

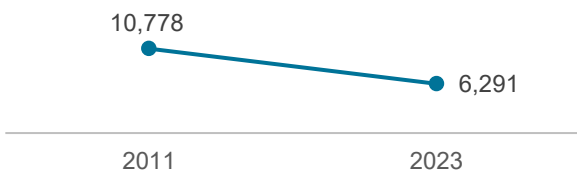
Profile of Licensed Family Child Care Providers

In 2023, Wilder Research contracted with the Minnesota Department of Education (MDE) and Department of Human Services (DHS), in partnership with the Children’s Cabinet, to conduct an Early Care and Education (ECE) Workforce Survey. A similar study was conducted in 2011. The purpose of the study is to describe characteristics of the ECE workforce and assess educators’ economic wellbeing in addition to their motivations for participating in professional development opportunities. Licensed family child care providers were one segment of the ECE workforce included in the study; a subset of family child care providers were randomly selected to participate in a mail-push-to-web survey as part of the study. In total 189 respondents working in 170 (out of 6,291) licensed family child care programs participated.

Licensed family child care providers are concentrated in greater Minnesota, and are decreasing.

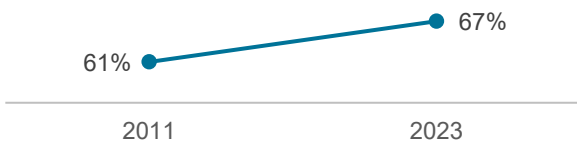
Mirroring long-term Minnesota and national trends, the number of licensed family child care providers has decreased since the last study, from 10,778 in 2011 to 6,291 in 2023. The average age of licensed family child care providers has increased 5 years between 2011 and 2023 (from 44 to 49 years old), indicating this trend is likely to continue as licensed family child care providers get closer to retirement age without an influx of new providers entering the workforce. Licensed family child care providers report they plan to stay in the field for less than 10 more years, on average.

1. NUMBER OF LICENSED FAMILY CHILD CARE PROVIDERS



Licensed family child care providers are also more concentrated in greater Minnesota; two of three (over 4,000) are located in greater Minnesota.

2. PERCENTAGE OF LICENSED FAMILY CHILD CARE PROVIDERS IN GREATER MINNESOTA



7,073

Size of the workforce in licensed family child care programs in 2023 (providers, assistants and aides)

Licensed family child care providers work long hours yet have low incomes.



67% of licensed family child care providers report working more than 50 hours per week.



47% indicate that less than \$35,000 of their income comes from their work in early care and education; their household incomes are likely supplemented by other jobs that they themselves or other family members hold.

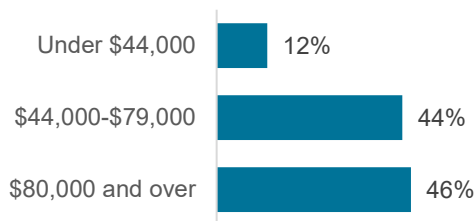


8% reported having another job



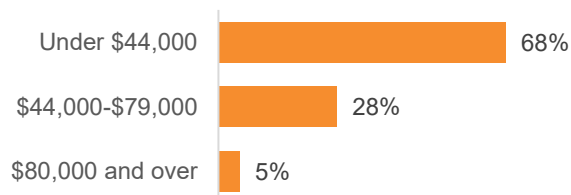
25% receive a public benefit

3. HOUSEHOLD INCOME FOR LICENSED FAMILY CHILD CARE PROVIDERS



Note: Median household income for MN is \$77,000

4. INCOME FROM CHILD CARE JOB



Licensed family child care providers have decades of experience, although on average, they have less formal education than other types of educators.



47% of licensed family child care providers have a Child Development Associate credential, or degree or credits in early childhood or closely related field.



34% of licensed family child care providers are in the highest steps of Achieve's Minnesota Career Lattice (College Credit, Steps 8-12).

23 years

Licensed family child care providers have been working in the field 23 years, on average.

5. LICENSED FAMILY CHILD CARE PROVIDERS ON THE MINNESOTA CAREER LATTICE

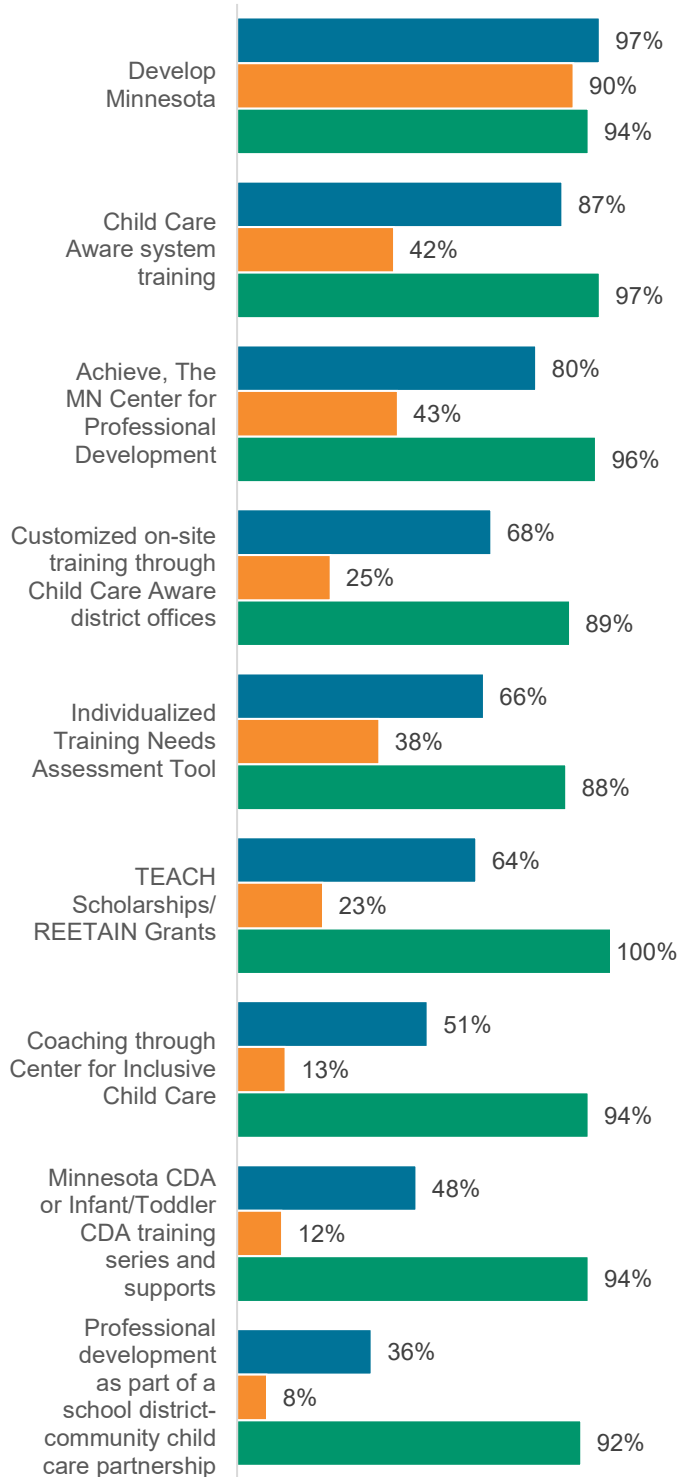


■ Foundational Awareness ■ Noncredit Training (Steps 1-5) ■ Noncredit Credential and/ or College Credits (Steps 6-7) ■ College Credit (Steps 8-12)

Note. Educators with college degrees may be in lower lattice steps if their degree is not in early childhood or a closely related field. See Minnesota Career Lattice here: <https://www.mncpd.org/wp-content/uploads/2018/02/MN-Career-Lattice.pdf> Refer to figure A1 in the Appendix for a complete data set.

Licensed family child care providers are aware of and use of existing professional development resources, especially the Develop registry.

6. USE AND SATISFACTION WITH RESOURCES



■ Percent Aware ■ Percent Used ■ Satisfaction with

Refer to figure A2 in the Appendix for a complete data set.

In addition to formal training opportunities, the majority of licensed family child care providers (90%) have another professional caregiver they can turn to for support or advice. A quarter of licensed family child care providers have also worked with mentors or coaches in the past year (24%), most frequently discussing Parent Aware with their mentors or coaches (79%).

Top 5 motivations and needs for getting involved in professional development.



Motivations

- Meet annual required training hours
- Licensure/regulatory requirements
- Improve the quality of your early care and education program
- Staying updated on best practices
- Professional growth



Supports needed

- Online or virtual opportunities
- Funding or scholarships to cover the costs
- Trainings on evenings and weekends
- Paid time off so I can participate
- A wide variety of training topics



Topics of interest

- Child Development and Learning
- Developmentally Appropriate Learning Experiences
- Behavior Management/Proper Discipline practices
- Relationships with Families
- Health, safety and nutrition

While Internet and computer hardware does not appear to be a high need (or barrier) to participating in professional development (just 5% of respondents said they needed either), however, as self-employed business owners, licensed family child care providers would need to invest in those resources themselves.



Appendix

A1. LICENSED FAMILY CHILD CARE PROVIDERS ON THE MINNESOTA CAREER LATTICE

Lattice step	%
Foundational Awareness	23%
Noncredit Training (Steps 1-5)	36%
Noncredit Credential and/or College Credits (Steps 6-7)	7%
College Credit (Steps 8-12)	34%

A2. USE AND SATISFACTION WITH RESOURCES

Professional development resources	Percent Aware	Percent Used	Satisfaction with
Develop Minnesota	97%	90%	94%
Child Care Aware system training	87%	42%	97%
Achieve, The MN Center for Professional Development	80%	43%	96%
Customized on-site training through Child Care Aware district offices	68%	25%	89%
Individualized Training Needs Assessment Tool	66%	38%	88%
TEACH Scholarships/REETAIN Grants	64%	23%	100%
Coaching through Center for Inclusive Child Care	51%	13%	94%
Minnesota CDA or Infant/Toddler CDA training series and supports	48%	12%	94%
Professional development as part of a school district-community child care partnership	36%	8%	92%

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