



Vermont Talent Pipeline Management

An Employer-led Approach to Creating a Pipeline of Skilled Talent in Construction

with support from



U.S. CHAMBER OF COMMERCE FOUNDATION
Lisa Venhaus, President of Vermont Business Roundtable
Education and Workforce

What is Vermont Talent Pipeline Management?



Strategy 1: Organize Employer Collaboratives



Strategy 4: Analyze Talent Flows



Strategy 2: Engage in Demand Planning



Strategy 5: Build the Pipeline with Performance Measures



Strategy 3: Communicate Competency and Credential Requirements

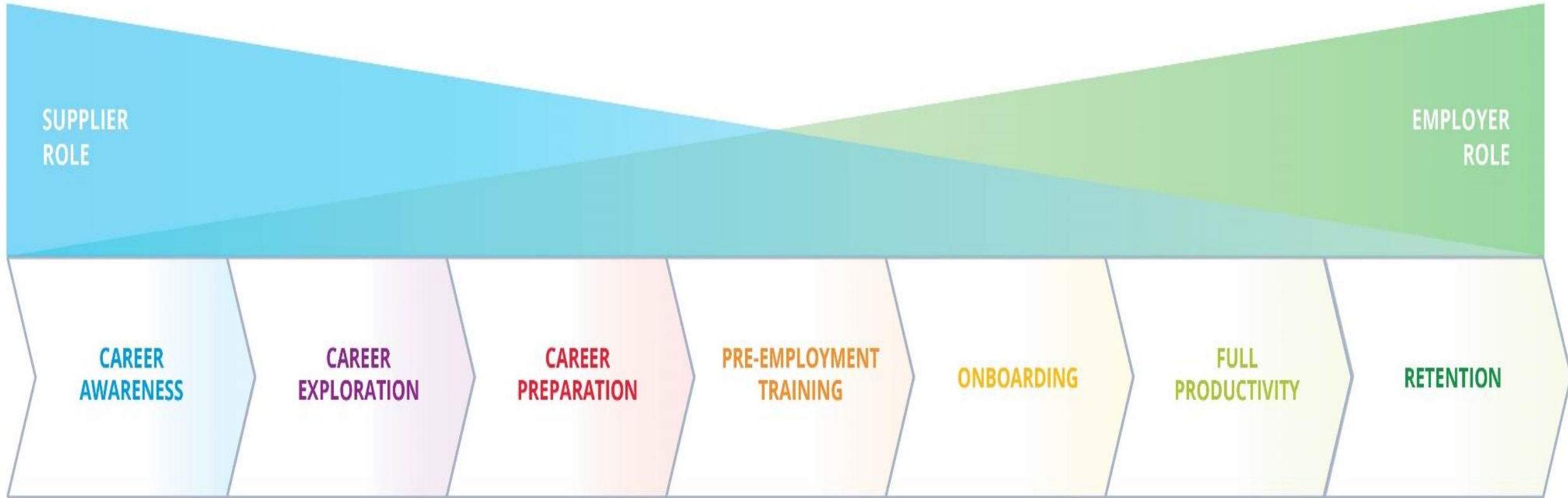


Strategy 6: Align Incentives





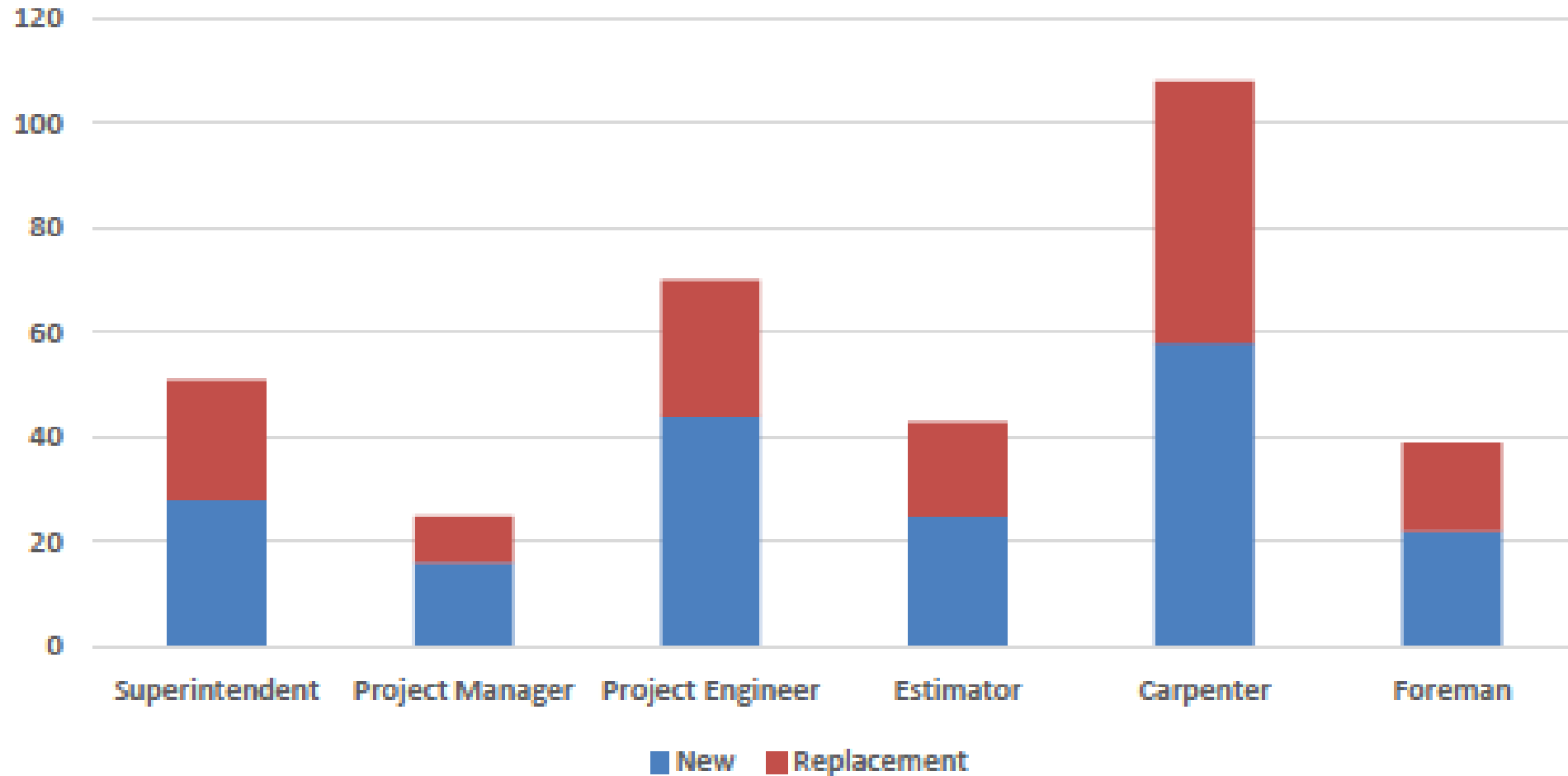
The Future of Vermont's Talent Pipeline





Jobs Forecast for Critical Roles August 2017 – August 2019

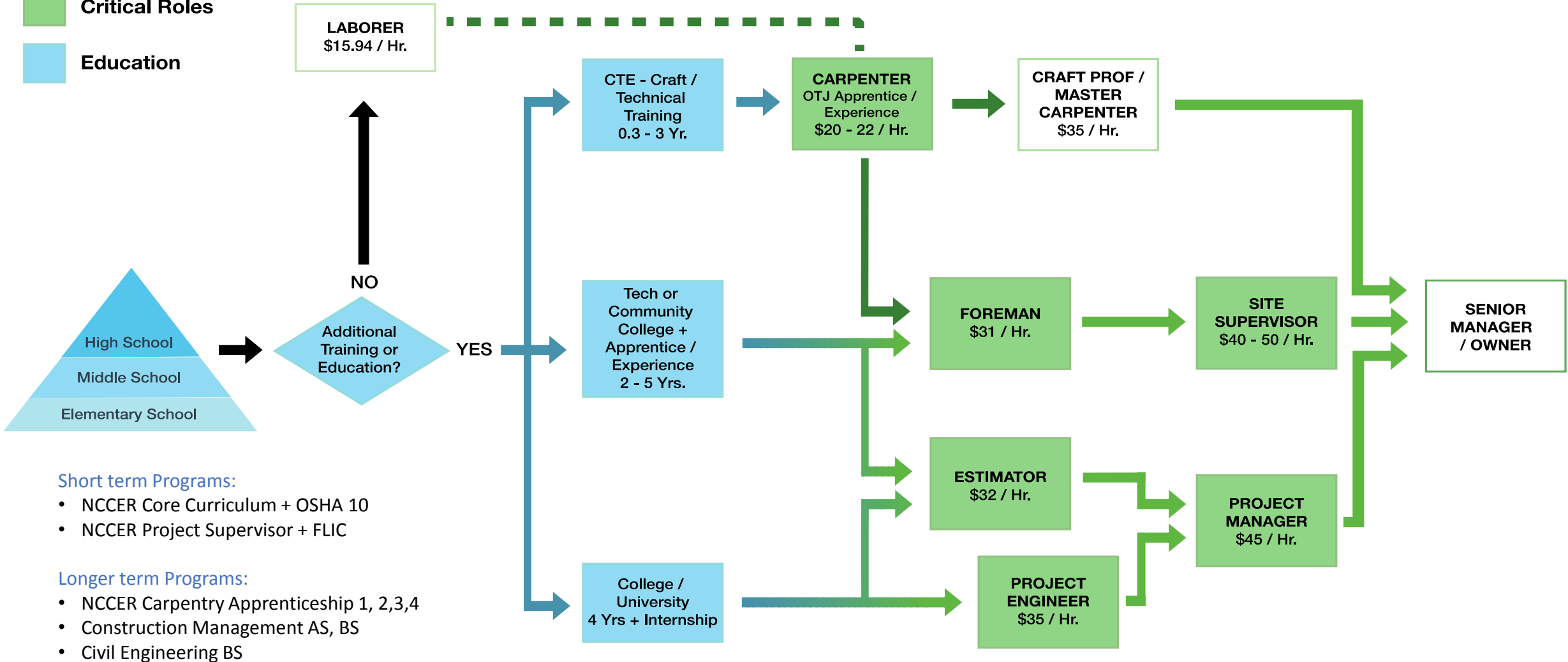
Construction Jobs Forecast





Construction Career Pathways

- Critical Roles
- Education



Short term Programs:

- NCCER Core Curriculum + OSHA 10
- NCCER Project Supervisor + FLIC

Longer term Programs:

- NCCER Carpentry Apprenticeship 1, 2,3,4
- Construction Management AS, BS
- Civil Engineering BS