

Thank you for the opportunity to speak with you today. I am Maureen Hebert, Associate Dean of Industrial Relations & Workforce Development at Vermont Technical College with the Division of Continuing Education and Workforce Development.

Serving over 3200 Vermonters each year, we work with hundreds employers across industry sectors.

Vermont Tech's mission is to provide career-focused technical and professional education in a caring community, which prepares students for immediate workplace success and continued learning.

We value our role in supporting the Vermont economy and meeting the needs of industry and business by preparing highly qualified individuals in high-growth, high wage occupations that are the key economic drivers of our state.

We sincerely appreciate being included in this important project.

After consultation with employers and members of the Communication Union Districts or CUDS, three needs were clearly identified:

- Incumbent worker training to advance skill development and promote retention
- Develop a new pipeline of skilled workers – This is an opportunity to create an registered apprenticeship program or learn and earn model
- Create a connection to CTE's /High schools through a Pre-apprenticeship/ WBL program

Working with industry recognized subject matter experts (SMEs) - clay mentioned -we have potential access to curriculum/content, equipment to meet these needs and more and can potentially offer these opportunities throughout the state through our Vermont Tech facilities and connections with CTE's through our CEWD work and our Career and Tech Ed Teacher licensure program.

We can also align these programs to our degree programs – such as the associate's degree in General Engineering Technology at Vermont Tech.

To start we are working with the Vermont Department of Labor to offer the FTTX Installer training which can benefit beginning and experienced Technicians. Due to Covid travel restrictions – I can be offered over a 4 day period virtually and will have a 2 day hands-on training component.

This demonstration project will allow us to better assess the content, determine how we can roll out to larger audience and how it could integrate into an apprenticeship type program.