

*The National Academies of*  
SCIENCES • ENGINEERING • MEDICINE

**TRANSFORMING THE WORKFORCE FOR CHILDREN BIRTH THROUGH AGE 8:  
A UNIFYING FOUNDATION**

**TRUNCATED REPORT RECOMMENDATIONS\***

**Recommendation 1:** Strengthen competency-based qualification requirements for all care and education professionals working with children from birth through age 8.

**Recommendation 2:** Develop and implement comprehensive pathways and multiyear timelines for transitioning to a minimum bachelor's degree qualification requirement, with specialized knowledge and competencies, for all lead educators working with children from birth through age 8.

**Recommendation 3:** Strengthen practice-based qualification requirements for all lead educators working with children from birth through age 8.

**Recommendation 4:** Build an interdisciplinary foundation in higher education for child development.

**Recommendation 5:** Develop and enhance programs in higher education for care and education professionals working with children from birth through age 8.

**Recommendation 6:** Support the consistent quality and coherence of professional learning supports during ongoing practice for professionals working with children from birth through age 8.

**Recommendation 7:** Develop a new paradigm for evaluation and assessment of professional practice for those who work with children from birth through age 8.

**Recommendation 8:** Ensure that policies and standards for care and education leaders encompass the foundational knowledge and competencies needed to support high-quality practices for child development and early learning.

**Recommendation 9:** Strengthen collaboration and communication among professionals and systems within the care and education sector and with closely related sectors, especially health and social services.

**Recommendation 10:** Support workforce development with coherent funding, oversight, and policies.

**Recommendation 11:** Collaboratively develop and periodically update coherent guidance that is foundational across roles and settings for care and education professionals working with children from birth through age 8.

**Recommendation 12:** Support comprehensive state- and local-level efforts to transform the professional workforce for children from birth through age 8.

**Recommendation 13:** Build a better knowledge base to inform workforce development and professional learning services and systems.

\*To view the full report recommendations, visit <http://www.nap.edu/catalog/19401/transforming-the-workforce-for-children-birth-through-age-8-a>