

Illinois Early Childhood Apprenticeship Project (IECAP) Pilot FY25 Informational Meeting April 24, 2024



Successes/Opportunities for Improvement

Successes:

- 2 Million for Funding/Smart Start Program
- Partnership with UIC/INCCRRA/IDHS
- Apprenticeship Pilot Advisory Committee (quarterly meetings)
- Communities of Practice (COP)
- Training for Mentors
- Students Attending Classes
- Other Items

Opportunities for Improvement:

- Budget/Payment Request
- Other Items



Purpose

The purpose of the Apprenticeship Pilot is to **support employers** with funding for **increasing compensation** therefore, incentivizing child care program directors to support their staff in going back to school as well as bringing a new generation of caregivers and teachers into the workforce.

We do this work through:

- Bridging and connecting scholarship programs leading to credentials and degrees.
- On the job/real world training and mentorship tailored to the context of the specific communities where apprentices work.
- Incorporate child care program contracts, specifically to provide funding for participating centers for increased compensation based on staff qualifications.

Equity Principles

Equity Principles for the Apprenticeship Pilot

Explicitly stating that our childcare workforce crisis is rooted in historic racism and sexism and, as such, our workforce has had limited access and opportunity to advance their education and as frontline workers have borne the burden of a broken early childhood system;

Inverting the deficit models of professional development and instead focus on strengths and assets, particularly the community cultural wealth of our incumbent workforce;

Intensive support at the place of employment. This includes careful consideration of the workplace conditions that support the professional development of the workforce; and

Inclusion of a developmental and longitudinal evaluation that includes surveys, focus groups and individual interviews to elevate their voices, expertise, and needs.

FY25 Apprenticeship Pilot



DIVISION OF
EARLY CHILDHOOD

Smart Start Workforce Grants proposed use of funds for center-based programs

Apprenticeship sites will be required to pay at least the wage floor.

Role	Region		
	Group 1A	Group 1B	Group 2
Wage floor for lead teachers	\$19.25 per hour	\$18.50 per hour	\$18.25 per hour
Current median wage	\$17 per hour	\$16 per hour	\$15.40 per hour
Wage floor for assistant teacher or floater	\$18 per hour	\$17.25 per hour	\$17 per hour
Current median wage	\$15 per hour	\$14 per hour	\$14 per hour

A **wage floor is a minimum required wage but is different from the legally required minimum wage. For SSWG, the wage floor is a requirement that programs agree to when they accept the grant.*

Group 1A: Cook, DeKalb, DuPage, Kane, Kendall, Lake, and McHenry counties.

Group 1B: Boone, Champaign, Kankakee, Madison, McLean, Monroe, Ogle, Peoria, Rock Island, Sangamon, St. Clair, Tazewell, Whiteside, Will, Winnebago, and Woodford counties.

Group 2: all counties not listed in Group 1A or 1B

Draft parameters are subject to appropriation from the Illinois General Assembly.



Smart Start Workforce Grants vs. Apprenticeship Pilot

Apprenticeship Pilot sites will not be eligible for Smart Start Workforce Grants.

	Smart Start Workforce Grants	Apprenticeship Pilot
Requirements	All funds must be spent on wages. Must meet at least the required wage floor.	Funds can be spent on various line items. Must meet at least the required wage floor.
Support	Local Expert at CCR&R's	Increasing Education Mentoring for Staff Communities of Practice
Other Benefits	Funding is based on the number of classrooms that have only CCAP and private pay and must meet classroom enrollment criteria.	Funding is \$2 million for FY25 for the four sites/UIC contract. \$1,370,000 will equitably divided among 4 sites.

Draft parameters are subject to appropriation from the Illinois General Assembly.



Apprenticeship Salary Scale – Balance of the State

Position	Credential Level/Degree Attainment	Target Hourly	Target Salary Annualized (12 mo.)	Notes
Teacher	Bachelors + PEL	\$49,522		Min salary set at parity with K-12 (12-month, BA teacher)
	Bachelors + ECE Level 5	\$22.75	\$47,320	Min salary set at 20% above AA
	Associates + ECE Level 4	\$19.00	\$39,520	Min salary set at 10% above Level 1
	ECE Level 2 or 3	\$18.00 - \$18.50 (B) \$18.00-\$18.25 (2)		Min salary set at 5% increment above Level 1
	DCFS minimum/ECE Level 1	\$17.25 - \$18.50 (B) \$17.25-\$18.25 (2)		\$1.25 pay differential between Teacher/Ass. Teacher
Assistant Teacher	Associates + ECE Level 4	\$17.50		Min salary set at 10% above Level 1
	ECE Level 2 or 3	\$16.75 - \$17.25 (B) \$16.75 - \$17.00 (2)		Min salary set at 5% increment above Level 1
	DCFS minimum/ECE Level 1	\$16.00 - \$17.25 (B) \$16.00 - \$17.00 (2)		Min salary set at ~35% above IL minimum wage or ~23% above the Balance of the State's living wage Approximate \$5/hour increase from current average wage

FY25 Apprenticeship Pilot Next Steps

- ✓ All FY24 payment requests must be submitted by July 15th. Please work with INCCRRA to get those completed ASAP.
- ✓ INCCRRA will email each site an FY25 employer agreement.
- ✓ INCCRRA will email each site an FY25 budget and then meet with sites to craft a budget based on the number of apprentices and wrap around needs.
- ✓ The updated FY25 Apprenticeship Pilot Manual and other documents will be emailed out soon.

Website, Contacts

<https://www.ilgateways.com/smart-start/illinois-early-childhood-apprenticeship-pilot>

- General pilot information, Advisory Committee information, links to participating pilot programs and higher education partners

Questions can be directed to:

apprenticeship@inccrra.org

If you have an apprentice who is interested in taking coursework for the pilot, please contact us for more information about a special opportunity available through the Gateways Scholarship Program.



Questions????

