



## National Workforce Registry Alliance

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[www.registryalliance.org](http://www.registryalliance.org)  
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To Our Valued Partner

Re: [HHS-2022-ACF-OCC-TA-0002](#)

Please find attached more information on the scope of the National Workforce Registry Alliance.

### NWRA Organizational Profile:

- **Non-profit**, 501c3 since 2009; voluntarily established by registries for registries over 13 years ago.
- Nationwide membership organization: collaborating with **45 state ECE professional registries** and numerous Early Childhood & Out of School Time Workforce Allies
- History of **collaboration** with Research Institutions (Yale, Berkeley, Johns Hopkins, University of MO, PA, OR, etc.); Foundations ([W.K. Kellogg](#), [Home Grown](#), [Packard](#), [DataKind](#), etc.); National Allies (National Center for AfterSchool Enrichment, CDA-Council for Professional Recognition, Child Trends, National Association of Administrative Regulators, Start Early, IACET Accreditation, Commission for Professional Recognition, etc.)
- With support from the W.K.Kellogg Foundation, during 2021-2022 we launched an organizational commitment to Racial Equity beginning with asking “*Who’s missing?*” and laying the foundation for “Data as an Equity Tool.” Activities under this grant included: making a public commitment to Racial Equity, revising our mission/vision, examining our data elements, the release of ‘21 [Workforce data report](#) w/an equity focus, hosting a leadership symposium, surfacing priorities and developing a joint organizational vision/road map.

### Unique Strengths:

- Facilitate, convene, consult across [48 states and DC](#), since 2009
- Pool the largest ECE workforce [Dataset](#) in the country, aggregating qualified registry data since 2009
- Commission a biennial workforce [datasets and reports](#), a partnership with recognized states
- Maintain bi-directional communication, to and from the field; with reach to over 1.8 million people
- Acted as an Emergency Broadcast System for the Childcare Industry during the pandemic
- Trusted source of [TA to registries](#) for over a decade
- Set guidelines for [quality, standards and best practices](#) for professional registries

### Past Experience: TA to registries

- 2020, 2021 supported [Yale](#) with outreach to over 700,000 members of the workforce in 28 states
- 2021 NWRA workforce report includes over [466,000+ people in 14 recognized states](#)
- 2022 registries can reach/access over 1.8 million members of the field in 45 states & DC (past and present)
- 2022 Contract with Oregon to provide TA with career pathways equity evolution and standards alignment
- Received over \$250,000 (W.K. Kellogg Foundation) coordinating workforce equity efforts nationwide
- 2021-22, worked with Child Trends & CSCCE/Berkeley on a standardized workforce reporting template to improve workforce reporting alignment efforts and strengthen standardizing reporting
- 2019, supported 17 states to date in pursuing quality recognition for data collection
- 2022, hosting our 20th annual national conference
- 2015, supported by the Packard Foundation to convene, explore and write three publications on Digital Badging for workforce training, reciprocity and portability.
- 2015 to present providing [Training Organization Recognition](#) for states

### Capacity to Contribute:

- Inform a clear and detailed understanding of the characteristics of the early childhood and school age child care workforce including current qualifications, competencies and needs/goals
- Support rigorous research that builds the knowledge base and informs TA efforts leveraging state and national workforce data sets: from 2009 on (ie data from 2023, 2025, 2027)



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- Contribute to strengthening and enhancing career advancement systems with strategies for ECE professionals to pursue competencies, credentials and degrees, increasing state alignment, reciprocity and approval across states for trainers, training, credentials, and certificates
- TA Support to states increasing recognition and acceptance of international diplomas
- TA Support integrating/embedding background checks in professional profiles within the PDS
- Surface and strategize around key issues of equity in workforce data systems, program and offer policy solutions
- Individualized state consulting with professional registries to increase recruitment and retainment of a diverse, qualified, and effective workforce across all ECE settings and programs

### **Our Vision:**

Our nation demonstrates its commitment to quality in early learning through equitable compensation of a well prepared and adequately supported early childhood and out-of-school time workforce, by utilizing reliable workforce data to inform policy action and drive research.

### **Our Mission:**

The National Workforce Registry Alliance advances an equitably recognized and represented early childhood and out-of-school time workforce, by strengthening data quality, establishing professional development system standards for registries, and contributing to continuous improvement.

### **Our Public Commitment to Racial Equity:**

The NWRA is vested in strengthening social justice and accelerating racial equity for our staff, members, and those they serve. To us, Equity Accountability hinges on Data Accountability; we believe every member of the workforce counts and underrepresented members hold valuable insight. We strive to elevate the voices of the workforce and of those adversely affected by policy, action, or exclusion.

*We do this by:*

- Attracting and retaining BIPOC and LGBTQ colleagues in our efforts
- Seeding spaces for listening to what's not working
- Creating a culture of appreciation, safety and accountability
- Providing opportunities for growth and development
- Endorsing best practices for inclusion, diversity, and equity
- Reflecting on our internal policies and practices
- Cultivating a culture of courage and honoring vulnerability
- Deepening our awareness
- Leveraging external partners

If you have any questions about our past experience, outputs, or partnerships please do not hesitate to ask. You may reach me at [director@registryalliance.org](mailto:director@registryalliance.org) or 270-992-0024.

Sincerely, 

Kimberlee Belcher, PhD  
Executive Director, National Workforce Registry Alliance



## Addendum: What ECE Professional Registries do today

Early Childhood and Out-of-School-Time workforce registries and their data collection system streamline professional development support and workforce data collection, serving as a comprehensive repository for data on compensation, qualifications, demographic, industry training and education. In 2020, this Bi-Directional Information Network lifted the voices of an estimated 70,000 members of the Early Childhood Workforce across 28 states. Today 17 registries meet NWRA PER quality criteria; by 2025, 25 states will meet those criteria and be able to report on over 800,000 members of the workforce.

**Common Registry Functions:** Partners in Employment Reporting - [PER](#) (17 states meet those criteria)

Support with Professional Development	Support to the Workforce
Training Approval: 30 states	Training Transcripts for Credentials/Employment/Licensing
Trainer Approval: 30 states	Training, Education & Employment Verification/History
Training Organization Approval: 23 states	Professional Competencies Self-Assessment
Manage Training Calendar: 24 states	Résumé Builder Function: 7 states
Access to Training LMS & Online Registration: 26 states	Manage Job Boards: 11 states
Attendance Verification: 19 states	Support Direct Pay to Providers: 29 states
Professional Development Planning Tools: 20 states	Scholarship Management and/or Application: 32 states

### Data Registries Collect & Report:

- **Demographic:** age/race/gender/languages/etc.
- **Employment:** status, history, hours, wages, role
- **Education & Training:** ECE related, specializations, highest level completed, etc
- **Credentials:** with expiration dates, etc.
- **Competencies:** self assessments, goals, mentors
- **Career Goals:** activities, status, resources, etc.

### Impact Registries Provide:

1. Provide Infrastructure for Workforce Engagement & Support
2. Strengthen Professional Development Systems
3. Support Child Care Licensing Regulations
4. Contribute to Quality in Child Care and Education
5. Connect & Recognize the Early Childhood Field
6. Contribute to Workforce Development, Tracking, & Reporting