Qualifications, credentials, and pathways provide a range of activities that engage adult learners in appropriate personal and professional growth that is progressive and role related. States and Territories can establish qualifications and credentials for the workforce by developing preservice and ongoing training, and education licensing and program requirements. Some have State and/or national credentials, and/or create qualifications that link to early childhood higher education degrees or certificates. States can help the workforce obtain qualifications and credentials by developing multiple strategies for achieving them, also known as pathways. Typical components or strategies that States or Territories may provide under this element include licensing requirements for preservice and ongoing training and education, career lattices or ladders that outline how to achieve a progression of roles, State and/or national credentials, higher education degrees and certifications, and multiple pathways to achieve required or recommended qualifications.

Discussion Topics

1) Meaning of qualifications and credentials: What does this mean in our context?
   - What qualifications are required for adults who work with children?
     - In child care centers?
     - In family child care homes?
     - In Head Start programs?
     - In prekindergarten programs?
     - Other settings?
   - What credentials, certificates, and degrees exist for early childhood professionals?

2) Themes, ideas, and questions about qualifications and credentials:

3) Our current activities and roles related to qualifications and credentials:

4) Possible activities and roles for the future related to qualifications and credentials:
   - What are the gaps and needs?
   - How can we collaborate to meet the needs?

5) How do your group's ideas and suggestions connect with the other professional development system elements?
   - Include any ideas about how to engage the community in these efforts.

nccic