



Early Childhood Workforce Index 2018 VERMONT

36,818
Children age 0-5



2,730*
Members of the
early childhood
teaching workforce

IN VERMONT, there are 36,818 children age birth through five years, and 21 percent of all Vermont children are part of low-income families. It is widely agreed that the current early care and education system across states is woefully underfunded. The [cost of services](#) is out of reach for many working families, including those who earn middle-class wages.

At the same time, large swaths of early childhood teachers — even those with college degrees — earn unlivable wages. More than 2,730 members of the early childhood teaching workforce provide services to children in Vermont.

Occupation	Median wage
Child care worker	\$12.71
Preschool teacher	\$14.57
Center director	\$22.14
Kindergarten teacher	\$31.69
Elementary teacher	\$33.85
All workers	\$18.57

Earnings by Occupation

- In 2017 the median wage for child care workers was \$12.71, **a 10% increase since 2015.**
- For preschool teachers the median wage was \$14.57, **with no change since 2015.**
- For preschool or child care center directors, the median wage was \$22.14, **a 2% increase since 2015.**

*Total includes the following occupations as defined by the U.S. Bureau of Labor Statistics Occupational Employment Statistics (OES): “child care workers,” “preschool teachers, excluding special education,” “preschool teachers, special education,” “education administrators: preschool/child care center programs”. These data do not include the self-employed, although home-based child care assistants, who are employees, are likely included in the “child care worker” category. Due to the limited data available across states in the OES, state-based surveys or registries may provide more comprehensive estimates of the ECE workforce.



Early Childhood Workforce Policies

Qualifications & educational supports: Edging Forward	Pre-K	BA minimum for lead teacher?	No
		CDA/equivalent minimum for assistant teacher?	No
	Licensed centers	BA minimum for director?	No
		BA minimum for lead teacher?	No
		CDA/equivalent minimum for assistant teacher?	Yes
	Licensed homes	BA minimum for lead teacher?	No
		CDA/equivalent minimum for assistant teacher?	No
	Scholarships to support educational pathways	BA?	Yes
		AA?	Yes
		CDA or equivalent?	Yes
Collects data on scholarship recipients?		Yes	
Work environments: Making Headway	Centers	Paid time in professional development?	Yes
		Paid planning and/or preparation time?	Yes
		Salary schedule/benefits?	Yes
	Homes	Paid time in professional development?	Yes
		Paid planning and/or preparation time?	Yes
		Salary schedule/benefits?	No
Compensation & financial relief strategies: Edging Forward		Salary parity for publicly funded pre-K teachers?	Parity (public only)
		Compensation standards required?	No
		Compensation guidelines or plans to develop?	Yes (guidelines)
		Earmarks for salaries in public funding?	No
		Financial relief: stipend or tax credit?	No
		Financial relief: bonus?	Yes

Early Childhood Workforce Policies

Financial resources: Edging Forward		State reported extra CCDBG spending?	Yes
		Ratio of per-child pre-K to K-12 spending over 50%?	No
Workforce data: Making Headway	Registry	Inclusive of all licensed settings?	Licensed +
		Collects wage data?	No
		Collects benefits data?	No
		Collects race/ethnicity data?	No
		Reports data publicly?	No
	Survey	Inclusive of all licensed settings?	Licensed +
		Collects wage data?	Yes
		Collects benefits data?	Yes
		Collects race/ethnicity data?	Yes
		Reports data publicly?	Yes

Family & Income Support Policies

Income supports: Making headway	Refundable Earned Income Tax Credit?	Yes
	Higher than federal minimum wage, indexed for inflation?	Yes
	Refundable child care tax credit?	Yes
Supports for health and well-being: Edging forward	Paid sick days law?	Yes
	Paid family leave law?	No
	Expanded Medicaid eligibility?	Yes

The *Early Childhood Workforce Index* provides a composite appraisal of the early childhood workforce in each state focused on: Earnings and Economic Security; Early Childhood Workforce Policies; and Family and Income Support Policies.

- The [full 2018 Index](#) includes a discussion and rationale for each category and spotlights successful and promising practices in selected states.
- To see how Vermont compares to other states, visit our [interactive state-by-state database](#).
- For an overview of data sources for the indicators listed above, see our [guide to indicators](#).

