

State Workforce Development Board

High Level Priorities Discussion

- Career and Technical Education.
 - o Expanding access for both for students and for adults
- Develop career pathways. Define and develop for priority sectors (healthcare, manufacturing, STEM, etc) to begin in middle school and increase in rigor and focus through postsecondary education.
 - o This needs to be targeted to employment needs, and with input from Vermont employers and labor market data.
- Simplify current incentive programs for employers.
- Promotion of two and four year college degrees, apprenticeships, and job specific training.
- Universal childcare and early learning.
- Incentives to hire employment challenged individuals.

The SWDB also endorsed the Talent Pipeline Management initiative that is being sponsored and managed by the Vermont Business Roundtable.

Structural considerations:

- All priorities need to be tracked and informed by Labor Market Information data and systems. This may require building or expanding the physical and human infrastructure necessary to collect the data.
- Differentiate between demand and supply side strategies.
 - o This requires understanding the difference between pipeline development and actions required to meet the immediate needs of employers.
 - Demand driven strategies tend to reflect more immediate employer job needs. These strategies are often implemented through Vermont Training Program funds, Vermont HiTec, apprenticeships, etc.
 - Supply side strategies aim to design education and training programs throughout the continuum of our state resources to ensure Vermont students are prepared with adaptable skills and demonstrated competencies to engage with a changing job market. This includes providing resources for Vermonters who have graduated or left the K-12(16) system.
- There is no explicit mention of diversity and bias issues inherent with policy or structure listed above. Strategies and considerations for diversity and inclusion should be in the action steps to address each of the priority areas.
 - o Resources and programs that address both the demand and supply side strategies need to be cognizant of diversity issues when choosing work, training, and education investments. Gender, racial minority, new American, etc. populations underrepresented in action steps or strategies need to be addressed proactively and with an understanding that different barriers to employment may need to be addressed.