

Michigan Childcare

Industry Workforce Analysis



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Data as of October 2024

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Executive Summary

On average, *Childcare workers* and *Preschool teachers* earned **61 and 78 percent** of what a typical Michigander earned in 2023, respectively.

Roughly three-quarters of the *Childcare workers* ages 16 and older in the state have **some college, no degree or less** as their highest level of educational attainment.

Nearly half of the *Preschool and kindergarten teachers* (ages 16+) in Michigan hold a **bachelor's degree or higher**, despite having a typical requirement of an associate degree nationally.

More than **nine in 10** *Childcare workers* or *Preschool teachers* are women.

Over 70 percent of employment for *Childcare workers* and *Preschool teachers* is within the *Child care services* and *Elementary and secondary schools* industries.

Employment for *Childcare workers* has declined by **more than five percent** between 2013 and 2023. Over the same timeframe, *Preschool teachers* employment has increased by **roughly 24 percent**.



Overview

Early childhood development is crucial to a child's well-being and their outcomes later in life. *Childcare workers* and *Preschool teachers* are two of the main occupations involved in the earliest years of a child's life. Individuals in these positions are expected to understand needs, educate, and foster the development of young children. Instruction, active listening and learning, social perceptiveness, and learning strategies are some of the many skills necessary to perform well in these jobs.

By focusing primarily on occupational data for *Childcare workers* and *Preschool teachers*, this report can provide background information and support decisions regarding employment needs within early childcare in the state. Topics discussed include typical employment and wages, educational attainment, and employment demographics, to name a few. This report can offer valuable areas of discussion and provide key baseline information for policymakers looking to improve childcare in the state and the nation.

Note: This report will use *Preschool teachers* as a shortened version of the full occupational title, *Preschool teachers, except special education*, for all data and analysis.

Data and Other Resources

The data presented in this report were the most recent available as of October 2024. Federal occupation designations for *Childcare workers* and *Preschool teachers* are used to report findings on employment, wages, education and training, demand, and demographics throughout the state. Federal data sources provide consistent data and allow for tracking over time and comparisons to other occupations and states. The data does have some limitations, like the inability to differentiate between a lead and assistant childcare worker. Federal occupational employment data also does not include those who are self-employed or workers in private households, which can be common in early childhood care.

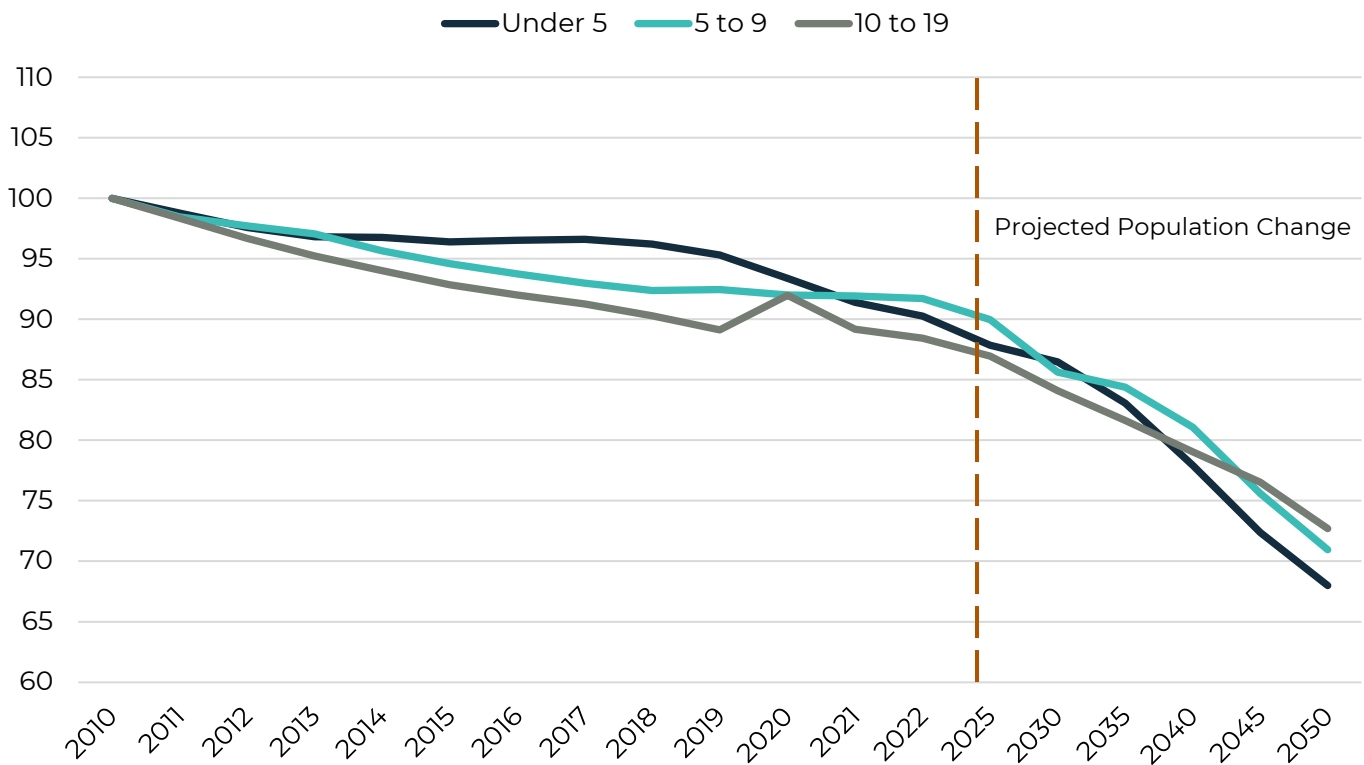
preschool work by relying on survey responses from registered members. Survey responses also allow for the inclusion of self-employed individuals. However, voluntary survey response rates may vary, there is currently limited time series data available, and comparisons to other occupations or states may be more restricted. While data in these reports are not directly comparable to this analysis of Michigan childcare, there is some overlap in findings and consistency in the scale of challenges. Each resource provides a different view of the childcare landscape and helps identify the status of employment in the state. Together, these statewide resources on early childhood care can help guide conversations about how to best serve Michigan's youngest residents.

Additional state sources, such as [MiRegistry](#) and [Early Childhood Education and Care](#) reports, can provide a detailed view of the various roles and settings involved in childcare and

Population

Michigan's youth population decline is projected to continue to through 2050.

Index of Population by Age of Children Since 2010



Source: Population Estimates Table, Division for Vital Records and Health Statistics, Michigan Department of Health and Human Services; Michigan Population Projections, Michigan Center for Data and Analytics

The number of children in Michigan and the United States has been on a gradual decline for many years. As of 2022, the state's population of children under five had declined by roughly 10 percent since 2010 and the decline is projected to continue through 2050. Regardless, there are still expected to be roughly half a million children under five in the state. This population group is most likely to be under the care of providers like *Childcare workers* and *Preschool teachers*, the focus of this report.

According to statewide population projections, both Michigan and the U.S. have experienced substantial population aging since the 1970s.

A main contributing factor is the decrease in fertility rates (the average number of children expected per woman during her lifetime based on current age-specific fertility rates). Fertility rates in Michigan and the nation have declined significantly since the mid-1900s. For Michigan, the rate of 1.57 children per woman is projected to decline to 1.39 by 2050.

It is not possible to pinpoint the exact reasons for the decline in population and fertility rates. However, the burden of childcare costs is one important factor to consider. According to a [report](#) by Child Care Aware of America, the cost of childcare takes up a sizable percentage of

annual income, especially if the household is led by a single female. For a single-female family household, childcare costs can range from over 30 percent of their income for center-based care* to between 25 and 27 percent for family-based care.** Married couples with children have higher earnings, on average, and childcare takes up a smaller percentage of their overall earnings. Average center-based care can cost between 9 and 11 percent of married-family incomes and between 7 and 8 percent for children in family-based care.

The obstacles that the childcare industry faces in Michigan and across the U.S. are multifaceted, and the solutions are not straightforward. While the population of young children, childcare costs, and average incomes are a few variables to consider, they are not the only ones.

*Center-based care is a licensed childcare provider run out of a facility and typically employs multiple caregivers.

** Family-based care is typically provided in the professional caregiver's home or other private residence.

Employment and Wages

Note: Data in the following section are from the Occupational Employment and Wage Statistics series provided by the U.S. Bureau of Labor Statistics. The data are not set up to be a time series, meaning some changes in employment and wages may be due to classification systems and methodology as well as the three-year pooled sample design.

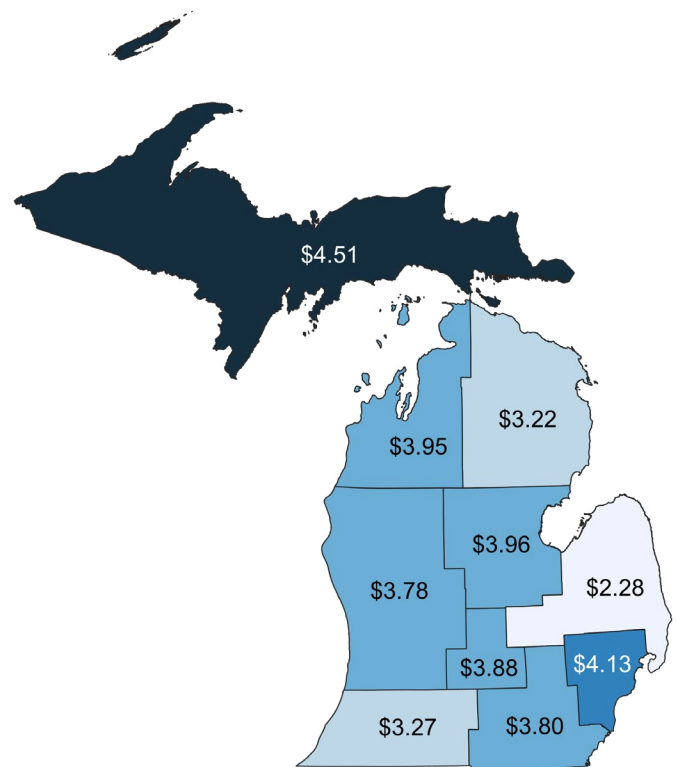
On average, *Childcare workers* and *Preschool teachers* earn less than the statewide median wage of \$22.57. *Childcare workers* earn a median hourly wage of \$13.88 (\$28,900 annually) and *Preschool teachers* earn \$17.65 (\$36,700 annually). This difference in earnings is important because a *Childcare worker* can transition to a *Preschool teacher* as part of a career progression.

Statewide, *Preschool teachers* earn nearly \$4 per hour more than *Childcare workers*, but this wage gap varies by region. In the Upper Peninsula, *Preschool teachers* make over \$4.50 per hour greater than *Childcare workers*. On the other end, in the East Michigan Prosperity Region, the difference is only \$2.28 per hour. While the gap is smaller, it amounts to roughly \$4,700 less in median annual earnings for *Childcare workers* than *Preschool teachers* in the area.

Below-average earnings can impact the ability to attract and retain workers for these key

Preschool teachers earn more than Childcare workers in every region of the state.

Difference in Median Hourly Earnings for *Preschool Teachers* and *Childcare Workers* by Michigan Prosperity Region

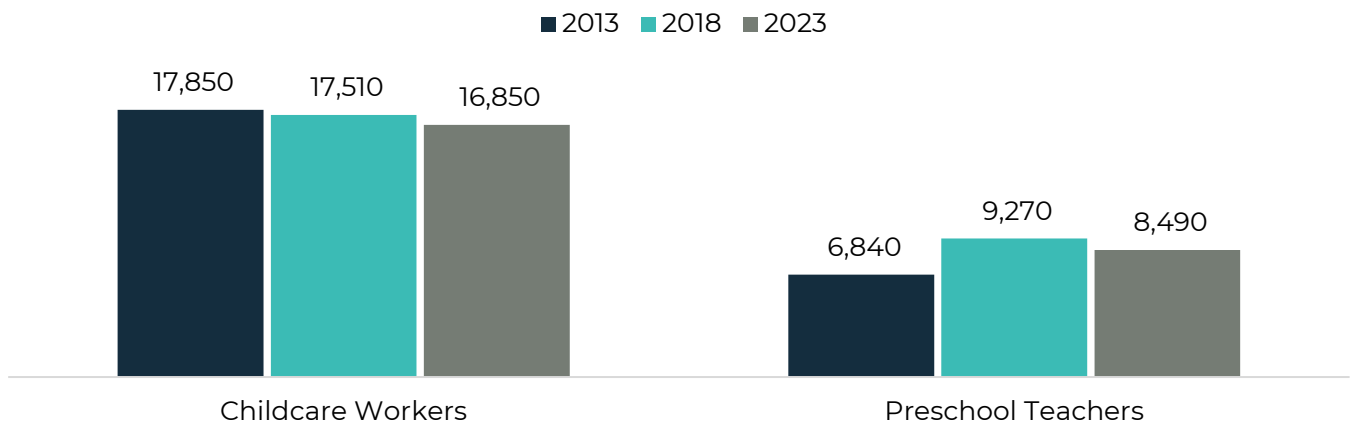


Source: 2023 Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics



Employment for *Childcare workers* decreased from 2013 to 2023, while *Preschool teachers* employment increased.

Employment in Michigan by Occupation and Year



Source: Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics

positions. Noticeable differences in occupational earnings may draw more *Preschool teachers* than *Childcare workers*. Increased pay for both positions could help attract and retain talent.

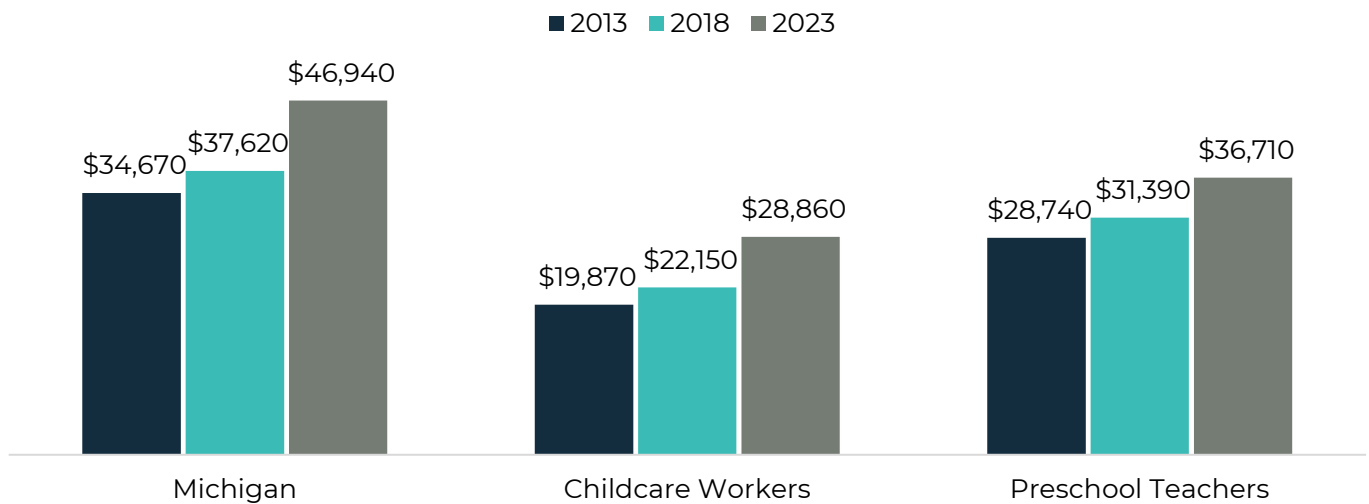
More information on childcare employment and wages can be found in the appendix (page 22).

Employment for *Childcare workers* in Michigan declined 5.6 percent between 2013 and 2023,

with most of the loss occurring between 2018 and 2023. Employment for *Preschool teachers* fluctuated over the period. Between 2013 and 2018, employment increased 35.5 percent (2,430 teachers) then decreased by 8.4 percent (780 teachers) between 2018 and 2023. Overall, employment for *Preschool teachers* is higher over the decade by 24.1 percent. For comparison, between 2013 and 2023, the state’s employment grew by 8.7 percent, with most of this growth occurring between 2013 and 2018.

Wages have grown for *Childcare workers*, *Preschool teachers*, and the state overall between 2013 and 2023, though not equally.

Median Annual Salaries in Michigan by Occupation and Year



Source: Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics

Median annual salaries for both *Childcare workers* and *Preschool teachers* have increased since 2013, as have statewide averages. Between 2013 and 2023, annual earnings for *Childcare workers* and *Preschool teachers* increased by roughly \$9,000 and \$7,800, trailing the Michigan median increase of nearly \$12,300. In 2023, *Childcare workers* made approximately 61 percent of what the typical Michigander earned in annual income. This number has slowly ticked up from 57 percent in 2013. *Preschool teachers* earned, on average, 83 percent in 2013 to 78 percent in 2023 of average statewide earnings. This is a small but notable decline over the period.

As of 2023, both *Childcare workers* and *Preschool teachers* are largely within the federally defined industries of *Child care services* and *Elementary and secondary schools*. Over 70 percent of each occupation's employment is within the two industries while the remaining employment shares are spread throughout industries like *Individual and family services* and other educational support services. Depending on the industry that each of these occupations fall within,

earnings can vary. For example, the median hourly wage for *Childcare workers* in *Child care services* is \$13.76. But for *Childcare workers* within *Individual and family services*, the median wage is \$18.34. This difference in hourly earnings is nearly \$5 for the same occupation. However, total employment of *Childcare workers* in *Individual and family services* is only 770 compared to 7,400 in *Childcare services*.

Like *Childcare workers*, median earnings for *Preschool teachers* vary by industry. The majority of *Preschool teachers* are employed in *Child care services* (4,390 teachers) and earn a median wage of \$17.26. The industry of *Elementary and secondary schools* has 2,140 *Preschool teachers* and offers a median wage of \$20.46, a difference of more than \$3 per hour for the two most common industries of employment. Outside of these two industries, employment is lower (less than 700 employees) and median earnings vary from just under \$14 in *Community food and housing and emergency and other relief services* to over \$22 in *Colleges, universities, and professional schools*.



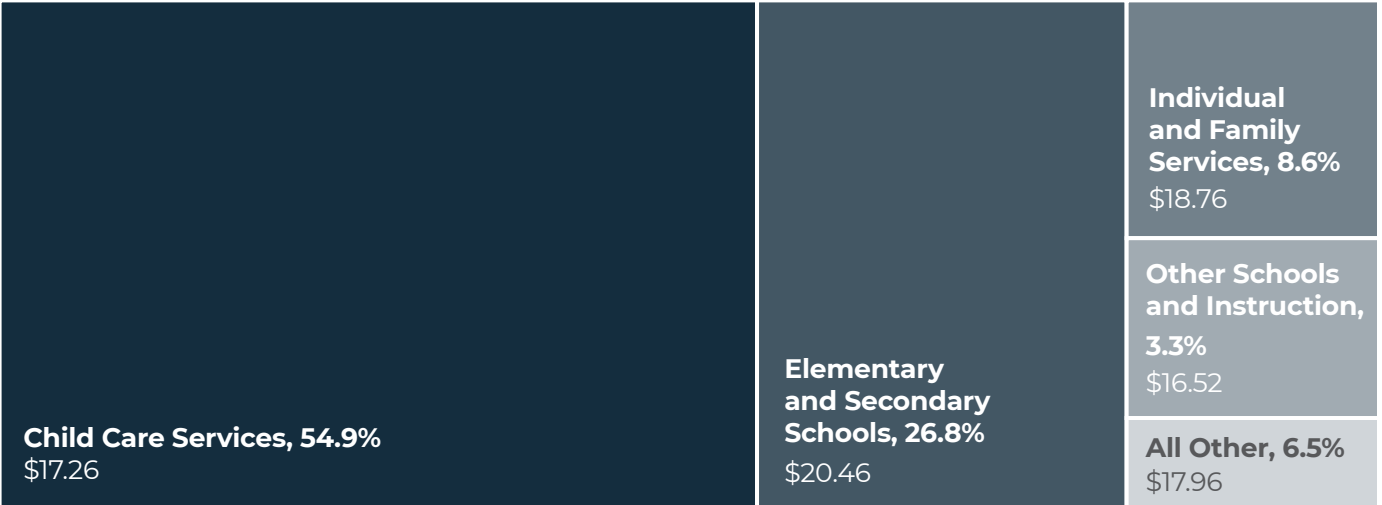
Over 70 percent of employment for *Childcare workers* and *Preschool teachers* is within two main industries.

Employment Shares and Median Hourly Wages by Occupation and Industry

Childcare Workers



Preschool Teachers

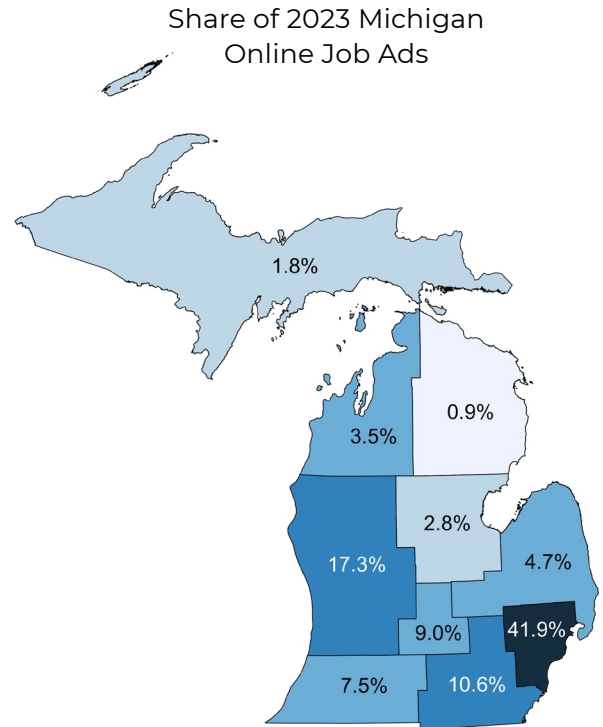


Source: 2023 Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics

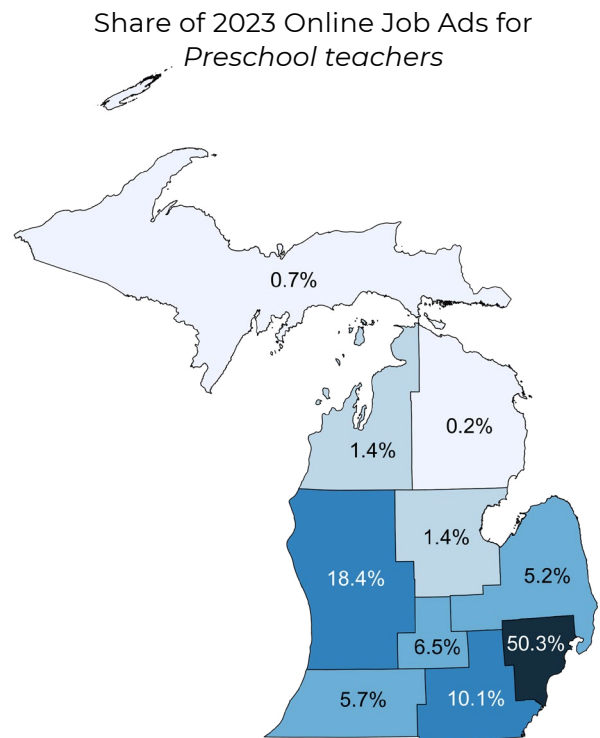
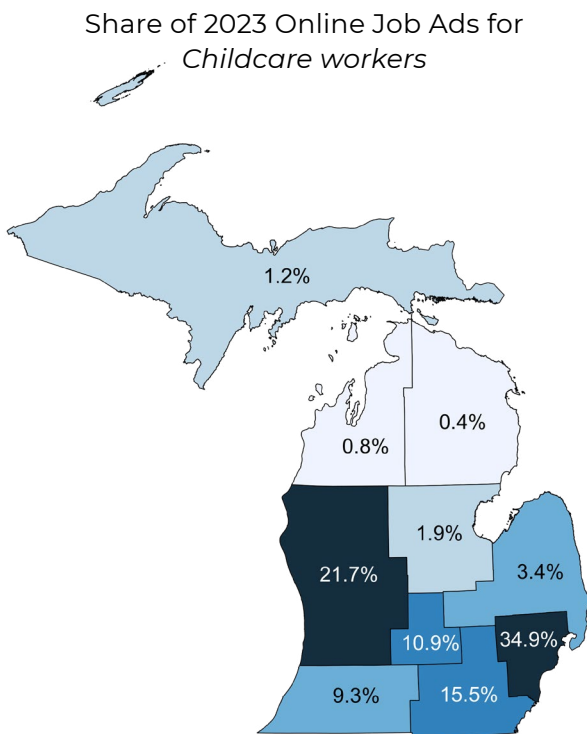
Job Advertisements

In 2023, there were over 2,440 online job advertisements in Michigan for *Preschool teachers* and roughly 1,130 for *Childcare workers*. Advertisement numbers have fluctuated over the years for both occupations and statewide totals. Notably, the record high number of online advertisements for *Childcare workers* was in 2020, with more than 2,500 ads. Ads for *Preschool teachers* hit their peak just one year later in 2021 with 2,450 ads. Meanwhile, the total advertisements available in Michigan did not reach their highest point until 2022. This indicates that the increased need for *Childcare workers* and *Preschool teachers* began before widespread job demand in the state and demonstrates the impact of the pandemic on these occupations.

Source: Help Wanted OnLine, Lightcast Developer



The share of online job advertisements varies by prosperity region. Percent shares by region for both *Childcare workers* and *Preschool teachers* differ from the statewide averages.





The distribution of advertisements for *Preschool teachers* and *Childcare workers* generally follows the trend of ads statewide. Regardless of regional concentration, there is demand for each of these occupations throughout the entire state and higher areas of demand likely align with greater populations rather than sole areas of need. The Detroit Metro Prosperity Region stands out for share of *Preschool teachers* advertisements with more than half of all ads in 2023. There is a lower share of ads for *Childcare workers* compared to the state average in the Detroit Metro area (-7.0 percentage points), but a higher share in the Southeast Prosperity Region (+4.9 percentage points). It is important to note that while online job advertisements can signify a demand for employees, they may not fully capture the demand for childcare services across Michigan.

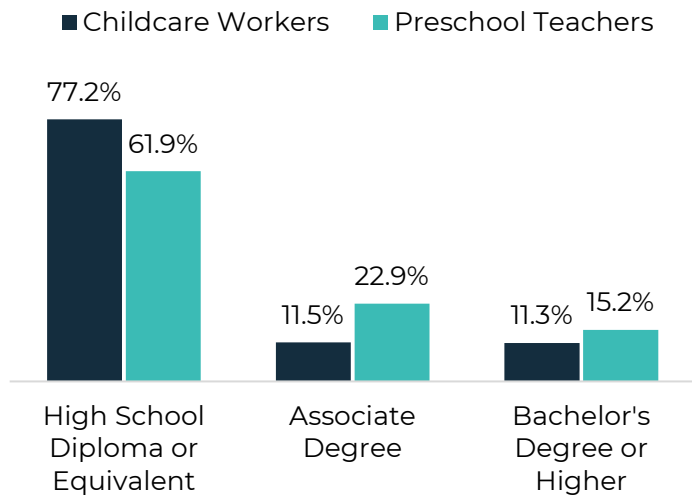
Advertisements for both occupations are largely found within the *Child care services* and *Elementary and secondary schools* industries. Combined, these occupations accounted for over 38 percent of all ads in *Child care services* during 2023. Other top industries looking for *Childcare workers* in 2023 include *Home health care services*; *Child and youth services*; and *General medical and surgical hospitals*. For *Preschool teachers*, other top industries include *Religious organizations*; *Outpatient mental health and substance abuse centers*; and *Educational support services*.



Both *Childcare workers* and *Preschool teachers* often have a minimum education requirement of a high school diploma or equivalent listed in online job advertisements. The minimum education requirement is the lowest level an employer will accept; however, it is possible that there are higher educational attainments that an employer would prefer. These preferences will not show up in the data. Many online job ads for *Preschool teachers* also list a minimum of an associate degree or bachelor's degree and above. The data around typical educational attainment required, and held by, those employed in these occupations is analyzed in other sections of this report.

A high school diploma or equivalent is the most advertised minimum education requirement for *Childcare workers* and *Preschool teachers*; however, an employer may prefer a higher education level.

Share of Online Job Advertisements by Minimum Education



Top Certifications

Childcare Workers	Preschool Teachers
Cardiopulmonary Resuscitation (CPR) Certification	Cardiopulmonary Resuscitation (CPR) Certification
First Aid Certification	First Aid Certification
Valid Driver's License	Teaching Certificate
Automated External Defibrillator (AED) Certification	Valid Driver's License
Certified Nursing Assistant (CNA)	Automated External Defibrillator (AED) Certification

Source: Help Wanted OnLine, Lightcast Developer

Note: Not every advertisement lists a minimum education requirement. Top certifications are determined by the number of times the skill or certification is listed in an online job advertisement for the specific time period (January to December 2023). Certifications are designated credentials earned by an individual to verify skills or knowledge gained to perform a job.

Projections and Typical Education/Training Requirements

In the short-term (second quarter 2023 to second quarter 2025), employment for *Childcare workers* is projected to grow by 2.0 percent and employment for *Preschool teachers* is expected to grow by 4.3 percent, both well above the statewide average of 0.6 percent. Average annual openings for *Preschool teachers* are expected to be around 1,100 over the two-year timeframe. For *Childcare workers*, the estimated average annual openings are much higher at nearly 4,400.

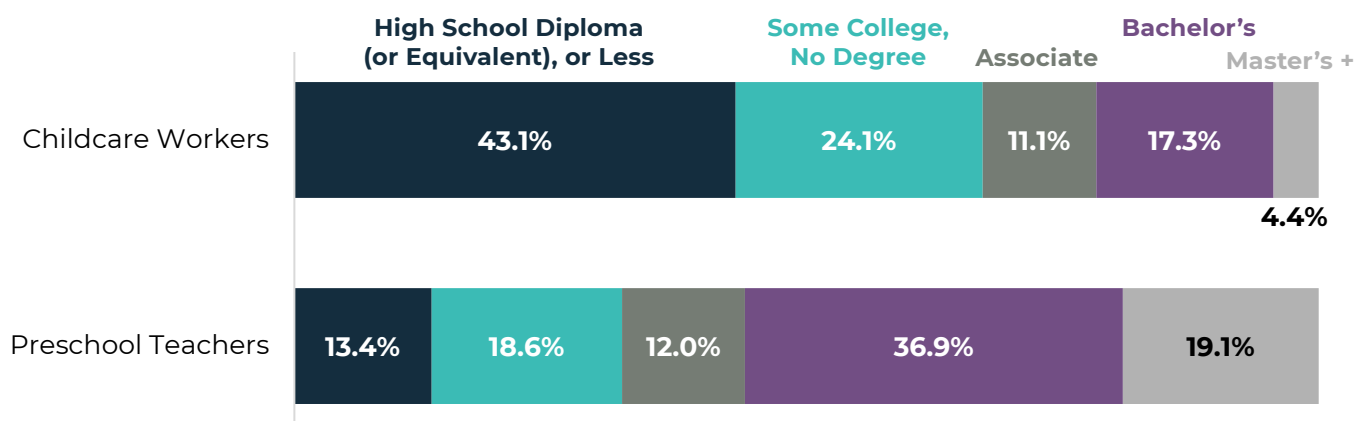
Childcare workers are required to have a high school diploma and complete short-term on-the-job training (less than one month). This is based on typical education and training requirements provided by the U.S. Bureau

of Labor Statistics. The typical requirement for *Preschool teachers* is an associate degree with no on-the-job training or experience required. However, individuals working in these occupations often receive education beyond the minimum requirement.

For *Childcare workers*, a high school diploma or less is the largest single category of attainment. However, a large share (32.8 percent) hold an associate degree or higher. *Preschool teachers* are typically required to have an associate degree, but the largest share of workers hold a bachelor's degree (36.9 percent). Those who are 25 or older and a *Preschool teacher* are far less likely to hold an associate degree (12.0 percent) as their highest form of attainment.

Individuals working as *Childcare workers* or *Preschool teachers* often obtain higher levels of education than the minimum requirements.

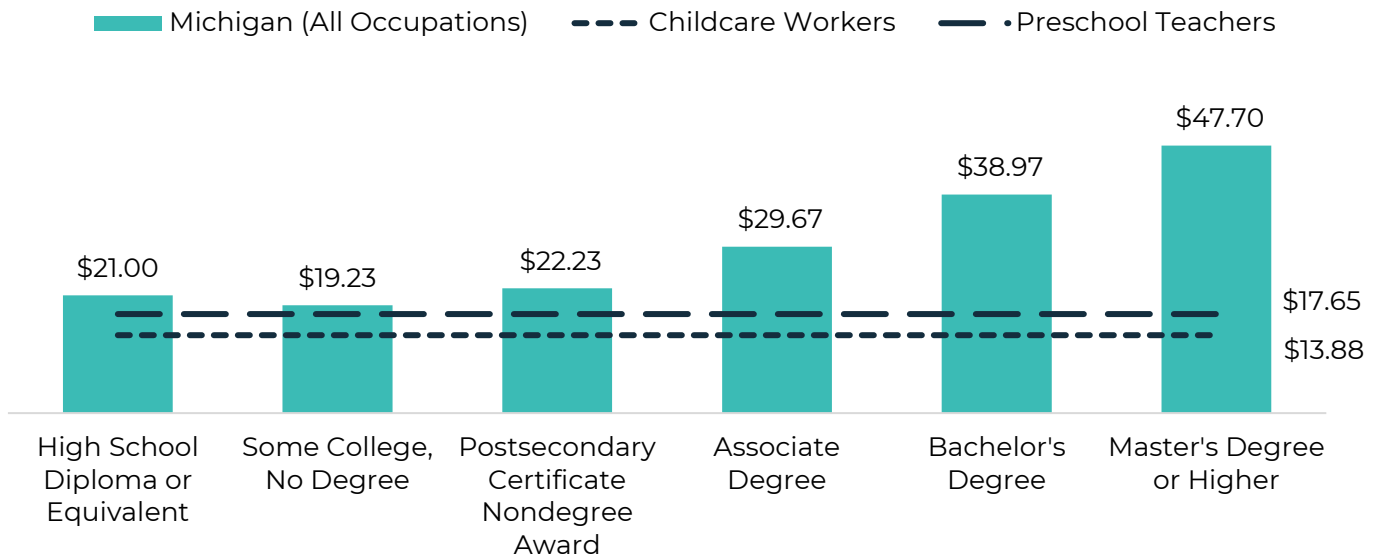
Educational Attainment of *Childcare Workers* and *Preschool Teachers* (Ages 25+) Across the U.S.



Source: Employment Projections Program, U.S. Bureau of Labor Statistics

Median hourly wages for *Childcare workers* and *Preschool teachers* are below the Michigan average earnings for every level of education.

Michigan Median Wages by Typical Educational Attainment Compared to Hourly Median Earnings for *Childcare workers* and *Preschool teachers*



Source: 2023 Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics; Typical Education and Training Requirements, U.S. Bureau of Labor Statistics

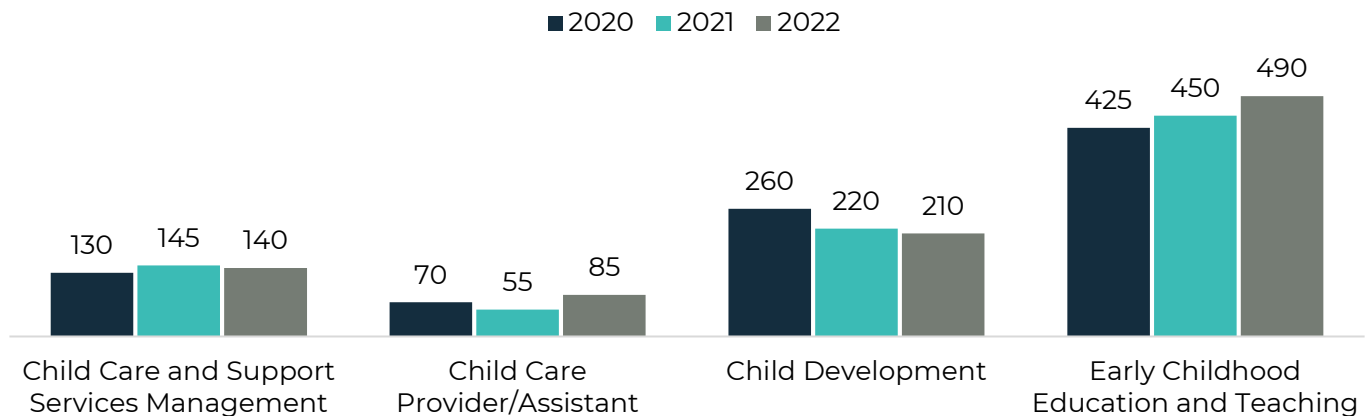
There are no educational attainment levels where the typical earnings of *Preschool teachers* and *Childcare workers* are comparable, or better, than statewide averages. An individual with a high school diploma or equivalent in Michigan can expect to earn median wages of \$21 per hour. This is more than \$7 per hour higher than the median for *Childcare workers*, who are expected to have at least a high school diploma but often hold greater levels of attainment. Comparatively, most *Preschool teachers* across the U.S. hold a bachelor's degree or higher rather than the typical requirement of an associate degree. The average earnings for those with a bachelor's degree in Michigan is more than \$20 per hour greater than the median for *Preschool teachers*.



DEGREES AND CERTIFICATIONS

Completions in programs that can prepare individuals for careers as a *Childcare worker* or *Preschool teacher* have been both increasing and decreasing over the past three years.

Total Program Completions (Associate Degree and Above)



Source: Integrated Postsecondary Education Data System, National Center for Education Statistics

Note: The listed year is the end of the academic year for which data refers to, e.g., 2022 represents the 2021–2022 academic year.

Although *Childcare workers* do not typically obtain an education beyond high school, there are postsecondary degree and certificate programs that can lead to a career in the occupation. In 2022, there were roughly 350 programs that could translate into careers as *Childcare workers* and 980 that could lead to *Preschool teachers*. The programs can potentially lead to several occupations and are therefore not exclusive to any single occupation.

The largest two programs in terms of completions are *Child development* and *Early childhood education and teaching*. Completions in *Child development* have decreased steadily over the past three academic periods. Conversely, program completions in *Early childhood education and teaching* have slowly increased each year since 2020. From the 2020 school year to 2022, completions in this program increased by 65 individuals. The other programs of *Childcare and support services*

management and *Childcare provider/assistant* are smaller and have been up and down over the three-year time period.

REGISTERED APPRENTICESHIP

Note: Registered Apprenticeship data is not available for *Preschool teachers*. The following analysis will include information on *Childcare workers* only.

There are roughly 18,400 total active Registered Apprentices in Michigan as of 2023 and just under 100 of those are *Childcare workers*. Enrollment in programs that lead to this occupation has consistently been low, but there has been notable investment in childcare employment in recent years. Apprenticeships offer hands-on training and are a valuable way to learn the necessary skills for a job with the security of pay and employment opportunities. Despite being low in total number, new apprentices on a path to becoming *Childcare workers* have been steady since 2019.

Most apprentices training to be *Childcare workers* are women (92 percent), and just under 40 percent of the active participants are people of color. Among all apprentices statewide, just 9.9 percent are women and 14.2 percent are people of color. Apprentices training to be *Childcare workers* are largely found within the West and Southwest prosperity regions. Unsurprisingly, the

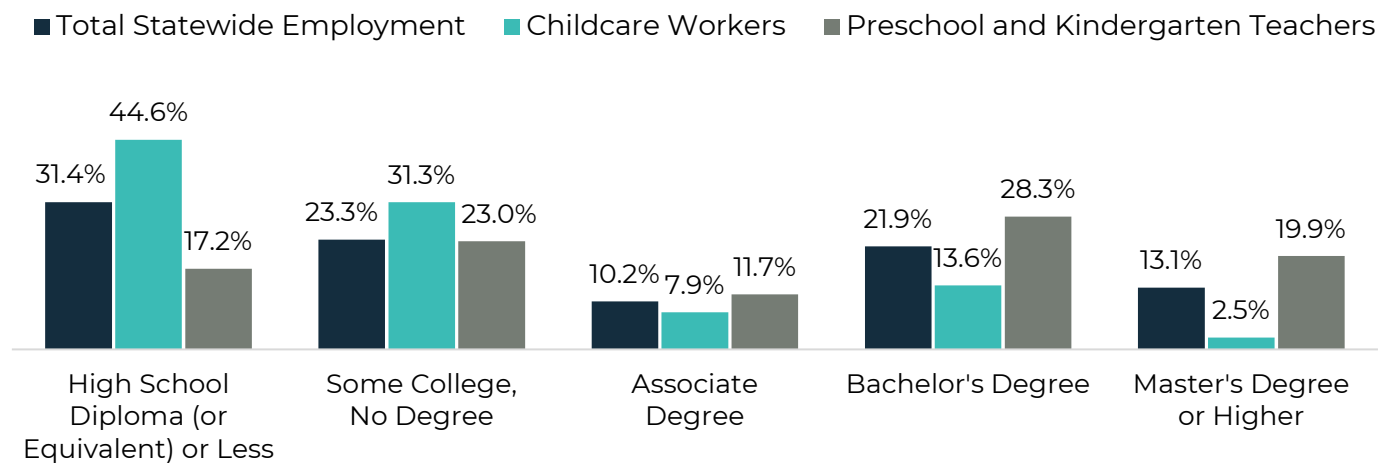
main industry classifications include *Health care and social assistance* and *Professional, scientific, and technical services*.

For more information on *Childcare workers* and other Registered Apprenticeship programs in Michigan, please view the official [Michigan Registered Apprenticeship Dashboard](#).

Demographics

Most of the *Childcare workers* in the state have some college, no degree or less as their highest level of educational attainment.

Michigan *Childcare workers* and *Preschool and kindergarten teachers* (Ages 16+) Employment by Educational Attainment



Source: 2022 Public Use Microdata, American Community Survey, U.S. Census Bureau

Note: Due to data limitations, *Preschool teachers* are combined with *Kindergarten teachers* by the U.S. Census Bureau for demographic data.

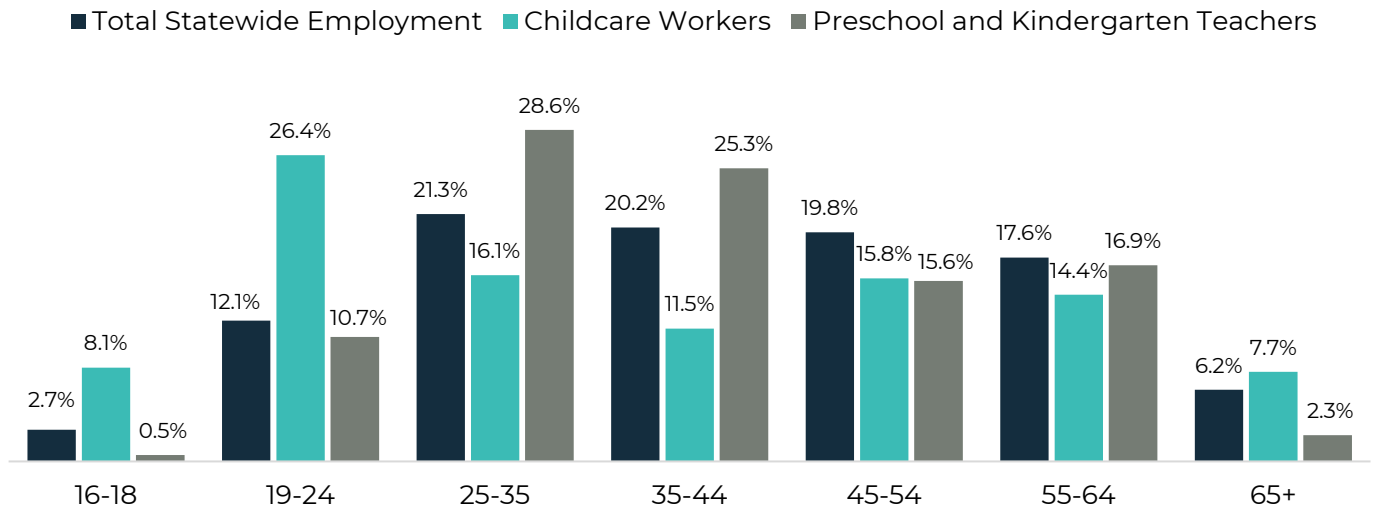
Educational attainment among those employed as *Childcare workers* in Michigan is much different than *Preschool and kindergarten teachers* and state averages. Roughly three-quarters of the *Childcare workers* ages 16 and older in the state have some college, no degree or less as their highest educational attainment. This

is on par with the typical education requirement for this occupation as defined by the Bureau of Labor Statistics (BLS). A high school diploma or equivalent is also the most advertised minimum education for *Childcare workers*. Regardless, there are still some individuals with an associate degree or greater.

Preschool and kindergarten teachers are closer to Michigan averages in some educational attainment categories than *Childcare workers*.

The typical age of *Childcare workers* is much younger than *Preschool and kindergarten teachers* in Michigan.

Michigan *Childcare workers* and *Preschool and kindergarten teachers* Employment by Age



Source: 2022 Public Use Microdata, American Community Survey, U.S. Census Bureau

Despite *Preschool teachers* having a typical education requirement of an associate degree (BLS), there are far more *Preschool and kindergarten teachers* with a bachelor's degree or higher. Nearly half of these teachers ages 16 and older have a bachelor's degree or above, compared to just 35 percent in Michigan.

Nearly 35 percent of *Childcare workers* are under the age of 24 and approximately half are under the age of 35. This could be due, in part, to the lower educational and training requirements of the job. It could also speak to the mental and physical demands of directly caring for children as well as the difficulty of facing below-average wages for a long-term career ([Center for American Progress](#)).

More than half of the *Preschool and kindergarten teachers* employed within the state are between the ages of 25 and 44. This share is much greater than the *Childcare workers* and the Michigan average. Another difference of note is the small share of those who are 65 and older in these

occupations. Only 2.3 percent of the *Preschool and kindergarten teachers* in the state are part of this age group compared to over 6 percent of Michigan's workforce and nearly 8 percent of *Childcare workers*.

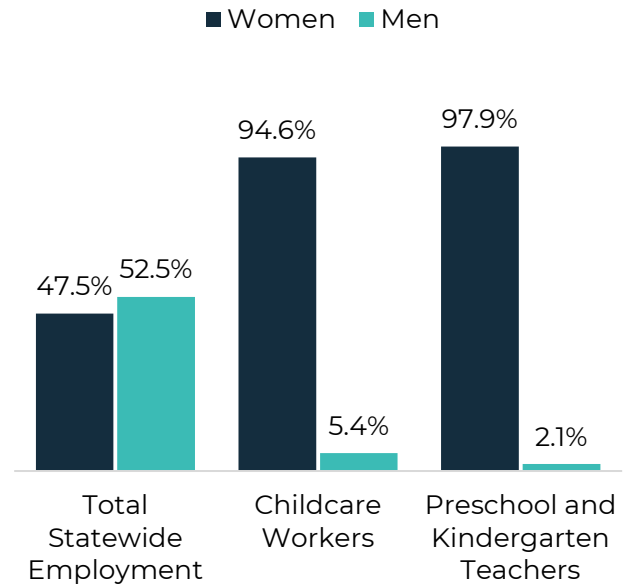


Michigan's workforce (over the age of 16) is about evenly split between men and women. Employment by gender for *Childcare workers* and *Preschool and kindergarten teachers*, however, is vastly different. Likely due to the nature of the job, more than nine in 10 workers in either of these occupations are women. This disparity has existed since at least 2005 (the earliest available data year). Men are overall less likely to be found in occupations providing direct care for young children, in both Michigan and the U.S.

Both *Childcare workers* and *Preschool and kindergarten teachers* are slightly more diverse than the statewide averages. Each occupation has a higher share of those who are Black compared to Michigan. Additionally, *Childcare workers* have a greater share of individuals who are Hispanic or All Other. For *Preschool and kindergarten teachers*, employment among other races and ethnicities are close to Michigan averages.

Women are far more likely than men to be *Childcare workers* and *Preschool teachers*.

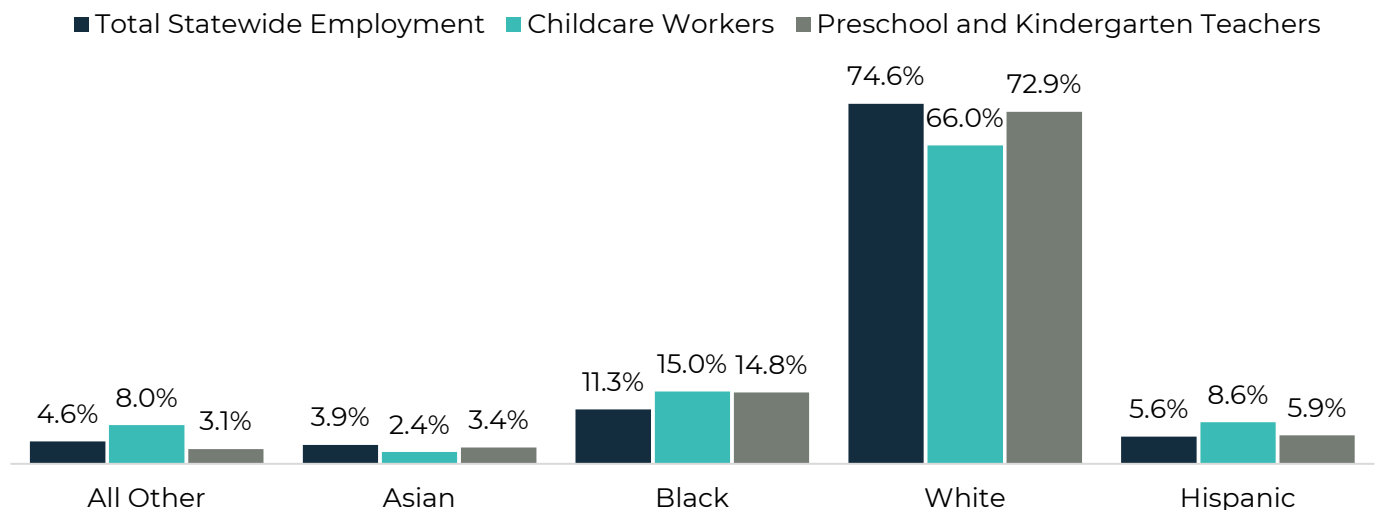
Michigan *Childcare workers* and *Preschool and kindergarten teachers* (Ages 16+) Employment by Gender



Source: 2022 Public Use Microdata, American Community Survey, U.S. Census Bureau

Both *Childcare workers* and *Preschool and kindergarten teachers* are slightly more diverse than the statewide averages.

Michigan *Childcare workers* and *Preschool and kindergarten teachers* (Ages 16+) Employment by Race and Ethnicity



Source: 2022 Public Use Microdata, American Community Survey, U.S. Census Bureau

Note: All Other includes American Indian and Alaska Native, Native Hawaiian or Other Pacific Islander, Some Other Race Alone, and Two or More Races.

Selected Related Occupations

There are positions outside of *Childcare workers* and *Preschool teachers* that are also valuable to the success of childcare throughout the state. These occupations include *Special education teachers, preschool*; *Education and childcare administrators, preschool and daycare*; *Child, family, and school social workers*; and *Teaching assistants, except postsecondary*. Each of these occupations aid the childcare industry even if not directly responsible for the care of young children.

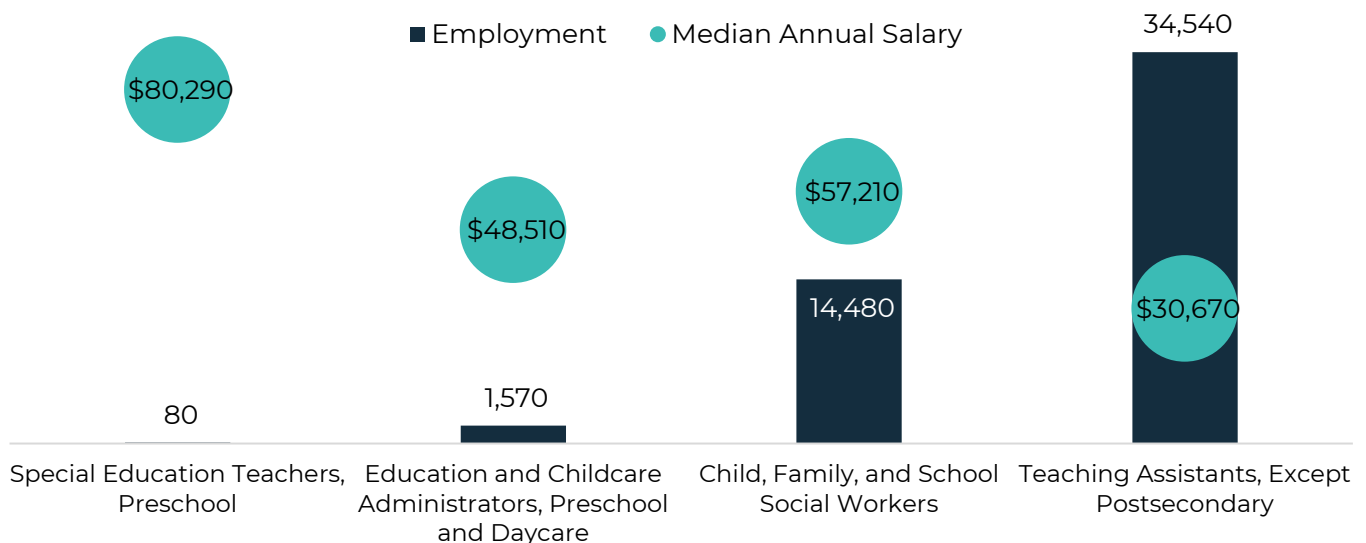
There are 80 *Special education teachers, preschool* in Michigan earning a median annual salary of \$80,290. All 80 of these teachers are within the industry of *Elementary and secondary schools*. Due to the way many school districts report data, this occupation could be undercounted as some of these jobs could be included in *Special education teachers, kindergarten and elementary*. As defined by the BLS, the main responsibilities of *Special*

education teachers, preschool is to teach academic, social, and life skills to preschool-age students with learning, emotional, or physical disabilities. These teachers are typically required to have a bachelor's degree but over half (55 percent) of those ages 25 and older employed across the U.S. have a master's degree or higher.

Michigan has just under 1,600 *Education and childcare administrators, preschool and daycare* employed throughout the state. These administrators earn a median annual salary of \$48,510 and are typically required to have a bachelor's degree with less than five years of experience. Across the nation, nearly 60 percent of individuals employed in this occupation hold a master's degree or higher. Job responsibilities typically include planning or coordinating academic and nonacademic activities of preschools or childcare centers and programs. This includes before- and after-school care. *Education*

Teaching assistants have the highest employment level and the lowest median annual salary among the highlighted occupations.

Michigan Employment and Median Annual Salary by Occupation



Source: 2022 Public Use Microdata, American Community Survey, U.S. Census Bureau



and childcare administrators, preschool and daycare are typically working within the *Child care services* industry but can also be found in *Elementary and secondary schools*; *Individual and family services*; and *Other schools and instruction*.

Child, family, and school social workers have an employment level of roughly 14,500 in Michigan and earn a median annual salary of \$57,210. These social workers are spread across a wide variety of industries in the state but are most heavily concentrated within *Elementary and secondary schools*; *State government, excluding schools and hospitals*; and *Individual and family services*. Together, these three industries account for around 75 percent of the total occupational employment in Michigan. The responsibilities of those in this occupation largely varies by the industry they are part of. In general, they may assist parents, arrange adoptions, and find foster homes for children. In schools, they may address issues such as teenage pregnancy, misbehavior, truancy, and may also advise teachers. *Child, family, and*

school social workers are generally required to have a bachelor's degree and those working across the U.S. have similar levels of education with a bachelor's (37 percent) or a master's degree and above (42 percent).

There are more than 34,500 *Teaching assistants, except postsecondary* employed in Michigan, the largest employment total of any occupation discussed in this report. This is because the occupation counts include preschool through secondary schools as well as any special education teaching assistants. *Teaching assistants, except postsecondary* earn a median annual salary of \$30,670 in the state. Assistants work with a licensed teacher to give students additional attention and instruction. Other titles include teacher aides, instructional aides, paraprofessionals, and education assistants. Assistants working in childcare centers may work with a lead teacher to provide individualized attention that young children need and help supervise the children at play, help with feeding, or other basic care. These employees typically need some college

but no degree and most (49 percent) employed throughout the nation hold between a high school diploma and some college, no degree. However, there are a notable share of assistants (33 percent) who also have a bachelor's degree or above in the occupation.

Conclusion

Childcare workers and *Preschool teachers* are critical to the success of the development and education of Michigan's youngest residents. There is high demand for these workers in numerous industries across the state. However, the expected earnings are below average. *Preschool teachers* are more educated than statewide averages while current pay does not reward the time and monetary investment required to obtain this position. There are other noticeable inequities within the occupations such as a heavy reliance on women compared to men, a greater share of young workers, and an increased proportion of Black workers compared to other occupations in the state.

Early childhood development is crucial to a child's well-being and their outcomes later in life. The direct impact that *Childcare workers* and *Preschool teachers* have on young children is significant. Addressing the need and inequities within these occupations across Michigan, and the U.S., is important to the success of the state overall.



Appendix

A. Regional Shares of Employment, Total Employment, and Median Wages for Childcare Workers and Preschool Teachers

Area	Total Occupations			Childcare Workers			Preschool Teachers		
	Emp. Share	Total Emp.	Median Wage	Emp. Share	Total Emp.	Median Wage	Emp. Share	Total Emp.	Median Wage
Michigan	100.0%	4,347,960	\$22.57	100.0%	16,850	\$13.88	100.0%	8,490	\$17.65
Upper Peninsula	2.5%	109,960	\$20.88	2.3%	380	\$13.31	1.6%	140	\$17.82
Northwest Michigan	2.8%	122,430	\$20.62	2.6%	440	\$13.72	2.1%	180	\$17.67
Northeast Michigan	1.4%	61,130	\$18.62	1.8%	300	\$14.67	1.6%	140	\$17.89
West Michigan	16.2%	702,320	\$21.97	15.3%	2,580	\$13.94	18.8%	1,600	\$17.72
East Central Michigan	4.7%	202,470	\$20.80	4.9%	820	\$13.18	4.7%	400	\$17.14
East Michigan	5.6%	243,970	\$20.61	6.9%	1,160	\$13.72	8.2%	700	\$16.00
South Central Michigan	4.9%	211,040	\$23.68	4.5%	760	\$13.79	4.6%	390	\$17.67
Southwest Michigan	6.8%	296,260	\$21.52	6.2%	1,040	\$13.72	7.3%	620	\$16.99
Southeast Michigan	9.4%	409,950	\$22.54	10.1%	1,700	\$13.92	11.2%	950	\$17.72
Detroit Metro	40.8%	1,773,870	\$23.73	37.9%	6,390	\$13.83	36.9%	3,130	\$17.96

Source: 2023 Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics

B. Difference in Median Hourly Wages

Prosperity Region	Childcare Workers Earnings Gap from Regional Median	Preschool Teachers Earnings Gap from Regional Median	Gap in Earnings for Childcare Workers Compared to Preschool Teachers
Upper Peninsula	-\$7.57	-\$3.06	-\$4.51
Northwest	-\$6.90	-\$2.95	-\$3.95
Northeast	-\$3.95	-\$0.73	-\$3.22
West	-\$8.03	-\$4.25	-\$3.78
East Central	-\$7.62	-\$3.66	-\$3.96
East	-\$6.89	-\$4.61	-\$2.28
South Central	-\$9.89	-\$6.01	-\$3.88
Southwest	-\$7.80	-\$4.53	-\$3.27
Southeast	-\$8.62	-\$4.82	-\$3.80
Detroit Metro	-\$9.90	-\$5.77	-\$4.13

Source: 2023 Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics

C. Difference in Median Hourly Wages

Percentile Wages	Childcare Workers	Preschool Teachers
10th Percentile	\$11.53	\$14.14
25th Percentile	\$12.76	\$14.87
Median Wage	\$13.88	\$17.65
75th Percentile	\$15.84	\$21.65
90th Percentile	\$18.37	\$24.4

Source: 2023 Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics



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