

COUNCIL
for
PROFESSIONAL
RECOGNITION



Financing Early Care and Education with a Highly Qualified Workforce “Workforce Transformations Panel”

Presented before
The National Academies of Sciences,
Engineering, Medicine

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45 Year Legacy Of Shared Knowledge & Competencies

The Council for Professional Recognition promotes improved performance and recognition of professionals in the early childhood education of children ages birth to five years old.

- **1972:** Child Development Associate Consortium
- **1975:** First CDA issued (federally funded)
- **1985:** Present: CDA administered by the Council
 - Over 400,000 CDA's issued
 - Mixed funding sources
 - Web of partnerships

Why CDA?

- Multiple sources of evidence
- Coherent sequence of learning
- Direct observation
- Multilingual
- Portable
- Career pathway
- Parent engagement

Four CDA Credentials – by Setting

- Infant-Toddler
- Preschool
- Family Childcare
- Home Visitors

Transforming the ECE Workforce: CDA 2.0

Foundational to CDA 2.0

- Stronger knowledge and competencies
- Technology
- Earlier recruitment
- Deeper partnerships

Key Quality Assessment Practices

- Professional Development Specialists
- Enhanced diversity focus
- Proctored exam
- Robust Candidate services

Lessons Learned and Next steps

| Lessons Learned | Next Steps |
|---|---|
| <ul style="list-style-type: none">• Ongoing strong demand for CDA• Employers value the CDA• Candidates adapt to technology• Complexity of scale & partnerships• CDA is self-financing; offers great service at a low cost | <ul style="list-style-type: none">• Annually refresh national exam• Research and data exploration• Technology enterprise system for greater efficiencies and service• Training organizations• Collaboration with national, state and local efforts to “professionalize the field” |