



**WORKFORCE
SERVICES**
CHILD CARE

OFFICE OF
**Child
Care**



Welcome●

Professional Pathways:
Advancing Your Early
Childhood Career



Welcome!

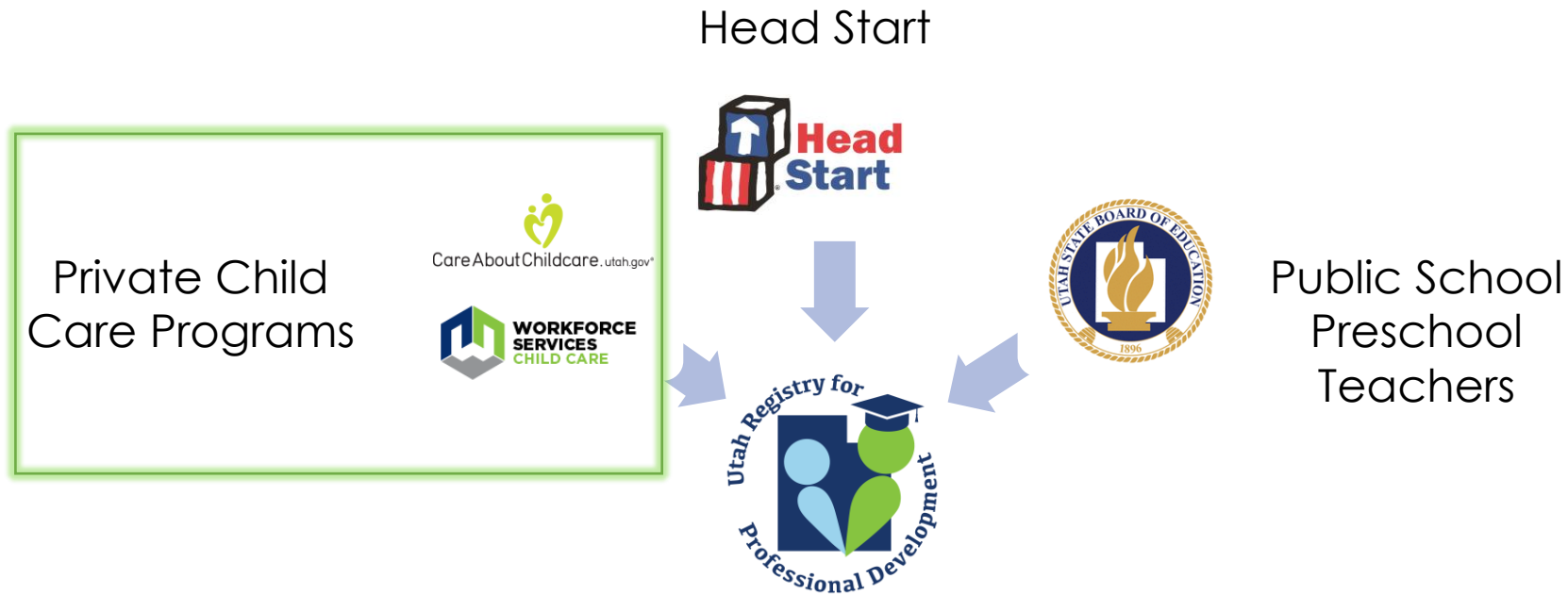
Hillary Christensen & Lauren Fredman



Department of Workforce Services
Office of Child Care
Professional Development Team



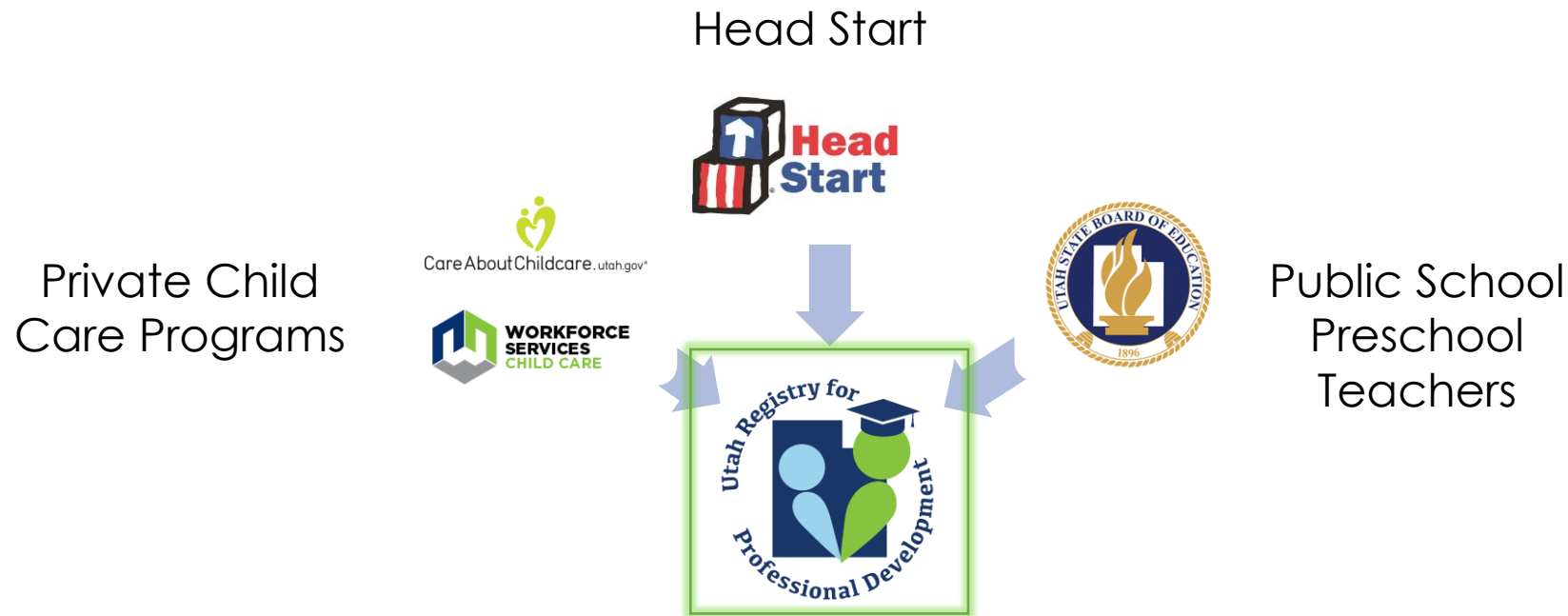
What is the Office of Child Care (OCC)?



OCC is the division within the Department of Workforce Services (DWS) that distributes government funding for child care initiatives.



What is the Utah Registry for Professional Development?



URPD is the registry used for tracking professional development that is housed within the CAC website.



Objectives

- ✓ Describe the Career Ladder framework and how you can participate in different professional development opportunities.
- ✓ Create a profile in the Care About Childcare (CAC) website if you don't already have one.
- ✓ View your current CAC transcript and be able to upload new documentation to your profile.
- ✓ Formulate a personal professional development plan and possibly share it with your supervisor.



Agenda

- Learn about Professional Development (PD) Opportunities
- Track and Record your PD
- Create a Personalized PD Plan



Utah's Career Ladder

A system to track professional development progress and recognize professional accomplishments in the early childhood field

Level 1	Levels 2-3	Level 4	Levels 5-8	Level 9	Level 10	Level 11	Level 12
30 hours of basic training plus First Aid and CPR	40 hours of training in areas of Child Development	Complete a demonstrated competency (ex: CDA Credential)	40 hours of training in specialized topics for each level	Associate degree in related field (or equivalent)	Bachelor's degree in related field (or equivalent)	Master's degree in related field (or equivalent)	Doctorate degree in related field (or equivalent)




Anyone can be a part of the Career Ladder!



How the Career Ladder Links to CCQS

DOMAIN 3: LEADERSHIP AND PROFESSIONAL DEVELOPMENT – 35% of Total

 Education of Director	SELECT POINTS ONLY WITHIN ONE OPTION:		POINTS
	Option 1 (maximum possible points: 35)	Career Ladder (CL) Level 10 or higher	28
		20 hours of Career Ladder approved annual training	5
		5+ years of verifiable experience	2
Option 2 (maximum possible points: 29)	Career Ladder Level 9	22	
	20 hours of Career Ladder approved annual training	5	
	5+ years of verifiable experience	2	
Option 3 (maximum possible points: 24)	CL Level 8 w/current demonstrated competency, OR	10	
	CL Level 4-7 w/current demonstrated competency	8	
	Verified college credit hour in field (maximum 17 possible)	1 Point/hour	
	20 hours of Career Ladder approved annual training	5	
	5+ years of verifiable experience	2	
EDUCATION OF DIRECTOR — SUBTOTAL MAXIMUM POINTS:			35
Education of Caregivers based on Career Ladder participation. A caregiver can only be counted in one category.	Category 1	SELECT ONE: At least 25% of caregivers are current Career Ladder Level 4 or higher	20
		At least 20% of caregivers are current Career Ladder Level 4 or higher	15
	Category 2	SELECT ONE: At least 25% of caregivers have 20 hours of Career Ladder approved annual training	15
		At least 20% of caregivers have 20 hours of Career Ladder approved annual training	10
		EDUCATION OF CAREGIVERS — SUBTOTAL MAXIMUM POINTS:	
LEADERSHIP AND PROFESSIONAL DEVELOPMENT TOTAL MAXIMUM POINTS:			70



Up to 70 points awarded to programs where the Director and staff are participating in the CL and receiving CL approved training



DOMAIN 4: MANAGEMENT AND ADMINISTRATION – 5% of Total

Training and credentials of the administrator responsible for business operations	SELECT ONE:		POINTS
	Bachelor's degree or higher with 9 credit hours in finance, business and/or program administration	5	
	Associate degree or higher with 6 credit hours in finance, business and/or program administration	4	
	Current Aim4Excellence Director's Credential	4	
	Current National Administrator's Credential (NAC)	3	
	SELECT IF APPLICABLE: 10 hours of Career Ladder approved annual training in the area of business or leadership	5	
MANAGEMENT AND ADMINISTRATION TOTAL MAXIMUM POINTS:			10



Five points awarded to programs where the Business Administrator is receiving CL approved training in business or leadership.



Options for Training Hours



Care About Childcare (CAC) Courses

- View training calendar and register online
<https://jobs.utah.gov/jsp/cac/calendar>
- Low cost training



Options for Training Hours



CAC Courses by the Freelance Instructor Network (FIN)

- Independently contract with an approved instructor to teach Care About Childcare courses for your team. Programs will be able negotiate the price, time and place of the training with the contracted instructor.
- Contact your local CAC agency to obtain the list of Freelance Instructors.

FAQs regarding the FIN

<https://jobs.utah.gov/occ/urpd/finfaq.pdf>



Options for Training Hours



Career Ladder Approved Community Trainings

- Department of Health and Human Services
- UAEYC
- Utah Education Network
- The Children's Center Utah
- Utah State Board of Education
- KUED
- Utah Society for Environmental Education
- And more!

**All of these local courses are listed
in the Course Catalog**

<https://jobs.Utah.gov/jsp/cac/catalog>



Options for Training Hours



Career Ladder Approved Online Trainings

- Utah State Board of Education
- Prevent Child Abuse Utah
- Department of Health and Human Services
- PBS
- Care Courses School, Inc.
- Better Kid Care
- Successful Solutions
- Smart Horizons
- And more!

**All of these local courses are listed
in the Course Catalog**

<https://jobs.Utah.gov/jsp/cac/catalog>



Options for Training Hours



Conference/Professional Activities

- Ten professional activity hours may be counted towards clock hour requirements to earn Career Ladder Level 5, 6, 7 or 8, as well as within the Child Care Quality System.
- All online and in-person conferences that are applicable to early childhood are already approved as Professional Activities.

More options for Professional Activities

<https://urpd.usu.edu/files/uploads/Utah%20Career%20Ladder%20System%20-%20Approved%20Professional%20Activities%20List%205-2020.pdf>



CDA Credential & Cohorts

Child Development Associate (CDA) Credential



- The Child Development Associate (CDA) Credential™ is the most widely recognized credential in early childhood education (ECE) and is a key stepping stone on the path of career advancement in ECE.
- Cohorts are offered each year by CAC agencies to support you within a group of peers.
- CDA Scholarship now available to all!

More Information on the CDA: <https://cdacouncil.org/en/about/learn-about-the-cda/>



Other Scholarships Available

Child Development Associate (CDA) Credential



- Certified Childcare Professional (CCP)
- National Administrator Credential (NAC)
- Demonstrated Competency Observation Fee (up to \$100)

Applications can be found at <https://jobs.Utah.gov/jsp/cac/user/profile/scholarships>



Stimulus Scholarships

- **Quorum eLearning Memberships** (free online ECE training)
- ***The deadline for the Scholarships below is May 31, 2024!***
 - **Early Education Payback Program** (up to \$3500/semester)
 - **Career Ladder Approved College Course Scholarship** (up to \$750/course, up to 12 credit hours/semester)
 - **Conference Registration Scholarship** (up to \$500)
 - **Program Accreditation Reimbursement Grant** (up to \$2500/program/year)
 - **Professional Development Incentive COVID-19 Relief Bonus** (+\$250/level)



Higher Ed Opportunities



- **Early EdU Courses** - affordable, online college credit courses through Southern Utah University (earlyedu@utah.gov)
- **T.E.A.C.H Associate Degree Scholarship Program** through UAEYC (uaeyc.org)
- **CDA Credit**

Check out the early childhood degree programs at Utah colleges and universities!



PD Incentive

Eligible professionals working in licensed programs may apply for an incentive when they complete a new level on the Career Ladder. **For a limited time \$250 will be added to each level awarded. *The bonus will end on May 31, 2024!***

Level 1	Levels 2-3	Level 4	Levels 5-8	Level 9	Level 10	Level 11	Level 12
\$100	\$200 (for each level)	\$300	\$400 (for each level)	\$500	\$1,000	\$1,500	\$2,000

Applications can be found at <https://jobs.Utah.gov/jsp/cac/user/profile/scholarships>



Tracking your PD



The screenshot shows the website for Workforce Services Child Care. The header includes the logo and navigation links: Home, About, Divisions, Partners, Sign in, Job Seekers, Employers, Assistance, and Economic Data. The main heading is "Care About Childcare and The Utah Registry for Professional Development" with a sub-heading "Utah's Early Childhood and Youth Education Program Database and Workforce Registry". Below this is a row of colorful icons representing children and professionals. The left sidebar features a search bar and a section titled "Families Searching for Care" with a "Search for Care" button. The main content area is titled "Youth and Early Learning Professionals, Teachers, Caregivers and Program Administrators" and includes a "Log In to Care About Childcare" button. Below the button, there are sections for "Why should I create an account in Care About Childcare?" and "Questions?".

Create a CAC profile to keep a record of your education and training on your URPD transcript

- Go to <https://jobs.utah.gov/occ/cac.html>
- Click “Log In to Care About Childcare”
- View tutorials and FAQ



View Your Transcript

JOB SEEKERS EMPLOYERS ASSISTANCE ECONOMIC DATA

Search for Care Professional Development My Programs My Profile

TRANSCRIPT Cac Basic user

Submit New Transcript Record

Course Name	Org./Inst.	Date(s)	Units/Hours	Units/Hours Type	CL Approved
Filter...	Filter...	Filter...	Filter...	Filter...	Filter...

DEGREES AND CREDENTIALS

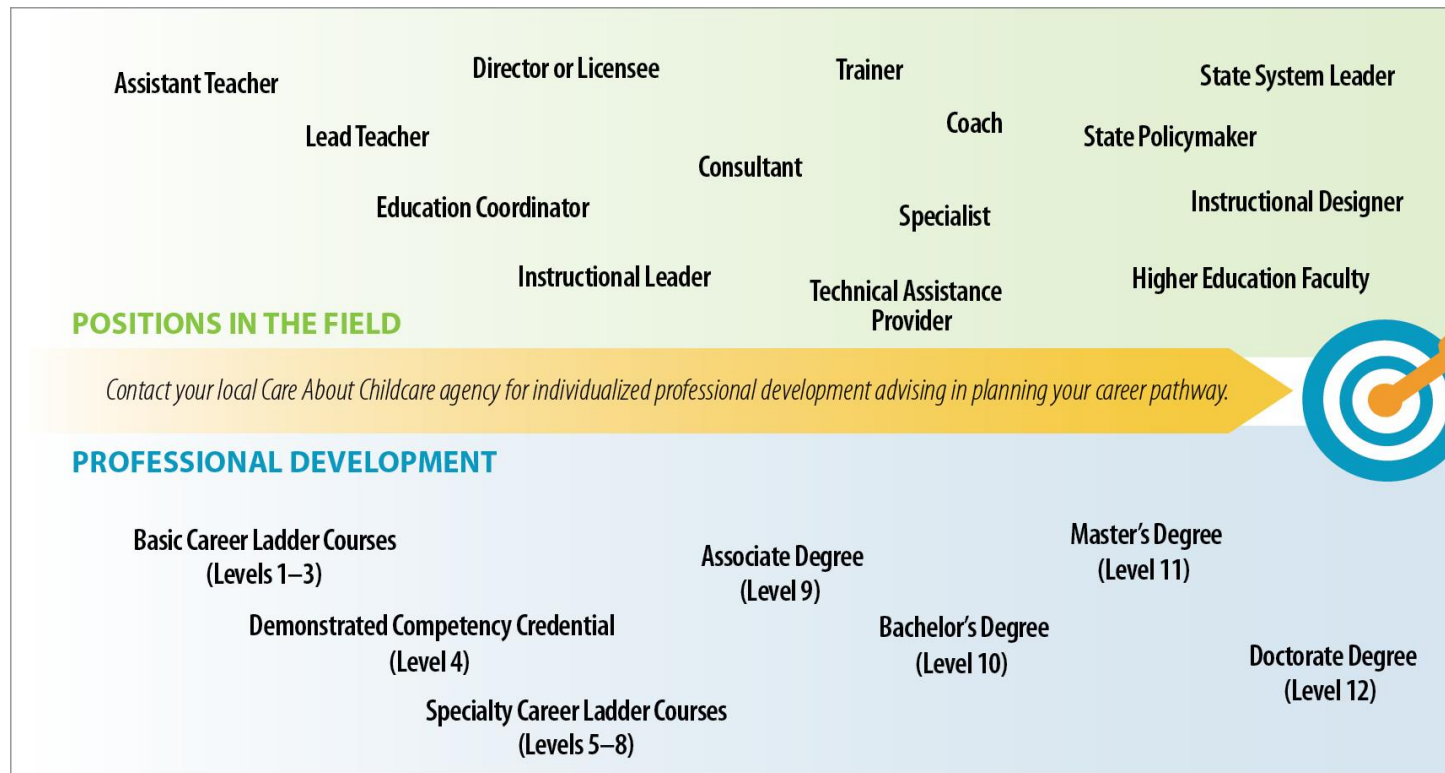
Submit New Degree and Credentials Record

Name	Maj./Emphasis	Org./Inst.	Completed	Expiration
Filter...	Filter...	Filter...	Filter...	Filter...

Apply for Career Ladder Level or Endorsement Back



Navigate Your Career Pathway



Personalized PD Plan



What is
your
goal?



Personalized PD Plan

- Where are you now on your career pathway?
- Where do you want to be in the future?
- What steps can you take to get there?
- What supports and resources do you need on your way?



Where Can You Find Us?

The screenshot shows the website for the Utah Registry for Professional Development (URPD). On the left is a navigation menu with categories like 'Office of Child Care', 'Provider Resources', 'Parent Resources', and 'Professional Development'. The main content area features a header with the URPD logo and a photo of children. Below this is a grid of nine icons, each representing a different service: 'About the Utah Registry for Professional Development', 'Course and Instructor Approval System', 'Course Catalog', 'Credentials and Certificates', 'Early Learning Resources and Core Competencies', 'Higher Education Opportunities', 'Navigate Your Career Pathway', 'Scholarships and Financial Support', and 'Career Ladder System'.

Utah Registry for Professional Development

The Utah Registry for Professional Development (URPD) is home to Utah's Early Childhood and Youth Workforce Registry. Users can create an account on Care About Childcare to track professional development and more.

- ABOUT THE UTAH REGISTRY FOR PROFESSIONAL DEVELOPMENT
- COURSE AND INSTRUCTOR APPROVAL SYSTEM
- COURSE CATALOG
- CREDENTIALS AND CERTIFICATES
- EARLY LEARNING RESOURCES AND CORE COMPETENCIES
- HIGHER EDUCATION OPPORTUNITIES
- NAVIGATE YOUR CAREER PATHWAY
- SCHOLARSHIPS AND FINANCIAL SUPPORT
- CAREER LADDER SYSTEM

- URPD OCC Website (<https://jobs.utah.gov/occ/urpd/index.html>)
- Care About Childcare Website (<https://jobs.utah.gov/occ/cac.html>)



Questions?



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