Employer Council of Early Childhood Workforce Partnership

ECRC Meeting
JANUARY 2023
Overview of the Employer Council of the Early Childhood Workforce Partnership
EMPLOYER COUNCIL

Chicago Early Childhood Workforce Partnership Co-Chairs:

Anita Andrews-Hutchinson
Chief Operating Officer at It Takes A Village

Bela Moté
Chief Executive Officer at Carole Robertson Center for Learning

Leslie McKinily
Interim Chief, Early Childhood Education at CPS

Employer Council Members:
ADA S MCKINLEY COMMUNITY SERVICES INC
ASIAN HUMAN SERVICES
CHICAGO COMMONS ASSOCIATION
CHILDREN’S HOME & AID SOCIETY OF ILLINOIS
CHRISTOPHER HOUSE
CONCORDIA PLACE
EASTERSEALS SERVING CHICAGOLAND & GREATER ROCKFORD
EL HOGAR DEL NINO
EL VALOR CORPORATION
ERIE NEIGHBORHOOD HOUSE
EYES ON THE FUTURE CHILD CARE
GADS HILL CENTER
HENRY BOOTH
MARILLAC ST. VINCENT FAMILY SERVICES INC
METROPOLITAN FAMILY SERVICES
ONWARD NEIGHBORHOOD HOUSE
START EARLY
Mayor’s office task force focused on early childhood workforce launched new policies including higher salary and degree requirements. These recommendations came alongside Universal Preschool expansion.

The Chicagoland Workforce Funder Alliance partnered with Bellwether Partners to identify the challenges in implementing the new early childhood workforce requirements.

The Chicago Early Childhood Workforce Partnership (ECWP) was formed to address shared workforce challenges from an employer perspective.

The ECWP Co-chairs have formally launched the Employer Council and is collectively pursuing opportunities to address shared workforce challenges in 2021.

Pursued action in two of Council’s three focus areas: Pathways & Compensation; aligned with Mayor’s office Every Child Ready Chicago.

Continue Council’s action agenda with an emphasis on Pipeline; undergo next round of strategic planning in alignment with local and statewide efforts.
Chicago early childhood educators are recognized as a valued profession and given equitable compensation and working conditions for providing joyful learning opportunities to children ages birth to 5 years old.
# Three Key Strategies

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<td>If we create strategic partnerships with local higher education institutions, then we can create pathways that are more affordable, achievable, valuable, attainable and ultimately lead to increasing the degree attainment for our incumbent workforce.</td>
<td>If we advocate for teacher pay parity with CPS (and in doing so, acknowledge that pay parity requires the PEL), then we can retain and ultimately attract more teachers.</td>
<td>If we have better pathways to degree completion and we increase compensation, and we also create new talent channels and collectively bring awareness to opportunities then we can attract more new teachers into the profession.</td>
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Pathways Updates

Made the local opportunity more visible

37%

Despite state and local efforts, the rates of degreed educators in Chicago classrooms are declining to only 37% for BA teachers and 26% for AA teachers. Council’s open letter to Higher Ed institutions asked for more convenient, affordable, valuable and convenient pathways.

Strengthened Partnerships with Higher Ed

Launched to strategic cohort partnerships with National Louis University & Community Colleges of Chicago

Provided IL representatives testimonials to help support increase access to ECE degrees

Provided feedback to IBHE & the Early Childhood Access Consortium for Equity

Enrolled Teacher Cohorts

~100

Council teachers enrolled in either an BA or AA degree program

Deployed Barrier Reduction Funding

$7K to date

To help existing Employer Council teachers relieve prior debt in order to re-enroll in degree program

Applied Innovation

Currently testing "bring campus to you" Café model in partnership with CCC (for AA degrees+)

Council gets access to innovative opportunities with scholarships, navigators, competency-based programs, bilingual instruction, CDA offerings, PLA, etc.
Café Model

- Feedback from degree-seeking Teachers when asking about full remote options: Community matters!

- Bring Campus to you approach. Navigating campus intimidation and logistics barrier - going back to campus life can feel overwhelming and a logistical hassle.

- Weekly community-based Café where teachers complete individualized coursework, get support, and have 'hub' access to several services to be successful.
  - Evening, Hybrid, Online, and Saturday courses for working students
  - City Colleges brought representation from their student activities center, reading/writing center and career center
  - Computer Labs and Loaner Laptops
  - On campus childcare Lab Schools at many CCC locations
  - Support with finding and building a career
  - Professional Development and Networking Opportunities

- Collaborative Partnership where City Colleges provides on site instructors and tutors, CWFA provides program and barrier relief funds where needed, and the Employer Council provides classroom space and helps recruit teachers
  - National Fund for Workforce Solutions provided pilot program funding.

- Pilot launched during pandemic with just one classroom to start but expanded into next semester
Compensation Updates

SUPPORTED GOV FUNDING REC

$65K
Council supported Governor’s Adequate Funding Commission’s salary recommendations and applauded the effort to achieve pay parity with CPS at 65K a year for a teacher with BA and PEL

CONTINUED EMPLOYER VOICE

Employer Council continues to provide feedback on additional efforts to increase funding for birth through 5 programs

ASKED FOR DISAGGREGATED DATA

Requested and received detailed wage data broken out by race / ethnicity and education levels from INCCERRA to use for identifying tactical strategies to address inequities in 2022

WORKFORCE STUDY

That is also aligned with HHS requirements and provides visibility into a more equitably paid EC workforce in Chicago
Data-Driven Insights & Recommendations for More Equitable Compensation

Market Study

Supporting the Recruitment and Retention of Head Start Staff: A Wage and Benefits Comparability Study for Chicago Head Start Grantees

Position Paper

Ending Pay Inequity for Early Childhood Educators
Awareness Campaign

Public

Influencers & Decision-Makers

- Governor’s Office
- IDHS
- Early Learning Council
- Senator Cristina Pacione Zayas
- HHS Regional Office
- Black Caucus
- Latino Caucus
- Mayor’s Office
- SteerCo (CPS, DFSS & Mayor’s Office)
- City Council members
- CCAU
- Corporate Coalition
- NEWS
- Origami Works
- Council Boards of Directors
- Local philanthropy
- CELFE
Pipeline Updates

**Council’s Existing Pipeline Models**
- CPS
- Christopher House
- Chicago Commons
- El Valor
- Carole Robertson
- It Takes a Village

**Emerging Best Practices**
- Career ladders
- Earn and learn,
- Cost sharing post training
- Identifying priority populations (e.g. bilingual, special ed)
- Cohort models, etc.

**National Models**
- Early Childhood and non-Early Childhood programs
- Registered or Apprenticeship -like Models

Stay tuned for more!
Thank you!