

Recommendations for the Early Childhood Education Profession

The Bridge to Individual Licensure for Current Early Childhood Educators

Recommendation 1:

Honor Career Ladder Level Certificates as Waivers of Required Preparation Programs
Individual License Designations: ECE I, II, III

Recommendation: For a limited time during the transition to the profession, honor [Northern Lights Career Ladder Level Certificates](#) as equivalent to the preparation programs that will be required in the future.

Career Ladder Level II Certificate = eligible to apply for ECE I Licensure

Career Ladder Level III-B Certificate = eligible to apply for ECE II Licensure

Career Ladder Level IV-A Certificate or higher = eligible to apply for ECE III Licensure

*What about Level III-A?

Design teams are still working out how Career Ladder Level III-A fits into the plan for waivers.

Questions about Career Ladder Level Certificates? Contact a [Northern Lights Resource Advisor](#).
Questions about this recommendation? Contact [Rachel Hunter, Outreach Coordinator](#).

VTAEYC helps early childhood educators access the resources and supports they will need to transition to the early childhood education profession.

Visit vtaeyc.org or contact info@vtaeyc.org to learn about scholarships, grants, bonuses, and other resources, as well as our commitment to advocate for phased-in implementation that honors the current and future workforce.

Designing an Early Childhood Education Profession: Who are these recommendations for?

Each recommendation comes from our [Task Force and Core Team](#), with support from additional focus groups and design teams. They are intended as ready-to-use, workforce-informed design recommendations for a future Vermont early childhood education professional board.

These align with the recommendations of the [Unifying Framework for the Early Childhood Education Profession](#). This is the core of a shared vision of a Vermont early childhood education profession informed by hundreds of Vermont early childhood educators through a consensus-based approach.

Please visit vtaeyc.org to learn more about our process.

