

Career Pathways Changes

--- Update July 2016

The Career Pathways have been updated and the changes may impact your Career Pathways placement.

History

The Growing Futures Career Pathways have been updated to align with state licensing requirements. In July 2015, the licensing rules were changed to require 15-hours of basic child care training – an increase from the 12-hours previously required. Two training classes were added to the requirements for basic child care courses: Emergency Preparedness and Abusive Head Trauma. Those two training courses were previously accepted as training that could be applied to placement in Category B on the Career Pathways. The ND Department of Human Services (ND DHS) allowed people until July 2016 to comply with the new regulations. The updated Career Pathways reflect and support the licensing requirements.

Major Changes

In North Dakota, the starting point for direct care career preparation is compliance with the minimum licensing requirements, and placement in Career Pathways Category A is achieved by meeting those minimum licensing requirements. Beginning July 1, 2016, the placement criteria for Category A have been updated to align with the ND DHS licensing requirements. The change applies to all Growing Futures member accounts with Career Pathways placements in Categories A-F.

To ensure that the Career Pathways continue to align with licensing requirements in all categories, several additional updates to the Career Pathways have been implemented including:

- Individuals must be at least 18 years of age to be placed in Category A or higher
- Category B requirements have been adjusted to accommodate the increased training requirements for Category A. Now, Category B requires 25-hours of training in ND Core Competency Areas II and VI, with a minimum of 10-hours in each of those areas. The two training classes that were added to the licensing requirements for Category A are no longer counted for placement in Category B.
- Placement in Categories E and F requires completion of the 15-hour basic child care course
- Placement in Category F requires either completion of all requirements for Categories A-D or placement in Category E, in addition to a valid Center Director Credential.

We have also made some changes that are not specific to licensing but that help to clarify and simplify the Career Pathways:

- Consolidated Categories G and H to eliminate G2 and H2
- Simplified the “Enhanced” option to include only verifiable professional credentials
- Clearly defined “Related” fields versus “Unrelated” fields

What does this mean for you?

These changes may mean that your Career Pathways placement has changed. In some cases, you may drop back from the placement you had achieved. Here are some possible situations:

- **Your placement dropped to a lower category:** Categories B-D have always required a minimum of 10 clock hours in each of the ND Core Competencies for that Category. If you originally placed in Category B-D with only 12-hours of basic child care, your placement may have dropped if you had also only completed the minimum 10-hours of training in Category B, Competency Area VI: Health, Safety, Nutrition and if part of that 10-hours was Emergency Preparedness and/or Abusive Head Trauma. That's because once those classes are applied to the new requirements for Category A, you no longer have 10-hours in the Competency Area VI required for Category B.
- **Your placement dropped from Category E-F:** Placement in Categories E and F now require that you have meet the licensing requirement for 15-hours of basic child care. Your placement will have dropped if you have not completed that requirement.
- **Your placement dropped from Category F but you had completed 15-hours of basic child care:** Placement in Category F now requires that you have met all the training requirements for Categories A-D (120 hours of approved training) or that you have been placed in Category E (e.g. a valid CDA Credential or degree with at least 8 semester hours of ECE) in addition to a valid Center Director Credential. This is to align with the minimum licensing requirements for Center Directors.
- **Your placement was based on college coursework or the CDA Module training course:** In the old system, there was not a way to enter your college courses to calculate as part of your Career Pathways placement. The calculation was made by hand and manually entered on your record. Your courses still count for placement, but once again we will need to manually attach your college courses (or the CDA Modules) to your record and re-assign your Pathways placement. If you are in this situation, please call the Registry for assistance.
- **You no longer have a placement:** There are two reasons this could happen: either you have not completed the 15-hours of required basic child care or your birth date indicates you are not yet 18 years of age. As in the old system, you also will not have a placement if you do not have a high school diploma or GED.

What can you do?

If you discover that your Career Pathways placement has dropped, it is almost certainly because you have not met the licensing requirement for 15-hours of basic child care –OR–that when the required hours of basic child care were applied to Category A, you did not have enough hours of Competency Area VI: Health, Safety, Nutrition to fulfill Category B. Here's what you can do:

- **Need to complete basic child care:** If you have not met the requirement for 15-hours of basic child care training, you will need to register for and complete the course "Getting Started" offered online by Child Care Aware of ND.
- **Need to complete 3 more hours of Competency Area VI for Category B:** If you need to replace the 3-hours of training that is now applied to basic child care to fulfill requirements for Category B, you will need to register for and complete one of the new courses offered online by Child Care Aware of ND. Several new training options are available in this Competency Area for 2-4 hours of training that will fulfill the category requirements.

You can quickly find this training on the Growing Futures online calendar at www.ndgrowingfutures.org Once you've completed the additional training you need, login to your Growing Futures Registry account and request to "Renew" your membership. When you request that your membership be renewed, the system will recalculate your training completion to determine your correct Career Pathways category and update your record. In most cases, your placement will return to your previous category.

In the future...

Plan ahead! Be thoughtful and intentional about the training you take and NEVER wait until the last minute to take training or request to renew your account. Anticipate that it may take up to 4-6 weeks for the approval and renewal to be processed. NOTE that all future updates to the Growing Futures Registry and the Career Pathways will be implemented annually on July 1.