



Job Preparation

4th Quarter 2023

8245
Growing Futures Members

Key Findings: Analysis of 8245 Growing Futures Registry members shows that only 9.6% have professional preparation in the field of Early Childhood (a CDA Credential or degree). In other words, 90.4% 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.

- **19.0%** have not completed the required 15-hour training, have not graduated high school, or are not yet 18 years of age (Not Placed)
- **66.3%** 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)
- **3.3%** have an Early Childhood professional credential such as the national CDA or Director Credential (Categories E and F)
- **6.3%** 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	5362
Category B	256
Category C	59
Category D	109
Category E	242
Category F	18
Category G	249
Category G+	10
Category H	199
Category H+	8
Category I	27
Category I+	3
Category J	2
Not Placed	1701
Total	8245

Career Pathway	Out Of State	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Total
Category A	529	308	486	255	557	1751	333	853	290	5362
Category B	10	4	32	9	21	106	17	50	7	256
Category C	3	2		7	6	30	3	7	1	59
Category D	7	2	21	2	9	43	6	14	5	109
Category E	7	6	24	7	24	87	11	59	17	242
Category F		1		2		9		4	2	18
Category G	14	11	15	26	34	101	12	29	7	249
Category G+			1		2	5	1	1		10
Category H	31	9	13	10	18	83	11	21	3	199
Category H+			1		1	6				8
Category I	1	2	2	3	4	7	2	5	1	27
Category I+					1	2				3
Category J	1					1				2
Not Placed	139	134	162	74	191	494	96	342	69	1701
Total	742	479	757	395	868	2725	492	1385	402	8245