



Department of Economic Development Vermont Training Program Annual Report FY 2024

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 employees 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

The [Vermont Training Program \(VTP\)](#) supports workforce development by funding supplemental training for full-time, benefited employees, focusing on technical and management skills needed to meet evolving business demands. In FY 2024, workforce demographic challenges remained a pressing issue.

VTP helped 2,085 employees across 40 businesses, leading to a median wage increase of 8.9%, compared to the state average of 1.9%. After training, the median hourly wage for new hires and incumbent workers was \$22.80 and \$33.39, respectively. Small businesses, often facing barriers to participation, received 22% of total funds (\$389,980), up from 16% in FY23.

VTP fosters upskilling, credentials, and apprenticeships, addressing immediate and long-term training needs, including supervisory and leadership roles. The program strengthens relationships with over 100 Vermont businesses annually, addressing workforce challenges and providing economic development assistance. By co-investing in skills training, VTP ensures Vermont's businesses and employees remain competitive in the global economy.

FY24 Cumulative Impact



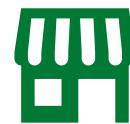
\$1,865,368

Funds Awarded



2,085

Employees Trained



40

Businesses Awarded

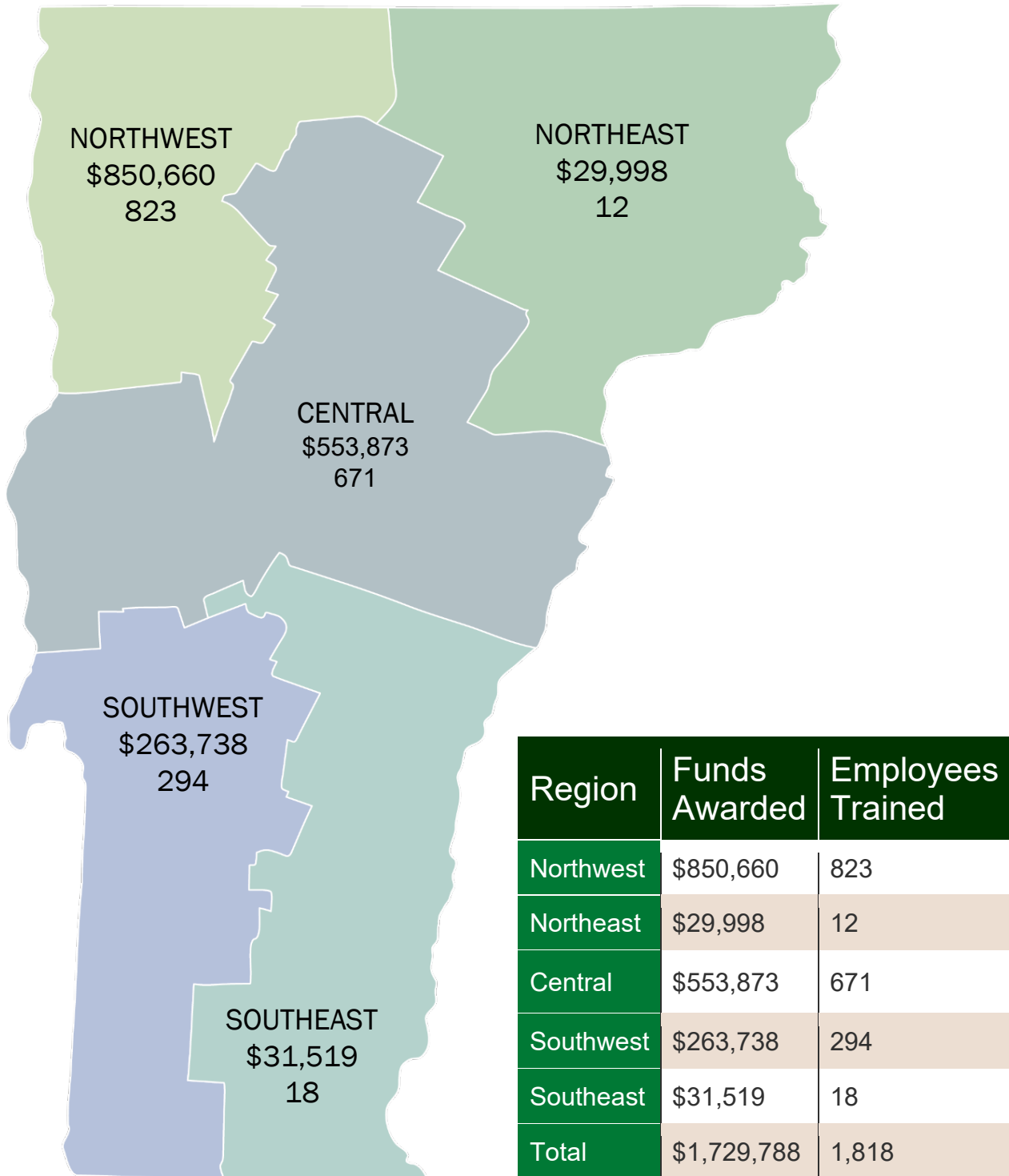


Distribution of Business Grants by Industry

Business Industry	Agreements	Employees Trained	Funds Awarded
Advanced Manufacturing	17	1,215	\$1,120,858
Food Systems	3	142	\$164,003
Forest Products	1	12	\$29,998
Green Business	1	50	\$54,475
Health Care	1	25	\$37,240
Software Development and IT	1	6	\$5,000
Education	1	12	\$9,450
Tourism & Recreation	1	40	\$25,374
Other	9	316	\$283,390
Total	25	1,818	\$1,729,788



Distribution of Grants to Businesses by Region





Business Grant Summaries

Businesses can apply directly for these grants, which may cover on-the-job training and/or training provided by a third-party training provider.

Business	Use	Maximum Award	Granted Employees to be Trained
89 North	Lean 101, manufacturing efficiency trainings, soldering	\$29,312.50	23
Al Clayton Construction Services	Construction trades and supervisory skills	\$11,391.96	10
ARC Mechanical Contractors Inc	HVAC curriculum	\$25,765.50	40
Autumn Harp	Leadership, Lean Manufacturing, advanced manufacturing courses	\$151,427.38	123
Cabot Hosiery Mills Inc	Leadership and production	\$94,436.00	234
Carpenter and Costin	Upskilling and leadership	\$23,625.25	15
Casella Construction Inc	General construction and heavy equipment training	\$103,999.90	110
Committee on Temporary Shelter Inc	Verbal de-escalation	\$3,015.00	39
Concepts NREC LLC	Leadership	\$31,519.29	18
Critical Process System/ Fab Tech Inc	Leadership and advanced manufacturing	\$50,574.41	74



Franklin Foods	Training for food processing equipment and production system	\$45,429.82	15
Global Foundries ¹	Semiconductor technologies	\$4,499,928.93	1,429
Green Mountain Semiconductor Inc	Semiconductor chip design	\$41,192.60	22
HP Cummings	Leadership and general construction training	\$15,903.50	10
Johnson Woolen Mills	Industrial sewing, lean, and leadership training	\$10,605.00	15
Kaman Composites	Leadership and CNC	\$41,885.00	50
Kria Botanicals	Cannabis extraction lab skills	\$18,813.58	20
Mack Molding	Leadership and advanced manufacturing	\$90,631.85	170
Med Associates Inc	Leadership, lean, and advanced manufacturing	\$24,578.20	35
Micro Wire Transmission Systems	Advanced cable processing and HR software training	\$11,325.40	8
New England Precision	Advanced manufacturing training	\$96,397.12	50
New England Woodcraft	Production skills, CNC training	\$131,036.78	119

¹ In FY2023 the VTP received a one-time amount of 5 million dollars to fulfill the State's obligation to support businesses applying to the Federal CHIPS and Science Act. To date, the Vermont Training Program has encumbered 4.5 million in support of the Global Foundries application. Global Foundries Vermont location received 130 million dollars from the CHIPS and Science Act to modernize and build out capacity to produce next generation Gallium Nitride semiconductor chips.



Northeast Organic Farming Association	Leadership and business	\$16,571.50	35
Onlogic	Leadership and advanced manufacturing	\$177,722.78	185
Polhemus	Production software and advanced manufacturing	\$18,959.26	22
Quartz IP	Leadership	\$5,000.00	6
Questech	Advanced manufacturing and lean trainings	\$96,204.00	54
ReArch Company Inc	Construction and business process	\$54,474.91	50
Rhino Foods	Food production and cross-training	\$144,931.20	105
Rutland Regional Medical Center	LNA	\$37,240.50	25
Salvation Farms	Sustainable agriculture	\$2,500.00	2
Scout Digital	Leadership and digital software training	\$22,507.38	9
Sogle Property LLC	Woodlot management and sugarhouse production training	\$29,997.65	12
Vermont Family Network	Leadership	\$9,450.00	12
Waitsfield and Champlain Valley Telecom	Leadership	\$35,988.75	66
Windjammer Hospitality Group	Culinary and upskilling	\$25,374.00	40



Completed Business Grants

In accordance with the provisions of 10 V.S.A. § 531(i)(K)².

Business	Expenditure	Activity	Average Wage ³	Number Served	Grant Use
Ben and Jerry's Homemade Ice Cream	\$36,380.00	N/A	N/A	N/A	Not able to utilize grant
Bennington Rescue Squad	\$43,784.00	IE/US	N/A	7	Utilized
Century Arms	\$201,218.88	N/A	N/A	N/A	Not able to utilize grant
Chroma Technology	\$62,432.50	IE/US, NH/EP, IE/DP	\$30.21	180	Utilized
Flexaseal Engineered Seals and Systems	\$105,558.40	IE/US, IE/DP, NH/EP	\$25.95	52	Utilized
Green Mountain Knitting	\$40,075.00	IE/US, NH/EP	\$18.45	32	Utilized
GS Precision	\$69,325.00	IE/DP, NH/EP	\$17.33	16	Utilized

² "(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."

³ Vermont Department of Labor provides wage information for employees receiving training in a cumulative report for the program and not by individual or individual employer. The average wage is compiled from a summary matrix provided by each employer in their application



Hazelett Corporation	\$171,609.67	IE/US, IE/NP, NH/EP	\$26.17	100	Utilized
Heritage Aviation	\$26,946.50	IE/US, IE/DP	\$24.00	10	Utilized
Husky Injection Molding Corporation	\$329,550.76	IE/US, NH/EP	\$28.46	169	Utilized
Louis Garneau	\$9,543.98	N/A	N/A	N/A	Did not utilize grant
Lyndon Furniture	\$28,435.43	IE/US	\$27.01	93	Utilized
NewBreed Marketing	\$55,107.50	N/A	N/A	N/A	Did not utilize grant
Shacksbury Cider	\$12,104.00	IE/US, NH/EP, NH/NP	\$22.72	5	Utilized
Simon Pearce	\$49,263.80	IE/US, IE/DP, NH/EP	\$16.90	25	Utilized
Stephens Precision	\$52,178.38	IE/US, IE/DP, NH/NP	\$21.38	11	Utilized
Super Thin Saws	\$21,070.00	IE/US, NH/EP	\$21.83	19	Utilized
Vermont Heating and Ventilating	\$149,667.80	IE/US, NH/EP	\$21.10	73	Utilized
Vermont Smoke and Cure	\$101,253.84	IE/US, NH/NP, NH/EP	\$21.43	99	Utilized
Total	\$1,291,690.00		\$27.78	891	



Training Provider Grant Summaries

Training providers apply directly to the program to cover 50% of training costs for eligible businesses. Often, these trainings bring together qualified employees from multiple businesses to participate in a single cohort.

Business	Amount Awarded	Employees Trained	Training Focus
TBW Consulting	\$23,400.00	25	Leadership for all sectors
HELM Construction Solutions	\$13,800.00	28	Sustainable building
River Valley Technical Center	\$18,900.00	14	Advanced manufacturing
VMEC	\$79,500.00	200	Advanced manufacturing

Companies Served by Training Providers

Against the Grain	Mack Molding	Rhino Foods
City Market Onion River Co-Op	Mathes Hulme Builders	Sonnax Transmission Inc
Gallagher and Flynn	Mamava	Southern Vermont Solar
Hazelett Strip-Casting Co	Nevtec LTD	Swiss Precision Turning
Nolato GW	PG Adams	Timber Holmes LLC
Resonant Link LLC	UVM Medical Center	Vermont Youth Conservation Corp



Training Grants for Pipeline Development Activities

Pipeline development grants help fund activities that will aid in discovering needs and pain points for employers and serve 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 FY2024.

Median Quarterly Wage Change

Department of Labor⁴ shows that employees who participate in VTP see wage increases. The median quarterly wage increased by 8.9% between the second quarter of 2023 and the third quarter of 2024. On an annualized basis, this increase translated into a median wage increase from \$64,254 to \$69,983 during the period. During this time, new employees saw a median wage increase of 44.7%. During this same period, the statewide median wage increase was 1.9%.

Waivers

In accordance with the provisions of 10 V.S.A. § 531(a,c,1)⁵.

There were no waivers awarded in fiscal year 2024.

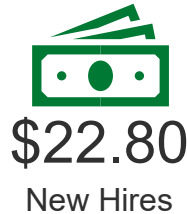
⁴ Source: Vermont Department of Labor Median Wage Analysis for the Vermont Training Program. This data includes five quarters of wages for all participants invoiced for the Vermont Training Program.

⁵ "...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."

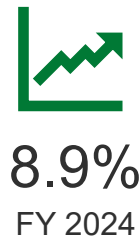
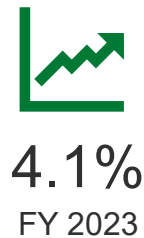


Key Program Indicators⁶

FY24 Median Hourly Wage After Training



Change in Participant Wages



New Jobs Created in FY24⁷



⁶ Data in this section, provided by the Vermont Department of Labor (VDOL), reflects grants to businesses and training providers using FY2024 Social Security Number data. VDOL reports aggregate median wage data quarterly, based on a 40-hour work week, but cannot provide business-specific updates. Incumbent worker data includes employees served through training provider and direct business grants.

⁷ No new employees were trained by training providers, which are geared to incumbent employees.



Employee Type

Position	Number Trained ⁸
New hire for an existing position	216
Incumbent employee upgrading their skills	1,869
Total	2,085

Employer Size

Grant Type	0-19 Employees	20-49 Employees	50-99 Employees	≥100 Employees
Business Grants	7	11	7	10
Training Provider Grants	2	4	3	9

Change in Participant Wages FY23 to FY24



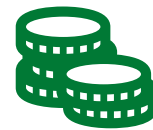
+81.7%

Trainees Receiving a Credential of Value



-\$161,150

Funds Spent on a Credential of Value or Apprenticeship⁹



+6%

Percent of Funds Awarded to Businesses with 50 or Fewer Employees¹⁰

⁸ Data acquired from Intelligrants grant management system from invoices received post training. Some trainees received both on-site and classroom training.

⁹ \$363,507 in FY23, \$202,357 in FY24.

¹⁰ \$243,441(16%) in FY23, \$389,980 (22%) in FY24.



Act 80: Relating to Workforce Development

In accordance with the provisions of 10 V.S.A. § 531(i)(K)¹¹.

DED is still waiting on participant data from a few training providers. Based on the available information, we are providing the following.

Waivers

In accordance with the provisions of 10 V.S.A. § 531(a,c,1)¹².

There were no waivers awarded in fiscal year 2024.

¹¹ “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.”

¹² “...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.”



Success Stories

Franklin Foods



Caption: Manufacturing worker viewing and using a touch screen monitor with production control software.

Franklin Foods trained employees on food processing equipment and a production efficiency system to meet new production requirements.

“Franklin Foods is proud to have partnered with the Vermont Training Program to enhance our operations and invest in our team. This grant has played a pivotal role in helping us maximize efficiencies as a production facility while providing valuable upskilling opportunities for our employees. By combining cutting-edge training with hands-on development, we are empowering our workforce to excel in their roles and contribute to the continued success of our company. We are grateful for this opportunity to grow alongside our team and strengthen our commitment to excellence in Vermont’s business community.”

Aaron Clark, HR Coordinator



Rhino Foods



Caption: Workers in a production environment meeting to discuss training with the quality assurance team.

Rhino Foods provided training in food production, cross-training for incumbent employees, and supervisory skills development.

“[VTP] enabled Rhino Foods to upskill and train its workforce to meet new customer demand while executing on continual improvement initiatives. We’ve been able to double new training and learning opportunities to our employees, increasing their capacity to perform, lead, and contribute to the organization. Within six months of receiving the grant, we’ve already been able to provide training to more than half of our workforce!”

Jessica Redmond, Learning and Development Manager