The Skills Framework for Early Childhood Care and Education is a guide for individuals, employers and training providers to promote skills mastery and lifelong learning in the Early Childhood sector. It seeks to better meet the aspirations of Early Childhood educators through the development of career pathways, and providing a common reference for the knowledge, skills and competencies needed at each stage of an individual’s career in the sector.

As an Educarer / a Pre-school Teacher:

**Know** the opportunities for your professional growth
Understand your current job role and the different job roles you can take on as you progress along the Career Pathways.

**Plan** your professional and career development
Learn more about the required skills and competencies for each role.

**Grow** your professional capacity and career
Identify skills to develop, and leverage on Continuing Professional Development opportunities such as courses on ONE@ECDA to develop those skills.

As a Centre Leader:

**Develop** your Early Childhood educators by investing in their learning and development
Plan for your educators’ professional growth by using the knowledge and skills in the Skills Map and Skills Standards.

**Retain** talent by ensuring needs are met through effective human resource practices
Develop an on-boarding programme for new Early Childhood educators, articulate competencies expected for each job role, and develop fair and comprehensive performance management tools using the Skills Map and Skills Standards.

**Attract** potential Early Childhood educators with opportunities for career progression
Align career progression opportunities for Early Childhood educators with Career Pathways.

For more information, log on to www.skillsfuture.sg/skills-framework/ecce