



PDAC Workforce Development and Pathways

December 6, 2018

10:00AM – Noon

Anni Reinking	Joyce Weiner
Cindy Berrey	Julie Lindstrom
Gail Nelson	Melissa Szymczak
Jamilah R. Jor'dan	Pam Womack
Joellyn Whitehead	Pat Steinhaus
Joni Scritchlow	Ruth Kimble

Welcome and Introductions

- Webinar participants were welcomed to the meeting by Joni Scritchlow.

Approval of Minutes (Attachment #1)

- October 29, 2018
- Annie Reinking moved to approve the minutes.
- Silence was taken as approval.

Gateways Registry Information – Joellyn Whitehead

- The Gateways Registry was launched in July 2009 as a voluntary registry.
- In September of 2012 the Department of Children and Family Services (DCFS) made membership in the Registry mandatory for anyone working in a licensed childcare setting.
- In 2016/2017 as the Illinois Department of Human Services (IDHS) was enacting the health and safety training requirements of the Child Care and Development Block Grant (CCDBG) re-authorization, the Gateways Registry was used as a tracking source for trainings. The Gateways Registry now includes licensed exempt settings.
- Maternal Infant Early Child Home Visiting Program (MIECHV) home visitors are required to be a part of the Registry.
- The Registry currently has more than 110,000 active members, which makes the Gateways Registry the second largest in the country.
- Key Findings from the Illinois' Early Childhood Education Workforce – 2017 Report
 - Staff, especially assistant teachers, in licensed child care settings are more diverse than public teaching counterparts.
 - At a regional level, the diversity of teaching staff generally mirrors the diversity of the population as a whole in Illinois.
 - 71% of teachers and 84% of directors in licensed centers have completed an associate degree or higher.
 - There has been a dramatic increase during the past two years in the percentage of the workforce that hold Gateway to Opportunity Credentials. In 2017, 26% of licensed centers directors hold a Gateways ECE Credential in 2017 compared to 5% in 2015. 23% of teachers in 2017 hold a Gateways ECE Credential compared to 4% in 2015.
 - Nearly 20% of center directors now hold a Gateways Illinois Director Credential.

- In preliminary data for 2018 if we include the Gateways ECE Level 1 Credential the number of teachers holding a credential could be close to 40%.
- More than 90% of staff working in licensed centers and family child care homes attended Registry approved trainings in 2016.
- Teachers who have the bachelor's degree and hold ECE Credential earn nearly \$1,700 more per year than those with the degree alone.
- Data from 2018 is currently being analyzed, to have data available in February or March of 2019.
 - Joellyn will be looking at turnover data for the 2019 report.

Update on State Work – Jamilah R. Jor'dan

- **Preschool Development Grant Birth – 5 (PDG B5)**
 - Grant opportunity from the U.S. Department of Education and U.S. Department of Health and Human Services.
 - It is a one year planning grant. Grant application is for a \$5.2 million grant. Should know if awarded by the end of December 2018. All of the work outlined in the grant must be completed by December 2019.
 - The goals include:
 - Develop a statewide strategic plan.
 - The strategic plan is to be informed by a needs assessment.
 - Maximize parental choice and knowledge; promote and increase involvement by parents/family.
 - Share best practices among early childhood care and education program providers in the state.
 - After activities one and two are approved, improve the overall quality of early childhood care and programs in the state.
- **Kindergarten Transition Advisory Committee**
 - It is a collaboration of the P20 Council and the Illinois Early Learning Council.
 - Convened to review kindergarten transitions. General Assembly looking for recommendations that will inform legislation to help streamline transitions.
 - In September submitted a report to the Governor, State Board of Education, the General Assembly which includes recommendations.
- **Suspension and Expulsion**
 - Joint rule making between Department of Children and Family Services (DCFS) and Illinois State Board of Education (ISBE), with the process continuing. At this time ISBE plans to post an opportunity for public comments on their policy and rules section of their website.
- **Gateways Credentials**
 - Work is underway regarding aligning the Gateways Credentials with DCFS licensing requirements. Information was submitted to the Day Care Licensing Advisory Council. The Council approved the crosswalk and recommendations. Currently moving forward to Director Walker for internal process of review/approval.
- **Illinois College to Career Tool – will enhance the state's ability to track workforce outcomes of Illinois higher education graduates and programs of study in Illinois. This tool allows prospective students to be able to look at specific information about post-secondary options including employment outcomes. As information is entered into the system, will have the**

opportunity to start to drill down into the information regarding early childhood education. In the future WDP could be able to request specific information regarding wages and employment.

- WDP need to follow-up on how to better inform students in high school about career opportunities.
- Governor's Office of Early Childhood Development – Children's Cabinet
 - Everyone on the WDP webinar is invited to dial in to the Children's Cabinet meeting today (December 6, 2018) at 1:30PM.

Review Existing of the Infographs

- *The Follow Your Passion – Work with Children* and *Give Children Quality Care* infographs were developed in 2015 and were reviewed as examples of previous messaging to the field regarding the importance and need of careers in early childhood care and education.

Development of a Pathway Infograph (See Attachment # 2)

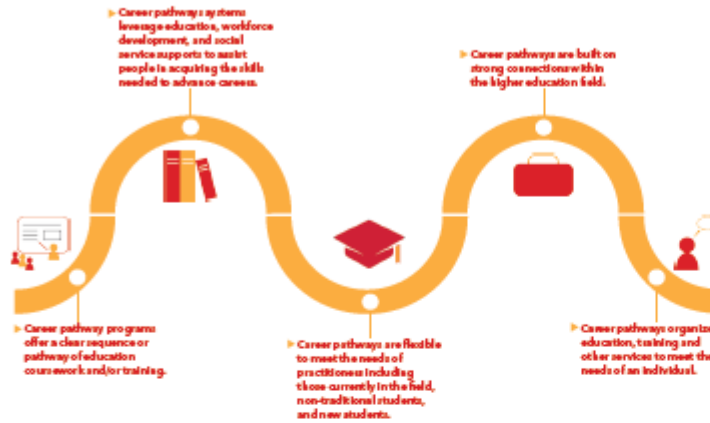
- Discussion of the audience and use with other tools along with the new infograph.
- Staff will look to see if more Illinois specific information is available regarding the number of open positions due to growth and/or replacement versus the national number used on the document.
- The Professional development section in the lower graphic will be taken off.

Adjourn



FACTS ABOUT THE EARLY CHILDHOOD CARE AND EDUCATION WORKFORCE IN ILLINOIS – JANUARY 2019

The Pathway to Your Career



3 Facts About the Pathway Tools in Illinois:

1. Illinois Articulation Initiative Panel - course transfers
2. Gateways Scholarship and Great START available
3. Illinois leads the nation in completion rates among community college students who transfer to four-year institutions.

↑ 14% anticipated growth in Early Childhood careers¹



Between 2014 and 2024 it is expected that nearly **441,300** child care & **158,700** preschool teacher positions will be open due to growth and replacement.

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



1226 Towanda Plaza | Bloomington, Illinois 61701 | (866) 697-8278 | www.ilgateways.com

Gateways to Opportunity is administered through Inccorra and funded by the Illinois Department of Human Services Bureau of Child Care and Development and the McCormick Foundation. Gateways to Opportunity, the arch logo and Illinois Professional Development System are registered trademarks of Inccorra.

