



2019 WORKFORCE DEVELOPMENT SUMMIT REPORT

The Vermont Department of Labor (VDoL) and the State Workforce Development Board (SWDB) contracted the statewide network of Regional Development Corporations (RDCs of VT) to create, coordinate and deliver a standardized series of Regional Workforce Summits within each of the twelve (12) VDoL regions. The 2019 Regional Workforce Summits took place in October and November, 2019.

The Summit outcomes are detailed in a report submitted by the RDC's to the Department of Labor, which includes:

- Actionable strategies, specific to each region, that will be implemented locally by the formal or informal workforce partnerships that have evolved in each region.
- Common themes and strategies, summarized below, that are meant to inform state level discussions. The Department of Labor has accepted our report and will be reviewing and considering our recommendations and assessments as they develop the State's workforce strategies and goals.

Five Statewide Themes:

- **Regional Leadership:** Identify and resource regional workforce system leaders.
- **Supply-side Actor Interface:** Re-orient the provider workforce approach: move from a resource-based model to an outcome-oriented approach; becoming people driven versus resource driven.
- **Entry-level Imbalance:** Current resources and approaches target entry level positions with large employers focusing support on those that need help entering the labor market while under-serving those currently in the market and/or are interested in moving up. Effective workforce systems must operate in the entire workforce market – all business sizes and all skill-levels.
- **Ex-Offender Locus:** The unique nature of ex-offenders suggests that a high commitment of resources is required, with substantial case management support, at least in the early stages of re-entry; no such system currently exists in the state.
- **Regional Resource Directories:** A standard catalog is insufficient. Create a *Problem Centered Directory* with some form of regional *guide* or *navigator*.

Seven Prioritized Statewide Strategies:

1. Encourage and support local employers to spend more time in high school and colleges to discuss workplace, career opportunities, job shadowing, internships, workplace learning experiences; Work with students on life after graduation.
2. Better educate guidance counselors and actively connect them to employers.
3. Network employers, training providers, service providers.
4. Educate parents on "Value of Work" messaging by developing a HS curriculum.
5. Develop industry specific consortiums to pool funding for training programs
6. Provide additional funding for "career paths" in the education and training sectors.
7. Advocate for childcare

REGIONAL DEVELOPMENT CORPORATIONS OF VERMONT

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