

Aging Worker Initiative: Strategies for Regional Talent Development

Vermont Associates for Training and Development, Inc.



Grantee: Vermont Associates for Training and Development, Inc. (Vermont)

Industry Focus: Information Technology, Finance and Administrative Support Services, and Healthcare

Location of Grant Activities: Vermont

Key Partners: Vermont Department of Labor; Agency of Commerce and Community Development; Vermont Business Roundtable; Vermont Country Store; Vermont Information Technology Center and Champlain College; KnowledgeWave Training; Vermont Association of Adult Technical Education Coordinators; Vermont Department of Disabilities, Aging, and Independent Living; AARP; The Windham Foundation.

Grant Amount: \$1,000,000

Leveraged Funds: \$25,304,610

Challenge: Vermont's population is the second-oldest in New England. The state is facing critical workforce challenges due to the impending retirement of the Baby Boom generation and an out-migration of college graduates. Employers are faced with challenges in recruiting, hiring, retaining, and training employees, as well as loss of institutional knowledge and experience when individuals retire. Furthermore, older workers in the region lack the skills to access web-based services and training and are unfamiliar with updated workplace communication tools, such as email, internet, and other fast-paced workplace models. The aging population calls for strategies to educate and train older workers to enable them to enter, re-enter, or remain in the workforce. Employers across all industries who understand the shifting demographics within the state will recognize the need to provide older workers with this essential training and view older workers as assets, not liabilities.

Addressing the Challenge: The *Vermont Older Worker Demonstration* will establish a statewide model coordinating "innovation assets": people, institutions, capital, and infrastructure. It will synchronize existing training resources and create new opportunities for older workers who are disadvantaged, unemployed, incumbent workers, and retired to increase their workforce participation and technology efficiency. In addition, the project will investigate current employer responses to the aging workforce, as well as develop new strategies to focus on the needs of employers and the opportunities presented by the aging workforce. The One Stop Career Center system will be enhanced to better serve older workers better the development of a statewide network of affiliate Career Centers called Mature Workers Resource Centers. Additionally, for older workers interested in starting their own business, entrepreneurial training will be offered through Champlain College BYOBIZ and other e-Commerce courses.

Projected Outcomes:

- 300 older workers will begin education/training activities.
- 285 older workers will complete education/training activities and 214 will receive a degree/certificate.
- 200 older workers who complete education/training activities will enter employment, and 180 will enter training-related employment.
- Four Statewide Network of Mature Workers Resource Centers will be established.

