

Legislative Study on Data Management Models

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Testimony to Senate Committee on Economic Development, Housing, and General Affairs

Presenters:

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Act 146 of 2024

Act 146 of 2024 directed the Office of Workforce Strategy and Development, along with the Agency of Digital Services and the Executive Committee of the State Workforce Development Board, to develop a report regarding the development of a data trust as outlined in model three of the final report of the State Oversight Committee on Workforce Expansion and Development pursuant to 2022 Acts and Resolves No. 183, Sec. 5.

Current State of Workforce Data

- Multiple state agencies, educational institutions, and community organizations provide workforce development programs and services, often maintaining separate data on users and outcomes.
- Vermont does not have a standalone tool for measuring collective impact of workforce development and expansion efforts.

Workforce Data Examples

- VDOL: WIOA participant outcomes, Labor Market Information (LMI), Registered Apprenticeship data, etc.
- AOE: CTE, Adult Education & Literacy (AEL) outcomes
- ACCD: Vermont Training Program
- AHS: ICAN, Health Care Workforce Data Center
- Chief Performance Office annual performance report

Important Considerations

Before committing significant time and resources to a standalone data trust, we recommend careful consideration of goals, costs, and potential alternatives.

Substantial Investment Required: Creation requires significant financial commitment & interagency coordination.

Complex Governance Needed: Robust governance structures must be established across multiple agencies.

Alternative Partnerships Available: Foundation-led collaboratives may achieve similar objectives at lower cost and complexity.

Agency of Digital Services: Data Lake House & Tech

- In December 2025 ADS completed the foundational infrastructure for our next generation data and analytics platform.
- Data Lake: rapid data ingestion and low-cost storage
- Data Warehouse: data integration and complex analytics
- Combining these capabilities creates a “Data Lakehouse”

Agency of Digital Services: Data Governance

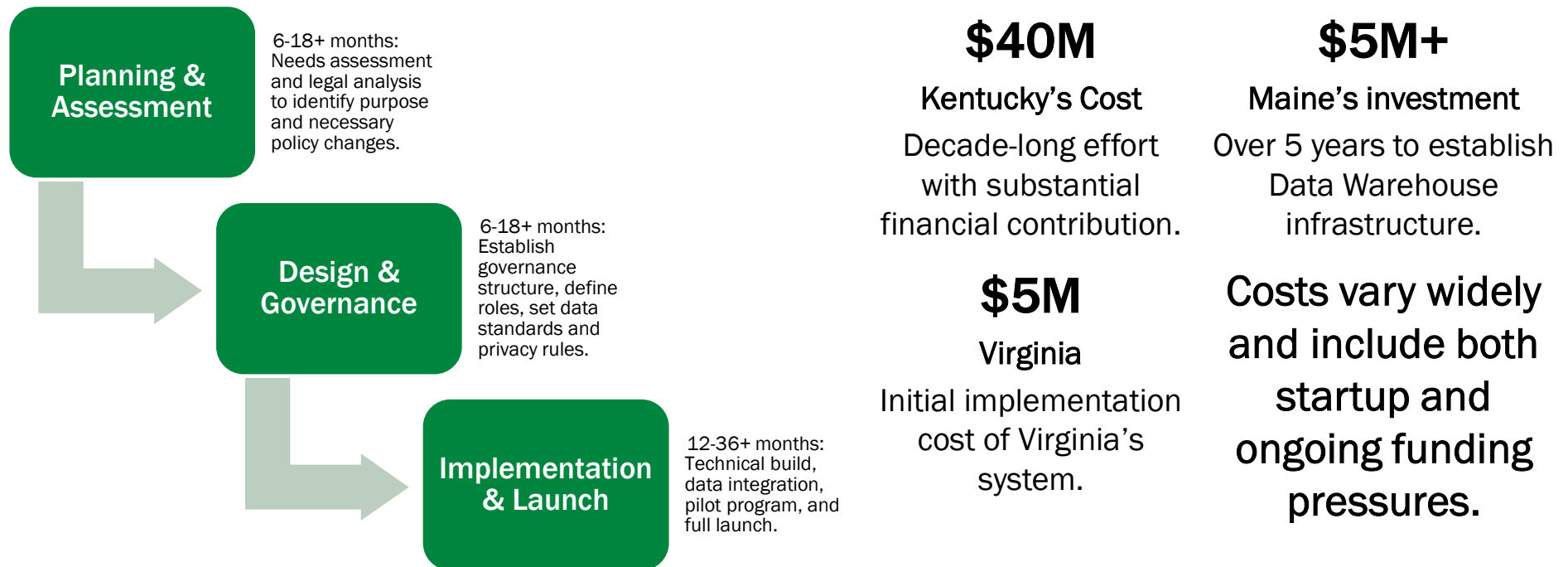
- Our newly-formed ADS Data Privacy and Governance Team balances two focuses:

Maximizing the value of data we
collect and steward

Protecting the privacy and security
of data

- Currently rolling out governance pilots and scaling them.

Building a Vermont Data Trust: Potential Timeline & Costs



The typical timeline for state data trust programs ranges between 2-5 years, sometimes longer depending on scope.

Another Option: Multi-State Data Collaboratives

Three multi-state options offer more immediate data sharing and functionality than a standalone Vermont data trust.

PSEO Coalition

35 states, 1,000+ institutions. Provides earnings and employment data by degree, major, and institution. Utilizes census data. No cost to states; requires Vermont higher education institutions to share student outcome data.

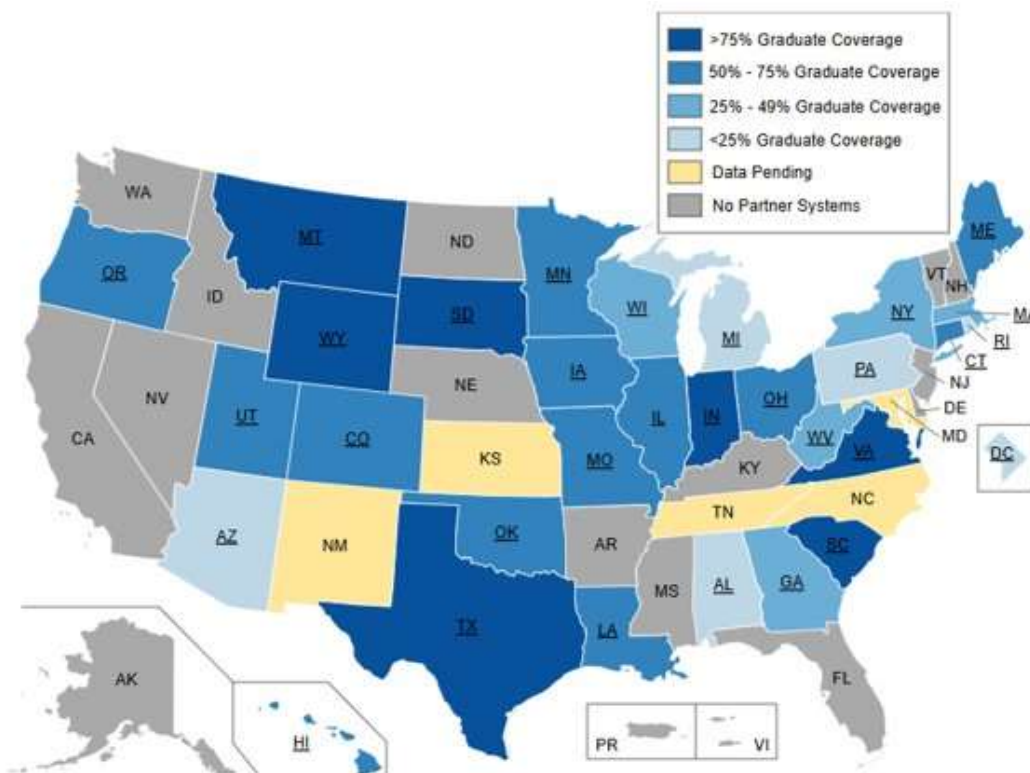
Coleridge Initiative

Platform to securely link confidential data within and across states. Provides data literacy training. Low-cost opportunity with New England collaborative starting in 2026, pending securement of funding.

BLS Wage Records Program

Allows states to securely link confidential employment data. No additional work required from Vermont, and participating states are paid to join.

Post-Secondary Employment Outcomes (PSEO)



What we can learn:

- Earnings: 25th, 50th, and 75th percentiles of annual earnings for graduates
- Employment flows: within industry sector and Census division
- Data available by institution, degree level, graduation cohort, and field of degree one, five, and 10 years after graduation.
- More data is coming (enhanced wage records, additional demographic data, state-by-industry flows, etc.)



Post-Secondary Employment Outcomes Explorer

What is PSEO? Download Data Email Us Tutorial Help

Data Type
Earnings Flows

State
Maine

Institution
All Partner Institutions in Maine

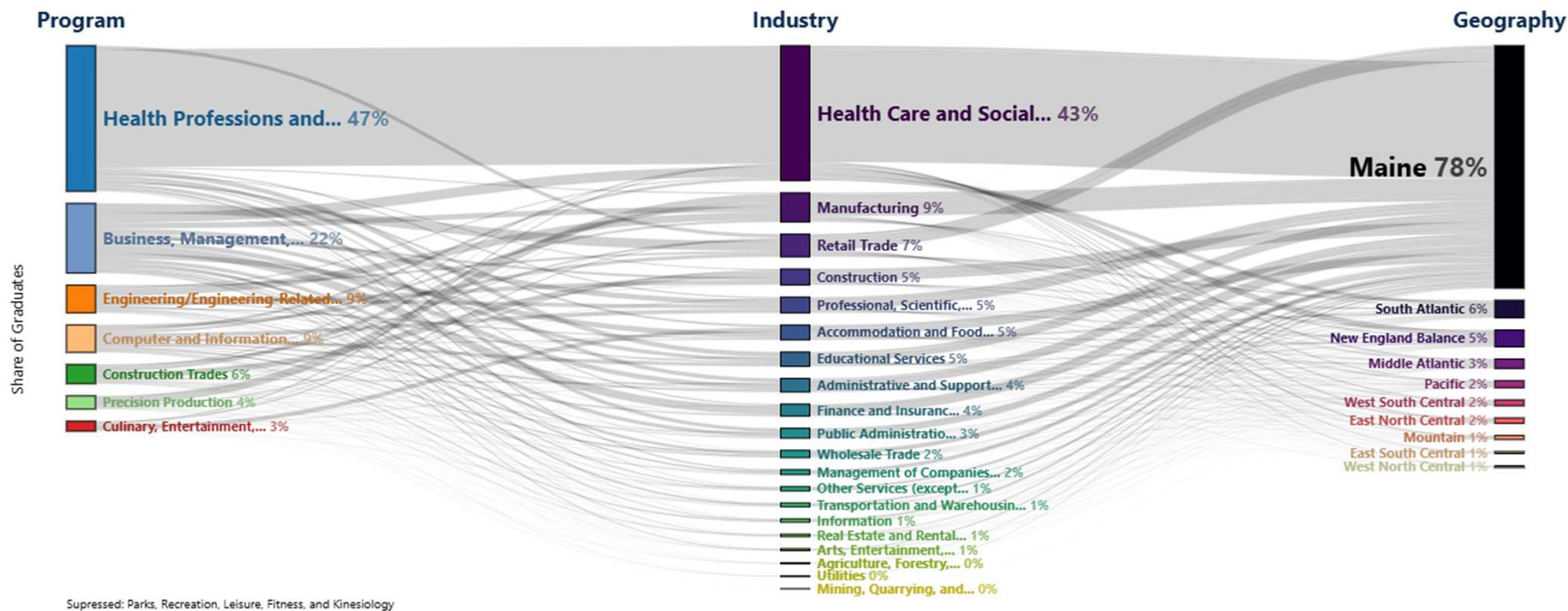
Degree Level
Associates

Graduation Cohort
All Cohorts

Destination Flows
Industry Geo

Years-postgrad Filter
1 5 10

Display
Count % Share



Program Specificity
General Detailed

Sort Program List by
Size Name

Clear Selected

Filter Degrees...

All Other Instructional Programs	Health Professions and Related Programs	Business, Management, Marketing, and Rel...	Liberal Arts and Sciences, General Studies ...	Homeland Security, Law Enforcement, Firef...
Mechanic and Repair Technologies/Technic...	Engineering/Engineering-Related Technolo...	Education	Computer and Information Sciences and Su...	Public Administration and Social Service Pr...
Construction Trades	Precision Production	Culinary, Entertainment, and Personal Servi...	Agricultural/Animal/Plant/Veterinary Scienc...	Communications Technologies/Technicians ...
Communication, Journalism, and Related P...	Multi/Interdisciplinary Studies	Natural Resources and Conservation	Parks, Recreation, Leisure, Fitness, and Ki...	Biological and Biomedical Sciences
Library Science	Visual and Performing Arts	Legal Professions and Studies	Science Technologies/Technicians	Engineering
Architecture and Related Services	Social Sciences			



PSEO

Post-Secondary Employment Outcomes Explorer

[What is PSEO?](#)[Download Data](#)[Email Us](#)[Tutorial](#)[Help](#)

Data Type

☒ Earnings ☐ Flows

State

Maine

Institution

All Partner Institutions in Maine

Degree Level

Associates

Graduation Cohort

All Cohorts

Compare Earnings by

☒ Time☐ Percent

Earnings-percentile Filter

25

50

75

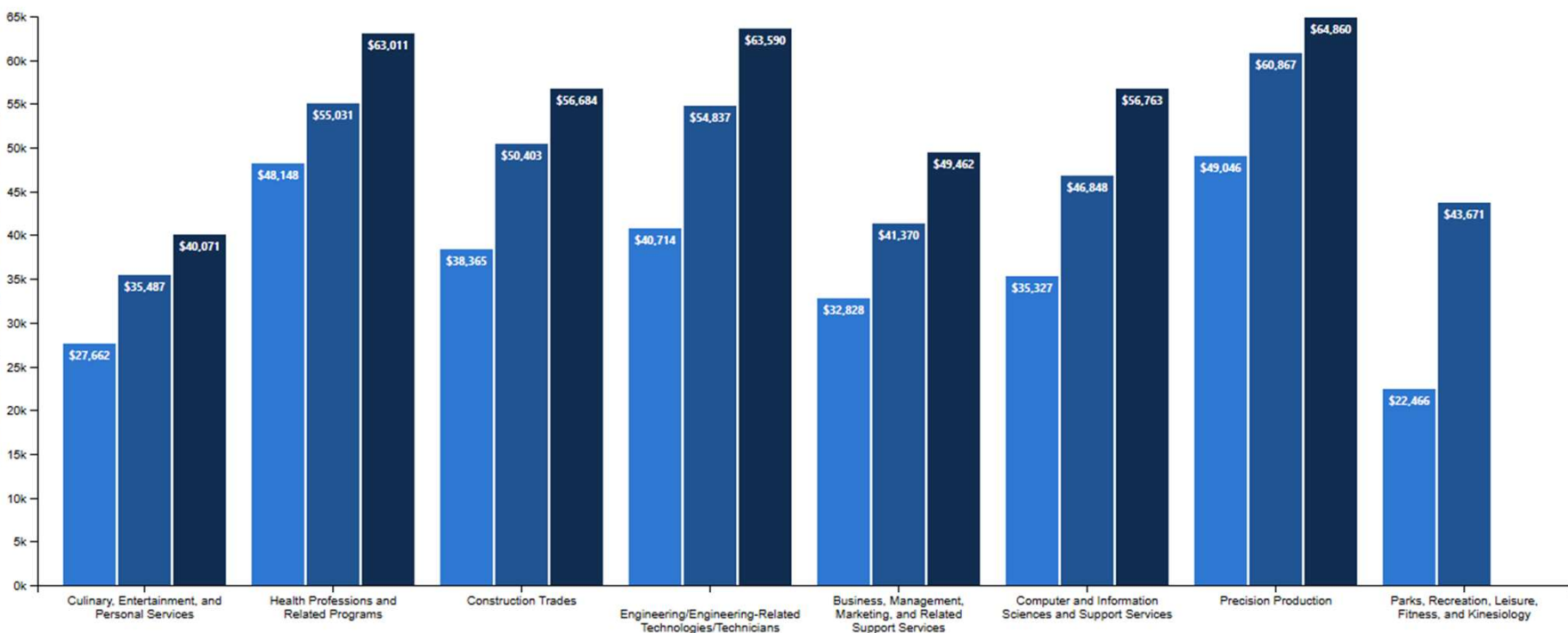
Legend

1 Years Postgrad

5 Years Postgrad

10 Years Postgrad

Annual Earnings of Degree Holders (2022 Dollars)



Program Specificity

☒ General ☐ Detailed

Sort Program List by

☒ Size☐ Name

Filter Degrees...

All Instructional Programs	Health Professions and Related Programs	Business, Management, Marketing, and Rel...	Liberal Arts and Sciences, General Studies ...	Homeland Security, Law Enforcement, Firef...
Mechanic and Repair Technologies/Technic...	Engineering/Engineering-Related Technolo...	Education	Computer and Information Sciences and Su...	Public Administration and Social Service Pr...
Construction Trades	Precision Production	Culinary, Entertainment, and Personal Servi...	Agricultural/Animal/Plant/Veterinary Scienc...	Communication, Journalism, and Related P...
Communications Technologies/Technicians ...	Multi/Interdisciplinary Studies	Biological and Biomedical Sciences	Natural Resources and Conservation	Library Science
Engineering	Visual and Performing Arts	Science Technologies/Technicians	Parks, Recreation, Leisure, Fitness, and Ki...	Legal Professions and Studies

Some cells are not available due to suppression.

Recommended Path Forward

Join Multi-State Collaborative(s)

- Participate in multi-state collaborative projects like PSEO Coalition for immediate benefits with minimal cost.

Evaluate Progress

- Monitor success of multi-state and existing state data projects and identify any gaps or additional policy questions that require data to support decision-making.

Address Gaps in Data

- Identify strategies to address any gaps in data. If pursuing standalone data trust, consider engaging a consultant.

The Office recommends Vermont participate in multi-state collaboratives as a more immediate opportunity to pilot data trust benefits for enhanced policy decision-making with little capital or resources needed.

Questions?