

# Working on Wages

## *Using ITQI Funding to Close Gaps*



**April 30, 2024**  
**Virtual Presentation**

*Presented to: ITQI Grantees  
(Monthly TA Sessions)*

# Agenda

- ✓ **Wage Data: Vital to telling your story!**
  - Overview of What We Are Learning
  - Barriers you've uplifted
- **Tools and Resources**
  - ✓ Wage Calculator
  - ✓ Balancing the Scales Wage Report
  - ✓ ITQI FAQs (Overview of Allowable Expenses)



# Why your wage data is important? *It tells your story!*



# ITQI Pilot: High Level Impact

- 195 providers funded
- 95% of child care businesses funded by ITQI are directed by women, 48% by BIPOC women.
- 70% are caring for a child with a developmental delay and/or disability receiving Early On services.
- 80% offer non-traditional hours, essential for many families with low income who might be working second or third shift.
- 91% are located in zip codes that are within child care deserts as identified by the state

# Wage Data: What we are learning...

Based on Public Policy Associates (PPA) initial surveys of ITQI Program Staff...

- **43%** of staff have received an increase in pay in last three months (N=252).
- **65%** of staff received bonuses (N=247).
- **79%** of staff were "very satisfied" to "somewhat satisfied" with increased pay (N=105).



*\*Note: The above sample represents responses from 252 staff members across 44 providers; Not all staff answered survey.*

# Barriers

- Struggles in finding and retaining qualified staff with desire to pursue ECE career.
- Turnover impacting lead teachers and family retention rates.
- Instability of funding. Hard for Directors and Owners to create long-term solutions.
- No control over approval and/or billing turnaround time as it pertains families getting approved or caught up.

# What the ITQI Application Data Tells Us about Michigan's Infant/Toddler Care Supply Crisis

## Drivers of Michigan's Infant/Toddler Child Care Crisis

### Staff Shortages

This results in persistent workforce shortages, especially among infant/toddler staff. More than half (56%) of the eligible child care programs that completed interest forms for the ITQI program reported that they would enroll more infants and/or toddlers in their program in the future but for the fact that they did not have enough staff. **Collectively, the 1,700 Infant Toddler Quality Pilot Grant applicants reported a total of 5,081 unfilled openings for infant/toddler staff.**

Conservatively<sup>2</sup>, this means they **could serve an additional 20,324 young children if funding allowed them to pay sufficient wages to fill their existing staff openings.**





# Tools & Resources to Support ITQI Providers



# Helping you close the gap..

*It often takes more than one tool or resource (or brush in the box!) to tackle getting your teams to a wage that works with the market & current state reimbursement rates. So, our team's compiled a list of tools all available on the [ITQI Provider Website](#):*

- ❑ [Wage Scale and MI Registry Resource for Child Care Employers](#)
- ❑ [Balancing the Scales Wage Report](#)
- ❑ [ITQI FAQ Understanding your award and allowable expenses...](#)
- ❑ [ITQI Welcome \(Onboarding Video\)](#)
- ❑ [ITQI Reporting and Documentation](#)
  - ❑ [Calculating Hourly Average for Reporting](#)



- *Not sure what else to try? Or nervous?*
- *Wondering who or how to use your ITQI funds to close gaps?*

**E-mail [ITQIGrants@ecic4kids.org](mailto:ITQIGrants@ecic4kids.org) to schedule 1:1 time with our team.**



Thank you for being a part of this  
work... Solving for the barriers!  
We appreciate you.