

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 2018

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Why the Child Development Division (CDD) is reporting this data?

The Child Development Division (CDD), is a division within the Vermont Agency of Human Services, Department for Children and Families. 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).

- Children's Integrated Services (CIS) offers early intervention, family support, and prevention services that help ensure the healthy development and well-being of children, pre-birth to age 5. 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 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.

Summary

The CDD collects data on the Children's Integrated Services (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. Additionally, CIS is beginning to collect more comprehensive information. This report contains data that has been reported as of December 2018.

Children's Integrated Services (CIS) Workforce

The CIS workforce is highly skilled and committed to providing quality, comprehensive services to the young children and families of Vermont. The CIS state team is working to develop more comprehensive mechanisms to gather, maintain, and analyze data on roles, time in a CIS role/s, education, salary, and compensation satisfaction. By doing so, we can better utilize data to understand and address trends, improve practices, and provide targeted professional development to continue building the skills of this important workforce.

Regulated Workforce

The CDD's information system, 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 2018. 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.

This Report

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.

Things for Readers to Consider

- How can you support the workforce in reporting all of 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? Ideas on analysis for future annual reports can be submitted to the CDD here: 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 five (5) or age 13 for those receiving specialized child care services, their families, and child development providers. All data on the CIS workforce represents a point in time of December 31, 2018 and comes from two sources: the 2018 CIS Recruitment and Retention Survey and the CIS Field Contact List.

Every November, 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 survey questions. This data is used to analyze state and national trends over time.

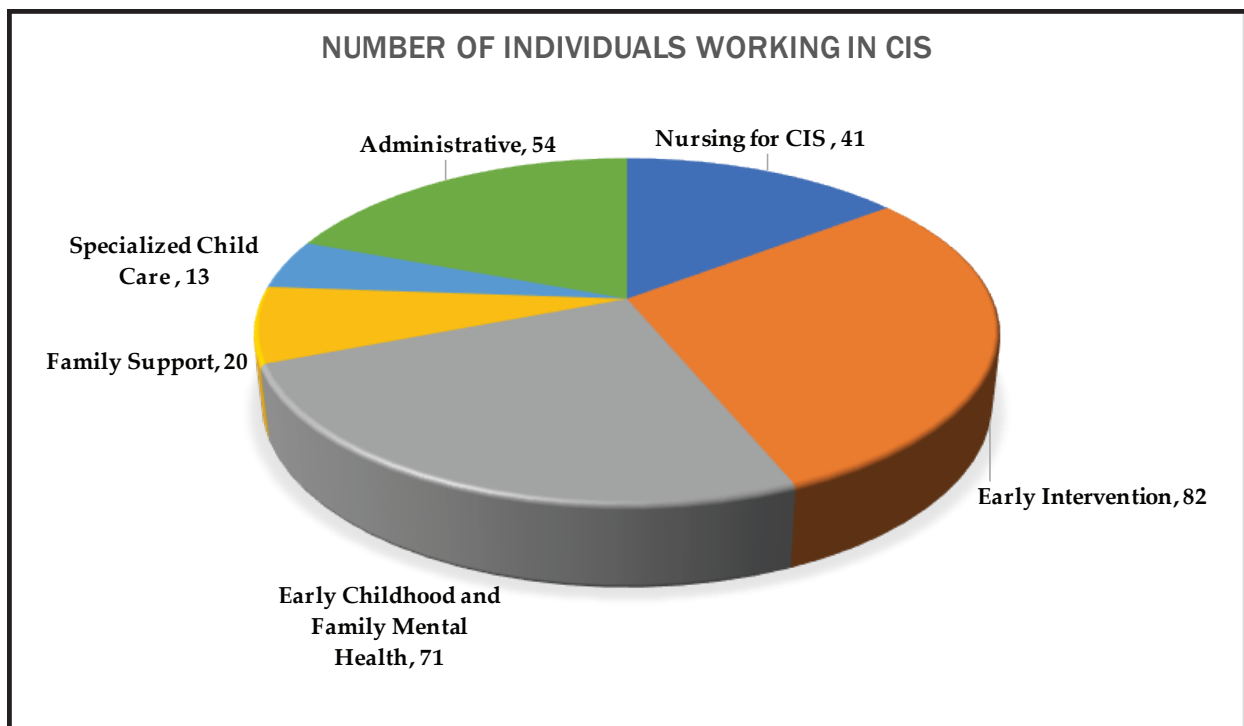
CIS maintains a contact list including regional administrative teams, direct service providers and more. This list is updated quarterly in order to ensure communications are shared with timeliness and accuracy. Information collected through the CIS Field Contact List is reported by one individual who maintains this information for their AHS region. Any data used for this report from the CIS Field Contact List represents a point in time of December 31, 2018. The field contact list is not comprehensive and there are individuals and data points missing from the list. CDD is reporting on the data that has been reported to this point.

Individuals Reported for Children's Integrated Services

Individuals may work in multiple service areas or regions and will only be shown once in the data based on the service area and region where they spend most of their time. For example, if an individual works in early intervention but spends most of their time as a CIS Regional Coordinator, they would be counted as a CIS Coordinator.

Number of Individuals in Children's Integrated Services

In total, approximately 350 individuals work in CIS. Using data collected from the field contact list, we have data for 281 of those individuals. The largest service or administrative area is early intervention (29.18%), followed by early childhood family mental health (25.26%), administration (19.21%), CIS nursing (14.59%), family support (7.11%), and specialized child care (4.62%).



Data reported on the 'Number of Individuals Working in CIS' chart was gathered from the CIS Field Contact List. 'Nursing for CIS' includes all nurses providing services through Strong Families Vermont.

Based on the 2018 Recruitment and Retention Survey, 33.05% (40 individuals) reported that they worked for early intervention, 26.40% (32 individuals) reported that they worked for early childhood family mental health, 21.48% (26 individuals) reported that they worked for family support, 9.91% (12 individuals) reported that they worked for specialized child care, 9.09% (11 individuals) reported that they worked for CIS nursing, and no one reported working in related services.

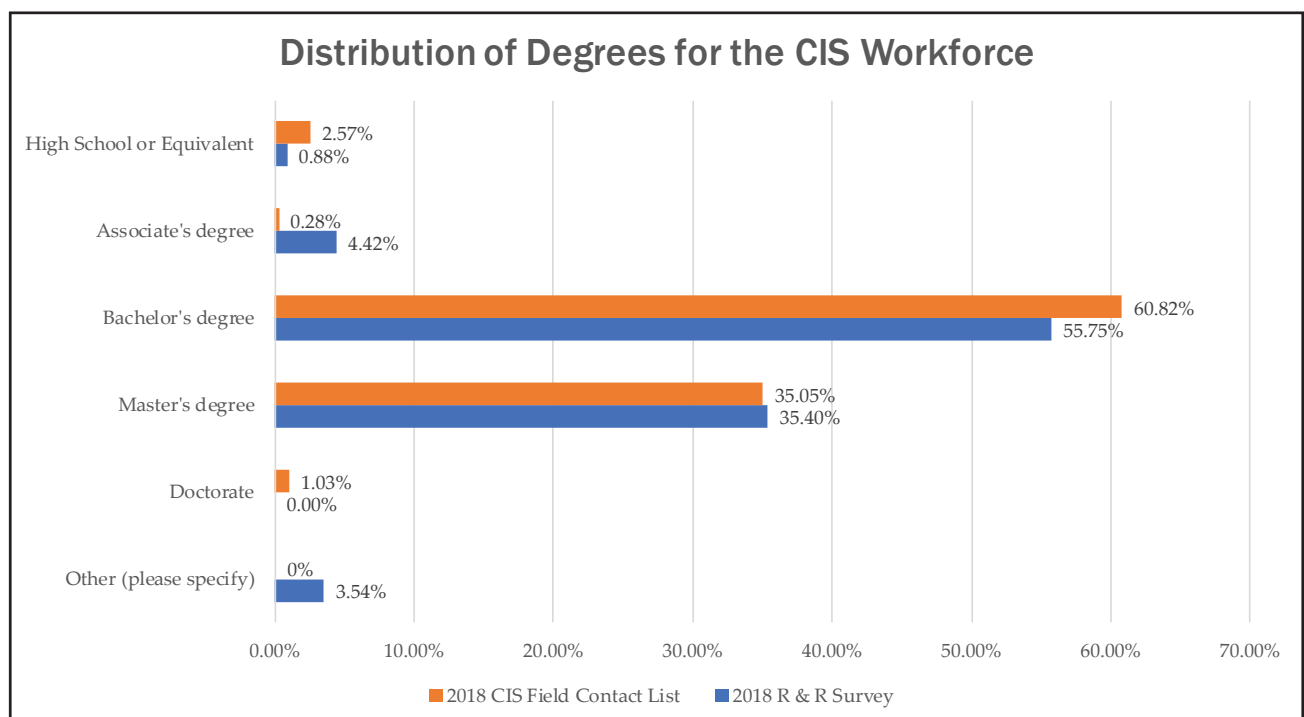
Number of Individuals Reported by CIS Service or Administrative Areas	
Position	Number of Individuals
Nursing for CIS	41
Early Intervention	82
Early Childhood Family Mental Health	71
Family Support	20
Specialized Child Care	13
Administrative	54
Total	281

Data reported on the 'Number of Individuals Reported by CIS Service or Administrative Areas' chart was gathered from the CIS Field Contact List. 'Nursing for CIS' includes all nurses providing services through Strong Families Vermont. The CIS State Team is working to improve data collection mechanisms to gather better data regarding these roles.

Number of Individuals in the CIS Workforce by Region		
Region	Number of Individuals	% of All Individuals
Bennington	22	7.77%
Brattleboro	23	8.12%
Chittenden	69	24.38%
Hartford	18	6.40%
Middlebury	11	3.88%
Montpelier	22	7.77%
Morrisville	18	6.36%
Newport	13	4.59%
Rutland	30	10.60%
Springfield	9	3.18%
St. Albans	26	9.18%
St. Johnsbury	20	7.06%
Total	281	
<i>Data reported on the 'Number of Individuals Working in CIS by Region' chart was gathered from the CIS Field Contact List.</i>		

Reported Education and Credentials of the Children's Integrated Services Workforce

Data on the education of individuals in the Children's Integrated Services workforce is provided by individuals through the 2018 CIS Recruitment and Retention Survey and CIS Field Contact List as of December 31st, 2018.



Most CIS providers have a bachelor's degree, with over half of respondents from both data sources report holding a bachelor's degree. About 35% of the CIS workforce holds a master's degree. Based on data gathered from the CIS Field Contact List, 118 individuals hold bachelor's degrees and 68 hold master's degrees. The field contact list is not comprehensive and there are individuals and data, particularly education data points, missing from the list.

Degree by CIS Position

Distribution of Degrees by CIS Position								
Degree	Nursing for CIS	Early Intervention	Early Childhood and Family Mental Health	Family Support	Specialized Child Care Coordinators	Private SLP, OT, PT, Oral Motor	Administrative	Grand Total
High School or Equivalent				2	3			5
Associate's Degree				1				1
Bachelor's Degree	17	32	29	11	6		14	109
Master's Degree	1	12	16	5	4	2	20	60
Doctorate						1	1	2
Grand Total	18	44	45	19	13	3	35	177

Data reported on the 'Distribution of Degrees by CIS Position' chart was gathered from the 2018 CIS Field Contact List. This information is the highest degree earned by an individual. Complete data points were available for 177 individuals from the following AHS regions: Bennington, Brattleboro, Chittenden, Hartford, Middlebury, Morrisville, Rutland, and St. Albans. 'Nursing for CIS' includes all nurses providing services through Strong Families Vermont. Please note that only three data points were reported on related service and private providers (speech language pathologists, occupational therapists, physical therapists, and oral motor service providers). This is not representative of the number of individuals working in these roles. The CIS State Team is working to improve data collection mechanisms to gather more comprehensive data regarding these and all CIS roles.

Most CIS service providers and administrators hold a bachelor's degree (61.58%). Over a quarter report holding a master's degree (33.89%). Fewer than 3% hold doctorates (1.12%), associate's degrees (.56%), and a high school diploma or equivalent (2.82%).

Based on the 2018 CIS Recruitment and Retention Survey question "What is the highest degree you've attained?", 55.75% (63 individuals) reported holding a bachelor's degree, 35.40% (40 individuals) a master's degree, 4.42% (5 individuals) reported holding a associate's degree, 3.54% (4 individuals) reported holding "other" degree type, .88% (1 individual) reported holding a high school diploma or equivalent, and 0% reported holding a doctorate degree.

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 an 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 that work in regulated child care, preschool or afterschool represents a point in time of December 31, 2018 and individuals who have had a record check for the regulated program. Individuals must be in a position that would allow them to be alone with children to be included in this report.

Education and credentials data are collected through Bright Futures Information System (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 reported them to Northern Lights at CCV. This report does not contain data on if individuals have met qualifications required for their position, or if they have college credits or other training that is required to meet position qualifications.

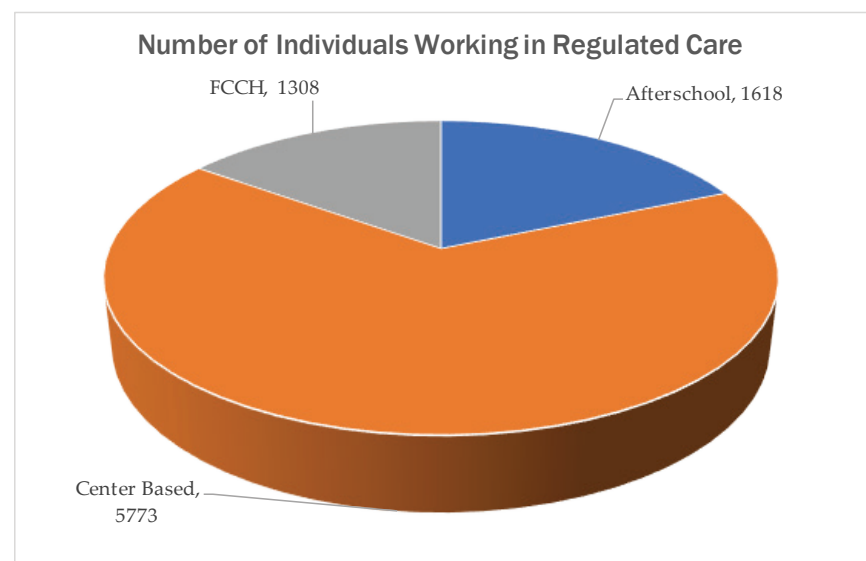
The regulated child care, preschool or afterschool workforce represents individuals that work in family child care homes; Head Start operated child care and preschool programs; privately and publicly operated prekindergarten programs, including those in public schools; non-recurring care that are often in ski resorts; afterschool programs; as well as full and part day child care programs that serve 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

8345 individuals work in regulated care in positions that work directly with children. 346 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
Aide	351
Assistant	1073
Business Manager	30
Director	528
Licensee	65
Substitute	1320
Teacher	1359
Teacher Associate	622
Trainee	425
Total	5773

Afterschool Programs	
Position	Number of Individuals
Aide	168
Director	150
Licensee	6
Program Administrator	57
Program Staff	1069
Substitute	168
Total	1618

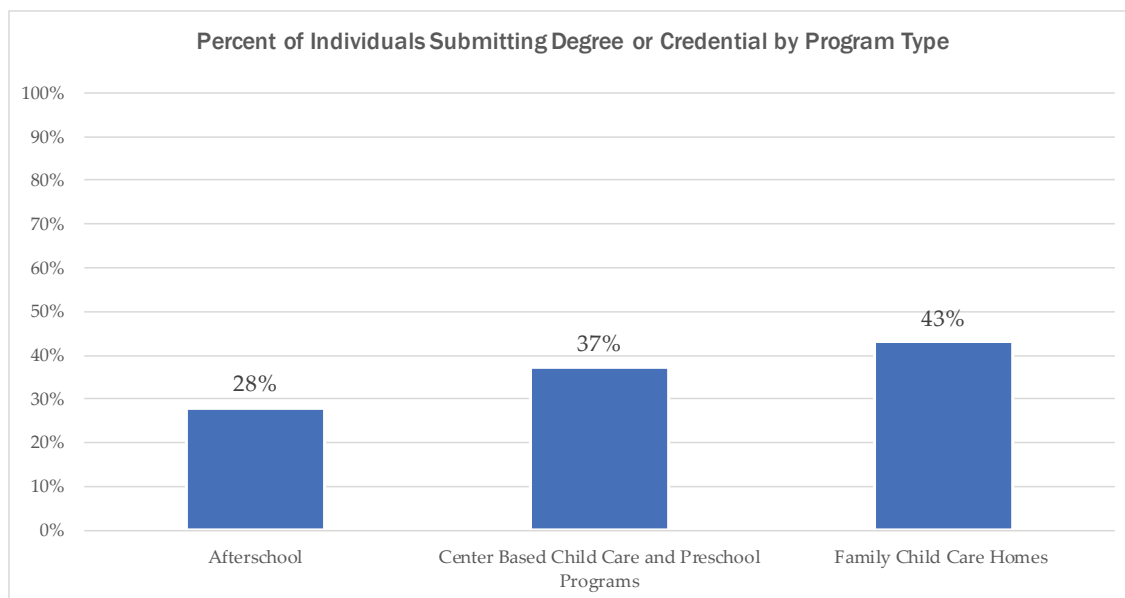
Family Child Care Homes (FCCH) <i>Includes licensed and registered FCCH</i>	
Position	Number of Individuals
Aide	15
Registered Family Child Care Provider	547
Assistant	132
Licensed Family Child Care Provider	23
Substitute	586
Trainee	5
Total	1308

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 28.9% of the workforce. Newport district has the smallest percentage of individuals currently working in regulated care with 4.0% of the workforce.

Number of people in field								
	Afterschool	% of all in Afterschool	Center Based (CBCCPP)	% of all in CBCCPP	Family Child Care Homes (FCCH)	% of all in FCCH	Total # of Individuals	% of All Individuals
Bennington	68	4.2%	395	6.8%	71	5.4%	534	6.1%
Brattleboro	70	4.3%	382	6.6%	58	4.4%	510	5.9%
Burlington	541	33.4%	1766	30.6%	204	15.6%	2511	28.9%
Hartford	193	11.9%	412	7.1%	47	3.6%	652	7.5%
Middlebury	120	7.4%	326	5.6%	83	6.3%	529	6.1%
Montpelier	125	7.7%	572	9.9%	175	13.4%	872	10.0%
Morrisville	52	3.2%	370	6.4%	78	6.0%	500	5.7%
Newport	31	1.9%	216	3.7%	105	8.0%	352	4.0%
Rutland	268	16.6%	405	7.0%	123	9.4%	796	9.2%
Springfield	98	6.1%	209	3.6%	67	5.1%	374	4.3%
St. Albans	32	2.0%	371	6.4%	198	15.1%	601	6.9%
St. Johnsbury	20	1.2%	349	6.0%	99	7.6%	468	5.4%
State	1618		5773		1308		8699	

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

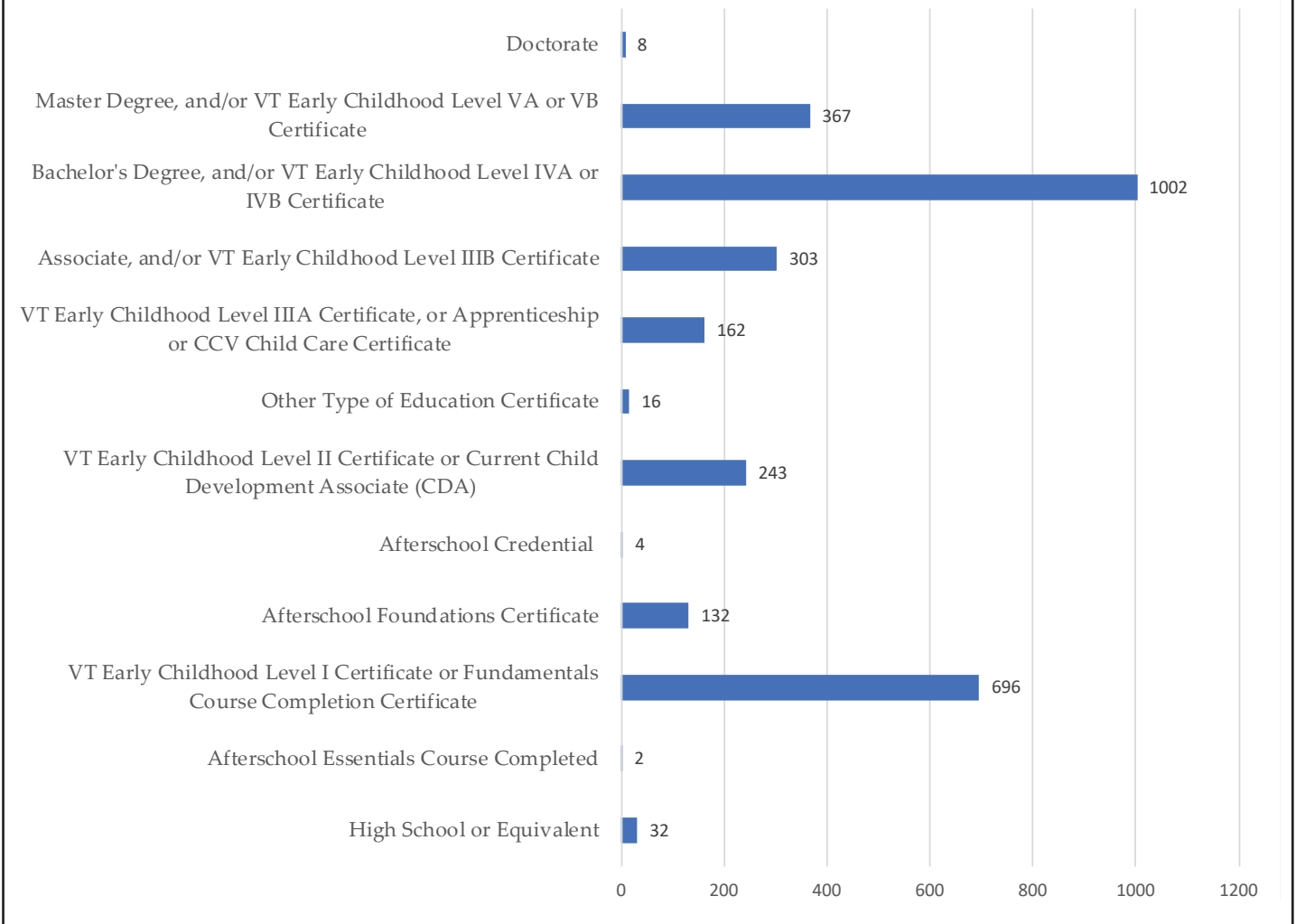
Data on the education and credentials of individuals in the regulated child care, preschool and afterschool workforce is verified by Northern Lights at CCV. This report contains data that has been collected in Bright Futures Information System (BFIS) through December 31, 2018. The data does not represent any individuals that have not yet submitted their information to be verified.



35.6% 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.



Distribution of Degrees or Credentials by Individuals Submitting Information



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's 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
Associate's Degree	Arts	5
	Child Development	1
	Early Childhood Education	163
	Elementary Education	6
	Human Services	18
	Other	99
	Sociology or Social Sciences	3
	Teacher Education	2
Bachelor's Degree	Arts	41
	Child and Family Studies	10
	Child Development	15
	Early Childhood Education	170
	Early Childhood Special Education	9
	Elementary Education	198
	Human Development	19
	Human Services	21
	Other	348
	Psychology	93
	Sociology or Social Sciences	44
	Special Education Related	11
	Teacher Education	15
Master's Degree	Arts	6
	Child and Family Studies	4
	Child Development	5
	Early Childhood Education	51
	Early Childhood Special Education	8
	Elementary Education	82
	Human Development	3
	Human Services	6
	Infant Studies	1
	Mental Health Related	3
	Other	84
	Psychology	11
	Sociology or Social Sciences	4
	Special Education Related	44
	Teacher Education	54
Doctorate Degree	Other	6
	Psychology	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
Grand Total	78	437	8	422	24	145	653	317	55	2139

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
Grand Total	17	104	3	38	218	32	415

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
Grand Total	3	436	41	21	55	556

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: <http://humanservices.>

vermont.gov/services/district-contacts/field-director-map.jpg/image_view_fullscreen

“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 and parents. 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; and Child Care Financial Assistance Program and other payments.

Appendix - Regional Data

Appendix A - Bennington District

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

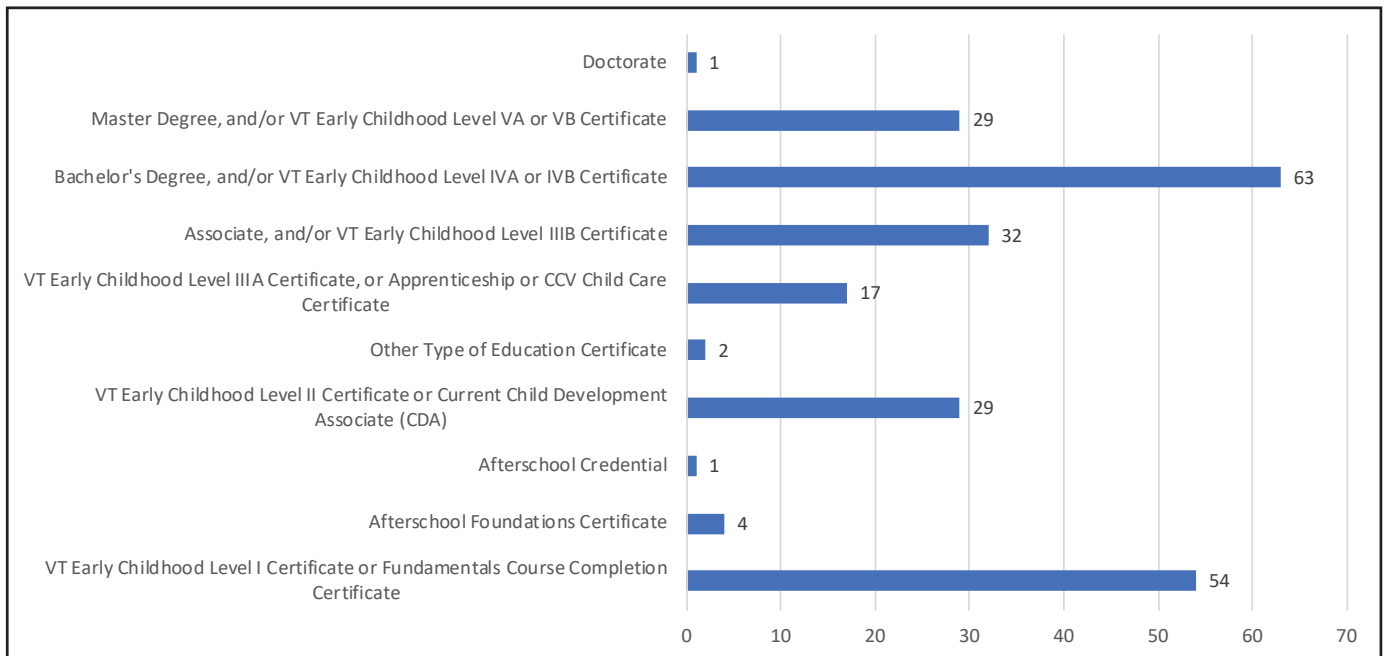
The Bennington AHS District includes all of Bennington County. There are 490 unduplicated individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 6.1% of individuals in the state working in these settings. 47% of individuals have reported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

Bennington District: 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
Grand Total	395

Bennington District: Afterschool Child Care Programs	
Position	Number of Individuals
Aide	6
Director	7
Program Administrator	2
Program Staff	40
Substitute	13
Grand Total	68

Bennington District: 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
Grant Total	71

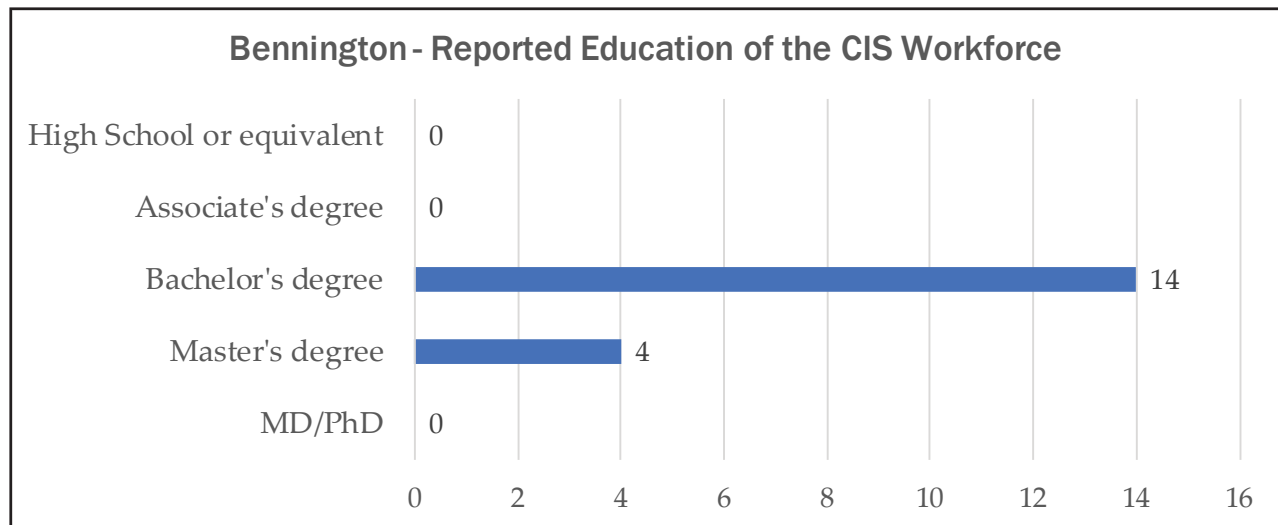
Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



Number of people working in Children's Integrated Services

Based on the CIS Field Contact List, there are 22 individuals working in Children's Integrated Services in this district. This district represents 7.77% of the reported individuals in the state working in these settings.

Bennington District: Children's Integrated Services	
Position	Number of Individuals
Nursing for CIS	4
Early Intervention	6
Early Childhood and Family Mental Health	3
Family Support	2
Specialized Child Care	1
Administrative	6
Grand Total	22



Appendix B - Brattleboro District

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

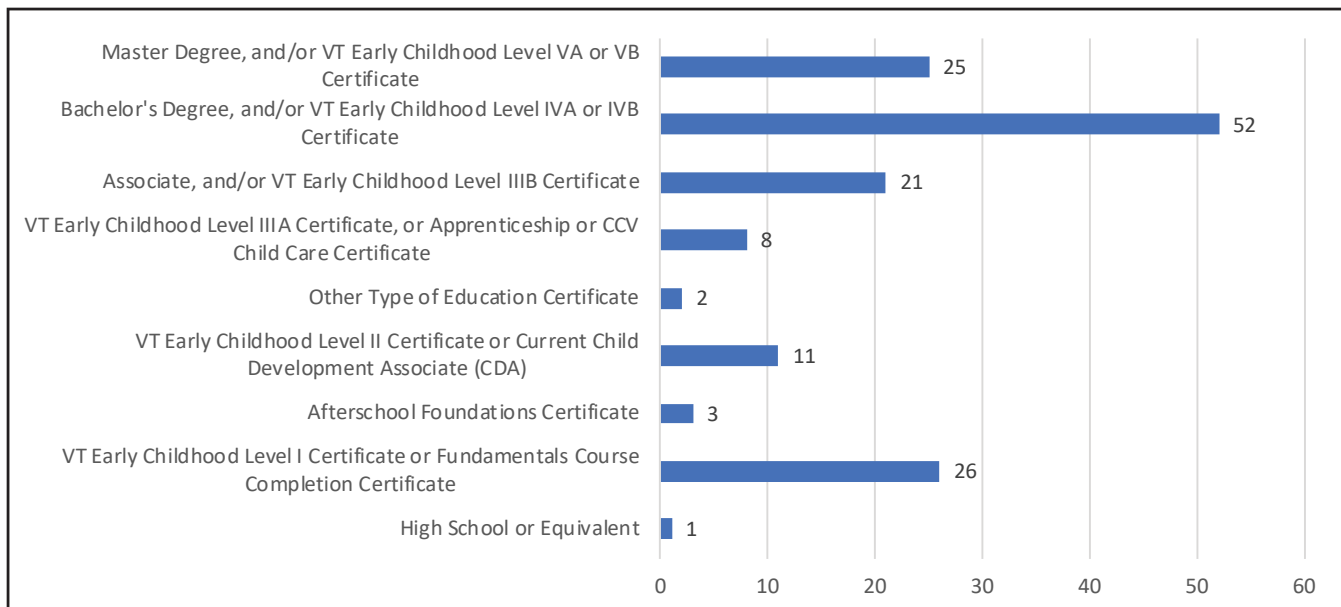
The Brattleboro AHS District represents a large portion of Windham County. There are 501 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 6.0% of individuals in the state working in these settings. 30% of individuals have reported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

Brattleboro District: 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
Grand Total	382

Brattleboro District: Afterschool Child Care Programs	
Position	Number of Individuals
Aide	3
Director	11
Licensee	1
Program Administrator	4
Program Staff	46
Substitute	5
Grand Total	70

Brattleboro District: 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
Grand Total	58

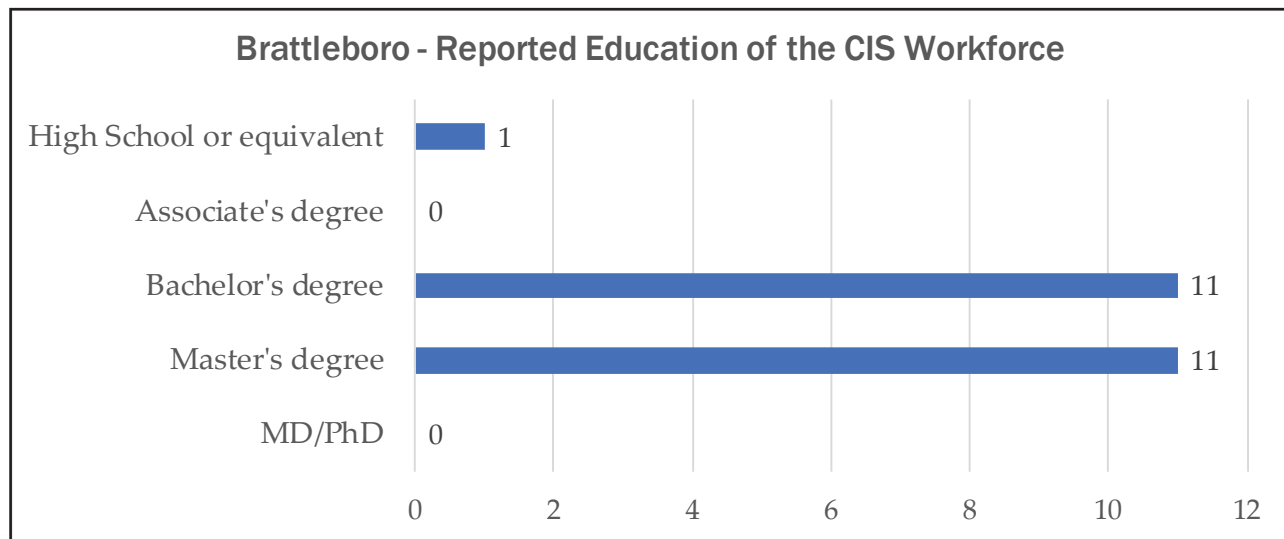
Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



Number of people working in Children's Integrated Services

Based on the CIS Field Contact List, there are 23 individuals working in Children's Integrated Services in this district. This district represents 8.12% of the reported individuals in the state working in these settings.

Brattleboro District: Children's Integrated Services	
Position	Number of Individuals
Nursing for CIS	3
Early Intervention	5
Early Childhood and Family Mental Health	7
Family Support	2
Specialized Child Care	1
Administrative	5
Grand Total	23



Appendix C - Burlington District

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

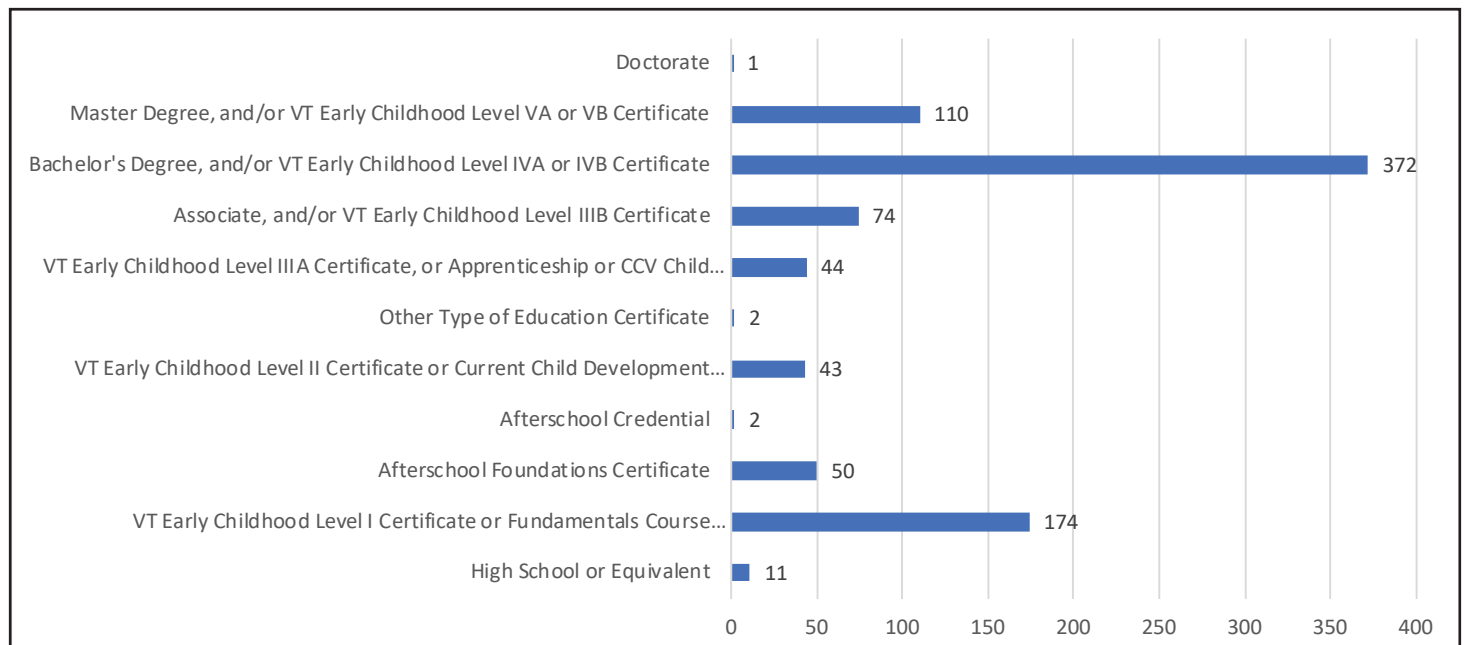
The Burlington AHS District includes all of Chittenden County. There are 2,440 individuals working in regulated child care, preschool and afterschool programs in this district. This district has the largest percentage of the workforce at 29.2% of individuals in the state working in these settings. 36%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

Burlington District: 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
Grand Total	1766

Burlington District: Afterschool Child Care Programs	
Position	Number of Individuals
Aide	51
Director	41
Licensee	1
Program Administrator	9
Program Staff	390
Substitute	49
Grand Total	541

Burlington District: 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
Grant Total	204

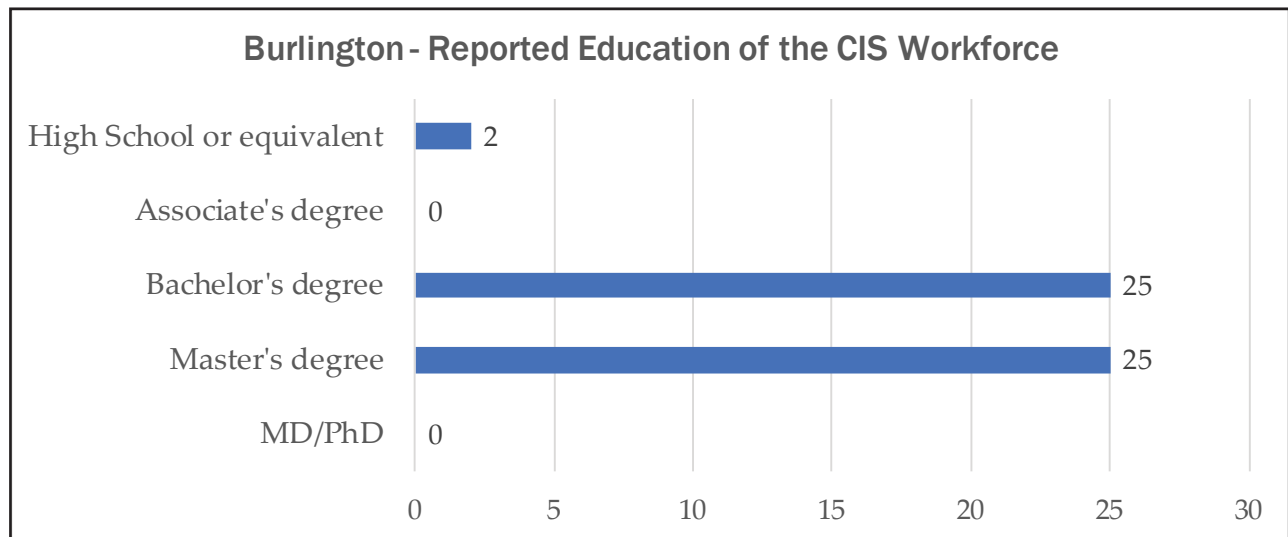
Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



Number of people working in Children's Integrated Services

Based on the CIS Field Contact List, there are 69 individuals working in Children's Integrated Services in this district. This district has the largest percentage of the workforce at 24.38% of individuals in the state working in these settings.

Burlington District: Children's Integrated Services	
Position	Number of Individuals
Nursing for CIS	5
Early Intervention	22
Early Childhood and Family Mental Health	23
Family Support	9
Specialized Child Care	1
Administrative	9
Grand Total	69



Appendix D - Hartford District

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

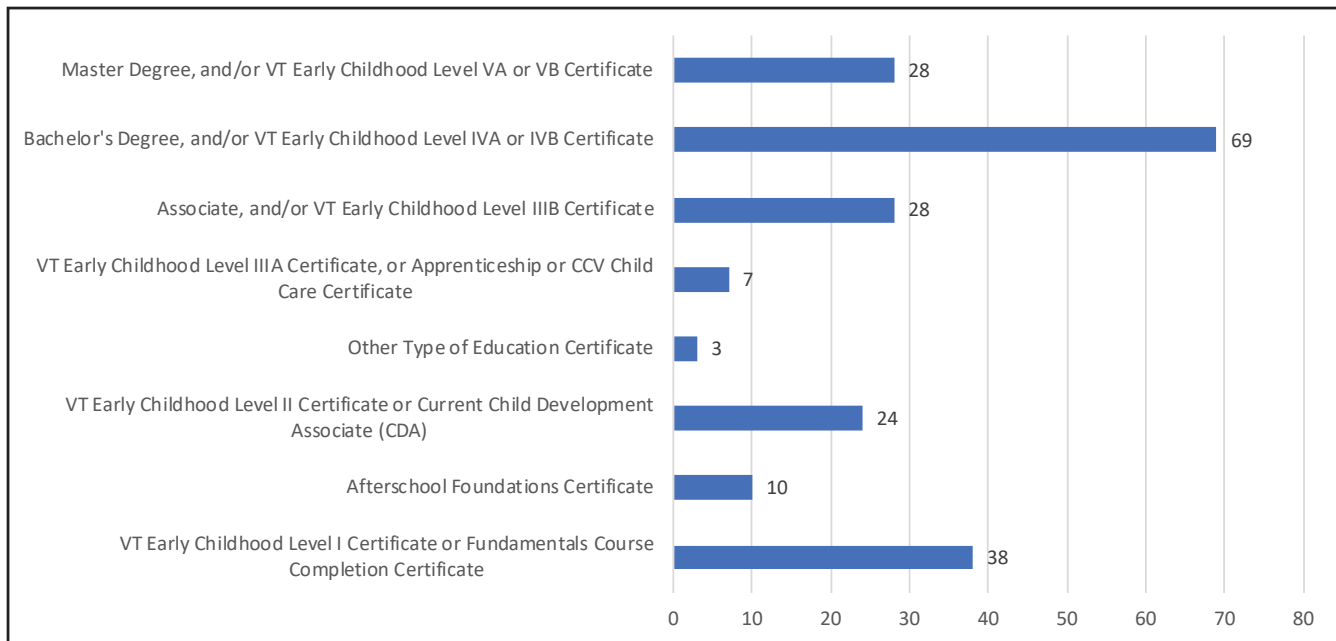
The Hartford district represents a large portion of Orange and north Windsor Counties. There are 596 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 7.1% of individuals in the state working in these settings. 35% of individuals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

Hartford District: 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
Grand Total	412

Hartford District: Afterschool Child Care Programs	
Position	Number of Individuals
Aide	37
Director	18
Program Administrator	6
Program Staff	112
Substitute	20
Grand Total	193

Hartford District: 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
Grant Total	47

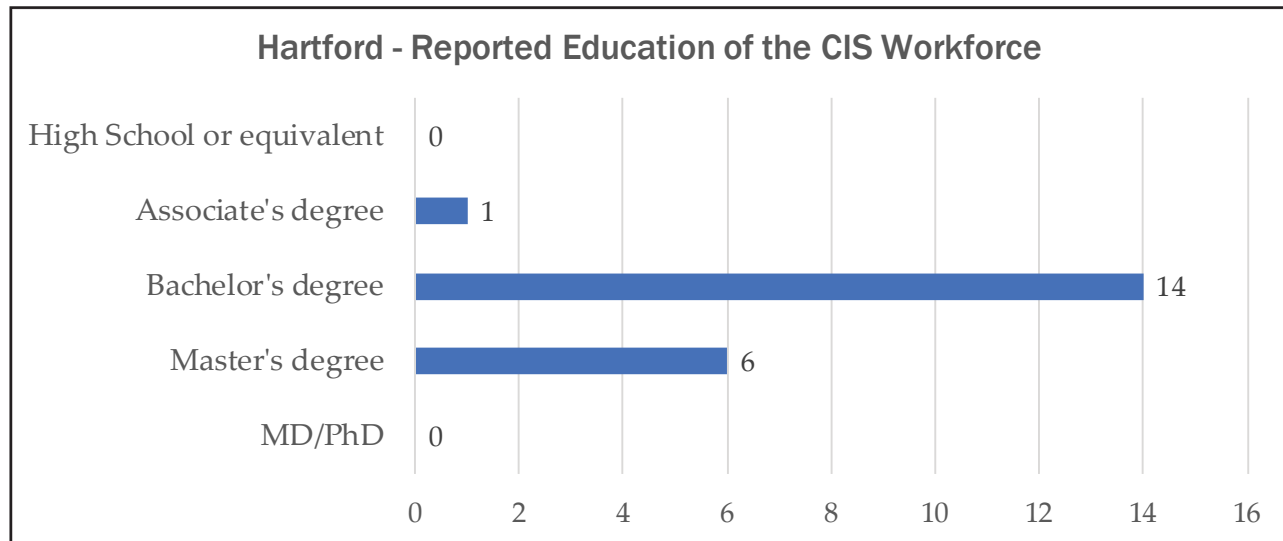
Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



Number of people working in Children's Integrated Services

Based on the CIS Field Contact List, there are 18 individuals working in Children's Integrated Services in this district. This district represents 6.40% of the reported individuals in the state working in these settings.

Hartford District: Children's Integrated Services	
Position	Number of Individuals
Nursing for CIS	2
Early Intervention	4
Early Childhood and Family Mental Health	4
Family Support	3
Specialized Child Care	1
Administrative	4
Grand Total	18



Appendix E - Middlebury District

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

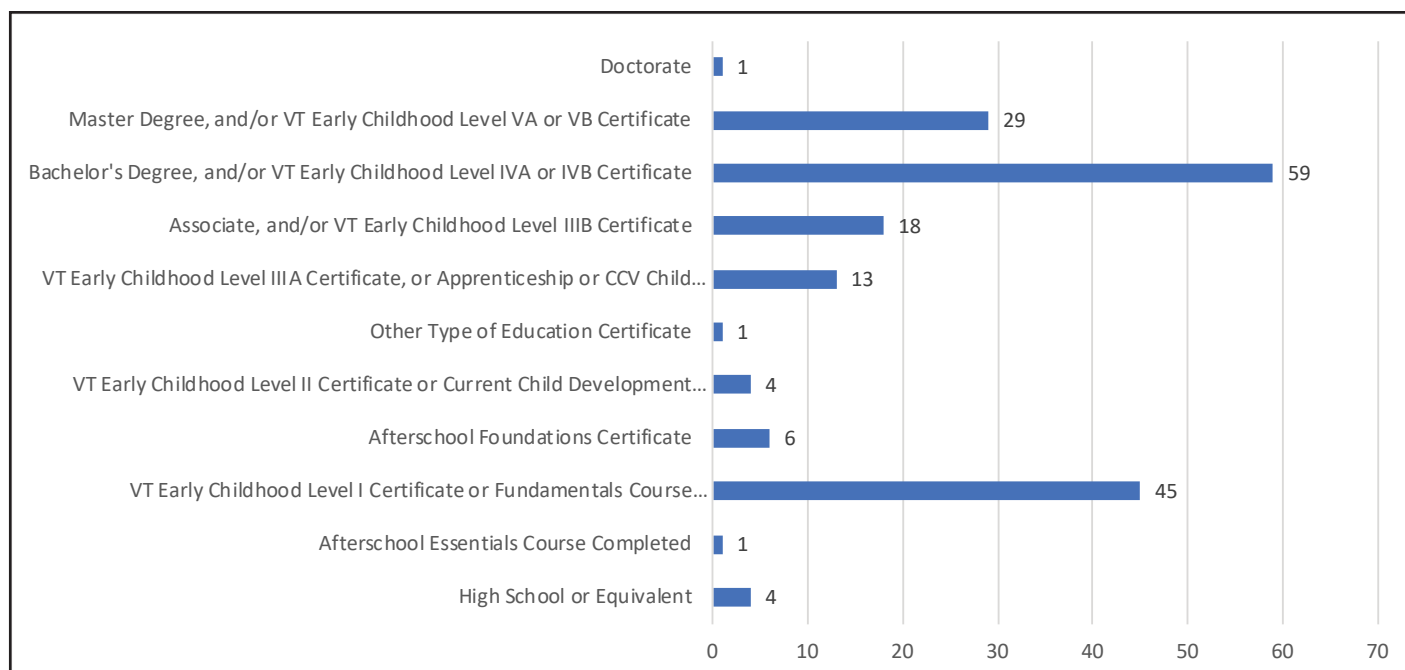
The Middlebury AHS District includes all of Addison County. There are 513 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 6.1% of individuals in the state working in these settings. 35% of individuals have reported a degree or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

Middlebury District: 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
Grand Total	326

Middlebury District: Afterschool Child Care Programs	
Position	Number of Individuals
Aide	11
Director	14
Program Administrator	2
Program Staff	12
Substitute	67
Trainee	14
Grand Total	120

Middlebury District: 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
Grand Total	83

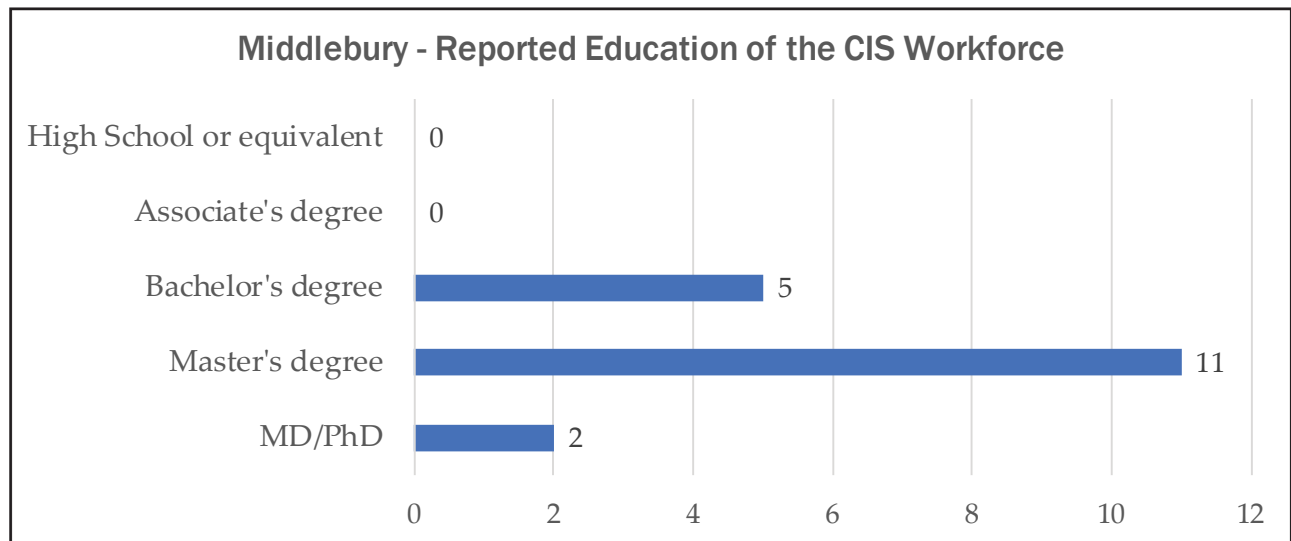
Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



Number of people working in Children's Integrated Services

Based on the CIS Field Contact List, there are 11 individuals working in Children's Integrated Services in this district. This district represents 3.88% of the reported individuals in the state working in these settings.

Middlebury District: Children's Integrated Services	
Position	Number of Individuals
Nursing for CIS	0
Early Intervention	7
Early Childhood and Family Mental Health	0
Family Support	0
Specialized Child Care	1
Administrative	3
Grand Total	11



Appendix F - Montpelier District

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

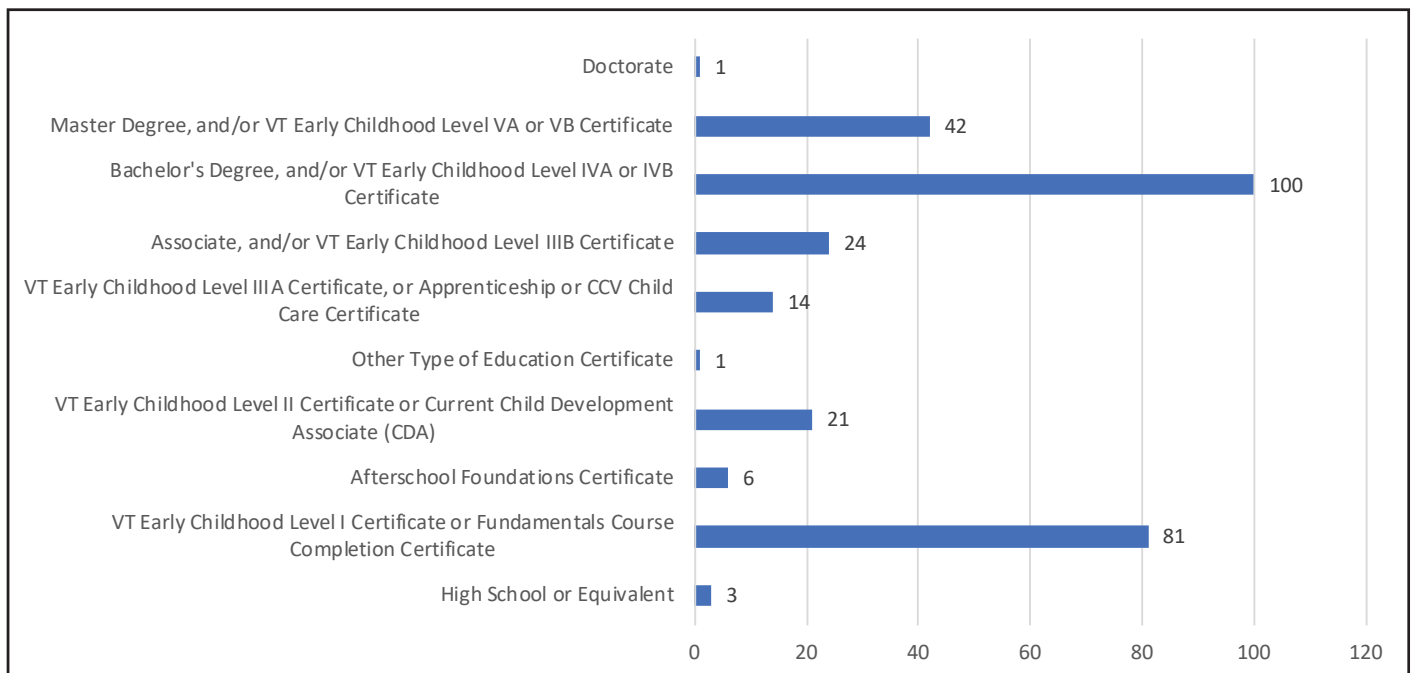
The Burlington AHS District includes most of Washington County and five towns from Orange County. There are 841 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 10.1% of individuals in the state working in these settings. 35% of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

Montpelier District: 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
Grand Total	572

Montpelier District: Afterschool Child Care Programs	
Position	Number of Individuals
Aide	14
Director	15
Program Administrator	8
Program Staff	79
Substitute	9
Grand Total	125

Montpelier District: 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
Grand Total	175

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 CIS Field Contact List, there are 22 individuals working in Children's Integrated Services in this district. This district represents 7.77% of the reported individuals in the state working in these settings. No education data has been reported for individuals in this district.

Montpelier District: Children's Integrated Services	
Position	Number of Individuals
Nursing for CIS	7
Early Intervention	8
Early Childhood and Family Mental Health	2
Family Support	0
Specialized Child Care	1
Administrative	4
Grand Total	22

No data was reported on Montpelier AHS District - Reported Education of the CIS Workforce.

Appendix G - Morrisville District

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

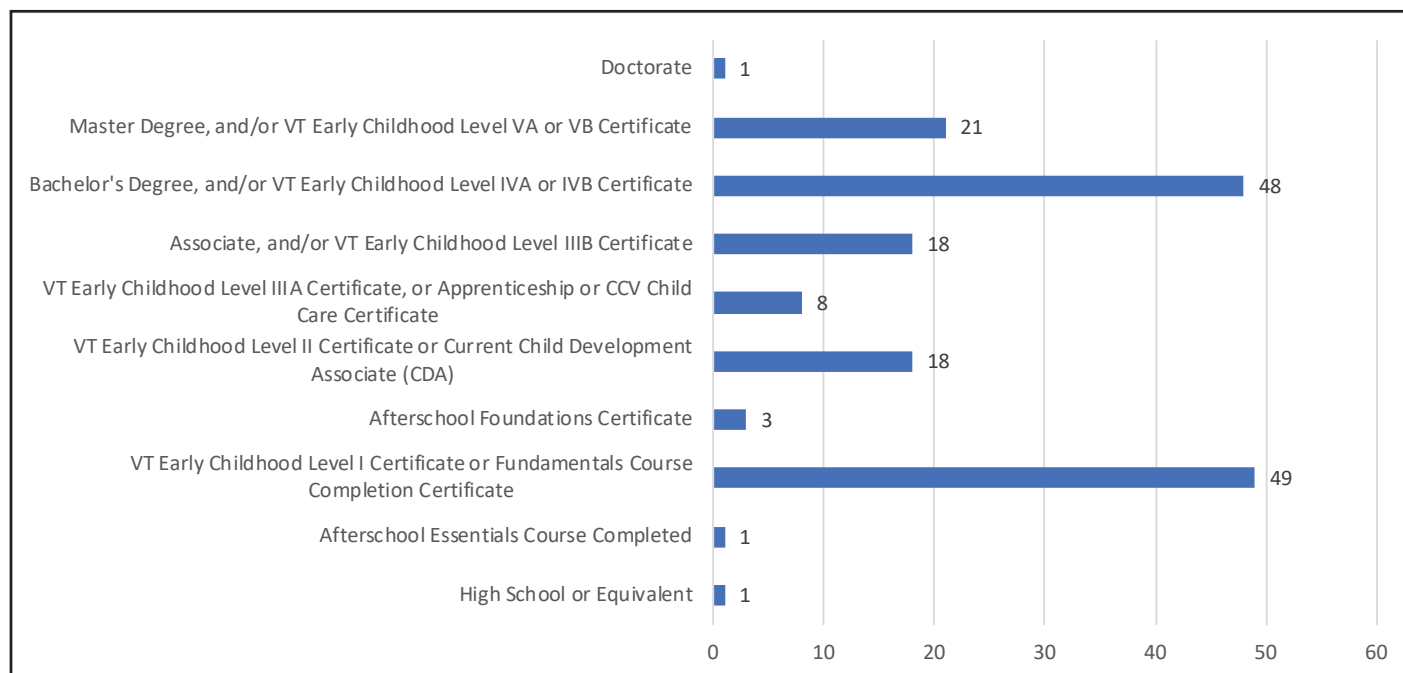
The Morrisville AHS District includes towns in the Lamoille Valley. There are 465 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 5.6% of individuals in the state working in these settings. 36% of individuals have reported a degree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

Morrisville District: 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
Grand Total	370

Morrisville District: Afterschool Child Care Programs	
Position	Number of Individuals
Aide	14
Director	4
Program Administrator	4
Program Staff	22
Substitute	8
Grand Total	52

Morrisville District: 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
Grant Total	78

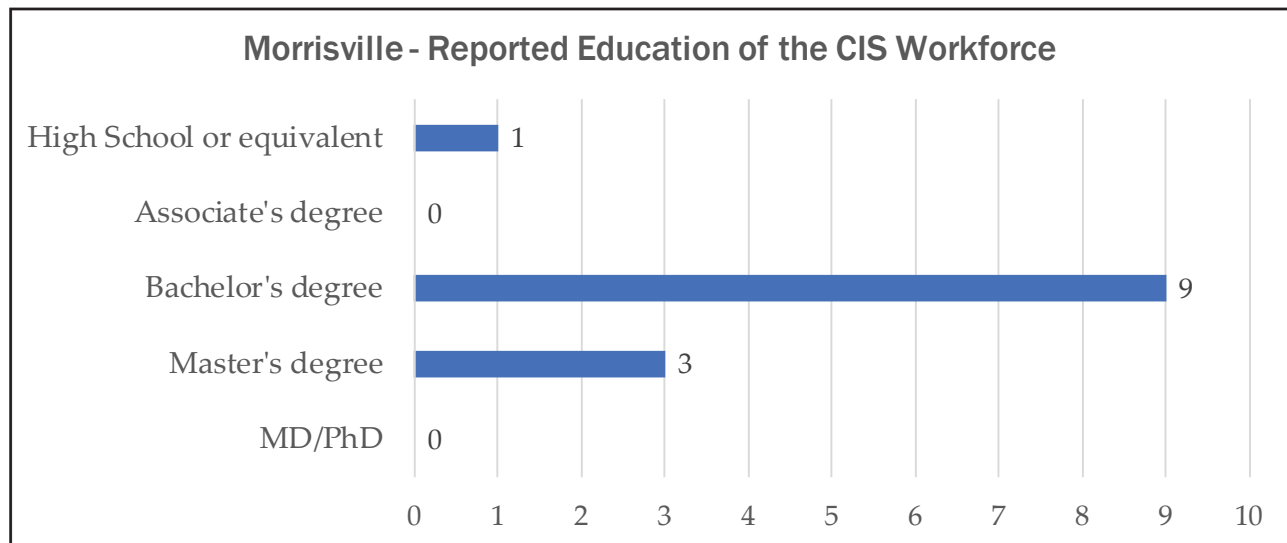
Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



Number of people working in Children's Integrated Services

Based on the CIS Field Contact List, there are 18 individuals working in Children's Integrated Services in this district. This district represents 6.36% of the reported individuals in the state working in these settings.

Morrisville District: Children's Integrated Services	
Position	Number of Individuals
Nursing for CIS	1
Early Intervention	6
Early Childhood and Family Mental Health	3
Family Support	2
Specialized Child Care	2
Administrative	4
Grand Total	18



Appendix H - Newport District

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

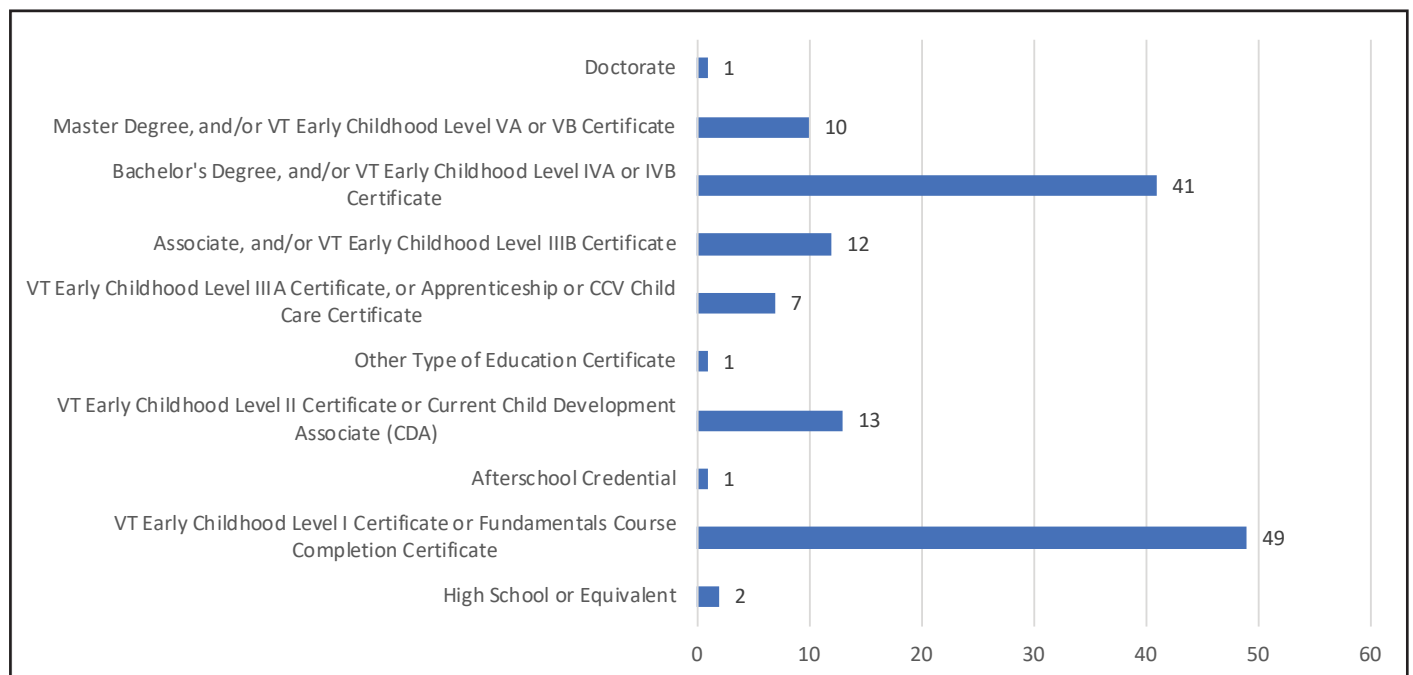
The Newport AHS District represents Orleans and north Essex Counties. There are 342 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 4.1% of individuals in the state working in these settings. 40% of individuals have reported a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

Newport District: 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
Grand Total	216

Newport District: Afterschool Child Care Programs	
Position	Number of Individuals
Aide	2
Director	2
Program Administrator	2
Program Staff	23
Substitute	2
Grand Total	31

Newport District: 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
Grand Total	105

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 CIS Field Contact List, there are 13 individuals working in Children's Integrated Services in this district. This district represents 4.59% of the reported individuals in the state working in these settings. No education data has been reported for individuals in this district.

Newport District: Children's Integrated Services	
Position	Number of Individuals
Nursing for CIS	4
Early Intervention	3
Early Childhood and Family Mental Health	2
Family Support	1
Specialized Child Care	1
Administrative	2
Grand Total	13

No data was reported on Newport AHS District - Reported Education of the CIS Workforce.

Appendix I - Rutland District

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

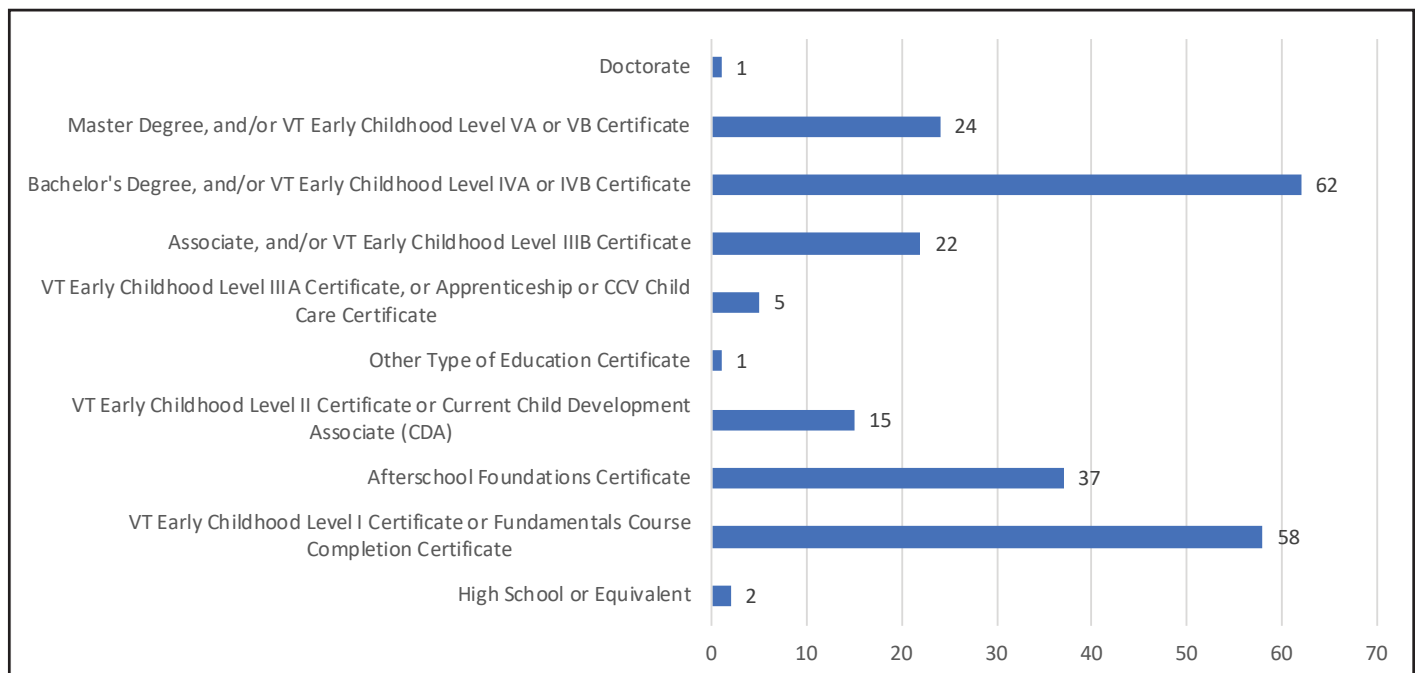
The Rutland AHS District includes all of Rutland County. There are 753 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 9.0% of individuals in the state working in these settings. 30% of individuals have reported a degree or credential.

Rutland District: 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
Grand Total	405

Rutland District: Afterschool Child Care Programs	
Position	Number of Individuals
Aide	16
Director	18
Licensee	1
Program Administrator	5
Program Staff	208
Substitute	20
Grand Total	268

Rutland District: 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
Grant Total	123

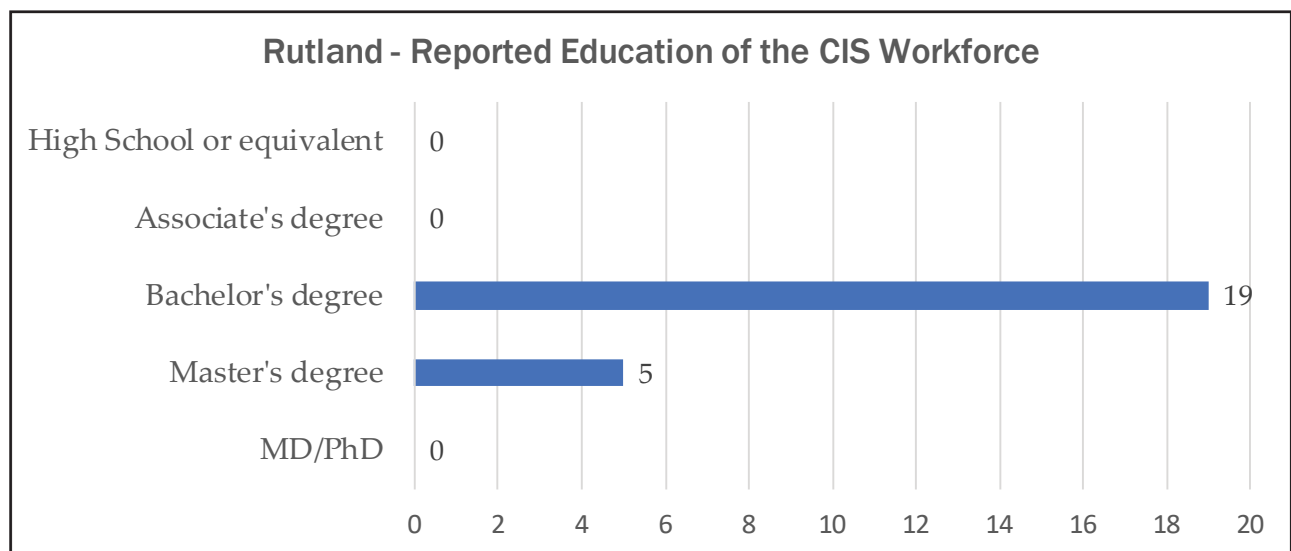
Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



Number of people working in Children's Integrated Services

Based on the CIS Field Contact List, there are 30 individuals working in Children's Integrated Services in this district. This district represents 10.60% of the reported individuals in the state working in these settings.

Rutland District: Children's Integrated Services	
Position	Number of Individuals
Nursing for CIS	6
Early Intervention	6
Early Childhood and Family Mental Health	13
Family Support	0
Specialized Child Care	1
Administrative	4
Grand Total	30



Appendix J - Springfield District

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

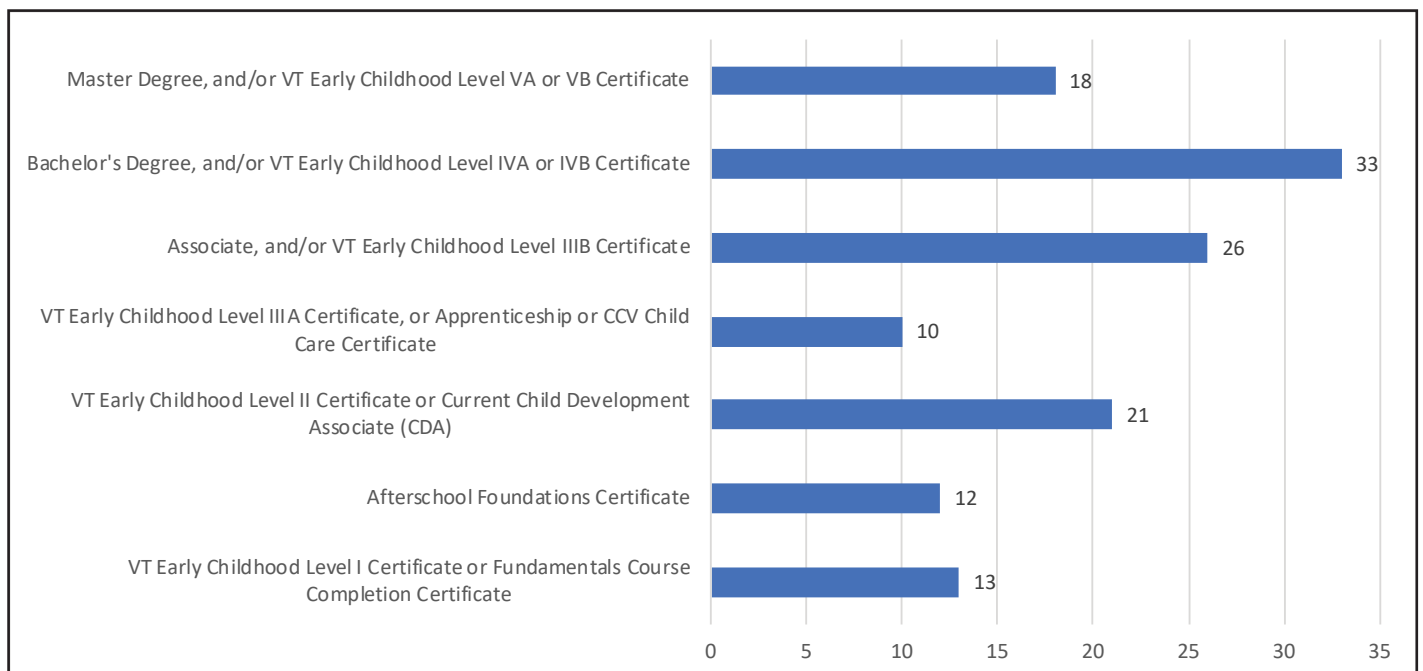
The Springfield AHS District represents south Windsor and north Windham Counties. There are 364 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 4.4% of individuals in the state working in these settings. 37% of individuals have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

Springfield District: 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
Grand Total	209

Springfield District: Afterschool Child Care Programs	
Position	Number of Individuals
Aide	10
Director	7
Program Administrator	3
Program Staff	62
Substitute	16
Grand Total	98

Springfield District: Family Child Care Homes	
Position	Number of Individuals
Registered Family Child Care Home Provider	29
Assistant	4
Substitute	33
Trainee	1
Grand Total	67

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 CIS Field Contact List, there are 9 individuals working in Children's Integrated Services in this district. This district has the smallest percentage of the reported workforce at 3.18% of individuals in the state working in these settings. No education data has been reported for individuals in this district.

Springfield District: Children's Integrated Services	
Position	Number of Individuals
Nursing for CIS	0
Early Intervention	4
Early Childhood and Family Mental Health	1
Family Support	0
Specialized Child Care	1
Administrative	3
Grand Total	9

No data was reported on Springfield AHS District - Reported Education of the CIS Workforce.

Appendix K - St. Albans District

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

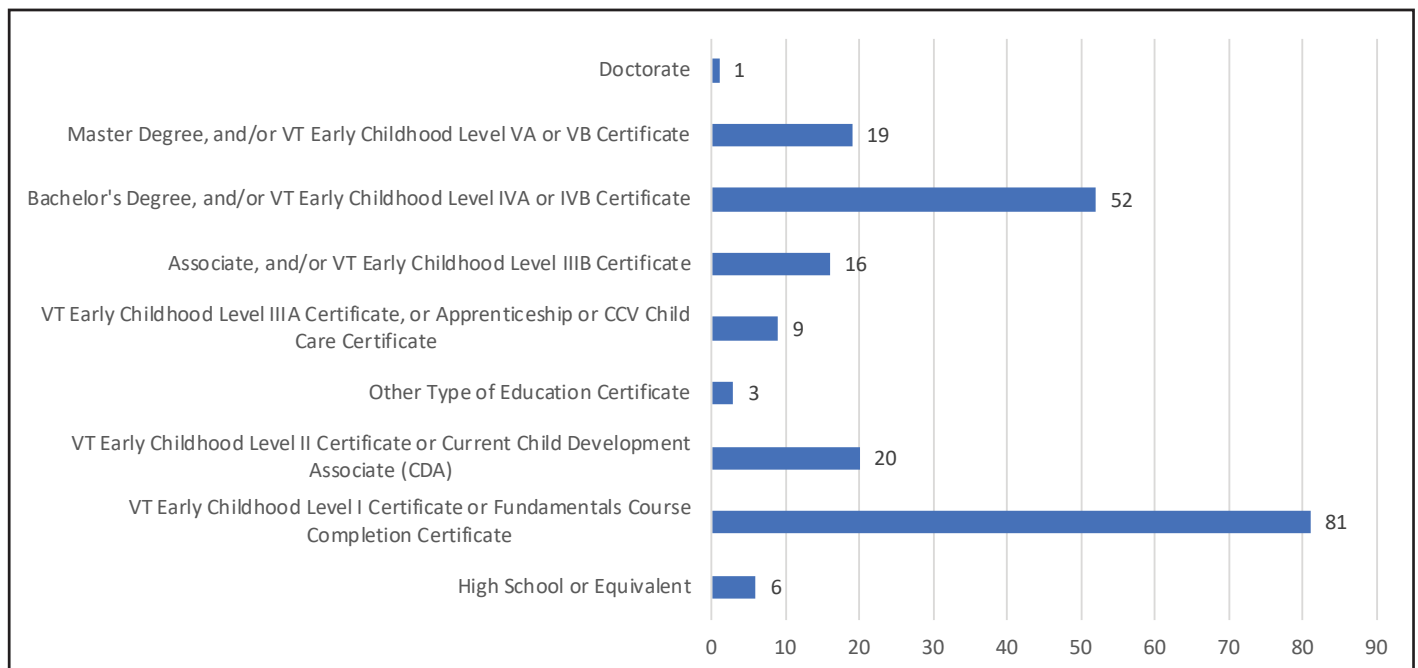
The St. Albans AHS District includes all of Franklin and Grand Isle Counties. There are 581 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 7.0% of individuals in the state working in these settings. 36% of individuals have reported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

St. Albans District: 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
Grand Total	371

St. Albans District: Afterschool Child Care Programs	
Position	Number of Individuals
Aide	2
Director	9
Licensee	1
Program Administrator	1
Program Staff	8
Substitute	11
Grand Total	32

St. Albans District: 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
Grant Total	198

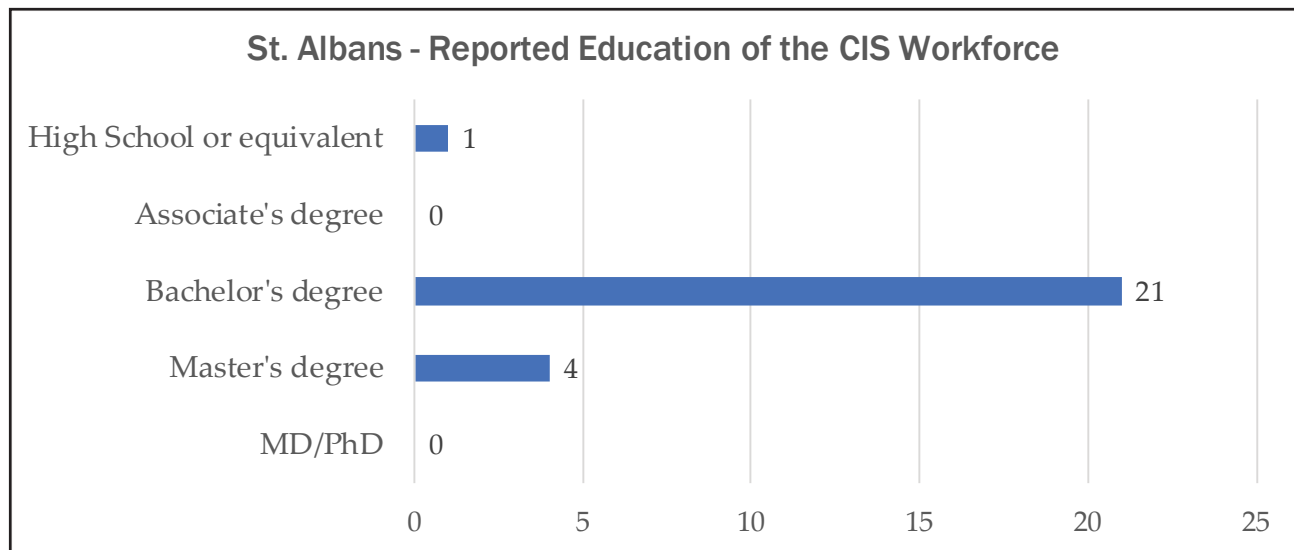
Reported Education and Credentials of the Regulated Child Care, Preschool and Afterschool Workforce



Number of people working in Children's Integrated Services

Based on the CIS Field Contact List, there are 26 individuals working in Children's Integrated Services in this district. This district represents 9.18% of the reported individuals in the state working in these settings.

St. Albans District: Children's Integrated Services	
Position	Number of Individuals
Nursing for CIS	4
Early Intervention	7
Early Childhood and Family Mental Health	11
Family Support	0
Specialized Child Care	1
Administrative	3
Grand Total	26



Appendix L - St. Johnsbury District

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

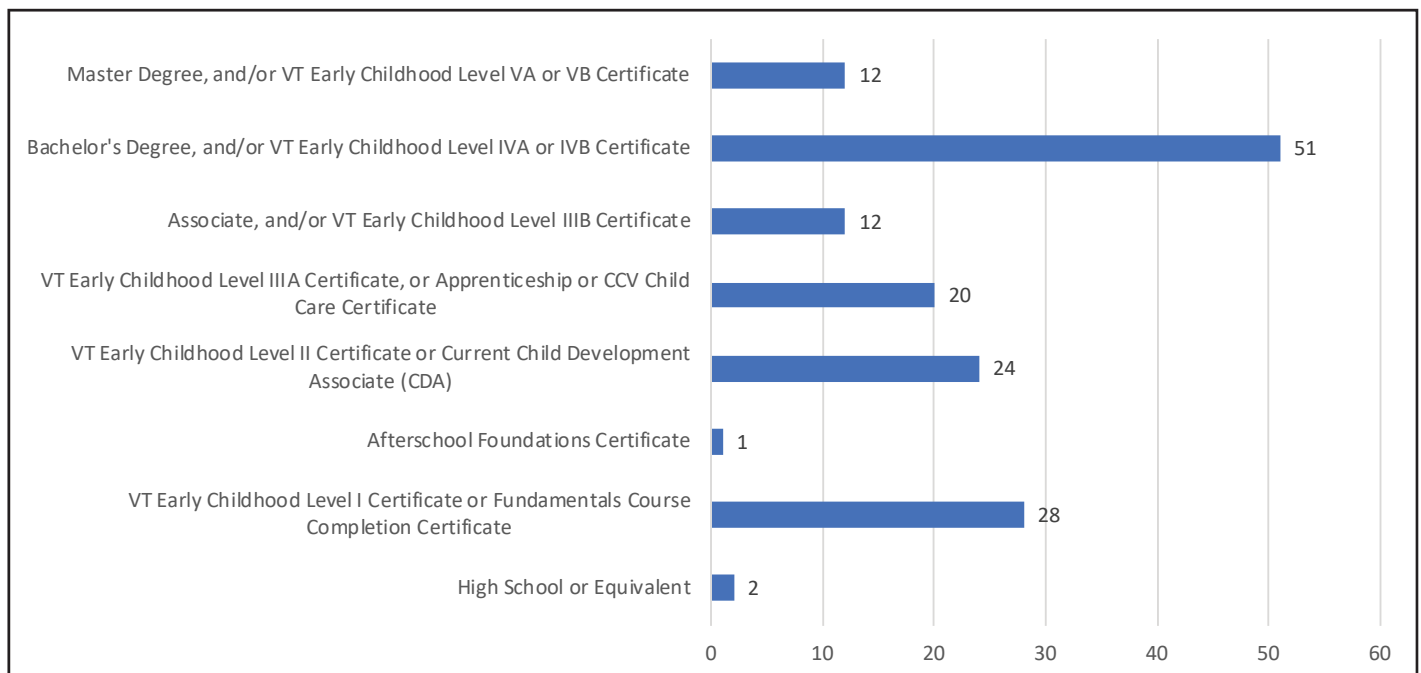
The St. Johnsbury AHS District represents Calendonía and South Essex Counties. There are 459 individuals working in regulated child care, preschool and afterschool programs in this district. This district represents 5.5% of individuals in the state working in these settings. 33% of individuals have reported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

Burlington District: 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
Grand Total	349

Burlington District: Afterschool Child Care Programs	
Position	Number of Individuals
Aide	2
Director	4
Program Administrator	1
Program Staff	12
Substitute	1
Grand Total	20

Burlington District: 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
Grant Total	99

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 CIS Field Contact List, there are 20 individuals working in Children's Integrated Services in this district. This district represents 7.06% of the reported individuals in the state working in these settings. No education data has been reported for individuals in this district.

St. Johnsbury District: Children's Integrated Services	
Position	Number of Individuals
Nursing for CIS	5
Early Intervention	4
Early Childhood and Family Mental Health	2
Family Support	1
Specialized Child Care	1
Administrative	7
Grand Total	20

No data was reported on St. Johnsbury AHS District - Reported Education of the CIS Workforce.

