

# The Importance of Workforce Data in Early Childhood Education

A Jump-starter Worksheet on the Power of Registry Data

Early Childhood Care and Education (ECCE/ECE) has no peer when it comes to multidimensional opportunities and impacts on individual children, families, and the communities they call "home." It reaches into and influences vast economic systems, individual and collective access to lifelong learning and careers, and wealth creation for all people and sectors. Companies invest and locate based on access to top-notch early learning. Families are liberated to explore jobs and career growth. Children are nurtured into readiness to learn and engage in an ever-more complex ecosystem of health, wages, and creativity. Like other essential enterprises or services, so much depends on excellence, stability, and resilience of the underlying workforce.

The ability to understand the dynamics of the ECE workforce and make high confidence decisions about the future depends, in great part, on registry enabled data analysis insights. Abstract claims of a "workforce crisis" in child care and ECE, should be met with the level of business intelligence expected from our most important enterprises and the

capacity to make clear, measurable decisions about reform, investments, and interventions. Registries are doing the work and - in their mandates and missions to capture, check, and update essential workforce data - are positioned to produce ever-current truths about the behaviors, migrations, and sustaining impact of this critical workforce.

The benefits of these insights extend far beyond the workforce and workplace, as outlined on page 2.

**The universe of stakeholders who benefit from seizing and extending the power of registry workforce data includes: children, policy makers, families, economic developers and corporate location strategists, communities, taxpayers, employers, planners, centers of research, and the local, regional, and state lifelong learning talent pipeline.**

## QUESTIONS THAT CAN BE ANSWERED BY WORKFORCE REGISTRY DATA

**The Fundamentals: What's Happening in the Current State? Where? How 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?

**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?

**SYSTEMS AND FUTURE THINKING**

- How can we operate like other sectors and ensure workforce data and the analyses we need are ever current?
- Can the dynamic models and dashboards be human centered in their design and therefore be accessible and understandable to key decision makers?
- How can the analyses and models we need be relevant on a holistic, regional, state and/or nationwide basis, while being uncompromising in the ability to see the same approaches at local levels?
- Is predictive power possible over time?