

Vermont Department of Labor: \$100,000 One-Time General Fund Appropriation

Budget Language

Sec. B. 1101(d)

The sum of \$100,000 is appropriated to the Department of Labor for the Vermont College Graduate Placement and Small Business Recruitment Initiative. The Commissioner of Labor is authorized to transfer an amount up to \$100,000 of the General Funds to the Workforce Education and Training Fund (WETF) for this initiative.

Committee Bill Language

§ 540. WORKFORCE EDUCATION AND TRAINING LEADER

The Commissioner of Labor shall be the leader of workforce education and training in the State, and shall have the authority and responsibility for the coordination of workforce education and training within State government, including the following duties:

(8) Coordinate intentional outreach and connections between students graduating from Vermont's colleges and universities and employment opportunities in Vermont.

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§ 543. WORKFORCE EDUCATION AND TRAINING FUND; GRANT PROGRAMS

(a) Creation. There is created the Workforce Education and Training Fund in the Department of Labor to be managed in accordance with 32 V.S.A. chapter 7, subchapter 5.

(b) Purposes. The Department shall use the Fund for the following purposes:

- (1) training for Vermont workers, including those who are unemployed, underemployed, or in transition from one job or career to another;
- (2) internships to provide students with work-based learning opportunities with Vermont employers;
- (3) apprenticeship, preapprenticeship, and industry-recognized credential training; and
- (4) assisting small businesses in locating, hiring, and retaining workers; and
- (5) other workforce development initiatives related to current and future job opportunities in Vermont as determined by the Commissioner of Labor.

Department's Proposed Use of Funds

Retaining College Graduates (\$40,000)

In partnership with the University of Vermont (UVM), Association of Vermont Independent Colleges (AVIC), and Vermont State Colleges (VSC), the Department will explore the following strategies for possible implementation:

- Create a dedicated list-serve or other communication tool to share available industry-specific employment opportunities with Department Chairs
- Develop mobile applications to connect graduates with local employers and provide access to Vermont-specific labor market information
- Convene career services directors and internship coordinators from all VT Colleges and Universities to develop and execute a retention plan – in coordination with ACCD, RDCs, etc.
- Design and help host job fairs that are marketed and attractive to graduates, and occur in places and at times that employers can fully participate.

Assisting Small Businesses (\$60,000)

In partnership with the Vermont Chamber of Commerce, local Chambers of Commerce, large and small recruiting firms, and other state agencies, the Department will coordinate and offer a full array of workforce recruitment services for small businesses (under 50 employees) that could include:

- Job Description Drafting
- Human Resources Policy Review & Counseling
- Business Wage and Benefit Review for Industry
- Personalized In and Out-of-State Recruitment
- Individualized Referrals to Development and Training Resources
- Remote Interviewing Assistance

The Department will report on how money was used, any findings that would inform understanding of the challenges faced by each set of “clients,” and recommendation for policy or program changes to establish ongoing recruitment, placement, and retention supports.