

# Virtual CDA Cohort Program

## REGISTERED APPRENTICESHIP & TEACHER AIDE PATHWAYS

The Virtual CDA Cohort supports early childhood education programs in York County, PA, by offering comprehensive, no-cost benefits to participating programs and educators. The Cohort Program offers two pathways for staff seeking to earn their CDA - Teacher Aide or Registered Apprenticeship.

The Cohort Program is designed for team members who are new to the early childhood education field - ideally with less than six months of experience - or for current staff seeking to earn their CDA. Eligible CDA tracks include infant/toddler, Birth to Five, preschool, and family child care; the school-age credential is not included. Both pathways use a competitive application process with limited enrollment. Additional financial support for BLOOM recipients is not available until the program has obtained the appropriate DHS certification.

The Cohort Program runs April - December 2026, with a Celebration & Recognition Event in January 2027.

### Benefits Applicable to Both Pathways

- Paid on-the-job experience with structured training and coaching
- Dedicated mentor teacher or journeyworker
- Monthly Community of Practice sessions for peer learning and connection
- Weekly Coaching Meetings and Support
- Child Development Associate (CDA) Course through HACC
- Program stipends and financial incentives

### Enhanced Registered Apprenticeship Benefits

- State-registered formal training pathway
- Formal On-the-Job Learning (OJL) hours
- Bi-monthly employer meetings with Workforce Development Coordinator
- Structured wage and skill progression aligned with national competencies
- Enhanced financial incentives to support additional apprenticeship requirements
- Obtain Registered Apprenticeship Certificate in addition to CDA Credential



### PROGRAM TIMELINE

#### FEBRUARY 6, 2026

- Application opens

#### FEBRUARY 27, 2026

- Application deadline.

#### MARCH 20, 2026

- Applicants will be notified.

#### ARRIL 1, 2026

- Mandatory Virtual Orientation

#### APRIL 8, 2026

- Cohort begins.

### VIRTUAL INFO SESSION

#### FEBRUARY 12, 2026

1:00 pm - 2:00 pm

**REGISTER TODAY!**

### QUESTIONS?

**Kim Hengst**

Workforce Coordinator

[khengst@cccforpa.org](mailto:khengst@cccforpa.org)

717.870.6387

[www.echoyork.org](http://www.echoyork.org)



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