

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

OUR COLLECTIVE JOURNEY

2018

2019

2020

2021

2022

2023

CATALYZE

RESEARCH

CONVENE

MOBILIZE

ACT

EVOLVE

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 launch 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

WHAT IS THE RESULT WE SEEK?

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



Pathways

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.



Compensation

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.



Pipeline

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.





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 matl**
- **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 INCCRRA to use for identifying tactical strategies to address inequities in 2022



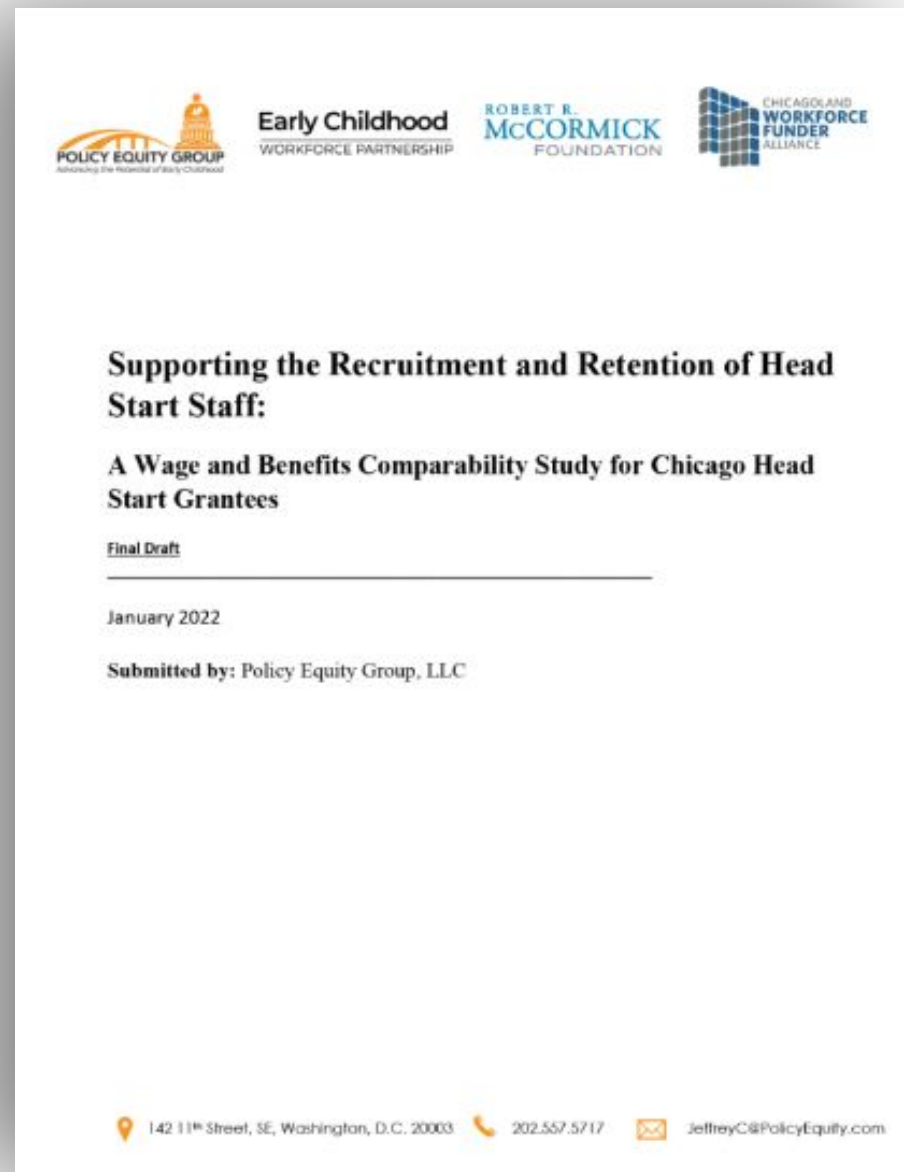
WORKFORCE STUDY

That is also aligned with HHS requirements and provides visibility into a more equitably paid EC workforce in Chicago

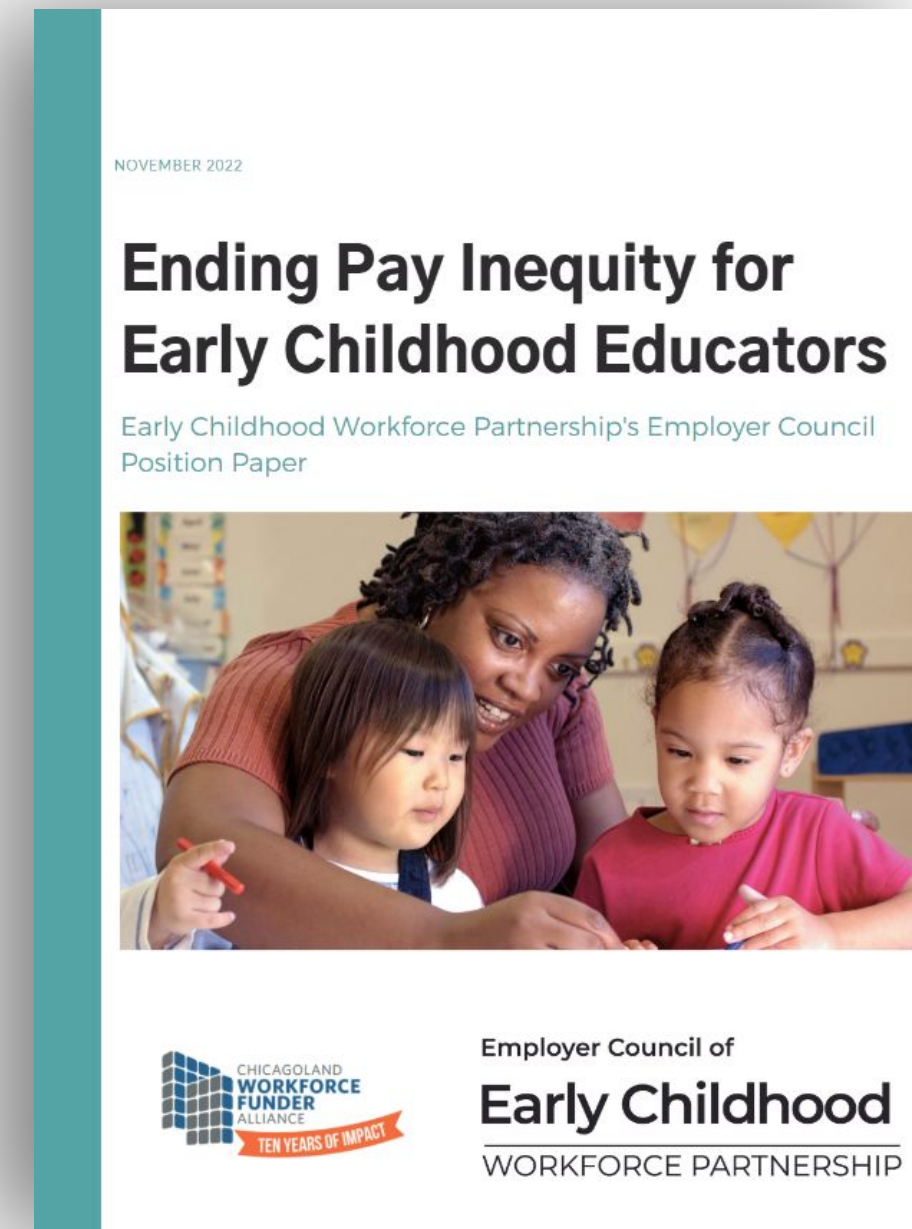


Data-Driven Insights & Recommendations for More Equitable Compensation

Market Study



Position Paper





Awareness Campaign

Public

From the Employer Council of the Chicago Early Childhood Workforce Partnership

For Immediate Release
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Chicago Early Childhood Employers Seek to End Pay Inequity for Teachers
New wage study underscores the crisis of the early childhood workforce

Chicago, IL (November 16, 2022) – The employer-led workforce collaborative, [Chicago Early Childhood Workforce Partnership](#) (ECWP) Employer Council, urges Governor officials to prioritize funding for more equitable education for those who teach infants and toddlers.

To understand where funding is needed most, the ECWP from various early childhood provider settings (public, private, and non-profit), the [Policy Equity Group](#), shows that early childhood educators get paid about 30% less than kindergarten teachers and that pay inequity is also highly racialized: educators of color receive even less pay than their white counterparts, even when controlling for other factors like degree.

The study prompted the Employer Council to release a Position Paper within five years, a quarter of Chicago educators and plan on leaving the field because of wages.

“We have been talking about the need for better compensation for decades,” said Bela Moté, ECWP Employer Council must act now to keep our classrooms open and before it’s too late.

“Our number one priority to help Chicago’s children is to make the early childhood workforce a workplace of choice,” said Anita Andrews-Hutchinson, Executive Director of Schools. “We need to go beyond the minimum wage and encourage early childhood degree seekers; encouraging them to stay in the field with our community providers,” she added.

In addition to releasing the Position Paper today, the ECWP also released a study that shows Chicago area wages by role and degree for early childhood educators and hopes that it will encourage more equitable compensation.

More details about the Employer Council’s Position Paper are available [here](#).

Changes to Illinois’ early childhood education funding needed to fix pay disparities, advocates say
By Samantha Smylie | Nov 22, 2022, 4:25pm CST

For years, Illinois early childhood education advocates raised concerns about low pay leading to staffing shortages. Now, a new study found significant pay gaps between Chicago’s early childhood and elementary teachers despite having the same degree. | Christian K. Lee for Chalkbeat

The Chicago Early Childhood Workforce Partnership Employer Council is urging state and local lawmakers to re-evaluate how they fund early education, similar to how the state overhauled and increased K-12 funding five years ago.

A funding overhaul is needed, the council says, to fix disparities found in a study it commissioned late last year to identify pay gaps between early career educators, public school elementary teachers, and other job sectors.

Among the findings from the study and the council’s policy position paper released last week, Chicago’s early childhood educators are paid \$18,000 less on average than

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December 13, 2022 08:55 PM

Illinois education budget might boost career, early childhood programs—but recession worries loom
SAMANTHA SMYLIE
Chalkbeat Chicago

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- These are the best hospitals in Chicago, says new list
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- Amazon delays West Side warehouse opening

FORUM
Crain's take on the biggest challenges facing

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

National Models

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

Emerging Best Practices

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



**Stay tuned for
more!**

Thank you!