

Pathway: Advance workforce development and strengthen current Vermont workforce by addressing the comprehensive needs of employees and employers, while focusing on both immediate and long-term solutions		
Strategy 1A: Advance the US Climate Alliance's Governor's Climate-Ready Workforce Initiative in service of building a workforce needed to drive climate action in Vermont.	Action 1a: Advance the new initiative which aims to grow career pathways in climate and clean energy fields, support new and existing workers, ensure job quality, strengthen workforce diversity, and train in service of collective alliance goal of 1 million new registered apprentices across 24- U.S. Climate Alliance states by 2035.	Advancing
	Action 2a: Climate Action Office, in collaboration with the Department of Labor and other relevant state Agencies, will lead the Resilient Communities and Lands, focused on careers in the development and maintenance of safe, livable, and resilient communities; preparedness for and response to climate impacts such as extreme heat, wildfires, severe storms, flooding, and drought; and the deployment of natural climate solutions and climate-smart stewardship of our lands and waters.	Advancing
	Action 3a: Focus registered apprenticeship outreach and program development on specific occupations: weatherization specialist, electrician, plumber, solar installer and invest and seek additional state and federal funds in off-setting wages so employers have an incentive to (safely) take on additional apprentice training spots.	Advancing
	Action 4a: VDOL will work to clarify and streamline requirements in electrical and plumbing and work with the electrician's and plumber's licensing boards to include stackable licences in the design of 4 year training programs.	Advancing
Strategy 2B: Increase capacity and productivity within the current contractor network to speed adoption of cost and energy saving technologies that will lower the cost of housing and accelerate worker productivity.	Action 1b: Strengthen partnerships to support business expansion of HR training and support (including for employee benefits) training employers to increase success in recruitment and retention.	Advancing
	Action 2b: Create new avenues for businesses to access equipment and make other investments that will increase their capacity.	Advancing
Strategy 3C: Target outreach, training, support systems for existing Vermont residents to enter and stay in climate careers, such as farm and forestry, clean energy and resilience careers.	Action 1c: Support workers already in Vermont to join the trades. Continue to support training programs and recruitment for diverse workers. Support workers who have additional needs to succeed in these careers by resourcing readiness and retention and wrap around services.	Advancing
	Action 2c: Continue to grow and support workforce strategies such as service-to-career options, pre-apprenticeship, and earn and learn opportunities	Advancing
Strategy 4D: Create a full, clear career pathway to support potential workers in climate careers, such as farm and forestry, clean energy and resilience careers.	Action 1d: Support professionals and experienced/credentialed retirees to become trainers and instructors for the next generation of workers.	Advancing
	Action 2d: Support training from middle school through adult education programs for a wide variety of audiences, including through the weatherization training center and the many existing training programs.	Advancing
	Action 3d: Increase the number of students who can be supported in the Career and Tech Ed system in the state such as electrician, plumbing, building trades programs, agriculture and working land sectors	Advancing
	Action 4d: Increase the number of registered apprenticeships that can be supported in the state by Vermont State University and the Department of Labor, especially in plumbing/HVAC, electrical, and weatherization.	Advancing
	Action 5d: Support programs for people to start and build their own businesses in the trades (such as those offered by SBDC and VSJF)	Advancing
	Action 6d: Communicate with potential future employees, including youth and out-of-state workers about benefits of these careers in Vermont.	Advancing