

The Vermont Career Ladder for early childhood professionals



Did You Know...?

- You can apply to Northern Lights to receive a certificate for completing each level in the career ladder.
- *The Career Advising Guide* explains each of the levels and includes resources.
- *Planning Your Professional Growth* helps early childhood and after school professionals create an Individual Professional Development Plan (IPDP).

Resources

You can find the *Career Ladder*, *Career Advising Guide*, *Planning Your Professional Growth* and the application for certificates for Level I-IV on the Northern Lights website

What is the Career Ladder?

It is a tool for tracking and planning professional growth. Each of the six levels combines both education completed and professional experience with children and families. It brings together various coursework, credentials, degrees and licensure into one Northern Lights Professional Development System.

Where do I fit in?

There are many different paths to take in the development of your career and each person's path is unique. Some professionals start at Level I, some at Level IV. Each person completes a level at his or her own pace. The Career Ladder is a guide.

Northern Lights Career Ladder

Levels	I	II	III	IV	V	VI
Education completed	High school diploma or GED, or higher education degree in an unrelated field with no early childhood education courses, and Fundamentals for Early Childhood Professionals course (45 hours) or equivalent	Level II Vermont Northern Lights course series (about 90 hours) or equivalent Child Development Associate (CDA) Credential	A) Vermont Child Care Registered Apprenticeship Program (18 credits plus 4,000 hours) or CCV's Child Care Certificate program (24 credits) or Paraprofessional certificate (26 credits) or Equivalent B) Associate degree in early childhood education (60 credits total)	Bachelor's degree in early childhood education or related field with VT teaching license: early childhood or early childhood special education endorsement	Master's degree in early childhood education or related field	Doctoral degree in early childhood education or related field
Experience as an early childhood professional (not cumulative)	1 year	2 or more years	A) 3 or more years B) 4 or more years	1 or more years including student teaching	3 or more years including student teaching	3 or more years

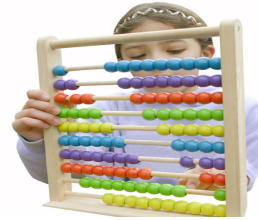
Vermont Northern Lights Career Development Center

<http://northernlightscdc.org>

Phone: 802-241-4661

See the reverse side for information on the Vermont Northern Lights Career Lattice

The Vermont Career Lattice for early childhood professionals



"When I found myself on the Career Ladder and Lattice, I could trace my career path and get an idea of where I might go next."

What is the Career Lattice?

The Career Lattice connects the Career Ladder with different work settings. It is a tool, a *frame of reference* to guide you. The Lattice gives *general examples*. Many people have a higher level of education than listed for that setting. Because this is not a complete description, please check actual job requirements and the Vermont child care licensing regulations for specific information.

Career Levels		Level I	Level II	Level III	Level IV	Level V	Level VI
Education <i>Plus</i>		Fundamentals for early childhood professionals	CDA credential or equivalent	-completed child care apprentice or -CCV child care certificate or - Associate degree	Bachelor Degree In early childhood or related field; with or without VT teaching license: early childhood endorsement	Master degree	Doctoral degree in early childhood related field
	Experience	1 year	2 years	3-4 years	1 year	3 years	3 years
Related terms: early childhood program licensing regulations*		Teaching assistant	Teaching associate	Teaching associate	Teacher	Master Teacher	
Common settings where people work	Home Business	registered home child care provider; subsidized & legally exempt child care provider	registered home child care provider	peer mentor registered home child care provider	independent consultant; mentor/advisor; registered home child care provider	independent consultant; mentor/advisor	independent consultant; mentor/advisor
	Licensed Child Care Facility	teaching assistant	teacher	teacher; peer mentor; director	director; early childhood special educator	director; early childhood special educator	
	Elementary School	volunteer		para-educator; teaching assist	teacher; early childhood special educator	principal; special services coordinator; early childhood special educator	
	Parent Child Center/Family Center	volunteer	teaching assistant	early childhood special education aide	program coordinator; outreach worker; teacher	director; early childhood special educator	
	Head Start/Early Head Start	volunteer; Classroom aide	teaching assistant; home visitor	home visitor; family services worker; teacher	director; manager; teacher	state collaboration coordinators	
	Community Child Care Support Agency		USDA food program specialist	program director; resource development, referral & subsidy specialists	program director; resource development, referral & subsidy specialists	executive director	
	State Offices		licensing technician	licensing specialist; family child care home assessor	licensing supervisor; USDA food program coordinator	State (CDD and DOE) employees administrators and consultants	State of VT (CDD and DOE) administrators & consultants
	Other Common Settings	Playgroup facilitator			community health nurse; early interventionist; BBF regional director	college adjunct faculty; FITP related services; early childhood mental health consultants	faculty at colleges and universities

Did You Know...?

- People with a Bachelor's Degree may have more job options than people without.
- Core Competencies have levels that relate to each level of the career ladder.
- The Core Competencies for Afterschool Professionals have three levels that also relate to work roles.

Find the Core Competencies on the Northern Lights website

<http://northernlightscdc.org>

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