

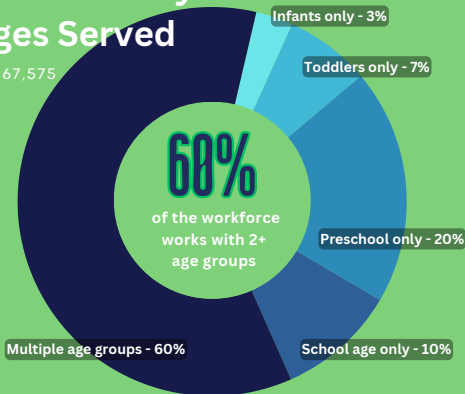
# What to Know About Michigan's Child Care Workforce

Explore the latest insights into Michigan's Early Childhood Education and Out of School Time Workforce. This data encompasses individuals actively participating in MiRegistry. Participation in the workforce registry is voluntary, with those participating in Great Start to Quality being more likely to have their credentials verified in MiRegistry. Registering for training requires creation of a MiRegistry account, which results in capturing higher amounts of demographic information than data elements that require membership. This report highlights those with active profiles, reflecting engagement within the MiRegistry system within the past two years, providing a vital snapshot of our workforce landscape and the dedicated individuals who shape it.

## Workforce

### Workforce by Ages Served

n = 67,575

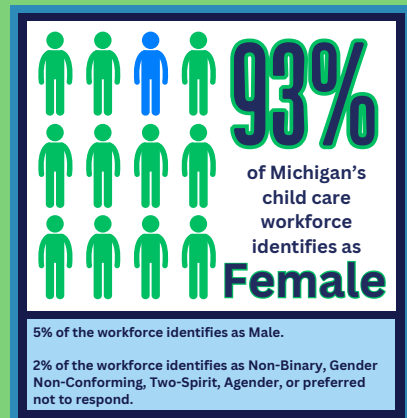


### Workforce Size by Position Type

Center-Based	
Director (including Director, Owner, Assistant Director positions)	5,024
Lead Teacher	11,874
Assistant Teacher	23,697
Home-Based	
Licensed Home-Based Owner (including Owner and Assistant Director positions)	2,143
Non Owner Caregiver (including Lead Teacher, Assistant Teacher, and Family Child Care Assistant positions)	1,692

n = 44,430

### Gender



n = 122,720

## Demographics

### Language

**Top 3 Primary Languages Spoken**

- 1 English
- 2 Spanish
- 3 Arabic

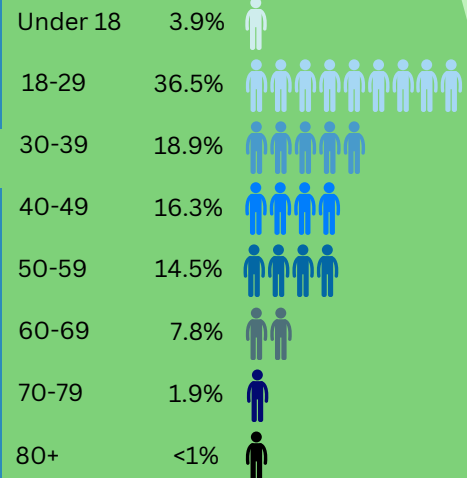
Primary language spoken is an optional demographic category selected upon profile setup.

These figures may differ from preferred communication or training language.

n = 122,720

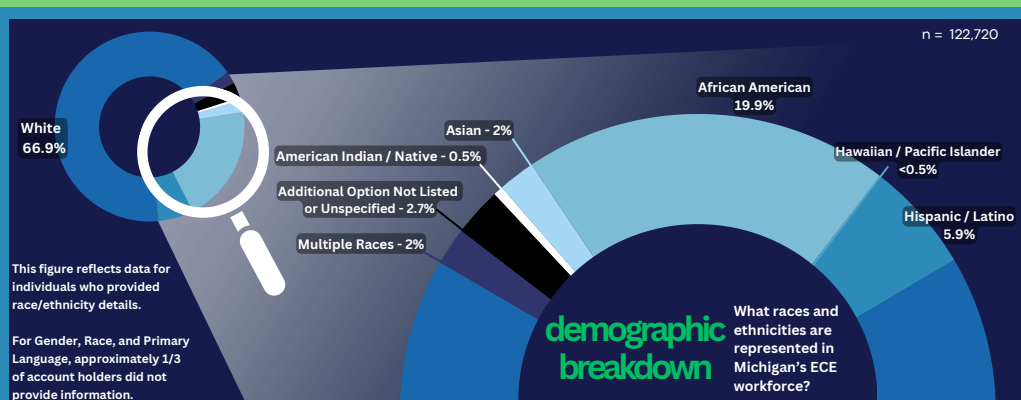
### Age of Workforce

n = 122,673



**Over 40%** of the workforce is age 29 or under, indicating an overall young workforce.

### Race & Ethnicity

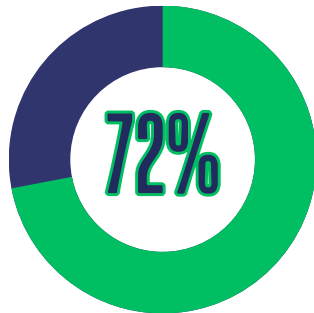
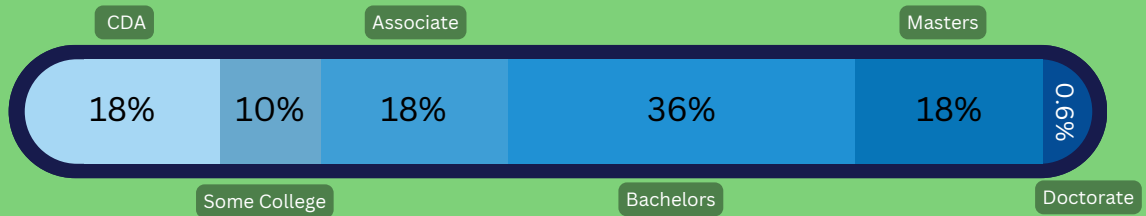


# Education

The data in the Education category reflects only individuals with verified education records in MiRegistry

Highest  
Level of  
Educational  
Attainment

n = 14,114



of the workforce has earned an  
Associate's Degree or higher

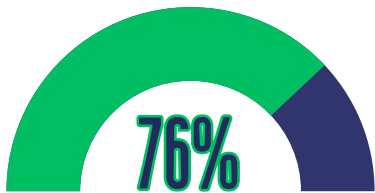
## Credentials Earned

Child Development Associate (CDA)	A nationally recognized credential that signifies competency in early childhood content. Requires formal training, experience, and assessment.	4,555
Michigan Youth Development Associate (MI-YDA)	A state recognized credential that signifies competency in youth development content. Requires formal training, experience and assessment.	19
Infant Mental Health Endorsement	A credential that recognizes professionals with specialized knowledge in promoting healthy social and emotional development of infants and young children.	128
Montessori Diploma, Certificate, or Credential	Credentials awarded to educators who complete specialized training in Montessori methods focused on child-centered learning, earned through accredited Montessori teacher training programs.	177

"Credentials Earned" includes both state & national credentials earned by Michigan's direct care workforce.

# Compensation & Experience

n = 45,447



of the workforce works an  
average of 30 or more hours  
per week

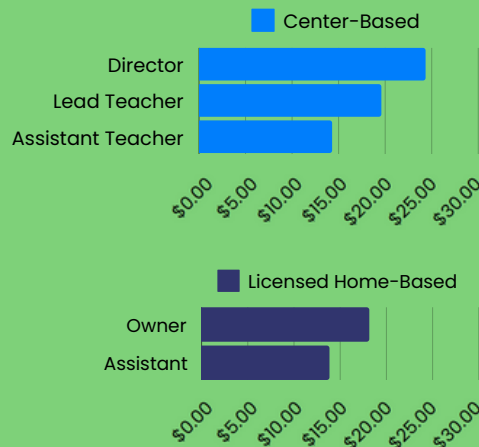
In Center-Based settings, the Director role shows an impressive average tenure of 6.8 years and an average hourly wage of \$24.34.

Licensed Home-Based Owners demonstrate relative stability in the field, with an average tenure of 13.5 years, earning \$18.15 per hour.

Average tenure and wage for Assistant Teachers sits lower, possibly indicating a more regular transition into higher-level positions.

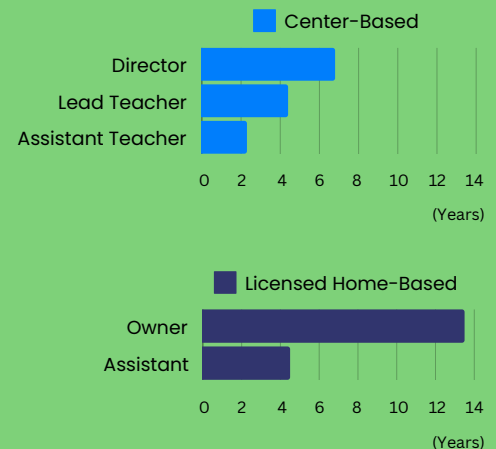
## Hourly Compensation

n = 22,247



## Tenure in Position

n = 45,447



## Number of Active Programs

Center-Based	3,816
Home-Based	2,184

This data is comprised of licensed programs who are considered active. Active programs have at least 1 employee connected to the organization's program profile in MiRegistry.

As part of a national network of forty-six early care and education registries, MiRegistry provides a unique snapshot of our state's workforce dynamics. This report showcases the initial findings from our data collection efforts, highlighting key trends and insights. We look forward to continuing our efforts in collecting, verifying, and reporting on Michigan's Early Childhood and Out of School Time Workforce Data to support advocates for this important workforce.