



Date: April 22, 2026
To: Chair Wood and members of the House Committee on Human Services
CC: Representative Rey Garofano, Legislative representative on the State Advisory Council
From: Anna Brouillette, Policy and Program Director, Building Bright Futures
Re: CDD Workforce Report (January 2026) — Education and Credentials in Regulated Child Care

Following yesterday's testimony, I wanted to share a recent report from the Child Development Division that speaks directly to the education and credentials of Vermont's regulated child care workforce. This is CDD's data, and I would encourage the Committee to hear directly from CDD about it, but I wanted to make sure it was in front of you as you continue to consider proposals related to licensure for the early education workforce.

The [Vermont Early Childhood Education and Afterschool Workforce Report](#) (CDD, January 2026) draws on data from Vermont's Bright Futures Information System (BFIS) as of December 31, 2024. Two findings are worth highlighting:

1. Credentials in the field are increasing.

- More people working within regulated child care have related education and credentials. Based on the data in BFIS, the number of people with education and credentials above a high school diploma increased by 860 people, a 23% increase. The number holding a verified associate's, bachelor's, master's, or doctorate degree increased by 562 people (22.4%). Table 4 from the report, below, shows the full breakdown by credential level from 2024. If someone has a bachelor's degree and a CDA, only the bachelor's degree is counted.

Table 4. Number and Percentage of Individuals Working in Regulated Child Care with Education Listed in BFIS by Highest Education Level (2024)

Degree or Credential	2024	% at this level
High School or Equivalent	701	13%
Afterschool Essentials Course Completed	2	0%
VT Early Childhood Level I Certificate or Fundamentals Course Completion	855	16%
Afterschool Foundations Certificate	135	3%
Afterschool Credential	0	0%
VT Early Childhood Level II Certificate or Current Child Development Associate (CDA)	222	4%



Other Type of Education Certificate	44	1%
VT Early Childhood Level IIIA Certificate, or Apprenticeship or CCV Child Care Certificate	259	5%
Associate's Degree and/or VT Early Childhood Level IIIB Certificate	595	11%
Bachelor's Degree and/or VT Early Childhood Level IVA or IVB Certificate	1,838	35%
Master's Degree and/or VT Early Childhood Level VA or VB Certificate	622	12%
Doctorate	19	0%
Total with Credential in BFIS	5,292	

2. These numbers likely undercount the true picture.

- BFIS is, by CDD's own description, "a relatively old data system in the process of being replaced." The education data reflects only credentials that have been individually verified by Northern Lights at CCV and entered in BFIS, meaning credentials held but not yet verified are not captured. Additionally, staff in public-school-operated pre-K programs are not required to maintain BFIS accounts, as their credentials are verified by school districts. For these reasons, the data as presented is conservative; actual credential levels across the field are likely higher.

The full report is available at:

<https://outside.vermont.gov/dept/DCF/Policies%20Procedures%20Guidance/CDD-Workforce-Report-2026.pdf>

Please don't hesitate to reach out with questions, and I'd again encourage direct follow-up with CDD for the full context behind this data.