



Job Preparation

3rd Quarter 2023

8336

Growing Futures Members

Key Findings: Analysis of 8336 Growing Futures Registry members shows that only 9.3% have professional preparation in the field of Early Childhood (a CDA Credential or degree). In other words, 90.7% 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.

- **21.1%** have not completed the required 15-hour training, have not graduated high school, or are not yet 18 years of age (Not Placed)
- **64.5%** meet only minimum licensing requirements (Category A)
- **5.1%** have completed some informal training beyond the 15-hour licensing required course but have not completed enough training to qualify for a basic Early Childhood professional credential (Categories B, C and D)
- **3.1%** have an Early Childhood professional credential such as the national CDA or Director Credential (Categories E and F)
- **6.2%** have an Associates degree or higher in Early Childhood or related field with Early Childhood minor (Categories G, H, I, and J)

Career Pathway	No. of GF Members
Category A	5379
Category B	259
Category C	55
Category D	109
Category E	243
Category F	19
Category G	260
Category G+	9
Category H	206
Category H+	7
Category I	28
Category I+	4
Category J	2
Not Placed	1756
Total	8336

Career Pathway	Out Of State	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Total
Category A	516	310	485	264	570	1751	328	867	288	5379
Category B	13	4	31	11	22	104	15	51	8	259
Category C	3	2		6	6	26	3	8	1	55
Category D	5	2	21	2	8	46	6	15	4	109
Category E	5	5	25	9	26	87	12	58	16	243
Category F		1		2		9	1	4	2	19
Category G	15	13	18	26	36	100	12	31	9	260
Category G+					2	5	1	1		9
Category H	31	9	14	10	21	85	11	22	3	206
Category H+			1		1	5				7
Category I	1	2	3	3	4	8	2	4	1	28
Category I+					1	2		1		4
Category J	1					1				2
Not Placed	149	118	171	80	198	534	102	338	66	1756
Total	739	466	769	413	895	2763	493	1400	398	8336