miregistry

State of Michigan

Demographic and Wage Data Report

This data is accurate as of August 2023 and only represents members of the workforce who participate in MiRegistry.

Introduction

MiRegistry proudly supports members of the Michigan Early Childhood and Out of School Time workforce by providing a statewide data system for professionals, trainers, and organizations to verify and track employment and training and educational accomplishments. In addition to providing direct customer service, MiRegistry serves as a data clearinghouse, with the responsibility of providing a database to store user information, collecting and verifying accurate data, and reporting out on data to assist policymakers in developing resources, spearheading initiatives, and making decisions that directly impact the workforce.

As the world works to find its new "normal" following the global Covid-19 pandemic, many industries are contending with perceived difficulties retaining quality staff. The Early Childhood and Out of School Time industry continues to be affected by this upheaval. The purpose of this report is to provide wage and other employee data housed within the MiRegistry system data to draw attention to areas in which positive change can be made for this critical industry.

Note, the data in this report does not represent the entire Early Childhood and Out of School Time workforce for the State of Michigan because participation in MiRegistry is voluntary. Only those who participate in MiRegistry are represented in this report.

Because there is a comprehensive list of all licensed programs in the State of Michigan, investigators were able to determine that 67% of all licensed programs had at least one employee's data included in the data sample. In total, the data sample includes data for individuals employed at 5,262 licensed programs. At the time of this report, there were a total of 7,896 licensed child care programs operating in the State of Michigan.

It is also important to note – the size of the workforce is unknown. We do not have a comprehensive list of all child care providers employed in licensed programs, making it difficult to determine the percent of individual members of the workforce represented in this report.

Additionally, as we continue to support gathering information on this very important workforce, MiRegistry is currently in the process of updating the position title options for center, family, and group home providers to support increased clarity in choice and data reporting on position titles.

Research Questions and Methods

Research Areas

Research was conducted in the following key areas:

1. General Demographics including:
   a. Ethnicity
   b. Age
   c. Gender
   d. Education level
   e. Setting
2. Wage Distribution
   a. By Education Level
   b. By Position Title
   c. By Demographic Data

Data Sampling Procedures

- All data was pulled in August 2023
- All participants have the following characteristics:
  - Verified employment (by the program) at a licensed program.
    - All licensed programs:
      - Are in a Center, Group, or Family Home child care setting
      - Have either a license with an Active or Suspended, but not Closed Status
  - Participants self-selected one of the following position titles based on which one best represents their work:
    - Assistant Teacher/Family Child Care Assistant
    - Lead Caregiver/Teacher
    - Assistant Director
    - Administrator/Program Director/School-age Site Supervisor
    - Owner/Operator
- Educational attainment data:
  - Has been verified by MiRegistry.
  - Has been narrowed to the following types:
    - CDA (Unexpired)
    - Some College
    - College Certificate
    - Associate Degree
    - Bachelor's Degree
    - Master's Degree
    - Doctorate Degree

Data Sampling Procedures Contd.

- Wage data:
    - Annual Salary data was converted to Hourly Wage data using hours per week and months per year as reported.
    - Wage outliers (data reported at under $7.50/hour and over $250/hour) were removed.
    - All wage data has been verified by the program.
- "Duplicate" Records
    - In cases when a participant may have more that one current employment record attached to their MiRegistry profile, all current positions were included to ensure data has been captured for each unique role within a given program.
    - In cases when a participant may have more than one verified education record attached to their MiRegistry profile, only the highest level of attainment was included.

Sample Description

Four data samples were pulled to generate this report:

1. General Demographic Data
    a. This data sample includes all participants, including those who did not choose to share wage data or whose wage data fell into the outlier categories.
    b. The total number of participants within this data set is 35,176.
2. General Wage Data
    a. This data sample includes all participants who also have verified employment data and whose wage data did not fall into outlier categories.
    b. The total number of participants within this data set is 16,668.
3. General Education Data
    a. This data sample includes all participants who have verified education records on their MiRegistry profiles.
    b. The total number of participants within this data set is 8,452.
4. Wage Data Limited to Participants with Verified Education Records
    a. This data sample includes all participants who also have verified employment data and whose wage data did not fall into outlier categories and who have verified education records on their MiRegistry profiles.
    b. The total number of participants within this data set is 3,903.

In cases when investigators felt additional steps should be taken in order to protect the identities of respondents, response groups with at least one, but fewer than ten respondents have their response counts removed from tables and replaced by "-" in the response count column. In cases where removing the response counts for only the categories with fewer than ten respondents would remove too small of a response pool to protect identities (e.g. the only two categories with fewer than ten respondents represent a total pool of two respondents), the response count of the category with the next smallest response count was also removed.

Statewide Data

Demographics of Providers in Licensed Care Settings

Table 1: Ethnicity

Ethnicity	Response Count	%
American Indian or Alaska Native	134	<1%
Asian	565	2%
Black or African American	4,493	13%
Hispanic/Latino	1,498	4%
Multi-racial	458	1%
Native Hawaiian or other Pacific Islander	33	<1%
Other	453	1%
Unspecified	314	1%
White	21,267	60%
(blank)	5,961	17%
Grand Total	**35,176**	**100%**

Figure 1: Ethnicity

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic/Latino
- Multi-racial
- Native Hawaiian or other Pacific Islander
- Other
- Unspecified
- White
- (blank)
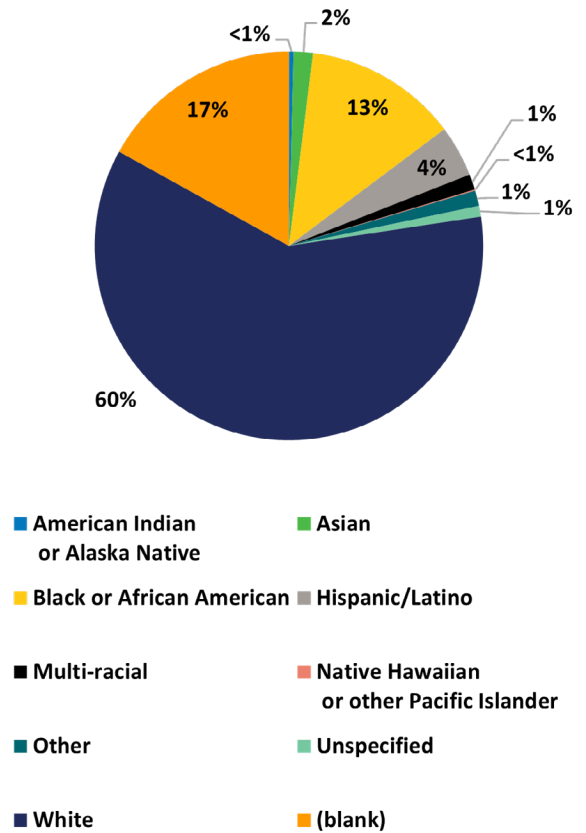
Table 2: Gender

Gender*	Response Count	%
Agender	-	<1%
Female/Woman	28,334	81%
Gender Non-conforming/ Genderqueer	22	<1%
Male/Man	961	3%
Non-binary	61	<1%
Prefer not to say	183	1%
Two Spirit	-	<1%
(blank)	5,609	16%
Grand Total	**35,176**	**100%**

*   The Human Rights Campaign (HRC) has a Glossary of Terms related to sexual orientation and gender identity or expression that may help you understand the response categories listed. In addition, the HRC has a resource regarding the Two Spirit identity.

Figure 2: Gender

■ Agender   ■ Female/Woman

■ Gender Non-conforming/   ■ Male/Man
  Genderqueer

■ Non-binary   ■ Prefer not to say

■ Two Spirit   ■ (blank)
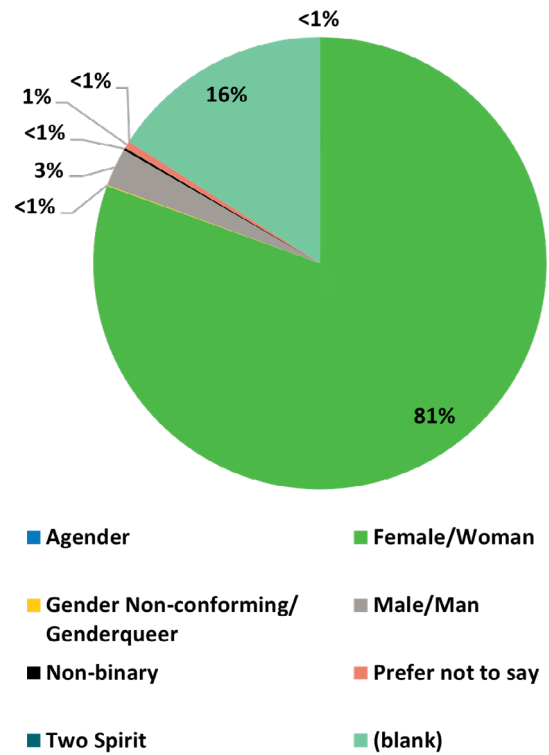
Table 3: Age

Age	Response Count	%
<16 or (blank)	17	<1%
16-26	8,262	23%
26-36	7,922	23%
36-46	7,273	21%
46-56	6,198	18%
56-66	4,258	12%
66-76	1,106	3%
76-86	127	<1%
>86	13	<1%
Grand Total	**35,176**	**100%**

Figure 3: Age

■ <16 or (blank)   ■ 16-26   ■ 26-36

■ 36-46   ■ 46-56   ■ 56-66

■ 66-76   ■ 76-86   ■ >86
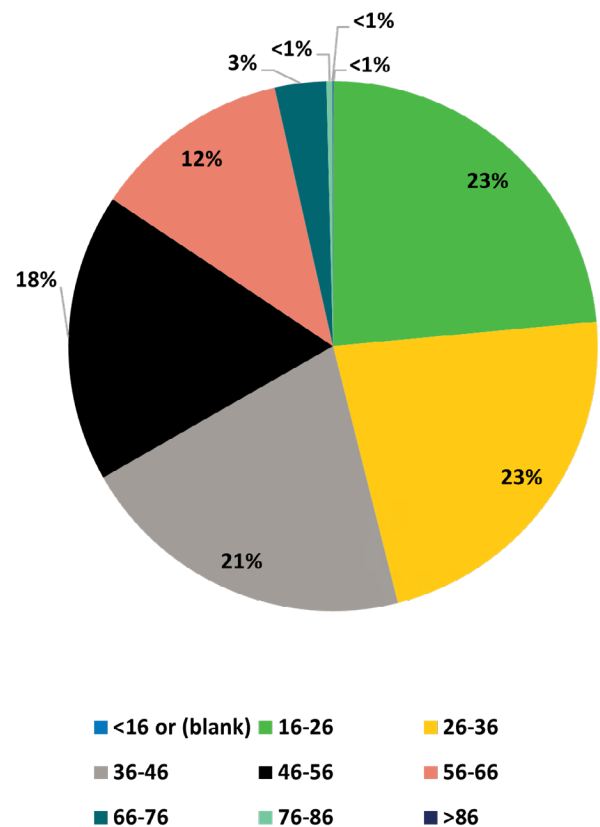
Table 4: Primary Language

Language	Response Count	%
Arabic	173	<1%
Chinese	19	<1%
English	28,949	82%
French	10	<1%
German	-	<1%
Greek	-	<1%
Hindi	-	<1%
Hmong	-	<1%
Italian	-	<1%
Japanese	-	<1%
Korean	-	<1%
Other	69	<1%
Persian	-	<1%
Polish	-	<1%
Portuguese	17	<1%
Russian	10	<1%
Spanish	265	1%
Swahili	32	<1%
Tagalog	-	<1%
Thai	-	<1%
Urdu	13	<1%
Vietnamese	-	<1%
(blank)	5,569	16%
Grand Total	**35,176**	**100%**

Figure 4: Primary Language

Legend: Arabic, Chinese, English, French, German, Greek, Hindi, Hmong, Italian, Japanese, Korean, Other, Persian, Polish, Portuguese, Russian, Spanish, Swahili, Tagalog, Thai, Urdu, Vietnamese, (blank)
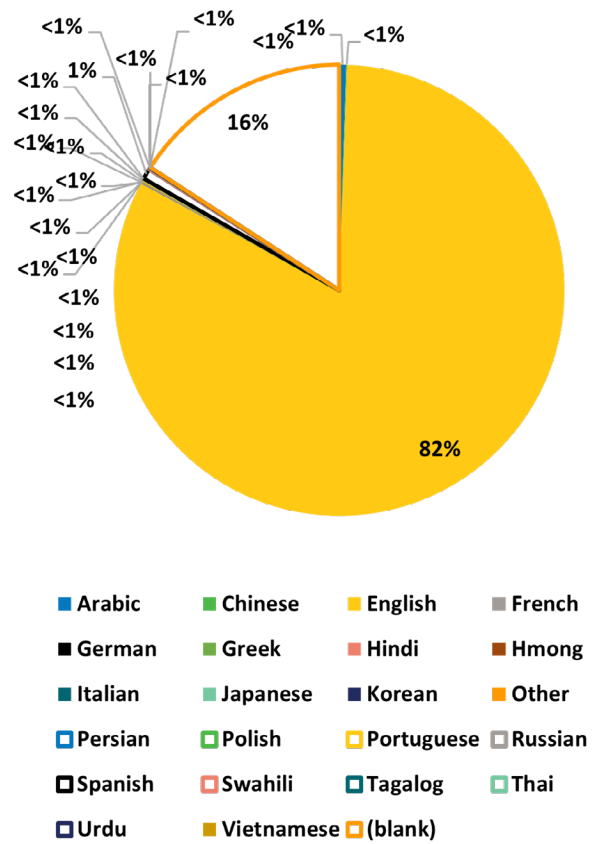
Table 5: Setting

Setting	Response Count	%
Child Care Center	31,501	90%
Family Child Care	1,252	4%
Group Child Care	2,374	7%
Tribal Center	49	<1%
Grand Total	**35,176**	**100%**

Figure 5: Setting

■ Child Care Center ■ Family Child Care
■ Group Child Care ■ Tribal Center
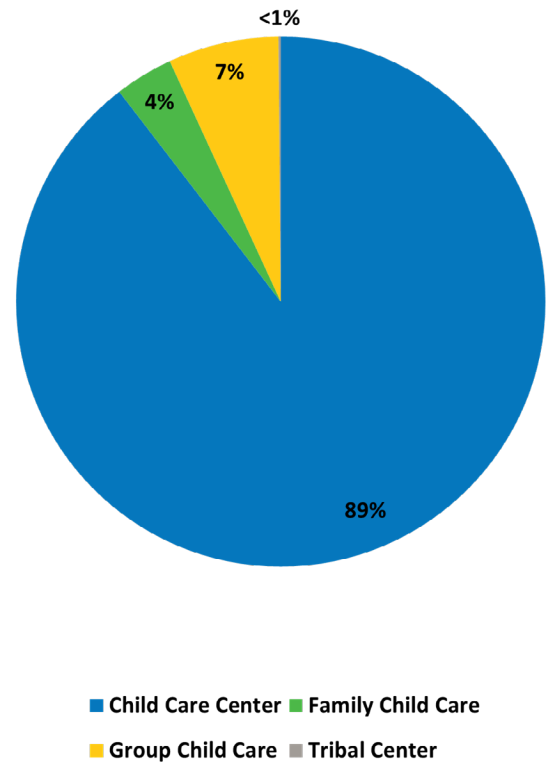
Table 6: Position Title

Position Title	Response Count	%
Administrator/ Program Director/ Schoolage Site Supervisor	4,665	13%
Assistant Director	590	2%
Assistant Teacher/ Family Child Care Assistant	17,011	48%
Lead Caregiver/Teacher	10,944	31%
Owner/Operator	1,966	6%
Grand Total	**35,176**	**100%**

Figure 6: Position Title

■ Administrator/ Program Director/ Schoolage Site Supervisor   ■ Assistant Director

■ Assistant Teacher/ Family Child Care Assistant   ■ Lead Caregiver/Teacher

■ Owner/Operator
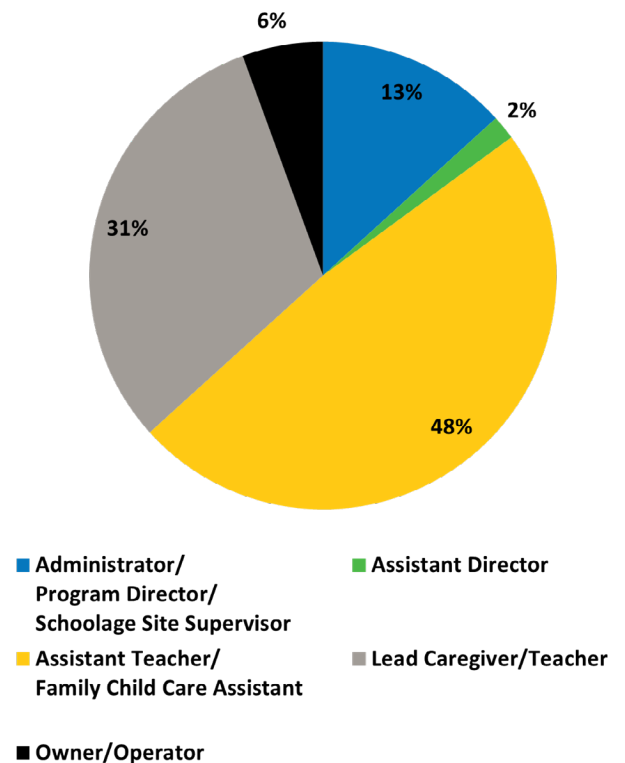
Table 7: Position Title by Setting

Setting and Position Title	Response Count	% of Pos. Title Group
Child Care Center	**31,501**	**90%**
Administrator/Program Director/Schoolage Site Supervisor	4,430	13%
Assistant Director	560	2%
Assistant Teacher/Family Child Care Assistant	15,633	44%
Lead Caregiver/Teacher	10,476	30%
Owner/Operator	402	1%
Family Child Care	**1,252**	**4%**
Administrator/Program Director/Schoolage Site Supervisor	108	<1%
Assistant Director	5	<1%
Assistant Teacher/Family Child Care Assistant	135	<1%
Lead Caregiver/Teacher	204	1%
Owner/Operator	800	2%
Group Child Care	**2,374**	**7%**
Administrator/Program Director/Schoolage Site Supervisor	120	<1%
Assistant Director	24	<1%
Assistant Teacher/Family Child Care Assistant	1,217	3%
Lead Caregiver/Teacher	249	1%
Owner/Operator	764	2%
Tribal Center	**49**	**<1%**
Administrator/Program Director/Schoolage Site Supervisor	-	<1%
Assistant Director	-	<1%
Assistant Teacher/Family Child Care Assistant	26	<1%
Lead Caregiver/Teacher	15	<1%
Grand Total	**35,176**	**100%**

Figure 7: Position Title by Setting
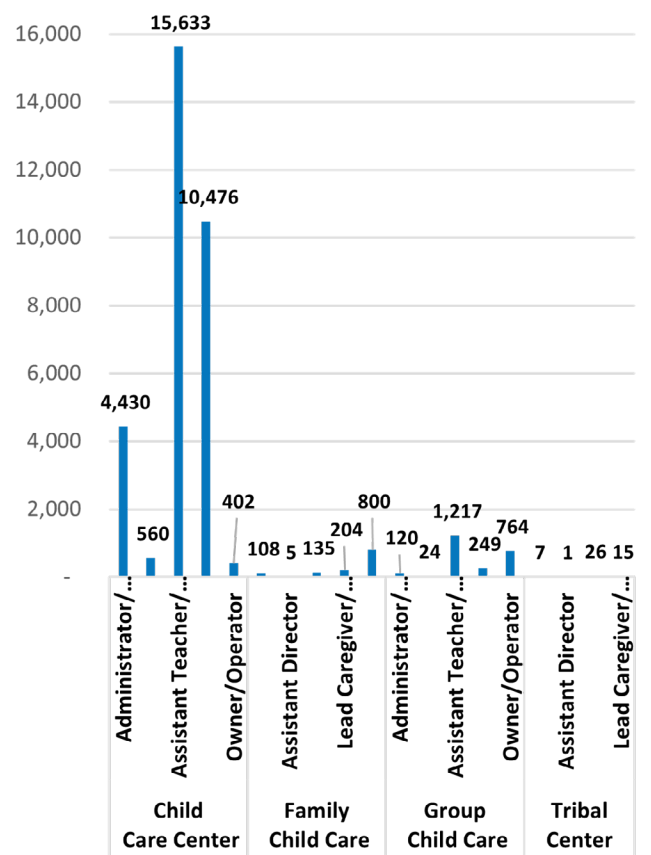
Table 8: Average Tenure by Position Title

Position Title	Response Count	Average Years
Administrator/ Program Director/ Schoolage Site Supervisor	4,665	7
Assistant Director	590	6
Assistant Teacher/ Family Child Care Assistant	17,011	3
Lead Caregiver/Teacher	10,944	6
Owner/Operator	1,966	13
Grand Total	**35,176**	**5**

Figure 8: Average Tenure by Position Title
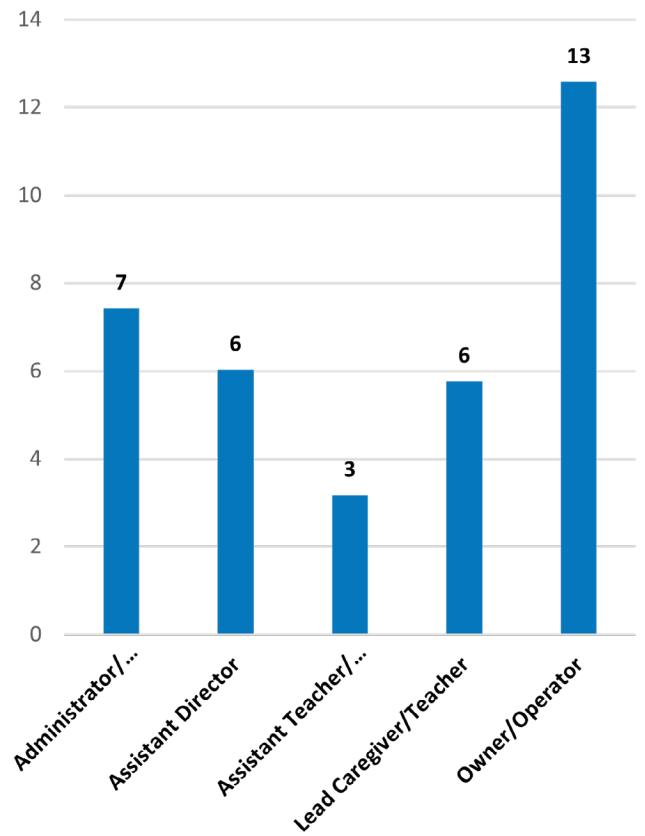
Table 9: Highest Degree Earned

Credential	Response Count	%
CDA Credentials	**1,685**	**20%**
CDA - Family Child Care	107	1%
CDA - Infant Toddler	564	7%
CDA - Preschool	1,014	12%
Higher Education	**6,767**	**80%**
Some College	738	9%
College Certificate	113	1%
Associate Degree	1,640	19%
Bachelor's Degree	3,034	36%
Master's Degree	1,223	14%
Doctorate	19	<1%
Grand Total	**8,452**	**100%**

Figure 9: Highest Degree Earned
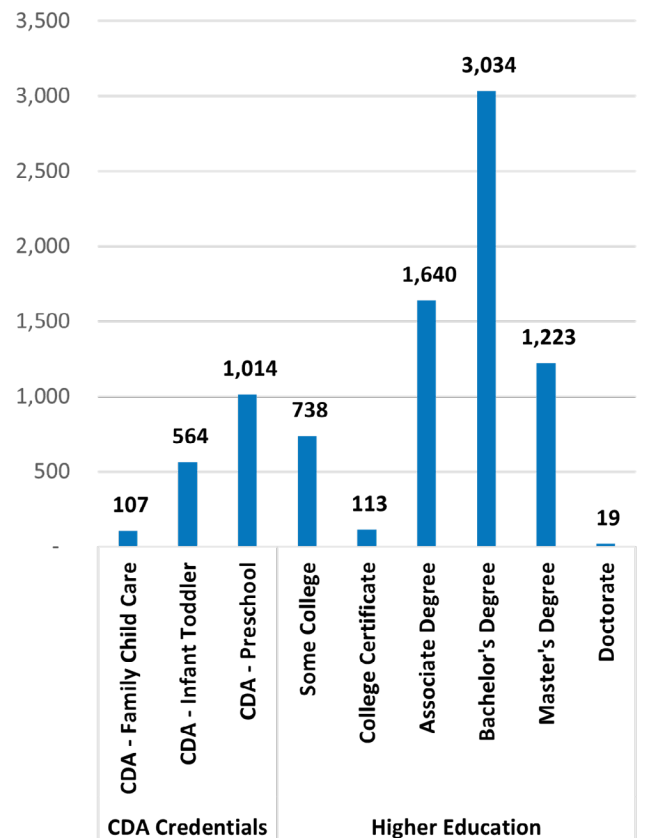
Wage Distribution

The average hourly wage for those who have verified employment data and whose wage data did not fall into outlier categories (16,668) is $16.07.

The average hourly wage for those who have verified employment data and whose wage data did not fall into outlier categories and also have verified education records on their MiRegistry profiles (3,903) is $19.37

Table 10: Verified Wage Distribution by Ethnicity

Ethnicity	Avg. Hourly Wage	Response Count
American Indian or Alaska Native	$14.85	72
Asian	$15.04	268
Black or African American	$16.35	1,850
Hispanic/Latino	$15.20	762
Multi-racial	$16.07	237
Native Hawaiian or other Pacific Islander	$15.41	9
Other	$15.91	182
Unspecified	$17.12	100
White	$16.69	10,140
(blank)	$14.15	3,048
Grand Total		**16,668**

Figure 10: Verified Wage Distribution by Ethnicity

Legend: Response Count (blue bars), Avg. Hourly Wage (green line)

Avg. Hourly Wage values by ethnicity:
- American Indian or...: $14.85
- Asian: $15.04
- Black or African American: $16.35
- Hispanic/Latino: $15.20
- Multi-racial: $16.07
- Native Hawaiian or...: $15.41
- Other: $15.91
- Unspecified: $17.12
- White: $16.69
- (blank): $14.15
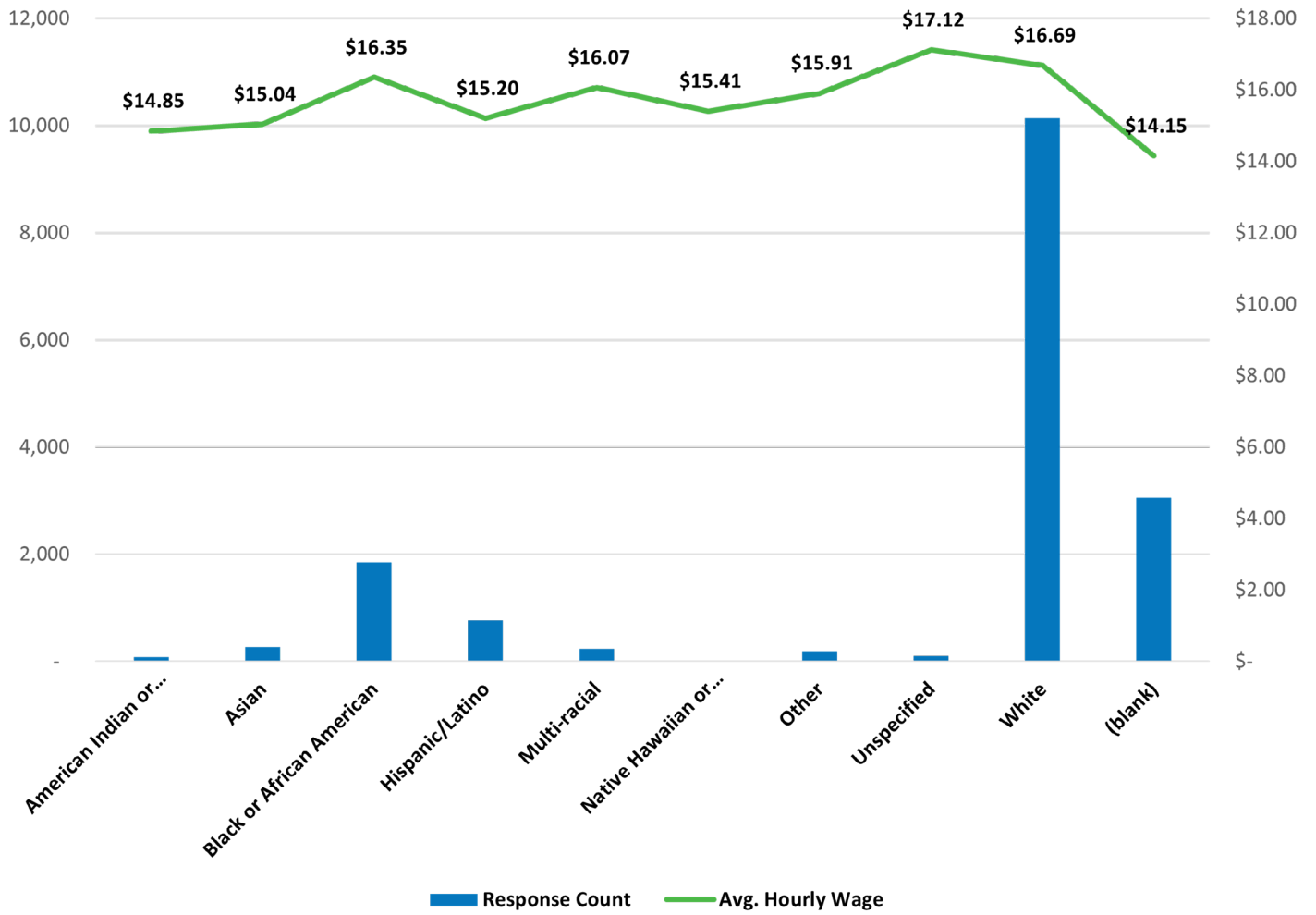
Table 11: Verified Wage Distribution by Gender

Gender	Avg. Hourly Wage	Response Count
Agender	$12.96	-
Female/Woman	$16.49	13,336
Gender Non-conforming/Genderqueer	$14.33	-
Male/Man	$17.17	354
Non-binary	$13.78	36
Prefer not to say	$16.73	52
Two Spirit	$15.32	-
(blank)	$14.02	2,873
Grand Total		**16,668**

Figure 11: Verified Wage Distribution by Gender
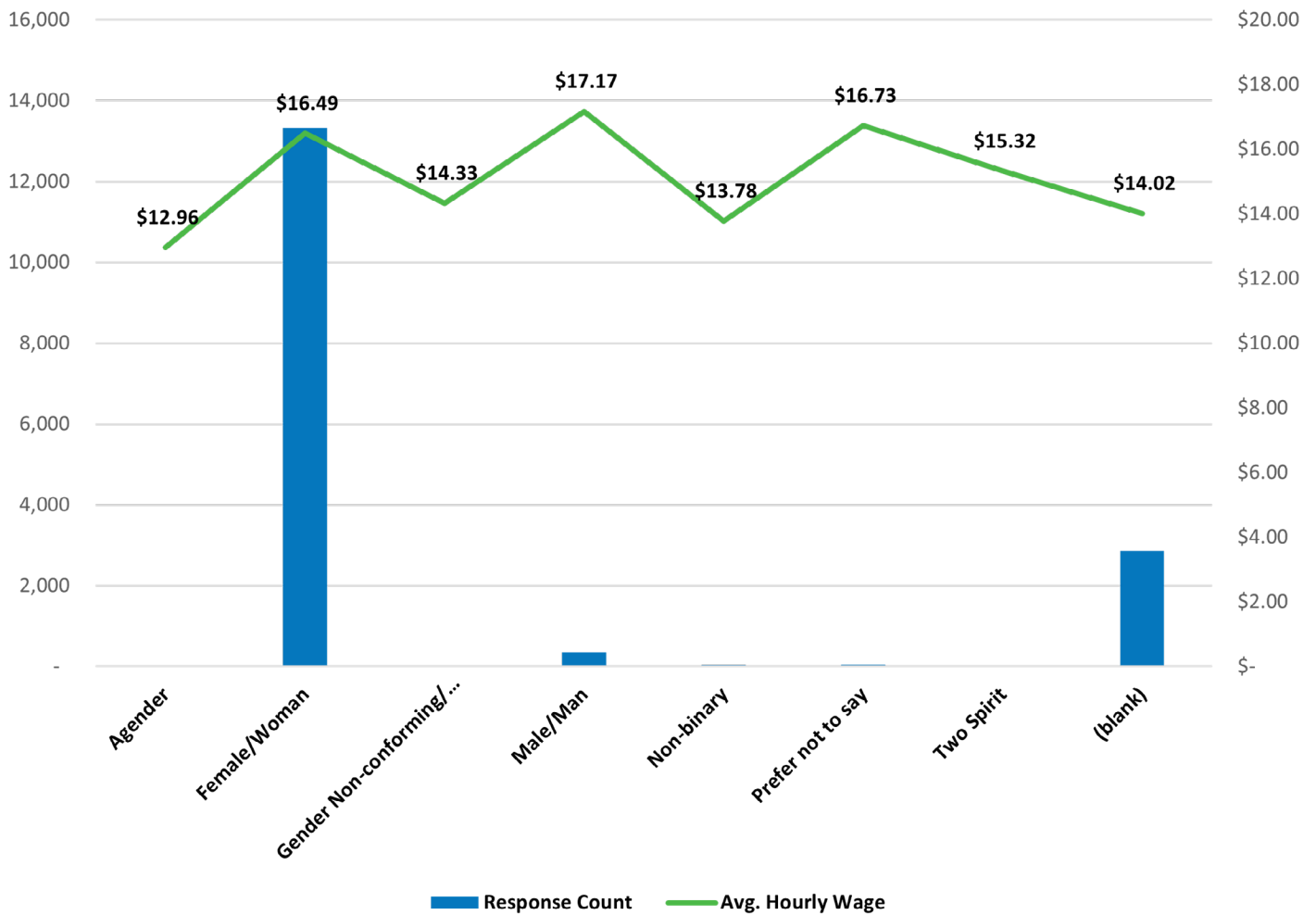
Table 12: Verified Wage Distribution by Age

Age	Avg. Hourly Wage	Response Count
<16 or (blank)	$11.57	-
16-26	$13.33	4,807
26-36	$15.99	4,266
36-46	$18.06	3,184
46-56	$18.31	2,412
56-66	$17.45	1,551
66-76	$15.23	389
76-86	$15.50	43
>86	$12.25	-
Grand Total		16,668

Figure 12: Verified Wage Distribution by Age
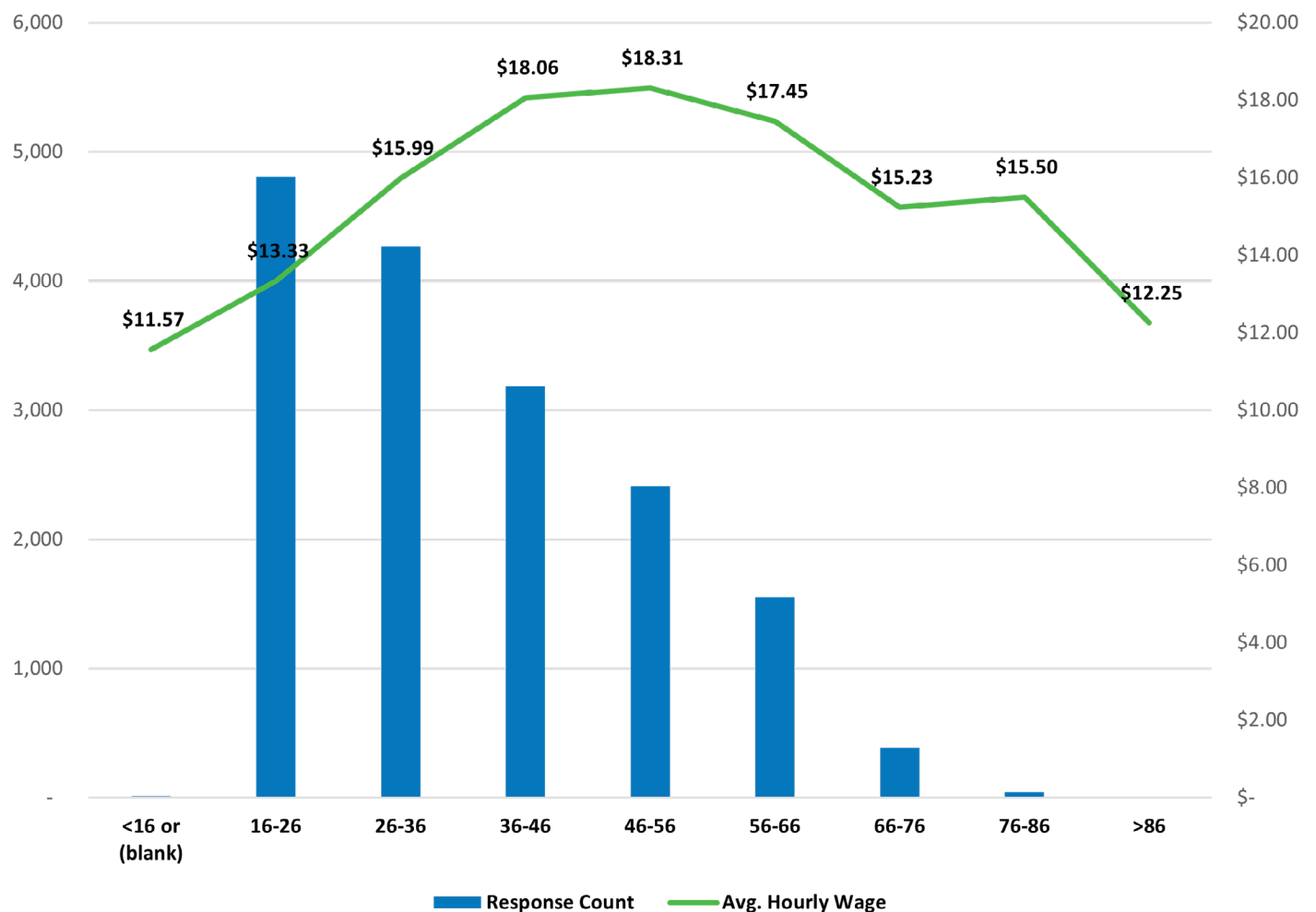
Table 13: Verified Wage Distribution by Language

Language	Avg. Hourly Wage	Response Count
Arabic	$15.36	71
Chinese	$17.17	-
English	$16.52	13,536
French	$25.67	-
German	$12.75	-
Greek	$17.00	-
Hindi	$12.77	-
Hmong	$15.17	-
Italian	$13.00	-
Japanese	$18.75	-
Korean	$14.20	-
Other	$15.47	36
Persian	$14.00	-
Polish	$13.00	-
Portuguese	$14.85	-
Russian	$12.74	-
Spanish	$15.23	117
Swahili	$12.58	-
Tagalog	$13.25	-
Thai	$10.14	-
Urdu	$14.94	-
(blank)	$13.99	2,855
Grand Total		**16,668**

Figure 13: Verified Wage Distribution by Language
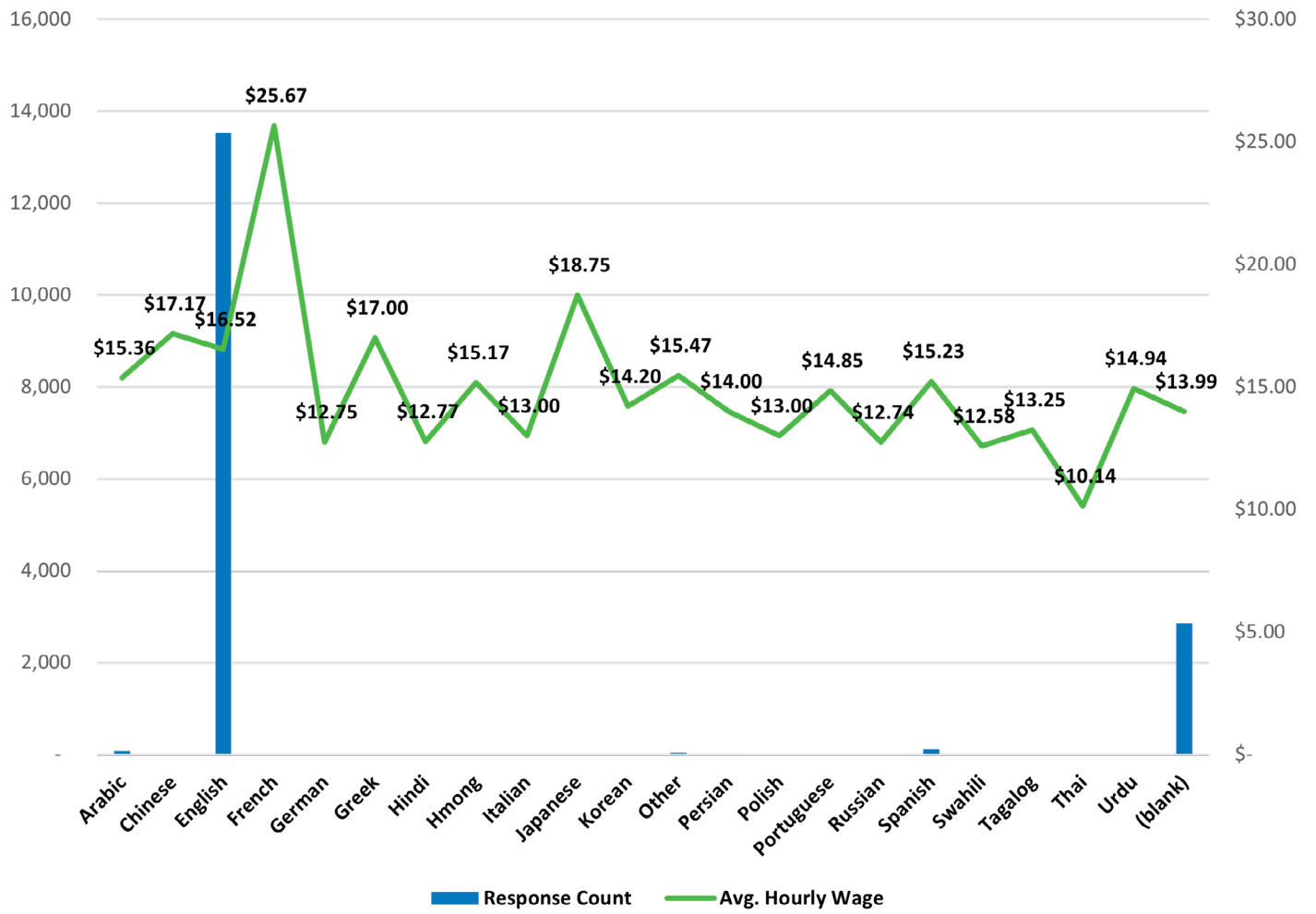
Table 14: Verified Wage Distribution by Setting

Setting	Avg. Hourly Wage	Response Count
Child Care Center	$16.19	16,039
Family Child Care	$14.19	93
Group Child Care	$12.62	512
Tribal Center	$16.13	24
Grand Total		**16,668**

Figure 14: Verified Wage Distribution by Setting
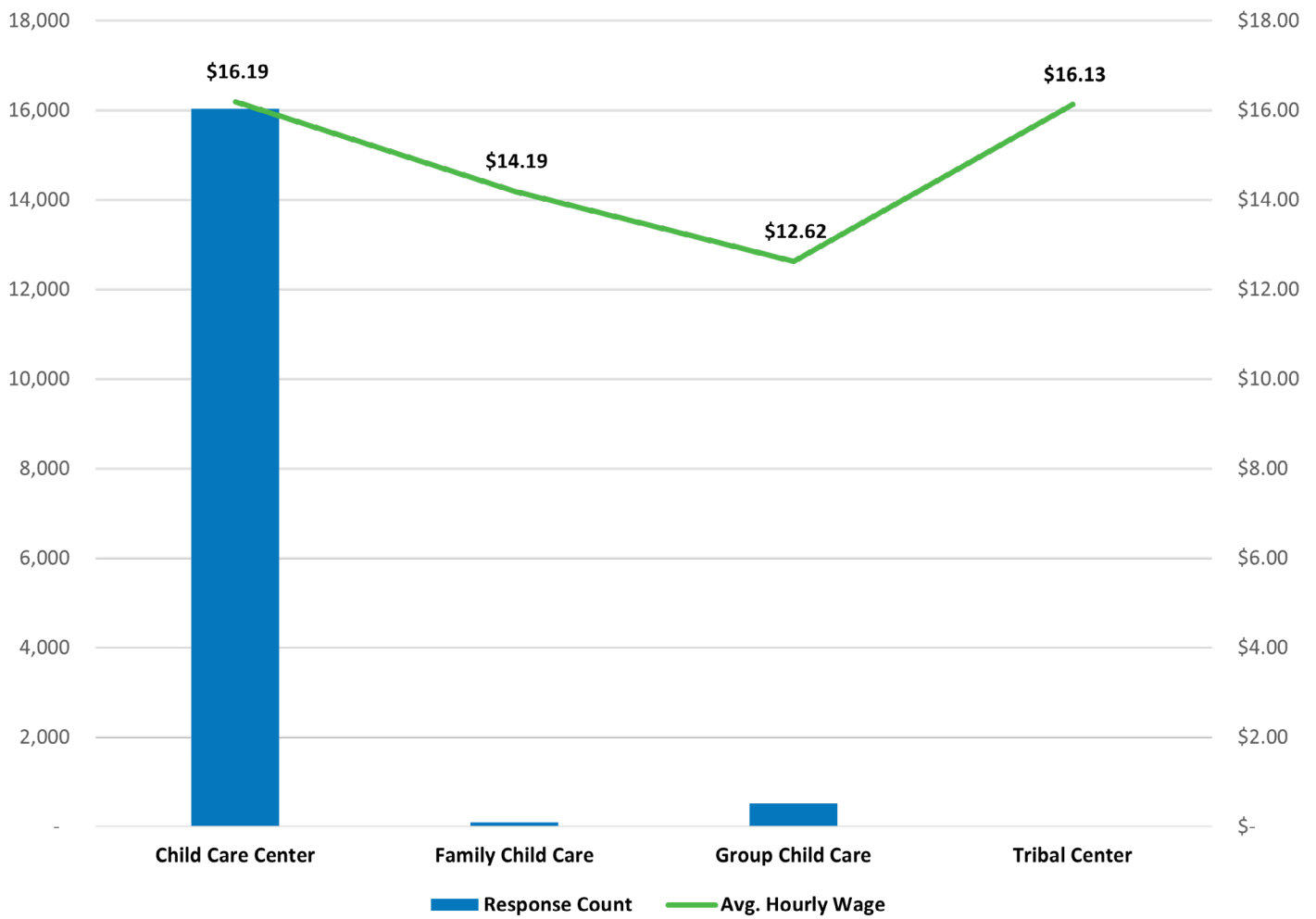
Table 15: Verified Wage Distribution by Position Title

Position Title	Avg. Hourly Wage	Response Count
Administrator/Program Director/ Schoolage Site Supervisor	$24.37	1,227
Assistant Director	$18.15	242
Assistant Teacher/Family Child Care Assistant	$13.42	9,579
Lead Caregiver/Teacher	$18.69	5,504
Owner/Operator	$18.66	116
Grand Total		16,668

Figure 15: Verified Wage Distribution by Position Title
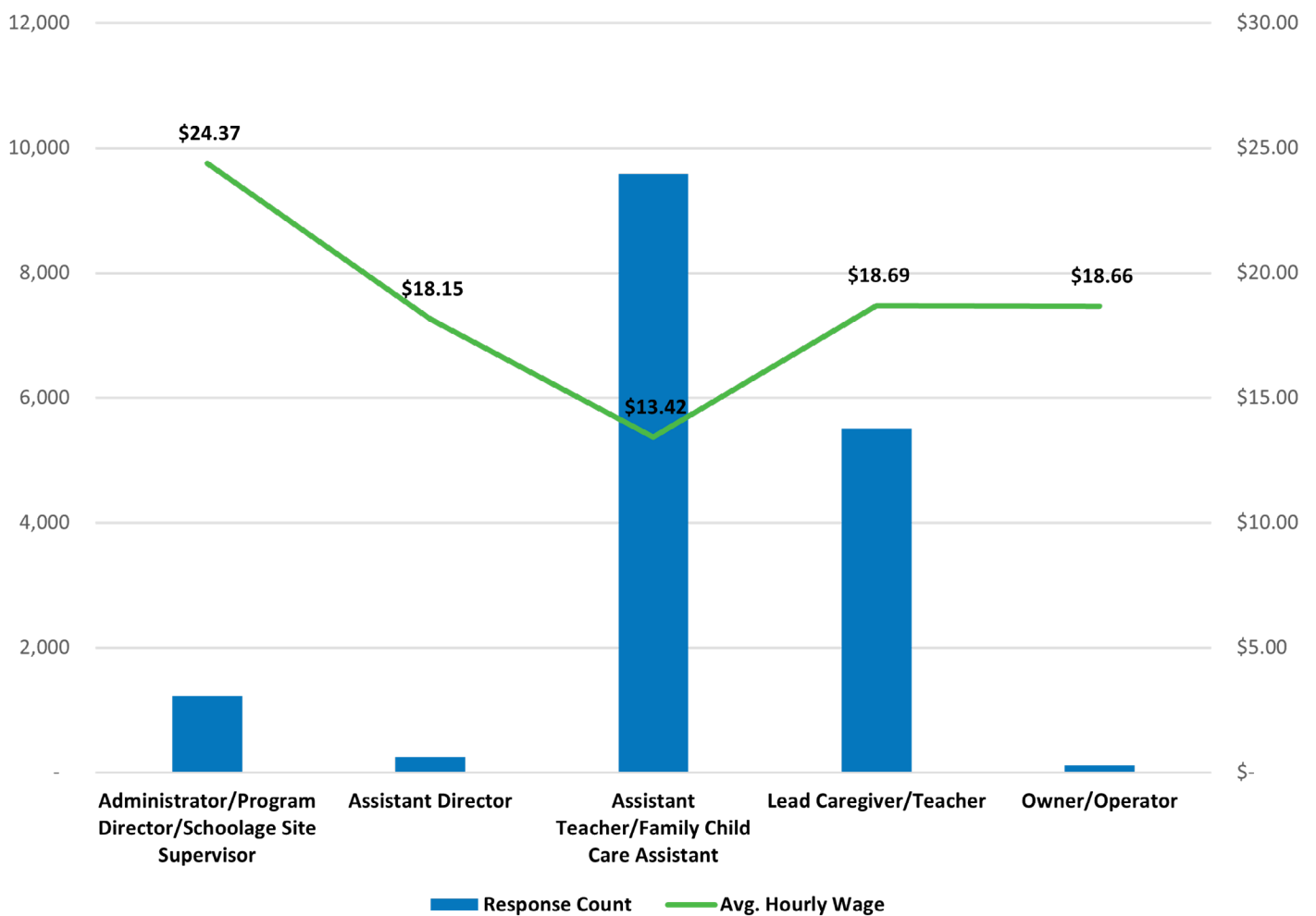
Table 16: Verified Wage Distribution by Setting and Position Title

Setting and Position Title	Avg. Hourly Wage	Response Count
Child Care Center		**16,039**
Administrator/Program Director/ Schoolage Site Supervisor	$24.45	1,212
Assistant Director	$18.24	235
Assistant Teacher/Family Child Care Assistant	$13.48	9,101
Lead Caregiver/Teacher	$18.73	5,441
Owner/Operator	$22.05	50
Family Child Care		**93**
Administrator/Program Director/ Schoolage Site Supervisor	$13.82	-
Assistant Director	$14.00	-
Assistant Teacher/Family Child Care Assistant	$12.11	41
Lead Caregiver/Teacher	$17.48	10
Owner/Operator	$15.81	34
Group Child Care		**512**
Administrator/Program Director/ Schoolage Site Supervisor	$18.65	-
Assistant Director	$15.49	-
Assistant Teacher/Family Child Care Assistant	$12.09	426
Lead Caregiver/Teacher	$13.93	43
Owner/Operator	$16.40	32
Tribal Center		**24**
Administrator/Program Director/ Schoolage Site Supervisor	$24.99	-
Assistant Teacher/Family Child Care Assistant	$12.71	11
Lead Caregiver/Teacher	$17.23	-
Grand Total		**16,668**

Figure 16: Verified Wage Distribution by Setting and Position Title

Chart showing Response Count (blue bars) and Avg. Hourly Wage (green line) by setting and position title.

Child Care Center:
- Administrator/Program Director/Schoolage Site Supervisor: $24.45
- Assistant Director: $18.24
- Assistant Teacher/Family Child Care Assistant: $13.48
- Lead Caregiver/Teacher: $18.73
- Owner/Operator: $22.05

Family Child Care:
- Administrator/Program Director/Schoolage Site Supervisor: $13.82
- Assistant Director: $14.00
- Assistant Teacher/Family Child Care Assistant: $12.11
- Lead Caregiver/Teacher: $17.48
- Owner/Operator: $15.81

Group Child Care:
- Administrator/Program Director/Schoolage Site Supervisor: $18.65
- Assistant Director: $15.49
- Assistant Teacher/Family Child Care Assistant: $12.09
- Lead Caregiver/Teacher: $13.93
- Owner/Operator: $16.40

Tribal Center:
- Administrator/Program Director/Schoolage Site Supervisor: $24.99
- Assistant Teacher/Family Child Care Assistant: $12.71
- Lead Caregiver/Teacher: $17.23

Legend: Response Count | Avg. Hourly Wage

Table 17: Verified Wage Distribution by Tenure

Tenure	Avg. Hourly Wage	Response Count
<0 or (blank)	$14.16	7
0-1	$15.11	4,559
1-2	$15.81	4,325
2-3	$15.61	2,012
3-4	$15.47	1,093
4-5	$15.90	977
5-6	$16.92	661
6-7	$16.76	528
7-8	$18.21	455
8-9	$18.68	319
9-10	$17.27	221
10-11	$19.76	241
11-12	$17.88	151
12-13	$17.43	130
13-14	$18.32	114
14-15	$20.93	83
>15	$18.93	792
Grand Total		**16,668**

Figure 17: Verified Wage Distribution by Tenure

Chart showing Verified Wage Distribution by Tenure. Data labels for Avg. Hourly Wage:

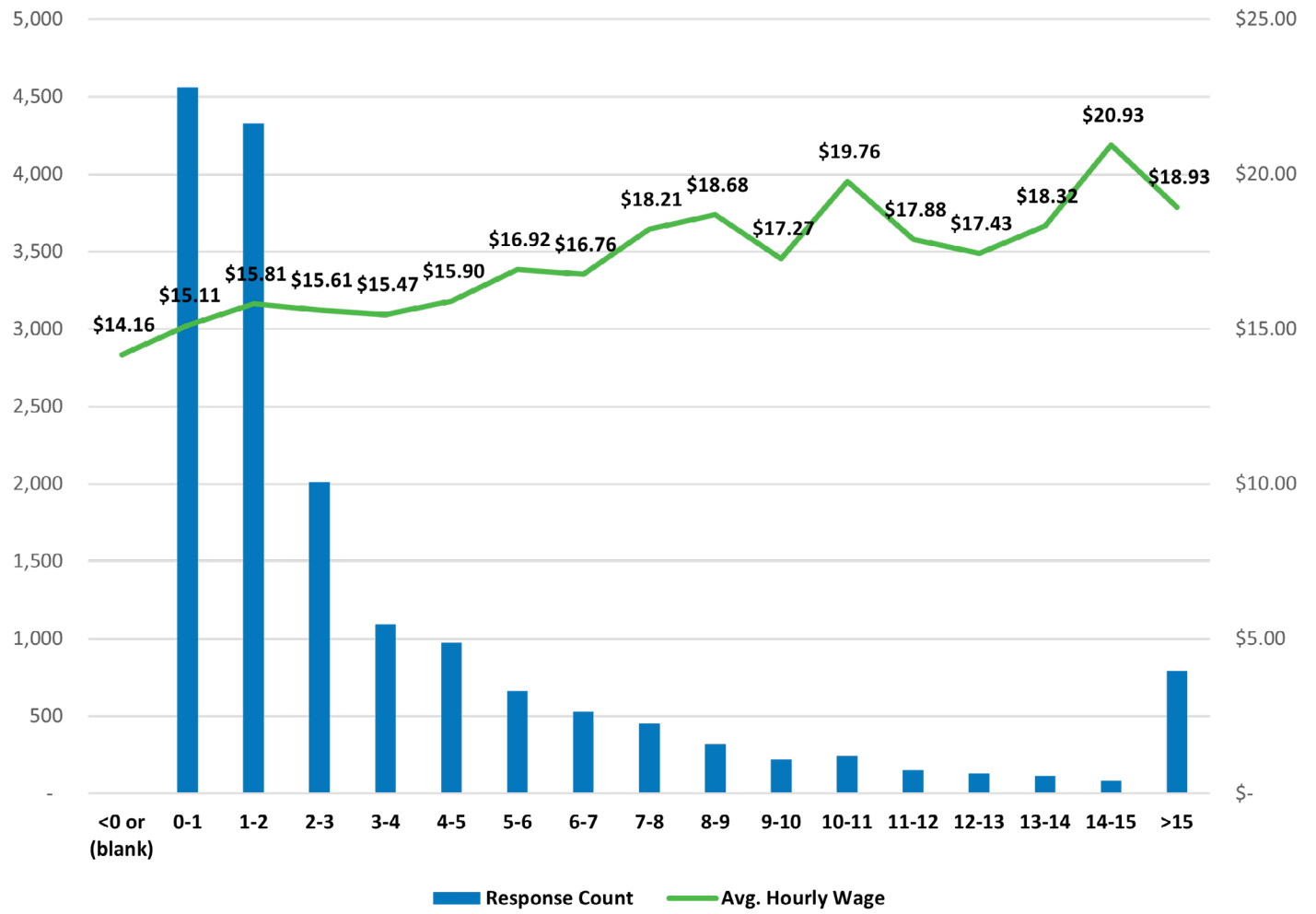| Tenure	Avg. Hourly Wage
<0 or (blank)	$14.16
0-1	$15.11
1-2	$15.81
2-3	$15.61
3-4	$15.47
4-5	$15.90
5-6	$16.92
6-7	$16.76
7-8	$18.21
8-9	$18.68
9-10	$17.27
10-11	$19.76
11-12	$17.88
12-13	$17.43
13-14	$18.32
14-15	$20.93
>15	$18.93

Legend: Response Count (bar), Avg. Hourly Wage (line)

Table 18: Verified Wage Distribution by Position Title and Tenure

Setting and Position Title	Avg. Hourly Wage	Response Count
Administrator/Program Director/Schoolage Site Supervisor		**1,227**
0-1	$22.64	166
1-2	$25.39	229
2-3	$23.44	160
3-4	$26.47	79
4-5	$22.74	101
5-6	$21.33	56
6-7	$23.57	68
7-8	$31.30	58
8-9	$24.88	34
9-10	$22.15	28
10-11	$28.65	38
11-12	$22.90	24
12-13	$20.34	9
13-14	$20.92	20
14-15	$39.65	10
>15	$23.69	147
Assistant Director		**242**
0-1	$18.73	48
1-2	$19.73	69
2-3	$18.11	27
3-4	$16.55	11
4-5	$16.79	18
5-6	$15.38	6
6-7	$17.34	5
7-8	$14.71	9
8-9	$18.25	6
9-10	$15.66	5
10-11	$15.58	6
11-12	$16.46	3
12-13	$13.75	3
13-14	$21.15	1
14-15	$18.78	5
>15	$17.97	20

Assistant Teacher/Family Child Care Assistant		9,579
<0 or (blank)	$14.16	7
0-1	$13.69	3,313
1-2	$13.42	2,740
2-3	$12.77	1,138
3-4	$13.18	583
4-5	$12.66	471
5-6	$13.06	291
6-7	$13.48	219
7-8	$13.55	164
8-9	$14.11	99
9-10	$14.12	86
10-11	$13.65	81
11-12	$13.37	48
12-13	$14.07	42
13-14	$13.44	36
14-15	$13.48	28
>15	$14.34	233
Lead Caregiver/Teacher		5,504
0-1	$18.23	1,026
1-2	$18.97	1,278
2-3	$18.41	679
3-4	$16.64	413
4-5	$17.99	377
5-6	$19.78	300
6-7	$17.87	230
7-8	$18.38	222
8-9	$20.20	174
9-10	$18.94	98
10-11	$21.29	115
11-12	$19.20	76
12-13	$19.12	72
13-14	$19.78	50
14-15	$22.15	36
>15	$20.15	358

Owner/Operator			116
	0-1	$34.04	6
	1-2	$20.66	9
	2-3	$16.43	8
	3-4	$11.07	7
	4-5	$18.71	10
	5-6	$20.03	8
	6-7	$16.08	6
	7-8	$18.50	2
	8-9	$15.56	6
	9-10	$12.13	4
	10-11	$25.00	1
	12-13	$18.64	4
	13-14	$25.08	7
	14-15	$18.07	4
	>15	$17.52	34
Grand Total			**16,668**

Figure 18: Verified Wage Distribution by Position Title and Tenure
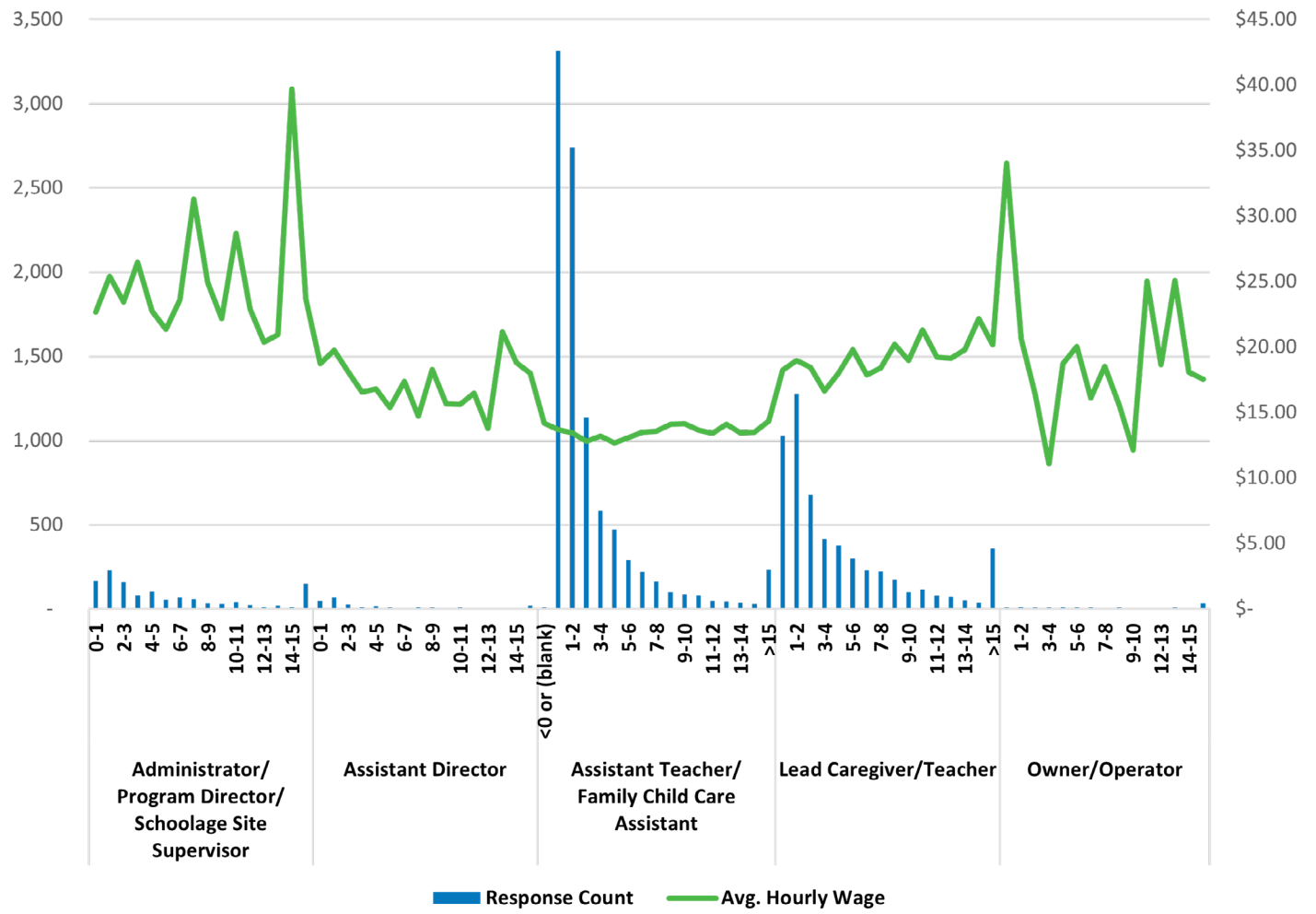
Table 19: Verified Wage Distribution by Highest Degree Earned

Credential	Avg. Hourly Wage	Response Count
CDA Credentials		**863**
CDA - Family Child Care	$15.90	9
CDA - Infant Toddler	$15.01	286
CDA - Preschool	$15.67	568
Higher Education		**3,040**
Some College	$16.18	370
College Certificate	$15.95	43
Associate Degree	$17.18	772
Bachelor's Degree	$21.13	1,420
Master's Degree	$28.31	428
Doctorate	$27.75	7
Grand Total		**3,903**

Figure 19: Verified Wage Distribution by Highest Degree Earned