

Professional Development Needs Assessment



2022 Report

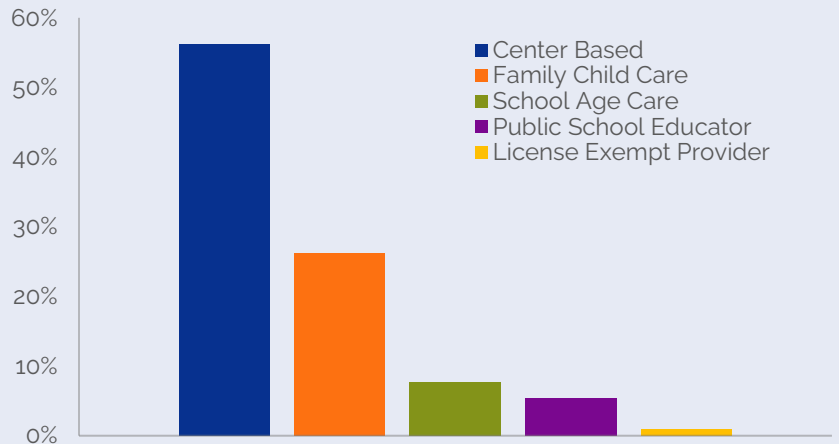
638 survey responses

Representing all
Maine counties



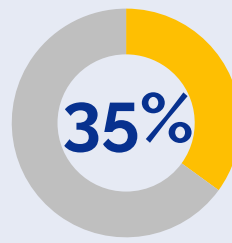
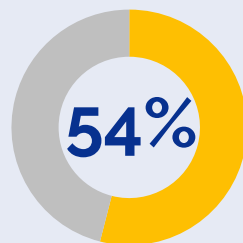
Practitioner responses across work settings

Center based practitioners responded at the highest rate, however all areas generally aligned with the rate of Registry membership across settings. To see a full breakdown of response rate compared to Registry membership, view our [full annual report \(pdf\)](#).



Enrollment challenges reported across all settings

Over half of the directors and owners reported being **enrolled under their licensed capacity** at the time of the survey. Directors and owners represented 339 of the total responses.

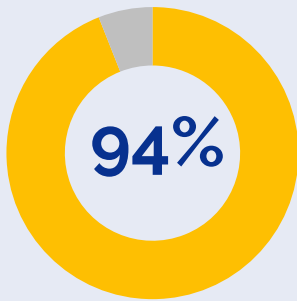


Of the directors and owners that were under-enrolled, about one third said **needing more staff** was a main reason for not being at capacity.

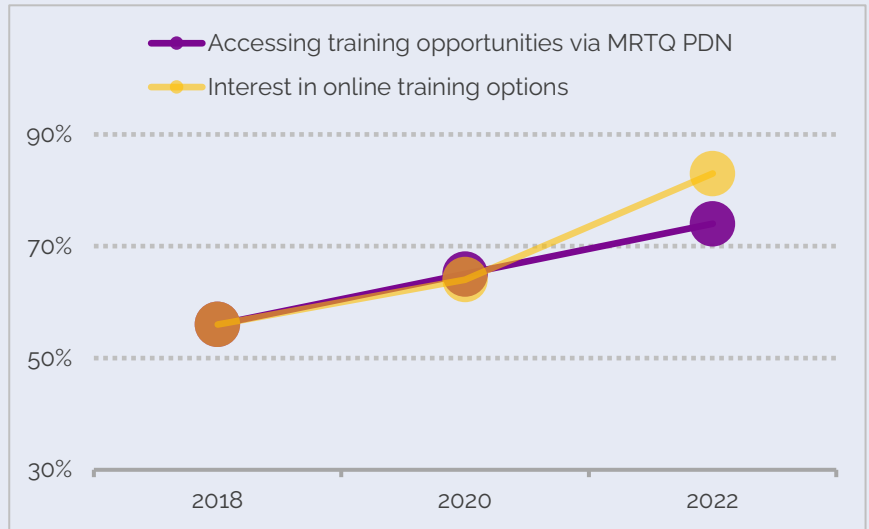
Maine Roads to Quality Professional Development Network (MRTQ PDN) is developing a **Statewide Apprenticeship program** which aims to recruit, retain, and develop early-career Early Care and Education practitioners. The pilot of the program will begin in **Fall 2022**; find more information on [our website](#).

Interest in MRTQ PDN trainings increase

Practitioners coming to MRTQ PDN to access job-related training had a **32% increase** since 2018. Interest in online training options also continues to rise.

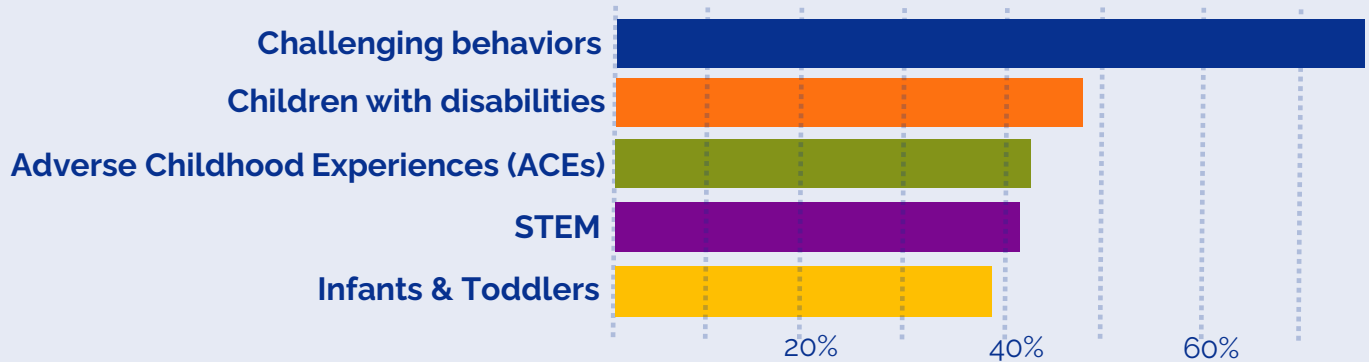


Most practitioners (94%) had an interest in registering for **2-3 hour "micro" trainings** if provided via MRTQ PDN.



MRTQ PDN has begun to develop new short and on-demand trainings including "Getting Started in Family Child Care," and "Quality Improvement Toolkits." Find out more on our [training page](#) or follow the weekly **SHORTcuts newsletter for announcements of new trainings.**

Top training topics

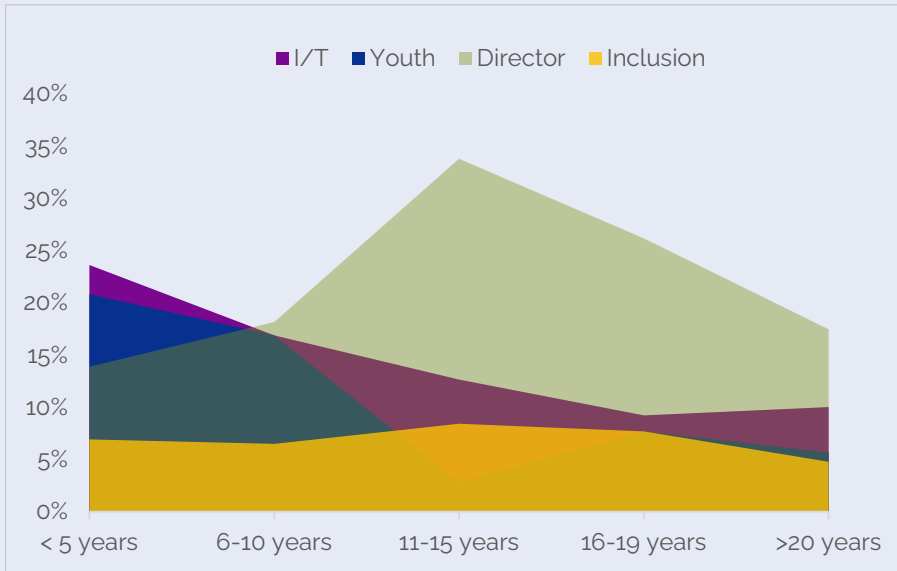


Of the top 5 areas of interest for future trainings, 3 are areas where the MRTQ PDN Warm Line can support providers and families directly: challenging behaviors, supports for children with disabilities, and ACEs.

The [MRTQ PDN Warm Line](#) offers email and phone support and resources for support with inclusion of children with disabilities, social and emotional development, and behavior. The Warm Line is staffed Mon-Fri 8am-5pm and can be accessed at 1-844-209-5964 or mrtq.warmline@maine.edu



Earning Credentials at different career stages



For early-career practitioners (0-10 years of experience), the Infant Toddler Credential and Youth Development Credential are most popular. For mid- to late-career practitioners, the Director Credential is most pursued. Learn more on our [Maine Credentials page](#).

In 2022, MRTQ PDN introduced the Maine Technical Assistance (TA) Credential which is designed for TA professionals who act as a mentor, coach, consultant, or peer facilitator and wish to achieve and document the related competencies.



Positive outcomes from consultation

97% believed consultation through MRTQ PDN helped resolve the challenges they were facing in their program.

100% felt the consultant was responsive to their needs.

Free virtual and on-site consultation is provided by MRTQ PDN staff for support with accreditation, inclusion, and training content implementation. Learn more and request support via our [consultation page](#).

Registry access



Almost all respondents agreed that it was easy for them to enroll in the MRTQ PDN Registry. Ease of access to the Registry became especially critical when membership became mandatory in 2021 and MRTQ PDN saw a 27% overall increase in Active Registry membership.

