

Vermont Training Program

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Annual Report
Fiscal Year 2020

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About the Vermont Training Program

The Vermont Training Program (VTP) is managed by the Agency of Commerce and Community Development's Department of Economic Development. This grant program provides funds for customized training, which helps Vermonters acquire the skills that they need to meet the requirements of the current workplace. It also helps to build the employment base as, even with the COVID-19 pandemic's impact on employment, Vermont continues to face 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 today's 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 can fall into categories such as on-the-job, classroom, or other specialized training.

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EXECUTIVE SUMMARY

FY20 Cumulative Summary of Grants to Businesses and Training Providers



\$1,313,628

Grants Awarded



1240

Employees Trained



45

Businesses Awarded



\$1,042

Average Cost Per Employee

The Vermont Training Program provides funding to help support the continued development of Vermont's workforce. The funding allows, full-time benefited workers to receive supplemental training that does not supplant the business's ordinary training programs. The training funded by VTP grants, typically assists with the development of new technical or management skills that have been identified as required to meet the evolutionary needs of employers in our rapidly changing business environment.

There has never been a more challenging business environment than we are currently seeing due to COVID-19. This has led to several applications either being not utilized or requests for grant period extensions. Businesses are unable to focus on long term needs and have focused on immediate training needs. VTP has responded by approving a number of applications for training providers that are offering quick results that address staffing and supply line challenges due to COVID-19.

The program reaches a large number of employees and businesses – and generally results in a sizable increase in the wages of the trained employees. Supporting the idea that the training is increasing the value of participating employees. In FY2020, the program awarded grants to assist 1,240 employees at 45 businesses through on-the-job training and through training provider grants. Participant wages showed a median wage increase of 3.1% from the second quarter 2019 to the third quarter 2020.

VTP is one of two important programs (with the Vermont Employment Growth Incentive) that DED has to support economic development – and enhances our relationship with Vermont businesses. Over 100 Vermont businesses reached out to VTP to discuss the potential for grants during the fiscal year. These meetings typically led to our learning other important information from these employers and other issues with which the Department of Economic Development staff were also able to provide assistance.

The program provides support across the state in a wide range of industries. The leading industry for requests was the advanced manufacturing sector with 12 applications. Next were the important Aerospace, Biotech, Healthcare and Food Systems sectors that all had 2 applications each.

Leadership seems to be a current theme across many industry sectors including the trades. In the past, leaders have taken years to evolve and learn, today businesses need to react and grow these new positions in a much quicker way. Businesses continue to lose their content experts who are aging out of the workforce, often taking important institutional knowledge with them as few

employers can afford succession planning. VTP is an excellent means of helping businesses to “up-skill” existing employees allowing them to advance into the vacated positions.

Lean trainings continue to be a common request for training funds as employers are working hard to find efficiencies in their business and manufacturing process. Training in lean skills should have long-term benefits for companies but are often expensive and tenuous in the short term – just the kind of investment that VTP is well suited to help with.

Overall, because VTP requires that applicants be able to afford to cover 50% of the cost of the proposed training, the businesses supported through the Vermont Training Program tend to be those that have strong market prospects and are most actively hiring. VTP provides funds to help these growing businesses to meet training needs that they would not otherwise be able to afford, or to allow them to provide training sooner than would otherwise be possible. Providing VTP funding helps to keep both the businesses and its employees competitive in the global economy. We are pleased that the program helps support the state’s co-investment in our skilled workforce. It is important to hear their stories...

PROFILE

Training for the Jobs of Tomorrow: **Med Associates**



“Our focus on research and development has resulted in the largest array of behavioral test equipment available from any manufacturer. We are continuously pursuing new product development, product enhancements, and ventures into new areas. A major component assisting Med Associates with continuously working on future goals has been the financial assistance afforded Med from the State of Vermont’s Training Program. A VTP training grant gave Med the opportunity to offer strategic training for its employees in both its Production and Engineering departments...”

MEDIAN QUARTERLY WAGE CHANGE



Median Quarterly Wage Increase from second quarter 2019 to third quarter 2020.

The Difference We Make: Training Leads to Higher Wages

Data collected by the Vermont Department of Labor shows that employees that participate in VTP see wage increases. *

The median quarterly wage increased by 3.1% between the second quarter of 2019 to the third quarter of 2020. On an annualized basis, the analysis shows a median wage increase from \$45,555 to \$46,983 between second quarter 2019 and third quarter 2020.

During this same time period the Statewide median wage decreased by 6.7%.

Grantee Quotes

“Champlain Orchards recently upgraded its inventory management system and VTP monies will be used to train staff in construction, customization, and use of the new system. Champlain Orchards is among the first in its sector to introduce this technology. It will allow Champlain Orchards to track all of its products from tree to shelf, which streamlines business operations, inventory planning, forecasting, and customer service.”

“Proper training of our staff is essential if we are to fully understand and utilize this integrated inventory management system; VTP funds make it possible for us to train people thoroughly,” said Champlain Orchards owner Bill Suhr. “We are proud to be able to further invest in our employees and are very grateful for the assistance provided by VTP.”

Champlain Orchards

“Our Maintenance Apprentice Program (MAP) is a great example of how professional development benefits the employee, company and State. The MAP program allows for an individual to gain new skills, the company benefits by developing future Aviation Maintenance Technicians and the State benefits by keeping individuals in Vermont,” said Vicki Parrella, Human Resources Director.

“We truly appreciate the support of the State and believe that they have made an excellent investment in Vermont,” said David Stiller, President of Heritage Aviation.

Heritage Aviation

* Source: Vermont Department of Labor Median Wage Analysis for the Vermont Training Program.

BUSINESS GRANTEES

The grants presented in the following table have been applied for and have successfully gone through our review process as well as compliance with State agencies such as WC, UI, Tax. Funding was awarded from the FY20 VTP appropriation.†

Sector Distribution of Grants Awarded in FY2020 to Partner Businesses

Sector	Number of Grant Agreements	Employees Trained	Awards
Advanced Manufacturing	12	587	\$606,459.00
Biotechnology	2	50	\$72,435.00
Financial Services	0	0	\$0.00
Food Systems	2	47	\$74,315.00
Forest Products	1	8	\$14,468.00
Green Business	1	182	\$123,620.00
Health Care	2	88	\$66,342.00
Clean Energy, Efficiency & Electricity	1	25	\$14,198.00
Software Development 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	4	23	\$82,933.00
Total	25	1010	\$1,054,770.00

Note: Other category includes an award to Mansfield HeliFlight, Heritage Flight and Aviatron in the aviation industry and Haskins Gas Service in the fuel service and distribution industry.

† 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.

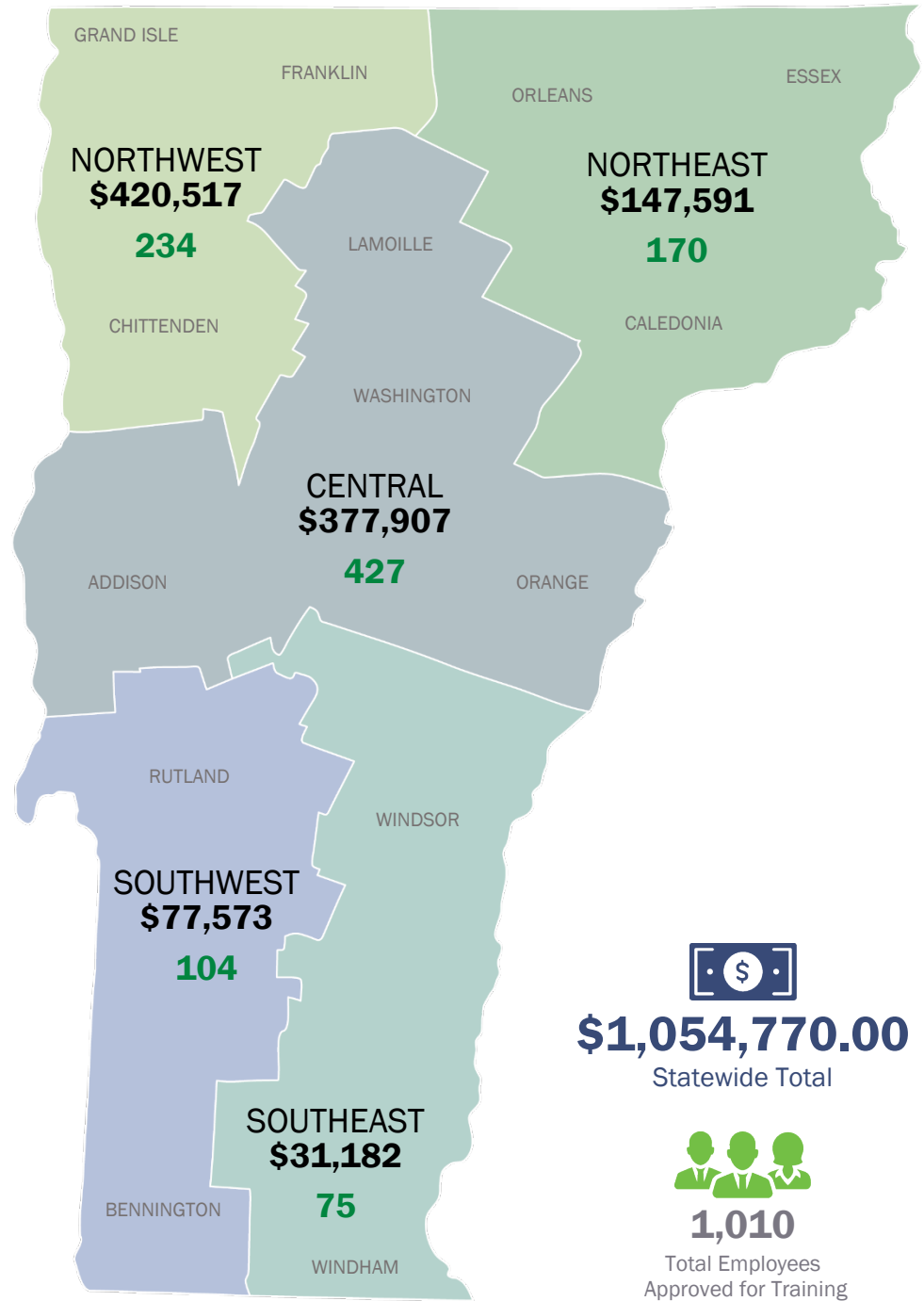
PROFILE

Training for the Jobs of Tomorrow: **Ushio America**



Ushio America, Inc. has benefitted from the Vermont Training Program for education and employee development programs. Through the program Quality and Compliance Engineer, Katie McLear (pictured above), was able to receive her ISO 13485 Lead Auditor training. After successfully completing the training, she held internal audits and implemented a number of process improvements utilizing the newly acquired auditor skills. This led to the site successfully completing their yearly ISO 13485 surveillance audit with zero findings.

BUSINESS GRANTEES AWARDED BY REGION



GEOGRAPHIC DISTRIBUTION OF GRANTS AWARDED FOR PARTNER BUSINESSES

Region	Number of Grant Agreements	Employees Trained	Awarded
	FY20	FY20	FY20
Northwest	7	234	\$420,517.00
Northeast	5	170	\$147,591.00
Central	8	427	\$377,907.00
Southwest	3	104	\$77,573.00
Southeast	2	75	\$31,182.00
Totals	25	1010	\$1,054,770.00

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

Grantee Quote



Maple Grove Farms received a Vermont Training Program grant in 2020 to assist with training for our leadership team. The Community College of Vermont offered the leadership training and it consisted of advanced meeting approaches, group decision process, and effective communications. The grant funding has had a positive and meaningful impact on the site as we continue to use its lessons daily.

Thank you for the support of our facility.

Sincerely,
Peter Christopher

Maple Grove Farms

FY2020 GRANT SUMMARIES - AWARDS TO PARTNER BUSINESSES

Business Awarded	Max Amount Awarded	Max Employees to be Trained
Advanced Power Conversion Solutions Inc: Training of incumbent and new employees in the capacitor manufacturing field in this newly purchased company.	\$25,430.00	9
ARC Mechanical Contractors: HVAC, plumbing and electrical training.	\$14,198.00	25
Aviatron: OEM training for incumbent workers on aircraft circulation systems.	\$8,537.00	20
Awesome Graphics: 3M certifications as well as electrical training for backlit signage.	\$13,514.50	4
Bariatrix Nutrition: Adding a new product which requires incumbent training as well as new equipment.	\$65,632.00	29
Border State Security Inc: New and incumbent training for health care security.	\$9,305.00	10
Chippers Inc.: Certifications to become Arborist Ground Operations Specialist(s), Arborist Climber(s), Arborist Crew leader(s) and Turf Technician(s).	\$14,468.00	8
Critical Process Solutions/Fab-Tech: Training incumbent employees in Lean 101, new software, planning/mapping and supervisory/project management.	\$90,400.00	35
Edge Pharma: Is expanding due to increased production, and additionally an expansion in the warehouse that has allowed for more staff. The expansion will allow for additional employees for several departments and will be critical with the increased demand in production.	\$62,785.00	41
Ellison Surface Technologies Inc.: Is upskilling 115 incumbent workers and adding 15 new employees in the latest manufacturing processes.	\$133,898.00	130
Global Foundries: Outsourced a process and chose to retain 160 employees who were assigned to it who needed to be trained on other semiconductor manufacturing processes.	\$245,689.00	70
Haskins Gas Service: Trained 3 incumbent and 3 new employees in HVAC courses.	\$19,900.00	6
Heritage Aviation: Have sent 4 employees to MAP (Maintenance Apprenticeship Program)	\$13,982.00	4
Ivek: Trained in a variety of manufacturing skills including supplier management and manufacturing loading processes as well as Geometric Dimensioning and Tolerance.	\$27,402.00	65
K&E Plastics Inc.: 5S Training. (5S is a methodical way to organize your workplace to turn it into a safer, ergonomic, more efficient environment through organizing your layout and introducing visual management and standard ways of working.)	\$635.00	20
LBL Fabrications: Three-dimensional laser templating technology to build digital files which will then be converted to programmable production files to be used in conjunction with computer-operated CNC or robotic sawjet equipment,	\$3,780.00	10
Mansfield Heliflight: Aircraft maintenance instruction.	\$40,515.00	3
Maple Grove Farms: Leadership Production training and also cross-training to start a second shift.	\$8,683.00	18
North Country Engineering: Training for implementing and operating a quality management system and registering to the AS9100 Rev D standard.	\$10,500.00	26
Revision Military Ltd.: Injection molding training.	\$13,801.00	19
Southwestern Vermont Medical Center: Provided a number of incumbent trainings and certificates from supervisory to healthcare and IT systems.	\$57,037.00	78
SunCommon: Is training incumbent workers on technical skills in all areas of operations as well as supervisory skills.	\$123,620.00	182
Tivoly Inc.: Training incumbent workers in a defined standard operating procedure for each manufacturing machine to ensure a higher quality product.	\$56,318.00	75
Ushio: Certificate trainings in: Altium, SolidWorks and Geometric Dimensioning and Tolerance.	\$9,650.00	9
Web Industries/CadCut: LEAN 101 and GreenBelt training.	\$43,128.00	60

PROFILE

Training for the Jobs of Tomorrow: Edge Pharma



“Edge Pharma has recently expanded its laboratory, allowing for increased production of compounded medications,” said Edge Pharma Human Resource Generalist Skylar LeBlanc. “With the VTP Grant funds, Edge will be able to hire and train employees and grow our business at a much quicker pace than if we hadn’t received the grant.”

“The VTP funds will also help ensure the company meets the needs of its customers and remains competitive in the current pharmaceutical landscape. Staffing and training serve as an integral component in supplying customers with innovative healthcare solutions.”

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, 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 who upon completion of training assumes a newly created position</u>	IE/NP
<u>Incumbent employee who upon completion of training assumes a different position</u>	IE/DP
<u>Incumbent employee who is upgrading their skills</u>	IE/US

Completed Grants Summary

Business Grants Quick Facts [‡]	FY20
Total Number of Completed Grants	35
Total Funds Invested in Completed Grants	\$1,861,881.33
Total Number of Employees Served	1,515
Approximate Cost Per Employee	\$1,228.97

[‡] Grants often span more than one fiscal year. Therefore, these results include amounts from both FY 2019 and 2020 appropriations and will not match those for only FY 2020.

Business Grants Completed in FY20

Recipients	Expenditure	Activity	Average Wage	#Served
Asic North	\$14,297.50	IE/US,	60.68	14
Awesome Graphics	\$13,514.50	IE/US, NH/NP	17.38	4
Bennington Rescue	\$8,100.00	NH/EP	14.50	6
Beta Technology	\$78,742.50	NH/NP, NH/EP, IE/US	57.38	20
Bio- Tek Instruments	\$96,887.50	IE/US, IE/NP	39.11	153
Built by Newport	\$11,049.04	IE/US	16.46	13
Buttura and Sons	\$40,055.00	NH/EP	22.71	4
Champlain Orchards	\$15,183.66	NH/NP, IE/US	25.81	22
Commonwealth Dairy	\$52,895.50	IE/US	26.17	147
Ellison Surface Technologies	\$58,941.67	NH/NP, IE/US	17.18	130
Fab Tech	\$32,361.64	IE/US	32.17	40
Green Mountain Glove	\$6,330.00	NH/NP, IE/US	15.63	4
Green State Biochar	\$9,760.00	NH/NP	16.00	3
Groenfell Meadery	\$3,237.50	IE/US	13.83	3
GW Plastics	\$63,747.62	NH/NP, IE/US	33.20	35
Hallam	\$6,239.84	IE/US	38.70	10
HELM	\$1,684.50	NH/NP, IE/US	26.50	2
Heritage Aviation	\$13,981.80	NH/NP, IE/US	27.58	6
Lawson's Finest.	\$46,875.88	NH/NP, IE/US	24.31	31
Long Falls Paperboard	\$219,574.25	NH/NP, IE/US	20.06	130
Mack Molding	\$273,318.50	NH/NP, IE/US	30.80	175
Med Associates	\$24,462.16	IE/US	25.80	37
NuHarbor Security	\$121,985.35	NH/NP, NH/EP, IE/US	33.55	24
Northwestern Medical Center	\$11,830.00	IE/US	29.69	8
Omega Optical	\$9,052.50	IE/US	14.14	10
Open Tempo	\$65,333.24	NH/NP, IE/US	35.05	15
Revision Ballistics	\$160,697.00	IE/US	16.15	189
Rhino Foods	\$9,600.00	IE/US	16.28	36
Runamok Maple	\$59,761.90	NH/NP, IE/US	27.38	41
Sogle Property LLC	\$36,018.00	NH/NP, IE/US	17.05	13
Super Thin Saws	\$39,839.75	NH/NP, IE/US	18.51	22
Velan Valve Corp.	\$6,525.00	NH/NP	20.12	4
Vermont Coffee Co.	\$19,516.00	NH/NP, IE/US	19.50	10
Vermont Creamery	\$65,085.50	NH/NP, IE/US	15.65	18
Vermont Smoke and Cure	\$15,042.56	NH/NP, IE/US	25.41	56
Vermont Systems	\$150,353.97	NH/NP, IE/US	27.83	80
TOTAL	\$1,861,881.33		25.48	1,515

Note: Vermont Department of Labor provides wage information for employees receiving training in a cumulative report and not by individual or individual employer. The average wage is compiled by a summary matrix provided by each employer.

Active Business Grants

Recipients	Maximum Payable
ARC Mechanical	\$14,198.00
Central Vermont Medical Center	\$73,945.80
Champlain Cable	\$90,400.00
Chippers	\$14,468.38
Edge Pharma	\$62,785.00
G S Blodgett Oven	\$179,442.60
K&E Plastics	\$635.49
Maple Grove Farms	\$8,683.22
North Country Engineering	\$10,500.00
P C Construction.	\$79,821.61
Superior Technical Ceramics	\$116,683.00
Vermont Packing House	\$57,015.00
Vermont Precision Tools	\$7,587.25
Vermont Violins	\$10,849.00
Total	\$727,014.35

Note: The Vermont Training Program Grants are awarded on a rolling basis and are up to a yearlong. The above list of open grants is a combination of Fiscal Years FY19 and FY20 awards.

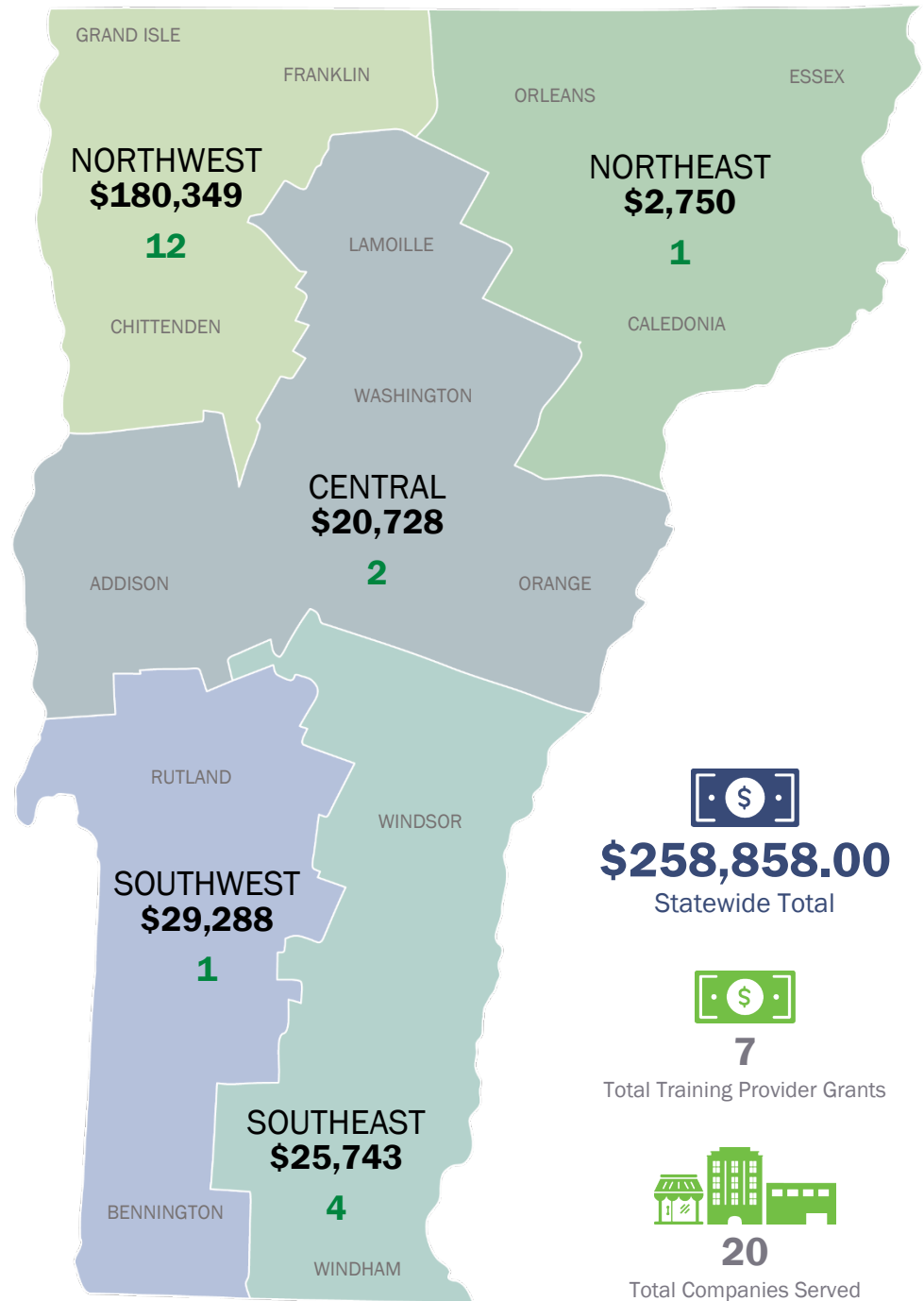
TRAINING PROVIDER GRANTS

Geographic Distribution of Businesses Participating in Training Provider Grants in FY20

Region	Number of Companies Served by Grant Agreements	Employees Trained	Expenditures
Northwest	12	181	\$180,349.00
Northeast	1	9	\$2,750.00
Central	2	7	\$20,728.00
Southwest	1	3	\$29,288.00
Southeast	4	30	\$25,743.00
Total	20	230	\$258,858.00

Notes: This table provides the "Number of Companies Served by Grant Agreements" rather than the "Number of Grant Agreements" to illustrate how many companies are served through grants to training providers. In FY20, VTP awarded 7 training provider grants that provided training to the employees of 20 businesses.

TRAINING PROVIDER GRANTEES AWARDED BY REGION



Sector Distribution of Businesses Participating in FY20 Training Provider Grants

Sector	Companies Served by Grant Agreements	Employees Trained	Expenditures
Advanced Manufacturing	8	176	\$138,307.50
Biotechnology	0	0	\$0.00
Financial Services	0	0	\$0.00
Food Systems	6	14	\$22,750.00
Forest Products	1	6	\$2,750.00
Green Business	0	0	\$0.00
Health Care	3	28	\$87,050.00
Clean Energy, Efficiency & Electrical	2	6	\$8,000.00
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
Total	20	230	\$258,857.50

Training Provider Name	Funds Awarded
Patricia Hannaford Career Center	\$970.00
TBW Consulting	\$68,337.50
Vermont HITEC Inc.	\$48,000.00
Vermont Manufacturing Extension Center	\$82,500.00
Vermont Sustainable Jobs Fund	\$20,000.00
Vermont Technical College	\$39,050.00

Businesses Served by Training Providers		
American Meadows	Hallam	Andrew Pearce Bowls
Green Mountain Knitting	Fab-Tech	NSA Industries
Koffee Kup Bakery	Sonnax	Leader Evaporator
Champlain Orchards	Middlebury EMS	Peck Electric
Greater Burlington YMCA	Dealer Policy	VEIC
CSWD	UVM Medical	Upper Valley Produce
High Mowing Organic Seed	Bennington Rescue	

FY2020 GRANT SUMMARIES TO TRAINING PROVIDERS

Training Provider Awarded	Max Amount Awarded	Max Employees to be Trained
Patricia Hannaford Career Center: Quickbook Training for small business.	\$970.00	3
TBW Consulting: Manger and supervisory training.	\$68,337.50	41
Vermont HITEC Inc.: Training for UVMCC phlebotomists.	\$48,000.00	24
VMEC: Provides training that supports a manufacturer's ability to respond to and recover from the COVID-19 interruption.	\$82,500.00	150
Vermont Sustainable Jobs Fund: Executive training For Upper Valley Produce.	\$10,000.00	4
Vermont Sustainable Jobs Fund: Executive training for High Mowing Seeds.	\$10,000.00	4
Vermont Technical College: Paramedic training.	\$39,050.00	4

Training Grants for Pipeline Development Activities

Pipeline development grants help fund activities that will aid in the discovery of needs and pain points for employers as well as a regional support role to work with education and business to ensure our future workforce is engaged and ready to work.

There were no pipeline development grants awarded in FY20.

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 Joint Fiscal Office
- Employees must be offered a minimum of three of the following 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 REPORTING FORMAT

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. 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.
-

VERMONT TRAINING PROGRAM KEY INDICATORS

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

Median Wage: Fiscal Year 2020



\$14.85

Median Wage of New Hires



\$24.38

Median Wage of Incumbent Workers

Change in Participant Wages : Fiscal Years 2019/2020



3.1%

% Wage Change

Note:

- Median Wage and Wage Change data is provided by the Vermont Department of Labor (VDOL). VDOL provides this data based on FY2020 Social Security Number data, which is used to track the wages of employees being trained. VDOL provides only aggregate updated median wage info, therefore we cannot report on updated median wage info per individual business.
- Median Wage and Wage Change data for incumbent workers includes incumbent employees served with training provider grants and grants to partner businesses.
- Median Wage is reported from VDOL in a quarterly format and the hourly posted wage assuming of a 40-hour work week.

New Jobs Created by Partner Businesses: Fiscal Year 2020



105

New Jobs Trained



\$1,042

Average Cost Per Employee



\$14.85

Median Wage of Employees

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

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

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	34	8
New Hire for an existing position	91	0
Incumbent employee who upon completion of training assumes a newly created position	0	0
Incumbent employee who upon completion of training assumes a different position	17	8
Incumbent employee who is upgrading their skills	271	95
Total	413	111

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

Employer Size for Partner Businesses

	Number of Grantees 0-19 Employees	Number of Grantees 20-49 Employees	Number of Grantees 50-99 Employees	Number of Grantees ≥100 Employees
Grants from Businesses	5	7	5	8
Grants from Training Providers	8	3	4	5

NO. 80. AN ACT RELATING TO WORKFORCE DEVELOPMENT

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

(a) The Agency of Commerce and Community Development shall allocate Vermont Training Program funding to increase by 10 percent in each of the next two years:

1. the number of trainees who receive a credential of value or participate in a registered apprenticeship; and
2. the amount of training funds provided to businesses with 50 or fewer employees.
3. the distribution of training funds that resulted in an employee obtaining a credential of value or apprenticeship; and
4. the extent to which the Program benefitted businesses with 50 or fewer employees.

DED is still waiting on participant data from a few training providers. We are providing the following based on the available information.

Although the percentage of funds awarded to small businesses has dropped, the number of trainings that resulted in a certificate has increased significantly.

% of VTP Funds for Businesses with 50 or Fewer Employees



26% (FY19)
24% (FY20)
of Funds Allocated

Number of Trainees Receiving a Credential of Value or in an Apprenticeship



74 (FY19)
317 (FY20)
Employees

VTP Funds Granted to Businesses with 50 or Fewer



\$577,086 (FY19)
\$318,490 (FY20)
of Funds Allocated

VTP Funds Spent on a Credential of Value or in an Apprenticeship



\$104,162 (FY19)
\$228,185 (FY20)
of Funds Allocated

Note: We attribute the decline in small business awards to the fact that the COVID-19 pandemic likely impacted these businesses more severely and therefore they were less able to set training plans and probably less able to fund their 50% share of the cost.

WAIVERS

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

...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;

There were no waivers awarded in fiscal year 2020.

VTP Monitoring Visits

The Vermont Training Program monitoring visit schedule was cut short due to COVID-19. We conducted five monitoring visits during 2020. Employers subject to monitoring visits are chosen at random. Visits are conducted to ensure that grantees are maintaining accurate records of the training being completed and to answer any outstanding questions.