



EMPLOYER COUNCIL

EARLY CHILDHOOD WORKFORCE PARTNERSHIP

PRELIMINARY 2021 ACTION AGENDA

WHO WE ARE

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

Bryan Stokes II

Chief, Early Childhood Education at CPS

Leslie McKinily

Deputy Chief, Early Childhood Education at CPS

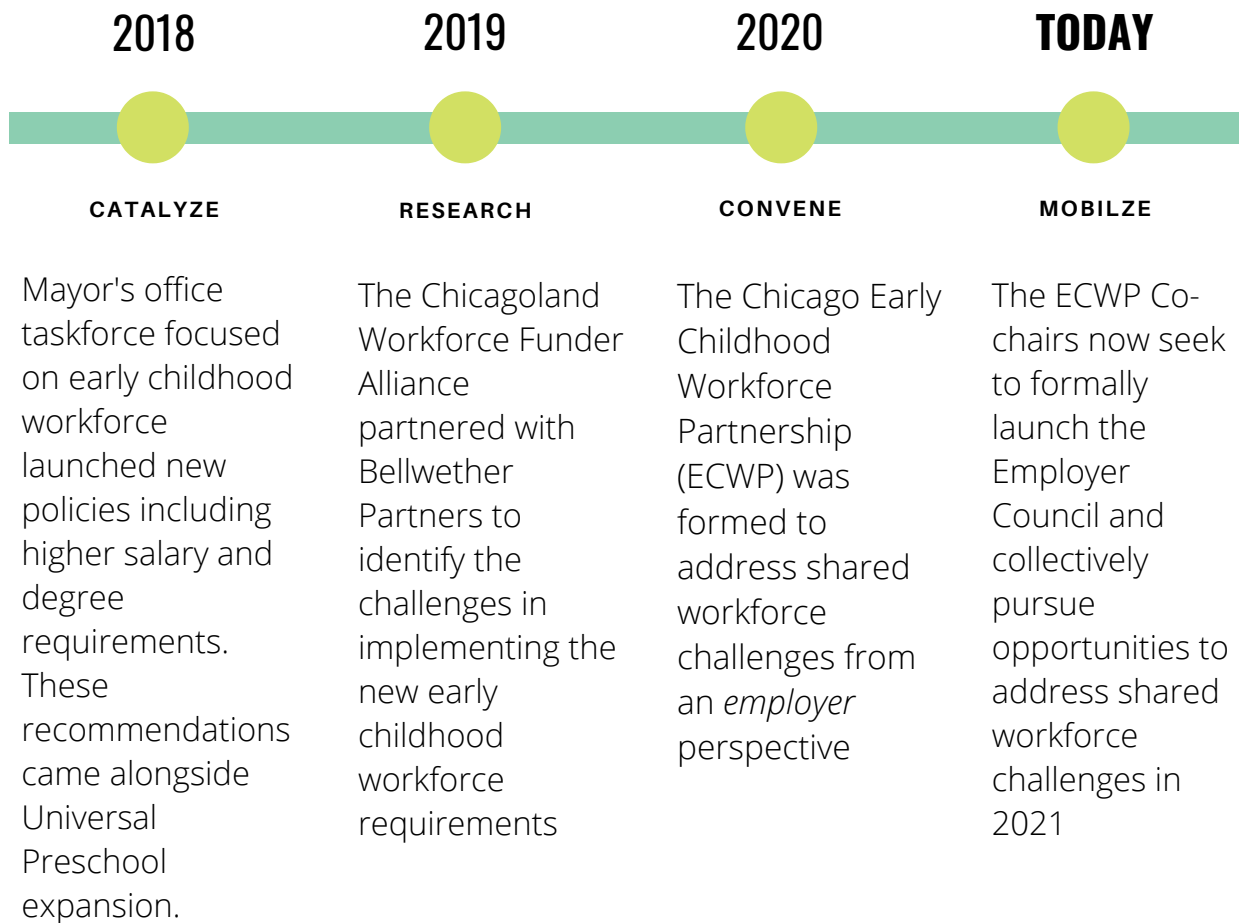
Christina Krasov

Chicago Early Childhood Workforce Partnership Convener

We are recruiting CEOs or Executive level champions from these organizations:

ADA S MCKINLEY COMMUNITY SERVICES INC
ASIAN HUMAN SERVICES
CHICAGO COMMONS ASSOCIATION
CHILDREN'S HOME & AID SOCIETY OF ILLINOIS
CHRISTOPHER HOUSE
CONCORDIA PLACE
EL HOGAR DEL NINO
EL VALOR CORPORATION
ERIE NEIGHBORHOOD HOUSE
EYES ON THE FUTURE CHILD CARE
GADS HILL CENTER
HANA EARLY CHILDHOOD CENTER
MARILLAC ST. VINCENT FAMILY SERVICES INC
METROPOLITAN FAMILY SERVICES
ONWARD NEIGHBORHOOD HOUSE

OUR PATH TO TODAY



EARLY CHILDHOOD IS AN EMPLOYER-LED MARKET UNDER PRESSURE

System Forces



COVID19

Teacher
Shortage

UPK
Expansion

Higher Degree
Requirements

Higher Salary
Thresholds

Independent, employer-led market

Operationalizing various funding sources
Variable compensation & benefits
High turnover at all levels
Competition for teachers
Fragmented professional development opportunities...

On-the-ground realities

Early Childhood Workforce Partnership

EMPLOYER COUNCIL

MISSION

The Chicago Early Childhood Workforce Partnership is a group of early childhood employers who seek to build the best early childhood workforce in the US--marked by high-quality, diversity and equity.

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.

WHY IT MATTERS

High-quality early childhood services benefit children, families, and the broader economy, and Chicago is making critical investments to expand services and raise the bar on quality. These investments require a larger, highly qualified early childhood workforce. By 2024, we estimate need for 3,000 new educators as well as “upskilling” of 1,000 existing educators whose current roles now have higher degree/credential requirements.

Challenges meeting workforce demand are compounded by other systemic barriers including fragmented pipelines, lack of racial/ethnic and linguistic representation across roles, low and variable compensation, and lack of clear career pathways.

COVID19 has only exacerbated these challenges making it even harder to attract highly qualified educators, stem turnover, meet requirements, and develop existing staff.

Improving the early childhood workforce is multi-generational strategy to create more equity: in addition to ensuring that more children have access to high-quality educators, Chicago’s early childhood workforce is mainly women of color who themselves are the primary caregivers at home.

We need your help.

OUR MODEL

A workforce partnership is a collaborative model with a track record of effectiveness - both in other Chicago industries and in other cities' early childhood sectors. The model is unique in its focus on the needs of employers. It fosters collaboration among providers, others in the sector, and even those from other industries to develop workable solutions for a challenge that has impact on the quality of early childhood services in Chicago and on the City's broader economic health.

OUR COLLECTIVE VOICE

EMPLOYER SUPPORTED



AWARENESS

Learn & Connect

Awareness campaigns

Narrative shifts



PATHWAYS

Articulate & Graduate

Streamlined pathways

Workforce /higher ed partnerships



RECRUITING

Source & Hire

Collective recruiting

Shared substitute pool

Pipeline partners

Lower vacancy times
Lower vacancy costs
Lower hiring costs

EMPLOYER LED



JOB QUALITY

Develop & Retain

Compensation & Benefits

Working conditions

PD & upskilling

Increased retention
Increased "postive churn"
Increased promoter score

GUIDING PRINCIPLES

The Chicago Early Childhood Workforce Partnership's work is guided by these values.

CHILDREN FIRST

We serve children and families first and foremost. We approach all actions and discussions **as though our children and families are in the room.**

FOCUS ON THE COLLECTIVE

Even amidst differences, we understand that we have shared challenges across our organizations, and we seek to build **collaboration over competition.**

PUSH FOR EQUITY

We represent an under-resourced, under-valued field in which a majority of workers belong to marginalized groups. Thus, we prioritize actions that promote **equitable opportunities and outcomes** for those in our sector.

DIG INTO ACTION

We cannot stop at the “recommendation” level; we are focused on implementation and **action.** To do so, we are entrepreneurial and creative.

BALANCED, RESULTS-ORIENTED GOALS

We have an eye on **both the near-term & the long-term results.** We recognize there are needs we can and must tackle today, but we also know changes that the sector needs will not happen overnight, so we must invest for the long-term too.

LEVERAGE THE GROUP

We leverage the **collective brain power** of the partnership to workshop ideas, problem solve, and share practices that will benefit the sector.

STAY ENGAGED

We invest **our time.** We recognize that all of us are busy, but we will honor our commitments to this group and be respectful of all others' time in this partnership.