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Department of Labor
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October 15, 2024

Gregg Wertz, Regional Administrator
U.S. Department of Labor
Employment and Training Administration
John F. Kennedy Federal Building, Room E-350
Boston, MA 02203

Re: Vermont Labor Market Information Annual Report (TEGL 20-22)

Dear Administrator Wertz:

Enclosed you will find the Program Year (PY) 2023 Annual Report for the State of Vermont. This is in fulfillment of the annual reporting requirement detailed in TEGL 20-22. All deliverables identified in the TEGL have been completed. The accompanying report details the data related activities completed by the Economic & Labor Market Information (E&LMI) division of the Vermont Department of Labor (VDOL).

As discussed during the Employment and Training Administration's (ETA) recent Comprehensive Compliance Review (CCR) conducted in Vermont, the state legislature passed legislation to dissolve the current Statewide Workforce Development Board (SWDB) and reconstitute the board with new authority and membership. As this process is mid-stream, there is no current chair to provide a signature for this cover letter. However, as with the past SWDB, the E&LMI team will regularly participate in and support future board activities including the soon-to-be-appointed chair of the reconstituted board, as well as the Board's professional staff.

Challenges related to the workforce in Vermont continue to be a top priority for elected officials, businesses and the broader members of the Vermont economy. Timely and accurate labor market information is integral to understanding the current landscape and navigating a path forward. ETA support, through the Workforce Information Grant (WIG), makes this possible and is truly appreciated.

Should you require any additional information, please do not hesitate to reach out. We are happy to assist.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Harrington".

Michael Harrington
Commissioner
Vermont Department of Labor

A handwritten signature in black ink, appearing to read "Mathew J. Barewicz".

Mathew J. Barewicz
E&LMI Director
Vermont Department of Labor



**VERMONT
PY2023 WORKFORCE INFORMATION GRANT
ANNUAL PERFORMANCE REPORT**

Introduction

The Vermont Department of Labor's (VDOL) Economic & Labor Market Information (E&LMI) division completed all the required Program Year (PY) 2023 deliverables within the allotted time.

PY2023 included a once in a lifetime event – a solar eclipse in which Vermont was in the path of totality. This brought an estimated 175,000 out of state visitors. For context, this is greater than 25% of Vermont's population. The event provided an economic boost to Vermont businesses during a typically slow period in the tourism industry.

E&LMI completed an Employer Survey in PY2023. Though not as rare as a solar eclipse, a survey of this kind had not been completed since 2019. The survey gathered data on three topics: employer provided fringe benefits, job vacancies/skills in demand and questions assessing the overall business sentiment of the Vermont economy.

In PY2023, the ever popular, "Kevin's Corner" was able to produce six releases – including a summary of the Employer Survey mentioned above. This series is meant to be information dense but in a short format for quick reading. It consistently gets positive reviews and requests to be added to the distribution list. More information about readership can be found in the section reporting online data metrics in Section II below.

In the past program year, a new publication was conceptualized and released its first report in early PY2024. It is called the "Economic Spotlight", and it is meant to be longer and a bit more in depth than "Kevin's Corner". The first two topics covered in this series are: "Career Pathways of Leisure and Hospitality Workers" and "Careers in Manufacturing". More information about the "Economic Spotlight" will be in next year's annual report.

Partnerships with two separate divisions within the Vermont Department of Health (VDH) were established in PY2022 but saw work completed in PY2023. Each partnership focused on a distinct population. The first population centered on people who died by suicide. The second project studied individuals who died due to a drug overdose. In both projects, E&LMI partnered with VDH technical staff to conceptualize and produce analytical measures related to labor and unemployment to augment VDH research efforts into prevention. E&LMI is in the process of agreeing to a long-term agreement to continue both efforts.

In late PY2023, E&LMI resumed its largest and longest standing external partnership with the McClure Foundation. This partnership with this local philanthropic organization is now in its tenth year of working together. In early PY2024, the sixth edition of the "Vermont's Most Promising Jobs" brochure (formerly known as "Pathways to Promising Careers") will be released (link to the current digital version: <http://www.vtlmi.info/pathways.pdf>). This publication is centered around the ETA funded 10-year occupational projections which were completed in PY2023. Over 80,000 of these brochures are shared with state field offices (including VDOL's

American Job Centers - AJCs), schools and other direct service partner organizations. In addition to widespread distribution of the materials, the release included multiple promotional events and speaking engagements. E&LMI is actively working with partner organizations to develop supplemental materials (physical and digital) to support the next version.

I. Accomplishments

A. Populate Workforce Information Database

The Workforce Information Database (WID - formerly ALMIS Database) was maintained throughout the year such that it is current with the most recent release - Version 2.8. WID maintenance also includes updating the eight core tables for counties, labor market areas and towns. In addition, related Lookup, Crosswalk and Administrative tables were also updated. Regionally defined datasets are available online at: <http://www.vtlmi.info/region.cfm>. The E&LMI Business Finder (<http://www.vtlmi.info/employer.cfm>) was updated to the most current release.

Base activities were completed within planned milestones. Spending totaled \$10,000.

B. Industry and Occupational Projections

The statewide 2022-2032 long-term industry and occupational projections were completed in PY2023. Full sets of statewide projections were published on the VTLMI.info website within the same program year of completion. In PY2024, a PDF summary document summarizing the 10-year occupational projections was completed. In addition, PY2024 will capture the core activities associated with updating the “Vermont’s Most Promising Jobs” brochure. This will be the sixth edition and continues E&LMI’s long-term partnership with the local philanthropic organization – the McClure Foundation.

Information and tables about the statewide long-term occupational projections can be accessed at: <http://www.vtlmi.info/occupation.cfm>.

Short-term statewide occupational projections were completed for 2023-2025. Electronic publication of these occupational projections was announced on our website and via our email contact list. See: <http://www.vtlmi.info/occupation.cfm>.

Data tables about the statewide long-term and short-term industry projections can be accessed at: <http://www.vtlmi.info/industry.cfm>.

Base activities completed within planned milestones. Spending totaled \$95,000.

C. Publish Annual Economic Analysis Report for Governor and SWDB

The E&LMI unit compiled, published, and distributed (electronically) an annual economic and demographic profile of the Vermont economy entitled: Vermont Economic and Demographic Profile Series, 2024. The publication can be viewed at: <http://www.vtlmi.info/profile2024.pdf>. This document will serve to meet the contract requirement as a summary of the state economy. The 14 counties in Vermont each have a section in this report. Based on data user feedback, the county-first organizational style continues to be well-received. During PY2023, summary tables from the 2022 US Census of Agriculture, which comes out every five years, were added. This data captures the important but often overlooked economic activity associated with agriculture in Vermont.

E&LMI continues to maintain a Tableau visualization on the VDOL homepage - <https://labor.vermont.gov/> - scroll to the bottom to see the map of Vermont and highlighted county level data.

All activities completed within planned milestones and expenditure levels. Spending totaled \$20,000.

D. Occupational and Career Information Products

Career resources found online at VTLMI.info (www.vtlmi.info/oic.cfm) continue to follow the lead of the federal CareerOneStop online resources by adopting similar language and update schedules. In PY2023, a new occupational crosswalk was folded into the online system. The career videos in the Occupational Profile on VTLMI.info were updated to the most recent available at CareerOneStop. All non-E&LMI related occupational data was also made current to ensure the E&LMI website was following the federal guidance letter.

The Occupation Profile has been updated to O*NET 28.0. Alternate titles (aka Lay Titles) have been updated to version 28.0 of O*NET in the Occupational Information Database as well. Using the May 2023 OEWS data, E&LMI updated the occupational wage estimates for the statewide and three sub-state areas. Occupational wage estimate tables are available at www.vtlmi.info/occupation.cfm. Occupational videos and Occupational Outlook Handbook occupations were updated to the latest release (www.vtlmi.info/oic.cfm).

E&LMI continues to maintain a working relationship with the Office of Professional Regulation (OPR). Their insight into Licensed Occupations is valuable. In PY2023, Vermont data on Licensed Occupations was submitted to the Analyst Resource Center (ARC) in Minnesota. This submission was reviewed by OPR. Information on current licensed occupations can be found at <http://www.vtlmi.info/licocc.cfm>.

All activities completed within planned milestones and expenditure levels. Spending totaled \$15,000.

E. Provide Information and Support State Workforce Development Board / Local Workforce Investment Boards

As highlighted in the cover letter to this report, PY2023 saw the official dissolution of the State Workforce Development Board (SWDB) through legislative action. The new board is expected to be appointed and begin their work in earnest in PY2024. Vermont has one federally recognized SWDB. The E&LMI division has a history of successfully connecting with the SWDB and expects a similar partnership with the new board. E&LMI presentations to the board focus on broad economic conditions and the current state of the Vermont labor market. The ongoing “tightness” of labor within the Vermont economy continues to be a high priority concern for elected officials and businesses.

Towards the end of PY2023, the Office of Management and Budget (OMB) officially eliminated New England City & Town Areas (NECTAs). These sub-state regional definitions were built up from town level data. Instead, the OMB has dictated that sub-state areas across the country would be built up from county data. This significant change forced E&LMI to re-evaluate sub-state definitions and decide how best to proceed. Through stakeholder feedback and conversations with partner organizations, it was determined that E&LMI would begin publishing sub-state data consistent with Vermont’s Regional Planning Commission (RPC) definitions. These areas are well established and provide critical input into regional planning efforts. This change has been met with positive feedback. The VTLMI.info website has been updated to reflect these important changes to the availability of sub-state data:

<http://www.vtlmi.info/region.cfm>. In adding RPC data, it was deemed necessary to cease the production of data for Workforce Investment Boards (WIBs). These sub-state definitions were no longer universally observed across the state and in some areas were completely forgotten. There have been no complaints since the elimination of WIB data.

The newly created RPC based data can be found on the website here: www.vtlmi.info/indnaics.htm. Sub-state Labor Exchange data by county and American Job Center (AJC) service area are accessible at www.vtlmi.info/laborexchange.cfm.

Base activities completed within planned milestones. Spending totaled \$10,000.

F. Improve Electronic Workforce Information Delivery System

The VTLMI.info website continues to receive updates section by section on the website on an as needed basis. These area specific updates allow for intermediate

improvements until a complete website redesign can be performed. These changes facilitate the migration to a new platform as antiquated technology is phased out. A significant modernization of a section of the website was finalized in PY2023. This multiyear project migrated a key data product to a modern backend system. The end result can be seen here: <http://www.vtlmi.info/indareanaics.cfm>.

The Business Finder has been updated as has the CareerOneStop widget (<http://www.vtlmi.info/employer.cfm>). The information is updated and maintained by E&LMI staff as needed. With each new iteration of the data, E&LMI staff create regional breakouts of employers to be distributed to American Job Center staff for internal use.

Base activities completed within planned milestones. Spending totaled \$10,000.

G. Training (including internships) & Consulting Initiatives

Overall outreach activity dipped in PY2023. There seems to be a bit of ebb and flow to outreach. In PY2018, E&LMI did over 100 presentations reaching over 3,000 people. Historically, the division mantra has been “we go where we are invited” but over the course of the past six years the pendulum has swung from “almost too many” to “almost too few”. The most recent PY data shows 29 outreach activities with nearly 2,000 participants. Crowd size per event is at its highest level, showing the information is still a draw for event planners, particularly student focused events. PY2024 is off to a similar start as PY2023 with fewer, but larger, events. The upcoming release of the sixth edition of “Vermont’s Most Promising Jobs” should supercharge outreach activities. As needed, the outreach team will evaluate engagement levels to see if proactive offering of our services is merited.

Examples of E&LMI projects, outreach efforts and partnerships from PY2023 include but are not limited to:

- Boards, Work Groups and Technical Support
 - Two Partnerships with Vermont Department of Health
 - Wage record analysis of people who died by suicide (finalized and released in PY2023, work begun in PY2022 - <https://www.healthvermont.gov/sites/default/files/document/HSI-Suicide-Data-Linkage-Project-9.12.23.pdf>)
 - Wage record analysis of people who died by overdose (finalized and released in PY2023, work begun in PY2022 - <https://www.healthvermont.gov/sites/default/files/document/dsu-2021-Vermont-social-autopsy-report.pdf>)
 - Projections Management Partnership (PM) board member and past chair
 - Steering Committee member (<https://advancevermont.org/about/>) - Advance Vermont developed online resources to support the “Pathways to Promising Careers” brochure (<https://www.myfuturevt.org/>)

- Cross agency data group charged with creating recommendations on the overall status of health care workforce data
- Cross-divisional working group dedicated to Continuous Improvement and performance metrics
- Publications¹ – which can be found online at:
<http://www.vtlmi.info/lmipub.htm>
 - Economic & Demographic Profile Series, 2024
 - Employer Survey, 2023
 - “Kevin’s Corner” – six releases in PY2023
 - Declining and High Demand Occupations, 2024 (published PY2024)
 - Annual Vermont State Construction Prevailing Wage report
 - Data summaries on unemployment insurance claims in Vermont
- In-Depth Analyses
 - Unemployment Insurance Trust Fund report and forecasting
 - Analyses on the impact of state funded training programs on participants’ wages post-training
 - Industry analysis by sex using enhanced wage records – aggregate data released for public use: <http://www.vtlmi.info/earnings-jobs-by-industry-sex.cfm>.
- Lastly, as a result of ETA funding, during PY2023 E&LMI was able to:
 - Present to a wide audience of individuals interested in the economic landscape of Vermont (see attached table of PY2023 outreach activities for more details) including:
 - Government Officials as well as the Governor’s Cabinet
 - Business organizations
 - VDOL field staff and WIOA partners
 - Handle media inquiries across print, radio and televised
 - Provide testimony to elected and appointed officials to assist them in their decision-making process
 - And be a reliable point of contact for all persons interested in learning more about the labor market information system
 - PY2023 included three instances of detailed one-on-one tutorials as detailed in the Level Demand Report, page 2

Base activities completed within planned milestones. Spending totaled \$87,000.

¹ When appropriate, online data resources, reports and tools are tagged with the ETA disclaimer as provided by ETA.

II. Customer Satisfaction

A. Online Data Product Usage

One way to track customer satisfaction is by evaluating online traffic – see table on next page. Overall, the LMI website saw increases in visitors and visits in PY2023 over PY2022 levels (+8% and +61%, respectively). The over-the-year decrease in views in PY2023 was minor (-1% or -47,077 views). Looking at the broader historical context back to 2007, PY2023 numbers show a steady level of visitors, a modest increase in visits and a high level of views (4.9x versus 2007 levels).

In PY2023, as in PY2022, Business Finder had the most activity, accounting for the largest share of visitors (31%), visits (64%) and views (67%).

Of particular interest to the WIG, the ETA supported ‘white paper’ style publication “Kevin’s Corner” saw a roughly 100% increase across the board for visitors, visits and views. This publication is named after the Assistant Director of the E&LMI division who is the primary author.

Web Activity Report - Publications¹Vermont Labor Market Information - www.vtlmi.info

Publication Series	Program Year 2023 07/01/2023 - 06/30/2024				Program Year 2022 07/01/2022 - 06/30/2023				PY 2023 - PY 2022 Change												
	Counts ⁵				Percent of Total ⁵				Counts ⁵				Percent Change				Numeric Change				
	Visitors ²	Visits ³	Views ⁴		Visitors	Visits	Views		Visitors	Visits	Views		Visitors	Visits	Views		Visitors	Visits	Views	Visits / Visitor	Views / Visit
TOTAL	69,084	655,979	4,240,380	-	-	-	-	64,259	408,317	4,287,457	8%	61%	-1%	4,825	247,662	-47,077	4,825	247,662	-47,077	9.5	6.5
business finder	21,574	420,044	2,840,503	31%	64%	67%		20,252	237,697	3,105,716	7%	77%	-9%	1,322	182,347	-265,213	1,322	182,347	-265,213	19.5	6.8
ces	2,507	5,424	6,157	4%	1%	0%		2,513	5,198	5,521	-0%	4%	12%	-6	226	636	-6	226	636	2.2	1.1
construction prevailing wage	3,390	6,314	6,849	5%	1%	0%		2,615	5,328	5,723	30%	19%	20%	775	986	1,126	775	986	1,126	1.9	1.1
county profiles	3,664	11,660	14,000	5%	2%	0%		2,907	8,576	9,363	26%	36%	50%	757	3,084	4,637	757	3,084	4,637	3.2	1.2
cpi	1,352	3,513	3,607	2%	1%	0%		958	2,495	2,545	41%	41%	42%	394	1,018	1,062	394	1,018	1,062	2.6	1.0
employer survey	740	865	913	1%	0%	0%		-	-	-	-	-	-	-	-	-	-	-	-	1.2	1.1
fringe benefits	1,186	2,106	2,240	2%	0%	0%		700	1,240	1,312	69%	70%	71%	486	866	928	486	866	928	1.8	1.1
income	1,643	3,930	4,169	2%	1%	0%		1,526	3,017	3,141	8%	30%	33%	117	913	1,028	117	913	1,028	2.4	1.1
jobs by sex	1,843	3,777	4,335	3%	1%	0%		1,690	3,910	4,273	9%	-3%	1%	153	-133	62	153	-133	62	2.0	1.1
kevins corner	2,437	5,611	6,839	4%	1%	0%		1,322	2,938	3,192	84%	91%	114%	1,115	2,673	3,647	1,115	2,673	3,647	2.3	1.2
labor exchange	4,333	173,908	1,160,430	6%	27%	27%		2,983	92,897	1,021,804	45%	87%	14%	1,350	81,011	138,626	1,350	81,011	138,626	40.1	6.7
laus	3,388	8,774	9,972	5%	1%	0%		3,220	8,464	9,587	5%	4%	4%	168	310	385	168	310	385	2.6	1.1
licensed occupations	8,674	35,749	42,851	13%	5%	1%		9,083	40,614	48,102	-5%	-12%	-11%	-409	-4,865	-5,251	-409	-4,865	-5,251	4.1	1.2
occupation profile	12,230	172,473	260,507	18%	26%	6%		14,111	175,102	303,245	-13%	-2%	-14%	-1,861	-2,629	-42,738	-1,861	-2,629	-42,738	14.1	1.5
oews	2,350	5,926	6,270	3%	1%	0%		1,545	4,919	5,331	52%	20%	18%	805	1,007	939	805	1,007	939	2.5	1.1
press release	2,611	4,784	4,987	4%	1%	0%		1,912	4,194	4,330	37%	14%	15%	699	590	657	699	590	657	1.8	1.0
projections	6,309	18,416	20,699	9%	3%	0%		4,454	11,859	13,647	42%	55%	52%	1,855	6,557	7,052	1,855	6,557	7,052	2.9	1.1
qcow	5,740	24,125	30,339	8%	4%	1%		4,717	26,041	30,655	22%	27%	-1%	1,023	-1,916	-316	1,023	-1,916	-316	4.2	1.3
regions	7,653	15,233	17,105	11%	2%	0%		7,469	16,081	17,024	2%	-5%	0%	184	-848	81	184	-848	81	2.0	1.1
unemployment compensation	3,757	26,902	32,258	5%	4%	1%		3,145	18,966	20,275	19%	42%	59%	612	7,936	11,983	612	7,936	11,983	7.2	1.2

1 - Includes all means of online data distribution - static (htm) and interactive (cfm) web pages and downloadable files (pdf, xls)

2 - Each Visitor is a unique hostname or IP address with one or more visits.

3 - Each Visit is a series of views where the time between views is less than 30 minutes.

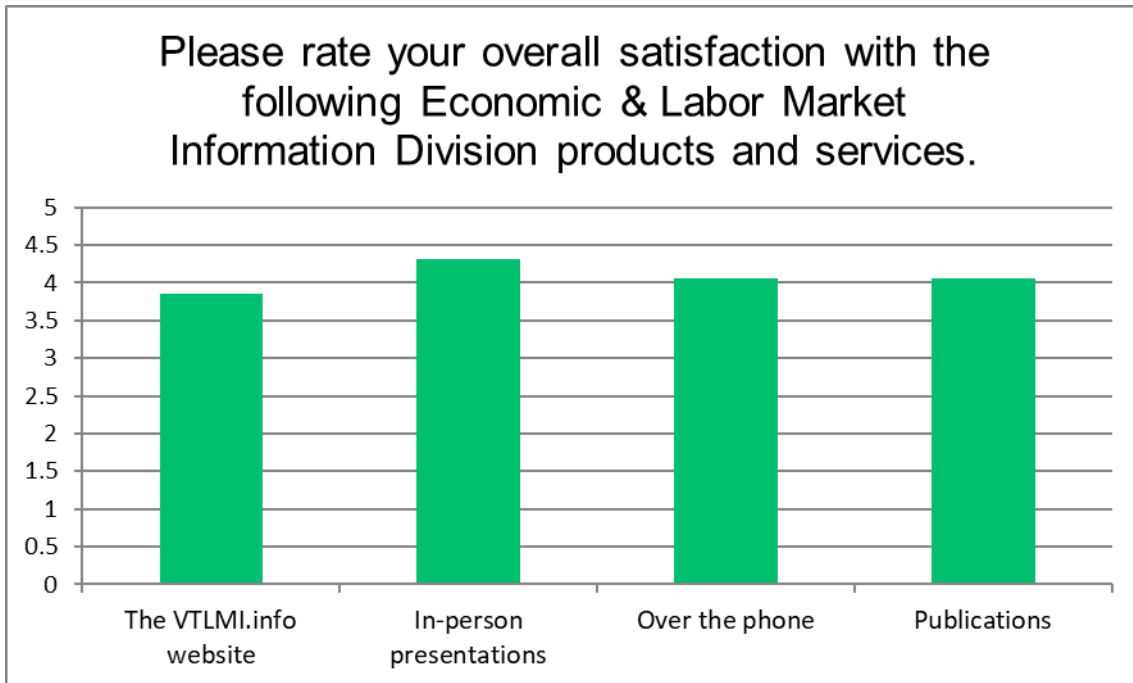
4 - Each View is a single web page consisting of one or more hits.

5 - Sum of detail is greater than Total Totals are unique counts across all publications and the Program Year

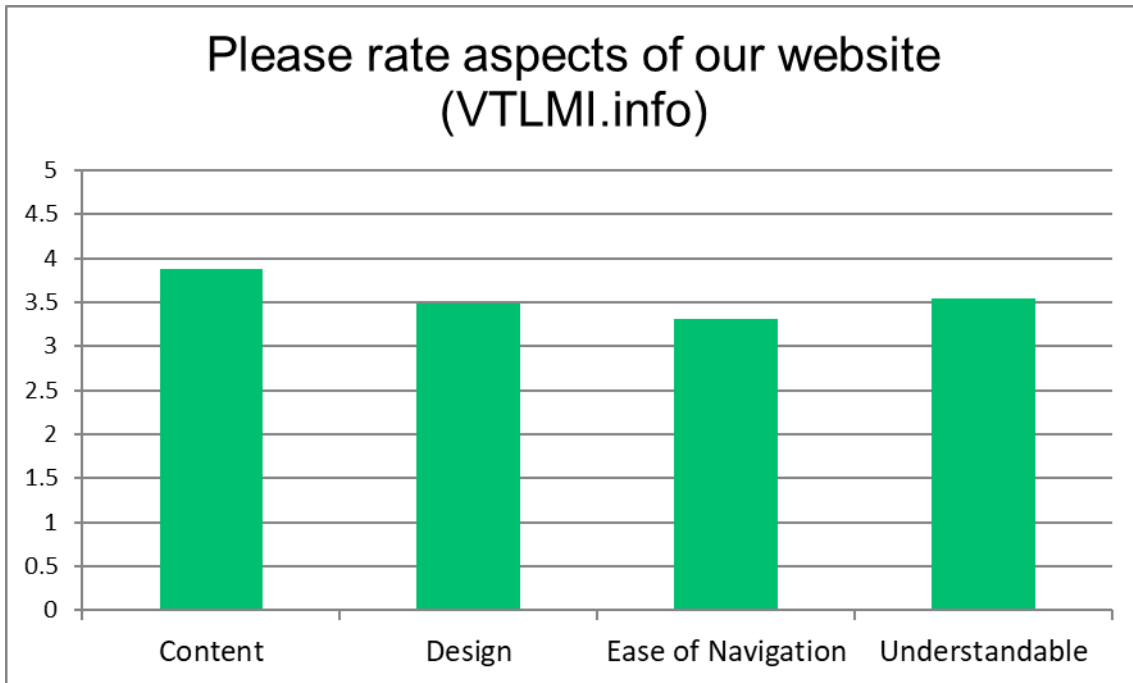
3. **Sum of totals is greater than total.** Totals are unique counts across all publications and the Program Year. For example, a visitor may visit multiple publications and be counted in each, but will be counted only once in the Total.

B. Online Customer Feedback

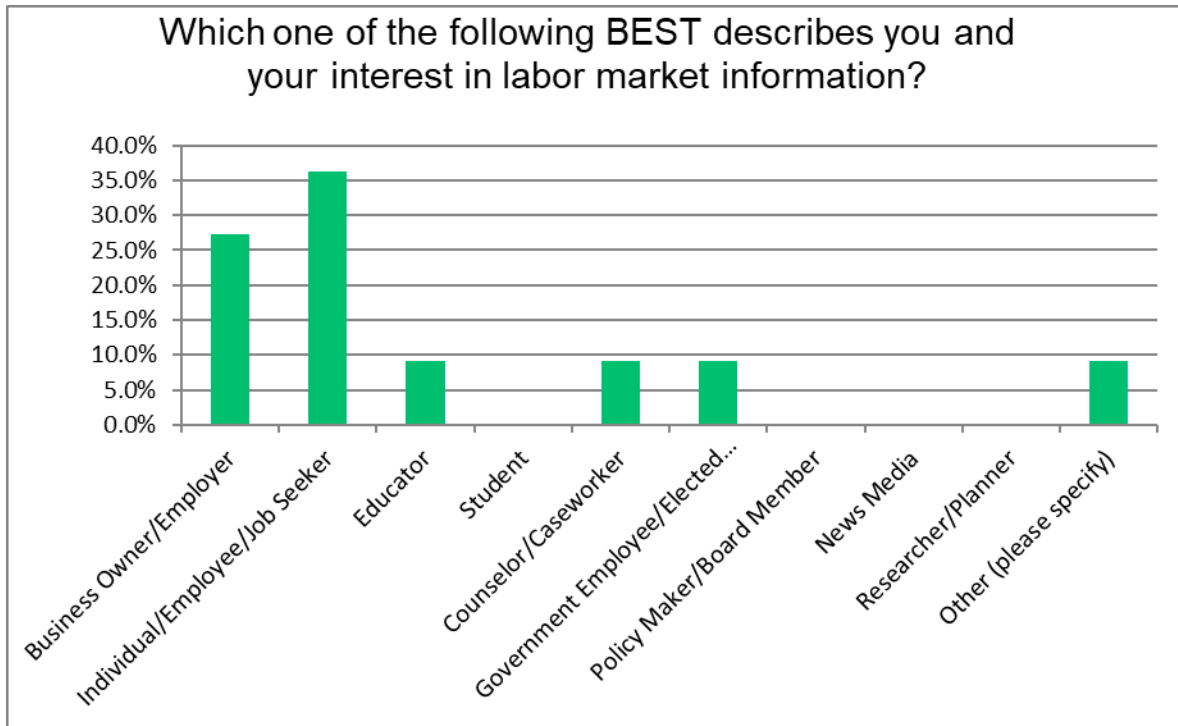
The E&LMI team has an online tool designed to capture customer feedback. The survey was revamped in the middle of PY2019 with the goal of collecting simpler, more meaningful information about the data user's experience. At the end of the last program year, all E&LMI presentations were updated to include a QR code directing audience members to the online survey tool. During PY2023, 33 responses were collected which is nearly double PY2022's tally of 17. Responses to the questions are based on a scale of 1 = 'Very Dissatisfied' or 'Poor' and 5 = 'Very Satisfied' or 'Excellent'. Here are the results for PY2023:



Results in PY2023 were up across the board when compared to PY2022. In-person presentations continue to receive the highest score. This is consistent with the past several years of data and the philosophy of E&LMI leadership who prioritize dynamic presentations that are content rich. "Over the phone" and "Publications" both exceeded 4. Though higher than in past years, the VTLMI.info website was the only area to receive votes (2 each) in the categories of "Very Dissatisfied" and "Dissatisfied".



Digging deeper into the feedback about the VTLMI.info website, the PY2023 results nearly mirror the PY2022 results. Customers had a positive response to the content of the website but report frustration with the ease of navigation. For all four categories, “Average” was the most common response. The long overdue update to the VTLMI.info website slowly began in PY2024. Next year’s report will have a complete update on that project.



The E&LMI website continues to serve people performing roles in a variety of different capacities. The PY2023 results skewed towards “Business Owner/Employer” and “Individual/Employee/Job Seeker” which combined to capture nearly 2/3rds of the responses. Having recently participated in an ETA training which highlighted the use of O*NET Online by young people, seeing zero responses from “Students” seems like a tremendous opportunity. In PY2024, the E&LMI team will explore, with external partners, ways to leverage the upcoming update to the “Vermont’s Most Promising Jobs” brochure and the website redesign project to create and promote more youth centric content.

The last question of the customer satisfaction survey is an open-ended question - “Please tell us how we’re doing and/or share ideas on how to improve our services”. All responses have been provided – see table below. Overall, the comments about E&LMI’s work are favorable.

Please tell us how we're doing and/or share ideas on how to improve our services.	
1	Great . Truth & transparency.
2	Good Job
3	doing a great service for the unemployed
4	Site is hard for me to navigate
5	Great presentation!
6	I'm really not finding my field of jobs.
7	Engagement and community cooperation have a solid interface with more dynamic design elements.
8	Kevin did an awesome job at the VT Developers Conference - always very engaging and informative
9	Kevin Stapleton's presentation at the VT Development Conference was excellent - especially after her started using the microphone!
10	Kevin is a stellar presenter. Conveys economic data with clarity, humor, and relevance!
11	Kevin Stapleton is a great presenter.
12	Good information
13	Presentations have always been excellent and engaging. Much easier to follow and understand as you're often providing the story behind the data.
14	I really hope leadership is getting these stats. Seeing the weekly median wage for an employee with a bachelors, \$1432 weekly, or \$35.80/hr at 40 hours a week, and seeing our wages is...really disheartening.
15	I always find stats and the monthly UI report very useful in my work.
16	From what I could see, I will be visiting more often.

C. Sample of Partners' Appreciation

Through ETA support, E&LMI has built a positive reputation for presenting quality data in an engaging manner. Though E&LMI receives many notes of appreciation, these three examples get to the heart of E&LMI's outreach approach:

#1 1/31/2024

I just wanted to thank you for your great presentation today at the Vermont economic conference. It was informative and entertaining!

- Local business

#2 3/19/2024

You nailed it, Mat! Thank you, so much, for presenting and spending time with our Board. You bring a human approach to the data! A big part of what you always do is validate how business leaders are feeling. It's not them, it's the economy. Specifically, it's about the need for people. You reinforced our work on regional marketing, which is laser focused on getting people to move here. The mission of our work is attracting and retaining people.

Thanks for the slide deck and for all you are doing for the State of Vermont.

- Executive Director of a regional economic development corporation

#3 5/17/2024

Thank you so much for your presentation this morning. What you delivered for content was spot on!

- WIOA partner within Workforce Development

Level of Demand for Labor Market Information Products and Services, Program Year 2023 (July 2023-June 2024)										
Customer Presentations and Training Activities										
Instructions: Complete this page for presentations made and customer training activities conducted. <i>Do not include training for LMI staff.</i> Mark responses for Target Groups by entering a "yes." (NOTE: We are <u>not</u> requesting breakdowns of the number of audience members or training participants for each target group. If you do not have exact information readily available, please provide your best estimate.)										
"Customer presentations" include activities that are primarily for the purpose of presenting information to an audience, and may include question and answer sessions.										
"Customer training" includes activities that are primarily for the purpose of developing the capacity of the participants to access and use information, and is conducted in a structured format such as a workshop.										
State: Vermont										
Name of Customer Presentation or Training Activity	Initials	Target Groups (select "yes" for all the applicable target groups)							Level of activity	
		Job Seekers, Job Counselors	Businesses, Business Service Representatives	Researchers, Economists, Economic Developers	State and local Workforce Board Members and staff	Other WIOA Administrators, Planners, Policy Makers	Students, Teachers, School counselors	Other target group (please identify)	Number of presentations or training sessions	Number of audience members or training participants
Workforce Development staff	KS	Yes	No	No	No	No	No		1	30
LMI 101 for Commissioner's office staff	KS	No	No	No	Yes	Yes	No		1	2
Vermont Development Conference	KS	Yes	Yes	Yes	No	Yes	Yes		1	250
Vermont Bankers Association	MJB	No	Yes	No	No	No	No		1	34
Vermont Career Connect	MJB	No	Yes	No	No	No	No		1	17
Vermont Co-op Summit	MJB	Yes	No	No	No	No	Yes		1	435
VSAC Career Counselor Outreach Team	MJB	Yes	No	No	No	No	No	Professional Development	1	38
WDEV	MJB	No	No	No	No	No	No	Radio Discussion: Labor Market	1	3
Leadership Champlain	MJB	No	Yes	No	No	No	No		1	43
Community College of Vermont - webinar series	MJB	No	No	No	No	No	Yes	Recording to be shared	1	5
Agency of Commerce and Community Development	MJB	No	Yes	Yes	No	Yes	No	Labor Force and Housing	1	108
Governor's Cabinet	MJB	No	No	No	Yes	Yes	No		2	62
Vermont Economic Conference	MJB	Yes	Yes	Yes	Yes	Yes	No		1	260
VSAC Careers Clic Landmark	KS	Yes	No	No	No	No	Yes		2	195
VSAC Careers Clic Saint Mikes	KS	Yes	No	No	No	No	Yes		2	285
Vermont Leadership Institute	KS	Yes	Yes	Yes	No	No	No		1	18
Community and Economic Development of Rutland County	MJB	No	Yes	Yes	No	Yes	No		1	19
Senate Economic Development Committee	MJB	No	No	No	No	Yes	No		1	9
House Commerce Committee	MJB	No	No	No	No	Yes	No		1	13
CVEDC Board of Directors' Meeting	MJB	No	Yes	Yes	No	No	Yes		1	22
VSAC Careers Clic Castleton	KS	Yes	No	No	No	No	Yes		2	33
Central Vermont Economic Development Summit	MJB	Yes	Yes	Yes	No	Yes	No		1	18
VDOL Workforce Development Staff Training	MJB	Yes	No	No	No	No	No		1	19
VSAC Career Counselor's conference Lake Morey	KS	Yes	Yes	No	No	No	Yes		1	30
NASWA Board of Directors	MJB	No	No	No	Yes	Yes	No		1	51
Total =									29	1,999
Your comments: For radio and TV interviews, the number of audience members represents the physical number of people present in the discussion. The number does not include listeners or viewers as that number is unknowable.										

Name or Affiliation of client		Client's role							Level of activity	
	Initials	Job Seekers, Job Counselors	Businesses, Business Service Repre- sentatives	Researchers, Economists, Economic Developers	State and local Workforce Board Members and staff	Other WIOA Administrators, Planners, Policy Makers	Students, Teachers, School counselors	Other target group (please identify)	Meetings held	Advice via phone or email
Angela - aspiring data analyst; interested in dashboard metrics	MJB	y						skills in demand	x	x
Alison - corporate communications strategist	MJB		y					regional data	x	x
Jon - Coop director	KS		y					Burlington and Chittenden LF history	x	