

Women's Caucus
2/09/2023

Rep. Stephanie Jerome

Commerce committee,

Unemployment insurance bills, issues that came up during COVID
Non-profits were required to pay into unemployment, working to modify
If individual is unable to work, childcare issues, familial care required, etc., need for pay
VT Economic Growth Incentive

Workforce Development Bill... coming soon.

CTE, Teacher support, Clean Heat Tech Workers, Adult Ed.,
Building nursing workforce, money to boost pay, (just been started).

Opening of programs, what is the level of access, is that question being asked?

- Furthering career
- Get paid more
- Without spending 1-2 years in school

Is there someone in state gov't keeping track of who is being served? Women, minorities, etc.?

- In short, no, there isn't one person tracking
- individual organizations have that information

Looking at data to determine which populations have the most need and specifically targeting the programs to those groups.

- Great project for intern!

Allison, VT works for women

- Mission: grow economic justice by growing representation, professional development, and career services, address barriers, making plans for upscaling, promotions, etc. Goal is economic independence.
- Also address emotional aspect, trauma, childcare issues, etc.
- Serve 100 women per year, growing.
- Childcare is a significant barrier
- Tech centers
 - Contracted basis, strong equity goals
 - Gender equity training of staff
 - Welding, construction, HVAC, training programs are underrepresented by women, 11%
- Gender equity services
 - Work with tech centers and businesses
 - Gender equity training

- Infrastructure workforce is limited, representing women and centering equity is a solution to the workforce issue.
- Act 183, bid with DOC, to support incarcerated women with making work more accessible, transportation

Vermont Commission on Women

- State agency, to advance opportunity for women and girls in Vermont.
- Gender equity is of highest importance, anyone who identifies as a woman is included
- Microaggression in the workplace
- Expectation of women to be the primary caregivers.
 - Working part-time, not working at all, etc.
- Resource google spreadsheet that is tracking bills related to women, family, equity, etc.
 - H. 116, hurdles to equal pay, disclosure of wages, salary history, etc.
 - Build upon strong laws to eliminate wage gap
 - H. 138 standards of contractors of the state
 - Fair scheduling
 - Compliance with equal pay laws