

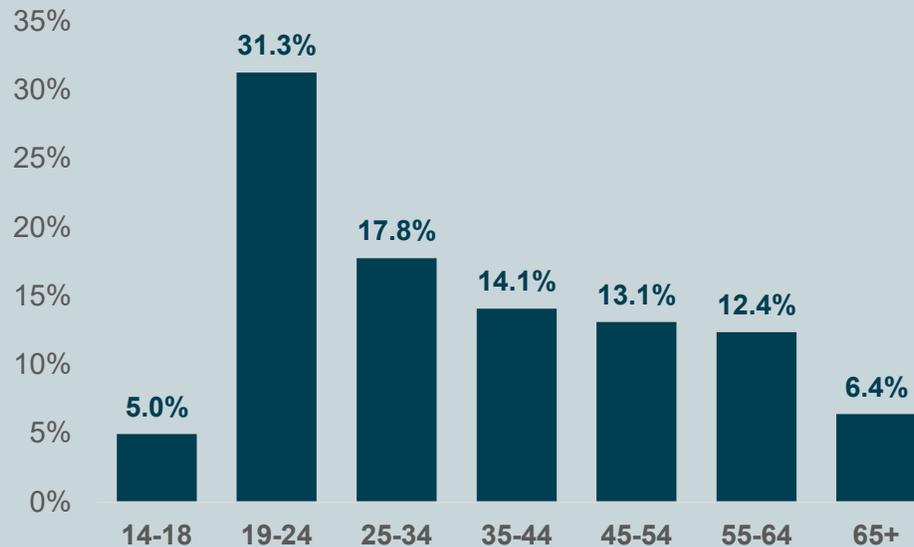
The State of the Childcare Workforce in West Michigan

March 31, 2022

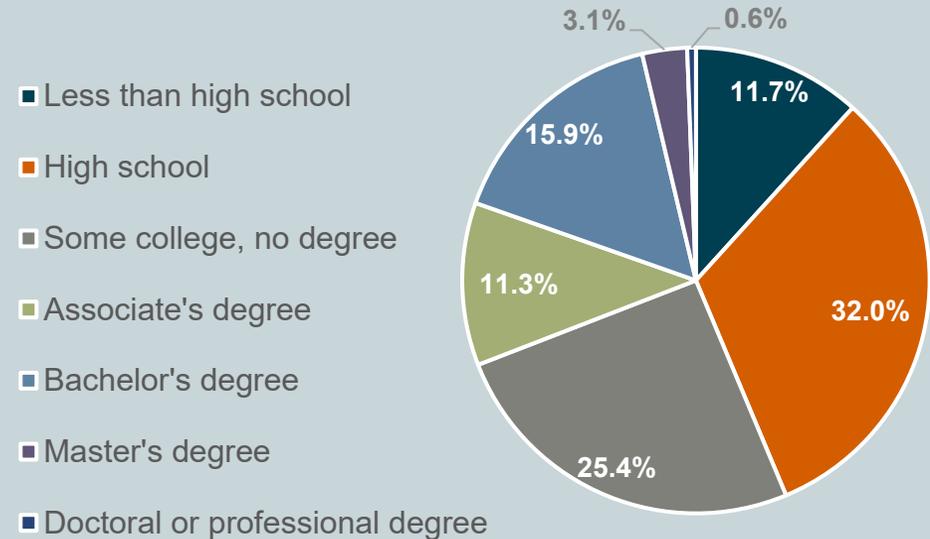
Childcare Workers in West Michigan

Employment (2021)	Employment Trend		Median Earnings	Avg. Annual Openings (2020-2030)	Turnover Rate (2021)
	Pre-COVID (2010-2020)	Post-COVID (2020-2030)			
5,533	 (-8.2%)	 (13.4%)	\$11.34 Hourly, 2020	996	75.0% (4,148 separations)

Workforce by Age Group, 2021



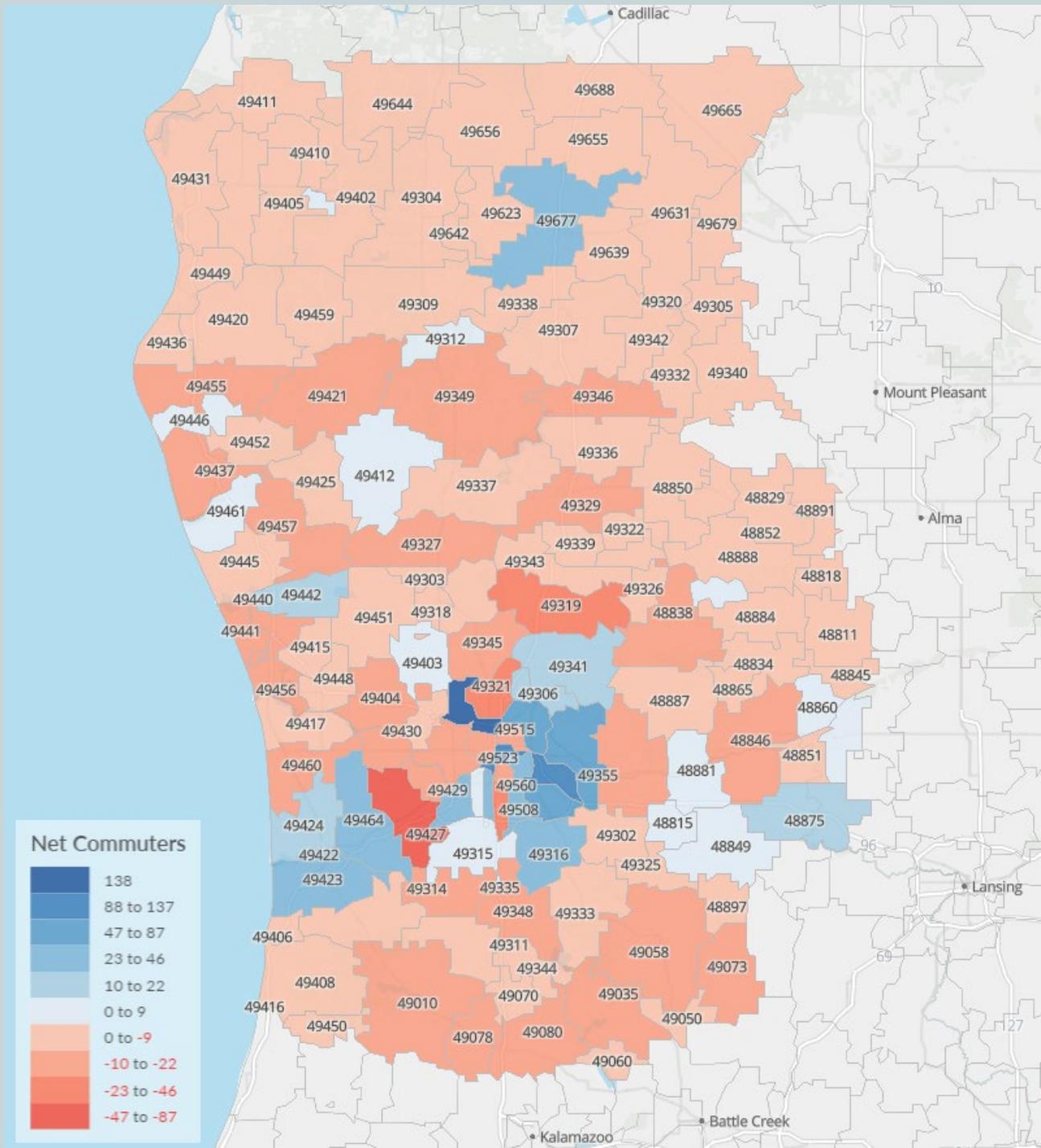
Workforce by Education, 2021



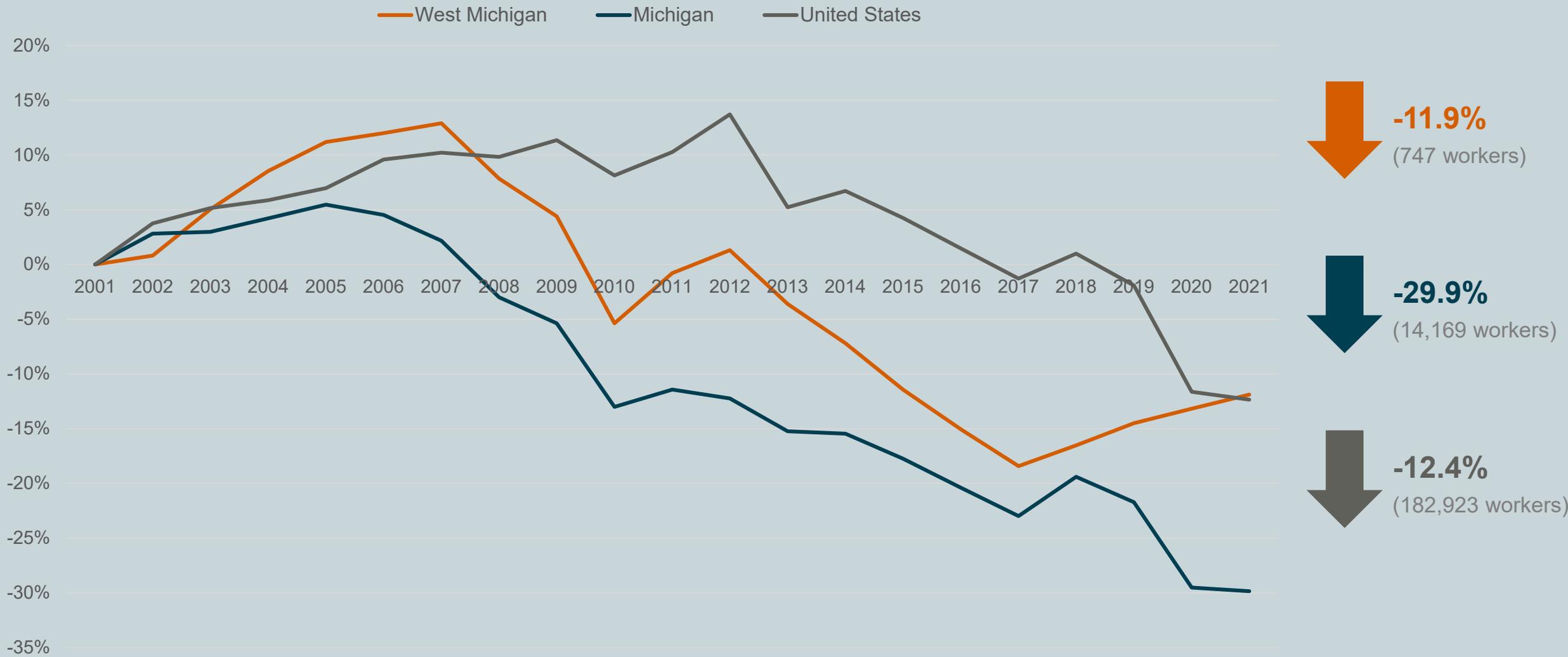
Commuting Patterns

Top Destinations for Workers:

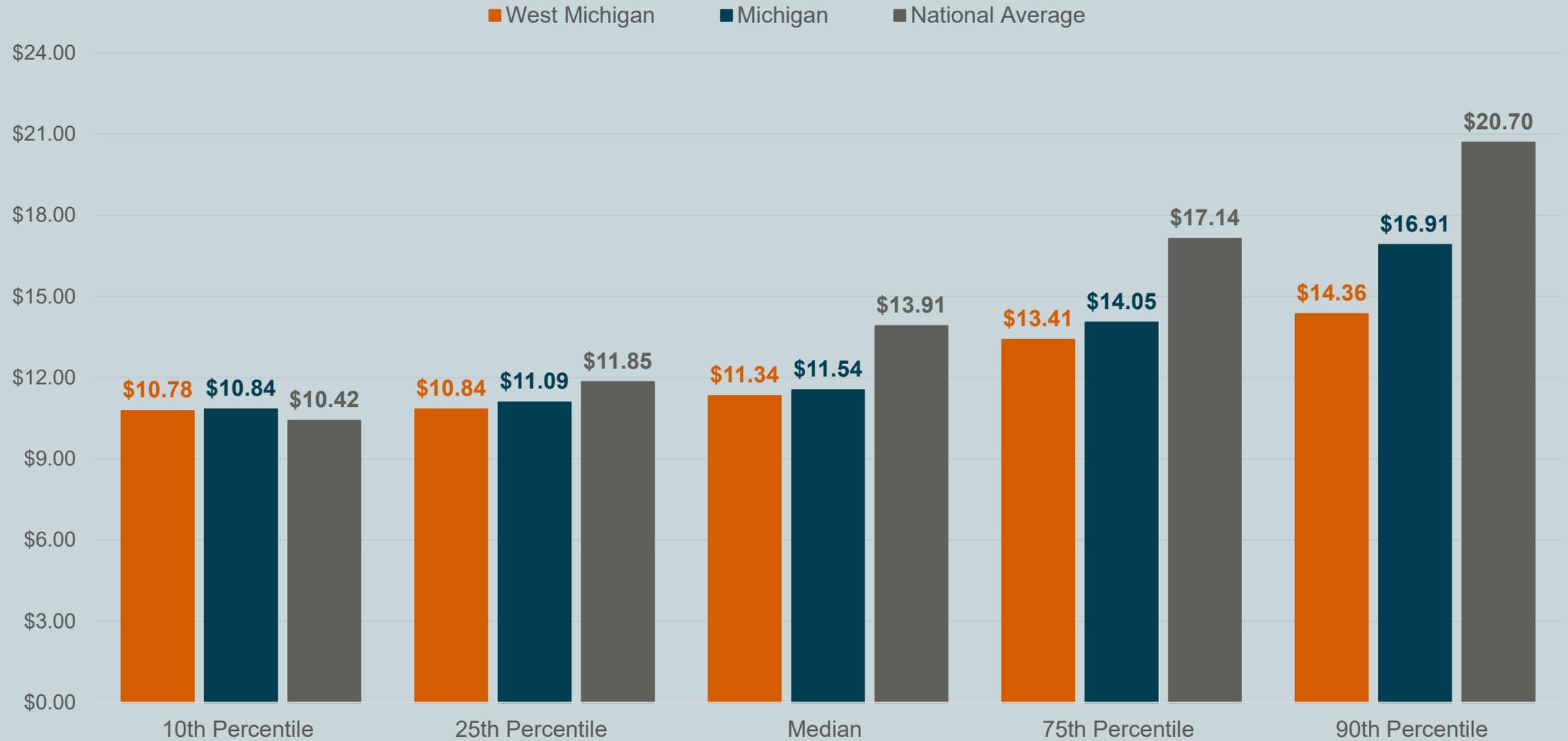
- Grand Rapids/Rockford
- Holland/Zeeland
- Portland
- Reed City



Growth in Childcare Workers, Indexed to 2001

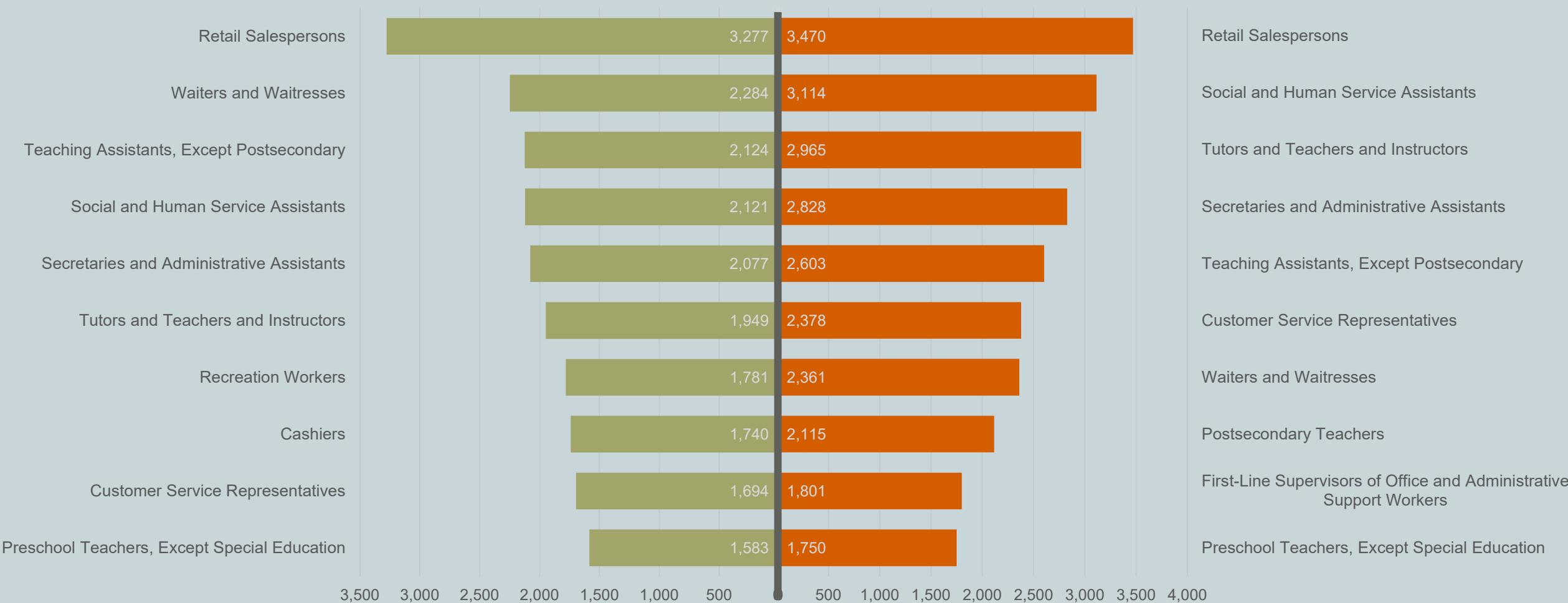


Wage Distribution of Childcare Workers, 2021



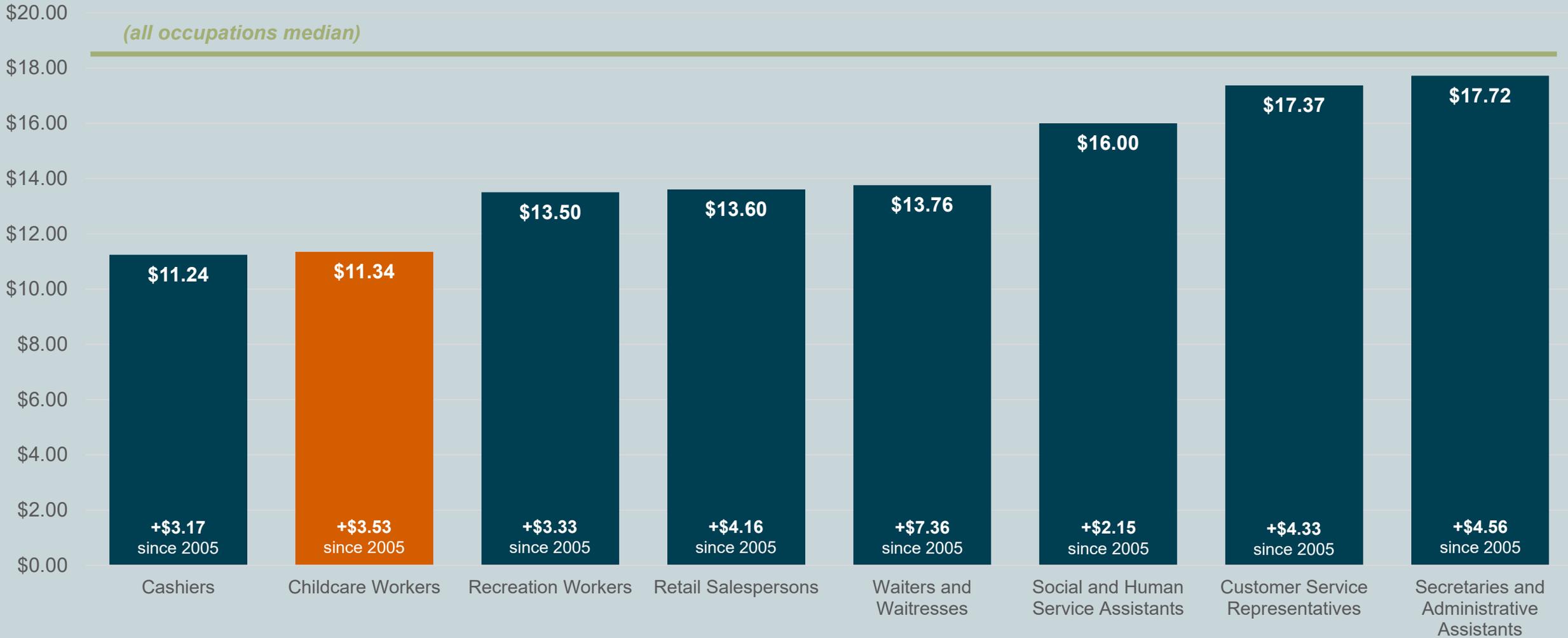
Retail, Social Services, Education, and Hospitality are Top Destinations for Former Childcare Workers

Previous Occupation Childcare Worker Following Occupation



Childcare Wages Can't Compete with Similar Jobs

2021 Median Hourly Wage for Similar Occupations requiring a High School Diploma and below



Childcare Wages Have Been Relatively Stagnant

Average Annual Wage by Industry, West Michigan

