

KANSAS EARLY CHILDHOOD CareerPathway



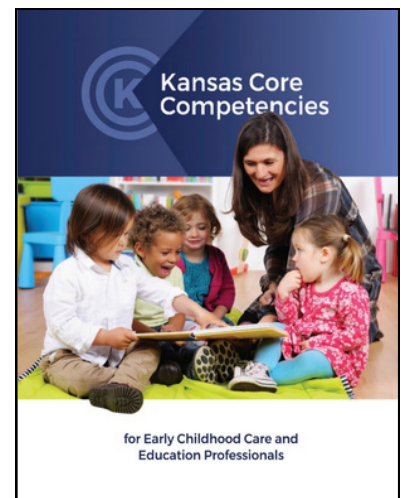
Advancing Your Career

Workforce Study: As part of the implementation of the Kansas Career Pathway for Early Childhood Care and Education workforce, KCCTO undertook the **Kansas Early Childhood Care and Education Comprehensive Workforce Survey** to establish a baseline understanding of Kansas’s ECCE workforce. This study represents the voices of nearly 6,000 early childhood care and education professionals from all 105 counties in Kansas. Members of the ECCE workforce shared their lived experiences by completing an online survey and participating in focus groups.

Key Findings

Professional Learning

- 68% of all respondents reporting having “some college experience”.
- Nearly $\frac{2}{3}$ of respondents show a moderate to extreme interest in advancing their degree.
- Over 1/2 of all survey participants are interested in receiving mentoring or coaching, however most reported “never” receiving technical assistance.
- Only 15% of respondents have developed an Individualized Professional Development Plan.



Barriers to Accessing Professional Development

- 64% agreed that the cost of professional development activities prevents me from accessing professional development activities. This could also include loss of income that day.
- Focus Group findings indicated barriers to professional development such as: funding, time, and logistics.
- Director’s identified finding subs to cover for employees receiving PD as a costly and significant challenge.

We believe in transparency and the power of shared knowledge.

Opportunities

Advancing Your Career

To support your professional growth, a range of tools is available to help you overcome common barriers like funding, time constraints, and logistical challenges. Resources such as the Career Navigators program, scholarships, the Individualized Professional Development Plan (IPDP), and on-site or virtual coaching are all designed to make it easier to achieve your goals without added costs or scheduling conflicts. Explore these resources and start building your path in early childhood education.



The Career Navigators program recently launched to offer you individualized support. Your Career Navigator will provide guidance, encouragement, and technical assistance tailored to help you meet your career goals. Best of all, it's free! Stay up to date: <https://kccto.org/career-pathway-ecce/>



Scholarship opportunities are available to support ECCE professionals for training, state conferences, higher education, and to pursue your Child Development Associate (CDA) credential. Visit the KCCTO scholarship page for details and updates. <https://kccto.org/providers/scholarships/>



An **Individualized Professional Development Plan (IPDP)** is a tool that guides you through the process of reflecting on your strengths and interests, as well as determining areas that may benefit from additional focus. The IPDP will help you set individualized goals for increasing personal knowledge, skills, and expertise. Learn more: <https://kccto.org/providers/ipdp/>



Free on-site and virtual **coaching** (Technical Assistance) offering supports driven by your individual aspirations and needs. Need personalized coaching? Check out KCCTO's Technical Assistance webpage at: <https://kccto.org/providers/technical-assistance/>

Stay Connected

Your ongoing input and engagement are crucial as we move forward with implementing the strategies informed by this study. We encourage you to stay connected and continue sharing your experiences and suggestions.

Visit: <https://kccto.org/your-voice-counts>

Supporting Partners

