



**PDAC Workforce, Development, and Pathways Committee**

**December 10, 2014**

**10:00 AM – 12:00 PM**

**Telenet Minutes**

Cerathel Burnett	Joyce Weiner
Christi Chadwick	Julie Lindstrom
Jennifer Weidner	Lou Anne Burton
Johnna Darragh-Ernst	Melissa Johnson
Joni Scritchlow	

**Welcome** – Johnna Darragh Ernst, co – chair

**Approval of the Minutes**

- October 27, 2014 (Attachment 1)
  - Jennifer Weidner moved to approve the minutes.
  - Joyce Weiner seconded the motion.
  - Minutes approved.

**Review of Infograph (Attachment 2)**

- Invest in Early Care and Education
  - Move: the fourth dot point to the first dot point on the left hand side of document.
  - Add: Provides a significant number of early childhood jobs and generates considerable revenue in its own right.
  - Clarification is needed for: the statement for every 100 new jobs 56 jobs are created in other industries.
  - Confirm the gold color on the bottom is the same color as the rest of the document.
  - This document should be shared with new elected representatives in the state legislature.
  - The document should be shared with high school and college counselors, local civic and philanthropic groups.
  - Staff will follow-up with Illinois Action for Children to verify if the data includes Head Start/Early Head Start dollars.
- Follow Your Passion
  - Changed: we can make more than \$10 for every dollar invested to: we can save more than \$7 for every dollar invested.
  - This document along with Children Deserve Quality Care and Education are awaiting final approval from IDHS. Once approval has been given the documents can be distributed.

**Next Steps of the Infographs**

- Distribution

- Follow Your Passion. Target audience consists of career advisors at two- and four-year colleges and universities, and high school guidance counselors.
  - We can purchase a list of high school guidance counselors throughout the state.
  - We also need to target early childhood educators and child development faculty.
  - Timeline:
    - Materials should be sent the second week of January and then send out again at the end of January.
  - Share at the Higher Ed Forum, February ELC meeting, Illinois Voices for Children.
- Children Deserve Quality Care.
  - Target audience consists of key councils and agencies around the state.
  - Should not target the exact audience as Follow Your Passion.
  - Should be shared with specific legislators, including those that sit on the Elementary and Secondary Education Committee.
  - Legislators that have community colleges in their district should also be included in the distribution list.
- Other topics to address
  - No additional infograph topics were introduced at this time. The committee will address the need for additional topics at future WDP meetings.
  - At the February WDP meeting we will review feedback we have received in order to inform our next steps, or additional infographs that might be needed in the future.

#### **Meeting Minutes Follow-up**

- Gateways Scholarship Program Policies
  - Question: Should Gateways Scholarship contracts only be issued to schools who articulate with other schools?
    - Use the scholarship as a lever.
    - Currently Gateways policy says that practitioners need to wait a year before they can apply for a scholarship, this is often an obstacle in terms of progressing towards degrees.
    - Appropriate for the Workforce, Development and Pathways committee to make a friendly recommendation regarding moving the timeframe from one year to six months in order to apply/receive the Gateways Scholarship.
    - Question: Is there an impact on funding from ISBE?
      - ISBE was in partnership with reviewing the income limits, timeline etc. with IDHS.
        - It is still a recommendation from the Child Care Advisory Board to IDHS and then IDHS and ISBE would have a discussion and work together to move this forward with the request or to disallow the request.
      - A letter could be sent to the IDHS Illinois Child Care Advisory Board with a friendly recommendation in order to request a change in the Gateways Scholarship from one year to six months.

- All committee members are in favor to move forward with a friendly recommendation to the Child Care Advisory Board.
- Great START Wage Supplement has no requirement that those receiving the scholarship or the supplement must move up to the next level (actively pursuing the next credential or completion in some way)
  - Question: Is it possible to change the timeline relative to Great START? Many new practitioners are on a waiting list, there is no requirement that those receiving the scholarship or the supplement must move up to the next level.
  - Joni suggests that we wait until the new revised wage supplement is out. It has been in process for the last two years. The ITC and ECE credentials have been placed on the revised Great START scale and the Illinois Department of Human Services Child Care Advisory Council has been thoughtful regarding the length of time that someone might stay at a certain level without needing to take any additional course work to move up. The intended use was for retention and rewarding those who take additional course work.
  - Suggestion that Anne Wharff join us at the next meeting to answer questions about the changes in the rules.
  - The changes and impacts to Illinois due to the changes of the reauthorization of the Child Care Development Block Grant should be reviewed at the February 2015 WDP telenet.
- Career Lattice and Credential Framework
  - Enhance the career lattice to include multiple access points or stackable credentials.
  - Looking at how to support students in terms of utilizing the career lattice to be beneficial, but for the lattice to be supportive across populations that potentially an additional explanation piece would be necessary.
    - Stackable credentials – work is happening with the Illinois Articulation Initiative Panel (IAI) and in conjunction with Gateways and other state agencies.
    - How to make the Lattice more supportive of workforce development and the idea of being user friendly. Recognizing that different points on the career lattice support different roles.
    - Career Lattice might require additional language for the idea to become clear.
      - For Level 2-4 Credentials, community colleges would need to be matched up with those Credential levels in terms of certificates.
      - Possibly add another column to the Framework?
        - Issue would be can we clearly operationalize this change. This would be a very large mapping job, and who would do it.
- Race to the Top Grant Information
  - The list of the February 2014 Early Childhood Educator (ECE) Preparation Program Innovation Grant recipients was shared with the committee.
  - Findings from this first round of grants will be analyzed and put into a report.
  - The report is expected to be released in conjunction with the Gateways Higher Ed Forum in April.

- Original grant recipients have the potential for a second round of grants in order to do a deeper dive regarding dissemination practices.

**Upcoming WDP meeting dates.**

- A telenet is scheduled for February 9, 2015, from 1:30PM - 3:00PM.

**Updates/Announcements**

- Joyce Weiner shared information on the Preschool Development Expansion grants. Illinois received a grant of \$20,000,000. Four programs in Illinois received Early Head Start Child Care Partnership and Early Head Start Expansion Awards. Those who received grants are City of Chicago \$14,900,000, Child Care Resource & Referral in Joliet \$1,400,000, City of Rockford \$600,000, and Proviso Leyden Council for community Action, Inc. in Maywood \$1,200,000.

**Adjourn**



## Follow Your Passion – Educate Young Children

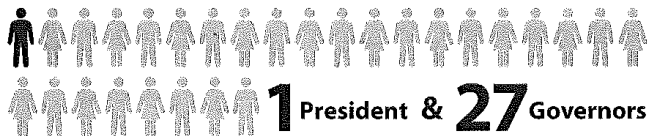
### Early Childhood Care and Education is on the Cutting Edge with Career Opportunities

Early Childhood teachers play a critical role in preparing children birth to age eight to be successful in school. Early school success equates to a more positive life trajectory.

 **14%** anticipated growth in Early Childhood careers<sup>1</sup>

#### The ECE Field Offers Many Opportunities:

- Distinct career pathways with varied salaries are available
- Early Childhood is receiving state and national attention
- Early Childhood has a wide range of supports including scholarships, Professional Development Advisors, wage supports, and Credentials



**1 President & 27 Governors** highlighted Early Childhood in their State of the Union and State of the State addresses in 2014

#### A Variety of Promising Career Opportunities are Available to:

- Work directly with children through teaching (e.g., public schools, private schools, child care centers, Head Start, etc.)
- Support those who work directly with children (e.g., administrators, curriculum development, policy advocates and lobbyists, coaches/mentors, licensing representatives, providers of professional development including faculty and trainers, etc.)

The nation is facing a critical need for well-prepared Early Childhood teachers and leaders.

<sup>1</sup> January 2014 U.S. Bureau of Labor Statistics Occupational Outlook Handbook for 2012-2022.

Information compiled by the Professional Development Advisory Council.



### 4 Facts About Early Childhood Care and Education Careers

1. Significant federal and state focus and funding is being directed to Early Childhood Care and Education.
2. Study after study has shown that high-quality early childhood education provides the best return of any public investment. We can make more than \$10 for every dollar invested.
3. New research in science and brain development shows that how you engage with a child through the first five years shapes that child's ability to be successful in life.
4. Teachers play an important role in social-emotional and cognitive skill development as children transition into school.



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## Children Deserve Quality Care and Education

A goal we are working to achieve in Illinois

### Early Childhood Professionals in Illinois are an Educated Workforce



**of teachers working in licensed early care and education settings have degrees**

(includes licensed child care center teachers and Early Head Start/Head Start teachers)

Research shows high-quality, well-educated teachers positively impact a child's school readiness and outcomes. Increasing the quality of early childhood programs is achievable, building from the high level of education that exists in our ECE workforce.

**92.9%** of child care center staff in Illinois have some college education<sup>1</sup>

The Gateways Scholarship program and Great START wage supplement program have played a significant role in providing the supports needed to increase the education level of our workforce in Illinois (as evidenced by comparing Illinois to national data).

“Young children's learning and development depend on the educational qualifications of their teachers.”

**Steven W. Barnett**

Better Teachers, Better Preschools: Student Achievement Linked to Teacher Qualifications.

<sup>1</sup> Gateways Registry Members & US OHHS Targeting Early Childhood and School Age Workforce Investments.

<sup>2</sup> Preparing Early Childhood Professionals: NAEYC's Standards for Programs.

<sup>3</sup> Ben Bernanke, Former Chairman, Federal Reserve Board

Information compiled by the Professional Development Advisory Council.



### 3 Facts About the Early Childhood Care and Education Workforce

1. “If early childhood practitioners have higher levels of formal education and specialized training, they are much more likely in their work with young children and families to use the evidence-based practices and possess the ongoing professional commitment we know are necessary to make a positive difference in children's lives.”<sup>2</sup>
2. “Although education and the acquisition of skills is a life long process, starting early in life is crucial.”<sup>3</sup>
3. Achieving degrees for all ECE professionals is an attainable goal in Illinois, with continued public investments.



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## Invest in Early Care and Education

### The Early Childhood Care and Education Workforce Positively Impacts the Economy

The ECE industry employs millions of people with billions of dollars impacting the economy.

The ECE industry generates **\$2.4 billion** every year for the state of Illinois<sup>1</sup>

Each dollar invested in high-quality early childhood programs produces a \$2 to \$3 increase in state earnings per capita.<sup>2</sup> Working parents play a vital role in the Illinois economy, earning a total of \$132 billion in 2008.<sup>3</sup>

#### In the child care industry in Illinois

For every \$100 of new spending

**\$213** of total impact on the economy

For every 100 new jobs

**56** jobs are created in other industries

“

*An investment in Early Care and Education is much more than an investment in children. It is an investment that helps guarantee the long-term stability of Illinois' economy, its families and future workforce.\**

”

**\*Illinois Action for Children**

#### Early Childhood Care and Education Employment Includes:

- Child Care Centers
- Family Child Care Homes
- Head Start Programs
- Infant Toddler
- Pre-school for All
- DCFS trainers and licensing representatives

<sup>1</sup> Illinois Action for Children

<sup>2</sup> Timothy Bartik “Investing in Kids: Early Childhood Programs and Local Economic Development”

<sup>3</sup> U.S. Census Bureau



### 4 Facts About Early Childhood Care and Education and the Economy

1. Provides a significant number of jobs and generates considerable revenue in its own right.
2. Enables parents to maintain employment and/or obtain education and training.
3. Enables **employers** to attract and retain employees.
4. Supports a strong future economy by preparing children to enter K-12 education ready to learn the skills necessary to succeed in school and become productive workers.

Information compiled by the Professional Development Advisory Council.

**GATEWAYS TO OPPORTUNITY**  
Illinois Professional Development System

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Department of Children's Services

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