Quality Counts California
Peer Networking Forum
Early Care and Education Workforce Registry Session

Date: September 13, 2017
Time: 1:00 p.m. – 3:00 p.m.

Presentation Highlights

Summary

Fiona Stewart and Elise Crane from the Child Care Alliance of Los Angeles (CCALA), leads for the statewide expansion of California's Early Care and Education (ECE) Workforce Registry (Registry). They provided background on the planning and development of the Registry; discussed the benefits to trainers, providers, and administrators; prompted conversation around the need for a Registry; and shared how the Registry connects to the CA-QRIS system and the opportunities this presents. The session provided key information, opportunities for audience input, and time for questions.

The Registry can be accessed at https://www.caregistry.org/.

Some highlights of this session include:

Background

Workforce registries are currently being used in most states, and have been in use for decades to promote and track the education, training, and experience of the workforce to increase professionalism and improve workforce quality. California's Registry is new, but has been in the planning stages since 2009. The California Department of Education (CDE); First 5 California (F5CA); Department of Social Services Community Care Licensing Division (CDSS-CCL); Commission on Teacher Credentialing (CTC); and UC Berkeley have been partners in planning from the early stages. The crux of planning and decision-making has centered on funding and implementation strategies. The initial pilot for the Registry began in two counties: San Francisco (funded by the Office of Early Care and Education) and Los Angeles (funded by First 5 Los Angeles). Later, Santa Clara joined the pilot.

Currently, the Registry's home page is available in three languages; English, Spanish, and Cantonese. There also are English-specific videos on what the Registry is, how it functions, and demonstrating how to set up user profiles.

A link to a comprehensive FAQ page is available at https://www.caregistry.org/pdf/FAQs.pdf.

Benefits of the Registry

The Registry is beneficial to practitioners, employers, state leaders, and policy makers by operating as a single source of information that streamlines a variety of processes, including verifying and tracking teacher training and education data, and aligning data for more efficient reporting.

The Registry offers many benefits to practitioners. Existing information on work history and qualifications can be uploaded and stored electronically in a secure environment (including transcripts) for access any time via the Internet, unit-based coursework can be tracked and verified, and training attendance and completion are auto-populated for attendees (from qualified training providers). Users also can seek out and register for professional development opportunities, and advertise and seek job openings using the Registry job board.

The Registry also offers benefits to employers. Employers can review and verify select qualifications and experience information for staff (with permission and access), calculate and demonstrate site-level QRIS rating data, and advertise job openings.

The Registry offers benefits to policymakers and supports to the field in terms of systems policy research and reporting. Data can be reported on the field as whole, as well as subsets of those engaged in Quality Rating and Improvement Systems work, Title 5 funding, Head Start, and Early Head Start.

The audience was asked to consider the following (Note: Conversations occurred in table groups and notes were not collected):

Think about different workforce initiatives currently operating in your county or region…

- How many initiatives do you have that touch the ECE workforce?

- How many different organizations are involved in those initiatives?

- Why would you want to share ECE workforce data across initiatives through those systems?

- Why do you share information with other counties?

- Who needs to be involved in the planning for your county?

Think about how much data is being tracked and by whom…

- Who might be involved when you go back to your county?

Need for a Registry: Alignment of Data

There is no integrated data system that shares workforce information across all state-level entities. Currently, various entities collect this information independently and in some cases are duplicating data collection. These agencies include:

- CDE, Early Education Support Division

- F5CA

- CDSS-CCL

- CTC

Additional training projects collecting and tracking information about training recipients are:

- Child Care Initiative Project

- California Preschool Instructional Network

- AB212 Teacher Retention Stipend

- Child Development Training Consortium

- WestEd

- California State Preschool Program

- California Resource and Referral Network

- California Early Childhood Online

- UC San Diego

Considering how many times individuals, organizations, and employers are collecting data, the Registry provides an efficient way to share data between them. Current practices prevent anyone from getting accurate numbers and information because there is no shared data system or shared way of collecting information.

The vision for the Registry pilot and expansion is to allow different agencies or people from different areas of the system to enter data and have the Registry serve as the single place where that data is stored and maintained. This information or parts of information can be filtered and shared through projects needing access. Depending on need, different entities use consistent processes and protocols to access information.

Many of the agencies listed above are engaged in alignment work with a policy committee to address issues and seek out resolutions such as legislative change to get CTC permit and credential data directly into the Registry. The Registry has the potential to better align systems to support child care licensing and other state-funded program functions.

Statewide Opportunity to Expand and Improve

Beginning January 1, 2017, EESD requires professional development program trainers and trainees to use the Registry for statewide training calendars and participant registration. It is not currently mandated for individuals to be Registry participants to access trainings, but highly encouraged. For county training organizations who are not currently state vendors and who want trainings posted, connect with Elise Crane (CCALA) for processes, and tools and resources. CCALA staff can come to your county for a presentation/talk.

There are approximately 35,000 Registry participants and 89 training organizations currently using the Registry. These numbers are anticipated to increase.

Attendees were asked to consider:

- What would it be like to have early childhood educators with comprehensive portfolios that include education and training?

- What are the workforce initiatives you have now, and what data are you collecting that also is collected elsewhere?

- Are there data fields that are not widely accessible that could be useful to employers, QRIS Administrators, trainers, and practitioners themselves

Example: Integration with Quality Counts California (QRIS) Rating Processes in Los Angeles County

LA County currently exports qualification information, professional development data, and scores to their QRIS Data System, iPinwheel. While there is some self-certification in the Registry, there is also some review and oversight to unit-based coursework and degree attainment.

All partner agencies in the Registry pilots and expansion work are committed to ensuring data moves safely and securely. Data agreements are in place and will be revised as needed to protect personal information and only shared in a way that works for all parties.

Key Messages in Supporting Expansion

- F5CA is funding expansion of the Registry to support use by Quality Counts California Consortia.

- This will take time! It's a process. It is understood this will take thinking and resources for support.

- F5CA, CDE, and Registry partners in the expansion work want to hear your comments so they can plan!

- An outreach coordinator will be on board soon with CCALA to help get the word out and respond to needs.

- Registry will continue to be aligned to QRIS and the Rating matrix.

- Registry and state leadership will be closely working with the Rating Matrix Workgroup on requirements and how they are verified.

- It is understood that expansion will be a heavy lift in terms of getting documents into the system and verified. Currently, anyone can set up a profile at any time, but transcripts will be verified as soon as possible.

Please feel free to send feedback to elise.crane@ccala.net.

Next Steps

Requested or Relevant Resources (including expertise) for Next Meeting:

- The Registry team will work with F5CA and CDE to provide informational webinar sessions where regional and county stakeholders can see a demonstration, provide feedback, and ask questions.

- Based on participants' feedback, the group has asked F5CA to consider using the new process of convening a "Task Team" to address questions, considerations, and local input regarding the Registry.