California ECE Workforce Registry

A Regional Pilot in Los Angeles & San Francisco Counties
CA ECE Workforce Registry: A Regional Pilot Workforce Policy Questions

1. How prepared is the early care and education workforce to provide effective education and care for all children?
2. What policies and investments lead to a skilled and stable early care and education workforce?

Collecting the essential data about all types of ECE practitioners is essential to answer these questions.
CA ECE Workforce Registry: *A Regional Pilot*

**Multiple Functions and Benefits**

**Functions**
- Stores qualifications, degrees, permit, credentials and trainings
- Web-based access and outreach
- Portal for resources and incentives
- Quality assurance through verification processes

**Beneficiaries**
- Practitioners
- Administrators
- Trainers
- Faculty
- Licensing staff
- Permitting Staff
- Policy makers/researchers
CA ECE Workforce Registry: *A Regional Pilot Tying Professional Development Together*
CA ECE Workforce Registry: *A Regional Pilot Making Progress Across CA and the Nation*

- Federal resources and requirements
- The National Registry Alliance
- CA Workforce Registry Planning Committee
- SF/LA Pilot Registry
CA ECE Workforce Registry: A Regional Pilot Opportunity for Systems Development

- SF County was in the process of redesigning workforce initiatives
- Stakeholder Participation in statewide planning groups (i.e. Water Cooler, ELQIS, CA ECE Workforce Registry Planning Committee)
- Attendance at The National Registry Alliance Conference
- Local unspent/available funding
- LA County embarking on large scale workforce initiative
- Unmet need → Collaboration Developed
CA ECE Workforce Registry: A Regional Pilot Funding and Collaboration

- Los Angeles Universal Preschool via First 5 LA ($)
- SF Human Services Agency ($)
- David and Lucille Packard ($)
- Mimi and Peter Haas Fund ($)

- Additional In-Kind Support from Collaborating Agencies
  - UC Berkeley – Center for the Study of Child Care Employment
  - CDE-Child Development Division (CDD)
  - Child Development Training Consortium (CDTC)
  - Additional Stakeholders from LA, SF, and State workgroup
CA ECE Workforce Registry:  
A Regional Pilot Systems Issues

• Multiple funded programs collect duplicative data from practitioners that is not stored in a uniform way
• Not clear which data is “verified” or “unverified”
• Demographic information is not collected consistently
• Directors/FCCs must fill out multiple reports for funders and verify employee information for programs
• Practitioners order and reorder transcripts for various programs
• Practitioners must maintain extensive files of trainings and have a difficult time finding needed training
• No consistent standards for trainers and trainings
CA ECE Workforce Registry: A Regional Pilot Regional System Development Example GOALS

• Practitioner Information:
  ❖ Entered by Practitioner
  ❖ Transcripts, permits, training, etc. verified by third party, and
  ❖ Enable consent for sharing information to workforce program staff (i.e. C-WAGES, CARES Plus, SF SEED, PFA) to ease administrative burden

• Practitioners will be able to view profile in English, Spanish or Cantonese.
• Employers will be able to assess verified education and training of employees and report to funders, where applicable.
• Fingerprinting data will be electronically transferred when Practitioner changes employers and linked between DSS and CDE (planning).
• Trainers will have profiles, post trainings and verify attendance.
CA ECE Workforce Registry: A Regional Pilot Home Page for Initial Registration

Current

Join the California Early Care and Education Workforce Registry!

www.caregistry.org

Coming Soon
CA ECE Workforce Registry: A Regional Pilot
Initial Registration – Building Profile

### User Registration

<table>
<thead>
<tr>
<th>Field</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salutation:</td>
<td>*Required Field</td>
</tr>
<tr>
<td>First Name (Birth Name):</td>
<td></td>
</tr>
<tr>
<td>Middle Name/Initial:</td>
<td></td>
</tr>
<tr>
<td>Last Name:</td>
<td></td>
</tr>
<tr>
<td>Former Last Name(s):</td>
<td></td>
</tr>
<tr>
<td>Email Address (This will be your username):</td>
<td>*Required Field</td>
</tr>
<tr>
<td>Re-Type Email Address:</td>
<td></td>
</tr>
<tr>
<td>Password (Must include 1 letter and 1 number)</td>
<td>*Required Field</td>
</tr>
<tr>
<td>Re-Type Password:</td>
<td></td>
</tr>
<tr>
<td>Address 1:</td>
<td></td>
</tr>
<tr>
<td>Address 2:</td>
<td></td>
</tr>
</tbody>
</table>
CA ECE Workforce Registry: A Regional Pilot
Initial Registration – Search for Employer

User Registration: Employment

Employer Name: *
Enter Search Criteria:

Search

(You may search by entering Employer Name, City, Address, License Number)

By submitting this job as part of my registry profile, I understand that employment information is subject to verification by my employer or registry staff.

Continue with Registration
CA ECE Workforce Registry: A Regional Pilot
Initial Registration – Employer Selection

<table>
<thead>
<tr>
<th>Employer Name</th>
<th>City</th>
<th>State</th>
<th>Select</th>
</tr>
</thead>
<tbody>
<tr>
<td>HOLY FAMILY DAY HOME-INFANT CARE PR 675 MINNA ST</td>
<td>SAN FRANCISCO</td>
<td>CA</td>
<td>Select</td>
</tr>
<tr>
<td>HOLY FAMILY DAY HOME 299 DOLORES STREET</td>
<td>SAN FRANCISCO</td>
<td>CA</td>
<td>Select</td>
</tr>
<tr>
<td>Employer Not Listed</td>
<td>ANY CITY</td>
<td>CA</td>
<td>Select</td>
</tr>
<tr>
<td>Currently Unemployed</td>
<td>ANY CITY</td>
<td>CA</td>
<td>Select</td>
</tr>
</tbody>
</table>

Close This Window
CA ECE Workforce Registry: A Regional Pilot
Initial Registration – Employment Characteristics
CA ECE Workforce Registry: A Regional Pilot Practitioner Profile - Completed
CA ECE Workforce Registry: A Regional Pilot Practitioner Education and Training Report

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**REGISTRY PARTICIPANT EDUCATION AND TRAINING REPORT**

**03/12/2013**

<table>
<thead>
<tr>
<th>Participant Name:</th>
<th>Participant, Test</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registry ID:</td>
<td>1000000001</td>
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<tr>
<td>Employer Name:</td>
<td>Test School</td>
</tr>
<tr>
<td>Employer's Registry ID:</td>
<td>0000007958</td>
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<tr>
<td>Participant Role:</td>
<td>Substitute Teacher</td>
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### Degrees:

<table>
<thead>
<tr>
<th>Degree Level</th>
<th>Degree Name</th>
<th>Institution</th>
<th>Date Completed</th>
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</thead>
<tbody>
<tr>
<td>Associates</td>
<td>Child Development/Early Childhood</td>
<td>Cosi</td>
<td>01/01/2013</td>
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### Other Education:

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<thead>
<tr>
<th>Course Name</th>
<th>Institution</th>
<th>Completion Date</th>
<th>Units</th>
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<tbody>
<tr>
<td>Infant/Toddler Growth and Development</td>
<td>City College of San Francisco</td>
<td>2012 - 2 Quarter</td>
<td>3</td>
</tr>
<tr>
<td>ESL for Child Development</td>
<td>City College of San Francisco</td>
<td>2012 - 1 Quarter</td>
<td>3</td>
</tr>
<tr>
<td>Advanced Business Practices in Family Child Care</td>
<td>City College of San Francisco</td>
<td>2013 - 1 Quarter</td>
<td>1</td>
</tr>
<tr>
<td>Infant/Toddler Growth and Development</td>
<td>City College of San Francisco</td>
<td>2012 - 2 Quarter</td>
<td>3</td>
</tr>
</tbody>
</table>

### Permits & Credentials:

<table>
<thead>
<tr>
<th>Credential or Permit Name</th>
<th>Issue Date</th>
<th>Expiration Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>California Child Development Permit - Associate Teacher</td>
<td>02/15/13</td>
<td>02/01/2015</td>
</tr>
<tr>
<td>California Child Development Permit - Assistant</td>
<td>03/01/2013</td>
<td>09/01/2015</td>
</tr>
<tr>
<td>California Teaching Credential - Bilingual Specialist</td>
<td>01/01/2013</td>
<td>01/01/2015</td>
</tr>
</tbody>
</table>
CA ECE Workforce Registry: A Regional Pilot Practitioner Membership ID Card

(unique identification number established at time of registration)

Unique identification number established at time of registration

Email used established at time of registration and used for login

Test Participant
testone@test.com

Mail: P.O.Box 7988(A-411), San Francisco, CA 94120-7988
Email: caeeeworkforceregistry@sfgov.org
Website: www.caregistry.org

Registry ID: 160-000-081

Fax: 415-431-9670

TRIM TO REMOVE CARD
CA ECE Workforce Registry: A Regional Pilot
Employment Verification by Employer

Employment Verification

The following registry participants have reported their employment with your program or center. In order to keep your roster up-to-date, please verify the information associated with each record. Please correct any inaccurate information and add any missing information prior to verification, then either click ‘yes’ to confirm information or ‘no’ to indicate that the person does not and has not ever worked for your program or center. If you have confirmed the employee on a prior occasion, they are unconfirmed again because they have changed job information that requires reconfirmation. After all changes are made, please be sure to click the SUBMIT button at the bottom of the page to submit your verifications.

For your convenience, we have grouped employees by color, so you can more easily see their verification status.

☐ Unconfirmed Participants appear in Light Yellow  ☐ Confirmed Participants appear in Light Blue

To verify employment for former employees, please click here.

<table>
<thead>
<tr>
<th>Confirm</th>
<th>Casey Martin</th>
<th>Job Title: Load Teacher</th>
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</thead>
<tbody>
<tr>
<td>Yes</td>
<td>Start Date: 01/01/2012</td>
<td>End Date:</td>
</tr>
<tr>
<td>No</td>
<td>Compensation Type: Hourly</td>
<td>Wage: 9.00</td>
</tr>
<tr>
<td></td>
<td>Work Designation: Full Time</td>
<td>Hours/Week: 40</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Confirm</th>
<th>Maria Taylor</th>
<th>Job Title: Please select a Job Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>Start Date: 11/01/2011</td>
<td>End Date:</td>
</tr>
<tr>
<td>No</td>
<td>Compensation Type: Annual</td>
<td>Wage: 35000.00</td>
</tr>
<tr>
<td></td>
<td>Work Designation: Full Time</td>
<td>Hours/Week: 40</td>
</tr>
</tbody>
</table>
CA ECE Workforce Registry: A Regional Pilot Training Module in Development

Regional Process

• Trainer application and approval process
  • LA Trainer Criteria Subcommittee
  • SF in queue for development
• Training Calendar:
  • Local approved trainings posted based on developed criteria
  • Trainers post events, accept RSVPS, document attendance, issues certificates to practitioner profile

State Process

• Looking to CA ECE Workforce Registry Planning Committee to set state level standards for agencies, trainers and trainings
• CDTC Training Portal collaboration (CDD Quality Funded Trainings)
CA ECE Workforce Registry: A Regional Pilot
General Registry Update

• Transcript Module Launched
  • Gathering institutions, coursework, degree data to pre-populate
  • SF beginning data entry of coursework, permit, certificate, degrees, etc.

• Initial Stipend/Pathway Module nearly completed for SF SEED
  • Next step to work on collaboration with First 5 CA for CARES Plus

• Developing initial Compensation Module for SF C-WAGES program

• Will begin development of Training Calendar
  Spring 2013

• In early stages of developing Training and Trainer Module
CA ECE Workforce Registry: A Regional Pilot
Los Angeles Update

• Registry will be used to evaluate efforts of First 5 LA’s ECE Workforce Consortium programs (administered by LAUP)

• First 5 LA – Will fund a Registry Office in LA County
  (To be established Summer 2013)

• Workforce Consortium partners collected data on participants that consent to participate in the Registry.
  • Participant data submitted to LAUP for upload. In future years, participants may register directly.
  • Workforce Program data submitted by upload: Linked to participants
  • First upload will be of 989 CARES Plus participants and 305 college workforce program participants this Spring
CA ECE Workforce Registry: A Regional Pilot
Los Angeles Update

• Biggest issues to date:
  • How to get 2,000+ Centers and FCCs on board
  • Computer literacy challenge
  • Manual versus upload
CA ECE Workforce Registry: A Regional Pilot
San Francisco Update

- SF embedded CA ECE Workforce Registry language in RFPs/Contracts in Spring 2012

- Currently engaged in outreach campaign to register members of the workforce in SF (1035 enrolled)
  - Beginning to enter transcript, permits, etc. for registered participants

- Finalizing SF SEED (formerly SF CARES) program on-line application, participant elements, and program management (Stipend/Pathway Module)

- Will beginning collecting training data and criteria for local TA investments

- Gathering information for local alignment for RTT-ELC QRIS pilot
CA ECE Workforce Registry: A Regional Pilot
Next Steps

• Formalize data transfers of Community Care Licensing Data - MOU
• Need ability to transfer reliable data of licensed small FCC homes (legislation currently prohibits CCL sharing data except with R & Rs)
• Formalize data transfers of CA Child Development Permit data – MOU
• Formalize data transfers of CDE- Child Development Division Training Registration Forms – MOU and alignment of unique IDs
• Formalize data transfers of CDE-CDD trainings – MOU and sub-contract
• Work with additional stakeholders groups to link data to Cal-TIDES, RTT-ERCG, R & R data systems, expansion planning to other counties
CA ECE Workforce Registry: A Regional Pilot Questions?

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