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VBR RESEARCH
AND
EDUCATION
FOUNDATION



VERMONT TALENT PIPELINE



ORGANIZE
BUSINESSES AROUND
SHARED TALENT
NEEDS



CONDUCT DEMAND
PLAN (FOR CRITICAL
JOB NEEDS)



COMMUNICATE
NEEDS TO
EDUCATORS



ANALYZE
EDUCATIONAL
ALIGNMENT WITH
NEEDS



BUILD PIPELINE WITH
EDUCATION,
FUNDING, AND
LABOR FORCE



MEASURE
OUTCOMES FOR
CONTINUOUS
IMPROVEMENT

GRANT FUNDED BY NORTHERN BORDERS REGIONAL COMMISSION
& SUSTAINING BUSINESS CONTRIBUTIONS

TALENT PIPELINE CAREER FOCUS

Currently: **INDUSTRIES**



Healthcare

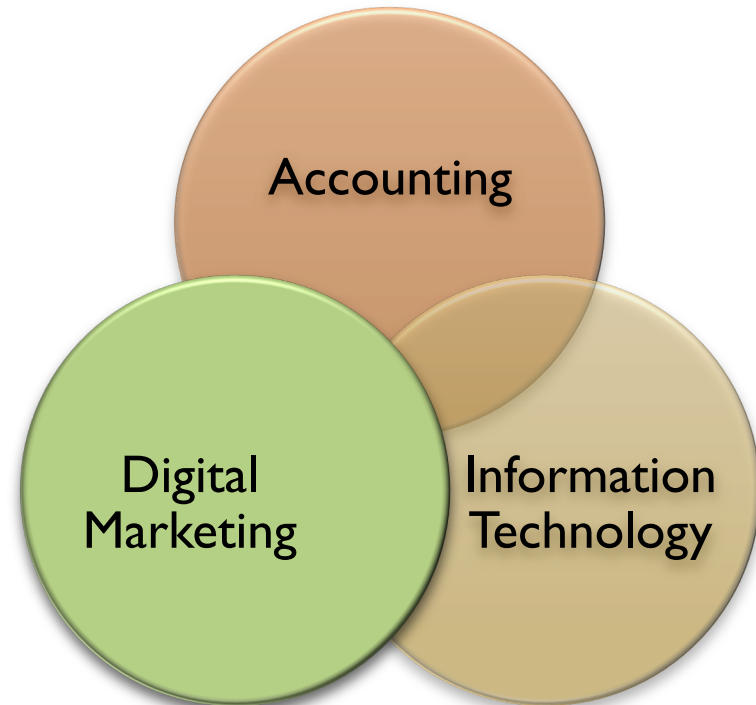


Manufacturing



Construction

Future: **CROSS-INDUSTRY OCCUPATIONS**



THE CHALLENGE

Workforce down
13% since 2009
(from 361,000
to 313,000)

Unemployment
3.1% means <9600
looking for work

Women affected
because of
childcare & school
closures

Baby Boomers
retiring at a faster
pace

Youth labor force
down from 60% to
40% since mid-
2000s

Remote
workers/students
without
broadband

TARGET AUDIENCE

- Employability skills
- PLUS Industry
Recognized
Credentials

HS & Career Technical Ed Grads

College Grads

Women

Racially diverse and immigrant populations

In-migrating and Remote Workers

Vermont Job Changers / Seekers

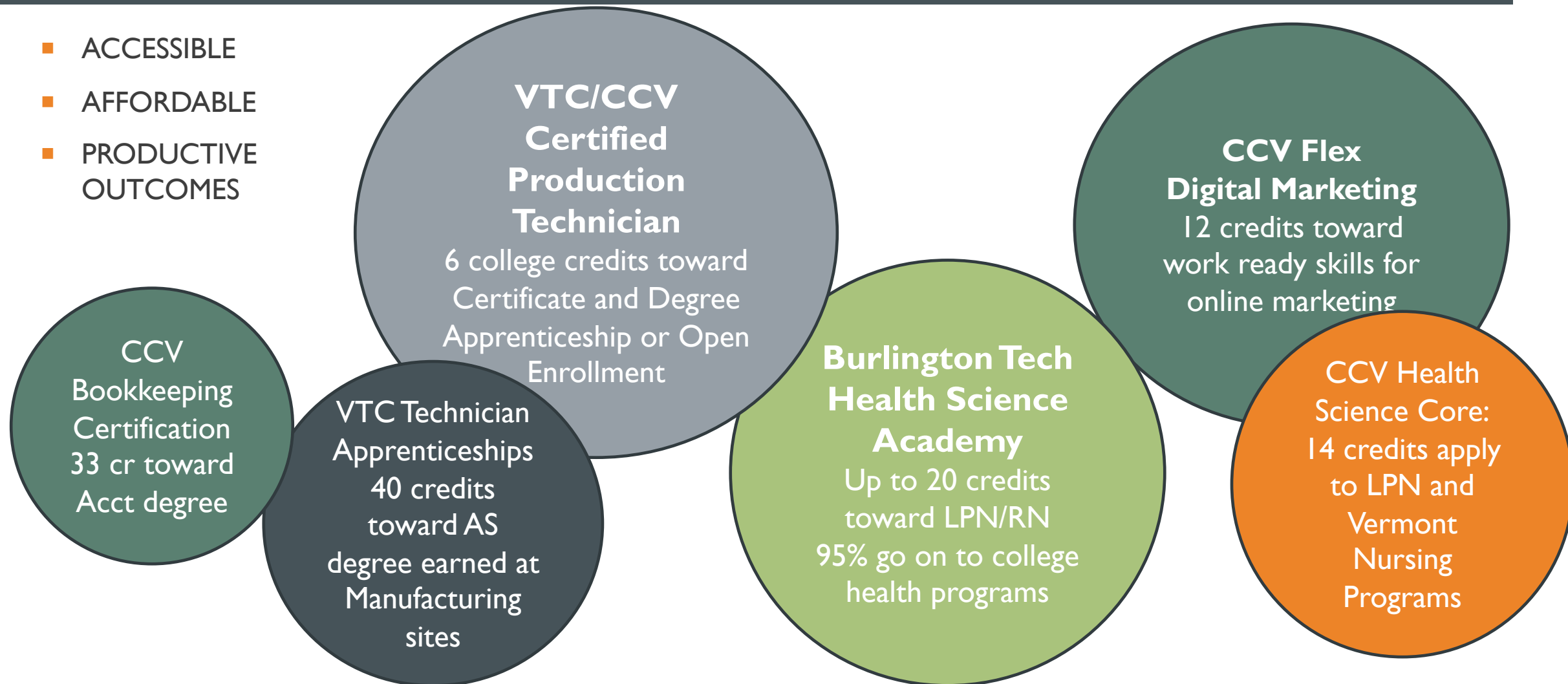
OPPORTUNITY

Increase Labor force Participation & In-Migration

1. Develop incentives to work
2. Provide re-training credentials for workforce re-entry
3. Provide low-barrier entry through short-term credentials
4. Streamline access to funds for credentials
5. Create remote-friendly work guidelines

QUALITY CREDENTIAL ON-RAMPS

- ACCESSIBLE
- AFFORDABLE
- PRODUCTIVE OUTCOMES



TRANSFORM FUNDING ACCESS

529 ► Lifelong learning fund

Navigation for individuals to attain training

- FAFSA, WIOA, Advancement Grant, Apprenticeships, Philanthropy – McClure and Curtis Fund, Loan Repayment, Income Share Agreements

Navigation for business to pay for training

- Vermont Training Program; Apprenticeships; Loan Repayment; Tuition/Learning reimbursement; others

FOCUS ON RETENTION

BEST PRACTICES
(SOCIETY OF HR MANAGERS, 2019)

Realistic &
positive
recruitment

Socialization,
Diversity and
Inclusion

Training and
Advancement
Opportunity

Compensation
and Personal
Reward

Supportive
Supervision

Employee
Engagement