

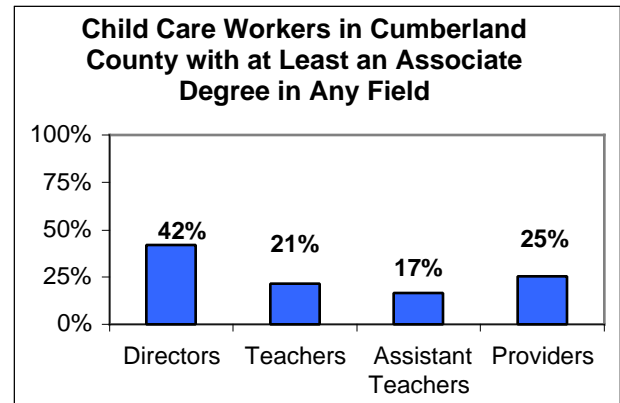
The Child Care Workforce in Cumberland County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Cumberland County findings from a recent statewide survey of the child care workforce in which **71** directors, **539** teachers and **88** family child care providers responded from Cumberland County. On the reverse side is a list of local and statewide early childhood resources that provide personal or professional assistance for the child care workforce.

Education

- *Degreed professionals.* In Cumberland County, **12%** of center directors, **10%** of teachers, **8%** of assistant teachers and **13%** of family child care providers have at least an Associate degree in early childhood education (ECE) or a related field. A higher percentage of workers have a degree in any field (see the chart). Among child care workers statewide, **50%** of directors, **30%** of teachers, **19%** of assistant teachers and **20%** of family child care providers have a degree in any field.
- *Coursework.* Most child care professionals in Cumberland County have taken college courses at some time. This includes **99%** of directors, **80%** of teachers, **75%** of assistant teachers and **86%** of family child care providers who have taken at least one course in any field. Additionally, **37%** of directors, **33%** of teachers, **27%** of assistant teachers and **41%** of family child care providers are currently taking courses in the early childhood field.

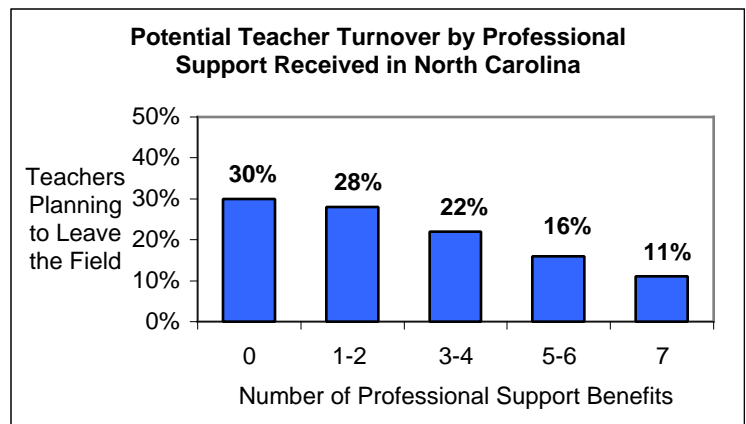


Wages and Benefits

- *Median wages.* Center directors in Cumberland County earn **\$10.00** per hour, teachers earn **\$7.00** per hour, assistant teachers earn **\$7.14** per hour and family child care providers earn **\$4.60** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers, **\$7.51** per hour for assistant teachers and **\$5.71** for family child care providers.
- *Public assistance.* Countywide, **35%** of teachers and assistant teachers have needed at least one type of public assistance (e.g., TANF, Medicaid, Food Stamps, etc.) in the past three years.
- *Salary supplements.* Currently, **26%** of directors, **33%** of teachers, **17%** of assistant teachers and **30%** of family child care providers in Cumberland County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **63%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **7%** pay for the full cost of health insurance, **18%** provide partial assistance for health insurance and **46%** provide paid sick leave. Moreover, **30%** of teachers and assistant teachers and **24%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **59%** help staff pay for education or training expenses, **31%** provide paid time off for training and **66%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **11.0** years of experience in the child care field compared to **6.3** years for teachers, **7.0** years for assistant teachers and **6.0** years for family child care providers. Furthermore, **15%** of directors and **27%** of teachers and **23%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Cumberland County report that **26%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate is **24%**. Teachers who receive high levels of professional support from their centers (e.g., paid planning time, support for educational expenses, etc.) are more likely to say that they will remain in the child care field than teachers who receive less support (see the chart for statewide data).



All data are based on a 2003 statewide workforce survey performed by Child Care Services Association as part of the N.C. Needs and Resources Assessment conducted by the FPG Child Development Institute and funded by the N.C. Division of Child Development. Child Care Services Association prepared this information sheet with funding from the N.C. Division of Child Development.

Resources for the Child Care Workforce in Cumberland County

Professional Development Opportunities

North Carolina Institute for Early Childhood Professional Development

The North Carolina Institute for Early Childhood Professional Development strives to increase child care quality by addressing the education and compensation needs of the child care workforce. The Institute supports professional development opportunities, scholarship programs and outreach about the links between provider education and child care quality to ensure progress toward a better educated and compensated workforce. For more information on the Institute and for professional development support, contact: Claudette Grooms, (919) 662-4499, www.ncchildcare.org.

Community Colleges, Four-Year Colleges and Universities

North Carolina has an extensive system of institutions that offer college coursework in the child care field. Child care providers and administrators can take courses and earn credentials in early childhood education and child development at community colleges, four-year colleges and universities throughout the state. The following public institution provides some of these courses and is located in your area.

Fayetteville Technical Community College
Pat Weaver
(910) 678-8425

Smart Start

Smart Start funds early childhood programs and services in every North Carolina county. Local Smart Start offices may provide child care training opportunities and program quality enhancement dollars for child care programs that meet or are working toward certain provider education standards. For information on the Smart Start services in your area, contact: Partnership For Children of Cumberland County, (910) 867-9700.

T.E.A.C.H. Early Childhood® Scholarships

The T.E.A.C.H. Early Childhood® Project gives scholarships to child care workers to complete course work in early childhood education and to increase their compensation. T.E.A.C.H.® offers a variety of scholarship programs for teachers, directors and family child care providers working in licensed child care programs in North Carolina. All T.E.A.C.H. Early Childhood® scholarships link continuing education with increased compensation and require that recipients and their sponsoring child care programs share in the cost. For more information about T.E.A.C.H.®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Financial Benefits

Salary Supplements

Salary supplements tied to child care provider education encourage providers to stay in the field while continuing their education. The largest salary supplement program in North Carolina is the Child Care WAGE\$® Project. All counties that receive Smart Start dollars can use WAGE\$® to supplement the earnings of teachers, directors and family child care providers who work with young children. For information about Child Care WAGE\$®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

T.E.A.C.H. Early Childhood® Health Insurance Program

The T.E.A.C.H. Early Childhood® Health Insurance Program provides a low-cost health insurance option to child care providers and employers who utilize the T.E.A.C.H. Early Childhood® Project. The child care program, the provider and T.E.A.C.H.® share the cost of health insurance, making coverage a viable option for more providers. For information about T.E.A.C.H.® Health Insurance, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Child and Adult Care Food Program

The Child and Adult Care Food Program (CACFP) is a federally funded program that provides per-meal reimbursements to child care programs that meet the CACFP's nutritional guidelines for meals and snacks served. Program participants have received significant savings in food costs because of these reimbursements. For information on the CACFP and how to participate, contact: Special Nutrition Programs Regional Consultants, Cassandra Harris, (919) 363-2268, or Deidra Jackson, (910) 486-4064.

Other Resources

Child Care Resource and Referral Agencies (CCR&R's)

These agencies help child care providers improve their programs through training, technical assistance and supportive services. CCR&R's help connect child care providers with the resources they need. In Cumberland County contact: Child Care Solutions, (910) 860-2277.

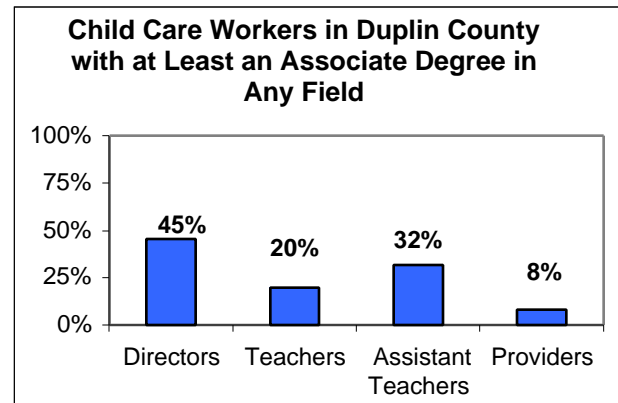
The Child Care Workforce in Duplin County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Duplin County findings from a recent statewide survey of the child care workforce in which **22** directors, **118** teachers and **25** family child care providers responded from Duplin County. On the reverse side is a list of local and statewide early childhood resources that provide personal or professional assistance for the child care workforce.

Education

- *Degreed professionals.* In Duplin County, **27%** of center directors, **11%** of teachers, **18%** of assistant teachers and **4%** of family child care providers have at least an Associate degree in early childhood education (ECE) or a related field. A higher percentage of workers have a degree in any field (see the chart). Among child care workers statewide, **50%** of directors, **30%** of teachers, **19%** of assistant teachers and **20%** of family child care providers have a degree in any field.
- *Coursework.* Most child care professionals in Duplin County have taken college courses at some time. This includes **95%** of directors, **74%** of teachers, **68%** of assistant teachers and **80%** of family child care providers who have taken at least one course in any field. Additionally, **32%** of directors, **40%** of teachers, **55%** of assistant teachers and **24%** of family child care providers are currently taking courses in the early childhood field.

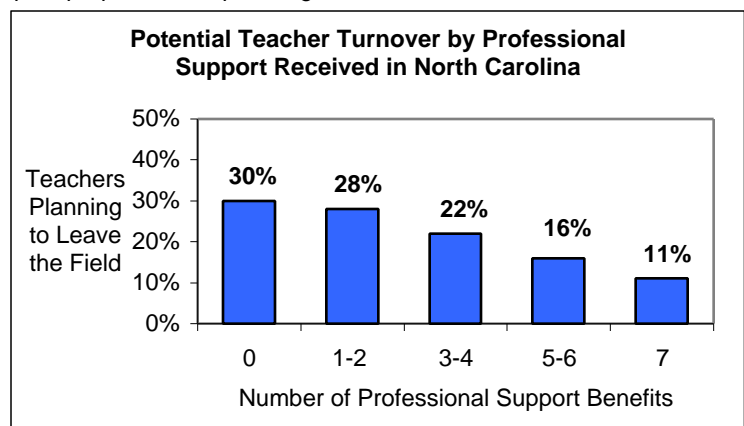


Wages and Benefits

- *Median wages.* Center directors in Duplin County earn **\$7.75** per hour, teachers earn **\$6.20** per hour, assistant teachers earn **\$6.55** per hour and family child care providers earn **\$5.39** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers, **\$7.51** per hour for assistant teachers and **\$5.71** for family child care providers.
- *Public assistance.* Countywide, **44%** of teachers and assistant teachers have needed at least one type of public assistance (e.g., TANF, Medicaid, Food Stamps, etc.) in the past three years.
- *Salary supplements.* Currently, **27%** of directors, **33%** of teachers, **5%** of assistant teachers and **25%** of family child care providers in Duplin County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **63%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **5%** pay for the full cost of health insurance, **10%** provide partial assistance for health insurance and **29%** provide paid sick leave. Moreover, **38%** of teachers and assistant teachers and **36%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **62%** help staff pay for education or training expenses, **43%** provide paid time off for training and **52%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **9.5** years of experience in the child care field compared to **5.0** years for teachers, **2.3** years for assistant teachers and **7.7** years for family child care providers. Furthermore, **9%** of directors and **18%** of teachers and **14%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Duplin County report that **21%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate is **24%**. Teachers who receive high levels of professional support from their centers (e.g., paid planning time, support for educational expenses, etc.) are more likely to say that they will remain in the child care field than teachers who receive less support (see the chart for statewide data).



All data are based on a 2003 statewide workforce survey performed by Child Care Services Association as part of the N.C. Needs and Resources Assessment conducted by the FPG Child Development Institute and funded by the N.C. Division of Child Development. Child Care Services Association prepared this information sheet with funding from the N.C. Division of Child Development.

Resources for the Child Care Workforce in Duplin County

Professional Development Opportunities

North Carolina Institute for Early Childhood Professional Development

The North Carolina Institute for Early Childhood Professional Development strives to increase child care quality by addressing the education and compensation needs of the child care workforce. The Institute supports professional development opportunities, scholarship programs and outreach about the links between provider education and child care quality to ensure progress toward a better educated and compensated workforce. For more information on the Institute and for professional development support, contact: Claudette Grooms, (919) 662-4499, www.ncchildcare.org.

Community Colleges, Four-Year Colleges and Universities

North Carolina has an extensive system of institutions that offer college coursework in the child care field. Child care providers and administrators can take courses and earn credentials in early childhood education and child development at community colleges, four-year colleges and universities throughout the state. The following public institution provides some of these courses and is located in your area.

James Sprunt Community College
Peggy Noble
(910) 296-1293

Smart Start

Smart Start funds early childhood programs and services in every North Carolina county. Local Smart Start offices may provide child care training opportunities and program quality enhancement dollars for child care programs that meet or are working toward certain provider education standards. For information on the Smart Start services in your area, contact: Duplin County Partnership For Children, (910) 296-2000.

T.E.A.C.H. Early Childhood® Scholarships

The T.E.A.C.H. Early Childhood® Project gives scholarships to child care workers to complete course work in early childhood education and to increase their compensation. T.E.A.C.H.® offers a variety of scholarship programs for teachers, directors and family child care providers working in licensed child care programs in North Carolina. All T.E.A.C.H. Early Childhood® scholarships link continuing education with increased compensation and require that recipients and their sponsoring child care programs share in the cost. For more information about T.E.A.C.H.®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Financial Benefits

Salary Supplements

Salary supplements tied to child care provider education encourage providers to stay in the field while continuing their education. The largest salary supplement program in North Carolina is the Child Care WAGE\$® Project. All counties that receive Smart Start dollars can use WAGE\$® to supplement the earnings of teachers, directors and family child care providers who work with young children. For information about Child Care WAGE\$®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

T.E.A.C.H. Early Childhood® Health Insurance Program

The T.E.A.C.H. Early Childhood® Health Insurance Program provides a low-cost health insurance option to child care providers and employers who utilize the T.E.A.C.H. Early Childhood® Project. The child care program, the provider and T.E.A.C.H.® share the cost of health insurance, making coverage a viable option for more providers. For information about T.E.A.C.H.® Health Insurance, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Child and Adult Care Food Program

The Child and Adult Care Food Program (CACFP) is a federally funded program that provides per-meal reimbursements to child care programs that meet the CACFP's nutritional guidelines for meals and snacks served. Program participants have received significant savings in food costs because of these reimbursements. For information on the CACFP and how to participate, contact: Special Nutrition Programs Regional Consultants, Janet Phelps, (919) 326-2744, or Susan Pouria, (252) 514-2133.

Other Resources

Child Care Resource and Referral Agencies (CCR&R's)

These agencies help child care providers improve their programs through training, technical assistance and supportive services. CCR&R's help connect child care providers with the resources they need. In Duplin County contact: Duplin County Child Care Resource and Referral, (910) 296-2000.

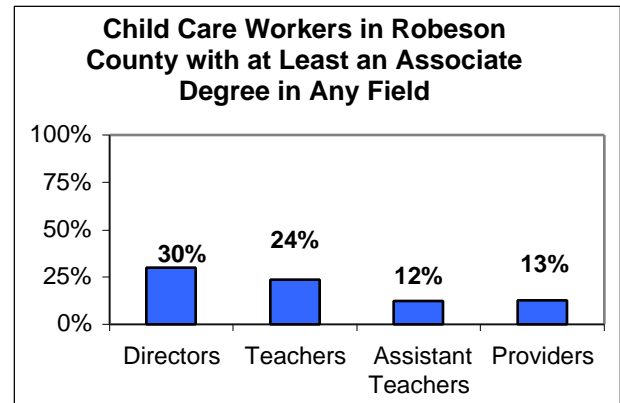
The Child Care Workforce in Robeson County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Robeson County findings from a recent statewide survey of the child care workforce in which **48** directors, **251** teachers and **24** family child care providers responded from Robeson County. On the reverse side is a list of local and statewide early childhood resources that provide personal or professional assistance for the child care workforce.

Education

- Degreed professionals.** In Robeson County, **11%** of center directors, **9%** of teachers, **7%** of assistant teachers and **0%** of family child care providers have at least an Associate degree in early childhood education (ECE) or a related field. A higher percentage of workers have a degree in any field (see the chart). Among child care workers statewide, **50%** of directors, **30%** of teachers, **19%** of assistant teachers and **20%** of family child care providers have a degree in any field.
- Coursework.** Most child care professionals in Robeson County have taken college courses at some time. This includes **89%** of directors, **78%** of teachers, **72%** of assistant teachers and **92%** of family child care providers who have taken at least one course in any field. Additionally, **48%** of directors, **44%** of teachers, **65%** of assistant teachers and **25%** of family child care providers are currently taking courses in the early childhood field.

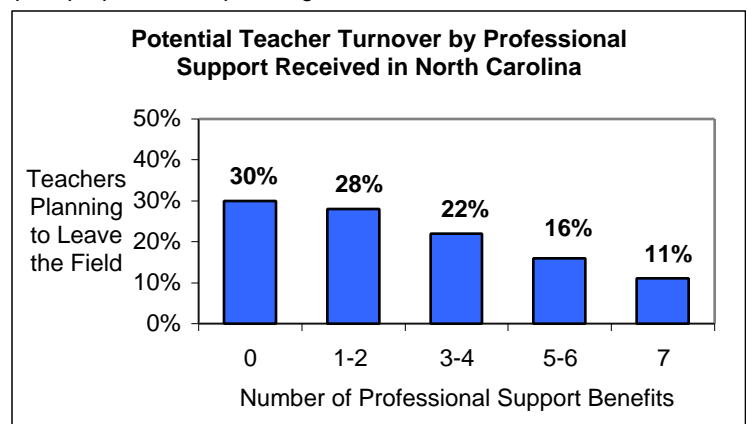


Wages and Benefits

- Median wages.** Center directors in Robeson County earn **\$9.00** per hour, teachers earn **\$6.50** per hour, assistant teachers earn **\$7.00** per hour and family child care providers earn **\$5.75** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers, **\$7.51** per hour for assistant teachers and **\$5.71** for family child care providers.
- Public assistance.** Countywide, **53%** of teachers and assistant teachers have needed at least one type of public assistance (e.g., TANF, Medicaid, Food Stamps, etc.) in the past three years.
- Salary supplements.** Currently, **57%** of directors, **38%** of teachers, **19%** of assistant teachers and **35%** of family child care providers in Robeson County receive a salary supplement.
- Overtime compensation.** Of the centers responding countywide where staff work overtime, **50%** report paying staff at time and a half.
- Health insurance and sick leave.** Of the centers responding countywide, **11%** pay for the full cost of health insurance, **11%** provide partial assistance for health insurance and **36%** provide paid sick leave. Moreover, **41%** of teachers and assistant teachers and **33%** of family child care providers have no health insurance from any source.
- Professional support benefits.** Of the centers responding countywide, **88%** help staff pay for education or training expenses, **52%** provide paid time off for training and **65%** provide paid preparation or planning time.

Experience and Turnover

- Experience.** Countywide, directors have **8.2** years of experience in the child care field compared to **4.3** years for teachers, **4.0** years for assistant teachers and **5.8** years for family child care providers. Furthermore, **15%** of directors and **29%** of teachers and **34%** of assistants have been in their current center less than one year.
- Turnover.** Directors in Robeson County report that **22%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate is **24%**. Teachers who receive high levels of professional support from their centers (e.g., paid planning time, support for educational expenses, etc.) are more likely to say that they will remain in the child care field than teachers who receive less support (see the chart for statewide data).



All data are based on a 2003 statewide workforce survey performed by Child Care Services Association as part of the N.C. Needs and Resources Assessment conducted by the FPG Child Development Institute and funded by the N.C. Division of Child Development. Child Care Services Association prepared this information sheet with funding from the N.C. Division of Child Development.

Resources for the Child Care Workforce in Robeson County

Professional Development Opportunities

North Carolina Institute for Early Childhood Professional Development

The North Carolina Institute for Early Childhood Professional Development strives to increase child care quality by addressing the education and compensation needs of the child care workforce. The Institute supports professional development opportunities, scholarship programs and outreach about the links between provider education and child care quality to ensure progress toward a better educated and compensated workforce. For more information on the Institute and for professional development support, contact: Claudette Grooms, (919) 662-4499, www.ncchildcare.org.

Community Colleges, Four-Year Colleges and Universities

North Carolina has an extensive system of institutions that offer college coursework in the child care field. Child care providers and administrators can take courses and earn credentials in early childhood education and child development at community colleges, four-year colleges and universities throughout the state. The following public institutions provide some of these courses and are located in your area.

Robeson Community College
Gwendolyn Chavis
(910) 738-7101 ext. 282

UNC- Pembroke
Dr. Judy Wish
(910) 521-6451

Smart Start

Smart Start funds early childhood programs and services in every North Carolina county. Local Smart Start offices may provide child care training opportunities and program quality enhancement dollars for child care programs that meet or are working toward certain provider education standards. For information on the Smart Start services in your area, contact: Robeson County Partnership For Children, (910) 738-6767.

T.E.A.C.H. Early Childhood® Scholarships

The T.E.A.C.H. Early Childhood® Project gives scholarships to child care workers to complete course work in early childhood education and to increase their compensation. T.E.A.C.H.® offers a variety of scholarship programs for teachers, directors and family child care providers working in licensed child care programs in North Carolina. All T.E.A.C.H. Early Childhood® scholarships link continuing education with increased compensation and require that recipients and their sponsoring child care programs share in the cost. For more information about T.E.A.C.H.®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Financial Benefits

Salary Supplements

Salary supplements tied to child care provider education encourage providers to stay in the field while continuing their education. The largest salary supplement program in North Carolina is the Child Care WAGE\$® Project. All counties that receive Smart Start dollars can use WAGE\$® to supplement the earnings of teachers, directors and family child care providers who work with young children. For information about Child Care WAGE\$®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

T.E.A.C.H. Early Childhood® Health Insurance Program

The T.E.A.C.H. Early Childhood® Health Insurance Program provides a low-cost health insurance option to child care providers and employers who utilize the T.E.A.C.H. Early Childhood® Project. The child care program, the provider and T.E.A.C.H.® share the cost of health insurance, making coverage a viable option for more providers. For information about T.E.A.C.H.® Health Insurance, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Child and Adult Care Food Program

The Child and Adult Care Food Program (CACFP) is a federally funded program that provides per-meal reimbursements to child care programs that meet the CACFP's nutritional guidelines for meals and snacks served. Program participants have received significant savings in food costs because of these reimbursements. For information on the CACFP and how to participate, contact: Special Nutrition Programs Regional Consultants, Janet Phelps, (919) 326-2744, or Susan Pouria, (252) 514-2133.

Other Resources

Child Care Resource and Referral Agencies (CCR&R's)

These agencies help child care providers improve their programs through training, technical assistance and supportive services. CCR&R's help connect child care providers with the resources they need. In Robeson County contact: Child Care Directions, (910) 671-8335.

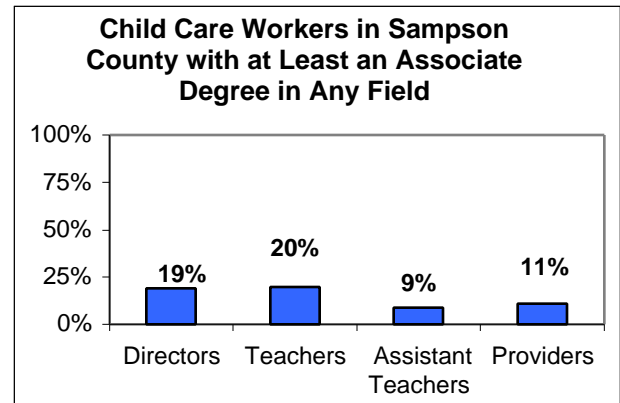
The Child Care Workforce in Sampson County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Sampson County findings from a recent statewide survey of the child care workforce in which **21** directors, **140** teachers and **28** family child care providers responded from Sampson County. On the reverse side is a list of local and statewide early childhood resources that provide personal or professional assistance for the child care workforce.

Education

- *Degreed professionals.* In Sampson County, **10%** of center directors, **13%** of teachers, **2%** of assistant teachers and **4%** of family child care providers have at least an Associate degree in early childhood education (ECE) or a related field. A higher percentage of workers have a degree in any field (see the chart). Among child care workers statewide, **50%** of directors, **30%** of teachers, **19%** of assistant teachers and **20%** of family child care providers have a degree in any field.
- *Coursework.* Most child care professionals in Sampson County have taken college courses at some time. This includes **87%** of directors, **79%** of teachers, **80%** of assistant teachers and **61%** of family child care providers who have taken at least one course in any field. Additionally, **33%** of directors, **52%** of teachers, **61%** of assistant teachers and **18%** of family child care providers are currently taking courses in the early childhood field.

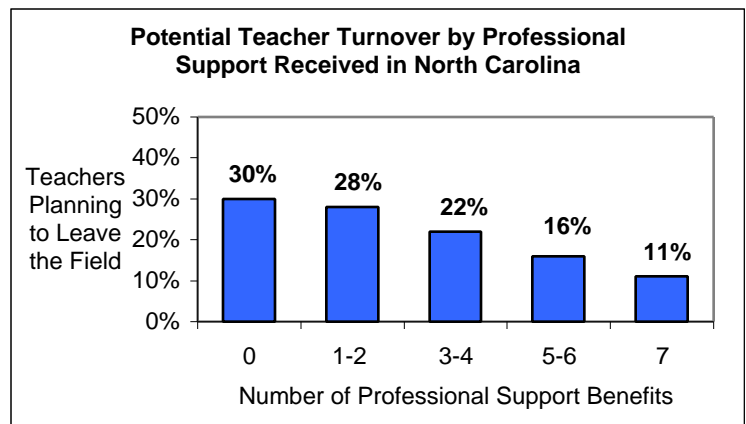


Wages and Benefits

- *Median wages.* Center directors in Sampson County earn **\$10.00** per hour, teachers earn **\$7.00** per hour, assistant teachers earn **\$8.13** per hour and family child care providers earn **\$5.44** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers, **\$7.51** per hour for assistant teachers and **\$5.71** for family child care providers.
- *Public assistance.* Countywide, **43%** of teachers and assistant teachers have needed at least one type of public assistance (e.g., TANF, Medicaid, Food Stamps, etc.) in the past three years.
- *Salary supplements.* Currently, **35%** of directors, **45%** of teachers, **32%** of assistant teachers and **26%** of family child care providers in Sampson County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **14%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **10%** pay for the full cost of health insurance, **9%** provide partial assistance for health insurance and **43%** provide paid sick leave. Moreover, **31%** of teachers and assistant teachers and **32%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **71%** help staff pay for education or training expenses, **48%** provide paid time off for training and **43%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **9.0** years of experience in the child care field compared to **4.6** years for teachers, **4.0** years for assistant teachers and **4.2** years for family child care providers. Furthermore, **14%** of directors and **28%** of teachers and **11%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Sampson County report that **14%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate is **24%**. Teachers who receive high levels of professional support from their centers (e.g., paid planning time, support for educational expenses, etc.) are more likely to say that they will remain in the child care field than teachers who receive less support (see the chart for statewide data).



All data are based on a 2003 statewide workforce survey performed by Child Care Services Association as part of the N.C. Needs and Resources Assessment conducted by the FPG Child Development Institute and funded by the N.C. Division of Child Development. Child Care Services Association prepared this information sheet with funding from the N.C. Division of Child Development.

Resources for the Child Care Workforce in Sampson County

Professional Development Opportunities

North Carolina Institute for Early Childhood Professional Development

The North Carolina Institute for Early Childhood Professional Development strives to increase child care quality by addressing the education and compensation needs of the child care workforce. The Institute supports professional development opportunities, scholarship programs and outreach about the links between provider education and child care quality to ensure progress toward a better educated and compensated workforce. For more information on the Institute and for professional development support, contact: Claudette Grooms, (919) 662-4499, www.ncchildcare.org.

Community Colleges, Four-Year Colleges and Universities

North Carolina has an extensive system of institutions that offer college coursework in the child care field. Child care providers and administrators can take courses and earn credentials in early childhood education and child development at community colleges, four-year colleges and universities throughout the state. The following public institution provides some of these courses and is located in your area.

Sampson Community College
Denise Britt
(910) 592-8081 ext. 2025

Smart Start

Smart Start funds early childhood programs and services in every North Carolina county. Local Smart Start offices may provide child care training opportunities and program quality enhancement dollars for child care programs that meet or are working toward certain provider education standards. For information on the Smart Start services in your area, contact: Sampson County Partnership For Children, (910) 592-9399.

T.E.A.C.H. Early Childhood® Scholarships

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Financial Benefits

Salary Supplements

Salary supplements tied to child care provider education encourage providers to stay in the field while continuing their education. The largest salary supplement program in North Carolina is the Child Care WAGE\$® Project. All counties that receive Smart Start dollars can use WAGE\$® to supplement the earnings of teachers, directors and family child care providers who work with young children. For information about Child Care WAGE\$®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

T.E.A.C.H. Early Childhood® Health Insurance Program

The T.E.A.C.H. Early Childhood® Health Insurance Program provides a low-cost health insurance option to child care providers and employers who utilize the T.E.A.C.H. Early Childhood® Project. The child care program, the provider and T.E.A.C.H.® share the cost of health insurance, making coverage a viable option for more providers. For information about T.E.A.C.H.® Health Insurance, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Child and Adult Care Food Program

The Child and Adult Care Food Program (CACFP) is a federally funded program that provides per-meal reimbursements to child care programs that meet the CACFP's nutritional guidelines for meals and snacks served. Program participants have received significant savings in food costs because of these reimbursements. For information on the CACFP and how to participate, contact: Special Nutrition Programs Regional Consultants, Janet Phelps, (919) 326-2744, or Susan Pouria, (252) 514-2133.

Other Resources

Child Care Resource and Referral Agencies (CCR&R's)

These agencies help child care providers improve their programs through training, technical assistance and supportive services. CCR&R's help connect child care providers with the resources they need. In Sampson County contact: Child Care Choices of Sampson County, (910) 592-9399.

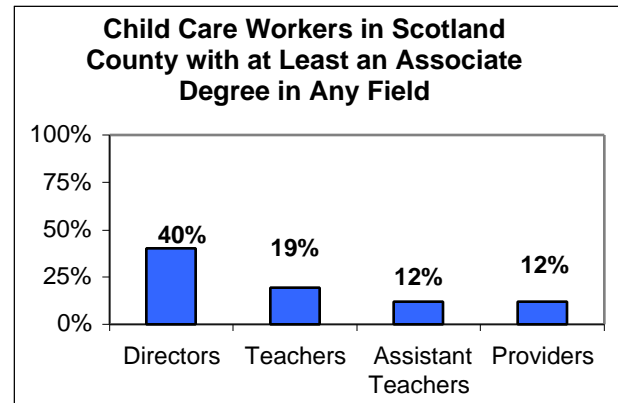
The Child Care Workforce in Scotland County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Scotland County findings from a recent statewide survey of the child care workforce in which **21** directors, **85** teachers and **25** family child care providers responded from Scotland County. On the reverse side is a list of local and statewide early childhood resources that provide personal or professional assistance for the child care workforce.

Education

- *Degreed professionals.* In Scotland County, **15%** of center directors, **6%** of teachers, **6%** of assistant teachers and **4%** of family child care providers have at least an Associate degree in early childhood education (ECE) or a related field. A higher percentage of workers have a degree in any field (see the chart). Among child care workers statewide, **50%** of directors, **30%** of teachers, **19%** of assistant teachers and **20%** of family child care providers have a degree in any field.
- *Coursework.* Most child care professionals in Scotland County have taken college courses at some time. This includes **95%** of directors, **81%** of teachers, **71%** of assistant teachers and **88%** of family child care providers who have taken at least one course in any field. Additionally, **35%** of directors, **31%** of teachers, **41%** of assistant teachers and **16%** of family child care providers are currently taking courses in the early childhood field.

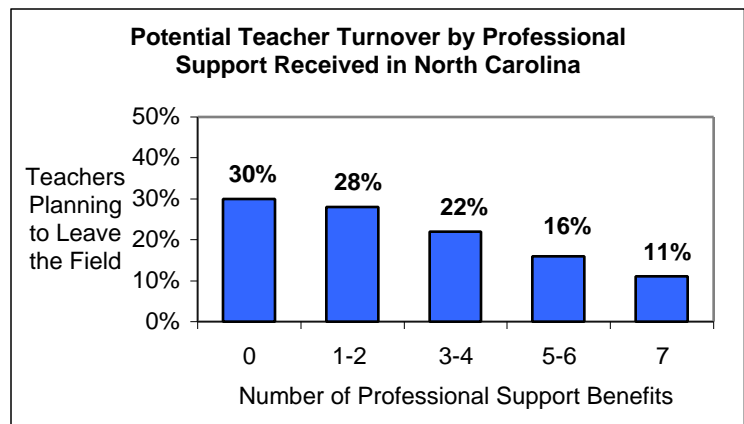


Wages and Benefits

- *Median wages.* Center directors in Scotland County earn **\$8.50** per hour, teachers earn **\$6.75** per hour, assistant teachers earn **\$6.50** per hour and family child care providers earn **\$4.97** per hour. Statewide median wages are **\$12.00** per hour for center directors, **\$8.05** per hour for teachers, **\$7.51** per hour for assistant teachers and **\$5.71** for family child care providers.
- *Public assistance.* Countywide, **60%** of teachers and assistant teachers have needed at least one type of public assistance (e.g., TANF, Medicaid, Food Stamps, etc.) in the past three years.
- *Salary supplements.* Currently, **67%** of directors, **23%** of teachers, **44%** of assistant teachers and **36%** of family child care providers in Scotland County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **27%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **5%** pay for the full cost of health insurance, **0%** provide partial assistance for health insurance and **67%** provide paid sick leave. Moreover, **51%** of teachers and assistant teachers and **38%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **90%** help staff pay for education or training expenses, **33%** provide paid time off for training and **52%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **15.0** years of experience in the child care field compared to **5.1** years for teachers, **7.0** years for assistant teachers and **3.7** years for family child care providers. Furthermore, **5%** of directors and **21%** of teachers and **12%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Scotland County report that **16%** of full-time teachers and assistants left their child care center last year. The statewide turnover rate is **24%**. Teachers who receive high levels of professional support from their centers (e.g., paid planning time, support for educational expenses, etc.) are more likely to say that they will remain in the child care field than teachers who receive less support (see the chart for statewide data).



All data are based on a 2003 statewide workforce survey performed by Child Care Services Association as part of the N.C. Needs and Resources Assessment conducted by the FPG Child Development Institute and funded by the N.C. Division of Child Development. Child Care Services Association prepared this information sheet with funding from the N.C. Division of Child Development.

Resources for the Child Care Workforce in Scotland County

Professional Development Opportunities

North Carolina Institute for Early Childhood Professional Development

The North Carolina Institute for Early Childhood Professional Development strives to increase child care quality by addressing the education and compensation needs of the child care workforce. The Institute supports professional development opportunities, scholarship programs and outreach about the links between provider education and child care quality to ensure progress toward a better educated and compensated workforce. For more information on the Institute and for professional development support, contact: Claudette Grooms, (919) 662-4499, www.ncchildcare.org.

Community Colleges, Four-Year Colleges and Universities

North Carolina has an extensive system of institutions that offer college coursework in the child care field. Child care providers and administrators can take courses and earn credentials in early childhood education and child development at community colleges, four-year colleges and universities throughout the state. The following public institution provides some of these courses and is located in your area.

Richmond Community College
Eleanor McRae
(910) 582-7194

Smart Start

Smart Start funds early childhood programs and services in every North Carolina county. Local Smart Start offices may provide child care training opportunities and program quality enhancement dollars for child care programs that meet or are working toward certain provider education standards. For information on the Smart Start services in your area, contact: Scotland County Partnership For Children & Families, (910) 276-3333.

T.E.A.C.H. Early Childhood® Scholarships

The T.E.A.C.H. Early Childhood® Project gives scholarships to child care workers to complete course work in early childhood education and to increase their compensation. T.E.A.C.H.® offers a variety of scholarship programs for teachers, directors and family child care providers working in licensed child care programs in North Carolina. All T.E.A.C.H. Early Childhood® scholarships link continuing education with increased compensation and require that recipients and their sponsoring child care programs share in the cost. For more information about T.E.A.C.H.®, contact: Child Care Services Association, (919) 967-3272, or go to www.childcareservices.org.

Financial Benefits

Salary Supplements

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Other Resources

Child Care Resource and Referral Agencies (CCR&R's)

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