



NORTH CAROLINA  
EARLY EDUCATION COALITION

# Addressing the Early Childhood Workforce Crisis Through Stabilization Grants

*June 22, 2022*

# Goals for today

- Overview of early childhood workforce issues
  - Elaine Zukerman, NC Early Education Coalition
- Overview of Stabilization Grants and CCSA's issue brief
  - Marsha Basloe, Child Care Services Association
- Panel discussion with providers
  - Facilitator: Susan Butler-Staub, NC Early Education Coalition
  - Panelists: Cassandra Brooks, Danielle Caldwell, Anna Mercer-McLean, Michele Miller-Cox





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# Worthy Wages for Worthy Work

# About the Early Childhood Workforce

## North Carolina's early education workforce:

- Child care teachers make an average of **\$12/hour**, an annual salary of less than **\$25,000**
- **62%** of teachers have at least an associate's degree
- **1 in 5** teachers has no health insurance in the middle of a pandemic
- **38%** of teachers relied on some form of public assistance in the last 3 years
- Child care teachers are **7 times** more likely to live in poverty than public school kindergarten teachers



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**#WorthyWagesNC**



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# North Carolina Depends on the Early Childhood Workforce

- Early educators are building brains. High-quality early education lays the foundation for future success in school and in life.
- Child care teachers are the workforce behind the workforce.
- Child care teachers support young children, working families, communities, and North Carolina's economy.

*“We are brain architects, building the future of tomorrow, and our wages should reflect our value!”*

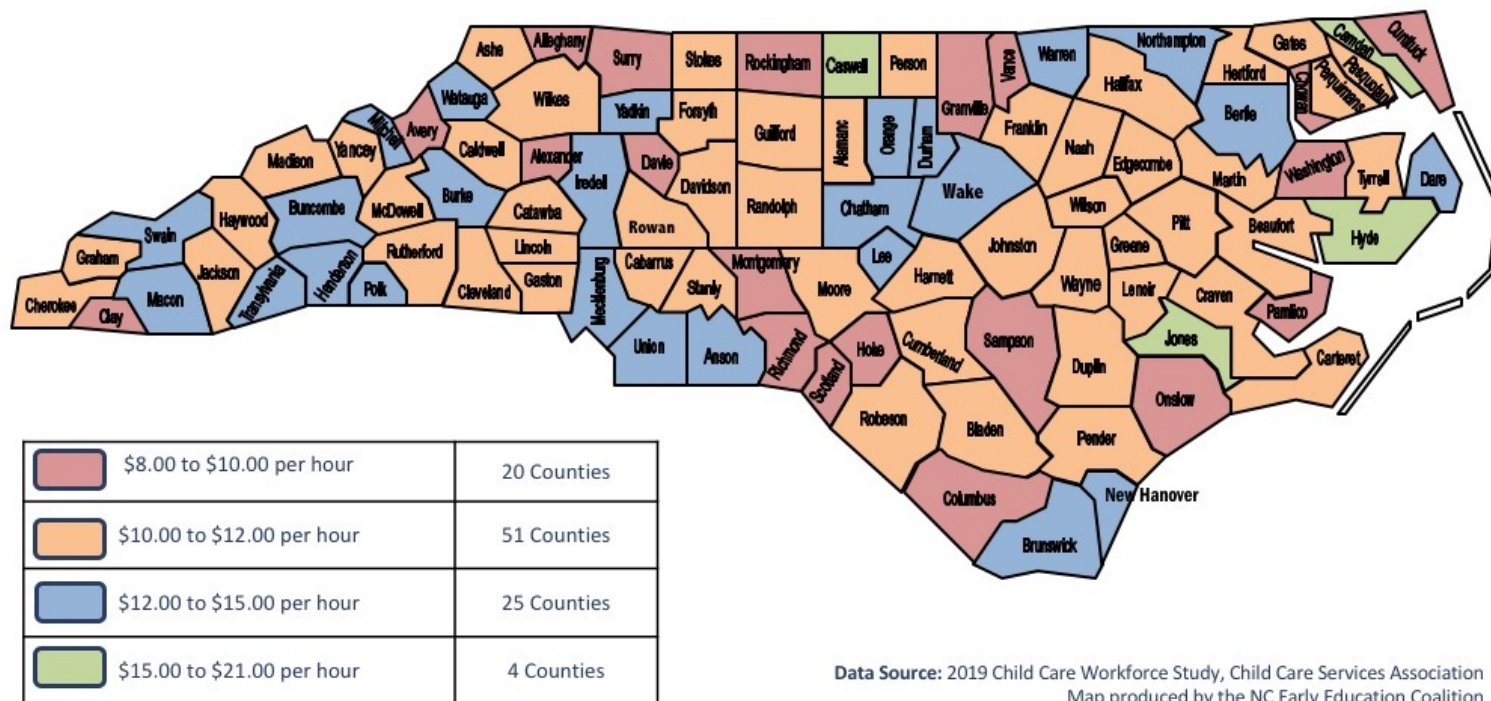
*-Adrienne, child care teacher*

# Early Educators are Undervalued and Underpaid

*"I cannot afford to live on the measly wages I am paid and have to rely on assistance and a second job to survive. I have a bachelor's degree and get paid less than most places of employment."*

*-Katie, child care teacher*

## Early Childhood Teaching Staff Median Hourly Wages



Data Source: 2019 Child Care Workforce Study, Child Care Services Association  
Map produced by the NC Early Education Coalition

# North Carolina Has a Workforce Crisis

- 22% of teachers expect to leave the field within the next 3 years.
- The talent pipeline is shrinking: fewer people than ever are pursuing a degree in the early childhood field.
- Huge staffing shortages are impacting the availability of child care for children, families, and communities.

*“Higher wages would allow me to take care of my own family. Because of the low wages associated with this field, I have no choice but to leave this occupation.”*  
-Krystle, child care teacher

# Policy Solutions

North Carolina has an early childhood workforce crisis: parents can't afford to pay more, providers can't afford to pay teachers more, and teachers can't afford to stay for such low wages.

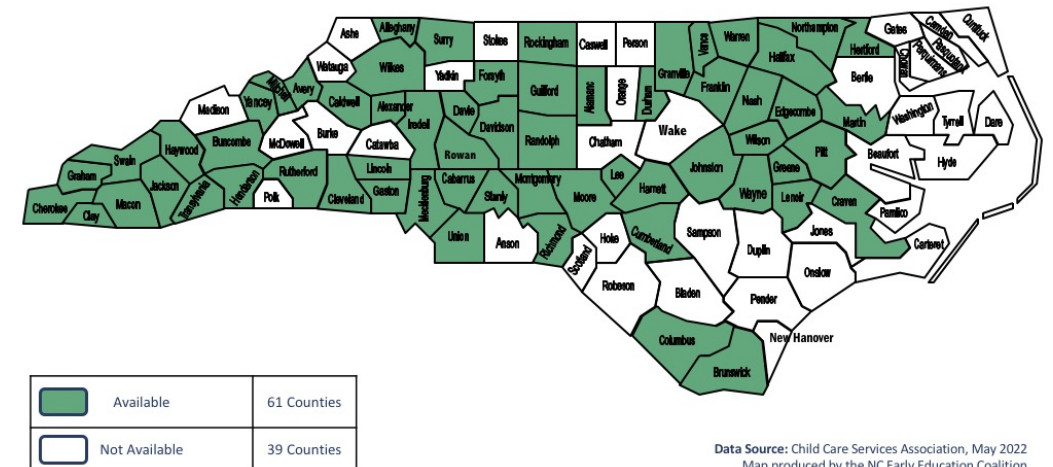
## Long-term solutions:

- **Expand Child Care WAGE\$ statewide:** currently isn't available or funded enough to serve all eligible teachers in all 100 counties.
- **Improve Child Care Subsidy Reimbursement Rates:** adequate and equitable rates are needed to help cover the true cost of care, including compensation

## Interim/short-term solutions with Federal relief funds:

- **Bonuses**
- **Child Care Stabilization Grants**

Child Care WAGE\$ Program Availability 2022



# Get Involved in the Fight for Worthy Wages!

## Advocacy Resources

- [Sign up for the Worthy Wages campaign](#)
- [Join Our Action Center](#)
- [Worthy Wages Toolkit](#)
- Talking points, sample emails, and other templates
- Social media toolkits
- Infographics
- Fact sheets, state and county level data
- Policymaker contact information
- Resources available here:  
[www.NCEarlyEducationCoalition.org](http://www.NCEarlyEducationCoalition.org)





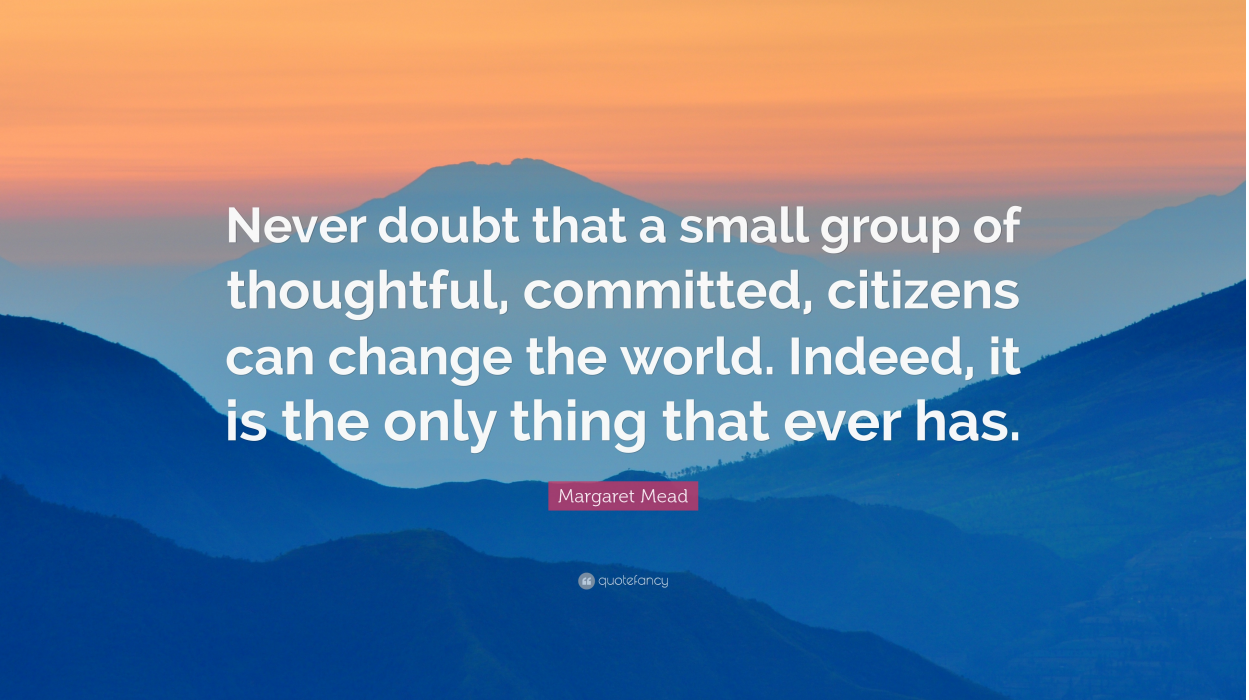
# Thank you!

[www.NCEarlyEducationCoalition.org](http://www.NCEarlyEducationCoalition.org)

**For more information:**


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Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.

Margaret Mead

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