

House Commerce and Economic Development Committee

Feb 6th

On behalf of the Vermont Association of Career and Technical Education Directors (VACTED), we appreciate you taking the time to look into this topic. The Directors around the state are working tirelessly to align workforce needs with educational opportunities. As you may know Career and Technical Education (CTE) has a proven track record of preparing students for the real world.

At our small center in Enosburg Falls we host 7 programs that represent the priority sectors identified by the Vermont Dept. of Labor. We have Medical Careers, Forestry and Natural Resources, Diversified Agriculture, Digital Media, Business Leadership, Construction and Auto Tech.

On average: 40-50% of our students go on to post secondary education.
30-40% enter the workforce in a job directly related to their program.

The Agency of Education tracks this data, one accountability measure we are required to report on is where our students are 6 months and 3 years after they leave our school. It is not just enough to get them to a diploma or accepted into a college, we want them in a career.

About VACTED: 3 objectives of our association are:

1. To promote education that benefits the total education and welfare of the all secondary and adult students.
2. To develop and implement educational programs that will prepare students to enter the workforce and/or post secondary institutions of higher education
3. To develop and implement programs that will partner with industry to provide high skill and high paying jobs for all Vermonters.

Common Practice:

Every center has a Regional Advisory board (RAB) made up of various stake holders including area employers and industry partners.

Every CTE program has advisory boards also made up of various stake holders including local employers and industry partners.

Every center has students participating in work based learning, these include everything from single day job shadows to semester long paid positions.

Every center is required to have an adult education component.

That association (VACTEA) <http://vtadultcte.org>

- **How are the programs aligned with the workforce needs in the area? High school and adult tech ed?**

We are doing the best we can. Besides running the day to day operations of a school, our Directors are as connected to workforce needs as possible.

We have Directors on the State Workforce Development Board, we participate in regional planning meetings, Work Force investment boards (WIB), attend the Vermont Talent Pipeline Initiatives and participate in on various local boards.

I believe this could be said for our adult Education Coordinators as well.

However we do not have any input to what high schools do and/or what programs they offer. To my knowledge there is no system in place for high schools to offer anything that has to do with workforce development.

This is most problematic when there is a duplication of services.

This could occur with work base learning programs, high schools send students out to industry without proper training. This leads to a variety of issues.

Another issue is larger high schools ability to offer CTE type programing (i.e. STEM) which is great for their students, but if those students no longer attend the Tech Center, the center may no longer have the enrollment needed to financially sustain it. The smaller sending high schools lose out, no longer having access to that type of programing.

What does this mean? For our high school students:

Some programs, as demand decreases are phased out, for example we no longer have a Cosmetology Program despite the fact that we probably could have maintained decent enrollment. Other centers have created new programs (i.e. advance manufacturing) to meet workforce needs however enrollment into such programs may be low and not economically viable to center to continue.

We are also working with industry partners to expand on our Industry Recognized Credentials. In order to create a system that ensures that if a student meets a certain level and earns a credential that it is recognized as a value to the employer. (i.e. LNA).

What does this look like for our Adult population?

How to build capacity in workforce development for adults?

See attached. Appendix A

CTE center around the state offer a variety of programing that serve our adults. Either to advance their skills or help them learn new skills or earn certifications to become more employable.

NOTE: We are now seeing an increase in high school students accessing adult education courses.

Examples include an increase in high school student taking welding and LNA courses.

Adult ed and CTE can be aligned in partnership with business to bring workforce development to regional areas. For example at the Randolph Technical Career Center the days of Adult Ed providing crafts, and community learning are gone as they cannot afford fiscally to continue

down that path. If statutes change and allow CTE and Adult Ed to use local funds that might help, but in that region they cannot compete with VTC or CCV in providing courses. In that rural community DOL, CTE, and Post secondary education should have more of a partnership to create workforce development than personal interest courses. The GW Plastics model, DHMC model are organizations that provide their own training opportunities that CTE can support if included.

Many centers are trying to partner with CCV, VTC, other organizations, businesses to use our facilities as training areas for workforce development. We provide space, equipment, admin support, and yet continue to struggle to get strong partnerships with regional businesses.

In closing, VACTED is eager to assist and get involved. Despite the demands of running a school, creating partnerships and meeting the needs of our industry partners and statewide workforce gaps remains one of our top priorities.

Thank you

Nate Demar
CHCC
President VACTED

APPENDIX A

Adult Education: Programing around VT. (Incomplete list)

Arts & Crafts

Stafford Technical Center	Wheel Thrown Pottery
Stafford Technical Center	Watercolor Painting
Stafford Technical Center	Intro to Drawing
North Country Career Center	Intro to Painting Techniques
North Country Career Center	Knitting for Pleasure
North Country Career Center	Ceramics Studio 1
North Country Career Center	Ceramics Studio 2
Burlington Technical Center	Mixed Media 1 drawing and painting
Burlington Technical Center	Mixed Media 1 collage and print making
Burlington Technical Center	Digital Photography
Burlington Technical Center	Jewelry Making

Business Courses

Stafford Technical Center	Investments
Stafford Technical Center	Essentials of Entrepreneurship: How to Build and Launch a Startup
North Country Career Center	Quickbooks
North Country Career Center	Accounting Basics
Hartford Area Career & Technology Center	Introduction to Quickbooks

CDL

Stafford Technical Center	CDL "A"
Stafford Technical Center	CDL "B"
Stafford Technical Center	CDL Upgrade
North Country Career Center w/partner	CDL "A"
Southwest VT CDC	CDL B

Computer Software Applications

Stafford Technical Center	Fundamental Computer Skills I
Stafford Technical Center	Fundamental Computer Skills II
Stafford Technical Center	Microsoft Word and Excel Fundamentals
Stafford Technical Center	Intro to Microsoft Excel 2010
Stafford Technical Center	Intro to Windows 10 and Maintenance Strategies
Stafford Technical Center	Intro to Web Development: Starting with HTML5
Stafford Technical Center	Web Development: Intro to Interactivity and Javascript
Stafford Technical Center	Web Development: Intro to Styling with CSS
Stafford Technical Center	Getting Started with Google Drive
Stafford Technical Center	Google Docs 101
North Country Career Center	Intro to Microsoft Excel 2016
North Country Career Center	Microsoft Office
North Country Career Center	New to Computers
North Country Career Center	Google for Educators
North Country Career Center	eBay/Etsy
North Country Career Center	Troubleshooting Operating Systems
North Country Career Center	Intermediate Microsoft Excel 2016

Burlington Technical Center
Windham Regional Career Center

Intro to Google docs and sheets
Computer Literacy Bundle/4 modules

Culinary

Stafford Technical Center
North Country Career Center
Burlington Technical Center
Burlington Technical Center
Burlington Technical Center
Windham Regional Career Center

World Cuisine
ServSafe-Food Handlers
Apple Strudel
Austrian Comfort Food
Kombucha Brewing
ServSafe-Manager's Training
Fresh Pasta
Homemade Ravioli
Basics in Professional Cooking
Baking Fundamentals- Breads
Baking Fundamentals- Desserts
Cooking Exploration
ServSafe Manager

Esthetics

Stafford Technical Center

Esthetics Certificate Program

Languages

Stafford Technical Center
Stafford Technical Center
Stafford Technical Center
North Country Career Center
Burlington Technical Center

Intro to Arabic Letters and Sounds
Conversational Spanish
Conversational French
Conversational French
French 1 basic conversation
Italian 1 basic conversation
Japanese basic conversation
Spanish 1 basic conversation
Spanish 2 basic conversation

Medical Education

Center for Technology, Essex
Stafford Technical Center
North Country Career Center
North Country Career Center
North Country Career Center
North Country Career Center
Hartford Area Career &
Technology Center
RVTC
RVTC

LNA
Phlebotomy Technician Training
Radiology for Dental Assistants
Tooth Morphology
Expanded Function Dental Assisting
LNA
Medication Nurse Assistant
Medical Terminology for Health Care Professionals
Medical Coding
Phlebotomy
LNA
MNA
EMT
Stop the Bleed
LNA
EMT
LNA

Southwest VT CDC
Cold Hollow

LNA
LNA

Technology

Center for Technology, Essex
Stafford Technical Center
Stafford Technical Center
Stafford Technical Center
Stafford Technical Center
Repair/Networking
Stafford Technical Center
Stafford Technical Center
North Country Career Center
Burlington Technical Center
Burlington Technical Center
Burlington Technical Center
Burlington Technical Center
Southwest VT CDC
Windham Regional Career Center

Type S Electrical Certification Preparation
Act 608 Refrigerant Handling Certification
Fundamentals of Natural Gas
Natural Gas Recertification
HVACR Technician Training
HVACR Tools and Applications
HVACR Cooling and Refrigeration
HVACR Basic Electricity and Motor Controls
HVACR Heating Systems
Certified Solid works Associate (CSWA) Preparation
Intro to Industrial Maintenance & Troubleshooting
Industrial Maintenance & Repair
Basic Home/Small Business Computer Maintenance/
Basic Auto Maintenance & Repair
Small Engine Repair
General Automotive
Small Engine Repair
Certified Phlebotomy Technician (Review and Test)
OSHA
Auto Technology Basics
Electricity Basics
Motorcycle Maintenance
Plumbing Basics
CNC Operator Level 1
Certified Fiber Optics

Welding

Center for Technology, Essex
Center for Technology, Essex
Stafford Technical Center
North Country Career Center
Hartford Area Career &
Technology Center
Burlington Technical Center

Basic Welding
Intermediate Welding
Intro to Welding Processes
SMAW Welding Level I
SMAW Welding Level II
Practicum in Advanced Welding
Welding
Introduction to Welding
Welding Basics

Other

Stafford Technical Center
Stafford Technical Center
Stafford Technical Center
Stafford Technical Center
Stafford Technical Center

Intro to 3-D Game Development
Intro to Computer Animation
Intro to Digital Photography
Mixed-Level Digital Photography
Writing Life Stories

Stafford Technical Center	Poetry Workshop
Stafford Technical Center	The Science and Art of Grant-Writing (one-day workshop)
Stafford Technical Center	Advanced Grant-Writing Workshop (one-day workshop)
North Country Career Center	Customer Service & Cash Register
North Country Career Center	Business Writing
North Country Career Center	Grantwriting & Grantsmanship
North Country Career Center	Memoir Writing
North Country Career Center	Beginning Genealogy
North Country Career Center	Starting Seeds
North Country Career Center	Beekeeping Workshop
North Country Career Center	Soil Science Workshop
North Country Career Center	Basic Digital Photography
North Country Career Center	Advanced Digital Photography
North Country Career Center	Prepare to be a Para-educator
Burlington Technical Center	SAT Boot Camp
Burlington Technical Center	Intro to Website Design
Burlington Technical Center	Understanding Opiate Addiction
Burlington Technical Center	Intro to Website Design
Burlington Technical Center	Intro to Personal Finance Your Money Life
Burlington Technical Center	Preparing to buy a home
Burlington Technical Center	Resume writing and career building skills
Burlington Technical Center	Yoga Fundamentals
Windham Regional Career Center	DSWA Dry Stone Walling
Windham Regional Career Center	Forklift Train the Trainer
Windham Regional Career Center	NCDA Career Development Facilitator
Windham Regional Career Center	High Performance building Certification
Windham Regional Career Center	Fundamentals for Early Childhood Professionals