

# Vermont Early Childhood and Afterschool Professionals Workforce Report



***Data on the Regulated Child Care, Preschool and Afterschool Workforce and the Children's Integrated Services (CIS) Workforce***

***December 2020***

**Please Note:** The report was published in October 2022; however, the report uses December 2020 and February 2021 data.

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# Why the Child Development Division reports this data

The Child Development Division (CDD) is a division within the Vermont Agency of Human Services (AHS), Department for Children and Families (DCF). The CDD's vision is that all Vermont children are healthy and successful. Vermont is a great place to be a child and raise a family. Our mission is to improve the well-being of Vermont's children. We do this through partnerships with families, communities, schools, providers, and state and federal agencies that increase access to high-quality, sustainable, child development services.

The CDD oversees programs that support families in accessing high-quality early childhood and afterschool services and programs. Three of the programs CDD oversees include Children's Integrated Services (CIS), child care licensing, and a program to support statewide systems for early childhood and afterschool programs (Statewide Systems and Community Collaborations Unit).

- CIS offers early intervention, family support, and prevention services that help ensure the healthy development and well-being of children, pre-birth to age 6. CDD provides grants to community partners for these services to families.
- Child care licensing oversees the regulation of child care, preschool and afterschool programs in Vermont.
- Statewide Systems and Community Collaborations oversees a grant to Northern Lights at Community College of Vermont (CCV) which supports professionals in the early childhood and afterschool field.

The professionals that work in early childhood and afterschool programs and services make a big impact on children and their families' lives. A workforce of individuals that are well prepared to support families and children is important.

## Overview

The CDD collects data on the CIS workforce and the regulated child care, preschool, and afterschool workforce. The data includes the number of individuals in the workforce and the education and credentials of those individuals. Not all regulated child care programs have fully complied with requirements to report education or credentials.

### **Children's Integrated Services (CIS) Workforce**

The CIS workforce is highly skilled and committed to providing quality, comprehensive services to Vermont's young children, families, and early childhood workforce. Recently, Building Bright Futures (BBF) published a data brief: Examining Perspectives of Children's Integrated Services (CIS) from Families Served by CIS Early Intervention (see brief at <https://vermontkidsdata.org/cis-data-brief/>). Sixty-two percent (232 individuals) of the families who responded to the CIS Early Intervention Family Survey added comments, often referencing individual staff members as one of the most critical aspects of CIS. Families' emphasis on interpersonal interactions and relationships, effective and knowledgeable staff, and communication highlights the important role of the CIS workforce in helping families achieve their goals. A small subset of these same families identified CIS staffing, namely limited capacity and high turnover, as a challenge within CIS. The unprecedented workforce challenges brought on by the Covid-19 pandemic likely contributed to these dynamics. One of the

four program and policy recommendations included in BBF's data brief was an investment in the CIS workforce as individuals working with young and vulnerable children and families. The collection of more and or different data, as well as expanded analysis may contribute to better understanding of trends, improve practices, and provide more targeted supports for this important and vital workforce.

### **Regulated Workforce**

The CDD's Bright Futures Information System (BFIS), has the capacity to collect data on the regulated workforce, including place of employment, position, education, credentials, training, and some demographic data. This data has been difficult to obtain in the past because that type of participation in the system was voluntary. The current system does not have the capacity to collect compensation information. In 2016 the Vermont child care regulations changed to require verified education documents be entered by Northern Lights at CCV in BFIS. This has increased the data available. Data on the number of individuals working in regulated programs is fully populated, and the report is an accurate representation of that workforce as of December 2020. As mentioned previously, not all regulated programs have complied with the requirement for degrees and credentials to be verified in BFIS. As more programs comply, the CDD anticipates reporting additional data in future years.

### **Report Content**

This report contains position and degree/credential data the CDD currently has about the workforce. This report does not contain any analysis of the workforce, or if individuals meet qualifications for their positions. It does not report on individuals that have college coursework but no degree or credential.

### **For Consideration**

- How can you support the workforce in reporting all their training and education accurately and in a timely manner?
- Once data is fully populated, what questions about the workforce should be answered through this report in the future? Analysis ideas for future annual reports can be submitted to the CDD here: [https://www.surveymonkey.com/r/Ideas\\_Workforce\\_report](https://www.surveymonkey.com/r/Ideas_Workforce_report)



# Children's Integrated Services (CIS) Workforce Data

## Data Source

The information contained in this report provides an overview of the CIS Workforce. This workforce consists of individuals who provide comprehensive health promotion, prevention, and early intervention services to pregnant and postpartum people, infants and children birth to age six (6) or age 13 for those receiving specialized child care services, their families, and child development providers. The data on the CIS workforce comes from the 2021 CIS Recruitment and Retention Survey.

Each year, CIS sends out a comprehensive 75-question Recruitment and Retention Survey. This survey gathers self-reported information from the CIS workforce representing all roles. The CIS Recruitment and Retention Survey has an average annual response rate of 53%, or about 159 responses per annual survey. CIS has administered the Recruitment and Retention survey annually since 2016. With this survey, the CIS State team has access to national recruitment and retention benchmark data, which aligns with 25 questions of the survey. This data is used to analyze state and national trends over time.

## Number of Individuals in Children's Integrated Services

Individuals may work in multiple service areas or regions, so may be represented in the data more than once. In total, approximately 350 individuals work in CIS.

**Number of Individuals Reported by CIS Service and Administrative Area**

<b>Service Area</b>	<b>Number of individuals that responded as primary role is direct service (work directly with families)</b>	<b>Number of individuals that responded as primary role is administrative/ management (e.g., CIS Coordinator, Supervisor)</b>	<b>Number of Individuals that responded as primary role is Other</b>
Early Childhood and Family Mental Health	23	7	2
Early Intervention	38	9	2
Specialized Child Care	6	4	6
Nursing for CIS	7	2	1
Family Support	14	5	0
Private SLP, OT, PT, Oral Motor	3	0	1
Other Related Services	3	2	1
<b>Total</b>	<b>94</b>	<b>29</b>	<b>13</b>

Data reported on the 'Number of Individuals Reported by CIS Service and Administrative Area' chart was gathered from the 2021 CIS Recruitment and retention survey.



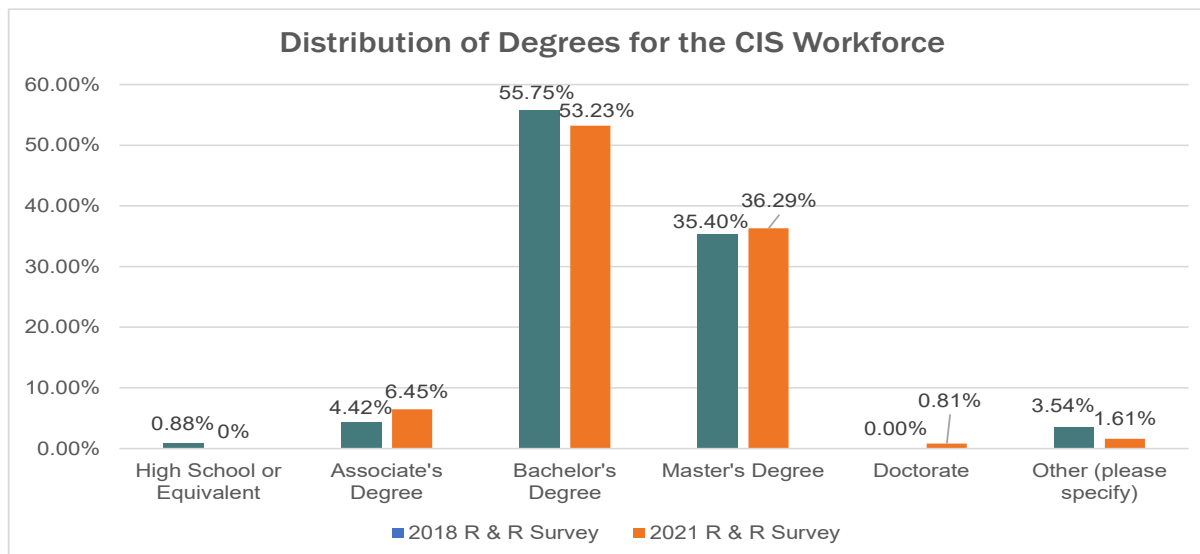
### Number of Individuals Working in CIS by Region

Region	Number of Individuals	% Of All Individuals
Barre	11	8.87%
Bennington	6	4.84%
Brattleboro	11	8.87%
Chittenden	18	14.52%
Hartford & Orange	14	11.29%
Middlebury	4	3.23%
Morrisville	8	6.45%
Newport	5	4.03%
Rutland	12	9.68%
Springfield	12	9.68%
St. Albans	10	8.06%
St. Johnsbury	9	7.26%
Other	4	3.23%
Total	124	

Data reported on the “Number of Individuals Working in CIS by Region” chart was gathered from the 2021 CIS Recruitment and Retention Survey.

## Reported Education and Credentials of the Children’s Integrated Services Workforce

Based on the 2021 CIS Recruitment and Retention Survey question “What is the highest degree you’ve attained?”, 53.23% (66 individuals) reported holding a bachelor’s degree, 36.29% (45 individuals) a master’s degree, 6.45% (8 individuals) reported holding an associate degree, 1.61% (2 individuals) reported holding “other” degree type, 1.61% (2 individuals) reported holding a doctorate degree, 0% reported holding a high school diploma or equivalent. Two individuals did not response to the question.



## Degree by CIS Service Area

Distribution of Degrees by CIS Service Area

Degree	ECFMH	EI	SCC	Nursing	FS	Private SLP, etc.	Other	Grand Total
Other/Blank		2			1	1	2	6
Associates Degree			1	6	2			9
Bachelor's Degree	8	31	10	6	14		2	71
Master's Degree	24	15	5	2	3	3	2	54
Doctorate		1						1
Grand Total	32	48	16	14	20	4	6	141

Data reported on the 'Distribution of Degrees by CIS Position' chart was gathered from the 2021 Recruitment and Retention Survey. This information is the highest degree earned by an individual. Individuals may be counted in more than one position.

Most CIS service providers hold a bachelor's degree (50.35%). Over a quarter report holding a master's degree (38.30%). Fewer hold an associate degree (6.39%) or reported other/did not answer (4.26%). Less than 1% reported hold a doctorate (0.70%).

## Definitions of Children's Integrated Services Workforce

"CIS Child Care Coordinator " is responsible for providing and coordinating child care services for children who are eligible under specialized services. The CIS Child Care Coordinator works primary with their CIS team, VT Department for Children and Families Family Services Division, specialized child care providers and families of eligible children to support placement stability and inclusion for children with identified specialized needs.

"CIS Coordinator / Intake Coordinator" provides leadership to the regional CIS system of care in all aspects of systems development, service delivery, professional development, financing, data collection and evaluation for the CIS array of services (early intervention, family support, nursing, specialized child care and early childhood and family mental health), with the goal of supporting families in accessing needed services in a coordinated and integrated manner. The CIS Coordinator serves as a liaison between the Child Development Division and regional CIS service providers and teams.

"CIS Early Intervention Supervisor / Director" provides oversight and supervision to professionals providing early intervention services.

“Developmental Educator / Early Interventionist / Specialized Instruction” provides early intervention services for infants and toddlers, birth through age three, and their families. Services are provided in accordance with Part C of IDEA and State Special Education Rules for Part C services.

“Early Childhood Family Mental Health Clinician / Social Worker” provides consultation and education services focused on young children, their family members, care givers, parents and community-based providers to support the social, emotional and behavioral health and development of young children across settings.

“Family Resource Coordinator / Early Intervention Service Coordinator” provides service coordination for infants and toddlers, birth to age three, and their families to ensure services are planned and delivered in accordance with Part C of IDEA and state special education rules for Part C services.

“Fiscal Agent Contact / Chief Financial Officer (CFO) / Chief Executive Officer (CEO)” is the contact person at a fiscal agent. CIS funding is provided to one fiscal agent per region. This person oversees the bundled/case rate model, which creates efficiencies at both the state and local level, allowing for increased provision of direct services.

“Related Service Provider” Speech Language Pathologist (SLP), Physical Therapist (PT), Occupational Therapist (OT), vision specialists, hearing specialists, and nutrition specialists” are related service providers that conduct comprehensive evaluations and provides early intervention services for infants and toddlers, birth to age three, and their families delivered in accordance with Part C of IDEA and state special education rules for Part C services.

“Service Coordinator / Family Resource Coordinator” provides leadership to the regional CIS system of care to support families/clients to plan and access needed services in a coordinated and integrated manner, serves as a liaison between the Child Development Division and regional CIS service providers and teams, and ensures that services are provided in accordance with the CIS contract, as well as in accordance with any federal and state rules and regulations.

“Strong Families Vermont (SFV) Family Support Home Visitor” are trained professionals from CIS partner agencies to deliver responsive or sustained evidence-informed or evidence-based home visiting services for pregnant parents and families with children through age five. The program strengthens the parent-child relationship, builds social connections, prevents child abuse and neglect, and promotes optimal child development and school readiness.

“Strong Families Vermont (SFV) Nurse Supervisor” oversees and provides supervision for SFV nurses home visitors.

“Strong Families Vermont (SFV) Nurse Home Visitor” are trained maternal and child health nurses from CIS partner agencies and Vermont Home Health Agencies that deliver responsive or sustained evidence-informed or evidence-based home visiting services for pregnant parents and families with children through age five. The program strengthens the parent-child relationship, builds social connections, prevents child abuse and neglect, improves maternal and child health, family economic self-sufficiency, promotes optimal child development, and coordinates referrals to community resources.



# Regulated Child Care, Preschool and Afterschool Workforce Data

## Data Source

Data on the number of individuals who work in regulated child care, preschool or afterschool represents a point in time of December 31, 2020. Individuals must be in a position that would allow them to be alone with children to be included in this report (i.e., have passed a record check allowing them to work in the setting).

Education and credentials data are collected through BFIS and represents the data that has been reported by the individual and verified by Northern Lights at CCV. More individuals may have degrees or credentials that have not yet been reported to Northern Lights at CCV. This report does not contain data on whether individuals have met qualifications required for their position, or if they have college credits or other training that is required to meet position qualifications.

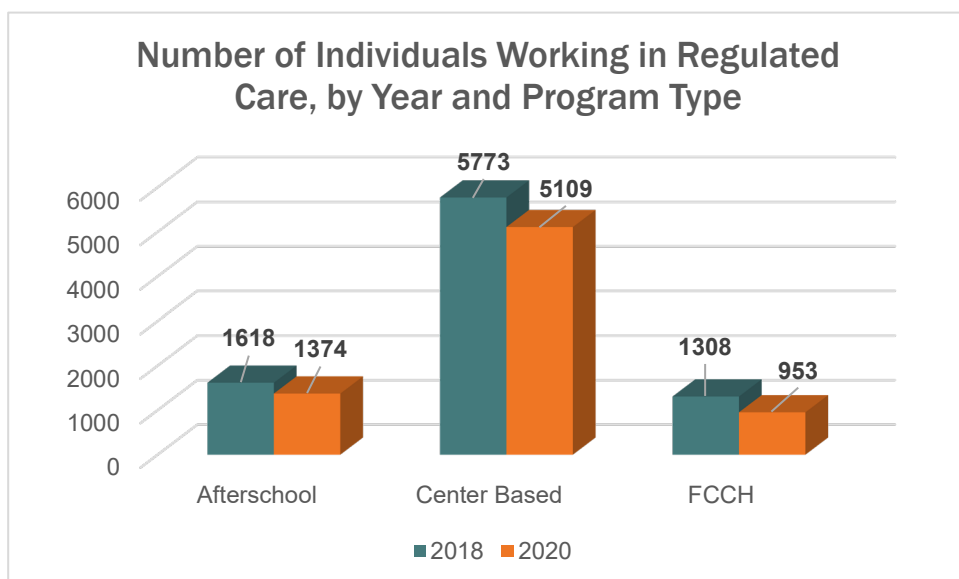
The regulated child care, preschool or afterschool workforce represents individuals who work in: family child care homes; Head Start operated child care and preschool programs; privately and publicly operated prekindergarten programs, including those in public schools; non-recurring care that are often in ski resorts; afterschool programs; as well as full and part day child care programs serving children ages 6 weeks to 13 years.

## Individuals Reported for Regulated Child Care, Preschool and Afterschool Workforce

Data reported reflects an unduplicated count of individuals with a record check in BFIS, with no end date of employment, and is sorted by the highest position held in a program. Individuals may work in multiple programs and/or multiple types of programs and will only be shown once in the data in the highest position for each program type.

## Number of Individuals in Regulated Child Care, Preschool and Afterschool Programs

7,148 individuals work in regulated care in positions that work directly with children. This represents a 14% decrease in the number of individuals working in regulated care from 2018. 288 of those individuals work in more than one type of setting. The data in this report is described using counts of individuals that is duplicated when they work in two settings. For example, a person that is working in an afterschool program and a center based program will be reported twice when the data is examined by program type and reported once when data is by individual.



The positions individuals are in vary based on the program type. The following charts show the number of individuals by program type and position.

#### Center Based Child Care and Preschool Programs

Position	Number of Individuals in 2018	Number of Individuals in 2020	Percent Change
Aide	351	247	-30%
Assistant	1073	1139	+6%
Business Manager	30	30	0%
Director	528	511	-3%
Licensee	65	64	-2%
Substitute	1320	1053	-20%
Teacher	1359	1031	-24%
Teacher Associate	622	681	+9%
Trainee	425	353	-17%
<b>Total</b>	<b>5773</b>	<b>5109</b>	<b>-12%</b>

#### Afterschool Programs

Position	Number of Individuals in 2018	Number of Individuals in 2020	Percent Change
Aide	168	133	-21%
Director	150	132	-12%
Licensee	6	5	-17%
Program Administrator	57	81	+42%
Program Staff	1069	896	-16%
Substitute	168	127	-24%
<b>Total</b>	<b>1618</b>	<b>1374</b>	<b>-15%</b>

#### Family Child Care Homes (FCCH) Includes licensed and registered FCCH

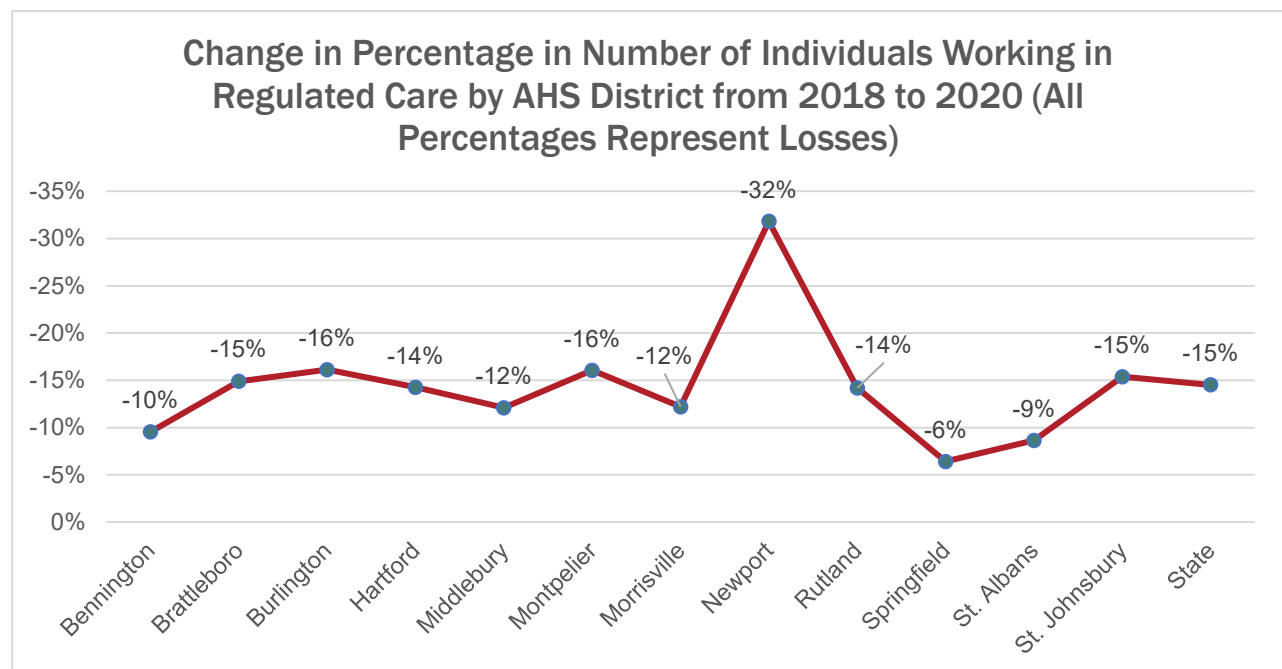
Position	Number of Individuals in 2018	Number of Individuals in 2020	Percent Change
Aide	15	7	-53%
Registered Family Child Care Provider	547	448	-18%
Assistant	132	98	-26%
Licensed Family Child Care Provider	23	22	-4%
Substitute	586	375	-36%
Trainee	5	3	-40%
<b>Total</b>	<b>1308</b>	<b>953</b>	<b>-27%</b>

The number of individuals working in regulated care varies by AHS district. The Burlington district has the most individuals currently working in regulated care with 24.2% of the workforce. Newport district has the smallest percentage of individuals currently working in regulated care with 2.8% of the workforce.

### Number of People in the Field

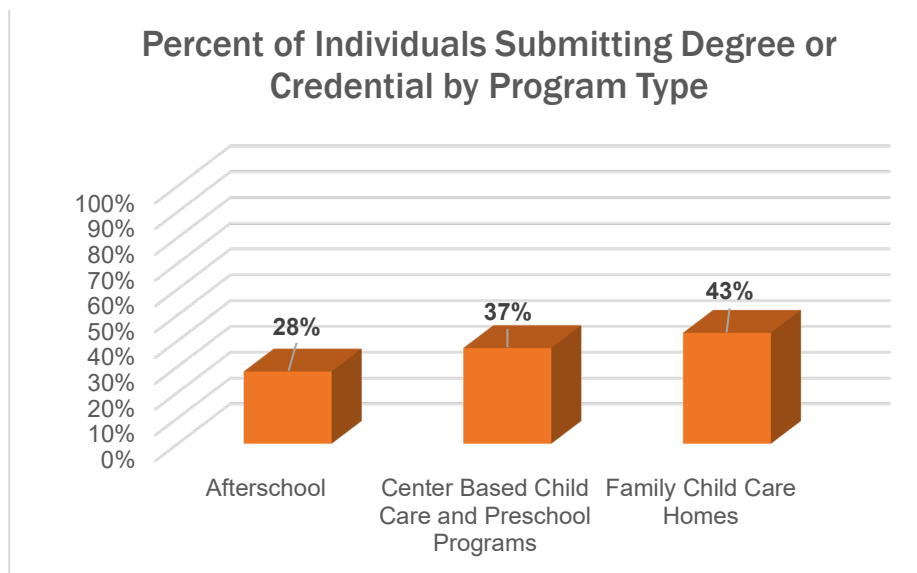
AHS District	2018 ASP	2020 ASP	2018 CBCCPP	2020 CBCCPP	2018 FCCH	2020 FCCH	2018 Total # of Individuals	2020 Total # of Individuals
Bennington	68	74	395	352	71	57	534	483
Brattleboro	70	27	382	367	58	40	510	434
Burlington	541	450	1766	1518	204	138	2511	2106
Hartford	193	177	412	347	47	35	652	559
Middlebury	120	114	326	290	83	61	529	465
Montpelier	125	91	572	513	175	128	872	732
Morrisville	52	61	370	322	78	56	500	439
Newport	31	7	216	146	105	87	352	240
Rutland	268	180	405	416	123	87	796	683
Springfield	98	112	209	184	67	54	374	350
St. Albans	32	38	371	379	198	132	601	549
St. Johnsbury	20	43	349	275	99	78	468	396
<b>Total</b>	<b>1618</b>	<b>1374</b>	<b>5773</b>	<b>5109</b>	<b>1308</b>	<b>953</b>	<b>8699</b>	<b>7436</b>

Every AHS district lost individuals working in regulated programs. Newport which is the smallest region for number of staff, also lost the largest percentage of their workforce (32%). Springfield lost the smallest percentage of its workforce (6%).



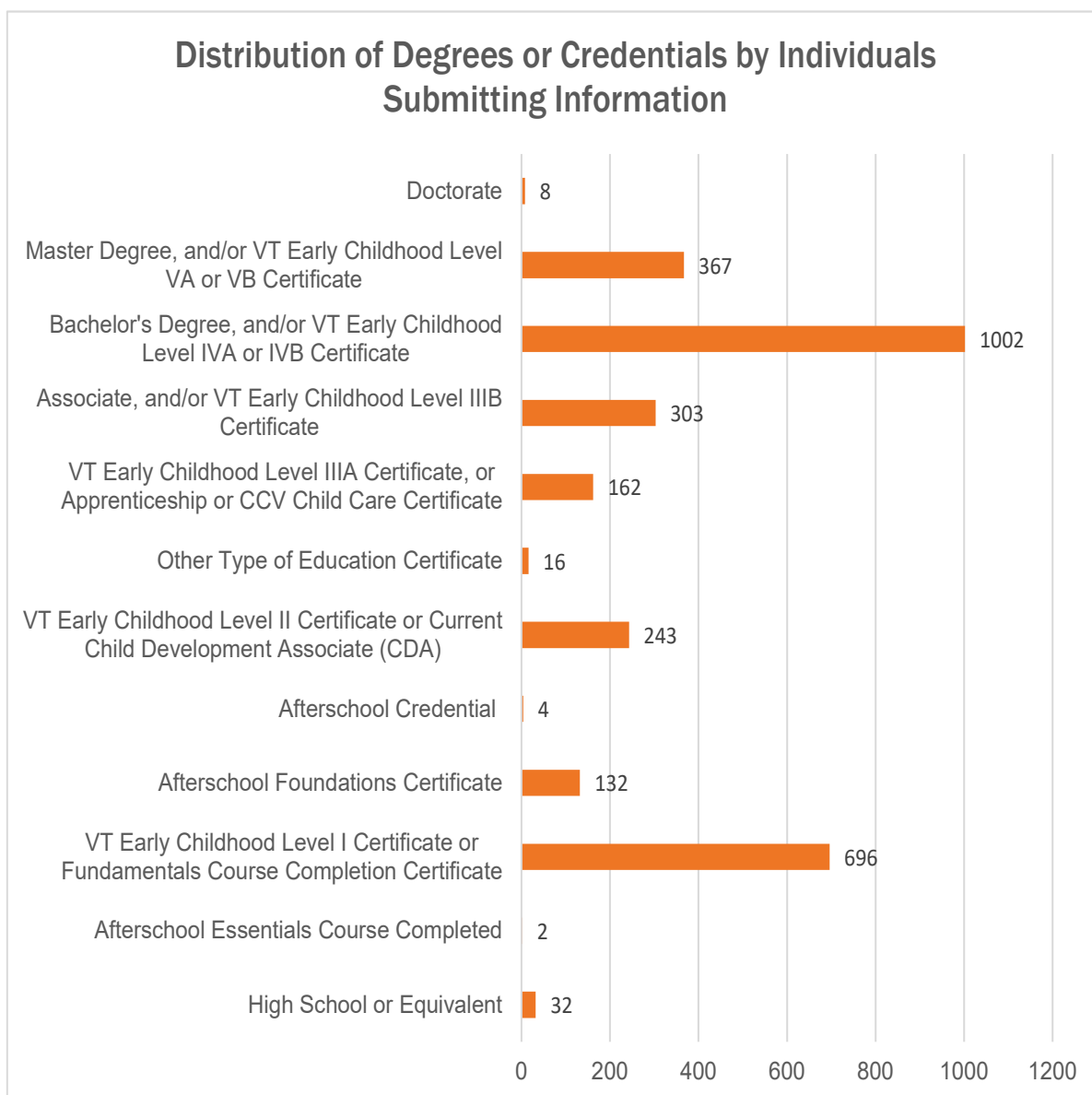
## Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce

Data on the education and credentials of individuals in the regulated child care, preschool and afterschool workforce is verified by Northern Lights at CCV. This report contains data that has been collected in BFIS through December 31, 2020. The data does not represent any individuals that have not yet submitted their information to be verified.



39.9% of individuals working in regulated care have a degree or credential verified in BFIS. 46.4% of individuals that have reported a degree or credential have achieved a bachelor's degree or higher.





Individuals are unduplicated by highest degree or credential. For example, an individual who has an associate degree in Early Childhood Education and a bachelor's degree in Psychology will only be shown with the bachelor's degree. Individuals are duplicated by the type of program.

Individuals with degrees have degrees in a variety of concentrations. The highest number of degrees (32%) have a concentration in "other." "Other" includes degrees that typically do not relate to working with children, they can include business, communication, information technology and many more degrees. Individuals with an associate degree as their highest degree, had the highest number of degrees with a concentration in early childhood education (55%).



## Concentrations of Degree for Individuals Reporting

Degree	Concentration	Number of Individuals in 2020
Associate Degree	Arts	9
	Child and Family Studies	1
	Child Development	4
	Early Childhood Education	306
	Elementary Education	10
	Human Services	39
	Other	238
	Sociology or Social Sciences	8
	Teacher Education	6
Bachelor's Degree	Arts	90
	Child and Family Studies	18
	Child Development	33
	Early Childhood Education	346
	Early Childhood Special Education	15
	Elementary Education	387
	Human Development	41
	Human Services	64
	Other	862
	Psychology	227
	Sociology or Social Sciences	93
	Special Education Related	33
	Teacher Education	30
Master's Degree	Arts	10
	Child and Family Studies	6
	Child Development	5
	Early Childhood Education	110
	Early Childhood Special Education	13
	Elementary Education	168
	Human Development	3
	Human Services	14
	Infant Studies	1
	Mental Health Related	6
	Other	242
	Psychology	24
	Sociology or Social Sciences	9
	Special Education Related	79
	Teacher Education	119
Doctorate Degree	Early Childhood Education	1
	Elementary Education	1
	Other	13
	Psychology	3
	Teacher Education	2

## Degree/Credential by Program Type and Position

Center Based Child Care and Preschool Programs										
Degree/Credential	Aide	Assistant	Business Manager	Director	Licensee	Substitute	Teacher	Teacher Associate	Trainee	Grand Total
High School or Equivalent	1	5			1	4	2	2	2	17
Afterschool Essentials Course Completed		1								1
VT Early Childhood Level I Certificate or Fundamentals Course Completion Certificate	40	218	1	9	5	60	35	45	40	453
Afterschool Foundations Certificate	2	7				8	2	1	3	23
Afterschool Credential		1					1			2
VT Early Childhood Level II Certificate or Current Child Development Associate (CDA)	2	55		18	1	9	33	34	2	154
Other Type of Education Certificate	2	1				1	1	3	2	10
VT Early Childhood Level IIIA Certificate, or Apprenticeship or CCV Child Care Certificate	3	16		15	3	7	26	64		134
Associate, and/or VT Early Childhood Level IIIB Certificate	7	40	1	41	3	10	41	89	2	234
Bachelor's Degree, and/or VT Early Childhood Level IVA or IVB Certificate	19	75	6	205	5	36	378	75	4	803
Master Degree, and/or VT Early Childhood Level VA or VB Certificate	2	18		131	5	10	133	4		303
Doctorate				3	1		1			5
<b>Grand Total</b>	<b>78</b>	<b>437</b>	<b>8</b>	<b>422</b>	<b>24</b>	<b>145</b>	<b>653</b>	<b>317</b>	<b>55</b>	<b>2139</b>

37% of center based staff have had degrees or credentials verified in BFIS. 80% of the directors with verified information have a bachelor's degree or higher, while 61% of the teachers and teacher associates with verified information have a bachelor's degree or higher.

The district with the highest percentage of center based staff with verified degrees or credentials is Bennington district with 48%. Brattleboro district has the lowest percentage of staff with verified degrees or credentials with 31%.

Afterschool Child Care Programs								
Degree	Aide	Director	Licensee	Program Administrator	Program Staff	Substitute	Grand Total	
High School or Equivalent		1			2		3	
Afterschool Essentials Course Completed						1	1	
VT Early Childhood Level I Certificate or Fundamentals Course Completion Certificate	6				14	6	26	
Afterschool Foundations Certificate	8	2		1	111	4	126	
Afterschool Credential			1		1		2	
VT Early Childhood Level II Certificate or Current Child Development Associate (CDA)				1	4	3	8	
Other Type of Education Certificate					1		1	
VT Early Childhood Level IIIA Certificate, or Apprenticeship or CCV Child Care Certificate	1	1	1		5	2	10	
Associate, and/or VT Early Childhood Level IIIB Certificate		10			18	2	30	
Bachelor's Degree, and/or VT Early Childhood Level IVA or IVB Certificate	1	73	1	21	48	11	155	
Master Degree, and/or VT Early Childhood Level VA or VB Certificate	1	17		13	16	3	50	
Doctorate		1			2		3	
<b>Grand Total</b>	<b>17</b>	<b>104</b>	<b>3</b>	<b>38</b>	<b>218</b>	<b>32</b>	<b>415</b>	

28% of afterschool staff have had degrees or credentials verified in BFIS. 95% of the program administrators with verified information have a bachelor's degree or higher. 88% of the afterschool directors with verified information have a bachelor's degree or higher. 29% of program staff have a bachelor's degree or higher.

St. Albans district has the highest percentage of afterschool staff with verified degrees/credentials in BFIS, with 50% of staff having information verified. Newport district has the lowest percentage of afterschool staff with verified degrees/credentials in BFIS with only 6% of staff having information verified.

Family Child Care Homes						
Degree/Credential	Aide	Registered Family Child Care Provider	Assistant	Licensed Family Child Care Provider	Substitute	Grand Total
High School or Equivalent		11	4		2	17
VT Early Childhood Level I Certificate or Fundamentals Course Completion Certificate	2	193	15	1	26	237
Afterschool Foundations Certificate					3	3
Afterschool Credential						0
VT Early Childhood Level II Certificate or Current Child Development Associate (CDA)		80	3	4	6	93
Other Type of Education Certificate		1		1		2
VT Early Childhood Level IIIA Certificate, or Apprenticeship or CCV Child Care Certificate	1	24	1	3	4	33
Associate, and/or VT Early Childhood Level IIIB Certificate		46	1	4	3	54
Bachelor's Degree, and/or VT Early Childhood Level IVA or IVB Certificate		64	14	7	8	93
Master		17	3	1	3	24
<b>Grand Total</b>	<b>3</b>	<b>436</b>	<b>41</b>	<b>21</b>	<b>55</b>	<b>556</b>

43% of Family Child Care Home providers and staff have had degrees or credentials verified in BFIS. 19% of the Registered Family Child Care Home providers with verified information have a bachelor's degree or higher. 38% of the Licensed Family Child Care Home providers with verified information have a bachelor's degree or higher.

Brattleboro and Newport districts have the highest percentage of Family Child Care Home providers and staff with verified degrees/credentials in BFIS, with 59% having information verified. Rutland district has the lowest percentage of Family Child Care Home providers and staff with verified degrees/credentials in BFIS with 36% having information verified.

## Definitions of Regulated Child Care, Preschool and Afterschool Workforce

### Positions:

“Afterschool Aide” means a person that is sixteen years or older who assists in the implementation of the program under the supervision of Afterschool Child Care Program Staff. Aides ages sixteen and seventeen shall not be out of eyesight or ear shot of an Afterschool Child Care Program Staff person. An Aide may be counted in staff/child ratios.

“Afterschool Program Administrator” means a person responsible for the overall management of the program in accordance with the regulations. A Program Administrator supervises multiple staff and may provide direct care to children. When providing direct care, a Program Administrator may also serve as the Site Director and count in staff/child ratios.

“Afterschool Program Staff” means a person implements programming for children at an Afterschool Child Care Program (ASP). He/she may supervise other staff. An Afterschool Program Staff person counts in staff/child ratios.

“Afterschool Site Director” means a person that is present on site at the program, responsible for compliance with regulations on a day-to-day basis, and supervises multiple staff and may provide direct care to children. An Afterschool Site Director counts in staff/child ratios when providing direct care to children.

“Business Manager” means a staff or board member that has direct responsibilities for the sustainable business operation and financial management of the Center Based Child Care and Preschool Program. This position may or may not work directly with children.

“Classroom Aide” means a person assigned to work with a specific child or group of children in addition to the staff who count in staff/child ratios in a Center Based Child Care and Preschool Program or a Family Child Care Home.

“Family Child Care Assistant” means a qualified staff member who works under the supervision of a Family Child Care Provider (FCCP) and provides child care services.

“Family Child Care Provider,” often referred to as the “FCCP,” means the person who has been approved to operate a registered or licensed FCCH, is responsible for the operation of that FCCH and considered legally responsible for compliance with the regulations. The FCCP approves or develops the FCCH’s program and curriculum and supervises staff.

“Licensee” means the person, corporation or other legal entity named on the license certificate who has received permission to operate an Afterschool Child Care Program or a Center Based Child Care and Preschool Program and is responsible for maintaining compliance with the regulations. This position may not work directly with children.

“Program Director” means the staff member, who is directly responsible for the Center Based Child Care and Preschool Program’s daily operations and services to children and their families, for the development or approval of the Center Based Child Care and Preschool Program’s program and curriculum, and for supervision of staff and volunteers.

“Substitute” means a staff member who is temporarily filling a position in an Afterschool Child Care Program, Family Child Care Home, or Center Based Child Care and Preschool Program due to the absence or lack of a regularly employed staff member

“Teacher” means a staff member in a Center Based Child Care and Preschool Program, who is responsible for a group of children, provides direct education and child care services, develops and implements curriculum, and may supervise trainees.

“Teacher Associate” means a staff member in a Center Based Child Care and Preschool Program, who is responsible for a group of children, provides direct education and child care services, develops and implements curriculum, and may supervise trainees.

“Teacher Assistant” means a staff member, who provides direct education and child care services, and implements curriculum in a Center Based Child Care and Preschool Program. A teacher assistant may assist with developing curriculum and may supervise a group of children for a limited portion of the day.

“Trainee” means a staff member who provides direct education and child care services, and may assist with implementing curriculum.

#### Child Care Program Types:

“Center Based Child Care and Preschool Program” often referred to as the “CBCCPP,” means the program and facility approved to provide developmentally appropriate care, education, protection, and supervision designed to ensure wholesome growth and educational experiences for children outside of their home for periods of less than twenty-four (24) hours per day. A CBCCPP license is specific to a physical location where services are provided. CBCCPP’s include non-recurring care that are often in ski resorts, Head Start programs, privately and publicly operated prekindergarten programs, as well as full and part day child care programs that serve children ages 6 weeks to 13 years.

“Family Child Care Home,” often referred to as the “FCCH,” means the residence of a person approved to provide developmentally appropriate care, education, protection, and supervision designed to ensure wholesome growth and educational experiences for children outside of their own homes for periods of less than twenty-four (24) hours per day.

“Afterschool Child Care Program,” often referred to as the “ASP,” means a program licensed by the Division whose services are designed to provide school age children with developmentally appropriate experiences before school, after school, and during school vacations.

#### Other Definitions

“Agency of Human Services Districts” are areas of the state defined as service areas for Vermont Agency of Human Services programs. A map of the districts is available here: <https://humanservices.vermont.gov/about-us/field-services>



“Bright Futures Information System” referred to as “BFIS” in this report, means the web-based information and management system used by the Division to communicate with child care and education providers. It is used to manage processes, actions, documents and information related to: child care and early education licensing; the qualifications and professional development experiences of early childhood and afterschool professionals.

“Child Development Division Information System,” referred to as “CDDIS”, is the web-based information and management system used by the Division to manage the Child Care Financial Assistance Program (CCFAP), which includes processing applications, determining eligibility, and paying child care providers.

## **Appendix - Regional Data**

# Appendix A - Bennington District

## Number of Individuals in Regulated Child Care, Preschool and Afterschool Programs

The Bennington AHS District includes all of Bennington County. There are 490 unduplicated individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 6.1% of individuals in the state working in these settings. 47% of individuals have reported a degree or credential.

### Center Based Child Care and Preschool Programs

Position	Number of Individuals
Aide	17
Assistant	98
Business Manager	1
Director	31
Licensee	2
Substitute	86
Teacher	77
Teacher Associate	57
Trainee	26
<b>Grand Total</b>	<b>395</b>

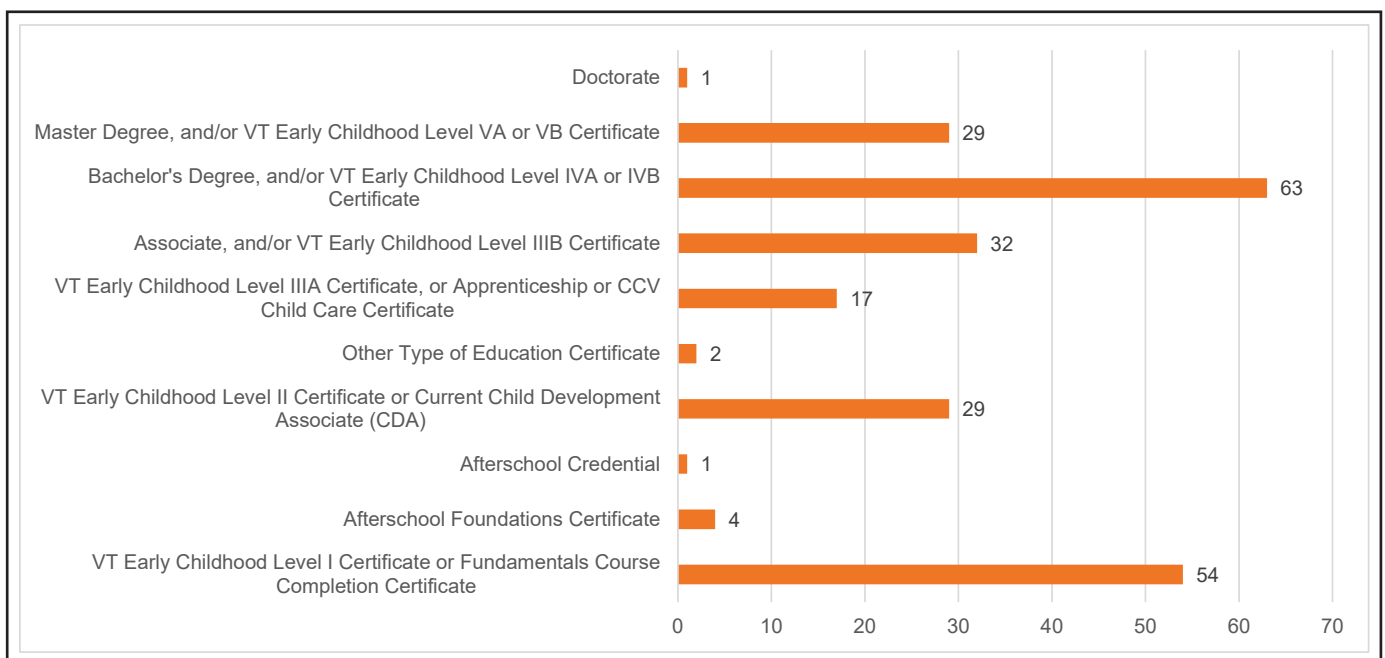
### Afterschool Child Care Programs

Position	Number of Individuals
Aide	6
Director	7
Program Administrator	2
Program Staff	40
Substitute	13
<b>Grand Total</b>	<b>68</b>

### Family Child Care Homes

Position	Number of Individuals
Registered Family Child Care Home Provider	31
Aide	1
Assistant	9
Licensed Family Child Care Home Provider	2
Substitute	28
<b>Grand Total</b>	<b>71</b>

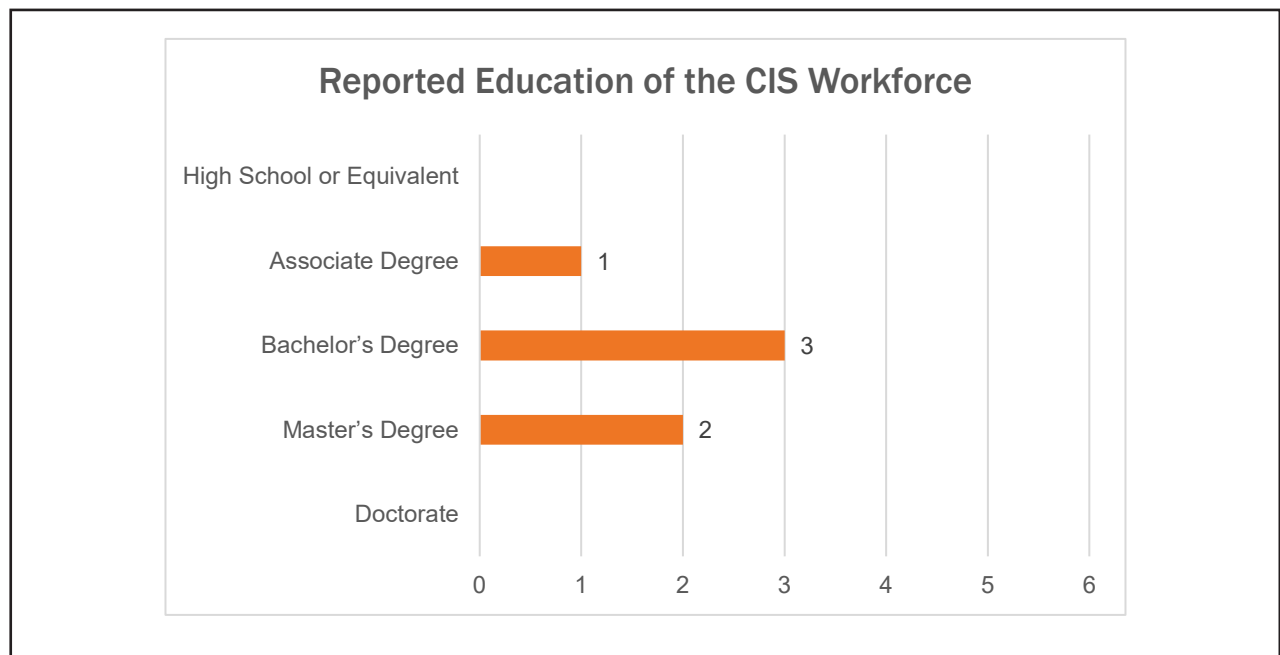
## Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



## Number of people working in Children's Integrated Services

Based on the Recruitment and Retention Survey, there are 6 individuals working in Children's Integrated Services in the Bennington district that responded to the survey. This district represents 4.83% of the reported individuals in the state working in these settings.

Position	Number of Individuals
Nursing for CIS	1
Early Intervention	4
Early Childhood and Family Mental Health	2
Family Support	0
Specialized Child Care	1
Private SLP, OT, PT, Oral Motor	0
Other	0
<b>Grand Total</b>	<b>6</b>



# Appendix B - Brattleboro District

## Number of Individuals in Regulated Child Care, Preschool and Afterschool Programs

The Brattleboro AHS District represents a large portion of Windham County. There are 501 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 6.0% of individuals in the state working in these settings. 30% of individuals have reported a degree or credential.

### Center Based Child Care and Preschool Programs

Position	Number of Individuals
Aide	19
Assistant	74
Business Manager	2
Director	36
Licensee	2
Substitute	118
Teacher	93
Teacher Associate	29
Trainee	9
<b>Grand Total</b>	<b>382</b>

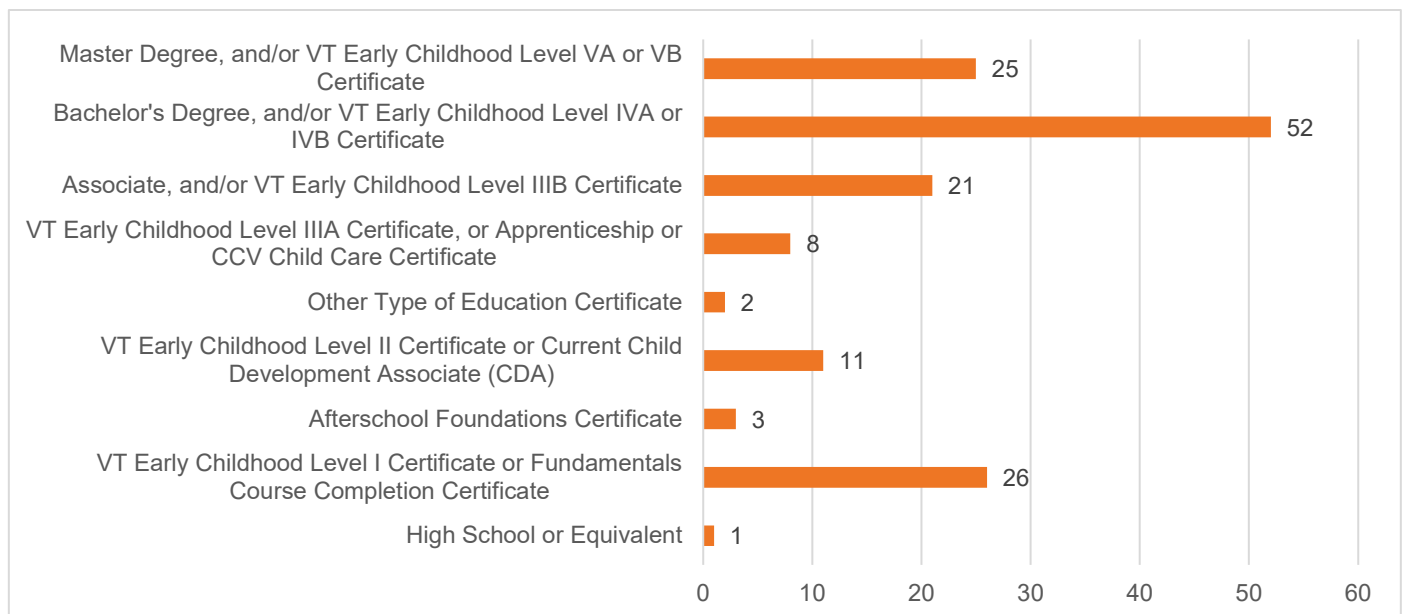
### Afterschool Child Care Programs

Position	Number of Individuals
Aide	3
Director	11
Licensee	1
Program Administrator	4
Program Staff	46
Substitute	5
<b>Grand Total</b>	<b>70</b>

### Family Child Care Homes

Position	Number of Individuals
Registered Family Child Care Home Provider	17
Aide	2
Assistant	8
Licensed Family Child Care Home Provider	2
Substitute	29
<b>Grand Total</b>	<b>58</b>

## Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce

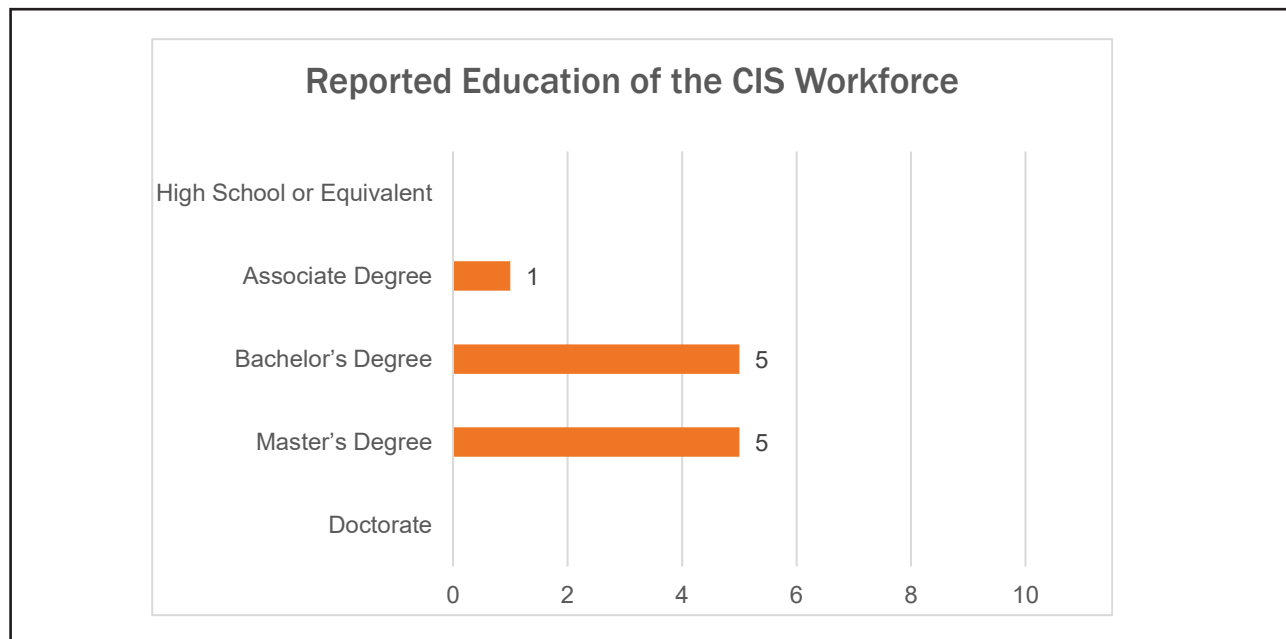




## Number of people working in Children's Integrated Services

Based on the Recruitment & Retention Survey, there are 11 individuals working in Children's Integrated Services in the Brattleboro district that responded to the survey. This district represents 8.87% of the reported individuals in the state working in these settings.

Position	Number of Individuals
Nursing for CIS	1
Early Intervention	4
Early Childhood and Family Mental Health	2
Family Support	2
Specialized Child Care	1
Private SLP, OT, PT, Oral Motor	0
Other	0
Not Identified	1
<b>Grand Total</b>	<b>11</b>



# Appendix C - Burlington District

## Number of Individuals in Regulated Child Care, Preschool and Afterschool Programs

The Burlington AHS District includes all of Chittenden County. There are 2,440 individuals working in regulated child care, preschool and afterschool programs in this district. This district has the largest percentage of the workforce at 29.2% of individuals in the state working in these settings. 36% of individuals have reported a degree or credential.

### Center Based Child Care and Preschool Programs

Position	Number of Individuals
Aide	70
Assistant	368
Business Manager	11
Director	132
Licensee	25
Substitute	365
Teacher	459
Teacher Associate	200
Trainee	136
<b>Grand Total</b>	<b>1766</b>

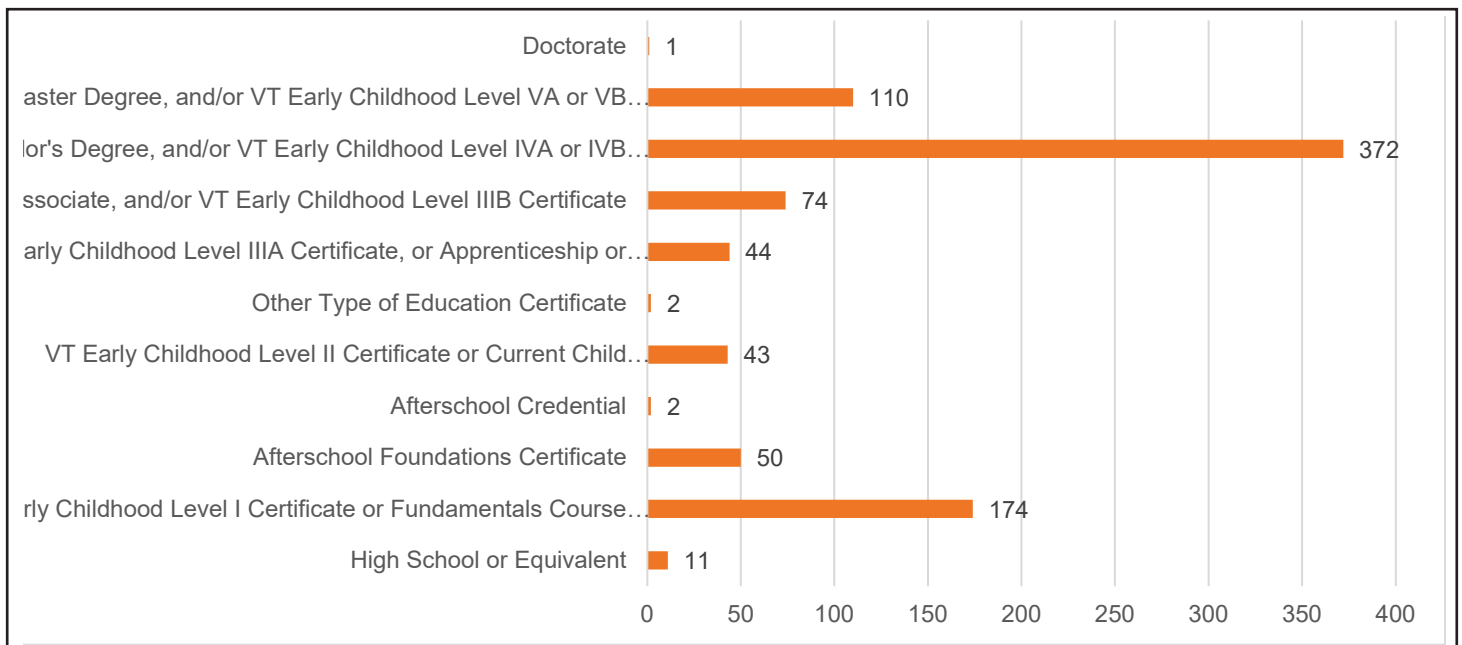
### Afterschool Child Care Programs

Position	Number of Individuals
Aide	51
Director	41
Licensee	1
Program Administrator	9
Program Staff	390
Substitute	49
<b>Grand Total</b>	<b>541</b>

### Family Child Care Homes

Position	Number of Individuals
Aide	1
Registered Family Child Care Home Provider	88
Assistant	13
Licensed Family Child Care Home Provider	4
Substitute	98
<b>Grant Total</b>	<b>204</b>

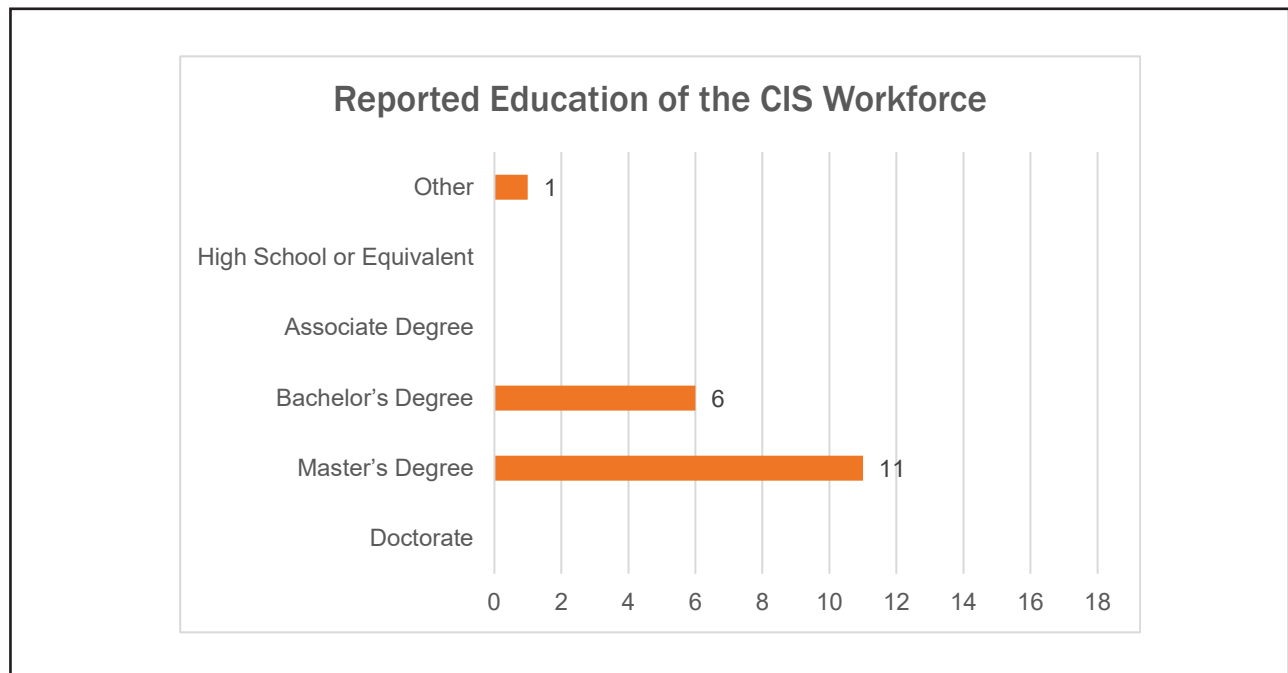
## Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



## Number of people working in Children's Integrated Services

Based on the Recruitment & Retention Survey, there are 18 individuals working in Children's Integrated Services in the Burlington district that responded to the survey. This district represents 14.52% of the reported individuals in the state working in these settings.

Position	Number of Individuals
Nursing for CIS	0
Early Intervention	4
Early Childhood and Family Mental Health	9
Family Support	3
Specialized Child Care	1
Private SLP, OT, PT, Oral Motor	0
Other	1
Not Identified	0
<b>Grand Total</b>	<b>18</b>



# Appendix D - Hartford District

## Number of Individuals in Regulated Child Care, Preschool and Afterschool Programs

The Hartford district represents a large portion of Orange and north Windsor Counties. There are 596 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 7.1% of individuals in the state working in these settings. 35% of individuals have reported a degree or credential.

### Center Based Child Care and Preschool Programs

Position	Number of Individuals
Aide	30
Assistant	51
Business Manager	2
Director	51
Licensee	1
Substitute	105
Teacher	87
Teacher Associate	50
Trainee	35
<b>Grand Total</b>	<b>412</b>

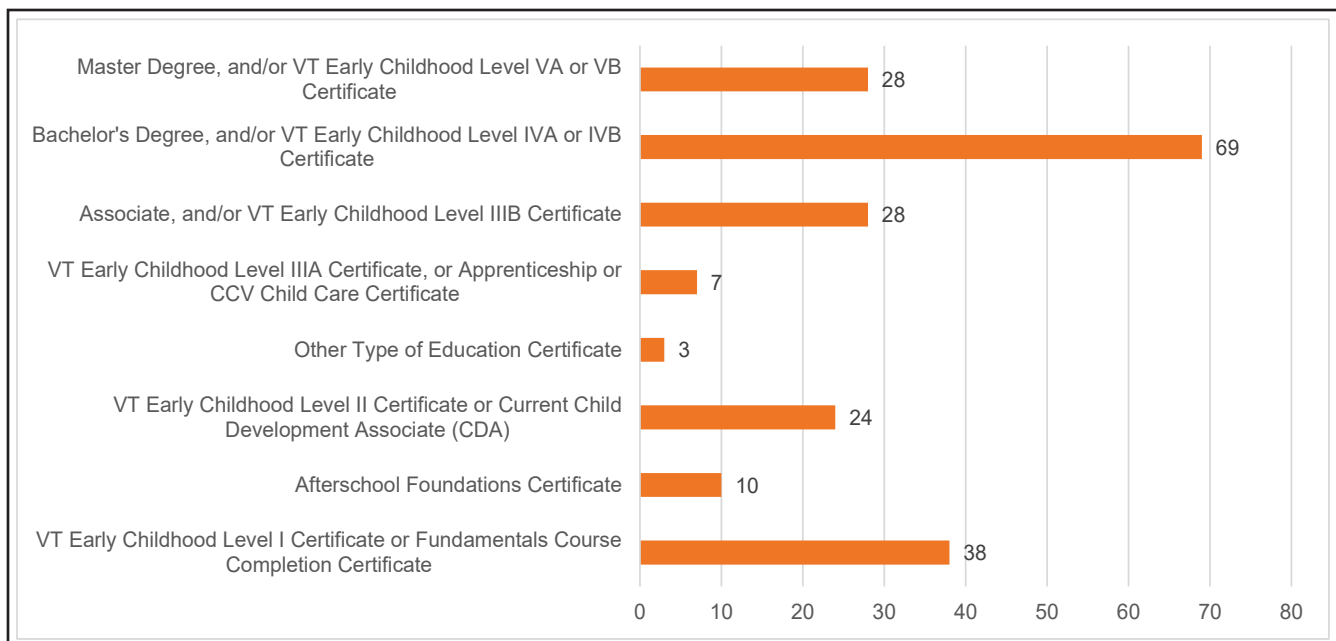
### Afterschool Child Care Programs

Position	Number of Individuals
Aide	37
Director	18
Program Administrator	6
Program Staff	112
Substitute	20
<b>Grand Total</b>	<b>193</b>

### Family Child Care Homes

Position	Number of Individuals
Aide	1
Registered Family Child Care Home Provider	18
Assistant	8
Licensed Family Child Care Home Provider	1
Substitute	19
<b>Grand Total</b>	<b>47</b>

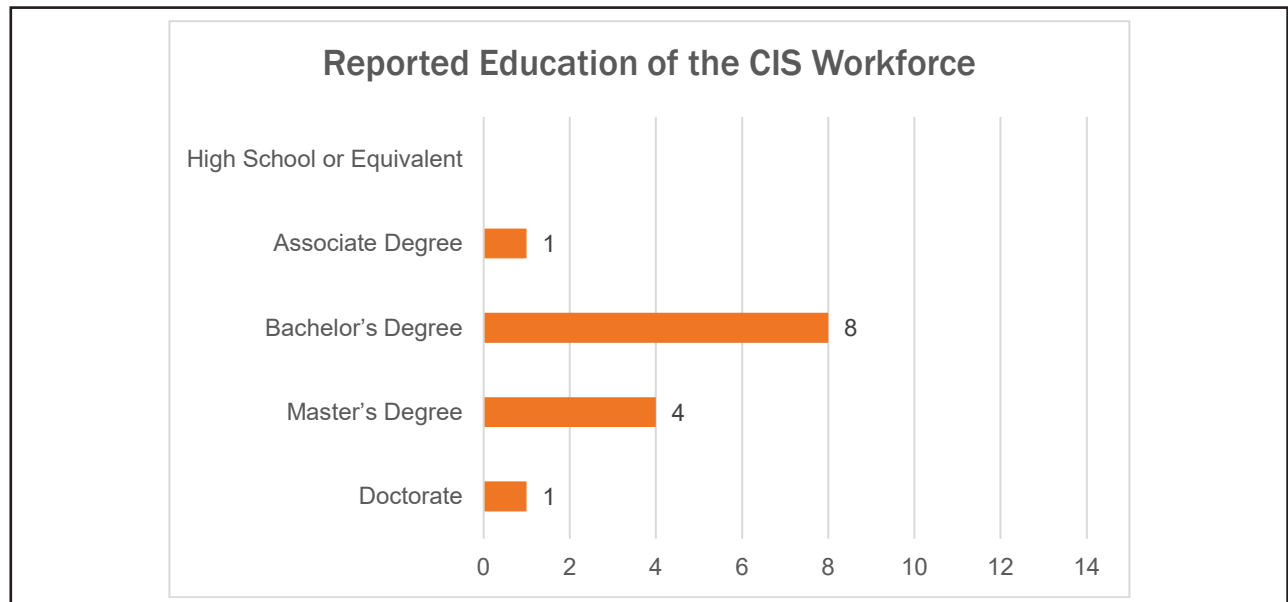
## Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



## Number of people working in Children's Integrated Services

Based on the Recruitment & Retention Survey, there are 14 individuals working in Children's Integrated Services in Hartford district that responded to the survey. This district represents 11.29% of the reported individuals in the state working in these settings.

Position	Number of Individuals
Nursing for CIS	1
Early Intervention	6
Early Childhood and Family Mental Health	2
Family Support	4
Specialized Child Care	1
Private SLP, OT, PT, Oral Motor	0
Other	0
Not Identified	0
<b>Grand Total</b>	<b>14</b>



# Appendix E - Middlebury District

## Number of Individuals in Regulated Child Care, Preschool and Afterschool Programs

The Middlebury AHS District includes all of Addison County. There are 513 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 6.1% of individuals in the state working in these settings. 35% of individuals have reported a degree or credential.

### Center Based Child Care and Preschool Programs

Position	Number of Individuals
Aide	12
Assistant	43
Business Manager	2
Director	30
Licensee	1
Substitute	77
Teacher	70
Teacher Associate	36
Trainee	55
<b>Grand Total</b>	<b>326</b>

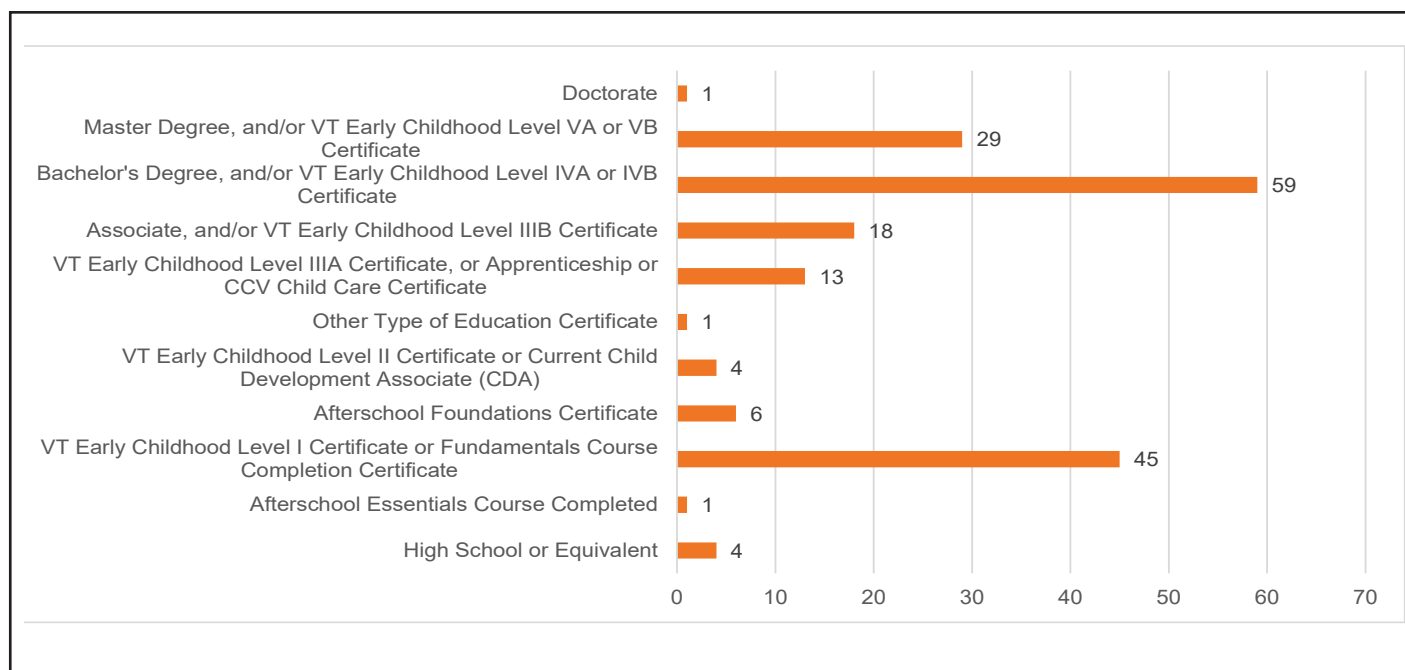
### Afterschool Child Care Programs

Position	Number of Individuals
Aide	11
Director	14
Program Administrator	2
Program Staff	12
Substitute	67
Trainee	14
<b>Grand Total</b>	<b>120</b>

### Family Child Care Homes

Position	Number of Individuals
Registered Family Child Care Home Provider	33
Assistant	9
Licensed Family Child Care Home Provider	3
Substitute	38
<b>Grant Total</b>	<b>83</b>

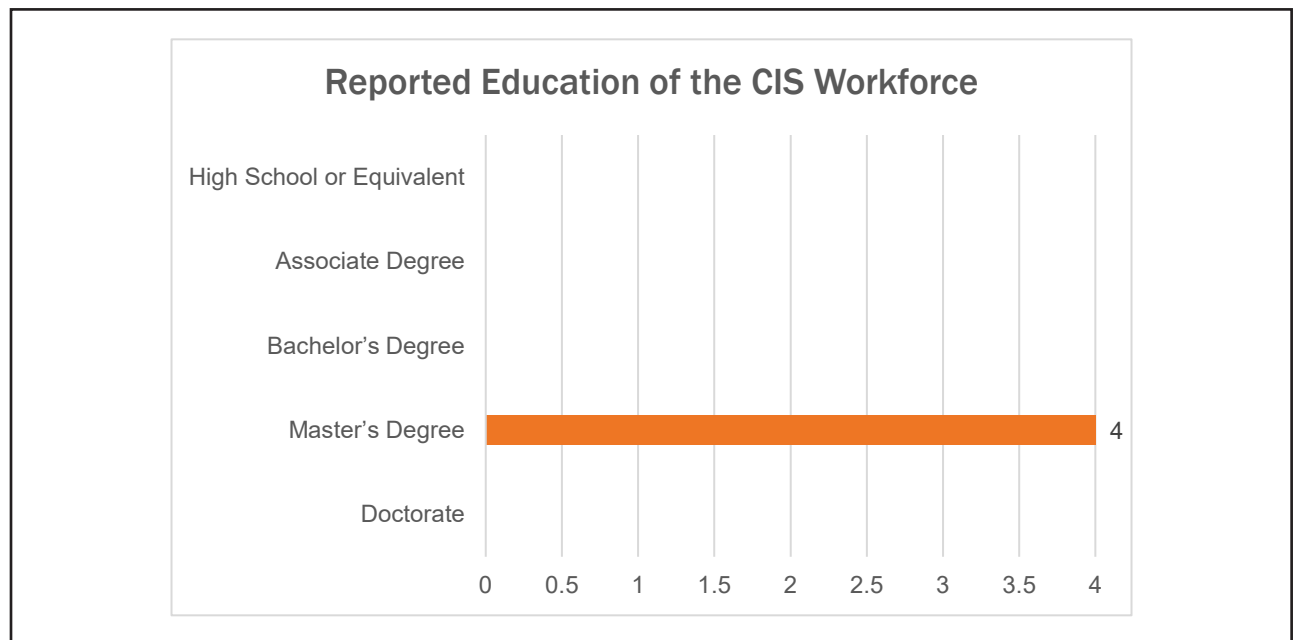
## Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



## Number of people working in Children's Integrated Services

Based on the Recruitment & Retention Survey, there are 4 individuals working in Children's Integrated Services in the Middlebury district that responded to the survey. This district represents 3.22% of the reported individuals in the state working in these settings.

Position	Number of Individuals (*Individuals are listed in more than one position.)
Nursing for CIS	0
Early Intervention	3
Early Childhood and Family Mental Health	3
Family Support	0
Specialized Child Care	2
Private SLP, OT, PT, Oral Motor	1
Other	2
Not Identified	0
<b>Grand Total</b>	<b>11*</b>





# Appendix F - Barre District

## Number of Individuals in Regulated Child Care, Preschool and Afterschool Programs

The Barre AHS District includes most of Washington County and five towns from Orange County. There are 841 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 10.1% of individuals in the state working in these settings. 35% of individuals have reported a degree or credential.

### Afterschool Child Care Programs

Position	Number of Individuals
Aide	14
Director	15
Program Administrator	8
Program Staff	79
Substitute	9
<b>Grand Total</b>	<b>125</b>

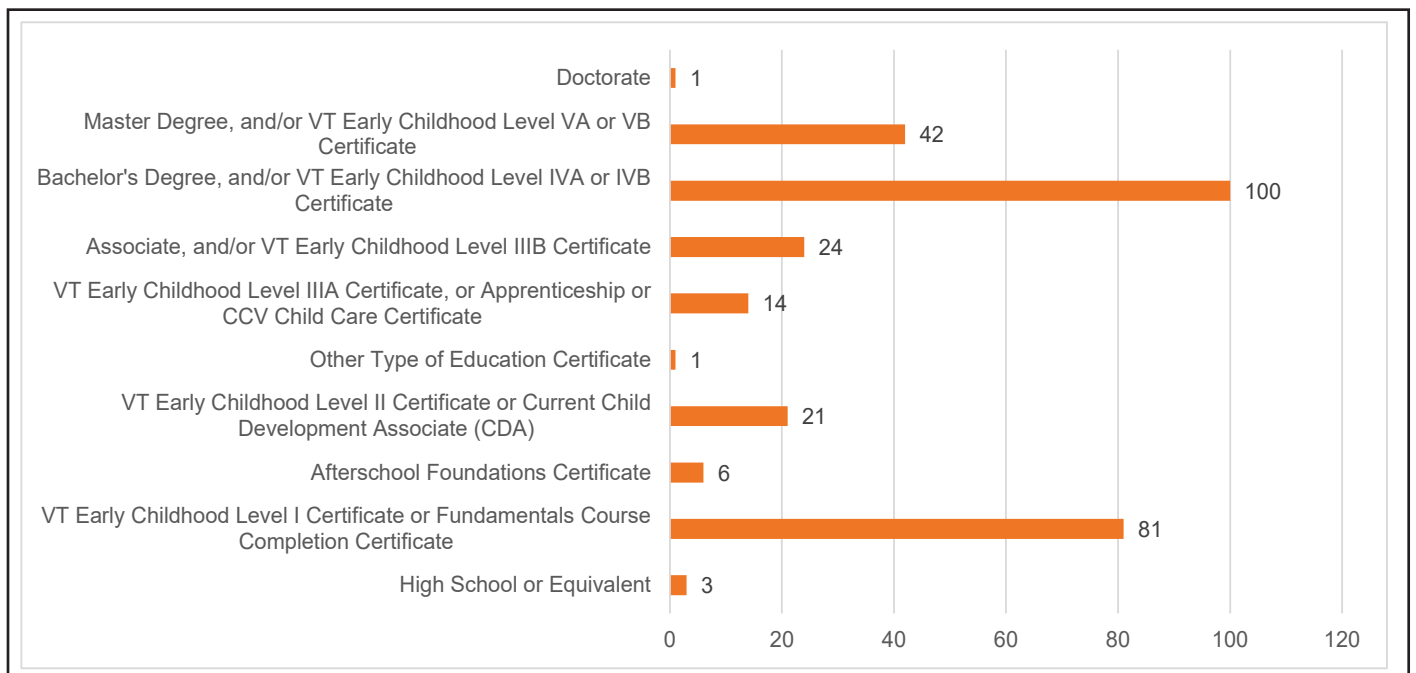
### Center Based Child Care and Preschool Programs

Position	Number of Individuals
Aide	26
Assistant	86
Business Manager	4
Director	54
Licensee	3
Substitute	166
Teacher	163
Teacher Associate	41
Trainee	29
<b>Grand Total</b>	<b>572</b>

### Family Child Care Homes

Position	Number of Individuals
Registered Family Child Care Home Provider	71
Assistant	10
Licensed Family Child Care Home Provider	3
Substitute	90
Trainee	1
<b>Grant Total</b>	<b>175</b>

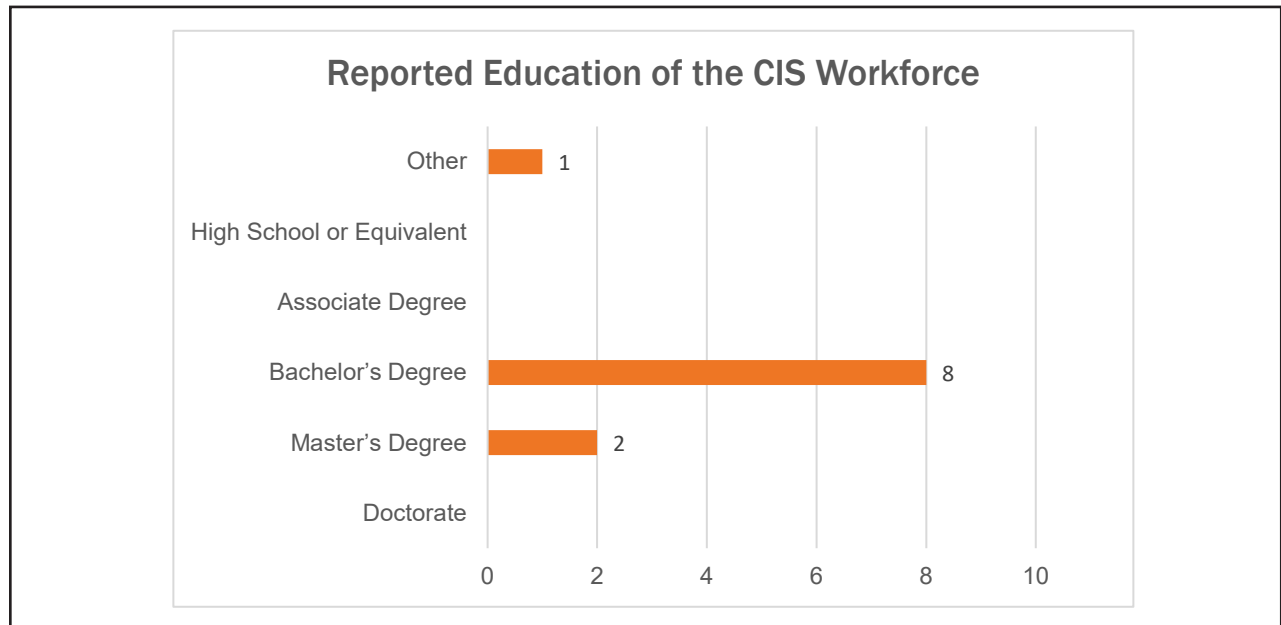
## Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



## Number of people working in Children's Integrated Services

Based on the Recruitment & Retention Survey, there are 11 individuals working in Children's Integrated Services in the Barre district that responded to the survey. This district represents 8.87% of the reported individuals in the state working in these settings.

Position	Number of Individuals
Nursing for CIS	1
Early Intervention	3
Early Childhood and Family Mental Health	1
Family Support	1
Specialized Child Care	1
Private SLP, OT, PT, Oral Motor	1
Other	0
Not Identified	3
<b>Grand Total</b>	<b>11</b>



# Appendix G - Morrisville District

## Number of Individuals in Regulated Child Care, Preschool and Afterschool Programs

The Morrisville AHS District includes towns in the Lamoille Valley. There are 465 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 5.6% of individuals in the state working in these settings. 36% of individuals have reported a degree or credential.

### Center Based Child Care and Preschool Programs

Position	Number of Individuals
Aide	33
Assistant	85
Business Manager	4
Director	33
Licensee	6
Substitute	77
Teacher	66
Teacher Associate	46
Trainee	20
<b>Grand Total</b>	<b>370</b>

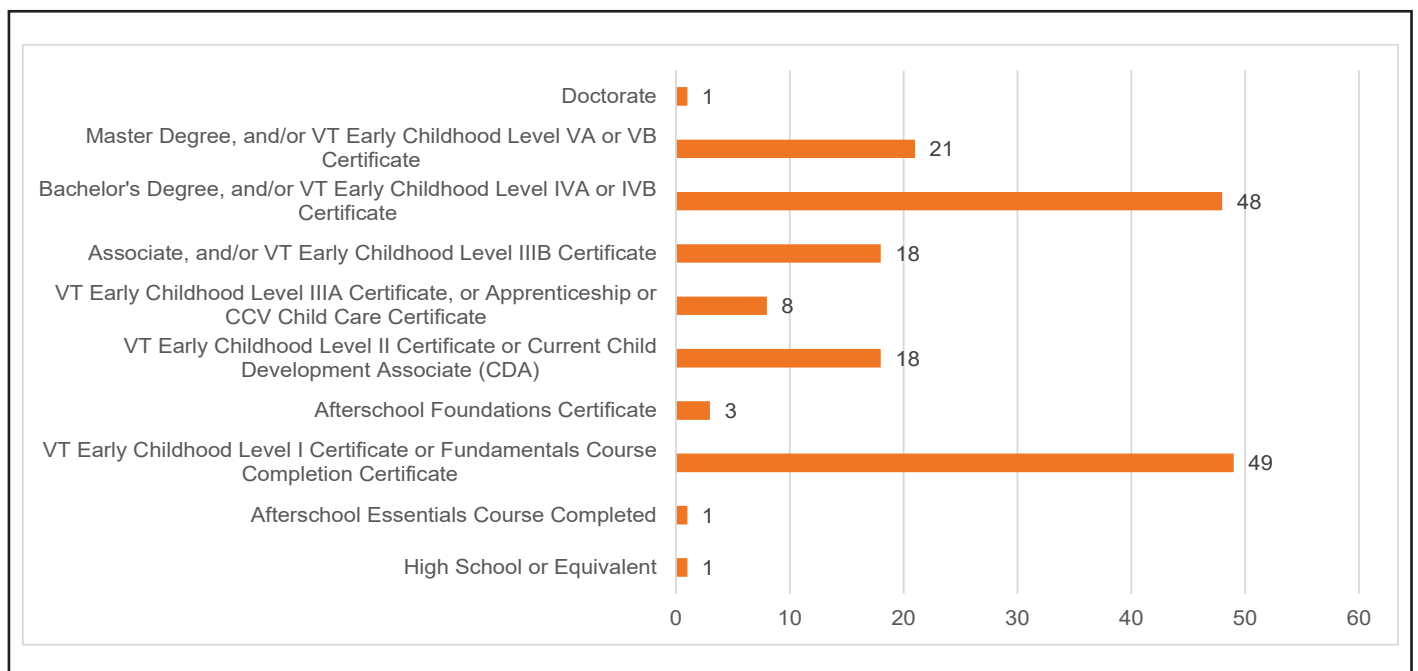
### Afterschool Child Care Programs

Position	Number of Individuals
Aide	14
Director	4
Program Administrator	4
Program Staff	22
Substitute	8
<b>Grand Total</b>	<b>52</b>

### Family Child Care Homes

Position	Number of Individuals
Aide	2
Registered Family Child Care Home Provider	32
Assistant	8
Licensed Family Child Care Home Provider	1
Substitute	35
<b>Grant Total</b>	<b>78</b>

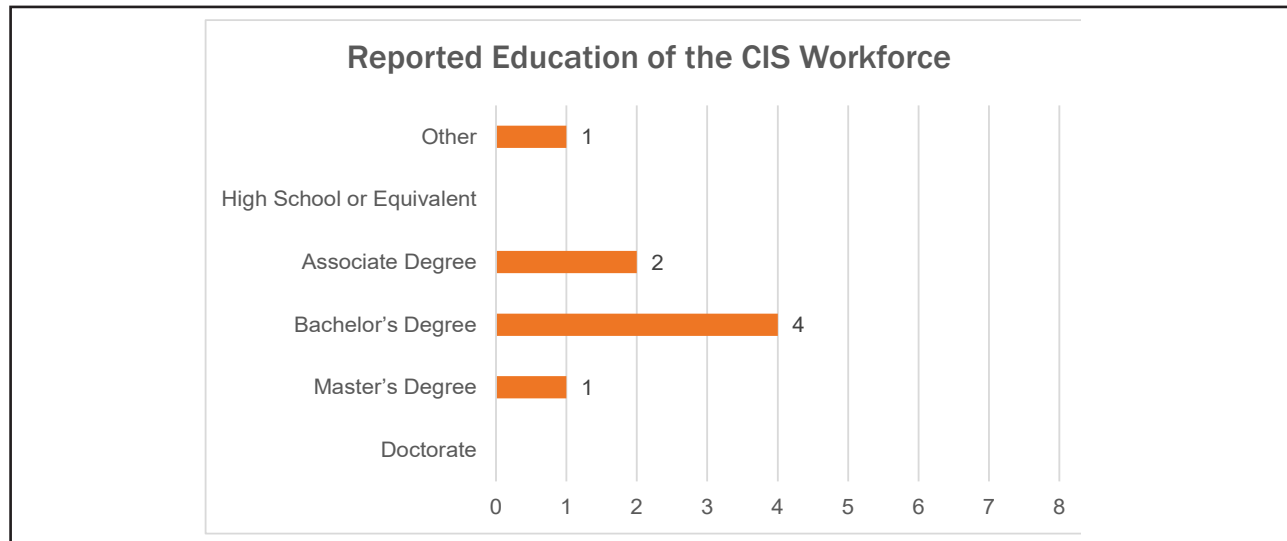
## Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



## Number of people working in Children's Integrated Services

Based on the Recruitment & Retention Survey, there are 8 individuals working in Children's Integrated Services in the Morrisville district that responded to the survey. This district represents 6.45% of the reported individuals in the state working in these settings.

Position	Number of Individuals
Nursing for CIS	1
Early Intervention	2
Early Childhood and Family Mental Health	0
Family Support	1
Specialized Child Care	3
Private SLP, OT, PT, Oral Motor	0
Other	0
Not Identified	1
<b>Grand Total</b>	<b>8</b>



# Appendix H - Newport District

## Number of Individuals in Regulated Child Care, Preschool and Afterschool Programs

The Newport AHS District represents Orleans and north Essex Counties. There are 342 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 4.1% of individuals in the state working in these settings. 40% of individuals have reported a degree or credential.

### Center Based Child Care and Preschool Programs

Position	Number of Individuals
Aide	23
Assistant	26
Director	22
Licensee	4
Substitute	68
Teacher	54
Teacher Associate	15
Trainee	4
<b>Grand Total</b>	<b>216</b>

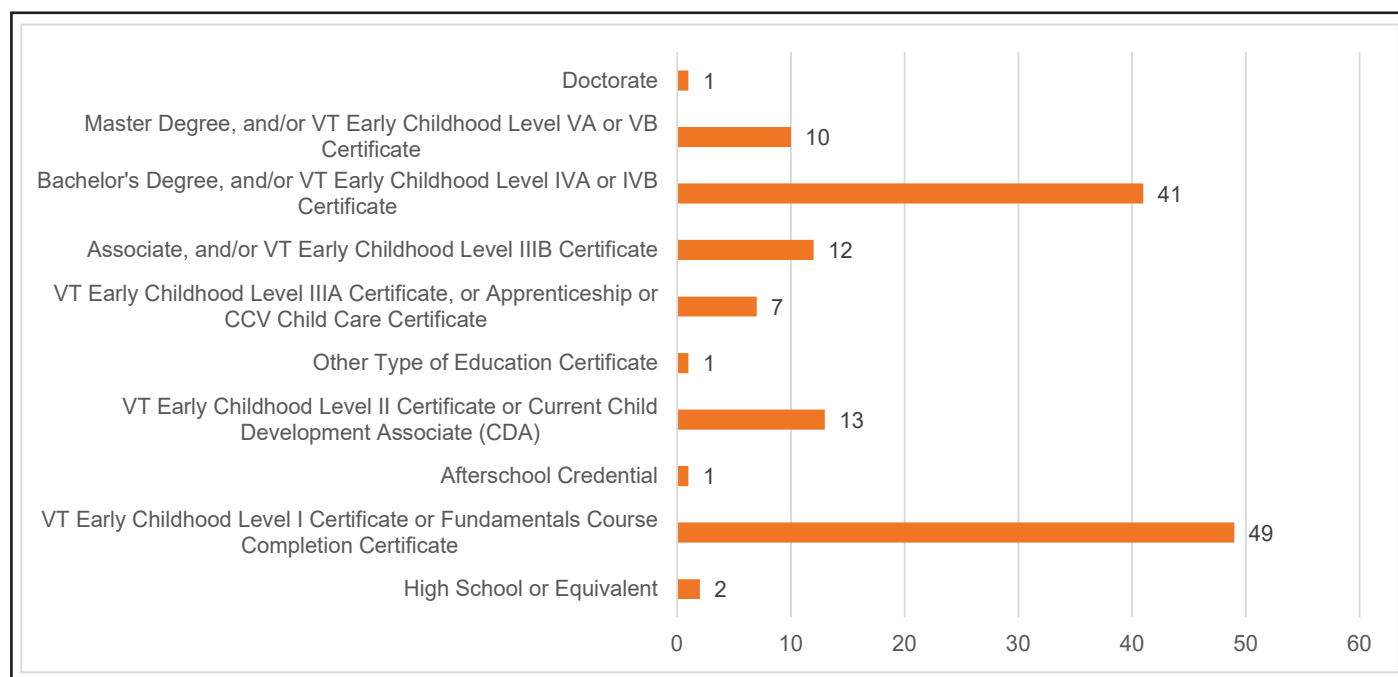
### Afterschool Child Care Programs

Position	Number of Individuals
Aide	2
Director	2
Program Administrator	2
Program Staff	23
Substitute	2
<b>Grand Total</b>	<b>31</b>

### Family Child Care Homes

Position	Number of Individuals
Aide	1
Registered Family Child Care Home Provider	50
Assistant	9
Licensed Family Child Care Home Provider	1
Substitute	44
<b>Grant Total</b>	<b>105</b>

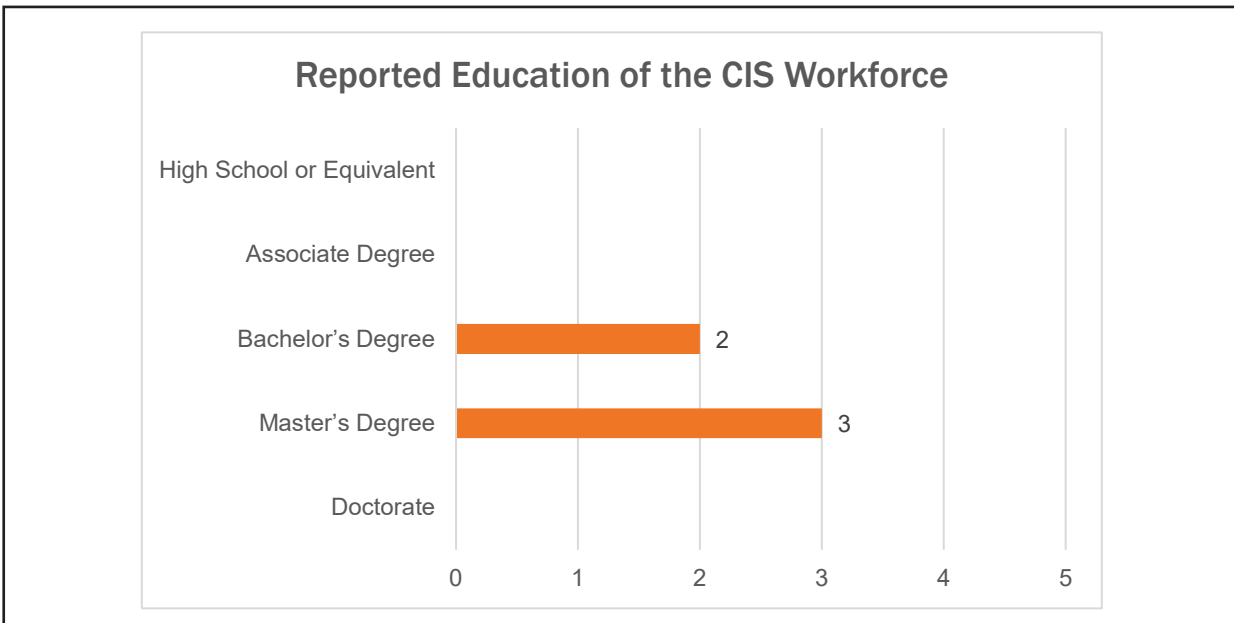
## Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



## Number of people working in Children's Integrated Services

Based on the Recruitment & Retention Survey, there are 5 individuals working in Children's Integrated Services in the Newport district that responded to the survey. This district represents 4.03% of the reported individuals in the state working in these settings.

Position	Number of Individuals
Nursing for CIS	0
Early Intervention	2
Early Childhood and Family Mental Health	1
Family Support	0
Specialized Child Care	1
Private SLP, OT, PT, Oral Motor	0
Other	0
Not identified	1
<b>Grand Total</b>	<b>5</b>



# Appendix I - Rutland District

## Number of Individuals in Regulated Child Care, Preschool and Afterschool Programs

The Rutland AHS District includes all of Rutland County. There are 753 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 9.0% of individuals in the state working in these settings. 30% of individuals have reported a degree or credential.

### Center Based Child Care and Preschool Programs

Position	Number of Individuals
Aide	36
Assistant	82
Business Manager	1
Director	46
Licensee	9
Substitute	64
Teacher	87
Teacher Associate	56
Trainee	24
<b>Grand Total</b>	<b>405</b>

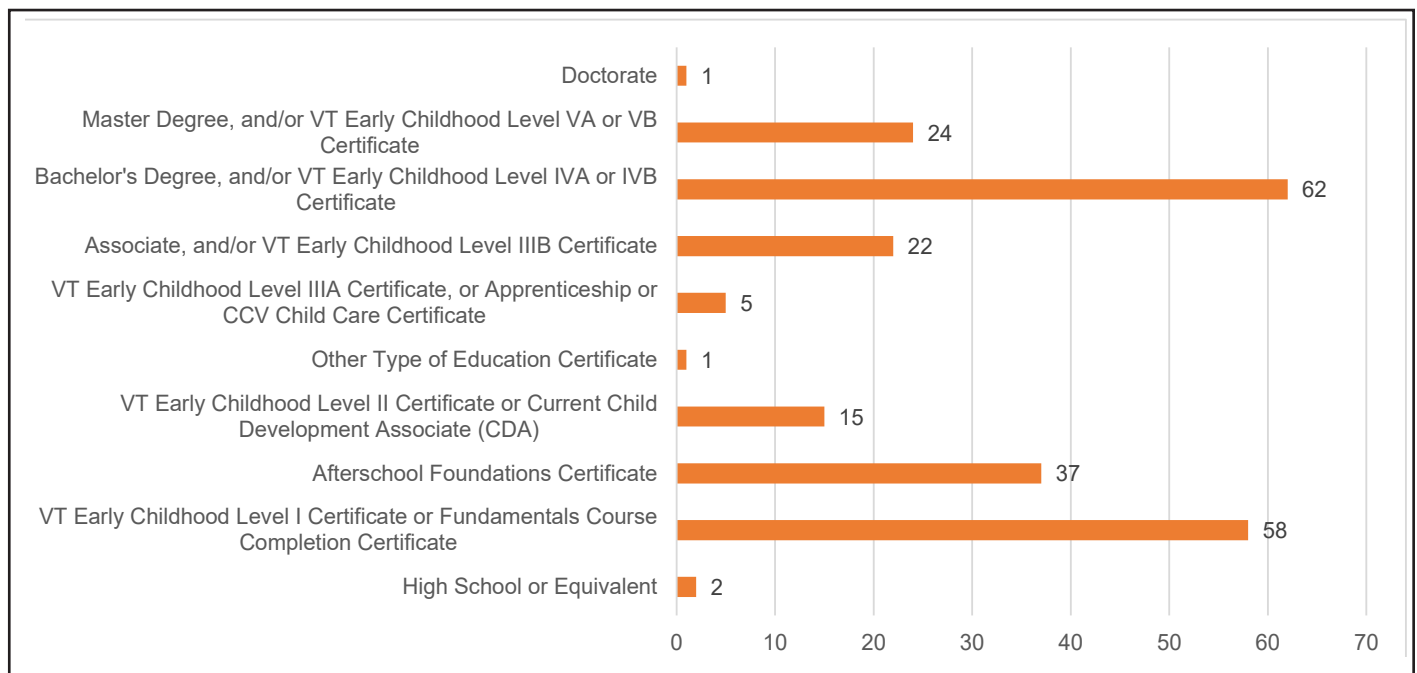
### Afterschool Child Care Programs

Position	Number of Individuals
Aide	16
Director	18
Licensee	1
Program Administrator	5
Program Staff	208
Substitute	20
<b>Grand Total</b>	<b>268</b>

### Family Child Care Homes

Position	Number of Individuals
Aide	2
Registered Family Child Care Home Provider	51
Assistant	20
Licensed Family Child Care Home Provider	3
Substitute	46
Trainee	1
<b>Grand Total</b>	<b>123</b>

## Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce

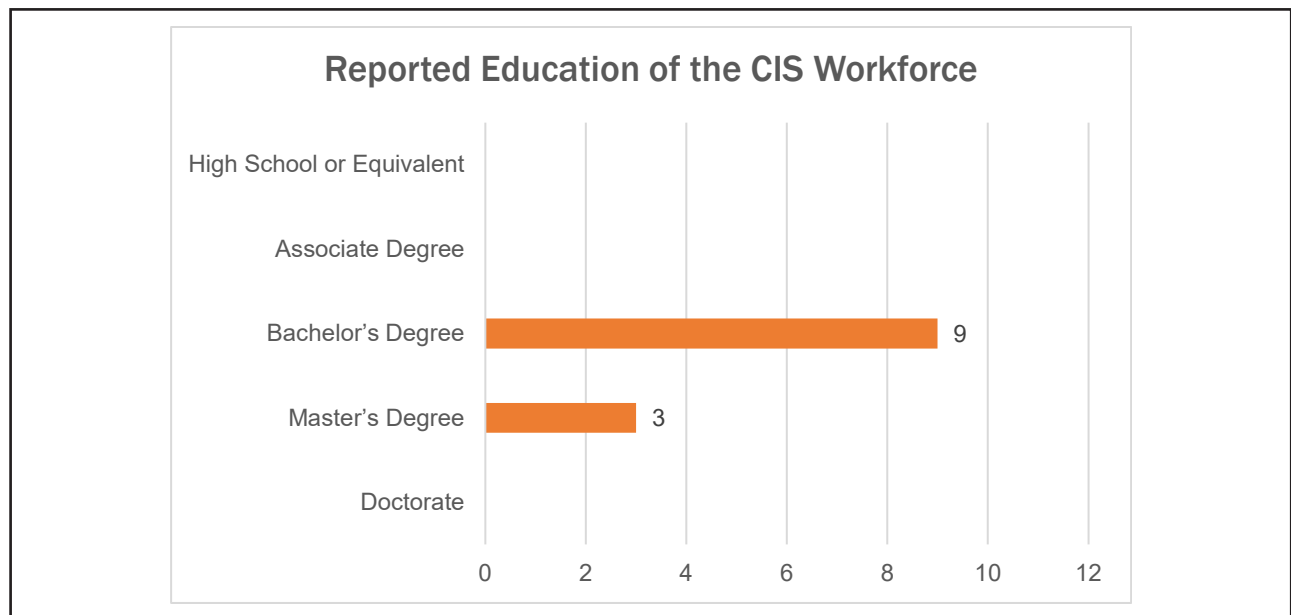




## Number of people working in Children's Integrated Services

Based on the Recruitment & Retention Survey, there are 12 individuals working in Children's Integrated Services in the Rutland district that responded to the survey. This district represents 9.67% of the reported individuals in the state working in these settings.

Position	Number of Individuals (*Individuals are listed in more than one position.)
Nursing for CIS	0
Early Intervention	3
Early Childhood and Family Mental Health	7
Family Support	1
Specialized Child Care	1
Private SLP, OT, PT, Oral Motor	0
Other	1
Not Identified	0
<b>Grand Total</b>	<b>13*</b>



# Appendix J - Springfield District

## Number of Individuals in Regulated Child Care, Preschool and Afterschool Programs

The Springfield AHS District represents south Windsor and north Windham Counties. There are 364 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 4.4% of individuals in the state working in these settings. 37% of individuals have reported a degree or credential.

### Center Based Child Care and Preschool Programs

Position	Number of Individuals
Aide	16
Assistant	40
Business Manager	1
Director	25
Licensee	1
Substitute	38
Teacher	45
Teacher Associate	35
Trainee	8
<b>Grand Total</b>	<b>209</b>

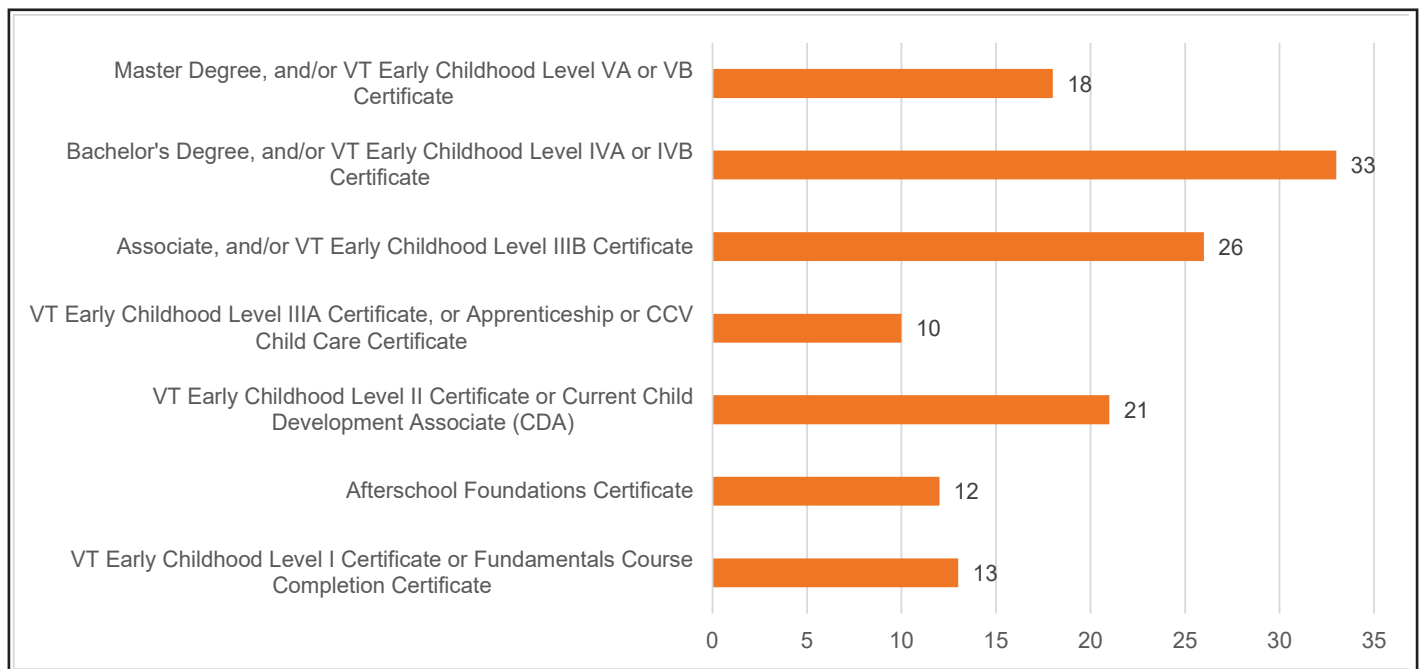
### Afterschool Child Care Programs

Position	Number of Individuals
Aide	10
Director	7
Program Administrator	3
Program Staff	62
Substitute	16
<b>Grand Total</b>	<b>98</b>

### Family Child Care Homes

Position	Number of Individuals
Registered Family Child Care Home Provider	29
Assistant	4
Substitute	33
Trainee	1
<b>Grant Total</b>	<b>67</b>

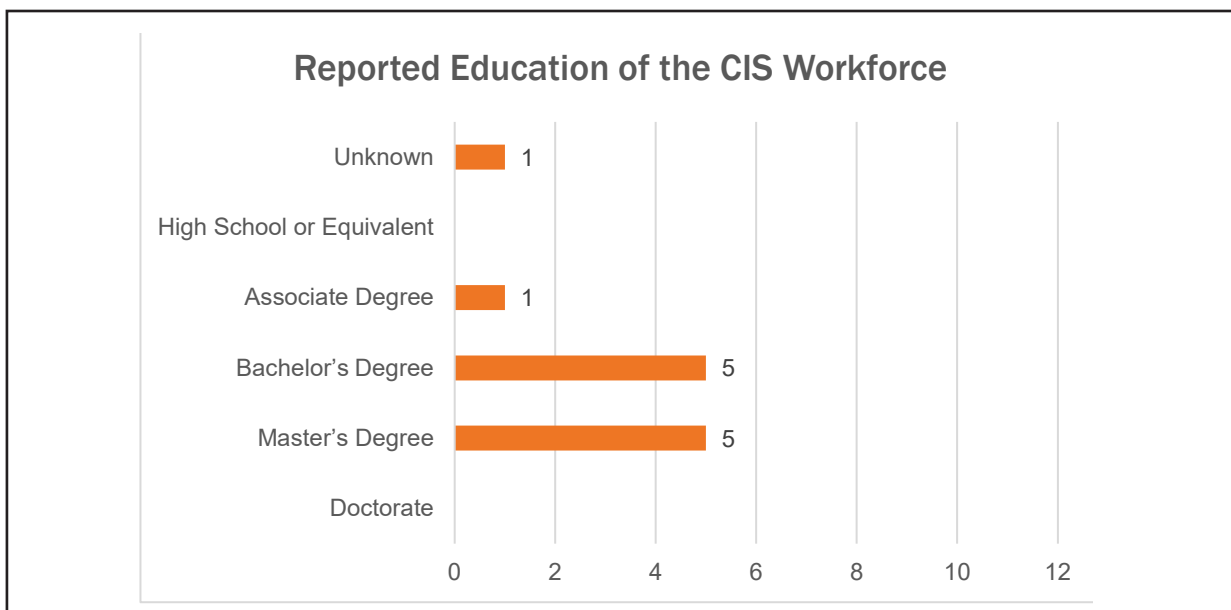
## Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



## Number of people working in Children's Integrated Services

Based on the Recruitment & Retention Survey, there are 12 individuals working in Children's Integrated Services in the Springfield district that responded to the survey. This district represents 9.67% of the reported individuals in the state working in these settings.

Position	Number of Individuals (*Individuals are listed in more than one position.)
Nursing for CIS	2
Early Intervention	5
Early Childhood and Family Mental Health	1
Family Support	2
Specialized Child Care	1
Private SLP, OT, PT, Oral Motor	2
Other	0
Not Identified	1
<b>Grand Total</b>	<b>14</b>



# Appendix K - St. Albans District

## Number of Individuals in Regulated Child Care, Preschool and Afterschool Programs

The St. Albans AHS District includes all of Franklin and Grand Isle Counties. There are 581 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 7.0% of individuals in the state working in these settings. 36% of individuals have reported a degree or credential.

### Center Based Child Care and Preschool Programs

Position	Number of Individuals
Aide	51
Assistant	41
Business Manager	1
Director	37
Licensee	6
Substitute	73
Teacher	75
Teacher Associate	26
Trainee	61
<b>Grand Total</b>	<b>371</b>

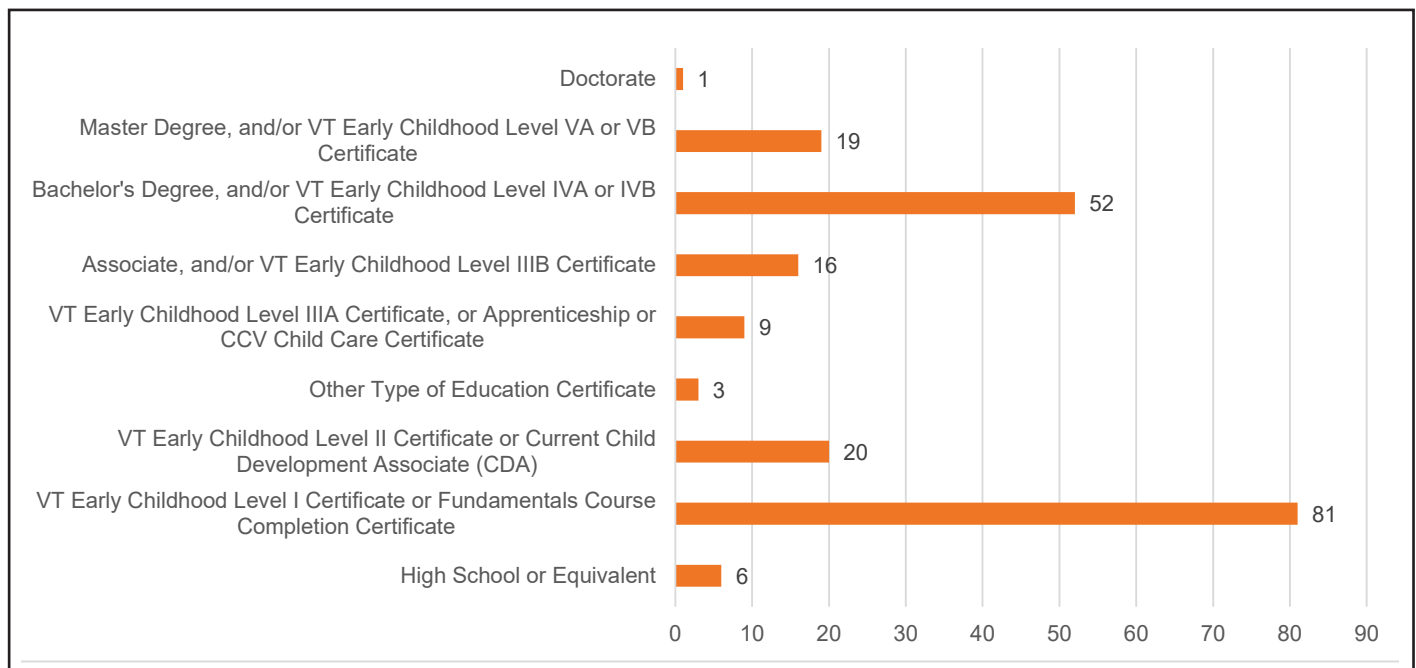
### Afterschool Child Care Programs

Position	Number of Individuals
Aide	2
Director	9
Licensee	1
Program Administrator	1
Program Staff	8
Substitute	11
<b>Grand Total</b>	<b>32</b>

### Family Child Care Homes

Position	Number of Individuals
Aide	4
Registered Family Child Care Home Provider	89
Assistant	20
Licensed Family Child Care Home Provider	1
Substitute	84
<b>Grand Total</b>	<b>198</b>

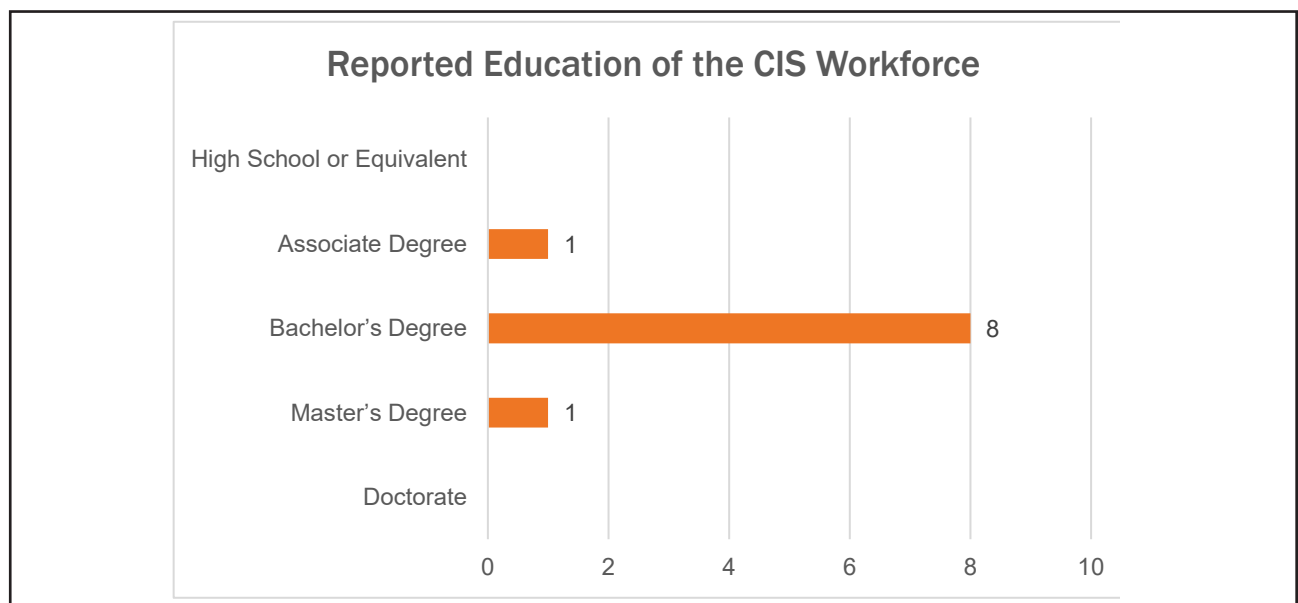
## Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



## Number of people working in Children's Integrated Services

Based on the Recruitment & Retention Survey, there are 10 individuals working in Children's Integrated Services in the St. Albans district that responded to the survey. This district represents 8.04% of the reported individuals in the state working in these settings.

Position	Number of Individuals (*Individuals are listed in more than one position.)
Nursing for CIS	1
Early Intervention	6
Early Childhood and Family Mental Health	3
Family Support	2
Specialized Child Care	1
Private SLP, OT, PT, Oral Motor	0
Other	0
Not Identified	0
<b>Grand Total</b>	<b>13*</b>



# Appendix L - St. Johnsbury District

## Number of Individuals in Regulated Child Care, Preschool and Afterschool Programs

The St. Johnsbury AHS District represents Calendonía and South Essex Counties. There are 459 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 5.5% of individuals in the state working in these settings. 33% of individuals have reported a degree or credential.

### Center Based Child Care and Preschool Programs

Position	Number of Individuals
Aide	18
Assistant	79
Business Manager	1
Director	31
Licensee	5
Substitute	83
Teacher	83
Teacher Associate	31
Trainee	18
<b>Grand Total</b>	<b>349</b>

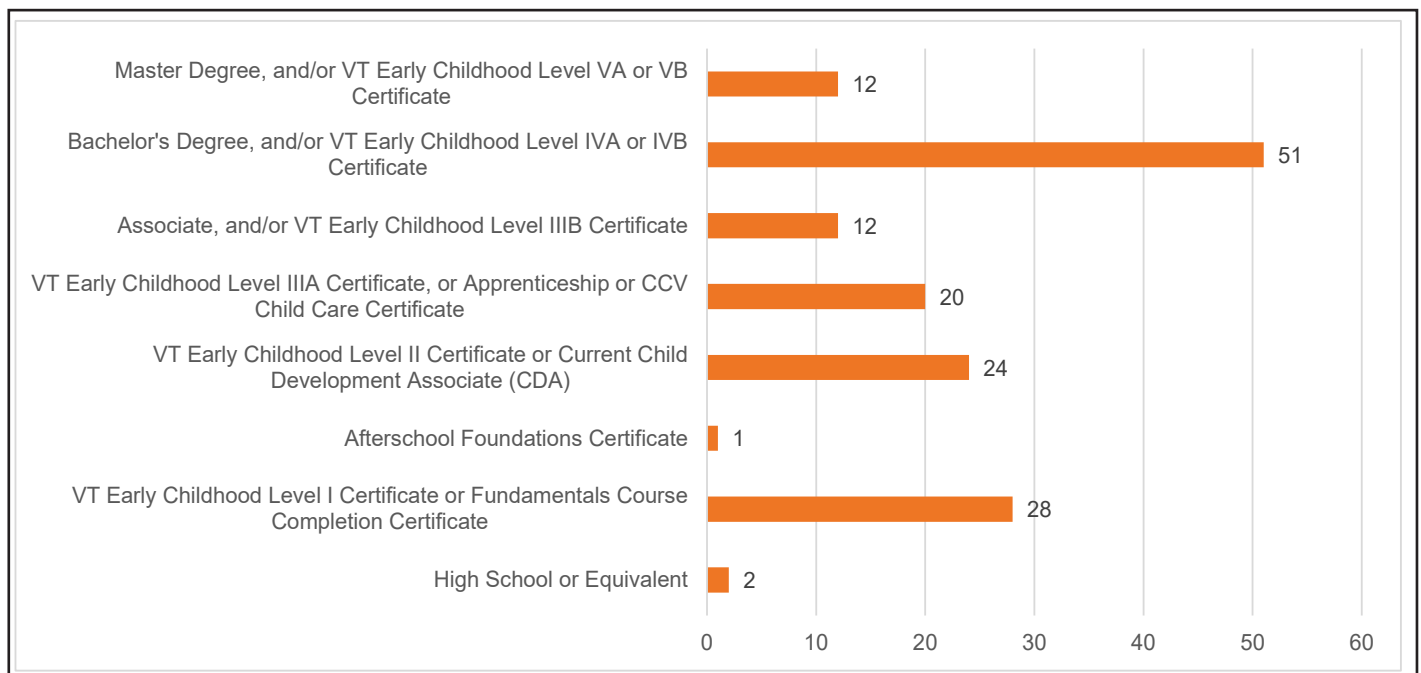
### Afterschool Child Care Programs

Position	Number of Individuals
Aide	2
Director	4
Program Administrator	1
Program Staff	12
Substitute	1
<b>Grand Total</b>	<b>20</b>

### Family Child Care Homes

Position	Number of Individuals
Aide	1
Registered Family Child Care Home Provider	38
Assistant	14
Licensed Family Child Care Home Provider	2
Substitute	42
Trainee	2
<b>Grant Total</b>	<b>99</b>

## Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



## Number of people working in Children's Integrated Services

Based on the Recruitment & Retention Survey, there are 9 individuals working in Children's Integrated Services in the St. Johnsbury district that responded to the survey. This district represents 7.25% of the reported individuals in the state working in these settings.

Position	Number of Individuals (*Individuals are listed in more than one position.)
Nursing for CIS	2
Early Intervention	5
Early Childhood and Family Mental Health	0
Family Support	2
Specialized Child Care	1
Private SLP, OT, PT, Oral Motor	0
Other	0
Not Identified	1
<b>Grand Total</b>	<b>11*</b>

