



MARY ANNE SHEAHAN
EXECUTIVE DIRECTOR

What is Talent Pipeline Management?

A set of STRATEGIES and RESEARCH TOOLS to align training to industry careers

- Uses industry best practices
- Plans for future jobs and careers
- Represents employer demand, authentically
- Produces collective action and decision-making

* TPM is developed by the US Chamber of Commerce Foundation



A SHARED VISION FOR VTPM



Vermont State Support

Vermont Agency of Commerce

Federal Legislative Support

Other Industry Employer Collaborative

Advanced Manufacturing Industry Employer Collaborative

Healthcare Industry Employer Collaborative

Construction Industry Employer Collaborative

New Information and Digital Technologies Industry Collaborative

Education Partners

Navigation Partners
Recruitment and Funding

On-Boarding

wraparound support for Education and Worker transition





HEALTHCARE

CHALLENGES

- 13% of Vermont jobs 2021
- >6% fewer workers from Nov19-Nov21
- Frontline exhaustion and burnout
- \$123+ million for travelers in 2021
- 1 in 7 qualified nursing applicants accepted at VTC Williston

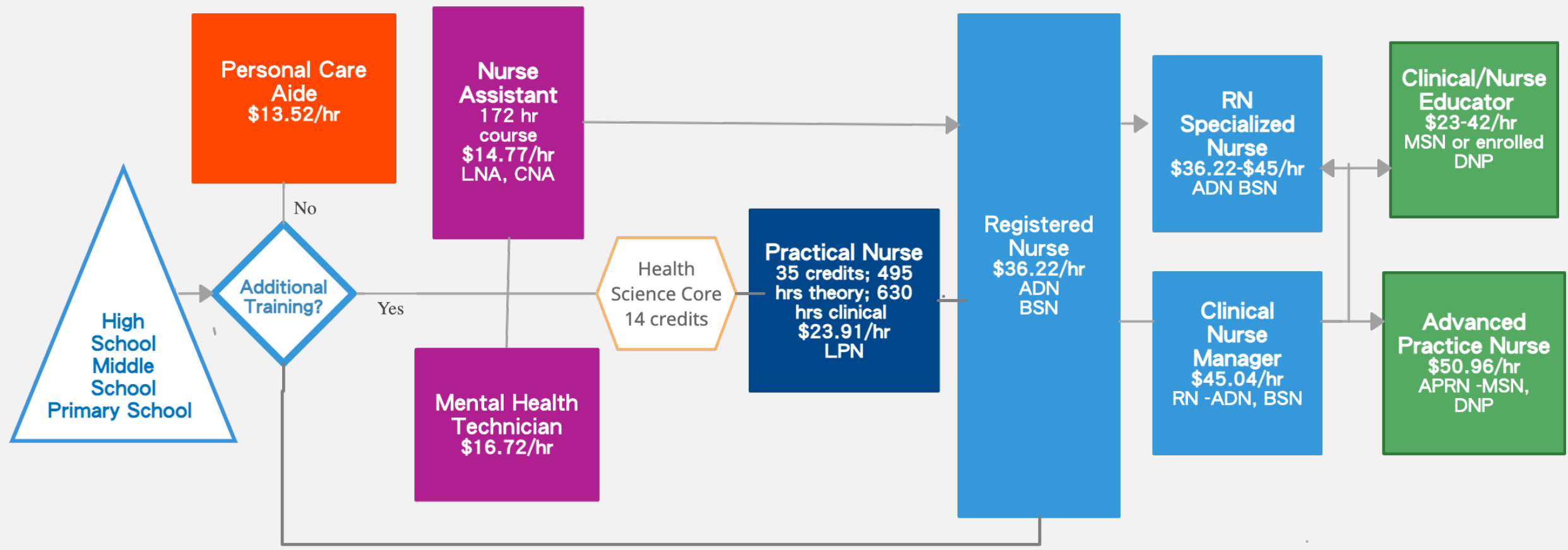
Of the 6,244 nursing vacancies forecasted by 2023 (N=43, Avg=145)

- 42% for Registered Nurses
- 24% for Nurse Assistants
- 30% new, for industry growth

POTENTIAL SOLUTIONS

- + Invest in clinical educators and faculty to build capacity
- + Utilize apprentice nurses to fill nurse assistant roles, while training for Registered Nurse
- + Provide wraparound support for participants in training and transition to work (childcare and housing)

Vermont Talent Pipeline Nursing Career Ladder 2021





MANUFACTURING

CHALLENGES

9% of workforce in 2020

>6% decline between Nov19 and Nov21

2193 job vacancies forecasted by 2023, 46% for anticipated growth (n=45, avg=49)

POTENTIAL SOLUTIONS

Apprentice - work and receive related instruction; with skill and wage increases

- + Certified Production Technician
- + CNC Machinists

Exploring Careers events for participants



CONSTRUCTION

CHALLENGES

5% of workforce in 2020

GC shortages from craft to management

- + Support trades and subcontractors

POTENTIAL SOLUTIONS

Targeted CTE investments

- + Adult programming
- + Regional outreach
- + Wraparound support

Apprentice carpentry and trades

Exploring Careers events for participants