



**ANNUAL REPORT—FISCAL YEAR 2014**

**FROM THE**  
**AGENCY OF COMMERCE AND COMMUNITY DEVELOPMENT**  
**DEPARTMENT OF ECONOMIC DEVELOPMENT**  
**PATRICIA MOULTON, SECRETARY**  
**LISA GOSSELIN, COMMISSIONER**

**January 15, 2015**

## CONTENTS

<b>Introduction</b> .....	3
About the Vermont Training Program.....	3
Eligibility to Participate .....	3
Note on Reporting Format & Analysis .....	4
Results Based Accountability Summary of Results.....	5
Impact Highlights.....	6
<b>Key Indicators</b> .....	7
Aggregate Data .....	7
Grants to Partner Businesses.....	9
Grants to Training Providers .....	15
<b>Completed and Active Grant Details</b> .....	21
Completed Grants.....	22
Active Grants .....	24
<b>Regional Waivers</b> .....	27
<b>Grantee Survey</b> .....	28
<b>Contact Information</b> .....	34

## INTRODUCTION

### ABOUT THE VERMONT TRAINING PROGRAM

The Vermont Training Program (VTP) sits within the Agency of Commerce and Community Development's Department of Economic Development. This customized training program helps Vermont's workforce stay on top of skills required in a rapidly changing, global marketplace. It partners with employers and training providers to train Vermont's employees for the jobs of tomorrow. The VTP accomplishes this by providing performance based grants for the training of new hires and incumbent workers. Training can fall into categories such as on-the-job, classroom, or other specialized training.

### ELIGIBILITY TO PARTICIPATE

The VTP specializes in serving companies in the sectors of: manufacturing, health care, telecommunications, information technology, and environmental engineering. In addition, 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)
- ✓ Employees are paid at least twice Vermont minimum wage (\$17.46)\* upon completion of training if no benefits are offered to employees. An adjustment of up to 30% (\$12.22) for new hires and 20% (\$13.97) for incumbent workers is made if employers offer three (3) or more of the following:
  - Paid vacation
  - Paid sick/personal time
  - Tuition Assistance
  - Dental insurance
  - Retirement contributions
  - Wellness program
  - Child care assistance
  - Paid bonuses
  - Profit sharing
  - Vehicle assistance
  - Health Insurance w/ 50% or more premium paid by employer

\*Wage data reflects minimum wage and program adjustments prior to the most recent increase in minimum wage on 1/1/15 and was in effect for FY14. All program materials after 8/1/14 have been updated to reflect the legislative changes enacted in Act 199 (S.220) including the wage threshold being linked to the livable wage as defined by the Joint Fiscal Office.

## NOTE ON REPORTING FORMAT

Section 10 of Act 52 of the 2011 session made amendments to 10 V.S.A. § 531 requiring the Agency of Commerce and Community Development (ACCD) to develop a set of benchmarks and performance measures for the Vermont Training Program. This work was completed in conjunction with the Vermont Department of Labor Workforce Education Training Fund (WETF), the Workforce Development Council (WDC), the Joint Fiscal Office (JFO), and a group of statewide stakeholders. The results of this work are referred to as the “Key Indicators”.

Key Indicators for Fiscal Year 2014 are divided into three general areas:

1. Aggregate Data
  - a. Funds Appropriated and Committed
  - b. Median Wage
  - c. Wage Change
2. Grants to Partner Businesses
3. Grants to Training Providers

## NOTE ON ANALYSIS

This is the third year that the Vermont Training Program (VTP) Annual Report is being issued using the Key Indicators. This is not enough time for the data to show clear trend lines. In fact, it seems that the customized nature of the VTP is reflected in the data with varied sector and geographic distribution from year to year.

One trend has become clear - employees who participate in training assisted by the VTP see wage increases in a greater percentage than the statewide average.

- Preliminary results for FY14 show that employees had a median quarterly wage increase of 11.2 %.
- Updated results for FY13 show that employees had a median quarterly wage increase of 10.6% while the statewide average increase was only 0.1%.

As a result of the new data collection requirements in Act 199 (S. 220) the FY15 report will be a new format with differing data points. The Vermont Training Program looks forward to establishing a new baseline and continuing its success in improving the standard of living of Vermont employees.

## RESULTS BASED ACCOUNTABILITY SUMMARY OF RESULTS

### Vermont Training Program

How Much?		How Well?
Grant Budget:	\$1,307,741	Low Cost Per Employee: \$575.35
Total Employees Served:	2,184	Grantees “Highly Satisfied” with Quality of Staff Assistance
Total Businesses Served:	147	Grantees Rate the VTP as Assisting with “An Increased Overall Business Capability or has Improved the Outlook for the Future”
New Jobs Trained:	209	
		<i>“How many organizations can you call and actually speak with the Director? I could call or email (VTP Director) at any time and she would help me immediately. She provided examples to assist me in learning the paperwork route and spoke with me on the smallest details.”</i>

### Is Anyone Better Off?

Data collected by the Vermont Department of Labor shows that those employees who participate in VTP trainings see a wage increase as compared to the statewide average.

Fiscal Year	Median Quarterly Wage Increase Post Training*	Statewide Average Wage Increase*
2014	11.2%	N/A
2013	10.6%	0.1%
2012	10.9%	-1.3%
2011	13.3%	3.4%
2010	8.2%	3.8%

*“Training our workforce is essential! We need to constantly be improving, looking for innovation and growing. These funds helped us increase the skill set of some of our employees.”*

*“Honestly, I don't know where we would be right now if we were not able to train the employees the way we did with the help from the Vermont Training Program. As mentioned earlier, the level of training we were able to provide would not have been possible without the training program funds. The service is invaluable for small startups like us and we are very grateful.”*

\*Source: Vermont Department of Labor Median Wage Analysis for the Vermont Training Program. 2014 wage data is preliminary and statewide data is not yet available.

## IMPACT HIGHLIGHTS



**Liz Lovely** - Liz Lovely is a small cookie manufacturer based out of Waitsfield, VT. They strive to bake a different kind of cookie, one that is: Gluten Free, 100% Vegan, Non-GMO and 100% Kosher. They strive to have, “an uncompromising commitment to perfection, and I relentless approach to social responsibility. We don’t cut corners, and we don’t prioritize profits over people or the plant.”

The company received a grant from the Vermont Training Program and assisted with the funding of employee training that included: 3000+ hours of training for 11 new hires as well as up-grade training for six incumbent employees. The employees who went through the training received a \$1.50 raise upon completion.

*“Liz Lovely has gone from about \$1M in annual revenues to nearly \$2m projected annual revenues since the grant was written. The grant was an integral part of that growth, allowing us to make the products and fulfill the order to meet the deluge demand.”*

**H. Hirschmann** – in West Rutland VT, is a fourth generation family company that designs and manufactures custom wood windows and doors in the tradition of fine European craftsmanship. In order to bring employees’ skills to the next level the company turned to the Vermont Training Program (VTP) for assistance with the cost of training new and existing employees. Through a grant with the VTP five new hires received over 600 hours of training in areas such as: wood machining, assembly, and spray finishing. In addition, existing employees received over 700 hours of critical up-grade training in skills such as: CNC wood machining and CAD & CNC Software implementation. After training was completed H. Hirschmann reported that their employees saw an 8-10% pay raise.

*“The VT Training Program has been a very user friendly, effective and successful tool for us to educate and train our employees. Not only does it provide an added incentive for H. Hirschmann LTD to offer additional training, but the resulting benefits for the employee and the added competitiveness it provides the company when competing with other companies in other states is most significant. VTP is a win-win program for Vermont business!”*



## VERMONT TRAINING PROGRAM KEY INDICATORS

### AGGREGATE DATA

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

Funds Appropriated and Funds Committed		
Fiscal Year	Funds Appropriated	Funds Committed
FY2012	\$1,307,721.00	\$1,307,721.00
FY2013	\$1,307,741.00	\$1,307,741.00
FY2014	\$1,307,741.00	\$1,307,741.00

Notes:

1. Funds Appropriated and Funds Committed figures are aggregations of amounts for both Grants to Partner Businesses and Grants to Training Providers.
2. Funds Appropriated is the amount of funding appropriated for grants, less any state budget adjustments and agency administrative fees, such as staff salary.
3. Funds Committed represents the amount of funding committed to grantees in a fiscal year. Committed funds may not be fully expended, on a cash basis, by the Vermont Training Program in the same fiscal year because the Vermont Training Program makes payments to grantees only after completion of the training and grant terms can run for up to twelve months. For example, funds committed in FY2014 may not be paid to a grantee until FY15 if the training is not completed until FY15.
4. This information is not directly comparable to the Key Indicators for each grant type (Grants to Partner Business, Grants to Training Providers) because the other Key Indicators represent grants that have been completed, whereas Funds Committed have not necessarily been expended toward training.

Median Wage		
Fiscal Year	Median Wage of New Hires	Median Wage of Incumbent Workers
FY2012	\$20.67	\$25.19
FY2013	\$14.59	\$34.87
FY2014	\$17.62	\$27.02

Wage Change		
Fiscal Year	% Wage Change for New Jobs	% of Wage Change for Incumbent Employees
FY2012	44.4%	6.5%
FY2013	16.3%	11.3%
FY2014	103.8%	10.8%

Notes:

1. Median Wage and Wage Change data for employees has been provided by the Vermont Department of Labor (VDOL) from VDOL's FY2014 Social Security Number data used to track wages of employees being trained.
2. Median Wage and Wage Change data for incumbent workers includes incumbent employees served with training provider grants and grant to partner businesses.



**GRANTS TO PARTNER BUSINESS**

Data reported in this section reflect only grants made directly to employers for training employees.

Number of Vermont Employees Trained	
Fiscal Year	Total Number of Employees Trained
FY2012	1,843
FY2013	1,791
FY2014	1,495

New Jobs			
Fiscal Year	Number of New Jobs Trained	Average Cost Per Employee	Median Wage of Employees
FY2012	645	\$2,222.15	\$20.67
FY2013	140	\$2,031.61	\$14.59
FY2014	209	\$2,031.48	\$17.62

Notes:

1. "New Jobs" – The VTP provides funding for the training of new positions added to a company.
2. It is understood that the VTP is one piece that supports jobs created at/by the company.
3. Median wage for new employees has been provided by the Vermont Department of Labor (VDOL) from VDOL's FY2014 Social Security Number data used to track wages of employees being trained.

<b>Incumbent Worker Training</b>			
<b>Fiscal Year</b>	<b>Number of Incumbent Employees Trained</b>	<b>Average Cost Per Incumbent Employee</b>	<b>Median Wage of Employees</b>
FY2012	1,198	\$408.54	\$25.19 (see note 3)
FY2013	1,651	\$33.80	\$40.54
FY2014	1,286	\$418.59	\$25.97

## Notes:

1. The Vermont Training Program offers funding for two types of incumbent worker training: on-the-job and classroom training.
2. Median wage for incumbent employees trained through grants to partner businesses has been provided by the Vermont Department of Labor (VDOL) from VDOL's Social Security Number data used to track wages of employees being trained.
3. Median Wage data for FY2012 is only available as an aggregated amount across both types of VTP grants. This issue was resolved in FY13.

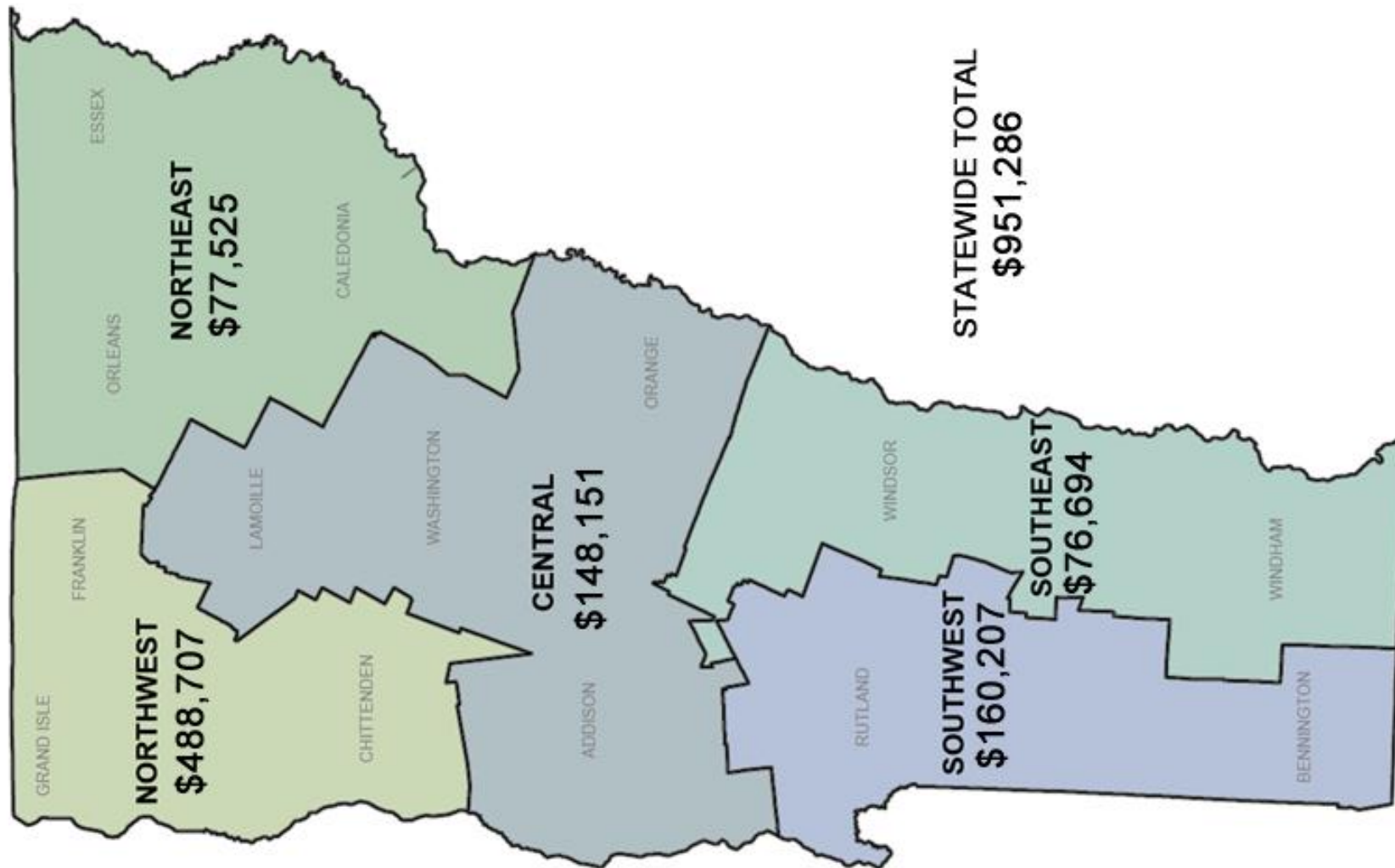
## Geographic Distribution of Funds Expended

Region	Number of Grant Agreements			Number of Employees Trained			Expenditures		
	FY12	FY13	FY14	FY12	FY13	FY14	FY12	FY13	FY14
Northwest	19	11	9	927	250	751	\$1,165,072	\$256,288	\$488,707
Northeast	4	4	4	199	207	131	\$170,713	\$110,369	\$77,525
Central	6	8	6	108	840	246	\$74,204	\$262,976	\$148,151
Southwest	8	3	3	419	125	333	\$344,591	\$142,737	\$160,207
Southeast	6	6	1	190	369	34	\$168,135	\$115,843	\$76,694
<i>Totals</i>	<i>43</i>	<i>32</i>	<i>23</i>	<i>1,843</i>	<i>1,791</i>	<i>1,495</i>	<i>\$1,922,715</i>	<i>\$888,213</i>	<i>\$951,286.64</i>

## Notes:

1. Geographic regions are defined as follows:
  - a. Northwest = Franklin, Chittenden, and Grand Isle Counties
  - b. Northeast = Orleans, Essex, and Caledonia Counties
  - c. Central = Addison, Washington, Lamoille, and Orange Counties
  - d. Southwest = Rutland and Bennington Counties
  - e. Southeast = Windsor and Windham Counties
  
2. Expenditures are actual payments of grant funds to grantees for completed grants. Some of these expenditures reflect funding appropriated and committed to grantees in the prior fiscal year.

Grants Direct to Business—FY2014 Expenditures by Region



## Sector Distribution of Funds Expended

Sector	Number of Grant Agreements			Number of Employees Trained			Expenditures		
	FY12	FY13	FY14	FY12	FY13	FY14	FY12	FY13	FY14
Manufacturing	37	22	21	1,647	1,376	1,262	\$1,524,959	\$687,070	\$837,980
Health Care	0	1	1	0	29	97	\$0	\$9,600	\$16,575
Information Technology	5	8	1	183	343	136	\$385,811	\$163,878	\$96,731
Telecommunication	0	0	0	0	0	0	\$0	\$0	\$0
Environmental Engineering	1	1	0	13	43	0	\$11,945	\$27,665	\$0
<i>Totals</i>	<i>43</i>	<i>32</i>	<i>23</i>	<i>1,843</i>	<i>1,791</i>	<i>1,495</i>	<i>\$1,922,715</i>	<i>\$888,213</i>	<i>\$951,286</i>

## Notes:

1. Expenditures are actual payments of grant funds to grantees for completed grants. Some of these expenditures reflect funding appropriated and committed to grantees in the prior fiscal year.

Employer Size			
Fiscal Year	Number of Grantees 0-19 Employees	Number of Grantees 20-99 Employees	Number of Grantees ≥100 Employees
FY2012	8	19	16
FY2013	5	19	8
FY2014	5	8	10

## Notes:

1. Employer size ranges were chosen based on the VDOL Bureau of Labor Statistics Employer Size Class ranges.

**GRANTS TO TRAINING PROVIDERS**

Data reported in this section reflect only grants made to training providers.

Number of Vermont Employees Trained	
Fiscal Year	Total Number of Employees Trained
FY2012	2,018
FY2013	2,014
FY2014	689 (see Note 2)

## Notes:

1. This is the total number of Vermont employees trained under grants to training providers.
2. Due to legislative changes in Act 199 (S. 220) a number of training provider grants were extended into FY15 to help ease the transition.

New Jobs			
Fiscal Year	Number of New Jobs Trained	Average Cost Per Employee	Median Wage of Employees
FY2012	N/A	N/A	N/A
FY2013	N/A	N/A	N/A
FY2014	N/A	N/A	N/A

## Notes:

1. Training provided through grants to training providers is geared to incumbent employees.

Incumbent Worker Training			
Fiscal Year	Number of Incumbent Employees Trained	Average Cost Per Incumbent Employee	Median Wage of Employees
FY2012	2,018	\$247.42	\$12.19 (see note 2)
FY2013	2,014	\$228.06	\$19.11
FY2014	689	\$248.67	\$27.53

## Notes

1. Median wage for incumbent employees has been provided by the Vermont Department of Labor (VDOL) from VDOL's FY13 Social Security Number data used to track wages of employees being trained
2. Median Wage data for FY12 are only available as an aggregated amount across both types of VTP grants. This was resolved for FY13.

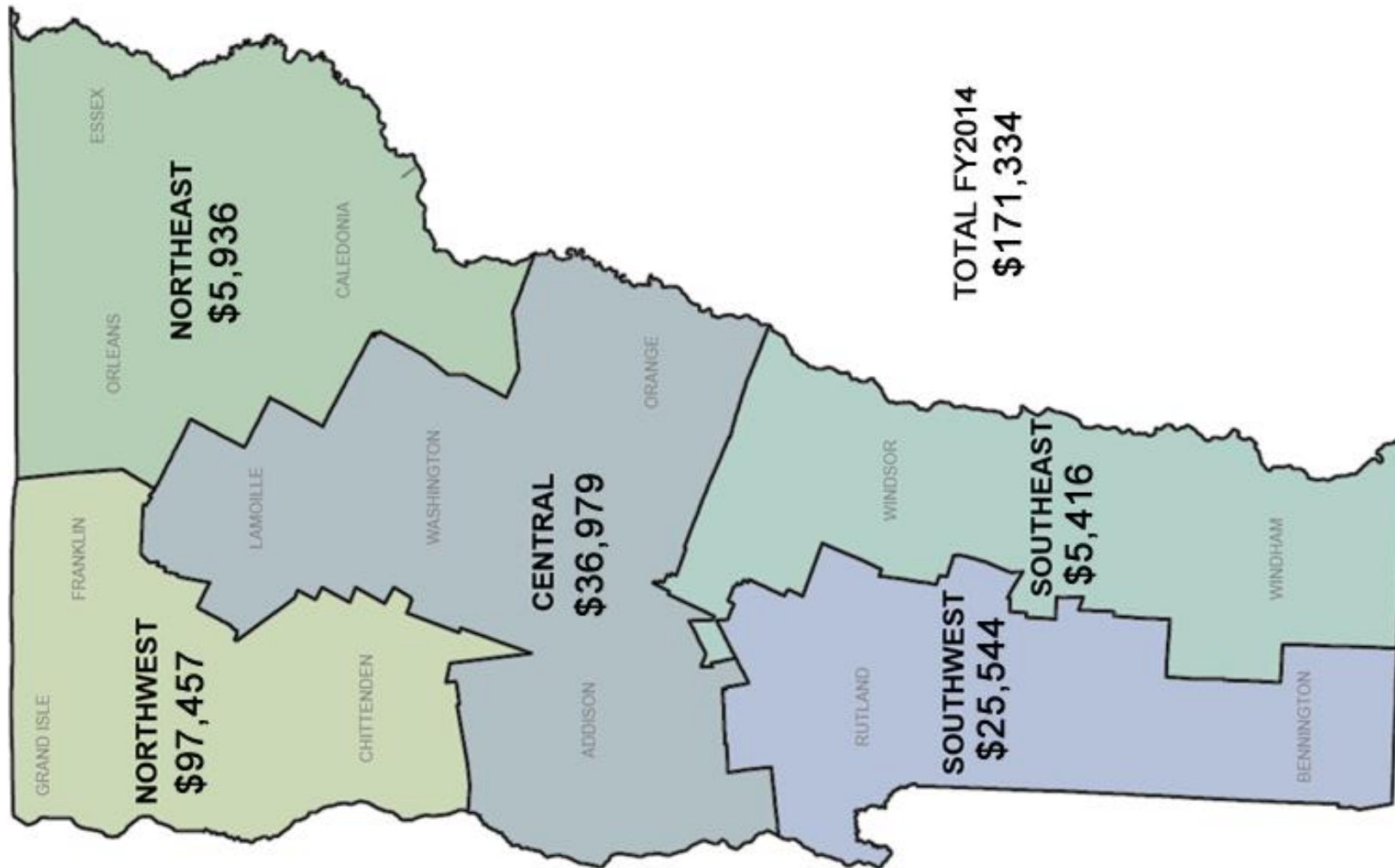


Geographic Distribution of Funds Expended									
Region	Number of Companies Served by Grant Agreements			Number of Employees Trained			Expenditures		
	FY12	FY13	FY14	FY12	FY13	FY14	FY12	FY13	FY14
Northwest	164	219	73	1,046	1,410	403	\$203,957.36	\$287,339.41	\$97,457
Northeast	17	14	6	45	25	21	\$13,438.87	\$9,283.42	\$5,936
Central	69	78	27	382	323	110	\$66,577.24	\$96,233.51	\$36,979
Southwest	51	26	14	288	154	96	\$60,487.25	\$33,924.74	\$25,544
Southeast	38	29	4	257	102	59	\$47,393.51	\$32,524.02	\$5,416
Other (see note 3)							\$107,447.00		
<i>Totals</i>	<i>339</i>	<i>366</i>	<i>124</i>	<i>2,018</i>	<i>2,014</i>	<i>689</i>	<i>\$499,301.23</i>	<i>\$459,305.10</i>	<i>\$171,334</i>

## Notes:

1. Geographic regions are defined as follows:
  - a. Northwest = Franklin, Chittenden, and Grand Isle Counties
  - b. Northeast = Orleans, Essex, and Caledonia Counties
  - c. Central = Addison, Washington, Lamoille, and Orange Counties
  - d. Southwest = Rutland and Bennington Counties
  - e. Southeast = Windsor and Windham Counties
2. VTP is reporting the “Number of Companies Served by Grant Agreements” rather than the “Number of Grant Agreements” to illustrate how many companies are served through its grants to training providers.
3. In FY12 three (3) grant expenditures could not be matched with employees or companies due to the structure of the invoices. The VTP has included the correct “Number of Companies Served by Grant Agreement” and “Number of Employees Trained” by region, but was unable to report expenditures by region. This issue was resolved for FY13.

Grants to Training Providers—FY2014 Expenditures by Region



Sector Distribution of Funds Expended									
Sector	Number Companies Served by Grant Agreements			Number of Employees Trained			Expenditures		
	FY12	FY13	FY14	FY12	FY13	FY14	FY12	FY13	FY14
Manufacturing	212	177	61	1,534	1,457	336	\$244,375.93	\$269,893.37	\$83,026
Health Care	46	74	26	315	315	186	\$75,915.00	\$95,140.45	\$41,007
Information Technology	24	36	20	65	89	98	\$28,327.19	\$28,901.00	\$20,971
Telecommunication	4	12	9	25	41	36	\$0.00	\$9,218.14	\$10,430
Environmental Engineering	8	13	8	10	47	33	\$160.00	\$16,152.14	\$15,898
VDOL Apprenticeship (see note 1)	34	54	0	44	65	0	\$34,778.92	\$40,000.00	\$0
Other (see note 2)	11	N/A	N/A	25	N/A	N/A	\$8,297.19	N/A	N/A
Other (see note 3)	N/A	N/A	N/A	N/A	N/A	N/A	\$107,447.00	N/A	N/A
<i>Totals</i>	<i>339</i>	<i>366</i>	<i>124</i>	<i>1,843</i>	<i>2,014</i>	<i>689</i>	<i>\$1,922,715</i>	<i>\$459,305.10</i>	<i>\$171,334</i>

## Notes:

1. In accordance with Title 10 V.S.A § 531(j), the Vermont Training Program "...shall transfer up to \$250,000.00 annually to the regional technical centers to fund or provide supplemental funding for apprenticeship training programs leading up to certification or licensing as journeyman or master electricians or plumbers." Through a memorandum of understanding between the Agency of Commerce & Community Development and the Vermont Department of Labor, apprenticeships and transfer of funds are coordinated through VDOL staff. This allows for a coordinated effort and a single point of contact for the regional technical centers. Data reflect the number of companies, employees trained, and expenditures under the Vermont Department of Labor Registered Apprenticeship Program.
2. Data reflects FY12 training that was completed by Regional Development Corporations (RDC) and Agency of Commerce and Community Development staff with the Vermont Manufacturing Extension Center (VMEC). This was a pilot program to introduce the RDC's and Agency's staff to Innovation Engineering. This was a one-time expenditure.
3. In FY12 three (3) grant expenditures could not be matched with employees or companies due to the structure of the invoices. The VTP has included the correct "Number of Companies Served by Grant Agreement" and "Number of Employees Trained" by sector, but was unable to report expenditures by sector. This issue has been resolved for FY13.

<b>Employer Size</b>			
<b>Fiscal Year</b>	<b>Number of Companies Served by Grants w/ 0-19 Employees</b>	<b>Number of Companies Served by Grants w/ 20-99 Employees</b>	<b>Number of Companies Served by Grants w/ 100 or More Employees</b>
FY2012	112	94	133
FY2013	118	106	142
FY2014	25	36	63

Notes:

1. Employer size ranges were chosen based on the VDOL Bureau of Labor Statistics Employer Size Class ranges.

**COMPLETED AND ACTIVE GRANT DETAILS**

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

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

Key for Training Activities:

NH	New Hire On-the-Job Training
IC	Incumbent Employee in Classroom Training
IN OJT	Incumbent Employee doing On-the-Job Training

**COMPLETED GRANTS**

Quick Facts:

	FY12	FY13	FY14
Total Number of Completed Grants	57	49	31
Total Funds Spent on Completed Grants	\$2,422,016	\$1,347,518	\$1,224,351
Total Number of Employees Served	3,861	3,857	2,128
Approximate Cost Per Employee	\$627.30	\$349.36	\$575.35

**Grants completed July 1, 2013 – June 30, 2014**

Completed Grant Recipients	Expenditure	Activity	# Served	Average Wage
AUTUM HARP	\$36,521.50	IC	87	\$33.22
CENTER FOR TECHNOLOGY, ESSEX	\$11,736.80	IC	57	<u>\$15.23</u>
COMMONWEALTH DAIRY LLC	\$76,694.22	NH, IN OJT	34	\$17.82
COMMUNITY COLLEGE OF VT	\$14,478.00	IC	57	<u>\$15.00</u>
CONCEPTS ETI, INC.	\$60,717.75	NH, IC	41	\$39.36
CREATIVE COUNTERS	\$11,825.00	NH, IN OJT	6	\$13.92
DEALER.COM	\$96,731.53	NH, IC	85	\$38.76
GE AVIATION RUTLAND FACILITY	\$100,000.00	IN OJT	40	\$27.84
GRINGO KITCHENS	\$14,739.00	IC, IN OJT	17	\$14.46
H. HIRSCHMANN LTD	\$113,000.00	NH, IN OJT	10	\$16.90
HEARTHSTONE QHHP	\$16,587.25	NH, IN OJT, IC	56	\$29.22
KAMAN COMPOSITES	\$45,414.40	NH, IN OJT, IC	276	\$20.81
LAKE CHAMPLAIN CHOCOLATES	\$35,857.60	NH, IC	13	\$22.24
LIZ LOVELY	\$21,847.92	NH, IN OJT	17	\$12.99

Completed Grant Recipients Continued	Expenditure	Activity	# Served	Average Wage
LOGIC SUPPLY	\$41,021.55	NH, IN OJT	31	\$24.75
MYLAN TECHNOLOGIES	\$206,180.25	NH	88	\$16.89
NEW ENGLAND PRECISION INC.	\$21,497.00	IC	76	\$21.08
NORTH COUNTRY CAREER CENTER	\$928.00	IC	17	<u>\$12.50</u>
NORTH COUNTRY ENGINEERING	\$10,651.00	NH, IN OJT	8	\$18.00
NORTHWESTERN MEDICAL CENTER	\$16,575.00	IC	97	\$41.69
PRECISION COMPOSITES OF VT	\$26,804.75	NH, IN OJT, IC	20	\$13.80
PROJECT MANAGEMENT INSTITUTE	\$5,973.80	IC	88	<u>\$25.50</u>
SOUTHWEST CT REGIONAL TEHCNICAL SCHOOL	\$5,190.00	IC	30	<u>\$15.00</u>
TIVOLY INC.	\$28,244.63	IC, IN OJT	91	\$20.87
TRANSCEND QUALITY MANUFACTURING LLC	\$7,766.20	NH	3	\$19.15
TWINCRAFT INC	\$36,755.00	IC	286	\$26.95
UVM CENTER FOR LEADERSHIP	\$115,605.40	IC	419	<u>\$25.00</u>
VERMONT COFFEE COMPANY	\$22,532.00	NH, IN OJT, IC	19	\$15.34
VERMONT SUSTAINABLE JOBS FUND	\$10,250.00	IC	8	<u>\$14.00</u>
VT PANUURGY CORP.	\$7,172.00	IC	14	<u>\$22.00</u>
WALLGOLDFINGER	\$5,000.00	IC	37	\$22.35

**Active Grants Carried Into Fiscal Year 2015**

In May of 2014 Act No. 199 was passed into law. Among other things, this act changed the reporting requirements for the Vermont Training Program. The key for training activates for grants starting in FY15 is as follows:

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

Quick Facts:

Number of Grants Carried into FY15	34
Total Committed Funds to Carried Forward Grants	\$1,355,200.79
Estimated Number Served	3,766



Grant Recipient	Maximum Payable	Activity	Projected # Served
ALLOCCA ENTERPRISES	\$4,104.00	IC	39
CHAMPLAIN COLLEGE	\$48,657.20	IC	55
CONNOR HOMES	\$43,130.23	NH, IN OJT, IC	39
ELLISON SURFACE TECHNOLOGIES	\$5,946.00	IE/US and IC	30
FLEX-A-SEAL	\$45,943.56	IC and IN OJT	38
FRANKLIN GRAND ISLE WIB	\$24,126.00	IC	140
FREEDOM FOODS	\$68,680.00	NH/NP, IE/US and IC	33
GENERAL DYNAMICS	\$11,644.26	IC	43
GORDONS WINDOW DÉCOR INC.	\$11,030.40	NH and IC	32
GROW COMPOST	\$14,890.00	NH/NP, IE/US	9
HAYWARD TYLER INC.	\$27,840.00	IC	238
KING ARTHUR FLOUR	\$11,207.43	IC and IN OJT	47
KING ARTHUR FLOUR	\$26,002.00	NH/NP, IE/US and IC	158
KNOWLEDGEWAVE TRAINING	\$67,951.00	IC	303
LEADER EVAPORATOR	\$54,845.00	NH/NP, IC	129
LIQUID MEASUREMENT SYSTEMS	\$7,878.02	NH/NP, IE/US and IC	37
LORD MICROSTRAIN	\$51,384.00	NH/NP, IE/US and IC	50
NORTH EAST PRECISION	\$19,250.00	IC	70
NORTHWEST TECHNICAL CENTER	\$26,340.00	IC	98
OPENTEMPO	\$65,733.23	NH/NP and IC	15
POLHEMUS	\$36,095.52	IE/US and IC	43
PORTER MEDICAL CENTER	\$85,100.00	IC	510
PRECI MANUFACTURING	\$61,140.00	NH and IC	180
REVISION MILITARY	\$6,823.10	NH/NP, IE/US	22
SERAC	\$5,500.00	IC	15
SIMON PEARCE	\$75,833.00	IE/US and IC	42
STAFFORD TECHNICAL CENTER	\$8,800.00	IC	22
STARK MTN. WOODWORKING	\$3,421.63	IC and IN OJT	12

Grant Recipient Continued	Maximum Payable	Activity	Projected # Served
VERMONT MANUFACTURING EXTENSION CENTER	\$186,097.82	IC	799
VERMONT PANURGY CORPORATION	\$4,978.00	IC	11
VERMONT SUSTAINABLE JOBS FUND	\$19,400.00	IC	13
VERMONT TECHNICAL COLLEGE	\$127,054.76	IC	355
WHITNEY BLAKE	\$80,441.63	NH/NP, IE/US and IC	128

**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;*

	FY12	FY13	FY14
# of Waivers Granted	0	0	1*

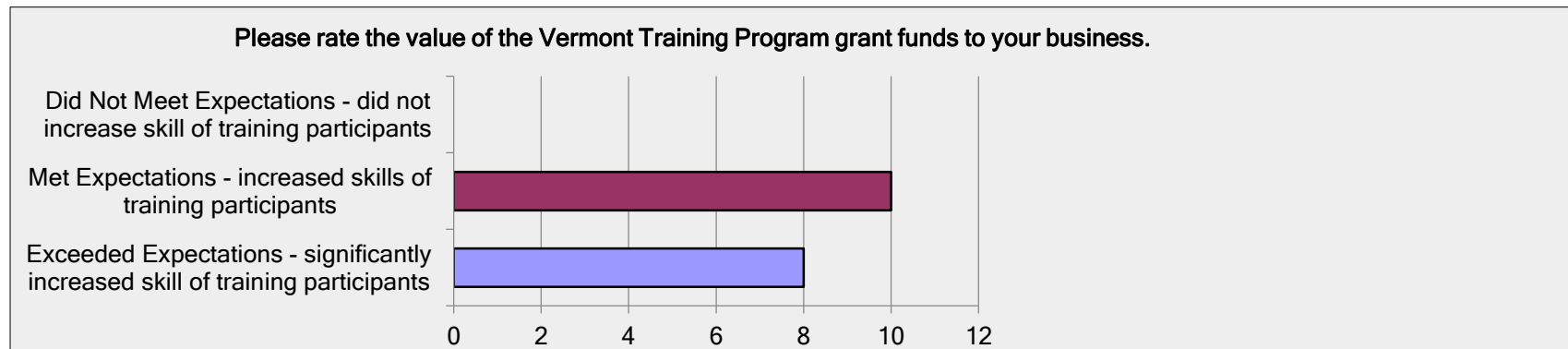
\*On December 19, 2013 Agency of Commerce & Community Development Secretary Lawrence Miller enacted a regional waiver for the Vermont Labor Market (LMA) of Newport and North Adams, MA (VT only) at an eligible threshold of 175% of the Vermont state minimum wage. This set the Vermont Training Program minimum wage eligibility at \$10.54 for new hires and \$12.04 for existing employees being offered three benefits and working for eligible employees located within the designated LMA's. The waiver remained in effect until March 1, 2014. One grant was issued using this waiver to North Country Career Center in Newport.

## GRANTEE SURVEY

As part of the development of the Key Indicators the Vermont Department of Labor and the Agency of Commerce and Community Development developed a Customer Satisfaction Survey to gain further insight into the value of the WETF and VTP grants. FY14 is the second year that the Vermont Training Program surveyed its partner business grantees.

Grantees used the grant funds for a variety of strategic employee training initiatives ranging from new hires to job retention. In the open ended comments grantees spoke of using the funds to leverage their training budgets in order to increase the number of employees or increase employee skills in order to keep them competitive. Grantees also spoke highly of the general service given by Vermont Training Program staff.

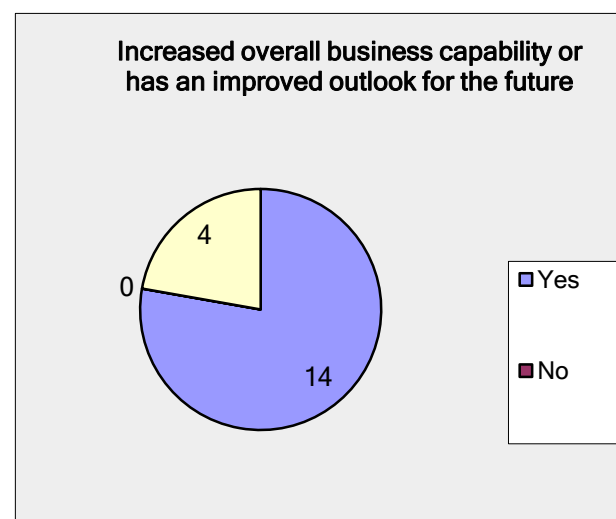
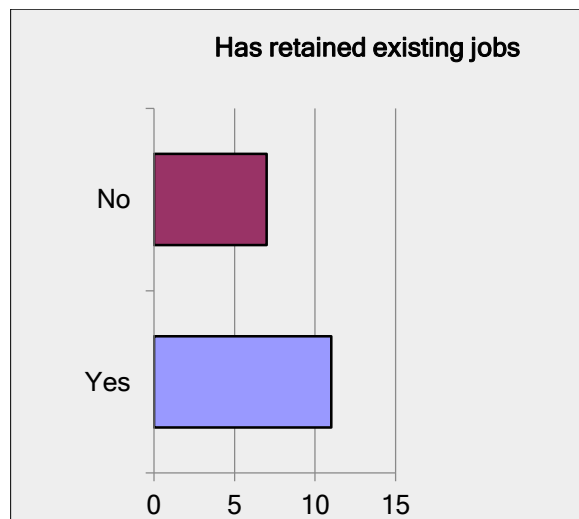
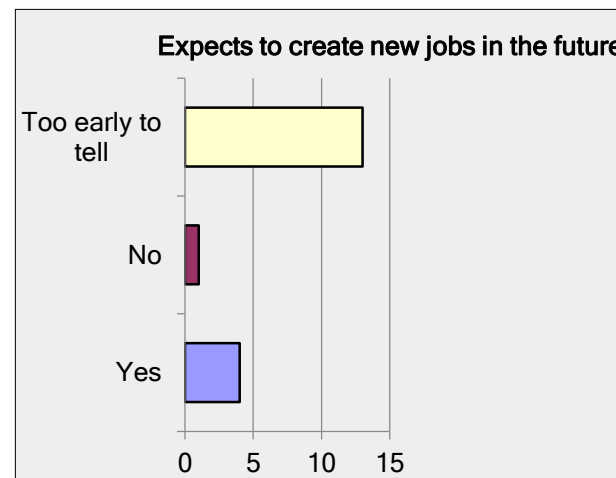
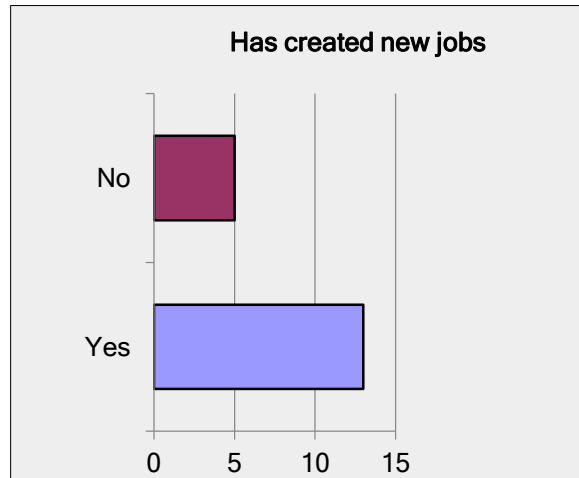
Number of Responses = 18



*“Elevating the capability of new or existing employees via training is an investment in the future of any growing business. The small work pool with low employment and lack of previous work experience has been a challenge for our business. This is an excellent program - we would like to be able to use this whenever we hire new employees.”*

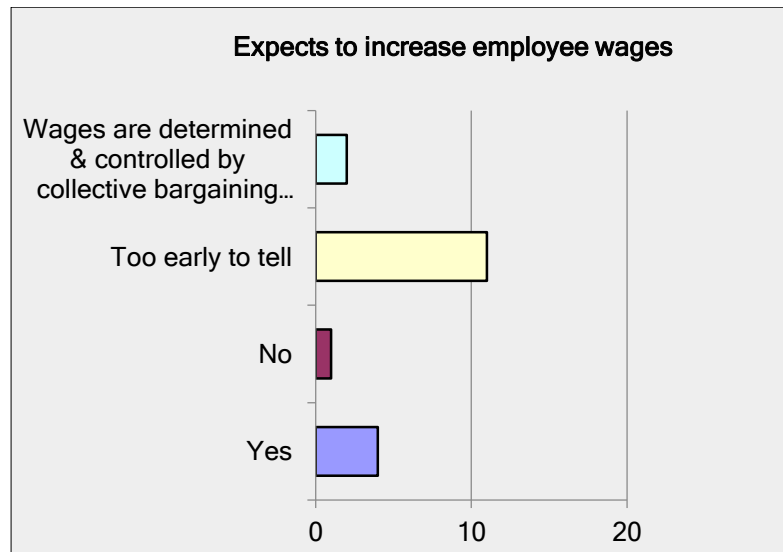
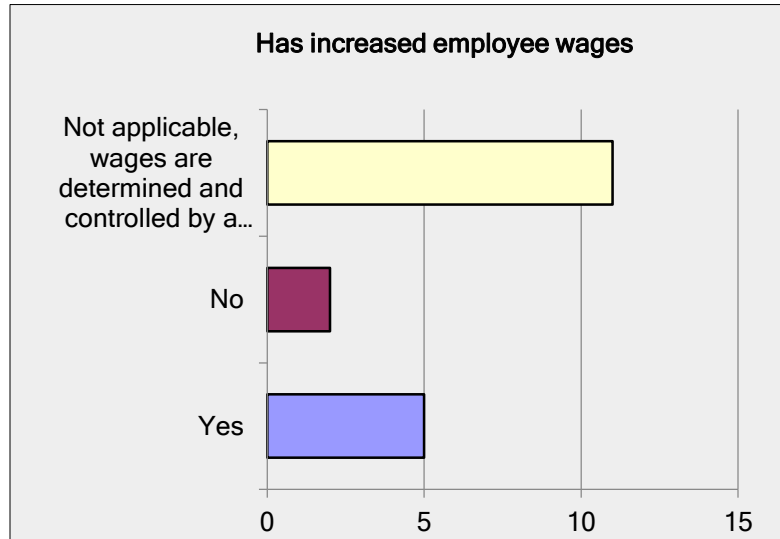
*“This is a valuable program which enables us ... increased visibility throughout the organization to the value and benefit to continued employee training.”*

In whole or in part, due to the assistance of the Vermont Training Program funds, my organization:

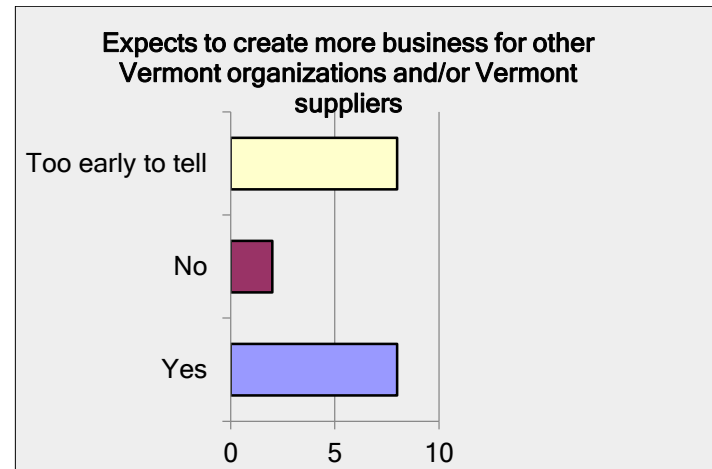
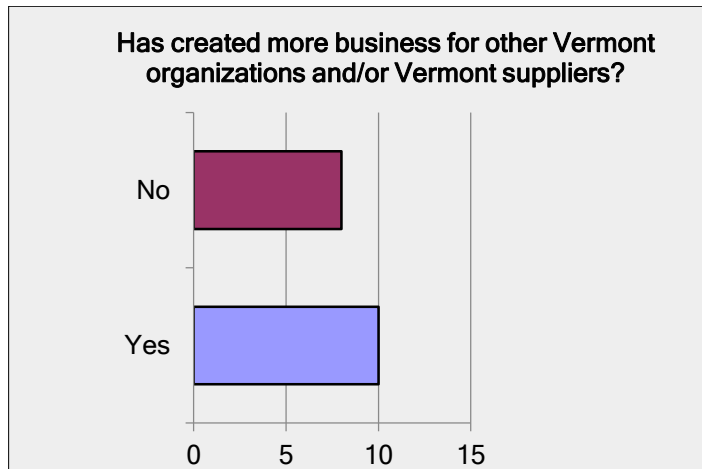


*“With these training funds we are basically afforded opportunities to hire untrained workers and train them with skills that could further their careers.”*

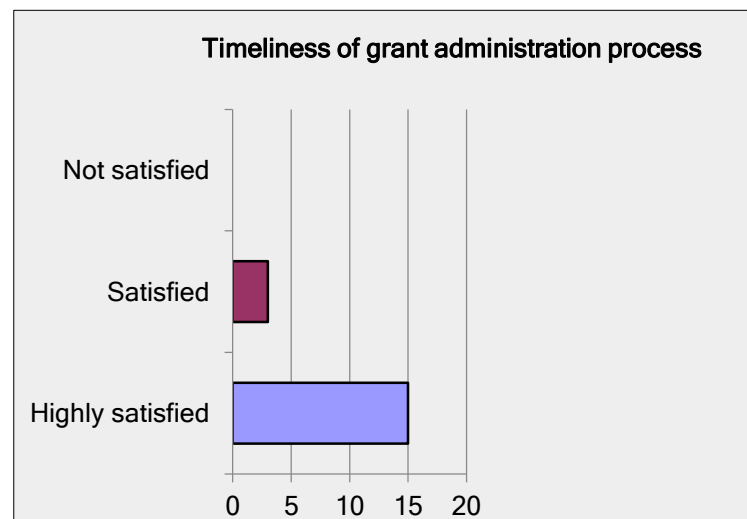
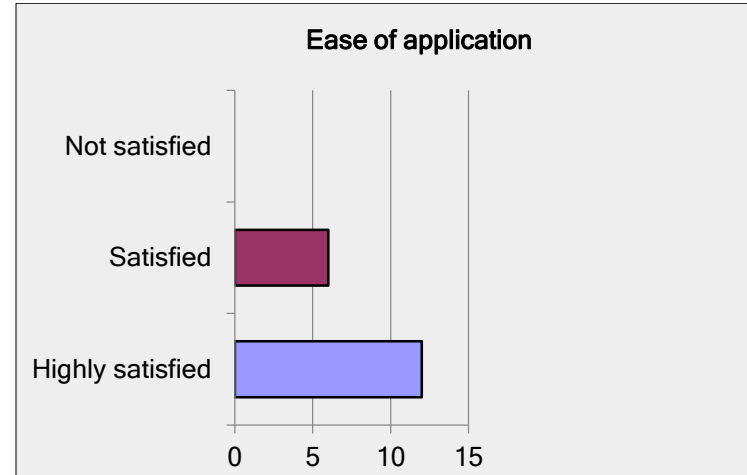
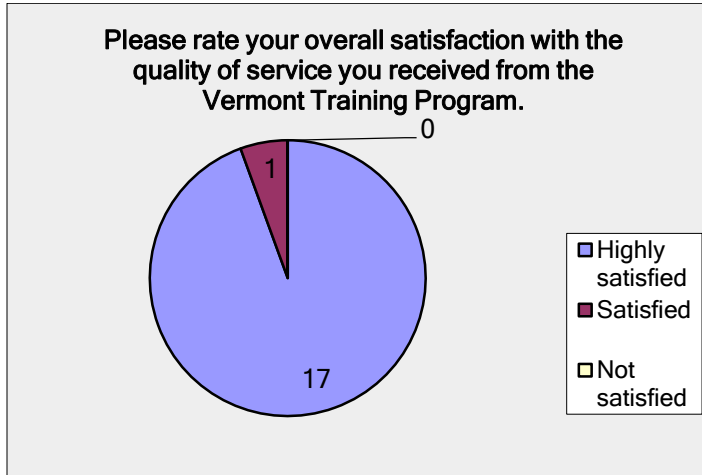
In whole or in part, due to the assistance of the Vermont Training Program funds, my organization:



In whole or in part, due to the assistance of the Vermont Training Program funds, my organization:



*“Training helps to keep a business strong and growing. Growth supports the local economy through services such as heating / air conditioning, equipment maintenance contracts, etc., as well as employee spending in the local economy. We have to compete worldwide and this helps us to do that.”*



*"I can't thank you enough for this opportunity. The process was well structured and (VTP Staffer) was an outstanding resource."*



## **CONTACT INFORMATION**

### **Agency of Commerce and Community Development**

Patricia Moulton, Secretary  
802.828.5204  
[patricia.moulton@sate.vt.us](mailto:patricia.moulton@sate.vt.us)

### **Department of Economic Development**

Lisa Gosselin, Commissioner  
802.828.5204  
[lisa.gosselin@state.vt.us](mailto:lisa.gosselin@state.vt.us)

### **Vermont Training Program**

Beth Demers, Director of Workforce Development Programs  
802.355.2725  
[beth.demers@state.vt.us](mailto:beth.demers@state.vt.us)

