

Child Care Workforce Presentation

Emily Laidlaw, MiLEAP | March 7, 2024

Meet MiLEAP

Create a path to prosperity for every Michigander and support the long-term economic health of our state with a coordinated strategy from preschool through postsecondary.

Our Team

Office of Early Childhood Education

- PreK for All: GSRP and Head Start
- Child Care: Affordability, Safety, and Quality

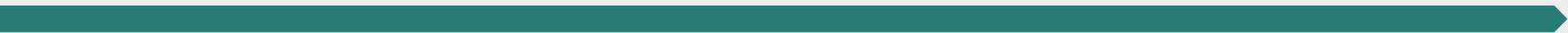
Office of Higher Education

- Sixty by 30
- MI Student Aid: Scholarship Administration

Office of Education Partnerships

- Out-of-School Time
- Councils
- Family and Community Engagement

Early Childhood Education in Michigan



Options for Families

- 461,174 Michigan children **receive child care** each year
- Delivered through a range of **public and private** options

HOME-BASED CARE

CENTER-BASED CARE

NON-LICENSED

LICENSED

Relative
Parent, Grandparent

Non-Relative
Friend, Neighbor

Family Child Care Home
1 provider, up to 6 children
Expanded Capacity up to 7 children

Family Group Home
2 providers, up to 12 children
Expanded Capacity up to 14 children

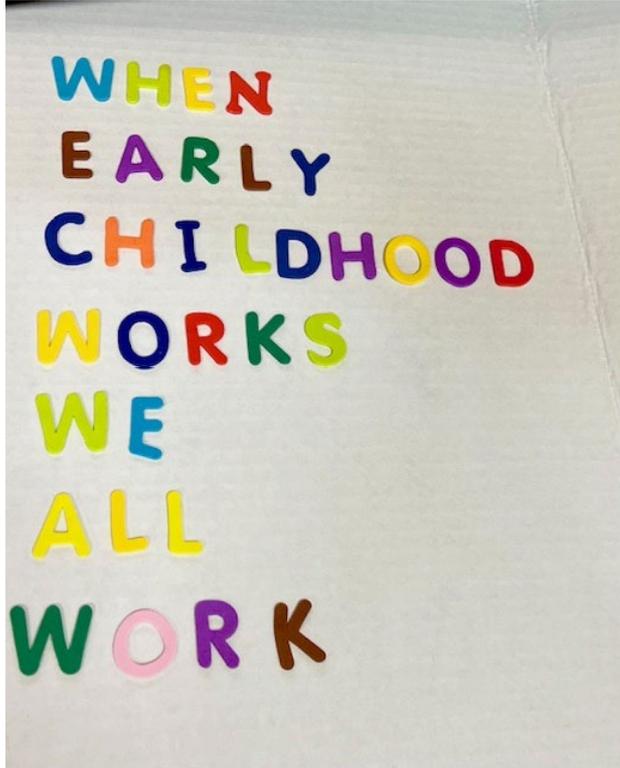
Private Child Care: Singlesite, Franchise

School-Based: Public school, ISD, Private

Institution-Affiliated: IHE, Place of Worship

Out-of-School Time: Summer learning, B/A, Camps (*OST can be non-licensed as well)

Child Care Keeps Michigan Working



- Insufficient child care availability is costing Michigan **\$2.88 billion in lost economic activity** each year
- Michigan loses **\$576 million in lost tax revenue** each year

Child Care and the Economy

- Data shows that in spite of efforts to improve credentialing **wages remain low.**

\$13.71

Median hourly child care worker pay or ~\$28,500 annually

\$10,600

Average cost for child care for one child annually



37%

of their salary to child care if they want their child to receive the same care they provide

Wages are Low, even for best paid staff

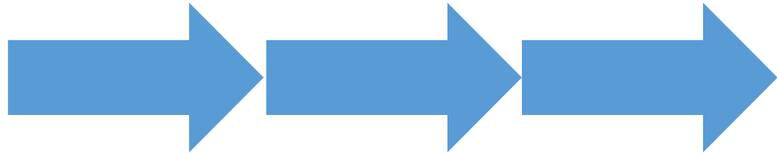
Selected Occupations Ranked by Median Hourly Wage, Michigan, 2022



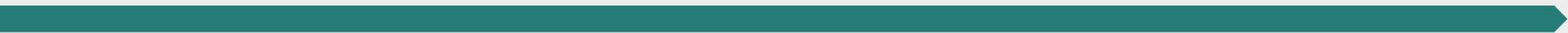
Source: Occupational Employment and Wage Statistics; All teacher estimates exclude special education teachers. Hourly wages for preschool teachers, kindergarten teachers, and elementary school teachers account for standard school schedules. All other occupations assume 40 hours per week, 12 months per year.

Moving into the Future

- Michigan's economy needs child care to succeed
- For the system to thrive, it must have qualified, stable staffing
- Stable staffing **requires adequate compensation**



Addressing Early Childhood Staffing and Compensation



Recruit, Train, and Retain

- T.E.A.C.H. Scholarships
- Workforce Wage Pilot
- No-Cost Child Care for licensed Early Educators
- Mi-YDA credential for Out-of-School Time (OST) Professionals
- MI CDA Apprenticeship Programs



T.E.A.C.H. Scholarships

Opportunity	<ul style="list-style-type: none">● Support the professional development goals of ECEs● Allow for the development of a career ladder for ECE professionals● Braid and blend with other scholarships- Reconnect, MiFuture Educator
Impact	<ul style="list-style-type: none">● Early childhood educators on a T.E.A.C.H. scholarship saw personal wages increase by an average of 17.5% over the duration of their scholarship.● 1,831 T.E.A.C.H. Scholarships
Investment	<ul style="list-style-type: none">● \$8,680,236

MI-YDA Credentials (2023?)

Opportunity	<ul style="list-style-type: none">● Professionalize the out-of-school time workforce, who often fill the gaps between traditional programming and parents' workdays
Impact	<ul style="list-style-type: none">● High-quality out-of-school-time programming, led by staff with mastery of core competencies● Credential recognized by State of Michigan and Michigan Afterschool Partnership

MI CDA Apprenticeship Programs (2023)

Opportunity	<ul style="list-style-type: none">● The Michigan Child Development Associate (MI CDA) is the first nationally registered early childhood apprenticeship program● Improved staff stability: The retention rate of employees who complete a registered apprenticeship program is more than 90 percent● Currently piloted in 12 regions
Impact	<ul style="list-style-type: none">● Improved credentialing and education of early childhood professionals while they are on the job● Guaranteed wage increase upon program completion● Child Development Associate (CDA) Certificate of Completion is issued upon program completion
Investment	<ul style="list-style-type: none">● \$2,099,000 from Caring for MI Future, part of the \$12.9 million in federal American Rescue Plan Act funding

Workforce Wage Pilot (2024)

Opportunity	<ul style="list-style-type: none">● Build an equitably compensated, credentialed and high-quality ECE workforce in Michigan
Impact	<ul style="list-style-type: none">● 123 early educators received a living wage (\$15/hr+)● 344 early educators estimated to be progressing toward an ECE credential● 2,532 estimated children now served by an early educator who is working toward/has completed a credential● 4,757 child care business owners now have access to ECE Registered Apprenticeships
Investment	<ul style="list-style-type: none">● \$6M

FY 25 Exec Rec: No Cost Child Care

Proposal	Pilot offering low or no cost child care as a benefit to professionals working in licensed child care
Opportunity	<ul style="list-style-type: none">● Recruit and retain top talent.● Put money in families' pockets.● Provide quality early learning opportunities for kids
Impact	<ul style="list-style-type: none">● ~8,000 licensed child care programs can offer the benefit to recruit and retain staff● 385,000+ Michigan kids attend a licensed child care program staffed by early learning professionals
Investment	\$60M federal one-time

Making Progress!

MiLEAP has several **innovative projects** working towards this goal, including:

- T.E.A.C.H. Scholarships
- Workforce Wage Pilot
- Credentialing OST professionals through MiYDA
- MI CDA Apprenticeship Programs

More to do

- Executive Recommendation: No-Cost Child Care
- Michigan has **historically underinvested** in its early childhood workforce
- It is critical to **stabilize and professionalize our workforce** to ensure we are building a system that is robust and sustainable

Thank you



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