

**Vermont State Workforce Development Board**

Relocation and Recruitment Committee - Meeting Minutes

April 11, 2023

11:00 am – 12:00 pm

**Committee Members in Attendance**: Gary Scott, Jen Stromsten, Peter Edelmann, Patricia Moulton

**Guests in Attendance**: Victoria Biondolillo, Abigail Rhim

General Updates

Tori Biondolillo began by sharing the timeline for the development of the strategic plan. The goal for today is to approve of this committee’s one-pager for it to then be presented to the full board in May. She thanked the group for feedback that has already been received via email. She then began to review the document.

Relocation and Recruitment Committee’s One-Pager

Pat Moulton asked if there would be data on private sector efforts.

Tori confirmed that it would be semi-private, reported through the RDCs and jobs that the state helps place people in.

Pat then asked about the timeline of events, considering all of the other actionable items from different committees.

Tori noted that the SWDB has support from the Governor’s office and that many actionable items are already things that the SWDB staff does.

Peter Edelmann asked about any milestones for quantifying how many people will come to Vermont in certain time periods, referencing the New American support network program.

Tori shared that while currently, the system is disjointed, the selected vendor will develop a system to track some of the work completed.

Peter followed up asking about a marketing campaign, so the public could understand the purpose and reasoning behind the work.

Tori noted that recommendations on marketing will come from the vendor.

Jen Stromsten suggested a stronger statement in the “situation” regarding why filling jobs is important. She stressed the need to share that if we don’t have a strong workforce, we won’t have good jobs. She noted that people often think of this in the reverse. She added that the word “efficiency” should be adopted to more acceptable language like “prosperity.” She then noted that we must acknowledge how our current systems are not adequate to meet the moment. This falls over into the “milestones” section, where the committee cannot just look at and evaluate the infrastructure but develop recommendations to build the systems we need for new challenges. Lastly, planning throughout the document needs to change from statewide to regional approaches.

Pat agreed with Jen, noting the importance of a regional focus and addressing how our current system is set up for plentiful workforce, not a shortage.

Tori suggested adding a line in the one-pager that notes the current system is built for a different time, with a different demographic reality.

Pat agreed that with this phrasing, focused on meeting the need instead of growth.

Jen summarized that the one-pager must communicate a new business model. Currently, we continue to pursue the model that favors second homeowners and people who can afford to live here regardless of costs versus a more balanced model when it comes to demographics and people in the workforce.

Tori then asked about adding a regional piece to the page, however, she noted that this focus is mentioned in other one-pagers within the strategic plan.

Vote to Approve

Tori then shared that the group does not have a quorum. She did ask the four members in attendance if they would be comfortable moving to the next stage of the process, which will be presenting the document to the Operating Committee and full board.

All four members agreed.

For next steps, Abby will send the revised document to the group.

Meeting adjourned.

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Respectfully submitted by Abby Rhim.

Abby Rhim, Deputy Director, Vermont State Workforce Development Board