

# Vermont's Early Childhood Education Workforce Development strategies

## Career Awareness and Exploration

- Pre-Apprenticeship Program for HS Career and Technical Center Students
- ECE Career Exploration events and materials

## Career Preparation

- Registered Early Childhood Education Apprenticeship Program
- NEW Scholarships for Prospective ECEs with service requirement
- ARPA-funded Critical Occupation Scholarships includes ECE

## Recruitment

- Child Care Stabilization Grants with options for hiring bonuses
- State worker relocation incentive grant program includes ECE

## Retention

- **NEW Student Loan Repayment for ECEs with recent degrees**
- Workforce Stabilization Incentives (one-time bonuses to ECEs)

## Career Development

- T.E.A.C.H. scholarship program for current ECEs
- Vermont ECE Annual Conference
- Prof Dev Grants and Bonuses
- Northern Lights at CCV hub for PD for early childhood and afterschool workforce

**Bold = VTAEYC offers**



**JUMP-START  
YOUR FUTURE**

**WITH A CAREER IN  
EARLY CHILDHOOD  
EDUCATION**

**vt**aeyc Vermont Association for the  
Education of Young Children

Do you have an interest in teaching?  
Gain valuable skills, earn college credit,  
and graduate high school job-ready as  
you take the first step in a meaningful  
and fulfilling career choice!

## Recommended Education

HIGH SCHOOL + TRAINING

ASSOCIATE DEGREE

BACHELORS DEGREE

MASTERS DEGREE PLUS

### Family Child Care Home

Wages: Varies



High School + Training

[Read More](#)

### Teacher Assistant

Wages:\$12-\$14



Associate Degree

[Read More](#)

### Teacher Associate

Wages:\$14-\$15



Associate Degree

[Read More](#)

### Teacher

Wages:\$21-\$25



Bachelors Degree

[Read More](#)

### Licensed Teacher

Wages:\$26-\$60



Bachelors Degree

[Read More](#)

### Assistant Director

Wages:\$19-\$22



### Program Director

Wages:\$27-\$29



### ECE Consultant

Wages:\$50-\$100



### College Faculty or Instructor

Wages: Varies \$3700- \$4500 per 3 credit course



# Early Childhood Education as a Profession

## ***Audacious Vision:***

*Each and every child, beginning at birth, has the opportunity to benefit from high-quality, affordable early childhood education, delivered by an effective, diverse, well-prepared, and well-compensated workforce.*

*(p. 6 of Unifying Framework)*

## **Unifying Framework** for the **Early Childhood Education Profession**

Power to the Profession is a national collaboration to define the early childhood education profession, birth through age 8, across states and settings, by establishing a framework for career pathways, preparation, competencies, responsibilities, and compensation. The *Unifying Framework*—this document—is the result of this multi-year, profession-led effort. It is based on the recommendations from the series of eight Power to the Profession Decision Cycles; references the full Decision Cycle documents as sources; and demonstrates how they all come together to advance a unified, diverse, equitable, and effective early childhood education profession.

■ MARCH 2020 ■

Disponible en Español visitando [PowerToTheProfession.org](https://PowerToTheProfession.org)

# Advancing Early Childhood Education as a Profession 2018 - present

Year 1

Workforce  
shows support  
to advance as a  
Profession

Year 2

Professional  
Identity

Year 3

3 Designations  
with Aligned  
Preparation  
Pathways

Year 4

Compensation &  
Professional  
Licensure

Next Steps.....

Design and  
Implementation

## Core Elements:

- Leadership from Task Force of current ECEs
- Robust engagement of ECE workforce via trainings, discussions, surveys, comments, social media
- Consensus documents created and shared for each major component