PROFESSIONAL DEVELOPMENT OPPORTUNITIES

FOR UTAH'S YOUTH AND EARLY LEARNING PROFESSIONALS

HOW TO PARTICIPATE IN THE **UTAH CAREER LADDER SYSTEM**

Utah Registry for Professional Development

WORKFORCE SERVICES CHILD CARE

UTAH Afterschool Network

THIS BROCHURE IS VALID UNTIL JUNE 30, 2021

PROFESSIONAL DEVELOPMENT SYSTEM

Those who choose to work with young children have the unique opportunity to shape a new generation. Increasingly, research demonstrates the importance of high-quality care on the long-term emotional, behavioral and cognitive development of young children. Providing professional development opportunities is one key way to develop workforce and program quality.

GOALS

- **Increase the quality of early childhood and youth care through highly trained staff**
- **Support and retain child care professionals in the field**
- **Provide access to a variety of training opportunities**

CAREER LADDER SYSTEM

Utah's Career Ladder system provides supportive coursework, a registry to track professional accomplishments and a system of professional recognition for youth and early learning professionals across the state. Anyone interested is eligible to participate in the system. Those that choose to participate must register for a Utah Registry for Professional Development (URPD) profile at https://careaboutchildcare.utah.gov.

LEVELS ON THE CAREER LADDER

There are 12 levels offered on the Career Ladder. Levels may be earned by taking approved Career Ladder face-to-face or online classes, completing trainings that offer Continuing Education Units (CEUs), completing a demonstrated competency (Level 4) or earning early childhood or youth related college credits and degrees. More information on each level's requirements can be found on URPD's website at https://urpd.usu.edu.

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 4 of 8 subject areas for each level	Complete and maintain a current demonstrated competency	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)

Apply for a Level

Individuals must ensure that documentation of all level requirements has been submitted to the registry at https://careaboutchildcare.utah.gov. To apply for a new level, contact URPD at urpd@usu.edu to request a review of your transcript in order to be awarded the level.

"Thank you for your commitment to improving the lives of Utah children through participation in professional development! Your commitment to your personal professional development will have a lasting impact, not only for your career but for the children in your care. The professional learning opportunities available provide a continuum of learning and support activities designed to prepare you for the work you do with young children in Utah. Through your professional development, you will ensure that the highest quality of service is being provided to Utah families."

—Tracy S. Gruber, Director, Utah Office of Child Care

APPROVED CAREER LADDER COURSE OFFERINGS

Course Catalog

The course catalog includes all of the approved Career Ladder courses offered through Care About Childcare as well as community and online partners. To access the face-to-face and online course lists, visit http://urpd.usu.edu/professional-development/approved-career-ladder-courses.

Course Calendar

Affordable courses are offered through Utah's Care About Childcare agencies and our community partners across the state. These courses support the requirements of the Career Ladder System. For information on upcoming courses, visit https://careaboutchildcare.utah.gov/provider/calendar.aspx.

Endorsements

The Career Ladder System recognizes professional development through endorsements, which are awarded for completing 40 clock hours (or equivalent) of courses in a specialized topic area. Visit the course catalog to view course offerings in each endorsement area.

Utah Afterschool Network

For professionals working with school age children, the Utah Afterschool Network offers a variety of professional learning opportunities, including conferences, courses and online training. For more information on current offerings, visit https://utahafterschool.org/.

Track and Record Courses on Your Transcript

Courses may be tracked and recorded within your Utah Registry for Professional Development profile. Courses taken through Care About Childcare and many other local partners will automatically be added to your transcript. If you would like to document other professional development, you may upload new documentation of courses, certificates or degrees on your profile page at https://careaboutchildcare.utah.gov.

SCHOLARSHIPS, FINANCIAL AID AND INCENTIVES

Scholarships and Financial Aid

Department of Workforce Services, Office of Child Care (OCC) funds multiple initiatives to increase access to professional development for youth and early learning professionals that meet eligibility requirements. For more information go to https://urpd.usu.edu/scholarships.

- T.E.A.C.H. Associate Degree Scholarship Program (see next page for more details)
- Child Development Associate (CDA) Fee Reimbursement
- Certified Childcare Professional (CCP) Credential Fee Reimbursement
- National Administrator's Credential (NAC) Fee Reimbursement
- College Level Early Childhood Course Reimbursement
- Community-Based Career Ladder Classes (if costs exceed $200) Reimbursement
- Demonstrated Competency Observation Fee

PROFESSIONAL DEVELOPMENT INCENTIVE

Professionals who meet eligibility requirements may apply for a Professional Development Incentive when they complete a new level in the Career Ladder System. Eligibility requirements and the application may be found at https://urpd.usu.edu within the "Professional Development Incentives" section.

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

HIGHER EDUCATION OPPORTUNITIES

Early EdU Online College Courses

Office of Child Care offers online college-level courses to early childhood professionals working in licensed child care programs through Southern Utah University. Each three-credit course costs participants less than $75. One or more courses will be offered each spring and fall semester. For more information, visit https://urpd.usu.edu/early-edu-email or email earlyedu@utah.gov.

T.E.A.C.H. Early Childhood Scholarship Program

Office of Child Care supports Teacher Education and Compensation Helps (T.E.A.C.H.) Early Childhood, a scholarship program offered through the Utah Association for the Education of Young Children (UAEYC). The program provides higher education scholarships for teachers and administrators working in licensed child care centers in Utah who have a desire to obtain an Associate degree. For more information, visit http://www.uaeyc.org/t.e.a.c.h.-early-childhood.html or email teach@uaeyc.org.

Tuition Reimbursement

The Utah Registry for Professional Development (URPD) provides tuition reimbursement (up to $150) for college level early childhood courses. Professionals who work at least 15 hours a week in a paid position at a licensed child care program and do not have access to other funding or financial assistance are eligible. For more information, visit http://urpd.usu.edu/scholarships.

Early Childhood Degree Programs in Utah

Many colleges and universities across the state offer degrees related to early childhood education. More information on degree program offerings can be found on each college or university's website.

NAVIGATE YOUR CAREER PATHWAY

Journey Toward Excellence in an Early Childhood Career*

Positions in the Field

Assistant Teacher
Lead Teacher
Director or Licensee
Education Coordinator
Instructional Leader
Trainer
Coach
Consultant
Specialist
Technical Assistant
State System Leader
State Policymaker
Instructional Designer
Higher Education Faculty

Professional Development

Basic Career Ladder Courses
Demonstrated Competency Credential
Specialty Career Ladder Courses
Associate Degree
Bachelor's Degree
Master's Degree
Doctorate Degree

**Positions and related educational requirements vary between employers.*