

# MiRegistry Statewide Workforce Report 2025

## Introduction:

This report draws on data from individuals actively participating in MiRegistry in order to provide the latest insights into Michigan's Early Childhood Education and Out of School Time Workforce. The creation of a MiRegistry account is required to enroll in professional development, allowing the system to capture a broader array of demographic information than data elements linked to membership status. Participation in MiRegistry remains voluntary; however, professionals engaged with Great Start to Quality are more likely to have credentials verified. In 2025, the Statewide Workforce Report focuses on individuals with active profiles, offering an increasingly up-to-date representation of the workforce and the professionals who contribute to early learning and care throughout the state.

MiRegistry accounts move into dormant status after 2 years of inactivity. These accounts were removed for the purpose of this report, ensuring that totals reflect the most recent workforce data available.

All data is current as of October 1<sup>st</sup>, 2025.

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## Section 1: Workforce

### Section 1A: Workforce by Ages Served

*n* = 72,896

60% of the workforce works with 2 or more age groups.

60% work with multiple age groups. 11% work with school-age children only. 19% work with preschool only. 7% work with toddlers only. 3% work with infants only.

## Section 1B: Workforce Size by Position Type

*n* = 51,823

### Center-Based Programs

There are 5,946 individuals employed in the Director position (includes Director, Owner, and Assistant Director positions). 13,844 are employed in the Lead Teacher position. 26,935 are employed in the Assistant Teacher position.

### Licensed Home-Based Programs

There are 2,142 individuals employed in the Home-Based Owner position (including Owner and Assistant Director positions). 1,592 are employed in the Non-Owner Caregiver position (including Lead Teacher, Assistant Teacher, and Family Child Care Assistant positions).

## Section 1C: Gender

*n* = 131,999

93% of Michigan's child care workforce identifies as Female. 5% of the workforce identifies as Male. 2% of the workforce identifies as Non-Binary, Gender Non-Conforming, Two-Spirit, Agender, or preferred not to respond.

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## Section 2: Demographics

### Section 2A: Language

*n* = 131,999

The top 3 primary languages spoken by the workforce are English, Spanish, and Arabic.

Primary language spoken is an optional demographic category selected upon profile setup. These figures may differ from preferred communication or training language.

## Section 2B: Race & Ethnicity

*n* = 131,999

This section reflects data for individuals who provided race/ethnicity details. For Gender, Race, and Primary Language, approximately one-third of account holders did not provide information.

Demographic breakdown – What races and ethnicities are represented in Michigan’s ECE workforce?

65% of account holders identify as White.

20.5% of account holders identify as African American.

6.4% of account holders identify as Hispanic/Latino.

2.6% of account holders identify as an additional option not listed, or unspecified.

2.2% of account holders identify as Asian.

2.1% of account holders identify as multiple races.

0.5% of account holders identify as American Indian/Native.

Less than 0.5% of account holders identify as Hawaiian/Pacific Islander.

## Section 2C: Age of Workforce

*n* = 131,968

4% of the workforce is under 18 years old.

36% of the workforce is between 18 and 29 years old.

18.6% of the workforce is between 30 and 39 years old.

16.5% of the workforce is between 40 and 49 years old.

14.6% of the workforce is between 50 and 59 years old.

7.8% of the workforce is between 60 and 69 years old.

2% of the workforce is between 70 and 79 years old.

Less than 1% of the workforce is 80 or more years old.

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

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## Section 3: Education

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

### Section 3A: Highest Level of Educational Attainment

$n = 11,967$

28% of individuals have earned a CDA as their highest level of education.

5% of individuals report Some College as their highest level of education.

16% of individuals have earned an Associate's degree as their highest level of education.

31% of individuals have earned a Bachelor's degree as their highest level of education.

18% of individuals have earned a Master's degree as their highest level of education.

0.5% of individuals have earned a Doctorate as their highest level of education

66% of the workforce have earned an Associate's degree or higher.

## Section 3B: Credentials Earned

### Credential: Child Development Associate (CDA)

A nationally recognized credential that signifies competency in early childhood content. Requires formal training, experience, and assessment.

5,466 individuals have earned a CDA.

### Credential: Michigan Youth Development Associate (MI-YDA)

A state recognized credential that signifies competency in youth development content. Requires formal training, experience and assessment.

125 individuals have earned a MI-YDA.

### Credential: Infant Mental Health Endorsement

A credential that recognizes professionals with specialized knowledge in promoting healthy social and emotional development of infants and young children.

18 individuals have earned an Infant Mental Health Endorsement.

### Credential: 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 program

202 individuals have a Montessori Diploma, Certificate, or Credential.

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## Section 4: Compensation & Experience

Compensation & Experience was updated in 2025 to reflect median for increased accuracy of values.

76% of the workforce work an average of 30 or more hours per week (n = 51,743).

## Section 4A: Median Hourly Compensation

n = 23,571

### Center-Based Programs:

Individuals holding a Director role earn a median wage of \$23.18 per hour. Lead Teachers earn a median wage of \$18.41 per hour, while Assistant Teachers earn a median wage of \$14.75 per hour.

### Licensed Home-Based Programs:

Individuals holding an Owner/Director role earn a median wage of \$17 per hour. Non-Owner Caregiver, or Assistant roles, earn a median wage of \$14 per hour.

## Section 4B: Median Tenure in Position

n = 51,743

### Center-Based Programs:

Individuals holding a Director role have a median tenure in position of 3.4 years. Lead Teachers have a median tenure in position of 2.2 years, while Assistant Teachers have a median tenure in position of 1.2 years.

### Licensed Home-Based Programs:

Individuals holding an Owner/Director role have a median tenure in position of 9.1 years. Non-Owner Caregiver, or Assistant roles, have a median tenure of 3.3 years.

Median tenure and wage for Assistant Teachers sit lower, continuing to indicate a possible common transition into higher-level positions over time.

## Section 4C: Number of Active Programs

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

Number of Center-Based Programs: 4,214

Number of Licensed Home-Based Programs: 2,160

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## Conclusion:

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.

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MiLEAP