



National Workforce Registry Alliance

Supporting the Nation's Early Childhood and Afterschool Workforce

What is an Early Childhood/School Age Workforce Registry?

According to Merriam-Webster, a registry is an official record book. Although we have come a long way from entering records in a book, the idea of having an official repository for specific records is exactly what a workforce registry is intended to accomplish. An early childhood and school-age workforce registry system streamlines professional development data collection and serves as a comprehensive data repository for industry training and education.

An early childhood workforce registry is an information system that:

- promotes individual professional growth and development. The system:
 - empowers individuals to take charge of their professional growth and development.
 - offers information about various training requirements, links individuals to training opportunities (usually via a state-wide training calendar), tracks and documents completion of formal education, credentials, and industry specific training.
 - provides information about professional development organizations and instructors.
 - connects individuals in the industry to Core Knowledge and Competencies, and Early Learning Guidelines/Standards.
- captures data about early childhood and out of school time (OST) practitioners in a variety of roles and settings, the data should include:
 - demographics, education, qualifications, experience, income, and participation in professional learning.
- is based on state career-level systems that provide a framework for professional development.
 - Registries often maintain the state career pathway and verify submitted data in order to provide individual with a career pathway designation.
 - Registries track and document correlation of education and training opportunities with Core Knowledge and Competencies, and Early Learning Guidelines/Standards.
 - Registries allow administrators to keep track of important staff information for monitoring and quality assurance.
- recognizes and honors professional achievements of the early childhood and school age workforce. The system:
 - provides comprehensive professional profile reports which may include certificates of achievement.
- informs policy makers and partners. The system:
 - provides data to inform creation and implementation of quality assurance initiatives.
 - provides data to inform discussions around accessibility of formal higher education.
 - provides data to inform discussions around compensation and retention initiatives.

State or region develops a registry.

Characteristics and development of professionals is tracked.

Professional development is verified and recognized.

Critical policy questions about the ECE workforce are informed.