



State of Vermont

**ACCD and DOL – Creating a Jobs Driven
Workforce Development System**

Purpose

This initiative aims to relocate the Division of Workforce Development currently located in the Vermont Department of Labor, to the Department of Economic Development (“DED”) within the Agency of Commerce and Community Development (ACCD). One of the primary goals of ACCD is to create opportunities for Vermonters. DED creates opportunities by helping businesses grow in the state of Vermont. An able and ready workforce is a critical component of such growth. This initiative is a natural extension of the work of Economic Development.

The objectives of this combination are to strengthen our existing workforce system:

- Engage with employers to identify and refine industry-recognized credentials so that we can direct training and education providers to develop programming to equip job and career seekers with the requisite knowledge, skills, and abilities for job placement, retention, and ultimately career success.
- Tailor workforce training and readiness programs to the current and future demands of the economy by organizing employer collaboratives to develop the talent pipeline and institute demand planning for each sector of the economy.
- Improve the quality and accessibility of career resources for all Vermonters, including those with barriers to employment.

This initiative recognizes the full spectrum of workforce readiness needed to turn our state’s workforce around.

The federal funding that is provided and described in the following paragraphs is prescriptive in its nature. The merged DED/ WD department can and will continue to serve the populations currently served via these funds but will utilize some of these funds to gain proper assessments of the skillsets of the populations served in order to be better able to place and/ or train them for the skills required for the jobs and/or careers available now and in the near future.

Implementation Plan

- 1) The Legislature directs ACCD and DOL to work to relocate DOL’s Workforce Development Division into the Department of Economic Development by July 1, 2018.
- 2) The DED shall execute interagency agreements with DOE, AHS, DOL and other stakeholders and partners to further align the service delivery of programs that touch workforce development throughout Vermont.
- 3) ACCD and DOL shall engage partners, stakeholders and employees during implementation and report back to the legislature on or before January 1, 2018 about progress of this relocation.

Proposed Legislative Impact

An Act related to the transfer of the Workforce Development Division from the Department of Labor to the Department of Economic Development

An Act related to the transfer of the Workforce Development Division from the Department of Labor to the Department of Economic and Workforce Development

It is hereby enacted by the General Assembly of the State of Vermont:

Sec. 1. PURPOSE

(a) The purpose of this act is to promote a more collaborative effort to provide Vermont employers with the skilled workforce necessary for business growth and prosperity, and to provide Vermont job seekers with access to the tools and services they need to be competitive in a changing labor market.

(b) It is the intent of the General Assembly that the Workforce Development Division of the Department of Labor, and the program and positions associated therewith, be transferred to the Department of Economic and Workforce Development.

Sec. 2. STATUTORY REVISION

The Legislative Council shall revise the term “Department of Economic Development” in the Vermont Statutes Annotated to read “Department of Economic and Workforce Development.”

The Legislative Council shall replace the terms “Department of Labor” and “Commissioner of Labor” in the chapters of the Vermont Statutes Annotated enumerated in Sec. 3 below to read “Department of Economic and Workforce Development” and “Commissioner of Economic and Workforce Development” respectively.

Sec. 3. 3 V.S.A. § 2402 is amended as follows:

(a) An Agency of Commerce and Community Development is created consisting of the following:

(1) The Department of Economic and Workforce Development, 3 V.S.A. § 2471.

(A) The Apprenticeship Division and the State Apprenticeship Council, 21 V.S.A. chapter 13.

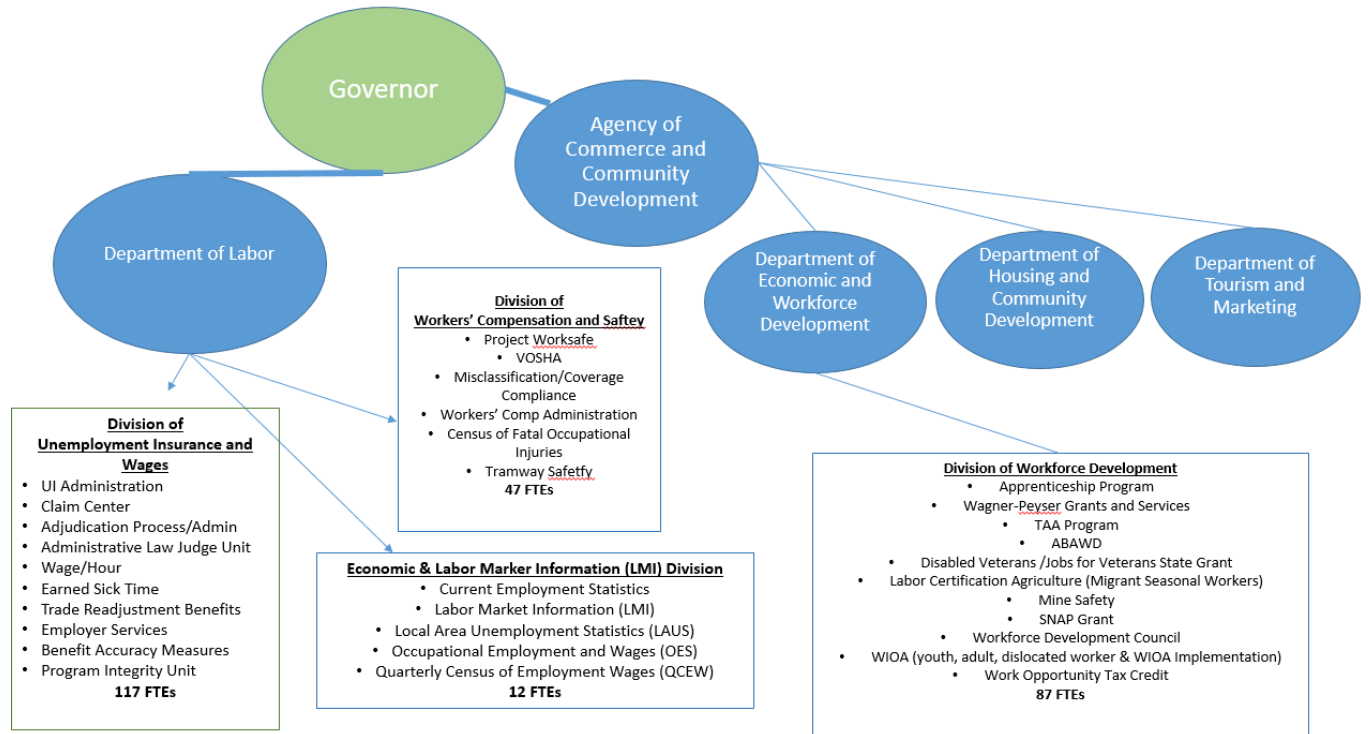
(B) Youth in Agriculture, Natural Resources, and Food Protection, 21 V.S.A. chapter 14.

(C) The Vermont Employment Service Division, 21 V.S.A. chapter 15.

(D) Displaced Homemakers, 21 V.S.A. chapter 16.

(E) Workforce Education and Training, 10 V.S.A. chapter 22A.

CREATING A JOB DRIVEN WORKFORCE DEVELOPMENT SYSTEM



Proposed Staff Realignment

The relocation of the Workforce Development Division will realign the 96 current positions (some are vacant at present time) and place them within supervisory control of the Commissioner of Economic Development. The existing field based delivery system will remain in tact and in their existing locations, but 9 positions from DOL headquarters will relocate to ACCD in existing vacant space due to recent loss of ACCD positions on the 6th floor of National Life with no cost impact.

Workforce Development Division Employees To Be Relocated		
Name	Position	Funding/Salary
Parsons,Nancy A	Administrative Assistant A	FED/STATE*
Hopkins,Rhonda E	Administrative Assistant B	FED/STATE*
Bourbeau,Judith B	Apprenticeship Program Supervisor	STATE
Vacant	Director, Workforce Dev	FED/STATE (WIOA)
Redpath,Sally A	VDOL Outreach Coordinator	STATE
Payette,Chance W	VDOL State Prog Monitor/Advocate	FED ***
Lahr,David S	Workforce Development Asst Dir	FED (WIOA)
Hussey,Andrea M	Career Grants Program Admin	FED (WIOA)
Forsyth,Lawrence Matthew	VDOL Veterans Services Coord	FED**
Habel,Sharon	Career Develop Facilitator II	FED

*Admin Assistants are funded through WIOA dollars, but as they work on various projects or complete tasks for state funded projects, their time is coded to those.

** All Veteran program dollars are federal

*** Migrant Seasonal worker program federal dollars

9 vacant cubes AACD

Plan for relocation completion: October 1, 2017

Total number of employees co-located: 9

Salary Total: 498,241*

Job Descriptions of relocated employees

Apprenticeship Supervisor

Supervises, maintains and implements Vermont Apprenticeship program.

Director, WFD (EXEMPT)

Managerial, planning, coordination and public relations work for the Department of Human Resources involving the direction of the Division of Workforce Planning, Development and Wellness and its programs and Recruitment Services. Supervision is exercised over a division which includes professional, technical, and support employees. Work is performed under the general direction of the Commissioner of Human Resources.

Assistant Director, WFD

VDOL Outreach Coordinator

Staff development, coordinating and training work at a professional level for the Department of Employment & Training involving the development, implementation, and evaluation of both generic and specific needs training packages and programs, labor market information, career development resources. Assignments of a specific trainer may relate to a given program area, involvement throughout the department, or across departmental lines. The role includes grant development and management, monitoring of contractual agreements, and development and delivery of a variety of training activities.

VDOL State Prog. Monitor/Advocate

Oversight of stateside foreign labor programs and certification, including the migrant seasonal farm workers program, federal H2-A, H1-B and other programs assigned. Collaboration includes: employer community, agricultural industry, workers and workers advocates, and other state and federal agencies such as Wage and Hour and Employment practices, VOSHA...etc.

Career Grants Program Manager

Planning, administration and coordinating work the Department. Duties include preparation of grant plans and reports and providing of technical assistance to grant receipts, local partnerships or CRC. Significant contact occurs with CRC staff or representatives of other Departments and organizations.

VDOL Veterans Service Coordinator

Consultative, administrative and technical work at a professional level involving the development, management and monitoring of Jobs for Veterans State Grant. Significant contact with

Career Development Facilitator

Assist clients with barriers to employment to obtain and maintain employment long-term basis by performing case management services within district office.

Vermont Department of Labor Regional Offices and Other Staff (No Relocation Needed)

The 12 Regional Offices would be under the supervision of DED, but no relocation necessary:

Workforce Development Division Employees
Position
Job Center Specialist I (14)
Job Center Specialist I AC: LVER (1) *
Job Center Specialist II (39)
Job Center Specialist II AC: DVOP (2) *
Job Center Spec II: Apprentice (2)
Senior Regional Workforce Am (1)
VDOL Outreach Coordinator (1)
VDOL District Manager (6) **
Workforce Dev. Supervisor (2)
Employer Resource Consultant (1) ***

Regional Office Employee Total: 87 FTE

*LVER and DVOP individuals are paid specifically through Veterans program grant

** There are 12 regional offices, but only 6 regional managers who oversee more than one regional office.

*** Every regional office used to have an ERC, but because of federal funding cuts there is only one who works for and calls employers throughout the state.

Current Office Locations

Barre, Bennington, Brattleboro, Burlington, Middlebury, Morrisville, Newport, Randolph, Rutland, St. Albans, St. Johnsbury, Springfield, WRJ,

