



# GATEWAYS TO OPPORTUNITY

Illinois Professional Development System

**PDAC Workforce Development and Pathways**

**January 27, 2020**

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## **Welcome and Introductions –**

- Jamilah R. Jor'dan, Christi Chadwick and Shauna Ejeh tri-chairs welcomed committee members to the telenet.

## **Approval of Minutes**

- October 30, 2019
  - Joyce Weiner moved to approve the minutes.
  - Wendy Uptain seconded the motion.

## **WPD Strategic Plan Progress and Crosswalk Updates**

- Infographs
  - The Pathway to Your Career infographic is currently being revised.
    - The audience for sharing the infographic is for college and high school guidance counselors.
    - When the infographic was first envisioned it was a way to show that there is a pathway if students were interested in an ECE career.
    - The third fact under “3 Facts About the Pathway Tools in Illinois” should be removed as it does not have relevance to guidance counselors. Will look to replace with an early childhood reference such as the number of higher education institutions with early childhood programs.
    - Will remove the top graphic and replace with something more Gateways centric specific to credentials.
    - Change the title to Follow Your Passion – Impact the Lives of Children
    - Add a section on equity or social justice.
    - Potential to add in the Gateways Career Lattice.
  - Follow Your Passion infographic
    - The reference to 27 governors should be removed and replaced with information specific to Illinois.
    - Revise the percentage regarding anticipated growth in Early Childhood careers.
  - The Illinois State Board of Education has created a brochure “Careers in Early Childhood: Choose Your Path and Change the World... One Child at a Time”

- The document highlights salary information, so the Gateways infographics don't need to repeat this information.
        - The brochure has been distributed throughout the state.
    - The Children Deserve Quality Care/Education and Invest in Early Care/Education infographics are now almost 5 years old. These infographics will be revised/updated at the next WDP meeting.
- Level 3 Framework
  - Data was pulled regarding Goal 2 Objective 2 of the PDAC Strategic Plan - *Collect data on the effectiveness of historical changes to Gateways framework, including: changes in Level 3 requirements and creation of stacked Credential framework.*
    - Data pulled over the past three years regarding improvement or mitigation of the challenges of the ECE Level 3 pathway.
  - 2013 - 4% attaining the Level 3 -ECE, 2014 - 9% attaining the Level 3, 2015 - 6% attaining the Level 3, 2016 - 8% attaining the Level 3, 2017 - 9% attaining the Level 3, 2018 -10% attaining the Level 3, 2019 - 8% attaining the Level 3 --- Average 8.3% From this information we have not seen a great deal of change due to the change in the Framework. This change was implemented in late 2015.
  - It was hoped that this would make the Level 3 more attainable and useful, but we are seeing a percentage in the same range. From the data provided we did not achieve the goal of a greater number achieving the Level 3.
  - Joyce wonders if the Level 4 would have seen an increase, since there is no role in the field directly tied to a Level 3.
- ECE Career Lattice
  - At the December Steering Meeting while reviewing the FSC career lattice – Joni mentioned that WDP should review the ECE Career Lattice for any potential revisions.
    - The design structure continues to receive positive feedback. No revisions were offered by the committee.

## **Review State Work Workforce Discussions**

### Illinois Early Learning Council

- The Ad Hoc Committee of the ELC that has been involved in strategic plans as part of the PDG B5 grants.
- A needs assessment and a strategic plan needs to be completed as part of the grant deliverables. These will be submitted to the Federal agency in February for their approval.
  - There are parts of PDG B5 that cannot move forward until the needs assessment and strategic plan are approved.
    - Four areas of focus: access, coordination, quality, and workforce.

- Six goals under workforce: professional development, workforce data systems, higher education supports, addressing racial and ethnic diversity.
    - The Consensus Statement with the National Governor’s Association has been completed. A briefing document related to the Consensus Statement has been posted to the GOECD website.
- City of Chicago Project
  - The Chicago is expanding services for children birth to age 5 including implementing universal preschool for children age 4.
  - The Chicago will need an additional 3,000 teachers, teacher assistants and family support specialist in the next 3 to 5 years.
  - Need to increase credential levels (ITC Level 5 and FSC Level 5 for teachers). Will need almost a 1000 people to upskill (credentials and/or degrees) in the next five years.
  - Will hold a design session with employers including both community based and public schools to prioritize issues.
- Governor’s Office of Early Childhood Development
  - Cohorts
    - As part of the renewal grant funding will help to support partnerships between higher education institutions and early childhood programs to create focus cohorts. To assist candidates who are working in infant toddler classrooms, family child care providers program directors leads and assistant leads.
    - The institutions would provide supports to the cohorts participants to ensure they attain their degree.
    - Currently working on the scope of work and amending the budget.
  - Also included in the renewal grant funding is debt relief for students who have outstanding debt that prevents individuals from attaining their transcripts and other documentation and covering the cost of applying for Gateways Credentials.
  - The Governor recently made an announcement of his commitment to universal home visits in order to increase the number of children who are served by home visiting. Part of the PDG B5 grant will support the credentialing of home visitors.
  - Changes will be made to the Gateways Registry in order to identify individuals who are part of the home visiting workforce.
  - The document forwarded by Joni “Choose Your Path Change the World” is ready for distribution, if you have questions about the use you can reach Teri Lamb at [tlamb@isbe.org](mailto:tlamb@isbe.org) regarding ideas for additional distribution uses.

- Governor's Office of Early Childhood Development – Child Care Workforce Emergency Work
  - Conversations around the work are currently happening with DCFS. Once they are ready to announcement information it will be shared with the DCFS Advisory Council.

