

Child Care Workforce Training & Professional Development

North Dakota's Child Care Workforce

A well-trained child care workforce is essential to meet the increasing demand for high-quality child care to ensure that children start school ready to succeed. Approximately 4,800 North Dakotans earn their living caring for and educating children in licensed early childhood settings. This includes:

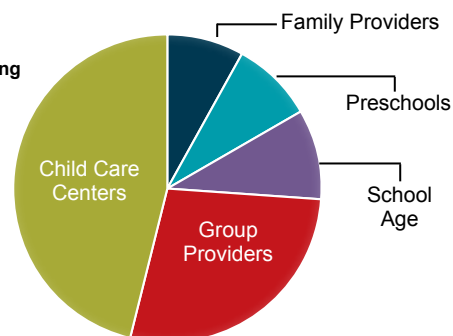
- 8% in Family Child Care,
- 28% in Group Child Care,
- 46% in Child Care Centers,
- 10% in Before and After School Programs,
- 8% in DHS-licensed Preschools

ND CCR&R is the primary source of training for this crucial sector. 11,563 individuals completed ND CCR&R training in the past year (reported by event, some personnel attended multiple events). In addition to those working in early childhood settings, parents, K-12 teachers, social workers, and more attend ND CCR&R training events.

Child Care Workforce by Setting

Family	8%	380
Group	28%	1330
Center	46%	2212
School Age	10%	462
Preschool	8%	408

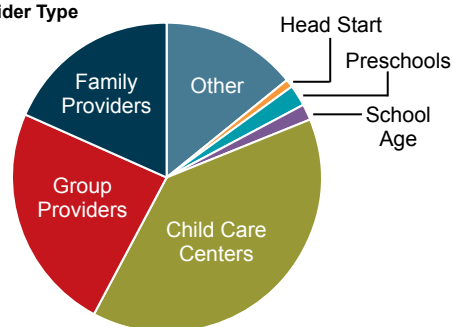
Figure 1:
Source: ND CCR&R
Child Care Program Database



Training Participation by Provider Type

Family	18%	2151
Group	24%	2734
Center	39%	4508
School Age	2%	183
Preschool	2%	276
Head Start	1%	104
Other	14%	1607

Figure 2:
Source: ND CCR&R
Training Database



Workforce training based on delivery method

CCR&R recently launched two new online training formats. These new course formats incorporate adult learning strategies that encourage self-direction, opportunities to evaluate training concepts and an opportunity to apply training.

The **EasyReach** online course format is used to teach basic content. These self-study courses are available, currently at no cost, via CCR&R's web site (www.ndchildcare.org) so learners can access courses any time day or night. This 24/7 access has helped to eliminate training barriers such as schedule conflicts, bad weather, and distance, allowing participants to fit training around work and home commitments.

The **Eager to Learn** online format is a more intensive learning experience. These courses run four to six weeks and include discussion boards, chat sessions, application of course content and reflection.

Both the EasyReach and Eager to Learn formats allow learners to review course content repeatedly and self-assess their understanding of the material.

CCR&R also continues to offer face-to-face training and signature events in communities across the state.

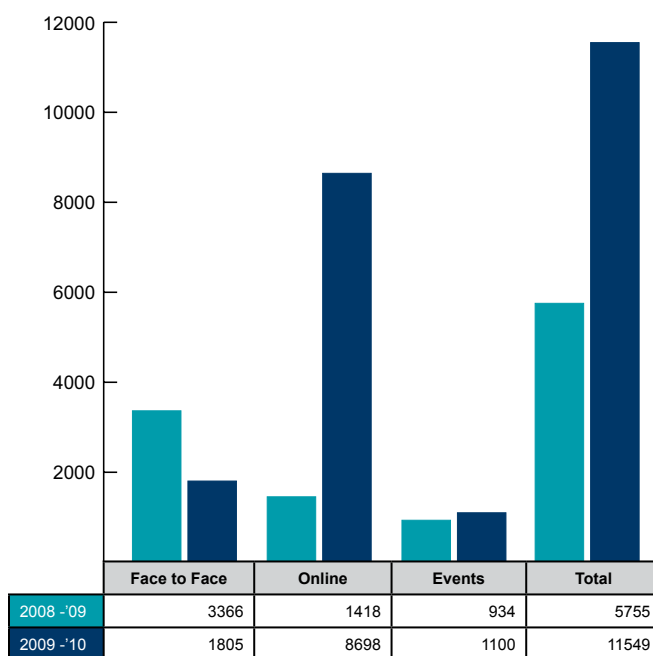


Figure 3 - ND CCR&R Attendance by Delivery Method
Source: ND CCR&R Training Database

CCR&R training supports professional standards

The content of CCR&R training courses is guided by research and evidence-based practices in the field of early childhood education and child development. Adult learning principles are used to enhance this content.

CCR&R selects curriculum resources, such as the Program for Infant Toddler Caregivers (PITC) and the Creative Curriculum, that are widely used and tested. Courses focus on content that has practical application and topics that align with North Dakota Core Competencies and support the state's Early Learning Guidelines. CCR&R training also meets the education requirements of nationally recognized professional designations including Child Development Associate (CDA) credentials.

Early Learning Guidelines

The North Dakota Early Learning Guidelines are research-based, measurable descriptions of things young children need to know and be able to do at each stage of development. These guidelines are applicable to children in all care settings including home, relative care, child care, preschool and Head Start.

CCR&R trainers use Early Learning Guidelines in their work with the early childhood workforce as:

- A planning and evaluation tool to assess early childhood environments.

- A guide to help child care providers intentionally plan activities and experiences that support children's next stages of development.
- A resource to determine the knowledge and skills caregivers and teachers will need to support children's development and learning.

Core Competencies

CCR&R develops training content based on the core knowledge and skills identified in North Dakota's Core Competencies, for Early Education and Care Practitioners.

There are eight core competency areas that outline the knowledge and skills practitioners need in order to work with families and children from birth through age eight. Competency topics follow the traditional early childhood education and care curriculum and provide progressive levels of learning, from the basic skills to advanced topics.

Core Competency topics are applicable in a wide variety of settings and programs including child care, preschool, school readiness, Head Start, early childhood, special education and others. Learners can choose to develop skills in any of the eight core competency areas, depending on their needs and experience.

Work force training delivered by competency areas

Child care workforce training is categorized into eight core competency areas. Shown here are the number of training courses in each core competency area that were developed and delivered by ND CCR&R in our fiscal year 2010. Training topics are added on a regular basis as ND CCR&R continues to expand the number of courses and work to strengthen the skills of the child care workforce.

Assessment & Planning	3%	5
Child Growth & Development	14%	23
Families & Communities	11%	18
Health, Safety & Nutrition	20%	31
Interactions with Children	13%	21

Learning Environments & Curriculum	14%	22
Professional Development & Leadership	8%	12
Program Planning & Evaluation	8%	12
Multiple	9%	14

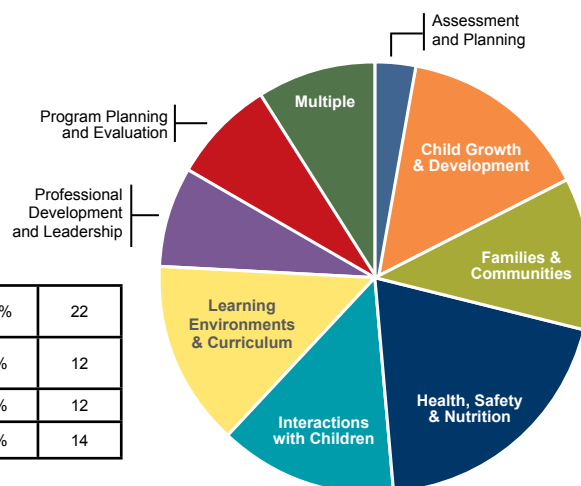


Figure 4 - Training by Competency Area Source: ND CCR&R Training Database

About Us

North Dakota Child Care Resource & Referral was launched in 1989. We assist families in their search for quality child care, build the knowledge and skills of early childhood professionals and expand the capacity of care to meet community needs.

ND CCR&R's vision for our training division is that every child care provider possesses the knowledge and skills to support children's healthy development and is prepared to provide that care in a quality child care environment.

CCR&R office locations in western North Dakota

- Bismarck: 888-223-1510
- Minot: 800-450-7801

CCR&R office locations in eastern North Dakota

- Fargo/Moorhead: 800-452-3646
- Grand Forks: 888-778-3435
- Jamestown: 888-767-0350

www.ndchildcare.org

Online training topics

The chart shown right, lists the online Easy Reach and Eager to Learn courses delivered by ND CCR&R in fiscal year 2010. Individuals completing each course are reported by provider type. Some individuals completed multiple courses

Online training participation by county

Online training for the child care workforce is a viable option in all areas of the state. 43 of the 53 counties had at least 1 person participate in online training.

Easy Reach Courses

23 Easy Reach courses were completed by 8,517 participants. Some courses, such as Mandated Reporting, were available the full year while others, such as Developmentally Appropriate Practices, were just posted in the last month of the year, which impacted the choices and total completion numbers.

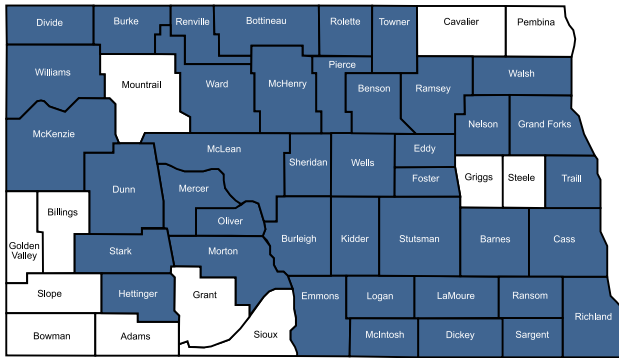


Figure 5 - Easy Reach Course Participation by County
Source: ND CCR&R Training Database

Eager to Learn Courses

Eight Eager to Learn courses were completed by 81 participants from across North Dakota, averaging 10 students per course.

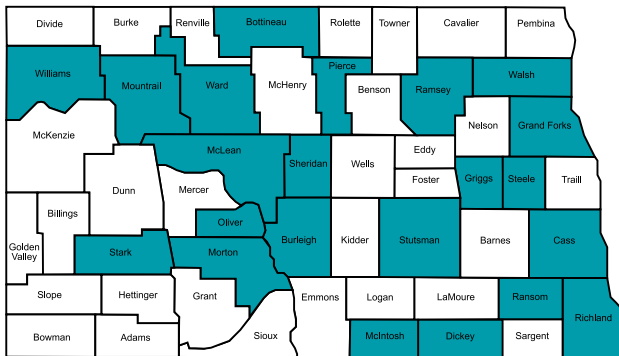


Figure 6 - Eager to Learn Course Participation by county
Source: ND CCR&R Training Database

Easy Reach	Family	Group	Center	School Age	Preschool	Head Start	Other	TOTAL
Mandated Reporting	117	205	508	105	28	50	103	1116
Healthy Practices & Policies	141	184	399	20	21	0	76	841
Safe Practices & Policies	141	164	348	15	19	0	66	753
Food and Nutrition	133	170	330	5	17	1	76	732
Illness Prevention and Management	134	165	279	3	10	0	68	659
Introduction to CDA	34	76	117	1	4	0	35	267
Sudden Infant Death Syndrome	216	160	304	0	15	3	83	781
Abusive Head Trauma	398	122	189	6	11	0	85	811
North Dakota Early Learning Guidelines	37	91	144	1	4	0	44	321
Family/Group: Money Management & Retirement	31	45	19	1	0	0	15	111
Family/Group: Legal and Insurance	57	63	27	1	0	0	23	171
Family/Group: Marketing	54	50	27	1	0	0	25	157
Family/Group: Contracts and Policies	68	73	39	2	3	0	29	214
Family/Group: Taxes and Record Keeping	77	63	26	1	0	0	24	191
Emergency Preparedness	27	60	116	1	0	0	32	236
Elements of an Effective Environment	11	32	49	2	1	0	16	111
Building Partnerships with Families	7	26	30	1	0	0	13	77
Prevention: It's All About Environments	28	63	82	0	3	0	29	205
Selecting and Displaying Toys	30	67	102	0	3	0	31	233
Getting In Tune: The Responsive Process	24	56	86	0	3	0	31	200
Making Families Feel Welcome	20	43	97	0	2	1	28	191
How Family & Culture Impact Learning and Development	14	27	56	1	0	1	19	118
Developmentally Appropriate Practices	3	3	9	0	0	0	6	21
Total Completion of Easy Reach Courses	1802	2008	3383	167	144	56	957	8517

Eager to Learn

Developing Young Children's Language and Literacy Skills	0	3	2	0	1	0	0	6
Working With Families	1	4	2	0	0	0	0	7
Developing Young Children's Language and Literacy Skills	3	3	3	0	1	0	0	10
Observations & Assessment in the Early Childhood Setting	1	5	6	0	1	0	1	14
Social & Emotional Development in the First Five Years Of Life	4	3	0	0	3	0	1	11
Having Difficult Conversations	2	3	0	0	0	0	2	7
PITC: Essential Connections	4	5	2	0	0	0	1	12
10 Steps to Positive Discipline	4	4	2	0	1	0	3	14
Total Completion of Eager to Learn Courses	19	30	17	0	7	0	8	81
Total Completion of All Online Courses	1821	2038	3400	167	151	56	965	8598

Figure 7 - Online Training Course Participation by Topic
Source: ND CCR&R Training Database

Face-to-Face Training

Face to Face training continues to be a popular option for the early childhood workforce. 143 events, totaling 493 hours were coordinated across the state, and were attended by 2,905 individuals.

Face-to-Face training includes delivery of CCR&R core training content as well as signature events and conferences featuring nationally recognized speakers. This year's offerings included six courses presented by nationally recognized speakers and a cadre of

standardized courses that ND CCR&R develops from research-based curricula and materials presented by experienced early childhood experts in our communities. These courses were delivered in North Dakota's major cities.

Signature event topics for the fiscal year included: Drama, Music and Movement; Guidance of Young Children; Managing Stress; The Nurtured Heart Approach; Language and Literacy Learning; and The Importance of Early Play Experiences.

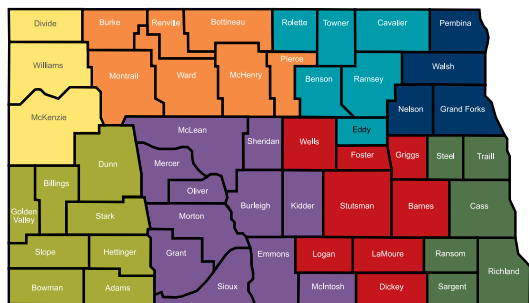


Figure 8 - Face-to-Face Training Events by Region -
Source: ND CCR&R Training Database.

	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Total
Events	5	20	8	11	49	15	25	10	143
Hours Earned	12	78	33.5	42.5	142.5	44	105	35.5	493
CEUs Offered	1.2	1.7	1.6	2.4	4.35	2.2	1.6	1.2	16.25
Participants	47	293	159	250	1196	277	628	55	2905

Child Development Associate (CDA) Credential

A Child Development Associate (CDA) Credential recognizes that a person has completed specific training and assessment in the field of early childhood care and education. This credential is part of the licensing and professional development systems in 47 states and the District of Columbia. It is administered by the National Council for Early Childhood Professional Recognition in Washington, DC.

A CDA candidate must have a high school degree or GED before beginning the process. CDA training and assessment focuses on the needs of children ages 0 to 5 years old. Successful completion of the CDA Credential process requires:

- Completion of 120 hours of training in specific early childhood/child development topics related to children ages 0 to 5 years old in group care settings
- Documentation of 480 hours of direct care experience with children 0 to 5 years old in a group care setting
- A survey of parents who have children in the candidate's care
- A formal observation, conducted by a qualified CDA advisor, of the candidate serving as the lead teacher in a group care setting
- Compilation of a Professional Resource File
- A standardized written and oral exam, conducted by a representative of the National CDA Council

North Dakota Child Care Group Rule 75-03-09-10 and Center Rules 75-03-10-10 and 75-03-10-11.1 state that a CDA is a qualification to work as a supervisor in a licensed group child care or child care center. A CDA with at least one year of experience qualifies a person to be a child care center director. The CDA Credential is also a hiring qualification in Head Start programs.

North Dakota Child Care Resource & Referral provides CDA training in several formats. The most commonly used format is a correspondence course that is designed to support CDA candidates through all steps of the process. This method is responsive, highly flexible and student driven.

This correspondence course has three modules. Each module provides 45 clock hours (or 3 semester credits) of training in specific education areas required by the national CDA Council. Candidates must complete all three modules to fulfill the national requirements. CDA training is available as a non-credit course or for college credit through North Dakota State University.

CCR&R Training Coordinators also help candidates design a CDA training plan using CCR&R's online Easy Reach courses. Both options allow candidates to start CDA training whenever they are ready and to work at their own pace.

Participant Completion of CCR&R 45-hour CDA Training Modules

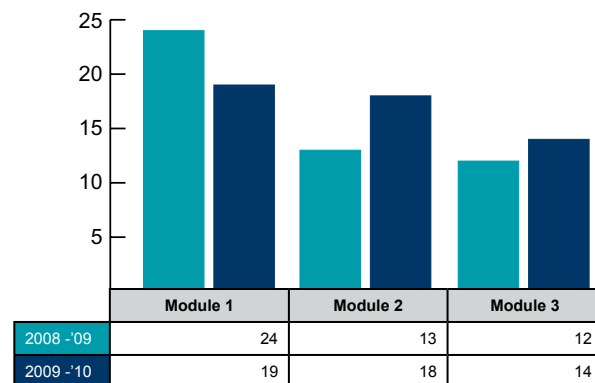


Figure 9 - Source: ND CCR&R Training Database