

From: Tom Clavelle <tom.clavelle@engelberth.com>

Date: February 27, 2019 at 4:43:50 PM EST

To: "mmarcotte@leg.state.vt.us" <mmarcotte@leg.state.vt.us>, "josullivan@leg.state.vt.us" <josullivan@leg.state.vt.us>, "ckimbell@leg.state.vt.us" <ckimbell@leg.state.vt.us>, "ekornheiser@leg.state.vt.us" <ekornheiser@leg.state.vt.us>, "rbancroft@leg.state.vt.us" <rbancroft@leg.state.vt.us>, "jcarroll@leg.state.vt.us" <jcarroll@leg.state.vt.us>, "edickinson@leg.state.vt.us" <edickinson@leg.state.vt.us>, "mhill@leg.state.vt.us" <mhill@leg.state.vt.us>, "sierome@leg.state.vt.us" <sierome@leg.state.vt.us>, "zralph@leg.state.vt.us" <zralph@leg.state.vt.us>, "ttoleno@leg.state.vt.us" <ttoleno@leg.state.vt.us>

Subject: VTPM Funding

Dear Members of the House Commerce Committee;

I am writing this email to show my support for the VTPM funding initiative currently being reviewed by your committee, and to ask that you 1) formally integrate VTPM into the existing Vermont workforce development system; and 2) secure sustainable 3-year public/private funding for pipeline creation, a scale-up in the education system, and the expansion into new industries.

In my capacity as CEO Champion of the VTPM Construction Collaborative (the pilot program for VTPM) I have seen firsthand the benefits that are accruing to our industry and, ultimately, to our state as a result of the VTPM efforts. I agreed to spearhead this effort because I realized that our industry, as like many industries in Vermont, was facing a looming labor crisis, and that our long-term success was directly tied to having a highly qualified supply of future employees.

The mission of VTPM is simple, straightforward, and very powerful. Companies in our industry have come together to identify our greatest talents needs (both as it relates to skills and number of people), and most importantly, are developing an action plan so we can work together with the educational networks to insure we can meet these needs. Companies from across the state are participating, and given the size of the construction industry in Vermont, we are confident we can significantly increase the number of employers in the network as we begin to reap the benefits of VTPM.

Solving the looming labor shortage requires a concerted and targeted effort. A state our size must utilize its limited public resources wisely to get the maximum benefits and returns from these investments. Individual companies, regardless of industry, cannot solve this problem alone. I believe the industry collaborative model is a very efficient and effective way to develop the workforce pipeline, and will allow for implementation on a **statewide level**. It is being successfully implemented in locations across the nation. I also think there could be real marketing value for the state as it looks to attract workers and employers to our state and keep our young people here. Knowing there is an integrated and systemic network of employers working together to develop jobs, employees, and skills could be an extremely important factor in their decision to live and work here.

I appreciate the hard work you are doing and know that you all understand the importance of workforce development for our state and its citizens. Thanks you for your considerations.

Tom Clavelle

Executive VP & CFO

<image001.jpg>

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[<image002.png>](#) [<image003.png>](#)

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From: Stacia Bristol <sbristol@fairbanks.com>
Date: Thursday, March 7, 2019 at 4:59 PM
To: "edickinson@leg.state.vt.us" <edickinson@leg.state.vt.us>
Cc: Mary Anne Sheahan <Maryanne@vtroundtable.org>
Subject: Support VTPM Please

Dear House Commerce Committee Member:

Please accept this letter of support from Fairbanks Scales as a strong supporter of the recent requests VTPM has submitted to the committee. The manufacturing sector of Vermont needs the support of VTPM to assist in obtaining the training needed to attract and retain employees. Please strongly consider supporting their requests.

1. This is a true statewide model with 100 employers distributed around Vermont, collectively forecasting close to 6,000 position vacancies in 15 critical jobs within three industries
2. Each of the three industries is now in a stage of pipeline development, benchmarking, or continuous improvement. (mfg is in pipeline development now).
3. With anticipated public and private funding to scale this work, greater educational alignment (and/or bandwidth) additional industry collaboratives are scheduled to come on line in the next two years.

Please support passing the following requests in support of progressing the VTPM to a higher level for Manufacturing in Vermont.

1. Formally integrate VTPM with the existing Vermont workforce development system; and
2. Secure sustainable 3-year public/private funding for pipeline creation and continuous improvement; scale-up in education; and expansion into new industries.

Thank you,

Stacia Bristol
HR

Stacia Bristol | Human Resources Administrator | Office: 802.473.5309 | Fax:
802.473.3111 | sbristol@fairbanks.com
Fairbanks Scales Inc. | 2176 Portland Street, Suite 1 | St. Johnsbury, VT 05819

On Mar 8, 2019, at 10:56 AM, "ECiemniewski@teknorapex.com" <ECiemniewski@teknorapex.com> wrote:

Esteemed Representatives and Committee members,

The work and results from the Vermont Talent Pipeline is extremely helpful in support of manufacturing around the state. Creating a pipeline of talented and skilled potential employees should result in a more efficient method of getting people to effectively execute value added work and contributing to the long term success of our businesses. If Vermont can show a competitive advantage in our ability to support businesses, perhaps more employers will be encouraged to invest here.

Eric Ciemniewski

Plant Manager

Direct: 802-524-7704 x-8731

Mobile: 802-881-1520

<mime-attachment.jpg>

Teknor Apex Company

300 Industrial Park Road, St Albans, VT 05478

Tel: 800-556-3864

www.teknorapex.com

From: Andrew Martin <amartin@neagleychase.com>

Sent: Wednesday, February 27, 2019 2:06 PM

To: mmarcotte@leg.state.vt.us

Cc: Mary Anne Sheahan <Maryanne@vtroundtable.org>; Lisa Ventriss <lisa@vtroundtable.org>

Subject: VTPM/workforce development bill

Dear Michael,

I am writing to strongly encourage the House Commerce Committee to formally integrate the Vermont Talent Pipeline Management program (VTPM) with the existing Vermont workforce development system and secure sustainable 3-year public/private funding for VTPM to further and improve the exceptional development and education work that has been done to date, as well as provide the platform for the expansion of this effort into new industries in the state.

For decades now the construction industry in Vermont has struggled to develop programs that generate interest in our industry, with little to no success. I can say with strong confidence that the VTPM program has made a tremendous impact to date through their efforts in opening the conduit between our industry and the educational community. This is exactly what we need to generate interest in the next generation of builders that we as an industry so desperately need, and it is exactly why we need the VTPM program to continue this vital work.

This is truly a statewide model that will impact the needs of other industries throughout the state. By way of example, our firm provides construction services for both the food process and manufacturing industries. It is very evident in working with our clients in these industries that the growth of their businesses is limited to their ability to find skilled employees. They see the VTPM program as a significant benefit to this ongoing issue, and have been bolstered by the programs efforts on how important it will be to their success. These industries, including ours, offer great careers and opportunities. It is the alignment of skills that is so important for this growth to occur, both for the growth of the employee's career, as well as the growth of the business they are employed by. We need to ensure that we train our youth to ensure that their futures, and the future of these industries, have a solid foundation here in Vermont. The VTPM program is exactly the platform to do that.

I encourage you and your committee to invest in the VTPM program and the efforts of the RoundTable. Their work to date has been significant. Imagine what can be accomplished with additional resources. I am confident that the rate of return will be very strong for our youth, our businesses, and the future of Vermont.

Please feel free to forward this email of encouragement to the members of the House Commerce Committee, and do not hesitate to contact me if you have any questions.

Thank you.

Sincerely

Andrew

Andrew Martin | Chief Executive Officer
Neagley & Chase Construction Company

66 Bowdoin Street, Ste. 100
South Burlington, Vermont 05403
p: (802) 658-6320 ext. 132 | f: (802) 658-0349
direct: (802) 497-3563 | c: (802)-598-7567
<http://neagleychase.com/>



NEAGLEY & CHASE
CONSTRUCTION COMPANY

From: Seaver, Michael <Michael.Seaver@peoples.com>
Sent: Tuesday, February 26, 2019 10:39 AM
To: 'mmarcotte@leg.state.vt.us' <mmarcotte@leg.state.vt.us>
Subject: Vermont Talent Pipeline Management

Good morning Rep. Marcotte,

First, I want to thank you for the opportunity to speak with you and your committee when I was in the Statehouse with Chris D'Elia. As I mentioned at the tail end of my testimony, I know that Lisa Ventriss and Mary Anne Sheahan have also had the opportunity to come before you and testify about the work that our Vermont Talent Pipeline Management (VTPM) group has been engaged in on a state-wide basis. For years we have talked about how we might connect young Vermonters with local businesses that are willing to invest in their training. These training opportunities can and will lead to good careers in Vermont. VTPM is a program that has enabled us to put that goal into action.

I hope that you recognize the positive impact VTPM is having and ask that you support its formal integration into the existing Vermont workforce development system and then support sustainable 3-year public/private funding so that we can continue to build on the early success and enable us to scale it up into our education community and expand into additional industries.

Thank you for your consideration and for your sustained work on behalf of our Vermont community.

Best regards, Michael

Michael L. Seaver
President, Vermont

Two Burlington Square | Burlington, VT 05401
802-660-1348



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May 26, 2019

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Lisa Ventriss

From: Gina Catanzarita <gina.catanzarita@engelberth.com>
Sent: Friday, March 1, 2019 8:37 AM
To: mmarcotte@leg.state.vt.us
Subject: Vermont Talent Pipeline Management

Dear Michael Marcotte:

Thank you for this opportunity to tell you about our involvement with the Talent Pipeline Management for Construction.

As you may know, we are experiencing a major shortage of qualified personnel entering the construction industry. This is not a new problem, but as our employees are starting to retire more routinely these days (our average age is 48) the need to replace them has become more critical. Our company is not alone.

Through the VTPM committee, we have been able to join forces and start the process of identifying potential pipelines for talent. Without the efforts of the VT Business Roundtable this coordination would probably not happen. They have been essential in moving us forward, finding connections and taking care of details we have not been able to do consistently. As a group, we have made some great strides in 2 short years and still have a ways to go. Some highlights:

- We have reconnected with technical centers and together are becoming more involved with career awareness, including co-ops, internships and guest speakers. We are thinking outside the box on how to connect with students via technology reducing travel and time challenges. Engelberth has already developed a great relationship with 5 tech centers in areas where our work typically occurs.
- We have developed and are delivering educational systems to enhance our incumbent workforce's craft and leadership skills. We no longer have the gift of time to get our workforce trained and be able to take on additional responsibility. This offers them continued growth and higher income potential in a shorter amount of time. There are also some local groups (ReSource) that are developing entry level training programs to upskill underemployed individuals looking at a construction career. This is a very viable venue and could be much more effective if was out of various locations in the state. It's currently just serving the Burlington area.
- We are looking for opportunities to expand career awareness and opportunities in our industry. This not only entails communication strategies to the general public, but especially school administrators and parents.

Without manpower we are unable to commit to projects. We continue to be geographically challenged as our work is not always in the same area.

If there are opportunities for state assistance – we welcome that. Our industry is 100% behind this strategy and with VBR's facilitation we hope to be a successful role model for other industries to find and develop talent. Talent shortage is not just our industry, it's a statewide challenge. Together, we can make VT a sustainable, prosperous place to live and work.

Thank you for your consideration.

Gina Catanzarita

Director of Human Resources



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From: Moses, Heather <Heather.Moses@svhealthcare.org> **On Behalf Of** Dee, Tom
Sent: Wednesday, February 27, 2019 12:58 PM
To: mmarcotte@leg.state.vt.us; jcarroll@leg.state.vt.us
Cc: Dee, Tom <Tom.Dee@svhealthcare.org>; Moses, Heather <Heather.Moses@svhealthcare.org>; Lisa Ventriss <lisa@vtroundtable.org>
Subject: Vermont Talent Pipeline Management (VTPM)
Importance: High

Southwestern Vermont Health Care has been actively involved with the Vermont Talent Pipeline Management (VTPM) program. The Talent Pipeline Management model has been dynamic with approximately 100 Vermont employers participating from three critical industries: Construction, Healthcare and Advanced Manufacturing. Through our regular meetings and sector strategy development, we have collectively forecasted close to 6,000 position vacancies in 15 critical jobs within these three industries.

In healthcare, it was determined that there will be nearly 3,000 position vacancies in the next two to three years, and an overwhelming number are forecasted to be in registered nurse (RN) jobs. Through the VTPM's collaborative demand planning and talent flow analysis, we not only discovered these vacancies but notated that healthcare has an aging workforce, recruiting from outside of the state is extremely challenging, and our younger population is migrating from Vermont. We are now in a critical stage of pipeline development for healthcare, construction and advanced manufacturing and have begun to align with the education sector to foster training opportunities for our state's millennials. Our ultimate goal is to retain our younger population, train and educate them for these three critical industries, and have them remain in Vermont with a well-paying position. In the Bennington region, SVHC has partnered with our local college to create an innovative program to attract local students to get their education and remain in southwestern Vermont and work at our health system. This initiative was partly through our work with VTPM.

I request that you consider drafting a workforce development bill in which VTPM is formally integrated within the existing Vermont workforce development system, and granted sustainable 3-year public/private funding for pipeline creation and continuous improvement to scale-up in education and expand into new industries.

Sincerely,

Tom Dee



Thomas A. Dee
President and CEO
Phone 802.447.5014 | Fax 802.447.5013
tom.dee@svhealthcare.org



Heather L. Moses

Assistant to the President & CEO

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