

# STATE OF VERMONT

## EDUCATION AND WORKFORCE DEVELOPMENT PROGRAM

### VISION AND GOALS CROSSWALK

The Federal government’s investment of Perkins funds in the CTE system represents an investment in building, expanding, and improving a bridge from secondary education to the workforce. The Federal government also invests in Vermont’s education system and in our workforce development system. The education system investments come via the Every Student Succeeds Act (ESSA) and the workforce development system investments are made primarily through the Workforce Innovation and Opportunities Act (WIOA). Each investment has a state plan that has a guiding vision and goals. It is critical to the success of the state’s efforts that there is alignment and ultimately coherence across the vision and goals of each program’s investments.

Alignment with the ESSA State Plan is integrated into the Comprehensive Local Needs Assessment by requiring our regional CTE centers and other recipients to examine the performance results of students in the service area and by requiring the recipients to identify the professional development investments being made by the LEAs in their service area. Additional alignment exists in the accountability section of the state plan, but generally is represented by the following academic and college and career ready performance indicators:

- Academic:
  - Graduation rate – both cohort and extended rates
  - Academic proficiency in English language arts
  - Academic proficiency in mathematics
  - Academic proficiency in science
- College & Career Ready:
  - Industry recognized credential attainment
  - Work-based Learning
  - Dual and concurrent enrollment

The State Workforce Development Board recently updated Vermont’s strategic vision and goals as part of updating the Workforce Innovation and Opportunity Act (WIOA) state plan. The strategic vision for our workforce development system is to meet Vermont’s employment demands “through a statewide, coordinated, and integrated system of workforce education, training, and development where all Vermonters can connect to robust career pathways, advance along career ladders, and quickly secure employment with a Vermont employer.”

	<b>Career Technical Education &amp; Perkins</b>	<b>Workforce Development &amp; WIOA</b>
Vision	Our vision for career technical education is:	The strategic vision for our workforce development system is to meet Vermont’s employment demands “through a statewide, coordinated, and integrated

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	<p>all Vermont learners attain their post-secondary goals by having access to career and technical education systems that are equitable, efficient, integrated and collaborative.</p> <p>We achieve the vision by:</p>	<p>system of workforce education, training, and development where all Vermonters, including new Americans, can connect to robust career pathways, advance along career ladders, and quickly secure employment with a Vermont employer.”</p>
Protecting vulnerable populations	<p>Ensuring that funds are directed to programs and services intended to assist and support special populations as defined in the law.</p>	<p>Increase the number of women, minorities, people with disabilities, and other underrepresented people employed in the skilled trades, science, technology, engineering, and mathematics fields, advanced manufacturing, and other priority industry sectors in Vermont.</p>
Use of LMI	<p>Supporting only high-quality, rigorous, aligned CTE career pathway programs that are informed by available state, New England regional, and national labor market data</p> <p>Ensuring that secondary and post-secondary programs offered and supported by Perkins are aligned with high skill, or high wage, or in-demand occupations in the region, state, or New England regional area.</p>	<p>Increase the number of Vermonters with barriers to employment who complete high school, earn a post-secondary credential – including an industry-recognized certificate, registered apprenticeship, or post-secondary degree program – and become employed in occupations that align with the needs of Vermont’s employers.</p>
Role of Industry	<p>Engaging industry as a full partner in the creation, validation and maintenance of CTE programs.</p> <p>Industry partners participate in the comprehensive local needs assessments, contribute expertise and knowledge to help steer programs, and/or help to provide opportunities for students during or after programs, and are available to ensure CTE teachers understand changes within an industry.</p>	<p>Industry serves in the majority (over 60%) on the State Workforce Development Board.</p>

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Counseling & Advising/ Access & Understanding	<p>Developing and implementing career advisement systems that support career exploration and that allow all learners to be successful in pathways of interest.</p> <p>CTE centers and middle and high schools in a region will coordinate and collaborate to ensure students have access to and can benefit from academic and career advising and workforce preparation programs (career exploration programs, including work-based learning programs).</p>	<p>Connect Vermonters to the education, training, and supportive services needed to enter and advance along a career pathway that leads to greater financial independence.</p>
Collaboration, coordination, non-duplication	<p>Supporting collaboration among systems and promoting coordination between systems as a means of ensuring equity and of providing students with a high-quality experience.</p> <p>Ensure alignment and coordination among middle and high schools, CTE centers, and post-secondary recipients. Alignment and coordination is reached via state-developed and approved career pathways programs of study, locally/regionally developed programs of study, and through formal agreements intended to address how graduation requirements are met, how course, program, and service offerings are coordinated, and how student experiences are recognized to reduce duplication and expense.</p> <p>Require participation in quarterly “Perkins” coordination meetings.</p>	<p>Improve Vermont’s workforce development system by continuously aligning, adapting, and integrating workforce education and training programs and career and supportive services to meet the needs of all participants.</p>

	<b>Career Technical Education &amp; Perkins</b>	<b>Workforce Development &amp; WIOA</b>
Visibility	<p>Improving the public perception of CTE.</p> <p>Publish an annual report at the local level; publish an annual report at the state level</p>	<p>Expand Vermont's labor force by helping more Vermonters enter the labor market and assisting out-of-state workers in securing employment with Vermont employers and relocating to Vermont.</p>