

How Does Bill S.119/H.182 Align With Our Recommendations?

Vermont Workforce Recommendations

S.119/H.182 Bill Language

Professional Identity:
Early Childhood Educator
Early Childhood Education

S.119 defines “Early childhood educator” as an individual licensed to provide early childhood education.

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

S.119 creates three license types:
ECE I: Preparation program of minimum 120 clock hours
ECE II: Associate degree in early childhood education
ECE III: Bachelor’s degree in early childhood education

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

S.119 includes a transitional license for teachers and directors who do not meet the ECE II and III educational and experiential licensure requirements. These transitional licenses are valid for two years, may be renewed once, and in special cases, may be renewed twice.

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

S.119 establishes that a licensed early childhood educator shall provide care and educational instruction to children from birth through eight years of age in a variety of settings.

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

S.119 does not address this directly. Act 76 mandates that a report is due on professional compensation in 2026. This is in line with the timeline outlines in S.119.