

Early Care & Education 101:

An Introduction to ECE in Michigan



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Session Overview



Early Care & Education 101

- ▲ **WHAT** IS CHILD CARE?
- ▲ **WHERE** DOES CHILD CARE TAKE PLACE?
- ▲ **HOW** IS CARE REGULATED & PAID FOR?
- ▲ **WHY** IS THE MARKET BROKEN?
- ▲ **WHO** BENEFITS FROM CHILD CARE?

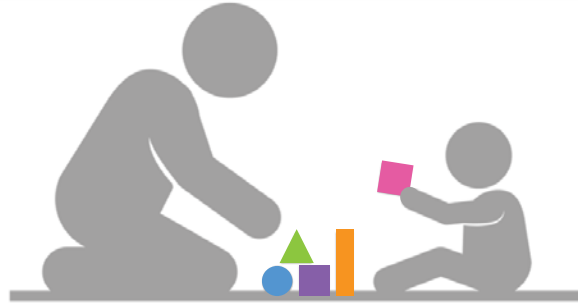
What is child care?



WHAT IS CHILD CARE?

Child care is not a place, but a thing:

A relationship between a caregiver and child in which the adult supports the child's safety, learning, development, and well-being.



Responsive relationships early in life are the most important factor in building sturdy brain architecture.

In formal ECE settings, **teacher-child interactions** are the strongest predictor of child outcomes.

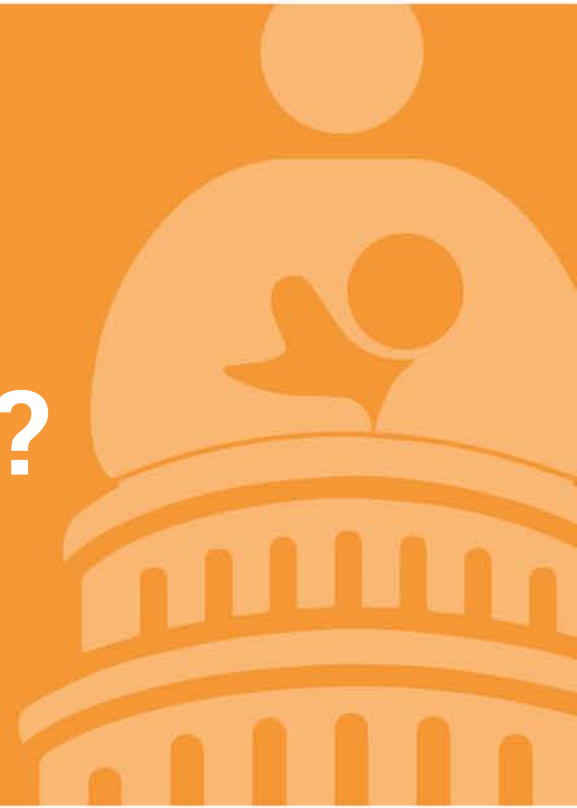
The single most common factor among children who do well despite adversity is the presence of at least **one supportive, responsive adult** in their life.

KEY
Takeaways

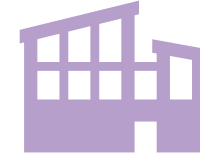
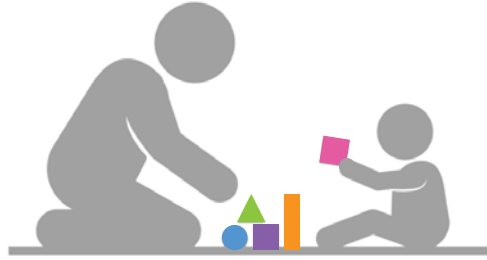


Relationships.
Relationships.
Relationships.
Relationships.
Relationships.
Relationships.
Relationships.
Relationships.

Where does child care take place?



WHERE DO THESE RELATIONSHIPS TAKE PLACE?



HOME-BASED CARE

CENTER-BASED CARE

NON-LICENSED



Relative

Parent, Grandparent, Aunt/Uncle



Non-Relative

Friend, Neighbor, Nanny

LICENSED



Family Child Care Home

1 Educator, Up to 6 Children
(Up to 7 for Experienced Providers)



Family Group Home

2 Educators, Up to 12 Children
(Up to 14 for Experienced Providers)



Private Child Care

Single-Site, Franchise/Chain



School-Based

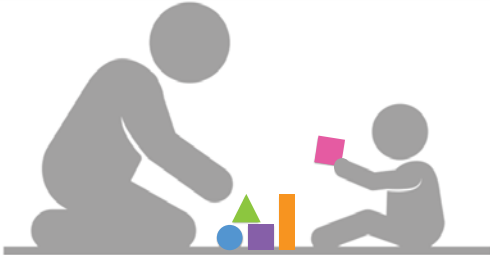
Public/ISD, Private School



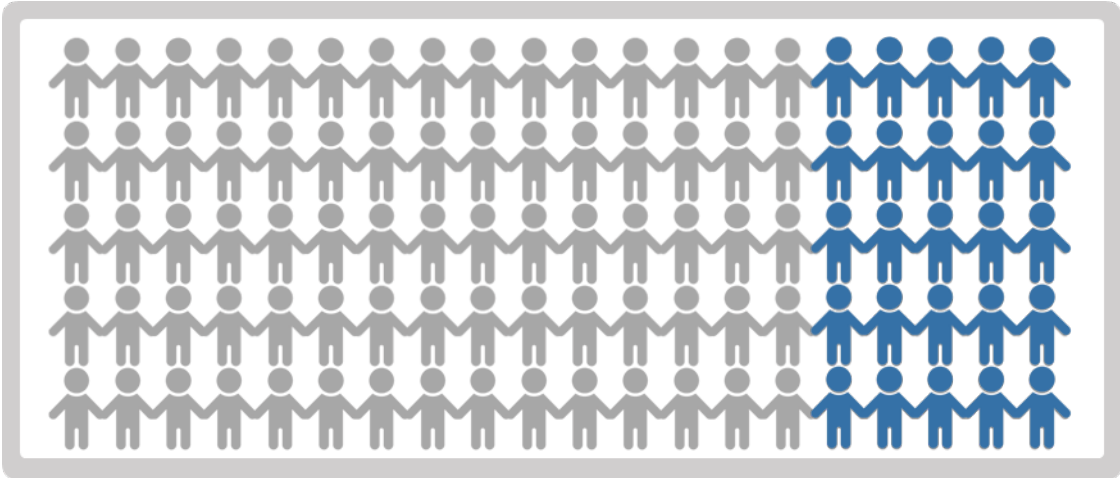
Institution-Affiliated

College/University, Place of
Worship, Employer On-Site

WHERE DO THESE RELATIONSHIPS TAKE PLACE?

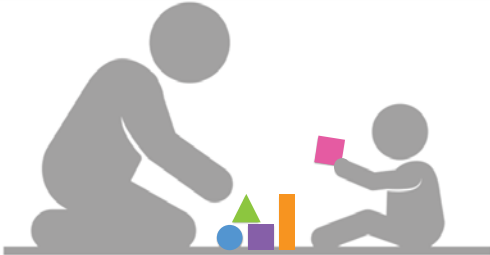


There are **1.5 million** children ages 12 and under in Michigan.



There are **375,808** slots in licensed child care programs.

WHERE DO THESE RELATIONSHIPS TAKE PLACE?



NON-LICENSED



75%

NON-LICENSED



LICENSED



23%

LICENSED
CENTER-BASED



2%

LICENSED
HOME-BASED



KEY Takeaways

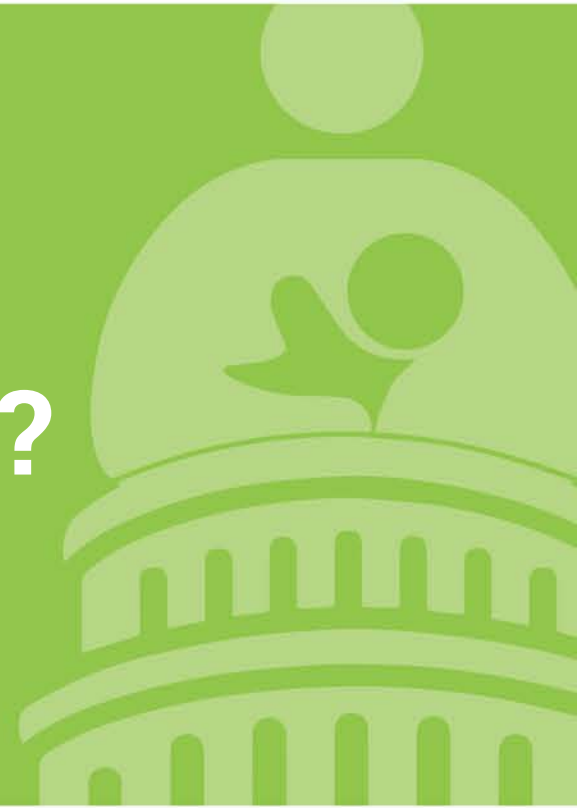


- ▶ **Child care occurs in a variety of settings**
- ▶ **Most children ages 12 and under are in non-licensed care**
 - National data suggests majority are in care of a relative (e.g., parent, grandparent)
 - Related to family preferences and/or access

Implications for Your Work

- Consider all perspectives and possibilities (center- and home-based, licensed and non-licensed).
- Determine need based on family preferences and getting **all** caregivers what they need to be effective caregivers and brain builders.

How is care regulated & paid for?

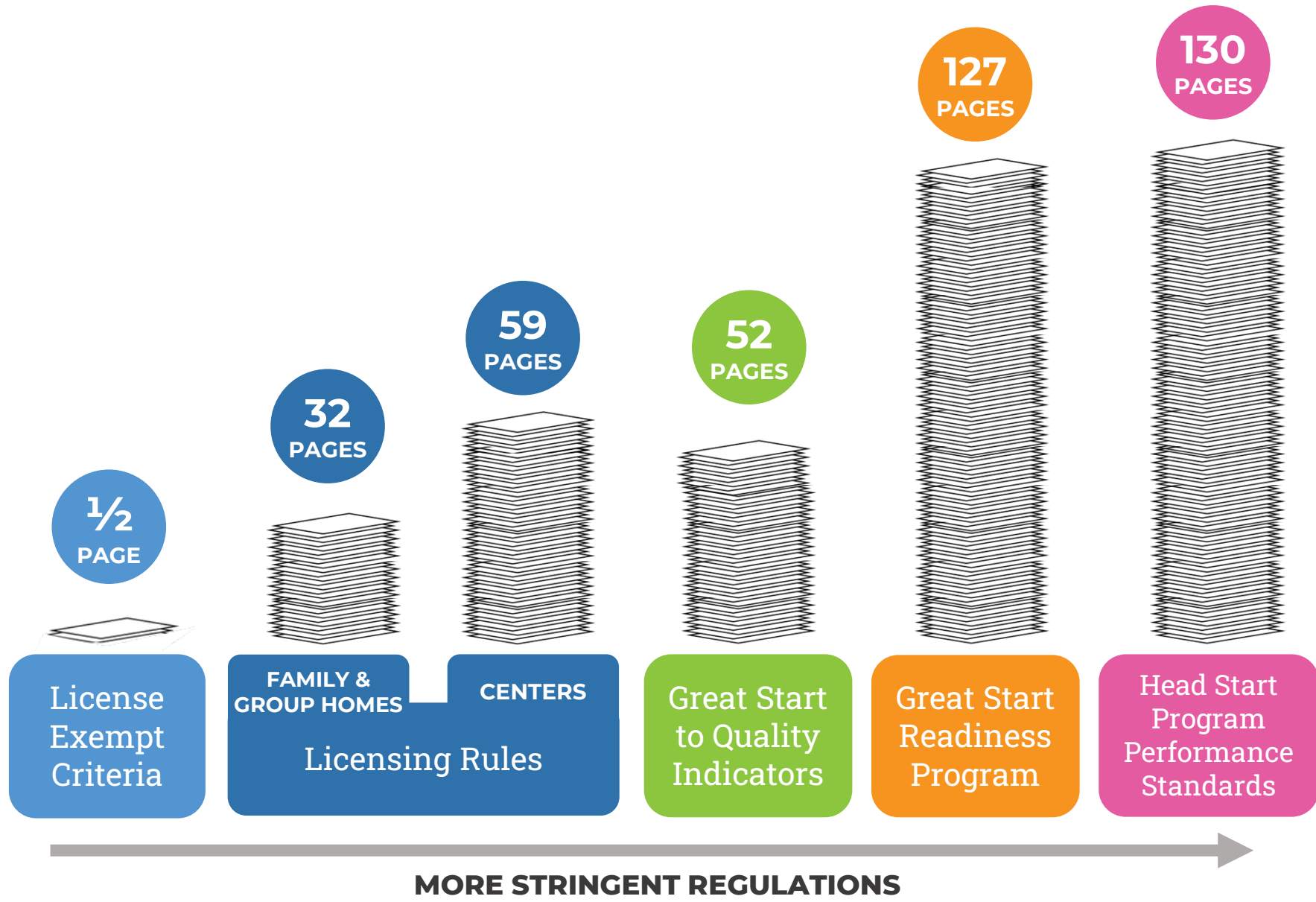


HOW IS CARE REGULATED?



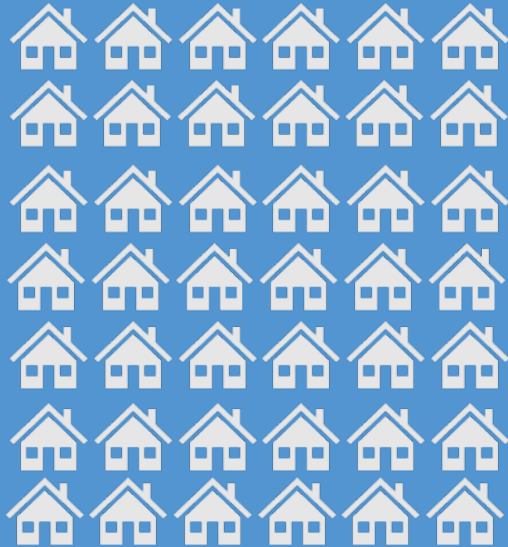
PROGRAM STANDARDS

- ✓ Health & safety
- ✓ Program administration & management
- ✓ Ratios & group sizes
- ✓ Staff qualifications & training
- ✓ Learning environment & teaching practices
- ✓ Family engagement & services



HOW IS CARE REGULATED?

NON-LICENSED



LICENSING REGULATIONS

GSQ Levels 2 - 5



GREAT START TO QUALITY

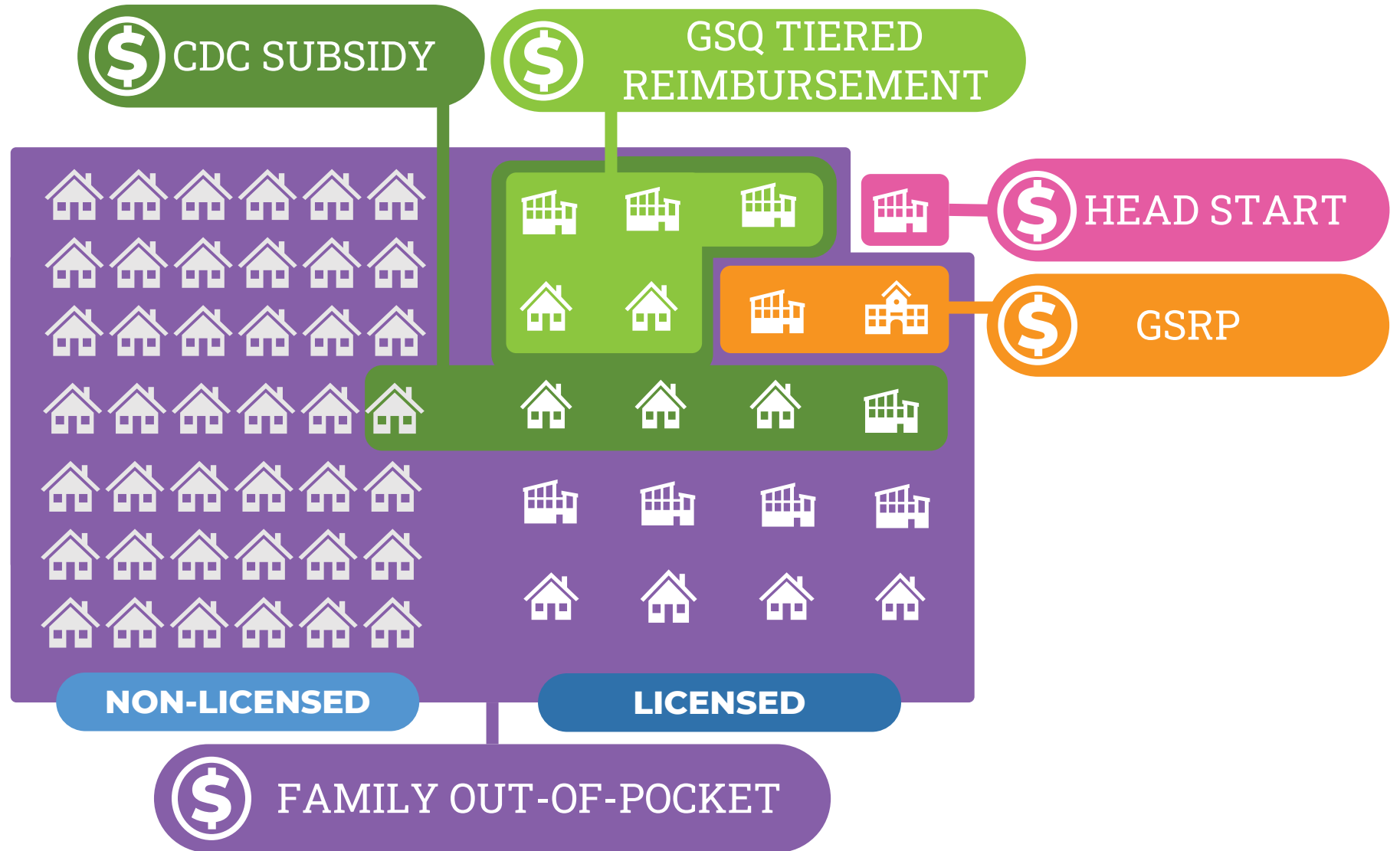
GREAT START READINESS PROGRAM

HEAD START/EARLY HEAD START



GSQ Level 1

HOW IS CARE PAID FOR?



KEY Takeaways



- ▶ **ECE landscape is “patchwork quilt” of program standards, funding, and eligibility requirements**
 - Challenging for families and providers to navigate
 - Complex and fragile ecosystem subject to ripple effects
 - Results in uneven experiences for individual children
- ▶ **Globally under-funded and inequitable resource allocation**
 - Better-resourced programs more able to meet requirements and access more resources
 - Racial and economic inequities perpetuated

Implications for Your Work

- Include as many perspectives as possible in landscape analysis.
- Think holistically and consider unintended consequences.
- Support advocacy efforts at the local, state, and federal level.

Why is the market broken?



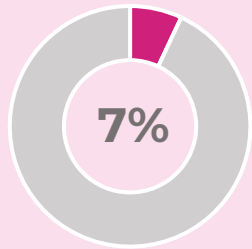


FAMILIES

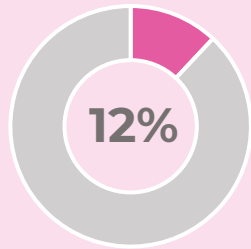
CAN'T AFFORD TO PAY

INFANT CARE
\$10,870
per year

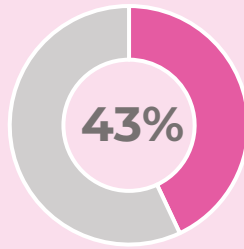
CHILD CARE AS PERCENTAGE OF HOUSEHOLD INCOME



% of Median Income
Definition of Affordable



% of Median Income
Dual Income Family



% of Median Income
Solo Parent Family



TEACHERS

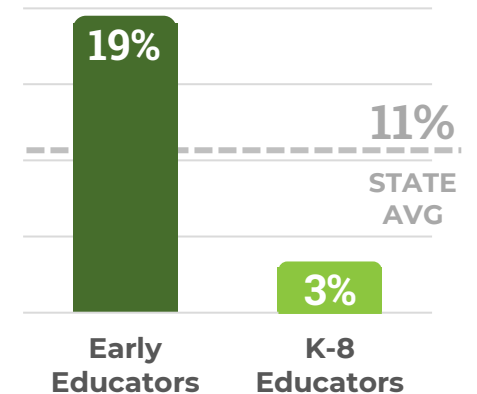
CAN'T AFFORD TO STAY

ANNUAL SALARY
\$26,680

SIMILAR MEDIAN HOURLY WAGES

Coatroom Attendants	\$11.34
Fast Food Workers	\$11.38
Child Care Workers	\$11.54
Parking Attendants	\$11.72
Dishwashers	\$11.85

POVERTY RATES IN MICHIGAN



WHAT IS HAPPENING?



A relationship between a caregiver and child in which the adult supports the child's safety, learning, development, and well-being.

POLL:

How many infants do you think you could reasonably care for on your own?

The poll graphic is set against a light green background. It features a central text box with the poll question. Surrounding the text are several white line-art icons: one icon of a caregiver holding an infant, and several icons of crawling children.

**WHAT IS
HAPPENING?**



ADULT-TO-CHILD RATIOS

Infant



1 : 4 RATIO

Infants and toddlers require more direct support

- Feeding, diapering, napping
- Monitoring and guidance
- Engaging with toys, materials, and peers

Toddler



1 : 4 RATIO

Preschool



1 : 10 RATIO

Older children need less (but still a lot!) of support

- Growing ability to meet own needs
- More independent and peer play

ALL young children need

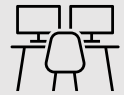
- Responsive interactions
- Support for emerging language and cognitive skills
- Social, emotional, and behavioral supports
- Safe, nurturing relationships and environments

ABC Child Care Center

Infant



4 Classrooms



1 Director
1 Admin. Asst.

Toddler



Preschool A



ANNUAL TUITION RATES



\$10,870



\$10,374




\$8,959

Preschool B

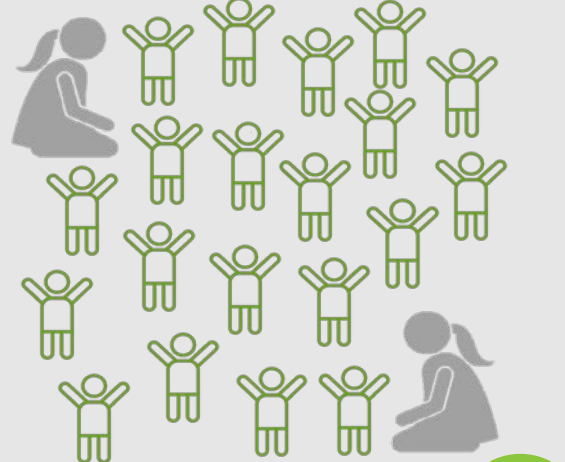


Infant



\$10,870 x **8**

Preschool A




\$8,959 x **20**

ANNUAL REVENUE


-  **\$86,960**
-  **\$82,992**
-  **\$179,180**
-  **\$179,180**

Toddler



8 x **\$10,374**

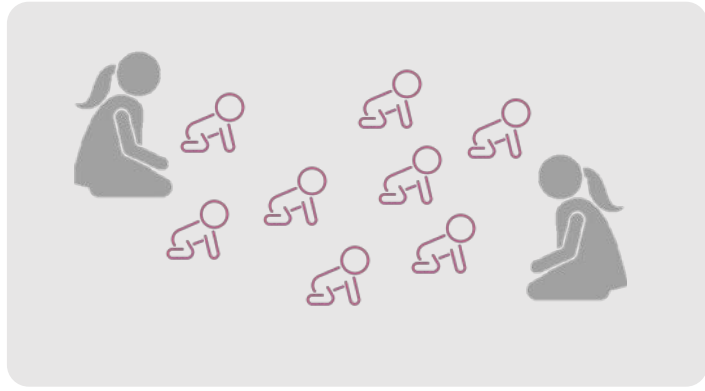
Preschool B



20 x **\$8,959**

\$528,312

**ANNUAL
REVENUE**



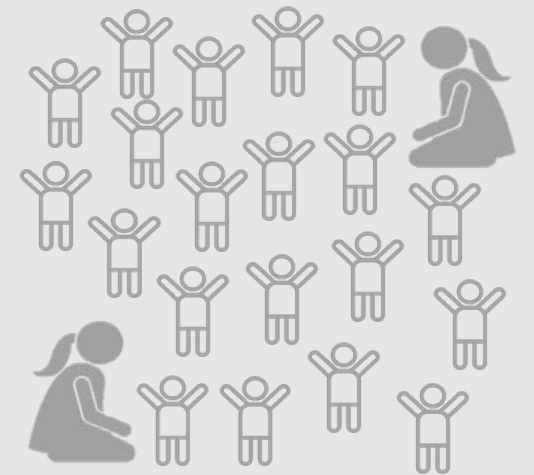
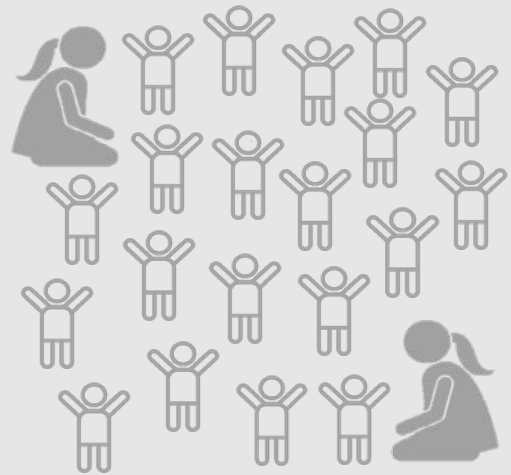
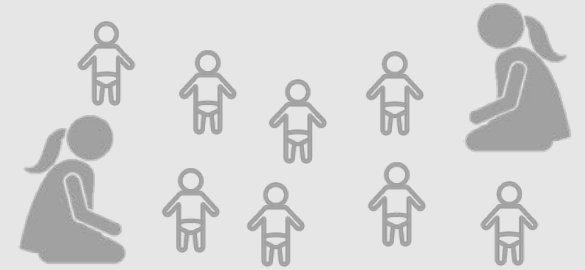
\$528,312

NON-PERSONNEL

40%

**Classroom Materials & Food
Office & Administrative
Occupancy**

\$316,987



\$528,312

NON-PERSONNEL

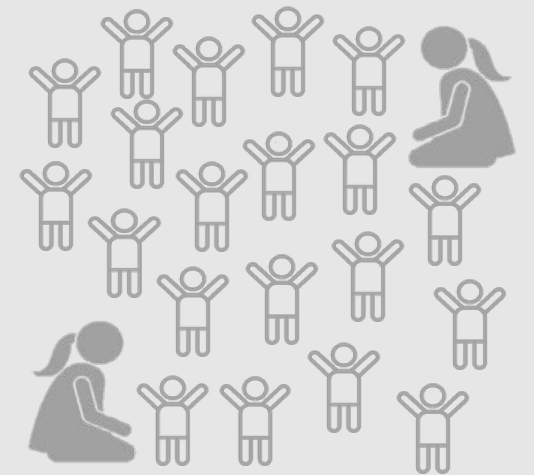
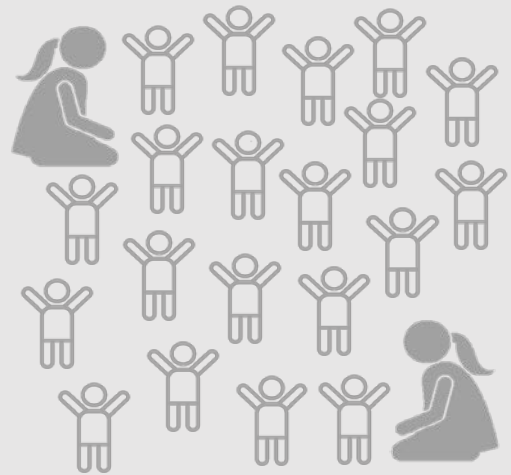
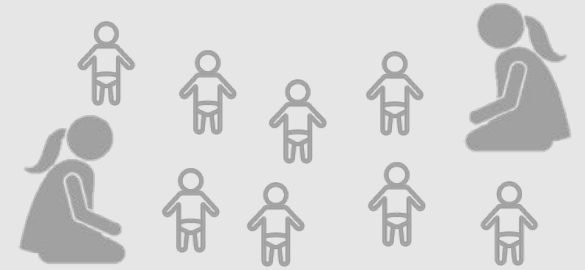
40%

**Classroom Materials & Food
Office & Administrative
Occupancy**

BENEFITS

5%

\$290,572



\$528,312

NON-PERSONNEL

40%

**Classroom Materials & Food
Office & Administrative
Occupancy**

BENEFITS

5%

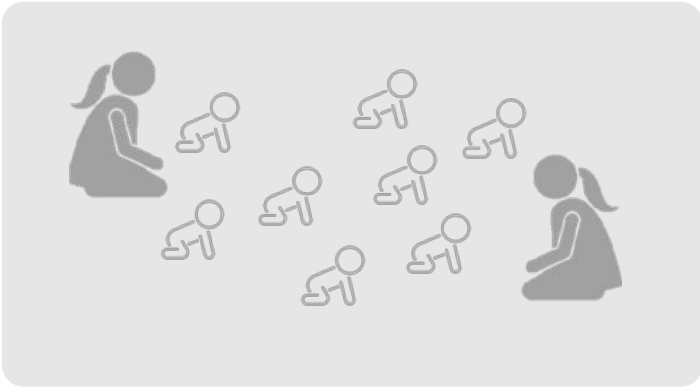
NON-TEACHING STAFF

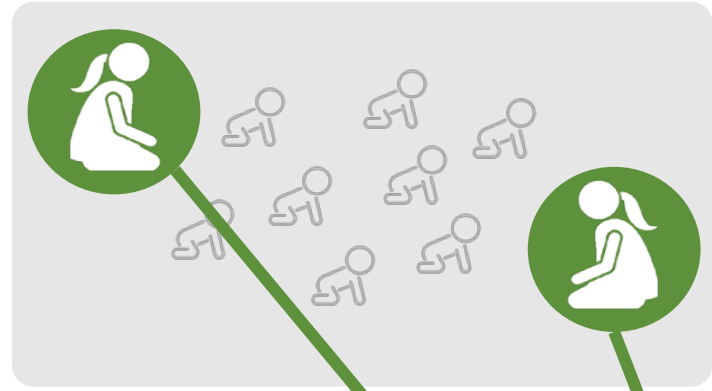
**Director
Administrative Asst.**

15%

\$211,325

TEACHER WAGES





**ANNUAL
TEACHER WAGES**

\$26,416

A green circular icon of a teacher sitting at a desk is connected by a green line to a larger green rounded rectangle. Inside this rectangle, the text "ANNUAL TEACHER WAGES" is written in white, followed by "\$26,416" in a larger white font. Below the text is a small white icon of a teacher sitting at a desk and a small white icon of a salary chart with a rising line.

WHAT WOULD IT TAKE TO RAISE WAGES?

ANNUAL TUITION RATES

 **\$16,803**

 **\$16,037**

 **\$13,849**

ANNUAL TUITION RATES

 **\$10,870**

 **\$10,374**

 **\$8,959**

ANNUAL TUITION RATES

 **\$15,365**

 **\$14,664**

 **\$12,663**

CURRENT WAGES

 **\$26,416**

ANNUAL
TEACHER WAGES

LIVING WAGE

(2 Working Adults + 1 Child)

 **\$42,432**

ANNUAL
TEACHER WAGES

KINDERGARTEN TEACHER PARITY

(Lead Teachers Only)

 **\$59,910**

ANNUAL
TEACHER WAGES

KEY Takeaways



- ▶ **ECE workforce crisis is the #1 issue**
 - Cost of care currently subsidized by suppressed wages
 - Low pay/high demands → recruitment/retention challenges
- ▶ **Families cannot afford to bear more cost**
 - Already unaffordable for many families
- ▶ **Child care businesses put in impossible situation**
 - Business management supports can help, but do not address root problem
 - “Hole in the bucket” problem
 - Ratios are a non-negotiable

Implications for Your Work

- Seek downstream *and* upstream solutions

Who benefits from child care?



WHO BENEFITS FROM CHILD CARE?



SUPPORTS HEALTHY ECONOMY

- ↑ Direct, indirect, induced, enabling, and investment effects
- ↑ Labor force participation and gender equity
- ↑ Holistic business development environment



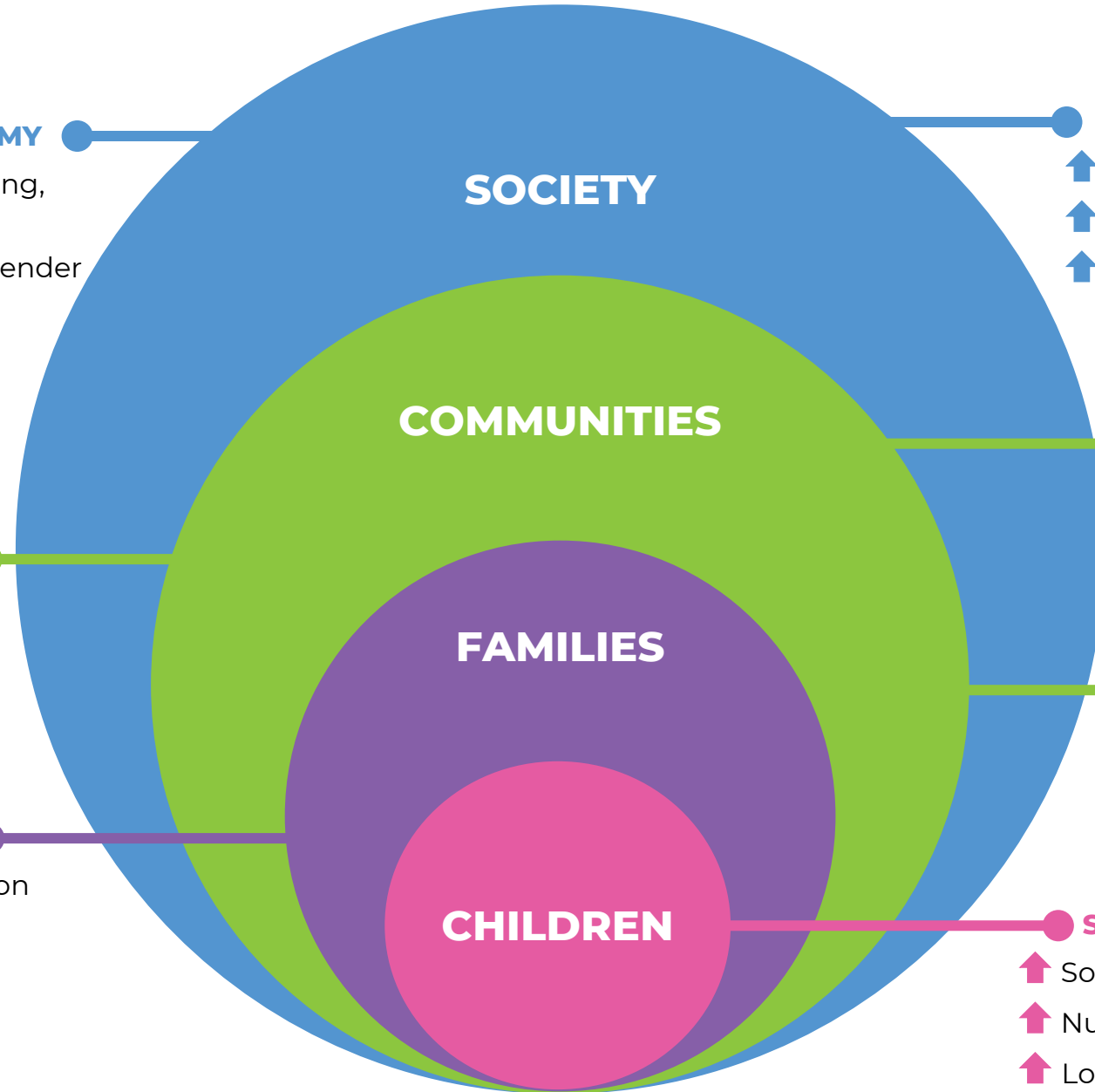
INCREASES BUSINESS PROFITS

- ↑ Productivity
- ↓ Absenteeism, turnover

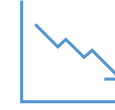


IMPROVES FAMILY STABILITY

- ↑ Parental employment/education
- ↑ Financial security
- ↑ Mental and physical wellbeing
- ↑ Quality of life



SOCIETY



REDUCES "\$122 BILLION PROBLEM"

- ↑ Families recoup \$78 billion
- ↑ Employers recoup \$23 billion
- ↑ Taxpayers recoup \$21 billion

COMMUNITIES



ATTRACTS HOMEBUYERS

- ↑ Property values by \$13 for every \$1 invested in local ECE programs.

FAMILIES



SAVES SCHOOLS MONEY

- ↑ School readiness
- ↓ Grade retention & special education

CHILDREN



SUPPORTS CHILD DEVELOPMENT

- ↑ Social, emotional, & communication skills
- ↑ Nutrition and physical health
- ↑ Long-term earnings and employment

KEY Takeaway

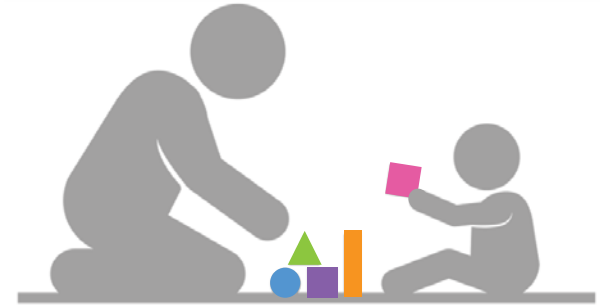


- ▶ **Child care supports well-being and success of children, families, businesses, communities, and economies**
- ▶ **Potential advocates for a well-resourced child care system are everywhere**

Implications for Your Work

- All-hands on-deck effort needed
- Identify 'unusual' champions within your communities who can hold up the value of this work to those less familiar with the child care crisis

A Call to Action



- ▶ **ECE is at the heart of economic development AND child development**
 - Safe, nurturing relationships support brain development and workforce participation
- ▶ **Requires well-resourced caregivers**
 - Current system fails both families and child care providers
- ▶ **Diversity of care settings could be an asset to support true family choice**
 - IF caregivers were sufficiently resourced and supported across the board
- ▶ **Need increase in resources, innovation, and collective action**
 - Building something new starts with communities:
What do they have? What do they want? What do they need?

Thank you for all you do
for children and families!



Kelly Etter, PhD
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