



PDAC Workforce Development and Pathways Committee Meeting
September 20, 2021
Minutes

Christi Chadwick	Julie Lindstrom	Lynn Burgett
Cindy Berrey	Karen Yarbrough	Melissa Szymczak
Gail Nelson	Keri Anderson	Sara Beach
Johnna Darragh Ernst	Lauri Morrison Frichtl	Shauna EjeH
Joleen Patton	Lisa Downey	Sherial McKinney
Joni Scritchlow	Lori Orr	Shi-Ruei Fang
		Thomas Pavkov

Welcome and Introductions – Christi Chadwick, Shauna EjeH and Lauri Morrison Frichtl

Review of Minutes

- May 17, 2021
 - Melissa Szymczak moved to approve the minutes.
 - Seconded by Cindy Berrey

Early Childhood Access Consortium for Equity Overview (Draft Work in Progress) Presentation – Karen Yarbrough

- The state faces a shortage of qualified early childhood educators.
- Early Childhood Workforce: HB 2878, amended unanimously, was supported in the Illinois House and Senate.
- The Illinois Board of Higher Education and the Illinois Community College Board shall create and establish the Early Childhood Access Consortium for Equity.
 - “The purpose of the Consortium is to serve the needs of the incumbent early childhood workforce and the employers of early childhood educators...”
- The Vision: Early Childhood Access to Quality Consortium
 - Create a consortium to streamline, coordinate, and improve accessibility of degree completion pathways for incumbent early childhood workforce and employers.
 - Allow students to take coursework at multiple consortium institutions when and where they want.
 - Transfer community colleges degrees in their entirety to a participating four- year institutions.
 - Establish seamless processes for students so that they do not have to navigate multiple institutions.
 - Additional information:
 - Funding is available for at least two years.
 - Embodied in P.A. 102-0174.

- Membership
 - All public universities and community colleges with early childhood programs are members by statute.
 - Each member of the Consortium will sign-on to a set of agreements designed to ensure smooth, high-quality, seamless pathways.
 - Private institutions with early childhood programs are encouraged to become membership of the Consortium by signing-on to the set of agreements agreed to by the public institutions and by meeting statutory requirements.
 - All members must be accredited by the Higher Learning Commission and entitled to offer Gateways Credentials.
- Student Supports
 - Navigators will provide personalized recruitment and assistance to students in the application and financial aid processes.
 - Program coaches and mentors at institutions will provide support to students to persist and complete their studies.
 - Financial supports for students will encourage and enable them to return to school.
 - Costs of attendance will be covered through a variety of scholarship and grants programs.
 - During student teaching, the cost of attendance covered will increase to replace lost income if they must take a leave of absence from work.
- Recruitment to Enrollment
 - Outreach and recruitment
 - Explore Options/ID Pathways
 - Scholarship and School Application
 - Enrollment, Retention, Completion
- Navigators - Students
 - Recruit and connect incumbent ECE workforce members with ECE programs at 2- and 4-year institutions to obtain additional degrees, licenses and credentials.
 - Connect them with ECE Consortium Scholarship opportunities.
 - Provide technical assistance regarding funding questions.
 - Maintain updated information about higher education programs in their region.
- Navigators - Workforce
 - Liaise with child care programs, homes, and centers to understand staffing challenges and needs and to share information about opportunities through the Consortium Scholarship program.
 - Recruit members of the incumbent early childhood workforce to return to school for additional early childhood degrees, licenses and credentials.
 - Conduct outreach to the incumbent workforce to share opportunities to increase degrees, licenses and credentials.
- Navigators - Illinois Higher Education Institutions
 - Liaise with ECE department/faculty at higher education institutions within assigned regions to understand the programs they offer and learn which programs are best suited to specific student needs.
 - Collect and maintain information on ECE programs offered at higher education institutions.
 - Partner with local ECE employers/providers and higher education institutions to identify opportunities for cohorts.

- Scholarship
 - Criteria
 - Member of the ECE incumbent workforce pursuing a degree in ECE.
 - Illinois resident who is a U.S. citizen or Federal eligible noncitizen.
 - Must attend an institution member of the Consortium.
 - Register for at least 3 credit hours in an ECE program.
 - Students must reapply annually, priority given to returning students.
 - Applications will become available later this fall and will cover AY 21-22.
- Goals and Reporting
 - Goals to be achieved by September 2024.
 - Regular reporting to the General Assembly, Senate and House higher education committees, and the Governor.

Impact of the Preschool Development Grant (PDG) – Birth through Five

- Prior Learning Assessment Project.
 - Approximately one third of higher education institutions in the state have been involved in the project.
 - This project is a state-wide system effort.
 - Using the most current technology, faculty are developing scenarios and scripts using technology to allow the workforce to apply to be able to demonstrate through a prior learning assessment their attainment of the Gateways to Opportunity ECE Level 2.
 - Hope to be able to offer this prior learning assessment in early 2022.
- ECE Competency Based Education at National Louis University
 - National Louis University is part of the ECE PDG Modularization Project.
 - Phase 1: Summer and Fall: ECE Foundational Content – 64 ECE Competency Modules (7 courses) Prior Learning Assessment.
 - Phase 2: Winter/Spring: K-2 Content – methods coursework (6 courses)
 - Phase 3: Summer/Fall Birth: 3 content – infant toddler competency modules. with prior learning assessment, infant toddler residency and student teaching
 - Full spectrum of ECE included Birth to Grade 2.
 - Utilizes a residency model so teachers can continue to work in their classrooms with earning credit.
 - Accelerated path to the Bachelor’s degree.
 - Progress
 - Held three information sessions with more than 100 attendees.
 - Met with leadership from the Employer’s Council to determine student needs for the cohort design.
 - Held individual meetings with cohort admitted students.
 - Held orientation meetings and started a “Competency Coffee Shop” for those in the cohort.
 - Options that could be available include: bundle Gateways ECE modules Level 4 to Level 5 and full competency-based education model.
 - National Louis University has seen an increase in attendance.
- ECE Competency Based Education at Heartland Community College
 - Heartland Community College is part of the ECE PDG Modularization Project.

- Use of Modules in Design/Development
 - Provided foundation for opportunities for prior learning assessment at Levels 2, 3, and 4.
 - Ensured appropriate scaffolding.
 - Supported access and affordability.
- Courses are modularized by level.
- Target students are interested in earning Gateways ECE Level 2, 3, and 4.
- Piloting badges are tied to competencies within modularized courses.
- Piloting individualized targeted supports.

Preschool Development Grant B-5 ECE Modularization Project

- In 2020, five higher education institutions designed course work for the modules. This year the institutions are piloting the modules in their classes. The institutions include: National Louis University, Northern Illinois University, Illinois State University, Moraine Valley Community College and Heartland Community College. The modules will become available for all entitled higher education institutions to use in 2022.

Workforce Development and Pathways Strategic Plan

- The plan will be reviewed at the next meeting including the results from the Mentimeter data.

