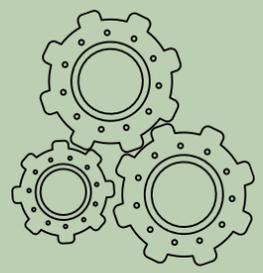# INVESTING RECOVERY DOLLARS (ARP) IN EARLY LEARNING PROFESSIONAL DEVELOPMENT SYSTEMS:

1. Increases Quality Early Learning
2. Strengthens Our ECE Workforce
3. Provides Invaluable Data Reporting & Accountability Capabilities

MANDATORY REGISTRATION FOR ALL LICENSED CHILD CARE PROVIDERS STRENGTHENS THE ECE EMERGENCY BROADCAST SYSTEM

A workforce registry/licensing connection (used in 28 states) allows providers to receive information quickly and accurately in times of crisis, such as during a pandemic, wildfires, hurricanes, and other natural or national disasters. Essential child care workers can be contacted, updated, and connected through the registry. When we need them, we can find them though workforce registries.

WORKFORCE SUPPORT

Workforce registries are the delivery system for workforce support. During the pandemic, workforce support through registries included employment verification for vaccine priority, direct distribution of HERO or CARES payments, and bi-directional information exchange to communicate provider needs, priorities, and collect critical data directly from the field. Additional elements registries manage includes: wage stipends, scholarship distribution, job boards, resume builders, substitute pools, and learning management systems, which provide online learning and distance training opportunities that allow providers to remain prepared to meet regulatory requirements.
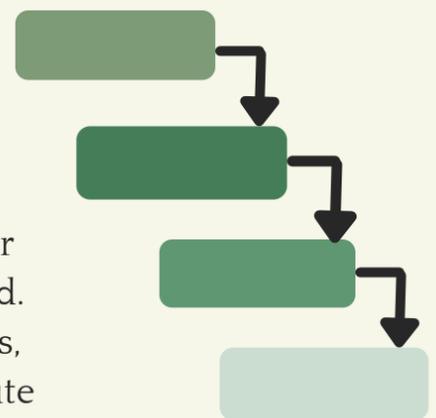
## BUILD INFRASTRUCTURE WITH PURPOSE AND RETURN
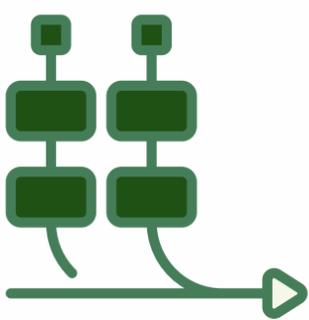
Today workforce data exists in fragmented pockets and silos that don't touch. Investments in workforce registry infrastructure supports:

- increased efficacy to capture data on the **full** workforce in every state
- centralizes data with higher saturation and accuracy
- tracks efforts to equitably support a diverse, well-prepared, well-compensated workforce
- informs priorities at state, regional, and national levels

INVEST IN TECHNOLOGY

Answer questions that plague the field:

- WHO is the workforce? Where are they?
- How strong, qualified, active is the field?
- What is the racial composition, wages, language spoken, benefit status, or education and training attainment?
- Are **Initiatives and Investments** making progress?
- Can we contribute to the ECIDS (Integrated Data System)
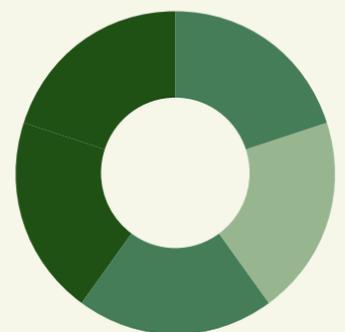
Together we can provide the live regional and national datasets that can inform policy, research, and priorities to strengthen Early Learning Quality, The Workforce, Equity and Accountability.

The National Workforce Registry Alliance
Supporting the nation's early childhood and afterschool workforce

WWW.REGISTRYALLIANCE.ORG

The Early Childhood Workforce Dataset
What Information Can It Provide?

DEMOGRAPHIC

Name, Age, Gender, Race, Ethnicity, Primary Language, Secondary Language

EMPLOYMENT

Employment Status, Position Title, Age Group Worked With, Current Employer (name, address, license number), Employment County, Hire Date, Date Departed, Wage Type, Wage, Hours Worked Per Week, Months Worked Per Year

PREPARATION/QUALIFICATION

Highest level of education, early childhood related degree(s), early childhood related coursework, early childhood related training, career pathway placement.

CREDENTIAL

Credential level and growth, information for the Early Childhood Professional Credential and the Teacher Credential.

COMPETENCY

Competency Self-Assessments, Information based on Educator and Administrator, Trainer and/or Coaching Competencies.

CAREER GOALS

Navigating career lattices, identified goals, activities, start dates, due dates, and status or progress made.

https://www.registryalliance.org