

Vermont Talent Pipeline Management

Employer-led strategies and webtools



1 Organize Employer Collaborative



4 Analyze Talent Flows



2 Engage in Demand Planning



5 Build the Talent Pipeline



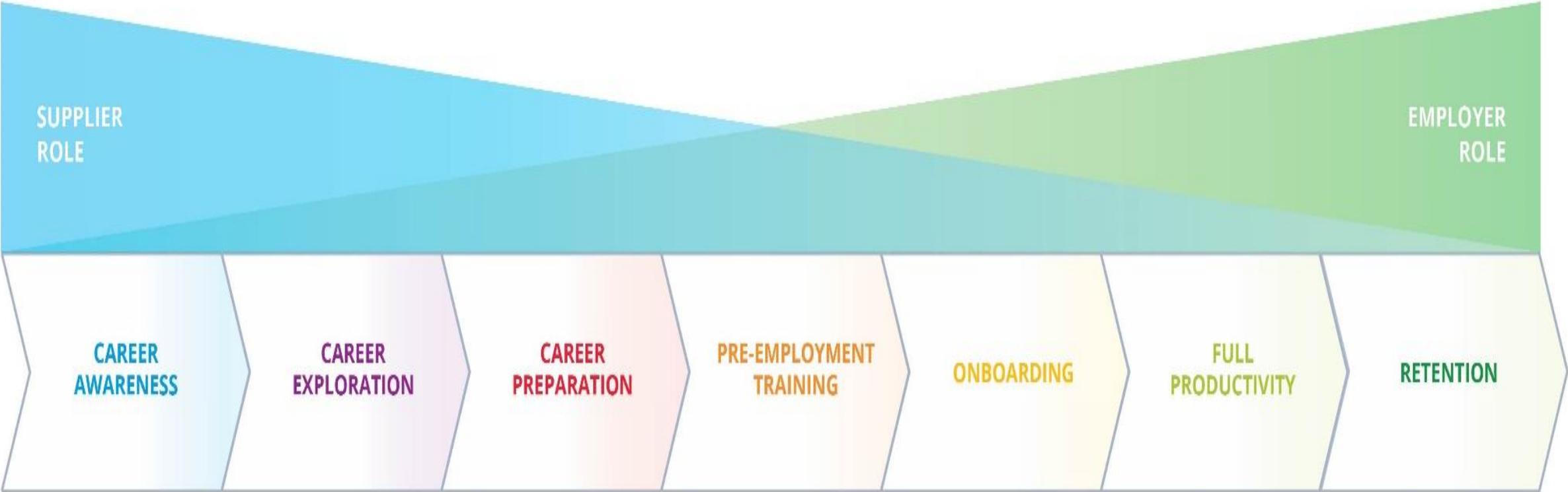
3 Communicate Competency &
Credential Requirements



6 Incent and Improve
Continuously

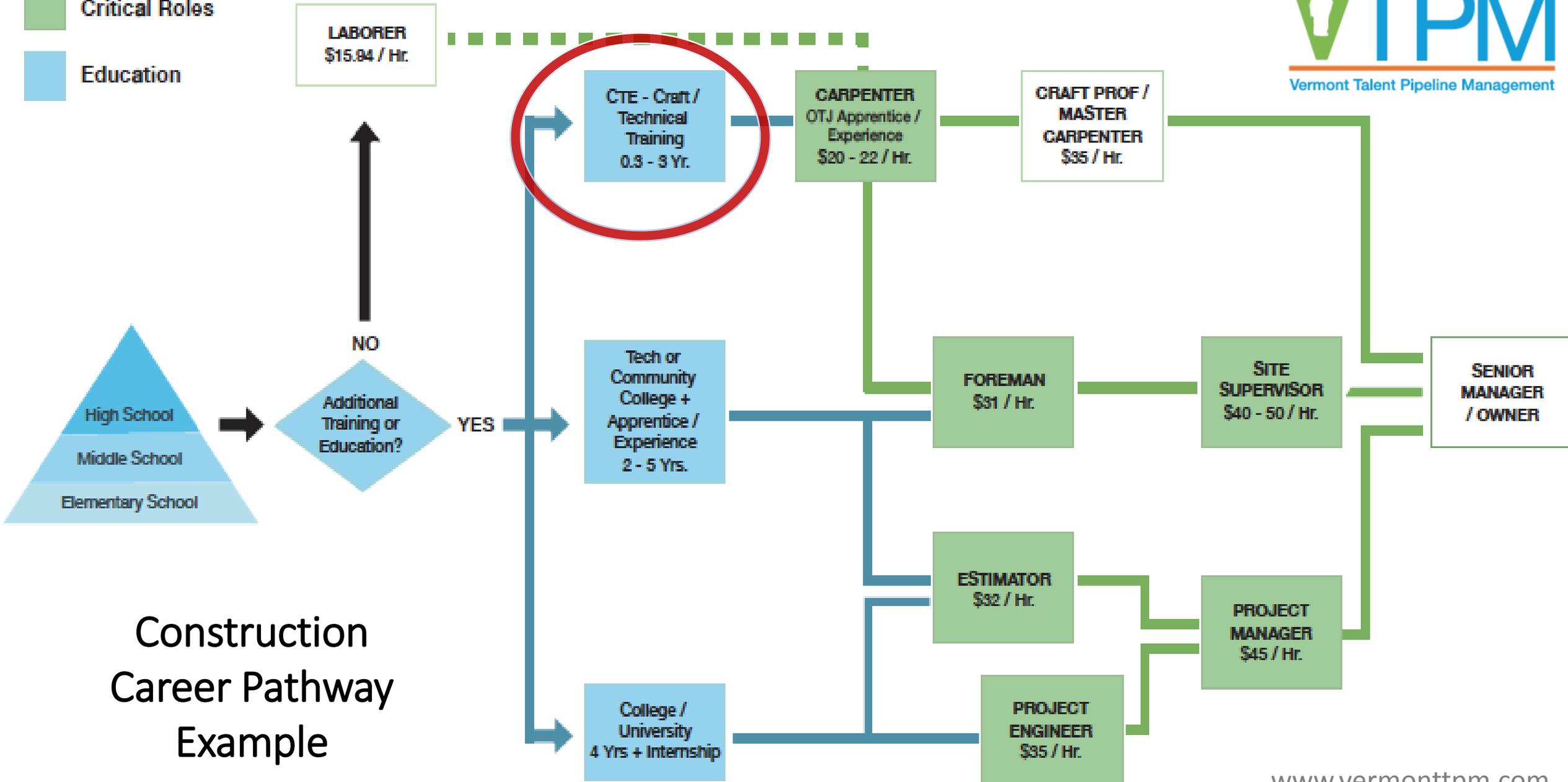
Vermont's Talent Pipeline

ALIGNMENT WITH CAREER & EDUCATION WORKFORCE INITIATIVES



The role of CTEs

Critical Roles
 Education



Construction Career Pathway Example

CTE Benefits in Construction

For Labor Force

- Enter any trade - Core Curriculum
- Earn portable National Industry Recognized Credential
- Earn 5 transferable College Credits from VTC
- Secure WBL experiences in VT industry
- Obtain Jobs in VT
 - Guaranteed Interview
 - Bonus Wage if hired

For Employers

- Train VT labor through WBL
- Reduce time to fill vacancies
- Hire Industry Credentialed labor
- Reduce onboarding, training and time to full productivity
- Advance incumbent workers to leadership/degree roles
- Improve industry retention