chatham	13%	25%
Harnett	11%	31%
Johnston	8%	12%
Lee	16%	16%
Wayne	9%	28%
Region 16	10%	22%

**Region 16 Licensing Data
April 2005**

Table 1: Programs Characteristics	NC Statewide Programs Enrolling Infants and Toddlers		Region 16 Programs Enrolling Infants and Toddlers		Region 16 Programs Enrolling Preschoolers	
	#	%	#	%	#	%
License Level						
5 Star Centers	260	8%	7	3%	25	9%
5 Star Homes	346	8%	11	4%	10	5%
4 Star Centers	834	27%	35	17%	53	20%
4 Star Homes	962	24%	51	19%	42	20%
3 Star Centers	1,280	41%	104	51%	110	41%
3 Star Homes	1,493	37%	141	53%	117	55%
2 Star Centers	54	2%	7	3%	7	3%
2 Star Homes	42	1%	6	2%	4	2%
1 Star Centers	295	9%	18	9%	22	8%
1 Star Homes	1,193	29%	55	21%	38	18%
GS 110-106 Centers	272	9%	18	9%	23	9%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	108	3%	9	4%	22	8%
Temporary Homes	28	1%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	26	1%	4	2%	4	2%
Special Provisional, Provisional, & Probationary Homes	10	0%	1	0%	1	0%
Total Centers*	3,129	78%	202	71%	266	93%
Total Homes**	4,074	92%	265	84%	212	67%

*Indicates the number of centers enrolling each age grouping and the percent of the total centers in the state (n=3,988) or region (n=286).

**Indicates the number of homes enrolling each age grouping and the percent of the total homes in the state (n=4,429) or region (n=316).

Table 2: Region 16 Enrollment	#	%
Infants & Toddlers Enrolled in Centers	3,545	37.2%
Preschool Enrolled in Centers	5,996	62.8%
Infants & Toddlers Enrolled in Homes	729	61.5%
Preschool Enrolled in Homes	456	38.5%

Table 3: Enrollment by License Level	NC Statewide Infants and Toddlers Enrollment		Region 16 Infant & Toddler Enrollment		Region 16 Preschool Enrollment	
	#	%	#	%	#	%
5 Star Centers	6889	11%	151	4%	702	12%
5 Star Homes	1042	9%	26	4%	24	5%
4 Star Centers	19620	30%	791	22%	1766	29%
4 Star Homes	2923	25%	152	21%	96	21%
3 Star Centers	24435	38%	1733	49%	2291	38%
3 Star Homes	4446	38%	414	57%	245	54%
2 Star Centers	1065	2%	95	3%	95	2%
2 Star Homes	103	1%	13	2%	8	2%
1 Star Centers	5105	8%	249	7%	262	4%
1 Star Homes	3020	26%	120	16%	80	18%
GS 110-106 Centers	5463	8%	379	11%	516	9%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	1741	3%	91	3%	304	5%
Temporary Homes	78	1%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	497	1%	56	2%	60	1%
Special Provisional, Provisional, & Probationary Homes	34	0%	4	1%	3	1%
Total Enrollment in Centers	64815	39%	3545	37%	5996	63%
Total Enrollment in Homes	11646	62%	729	62%	456	38%

Table 5: Education Points by Enrollment	NC Statewide Infants and Toddlers Enrollment		Region 16 Infant & Toddler Enrollment		Region 16 Preschool Enrollment	
	#	%	#	%	#	%
5 Education Points Centers	3,642	6%	100	3%	486	8%
5 Education Points Homes	837	7%	56	8%	37	8%
4 Education Points Centers	11,762	18%	635	18%	1,592	27%
4 Education Points Homes	2,426	21%	106	15%	76	17%
3 Education Points Centers	20,028	31%	757	21%	1,088	18%
3 Education Points Homes	1,568	13%	104	14%	46	10%
2 Education Points Centers	8,086	12%	629	18%	835	14%
2 Education Points Homes	1,172	10%	65	9%	41	9%
1 Education Point Centers	8,491	13%	649	18%	853	14%
1 Education Point Homes	2,511	22%	274	38%	173	38%
Unassessed Centers	12,806	20%	775	22%	1,142	19%
Unassessed Homes	3,132	27%	124	17%	83	18%

Table 6: Program Standard Points by Enrollment	NC Statewide Infants and Toddlers Enrollment		Region 16 Infant & Toddler Enrollment		Region 16 Preschool Enrollment	
	#	%	#	%	#	%
5 Program Standard Points Centers	6,716	10%	237	7%	794	13%
5 Program Standard Points Homes	1,368	12%	25	3%	26	6%
4 Program Standard Points Centers	10,274	16%	160	5%	575	10%
4 Program Standard Points Homes	458	4%	17	2%	11	2%
3 Program Standard Points Centers	5,784	9%	179	5%	237	4%
3 Program Standard Points Homes	269	2%	5	1%	0	0%
2 Program Standard Points Centers	23,772	37%	1,627	46%	2,444	41%
2 Program Standard Points Homes	6,191	53%	519	71%	317	70%
1 Program Standard Point Centers	5,495	8%	567	16%	804	13%
1 Program Standard Point Homes	228	2%	39	5%	19	4%
Unassessed Centers	12,774	20%	775	22%	1,142	19%
Unassessed Homes	3,132	27%	124	17%	83	18%

**Chatham County Licensing Data
April 2005**

Table 1: Programs Characteristics	Region 16 Programs Enrolling Infants and Toddlers		Chatham County Programs Enrolling Infants and Toddlers		Chatham County Programs Enrolling Preschoolers	
	#	%	#	%	#	%
5 Star Centers	7	3%	1	13%	3	16%
5 Star Homes	11	4%	4	8%	4	11%
4 Star Centers	35	17%	1	13%	6	32%
4 Star Homes	51	19%	10	21%	7	19%
3 Star Centers	104	51%	4	50%	5	26%
3 Star Homes	141	53%	16	33%	10	27%
2 Star Centers	7	3%	0	0%	0	0%
2 Star Homes	6	2%	0	0%	0	0%
1 Star Centers	18	9%	1	13%	4	21%
1 Star Homes	55	21%	18	38%	16	43%
GS 110-106 Centers	18	9%	1	13%	1	5%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	9	4%	0	0%	0	0%
Temporary Homes	0	0%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	4	2%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	1	0%	0	0%	0	0%
Total Centers*	202	71%	8	40%	19	95%
Total Homes**	265	84%	48	87%	37	67%

*Indicates the number of centers enrolling each age grouping and the percent of the total centers in the region (n=286) or county.

**Indicates the number of homes enrolling each age grouping and the percent of the total homes in the region (n=316) or county.

Table 2: Region 16 Enrollment	#	%
Infants & Toddlers Enrolled in Centers	118	22.9%
Preschoolers Enrolled in Centers	397	77.1%
Infants & Toddlers Enrolled in Homes	126	62.7%
Preschoolers Enrolled in Homes	75	37.3%

Table 3: Enrollment by License Level	Region 16 Infant & Toddler Enrollment		Chatham County Infant & Toddler Enrollment		Chatham County Preschooler Enrollment	
	#	%	#	%	#	%
5 Star Centers	151	4%	1	1%	60	15%
5 Star Homes	26	4%	6	5%	8	11%
4 Star Centers	791	22%	9	8%	114	29%
4 Star Homes	152	21%	23	18%	16	21%
3 Star Centers	1733	49%	92	78%	141	36%
3 Star Homes	414	57%	54	43%	15	20%
2 Star Centers	95	3%	0	0%	0	0%
2 Star Homes	13	2%	0	0%	0	0%
1 Star Centers	249	7%	6	5%	46	12%
1 Star Homes	120	16%	43	34%	36	48%
GS 110-106 Centers	379	11%	10	8%	36	9%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	91	3%	0	0%	0	0%
Temporary Homes	0	0%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	56	2%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	4	1%	0	0%	0	0%
Total Enrollment in Centers	3545	37%	118	23%	397	77%
Total Enrollment in Homes	729	62%	126	63%	75	37%

Table 5: Education Points by Enrollment	Region 16 Infant & Toddler Enrollment		Chatham County Infant & Toddler Enrollment		Chatham County Preschooler Enrollment	
	#	%	#	%	#	%
5 Education Points Centers	100	3%	0	0%	26	7%
5 Education Points Homes	56	8%	3	2%	5	7%
4 Education Points Centers	635	18%	1	1%	95	24%
4 Education Points Homes	106	15%	19	15%	18	24%
3 Education Points Centers	757	21%	28	24%	74	19%
3 Education Points Homes	104	14%	13	10%	2	3%
2 Education Points Centers	629	18%	0	0%	0	0%
2 Education Points Homes	65	9%	3	2%	0	0%
1 Education Point Centers	649	18%	73	62%	120	30%
1 Education Point Homes	274	38%	45	36%	14	19%
Unassessed Centers	775	22%	16	14%	82	21%
Unassessed Homes	124	17%	43	34%	36	48%

Table 6: Program Standard Points by Enrollment	Region 16 Infant & Toddler Enrollment		Chatham County Infant & Toddler Enrollment		Chatham County Preschooler Enrollment	
	#	%	#	%	#	%
5 Program Standard Points Centers	237	7%	1	1%	60	15%
5 Program Standard Points Homes	25	3%	8	6%	9	12%
4 Program Standard Points Centers	160	5%	19	16%	47	12%
4 Program Standard Points Homes	17	2%	3	2%	4	5%
3 Program Standard Points Centers	179	5%	9	8%	27	7%
3 Program Standard Points Homes	5	1%	5	4%	0	0%
2 Program Standard Points Centers	1,627	46%	73	62%	181	46%
2 Program Standard Points Homes	519	71%	67	53%	26	35%
1 Program Standard Point Centers	567	16%	0	0%	0	0%
1 Program Standard Point Homes	39	5%	0	0%	0	0%
Unassessed Centers	775	22%	16	14%	82	21%
Unassessed Homes	124	17%	43	34%	36	48%

**Harnett County Licensing Data
April 2005**

Table 1: Programs Characteristics	Region 16 Programs Enrolling Infants and Toddlers		Harnett County Programs Enrolling Infants and Toddlers		Harnett County Programs Enrolling Preschoolers	
	#	%	#	%	#	%
5 Star Centers	7	3%	1	2%	3	6%
5 Star Homes	11	4%	3	6%	4	9%
4 Star Centers	35	17%	8	19%	11	21%
4 Star Homes	51	19%	6	11%	6	13%
3 Star Centers	104	51%	22	51%	24	46%
3 Star Homes	141	53%	33	62%	30	65%
2 Star Centers	7	3%	1	2%	1	2%
2 Star Homes	6	2%	1	2%	0	0%
1 Star Centers	18	9%	2	5%	2	4%
1 Star Homes	55	21%	10	19%	6	13%
GS 110-106 Centers	18	9%	4	9%	5	10%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	9	4%	2	5%	3	6%
Temporary Homes	0	0%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	4	2%	3	7%	3	6%
Special Provisional, Provisional, & Probationary Homes	1	0%	0	0%	0	0%
Total Centers*	202	71%	43	78%	52	95%
Total Homes**	265	84%	53	74%	46	64%

*Indicates the number of centers enrolling each age grouping and the percent of the total centers in the region (n=286) or county.

**Indicates the number of homes enrolling each age grouping and the percent of the total homes in the region (n=316) or county.

Table 2: Region 16 Enrollment	#	%
Infants & Toddlers Enrolled in Centers	621	35.9%
Preschoolers Enrolled in Centers	1,111	64.1%
Infants & Toddlers Enrolled in Homes	124	58.5%
Preschoolers Enrolled in Homes	88	41.5%

Table 3: Enrollment by License Level	Region 16 Infant & Toddler Enrollment		Harnett County Infant & Toddler Enrollment		Harnett County Preschooler Enrollment	
	#	%	#	%	#	%
5 Star Centers	151	4%	20	3%	111	10%
5 Star Homes	26	4%	8	6%	10	11%
4 Star Centers	791	22%	119	19%	221	20%
4 Star Homes	152	21%	12	10%	11	13%
3 Star Centers	1733	49%	311	50%	538	48%
3 Star Homes	414	57%	83	67%	58	66%
2 Star Centers	95	3%	5	1%	10	1%
2 Star Homes	13	2%	2	2%	0	0%
1 Star Centers	249	7%	22	4%	30	3%
1 Star Homes	120	16%	19	15%	9	10%
GS 110-106 Centers	379	11%	83	13%	97	9%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	91	3%	10	2%	47	4%
Temporary Homes	0	0%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	56	2%	51	8%	57	5%
Special Provisional, Provisional, & Probationary Homes	4	1%	0	0%	0	0%
Total Enrollment in Centers	3545	37%	621	36%	1111	64%
Total Enrollment in Homes	729	62%	124	58%	88	42%

Table 5: Education Points by Enrollment	Region 16 Infant & Toddler Enrollment		Harnett County Infant & Toddler Enrollment		Harnett County Preschooler Enrollment	
	#	%	#	%	#	%
5 Education Points Centers	100	3%	0	0%	0	0%
5 Education Points Homes	56	8%	6	5%	3	3%
4 Education Points Centers	635	18%	44	7%	178	16%
4 Education Points Homes	106	15%	13	10%	16	18%
3 Education Points Centers	757	21%	138	22%	224	20%
3 Education Points Homes	104	14%	11	9%	6	7%
2 Education Points Centers	629	18%	158	25%	199	18%
2 Education Points Homes	65	9%	18	15%	9	10%
1 Education Point Centers	649	18%	115	19%	279	25%
1 Education Point Homes	274	38%	57	46%	45	51%
Unassessed Centers	775	22%	166	27%	231	21%
Unassessed Homes	124	17%	19	15%	9	10%

Table 6: Program Standard Points by Enrollment	Region 16 Infant & Toddler Enrollment		Harnett County Infant & Toddler Enrollment		Harnett County Preschooler Enrollment	
	#	%	#	%	#	%
5 Program Standard Points Centers	237	7%	22	4%	139	13%
5 Program Standard Points Homes	25	3%	4	3%	8	9%
4 Program Standard Points Centers	160	5%	49	8%	218	20%
4 Program Standard Points Homes	17	2%	6	5%	6	7%
3 Program Standard Points Centers	179	5%	74	12%	64	6%
3 Program Standard Points Homes	5	1%	0	0%	0	0%
2 Program Standard Points Centers	1,627	46%	260	42%	358	32%
2 Program Standard Points Homes	519	71%	95	77%	65	74%
1 Program Standard Point Centers	567	16%	50	8%	101	9%
1 Program Standard Point Homes	39	5%	0	0%	0	0%
Unassessed Centers	775	22%	166	27%	231	21%
Unassessed Homes	124	17%	19	15%	9	10%

**Johnston County Licensing Data
April 2005**

Table 1: Programs Characteristics	Region 16 Programs Enrolling Infants and Toddlers		Johnston County Programs Enrolling Infants and Toddlers		Johnston County Programs Enrolling Preschoolers	
	#	%	#	%	#	%
5 Star Centers	7	3%	2	4%	6	8%
5 Star Homes	11	4%	2	3%	1	2%
4 Star Centers	35	17%	10	19%	17	22%
4 Star Homes	51	19%	13	19%	11	20%
3 Star Centers	104	51%	25	48%	25	33%
3 Star Homes	141	53%	39	57%	31	57%
2 Star Centers	7	3%	2	4%	2	3%
2 Star Homes	6	2%	4	6%	4	7%
1 Star Centers	18	9%	7	13%	8	11%
1 Star Homes	55	21%	10	14%	6	11%
GS 110-106 Centers	18	9%	4	8%	6	8%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	9	4%	2	4%	12	16%
Temporary Homes	0	0%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	4	2%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	1	0%	1	1%	1	2%
Total Centers*	202	71%	52	62%	76	90%
Total Homes**	265	84%	69	87%	54	68%

*Indicates the number of centers enrolling each age grouping and the percent of the total centers in the region (n=286) or county.

**Indicates the number of homes enrolling each age grouping and the percent of the total homes in the region (n=316) or county.

Table 2: Region 16 Enrollment	#	%
Infants & Toddlers Enrolled in Centers	1,152	38.2%
Preschoolers Enrolled in Centers	1,863	61.8%
Infants & Toddlers Enrolled in Homes	215	65.2%
Preschoolers Enrolled in Homes	115	34.8%

Table 3: Enrollment by License Level	Region 16 Infant & Toddler Enrollment		Johnston County Infant & Toddler Enrollment		Johnston County Preschooler Enrollment	
	#	%	#	%	#	%
5 Star Centers	151	4%	72	6%	168	9%
5 Star Homes	26	4%	6	3%	4	3%
4 Star Centers	791	22%	331	29%	725	39%
4 Star Homes	152	21%	47	22%	20	17%
3 Star Centers	1733	49%	547	47%	637	34%
3 Star Homes	414	57%	127	59%	64	56%
2 Star Centers	95	3%	21	2%	23	1%
2 Star Homes	13	2%	9	4%	8	7%
1 Star Centers	249	7%	114	10%	108	6%
1 Star Homes	120	16%	22	10%	16	14%
GS 110-106 Centers	379	11%	37	3%	59	3%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	91	3%	30	3%	143	8%
Temporary Homes	0	0%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	56	2%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	4	1%	4	2%	3	3%
Total Enrollment in Centers	3545	37%	1152	38%	1863	62%
Total Enrollment in Homes	729	62%	215	65%	115	35%

Table 5: Education Points by Enrollment	Region 16 Infant & Toddler Enrollment		Johnston County Infant & Toddler Enrollment		Johnston County Preschooler Enrollment	
	#	%	#	%	#	%
5 Education Points Centers	100	3%	62	5%	245	13%
5 Education Points Homes	56	8%	27	13%	7	6%
4 Education Points Centers	635	18%	337	29%	642	34%
4 Education Points Homes	106	15%	26	12%	17	15%
3 Education Points Centers	757	21%	273	24%	336	18%
3 Education Points Homes	104	14%	18	8%	10	9%
2 Education Points Centers	629	18%	214	19%	253	14%
2 Education Points Homes	65	9%	21	10%	7	6%
1 Education Point Centers	649	18%	85	7%	77	4%
1 Education Point Homes	274	38%	97	45%	55	48%
Unassessed Centers	775	22%	181	16%	310	17%
Unassessed Homes	124	17%	26	12%	19	17%

Table 6: Program Standard Points by Enrollment	Region 16 Infant & Toddler Enrollment		Johnston County Infant & Toddler Enrollment		Johnston County Preschooler Enrollment	
	#	%	#	%	#	%
5 Program Standard Points Centers	237	7%	72	6%	150	8%
5 Program Standard Points Homes	25	3%	6	3%	4	3%
4 Program Standard Points Centers	160	5%	35	3%	93	5%
4 Program Standard Points Homes	17	2%	0	0%	0	0%
3 Program Standard Points Centers	179	5%	91	8%	143	8%
3 Program Standard Points Homes	5	1%	0	0%	0	0%
2 Program Standard Points Centers	1,627	46%	536	47%	900	48%
2 Program Standard Points Homes	519	71%	155	72%	79	69%
1 Program Standard Point Centers	567	16%	237	21%	267	14%
1 Program Standard Point Homes	39	5%	28	13%	13	11%
Unassessed Centers	775	22%	181	16%	310	17%
Unassessed Homes	124	17%	26	12%	19	17%

**Lee County Licensing Data
April 2005**

Table 1: Programs Characteristics	Region 16 Programs Enrolling Infants and Toddlers		Lee County Programs Enrolling Infants and Toddlers		Lee County Programs Enrolling Preschoolers	
	#	%	#	%	#	%
5 Star Centers	7	3%	2	6%	4	10%
5 Star Homes	11	4%	2	5%	1	3%
4 Star Centers	35	17%	6	18%	9	22%
4 Star Homes	51	19%	13	30%	12	32%
3 Star Centers	104	51%	17	52%	19	46%
3 Star Homes	141	53%	23	52%	20	53%
2 Star Centers	7	3%	0	0%	0	0%
2 Star Homes	6	2%	0	0%	0	0%
1 Star Centers	18	9%	4	12%	4	10%
1 Star Homes	55	21%	6	14%	5	13%
GS 110-106 Centers	18	9%	1	3%	2	5%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	9	4%	3	9%	3	7%
Temporary Homes	0	0%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	4	2%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	1	0%	0	0%	0	0%
Total Centers*	202	71%	33	80%	41	100%
Total Homes**	265	84%	44	85%	38	73%

*Indicates the number of centers enrolling each age grouping and the percent of the total centers in the region (n=286) or county.

**Indicates the number of homes enrolling each age grouping and the percent of the total homes in the region (n=316) or county.

Table 2: Region 16 Enrollment	#	%
Infants & Toddlers Enrolled in Centers	449	35.2%
Preschoolers Enrolled in Centers	825	64.8%
Infants & Toddlers Enrolled in Homes	136	59.6%
Preschoolers Enrolled in Homes	92	40.4%

Table 3: Enrollment by License Level	Region 16 Infant & Toddler Enrollment		Lee County Infant & Toddler Enrollment		Lee County Preschooler Enrollment	
	#	%	#	%	#	%
5 Star Centers	151	4%	38	8%	97	12%
5 Star Homes	26	4%	6	4%	2	2%
4 Star Centers	791	22%	86	19%	299	36%
4 Star Homes	152	21%	38	28%	34	37%
3 Star Centers	1733	49%	197	44%	222	27%
3 Star Homes	414	57%	76	56%	45	49%
2 Star Centers	95	3%	0	0%	0	0%
2 Star Homes	13	2%	0	0%	0	0%
1 Star Centers	249	7%	67	15%	48	6%
1 Star Homes	120	16%	16	12%	11	12%
GS 110-106 Centers	379	11%	29	6%	137	17%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	91	3%	32	7%	22	3%
Temporary Homes	0	0%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	56	2%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	4	1%	0	0%	0	0%
Total Enrollment in Centers	3545	37%	449	35%	825	65%
Total Enrollment in Homes	729	62%	136	60%	92	40%

Table 5: Education Points by Enrollment	Region 16 Infant & Toddler Enrollment		Lee County Infant & Toddler Enrollment		Lee County Preschooler Enrollment	
	#	%	#	%	#	%
5 Education Points Centers	100	3%	38	8%	91	11%
5 Education Points Homes	56	8%	12	9%	14	15%
4 Education Points Centers	635	18%	44	10%	262	32%
4 Education Points Homes	106	15%	27	20%	21	23%
3 Education Points Centers	757	21%	70	16%	75	9%
3 Education Points Homes	104	14%	39	29%	22	24%
2 Education Points Centers	629	18%	63	14%	85	10%
2 Education Points Homes	65	9%	12	9%	6	7%
1 Education Point Centers	649	18%	106	24%	105	13%
1 Education Point Homes	274	38%	30	22%	18	20%
Unassessed Centers	775	22%	128	29%	207	25%
Unassessed Homes	124	17%	16	12%	11	12%

Table 6: Program Standard Points by Enrollment	Region 16 Infant & Toddler Enrollment		Lee County Infant & Toddler Enrollment		Lee County Preschooler Enrollment	
	#	%	#	%	#	%
5 Program Standard Points Centers	237	7%	80	18%	140	17%
5 Program Standard Points Homes	25	3%	4	3%	2	2%
4 Program Standard Points Centers	160	5%	0	0%	0	0%
4 Program Standard Points Homes	17	2%	8	6%	1	1%
3 Program Standard Points Centers	179	5%	0	0%	0	0%
3 Program Standard Points Homes	5	1%	0	0%	0	0%
2 Program Standard Points Centers	1,627	46%	193	43%	430	52%
2 Program Standard Points Homes	519	71%	97	71%	72	78%
1 Program Standard Point Centers	567	16%	48	11%	48	6%
1 Program Standard Point Homes	39	5%	11	8%	6	7%
Unassessed Centers	775	22%	128	29%	207	25%
Unassessed Homes	124	17%	16	12%	11	12%

**Wayne County Licensing Data
April 2005**

Table 1: Programs Characteristics	Region 16 Programs Enrolling Infants and Toddlers		Wayne County Programs Enrolling Infants and Toddlers		Wayne County Programs Enrolling Preschoolers	
	#	%	#	%	#	%
5 Star Centers	7	3%	1	2%	9	12%
5 Star Homes	11	4%	0	0%	0	0%
4 Star Centers	35	17%	10	15%	10	13%
4 Star Homes	51	19%	9	18%	6	16%
3 Star Centers	104	51%	36	55%	37	47%
3 Star Homes	141	53%	30	59%	26	70%
2 Star Centers	7	3%	4	6%	4	5%
2 Star Homes	6	2%	1	2%	0	0%
1 Star Centers	18	9%	4	6%	4	5%
1 Star Homes	55	21%	11	22%	5	14%
GS 110-106 Centers	18	9%	8	12%	9	12%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	9	4%	2	3%	4	5%
Temporary Homes	0	0%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	4	2%	1	2%	1	1%
Special Provisional, Provisional, & Probationary Homes	1	0%	0	0%	0	0%
Total Centers*	202	71%	66	77%	78	91%
Total Homes**	265	84%	51	88%	37	64%

*Indicates the number of centers enrolling each age grouping and the percent of the total centers in the region (n=286) or county.

**Indicates the number of homes enrolling each age grouping and the percent of the total homes in the region (n=316) or county.

Table 2: Region 16 Enrollment	#	%
Infants & Toddlers Enrolled in Centers	1,205	40.1%
Preschoolers Enrolled in Centers	1,800	59.9%
Infants & Toddlers Enrolled in Homes	128	59.8%
Preschoolers Enrolled in Homes	86	40.2%

Table 3: Enrollment by License Level	Region 16 Infant & Toddler Enrollment		Wayne County Infant & Toddler Enrollment		Wayne County Preschooler Enrollment	
	#	%	#	%	#	%
5 Star Centers	151	4%	20	2%	266	15%
5 Star Homes	26	4%	0	0%	0	0%
4 Star Centers	791	22%	246	20%	407	23%
4 Star Homes	152	21%	32	25%	15	17%
3 Star Centers	1733	49%	586	49%	753	42%
3 Star Homes	414	57%	74	58%	63	73%
2 Star Centers	95	3%	69	6%	62	3%
2 Star Homes	13	2%	2	2%	0	0%
1 Star Centers	249	7%	40	3%	30	2%
1 Star Homes	120	16%	20	16%	8	9%
GS 110-106 Centers	379	11%	220	18%	187	10%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	91	3%	19	2%	92	5%
Temporary Homes	0	0%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	56	2%	5	0%	3	0%
Special Provisional, Provisional, & Probationary Homes	4	1%	0	0%	0	0%
Total Enrollment in Centers	3545	37%	1205	40%	1800	60%
Total Enrollment in Homes	729	62%	128	60%	86	40%

Table 5: Education Points by Enrollment	Region 16 Infant & Toddler Enrollment		Wayne County Infant & Toddler Enrollment		Wayne County Preschooler Enrollment	
	#	%	#	%	#	%
5 Education Points Centers	100	3%	0	0%	124	7%
5 Education Points Homes	56	8%	8	6%	8	9%
4 Education Points Centers	635	18%	209	17%	415	23%
4 Education Points Homes	106	15%	21	16%	4	5%
3 Education Points Centers	757	21%	248	21%	379	21%
3 Education Points Homes	104	14%	23	18%	6	7%
2 Education Points Centers	629	18%	194	16%	298	17%
2 Education Points Homes	65	9%	11	9%	19	22%
1 Education Point Centers	649	18%	270	22%	272	15%
1 Education Point Homes	274	38%	45	35%	41	48%
Unassessed Centers	775	22%	284	24%	312	17%
Unassessed Homes	124	17%	20	16%	8	9%

Table 6: Program Standard Points by Enrollment	Region 16 Infant & Toddler Enrollment		Wayne County Infant & Toddler Enrollment		Wayne County Preschooler Enrollment	
	#	%	#	%	#	%
5 Program Standard Points Centers	237	7%	62	5%	305	17%
5 Program Standard Points Homes	25	3%	3	2%	3	3%
4 Program Standard Points Centers	160	5%	57	5%	217	12%
4 Program Standard Points Homes	17	2%	0	0%	0	0%
3 Program Standard Points Centers	179	5%	5	0%	3	0%
3 Program Standard Points Homes	5	1%	0	0%	0	0%
2 Program Standard Points Centers	1,627	46%	565	47%	575	32%
2 Program Standard Points Homes	519	71%	105	82%	75	87%
1 Program Standard Point Centers	567	16%	232	19%	388	22%
1 Program Standard Point Homes	39	5%	0	0%	0	0%
Unassessed Centers	775	22%	284	24%	312	17%
Unassessed Homes	124	17%	20	16%	8	9%

Region 16 Infants and Toddlers Receiving Subsidy

Summary of Key Findings

- Of children 0-5 years living in Region 16 and receiving subsidy, 44% are infants and toddlers and 56% are preschoolers.
- Of children 0-5 years living in Region 16 waiting for subsidy, 56% are infants and toddlers and 44% are preschoolers. Lee County has no waiting list¹⁰.
- Of the infants and toddlers receiving subsidy residing in Region 16, 81% are in licensed centers and 19% are in licensed homes.
- Johnston County is the only county in Region 16 with 30% or more of infants and toddlers and preschoolers receiving subsidy enrolled in programs with a 4- or 5-star license.
- Wayne County has the lowest percent (19%) of subsidized infants and toddlers enrolled in 4- or 5-star programs and Johnston County has the highest percent (33%).
- Across the counties the proportion of infants and toddlers and preschoolers accessing 4- and 5-star programs tends to vary together except in Johnston County where 48% of the preschoolers are accessing that kind of care but only 33% of the infants and toddlers are doing so.

Percent of Subsidized Children by Age Enrolled in 4- or 5-Star Programs (Centers and Homes)		
County of Residence	Infant/Toddlers	Preschoolers
Chatham	27%	34%
Harnett	26%	33%
Johnston	33%	48%
Lee	26%	31%
Wayne	19%	21%
Region 16	26%	35%

¹⁰ Data not available in Harnett, Johnson, & Wayne Counties

- In Region 16, 22% of infants and toddlers receiving subsidy are enrolled in centers and homes with 4 or 5 education points vs. 27% of subsidized preschoolers.
- The proportion of infants and toddlers accessing programs with 4 or 5 points in education ranges from 15% in Wayne County to 32% in Johnston County.

Percent of Subsidized Children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Education Points		
County of Residence	Infant/Toddlers	Preschoolers
Chatham	18%	28%
Harnett	17%	22%
Johnston	32%	42%
Lee	21%	23%
Wayne	15%	15%
Region 16	22%	27%

- In Region 16, 8% of infants and toddlers receiving subsidy are enrolled in centers and homes with 4 or 5 program standard points vs. 12% of subsidized preschoolers.
- In Johnston, Lee and Wayne counties fewer than 15% of infants and toddlers receiving subsidy are accessing programs with 4 or 5 program standard points.

Percent of Subsidized Children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Program Standard Points		
County of Residence	Infant/Toddlers	Preschoolers
Chatham	19%	33%
Harnett	14%	15%
Johnston	5%	10%
Lee	8%	11%
Wayne	6%	7%
Region 16	8%	12%

Region 16 Statewide Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	1,843	44%	2,360	56%
Waiting For Subsidy*	64	56%	50	44%

*Missing data from Harnett, Johnston, and Wayne County

Children Receiving Subsidy In Licensed Child Care by Star Rating	NC Statewide Infants & Toddlers Receiving Subsidy		Region 16 Infants & Toddlers Receiving Subsidy		Region 16 Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	1,904	7%	32	2%	83	4%
5 Star Homes	501	10%	9	3%	11	4%
4 Star Centers	8,079	29%	351	23%	644	31%
4 Star Homes	1,528	31%	89	26%	77	27%
3 Star Centers	12,857	47%	759	51%	979	47%
3 Star Homes	1,828	37%	174	51%	148	52%
2 Star Centers	499	2%	41	3%	39	2%
2 Star Homes	51	1%	2	1%	5	2%
1 Star Centers	2,051	7%	124	8%	134	6%
1 Star Homes	1,061	21%	70	20%	46	16%
Temporary Centers	694	3%	51	3%	45	2%
Temporary Homes	31	1%	0	0%	0	0%
GS 110-106 Centers	1,252	5%	119	8%	118	6%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	188	1%	22	1%	31	1%
Special Provisional, Provisional, & Probationary Homes	8	0%	0	0%	0	0%
Total Subsidized Children Enrollment in Centers	27,524	85%	1,499	81%	2,073	88%
Total Subsidized Children Enrollment in Homes	5,008	15%	344	19%	287	12%

Children Receiving Subsidy In Licensed Child Care by Staff Education Points	NC Statewide Infants & Toddlers Receiving Subsidy		Region 16 Infants & Toddlers Receiving Subsidy		Region 16 Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	888	3%	28	2%	61	3%
5 Education Points Homes	336	7%	21	6%	25	9%
4 Education Points Centers	4,748	17%	273	18%	496	24%
4 Education Points Homes	1,337	27%	75	22%	61	21%
3 Education Points Centers	9,352	34%	295	20%	438	21%
3 Education Points Homes	773	15%	50	15%	49	17%
2 Education Points Centers	4,093	15%	267	18%	376	18%
2 Education Points Homes	543	11%	25	7%	26	9%
1 Education Point Centers	4,258	15%	320	21%	374	18%
1 Education Point Homes	919	18%	103	30%	80	28%
Not Assessed Centers	4,185	15%	316	21%	328	16%
Not Assessed Homes	1,100	22%	70	20%	46	16%

Children Receiving Subsidy In Licensed Child Care by Program Standard Points	NC Statewide Infants & Toddlers Receiving Subsidy		Region 16 Infants & Toddlers Receiving Subsidy		Region 16 Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	2,070	8%	68	5%	142	7%
5 Program Standard Points Homes	653	13%	11	3%	12	4%
4 Program Standard Points Centers	3,608	13%	73	5%	122	6%
4 Program Standard Points Homes	247	5%	4	1%	4	1%
3 Program Standard Points Centers	2,336	8%	44	3%	118	6%
3 Program Standard Points Homes	141	3%	0	0%	0	0%
2 Program Standard Points Centers	12,767	46%	818	55%	1,075	52%
2 Program Standard Points Homes	2,786	56%	248	72%	213	74%
1 Program Standard Point Centers	2,580	9%	180	12%	288	14%
1 Program Standard Point Homes	81	2%	11	3%	12	4%
Not Assessed Centers	4,163	15%	316	21%	328	16%
Not Assessed Homes	1,100	22%	70	20%	46	16%

Chatham County Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	137	45%	167	55%
Waiting For Subsidy*	64	56%	50	44%

Children Receiving Subsidy In Licensed Child Care by Star Rating	Region 16 Infants & Toddlers Receiving Subsidy		Chatham County Infants & Toddlers Receiving Subsidy		Chatham County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	32	2%	5	7%	27	21%
5 Star Homes	9	3%	3	5%	4	10%
4 Star Centers	351	23%	13	18%	17	13%
4 Star Homes	89	26%	16	25%	9	23%
3 Star Centers	759	51%	44	60%	60	47%
3 Star Homes	174	51%	27	42%	17	43%
2 Star Centers	41	3%	0	0%	0	0%
2 Star Homes	2	1%	0	0%	0	0%
1 Star Centers	124	8%	8	11%	18	14%
1 Star Homes	70	20%	18	28%	10	25%
Temporary Centers	51	3%	2	3%	0	0%
Temporary Homes	0	0%	0	0%	0	0%
GS 110-106 Centers	119	8%	1	1%	5	4%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	22	1%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Subsidized Children Enrollment in Centers	1,499	81%	73	53%	127	76%
Total Subsidized Children Enrollment in Homes	344	19%	64	47%	40	24%

Children Receiving Subsidy In Licensed Child Care by Staff Education Points	Region 16 Infants & Toddlers Receiving Subsidy		Chatham County Infants & Toddlers Receiving Subsidy		Chatham County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	28	2%	3	4%	10	8%
5 Education Points Homes	21	6%	5	8%	5	13%
4 Education Points Centers	273	18%	3	4%	23	18%
4 Education Points Homes	75	22%	13	20%	8	20%
3 Education Points Centers	295	20%	23	32%	26	20%
3 Education Points Homes	50	15%	4	6%	0	0%
2 Education Points Centers	267	18%	3	4%	6	5%
2 Education Points Homes	25	7%	4	6%	1	3%
1 Education Point Centers	320	21%	30	41%	39	31%
1 Education Point Homes	103	30%	20	31%	16	40%
Not Assessed Centers	316	21%	11	15%	23	18%
Not Assessed Homes	70	20%	18	28%	10	25%

Children Receiving Subsidy In Licensed Child Care by Program Standard Points	Region 16 Infants & Toddlers Receiving Subsidy		Chatham County Infants & Toddlers Receiving Subsidy		Chatham County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	68	5%	6	8%	23	18%
5 Program Standard Points Homes	11	3%	4	6%	4	10%
4 Program Standard Points Centers	73	5%	13	18%	27	21%
4 Program Standard Points Homes	4	1%	3	5%	1	3%
3 Program Standard Points Centers	44	3%	8	11%	6	5%
3 Program Standard Points Homes	0	0%	0	0%	0	0%
2 Program Standard Points Centers	818	55%	35	48%	48	38%
2 Program Standard Points Homes	248	72%	39	61%	25	63%
1 Program Standard Point Centers	180	12%	0	0%	0	0%
1 Program Standard Point Homes	11	3%	0	0%	0	0%
Not Assessed Centers	316	21%	11	15%	23	18%
Not Assessed Homes	70	20%	18	28%	10	25%

Harnett County Statewide Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	338	41%	480	59%
Waiting For Subsidy*	*		*	

*Data unavailable

Children Receiving Subsidy In Licensed Child Care by Star Rating	Region 16 Infants & Toddlers Receiving Subsidy		Harnett County Infants & Toddlers Receiving Subsidy		Harnett County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	32	2%	7	2%	13	3%
5 Star Homes	9	3%	3	6%	7	12%
4 Star Centers	351	23%	67	23%	122	29%
4 Star Homes	89	26%	10	19%	14	25%
3 Star Centers	759	51%	134	47%	179	42%
3 Star Homes	174	51%	30	58%	28	49%
2 Star Centers	41	3%	1	0%	6	1%
2 Star Homes	2	1%	0	0%	1	2%
1 Star Centers	124	8%	13	5%	19	4%
1 Star Homes	70	20%	9	17%	7	12%
Temporary Centers	51	3%	8	3%	12	3%
Temporary Homes	0	0%	0	0%	0	0%
GS 110-106 Centers	119	8%	41	14%	46	11%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	22	1%	15	5%	26	6%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Subsidized Children Enrollment in Centers	1,499	81%	286	85%	423	88%
Total Subsidized Children Enrollment in Homes	344	19%	52	15%	57	12%

Children Receiving Subsidy In Licensed Child Care by Staff Education Points	Region 16 Infants & Toddlers Receiving Subsidy		Harnett County Infants & Toddlers Receiving Subsidy		Harnett County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	28	2%	15	5%	21	5%
5 Education Points Homes	21	6%	4	8%	4	7%
4 Education Points Centers	273	18%	31	11%	64	15%
4 Education Points Homes	75	22%	9	17%	17	30%
3 Education Points Centers	295	20%	46	16%	77	18%
3 Education Points Homes	50	15%	2	4%	3	5%
2 Education Points Centers	267	18%	66	23%	82	19%
2 Education Points Homes	25	7%	3	6%	10	18%
1 Education Point Centers	320	21%	51	18%	76	18%
1 Education Point Homes	103	30%	25	48%	16	28%
Not Assessed Centers	316	21%	77	27%	103	24%
Not Assessed Homes	70	20%	9	17%	7	12%

Children Receiving Subsidy In Licensed Child Care by Program Standard Points	Region 16 Infants & Toddlers Receiving Subsidy		Harnett County Infants & Toddlers Receiving Subsidy		Harnett County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	68	5%	7	2%	15	4%
5 Program Standard Points Homes	11	3%	3	6%	6	11%
4 Program Standard Points Centers	73	5%	38	13%	47	11%
4 Program Standard Points Homes	4	1%	1	2%	3	5%
3 Program Standard Points Centers	44	3%	5	2%	7	2%
3 Program Standard Points Homes	0	0%	0	0%	0	0%
2 Program Standard Points Centers	818	55%	149	52%	221	52%
2 Program Standard Points Homes	248	72%	39	75%	41	72%
1 Program Standard Point Centers	180	12%	10	3%	30	7%
1 Program Standard Point Homes	11	3%	0	0%	0	0%
Not Assessed Centers	316	21%	77	27%	103	24%
Not Assessed Homes	70	20%	9	17%	7	12%

Johnston County Statewide Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	582	42%	788	58%
Waiting For Subsidy*	*		*	

*Data unavailable

Children Receiving Subsidy In Licensed Child Care by Star Rating	Region 16 Infants & Toddlers Receiving Subsidy		Johnston County Infants & Toddlers Receiving Subsidy		Johnston County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	32	2%	11	2%	32	4%
5 Star Homes	9	3%	0	0%	0	0%
4 Star Centers	351	23%	154	31%	330	46%
4 Star Homes	89	26%	25	27%	20	27%
3 Star Centers	759	51%	233	47%	269	38%
3 Star Homes	174	51%	46	51%	38	52%
2 Star Centers	41	3%	9	2%	5	1%
2 Star Homes	2	1%	2	2%	4	5%
1 Star Centers	124	8%	47	10%	50	7%
1 Star Homes	70	20%	18	20%	11	15%
Temporary Centers	51	3%	11	2%	11	2%
Temporary Homes	0	0%	0	0%	0	0%
GS 110-106 Centers	119	8%	25	5%	16	2%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	22	1%	1	0%	2	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Subsidized Children Enrollment in Centers	1,499	81%	491	84%	715	91%
Total Subsidized Children Enrollment in Homes	344	19%	91	16%	73	9%

Children Receiving Subsidy In Licensed Child Care by Staff Education Points	Region 16 Infants & Toddlers Receiving Subsidy		Johnston County Infants & Toddlers Receiving Subsidy		Johnston County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	28	2%	3	1%	24	3%
5 Education Points Homes	21	6%	5	5%	3	4%
4 Education Points Centers	273	18%	156	32%	289	40%
4 Education Points Homes	75	22%	20	22%	17	23%
3 Education Points Centers	295	20%	117	24%	183	26%
3 Education Points Homes	50	15%	9	10%	10	14%
2 Education Points Centers	267	18%	72	15%	84	12%
2 Education Points Homes	25	7%	7	8%	6	8%
1 Education Point Centers	320	21%	59	12%	56	8%
1 Education Point Homes	103	30%	32	35%	26	36%
Not Assessed Centers	316	21%	84	17%	79	11%
Not Assessed Homes	70	20%	18	20%	11	15%

Children Receiving Subsidy In Licensed Child Care by Program Standard Points	Region 16 Infants & Toddlers Receiving Subsidy		Johnston County Infants & Toddlers Receiving Subsidy		Johnston County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	68	5%	11	2%	33	5%
5 Program Standard Points Homes	11	3%	0	0%	0	0%
4 Program Standard Points Centers	73	5%	17	3%	46	6%
4 Program Standard Points Homes	4	1%	0	0%	0	0%
3 Program Standard Points Centers	44	3%	28	6%	104	15%
3 Program Standard Points Homes	0	0%	0	0%	0	0%
2 Program Standard Points Centers	818	55%	268	55%	381	53%
2 Program Standard Points Homes	248	72%	67	74%	55	75%
1 Program Standard Point Centers	180	12%	83	17%	72	10%
1 Program Standard Point Homes	11	3%	6	7%	7	10%
Not Assessed Centers	316	21%	84	17%	79	11%
Not Assessed Homes	70	20%	18	20%	11	15%

Lee County Statewide Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	249	50%	246	50%
Waiting For Subsidy*	0		0	

Children Receiving Subsidy In Licensed Child Care by Star Rating	Region 16 Infants & Toddlers Receiving Subsidy		Lee County Infants & Toddlers Receiving Subsidy		Lee County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	32	2%	7	4%	8	4%
5 Star Homes	9	3%	1	1%	0	0%
4 Star Centers	351	23%	31	18%	46	25%
4 Star Homes	89	26%	25	31%	22	34%
3 Star Centers	759	51%	83	49%	92	51%
3 Star Homes	174	51%	43	54%	35	54%
2 Star Centers	41	3%	0	0%	0	0%
2 Star Homes	2	1%	0	0%	0	0%
1 Star Centers	124	8%	31	18%	21	12%
1 Star Homes	70	20%	11	14%	8	12%
Temporary Centers	51	3%	14	8%	12	7%
Temporary Homes	0	0%	0	0%	0	0%
GS 110-106 Centers	119	8%	3	2%	2	1%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	22	1%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Subsidized Children Enrollment in Centers	1,499	81%	169	68%	181	74%
Total Subsidized Children Enrollment in Homes	344	19%	80	32%	65	26%

Children Receiving Subsidy In Licensed Child Care by Staff Education Points	Region 16 Infants & Toddlers Receiving Subsidy		Lee County Infants & Toddlers Receiving Subsidy		Lee County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	28	2%	7	4%	6	3%
5 Education Points Homes	21	6%	3	4%	5	8%
4 Education Points Centers	273	18%	20	12%	29	16%
4 Education Points Homes	75	22%	22	28%	16	25%
3 Education Points Centers	295	20%	27	16%	26	14%
3 Education Points Homes	50	15%	27	34%	26	40%
2 Education Points Centers	267	18%	30	18%	33	18%
2 Education Points Homes	25	7%	1	1%	0	0%
1 Education Point Centers	320	21%	37	22%	52	29%
1 Education Point Homes	103	30%	16	20%	10	15%
Not Assessed Centers	316	21%	48	28%	35	19%
Not Assessed Homes	70	20%	11	14%	8	12%

Children Receiving Subsidy In Licensed Child Care by Program Standard Points	Region 16 Infants & Toddlers Receiving Subsidy		Lee County Infants & Toddlers Receiving Subsidy		Lee County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	68	5%	17	10%	27	15%
5 Program Standard Points Homes	11	3%	2	3%	1	2%
4 Program Standard Points Centers	73	5%	2	1%	0	0%
4 Program Standard Points Homes	4	1%	0	0%	0	0%
3 Program Standard Points Centers	44	3%	0	0%	0	0%
3 Program Standard Points Homes	0	0%	0	0%	0	0%
2 Program Standard Points Centers	818	55%	82	49%	99	55%
2 Program Standard Points Homes	248	72%	62	78%	51	78%
1 Program Standard Point Centers	180	12%	20	12%	20	11%
1 Program Standard Point Homes	11	3%	5	6%	5	8%
Not Assessed Centers	316	21%	48	28%	35	19%
Not Assessed Homes	70	20%	11	14%	8	12%

Wayne County Statewide Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	537	44%	679	56%
Waiting For Subsidy*	*		*	

*Data unavailable

Children Receiving Subsidy In Licensed Child Care by Star Rating	Region 16 Infants & Toddlers Receiving Subsidy		Wayne County Infants & Toddlers Receiving Subsidy		Wayne County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	32	2%	2	0%	3	0%
5 Star Homes	9	3%	2	4%	0	0%
4 Star Centers	351	23%	86	18%	129	21%
4 Star Homes	89	26%	13	23%	12	23%
3 Star Centers	759	51%	265	55%	379	60%
3 Star Homes	174	51%	28	49%	30	58%
2 Star Centers	41	3%	31	6%	28	4%
2 Star Homes	2	1%	0	0%	0	0%
1 Star Centers	124	8%	25	5%	26	4%
1 Star Homes	70	20%	14	25%	10	19%
Temporary Centers	51	3%	16	3%	10	2%
Temporary Homes	0	0%	0	0%	0	0%
GS 110-106 Centers	119	8%	49	10%	49	8%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	22	1%	6	1%	3	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Subsidized Children Enrollment in Centers	1,499	81%	480	89%	627	92%
Total Subsidized Children Enrollment in Homes	344	19%	57	11%	52	8%

Children Receiving Subsidy In Licensed Child Care by Staff Education Points	Region 16 Infants & Toddlers Receiving Subsidy		Wayne County Infants & Toddlers Receiving Subsidy		Wayne County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	28	2%	0	0%	0	0%
5 Education Points Homes	21	6%	4	7%	8	15%
4 Education Points Centers	273	18%	63	13%	91	15%
4 Education Points Homes	75	22%	11	19%	3	6%
3 Education Points Centers	295	20%	82	17%	126	20%
3 Education Points Homes	50	15%	8	14%	10	19%
2 Education Points Centers	267	18%	96	20%	171	27%
2 Education Points Homes	25	7%	10	18%	9	17%
1 Education Point Centers	320	21%	143	30%	151	24%
1 Education Point Homes	103	30%	10	18%	12	23%
Not Assessed Centers	316	21%	96	20%	88	14%
Not Assessed Homes	70	20%	14	25%	10	19%

Children Receiving Subsidy In Licensed Child Care by Program Standard Points	Region 16 Infants & Toddlers Receiving Subsidy		Wayne County Infants & Toddlers Receiving Subsidy		Wayne County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	68	5%	27	6%	44	7%
5 Program Standard Points Homes	11	3%	2	4%	1	2%
4 Program Standard Points Centers	73	5%	3	1%	2	0%
4 Program Standard Points Homes	4	1%	0	0%	0	0%
3 Program Standard Points Centers	44	3%	3	1%	1	0%
3 Program Standard Points Homes	0	0%	0	0%	0	0%
2 Program Standard Points Centers	818	55%	284	59%	326	52%
2 Program Standard Points Homes	248	72%	41	72%	41	79%
1 Program Standard Point Centers	180	12%	67	14%	166	26%
1 Program Standard Point Homes	11	3%	0	0%	0	0%
Not Assessed Centers	316	21%	96	20%	88	14%
Not Assessed Homes	70	20%	14	25%	10	19%

Infant and Toddler Child Care Workforce in Region 16

Summary of Key Findings

- Only one county in Region 16 (Chatham) have 30% or more of their infant and toddlers teachers with a two or four year degree. Three remaining four counties have 1 out of 5 or less infant and toddler teachers with a two or four year degree.

Education Level of Child Care Workforce Caring For Infants and Toddlers by County					
County	Less than HS	HS or HS + Workshops	HS + College Courses	AA Degree	BA Degree or Higher
Chatham	0%	22%	44%	22%	11%
Harnett	6%	17%	64%	9%	3%
Johnston	0%	16%	58%	16%	10%
Lee	4%	18%	61%	12%	4%
Wayne	1%	27%	58%	8%	6%
Region 16	2%	21%	59%	12%	6%

- In all of the counties in Region 16 the percent of infant and toddler teachers that reported not having health insurance was higher than the percent of preschool teachers who reported not having it. In two counties (Harnett & Johnston) 40% or more of infant and toddler teachers are without health insurance from any source.
- In all of the counties in Region 16 the percent of infant and toddler teachers that reported receiving public assistance in the past three years was higher than the percent of preschool teachers who had received it. Across the counties, 25% - 49% of the infant and toddler workforce report receiving public assistance in the past three years.
- In every county across Region 16 infant and toddler teachers reported earning a lower hourly wage than preschool teachers. In three of the counties in Region 16 (Harnett, Lee & Wayne) the median wage of infant and toddler teachers was less than \$7.50 an hour.
- In one county in Region 16 (Wayne) 70% or more of the infant and toddler workforce has a family income of less than \$30,000. In three counties (Johnston, Lee & Wayne) 70% or more of the workforce have children of their own.

Economic Profile of Infant and Toddler Teachers by County					
County	% with No Health Insurance from Any Source	% Receiving		% with Family Income below \$30,000	% with Children
		Government Assistance in Last 3 Years	Median Hourly Wage		
Chatham	22%	25%	\$8.30	50%	56%
Harnett	48%	49%	\$6.86	68%	67%
Johnston	35%	43%	\$7.73	58%	77%
Lee	40%	34%	\$7.13	59%	71%
Wayne	38%	37%	\$6.50	73%	76%
Region 16	39%	40%	\$7.00	66%	73%

- In all but Chatham County the percent of infant and toddler teachers who reported not receiving any professional support benefits was higher than the percent of preschool teachers not receiving these benefits.
- Across the counties the prospective turnover rate¹¹ of infant and toddler teachers ranged from 11%-37%.

¹¹ Prospective turnover defined as the percent of teachers that reported they were planning to leave the field in three years.

**2003 North Carolina's Child Care Teacher Workforce: Region 16
Infant & Toddler Teachers & Preschool Teachers**

	NC Statewide Infant & Toddler Teachers	Region 16 Infant & Toddler Teachers	Region 16 Preschool Teachers
Number of Teachers	6,420	417	367
Percent of Total Teachers	50%	53%	47%
Number of Programs	1,783	126	141
Titles/ Positions			
Lead Teacher	75%	82%	72%
Assistant Teacher	19%	14%	26%
Other	6%	4%	2%

Demographic Profile	NC Statewide Infant & Toddler Teachers	Region 16 Infant & Toddler Teachers	Region 16 Preschool Teachers
Median Age	33	31	34
Female	100%	100%	100%
Teachers of Color	47%	43%	44%
Have Children	74%	73%	78%
Single Parent (children under 18)	23%	23%	20%

Training & Education	NC Statewide Infant & Toddler Teachers	Region 16 Infant & Toddler Teachers	Region 16 Preschool Teachers
Received a T.E.A.C.H Scholarship	25%	23%	30%
Has Taken a College Course in Past 12 Months	46%	44%	50%
Currently Taking Early Childhood Courses	32%	31%	39%
Interested in Taking Courses	49%	57%	51%
Have Earned a College Degree	23%	18%	31%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	3%	1%	3%
Bachelors Degree or Higher in Other Field	8%	5%	5%
Associate Degree in Early Childhood	9%	9%	18%
Associate Degree in Other Field	4%	3%	5%
High School Diploma + College Courses	57%	59%	53%
High School Diploma + workshop Training	3%	3%	2%
High School Diploma	15%	18%	14%
Some High School	2%	2%	1%
Credentials			
NC Early Childhood Credential	70%	69%	70%
NC Administrative Credential	14%	12%	16%
Early Childhood Diploma	4%	4%	5%
Early Childhood Certificate	10%	11%	15%
Child Development Associate (CDA) Credential	5%	9%	14%
B-k/Preschool add-on Teacher Licensure	1%	0%	3%

Living Conditions	NC Statewide Infant & Toddler Teachers	Region 16 Infant & Toddler Teachers	Region 16 Preschool Teachers
Family Income below \$30,000	60%	66%	56%
Work More than 40hrs per Week	43%	35%	37%
Work Another Job	9%	8%	8%
Median Number of Hours at Other Job	15.0	18.0	12.0
No Health Insurance	32%	39%	27%
Use of Government Assistance in Past 3 Years			
AFDC/TANF	3%	2%	1%
Medicaid for Myself	16%	18%	8%
Child Care Subsidy	18%	18%	10%
Subsidized Housing/Section 8	5%	4%	5%
Medicaid for my child	27%	29%	20%
Food Stamps	15%	16%	8%
Health Choice for my Child	11%	12%	13%
Receive no Assistance	61%	60%	68%

Experience & Turnover	NC Statewide Infant & Toddler Teachers	Region 16 Infant & Toddler Teachers	Region 16 Preschool Teachers
Median # of Years in Center	2	1.8	2.58
Median # of Years in Child Care Field	5	4.0	6.0
Teachers with Less than One Year in Center	29%	33%	22%
Leaving Field in 3 years	23%	23%	16%

Wages and Salary Supplements	NC Statewide Infant & Toddler Teachers	Region 16 Infant & Toddler Teachers	Region 16 Preschool Teachers
Percent That Received a Salary Supplement	38%	35%	42%
Median Teacher Wage w/ Salary Supplement	\$7.75	\$7.00	\$8.00
Median Teacher Wage w/out Supplement	\$7.51	\$7.00	\$8.00

Professional Support Benefits	NC Statewide Infant & Toddler Teachers	Region 16 Infant & Toddler Teachers	Region 16 Preschool Teachers
Paid Breaks	44%	41%	54%
Paid Prep. or Planning Time	33%	29%	46%
Written Job Description	59%	52%	72%
Written Personnel Policies	55%	51%	73%
Orientation Program	64%	64%	77%
Paid Time off for Training	27%	20%	37%
Paid Education/Training Expenses	49%	41%	60%
None of Those Listed Above	16%	17%	9%
Receive 6-7 of Those Listed Above	19%	12%	29%

**2003 North Carolina's Child Care Teacher Workforce: Chatham County
Infant & Toddler Teachers & Preschool Teachers**

	Region 16 Infant & Toddler Teachers	Chatham County Infant & Toddler Teachers	Chatham County Preschool Teachers
Number of Teachers	417	9	24
Percent of Total Teachers	53%	27%	73%
Number of Programs	126	6	12
Titles/ Positions			
Lead Teacher	82%	100%	79%
Assistant Teacher	14%	0%	17%
Other	4%	0%	4%

Demographic Profile	Region 16 Infant & Toddler Teachers	Chatham County Infant & Toddler Teachers	Chatham County Preschool Teachers
Median Age	31	30	41
Female	100%	100%	100%
Teachers of Color	43%	22%	40%
Have Children	73%	56%	83%
Single Parent (children under 18)	23%	11%	17%

Training & Education	Region 16 Infant & Toddler Teachers	Chatham County Infant & Toddler Teachers	Chatham County Preschool Teachers
Received a T.E.A.C.H Scholarship	23%	44%	39%
Has Taken a College Course in Past 12 Months	44%	63%	39%
Currently Taking Early Childhood Courses	31%	67%	35%
Interested in Taking Courses	57%	67%	33%
Have Earned a College Degree	18%	33%	41%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	1%	11%	0%
Bachelors Degree or Higher in Other Field	5%	0%	9%
Associate Degree in Early Childhood	9%	22%	32%
Associate Degree in Other Field	3%	0%	0%
High School Diploma + College Courses	59%	44%	36%
High School Diploma + workshop Training	3%	0%	0%
High School Diploma	18%	22%	23%
Some High School	2%	0%	0%
Credentials			
NC Early Childhood Credential	69%	78%	65%
NC Administrative Credential	12%	22%	35%
Early Childhood Diploma	4%	33%	26%
Early Childhood Certificate	11%	22%	30%
Child Development Associate (CDA) Credential	9%	11%	17%
B-K/Preschool add-on Teacher Licensure	0%	0%	0%

Living Conditions	Region 16 Infant & Toddler Teachers	Chatham County Infant & Toddler Teachers	Chatham County Preschool Teachers
Family Income below \$30,000	66%	50%	45%
Work More than 40hrs per Week	35%	44%	58%
Work Another Job	8%	0%	4%
Median Number of Hours at Other Job	18.0	N/A	12.0
No Health Insurance	39%	22%	13%
Use of Government Assistance in Past 3 Years			
AFDC/TANF	2%	0%	0%
Medicaid for Myself	18%	13%	9%
Child Care Subsidy	18%	25%	5%
Subsidized Housing/Section 8	4%	13%	9%
Medicaid for my child	29%	13%	14%
Food Stamps	16%	13%	5%
Health Choice for my Child	12%	0%	14%
Receive no Assistance	60%	75%	82%

Experience & Turnover	Region 16 Infant & Toddler Teachers	Chatham County Infant & Toddler Teachers	Chatham County Preschool Teachers
Median # of Years in Center	1.75	0.7	2.33
Median # of Years in Child Care Field	4	5.0	8.0
Teachers with Less than One Year in Center	33%	56%	25%
Leaving Field in 3 years	23%	11%	17%

Wages and Salary Supplements	Region 16 Infant & Toddler Teachers	Chatham County Infant & Toddler Teachers	Chatham County Preschool Teachers
Percent That Received a Salary Supplement	35%	56%	63%
Median Teacher Wage w/ Salary Supplement	\$7.00	\$8.30	\$9.00
Median Teacher Wage w/out Supplement	\$7.00	\$8.30	\$8.75

Professional Support Benefits	Region 16 Infant & Toddler Teachers	Chatham County Infant & Toddler Teachers	Chatham County Preschool Teachers
Paid Breaks	41%	67%	48%
Paid Prep. or Planning Time	29%	56%	39%
Written Job Description	52%	67%	74%
Written Personnel Policies	51%	100%	74%
Orientation Program	64%	100%	78%
Paid Time off for Training	20%	44%	52%
Paid Education/Training Expenses	41%	78%	61%
None of Those Listed Above	17%	0%	8%
Receive 6-7 of Those Listed Above	12%	56%	25%

**2003 North Carolina's Child Care Teacher Workforce: Harnett County
Infant & Toddler Teachers & Preschool Teachers**

	Region 16 Infant & Toddler Teachers	Harnett County Infant & Toddler Teachers	Harnett County Preschool Teachers
Number of Teachers	417	89	65
Percent of Total Teachers	53%	58%	42%
Number of Programs	126	31	30
Titles/ Positions			
Lead Teacher	82%	75%	65%
Assistant Teacher	14%	18%	30%
Other	4%	7%	5%

Demographic Profile	Region 16 Infant & Toddler Teachers	Harnett County Infant & Toddler Teachers	Harnett County Preschool Teachers
Median Age	31	30	34
Female	100%	100%	100%
Teachers of Color	43%	45%	52%
Have Children	73%	67%	82%
Single Parent (children under 18)	23%	20%	14%

Training & Education	Region 16 Infant & Toddler Teachers	Harnett County Infant & Toddler Teachers	Harnett County Preschool Teachers
Received a T.E.A.C.H Scholarship	23%	14%	23%
Has Taken a College Course in Past 12 Months	44%	40%	53%
Currently Taking Early Childhood Courses	31%	34%	39%
Interested in Taking Courses	57%	61%	55%
Have Earned a College Degree	18%	13%	22%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	1%	1%	6%
Bachelors Degree or Higher in Other Field	5%	2%	2%
Associate Degree in Early Childhood	9%	7%	11%
Associate Degree in Other Field	3%	2%	3%
High School Diploma + College Courses	59%	64%	56%
High School Diploma + workshop Training	3%	1%	2%
High School Diploma	18%	16%	21%
Some High School	2%	6%	0%
Credentials			
NC Early Childhood Credential	69%	66%	59%
NC Administrative Credential	12%	12%	12%
Early Childhood Diploma	4%	4%	7%
Early Childhood Certificate	11%	12%	25%
Child Development Associate (CDA) Credential	9%	2%	14%
B-K/Preschool add-on Teacher Licensure	0%	0%	0%

Living Conditions	Region 16 Infant & Toddler Teachers	Harnett County Infant & Toddler Teachers	Harnett County Preschool Teachers
Family Income below \$30,000	66%	68%	57%
Work More than 40hrs per Week	35%	38%	38%
Work Another Job	8%	11%	8%
Median Number of Hours at Other Job	18.0	15.0	10.0
No Health Insurance	39%	48%	45%
Use of Government Assistance in Past 3 Years			
AFDC/TANF	2%	3%	2%
Medicaid for Myself	18%	22%	11%
Child Care Subsidy	18%	22%	11%
Subsidized Housing/Section 8	4%	4%	5%
Medicaid for my child	29%	35%	31%
Food Stamps	16%	19%	11%
Health Choice for my Child	12%	10%	15%
Receive no Assistance	60%	51%	58%

Experience & Turnover	Region 16 Infant & Toddler Teachers	Harnett County Infant & Toddler Teachers	Harnett County Preschool Teachers
Median # of Years in Center	1.75	1.5	1.705
Median # of Years in Child Care Field	4	3.5	4.3
Teachers with Less than One Year in Center	33%	33%	33%
Leaving Field in 3 years	23%	37%	20%

Wages and Salary Supplements	Region 16 Infant & Toddler Teachers	Harnett County Infant & Toddler Teachers	Harnett County Preschool Teachers
Percent That Received a Salary Supplement	35%	27%	29%
Median Teacher Wage w/ Salary Supplement	\$7.00	\$6.97	\$7.36
Median Teacher Wage w/out Supplement	\$7.00	\$6.86	\$7.00

Professional Support Benefits	Region 16 Infant & Toddler Teachers	Harnett County Infant & Toddler Teachers	Harnett County Preschool Teachers
Paid Breaks	41%	46%	53%
Paid Prep. or Planning Time	29%	29%	48%
Written Job Description	52%	48%	66%
Written Personnel Policies	51%	42%	64%
Orientation Program	64%	54%	72%
Paid Time off for Training	20%	13%	38%
Paid Education/Training Expenses	41%	42%	63%
None of Those Listed Above	17%	18%	11%
Receive 6-7 of Those Listed Above	12%	11%	37%

**2003 North Carolina's Child Care Teacher Workforce: Johnston County
Infant & Toddler Teachers & Preschool Teachers**

	Region 16 Infant & Toddler Teachers	Johnston County Infant & Toddler Teachers	Johnston County Preschool Teachers
Number of Teachers	417	112	124
Percent of Total Teachers	53%	47%	53%
Number of Programs	126	126	30
Titles/ Positions			
Lead Teacher	82%	82%	69%
Assistant Teacher	14%	15%	30%
Other	4%	3%	1%

Demographic Profile	Region 16 Infant & Toddler Teachers	Johnston County Infant & Toddler Teachers	Johnston County Preschool Teachers
Median Age	31	31	33
Female	100%	100%	100%
Teachers of Color	43%	32%	34%
Have Children	73%	77%	79%
Single Parent (children under 18)	23%	27%	19%

Training & Education	Region 16 Infant & Toddler Teachers	Johnston County Infant & Toddler Teachers	Johnston County Preschool Teachers
Received a T.E.A.C.H Scholarship	23%	25%	36%
Has Taken a College Course in Past 12 Months	44%	49%	49%
Currently Taking Early Childhood Courses	31%	36%	39%
Interested in Taking Courses	57%	49%	43%
Have Earned a College Degree	18%	26%	33%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	1%	3%	1%
Bachelors Degree or Higher in Other Field	5%	7%	4%
Associate Degree in Early Childhood	9%	11%	24%
Associate Degree in Other Field	3%	5%	4%
High School Diploma + College Courses	59%	58%	55%
High School Diploma + workshop Training	3%	3%	1%
High School Diploma	18%	13%	11%
Some High School	2%	0%	1%
Credentials			
NC Early Childhood Credential	69%	74%	84%
NC Administrative Credential	12%	14%	18%
Early Childhood Diploma	4%	8%	4%
Early Childhood Certificate	11%	10%	12%
Child Development Associate (CDA) Credential	9%	6%	15%
B-K/Preschool add-on Teacher Licensure	0%	1%	0%

Living Conditions	Region 16 Infant & Toddler Teachers	Johnston County Infant & Toddler Teachers	Johnston County Preschool Teachers
Family Income below \$30,000	66%	58%	52%
Work More than 40hrs per Week	35%	34%	35%
Work Another Job	8%	4%	6%
Median Number of Hours at Other Job	18.0	30.0	12.0
No Health Insurance	39%	35%	19%
Use of Government Assistance in Past 3 Years			
AFDC/TANF	2%	2%	2%
Medicaid for Myself	18%	18%	9%
Child Care Subsidy	18%	20%	12%
Subsidized Housing/Section 8	4%	2%	5%
Medicaid for my child	29%	30%	22%
Food Stamps	16%	15%	8%
Health Choice for my Child	12%	17%	13%
Receive no Assistance	60%	57%	66%

Experience & Turnover	Region 16 Infant & Toddler Teachers	Johnston County Infant & Toddler Teachers	Johnston County Preschool Teachers
Median # of Years in Center	1.75	1.9	3.08
Median # of Years in Child Care Field	4	4.7	7.0
Teachers with Less than One Year in Center	33%	31%	15%
Leaving Field in 3 years	23%	21%	10%

Wages and Salary Supplements	Region 16 Infant & Toddler Teachers	Johnston County Infant & Toddler Teachers	Johnston County Preschool Teachers
Percent That Received a Salary Supplement	35%	45%	55%
Median Teacher Wage w/ Salary Supplement	\$7.00	\$7.75	\$8.65
Median Teacher Wage w/out Supplement	\$7.00	\$7.73	\$8.65

Professional Support Benefits	Region 16 Infant & Toddler Teachers	Johnston County Infant & Toddler Teachers	Johnston County Preschool Teachers
Paid Breaks	41%	33%	56%
Paid Prep. or Planning Time	29%	32%	54%
Written Job Description	52%	53%	80%
Written Personnel Policies	51%	60%	82%
Orientation Program	64%	63%	82%
Paid Time off for Training	20%	17%	36%
Paid Education/Training Expenses	41%	39%	62%
None of Those Listed Above	17%	18%	10%
Receive 6-7 of Those Listed Above	12%	10%	31%

**2003 North Carolina's Child Care Teacher Workforce: Lee County
Infant & Toddler Teachers & Preschool Teachers**

	Region 16 Infant & Toddler Teachers	Lee County Infant & Toddler Teachers	Lee County Preschool Teachers
Number of Teachers	417	49	53
Percent of Total Teachers	53%	48%	52%
Number of Programs	126	18	20
Titles/ Positions			
Lead Teacher	82%	81%	70%
Assistant Teacher	14%	15%	28%
Other	4%	4%	2%

Demographic Profile	Region 16 Infant & Toddler Teachers	Lee County Infant & Toddler Teachers	Lee County Preschool Teachers
Median Age	31	37	34
Female	100%	100%	100%
Teachers of Color	43%	47%	42%
Have Children	73%	71%	70%
Single Parent (children under 18)	23%	20%	26%

Training & Education	Region 16 Infant & Toddler Teachers	Lee County Infant & Toddler Teachers	Lee County Preschool Teachers
Received a T.E.A.C.H Scholarship	23%	17%	17%
Has Taken a College Course in Past 12 Months	44%	36%	53%
Currently Taking Early Childhood Courses	31%	24%	37%
Interested in Taking Courses	57%	57%	50%
Have Earned a College Degree	18%	16%	42%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	1%	2%	10%
Bachelors Degree or Higher in Other Field	5%	2%	12%
Associate Degree in Early Childhood	9%	10%	13%
Associate Degree in Other Field	3%	2%	8%
High School Diploma + College Courses	59%	61%	40%
High School Diploma + workshop Training	3%	4%	4%
High School Diploma	18%	14%	13%
Some High School	2%	4%	0%
Credentials			
NC Early Childhood Credential	69%	62%	49%
NC Administrative Credential	12%	16%	10%
Early Childhood Diploma	4%	4%	0%
Early Childhood Certificate	11%	22%	8%
Child Development Associate (CDA) Credential	9%	7%	4%
B-K/Preschool add-on Teacher Licensure	0%	0%	16%

Living Conditions	Region 16 Infant & Toddler Teachers	Lee County Infant & Toddler Teachers	Lee County Preschool Teachers
Family Income below \$30,000	66%	59%	60%
Work More than 40hrs per Week	35%	38%	42%
Work Another Job	8%	2%	13%
Median Number of Hours at Other Job	18.0	10.0	15.0
No Health Insurance	39%	40%	30%
Use of Government Assistance in Past 3 Years			
AFDC/TANF	2%	0%	0%
Medicaid for Myself	18%	15%	2%
Child Care Subsidy	18%	13%	8%
Subsidized Housing/Section 8	4%	9%	2%
Medicaid for my child	29%	19%	10%
Food Stamps	16%	13%	6%
Health Choice for my Child	12%	4%	14%
Receive no Assistance	60%	66%	72%

Experience & Turnover	Region 16 Infant & Toddler Teachers	Lee County Infant & Toddler Teachers	Lee County Preschool Teachers
Median # of Years in Center	1.75	1.9	2
Median # of Years in Child Care Field	4	3.0	4.0
Teachers with Less than One Year in Center	33%	38%	19%
Leaving Field in 3 years	23%	26%	17%

Wages and Salary Supplements	Region 16 Infant & Toddler Teachers	Lee County Infant & Toddler Teachers	Lee County Preschool Teachers
Percent That Received a Salary Supplement	35%	26%	25%
Median Teacher Wage w/ Salary Supplement	\$7.00	\$7.17	\$7.75
Median Teacher Wage w/out Supplement	\$7.00	\$7.13	\$7.75

Professional Support Benefits	Region 16 Infant & Toddler Teachers	Lee County Infant & Toddler Teachers	Lee County Preschool Teachers
Paid Breaks	41%	33%	65%
Paid Prep. or Planning Time	29%	21%	33%
Written Job Description	52%	53%	71%
Written Personnel Policies	51%	49%	67%
Orientation Program	64%	63%	55%
Paid Time off for Training	20%	21%	43%
Paid Education/Training Expenses	41%	51%	65%
None of Those Listed Above	17%	22%	8%
Receive 6-7 of Those Listed Above	12%	8%	30%

**2003 North Carolina's Child Care Teacher Workforce: Wayne County
Infant & Toddler Teachers & Preschool Teachers**

	Region 16 Infant & Toddler Teachers	Wayne County Infant & Toddler Teachers	Wayne County Preschool Teachers
Number of Teachers	417	158	101
Percent of Total Teachers	53%	61%	39%
Number of Programs	126	41	38
Titles/ Positions			
Lead Teacher	82%	86%	80%
Assistant Teacher	14%	11%	18%
Other	4%	3%	2%

Demographic Profile	Region 16 Infant & Toddler Teachers	Wayne County Infant & Toddler Teachers	Wayne County Preschool Teachers
Median Age	31	31	37
Female	100%	100%	100%
Teachers of Color	43%	48%	55%
Have Children	73%	76%	76%
Single Parent (children under 18)	23%	24%	23%

Training & Education	Region 16 Infant & Toddler Teachers	Wayne County Infant & Toddler Teachers	Wayne County Preschool Teachers
Received a T.E.A.C.H Scholarship	23%	27%	34%
Has Taken a College Course in Past 12 Months	44%	45%	51%
Currently Taking Early Childhood Courses	31%	25%	41%
Interested in Taking Courses	57%	59%	67%
Have Earned a College Degree	18%	14%	26%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	1%	0%	1%
Bachelors Degree or Higher in Other Field	5%	6%	5%
Associate Degree in Early Childhood	9%	7%	14%
Associate Degree in Other Field	3%	1%	6%
High School Diploma + College Courses	59%	58%	59%
High School Diploma + workshop Training	3%	4%	2%
High School Diploma	18%	23%	12%
Some High School	2%	1%	1%
Credentials			
NC Early Childhood Credential	69%	69%	72%
NC Administrative Credential	12%	8%	16%
Early Childhood Diploma	4%	1%	1%
Early Childhood Certificate	11%	7%	12%
Child Development Associate (CDA) Credential	9%	16%	18%
B-K/Preschool add-on Teacher Licensure	0%	0%	1%

Living Conditions	Region 16 Infant & Toddler Teachers	Wayne County Infant & Toddler Teachers	Wayne County Preschool Teachers
Family Income below \$30,000	66%	73%	61%
Work More than 40hrs per Week	35%	33%	33%
Work Another Job	8%	12%	9%
Median Number of Hours at Other Job	18.0	16.5	10.0
No Health Insurance	39%	38%	27%
Use of Government Assistance in Past 3 Years			
AFDC/TANF	2%	3%	1%
Medicaid for Myself	18%	17%	7%
Child Care Subsidy	18%	16%	9%
Subsidized Housing/Section 8	4%	3%	4%
Medicaid for my child	29%	29%	17%
Food Stamps	16%	17%	9%
Health Choice for my Child	12%	12%	11%
Receive no Assistance	60%	63%	72%

Experience & Turnover	Region 16 Infant & Toddler Teachers	Wayne County Infant & Toddler Teachers	Wayne County Preschool Teachers
Median # of Years in Center	1.75	2.0	2.33
Median # of Years in Child Care Field	4	4.3	7.6
Teachers with Less than One Year in Center	33%	33%	26%
Leaving Field in 3 years	23%	18%	19%

Wages and Salary Supplements	Region 16 Infant & Toddler Teachers	Wayne County Infant & Toddler Teachers	Wayne County Preschool Teachers
Percent That Received a Salary Supplement	35%	35%	39%
Median Teacher Wage w/ Salary Supplement	\$7.00	\$6.50	\$7.47
Median Teacher Wage w/out Supplement	\$7.00	\$6.50	\$7.36

Professional Support Benefits	Region 16 Infant & Toddler Teachers	Wayne County Infant & Toddler Teachers	Wayne County Preschool Teachers
Paid Breaks	41%	43%	49%
Paid Prep. or Planning Time	29%	28%	44%
Written Job Description	52%	52%	67%
Written Personnel Policies	51%	48%	71%
Orientation Program	64%	70%	84%
Paid Time off for Training	20%	24%	30%
Paid Education/Training Expenses	41%	37%	53%
None of Those Listed Above	17%	15%	9%
Receive 6-7 of Those Listed Above	12%	13%	23%