

Afterschool Professional Pathways



If you work in an afterschool setting
or want to learn more about becoming a
recognized afterschool professional...

Here are some opportunities to explore:

- Vermont Afterschool Foundations Certificate (VAFC)
- On-the-Job Training (OJT)
- Vermont Afterschool Professional Credential (VAPC)
- Vermont Program Director Credential for
Afterschool and Early Childhood Professionals



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Vermont Afterschool Foundations Certificate (VAFC)

VAFC is a new opportunity that supports entry-level professionals during their first two years of employment. To be eligible for the VAFC, candidates must complete and document a total of 16 hours of training in the core competency areas listed below.

Core Competency Area	Hours
Child & Youth Development	2
Curriculum & Learning Environment	2
Families & Communities	2
Healthy & Safe Environments	4
Professionalism & Program Organization	2
Electives	4
TOTAL	16

Eligible formats include community-based trainings, conference series, college courses, online learning, and national trainings.

To view and download the complete Vermont Afterschool Foundations Certificate application, go to www.northernlightscdc.org.

For further information, contact Kerrie Workman at (802) 434-5046 or kwork23@yahoo.com.

On-the-Job Training (OJT)

OJT is a specialized program available through the Vermont Child Care Industry and Career Council (VCCICC) and the Vermont Department of Labor. OJT allows afterschool professionals to combine their work and learning experiences.

Participants in OJT are required to accrue and document 1,000 hours of work specific to the five core competency areas listed below.

Core Competency Area	Hours
Child & Youth Development	200
Curriculum & Learning Environment	100
Families & Communities	300
Healthy & Safe Environments	300
Professionalism & Program Organization	100
TOTAL	1,000

Additional requirements: Participants will document approved instruction, which includes:

- Proof of current CPR & First Aid;
- Orientation to Child Care Licensing;
- Basic Specialized Care Services; and
- 45 hours of community-based and/or college level training approved by employer.

Participants in OJT receive monetary incentives that recognize their efforts and accomplishments. Typically, it can take 1 -3 years to complete the program. For more information, contact VCCICC at (802) 985-2700.

VT Afterschool Professional Credential (VAPC)

The VAPC adds to the professional stature of afterschool professionals who have at least 500 hours of work experience with school age children in a program.

The VAPC requires applicants to complete two courses:

1. Introduction to Afterschool Education & Care; and
2. Special Topics in Education: Development of the School Age Child, Ages 5-12.

Additional training totaling 46 hours as outlined below is also required.

Core Competency Area	Hours
Curriculum & Learning Environment	16
Families & Communities	6
Healthy & Safe Environments	6
Professionalism & Program Organizations	6
Electives (Includes Child & Youth Development)	12
TOTAL	46

Applicants for the VAPC submit a portfolio that documents all training and includes two letters of recommendation, a professional self assessment, and other material. To view and download the application, go to www.northernlightscdc.org and click on "Credentials".

For more information, contact Kerrie Workman at (802) 434-5046 or kwork23@yahoo.com.

VT Program Director Credential for Afterschool and Early Education Professionals

The Director Credential offers a three-step sequence of college courses for directors or administrators in the field, as well as those aspiring to these roles. The three steps and corresponding courses include:

Step 1: Foundational Skills

- Child/Youth Development - 3 credits
- Curriculum Development - 3 credits
- Program Management - 3 credits

Step 2: Building on the Foundation

- Leadership, Mentoring, and Supervision for Practitioners - 3 credits
- Legal and Financial Issues - 3 credits
- Human Resources Management - 3 credits

Step 3: Advanced Study & Application

- Culminating Seminar- 3 credits

= 21 total college course credits

Many of these courses are currently available through the Community College of Vermont or Union Institute and University. Applicants can also use equivalent higher education courses previously taken from other institutions.

To download and print the application, go to www.northernlightscdc.org or contact the Northern Lights Career Development Center at (802) 828-2800.

Resources & Contacts

Northern Lights Career Development Center

NLCDC has information about training and workshop opportunities, core competencies, and resources.

www.northernlights.vsc.org (802) 828-2800

Vermont Child Care Industry and Careers Council

VCCICC oversees the On-the-Job training program, Child Care Apprenticeship and Certificates of Proficiency.

www.vtchildcareindustry.org (802) 985-2700

Vermont Child Development Division

CDD oversees child care licensing and child development services and provides some grants for professional development opportunities for afterschool staff in licensed care programs.

http://dcf.vermont.gov/cdd 1-800-649-2642

Vermont School Age Care Network

VSACN sponsors and coordinates trainings for afterschool professionals and increases networking opportunities.

www.mjccvt.org/VSACN (802) 388-2853

Vermont Department of Education

DOE maintains a wiki (website) for afterschool directors and others interested in afterschool in Vermont.

vermontafterschool.pbwiki.com/ (802) 828-0557

For all other questions about afterschool professional development opportunities, please contact:

Kerrie Workman, Afterschool Consultant, at (802) 434-5046 or *kwork23@yahoo.com*.

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