

# Roundtable Reports

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ADDISON COUNTY WORKFORCE DEVELOPMENT STAKEHOLDER'S SUMMIT  
SEPTEMBER 12, 2018

## Strengths

- Single courses, customized solutions available in pockets throughout Vermont
- Industry connection to training program curriculum
- Resources to access skills training (CCV, PAHCC)

## Weaknesses

- Basic skills lacking (language, dress appropriateness)
- Work ethic lacking among prospective employees
- Insufficient feedback from employer to provider community
- Livable wage
- Need pre-internship opportunities
- Increased communication needed between employer and provider community
- Housing
- Lack of consistent, adequate childcare
- Entry level employees lacking basic skills needed
- Recruiting taking longer than historically

## Opportunities

- Flexibility can increase retention of valued employees
- Increase focus on and value of trades in K-12
- Explore partnership opportunities to address challenges in retaining employees (e.g. childcare)
- Increasing access to internship/real life training opportunities as pipeline to employment
- Connection between industry and training can be expanded
- Demand for product exists
- Lifestyle draw
- Need for Level 3 candidates
- Provide earlier exposure to career pathways (7<sup>th</sup> grade)
- Connection to robust higher ed resources could be expanded

## Threats

- Internal employer driven or supported training becoming more necessary to get needed skills
- Lifestyle challenge
- Inadequate labor supply in Addison County

# Table Lime (woot!)

*Opportunity: Increasing access to internship/real life training opportunities as pipeline to employment*

Short

Develop unified catalogue of existing workforce groups and training opportunities active/available in Addison County AND employers' needs/job opportunities

Medium

Develop an “employer resource and administrative support package” for developing and/or implementing training/internship programs

Long

Incorporate local employers into extended learning opportunities offered through Act 77 (“Flexible Pathways”)

# Yellow Table

*Opportunity - Bridging the gap between educators and employers*

Short

Small group collaboration between employers and educators facilitated by the chamber or work force

Medium

Identifying barriers and coming up with solutions  
Introduce business options to students

Long

Internships and work-based learning (removing barriers like transportation and graduation requirements)

# Table Blue

*Increase value of the trades in k-12*

Short

Need more data on employment and trade specific to the issues for Addison county. The data presented still sounded far too general

Medium

Introduce this data from McClure Foundation at beginning of high school

Integration to flexible pathways

Long

To integrate Hanniford Career Center with the high school. Merging tech center and general education. Reciprocal education Technological and academia based on sound data. Creating universal communication system.

# Table *RED*

*Opportunities: Expand connections between industry and training.*

Short

Task the Workforce Development Task Force with establishing a conversation between employers and high school guidance counselors to connect better HS to technical education and technical employment. Include VT Dept. of Ed.

Medium

Task Addison County HR Group with convening training on new HR paradigms.

Long

Establish a broader notion of what technical education is.

# Table Purple

*Lack of consistent, adequate childcare*

Short

Identify needs - where, who, when

Medium

Employers pool together with providers to contract for and schedule child care predictably  
Build model of employer and employee contribution to child care as a way of increasing wages for child care providers above the \$28K level

Look at employer flex scheduling to include job share, flex time,

Long

State support of child care tax credits above and beyond Federal tax, support family leave act.  
Identify where the employer capital is.

# Table Green

## *Pre-Internship Opportunities*

Short

ACWDTF connects with current work-based learning coordinators to understand what they already have in place for programs

Medium

Need point-people within school system if WBL one isn't available, or at tech centers  
Educate employers on the resources that are available  
Then develop system (hub) for job referrals to high schools by district and county

Long

Provide more flexibility in school schedules so students can access internships



# Table Orange

*Weakness: Basic needs are lacking—high concern about childcare at our table*

Short

Employers subsidizing childcare? Collect testimony from employers about need for daycare to present to legislature  
Encourage entrepreneurs to open child care centers—hold workshop on how to create a childcare center—is childcare the field for you?

Medium

WIOA Funding for childcare training?

Long

Economies of scale—consolidating administrative services, providing administrative supports to childcare providers so they can open businesses