THE BUNCOMBE WORKFORCE – BY THE NUMBERS

- Number of teachers = 808
- Number of administrators = 107
- Number of support staff = 76
- On average, the early care and education teaching staff made $13.37 per hour and directors made $24.00 per hour.
- WAGE$ salary supplement program participants = 114 teacher/administrators in 54 facilities
- Turnover rate of WAGE$ recipients = 19%
- TEACH Early Childhood scholarship program = 66 participants in 28 facilities
- Facilities receiving unrestricted Smart Start grants from Buncombe Partnership for Children to maintain high quality = 63
STABILIZATION

Child care was identified as an essential service under the Stay Home, Stay Safe order. Centers that wished to remain open and agreed to meet updated health, safety and operational guidelines applied to NC DCDEE to remain open or reopen following a short closure. Enrollment continues to remain low due to workforce shortages. DCDEE continues to provide limited stabilization grants for salary increases.

<table>
<thead>
<tr>
<th></th>
<th>Feb-20</th>
<th>May-20</th>
<th>April-23</th>
<th>% change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children enrolled (ages 0-12)</td>
<td>5473</td>
<td>921</td>
<td>4571</td>
<td>-16.84%</td>
</tr>
<tr>
<td># facilities (serving ages 0-12)</td>
<td>113</td>
<td>54</td>
<td>112</td>
<td>-.88%</td>
</tr>
</tbody>
</table>
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>
</thead>
<tbody>
<tr>
<td>1,034</td>
<td>782</td>
<td>3,514</td>
</tr>
</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>
</tr>
</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%
Building Capacity in Buncombe County to Expand NC Pre-K Availability & Accessibility

Buncombe Partnership for Children - Deanna LaMotte
Update for Buncombe County ECEDF Committee
January 2, 2024
Six Strategies to Build NC Pre-K Capacity

- Fully funded NC Pre-K
- ECE Higher Ed Supports
- Ramp up to NC Pre-K
- Coordinated Outreach & Enrollment
- Expanded access to wrap-around care
- Expanded access to transportation

*Increase K readiness • Expand access to Pre-K • Reduce racial disparities*
## Fully Funded NCPK (slots & workforce)

### FUNDING

- **Supplement 432 NC Pre-K slots:**
  - $906,820 (to date)

- **Support K-12 parity for private site teachers**
  - $82,986 (to date)

### IMPACT

- **43 classrooms**
- **432 slots stabilized (97% enrolled)**
- **4 new NC Pre-K sites**

- **43 leads at K-12 parity**
- **Avg 90% lead teacher retention**
- **↑ professionalism & stability**
Words from the field...

- On my license, I'm a 13-year teacher. Before that raise, I made less than a first year [K-12] teacher. I have to keep up a teaching license and also have to follow childcare rules. It is a lot of work to make so very little. NC Pre-K teacher

- We would have had to decrease our number of NC Pre-K slots in favor of private pay slots had the county not provided this funding. -Director

- We have two NC Pre-K classrooms with teachers who have over 20 years of experience. There is no way we would be able to pay... certified teachers with that many years of experience without the supplemental funding. -Director
## Higher Ed Supports (workforce)

<table>
<thead>
<tr>
<th>FUNDING</th>
<th>IMPACT</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Higher Ed Coach <em>(1FTE)</em></td>
<td>• 49 veteran educators</td>
</tr>
<tr>
<td>• Tuition or stipends</td>
<td>• Leverages T.E.A.C.H., WAGE$, AWARD$, Plus, Pell grants, local college programs</td>
</tr>
<tr>
<td>• $35,000/yr</td>
<td>• Supported 22 programs</td>
</tr>
<tr>
<td>• Barrier reduction &amp; study groups</td>
<td></td>
</tr>
<tr>
<td>• $10,000</td>
<td></td>
</tr>
</tbody>
</table>
Words from the field...

• “I am so thankful for this project and my coach...! This has definitely helped me be able to get through college and given me so much support!”

• I am more likely to stick with my certificate/degree program.
  • 82% definitely 18% somewhat

• I feel more supported as a professional.
  • 86% definitely 14% somewhat

• I am more likely to keep teaching in ECE.
  • 86% definitely 14% somewhat
Ramp Up to NC Pre-K (slots & workforce)

**FUNDING**
- Ramp-up Coach (1FTE)
- Stipends for participants
  - $15,400 (projected)
- Curricula and assessments
  - $25,800 (projected)

**IMPACT**
- 10 private classrooms “NC Pre-K ready”
  - All 4 BCS CTE classrooms
  - 5 other private centers
- Elevating quality/professionalism
## Buncombe Pre-K Single Portal (accessibility)

<table>
<thead>
<tr>
<th>FUNDING</th>
<th>IMPACT</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Bilingual Outreach &amp; Enrollment Coordinator (1FTE)</td>
<td>• Over 700 families engaged with ONE site/number/person</td>
</tr>
<tr>
<td>• Secure application portal</td>
<td>• Opportunity for concrete data</td>
</tr>
<tr>
<td>• $12,000/yr</td>
<td>• Opportunity to expand to all pre-k apps</td>
</tr>
<tr>
<td>• Coordinated Outreach</td>
<td></td>
</tr>
<tr>
<td>• $10,000/yr</td>
<td></td>
</tr>
</tbody>
</table>
Words from the field...

• I had no idea where to start. Buncombe Pre-k helped me every step of the way... Hands down a great experience and amazing placement for my little one! We could have easily been left alone to figure out this new chapter in our family’s lives, but with the help of BPK we are in such a good place now!
Transportation & Wrap (accessibility)

**FUNDING**

- Community-based research
  - $80,000 (contracted)

- Direct supports to families
  - $75,000 (projected)

**IMPACT**

- 14 families getting monthly gas cards
- 4 families getting wrap-around
- 2 summers of care for those who wouldn’t have that continuity
Questions?