

# Aligning Education with Workforce Demand: Practical Strategies for Vermont Employers

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# What is Talent Pipeline Management?

A set of STRATEGIES used to align training with industry careers

1. Uses industry best practices
2. Represents authentic employer demand
3. Plans for future jobs and careers
4. Produces collective action and decision-making

TPM is developed by the US Chamber of Commerce Foundation



We believe that every Vermonter, regardless of income or location should have access to high quality higher education and that we should be Vermonters trusted partner throughout their lives as their needs for higher education ebbs and flows.

# VSC Vision 2030

# VSC Meeting Workforce Demand

## Career Pathway Entry Program (CPEP) at CCV

- Provides *entry-level certificates that connect directly to jobs*
- Certificates are designed to *stack into higher credentials and degrees*
- Enables Vermonters to *earn while they learn*
- Offers Opportunities to re-enter at higher levels as careers progress

# Manufacturing

**Challenge:** Rapidly expanding manufacturing business in need of skilled, entry-level workers.

- **Approach:** Paid job-shadows paired with college-level courses and an industry credential.
- Courses and credentials stack into degrees for manufacturing and engineering
- Partners include BETA Technologies

*Job shadow positions include positions for assembler, technician, quality inspector, engineer.*

# Healthcare (RNs)

**Challenge:** Rural hospitals face critical nursing shortages.

- **Approach:** Use a CPEP- pathway with entry at LPN → work experience → stack into RN and BSN credentials.
- **Lifelong Partner Angle:** Nurses can advance step by step without leaving Vermont.

*What other healthcare roles could we design similar pathways for?*

# Paraeducators and Teachers

**Challenge:** Vermont Schools are struggling to fill paraeducator and teacher positions.

- **Approach: CPEP paraeducator certificate** provides a path to begin working in schools as while earning paraeducator certification → stacks toward teacher licensure
- **Lifelong Partner Angle:** From first job as a paraeducator to full teacher licensure, we're a partner at every stage.

*Where else in education could this earn-and-learn model help?*

# Cybersecurity/Tech Talent

**Challenge:** Small Vermont employers can't afford full-time cybersecurity staff, yet all face growing cyber risks.

- **Approach:** CPEP IT and cybersecurity certificates lead directly to work, then stack into advanced degrees to build capacity
- **Lifelong Partner Angle:** Learners can re-enter at higher levels to keep pace with evolving technology risks

*What tech skills would you prioritize first in this model?*



# Solutions Breakout Group Directions

- Read Case Study
- Select a reporter in your group
- Take 5 minutes to brainstorm solutions
  1. Who are the stakeholders involved?
  2. What's one big thing that could make this work?
- Share out

## Case Study: Healthcare

You are a part of a regional health care community who's hospital and residential care needs are for 80 RNs within the next 2 years;



The current regional RN program produces 20 RN graduates per year. What can you do to solve for this shortage?

## Case Study: Manufacturing

You are a manufacturer who just got a new federal contract to build 1000 mobile lab units within the next two years.



Your organization has been building about 100 per year with a staff of 30 people, 20 of them work in production. What will you do to meet the staffing requirements for the contract?

# Case Study: Cybersecurity

You are a board member for a regional economic development organization. A regional risk assessment shows small businesses, local governments, health clinics, and farms are highly vulnerable to technology cyberattacks.

Demand for cybersecurity support is growing, but none of these organizations can justify a full-time hire. Who will employ cybersecurity professionals, and how can you build a local talent pipeline to meet this shared need?