

**WORKFORCE
DEVELOPMENT
COMMITTEE**



AGENDA

JUNE 25, 2015 3:00 – 4:30 P.M.

Brattleboro Development Credit Corporation

In Attendance: Dave Alstadt, Becca Balint, Diana Wahle, Valerie Stuart, Roger Albee, Missy Wilkins (Bellows Falls Middle School), Jill Zachary, Ross Gibson, Alex Beck, Jan Coplan, Laura Sibilia, Jodi Clark

Welcome

Approve Minutes May 27 meeting (Postponed to Next Meeting)

Presentation and discussion: Accomplishments to Date

➤ Laura, Jodi, Jan, Dutch

Laura presented the most recent US Census Data on median age for our region. Windham County is no longer the oldest county in Vermont. However, our median age is still 46+

-Review of Census Data

-Progress within Vermont

- ~10 year difference between Chittenden and Windham Counties

-Sketching/Envisioning a “Workforce System”

Current model in development shows the Regional Workforce at the center with the flow of workers coming from Retaining/Cultivating who is here already to participate in the workforce and importing new participation from away. The factors which impact these flows were listed by what SeVEDS is currently engaged in either promoting from the broader community, partnering with via programs or staff collaborations, or complimenting with direct programming. Current Retaining and Cultivating factors/activities are: Schools, Colleges (6 Colleges Collaborative), Young Professionals Group, Internships, Vocational Preparedness Readiness, Housing (Affordability/Availability).

The current Importing factors/activities are: SoVT Marketing Zone, Colleges, Young Professionals Group, Internships, Schools (Quality, Size, Choice), Housing (Affordability/Availability).

-Review of CEDS/ Hiring Inventory

Hiring Inventory data was released initially, but the follow-up on what the data has set in motion and what is next has not happened. This will be a priority in further communications with employers and others.

-Workforce Ecosystem Mapping- SeVEDS Programs for Recruitment/Retainment

-Young Professionals

-Internship Program

-Collaborating with Six Colleges

-Extend the age continuum of business connections and placements

-www.sixcolleges.com

-Has placed 32 interns in paid positions

-Low Career Awareness 6-12 outside of career services programs.

-Regional Guidance Meetings

-Guidance counselors working together to address career readiness

-A variety of employers/industries have been represented in workplace/industry discovery in order to communicate what it's like to work at one of these places. "What do we offer and what is it called", evaluation of existing and needed services and resources for employers and students to better facilitate connections

-Career pathways experience big difference in enforcement/funding

-A more comprehensive survey will be distributed to schools to better assess readiness and awareness of professional development opportunities

-What are the key industries that will need jobs?

-Health and Services

-Cluster, CCV talked about health tracks and are beginning conversations about what is/isn't available

-What kind of Young Professional programming will draw the jobs that need to be filled?

-CCV, Vermont Tech, Role of Internships?

-Southern Vermont Zone

-Implementation plan of Southern Vermont Marketing Recruitment Plan

-RDC's, RBC's in Windham Bennington

-Expand and Connect marketing and professional development resources

-Housing Affordability and Availability is a big issue! SeVEDS will begin to assess whether they can gather data from larger employers in particular to see if the lack of certain types of housing has impacted their workforce retention or new employee recruitment.

Diane Wahle- 80 middle school students enrolled in the SIT Leadership Program

--Cultivation and Training at earlier ages

-Middleschool Career Fairs happening in the area?

-Kingdom Career Connect-Lyndon State College

-Center for Rural Entrepreneurship

-Developmentally appropriate processing (SEE REPORT)

-Programming/Fair to expose young people to possible careers

-School leadership trainings

-School leadership groups and teams to foster communities

-Development of transferable skills

Dave Alstadt

- 3rd Annual Career Expo October 15th @ BUHS Gymnasium
 - Focuses on career exploration and the communication of needs and opportunities
 - Highschool students, college students, working and unemployed professionals
 - Connecting with STEM students
 - 8th grade event in order to introduce 8th graders will come in and do a guided tour of a select number of visitors from a variety of relevant industries.
 - Total cost tends to be around \$10,000
 - What type of ROI is there? Is there data collected after the fact?
 - High response rate through raffling prizes for post-program and exhibitor surveys
 - Should we try to organize with more organizations? Under BDCC?
 - Asking donors to Career expo to expand support and entrench a more a robust career development program? Conversation will be held at a follow-up meeting.
- WHERE DO THE PARENTS COME IN?
- What about homeschoolers?
 - Pathways to Success (Bellows Falls has been working with the Ready by 21 Framework to help the Rockingham region build coordinated activities and partnerships to provide the supports and systems needed to cultivate thriving in their young people, allow them to be “ready” for work, life, school by age 21.)
 - Get a group of big business owners to actually come to the WF Comm. table and discuss/express their needs in order to develop a fluid and robust system
 - Communicate the New System
 - What is the best way to share the 1) data and 2) progress
 - Communicating the existing value and ensuring all stakeholders are connected to the existing network
 - Video-touring of businesses as a way of sharing opportunities and awareness of potential career pathways available in the region.

4. Windham Workforce Investment Board

-Perhaps at an annual meeting? "State of the Workforce"

5. Role of the Workforce Committee going forward

➤ (Dutch/Laura)

To continue to inform strategy, particularly for the topic oriented meetings such as the School/Employer Group, 6 College Collaborative, and eventual Young Professionals Steering Committee. Explore meeting only quarterly as a whole Workforce Development Committee?

Next meeting: Wednesday, July 22nd 3pm-4:30pm at BDCC

Adjourn – 4:30 P.M.