

How Does The ECE Profession Bill Align With Our Recommendations?

Vermont Workforce Recommendations

Bill Language

Professional Identity:
Early Childhood Educator
Early Childhood Education

Bill defines “Early childhood educator” as an individual licensed to provide early childhood education.

Three Designations with Aligned Preparation Pathways:
ECE I: Preparation program of minimum 120 clock hours
ECE II: Associate degree in early childhood education
ECE III: Bachelor’s degree in early childhood education

ECE I: Preparation program of minimum 120 clock hours
ECE II: Associate degree in early childhood education, or associate degree in any other field with minimum 21 credits in ECE core competency areas
ECE III: Bachelor’s degree in early childhood education, or bachelor’s degree in any other field with minimum 21 credits in ECE core competency areas
Family Child Care Provider: Legacy license; apply by 1/1/2029

Phased-in Implementation:
The current workforce must be supported. We advocate for flexible and supportive policies that give credit for expertise, phase in the new profession over time, and provide access to the supports and resources educators say they need to be successful.

Bill includes a transitional license for teachers and directors who do not meet the ECE II and III educational and experiential licensure requirements.
These transitional licenses are valid for 2 years and may be renewed up to 3 times, for a total of 8 years.

Individual License to Practice:
Individual regulation through licensure allows for reciprocity across states and creates a system of accountability.

Bill establishes that an OPR-licensed early childhood educator shall provide care and educational instruction to children from birth through 8 years of age in CDD-regulated family child care home and center-based child care and preschool programs.

Professional Compensation:
Compensation will be funded through a supportive system that recognizes early childhood education as a public good.

Bill does not address this directly.
Act 76 mandates that a report is due on professional compensation in 2026. This is in line with the timeline outlines in the bill.