

State of Child Care in Buncombe County: Facilities, Workforce & Funding

UPDATE FOR BUNCOMBE COUNTY ECEDF COMMITTEE
DECEMBER 6, 2022



Thank you for inviting us!

Jenny Vial –Child Care Resources (CCR) Director

- Child Care Resources
- Workforce Development
- Higher Education Supports

Deanna LaMotte – NC Pre-K Expansion Director

- Early Childhood Systems/ABPPC
- ARPA-funded NC Pre-K Expansion Pilot

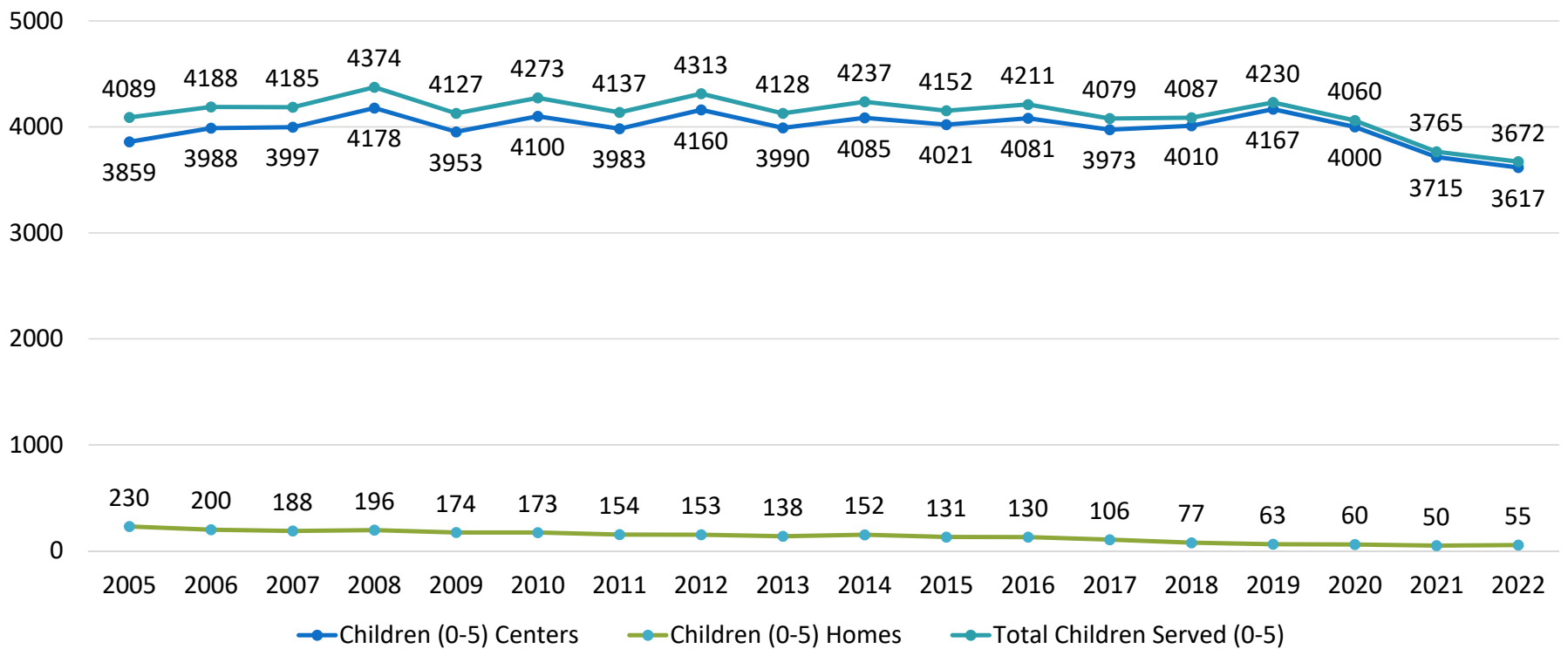


State of Child Care Report

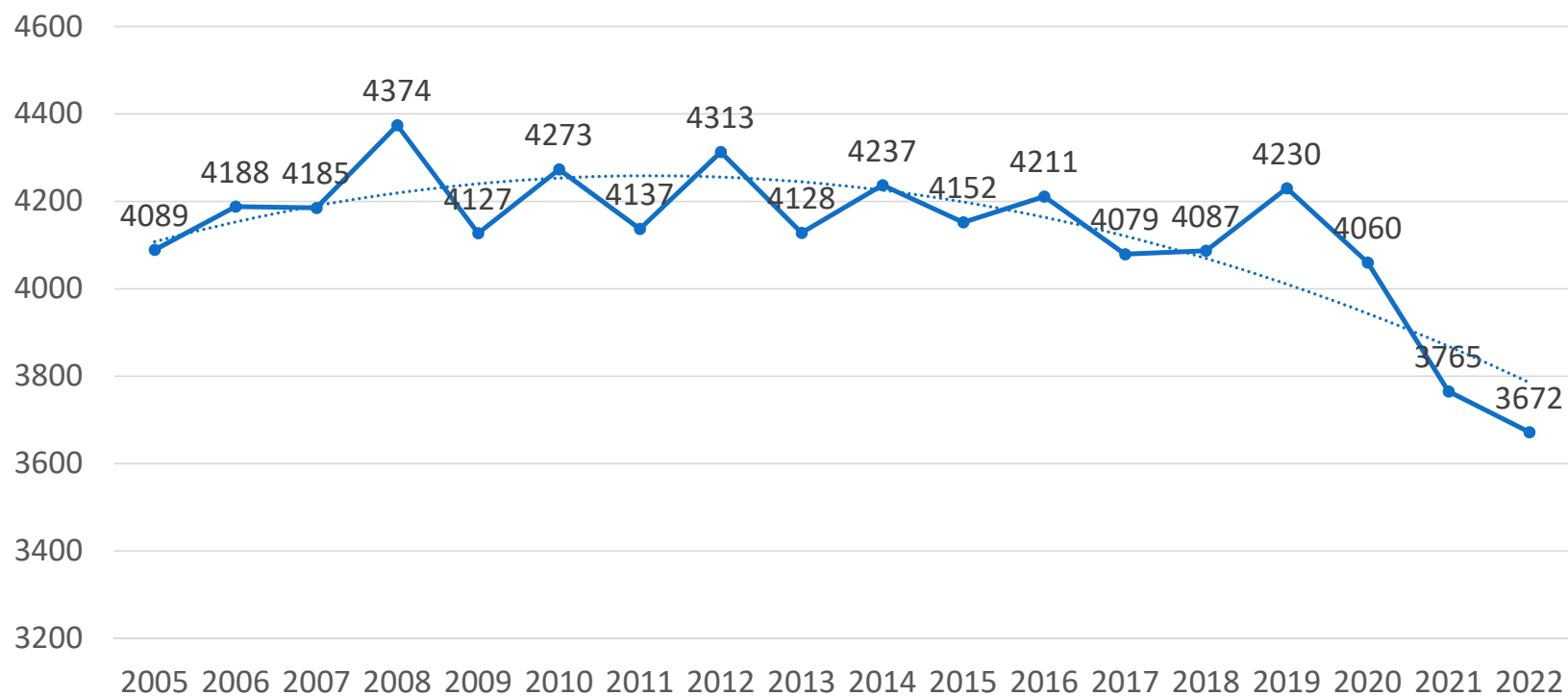
FULL presentation (updated quarterly):

<https://buncombepfc.org/reports/>

Children in care by facility type (0-5)



Buncombe ENROLLMENT over time in licensed facilities (ages 0-5)



COVID-19 Impact

Enrollment continues to remain low due to workforce shortages. DCDEE continues to provide stabilization grants for salary increases.

	Feb-20	May-20	Sept-22	% change
Children enrolled (ages 0-12)	5473	921	4699	-14%
# facilities (serving ages 0-12)	113	54	111	-1%
# staff (serving ages 0-12)	977	969	822	-16%



The Buncombe Workforce – By the numbers

Number of teachers = 699

Number of administrators = 103

Number of support staff = 33

2019 average hourly wage: educator: \$13.37; directors \$24.00

WAGE\$ salary supplement program participants = 110
teacher/administrators in 49 facilities

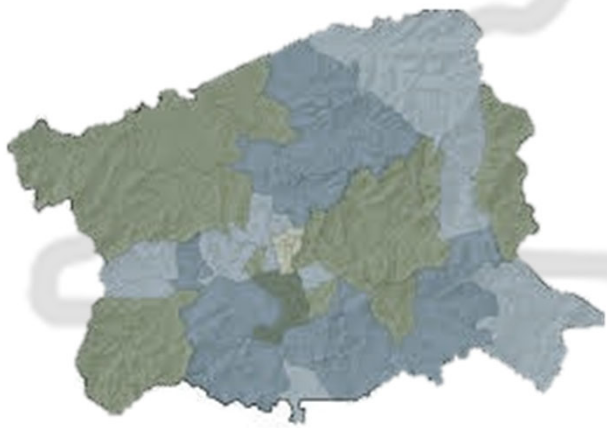
Turnover rate of WAGE\$ recipients = 18%

TEACH Early Childhood scholarship program = 73
participants in 26 facilities

Facilities receiving unrestricted Smart Start grants from BPF to maintain high quality = 66



Stabilization Grants (Fall '21-Spring '23)



All payments: \$15,181,413

Fixed Cost (base): \$8,689,064

Compensation Support: \$4,610,309

Jobs impacted: 927

Monthly Subsidy Rate Increases – 2022

Centers 3-5 year olds	2022	2018	Increase
1 star	335	335	0
2 star	351	351	0
3 star	795	730	65
4 star	839	747	92
5 star	912	775	137

BPFC's Early Educator Workforce Development Program

- Outreach & Recruitment
- Pre-Service Training Cohorts
- Guided Classroom observations
- Community College Early Childhood Course
- Supported study sessions
- **Substitute Teaching**
- **Employment Supports**
- Continued support with **Higher Ed Coach**



Building Capacity in Buncombe County to Expand NC Pre-K Availability & Accessibility

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NCPK Pilot Strategies Snapshot

Increase K readiness • Expand access to Pre-K • Reduce racial disparities

Barriers to PROVIDING

Fully funded NC Pre-K

- Supplement slots by 36%
- Pay licensed teachers on parity with K-12
- Ensure quality supports

ECE Education & Career Pipeline

- Higher Ed Coach
- Tutoring, social supports
- Logistical/retention supports

Ramp up to NC Pre-K Program

- Admin & teacher coaching
- NC Pre-K tools and PD
- Logistical/retention supports

Barriers to ACCESSING

Coordinated Outreach & Enrollment

- Online application portal
- Outreach & navigation
- Coordinated placement

Expanded access to wrap-around care

- Pilot innovations
- Demand & feasibility study

Expanded access to transportation

- Pilot innovations
- Demand & feasibility study

Lead Teacher Pay

- EVERY NC Pre-K lead teacher got a raise!
 - 7 teachers - 2-10%
 - 7 teachers - 10-20%
 - 10 teachers - 20-40%
 - 5 teachers - 40+%
- **AVG increase of \$772/month**



Implementation Challenges

- Salary implementation not at CENTER level
 - Director pay misalignment
 - Assistant teacher pay (“at least \$15.80/hour”)
 - **12 under \$17.70 (living wage)**
 - **Only 4 under \$16**
 - **AVG hourly rate of 18.64**
- “Local funding last” means budget always adjusting
- Head Start teacher recruitment

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Higher Education Supports

- Meet Aimee McNeill, Higher Ed Coach!
- Recruiting started mid-October
- 9 participants so far (goal of 30)
- Early successes...



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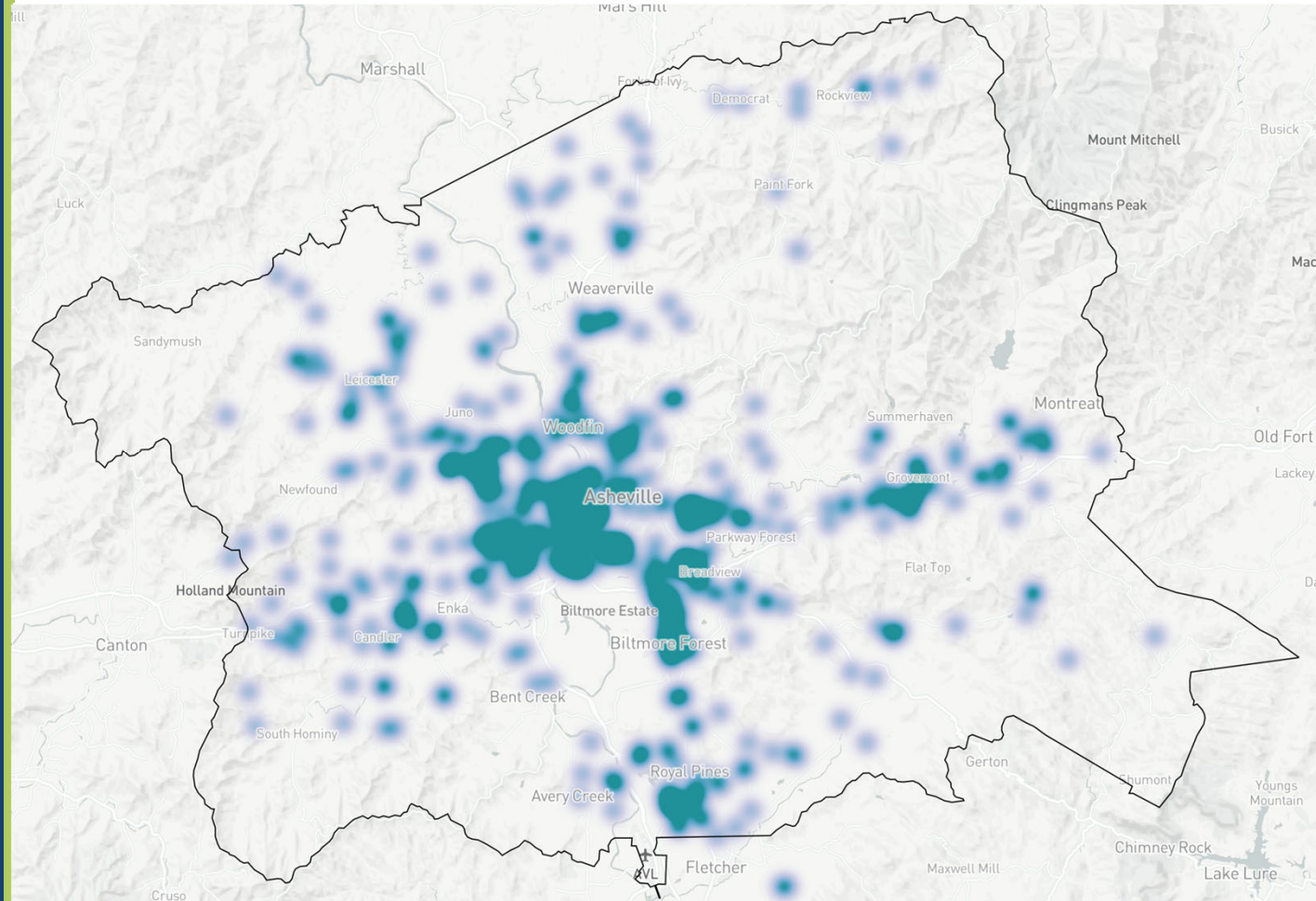
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Year 1 Application Data

- 590 applications in BPK
- 20 needed transportation
- 149 needed wrap-around
- 40 with IEPs
- 107 with developmental concerns
- 20% English learners
- *Year 2 Launching Jan 2023!*



So What?

- NC Pre-K at 88% enrollment as of October (state avg 90%)
 - 80 on waiting list
- Added **2 more private NC Pre-K sites** this year
- SITE selection process opening soon
 - Predicting *ramp-up supports* will mean more providers express interest
- SLOT allocation review soon
- Retention data at end of year



Questions?



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