

## State of Early Childhood Education in Buncombe County



CURRENT STATE OF  
EARLY CARE AND  
EDUCATION



WORKFORCE



ECE FUNDING



CHALLENGES



OPPORTUNITIES



October 1, 2019

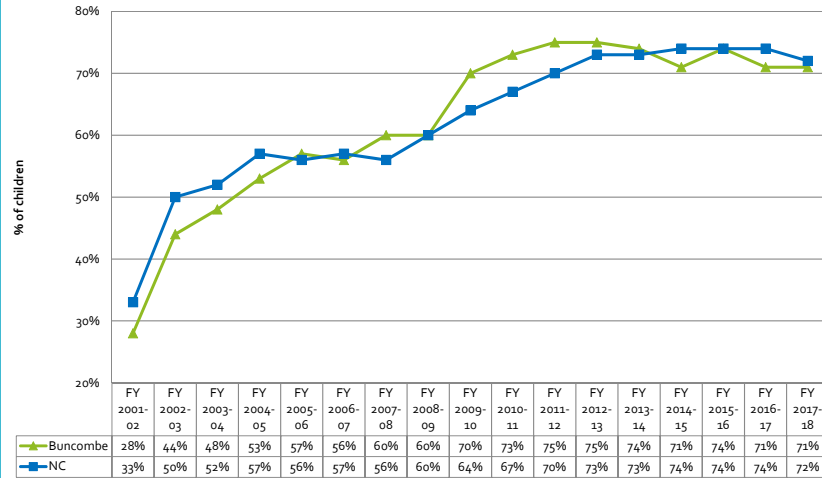
## Current state: percentage of children served

	Infants	1 yr olds	2 yr olds	3 yr olds	4 yr olds	5 yr old PS	Total
Children in Licensed Care (August 2019, DCDEE)							
A	199	454	701	1022	1199	655	4167
Total Available Child Population (NC OSBM, 2019)							
B	2620	2693	2734	2763	2668	886	14364
<b>% of all children served (A/B)</b>	<b>8%</b>	<b>17%</b>	<b>26%</b>	<b>37%</b>	<b>45%</b>	<b>74%</b>	<b>29%</b>
# of children available (not being served, does not imply need, B-A)							
D	2421	2239	2033	1741	1469	231	10197

## Children served in high quality program



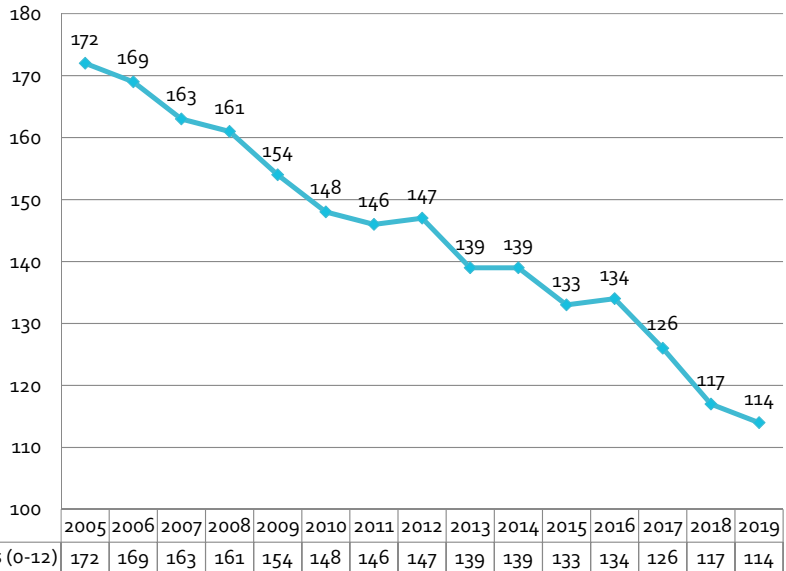
### Children in Licensed High Quality Care - All Children

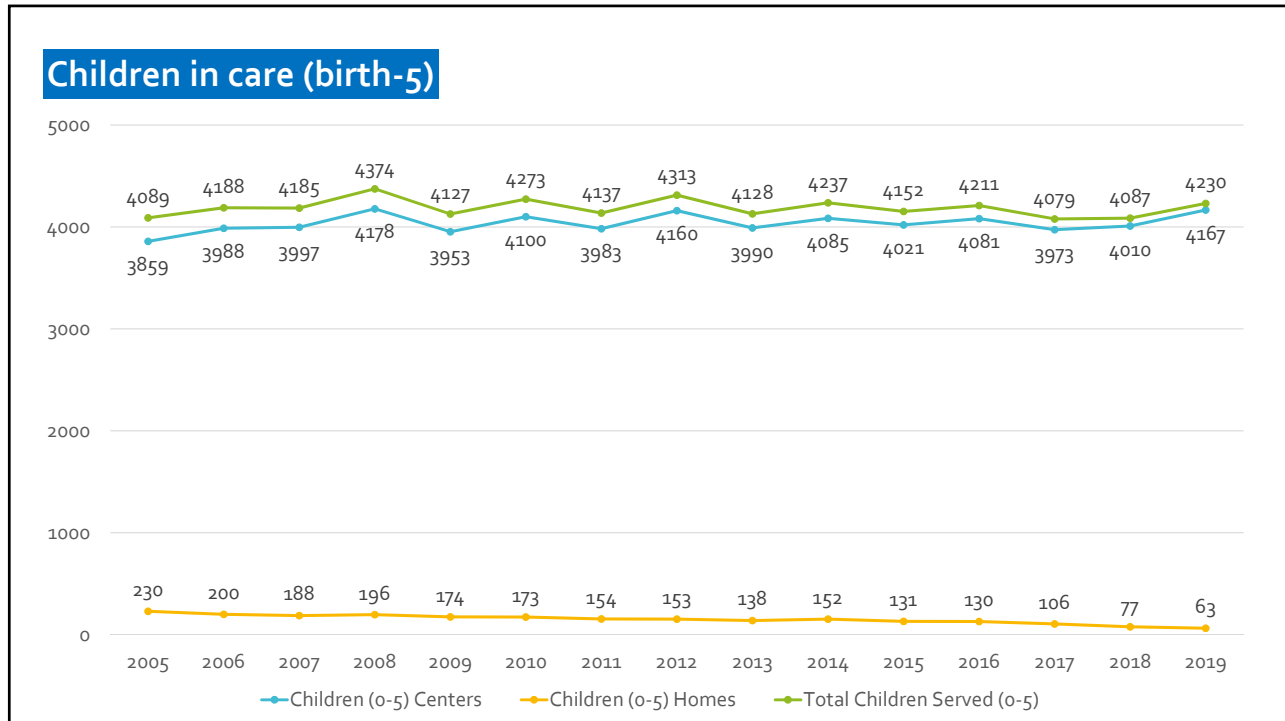


## Current State: facilities over time



### Total Number of Centers & Homes (ages 0-12)





## Family Child Care Home (FCCH) closures

### 2017-2019

## 13 FCCHs closed

**Reasons for Closures:**

- 39% Planned retirement of owners
- 15% Challenge of state licensing requirements
- 46% Variety of other reasons

**Why are we concerned about the loss of family child care homes in particular?**

- FCCHs are often a desirable option for families with infants and toddlers
- Offer potential to serve families in more rural areas of the county.

# The Buncombe workforce by the numbers

## Number of Staff

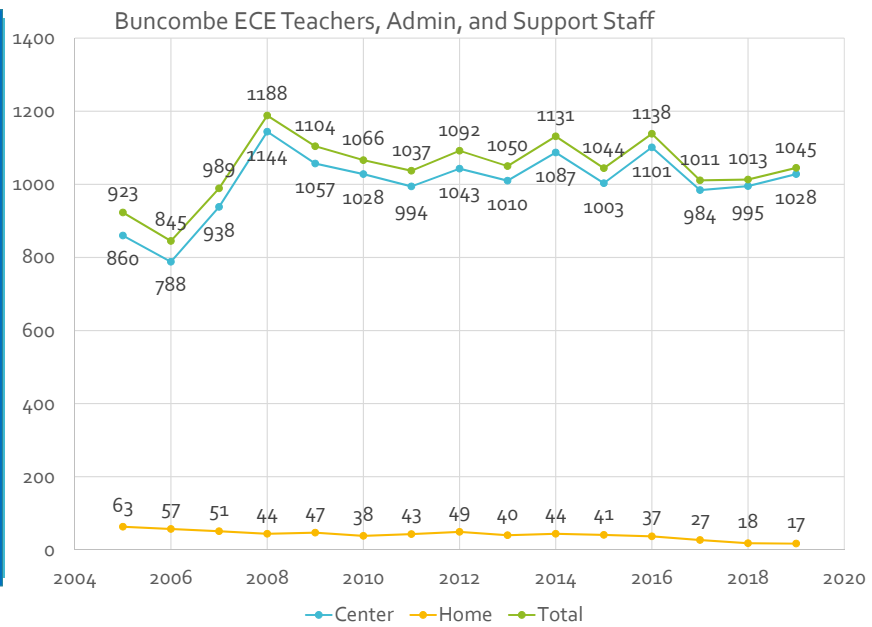
- Teachers - 769
- Administrators - 118
- Support Staff – 158



## Working in 114 programs

- 99 centers & 15 family child care homes

# Staff over time



Working in Early Care and Education  
in Buncombe County

**2018  
Workforce  
Study**



**Buncombe  
Partnership  
for Children**  
a partner in the  
Great North Carolina

**CHILD CARE  
SERVICES  
ASSOCIATION**

published July 2019

## STUDY HIGHLIGHTS

- Educator Profile
- Wages
- Education
- Benefits
- Turnover

ECE workforce: demographics		Statewide Director 2015	Buncombe Director 2018	Statewide Teaching Staff 2015	Buncombe Teaching Staff 2018
	Have Children	88%	90%	74%	62%
	Annual Family Income <\$30K	14%	2%	56%	44%

*Source: Statewide Directors and Teachers Survey, 2015; Working in Early Care and Education in Buncombe County, 2018 Workforce Report (page 8)*

ECE workforce: demographics		Teachers	Assistant Teachers
	Single Parent with Child 0-18	11%	17%
	Used Public Assistance in Past 3 Years	39%	34%
	Works Another Job	14%	22%

*Working in Early Care and Education in Buncombe County, 2018 Workforce Report (page 12)*

ECE workforce: hourly wages		Starting Teacher	Highest Teacher	Starting Assistant Teacher	Highest Assistant Teacher	Assistant Director
	All Buncombe Centers	\$13.00	\$17.05	\$11.60	\$13.00	\$15.30

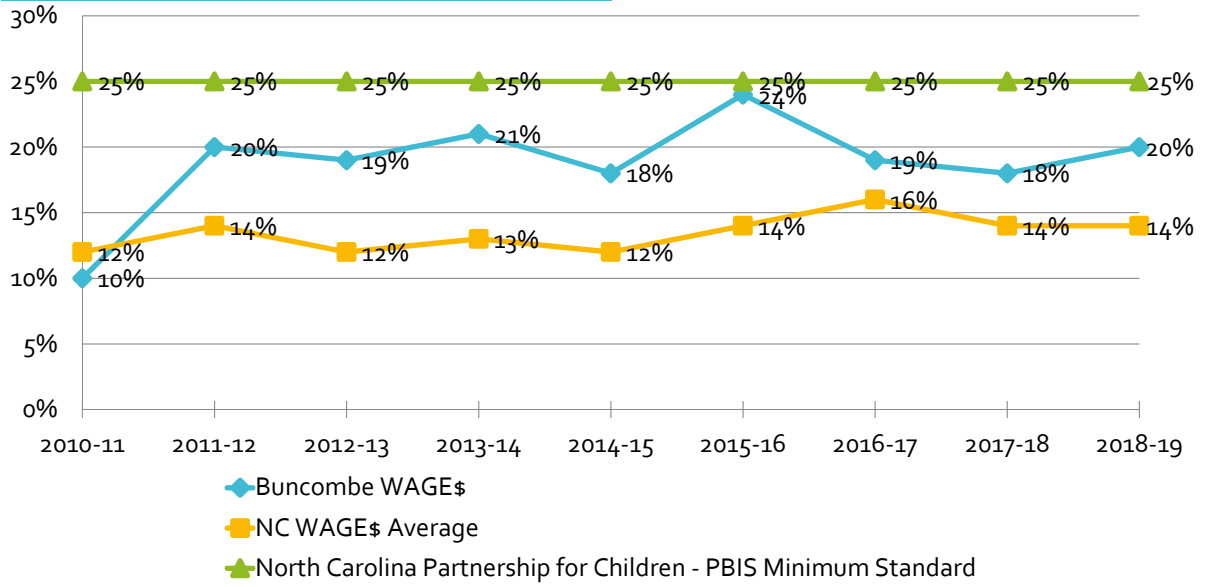
*Working in Early Care and Education in Buncombe County, 2018 Workforce Report (page 5)*

ECE workforce: education		Directors	Teachers	Assistant Teachers
	Bachelor's Degree or More in ECE/CD	26%	12%	2%
	Bachelor's Degree or More in Other Field	47%	28%	18%
	Associate Degree in ECE/CD	9%	21%	11%
	Associate Degree in Other Field	1%	6%	9%
	High School + Any College Courses	16%	31%	45%
	High School + Workshops	0%	1%	7%
	High School Only	0%	2%	10%

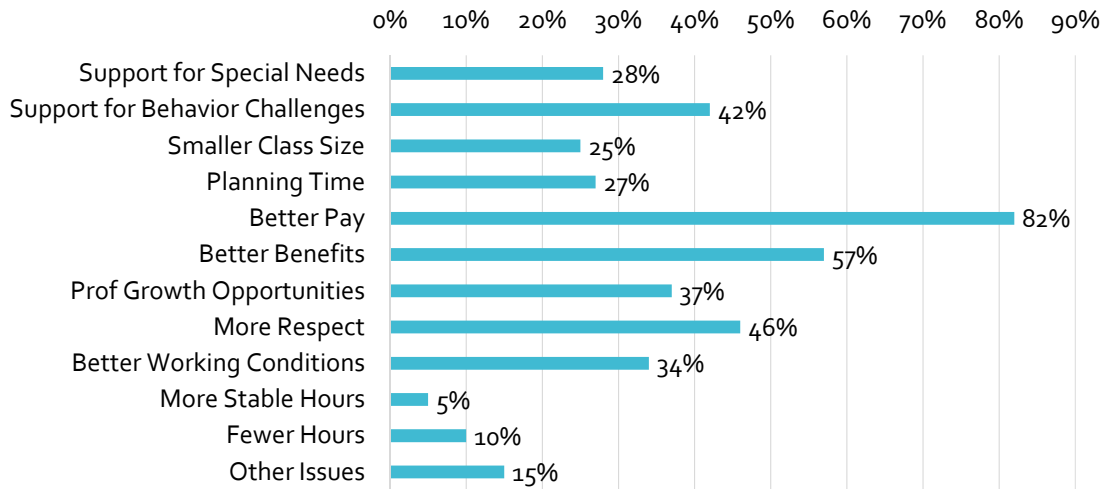
ECE workforce: turnover	Actual turnover	Statewide 2015	Buncombe 2018
	Full-time Teachers and Assistant Teachers (actual turnover)	18%	27%
	Full-time Teachers	19%	28%
	Full-time Assistant	13%	25%
	<b>Leaving the field in 3 years</b>		
	Teachers	19%	32%
	Assistant Teachers	21%	28%
	Infant/Toddler Teachers/Assistants	21%	31%
	Preschool Teachers/Assistants	17%	28%
	Directors	12%	6%

Source: Statewide Directors and Teachers Survey, 2015; Working in Early Care and Education in Buncombe County, 2018 Workforce Report (page 17)

### WAGE\$ participant turnover rate



### Factors motivating teaching staff to stay in the field



Working in Early Care and Education in Buncombe County, 2018 Workforce Report (page 18)



Feedback from a local Child Care Director -

“It [WAGE\$] provides educators with the resources to further themselves professionally!

It creates more worth to the profession because people feel valued and recognized for their important work!”



**Major funding for ECE SLOTS**



**Federal**

- Child Care Subsidy
- NC PreK
- Head Start
- Early Head Start



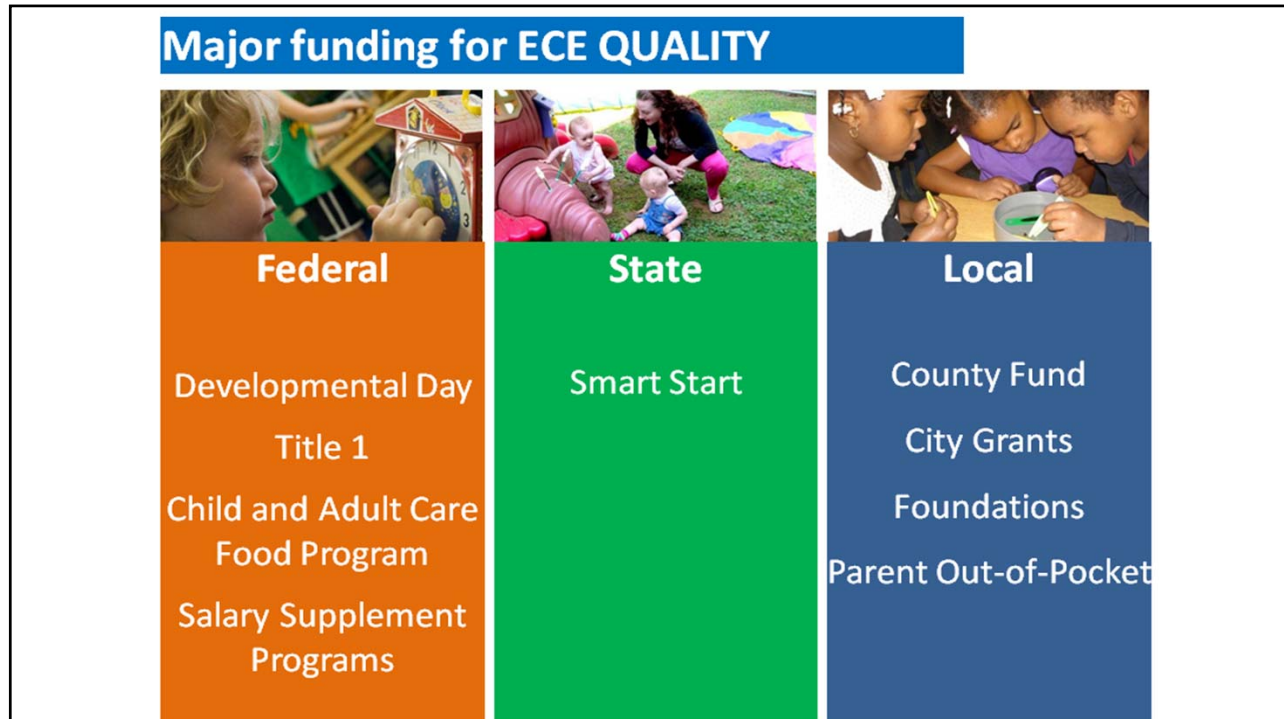
**State**

- Vouchers
- NC PreK
- Developmental Day




**Local**

- County Fund
- City Grants
- Foundations
- Parent Out-of-Pocket



## Challenges



**Underfunded system resulting in:**

- Low compensation
- Low morale & high turnover
- Low teacher education levels

**Increase in children exhibiting social, emotional & behavioral challenges**

- Lack of teacher training to support children who have experienced adverse childhood experiences (ACEs)
- Greater concentration of children with higher needs in classrooms with fewer support staff

**Child Care Subsidies remain frozen**

- Current waitlist is over 700 children

**Scarcity of slots & high cost of care**

## Opportunities



### Expanded Educational/Workforce Opportunities

- Brevard College – potential for a future local cohort
- Warren Wilson College – exploring Birth-Kindergarten licensure program
- Planned expansion for high school Career Technical Education programs
- BPF's Workforce Development Program recruitment, training, classroom coaching & employment opportunities
- P.E.E.C.E. program connecting high school, higher education and work placement

## Opportunities



### Statewide Salary Supplement Programs

- WAGE\$ Program
- New Infant-Toddler Awards Program
- T.E.A.C.H. Program

### Slot Expansion

- NC Pre-K Program funding for new slots
- Pritzker infant-toddler funding opportunity

### Mental Health Resources

- Greater capacity for resilience training
- Collaboration amongst behavioral specialists

## Resources

- [NCDHHS Division of Child Development & Early Education](#)
  - [NC Partnership for Children \(Smart Start\)](#)
  - [NC Early Childhood Foundation](#)
  - [NC Early Education Coalition](#)
  - [NC Association for the Education of Young Children](#)
  - [NC Childcare Resource & Referral Council:](#)
    - [Southwestern Child Development Commission](#)
    - [Childcare Resources, Inc.](#)
    - [Childcare Services Association](#) (*WAGE\$, T.E.A.C.H. & Infant-Toddler Awards Program*)
  - [Asheville Buncombe Preschool Planning Collaborative \(ABPPC\)](#)
  - [www.familyfriendlybuncombe.org](http://www.familyfriendlybuncombe.org)
- Family-friendly Affordable Buncombe (FFAB)