

**Vermont State Workforce Development Board**

Training and Credentialing Committee - Meeting Minutes

May 4th, 2023

10:00 – 11:00 am

**Committee Members in Attendance**: John Young, Mary Anne Sheahan, Marilyn Cargill, Yasmine Ziesler, Alex Beck, Molly Mahar, Jay Ramsey, Thomas Cheney

**Guests in Attendance**: Abigail Rhim

The meeting began with Abby Rhim sharing her screen and displaying the Training and Credentialing Committee’s one-pager, which will be included in the SWDB’s full strategic plan. She reminded the group that the full board will meet to approve of the plan on May 26th. This is the Committee’s final opportunity to provide feedback on their portion of the plan. She will also send the entire draft of the plan to the group shortly after this meeting.

Alex Beck raised the question of who is allowed to remain on the eligible training provider list. Is it within this group’s purview to provide standards for eligibility?

Abby stated that this is a conversation that will need to happen among this committee, the Agency of Education and the Department of Labor.

Jay Ramsey noted that the requirements for eligible training providers are dictated by WIOA, including what providers are required to submit. He then asked if the work of this group will be driven by WIOA or something beyond.

Abby noted that in 2019, it was agreed that this group wanted to be more involved in the approval process.

Jay added that he believes a place should be created where people can go to understand which credentials can be covered by which program or are reportable under certain programs.

Alex noted that there could be an example where a training provider is able to deliver a credential but may not be able to adhere to data collection requirements, which leads to a potential equity issue. Compared to, for example, VDOL, how is a small, CDL truck driving school with two employees supposed to report the same amount?

Abby summarized that some sort of equity piece needs to be addressed by this group.

Alex added that, for example, there are training providers in his region who were removed from the eligible training provider list because they didn’t track certain metrics. How do we address equity in terms of how providers can operate?

Jay noted that there are mechanisms at our disposal to help training providers report information and remove the burden. He then added that there are other state funds that can support an individual in a training program with less of a reporting burden than WIOA requirements. There are federal funds through WIOA or state funds.

John Young asked who our audience is. He shared that the audience is both potential jobseekers and employers. We must keep this in mind when making a potential list of credentials for both groups to reference in a helpful way.

Yasmine Ziesler asked the group if anyone could speak to where the state is currently in the process of approval. She then asked how we would meet committee deadlines, involving pulling information from various sources, to have us understand where we are today in this process.

Jay confirmed that the WIOA ETP process is something that the state is required to do, whether that is through VDOL or delegated to this committee. He added that there needs to be a system where providers are vetted to ensure they are providing credentials of need and have the capacity to follow through. Folks not on the ETP list, while they aren’t using WIOA funds, can still be added to a list and recognized as valuable. Regardless, this process needs to be fine-tuned.

Yasmine then asked if it is the role of this committee to review and evaluate this master list per the working definition or does the actual review work happen elsewhere?

Jay clarified that he believed this committee would play a role in reviewing the master list once it is out of the request and reviewal process. There are already joint systems in place with entities like AOE.

Abby added that perhaps a milestone could be added to the one-pager that requires the group to better understand the current process, before moving forward.

Molly Mahar asked how apprenticeships fit into the credentialing process?

Jay noted that if a program is registered with VDOL, they are automatically on the credentialing list because the program results in a certificate of completion or credential.

Marilyn Cargill asked about quality of credentials. Is there a space to determine if the person providing the training is actually providing guidance that will lead to someone who is ready to work?

Abby suggested adding a milestone related to this sort of tracking of quality. She did add that success rates of programs are mentioned in other portions of the strategic plan.

Jay noted that outside of our state colleges, it gets to be a bit more challenging. There are third party accreditations. Additionally, you can look to see if the provider has gone through some sort of training.

Alex suggested looking into how Northern Lights and CCV deliver their early childhood education curricula as an example. There are several agreements that must be signed in order to assure quality. He reiterated his concerns around equity of small entities again, especially in communities where state colleges are retracting from where folks still need training opportunities. There must be a way to do this without placing the burden on smaller training providers/businesses.

John suggested regional sector advisory boards/committees to look at applications, potentially through VDOL, in order to get feedback on quality from employers.

Tom Cheney reminded the group that this conversation is potentially a better fit for the milestone where the committee reviews a credential definition, rather than for the conversation around the plan today.

Abby agreed with this point. She then asked the group for an informal approval of the one-pager via show of hands. The group in attendance all raised their individual hands in approval. She noted that the full strategic plan would then be distributed to the entire committee, for any final feedback. The committee will reconvene in late June or early July.

Meeting adjourned.

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Respectfully submitted by Abby Rhim.

Abby Rhim, Deputy Director, Vermont State Workforce Development Board