#### 1. Vision

Describe the State’s strategic vision for its workforce development system.

#### 2. Goals

Describe the goals for achieving this vision based on the analysis in (a) above of the State’s economic conditions, workforce, and workforce development activities.  This must include—

(A) Goals for preparing an educated and skilled workforce, including preparing youth and individuals with barriers to employment8 and other populations.9

(B) Goals for meeting the skilled workforce needs of employers.

[8] Individuals with barriers to employment include displaced homemakers; low-income individuals; Indians, Alaska Natives, and Native Hawaiians; individuals with disabilities, including youth who are individuals with disabilities; older individuals; ex-offenders; homeless individuals, or homeless children and youths; youth who are in or have aged out of the foster care system; individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers; eligible migrant and seasonal farmworkers (as defined at section 167(i) of WIOA and Training and Employment Guidance Letter No. 35-14); individuals within 2 years of exhausting lifetime eligibility under the Temporary Assistance for Needy Families Program; single parents (including single pregnant women); and long-term unemployed individuals.

[9] Veterans, unemployed workers, and youth and any other populations identified by the State.

#### 3. Performance Goals

Using the tables provided within each Core Program section, include the State's expected levels of performance relating to the performance accountability measures based on primary indicators of performance described in section 116(b)(2)(A) of WIOA. (This Strategic Planning element only applies to core programs.)

#### 4. Assessment

Describe how the State will assess the overall effectiveness of the workforce development system in the State in relation to the strategic vision and goals stated above in sections (b)(1), (2), and (3) and how it will use the results of this assessment and other feedback to make continuous or quality improvements.

**Vision**

Vermont’s employment demands will be met through a statewide, coordinated, and integrated system of workforce education, training, and development where all Vermonters can connect to robust career pathways, advance along career ladders, and new Vermonters can quickly secure employment with a Vermont employer.

**Goals**

Goal 1: Connect Vermonters to the education, training, and supportive services needed to enter and advance along a career pathway that leads to greater financial independence.

Goal 2: Increase the number of women, veterans, minorities, people with disabilities, and other underrepresented people employed in the skilled trades, science, technology, engineering, and mathematics fields, advanced manufacturing, and other priority industry sectors in Vermont.

Goal 3:  Increase the number of Vermonters with barriers to employment who complete high school, earn a post-secondary credential - including an industry-recognized certificate, registered apprenticeship, or post-secondary degree program - and become employed in occupations that align with the needs of Vermont’s employers.

Goal 4: Improve Vermont’s workforce development system by continuously aligning, adapting, and integrating workforce education and training programs and career and supportive services to meet the needs of all customers.

Goal 5: Expand Vermont’s labor force by helping more Vermonters enter the labor market and assisting out-of-state workers in securing employment with Vermont employers and relocating to Vermont.

Goal 6: Connect employers with technical assistance, hiring best practices, and workplace enhancements.

Goal 7: Adapt the current Workforce Development system to pandemic-era realities, by supporting and enhancing remote options for employers and workers and updating physical locations to address safety and accessibility concerns.

Goal 8: Acknowledge additional elements that impact Vermont's workforce system, including housing, childcare, broadband, education and affordability, by taking a more holistic approach and better aligning our workforce goals.