



MARYLAND CHILD CARE  
RESOURCE NETWORK

TRENDS IN CHILD CARE • 2022



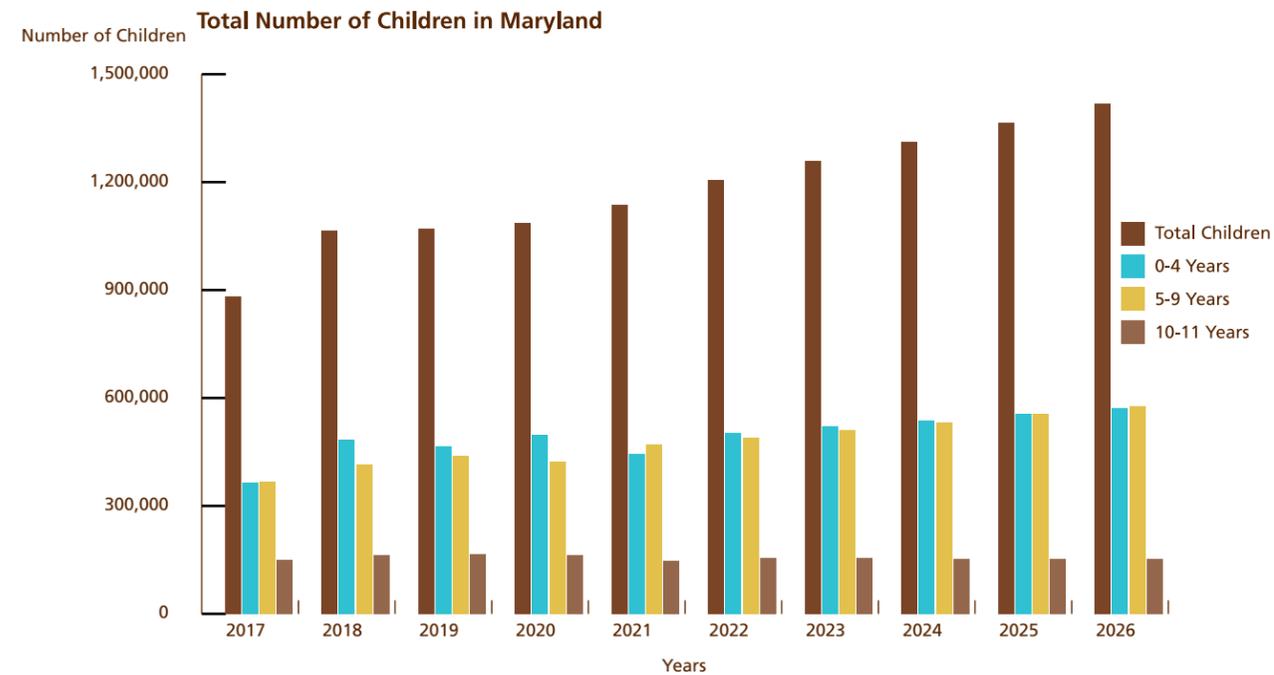
MARYLAND  
FAMILY  
NETWORK

Studies show that quality childcare in the first five years is crucial. The Heckman Equation<sup>1</sup> indicates that there is a 13% return on investment when disadvantaged children have access to high quality birth-to five programs. “Significant gains are realized through better outcomes in education, health, social behaviors and employment.” In addition to school readiness benefits and health benefits, that long term return on investment includes reduced remediation; increased rates of high school graduation; higher rates of adult employment; contribution to society including paying taxes.

This publication provides a summary of the critical components of childcare (demand, supply, and cost) from 2017-2026. The analysis is based on the data collected by LOCATE: Child Care of the Maryland Family Network and the Maryland Child Care Resource Network. The historical data collected from 2017 to the present is analyzed in the following summary and is used to project the data forecasts for 2022 through 2026 using the Multiple Regression Analysis and Forecasting template. The results of the analysis are presented through a combination of graphs, charts, and text descriptions that summarize the data and interpret the trends.

## How many children in Maryland will need child care in the future?

In Maryland, 79% of children under age 12 – more than 847,000 children in 2023– may require childcare while their mothers are at work.



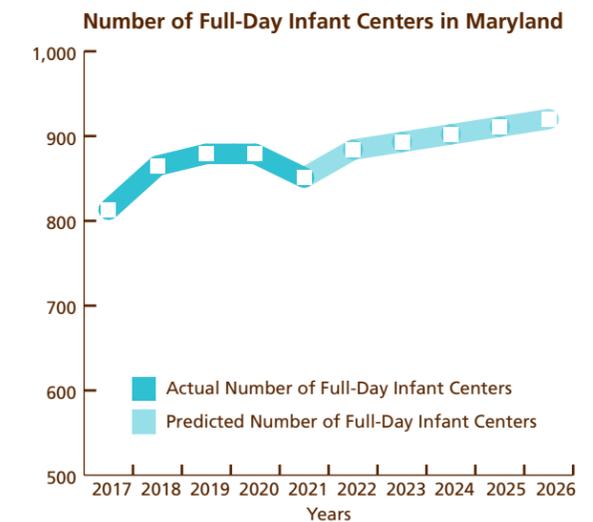
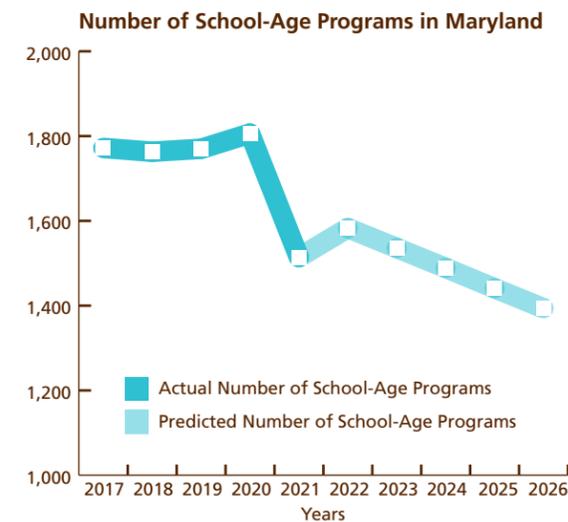
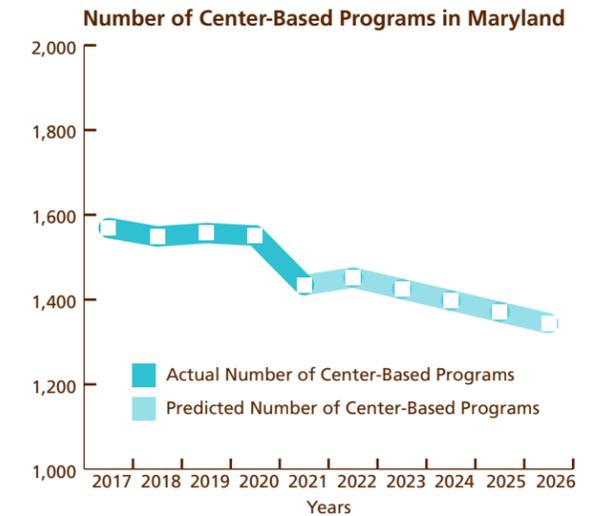
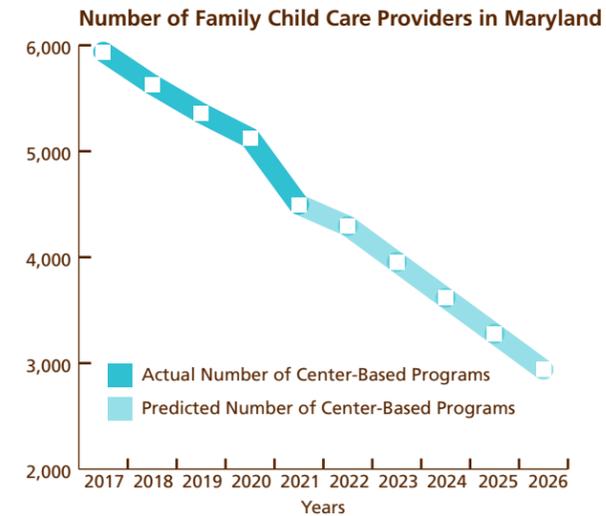
The chart above<sup>2</sup> shows the total number of children under twelve in Maryland and groups them into the indicated age ranges. The chart indicates the data collected to date and projects the size of the population from which the future of the total population of children under the age of 12 have mothers in the work force and may require childcare.

Analysis of the data provides the following trends from 2022 through 2026:

- The number of children in the 0-4 age group is projected to increase by 13.8%.
- The number of children in the 5-9 age group is projected to increase by 17.8%.
- The number of children in the 10-11 age group is projected to decrease by 2.2%.
- The total number of children under 12 in Maryland is projected to increase by 13.3%

<sup>1</sup>Heckman, James J (2016)/ There’s more to gain by taking a comprehensive approach to early childhood development. Heckmanequation.org  
<sup>2</sup>2010 U.S. Census data

## How many child care providers will there be in Maryland in the future?



The graphs above depict the number of licensed childcare providers in the state of Maryland, including both family providers and center-based programs. Separate graphs indicating the number of school-age programs and full day infant care are also provided. The graphs indicate the actual numbers collected to date and show projections based on this information for the near future.

As shown in the first graph, the number of family childcare providers in Maryland shows a projected decrease of about 32% from 2022 to 2026. Over this same period, the number of center-based programs shows a projected decrease of 7.4%

The second pair of graphs depicts the growth of school age programs and full-day infant centers in Maryland. The number of school-age programs is projected to decrease from 2022-2026, with a decrease of about 11.9%. However, over this same period, the number of full-day infant centers in Maryland is expected to increase by about 4.1%.

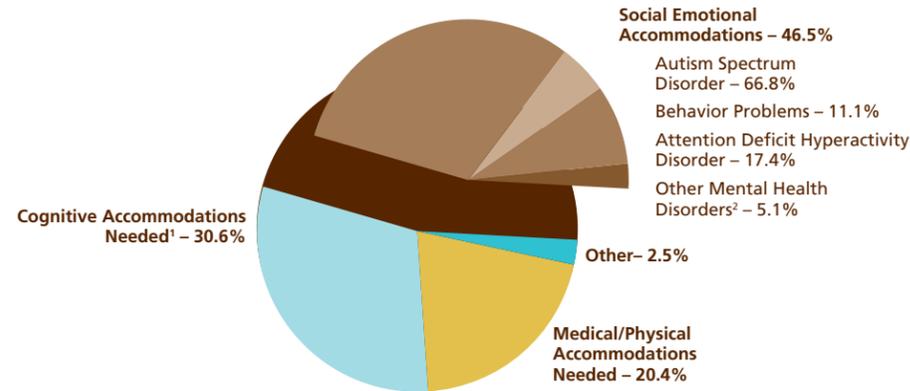
2021 provider numbers were affected by closures due to the pandemic. This may affect future projections.

## Is there a need for child care that can serve children with social/emotional disorders?

The need for child care for children with special needs is substantial, and children with emotional and social challenges comprise a large segment of the population in need of these services.

# NEED

**Accommodations Needed by Children with Special Needs Served Through LOCATE: Child Care**



LOCATE: Child Care supports the families of children with special needs by assisting them in finding regulated child care providers experienced in caring for children with special needs. Referral specialists work with the parent to determine what accommodations are needed based on the child's and family's circumstances. The specialist then contacts providers with appropriate experience to determine where there are vacancies. Specialists also counsel parents in finding quality child care.

In 2021, LOCATE: Child Care's Special Needs Service provided enhanced child care resource and referral services to the families of 2,480 children with special needs. The demand for these services was greatest for young children – from birth to age six.

Of the children with disabilities and their siblings served, (70%) were under the age of six. Only 2.5% of services related to children age thirteen to twenty-one. For the children with disabilities for whom accommodations were required, almost fifty-one percent (51.5%) served by LOCATE's Special Needs Service had a single disability while the remaining 48.5% had multiple disabilities.

Many children with a disability need some accommodation in child care settings. In earlier years, LOCATE's Special Needs Service had noticed a significant number of children needing social/emotional accommodations. Since 2006, the percentage of children needing social/emotional accommodations has been between 36% to 54.9%

Of the children requiring social/emotional accommodations, many are identified with Attention Deficit Hyperactivity Disorder (ADHD) or Autism Spectrum Disorder. The

percentage of children with special needs served who are identified with Attention Deficit Hyperactivity Disorder (ADHD) has increased to 17.39% this year from a previously steady 6% to 10% range.

Maryland Family Network works in partnership with the Early Childhood Mental Health (ECMH) Project. This project of the Maryland State Department of Education addresses the mental health needs of children from birth to 5 years of age. The project's goals are to:

- "Promote positive social/emotional wellness practices in early childhood settings;
- Identify and work proactively with children who may have development, social, emotional, or behavioral concerns;
- Refer children and families in need of more intensive mental health services to appropriate support and/or clinical programs;
- Help children remain in stable, quality child care arrangements that support their individual needs;
- Increase teacher confidence and competence dealing with challenging behaviors through training, coaching and mentoring, and
- Build close partnerships with local community resources including Judy Centers, Head Start Centers, health departments, Child Find, Maryland Infants and Toddlers Program, preschool special education, and private consultation providers"<sup>3</sup>

<sup>1</sup> Numbers include children with developmental delays as well as those with social/emotional disorders. Children with developmental delays often need social/emotional accommodations in the child care setting.

<sup>2</sup> Includes such conditions as bipolar disorder, depression, emotional problems, mood disorders, and post-traumatic stress disorder.

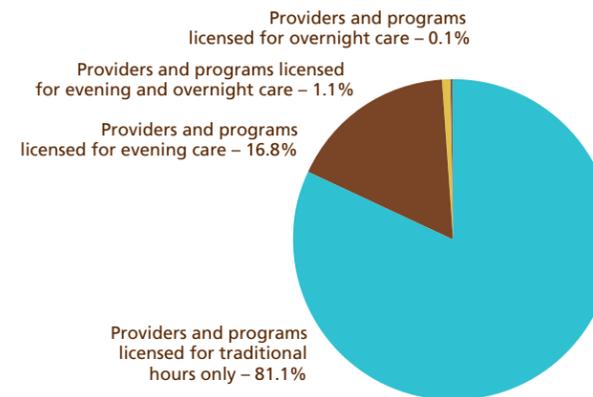
<sup>3</sup> Maryland Department of Education, Early Childhood Development, [earlychildhood.marylandpublicschools.org/early-childhood-mental-health](http://earlychildhood.marylandpublicschools.org/early-childhood-mental-health)

## What about non-traditional hours of care?

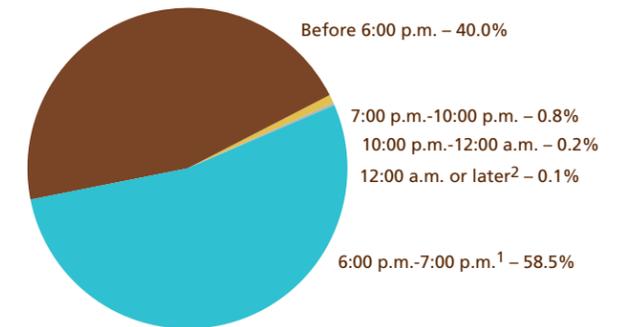
Approximately 17.9% of caregivers are licensed to offer evening or overnight care.



**Child Care Providers and Programs Licensed to Provide Day, Evening, and Overnight Care**



**Closing Hours of Providers and Programs Licensed to Provide Evening or Overnight Care\***



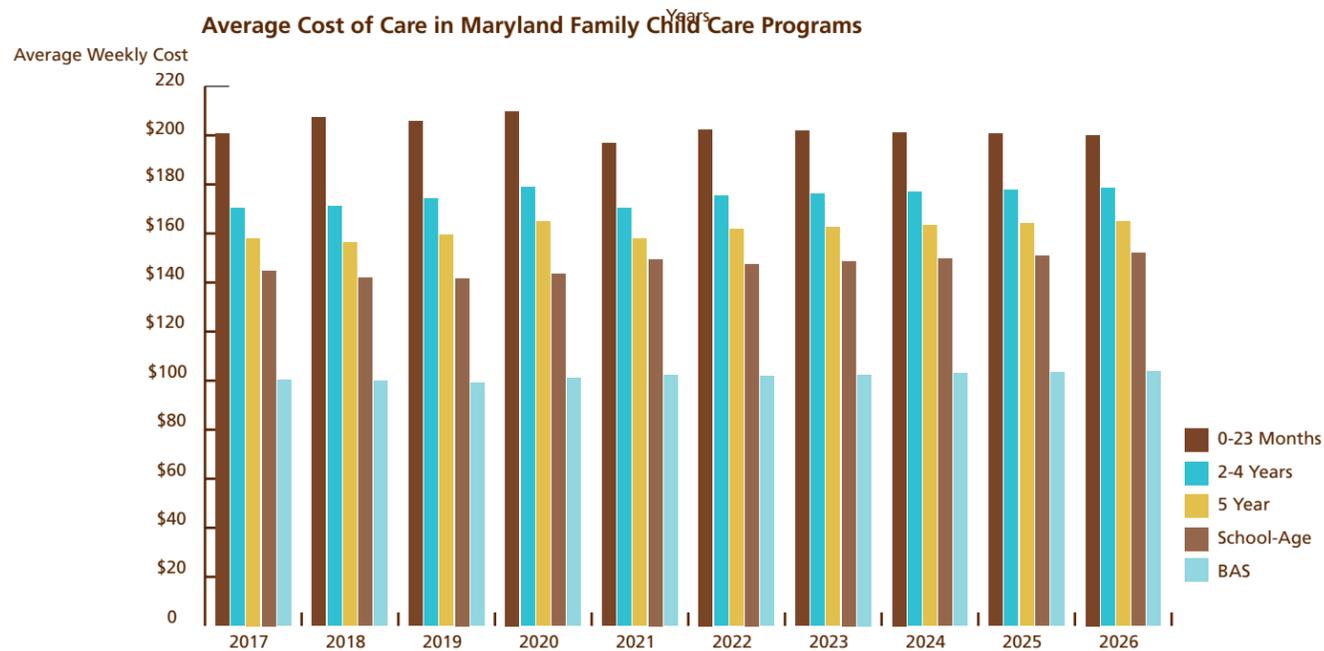
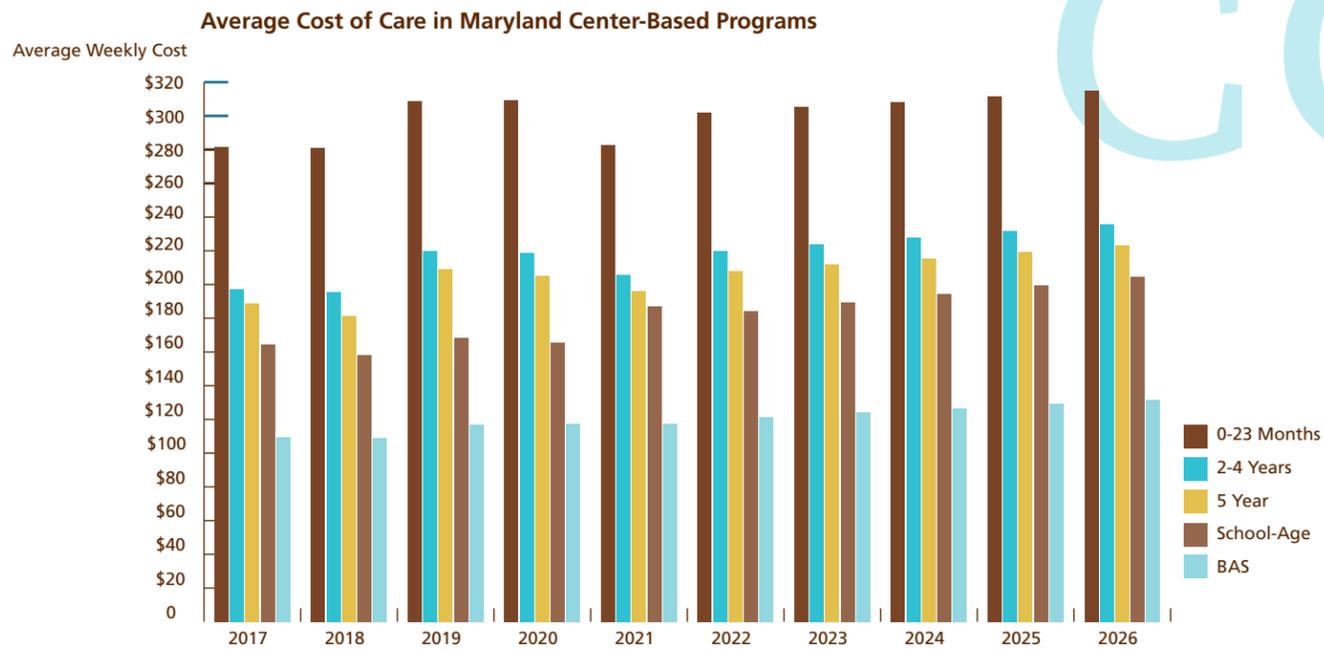
Of the caregivers that are licensed for evening or overnight care, about 1.08% actually offer non-traditional hours of care. In fiscal year 2021, LOCATE: Child Care received requests for child care for 2,157 children<sup>4</sup>. Of these requests, 2.3% (121) needed care during evening hours (7:00 p.m. to midnight), and 0.8% (42) needed care overnight (midnight to 6:00 a.m.). The percent of demand for evening care and overnight care dropped slightly from the previous year.<sup>5</sup>

<sup>4</sup> Includes Community Line, Corporate and Special Needs Services

<sup>5</sup> Maryland Family Network, LOCATE: Child Care

## Will the cost of child care continue to grow?

The cost of care has shown, and will continue to show, general growth.



The charts above show actual and projected weekly costs of regulated childcare in Maryland, grouped according to child age. The charts include both the actual cost data collected to date and the projected future costs based on the trends of these data. Analyzing the cost data shows that, apart from family providers of school-age and BAS, who are expected to remain relatively stable, all other childcare costs are projected to increase through 2026 from 2-15%, depending on age and type of care. The cost of care for children aged 2-4 years in a center-based program has the highest growth rate of any age group or program with a projected increase of 15%; the rate for 0-23 months old is 11%.

These ages show slower growth for family childcare programs with a 2% growth rate for 0-23 months and 5% for 2-4 years. Center-based programs decreased from 2020-2021 in the age categories of 0-23, 2-4, and 5 years. The annual average cost of childcare in a center for an infant 0-23 months old is \$14,710<sup>6</sup> compared to:

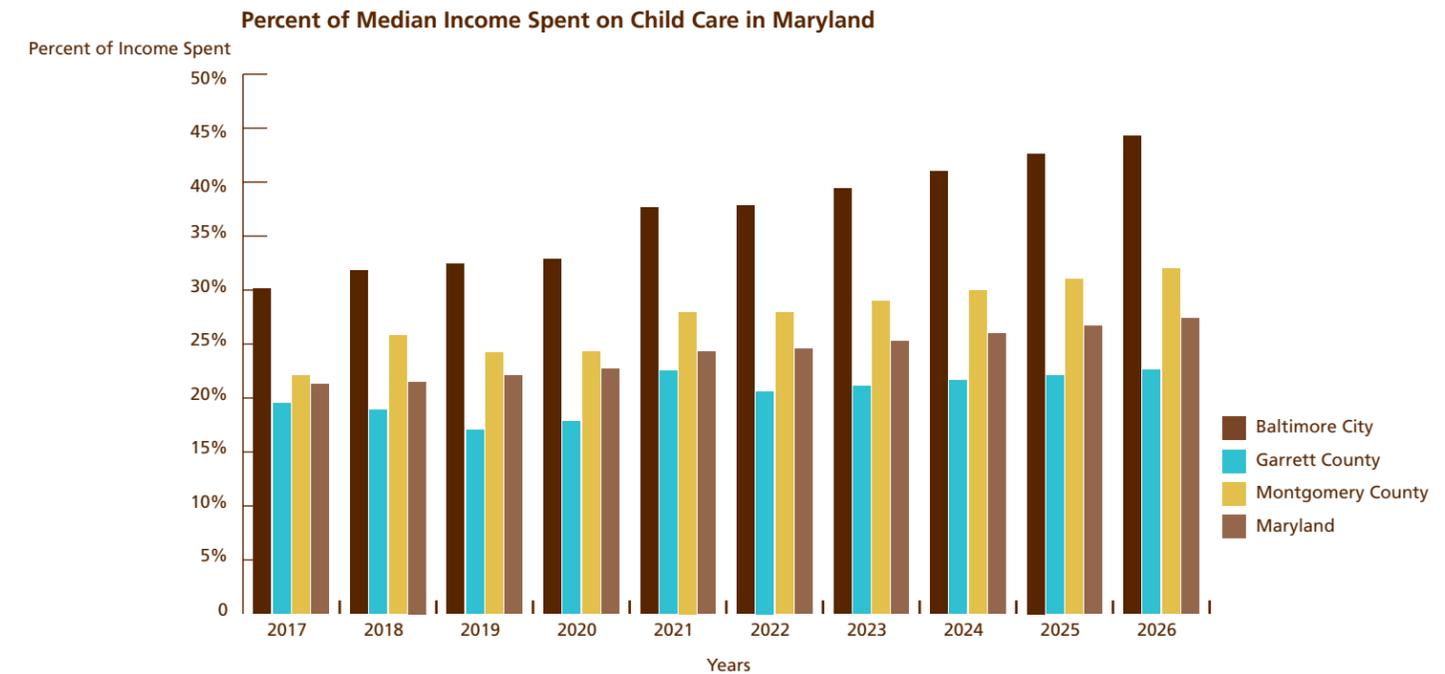
- The annual average cost of in-state college tuition in Maryland for the 2020-2021 academic school year was \$16,005<sup>7</sup>
- The average mortgage payment in Maryland annualized is \$16,212<sup>8</sup>
- The annual car payment for a \$23,000 car loan at 5% for 48 months is \$6,356<sup>9</sup>

## How much of a family's income is spent on child care?

The U.S. Department of Health and Human services recommends that a parent should not spend more than 10% of their family income on childcare.



# COST



The chart above shows the percentage of income that is spent on childcare by a family using childcare services and projects the spending requirements into the near future. The estimated cost of childcare is the combined average of full-time care for an infant in a family childcare home and a preschooler in a child care center. There are three jurisdictions presented on the chart to represent three different population area types – an urban population (Baltimore City), a suburban population (Montgomery County), and a rural population (Garrett County) – as well as the state as a whole.

The current expenditures are all above the recommended goal of 10%, and all jurisdictions and the state show a projected increase over the next five years. Based on these projections, neither Maryland nor any of the individual jurisdictions are expected to meet the 10% goal by 2026<sup>10</sup>.

<sup>6</sup> Maryland Family Network, LOCATE: Child Care

<sup>7</sup> Maryland Colleges, Cost and Affordability for 2019-2020

<sup>8</sup> What is the average monthly mortgage payment in the US?, lendingtree.com, 8/28/2020

<sup>9</sup> <https://www.carloans.ws/>

<sup>10</sup> Maryland Family Network, LOCATE: Child Care and the 2010 U.S. census

## What about the turnover rate among center-based child care staff?

33.66% of center-based staff left their positions during 2021.

In November 2021, Maryland Family Network (MFN) conducted a survey of child care centers in the state to measure the extent of staff turnover. Responses were received from 255 of the centers. The workforce employed by the 144 responding centers numbered 1,759, as of January 1, 2021. In the ensuing year (January 1 through November 11, 2021), 592 members (33.6%) of this child care workforce left their positions<sup>11</sup>.

The greatest turnover (54%) occurred in the teacher aide group. The director group had the least turnover at 7.43%.

### Total Staff and Exiting Staff at Responding Child Care Centers

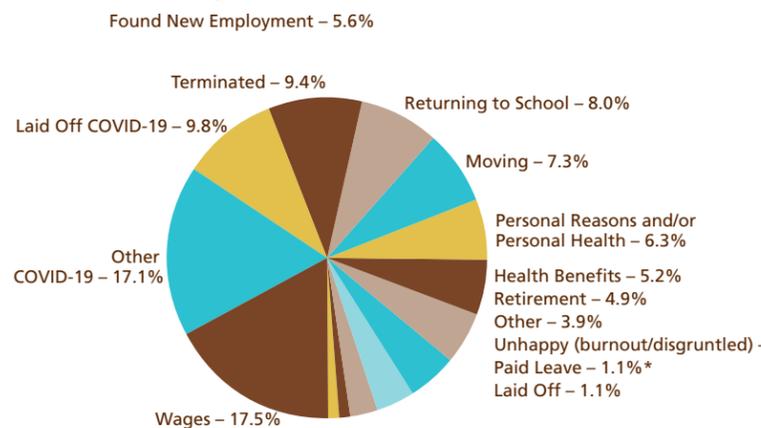
Staff Level	Number of employees at start of year	Number of employees that left during the year	Percent of employees that left during the year
Director	202	15	7.43%
Senior Staff/Group Leaders	954	292	30.61%
Teacher Assistant	265	103	38.87%
Aides	338	182	53.85%
<b>Total Staff</b>	<b>1,759</b>	<b>592</b>	<b>33.66%</b>

## What factors contribute to the turnover rate among center-based child care staff?

COVID-19 is the major factor affecting staff turnover.<sup>13</sup>

In the survey cited above 286 respondents provided reasons why those in child care left their positions. Some respondents gave multiple reasons. 10% answered that turnover was due to employees who were laid off for COVID-19 related reasons while another 17% reported that staff voluntarily left due to other COVID-19 reasons (stay home with child, concern over health, etc.). Twenty-two percent of the answers indicated that employees left over compensation concerns (wages 17.5% and health benefits 5.2%) Roughly 9.4% reported that employees were terminated or laid off for reasons unrelated to COVID-19. Some noted that employees returned to school (8.04%), moved (7.3%) or found new employment (5.6%). Of the 145 centers in the survey, only about 11% did not have any turnover during that time period.<sup>14</sup>

### Reasons for leaving



\*The statistics in this section have been calculated based on percentage of respondents and cannot be compared to previous Trends publications.

## What about the family child care provider turnover rate?

7.6% of Maryland's licensed family child care providers left the profession last year.



The turnover rate continues to inch up each successive year and is a source of concern. One outcome of high turnover care is inconsistent care for children who are forced to change from one caregiver to another. In addition, high turnover rates creates a less experienced child care workforce. In the year ending in November 2021, 85% of family child care providers sampled had been operating for four or more years with about 61% in

operation for 10 years or more. Four percent had been operating their business for only one year, according to MFN data.<sup>17</sup>

In August 2021, MFN surveyed 100 new family child care providers. As shown below, their primary reason for entering the child care profession were that they enjoy working with children and that they want to stay home with their own children.

## What attracts people to a career in family child care? What causes them to leave?

The provider turnover rate represents changes in the child care provider database due to providers being removed because of leaving the child care profession due to the provider's personal/family issues, burn-out, or career change and new providers being added. The turnover rate is calculated as the number of family child care providers deleted from the database during the year divided by the sum of family child care providers at the start of the year plus the number of providers added during the year. There was a net loss\* of 388 family child care providers in Maryland between July 2020 and June 2021.<sup>18</sup>

As shown below, their reasons for leaving include experiencing burnout or retirement, they were unable to attract enough children to make their business profitable; they experienced a personal illness or tragedy, they moved; they found a new job; they did not meet the regulations; or their children grew up.<sup>19</sup>

High turnover in child care can affect the quality of the child care program. Children are prevented from having a secure attachment with the teachers. The result is a negative effect on children's social, emotional, and language development.<sup>20</sup> Although many providers cite compensation as an issue, burnout, retirement, and personal family issues figure into the reasons.

### Reasons New Family Child Care Providers Entered the Child Care Profession in Maryland

Enjoy working with children	61%
Stay at home with own children	19%
Left prior work	6%
No quality child care for my children	6%
Extra Income	4%
Other	4%

Source: Maryland Family Network, LOCATE: Child Care

\* Net loss does not include facilities that were temporarily closed due to COVID-19.

<sup>17</sup> Maryland Family Network, LOCATE: Child Care

<sup>18</sup> Maryland Family Network, LOCATE: Child Care

<sup>19</sup> Maryland Family Network, LOCATE: Child Care

<sup>20</sup> Noriko Porter, [USA] High Turnover among Early Childhood Educators in the United States. Cited Korjenvitch, M., & Dunifon, R. (2010). Child care center quality and child development. Ithaca, New York: Cornell University.

### Reasons Maryland Family Child Care Providers Leave the Child Care Profession

COVID	26%
Retirement/Burnout	21%
Other	21%
Moved	7%
Family touched by personal illness or tragedy	6%
Not Profitable	4%
My children grew up	4%
COVID plan to reopen	4%
New Job	1%
Did not meet regulations	1%
Difficulty dealing with parents	1%
Public Pre-K competition	1%

Source: Maryland Family Network, LOCATE: Child Care

Maryland Family Network | marylandfamilynetwork.org

<sup>11</sup> Maryland Family Network, LOCATE: Child Care

<sup>12</sup> Maryland Family Network, LOCATE: Child Care

<sup>13</sup> Maryland Family Network, LOCATE: Child Care

<sup>14</sup> Maryland Family Network, LOCATE: Child Care

<sup>15</sup> Maryland Family Network, LOCATE: Child Care

What are the average salaries of child care workers in Maryland?

# COMPENSATION

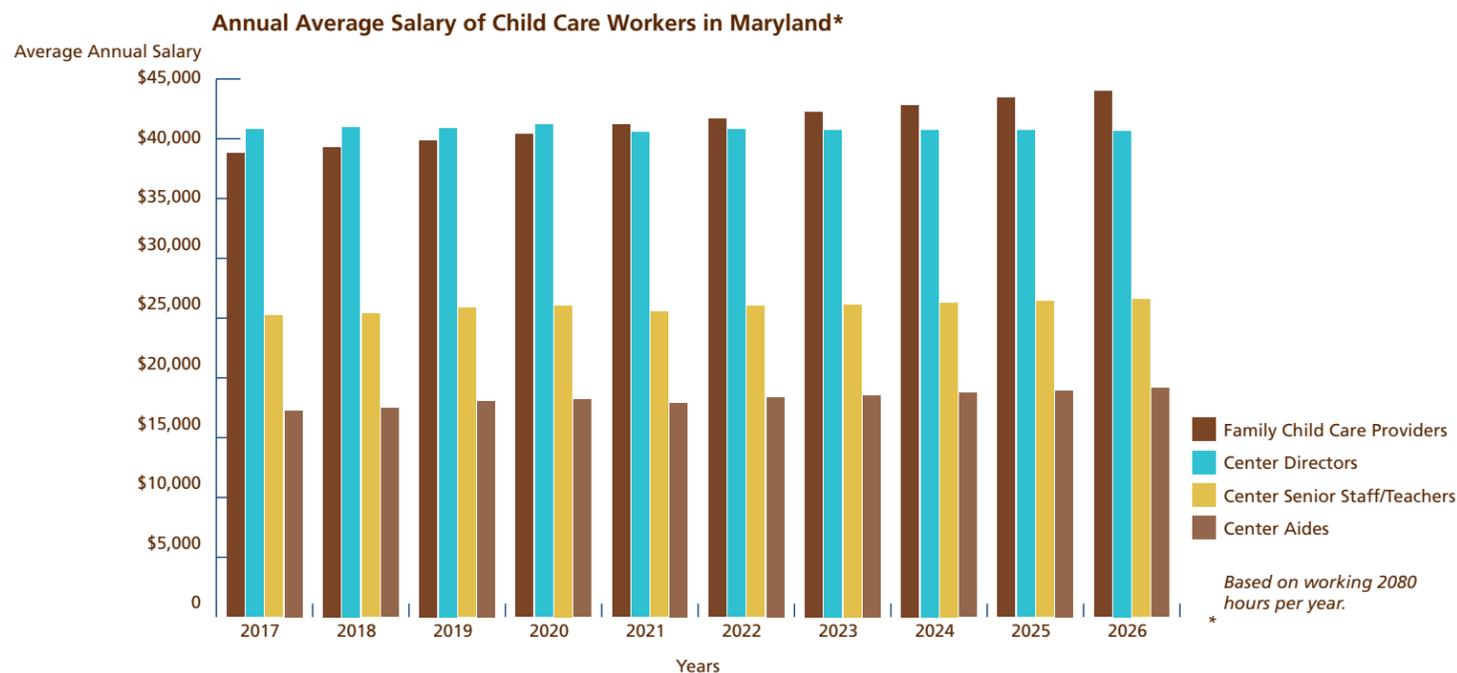
The salaries of child care workers are low, when compared to other occupations – ranging between \$8.60 and \$19.80 per hour or annualized to \$17,889 to \$41,177.<sup>21</sup>

As a comparison:

A minimum wage worker in Maryland earns \$24,440<sup>22</sup>

Fast food cooks in Baltimore, Maryland earn a base salary of \$11.75 annualized to \$23,694<sup>23</sup>

Kindergarten teachers in Baltimore Maryland earn \$62,132<sup>24</sup>



The chart above summarizes the salary growth of four categories of child care workers. Actual data, collected to the present date, is indicated as well as future projections based on these data. As depicted in the graph, the salaries of all child care workers show a general increase to date with continued projected growth.

Based on current trends, by 2026, family child care provider income is projected to grow by 6.8%; center director salaries are projected to grow by about 0.35%; but center aid salaries are projected to grow by 6.6%. Center teacher salaries are projected to increase by 3.8%.<sup>25</sup>

<sup>21</sup> Maryland Family Network, LOCATE: Child Care  
<sup>22</sup> Maryland Department of Labor, Minimum Wage and Overtime Law, 2020  
<sup>23</sup> Maryland Fast Food Cook Salaries, Salary.com, 2020  
<sup>24</sup> Maryland Kindergarten Teacher Salaries, Salary.com, 2020  
<sup>25</sup> Maryland Family Network, LOCATE: Child Care

How can the quality of child care be improved?

# QUALITY



Over the past several years, programs, both at the state and national level, have been created to improve the quality of child care. These voluntary programs have been credited with developing criteria for improving both child care programs and the skills of individuals working in the child care field. Participation in one of these programs provides recognition to those child care providers or programs that go beyond the minimum requirements of state licensing and regulations.

Successfully meeting the established criteria for programs is recognized by awarding the program a status of “accredited”. Likewise, meeting the criteria for individuals working in child care programs is recognized by awarding a status of “credentialed”. Documentation of these efforts in Fiscal Year 2021 has been supplied for this report by the Maryland State Department of Education.

### Accredited Programs

Family Child Care Providers	119
Licensed Child Care Programs	249
School Providers	170
Public Pre-K	17
Head Start	48
Early Head Start	14

### Participants in MSDE Credential Program

Family Child Care Providers	711
Licensed Child Care Center Staff	6,661

### Maryland Child Care Resource Network

**BALTIMORE CITY**  
**Baltimore City Child Care Resource Center**  
 The Family Tree  
 2108 N Charles St  
 Baltimore, MD 21218  
 tel 410.889.2300  
<https://familytreemd.org/bccrcl>

**CENTRAL MARYLAND NORTH - BALTIMORE, CECIL & HARFORD COUNTIES**  
**Abilities Network Project ACT**  
 8503 LaSalle Rd  
 Towson, MD 21286  
 tel 443.900.6458  
<https://lanprojectact.org>

**CENTRAL MARYLAND SOUTH - ANNE ARUNDEL & PRINCE GEORGE'S COUNTIES**  
**Prince George's Child Resource Center**  
 9475 Lottsford Rd Ste 202  
 Largo, MD 20774  
 tel 301.772.8420

44 Calvert St Rm 140A  
 Annapolis, MD 21401  
 tel 443.782.5001  
<https://www.childresource.org>

**EASTERN SHORE - CAROLINE, DORCHESTER, KENT, QUEEN ANNE'S, SOMERSET, TALBOT, WICOMICO & WORCESTER COUNTIES**  
**Eastern Shore Child Care Resource Center**  
 Salisbury University  
 East Campus Complex Ste 500  
 Power and Wayne Sts  
 Salisbury, MD 21804  
 tel 410.543.6650  
<http://www.easternshoreccrc.org>

**HOWARD COUNTY**  
**Howard County Child Care Resource Center**  
 Howard County Office of Children & Families  
 9830 Patuxent Woods Dr  
 Columbia, MD 21046  
 tel 410.313.1940  
<https://www.howardcountymd.gov/children-families/child-care-resource-center>

**MONTGOMERY COUNTY**  
**Montgomery County Child Care Resource Center**  
 Montgomery County Department of Health & Human Services  
 1401 Rockville Pike Ste 200  
 Rockville, MD 20852

tel 240.777.GROW (4769)  
<https://www.montgomerycountymd.gov/HHS-Program/CYF/MCCCRRI/index.html>

**SOUTHERN MARYLAND CALVERT, CHARLES & ST. MARY'S COUNTIES**  
**The Promise Resource Center**  
 8395 Old Leonardtown Rd  
 Hughesville, MD 20637  
 tel 301.290.0040  
<http://thepromisecenter.org>

**WESTERN MARYLAND ALLEGANY, CARROLL, FREDERICK, GARRETT & WASHINGTON COUNTIES**  
**Child Care Choices**  
 226 S Jefferson St  
 Frederick, MD 21701  
 tel 301.663.0011  
 255 Clifton Blvd Ste 319  
 Westminster, MD 21157  
<https://fcmha.org/how-we-help/child-care-choices/>

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Maryland Family Network's free mobile app is a one-stop portal for parents looking for child care. The app also delivers instant public policy alerts and other news and information about early care and education. Available on iTunes and Google Play.



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Become a member. Membership supports our advocacy efforts. Member benefits include reduced fees for training and Professional Activity Units for participants in the Maryland Child Care Credential Program.



## MARYLAND CHILD CARE RESOURCE NETWORK

The Maryland Child Care Resource Network is a public/private partnership designed to expand and improve child care delivery in Maryland. Maryland Family Network manages the Network and operates as its Statewide Coordinating Entity.



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