

Success Story: Workforce Data Systems in California



ADMINISTRATION FOR
CHILDREN & FAMILIES



National Center on Child Care Professional
Development Systems and Workforce Initiatives (PDW Center)
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WHAT

Workforce data systems track and report on workforce demographics, professional development (PD) needs, and achievements for all roles across the early childhood (EC) and school-age (SA) settings (centers, schools, and homes) and sectors (Child Care, Head Start/Early Head Start, public preschool/primary education, and early intervention/special education).

WHY IT MATTERS

Comprehensive and accessible data support a strong workforce, link to other quality improvement efforts, increase cross-sector alignment, and inform policy and resource targets.

HOW IT CONTRIBUTES TO MEANINGFUL CHANGE FOR PROVIDERS

Workforce data systems support professional recognition and advancement across EC and SA settings and sectors. They provide individual members of the workforce with electronic records of their qualifications and professional development achievements that can help them in career planning, individual PD planning, and in documenting their qualifications to secure and maintain employment. Workforce data systems can provide access to financial incentives, and document eligibility and results. Data maintenance and reporting inform investments, enabling stakeholders to increase their investments in salaries, benefits, and workplace conditions.

CALIFORNIA'S STORY

California established an interim steering committee to coordinate information sharing and technical assistance (TA) on best practices for workforce data systems (registries). The committee is designing a model to ensure that county-level data can be aggregated to provide statewide EC workforce reports, while allowing for locally designed data collection activities.

The State and local partnerships build upon California's public and private investments in a workforce registry and is already operational in San Francisco and Los Angeles. The registry includes data on 4,200 early educators from public and private child care, Head Start/Early Head Start, and public pre-K settings. The model plans to expand enrollment in the Los Angeles area, and Race to the Top-Early Learning Challenge counties. The PDW Center and partners from the Office of Child Care's TA network support this work through stakeholder and State leadership team meeting planning and facilitation, information sharing, expert presentations, peer-to-peer exchanges, and strategic planning assistance.

Coordinating the sharing of these data saves time and money. It reduces the duplication of data entry, database maintenance, and reporting across local, county, State, and private data contributors. These data provide EC and SA practitioners and their employers with information about professional qualifications and accomplishments. They also provide public and private funders with accurate, reliable, and current information on workforce investments across EC settings and sectors. California's model will set the stage for an EC and SA career pathway with portable and "stackable" training and credentials.