



VISION AND MISSION

Vermont Talent Pipeline Management (VTPM) is an integrated implementation partner in a coordinated and efficient statewide workforce development system, that accelerates the creation of industry-specified talent.

Our mission is to:

- Serve Vermont industry, as the end-customer of a talent supply chain by filling skill gaps using a statewide, demand-driven pipeline implementation; and
- Assist employers in achieving hiring and retention goals by enlisting Vermont education resources to produce career pathways for industry's most critical jobs, and to engage and broaden labor force opportunity.

CURRENT STATE

[Vermont Talent Pipeline Management](#) (VTPM) is a statewide, inclusive, employer-led program, that utilizes demand-driven methodologies to address industries' most critical workforce needs. The Talent Pipeline Management (TPM) strategies and implementation tools focus on organizing employer collaboratives, and applying talent supply chain strategies and practices. The [TPM methodology](#) is developed by the U.S. Chamber of Commerce Foundation.

Launched in 2017, and operationalized with the hiring of Executive Director, Mary Anne Sheahan in 2018, VTPM is led and administered by the Vermont Business Roundtable. Statewide and regional partnerships and resources are provided by Agencies of Commerce, Labor and Education; Regional Development Corps; Chambers of Commerce; and WIBs. Funding for VTPM's start-up has been provided by private, philanthropic, and public sector sources.

IMPACTS (2017-PRESENT)

- **Launch of three priority "Industry Collaboratives"** - [Construction](#) (pilot mid-2017), [Healthcare](#) (early 2018), and [Advanced Manufacturing](#) (mid-2018).
- Collectively, **93 Vermont employers** have forecast **5626 position vacancies** in **15 critical jobs** within **3 industries** before 2020.
- Industry job forecasts and requirements have been shared with **37 of Vermont's education providers**, who have responded by aligning or developing programs to meet employer demand.
- **More than 140 people** in the 'Construction pipeline' will obtain **industry recognized credentials** to *enter OR advance in the industry*, by June of 2019.
- **32 Vermont training providers were certified** to teach Construction's industry recognized credentials in 2018.

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- Each of 3 industries is now in a stage of pipeline development, benchmarking, or continuous improvement.

With anticipated public and private funding to scale this work, greater educational alignment (and/or bandwidth) and additional industry collaboratives are scheduled to come on line in the next two years.

ASSETS

1. A proven national model, Talent Pipeline Management (TPM) developed by the U.S. Chamber of Commerce Foundation
2. Experienced, professional and trained TPM staff facilitators
3. Collaborative Employers in three industries (93+)
4. Vermont State Agency Support – Economic Development; Labor; Education
5. Regional Workforce Partners (7) – Barre, Bennington, Brattleboro, Burlington, Rutland, St Albans, St Johnsbury
6. Educators (Vermont State College System, ReSource, Vermont Works for Women, CTEs, etc.)
7. Career Counselors – In Education, Labor
8. Business Associations (i.e. Vermont Business Roundtable, Chambers of Commerce, RDCs)
9. Industry Associations (i.e. Assoc. of Builders and Contractors, Visiting Nurse Assoc. of Vermont, etc.)
10. Successful national, state and regional TPM models we can reference and connect with peers (i.e. Kentucky, Michigan, Houston, TX, etc.)

BENEFITS TO VERMONT'S ECONOMY

1. Profiles a training infrastructure to advance workforce strength through relevant job creation
2. Provides low-barrier entrance to education credentials, jobs, and career pathways within priority industries
3. Creates career pathways to promising and high paying careers with advancement opportunities through employer-sponsored continuing education
4. Increases job opportunities, career options, and wages for the percent of the labor market without a credential or degree
5. Provides incentives for labor participation from Employers i.e. guaranteed interviews; bonus wages above standard to program completers; commitment to train incumbent workers; career pathways planning; retention planning for student loan repayment; other

NEXT STEPS

1. Advance into Strategies 5 - *Building the Talent Pipeline* and 6 - *Continuous Improvement* for each industry: Construction, Healthcare and Advanced Manufacturing.
2. Secure sustainable funding to support scale-up educational program alignment and to expand into other industries.
3. Reference Act 189: Integrate fully and formally with Vermont's workforce development system.