

## **Workforce Development – Ways and Means discussion**

### **Program for property rehabilitation**

\$10 million to the CTEs to buy properties, rehabilitate and sell them— with the proceeds reinvested to buy more properties/ a self-perpetuating fund to continue the initiative. (YouthBuild has a program for at-risk youth.)

Identify the upstairs/areas of non-residential properties that could become housing. Downtown credit program.

Student work experience could be the beginning of the multi-year education required for plumbing and electrical licensure.

Weatherization education could be part of this initiative.

Students' work should happen in the summers, also.

Need for student summer apprenticeships.

### **Focus on CTEs- funding, licensure for teachers**

-Fix the funding stream for the technical centers when there is a perverse incentive not to send students to the centers.

-Determine how to find qualified teachers to fulfill current and ever-evolving needs. Licensure is an issue for those in the field who are licensed, working, and not wanting to become certified to teach.

Community College of Vermont does not require a license to teach; technical centers do.

### **Support for those in the construction industry to expand a solo business to include employees.**

Need for consulting services provided by or coordinated by the state to help a person expand from a solo business to one that includes employees.

### **Preparing those in the field, whether retired or currently working, to train people to work.**

#### **Nursing**

Use a model like the one used in the St. Joseph Hospital Network, where they pay nurses \$100/hour to teach 10-12 high school students to become LNA's. With this model, within three months, 36 LNAs were licensed.

Included in this program should be pay for the students' time while they take courses-- and for their childcare and transportation.

### Construction

Retired construction workers could be involved in a program similar to the one for nurses. Issues to consider are workers compensation coverage; an understanding by the retired participant about how new income would impact their retirement and other benefits; the possible need for a change in tax law to protect retirement and other benefits so that retirees are not negatively impacted.

### **Education to build our workforce**

–Free courses for people, such as were offered in the Workforce Upskill Opportunity Grant.

–Free courses at technical centers or CTEs for those already in the workforce who want more education, especially if they seek employment change. These courses could be paid for with help from VSAC, the Department of Labor, CTEs, employers, SCORE, etc.

–Outreach to women to see what is available for them at VTC.

Determine barriers to attending, such as child care and transportation, and cover those costs. (Rosie's Girls)

### **Student Loan Debt Action**

Helping to alleviate the burden of student loan debt could draw new residents to Vermont to join the workforce. It could retain those already here.

-Invite UVM President Suresh Garimella to understand the role of freezing tuition in student and graduate attraction and retention.