

State: Minnesota

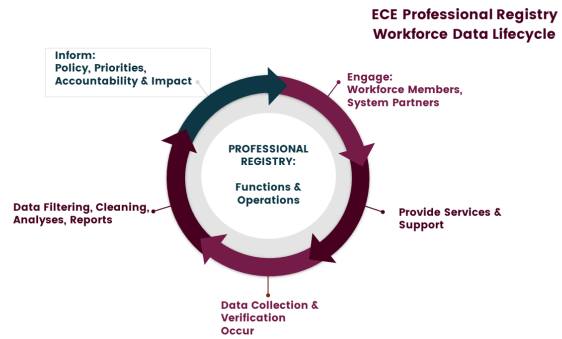
ECE WORKFORCE DATA ECOSYSTEM

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:	Achieve – The MN Center for Professional Development
	Established since 2008

Professional Development (PD) System Name:	Develop
	Career Ladder/Lattice/Pathway
	Core Knowledge Areas

NWRA Membership	
Status:	Recognized Member- PER Registry Approved

Administering Organization	
Organization Name:	The Registry, Inc
Organization Type:	Independent 501c3
Primary Contact:	Tara Hudson

ECE Workforce Data	
Active Direct Care ECE & OST Workforce:	35,869+
Total Workforce Registry Users <i>(may include trainers, coaches and other related roles):</i>	49,657+
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?	No
Additional workforce members required to participate:	<ul style="list-style-type: none"> • Staff working in programs participating in QRIS/QIS • Staff for system partners such as Child Care Licensing Staff, QRIS/QIS Participating Program Staff, CCRR program staff, etc. • Trainers • TA Staff and Consultants • License-Exempt Providers (FFN)
System Integration:	<ul style="list-style-type: none"> • Licensing • QRIS/QIS • Grant Applications

Data Frequency Update:	Members are required to renew annually
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
Types of workforce data collected:	<ul style="list-style-type: none"> • Demographics • Education, Preparation and Professional Development • Employment and Workforce Conditions

ECE Workforce PD Functions	
Total: :	17+

Career Pathway and Compensation	
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Career Pathway Tracking Functions:	<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 • Core Competency Self-Assessment • Verify training attendance, history, and education
Employment and Compensation Support:	<ul style="list-style-type: none"> • Job Board • Scholarship Administration or Application Processing
Professional Development Support:	<ul style="list-style-type: none"> • Professional Development Planning Tool • Career Pathways Tools • Training Organizational Approval • Trainer Approval • Training Approval • Training Calendar • Registration / Payment Services for Trainings • Conference/Sessions Approval
Workforce Well-Being:	<ul style="list-style-type: none"> • Solicit Feedback, Input, or Participation from Workforce Members