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Report Trilogy from the National Academies

Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation

Promoting the Educational Success of Children and Youth Learning English: Promising Futures

Transforming the Financing of Early Care and Education
Minnesota’s B8 Project Charge:

Create a ten year plan to begin implementing some of the 13 recommendations from the Transforming the Workforce report in Minnesota.
Vision

Minnesota has a diverse, qualified, well-supported and fairly compensated workforce, inclusive of existing care and education professionals across settings, that respects and understands the background, cultures, and languages of the children in our state and that is engaged in continuous learning and professional growth.
Guiding Principles

1. The best interest of the children must be paramount.

2. Engage and empower diverse stakeholders in the development of the plan.

3. Early childhood educators deserve professional level compensation.

4. Pathways toward a bachelor degree must include meaningful content about child growth and development.

5. It is critical to increase the linguistic, racial and cultural diversity of the workforce in Minnesota.

6. Employers must support a highly qualified, diverse workforce for the economic health of their communities.

7. Higher education must be accessible and agile to embrace innovation regarding delivery models.

8. Higher education must be accessible and agile to embrace innovation regarding delivery models.

9. It will take many years to achieve the vision; set incremental goals with measures that can inform decisions about course correction along the way.
Community Engagement that Informed Plan

- Presentations
- Online survey
- Subcommittees
- Listening Sessions
- Focus Groups
- Partnerships with those with shared mission and vision
- Communication includes newsletter, Facebook and website
Early Childhood Workforce in Minnesota

I’m a Teacher.
I’m part of Minnesota’s Early Childhood Workforce!

#TMNECW
Yikes!

Map showing the distribution of licensed child care capacity in Minnesota, with regions labeled as follows:

- **Northwestern**: 37% of capacity, with a shortfall of 7,116 spaces needed to accommodate the estimated number of children under 6 with both parents working.
- **West Central**: 22% of capacity, with a shortfall of 14,298 spaces needed.
- **Southwestern**: 25% of capacity, with a shortfall of 9,626 spaces needed.
- **Southern**: 28% of capacity, with a shortfall of 12,528 spaces needed.
- **Twin Cities**: 38% of capacity, with a shortfall of 33,157 spaces needed.
- **Northeast**: 55% of capacity, with a shortfall of 4,993 spaces needed.

Werner, 2016
Priority Area One: Higher Education
Vision: Minnesota has a unified, statewide early childhood higher education system.
MN IHEs that offer ECE

Information collected from: Integrated Postsecondary Education System (IPEDS)
Priority Area Two: Field Placements

Vision: Early childhood students have access to high quality of field placement site(s), and staff have access to resources and professional learning in every region of the state.
Priority Area Three: Pathways to Higher Education

Vision: Minnesota has clear pathways with multiple entry points that allow individuals to join the workforce and move along an established educational continuum.
Priority Area Four: Better Data Systems

Vision: Minnesota collects and uses early childhood workforce data to inform stakeholders and policy decisions.
**Priority Area Five:** An organizational home for this work

**Vision:** Minnesota has a recognized backbone organization that is responsible for and has the ability to coordinate Minnesota’s early childhood workforce related efforts and oversee the recommendations from this report as well as recommendations from other statewide early childhood workforce efforts.
B8 Workforce Core Team

- Developing a Minnesota state plan to implement specific recommendations from the National Academies and other reports
- 14-member representative workgroup
- Philanthropically supported Independent work group

Other Efforts

- NAEYC Power to the Profession
- Financing Teacher Quality Committee in connection with the UC Berkeley Center for the Study of Child Care Employment

Financing Subcommittee

- Kick-off Summit to be held on October 29, 2018
- Scope to include broad ECE financing issues
- Members and funding TBD

P3 Design Team

Advisory Council to Minnesota Department of Education

TEACH Compensation Subcommittee

- 10 person team looking at moving the needle of compensation
- Funded by TEACH National Center

B8 Members

• Professor Layna Cole, Bemidji State University
• Professor Hope Doerner, MCTC
• Rae Jean Hanson, Southern MN Initiative Foundation
• Professor Molly Harney, U of MN, Duluth
• Nick Henderson, DHS
• Debbie Hewitt, MDE
• Nancy Jost, West Central Initiative
• Cisa Keller, Think Small
• Alex Liuzzi, PELSB
• Nikole Logan, Voices and Choices
• Ann McCully, Child Care Aware of Minnesota
• Jennifer Moses, Governor’s Children’s Cabinet
• Kelly Monson, Governor’s Children’s Cabinet
• Scott Parker, DHS
• May Thao Schuck, DEED

Past Members:

Professor Sharon Bergen, Dakota County Technical College
Melvin Carter, Governor’s Children’s Cabinet
Dianne Haulcy, Think Small
Roz Zuest, DHS

www.ecworkforcemn.org