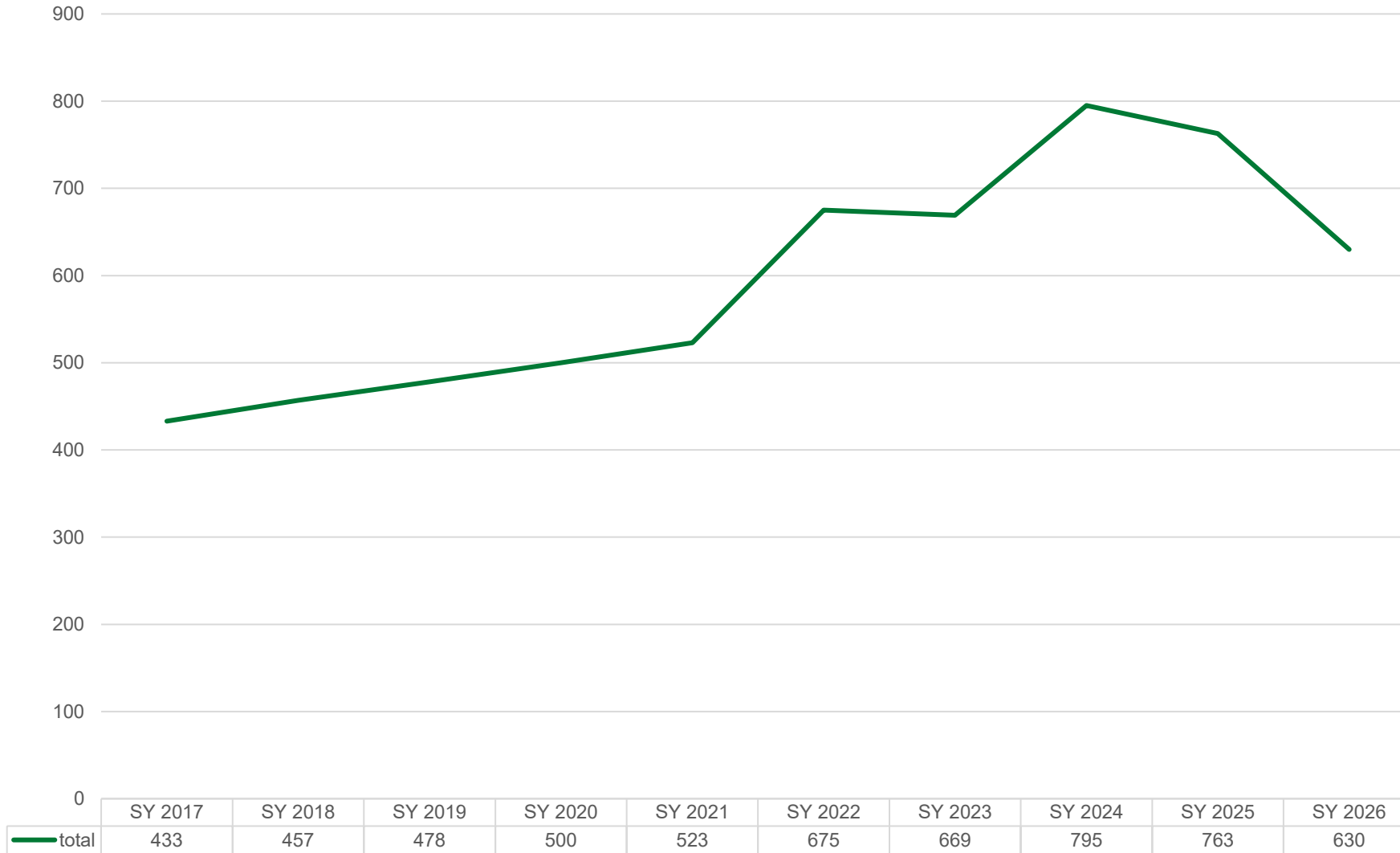


Vermont Licensing Data and Registered Apprenticeships

Vermont Agency of Education

April 23, 2026

Provisional and Emergency Licenses Issued



Pre- Covid 48% of Provisional License holders held no other license

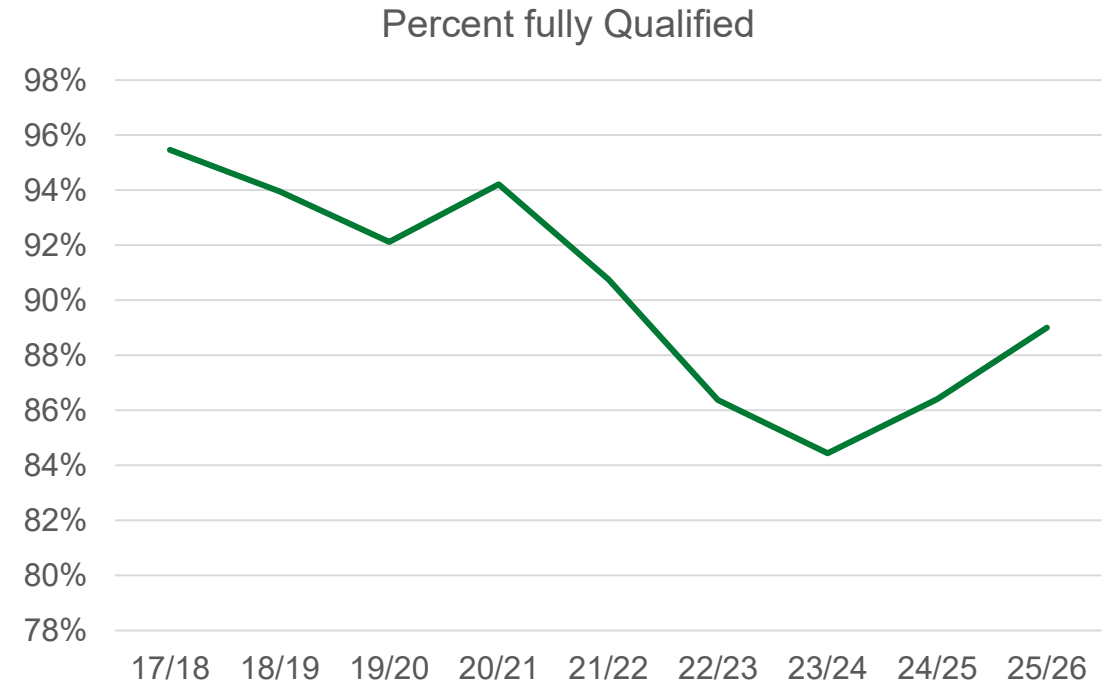
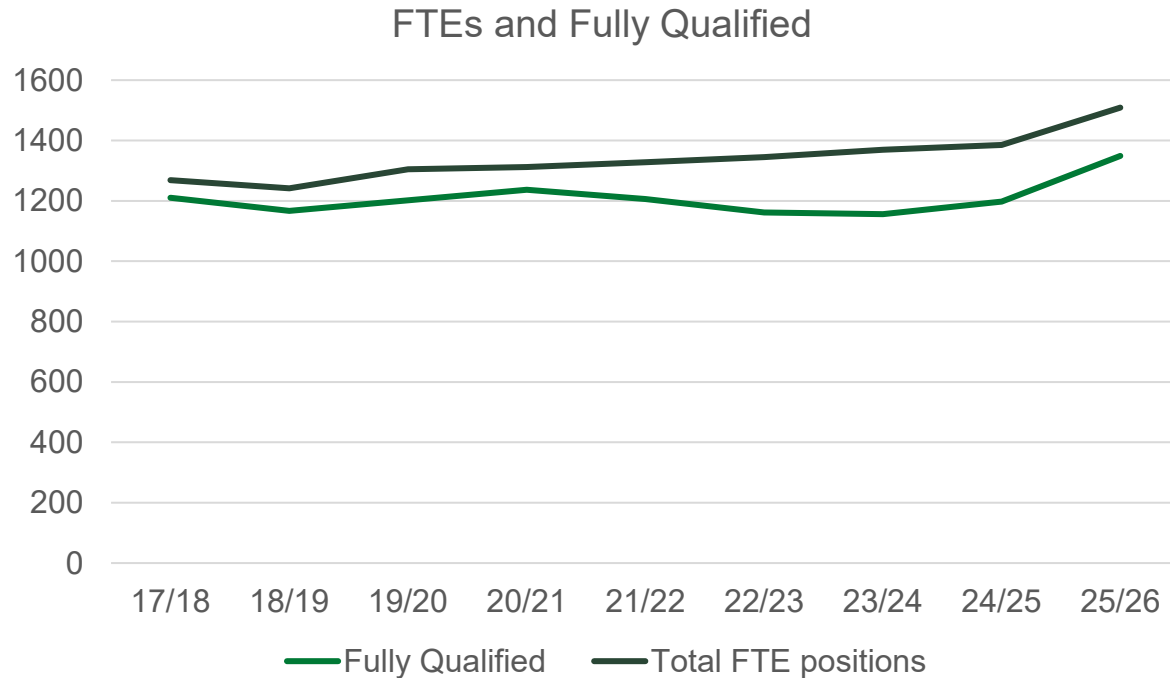
Peak Covid 60% of Provisional License holders held no other license

Today 52% Provisional License holders hold no other license

2025/26 Provisional and Emergency

Provisional Endorsement	Total	Emergency Endorsement	Total
Special Educator	92	Elementary Education	36
Elementary Education	63	School Librarian	9
Early Childhood Education	30	Early Childhood Education	6
School Counselor	24	Mathematics (secondary)	5
School Librarian	22	PE/Music Tied	4

Spec Ed Personnel Survey K-12 Special Educators



There are currently 3,164 individuals who hold a valid Level I, II or retired professional Vermont educator license. More than double the amount of Special education FTEs

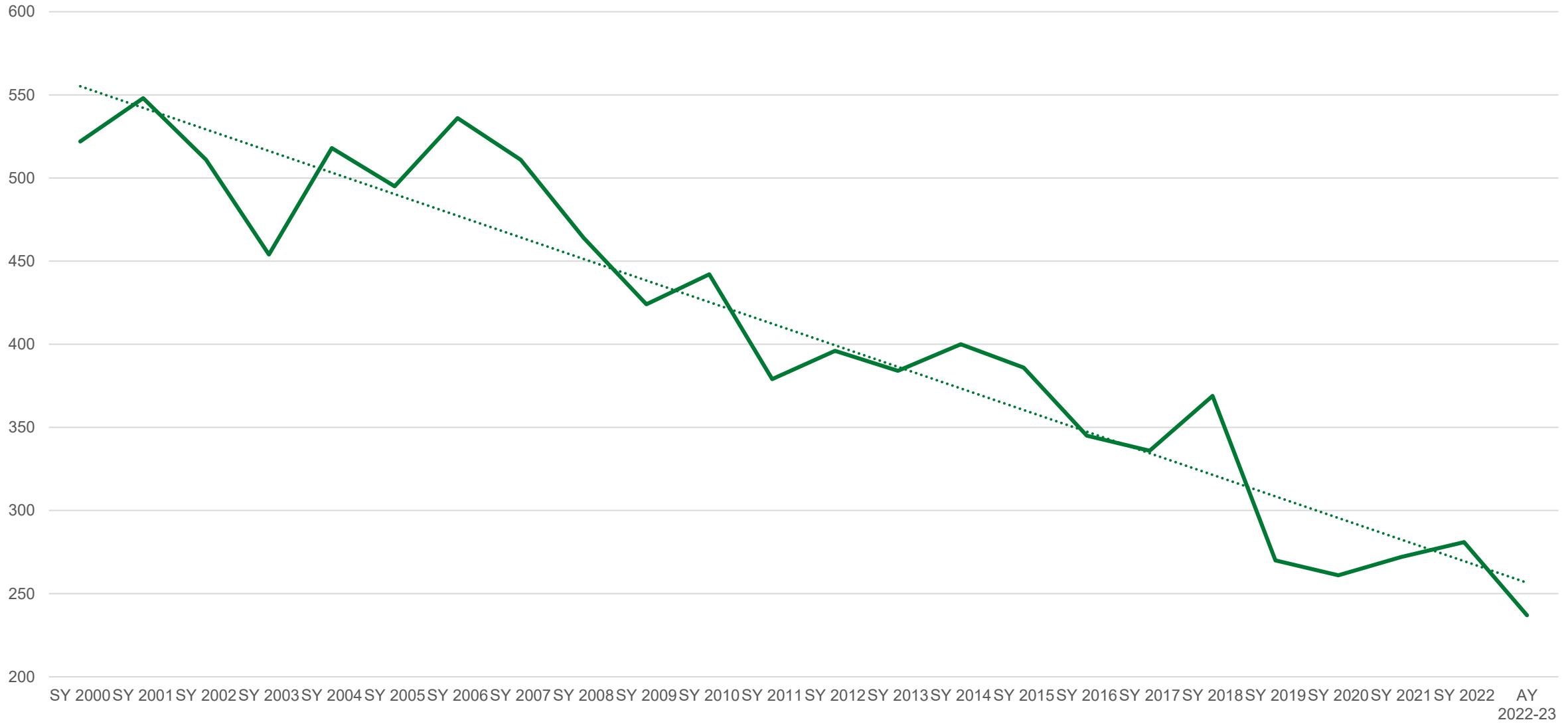
Teacher and Staff FTE Report FY2020-FY2025 – Total FTE

Job Category	2020	2025	Difference
Teacher	8046	7881	-164
PreKindergarten Teachers	200	246	45
Kindergarten Teachers	369	354	-14
Elementary Teachers (G 1-6)	2481	2278	-203
Secondary Teachers (G 7-12)	2378	2178	-199
Special Ed Teachers	1344	1417	72
Support Services	3686	4500	814
Behavior Specialist	87	183	95
Behavior Interventionist	165	276	111
Reading Interventionist	150	278	128
Math Interventionist	77	176	98

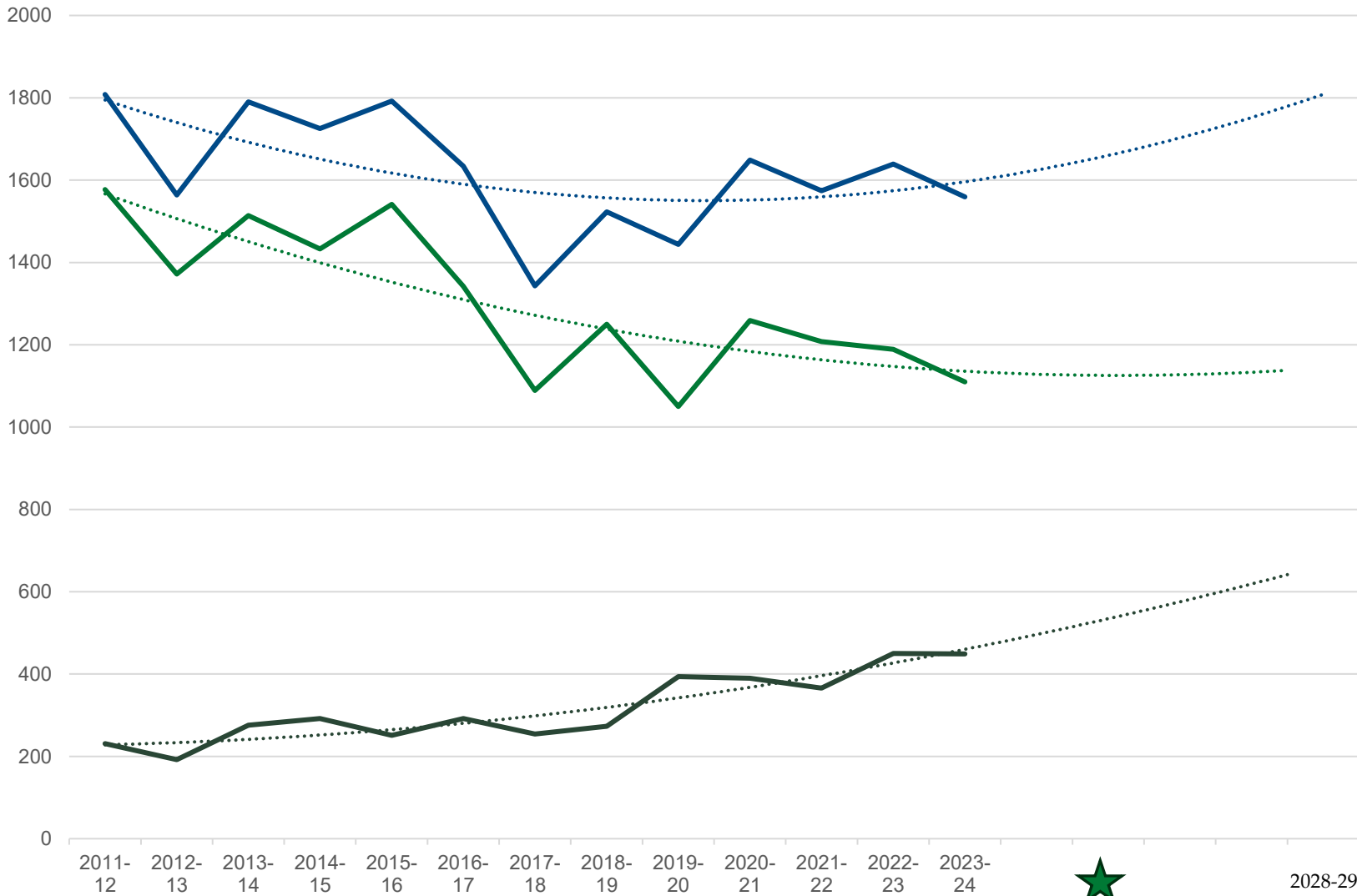
Teacher and Staff FTE Report FY2020-FY2025 - Costs

Job Category	2020	2025	Increase	% Increase
Teacher	\$ 498.6M	\$ 566.4M	\$ 67.8M	14%
PreKindergarten Teachers	\$ 10.8M	\$ 16.6M	\$ 5.7M	53%
Kindergarten Teachers	\$ 21.7M	\$ 24.1M	\$ 2.4M	11%
Elementary Teachers (G 1-6)	\$ 151.3M	\$ 159.7M	\$ 8.4M	6%
Secondary Teachers (G7-12)	\$ 150.3M	\$ 160.9M	\$ 10.5M	7%
Special Ed Teachers	\$ 82.3M	\$ 102.5M	\$ 20.1M	24%
Support Services	\$ 157.3M	\$ 234.9M	\$ 77.6M	49%
Behavior Specialist	\$ 4.6M	\$ 10.0M	\$ 5.3M	114%
Behavior Interventionist	\$ 5.2M	\$ 11.4M	\$ 6.2M	118%
Reading Interventionist	\$ 9.7M	\$ 20.7M	\$ 11.0M	113%
Math Interventionist	\$ 4.7M	\$ 12.7M	\$ 7.9M	168%

Traditional Program Completers



VTProgram Enrollment (w/ Polynomial trendline forecast)



- Traditional
- Alternative
- Total
- ⋯ Poly. (Traditional)
- ⋯ Poly. (Alternative)
- ⋯ Poly. (Total)

Δ-249
-12.7%

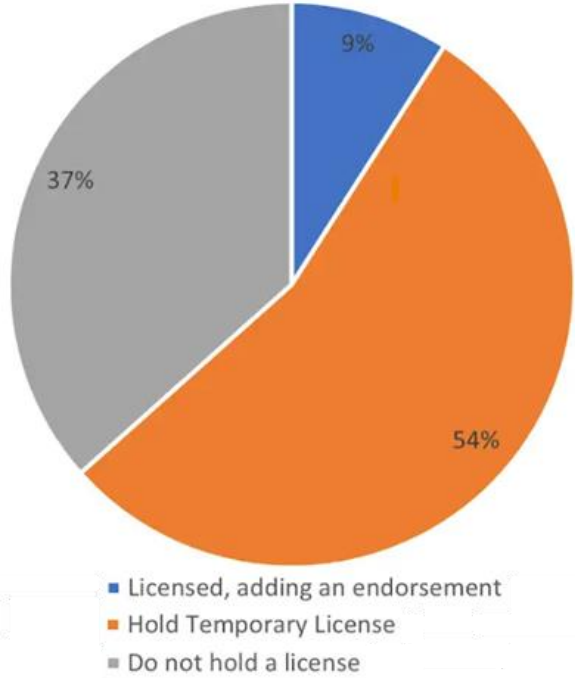
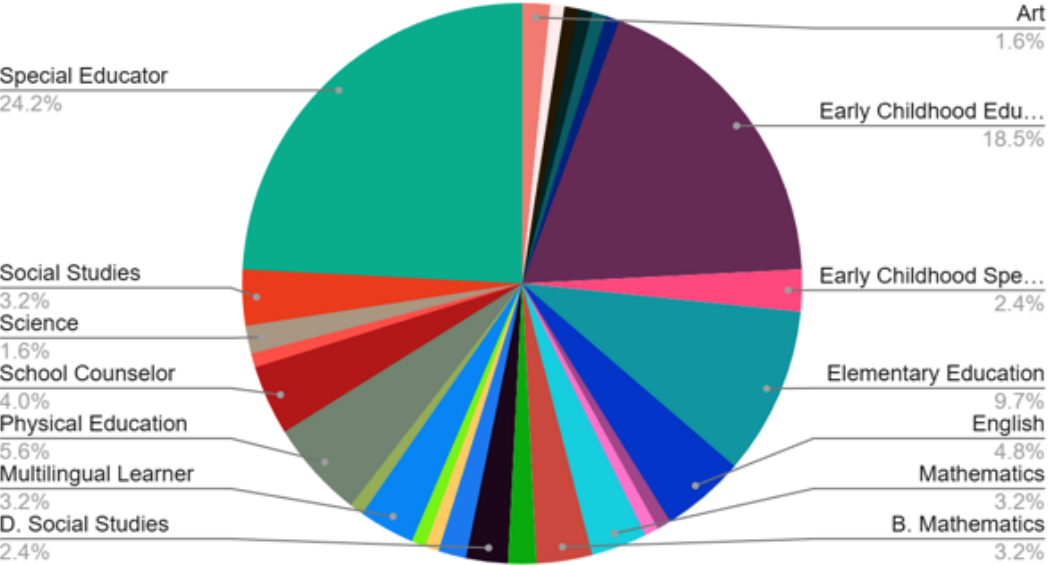
Δ-467
-29.6%

Δ+218
94.4%

Peer Review Data

- 164 portfolios submitted FY25 (double Pre-COVID avg)

Recommended for Initial License



Peer Review Support – Grow VT-Ed

- Additional supports provided for peer review process:
 - Year-long portfolio support seminar
- Portfolio support seminar
 - Run through VT-NEA
 - Intentional inclusion of educational theory and best practices

Year	Enrolled	Licensed
2022-23	78	60
2023-24	57	26
2024-25	34	11
2025-26	35	In process
Total	204	97

What is a registered apprenticeship?

From Vermont Department of Labor:

- Registered Apprenticeship is a training program designed to provide individuals with hands-on experience and on-the-job training in the specific industry of their choosing.
- Apprentices work alongside experienced professionals in their chosen field, while receiving on-the-job training and supplemental instruction.
- Apprentices obtain **paid work experience**, receive **progressive wage increases**, **supplemental instruction**, and an **industry-recognized credential**.

From the National Center for Grow Your Own:

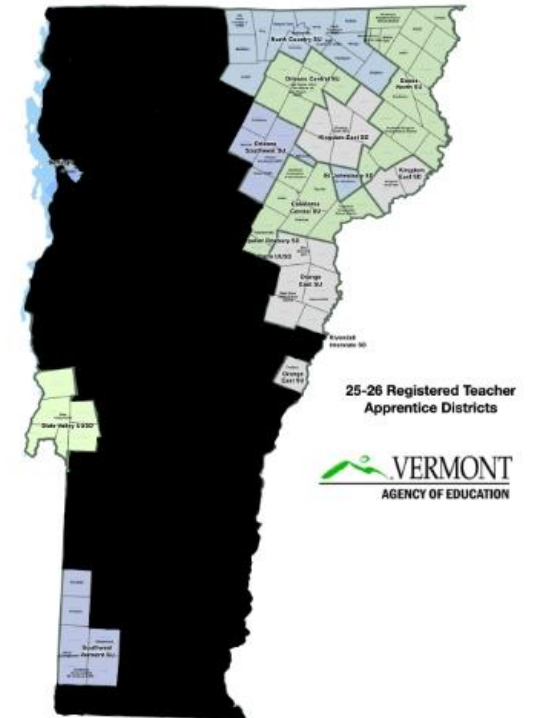
- The first registered apprenticeship in teaching program was approved by the USDOL in January of 2022. Since then, this innovative model has expanded to 45 states and includes thousands of aspiring educators.
- Apprentices complete a preparation program from a state-approved preparation provider that leads to teacher licensure (and typically a degree), often completing coursework outside the school day to accommodate full-time work.
- Apprentices gain hands-on experience in a K-12 classroom, for a minimum of one year, under the guidance of a mentor teacher.

Key Components of Registered Apprenticeship	Definitions
Supplemental Instruction (also called Related Technical Instruction)	Apprentices receive job-related instruction that complements their on-the-job learning
Paid Work Experience	Apprentices are paid by employer throughout training, wage must progressively increase over time
Mentorship	Apprentices are paired with a skilled mentor who guides the apprentice's structured on-the-job learning

Peer Review Teacher Apprenticeship Program

- Background: Originally launched by the Vermont Rural Education Collaborative in partnership with VT-NEA and 7 school districts in the NEK
- Goal: Provide a supported, accessible pathway to licensure for Teachers of record working under a temporary license who hold a Bachelor's degree
- Supported Peer Review route to professional licensure:
 - Year-long portfolio support class run through third party (VT-NEA, VTAEYC, educator prep program)
 - VT-NEA course: \$2100 for 3 credits through VTSU, \$1800 non-credit option
 - Mentor Teacher within district (\$1500 compensation- currently grant funded through US DOL)
 - Building administrator supervision and sign off on endorsement competencies

Year	Enrolled	Licensed	Participating Districts
2024-25	27	19	7
2025-26	36	In process	9



Elementary Education Apprenticeship Pathway



- Goal: Work with Vermont higher education institution(s) to develop a high-quality, affordable pathway to teacher licensure accessible to working Vermonters and support the recruitment and retention of teachers within our communities
- Funding: Vermont State College system receiving federal grant funds and McClure Foundation funds for program development
- Audience: School support professionals interested in pursuing a Bachelor's degree in education and professional educator licensure
- Coursework: Online asynchronous education courses to accommodate working hours, modification of existing VTSU elementary education program
- On-the-job learning: Continuation of paid employment in paraprofessional role, work at current school of employment under guidance of mentor teacher and university- based field supervisor
- Multiple entry points: Enroll at CCV for pre-apprenticeship ([A.A. in Liberal Studies with Education Specialization](#)) or at VTSU for 2-year apprenticeship program, credits transfer seamlessly between CCV and VTSU
 - Pathway accessible to individuals with wide range of educational backgrounds and at different life stages
- Upon completion, apprentice teachers will be granted a degree in Elementary Education with Special Education and recommendation for licensure in both Elementary Education (K-6) and Special Education (K-8)
- Launching Fall 2026