



House Commerce & Economic Development

Pat Moulton, Executive Director of Workforce Development

Katherine Levasseur, Director of External and Governmental Affairs

Three Interlocking Transformation Objectives

Create Vermont State University

- Statewide student access
 - Better tuition value
 - Programs & modalities
 - Campus experiences
- Community-based learning
- Student success central
- High-quality program array
- Five university-wide colleges
- Critical occupation focus

Streamline Admin Operations

- Shared services (IT, HR, Finance)
 - Reduce admin burden
 - Better service for students and faculty
 - Technical specialization and economies of scale
- Stable and responsive systems
- Facility utilization & right-sizing
- System-wide library

Reengineer Workforce

- Proactive employer engagement
- Align programs and processes
- Embed credentials in programs
- Hybrid and distributed learning
- Expand critical occupation focus
- Executive Director of Workforce for the system

Vision: Qualitative Dimensions

- Executive Director of Workforce Development serves as the lead for creating and bringing in new opportunities, projects and grants executed by VTSU and CCV
- Collaborative and integrated internally, competitive externally
- Focused on credit-bearing or creditable trainings
- Leveraging non-credit as a bridge to credit
- Based on a continuum of stackable components: micro credentials to graduate degrees
- Integrated data collection and reporting

Workforce Development Initiatives & Scholarships



Workforce Upskilling Initiatives

	# of Students	# of Courses/ Trainings	State Investment
CRF Initiative Fall 2020	971	1,398	\$1.4 million
Workforce 2.0 Fall 21- Spring 22	1,148	2,007	\$3 million
Workforce 3.0 Fall 22	986	1,475	\$2 million

Critical Occupations

	# of Students	State Investment
Academic Year 2021-2022	1,072	\$7.35 million
Academic Year 2022-2023	877 *Current Count	\$7.35 million

Student Enrollment Headcount – Fall 2022

	CCV	VTSU	VSCS Total
Total Students	5,594	5,554	10,598
Full-Time	776	3,439	4,464
Part-Time	4,818	2,115	6,134
In-State	5,185	3,965	8,732
Out-of-State	409	1,589	1,866

**VSCS totals are unduplicated, meaning students taking courses at both CCV and VTSU are counted once in the VSCS column*

Degrees and Credentials of Value Awarded

	CCV	VTSU	VSCS Total
Certificates	161	169	330
Associate's	401	315	716
Bachelor's		711	711
Master's		148	148
Grad. Certificate		6	6
Total Awarded	562	1,349	1,911

*2021-2022 Academic Year
Source: IPEDS Completions Survey*

Southwestern Vermont Medical Center and Castleton University

Nursing Education Partnership

In the Fall of 2019, Southwestern Vermont Medical Center and Castleton University partnered to deliver their Bachelor of Science in Nursing program, with plans to share the space with Vermont Technical College. SVMC has made a commitment to offer employment to Castleton students who satisfactorily complete the BSN program, obtain licensure, and meet pre-employment requirements. Additionally, SVMC will pay back (in full) tuition debt to those accepted employees that work six consecutive years within the health system.

“Training and retaining the nurses of the future for the state of Vermont and SVHC is of the utmost critical need,” stated Tom Dee, president and CEO of Southwestern Vermont Health Care. **“We are appreciative and excited to be collaborating with Castleton to develop a pathway for students to achieve an affordable, high quality education and vibrant employment opportunities.”**





Minda Moskowitz

Master of Arts in Education, NVU

Since Minda already held a master's degree in French from New York University, she wasn't eligible to enroll in the undergraduate Education program. In response, Northern Vermont University was able to work with the credits she had already earned, and incorporate her experience into her Master of Arts in Education. She earned her teaching licensure and endorsements in both elementary education and special education.

“Life can begin again, at any age,” Minda said, “but you need to take the first step. Attending NVU was the perfect segue to both my second career and my new life.”



Ian Ford

Nursing and Health Professions, VTC

Upon graduating high school, Ian entered the workforce rather than enrolling in higher education. He considers himself a non-traditional student, and when he did decide to return to school, he knew that he was searching for a Radiology Technician program.

“I picked my major first. I started my search for Radiology Tech schools and came across Vermont Tech. What can I say? I fell in love. It has everything I wanted: small, local, and successful. I knew before I even started looking I did not want to be just a face in an auditorium, I wanted to know my professors and I wanted my professors to know me. The success rates and ROI of the school is great, and being able to commute instead of having to live on campus is great.”

GE Aviation and Vermont Technical College

Manufacturing Technician Apprenticeship Partnership

This year, Vermont Tech had over 40 students graduate from GE Aviation's Manufacturing Technician Apprenticeship Programs. Apprenticeship programs allow students to meet the immediate need of Vermont's workforce, while being educated to become leaders inside the company.

"The biggest benefit about apprenticeship is that you learn and earn at the same time," said Patricia Moulton, executive director of Vermont State Colleges System's workforce development division. "They're not just sitting in class. They're taking what they are learning in lecture and then applying it in the lab immediately, within the same day or the next day. So, they get that context of why algebra matters, why calculus matters, those types of things."



Hazelett Strip-Casting and CCV

Certified Production Technician Certificate Trade Partnership

An aging workforce and fewer young workers entering the field means that the manufacturing industry nationwide, as well as here in Vermont, is suffering the effects of a skills gap. Both Tyler and Cody Schmoll, twin brothers, completed the Certified Production Technician training program offered through a partnership between CCV and Hazelett Strip-Casting Corp to upskill and train employees.

Dan Gleason, training manager for Hazelett, said the company wanted employees to understand that they viewed the training as an investment, so they sponsored a portion of it. “It was no cost to employees – we paid people to be in the class. We want to have lifelong learners here because of the constant change in technologies.”





Trésor Mwali

A.S. Information Technology, CCV

At home in the Democratic Republic of the Congo, Trésor Mwali was a student in medical school. He also worked a part-time job helping people with computers. Trésor worked nights while he was studying at CCV, and graduated with an associate degree in IT in 2019. After working as an intern and on contracted jobs, he landed a full-time position as a technical support specialist at the Vermont State Employees Credit Union.

“I think CCV was the best choice for me because as a new person living in Vermont, you have a new language that you have to speak, which is different from the languages I used to speak...I think it was the best idea for me to have a small classroom where you can ask questions, [and] people are patient to listen to you. When I got a degree, that degree helped me to do what I want. Today I have a better life: I rent, I just got married two months ago, [I’m] starting a new job, getting good pay, [I] work less.”