

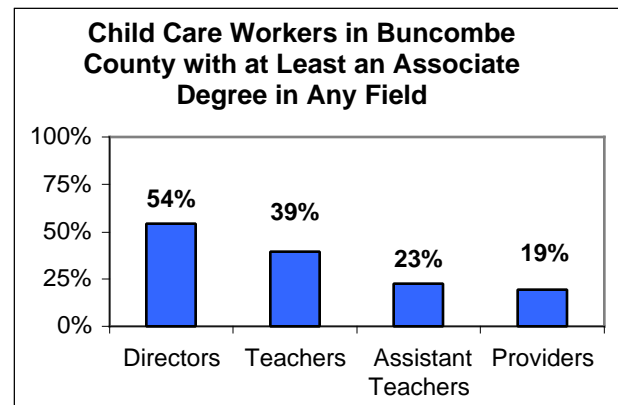
The Child Care Workforce in Buncombe County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Buncombe County findings from a recent statewide survey of the child care workforce in which **47** directors, **252** teachers and **26** family child care providers responded from Buncombe 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 Buncombe County, **15%** of center directors, **18%** of teachers, **6%** of assistant teachers and **8%** 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 Buncombe County have taken college courses at some time. This includes **96%** of directors, **87%** of teachers, **72%** of assistant teachers and **65%** of family child care providers who have taken at least one course in any field. Additionally, **17%** of directors, **29%** of teachers, **27%** of assistant teachers and **12%** of family child care providers are currently taking courses in the early childhood field.

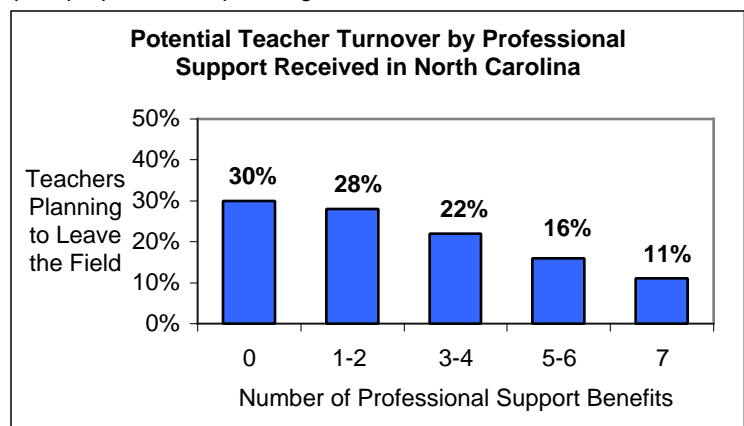


Wages and Benefits

- *Median wages.* Center directors in Buncombe County earn **\$11.00** per hour, teachers earn **\$9.00** per hour, assistant teachers earn **\$8.50** per hour and family child care providers earn **\$6.51** 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, **34%** 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, **31%** of directors, **47%** of teachers, **33%** of assistant teachers and **28%** of family child care providers in Buncombe County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **65%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **24%** pay for the full cost of health insurance, **37%** provide partial assistance for health insurance and **72%** provide paid sick leave. Moreover, **24%** of teachers and assistant teachers and **27%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **89%** help staff pay for education or training expenses, **74%** provide paid time off for training and **70%** 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 **6.0** years for teachers, **6.9** years for assistant teachers and **7.5** years for family child care providers. Furthermore, **6%** of directors and **30%** of teachers and **28%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Buncombe County report that **34%** 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 Buncombe 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.

Asheville-Buncombe Technical Community College
Ms. Diane Hughes
(828) 254-1921

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: Smart Start of Buncombe County, (828) 285-9333.

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, Amy Palmer, (828) 627-1238, or Waunea Woods, (704) 663-1699.

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 Buncombe County contact: Buncombe County Child Care Services, (828) 250-6700.

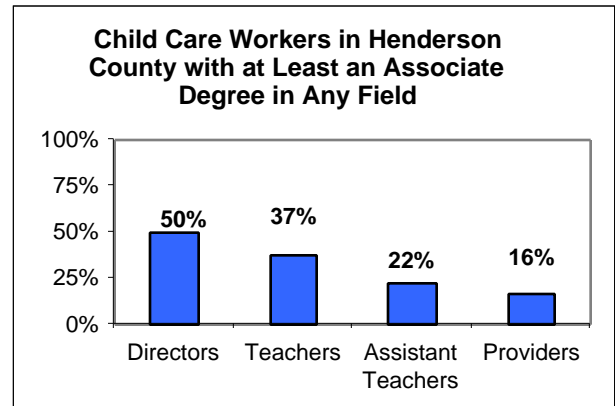
The Child Care Workforce in Henderson County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Henderson County findings from a recent statewide survey of the child care workforce in which **18 directors, 105 teachers and 25 family child care providers** responded from Henderson 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 Henderson County, **11%** of center directors, **17%** of teachers, **0%** 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 Henderson County have taken college courses at some time. This includes **100%** of directors, **91%** of teachers, **63%** of assistant teachers and **68%** of family child care providers who have taken at least one course in any field. Additionally, **39%** of directors, **34%** of teachers, **52%** of assistant teachers and **32%** of family child care providers are currently taking courses in the early childhood field.

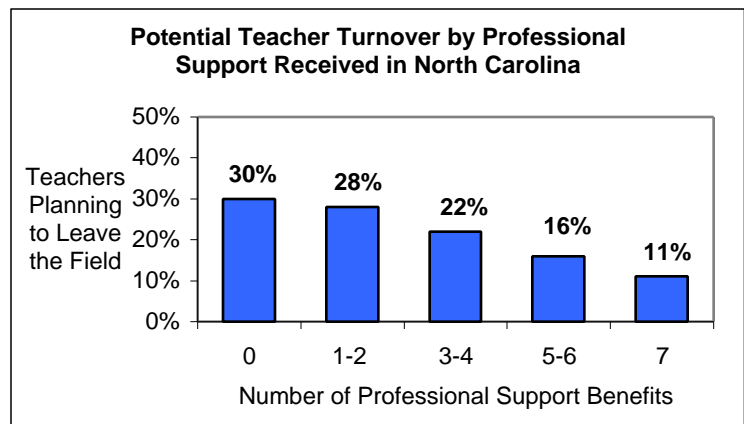


Wages and Benefits

- *Median wages.* Center directors in Henderson County earn **\$14.21** per hour, teachers earn **\$8.68** per hour, assistant teachers earn **\$8.12** per hour and family child care providers earn **\$6.43** 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, **39%** 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, **53%** of directors, **54%** of teachers, **30%** of assistant teachers and **8%** of family child care providers in Henderson County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **75%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **6%** pay for the full cost of health insurance, **38%** provide partial assistance for health insurance and **75%** provide paid sick leave. Moreover, **30%** 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, **94%** help staff pay for education or training expenses, **72%** provide paid time off for training and **67%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **15.5** years of experience in the child care field compared to **4.7** years for teachers, **3.5** years for assistant teachers and **3.1** years for family child care providers. Furthermore, **0%** of directors and **20%** of teachers and **19%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Henderson County report that **33%** 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 Henderson 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.

Blue Ridge Community College
Virginia Fuentes
(828) 694-1850

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: Henderson County Partnership For Children, (828) 693-1580.

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, Amy Palmer, (828) 627-1238, or Waunea Woods, (704) 663-1699.

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 Henderson County contact: Children and Family Resource Center, (828) 698-0674.

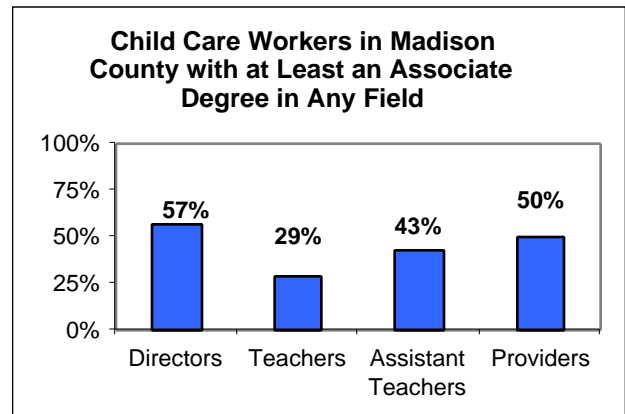
The Child Care Workforce in Madison County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Madison County findings from a recent statewide survey of the child care workforce in which 7 directors, 28 teachers and 2 family child care providers responded from Madison 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 Madison County, **29%** of center directors, **18%** of teachers, **14%** 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 Madison County have taken college courses at some time. This includes **100%** of directors, **88%** of teachers, **100%** of assistant teachers and **100%** of family child care providers who have taken at least one course in any field. Additionally, **29%** of directors, **18%** of teachers, **29%** of assistant teachers and **0%** of family child care providers are currently taking courses in the early childhood field.

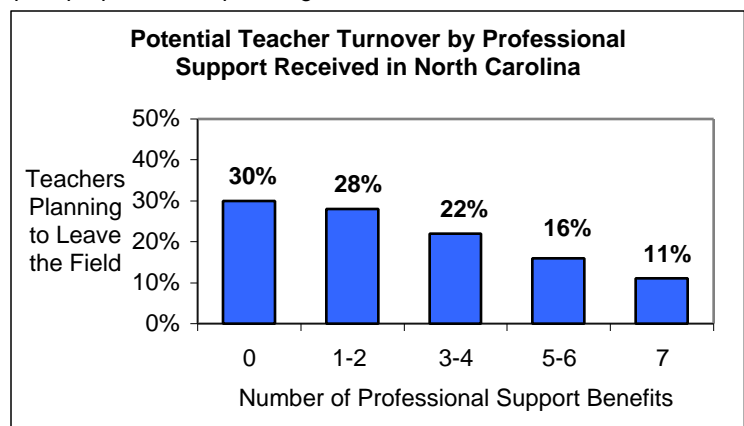


Wages and Benefits

- *Median wages.* Center directors in Madison County earn **\$12.50** per hour, teachers earn **\$7.27** per hour, assistant teachers earn **\$8.55** per hour and family child care providers earn **\$3.74** 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, **36%** 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, **14%** of directors, **6%** of teachers, **38%** of assistant teachers and **50%** of family child care providers in Madison County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **80%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **43%** pay for the full cost of health insurance, **14%** provide partial assistance for health insurance and **71%** provide paid sick leave. Moreover, **14%** of teachers and assistant teachers and **100%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **86%** help staff pay for education or training expenses, **71%** provide paid time off for training and **57%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **21.0** years of experience in the child care field compared to **6.3** years for teachers, **7.1** years for assistant teachers and **3.7** years for family child care providers. Furthermore, **0%** of directors and **6%** of teachers and **38%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Madison County report that **30%** 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).



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Resources for the Child Care Workforce in Madison 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.

Asheville-Buncombe Technical Community College
Ms. Diane Hughes
(828) 254-1921

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: Madison County Partnership For Children & Families, (828) 649-9373.

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, Amy Palmer, (828) 627-1238, or Waunea Woods, (704) 663-1699.

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 Madison County contact: Madison County Child Care Partners, (828) 649-3684.

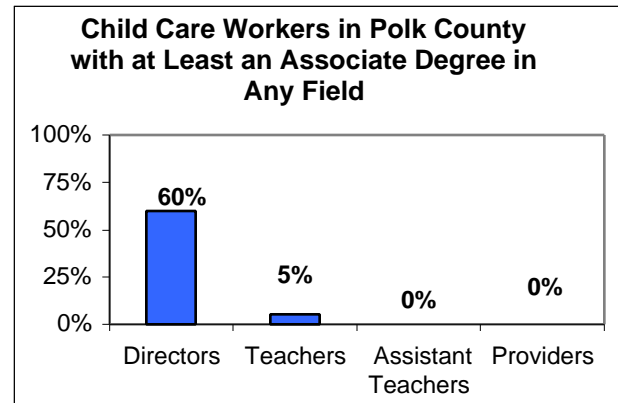
The Child Care Workforce in Polk County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Polk County findings from a recent statewide survey of the child care workforce in which **5** directors, **23** teachers and **1** family child care providers responded from Polk 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 Polk County, **40%** of center directors, **0%** of teachers, **0%** 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 Polk County have taken college courses at some time. This includes **100%** of directors, **70%** of teachers, **100%** of assistant teachers and **100%** of family child care providers who have taken at least one course in any field. Additionally, **20%** of directors, **10%** of teachers, **0%** of assistant teachers and **0%** of family child care providers are currently taking courses in the early childhood field.

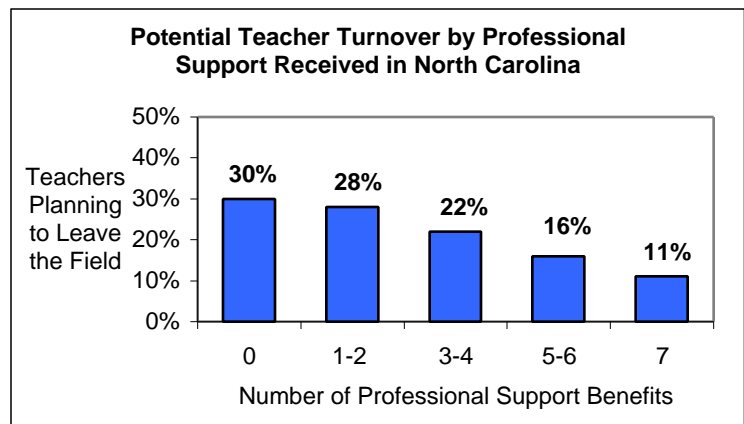


Wages and Benefits

- *Median wages.* Center directors in Polk County earn **\$9.00** per hour, teachers earn **\$7.03** per hour, assistant teachers earn **\$7.25** per hour and family child care providers earn **\$4.50** 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, **50%** 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, **0%** of directors, **79%** of teachers, **0%** of assistant teachers and **100%** of family child care providers in Polk 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, **0%** pay for the full cost of health insurance, **20%** provide partial assistance for health insurance and **40%** provide paid sick leave. Moreover, **57%** of teachers and assistant teachers and **0%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **100%** help staff pay for education or training expenses, **40%** provide paid time off for training and **40%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **12.7** years of experience in the child care field compared to **3.5** years for teachers, **4.2** years for assistant teachers and **1.2** years for family child care providers. Furthermore, **20%** of directors and **20%** of teachers and **0%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Polk County report that **27%** 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 Polk 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.

Isothermal Community College
Erin Strickland
(828) 286-3636

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: Polk County Partnership For Children, (828) 894-0343.

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, Amy Palmer, (828) 627-1238, or Waunea Woods, (704) 663-1699.

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 Polk County contact: Family Resources, (828) 221-2273.

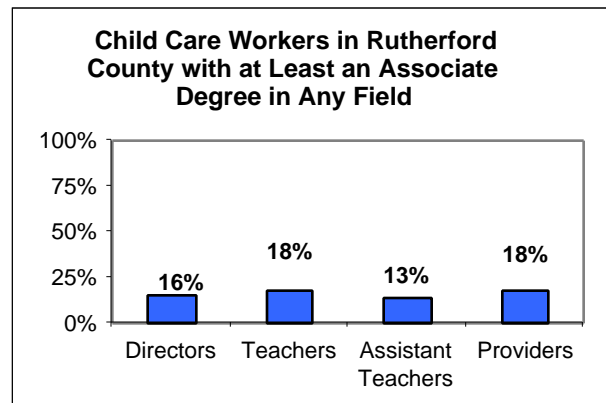
The Child Care Workforce in Rutherford County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Rutherford County findings from a recent statewide survey of the child care workforce in which **20** directors, **91** teachers and **17** family child care providers responded from Rutherford 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 Rutherford County, **5%** of center directors, **6%** of teachers, **0%** 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 Rutherford County have taken college courses at some time. This includes **100%** of directors, **88%** of teachers, **80%** of assistant teachers and **76%** of family child care providers who have taken at least one course in any field. Additionally, **20%** of directors, **37%** of teachers, **20%** of assistant teachers and **24%** of family child care providers are currently taking courses in the early childhood field.

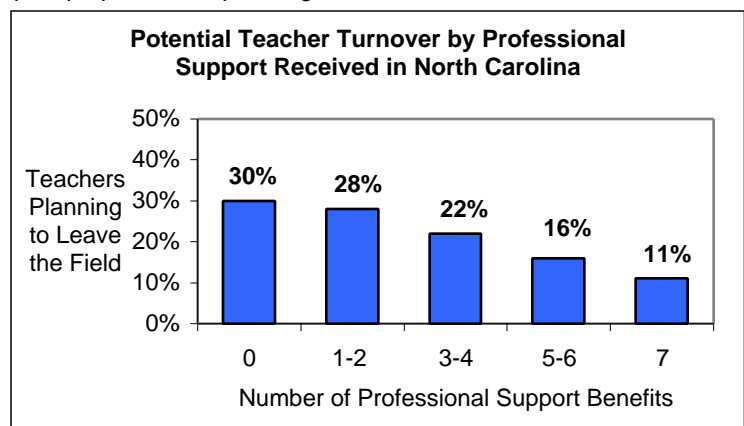


Wages and Benefits

- *Median wages.* Center directors in Rutherford County earn **\$8.75** per hour, teachers earn **\$6.56** per hour, assistant teachers earn **\$7.14** per hour and family child care providers earn **\$6.93** 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, **28%** 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, **68%** of directors, **31%** of teachers, **7%** of assistant teachers and **73%** of family child care providers in Rutherford County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **83%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **25%** pay for the full cost of health insurance, **20%** provide partial assistance for health insurance and **21%** provide paid sick leave. Moreover, **26%** of teachers and assistant teachers and **35%** of family child care providers have no health insurance from any source.
- *Professional support benefits.* Of the centers responding countywide, **80%** help staff pay for education or training expenses, **45%** provide paid time off for training and **55%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **10.8** years of experience in the child care field compared to **4.0** years for teachers, **7.8** years for assistant teachers and **5.3** years for family child care providers. Furthermore, **25%** of directors and **25%** of teachers and **13%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Rutherford County report that **29%** 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 Rutherford 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.

Isothermal Community College
Erin Strickland
(828) 286-3636

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: Rutherford County Partnership For Children, (828) 287-2775.

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, Amy Palmer, (828) 627-1238, or Waunea Woods, (704) 663-1699.

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 Rutherford County contact: Family Resources of Rutherford County, (828) 247-0366.

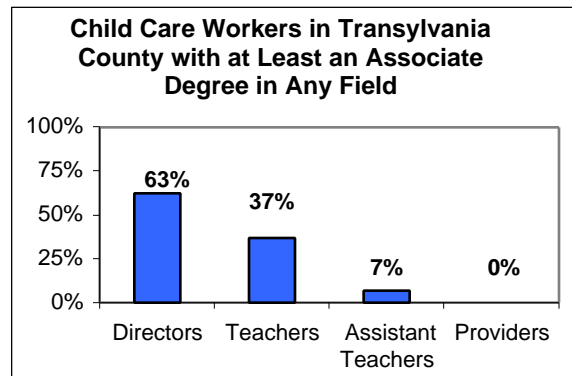
The Child Care Workforce in Transylvania County - 2003

Fact Sheet and Resources for the Child Care Workforce

This fact sheet summarizes key Transylvania County findings from a recent statewide survey of the child care workforce in which **8** directors, **46** teachers and **3** family child care providers responded from Transylvania 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 Transylvania County, **13%** of center directors, **22%** of teachers, **0%** 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 Transylvania County have taken college courses at some time. This includes **100%** of directors, **96%** of teachers, **67%** of assistant teachers and **67%** of family child care providers who have taken at least one course in any field. Additionally, **13%** of directors, **32%** of teachers, **40%** of assistant teachers and **0%** of family child care providers are currently taking courses in the early childhood field.

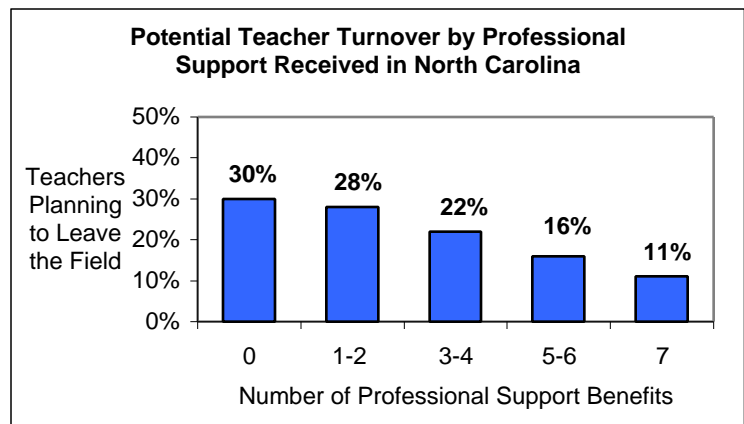


Wages and Benefits

- *Median wages.* Center directors in Transylvania County earn **\$15.00** per hour, teachers earn **\$8.00** per hour, assistant teachers earn **\$7.00** per hour and family child care providers earn **\$8.31** 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, **39%** 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, **63%** of directors, **68%** of teachers, **33%** of assistant teachers and **33%** of family child care providers in Transylvania County receive a salary supplement.
- *Overtime compensation.* Of the centers responding countywide where staff work overtime, **80%** report paying staff at time and a half.
- *Health insurance and sick leave.* Of the centers responding countywide, **13%** pay for the full cost of health insurance, **38%** provide partial assistance for health insurance and **38%** provide paid sick leave. Moreover, **26%** 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, **100%** help staff pay for education or training expenses, **88%** provide paid time off for training and **50%** provide paid preparation or planning time.

Experience and Turnover

- *Experience.* Countywide, directors have **16.0** years of experience in the child care field compared to **5.5** years for teachers, **6.1** years for assistant teachers and **1.3** years for family child care providers. Furthermore, **13%** of directors and **36%** of teachers and **20%** of assistants have been in their current center less than one year.
- *Turnover.* Directors in Transylvania County report that **20%** 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).



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Resources for the Child Care Workforce in Transylvania 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.

Blue Ridge Community College
Virginia Fuentes
(828) 694-1850

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: Smart Start of Transylvania County, (828) 877-3025.

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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Child and Adult Care Food Program

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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 Transylvania County contact: Transylvania County Child Development, (828) 884-3116.