Professional Pathways: Advancing Your Early Childhood Career
Welcome!

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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.

- Private Child Care Programs
- Head Start
- Public School Preschool Teachers
What is Utah Registry for Professional Development (URPD)?

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

Private Child Care Programs

Public School Preschool Teachers

Head Start

Utah Registry for Professional Development
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

<table>
<thead>
<tr>
<th>Level 1</th>
<th>Levels 2-3</th>
<th>Level 4</th>
<th>Levels 5-8</th>
<th>Level 9</th>
<th>Level 10</th>
<th>Level 11</th>
<th>Level 12</th>
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<tbody>
<tr>
<td>30 hours of basic training plus First Aid and CPR</td>
<td>40 hours of training in areas of Child Development</td>
<td>Complete a demonstrated competency (ex: CDA Credential)</td>
<td>40 hours of training in specialized topics for each level</td>
<td>Associate degree in related field (or equivalent)</td>
<td>Bachelor’s degree in related field (or equivalent)</td>
<td>Master’s degree in related field (or equivalent)</td>
<td>Doctorate degree in related field (or equivalent)</td>
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Anyone can be part of the Career Ladder!
How the Career Ladder Links to CCQS

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

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

Options for Training Hours

Career Ladder Approved Community Trainings

- Department of Health
- UAEYC
- Utah Education Network
- The Children’s Center
- KUED
- Utah State Board of Education
- 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
- PBS
- Care Courses School, Inc.
- Better Kid Care
- Successful Solutions
- Smart Horizons
- And more!

All of these online courses are listed in the Course Catalog.

https://jobs.utah.gov/jsp/cac/catalog
Options for Training Hours

Conferences/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:
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

- Certified Childcare Professional (CCP) Credential
- 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)
- **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](mailto:earlyedu@utah.gov))

- **T.E.A.C.H Associate Degree Scholarship Program** through UAEYC ([uaeyc.org](http://uaeyc.org))

- **CDA Credit**

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

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(for each level)

Applications can be found at [https://jobs.utah.gov/jsp/cae/user/profile/scholarships](https://jobs.utah.gov/jsp/cae/user/profile/scholarships).
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
Navigate Your Career Pathway

**POSITIONS IN THE FIELD**

Assistant Teacher
Lead Teacher
Education Coordinator
Instructional Leader
Consultant
Technical Assistance Provider

**PROFESSIONAL DEVELOPMENT**

Basic Career Ladder Courses (Levels 1–3)
- Demonstrated Competency Credential (Level 4)
- Specialty Career Ladder Courses (Levels 5–8)

Associate Degree (Level 9)
Bachelor's Degree (Level 10)
Master's Degree (Level 11)
Doctorate Degree (Level 12)

Contact your local Care About Childcare agency for individualized professional development advising in planning 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?

- Care About Childcare Website (https://jobs.utah.gov/occ/cac.html)
Questions?

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Don’t forget to take the survey for this session!