

Testimony presented by Len Schmidt, President Vermont Adult CTE Association

Adult CTE Background

- In name, Adult CTE programs at each of 17 tech centers since 1980's
- Adult Education Coordinator positions widely created in 1986 in response to legislation making technical education accessible and free for adults without diplomas
- Adult Vocational Education support position created at what was then the Department of Education
- Vermont Adult Technical Education Association (VATEA) started in August 1987 with staff support from DOE. Created bylaws and accepted bylaws. Shared ideas, curriculum, problem solving.
- DOE staff person attended for until position was eliminated in mid-1990's
- DOE collected and compiled outcome data until early 2000's

Adult CTE Since 2016

- VATEA changed name to VACTEA (Vermont Adult CTE Association) to reflect growing familiarity with the acronym "CTE"
- Engaged in strategic planning process, submitted multiple grant applications to support strategic plan, updated and revised bylaws, established subcommittees
- Began collecting and compiling [outcome data](#) in-house to fill void left by AOE-collected data
- Collaborating more regularly with partner organizations such as VDOL, VSAC, Advance Vermont, and state and local WIB's
- Updated [website](#)
- Applied for and received grant to deliver statewide educational programming from Vermont Department of Health, demonstrating reach, consistency, and capacity at the State level
- Collaborated on shared programming for training programs for MNA, Phlebotomy, and others

Challenges

- Governance-17 centers with differing governance models
- Diversity of staffing models
- Capacity of Exec Team
- Differences in prioritization of Adult CTE by Directors at different Tech centers
- Organizational infancy of VACTEA – no staff, insurance, incorporation, etc.

Opportunities

- Significant movement in last 4 years and therefore momentum towards statewide system in the following areas:
 - Curriculum consistency and program delivery
 - Branding and outreach
 - Employer or client partnerships

- Strategic planning
- Vision and mission
- Statewide collaboration at the Adult CTE level can be model for the secondary CTE level
- Flexibility, efficiency, and entrepreneurship of current organizational model
- Direct local connection between Adult CTE coordinators and employers in communities throughout the state



About Vermont Adult Career and Technical Education Association:

Mission: Changing the lives of Vermonters by providing training to gain skills, improving career opportunities, and strengthening communities.

Vision: To become the preferred training provider of quality programs that meet Vermont workforce needs.

Website: www.vtadultcte.org

Outcomes for 2017:

Served over 2,500 students in every part of Vermont

Awarded 1,087 Industry Recognized Credentials including:

- 52 Commercial Driver's License (CDL)
- 286 Licensed Nurse Assistant (LNA)
- 55 30-hour Fundamentals of Natural Gas
- 81 Certified Phlebotomy Technician (CPT)
- 95 ServSafe Certification
- 18 Refrigeration Act 608 Certification
- 48 Forklift Certification
- 21 American Welding Institute certifications

Hannaford Career Center Adult Technical Education

What We Do:

Served 215 adults in 2017- one out of every 200 residents in Addison County

Provide affordable access to industry certifications – 42% of our participants earned an IRC in 2017

Strategically support vulnerable populations to access classes – partnerships in 2017 developed Personal Care Attendant, LNA, Forklift certification, and CDL classes with schedules, child care, and/or academics supports specifically designed to meet the needs of clients of the Addison County Parent Child Center, Voc Rehab, Vermont Adult Learning, or graduating high school students on IEP's

Work to raise the profile of CTE – **The Makery** makerspace for public access to Center facilities

Collaborate with area businesses to support up-skill training of incumbent employees– past employer-specific offerings have included Forklift Certification, TIG welding, Professional Communications, Microsoft Excel, and ServSafe

Work directly with stakeholders to identify training needs – convene regular Adult Education Advisory Committee meetings, serve on Board of Directors of Addison County Chamber of Commerce, attend Addison County Economic Development Council as able, and other networking

Partner with Vermont Adult Learning to develop a 24-week VT YouthWorks program which integrates academic, technical, and soft skills training for out of school youth aged 18-24 in Addison County

How We Do It:

.8 FTE staffing - One 30% +/- adult education coordinator, one 50% admin assistant

20% of revenue from Department of Labor, 20% from Agency of Education, 60% from tuition and fees

Between 20 and 30 part-time employee instructors

4-5 part time contracted instructors

Access to under-utilized Tech Center resources after school hours

Memoranda of agreement to access clinical and other site-specific training opportunities

Barriers

Not incorporated into Dual Enrollment programs – limits access for HS students

Needed support of Adult Technical Education at the state level – website(s), program development, publicity and advertising, advocacy, curriculum coordination, data collection, quality control, grant and training provider application technical assistance

Competitive relationships with other training providers

Reliance on 60% tuition revenue to serve Vermont's most vulnerable students

Difficulty accessing DOL support at the local level

Difficulty accessing space for daytime Adult programming when needed

Tech Center revenue structure encourages focus on high school programming

Unpredictability of VSAC non-degree grant availability

Gaps in tuition support mechanisms for transient individuals, youth required to access parental information for financial aid, lead time required for DOL funding, other tuition support barriers

Opportunities

Experience with VT YouthWorks summer program and funding for program development from DOL and McClure Foundation are providing an opportunity to innovate and expand opportunities for out of school youth through a school-year VT YouthWorks program

Current interim superintendent very supportive of the role of adult technical education

Current composition of Vermont Adult CTE Association (VACTEA) is generally very supportive of state-wide collaboration

Growing educational and community awareness around stackable credentials

Work of Vermont Talent Pipeline Management helps to identify and solidify recognition of credentials so that our programs can respond

Increasing support and collaboration with DOL at the State level

Increased visibility to business community as labor market tightens

Opportunity to build support of Adult Technical Education at the state level – website(s), program development, publicity and advertising, advocacy, curriculum coordination, data collection, quality control, grant and training provider application technical assistance! (yes, I did cut and paste from the Barrier category)



