



## FIRST THINGS FIRST

*The right system for bright futures*

### Professional Career Pathways Program (PCPP)

The intent of the Professional Career Pathway Program (PCPP) has always been to move people towards a higher level of professional development – specifically towards the Child Development Associate credential (CDA). As DES contract rates and funding levels have shifted, and the emphasis was placed on having the CDA for higher levels of reimbursement, the decision was made by PCPP to support home-based child care providers through the attainment of the CDA, including the course work leading to it. At the same time, the decision was made to not pay for the CDA assessment fee for child care professionals working in a center, because the reimbursement rate was already higher for the center-based child care providers.

PCPP will only pay for course-work that is directly related to the CDA or the Certificate of Completion/Proficiency (COP), regardless of whether a student is a home-based child care provider, or center-based provider. General education courses ARE NOT paid for by PCPP.

There are primarily two “swim lanes” to follow within PCPP:

- DES licensed child care home provider: will pay for course work leading to CDA readiness, as well as the CDA assessment fee/packet fee/ mailing fee. If the community college program doesn't include a CDA advisor component, PCPP will fund this to provide observations and time to review portfolios prior to sending the packet to Washington DC.
- DES licensed center-based provider/employees and lawfully unregulated home-based child care providers: will pay for course work ONLY – will not pay for CDA assessment

Priority is placed on regulated child-care homes for award of PCPP scholarships.

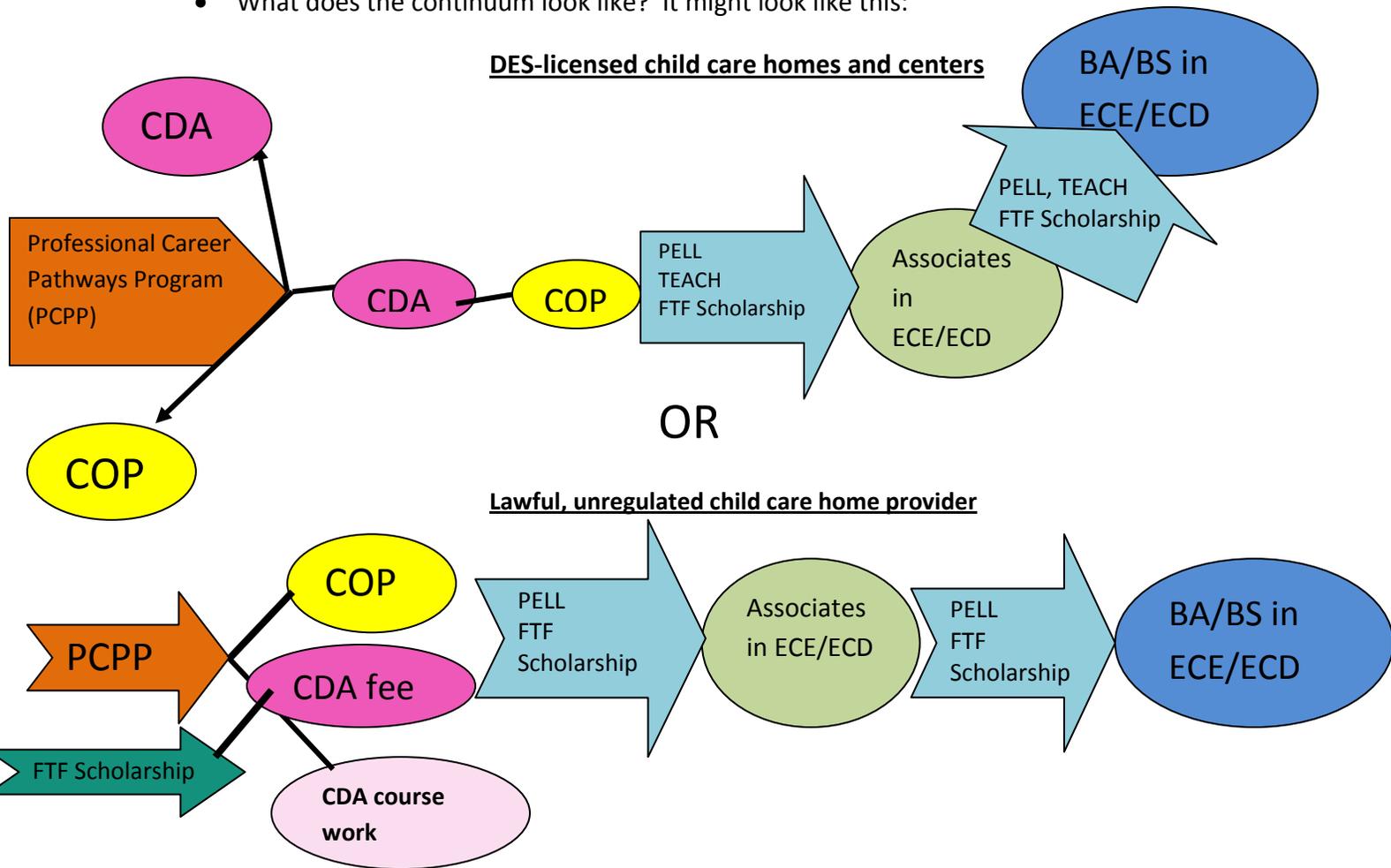
PCPP has been asked to create unit pricing for DES; there are three units that describe the cost of the support that PCPP has been providing:

- **Tuition (based on one credit)** includes tuition, registration fee and textbook stipend, as well as program specialist position costs; \$109.58 per credit, or 1 Unit
- **CDA Credential Application** (CDA application packet, Assessment Fee, Postage, etc.); \$385.57/Unit
- **CDA Mentor:** salary and ERE for a CDA Assessor to travel to the student, provide at least 3 observations, provide feedback and guidance to the student in the completion of the portfolio to be submitted to Washington. Estimated at 20 hours per student. This is the cost of Central Arizona College (CAC) to provide this service if the community college program that the student is enrolled in does not already provide it. (NPC does this component very well 😊😊, within the CDA modules) \$847.00/Unit

**Requirements:** Must be working in a home based, or center-based child care program. Preference is placed on students from a DES-licensed program.

**First Things First alignment work:**

- How does PCPP “fit” into the professional development pathway that we are creating in our state?
- How can TEACH and PCPP work together? Each will work for some students, and not others.
- What does the continuum look like? It might look like this:



**Note:** For school year 2009-2010, there are only 3000 credits available state-wide; 2008-2009 there were 5600 credits available for award. So, there will likely be more need this year.