

**Vermont State Workforce Development Board  
2020 WIOA State Plan Update Work Group  
DRAFT Vision and Goals Revisions**

## **VISION**

**Existing Vermont WIOA State Plan Vision (2016):** The State's strategic vision is to create a workforce development system that is a highly visible and accessible network of programs and strategies designed to increase employment, retention, and earnings for all Vermonters.

This system will meet the skill requirements of employers, enhance the productivity, competitiveness and life circumstances for all Vermonters, and result in an improved, diverse, and quality economy.

The State's guiding principles in administering this vision are:

1. The workforce system will support the workforce needs of all Vermonters, recognizing and addressing the unique needs of those with barriers to employment. The system will operate on the premise that any individual who wants to work, can work, given the right support.
2. Employers will be both leaders and partners in the design, development and implementation of the workforce development system. The workforce development system must be sufficiently flexible and responsive to meet the workforce needs of Vermont employers.
3. Sustained employment is the only viable route out of poverty for low income Vermonters. Therefore, the workforce development system will support pathways that lead to and can exceed a livable wage.
4. Partners within the workforce development system will rely on the best available labor market information when making policy decisions, in order to ensure that Vermonters are being placed in the best position possible to succeed in the Vermont economy.

**PROPOSED State Plan Working Group Proposed Revision:** The Vermont Workforce Development Board strives to create a workforce development system in which all Vermonters can thrive in a meaningful career and Vermont businesses can flourish and expand, helping to create a vibrant, diverse and growing economic future in all of our state's 251 towns and 14 counties.

### **PROPOSED Guiding Principles Revision:**

Vermont's workforce development and training system will:

- Be highly flexible, accessible, responsive and accountable to the evolving needs of employers and job seekers alike
- Support the further development of a diverse and inclusive workforce continuously removing barriers to training, employment and advancement
- Support initial talent development, meaningful employment and lifelong career development along multiple career pathways
- Connect and align service providers and their programs as a means of improving workforce development and training service delivery statewide

## GOAL 1

**Existing Goal (2018):** Maximize equitable access to workforce development services through a seamless, coordinated delivery system that provides a quality, consistent experience for any jobseeker or Vermont employer.

**Proposed State Plan Work Group Revision:** Improve equitable access to workforce development services.

**Proposed Policy Committee Revision:** Improve equitable access to high quality, consistent, workforce development services.

### Possible Measurements/Data Points:

- Increase in median wage of program participants
  - Track by demographics and geography
- Increase in number of One Stop system participants (not just participants at the Burlington One Stop Center)
  - Track special populations (gender, geography, underserved<sup>1</sup>, etc.)
- Increase in number of Industry Recognized Credentials (IRCs), other credentials, and program completions
- Increase in number of participants in youth programs and services

## GOAL 2

**Existing Goal 2 (2018):** Connect individuals to the training and supports they need to enter an occupation and progress on career pathways resulting in a livable wage.

**Proposed State Plan Work Group Revision:** Connect individuals to the training and supports they need to both enter and progress in an occupation along a career pathway.

**Proposed Policy Committee Revision:** Connect individuals to the training and supports they need to both enter and progress in an occupation along a career pathway that provides a livable income.

### Goal 2 Possible Measurements/Data Points:

- Increase in number of people in training programs/support services
- Increase in number of credentials earned
- Increase in number of job placements that are relevant to training/credential
- Increase in median wage
- Decrease in number of job openings
- Track K-12 data from 1-2 years post-service/training
- Track demographics, geography, and special populations<sup>2</sup>
- Track number of Industry Recognized Credentials (IRCs) earned
- Track employer demand and supply
- Align with the 5 WIOA Primary Performance Indicators

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<sup>1</sup> Will need to define to ensure consistency with Core Partner and statutory definitions.

<sup>2</sup> Will need to define to ensure consistency with Core Partner and statutory definitions.

## GOAL 3

**Existing Goal 3 (2018):** Strengthen the Vermont economy by working with state and private partners to make data-driven changes that increase the number of women and other underrepresented populations employed in the skilled trades, STEM fields, advanced manufacturing and other Vermont priority sectors.

**Proposed State Plan Work Group and Policy Committee Revision:** Increase the employment of diverse and underrepresented<sup>3</sup> populations in Vermont priority sectors.

### Goal 3 Possible Measurements/Data Points:

- Increase in the number of people with disabilities in the labor force
- Increase in the number of new Americans in the labor force
- Increase in the number of people with criminal histories in the labor force
- Increase in the number of youth in the labor force
- Increase in the number of women in non-traditional occupations by 10% every year for the next 5 years
- Increase in the number of TANF participants in the labor force
- Increase in median wage
- Track wages, retention, and full time/part time employment by demographics, geography, and special populations

## GOAL 4

**Existing Goal 4 (2018):** Ensure all students who graduate from high school are able to pursue and complete post-secondary education, training, apprenticeships or career opportunities, with the education and skills necessary to keep Vermonters competitive in the economic sectors critical to the Vermont economy.

**Proposed State Plan Work Group Revision:** Increase the number of students who graduate from high school who pursue and complete postsecondary education, training, and apprenticeships in the economic sectors critical to Vermont employers.

**Proposed Policy Committee Revision:** Increase the number of students who graduate from high school and/or who are prepared to pursue and complete postsecondary education, training, and apprenticeships in the economic sectors critical to Vermont employers.

### Goal 4 Possible Measurements/Data Points:

- Percentage of students who pursue higher education
- Percentage of students who complete higher education
- Percentage of students who complete Registered Apprenticeships
- Percentage of students who complete training programs

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<sup>3</sup> Will need to define to ensure consistency with Core Partner and statutory definitions.

- Use Comprehensive Economic Development Strategy (CEDS) or other source to determine priority sectors

## GOAL 5

**Existing Goal 5 (2018):** Align the workforce development system to the needs of employers, as well as job seekers, through systematic and ongoing engagement and partnership.

**Proposed State Plan Work Group Revision:** Align the availability of occupational training and worker support services to meet the needs of employers.

**Proposed Policy Committee Revision:** Align occupational training and worker support services to meet the needs of employers and job seekers.

### Goal 5 Possible Measurements/Data Points:

- Increase in the number and quality of collaborative activities with employers
  - Develop detailed career maps (including skills and credentials)
- Increase in the quality of co-enrollment in public services
  - Use WIOA data that is already being collected re co-enrollment, measurable skills gain, and credential attainment
- Decrease in number of job openings
- Align with WIOA Employer Engagement Measures

## GOAL 6

**Existing Goal 6 (2018):** Expand Vermont's labor force by helping more Vermonters enter the labor market and relocating out-of-state workers to meet employer's needs.

**Proposed State Plan Work Group Revision:** Increase the number of people in Vermont's labor force and the degree to which they participate.

**Proposed Policy Committee Revision:** Increase the number of people in Vermont's labor force.

### Goal 6 Possible Measurements/Data Points:

- Supply
  - Labor force numbers
  - Unemployment rate
  - Census data
  - Number of students/participants who attend and complete post-secondary education or training, get a job, and stay in Vermont
- Demand
  - Current and new/projected occupational demand
  - Turnover
- Track by geography (county or labor market area)