

FINAL MINUTES

STATE OF VERMONT
DEPARTMENT OF LABOR
STATE WORKFORCE INVESTMENT BOARD

MINUTES

Thursday February 12, 2015 meeting

Members Present: Greg Mcguire, Dan DiBattista (by phone), Allison Holleran Wollen, Janette Bombardier (by proxy), Kent Eldridge, Brian Otley, Ben Nichols, Jostein Solheim, Tom Torti, Frank Cioffi, Judy Geiger, Ric Cabot, Ellen Kahler, Sean Woodruff (by phone), Mike Lane, Laurie Gunn, Fran Voight (by proxy), Governor Peter Shumlin, Rep. Kathy Keenan, Chancellor Jeb Spaulding, Melissa Hersh, Deputy Secretary John Fischer, Lynn Vera, Dennis Labounty, Dean Stearns (by phone), Lauren Morales, Pat Elmer, Gerry Ghazi, President Scott Giles, Diane Dalmasse, Commissioner Lisa Gosselin, Commissioner Andy Pallito, Commissioner Annie Noonan, Mayor Chris Louras, Pixie Loomis, Lawrence Moose Lampman, Secretary Pat Moulton, President Joyce Judy, Tom Longstreth, Rep. Tristan Toleno.

VDOL Staff Present: Michele Kupersmith, Jason Boss, Nancy Parsons

Panelists: President Vermont Technical College, Dan Smith; President Community College of Vermont, Joyce Judy; President Vermont HITEC, Inc. Gerry Ghazi; Principal Center for Technology Essex, Bob Travers.

Full YouTube video of the meeting can be found at:

<https://www.youtube.com/watch?v=jDLJWWXwXfE&list=PLYV6NGVqglqiW9h1iGisSeCdZucQy2GoL>

1. Frank Cioffi, Chair of the State Workforce Investment Board (SWIB) opened the meeting and recognized Commissioner Annie Noonan and Vermont Department of Labor (VDOL) Workforce Education and Training Coordinator Michele Kupersmith.
2. Chair Cioffi gave an overview of agenda: Mat Barewicz, VDOL Labor Market Information (LMI) Chief to cover middle skill information; improved use of existing resources for needed jobs; CEDS presentation; and panel introduction.
3. Commissioner Lisa Gosselin gave a presentation on the workforce components of the State's Comprehensive Economic Development Strategy (CEDS). The discussion included: primary action areas, genuine progress indicator, twelve target sectors, and ten workforce education and training initiatives.
4. Mat Barewicz, VDOL Labor Market Information (LMI) Chief and Kevin Stapleton, LMI Assistant Chief gave a Power Point presentation entitled: "Occupations in Vermont and the Prevalence of 'Middle Skill' Opportunities": the presentation covered: age/population data in Vermont versus the U.S.; decline in labor force participation rates; part-time/full-time and underutilized worker

data; occupational data; occupational projections; middle skill is where demand exceeds supply; question raised about correlation between occupation growth rate / annual opening / grant funding, growth rate versus size of sector.

5. Panel Discussion:
 - A. Vermont Technical College (VTC) President Dan Smith covered: decline in enrollment/aging; 75% Associates, 25% Baccalaureate; focus on Associates degrees, apprenticeship/internship programs; ladder / stackable credentialing via AS/BS programs.
 - B. Community College of Vermont (CCV) President Joyce Judy: ~50% high school grads enter college within a year, however poorer students more like 35%. CCV a pipeline to the 4 year institutions. Strong state-wide presence.
 - C. Center for Technology Essex, Principal Bob Travers: reviewed types of programs, work with employers, middle school outreach, dual enrollment programs for college credit, Tech Ed is best kept secret in schools.
 - D. President Vermont HITEC Inc. Gerry Ghazi: described HITEC apprenticeships including employer agreement, technical instruction, certification, and work-based learning for competencies. Said VDOL key part of this process. Vermont being recognized on national level for these apprenticeships where middle skill jobs are created by employers investing in apprentices.

6. Governor Peter Shumlin: two messages from employers – Vermont a great place to live and work but cannot find enough trained people to do the work; affordable housing. Spend per person more than any state, equitable school funding; low income kids need training beyond high school, need creativity, effective use of funds; business could grow with proper workforce. Question: Why are we spending so much per pupil but low post-secondary education rate? Answer: 0-5 year olds are not prepared for school. Question: Tom Longstreth asked about putting unemployed to work on initiatives supporting public good, environment concerns. Answer: need comprehensive, non-silo solutions. The answer lies in looking at the big picture. Business member in the audience talked about upgrading existing housing, incentives for private sector to do this.
7. Commissioner Annie Noonan: challenges of the General Fund, reminder that Federal funding attaches to individual Vermonters (dislocated, trade adjusted, WIA adult, etc.). Take a program idea and work with these groups. Don't reinvent the wheel – work strategically with everyone who is out there.
8. Workforce Education and Training Coordinator Michele Kupersmith: More robust process to address issues going forward. We will do follow-up to solicit input from board. Thanks to panelists, Commissioner Gosselin, and LMI presenters.

Respectfully submitted,

Michele Kupersmith, Liaison,
Vermont State Workforce Development Board