

BBF Professional Preparation and Development

Committee Meeting Notes 2/17/2026

Meeting Attendees: Hailey Paschold, Amelia Struthers, Deb Norris, Helen Mattheis, Ammie Collins, Sonja Bracey, John Cipora, Tia Fotion, Elisa Doner, Staci Otis, Deb Whitney Grennon, Adri Taylo-Behrman, Holly Moriglioni, Cynthia Greene, Brendan Rooney, Paula Nadeau, Joanna Houston, Dawn Rouse, Erin Roche

Meeting Summary:

- I. Introductions and Partner Updates (Helen)
- II. Vermont Supply Demand Gap Analysis 2026 (Erin Roche, First Children's Finance)

Updates:

Helen: we do have infant/toddler care applications open for May cohort PITC, open until the 28th. Encourage folks to apply, we currently have 58 participating in the January cohort, if you know anyone interested reach out to Helen, check out the CDD email, or go to CDD website to learn more. Also bringing attention to S&S inclusion workshop email that went out Friday, series of 12 workshops, access them through link in email or also training calendar on the online anytime. [Seed & Sew Free Inclusionary Workshops](#)

Amelia: there are a few openings left for Fundamentals, first one starting tonight. Any questions contact Amelia or any RA at Northen Lights.

Deb- FCF Supply demand report took place of stalled at the start- data is out: here is link. <https://www.firstchildrensfinance.org/vermont/>

Opening 3rd round of Make Way for Kids on 3/16 due on 5/1- expecting high demand.

Trainings are going well, people are engaged in what they need. Working with Adri on putting together approval for a COP focusing on updates to handbook/creating handbooks. Seeing a lot of need for this area, starting this summer/June

Paula from VTAEYC-

1. Quality support specialist did first hub and spoke model (where trainer is one space, QSS spread out with virtual learning) initial finding is that it went well, great participation, key point is having great tech set up. They are doing internal surveys
2. Connected Minds, Connected Hearts is theme of conference this year: <https://www.vtaeyc.org/annual-conference/>. Coming out Mid-march, think about if you're interested in presenting this year.

Adri- NL hosting annual PD summit May 29th in Winooksi, working on the agenda and will be sending out save the dates

Paula- saw S&S doing a coaching series. Also Early Childhood Day at the legislature is in March, if you're interested they are still registering for that event. Week of the Young Child mini grants (event is in April) so programs can apply for hosting events for families/doing special things with their programs.

First Children's finance:

1. 3 short supplemental reports that looks at:
 - a. Part time child care
 - b. UPK spaces
 - c. Afterschool and school age supply and demand

Every quarter, FCF looks at the state regulated licensed capacity and number of programs, and how many programs open and closed in that quarter.

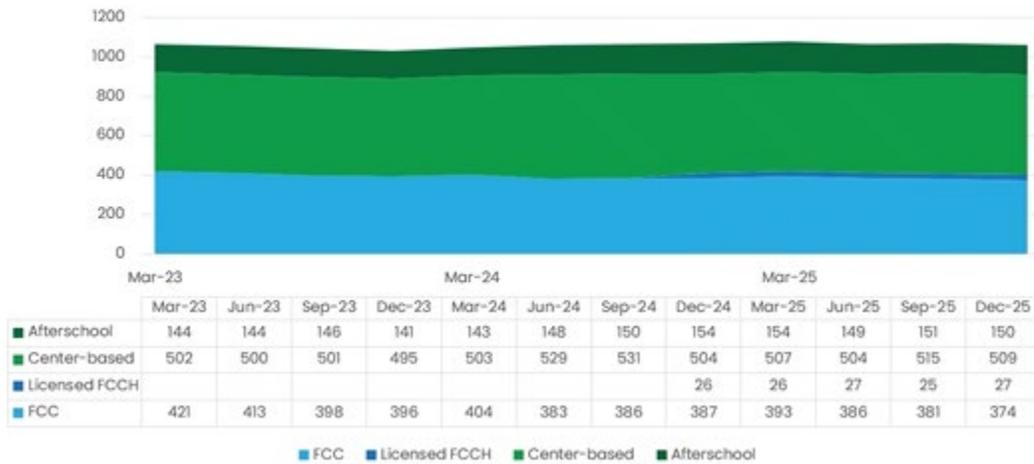
 **First Children's Finance**

2026 Vermont Supply Demand Gap Analysis (and some other fun facts)

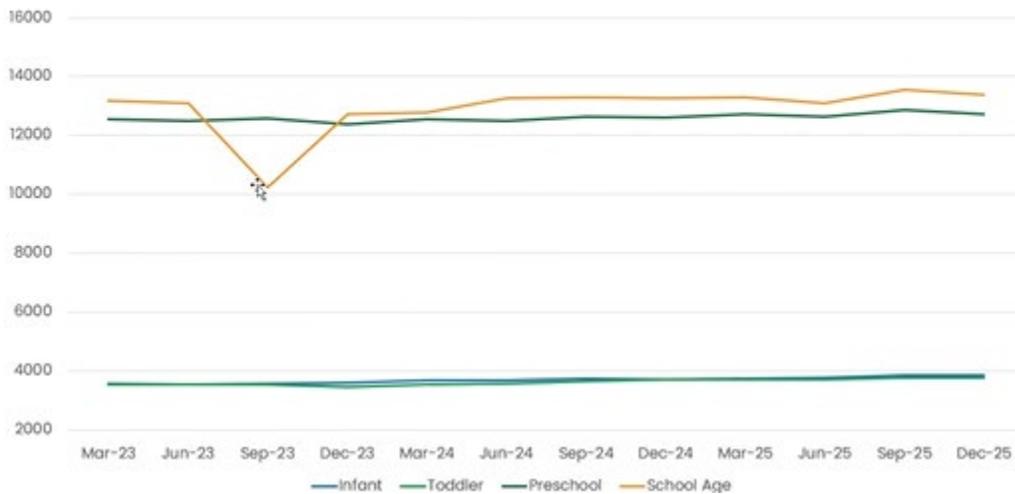
January 2026

In 2025, splitting center based and family care homes started

Number of regulated child care programs

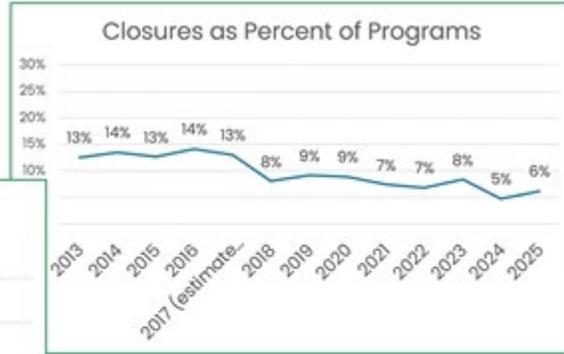
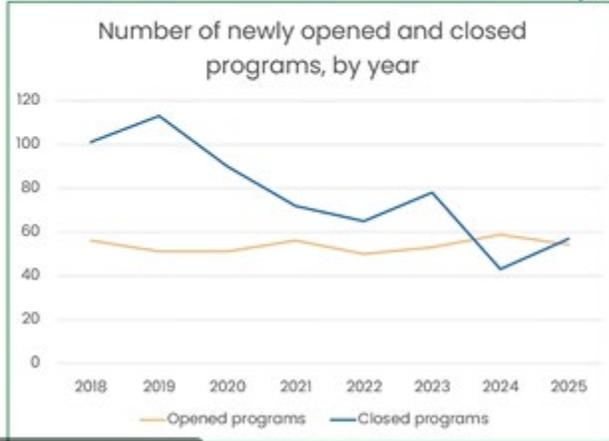


Licensed child care capacity, by age group



What's interesting, same number of infant spots as toddler spots. Number of infant/toddler spaces has crept up over time. Preschool has crept up a little, schoolage has remained roughly the same

ECL Opens and Closures, 2018-2025



This slide only includes early care, not school age.



Prior to 2025, Lets Grow Kids did Stalled at the start, this year FCF took on updating the report

Objective

- FCF analyzed population-level data and child care licensing data to estimate child care supply and demand.
- Conducted at two levels:
 - County-level analysis
 - City-level analysis for 17 cities/municipalities
- Aims to determine how well Vermont's current child care supply meets the needs of children likely to require full-day, full-year care.
- Identifies gaps and areas of alignment between available child care and the needs of working families.



Pulled data at same point of time as Let's Grow Kids to keep it consistent.

Data Sources

- **Vermont Department of Health:** age-specific estimates of the number of children age 0-5 in each Vermont county.
- **American Community Survey:** County-level and zip-code level estimate on the number of children under age 5 with all available parents in the workforce.
- Currently active child care licensing data (August 21, 2025)



*Most recent data that the VT Dept of Health had was from July 2024

Assumptions

Demand

- ACS data used to estimate children likely to need care (LTNC).
- Only children with **all available parents working** included in LTNC.
- County age 0–5 population estimates applied using [child care licensing](#) age groups.
- Zip code demand isn't broken down by licensing age group, due to data availability.

Supply

- Only full-day, full-year programs included
- 85% of licensed capacity used to represent functional capacity (reflecting sustainable enrollment and family choice)
- Analysis includes Registered FCCHs, Licensed FCCHs, and Licensed Centers as defined by Vermont regulations.

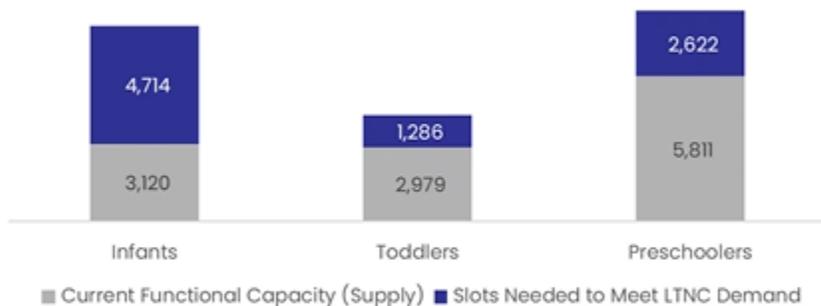
This analysis builds on prior work from Let's Grow Kids' Stalled at the Start report; assumptions were aligned where possible to support comparison and context. Some assumptions were adjusted due to data availability and analytic needs in 2026.



Findings



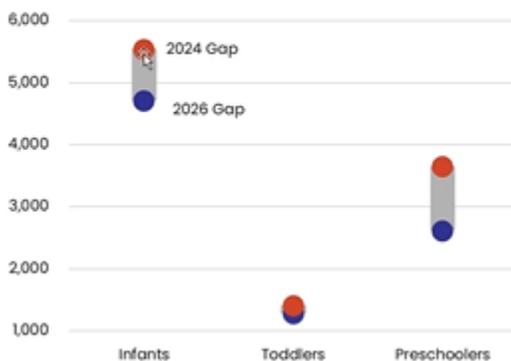
Age-level Gap



Based on current demand for full-day, full-year care and functional licensed capacity, there is a gap across all age groups, with a total of **8,623 new slots needed**, and infants experiencing the largest shortage.

*8,623 new slots need, it is almost 2,000 less than the 2024 report

Age-level Gap 2024-2026



Between 2024 and 2026, the gap in slots needed to meet LTNC demand decreased for all age groups, with preschoolers seeing the largest reduction (1,033 fewer slots), followed by infants (833) and toddlers (126), while infants continue to have the largest overall gap.

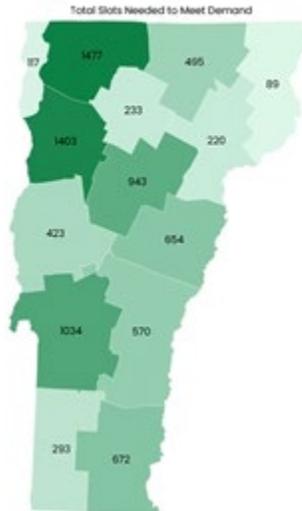
Full time is defined as 40 hours per week.

Deb G.- programs are finding preschool slots are harder to fill now. Act 76 helps with financing for infant spaces.

John- are you predicting the slots supply demand is going to continue to increase? Erin- it's important to note that there's 2 ways to close the gap, one is to increase supply, and the other is to decrease demand. Data shows both of these are happening: there are fewer young children and there are more spaces. Child/staff ratios for infant spaces are difficult for programs- what we're seeing is if they're adding infant spaces they're also adding toddler spaces and even

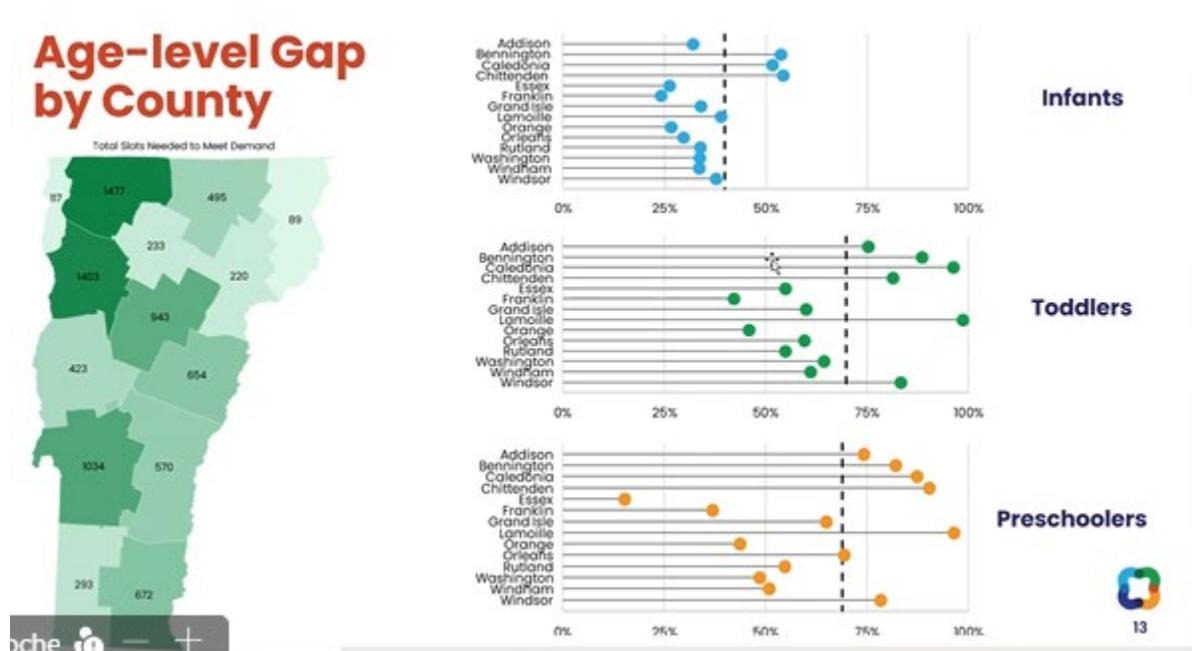
preschool spaces. There are some big investments that have been made in different parts of the state that we're just starting to see come into the supply.

County-level Gap Map



Darkest green reflects highest

August 2025 data for supply, July 2024 data for demand. Keep in mind that these numbers change daily. Figures current as of September.



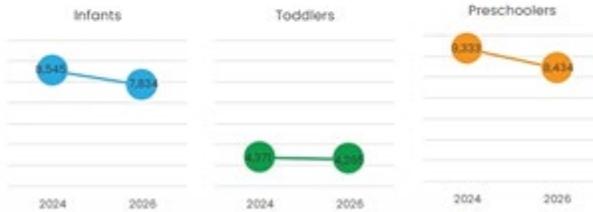
Dotted line is the statewide average. This report does not take into consideration family preferences (ex: paid leave, grandparents providing care).

Supply & Demand



The 2026 analysis shows modest growth in full-day, full-year [child care](#) supply but uses more conservative assumptions than 2024, so actual growth may be larger.

Child care demand decreased by about 8% (1,715 children) since 2024, mainly due to a smaller population of children under age 5. The share with all available parents in the workforce remained consistent at around 77%.



2026 Supplemental Reports




43% of UPK capacity is in full-time setting

County	Total UPK Licensed Capacity	UPK Licensed Capacity in Full-Time Settings	Percent of UPK Capacity in Full Time Settings	Percent of Full-time UPK Capacity in Private UPK Partner Programs
Addison	404	168	42%	100%
Bennington	559	365	65%	100%
Caledonia	437	185	43%	100%
Chittenden	2,636	1,643	62%	100%
Essex	95	2	2%	100%
Franklin	618	129	21%	100%
Grand Isle	84	64	76%	100%
Lamoille	375	159	42%	100%
Orange	447	106	24%	100%
Orleans	459	240	52%	46%
Rutland	709	209	29%	100%
Washington	764	168	22%	68%
Windham	620	208	34%	79%
Windsor	851	293	34%	100%
Vermont	9,058	3,940	43%	94%

	UPK partners full-time	UPK partners part-time
Publicly Operated	6	143
Privately Operated	160	63



Less than full time spaces

County	25 or fewer hours per week slots	26-39 hours per week slots	Percent of all slots that are under 39 hours
Addison	22	132	8%
Bennington	97	151	15%
Caledonia	131	122	15%
Chittenden	114	906	10%
Essex	35	58	64%
Franklin	230	219	24%
Grand Isle	20	0	8%
Lamoille	62	217	19%
Orange	40	123	12%
Orleans	66	99	14%
Rutland	96	524	19%
Washington	42	604	22%
Windham	89	511	33%
Windsor	90	456	16%
Vermont	1,134	4,122	16%

Program Type	25 or fewer hours	26-39 hours
Center Based Child Care and Preschool Programs (CBCCPP) (Recurring and Non-Recurring)	50	138
Licensed & Registered Family Child Care Homes (FCCH)	3	8





School-aged supply/demand

County	Total dem and for school-age care	Functional capacity	% of children with access
Addison	1,564	893	57%
Bennington	1,759	303	17%
Caledonia	1,389	487	35%
Chittenden	7,491	3,992	53%
Essex	286	14	5%
Franklin	2,879	416	14%
Grand Isle	330	58	18%
Lamoille	1,349	363	27%
Orange	1,359	480	35%
Orleans	1,399	204	15%
Rutland	2,746	1,378	50%
Washington	2,812	1,009	36%
Windham	2,024	414	20%
Windsor	2,668	1,255	47%
Vermont	30,055	11,263	37%



Takeaways

- Vermont's full-day, full-year **child care supply increased from 2024 to 2026.**
- The **gap between needed supply and demand decreased across all age groups**, with the largest remaining need in infant care.
- Most counties saw a larger share of infants with access to care.
- Policies supporting access, affordability, and workforce stability, such as **Act 76**, are helping improve supply.
- Results can guide statewide, regional, and local strategies, including funding priorities, regional planning, and community investment initiatives.



Aging VT Population data- fewer young children makes the point that we have an aging population. Investing in childcare has to be part of turning that around.

Link to presentation: <https://www.firstchildrensfinance.org/app/uploads/2025/12/2026-SDG-Brief.pdf>

John- wondering if sense of how many legislatures are privy to this info? Erin- opportunity to speak with Senate education committee particularly around UPK data, expecting to update Health and Human services in the next couple weeks. Shared report with all our legislators

Deb G- aging population- call out housing issue. We're seeing that as a barrier for the workforce.

Helen- Please let us know if you have any agenda items/anything you would like to present for the next meeting.