Test Type: The Early Childhood Development and Services industry-based credential is included in NOCTI's Pathway assessment battery. Pathway assessments assess knowledge and skills at a broader level than the Job Ready assessments and focus on the Pathways established as part of the national career cluster model. Pathway assessments are delivered entirely online which allows NOCTI to include engaging interactive items.

Revision Team: The assessment content is based on input from secondary, post-secondary, and business/industry representatives from the states of Connecticut, Kentucky, Michigan, New York, Pennsylvania, and South Dakota.
NOCTI written assessments consist of questions to measure an individual's factual theoretical knowledge.

**Administration Time:** 2 hours  
**Number of Questions:** 110  
**Number of Sessions:** This assessment may be administered in one, two, or three sessions.

### Areas Covered

- **General Human Services Technical Skills** 15%  
- **Early Childhood Development and Services Technical Skills** 19%  
- **Academic Foundations** 10%  
- **Systems** 6%  
- **Ethics and Legal Responsibilities** 6%  
- **Communications** 8%  
- **Information Technology Applications** 8%  
- **Problem Solving, Critical Thinking, and Decision Making** 6%  
- **Leadership and Teamwork** 9%  
- **Safety, Health, and Environmental** 7%  
- **Employability and Career Development** 6%
Specific Standards and Competencies Included in this Assessment

General Human Services Technical Skills
• Apply professional standards when interacting with clients, coworkers, and public
• Display familiarity with human services-related terminology
• Employ organizational and planning skills to meet the needs of service recipients

Early Childhood Development and Services Technical Skills
• Establish a positive environment to promote learning
• Identify stages of childhood growth and development
• Establish positive interactions with parents, caregivers, etc.
• Identify and introduce individual and cultural diversity

Academic Foundations
• Apply literacy skills in a human services career environment
• Apply mathematical skills in a human services career environment
• Apply science skills in a human services career environment

Systems
• Describe relationships, roles, and responsibilities among human service professionals
• Analyze impact on human services of technology, economy, and environment

Ethics and Legal Responsibilities
• Apply appropriate laws, regulations, and industry standards in human services situations
• Identify ethical issues and established ethical behavior in human services situations

(Continued on the following page)
Communications

- Communicate using appropriate language and level, including using appropriate techniques for communicating with special needs individuals
- Apply listening skills and interpret verbal and nonverbal behaviors to enhance communication with coworkers and the public
- Interpret and use tables, charts, and figures to support written and oral communication

Information Technology Applications

- Use word processing, presentation software, and email applications
- Use spreadsheet and database applications

Problem Solving, Critical Thinking, and Decision Making

- Use problem solving and critical thinking skills to locate credible sources of information about problems and determine appropriate methods for investigating causes
- Use problem solving and critical thinking skills to determine root causes of problems and to suggest and evaluate solutions
- Demonstrate skills involving crisis intervention and management

Leadership and Teamwork

- Apply leadership qualities
- Work effectively in a team environment
- Implement strategies to promote advocacy

(Continued on the following page)
Specific Standards and Competencies (continued)

**Safety, Health, and Environmental**
- Identify and practice appropriate safety and health procedures
- Demonstrate appropriate emergency and first aid knowledge and procedures
- Identify and practice appropriate environmental procedures

**Employability and Career Development**
- Demonstrate appropriate workplace behavior
- Pursue career development skills to advance in careers
Sample Questions

Helping clients return to their highest physical and mental function is
A. holism
B. psychology
C. recovery
D. rehabilitation

A low-cholesterol diet restricts or modifies _____ fat.
A. saturated
B. polyunsaturated
C. unsaturated
D. monounsaturated

Access to medical information has dramatically increased through use of
A. the Internet
B. textbooks
C. MP3 technology
D. databases

An example of body language that conveys interest in what a speaker is saying is
A. repeatedly gazing over the speaker’s shoulder
B. crossing your arms
C. stifling a yawn
D. leaning forward slightly

For the safety of clients during home visits, human services professionals are required to
A. undergo a criminal background check as part of the hiring process
B. submit a blood sample as part of the hiring process
C. undergo a complete physical and neurologic exam
D. disclose confidential information about the client to strangers

(Continued on the following page)
Sample Questions (continued)

Caregivers introduce children to good nutritional habits by
A. planning a restaurant field trip
B. introducing a variety of healthy foods
C. following the latest nutrition fads
D. punishing children who do not want to finish their food

Any personal information a client tells a caregiver in confidence should be
A. kept confidential under all circumstances
B. only shared with family and close friends
C. discussed with other personnel outside of work hours
D. shared with proper authorities when abuse is suspected

For efficiency and organization, a worker should create _____ for his or her online work load.
A. folders
B. links
C. web pages
D. word documents

Participating in ongoing or continuing education classes is a good way to
A. develop career skills
B. assure a job promotion
C. secure a salary increase
D. impress the supervisor

Prior to sending an email message to a client, a worker should
A. call the recipient to inform him/her of the email
B. utilize spell check for accuracy
C. turn on the printer
D. insert graphics