

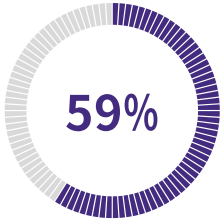


CCR&R is a community based non-profit agency serving Calumet, Fond du Lac, Green Lake, Manitowoc, Outagamie, Sheboygan, Waupaca and Winnebago

GROUP CHILD CARE CAPACITY GAP REPORT WISCONSIN

CAPACITY

19% of programs are likely to close due to reduced capacity



59% of programs had to adjust capacity due to staffing shortages



LOSS OF 585 SLOTS

Licensed Capacity = 3,873
Adjusted Capacity = 3,288



VACANCIES

0-12 MONTHS	1-2 YEAR OLDS	3-4 YEAR OLDS	5+ YEAR OLDS
25	90	185	134

434 VACANCIES



of programs have a wait list

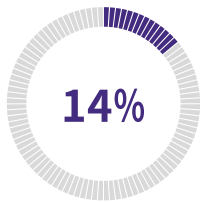
WAITLISTS

0-12 MONTHS	1-2 YEAR OLDS	3-4 YEAR OLDS	5+ YEAR OLDS
674	477	285	154

1,590+ CHILDREN ON WAITLISTS

PROGRAM STAFFING

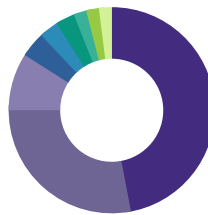
18% of programs are likely to close due to staffing issues



14% of programs experienced a change in the Director this year

309

Number of Staff Lost in last 12 months



REASON FOR LEAVING:

- 47% - Another job with better pay/benefits/hours
- 28% - Different Career Path (Left ECE)
- 9% - Staying home with children
- 4% - Didn't show up for work/Fired/Quit no notice
- 3% - Burnout/Stress/Mental Health
- 3% - Relocation
- 2% - College Schedule Interfered
- 2% - Family or Health Issues
- 2% - Other



PROGRAMS HIRED 336 TIMES



157 OPEN STAFF POSITIONS

AVERAGE PAY

DIRECTOR	ASSISTANT DIRECTOR	TEACHER	ASSISTANT TEACHER
\$41,004.43	\$35,779.84	\$32,165.18	\$27,096.70
\$19.71/hour	\$17.20/hour	\$15.46/hour	\$13.03/hour

Data was captured from 49 licensed, group child care programs in all counties in Wisconsin | October 2023

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Serving Calumet, Fond du Lac, Green Lake, Manitowoc, Outagamie,

Sheboygan, Waupaca and Winnebago Counties.

NEEDED SUPPORT OPPORTUNITIES

51% of programs are likely to close if financial support ends (Child Care Counts, Partner Up!, etc.)



WHAT IS NEEDED FOR CHILD CARE PROGRAMS TO REMAIN OPEN LONG-TERM?

This data summarized all responses into categories to show a total % of how often these topics were brought up.

- 41% - Ongoing funding/financial assistance to pay staff higher wages long-term and provide existing benefits
- 21% - Access to qualified staff and/or substitutes
- 9% - Access to a statewide or group insurance plan with affordable rates in order to offer benefits
- 5% - Child Care Counts / Financial Support
- 5% - High school pipeline
- 5% - Free or Low-Cost Education, both for Foundation courses and ongoing requirements
- 2% - Funding for families to help pay for child care (in addition to WI Shares)
- 2% - Funding similar to what school districts receive and/or funding for 3k/4k programming at child care program
- 2% - Partner Up! / compensation to help pay for staff's own child/ren
- 2% - Retention support for programs
- 2% - Flexibility on regulations (ratios & entry-level education mentioned regularly)
- 2% - Better advertising & promotion of ECE career for recruitment and retention
- 1% - Support around mental health, stress management and burnout
- 1% - Funding to help with general program needs such as playground upkeep, building costs, supplies, etc.
- 1% - Additional opportunities & flexibility in acceptable options for continuing education
- 1% - Other:
 - Support for teachers (coaching, mentoring, consultation, training)
 - Extra funding to program to provide infant care
 - High reimbursement for Food Program / Food Cost Support

PROJECTED RATE INCREASES

80% of programs will raise rates when financial support ends

STATEWIDE PROJECTED RATE INCREASE BY %	% OF PROGRAMS REPORTING
0-5%	26%
5-10%	43%
10-15%	11%
15-20%	6%
20-40%	14%
40-50%	0%



Child care counts has been key to keeping our doors open. Keeping our rates competitive and paying our teachers decent wage. In order to continue to provide quality care with the teachers we currently have, we will need have the continue help from the state. Otherwise we will either need to raise our families tuition or close our doors due to not being able to pay our staff.

Partner Up! and Child Care Counts have been integral in keeping our center financially stable and helping us to retain/attract quality staff. Without the continued support from these programs, we are worried we will not be able to remain in business for long. If we do, our services will need to change (higher ratios, less coaching, training and mental health support for staff, reductions in benefits and tuition assistance, large tuition increases for families, elimination of many family-friendly policies (sibling discount, vacation credits, holding fees etc.), and less capacity to accept children with exceptional needs.

Child care is vital to our economy. It needs to be sustained. Help us thrive and not only survive. Invest in early childhood care. Thank you!

AVERAGE RATE INCREASE PER CHILD **\$30.50/WEEK OR \$132.17/MONTH**



Statewide survey was coordinated by Child Care Partnership in collaboration with other Wisconsin CCR&R agencies.