BUILDING A TALENT PIPELINE

VTPM
Vermont Talent Pipeline Management

SUPPLIER ROLE

EMPLOYER ROLE

CAREER AWARENESS · CAREER EXPLORATION · CAREER PREPARATION · PRE-EMPLOYMENT TRAINING · ONBOARDING · FULL PRODUCTIVITY · RETENTION

COLLECTIVE IMPACT

Alignment of training programs to meet employer demand for jobs

Funding alignment for industry critical jobs

EDUCATORS
Secondary, Post-Secondary, Higher Education

GOVERNMENT AGENCIES
Commerce, Labor, Education, Human Services

POLICY MAKERS

EMPLOYER COLLABORATIVE

INDUSTRY ASSOCIATIONS

REGIONAL WORKFORCE PARTNERS

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HEALTHCARE DEMAND FOR NURSES

More than 3900 job vacancies forecast in Vermont's nursing careers over next two years

74%
replacement jobs due to attrition and retirement

26%
new jobs due to industry growth
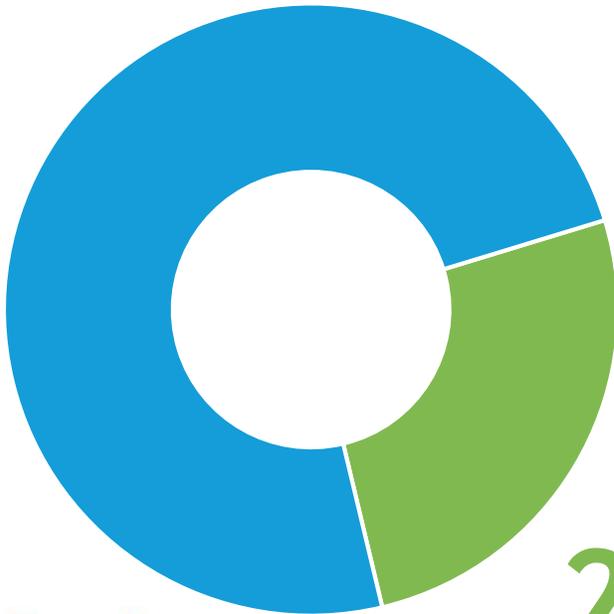
1. How can Nurse Educators **increase capacity**?

2. How can employers **increase capacity and retention**?

3. How can we **eliminate the bottleneck** of clinical educators & placements?

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EDUCATOR RECOMMENDATIONS

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Develop **Employer-Sponsored Hiring Solutions**

Improve **Clinical Placement Strategies**

Amend **Regulation Barriers**

Develop and Improve **Nurse Educator Training**

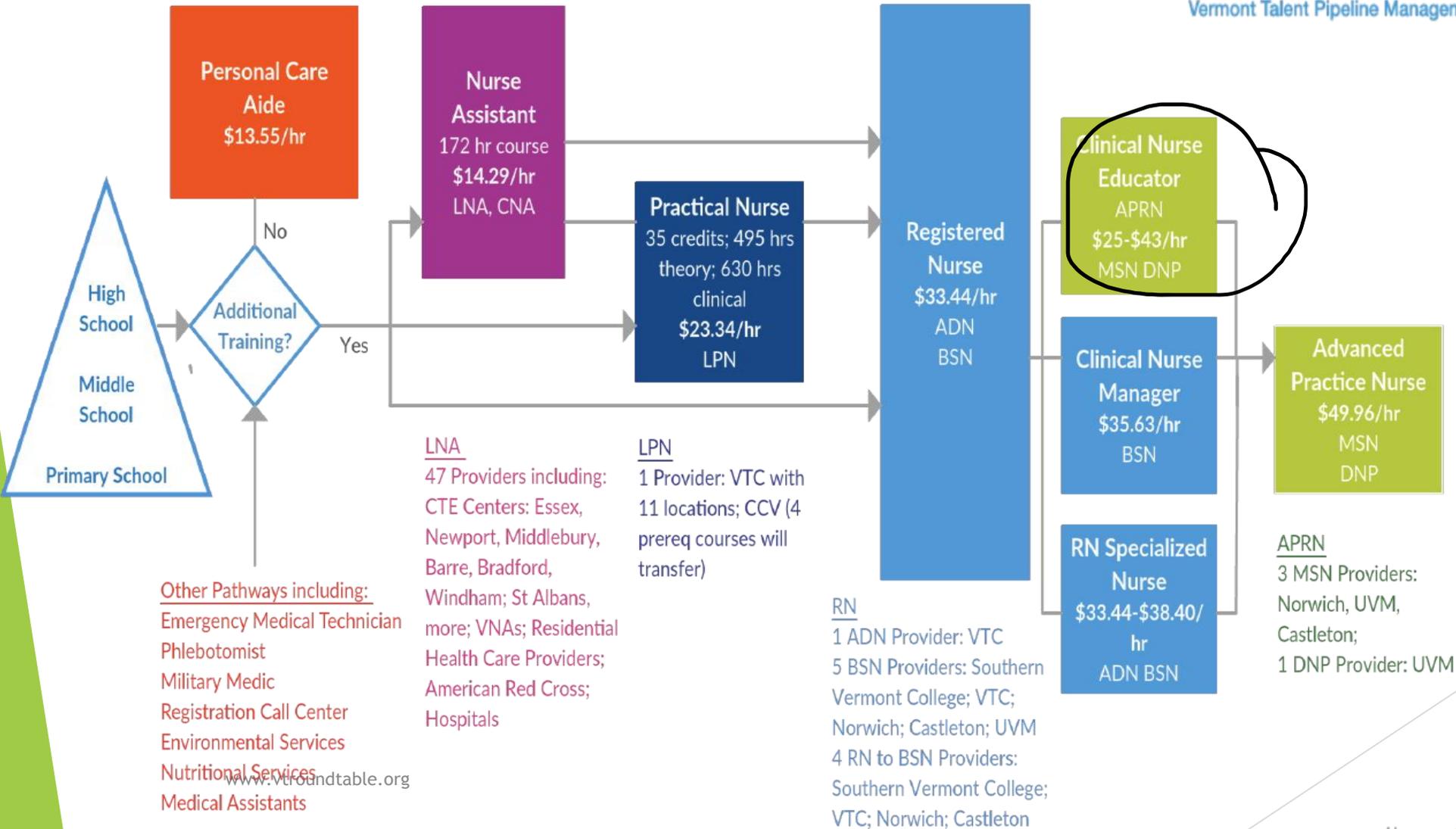Increase **Awareness and Preparation** for Nursing Careers

Educator/Employer Collaboration

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2018 OUTCOMES

EMPLOYER DEMAND

▶ 3 priority industries of Construction, Healthcare & Mfg

▶ 93 employers forecast 5626 vacancies in 15 critical jobs between 2018-20

▶ 3900+ jobs in Nursing Careers

▶ Employer-developed incentives:

- guaranteed interviews

- bonus wages above standard

- education scholarships

- employer training cohorts

- apprenticeships

HEALTHCARE EMPLOYERS LOCATIONS

![VTPM — Vermont Talent Pipeline Management]
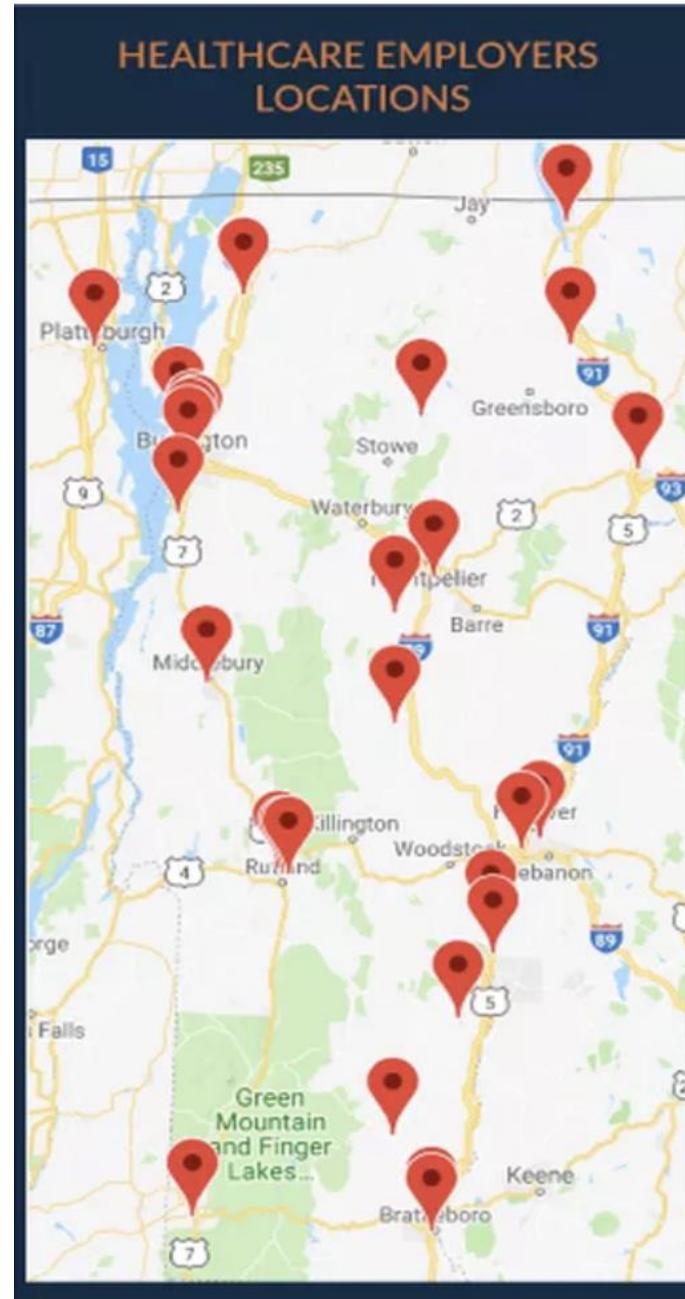
NEXT STEPS

1. Fully integrate with existing Vermont workforce development system

    • Provide low-barrier entry to industry defined career ladders

    • Identify industry recognized credentials and incentives to achieve them

    • Align funding for critical job training

2. Secure sustainable 3-year VTPM public-private partnership funding for:

    • Pipeline creation and continuous improvement

    • Scale-up in education with stackable industry recognized credentials, apprenticeships and/or degrees

    • Expand into new industries

ADVANCED MANUFACTURING EMPLOYERS LOCATIONS

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