



## **An Overview of the North Carolina Institute for Child Development Professionals**

The North Carolina Institute for Child Development Professionals (Institute) is a non-profit organization that has worked since 1993 to increase the education and compensation of early educators working with or on the behalf of young children age birth to twelve in early care and education settings in North Carolina.

### **Addressing a Critical Need**

Over 43,000 early educators work in regulated settings in North Carolina. The field also includes hundreds of early childhood and school age care professionals who work with early educators to support the provision of high quality early care and education services for all young children served.

Early educators earn low wages, support dependents and have few, if any, benefits. Increasingly they ongoing or advanced levels of college education and on-the-ground support to be able to effectively address the evolving needs of young children and their families. The organization and systems that support early educators and early care and education programs in providing quality services also need information, professional development, tools and strategies to help the workforce meet these needs.

### **Supporting Advancements in the Field**

To address this need, the Institute works with state and local partners to build a comprehensive professional development system for early educators in North Carolina to grow and educated, compensated, recognized workforce of early childhood and school age professionals. To achieve this goal, the Institute...

- Produces tools, publications, research and reports about workforce issues.
- Collects and disseminates data about workforce professional development strategies.
- Provides consultation services on professional development strategies and systems development at the state, local and national levels.
- Creates and supplies high quality professional development opportunities.
- Offers access to resources and the latest research on workforce issues through its partner network and website.
- Creates tools to educate the public about why the education of early educators matters.
- Certifies and endorses those who work directly with, on the behalf of or intend to work with children ages birth to twelve in North Carolina to increase professional recognition.
- Works with business and industry to offer work/life/education benefits to certified early educators.

### **Guiding the Work**

Operational and program policies and activities of the Institute are overseen by the Board of Directors and conducted by staff and through contracted services. The development of tools and education, continuing education and compensation strategies are informed by Institute Task Groups composed of early childhood and business representatives and experts.

### **Supporting the Work**

Funding for the work of the Institute is provided by public and private grants, fees for service, donations and in-kind resources.

### **Contact Us**

For additional information contact Debra Torrence, Executive Director at [dtorrence@ncicdp.org](mailto:dtorrence@ncicdp.org).