

BUILDING A TALENT PIPELINE



TALENT PIPELINE MANAGEMENT

An Employer-led,
demand-driven
implementation to fill
the skills gap

Created by the US Chamber of
Commerce Foundation



COLLECTIVE IMPACT

Aligning training programs with labor force incentives to meet employer demand for critical jobs in Vermont



CONSTRUCTION CAREER LADDER

Critical Roles

Education

LABORER
\$15.94 / Hr.

**CTE - Craft /
Technical
Training**
0.3 - 3 Yr.

**CRAFT
PROFESSIONAL**
OTJ Apprentice /
Experience
\$20 - 22 / Hr.

**CRAFT PROF /
MASTER
CARPENTER**
\$35 / Hr.

**Tech or
Community
College +
Apprentice /
Experience**
2 - 5 Yrs.

CREW LEADER
\$31 / Hr.

**SITE
SUPERVISOR**
\$40 - 50 / Hr.

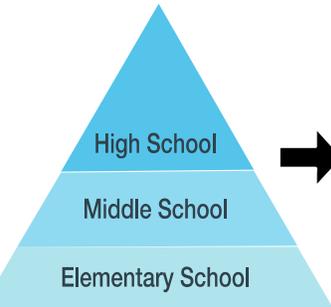
**SENIOR
MANAGER
/ OWNER**

**College /
University**
4 Yrs + Internship

ESTIMATOR
\$32 / Hr.

**PROJECT
MANAGER**
\$45 / Hr.

**PROJECT
ENGINEER**
\$35 / Hr.



**Additional
Training or
Education?**

NO

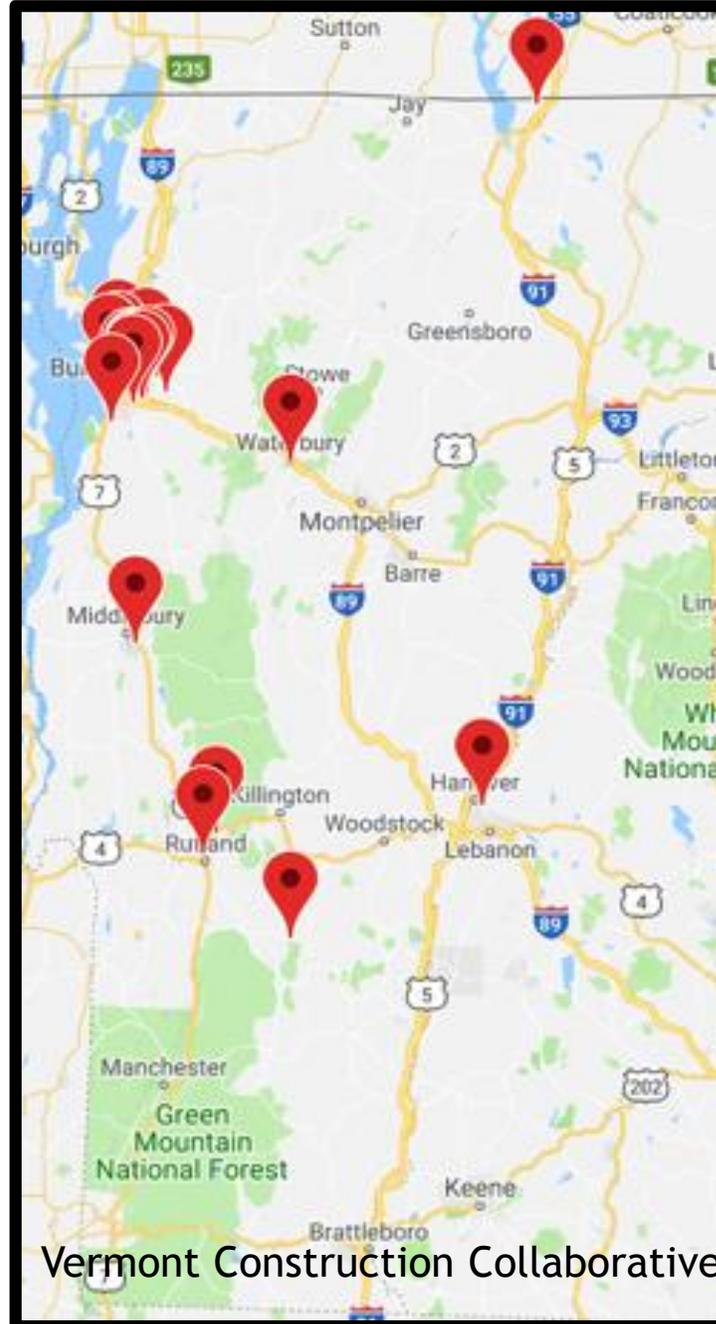
YES



2018 OUTCOMES

EMPLOYER DEMAND

- ▶ 3 priority industries of Construction, Healthcare & Mfg
- ▶ 93 employers forecast 5600+ vacancies in 15 critical jobs between 2018-20
- ▶ Construction Incentives:
 - guaranteed interview
 - bonus wage above standard
 - education scholarships
 - employer training cohorts
 - apprenticeships



NEXT STEPS

1. Fully integrate with existing Vermont workforce development system
 - Provide low-barrier entry to industry defined career ladders
 - Identify industry recognized credentials and incentives to achieve them
 - Align funding for critical job training
2. Secure sustainable 3-year VTPM funding for:
 - Pipeline creation and continuous improvement
 - Scale-up in education with stackable industry recognized credentials, apprenticeships and/or degrees
 - Expand into new industries

