

# Department of Economic Development Vermont Training Program Annual Report Fiscal Year 2022

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 Vermont workers acquire the skills they need to meet current workplace requirements. The program partners with both employers and training providers to fund on-the-job, classroom, or other specialized trainings. VTP provides up to 50% of the training costs for new employee and incumbent employee training. Grants are paid out on a reimbursement basis upon completion of training. VTP has offered performance-based workforce training grants for over 30 years to train Vermont's employees for today's needed skills.

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# Executive Summary

## FY22 Cumulative Summary of Grants to Businesses and Training Providers



**\$1,327,516**

Grants Awarded



**1,218**

Employees Trained



**38**

Businesses Awarded



**\$1,089**

Average Cost Per Employee

The Vermont Training Program (VTP) 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.

Workforce challenges remained a top issue for Vermont businesses in fiscal year 2022. Impacts of the national “great resignation” trend were felt locally. Retention of employees was a priority on account of low workforce participation numbers and an even lower unemployment rate, which make it hard to fill open positions. In addition to staffing challenges, the “baby boom” generation continues to retire, many of whom are content experts and trainers that take this knowledge with them when they exit the workforce. Businesses are struggling to focus on long term needs and have focused on immediate training needs for new positions that are hard to fill due to the organize their training efforts and to encourage the upskilling of their incumbent workers to help with retention.

The program reaches a large number of employees and businesses, generally resulting in a sizable wage increases for the trained employees, supporting the idea that the training is increasing the value of participating employees. In FY2022, the program awarded grants to assist 1,218 employees at 38 businesses through on-the-job training and through training provider grants. Participant wages showed a median wage increase of 23.4% from the second quarter 2021 to the third quarter 2022. The statewide median wage for this same period is 11.2%.

Historically, VTP is one of two important programs (with the Vermont Employment Growth Incentive) that the Department of Economic Development offers to support economic development. The opportunity to talk to businesses about their workforce challenges through the lens of VTP enhances the department’s 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 lead to learning important information from these employers and other issues for which Department of Economic Development staff are able to provide assistance.

VTP provides support across the state for a wide range of industries. The program received the most requests from the advanced manufacturing industry with 12 applications in FY2022.

With increasing staffing demands, businesses are continually trying to keep up with workforce training needs while continuing the flow of product and services. Upskilling incumbent employees to become content experts is a trend that will be continuing for years to come with one of the biggest challenges being supervisory and leadership of newly promoted employees.

Increased credentials and apprenticeships are a continued priority for VTP and during FY2022 invested \$304,342.00 to assist 243 Vermont workers.

Businesses of all sizes are eligible to apply to VTP. In FY2022, VTP funded \$454,818 to businesses with 50 or less employees, this equated to 34% of VTP total funds.

VTP provides funds to help businesses 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.



## Profile

### Training for the Jobs of Tomorrow: Lovejoy Tool



**Image Caption:** Employees operate metal-cutting machinery in a manufacturing facility.

One of the obstacles in manufacturing metal-cutting tools in Vermont, is finding and retaining highly skilled labor. The Vermont Training Program grant allowed us to offer longer and more detailed training to our employees while paying them competitive wages as they learned. This requires significant financial resources, so we were very fortunate to find a grant program with the idea of training Vermonters for these skilled jobs. John and Kelly from the State of Vermont Training Program have been very helpful in explaining how to apply and have been incredibly helpful in navigating the post application process. The participating employees have gained the knowledge and experience required for opportunities to enhance their careers and Lovejoy appreciates the State of Vermont's investment.



# Median Quarterly Wage Change

**The Difference We  
Make: Training  
Leads to Higher  
Wages**



**23.4%**

Median Quarterly Wage  
Increase from second  
quarter 2021 to third  
quarter 2022.

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

The median quarterly wage increased by 23.4% between the second quarter of 2021 to the third quarter of 2022. On an annualized basis, this increase translated into a median wage increase from \$45,230 to \$55,832 during the period.

During this same period the statewide median wage increase was 11.2%.

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



*This grant has been essential to keeping our skills up to date, thus keeping us in business. Thank you so much!*

***Peggy, Ken, and the Vermont Wood Studio Team***



## Business Grantees

The grants presented in the following table have been awarded and are available to be drawn down. Funding was awarded from the FY2022 VTP appropriation.\*

\* 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.

## Distribution of Business Grants by Sector

- ▶ **Advanced Manufacturing**  
**Agreements: 12; Employees Trained: 392; Funds Awarded: \$619,737**
- ▶ **Biotechnology**  
**Agreements: 2; Employees Trained: 74; Funds Awarded: \$114,125**
- ▶ **Financial Services**  
**Agreements: 0; Employees Trained: 0; Funds Awarded: \$0**
- ▶ **Food Systems**  
**Agreements: 2; Employees Trained: 94; Funds Awarded: \$50,204**
- ▶ **Forest Products**  
**Agreements: 3; Employees Trained: 43; Funds Awarded: \$89,002**
- ▶ **Green Business**  
**Agreements: 0; Employees Trained: 0; Funds Awarded: \$0**
- ▶ **Health Care**  
**Agreements: 2; Employees Trained: 97; Funds Awarded: \$123,218**
- ▶ **Clean Energy, Efficiency & Electricity**  
**Agreements: 1; Employees Trained: 31; Funds Awarded: \$18,232**
- ▶ **Software Development and IT**  
**Agreements: 2; Employees Trained: 118; Funds Awarded: \$63,975**
- ▶ **Arts and Culture**  
**Agreements: 0; Employees Trained: 0; Funds Awarded: \$0**
- ▶ **Education**  
**Agreements: 0; Employees Trained: 0; Funds Awarded: \$0**
- ▶ **Tourism & Recreation**  
**Agreements: 1; Employees Trained: 40; Funds Awarded: \$28,858**



- ▶ **Other**  
**Agreements: 3; Employees Trained: 95; Funds Awarded: \$80,913**
- ▶ **Total**  
**Agreements: 28; Employees Trained: 984; Funds Awarded: \$1,188,264**

Note: The Other sector category includes an award to Stone Environmental, the Environmental Counseling sector category includes an award to Stone Valley Sandblast, and the Construction sector category includes Breadloaf.

## Profile

### Training for the Jobs of Tomorrow: ARC Mechanical



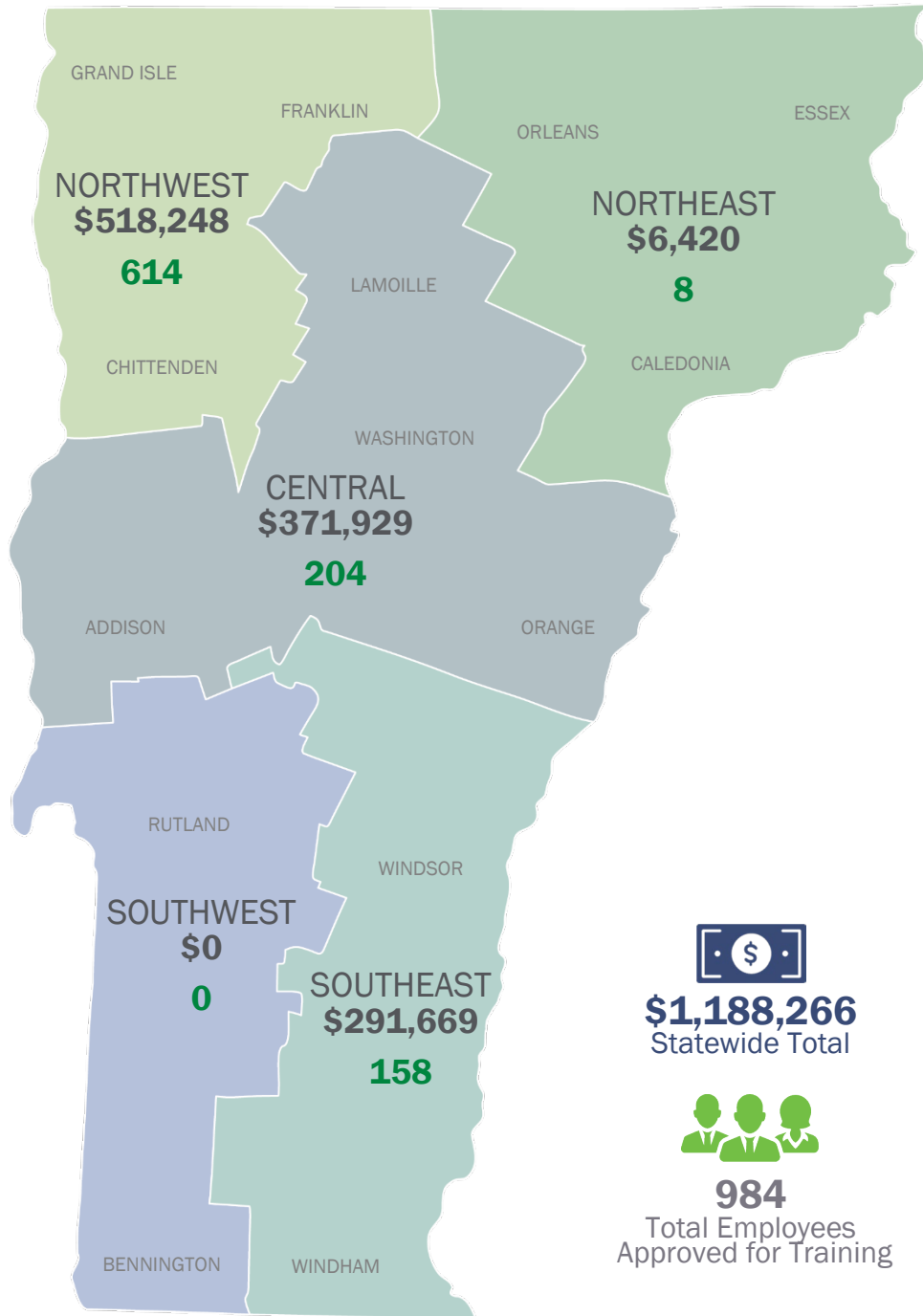
**Image Caption:** Employees working on an HVAC system.

ARC Mechanical is very appreciative of the VTP grant we were awarded. We were able to use the funds for a variety of trainings, courses, workshops, etc. where our employees gained knowledge to assist them with their day-to-day duties at ARC Mechanical. The trainings included: NH School of Mechanical Trades air conditioning and oil courses, Mitsubishi Controls course as well as plumbing apprentices.





## Distribution of Business Grants by Region





*At the beginning of 2022, we applied for and were awarded funding from the Vermont Training Program. These funds have enabled us to provide multiple professional development classes to a large portion of our employees. The trainings we provided not only benefited our team's day-to-day needs here at ATG but are also skills they can take with them to utilize in their personal life as well as possible future career opportunities. Our goal was to enrich our staff's knowledge and to add value to the skills currently in place.*

*The team at the Vermont Training Program has been so helpful and very knowledgeable about the ins and outs of program. They were able to point us in the right direction and advise us on best practices. They made the process incredibly easy and for that, we are very thankful.*

***Against the Grain Gourmet***

## Business Grant Summaries

- ▶ **Advance Power Conversions:** Provided training on two new pieces of equipment for the manufacturing of capacitors and added 7 new employees due to product demands.  
**Maximum Award:** \$36,380; **Maximum Employees Trained:** 15
- ▶ **Arc Mechanical:** Training incumbent employees on HVAC certifications and apprenticeships.  
**Maximum Award:** \$18,232; **Maximum Employees Trained:** 31
- ▶ **Against the Grain:** Upskilling incumbent employees, new hires, and vendor training in gluten free bread and pizza production as the business expands.  
**Maximum Award:** \$43,784; **Maximum Employees Trained:** 86
- ▶ **Breadloaf:** Incumbent skill upgrade training and front-line supervisory training along with apprenticeships.  
**Maximum Award:** \$38,659; **Maximum Employees Trained:** 53



- ▶ **CPS:** Lean training and process improvement training along with train the trainer and logistic certification.  
**Maximum Award:** \$9,065; **Maximum Employees Trained:** 48
- ▶ **Dealer Policy:** Leadership training.  
**Maximum Award:** \$29,975; **Maximum Employees Trained:** 110
- ▶ **Foodscience:** Supervisory and management training.  
**Maximum Award:** \$41,921; **Maximum Employees Trained:** 99
- ▶ **Fourbital Factory:** Fundamentals of Industrial Sewing and Production (FISP) certification for new and incumbent employees.  
**Maximum Award:** \$92,642; **Maximum Employees Trained:** 30
- ▶ **GE Air:** Toolroom Advanced Machinist/Toolmaker Apprentice Program  
**Maximum Award:** \$95,700; **Maximum Employees Trained:** 10
- ▶ **GS Precision:** Internal apprenticeship program applying to qualify as a Federally recognized program.  
**Maximum Award:** \$58,450; **Maximum Employees Trained:** 13
- ▶ **Kaytec:** Increased production with need to bring on 15 new employees and upskilling current incumbent staff for new products.  
**Maximum Award:** \$59,622; **Maximum Employees Trained:** 21
- ▶ **Lovejoy Inc:** On the job machinist training.  
**Maximum Award:** \$17,318; **Maximum Employees Trained:** 5
- ▶ **Maple Corner Woodworks:** Business is expanding and moving to a new location. Supported on the job training for new workers as well as upskilling of incumbents.  
**Maximum Award:** \$9,703; **Maximum Employees Trained:** 10
- ▶ **Marcas:** Supervisory and manufacturing upskilling as the company is growing its product line and growth.  
**Maximum Award:** \$44,962; **Maximum Employees Trained:** 24
- ▶ **Med Associates:** Electromechanical design and manufacturing skills to upskill incumbent workers.  
**Maximum Award:** \$14,650; **Maximum Employees Trained:** 51
- ▶ **Polhemus:** Rolled out a new product line and used VTP to upskill incumbent employees.  
**Maximum Award:** \$27,487; **Maximum Employees Trained:** 20
- ▶ **Revmil:** Implementing a new ERP system.  
**Maximum Award:** \$48,681; **Maximum Employees Trained:** 87
- ▶ **ROA:** Multi axial CNC training and supervisory training.  
**Maximum Award:** \$13,100; **Maximum Employees Trained:** 43
- ▶ **SMCS:** Medical assistant training and supervisory skill training.  
**Maximum Award:** \$92,818; **Maximum Employees Trained:** 21



- ▶ **Stone Environmental:** Project management training and environmental sciences incumbent training.  
**Maximum Award:** \$32,954; **Maximum Employees Trained:** 40
- ▶ **SVS:** Granite sandblasting training.  
**Maximum Award:** \$9,300; **Maximum Employees Trained:** 2
- ▶ **Think MD:** Supervisory training.  
**Maximum Award:** \$30,400; **Maximum Employees Trained:** 8
- ▶ **TLC:** Clinical patient safety attendant (CPSA) and Mental health technicians (MHT) training.  
**Maximum Award:** \$30,400; **Maximum Employees Trained:** 76
- ▶ **Vernal Biosciences Inc:** Supported the new company with on-the-job mRNA production skills.  
**Maximum Award:** \$99,475; **Maximum Employees Trained:** 23
- ▶ **VT Woodstudios:** New web-based platform training.  
**Maximum Award:** \$34,337; **Maximum Employees Trained:** 9
- ▶ **Windjammer Group:** Supervisory training to aid in the retention of employees and maintain a professional customer service environment.  
**Maximum Award:** \$28,858; **Maximum Employees Trained:** 40



## Profile

### Training for the Jobs of Tomorrow: Windjammer Hospitality Group



**Image Caption:** Employees preparing dishes in a commercial kitchen.

Many hotels and restaurants closed for months through the pandemic and when it was time to re-open, most of our labor force had already moved on to other opportunities. Finding staff to work in our restaurant kitchen and hotel front desk has been a challenge but finding experienced staff has been a daunting task. The Vermont Training Program gave us the parachute we needed to train our new staff appropriately while upskilling our existing employees. It allowed us the necessary time to give proper instruction in all areas of our business.

John and Kelly made the application process very manageable, and they helped make the invoicing and reimbursement seamless. They are fantastic to work with and we feel so fortunate to have found them and the VTP program.



## Completed and Active Business Grants

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

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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 ... [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”

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### Key for Training Activities

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



## Summary of Completed Business Grants



22

Total number of completed grants



\$1,601,173

Total funds invested in completed grants



1,108

Total number of employees served



\$1,445

Approximate cost per employee

## Completed Business Grant Details

- ▶ **Agricola Meats**  
**Expenditure:** \$3,068; **Activity:** IE/US; **Average Wage:** \$13.39; **#Served:** 1
- ▶ **American Meadows**  
**Expenditure:** \$6,850; **Activity:** IE/US; **Average Wage:** \$13.39; **#Served:** 20
- ▶ **Barry Callebaut**  
**Expenditure:** \$204,226; **Activity:** IE/US, NH/NP, IE/NP, NH/EP; **Average Wage:** \$20.61; **#Served:** 75
- ▶ **Bellavance Trucking**  
**Expenditure:** \$96,000; **Activity:** NH/EP; **Average Wage:** \$16.00; **#Served:** 32
- ▶ **Casella Waste Management**  
**Expenditure:** \$9,960; **Activity:** NH/EP; **Average Wage:** \$16.00; **#Served:** 15
- ▶ **Central VT Medical Center**  
**Expenditure:** \$80,409; **Activity:** IE/DP; **Average Wage:** \$16.75; **#Served:** 16



- ▶ **Copley Hospital**  
**Expenditure:** \$54,741; **Activity:** IE/US, NH/EP, IE/DP, NH/NP; **Average Wage:** \$18.68; **#Served:** 21
- ▶ **Dealer Policy (Polly)**  
**Expenditure:** \$34,915; **Activity:** IE/US; **Average Wage:** \$46.78; **#Served:** 84
- ▶ **FullFlex**  
**Expenditure:** \$111,813; **Activity:** IE/US, IE/DP, NH/EP; **Average Wage:** \$18.33; **#Served:** 25
- ▶ **Glavel**  
**Expenditure:** \$88,555; **Activity:** IE/US, NH/NP, IE/NP; **Average Wage:** \$27.10; **#Served:** 22
- ▶ **Groennfell Meadery LLC**  
**Expenditure:** \$2,947; **Activity:** IE/US, NH/EP; **Average Wage:** \$17.77; **#Served:** 21
- ▶ **Jackmans Fuels**  
**Expenditure:** \$2,850; **Activity:** NH/EP; **Average Wage:** \$19.25; **#Served:** 3
- ▶ **Jeldwen Windows and Doors**  
**Expenditure:** \$53,575; **Activity:** IE/US, NH/EP; **Average Wage:** \$29.60; **#Served:** 25
- ▶ **Mack Molding**  
**Expenditure:** \$338,147; **Activity:** IE/US, NH/EP, NH/NP, IE/DP; **Average Wage:** \$18.68; **#Served:** 350
- ▶ **New England Woodcraft**  
**Expenditure:** \$64,450; **Activity:** IE/US; **Average Wage:** \$22.05; **#Served:** 130
- ▶ **Norway and Sons Inc.**  
**Expenditure:** \$20,610; **Activity:** IE/US; **Average Wage:** \$16.58; **#Served:** 6
- ▶ **NuHarbor Security**  
**Expenditure:** \$186,088; **Activity:** IE/US, NH/NP, NH/EP; **Average Wage:** \$33.43; **#Served:** 52
- ▶ **ReArch Company Inc.**  
**Expenditure:** \$18,360; **Activity:** IE/US, NH/NP, NH/EP; **Average Wage:** \$42.49; **#Served:** 33
- ▶ **Sogle Property**  
**Expenditure:** \$54,820; **Activity:** IE/US, NH/EP, NH/NP; **Average Wage:** \$17.77; **#Served:** 13





- ▶ **Trudell Consulting Engineers**  
**Expenditure:** \$40,945; **Activity:** IE/US; **Average Wage:** \$27.54; **#Served:** 25
- ▶ **Vermont Smoke and Cure**  
**Expenditure:** \$88,906; **Activity:** IE/US; **Average Wage:** \$28.42; **#Served:** 89
- ▶ **Vermont Information Processing**  
**Expenditure:** \$38,938; **Activity:** IE/US; **Average Wage:** \$22.58; **#Served:** 50
- ▶ **Total**  
**Expenditure:** \$1,601,173; **Average Wage:** \$22.87; **#Served:** 1,108

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.

## Training Provider Grants

In FY2022, three training provider grants were awarded to TBW Consultants (\$35,000), Vermont Sustainable Jobs Fund (\$10,000), and Vermont Manufacturing Extension Center (\$94,250). These training providers served 21 Vermont companies and trained 234 employees.

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## Distribution of Training Provider Grants by Sector

- ▶ **Advanced Manufacturing**  
**Companies Served:** 11; **Employees Trained:** 200; **Expenditures:** \$94,250
- ▶ **Biotechnology**  
**Companies Served:** 0; **Employees Trained:** 0; **Expenditures:** \$0
- ▶ **Financial Services**  
**Companies Served:** 0; **Employees Trained:** 0; **Expenditures:** \$0



- ▶ **Food Systems**  
Companies Served: 1; Employees Trained: 4; Expenditures: \$10,000
- ▶ **Forest Products**  
Companies Served: 0; Employees Trained: 0; Expenditures: \$0
- ▶ **Green Business**  
Companies Served: 0; Employees Trained: 0; Expenditures: \$0
- ▶ **Health Care**  
Companies Served: 0; Employees Trained: 0; Expenditures: \$0
- ▶ **Clean Energy, Efficiency & Electricity**  
Companies Served: 0; Employees Trained: 0; Expenditures: \$0
- ▶ **Software Development and IT**  
Companies Served: 0; Employees Trained: 0; Expenditures: \$0
- ▶ **Arts and Culture**  
Companies Served: 0; Employees Trained: 0; Expenditures: \$0
- ▶ **Education**  
Companies Served: 0; Employees Trained: 0; Expenditures: \$0
- ▶ **Tourism & Recreation**  
Companies Served: 0; Employees Trained: 0; Expenditures: \$0
- ▶ **Other**  
Companies Served: 9; Employees Trained: 30; Expenditures: \$35,000
- ▶ **Total**  
Companies Served: 21; Employees Trained: 234; Expenditures: \$139,250

## Distribution of Training Provider Grants by Region

- ▶ **Northwest:** Chittenden, Franklin, Grand Isle Counties  
Companies Served: 0; Employees Trained: 0; Expenditures: \$0
- ▶ **Northeast:** Caledonia, Essex, Orleans Counties  
Companies Served: 9; Employees Trained: 30; Expenditures: \$35,000
- ▶ **Central:** Addison, Lamoille, Orange, Washington Counties  
Companies Served: 12; Employees Trained: 204; Expenditures: \$104,250
- ▶ **Southwest:** Bennington, Rutland Counties  
Companies Served: 0; Employees Trained: 0; Expenditures: \$0
- ▶ **Southeast:** Windham, Windsor Counties  
Companies Served: 0; Employees Trained: 0; Expenditures: \$0



- ▶ **Statewide Total:**  
**Companies Served: 21; Employees Trained: 234; Expenditures: \$139,250**

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 FY22, VTP awarded 3 training provider grants that provided training to the employees of 21 businesses.

## Companies Served by Training Providers

- ▶ AO Glass
- ▶ Champlain Valley Office of Economic Opportunity, Inc
- ▶ Commando
- ▶ Cox Automotive
- ▶ CSWD
- ▶ Faraday, Inc.
- ▶ Gordons Window Decor
- ▶ Green Mountain Knitting
- ▶ Halyard Brewing Company
- ▶ JK Adams
- ▶ Lake Champlain Chocolate
- ▶ Lake Champlain Regional Chamber of Commerce
- ▶ Momentum Manufacturing
- ▶ New England Woodcraft
- ▶ PG Adams
- ▶ QGenda
- ▶ Thors Elegance Inc
- ▶ UVM Health Network
- ▶ UVM Medical Center
- ▶ Velan Valve
- ▶ VT Gas Systems



## Training Provider Grant Summaries

- ▶ **TBW Consulting:** Leadership training for all sectors.  
**Maximum Amount Awarded:** \$35,000; **Maximum Employees Trained:** 30
- ▶ **VMEC:** Provides training that supports a manufacturer's ability to respond to and recover from the COVID-19 interruption.  
**Maximum Amount Awarded:** \$94,250; **Maximum Employees Trained:** 200
- ▶ **Vermont Sustainable Jobs Fund:** Executive training For Halyard Brewing  
**Maximum Amount Awarded:** \$10,000; **Maximum Employees Trained:** 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 FY2022.

## Eligibility to Participate

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

- The 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):

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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.
-



## Key Program Indicators

Data reported in this section reflect both grants to businesses and training providers.

### FY22 Median Wage



\$17.87

Median wage of new hires



\$27.76

Median wage of incumbent workers

### Change in Participant Wages FY21 to FY22



16.2%

Percent wage change in **FY2021**



23.4%

Percent wage change in **FY2022**

#### Notes:

- Median Wage and Wage Change data is provided by the Vermont Department of Labor (VDOL). VDOL provides this data based on FY2022 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 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 FY22



102

New Jobs Trained



\$1,089

Average Cost Per  
Employee



\$23.79

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):

- ▶ **Pre-employment training for a new hire in a newly created position:** 0 Trained
- ▶ **Pre-employment training for existing position:** 0 Trained
- ▶ **New hire for a newly created position:** 35 Trained
- ▶ **New Hire for an existing position:** 67 Trained
- ▶ **Incumbent employee who upon completion of training assumes a newly created position:** 11 Trained
- ▶ **Incumbent employee who upon completion of training assumes a different position:** 1,082 Trained





- ▶ **Incumbent employee who is upgrading their skills:** 788 Trained
- ▶ **Total Trained:** 1,218

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

## Employer Size

### Business Grants

- ▶ **Number of Grantees 0-19 Employees:** 6
- ▶ **Number of Grantees 20-49 Employees:** 6
- ▶ **Number of Grantees 50-99 Employees:** 6
- ▶ **Number of Grantees  $\geq$ 100 Employees:** 10

### Training Provider Grants

- ▶ **Number of Grantees 0-19 Employees:** 6
- ▶ **Number of Grantees 20-49 Employees:** 5
- ▶ **Number of Grantees 50-99 Employees:** 3
- ▶ **Number of Grantees  $\geq$ 100 Employees:** 7

# No. 80: An Act Relating to Workforce Development

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

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(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.

### Change in Participant Wages FY21 to FY22



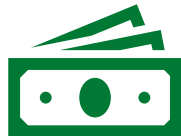
**243** FY22  
**295** FY21

Trainees Receiving a Credential of Value or Apprenticeship



**34%** FY22  
**29%** FY21

Percent of Funds Awarded to Businesses with 50 or Fewer Employees



**\$304,342** FY22  
**\$512,600** FY21

Funds Spent on a Credential of Value or Apprenticeship



**\$454,818** FY22  
**\$380,144** FY21

Funds Awarded to Businesses with 50 or Fewer Employees



## Waivers

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 2022.