



AVIC MEMBER WORKFORCE EDUCATION 2022

The 12 private higher education institutions¹ in Vermont educate over 15,500 students annually. Eighty-seven percent (87%), on average, at the undergraduate level come from out-of-state and bring a much-needed influx of young people to the state. Vermont's higher education community has a brain gain with 2,238 more first-year students coming rather than leaving our state.

Private higher education is a key reason people decide to move to Vermont. Although state appropriations are allocated to Vermont students through VSAC, we have no other programs or incentives to keep these young students in our state. AVIC proposes that House Commerce and Economic Development Committee create an incentive program to retain some of the 13,000 out-of-state students at the private institutions. Such a program could be a tax incentive, a challenge grant to find a job in Vermont, or modeled on the legislatively created incentives to attract new residents, but one geared toward students.

In addition to educating students for existing occupations, higher education trains students for jobs that do not yet exist by teaching students critical thinking and problem solving, among many other "soft skills." The following are a sampling from some of the private higher education institutions that increase the workforce development potential for Vermont.

Bennington College

Bennington College requires that each of its 700 undergraduate students complete an internship each year as part of its educational program. While these internships take place all over the world, many students choose internships in Vermont. Local employers that have had Bennington interns include the Southern Vermont Medical Center, the local K-12 schools, the local food bank and even the College itself supporting the work of programs such as Beyond Plastics, which seeks to address climate change by limiting the use of plastics in society.

The College and Southern Vermont Medical Center have created a health-related internship to benefit students, the hospital, and the community. Over the past 6 years, Bennington students have worked for 94 Vermont businesses and not-for-profits, including 50 in the Bennington area, contributing over 42,000 hours of work. Local and regional employers include Bennington

¹ Bennington College, Champlain College, Center for Cartoon Studies, Goddard College, Landmark College, Middlebury College, Norwich University, St. Michael's College, SIT, Sterling College, Vermont College of Fine Arts, and Vermont Law School

Project Independence, Green Writers Press, Mount Anthony Union High School, the Vermont Arts Exchange, the Vermont State House, MASS MoCA, and more.

Champlain College

Champlain's programs aim to deepen and broaden its role in the economic development of Vermont by expanding employment pipelines between Vermont-based organizations and students.

- For the past couple of years, Champlain has received requests to fill 375-400 open internship positions and 1,200 jobs from 600-650 Vermont employers.
- Champlain hosts 350-400 unique Vermont employers every year to educate or recruit students on campus (or virtually).
- Champlain College is a net importer of talent to Vermont. Champlain retains 42-48% of its graduating students in Vermont by helping them find employment in Vermont-based organizations.

Champlain College Online programs include: a partnership with Burton to train over 25 individuals with a 4-week module in data analytics; **healthcare administration programs** at every degree level—undergraduate and graduate-level certificates, bachelor's and master's degrees; and the **Leahy Center for Digital Forensics & Cybersecurity** engages over 100 students per year in internships and has supported the Vermont League of Cities and Towns in the implementation of IT Needs Assessments for small Vermont municipalities.

The **Teacher Apprenticeship Program (TAP)** is for individuals with a bachelor's degree. It is an 8-month full-time non-degree certificate program. TAP prepares candidates to become licensed directly through the Vermont Agency of Education. Since its inception in 2002, the program has grown to support future teachers and administrators throughout the state of Vermont. Currently over 500 TAP graduates are educating our Vermont students.

Center for Cartoon Studies

The Center for Cartoon Studies' (CCS) programs include a one-and two-year certificate program, the Master of Fine Arts, and workshops both onsite and online.

CCS hosted the international comics and medicine conference in 2019, and **has partnered with the VA Medical Center, Good Neighbor Clinic, and recently produced a 32-page Mental Health graphic guide** which is being used by school counselors and educators to provide information and awareness around mental health. 25,000 guides have been printed and distributed thus far, in addition to over 8,000 downloads. Student internships are required, and often are with health organizations, local nonprofits and government, schools and libraries. CCS faculty and students also conduct writing and drawing training workshops for kids, adults, and educators on our campus and state-wide at libraries, schools, and organizations. In 2021 CCS expanded our youth outreach programming which now includes teen focused after school learning opportunities.

Landmark College

With the “new to the workforce” student in mind, Landmark offers a short-term **intensive Employment Readiness Experience (ERE)** that pairs an on-campus job experience with classroom work focusing on communication, professional skills, and career exploration. The Employment Readiness Experience is a building block to get students one step closer to landing an internship or job after Landmark College. Local employers who host internships include: BioTek, Brattleboro Museum and Art Center, C&S Wholesale Grocers, Chroma Technologies, and Vermont Biomedical Research Network.

Middlebury College

Middlebury funds **approximately 150 internships annually in Vermont**. Students receive grants/stipends in the \$3,000-\$4,000 range. Middlebury’s Experiential Learning Centers—the Center for Careers and Internships, the Center for Community Engagement, and the Innovation Hub—play an especially significant role in this work with curricular and co-curricular initiatives. Internship host include: the Green Mountain Care Board, Vermont Association of Hospitals and Health Systems, Middlebury Regional Emergency Response, Vermont Program for Quality Health Care, and many more.

A **new internship program, Vermont Innovation Summer**, will leverage existing relationships that provide entrepreneurial support and elevate connections with Burlington-based employers. A critical goal of the Vermont initiative is to foster internship and career opportunities in every sector for the Middlebury College student and new graduate, thereby encouraging and facilitating Middlebury talent to remain in Vermont during summers, after graduation, and beyond.

Norwich University

Two hundred eighty-six (286) Vermont students are enrolled in relevant workforce development programs at Norwich University that either fill a current shortfall – such as nursing (142 of 325 total), cybersecurity (35 of 228 total) and criminal justice (41 of 456 total) – or will contribute to the development of critical infrastructure in the state, such as engineering (42 of 396 total) and architecture (26 of 99 total).

Norwich’s nursing program offers: new simulation laboratories and technological applications — electronic health records, handheld personal digital assistants and innovative applications — making Norwich University classrooms top-flight learning laboratories. Clinical affiliations with academic medical centers, such as Dartmouth-Hitchcock and the University of Vermont Medical Center, community hospitals and clinical sites let our students put lessons into practice in real-world environments. **On average, approximately 70 percent of Norwich University nursing graduates take their licensing exam in Vermont, indicating Vermont employment.**

Accelerated Technology Careers

Norwich University partners with Upright Education to offer online accelerated programs in software development. These programs offer technology bootcamps that fast-track adults into high-growth technology careers. The certificate programs are a vital component in advancing careers into the growing and changing fields of software development and user experience design. Upright Education is based in Burlington.

The Software Development Bootcamp, boasts a 91% job placement rate with most program graduates starting their new career within 60 days of completing the course. The UX/UI Design Bootcamp also boasts employment outcomes with graduates finding employment in a variety of tech-related roles.

Vermont Granite Museum Partnership.

In partnership, Norwich University and the Vermont Granite Museum's Stone Arts School in Barre merges historical and digital practices in art, fine craft, and industry to create a dialogue between tradition maintainers and experimental innovators. An internship or apprenticeship and a capstone project are core to the program. Students earn a Bachelor of Science Degree in Design.

St. Michael's College

Holistic Restorative Education Certificate

Teaching has become more difficult due to a significant uptick in mental health challenges for youth. Through an intensive exploration of trauma-sensitive practices, mindfulness, social-emotional learning, equity and restorative practices, this program prepares teachers to better meet the needs of students, staff, and learning communities. Currently 21 students are enrolled.

Health Equity Graduate Certificate

An online educational opportunity for career professionals, college graduates contemplating further study and community members, the Saint Michael's Health Equity Certificate provides cutting-edge knowledge and best practices for students interested in public health and health equity. This program runs in the summer.

MAT (Master of Arts in Teaching)

The MAT is an accelerated one- or two-year program that leads to a master's degree and initial licensure or an additional endorsement. The MAT is designed as a fifth year initial licensure option for undergraduates as well as a stand-alone licensure and master's degree program for those seeking a career change. The program currently has 25 students.

TESOL Certificate (Teaching English to Speakers of Other Languages)

The Graduate Certificate in TESOL is an option within the full MA in TESOL program. This program runs in the summer.

Certificate in Advance Graduate Studies in Education

This program is a post-master's level certificate that allows a student to pursue an area of concentration within Saint Michael's Graduate Education Program. It is an individually designed program based on the educational goals and needs of the student and is planned with an academic advisor. The Certificate currently has 15 students enrolled.

Sterling College

Sterling College is one of 10 work study colleges in the country. Its education model centers on experiential learning focused on workforce readiness and the development of skills and competencies valuable to students and employers after graduation. All students are required to gain work experience on campus.

Sterling's Continuing Education (CE) programs offer workshops, courses, and certifications for residential and non-residential adult students of all ages that support Vermont's renewed movement in **sustainable agriculture and food production**. An Artisan Bread Baking course hopes to build on the baking of the Elmore Mountain Bakery and the New American Stone Mills, two local Northeast Kingdom enterprises at the forefront of a national artisan bread and heritage grain revival. Other certificate programs include Artisan Cheese Making and Movement Building for Social Change.

Vermont College of Fine Arts (VCFA)

VCFA Publishing Certificate Program is designed for students with a bachelor's degree, with or without an MFA, who want to work in the publishing industry and writers who seek insight into publishing. This is a 6-month 12-credit non-degree certificate program, in which students work with a line-up of leading publishing industry professionals to study all aspects of publishing, with modules in copyediting, line editing, developmental editing, agenting, and literary management. The program culminates with a 5-day residency in New York City with office visits and networking gatherings. The program is scheduled to launch in summer 2022.

Vermont Law School (VLS)

As many of the state's lawyers and policy professionals are reaching retirement age, it is critical that more and more VLS graduates stay in Vermont to strengthen our workforce.

Typically, a little more than 10 percent of VLS students are from Vermont, but many students who come to Vermont to study at VLS end up staying in the state, building careers and communities here. In fact, over the past three years, approximately 40 percent of the school's J.D. graduates have taken their first-time bar exams in Vermont, and more than 20 percent of graduates remained in Vermont.

Of the school's more than 8,000 alumni, nearly 1,500 (approximately 18 percent) reside in Vermont. **It is estimated that a third of attorneys in Vermont are VLS graduates.** And while most

VLS graduates earned a J.D. at VLS, nearly 250 Vermont residents earned a master's degree from the school.

VLS graduates living and working in Vermont are employed in a broad range of occupations and organizations, from law firms and non-profits to a particularly large presence in state government: 174 graduates.

And under a recently established partnership between VLS's Center for Justice Reform and Vermont's Department for Children (DCF) and Families-Family Services Division, DCF staffers are learning how to further incorporate the principles of restorative justice in their work by enrolling in the school's three-course, nine-credit Professional Certificate in Restorative Justice.