

## Vision, Benefits, and Potentials

### Vision

To provide **ALL** early childhood and afterschool professionals in Ohio with an opportunity to be recognized for their experience, education, credentials and training, with placement on Ohio's Career Pathways through a centralized and/or coordinated system.

### History

In 2002, EC Q-Net was awarded a contract from the Collaboration Project, first located in the Governor's Office, and later moved to the Ohio Department of Education, to begin the development of the Registry. With input from the Statewide Professional Development Committee, an initial design was tested by five local child care resource and referral agencies during 2003. Based on the results of the pilot, EC Q-Net made additional changes and updates. Again, in 2004, five local child care resource and referral agencies piloted the software.

By 2005, when Step Up to Quality, Ohio's Quality Rating System, was ready to be piloted, Ohio Department of Job and Family Services (ODJFS) decided to utilize the Professional Development Registry to collect required information on the professionals employed in centers applying to be involved in the Step Up to Quality pilot. Funding for this work has been provided by ODJFS and Build Ohio. Local child care resource & referral agencies served as the data collection points and completed data entry.

By 2006, plans were underway to develop a statewide implementation plan for the Registry that would expand the function beyond documenting the professional history of individuals.

### Purpose

The purpose of the Career Pathways is to provide a common system for all Ohio early care and education professionals to document and quantify their professional growth and accomplishments and, by doing so, to define and advance the profession. The model uses one framework to integrate the pathways of formal education, training, experience, and specialized credentials and certifications.

**The Registry** will serve as the common tool that allows professionals in the early childhood and afterschool fields to document and quantify their professional growth and accomplishments and, by doing so, to define and advance the profession. In addition, it will allow Ohio to have an up to the minute picture of the early childhood and afterschool workforce. Information will be provided to professionals through the Registry that will assist them with advancing on the Career Pathways.

### Potentials

#### For Individuals

- Certificates/transcripts that identify your professional levels on the Career Pathways and minimum qualifications for ODJFS/ODE.
- Confidential place to store your professional information that can be updated for you at any time.
- Link to information regarding scholarship information.
- Automatic notifications/reminders for expiring credentials and certificates.
- Access to information about trainings, conferences and college courses.
- An individualized password that allows you to share your professional history with potential employers, award committees, conference coordinators, etc.

### **For Trainers**

In addition to individual benefits...

- Listing/advertisement of training events.
- On-line registration process.
- Verification and identification of training that meets program/credential requirements (i.e. Step Up to Quality, Early Learning Initiative, inservice, CDA).
- Identifications of areas of expertise and listing of credentials and certifications.
- System for participant feedback.
- Opportunity to submit application for specialized training.

### **For Programs/Employers**

- Ability to verify staff qualifications, requiring no need to keep paper records on file.
- Statewide and regional salary information by positions.
- Samples of administrative documents that may include staffing patterns, salary schedules, personnel policies, orientation handbooks, professional development/career plans and policies.
- Assist your program with applying for Step Up to Quality, the Early Learning Initiative or other quality improvement efforts.
- Opportunity to post job opportunities.
- Link to resources for scholarship information.
- Provide information on qualified trainers that meet the needs of your program.

### **For State Departments**

- Document required licensing information for professionals including background check date, latest completion of required trainings, 45 in service hours, high school diploma/GED and administrative requirements.
- Ability for ODE/ODJFS and ODH to verify all the information above without having to see all the paperwork and files.
- Reduce the time, cost and the administrative burden on licensing specialists, allowing them to focus more on the health and safety of programs while on site.
- Track and report specialized training requirements for specific programs and systems including Help Me Grow, Step Up to Quality and the Early Learning Initiatives.
- Provide comprehensive workforce information for policy decisions, regardless of program, employer, etc.
- Allow state sponsored programs to identify qualified programs and trainers. In addition, it will track specific training attendance and the training needs of their targeted population.

### **For the Early Childhood and Afterschool Fields**

- Comprehensive data to advocate for policy improvements that may include higher salaries, greater retention, and increased education and qualifications across the field.
- Ability to post early childhood and afterschool jobs statewide.
- Updated training opportunities.
- Information on early childhood degree programs (2 and 4 year).
- Increased quality assurances for the field (i.e. trainer approval).
- Develop training tracks based on the professional level.
- Market training according to the professional level (entry-master level).

