



**PDAC Workforce Development and Pathways**

**3.20.2019**

**Telenet**

Anni Reinking	Joyce Weiner
Christi Chadwick	Julie Lindstrom
Cindy Berry	Shanna Edison
Gail Nelson	Shauna Ejeh
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**Welcome and Introductions**

- Participants were welcomed to the telenet

**Approval of Minutes (Attachment #1)**

- December 6, 2018
- Annie Reinking moved to approve the minutes.
- Christi Chadwick seconded the motion.

**Update on State Work:**

- Preschool Development Grant Birth to Age 5:
  - The overall goal of the grant is to develop a state strategic plan that is informed by a needs assessment.
  - RFP sent out for a consultant regarding the state planning aspect.
  - All of the Early Learning Council's committee chairs and subcommittee sub-chairs met to gather information around the greatest needs for the state. The information has been compiled and now looking at how to organize the information. The information will be brought back to the group and then handed off to the consultant of the PDG B5 project.
- City of Chicago
  - A lot of work around the universal pre-k Four, getting ready to launch in the fall. A workforce team has been convened around compensation and benefits.
  - Will be rolling out universal pre-school over the next three years. Hope to make announcements over the next few weeks about which communities will be going first. As the plan scales up will need approximately 1500 new early childhood professionals in the next three years.
  - Launched the Chicago Early Workforce Scholarship in partnership with City Colleges of Chicago, other four-year institutions and INCCRRA has come on board to help with administration of scholarships with four- year institutions. Invested two million dollars has been invested into the project in 2018, and anticipate investing another four million dollars in 2019.

- Initial focus has been on those attaining an AA degree or a Gateways Credential through Cities Colleges and individuals pursuing alternative certification to get the professional educators license.
- Will offer a Master's option in the fall at National Louis University.

### **Infograph Revisions (Attachment 2):**

- Change out the data points to only reflect Illinois data.
- Changed the professional development section – condensed the graphic.
- Suggestion to make the graphic on the top of page vertical rather than horizontal.
- Will continue to find additional information or data to include on the infograph.
- Suggestions for additional changes to the infograph can be sent to Julie at INCCRRA.

### **Updates:**

- PDAC Survey Results
  - The survey is a follow-up to a suggestion from the PDAC Annual Meeting.
  - Received a 38% response rate.
  - Question number two shows people are leaving to pursue jobs outside of the ECE field.
  - The Illinois Survey and Staffing questionnaire has been sent out, use the returned information to help better correlate information from the PDAC survey to the Salary and Staffing information.
  - Can use Cathy Main and Karen Yarbrough as resources with their recent work on the Illinois ECE workforce.
  - The survey shows staff are taking advantage of GreatSTART, but need to make sure that those that can take advantage of these opportunities are aware and are following up with Gateways.
- PDAC Financial Supports Recommendations
  - The committee has submitted four recommendations related to individuals working in the ECE field. The recommendations have been approved by Steering and will be brought forward at the April full PDAC meeting. Recommendations include:
    - Individuals at Silver or Gold Circle of Quality within ExceleRate and would be able to access ExceleRate within 90 days of employment. All other eligibility requirements must be met.
    - Individuals working at a Bronze, Silver or Gold Circle of Quality centers/homes could access the Gateways Scholarship Program after 90 days of employment. All other eligibility requirements must also be met.
    - Prioritize federal and state funding to Great START and Gateways Scholarship.
    - Raise the maximum salary for Great START to \$20 per hour or \$41,600.
- GOECD Compensation Strategy Work Group
  - Initiative funded by the National Governor's Association. A review has been completed on compensation policies and strategies. A consensus statement will be drafted, and will seek input from other stakeholders across the state.
- NAEYC Power to the Profession
  - Currently working on Decision Cycle 6. For PDAC, the Qualifications and Credentials Committee continues to monitor the work of the P2P and report on any activities that could impact the Illinois ECE field.

- PDAC Strategic Plan
  - Collect and Analyze Data
    - Possible deeper dive around: (1) who is staying (2) retention strategies – what is working and (3) are we losing teachers to other professions that have taken advantage of the benefits or investments we have given to the individual?

## Adjourn

