

GROUP CHILD CARE CAPACITY GAP REPORT WISCONSIN

CAPACITY

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



55% of programs had to adjust capacity due to staffing shortages



Licensed Capacity = 43,266
Adjusted Capacity = 37,291

416 CLOSED CLASSROOMS

CLOSED

VACANCIES

0-12 MONTHS	1-2 YEAR OLDS	3-4 YEAR OLDS	5+ YEAR OLDS
678	1,256	2,841	1,952

6,727 VACANCIES



of programs have a wait list

WAITLISTS

0-12 MONTHS	1-2 YEAR OLDS	3-4 YEAR OLDS	5+ YEAR OLDS
7,607	6,141	3,584	1,620

19,000+ CHILDREN ON WAITLISTS

PROGRAM STAFFING

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



15% of programs experienced a change in the Director this year

3,551

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 3,638 TIMES



1,678 OPEN STAFF POSITIONS

AVERAGE PAY

DIRECTOR	ASSISTANT DIRECTOR	TEACHER	ASSISTANT TEACHER
\$43,858.57	\$38,889.29	\$32,107.20	\$27,496.76
\$21.09/hour	\$18.70/hour	\$15.44/hour	\$13.22/hour

Data was captured from 577 licensed, group child care programs in all counties in Wisconsin | October 2023

NEEDED SUPPORT OPPORTUNITIES

16% 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

84% of programs will raise rates when financial support ends

STATEWIDE PROJECTED RATE INCREASE BY %	% OF PROGRAMS REPORTING
5-10%	48%
0-5%	18%
20-40%	17%
10-15%	15%
15-20%	1%
40-50%	1%

“

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** **\$28.40/WEEK OR
\$123.07/MONTH**

”

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

GROUP CHILD CARE CAPACITY GAP REPORT WISCONSIN

Please share any other information, comments, or concerns you may have that we can share

Due to our connection with the University, we have been VERY fortunate to retain many staff given our higher wages and state benefit package. On the flip side, the CCC funding has been seen as a grant program and those dollars must run through that office currently. For program B, 45% of those funds are then captured and do not make it to increasing gross pay to staff.

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

Child care counts helps keep costs for families down. If the program is eliminated, all centers will raise rates, which in turn will cause the state to raise limits on assistance dollars for low income families who can't afford child care on their own and won't be affected. The middle class families who don't receive help from the state will be hurt the most by this, both by paying higher child care costs and by paying additional tax dollars to support low income families. Child Care Counts helps the middle class by keeping child care costs lower. Let's spend tax

Child care counts is extremely important to centers and staff. Being able to provide highly qualified professionals is what is best practice for our kiddos. Especially those kiddos currently coming in post Covid with high behavioral

Child Care Counts money has helped us give more money to our staff. Before the cut in funds, staff were receiving an extra \$5 an hour; now that funds were cut we give \$2 extra an hour.

Child Care Counts needs to continue, there is no way around it. We are a nonprofit and luckily have help to get through bad times for short term, but there is no way for-profit organizations will survive.

Child Care is in crisis already and with the closure of so many programs due to staff shortage and child care counts ending we are going to be on the verge of child care collapse. In short parents will not be able to keep their jobs due to not having child care or not being able to pay 25% increase. We were finally seeing the light at the end of the tunnel with child care counts helping to give staff a pay sufficient to other industries in the surrounding area. As a child care owner there is no way I will be taking my staff hourly rate back to pre child care counts pay range. That isn't an option and these staff members have the right to a fair wage!!! In the last 2 years the child care industry was finally being recognized as essential and a career that was helping keep people working!!! Staff were finally staying in the field as a viable career path. Thanks to the decisions to not fund child care counts we will

Concerned we will lose more staff members when the child care counts money stops coming in.

Concerned we will lose more staff when we lose the Child Care Counts funding. Before money was cut staff were receiving extra \$5 stipend per pay period and with cuts it is down to \$2 an hour.

Continue Child care counts!

Currently, we only have a small surplus each month even with the Child Care Counts help. If this program ends, we will have to significantly increase rates and still not be able to give employees higher wages or benefits.

Having the Child Care Counts in place has allowed childcare providers the opportunity to increase wages and benefits. I have been able to improve my center by providing an environment that grows with the child and

If CCC is reduced or discontinued we likely will have to reduce wages and forego future raises which will lead to

If it weren't for the financial help WI would have lost 90% of the child care. Thank for that help. Thank you to Governor for extending Child Care Counts. Without business would be closing.

I'm not interested in CCC funds returning. That was an emergency measure due to the pandemic, which we are no longer in. If the state has the ability to fund CCC, I'd rather they expand WI Shares to higher income brackets

It's was so great to hear the continuation of Child Care Counts! Thank you Governor Evers!

I've been the Director at PCC for 23 years. Our business is in a very scary place right now. Burlington Area Schools have moved to full time 4k and run the wrap around school age programs. We are now serving children birth through 3 at two sites instead of birth through 12 at four sites. I don't want to raise our rates for our parents. They are already paying a lot to send their children to our accredited program. Our teachers need to make livable wages. They can't afford to take any cuts in pay. We have been using the child care counts money to give them

Minimum wage has not increased in Wisconsin, but the lack of workers has forced businesses to increase their wages in hopes that it will entice people to apply...childcare businesses that are smaller can't keep up with the demand of these increased wages or sign on bonuses. It doesn't seem like offering more money has solved the problem of getting employees to apply. Location of my centers also can somewhat deter the amount of what I can afford to pay, and how many people are even willing to apply. I will be doing a rate raise this December, because without the extra little bit from child care counts- I have to make it up somewhere. Lodi's childcare rates
My concern is that with losing the CCC payments our staffing crisis has only just begun. I've always been proud of Wisconsin's requirements for quality child care. With Wisconsin being one of the best in child care in all of the States. With the suggested changes in ratios that the legislators are requesting, this isn't the answer in providing more funds for child care programs. I would love for them to be in a room with 6 toddlers and see how well they do giving each one of those toddlers quality care. With the funding we have received the last few years, staff are finally earning close to what their wages should be. Young families can't afford the actual cost of child care. Early childhood professional shouldn't have to absorb those costs in what they earn. We've done it long enough! Something has to be done to subsidize the true cost of child care. It doesn't effect just the staff, it effects
Removing/reducing child care counts dollars from the budget is short-sighted and WILL cause a workforce problem. If centers have to close/reduce enrollment capacities, families will not have a place to take their
Since the pandemic my center has struggled with keeping children enrolled. I came from family childcare these days makes me feel like going back from group to family childcare. Keeping everything afloat has been a struggle. The child care counts was a big help prior to them decreasing the funding. Now it makes it even harder to get
Teachers and schools get paid much higher wages than my teachers and we do just as much for a longer period of time here at the center for the children. We are an accredited center and we are still having issues finding quality staff. I know that some of the teachers have gone to work in the school systems because the schools have lowered their qualifications because they can't find qualified teachers for their positions as well. Child care counts helped us to maintain staff with slightly higher wages. Without it, we have lost staff, had to close rooms and may
Thank you for the Child Care Counts money. Our Early Childhood Center appreciates it.
The biggest impact we will face when the CCC grant runs out is the inability to pay our staff a living wage. All of our staff were getting a monthly bonus that added up to be about \$2.00 more an hour. Will be missed.
The child care counts funds has helped us pay our bills and give staff a small bonus every month without hiring the fees so high like other centers. Our parents can not afford us to raise our rates at high as other centers did in
The Child Care Counts grants are so important and need to continue.
The Child Care Counts has allowed us to attract and retain employees. Our worry all along is that when this ends, what will be the impact on our ability to retain or attract candidates? This industry is hard enough to find the best people to work with our children. The affects of COVID just made our employments even more dire! We really hope there is long term aid to assist. Parents are already struggling to pay tuition. It is unlikely we can pass any more onto them. Additionally, although we did not close classrooms, administration is often working in the
The three legged stool early care and education has been propped up against for too long is going to crash soon. We need adjustment to the W-2 Program if funding is going to be cut for Child Care Counts. Families need a way to access affordable childcare. One way to do this is to have a higher cutoff for families who receive funding from
Unfortunately we are a center that has been in operation since 1980 and we recently moved to a new building. We sadly lost the CCC grant money due to our probationary license. This unfortunately has negatively impacted
We are a church run preschool. Once the CCC grant is done, it may be very difficult for the church to fund the portion of our preschool operations that is not covered by tuition. This may force us to raise our tuition
We can not charge our families the actual cost of care we are currently in the red, even with the cccounts amounts. (the lower rate) Staff has no incentive to grow or advance with such an uncertain future in early childhood. We have no benefits no health insurance, I create all of our own curriculum we have nothing to cut out to make ends meet. Our staff are working split shifts with a skeleton crew to keep staffing costs as low as

We had raised our rates in September knowing that we were losing child care funding help in January. We have blamed the unemployment system being very lax as part of the issue. Candidates for employment would make an interview appointment and never show cause there is no follow up in the system. There are so many jobs available but unemployment has a never ending cycle. Child care used to be a great after school position for high schoolers we no longer see the incentive and are perplexed why. We fell so behind during COVID that it is so hard to think we will recover. The child care counts program was SO helpful and it is an absolute need if we want to
we need to keep a program like child care counts going I have been in EC for 46 yrs and have not ever felt this
When Child Care Counts ends the tuition rates will increase to cover the lost funding. Staff wages and benefits will not decrease. Those days are over when staff subsidized their wages to make child care affordable!
While our center is unique compared to most (we only provide care for employees of a corporate office), we are still greatly impacted by the ending of the Child Care Counts program. Because of our low capacity, we only have a small amount of income coming in for the center. The Child Care Counts program has allowed us to invest in some new equipment/materials for the center, give our teachers some well deserved bonuses, and keep the
without the continuation of the CCC \$\$ I'm not sure how much longer I can continue to stay open. It has been so difficult to find staff when they can go work at Kwik Trip or McDonalds for the same wages and benefits and do a lot less. We have current families having babies and we aren't even sure we can take their babies because of staffing and to sit with two empty classrooms because we can't find the staff and we have a very long waitlist for
We have the opportunity to start educating children as young as 6 weeks by providing age-appropriate activities and use WMELS to create out lesson plans and portfolios. This gives children a head starts in learning during a very important time in their lives. It is hard to financially support the curriculum at times without extra funding available. The grants we have received the past few years have allowed us to give the children in our care more
a way to get teachers qualified (because we rarely get a qualified applicant) sooner so they can be utilized in a classroom sooner. We pay them while here to complete their certification/foundation classes (all three) within 15 weeks or sooner. With correspondence classes stopping I'm afraid it will take even longer to be able to utilize
11 employees with kids or pregnant, no longer can offer free child care, starting in November. The Partner Up! loss was the worst. And now with so many employees with infants how do we provide care for them?
Losing the Partner Up grant and cutting Childcare counts money are some of the reasons directly related to our
Lower requirements for staff to be "Lead Qualified" Make "Partner Up" more accessible for organization, losing staff due to not affording their own childcare cost for their children
Lower requirements for staff to be "Lead Qualified" Make "Partner Up" more accessible for organization, losing staff due to not affording their own childcare cost for their children
Lower requirements for staff to be "Lead Qualified" Make "Partner Up" more accessible for organization, losing staff due to not affording their own childcare cost for their children
Lower requirements for staff to be "Lead Qualified" Make "Partner Up" more accessible for organization, losing staff due to not affording their own childcare cost for their children
Lower requirements for staff to be "Lead Qualified" Make "Partner Up" more accessible for organization, losing staff due to not affording their own childcare cost for their children
No younger than 17 in the classrooms Some of the money they put to much into the middle men and not enough into the programs. Would like to know what percentage of child cares have used Partner Up!
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 famil- friendly policies (sibling discount, vacation credits, holding fees etc.), and
Please bring back Partner up for all centers!
WE NEED YOU HELP!!!! Continue partner up. It should be available for all centers; not just a few.
WE NEED your help!!! Partner up helped us to get mothers into the workforce as well as being able to open up

A group health insurance plan centers could join would be very beneficial for centers with only 1 or 2 staff needing insurance making the center not eligible for its own plan to offer staff
Across the board child care is struggling. Staff could work at the fast food restaurant across town for \$4 more an hour. Increasing funding to help pay wages, rent, basic necessities, etc isn't optional at this point.
Allowing 17 years to work after school with a qualified teacher would help boost the after school enrollment.
Another difficult challenge is MPS and charter programs offering 3K. This year we had to let go of valuable staff because 20% of our children join a 3K program outside of our center. Even though we offer a program on-site families still think it's "daycare". We have to spend extra money marketing to get those spots filled quickly
Area schools are taking children at 3 years old which is making it difficult to sustain enrollment.
As a business with a mission to care for and educate our littlest learners the last thing we want to do is raise our rates. Young families need quality choices when choosing care for their children. Families with multiple young children are already paying a small mortgage in child care tuition. If we need to continue to increase rates parents may need to turn to other options for child care, or may choose to leave the workforce all together. We as a state need to work together for a better solution for our Wisconsin families. Our Early Childhood Educators
As a private Childcare center, it can be a struggle to pay staff well as well as offer our staff member's free childcare. Funding for different areas of our center for materials can be a struggle at times as well.
As an owner, I have sacrificed all I can to keep my doors open. I am at the point of closing the doors if something
As of right now, I am behind on my mortgage and utilities. I barely have enough money to cover payroll. If something is not done to help us, we are in danger of closing, and Green Bay will lose another licensed center. Parents are very scared that they will either lose their job, or will be forced to bring their child to an unlicensed in
Benefits need to be offered, wages need to be competitive
Benefits need to be offered, wages need to be competitive * This program is likely closing in the next couple of
centers can stay open as long as they have the money and support needed to perform there jobs and continue to provide quality to the families they serve. These days families and the children come to the center with trama in thier lives and center staff have to address that and become what that family needs to continue to work with
Change qualifications needed for staff. If a person has 48 credits in anything they should be qualified for childcare. Them needed 3 credits or 2 noncredit classes after 4 yrs of collage is ridiculous! I had a staff with 144 credits and could be law enforcement officer, but had to start her at no experience wages as still needed classes. Also all staff children should be free paid by the state at full price. I am losing so much money on staff children as
Changing ratios will NOT help our already fragile and burned-out industry! We need continued and additional funding as at some point we will price out our parents.
Child behaviors are continually on the rise, especially with our older children, which cause a lot of teacher stress
Child care employees deserve more respect. We d an important job for very little pay and no benefits. We're still treated like we're indispensable, nonessential. It's really disappointing.
Child care is a need and a common good for our economy. Education starts in the womb not in 5k -- so the state should be investing in our youngest population not waiting until they are in 5k. The investment on return for this - will not show immediately, but will show over time!!! I can tell you that I give myself 2 more years and if nothing
Child care is in crisis razor thin margins, help financial, High school students are not the answer.
Child care needs to be sustained. Help us thrive and not only survive. Invest in early childhood care. Thank you!
Child Provider have the same concerns. Please listen to them.
Childcare is a very challenging career to work in, as it is very rewarding, it is also a lot of work for low pay, with not many benefits. There are a lot of challenging behaviors these past few years after the pandemic, it can be
Childcare need to be funded similar to k-12 students. Investment in child care is critical.
Childcare staff are underpaid, underappreciated, and over worked.
Communities do not understand the childcare field.
DCF needs to advocate for our 4 and 5 years with DPI. These young children do not belong in a public school setting due to funding. It drastically and negatively affects their mental health, reading, writing and social skills.

DCF should allow people to teach with less requirements.
DCF, YoungStar, CACFP, WI Shares want to keep standards as is even though all would say they are aware of the challenges due to employee shortage. We need practical solutions.
Desperately need to be able to offer benefits for staff - it is SO hard to find staff, I have been really lucky.
DOING ANOTHER ROUND OF FREE COURSES WOULD BE AWSOME! MANY INDIVIDUAL RAN OUT OF TIME OR
Drop the need for someone to chase paperwork and get into the business of supplying the industry with quality personnel that have been vetted and are prepped to begin caring for special needs, young learners, birth-3
Early childhood directors are in an impossible situation; we are expected to run an ESSENTIAL service like a small business, which means there is always an exploited group. We have to choose to either charge our parents more for tuition, which is already outrageously expensive, or pay our staff less, which is unreasonable and
Early Childhood educators deserve higher wages. They shouldn't have to work two jobs just to make ends meet. Another thing that teachers and families deserve is lower child care costs!
ebt cards for families, they lose them and takes too long to replace them
Even as a high quality child care provider, we feel the impact of the rising costs; and the legislation to fix the child care cliff is critical to our industry sooner than later.
Families are stressed, teachers are stressed - and that means children are stressed...this shows in their behavior. And, with so many centers not at capacity and FCC closing, WHERE are the children??? Most families do still need to work - which means children are in unregulated and sometimes unsafe situations. These children who are living in chronic stress will be in elementary school with the children of the legislative members - taking time and
families can not afford higher cost for child care and will use cheap care options, our children, families and the communities will suffer if the states don't help keep costs down.
Finding staff and having resources to train is the most difficult right now.
Fix this mess now with common sense solutions! Our centers will close. We will not be here next fall. WI workforce will be diminished. Children will be in unregulated care. Children will not be ready for school, will not be properly nourished, and will not be properly cared for. There will be an increase in abuse, neglect, incarceration rates, and social/emotional issues that could've been prevented or reported by educated childcare professionals. The lack of action is not worth the risk for WI children, families, businesses, and economy. Value
Food costs are outrageous right now, we need to have a higher reimbursement from CACFP to help offset these costs. Our center provided Formula went up \$14.00 a can in a month!
Funded programs that have been in place have helped greatly help keep and maintain qualified staff which is also their reason for staying. The extra benefits have helped maintain qualified staff. We actually had one staff who left for maternity leave and wasn't planning on coming back and did just because of the added bonuses.
Funding for early childhood education is so important to this state, for families, and for the economy. Without quality child care, families will be forced to choose between careers and staying home with children. The workforce, in general, will decrease across the board. What we do as child care providers is so important yet we are swept under the rug with no support. Without us, families have no where to turn for child care. Without funding of some sort, providers will be forced to increase rates to unaffordable amounts for families. Child care
Funding is amazing from the state. State food program up and down for the families in their care. Income level to high. Some changes are good and some are not.
Funding is crucial to function. We've had to let people go because they couldn't afford their co payments (I just had a Mother last week that is sending her newborn to her Mother in Michigan because she can't afford child
Funding is important, we need staff. We offer full benefits but the pay is not livable so they don't come.
Getting teachers and where to find them
Government funding each month is what is keeping my daycare a float, I am scared to know what may come if it
Grants and Funding help are necessary for WI child care providers, without them I think the future of WI child
Hard work for what staff gets paid for. My teachers work hard and love all the kids as if they were their own. they deserve to get paid more. Childcare is a tough job.

Having access to a group health care policy like the schools have at a affordable cost to staff would be huge! Also making the schools who offer child care have the same educational requirements and ratio requirements that we have to have would be helpful. We are essentially competing with the local school districts to keep children in our daycares --but we cannot compete with the schools paying higher and requiring less. We also can't offer free
Having access to high school workers isn't a solution in my opinion. We currently work closely with the area high school for students that are, and are not, part of the work study program. High school students aren't qualified early child care workers, have restrictions due to their age, take more hands-on training due to their age and level of experience, only to move onto another job or decide to go to college. They're also not really available during parent's working hours (our operating hours). Taking high school workers on is something we will continue to do to serve our community and program, but overall it's added time and expense. In addition to taking on additional
having access to money for: background checks (especially when they get the background check and then don't show up for work, it adds up), health report, classes and cpr would help take a lot of weight off of their shoulders
Hello, My name is Becky there are a few things I like to address. If someone could call me that be great
Help with special needs children
I am concerned about the rise in costs and that families will not be able to find his quality centers at an affordable
I am concerned with the possibility of 16-year-olds be regulated to care for children.
I am currently selling my larger child care center in Kenosha. I have been licensed for the last 17 years and we were also licensed under another form of our name for 20 years before that. The new process for licensing an already existing program is tedious and adds to an already large workload for people that could be doing other things with their time. This process should be different for centers that are brand new, Not the same for both the new ones and the ones with a longstanding history of caring for children. This would then free up time spent by 4C people to work on the brand new centers opening. Thank you for giving me an option to express some
I am having a very difficult time retaining staff due to low wages and benefits.
I am likely closing in the next several months. Trying to stay open without financial programs will be impossible because I can not, in good conscious, raise parents rates much further. We serve a group of families that are
I believe that we need to support to give the families the best care possible and you are not giving us that opportunity. Also, with WI shares you need to help more families that are falling through the crack because they
I feel center directors are getting burn out
I feel like childcare centers are having a hard time finding staff and we are losing a lot of children due to Milwaukee Pubic school enrolling 3 year old. That effect the amount of time children stay in childcare by 40% because instead of us having most children from 0 to 5, we now only have the children enrolled until age 3.
I feel wages are good for this field of work. Benefits would be nice, but what staff do not understand is for them to have benefits, they would not take home as much money as they do now. I truly feel that no one wants to work in child care any more. Kids are not behaving, they do not care of they are disciplined or it doesn't effect them because it doesn't happen at home. Children do not have parents that actually parent. So its difficult for us to manage behaviors, and its difficult dealing with parents who do not take responsibility. Which makes this field
I have been in this field for 30 years, I have a love/hate relationship with my job in the last 10 yrs. Trying to be a director and do it well is impossible when staffing is such a huge issue. I am forced to hire underqualified staff that I cant rely on. Fortunately I do have a core group of long term employees, yet they also feel the burnout with having to deal with people constantly no showing up, quitting etc. and having to deal with the inconsistencies. Higher wages and benefits can make a difference, we were able to raise our wages with our
I have huge concerns with allowing 16 year olds to be lead teachers. Just because they can babysit does not make them qualified to be in control and teach a classroom of children. We need qualified staff who can work
I lost three great staff and losing one more due to being able to make more outside of the field. They were great teachers that cared and poured their hearts in to their work & students.

I love what we do but as time cost of living increases it is becoming more and more challenging to provide cost effective care the more we charge the more our families feel the budget constraints and opt to quit working because they can no longer afford childcare! We are so much more than a day care provider. We support our families in so many ways. We offer resources and support for families in crisis. We help distribute information on health and fitness. Referrals for special programs or therapy. We also care about each family and try to meet
I shared my thoughts on the Nestling House Howell survey. Better pay is essential to ensure qualified and educated caregivers are caring for the children. Sure, you can pay a 16 year old minimum wage to watch kids, but what is the quality of that care and is that the best choice during these important formative years?
I think changing the ratio's will help a bit and lowering the teacher age.
I think it would be awesome to have the early education Station offer free classes again online. I do feel it's great
I think it's absolutely terrible how DCF knows how low these wages are and they still continue to nickel and dime centers and our staff to death. Why would anyone want to come work for childcare centers when they have to pay \$39.99 for a background check and fingerprint, over \$300 for classes, \$50 for a Registry, \$37 for CPR and get
I think it's important to note - that if grant money is given for any reason - it needs to be SOLEY applied to staff wages. What's happening now, is owners can spend grant money on rent, bills, supplies, etc. and a minimal amount is allocated for increasing wages. We need a grant that HAS to go into only increasing staff wages and sustainable so we won't be in trouble if the grant runs out. Our field of teachers is loosing some incredible
I understand that some are considering raising the ratio to larger class size. I feel that the teachers will not continue teaching if this happens. I feel that this is not a good idea, it is hard enough where we are at with class
I want to have competitive wages and benefits for my teachers
I wish there was more motivated interest staff available. Pay isn't livable.
I would like to see state people visit centers to get an idea of what some offer and others dont. It is hard when some centers are getting the same monies and do not give the quality care needed. The governor needs to look at it as a state issue not a republican vs democrates. Work together to help. Help parents with programs but do
I've been providing child care for 20+ years. It's always been a struggle to make enough money to support my own family. During the epidemic funding, it was the first time in 20+ years that I felt supported, that my career was given any recognition, that I could afford to make it from one week to the next without worrying about which bills not to pay and that I could afford to purchase quality improvements for my child care. I was also able to give my employees raises and bonuses, but still, not enough to keep them all, one took a new job that paid \$7/hour more than I can pay. The others could work at a fast food restaurant for more than \$14/hour(what I pay) but they choose to stay with me, teaching the youngest children, the future of our world. I've already raised my rates in Sept and have to again, in Jan, trying to keep up to rising costs. I am still considering closing because I
If early childhood education programs like ours are unavailable, who will care for and educate these children, especially those with special needs? There are 232 children on our waitlist and 45 of them are children with special needs. Think about the parents who are not equipped or educated well enough to provide the type of education and care that we can provide. This is not a new issue. In 2019, prior to the pandemic, we had to shut down our school-age program due to staffing issues. The majority of the children in that program were children
If I could offer insurance I could possibly keep good staff and increase enrollment again. We are just making it
If it would make providing benefits and wage increases to staff more palatable to politicians why not take the grant that goes just to the centers away and just leave the grant for higher wages. I appreciate and will gladly receive the grants that are directed towards paying for things other than payroll but to be honest the biggest issue is staffing and if they are given a supplement to help increase the wage I can provide that would go a long
If the communities do not begin to support childcare facilities, they will not remain open. There needs to continue to be investment into the future of childcare for it to remain optional. YoungStar needs to reevaluate its structure and the reality of what centers can do in order to remain active in the program. The structure as it stands, is not supportive of facilities or the needs in facilities. Education requirements for lead staff also do not fit reality in communities or the industry as a whole. DPI should look at the possibility of a DPI license to teach

If we do not continue to receive funding, it will be harder to attract new employees- and keep the current ones. We will need to continue to raise rates for families, which also will impact our team members that have children, and they will leave. The child care field is in crisis right now and soon it will break as all of our costs continue to go
If we lose child counts then I am just concerned what I will have to raise my rates to. I just increased rates \$30/week due to the child counts getting cut in half.
I'm not sure how I find staff, we've tried so many avenues, but we really need to find employees who are willing
Important to keep financial support for centers.
In great need of teachers. We have been down two teachers for over a year!
In my over 26 years in this field, I would never have dreamed of the wages being as high as they are. You would think, wow we finally got this profession on the map. Covid really helped that. However, as an administrator, I know that even with the higher wages, the lack of qualified teachers is very worry some. We need to continue to
In order to keep the lights on, we need to recruit and retain quality staff. I'm very concerned that parents are not going to be able to afford child care with the rising cost currently + inflation at an all-time high. We all are struggling to just put food on the table and have water, electricity and gas. With 3K now getting swallowed up by elementary schools, this will mean that infants thru 2.5 yrs. will be burdened with potential higher rates because of teachers/child ratios. Most families will need to make the hard decision to leave the workforce in order to stay home with their children due to skyrocketing rates. Does it make sense to keep quality rating
In the spring of 2023, we were closed every Friday due to low staffing so in the summer, we raised our starting wages by \$4.00 per hour (and lifted our current employees by the same amount). We knew that we would be taking a chance and that parents would end up having to pay considerably more but we were determined to treat our employees fairly. Since we raised our starting wage, we have attracted some amazing teachers that are well educated and have great experience. Whether or not we can continue to function in the same way while paying
Increased funding to childcare centers is key to keeping childcare centers open. When we were receiving the higher funding amounts, we were able to offer our staff higher wages, bonuses, etc. If the funding stops, how do you now tell your employees that you need to take away their increases/bonus that they had been receiving for the past 3 years. Working childcare isn't an easy job and the people that make up the licensing rules or suggest increasing the amount of children per classroom should come work childcare for a few months. Maybe they would change their minds about how important we really are. If you think there is burnout from working childcare now, wait until you increase the ratios, because this is an easy fix to get more kids into the center. It
Increasing child to staff ratio is not going to be helpful to anyone.
Inflation, staffing, low work ethic, lack of respect for the field.
It breaks my heart that my 15 year old daughter works at Scheel's and makes \$14/hour and my 21 year old part-time staff only make \$10. My staff are working with children! The most important job there is! It's just not right.
It has been extremely difficult finding qualified staff and to keep staff due to us not benign able to offer
It is a concern of mine that wages are so low for providers who take care of our families most prize positions. It also concerns me that Federal and State politicians can not get together to help find a solution to this Child Care
It is a concern that proposed changes to licensing will be viewed as lowering the standards and will encourage the
It is critical that we support ECE programs and their staff at this time. This is such an important field and it needs to be seen as such. We have amazing, passionate teachers that deserve better. We have hard-working families
It is currently incredibly hard to find qualified lead teachers. Very rarely do people with ECE Associate degrees apply to positions. This mean any staff we do hire we have to put time and money into getting them basic education, if there were funds for free education programs this would be more financially feasible. Last year when companies offered the introduction to childcare classes for free we were able to get 5 of our staff to
It is difficult to raise our starting wages without knowing long term funding.
It is really too difficult to find qualified personnel. We don't have enough budget for high salaries, and there aren't enough people interested in working with young children.

It is such a huge priority for childcare to be cost effective because if parents can't afford childcare, they can't work, which will cause them to fall into poverty and need more government assistance.
It is very hard to hire out people in the field at low wages and then to say they have classes that need to be completed in 3 months in order to stay with the company. And then also to have them pay for those courses. It is hard to get people to want to do all of that when they can go work in different less stressful fields, making more
It would be great to be able to offer the introductory classes required to work in childcare at a lower cost. It is expensive to spend \$300-\$500 to get teachers certified and then they leave anyway because they find jobs that pay more and can be more flexible with schedules. If we have staff pay for the classes...they never will because
It's literally for sale and if schools take 3 yrs + now also It will bankrupt me within a month that's the only age we profit from when 4k started it was the start ok all this mess
It's too much work and Less pay
Just help us stay open so our kids have a safe loving place to come to everyday.
Just hope that at some point someone will see that child cares are important for our young children and their
K-12 is always funded. It is time to fund early childhood the same way. I am a month into the school year and I still can't find a qualified 4K Teacher. Applicants expect a wage and benefits close to what they would make in a
Keep the funding keep coming.
Lack of highly qualified applicants
Lead teachers, get help after school in every schools and should be free so that staff can work 9-5
Legislators need to consider offering parents a dollar for dollar reduction on their taxes for all child care costs. In this way the pressure of the cost of child care is alleviated and parents, along with their child care providers, are able to collaborate on programming that is important to them. Also, while I appreciate the proposal for adjusting ratios in the 4/5 and school age groups, these are the groups that child care centers are in direct competition with schools for. I believe it is time to consider an adjustment in ratios for younger age groups as well. For example, adjusting from 4/1 to 5/1 when children turn 12 months of age. Additionally, there should be
less degree teachers, and now hiring level 12 registry people
Let us train staff on site and lower starting qualifications.
licensing is there for a reason, but if I have a good teacher, and they aren't able to complete the books I lose
licensing is there for a reason, but if I have a good teacher, and they aren't able to complete the books I lose
Lighten up on the rules for group centers.
Living in a small town, we can not charge what bigger city child care centers charge. I am already preparing to
Low income families are struggling to keep bills paid and a roof over the children head. It's extremely hard for families to worry about quality childcare. It's very difficult for childcare centers to meet the needs of the people.
Low wages - full classrooms - max ratios High burn out position Educational qualifications and continuing
Lowering the age of staff does not solve any problem, they are in school during the day when care is needed, they do not have the maturity and knowledge to work with young children and families, and high school and entry level college credits will not give them what they need to be in a room full of children. If you think 16 year olds
making minimum wage a livable wage. Look at the entirety of the program. State owned childcare, otherwise
Making the 140 hours of training more accessible would be a huge help.
Medical insurance for staff is very important and should be at least partially covered by the state
mental health programming and mentoring for youth are needed in our area to help children thrive
Most of the 3 and 4 year old kindergarten programs I have encountered are NOT appropriate, and certainly not full-day programs. Parents are enrolling because they are free, but in my opinion these young children do NOT belong in schools and on buses with 8th graders. They may be able to count and say the alphabet, but socially and emotionally in MOST cases they are not ready to be in a public school system. Unfortunately, when challenging emotions or behaviors do occur (which is age appropriate) an IEP may be written (more aides needed by the school district, which is where we have lost staff in previous years) I believe that as this trend continues,

My school age site has the morning session closed due to not enough staff- we are only open for after school care. We lack employees to fill in on days that the Lodi district is closed. Struggling to find employees!
My state stop being my biggest barrier. for example, received integrity audit, December 21st 2022, one year worth of attendance in 48 hrs. December 29th, 48 hrs one year of financials for center, specify what money went to staff bonus, what was regular wages and bonus money. Keep foundation in mind. quality of care, and respect
My waitlist is currently over 600. Childcare counts has not only helped me recruit higher educated and more talented teachers but it has also allowed me to work to open a second location to serve more families, create new positions and raise wages and provide benefits to not only current staff members but future staff members.
Reduced capacity as they are taking a number of new babies in January and froze numbers until all the shifting was complete for each classroom to determine space available.
Need staff that have education in Early Childhood
No longer offering 4k services at our center and only offering 3k in person classrooms at our center along with
No more items or things (funds for playground equipment, etc.), more staff and way to maintain them and
Non-profit daycares in small communities are suffering due to lack of funds to offer higher wages to prospective hires or to their current staff. With the education requirements it's hard to find teachers for so little pay/benefits. It's also hard for staff with children to afford daycare costs, not to mention when the rates increase. Something needs to be done to help daycares keep amazing teachers and offer quality care to the children. The daycare industry is an important field. If parents don't have available care for their children, it
Not a partisan issue. "Broken business model." Cannot be solved by just raising rates. Workforce issue. Quality
Not ok to take anybody who needs a job and just dump them in our daycare. we need people who love children, willing to raise the next generation. "it takes a village." No financial support, don't expect to be qualified as much.
Note to Staff: this CC is under new ownership as of Sept 1. There the DCF number is in correct.
Offer more for staff and yet don't over burden the parents.
Our ability to afford benefits for our staff and not punish our staff who earn such low wages they qualify for state insurance, is so far out of reach it seems so discouraging the list of staff leaving due to lack of benefits.
Our center is a great center, but we can't compete with other industries because of inflation and the lack of qualified teachers. Teachers don't want to come to work when they can go drive a school bus and make \$23-30
Our center was devastated by the end of the childcare funding. We have had to significantly increase our tuition which the families are really struggling to afford.
Our childcare desperately needs financial support. I am a small center, but NEEDED. Our parents are low income and can't afford to pay much more than what they do already. Is it possible for smaller centers to receive more of a percentage, the larger ones are needed as well, but I believe the smaller ones need a little more financial help.
Our costs have increased for materials insurance utilities taxes as well as staffing costs. This industry will not be served by putting more burdens on teachers, we do the best to stay to NAEYC standards when we can and designed our space for that so we could best meet teacher as well as child needs. Increasing workloads will NOT
Our daycare is very blessed, nice facility, good benefits. Staffing is our biggest issue and more staff per room.
Our preschool is temporarily closed - Teacher has been Terminated. Working on getting another.
Our site has to close a lot due to staff absences/lack of staff to cover those positions. We have closed 5 times
Our staff is highly educated and qualified, but we are paying less than they can get at a less stress job (Target,
Please continue to support Child Care.
Please increase funding so that we can remain open.
Please keep childcare count program
Please support childcare count
Program just expended to take more children which is why they are not at capacity yet. All kids that were
PROVIDERS NEED HELP FROM THE STATE REFERRING FAMILIES TO PROGRAMS WITH LOW ENROLLMENT!!! IM A GREAT PROVIDER AND MY PROGRAM IS SUFFERING BAD! I DONT WANT TO CLOSE MY DOORS AFTER 6 YEARS OF

Quality early childhood education is needed for workforce development, social/emotional development, and future positive, public instruction experiences. Everyone should be a stakeholder in early education! Early education should be funded and respected as a leg of student learning. It is more than just "care" it is necessary
Raising my rates extremely high would be the only factor in paying affordable wages to qualified staff. I have
Ratio of 18 month to 2.5 years would be nice if they could be adjusted in a center environment. Also the young star rating is hard to acquire higher than a 2-3 star. With the teachers needing a higher education to reach this
Really concerned about the funding ending. The reduction of funds has already impacted our center.
Reducing some of the requirements would be awesome. You dont need a degree to begin working with children. Training should be the only thing needed to work with children. Also, kitchen staff, should not need 4 hours of continuing education when they have not even gotten the job yet, so how are we going to get them that training
School District opened a 3k with wrap around care which means she no longer has enough kids to stay open
School districts are taking employees by offering benefits and opening childcare centers in the district which will deplete centers because we cannot offer even close to what they offer. If they opened programs and offered the same benefits as other local centers that would eliminate centers closing by losing employees and still help to offer childcare to the families that are on the waiting lists. All day 3k and all day 4K being offered in schools is making it difficult to keep centers afloat...those rooms are where you are making profit to maintain staffing and keeping maintenance concerns to a minimal. Centers are having a hard time offering quality care in a safe environment with the overhead costs when money is not made and centers are not profitable. Schools do not have to turn a profit and rely on tax payers to fund it. Licensed centers rely on parents to have to pay more in
School districts who contract preschools for 4K are paying a ridiculously low amount per student. This also needs to change as we are unable to charge 4K parents for "public" school. We also cannot provide 4K teachers with
Some licensing rules need to be updated in my opinion. We should consider changing ratios, but ONLY when 2 teachers are present. For example, the 1 year old ratio is 1:4. We could consider changing the ratio to be 1:4 OR 2:10. This would allow more children to be present but only when there are two teacher classrooms to allow for a second set of hands. I also believe the licensing rules need to change in regards to who can be counted in ratio and at what age. We allow ANYbody with no experience and no training to walk in off the street and start in a classroom and be counted in ratio on day 1 as long as they pass a background check. Some people even pass the background check if their own children have been removed from their custody and YET a 16 year old that is highly qualified with all of their certifications, that will be working under the supervision of a lead teacher at all times, cannot be counted in ratio. This is backwards. There are also areas that could be modified to help make the industry as a whole less stressful for the staff and more well-rounded for kids and families. Many of these rules
some parents have a hard time paying their parent share on months that have 5 weeks when they are given
Staff are tired of the lack of respect given by government officials which translates to parents that we "play all day" Treat us with respect as older age teachers are. The way the country looks are Early Ed (NOT DAYCARE!) trickles down to the staff lowering moral. Put money in education and prevention instead of just programs to
Staffing is an issue and when we are not funded to by the government staff also feels abandoned.
staffing is difficult to find!
Starting age to work with children should stay at 18. Don't increase ratios that would be detrimental to children.
State Funded Scholarship Funds for Early Childhood Learning degrees would be great; in return, individuals would need to work at our Center for a defined time period, with pay.
Summer Camps is where you make money, but with the behaviors of the children this summer there was no way i could leave 20 year olds alone with 18 children. When the ratio is 1-18 - we had to have 2 staff all summer for safety reasons. I would never be able to hire a 16 year old to help in our summer camp. The kids would have ran
Taking away the books to qualify teachers will make it harder to get teachers to meet the requirements faster.
Teachers with degrees do not wanna work in childcare
Thank you DCF for have the DECE Tuesday Talks! These have been extremely helpful. And thank you for listening
thank you for everything!

Thank you to the Governor for finding the additional funding to support child care programs!
The biggest difficulty for our center is keeping qualified staff. We use our childcare center at SWTC for our current Early Childhood Students Field Experience. Since we offer the Associate Degree Program at the college, our staff has to have the minimum of the associate degree. It is difficult to encourage the students at times to
The biggest problem is cost of education, background checks, and hiring costs for new hires who have not worked in the daycare field. The initial cost to both the employee and center, along with the time it takes to be a lead teacher is costly. Lead teachers in our area keep changing centers based on who can offer more money. In small communities with very few professional employment ties the hands of centers having tuition rates to cover the
The bottom line, if you want qualified, educated people to care for children you need to pay them like they re qualified and educated because they can go to a fast food restaurant and make \$15/hr or Target and make \$18/hr. The child care system was broken long before Covid and it's workforce is undervalued and underpaid, but it's also not just families' responsibility to help it's society as a whole that needs to invest in the children (and
The building that the center is currently located in has been put up for sale. The owner of the building is retired and looking to sell some of the buildings she owns. The current daycare owners are not in the position to purchase the building. One of the major factors in that is because we can't get the center fully staffed to bring in more children to make the center profitable. I also want to share that once this center closes, I will be leaving the childcare field after 23 years. My child attends the school right next door to the center and if it closes I will not have before or after school care for her. I will be forced to find a job that will allow me to bring her to school at 7:30am and pick her up at 2:30pm. I don't want to leave daycare, it has been my passion for so long to provide the best possible care I can to those with young children but with out this center, I will not be able to remain in the field. I also want to include that this is the only daycare the provides care to the Red Smith School and surrounding area. I currently have 35 school age children that will not have a place to go before or after school anymore. The building has the capacity to hold 200 children, but due to the staffing shortage we lowered our
The childcare counts have been a huge bonus for retaining staff, now that it is going away, we will most likely loose staff to retail or commercial food positions.
The childcare crisis has created an unprecedented need for additional funding. My center has lost 8 employees in the past 7 months because they are burned out from having to work overtime to make sure our center stays in ratio during the day. Both the assistant director and director have had to be in classrooms for 3+ months with no
The childcare field is suffering. We can't find staff to reach capacity and we have waitlist of children we cannot take on. Working with young children in the first years of life is one of the most important jobs and our teachers are not compenstated enough for the amount of training/education/care provided. We need to do better as a State and Nation to keep young people in the field of early childhood. Being able to offer livable wages and
The childcare industry is struggling right now due to financial hardships, yes.. but more importantly, the teachers who are working in childcare need a more livable wage and to be treated as VALUED members of society, not seen as "baby sitters". Staffing is by far the HARDEST part, and even if you schedule an interview the candidate
The childcare providers need your help. We don't want to have to close our doors.
The cost of equipment is prohibitive. We need quality furnishings and toys but the extra budget we have is all
The cost to run a quality daycare exceed the amount parents can pay for childcare.
The extra money help us stay afloat, but now it is ending and I am afraid my staff will look for other places to go to make more money. MCDonalds pays \$15 a hour, we are non for profit so we try to keep our prices low but
The funding is great, but it is still not fixing the major problem of finding qualified/quality staff. The funding is basically a bandaid but even with the funding, we are still losing staff and having a hard time hiring. They need
The funding really helps. Please help offer benefits so people will come into the field. Child care is losing people in
The funding we were receiving was vital in the operation of the center. Without that, I'm convinced the center would have closed. As it is now, we rely on whatever we can get for funding to help pay the bills and keep the

The government MUST get involved! Childcare (all education) should be the most respected, high paying jobs there are. We need money for wages, for continued education and for early education itself. Without child care programs people can not work, a diminished work force equal lots and lots of problems for the economy and the
The loss of long-term teachers to other careers due to burn-out and better pay/benefits makes maintaining quality a daily struggle. Staff positions cannot just be filled with a body, openings need experienced, hardworking
The need for child care is never ending and always has been. Being able to hire people now is the worst I have
The problem is bigger than just funding, though that is a huge help. We need people who want to work. It has to pay to work, particularly if you have children at home. Cost of living is a huge factor for employees and families.
The problem is not needing more centers at this point, it is the fact that the Centers already open need more staff to fill to capacity. Also, we need more money to be able to pay higher wages and maintain those wages for staff. Childcare does not seem to be seen as important or significant. We take care of these tiny humans 10 hours a day-five days a week so parents can work. We educate, teach, and help them grow. Without Childcare Centers Parents will have to quit working. Also, parents are forced into staying home because we have to raise our rates
The problems remain the same - Staff wages need to be raised, benefits would be so beneficial for staff, and families cannot bare the burden of the cost for these changes.
The rules need to not keep changing and need to be more clear when they do. I wish there was a better way for centers to look up what is needed of individuals for schooling and clock hours each year. I always feel like I am questioning these items and feel like I can never get a clear answer. I also wish there was better communication between the state people and the centers. I am never sure if I have the same individual I am supposed to report to or if it has changed. This should be something that goes out at least once a year. Could be in January or August
The state of early care in the state is shameful. We basically cannot function. Reducing funding just puts us at a greater loss with fewer operating options. Food cost alone has increased by 3 times at this same time in 2022. Expenses are outrageous with little opportunity to recoup those costs as families are also experiencing money
The state needs to change the ratio of children to teachers.
The state of Wisconsin must realize that care for children from birth to 4K is vital for our economy and future. Consistent, budgeted funding must be allocated for early childhood to support our workforce now and in the coming years. It is not a women's issue or family issue, it's a state issue. Other countries that are successful have figured this out. Families have changed like everything else. We need to get past that "Leave it to Beaver"
The talk regarding increases ratios fears me that we will lose more staff due to burn out.
The teacher's wages are the number one variable determining the accessibility of care and the quality of care. It does not make sense to try and recruit or provide apprenticeship programs until the wages are improved,
The whole childcare system needs to be changed. Quality Childcare Teachers are essential to Wisconsin and need
There are much fewer stay-at-home moms (a labor source which used to work for us), which means we compete
There is a huge need for mental health and behavioral support for children and the teachers who work with them. We are seeing big delays in social emotional development due to the pandemic. Teachers get burned out
There is such a huge need for childcare everywhere, and opening up new centers in this climate is difficult and doesn't pay. We are a center that has been open over 30 years and it is difficult to start up a new location or even just a summer program for 3 months for school agers without jumping through lots of licensing hoops with the portal and other things. We also have to adhere to licensing, then youngstar on top of that, school district issues with being a 4k remote site, and USDA food program rules, each having different requirements. There has to be a better way to streamline licensing, and make it easier to start something up or expand for current centers.
There needs to be a permanent fix to childcare funding so staffing will not continue to turn over. We require either a degree because we are a university for our Lead Teachers and paying them a wage that goes with that degree needs to be supported. Parents are already paying high tuition rates. If we want to have quality care there has to be permanent support from the state to continue this quality of care. A Lead Teacher with a Bachelor's

These childcare counts if continued will be a great big help for many childcare centers who are looking for great people to work and teach their enrolled children at these centers, also gives them a chance to assist in areas that children lack in as far as education, social and emotional development etc. It also helps with ongoing monthly bills
This is a seasonal program and is only open from June - September.
Tie into the school district for benefits and wages for teachers. DPI rule: Unless you have 20% at poverty level you don't reimbursement. This needs to be changed.
To find anyone interested in working in this field is the biggest hurdle. We continually run ads without any legitimate candidates responding. The strain on management is quite taxing, and if it continues could be
To have a portion of Program B funds go directly to the staff. I do not want to see qualifications/ regulations or
Ugh, I don't even know what to say. The model is broken, and we need support. I am working toward selling my childcare early next year, because it's just not worth working 60 hrs/wk (including help from my husband on
Unfortunately, we are unable to pay new staff what they would like for a starting wage. At this point we are barely staying afloat with the amount our staff are receiving now.
very important that child care count does not end because it difficult to give bonuses or raise
wages for childcare providers needs to double, at the very least, to keep individuals in the field and working the
We all understand cornerstones hold up buildings, plants need roots and without rain and sunshine, plants can't grow. We also understand that without good architecture buildings will crumble. SO, without good and proper elements we have disasters. Babies and children; the roots, foundation, and the beginning to our great state. The foundation for a strong tomorrow, strong next decade, century, OUR FUTURE! We need to nourish them and give them the strong start they deserve and take care of the people who dedicate their time to these children. Childcare centers are regulated and monitored by several agencies and have been expected to do it on the finances from parents. Yet once children get into the school system tax dollars are used for ALL children. Children need to be taken care of from birth. Something that is very frustrating for me, as the director, is all the agencies we are supposed to follow and abide by their policies, rules, regulations etc.. (DCF, Youngstar, WI
We always find a way to make it work but we aren't able to offer the best program possible with the current situation of staffing needs and not enough pay to make it an ideal position.
We always find a way to make it work but we aren't able to offer the best program possible with the current situation of staffing needs and not enough pay to make it an ideal position.
We always find a way to make it work but we aren't able to offer the best program possible with the current situation of staffing needs and not enough pay to make it an ideal position.
We always find a way to make it work but we aren't able to offer the best program possible with the current situation of staffing needs and not enough pay to make it an ideal position.
We always find a way to make it work but we aren't able to offer the best program possible with the current situation of staffing needs and not enough pay to make it an ideal position.
We are a new center and still actively recruiting families to fill enrollment. Continuing financial support programs allows us to offset costs until enrollment reaches capacity
We are a small childcare center, serving minorities in our community. By providing childcare to minorities or families with low income, mostly Wisconsin shares participants, it's harder for our enrolled families to take off work or be active with paperwork. It's important that small businesses like mine get recognition and more focus. As we work we families who need our help along with our children who come with more needs. We are trying to provide these families the best childcare experiences while facing difficulties other centers don't.. We don't want to be seen as low quality center for the area we are in or for having such a diverse center. The only
We are a very rural area, which makes it harder to offer things like this.
We are all facing the same issues and truthfully not sure if any of the above will solve these issues. Where are the people, no one wants to work, show up for interviews or stay at a job longer than a year. Especially working in our field where you have to love your job and the children to go without the pay. We need to do better.
We are closing October 31st, 2023.

We are concerned about ratio increases that have been proposed. Less focus on education and needs of children
We are contracted with Portage School District. We are currently operating at a loss. They are aware that we will
We are doing one of the most important jobs there is with little pay. Our staff are finding other jobs to be able to
We are fortunate to be in the position we are in, but the childcare counts funding program has been a major support for us that if gone, will be a large financial burden to our programs.
We are fortunate to have the support of MATC, and a federal dept. of education grant to help our student parents. without the college support, we would not exist.
We are in a scary place in the child care industry. We are unsure how our families will be able to pay the increase we will be needing to give them come January.
We are not able to find qualified staff due to the low pay there are few people entering the field and if they do, they do not stay long as there is no room for advancement or growth. This is one of the most important field of
We are trying our best to fill open staff positions, but have difficulty finding qualified lead teachers as defined by the state licensing. We then have to close classrooms and inform parents they no longer have childcare to avoid receiving a DCF licensing citation. To be a qualified lead teacher is not an over night attainable thing. Even if you hire someone who would like to be a lead teacher by DCF licensing rules they must complete the "required" course; which are lengthy and takes time. we have offered bonuses to staff member to complete the classes in 2 weeks. It was a struggle. We had 3 staff members complete the courses, then they left within a months time to another childcare center which was paying more. We are now back to square one! It is not very often you can actually hire a lead teacher - most applicants are young college students or stay at home mothers. College
We are typically short staffed and needing to fill openings with warm bodies that we historically would have filled with teachers that have more experience. This turnover obviously negatively impacts our children and our staff moral and adds to the overall teacher burnout because we can't cover appointments, time off, planning, etc. The short staffing is burning me out as a director - this is no longer an enjoyable job and if my kids weren't at this center I would have left a long time ago. From what I hear from families that come to us from other centers its
we can not pay decent wages to staff without making child care rates unaffordable for families
we cant compete with the larger centers and school co-ops moving to our areas and taking our business.
We consistently hire very qualified individuals making our program competitive... if we cannot offer living wages, we are unlikely to retain these individuals and risk losing staff. These jobs are hard work and it is so important
We had two locations and had to close one in June 2023 due to staffing and classroom closures
We have a very real financial issue in the Early Childhood field. Parents are carrying the majority of the load without any help from governmental agencies. The overhead EC providers face is huge and a large part of why
We have already raised our rates and currently have low enrollment due to us preparing for the loss of child care
We have been so grateful for the Covid Relief funding. I know we would have lost staff if we didn't have it. We were also able to make changes to increase compliance with state licensing.
We have benefitted from the new position DCF created called program aide in 2 ways we've been able to recruit a few students to this position. A long-term goal we are setting for them is encouraging them to stay on and get there education through the TEACH Scholarship and stack early childhood credentials towards an associate
We have families that fall through the cracks to get child care assistance, WIC, housing, etc. This is VERY sad for the children's sake. It is EXTREMELY important for the government to step up and walk the talk! "Children are
We have to find a way to compete with MPS, They keep taking daycare staff through LinkedIn, offering better pay and benefits. We encourage staff to get educated but at the moment they reach a higher level at the registry
We just need another source of income. Honestly - special needs - extra funding or help with providing one on
We must create access to quality early childhood education for all to continue to move forward in this state
We need a long term solution for financial assistance with wages. We do not want to be under more oversight.
We are already regulated by DCF and accredited by City of Madison.
We need a new van to transport children to school but can not afford one because of the high wages I have to pay to retain staff. We need to change all this to get people interested in their jobs again and not just do it for a

We need consistent staff, we struggle with staff members who have school or other commitments during the day which limit them to being able to be here full days
We need more programs that work with children with significant medical needs. We are one of only a few in the state that I am aware of. This is a need for the entire state. Other childcare facilities do not have the capacity, knowledge or resources to ensure the safety of children who are medically complex. Please ensure that this is
we need respect for our profession. How can I recruit staff to work when they can make \$18 stocking shelves and getting benefits when I can offer them \$12 if they don't have experience AND we expect these people to work hard, be pleasant, on time, caring and nurturing, happy for the kids, keep their cool and get paid poorly with no
We need the child care funding to continue to provide quality childcare and consistent staffing.
we need to be able to offer incentives to staff to get them to stay, but we can't do that without raising the rates
We need to be able to provide a reasonable income and benefits to employees in order to keep consistency in
We need to do better. Middle class can't afford to keep kids in care and put food on the table.
We need to do better. Middle class can't afford to keep kids in care and put food on the table.
We need to increase the communities understanding of the childcare field.
We need to look at group size for mixing 2 year olds with toddlers, we need be have the age of a child care assistant lowed to 16. We need to continue with government support.
We need to make childcare affordable for EVERYONE.
We need to treat ECE as though it is EDUCATION for our youngest population and not treat these professional as
we operate on a very slim budget. Cutting off of ccpp grants will significantly hurt our business. Keeping quality staffis almost impossible now. Without these grants our future is not secure. Parents looking for daycare (especially for infants) have a very difficult time finding legal and safe daycare for their children.
We raised rates twice already this year, with each increase approximately 10%. The first tuition increase helped us deal with the decrease in state funding earlier this year. The second tuition increase helped us somewhat deal with the public school starting an all-day every-day 3K program and a before and after school program. I am concerned when state funding ends in January and we increase our rates for the third time in nine months, we
We really need to support Daycares and give extra funds to the daycares
We recently lost our business administrator so we are working on figuring things out with our board of directors
We survived Covid, and did not close. CC Counts allowed us to increase our wages and benefits. When it ended, we had to cut back on benefits. This drove teachers to the school district. Without an investment in our field, this career will not be sustainable. We already know that when we increase our tuition, a large percentage of our families will choose to have one of them stay home. This will reduce the employees that are currently working.
We used to have more capacity but the church we rent from closed and now we rent from a new church that gave us less space. If I was confident in state funding to support childcare indefinitely I would try to find a much
We will have to increase tuition in order to keep our doors open for families. How much we will increase it will greatly depend on the amount of support we get from our state. It will be between 25-50 dollars depending on
We would like to see more programs to assist with children with disabilities and autism.
We would love to hire quality staff. The problem we are having is no one is applying. If we could bring in more teachers, we could "fill" our rooms and enroll children off of our wait list. It is hard to tell a parent that we don't have room for their child/children. My heart breaks for them. My other concern, which no one can do anything about, is that our state legislators don't see the importance of financially supporting the childcare profession. It is frustrating to me that things are going to have to fall apart before they see a need to help. The problem with
While we are fortunate to be in the position we are, without the childcare counts funding support, we will struggle to maintain the level of care we have been providing with the likelihood of many staff leaving for higher
While we are fortunate to be in the position we are, without the childcare counts funding support, we will struggle to maintain the level of care we have been providing with the likelihood of many staff leaving for higher
While we are fortunate to be in the position we are, without the childcare counts funding support, we will struggle to maintain the level of care we have been providing with the likelihood of many staff leaving for higher

WI COUNTS PROGRAM HAS BEEN VERY HELPFUL IN SOME STAFF RETENTION. MORE GRANT OPPORTUNITIES BOTH FOR PARENTS AND PROVIDERS WOULD BE HELPFUL. INCENTIVES FOR THE COMMUNITY TO ENTER THE
With Covid Counts we were able to keep the doors open and give raises. Keep the rates down. Without Covid counts we have to maintain these raises we were urged to give and all the taxes that go with that. Rate will go up to help offset what we are losing in the grant. Which will hopefully help but now its on the parents and how much
With the childcare counts and retention programs I was able to rise wages and give bonuses to the employees and now I will have to rise tuition to be able to continue working
With the increased behaviors of children post pandemic, the regular ratios in the classroom are hard to maintain as it puts a lot of stress on the staff and our resources. Instead of 6 weeks-2 years having a ratio of 1 staff to 4
Without additional funding, we are at a very high risk of losing enrollment due to having to raise our rates to an unaffordable price for many of our families. We would have to close classrooms, part time employees would be laid off, and our tuition income that we rely on to pay not only our staff, but all of our bills as well, would decline drastically. We also risk losing our hard working, dedicated staff because we can no longer afford to give them the pay raises, bonuses, or even just the weekly pay that they deserve. This funding is essential to ensuring that
Without extra funding from some source a number of childcare centers will not be able to remain open. Many facilities are rented buildings which means increased rents. Some facilities will be forced to layoff workers or
Without funding we will have to continue to raise our rates, which are getting so high that they are forcing parents to chose between working and staying home. Our other option is closing our doors.
Without grant money, I do not know how the center would be up and running and able to get necessary items.
Without higher wages, our staff might leave for a higher paying position someplace else. This would cause us to
WITHOUT SUPPORT WITH FUNDING THERE IS ALMOST NO WAY TO COMPETE IN THIS BUSINESS ANYMORE. INCREASE THE CLASS RATIO IS NOT THE ANSWER, BUT A VERY DANGEROUS MOVE.
Without the childcare counts program, we will not be able to provide staff with monthly bonuses therefore my staffs pay will decrease \$2.89 per hour. They could go work at McDonalds, Kwik Trip, or retail and make more money. Daycare teachers have a lot more rules, regulations, and requirements then public-school teachers but are paid a lot less and have less benefits. Because I have a 5 star center my teachers are required to do 25 hours, Assistant Director 30 hours and Director 35 hours of continue education per year and teachers in a public school district NO continue education. To keep my staff, I will be forced to pay higher wages and without state help I will
without the support we will raise our rates/without child care for the poor with shares or for rich because they can afford the care Expulsion rates will go up when numbers go up and trauma care will increase
Would like a database for families so when an opening arises, we could reach out to that family to let them know
You need to stop funding schools for 3k.... you are losing centers because that's where we make our money to support the infant programs. You are going to lose a lot of centers in the next two years if this continues.