

# GATEWAYS TO OPPORTUNITY®

## Illinois Professional Development System

### PDAC Workforce Development and Pathways

November 30, 2020

Bela Mote	Jamilah R. Jor'dan	Julie Lindstrom
Christi Chadwick	Johnna Darragh Ernst	Melissa Szymczak
Darlene Wills	Joni Scritchlow	Shauna Ejeh
Gail Nelson	Joyce Weiner	Wendy Uptain

#### Welcome

- Tri-Chairs welcomed new committee member, Darlene Wills to the committee.

#### Review and Approval of Minutes

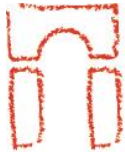
- August 24, 2020
  - Gail Nelson moved to approve.
  - Bela Mote seconded the motion.

#### Final Approval of Infographs

- Follow Your Passion
- Pathway to Your Career
  - Will add to both infographs 10% increase within the next decade.
- The two infographs were approved by the committee members.
  - The documents on the Gateways website and will be shared with INCCRRA's Learning and Development Department to forward to guidance counselors and teachers they work with in the Level 1 program to use as a resource.

#### Illinois Salary and Staffing Survey Results and the Illinois' Early Childhood Education Workforce Report

- Data sources of the reports
  - Illinois Salary and Staffing Survey of Licensed Child Care Facilities FY 2019
  - Illinois' Early Childhood Care & Education Workforce: 2020 Report. The report will be released in early 2020. Data comes from the Gateways Registry.
- Trends
  - Center Directors
    - The number of center directors with a Bachelor's degree has gone from 41.9% in 2016, 40.6% 2018, to 40.0% in 2020.
    - The numbers of center directors are increasing their graduate degree levels by 19.8% 2016 to 21.4% in 2020 as we are losing Bachelor's degrees.
  - Licensed Center Teachers
    - Licensed center teachers are holding steady in the number who have attained an associate degree since 2016. Attainment has been 24.8% in 2016, 24.9% in both 2018 and 2020.
    - We are seeing a loss at the Bachelor's degree level. In 2016, 39.2% had attained a Bachelor's degree while in 2020 the number has dropped to 34.7%. Unlike the center directors, teachers are not making up the deficit in a growth in graduate degrees. Licensed center teachers have been consistent with 8.8% in 2016, 9.0% in 2018 and 8.6% in 2020 of teachers attaining a graduate degree. Where



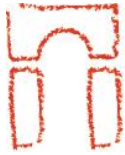
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we do see an increase is in the number of teachers are those with high school diplomas and GEDs going from 22.5% in 2016 to 26.8% in 2020.

- Assistant Teachers
  - Assistant teachers are seeing a similar trend as the assistant teachers with an increase in high school diplomas and GEDs at 64.5% in 2016 and 69.0% in 2020. Associate and Bachelor's degrees both decreased for assistant teachers with the associate degree level at 13.% in 2016 to 11.2% in 2020 and for the bachelor's degree at 15.0% in 2016 to 13.0% in 2020.
- Credential Attainment
  - 51.3% Licensed center directors have a credential including ECE Level 1, with 34.6% exclusive of ECE Level 1.
  - Exclusive of the ECE Level 1, 22.3% of licensed center teachers have a credential. 4.2% of assistance teachers and 6.1% FCC practitioners have a credential.
  - This is an increase of all positions since 2015, due in part to the requirements of ExceleRate, fee waivers from Race to the Top, and the recent PDG- B5 waiver.
  - Today 25.1% of Licensed center directors have an IDC Credential.
  - 13.1% licensed center infant toddler teachers hold an IT Credential.
  - 4.1% of Family based providers hold an FCC Credential.
- Benefits for practitioners in Licensed Centers
  - 51.7% have health insurance
  - 45.7% offer retirement coverage
  - 45.8% offer life insurance
  - 44.9% offer dental insurance
  - 92.9% provide paid vacation
- Wages
  - Wages are stagnant with small increases year over year, but do not keep up with inflation.
  - Wages within the report are broken down in different categories including: level of education, full-time/part-time, if it is an ExceleRate program, and profit versus non-profit.
    - Center Wages and Inflation
      - To have the same buying power in 2013 as in 2019, the 2019 wages would need to be: \$22.42 for a director it was \$21.56, for a teacher it needed to be \$14.03, but was \$13.84, and finally it needed to be \$11.85 for an associate teacher but was \$11.17.
- Turnover Rate
  - Licensed Center Teacher turnover rate decreased from 33.6% to 32.1%
  - Associate Teacher turnover rate increased from 39.1% to 46.1%

Link to the salary and staffing report: <https://www.dhs.state.il.us.page.aspx?item=125472>



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- The McCormick Foundation is funding the city of Chicago to aggregate all of their early childhood data within DFSS. By using this data they now have an unduplicated count. This data could be used to help inform future efforts state-wide.
  - It was expressed that the information from this effort should be shared with WDP.

#### **IL Competencies for Early Care & Education Professionals**

- One page documents will be created for the teaching assistant, teacher, lead teacher and master teacher to highlighted need content areas and related competencies.
- Documents could then be shared with trainers, CCR&Rs and on the Gateways website.

**Adjourn**

