



Spotlight Vermont 2021 & LaunchPad VT Research Descriptions

Expert Spotighting

Where are the opportunities? What are the bottlenecks?

Expert Spotighting is a tool designed to gather input from experts knowledgeable in their fields and identify key, specific barriers, or opportunities, in their work. Such experts could be managers in existing government agencies, researchers from foundations and think tanks, or citizens working in any sector with explicit insight. The insights gathered reveal the key areas that are ripe for innovation that can unlock opportunities for outsized impact.

The Research Process

The research findings from *Expert Spotighting* interviews included a demographically diverse group of individuals throughout Vermont took place between January – April, 2021. These findings are illustrated in the form of a dynamic "mind map" format and it captures all comments and input participants provided in an aggregate collection. This portion of the research does not provide solutions, but rather, captures what was directly stated from the interviews and in the participants' own words. Please follow this link to access [Spotlight Vermont 2021](#).

Displayed in this *Spotlight Vermont* Mindomo Map are six major themes. These themes arose rather early during the interviews and remained consistent throughout the process of data collection. Probably not surprising, they are as follows: *Broadband Access, Childcare Needs, Diversity/Equity/Inclusion, Economic & Workforce Development, Higher Cost of Living, and the Housing Crisis*. Please click on any of the main "bubbles" to expand the network of connecting "branches."

The objective of this research was to identify one or two areas where Vermont could begin with the implementation of a 'Catalyst Project' by applying a Tri-sector approach: the public, private, and social (non-profit) sectors working collaboratively. After this initial interview process, 16



'Catalyst Projects' were constructed with the potential to start with one. Through data analysis and synthesis of input collected during interviews, one potential project was identified: ***Launch Pad Vermont: Creating a Flourishing Economy for Building and Growing a Career***. This project was selected due to its potential to connect and address a majority of the six major highlighted themes. Its focus is on the 18-30 year old demographic, who are interested in discovering, developing, and growing their careers in the state. This cohort includes a broad demographic of individuals interested in professional, technical, and vocational careers.

From the initial *Spotlight* interview research findings, an *Impact Journey* was constructed. This methodology identifies the bottlenecks and the opportunities young people face when entering and developing a career in Vermont. The first step was to begin as a pilot project in order to develop a proof of concept, then expand accordingly. As of December 2022, this project is in progress.

Tom Myers, Ph.D.

TriSync Impact

tom@trisyncimpact.com

www.trisyncimpact.com