



Vermont Talent Pipeline Management

# An employer-led approach to creating a pipeline of skilled talent

WITH SUPPORT FROM



**U.S. CHAMBER OF COMMERCE FOUNDATION**  
Education and Workforce



# COLLECTIVE IMPACT IS INCLUSIVE



What is

# Vermont Talent Pipeline Management?

A set of strategies and webtools



1 Organize Employer Collaborative



2 Engage in Demand Planning



3 Communicate Competency & Credential Requirements



4 Analyze Talent Flows



5 Build the Pipeline



6 Improve Continuously



# EMPLOYER NEEDS ASSESSMENT SURVEY

## WHY?

- 1 Forecast new and replacement hires
- 2 Define Competency and credential requirements

## VALUE TO EMPLOYER

- 1 Provide clear hiring signals, competencies & credentials
- 2 Invitation to educators and labor market

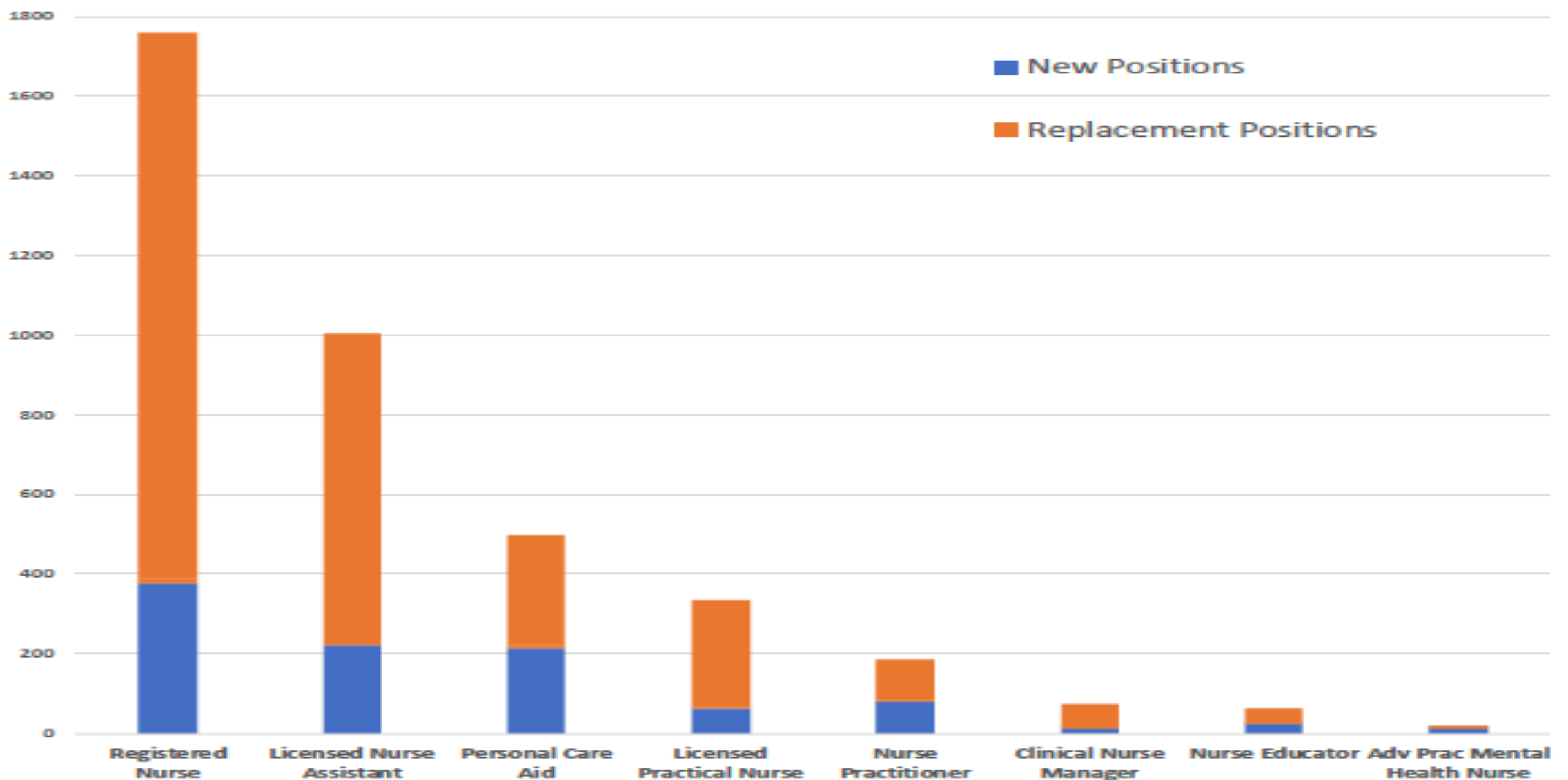


# EMPLOYER NEEDS ASSESSMENT SURVEY

|   | New Positions            | Replacement Positions                 |  |
|---|--------------------------|---------------------------------------|--|
| Personal Care Aid                               | <input type="checkbox"/> | <input checked="" type="checkbox"/> C | <input type="checkbox"/> Position not applicable to business |
| Licensed Nurse Assistant                        | <input type="checkbox"/> | <input type="checkbox"/>              | <input type="checkbox"/> Position not applicable to business |
| Licensed Practical or Licensed Vocational Nurse | <input type="checkbox"/> | <input type="checkbox"/>              | <input type="checkbox"/> Position not applicable to business |
| Registered Nurse                                | <input type="checkbox"/> | <input type="checkbox"/>              | <input type="checkbox"/> Position not applicable to business |
| Nurse Educator                                  | <input type="checkbox"/> | <input type="checkbox"/>              | <input type="checkbox"/> Position not applicable to business |
| Clinical Nurse Manager                          | <input type="checkbox"/> | <input type="checkbox"/>              | <input type="checkbox"/> Position not applicable to business |
| Advanced Practice Mental Health Nurse           | <input type="checkbox"/> | <input type="checkbox"/>              | <input type="checkbox"/> Position not applicable to business |
| Nurse Practitioner                              | <input type="checkbox"/> | <input type="checkbox"/>              | <input type="checkbox"/> Position not applicable to business |



# Job Forecast for Nursing (Apr 2018-Apr 2020)





## More than 3900 job vacancies in Vermont's nursing careers over next two years

**74%**

replacement jobs due to attrition and retirement



**26%**

new jobs due to industry growth



How can Nurse Education Partners **increase capacity** and/or **decrease time** to completion?



How can employers **increase retention**?

How can we **eliminate the bottleneck** of clinical educators, placements and managers?



# EDUCATOR RECOMMENDATIONS

**Develop Employer-Sponsored Hiring Solutions**

**Improve Clinical Placement Strategies**

**Amend Regulation Barriers**

**Develop and Improve Nurse Educator Training**

**Increase awareness and preparation for Nursing Careers**



Educator/Employer  
Collaboration