

Visualizing the Career Pathway

Newfoundland and Labrador Team Prototype
Atlantic Canada ECE Lab Round 1



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Introduction

Team Newfoundland and Labrador prototyped a series of sessions with centre administrators and licensees that aimed to create a supportive relationship between administrators and their staff as they advance in their educational and professional journeys.

The series consisted of:

- a visual of the ECE educational pathway in Newfoundland and Labrador from uncertified staff to fully certified ECE
- a three-session series of online workshops on how to use the pathway visual to support career planning
- a self-assessment questionnaire for administrators to reflect on how they help their staff advance in their career pathway through ECE training and certification

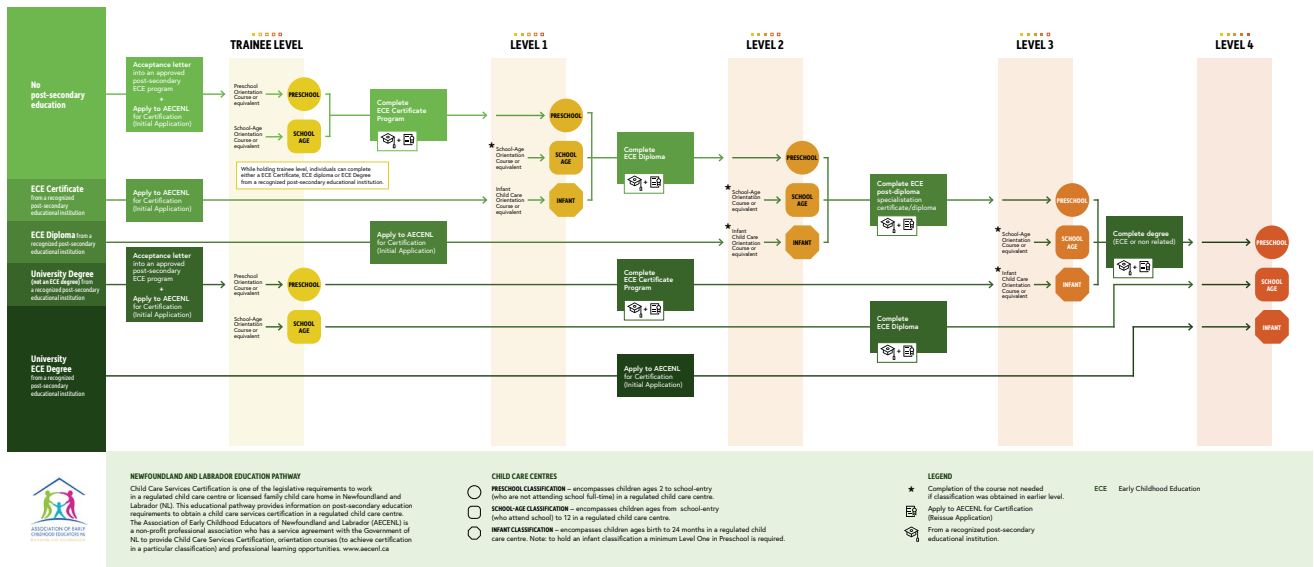


Image: The Newfoundland and Labrador Educational Pathway mapped career progression from an uncertified staff member to a fully-certified ECE.

Educational Pathway ↗



When to use this prototype

Use this prototype to:

- Positively impact administrators' confidence to support ECEs in pursuing higher certification
- Increase ECEs' understanding of their options and motivation to pursue higher certification
- Develop a supportive relationship between leaders and ECEs
- Break down ECE career progression step by step so it feels more attainable

How to Prototype a Visual Career Pathway for ECEs

Step 0 Read the Short Report about this prototype in the ECE Lab

[Read the Short Report ↗](#)

Step 1 Gather information about the career pathway in your province

- Interview government contacts to find out about certification requirements
- Interview colleges and other qualified training providers to find out about options and requirements for certification
- Interview professional associations to learn about the steps and resources needed to go through training programs and reach certification

Step 2 Visualize the pathway

- Host a mapping session with representatives from the sector
- Plot the steps in a sequence from no training to the maximum certification level
- Engage a graphic designer to translate the map into a visual tool



Step 3

Convene workshops around the Pathway Visual

- Engage a knowledgeable ECE professional learning trainer to conduct the workshops
- Advertise the workshops to leaders of early learning and childcare centres

[Educational Pathway Support Series Poster ↗](#)

- Provide self-assessment questionnaire to those who register about:
 - their current understanding of the career path
 - attitudes about and confidence in providing career guidance to ECEs
- Host the workshops online at times when leaders can attend

Step 4

Keep the pathway fresh

- Follow up the workshops with a questionnaire or interviews with participants to learn how their attitudes and knowledge have changed
- Revise the pathway visual with reflection from leaders on how they use it, and to reflect current requirements and training opportunities

Pre and Post Interview Question Samples

Pre-prototype Self Assessment:

1. What is your comfort level in discussing and planning educational pathways with your staff in increasing their credentials?
 2. What are you doing that is working well in your day to day practice of supporting your staff advance in their educational pathway?
 3. What isn't working well in relation to supporting your staff in pursuing education in ECE?
 4. What might you consider changing about your practice of supporting your staff's advancement in their educational pathway?
 5. Where can you go to find out more about improving educational pathway support?
 6. In what areas would you like to improve as a source of support for the educational pathway with staff at your centre?
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Post-interview questions:

1. After the sessions, What is your comfort level in discussing and planning educational pathways with your staff in increasing their credentials?
2. What might you incorporate from the session in your day to day practice of supporting your staff advance in their educational pathway?
3. What have you changed, if anything, about your practice of supporting your staff's advancement in their educational pathway? (If applicable) What effects have you seen from these changes?
4. Using the pathway and learning from the sessions, do you see improvements in your efforts to support career development of staff at your centre?