



National Workforce Registry Alliance

Supporting the Nation's Early Childhood and Afterschool Workforce

Strategic Improvements for Registry Growth

The National Workforce Registry Alliance promotes state/regional workforce registries' role in early childhood and afterschool state systems and use of members' collective data to inform and support policy development. Registries provide a variety of critical functions within these systems, including but not limited to the following: workforce reporting and recognition, approval of professional development, and tracking of workforce compliance on key requirements (e.g., licensing, QRIS). In order to support the continued growth of registries to meet evolving systems' needs, the National Workforce Registry Alliance established four overarching goals with specific benchmarks over a five-year period beginning in 2017. These goals are **Saturation**, **Operations**, **Accountability**, and **Reciprocity** benchmarks and goals and identify areas for improvement. The goals and benchmarks are below:



- 1. Saturation:** The extent to which we have accounted for/captured all of a given target. The Alliance's target is the presence of registries across the nation and the rate of participation within each of those registries. The Alliance seeks to support the increase in the number of workforce registries nationally, including those that perform professional development approval processes, and an increase in participation by staff (i.e., teaching staff, directors) in licensed programs.
- 2. Operations:** The Alliance seeks to expand the standards of operations and Core Data Elements to incorporate all remaining operational functions of state registry systems (e.g., training, trainer approval, CCDG training requirement tracking). Additionally, the Alliance seeks to improve the effectiveness of registry operations by increasing the number of states that meet best practices standards through Partnership Eligibility Review (PER) and to promote registry staff participation in public policy activities so that registry data are informing policy decisions and registry leaders are helping to shape state systems.
- 3. Accountability:** Accountability means that the National Workforce Registry Alliance and its members are known and trusted providers of accurate and representative data that can be used to inform decisions about the early childhood and afterschool workforce. The Alliance seeks to increase the number of registries (PER approved) that contribute their data to the national data set and to ensure full participation by registries (regardless of PER status) that participate in the SOAR goals and benchmark.
- 4. Reciprocity:** While the reciprocity can take many forms in the registry work, the Alliance is focused on credential portability and streamlined criteria for training/trainer approval to promote portability of training completions and strengthen the provision of professional development offerings. The Alliance seeks to increase the acceptance of credentials and training among registries and increase the number of states using streamlined criteria for trainer/training/sponsor approval.