



**Advance Vermont**

**Senate Committee on Economic Development,  
Housing and General Affairs**

**January 15, 2026**

# About Advance Vermont

We believe that every Vermonter should be able to pursue and navigate a career and education path that meets their goals. It is essential to individual prosperity, and to the strengthen of our economy and community.

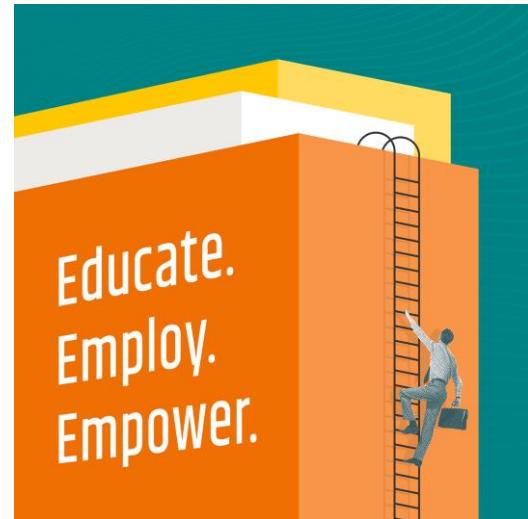
- Every high school student should **graduate with a plan** for their next steps.
- Mid-career workers should feel **empowered to advance in their career**.



# Our Focus

Through Advance Vermont's programs, we work to:

- Ensure that career and education seekers and those who support them have the **information and tools** they need to make informed choices.
- Elevate the importance of **all the education** options in building a strong workforce.
- **Align with and support** public and private partners.



Source: *Unlocking Economic Prosperity: Career Navigation in a Time of Rapid Change*. Published by the Harvard Kennedy School, 2023.

# Career Navigation

## Components of career navigation

Component	Action	Definition
<b>Acquiring knowledge</b>	Self-assessment	Identifying and aligning one's skills, interests, values, and career goals.
	Career exploration	Gathering information about available and aligned careers and pathways.
<b>Making informed career plans</b>	Pathway mapping	Charting a course of education and work actions from one's current state to one's career goal.
<b>Integrating and negotiating education, training, and work actions</b>	Skill and credential acquisition	Attaining the skills, certifications, and experiences necessary to achieve one's goal.
	Job placement and advancement	Connecting to and acquiring jobs that lead to career advancement.

Source: Unlocking Economic Prosperity: Career Navigation in a Time of Rapid Change. Published by the Harvard Kennedy School, 2023.

# Career Navigation

## Drivers of career navigation success



### Information access and accuracy

Accurate knowledge of education and career opportunities, including pathways and economic outcomes data



### Skills and credentials

Navigation skills and qualities (i.e., adaptability, self-efficacy), foundational skills, and job-specific skills and credentials



### Social capital

Social relationships, networks, and engagement, which impact an individual's values, exposure, connections, and support



### Wraparound resources and supports

The wraparound resources at one's disposal, including coaching, finances, technology, transportation and child care



### Social structures and ecosystems

Social systems, including public and private policies, economic conditions, and discrimination and racism

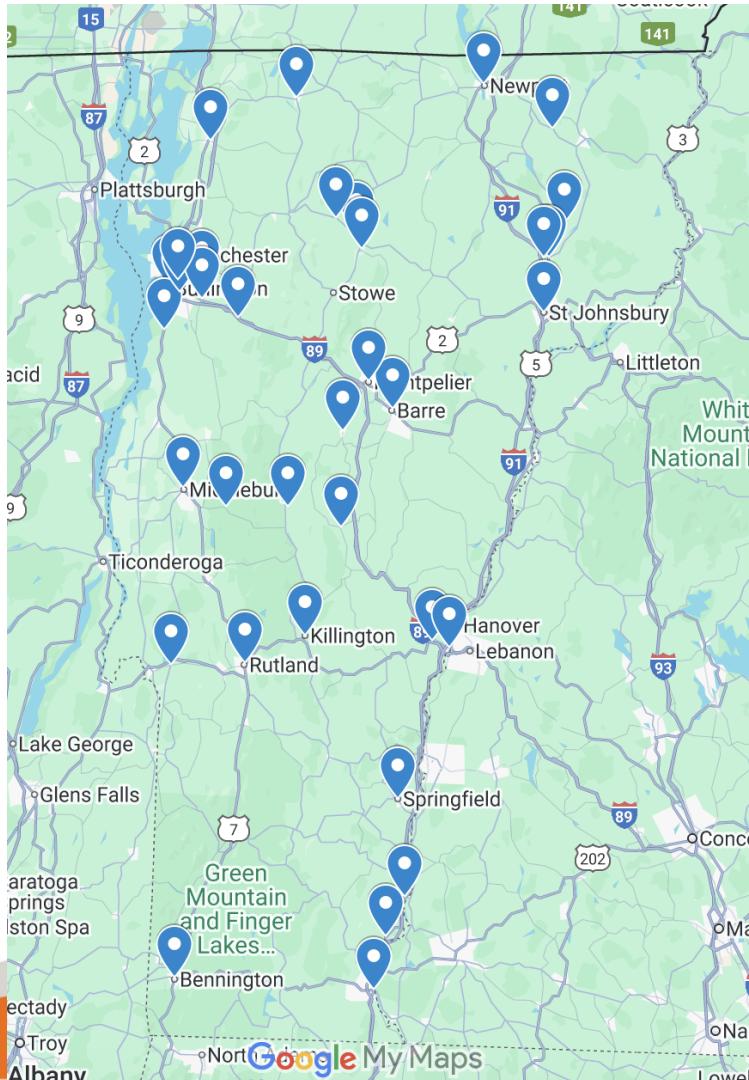


# MyFutureVT.org

**The state's free tool to connect users to careers, in-state education, and support services.**

In the last year:

- Expanded post-high school education options from 650 to 950.
- Doubled the database of support services from 69 to 138.
- Growth in schools, libraries, and other organizations sending their clients to MyFutureVT.





# MyFutureVT.org



## LABOR ON LOCATION

*Let us come to you! Job support will be in a community near you:*



**South Burlington**  
South Burlington Public Library



**2ND FRIDAY**  
1:00 PM - 3:00 PM  
(Monthly)

Drop-in services include: job search support, resume and interview preparation, training/education opportunity referral, employer resources, and much more.

Learn more at:  
[labor.vermont.gov/jobs](http://labor.vermont.gov/jobs)



A proud partner of the American Job Center network. Equal Opportunity Program.

Stop by on Friday to meet with the Vermont Department of Labor! Whether you're searching for a job, looking to upskill, or simply want to learn more about the job market, the VDOL team is here to help. They will be on site on the 2nd Friday of each month from 1:00 PM to 3:00 PM – no appointment necessary!

Find out more about [Vermont Job Link](#) or [My Future VT](#) by stopping by and chatting with staff members from the Vermont Department of Labor.



FRANKLIN COUNTY  
INDUSTRIAL DEVELOPMENT  
CORPORATION



## Your Path. Your Future.

Check out MyFutureVT, the free online resource to help you take the next step in your education and career journey.

Whether you are looking to explore careers, find education and training, or get support as you navigate your job future MyFutureVT is ready to assist.



**Advance Vermont**

# Graduate with a Plan

**Problem:** Too many students graduate without clear next steps

**Goal:** Every student should graduate with a plan for what comes next – whether that means college, training, volunteer service, or entering the workforce.

## Assumptions:

- Students benefit from trusted adults
- Adults need training and tools to be effective navigators
- Schools/orgs need resources/tools to help schools operationalize and scale planning
- Collaboration among stakeholders maximizes impact and sustainability
- This is a long-game

# Graduate with a plan



## Navigator Training

Professional learning for influential adults — teachers, counselors, employers, mentors — focused on effective, equitable student guidance.



## Career & Education Planning Framework

A comprehensive, practical guide for building capacity, aligning efforts, and helping all students develop informed, actionable post-high school plans.



## Collaboration & Continuous Improvement

Guided by a skilled advisory committee and informed by data and feedback, GAP is built to evolve with the needs of Vermont's students and educators.



# Landscape Scan

- **Current youth career and education planning falls short:** 75% of respondents rate it as only somewhat effective or less.
- **Future planning is insufficiently integrated:** Career and education planning remains siloed & inconsistent rather than embedded across schools and the broader school community.
- **Student serving adults need support:** They report wanting increased knowledge and skills to better advise students.



# Legislative Priorities

- Lay the foundation to formalize pk-12 career navigation through pk-12 transformation & CTE reforms.
- Secure continued state support for Advance Vermont's work.

# Thank you

Visit [advancevermont.org](http://advancevermont.org)  
or [MyFutureVT.org](http://MyFutureVT.org) for more  
information



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