



STATE OF VERMONT
AGENCY OF HUMAN SERVICES

MEMORANDUM

TO: Senate Committee on Economic Development, Housing and General Affairs

FROM: Suzanne Tremblay, Director of Health Care Workforce Development, Agency of Human Services

DATE: 1/7/2026

SUBJECT: Statement of Support for the Vermont Department of Labor and the Office of Workforce Strategy and Development

On behalf of the Office of Health Care Reform, I appreciate the opportunity to address the testimony provided by the Vermont Department of Labor, the Office of Workforce Strategy and Development and the State Workforce Development Board. Our agencies and programs collaborate closely on health care workforce development, coordinating data sharing, program alignment, and service delivery across the workforce system. We recognize these partners as key contributors to understanding workforce needs, system capacity, and implementation considerations. This cross-agency coordination is essential for effective workforce development that aligns with existing programs and infrastructure.

The testimony from the Vermont Department of Labor and the Office of Workforce Strategy and Development reflects our collaborative approach, where agencies contribute complementary expertise to support workers, employers, and communities.

Over the past five years, our collaboration has strengthened Vermont's health care workforce, particularly through the Health Care Workforce Development Strategic Plan Advisory Group, a sub-committee of the workforce development board. Together, we have developed strategies to meet the evolving needs of the health care sector. A key project is the Health Care Workforce Data Center, which aims to improve data-driven decision-making.

Our continued collaboration is vital to the success of the Rural Health Transformation (RHT) Program, a \$50 billion federal initiative by the Centers for Medicare & Medicaid Services (CMS) to strengthen rural health care delivery systems. The program's goals include improving health outcomes, ensuring sustainable access, developing the workforce, supporting innovative care models, and advancing technology. This partnership combines the expertise, resources, and strategic vision to implement workforce-specific projects effectively.

Together, we provide insights into workforce dynamics, strategic planning, and connections among educational institutions, health care providers, and community organizations. This collaboration will strengthen the implementation and maintenance of the RHT Program awarded projects, supporting key programs such as:

- Expansion of Licensed Nursing Assistant (LNA) Training Programs
- Workforce Development Tuition Assistance Program
- Investment in Vermont's "Critical Occupations" No-Cost Tuition Program
- Establishment of the Maple Mountain Consortium Family Medicine Residency Program
- Expansion of Pharmacists' Scope to Include Test-to-Treat Scenarios
- Vermont Conditional Financial Assistance Program
- Health Care Professions Residency Program

Our collaboration is instrumental to the success of the health care workforce programs led by the Office of Health Care Reform. The expertise and guidance of our partners ensure that our initiatives are impactful and sustainable, contributing to a stronger health care system for Vermont's future.