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

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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

<table>
<thead>
<tr>
<th>Licensed Slots</th>
<th>Enrollment</th>
<th>Wait List</th>
</tr>
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<tbody>
<tr>
<td>1,034</td>
<td>782</td>
<td>3,514</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>NC PreK Slots</th>
<th>NC PreK Enrollment</th>
<th>Head Start Slots</th>
<th>Head Start Enrollment</th>
<th>Subsidy Enrollment</th>
</tr>
</thead>
<tbody>
<tr>
<td>167</td>
<td>151</td>
<td>123</td>
<td>113</td>
<td>231</td>
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</tbody>
</table>

- 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

<table>
<thead>
<tr>
<th></th>
<th>Total Positions</th>
<th>Positions Filled</th>
<th>Vacancies</th>
<th>Vacancy Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Lead Teachers</strong></td>
<td>98</td>
<td>84</td>
<td>14</td>
<td>14%</td>
</tr>
<tr>
<td><strong>Assistant Teachers</strong></td>
<td>116.5</td>
<td>95</td>
<td>21.5</td>
<td>18%</td>
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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