



# Brattleboro Development Credit Corporation

## Workforce Development

Workforce is always “local” so too is effective  
Workforce Development

January 18, 2022

Adam Grinold, BDCC



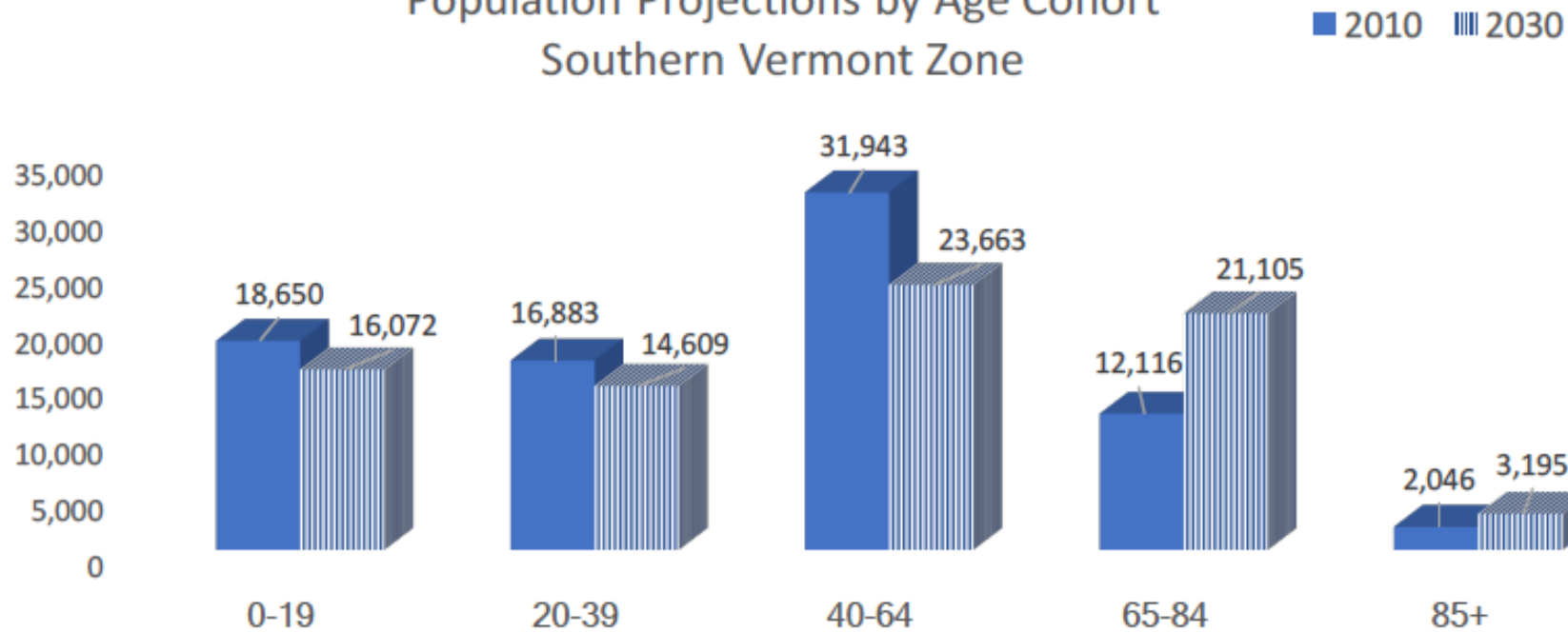
*Workforce is always “local” so too is effective Workforce Development*

Impactful workforce and economic development requires effective combination of data gathering, strategy and execution.

Data  
Strategy  
Execution

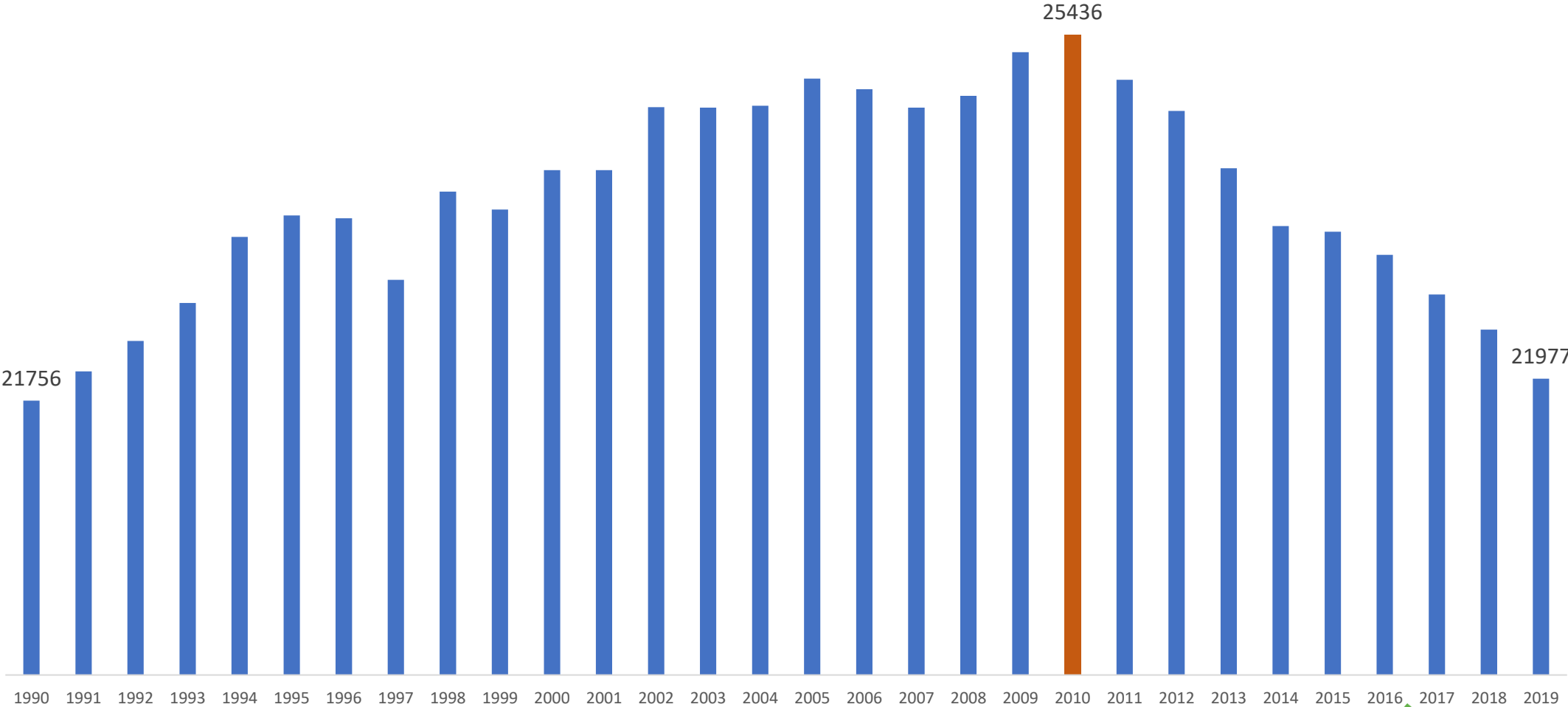


## Population Projections by Age Cohort Southern Vermont Zone

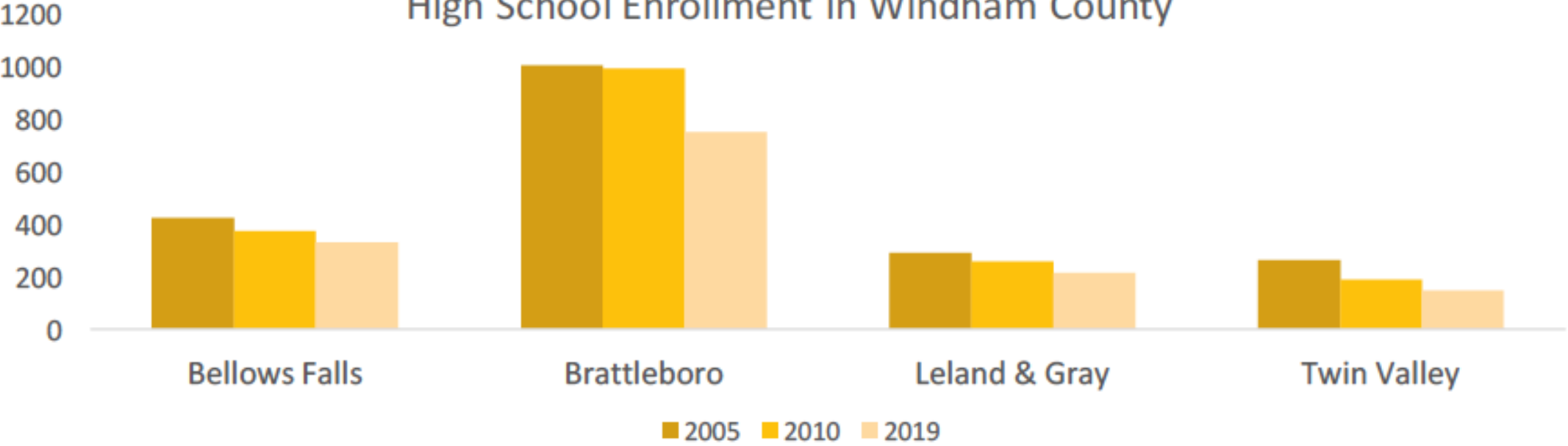


Source: Vermont Agency of Commerce & Community Development, Long Term Population Projections.

# Windham County Labor Force



## High School Enrollment in Windham County



Source: VT DOL VTLM (2019 Economic and Demographic Profile Series)

# 2019 Southern Vermont Comprehensive Economic Development Strategy

January 2019

Southern Vermont Economic Development Zone  
Bennington County Regional Commission & Brattleboro Development Credit Corporation



# Strategy

- **Strategy #1.A. – Retain and attract young people (between ages 24-45)**
- **Strategy #1.B. - train, retain, and attract workforce**
- **Strategy #1.C. - Retain and attract a diverse population**



# Retain & Attract Youth

- Pipelines and Pathways Program (P3)
- Internships
- Summer Internship Program (DOL Funded)
- Apprenticeships
- Young Professionals





# P3 Program: All 4 Windham County Schools & Windham Regional CTE



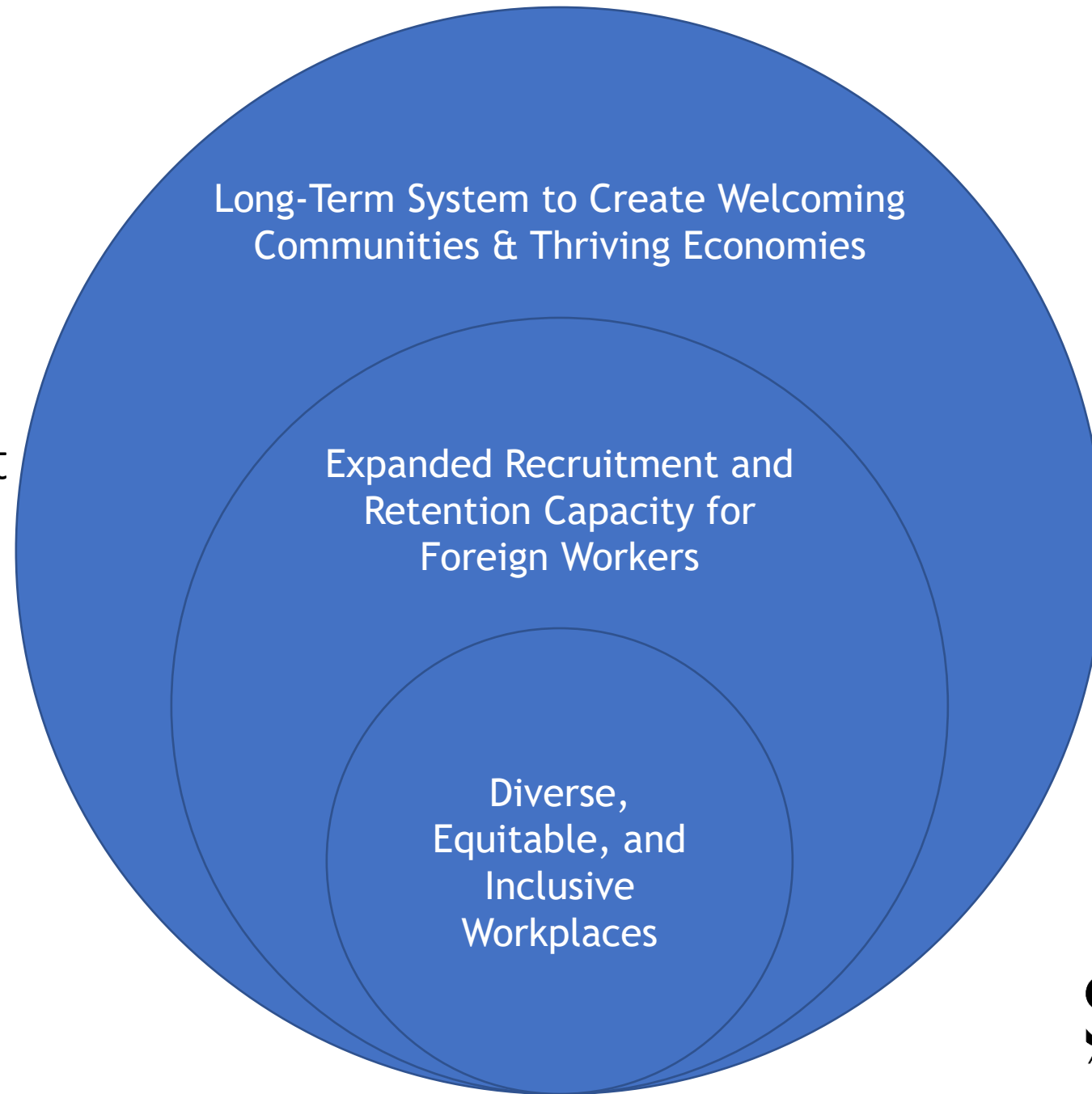
For a complete overview of activities, events, and experiences available to students, ask their counselor about the Pipelines and Pathways Program. Please email Christy Bettit to request a copy of the full Scope and Sequence Worksheet at [cbettit@brattleborodevelopment.com](mailto:cbettit@brattleborodevelopment.com)

# Recruitment

- Targeted Expertise Recruitment and Retention (TERR)
- Stay to Stay
- Welcome Wagon
- DOL Funded Recruitment Pilot Program
- Immigration
  - Welcoming Communities/Working Communities
  - J1 Internships, J1 Work & Travel, H1B Visa, etc.



Welcoming  
Communities  
Project:  
Recruiting,  
Retaining, and  
Supporting a 21<sup>st</sup>  
Century  
Workforce



# Specific Initiatives, Programs, and Events

## Community Engagement & Systems-Level work through Working Communities Challenge

- Backbone organizing, outreach, and communications for Working Communities Initiative

## Employer Support Resources, Trainings, and Workshops

- Welcoming Workplaces: DEI Training in February 9<sup>th</sup> & 16<sup>th</sup>
  - Focus on Workplace Culture, and understanding anti-racism, equity, and inclusion.
- Supporting New Vermonters in the Workplace Webinar on January 24<sup>th</sup>
  - Focus on Hiring & Recruitment
  - Covers Legal & HR Questions, in-take process for Refugees, and Translation/Interpretation resources

## Basic Employment Services for New Arrivals @ World Learning

- Career Awareness and Preparedness
- Job-Seeking Support
- Resume & Workplace Culture Preparation



# Cobbled together Funding

Local Workforce Board Dissolved

No Regular State Funding For Regional Workforce Efforts

Effective Workforce requires nimble, innovative, responsible risk taking-

RDCs proven track record

BDCC has had to cobble funding together – proven impacts-



Brattleboro Development Credit Corporation  
Adam Grinold, Executive Director

