

Vermont State Colleges System Transformation

Workforce Development Division

Vermont has critical talent and workforce needs in key industry sectors, including but not limited to: health care, manufacturing, mental health, education, broadband communications technology, sustainability, transportation, working lands, professional studies, construction trades. All of our institutions are already engaged in this work in many ways and the VSCS continues to effectively address these needs through workforce training and education initiatives. Historically the VSCS has been able to meet the needs of Vermont employers, however, now the demand is greater due to the loss of workforce participation and growth of our employers.

As part of the Transformation and modernization work being undertaken by the VSCS, the system will unify the Workforce Development efforts of the four institutions providing a clear point of entry with a “no wrong door” philosophy. Offerings will expand to more industry and geographic areas and be accessible for Vermonters, industry partners, and their communities across the State. In addition to providing a unified entity for employees and Vermonters seeking to upskill, this new structure will provide a single point of contact for employers seeking further education for their employees. The VSCS Workforce Development Division will work with employers to continue gathering their input on needs and in development of high quality and relevant programming, especially short-term certificate programs with clear labor market returns, and developing credit and non-credit bearing programming to meet immediate employer needs.

To do this, current programs need to be expanded and redesigned and other programs in high-demand professions need to be created. In some cases, face-to-face programs will be adapted to allow for cutting edge, remote and blended delivery using virtual lab tools. In other cases, campus-based programs will be expanded to new locations through local partnerships and community-based learning. The inclusion of digital-first student services and support, as well as micro-credentials, industry recognized credentials, apprenticeships, opportunities for credit from prior learning, and community-based learning will ensure that students have the experience and credentials they need and will be aligned to critical professions that need talent. ***Building on the strengths of the current programs, expanding to new industry areas, continuing to pool resources and expanding enrollment access across the state, the VSCS Workforce Development Division is envisioned as a one-stop-shop for Vermonters, Vermont businesses and industries.***

This division will be structured with an Executive Director of Workforce Development in the executive leadership role, reporting to the Chancellor and serving on the Council of Presidents with the President of Community College of Vermont and the President of Vermont State University. The existing workforce development departments and functions across the VSCS will be unified into this division, with employers, learners, and partners, like the State of Vermont, accessing the VSC through this service. The credit-bearing courses and programs would continue to be delivered by CCV or Vermont State University with workforce development seekers accessing those programs through the workforce front-door.