

# Workforce Development

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5/8/2025



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# Topics

- Veterans
  - Military Pension
  - Strategic Recruitment
- Pipeline Development Activities for Construction Trades
- Role Clarification of VDOL vs. OWSD
  - Tactical Efforts
  - Strategic Efforts

# Anecdotal Message

*I am writing to advocate against taxing retired military pensions. I resided in upstate NY and have always loved VT. I would love to retire there, but I cannot when other states offer tax free pensions. If VT removes pension tax for active duty military I would move there. Seems like a win-win... Please try to keep pushing for that.*

*Individual residing in Part Angeles, WA*



# Policy Runway – work done to date

## ACT 119 – SUPPORTING VETERAN LICENSURE



- Recognizes military training for Vermont professional licenses
- Eases transition to civilian careers for service members

## ACT 152 – UNIFORM LICENSING STANDARDS



- Vermont led the way in 2020 with progressive licensing recognition across states
- Supports mobile professionals and trailing spouses

# Existing Veteran Connecting Programs

- **Jobs for Veterans State Grant** – creates 4.5 FTE capacity to deliver individualized career and training services to Veterans and eligible individuals facing significant barriers to employment connect them with job opportunities. The program also supports employer outreach to promote the hiring and retention of veterans.
- **Department of Defense (DoD) SkillBridge** - allows active-duty service members to gain civilian work experience through industry training, apprenticeships, or internships during their final 6 months of service. Participants continue to receive military pay and benefits while working with approved industry partners, facilitating a smoother transition into the civilian workforce.
- **GI Bill - Apprenticeship**

# Existing Veteran Connecting Programs

October 1, 2023 – September 30, 2024:

7% (114) were Veterans

## GI BILL BENEFITS FOR REGISTERED APPRENTICESHIP



COVERS A PORTION OF MONTHLY HOUSING AND LIVING EXPENSES



WHILE EARNING A WAGE AND LEARNING A TRADE



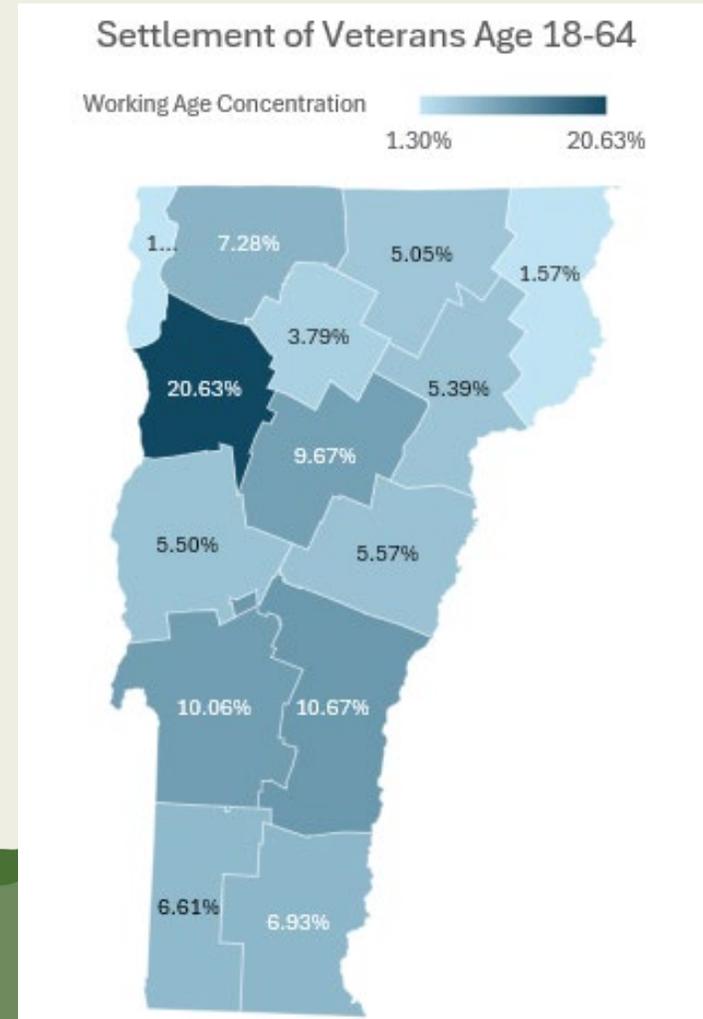
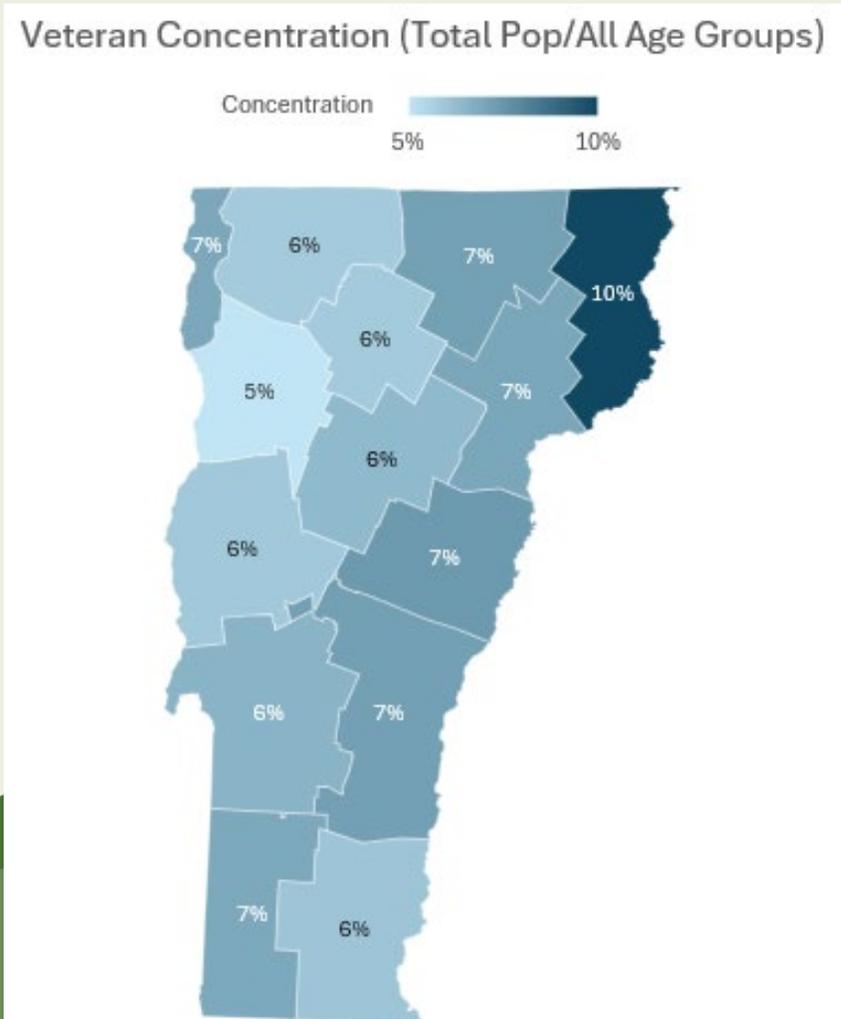
GI BILL STIPEND DECREASES AS WAGES INCREASE



### Top 3 Occupations for Veterans:

1. Electrician
2. Plumber
3. State Trooper

# Veteran Population in Vermont



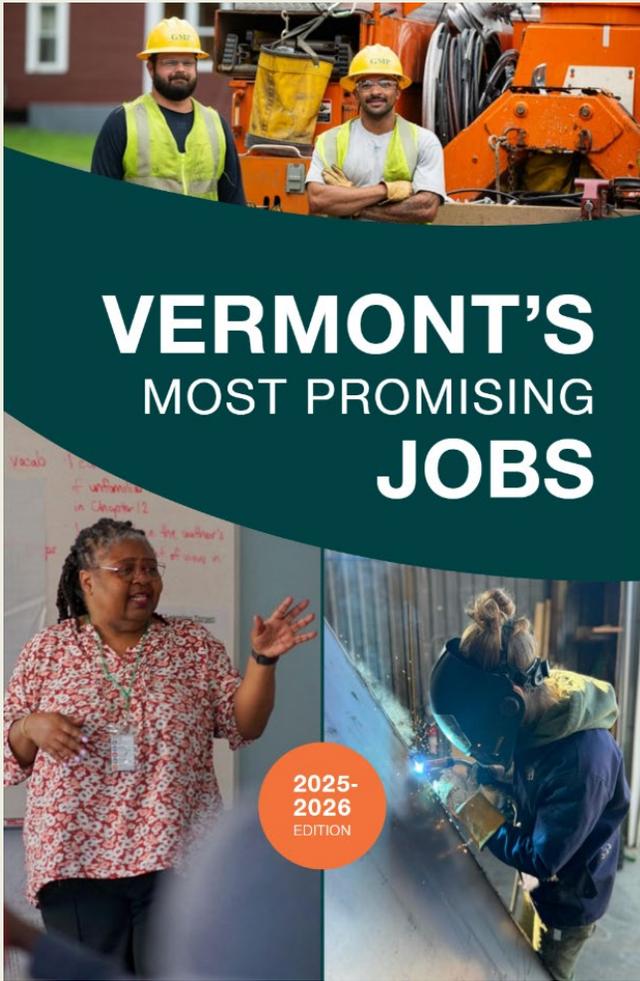
# Targeted Recruitment

- **Out of Scope for JVSG Grant** – they are already here; some out of state recruitment
- Recruitment events are information sharing
- If this is passed, we will engage with ACCD and OWSD on a multi-agency effort to promote the new law
- Building on existing infrastructure and programs

# Workforce Training: Construction & Utilities

# 2024-2028 WIOA State Plan Goals

- 5 - Considerations
- 3 of 8 broad aspirational goals
  - Goal 2: Ensure that everyone – including women, Veterans, minorities, people with disabilities, and other underrepresented groups - can contribute and thrive in high demand careers that will directly impact Vermont's success over the next decade - **housing, broadband access, climate resiliency, transportation infrastructure**, childcare, education, and healthcare.
  - Goal 3: Increase assistance to Vermonters to encourage high school completion, earn additional qualifications like industry-recognized certificates, participate in **registered apprenticeships**, or pursue post-secondary degree program.
  - Goal 5: Meet the needs of Vermont's employers by **proactively engaging education institutions, youth, young adults**, and college students at key transition points, to increase their awareness of the many career entry and advancement opportunities around the state.



# VERMONT'S MOST PROMISING JOBS

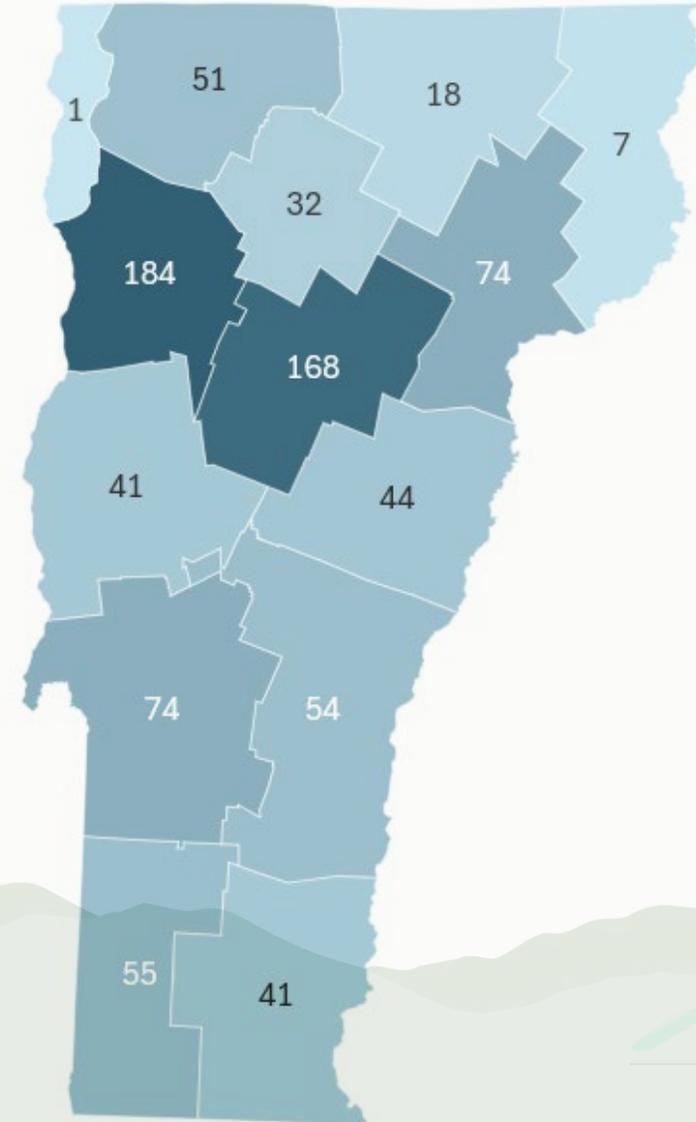
2025-  
2026  
EDITION

	10-Year Projected Openings	Minimum Education Needed for Entry	Median Wage (hourly/yearly)
Carpenters	4,270	High School + Training	\$30/\$62,400
Chefs & Head Cooks	1,810	High School + Training	\$31/\$65,144
CNC Tool Operators	1,150	High School + Training	\$30/\$61,360
Industrial Machinery Mechanics	620	High School + Training	\$31/\$65,454
Plumbers & Pipefitters	930	Registered Apprenticeship	\$30/\$63,263
Electrical & Telecom Line Installers	550	Registered Apprenticeship	\$46/\$95,497
Dental Hygienists	410	Associate degree	\$49/\$100,924
Radiologic Technicians	330	Associate degree	\$41/\$84,594
Civil Engineers	760	Bachelor's degree	\$40/\$83,709
Mechanical Engineers	410	Bachelor's degree	\$50/\$104,221
Industrial Engineers	400	Bachelor's degree	\$50/\$104,951

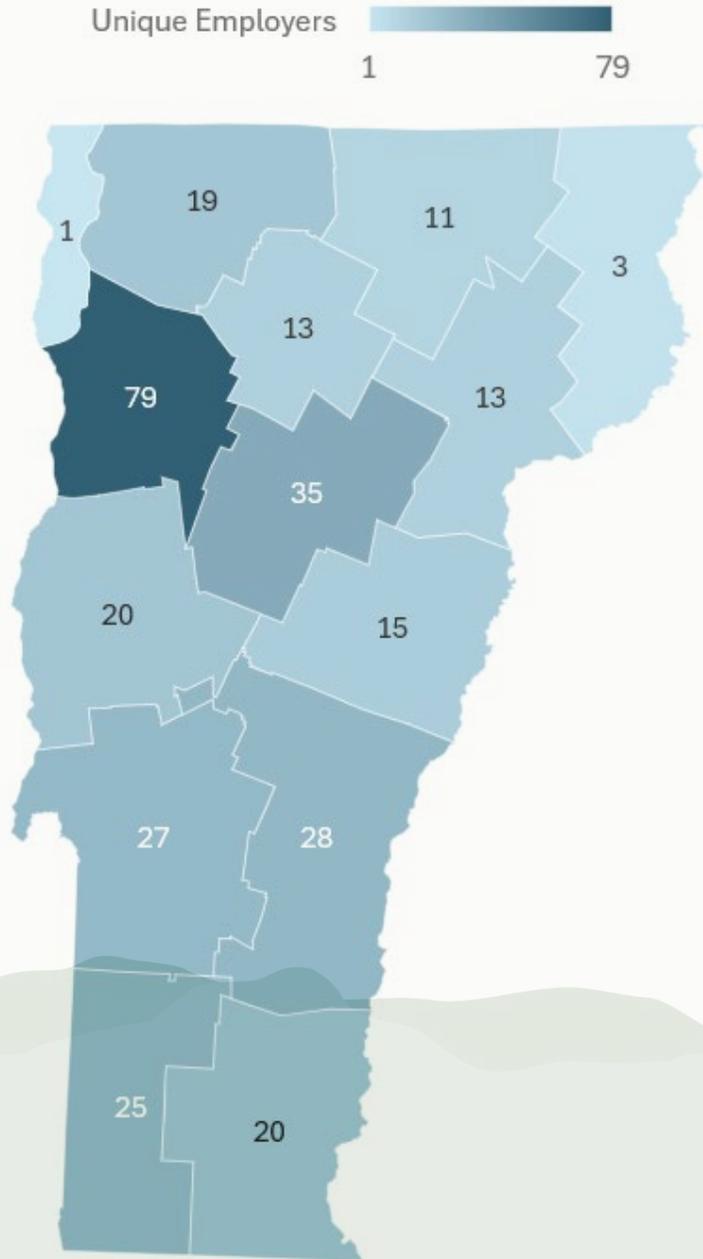
# Registered Apprenticeship: Electrician & Plumber Apprentice Counts

Heat Map of EL/PL Apprentices (844)

Count of Apprentices  1 184

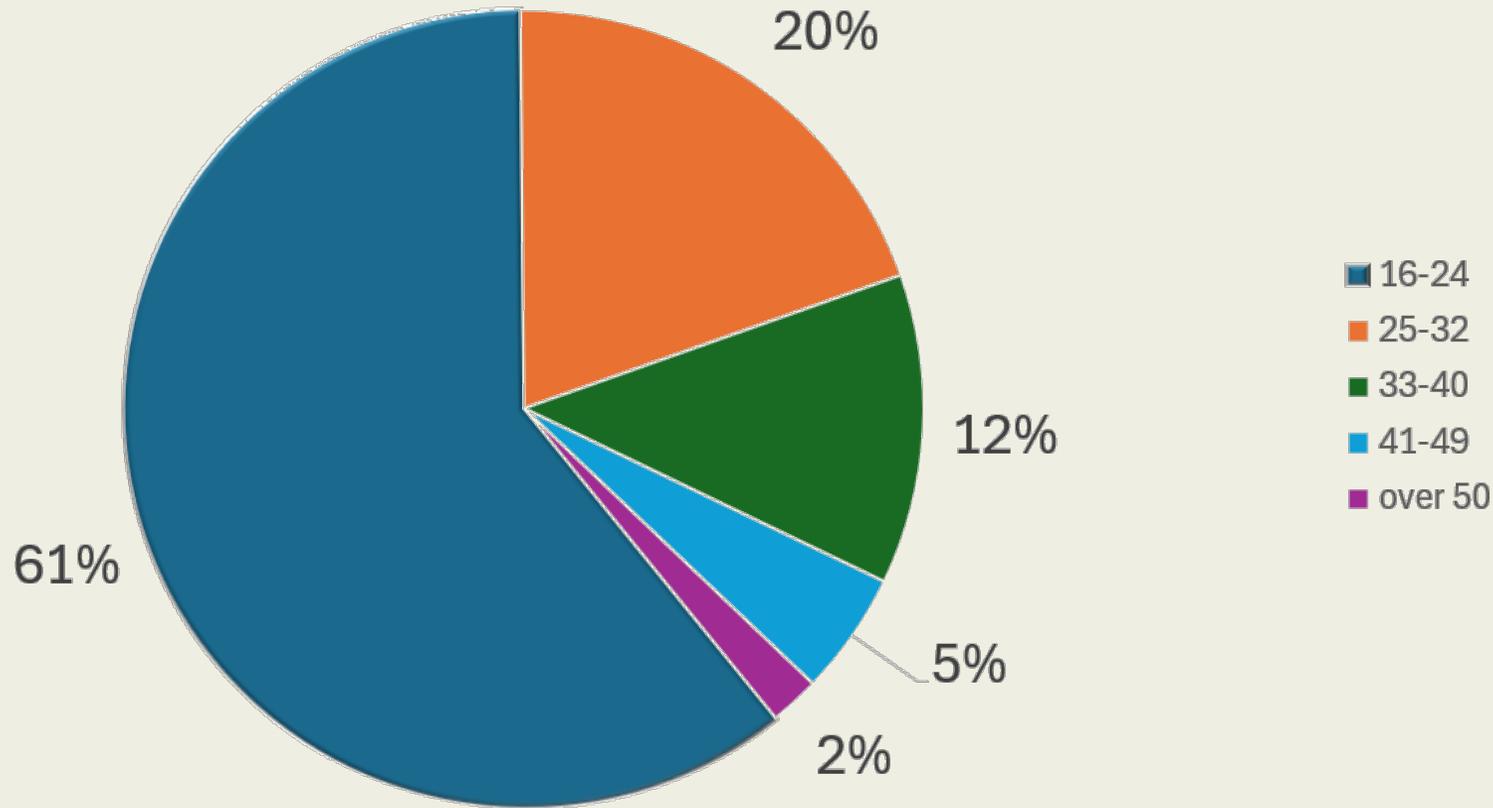


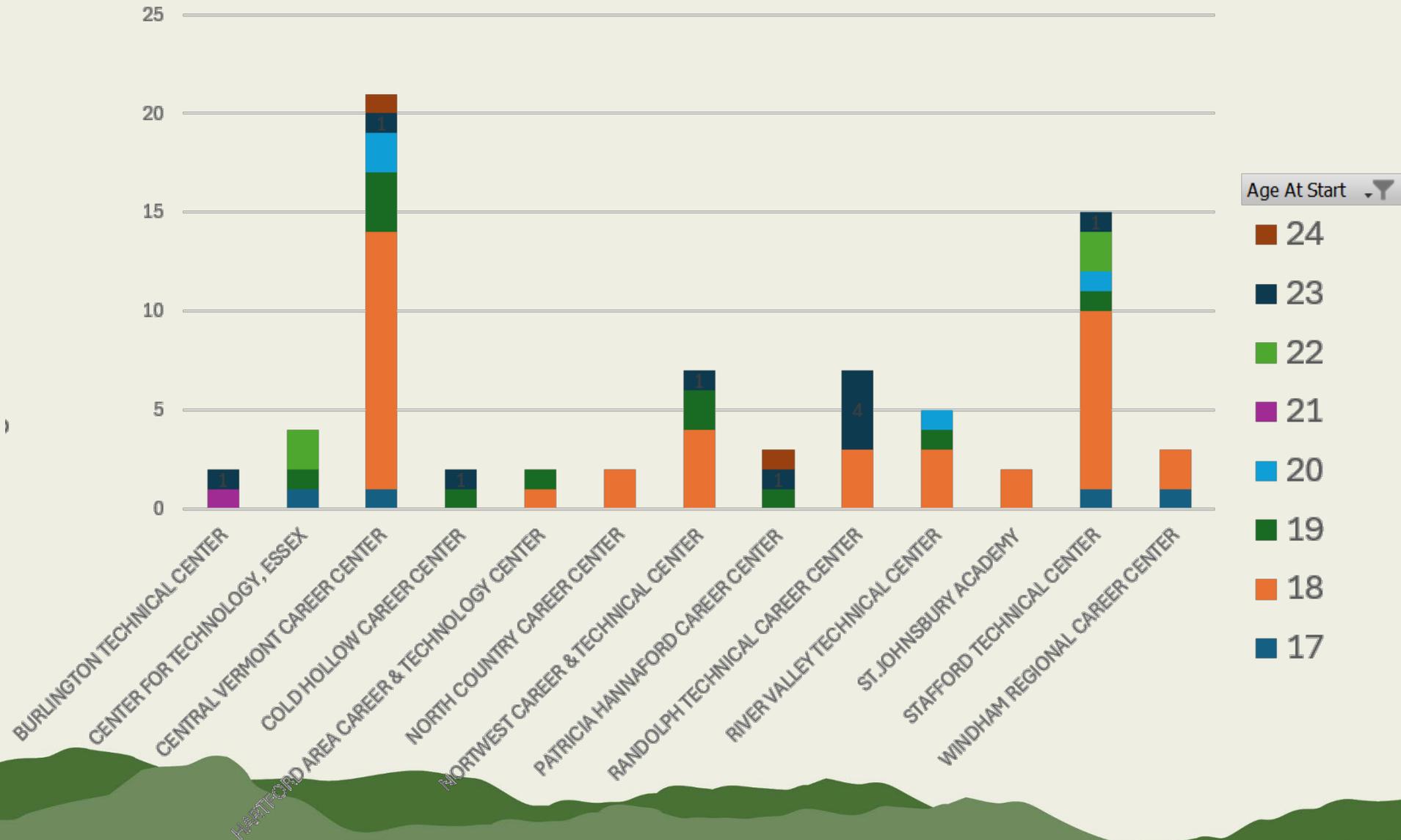
## Heat Map of Unique EL/PL Employers (309)



# Registered Apprenticeship: Electrician & Plumber Employer Sponsors

# Registered Apprenticeship: Age Demographics



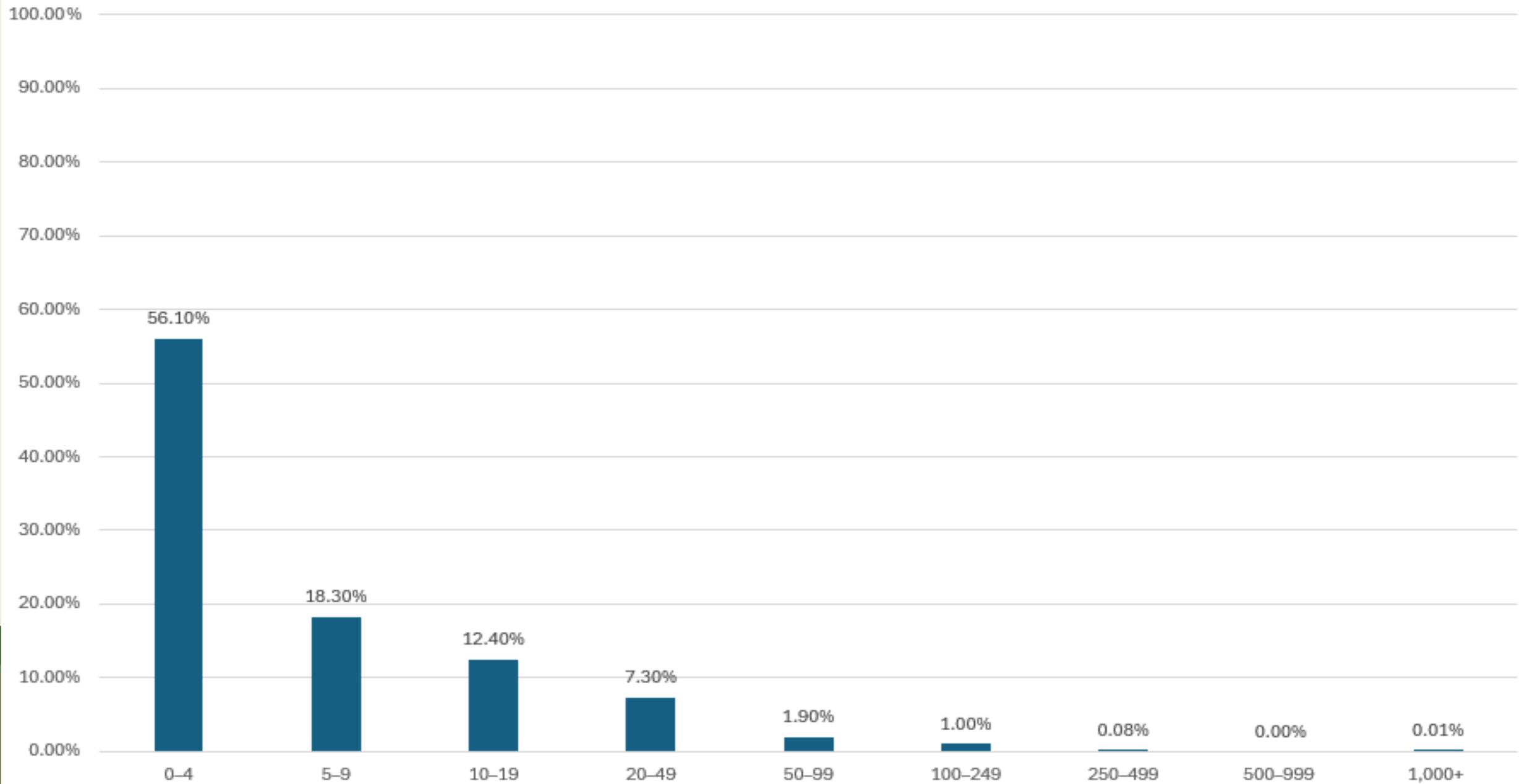


# Considerations for Future Strategy

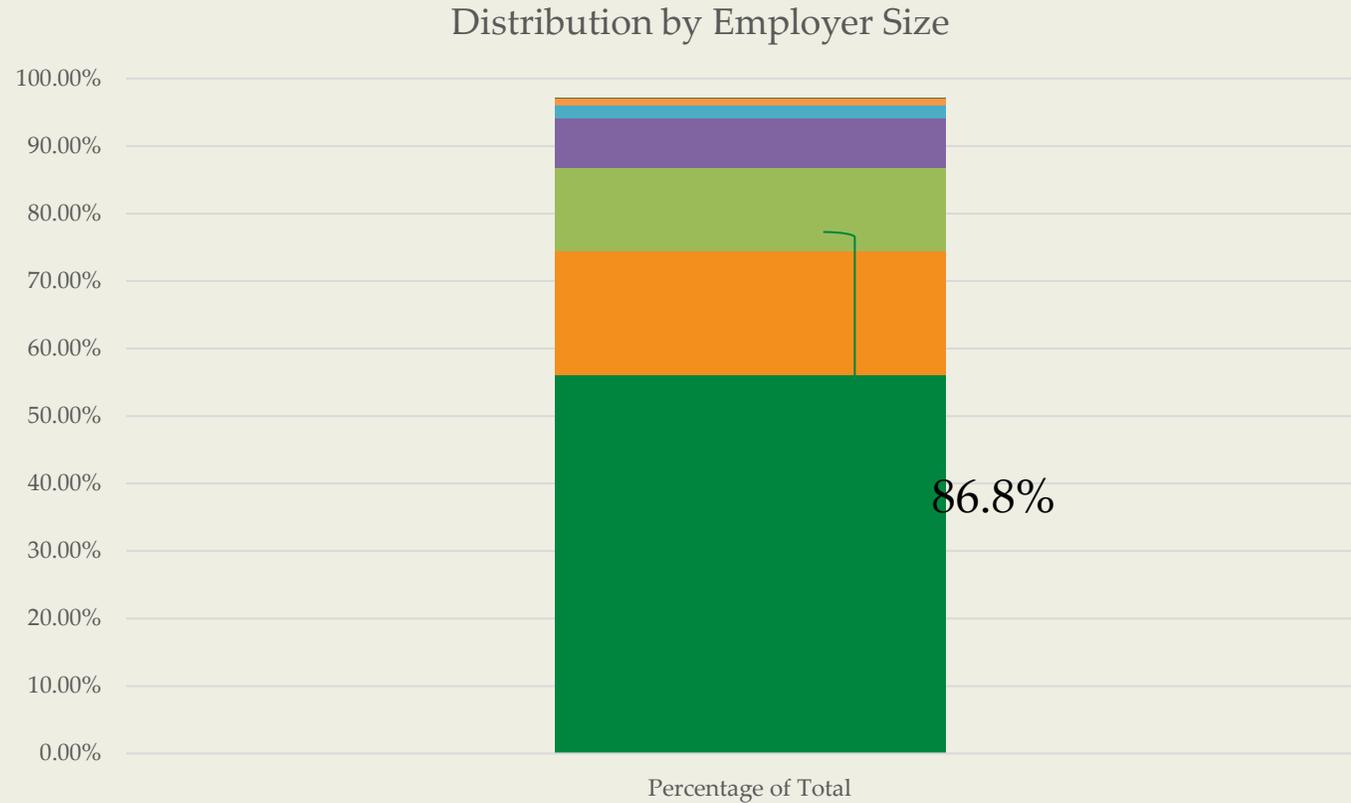
# Size of Vermont's Businesses

Employee Range	Percentage of Total	Number of Establishments
0-4	56.10%	11,552
5-9	18.30%	3,778
10-19	12.40%	2,560
20-49	7.30%	1,497
50-99	1.90%	395
100-249	1.00%	205
250-499	0.08%	17
500-999	0.00%	0
1,000+	0.01%	3
<b>Total</b>	<b>100%</b>	<b>20,591</b>

## Distribution by Employer Size



# Size of Vermont's Businesses



# Industry Education & Training - CTE

- Northlands JobCorps
- Adult CTE
- AmeriCorps

# Contact

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