

**Professional Development Advisory Council  
Workforce Development and Pathways Committee Meeting  
Meeting Minutes  
May 1, 2023**

Anita Ramage	Joni Scritchlow	Pam Womack
Camille Gant	Julie Lindstrom	Ruth Kimble
Danen Busch	Lauri Morrison Frichtl	Sherial McKinney
Gail Nelson	Lynn Burgett	Sinthu Ramalingam
Joan Longtin	Marie Donovan	Tina Wiegel
Joellyn Whitehead	Mercedes Mondragon	Tom Layman

**Welcome and Review of Minutes** –Lauri Morrison Frichtl and Sinthu Ramalingam

- May 1, 2023
  - Gail Nelson moved to approve the minutes.
  - Ruth Kimble seconded the motion.
    - Minutes were approved.

**Update on Recommendation**

- The Prior Learning Assessment Recommendation (see attachment A) was brought forward to the Qualifications and Credentials Committee for the possibility of a joint recommendation. At the April Qualifications and Credentials meeting they were unable to vote due to time constraints but felt the recommendation should go to PDAC Steering. The recommendation will be presented at the PDAC Steering meeting on May 3rd.

**Salary and Staffing Survey – Joellyn Whitehead**

- The Illinois Salary and Staffing Survey (licensed centers and licensed family child care homes) was launched on April 3, 2023.
  - Data includes online survey data and administrative data from the Gateways Registry.
  - The survey is available in English and Spanish.
  - COVID related questions are included in the survey.
  - Received about a 20% response rate.
  - Data collected during this survey will be released in April 2024.
- **Workforce Data**
  - What percentage of the ECE workforce holds Gateways ECE Credentials ECE Level 2-6?
    - Licensed Center Administrator: 2015: 5%, 2020: 32.6%, 2023: 32.7%
    - Licensed Center Teacher: 2015: 4.1%, 2020: 22.3%, 2023: 20.4%
    - Licensed Center Assistant Teacher: 2015: 1.5%, 2020: 27.9%, 2023: 23%
    - Family Child Care Owner: 2015: 1.3%, 2020: 38.3%, 2023: 42.4%
- The Gateways data team can provide additional information regarding race and ethnicity etc. of Gateways Credential holders.
- The National Workforce Registry Alliance has been working with the Council for Professional Recognition on the CDA. Illinois will apply so that training transcripts can be used by those who are applying for the CDA as opposed to having to find certificates.

**Additional data shared on early childhood educators in Illinois regarding Goal 3 of the WDP Strategic Plan:**

- Licensed Center Workforce race/ethnicity data:
  - White: Teacher 54.3% Assistant Teacher 46%
  - Black: Teacher 19.4% Assistant Teacher 20.7%
  - Hispanic/Latinx: Teacher: 18.2% Assistant Teacher 24.3%
  - Asian/Pacific Islander: 4.3% Assistant Teacher 4.3%
- Over 14% of licensed family child care providers and assistants, and 10% of assistant teachers in licensed centers self-report speaking Spanish of another language as their primary language, and English as a second language.
- In licensed care centers, over half of the bilingual teaching staff were under the age of 35.
- Illinois has seen a 42% increase in English Language Learners (ELL) students served in public school bilingual education programs since 2010.
- **PDG B5 Credential Fee Waivers 2020-2022**
  - 21,001 applications were received.
    - 9,563 Gateways Credentials awarded.
    - 54% of credentials recipients are persons of color.
- **Illinois Child Care Desert Facts:**
  - Approximately 80 percent of Chicagoans live in a child care desert, which amounts to more than 2.1 million people.
  - Hispanic families are significantly more likely to live in an Illinois child care desert than non-Hispanic families.
  - There are 581,533 children under the age of 5 in child care deserts.
  - About one-quarter of these kids (@15,000) live in the city of Chicago.
  - About 54 percent of Illinoisans live in suburban ZIP codes, more than half of which are child care deserts.
  - 62 percent of urban ZIP codes in Illinois are child care deserts – the highest proportion of urban in the study.
  - Illinois Child Care Deserts: Website and Interactive Map: <https://childcaresdeserts.org>

**Feedback loops and mechanisms for workforce to provide input into and to inform programs/processes regarding Goal 5 of the WDP Strategic Plan:**

- Gateways Credentials has an on-going website survey:
  - Credential Application Website Survey – Experiences related to Credentials (set of ranking questions and open-ended responses for credential applicants to share thoughts/experiences).
- Scholarship and GretSTART programs have not administered surveys in their programs but are working to have program evaluations in the near future.
- Gateways has a Facebook page with more than 11,000 followers.
- SMART START: Preliminary numbers include \$75 million for ISBE Early Childhood Block Grant programs and \$70 million for the Child Care Assistance Program. The General Assembly won't approve/finalize for several weeks.

**Excelerate Child Care Center Pilot**

- Anita Ramage presented information from the pilot conducted at the Governors Office of Early Childhood Development including that the salary scale starts assistant teachers at \$15.25 per hour and goes up to Infant Toddler Credential Level 5 and Level 6 at \$19.00 an hour. The salary was raised in rural areas (CCAP Area 2) of the pilot, if centers are paying this wage then they are able to receive an increment based on the credential.

- The pilot began in February 2021 and ended in December 2022, during this time 208 credentials were earned.
- When we pay staff based on their credential we see an increase in credentials and an increase in staff.
- The pilot started with 32 centers and 595 staff members (directors, teachers and teacher assistants) and ended with 702 staff membership.
- The McCormick Foundation provided funding to pilot a continuous quality improvement module. Twenty-eight of the centers had at least one administrator in the pilot complete the module by the end of the pilot in December 2022.

The WDP Committee will continue to look at Goal 2 and Goal 4 at upcoming meetings. The current PDAC Strategic Plan runs through June 2024.

## Adjourn





Professional Development Advisory Council (PDAC)

RECOMMENDATION FOR APPROVAL

DATE: February 28, 2023

COMMITTEE MAKING RECOMMENDATION: Workforce Development and Pathways

RECOMMENDATION: We support development of standardized forms of PLA for statewide use. Scaling up the statewide, standardized Prior Learning Assessment (PLA) system, developed using innovative technology (Mursion) should be a priority among our state agencies and higher education institutions to support Illinois' highly diverse incumbent workforce. Early childhood faculty at Illinois Higher Education Institutions created a series of PLA scenarios (based on workplace challenges) that were piloted at higher education institutions in fall 2022 and spring 2023 in both English and Spanish for learners. The PDAC Workforce Development and Pathways Committee recommends that this standardized state system of PLA developed under the direction of the Governor's Office of Early Childhood Development (GOECD) via PDG-B5 funds be prioritized and expanded for implementation throughout Illinois higher education institutions to provide greater accessibility and a critical pathway for the ECE workforce.

RATIONALE: National researcher The Council for Adult and Experiential Learning (CAEL) found in their study that adult students who participate in Prior Learning Assessment/Credit for Prior Learning (PLA/CPL) are 17% more likely to complete a degree, compared to those without PLA/CPL and that adults' students save, on average, 9-14 months in earning a degree. PLA boosted completion rates for adult students of color, low-income adult students, and adult students across the academic performance spectrum.

DISPOSITION: PDAC Workforce Development and Pathways Committee

Approved: X Date: 2.28.23
Disapproved: Date:

DISPOSITION: PDAC Steering Committee

Approved: Date
Disapproved: Date:

DISPOSITION: PDAC

Approved: Date
Disapproved: Date:

DISPOSITION: IDHS

Approved: Date
Disapproved: Date:



