



Great Start for All Minnesota Children Task Force

Working Group Meeting #2: Workforce

March 9, 2022

Welcome!

Here are our virtual meeting protocols



- **Please be on video** as much as possible to help with overall engagement
- **Mute self** when not speaking
- Use **Chat feature** or **“raise hand” button** for questions or comments
- Technical issues can happen to anyone – **chat privately to Hannah Quinn for any needs**
- If you are experiencing an unstable connection - **switch to phone call or close other applications**
- Members of the **public can submit written feedback to** greatstart.taskforce.mmb@state.mn.us

Reminder: Norms & Expectations

- **Members attend meetings prepared and on time**
- **Engage in respectful dialogue**
 - Everyone's input is important
 - Assume best intent
 - Listen with an open mind, and for commonalities
 - Don't say or type anything you wouldn't want to have shared in public
- **Be actively engaged**
 - Don't just disagree, offer a doable alternative idea
 - Speak to the point on the floor
 - Apply your expertise and networks
- **Confirm decisions as we go**
 - Strike a balance between gathering input and moving forward



Our Equity Commitments

In all our conversations, we will strive to:

- **Center children and families**
- Pay **particular focus to the needs and priorities** of historically disenfranchised children and families and their communities
- Specifically contemplate **how our decisions may benefit or harm** historically disenfranchised children and families and their communities
- Seek the **expertise and input from stakeholders** already doing the work in historically disenfranchised communities
- Where possible, consider **data that provides insight** into the relative impact on historically disenfranchised children and families and their communities

Revised Guiding Principles

Guiding Principles reflect the Task Force's values and beliefs, guide how it operates, and lay a foundation for decision-making

Promote Equity	Prioritize Family Perspectives, Needs, and Choices	Support the Power of Local Communities	Build Upon our Solid Foundation	Uplift and Diversify the ECE Workforce	Recognize Implementation Realities	Expect High Quality & Effectiveness	Design for Stability, Sustainability, and Positive Impact
<p>We will prioritize a system that promotes equitable outcomes, with a specific focus on children of color and building cultural competency in ECE classrooms.</p>	<p>We will prioritize families' perspectives, needs, and choices as we make data driven and evidence informed recommendations , recognizing that all provider types and settings provide value to the system.</p>	<p>We will ensure local communities are able to define their own priorities and are supported to build the system that meets their children and families' needs.</p>	<p>We will build upon the successes of Minnesota's past and current system, lessons from other states, and the expertise and research in the field.</p>	<p>We will invest in our dedicated and capable early childhood professionals so that they have the opportunity to thrive and grow, and we will build and support a racially diverse workforce.</p>	<p>We will recognize inherent system constraints while remaining responsive to local, state, and federal landscape changes.</p>	<p>We will endeavor to create a high quality and effective ECE system that meets the needs of all of Minnesota's children and families, regardless of circumstance, knowing that the state's future workforce, economy, and resident welfare is dependent upon it</p>	<p>We will work to support funding stability for providers, educators, and staff across mixed delivery settings to ensure better service for families.</p>

Welcome & Agenda



Welcome & Review



Investigate the current state of ECE workforce compensation



Review and react to wage scale proposal

Working Group Meeting #2 Agenda – 2 hours

- 6:00 – 6:15 p.m.** Welcome | Review
- 6:15 – 6:40 p.m.** Understanding Current ECE Staff Compensation
- 6:40 – 7:00 p.m.** Review Salary Scale Proposal
 - Minnesota Early Care and Education Wage Scale
- 7:00 – 7:45 p.m.** Discuss and Reactions to Proposal
- 7:45 – 8:00 p.m.** Next Steps

Meeting #1 Review

Our Working Group Charge

Define what a “qualified, diverse, supported, and equitably compensated” ECE workforce in Minnesota looks like and how it can be achieved.



What We Must Consider

Per the Legislation

Qualified

Develop affordable, accessible, and aligned pathways to support early childhood educators' career and educational advancement

Diverse

Increase racial and ethnic equity and diversity in the early care and education workforce and recognize the value of cultural competency and multilingualism

Supported

Consider the need for and development of a mechanism that ties childcare reimbursement rates to employee compensation

Equitably Compensated

Include a compensation framework that supports recruitment and retention of a qualified workforce in every early care and education setting

Set compensation for early childhood educators by reference to compensation for elementary school teachers

Consider the recommendations from previous work including the Transforming Minnesota's Early Childhood Workforce project and other statewide reports on systemic issues in early care and education

Transforming Minnesota's EC Workforce Project

Related Key Recommendations



Provide early childhood educators with equitable compensation that reflects their importance in educating children and supporting the larger economy.



Support the establishment of an Early Care and Education Profession in Minnesota through the adoption of the Power to the Profession Framework for defining and advancing the field and align compensation to the framework through the use of wage scales and other mechanisms.



Support early childhood professionals in earning early childhood credits and degrees and invest in the institutes of higher education that confer credentials

Meeting #1: What Do These Words Mean to *Us*

Qualified

Diverse

Supported

**Equitably
Compensated**

Themes From Our Jamboard Session

Qualified

Qualified ECE staff are . .

- Competent
- Skilled
- Educated
- Experienced
- Culturally Competent

They have access to ongoing professional development

They have received education and training in ECE **and/or** they have obtained requisite experience

Diverse

ECE staff represent . . .

- A mix of ages
- A mix of genders
- A variety of experiences
- The children they are serving

Supported

Supported ECE staff receive. . .

- Equitable pay
- Comprehensive benefits
- Prep time
- Ongoing professional development
- Decision making input

They are valued as professionals by parents & families, their organizations, and society

Equitably Compensated

Equitable compensation for ECE staff . . .

- Includes benefits
- Is comparable to other educators and similarly situated professionals
- Provide family-sustaining wages
- Reflects the education and experience required to do the job
- Is *equal* pay regardless of setting or child age group

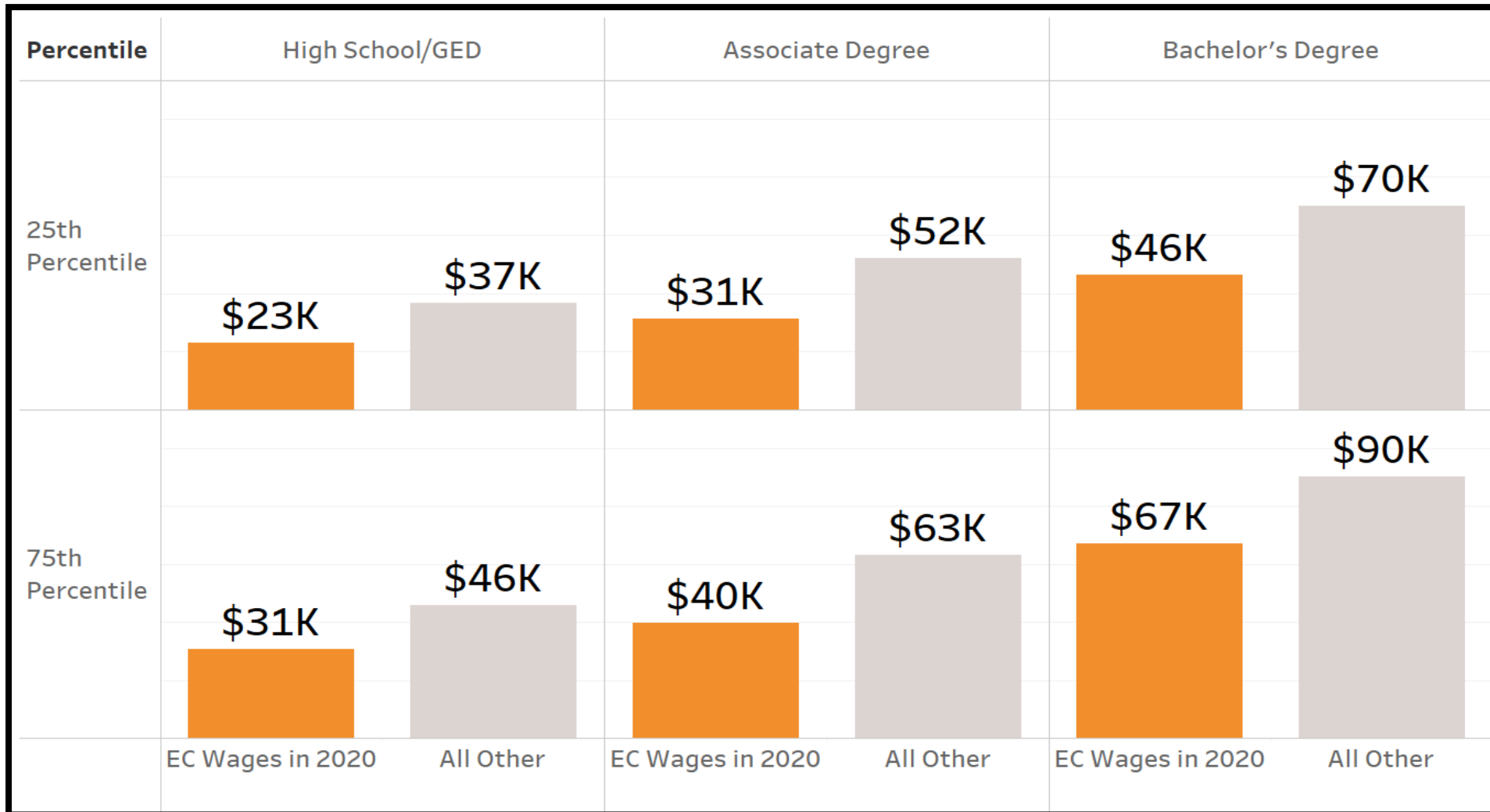
Current ECE Staff Compensation

ECE Compensation Comparison (2020)

Table 2: Wages of Early Care and Education Professional by Ownership, Occupational Employment Statistics, 2020 Wages

Occupation/Ownership	25th Percentile Wage	Median Wage	75th Percentile Wage
Preschool Educational and Center Directors - all ownership	\$ 24.73	\$ 28.67	\$ 34.42
Preschool Teachers - all ownership	\$ 15.33	\$ 17.64	\$ 21.82
Preschool Teachers - private ownership	\$ 15.01	\$ 17.06	\$ 19.08
Preschool Teachers - public ownership	\$ 19.74	\$ 24.65	\$ 29.91
Childcare Workers - all ownership	\$ 11.00	\$ 12.28	\$ 14.67

Current ECE wages lag across degree earners



Living Wage

Living Wage in Minnesota according to MN Department of Employment and Economic Development (DEED)

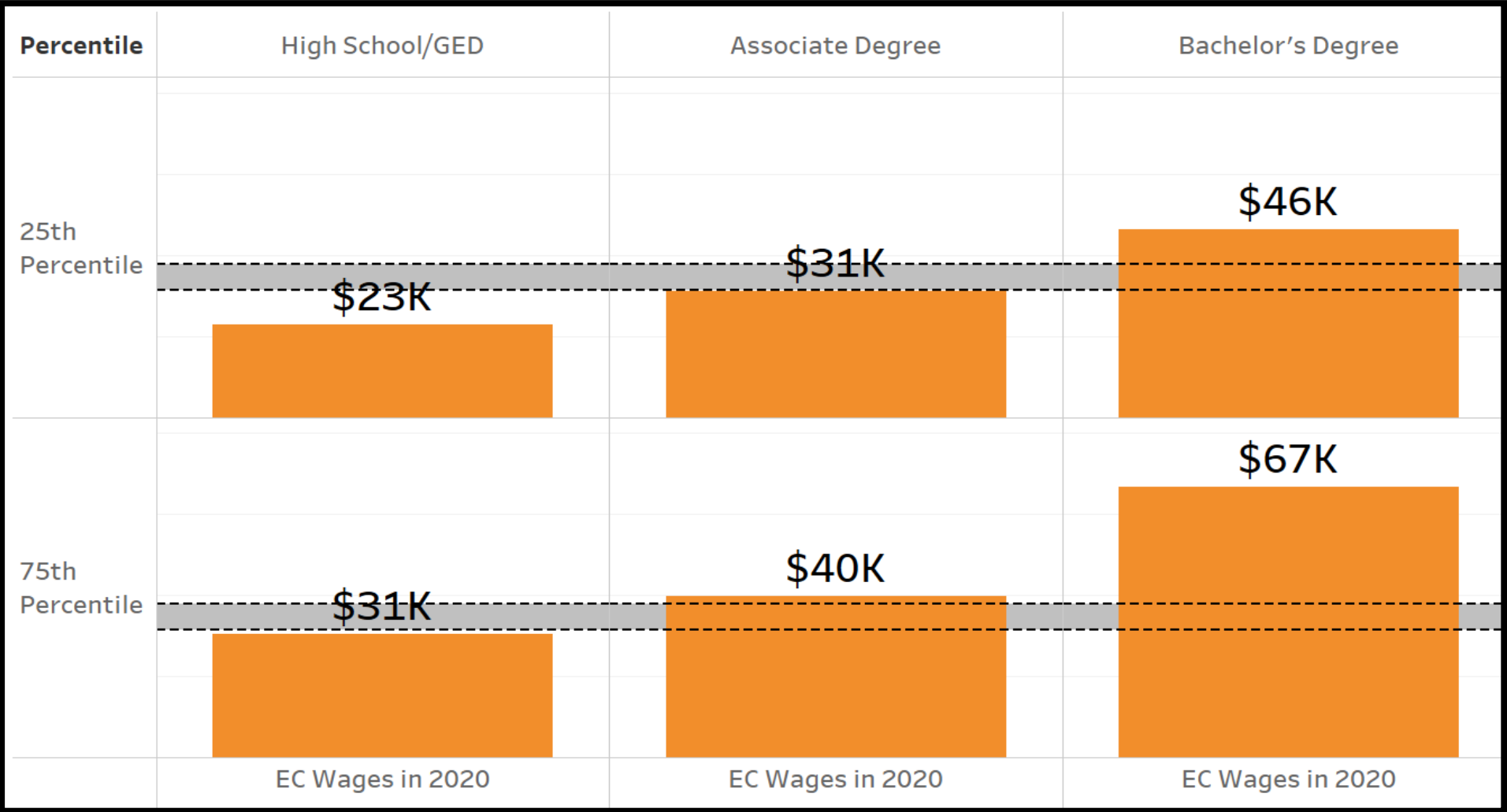
Livable Wage*	1 Adult (no children)	2 Adults + 1 Child (Presumed one full time and one part time employee)
Hourly Rate	\$ 15.09	\$ 18.20
Annual Salary (annualized at 2,080 hrs per year)	\$ 31,387	\$ 37,856 (1 Adult) \$ 56,784 (Family)

*These figures represent livable wage for 2020 to match the wage data presented here. Updated figures are available.

Current ECE Wages for HS/GED and Associate's employees are either at or below what constitutes a living wage

 Living wage

The band here represents the Livable Wage range of **\$31,387 - \$37,856**. The top of that range represents a family of 2 Adults + 1 Child--presumed one full time and one part time employee.

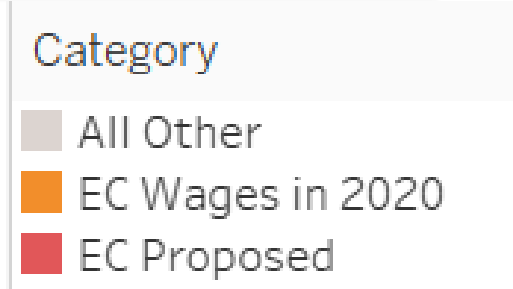
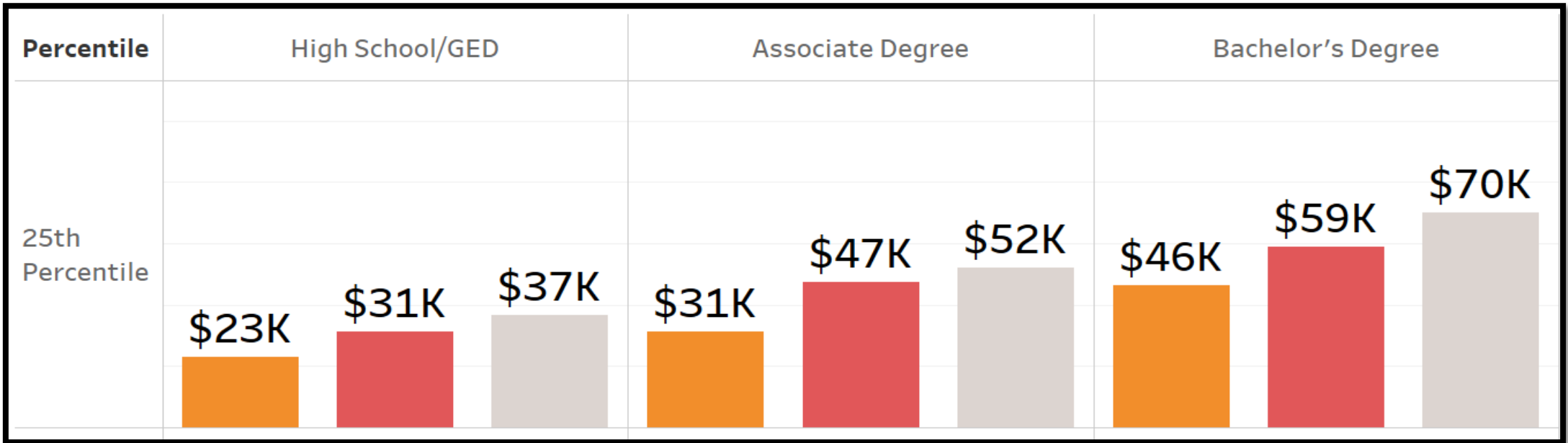


Wage Scale Proposal

Proposed MN ECE Professional Wage Scale

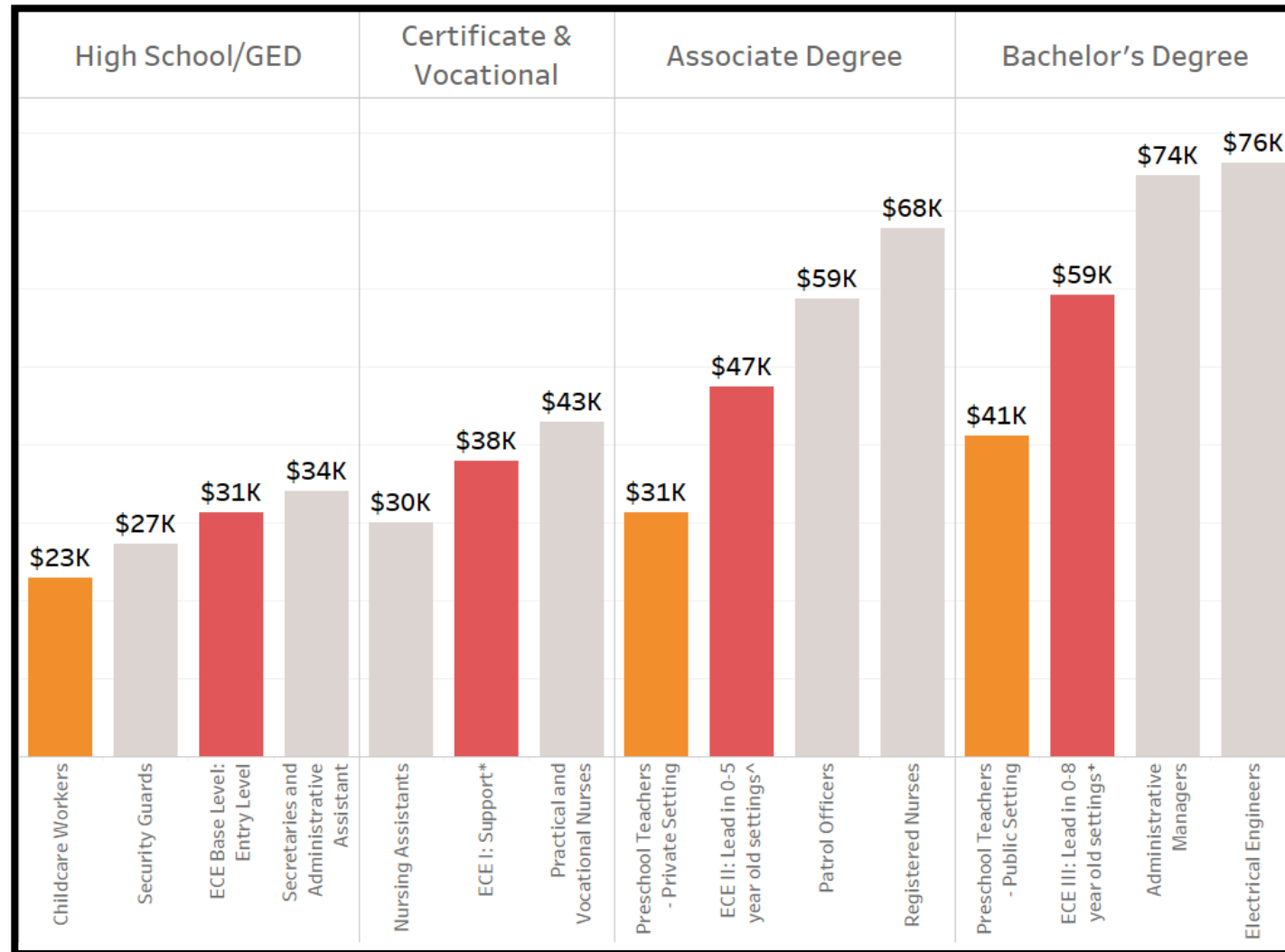
ECE Level	Educational Requirements	Role	Hourly Wage	Annual Wage
Base	High School Diploma	<ul style="list-style-type: none"> Paraprofessional 	\$15.00	\$31,200
ECE I	CDA Certificate	<ul style="list-style-type: none"> Support Educator in 0 – 5 settings Support Educator in Gr K – 3 settings 	\$18.20	\$37,856
ECE II	Early Childhood-related Associate Degree	<ul style="list-style-type: none"> Lead Educator in 0 – 5 settings Support Educator in Gr K – 3 settings Guide Practice of ECE I Roles 	\$22.75	\$47,320
ECE III	Early Childhood Ed BA	<ul style="list-style-type: none"> Lead Educator in 0 – 5 settings Lead Educator in Gr K – 3 settings Guide Practice of ECE I and II Roles 	\$28.44	\$59,072

Proposed wages will be closer to wage parity for most degree earners



Proposed increases will incrementally close the wage gap...

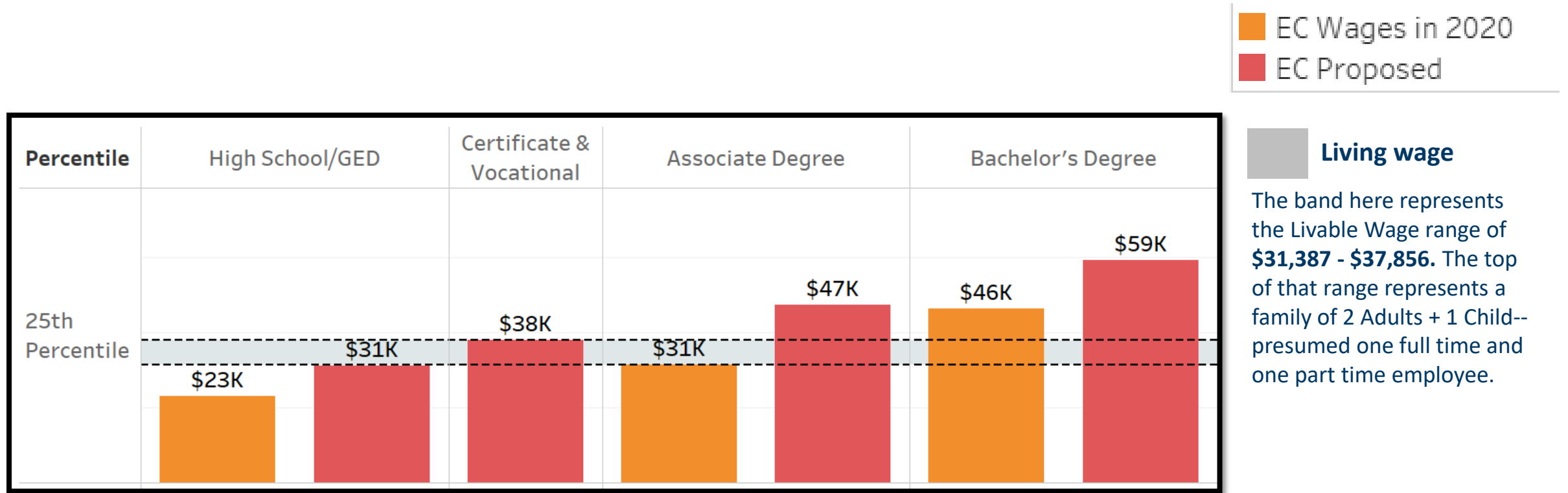
25th Percentile



- All Other
- EC Wages in 2020
- EC Proposed

Source data from MN DEED
<https://mn.gov/deed/newscenter/publications/trends/march-2021/earlycare-wagescale.jsp>

...and help get ECE staff closer to a livable wage



Source data from MN DEED
 (<https://mn.gov/deed/newscenter/publications/trends/march-2021/earlycare-wagescale.jsp>)

What are the proposed salary scales based on?

Salary Scale	Hourly Rate	Based On
Base	\$ 15.00	Cost of Living (DEED)
ECE I	\$ 18.20	One Minnesota Council on Inclusion and Equity Wage
ECE II	\$ 22.75	125% of ECE I
ECE III	\$ 28.44	Parity with Public Preschool and Kindergarten Teachers (125% of ECE II)

Other Important Equity Considerations

Black, Indigenous, and People of Color (BIPOC) workers comprise **23%** of the ECE workforce as compared to **15%** of the workforce across all other MN industries.

As a result, BIPOC workers are more likely to absorb the impact of low ECE wages.

Discuss and React to Proposal

Equitably Compensated

- Set compensation for early childhood educators by reference to compensation for elementary school teachers
- Include a compensation framework that supports recruitment and retention of a qualified workforce in every early care and education setting

How do you see using this wage scale in what we're trying to accomplish?

- Where do you have questions or need more clarity?
- What do you like about this wage scale?
- Is the wage scale helpful in the recruitment and retention of a qualified workforce across every setting?
- Is it a reasonable near-term solution?
- What else might be needed in the long-term to achieve wage parity?

Next Steps

Planned Sequencing of Discussions

Meeting Date	Topic
February	What do we mean by qualified, diverse, supported and equitably compensated?
March - May	Equitable Compensation & Qualified Workforce <ul style="list-style-type: none">• Salary scale & wages• Benefits & Non-monetary compensation• Qualifications & credentialing
June - July	Diversity and Racial Equity
August	Supporting the ECE workforce
September – October (TBD)	Finalize Recommendations

Anticipated Timeline



Monthly meetings February through September 2022

- April 13th | 6:00-8:00 PM
- May 11th | 6:00-8:00 PM
- June 8th | 6:00-8:00 PM
- July 13th | 6:00-8:00 PM
- August 10th | 6:00-8:00 PM
- September 14th | 6:00-8:00 PM
- *October TBD*

Next Steps

- Our next meeting will take place on Wednesday, April 13th from 6:00 - 8:00 pm
- Who can volunteer to present an update for our group at the next taskforce meeting on 3/29?

