



Early Childhood Workforce: Current Landscape

Presented by

Rachael Sawyer Nygaard, Strategic Partnerships Director

Early Childhood Education and Development Committee

October 3, 2023



ECE Workforce Development Series

Session 1: Setting the Stage

August 1, 2023

Session 2: Current Landscape

September 5, 2023

Session 3: Promising Practices

October 3, 2023

Session 4: Recommendations

November 7, 2023

Recap - Session 1: Setting the Stage

Presenter:

- Jenny Vial, Director of Child Care Resources, Buncombe Partnership for Children

Panelists:

- Aimee Spooner, Children's Services Director, Irene Wortham Early Learning Center
- Amy Sosebee, Acting Director, Regent Park Early Childhood Development Center
- Tameka King, Executive Director, Children's Center at Gracelyn
- Melissa Wilson, Early Childhood Specialist, Buncombe Partnership for Children



Recap - Session 2: Current Landscape

Presenter:

- Rachael Sawyer Nygaard, Strategic Partnerships Director, Buncombe County

Panelists:

- Betsie Stockslager, Preschool Director, Buncombe County Schools
- Tamara Reynolds, Chair of the Education Department, Asheville-Buncombe Technical Community College
- Marcia Whitney, President and CEO, Verner Center for Early Learning
- Deanna Lamotte, NC Pre-K Expansion Director, Buncombe Partnership for Children
- Tasha Lewis, Director of Workforce Development Program, Buncombe Partnership for Children



Workforce Impacts on Early Childhood Grantees

10 organizations are receiving grants from Buncombe County's Early Childhood Fund to support the operation of early learning classrooms:

- Asheville Jewish Community Center
- Buncombe County Schools
- Christine Avery Learning Center
- Community Action Opportunities
- Donald S. Collins Early Learning Center
- Eliada Homes
- Evolve Early Learning
- Irene Wortham Center
- Verner Center for Early Learning
- YWCA of Asheville



Workforce Impacts on Early Childhood Grantees

We polled funded providers to gather baseline data including impacts of workforce shortages

We asked providers for:

- Licensed Slots, Enrollment & Wait List
- NC Pre-K, Head Start & Subsidy Slots & Enrollment
- Workforce – Teachers, Assistant Teachers & Vacancies



Slots

<u>Licensed Slots</u>		<u>Enrollment</u>		<u>Wait List</u>
1,034		782		3,514
<u>NC PreK Slots</u>	<u>NC PreK Enrollment</u>	<u>Head Start Slots</u>	<u>Head Start Enrollment</u>	<u>Subsidy Enrollment</u>
167	151	123	113	231

- Providers are enrolled at only 76% yet are carrying wait lists more than 3 times their total licensed capacity
- NC PreK slots are enrolled at 90% and Head Start at 92%



Workforce

Lead Teachers	<u>Total Positions</u>	<u>Positions Filled</u>	<u>Vacancies</u>	<u>Vacancy Rate</u>
	98	84	14	14%
Assistant Teachers	<u>Total Positions</u>	<u>Positions Filled</u>	<u>Vacancies</u>	<u>Vacancy Rate</u>
	116.5	95	21.5	18%



Reflecting on What We've Learned So Far

- What information from the presenters and panelists stands out to you the most?
- What do you see as the most urgent and important needs related to workforce development in early care and education?



Looking Ahead to Recommendations

- What promising practices that you've heard about seem to be having the greatest impact or possible impact?
- What other information would you like to have as the committee prepares for a conversation about recommendations?



Next Session: Recommendations

Workforce Development in Early Childhood Education

Recruitment

Growth

Retention

