

THE WORKFORCE BEHIND THE WORKFORCE

A 2020 Snapshot of Illinois' Early Childhood Educators

The **Illinois' Early Childhood Education Workforce 2020** report provides insight about nearly 100,000 directors, teachers, and assistants working in licensed and license-exempt centers and family child care (FCC) within the Gateways Registry. While these data do not encompass the entire birth through five workforce, they provide rich, descriptive insight about a significant number of early childhood (EC) educators in Illinois. We hope these key takeaways motivate you to read the full report and inspire new bodies of research on how the field can better support the EC workforce.

DIVERSITY

There is greater racial diversity among EC educators compared to teachers in public schools—47% vs. 16%. However, staff is predominately white in lead teacher and administrator positions.

BIPOC*

53% of assistant teachers

59% of FCC providers

64% of FCC assistants

*Black, Indigenous, and people of color

WHITE

62% of center administrators

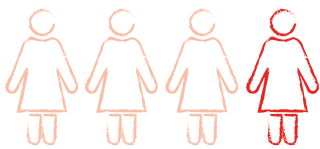
58% of lead teachers



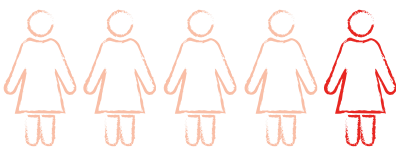
Regionally, racial diversity of teaching staff mirrors the population they teach.

LANGUAGES

There is a growing bilingual population within the workforce.



1 in 4 assistant teachers are bilingual.



1 in 5 lead teachers and administrators are bilingual.

OVER 50%

of bilingual center-based staff are younger than 35.

42% INCREASE

in ELLs served in K-12 since 2010, underscoring the need for more bilingual educators.

EDUCATION

The majority of directors and teachers in licensed center-based programs have completed a college degree, often completing more education than required by licensing.

COMPLETED AN AA OR HIGHER

85% of directors

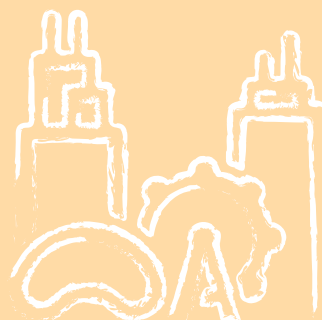
68% of teachers

SOME COLLEGE NO DEGREE

Of 1,600 teachers who have taken college courses,

NEARLY 50%

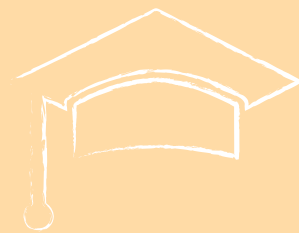
have amassed 60+ credit hours—the equivalent of an AA.



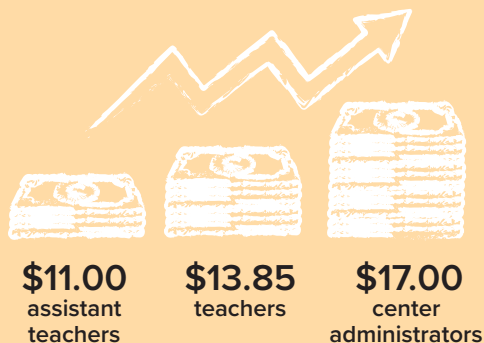
Teaching staff in Chicago have higher levels of education, partly because programs require higher qualifications.

SALARY

Wages are low compared to other occupations and vary based on education, attainment of Gateways Credentials, and ages taught.



HOURLY WAGES



\$1.40 less per hour

Teachers who work with infants and toddlers earn less than those who work with preschool age kids.



\$15.00 vs. \$12.50 per hour

Teachers with a BA earn more than those with a HS diploma or GED alone.

\$2,700 more per year

Teachers with a BA + Gateways ECE credential earn more than those with a BA alone.

PROFESSIONAL DEVELOPMENT

The Gateways Registry is frequently used by the workforce for high quality professional development, but there is opportunity for growth.



180+

entities offer quality-assured training via the Gateways Registry.

PERCENT OF DCFS TRAINING EARNED VIA GATEWAYS REGISTRY



67%
center
administrators

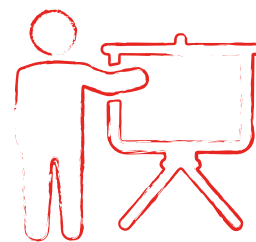


66%
teachers



64%
assistant
teachers

Not all DCFS required training was Registry-approved.



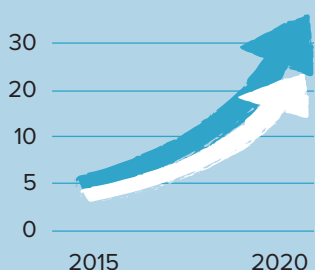
OVER 60%

of staff in licensed centers and FCC attended Registry-approved training, averaging 10-14 hours.

GATEWAYS TO OPPORTUNITY CREDENTIALS

There has been a dramatic increase in how many EC educators hold Gateways Credentials—5x in 5 years.

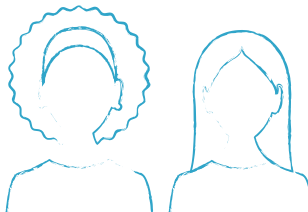
PERCENT OF EDUCATORS HOLDING GATEWAYS CREDENTIALS LEVELS 2-6



33%
center directors

22%
teachers

Black and Latinx center teachers and licensed FCC are more likely to hold Gateways Credentials than other races.



OVER 25%

of center directors now hold a Gateways Illinois Director Credential (IDC), compared to just 5% in 2015.