Making the once *invisible* workforce, VISIBLE

Early Childhood Workforce Registries & Data

July 16, 2025

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Director, National Workforce Registry Alliance

In the field of Early Learning, we do not license individuals (as we do in public instruction or many other professions).

Instead, we license programs, facilities or buildings.

Individual members of the Early Learning Workforce then "register" in ECE Professional Registries.

Our Purpose

**The NWRA's mission is to strengthening registries.
We do that, in part, by aggregating their data about the workforce, and steering that information to encourage data informed decisions and   impact accountability to help   meet their needs.**

*"To reach ALL
young children with
high quality care and
education,
we must reach ALL providers
with
the support, compensation,
and recognition that
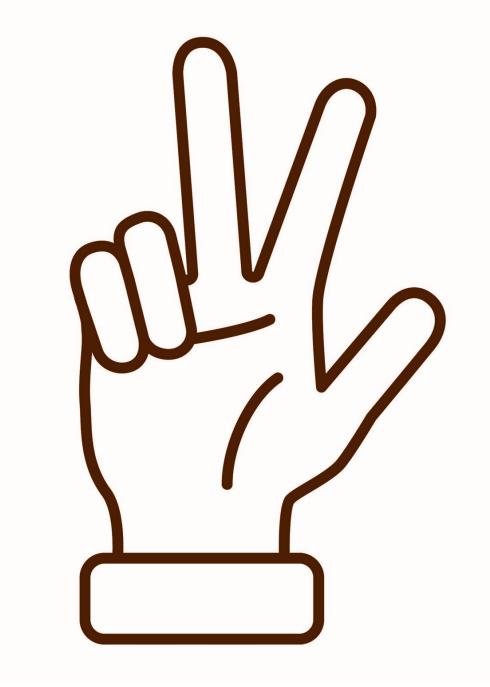cultivates their sense of
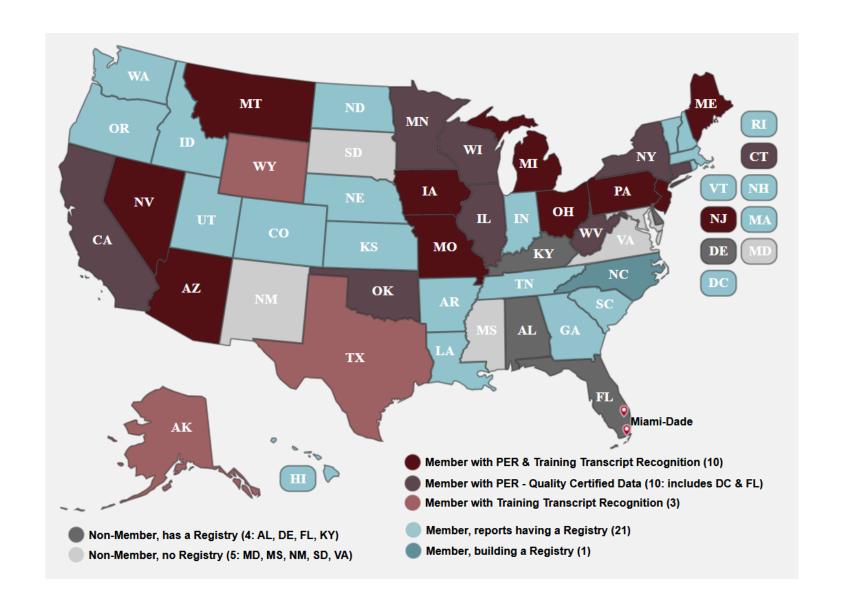belonging."*

Benefits of the NWRA

- **Bi-Directional Information** System (info to and from the field).

- *Unparalleled field **reach** (over 1.8 million people in 2022).*

- **2021 Workforce Data Report: 14 of 17 eligible states contributed data on 466,000+ members of the workforce.**

- **2023 Workforce Data Report: 16 of 16 eligible states contributed data on over 624,000+ members of the workforce.**

- **Have largest known pool of individual-level data in the country.**

- **Our longitudinal datasets span over a decade.**

- We set data quality **standards** & guide registry **growth**.

- **Data to policy is a major priority for us.**

- **We facilitate** research partnerships, such as the Yale Pandemic/Child Cares studies in '20/'21/'22.

Take Away 3 things:

1. Rich, self-reported, longitudinal, verified Early Childhood Workforce Data **already exists**.

2. **Policy Levers & Investments** for infrastructure that enable Data Utilization **are missing**.

3. AI and scalable technology solutions already exist to scaffold a **national early childhood workforce dataset and industry-wide workforce census.** *Examples of registry data dashboards informing policy and efficacy questions are already occurring.*

States with Registries 2025

Legend:
- ● Member with PER & Training Transcript Recognition (10)
- ● Member with PER - Quality Certified Data (10: includes DC & FL)
- ● Member with Training Transcript Recognition (3)
- ● Member, reports having a Registry (21)
- ● Member, building a Registry (1)
- ● Non-Member, has a Registry (4: AL, DE, FL, KY)
- ● Non-Member, no Registry (5: MD, MS, NM, SD, VA)

Registries Reach the Workforce

Total Registry Users Nationwide:

2.6 M+

Total *Active* *Profiles* Employed in Direct Care:

1.2 M+

(PER Definition)

(As of Aug, 2023)

of total Registry Staff Nationwide: (2023)

340 FTE

(aggregated to include PTE)

Supporting:
2.2 MILLION USERS NATIONWIDE

: 6,470 Caseload

Ratio of Workforce Members to Each Registry Staff Member

More than a data system:

A registry is the professional home and hub for members of the ECE workforce, making the invisible workforce visible, ensuring they count and have a voice.

Registry infrastructure moves beyond data collection to serve as a source of trusted information, equitable access to resources, and a place where professional recognition and belonging can be found.

Robust registries empower the workforce, policy makers, and funders by strengthening both recognition and accountability.

"

To increase evidence-based decision making in the development of programs, policies, and practices, (Registries) help inform Learning Agendas and develop Evidence-based Plans to achieve state devised strategic goals.

The **Registry Data Lifecycle** begins by being in relationship with individual workforce members.
The services and support registries provide *enables* the collection of data following their career.
That data is then filtered, aggregated, and reported out, informing policy that we anticipate drives new
services and support to increase quality of life indicators for the workforce (living wage, benefits, etc.)

Registry Impact Levers for Workforce Support

01 Workforce Engagement
- Equitable Information Access to all workforce members
- Inclusive Feedback, Participation & Involvement
- Capture & Elevate Workforce Voices/Stories/Realities
- Provide Members with Support & Opportunities

02 Workforce Preparation
- Track Attainment/Access/Multi-Languages Represented
- Training: State Approval, Quality & Recognition
- Nationwide Alignment (portable and offers reciprocity)
- Identifies Competencies & Career Pathways

03 Workforce Data
- Collection (demographic, career prep, employment)
- Reporting (dashboards, progress, goals)
- Quality Criteria & Standards for collection
- Access to summarized state workforce picture

04 Workforce Policy
- Professional Belonging, Membership, Representation
- Investment Accountability
- Impact Tracking & Reporting
- Access to Support & Opportunities for Growth

05 Workforce Well-being
- Workforce Retention & Compensation
- Benefits: Health Insurance & Sick Leave
- Eligibility for Stipends, Tax Credits, Scholarship, etc.
- Quality Indicators

Common Registry Functions: (updated 2020)

Trainer Approval: 30 states

Training Approval: 30 states

Training Org. Approval: 23 states

Attendance Verification: 19 states

Manage Training Calendar: 24 states

Training LMS & Online Registration: 26 states

Provide Training Transcripts

Workforce Data Tracking & Reporting

Professional Development Planning Tools: 20 states

Education & Training History/Verification

Employment History/Verification

Resume Builders: 7 states

Job Boards: 11 states

Direct Pay to Providers: 29 states

Scholarship Management: 32 states

Partners in Employment Reporting - PER (17)

What We Know
About the Workforce

is informed by data registries collect

The Way We REACH
the Workforce

is through infrastructure only registries provide

Registry Landscape Report: (updated 2024)

2023 Registry Landscape Report - National Workforce Registry Alliance

Registry Landscape Report: (updated 2024)

Overview	Registry Participation	Roles and Settings	**Data Elements**	Career Ladder & Competencies	Compensation & PD Support	Integration & Workforce Well-Being

The National Workforce Registry Alliance

State/Territory	Workforce Registry Unique Identifier	Demographics						Qualifications: Education & Preparation		
		Age	Race/Ethnicity	Gender identity	Primary Language Spoken	Geographic Location	Family Structure	Verified Formal Education	Credential, Certificates, Professional License	Professional Development & Training
Alabama	Yes		✓	✓		✓		✓	✓	✓
Alaska	Yes	✓	✓	✓	✓	✓	✓	✓	✓	✓
Arizona	Yes	✓	✓		✓	✓		✓	✓	✓
Arkansas	No		✓		✓	✓		✓	✓	✓
California	Yes	✓	✓	✓	✓	✓	✓	✓	✓	✓
Colorado	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Connecticut	No	✓	✓	✓	✓	✓	✓	✓	✓	✓
Delaware	NA									
District of Columbia	Yes	✓						✓	✓	
Florida-Miami Dade	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Florida-Palm Beach	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Florida-Statewide*	unknown									
Georgia*	unknown									
Hawaii	Yes	✓								✓
Idaho	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Illinois	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Indiana	Yes	✓								
Iowa	No	✓	✓	✓	✓	✓		✓	✓	✓
Kansas	NA									
Kentucky	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Lousiana	Yes	✓	✓	✓	✓	✓		✓	✓	✓

*Information has not been provided to the NWRA

11

Registry Landscape Report: (updated 2024)

2023 Registry Landscape Report - National Workforce Registry Alliance

| Overview | Registry Participation | Roles and Settings | Data Elements | Career Ladder & Competencies | Compensation & PD Support | Integration & Workforce Well-Being |

The National Workforce Registry Alliance

Employment and Workforce Conditions

State/Territory	Workforce Registry	Employment Information	Employment Status (FT, PT, etc.)	Wages (*Verified)	Hours of Work	Position Title	Age(s) Group Work With	Benefits (insurance, paid sick leave, etc.)
Rhode Island	Yes	✓	✓	✓*	✓	✓	✓	✓
South Carolina	Yes	✓	✓	✓*	✓	✓	✓	
South Dakota	No							
Tennessee	Yes	✓					✓	
Texas	Yes	✓	✓	✓*	✓	✓	✓	✓
Utah	Yes	✓		✓	✓	✓		
Vermont	Yes							
Virginia	No							
Virgin Islands	No							
Washington	Yes	✓				✓		
West Virginia	Yes	✓		✓	✓	✓	✓	✓
Wisconsin	Yes	✓	✓	✓	✓	✓	✓	✓
Wyoming	Yes	✓	✓	✓*		✓	✓	✓
TOTAL:		**40** Collect Employment Information	**32** Collect Employment Status	**31** Collect Wage Data (*Verified)	**28** Collect Hours Worked	**40** Collect Position Title	**34** Collect Ages Worked With	**20** Collect Benefits Information

Common ways wages might be verified:
- **Pay Stub** 2 Registries
- **Employer or Program Director has limited access:** 11 Registries
- **Tax Form or Document:** 2 Registries

16

Who is included in a Professional Registry?

User/Member creates profile, and self-selects/reports role within the industry:

Profile can indicate more than one role, user selects setting/program, ages of direct care, etc.

a. Practitioner (Direct Care)

a. TTA Specialist/Other
   i. Trainer
   ii. Consultant
   iii. Coach
   iv. Higher Ed Instructor
   v. Home Visitor
   vi. Early Intervention Specialist
   vii. Mentor
   viii. Peer to Peer
   ix. Facilitator
   x. TA Specialist
   xi. Advisor

c. Program Type
   i. Group Care
   ii. Home Visiting
   iii. Higher Education
   iv. Training & Technical Assistance
   v. District or Corporate Office
   vi. Other - (Head Start, DoD, etc)

d. Care Setting
   i. Center-Based
   ii. Home-Based Care, Regulated
   iii. Home-Based Care, Unregulated (FFN)
   iv. Other: i.e. Out-of-School-Time Program, etc.

NWRA & **16 Registries** made history together, aggregate dataset representing

642,000+

Employed in Direct Care Workforce Members

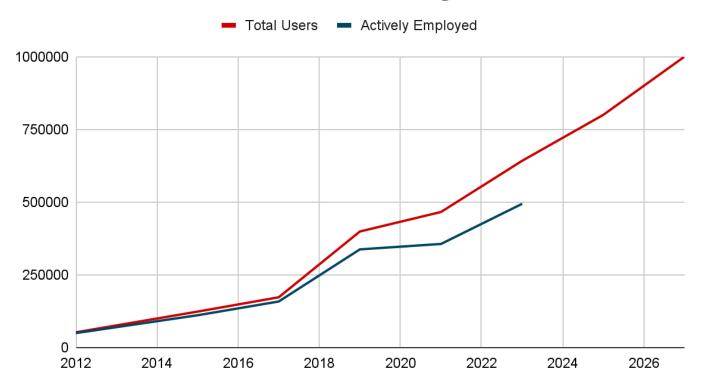**Setting a new record for the largest workforce dataset in this industry (2023).**

GOAL 2023: Data Saturation

90% of 44 registries collect workforce member data

(Goal 100%)

- 36 have **OST** Data
  (School age and After School workforce)

- 35 have **Trainer** Data

- 34 have **FCC/HBC** Data

- 32 have **TA Specialist** Data

- 28 have **Home Visitor** Data

- 24 have **FFN/ License-exempt** Data

The Nation's Largest Cross-Sectional Data Set Reflecting the Early Learning Workforce

NWRA Workforce Dataset: A decade of growth

— Total Users — Actively Employed

642,000+ total workforce members represented
in 2023 aggregate dataset

Projecting 800k in 2025 &
1 million+ by 2027

Represents longitudinal data on Licensed Setting Professionals, FCC, Directors, PreK Teachers, Head Start, and FFN.

Data Found in Registries

- Demographic
- Employment & Wages
- *Education & Training*
- *Credentials & Specializations*
- *Competencies*
- Career Goals
- Well-being Informing Variables

Accountability: Verified Data

- 90% of Registries verify **Education** (n=40)

- 90% of Registries verify **Credentials, Certificates, or Licenses** (n=40)

- 64% of Registries verify **Employment** (n=28)

- 20% of Registries verify **Wages** (n=8)

Wage Data Confidence

- 19 states "Self-reported; we do not verify."

- 13 states "Employer access to verify or update"

- 5 states "Use either a pay stub or tax form"

Individual-level Data Elements Tracked

Demographic Info

85%

Registries collect

Race & Ethnicity

85%

Registries collect

Geographic Location

89%

Registries collect

Compensation Data Elements Tracked:

Wages Info

Employment Status

Employer Info

71%

68%

87%

Registries collect

Registries collect

Registries collect

Well-being Elements Tracked:

Benefits Info

Hours Worked

Family Structure

41%

62%

12%

Registries collect

Registries collect

Registries collect

Language Data Elements Tracked:

Primary Language Spoken

Preferred Learning Language

Languages Spoken with Children

82%

43%

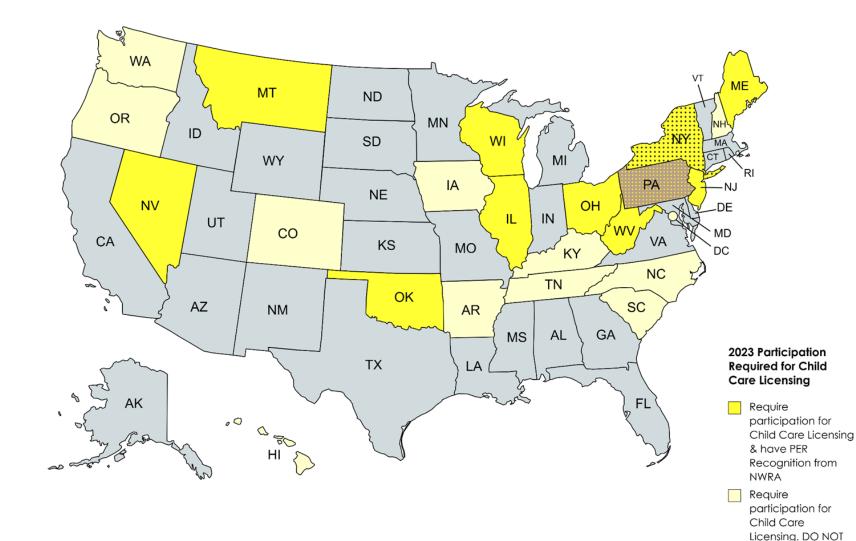## 16%

Registries collect

Registries collect

Registries collect

Workforce Data Saturation:

22

Required for CCL

(have high data saturation)

9

PER recognized

Goal: 50%

2023 Participation Required for Child Care Licensing

- Require participation for Child Care Licensing & have PER Recognition from NWRA
- Require participation for Child Care Licensing. DO NOT HAVE PER Recognition from NWRA
- *Applies to NYC only, not NY State
- PA required for Level 2+ in statewide QRIS programs and IS PER RECOGNIZED

Profile Renewal or Re-verification

- **Over ⅓ of registries require an <u>annual</u> profile update**

- 10% require an update every 2-3 years

- **40% "No *required* update.** Profiles can be updated at any time to remain active, *but the registry archives <u>inactive</u> members after specified inactivity"*

- 20% "Profiles never expire and require no updates"

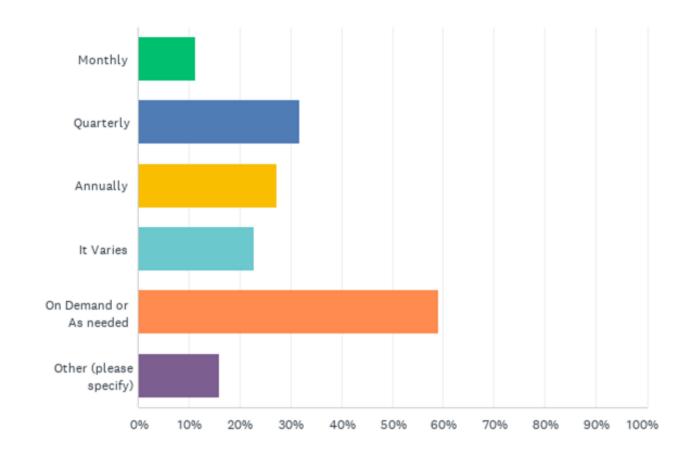National Workforce
PER
Approved
Registry Alliance

Goal: 25 in '25

20

Actual

5

In Progress

2

**Seeking 2
(for 27 in '27)**

Partners in Employment Reporting

"Recognized Registries" aka *(PER) States*

'23 GOAL: Registry completes or informs 3 public policy activities each year

Q30 How often are your registry data used/requested to inform key workforce policy decisions at the state level?

Connecting workforce data to public policy activity:

Has your registry data supported local, state or national **policy** or research in the last five years?

- Local: 40%
- State: 70%
- National 20%
- No: 10%

Percentage of your budget for workforce publications.

- **$0/Not in Budget: 40%**

- **< 10% of Budget: 60%**

Most common form of policy informing connections or publications:

- **Give their data to a system partner: 70%**

- QPR or Internal Report: 67%
- WKFC Issue or Topic Brief: 60%
- State's Workforce Report: 48%
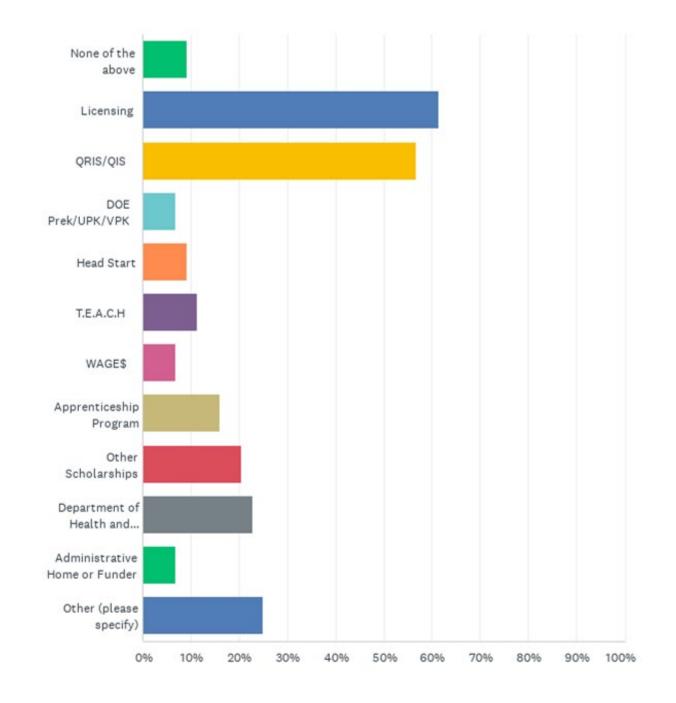
Accountability Goal 3: Increase ACCESS to Workforce Data

Which systems are integrated with your registry?

(can access, receive, retrieve data)

52%

Workforce data from the registry is reported out for public access (summarized, filtered, or aggregate)?

Say more about what data utilization looked like:

▼ Aided system partners with data for their reporting purposes (i.e. DHHS, DoE, QRIS, Child Care Licensing, CCRR, Office of Child Care, etc.)	71.43%	30
▼ QPR reports for federal accountability	66.67%	28
▼ Required reports for funders (i.e. annual report or grant report)	61.90%	26
▼ Issue/Topic briefs (i.e. wage, retention, qualifications, PER, etc.)	59.52%	25
▼ Supplied information used to inform or implement retention or recruitment strategies (i.e. scholarships, stipends, tax credits, etc.)	54.76%	23
▼ Condition of the state of the ECE workforce (i.e. county, state, region, etc.)	47.62%	20
▼ State Workforce Report	47.62%	20
▼ Provided support or data to inform the state's local AEYC or state advocacy organizations' efforts.	40.48%	17
▼ Collaborated with state Institution of Higher Education to inform policy or workforce briefs, etc.	38.10%	16
▼ National partner or federally funded collaborative efforts (i.e. CSCCE/Berkeley, Child Trends, OPRE, ACF, etc.)	21.43%	9
▼ To inform foundation partners investments (i.e. Children's Trust, W.K. Kellogg, etc.)	14.29%	6
▼ None of the above.	9.52%	4
▼ Other (please specify) Responses	4.76%	2
Total Respondents: 42		

NATIONAL WORKFORCE REGISTRY ALLIANCE

Questions:
We aim to answer

- Who is the workforce?

- Where are they?

- What do preparation levels look like for the workforce?

- Mapping workforce preparedness by Beale code.

- How do preparation levels impact retention in field and job satisfaction/stress/overwhelm?

- What does churn look like and where do they go when they leave a position?

- What do workforce wages look like and how much of the workforce qualify for or use subsidy programs or services?

- Illuminate program utilization for retention impact informing further investments and targeted priorities.

- Who is at highest risk for burnout?

- Which workforce wellbeing indicators do we have?

- Which interventions have the greatest impact/efficacy?

NATIONAL WORKFORCE REGISTRY ALLIANCE

Questions:

Fundamentals

- What's Happening in the Current State? Where? Can we better understand "why?"

- What is the turnover/churn trend by program type?

- Does our quality/K-ready rating regime impact workers and worker categories staying or leaving?

- What programs are struggling with capacity and where are they located?

- What are catchment area levels per program?

- What is the median/average wage per role by region, county, ZIP?

- What are the workforce impacts of wage/benefit conditions/increases/incentivization?

- How can workforce churn be evaluated in terms what is reasonable?

- How can workforce churn be evaluated in the context of disruptions like pandemic, economic change, compliance, and resource shifts?

- Can workforce data and resulting analytical dynamic dashboards be modeled to draw on promising practices in other sectors and industries?

Questions

Alignment of Analyses/Uncovering and Acting on the Unseen and the Isolated

- What regions, counties, or other area designations in my state or jurisdiction have the highest levels of retention and turnover?

- How can the workforce dynamics be seen and updated over time, including dynamics of the past?

- What are the promotion dynamics relative to key aspects of workplace such as wages, churn, longevity of service, and quality/K-ready ratings?
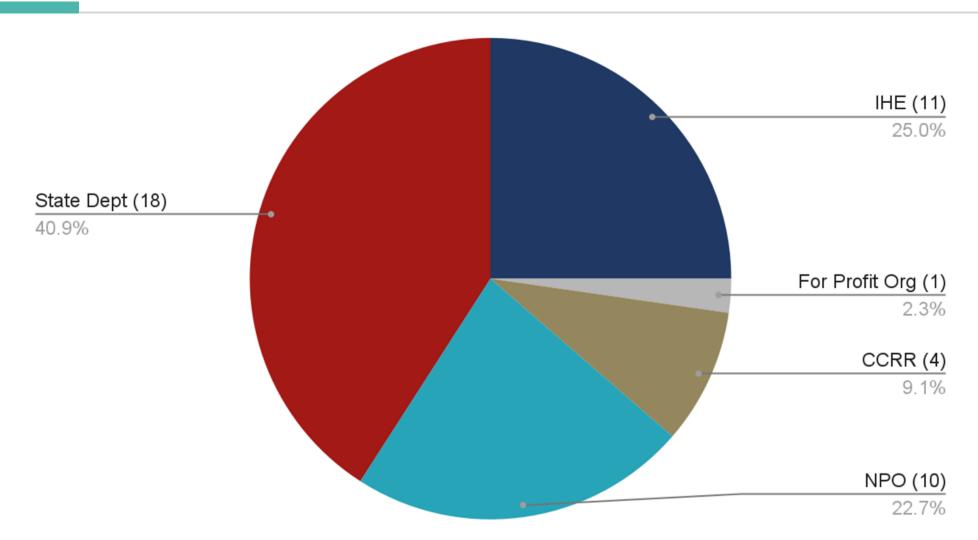
Family and Community Economics and Prosperity

- Will employees of enterprises in my jurisdiction/ areas of interest have childcare that consistently meets their needs and their ability to work?

- Will employers and enterprises in my jurisdiction/ areas of interest have childcare that consistently meets their needs in attracting a sustainable workforce?

- What is the value of access to quality childcare in the context of: achievement milestones in K-12 and beyond, career and wealth creation, healthy communities, and employer satisfaction?

Decision Making and High Confidence Evaluation

- What policies lead to better retention?

- What conditions in programs matter most in introducing and testing pilot interventions?

- What are the impacts of interventions and pilots?

- How can pilots and interventions be evaluated with confidence?

- What data sets are needed to expand the field of vision to the system, so we can see trends, impacts, and slice where needed?

Where does the registry live in your state?

IHE (11)
25.0%

For Profit Org (1)
2.3%

CCRR (4)
9.1%

NPO (10)
22.7%

State Dept (18)
40.9%

77% of registries reported their funding comes primarily from CCDBG
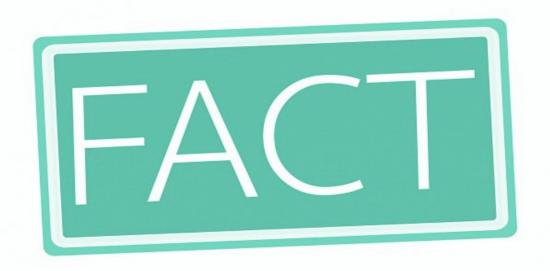
Q37: Which types of funding does the registry receive?

Answered: 43   Skipped: 9

ANSWER CHOICES	RESPONSES	
None of the above	2.33%	1
CCDBG	76.74%	33
PDGBS	32.56%	14
Private/Philanthropic	2.33%	1
State Budget	37.21%	16
Other (please specify)	16.28%	7
TOTAL		72

Common Misconception:

Registries charge user or membership fees

FACT

Zero registries charge a membership or renewal fee.

Registry's Annual Operating Budget

<$500,000   25%

$500k-999k   25%

$1M+   25%

46%

"We are fully staffed and adequately funded for what we are being asked to do."

Top expressed need for support in the coming 12 months:

Strengthening Data Quality & Confidence (32%)

Improving Data Access (27%)

Pursuing PER Recognition (25%)

Workforce Data Analysis & Reporting (22%)

Registry Functions & Design Support (22%)

What is preventing your state from pursuing PER Recognition:
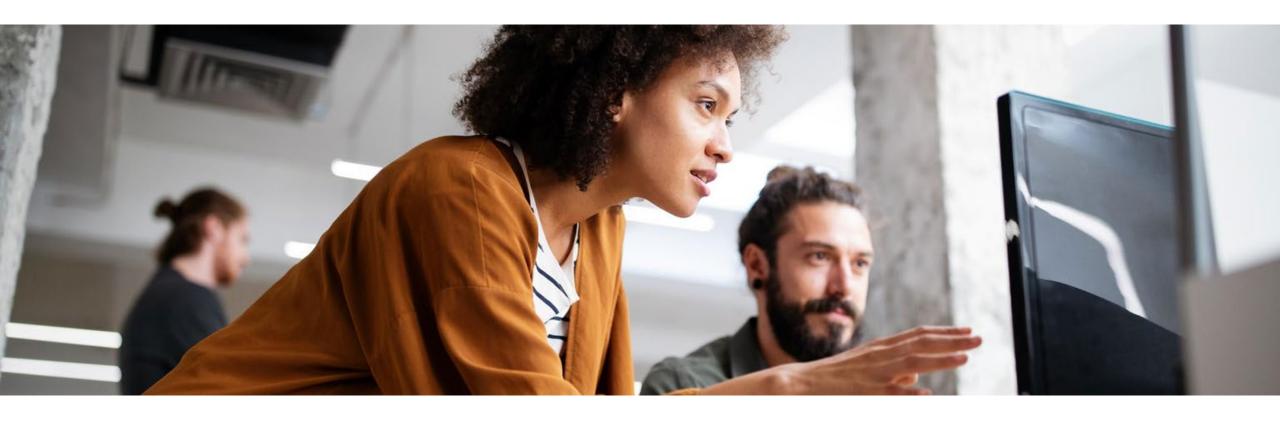
▼	We do not have the staffing required to complete the 4-6 mo. self-study application.	29.41%	10
▼	None of the above	20.59%	7
▼	We do not have the resources to pursue and maintain this status.	20.59%	7
▼	The process is too time intensive.	17.65%	6
▼	The value of PER recognition/status is not well understood.	14.71%	5
▼	We are not interested in participating at this level.	11.76%	4
▼	We are not confident in our workforce data and do not want to highlight our collection aspects.	11.76%	4
▼	We are concerned about meeting the quality standards and criteria set by the NWRA.	8.82%	3
▼	The process is too complicated.	5.88%	2
▼	We do not see a valuable return on investment for our time and staff.	2.94%	1
▼	We cannot afford the application fee.	2.94%	1
▼	Our leadership has turned over and/or we lack leadership buy-in.	2.94%	1
Total Respondents: 34			

Registries & Policy Implications

- Facilitate bi-directional information flow to the workforce (be their trusted source)
- **Emergency Broadcast System**: Keeping the workforce informed and prepared
- Solicit Member Feedback, Input, and Participation from workforce members (engagement)
- Support workforce survey distribution for state (being careful not to oversaturate)
- Enable State Emergency Substitute Pool
- Applied knowledge of the workforce to inform decisions, increase awareness, ensure access
- Tracking students ECE specific training and specialized coursework
- Scale up the training pool in response to emergency preparedness and crises
- Connect the workforce to programs that are hiring

Our Vision:

Establish a **National EC Workforce Dataset**
& ENABLE WORKFORCE CENSUS REPORTING
With interactive state workforce data dashboards by 2030

Innovation Possible with More Support:

- An ECE Workforce Census
- System w/Human Centered Design *(like mobile apps)*
- Direct Support/Payments to the Workforce
- Improved Data Quality and Enhanced Infrastructure
- Authentic Workforce Engagement, Story-telling, Inquiry
- Nationwide Training & Trainer Alignment/Standards
- Leveraged Data for Social Impact, Research & Policy
- State Leadership Development & Improved Capacity
- Access to a National Workforce Dataset

What Registries Do:

- Provide Infrastructure for **Workforce Engagement & Support to 1.8+ million active workforce members**
- Strengthen the **Professional Development System** *(approve and verify education/training/trainers)*
- Support **Child Care Licensing** *(qualifications/tracking)*
- **Contributes to Quality** in Child Care, ensuring we recognize and care for/support/prepare the people who care for children
- **Collects Workforce Data:** recognize, track, report

What the NWRA Does:

- **Provides Technical Assistance** to 46 registry members and states
- **Recognize registries who meet the quality standards and best practices**
- **Guide Workforce Engagement** & Align Professional Development Approval Standards & Pathways
- Operationalize **Accountability**
- **Improve Workforce Data** *(access/quality)*
- **Informs Research & Policy**, contributing to Data-Driven Decisions

National Workforce Registry Alliance

Our Mission

Advance a broadly recognized and inclusively represented early childhood and out-of-school time workforce, by strengthening data quality and establishing professional development system standards for registries.

In Our Vision

In our vision, the nation demonstrates its commitment to quality in early learning through adequate compensation of a well-prepared and equitably supported early childhood and out-of-school time workforce, by utilizing reliable workforce data to inform policy action and drive research.

Reach out, we're here to help!

605-939-0893

Learn more by visiting or following us!

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Benefit of Professional Registries:

Registries are making the once invisible ECE workforce visible...

- Connect Professionals to available workforce support/opportunity

- Guide & Recognize professionals in attaining important qualifications

- Help locate and reach providers with timely **information, informing them with critical updates or** opportunities

- Strengthen the PDS **Bi-Directional** Information System *(moving information to and from the field)*

- Establish real time **data** on workforce informing policy decisions, investments, priorities

- More complete workforce picture, putting BIGGER numbers behind the compelling individual stories of economic security with and for the essential workforce (**helping surface who is missing**).

PHASES OF REGISTRY DEVELOPMENT

Becoming a Partner in Employment Reporting State (PER)

Pre-contemplation	Contemplation	Preparation	Maintence	Action
NO REGISTRY	**DESIGNING REGISTRY**	**REGISTRY PER ELIGIBLE**	**PER RECOGNIZED**	**PER ACTIVE**

AWARENESS	**DESIRE**	**KNOWLEDGE**	**ABILITY**	**REINFORCEMENT**
• Can't access the people caring for children directly • Rely on surveys. • Reinforces biases on who has access, representation, and particiaption	• Considering the benefits of infrastructure, functions and data collection. • Determine needs • Build momentum	• Registry is performing functions to support workforce, licensing, and policy makers. • Workforce Data is being tracked and reported.	• Registry conducts PER Self-Study. • Collects evidence they meet threshold standards for quality in data collection. • Peer approved.	• State participates in the aggregate data set. • Registry pulls workforce data with alignment to the PER standards • State gets feedback on data.

REGISTRY DATA IMPACT

FY 24 Status of Workforce Data Quality & Impact

No Quality Standards	Data Collection	Meet Quality Standards

NO REGISTRY	DESIGNING REGISTRY	REGISTRY PER ELIGIBLE	PER RECOGNIZED	PER ACTIVE

No Workforce Data Impact	Data Contributions Made	High Data Impact

AWARENESS
1. MD
2. MS
3. NM
4. RI
5. SD
6. VA

DESIRE
1. AL
2. DE
3. FL
4. IN
5. KS
6. NC

KNOWLEDGE
1. AK
2. AR
3. **CA**
4. **CO**
5. DC
6. FL
7. GA
8. HI
9. **IA**
10. ID
11. ND
12. NE
13. NH
14. NH
15. KY
16. LA
17. OR
18. SC
19. **TX**
20. VT
21. MA
22. MI
23. UT
24. **WA**
25. WY

*bold applying
Blue high readiness

ABILITY
1. AZ
2. CT
3. IL
4. ME
5. Miami Dade (FL)
6. MN
7. MO
8. MT
9. NJ
10. NV
11. NY
12. OH
13. OK
14. PA
15. WI
16. WV

REINFORCEMENT
- 100%
- All 16 in 2023

Registry Functions:

General Tracking & Recognition

Unique Workforce ID # 82% (36)

Award Career Ladder/Lattice Level 63% (27)

Compile Workforce Data Reports 60% (25)

Employment History Verification 55% (23)

Unique Functions:

Badging & Micro-credentials 20% (n= 8)

Background Checks Portal or Module 15% (n= 6)

Access Mental Health / Financial Support or Training 20% (n=8)

Registry Functions:

Workforce Support

Core Competencies Self Assessment (CC)

30% (13)

Professional Development Plan

35% (15)

CC and PDP Alignment

47% (20)

Scholarships

35% (16)

Facilitate Direct Pay to Providers

42% (18)

Resume Builder

14% (6)

Job Board

23% (10)

Registry Functions:

Support Licensing Regulations

Teacher Approval 16%
(n = 7)

Director Approval 37%
(n = 16)

Credential Approval 55%
(n = 23)

Registry Functions:

Supporting the State's Professional Development System

Trainer Approval 65% (n = 28)

Training Approval 67% (n = 29)

Training Org. / Sponsor Approval 61% (n = 26)

Attendance Verification 75% (n = 32)

Training & PD Learning Transcripts 75% (n=32)

Training Calendar 68% (n = 29)

Training Registration & Payment 44% (n = 19)

Learning Management System 44% (n = 19)

Conference Session Approval 56% (n = 24)

- Do ECE workforce members earn poverty level wages?

- How much of the workforce use or are eligible for state and federal subsidies?

- Do workforce members receive benefits like health care, paid sick leave, or mental health support?

- How prepared are workforce members to do this work?

- Does the workforce speak the languages of the children they serve?