**SEVEDS Minutes**

**November 16, 2017, 3:00 – 5:00 pm at BDCC**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Attendance: Bethany LeClair, Luke Stafford, Bob Stevens, Adam Grinold, Stephen Dotson, Meg Streeter, Josh Druke, Susan McMahon, Bill Colvin, Jennifer Stromsten, Sarah Lang, Laura Sibilia

Absent: MaryAnn Christiansen, Randy Capitani, Carolyn Blitz, Drew Richards, KVK, Avery Schwenk

Bob opened the meetings at 3:00 pm for the SeVEDS Welcome & Gathering

Meg moved and Stephen seconded to approve Minutes from SeVEDS September Retreat- *APPROVED*

Staffing during legislative session – Adam noted that during the legislative session, Sarah would be working with Laura to ensure minutes and agendas were distributed in a timely fashion and board follow up items were addressed. Jennifer will be attending meetings to assist with data discussions.

SeVEDS named three members to the joint CEDS RFP committee with Bennington County’s RED

* 1. *Susan McMahon*
  2. *Stephen Dotson*
  3. *Luke Stafford*

CEDs data presentations – Coming to SeVEDS next meeting, a refresher on how we talked about the data for the 2014 CEDS, what was done before and talking with other civic leaders

Meg moved and Stephen seconded to approve draft CEDS calendar *APPROVED*

SEVEDS board members were introduced to most of the BDCC staff. Kristin stayed and gave over view of petitioning this year, there was discussion about Brattleboro and its difficulty

Substantive discussion - 70 minutes (request from last board meeting)

Repopulating (Southern)(rural) Vermont presentation

Feedback from board: If giving to public, take out definition of population that includes “colonization”

How are we defining rural? USDA? EPA? Density? By county? Be clear of our source

200-year population: So what? What does it mean to me? What are the implications of a stagnate population? Insert sources of revenue to show what happens when the population ages? FLAT IS BAD. What does the VT population trend look like over 200 years?

Transition slide before “where do new people come from?”

Lots to learn from Asheville, NC

Detailed map on the “Total Net Migration Flows”

ACS has a large +/- so better to look at over time

Once people immigrant to NYC, an we then suck them from there as oppose to going to foreign country. But then when they get here, where do the live? HOUSING!

Ask Hermitage on how they were able to get a large PR population to move here?

The high schools look very different than they have in the past; look to the high schools for a source?

* Slide of where immigrants are leaving to move to the US
* If CNS, Hermitage are putting staffing towards bringing
* Diversity Committee (Susan) looking at how to recruit diverse workforce
* Keep colleges students here—a CLEAR FRANK invitation (what kind of language are do we use?)

***Questions/comments:***

* How do we work with who already here? -recruitment
* How do we draw Vermonters back to the state?
* What is the profile of the people coming to VT?
* Are there other areas that have strategies for immigration to learn from?
* Why does this matter—what are the downsides to depopulation? WHAT IS THE TAKEHOME MESSAGE?
* Too much information, what can really catch people and make point? (Shaws jobs slide is good, not NYT one🡪concrete examples of SO MANY JOBS)
* When do we start adding strategies to this presentation to gather feedback?
* How do you get a shared sense of urgency?
* SeVEDS need to focus on starting to talk about strategies (what would we like to see? What is working?)

**Important Upcoming dates:**

YP Retreat - Sunday November 19

SeVEDS Board Meeting - Thursday December 21st

Southern Vermont Economic Development Summit – May 30th

**Staff Updates:**

**SVEP Update** -

* Financing Working Landscapes conference had over 60 attendees, with great feedback from attendees and providers
* The Connectivity Summit had over 30 attendees, with great conversation between communities, providers, and the public.
* SVEP and INSTIG8’s Digital Marketing Boot Camp was a huge success with on average 13 attendees for each class. Looking into if we can replicate this in other areas in Southern Vermont
* We’ve started planning for the Southern Vermont Economic Development Summit on May 30th at Mount Snow

**Southern Vermont Workforce Center of Excellence Workforce**:

**Young Professionals:**

* Steering Committee Retreat on 11/19 at the Vermont Center for Photography. SeVEDS Board members are invited to join us for our working lunch at noon for discussion.
* November Event: “It Is Possible: Buying your first home as a Young Professional” talk at the Gleanery in Putney VT on 11/29
* Upcoming Events: Dec- mixer and game night in Wilmington with Bennington YPs, Jan- Filing Taxes class with United Way and Grafton After Hours, Feb- Cabaret performance with NECCA, March- Black Tie Gala, April- Cooking Class with the Brattleboro Coop

**Fast Tracks to Success** - To date, 94 students are enrolled in the Fast Tracks to Success Program, with 78 of them having taken a career assessment survey. The program is now working with students to create expanded learning and career exploration opportunities based on the interests expressed in these surveys. Visits to Sonnax, Chroma, and Commonwealth Dairy are being scheduled for late October.

The Career Expo, which the BDCC is the fiscal manager for, is on October 19th from 1-5pm at the River Garden, with the Southern Vermont Young Professionals hosting the Career Social immediately after at The Lounge. 35 employers have already signed up for tables.

The presentation at IEDC on Rural Workforce Solutions was well received by attendees; pictures and additional information is forthcoming.

Workforce and Education Program Manager Alex Beck continues to attend Talent Pipeline Management training courses in D.C, and remains an integral part of the statewide implementation efforts.

**Internship Program**

Continuing to recruit Windham County businesses and college students from across the state and region to join the internship program.

* Statistics: 80 Interns placed in paid internships since 2014, 16 of which have led to full time employment
* Month of October/November: Placed one intern with Aflac in Brattleboro.
* New Internship Positions: Administrative Assistant Intern, BDCC and Safety Intern, GSP

**Fundraising:** The Annual Report was distributed at the Annual Meeting on October 25th, and simultaneously made available on the BDCC web site as an online flip book or pdf download. Staff are working now to push this document out to key supporters and stakeholders. The Annual Meeting had over 125 people in attendance, includings board members, non-profit and public sector partners, and business leaders. It was a great evening to celebrate BDCC & SeVEDS accomplishments. Judging by the crowd still hanging around 45 minutes after the program ended, the networking and convivial atmosphere were enjoyable to attenders.

**Targeted Expertise Recruitment:** Staff are working on two outputs from the Targeted Expertise Recruitment New Chapter Pilot. At the BDCC November meeting a draft of a TER Report to New Chapter will be made available, along with a presentation that outlines recommendations for a new TER program. Those documents will also be available to the SeVEDS board.

**Ecovation Hub:** On November 13 the Ecovation Hub Leadership Team will take place at BS&L Exit 3 offices. On the agenda is review and potentially approval of governance documents that will create a clear and transparent structure for the team to function as a board, with Resilient Design Institute as a fiscal agent for the near future. BDCC staff have been focusing energy on the green building, forestry and wood business development aspect of the hub, including business visits with local firms. We are also participating in a VSJF initiative, also EDA funded and therefore related to the Hub project, that is attempting to unite regional producers in a demonstration project involving CLT or mass timber.

●  **Entrepreneurial Supports**

WCEDP:

● Revised timeline, two projects to move forward

● The Gathering Place expansion in Dover has been approved

● Council recently recommended that on loan not proceed due to lack of impact

RMAP

● Lender breakfast / lunch on 9/13 with attendance from BS & L, Peoples, Brattleboro Chamber, Wilmington Works

● Several interested applicants already (no formal applications though)

● Draft Press Release

INSTIG8

● Startup Lab - 7 entities engaged (one dropped). Presentations / pitches on 10/19, location TBD - please come!

● ongoing workshops

● Seeking Founder Focus suggestions (will start by featuring those in startup lab)

● Co-Sponsored digital marketing bootcamp (4 sessions) with Wilmington works

● Planning phase for 2018 road pitch competition

CEDS Projects:

* CEDS Project Review Committee Members:
* Kate O'Connor, Brattleboro Area Chamber of Commerce
* Leigh Marthe, Community College of Vermont
* David Rees, Bennington College
* Steve Neratko, Town of Dover
* Serenity Wolf, M&S
* Vicki Capitani, Deerfield Valley News
* Tim Scoggins, Town of Shaftsbury
* Todd Fahey, Brattleboro Memorial Hospital
* Martin Langeveld,
* Jill James, Chroma Technology Corp
* Timeline:
  + November 17, 2017 - Project Review Committee Webinar - Overview of the CEDS & Process
  + February 12, 2017 - Project Review Committee Meeting (in person) - Detailed Project Review Process at
  + BDDC
  + March 2, 2018 - March 30, 2018 - Project Review Period
  + April 2nd, 9th or 16th (TBD on availability) - Project Ranking Meeting (all committee members must
  + attend) at BDCC
  + May 30, 2018 - CEDS Project Rankings Released at Southern Vermont Economic Development Summit
* Submission links:
  + New Project Submissions: <https://brattleborodevelopment.com/2017-2018-ceds-new-project-submissions/>
  + Project Updates: <https://brattleborodevelopment.com/2017-2018-ceds-project-update-submission/>