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**Vermont State Workforce Development Board  
WIOA State Plan Working Meeting  
Data & Analysis Discussion**

Included below are some key questions to inform and support your work on Vermont's vision, goals, and strategies to strengthen and improve our workforce system. The Department of Labor and other state agencies will provide data and analysis related to existing and emerging industry sector and occupation demands, projected employer needs, employment and unemployment information, labor market trends, the education and skill level of the workforce, and apparent "skill gaps."

What are the economic, labor force, demographic, socio-economic or other trends that concern you or that you feel deserve consideration in the development of the plan?

- Job openings by occupation, sector, industry, local labor market, etc.
- What data is available?
  - Should the State Plan highlight the need for more or different data?
- Employer fatigue
  - Job posting fatigue
  - Gut approach vs. data
  - Engagement fatigue- What info do we already have so we don't duplicate employer engagement efforts?
- Who is not employed but is in training?
  - What sectors?
  - How do we match them with employer/regional demand?
- How do we conduct Employer Needs Assessment?
- Mature workforce
- Trends in Adult Education and Literacy (AEL), particularly disability/New Americans stats
  - Types of disability/gender disparity?
- VocRehab Needs Assessment
- Tracking co-enrollment

What issues, barriers, or approaches to supporting job-seekers should we focus on?

- Transportation
- Affordable housing
- Childcare
- Language
- Opioids
- Unposted jobs
- Access to education and training
- One-Stop parking
- "Lack of Plan B" (lack of similar jobs in a given regions if Plan A falls through)
- Trailing spouses/talented partners
- Recruiting young Vermonters who left for school, employment, etc.
- Career awareness and coaching
- Parent education and engagement

What issues, barriers, or approaches to supporting employers should we focus on?

- Accessing New American workers
- Inability to meet part-time employment needs (flexible scheduling) due to regulatory constraints
- Benefits cliff
- Better matching of employers and training providers
- Credentialing
- Demographics
- Making the employer the trainer? (work-based learning/leveraging employer expertise)
- Accessibility of grants and training dollars
- Too many points of contact/lack of coordination among training providers = navigation issues for employers
  - Employers need succinct info with clear point of contact
- Needs of small businesses vs. needs of large employers
- Misalignment of supply and demand