



MEETING NOTES

Region 19 Action Council Meeting

Location: Zoom

Date & Time: Friday, March 10, 2023 from 11:00am to 1:00pm

11:00am: Welcome & Updates (10 minutes)

Notes:

- Region 19 had a Townhall with the Carol Stream Chamber of Commerce and Western DuPage Chamber of Commerce to discuss the impact of child care on businesses in DuPage County.
- Introductions from Kisha David and Action Council members.
 - Kisha Davis, Burial Chief of Collaboration and Partners of the Illinois Department of Human Services Division of Early Childhood

Decisions made: N/A

Next Steps: N/A

11:10am: ECEC Workforce Data Overview (15 minutes)

Notes:

- All data and reports reviewed during the meeting can be found in our Google Folder.
 - <https://drive.google.com/drive/u/0/folders/1oxcTS5BJugkhL-pP7zKjOU3eRtXA2R5d>
- Overview of Staff Positions for Licensed Centers in DuPage County.
 - Total Staff: 4,815
- Overview of Staff Positions for Family Child Care in DuPage County.
 - Total staff: 397
- Data overview of staff based on license type.
- Overview of bilingual families and children, directors, and teaching staff in DuPage County.
- Race and Ethnicity representation in Early Childhood Education and Care (ECEC).
- Licensed Centers and FCC (Family Child Care) providers primary language overview.
- Workforce Compensation Overview
- IDHS strategic updates and initiatives.



- Data we have was current for the time it was collected, we acknowledge it may not reflect our current number at this time.
 - Current data is something that is needed in order to further our recommendations and goals.

Decisions made: N/A

Next Steps: N/A

11:25am: ECEC Workforce Discussion (92 minutes)

Notes:

- Conversations around the biggest contributor to the workforce shortage.
- Three biggest contributors to workforce shortage were identified in today's meeting.
 - Value of Profession
 - Burnout/ Stress
 - Pay Inequities
 - Work Environment & Conditions
 - Focusing on the policy aspect
- Conversation around what can be done to ensure educational attainment and qualifications are reflected in ECEC wages.
- Conversation regarding changes that can be made to recruit and retain Child Care Assistance Program (CCAP) providers.
 - Department of Children and Family Services (DCFS) qualifications and requirements place many barriers for providers.
- There is a lack of respect and overall value for the early childhood education profession.
 - There is a big absence around the messaging of the profession.
- Discussion around recommendations and changes for the workforce shortage.
 - Value of profession
 - More male voices and perspectives
 - More education around the field
 - Design a curriculum that includes all early childhood career paths (home visiting, managing business, advocacy, government)
 - Stress and Burnout
 - Flexible staffing to allow for additional classroom support.
 - Accessible mental health support for the community and staff
 - Pay Inequities



- Male vs. Female pay scales
- State funding does not cover all required qualifications needed
- Work Conditions
 - Additional supports for staff and children such as Social workers and Disability Specialist
 - Policy change
 - Allow for more individuals to become providers (immigrants/refugees)
 - Flexible time off
- Discussion around addressing the issue of minority populations not being represented.
 - Professionalize early childhood education.
- Conversation around the benefits for staff in a childcare center.
 - They are not always the greatest.
- There is a big need for a work-life balance.
- More recommendations can be found in our Jamboard located in our Google Folder

Decisions made: N/A

Next Steps: N/A

12:57pm: Next Steps (3 minutes)

Notes:

- Next meeting will be held on March 22, 2023, 4:00pm to 6:00pm
 - Parent/Caregiver Experience and Focus Group Overview
- During April, our Action Council meetings will focus on identifying our strengths and needs as well as recommendations.
- We will be resuming our Hybrid option starting in April.

Decisions made: N/A

Next Steps: N/A