



10 Things to Know About North Carolina's Child Care Workforce

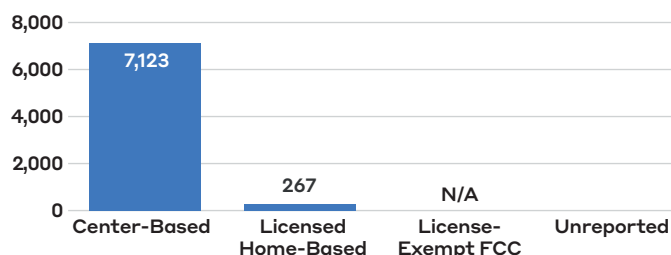
Forty-six child care workforce registries across the country collect comprehensive data on their state's workforce. This report is a first-of-its-kind snapshot of child care workforce data collected by registries across the country. This is just a small slice of the capabilities of registries, many of which collect data to even greater levels of detail.

NORTH CAROLINA'S DATA

North Carolina currently has a pending RFP to build a workforce registry. The data included here is from the Working in Early Care and Education in North Carolina, 2023 Workforce Study completed in February 2024. The study excludes programs serving only school-age children. A sample of 2,761 centers and 418 family child care providers was selected. The study is based on responses from 1,762 administrators, 5,361 teachers and assistants, and 267 family child care providers, a sample of the workforce. The sample is representative of North Carolina's star-rated licensing system.

1. Workforce Size¹

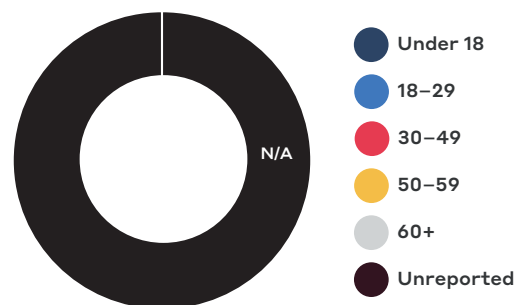
Center-Based	Director	1,762
	Teacher	3,860
	Teacher Assistant	1,447
Licensed Home-Based	Owner	267
	Assistant	N/A
License Exempt		N/A
Trainers and Coaches		N/A
Unreported		54
Total		7,390



2. Ages of Children Served

Age Groups	Percent
Infants and Toddlers (Birth to Age 2)	N/A
Preschool (Ages 3 and 4 years)	N/A
School-age (Age 5 and older)	N/A
Multiple age groups	N/A
Unreported	N/A

3. Workforce Age



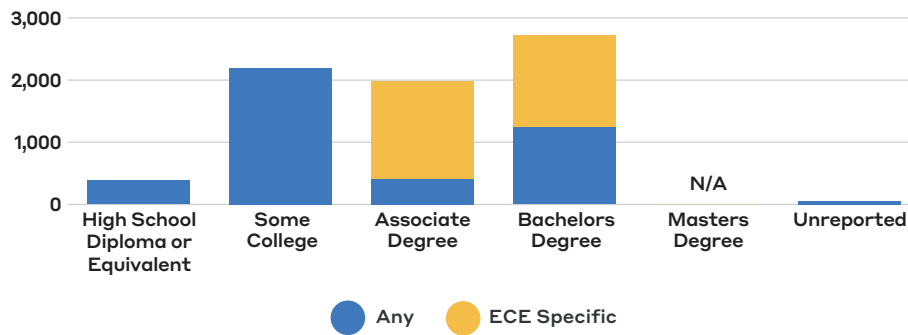
4. Employment Status



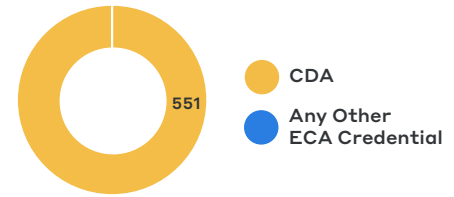
5. Gender²



6. Highest Level of Education³



Total Workforce with Any ECE Credential⁴



For more information on education requirements for North Carolina's workforce, see BPC's [Child Care Workforce Licensing Database](#).

7. Years of Experience

Center-Based ²			Licensed Home-Based		License Exempt	Trainers and Coaches
Director	Teacher	Teacher Assistant	Owner ⁵	Assistant		
22.0	12.0	5.0	24.0	N/A	N/A	N/A

8. Race⁶

Race	Percent
American Indian/ Alaska Native	3
Asian ⁷	1.6
Black/African American	41.1
Hawaii Native or Pacific Islander	N/A
Hispanic/Latino	5.8
White	49.8
Multiple Races	1.7
Chose not to report	N/A
Additional option not listed	1.1
Unreported	0

9. Median Compensation⁸

Center-Based			Licensed Home-Based		License Exempt	Trainers and Coaches
Director	Teacher	Teacher Assistant	Owner	Assistant		
\$21.63	\$15.00	\$13.00	\$10.20	N/A	N/A	N/A

10. Benefits by Program

Benefit	Center-Based	Licensed Home-Based	Other ⁹
Paid Planning Time	N/A	N/A	N/A
Paid Sick Leave	71%	N/A	87%
Paid Vacation	88%	N/A	64%
Retirement	43%	N/A	75%
Employer Sponsored Health Insurance	17%	N/A	79%

Footnotes

- The ECE workforce in North Carolina includes 3,822 administrators, 1,253 family child care providers, and over 29,000 teachers and assistants. For this report, the data is based on the 1,762 administrators, 5,361 teachers and assistant teachers, and 267 family child care providers who responded to a statewide survey based on a sample of NC providers. For purposes of this project, the workforce numbers were back calculated based on the percentages in the survey report.
- Percentage based on a sample of 7,390 center-based administrators, teaching staff, inclusive of teachers and assistant teachers, as well as family child care providers.
- Education data is based on a sample of 7,336 center-based administrators, teachers, and assistant teachers/floater, as well as family child care providers. The fields for B.A. and B.S. with an ECE degree include those with higher levels of education as well.
- The NC survey reports 5 different ECE credentials. However, individuals could obtain more than one type of ECE credential. The survey reports the percentages of individuals by credential but not the number of individuals who have multiple credentials.
- Reflective of all FCC Providers, including teachers and teacher assistants.
- Percentages based on a sample of 7,390 center-based administrators, teaching staff, inclusive of teachers and assistant teachers, as well as family child care providers.
- Inclusive of those who identify as Pacific Islander.
- The NC survey reports income based on wages at the 90th, 50th, and 10th percentiles. For this report, the 50th percentile wage levels are used.
- Child care centers with NC Pre-K Classrooms.

