

Testimony from Lisa Ventriss, President of Vermont Business Roundtable  
House Commerce Committee  
January 25, 2018

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Good afternoon and Happy New Year. Thank you for the opportunity to speak with you today.

For the record, my name is Lisa Ventriss, President and chief spokesperson of Vermont Business Roundtable.

Today I am joined by my colleague, Mary Anne Sheahan, Executive Director of the Vermont Talent Pipeline Management initiative.

Together we will provide you with an introductory overview and update on the Vermont Talent Pipeline Management project: its purpose; history; composition; our accomplishments in 2017 and where we're heading in 2018. And we'll get into specific strategies, tools, and methodologies and, how Vermont TPM is unique from other talent development initiatives.

I won't go into documenting for you the urgent need for our work, because I believe you to be well aware of Vermont's challenging demographics and the need for better alignment with employer needs with our education and training programs.

#### VERMONT TPM HISTORY

Put simply, Talent Pipeline Management (TPM) is a unique employer-led, data-driven model for filling the most critical jobs in the Vermont workforce. The TPM model was founded by the US Chamber of Commerce Foundation (USCCF) and is currently in a national rollout. Vermont has helped set the standard for the country as the first statewide implementation, with pilots in 2 critical industries: Construction and Healthcare. This statewide initiative is widely supported by the Vermont Governor, the Agencies of Commerce, Education, and the Department of Labor.

In 2016, representatives from Vermont's Agency of Education, Department of Economic Development and Vermont Business Roundtable, were invited to participate in the New Skills for Youth National Conference, which led to our first exposure to U.S. Chamber of Commerce Foundation's (USCCF) presentation on Talent Pipeline Management (TPM). Following that conference, Commissioner Joan Goldstein and I endorsed the TPM model and brought USCCF leadership to Vermont to introduce TPM to business, industry, government and education leaders.

We formed the Vermont TPM Team, which includes Alex Beck, Brattleboro Development Credit Corporation; Joan Goldstein, Vermont Department of Economic Development; Kathy Lavoie, Franklin/Grand Isle Workforce Investment Board; Mary Anne Sheahan, then of the Lake Champlain Regional Chamber of Commerce; and Lisa Ventriss, Vermont Business Roundtable.

In 2017, this Team was invited to participate in the National TPM Academy, along with 45 hand-selected participant organizations from around the country, to acquire the detailed understanding of the employer-led, data-driven TPM strategies, tools, and methodologies.

As well, our work has been informed by Vermont's Labor Market Information, Vermont Futures Project, and the 2017 Workforce Needs Assessment Report from Department of Economic Development.

In 2017, the Vermont Business Roundtable committed some start-up funds to support our "network of the willing", which was matched by the J. Warren and Lois McClure Foundation, and from there we launched two pilot industry collaboratives in Construction and Health Care, with more than 50 businesses enrolled in these collaboratives.

We have subsequently been funded by Cynosure; the Tarrant Foundation; University of Vermont Health Network; and the Vermont Training Program. Fundraising continues throughout our start-up phase.

And on January 1st, 2018, the Roundtable hired Mary Anne Sheahan as the Executive Director of Vermont TPM. Mary Anne is USCCF-trained, has experience in supply-chain, project management, information technology, and secondary/higher education industries.

We are delighted that the State Workforce Development Board's January 15<sup>th</sup> release of findings and recommendations in accordance with Act 69 has included a recommendation to support the development and roll-out of VTPM.

And now I'll invite Mary Anne Sheahan to take you deeper into Vermont TPM.

Thank you.