

Delivering on the Promise of Act 76: Ensuring an Equitable, Affordable, and Sustainable Early Childhood Education System in Vermont



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Vermont Association for the
Education of Young Children

Welcome



Agenda

- Overview
- Delivering on the Promise of Act 76: 2025 Legislative Session
- Sharing Your Story
- Wrap Up

Act 76 Overview

In 2023, with your help, Vermont passed Act 76. It's helping to stabilize our child care sector; provide access to quality, affordable child care for thousands of Vermont families who need it; and invest in our early childhood educators.

Access

Affordability

Quality

Act 76 State Investments in Child



Care

Approximately \$50

million
Annually from the state's general fund.



Approximately \$81

million
Annually from the 0.44% payroll tax—the Child Care Contribution.

- 75% covered by employers;
- 25% covered by employees or self-employed.

But there's still work to do.

Decades of advocacy, legislation passed, and investments made have laid the foundation for our work to realize our vision for a quality, affordable child care system in Vermont. We've made real progress, but the work is not finished.



What's in the 2025 Policy Agenda

Continue
progress

Protect the funding
already created by
Act 76.

Increase
affordability

and access for
families
Use additional revenue
from Child Care
Contribution to further
expand affordability
and access.

Strengthen
our ECE

workforce
Create the Profession
of ECE and implement
new tools for recruiting
and retaining early
childhood educators—
ensuring more child
care spaces.

The Governor's SFY26 Budget

Proposal

} Approximately \$50 million from the State's General Fund

→ The Governor has proposed to pull child care funding from here.

} Projected \$100 million from the Child Care Contribution

Establishing ECE as a Profession

The Audacious Vision for the
ECE Profession of Tomorrow:

Each and every child, beginning at birth, has the opportunity to benefit from high-quality, affordable early childhood education, delivered by an effective, diverse, well-prepared, and well-compensated workforce.

Unifying Framework for the Early Childhood Education Profession

Power to the Profession is a national collaboration to define the early childhood education profession, birth through age 8, across states and settings, by establishing a framework for career pathways, preparation, competencies, responsibilities, and compensation. The *Unifying Framework*—this document—is the result of this multi-year, profession-led effort. It is based on the recommendations from the series of eight Power to the Profession Decision Cycles; references the full Decision Cycle documents as sources; and demonstrates how they all come together to advance a unified, diverse, equitable, and effective early childhood education profession.

■ MARCH 2020 ■

Disponible en Español visitando PowerToTheProfession.org

Project Timeline

**Workforce-Led Steps toward a
State-Recognized, Nationally Aligned
Early Childhood Education Profession**

Phase 1 | 2018-2019 **Gauging the will of the workforce**

- Do nothing. Wait and see. (4%)
- Make a partial change. (24%)
- Do the work to advance as a profession. (72%)

Phase 2 | 2019-2022 **Aligning with the Unifying Framework**

Workforce consensus to align design recommendations in these areas, with key questions and concerns to be addressed:

- Professional identity
- Three designations
- Aligned professional preparation pathways
- Professional compensation
- Individual professional licensure

Phase 3 | 2022-2025

Working with the early childhood education ecosystem

Design system recommendations; identify supports, resources, and infrastructure; and develop policy with ecosystem partners, including:

- Early childhood educators
- Professional preparation programs
- Employers and owners
- State government and agencies
- Federal government and agencies
- State and national professional governance bodies

Goal

Our Audacious Vision becomes reality in Vermont and the nation


Each and every child, beginning at birth, has the opportunity to benefit from high-quality, affordable early childhood education, delivered by an effective, diverse, well-prepared, and well-compensated workforce.



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Why regulate a profession through individual licensure?

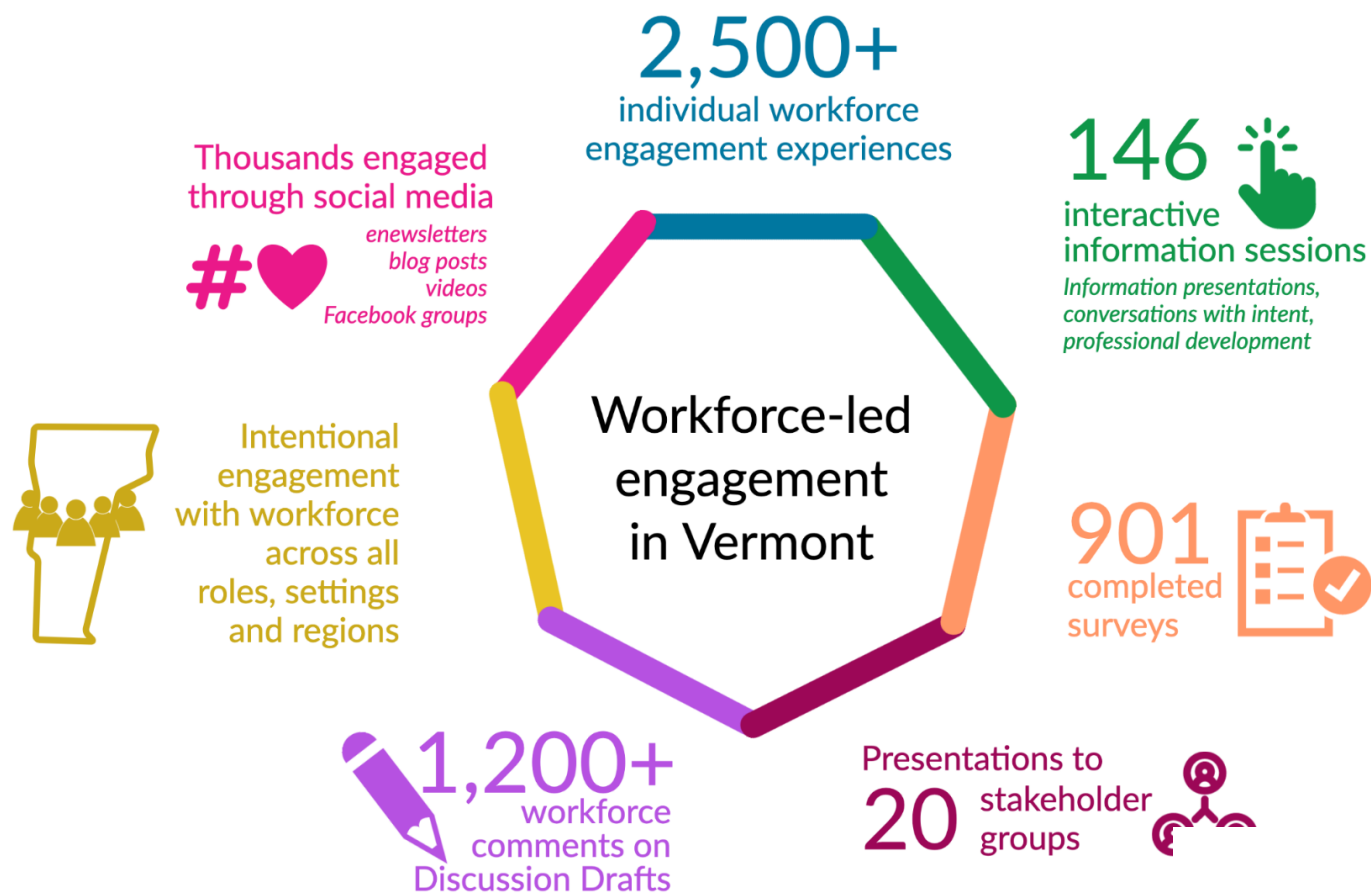
To ensure “practice readiness”



Demonstrating
specialized
knowledge
and skills

Showing
professional
judgement
and ethics

Assuming a
position of trust,
given potential
risk of harm



One Profession – Three

Designations

ECE I

Scope of Practice: Serve in a support role in birth-age 8 settings.

Edu Req: Completion of at least 120 hours of an ECE prep program.

ECE II

Scope of Practice: Serve as the lead educator in birth through age 5 settings.

Edu Req: ECE Associate Degree

ECE III

Scope of Practice: Serve as lead educator in birth through age 8 settings

Edu Req: ECE Bachelor's Degree or ECE Initial Master's Degree

OPR Report to the Vermont

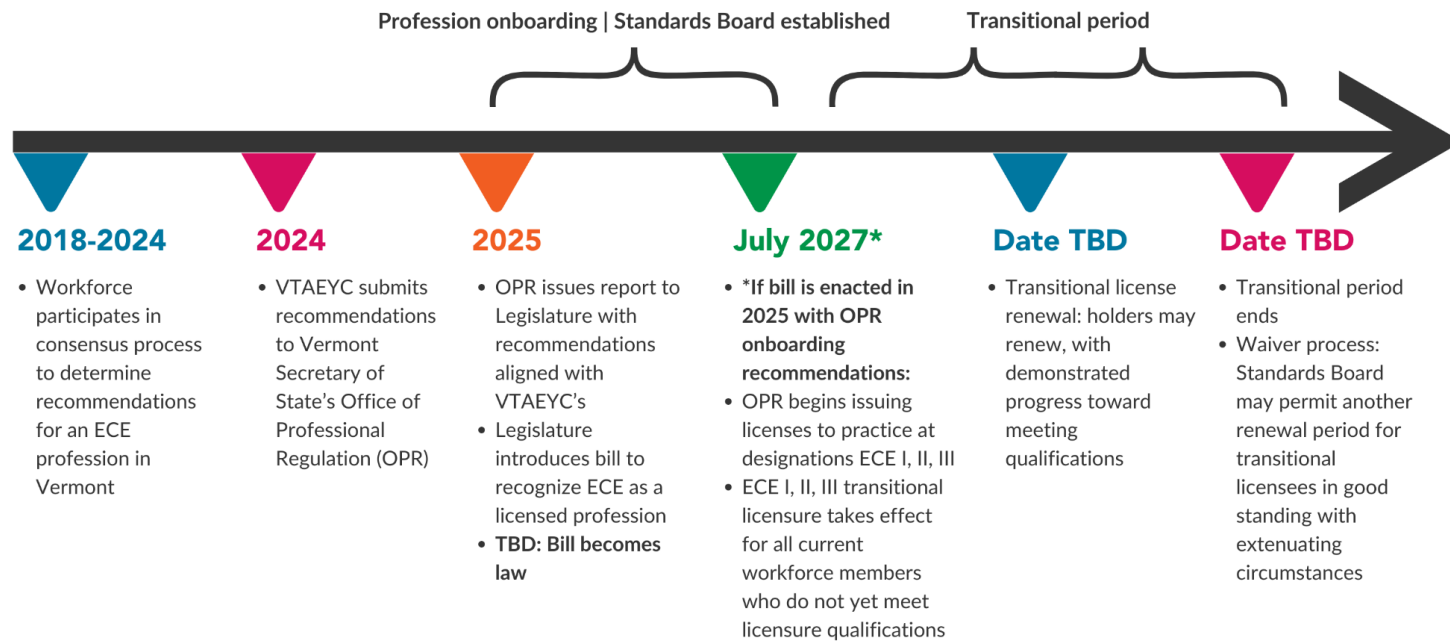
Legislature

OPR found that early childhood educators in non-public settings should be a regulated profession in Vermont. They determined that a uniform regulatory system of early childhood educators in non-public settings will protect the public from multiple harms.


- They found that a system of licensure is the appropriate form of governmental regulation, as registration (which requires no qualifications) and certification (which is a voluntary credential) would not adequately protect the public.

Recommended Implementation Timeline for Professional ECE Licensure

according to the Office of Professional Regulation (OPR) Report



Other recommendations:

 Career Ladder incorporated in licensure qualification (timeline TBD)



Waiver of national assessment requirement for ECEs working in a licensed or registered program (as of a specified date; TBD)

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Vermont Association for the Education of Young Children 2/2025

Elements of H.182/S. ????

- Establishes three licensure designations of Early Childhood Educator (ECE) I, II, and III;
- Outlines a phased-in implementation plan;
- Creates flexible pathways that recognize experience, incorporates license portability among states; and
- Integrates accountability for meeting professional standards and adhering to ethical codes.
- The bill also includes multi-year transitional licensure for those currently in the workforce who may not initially meet increased qualifications.



This is where you come in...



Sharing
Your
Story

Developing Your Story

1. Who you are and where you are from.
2. The topic(s) you want to discuss.
3. Your story/why this is important to you.
4. Your ask/what you want the legislature to do.
5. Say thank you.



Pair & Share

Feedback

1. One thing that you really like about your partner's story, such as a point that you found to be very impactful/moving.
2. One thing your partner could do to make their story even more impactful/richer (remember, this is positive, constructive feedback).
3. One that you really liked about the person's delivery (projecting their voice, occasional eye contact, how their delivery reflected their passion for this topic, etc.).

Next Steps

LGK Rapid Response Team



VTAEYC Get Involved



Thank You!

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