

REPORT ON THE  
VERMONT DEPARTMENT OF LABOR'S  
WORKFORCE EDUCATION AND TRAINING  
FUND  
INCLUDING GRANT AWARDS

Submitted:  
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Vermont Department of Labor  
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## Vermont Department of Labor Report on Vermont's "Next Generation" Funding

Under the FY15 Appropriations Act, Section B.1100.1 requires a recommendation from the State Workforce Investment Board to the Governor for the proposed allocation of the State's General Fund for the "Next Generation" (NG) program. A wide variety of objectives have been funded from the NG money. They include: employer-based job training; K-12 career advancement; access to college; provision of medical career training to employment-challenged populations; secondary and postsecondary internships; adult and incumbent worker skill training; and support for entrepreneurs, product innovation and economic development. The review team is recommending a level-funded Next Generation appropriation. The VDOL, in consultation with Agencies of Commerce, Education, and Human Services and SWIB Chair Frank Cioffi, proposed the following budget allocations for the NG Funds for FY16:

### 1) Workforce Education & Training Fund (VDOL): \$1,017,500

The WET Fund money is allocated to the Vermont Department of Labor to support partnerships with Vermont employers, educators and training providers to help Vermonters who are "unemployed, under-employed and in transition from one job or career to another" become employed (10 VSA, 543). The WET Fund is also specifically identified as the fund to help promote Internships for Vermont high-school and college students and recent graduates (24-months' post-graduation). In addition, the WET Fund dedicates \$130K annually to assist 'regional workforce development programs' spearheaded by economic development entities such as local workforce investment boards, local chambers of commerce, development corporations, etc., provided that their work plan helps create jobs and/or connect Vermonters to current job openings.

VDOL has partnered our WET Fund money with our federal Workforce Investment Act funds to successfully train Vermonters for job openings with our Vermont employer community. The WET Fund dollars are truly unique in that they are serving immediate needs of employers to fill jobs – and this varies from the educational system's funds which help create the longer-term pipeline of qualified workers.

VDOL has also used our WET Fund dollars to help the State recruit new employers and encourage new job development. As an example, VDOL currently has five (5) employers who have brought new jobs to Vermont or have committed to creating new jobs in their current-Vermont business, specifically because the State is utilizing WET Fund and federal dollars to help train "unemployed, under-employed or transitioning" Vermonters as new workers.

This program, sponsored by Vermont HITEC, involves intensive 8 to 10 week training, with a guaranteed job at the conclusion of training, an ongoing apprenticeship with guaranteed wage increases; and starting wages paid by these companies between \$14-17 per hour, with guaranteed increases. Through HITEC, Precyse will train up to 45 Vermonters this year, and anticipates 300 medical coding jobs to be grown here in Vermont. Similarly, Triad in Williston is expanding and committing to hire for 50-70 new jobs per year; VIP in Colchester is hiring up to 30 new workers this year; Dartmouth-Hitchcock has used WET Fund dollars to train and hire 50 Vermonters as medical coders, pharmacy techs and registration specialists. Their most recent "class" of 20 included 17 Vermonters from VDOL's program. Husky in Milton will train for 9 new jobs and will also continue their high-school "summer institute" (which we fund under the WETF Internship program), with 19 Vermont juniors and seniors in paid internships. All of these programs involve

significant employer investments – the State funds being used to leverage these funds and make the investment feasible on the part of the employer.

VDOL's goals in utilizing the WET Fund money is to (1) create new jobs in Vermont; (2) save jobs from moving out of Vermont; (3) customize training to match Vermont job seekers with actual job openings of Vermont employers; (4) skill training to allow a Vermont employer to expand if it is clear that new jobs will result; (5) supporting key initiatives such as high school and college internships; (6) job training programs to assist Vermonters with significant employment barriers; (7) Career Readiness Certificate to resolve skill deficiencies and direct participants to additional resources; and (8) Young Vermonters' Career Exploration. If VDOL loses our WET Fund dollars, all of these programs and initiatives will end.

## **2) Adult Technical Education (VDOL): \$360,000**

This is a highly accessible, low-cost program that utilizes the facilities of the Regional Technical Centers. The Centers provide training programs that are either specifically customized for, or in direct alignment with, the workforce needs of regional employers – ensuring that students are highly successful in securing employment upon completion. VDOL is currently in active-planning with two tech centers, and is actively reaching out to all the rest, to increase the offerings of these adult programs, with particular emphasis on jobs in manufacturing, advanced manufacturing, HVAC, IT, and health care. While this Adult Tech Ed funding provides a small amount of funding to each center, most of the cost of tuition for the participating students comes from other state and federal funding sources, VSAC Non-degree grants, federal WIA (participants'-monies), and employer funds. State funds are critical in leveraging the employer contributions. Job growth in Vermont is significantly occurring in lower and middle skill occupations – most of which can be educated and trained for in these Adult Tech Centers.

## **Internship**

Vermont Department of Labor (VDOL) Internship Program Grants are intended to support work-based learning opportunities with Vermont employers. Eligible applicants include Vermont employers, trade, business and labor associations, schools, and other public and private entities. Applicants must clearly demonstrate ability to manage internships and match Vermont employers with students and recent graduates from public and private secondary and post-secondary schools. Students include *Vermont residents* in high school or college (in Vermont or out) or those who graduated within the past 24 months, and *non-residents* who are currently enrolled in a Vermont school or who graduated from a Vermont school within the past 24 months.

The payment of wages to interns by employers is favored, particularly for post-secondary students, but programs may provide a stipend based on financial need. Secondary students are eligible to receive academic credit for their participation.

The VDOL Internship Program Grants are available to students of all socio-economic backgrounds.

## **PY 2015 Internship Programs-Post Secondary**

### **Brattleboro Development Credit Corporation (\$48,000)**

The *Cooperative Internship Program* provides internship opportunities to students from five Windham Region higher education institutions: Landmark College, Marlboro College, Community College of

Vermont, School for International Training, and Vermont Technical College. The program's goal is to give students enriching, paid, and potentially credit-bearing local internships, as well as exposing them to the variety of career opportunities existing in the region.

#### **Norwich University (\$12,000)**

Norwich has a well-established internship program, including academic internships and non-credit career experience internships. Because of Norwich's rural location students in some of the most popular majors must travel to other locations to find internships in their field. This grant will help those students with their travel expenses.

#### **ReSOURCE (\$28,000)**

ReSOURCE's internship opportunities serve youth, 16-24 years old, including: high school students, college students, and youth that have dropped out of high school but are looking for the opportunity to complete their degree while learning job skills. While these youth come from a variety of backgrounds, many are from low-very low income families, others face developmental and/or physical disabilities, and some are refugees trying to assimilate to a new culture. ReSOURCE internship opportunities provide customized programs to help targeted populations overcome barriers to finding and keeping a job. In addition, ReSOURCE offers professional development internships for area college students.

#### **Vermont Adaptive Ski and Sports (\$24,000)**

Vermont Adaptive offers competitive and unique internships in the growing fields of therapeutic recreation, outdoor education, adventure recreation, wilderness therapy, environmental education, event planning, marketing, nonprofit management, fundraising, volunteer coordination, public relations and more. The internships provide learning, knowledge, hands-on experience and professional networking to prepare students for employment in Vermont.

#### **VBSR (\$56,000)**

The Vermont Intern Program connects college students and recent graduates with career opportunities in Vermont. Since 2008, the program has helped bridge the gap between Vermont's thousands of graduates seeking career leads and employers seeking skilled workers, with the goal of retaining graduates and growing Vermont's workforce. It has developed relationships with all 21 colleges and universities in Vermont and hundreds of employers.

#### **PY 2015 Internship Programs-Secondary**

##### **Vermont HITEC, Inc. (\$43,000)**

The *Husky Summer Institute* will continue to expose high school students to the industry of advanced manufacturing. It will offer junior high school students and returning seniors the opportunity for an 8-week paid internship at *Husky Injection Molding Systems* in Milton, Vermont. First-time interns will also earn 17 college credits from the *Vermont State College System* and be registered in a pre-apprenticeship program for machine operators. For returning interns from the *2014 Husky Summer Institute*, they will also be eligible to earn an additional 8 college credits from the *Vermont State College System*.

##### **Training Interns for Partnership and Success Statewide Partnership**

The programs funded by VDOL Next Generation money follow the TIPS model (Training Interns for Partnership and Success), which was created by Navicate. TIPS provides teens (ages 16+) with

an opportunity to learn work-readiness skills, participate in an internship with a local business, earn high school credit, and potentially gain paid employment. The program helps students to identify their own interests, to make the connection to a career field, and to learn more about themselves in a real work environment. The pre-employment skills class is typically delivered in the classroom as part of the regular school day. The curriculum emphasizes building and practicing 21<sup>st</sup> century, including effective communication, networking, problem solving, flexibility, creativity and innovation. Lessons cover the 'how-to's' of: finding and keeping a job, dressing appropriately for the workplace, writing cover letters and resumes, interviewing techniques, working in a multi-generational setting, understanding and using labor market information, using social media to market oneself, and managing finances.

After completing the classroom phase of the program, students are placed into a 40-hour unpaid internship in a field they have identified as interesting. A training plan is developed which includes both hard and soft skills attainment. When completed, the student intern may enter into paid employment.

The advantages of student internships at the high school level are many: positive exposure to a local business encourages them to seek future employment at that business and they realize that opportunities exist in Vermont. "I didn't realize there were jobs here in what I'm interested in; I always thought I'd have to leave," is a sentiment expressed more than once. Employers are more than happy to host interns and often develop a long term mentoring relationship with them. Students leave with skills which enhance their employability.

Evidence shows how important real work place experiences are for our young people, and how important having work-ready young adults is for Vermont.

TIPS Partners:

- Bennington County School & Workforce Partnership (\$12,000)
- Capstone (\$20,000)
- Franklin Grand Isle WIB (\$25,000)
- Lake Champlain Regional Chamber of Commerce (\$22,000)
- Rutland Region Education Corporation (\$22,000)
- Upper Valley Business and Education Partnership (\$20,000)
- Statewide coordination and curriculum updates (\$18,000)

## **Regional Workforce Partnership Grants**

### **General Information:**

Act 199, passed into law in 2014, extended authorization for performance grants for regional workforce education and training activities.

The Commissioner of Labor, in consultation with the Secretary of the Agency of Commerce and Community Development and the State Workforce Investment Board, is authorized to issue grants to support workforce development activities in a region. \$116,500 has been awarded for PY 2015.

Eligible applicants include any organization or person(s) engaged in workforce development activities, provided that the entity is registered to do business in the State of Vermont and is in compliance with Vermont laws. Applicants that positively impact the skills and readiness of the local workforce, support the workforce needs of businesses, create jobs, and improve the economic opportunities for the local workforce, will receive preference in the review process.

## **PY 2015 Regional Workforce Partnership Grants**

### **Bennington County Industrial Corporation (\$13,000)**

The Bennington County Industrial Corporation (BCIC) will contract with the Bennington County Regional Commission (BCRC) for a one-year data collection and analysis project—the Bennington Jobs Report, as well as the creation of a 5 year action plan for the Bennington Comprehensive Internship Program (BCIP).

This project will focus on three areas of data collection, which are also the three core constituencies of the BCIP:

- **Jobseekers,**
- **Employers, and**
- **Educational & Job Training Institutions.**

The BCRC will collect aggregate and analyze a variety of specific data, which will help to inform the development of the Coordinator position and the other program goals of the BCIP.

### **Brattleboro Development Credit Corporation (\$10,000)**

In conjunction with its affiliate organization Southeastern Vermont Economic Development Strategies (SeVEDS), the Supervisory Unions of Windham County (4) and members of the business community, this project is the next phase of our regional workforce study, building upon the information that was developed from our recently completed inventory study. This year's focus will be on the region's career exploration and skills development capacity, developing opportunities for sharing programs and resources across the region, and optimizing and using links between the secondary schools, colleges and businesses to strengthen core skills development and workforce education.

### **Capstone Community Action (\$13,500)**

Capstone Community Action (Capstone), in partnership with Central Vermont Economic Development Corporation (CVEDC) and community stakeholders provide the framework for a community-focused workforce development body that is responsible for one of the most successful annual job fairs in the state. The partnership also focuses on bringing together

businesses/employers and training/education providers in an effort to: identify and aggregate training needs in the community; identify resources to support training/education initiatives; and propose solutions for some of the mutually-identified issues. CVEDC will conduct its annual Business Workforce Survey, another activity that produces measurable results and assists in helping area employers recruit qualified employees.

#### **Franklin Grand Isle WIB (\$10,000)**

The Franklin Grand Isle Workforce Investment Board (FGIWIB) is a workforce development and economic development organization focusing on developing the human capital needed for business to thrive in Vermont. FGIWIB will continue and expand Career Awareness activities. FGIWIB works closely with educational partners (CCV, NWTC, CHCC and CCV) to meet the training needs of employers. Employer sector groups in areas of manufacturing meet regularly and as needs arise. This allows contracting training for a group of employers where individual employers do not have enough capacity to make training cost effective.

#### **Green Mountain Economic Development Corporation ((\$10,000)**

GMEDC will promote the top jobs identified in the UVWNA. We are targeting residents of Vermont who are looking for the next opportunity along his or her career path from middle school students to older workers and everyone in between. This will involve partnerships with local employers, education institutions, government agencies, social service agencies, and other nonprofit organizations. It will serve individuals in need of opportunities by providing information on available jobs in our area that provide relatively high total employment and average annual wages. At the same time it will serve employers by reinforcing overall efforts to build and sustain their talent pipelines.

#### **Lake Champlain Regional Chamber of Commerce (\$20,000)**

The Lake Champlain Regional Chamber of Commerce and the Lake Champlain Workforce Collaborative (LCWC), formerly the WIB, has been focusing more of their efforts on Education and Workforce Development. Programs supported by these funds include: **PILOT** (Program to Inspire Leadership, Opportunity and Thought) for high school students; **small BIZ VT summit** which serves all current and future small business owners; **Global Classroom**, an on-line education platform to address the needs of employers for not only their own training needs, but those of their employees; and the **PILOT/Burlington Young Professionals Mentorship Program**.

#### **Lamoille Valley WIB (\$10,000)**

From our surveys and board member experiential knowledge, we will creatively match citizens with training for employment in these categories: heavier technical industries such as HVAC, Ag, and Construction, with an emphasis on safety skills and non-traditional work force; hospitality and culinary management; career exploration and goal setting opportunities for ages 12 – 80; newer medical cluster needs; all job readiness and transferable skills. Entities to be served include the underemployed and unemployed needing work skills, high school students, non-traditional genders exploring careers, entry level employees needing work skills and citizens with disabilities or other barriers to employment.

#### **Patricia Hannaford Regional Technical School District (\$8,000)**

Working in partnership with the Corporation for a Skilled Workforce PAHCC will develop and market “Competency – Based Credentials”, which align with VDOL approved apprenticeship

programs to businesses. We will develop “stacking credentials in at least three other career pathways: Maintenance Repair- Industrial, Utility Worker/Utilities, Veterinary Technician and develop paid apprenticeships in each. Working in partnership with Vermont Technical College (VTC), Community College of Vermont (CCV), and the Trans – Atlantic Training and Technology Alliance we will develop articulation agreements allowing the competency based credentials to be converted to credits that can be applied to Associate and or Bachelor degrees.

### **ReSOURCE (\$5,000)**

ReSOURCE’s Apprentice-style training program serves individuals who are ready to work but need marketable job skills and work credentials for their desired career. Some applicants have been unemployed or under-employed; others are skilled in other trades but are retraining because their jobs have disappeared due to downsizing or relocation, or need new skills after suffering an occupational injury. We want to create a Manufacturing Training Program to meet the needs of local manufacturers. This program will move beyond a “train and pray” style of training to a program designed around available job openings with local employer partners.

### **River Valley WIB (\$10,000)**

The River Valley Workforce Investment Board (RV-WIB) is made up of volunteers representing employer, educators, and human service providers. The RV-WIB serves the northern Windham and southern Windsor county region in The Connecticut River Valley. The RV-WIB also serves as RVTC’s Adult Education Program advisory board. The RV-WIB will support two specific initiatives through the Regional Workforce Development Partners’ Grant;

- We will continue to build on the success of the past several years’ Employment Fairs, and
- We will pilot the region’s first Summer Boot Camp for Manufacturing.

### **Rutland Region Education Corporation (\$10,000)**

The Adult Workforce Council addresses programs for the adult, incumbent workforce.

The Council on Youth addresses programs for the next generation of workers.

1. **Hard to Serve Young Men:** This year we will develop a program to address the issues for the young men in our community who are struggling to engage with education completion and to find work that can provide a sustainable income.
2. **EVOLVE Rutland:** addresses the needs of women professionals in the community
3. **“Your Journey Starts Here”:** Now entering its 6<sup>th</sup> year, this event for 7<sup>th</sup> grade students is designed to begin a process of career exploration.
4. **Sophomore Career Summit:** This will be our 4<sup>th</sup> year for this event, which brings high schools sophomores to Castleton State College for an opportunity to meet in small groups with business representatives of employers from our region.

### **Windham WIB/SEVCA (\$10,000)**

The Windham Workforce Investment Board (WIB) is a community-driven group dedicated to developing a quality workforce In Southeastern Vermont.

This year SEVCA will focus on **Third Annual Career Expo**, which provides a venue for top employers in Windham County to educate attendees on the types of jobs at their company, on the skills and qualifications needed and to recruit for immediate openings.

**The Ready for Work Program (RFW)** addresses the workforce needs in SE VT by helping the area’s unemployed / under-employed workers with little or inconsistent work experience overcome job readiness deficiencies, gain marketable skills, obtain jobs and advance in their careers; thereby providing employers with capable, motivated, ready-to-work employees.

## **VDOL Workforce Education and Training Funds**

**Introduction:** Workforce Education and Training Fund grants are intended to support training that will improve the occupational skills of Vermont workers who are unemployed, under-employed, or at risk of becoming unemployed due to changing workplace skill requirements. Eligible applicants include employers, and public and private training providers **in collaboration with employers.** Activities under this program can include occupational skills training/education, which may include soft skills or work readiness components that are woven into the training curriculum. Preference may be given to projects that train for new or vacant jobs. Projects may also train incumbent workers for promotions or upgrades, or workers who would otherwise be laid off or have their work hours reduced.

### **PY 2014 WETF Awards**

**Advanced Welding/VT Nondestructive Testing** will provide training to qualify employees to perform welder certifications and weld inspection at the school and in the field. (\$30,000)

**Andrew Pearce Bowls-** Will teach new and incumbent employees in shop and technical skills needed to develop high-quality wood-turning manufacturing techniques. (\$15,000)

**Bear Code, LLC-**will train 3 new employees in the quality control processes and testing procedures specific to software development. (\$15,000)

**Brattleboro Memorial Hospital** – will train up to 189 employees to upgrade job skills and to cross train to new positions in coding and Magnetic Resonance Imaging. (\$35,000)

**Central Vermont Community Action Council-** is collaborating with the Vermont Foodbank to expand its Community Kitchen Academy program in Barre, VT. CVCAC will provide intensive classroom and hands-on instruction in culinary and technical skills to underemployed and unemployed Vermonters. (\$107,741)

**Vermont State Colleges/Lyndon State College** – Northeast Precision will train new employees in shop math and technical skills need for entry level CNC operation. (\$35,000)

**Pete's Greens-** Will train a new team of 4 workers to manage a new Pete's Greens line of minimally processed vegetables that will be sold to institutions and bagged and labeled for retail sales. (\$30,000)

**ReSOURCE** –will provide education and occupational skill training to 47 disadvantaged adults and low income youth with full-time classroom and hands-on practical training through their YouthBuild program. Additional outcomes include construction of affordable housing, weatherization, solar hot water installation, distribution of essential goods including computers and major appliances to low income families. (\$80,000)

**SunCommon-** will provide technical skills training and professional development to staff. Curriculum will include but not be limited to: Phase II of Sales training, best practices in Customer

Service, Time and Project Management, Excel, Technical Solar installation, Marketing Theories, and best practices in effective marketing techniques, QuickBooks and SunPower Commercial Design. (\$30,000)

**Vermod, LLC**- will train 12 workers in constructing of high performance, super energy efficient manufactured homes. (\$30,000)

**Vermont HITEC** –will recruit, educate and place into a USDOL apprenticeship up to 12 Vermonters as medical coders for Dartmouth-Hitchcock Hospital. (\$165,000)

**Vermont Rural Water Association** –will coordinate and conduct Utility Management Certification program for water and wastewater system personnel. (\$35,000)

**Vermont State Colleges/Community College of Vermont**- will provide training in the skill areas required to be work ready employees utilizing the Governor’s Career Ready Certificate Program. (\$162,352)

**Visiting Nurse Association of Chittenden and Grand Isle Counties** – will continue and expand the Career Ladder for PCAs program that not only creates new jobs but also improves employee retention and engagement while increasing client satisfaction. (\$100,000)

**Vermont Works for Women** – will prepare and train 10 women in the basic skills required to obtain employment in the field of law enforcement. (\$20,000)

**Performance Measures:**

**# of individuals to be trained:**

**Incumbent Workers**

**New Workers**

**# of New Jobs created**

**# of Existing Jobs retained**

**Increase in Employee Wages: by \_\_\_ percent or by \$\_\_\_/hour**

**Increase in overall business capability:**

**Vermont Department of Labor**

**WETF Mini-Grants**

**Franklin Central Supervisory Union**-will re-instate their Job Shadow Program which places students in a hands-on job shadow in a place of business. (\$3,000)

**Rutland City Public Schools** will work in close partnership with the Rutland Region Workforce Investment Board (RRWIB) in the organization and execution of a career development event: “Your Journey Starts Here” targeting 7<sup>th</sup> graders. It is a college campus based event. Our relationships with local high schools and the business community are vital in this collaboration. Through our involvement in work based learning, we are able to help bring in some of the key components of career exploration activities. We strongly advocate that all schools regardless of their size should be exposed to career based learning experiences. These events also enable the business community to be involved in a very positive and efficient way.

### **Governor's Institute on Entrepreneurship**

The Governor's Institute on Entrepreneurship provides an in-depth opportunity for high school students to gain the knowledge, skills, mentorship and peer support to ready them for future careers as entrepreneurs or entrepreneurial workers in existing companies. Young people from across Vermont work hands-on alongside professionals gaining exposure to various aspects of entrepreneurship and getting an understanding of the skills and pathways they will need to achieve their career goals. (\$2,900)

### **Governor's Institute on Engineering**

The Governor's Institute on Engineering provides an in-depth opportunity for high school students to gain the exposure, skills, mentorship and peer support to support pursuit of careers in several fields of engineering. Young people from across Vermont work hands-on alongside professionals gaining exposure to various fields of engineering such as robotics, aerospace, energy, and biomedical engineering, and getting an understanding of the skills and pathways they will need to achieve their career goals. (\$2,900)

### **Governor's Institute on Information Technology**

The Governor's Institute on Information Technology provides an in-depth opportunity for high school students to gain the exposure, skills, mentorship and peer-support to facilitate pursuit of careers in several fields of information technology. Young people from across Vermont work hands-on alongside professionals gaining exposure to programming and network security, web design or game design. (\$2,900)

### **Upper Valley Business and Education Partnership**

The Upper Valley Business and Education Partnership (UVBEP) offers career exploration, work-based learning and professional development programs to K-12 Partner Schools and is seeking funding to meet the increased demand for programs at the 7<sup>th</sup>-9<sup>th</sup> grade level. UVBEP will offer a progression of Career Exploration (CE) programs to grades 7-9 in Vermont schools in the Bradford, Connecticut Valley and Upper Valley Workforce Investment Board regions. A key benefit of the CE programs is that each level offered can build upon the awareness generated from the previous year, resulting in greater overall impact to students.

[Grade 7: Junior Achievement Economics for Success](#)

[Grade 8: Job Shadow Day \(JSD\)](#)

[Grade 9: Learn to Earn](#)

<b>2014 WETF Grantees</b>		
<b>Applicant</b>		<b>Amount</b>
Advanced Welding/VT nondestructive Testing	S. Burlington	\$ 30,000.00
Andrew Pearce Bowls	S. Royalton	\$ 15,000.00
Bear Code LLC	Montpelier	\$ 15,000.00
Brattleboro Memorial Hospital	Brattleboro	\$ 35,000.00
Central VT Community Action Council	Barre	\$ 107,741.00
Franklin Central Supervisory Union	St. Albans	\$ 3,000.00
Lyndon State College/Northeast Precision	Lyndonville	\$ 35,000.00
Pete's Greens, Inc	Craftsbury	\$ 30,000.00
ReSource	Burlington	\$ 80,000.00
SunCommon	Waterbury Ctr.	\$ 30,000.00
Vermod	Hartford	\$ 30,000.00
Vermont HITEC	Statewide	\$ 165,000.00
Vermont Rural Water Assoc	Statewide	\$ 35,000.00
Vermont State Colleges/Community College of VT	Statewide	\$ 162,352.00
Visiting Nurse Assoc. of Chittenden & GI	Chittenden/Grand Isle	\$ 100,000.00
VT. Works for Women	Chittenden County	\$ 20,000.00
		\$ 893,093.00

<b>WETF Grants Obligated with 2013 Funds</b>		
<b>Grantee</b>	<b>Town</b>	<b>Grant Amt.</b>
Association of Africans Living in VT	Burlington	\$ 36,551.00
BioTek	Winooski	\$1,206.00
Brattleboro Food Co-op	Brattleboro	\$21,701.00
Brookfield	Northfield	\$11,790.00
CCV	Montpelier	\$40,000.00
Cornerstone	Barre	\$7,158.00
VT Department of Children & Families	Statewide	\$106,120.00
Dynapower	S. Burlington	\$87,993.00
FW Webb	Bedford, MA (for VT Sales	\$15,610.00

	Force)	
Hebert & Sons	Lyndonville	\$12,867.00
JBM Sherman Carmel, Inc	Bennington	\$10,895.00
Navicate	Statewide	\$20,000.00
Revision Military	Newport	\$39,224.00
Sun Common	Waterbury Center	\$4,941.00
Sunglow Literacy	Essex Junction	\$11,493.00
VTC	East Randolph	\$36,960.00
VWW	Winooski	\$14,279.00
<b>Totals</b>		<b>\$442,237.00</b>

### WETF Grants Obligated with 2012 Funds

Grantee	Region	Amount
AGC	ST	\$21,100.00
ATC	NW	\$23,742.00
Barre Firefighters	CV	\$4,165.00
Barre Firefighters	CV	\$32,096.00
Biebel Builders, Inc.	SE	\$25,387.00
Black River Produce	SE	\$21,720.00
Brattleboro Memorial Hospital	SE	\$18,000.00
CCV/CRC	ST	\$186,843.00
Chittenden Central SU	NW	\$15,293.00
Competitive Computing (c2)	NW	\$38,654.00
Dept of Human Services	ST	\$100,000.00
EIV	CV	\$14,389.00
Farmstead Cheese	SE	\$21,600.00
ICCIE	ST	\$28,000.00
Lamoille North SU	NE	\$5,347.00
North Country Hospital NE	NE	\$16,078.00
Omega Optical	SE	\$16,500.00
PBM Nutritionals	NW	\$144,711.00
Statewide EMT Training	ST	\$150,000.00
Utility Risk Management Corporation	CV	\$17,250.00
VCCICC	NW	\$16,352.00
Vermont Works for Women	NW	\$63,804.00
Visiting Nurse Assoc. of Chittenden & Grand Isle	NW	\$93,503.00
VSC/CCV	ST	\$57,540.00
VT Alliance of Home Health & Hospice	ST	\$61,950.00

VT Rural Water Association	ST	\$41,934.00
Total Obligated		\$1,235,958.00

<b>WETF Grants Obligated with 2011 Funds</b>		
<b>Grantee</b>	<b>Region</b>	<b>Amount</b>
Copley Hospital	CV	\$6,363.00
Commonwealth	SE	\$66,465.00
TLC Nursing Svc	NW	\$9,900.00
Green Mt. Concert Services	ST	\$12,847.00
Cedar Hill	SE	\$31,584.00
Tivoly	NE	\$34,715.00
microDATA	NE	\$58,489.00
Numia	NE	\$4,000.00
Stowe Tree Experts	CV	\$2,403.00
AGC	CV	\$25,114.00
North Country Hospital	NE	\$20,080.00
AGC	CV	\$21,100.00
Fab Tech	NW	\$45,000.00
Lyndon State College	NE	\$43,300.00
Physicians Computer Company	NW	\$8,250.00
VT Criminal Justice Training Council	ST	\$41,000.00
ICCIE	ST	\$23,067.00
CCV	ST	\$200,000.00
Contractor's Crane Service	CV	\$39,987.00
Systems & Software	NW	\$113,089.00
VWW (Law Enforcement)	NW	\$20,000.00
Porter Medical Center	NW	\$9,500.00
RSG	CV	\$8,460.00
Resolution, Inc.	NW	\$11,366.00
Chroma Technology	CV	\$26,000.00
Aramark	NW	\$11,648.00
Total Obligated		\$893,727.00

<b>WETF Grants obligated with 2010 funds:</b>		
VT Nondestructive Testing	S Burlington	\$24,900.00

Davis & Hodgdon	Burlington	\$3,994.00
Auto Craftsmen	Montpelier	\$4,725.00
AGC	Statewide	\$50,000.00
VTC/CVHR	Randolph	\$7,632.00
Data Systems	Burlington	\$1,500.00
Marlboro College	Marlboro	\$10,000.00
SB Electronics	Barre	\$100,000.00
Austine School	Brattleboro	\$20,842.00
Lamoille Valley Chamber of Commerce	Lamoille County	\$21,800.00
North Country Hospital	NEK	\$23,825.00
William E Dailey Precast	Shaftsbury	\$10,575.00
Association of Africans	Burlington	\$42,492.00
Village of Johnson	Johnson	\$4,100.00
IBEW	Statewide	\$48,064.00
VTCJTC (Police Academy)	Statewide	\$82,489.00
United Way	Statewide	\$19,000.00
Biebel Builders	Windsor	\$40,313.00
VTC Weatherization	Randolph	\$7,100.00
Burton Snowboards	Burlington	\$35,720.00
Numia Medical	Newport	\$25,270.00
Agency of Agriculture	Statewide	\$9,750.00
Copley Hospital	Morrisville	\$3,243.00
ICCIE	Burlington	\$19,859.00
Long Trail	Bridgewater	\$6,200.00
Omega	Brattleboro	\$7,650.00
Jay Peak (NCSU)	Northeast Kingdom	\$45,097.00
Vermont Composites	Bennington	\$47,096.00
BioTek	Winooski	\$8,832.00
Espresso Bueno	Barre	\$2,720.00
King Arthur Flour	Norwich	\$20,000.00
Biebel Builders	Windsor	\$20,910.00
Northwestern Counseling	St. Albans	\$16,532.00
Dealer.com	Burlington	\$150,000.00
Maple Mountain Woodwork	Richford	\$80,000.00
Highfields	Hardwick	\$6,855.00
		\$1,029,085.00

<b>Regional Workforce Partnership Awards 2014</b>		
<b>Applicant</b>	<b>Address</b>	<b>Amt.</b>
Bennington County Industrial Corporation	Bennington	\$10,000.00
CVCAC	Barre	\$15,000.00
Franklin Grand Isle WIB	St. Albans	\$10,000.00
Gr. Mt. Economic Devp. Corp.	White River Jct.	\$10,000.00
Lake Champlain WIB	Burlington	\$25,000.00
Lamoille Valley WIB	Hyde Park	\$10,000.00
Addison County Economic Devp. Corp.	Middlebury	\$9,740.00
River Valley Tech Ctr	Springfield	\$10,000.00
Rutland Regional WIB	Rutland	\$10,000.00
Windham WIB	Westminster	\$10,000.00
Brattleboro Devp. Credit Corp	Brattleboro	\$10,000.00
<b>Total</b>		<b>\$129,740.00</b>
<b>Regional Workforce Partnership Awards 2013</b>		
<b>Applicant</b>	<b>Address</b>	<b>Amt.</b>
Bennington Cty School & Workforce Partnership	Bennington	\$8,030.00
CVCAC	Barre	\$15,000.00
Franklin Grand Isle WIB	St. Albans	\$15,000.00
Gr. Mt. Economic Devp. Corp.	White River Jct.	\$11,760.00
Lake Champlain WIB	Burlington	\$22,500.00
Lamoille Valley WIB	Hyde Park	\$13,067.00
Patricia A. Hannaford Regional Technical School District	Middlebury	\$6,000.00
River Valley Tech Ctr	Springfield	\$7,000.00
Rutland Regional WIB	Rutland	\$14,500.00
Southeastern VT Community Action Council	Westminster	\$13,000.00
<b>Total</b>		<b>\$125,857.00</b>

**WIB Grants 2012**

		<b>Grant Amt</b>
Bennington Cty Schl & Workforce Partner	Bennington	\$7,826.00
Central Vermont Economic Dev Corp	Barre	\$11,965.00
Franklin Grand Isle	St. Albans	\$10,875.00
Green Mountain Economic Dev. Corp.	White River Junction	\$8,750.00
Lake Champlain Chamber of Commerce	Burlington	\$20,000.00
Lamoille North Supervisory Union	Hyde Park	\$5,801.00
Patricia Hannaford Regional Tech. School	Middlebury	\$4,000.00
River Valley Technical Center	Springfield	\$7,580.00
Rutland Region Education Corporation	Rutland	\$13,728.00
Southeastern Vermont Community Action	Westminster	\$9,750.00
St. Johnsbury Academy	St. Johnsbury	\$6,078.00
<b>Total</b>		<b>\$106,353.00</b>

**WIB Grants 2011**

<b>Awardee</b>		<b>Total Grant Amount</b>
Bennington County School and Workforce Partnership	Bennington	\$8,696.00
Central Vermont Economic Devp. Corp.	Barre	\$13,974.00
Franklin Grand Isle WIB	St. Albans	\$12,152.00
Lake Champlain Chamber of Commerce	Burlington	\$23,083.00
Lamoille North Supervisory Union	Hyde Park	\$7,834.00
North Country Supervisory Union	Newport	\$7,860.00
Patricia Hannaford Regional Technical School District	Middlebury	\$8,563.00
River Valley Technical Center	Springfield	\$8,422.00
Rutland Regional Education Corporation	Rutland	\$15,253.00
SEVCA	Westminster	\$8,531.00
St. Johnsbury Academy	St. Johnsbury	\$6,967.00
Upper Valley Commerce and Education Alliance		\$9,827.00
		\$131,162.00