

The Vermont Early Childhood Career Lattice

The Career Lattice is a frame of reference to help you consider how career levels connect to different work settings *in general*. Many people have a higher level of education than listed for that setting. This is not a complete description. Please check actual job requirements and the Vermont child care licensing regulations* for specific information. Across the top of the grid below is the Early Childhood Career Ladder. Both education, experience working with young children and a current Individual Professional Development Plan is needed to reach each level.

		Level I	Level II	Level III	Level IV	Level V	Level VI
Career levels	Education	Fundamentals for early childhood professionals or NL approved equivalent	CDA credential or NL approved equivalent	A: completed child care Apprentice or CCV Child care certificate or Highly Qualified Paraprofessional B: Associate Degree ¹	Bachelor Degree ¹	Master degree ¹	Doctoral degree
	<i>Plus</i>				In early childhood or related field; (B) with or (A) without VT teaching license with an endorsement appropriate to the setting		
	Experience	1 year	2 years	2 years	2 year	2 years	2 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 assis't	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

¹ all degrees are in early childhood or related fields of education (including elementary or special education), child or human development, or child and family studies