

State: Maine

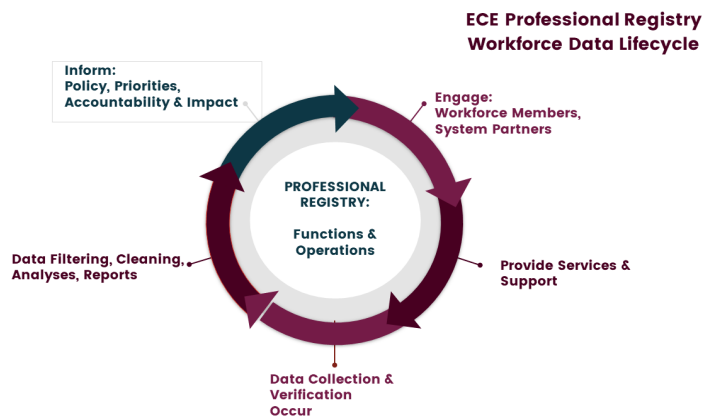
ECE WORKFORCE DATA ECOSYSTEM

Comprehensive workforce registry data is critical to disrupting the cycle of inequities affecting our Early Care and Educators (ECE)- and the children, families, and communities they serve. The ECE workforce is essential for our nation to thrive and excel and registries are core to the professional development systems built to sustain them.

Registry data differs from other sources because it not only illustrates the current characteristics of the workforce but also captures the strong state infrastructure that has been set up to offer professional growth, retention, and recruitment. The data is generated as a byproduct of the career pathway and compensation functions available in the state as illustrated in the workforce data lifecycle on the right.

Only through workforce registries, states can capture rich and representative longitudinal data to ensure investments, applied research, strategies, policies are well-informed and drive equity accountability.

[Read more about workforce registries here.](#)



ECE Professional Workforce Registry: [Maine Roads to Quality Professional Development Network Registry](#)
Established since 1999

Professional Development (PD) System Name: [Maine Roads to Quality Professional Development Network](#)
[Career Ladder/Lattice/Pathway](#)
[Core Knowledge Areas](#)

NWRA Membership

Status: Recognized Member-**PER** Registry Approved

Administering Organization

Organization Name: University of Southern Maine
Organization Type: University / Institution of Higher Education
Primary Contact: [Pamela Prevost](#)

ECE Workforce Data

Active Direct Care ECE & OST Workforce:	13,397+	
Total Workforce Registry Users <i>(may include trainers, coaches and other related roles):</i>	20,712+	
Unique Identifier (ID) Number <i>A single, unduplicated identifier that is assigned to an individual member of the ECE and OST workforce consistently across their employment for longitudinal tracking.</i>	Yes	

Workforce Registry Saturation

Registry Service Area	Statewide
Does child care licensing require participation?	Yes
Additional workforce members required to participate:	<ul style="list-style-type: none"> Staff working in programs participating in QRIS/QIS Staff working in Universal PreK/VPK Programs Trainers TA Staff and Consultants License-Exempt Providers (FFN) who receive CCSP
System Integration:	<ul style="list-style-type: none"> Licensing QRIS/QIS Apprenticeship Program Department of Health and Human Services (DHHS)

Data Frequency Update:	Profiles can be updated at anytime by members of the workforce to maintain their information current
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Participant Types:	<ul style="list-style-type: none"> Director/Administrator Lead Teacher Assistant Teacher Teacher Aide Substitute Teacher☒ Floater (G)FCC Licensed/Registered Home-Based Care Provider (G)FCC Licensed/Registered Home-Based Care Assistant Provider☒ License-Exempt Family Child Care Providers Family, Friend and Neighbor (FFN) Caregivers Trainers, coaches, and mentors TA Specialists Consultants☒ Afterschool and Out-of-School Time Staff Parent Educators Home Visitors Early Intervention Specialists
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Types of workforce data collected:	<ul style="list-style-type: none"> Demographics Education, Preparation and Professional Development Employment and Workforce Conditions
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Workforce Fact Sheet Link:	<i>link to workforce data BPC sheet (in progress)</i>
Data dashboard/Workforce Report*:	https://www.mrtq.org/summaries-reports/

ECE Workforce PD Functions

Total: : 27+

Career Pathway and Compensation

<p>Career Pathway Tracking Functions:</p>	<ul style="list-style-type: none"> • Career Ladder/Lattice Level Placement • Credential Approval • Central Repository for Professional Records (Verified Training, Education, Employment) • Core Knowledge Area crosswalk, or tally, to demonstrate knowledge acquisition • Professional Standards and Competencies • Core Competency Self-Assessment • Micro-Credentials or Badging System recognizing areas of specialization • Verify training attendance, history, and education • Employment History Verification
<p>Employment and Compensation Support:</p>	<ul style="list-style-type: none"> • Direct Pay to Providers (Stipends, Supplements, Bonus, etc.) • Job Board
<p>Professional Development Support:</p>	<ul style="list-style-type: none"> • Professional Development Planning Tool • Career Pathways Tools • Career Coaching or Navigation Support • Training Organizational Approval • Trainer Approval • Training Approval • Training Calendar • Registration / Payment Services for Trainings • Conference/Sessions Approval • Learning Management System
<p>Workforce Well-Being:</p>	<ul style="list-style-type: none"> • Access to Mental Health Support or Training • Access to Financial Well-being Support or Training • Critical Updates, Timely Information, or Targeted Opportunities for Workforce Members • Solicit Feedback, Input, or Participation from Workforce Members • Workforce Survey