Child Care; Potential Demand, Workforce Demand, and Quality of Services

Economic Impact Committee

Senator Dave Oehlke, Chairman

July 31, 2013

Early Childhood System

Child Care (DHS)

Child and Adult Care Food Program (DPI)

Licensing (Counties)

Capacity Building (CCR&R, Commerce)

Training – Consultation (CCR&R)

Training Registry (CCR&R)

Star Rating System (DHS)

Pre-K (DPI)

Head Start (Fed)

Child Care Federal Funding

- Child and Adult Care Food Program (DPI)
- Child Care Development Block Grant (DHS)
  - Not reauthorized for 17 years
  - 75% must go to child care assistance
  - 4% must go to quality
  - ND receives $24.5 M for biennium
- Federal Government seeking accountability
  - Comprehensive background checks
  - Annual inspections for <u>all</u> providers
  - Stronger consumer support. Inspections posted on-line
  - Pre-service training (40 hours)

Child Care Resource & Referral

Core funding through Child Care Development Fund

- Services to parents
  - Statewide referrals: phone 1,057 and online 5,178
  - Consumer resources
- Services to providers
  - Training
    - On-line
    - Workshops
  - Consultation
    - Business
    - Daily programming for children
    - Child development, behavior issues
- Services to communities

Growing Child Care Law – 2009

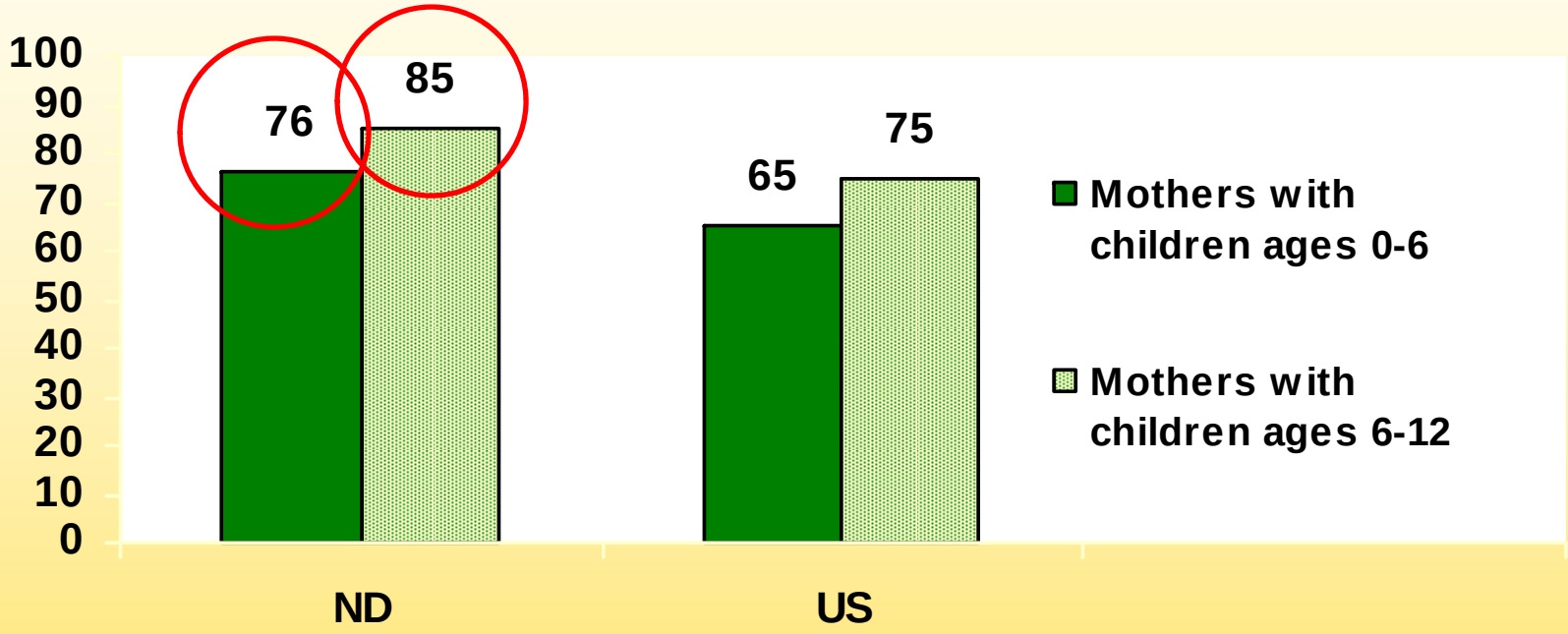
Expanded CCR&R services to providers

50-11.1-14.1. Workforce development - Quality improvement – Technical assistance - Capacity building

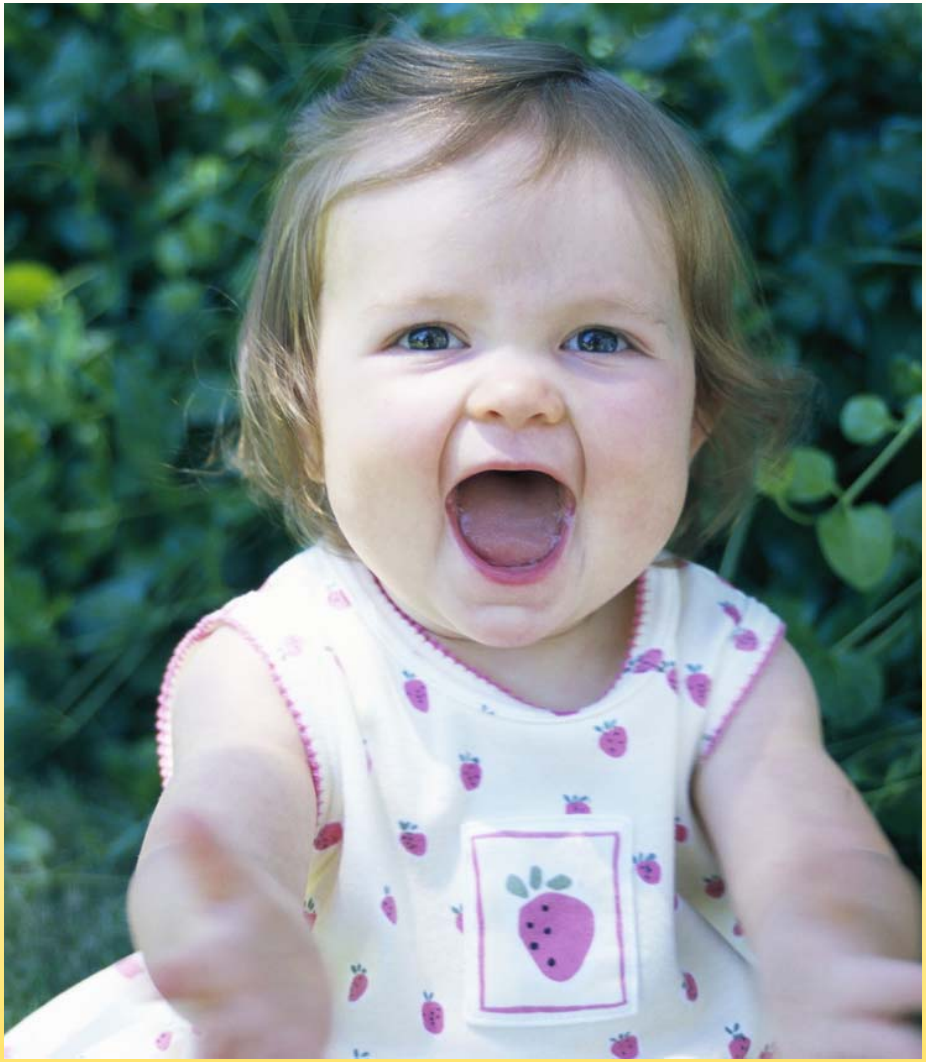
1. Voluntary, progressive training opportunities
2. Voluntary quality improvement process for licensed early childhood facilities.
   - Quality incentive payment
   - Technical assistance and support
3. Supports and incentives to build child care capacity, including:
   - Technical assistance
   - Grants to programs with a viable business plan

Current and Potential Demand

Percent of Mothers with Young Children in the Workforce



Who Needs Child Care?



88,936 children in ND under age 12 have mothers who work outside the home

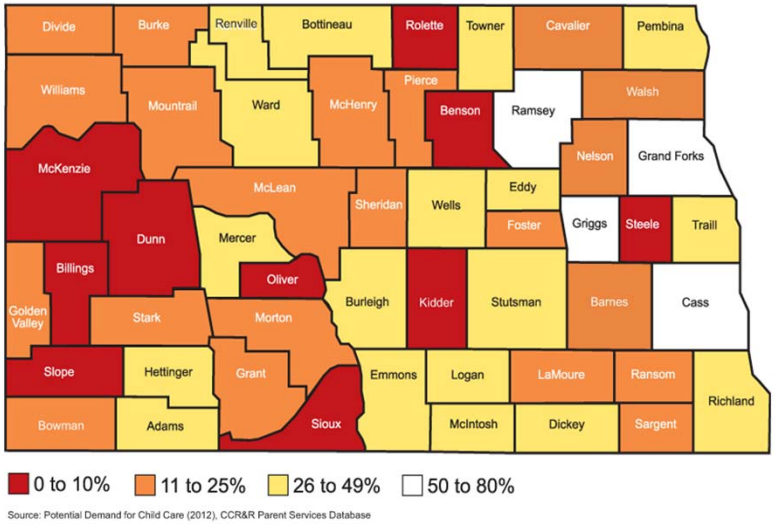
Licensed child care providers can accommodate 33,190 children

Child care industry standards suggest child care supply meet 50% of demand. 2012 child care supply met 37% of demand.

License Type	2012 Programs	2012 Capacity
Family/Group	1,162	14,013
Center care	153	13,927
School-age	44	5,250
TOTAL	1,359	33,190

Child Care industry standards suggest the supply of licensed child care should meet 50% of demand

Extent Child Care Meets Demand



Source: Potential Demand for Child Care (2012), CCR&R Parent Services Database

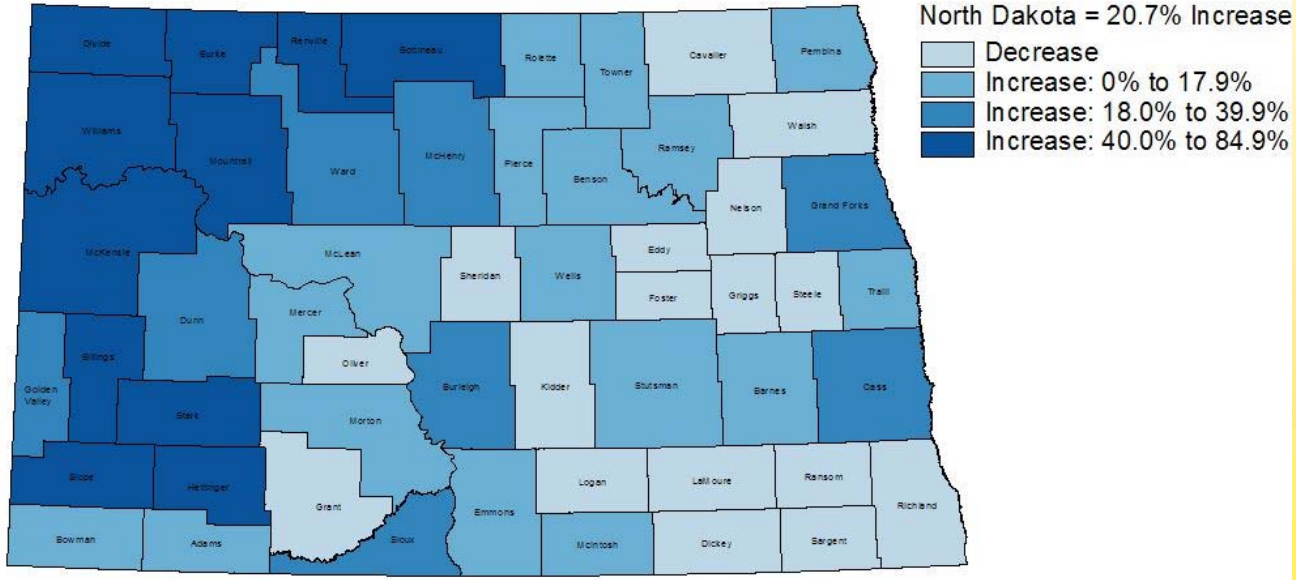
Number of children (ages 0 to 14) with working parents

2010 = 97,231
2025 = 117,400

Child population will increase 21% by 2025

Percent Change in the Number of Children Ages 0 to 14 with All Parents Working in North Dakota by County: 2010 to 2025

Source: U.S. Census Bureau, 2006-2010 American Community Survey 5-Year Estimates and population projections from the Center for Social Research at NDSU

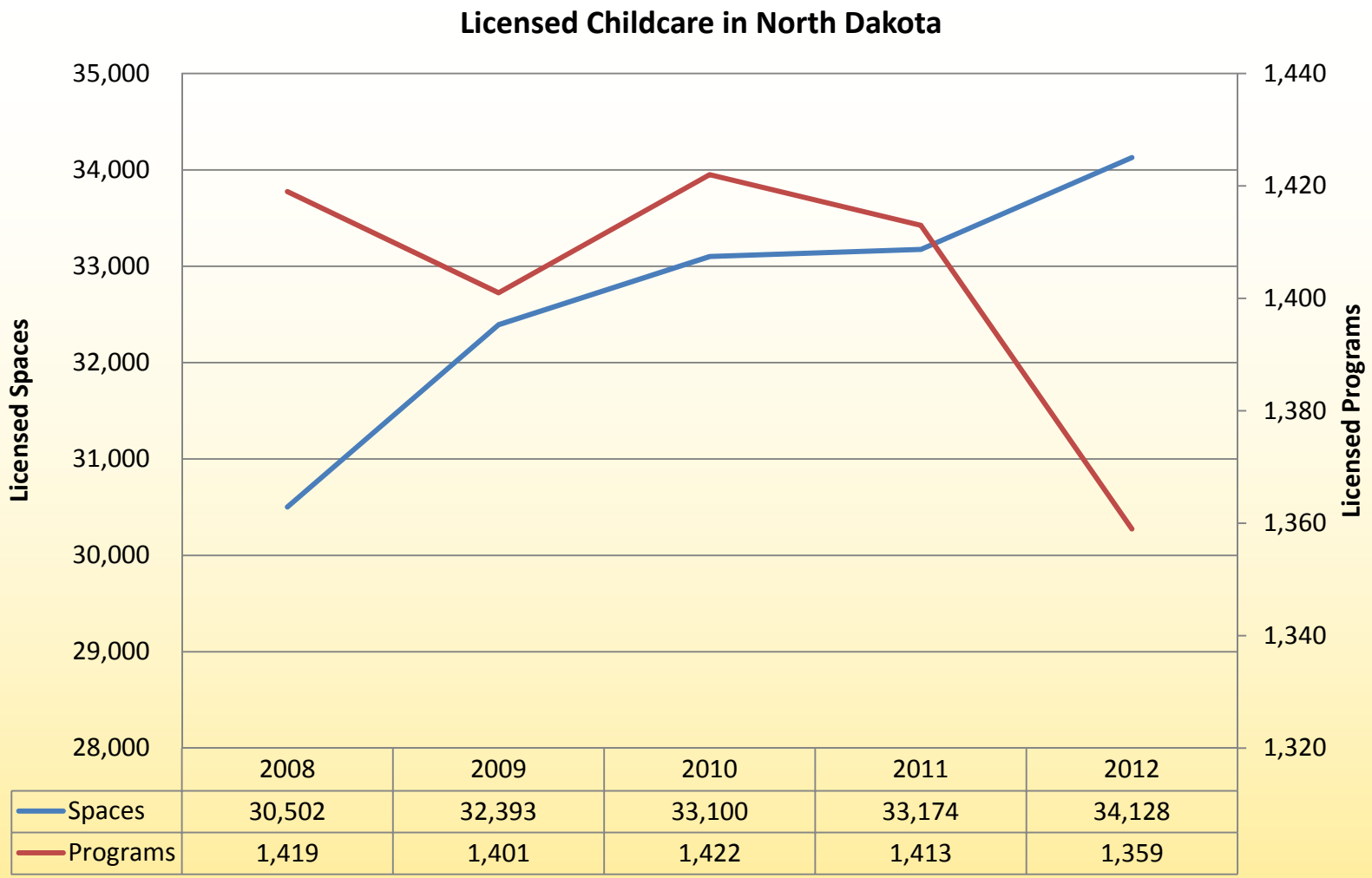


Additional Child Care Facilities Needed by 2025

Data provided by NDSU Kids Count

Assume a 3% per year growth in child care capacity.
This will bring statewide supply to meet 54% of demand in 2025.

	Centers			Family/Group			Total All Facilities		
	Spaces	Facilities	Workforce	Spaces	Facilities	Workforce	Spaces	Facilities	Workforce
Current 2012 supply	13,937	153	2,508	14,013	1,162	1,661	27,950	1,315	4,169
Supply to be added by 2025	**9,200**	**92**	**1,472**	**12,135**	**946**	**1,481**	**21,335**	**1,038**	**2,953**
Total supply needed in 2025	23,137	245	3,980	26,148	2,108	3,142	49,285	2,353	7,122



Average annual increase from 2008 to 2012 = 907 new spaces per year

Average annual increase from 2010 to 2015 = = 1,724 new spaces per year to accommodate 8,620 additional demand

Ten Year Growth in Oil Counties

Aggressive growth needed to bring supply to 50% of demand by 2025

	2015 @ 30% Growth	2020 @ 35% Growth	2025 @ 40% Growth
Center spaces	1,634	2,612	1,675
# Center facilities	16	26	17
Group spaces	1,307	2,090	1,340
# Group facilities	73	116	74
Family spaces	327	522	335
# Family child care	47	75	48

Ten Year Growth in Non-Oil Country

	2015 @ 3%	2020 @ 3%	2025 @ 3%
Center spaces	740	2,068	3,481
# Center facilities	7	21	35
Group spaces	592	1,654	2,785
# Group facilities	33	92	155
Family spaces	148	414	696
# Family child care	21	59	99

CCR&R Recruitment and Start-up

2009 - 2011	New Programs	Capacity Increase
Family/Group	95	839
Center	11	1,048

2011 - 2013	New Programs	Capacity Increase
Family/Group	219	1,971 (estimate)
Center	20	1,300 (estimate)

2011 – 2013 Recruitment by County

Adams	2
Barnes	5
Bottineau	5
Burke	1
Burleigh	25
Cass	27
Cavalier	1
Dickey	4
Divide	1

Dunn	5
Foster	1
Grand Forks	22
Grant	1
Griggs	1
LaMoure	2
McIntosh	1
McLean	3
Mercer	5

Morton	5
Mountrail	1
Nelson	1
Pembina	1
Ramsey	7
Ransom	4
Richland	4
Rolette	1
Sargent	5

Stark	13
Stutsman	20
Towner	1
Traill	2
Walsh	2
Ward	29
Wells	1
Williams	10

Growing Child Care Capacity Difficult

- Does not respond to supply/demand economics
- Low profit margins (3-5%) limit new child care business development
  - Parent fees primary income
  - Staff-child ratios limit enrollment and income
  - Staff salaries 80% of expenses
- Left to own devices, child care industry will struggle to respond to rapid demand growth

North Dakota
Licensed Child Care Cost

	Average Cost Family/Group	Average Cost Center
0-17 months	$6,455	$8,066
18-35 months	$6,285	$7,705
3-5 years	$6,158	$7,158

2013 Legislature significantly expanded Child Care Assistance Program eligibility

Effective July 1, 2013

Eligibility extends to higher incomes

Co-pays lowered

In June, CCR&R conducted training for centers in 7 major communities to promote availability of CCAP increases

Scenario 1: The Flintstones
Family of 3, one toddler in Center FT
Gross income of $3,200 per month
Monthly child care tuition = $675

Currently,

- Qualify= no
- Co-pay = n/a
- Max reimbursement= n/a
- Difference= n/a

Total Cost: $675

July 1,

- Qualify= yes
- Co-pay = $139
- Max reimbursement= $600
- Difference= $75

Total Cost: $214

Scenario 2: The Simpsons

Family of 5, 1 FT infant, 1 FT PS,
1 SA (14-25 Hrs) in Center
Gross income of $5,000 per month
Monthly child care tuition = $1450

Currently,

- Qualify= no
- Co-pay = n/a
- Max reimbursement= n/a
- Difference= n/a

Total Cost: $1,450

July 1,

- Qualify= yes
- Co-pay = $252
- Max reimbursement= $1528
- Difference= $0 (-$78)

Total Cost: $252

Scenario 3: The Squarepants
Family of 2, one toddler in Center FT
Gross income of $2,000 per month
Monthly child care tuition = $675

Currently,

- Qualify= yes
- Co-pay = $142
- Max reimbursement= $600
- Difference= $75

Total Cost: $217

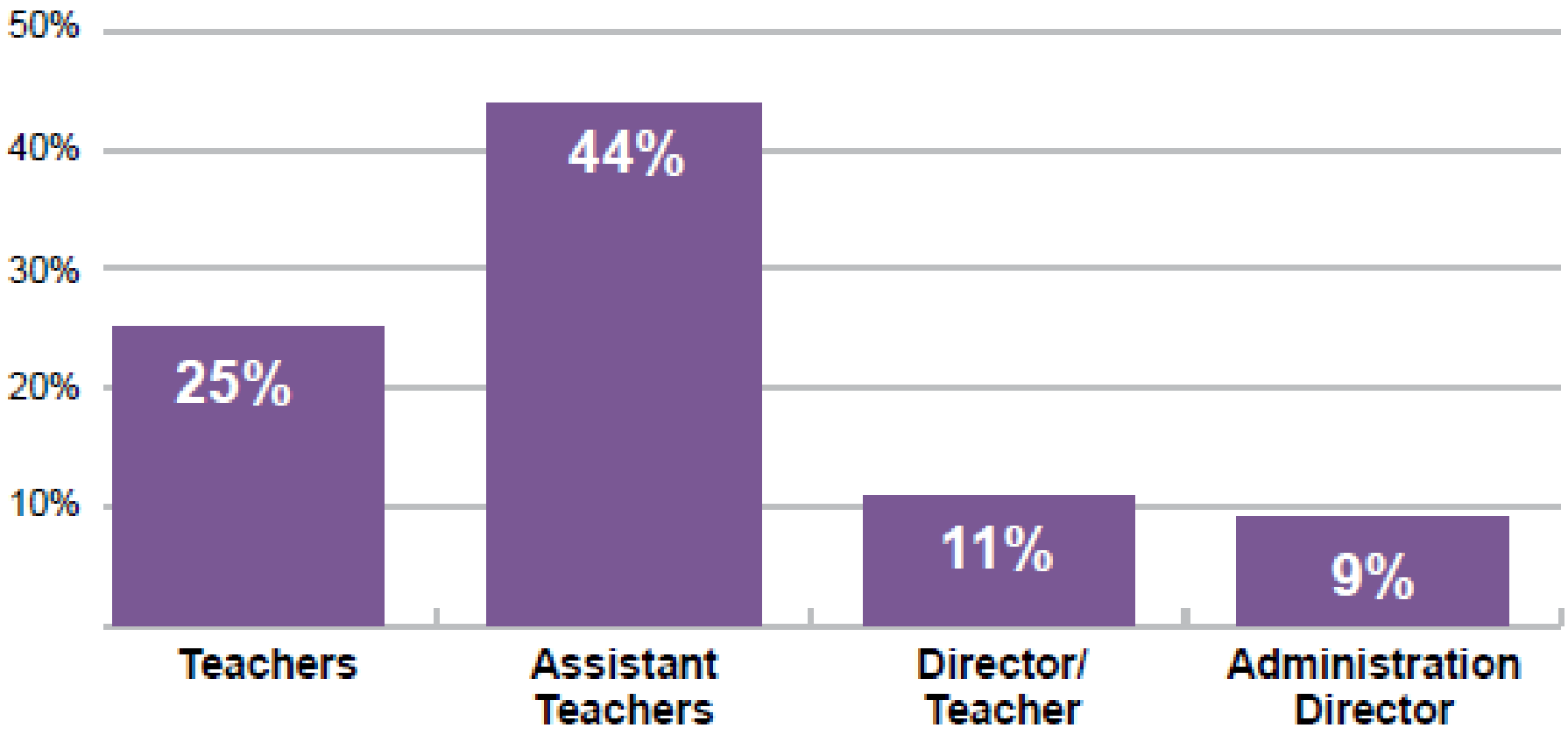
July 1,

- Qualify= yes
- Co-pay = $82
- Max reimbursement= $600
- Difference= $75

Total Cost: $157

Current and Potential Workforce

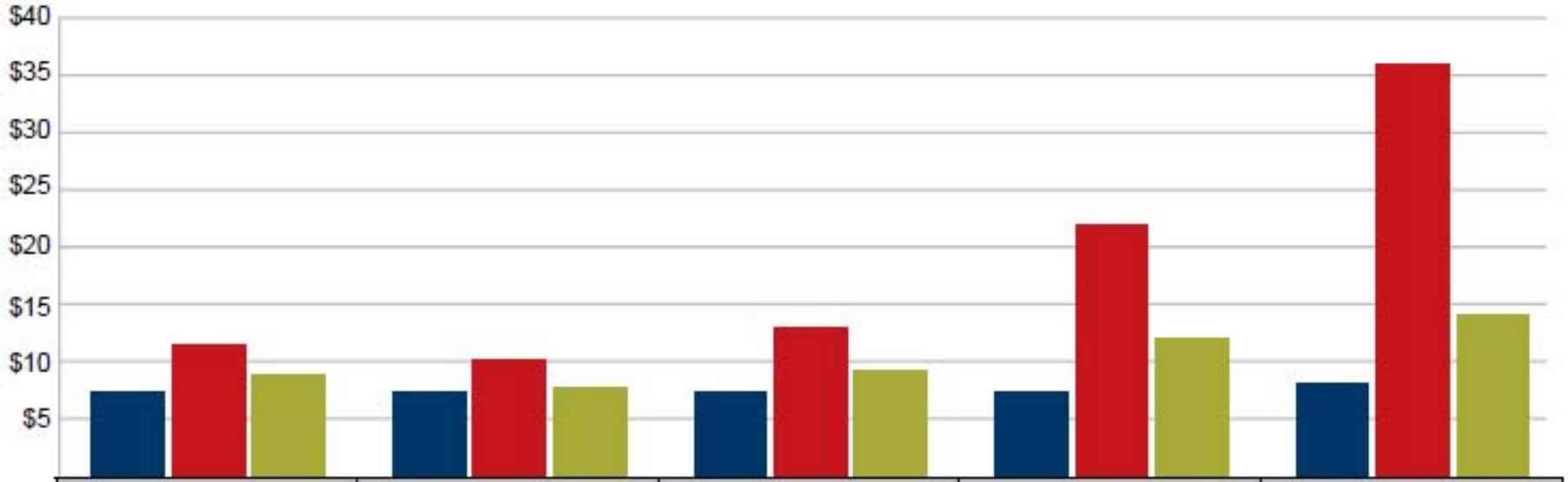
2012 Center Employee Turnover



Source: ND Child Care Resource & Referral: Center 2012 Salary Report

Note: A large center in Minot had 100% staff turnover in one year

Wage Range of New Hires



	BEGINNING TEACHERS	ASSISTANT TEACHER	TEACHER	DIRECTOR/ TEACHER	ADMINISTRATIVE DIRECTOR
LOW	$7.25	$7.25	$7.25	$7.25	$8.00
HIGH	$11.50	$10.10	$13.00	$22.00	$36.06
AVERAGE	$8.83	$7.76	$9.16	$12.05	$14.00

Source: ND Child Care Resource & Referral: Center 2012 Salary Report

27% start at minimum wage

60% start at $10.10/hour or less (mean = $21,000 annual salary)

Additional Child Care Workforce Needed by 2025

Data provided by NDSU Kids Count

Assume a 3% per year growth in child care capacity.
This will bring statewide supply to meet 54% of demand in 2025.

	Centers			Family/Group			Total All Facilities		
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CCR&R Training

	2009 - 2011	2011 - 2013
A-synchronous on-line courses	58 courses 104 hours	97 courses 170 hours
Synchronous on-line courses	20 courses 180 hours	17 courses 292 hours
Workshops	286 events 956 hours	144 events 552.5 hours
On-line course completions	31,512	78,002*
Workshop participants (duplicated)	6,085	3,307
Unduplicated participant count	3,541	4,987
Total Credentialed	106	56

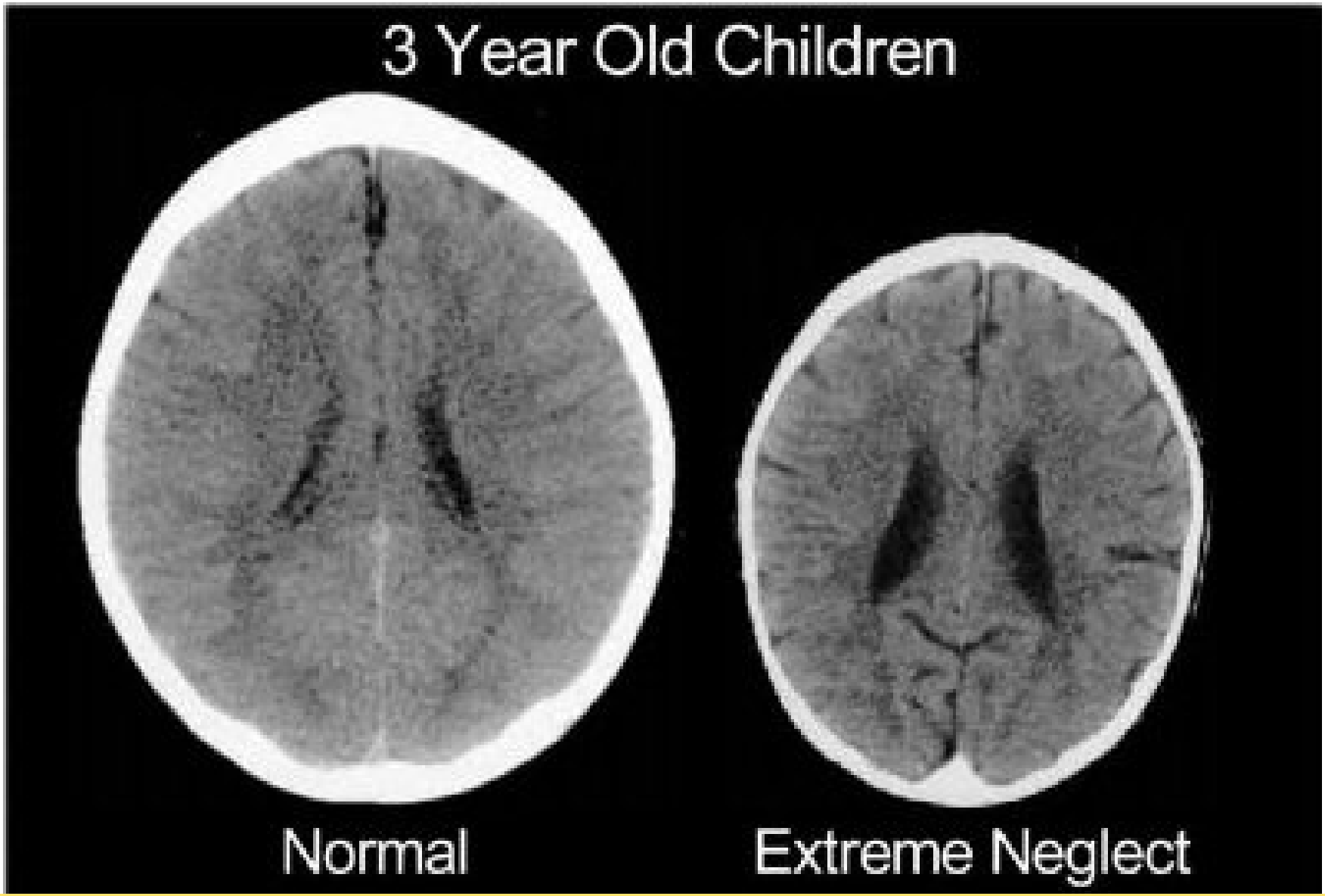
***Course completion significant increase due to recent rule requiring all newly hired staff to take 12 hours of training within first 3 months of hire date**

Quality of Child Care Services

The Importance of Living Well in Child Care

- 80% of ND's children currently in the care of someone other than their parent(s)
- If parent(s) work full-time, 50% of the child's awake hours will be spent in the care of someone other than their parent(s)
- A baby welcomed into a center today may spend up to 12,000 hours in child care, more time than she will spend in elementary school and high school
- Child care prepares children for school and life

85% of
your brain
was formed
by the time
you were
3 years old.


3 Year Old Children
Normal
Extreme Neglect

Child Care Dismissal Study

- Survey to determine why, frequency, and what providers needed to retain children
- Surveyed all licensed providers (1,518)
- 38% response (583)
- 20% dismissed children (244 cases) previous year
- 31% were children ages 3-5 years
- 58% children ages 0-36 months
- 51% due to behavior

Quality Improvement Efforts

- Voluntary
- Training linked with on-site consultation
- CCR&R visits 1 – 2 times a month for six months (more if needed)
- Pre- and post assessments completed to measure quality
- Incentives provided to address program challenges

CCR&R Retention and Quality Support

2009 - 2011	Programs	Credentialed
Family/Group	123	40
Center	20	19

2011 - 2013	Programs	Credentialed
Family/Group	217	
Center	11	

Family-Group Quality
111 Providers

19 Provide inadequate care

Health and safety needs not met

Warmth, support from adults not observed

Learning not encouraged

80 Provide minimum care

Basic health and safety needs met

Adults provide a little warmth and support

Few learning experiences

12 Provide quality care

health and safety needs fully met

Staff caring and supportive

Children learning and engaged

42 providers reassessed after six months in Growing Child Care. Second scores showed16% average increase in quality.

Center Quality
65 Classrooms

19 Provide inadequate care

Health and safety needs not met

Warmth, support from adults not observed

Learning not encouraged

46 Provide minimum care

Basic health and safety needs met

Adults provide a little warmth and support

Few learning experiences

0 Provide quality care

Health and safety needs fully met

Staff caring and supportive

Children learning and engaged

42 providers reassessed after six months in Growing Child Care. Second scores showed16% average increase in quality.

Before

After

Before

After

Child Care Industry Challenges

- Supply meeting 50% of demand, particularly in oil country
- Workforce recruitment, training and retention
- Availability of quality programs that prepare children for school and life
- Pre-K implementation removing four-year-old children from child care programs
- Public and policy makers unclear regarding the role of child care in the state (economic development, education, workforce support, family support)

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NORTH DAKOTA CCR&R CHILD CARE RESOURCE & REFERRAL

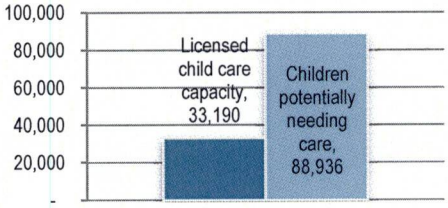
Child Care Profile

September, 2012

North Dakota

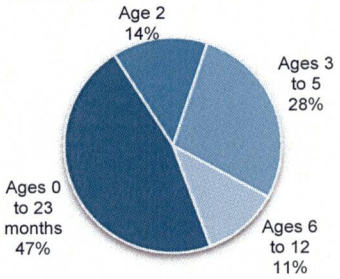
Children Potentially Needing Child Care

	0-2 yrs	3 yrs	4-5 yrs	6-12 yrs	Total
Children in County by Age[1]	26,985	8,938	17,108	55,303	108,334
% of Mothers with Children Ages 0 to 5 in Labor Force[1]					77.5%
% of Mothers with Children Ages 6 to 17 in Labor Force[1]					86.5%
Children Ages 0 to 5 potentially needing child care due to mother in workforce					41,099
Children Ages 6 to 12 potentially needing child care due to mother in workforce					47,837
Capacity of licensed child care programs (family, group, center, school-age)					33,190
Current Child Care Assistance Program Recipients Age 0-13[1]					7,340



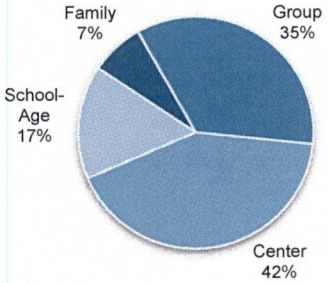
Referral Requests (July 2011 to June 2012, includes CCR&R phone inquiries and internet searches)

Total children needing care as requested through CCR&R[2]	8,627
Ages 0 to 23 months	4,011
Age 2	1,227
Ages 3 to 5	2,406
Ages 6 to 12	983
Total children needing care before 7:00 a.m.	1,024
Total children needing care beyond 6:00 p.m.	621
Total children needing care Saturdays or Sundays	472



Licensed Early Childhood Program Type, Capacity, and Enrollment[2] (2012)

	Family	Group	Center	School-Age[3]	Total
Number of Programs	351	811	153	44	1,359
Licensed Capacity	2,457	11,556	13,927	5,250	33,190
Reported Enrollment[4]	1,785	7,680	8,526	1,820	19,811
Reported Vacancies[5]	309	886	1,030	344	2,569
Providers/Capacity Added	154/1083	73/1021	11/899	2/85	240/3088
Providers/Capacity Lost	126/886	156/2120	6/402	3/128	291/3536
Programs open before 7:00 a.m.	78	262	81	21	442
Programs open after 6:00 p.m.	10	43	15	0	68
Programs open on Weekends	7	19	8	0	34
Reported Size of Workforce	338	1,322	2,508	518	4,686



Annual Cost of Licensed Child Care[2]

	Family and Group		Center	
Age of Child	Average	Highest Rate	Average	Highest Rate
Ages 0 to 17 months	$6,455	$16,380	$8,066	$15,093
18 to 35 months	$6,285	$14,040	$7,705	$14,625
Ages 3 to 5	$6,158	$11,700	$7,158	$13,923

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[1] 2012 ND Kids Count Fact Book
[2] ND CCRR NACCRRAware Database
[3] School-age care numbers reflect programs licensed exclusively as before and after school programs under Early Childhood Services rules. School-age children are also enrolled in family/group programs and child care centers
[4] Not all programs surveyed reported their current enrollment. Data is based on an approximate 90% response rate.
[5] Vacancies change daily and may not match the location or program characteristics desired by families needing care. A 10% vacancy rate allows families some choice among programs.

NORTH DAKOTA CCR&R CHILD CARE RESOURCE & REFERRAL

Potential Demand for Child Care (2012)

County	Children Ages 0 to 5 (2012 Kids Count)	Children Ages 6 to 12 (2012 Kids Count)	% of Women with Children Ages 0 to 6 in Labor Force	% of Women with Children Ages 6 to 17 in Labor Force	Children Ages 0 to 5 potentially needing child care	Children Ages 6 to 12 potentially needing child care	Capacity of licensed child care	Extent licensed care meets potential demand
Adams	143	160	100.0%	85.5%	143	137	96	34%
Barnes	715	874	57.5%	88.8%	411	776	279	23%
Benson	796	873	55.7%	82.7%	443	722	18	2%
Billings	46	44	80.0%	97.7%	37	43	-	0%
Bottineau	412	437	52.7%	89.4%	217	391	165	27%
Bowman	231	248	70.9%	96.6%	164	240	70	17%
Burke	133	159	74.3%	88.5%	99	141	58	24%
Burleigh	6,474	6,854	85.9%	92.0%	5,561	6,306	4,916	41%
Cass	12,314	11,930	85.1%	88.0%	10,479	10,498	10,843	52%
Cavalier	224	302	96.2%	87.3%	215	264	115	24%
Dickey	420	450	76.8%	88.8%	323	400	314	43%
Divide	117	129	65.7%	89.9%	77	116	36	19%
Dunn	247	273	52.2%	84.6%	129	231	34	9%
Eddy	149	201	69.4%	83.1%	103	167	91	34%
Emmons	205	288	66.7%	84.8%	137	244	112	29%
Foster	218	276	75.6%	76.2%	165	210	58	15%
Golden Valle	106	131	100.0%	90.0%	106	118	50	22%
Grand Forks	5,084	4,757	72.4%	84.1%	3,681	4,001	5,594	73%
Grant	131	164	100.0%	92.6%	131	152	32	11%
Griggs	140	164	54.1%	82.8%	76	136	112	53%
Hettinger	147	178	27.1%	94.9%	40	169	65	31%
Kidder	159	184	72.7%	64.0%	116	118	18	8%
Lamoure	270	336	89.7%	87.8%	242	295	122	23%
Logan	114	162	75.0%	81.0%	86	131	100	46%
McHenry	352	444	75.2%	93.6%	265	416	135	20%
McIntosh	181	163	89.5%	92.2%	162	150	100	32%
McKenzie	615	606	59.8%	94.8%	368	574	91	10%
McLean	544	668	85.1%	85.7%	463	572	192	19%
Mercer	570	645	51.5%	90.3%	294	582	233	27%
Morton	2,260	2,446	90.6%	85.5%	2,048	2,091	990	24%
Mountrail	616	691	70.3%	88.2%	433	609	140	13%
Nelson	161	215	100.0%	85.6%	161	184	79	23%
Oliver	128	170	80.6%	72.8%	103	124	18	8%
Pembina	502	608	62.3%	88.5%	313	538	250	29%
Pierce	296	362	97.9%	88.0%	290	319	150	25%
Ramsey	852	923	61.0%	86.4%	520	797	847	64%
Ransom	378	499	66.5%	84.4%	251	421	137	20%
Renville	151	212	77.8%	96.0%	117	204	128	40%
Richland	1,219	1,371	81.4%	82.7%	992	1,134	737	35%
Rolette	1,711	1,651	49.4%	75.3%	845	1,243	143	7%
Sargent	246	323	79.4%	90.6%	195	293	106	22%
Sheridan	53	85	77.8%	65.3%	41	56	14	14%
Sioux	563	585	69.9%	83.9%	394	491	-	0%
Slope	43	63	100.0%	43.3%	43	27	-	0%
Stark	1,802	1,961	80.1%	86.1%	1,443	1,688	714	23%
Steele	125	147	60.0%	86.9%	75	128	18	9%
Stutsman	1,399	1,665	83.8%	84.6%	1,172	1,409	791	31%
Towner	126	167	100.0%	85.9%	126	143	105	39%
Traill	598	687	71.0%	91.9%	425	631	385	36%
Walsh	783	970	58.7%	88.4%	460	857	311	24%
Ward	5,702	5,204	69.3%	81.9%	3,951	4,262	2,401	29%
Wells	240	292	39.5%	95.0%	95	277	135	36%
Williams	1,820	1,906	82.4%	82.0%	1,500	1,563	552	18%
TOTAL	**53,031**	**55,303**	**77.5%**	**86.5%**	**40,724**	**47,789**	**33,200**	**38%**

NORTH DAKOTA CCR&R CHILD CARE RESOURCE & REFERRAL

Licensed Programs by Type, Capacity and Workforce (2011)

County	Family/Group			Center			School-Age			Total		
	Number of Programs	Licensed Capacity	Size of Workforce	Number of Programs	Licensed Capacity	Size of Workforce	Number of Programs	Licensed Capacity	Size of Workforce	Number of Programs	Licensed Capacity	Size of Workforce
Adams	8	102	14	0	0	0	0	0	0	8	102	14
Barnes	10	118	14	2	146	22	0	0	0	12	264	36
Benson	3	50	4	0	0	0	0	0	0	3	50	4
Billings	0	0	0	0	0	0	0	0	0	0	0	0
Bottineau	12	154	18	0	0	0	0	0	0	12	154	18
Bowman	6	86	10	0	0	0	0	0	0	6	86	10
Burke	4	52	6	0	0	0	0	0	0	4	52	6
Burleigh	157	1552	176	27	2322	418	3	924	129	187	4798	723
Cass	286	3145	358	54	5143	1008	26	2160	218	366	10448	1584
Cavalier	4	48	5	1	60	21	0	0	0	5	108	26
Dickey	14	216	22	2	98	15	0	0	0	16	314	37
Divide	2	36	18	0	0	0	0	0	0	2	36	18
Dunn	3	43	7	0	0	0	0	0	0	3	43	7
Eddy	6	68	7	1	30	12	0	0	0	7	98	19
Emmons	9	112	11	0	0	0	0	0	0	9	112	11
Foster	4	58	7	0	0	0	0	0	0	4	58	7
Golden Valley	4	68	7	0	0	0	0	0	0	4	68	7
Grand Forks	128	1366	159	12	2625	324	2	1591	62	142	5582	545
Grant	3	32	6	0	0	0	0	0	0	3	32	6
Griggs	4	50	2	1	40	8	0	0	0	5	90	10
Hettinger	5	83	11	0	0	0	0	0	0	5	83	11
Kidder	2	33	5	0	0	0	0	0	0	2	33	5
Lamoure	8	132	13	0	0	0	0	0	0	8	132	13
Logan	7	89	14	0	0	0	0	0	0	7	89	14
McHenry	11	158	38	0	0	0	0	0	0	11	158	38
McIntosh	8	100	10	0	0	0	0	0	0	8	100	10
McKenzie	2	29	3	1	45	15	0	0	0	3	74	18
McLean	13	186	19	0	0	0	0	0	0	13	186	19
Mercer	14	197	12	0	0	0	0	0	0	14	197	12
Morton	51	541	62	4	387	64	3	105	7	58	1033	133
Mountrail	8	108	15	1	39	6	0	0	0	9	147	21
Nelson	6	83	6	0	0	0	0	0	0	6	83	6
Oliver	1	18	5	0	0	0	0	0	0	1	18	5
Pembina	9	138	16	2	112	20	0	0	0	11	250	36
Pierce	6	90	7	1	50	8	0	0	0	7	140	15
Ramsey	32	482	37	4	354	52	2	124	10	38	960	99
Ransom	7	106	13	1	30	6	0	0	0	8	136	19
Renville	5	67	9	1	79	7	0	0	0	6	146	16
Richland	39	465	53	3	146	42	3	99	21	45	710	116
Rolette	5	70	8	1	70	12	0	0	0	6	140	20
Sargent	9	127	10	0	0	0	0	0	0	9	127	10
Sheridan	3	33	3	0	0	0	0	0	0	3	33	3
Sioux	0	0	0	0	0	0	0	0	0	0	0	0
Slope	0	0	0	0	0	0	0	0	0	0	0	0
Stark	54	665	133	1	140	23	0	0	0	55	805	156
Steele	1	18	3	0	0	0	0	0	0	1	18	3
Stutsman	48	521	60	5	334	54	3	57	3	56	912	117
Towner	4	65	7	0	0	0	1	40	3	5	105	10
Traill	11	140	20	3	171	76	1	70	9	15	381	105
Walsh	16	244	22	2	78	11	0	0	0	18	322	33
Ward	134	1682	176	9	627	163	1	228	6	144	2537	345
Wells	6	108	6	1	45	6	0	0	0	7	153	12
Williams	34	395	51	2	76	10	0	0	0	36	471	61
TOTAL	1226	14529	1698	142	13247	2403	45	5398	468	1413	33174	4569

NORTH DAKOTA CCR&R CHILD CARE RESOURCE & REFERRAL

Cost of Licensed Child Care (2012)

County	Average Weekly Cost of Child Care Family/Group			Average Weekly Cost of Child Care Center			Median Income of Families with Children Ages 0-17, 2012 ND Kids Count	% of Income for One Infant in Family/ Group
	Ages 0 to 17 months	18 to 35 months	Ages 3 to 5	Ages 0 to 17 months	18 to 35 months	Ages 3 to 5		
Adams	$ 85.95	$ 85.95	$ 85.95	$ -	$ -	$ -	$ 47,857.00	9%
Barnes	$ 109.54	$ 109.54	$ 109.54	$ 116.88	$ 116.88	$ 108.75	$ 58,125.00	10%
Benson	$ 125.00	$ 125.00	$ 125.00	$ -	$ -	$ -	$ 31,023.00	21%
Billings	$ -	$ -	$ -	$ -	$ -	$ -	$ 55,000.00	0%
Bottineau	$ 119.73	$ 117.91	$ 113.00	$ -	$ -	$ -	$ 65,568.00	9%
Bowman	$ 115.93	$ 106.00	$ 106.00	$ -	$ -	$ -	$ 68,194.00	9%
Burke	$ 101.25	$ 101.25	$ 101.25	$ 146.25	$ 135.00	$ 123.75	$ 71,019.00	7%
Burleigh	$ 128.65	$ 126.55	$ 124.85	$ 153.62	$ 147.20	$ 136.58	$ 69,356.00	10%
Cass	$ 132.24	$ 126.40	$ 122.83	$ 171.59	$ 159.85	$ 144.85	$ 70,627.00	10%
Cavalier	$ 140.16	$ 137.16	$ 135.16	$ 135.00	$ 135.00	$ 125.00	$ 54,348.00	13%
Dickey	$ 103.22	$ 101.57	$ 100.91	$ 119.83	$ 116.50	$ 115.83	$ 54,681.00	10%
Divide	$ 157.50	$ 157.50	$ 135.00	$ -	$ -	$ -	$ 67,333.00	12%
Dunn	$ 123.50	$ 123.50	$ 123.50	$ -	$ -	$ -	$ 71,719.00	9%
Eddy	$ 117.63	$ 115.13	$ 115.13	$ 67.50	$ 67.50	$ 67.50	$ 51,500.00	12%
Emmons	$ 103.05	$ 99.90	$ 98.55	$ -	$ -	$ -	$ 50,313.00	11%
Foster	$ 108.70	$ 108.70	$ 108.70	$ -	$ -	$ -	$ 65,833.00	9%
Golden Valley	$ 99.17	$ 99.17	$ 99.17	$ -	$ -	$ -	$ 46,719.00	11%
Grand Forks	$ 122.13	$ 117.92	$ 114.69	$ 174.71	$ 163.30	$ 150.87	$ 64,073.00	10%
Grant	$ 108.90	$ 108.90	$ 108.90	$ -	$ -	$ -	$ 53,056.00	11%
Griggs	$ 107.10	$ 107.10	$ 107.10	$ 142.50	$ 142.50	$ 142.50	$ 52,286.00	11%
Hettinger	$ 103.05	$ 95.40	$ 95.40	$ -	$ -	$ -	$ 41,667.00	13%
Kidder	$ 94.00	$ 94.00	$ 94.00	$ -	$ -	$ -	$ 38,977.00	13%
Lamoure	$ 105.14	$ 103.89	$ 103.89	$ -	$ -	$ -	$ 62,115.00	9%
Logan	$ 99.58	$ 99.58	$ 99.58	$ -	$ -	$ -	$ 59,167.00	9%
McHenry	$ 117.07	$ 109.46	$ 109.46	$ -	$ -	$ -	$ 53,295.00	11%
McIntosh	$ 104.85	$ 103.95	$ 103.05	$ -	$ -	$ -	$ 53,750.00	10%
McKenzie	$ 111.60	$ 111.60	$ 111.60	$ 140.00	$ 130.00	$ 120.00	$ 60,469.00	10%
McLean	$ 121.85	$ 118.88	$ 118.03	$ -	$ -	$ -	$ 67,443.00	9%
Mercer	$ 136.91	$ 136.91	$ 136.91	$ -	$ -	$ -	$ 71,172.00	10%
Morton	$ 112.42	$ 110.87	$ 110.66	$ 125.19	$ 124.40	$ 117.86	$ 65,275.00	9%
Mountrail	$ 113.50	$ 112.43	$ 111.59	$ 120.00	$ 120.00	$ 120.00	$ 63,026.00	9%
Nelson	$ 111.17	$ 111.17	$ 111.17	$ -	$ -	$ -	$ 60,313.00	10%
Oliver	$ 115.47	$ 115.47	$ 115.47	$ -	$ -	$ -	$ 74,750.00	8%
Pembina	$ 124.18	$ 124.26	$ 123.06	$ 137.33	$ 132.33	$ 125.67	$ 60,321.00	11%
Pierce	$ 121.95	$ 121.95	$ 120.15	$ 141.75	$ 135.00	$ 135.00	$ 61,625.00	10%
Ramsey	$ 120.56	$ 119.51	$ 116.84	$ 136.50	$ 132.51	$ 128.49	$ 57,313.00	11%
Ransom	$ 115.72	$ 112.83	$ 109.08	$ 140.40	$ 137.70	$ 135.45	$ 63,788.00	9%
Renville	$ 123.75	$ 121.05	$ 121.05	$ -	$ -	$ 121.25	$ 68,750.00	9%
Richland	$ 112.46	$ 110.09	$ 109.24	$ 127.92	$ 121.25	$ 112.08	$ 71,058.00	8%
Rolette	$ 112.84	$ 110.59	$ 108.29	$ 123.75	$ 112.50	$ 112.50	$ 31,496.00	19%
Sargent	$ 103.59	$ 103.59	$ 103.69	$ -	$ -	$ -	$ 63,224.00	9%
Sheridan	$ 112.50	$ 112.50	$ 112.50	$ -	$ -	$ -	$ 36,429.00	16%
Sioux	$ -	$ -	$ -	$ -	$ -	$ -	$ 27,375.00	0%
Slope	$ -	$ -	$ -	$ -	$ -	$ -	$ 48,750.00	0%
Stark	$ 131.15	$ 129.38	$ 127.18	$ 180.00	$ 180.00	$ 180.00	$ 65,708.00	10%
Steele	$ 120.00	$ 110.00	$ 110.00	$ -	$ -	$ -	$ 53,409.00	12%
Stutsman	$ 112.55	$ 109.99	$ 108.73	$ 122.68	$ 122.68	$ 114.62	$ 56,297.00	10%
Towner	$ 115.20	$ 115.20	$ 108.75	$ -	$ -	$ -	$ 50,994.00	12%
Traill	$ 124.38	$ 121.94	$ 119.74	$ 120.00	$ 117.50	$ 112.50	$ 61,289.00	11%
Walsh	$ 107.98	$ 104.09	$ 103.42	$ 121.67	$ 110.00	$ 105.00	$ 54,271.00	10%
Ward	$ 121.77	$ 118.91	$ 116.29	$ 149.87	$ 146.00	$ 139.22	$ 58,930.00	11%
Wells	$ 105.00	$ 103.20	$ 103.20	$ 56.25	$ 56.25	$ 56.25	$ 72,703.00	8%
Williams	$ 144.35	$ 140.82	$ 138.50	$ 152.10	$ 152.10	$ 146.25	$ 71,707.00	10%

Growing FUTURES

North Dakota Professional Development

Growing Futures Career Pathways...

outlines standards for professional preparation and ongoing development by describing qualifications required for early care and education career positions. The pathways show the levels and content of training and education expected for specific careers. This can help early childhood professionals plan for increased qualifications and understand professional possibilities. These standards apply to all early care and education professionals whose work applies to children ages birth to 8 years of age, from teacher assistants to trainers and higher education faculty, family child care providers, Head Start staff, resource and referral staff, and program and school district administrators. The document is based on research in the field of early childhood practitioner preparation that shows quality care to be the direct result of intentional, purposeful training and education that emphasizes core knowledge and competencies.

The **Career Pathways** reflect and support several key initiatives including North Dakota's Department of Human Services Licensing Rules, Early Childhood Core Competencies, the Growing Futures Professional Development plan and Quality Rating and Improvement System, Head Start 2007 Reauthorization Act, and the North Dakota Higher Education Consortium Articulation Agreement and Common Course Numbering guidelines.

This document lists a number of specific career positions and the required qualifications. Positions are listed by the qualifications considered to be entry level for that position. However, individuals may qualify for positions with higher qualifications. **Career Pathways** is not intended to be a complete list of every possible career in the field of early care and education. For help in planning a personal learning path or for contact information of various state training and educational programs, please contact your regional CCR&R Professional Development Coordinator.

The Career Pathways document can be useful in the following ways to:

- **Help individuals** in the field of early care and education answer the question, "How am I marketable?"
- **Guide individuals** in planning the steps to take to prepare for various positions
- **Assist employers** to write job descriptions and hire employees who are well qualified
- **Give direction** to training and education organizations to help them design programs that support career preparation based on clearly identified core content

Career Catagory	Training and Education Completed	Leads to	Career Opportunities

A	• Minimum of a high school diploma or GED
	• Current First Aid / CPR certification
	• Completion of a minimum of 16 hours of approved training in ND Core Competency Areas to include:
	  • 12 hours ND Basic Child Care Course Work
	  • 2 hours in ND Core Competency Area VII: Program Planning and Evaluation (recommended Environmental Rating Scales or ND Licensing Rules)
	  • 2 hours in ND Core Competency Area VIII: Professional Development and Leadership (recommended Early Learning Guidelines)
			• Family or Group Child Care (DHS licensed)
			• Center Aide (STAR 2-3)
			• Center Lead Teacher (DHS licensed)
			• Center Assistant Teacher (STAR 2)

B	All of previous steps **PLUS** completion of 24 additional hours of approved training to include at least 10 hours in each of the following ND Core Competency Areas: Area II: Learning Environments and Curriculum and Area VI: Health, Safety and Nutrition ***-OR-*** Equivalent 3 semester credit course (total of 3 semester hours) in Child Development or Early Childhood Education (recommended Introduction to Early Childhood Education, ND University system common course number EC 210/310).		• Family or Group Child Care (STAR 2) • Center Aide (STAR 4-5) • Center Assistant Teacher (STAR 3) • Center Lead Teacher (STAR 2)
C	All of the previous steps **PLUS** completion of 40 additional hours of approved training to include at least 10 hours in each of the following ND Core Competency Areas: Area I: Child Growth and Development; Area III: Assessment and Planning for Individual Needs; and Area IV: Interactions with Children ***-OR-*** Additional equivalent 3 semester credit course (total of 6 semester hours) in Child Development or Early Childhood Education (recommended Social Emotional Development and Guidance, ND University system common course number 236/336).		• Family or Group Child Care (STAR 3) • Center Lead Teacher (STAR 3)
D	All of the previous steps **PLUS** completion of 40 additional hours of approved training to include at least 10 hours in each of the following: ND Core Competency Area V: Families and Communities; Area VII: Program Planning and Evaluation; and Area VIII: Professional Development and Leadership ***-OR-*** One Year Early Childhood Certificate ***-OR-*** Additional equivalent 3 semester credit course (total of 9 semester hours) in Child Development or Early Childhood Education (recommended PreK Methods and Materials, ND University system common course number 233/333).		• Family or Group Child Care (STAR 4) • Center Lead Teacher (STAR 4) • Center Assistant Teacher (STAR 5)
E	Current CDA Credential *-or-* CCDS Apprenticeship Certificate		• Family or Group Child Care (STAR 5) • Center Lead Teacher (STAR 5) • Center Director (DHS licensed, STAR 2) • Teacher Assistant in accredited center • Early Head Start I/T Teacher • Growing Futures Trainer Level I
F	Center Directors Credential (national Aim4Excellence Directors Credential or state specific) **PLUS either** current CDA Credential ***-or-*** *Documented qualifications for center director as specified in DHS Child Care Center Rules 75-03-10-10"*		• Center Director (STAR 3)
G	A.A. degree in Early Childhood Education or Child Development *-or-* A.A. degree in a related field with at least 12 semester credits* in Early Childhood Education or Child Development *-or-* A.A.S in Early Childhood Education or Child Development (requires additional coursework to articulate to a higher degree)		• Center Director (STAR 4) • Head Start Teacher • Head Start Home Visitor • CDA Advisor • Growing Futures Trainer Level II
H1	B.A or B.S. degree in Early Childhood Education or Child Development *-or-* B.A. or B.S. in a related field with at least 24 semester credits* in Early Childhood Education or Child Development		• Center Director (STAR 5, Accredited Center) • Head Start Education Coordinator • Head Start Curriculum Specialist • Head Start Director (qualifications vary) • CCR&R Consultant or Coordinator • Lead Teacher in an accredited center • Mentor or Journey Teacher • Early Intervention Specialist • Growing Futures Trainer Level III
H2	*-or-* B.S. Ed in Early Childhood with at least 32 semester credits in Early Childhood Education + *-or-* B.S. Ed in Elementary Education with at least 24 semester credits in Early Childhood Education ++		• Pre-K / Kindergarten Teacher (requires teaching license)
I	Masters degree in Early Childhood Education or Child Development *-or-* Masters degree in a related field as required for career position		• School Principal • School Psychologist • College or University Instructor • Growing Futures Trainer Level IV
J	Doctorate in Early Childhood Education or Child Development *-or-* Doctorate in a related field as required for career position		• Clinical Practice • College or University Professor • Researcher

•Not a qualification for DHS-licensed center director.

*Hours are based on a percentage of total hours required for majors in ECE by North Dakota Institutions of Higher Education as defined by the ND Early Childhood Higher Education Consortium.

+Hours are based on the total hours required by the North Dakota Education Standards and Practices Board for degree leading to teacher licensure. This degree prepares an individual to be licensed to teach birth through 3rd grade.

++Hours are based on the total hours required by the North Dakota Education Standards and Practices Board for degree programs leading to teacher licensure. This degree prepares an individual to be licensed to teach Pre-K in the public schools.

NOTE: Various positions and employers may require additional hours and/or qualifications. "Related field" refers to degrees focused on young children's development and learning.

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