

Workforce Development

Fall 2023

Board of Trustees Retreat

Goals

- Address critical workforce gaps facing Vermont.
- Link VTSU's capabilities to employers to skill-up existing employees and provide a pipeline for hiring.
- Provide career-ready graduates.



Multi-Pronged Approach

Employer
Partnerships

Pathways

Non-Degree
Credentials

Employer Partnerships

- Work with existing employers to create formal programmatic and fiscal relationships to upskill Vermont's workforce.
 - Respiratory Therapy
 - Radiologic Science
 - Nursing (APN, BSN, MSN)
 - Engineering
 - Licensed Mental Health Counselors
 - Social Work
- Continued development with Agency of Education and Vermont Schools.
- Scholarship and revenue diversification for critical programs that serve as a pipeline to Vermont's critical occupations.
- Identify opportunities to create corporate sponsored apprenticeship programs, such as the existing manufacturing engineering partnership with Global Foundries.



Pathways

- Develop pathway programs to funnel students into specific programs (degree and non-degree programs) to meet student life and workforce market needs.
 - Bridge Programs - Traditionally offered for VTSU aspirants that may not meet the admissions criteria.
 - 60+60 – Seamless transfer pipeline into a Bachelor’s Degree available to students who have achieved 60 undergraduate credits at an outside institution, including Community College.
 - Enhance the pipeline from the Career Technical Education programs in Vermont into VTSU degree and non-degree programs.
 - Develop and expand on targeted flexible pathways to achieving credentials.
 - Respiratory Therapy
 - Radiological Science
 - Dental Hygiene
 - Nursing
 - Engineering
 - Early Childhood Education
 - Education



Non-Degree Credentials

- Expand the electrical and plumbing apprenticeship program to upskill Vermont's existing workforce.
- Develop new non-degree credentials that meet critical workforce needs.
 - Meat Processing
 - Weatherization



Number of Learners Served 22-23

- **Center for Workforce & Professional Education**

- Credit Bearing: 415
- Open Enrollment: 939
- Online programs: 459
- Electrical and Plumbing Apprenticeship Program: 740
- Customized Training for Organizations: 242

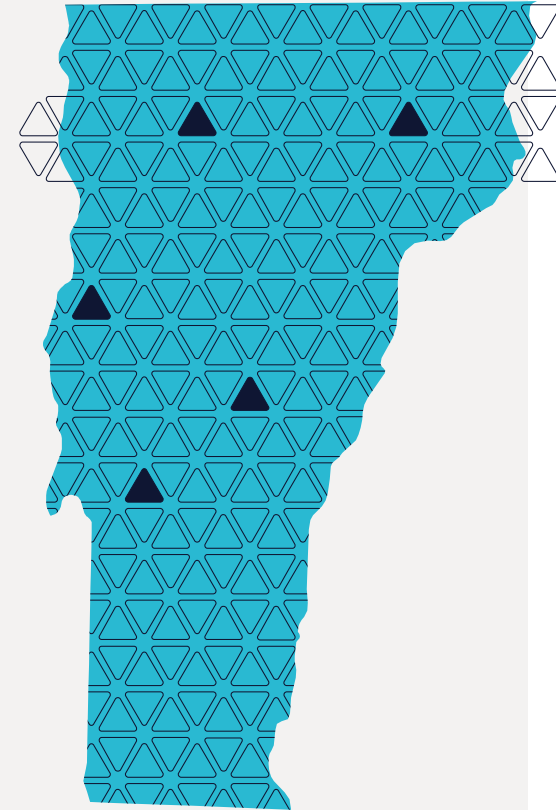
- **Center for Schools (CFS)**

- 1970 educators served through credit-bearing graduate and undergraduate, special topic courses to upskill current workforce



The Path

1. Develop partnerships with Vermont's key employers linking VTSU's programs to critical workforce needs.
2. Create a seamless approach to bring students to VTSU through:
 - Tuition Relief (employer sponsored scholarships, critical occupation, financial aid)
 - Housing
 - Employment post graduation
3. Develop MOU templates for alternative funding and scholarship opportunities that can be quickly executed with employers.
4. Develop a "tech program" pipeline for CTE students to funnel straight into VTSU.
5. Continue to expand on the already existing successful programs within the workforce development division.



Outcomes Over the Next 12 Months

- **Employer Partnerships**
 - Nursing
 - Engineering
 - Radiological Science
 - Licensed Mental Health Counseling/Social Work
- **Increase Electrical and Plumbing Apprenticeship Enrollment from 740 to 850**
- **Develop 2 program pathways from CTE to VTSU**
 - Paramedicine
 - LNA

