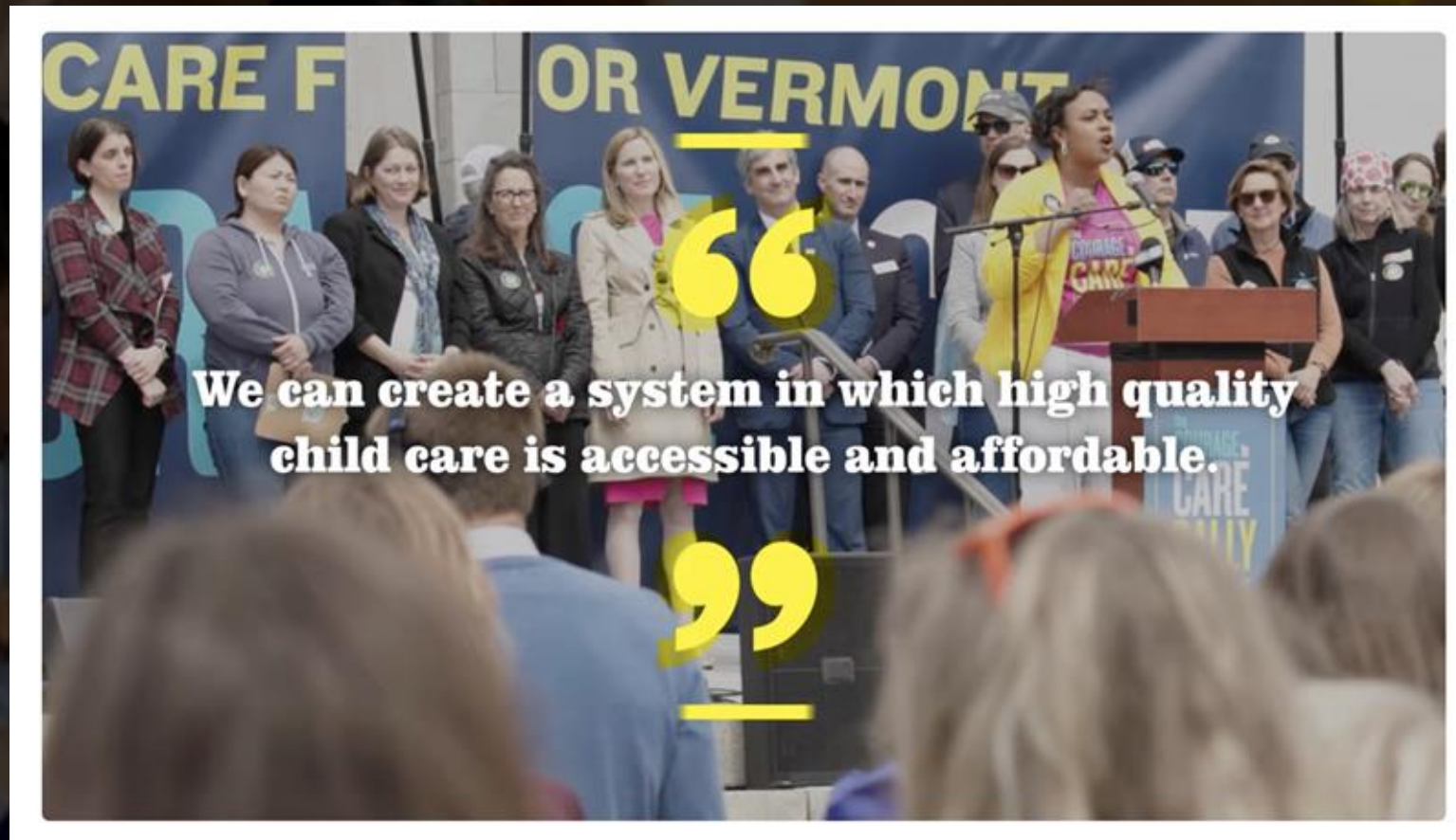




# S.206 - Licensure of Early Childhood Educators

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S.206 goes against Vermont's child care goals.



Source: [Let's Grow Kids](#)

Licensing reduces workforce supply by up to 27%.

**8,000 Vermont early childhood educators work in non-public child care programs.**

Home-Based



Center-Based



Public School-Based



**Individual Regulation:**  
None. Proposed through ECE Profession Bill

**Individual Regulation:**  
AOE Educator License

Source: Blair and Chung (2019);  
Vermont Association for the Education of Young Children



## Vermont's Early Childhood Data & Policy Center

“Staffing shortages were described as the single biggest challenge across all sessions. Programs continue to struggle to hire and retain qualified staff, which in turn leads to reduced hours, closed classrooms, and fewer available child care slots, even in communities where demand remains high and funding is available.”

Source: [Building Bright Futures](#)



## Vermont's Early Childhood Data & Policy Center

“A spot doesn’t help if you can’t get there.”

–Vermont parent and focus group participant

Source: [Building Bright Futures](#)

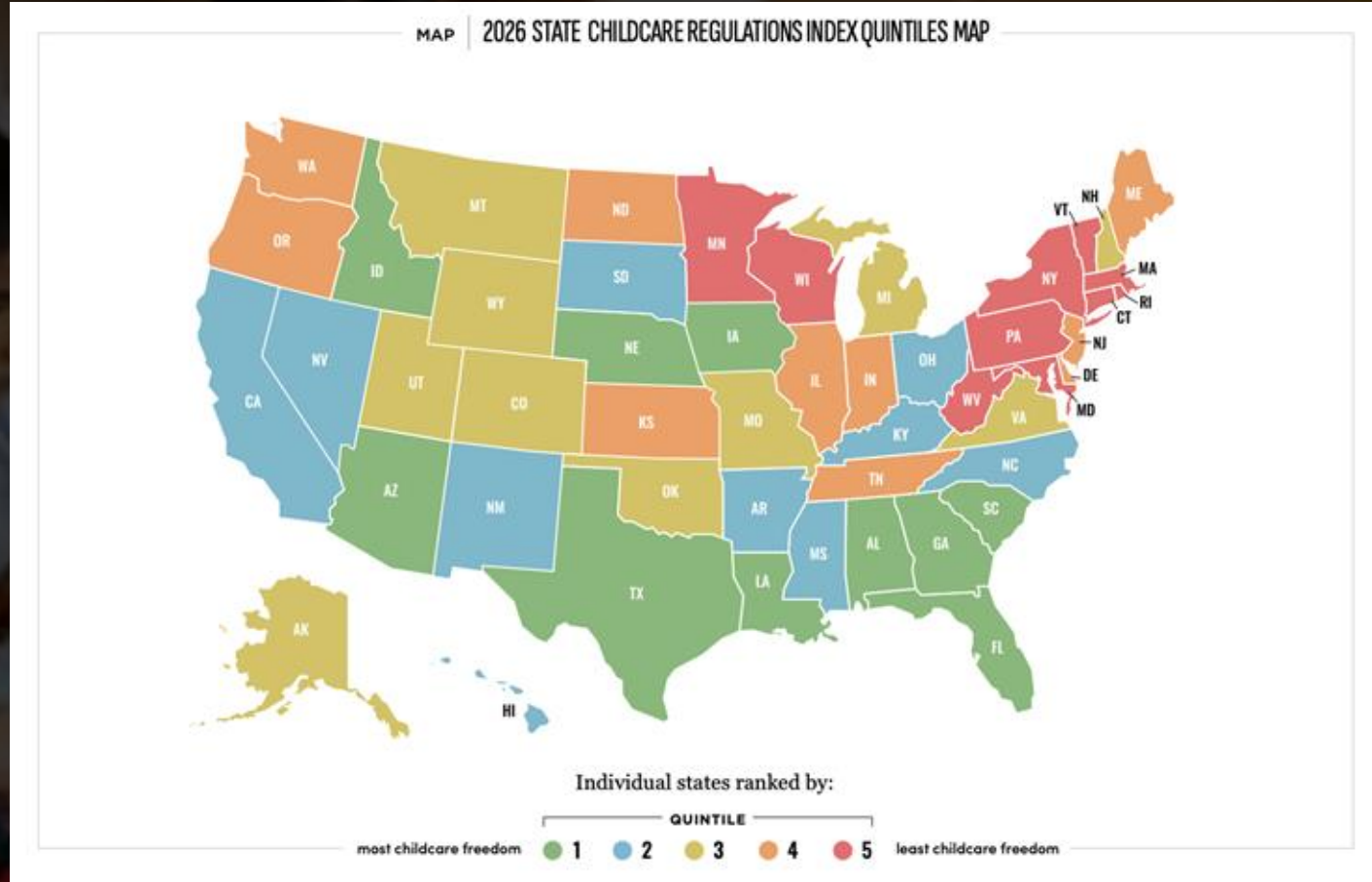
# Steps to open a child care business

## Daycare / Childcare Requirements in Vermont at a Glance

Requirement	Agency	Cost	Timeline
LLC Formation	Vermont Secretary of State	\$155 (online)	~1 business day
Childcare License	Vermont DCF – Child Development Division	Free (no application or licensing fee)	Varies; plan for 60-90 days for Phase I-III process
Criminal Background Check (all staff)	Vermont Criminal Information Center (VCIC)	Included in licensing process (fee covered by CDD)	2-4 weeks
Fingerprint Check (all staff)	Vermont VCIC / FBI	Included in licensing process	2-6 weeks; must be renewed every 5 years
Pediatric CPR and First Aid Certification	Accredited provider (AHA, Red Cross)	\$50-\$150	Must be current before license is granted
Director Qualification Verification	Vermont DCF / CDD	No fee	Assessed during application review
Facility Inspection	Vermont DCF / CDD	No fee	Scheduled after Phase I clearance
Workers' Compensation Insurance	Vermont Dept of Labor (required if employees)	Varies by carrier	Required before first employee starts

Source: [StartBusinessByState.com](http://StartBusinessByState.com)

# Vermont has the most stringent child care regulations in the U.S. (Ranked 50/50)



Source: [State Childcare Regulations Index 2026](#)

# Vermont's regulations on child care staff rank 47/50.

Position	Credential	Experience
Center Director	Associate's or bachelor's degree in Early Childhood Education or related field	Documented supervisory/administrative experience
Head Teacher	CDA (Child Development Associate) or 21 college credits in ECE-related fields	
Assistant Teacher	High school diploma or GED	

Source: [Vermont Administrative Code](#)

# S.206 suggests stricter regulation on child care workers, with no GED-level opportunities

Position	Credential	Experience
Center Director ~Early Childhood Educator II and III	Associate's or bachelor's degree in Early Childhood Education or related field	Documented supervisory/administrative experience
Head Teacher ~Early Childhood Educator I	CDA (Child Development Associate) or college credits in ECE-related fields	
Assistant Teacher No entry level opportunity under S.206; lowest acceptable credential is CDA	High school diploma or GED plus some ECE coursework	

Source: Vermont Administrative Code

A significant portion of adequate child care supply is made up of family child care homes. Right now, this sector is less regulated in Vermont, presenting opportunities for entrepreneurs with less education.



S.206 specifies that FCC licenses will only be issued until 2029.

**8,000 Vermont early childhood educators work in non-public child care programs.**

Home-Based



Center-Based



Public School-Based



Individual Regulation:

None. Proposed through ECE Profession Bill

Individual Regulation:

AOE Educator License

**No new Family Child Care Provider licenses granted after 2029**

**(26 V.S.A. § 6221(b)(4))**

Source: Vermont Association for the Education of Young Children

## Who is most affected?

- Quality improvements from increased regulations are not realized by those who are priced out of the market (Currie and Hotz 2004)
- Parents with more education are more likely to secure a child care seat when there is a shortage (Ding et al. 2020)
- Female business owners spend more time navigating regulations than their male counterparts (Bastos and Pavlik 2024)



Thank you!  
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