

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%

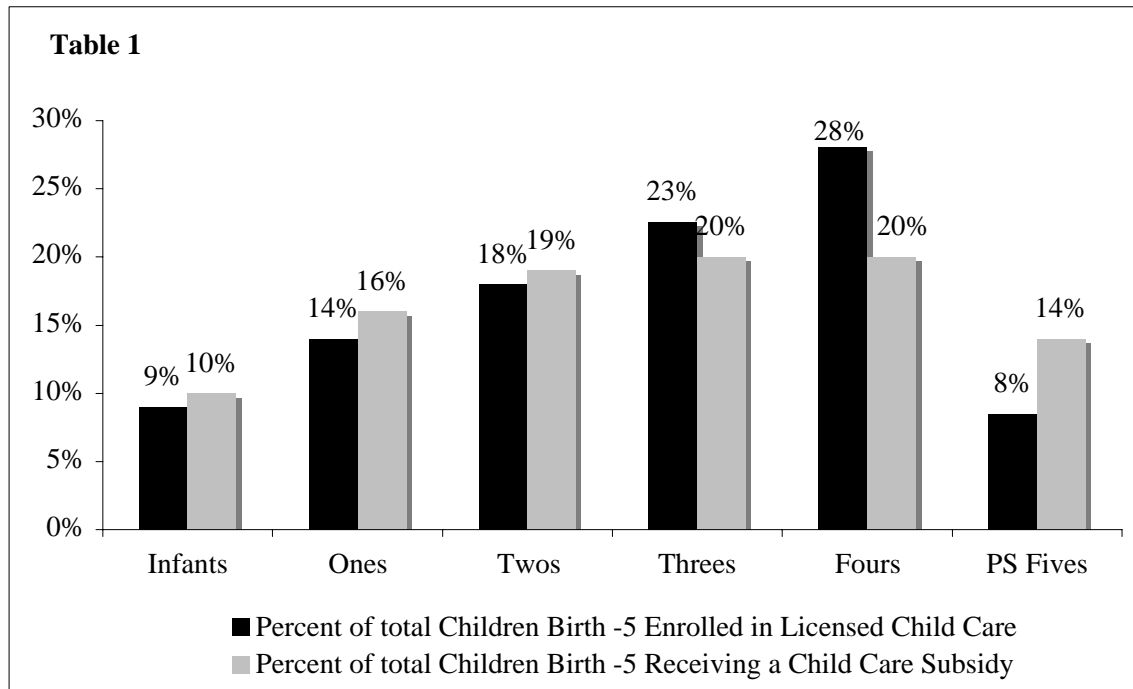
* 124 teachers did not report the age group they worked with and 1,232 worked with school-age children only

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 (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 4

Bladen, Brunswick, Columbus, New
Hanover and Pender Counties

Region 4 Child Care Programs Serving Infants and Toddlers

Summary of Key Findings

- 69% of licensed centers in Region 4 serve infants and toddlers vs. 92% serving preschoolers.
- 73% of licensed 4- or 5-star centers and homes in Region 4 serve infants and toddlers vs. 87% serving preschoolers.

- 86% of infants and toddlers in Region 4 enrolled in licensed care are in child care centers.
- 58.1% of children 0-5 years in licensed homes in Region 4 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
Bladen	33%	36%
Brunswick	27%	27%
Columbus	24%	29%
New Hanover	30%	33%
Pender	26%	33%
Region 4	29%	32%

- Of programs serving infants and toddlers, Columbus County has the lowest percent (24%) and Bladen County has the highest percent (33%) of homes and centers with a 4- or 5-star license.
- 38% of infants and toddlers are enrolled in a 4- or 5-star program vs. 45% of preschoolers.
- Three of the five counties in Region 4 have more than 30% of infants and toddlers enrolled in programs with a 4- or 5-star license.

- Pender County has the lowest percent (18%) of infants and toddlers enrolled in 4- or 5-star programs and Brunswick has the highest percent (45%).

Percent of Enrollment by Age in 4- or 5-Star Programs (Centers and Homes)		
County	Infant/Toddlers	Preschoolers
Bladen	19%	31%
Brunswick	45%	36%
Columbus	33%	51%
New Hanover	42%	50%
Pender	18%	37%
Region 4	38%	45%

- In Region 4, more preschoolers (7%) are accessing programs with a 4- or 5-star license as compared to infants and toddlers. In Pender County the difference is larger (19%).

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

County	Infant/Toddlers	Preschoolers
Bladen	8%	26%
Brunswick	19%	22%
Columbus	34%	43%
New Hanover	11%	15%
Pender	16%	35%
Region 4	16%	23%

- In Region 4, 16% of infants and toddlers are enrolled in centers and homes with 4 or 5 education points vs. 23% of preschoolers.
- Four of the five counties in Region 4 have less than 20% of infants and toddlers enrolled in a program with 4 or 5 points in education.
- In Region 4, 24% of infants and toddlers are enrolled in centers or homes with 4 or 5 program standard points vs. 29% of preschoolers.
- Three of the five counties in Region 4 have a higher percent of preschoolers enrolled in programs with 4 or 5 program standard points than infants and toddlers.
- Across the counties, the percent ranges from 1% - 32% of infants and toddlers in programs with 4 or 5 program standard points.

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

County	Infant/Toddlers	Preschoolers
Bladen	15%	22%
Brunswick	32%	29%
Columbus	1%	14%
New Hanover	31%	39%
Pender	13%	12%
Region 4	24%	29%

**Region 4 Licensing Data
April 2005**

Table 1: Programs Characteristics	NC Statewide Programs Enrolling Infants and Toddlers		Region 4 Programs Enrolling Infants and Toddlers		Region 4 Programs Enrolling Preschoolers	
	#	%	#	%	#	%
5 Star Centers	260	8%	11	8%	18	10%
5 Star Homes	346	8%	9	5%	11	7%
4 Star Centers	834	27%	31	23%	44	25%
4 Star Homes	962	24%	36	21%	31	21%
3 Star Centers	1,280	41%	56	42%	59	33%
3 Star Homes	1,493	37%	70	40%	64	42%
2 Star Centers	54	2%	1	1%	1	1%
2 Star Homes	42	1%	7	4%	6	4%
1 Star Centers	295	9%	14	11%	18	10%
1 Star Homes	1,193	29%	50	29%	39	26%
GS 110-106 Centers	272	9%	13	10%	17	10%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	108	3%	6	5%	20	11%
Temporary Homes	28	1%	1	1%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	26	1%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	10	0%	0	0%	0	0%
Total Centers*	3,129	78%	132	69%	177	92%
Total Homes**	4,074	92%	173	84%	151	74%

*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=192).

**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=205).

Table 2: Region 4 Enrollment	#	%
Infants & Toddlers Enrolled in Centers	2,924	36.1%
Preschoolers Enrolled in Centers	5,169	63.9%
Infants & Toddlers Enrolled in Homes	468	58.1%
Preschoolers Enrolled in Homes	338	41.9%

Table 3: Enrollment by License Level	NC Statewide Infant and Toddler Enrollment		Region 4 Infant & Toddler Enrollment		Region 4 Preschooler Enrollment	
	#	%	#	%	#	%
	5 Star Centers	6889	11%	229	8%	686
5 Star Homes	1042	9%	32	7%	28	8%
4 Star Centers	19620	30%	912	31%	1676	32%
4 Star Homes	2923	25%	112	24%	81	24%
3 Star Centers	24435	38%	1121	38%	1272	25%
3 Star Homes	4446	38%	184	39%	138	41%
2 Star Centers	1065	2%	34	1%	48	1%
2 Star Homes	103	1%	18	4%	13	4%
1 Star Centers	5105	8%	312	11%	422	8%
1 Star Homes	3020	26%	121	26%	78	23%
GS 110-106 Centers	5463	8%	245	8%	580	11%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	1741	3%	71	2%	485	9%
Temporary Homes	78	1%	1	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	497	1%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	34	0%	0	0%	0	0%
Total Enrollment in Centers	64815	39%	2924	36%	5169	64%
Total Enrollment in Homes	11646	62%	468	58%	338	42%

Table 5: Education Points by Enrollment	NC Statewide Infant and Toddler Enrollment		Region 4 Infant & Toddler Enrollment		Region 4 Preschooler Enrollment	
	#	%	#	%	#	%
	5 Education Points Centers	3,642	6%	58	2%	311
5 Education Points Homes	837	7%	37	8%	24	7%
4 Education Points Centers	11,762	18%	368	13%	894	17%
4 Education Points Homes	2,426	21%	67	14%	54	16%
3 Education Points Centers	20,028	31%	1,154	39%	1,532	30%
3 Education Points Homes	1,568	13%	74	16%	41	12%
2 Education Points Centers	8,086	12%	423	14%	636	12%
2 Education Points Homes	1,172	10%	35	7%	44	13%
1 Education Point Centers	8,491	13%	293	10%	309	6%
1 Education Point Homes	2,511	22%	133	28%	97	29%
Unassessed Centers	12,806	20%	628	21%	1,487	29%
Unassessed Homes	3,132	27%	122	26%	78	23%

Table 6: Program Standard Points by Enrollment	NC Statewide Infant and Toddler Enrollment		Region 4 Infant & Toddler Enrollment		Region 4 Preschooler Enrollment	
	#	%	#	%	#	%
	5 Program Standard Points Centers	6,716	10%	304	10%	955
5 Program Standard Points Homes	1,368	12%	58	12%	43	13%
4 Program Standard Points Centers	10,274	16%	443	15%	589	11%
4 Program Standard Points Homes	458	4%	16	3%	17	5%
3 Program Standard Points Centers	5,784	9%	230	8%	420	8%
3 Program Standard Points Homes	269	2%	5	1%	6	2%
2 Program Standard Points Centers	23,772	37%	917	31%	1,314	25%
2 Program Standard Points Homes	6,191	53%	249	53%	182	54%
1 Program Standard Point Centers	5,495	8%	402	14%	404	8%
1 Program Standard Point Homes	228	2%	18	4%	12	4%
Unassessed Centers	12,774	20%	628	21%	1,487	29%
Unassessed Homes	3,132	27%	122	26%	78	23%

**Pender County Licensing Data
April 2005**

Table 1: Programs Characteristics	Region 4 Programs Enrolling Infants and Toddlers		Pender County Programs Enrolling Infants and Toddlers		Pender County Programs Enrolling Preschoolers	
	#	%	#	%	#	%
License Level						
5 Star Centers	11	8%	1	10%	1	5%
5 Star Homes	9	5%	1	4%	2	7%
4 Star Centers	31	23%	2	20%	7	37%
4 Star Homes	36	21%	5	20%	5	19%
3 Star Centers	56	42%	2	20%	2	11%
3 Star Homes	70	40%	14	56%	16	59%
2 Star Centers	1	1%	0	0%	0	0%
2 Star Homes	7	4%	0	0%	0	0%
1 Star Centers	14	11%	2	20%	5	26%
1 Star Homes	50	29%	5	20%	4	15%
GS 110-106 Centers	13	10%	2	20%	2	11%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	6	5%	1	10%	2	11%
Temporary Homes	1	1%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	0	0%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Centers*	132	69%	10	40%	19	76%
Total Homes**	173	84%	25	74%	27	79%

*Indicates the number of centers enrolling each age grouping and the percent of the total centers in the region (n=192) or county.

**Indicates the number of homes enrolling each age grouping and the percent of the total homes in the region (n=205) or county.

Table 2: Pender County Enrollment	#	%
Infants & Toddlers Enrolled in Centers	166	27.0%
Preschoolers Enrolled in Centers	448	73.0%
Infants & Toddlers Enrolled in Homes	59	46.5%
Preschoolers Enrolled in Homes	68	53.5%

Table 3: Enrollment by License Level	Region 4 Infant & Toddler Enrollment		Pender County Infant and Toddler Enrollment		Pender County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Star Centers	229	8%	24	14%	44
5 Star Homes	32	7%	1	2%	11	16%
4 Star Centers	912	31%	4	2%	123	27%
4 Star Homes	112	24%	11	19%	11	16%
3 Star Centers	1121	38%	44	27%	28	6%
3 Star Homes	184	39%	37	63%	39	57%
2 Star Centers	34	1%	0	0%	0	0%
2 Star Homes	18	4%	0	0%	0	0%
1 Star Centers	312	11%	54	33%	156	35%
1 Star Homes	121	26%	10	17%	7	10%
GS 110-106 Centers	245	8%	17	10%	45	10%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	71	2%	23	14%	52	12%
Temporary Homes	1	0%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	0	0%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Enrollment in Centers	2924	36%	166	27%	448	73%
Total Enrollment in Homes	468	58%	59	46%	68	54%

Table 5: Education Points by Enrollment	Region 4 Infant & Toddler Enrollment		Pender County Infant and Toddler Enrollment		Pender County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Education Points Centers	58	2%	0	0%	0
5 Education Points Homes	37	8%	0	0%	0	0%
4 Education Points Centers	368	13%	24	14%	158	35%
4 Education Points Homes	67	14%	12	20%	21	31%
3 Education Points Centers	1,154	39%	11	7%	21	5%
3 Education Points Homes	74	16%	6	10%	5	7%
2 Education Points Centers	423	14%	0	0%	0	0%
2 Education Points Homes	35	7%	4	7%	8	12%
1 Education Point Centers	293	10%	37	22%	16	4%
1 Education Point Homes	133	28%	27	46%	27	40%
Unassessed Centers	628	21%	94	57%	253	56%
Unassessed Homes	122	26%	10	17%	7	10%

Table 6: Program Standard Points by Enrollment	Region 4 Infant & Toddler Enrollment		Pender County Infant and Toddler Enrollment		Pender County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Program Standard Points Centers	304	10%	24	14%	44
5 Program Standard Points Homes	58	12%	1	2%	11	16%
4 Program Standard Points Centers	443	15%	4	2%	7	2%
4 Program Standard Points Homes	16	3%	0	0%	0	0%
3 Program Standard Points Centers	230	8%	0	0%	2	0%
3 Program Standard Points Homes	5	1%	0	0%	1	1%
2 Program Standard Points Centers	917	31%	37	22%	130	29%
2 Program Standard Points Homes	249	53%	48	81%	49	72%
1 Program Standard Point Centers	402	14%	7	4%	12	3%
1 Program Standard Point Homes	18	4%	0	0%	0	0%
Unassessed Centers	628	21%	94	57%	253	56%
Unassessed Homes	122	26%	10	17%	7	10%

**New Hanover Licensing Data
April 2005**

Table 1: Programs Characteristics	Region 4 Programs Enrolling Infants and Toddlers		New Hanover Programs Enrolling Infants and Toddlers		New Hanover Programs Enrolling Preschoolers	
	#	%	#	%	#	%
5 Star Centers	11	8%	8	14%	9	13%
5 Star Homes	9	5%	5	6%	4	6%
4 Star Centers	31	23%	17	29%	21	31%
4 Star Homes	36	21%	14	16%	9	14%
3 Star Centers	56	42%	21	36%	21	31%
3 Star Homes	70	40%	30	34%	23	37%
2 Star Centers	1	1%	1	2%	1	1%
2 Star Homes	7	4%	4	5%	3	5%
1 Star Centers	14	11%	5	8%	5	7%
1 Star Homes	50	29%	34	39%	24	38%
GS 110-106 Centers	13	10%	4	7%	7	10%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	6	5%	3	5%	3	4%
Temporary Homes	1	1%	1	1%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	0	0%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Centers*	132	69%	59	81%	67	92%
Total Homes**	173	84%	88	86%	63	62%

*Indicates the number of centers enrolling each age grouping and the percent of the total centers in the region (n=192) or county.

**Indicates the number of homes enrolling each age grouping and the percent of the total homes in the region (n=205) or county.

Table 2: New Hanover County Enrollment	#	%
Infants & Toddlers Enrolled in Centers	1,687	39.7%
Preschoolers Enrolled in Centers	2,562	60.3%
Infants & Toddlers Enrolled in Homes	238	65.4%
Preschoolers Enrolled in Homes	126	34.6%

Table 3: Enrollment by License Level	Region 4 Infant & Toddler Enrollment		New Hanover Infant and Toddler Enrollment		New Hanover Preschooler Enrollment	
	#	%	#	%	#	%
	5 Star Centers	229	8%	171	10%	362
5 Star Homes	32	7%	19	8%	8	6%
4 Star Centers	912	31%	575	34%	959	37%
4 Star Homes	112	24%	48	20%	21	17%
3 Star Centers	1121	38%	550	33%	606	24%
3 Star Homes	184	39%	77	32%	43	34%
2 Star Centers	34	1%	34	2%	48	2%
2 Star Homes	18	4%	9	4%	3	2%
1 Star Centers	312	11%	184	11%	175	7%
1 Star Homes	121	26%	84	35%	51	40%
GS 110-106 Centers	245	8%	139	8%	388	15%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	71	2%	34	2%	24	1%
Temporary Homes	1	0%	1	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	0	0%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Enrollment in Centers	2924	36%	1687	40%	2562	60%
Total Enrollment in Homes	468	58%	238	65%	126	35%

Table 5: Education Points by Enrollment	Region 4 Infant & Toddler Enrollment		New Hanover Infant and Toddler Enrollment		New Hanover Preschooler Enrollment	
	#	%	#	%	#	%
	5 Education Points Centers	58	2%	58	3%	104
5 Education Points Homes	37	8%	15	6%	6	5%
4 Education Points Centers	368	13%	114	7%	289	11%
4 Education Points Homes	67	14%	19	8%	7	6%
3 Education Points Centers	1,154	39%	799	47%	1,029	40%
3 Education Points Homes	74	16%	45	19%	18	14%
2 Education Points Centers	423	14%	159	9%	308	12%
2 Education Points Homes	35	7%	11	5%	14	11%
1 Education Point Centers	293	10%	200	12%	245	10%
1 Education Point Homes	133	28%	63	26%	30	24%
Unassessed Centers	628	21%	357	21%	587	23%
Unassessed Homes	122	26%	85	36%	51	40%

Table 6: Program Standard Points by Enrollment	Region 4 Infant & Toddler Enrollment		New Hanover Infant and Toddler Enrollment		New Hanover Preschooler Enrollment	
	#	%	#	%	#	%
	5 Program Standard Points Centers	304	10%	236	14%	661
5 Program Standard Points Homes	58	12%	44	18%	20	16%
4 Program Standard Points Centers	443	15%	306	18%	353	14%
4 Program Standard Points Homes	16	3%	8	3%	4	3%
3 Program Standard Points Centers	230	8%	230	14%	285	11%
3 Program Standard Points Homes	5	1%	0	0%	0	0%
2 Program Standard Points Centers	917	31%	413	24%	522	20%
2 Program Standard Points Homes	249	53%	91	38%	48	38%
1 Program Standard Point Centers	402	14%	145	9%	154	6%
1 Program Standard Point Homes	18	4%	10	4%	3	2%
Unassessed Centers	628	21%	357	21%	587	23%
Unassessed Homes	122	26%	85	36%	51	40%

**Columbus County Licensing Data
April 2005**

Table 1: Programs Characteristics	Region 4 Programs Enrolling Infants and Toddlers		Columbus County Programs Enrolling Infants and Toddlers		Columbus County Programs Enrolling Preschoolers	
	#	%	#	%	#	%
5 Star Centers	11	8%	0	0%	2	6%
5 Star Homes	9	5%	1	4%	1	4%
4 Star Centers	31	23%	4	17%	7	22%
4 Star Homes	36	21%	6	26%	6	26%
3 Star Centers	56	42%	12	52%	13	41%
3 Star Homes	70	40%	11	48%	10	43%
2 Star Centers	1	1%	0	0%	0	0%
2 Star Homes	7	4%	1	4%	1	4%
1 Star Centers	14	11%	2	9%	2	6%
1 Star Homes	50	29%	4	17%	5	22%
GS 110-106 Centers	13	10%	3	13%	3	9%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	6	5%	2	9%	5	16%
Temporary Homes	1	1%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	0	0%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Centers*	132	69%	23	70%	32	97%
Total Homes**	173	84%	23	88%	23	88%

*Indicates the number of centers enrolling each age grouping and the percent of the total centers in the region (n=192) or county.

**Indicates the number of homes enrolling each age grouping and the percent of the total homes in the region (n=205) or county.

Table 2: Columbus County Enrollment	#	%
Infants & Toddlers Enrolled in Centers	439	35.5%
Preschoolers Enrolled in Centers	796	64.5%
Infants & Toddlers Enrolled in Homes	72	55.8%
Preschoolers Enrolled in Homes	57	44.2%

Table 3: Enrollment by License Level	Region 4 Infant & Toddler Enrollment		Columbus County Infant and Toddler Enrollment		Columbus County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Star Centers	229	8%	0	0%	64
5 Star Homes	32	7%	4	6%	3	5%
4 Star Centers	912	31%	144	33%	348	44%
4 Star Homes	112	24%	22	31%	20	35%
3 Star Centers	1121	38%	212	48%	205	26%
3 Star Homes	184	39%	33	46%	24	42%
2 Star Centers	34	1%	0	0%	0	0%
2 Star Homes	18	4%	3	4%	3	5%
1 Star Centers	312	11%	10	2%	8	1%
1 Star Homes	121	26%	10	14%	7	12%
GS 110-106 Centers	245	8%	59	13%	65	8%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	71	2%	14	3%	106	13%
Temporary Homes	1	0%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	0	0%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Enrollment in Centers	2924	36%	439	36%	796	64%
Total Enrollment in Homes	468	58%	72	56%	57	44%

Table 5: Education Points by Enrollment	Region 4 Infant & Toddler Enrollment		Columbus County Infant and Toddler Enrollment		Columbus County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Education Points Centers	58	2%	0	0%	95
5 Education Points Homes	37	8%	14	19%	14	25%
4 Education Points Centers	368	13%	150	34%	247	31%
4 Education Points Homes	67	14%	12	17%	9	16%
3 Education Points Centers	1,154	39%	73	17%	139	17%
3 Education Points Homes	74	16%	13	18%	6	11%
2 Education Points Centers	423	14%	120	27%	123	15%
2 Education Points Homes	35	7%	2	3%	3	5%
1 Education Point Centers	293	10%	13	3%	13	2%
1 Education Point Homes	133	28%	21	29%	18	32%
Unassessed Centers	628	21%	83	19%	179	22%
Unassessed Homes	122	26%	10	14%	7	12%

Table 6: Program Standard Points by Enrollment	Region 4 Infant & Toddler Enrollment		Columbus County Infant and Toddler Enrollment		Columbus County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Program Standard Points Centers	304	10%	0	0%	64
5 Program Standard Points Homes	58	12%	4	6%	3	5%
4 Program Standard Points Centers	443	15%	0	0%	49	6%
4 Program Standard Points Homes	16	3%	0	0%	0	0%
3 Program Standard Points Centers	230	8%	0	0%	76	10%
3 Program Standard Points Homes	5	1%	0	0%	0	0%
2 Program Standard Points Centers	917	31%	157	36%	236	30%
2 Program Standard Points Homes	249	53%	51	71%	39	68%
1 Program Standard Point Centers	402	14%	199	45%	192	24%
1 Program Standard Point Homes	18	4%	7	10%	8	14%
Unassessed Centers	628	21%	83	19%	179	22%
Unassessed Homes	122	26%	10	14%	7	12%

**Brunswick County Licensing Data
April 2005**

Table 1: Programs Characteristics	Region 4 Programs Enrolling Infants and Toddlers		Brunswick County Programs Enrolling Infants and Toddlers		Brunswick County Programs Enrolling Preschoolers	
	#	%	#	%	#	%
5 Star Centers	11	8%	2	10%	4	13%
5 Star Homes	9	5%	0	0%	1	5%
4 Star Centers	31	23%	6	29%	6	19%
4 Star Homes	36	21%	4	17%	3	14%
3 Star Centers	56	42%	11	52%	13	42%
3 Star Homes	70	40%	13	57%	13	62%
2 Star Centers	1	1%	0	0%	0	0%
2 Star Homes	7	4%	2	9%	2	10%
1 Star Centers	14	11%	2	10%	3	10%
1 Star Homes	50	29%	4	17%	2	10%
GS 110-106 Centers	13	10%	0	0%	1	3%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	6	5%	0	0%	4	13%
Temporary Homes	1	1%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	0	0%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Centers*	132	69%	21	66%	31	97%
Total Homes**	173	84%	23	88%	21	81%

*Indicates the number of centers enrolling each age grouping and the percent of the total centers in the region (n=192) or county.

**Indicates the number of homes enrolling each age grouping and the percent of the total homes in the region (n=205) or county.

Table 2: Brunswick County Enrollment	#	%
Infants & Toddlers Enrolled in Centers	418	31.7%
Preschoolers Enrolled in Centers	899	68.3%
Infants & Toddlers Enrolled in Homes	61	55.5%
Preschoolers Enrolled in Homes	49	44.5%

Table 3: Enrollment by License Level	Region 4 Infant & Toddler Enrollment		Brunswick County Infant and Toddler Enrollment		Brunswick County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Star Centers	229	8%	34	8%	140
5 Star Homes	32	7%	0	0%	2	4%
4 Star Centers	912	31%	166	40%	189	21%
4 Star Homes	112	24%	14	23%	9	18%
3 Star Centers	1121	38%	196	47%	306	34%
3 Star Homes	184	39%	32	52%	27	55%
2 Star Centers	34	1%	0	0%	0	0%
2 Star Homes	18	4%	6	10%	7	14%
1 Star Centers	312	11%	22	5%	36	4%
1 Star Homes	121	26%	9	15%	4	8%
GS 110-106 Centers	245	8%	0	0%	63	7%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	71	2%	0	0%	165	18%
Temporary Homes	1	0%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	0	0%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Enrollment in Centers	2924	36%	418	32%	899	68%
Total Enrollment in Homes	468	58%	61	55%	49	45%

Table 5: Education Points by Enrollment	Region 4 Infant & Toddler Enrollment		Brunswick County Infant and Toddler Enrollment		Brunswick County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Education Points Centers	58	2%	0	0%	36
5 Education Points Homes	37	8%	0	0%	0	0%
4 Education Points Centers	368	13%	80	19%	160	18%
4 Education Points Homes	67	14%	13	21%	8	16%
3 Education Points Centers	1,154	39%	212	51%	286	32%
3 Education Points Homes	74	16%	7	11%	5	10%
2 Education Points Centers	423	14%	61	15%	118	13%
2 Education Points Homes	35	7%	12	20%	12	24%
1 Education Point Centers	293	10%	43	10%	35	4%
1 Education Point Homes	133	28%	20	33%	20	41%
Unassessed Centers	628	21%	22	5%	264	29%
Unassessed Homes	122	26%	9	15%	4	8%

Table 6: Program Standard Points by Enrollment	Region 4 Infant & Toddler Enrollment		Brunswick County Infant and Toddler Enrollment		Brunswick County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Program Standard Points Centers	304	10%	44	11%	146
5 Program Standard Points Homes	58	12%	1	2%	5	10%
4 Program Standard Points Centers	443	15%	110	26%	127	14%
4 Program Standard Points Homes	16	3%	0	0%	0	0%
3 Program Standard Points Centers	230	8%	0	0%	57	6%
3 Program Standard Points Homes	5	1%	0	0%	0	0%
2 Program Standard Points Centers	917	31%	227	54%	281	31%
2 Program Standard Points Homes	249	53%	50	82%	39	80%
1 Program Standard Point Centers	402	14%	15	4%	24	3%
1 Program Standard Point Homes	18	4%	1	2%	1	2%
Unassessed Centers	628	21%	22	5%	264	29%
Unassessed Homes	122	26%	9	15%	4	8%

**Bladen County Licensing Data
April 2005**

Table 1: Programs Characteristics	Region 4 Programs Enrolling Infants and Toddlers		Bladen County Programs Enrolling Infants and Toddlers		Bladen County Programs Enrolling Preschoolers	
	#	%	#	%	#	%
5 Star Centers	11	8%	0	0%	2	7%
5 Star Homes	9	5%	2	14%	3	18%
4 Star Centers	31	23%	2	11%	3	11%
4 Star Homes	36	21%	7	50%	8	47%
3 Star Centers	56	42%	10	53%	10	36%
3 Star Homes	70	40%	2	14%	2	12%
2 Star Centers	1	1%	0	0%	0	0%
2 Star Homes	7	4%	0	0%	0	0%
1 Star Centers	14	11%	3	16%	3	11%
1 Star Homes	50	29%	3	21%	4	24%
GS 110-106 Centers	13	10%	4	21%	4	14%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	6	5%	0	0%	6	21%
Temporary Homes	1	1%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	0	0%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Centers*	132	69%	19	66%	28	97%
Total Homes**	173	84%	14	82%	17	100%

*Indicates the number of centers enrolling each age grouping and the percent of the total centers in the region (n=192) or county.

**Indicates the number of homes enrolling each age grouping and the percent of the total homes in the region (n=205) or county.

Table 2: Bladen County Enrollment	#	%
Infants & Toddlers Enrolled in Centers	214	31.6%
Preschoolers Enrolled in Centers	464	68.4%
Infants & Toddlers Enrolled in Homes	38	50.0%
Preschoolers Enrolled in Homes	38	50.0%

Table 3: Enrollment by License Level	Region 4 Infant & Toddler Enrollment		Bladen County Infant and Toddler Enrollment		Bladen County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Star Centers	229	8%	0	0%	76
5 Star Homes	32	7%	8	21%	4	11%
4 Star Centers	912	31%	23	11%	57	12%
4 Star Homes	112	24%	17	45%	20	53%
3 Star Centers	1121	38%	119	56%	127	27%
3 Star Homes	184	39%	5	13%	5	13%
2 Star Centers	34	1%	0	0%	0	0%
2 Star Homes	18	4%	0	0%	0	0%
1 Star Centers	312	11%	42	20%	47	10%
1 Star Homes	121	26%	8	21%	9	24%
GS 110-106 Centers	245	8%	30	14%	19	4%
GS 110-106 Homes	N/A	N/A	N/A	N/A	N/A	N/A
Temporary Centers	71	2%	0	0%	138	30%
Temporary Homes	1	0%	0	0%	0	0%
Special Provisional, Provisional, Probationary, Provisional GS 110-106 Centers	0	0%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Enrollment in Centers	2924	36%	214	32%	464	68%
Total Enrollment in Homes	468	58%	38	50%	38	50%

Table 5: Education Points by Enrollment	Region 4 Infant & Toddler Enrollment		Bladen County Infant and Toddler Enrollment		Bladen County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Education Points Centers	58	2%	0	0%	76
5 Education Points Homes	37	8%	8	21%	4	11%
4 Education Points Centers	368	13%	0	0%	40	9%
4 Education Points Homes	67	14%	11	29%	9	24%
3 Education Points Centers	1,154	39%	59	28%	57	12%
3 Education Points Homes	74	16%	3	8%	7	18%
2 Education Points Centers	423	14%	83	39%	87	19%
2 Education Points Homes	35	7%	6	16%	7	18%
1 Education Point Centers	293	10%	0	0%	0	0%
1 Education Point Homes	133	28%	2	5%	2	5%
Unassessed Centers	628	21%	72	34%	204	44%
Unassessed Homes	122	26%	8	21%	9	24%

Table 6: Program Standard Points by Enrollment	Region 4 Infant & Toddler Enrollment		Bladen County Infant and Toddler Enrollment		Bladen County Preschooler Enrollment	
	#	%	#	%	#	%
	5 Program Standard Points Centers	304	10%	0	0%	40
5 Program Standard Points Homes	58	12%	8	21%	4	11%
4 Program Standard Points Centers	443	15%	23	11%	53	11%
4 Program Standard Points Homes	16	3%	8	21%	13	34%
3 Program Standard Points Centers	230	8%	0	0%	0	0%
3 Program Standard Points Homes	5	1%	5	13%	5	13%
2 Program Standard Points Centers	917	31%	83	39%	145	31%
2 Program Standard Points Homes	249	53%	9	24%	7	18%
1 Program Standard Point Centers	402	14%	36	17%	22	5%
1 Program Standard Point Homes	18	4%	0	0%	0	0%
Unassessed Centers	628	21%	72	34%	204	44%
Unassessed Homes	122	26%	8	21%	9	24%

Region 4 Infants and Toddlers Receiving Subsidy

Summary of Key Findings

- Of children 0-5 years living in Region 4 and receiving subsidy, 45% are infants and toddlers and 55% are preschoolers.
- Of children 0-5 years living in Region 4 waiting for subsidy, 60% are infants and toddlers and 40% are preschoolers. In one county there is no waiting list. (Data is missing from Columbus County)
- Of the infants and toddlers receiving subsidy residing in Region 4, 86% are in licensed centers and 14% are in licensed homes.
- Three of the five counties in Region 4 have 40% or more of infants and toddlers receiving subsidy enrolled in programs with a 4- or 5-star license.
- Bladen County has the lowest percent (19%) of subsidized infants and toddlers enrolled in 4- or 5-star programs and Columbus County has the highest percent (49%).
- All of the counties in Region 4 have a higher portion of preschoolers receiving subsidy that are accessing programs with 4- or 5-star licenses than infants and toddlers receiving subsidy.

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

County of Residence	Infant/Toddlers	Preschoolers
Bladen	19%	23%
Brunswick	45%	52%
Columbus	49%	51%
New Hanover	35%	39%
Pender	44%	56%
Region 4	39%	43%

- In Region 4, 19% of infants and toddlers receiving subsidy are enrolled in centers and homes with 4 or 5 education points vs. 21% of subsidized preschoolers.
- In two of the counties in Region 4, 10% or less of the subsidized infants and toddlers are enrolled in a program with 4 or 5 points in education.

Percent of Subsidized Children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Education Points		
County of Residence	Infant/Toddlers	Preschoolers
Bladen	10%	9%
Brunswick	22%	19%
Columbus	48%	49%
New Hanover	8%	11%
Pender	27%	44%
Region 4	19%	21%

- In Region 4, 20% of infants and toddlers receiving subsidy are enrolled in centers or homes with 4 or 5 program standard points vs. 24% of subsidized preschoolers.
- All of the counties in Region 4 have a higher percent of subsidized preschoolers enrolled in programs with 4 or 5 program standard points than subsidized infants and toddlers.
- Across the counties the percent of subsidized infants and toddlers enrolled in programs with 4 or 5 program points ranges from 2% - 32%.

Percent of Subsidized Children Enrolled by Age in Programs (Homes & Centers) with 4 or 5 Program Standard Points		
County of Residence	Infant/Toddlers	Preschoolers
Bladen	18%	22%
Brunswick	32%	35%
Columbus	2%	4%
New Hanover	23%	25%
Pender	19%	27%
Region 4	20%	24%

Region 4 Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	1,667	45%	2,035	55%
Waiting For Subsidy*	164	60%	111	40%

*Missing data from Columbus County in Region 4

Children Receiving Subsidy In Licensed Child Care by Star Rating	NC Statewide Infants & Toddlers Receiving Subsidy		Region 4 Infants & Toddlers Receiving Subsidy		Region 4 Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	1,904	7%	88	6%	143	8%
5 Star Homes	501	10%	13	6%	16	7%
4 Star Centers	8,079	29%	489	34%	662	37%
4 Star Homes	1,528	31%	61	27%	58	25%
3 Star Centers	12,857	47%	698	48%	800	44%
3 Star Homes	1,828	37%	92	41%	92	40%
2 Star Centers	499	2%	6	0%	20	1%
2 Star Homes	51	1%	14	6%	8	3%
1 Star Centers	2,051	7%	50	3%	68	4%
1 Star Homes	1,061	21%	45	20%	55	24%
Temporary Centers	694	3%	38	3%	30	2%
Temporary Homes	31	1%	1	0%	0	0%
GS 110-106 Centers	1,252	5%	72	5%	83	5%
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%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	8	0%	0	0%	0	0%
Total Subsidized Children Enrollment in Centers	27,524	85%	1,441	86%	1,806	89%
Total Subsidized Children Enrollment in Homes	5,008	15%	226	14%	229	11%

Children Receiving Subsidy In Licensed Child Care by Staff Education Points	NC Statewide Infants & Toddlers Receiving Subsidy		Region 4 Infants & Toddlers Receiving Subsidy		Region 4 Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	888	3%	20	1%	47	3%
5 Education Points Homes	336	7%	23	10%	18	8%
4 Education Points Centers	4,748	17%	241	17%	322	18%
4 Education Points Homes	1,337	27%	39	17%	42	18%
3 Education Points Centers	9,352	34%	639	44%	795	44%
3 Education Points Homes	773	15%	33	15%	22	10%
2 Education Points Centers	4,093	15%	214	15%	282	16%
2 Education Points Homes	543	11%	17	8%	24	10%
1 Education Point Centers	4,258	15%	167	12%	179	10%
1 Education Point Homes	919	18%	68	30%	68	30%
Unassessed Centers	4,185	15%	160	11%	181	10%
Unassessed Homes	1,100	22%	46	20%	55	24%

Children Receiving Subsidy In Licensed Child Care by Program Standard Points	NC Statewide Infants & Toddlers Receiving Subsidy		Region 4 Infants & Toddlers Receiving Subsidy		Region 4 Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	2,070	8%	91	6%	151	8%
5 Program Standard Points Homes	653	13%	17	8%	18	8%
4 Program Standard Points Centers	3,608	13%	221	15%	304	17%
4 Program Standard Points Homes	247	5%	12	5%	14	6%
3 Program Standard Points Centers	2,336	8%	97	7%	126	7%
3 Program Standard Points Homes	141	3%	3	1%	7	3%
2 Program Standard Points Centers	12,767	46%	663	46%	844	47%
2 Program Standard Points Homes	2,786	56%	135	60%	129	56%
1 Program Standard Point Centers	2,580	9%	209	15%	200	11%
1 Program Standard Point Homes	81	2%	13	6%	6	3%
Unassessed Centers	4,163	15%	160	11%	181	10%
Unassessed Homes	1,100	22%	46	20%	55	24%

Bladen County Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	140	44%	181	56%
Waiting For Subsidy	13	54%	11	46%

Children Receiving Subsidy In Licensed Child Care by Star Rating	Region 4 Infants & Toddlers Receiving Subsidy		Bladen County Infants & Toddlers Receiving Subsidy		Bladen County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	88	6%	2	2%	1	1%
5 Star Homes	13	6%	4	22%	7	23%
4 Star Centers	489	34%	12	10%	20	13%
4 Star Homes	61	27%	9	50%	14	45%
3 Star Centers	698	48%	75	61%	88	59%
3 Star Homes	92	41%	2	11%	5	16%
2 Star Centers	6	0%	0	0%	0	0%
2 Star Homes	14	6%	0	0%	0	0%
1 Star Centers	50	3%	13	11%	21	14%
1 Star Homes	45	20%	3	17%	5	16%
Temporary Centers	38	3%	2	2%	2	1%
Temporary Homes	1	0%	0	0%	0	0%
GS 110-106 Centers	72	5%	18	15%	18	12%
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	0	0%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Subsidized Children Enrollment in Centers	1,441	86%	122	87%	150	83%
Total Subsidized Children Enrollment in Homes	226	14%	18	13%	31	17%

Children Receiving Subsidy In Licensed Child Care by Staff Education Points	Region 4 Infants & Toddlers Receiving Subsidy		Bladen County Infants & Toddlers Receiving Subsidy		Bladen County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	20	1%	0	0%	0	0%
5 Education Points Homes	23	10%	1	6%	4	13%
4 Education Points Centers	241	17%	4	3%	1	1%
4 Education Points Homes	39	17%	9	50%	12	39%
3 Education Points Centers	639	44%	43	35%	41	27%
3 Education Points Homes	33	15%	1	6%	2	6%
2 Education Points Centers	214	15%	41	34%	67	45%
2 Education Points Homes	17	8%	3	17%	7	23%
1 Education Point Centers	167	12%	1	1%	0	0%
1 Education Point Homes	68	30%	1	6%	1	3%
Unassessed Centers	160	11%	33	27%	41	27%
Unassessed Homes	46	20%	3	17%	5	16%

Children Receiving Subsidy In Licensed Child Care by Program Standard Points	Region 4 Infants & Toddlers Receiving Subsidy		Bladen County Infants & Toddlers Receiving Subsidy		Bladen County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	91	6%	2	2%	1	1%
5 Program Standard Points Homes	17	8%	4	22%	7	23%
4 Program Standard Points Centers	221	15%	10	8%	20	13%
4 Program Standard Points Homes	12	5%	9	50%	11	35%
3 Program Standard Points Centers	97	7%	0	0%	0	0%
3 Program Standard Points Homes	3	1%	0	0%	2	6%
2 Program Standard Points Centers	663	46%	52	43%	71	47%
2 Program Standard Points Homes	135	60%	2	11%	6	19%
1 Program Standard Point Centers	209	15%	25	20%	17	11%
1 Program Standard Point Homes	13	6%	0	0%	0	0%
Unassessed Centers	160	11%	33	27%	41	27%
Unassessed Homes	46	20%	3	17%	5	16%

Brunswick County Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	309	45%	381	55%
Waiting For Subsidy	0	0%	0	0%

Children Receiving Subsidy In Licensed Child Care by Star Rating	Region 4 Infants & Toddlers Receiving Subsidy		Brunswick County Infants & Toddlers Receiving Subsidy		Brunswick County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	88	6%	29	11%	25	7%
5 Star Homes	13	6%	3	8%	0	0%
4 Star Centers	489	34%	106	39%	166	46%
4 Star Homes	61	27%	7	19%	5	23%
3 Star Centers	698	48%	127	47%	153	43%
3 Star Homes	92	41%	19	51%	13	59%
2 Star Centers	6	0%	0	0%	0	0%
2 Star Homes	14	6%	6	16%	3	14%
1 Star Centers	50	3%	10	4%	13	4%
1 Star Homes	45	20%	2	5%	1	5%
Temporary Centers	38	3%	0	0%	0	0%
Temporary Homes	1	0%	0	0%	0	0%
GS 110-106 Centers	72	5%	0	0%	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	0	0%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Subsidized Children Enrollment in Centers	1,441	86%	272	88%	359	94%
Total Subsidized Children Enrollment in Homes	226	14%	37	12%	22	6%

Children Receiving Subsidy In Licensed Child Care by Staff Education Points	Region 4 Infants & Toddlers Receiving Subsidy		Brunswick County Infants & Toddlers Receiving Subsidy		Brunswick County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	20	1%	1	0%	1	0%
5 Education Points Homes	23	10%	0	0%	0	0%
4 Education Points Centers	241	17%	59	22%	69	19%
4 Education Points Homes	39	17%	6	16%	4	18%
3 Education Points Centers	639	44%	125	46%	212	59%
3 Education Points Homes	33	15%	3	8%	1	5%
2 Education Points Centers	214	15%	31	11%	35	10%
2 Education Points Homes	17	8%	11	30%	5	23%
1 Education Point Centers	167	12%	46	17%	27	8%
1 Education Point Homes	68	30%	15	41%	11	50%
Unassessed Centers	160	11%	10	4%	15	4%
Unassessed Homes	46	20%	2	5%	1	5%

Children Receiving Subsidy In Licensed Child Care by Program Standard Points	Region 4 Infants & Toddlers Receiving Subsidy		Brunswick County Infants & Toddlers Receiving Subsidy		Brunswick County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	91	6%	40	15%	30	8%
5 Program Standard Points Homes	17	8%	5	14%	1	5%
4 Program Standard Points Centers	221	15%	61	22%	110	31%
4 Program Standard Points Homes	12	5%	2	5%	0	0%
3 Program Standard Points Centers	97	7%	3	1%	6	2%
3 Program Standard Points Homes	3	1%	0	0%	0	0%
2 Program Standard Points Centers	663	46%	147	54%	184	51%
2 Program Standard Points Homes	135	60%	28	76%	20	91%
1 Program Standard Point Centers	209	15%	11	4%	14	4%
1 Program Standard Point Homes	13	6%	0	0%	0	0%
Unassessed Centers	160	11%	10	4%	15	4%
Unassessed Homes	46	20%	2	5%	1	5%

Columbus County Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	310	52%	291	48%
Waiting For Subsidy*				

*Data not available.

Children Receiving Subsidy In Licensed Child Care by Star Rating	Region 4 Infants & Toddlers Receiving Subsidy		Columbus County Infants & Toddlers Receiving Subsidy		Columbus County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	88	6%	1	0%	0	0%
5 Star Homes	13	6%	2	5%	5	12%
4 Star Centers	489	34%	134	50%	128	52%
4 Star Homes	61	27%	15	38%	15	35%
3 Star Centers	698	48%	123	46%	102	41%
3 Star Homes	92	41%	17	43%	13	30%
2 Star Centers	6	0%	0	0%	0	0%
2 Star Homes	14	6%	0	0%	0	0%
1 Star Centers	50	3%	0	0%	1	0%
1 Star Homes	45	20%	6	15%	10	23%
Temporary Centers	38	3%	0	0%	0	0%
Temporary Homes	1	0%	0	0%	0	0%
GS 110-106 Centers	72	5%	12	4%	17	7%
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	0	0%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Subsidized Children Enrollment in Centers	1,441	86%	270	87%	248	85%
Total Subsidized Children Enrollment in Homes	226	14%	40	13%	43	15%

Children Receiving Subsidy In Licensed Child Care by Staff Education Points	Region 4 Infants & Toddlers Receiving Subsidy		Columbus County Infants & Toddlers Receiving Subsidy		Columbus County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	20	1%	0	0%	0	0%
5 Education Points Homes	23	10%	14	35%	11	26%
4 Education Points Centers	241	17%	133	49%	123	50%
4 Education Points Homes	39	17%	3	8%	9	21%
3 Education Points Centers	639	44%	59	22%	35	14%
3 Education Points Homes	33	15%	11	28%	5	12%
2 Education Points Centers	214	15%	54	20%	66	27%
2 Education Points Homes	17	8%	0	0%	0	0%
1 Education Point Centers	167	12%	12	4%	6	2%
1 Education Point Homes	68	30%	6	15%	8	19%
Unassessed Centers	160	11%	12	4%	18	7%
Unassessed Homes	46	20%	6	15%	10	23%

Children Receiving Subsidy In Licensed Child Care by Program Standard Points	Region 4 Infants & Toddlers Receiving Subsidy		Columbus County Infants & Toddlers Receiving Subsidy		Columbus County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	91	6%	1	0%	0	0%
5 Program Standard Points Homes	17	8%	2	5%	5	12%
4 Program Standard Points Centers	221	15%	4	1%	7	3%
4 Program Standard Points Homes	12	5%	0	0%	0	0%
3 Program Standard Points Centers	97	7%	1	0%	0	0%
3 Program Standard Points Homes	3	1%	0	0%	0	0%
2 Program Standard Points Centers	663	46%	150	56%	134	54%
2 Program Standard Points Homes	135	60%	29	73%	27	63%
1 Program Standard Point Centers	209	15%	102	38%	89	36%
1 Program Standard Point Homes	13	6%	3	8%	1	2%
Unassessed Centers	160	11%	12	4%	18	7%
Unassessed Homes	46	20%	6	15%	10	23%

New Hanover County Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	784	45%	971	55%
Waiting For Subsidy	95	59%	65	41%

Children Receiving Subsidy In Licensed Child Care by Star Rating	Region 4 Infants & Toddlers Receiving Subsidy		New Hanover County Infants & Toddlers Receiving Subsidy		New Hanover County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	88	6%	41	6%	73	8%
5 Star Homes	13	6%	4	5%	4	5%
4 Star Centers	489	34%	213	30%	291	32%
4 Star Homes	61	27%	15	18%	8	11%
3 Star Centers	698	48%	352	50%	438	49%
3 Star Homes	92	41%	29	35%	30	41%
2 Star Centers	6	0%	5	1%	18	2%
2 Star Homes	14	6%	8	10%	5	7%
1 Star Centers	50	3%	22	3%	15	2%
1 Star Homes	45	20%	25	30%	27	36%
Temporary Centers	38	3%	29	4%	16	2%
Temporary Homes	1	0%	1	1%	0	0%
GS 110-106 Centers	72	5%	40	6%	46	5%
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	0	0%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Subsidized Children Enrollment in Centers	1,441	86%	702	90%	897	92%
Total Subsidized Children Enrollment in Homes	226	14%	82	10%	74	8%

Children Receiving Subsidy In Licensed Child Care by Staff Education Points	Region 4 Infants & Toddlers Receiving Subsidy		New Hanover County Infants & Toddlers Receiving Subsidy		New Hanover County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	20	1%	18	3%	43	5%
5 Education Points Homes	23	10%	8	10%	3	4%
4 Education Points Centers	241	17%	24	3%	50	6%
4 Education Points Homes	39	17%	10	12%	6	8%
3 Education Points Centers	639	44%	392	56%	488	54%
3 Education Points Homes	33	15%	9	11%	5	7%
2 Education Points Centers	214	15%	85	12%	111	12%
2 Education Points Homes	17	8%	0	0%	5	7%
1 Education Point Centers	167	12%	92	13%	128	14%
1 Education Point Homes	68	30%	29	35%	28	38%
Unassessed Centers	160	11%	91	13%	77	9%
Unassessed Homes	46	20%	26	32%	27	36%

Children Receiving Subsidy In Licensed Child Care by Program Standard Points	Region 4 Infants & Toddlers Receiving Subsidy		New Hanover County Infants & Toddlers Receiving Subsidy		New Hanover County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	91	6%	33	5%	79	9%
5 Program Standard Points Homes	17	8%	5	6%	5	7%
4 Program Standard Points Centers	221	15%	138	20%	153	17%
4 Program Standard Points Homes	12	5%	1	1%	2	3%
3 Program Standard Points Centers	97	7%	82	12%	112	12%
3 Program Standard Points Homes	3	1%	0	0%	0	0%
2 Program Standard Points Centers	663	46%	288	41%	398	44%
2 Program Standard Points Homes	135	60%	40	49%	35	47%
1 Program Standard Point Centers	209	15%	70	10%	78	9%
1 Program Standard Point Homes	13	6%	10	12%	5	7%
Unassessed Centers	160	11%	91	13%	77	9%
Unassessed Homes	46	20%	26	32%	27	36%

Pender County Data April 2005

	Infants & Toddlers		Preschoolers	
	#	%	#	%
Receiving Subsidy	124	37%	210	63%
Waiting For Subsidy	56	62%	35	38%

Children Receiving Subsidy In Licensed Child Care by Star Rating	Region 4 Infants & Toddlers Receiving Subsidy		Pender County Infants & Toddlers Receiving Subsidy		Pender County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Star Centers	88	6%	15	20%	44	29%
5 Star Homes	13	6%	0	0%	0	0%
4 Star Centers	489	34%	24	32%	57	38%
4 Star Homes	61	27%	15	31%	16	28%
3 Star Centers	698	48%	21	28%	19	13%
3 Star Homes	92	41%	25	51%	31	53%
2 Star Centers	6	0%	1	1%	2	1%
2 Star Homes	14	6%	0	0%	0	0%
1 Star Centers	50	3%	5	7%	18	12%
1 Star Homes	45	20%	9	18%	11	19%
Temporary Centers	38	3%	7	9%	12	8%
Temporary Homes	1	0%	0	0%	0	0%
GS 110-106 Centers	72	5%	2	3%	0	0%
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	0	0%	0	0%	0	0%
Special Provisional, Provisional, & Probationary Homes	0	0%	0	0%	0	0%
Total Subsidized Children Enrollment in Centers	1,441	86%	75	60%	152	72%
Total Subsidized Children Enrollment in Homes	226	14%	49	40%	58	28%

Children Receiving Subsidy In Licensed Child Care by Staff Education Points	Region 4 Infants & Toddlers Receiving Subsidy		Pender County Infants & Toddlers Receiving Subsidy		Pender County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Education Points Centers	20	1%	1	1%	3	2%
5 Education Points Homes	23	10%	0	0%	0	0%
4 Education Points Centers	241	17%	21	28%	79	52%
4 Education Points Homes	39	17%	11	22%	11	19%
3 Education Points Centers	639	44%	20	27%	19	13%
3 Education Points Homes	33	15%	9	18%	9	16%
2 Education Points Centers	214	15%	3	4%	3	2%
2 Education Points Homes	17	8%	3	6%	7	12%
1 Education Point Centers	167	12%	16	21%	18	12%
1 Education Point Homes	68	30%	17	35%	20	34%
Unassessed Centers	160	11%	14	19%	30	20%
Unassessed Homes	46	20%	9	18%	11	19%

Children Receiving Subsidy In Licensed Child Care by Program Standard Points	Region 4 Infants & Toddlers Receiving Subsidy		Pender County Infants & Toddlers Receiving Subsidy		Pender County Preschoolers Receiving Subsidy	
	#	%	#	%	#	%
5 Program Standard Points Centers	91	6%	15	20%	41	27%
5 Program Standard Points Homes	17	8%	1	2%	0	0%
4 Program Standard Points Centers	221	15%	8	11%	14	9%
4 Program Standard Points Homes	12	5%	0	0%	1	2%
3 Program Standard Points Centers	97	7%	11	15%	8	5%
3 Program Standard Points Homes	3	1%	3	6%	5	9%
2 Program Standard Points Centers	663	46%	26	35%	57	38%
2 Program Standard Points Homes	135	60%	36	73%	41	71%
1 Program Standard Point Centers	209	15%	1	1%	2	1%
1 Program Standard Point Homes	13	6%	0	0%	0	0%
Unassessed Centers	160	11%	14	19%	30	20%
Unassessed Homes	46	20%	9	18%	11	19%

Infant and Toddler Child Care Workforce in Region 4

Summary of Key Findings

- Only two counties in Region 4 (Bladen & New Hanover) have 30% or more of their infant and toddler teachers with a two or four year degree. The remaining six 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
Bladen	4%	34%	26%	26%	8%
Brunswick	0%	14%	63%	14%	8%
Columbus	2%	22%	57%	19%	0%
New Hanover	1%	13%	46%	16%	24%
Pender	7%	14%	57%	0%	21%
Region 4	2%	18%	49%	13%	11%

- In all of the counties in Region 4 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 all but one of the counties (New Hanover) 40% or more of infant and toddler teachers are without health insurance from any source. In Bladen County 68% of the workforce caring for infants and toddlers were without health insurance.
- In all but one of the counties in Region 4 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. In Brunswick County the percent was the same. Across the counties, 38% - 55% of the infant and toddler workforce report receiving public assistance in the past three years.
- In every county across Region 4, except Pender County, infant and toddler teachers reported earning a lower hourly wage than preschool teachers. In three of the counties in Region 4 (Bladen, Brunswick & Columbus) the median wage of infant and toddler teachers was less than \$7.50 an hour.

- In three counties in Region 4 (Brunswick, Columbus & Pender), 70% or more of the infant and toddler workforce has a family income of less than \$30,000. In all the counties 70% or more of the workforce have children of their own.

Economic Profile of Infant and Toddler Teachers by County					
County	% with No Health	% Receiving	Median Hourly	% with Family	% with Children
	Insurance from Any	Government		Income below	
	Source	Assistance in Last 3	Wage	\$30,000	
		Years			
Bladen	68%	38%	\$6.25	61%	78%
Brunswick	49%	40%	\$7.38	72%	73%
Columbus	46%	41%	\$6.65	87%	76%
New Hanover	34%	39%	\$7.75	62%	73%
Pender	57%	55%	\$7.75	85%	79%
Region 4	42%	40%	\$7.30	69%	74%

- In all but one county in Region 4 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. In Bladen County the percent was 2% lower.
- In all of the counties in Region 4, 30% or more of the infant/toddler workforce had taken college courses in the past twelve months. In four of the five counties, 30% or more of the infant/toddler workforce reported being interested in taking college courses.
- In all of the counties in Region 4 the percent of infant/toddler teachers planning to leave the field in three years was higher than that of preschool teachers. Across the counties the prospective turnover rate¹⁰ of infant and toddler teachers ranged from 14%-28%.

¹⁰ 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 4
Infant & Toddler Teachers & Preschool Teachers**

	NC Statewide Infant & Toddler Teachers	Region 4 Infant & Toddler Teachers	Region 4 Preschool Teachers
Number of Teachers	6420	296	243
Percent of Total Teachers	50%	55%	45%
Number of Programs	1,783	92	84
Titles/ Positions			
Lead Teacher/Teacher	75%	78%	71%
Assistant Teacher	19%	18%	25%
Other	6%	4%	4%

Demographic Profile	NC Statewide Infant & Toddler Teachers	Region 4 Infant & Toddler Teachers	Region 4 Preschool Teachers
Median Age	33	32	37
Female	100%	100%	99%
Teachers of Color	47%	43%	44%
Have Children	74%	74%	79%
Single Parent (children under 18)	23%	25%	23%

Training & Education	NC Statewide Infant & Toddler Teachers	Region 4 Infant & Toddler Teachers	Region 4 Preschool Teachers
Received a T.E.A.C.H Scholarship	25%	19%	15%
Has Taken a College Course in Past 12 Months	46%	44%	43%
Currently Taking Early Childhood Courses	32%	32%	31%
Interested in Taking Courses	49%	44%	45%
Have Earned a College Degree	23%	33%	41%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	3%	4%	5%
Bachelors Degree or Higher in Other Field	8%	13%	12%
Associate Degree in Early Childhood	9%	11%	17%
Associate Degree in Other Field	4%	5%	6%
High School Diploma + College Courses	57%	49%	48%
High School Diploma + workshop Training	3%	3%	2%
High School Diploma	15%	13%	8%
Some High School	2%	2%	1%
Credentials			
NC Early Childhood Credential	70%	70%	67%
NC Administrative Credential	14%	13%	24%
Early Childhood Diploma	4%	3%	7%
Early Childhood Certificate	10%	8%	8%
Child Development Associate (CDA) Credential	5%	4%	12%
B-k/Preschool add-on Teacher Licensure	1%	3%	3%

Living Conditions	NC Statewide Infant & Toddler Teachers	Region 4 Infant & Toddler Teachers	Region 4 Preschool Teachers
Family Income below \$30,000	60%	69%	62%
Work More than 40hrs per Week	43%	50%	43%
Work Another Job	9%	9%	11%
Median Number of Hours at Other Job	15.0	20.0	13.5
No Health Insurance	32%	42%	28%
Use of Government Assistance in Past 3 Years			
AFDC/TANF	3%	3%	4%
Medicaid for Myself	16%	15%	11%
Child Care Subsidy	18%	19%	16%
Subsidized Housing/Section 8	5%	5%	5%
Medicaid for my child	27%	27%	25%
Food Stamps	15%	16%	14%
Health Choice for my Child	11%	12%	13%
Receive no Assistance	61%	60%	64%

Experience & Turnover	NC Statewide Infant & Toddler Teachers	Region 4 Infant & Toddler Teachers	Region 4 Preschool Teachers
Median # of Years in Center	2	2.0	2.58
Median # of Years in Child Care Field	5	5.0	7.7
Teachers with Less than One Year in Center	29%	28%	23%
Leaving Field in 3 years	23%	23%	16%

Wages and Salary Supplements	NC Statewide Infant & Toddler Teachers	Region 4 Infant & Toddler Teachers	Region 4 Preschool Teachers
Percent That Received a Salary Supplement	38%	35%	40%
Median Teacher Wage w/ Salary Supplement	\$7.75	\$7.50	\$8.10
Median Teacher Wage w/out Supplement	\$7.51	\$7.30	\$8.00

Professional Support Benefits	NC Statewide Infant & Toddler Teachers	Region 4 Infant & Toddler Teachers	Region 4 Preschool Teachers
Paid Breaks	44%	40%	50%
Paid Prep. or Planning Time	33%	34%	41%
Written Job Description	59%	61%	76%
Written Personnel Policies	55%	60%	69%
Orientation Program	64%	62%	73%
Paid Time off for Training	27%	22%	33%
Paid Education/Training Expenses	49%	51%	55%
None of Those Listed Above	16%	15%	8%
Receive 6-7 of Those Listed Above	19%	19%	26%

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

	Region 4 Infant & Toddler Teachers	Bladen County Infant & Toddler Teachers	Bladen County Preschool Teachers
Number of Teachers	296	23	14
Percent of Total Teachers	55%	62%	38%
Number of Programs	92	12	9
Titles/ Positions			
Lead Teacher/Teacher	78%	67%	92%
Assistant Teacher	18%	19%	8%
Other	4%	14%	0%

Demographic Profile	Region 4 Infant & Toddler Teachers	Bladen County Infant & Toddler Teachers	Bladen County Preschool Teachers
Median Age	32	36	41
Female	100%	100%	100%
Teachers of Color	43%	50%	33%
Have Children	74%	78%	69%
Single Parent (children under 18)	25%	26%	8%

Training & Education	Region 4 Infant & Toddler Teachers	Bladen County Infant & Toddler Teachers	Bladen County Preschool Teachers
Received a T.E.A.C.H Scholarship	19%	13%	23%
Has Taken a College Course in Past 12 Months	44%	30%	45%
Currently Taking Early Childhood Courses	32%	14%	0%
Interested in Taking Courses	44%	33%	42%
Have Earned a College Degree	33%	35%	31%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	4%	4%	0%
Bachelors Degree or Higher in Other Field	13%	4%	0%
Associate Degree in Early Childhood	11%	17%	31%
Associate Degree in Other Field	5%	9%	0%
High School Diploma + College Courses	49%	26%	46%
High School Diploma + workshop Training	3%	4%	0%
High School Diploma	13%	30%	23%
Some High School	2%	4%	0%
Credentials			
NC Early Childhood Credential	70%	67%	77%
NC Administrative Credential	13%	33%	31%
Early Childhood Diploma	3%	0%	8%
Early Childhood Certificate	8%	10%	0%
Child Development Associate (CDA) Credential	4%	14%	15%
B-K/Preschool add-on Teacher Licensure	3%	0%	0%

Living Conditions	Region 4 Infant & Toddler Teachers	Bladen County Infant & Toddler Teachers	Bladen County Preschool Teachers
Family Income below \$30,000	69%	61%	70%
Work More than 40hrs per Week	50%	43%	31%
Work Another Job	9%	4%	0%
Median Number of Hours at Other Job	20.0	16.0	N/A
No Health Insurance	42%	68%	38%
Use of Government Assistance in Past 3 Years			
AFDC/TANF	3%	0%	0%
Medicaid for Myself	15%	29%	9%
Child Care Subsidy	19%	19%	9%
Subsidized Housing/Section 8	5%	5%	0%
Medicaid for my child	27%	19%	18%
Food Stamps	16%	14%	9%
Health Choice for my Child	12%	14%	0%
Receive no Assistance	60%	62%	82%

Experience & Turnover	Region 4 Infant & Toddler Teachers	Bladen County Infant & Toddler Teachers	Bladen County Preschool Teachers
Median # of Years in Center	2	3.0	6.29
Median # of Years in Child Care Field	5	5.0	4.0
Teachers with Less than One Year in Center	28%	18%	17%
Leaving Field in 3 years	23%	23%	15%

Wages and Salary Supplements	Region 4 Infant & Toddler Teachers	Bladen County Infant & Toddler Teachers	Bladen County Preschool Teachers
Percent That Received a Salary Supplement	35%	52%	46%
Median Teacher Wage w/ Salary Supplement	\$7.50	\$7.02	\$6.75
Median Teacher Wage w/out Supplement	\$7.30	\$6.25	\$6.75

Professional Support Benefits	Region 4 Infant & Toddler Teachers	Bladen County Infant & Toddler Teachers	Bladen County Preschool Teachers
Paid Breaks	40%	52%	75%
Paid Prep. or Planning Time	34%	43%	83%
Written Job Description	61%	71%	92%
Written Personnel Policies	60%	62%	83%
Orientation Program	62%	76%	83%
Paid Time off for Training	22%	24%	42%
Paid Education/Training Expenses	51%	38%	83%
None of Those Listed Above	15%	13%	15%
Receive 6-7 of Those Listed Above	19%	26%	62%

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

	Region 4 Infant & Toddler Teachers	Brunswick County Infant & Toddler Teachers	Brunswick County Preschool Teachers
Number of Teachers	296	52	47
Percent of Total Teachers	55%	53%	47%
Number of Programs	92	15	13
Titles/ Positions			
Lead Teacher/Teacher	78%	82%	64%
Assistant Teacher	18%	16%	28%
Other	4%	2%	9%

Demographic Profile	Region 4 Infant & Toddler Teachers	Brunswick County Infant & Toddler Teachers	Brunswick County Preschool Teachers
Median Age	32	30	38
Female	100%	100%	100%
Teachers of Color	43%	40%	35%
Have Children	74%	73%	87%
Single Parent (children under 18)	25%	24%	17%

Training & Education	Region 4 Infant & Toddler Teachers	Brunswick County Infant & Toddler Teachers	Brunswick County Preschool Teachers
Received a T.E.A.C.H Scholarship	19%	19%	11%
Has Taken a College Course in Past 12 Months	44%	47%	64%
Currently Taking Early Childhood Courses	32%	38%	57%
Interested in Taking Courses	44%	52%	50%
Have Earned a College Degree	33%	22%	37%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	4%	4%	4%
Bachelors Degree or Higher in Other Field	13%	4%	11%
Associate Degree in Early Childhood	11%	6%	15%
Associate Degree in Other Field	5%	8%	7%
High School Diploma + College Courses	49%	63%	50%
High School Diploma + workshop Training	3%	4%	2%
High School Diploma	13%	10%	9%
Some High School	2%	0%	2%
Credentials			
NC Early Childhood Credential	70%	80%	74%
NC Administrative Credential	13%	16%	26%
Early Childhood Diploma	3%	6%	14%
Early Childhood Certificate	8%	8%	7%
Child Development Associate (CDA) Credential	4%	4%	26%
B-K/Preschool add-on Teacher Licensure	3%	2%	2%

Living Conditions	Region 4 Infant & Toddler Teachers	Brunswick County Infant & Toddler Teachers	Brunswick County Preschool Teachers
Family Income below \$30,000	69%	72%	55%
Work More than 40hrs per Week	50%	44%	37%
Work Another Job	9%	8%	4%
Median Number of Hours at Other Job	20.0	20.0	8.0
No Health Insurance	42%	49%	40%
Use of Government Assistance in Past 3 Years			
AFDC/TANF	3%	0%	4%
Medicaid for Myself	15%	21%	16%
Child Care Subsidy	19%	19%	22%
Subsidized Housing/Section 8	5%	0%	2%
Medicaid for my child	27%	23%	29%
Food Stamps	16%	6%	13%
Health Choice for my Child	12%	15%	13%
Receive no Assistance	60%	60%	60%

Experience & Turnover	Region 4 Infant & Toddler Teachers	Brunswick County Infant & Toddler Teachers	Brunswick County Preschool Teachers
Median # of Years in Center	2	2.6	3.415
Median # of Years in Child Care Field	5	5.0	6.0
Teachers with Less than One Year in Center	28%	25%	22%
Leaving Field in 3 years	23%	28%	11%

Wages and Salary Supplements	Region 4 Infant & Toddler Teachers	Brunswick County Infant & Toddler Teachers	Brunswick County Preschool Teachers
Percent That Received a Salary Supplement	35%	37%	31%
Median Teacher Wage w/ Salary Supplement	\$7.50	\$7.50	\$9.17
Median Teacher Wage w/out Supplement	\$7.30	\$7.38	\$8.50

Professional Support Benefits	Region 4 Infant & Toddler Teachers	Brunswick County Infant & Toddler Teachers	Brunswick County Preschool Teachers
Paid Breaks	40%	43%	48%
Paid Prep. or Planning Time	34%	43%	48%
Written Job Description	61%	64%	76%
Written Personnel Policies	60%	66%	69%
Orientation Program	62%	64%	81%
Paid Time off for Training	22%	15%	36%
Paid Education/Training Expenses	51%	57%	71%
None of Those Listed Above	15%	15%	13%
Receive 6-7 of Those Listed Above	19%	25%	32%

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

	Region 4 Infant & Toddler Teachers	Columbus County Infant & Toddler Teachers	Columbus County Preschool Teachers
Number of Teachers	296	46	46
Percent of Total Teachers	55%	50%	50%
Number of Programs	92	13	15
Titles/ Positions			
Lead Teacher/Teacher	78%	87%	62%
Assistant Teacher	18%	11%	33%
Other	4%	2%	4%

Demographic Profile	Region 4 Infant & Toddler Teachers	Columbus County Infant & Toddler Teachers	Columbus County Preschool Teachers
Median Age	32	40	41
Female	100%	100%	100%
Teachers of Color	43%	45%	52%
Have Children	74%	76%	85%
Single Parent (children under 18)	25%	18%	24%

Training & Education	Region 4 Infant & Toddler Teachers	Columbus County Infant & Toddler Teachers	Columbus County Preschool Teachers
Received a T.E.A.C.H Scholarship	19%	31%	9%
Has Taken a College Course in Past 12 Months	44%	37%	30%
Currently Taking Early Childhood Courses	32%	47%	24%
Interested in Taking Courses	44%	47%	41%
Have Earned a College Degree	33%	20%	46%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	4%	0%	0%
Bachelors Degree or Higher in Other Field	13%	0%	2%
Associate Degree in Early Childhood	11%	15%	43%
Associate Degree in Other Field	5%	4%	0%
High School Diploma + College Courses	49%	57%	46%
High School Diploma + workshop Training	3%	0%	4%
High School Diploma	13%	22%	2%
Some High School	2%	2%	2%
Credentials			
NC Early Childhood Credential	70%	73%	50%
NC Administrative Credential	13%	10%	29%
Early Childhood Diploma	3%	0%	13%
Early Childhood Certificate	8%	24%	5%
Child Development Associate (CDA) Credential	4%	0%	24%
B-K/Preschool add-on Teacher Licensure	3%	0%	0%

Living Conditions	Region 4 Infant & Toddler Teachers	Columbus County Infant & Toddler Teachers	Columbus County Preschool Teachers
Family Income below \$30,000	69%	87%	72%
Work More than 40hrs per Week	50%	44%	30%
Work Another Job	9%	9%	4%
Median Number of Hours at Other Job	20.0	16.5	21.0
No Health Insurance	42%	46%	23%
Use of Government Assistance in Past 3 Years			
AFDC/TANF	3%	8%	7%
Medicaid for Myself	15%	13%	10%
Child Care Subsidy	19%	10%	10%
Subsidized Housing/Section 8	5%	3%	2%
Medicaid for my child	27%	28%	21%
Food Stamps	16%	13%	14%
Health Choice for my Child	12%	10%	17%
Receive no Assistance	60%	59%	62%

Experience & Turnover	Region 4 Infant & Toddler Teachers	Columbus County Infant & Toddler Teachers	Columbus County Preschool Teachers
Median # of Years in Center	2	2.3	4.25
Median # of Years in Child Care Field	5	4.0	9.8
Teachers with Less than One Year in Center	28%	24%	9%
Leaving Field in 3 years	23%	21%	13%

Wages and Salary Supplements	Region 4 Infant & Toddler Teachers	Columbus County Infant & Toddler Teachers	Columbus County Preschool Teachers
Percent That Received a Salary Supplement	35%	44%	72%
Median Teacher Wage w/ Salary Supplement	\$7.50	\$6.89	\$11.57
Median Teacher Wage w/out Supplement	\$7.30	\$6.65	\$11.22

Professional Support Benefits	Region 4 Infant & Toddler Teachers	Columbus County Infant & Toddler Teachers	Columbus County Preschool Teachers
Paid Breaks	40%	41%	48%
Paid Prep. or Planning Time	34%	21%	38%
Written Job Description	61%	44%	60%
Written Personnel Policies	60%	46%	55%
Orientation Program	62%	51%	58%
Paid Time off for Training	22%	13%	38%
Paid Education/Training Expenses	51%	33%	48%
None of Those Listed Above	15%	30%	17%
Receive 6-7 of Those Listed Above	19%	11%	13%

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

	Region 4 Infant & Toddler Teachers	New Hanover County Infant & Toddler Teachers	New Hanover County Preschool Teachers
Number of Teachers	296	161	132
Percent of Total Teachers	55%	55%	45%
Number of Programs	92	46	44
Titles/ Positions			
Lead Teacher/Teacher	78%	74%	75%
Assistant Teacher	18%	22%	22%
Other	4%	4%	3%

Demographic Profile	Region 4 Infant & Toddler Teachers	New Hanover County Infant & Toddler Teachers	New Hanover County Preschool Teachers
Median Age	32	31	35
Female	100%	100%	98%
Teachers of Color	43%	42%	47%
Have Children	74%	73%	76%
Single Parent (children under 18)	25%	27%	27%

Training & Education	Region 4 Infant & Toddler Teachers	New Hanover County Infant & Toddler Teachers	New Hanover County Preschool Teachers
Received a T.E.A.C.H Scholarship	19%	15%	18%
Has Taken a College Course in Past 12 Months	44%	44%	39%
Currently Taking Early Childhood Courses	32%	29%	27%
Interested in Taking Courses	44%	44%	46%
Have Earned a College Degree	33%	40%	43%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	4%	4%	8%
Bachelors Degree or Higher in Other Field	13%	20%	18%
Associate Degree in Early Childhood	11%	12%	8%
Associate Degree in Other Field	5%	4%	9%
High School Diploma + College Courses	49%	46%	47%
High School Diploma + workshop Training	3%	4%	1%
High School Diploma	13%	9%	8%
Some High School	2%	1%	1%
Credentials			
NC Early Childhood Credential	70%	66%	70%
NC Administrative Credential	13%	9%	19%
Early Childhood Diploma	3%	3%	3%
Early Childhood Certificate	8%	4%	10%
Child Development Associate (CDA) Credential	4%	3%	3%
B-K/Preschool add-on Teacher Licensure	3%	4%	4%

Living Conditions	Region 4 Infant & Toddler Teachers	New Hanover County Infant & Toddler Teachers	New Hanover County Preschool Teachers
Family Income below \$30,000	69%	62%	62%
Work More than 40hrs per Week	50%	53%	50%
Work Another Job	9%	10%	16%
Median Number of Hours at Other Job	20.0	17.5	15.0
No Health Insurance	42%	34%	25%
Use of Government Assistance in Past 3 Years			
AFDC/TANF	3%	3%	3%
Medicaid for Myself	15%	12%	11%
Child Care Subsidy	19%	21%	17%
Subsidized Housing/Section 8	5%	6%	8%
Medicaid for my child	27%	28%	26%
Food Stamps	16%	21%	16%
Health Choice for my Child	12%	12%	13%
Receive no Assistance	60%	61%	64%

Experience & Turnover	Region 4 Infant & Toddler Teachers	New Hanover County Infant & Toddler Teachers	New Hanover County Preschool Teachers
Median # of Years in Center	2	1.9	2.08
Median # of Years in Child Care Field	5	5.1	8.0
Teachers with Less than One Year in Center	28%	30%	28%
Leaving Field in 3 years	23%	22%	19%

Wages and Salary Supplements	Region 4 Infant & Toddler Teachers	New Hanover County Infant & Toddler Teachers	New Hanover County Preschool Teachers
Percent That Received a Salary Supplement	35%	29%	33%
Median Teacher Wage w/ Salary Supplement	\$7.50	\$7.95	\$8.00
Median Teacher Wage w/out Supplement	\$7.30	\$7.75	\$8.00

Professional Support Benefits	Region 4 Infant & Toddler Teachers	New Hanover County Infant & Toddler Teachers	New Hanover County Preschool Teachers
Paid Breaks	40%	38%	47%
Paid Prep. or Planning Time	34%	32%	34%
Written Job Description	61%	62%	78%
Written Personnel Policies	60%	62%	72%
Orientation Program	62%	62%	74%
Paid Time off for Training	22%	25%	31%
Paid Education/Training Expenses	51%	52%	48%
None of Those Listed Above	15%	11%	3%
Receive 6-7 of Those Listed Above	19%	17%	23%

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

	Region 4 Infant & Toddler Teachers	Pender County Infant & Toddler Teachers	Pender County Preschool Teachers
Number of Teachers	296	14	5
Percent of Total Teachers	55%	74%	26%
Number of Programs	92	6	3
Titles/ Positions			
Lead Teacher/Teacher	78%	93%	60%
Assistant Teacher	18%	0%	40%
Other	4%	7%	0%

Demographic Profile	Region 4 Infant & Toddler Teachers	Pender County Infant & Toddler Teachers	Pender County Preschool Teachers
Median Age	32	33	27
Female	100%	100%	100%
Teachers of Color	43%	43%	0%
Have Children	74%	79%	60%
Single Parent (children under 18)	25%	31%	0%

Training & Education	Region 4 Infant & Toddler Teachers	Pender County Infant & Toddler Teachers	Pender County Preschool Teachers
Received a T.E.A.C.H Scholarship	19%	36%	20%
Has Taken a College Course in Past 12 Months	44%	69%	80%
Currently Taking Early Childhood Courses	32%	23%	50%
Interested in Taking Courses	44%	25%	50%
Have Earned a College Degree	33%	21%	0%
Highest Level of Education			
Bachelors Degree or Higher in Early Childhood	4%	7%	0%
Bachelors Degree or Higher in Other Field	13%	14%	0%
Associate Degree in Early Childhood	11%	0%	0%
Associate Degree in Other Field	5%	0%	0%
High School Diploma + College Courses	49%	57%	80%
High School Diploma + workshop Training	3%	0%	0%
High School Diploma	13%	14%	20%
Some High School	2%	7%	0%
Credentials			
NC Early Childhood Credential	70%	75%	60%
NC Administrative Credential	13%	17%	40%
Early Childhood Diploma	3%	8%	0%
Early Childhood Certificate	8%	0%	0%
Child Development Associate (CDA) Credential	4%	0%	0%
B-K/Preschool add-on Teacher Licensure	3%	8%	0%

Living Conditions	Region 4 Infant & Toddler Teachers	Pender County Infant & Toddler Teachers	Pender County Preschool Teachers
Family Income below \$30,000	69%	85%	40%
Work More than 40hrs per Week	50%	64%	40%
Work Another Job	9%	14%	20%
Median Number of Hours at Other Job	20.0	15.0	20.0
No Health Insurance	42%	57%	20%
Use of Government Assistance in Past 3 Years			
AFDC/TANF	3%	0%	0%
Medicaid for Myself	15%	18%	0%
Child Care Subsidy	19%	18%	0%
Subsidized Housing/Section 8	5%	9%	0%
Medicaid for my child	27%	45%	20%
Food Stamps	16%	18%	0%
Health Choice for my Child	12%	9%	0%
Receive no Assistance	60%	45%	80%

Experience & Turnover	Region 4 Infant & Toddler Teachers	Pender County Infant & Toddler Teachers	Pender County Preschool Teachers
Median # of Years in Center	2	2.0	1.33
Median # of Years in Child Care Field	5	7.5	2.5
Teachers with Less than One Year in Center	28%	36%	40%
Leaving Field in 3 years	23%	14%	0%

Wages and Salary Supplements	Region 4 Infant & Toddler Teachers	Pender County Infant & Toddler Teachers	Pender County Preschool Teachers
Percent That Received a Salary Supplement	35%	50%	0%
Median Teacher Wage w/ Salary Supplement	\$7.50	\$7.75	\$6.34
Median Teacher Wage w/out Supplement	\$7.30	\$7.75	\$6.34

Professional Support Benefits	Region 4 Infant & Toddler Teachers	Pender County Infant & Toddler Teachers	Pender County Preschool Teachers
Paid Breaks	40%	38%	80%
Paid Prep. or Planning Time	34%	54%	80%
Written Job Description	61%	69%	100%
Written Personnel Policies	60%	54%	80%
Orientation Program	62%	62%	80%
Paid Time off for Training	22%	23%	20%
Paid Education/Training Expenses	51%	77%	100%
None of Those Listed Above	15%	7%	0%
Receive 6-7 of Those Listed Above	19%	29%	80%