Who’s Caring for Our Babies?
Early Care and Education in North Carolina
Child Care Services Association, 2018
Introduction
Purpose

• To examine the availability of infant-toddler care in counties, regions and statewide
• To assess usage of quality infant-toddler slots in counties, regions and statewide
• To compare the availability and usage of quality between infant-toddlers and preschoolers
• To compare data on availability and quality for infant-toddlers and preschoolers receiving child care subsidy
• To compare data on availability and quality since the 2008 Infant Toddler
The Study

• Data Sources
  – April 2008/Oct 2016 Licensing Data
  – April 2008/Oct 2016 Subsidy Data
  – April 2008/Oct 2016 Subsidy Waiting List Data
  – 2003/2015 ECE Workforce Study

• County, Regional and State Data
  – Complete Reports –www.childcareservices.org
The Basics

Descriptive Data

- 66,353 children from 0-3 in licensed child care settings (down 14% from 2008)
  - 20% infants (22% in 2008)
  - 35% one-year-olds (35% in 2008)
  - 45% two-year-olds (44% in 2008)

- 37% of children birth - five enrolled in licensed child care centers/homes are infants and toddlers (40% in 2008)

- 77% of all programs serve infants and toddlers (83% in 2008)
Use of Regulated Child Care by Children Birth to Five

- Children Birth - 3: 93% Centers, 7% Homes
- Children 3 - 5: 97% Centers, 3% Homes
- All Children Birth - 5: 96% Centers, 4% Homes
Percent of Children Birth - Five Enrolled in Licensed Centers or Homes

Center Enrollment

- Infants & Toddlers: 36%
- Preschoolers (3-5): 64%

Home Enrollment

- Infants & Toddlers: 41%
- Preschoolers (3-5): 59%
Older Children Have Access to Better Child Care

- % 4- or 5-Star Programs Enrolling Specific Age Group
  - Infants & Toddlers: 70%
  - Preschoolers: 94%

- % Children by Age Group Enrolled in 4-or 5-Star Programs
  - Infants & Toddlers: 68%
  - Preschoolers: 76%
Statewide Enrollment in 4-5 Star Programs Over Time

- Infants & Toddlers
  - 2008: 46%
  - 2016: 68%

- Preschoolers (3-5)
  - 2008: 58%
  - 2016: 76%
Percent Infants/Toddlers Enrolled in 4- or 5- Star Centers Across the Counties

County Examples:

<table>
<thead>
<tr>
<th>County</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alleghany</td>
<td>40%</td>
</tr>
<tr>
<td>Avery</td>
<td>100%</td>
</tr>
<tr>
<td>Bertie</td>
<td>64%</td>
</tr>
<tr>
<td>Guilford</td>
<td>59%</td>
</tr>
<tr>
<td>Hyde</td>
<td>46%</td>
</tr>
<tr>
<td>Macon</td>
<td>94%</td>
</tr>
<tr>
<td>Mecklenburg</td>
<td>75%</td>
</tr>
<tr>
<td>Mitchell</td>
<td>30%</td>
</tr>
<tr>
<td>Surry</td>
<td>10%</td>
</tr>
<tr>
<td>Union</td>
<td>71%</td>
</tr>
</tbody>
</table>
Environment Rating Scales

• ERS scores only required in higher quality programs

• 65% programs serving 3-5 year olds have ERS scores compared to 53% programs serving infants/toddlers

• Average preschool ERS score = 5.51

• Average infant/toddler ERS score = 4.98
Children Receiving Subsidy…
The Basics

Descriptive Data

• 22,859 infants & toddlers receive child care subsidy (30,932 in 2008)
  – 19% are infants (22% in 2008)
  – 36% are one year-olds (37% in 2008)
  – 45% are two year-olds (41% in 2008)

• 34% of all infants and toddlers in a licensed child care facility receive subsidy (40% in 2008)

• 63% of children waiting for subsidy are infants and toddlers (same as 2008)
Children Receiving Subsidy and On Waitlist By Age

Receiving Subsidy
- Infants & Toddlers: 52%
- Preschoolers (3-5): 48%

On Waitlist
- Infants & Toddlers: 37%
- Preschoolers (3-5): 63%
Use of Regulated Care by Children Birth to Five with Vouchers

- Children Birth - 3: 8%
- Children 3 - 5: 6%
- All Children Birth - 5: 7%

- Homes: 92%
- Centers: 94%
- All Children: 93%
Statewide Subsidy Enrollment in 4- & 5- Star Programs Over Time

- Infants & Toddlers:
  - 2008: 43%
  - 2016: 74%

- Preschoolers (3-5):
  - 2008: 50%
  - 2016: 75%
Percent Infants/Toddlers Receiving Subsidy Enrolled in 4 or 5 Star Centers Across the Counties

County Examples:

<table>
<thead>
<tr>
<th>County</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anson</td>
<td>38%</td>
</tr>
<tr>
<td>Ashe</td>
<td>100%</td>
</tr>
<tr>
<td>Buncombe</td>
<td>75%</td>
</tr>
<tr>
<td>Carteret</td>
<td>92%</td>
</tr>
<tr>
<td>Cleveland</td>
<td>70%</td>
</tr>
<tr>
<td>Currituck</td>
<td>50%</td>
</tr>
<tr>
<td>Durham</td>
<td>65%</td>
</tr>
<tr>
<td>Gates</td>
<td>25%</td>
</tr>
<tr>
<td>Onslow</td>
<td>83%</td>
</tr>
<tr>
<td>Yadkin</td>
<td>10%</td>
</tr>
</tbody>
</table>
Early Childhood Workforce...
The Basics

Descriptive Data

- Infant/Toddler teachers…
  - 38 years old
  - 99.7% female
  - 47% people of color
  - 74% have children

- 45% have a degree (24% in 2003)

- 10 years experience in the field (5.0 years in 2003)

- Make $10.00 per hour ($9.67 in 2003-adjusted)
Infant-Toddler Teacher Educational Gains Over Time

2003

- BS or more-CD/ECE: 3%
- BS or more-Other: 8%
- AAS-CD/ECE: 9%
- AAS-Other: 4%

2015

- BS or more-CD/ECE: 5%
- BS or more-Other: 15%
- AAS-CD/ECE: 19%
- AAS-Other: 6%
# Workforce Differences Among Regions

<table>
<thead>
<tr>
<th></th>
<th>% With Degree</th>
<th>Years Experience in Field</th>
<th>Median Hourly Wage</th>
<th>% Family Income Below $30,000</th>
<th>% with Children</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low</td>
<td>30%</td>
<td>6.3</td>
<td>$8.50</td>
<td>34%</td>
<td>61%</td>
</tr>
<tr>
<td>High</td>
<td>57%</td>
<td>13.0</td>
<td>$11.50</td>
<td>81%</td>
<td>87%</td>
</tr>
<tr>
<td>State</td>
<td>45%</td>
<td>10.0</td>
<td>$10.00</td>
<td>63%</td>
<td>74%</td>
</tr>
</tbody>
</table>
What Did We Do?

• Regulatory agency push to increase quality
  • Targeted RttT-ELC funds
  • Project targeted at 1 & 2 star programs
• NC Pre-K implementation
  • Increased overall program quality
  • Increased teacher education/compensation for all teachers
• Subsidy requirement in 3-5 star care
• Early Head Start expansion
• Increased subsidy rates for infants/toddlers
• Various infant/toddler specific projects
Recommendations

• Provide incentives to expand 5-star slots for infants and toddlers.

• Raise reimbursement rates for center based care at the 4 and 5 star levels to 85th percentile of market rate for all counties.

• Hold counties accountable for meeting the same high standards for infant toddler care as for preschool care.

• Expand the Infant Toddler Specialists available through the statewide Quality Enhancement Project and reinstate incentives in the project.
Recommendations (cont.)

• Raise the Federal Child and Dependent Care Tax Credit.

• Reinstate the Earned Income Tax Credit for NC families.

• Examine higher education curricula to ensure that all early childhood degrees include sufficient coursework addressing the unique needs of infants and toddlers.

• Address compensation for those directly working with infants and toddlers.
Recommendations (cont.)

• Maintain three separate waiting lists in the state subsidy system.

• Continue current, effective strategies to address the accessibility, quality and affordability needs of infants and toddlers in regulated child care.

• Encourage employers to support the development and/or provision of high quality infant/toddler slots for employees.

• Conduct a statewide workforce study with data available at the county level.
Conclusion-

Things are better for everyone and the disparity between age groups is diminishing. However…

- Fewer infant/toddler slots (14% decline in enrollment vs. 4% decline in population)
- Less choice for parents of infants/toddlers (77% vs. 92% of all programs)
- Less access to high quality programs for infants/toddlers (70% vs. 94% serving 3-5 year olds)
- Less educated, less experienced and lower compensated teachers of infants/toddlers (45% degreed, 10 years in field, $10/hour)
Conclusion-

Things are better for everyone and the disparity between age groups is diminishing. However...

- Most children birth-five who are waiting for subsidy are infants & toddlers (63%)
- Fewer infants/toddlers receive subsidized care when Head Start/NC Pre-K are considered
- Fewer infants/toddlers receive high quality subsidized care when Head Start/NC Pre-K are considered
- Wide disparity exists among counties (0% to 100% of infants and toddlers in 4-5 star centers)