UPSKILLING NEW ENGLAND

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About NEBHE

NEBHE promotes greater education opportunities and services for the residents of New England and its 250 colleges and universities. It works across the six New England states to:

• Help leaders assess, develop and implement sound education practices and policies of regional significance;
• Promote regional cooperation and programs that encourage the efficient use and sharing of educational resources;
• Strengthen the relationship between higher education and the economic well-being and quality of life in New England.
Effects of COVID-19

- 25% of adults plan to enroll in an education or training program within the next six months
- Less than half of Americans have access to the education and training they want
- 62% of Americans prefer non-degree programs and skills training to degree programs

Source: Strada Education Network COVID-19 Work and Education Survey, Week 10
Effects of COVID-19

- 56% of New Englanders believe that COVID-19 has impacted their perception of the need for additional education and training.

- A lower proportion of Vermonters (compared to other New England states) agreed that short-term training has become more of a necessity in light of the coronavirus pandemic.

- Half of New Englanders are in need of additional financial assistance to pursue further education.

- Half of New Englanders are concerned about the stability of their employment.

NEBHE/Maguire Associates New England Adult Learner Survey, June 2020
PROJECTED NUMBER OF HIGH SCHOOL GRADUATES

Source: NEBHE analysis of the Knocking at the College Door
WHAT THE DATA TELLS US...

65% OF JOBS IN VERMONT REQUIRE A POSTSECONDARY CREDENTIAL

VERMONT'S CURRENT ATTAINMENT RATE OF POSTSECONDARY CREDENTIALS IS 53.1%
ATTAINMENT OF ADULTS IN NEW ENGLAND

Bachelor's Degree
- US: 21.4%
- CT: 23.7%
- ME: 21.6%
- MA: 26.8%
- NH: 23.6%
- RI: 21.6%
- VT: 25.1%

Associate Degree
- US: 9.2%
- CT: 8.2%
- ME: 10.7%
- MA: 26.8%
- NH: 10.9%
- RI: 8.8%
- VT: 9.1%

Short Term Credential
- US: 8.1%
- CT: 7.5%
- ME: 7.8%
- MA: 7.7%
- NH: 6.2%
- RI: 6.9%
- VT: 3.9%

Some College, No Degree
- US: 16.1%
- CT: 13.2%
- ME: 19.3%
- MA: 6.1%
- NH: 16.9%
- RI: 17.0%
- VT: 16.7%

HS Diploma or Less
- US: 32.7%
- CT: 29.5%
- ME: 30.6%
- MA: 13.5%
- NH: 28.7%
- RI: 31.5%
- VT: 30.1%

Source: Lumina Foundation Stronger Nation 2020
INDUSTRIES UNIQUE TO VERMONT

Source: NEBHE analysis of Emsi LMI, retrieved June 2020
FASTEST GROWING INDUSTRIES IN VERMONT

Source: NEBHE analysis of Emsi LMI, retrieved June 2020
Requirements to raise Vermont’s attainment of postsecondary credentials from 53.1% to...

- 50%: 22,214 more adults must earn a degree
- 60%: 38,312 more adults must earn a degree
- 65%: 54,409 more adults must earn a degree
- 70%: 65,500 more adults must earn a degree
Adults (25+) with a postsecondary credential

Source: Lumina Foundation Stronger Nation 2020
CONSUMER INSIGHTS:
Perceived need for additional education in New England

Source: Strada-Gallup Education Consumer Survey
Consumer Insights:
Perceived need for additional education in Vermont

Source: Strada-Gallup Education Consumer Survey

BY ATTAINMENT LEVEL

<table>
<thead>
<tr>
<th>Educational Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than HS</td>
<td>38%</td>
</tr>
<tr>
<td>HS/GED</td>
<td>34%</td>
</tr>
<tr>
<td>Voc/Tech</td>
<td>33%</td>
</tr>
<tr>
<td>Stopped out</td>
<td>37%</td>
</tr>
<tr>
<td>Associate</td>
<td>44%</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>37%</td>
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</table>

BY AGE

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-24</td>
<td>64%</td>
</tr>
<tr>
<td>25-34</td>
<td>37%</td>
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<tr>
<td>35-44</td>
<td>37%</td>
</tr>
<tr>
<td>45-54</td>
<td>31%</td>
</tr>
<tr>
<td>55-64</td>
<td>24%</td>
</tr>
</tbody>
</table>
Consumer Insights: Perceived need for additional education in **Vermont**

Source: Strada-Gallup Education Consumer Survey

**BY RACE/ETHNICITY**
- **White**: 34%
- **African American**: 60%
- **Hispanic/Latinx**: 71%
- **Asian**: 79%

**BY OCCUPATION**
- **Healthcare**: 65%
- **Manufacturing**: 40%
- **Life Sciences**: 47%
- **IT**: 45%
- **Construction**: 26%
- **Business**: 26%
WHAT IS UPSKILLING?
Types according to Aspen Institute’s Upskill America Initiative

**Employer Training:**
In-house and out-of-house retraining and upskilling opportunities for incumbent workers

**Credentials:**
Verification of an individual’s qualification or competence issued by a third party, such as a trade association, and can include educational certificates, digital badges, degrees, certifications, and government-issued licenses

**College Degrees:**
Employer pays for some or all of the cost of upskilling workers through a degree granting institution
WHY IS UPSKILLING IMPORTANT?

FOR WORKERS
Access to educational opportunities that lead to increased wages, job promotions and lifelong learning

FOR EMPLOYERS
Upskilling leads to increased work product and enhanced worker retention—more affordable than new hires

FOR EDUCATORS
Partnerships between education providers and employers yield to innovative delivery models that may widen application pool

FOR POLICYMAKERS
Forward-thinking financial aid policies and incentives for employers/educators that engage in upskilling initiatives opens opportunities to more citizens and fosters economic success
NEW ENGLAND ADULTS ARE "EXTREMELY LIKELY" TO ENROLL IN EDUCATION/TRAINING THROUGH THEIR EMPLOYER

<table>
<thead>
<tr>
<th>Provider</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer</td>
<td>25%</td>
</tr>
<tr>
<td>Community College</td>
<td>14%</td>
</tr>
<tr>
<td>4-Year College</td>
<td>12%</td>
</tr>
<tr>
<td>Professional Assoc.</td>
<td>11%</td>
</tr>
<tr>
<td>Trade school/program</td>
<td>10%</td>
</tr>
</tbody>
</table>

Source: Strada-Gallup Education Consumer Survey
WHAT IS UPSKILLING?
Models and Exemplars

In-House Upskilling
Employer-developed training on-site

Cianbro Institute (ME)

Direct Employer-Institution Partnership
Partnership between employer and institution with customized programming when necessary

Beth Israel Deaconess Medical Center (MA)

Industry-Led Partnership
Intermediary communicates skills needs, connects employers to education providers, and ensures sustainability/viability of partnerships

Eastern Advanced Manufacturing Alliance (CT/MA/RI)
Role of Employers

- Assess workforce needs/skills gaps
- Form partnerships with education providers
- Invest in and promote upskilling programs
- Standardize skills language
Validate recognized learning and work experiences to shorten the time to in-demand credentials, and promote participation in upskilling programs

Recommendation #1:

Validate Prior Learning

- 7,300 requested transcripts
- 76 individual accelerated curricula
- 25 credits awarded per veteran
Incentivize employers to prioritize upskilling as a key business strategy through state-issued grants or tax breaks

**MASSACHUSETTS WORKFORCE TRAINING FUND**

- Businesses can apply for grants up to $250,000
- Employers, employer organizations, labor organizations, training providers, and a consortia of such entities have access to funding
- Funds to be used to train current and newly hired workers

Recommendation #2:

**INCENTIVIZE UPSKILLING**
Develop accessible, transparent pathway models so that all stakeholders understand how upskilling programs translate to promotional structures or postsecondary credentials.

**Recommendation #3:**

**Develop Transparent Credential Pathways**

**H533**

**DEPARTMENT OF LABOR MUST**
Collaborate with postsecondary education and training providers, government agencies and employers TO:

- Recruit adults into education/training programs
- Locate funding for participants
- Map pathways from high value credential programs to high quality job outcomes
Questions to consider...

What barriers exist at the state level that hinder the development of upskilling programs?

Who are the champions in Vermont (employers, policymakers, institutions) that can help scale this initiative?

How can Vermont policymakers, especially in the wake of coronavirus, create the conditions to enhance transparency of pathways from credentials to career?

What incentives can Vermont offer to employers/education providers to develop and implement upskilling programs?
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