



## MANUFACTURING

### Certified Production Technician

The Certified Production Technician (CPT) is an industry certification through the Manufacturing Skill Standards Council for manufacturing positions from entry level to first-line supervisor. CCV has offered this certification since 2015, and it is now offered as a credit-bearing series of courses on a pathway to a degree. Wage data from the Vermont Department of Labor shows a wage increase of 15% one year post-training for those who have completed the CPT. In 2020 CCV, in partnership with businesses across Vermont, registered the Manufacturing Production Technician Apprenticeship with the State of Vermont.

The current cohort of Certified Production Technicians includes employees from businesses such as Darn Tough Socks, Orvis Co, Mack Molding, MMIC Medical Systems, Lane Press, and Ivek Corporation.

## INCREASING THE NURSING PIPELINE

### Central Vermont Medical Center

Central VT Medical Center has partnered with the Community College of Vermont and Vermont Tech to deliver a unique model of “learn while you earn” programs to increase the nursing pipeline. This model uses a registered pre-apprenticeship at CCV which includes two semesters of prerequisite courses required for the nursing program at Vermont Tech. Employees then become apprentices when they enter into the nursing program. The program has been going strong since 2019, with a cohort beginning courses each year since then. 20 nursing students have graduated as Licensed Practical Nurses (LPNs), and two have graduated as Registered Nurses (RNs). CVMC currently has six students anticipated to graduate as Registered Nurses in May 2023 and seven more students anticipated to graduate as LPNs in June 2023. CVMC is currently receiving applications for a fourth LPN cohort and third RN cohort (10 students each) to start in August 2023.

### UVM Medical Center

The University of Vermont Medical Center (UVMC) is partnering with the Community College of Vermont (CCV), and Vermont State University (formerly Vermont Tech) to offer an LNA to RN pathway for existing employees. This program was built to be similar to the program at CVMC. Launched in the fall of 2022, there are currently ten (10) students enrolled in prerequisite courses at CCV. A second cohort of students is currently being recruited. UVMC is committed to continuing to support employees as they move along the nursing career pathway by providing this supported model, loan repayment, and release time during the LPN year.

## WORKFORCE PARTNERSHIP HIGHLIGHT: BETA TECHNOLOGIES

CCV works collaboratively with partners across Vermont to design and deliver customized trainings that meet the unique needs of businesses and organizations. Our work with BETA Technologies included a new leadership workshop titled Principles of Mentorship. This workshop covers effective and sustainable mentorship strategies, including utilizing teaching and learning styles, problem solving, providing and soliciting feedback, and modeling leadership practices. These strategies allow participants to support the organization and its employees’ goals, objectives, and outcomes. The initial cohort was very successful, and planning for the next cohort is in process.

## **VERMONT CAREER ADVANCEMENT PROJECT**

The Vermont Career Advancement Program (VCAP) is a grant-based partnership between HireAbility Vermont (formerly the Division of Vocational Rehabilitation), CCV, and Vermont Technical College. This program seeks to build state-wide systems to reduce barriers and increase access to high-wage career pathways for Vermonters with disabilities. Utilizing a team-based approach between HireAbility's Career Pathway Navigators and program managers at CCV and VTC, program participants engage in certificate or degree programs, apprenticeships, and other industry-recognized credentials. VCAP specifically focuses on careers in advanced manufacturing, financial services, healthcare, skilled construction trades and information technology but works with participants to define and explore plans and goals in all industries. CCV currently has 31 students actively enrolled in the program with several others planning to enroll in the next two semesters.

## **PRIOR LEARNING ASSESSMENT**

The Office of Prior Learning Assessment is a Vermont State Colleges program administered and housed at CCV. Vermont businesses understand the appeal of recognizing the skills and knowledge of their employees through Prior Learning Assessment. One of the options available through this office is the Assessment of Prior Learning (APL) course, offered at CCV locations throughout Vermont. In addition to regular course offerings, businesses and organizations can also contract this course for their incumbent workforce. Two such organizations include UVM Medical Center and the State of Vermont Department of Human Services.

## **APPRENTICESHIP EXPANSION**

CCV was awarded an Apprenticeship Expansion grant to help increase the number of apprenticeships in Vermont in industries that haven't previously taken advantage of the state apprenticeship program. Since receiving our first apprenticeship grant in 2020, CCV has expanded apprenticeship into the following non-traditionally apprenticed occupations: medical assisting, pharmacy technician, certified production technician, bookkeeping, and the newly approved medical records specialist. We are currently in development of several other new apprenticeships in mental health, information technology, and advanced manufacturing.

## **CORRECTIONS POST-SECONDARY EDUCATION INITIATIVE (CPSEI)**

The CPSEI program seeks to meet two primary goals: expand access of post-secondary education to persons incarcerated in Vermont's six correctional facilities, and open access to college programs to Department of Corrections personnel, with the goal of addressing employee recruitment and retention issues, meeting training needs, and forming pipelines for employee advancement. CPSEI will work to increase accessibility to education for all Vermonters affiliated with the State's corrections system. The program will build a framework and develop pipelines with the goal of reducing recidivism rates and strengthening the State's workforce. Courses for both populations are slated to begin later in 2023.

## **EMPLOYER ACCESS DAYS**

In an effort continue to help employers increase the pool of skilled talent, CCV is hosting Employer Access Days in partnership with area high schools to promote employment and training pathways. With 50% of high school students planning to enter directly into the workforce, this work will give students access to regional employers in various sectors. The first of these events was offered in the Northeast Kingdom, with 100 students and employers including MMIC Medical Systems, Composites BHS, Maple Grove Farms, and Weidmann Electrical Technology. The next offering is planned for early 2023 in Chittenden County, with businesses including BETA Technologies and Husky Technologies.