

# 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						
<b>I</b>	15 HOURS Orientation Training <sup>1</sup>						Aides / Family Child Care Providers	Assistant Teachers / Aides	Teachers / Home Visitors	Service Coordinator	Assistant Teacher / Para-Professional	Assistant Teachers	Administrator / Director / Teacher	Teacher (including ECE or EI Ed. Certification)	Therapist / Case Manager / Director / Supervisor / Early Interventionist / Teacher	Director / Coordinators / Teachers	Director, Lead or Teacher/ Group Supervisor	<b>VII</b>	Ph.D./Ed.D. in ECE/Equivalent Degree <sup>10</sup> OR related field including 30 ECE credits
<b>II</b>	45 Hours or 3 ECE Credits <sup>2,3</sup>					<b>VI</b>												Master's in ECE/ Equivalent Degree <sup>10</sup> OR related field including 30 ECE credits	
<b>III</b>	Credential, Diploma, Certificate <sup>4,5</sup> or 6 ECE Credits					<b>V</b>												BS/BA in ECE/ Equivalent Degree <sup>10,11</sup> OR related field including 30 ECE credits	
<b>IV</b>	30 credits including 12 ECE credits <sup>6</sup>																	AA/AAS in ECE/Equivalent Degree <sup>4</sup> OR related field (BA/BS/AA/AAS) including 18 ECE credits <sup>4,6,7,8,9</sup>	
<b>V</b>																			
<b>VI</b>																			
<b>VII</b>																			

**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 I.  
**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 Business  
**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](http://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.