## **ECE Workforce**

Equitable Compensation Integration





## Equitable compensation integration

- Funding stream secured\*\*
- Equitable compensation is phased in\*\*



Climbing Towards Our Goal

> 2 Ramp up

- Preschool Development Grant compensation prototyping to study implementation and potential for benefit cliffs##
- Align information on teacher licensing qualification standards and program licensing standards for both Professional Educator Licensing & Standards Board and the Department of Human Services\*\*
- Conduct a fiscal study and economic impact assessment of each budget-related recommendation \*\*##
- Conduct a strategic financing study to identify and assess the impact of revenue options available and ways to maximize existing funding streams to cover the costs of the long-term plan \*\*##
- Early Childhood Workforce study##
- Early Childhood Curriculum Grants to expand the adoptions of the Knowledge and Competency Framework \*\*^^
- Develop and expand opportunities to earn "credit for prior learning" \*\* ##
- Create and implement recognition of comparable competencies obtained through experience to achieve comparable compensation \*\* ##

Where Are We Now

- Support higher education institutions and training programs in developing strong early childhood educator preparation programs through grants used to, for example, subsidize programs with low enrollment; conduct marketing; pay for internships or student teaching; implement continuous improvement; and develop early childhood educator graduate programs\*\*
- Workforce development scholarships dedicated exclusively to students enrolled in early childhood programs^^
- Apprenticeship program^^
- Provide stipends to mentors^^
- Support retention and professional development by developing a paid peer mentorship/coaching model\*\*
  - Apprenticeship pilot\*\*
- T.E.A.C.H. Early Childhood MN® Scholarships //
- R.E.E.T.A.I.N. (Annually) ##
- Support for Child Development Associate (CDA) participants and CDA offered in high schools //
- Grow Your Own early childhood educator pilot //
- Future Together Grant program //
- Child Care Wayfinder the child care one stop assistance network //
- Empower to Educate //
- Child Care Stabilization Grants/Retention Payments ##//
- Expand use of Minnesota Transfer Pathways framework amongst existing 2 and 4 year institutions of higher education\*\*
- Financing Minnesota's Early Childhood Workforce report
- Moving the Needle on Compensation team
- Development of a proposed wage scale, published by the Department of Employment and Economic Development
- Cost model study##

\*\* GSTF Recommendation

^^ SF2606/HF2573 Bill

## Great Start Bill or other initiative

// Governor's Recommendation

Current ongoing financial supports and previously completed work