



Powered by Early Childhood Investment Corporation

Five Years of Progress

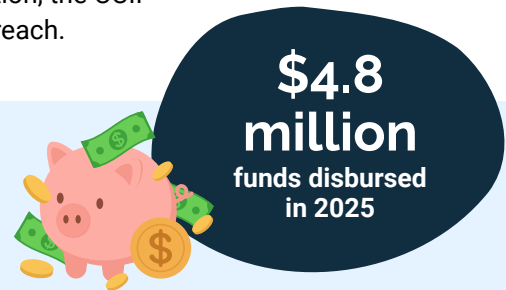
2025 IMPACT AT A GLANCE

The Early Childhood Investment Corporation (ECIC) Child Care Innovation Fund (CCIF) partners with national, state, regional, and community leaders to design, pilot, and scale innovative, cross-sector solutions that expand access to high-quality, affordable child care for Michigan’s working families. The CCIF’s learnings and data help inform policy, practice, and education to build a stronger, more sustainable child care system in Michigan.

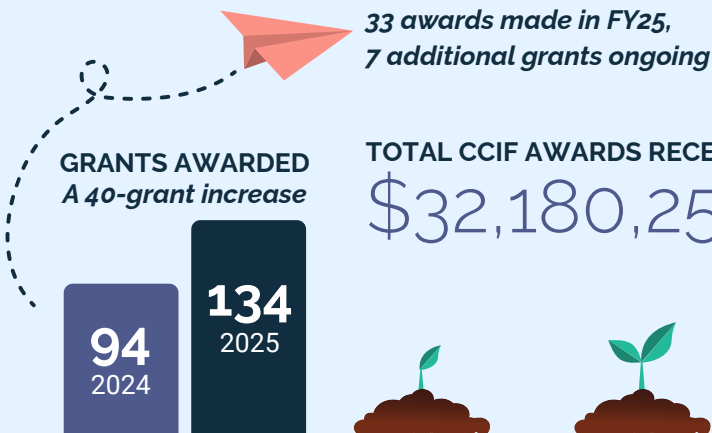
Originally seeded with a \$3.0 million grant from the W.K. Kellogg Foundation, the CCIF has since leveraged substantial public and private funding to expand its reach.

Key Metrics and Growth

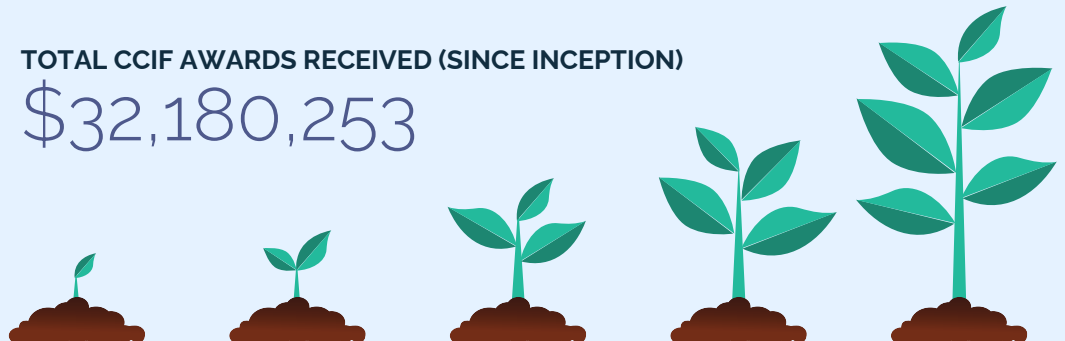
These numbers reflect significant scale-up and deepening of CCIF’s reach across the state.



TOTAL FUNDS GRANTED (SINCE INCEPTION)
\$19 million Up \$5.5M from FY24



TOTAL CCIF AWARDS RECEIVED (SINCE INCEPTION)
\$32,180,253



Why 2025 Matters

Scaling for Impact

Five years in, the CCIF’s growth shows it has evolved from a small pilot fund to a statewide engine for child care innovation, **disbursing nearly \$20 million** and issuing **134 child care innovation grants**.

Statewide coverage

With **resources now reaching every county in Michigan**, the CCIF is helping ensure that lasting improvements in child care access and quality are not limited to a few regions but benefit children and families across the state.

Systemic change

By funding cross-sector collaborations, workforce innovations, and child care supply-building strategies, the Fund helps grow child care as critical infrastructure for working families and Michigan’s economy.

Strategic Focus in 2025 and What It Means for Michigan

In its work, CCIF addresses major pressures which depress the vitality of Michigan's child care industry, including inadequate financial resources for the start-up and launch of new child care facilities and the expansion of existing facilities, poor compensation for child care teachers, child care business development and profitability, and local zoning and land-use regulations.

The Fund supports innovative initiatives like Early Care and Education Registered Apprenticeships, Family Child Care Networks, and Regional Child Care Planning Coalitions which address the following **CCIF priorities**:

Create Synergy between the Economic and Child Care Sectors

Advance child care as essential community infrastructure for economic growth and development, business productivity, and school readiness.

Improve Compensation and On-the-Job Supports

Improve the wages, benefits, on-the-job supports, and professional learning early educators need to help children learn.

Build Child Care Supply

Accelerate the start-up and expansion of licensed child care businesses in areas with more than three children under age five for every licensed child care slot. Encouraging new and expanded child-care businesses (licensed centers and home-based care) to address supply shortages.

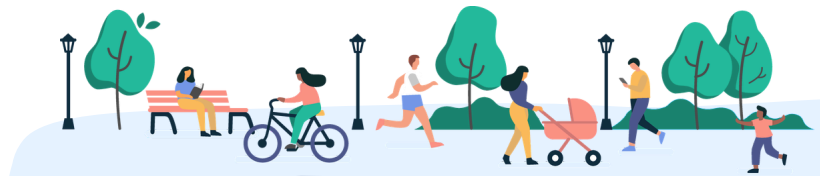
Collaborate With Employers

Collaborate on child care solutions with employers to improve the productivity, recruitment, and retention of their working families.

Strengthen Child Care Businesses

Increase the economic viability and sustainability of child care businesses.

By doing so, CCIF helps make quality child care more accessible and sustainable as a foundational public good supporting working families, early educators, and Michigan's economic vitality.



Looking Ahead: The Continued Importance of CCIF

Michigan continues to face challenges in child-care supply, workforce, and affordability. The impact of the CCIF in its first 5 years of operation demonstrates that it's possible to make progress on these challenges using a cross-system, cross-sector approach. The scaled-up funding and statewide reach position CCIF to drive further progress: expanding access to high quality affordable child care, strengthening the child-care workforce, and shaping policy, ultimately strengthening early childhood as a core component of Michigan's economic and workforce infrastructure.



The Regional Child Care Coalitions and Family Child Care Networks projects are supported through a grant awarded by the Michigan Department of Lifelong Education, Advancement, and Potential using Child Care Development Funds (CCDF).

The Apprenticeship Scale Up III project is supported by funding provided by the Department of Labor's (DOL) Employment and Training Administration (ETA) as demonstration and research funding under Section 169(c) of the Workforce Innovation and Opportunity Act (WIOA).

Early Care and Education Registered Apprenticeships



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The Early Care and Education Registered Apprenticeship Program (ECE RAP) initiative provides a high-quality career pathway that helps Michigan build and sustain its child care workforce. Through ECE RAPs, child care workers and teachers receive paid on-the-job experience, classroom instruction, mentorship, and up to two nationally recognized credentials, all while employers develop and retain a skilled workforce.

By covering credential and degree costs, supporting wage increases tied to competency gains, and providing academic and non-academic support tailored to non-traditional adult learners and youth, ECE RAPs are a powerful recruitment and retention strategy for child care employers.

Currently, there are 14 registered intermediaries supporting ECE RAPs statewide. In FY25, ECIC focused on helping seven early care and education apprenticeship design grantees to scale their newly registered programs, expanding this workforce innovation across Michigan.

441 active ECE apprentices statewide

Impact

40 child care employers
participating in an ECE RAP

154 apprentices
currently enrolled and receiving training through an ECE RAP



Realized Change



Statewide marketing materials available to all intermediaries and key partners are being utilized to share consistent and meaningful messaging on ECE RAPs to child care employers and early educators



ECE RAPs support early educators in the apprenticeship program to receive critical wraparound services ensuring apprentices have access to needed resources to help address barriers to success



ECE RAPs are securing additional workforce dollars to support programming, infusing increased public funds into the early care and education sector



Lessons learned from the ECE RAP implementation guide ongoing education regarding the need to scale promising ECE workforce solutions across the state

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Michigan's Family Child Care Networks

2025 IMPACT



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Home-based child care businesses are essential components of early childhood care and education, offering services in a home setting where providers can meet the specific needs of their local communities. High-quality early care and education that meets families' needs is made possible by strong support for home-based child care providers and business owners. **That's where Family Child Care Networks (FCCNs) come in.**

FCCNs are staffed networks that connect, support, and uplift home-based child care providers. By offering technical assistance, training, peer support, and access to resources, FCCNs help providers strengthen and sustain their businesses. This support enables providers to better meet the unique needs of their communities and improves outcomes for young children and their families.

Impact at a Glance

In 2025, the Early Childhood Investment Corporation (ECIC) funded **30 networks** across Michigan, reaching **479 licensed providers in 51 counties** and **84 license-exempt providers in 9 counties**. Through connections with participating home-based providers, **4,630 children were served by licensed providers** within the Networks' total licensed capacity.



FCCNs supported increasing licensed capacity and program quality in 2025.

- 11** providers increased their licensed capacity while a member of an FCCN.
- 21** network members are in the process of getting licensed.
- 50** network members achieved/started pursuing an additional ECE credential.
- 60** network members obtained their current license while in a Hub.
- 61** network members improved their quality rating while a member of an FCCN.



86% of License Exempt Providers maintain level 2 reimbursement through additional training hours.

30% of network members are in their first 2 years of their current license.

FCCNs are an essential strategy for supporting, strengthening, and expanding home-based child care.

In the coming years, state leaders have the opportunity to continue scaling the FCCN strategy by recognizing home-based child care businesses as a critical component of Michigan's mixed-delivery system.

The Family Child Care Networks initiative is supported through a grant awarded by the Michigan Department of Lifelong Education, Advancement, and Potential using Child Care Development Funds (CCDF).

Michigan's Regional Child Care Coalitions

2025 IMPACT



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Michigan's economy depends on having a functional child-care system; insufficient child care leads to an estimated \$2.88 billion in annual economic loss statewide. Through the Early Childhood Investment Corporation, Regional Child Care Coalitions (RCCC) were launched in 2023 to respond to the child care crisis through community-based, cross-sector solutions, bringing together economic development organizations, early childhood leaders, parents, providers, local government, and other stakeholders.



Their shared goal: expand access to high-quality, affordable, full-day/full-year child care for working families – tailored to the needs of each region. RCCCs are focusing on the following priorities to build child care supply in Michigan:

- **Support child care business owners and non-profits** to thrive and expand, with the goal of increasing access to full day/full year child care for working families.
- **Ensure families in the region are engaged** in the Coalition's child care supply building.
- **Address early childhood workforce gaps** by working with the region's child care employers and other partners.
- **Align existing child care and Pre-K navigation resources** so that working families have the information and financial resources they need.
- **Expand TriShare participation** by recruiting employers, child care businesses, and non-profits to support working families, communities, and economic development.

Key Successes and Early Wins



Each of the 10 coalitions added new members representing different sectors such as economic development, parent leaders, business, government and planning, and regional funders, with one coalition adding 137 new members.



Coalitions collectively worked on 62 different strategies to build child care supply in their regions.



Coalitions contributed to 14 significant changes in local policies, practices, priorities, and resources that are helping to increase child care supply in their regions, as well as achieving 29 incremental objectives that are helping to facilitate and accelerate more regional changes.



Coalitions reported that ECIC's technical assistance, including a professional peer learning community, training webinars, and one-on-one support, helped them improve their strategies, troubleshoot implementation challenges, and build connections and alignment across regions.



Coalitions themselves organized a peer-led support group, enabling opportunities to access mentorship from more experienced coalitions, share resources, and co-develop child care supply building solutions.

What's Working: How Coalitions Spark Regional Changes

RCCCs drove regional changes via three main pathways:

1 Individual Action

Single coalition members took actions to create changes in their community or within their own organization to support child care supply building. For example, one community foundation coalition member in one region made child care one of its strategic pillars and hired a staff person within the foundation to focus on accelerating local child care supply building initiatives.

2 Collaborative Action

Multiple coalition members worked together to implement changes. For example, two coalition members in one region partnered to redraw plans to incorporate space for a child care business into a new housing development project.

3 External Partnerships

Coalitions worked with partners outside the coalition to leverage change. For example, the coalition in one region supported two external partners (the local Head Start and Great Start Readiness Program) in creating a blended funding model to increase child care slots by connecting them to input from private child care providers, local data on child care needs, and cross-county communications.



Why This Matters: Impact on Michigan's Child Care and Economy

Regional Child Care Coalitions support regional partners to understand and take action on child care as critical community and economic infrastructure, leading to the integration of child care into regional and local economic development, workforce planning, and business strategies.

By tailoring solutions to regional needs, Regional Child Care Coalitions help ensure more sustainable, locally responsive child care supply, helping families meet their child care needs and preferences; much needed child care businesses/employers can open and are able to expand, and employers are able to attract and retain workers. Regional Coalitions are building a strong foundation for lasting change by: addressing licensing and zoning barriers, building licensed child care home and center capacity, and aligning child care with larger efforts around early care and education workforce development and economic growth.

