

Department of Economic Development

Vermont Training Program Annual Report Fiscal Year 2023

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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Contents

Executive Summary	3
Profile Training for the Jobs of Tomorrow: Shacksbury Cider	5
Median Quarterly Wage Change	6
Business Grantees.....	7
Profile Training for the Jobs of Tomorrow: Simon Pearce	7
Distribution of Business Grants by Sector	8
Profile Training for the Jobs of Tomorrow: Calko Group	10
Distribution of Business Grants by Region	11
Profile Training for the Jobs of Tomorrow: Chroma Technologies	12
Business Grant Summaries	13
Profile Training for the Jobs of Tomorrow: Husky	15
Completed and Active Business Grants.....	16
Key for Training Activities	16
Summary of Completed Business Grants.....	17
Completed Business Grant Details.....	17
Training Provider Grants	20
Distribution of Training Provider Grants by Sector	21
Distribution of Training Provider Grants by Region	21
Companies Served by Training Providers.....	22
Training Provider Grant Summaries	23
Business Quote: Flexiseal	22
Eligibility to Participate.....	23
Note on Reporting Format.....	25
Key Program Indicators.....	26
FY23 Median Wage	26
Change in Participant Wages FY22 to FY23	Error! Bookmark not defined.
New Jobs Created by Partner Businesses FY23.....	27
Training by Employee Type	27
Employer Size	28



No. 80: An Act Relating to Workforce Development28
Waivers30

Executive Summary

FY23 Cumulative Summary of Grants to Businesses and Training Providers



\$1,570,182.19
 Grants Awarded



1,131
 Employees Trained



40
 Businesses Awarded



\$1,388
 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 benefitted 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 2023. 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 with long-term training needs and have focused on immediate training needs for new positions that are hard to fill.

The program reaches a large number of employees and businesses, generally resulting in sizable wage increases for the trained employees, supporting the idea that the training increases the value of participating employees.

In FY2023, the program awarded grants to assist 1,131 employees at 40 businesses through on-the-job training and through training provider grants. Participant wages showed a median wage increase of 4.1% from the second quarter 2022 to the third quarter 2023. The statewide median wage increase for the same period was only 2.9%.



New Employee median wages recorded during this time period showed a 26% wage increase after training compared to the State average increase of 2.9%.

Historically, VTP has been one of two important programs (with the Vermont Employment Growth Incentive) that the Department of Economic Development consistently 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 10 applications in FY2023.

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

Increasing employee credentials and apprenticeship opportunities are a continued priority for VTP. During FY2023 VTP invested \$363,507.00 to assist 291 Vermont workers.

Businesses of all sizes are eligible to apply to VTP. We understand that small businesses often have a harder time taking advantage of programs. We make a concerted effort to help these businesses use VTP. We are pleased to report that in FY2023, VTP funded \$243,441 to businesses with 50 or fewer employees, this equated to 16% 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



their employees competitive in the global economy. We are pleased that the program helps support the State's co-investment in our skilled workforce.

Shacksbury Cider



Image Caption: Employees operating a canning machine at Shacksbury Cider production facility.

Grant details: Received training funds to train workforce in contract packaging including quality control and efficiencies supporting Vermont's craft beverage industry sector.

"Since the pandemic, it has been difficult to find new hires with the specific skills we need. The VTP grant has allowed us to find employees from related industries who, with a little training, have become absolutely essential to our growth this year."

Colin Davis
Maintenance Technician



Median Quarterly Wage Change

The Difference We
Make: Training
Leads to Higher
Wages



4.1%

Median Quarterly Wage
Increase from second
quarter 2022 to third
quarter 2023.

Data collected by the Vermont Department of Labor shows that employees who participate in VTP see wage increases. The median quarterly wage increased by 4.1% between the second quarter of 2022 and the third quarter of 2023. On an annualized basis, this increase translated into a median wage increase from \$57,705 to \$60,083 during the period.

During this time period new employees saw a median wage increase of 26%

During this same period the statewide median wage increase was 2.7%.

*Source: Vermont Department of Labor Median Wage Analysis for the Vermont Training Program. This data includes 5 quarters of wages for all participants who have been invoiced for the Vermont Training Program.



Simon Pearce

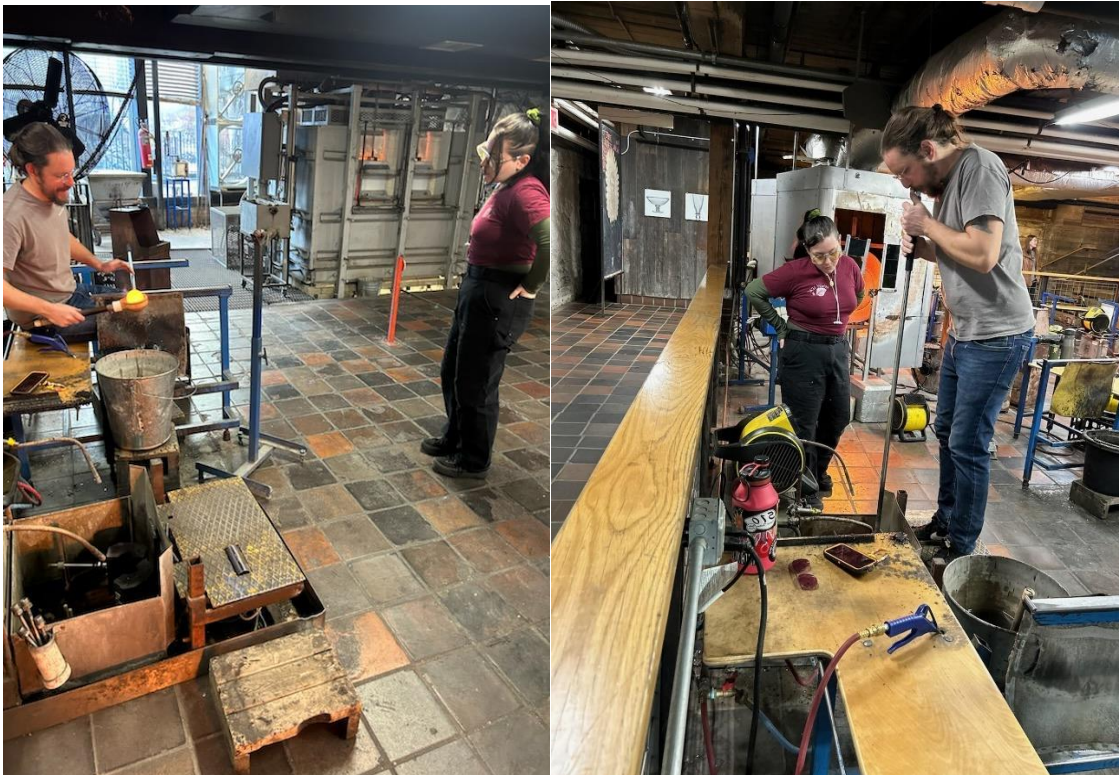


Image Caption: Attached are pictures of a Master Glassmaker demonstrating to a Glass Associate Journeyman how to shape a hot gather of glass (pic1) and how to blow glass in a mold (pic 2).

Grant Details: VTP assisted with funding for the training of 25 glass blowing apprentices as Simon Pearce expands their Windsor facility to increase the size of the glass floor.

“At Simon Pearce, our handcrafted glass and pottery is made by employees who have devoted their career to a timeless skilled trade. The reality is that it takes at least 6 months for an entry level employee to be productive at relatively simple manufacturing tasks, and years for an entry level employee to be proficient at items of moderate complexity. Currently half of our makers have less than 5 years of experience, and 20% are new from 2022. In 2023 Simon Pearce was awarded a VTP training grant, which has allowed us to support our efforts to train 24 employees learning the skills necessary to



▶ help craft our beautiful assortment of products. Our training occurs on-the-job, under the tutelage of those who have learned the skill, and this takes considerable effort. Our training is about developing the skills, timing and vision that is necessary to make a wide variety of shapes effectively and efficiently. We are very thankful to the VTP program for helping us invest in our growth.”

Amanda Alexander
Simon Pearce

The grants presented in the following table were awarded and are available to be drawn down. Funding was awarded from the FY2023 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” business as well. However, to avoid double-counting, businesses are listed in just one sector in the table below even if they could fairly be classified under other sector categories as well.

Distribution of Business Grants by Sector

- ▶ **Advanced Manufacturing**
Agreements: 11; Employees Trained: 807; Funds Awarded: \$1,191,767.98
- ▶ **Biotechnology**
Agreements: 0; Employees Trained: 0; Funds Awarded: \$0
- ▶ **Financial Services**
Agreements: 0; Employees Trained: 0; Funds Awarded: \$0
- ▶ **Food Systems**
Agreements: 1; Employees Trained: 5; Funds Awarded: \$12,104.00
- ▶ **Forest Products**
Agreements: 2; Employees Trained: 113; Funds Awarded: \$49,505.43
- ▶ **Green Business**
Agreements: 0; Employees Trained: 0; Funds Awarded: \$0
- ▶ **Health Care**
Agreements: 1; Employees Trained: 10; Funds Awarded: \$3,390.00
- ▶ **Clean Energy, Efficiency & Electricity**
Agreements: 1; Employees Trained: 73; Funds Awarded: \$149,667.80



- ▶
- ▶ **Software Development and IT**
Agreements: 0; Employees Trained: 0; Funds Awarded: \$0
- ▶ **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: 38; Funds Awarded: \$9,543.98
- ▶ **Other**
Agreements: 2; Employees Trained: 35; Funds Awarded: \$82,054.00
- ▶ **Total**
Agreements: 44; Employees Trained: 1,081; Funds Awarded:
\$1,498,032.19

Note: The Other sector category includes an award to Heritage Aviation and Newbreed Marketing.



Calko Group



Image Caption: Employees working on commercial knitting machines and training in a classroom around a table.

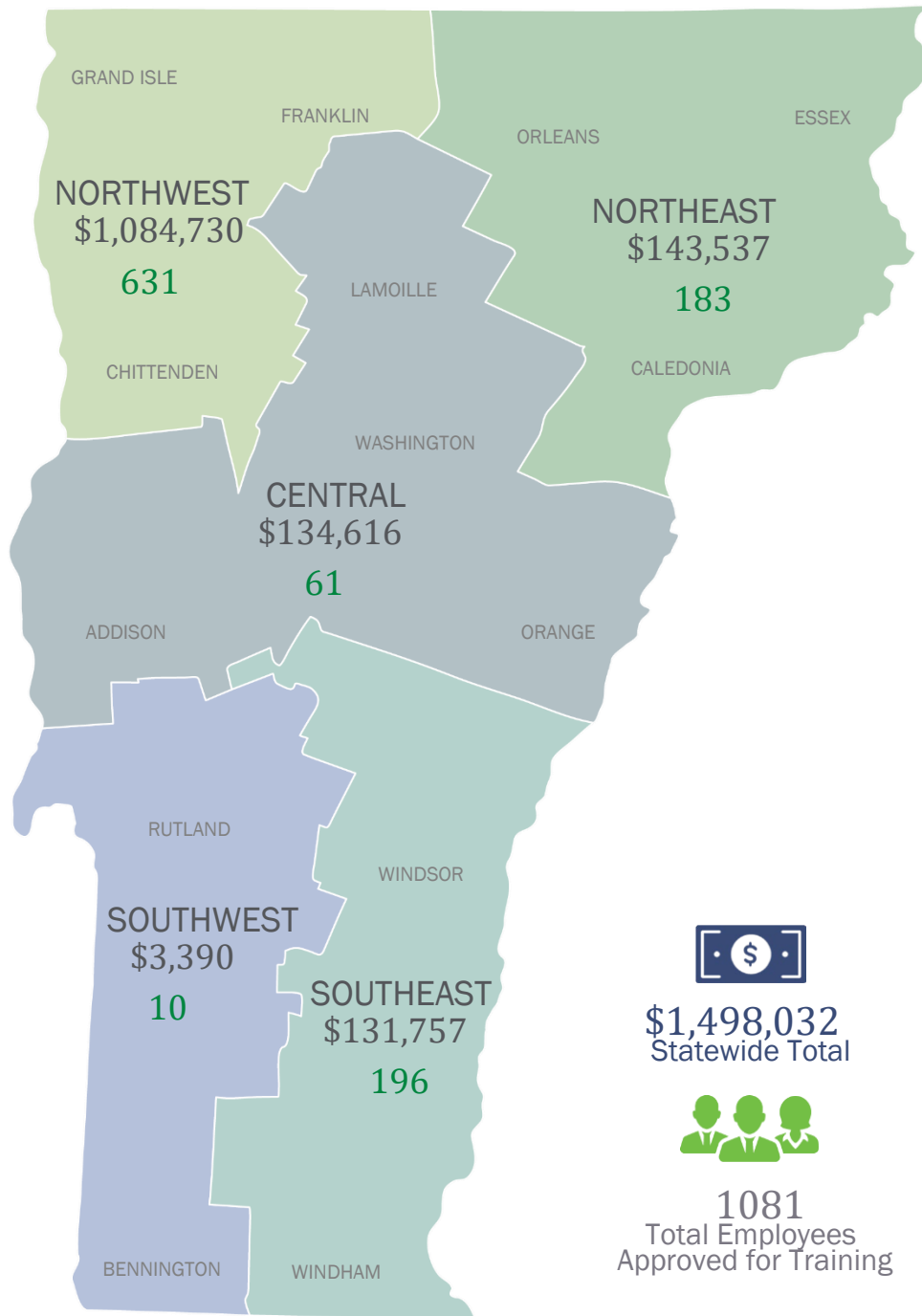
Grant Details: Calko Group (Green Mountain Knitting) moved their Vermont facility from Milton to Richford and needed to train many new employees to be able to operate their commercial knitting machines.

“Receiving the VTP Grant has made it possible for us to provide valuable training to our employees. Providing this training has empowered our employees, we can see that not only has their knowledge and skills expanded but their productivity, morale, quality of work and job satisfaction has also increased! A wonderful program and we are glad to be part of it, thank you VTP!”

Lina Marino
Senior Accountant



Distribution of Grants to Business by Region





Chroma Technology Corporation



Image Caption: Two manufacturing workers in a clean room manufacturing workplace.

Grant Details: Chroma increased its workforce by 60%. As production increased, they utilized VTP for manufacturing training as well as leadership for their incumbent and new leaders.

“Chroma Technology Corp. is a unique, award-winning, 100% employee-owned and Certified B Corporation headquartered in Bellows Falls, Vermont. We support science and innovation that saves lives and makes life better. We are a leader in the design and manufacture of precision optical filters for the scientific, biomedical, photonics, imaging and detection industries used in microscopes, DNA sequencers, clinical diagnostic devices, and machine vision applications. We believe that companies who invest in their employees' training and development often have a competitive advantage in attracting and retaining top talent. By offering training in the field of optical filters, Chroma demonstrates its commitment to innovation and staying at the forefront of the industry, making it an attractive employer to talented individuals, right here in our brave, little state. Overall, providing training will help our employee-owners feel more engaged, valued, and fulfilled in their work, leading to increased retention and reduced turnover rates, as well as advancing critical skills. We are so appreciative of the Vermont Training Program. VTP is a big contributor to our success!”

Mara Rivera
Chroma Technology Corp.



Business Grant Summaries

- ▶ **Ben and Jerrys Homemade Ice Cream:** Provided a grant to assist with frontline leadership training for new managers and supervisors.
Maximum Award: \$9,375.00; **Granted Employees to be Trained:** 45
- ▶ **Bennington Rescue Squad:** Trained ten employees in leadership and supervisory skills.
Maximum Award: \$18,232; **Granted Employees to be Trained:** 10
- ▶ **Century Arms:** Utilized VTP to bolster their machining abilities, to be able to make more parts in house instead of purchasing them from other vendors.
Maximum Award: \$201,218.88; **Granted Employees to be Trained:** 90
- ▶ **Chroma Technology:** utilized VTP Grant for: leadership training, Lean Manufacturing, and advanced manufacturing courses.
Maximum Award: \$ 62,432.50; **Granted Employees to be Trained:** 180
- ▶ **Flexaseal Engineered Seals and Systems:** advanced manufacturing training in assembly, engineering and drafting, CNC, and maintenance.
Maximum Award: \$105,558.40; **Granted Employees to be Trained:** 52
- ▶ **Green Mountain Knitting:** Process training, commercial knitting machine training, for new incumbent employees.
Maximum Award: \$40,000.75; **Granted Employees to be Trained:** 20
- ▶ **G.S Precision:** assisted with their GSP School apprenticeship program.
Maximum Award: \$69,325.00; **Granted Employees to be Trained:** 16
- ▶ **Hazelett Corporation:** Leadership skills, new process and new equipment and manufacturing engineering and information technology.
Maximum Award: \$171,609.67; **Granted Employees to be Trained:** 100
- ▶ **Heritage Aviation:** Assisted with training on a new aircraft type to expand their maintenance and service offerings, and we helped with their maintenance mechanic apprenticeship program. **Maximum Award:** \$ 26,946.50; **Granted Employees to be Trained:** 10
- ▶ **Huskey Injection Molding Systems:** Trained with an outside vendor for Advanced Manufacturing and efficiency, along with maintenance equipment training.
Maximum Award: \$329,550.76; **Granted Employees to be Trained:** 169
- ▶ **Louis Garneau:** Assistance with a new Enterprise Resource Planning (ERP) system.
Maximum Award: \$9,543.98; **Granted Employees to be Trained:** 38



- ▶
- ▶ **Lyndon Furniture:** Helped to fund training for ERP software training and advance manufacturing training through a vendor.
Maximum Award: \$28,435.43; **Granted Employees to be Trained:** 93
- ▶ **NewBreed Marketing:** Supervisory managerial training.
Maximum Award: \$55,107.50; **Granted Employees to be Trained:** 25
- ▶ **Shacksbury Cider:** Production skills for their contract packaging line.
Maximum Award: \$12,104.00; **Granted Employees to be Trained:** 5
- ▶ **Simon Pearce:** Partnered with VTP for their glass-blowing apprenticeship program.
Maximum Award: \$49,263.80; **Granted Employees to be Trained:** 25
- ▶ **Stephens Precision:** Advanced Manufacturing technology, and LEAN technology
Maximum Award: \$52,178.38; **Granted Employees to be Trained:** 11
- ▶ **Super Thin Saws:** Cross-trained, incumbent employees in advance manufacturing and sale skills.
Maximum Award: \$21,070.00; **Granted Employees to be Trained:** 20
- ▶ **Vermont Heating and Ventilating:** National Center for Construction Education & Research (NCCER) apprenticeship training for: HVAC service, Sheet metal, and pipefitting.
Maximum Award: \$149,667.80; **Granted Employees to be Trained:**73
- ▶ **VT Smoke and Cure:** Training in food production to include new processing machines for new products.
Maximum Award: \$101,253.84; **Granted Employees to be Trained:** 99



Husky Technologies



Image Caption: Employees calibrating a manufacturing machine.

Grant details: Husky utilized its VTP grant to upskill their workforce through outside training providers and on-the-job training to increase efficiencies, train on new machinery and to train their maintenance department.

“Husky Technologies would like to thank the Vermont Department of Economic Development for the funding grant through the Vermont Training Program (VTP). In just the first six months of our grant window, the VTP has enabled Husky to train 50+ employees and offset more than \$80,000 of training costs. We are excited to deliver even more training programs in 2024, and grant funding will provide an opportunity for us to continue these programs. Husky is committed to fostering a culture of learning and development and developing the workforce of skilled talent in the plastics industry and appreciates the support of the VTP.”



▶

Completed and Active Business Grants

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:** 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



28

Total number of completed grants



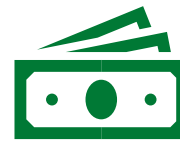
\$1,060,893

Total funds invested in completed grants.



888

Total number of employees served



\$1,194

Approximate cost per employee.

Completed Business Grant Details

- ▶ **Advance Power Conversions**
Expenditure: \$36,380.00; **Activity:** IE/DP; IE/NP, NH/NP **Average Wage:** \$18.88; **#Served:** 15
- ▶ **Against the Grain**
Expenditure: \$43,784.00; **Activity:** IE/US, PE/EP **Average Wage:** \$21.37; **#Served:** 86
- ▶ **ARC Mechanical**
Expenditure: \$18,232.00; **Activity:** IE/US; **Average Wage:** \$28.94; **#Served:** 31
- ▶ **Breadloaf**
Expenditure: \$38,659.00; **Activity:** IE/US, NH/EP, IE/DP, **Average Wage:** \$36.65; **#Served:** 53



- ▶
- ▶ **Century Arms***
Expenditure: \$0.00; Activity: N/A Average Wage: \$0.00; #Served: N/A
(*The applicant was unable to utilize the grant award due to staffing issues)
- ▶ **Critical Process Solutions (Fab-tech)**
Expenditure: \$9,065; Activity: IE/US Average Wage: \$30.24; #Served:14
- ▶ **Dealer Policy (Polly and Polly Insurance)**
Expenditure: \$29,975.00; Activity: IE/US Average Wage: \$53.34; #Served: 89
- ▶ **FoodScience LLC**
Expenditure: \$41,921.00 Activity: IE/US, IE/NP Average Wage: \$33.86; #Served: 67
- ▶ **Fourbital Factory**
Expenditure: \$92,642.00; Activity: IE/US, IE/DP, NH/EP; Average Wage: \$19.30; #Served: 30
- ▶ **GE Aviation**
Expenditure: \$95,700.00; Activity: NH/EP Average Wage: \$25.80; #Served:10
- ▶ **GS Precision**
Expenditure: \$58,450.00; Activity: IE/DP, NH/EP; Average Wage: \$19.21 ; #Served:13
- ▶ **Kaytec**
Expenditure: \$59,622.00; Activity: NH/EP IE/DP; Average Wage: \$18.00; #Served: 21
- ▶ **Kraemer and Kin**
Expenditure: \$6,420.00; Activity: NH/EP PE/NP; Average Wage: \$16.68; #Served: 8
- ▶ **Lovejoy Inc**
Expenditure: \$17,318.00; Activity: IE/US, NH/EP, NH/NP; Average Wage: \$22.82; #Served: 5
- ▶ **Maple Corner Woodworks**
Expenditure: \$9,703.00; Activity: IE/US, NH/NP Average Wage: \$24.20; #Served: 10
- ▶ **Marcal**
Expenditure: \$44,962.00; Activity: IE/US, NH/EP, IE/NP, IE/DP; Average Wage: \$25.88; #Served: 34



- ▶
- ▶ **Med Associates**
Expenditure: \$14,650.00; **Activity:** IE/US; **Average Wage:** \$22.82; **#Served:** 45
- ▶ **Polhemus**
Expenditure: \$27,487.00; **Activity:** IE/US, NH/EP **Average Wage:** \$37.25; **#Served:** 26
- ▶ **Revision Military**
Expenditure: \$48,681.00; **Activity:** IE/Us **Average Wage:** \$22.00; **#Served:** 100
- ▶ **Rock Of Ages**
Expenditure: \$13,100.00; **Activity:** IE/DP, IE/US, NH/NP; **Average Wage:** \$25.88; **#Served:** 29
- ▶ **Springfield Medical Care Systems**
Expenditure: \$92,818.00; **Activity:** IE/US, NH/EP, IE/DP; **Average Wage:** \$20.01; **#Served:** 20
- ▶ **Stone Environmental**
Expenditure: \$32,954.00; **Activity:** NH/NP **Average Wage:** \$18.60; **#Served:** 21
- ▶ **Stone Valley Sandblast**
Expenditure: \$9,300.00; **Activity:** IE/US, NH/EP, NH/NP; **Average Wage:** \$17.77; **#Served:** 1
- ▶ **Think MD**
Expenditure: \$34,000.00; **Activity:** IE/US, **Average Wage:** \$59.92; **#Served:** 8
- ▶ **TLC**
Expenditure: \$30,400.00; **Activity:** PE/EP; **Average Wage:** \$20.00; **#Served:** 78
- ▶ **Vernal Biosciences Inc**
Expenditure: \$99,475.00; **Activity:** IE/US, NH/EP, NH/NP; **Average Wage:** \$39.10; **#Served:** 48
- ▶ **Vermont Woods Studios**
Expenditure: \$34,337.00; **Activity:** IE/US, NH/EP, NH/NP; **Average Wage:** \$24.63; **#Served:** 9
- ▶ **Windjammer Group**
Expenditure: \$28,858.00; **Activity:** IE/US, NH/EP, NH/NP; **Average Wage:** \$17.17; **#Served:** 17



- ▶
- ▶ **Total**
Expenditure: \$1,060,893.00; **Average Wage:** \$26.68; **#Served:** 888

Note: 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.

Training Provider Grants

In FY2023, two training provider grants were awarded to TBW Consulting (\$48,750.00* and \$23,400.00).

This training provider was expected to serve 21 Vermont companies and 50 employees.

*This grant application was not utilized by TBW and was closed during the beginning of Fiscal Year 2024.

Distribution of Training Provider Grants by Sector

- ▶ **Advanced Manufacturing**
Companies Served: 0; **Employees Trained:** 0; **Expenditures:** \$0
- ▶ **Biotechnology**
Companies Served: 0; **Employees Trained:** 0; **Expenditures:** \$0
- ▶ **Financial Services**
Companies Served: 0; **Employees Trained:** 0; **Expenditures:** \$0
- ▶ **Food Systems**
Companies Served: 0; **Employees Trained:** 0; **Expenditures:** \$0
- ▶ **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: 12; Expenditures: \$23,400.00
- ▶ **Total**
Companies Served: 9 ; Employees Trained: 12; Expenditures: \$23,400.00

Distribution of Training Provider Grants by Region

- ▶ **Northwest:** Chittenden, Franklin, Grand Isle Counties
Companies Served: 6; Employees Trained: 8; Expenditures: \$15,600.00
- ▶ **Northeast:** Caledonia, Essex, Orleans Counties
Companies Served: 0; Employees Trained: 0; Expenditures: \$0
- ▶ **Central:** Addison, Lamoille, Orange, Washington Counties
Companies Served: 3; Employees Trained: 4; Expenditures: \$7,800.00
- ▶ **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:9; Employees Trained: 12; Expenditures: \$23,400.00



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 FY23, VTP awarded 2 training provider grants that provided training to the employees of 9 businesses.

Companies Served by Training Providers

- ▶ Blue Cross and Blue Shield of Vermont
- ▶ Central Vermont Medical Center
- ▶ City of Burlington
- ▶ City Market
- ▶ CSWD
- ▶ Sara Holbrook Community Center
- ▶ UVM Health Network
- ▶ VT Community Loan Fund
- ▶ Windjammer Group



“We specialize in highly engineered mechanical seals that require exceptional machining knowledge and craftsmanship. Metal machining is an artform that is hard to come by in Vermont. We found throughout the years our most successful employees were trained by our own tenured team, on our equipment. This can be a difficult task though without a program and plan set in place, so we sought out the Vermont Training Program to help us craft a path forward. The Vermont Training Program allowed us to provide career advancing opportunities by way of their grant program. We cross-trained current departmental teams and trained new employees, who had minimal manufacturing experience. Through this development, we fulfilled open roles, and we were able to elevate some of our team leaders into management. “

Heidi Savage
Director Human Resources
Flexaseal Engineered Seals and Systems, LLC



Training Provider Grant Summaries

- ▶ **TBW Consulting:** Leadership training for all sectors.
Amount Awarded: \$23,400.00; **Employees Trained:** 12

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 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 FY2023.

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 ○ Childcare ○ 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:

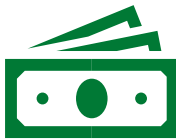
1. all active and completed contracts and grants;
 2. from among the following, the category the training addressed:
 - (A) pre-employment training or other training for a new employee to begin a newly created position with the employer;
 - (B) pre-employment training or other training for a new employee 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;
 4. the average wage by employer;
 5. any waivers granted;
 6. the identity of the employer, or, if unknown at the time of the report, the category of employer;
 7. the identity of each training provider; and
 8. whether training results in a wage increase for a trainee and the amount of increase.
-



Key Program Indicators

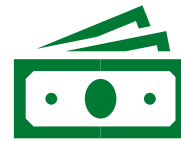
Data reported in this section reflect both grants to businesses and training providers.

FY23 Median Wage Post Training



\$26.18

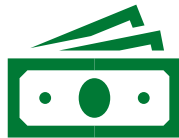
Median wage of new hires



\$29.37

Median wage of incumbent workers

Change in Participant Wages FY22 to FY23



23.4%

Percent wage change in **FY2022**



4.1%

Percent wage change in **FY2023**

- Median Wage and Wage Change data is provided by the Vermont Department of Labor (VDOL). VDOL provides this data based on FY2023 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 direct grants to businesses.
- Median Wage is reported from VDOL in a quarterly format and the hourly posted wage assumes a 40-hour work week.

New Jobs Created by Partner Businesses FY23



215

New Jobs Trained



\$1,388

Average Cost Per Employee



\$26.18

Median Wage of Employees Post Training.

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:** 64 Trained
- ▶ **New Hire for an existing position:** 151 Trained



- ▶ **Incumbent employee who upon completion of training assumes a newly created position:** 9 Trained
- ▶ **Incumbent employee who upon completion of training assumes a different position:** 83 Trained
- ▶ **Incumbent employee who is upgrading their skills:** 824 Trained
- ▶ **Total Trained:** 1,131

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

Employer Size

Business Grants

- ▶ **Number of Grantees 0-19 Employees:** 2
- ▶ **Number of Grantees 20-49 Employees:** 5
- ▶ **Number of Grantees 50-99 Employees:** 2
- ▶ **Number of Grantees ≥100 Employees:** 10

Training Provider Grants

- ▶ **Number of Grantees 0-19 Employees:** 1
- ▶ **Number of Grantees 20-49 Employees:** 2
- ▶ **Number of Grantees 50-99 Employees:** 0
- ▶ **Number of Grantees ≥100 Employees:** 6

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.

Change in Participant Wages FY22 to FY23



291 FY23
243 FY22

Trainees Receiving a Credential of Value or Apprenticeship



16% FY23
34% FY22

Percent of Funds Awarded to Businesses with 50 or Fewer Employees



\$363,507 FY23
\$304,342 FY22

Funds Spent on a Credential of Value or Apprenticeship



\$243,441 FY23
\$454,818 FY22

Funds Awarded to Businesses with 50 or Fewer Employees



Waivers

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

...however, 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 2023.