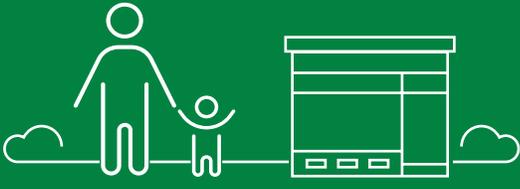


Statewide Child Care Workforce Spending and Vacancies: An Analysis of Applications for Michigan's Child Care Stabilization Grant Funds

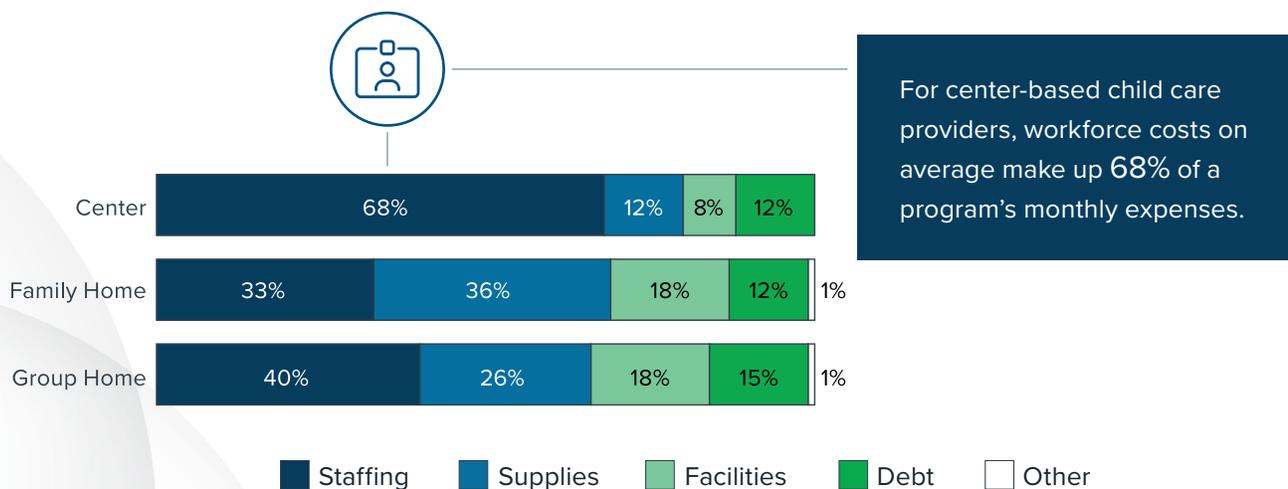
In December 2021, the state of Michigan awarded child care providers more than **\$365 million** in funding through a statewide Child Care Stabilization Grant to support providers in the wake of the COVID-19 pandemic. Child care programs were eligible to receive a base award from **\$650 to \$975** based on their license type and number of children served. Providers were also able to receive bonus funds for serving infants and toddlers, caring for children with special needs, working nontraditional hours, accepting child care subsidies, and participating in Great Start to Quality. To receive a Stabilization Grant, providers submitted a brief application about their program, expenses, and staffing needs. The information available through these Child Care Stabilization Grant applications provided a unique opportunity to better understand the current financial realities and workforce challenges experienced by Michigan child care providers. An analysis of application data uncovered the magnitude of monthly child care workforce costs and highlighted the current state of child care workforce vacancies. This brief outlines the issues of child care workforce costs and vacancies as reported by child care providers who applied for the Michigan Child Care Stabilization Grant.



Nearly **75%** of Michigan's **8,000+** child care providers applied for a Stabilization Grant. Family and Group Home providers were most likely to apply.

STAFF SALARIES AND BENEFITS ARE THE GREATEST EXPENSE FOR MICHIGAN CHILD CARE PROVIDERS.

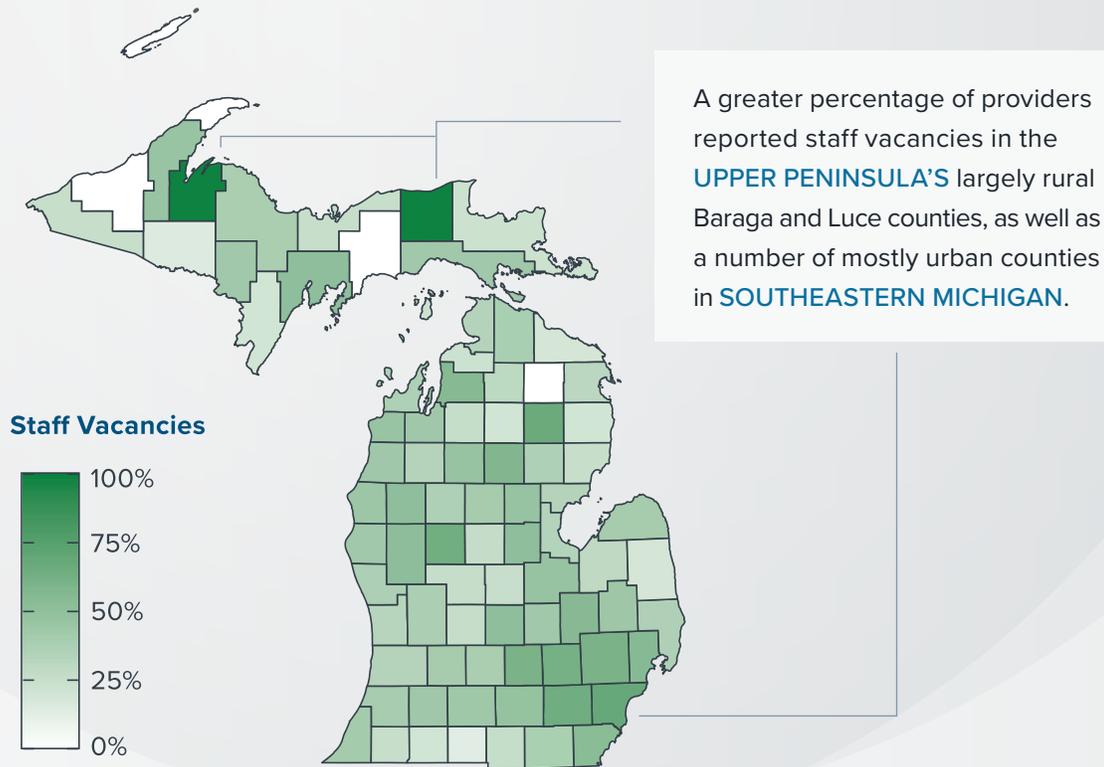
The majority of applicants reported that **workforce costs, including staff salaries and benefits, were their program's largest monthly expenditure**. Workforce costs are high across the state. On average, workforce costs accounted for **59%–71%** of total monthly costs statewide.



NEARLY HALF OF ALL APPLICANTS HAVE AT LEAST ONE STAFF VACANCY.

In addition to high costs, providers also reported significant workforce vacancies. Across all regions and provider types, **vacancies for part-time positions were far more common than vacancies for full-time positions.**

PERCENTAGE OF REPORTED STAFF VACANCIES



CONCLUSION

This document provides a brief snapshot of the current costs and workforce vacancies within Michigan's child care programs. Through the Michigan Preschool Development Grant Needs Assessment, child care providers and teachers will be invited to participate in focus groups and a survey to better understand current child care workforce needs, how programs use the Stabilization Grant to address workforce shortages, and what prospective teachers look for most in an employer.