



Action Plan Workgroups Summary

October 12, 2023

Attendees

Workgroup 1 present: Amy Cocuyo, Missy Brown, Katie Inman, Claire Davis, Teale Betts, Theresa Bush, BJ Timmons, Lisa Skeate, Faithe Allen, Emilee Crowell, and Stephanie Caudle.

Workgroup 2 present: Misty Browning, Amanda Holbrook, Amy Cucuyo, Katie Inman, Christina Manchen, Sherri Buchanan, Missy Brown, Tiffany Williams, Nancy Gulley, Rose Arvieux, and Candy Lewis.

Agenda

1. Icebreaker.
2. Group Agreements.
3. Recommendations.
 - a. **Work Group 1 Recommendation: Increase the utilization of CCAP. Locally, we will expand on our CCR&R's current efforts to promote CCAP by partnering to distribute promotional materials; share information; and educate families, community stakeholders, and employers about the program, its eligibility criteria, and the changing policies that make the program more accessible to families.** Recommendation was made based on feedback from families and providers and data accessed via the Child Care Resource and Referral. FY24 data indicates a decrease in CCAP Cases each month for Region 21. Community voice indicated a lack of knowledge on the CCAP program, its eligibility and changing criteria. Recent policy changes allow more people to qualify and those people do not know they qualify.
 - b. **Work Group 2 Recommendation: We recommend locally that we work to increase quality by promoting and sharing information about the State's current workforce initiatives, educate the public about the need for more teachers, and advocate for increased public dollars that support adequate compensation.** ECEC programs are seeing a shortage in the workforce across Region 21. The Region has a wide range of program options (center based, home based, half-day programs, full-day programs, licensed child care and family child care centers). There is an urgent need to attract and retain teachers and providers to address this shortage and ensure all students have access to a high-quality education. Currently the state has several workforce initiatives targeted to assist with this initiative and public and program feedback indicates they are not aware of these programs. According to the Illinois Salary and Staffing Survey of Licensed



Child Care Facilities: FY 2021, the median annual wage in child care occupations in Region 21 is \$26,018. While individuals serving in administrative capacities in child care centers are most likely to receive wages above the Regions median wage, the majority of child care center teachers and assistant teachers are earning well below the median wage for employed persons in their county. There are 63 Family child care providers in Region 21 and they along with school-age assistants earn the least. Data shows that three out of four children do not have access to Birth to Three services in Region 21.

4. What are the goals that must be achieved to implement the recommendation?

The workgroups met to discuss this question and begin to fill out a matrix that includes a list of SMART goals, a list of steps needed to achieve each goal, and a timeframe for accomplishing the goals. Below is a summary of some of the most important goals discussed during the workgroup meetings.

- a. **Work Group 1 Recommendation: Increase the utilization of CCAP. Locally, we will expand on our CCR&R's current efforts to promote CCAP by partnering to distribute promotional materials; share information; and educate families, community stakeholders, and employers about the program, its eligibility criteria, and the changing policies that make the program more accessible to families.**

Sub-goals:

- Collaborate with community partners, providers and the business sector to host a CCAP Awareness month with a focus on reducing the stigma of receiving assistance/normalizing the process.
- Embed information into current processes for employers, providers and schools.
- Increase CCAP outreach within communities (hospitals, homeschool groups, health care, schools, churches, libraries, colleges, career fairs, chambers, employers, businesses, etc).

Terminal goal:

- Increase the utilization of CCAP by 15% by 10/31/24, through collaborating with community partners, business sector, and early childhood providers in Region 21.

- b. **Workgroup 2 Recommendation: Work Group 2 Recommendation: We recommend locally that we work to increase quality by promoting and**



sharing information about the State's current workforce initiatives, educate the public about the need for more teachers, and advocate for increased public dollars that support adequate compensation.

Sub-goals:

- Educate the public about all opportunities for tuition assistance.
- Collaborate and support the Southern Illinois Coalition for Children and Families (SICCF) Workforce Committee Goals.
- Hold conversations for providers who are at the licensed level of quality to better understand barriers to increased quality.

Terminal goal:

- Raise awareness to the public about the early childhood education workforce shortage and promote and educate providers about current and future workforce initiatives by 10-31-23.

5. Next Steps

- Save the Date for the next meeting: October 30th
- Workgroup 1 5:00-6:30
- Workgroup 2 6:30-8:00
- Details will be coming in email with location specifics.