



# 2023 Workforce Registry Landscape Report

State & Territory Comparison of ECE & OST Workforce Longitudinal Data Systems



The National  
Workforce Registry  
Alliance

Supporting the  
Nation's Early Childhood &  
Out-of-School-Time Workforce!

# OVERVIEW

Created using 2023 registry landscape survey data to illustrate the current state of registries nationwide. This tool maps state registry functions, delivering targeted support to the workforce, across the country. Those functions inform how the state is able to produce longitudinal, representational, comprehensive data for strategic investments, accountability, policy, research and evaluation. The NWRA maintains accurate, up-to-date profiles for 45 member registries on their [website](#).

**KEY TAKEAWAYS:**

- **In December 2023, there were 45 professional registries serving early care and education, and out-of-school time workforce members.**
- **Collectively, registries reach over 2.5 million individual registry users, and members of the ECE & OST workforce, inclusive of all settings and roles.**
- **Registries perform over 50 functions supporting workforce development with a focus on career pathways, compensation, and workforce well-being.**
- **Registries are a good source of up-to-date data: 40% require a profile update annually or biannually, and another 40% archive profiles with inactivity.**
- **Registries provide a good snapshot of the workforce and strong infrastructure, inclusive of and supporting the full workforce.**

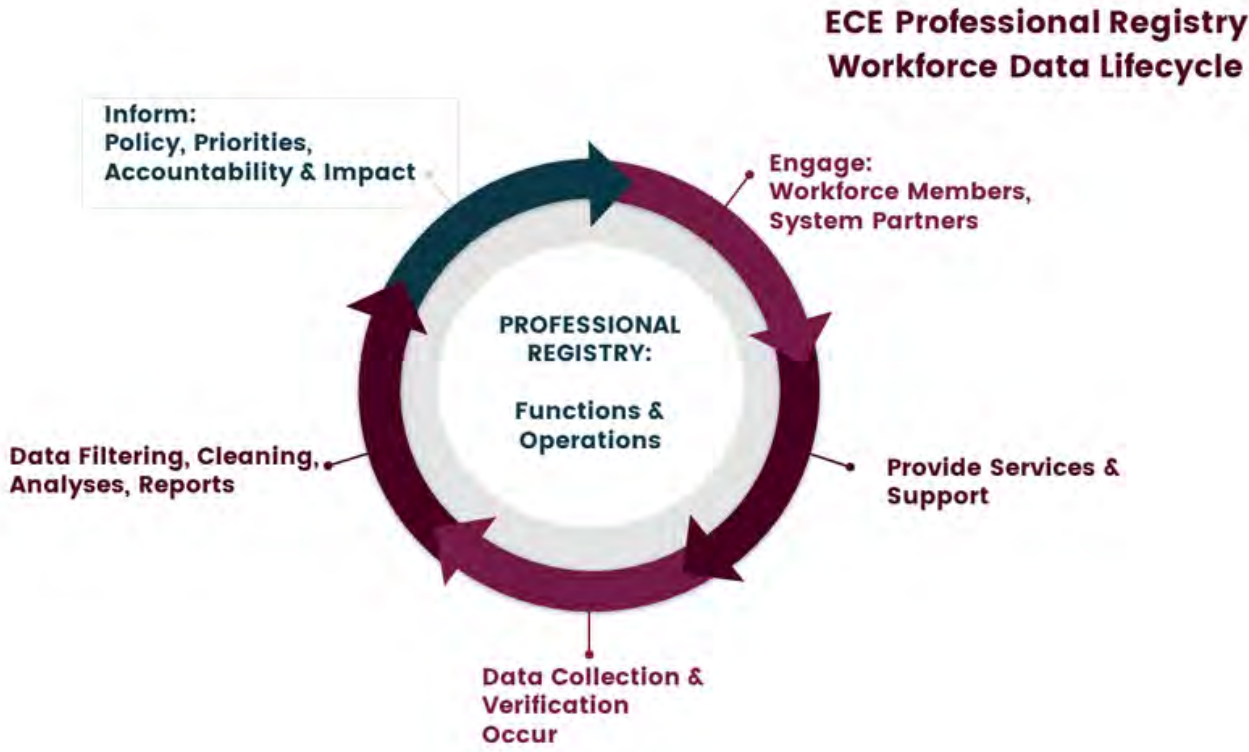
The ECE workforce is essential to a thriving economy and strong nation. Comprehensive workforce registry data is crucial for making informed policies, and investments regarding that workforce. Data is central to disrupting the cycle of inequities affecting our Early Care and Educators (ECE)- and the children, families, and communities they serve. Registries are at the core of professional development systems, enabling access to support.

Registry data differs from other sources because it depicts the current characteristics of the workforce and reflects existing infrastructure guiding professional growth, retention, and recruitment in states. The workforce data is generated as a byproduct of the registry's functions career pathways, professional development, and compensation available in the state (illustrated in the workforce data lifecycle below).

It is only through workforce participation in their professional registries, that states capture rich, representative, and longitudinal data ensuring investments, applied research, strategies, and policies driving impact and equity accountability. registries, that states capture rich, representative, and longitudinal data ensuring investments, applied research, strategies, and policies driving impact and equity accountability.

[You can learn more about workforce registries here.](#)

**The data depicted in this publication was gathered from and reported by the Registry Directors in each state. Participation was open to all registries, regardless of NWRA membership status. To support navigation of the substantial data collected about registry data, integrations, and functions, we provided an interactive link with tabs to move seamlessly throughout the document. Totals are tallied throughout the sections.**



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<b>Overview</b>	Registry Participation	Roles and Settings	Data Elements	Career Ladder & Competencies	Compensation & PD Support	Integration & Workforce Well-Being
	Required for: Licensing Programs Role	Center-Based Home-Based PD Providers Additional	Demographic Qualifications Preparation Employment Compensation	PD Approval Pathway Placement Self-Assessment Verified Experience	PD Approvals Direct Pay Support Scholarship PProcessing PD Navigation Tools	Benefits Support Programs Background Check Modules Workforce Survey



**The National Workforce Registry Alliance**

Participation Requirement/  
Saturation

**Program and Quality Initiatives Requiring Registry Participation**

State/Territory	Workforce Registry	Licensing Requirement for Participation	Staff in QRIS/QIS Participating Programs	Staff in Head Start Programs	Staff in VPK/UPK	Trainers	TA Staff/Coaches	Scholarship Recipients	License-Exempt, FFN	Other
Alabama	YES	✓								
Alaska	YES		✓			✓		✓		
Arizona	YES	✓	✓					✓		
Arkansas	YES	✓		✓	✓					
California	YES		✓			✓		✓		
Colorado	YES	✓	✓		✓	✓				
Connecticut	YES							✓		Teaching and administrative staff in state funded programs; teaching staff and the designated director/leader of programs receiving Care4Kids (state CCDF subsidy); individuals applying for related legislated credentials
Delaware	Building a Registry									
District of Columbia	YES	✓	✓	✓	✓ (if program is licensed)	✓	✓			
Florida-Miami Dade	YES							✓		
Florida-Palm Beach	YES							✓		
Florida-Statewide*	YES									
Georgia*	YES	✓								
Hawaii	YES	✓								
Idaho	YES		✓					✓		
Illinois	YES	✓				✓	✓	✓	✓	If a trainer wants to be approved by our registry, they must be a participant. But, not all trainers have to be approved. For FFN providers, only those serving CCAP children must be in the registry.
Indiana	YES	✓	✓		✓					
Iowa	YES	✓	✓	✓						
Kansas	Building a Registry									

\*Information has not been provided to the NWRA



Participation Requirement/  
Saturation

**Program and Quality Initiatives that Require Registry Participation**

State/Territory	Workforce Registry	Licensing Requirement for Participation	Staff in QRIS/QIS Participating Programs	Staff in Head Start Programs	Staff in VPK/UPK	Trainers	TA Staff/Coaches	Scholarship Recipients	License-Exempt, FFN	Other
Kentucky	YES	✓				✓		✓		
Louisiana	YES							✓		
Maine	YES	✓	✓	✓	✓	✓	✓		✓	License-Exempt Providers (FFN) who receive CCSP
Maryland	NO									
Massachusetts	YES	✓	✓	✓	✓			✓		Educators in all licensed and funded programs
Michigan	YES		✓	✓	✓	✓	✓		✓	Career Tech Ed teachers and students
Minnesota	YES		✓			✓	✓		✓	
Mississippi	NO									
Missouri	YES									
Montana	YES	✓	✓			✓	✓	✓		
Nebraska	YES									
New Hampshire*	YES									
Nevada	YES	✓	✓	✓		✓	✓	✓		Anyone seeking ECE Trainer approval is required to be a Registry member (this could include TA staff & consultants and staff for system partners). Topic Trainers are not. Participation is required for individuals working in Head Start, if they are licensed (all are licensed in our state - it's not a Head Start mandate, it's a child care licensing mandate).
New Jersey	YES					✓		✓		
New Mexico	NO									
New York	YES	✓ (NYC Only)	✓					✓		The requirement for staff working in licensed child care programs ONLY applies to programs permitted by New York City's Department of Health.
North Carolina	Building a Registry									
North Dakota	YES									
Ohio	YES	✓	✓	✓	✓	✓	✓	✓	✓	

\* Information has not been provided to the NWRA



The National Workforce Registry Alliance		Participation Requirement/ Data Saturation	Program and Quality Initiatives Requiring Registry Participation							
State/Territory	Workforce Registry	Licensing Requirement for Participation	Staff in QRIS/QIS Participating Programs	Staff in Head Start Programs	Staff in VPK/UPK	Trainers	TA Staff/Coaches	Scholarship Recipients	License-Exempt, FFN	Other
Oklahoma	YES	✓	✓	✓		✓	✓	✓		
Oregon	YES	✓	✓	✓	✓			✓		
Pennsylvania	YES				✓ (Philadelphia)	✓	✓	✓		Staff working in programs participating in QRIS at a level 2, 3, or 4
Puerto Rico	NO									
Rhode Island	YES									
South Carolina	YES	✓	✓	✓		✓	✓		✓	
South Dakota	NO									
Tennessee	YES	✓	✓	✓			✓			
Texas	YES		✓							QRIS Administrators
Utah	YES		✓			✓		✓		
Vermont	YES	✓	✓	✓	✓					
Virginia	NO									
Virgin Islands	NO									
Washington	YES	✓	✓			✓			✓	
West Virginia	YES	✓				✓	✓	✓		
Wisconsin	YES					✓				Our licensing rules require staff to participate once, they don't not have to continually renew.
Wyoming	YES									
<b>Total</b>	<ul style="list-style-type: none"> <li>• 45 Registries</li> <li>• 3 In Progress</li> <li>• 5 states and 2 territories without a workforce registry</li> </ul>	23 states and NYC require registry participation for staff working in licensed or registered programs	25 states require registry participation for staff working in programs with QRIS	14 states require registry participation for staff in Head Start programs	11 states and Philadelphia require registry participation for staff working UPK funded programs	20 states require participation for trainers	13 states require participation for TA staff	21 states require participation to track scholarship recipients	6 states require participation for FFN	



**Center Based Setting (B-5)**

**Home-based Setting**

State/Territory	Workforce Registry	Director	Lead Teacher	Assistant Teacher	Teacher Aide	Substitute Teacher	(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
Alabama	YES	✓	✓	✓	✓	✓	✓	✓		
Alaska	YES	✓	✓	✓			✓	✓	✓	
Arizona	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Arkansas	YES	✓	✓	✓	✓	✓	✓	✓		
California	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Colorado	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Connecticut	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Delaware	Building a Registry									
District of Columbia	YES	✓	✓	✓	✓		✓	✓		
Florida-Miami Dade	YES	✓	✓	✓	✓	✓	✓	✓	✓	
Florida-Palm Beach	YES	✓	✓	✓	✓	✓	✓	✓	✓	
Florida-Statewide*	YES									
Georgia*	YES									
Hawaii	YES		✓	✓	✓	✓	✓	✓		
Idaho	YES	✓	✓	✓	✓	✓	✓	✓	✓	
Illinois	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Indiana	YES		✓	✓		✓	✓	✓	✓	
Iowa	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Kansas	Building a Registry									
Kentucky	YES	✓	✓	✓	✓		✓		✓	✓
Louisiana	YES	✓	✓	✓	✓		✓	✓		

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The National Workforce Registry Alliance

**Center Based Setting (B-5)**

**Home-based Setting**

State/Territory	Workforce Registry	Center Based Setting (B-5)					Home-based Setting			
		Director	Lead Teacher	Assistant Teacher	Teacher Aide	Substitute Teacher	(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
Maine	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Maryland	NO									
Massachusetts	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Michigan	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Minnesota	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mississippi	NO									
Missouri	YES	✓	✓	✓					✓	
Montana	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Nebraska	YES	✓	✓	✓	✓				✓	
New Hampshire*	YES									
Nevada	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
New Jersey	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
New Mexico	NO									
New York	YES	✓	✓	✓	✓	✓	✓	✓	✓	
North Carolina	Building a Registry									
North Dakota	YES	✓	✓	✓	✓	✓	✓	✓	✓	
Ohio	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Oklahoma	YES	✓	✓	✓	✓	✓	✓	✓	✓	
Oregon	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Pennsylvania	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Puerto Rico	NO									

\*Information has not been provided to the NWRA



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**Center Based Setting (B-5)**

**Home-based Setting**

State/Territory	Workforce Registry	Director	Lead Teacher	Assistant Teacher	Teacher Aide	Substitute Teacher	(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
Rhode Island	Yes	✓	✓	✓	✓	✓	✓	✓	✓	✓
South Carolina	Yes	✓	✓	✓	✓	✓	✓	✓	✓	✓
South Dakota	No									
Tennessee	Yes	✓	✓	✓	✓	✓	✓	✓		
Texas	Yes	✓	✓	✓	✓	✓	✓	✓	✓	✓
Utah	Yes	✓	✓	✓			✓	✓	✓	✓
Vermont	Yes	✓	✓	✓	✓	✓	✓	✓		
Virginia	No									
Virgin Islands	No									
Washington	Yes	✓	✓	✓	✓	✓			✓	✓
West Virginia	Yes	✓	✓	✓	✓	✓	✓	✓	✓	✓
Wisconsin	Yes	✓	✓	✓	✓	✓	✓	✓	✓	
Wyoming	Yes	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>TOTAL:</b>		<b>42</b> Collect Data on Directors	<b>44</b> Collect Data on Lead Teachers	<b>44</b> Collect Data on Asst Teachers	<b>40</b> Collect Data on Teacher Aides	<b>36</b> Collect Data on Substitutes	<b>41</b> Collect Data on Licensed Providers	<b>40</b> Collect Data on Licensed Assistant Providers	<b>36</b> Collect Data on License Exempt Providers	<b>25</b> Collect Data on FFN





The National Workforce Registry Alliance		PD Providers					Additional Related Roles			
State/Territory	Workforce Registry	Trainers	Coaches	Mentors	TA Specialists	Consultants	Afterschool and Out-of-School Time Staff	Parent Educators	Home Visitors	Early Intervention Specialists
Alabama	YES	✓	✓	✓	✓	✓	✓		✓	✓
Alaska	YES	✓			✓	✓	✓	✓	✓	✓
Arizona	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Arkansas	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
California	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Colorado	YES	✓	✓	✓	✓	✓	✓			✓
Connecticut	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Delaware	Building a Registry									
District of Columbia	YES	✓	✓		✓	✓	✓			✓
Florida-Miami Dade	YES									
Florida-Palm Beach	YES	✓					✓			
Florida-Statewide*	YES									
Georgia*	YES									
Hawaii	YES	✓					✓			
Idaho	YES									
Illinois	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Indiana	YES						✓			
Iowa	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Kansas	Building a Registry									
Kentucky	YES	✓	✓		✓	✓	✓		✓	✓
Louisiana	YES								✓	

\*Information has not been provided to the NWRA



**The National Workforce Registry Alliance**

**PD Providers**

**Additional Related Roles**

State/Territory	Workforce Registry	Trainers	Coaches	Mentors	TA Specialists	Consultants	Afterschool and Out-of-School Time Staff	Parent Educators	Home Visitors	Early Intervention Specialists
Maine	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Maryland	NO									
Massachusetts	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Michigan	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Minnesota	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mississippi	NO									
Missouri	YES									
Montana	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Nebraska	YES	✓	✓		✓				✓	
New Hampshire	YES									
Nevada	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
New Jersey	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
New Mexico	NO									
New York	YES	✓	✓		✓	✓				✓
North Carolina	Building a Registry	✓	✓		✓	✓	✓		✓	✓
North Dakota	YES	✓	✓		✓	✓				✓
Ohio	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Oklahoma	YES	✓	✓	✓	✓	✓	✓		✓	
Oregon	YES	✓	✓	✓	✓	✓	✓	✓	✓	✓
Pennsylvania	YES	✓	✓	✓	✓	✓	✓		✓	✓
Puerto Rico	NO									

\*Information has not been provided to the NWRA



**The National Workforce Registry Alliance**

**PD Providers**

**Additional Related Roles**

State/Territory	Workforce Registry	Trainers	Coaches	Mentors	TA Specialists	Consultants	Afterschool and Out-of-School Time Staff	Parent Educators	Home Visitors	Early Intervention Specialists
Rhode Island	Yes						✓			
South Carolina	Yes	✓	✓	✓	✓	✓	✓	✓		✓
South Dakota	No									
Tennessee	Yes		✓	✓	✓		✓		✓	✓
Texas	Yes	✓	✓	✓	✓	✓	✓	✓	✓	✓
Utah	Yes	✓	✓			✓	✓			✓
Vermont	Yes						✓			
Virginia	No									
Virgin Islands	No									
Washington	Yes	✓					✓			
West Virginia	Yes	✓	✓	✓	✓	✓	✓	✓	✓	✓
Wisconsin	Yes	✓	✓		✓	✓	✓			✓
Wyoming	Yes	✓	✓	✓	✓	✓	✓		✓	✓
<b>TOTAL</b>		<b>35</b> Collect Data on Trainers	<b>32</b> Collect Data on Coaches	<b>24</b> Collect Data on Mentors	<b>32</b> Collect Data on TA Specialists	<b>31</b> Collect Data on Consultants	<b>37</b> Collect Data on OST Staff	<b>19</b> Collect Data on Parent Educators	<b>27</b> Collect Data on Home Visitors	<b>31</b> Collect Data on EIS



**Demographics** **Qualifications: Education & Preparation**

State/Territory	Workforce Registry Unique Identifier	Age	Race/Ethnicity	Gender identity	Primary Language Spoken	Geographic Location	Family Structure	Verified Formal Education	Credential, Certificates, Professional License	Professional Development & Training
Alabama	Yes		✓	✓		✓		✓	✓	✓
Alaska	Yes	✓	✓	✓	✓	✓	✓	✓	✓	✓
Arizona	Yes	✓	✓		✓	✓		✓	✓	✓
Arkansas	No		✓		✓	✓		✓	✓	✓
California	Yes	✓	✓	✓	✓	✓	✓	✓	✓	✓
Colorado	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Connecticut	No	✓	✓	✓	✓	✓	✓	✓	✓	✓
Delaware	NA									
District of Columbia	Yes	✓						✓	✓	
Florida-Miami Dade	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Florida-Palm Beach	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Florida-Statewide*	unknown									
Georgia*	unknown									
Hawaii	Yes	✓								✓
Idaho	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Illinois	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Indiana	Yes	✓								
Iowa	No	✓	✓	✓	✓	✓		✓	✓	✓
Kansas	NA									
Kentucky	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Louisiana	Yes	✓	✓	✓	✓	✓		✓	✓	✓

\*Information has not been provided to the NWRA



**Demographics** **Qualifications: Education & Preparation**

State/Territory	Workforce Registry Unique Identifier	Age	Gender Identity	Race/Ethnicity	Primary Language Spoken	Geographic Location	Family Structure	Verified Formal Education	Credential, Certificates, Professional License	Professional Development Activities
Maine	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Maryland	NA									
Massachusetts	Yes	✓		✓	✓	✓		✓	✓	
Michigan	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Minnesota	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Mississippi	NA									
Missouri	Yes	✓				✓		✓		✓
Montana	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Nebraska	No	✓	✓	✓		✓		✓	✓	✓
New Hampshire*	unknown									
Nevada	Yes	✓	✓	✓	✓	✓	✓	✓	✓	✓
New Jersey	Yes	✓	✓	✓	✓	✓		✓	✓	✓
New Mexico	NA									
New York	Yes	✓	✓	✓	✓	✓		✓	✓	✓
North Carolina	NA									
North Dakota	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Ohio	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Oklahoma	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Oregon	Yes		✓	✓	✓	✓			✓	✓
Pennsylvania	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Puerto Rico	NA									

\*Information has not been provided to the NWRA



The National Workforce Registry Alliance		Demographics						Qualifications: Education & Preparation		
State/Territory	Workforce Registry Unique Identifier	Age	Gender identity	Race/Ethnicity	Primary Language Spoken	Geographic Location	Family Structure	Verified Formal Education	Credential, Certificates, Professional License	Professional Development Activities
Rhode Island	Yes	✓	✓	✓	✓	✓		✓	✓	✓
South Carolina	Yes	✓	✓	✓	✓	✓		✓	✓	✓
South Dakota	NA									
Tennessee	Yes	✓	✓	✓				✓	✓	✓
Texas	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Utah	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Vermont	Yes							✓	✓	✓
Virginia	NA									
Virgin Islands	NA									
Washington	Yes		✓	✓	✓	✓		✓	✓	✓
West Virginia	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Wisconsin	Yes	✓	✓	✓	✓	✓		✓	✓	✓
Wyoming	Yes	✓	✓	✓	✓	✓		✓	✓	✓
<b>TOTAL:</b>		<b>39</b> Collect Age	<b>37</b> Collect Gender Identity	<b>38</b> Collect Race/Ethnicity	<b>37</b> Collect Primary Language	<b>40</b> Collect BEALE Code Location	<b>4</b> Collect Family Structure	<b>40</b> Verify Education	<b>41</b> Collect Specializations	<b>41</b> Collect Data on PD Activity

Additional data elements commonly reported:

- **Preferred Learning Language:** 20 Registries Collect
- **Languages Spoken with Children:** 8 Registries Collect
- **Self-Reported Educational Info:** 26 Registries Collect



### Employment and Workforce Conditions

State/Territory	Workforce Registry	Employment Information	Employment Status (FT, PT, etc.)	Wages (*Verified)	Hours Worked	Position Title	Age(s) Group Work With	Benefits (insurance, paid sick leave, etc.)
Alabama	YES	✓	✓			✓		
Alaska	YES	✓		✓	✓	✓		✓
Arizona	YES	✓	✓	✓	✓	✓	✓	✓
Arkansas	YES	✓		✓			✓	
California	YES	✓	✓	✓*	✓	✓	✓	✓
Colorado	YES	✓	✓		✓	✓	✓	
Connecticut	YES	✓	✓	✓*		✓	✓	
Delaware	Building a Registry							
District of Columbia	YES					✓	✓	✓
Florida-Miami Dade	YES	✓	✓	✓*	✓	✓	✓	✓
Florida-Palm Beach	YES	✓	✓	✓*		✓	✓	✓
Florida-Statewide*	YES							
Georgia*	YES							
Hawaii	YES		✓	✓			✓	
Idaho	YES	✓	✓	✓*	✓	✓	✓	
Illinois	YES	✓	✓	✓*	✓	✓	✓	✓
Indiana	YES	✓						
Iowa	YES	✓	✓	✓*	✓	✓	✓	✓
Kansas	Building a Registry							
Kentucky	YES	✓				✓	✓	
Louisiana	YES	✓				✓		

\*Information has not been provided to the NWRA



**Employment and Workforce Conditions**

State/Territory	Workforce Registry	Employment Information	Employment Status (FT, PT, etc.)	Wages (*Verified)	Hours of Work	Position Title	Age(s) Group Work With	Benefits
Maine	YES	✓	✓		✓	✓	✓	
Maryland	NO							
Massachusetts	YES	✓	✓	✓		✓	✓	✓
Michigan	YES	✓	✓	✓*	✓	✓	✓	
Minnesota	YES	✓		✓	✓	✓	✓	✓
Mississippi	NO							
Missouri	YES	✓	✓	✓	✓	✓	✓	
Montana	YES	✓	✓	✓*	✓	✓	✓	✓
Nebraska	YES	✓	✓	✓	✓	✓	✓	✓
New Hampshire*	YES							
Nevada	YES	✓	✓	✓	✓	✓	✓	✓
New Jersey	YES	✓	✓	✓*	✓	✓	✓	
New Mexico	NO							
New York	YES	✓	✓	✓	✓	✓	✓	
North Carolina	Building a Registry							
North Dakota	YES	✓	✓	✓	✓	✓	✓	
Ohio	YES	✓	✓	✓	✓	✓	✓	
Oklahoma	YES	✓	✓	✓	✓	✓	✓	
Oregon	YES							
Pennsylvania	YES	✓	✓	✓	✓	✓	✓	✓
Puerto Rico	NO							

\*Information has not been provided to the NWRA





**Employment and Workforce Conditions**

State/Territory	Workforce Registry	Employment Information	Employment Status (FT, PT, etc.)	Wages (*Verified)	Hours of Work	Position Title	Age(s) Group Work With	Benefits (insurance, paid sick leave, etc.)
Rhode Island	Yes	✓	✓	✓*	✓	✓	✓	✓
South Carolina	Yes	✓	✓	✓*	✓	✓	✓	
South Dakota	No							
Tennessee	Yes	✓				✓		
Texas	Yes	✓	✓	✓*	✓	✓	✓	✓
Utah	Yes	✓		✓	✓	✓		
Vermont	Yes							
Virginia	No							
Virgin Islands	No							
Washington	Yes	✓				✓		
West Virginia	Yes	✓		✓	✓	✓	✓	✓
Wisconsin	Yes	✓	✓	✓	✓	✓	✓	✓
Wyoming	Yes	✓	✓	✓*		✓	✓	✓
<b>TOTAL:</b>		<b>40</b> Collect Employment Information	<b>32</b> Collect Employment Status	<b>40</b> Collect Wage Data (*Verified)	<b>28</b> Collect Hours Worked	<b>40</b> Collect Position Title	<b>34</b> Collect Ages Worked With	<b>20</b> Collect Benefits Information

Common ways wages might be verified:

- **Pay Stub** 2 Registries
- **Employer or Program Director has limited access:** 11 Registries
- **Tax Form or Document:** 2 Registries



**Career Pathway Functions**

State/Territory	Workforce Registry	Career Ladder/Lattice Level Placement	Credential Approval	Director Approval	Professional Standards and Competencies	Core Competency Self-Assessment	Micro-Credentials or Badging System	Verify Training Attendance, History, and Education	Employment History Verification
Alabama	YES			✓				✓	
Alaska	YES	✓	✓		✓	✓		✓	
Arizona	YES	✓			✓				✓
Arkansas	YES	✓			✓			✓	
California	YES	✓					✓	✓	✓
Colorado	YES		✓	✓	✓	✓			✓
Connecticut	YES	✓	✓	✓					✓
Delaware	Building a Registry								
District of Columbia	YES	✓	✓	✓				✓	
Florida-Miami Dade	YES			✓				✓	✓
Florida-Palm Beach	YES							✓	✓
Florida-Statewide*	YES								
Georgia*	YES								
Hawaii	YES	✓		✓					✓
Idaho	YES	✓	✓				✓	✓	
Illinois	YES		✓		✓			✓	✓
Indiana	YES				✓				
Iowa	YES		✓	✓				✓	✓
Kansas	Building a Registry								
Kentucky	YES		✓				✓	✓	✓
Louisiana	YES	✓							

\*Information has not been provided to the NWRA



**Career Pathway Functions**

State/Territory	Workforce Registry	Career Ladder/Lattice Level Placement	Credential Approval	Director Approval	Professional Standards and Competencies	Core Competency Self-Assessment	Micro-Credentials or Badging System	Verify Training Attendance, History, and Education	Employment History Verification
Maine	YES	✓	✓		✓	✓	✓	✓	✓
Maryland	NO								
Massachusetts	YES								
Michigan	YES	✓		✓	✓			✓	✓
Minnesota	YES	✓	✓			✓		✓	
Mississippi	NO								
Missouri	YES								
Montana	YES	✓	✓					✓	✓
Nebraska	YES		✓					✓	
New Hampshire	YES								
Nevada	YES	✓			✓	✓		✓	
New Jersey	YES	✓							
New Mexico	NO								
New York	YES	✓		✓	✓		✓	✓	✓
North Carolina	Building a Registry								
North Dakota	YES	✓						✓	
Ohio	YES	✓	✓	✓	✓	✓		✓	
Oklahoma	YES	✓	✓			✓		✓	✓
Oregon	YES	✓	✓						
Pennsylvania	YES	✓	✓	✓	✓	✓		✓	✓
Puerto Rico	NO								



**Career Pathway Functions**

State/Territory	Workforce Registry	Career Ladder/Lattice Level Placement	Credential Approval	Director Approval	Professional Standards and Competencies	Core Competency Self-Assessment	Micro-Credentials or Badging System	Verify Training Attendance, History, and Education	Employment History Verification
Rhode Island	Yes		✓	✓				✓	✓
South Carolina	Yes	✓	✓	✓	✓			✓	✓
South Dakota	No								
Tennessee	Yes		✓	✓	✓	✓	✓	✓	✓
Texas	Yes	✓	✓	✓	✓	✓	✓	✓	✓
Utah	Yes	✓						✓	✓
Vermont	Yes							✓	
Virginia	No								
Virgin Islands	No								
Washington	Yes		✓		✓			✓	✓
West Virginia	Yes	✓			✓	✓	✓	✓	
Wisconsin	Yes	✓	✓		✓			✓	✓
Wyoming	Yes	✓	✓		✓			✓	
<b>TOTAL:</b>		<b>27</b> Conduct Career Ladder Placements	<b>25</b> Perform Credential Approval	<b>17</b> Provide Director Approval	<b>21</b> Provide Professional Standards and/or Competencies	<b>13</b> Have a Self-Assessment for Core Competencies	<b>8</b> Provide Micro-Credentials or Badging Recognizing Specializations	<b>34</b> Verify Training & Attendance	<b>25</b> Conduct Employment Verification

Common additional functions registries provide:

- **Central Repository for Professional Records:** 35 Registries
- **Core Knowledge Area crosswalked to Competencies/Demonstrated Knowledge:** 21 Registries



**Career and Compensation Supports** | **Professional Development Support**

State/Territory	Workforce Registry	Scholarship Administration or Application Processing	Direct Pay to Providers (Stipends, Supplements, Bonus, etc.)	Job Board	Resume Maker	Professional Development Planning Tool	Career Pathways Tools	Trainer Approval	Training Approval	Training Calendar	Registration / Payment Services for Trainings	Learning Management System (e-learning)
Alabama	YES				✓				✓	✓		
Alaska	YES		✓					✓	✓			
Arizona	YES			✓			✓					
Arkansas	YES							✓	✓		✓	
California	YES	✓		✓	✓	✓			✓	✓		
Colorado	YES					✓	✓	✓	✓	✓	✓	✓
Connecticut	YES	✓	✓		✓		✓	✓				✓
Delaware	Building a Registry											
District of Columbia	YES		✓									
Florida-Miami Dade	YES	✓	✓									
Florida-Palm Beach	YES	✓	✓	✓				✓	✓	✓		
Florida-Statewide*	YES											
Georgia*	YES											
Hawaii	YES						✓			✓	✓	
Idaho	YES	✓	✓	✓			✓	✓	✓	✓	✓	✓
Illinois	YES	✓	✓	✓		✓		✓	✓	✓	✓	✓
Indiana	YES								✓	✓		✓
Iowa	YES							✓	✓	✓	✓	
Kansas	Building a Registry											
Kentucky	YES							✓	✓	✓		✓
Louisiana	YES	✓						✓				

\*Information has not been provided to the NWRA



**Career and Compensation Supports** **Career Professional Development Support**

State/Territory	Workforce Registry	Scholarship Administration or Application Processing	Direct Pay to Providers (Stipends, Supplements, Bonus, etc.)	Job Board	Resume Maker	Professional Development Planning Tool	Career Pathways Tools	Trainer Approval	Training Approval	Training Calendar	Registration / Payment Services for Trainings	Learning Management System (e-learning)
Maine	YES		✓	✓		✓	✓	✓	✓	✓	✓	✓
Maryland	NO											
Massachusetts	YES											
Michigan	YES						✓	✓	✓	✓	✓	✓
Minnesota	YES	✓		✓		✓	✓	✓	✓	✓	✓	
Mississippi	NO											
Missouri	YES											
Montana	YES	✓	✓		✓	✓	✓		✓	✓	✓	✓
Nebraska	YES								✓			
New Hampshire*	YES											
Nevada	YES			✓		✓	✓	✓	✓	✓		
New Jersey	YES	✓	✓					✓	✓		✓	✓
New Mexico	NO											
New York	YES				✓	✓	✓	✓	✓	✓	✓	
North Carolina	Building a Registry											
North Dakota	YES		✓					✓	✓	✓	✓	✓
Ohio	YES	✓	✓			✓	✓	✓	✓	✓	✓	✓
Oklahoma	YES		✓			✓		✓	✓	✓	✓	
Oregon	YES	✓	✓			✓	✓	✓	✓	✓		✓
Pennsylvania	YES	✓					✓	✓	✓	✓	✓	✓
Puerto Rico	NO											

\*Information has not been provided to the NWRA



		Career and Compensation Supports				Career Professional Development Support						
State/Territory	Workforce Registry	Scholarship Administration or Application Processing	Direct Pay to Providers (Stipends, Supplements, Bonus, etc.)	Job Board	Resume Maker	Professional Development Planning Tool	Career Pathways Tools	Trainer Approval	Training Approval	Training Calendar	Registration / Payment Services for Trainings	Learning Management System (e-learning)
Rhode Island	Yes			✓	✓				✓	✓		
South Carolina	Yes		✓				✓	✓	✓	✓	✓	✓
South Dakota	No											
Tennessee	Yes				✓	✓	✓					
Texas	Yes			✓	✓	✓	✓	✓	✓	✓		✓
Utah	Yes	✓								✓	✓	
Vermont	Yes		✓							✓		
Virginia	No											
Virgin Islands	No											
Washington	Yes						✓	✓		✓		✓
West Virginia	Yes	✓	✓			✓	✓	✓	✓	✓	✓	✓
Wisconsin	Yes					✓	✓	✓	✓	✓	✓	✓
Wyoming	Yes						✓	✓	✓	✓		
<b>TOTAL:</b>		<b>16</b> Conduct Scholarship Processing	<b>18</b> Support Direct Pay to Providers	<b>12</b> Have a Job Listing Board	<b>7</b> Provide a Resume Maker Tool	<b>16</b> Provide a PD Planning Tool	<b>23</b> Provide Career Pathway Tools	<b>28</b> Conduct Trainer Approval	<b>32</b> Conduct Training Approval	<b>32</b> Manage a Training Calendar	<b>20</b> Manage Registration Portals or Payments for Training	<b>21</b> Manage an LMS for Online Learning

Additional Common Functions Reported By Registries:

- **Access to Career Coaching Services:** 8 Registries
- **Conference Session Approvals:** 25 Registries
- **Training Organization Approval:** 27 Registries



		Other Functions and System Integration					Workforce Well-being				
State/Territory	Workforce Registry	Background Check	Foreign Transcript Evaluation	Child Care Licensing Integration	QRIS Integration	Child Care Apprenticeship Integrations	Health Care Access, Navigation Tools, or Portal	Access to Mental Health Support or Training	Access to Financial Well-being Support or Training	Critical Updates or Targeted Opportunities for Workforce Members	Workforce Survey
Alabama	YES			✓				✓			
Alaska	YES				✓						✓
Arizona	YES		✓		✓						
Arkansas	YES										
California	YES				✓						
Colorado	YES	✓		✓	✓						✓
Connecticut	YES			✓				✓	✓	✓	
Delaware	Building a Registry										
District of Columbia	YES	✓		✓				✓	✓	✓	
Florida-Miami Dade	YES		✓								
Florida-Palm Beach	YES			✓							
Florida-Statewide*	YES										
Georgia*	YES										
Hawaii	YES			✓							
Idaho	YES		✓	✓	✓			✓		✓	
Illinois	YES			✓	✓	✓				✓	✓
Indiana	YES	✓		✓	✓			✓	✓		
Iowa	YES			✓	✓						
Kansas	Building a Registry										
Kentucky	YES			✓		✓					
Louisiana	YES			✓							

\*Information has not been provided to the NWRA





**Other Functions and System Integration**

**Workforce Well-being**

State/Territory	Workforce Registry	Background Check	Foreign Transcript Evaluation	Child Care Licensing Integration	QRIS	Child Care Apprenticeship Integration	Health Care Access, Navigation Tools, or Portal	Pathway to Mental Health Support or Training	Access to Financial Well-being Support or Training	Critical Updates or Targeted Opportunities for Workforce Members	Workforce Survey
Maine	YES			✓	✓	✓		✓	✓	✓	✓
Maryland	NO										
Massachusetts	YES										
Michigan	YES			✓	✓	✓		✓	✓	✓	
Minnesota	YES			✓	✓						
Mississippi	NO										
Missouri	YES										
Montana	YES			✓	✓	✓				✓	✓
Nebraska	YES				✓						
New Hampshire*	YES										
Nevada	YES						✓	✓		✓	
New Jersey	YES			✓	✓						
New Mexico	NO										
New York	YES			✓	✓						✓
North Carolina	Building a Registry										
North Dakota	YES				✓					✓	
Ohio	YES	✓	✓	✓	✓				✓	✓	✓
Oklahoma	YES			✓	✓						
Oregon	YES			✓							✓
Pennsylvania	YES			✓	✓						
Puerto Rico	NO										

\*Information has not been provided to the NWRA



The National Workforce Registry Alliance		Other Functions and System Integration					Workforce Well-being				
State/Territory	Workforce Registry	Background Check	Foreign Transcript Evaluation	Child Care Licensing Integration	QRIS Integration	Child Care Apprenticeship Integration	Health Care Access, Navigation Tools, or Portal	Pathway to Mental Health Support or Training	Access to Financial Well-being Support or Training	Critical Updates or Targeted Opportunities for Workforce Members	Workforce Survey
Rhode Island	Yes			✓	✓						
South Carolina	Yes		✓	✓	✓			✓	✓		
South Dakota	No										
Tennessee	Yes										
Texas	Yes				✓	✓				✓	✓
Utah	Yes			✓	✓						
Vermont	Yes			✓	✓						
Virginia	No										
Virgin Islands	No										
Washington	Yes	✓	✓								
West Virginia	Yes			✓							
Wisconsin	Yes			✓	✓						
Wyoming	Yes			✓		✓			✓		
<b>Total:</b>		<b>7</b> Registries have a Background Check Module	<b>6</b> Registries Support Foreign Transcript Eval.	<b>30</b> Registries have integrations with CCL	<b>28</b> Registries have integrations with QRIS	<b>8</b> Registries have integrations with Apprenticeship	<b>2</b> Registries have pathways to access Health Care Support	<b>10</b> Registries have pathways to Mental Health Care/Support	<b>9</b> Registries have pathways to Financial Support/Training	<b>12</b> Registries provide targeted updates and info on opportunities to the workforce	<b>10</b> Support or Conduct Workforce Surveys

Other existing integrations less commonly reported:

- **Head Start** Integrations with Registries in 4 states: MI, OH, PA, RI
- **Scholarship** Integrations exist with Registries in 8 states: FL-MD, FL-PB, ID, IL, NV, OK, PA, WV
- **DHHS** Integrations with Registries exist in 9 states: HI, ID, IL, IA, ME, MI, OH, OK, WV
- **TEACH** Integrations with Registries exist in 5 states: FL-MD, IA, MI, OH, RI
- **WAGES** Integrations with Registries exist in 2 states: FL-MD, IA
- **DOE** Integrations with Registries exist in 3 states: CO, MI, RI



**The National  
Workforce Registry  
Alliance**

Supporting the  
Nation's Early Childhood &  
Out-of-School-Time Workforce!