

Early Childhood Meeting Notes

8.5.22

Hannah McGahey opened the meeting welcoming attendees, and explaining how we will be moving away from the Stakeholder verbiage. For now, we will be the Kansas Early Childhood Meeting.

Hannah provided several updates in the early childhood system including the Kindergarten in Kansas Booklet, Workforce Bonuses, GWC Conference, NAEYC Annual Conference, Early Childhood Workforce Registries and National Data

- [Back to School Resources – Kindergarten in Kansas Booklet](#)
 - A free resource for families with information about readiness transition to kindergarten, checklists, and more for families and caregivers.
 - Paper copies are available in English, Spanish, Vietnamese, Swahili, Arabic, and Burmese
- [Workforce Bonuses](#)
 - Child Care Workforce Appreciation Bonuses
 - Partnership between DCF, KDHE, and CCA of KS
 - One-time appreciation bonuses \$750 - \$2500 to 20,000+ providers
 - Application for centers is open now!
- [Child Start Looking for Presenters](#)
 - GWC conference, April 2023
 - Looking for presenters for one of many areas of interest
 - One of the largest early childhood conferences, 300+ attendees
 - Workshops, networking, prizes and more!
- [Upcoming Conference Opportunities](#)
 - NAEYC Annual Conference, October 7-8th in Manhattan
 - Kansas Breastfeeding Coalition Annual Conference and Meeting, October 13-14th in Wichita
 - Child Care Aware Leadership Institute, November 3rd-5th, Tacoma, WA
- [Early Childhood Workforce Registries and National Data](#)
 - Purpose: The NWRA supports the ECE Workforce by strengthening registries, aggregating data about the workforce, and steering that information to encourage data informed decisions and equity accountability.
 - State Professional Development System Infrastructure – Integrated Early Learning Professional Development Systems (PDS) & Workforce Support

- Professional Registries (PR): Around for decades, exist in 45+ states, Unique Solutions, Common Functions, Currently reach nearly 1 million member of the workforce (2/3), The Emergency Broadcast System for our industry
- What Registries Do: Provide Infrastructure for Workforce Engagement & Support, Strengths the Professional Development System (verify/approve education/training), Supports Child Care Licensing (quality/tracking), Contributes to Quality in Child Care, ensuring we care for/support all people who care for children, Collects Workforce Data, recognized, tracks, reports.
- What the NWRA Does: Provides Technical Assistance to 45 registry members/states, Improves Workforce Data (access/quality), Guides Workforce Engagement & Align Professional Development Standards, Strengthens Equity Accountability, Informs Research & Policy contributing to Data-Driven Decisions.
- Common Registry Functions: Survey that was done by the alliance in 2020
 - Trainer Approval: 30 states
 - Training Approval: 30 states
 - Training Org. Approval: 23 states
 - Attendance Verification: 19 states
 - Managing Training Calendar: 24 states
 - Training LMS & Online Registration: 26 states
 - Professional Development Planning Tools: 20 states
 - Resume Builders: 7 states
 - Job Boards: 11 states
 - Direct Pay to Providers: 29 states
 - Scholarship Management: 32 states
- [Benefit of Professional Registries](#)
 - Connect Early Learning Professionals to available workforce supports
 - Guides and Recognized professional in attaining important qualifications
 - Help find providers to supply information and inform them on opportunities
 - Strive to strengthen the Bi-Directional Information System (moving forward to and from the field)
 - Establishes datasets on workforce/profession informing policy, investments, priorities
 - Aggregate bigger numbers behind stories of inequity/the essential workforce (surface who is missing)

- **Benefits of the NWRA**
 - Unparalleled field reach (nearly 1 million people in 2020)
 - Bi-Directional Information System (info to from the field)
 - 2021 Workforce Data Set, 14 of 17 eligible states contributed data on 466,000+ members of the workforce
 - Largest known pool of provider data in the country
 - Longitudinal datasets span over a decade
 - Racial & Economic Data are a priority for us
 - Quality Standards & Guide Registry Growth (23 states eligible to contribute data in 2023)
 - Facilitate research partnership, such as the Yale Pandemic/Child Care studies in 2020, 2021, 2022

- **Phases of Registry Development**
 - Becoming a Partner in Employment Reporting (PER) State
 - No Registry > Developing Registry > PER Eligible > PER Recognition > PER Active: Contributes to the National Dataset, collaborates with national partners, creates publications

- **Leveraging Workforce Data**
 - Shows No Quality Standards, Data Quality, High Quality Standards
 - No Registry (DE,MD,MS,NC,NM,SD) > Developing Registry (FL,KS,TN) > PER Eligible (AI, AK, AR, CA, DC, GA, HU, IA, ID, I N, ND, NE, NH, K Y, LA, OR, Palm Beach Co, RI, SC, TX, VA, VT, MA, MI, UT, WA, WY) > PER Recognition (AZ, CO, CT, IL, ME, Miami-Dade Co, MN, MO, MY, NJ, NV, NY, OH, OK, PA, WI, WV, WY) > PER Active: Contributes to the National Dataset, collaborates with national partners, creates publications

- **Registry Data Growth**
 - 2012 – 2021 = 704% total increase in PER workforce data reported
 - 200% increase in participation, first five years (9 states reporting in 2012)
 - 168% increase in participation, last five years (with only 14 if 17 states reporting in 2021)
 - In 2021, 1/3 of registries pooled data on 466,000 people caring for children
 - By 2023, 50% of registries will be contributing data (over 800,000 people)
 - Who is included in a Professional Registry?

- User self-selects their profession role within the industry: Profile can indicate more than one role, user selects setting/programs, ages of direct care, etc.
 - **A.** Practitioner (Direct Care) **B.** TTA Specialist/Other (trainer, consultant, coach, higher ed instructor, etc.) **C.** Program Type (Group setting, home visiting, higher education, training & technical assistance, etc.) **D.** Setting (center based, family child care-regulated, family child care-unregulated, other)
- [Data Found in Registries](#)
 - Demographic
 - Employment & Wages
 - Education & Training
 - Credentials
 - Competencies
 - Career Goals
 - Equity Informing variables
- [Sample Data](#)
 - 14/17 eligible states pooled workforce data from 466,000+ early learning professionals
 - 76% (356,000+) were employed at the time of the pull (1/19 – 1/21)
 - 56% were in FCC, 41% in centers (nearly all regulated)
 - 56% rated by QRIS
 - 61-64% white
 - Median Experience:
 - PreK (5.3 years)
 - Multi-Age (3.6 years)
 - I/T (3.6 years)
 - School Age (2.8 years)
 - Includes Demographic Characteristics, Employment, Wage, Credentials, Education, Racial/Ethnic
- [NAEYC – example of how collective workforce data inform policy implementation](#)
 - One Profession, Three Designations

- ECEI- certificate/credential (at least 120 hours) Support birth – age 8
 - ECEII- Associate Degree, Lead Birth – Age 5, Support K – Grade 3, Guide the Practice of ECE1
 - ECEIII- Bachelor’s Degree or Master’s Degree (initial prep), Lead Birth – Age 8, Guide the Practice of ECE1 and ECEII
 - The vision: Integrated Interdependent
 - The goal of the National Workforce Registry Alliance is to be the central hub of data collection and dissemination used to inform and strengthen the Early Care and Education Early Childhood and Afterschool Workforce through collaboration with state workforce registry systems and national partners.
- **What’s Next?**
 - We dream of a national workforce data set and census that informs us about what is working, what is needed, and where to prioritize investments.
 - Professional Registries operating in all 50 states and DC
 - Up to 27 recognized registries contributing data in 2025
 - Dataset representing est. 1 million workforce members
 - Workforce direct payments and support expected to surge to support compensation parties and in response to qualification policies and investments
- **What’s getting in the way?**
 - Disjointed Systems
 - Many sectors missing from “workforce reporting”
 - System reach is limited to pockets of system privileged
 - Registries are insufficiently funded/supported
 - No state cost estimator tool
 - Registries are not in statute
 - No National Blueprint
 - No Federally Funded TA
 - Lack Impact & Accountability Data
 - Data collected/reported using simple, cumbersome, ad-hoc methods
 - Data pulls every other year, reporting lags
 - Workforce Reporting isn’t comprehensive or consistent

- Limited Data Access
- Emergency Broadcast System is not fully developed

- **Questions?**
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Hannah McGahey wrapped the meeting up with the schedule of upcoming meetings:

- **Biweekly Webinars**
 - August 10, 2022 – 12:00 – 1:00pm
 - [Register on the Children's Cabinet website](#)
- **Recommendations Panel: August 19 – via Zoom (third Friday of the month from 9:00-11:30 a.m.)**
- **Kansas Children's Cabinet and Trust Fund:**
 - October 7, 9am – 12pm / Stakeholders Group 1:30 – 3:00pm
 - All meetings will be held virtually until further notice.