

5 Years of Progress on the Prenatal-to-3 State Policy Roadmap






NORTH CAROLINA

The **Prenatal-to-3 State Policy Roadmap** guides state leaders on the most effective investments to ensure all children thrive from the start. Since the 2020 Roadmap, North Carolina newly implemented Medicaid expansion under the Affordable Care Act. North Carolina is one of 12 states that has implemented one of four effective Roadmap policies.



North Carolina reduced administrative burden for the Supplemental Nutrition Assistance Program (SNAP) by implementing online case management services, set a goal to implement comprehensive screening and connection programs statewide, began offering an enhanced Medicaid reimbursement rate for group prenatal care services, and took steps to increase access to child care subsidies. The state also continued support for Early Intervention.

**prenatal-to-3
policy IMPACT CENTER
STATE POLICY ROADMAP**

Effective Roadmap Policies





-  Expanded Income Eligibility for Health Insurance to 138%
-  Paid Family and Medical Leave for Families with a New Child
-  State Minimum Wage of \$10.00 or Greater
-  Refundable State Earned Income Tax Credit of at Least 10%

Effective Roadmap Strategies


-  Reduced Administrative Burden for SNAP
-  Comprehensive Screening and Connection Programs
-  Child Care Subsidies
-  Group Prenatal Care
-  Community-Based Doulas
-  Evidence-Based Home Visiting Programs
-  Early Head Start
-  Early Intervention Services

Because of state and federal investments, a parent earning the minimum wage with two children in North Carolina has approximately \$25,800 in total resources available to them in 2024, up from \$18,000 in 2020.

North Carolina: 5-Year Policy Progress Summary

| Policy | 2020 to 2024 | Progress Summary |
|--|---|--|
| +1 Expanded Income Eligibility for Health Insurance | 41% of the FPL  138% of the FPL | North Carolina expanded Medicaid eligibility under the Affordable Care Act in 2023. Due to the expansion, an estimated 556,500 childless adults and parents with incomes up to 138% of the FPL are now eligible for Medicaid coverage. |
| Paid Family and Medical Leave for Families with a New Child | 0 weeks  0 weeks | North Carolina does not have a statewide paid family and medical leave program, but the state does provide paid parental leave to eligible state employees. |
| State Minimum Wage of \$10.00 or Greater | \$7.25 per hour  \$7.25 per hour | North Carolina's state statute specifies a \$6.15 minimum wage, therefore, the state minimum wage defaults to the federal minimum of \$7.25 per hour. |
| Refundable State Earned Income Tax Credit of at Least 10% of the Federal Credit | No EITC  No EITC | North Carolina does not have a state EITC. |

 State met Roadmap threshold prior to October 1, 2020

 State implemented a policy at or above the Roadmap threshold between October 1, 2020 and October 1, 2024



North Carolina: 5-Year Strategy Progress Summary



North Carolina began offering online case management services for SNAP in 2024 and continues to assign simplified reporting to all families with children, both key state policy levers to **reduce administrative burden for SNAP**.



In 2024, North Carolina set a goal and allocated funding to implement Family Connects, an evidence-based **comprehensive screening and connection program**, statewide. The state continues to support Family Connects through Medicaid and direct state funding. Families in North Carolina also have access to HealthySteps.

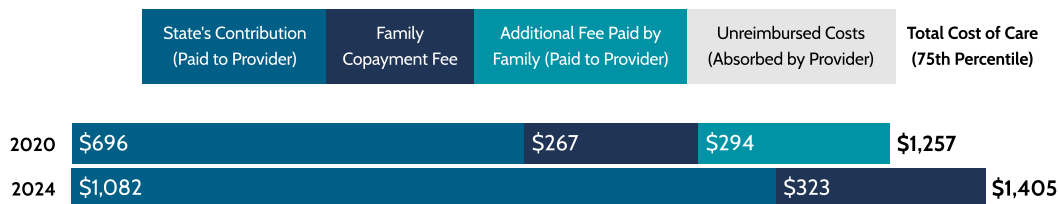


In 2024, North Carolina began offering an enhanced Medicaid reimbursement rate of \$250 per group to incentivize **group prenatal care**.



North Carolina increased **child care subsidy** reimbursement rates for infants in center-based care by 46% between 2020 and 2024.

In the figure below, the total cost of child care is based on the cost associated with the equal access target (or 75th percentile), which includes the amount the state provides as a subsidy, the family's required copayment contribution, the additional fee, if allowed, and any unreimbursed cost to providers.



North Carolina does not implement any key state policy levers to increase access to **Early Intervention (EI) services**. However, in 2024, legislators appropriated funding to professional development and staffing supports, to provide EI services to an additional children, and to support public awareness campaigns to support access to services.



North Carolina took little action to provide additional supports for **community-based doulas** or **Early Head Start**, or to use Medicaid funding to support **evidence-based home visiting programs**.

Notes: A teal icon indicates that a state made progress to increase access to an effective strategy since the 2020 Roadmap. A gray icon indicates maintenance of state efforts or little progress.

EXPLORE NORTH CAROLINA'S ROADMAP
pn3policy.org/pn-3-state-policy-roadmap-5-yrs/NC



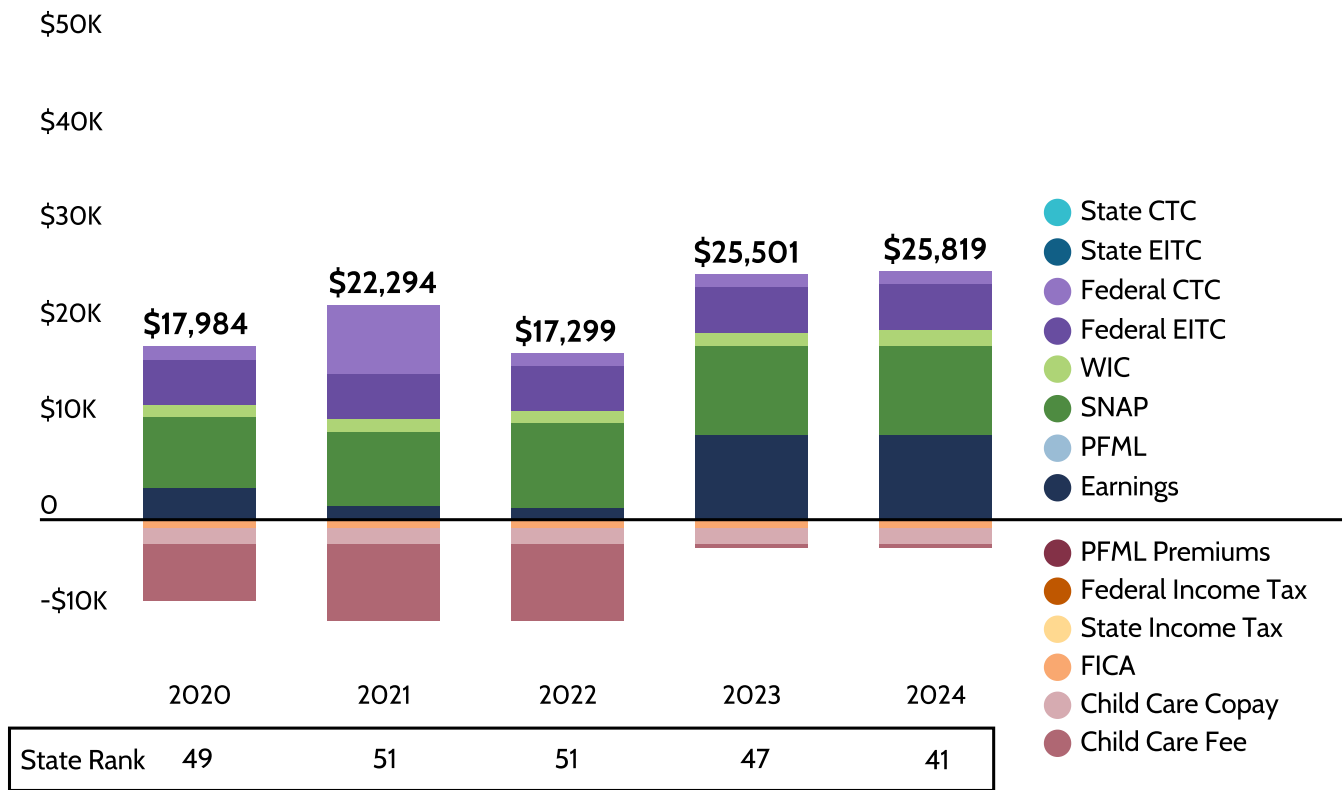
State policy choices do not operate in isolation from one another. Instead, they interact with each other and federal policies to create a system of support for children and families that varies significantly state-by-state. Our Policy Impact Calculator demonstrates this variation and illustrates the impact of policy choices on family resources over time.

In North Carolina, a parent earning the minimum wage with two children has \$25,819 in total resources available to them in 2024, up from \$17,984 in 2020.

- Change in total resources due to state policies: + \$5,626
- Change in total resources due to federal policies: + \$2,209

North Carolina's Policy Choices Impact Family Resources

Family resources, accounting for minimum wage, paid family & medical leave, child care expenses, federal & state benefits



To the extent possible, data reflect state policies as of October 1st & that tax year. All earnings, benefits (both federal and state), and child care costs are based on a family of three comprised of a single parent working a full-time, minimum wage job for 9 months with 12 weeks of maternity leave. The family includes two children (an infant and a toddler) in full-time, center-based child care. For detailed source notes and additional information see our [Policy Impact Calculator](#) and [Methods and Sources](#).

**LEARN MORE ABOUT THE
POLICY IMPACT CALCULATOR**

pn3policy.org/policy-impact-calculator-5yrs



WE'RE HERE TO HELP. Contact us to inquire about our state services at pn3center@vanderbilt.edu or submit a request for our services at pn3policy.org/state-services.