

# Vermont Training Program

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**Published:**

January 15, 2018

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**From:**

Agency of Commerce and  
Community Development  
Michael Schirling, Secretary

Department of Economic  
Development  
Joan Goldstein, Commissioner

## About the Vermont Training Program

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The Vermont Training Program (VTP) is managed within the Agency of Commerce and Community Development's Department of Economic Development. This grant fund for customized training helps our workforce acquire skills needed as Vermont faces a workforce shortage and employers are struggling to find qualified workers. The program partners with both employers and training providers to fund the training of Vermont's employees for needed skills. The VTP accomplishes this by providing performance based grants through a reimbursement process for the training of new hires and incumbent workers. Training is categorized as on-the-job, classroom, or other specialized training.

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## EXECUTIVE SUMMARY

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The Vermont Training Program continued its support for training Vermont workers through workforce development grants to employers and training providers. In FY2017 the program awarded grants to assist 2,237 workers to 56 businesses through 40 individual business grants and 4 training provider grants that included training to 16 businesses. Participant wages showed an increase of 3.9% by the end of their training period.

The leading industry for requests was the advanced manufacturing sector with 18 applications. Healthcare applications were popular with 6 applicants covering all corners of Vermont.

Applicants continued to ask for lean process training as product demand grows and our workforce numbers decline. Businesses are continuing to feel the pains of experienced workers exiting the workforce and are promoting from within due to the scarcity of experienced workers. This internal movement of employees has led to many inexperienced workers in leadership roles and has led to requests for leadership development trainings. Many businesses have added new equipment, requiring new processes which eventually lead to higher productivity but requires incumbents to be taken away from their current positions to learn these new tool sets.

Overall most of the businesses applying to VTP are in a growth stage; however, they continue to experience the ongoing difficulties of workforce shortages and the skills gap.

## FY17 CUMMULATIVE SUMMARY OF GRANTS TO BUSINESSES AND TRAINING PROVIDERS

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Grants Awarded: \$1,740,764.00

Total Employee Positions Funded: 2237

Total Businesses Awarded: 56

Average cost per employee: \$778.16

## PROFILE

### Training for the Jobs of Tomorrow: Renewable NRG



Zlata Basic, Electronic Technician

*“The grant dollars we have received from the State of Vermont for training our employees has been an enormous help to our company. The industry in which we work is increasingly competitive and uncertain, and it is critical that our team has the tools and knowledge to do their jobs effectively. The grant dollars help to make that possible!”*

- Anna Grady Vice President, Human Resources Renewable NRG Systems

## THE DIFFERENCE WE MAKE: TRAINING LEADS TO HIGHER WAGES

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Data collected by the Vermont Department of Labor shows that those employees who participate in VTP see a wage increase. <sup>1</sup>

Fiscal Year	Median Quarterly Wage Increase Post Training
2017	3.9%

\*Note: The median quarterly wage increased by 3.9% between the second quarter of 2016 to the third quarter of 2017. A comparable statewide metric is not available as of the date of this analysis. On an annualized basis, the analysis shows a median wage increase from \$57,256 to \$59,467 between second quarter 2016 and third quarter 2017.

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<sup>1</sup> Source: Vermont Department of Labor Median Wage Analysis for the Vermont Training Program. 2017 wage data is preliminary and statewide data is not yet available.

## PROFILE

### Impact Highlights: Kalow Technologies



#### ***“More important and relevant than ever for Lean and Quality Progress”***

*“I’ve seen the VTP help two great Rutland County employers over nearly 25 years. In the mid-1990’s with the help of subsidized training at Omya, Inc., we grew the then new concept of an ISO 9000 internal audit team (which still around today), followed shortly by introducing Lean manufacturing and office concepts and techniques. Fast forward to my currently employer, Kalow Technologies LLC, a three-time recipient of VTP grant help, and coincidentally 3-time VBM 5x5x5 growth award winner over the last 10 years. Kalow has added and enhanced dozens of solid industry jobs, with both cross training and continued Lean improvements. Today, and for future growth, we are applying the Lean skills to keep and grow our customer base. The VTP helped us with many key new young hires, and keeps our veteran staff current and employed. We look forward to learning more of problem solving skills next to stay complete and vital to our region and the state’s economy. We hope Montpelier sees the value in supporting local companies stay strong in VT, and the important investment in our working youth’s future.”*

- Eric Lapp, Compliance, Lean, ISO, Kalow Technologies, North Clarendon, VT

## **BUSINESS GRANTEES—FY2017**

These grants have been applied for and have successfully gone through our review process as well as compliance with State agencies such as WC, UI, Tax. The monies have been awarded from the FY17 VTP appropriation.<sup>2</sup>

### **Sector Distribution of Grants Awarded in FY2017 for Partner Businesses**

Sector	Number of Grant Agreements	Number of Employees Approved for Training	Awards
Advanced Manufacturing	17	734	\$795,402.00
Biotechnology	0	0	\$0.00
Financial Services	0	0	\$0.00
Food Systems	4	42	\$38,329.00
Forest Products	2	12	\$29,945.00
Green Business	3	242	\$171,366.00
Health Care	6	946	\$259,241.00
Clean Energy, Efficiency & Electricity	3	121	\$133,474.00
Software Development and IT	3	49	\$139,208.00
Arts and Culture	1	20	\$8,300.00
Education	0	0	\$0.00
Tourism & Recreation	0	0	\$0.00
Other	1	12	\$76,003.00
<b>Total</b>	<b>40</b>	<b>2178</b>	<b>\$1,651,268.00</b>

*Note: Other category includes an award to Apex Sealing an Industrial Retail Sales and Repair company.*

<sup>2</sup> Some businesses can be accurately classified within multiple sectors. For instance, a business can self-select to be “advanced manufacturing” but could also be using wood products in its manufacturing production and could be a “forest products” businesses as well. However, to avoid double-counting, businesses are listed in just one sector in the table above even if they could fairly be classified under other sector categories as well.

## PROFILE

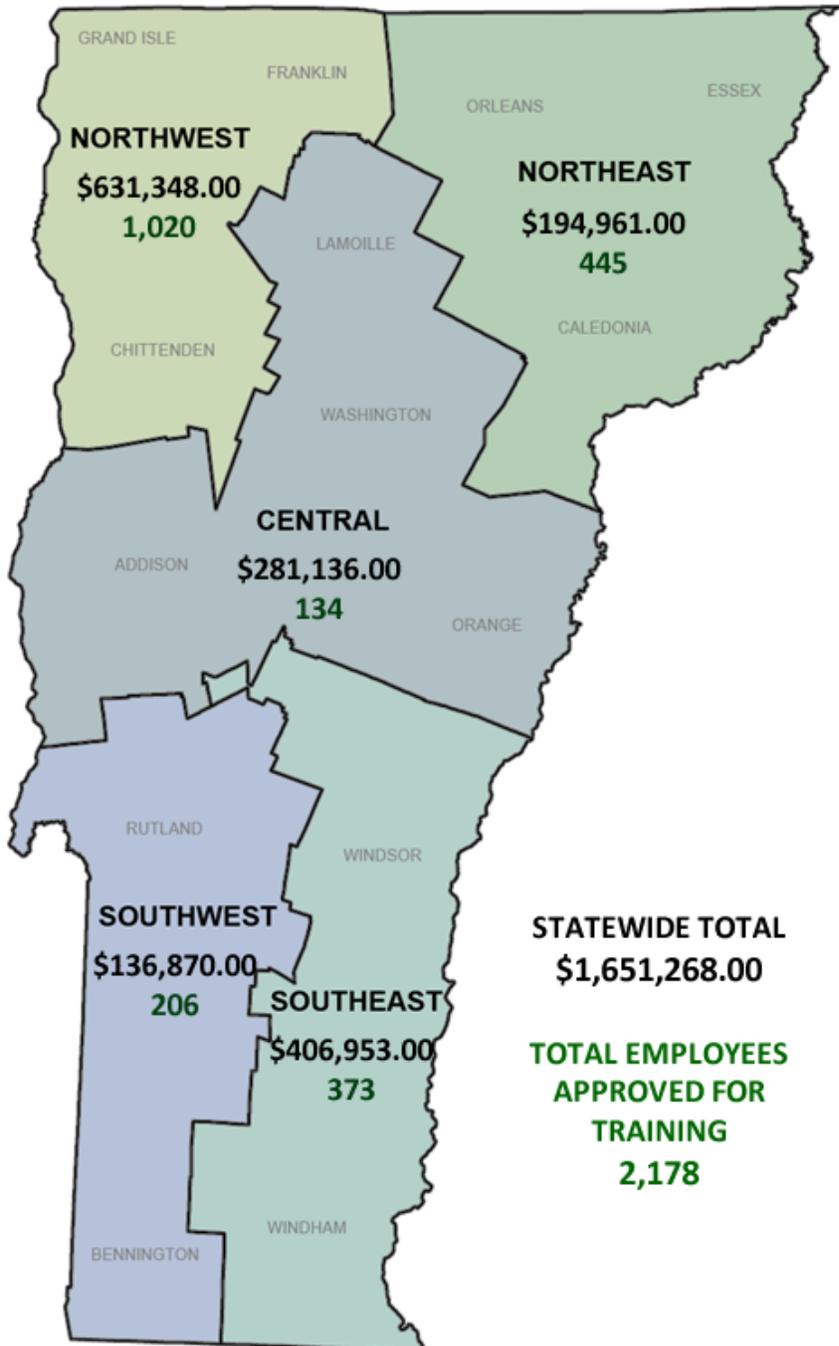
### Training for the Jobs of Tomorrow: Trow and Holden



*“Trow & Holden learned about the VTP in early 2017 from our contact at the Vermont Manufacturing Extension Center (VMEC). We were able to set up a meeting with a head of the program within a week or two, and quickly realized that the VTP could allow us the opportunity to follow up on training initiatives within several areas of the business. The nature of the grant pushed us to think about our overall training goals for the coming year, which was valuable from a planning and business strategy perspective. As a result, we have trainings planned that will touch upon all aspects of our business, from production to accounting to general management. Our most significant achievement under the VTP has been the completion of the ISO 9001:2015 Collaborative offered by VMEC. During this collaborative, representatives from 6 or 7 companies gathered once a month to meet with an expert consulting firm and develop an ISO-compliant quality management system. An ISO-compliant system encompasses every aspect of the business, including production, purchasing, sales, and management. While only a few people attended the collaborative sessions, we knew that the end-result would impact all our employees and really change the way we think about our operations and our products. When the collaborative started, Trow & Holden did not have a formal quality management system, and so we were really starting from scratch. Having the opportunity to work with knowledgeable consultants and hear from other businesses in the state was invaluable; it allowed us to build a system that works for our business and takes advantage of our strengths. The collaborative ended in August, and since then we have officially implemented our Quality Management System and scheduled our initial ISO certification visit for February 2018. Achieving ISO certification will allow us to advertise that we are compliant with a global quality standard that is internationally recognized, as well as give us quality evidence to stand behind our assertion that we manufacture some of the best products available on the market. This is a huge achievement for a small manufacturing company, and even more so for a family business that has been operating since 1890. The cost of the ISO Collaborative would have been prohibitive for us this year, but knowing that the VTP grant would cover half of it made it feasible.”*

- Gina Akley, Trow & Holden

## BUSINESS GRANTEES AWARDED BY REGION



### Geographic Distribution of Grants Awarded for Partner Businesses

Region	Number of Grant Agreements	Number of Employees Approved for Training	Awarded
	FY17	FY17	FY17
Northwest	19	1020	\$631,348.00
Northeast	5	445	\$194,961.00
Central	6	134	\$281,136.00
Southwest	3	206	\$136,870.00
Southeast	7	373	\$406,953.00
<b>Totals</b>	<b>40</b>	<b>2178</b>	<b>\$1,651,268.00</b>

Note: Geographic regions are defined as follows:

- Northwest = Franklin, Chittenden, and Grand Isle Counties
- Northeast = Orleans, Essex, and Caledonia Counties
- Central = Addison, Washington, Lamoille, and Orange Counties
- Southwest = Rutland and Bennington Counties
- Southeast = Windsor and Windham Counties

### FY2017 GRANT SUMMARIES TO PARTNER BUSINESSES

Business Awarded	Max Amount Awarded	Max Employees to be Trained
<b>Apex Sealing</b> is in a rapid growth mode in their sales and repair of mechanical seals and is training incumbent employees on lean principles and workflow improvements utilizing vendor and onsite trainings.	<b>\$76,003.00</b>	<b>12</b>
<b>Autumn Harp</b> is in the process of doubling the size of their manufacturing and has new equipment and processes which require a large amount of training.	<b>\$71,448.00</b>	<b>200</b>

<b>Bariatix Nutrition Corp.</b> expanded to add operations in VT and is adding two new mixing and packaging lines which required training of new and incumbent employees.	<b>\$34,482.00</b>	<b>15</b>
<b>BHS Composites</b> is a new company to Vermont and created new jobs to operate their composites line.	<b>\$49,266.00</b>	<b>15</b>
<b>Birnn Chocolates</b> invested in job specific ELL training for their incumbent employees. This training was to help position long term employees for potential job advancements.	<b>\$4,563.00</b>	<b>8</b>
<b>Bournes Energy</b> started a new boiler technician program for oil, natural gas and pellets to train incumbent employees that can also be replicated in the future to offer to other trainees.	<b>\$52,571.00</b>	<b>24</b>
<b>Brattleboro Memorial Hospital</b> is partnering with local educational partners to help train incumbent employees to become Medical Assistants and Medical Scribes.	<b>\$74,880.00</b>	<b>20</b>
<b>Champlain Cable</b> trained all employees in a LEAN 101 training.	<b>\$22,077.00</b>	<b>129</b>
<b>Champlain Orchards</b> utilized VTP funds to help train employees in production for their new hard cider line.	<b>\$4,863.00</b>	<b>3</b>
<b>Chroma Technology Corp</b> is restructuring their management platform in response to customer demands as well as becoming ISO certified.	<b>\$68,115.00</b>	<b>112</b>
<b>Draker Labs</b> is entering a new line of business selling and servicing the solar monitoring and supervisory control and data acquisition (SCADA) products.	<b>\$37,312.00</b>	<b>17</b>
<b>Edlund Company</b> has incumbent employee training projects in ISO, blueprint reading, continuous improvement training and robotic welding.	<b>\$27,436.00</b>	<b>46</b>
<b>Fairbanks Scales</b> is pursuing two new market opportunities and is training on LEAN manufacturing methodologies as well as leadership management trainings.	<b>\$50,726.00</b>	<b>25</b>

<b>Grow Compost</b> trained workers in anaerobic digester related skills and other food recycling, composting and regulations.	<b>\$11,722.00</b>	<b>16</b>
<b>Imerys Talc</b> had been approved for a VTP grant in 2016 but due to scheduling delays were unable to utilize and schedule the training. The Genesis project is a new process that will increase and revitalize the talc business in Vermont. Genesis is a new process with several new pieces of equipment, testing, and facility upgrades that will require in-depth new training for all current employees and additional new hires.	<b>\$160,385.00</b>	<b>25</b>
<b>Inntopia</b> utilized the training program for Agile training as they developed new products and services.	<b>\$39,002.00</b>	<b>31</b>
<b>Kalow Technologies</b> used funds to increase standard and advanced skill and knowledge levels of LEAN manufacturing as well as to increase the amount of cross training and advanced manufacturing skills of various incumbent staff.	<b>\$29,644.00</b>	<b>41</b>
<b>LineSync Architecture</b> is the lead architecture firm for Mount Snow's Master Plan and build out. After a 3-year delay in releasing EB-5 monies for the project, it is now full speed ahead and they hired and trained two new employees to meet Mount Snow deadlines.	<b>\$9,410.00</b>	<b>2</b>
<b>Maple Landmark Woodworking</b> has hired over 40% of their staff in the past three years and is using a vendor to provide supervisory training.	<b>\$12,125.00</b>	<b>10</b>
<b>Microprocessor Design</b> has received a new contract to help with the design and development of hardware and firmware used in a new technology 3D metal printer for Desktopmetal.com. To help with this work, they hired one full-time electrical engineer and two engineering technicians.	<b>\$11,640.00</b>	<b>3</b>
<b>North Country Hospital</b> trained RN's to be able to cover multiple units in the hospital in an effort to lower the need and cost of traveling nurses.	<b>\$40,056.00</b>	<b>12</b>
<b>North Hartland Tool</b> needed to upgrade manufacturing skills as well as teaching LEAN concepts to incumbent employees.	<b>\$46,042.00</b>	<b>12</b>

<b>Northeastern Vermont Regional Hospital</b> is upgrading their EMR (Electronic Medical Record) to the latest web-based version. All users within the organization will need to be re-trained on system use and functionality.	\$30,071.00	378
<b>Northwestern Medical Center</b> is currently working to upgrade their medical health records system, Meditech, to the latest version, Meditech 6.1. This upgrade will require training of 80 to 90% of their staff and will result in increased access to patient data across the organization.	\$22,950.00	381
<b>NuHarbor Security</b> has created a cyber security and information security service center in Vermont. They have five separate training needs for unique positions to address the security needs of the future.	\$88,566.00	15
<b>Olivia's Croutons</b> relocated to a new larger production facility resulting in a need to train incumbent workers as well as new employees on the new production equipment.	\$17,181.00	15
<b>Preci Manufacturing</b> trained employees and staff in the following key areas. 1) ERP software 2) Continuous flow manufacturing 3) ISO 9001/AS9100 training/root cause and corrective action 4) Management/supervisor leadership in a changing environment and 5) Standard work (Training Within Industry).	\$58,132.00	35
<b>Precision Composites of Vermont</b> is looking to penetrate the Medical/Security Imaging Composites markets. Among some barriers to entry is the lack of operational agility. Through tactical training opportunities, the manufacturing team will gain the skills and depth of knowledge needed to achieve the company's strategic objective. The VTP funds are to strategically supplement training efforts of the business by targeting several gaps in the staff's skill sets including but not limited to CNC programming/machining, LEAN philosophies/techniques, and administrative skill development.	\$24,842.00	15

<b>Renewable NRG</b> utilized VTP for leadership development training as well as a new LEAN training initiative and other needed manufacturing engineering trainings.	<b>\$43,591.00</b>	<b>80</b>
<b>Sonnax Industries</b> need to invest in strengthening the workforce's skills in continuous improvement, problem solving and geometric dimension fundamentals due to an increasingly competitive market.	<b>\$30,300.00</b>	<b>200</b>
<b>Southwest Vermont Healthcare</b> utilized VTP for numerous trainings for their nursing staff and other medical staff.	<b>\$72,744.00</b>	<b>150</b>
<b>Stephens Precision</b> has a new contract and is training on LEAN manufacturing techniques to improve their on-time delivery through both vendor training and onsite.	<b>\$70,561.00</b>	<b>16</b>
<b>Stone Environmental</b> is training their incumbent employees in project management and new GIS software.	<b>\$90,508.00</b>	<b>40</b>
<b>Subatomic Digital</b> is using vendor training for LEAN 101, Value Stream Mapping and Training Within Industry.	<b>\$8,300.00</b>	<b>20</b>
<b>Trow and Holden</b> used VTP to be trained towards becoming ISO certified as well as LEAN trainings and cross-training including skills as a blacksmith.	<b>\$16,772.00</b>	<b>7</b>
<b>University of Vermont Medical Center</b> utilized VTP for on the job training of operating room technicians.	<b>\$18,540.00</b>	<b>5</b>
<b>Vermont Mechanical</b> started a prefabrication department and needed to train new and incumbent employees on their new process.	<b>\$55,285.00</b>	<b>11</b>
<b>Vermont Precision Tools</b> utilized VTP funds to help with incumbent employees on the job training for CNC and other tool sets to upgrade skills.	<b>\$33,621.00</b>	<b>15</b>

Vermont Wood Studios trained incumbent employees in IT and web based tools enabling them to manage their website.	\$17,820.00	2
Vermont Smoke and Cure trained on core leadership competencies through Vendor and onsite trainings for their specialty production needs.	\$17,715.00	15

## PROFILE

### Training for the Jobs of Tomorrow: Brattleboro Memorial Hospital



From left to right, Jamie Hillock, CMA, Scribe and Moussoumakan Diallo-Peharrie, CMA.

*"The funds from the Vermont Training Program have allowed BMH to train 7 Certified Medical Assistants and 3 Scribes. The training of these employees has allowed an increase in access to care and an increase in patient satisfaction. BMH is extremely grateful for the support from the Vermont Training Program."*

- Eilidh Pederson, MPH, Vice President Medical Group Management & Population Health, Brattleboro Memorial Hospital

## COMPLETED AND ACTIVE BUSINESS GRANT DETAILS

In accordance with the provisions of 10 V.S.A. § 531(i)(K):

“(k) Annually on or before January 15, the secretary shall submit a report to the house committee on commerce and economic development and the senate committee on economic development, housing and general affairs summarizing all active and completed contracts and grants, the types of training activities provided, the number of employees served, and the average wage by employer, and addressing any waivers granted”

### Key for Training Activities:

Employee Type	Abbreviation
<u>Pre-employment training for a new hire in a newly created position</u>	PE/NP
<u>Pre-employment training for an existing position</u>	PE/EP
<u>New hire for a newly created position</u>	NH/NP
<u>New hire for an existing position</u>	NH/EP
<u>Incumbent employee</u> who upon completion of training assumes a <u>newly created position</u>	IE/NP
<u>Incumbent employee</u> who upon completion of training assumes a <u>different position</u>	IE/DP
<u>Incumbent employee</u> who is <u>upgrading their skills</u>	IE/US

### Completed Grants:

Business Grants Quick Facts	FY17
Total Number of Completed Grants	14
Total Funds Spent on Completed Grants	\$277,026.44
Total Number of Employees Served	722
Approximate Cost Per Employee	\$383.69

Completed Business Grant Recipients	Expenditure	Activity	# Served	Average Wage <sup>3</sup>
American Meadows Inc.	\$6050.00	IE/US	16	\$29.89
Butternut Mountain Farm	\$19,059.90	IE/US	25	\$18.30
Butterworks Farm	\$2145.85	IE/US	4	\$17.95
Champlain Cable Corp.	\$12,454.56	IE/US	120	\$29.65
Cultural Intrigue	\$3,481.81	IE/US NH/NP	11	\$20.27
GW Plastics	\$21,347.05	IE/US	42	\$26.66
Hearthstone	\$9,622.52	IE/US IE/DP	13	\$32.80
Imerys Talc	\$17,258.68	IE/US NH/NP	23	\$28.40
North Country Hospital	\$39,446.86	IE/NP NH/EP	11	\$26.82
Renewable Fuels of Vermont	\$37,675.50	IE/US IE/DP NH/NP NH/DP	10	\$18.60
Vermed	\$52,445.73	IE/US	26	\$25.28
Vermont Creamery	\$18,216.98	IE/NP IE/US	40	\$27.29
Vermont Culinary Islands	\$14,871.00	IE/US NH/NP NH/EP	15	\$16.20
Northwest Medical Center	\$22,950.00	IE/US	366	\$31.21
<b>Total</b>	<b>\$277,026.44</b>		<b>722</b>	<b>\$24.95</b>

<sup>3</sup> Average wage is calculated from invoices received after completed trainings.

Active Business Grant Recipients	Maximum Payable
American Rail Dispatching Center	\$88,132.00
Apex Sealing	\$76,003.00
Autumn Harp Inc.	\$65,999.00
Bariatric Nutrition Corp.	\$69,304.00
BHS Composites Corp.	\$49,266.00
Brinn Chocolates	\$4,563.00
Bournes Energy	\$52,571.00
Brattleboro Memorial Hospital	\$74,880.00
Built by Newport	\$20,084.56
Burlington Bytes	\$69,114.58
Cabot Hosiery Mills Inc,	\$126,891.56
Champlain Orchards Inc.	\$4,863.00
Chroma Technology Corp.	\$68,115.00
Competitive Computing	\$21,388.08
Edlund LLC	\$27,436.00
Fairbanks Scales	\$50,726.00
Global Foundries	\$109,120.60
PreCraft Services	\$43,968.10
Grow Compost of Vermont	\$11,722.50
Imerys Talc Vermont	\$160,386.00
Kalow Technologies	\$29,644.00
LineSync Architecture	\$9,410.00
Liquid Measurement Systems	\$20,193.55
Maple Landmark Inc.	\$12,125.00
North Hartland Tool Company	\$46,042.00
Northeastern Vermont Regional Hospital	\$30,071.00
NRG Systems	\$4,783.50
NuHarbor Security	\$60,620.00
Preci Manufacturing	\$58,132.00
Precision Composites of Vermont	\$31,166.00
Rutland Plywood Corp.	\$3,360.00
Sonnax Industries	\$30,300.00

Southwestern Vermont Healthcare Corp.	\$72,803.00
Stephens Precision Inc,	\$70,561.00
Sterling Valley Systems Inc.	\$38,052.00
Stone Environmental Inc.	\$90,508.00
Subatomic Digital	\$8,300.00
Trow and Holden Company Inc.	\$18,227.00
University of Vermont Medical Center	\$18,540.00
Vermed Inc.	\$76,178.05
Vermont Mechanical	\$50,305.00
Vermont Precision Tools	\$33,621.00
Vermont Smoke and Cure	\$17,715.00
Vermont Wood Studios	\$17,820.00
Total	\$1,954,878.80

## PROFILE

### Training for the Jobs of Tomorrow: Southwest Medical Center



LNA class from Southwestern Vermont Medical Center

*“More than 100 staff members have received training through the Vermont Training Program grant awarded to Southwestern Vermont Health Care last March. Employees are very excited about the opportunities they have been offered to increase their skills, certifications, and marketability. Department directors are also pleased with the program and how it has enabled them to stretch their budgets and get more of their team members trained.”*

- Elizabeth Dillard, MBA, Director of Grants and Grant Administration,  
Southwestern Vermont Healthcare

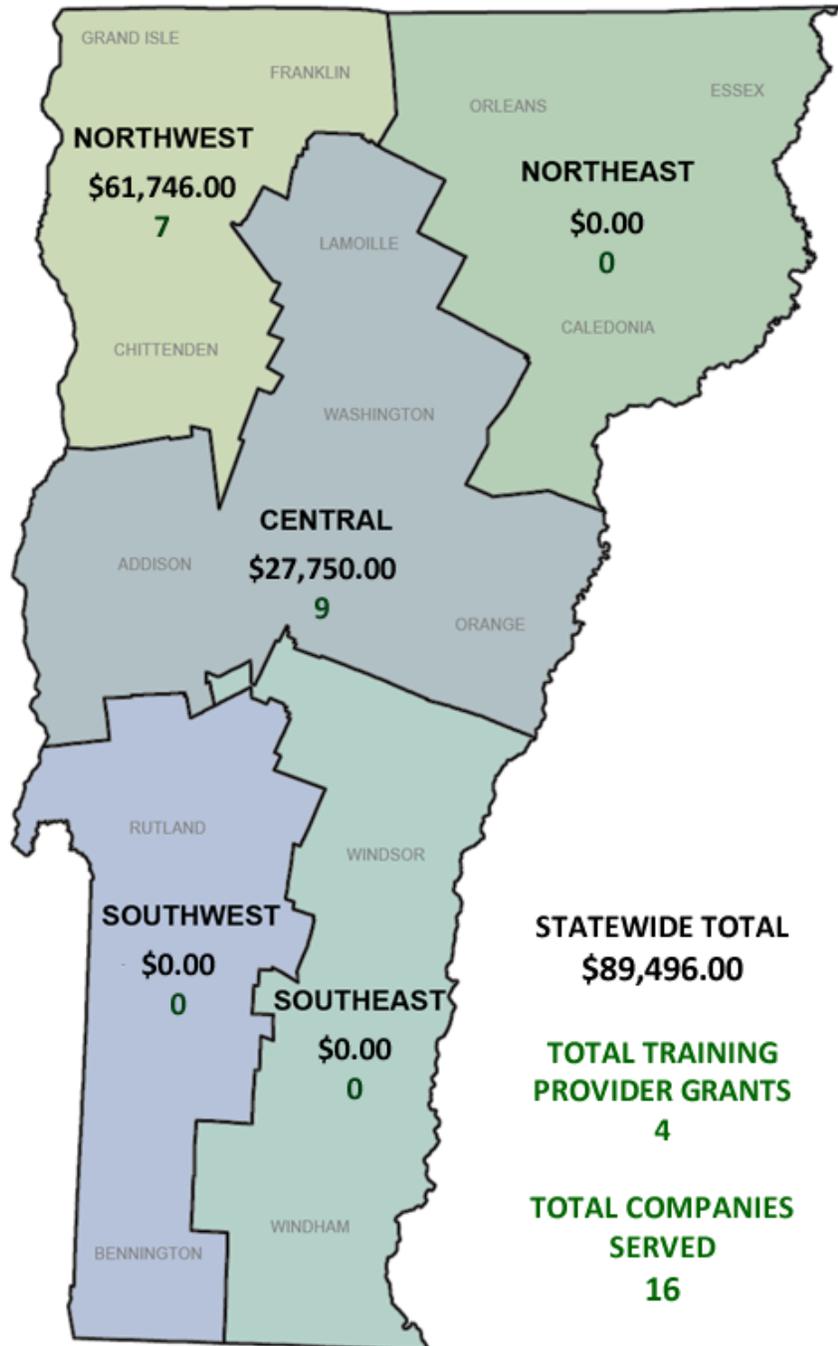
## TRAINING PROVIDER GRANTS—FY2017

### Geographic Distribution of Funds Awarded to Training Providers FY2017

Region	Number of Companies Served by Grant Agreements	Number of Employees Approved for Training	Expenditures
Northwest	7	28	\$61,746.00
Northeast	0	0	\$0.00
Central	9	31	\$27,750.00
Southwest	0	0	\$0.00
Southeast	0	0	\$0.00
<b>Total</b>	<b>16</b>	<b>59</b>	<b>\$89,496.00</b>

*Notes: VTP report provides the “Number of Companies Served by Grant Agreements” rather than the “Number of Grant Agreements” to illustrate how many companies are served through its grants to training providers. In FY17 VTP awarded 4 training provider grants that included 16 businesses.*

**TRAINING PROVIDER GRANTEES AWARDED BY REGION**



## Sector Distribution of Funds Awarded in FY2017 for Training Providers

Sector	Number of Companies Served by Grant Agreements	Number of Employees Approved for Training	Expenditures
Advanced Manufacturing:	10	35	\$35,250.00
Biotechnology:	0	0	\$0.00
Financial Services:	0	0	\$0.00
Food Systems:	4	14	\$15,000.00
Forest Products:	0	0	\$0.00
Green Business:	0	0	\$0.00
Health Care:	2	3	\$39,246.00
Clean Energy, Efficiency & Electrical:	0	0	\$0.00
Software Dev. and IT:	0	0	\$0.00
Arts and Culture:	0	0	\$0.00
Education:	0	0	\$0.00
Tourism & Recreation:	0	0	\$0.00
Other:	0	0	\$0.00
<b>Total</b>	<b>16</b>	<b>52</b>	<b>\$89,496.00</b>

Training Provider Name	Funds Awarded
Vermont Sustainable Jobs Fund	\$15,000.00
VTC - Paramedic Training	\$39,246.00
VTC - Industrial Maintenance	\$22,500.00
VMEC	\$12,750.00

## List of Businesses reported by Training Providers

Twincraft	St Albans Coop	Mylan
Franklin Food	Barry Callebaut	Burlington Fire Department
Regional Ambulance Services	Vermont Cookie Love	Vermont Compost
Ironwood Brands	Jericho Settlers Farm	Danforth Pewter
Applied Research Associates	Husky	Revision Military
Global Foundries		

## FY2017 GRANT SUMMARIES TO TRAINING PROVIDER

Training Provider Awarded	Max Amount Awarded	Max Employees to be Trained
VMEC utilized VTP funds for a 3-day Innovation Engineering Quick Start course.	<b>\$12,750.00</b>	<b>17</b>
VTC: (Paramedic training) trained employees from Burlington Fire Department and Regional Ambulance Services to become certified paramedics.	<b>\$39,246.00</b>	<b>4</b>
VTC (Industrial Maintenance) trained employees along with the Franklin Grand Isle WIB to become certified industrial mechanics.	<b>\$22,500.00</b>	<b>18</b>
Vermont Sustainable Jobs Fund provided entrepreneurial leadership coaching through their Vermont Agricultural Development Program.	<b>\$15,000.00</b>	<b>14</b>

## PROFILE

### Pipeline Development Grants: Hotel Vermont

Hotel Vermont was awarded \$7,772.40 VTP 10% Carveout monies to partner with Refugee Resettlement to train important food production skills along with industry ELL skills to New American employees.

*“Westport Hospitality, congratulates their kitchen team members (Tika Sarki, Chandra Magar, Karna Rai, Bal Thapa, and Neeraj Bharati) for participating and completing an English for the Kitchen Workplace classes. Over a six-month period these students participated in (two hour) culinary classes two times a week as well as an internship in Juniper and Bleu Northeast Seafood to enhance their culinary skills. The course finished with the students successfully completing the Servesafe Food Handler's exam.*

*This pilot program at Westport Hospitality was made possible through support from a grant from the Vermont Training Program. The grant supported Westport Team Leaders who led the students through the six-month program. Through the Vermont Training Program grant, Westport Hospitality was able to break down barriers for professional growth and advancement in the culinary profession for team members whose English is not their first language.”*

- Amy Shea Westport Hospitality/Hotel Vermont

## ELIGIBILITY TO PARTICIPATE

The VTP is open to all sectors. Grantees must ensure that:

- Training supplements, rather than replaces, the company's ongoing normal training efforts and is directly related to work responsibilities
- Employees are being trained in transferrable skills
- Employees covered under the grant must be full time permanent employees (minimum 35 hrs. per week)
- Employee compensation (hourly wage), at the completion of training, must equal or exceed the livable wage as defined by the Vermont
- Employees must be offered a minimum of three of the following employee benefits: health insurance (w/ 50% or more of the premium paid by the employer), dental assistance, paid vacation, paid holidays, child care, retirement benefits, other paid time off including paid sick days, other extraordinary employee benefits.

Health Insurance (with 50% or more of premium paid by employer)	Dental Insurance Assistance
Paid Vacation	Paid Holidays
Child Care	Retirement Benefits
Other Paid Time off excluding Sick Time	Other Extraordinary Employee Benefits

*Note: Employer certifies that all the information in the initial application is complete and correct via a signed document.*

## NOTE ON ANALYSIS

This is the fifth year that the Vermont Training Program (VTP) Annual Report is being issued using the Key Indicators. The passage of Act 199 during the FY14 legislative session changed the metrics by which the Vermont Training Program are measured.

## NOTE ON REPORTING FORMAT

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(k) Annually on or before January 15, the Secretary shall submit a report to the House Committee on Commerce and Economic Development and the Senate Committee on Economic Development, Housing and General Affairs. In addition to the reporting requirements under section 540 of this title, the report shall identify:

1. all active and completed contracts and grants;
  2. from among the following, the category the training addressed:
    - (A) pre-employment training or other training for a new employee to begin a newly created position with the employer;
    - (B) pre-employment training or other training for a new employee to begin in an existing position with the employer;
    - (C) training for an incumbent employee who, upon completion of training, assumes a newly created position with the employer;
    - (D) training for an incumbent employee who upon completion of training assumes a different position with the employer;
    - (E) training for an incumbent employee to upgrade skills;
  3. for the training identified in subdivision (2) of this subsection whether the training is onsite or classroom-based;
  4. the number of employees served;
  5. the average wage by employer;
  6. any waivers granted;
  7. the identity of the employer, or, if unknown at the time of the report, the category of employer;
  8. the identity of each training provider; and
  9. whether training results in a wage increase for a trainee, and the amount of increase.
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## VERMONT TRAINING PROGRAM KEY INDICATORS

Data reported in this section reflect both Grants to Partner Businesses and Training Providers.

### FY17 Median Wage

Median Wage of New Hires	Median Wage of Incumbent Workers
\$21.96	\$28.63

### FY17 Wage Change

% Wage Change for New Jobs	% of Wage Change for Incumbent Employees
29.6%	3.8%

#### Notes:

- Median Wage and Wage Change data for employees has been provided by the Vermont Department of Labor (VDOL) from VDOL's FY17 Social Security Number data used to track wages of employees being trained. VDOL provided only aggregate updated median wage info, therefore we cannot report on updated median wage info per individual group.
- Median Wage and Wage Change data for incumbent workers includes incumbent employees served with training provider grants and grant to partner business's
- Median Wage is reported from VDOL in an annual format and the hourly posted is on the assumption of a 40-hour work week.

### New Jobs for Partner Businesses

Fiscal Year	Number of New Jobs Trained	Average Cost Per Employee	Median Wage of Employees
FY17	70	\$778.16	\$21.96

Note: There were no new employees trained by training providers. Training provided through grants to training providers is geared to incumbent employees.

### Training by Employee Type

*\*Note: The data below is based upon statutory language in act 199.*

Employee Type	# Onsite training	# Classroom Training
Pre-employment training for a new hire in a newly created position	0	0
Pre-employment training for existing position	0	0
New hire for a newly created position	44	0
New Hire for an existing position	23	0
Incumbent employee who upon completion of training assumes a newly created position	6	0
Incumbent employee who upon completion of training assumes a different position	18	0
Incumbent employee who is upgrading their skills	1,121	558
<b>Total:</b>	<b>1212</b>	<b>558</b>

*Note: Data acquired from Intelligrants grant management through invoices received post trainings. Some trainees received onsite and classroom training.*

### Employer Size for Partner Businesses

Employer Size	Number of Grantees 0-19 Employees	Number of Grantees 20-49 Employees	Number of Grantees 50-99 Employees	Number of Grantees ≥100 Employees
Partner Businesses	12	12	4	12
Training Providers	4	2	3	7

## WAIVERS

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In accordance with the provisions of 10 V.S.A. § 531(a,c,1):

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...however, that in areas defined by the secretary of commerce and community development in which the secretary finds that the rate of unemployment is 50 percent greater than the average for the state, the wage rate under this subsection may be set by the secretary at a rate no less than one and one-half times the federal or state minimum wage, whichever is greater;

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There were no waivers awarded in fiscal year 2017.

## CONTACT INFORMATION

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