

Workforce Meetup

Fireside Dining
Tavern

Bolton Ski Resort

September 30,
2021



**VERMONT
FOREST
INDUSTRY
NETWORK**

Coordinated by:



Vermont Sustainable Jobs Fund

Agenda:

- Welcome and introductions
- Panel 1: The Big Picture: What is happening at the state level to address workforce issues generally, and what resources exist that our forest economy businesses and associations can tap into? + Q&A
- Break
- Panel 2: Forest and wood products industry education / training / workforce initiatives/projects of interest + Q&A
- Structured discussion of sector-specific gaps and needs
- Wrap up – key takeaways and next steps



**VERMONT
FOREST
INDUSTRY
NETWORK**

Panel 1: VT's Workforce
Development System –
The Big Picture

Moderator: Ellen Kahler
Executive Director
Vermont Sustainable Jobs Fund

Causes & Conditions Impacting the Forest Products Industry

- Demographics (low birthrates, aging of the workforce, retirements, lack of succession plans)
- COVID-19 (lack of reliable childcare, health & safety concerns)
- The Great Resignation ... switching of careers, switching employers
- A lot of laid off workers going into business for themselves
- Lack of connectivity between employers and CTEs (and CTEs need to ramp up and increase funding)
- Cultural bias of parents/guidance counselors to steer kids away from trades and into 4-year degrees
- Skills mis-match for current industry needs

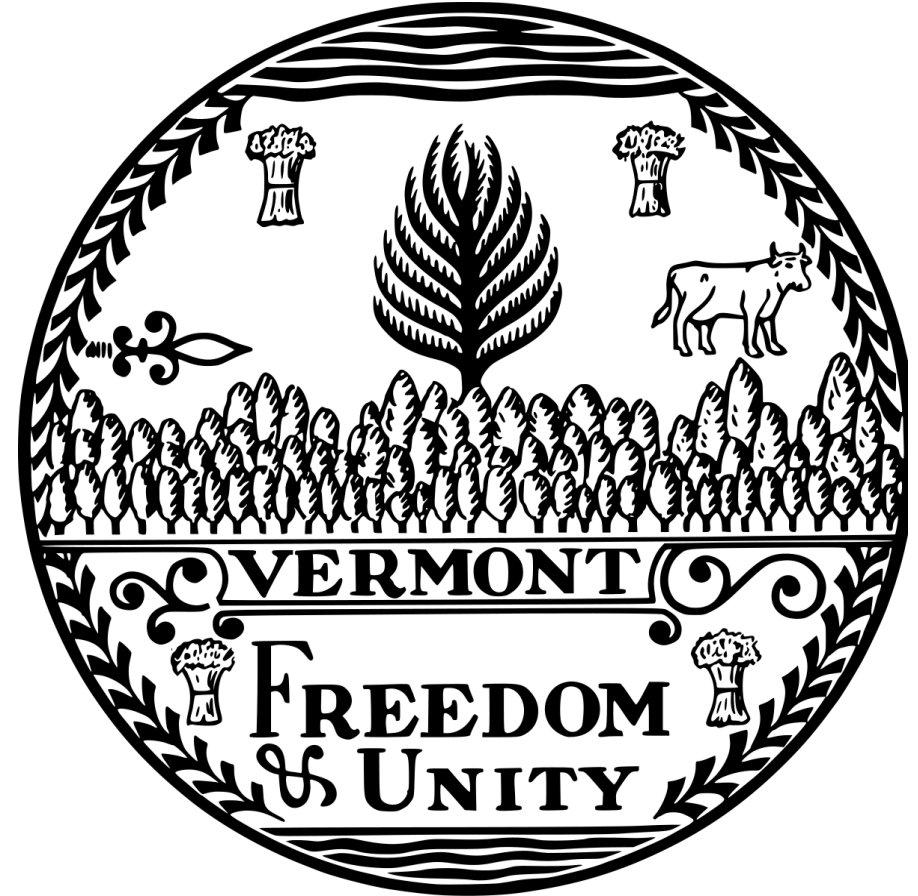
Causes & Conditions Impacting the Forest Products Industry, cont.

- High demand from consumers for wood products (backlog of orders)
- Difficulties with planning for supply chain disruptions (e.g., parts, trucking, container shipping)
- Demand for higher wages, better benefits, and improved workplace culture and conditions by workers
- High demand for workers and overall worker shortage across **ALL** industries -- therefore Forest Products Industry is also competing for workers with all other sectors of the economy
- **BOTTOM LINE: You have to change your approach to recruitment and retention, consider changes to your workplace culture, and get involved in the education system (talent pipeline development)!**

State
Representative

Tristan Toleno

Member of State
Workforce
Development
Board



Employer Ideal Scenario

High Workforce Participation (% Working)	High Unemployment (% Looking for work)	High Number of Jobs Available/Listed
Medium Workforce Participation (% Working)	Medium Unemployment (% Looking for work)	Medium Number of Jobs Available/Listed
Low Workforce Participation (% Working)	Low Unemployment (% Looking for work)	Low Number of Jobs Available/Listed

Employee Ideal Scenario

High Workforce Participation (% Working)	High Unemployment (% Looking for work)	High Number of Jobs Available/Listed
Medium Workforce Participation (% Working)	Medium Unemployment (% Looking for work)	Medium Number of Jobs Available/Listed
Low Workforce Participation (% Working)	Low Unemployment (% Looking for work)	Low Number of Jobs Available/Listed

Other Macro Economic Constraints

- lack of worker/affordable housing (# and \$)
- lack of childcare / pre-K (# and \$)
- lack of broadband
- lack of public transit
- being so rural

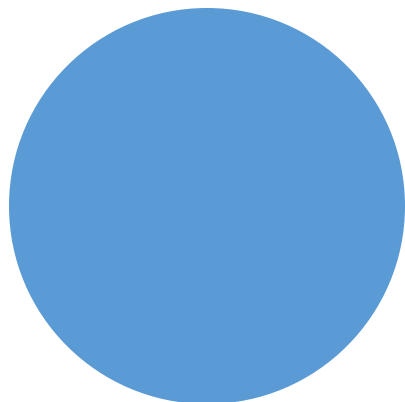
Vermont Department of Labor

Cindy Robillard
Business
Services Program
Manager

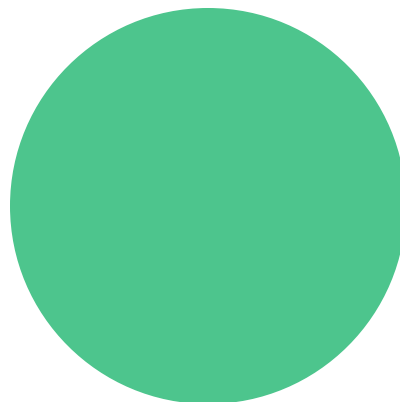




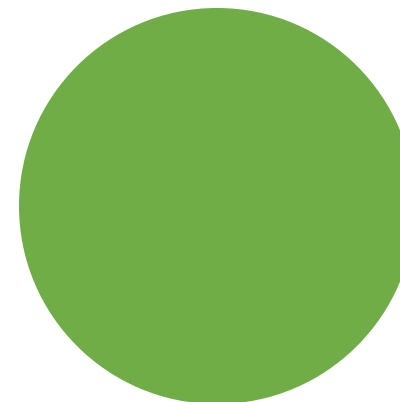
A proud partner of the americanjobcenter network



LABOR MARKET
INFORMATION



RECRUITMENT
ASSISTANCE



TRAINING RESOURCES

Labor Market Information

- [Economic & Labor Market Information - Vermont Department of Labor \(vtlmi.info\)](#)
 - Research Occupational Profiles to assist with job descriptions
 - Review Wage Data for guidance in setting competitive compensation



Recruitment Assistance

- Assistance with creating an employer account and posting jobs in Vermont Job Link
 - <https://www.vermontjoblink.com/>
- Job Fairs (in-person and virtual)
- Highlighted Employers page
- Weekly Jobs E-Newsletter



Training Resources

- Connect to training eligible individuals for possible On-The-Job (OJT) Training contracts
- [Apprenticeships](#)
 - See list of [Eligible Occupations](#)
- Internships

Vermont Tech

**VERMONT
TECH**

Maureen Hebert

Associate Dean of
Industrial Relations &
Workforce
Development

BUILDING CAREERS. GROWING BUSINESSES.

Unique Learning Experience

The **Office of Continuing Education & Workforce Development** (CEWD) offers a unique learning experience to Vermont: focused, hands-on, applied learning taught by instructors who are experts in their field. This style of education is available to a wide range of professions and professionals.

CEWD designs and delivers workforce education and training, including customized workshops, training that lead to certifications, degree programs, and more. We also partner with respected national vendors to provide online, non-credit trainings with an open enrollment format.



**AGRICULTURE &
FOOD SYSTEMS**



**ELECTRICAL &
PLUMBING TRAININGS**



**BUSINESS
TRAININGS**



**ENGINEERING
TRAININGS**



CAREER & TECHNICAL



GREEN

OFFERINGS



AGRICULTURE & FOOD SYSTEMS

- ArcGIS/GPS
- Diversified AG
- Meat Cutting
- Natural Resource Management
- Water Quality
- Welding



ENGINEERING TRAININGS

- Advanced Manufacturing Apprenticeship
- CNC Machining
- Customized Training
- Industrial Maintenance
- Programmable Logic Controllers
- Solidworks
- Welding



BUSINESS TRAININGS

- Collaborative Coaching
- Communication Skills
- Customer Service
- Emerging Leaders
- Emotional Intelligence
- Employee Engagement
- Managing Conflict
- Proficiency-Based Leadership
- SHRM Learning Systems
- Strategic Leadership
- Supervisor & Manager Training



ELECTRICAL & PLUMBING TRAININGS

- Electrical Code Updates
- Exam Preparation
- Vermont Department of Labor Registered Apprentice Program

EMPLOYER PARTNERS

The Employer Partner Program leverages support from employers to recruit, engage, and support future and current students to help grow and expand Vermont's workforce.

Your Support

Vermont Tech relies on generous contributions from our valued employers to help support the important programs and services we offer to students. Through the Employer Partner Program, employers can make a transformative impact on our career development resources while increasing their visibility on campus. Membership provides companies with additional business services, unique engagement opportunities, and premium visibility options that reach students and alumni.

By partnering with Vermont Tech, companies will automatically gain publicity and brand recognition. Employers will reach a variety of talented students

who recognize and appreciate the help and support the companies provide. Employer involvement will build important connections necessary for the future growth and success of the company.

Participating businesses and organizations play a key role during every step in the process, providing career guidance, meaningful workplace experience, and the opportunity to start working immediately following program completion. Employers benefit by developing a pipeline of local students who are trained in a relevant area and are engaged in both their workplace and their city or town.

Internships & Scholarships

STEP BY STEP

- 1 Employers identify any Vermont Tech two- or four-year degree programs that provides the necessary knowledge and skills they are seeking in an employee.
- 2 Prospective students are recruited with input from the employer.
- 3 Students receive a paid internship or apprenticeship with employers and may be eligible for a scholarship opportunity.
- 4 After graduation, employers provide an interview to student for job openings within the company.





ADVANCED MANUFACTURING APPRENTICESHIP

LEVEL ONE

Manufacturing Processes (2 credits)
Students learn how to read blueprints, operate a manual machine, and do technical math.
Dates: August 26-November 18, 2021

LEVEL TWO

Design Communication (2 credits)
Students learn SolidWorks, an industry favored computer aided (CAD) program.
Dates: January 20-May 12, 2022

Metrology & Inspection (3 credits)
Students learn about inspection techniques, sophisticated measuring tools, and technical math.
Dates: May 26-August 18, 2022

LEVEL THREE

Computer Aided Technology (2 credits)
Students learn to set up and run machines (including mill and lathe) using computer numerical code (CNC). Includes technical math.
Dates: August 25-December 15, 2022

ADVANCED MANUFACTURING APPRENTICESHIP

Hands-on training taught by industry professionals. Earn college credit while you learn the skills you need to succeed in the field of advanced manufacturing. Fully grant funded.*

WHEN

Thursdays, 5:00PM-9:00 PM

WHERE

Vermont Tech
Williston, VT

*Program funded in full through a grant from the US Department of Labor. Vermont Tech is an equal opportunity employer. Auxiliary aids and services are available upon request to individuals with disabilities.



INDUSTRIAL MAINTENANCE APPRENTICESHIP

Fall 2021

Introduction to Engineering (1 credit)
Students learn technical documentation strategies with programs like Excel, Word, LabVIEW, etc.
Dates: August 25-September 22, 2021
Time: Wednesdays, 5:00-9:00 p.m.

Electrical Circuits I (4 credits)
This hands-on class introduces students to electrical circuits (including transfers, relays, diagrams, etc.).
Dates: September 29-December 29, 2021
Time: Wednesdays, 5:00-9:00 p.m.

Winter/Summer 2022

Programmable Logic Controllers (3 credits)
This class introduces students to programmable logic controllers, including writing programs and setting up processors.
Dates: January 19-March 30, 2022
Time: Wednesdays, 5:00-9:00 p.m.

Electrical Circuits II (4 credits)
A continuation of Electrical Circuits I, this class introduces circuit analysis using advanced network theorems and techniques.
Dates: May 23-August 17, 2022
Time: Mondays, 5:00-8:00pm and Wednesdays, 5:00-9:00 p.m.

INDUSTRIAL MAINTENANCE APPRENTICESHIP

Hands-on training taught by industry professionals. Earn college credit while you learn the skills you need to succeed in the field of industrial maintenance. Grant funding available.

WHERE

Vermont Tech
Williston, VT

CEWD.VTC.EDU

We work with hundreds of employer partners...some examples:

CVMC	FujiFilm Dimatrix	Barry Callebaut
GE	IVEK	Lane Press
GS Precision	Rhino Foods	Hazelett
Benoit Electric	Keurig Dr. Pepper	PC Construction
Vermont Creamery	Ben & Jerry's	Champlain Cable
Shaw's	CTE Centers	CSWD
Global Foundries	Perrigo	FAB Tech
BMH	Chroma	Cad Cut
GW Plastics	Omni Medical	LED Dynamics

Non-Credit enrollment - 2414

Credit enrollment - 797

CEWD.VTC.EDU

RDCs of Vermont

Jen Stromsten

Director of Programs

Brattleboro Development
Credit Corporation

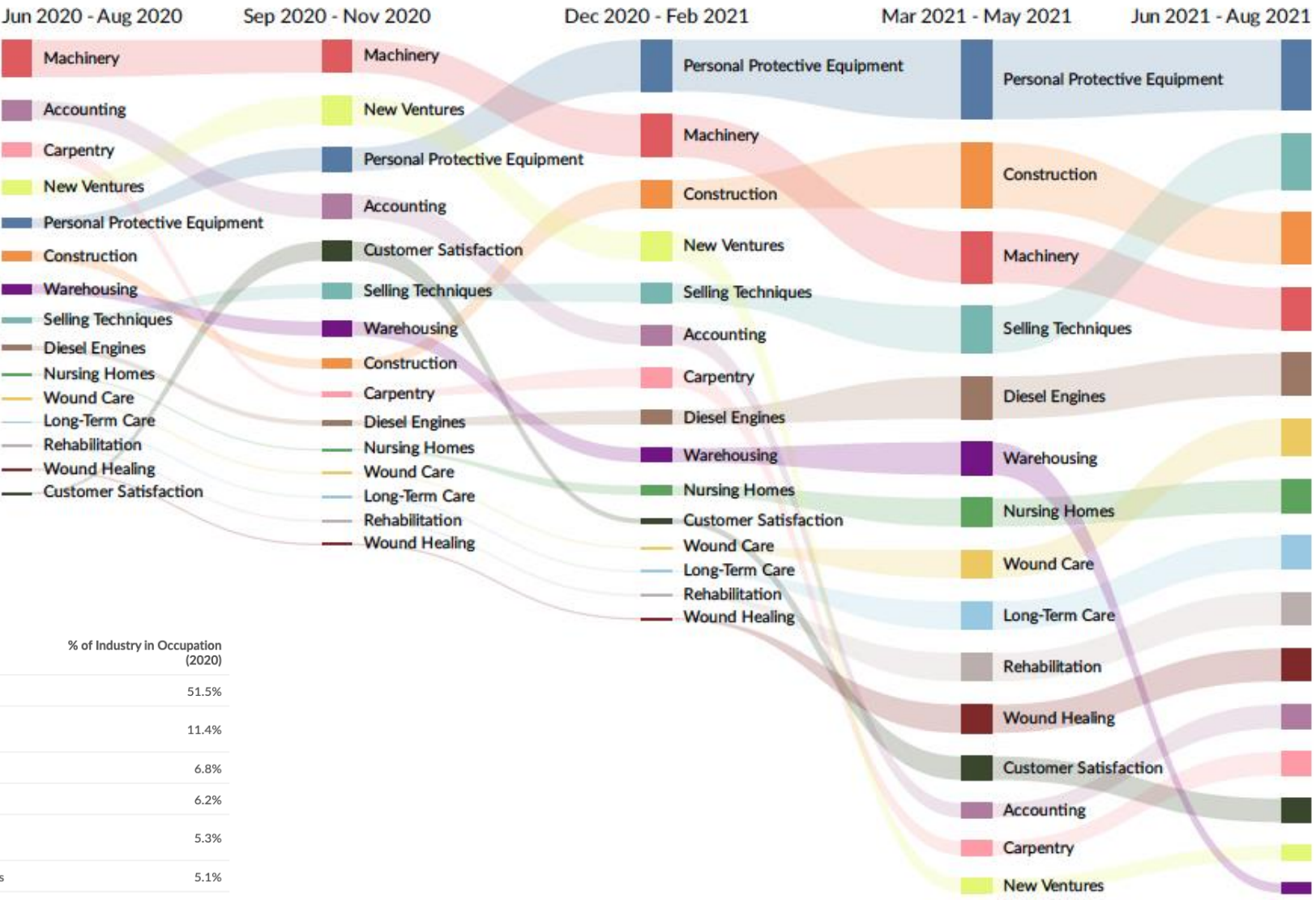


Thinking broadly about the Vermont “sector”

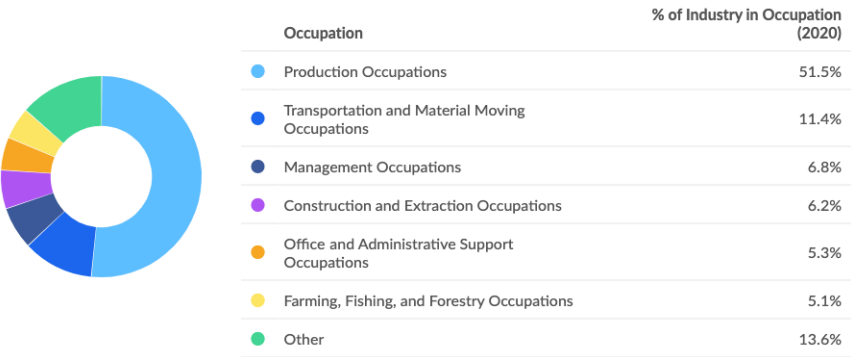
- **RDCs** think about this from the perspective of **individual employers and businesses**, providing technical assistance, lending, and connections to state programs.
- **RDCs** think about the big picture of the **regional economy - supply chains**, cultivating **value-add** which brings more money into the region, strengthening the entrepreneurial base, and adding / retaining jobs with strong wages.
- VT has 196 jobs in just forestry and logging, 684 in forestry + sawmills, 1,439 jobs in wood product manufacturing. (VDOL VTLMi & EMSI Developer).
- A broader definition of Forestry Sector: includes value-add = 1,948 jobs. So the forestry sector needs a lot of different skills (pipeline) in addition to the core forestry and wood related **skills**, like “machinery” but also business skills.

Top 15 Skills for All Job Types by Quarter

Skills help us understand the direction an industry is headed.



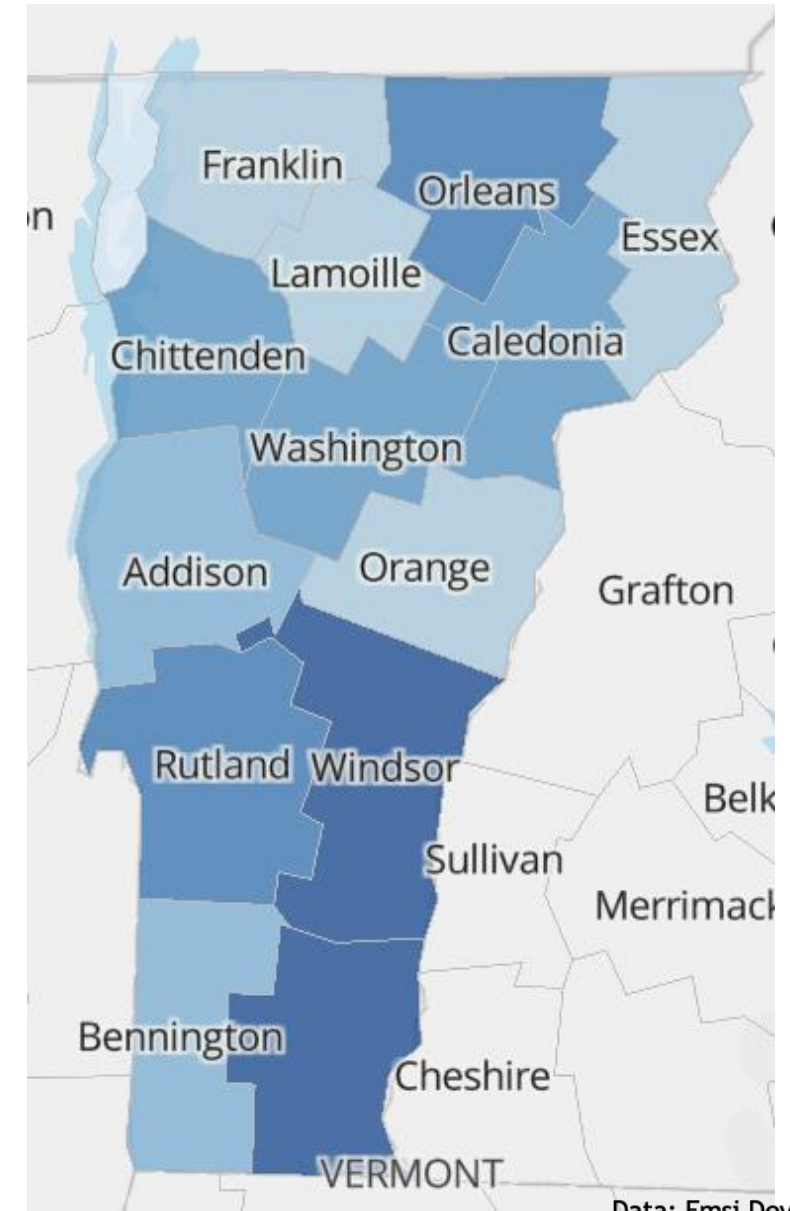
Most Jobs are Found in the Production Occupations Industry Sector



Workforce Supply = People + Pipeline

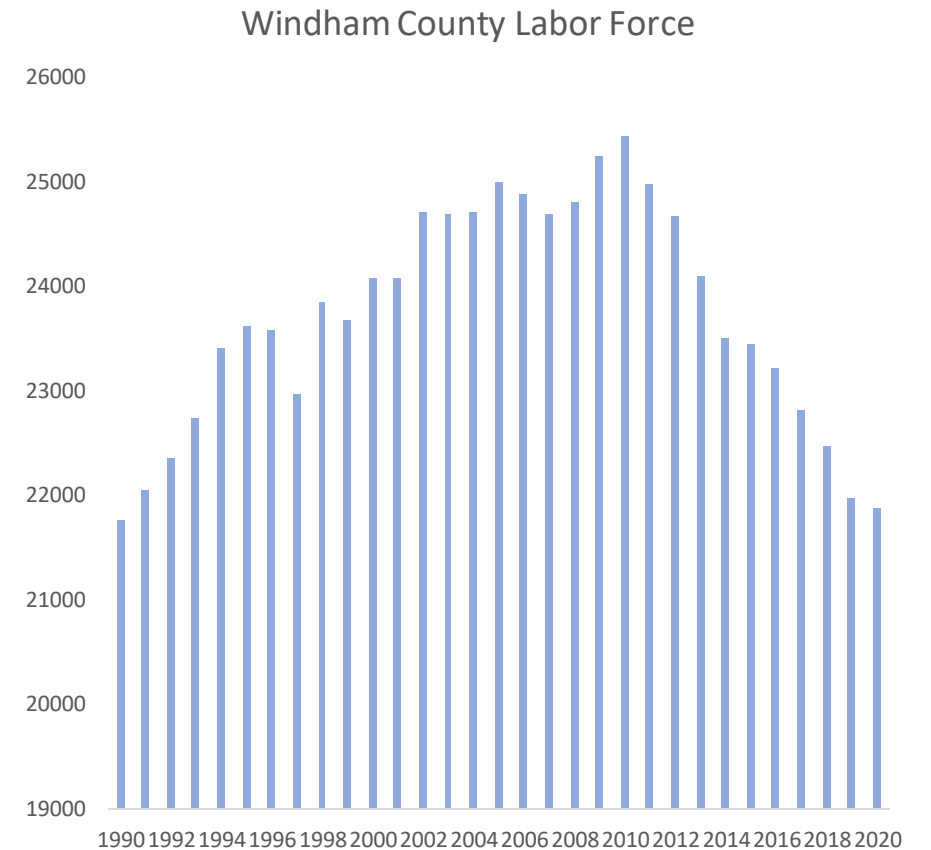
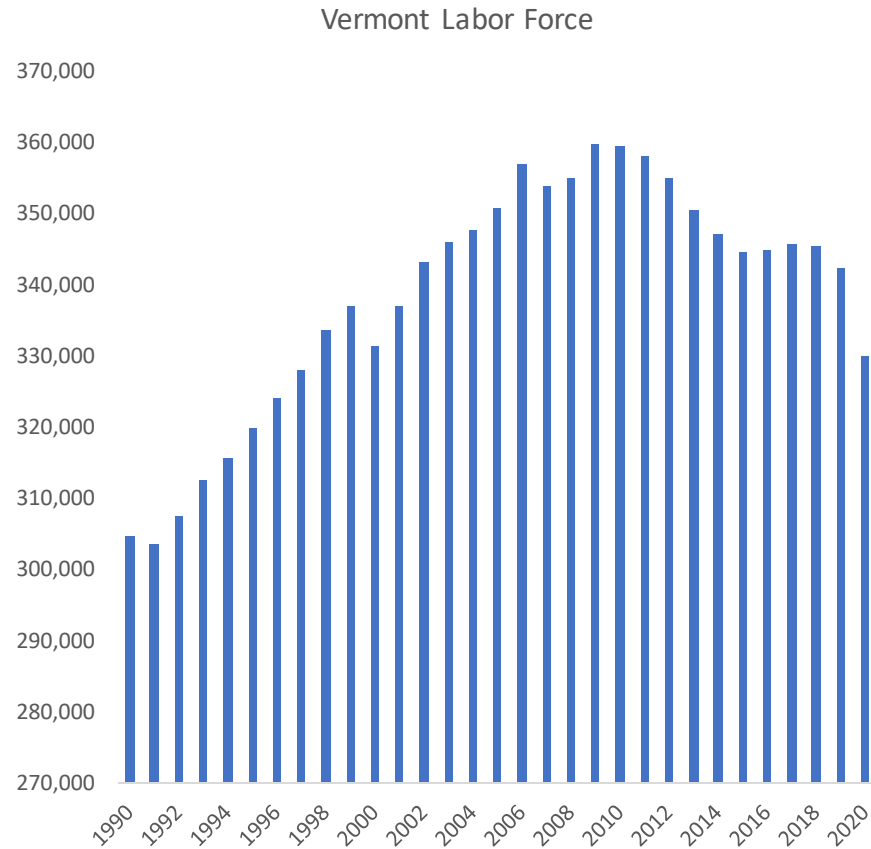
- **RDCs partner with key players in the statewide system** for general workforce development including the **colleges, CTEs and high schools, VDOL**. They provide exposure to careers and **soft skills** development, + some funds for upskilling.
- **RDCs build & support partnerships**—convene or participate in regional Workforce Investment Board (WIB) or analog.
- **RDCs support important research and statewide workforce development initiatives** (though some more than others). Individual employers know existing pipelines, but the Talent Pipeline Management process can map talent demand by sector, and "back-map" to training resources + education needs. RDCs can ground-truth through regional research & relationships.
- **RDCs are advocates for businesses and employers.** E.g., educating elected officials on industry changes such as consolidation of farms and sawmills, which has destroyed this sector's historical informal workforce pipeline based on family-owned farms and forestry businesses.
- **RDC's connect employers with state programs. Apprenticeships; Vermont Training Program** - employer-based or can fund collaborations (e.g., hospital-college-high school collab for medical assistant & enviro services programs in Brattleboro).
- **RDCs can be creative, entrepreneurial partners.** BDCC examples: Workplace Immersion / Job Shadows for high schoolers; specialized trainings via industry groups like SEON for green building; partner with VDOL to deploy WIOA Youth resources.

Forestry Sector Jobs by County



Data: Emsi Developer

The missing ingredient = [rural] people

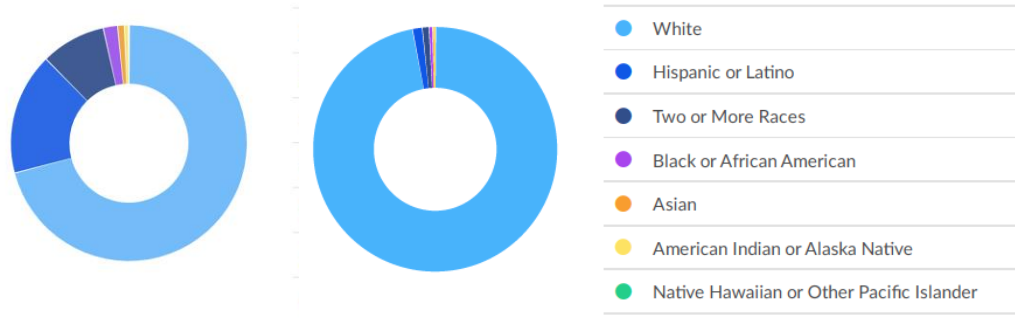


Labor Force Drop 2010-2020 - Vermont 8%, Windham County 14%
(2021 #s are much worse so far but volatile with UI changes)

Data: VTLMI.org VTLAUS

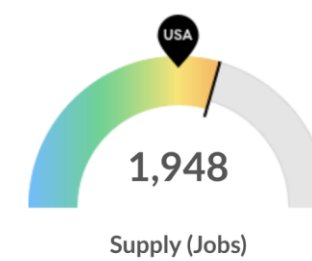
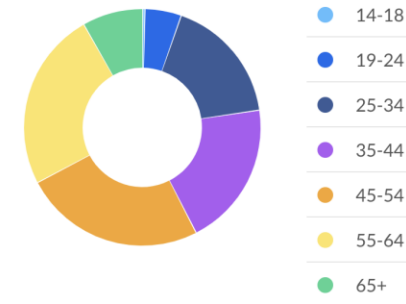
Growth, Opportunity, Change

National Workforce vs. Vermont Workforce



Vermont Workforce: Retirements = Opportunities

Industry Age Breakdown

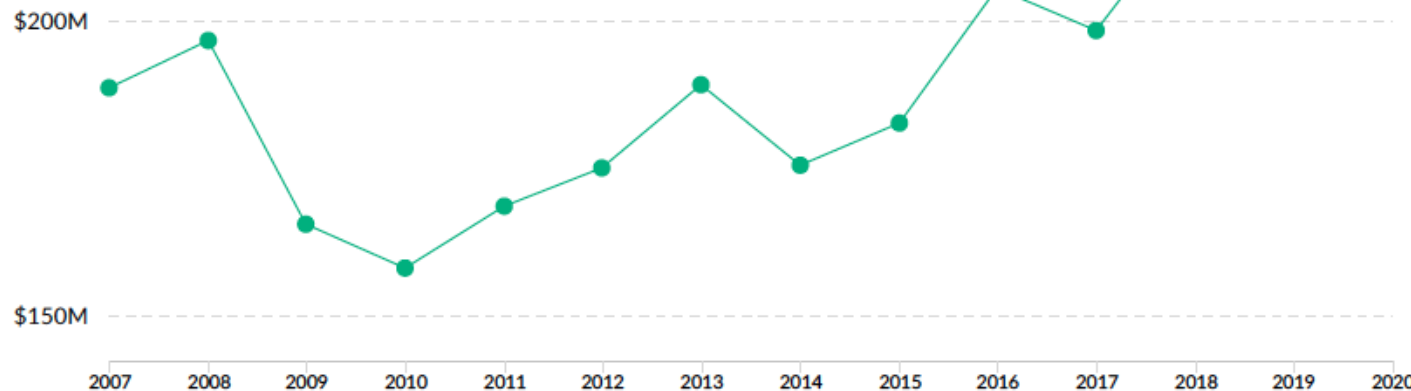


Vermont is a hotspot for this kind of talent. The national average for an area this size is 1,518* employees, while there are 1,948 here.



Retirement risk is high in Vermont. The national average for an area this size is 493* employees 55 or older, while there are 639 here.

Gross Regional Product



Data: Emsi Developer

Questions?

