

Pennsylvania Early Learning Keys to Quality Career Lattice

								POSITIONS						
								Child Care / School Age Care	Early Head Start / Head Start	Early Intervention	Public School Districts	Private Academic Schools	TA/ Consultants/ Mentors/ Trainers	Higher Ed. Faculty
I	15 HOURS Orientation Training ¹							Aides / Family Child Care Providers	Assistant Teachers / Aides			Aides		
II	45 Hours or 3 ECE Credits ^{2,3}							Assistant Teacher or Assistant Group Supervisor	Teachers / Home Visitors			Assistant Teacher / Para - Professional		
III	Credential, Diploma, Certificate ^{4,5} or 6 ECE Credits													
IV	30 credits including 12 ECE credits ⁶									Service Coordinator		Assistant Teachers		
V	AA/AAS in ECE/Equivalent Degree ⁴ OR related field (BA/BS/AA/AAS) including 18 ECE credits ^{4,6,7,8,9}							Director, Lead or Teacher/ Group Supervisor	Director / Coordinators / Teachers	Therapist / Case Manager / Director / Supervisor / Early Interventionist / Teacher	Teacher (including ECE or EI Ed. Certification)	Administrator / Director / Teacher		
VI	BS/BA in ECE/ Equivalent Degree OR related field including 30 ECE credits ^{10,11}										Administrator (including Principal's Certification) / Social Worker			
VII	Master's in ECE/ Equivalent Degree ¹⁰ OR related field including 30 ECE credits													
VIII	Ph.D./Ed.D in ECE/Equivalent Degree ¹⁰ OR related field including 30 ECE credits													

NOTE 1: High school diploma/GED are assumed at Level I.
NOTE 2: These 45 Hours may include 15 Hours of Orientation Training from Level 1.
NOTE 3: For SACC providers, credits on the Career Lattice may be in Education (excluding Secondary Education).
NOTE 4: For Education and Retention (ERA) eligibility, refer to ERA guidance at all levels.
NOTE 5: Credential/Certificate/Diploma programs vary. These may fall on Level III or IV depending upon number of credits awarded. Review transcripts accordingly.
NOTE 6: Refer to the Early Childhood Education Teacher Quality: Recognizing High Quality Core Content in PA document to determine if a practitioner meets Level IV/V Alternative Pathway requirements
NOTE 7: On the Career Lattice, related fields include Human Development, Psychology, Sociology, Social Work, Education, Nursing, Home Economics/Family and Consumer Science, Recreation, Child and Family Studies, Human Services and
NOTE 8: Unrelated BA/BS/AA/AAS Degrees that include 30 ECE credits meet Level V of the Career Lattice.
NOTE 9: Continuing college students with at least 60 college credits/18 credits in ECE (EDUC - excluding Secondary Educ. if a SAC only program) are at Level V.
NOTE 10: For a list of approved degrees equivalent to an ECE Degree without teacher certification, go to www.pakeys.org under *Career Development/Requirements*
NOTE 11: At levels VI and above on the Career Lattice, in-state or out-of-state ECE Certification is also accepted regardless of degree awarded.