

ECE Workforce

Equitable Compensation Integration

Our Final Goal" Equitable Compensation Integration

3

Equitable compensation integration

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

Climbing Towards Our Goal

2

Ramp up

- 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

1

Current ongoing financial supports and previously completed work

- 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###

- 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**

** GSTF Recommendation
^^ SF2606/HF2573 Bill
Great Start Bill or other initiative
// Governor's Recommendation