

## Continuing Professional Development (CPD) Roadmap

1. **ECDA is developing a CPD roadmap to guide operators, educators, and training providers in the professional development required for the different job roles.** The CPD Roadmap will be regularly updated to address emerging skills gaps and keep relevance with the evolving EC landscape.
2. The CPD Roadmap will complement the refreshed Skills Framework for Early Childhood in **laying out the progression of the Technical Skills and Competencies (TSCs) from the beginning to senior roles** of each EC pathway listed in the Skills Framework (Infant Educator, Early Years Educator, Preschool Educator). The first phase of the CPD Roadmap will identify the prioritised TSCs for 7 key job levels/roles<sup>1</sup>, which mark important milestones in the educator's career. The CPD Roadmap will show a list of recommended professional development opportunities that could help EC educators develop the prioritised TSCs for their respective roles. Subsequent iterations of the CPD Roadmap will include the prioritised TSCs and relevant training for the remaining job roles.
3. The **CPD Roadmap will also set out 6 focus areas that are of priority for the EC sector.** Within each focus area, there would be courses offered at different skills levels (e.g. level 101, 201) to enable educators to progress from lower to higher level skills where applicable. The 6 focus areas are:
  - a. Classroom management
  - b. Early Years (Birth to 3)
  - c. Inclusive practice
  - d. Outdoor learning
  - e. Parent engagement
  - f. Social emotional development

<sup>1</sup> The 7 key job roles refer to (i) Beginning Infant Educator (ii) Senior Infant Educator (iii) Beginning Early Years Educator (iv) Senior Early Years Educator (v) Beginning Preschool Educator (vi) Senior Preschool Educator and (vii) Centre Leader