



## Job Preparation

### 4th Quarter 2019:

A key question that Early Childhood workforce registries are designed to answer is “How are the people who care for our children in early childhood settings prepared for their work?” This data shows job preparation from minimal licensing requirements through advanced degrees and is based on all individuals who held a current Registry membership during the reporting period and who had provided verified documentation of their training, credential, and education completion (n=6103, the total number of individual accounts factored into this report)

Training is verified with the official Growing Futures training record. Credentials and certificates are verified with documents from the awarding agency. Education is verified with official transcripts sent directly to the Registry from the institution that issued the credits/degree. The Growing Futures Registry uses the Career Pathways to define job preparation, with the following categories:

**Not Placed** = is not yet 18-years of age, has not graduated high school, and/or has not completed the 15-hour initial training required by the DHS licensing rules

**Category A** = at least 18-years of age, high school graduate, and has verified completion of the 15-hours of initial training required by the DHS licensing rules

**Category B** = all of Category A plus an additional 25-clock hours of approved training in defined ND Core Competency areas - OR - a 3-semester college course in a topic that aligns with the defined Core Competencies

**Category C** = all of Categories A and B plus an additional 40-clock hours of approved training in defined ND Core Competency areas - OR - a 3-semester college course in a topic that aligns with the defined Core Competencies

**Category D** = all of Categories A, B, and C plus an additional 40-clock hours of approved training -OR- a 1-year Early Childhood certificate/diploma - OR - a Montessori teaching certificate - OR - a 3-semester college course in a topic that aligns with the defined Core Competencies

**Category E** = All of Category A PLUS a current CDA Credential –OR– Associate degree or higher in any field with at least 8 semester credits of Early Childhood Education or Child Development

**Category F** = All of Categories A, B, C, and D –OR– Placement in Category E PLUS a current Center Director Credential (national Aim4Excellence or state specific)

**Category G** = Associates degree in Early Childhood Education or Child Development –OR– Associates degree or higher in related field with at least 12 semester credits of Early Childhood Education or Child Development –OR– Associates degree or higher in non-related field with at least 18 semester credits of Early Childhood Education or Child Development –OR– Bachelor degree in Human Service (requires additional preparation to qualify for early childhood care and education positions)

**Category H** = Bachelors degree in Early Childhood Education or Child Development –OR– Bachelors degree in related field with at least 24 semester credits of Early Childhood Education –OR– Bachelors degree or higher non-related field with at least 24 semester credits of Early Childhood Education PLUS a valid ND ESBP Teaching License Pre-K or K-3

**Category I** = Masters degree in Early Childhood Education or Child Development –OR– Masters degree in related field with at least 24 semester credits of Early Childhood Education or Child Development

**Category J** = Doctorate degree in Early Childhood Education or Child Development –OR– Doctorate degree in related field with at least 24 semester credits of Early Childhood Education or Child Development

CAREER PATHWAYS	
Category A	3568
Category B	203
Category C	40
Category D	82
Category E	157
Category F	11
Category G	154
Category G+	5
Category H	154
Category H+	5
Category I	17
Category I+	3
Category J	1
Category J+	1
Not Placed	1702
<b>TOTAL</b>	<b>6103</b>

**NOTE:** The + indicates those individuals who have completed additional qualifications beyond the basic requirements for placement in a Category. For example, H+ would be awarded to a person who had a Bachelors degree in Early Childhood and who had also earned the Aim4Excellence Center Director Credential.

## Key Findings

Key Findings Analysis of 6103 Growing Futures members shows that only 8.32% have professional preparation in the field of Early Childhood (a CDA Credential or degree). In other words, 91.68% have no professional preparation for the work they do every day with young children. Across North Dakota, we see that the Early Childhood workforce is poorly prepared for their work, do not have field-specific job qualifications, and are unlikely to acquire meaningful job preparation once employed.

Most individuals who work in the field of early care and education have received minimal preparation through informal clock-hour training that has not been sufficient in quantity or quality to meet the education requirements for the most widely recognized Early Childhood professional credential, the national CDA Credential (Category E). In Head Start and accredited Early Childhood programs, a CDA is considered an entry-level qualification.

- 27.8% have not completed the required 15-hour training, have not graduated high school, or are not yet 18 years of age (Not Placed)
- 58.4% meet only minimum licensing requirements (Category A)
- 5.3% have completed some informal clock hour training beyond the 15-hour licensing required course but have not completed enough training to qualify for a basic Early Childhood professional credential (Category B-D)
- 2.7% have an Early Childhood professional credential such as the national CDA or Director Credential (Categories E and F)
- 5.6% have an Associates degree or higher in Early Childhood or related field with Early Childhood minor (Categories G, H, I, and J)

## Growing Futures Members at Each Career Pathways Level

