

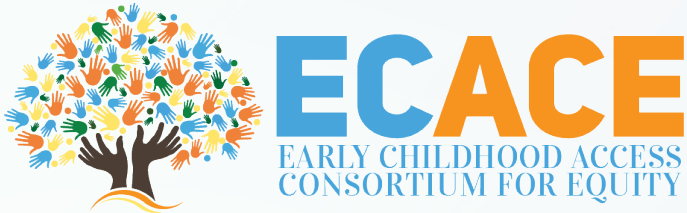
ECACE Advisory

November 3rd, 2023



**Illinois
State Board of
Education**





Welcome to the November 3rd, 2023, Advisory meeting of the Early Childhood Access Consortium for Equity. The meeting will begin at 1:00.

Members of the general public will remain muted throughout the meeting and will have the opportunity to comment during the public comment period.

To make a comment, please leave your name, the organization you represent, and the topic you would like to address in the Q&A section by **2:00**. The Q&A function is in the corner of the screen. We will call on you during the public comment period and ask that you keep your remarks to under three minutes.

If you have technical difficulties during the meeting, please contact Amanda Lemanski at: Amanda.Lemanski@illinois.gov

Open Meetings Act

The meeting today is being conducted via video conference pursuant to Public Act. We have posted notice of this meeting in accordance with the Open Meetings Act.

In addition, this meeting is being recorded. Minutes of the meeting will be prepared and, after approval, will be made available to the public on the ECACE website (<https://www.ecace.org>).

Housekeeping

- If you wish to speak, please raise your hand by clicking the Raise Hand icon at the bottom of your screen. You may need to move your mouse to see it. When you're finished, click the same button to lower your hand.
- To mute/unmute yourself click the microphone icon at the lower left corner of your screen.

Ground Rules/Norms

We recognize both the value of collaborative and systems change work and the difficulty in engaging in this work. As such, we agree to operate per the ground rules below.

- Keep the early childhood workforce and young children and families at the center.
- Listen fully and thoughtfully.
- Commit to candid discussions of diverse ideas in an atmosphere of mutual respect.
- Suspend predetermined positions to allow the collective intelligence to emerge.
- Monitor your personal technology.
- Share your voice; yet monitor your airtime.
- Be solutions oriented.
- Make effort to reach consensus.
- Respect requests for confidentiality – both implicitly and explicitly stated.



Agenda

1. Welcome
2. Housekeeping
3. Quorum Check and Approval of Minutes
4. State-Level Work
 - A. Apprenticeships
 - B. Preschool Deserts Video
5. College and University work
 - A. College of Lake County Spanish Language Program
 - B. Panel discussion: Mentorship
6. Agency Updates
7. Public Comment
8. Closing Comments – Next Meeting

Introduction of New Agency Personnel

Adrienne Pickett

Senior Director for Early Childhood Education and Teacher Education Pathways

ICCB

Quorum Check and Approval of Minutes

State-Level Work



November 3, 2023

Illinois Early Childhood Apprenticeship Project (IECAP) Pilot



Lori Harrison, laharrison@illinois.gov



Apprenticeship Pilot Program Team and Sites

Michelle Wood, Lori Harrison (Illinois Department of Human Services – Early Childhood Division)

Toni Porter, Annie Connell (Illinois Network of Resource and Referral Agencies, INCCRRA)

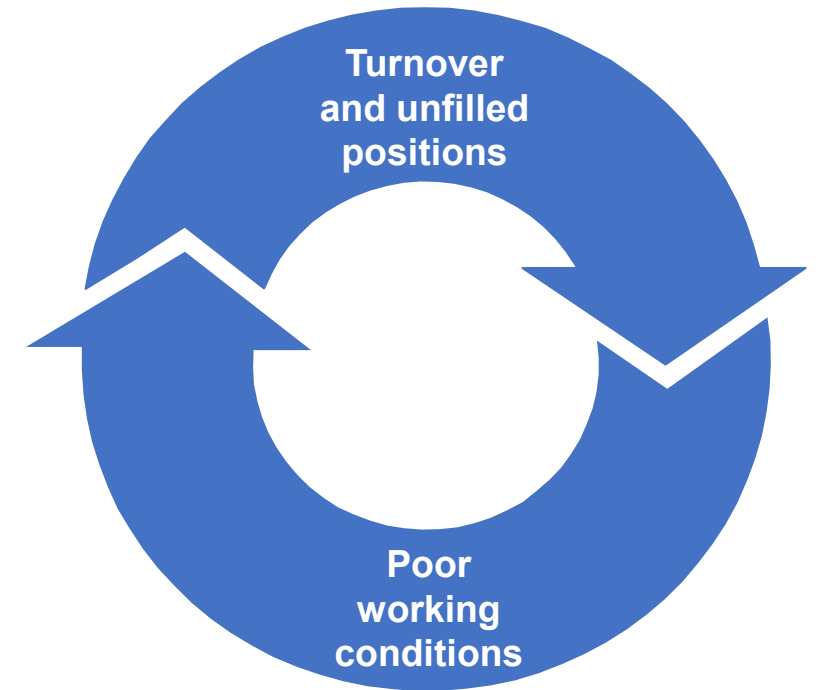
Karen Yarbrough, Cathy Main (UIC)

City Colleges of Chicago

Participating Sites – Carole Robertson, Heartland, It Takes A Village, Skip-A-Long

EC Workforce is the Crucible for Access and Quality

- 1) A workforce shortage across the state with a highly competitive labor market and **not enough individuals** willing/able to work in field even if they would like to;
- 2) A shortage of **well-qualified individuals** (with AA, BA, and Gateways Credentials, or Professional Educator Licenses) to provide quality programming because the costs of appropriate qualifications (one of the greatest predictors of quality in child care) do not pay for themselves in this field; and
- 3) **Inadequate compensation** and challenging working conditions make it difficult to attract and retain well qualified staff.



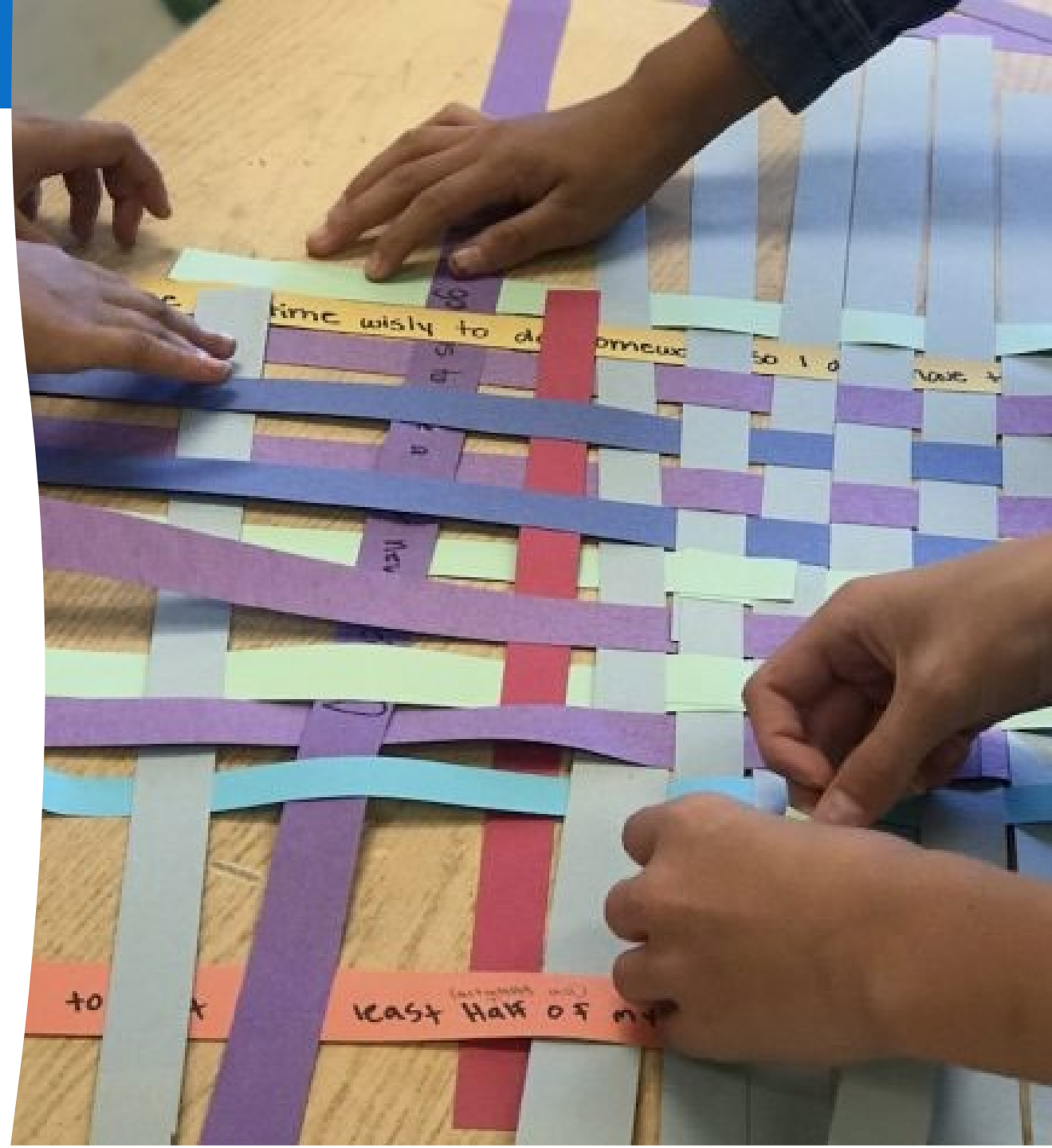
Weaving Investments

Substantial **investment in scholarships** through:

- Early Childhood Access Consortium for Equity (ECACE) Scholarship,
- Gateways Scholarship Program (GSP),
- Chicago Early Learning Scholarship (CELS)

Learning from **innovative funding mechanisms/approaches** to address compensation through:

- Strengthen and Grow Child Care (SGCC) grants required at least 50% of grant funding to be used for staff compensation
- Quality Improvement Pilot site contracts require minimum salary scale tied to Gateways Credentials



Five Key Components of Registered Apprenticeship



UNIVERSITY OF
ILLINOIS CHICAGO

College of Education



Employer Involvement

Employer signs on to Apprenticeship Agreement, identifies site based mentors, promotes workplace conditions that support professional learning.

Financial Rewards for Credentials and Degrees

Beneficiary agreement with employer detailing funding for wage increases based on Gateways Credentials and Degrees.



Classroom-based Instruction

Participating Gateways entitled 2- and 4-year institutions provide instruction leading to degrees and credentials funded through existing scholarship programs.



Structured On-the-Job Learning

Designed by participating IHEs, supervised by mentors trained and supported by IHEs/Intermediary.



Industry Recognized Credentials, Degrees, and Licenses

Apprentices obtain Gateways to Opportunity Credentials, degrees and Professional Educator Licenses (PEL)



Illinois Early Childhood Apprenticeship Program (IECAP) Partnerships

Scholarships + Intermediary Support + Site-based Agreements



Institutions of Higher Education (IHEs)

- Institutions of Higher Education (IHEs) provide coursework leading to Gateways to Opportunity Early Childhood Credentials and degrees



Apprenticeship Intermediary (UIC)

- Workforce intermediary supports partnerships between IHEs and child care programs and provides support to site-based mentors, convenes advisory council, and serves as liaison to DOL



Child Care Programs

- IDHS/INCCRRA provides beneficiary agreements to participating child care programs to fund wage scale tied to credentials and degrees and conditions that support professional learning in the workplace

Program Funds Can be Used to:

- Enable implementation of wage scale based on credential and degree for ALL staff (not just apprentices)
- Add/identify staff to serve as floater/substitutes
- Supplies and supports for apprentices and mentors
- Additional compensation for mentors

Apprenticeship Minimum Salary Scale | Chicago Metro



Position	Credential Level/Degree Attainment	Target Hourly	Target Salary Annualized (12 mo.)	Notes
Teacher	Bachelors + PEL	\$61,000		Min salary set at parity with K-12 (12-month, BA teacher)
	Bachelors + ECE Level 5	\$26.50	\$55,120	Min salary set at 20% above AA
	Associates + ECE Level 4	\$22.25	\$46,280	Min salary set at 15% above Level 1
	ECE Level 2 or 3	\$20.75	\$43,160	Min salary set at 7.5% increment above Level 1
	DCFS minimum/ECE Level 1	\$19.25	\$40,040	\$1.25 pay differential between Teacher/Ass. Teacher
Assistant Teacher	Associates + ECE Level 4	\$20.75	\$43,160	Min salary set at 15% above Level 1
	ECE Level 2 or 3	\$19.25	\$40,040	Min salary set at 7.5% increment above Level 1
	DCFS minimum/ECE Level 1	\$18.00	\$37,440	Min salary set at 20% above Chicago's minimum wage or 10% above Chicago's living wage Approximate \$5/hour increase from current average wage

Pay increases for additional credentials include *ESL/Bi-lingual Endorsement: \$1.00 increase; Infant/Toddler Credential: \$0.50 increase*

Apprenticeship Salary Scale | Balance of the State



Position	Credential Level/Degree Attainment	Target Hourly	Target Salary Annualized (12 mo.)	Notes
Teacher	Bachelors + PEL	\$49,522		Min salary set at parity with K-12 (12-month, BA teacher)
	Bachelors + ECE Level 5	\$22.75	\$47,320	Min salary set at 20% above AA
	Associates + ECE Level 4	\$19.00	\$39,520	Min salary set at 10% above Level 1
	ECE Level 2 or 3	\$18.00	\$37,674	Min salary set at 5% increment above Level 1
	DCFS minimum/ECE Level 1	\$17.25	\$35,880	\$1.25 pay differential between Teacher/Ass. Teacher
Assistant Teacher	Associates + ECE Level 4	\$17.50	\$36,608	Min salary set at 10% above Level 1
	ECE Level 2 or 3	\$16.75	\$34,944	Min salary set at 5% increment above Level 1
	DCFS minimum/ECE Level 1	\$16.00	\$33,280	Min salary set at ~35% above IL minimum wage or ~23% above the Balance of the State's living wage Approximate \$5/hour increase from current average wage

Pay increases for additional credentials include *ESL/Bi-lingual Endorsement: \$1.00 increase; Infant/Toddler Credential: \$0.50 increase*

Participants

Early Childhood Providers/Employers:

- Carole Robertson Center for Learning, Chicago
- Heartland Child Development Lab, Bloomington
- It Takes a Village, Chicago
- SAL Family Services, Milan, Moline, Rock Island

Roles and Responsibilities

- Promote workplace conditions that support professional learning
- Sponsor at least two Apprentices
- Sign on to customizable “Standards of Apprenticeship”
- Identify mentor(s) to provide regular 1-on-1 mentoring to Apprentice, and support them to receive training
- Support weekly mentor/Apprentice meetings
- Implement wage growth steps aligned with worker competency development and the ECE Career Pathway

2- and 4-year Institutions of Higher Education:

- City Colleges of Chicago
- Blackhawk College
- Heartland College
- National Louis University
- Western Illinois University
- University of Illinois Chicago

Roles and Responsibilities

- Prepare Apprentices for admission to ECE program of study
- Assist Apprentices in accessing existing scholarship opportunities (Early Childhood Access Consortium for Equity (ECACE) Scholarship, Gateways to Opportunity Scholarship Program (GSP), Chicago Early Learning Scholarship (CELS))
- Administer Credential and Degree coursework including award of credit for OJT competencies
- Provide academic advising, tutoring as necessary
- Contextualize curriculum as needed
- Coordinate between faculty and on-site mentors
- Award Credentials and Degrees in Early Childhood Education

Accomplishments

- ✓ Engaged with 4 Partner Early Childhood Programs
- ✓ Engaged with 7 Partner Institutions of Higher Education
- ✓ Registered 3 Sets of Apprenticeship Standards with DOL
 - ✓ Gateways ECE Level 2
 - ✓ Gateways ECE Level 4
 - ✓ Gateways ECE Level 5
- ✓ Recruited ~35 Apprentices
- ✓ Begun Identification of Site Based Mentors
- ✓ Begun development of credit bearing course for site-based mentors

Next Steps

- ☐ Initiate Community of Practice for Program Leaders
- ☐ Initiate Community of Practice for Higher Ed Partners
- ☐ Run Mentorship/Coaching Course for Site-based Mentors
- ☐ Initiate Evaluation with SEQUAL through Center for the Study of Child Care Employment at Berkeley
- ☐ Identify and Register Additional Sets of Apprenticeship Standards
- ☐ Continue to Learn from Other States and Share Our Model in IL and with Other States

Questions????



Smart Start



College and University Work





CLC VALUES

- Excellence
- Purpose
- Integrity
- Compassion
- Unity
- Inclusion

Innovative ECE Programs- Spanish Language Associates Degree Early Childhood Educators

Stephanie Santos Gray

Dr. Diane Schael

Demographic Overview and Need



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Lake County has higher than average demand for early childhood educators with **67% of unfilled positions** being in child care

Illinois Early Childhood Workforce Hiring Survey show that 56% of early childhood education programs find it very or **extremely difficult to find bilingual educators**

Growth in the Preschool for All Early Childhood Programs are creating more **opportunities for paraprofessionals** within the public school early childhood field.

The increase in ECE positions is 3.9% overall with a **7% increase in the ELL and Bilingual**

College of Lake County is a Hispanic-serving institution (HSI) which is defined in federal law as an accredited, degree-granting, public or private nonprofit institution of higher education with **25% or more total undergraduate Hispanic or Latino** full-time equivalent (FTE) student enrollment.

The **Early Childhood Department at CLC has 39% Hispanic students.**



A **barrier** for completion of credentials is the English college **reading and writing readiness requirements**

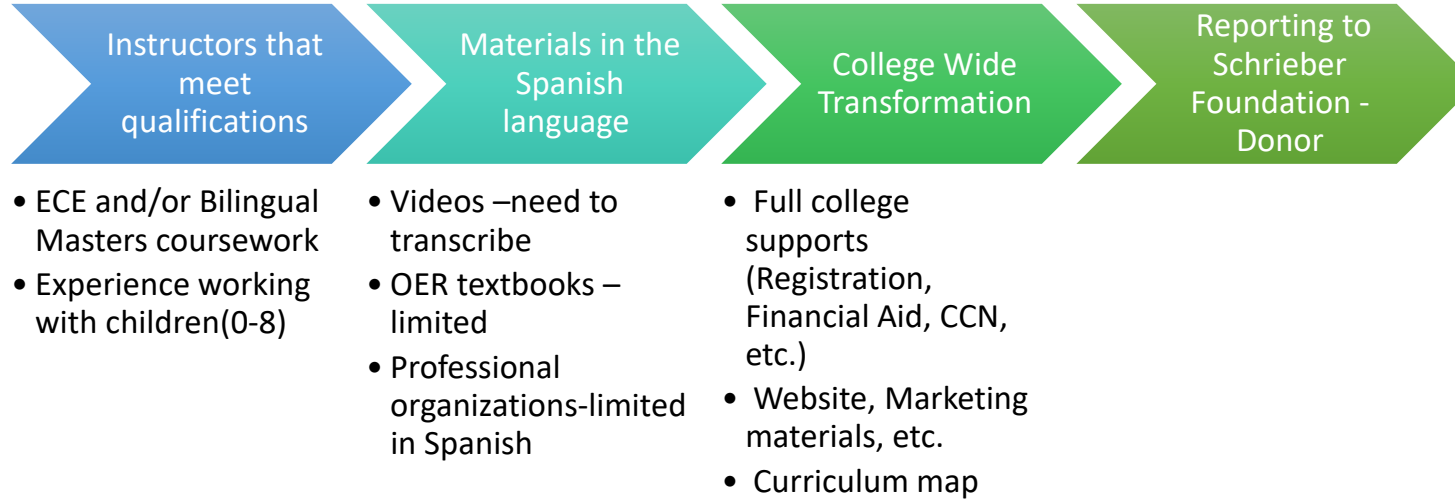


Implementation Needs



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Creating Support Systems



Bilingual
Program
Coordinators



Community
Partnerships

Early
Childhood
Education
Learning Lab



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First Community of Learners in Spanish Modality

Spring Semester 2023

January 2023-Spring Semester

26 students accepted and enrolled in the program

Welcome Reception

- Administration and Leadership attended
- Backpack and College Regalia
- ECE Department T-shirts
- Welcome speech from the team



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Growing the Program- Fall 2023



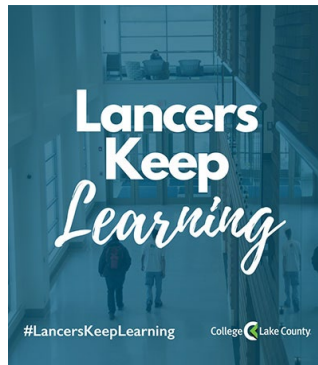
Cohort 2 with 25 students started in Fall 2023



Hiring additional Adjunct Instructors to meet growing needs



Currently 69 students have applied for the Spring 2024 cohort



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Questions and Comments

How can this program work for you and your students?



Contact Information

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Panel Discussion: *Mentorship*



Agency Updates



ECACE Scholarship

What's Covered: Tuition & fees and funding up to the full cost of attendance*

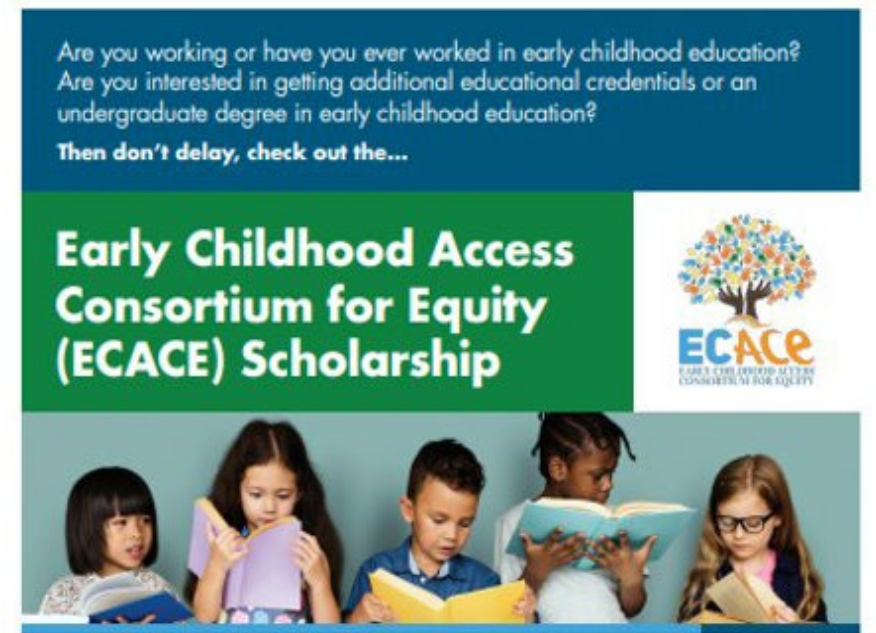
AY 2022: Soft Launch Year

- First awards in March 2022
- \$5.7M to 412 students

AY 2023: Significant Growth

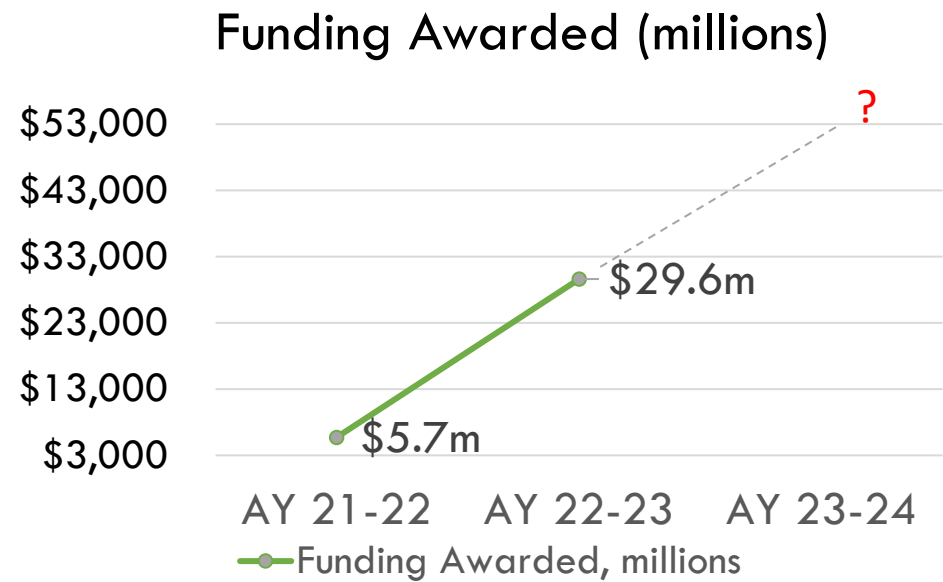
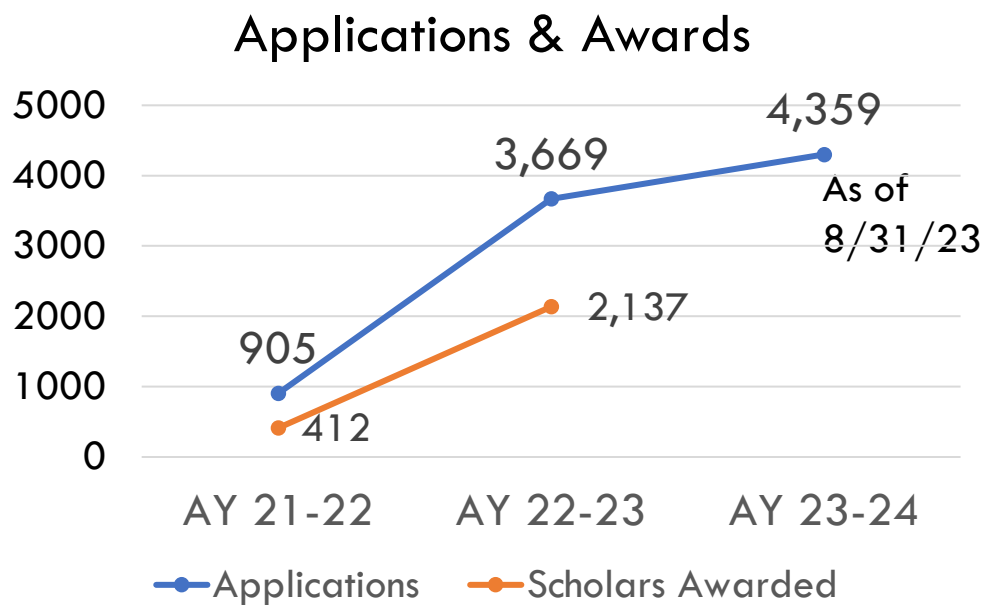
- \$29.6m to over 2100 students

AY24: Scholarship Eligibility Expansion to serve students with a BA who need an additional credential or degree.



ECACE Scholarship applications and awards have grown substantially.

- In AY 22-23, over 3,600 applications led to nearly \$30m in funding to over 2,000 students.
- As of end of August 2023, ISAC received ~19% more applications than in all of AY 22-23.



ECACE Scholarship Updates

As of 10/12/2023....

- 4800 Applications received
- 3800 students prequalified
- \$20,000,000 paid, for fall so far

Institutions are still requesting payment.

"I thought that I would go back and finish my degree in a few more years, but once I heard about the ECACE scholarship, I jumped at the chance to go back and finish."

Without this scholarship, there is no way that I would be able to afford to go back and complete my education at the university level."



Adia Walker, ECACE Scholarship Recipient at Northern Illinois University



Public Comment

Closing Comments

Upcoming meetings:

Advisory Committee	TBD
In-Person Consortium	February 26 th , 2024



Thank you!