

UTAH'S CAREER LADDER SYSTEM



Utah's Career Ladder provides supportive coursework, a registry to track training hours and education and a system of professional recognition for youth and early learning professionals across the state. Below you can find more information about each of the twelve Career Ladder levels. To participate, create a Utah Registry for Professional Development (URPD) profile at <https://careaboutchildcare.utah.gov>.

1.

Level 1



- 30 hours or equivalent of approved training in health, safety or basic child development
- Valid First Aid and CPR certifications

Search the [Course Catalog](#) for approved Level 1 classes.

Levels 2 and 3

Complete the previous level(s) AND 40 hours or equivalent of approved training not used for a previous level; 10 hours must be completed in four of the eight subject areas:

- Learning Environment
- Physical and Intellectual Development
- Social and Emotional Development

- Working with Families
- Program Management
- Professionalism
- Observing and Recording
- Child Development

2. & 3.



Note: For Level 3, the four subject areas must be those not used to complete Level 2. Search the [Course Catalog](#) for approved Level 2 and 3 classes.

Level 4

Complete one of the following demonstrated competency options:

- Child Development Associate (CDA) Credential
- Certified Childcare Professional (CCP) Credential
- National Administrator's Credential (NAC) + 6 specific Career Ladder courses + observation
- Utah High School Career and Technical Education (CTE) Skills Certificate in Early Childhood Education - 1A & 1B or 2 (expires 3 years after certificate is earned)
- Early Childhood Practicum or Student Teaching Course (expires 3 years after the course is completed)
- School-Age Demonstrated Competency Credential issued by the Utah Afterschool Network

Credentials must be renewed and kept current in order to maintain the level.

For more information on the demonstrated competency options, please visit the [Credentials and Certificates](#) page.

4.



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5.-8. Levels 5, 6, 7 and 8



- Current demonstrated competency (Level 4)
- 40 hours or equivalent of approved training for each consecutive level in any specialized topic areas

An additional option allows for 10 of the 40 hours submitted to be participation in approved professional activities. Search the [Course Catalog](#) for approved Levels 5-8 classes.

Professional Activities

For Levels 5-8, 10 of the 40 hours submitted may be participation in a professional activity.

A qualifying professional activity must advance the field of early childhood in some way and be above and beyond the current job responsibilities of the professional. Professional activities must be on the approved list and appropriate documentation must be submitted. To learn more please visit the [Approved Professional Activities](#) page.

Level 9

- Complete an Associate degree in early childhood education, early childhood special education, elementary education, child development or equivalent from an accredited college or university. Or
- Complete an Associate degree with at least 15 semester credits in early childhood education field from an accredited college or university or have previously completed Level 4 with a Current Demonstrated Competency.



10.



Level 10

- Complete a Bachelor's degree in early childhood education, early childhood special education, elementary education, child development or equivalent from an accredited college or university. Or
- Complete a Bachelor's degree with at least 15 semester credits in early childhood education field from an accredited college or university or have previously completed Level 4 with a Current Demonstrated Competency.

Level 11

- Complete a Master's degree in early childhood education, early childhood special education, elementary education, child development or equivalent from an accredited college or university. Or
- Complete a Master's degree with at least 15 semester credits in early childhood education field from an accredited college or university or have previously completed Level 4 with a Current Demonstrated Competency.



12.



Level 12

- Complete a doctorate degree in early childhood education, early childhood special education, elementary education, child development or equivalent from an accredited college or university. Or
- Complete a doctorate degree with at least 15 semester credits in early childhood education field from an accredited college or university or have previously completed Level 4 with a Current Demonstrated Competency.

For more information on degree programs in Utah, visit the [Higher Education Opportunities](#) page.

Career Ladder Policies

- [Frequently Asked Questions \(FAQ\)](#)
- [Career Ladder System Policy](#)

