

Building a Stronger Workforce:

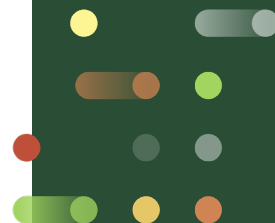
Harnessing the Power of Data in Child Care Licensing



Melanie Brizzi, Chief Operating Officer

Lisa Bellach, Senior Project Manager,
Licensing Subject Matter Expert

Monday, September 23rd – 10:20 – 11:35 am



Session Agenda

- Introductions – 5 minutes
- Goals to Today's Session – 5 minutes
- Panel Discussion & Audience Engagement – 30 minutes
- Small Group Activity – 30 minutes
- Next Steps – 5 minutes



Introductions

What area best represents the focus of your business unit?



Licensing

Registry

Quality

Data &
Reporting

Other

Does anyone work within or oversee more than one of these business areas?



Session Goals

1. Explore the benefits of an integrated Licensing and Professional Development Registry data
2. Explore the benefits of a data-driven approach
3. Discuss real-world examples
4. Leave with actionable ideas

What is a Child Care Licensing System?

A child care licensing system is a regulatory framework overseen by government authorities to set and uphold standards for legal child care operations. This system encompasses processes for providers to apply for licenses, undergo inspections, receive ongoing monitoring, and face enforcement actions when necessary.

Its primary purpose is to ensure that all child care facilities and providers adhere to established minimum benchmarks for quality care and safety in their services to children and families.



Child Care Licensing System: Data Collection

What data is typically collected

- Regulatory Standards
- Application / Ownership Data
- Program Administrative Data
- Licensure History
- Regulatory Compliance, Inspection Data
- Plans of Corrections
- Investigation Data
- Administrative Actions (denials, probations, suspensions, revocations)



Benefits of a Licensing Data System

Efficient Licensing Processes

- Automated workflows
- Electronic apps and renewals
- Real-time status updates enhance

Improved Compliance

- Tracking of Licenses & Renewal
- Notification for compliance issues
- Reduce risk on non-compliance

Key Licensing System Benefits

Enhances Data Management

- Centralized database
- Easy access
- Data analytics capabilities

Data-Driven Decision Making

Real-time analytics and reporting
Insight into trends and patterns
Informed policy/regulator decisions



What is a Professional Development Registry

A Professional Development Registry serves as a comprehensive digital platform that records, validates, and manages information about the educational backgrounds, ongoing training, and career progression of professionals.

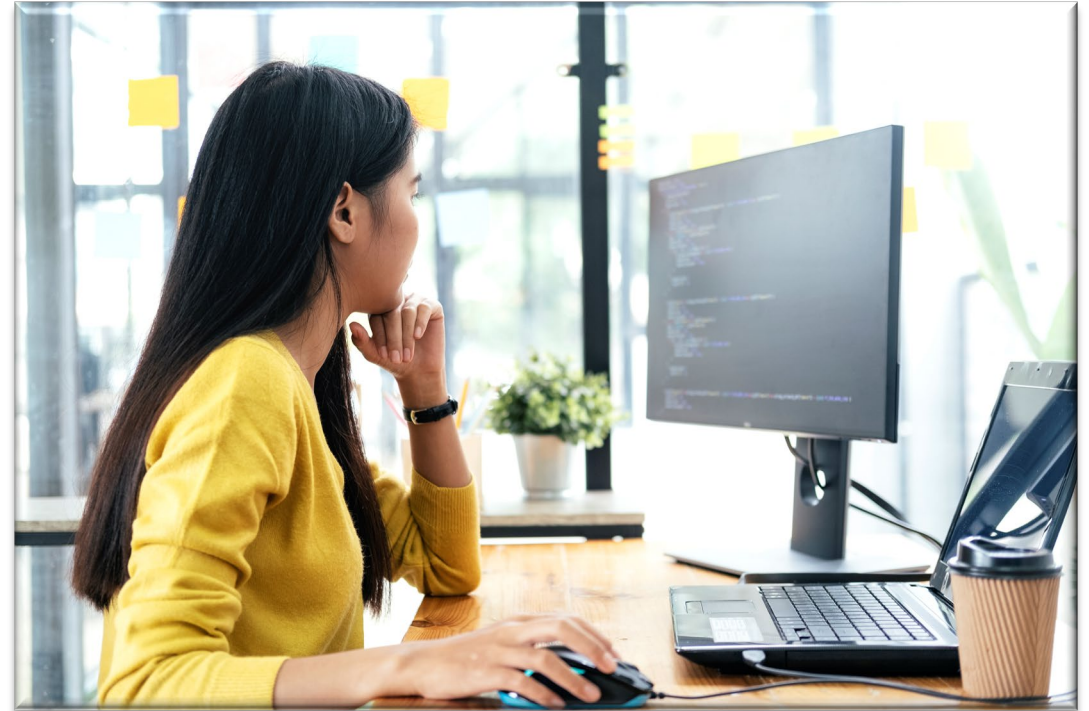
This system is commonly utilized in areas like education, early childhood care, and social services to maintain a detailed account of workforce qualifications and development.



Professional Development Registry: Data Collection

What data is typically collected

- Individual demographics
- Professional development activities
 - Training
 - Technical assistance
- Education
- Certifications
- Grants, scholarships, funding received
- Employment history
- Career pathway/obtainment on the career lattice
- Compensation history



Benefits of a Professional Development Registry

Time & Resource Management

- Reduces administrative burden
- Can automate reminders for directors, workforce
- Demonstrated compliance

Regulatory Compliance

- Minimum staff education
- Mandatory Training hours
- Specific course requirements

Key Registry Benefits

Continuous Quality Improvement

- Alignment and documentation for QIS
- Track progress, ID gaps
- Improve retention and compensation
- Support accreditation efforts

Skilled Workforce

- Portable/verifiable record
- ID areas for skill enhancement
- Supports career advancement within the field
- Supports grants/scholarship applications



What is an Integrated Licensing and Professional Development Registry System?

It is a cohesive digital infrastructure that merges licensing operations with career development tracking. It enables efficient management of professional credentials, ongoing education, and regulatory compliance within a single platform or through effective interfaces.

This system facilitates real-time data exchange between licensing authorities and professional development providers, ensuring up-to-date and accurate information on an individual's qualifications, training history, and licensure status.



Benefits of an Integrated Licensing and Registry System

Enhanced Efficiency

- Streamline processes
- Automated workflows
- Real-time updates
- Personalized professional development

Improved Data Management

- Centralized database
- Easy access
- Increased transparency
- Easier, more accurate reporting

Key Benefits of Integration

Increased Compliance

- Linking EC professionals with program and classrooms
- Easily identifying staff's position on career lattice and impact on licensing and QIS

Data-driven Decisions

- Real-time analytics & reporting
- Targeted Resource Allocation
- Insights into licensing/registration
- Informed policy & regulation decisions



Discussion Spotlight



Share real-world examples of the benefits of an integrated licensing and professional development registry in your state.



Data Driven Approach

Factual data and analysis to guide decision-making and problem-solving, rather than relying on intuition or guesswork.

A **data driven approach** enables more informed, objective, and measurable outcomes by leveraging data insights for better strategies and solutions.



Benefits of a Data-Driven Approach

Targeted Resource Allocation

- Training
- Scholarships/grants
- Technical Assistance

Evidence Based Decision Making

- CQI approach
- Benchmarking and Best Practices
- Predictive Analytics

Benefits of Data Driven Approach

Child Outcome Correlation

- Linkages with staff qualifications and child assessment
- Tailor professional development that impact child outcomes.

Informed Parent Choice

- Transparent caregiver qualifications
- Demonstrate commitment to quality care



Discussion Spotlight



Share real world examples of reports you use to inform decisions about availability of grants and scholarships.



Small Group Activity

Objective: Work in small groups to design a hypothetical data dashboard

Scenario: Your state has just implemented a comprehensive integrated licensing and professional development registry for all early education and care providers. You've been tasked with **creating a dashboard that will help your agency make data-driven resource allocation decisions that will improve**

- Licensing regulation compliance
- Program quality
- Workforce qualifications and skills

Small Group Task: Spend 20 minutes to build your ideal dashboard. Be ready to share your insights with the group.



Small Group Report-Out

Thank you!

Melanie.Brizzi@tccsolutions.com

Lisa.Bellach@tccsolutions.com