



Workforce Education at CCV

Board of Trustees Retreat, 9/18/2023

Workforce Education at CCV



Industry Recognized
Credentials



Trainings, Workshops
and Courses



Registered
Apprenticeship & Earn
and Learn

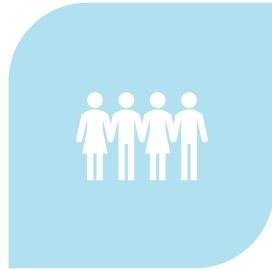


Certificate Programs
and Degrees

2022-2028 CCV Workforce Metrics



APPRENTICESHIPS AND
PRE-APPRENTICESHIPS



SPECIAL POPULATION
TRACKING &
ENGAGEMENT

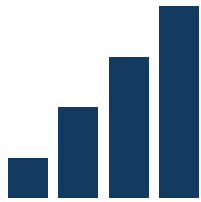


INCREASING INDUSTRY
RECOGNIZED
CREDENTIALS

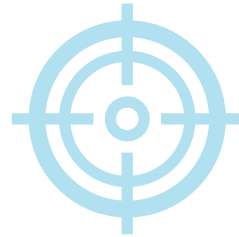


INCREASING
EMPLOYER-BASED
PROGRAMS

Increase the number of Registered Apprenticeship and Pre-Apprenticeship Programs by 100% (from 4-8)



To meet this metric, CCV must increase our Registered Apprenticeship Programs (RAPs) by 1-2 per year.



CCV is **on track** to meet this goal.



CCV added two apprenticeships in the first year of this metric, with a third in progress to approval.

Registered Apprenticeships at CCV



MANUFACTURING
PRODUCTION
TECHNICIAN



PHARMACY
TECHNICIAN



MEDICAL ASSISTANT



PRE-APPRENTICESHIP
IN NURSING



CERTIFIED PUBLIC
BOOKKEEPER



MEDICAL RECORDS
SPECIALIST

*CCV has an additional RAP in process for approval: Direct Support Professional

Develop a process to track special populations in workforce programs and increase the number of participants from special populations in workforce programs, including BIPOC participants and people with disabilities.

The new Vermont Career Advancement Project (VCAP) places two advisors at the VSCS, and 12 Career Pathway Navigators at HireAbility offices throughout the state.

Our new work with the Vermont Department of Labor in the RAPIDS system will allow for demographic reporting on people in Registered Apprenticeship Programs.

The new Corrections Post-Secondary Education Program will allow for better tracking of Justice Involved Individuals.

VERMONT CAREER ADVANCEMENT PROJECT (VCAP)

When it comes to finding a good career path, 'Earn & Learn' programs, such as paid credentialed training, internships and apprenticeships, as well as post-secondary courses and programs, are proven strategies to help workers gain skills and enter well-paying employment. However, for individuals with disabilities, gaining access to these credentialed opportunities can be difficult.

HireAbility Vermont is leveling the playing field with VCAP, a statewide initiative that supports quality career pathways for Vermonters with disabilities—opening access to programs that lead to high-wage, high-quality careers.

CHANGING THE PARADIGM

VCAP provides an exciting new 5-year investment in changing current standards by utilizing an extensive statewide network of employers and credentialed training providers. This effort will be implemented across Vermont, incorporating a range of on-ramps to progressive education options.

SOME OF OUR TARGETED CAREER PATHWAYS INCLUDE:

- Advanced Manufacturing
- Financial Services
- Healthcare
- Skilled Construction Trades
- Information Technology

Our goal is to improve and maximize competitive integrated employment outcomes, economic self-sufficiency, independence and inclusion. By connecting employers and credentialed training providers with candidates throughout Vermont and beyond, we can create a system that benefits all Vermonters.

LET'S GET TO WORK.
TALK TO A BUSINESS ACCOUNT MANAGER TODAY:

HireAbilityVT.com | 866-879-6757

Vermont Career Advancement Project

5 year grant from the US Department of
Education- HireAbility

Building statewide systems to reduce
barriers and increase access to high-wage
career pathways for HireAbility participants

The VSCS is a partner in this work

Credentials

Apprenticeships

Pre-
apprenticeships

Degrees

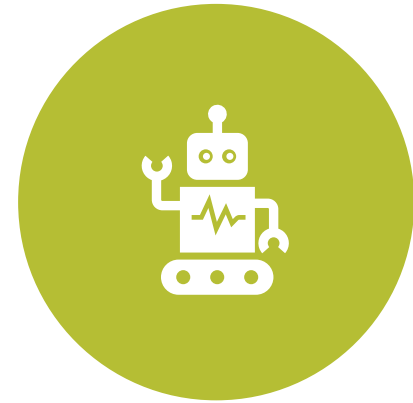
Increase occupational credential offerings by imbedding industry recognized credentials into existing programs and courses, along with offering 8 new industry recognized credentials through non-credit and credit bearing workforce offerings.



CCV IS ON TRACK TO MEET THIS METRIC.



NEW PARTNERSHIP WITH GOOGLE.



NEW PATHWAY IN ROBOTICS.

AACC, Google, and CCV

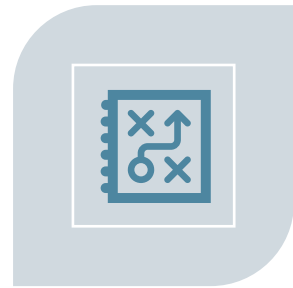
The American Association of Community Colleges and Google have partnered to bring Google Career Certificates to rural community colleges.

CCV was chosen to participate in this initiative.

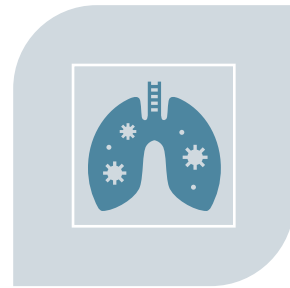
In phase 1 CCV will launch a non-credit course in Project Management integrating the Google Career Certificate.

In the coming year CCV will integrate several Google Career Certificates into credit-bearing courses.

Collaborative Pathways



CCV AND VTSU CONTINUE TO WORK TOGETHER ON PATHWAYS THAT WILL ENHANCE THE STUDENT EXPERIENCE, WHILE ALLOWING FOR WORKING VERMONTERS TO CONTINUE THEIR EDUCATION AT THE VSCS.



BUILDING ON THE SUCCESSES OF THE LNA TO LPN PATHWAY, CCV AND VTSU LAUNCHED A PATHWAY IN RESPIRATORY THERAPY.



OTHER PATHWAYS UNDER DEVELOPMENT INCLUDE DENTAL HYGIENE, RADIOLOGIC SCIENCE, AND MANUFACTURING.



UVM Health Network, Vermont State University, Community College of Vermont Welcome Students to Revitalized Respiratory Therapy Training Program

Two-year program to address a shortage of critical inpatient and outpatient care team members



Manufacturing Pathway

- New Manufacturing Pathway will seek to align Tech Center programs and courses, CCV programs and courses, and VTSU programs and courses in Manufacturing.
- River Valley Tech is working with CCV to align their new Advanced Manufacturing Institute courses with courses at CCV.
- Representatives from River Valley, Stafford, and Hannaford Career Center will all tour CCV Rutland's manufacturing labs and will be part of the development of the pathways.
- Faculty and department chairs from VTSU will also be collaborating on the development of the pathways.



By 2028 Increase the number of Employer-Based Programs, including 12 new opportunities with either existing or new employers in high demand sectors.



To meet this metric, CCV must increase our number of Employer-Based Programs by 2 per year.



CCV is **exceeding** this goal.

Businesses can access CCV courses and trainings in a variety of ways, including:



Sending

Sending employees to existing courses across the state in formats such as in-person, hybrid, synchronous online, and fully online.



Contracting

Contracting a course or workshop for their employees.



Customizing

Customizing a training to meet specific needs.

LNA – LPN Pathway

- Began as a partnership between CVMC and the VSCS in 2019.
- A unique model of “earn while you learn”, this program increases the nursing pipeline by enrolling current LNAs into a registered pre-apprenticeship at CCV that lead to an apprenticeship in nursing at VTSU.
- The first RNs and LPNs from the original cohort graduated this summer.
- The newest cohort began their coursework last month.



Expansion of the LNA-LPN Pathway

- In fall of 2022, the nursing pathway was expanded to University of Vermont Medical Center (UVMCC). A second cohort of students is currently being recruited. UVMCC is committed to continuing to support employees as they move along the nursing career pathway by providing this supported model, loan repayment, and release time during the LPN year.
- Further expansion to Northwestern Medical Center, Southwestern Vermont Medical Center.





Workforce Partnership: Beta Technologies

CCV works collaboratively with partners across Vermont to design and deliver customized trainings that meet the unique needs of businesses and organizations.

Our work with BETA Technologies included a new leadership workshop titled Principles of Mentorship. This workshop covers effective and sustainable mentorship strategies.

This partnership lays the foundation for future work with BETA. As they build out their manufacturing facility, we will be able to partner in additional ways in the future.

Additional Employer Highlights

- **Copley Healthcare Career Pathways Program:** 3 college credits, 2 certifications (OSHA 10, Infection Control), paid job shadows across the hospital (clinical, admin, facilities). Everyone seeking employment was hired at completion of the program.
- **Bennington Rescue Squad:** Principles of Mentorship and Crucial Conversations (customized).
- **Southwestern Vermont Medical Center:** Medical Assisting earn and learn program, Nursing Pathway
- **Butternut Mountain Farm:** Root Cause Analysis (custom)
- **Columbia Forest Products:** Certified Production Technician (multi-state employees)



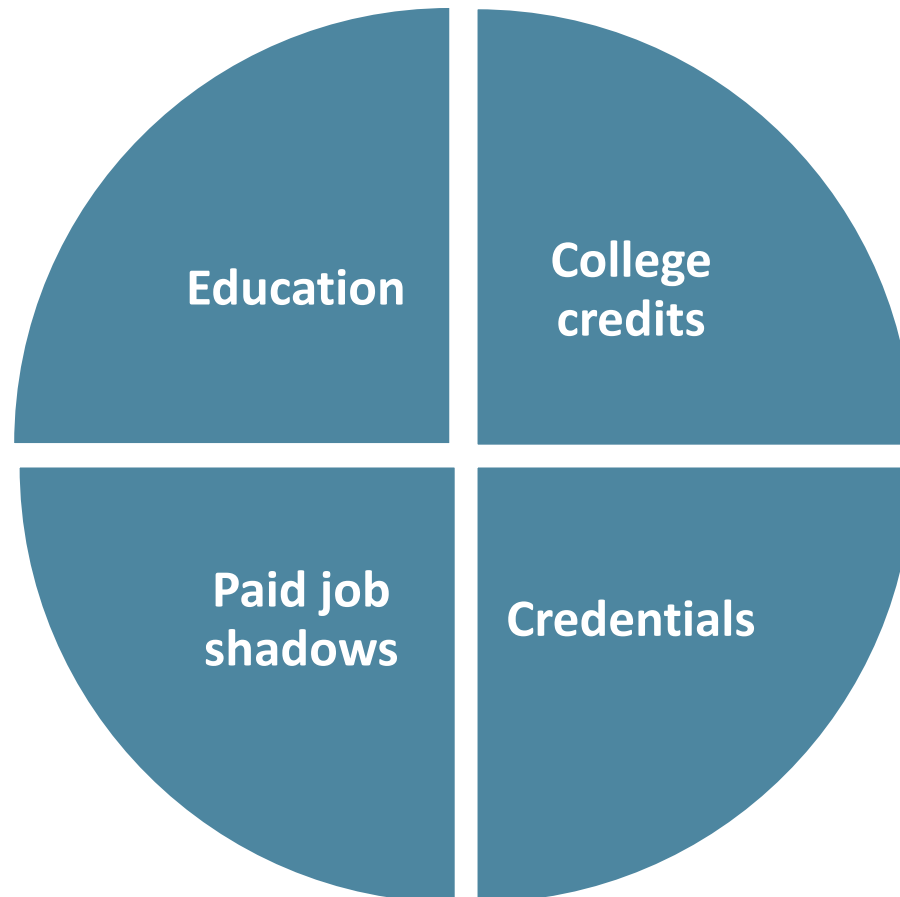
WORC Grant

JUST THIS WEEK, THE US DEPARTMENT OF LABOR AND THE NORTHERN BORDER REGIONAL COMMISSION ANNOUNCED GRANT AWARDS FOR THE WORKFORCE OPPORTUNITY FOR RURAL COMMUNITIES INITIATIVE.

CCV WAS AWARDED JUST OVER \$1.2 MILLION FOR A CAREER PATHWAY PROGRAM THAT WILL PREPARE INDIVIDUALS FOR HIGH-WAGE, HIGH-GROWTH CAREERS.

THIS PROJECT WILL ALSO ACTIVELY ENGAGE LOCAL COMPANIES AND ORGANIZATIONS TO ESTABLISH A NETWORK OF JOB SHADOW HOST SITES, APPRENTICESHIP LOCATIONS, AND EMPLOYERS TO HIRE PARTICIPANTS.

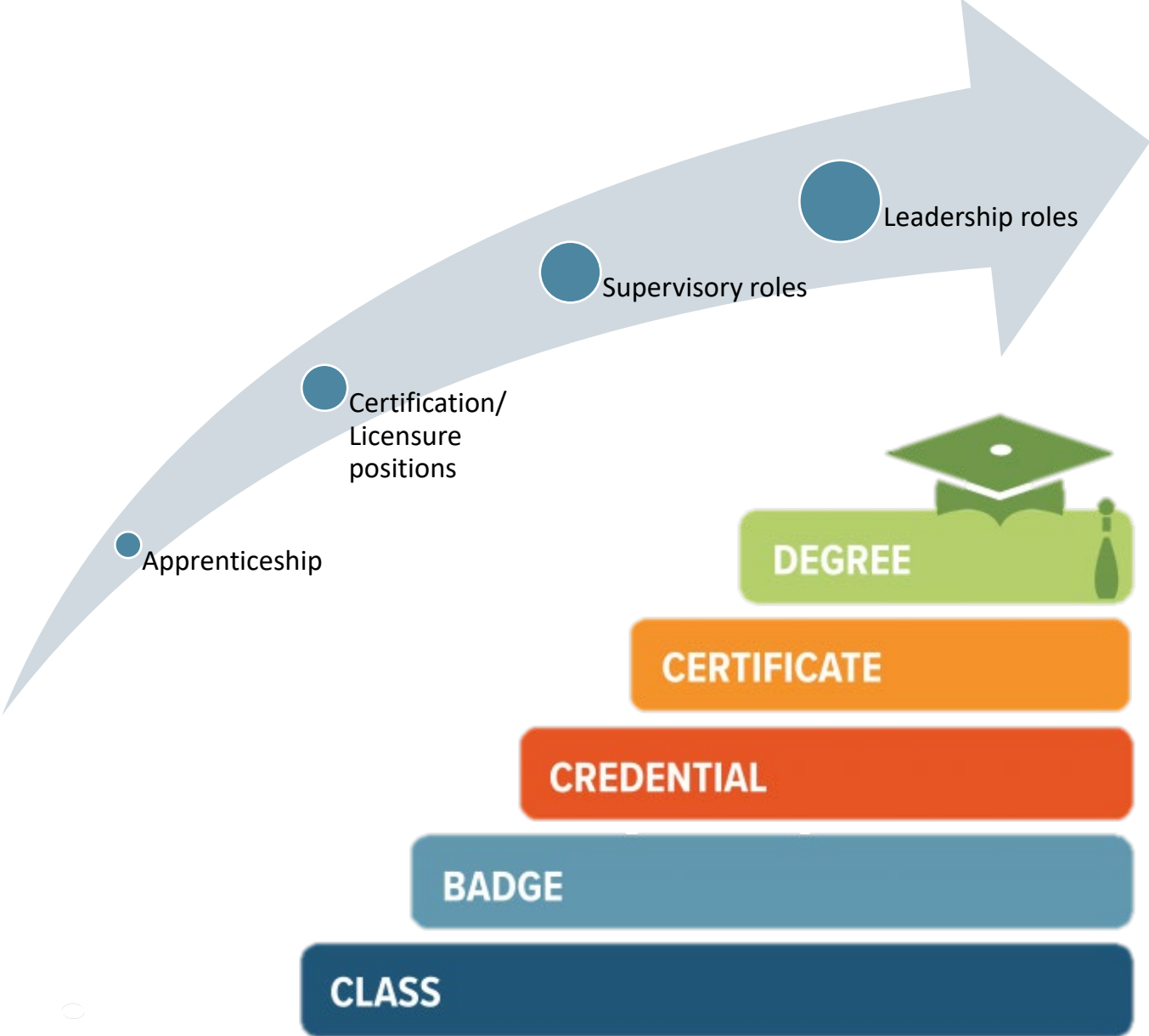
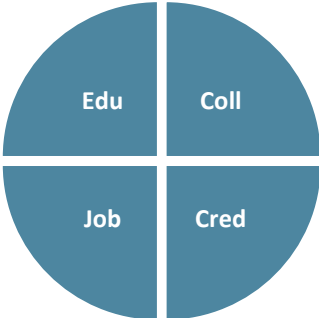
Career Pathway Program Design



- 6-8 weeks
- Paid job shadows (4-6 weeks)
- Employer involvement
- Recruitment partners



Career Pathway Program Design



Questions?

Please feel free to contact me at any time:

Tiffany.Walker@ccv.edu

