VIRGINIA DEPARTMENT OF SOCIAL SERVICES

Career Pathways
for Early Childhood and Out-of-School Time Practitioners

The *Virginia Career Pathways for Early Childhood and Out-of-School Time Practitioners* recognizes the hours of informal training, formal education and credentials of practitioners in the field of Early Childhood and School-Age Care. The purpose of the Career Pathways is to help practitioners plan their training, education and career development goals so they may be well-prepared to educate, nurture and meet the needs of young children and their families. Although Career Pathways establishes a clear pathway to professional growth, it does not guarantee employment nor employee placement.

Practitioners will be awarded a Professional Development Certificate (Career Pathway Level 1-9 designation) when they successfully demonstrate proof of their education and credentials through the **IMPACT** registry.

Practitioners can begin the journey toward professional development at any level.	**Level 9**	• A Doctoral Degree ***and*** • A minimum of 21 child-related college credits
	Level 8	• A Master's Degree ***and*** • A minimum of 21 child-related college credits
	Level 7	• A Bachelor's Degree ***and*** • A minimum of 18 child-related college credits
	Level 6	• An Associate's Degree ***and*** • A minimum of 15 child-related college credits
	Level 5	• One Year Early Childhood Development Certificate
	Level 4	• Career Studies Early Childhood Development Certificate
	Level 3	• National Child Development Associate Credential (CDA) ***or*** • 120 clock hours or more of child-related training ***or*** • 12 child-related college credits
	Level 2	• A minimum of one VDSS Early Childhood or School-Age Endorsement: Infant and Toddler Endorsement — Early Childhood Endorsement I – Creativity Series Preschool Endorsement — Early Childhood Endorsement II – Health, Safety, Nutrition Series School-Age Child Care Endorsement ***or*** • 48 – 119 clock hours of child-related training ***or*** • 3 child-related college credits such as the following, or equivalent: CHD 120 – Introduction to Early Childhood Education — CHD 166 – Infant and Toddler Programs CHD 145 – Teaching Art, Music & Movement to Children — EDU 235 – Health/Safety/Nutrition Education CHD 220 – Introduction to School-Age Child Care
	Level 1	• A minimum of 24 clock hours of child-related training ***or*** • National Occupational Competency Testing Institute Certification (NOCTI) after completion of high school courses: Early Childhood, Education, and Services I and II (ECE I & II)
	Foundational Awareness Best Practices	• First Aid & CPR certification • Child Abuse and Neglect: Recognizing, Reporting, and Responding for Educators • Knowledge of Virginia's *Competencies for Early Childhood Professionals* • Knowledge of Virginia's *Milestones for Early Childhood Development* • Knowledge of *Social Emotional Foundations for Early Learning*

Notes:
All degrees and college credits must be from a regionally accredited college or university.
"Child-related" includes fields such as, but not limited to, child care administration, child development, early childhood education (ECE), human development, early childhood special education, child care, social work, family studies, educational leadership and elementary education.
Child-related clock hours of training do not include hours completed in First Aid & CPR or Child Abuse and Neglect Recognition Training.