



New Jersey Division of Family Development

Career Lattice **Resource Guide**



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INTRODUCTION

New Jersey is excited to share this Career Lattice Resource Guide with the field. We hope through the design that all individuals working in the profession see themselves reflected within the levels. The document is intended to demonstrate where professionals may find themselves, in alignment with childcare and family childcare licensing, within the professional pathway. The Career Lattice Resource Guide is also intended to reflect the multiple positions and corresponding titles which individuals hold across the field. We understand that employers have a myriad of position titles, so these are not intended to be a comprehensive list, but rather examples informed by the New Jersey Workforce Registry. We also recognize that professionals come into this field with a wide range of previous experiences. As a result, the lattice reflects individuals in the field with no related experience or related education, through terminal degrees.

The Career Lattice Resource Guide also aligns to the New Jersey Core Knowledge and Competencies and the levels within the NJ Registry. Within the Registry, the levels align to these competency and role categorization as seen in Figure 1 and Figure 2. These professional resources are not intended to serve as a checklist, of a start and end along the continuum, but rather to reflect the possible progression, as higher education increases, years of experience, and professional development hours aligned to the competencies. In the same way early learning guidelines support understanding what children should know, understand, and be able to do, the competencies provide a framework for what those working with children should know, understand, and be able to do in respective roles within the profession. This design is intended to demonstrate that there are multiple entry and progression points within the field, as well as numerous roles and positions that one may hold. Additionally, this document has been designed to align to the [Power to the Profession Unifying Framework](#) in its steps and sequences. The Career Lattice Resource Guide has embedded within it, ECE I, ECE II, and ECE III.

The Career Lattice is also reflective of the mixed-delivery system. The Child Care and Development Fund (CCDF) requirements, Head Start Program Performance Standards, NAEYC Power to the Profession, and credentials including those by the Association Montessori International. The framework has been informed by resources, including the National Association for the Education of Young Children Power to the Profession Framework.

HOW TO READ THIS GUIDE

This guide has been built as a block-based guide, meaning, all the requirements in a level must be met before receiving that credential. This includes the requirements for education, through the pathway's outlines, initial and ongoing training, and years of experience, as applicable. For example, once someone has met all the requirements for Level 2A, they will be credentialed at Level 2A. It is not until a professional satisfies all the requirements for Level 2B, that they will be credentialed at Level 2B.

ACKNOWLEDGEMENTS

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Core Knowledge and Competencies

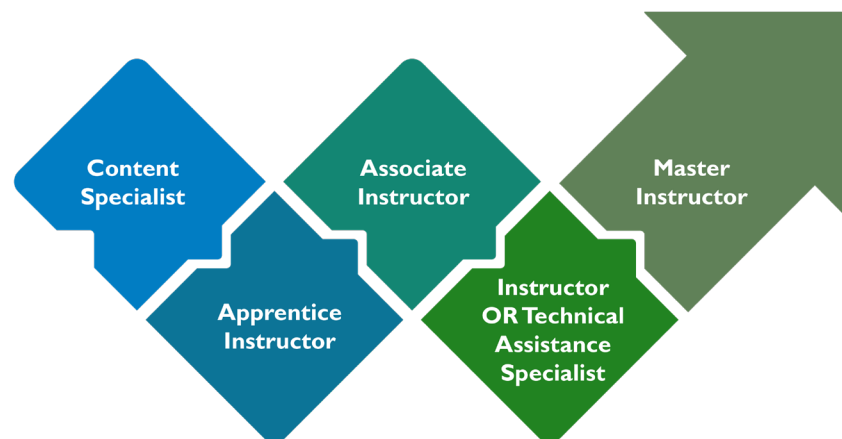
The NJ Core Knowledge and Competencies for Early Childhood Professionals provide a framework of common evidence-based skills that can serve children and families, including programs in centers, homes, and schools. These standards are an integral part of the mission of the NJ Council for Young Children Workforce Development Committee and Professional Impact NJ in building a statewide comprehensive professional development system. The Career Lattice and this associated Career Lattice Resource Guide, have been developed to align to the NJ Core Knowledge and Competencies for Early Childhood Professionals.

The NJ Core Knowledge and Competencies for Early Childhood Professionals document, outlines and demonstrates the behaviors and skills for early childhood professionals who work with young children (lead teachers, assistant teachers, head teachers, supervisors, directors and program administrators; prevention/intervention personnel; and those involved in training organizations and teacher preparation programs; and those involved with policy and advocacy initiatives that promote quality). The overarching goal of the NJ Core Knowledge and Competencies for Early Childhood Professionals is to help the early childhood workforce assess their knowledge and understanding of early childhood best practices.

Figure 1: Core Knowledge and Competencies for Members of the Early Care Workforce



Figure 2: Core Knowledge and Competencies for Professional Development Providers



CAREER LATTICE LEVEL

APPRENTICE

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
Vocational School, High School, College credit non-degreed, Not articulated	Unrelated*	An individual who is enrolled as an apprentice (emerging early childhood practitioner). This level includes the knowledge and skills outlined in the Apprentice Competencies Framework.	None required	Refer to <i>Apprentice Program Manual</i> Initial: 30 hours across required topics Ongoing: 12 hours Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration	No minimum requirement

*Unrelated refers to programs of study which are not early childhood or other content specific pathways. These are often general studies pathways.



CAREER LATTICE LEVEL

I ENTRY LEVEL PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
IA Vocational School, High School, College credit non-degreed, Not articulated	Unrelated*	A professional who is emerging as an early childhood practitioner. This level includes the knowledge and skills expected of a professional new to the early childhood education field.	None required	None Required	No minimum requirement
IB Vocational School, High School, College credit non-degreed, Not articulated	None Required*	A professional who is emerging as an early childhood practitioner. This level includes the knowledge and skills expected of a professional new to the early childhood education field.	None required	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 20 hours across required topics Ongoing: 12 hours	2 years of experience

*Unrelated refers to programs of study which are not early childhood or other content specific pathways. These are often general studies pathways.



CAREER LATTICE LEVEL

I ENTRY LEVEL PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
IC Vocational School, High School, College credit non-degreed, Not articulated	Child Development, education, psychology, health care, nursing, recreation or any field related to child growth and development.	A professional who is emerging as an early childhood practitioner. This level includes the knowledge and skills expected of a professional new to the early childhood education field.	None required	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 20 hours across required topics Ongoing: 12 hours	3 years of experience
ID Vocational School, High School, College credit non-degreed, Not articulated	Child Development, education, psychology, health care, nursing, recreation or any field related to child growth and development.	A professional who is emerging as an early childhood practitioner. This level includes the knowledge and skills expected of a professional new to the early childhood education field.	None required	Initial: 20 hours Ongoing: 20 hours	4 years of experience



CAREER LATTICE LEVEL

I ENTRY LEVEL PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
IE Vocational School, High School, College credit non-degreed, Not articulated	Early care and education, infant and toddler mental health, infants, and toddlers, school age, recreation	A professional who is emerging as an early childhood practitioner. This level includes the knowledge and skills expected of a professional new to the early childhood education field.	6 credits in early childhood education or child development	18 hours of pre-service training for each provider or applicant and alternate provider prior to the issuance of a Certificate of Registration. <i>Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration</i> Initial: 20 hours across required topics within 3 years Ongoing: 12 hours	No minimum requirement
IF Vocational School, High School, College credit non-degreed, Not articulated	Education, Psychology, Health Care, Nursing, or any other field related to child growth or development	A professional who is emerging as an early childhood practitioner. This level includes the knowledge and skills expected of a professional new to the early childhood education field.	9 credits in early childhood education or child development.	<i>Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration</i> Initial: 20 hours across required topics Ongoing: 12 hours	No minimum requirement



CAREER LATTICE LEVEL

II CERTIFIED/ CREDENTIALLED PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
2A CDA, State Recognized Credential*, OR College level certificate.	Early care and education, infant and toddler mental health, infants, and toddlers, school age, recreation.	A professional who is developing a repertoire of knowledge and skills based on experience and preliminary training. This level includes competencies at the entry level.	None required	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 6 hours across required topics and 3 hours in child care program management Ongoing: 12 hours	No minimum requirement
2B CDA, State Recognized Credential*, OR College level certificate equivalent to 12 credits.	Child development, education, recreation, psychology, health care, nursing or any other field related (See Glossary) to child growth and development	A professional who is developing a repertoire of knowledge and skills based on experience and preliminary training. This level includes competencies at the entry level.	12 credits Must be in one of the areas listed in the concentration column.	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 6 hours across required topics Ongoing: 12 hours	At least 1 year of experience

*State recognized credentials include those acknowledged by the Department of Children and Families and Department of Education. These include, for example, NJ Infant Toddler Credential, New Jersey Administrators Credential and others.



CAREER LATTICE LEVEL

II CERTIFIED/ CREDENTIALLED PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
2C CDA, State Recognized Credential*, OR College level certificate equivalent to 15 credits.	Unrelated**	A professional who is developing a repertoire of knowledge and skills based on experience and preliminary training. This level includes competencies at the entry level.	15 credits	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 6 hours across required topics Ongoing: 12 hours	2 years of experience
2D CDA OR College level certificate equivalent to 15 credits	Child development, education, recreation, psychology, health care, nursing or any other field related (See Glossary) to child growth and development	A professional who is developing a repertoire of knowledge and skills based on experience and preliminary training. This level includes competencies at the entry level.	15 credits	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 20 hours AND 3 hours (in child program management) Ongoing: 12 hours	2 years of experience

*State recognized credentials include those acknowledged by the Department of Children and Families and Department of Education. These include, for example, NJ Infant Toddler Credential, New Jersey Administrators Credential and others.

**Unrelated refers to programs of study which are not early childhood or other content specific pathways. These are often general studies pathways.



CAREER LATTICE LEVEL

II CERTIFIED/ CREDENTIALLED PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
2E CDA, Group Teacher Approval; OR College level certificate equivalent to 30 credits.	Unrelated*	A professional who is developing a repertoire of knowledge and skills based on experience and preliminary training. This level includes competencies at the entry level.	30 credits	Initial: 6 hours (in child care) AND 3 hours (in child program management) Ongoing: 12 hours	2 years of experience
2F CDA, State Recognized Credential*, OR College level certificate equivalent to 30 credits.	Child development, education, recreation, psychology, health care, nursing or any other field related (See Glossary) to child growth and development	A professional who is developing a repertoire of knowledge and skills based on experience and preliminary training. This level includes competencies at the entry level.	30 credits	20 hours of approved train-the-trainer instruction covering leadership, mentoring, coaching, adult learning, and reflective practice.	A minimum of two years full-time work experience directly with children in a regulated early childhood setting AND working with adults under the supervision of a mentor/coach.

*State recognized credentials include those acknowledged by the Department of Children and Families and Department of Education. These include, for example, NJ Infant Toddler Credential, New Jersey Administrators Credential and others.



CAREER LATTICE LEVEL

III ASSOCIATE PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
3A Associate's Degree	Early care and education, infant and toddler mental health, infants, and toddlers, school age, recreation.	A professional who is enhancing knowledge and skills with an associate's degree in early childhood education or related field. This level includes competencies at the entry, experienced, and credentialed levels.	Based on institution requirements	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 20 hours Ongoing: 12 hours	No minimum requirement
3B Associate's Degree	Early care and education, infant and toddler mental health, infants, and toddlers, school age, recreation.	A professional who is enhancing knowledge and skills with an associate's degree in early childhood education or related (See Glossary) field and endorsement or certification in a NJ recognized credential. OR A professional taking courses in a leadership pathway.	Based on institution requirements	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 6 hours (in child care) AND 3 hours (in child program management) Ongoing: 12 hours	2 years of experience



CAREER LATTICE LEVEL

III ASSOCIATE PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
3C Associate's Degree	None specified	<p>A professional who is enhancing knowledge and skills with an associate's degree in early childhood education or related* field and endorsement or certification in a NJ recognized credential.</p> <p>OR</p> <p>A professional taking courses in a leadership pathway.</p>	Based on institution requirements	Ongoing: 12 hours	<p>Three years of full-time experience providing or administering human services in a group program for children under the age of 13.</p> <p>OR</p> <p>Three years of full-time experience in the fields of child development, education, nursing, or social work.</p>

CAREER LATTICE LEVEL

IV BACCALAUREATE PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
4A Bachelor's Degree	Unrelated**	A professional with a bachelor's degree in early childhood education or related (See Glossary) field and state certification/endorsement, who is extending knowledge and skills and able to lead and mentor others. This level includes competencies at the entry, experienced, credentialed, and degreed levels.	Based on institution requirements	Initial: 6 hours (in child care) AND 3 hours (in child program management) Ongoing: 12 hours	1 year****

**Unrelated refers to programs of study which are not early childhood or other content specific pathways. These are often general studies pathways.

****The years of experience specified in the chart above shall be full-time experience in a group program for children under six years of age. This experience may include supervised practice teaching or student teaching.

CAREER LATTICE LEVEL

IV BACCALAUREATE PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
4B Bachelor's Degree	Child related field and/or endorsement or certification in a NJ recognized credential	A professional with a bachelor's degree in early childhood education or related (See Glossary) field and state certification/endorsement, who is extending knowledge and skills and able to lead and mentor others. This level includes competencies at the entry, experienced, credentialed, and degreed levels.	Based on institution requirements	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 6 hours across required topics Ongoing: 12 hours	No minimum requirement

CAREER LATTICE LEVEL

IV BACCALAUREATE PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
4C Bachelor’s Degree	Leadership, Management or Related	A professional with a bachelor’s degree in early childhood education or related (See Glossary) field and state certification/ endorsement, who is extending knowledge and skills and able to lead and mentor others. This level includes competencies at the entry, experienced, credentialed, and degreed levels.	Based on institution requirements	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 6 hours across required topics Ongoing: 12 hours	1 year of managerial or supervisory experience

CAREER LATTICE LEVEL

IV BACCALAUREATE PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
4D Bachelor's Degree	Education, Psychology, Health Care, Nursing, or any other field related (See Glossary) to Child Growth and Development; or Teaching Certification from Department of Education in Elementary Education, Nursery School, Preschool through Third Grade (P-3) or Teacher of the Handicapped	A professional with a bachelor's degree in early childhood education or related (See Glossary) field and state certification/endorsement, who is extending knowledge and skills and able to lead and mentor others. This level includes competencies at the entry, experienced, credentialed, and degreed levels.	6 Credits in early childhood education or child development. These credits may be part of the degree or constitute additional credits beyond the degree.	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 6 hours across required topics Ongoing: 12 hours	2 years of experience

CAREER LATTICE LEVEL

IV BACCALAUREATE PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
4E Montessori education equivalent to a Bachelor's Degree	None specified	A professional with a bachelor's degree in early childhood education or related (See Glossary) field and state certification/ endorsement, who is extending knowledge and skills and able to lead and mentor others. This level includes competencies at the entry, experienced, credentialed, and degreed levels.	None specified	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 6 hours across required topics. Ongoing: 12 hours	4 Years

CAREER LATTICE LEVEL

IV BACCALAUREATE PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
4F Bachelor's Degree	Any field other than those listed in Option C OR Teaching Certification from the Department of Education from a field other than those listed in Option C.	A professional with a bachelors degree in early childhood education or related (see Glossary) field and state certification/ endorsement, who is extending knowledge and skills, and able to lead and mentor others. This level includes competencies at the entry, experienced, credentialed, and degreed levels.	3 Credits shall be in early childhood education or child development	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 6 hours across required topics. Ongoing: 12 hours, including completion of ten hours in the past three years of Professional Impact NJ approved train-the-trainer instruction covering leadership, mentoring, coaching, adult learning, and reflective practice.	3 Years of Experience

CAREER LATTICE LEVEL

IV BACCALAUREATE PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
4G Bachelor's Degree	Any field other than those listed in Option C OR Teaching Certification from the Department of Education from a field other than those listed in Option C.	A professional with a bachelors degree in early childhood education or related (see Glossary) field and state certification/ endorsement, who is extending knowledge and skills, and able to lead and mentor others. This level includes competencies at the entry, experienced, credentialed, and degreed levels.	6 Credits shall be in early childhood education or child development	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 6 hours across required topics. Ongoing: 12 hours, including completion of ten hours in the past three years of Professional Impact NJ approved train-the-trainer instruction covering leadership, mentoring, coaching, adult learning, and reflective practice.	4 Years of Experience

CAREER LATTICE LEVEL

IV BACCALAUREATE PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
4H Bachelor’s Degree	Any field other than those listed in Option C OR Teaching Certification from Department of Education in a field other than those listed in Option C	A professional with a bachelor’s degree in early childhood education or related (See Glossary) field and state certification/endorsement, who is extending knowledge and skills and able to lead and mentor others. This level includes competencies at the entry, experienced, credentialed, and degreed levels.	9 Credits shall be in early childhood education or child development.	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 6 hours across required topics. Ongoing: 12 hours, including completion of ten hours in the past three years of Professional Impact NJ approved train-the-trainer instruction covering leadership, mentoring, coaching, adult learning, and reflective practice	3 years Plus: A minimum of 3 years of experience with adults as a learning facilitator OR 4 years



CAREER LATTICE LEVEL

V MASTER EDUCATOR/ ADVANCED DEGREE PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
5A Master’s Degree	Any field other than Education	A professional who is practicing innovation and providing leadership in the field by directing and supervising others, conducting research, and developing materials, policies, and procedures for quality programs that provide.	6 Credits OR 9 Credits in early childhood education or child development OR leadership.	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 6 hours across required topics Ongoing: 12 hours.	No minimum requirement
5B Master’s Degree	Early care and education, infant and toddler mental health, infants, and toddlers, school age, recreation.	A professional who is practicing innovation and providing leadership in the field by directing and supervising others, conducting research, and developing materials, policies, and procedures for quality programs that provide.	Based on institution requirements	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 6 hours across required topics Ongoing: 12 hours.	1 year of experience



CAREER LATTICE LEVEL

V MASTER EDUCATOR/ ADVANCED DEGREE PROFESSIONAL

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
5C Master's Degree	With State Certification or other equivalent endorsement of certification	A professional who is practicing innovation and providing leadership in the field by directing and supervising others, conducting research, and developing materials, policies, and procedures for quality programs that provide.	9 Credits OR 6 Credits in early childhood education or child development	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 6 hours across required topics Ongoing: 12 hours.	Minimum 1 year of experience
5D Master's Degree	With State Certification or other equivalent endorsement of certification	A professional who is practicing innovation and providing leadership in the field by directing and supervising others, conducting research, and developing materials, policies, and procedures for quality programs that provide.	Based on institution requirements	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 6 hours across required topics Ongoing: 12 hours.	3 years OR 4 years PLUS Demonstration of 100 clock hours within the past three years responsible for the professional development of other adults.

CAREER LATTICE LEVEL

VI SCHOLAR PRACTITIONER

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
6A Ed.D., Ph.D	Unrelated**	A professional who is practicing innovation and providing leadership in the field by directing and supervising others, conducting research, and developing materials, policies, and procedures for quality programs that provide positive outcomes for young children and their families. This level includes competencies at all previous levels.	None specified	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 6 hours across required topics Ongoing: 12 hours	No minimum requirement

**Unrelated refers to programs of study which are not early childhood or other content specific pathways. These are often general studies pathways.

CAREER LATTICE LEVEL

VI SCHOLAR PRACTITIONER

Education	Concentration	Core Knowledge and Competencies Alignment	College Credit	Professional Development	Years of Experience
6B Ed.D., Ph.D.	Early Childhood Education, Child Development, or Educational Leadership and Policy	A professional who is practicing innovation and providing leadership in the field by directing and supervising others, conducting research, and developing materials, policies, and procedures for quality programs that provide positive outcomes for young children and their families. This level includes competencies at all previous levels.	None specified	Refer to Child Care Manual of Requirements and Manual of Requirements for Family Child Care Registration Initial: 6 hours across required topics Ongoing: 12 hours	No minimum requirement

**Unrelated refers to programs of study which are not early childhood or other content specific pathways. These are often general studies pathways.

HOW TO APPLY FOR SCHOLARSHIPS

The NJ Workforce Registry offers the following scholarships:

- I. CDA Training (\$1,500 Maximum)
- I. CDA Assessment Fee (\$525)
- I. CDA Renewal (reimbursement up to \$300)
- I. College Scholarships (\$6,000 Maximum per scholarship round)
- I. P-3 Scholarships (\$6,000 Maximum per scholarship round)
- I. Book Stipend (reimbursement up to \$175 for books for college coursework/CDA for scholarship recipients)
- I. Merit Award (\$500 for scholarship recipients who receive their CDA Credential, AA or BA degree, or P-3 Certification)

Some of the eligibility requirements include:

- Applicants must be instructional staff (teacher or teacher's assistant) working at a program that currently receives payment on behalf of children that receive a subsidy through the Child Care Subsidy Program (CCDBG) and/or participates in GNJK. Or the applicant must be a family child care provider currently receiving payment on behalf of children that receive a subsidy through the Child Care Subsidy Program (CCDBG) and/or participates in GNJK
- Applicants must be employed for at least 3 months.
- Applicants must complete the required CCDBG Health and Safety Training.
- Applicants must work at least 20 hours per week.

The scholarship application is available on www.NJCCIS.com

APPENDICES

A.1.

State Approved Certifications, Certificates and Endorsements: Various State Departments with New Jersey recognize as part of this credentialing framework a list of certificates, certifications, and endorsements. These include:

- P-3
- Child Development Associate (CDA)
- CPR
- NJ Infant Toddler Credential
- NJ Administrator Credential
- Infant Mental Health Endorsement
- NJ Family Development Credential
- CPR Trainer CDA Professional Development (PD) Specialist
- Child Development Specialist
- Elementary School Teacher Grades K-6
- Family Services Credential (issued by National Head Start Association)
- NJ Substitute Teacher's Credential
- Certified Child Care Professional
- Administrative Certificates: Supervisor, School Administrator, Principal
- Certified Social Worker
- Teacher of Students with Disabilities Endorsement

GLOSSARY

APPRENTICE I: The applicant is new to the field of Early Childhood Education and lacks a Child Development Associate (CDA) credential. They are new employees at an approved employer site and have been cleared to work in a licensed program.

APPRENTICE II: The applicant is a current Early Childhood Education professional interested in upskilling by earning a Child Development Associate (CDA) credential; and the applicant is employed at an approved employer site.

CONCENTRATION: A specific area of study within a broader academic program. Concentrations provide focus to a particular field of interest, with corresponding degree requirements including a specific subset of courses.

CORE KNOWLEDGE AND COMPETENCIES: Standards which provide a framework of common evidence-based skills that can serve children and families, including programs in centers, homes, and schools. They outline the behaviors and skills for early childhood professionals who work with young children (lead teachers, assistant teachers, head teachers, supervisors, directors and program administrators; prevention/intervention personnel; and those involved in training organizations and teacher preparation programs; and those involved with policy and advocacy initiatives that promote quality).

EARLY CHILDHOOD PROFESSIONAL: The preferred title for anyone who works with young children in any capacity. The designation reflects the growing belief of the early childhood profession that people who work with children at any level are professionals and are such are worthy of the respect, remuneration and responsibilities that go with being a professional.

EARLY CHILDHOOD PROFESSIONAL DEVELOPMENT: A continuum of learning and support activities designed to prepare individuals for work with and on behalf of young children and their families, as well as ongoing experiences to enhance this work. These opportunities lead to improvements in knowledge, skills, practices, and dispositions of early education professionals. Professional development encompasses education, training, and technical assistance. Family Child Care: Early childhood programs that operate out of the caretaker's home and enroll only a small number of children.

NOT-ARTICULATED: Not Articulated refers to a pathway that does not lead to transferable credits for proven skills (credit for prior learning) and/or coursework at the college level.

POSITION: Across the field of early care and education, there are entry level, mid-career and advanced positions. Each early learning program may have its own titles for positions, and that flexibility is reflected within the Career Lattice Resource Guide. Additionally, the Career Lattice Resource Guide includes position titled and qualifications found in the Manual of Requirements for Child Care Centers.

RELATED FIELDS: The degree, certification, coursework, or professional development must refer to Elementary Education; Education Practices, Principles and Administration; School-age/Afterschool; General Psychology; Developmental or Child Psychology; Psychology Related to Assessment and Measurement; School Psychology; General Sociology; Sociology Related to Culture/Families; Children with Special Needs; English as a Second Language related to Children; Social Work; Family Studies; Counseling of Children; Human Services.

TECHNICAL ASSISTANCE: The provision of targeted and customized supports by a professional(s) with subject matter and adult learning knowledge and skills to develop or strengthen processes, knowledge application, or implementation of services by recipients. A key component of technical assistance is a reflective practice that helps professionals to translate the theories and information learned through education and/or training into best practices. Technical assistance uses relationship-based methodology with a combination of information and resource dissemination, referrals, coaching, mentoring, consultation, and professional development advising, peer-to-peer, as well as other forms of supports.

TRAINING: A learning experience, or series of experiences, specific to an area of inquiry and a related set of skills or dispositions, delivered by a professional(s) with subject matter and adult learning knowledge and skills. A planned sequence of training sessions comprises a training program. This can occur one time or in a series through various delivery systems such as face-to-face, distance learning, technology-based, or a hybrid combining these methods.

UNRELATED: Programs of study which are not content specific and general education pathways.



EXAMPLES OF POSITIONS YOU MAY HOLD IN THE FIELD

As professionals progress on the Career Lattice, they will find that they are able to hold a variety of different positions. Below, we have listed some of the positions professionals may hold with each Lattice Level. These positions reflect only examples, and do not represent an exhaustive list. Programs may define their own roles, titles and requirements, beyond those stated here. These positions do reflect what is required by DCF Office of Licensing (OOL) as well as common roles across the field.

Lattice Level	Degree	Possible Positions in the Field
Apprentice		
Apprentice	Vocational School, High School, College credit non-degreed, Not articulated	Apprentice I and Apprentice II, Teacher Aid, School Age Aid, Family Child Care Assistant
I Entry Level Professional		
IA	Vocational School, High School, College credit non-degreed, Not articulated	Family Child Care Alternate or Substitute, Support Staff, Substitute Family Child Care Provider, Family Child Care Assistant, Support Staff, Teen Aid
IB	Vocational School, High School, College credit non-degreed, Not articulated	Program Supervisor Option A, B, and C, Substitute Family Child Care Provider, Family Child Care Assistant, Support Staff, Teen Aid
IC	Vocational School, High School, College credit non-degreed, Not articulated	Support Staff, Child Care Assistant, Teacher Aid, Substitute Family Child Care Assistant, Family Child Care Provider, Teen Aid
ID	Vocational School, High School, College credit non-degreed, Not articulated	Family Child Care Assistant, Teacher Aid



EXAMPLES OF POSITIONS YOU MAY HOLD IN THE FIELD

Lattice Level	Degree	Possible Positions in the Field
1E	Vocational School, High School, College credit non-degreed, Not articulated	Program Supervisor B, Family Childcare Evaluator, Monitor, Support and Training and Technical Assistance Staff, Substitute Family Child Care Provider, Family Child Care Assistant, Support Staff, Teen Aid
Certified/Credentialed		
2A	CDA, State Recognized Credential*, OR College level certificate.	Teacher Assistant, Group Teacher: Option C, D, E, F, Content Specialist, Assistant Caregiver, Teacher
2B	CDA, State Recognized Credential*, OR College level certificate equivalent to 12 credits.	Group Teacher C, D, E and F, Conditional Group Teacher, Conditional Head Teacher, Content Specialist, Assistant Teacher, Assistant Caregiver, Teacher
2C	CDA, State Recognized Credential*, OR College level certificate equivalent to 15 credits.	Program Supervisor: Option B, Assistant Teacher, Assistant Caregiver, Teacher, Early Childhood Supervisor, Assistant Director, Curriculum Coordinator, Education Supervisor, Apprenticeship Mentor Teacher
2D	CDA OR 15 credits.	Program Supervisor: Option C, Assistant Teacher, Assistant Caregiver, Teacher, Early Childhood Supervisor, Education Supervisor

*State recognized credentials include those acknowledged by the Department of Children and Families and Department of Education. These include, for example, NJ Infant Toddler Credential, New Jersey Administrators Credential and others.



EXAMPLES OF POSITIONS YOU MAY HOLD IN THE FIELD

Lattice Level	Degree	Possible Positions in the Field
2E	CDA, Group Teacher Approval; OR College level certificate equivalent to 30 credits.	Program Supervisor: Option C, FCC Sponsor Executive Director, Program Administrator, Assistant Teacher, Assistant Caregiver, Teacher, Early Childhood Supervisor, Education Supervisor
2F	CDA, State Recognized Credential, OR College level certificate equivalent to 30 credits.	Apprentice Instructor, Program Supervisor: Option C, FCC Sponsor Executive Director, Program Administrator, Assistant Teacher, Assistant Caregiver, Teacher, Early Childhood Supervisor, Education Supervisor
Associate Educator		
3A	Associate's degree	Group Teacher Option A, Associate Instructor, Assistant Teacher, Assistant Caregiver, Afterschool Provider, Teacher, Family Child Care Provider, Family Support worker
3B	Associate's degree	Program Supervisor: Option C, FCC Family Child Care Evaluator, Monitor, Support and Training professional and Technical Assistance Staff, Associate Instructor, Family Support worker
3C	Associate's degree	Family Child Care Sponsor, Executive Director, Administrator, Assistant Teacher, Assistant Caregiver, Afterschool Provider, Teacher, Family Child Care Provider, Family Support worker
Baccalaureate Educator		
4A	Bachelor's degree	Head Teacher, Family Child Care Provider, Teacher, Afterschool Provider, Technical Assistance Specialist, Coach, Early Interventionist, Family Home Visitor



EXAMPLES OF POSITIONS YOU MAY HOLD IN THE FIELD

Lattice Level	Degree	Possible Positions in the Field
4B	Bachelor's degree	Head Teacher Option C, Family Child Care Sponsor, Executive Director, Program Administrator, Early Interventionist, Family Home Visitor, Head Teacher, Family Child Care Provider, Teacher, Afterschool Provider, School-Age Supervisor, Administrator, Director, Early Childhood, Early Interventionist, Family Home Visitor
4C	Bachelor's degree Leadership Management or Related	Director Option B, School-Age Supervisor, Administrator, Director, Early Childhood Supervisor, Education Supervisor, Early Interventionist, Family Home Visitor
4D	Bachelor's degree	Head Teacher: Option D, Instructor, Coach, Technical Assistance Specialist, Family Child Care Provider, Teacher, Afterschool Provider, Early Interventionist, Family Home Visitor
4E	Montessori education equivalent to a Bachelor's degree	Director, Head Teacher, Family Child Care Provider, Teacher, Afterschool Provider
4F	Bachelor's degree Unrelated Field	Program Supervisor: Option D, Head Teacher, Director, Early Interventionist, Family Home Visitor
4G	Bachelor's degree	Head Teacher, Director, Family Child Care Sponsor, Executive Director, Administrator, School Teacher, P-3 Teacher, Mentor, Quality Improvement Specialist, Master Teacher, School-Age Supervisor, Administrator, Early Childhood Supervisor, Education Supervisor
4H	Bachelor's degree	Head Teacher, Master Teacher, Early Interventionist, Family Home Visitor



EXAMPLES OF POSITIONS YOU MAY HOLD IN THE FIELD

Lattice Level	Degree	Possible Positions in the Field
Master's Degree		
5A	Master's Degree	Head Teacher Option A, Master Teacher, Self-Employed Trainer, NJ State Employee, Self-Employed Early Childhood Consultant
5B	Master's Degree	Director, Master Teacher, Self-Employed Trainer, NJ State Employee. Self-Employed EC Consultant, Early Interventionist, Family Home Visitor
5C	Master's Degree	Head Teacher, NJ State Employee, Director, Self-Employed Trainer, Self-Employed Early Childhood Consultant, Early Interventionist, Family Home Visitor
Scholar Practitioner/ Advanced Degree		
6A	Ed.D. or PhD	Researcher, Consultant, Higher Education Faculty, NJ State Employee, Self-Employed Trainer, Self-Employed EC Consultant
6B	Ed.D. or PhD	Researcher, Consultant, Higher Education Faculty, NJ State Employee, Self-Employed Trainer, Self-Employed EC Consultant