



## REGIONAL DEVELOPMENT CORPORATIONS OF VERMONT

### WORKFORCE DEVELOPMENT

- As the organizations in closest contact with the businesses in our regions, the RDCs of VT understand the extent and impact of the labor force challenge.
- The RDCs recommend a multifaceted approach that addresses the number of participants, participation rates, and training.
- Efforts should include:
  - Recruiting individuals and families to Vermont, including the resettlement of new Americans.
    - Some RDCs are involved in refugee resettlement, and several are involved in regional Stay-to-Stay and Welcome Wagon programs
  - Increasing engagement in the workforce. Several RDCs are involved in:
    - Developing Pipeline & Pathway programs
    - Developing and promoting Internships & Apprenticeships
    - Re-employing formerly incarcerated individuals and other targeted populations
    - Bringing retired back to the workforce
  - Working with our businesses to become Employers of Choice
  - Developing a coordinated workforce training system
- The RDCs have been engaged in workforce development to the extent possible, given our limited resources and multiple mandates.
- RDCs convene or participate in regional efforts to attract, retain, and train workers.
- Part of the solution is a regional approach to implement state workforce development policies and coordinate the workforce recruitment and training system.
- The RDCs recommend funding Workforce Navigators at each RDC to focus on employer needs, recruiting individuals and families to Vermont, and assisting individuals from targeted populations to find training and employment.
- The RDCs have shown that their regional knowledge and impact gets results:
  - Highly successful 2018 and 2019 regional workforce development summits.
  - Thousands of small and very small businesses assisted during COVID.
  - Award winning technical assistance program benefitting over 800 Vermont businesses, getting rebooted in 2022 through the SBA Community Navigator program.
- Applying for EDA GJC grant.

## SELECTED CURRENT RDC WORKFORCE DEVELOPMENT ACTIVITIES

[Note: absence of an RDC from this list does not mean that the RDC is not engaged in workforce development activities; only that the information was not available within the brief time available to collect the information]

### ACEDC:

- Convene the [Addison County Workforce Alliance](#)
- With ACWA, plan Financial Reality Fair for high school juniors
- Partner with CTE and Collins Aerospace on High-tech Manufacturing Career Path (received \$100,000 Leahy grant through US DoL)
- With ACWA partners, convene meetings with businesses to determine workforce needs and connect with training opportunities
- Partnering with Addison County Chamber to establish Addison County Stay-to-Stay and Welcome Wagon programs

### BCRC:

- BCRC Workforce & Education Committee meets monthly to coordinate training and employment opportunities among colleges, high school, CTE, employers and training providers.
- Quarterly meeting of BCRC Entrepreneurial Support Committee to program efforts to support new business start-ups and growth.
- Working with Rep. Kathleen James to develop a Manchester Career Expo and workforce development and career exposure event in May 2022.
- Working with Bennington County Open Arms to assist with housing placement and employment opportunities for Afghan refugees (20 refugees in Jan-Feb 2022, more to follow).
- Working with BDCC on a Working Communities Challenge project to create systems for welcoming and supporting New Americans in Southern Vermont.
- Working with Lever Inc (North Adams, MA) on a Bennington County Intrapreneurship Challenge providing coaching and project development for five selected businesses who will add a new line of business and new employment in 2022. Final pitch competition with cash award and a year of coaching to the winner.

### CVEDC:

- We have worked for the past several years to develop a collaborative between the WBL Coordinators at the 5 regional schools and one school in Lamoille County. This has led to joint activities such as our Manufacturers Day where we hosted 28 students from 5 schools who were introduced to 10 major employers while also having hands-on experience with advanced manufacturing equipment.
- We continue to work closely with the granite industry in the re-boot of the apprenticeship system for workforce development. This has been supported by VTP and DOL.
- We have been a primary partner in our Working Communities Challenge grant funded by the Boston Fed to support female single head of households find and retain jobs that provide a career and living wage.
- CVEDC's ED works closely with the regional career center and is a member of their CLNA committee reviewing programs and curriculum.

**FCIDC:**

- FCIDC was the initiator for establishing a Career Center at Bellows Free Academy in St. Albans
- The Career Center will host the Flexible Pathways Coordinator and the Tech Center Coop Coordinator.
- FCIDC is making the introductions to key business contacts as the two individuals are not from the region or the business sector
- FCIDC continues to push the discussions.

**GMEDC:**

- Creating groups of interested employers to build introductory session for each of the CTEs in our region; most I have spoken with do not have any relationship with, or knowledge of, their area CTE.
- Member of leadership team for White River Valley Working Communities Challenge program addressing housing needs for entry level workers and new entrepreneurs with a collective impact model across area communities
- Partnering with Town of Randolph and Orange County Parent Child Center on new childcare center in Randolph, to increase available childcare in the region; Developing mechanism to provide childcare slots to area employers on a contract basis

**NVDA:**

- NVDA participates in the Regional Advisory Board meetings for the following technical centers: North Country Career Center (Newport), St. Johnsbury Academy, and Lyndon Institute.
- NVDA works with Northern VT University's Community Outreach Coordinator to identify business and community apprenticeship or internship opportunities for students as part of NVU's Learning and Working Initiative.
- NVDA regularly connects businesses to workforce resources - WETF, VTP, and other opportunities as we see them.

**SRDC:**

- SRDC is part of the Core Team and employs the Navigator for the Springfield Area Working Communities Challenge, which is striving to improve workforce participation in our labor market area.
- SRDD's Executive Director is the Chair of the River Valley Tech Center
- (CTE) School District Board and SRDC collaborates closely with RVTC on employment and training needs in the region.
- SRDC's Executive Director is the Chair of the River Valley Workforce Investment Board, which coordinates employment and training efforts in Southern Windsor County, including the annual River Valley Employment Fair.