



S 206 - LICENSURE OF EARLY CHILDHOOD EDUCATORS

RACHEL BURGIN
Regional Deputy State Director

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According to the Archbridge Institute's State Child Care Regulations Index, Vermont already has the most restrictive child care facility regulation in the country. Academic research has clearly established a link between rigid child care regulations and costs for families. Rigid education requirements, in particular, have been estimated to raise the cost of child care by as much as 40%.

Edward Timmons, Archbridge Institute

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Working families in Vermont are already saddled with some of the most expensive infant child care in the nation. A recent report from the Economic Policy Institute estimates that infant child care averages nearly \$19,000 per year — well over \$1,500 per month. This places Vermont 12th nationally regarding the cost of infant child care.

Edward Timmons, Archbridge Institute



ARCHBRIDGE INSTITUTE'S STATE CHILD CARE REGULATIONS INDEX

For wealthier families who already have no issue accessing high-quality child care, outcomes improve. But when options become more limited and more expensive, low-income families are priced out of the market and left scrambling for child care. This problem will be exacerbated if regulations are further tightened.

Edward Timmons, Archbridge Institute

ARCHBRIDGE INSTITUTE'S STATE CHILD CARE REGULATIONS INDEX

VERMONT'S 2026 CHILDCARE REGULATION RANKINGS

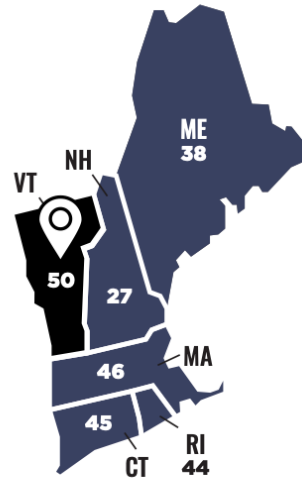


AREA	RANK	AREA	RANK
 Child-to-Staff Ratio	49	 Training Hours	45
 Group Size	50	 Education Requirements	47

ARCHBRIDGE INSTITUTE'S STATE CHILD CARE REGULATIONS INDEX

NEW ENGLAND REGION

Vermont ranks 6th in the region for childcare freedom.
(1=best; 6=worst)



OVERALL U.S. RANKING

Vermont ranks 50th in the nation for childcare freedom.
(1=best; 50=worst)

- 46 Massachusetts
- 47 Maryland
- 48 Pennsylvania
- 49 New York
- 50** Vermont

Child Care Worker Salary in Vermont



	Annual Salary	Monthly Pay	Weekly Pay	Hourly Wage
Top Earners	\$51,036	\$4,253	\$981	\$24
75th Percentile	\$38,300	\$3,191	\$736	\$18
Average	\$35,332	\$2,944	\$679	\$17
25th Percentile	\$26,000	\$2,166	\$500	\$12

What are Top 10 Highest Paying Cities for Child Care Worker Jobs in Vermont?

City	Annual Salary	Monthly Pay	Weekly Pay	Hourly Wage
Milton	\$37,822	\$3,151	\$727	\$18.18
Stowe	\$35,602	\$2,966	\$684	\$17.12
Middlebury (village)	\$34,646	\$2,887	\$666	\$16.66
Colchester	\$34,291	\$2,857	\$659	\$16.49
Rutland	\$34,012	\$2,834	\$654	\$16.35
Newport	\$33,951	\$2,829	\$652	\$16.32
Essex Junction	\$33,753	\$2,812	\$649	\$16.23
Brattleboro	\$33,661	\$2,805	\$647	\$16.18
Montpelier	\$33,595	\$2,799	\$646	\$16.15
South Burlington	\$33,358	\$2,779	\$641	\$16.04

ZipRecruiter salary estimates, histograms, trends and comparisons are derived from both employer job postings and third party data sources.



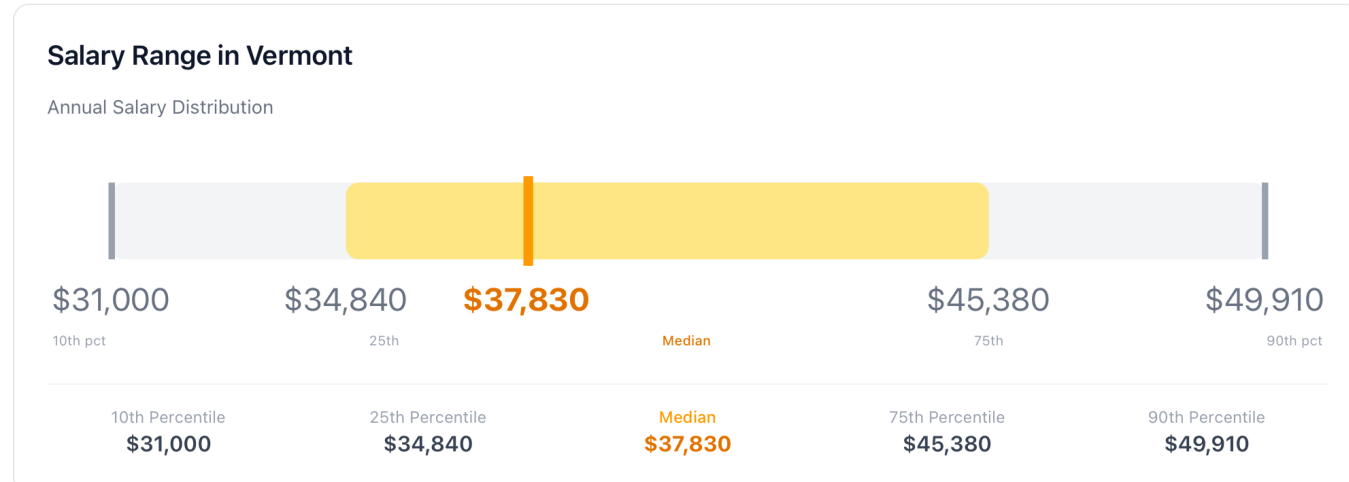
Last Updated : April 2, 2026

Childcare Workers in Vermont

State salary data from the Bureau of Labor Statistics (May 2024)

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<p>Median Salary</p> <p>\$37,830</p> <p>per year in this state</p> <p>+18% above</p>	<p>National Median</p> <p>\$32,050</p> <p>per year nationally</p>	<p>Hourly Rate</p> <p>\$18.19/hr</p> <p>median hourly</p>	<p>Employment</p> <p>1,120</p> <p>jobs in VT</p>
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Vermont - Institute for Justice

Burden Rank	Rank Change from 2017	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1	0	Preschool Teacher, Public School	50	\$368	2555	4 years	3 years	1	0	0
2	0	Athletic Trainer	49	\$490	1460	4 years	None	1	0	0
3	1	Earth Driller, Water Well	51	\$315	1095	None	3 years	3	0	0
4	-1	Midwife, Direct Entry	37	\$1400	730	2 years	None	1	12	0
5	0	Optician	22	\$325	730	2 years	None	1	12	18
6	0	Fire Alarm Installer	39	\$180	730	2 clock hours	2 years	1	0	0
7	0	Cosmetologist	51	\$375	233	1000 clock hours	None	3	12	0
8	0	Barber	51	\$160	175	750 clock hours	None	3	12	0
9	-1	Shampooer	33	\$100	175	750 clock hours	None	3	12	0
10	0	Makeup Artist	37	\$285	117	500 clock hours	None	3	12	0
10	0	Skin Care Specialist	51	\$285	117	500 clock hours	None	3	12	0
12	1	School Bus Driver	51	\$167	1	8 clock hours	None	6	0	18
13	3	Child Care Home, Family	44	\$20	12	54 clock hours	None	0	12	18
14	0	Bus Driver, City/Transit	51	\$153	0	None	None	5	0	18
15	0	Truck Driver, Tractor-Trailer	51	\$139	0	None	None	5	0	18
16	1	Truck Driver, Other	51	\$139	0	None	None	4	0	18
17	1	Emergency Medical Technician	51	\$98	35	150 clock hours	None	2	0	18
18	-6	Manicurist	51	\$245	47	200 clock hours	None	3	0	0

Occupational Licensing Overview

- Licensing is widespread and often excessive
- Licensing requirements often don't match job risk
- Lower-income workers, career changers, military spouses, people with criminal records are most affected
- Licensing limits economic mobility
- Requirements vary widely by state, which suggests rules are often arbitrary

HEADLINE TEXT GOES HERE - OPTIONAL DESCRIPTION OVER MULTIPLE LINES

-  **Entrepreneurial Freedom** – Lower the barriers to entry for providers.
-  **Family Options** – Many parents trust their provider.
-  **Zoning** – Child Care Friendly Zoning
-  **Risk-Based Oversight** – Focus on Health, Safety, and Fraud Prevention, not onerous micromanagement and new regulations.

RESOURCES

<https://vtdigger.org/2026/04/07/vermont-wants-to-fix-child-care-this-bill-will-make-it-worse/>

<https://www.archbridgeinstitute.org/state-childcare-regulations-index/>

<https://www.archbridgeinstitute.org/state-childcare-regulations-database/>

<https://ij.org/report/license-to-work-3/tw-occupation-profile/child-care-home-family/>

<https://childcaredeserts.org/>