


# CAREER PATHWAYS IN EARLY CHILDHOOD EDUCATION



A career in early childhood education offers you the opportunity to shape the minds and lives of young people and their families – whether you work in a childcare facility, in the classroom, or as a thought leader in the field. If you are patient, creative, and passionate about helping children learn you may find a rewarding career in early childhood education. The foundational skills children learn today can lead them to years of success as students and adults. They will remember influential people and pivotal moments from their childhood for the rest of their lives. You'll need excellent communication skills to effectively engage with young children, and their parents, but will delight in hearing their laughter and seeing them grow.




## About Early Childhood Education Pathways:





There are a wide range of careers in this field that can allow you to work in a variety of different settings. Use the first page of this guide to learn about different career paths and the occupations within them - including the skills, education, and training you'll need, as well as the salary you might earn. Some of these occupations also represent entrepreneurial opportunities or the opportunity to work for yourself as a small business owner. Keep reading for more information about how to access local education and training programs that can move you along your chosen path. Educational requirements highlighted throughout this document are the average level needed for these positions. Individual employers may require higher or lower levels of educational attainment than are identified below.






## KEY


On-the-Job Training 

Short-Term Training/Associate  

Bachelor's   

Master's    

Doctorate     




**Entrepreneurial  
Opportunity**

## EARLY CHILDCARE

Childcare providers work in a variety of different settings. Some work as nannies or babysitters for individual families, some operate or work in Family Child Care Homes, and others work in larger childcare or preschool centers. Childcare providers in preschools teach academic skills whereas nannies may be primarily responsible for caring for basic needs. These jobs typically require some formal training or education and experience, but many do not require a college degree.


### EARLY CHILDCARE MASTER TEACHER

**Education Required**  **Salary Range** **\$33K - \$45K\***

Provides and maintains high levels of quality by helping and supporting early childcare teachers. Visits classrooms and coaches teachers using reflective practice to improve instruction. May be required to hold State certification.

**In-Demand Skills**  
Teaching, Child Development, Childcare, Lesson Planning, Communication, Teamwork/Collaboration


### EARLY CHILDCARE TEACHER

**Education Required**  **Salary Range** **\$26K - \$46K**

Instructs infants, toddlers, and pre-schoolers in activities designed to promote social, physical, and intellectual growth needed for primary school in preschool, day care center, or other child development facility. May be required to hold State certification.

**In-Demand Skills**  
Teaching, Early Childhood Education, Child Development, Creativity, Communication, Organization

### CHILDCARE WORKER

**Education Required**  **Salary Range** **\$24K - \$29K**


Attends to children at schools, businesses, private households, or childcare institutions. Performs a variety of tasks, such as dressing, feeding, bathing, and overseeing play. This occupation includes nannies and babysitters.

**In-Demand Skills**  
Child Care, Babysitting, Meal Preparation, Energetic, Organization, Communication

## ELEMENTARY EDUCATION

Elementary educators work in public or private elementary schools. Typically, they are either lead teachers, teaching assistants, or special education teachers. The job duties among the three vary, but they are all responsible for teaching elementary-aged students and ensuring a safe environment. These jobs typically require formal education such as an Associate or Bachelor's degree.


### SPECIAL EDUCATION TEACHER

**Education Required**  **Salary Range** **\$58K - \$97K**

Teaches elementary school subjects to students with mental, emotional, physical, and/or learning disabilities. Includes teachers who specialize and work with audibly and visually impaired students and those who teach basic academic and life processes skills. May be required to hold State Special Education Teaching Credential.

**In-Demand Skills**  
Special Education, Teaching, Autism Treatment, Communication, Bilingual, Writing


### KINDERGARTEN TEACHER

**Education Required**  **Salary Range** **\$61K - \$94K**

Teaches elemental natural and social science, personal hygiene, music, art, and literature to kindergarten students. Promotes physical, mental, and social development. May be required to hold a State teaching credential.

**In-Demand Skills**  
Teaching, Lesson Planning, Child Development, Teamwork and Collaboration, Bilingual, Planning

### TEACHER ASSISTANT

**Education Required**  **Salary Range** **\$28K - \$38K**


Performs duties that are instructional in nature or deliver direct services to students or parents. Serves in a position for which a teacher has ultimate responsibility for the design and implementation of educational programs and services.

**In-Demand Skills**  
Teaching, Special Education, CPR, English language, Communication, Writing

## ADMINISTRATION

Administrators oversee the day-to-day management, finances, and budgets of childcare facilities and elementary schools. They also supervise the childcare workers and teachers and ensure staff meet state and local requirements for education and training. Administrators ensure a safe, educational environment for young children, develop curricula in coordination with teachers, and communicate with parents. These jobs typically require a college degree and experience.


### ELEMENTARY ADMINISTRATOR

**Education Required**  **Salary Range** **\$90K - \$128K**

Plans, directs, or coordinates the academic, administrative, or auxiliary activities of public or private elementary or secondary level schools. May be required to hold State Administrative Services Credential.

**In-Demand Skills**  
Budgeting, Scheduling, Staff Management, Communication, Planning, Bilingual


### PROGRAM DIRECTOR

**Education Required**  **Salary Range** **\$57K - \$120K**

Responsible for the budget management, staffing, program oversight, community outreach, grant writing, maintaining licensing standards, child assessments etc

**In-Demand Skills**  
Child Development, Budgeting, Project Management, Staff Management, Organization

### EARLY CHILDCARE ADMINISTRATOR

**Education Required**  **Salary Range** **\$37K - \$57K**


Plans, directs, or coordinates the academic and nonacademic activities of preschools, childcare centers or home-based centers. May be required to hold State certification.

**In-Demand Skills**  
Child Development, Budgeting, CPR, Communication, Organization, Planning

## THOUGHT LEADERSHIP

Thought leaders are the informed opinion leaders and the go-to people in their field of expertise. They are trusted sources who move and inspire people with innovative ideas. They are commonly asked to speak at public events, conferences or webinars to share their insight with a relevant audience. These jobs typically require a college degree and extensive experience in the field.


### POLICY ANALYST

**Education Required**  **Salary Range** **\$53K - \$77K\***

Produces and delivers written and oral assessments of policies affecting the early childhood landscape. Works with external and internal stakeholders to inform organizational policy stances.

**In-Demand Skills**  
Policy Analysis, Project Management, Budgeting, Research, Writing, Communication


### RESEARCHER

**Education Required**  **Salary Range** **\$44K - \$73K\***

Responsible for managing ongoing evaluation projects, designing research approaches and selecting appropriate tools of analysis, conducting research related to early childhood development, and staying abreast of research in the field.

**In-Demand Skills**  
Psychology, Data Analysis, Research, Communication, Writing, Creativity

### DATA ANALYST

**Education Required**  **Salary Range** **\$62K - \$97K\***

Collects, stores, and analyzes data pertaining to early childhood education. Brings technical expertise to ensure the quality and accuracy of that data, then processes, designs, and presents it in ways to help organizations and communities make more informed decisions.

**In-Demand Skills**  
Data Analysis, SQL, Tableau, Excel, Problem Solving, Detail-Oriented

Wages referenced are 25th to 75th percentile from Bureau of Labor Statistics (May 2018) for Santa Cruz County.  
\*Wages with an asterisks are 25th to 75th percentile from Burning Glass Market Wage for the State of California and were used when BLS data was not available..

# WHERE TO FIND TRAINING

Whether you're just beginning your career in Early Childhood Education (ECE) or continuing along a path you've already started, there are many opportunities in the Santa Cruz area to access training.

- If you have a Master's Degree in ECE** → San Jose State - Ed.D in Educational Leadership  
UCSC - Ph.D in Education & Teaching
- If you have a Bachelor's Degree in ECE** → San Jose State - Multiple M.A. Degree Options  
UCSC - M.A. in Education & Teaching  
Pacific Oaks College - Multiple M.A. Degree Options  
Brandam University - Multiple M.A. Degree Options
- If you have a Bachelor's Degree of any kind** → CSUMB - Elementary Education Teaching Credentials  
San Jose State - Multiple and Single Subject Teaching Credentials
- If you have a short-term credential in ECE** → Cabrillo College - Additional ECE Certificates of Achievement <sup>ES</sup>  
Cabrillo College - A.S. and A.S.T. Degrees in Early Childhood Education <sup>ES</sup>  
(A.S.T. transfer to CSUMB or San Jose State)  
Child Development Resource Center - Licensing/Certification Programs  
CSUMB - Any Bachelor's Degree Program + Teaching Credential  
San Jose State - Any Bachelor's Degree Program + Teaching Credential  
San Jose State - B.A. in Child and Adolescent Behavior
- If you have little to no postsecondary training in ECE** → Cabrillo College - A.S. and A.S.T. Degrees in Early Childhood Education <sup>ES</sup>  
(A.S.T. transfer to CSUMB or San Jose State)  
Cabrillo College - ECE Certification Programs <sup>ES</sup>  
CSUMB - Bachelor's Degree Program + Teaching Credential  
San Jose State - Bachelor's Degree Program + Teaching Credential  
San Jose State - B.A. in Child and Adolescent Development  
UCSC Silicon Valley Extension - ECE Certification Programs  
Brandman University B.A. in ECE  
Pacific Oaks College B.A. in ECE

<sup>ES</sup> = some courses offered in Spanish

**FOR ADDITIONAL INFORMATION, CONTACT:**

Workforce Santa Cruz County  
18 West Beach Street  
Watsonville, CA 95076  
831-763-8900



## HOW DO THESE JOBS FIT TOGETHER?

The graphic above gives an overview of the various occupational opportunities in Early Childhood Education. The size of the shape represents the number of job postings in California for that occupation over the past 12 months - the larger the shape, the more jobs there are. These occupations are also arranged by job preparation & experience requirements. The higher up the occupation is, the more preparation and experienced is required to gain employment.

Wages referenced are 25th to 75th percentile from Bureau of Labor Statistics (May 2018) for Santa Cruz County. \*Wages with an asterisks are 25th to 75th percentile from Burning Glass Market Wage for the State of California and were used when BLS data was not available..

**CABRILLO COLLEGE - WWW.CABRILLO.EDU**

ES

A.S.T. in Early Childhood Education (Transfer Degree)  
A.S. in Early Childhood Education  
A.A. in Elementary Teacher Education (Transfer Degree)  
Teaching Certificate of Achievement  
Early Childhood Education Administration Certificate of Achievement  
Anti-Bias Curriculum Certificate of Achievement  
Children's Literacy Curriculum Certificate of Achievement  
Curriculum Planning Certificate of Achievement  
Infant/Toddler Care Certificate of Achievement  
Working with Culturally Diverse Families Certificate of Achievement  
Bilingual Spanish English Teaching Certificate of Achievement  
Spanish/English Early Childhood Teaching Skills Certificate

**CALIFORNIA STATE UNIVERSITY (MONTEREY BAY) - WWW.CSUMB.EDU**

Elementary Education Credential  
Special Education Credential  
National Board of Professional Teaching Standard Certificate

**CHILD DEVELOPMENT RESOURCE CENTER - WWW.CDRC4INFO.ORG**

Child Care License  
Lending Library - Professional Development  
CPR/First Aid and Preventative Health Certifications  
California Child Care Initiative Project (CCIP)

**BRANDMAN UNIVERSITY - WWW.BRANDMAN.EDU**

B.A. in Early Childhood Education  
M.A. in Education (Multiple Options)

**UNIVERSITY OF CALIFORNIA - SANTA CRUZ - WWW.UCSC.EDU**

Ph.D. in Education and Teaching  
M.A. in Education and Teaching

**UCSC SILICON VALLEY EXTENSION - WWW.SILICONVALLEY.UCSC.EDU**

Early Childhood Education Certificate  
Early Childhood Education Supervision/Administration  
Educational Therapy Certificate

**SAN JOSE STATE UNIVERSITY - WWW.SJSU.EDU**

Ed.D in Educational Leadership  
M.A. in Child and Adolescent Behavior  
M.A. in Education Administration and Supervision  
M.A. in Special Education  
M.A. in Curriculum and Instruction  
B.A. in Child and Adolescent Behavior  
Education Specialist Instruction Credential - Special Education  
Autism Certification  
Multiple Subject Teaching Credential  
Multiple Subject Teaching Credential (Bilingual)  
Single Subject Teaching Credential  
Reading and Literacy Specialist Credential

**PACIFIC OAKS COLLEGE - WWW.PACIFICOAKS.EDU**

B.A. in Early Childhood Education (Multiple Options)  
M.A. in Early Childhood Education (Multiple Options)

**CHILDHOOD ADVISORY COUNCIL OF SANTA CRUZ COUNTY**

AB 212 Staff Retention and Professional Development Program

ES = some courses offered in Spanish

**FOR ADDITIONAL INFORMATION ON CREDENTIALING PLEASE VISIT**

**WWW.CHILDDEVELOPMENT.ORG OR WWW.CTC.CA.GOV**

**COMPLETE LISTING OF EARLY  
CHILDHOOD EDUCATION PROGRAMS**  
SANTA CRUZ COUNTY, CA

# JOB VENUES

Below is additional information about the four venues in which those in the Early Childhood Education space typically work.

## EARLY CHILDCARE CENTER

### PUBLICLY-FUNDED

When working in a publicly-funded center, it's common for teachers to be required to have higher levels of qualifications than privately-funded centers. These public centers are also more likely to cater to a socio-economically diverse range of students.

### PRIVATELY-FUNDED

Private centers often feature smaller class sizes and less bureaucracy than publicly-funded centers. These centers do not rely on government funding and can often times be more flexible or specialized in the curriculum offered.

### OCCUPATIONS

Childcare Worker, Early Childcare Teacher, Master Teacher, Early Childcare Administrator, Special Education Teacher, Program Director

## ELEMENTARY SCHOOL

An elementary school is a school for children from about five to eleven years old, in which they receive primary or elementary education. It can refer to both the physical structure and the organization. Typically it comes after preschool, and before secondary school.

### OCCUPATIONS

Teacher Assistant, Kindergarten Teacher, Elementary School Administrator, Special Education Teacher

## FAMILY CHILD CARE HOMES

Family child care is home-based care provided for a portion of the day in a private family home for compensation. The home must be inhabited by the family/individual who is providing care, and the provider's hours of operation typically may not exceed eighteen (18) hours in a 24 hour period.

### OCCUPATIONS

Childcare Worker, Early Childcare Administrator

## NON-PROFIT, THINK TANK, OR LOCAL GOVERNMENT

A think tank or policy institute typically operates as a non-profit research institute/center which performs research and advocacy concerning topics related to early childhood education and care.

### OCCUPATIONS

Data Analyst, Policy Analyst, Researcher

COMMON  
CAREER ADVANCEMENT  
OPPORTUNITIES

Childcare Worker → Early Childcare Teacher  
Early Childcare Administrator

Teacher Assistant → Kindergarten Teacher

Early Childcare Teacher → Early Childcare Master Teacher  
Early Childcare Administrator

Kindergarten Teacher → Elementary School Administrator

Early Childcare Master Teacher → Early Childcare Administrator

Administrators → Thought Leadership



# ENTREPRENEURIAL OPPORTUNITIES

The early childhood education space presents some unique opportunities for individuals to work for themselves as contractors or to start their Family Child Care Home businesses. Find out more information below about how to get started.

## FAMILY CHILD CARE HOME REQUIREMENTS

- Attend an orientation either in person or online. For additional information and to sign up for one of these orientation, please visit the California Department of Social Services website.
- Must be at least 18 years of age to qualify.
- Must obtain criminal record clearance.
- Must take a TB screening.
- Must complete 16 hours of Pediatric Health & Safety Training.
- To operate a large in-home childcare center, you must show proof of one year of experience as either a small in-home childcare provider or as a teacher or director of a licensed childcare center.
- If you rent your property, landlord permission is required

## SMALL FAMILY CHILD CARE HOME CAPACITY GUIDELINES

There are several ways the State of California allows individuals to meet the capacity guidelines of a small in-home childcare provider. Below, you will find the options regarding capacity requirement.

- 4 Infants (newborn to 2 years old)
- or 6 Children, no more than 3 infants
- or 8 Children, no more than 2 infants, and at least 2 school-aged children

## NANNY/BABYSITTER REQUIREMENTS

The State of California does not require licensing for nannies and babysitters in the traditional sense. However, the State does operate a database called Trustline, which contains a listing of nannies and babysitters who have passed background checks. Parents can check the database free of charge. The cost of a nanny or babysitter to register with Trustline is typically between \$135 - \$170.

## LARGE FAMILY CHILD CARE HOME CAPACITY GUIDELINES

Much like the small in-home childcare guidelines, the State of California also allows a few different ways for individuals to meet the capacity guidelines of a large in-home childcare provider. Below, you will find the options regarding capacity requirement.

- 12 children, no more than 4 infants, with a qualified assistant (aged 14+)
- 14 children, no more than 3 infants, with at least 2 school-aged children and an assistant (aged 14+)

## START YOUR OWN CHILDCARE CENTER

The State of California requires licensing to begin your own childcare center. The first step in obtaining this license is to attend a regularly scheduled orientation (in-person or online) which will highlight the steps in the application process and basic operations. Learn more about orientation dates and times and sign up by contacting your local licensing center.