

**Vermont State Workforce Development Board
Career Pathways Committee Meeting Minutes
Friday, October 19, 2018
1:30 pm – 3:00 pm
CCV Montpelier**

Committee members in attendance: Diane Dalmasse (represented by Nat Piper), Commissioner Joan Goldstein, Laurie Gunn (represented by Rosa Laboy-Hernandez), Melissa Hersh, Eileen Illuzzi, and Jeb Spaulding

Committee members not in attendance: Senator Alison Clarkson, Secretary Daniel French, Commissioner Lindsay Kurrle, and Dave Wheel

Governor's and State Agency & Department staff in attendance: Dustin Degree, Jay Ramsey, Oscar Aliaga, and Sophia Yager

Guests in attendance: Tricia Coates

Chair Eileen Illuzzi (North Country Career Center) call the meeting to order at 1:35 pm. Committee members and guests introduced themselves to the group.

Oscar Aliaga [Agency of Education (AOE)] gave an overview of the AOE's current work on Career Pathways (CPs). He explained that it is critical that AOE work with school systems, career technical education (CTE) centers, higher education, employers, and other stakeholders to create CPs that begin in 7th grade and continue through post-secondary. This entails tackling institutional challenges, as well as aligning curriculums with employers' needs and expanding work-based learning opportunities. He explained that increasing CP access and participation will require working with teachers, school counselors and administrators, and families He noted that AOE has already developed three CPs in advanced manufacturing, cyber security, and construction, and is beginning to develop CPs in health care.

Jeb Spaulding (Vermont State Colleges) inquired as to whether CPs will be accessible to all secondary students, not just CTE students. Mr. Aliaga explained that CPs can exist in traditional high schools and CTE centers, and Chair added that CP students have access to academic classes at their high school and access to technical skills at their CTE center. Vice Chair Melissa Hersh (Answers Within) inquired as to whether CPs will increase CTE demand and access. Jay Ramsey (AOE) explained that CPs allow AOE to implement systems-level change in CTE delivery that conceptualizes CTE as a "thing, not a place." Vice Chair also asked about professional development for teachers in integrated curriculum. Mr. Aliaga explained that AOE is working with teachers to create professional development opportunities and has requested funds for that purpose as well as to hire additional teachers. Mr. Ramsey added that carry over funds may used for this purpose and that some teachers have taken local action to obtain training. Finally, Vice Chair asked how AOE is partnering with employer organizations to develop CPs. Mr. Aliaga explained that AOE is working directly with employers and Regional Development Corporations (RDCs) to ascertain employers' skills requirements. Chair noted the importance of regional considerations, especially in terms of employers' needs. Vice Chair suggested that the Board may seek to co-convene meetings with chambers of commerce or other organizations to avoid duplication of efforts. Mr. Aliaga noted that AOE is seeking details about employers' future (not current) needs to inform CPs curriculums, which may differ from the information available from employer organizations. Mr. Ramsey added that each CP has evolved differently, requiring unique employer engagement strategies.

Dustin Degree (SWDB), offered possible action items and responsibilities of the Committee as prescribed in H.919 (Act 189) *An act relating to workforce development*:

- Review the CPs definitions laid out in H.919
- Create a process by which the Committee can review and approve state-endorsed CPs
 - Tricia Coates (Vermont State Colleges) inquired as to the meaning of the SWDB's approval of CPs. Mr. Degree explained that the SWDB is federally charged with that responsibility and Commissioner Goldstein added that it will fill an existing void in approving the CPs.
 - This review/approval process is an opportunity to work with the SWDB's Training and Credentialing Committee to remediate the differences in industry recognized credentials under AOE and the federal Workforce Innovation and Opportunity Act (WIOA), and increase integration of VDOL and AOE.
- Work with AOE on the process by which it develops CPs
 - Vice Chair highlighted the need to define the Committee's relationship with AOE to implement the statutorily required collaboration.
 - The Committee agreed that ascertaining AOE's current process/work plan is a priority.
- Explore ways to leverage available funds
- Explore the SWDB's role in publicizing CPs
 - Chair noted that the importance of highlighting the CPs' benefits for all stakeholders, not just for CTE centers. Vice Chair also noted the importance of employer engagement in this outreach.

The Committee examined its charge as approved by the SWDB in January 2018: The Career Pathways Committee is charged with reviewing and approving state-endorsed Career Pathways that reflect a shared vision across multiple sectors and agencies for improving employment outcomes, meeting employers' and workers' needs, and leveraging available State and federal funding.

- Mr. Spaulding suggested that the current charge should stand as it contains reasonable and actionable duties for the Committee, which the Committee may begin to fulfill by reviewing the three current CPs.
- The Committee agreed to accept the charge as it stands.

Committee members and guests decided upon November 14, 2018 as the date of the next Committee meeting. It was also agreed upon that Deputy Secretary Heather Bouchey should be in attendance to enlighten the Committee on AOE's current CP development process and the vision for intersection with the Committee.

No new business.

Chair asked for a motion to adjourn. Motion moved by the Vice Chair, seconded by Tricia Coates. Approved unanimously by voice vote.

Meeting adjourned at 2:45 pm.

Respectfully Submitted by Dustin Degree.

Dustin Degree, Executive Director, Vermont State Workforce Development Board