



**REGIONAL DEVELOPMENT CORPORATIONS OF VERMONT
REGIONAL WORKFORCE NETWORK COORDINATORS
SCOPE OF WORK FOR
EDA GJC APPLICATION AND
AS CONNECTOR ORGANIZATION IN STATE REGIONAL WORKFORCE EXPANSION**

I. Funding:

\$4,000,000: \$120,000 per year per RDC (X11), plus \$10,000 per year for 12th RDC, for 3 years.

II. Structure:

Each RDC will create or continue funding a “Regional Workforce Network Coordinator” and serve as the Backbone Organization in an EDA-funded Good Jobs Challenge structure and “Connector Organization” for a State Workforce Development Network. The RDCs of Vermont are uniquely suited to accomplish these goals given our existing, long-term relationships with employers, regional, state, and federal partners, including education partners such as high schools, CTE’s, and colleges and universities in our regions.

III. Activities:

- a. Facilitate connection-building across public and private labor force stakeholders to improve alignment, collaboration, insights, and strategies on the regional level:
 - i. Regularly convene workforce sectoral partners, including employers, regional Vermont agency representatives, educators, training providers, and wrap around service providers.
 - ii. Facilitate seamless client entry to regional workforce development services by coordinating service providers and training partners to develop a system of consistent resources, universal intake forms, and reporting.
 - iii. Facilitate coordination and collaboration among sectoral partners via utilization of consistent shared resources to create a wrap-around system of support for participants.
 - iv. Collaborate with regional and state partners to increase labor force participation, especially among targeted populations and demographics,

such as women, retired individuals, BIPOC workers, veterans, New Americans, and justice involved or recently involved individuals.

- v. Design and deliver or participate in the design and delivery of regional one-stop helplines and online resources for job seekers, those seeking training and wrap-around services, and businesses requiring services.
- b. Form, convene, and administer a Vermont Workforce Network to:
 - i. Support the work of regional Workforce-Education-Business Councils.
 - ii. Coordinate among the regions and with State and statewide entities, including:
 1. Convey statewide strategies and research/data to the regions, including development of LMA-specific data/trends.
 2. Share best practices among regions.
 3. Receive and integrate regional feedback and convey to state entities to inform ongoing development and execution of state workforce planning efforts.
- c. Conduct regular outreach to regional businesses to determine business needs, employee resource gaps, identify regional trends, and ensure businesses are engaged as Sectoral Partners who are hiring participants from training programs.
- d. Support each region's participation in the Vermont Talent Pipeline Management program.
- e. Develop and implement an Employer of Choice program that recognizes employers who tailor their work requirements, conditions, and expectations to attract the work force of today and the future.
- f. Work with VDoL, service partners, CTE's and employers to develop and implement internship, apprenticeship, work experience, return-ship programs and adult education training opportunities.
- g. Leverage our existing relationships with regional high schools and Career & Technical Centers to expand Pipeline & Pathway programs such as Career Awareness programming and integrate partner employers in the creation of career exploration, internships, and apprenticeships, leading to employment.
- h. Facilitate regional economic and community development efforts (housing, childcare, transportation, broadband, etc.) that will support and strengthen workforce development efforts.
- i. Connect with state and regional efforts to increase the number of individuals available to participate in the workforce, including recruitment of individuals and families to Vermont, New American/refugee resettlement programs, Stay-to-Stay, and Welcome Wagon programs.