

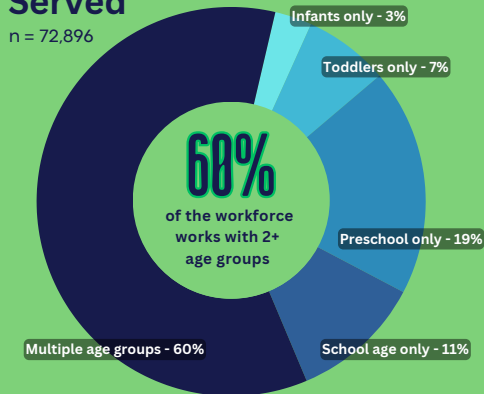
# MiRegistry Statewide Workforce Report 2025

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.

## Workforce

### Workforce by Ages Served

n = 72,896

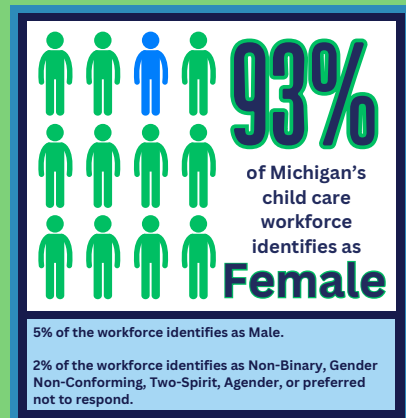


### Workforce Size by Position Type

Center-Based	
Director (including Director, Owner, Assistant Director positions)	5,946
Lead Teacher	13,844
Assistant Teacher	26,935
Home-Based	
Licensed Home-Based Owner (including Owner and Assistant Director positions)	2,142
Non-Owner Caregiver (including Lead Teacher, Assistant Teacher, and Family Child Care Assistant positions)	1,592

n = 51,823

### Gender



n = 131,999

## Demographics

### Language

**Top 3 Primary Languages Spoken**

- 1 English
- 2 Spanish
- 3 Arabic

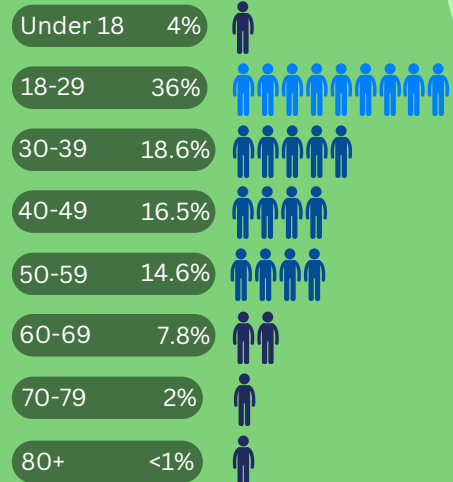
Primary language spoken is an optional demographic category selected upon profile setup.

These figures may differ from preferred communication or training language.

n = 131,999

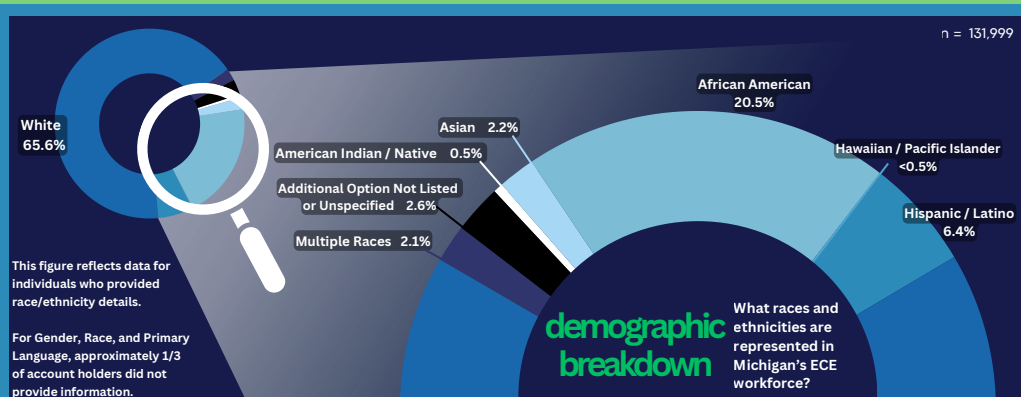
### Age of Workforce

n = 131,968



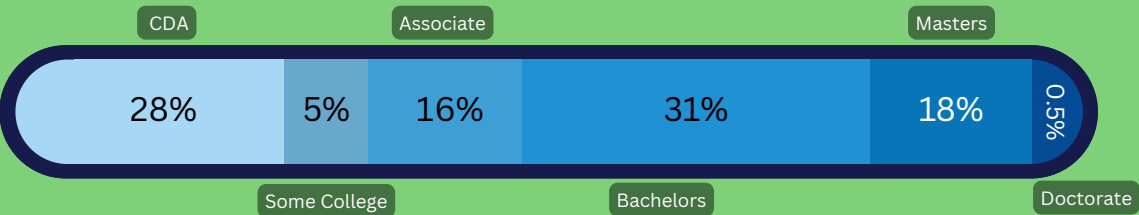
**Over 40%** of the workforce is age 29 or under, indicating an overall young workforce.

### Race & Ethnicity



# Education

Highest Level of Educational Attainment  
n = 11,967



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

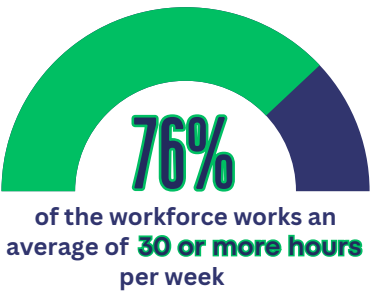
## Credentials Earned

Child Development Associate (CDA)	A nationally recognized credential that signifies competency in early childhood content. Requires formal training, experience, and assessment.	5,466
Michigan Youth Development Associate (MI-YDA)	A state-recognized credential that signifies competency in youth development content. Requires formal training, experience and assessment.	125
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
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.	202

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.

# Compensation & Experience

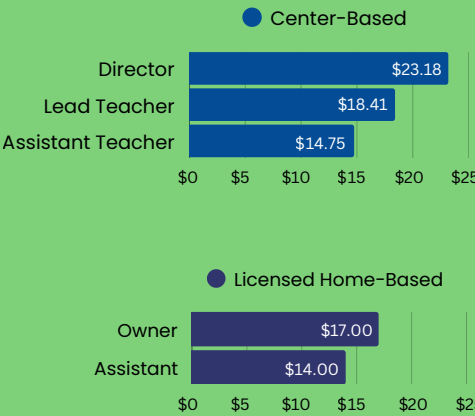


In Center-Based settings, the Director role shows a median tenure of 3.4 years, while Licensed Home-Based Owners demonstrate a higher median tenure of 9.1 years.

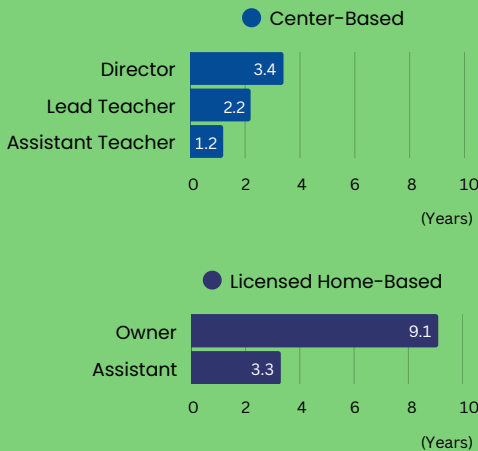
Median tenure and wage for Assistant Teachers sit lower, continuing to indicate a possible common transition into higher-level positions over time.

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

## Median Hourly Compensation n = 23,571



## Median Tenure in Position n = 51,743



## Number of Active Programs

Center-Based	4,214
Home-Based	2,160

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.