

# Vermont Training Program

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Annual Report  
Fiscal Year 2016

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**From:**

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Michael Schirling, Secretary

Department of Economic  
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## About the Vermont Training Program

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

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## EXECUTIVE SUMMARY

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2016 was a busy and successful year for the Vermont Training Program (VTP); over 90 individual businesses were visited across the State, we approved 32 VTP grants, and the fund was instrumental in helping train 639 employees at 41 Vermont companies. As a result of the training, participant wages showed an increase of 6.9% through FY16. In most every case, the response from employers that have received state training assistance has been overwhelmingly positive and appreciative.

The advanced manufacturing industry continues to lead the way as employers look to help implement process improvements and new manufacturing technology to grow and compete internationally. For example, computer numerically controlled (CNC) machines are continuing to be seen in all advanced manufacturing floors and are a major driver of the requests for incumbent training as the increased productivity helps with maintaining a company's competitive edge. Software development and IT are also starting to show momentum in terms of VTP requests as web design, cloud-based computing and cyber security skills are now increasingly required of successful businesses.

The message we heard most often from employers in 2016 is that businesses are not able to find workers with the qualifying skills needed for entry level employment and continue to struggle with recruitment and training. To help, the Vermont Training Program is willing to 'carve-out' 10% of the funds allocated to VTP to help promote work-based programs and activities. The new legislative permission will allow for Vermont students in middle school, secondary school, career technical education programs, or post-secondary schools to be introduced to Vermont manufacturers or other regionally significant employers. This kind of activity can help to offset the costs the employer incurs when promoting work-based learning programs, including the costs of transportation, curriculum development, and materials.

## WHAT'S NEW FOR VTP MOVING FORWARD

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The VTP program is now administered through an online web based grant management system.

The VTP staff have implemented a grant monitoring process to provide further oversight of the program.

## FY16 CUMMULATIVE SUMMARY OF GRANTS TO BUSINESSES AND TRAINING PROVIDERS

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Grants Awarded: \$1,445,242.62 <sup>1</sup>

Total Employees Trained: 639

Total Businesses Awarded: 41

## TRAINING FOR THE JOBS OF TOMORROW

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■ ■ ■  
*“Liquid Measurement Systems is a small Vermont aerospace company strategically focused on innovation and growth. The training dollars we received from the Vermont Training Grant have been a huge help in achieving our strategic growth objectives.”*  
■ ■ ■

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<sup>1</sup> FY16 Grant Budget: \$1,307,741.00. The grants awarded were larger than the budget due to carry forward funds.

## THE DIFFERENCE WE MAKE: TRAINING LEADS TO HIGHER WAGES

Data collected by the Vermont Department of Labor shows that those employees who participate in VTP trainings see a wage increase. <sup>2</sup>

Fiscal Year	Median Quarterly Wage Increase Post Training
*Preliminary 2016	6.9%
Updated 2015	7.7%
Preliminary 2015	.3%

*\*Note: Due to the fact that the Vermont training program is administered on a rolling basis, and that VDOL calculates median wage changes only from grants that start and end in the same fiscal year, only FY16 grantees that submitted invoices were captured in VDOL's analysis. There were a large percentage of grants carried over from FY15 that we have included in the FY16 report. However, because the grants did not start in FY16 they are not captured in VDOL's analysis. There is also a large percentage of grants that started in FY16 and carried over into FY17 that are not captured in VDOL analysis either. We have received updated FY15 data from VDOL in this year's analysis that we are reporting on. Updated FY16 data will be included in the FY17 annual report.*

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<sup>2</sup> Source: Vermont Department of Labor Median Wage Analysis for the Vermont Training Program. 2016 wage data is preliminary and statewide data is not yet available.

## IMPACT HIGHLIGHTS

American Rail Dispatching Center in Northwest Vermont was chosen as the site to consolidate 3 other dispatch centers from around the US. They partnered with VTP to help train 11 new dispatchers on a tight guideline as the other centers closed. Along with Railway regulations these dispatchers learned critical thinking and interpersonal communication skills.



“The American Rail Dispatching Center (a Genesee & Wyoming Co.) is extremely excited and pleased with the relationship that has been built with the Vermont Training Program. They were an integral part of us getting a grant to assist in training our rail traffic controllers. We appreciate all their dedication and knowledge, they really made a difference in our Vermonters careers.”

## BUSINESS GRANTEES—FY2016

These grants have been applied for and have successfully gone through our review process as well as compliance with State agencies such as WC, UI, Tax. The monies have been awarded from the FY16 VTP appropriation.<sup>3</sup>

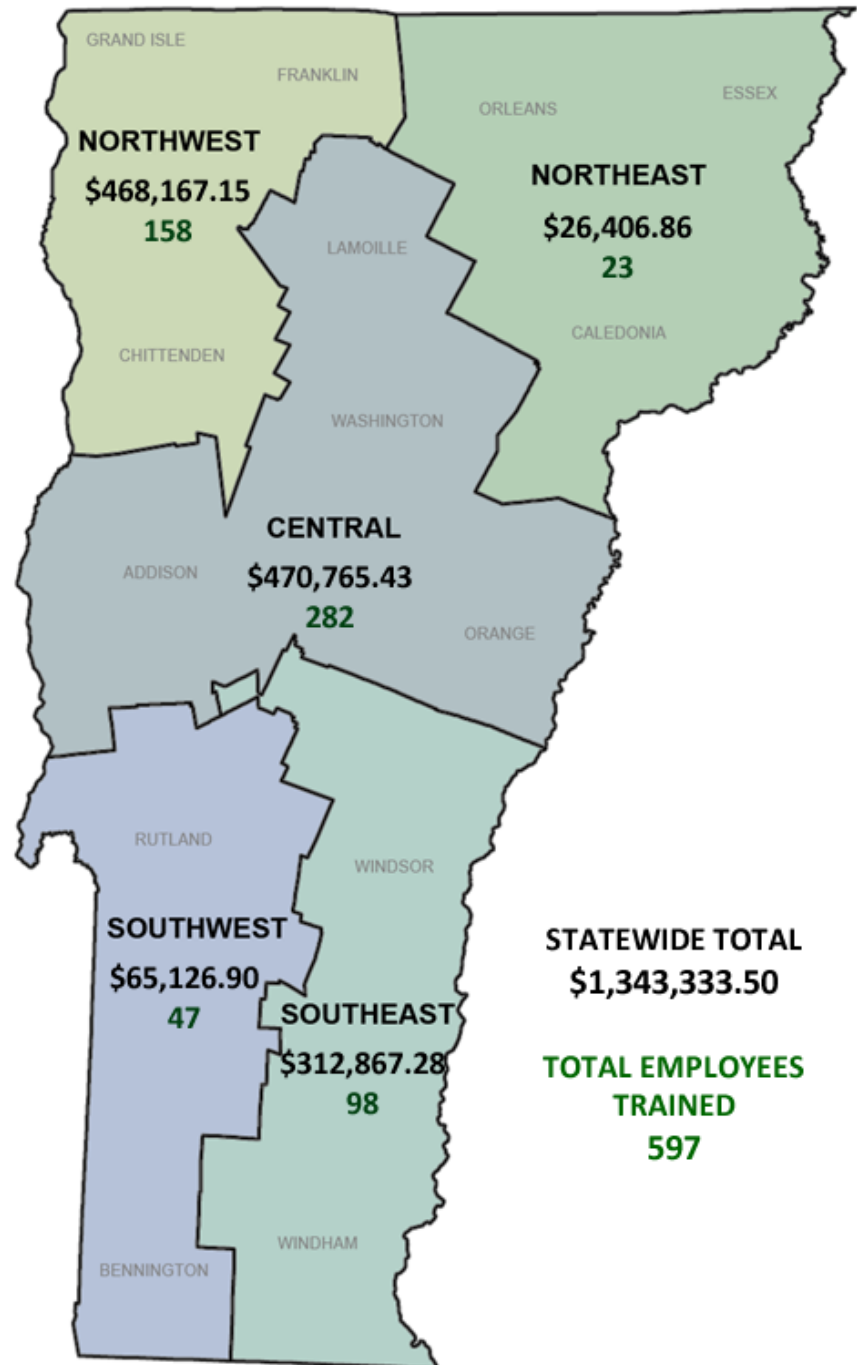
### Sector Distribution of Grants Awarded in FY2016 for Partner Businesses

Sector	Number of Grant Agreements	Number of Employees Trained	Awards
Advanced Manufacturing	14	436	\$923,392.72
Biotechnology	0	0	\$0.00
Financial Services	1	5	\$4,937.50
Food Systems	4	61	\$51,659.00
Forest Products	1	9	\$37,680.00
Green Business	1	15	\$23,591.90
Health Care	1	1	\$987.50
Clean Energy, Efficiency & Electricity	0	0	\$0.00
Software Development and IT	3	30	\$176,076.00
Arts and Culture	2	29	\$36,877.00
Education	0	0	\$0.00
Tourism & Recreation	0	0	\$0.00
Other	1	11	\$88,132.00
<b>Total</b>	<b>28</b>	<b>572</b>	<b>\$1,343,333.50</b>

Note: Other category includes award to a rail dispatch center.

<sup>3</sup> Some businesses can be accurately classified within multiple sectors. For instance, six of the “advanced manufacturing” businesses tallied above are wood products manufacturers and therefore could also be listed as “forest products” businesses. However, to avoid double-counting, businesses are listed in just one sector in the table above even if they could fairly be classified under other sector categories as well.

## BUSINESS GRANTEES AWARDED BY REGION





### Geographic Distribution of Grants Awarded for Partner Businesses

Region	Number of Grant Agreements	Number of Employees Trained	Awarded
	FY16	FY16	FY16
Northwest	8	158	\$468,167.15
Northeast	2	23	\$26,406.86
Central	7	282	\$470,765.43
Southwest	3	47	\$65,126.90
Southeast	7	98	\$312,867.28
<b>Totals</b>	<b>28</b>	<b>597</b>	<b>\$1,343,333.50</b>

Note: Geographic regions are defined as follows:

- Northwest = Franklin, Chittenden, and Grand Isle Counties
- Northeast = Orleans, Essex, and Caledonia Counties
- Central = Addison, Washington, Lamoille, and Orange Counties
- Southwest = Rutland and Bennington Counties
- Southeast = Windsor and Windham Counties

### FY2016 GRANT SUMMARIES TO PARTNER BUSINESSES

Business Awarded	Max Amount Awarded	Max Employees to be Trained
<b>H. Hirschmann Ltd</b> has had an increase in business which has necessitated faster turnaround times. VTP partnered with H. Hirschmann to train incumbent and new hires on advanced manufacturing skills including CNC/CAD programming and other new machinery skills.	\$38,175.00	30
<b>Casella Waste Systems</b> has seen new market growth and the retirement of existing Operations Managers, and will begin an accelerated Operations Management Training to address the openings. The program focuses on operations, leadership, CDL acquisition, trucks, disposal sites and maintenance.	\$23,591.90	15
<b>Vermont Castings Group</b> is adding new equipment to their Randolph facility. VTP is partnering with them to train new and incumbent employees in all aspects of this new equipment.	\$124,402.60	60
<b>Laura Zindel Designs</b> is changing production methods. All fulltime employees will be trained in the new Ram Press production method. This training includes master mold making, RAM production dies, maintenance, safety and Kanban inventory management.	\$19,735.00	9
<b>GW Plastics</b> was awarded a major healthcare program. The new customer, a major healthcare industry company created the need for GW to add new molding machines in Vermont. VTP partnered to provide training for processing, quality operations and engineering.	\$54,623.33	31
<b>Vermont Culinary Islands</b> training initiative transforms their operation to an advanced manufacturer utilizing mass customization/build to order principles. The wide range of products drives their core growth strategy, diversifying look and function, while reducing the number of	\$28,631.50	16

modules. VTP partnered in CNC and other advanced manufacturing trainings.		
<b>Aris Solutions Inc.</b> partnered with VTP for their leadership training. As the company has grown in Vermont, these new positions have opened up.	<b>\$4,937.50</b>	<b>5</b>
<b>Lincoln Street</b> partnered with VTP to help with leadership training specialized to their healthcare sector to include leading from within training.	<b>\$987.50</b>	<b>1</b>
<b>American Meadows</b> is growing and needed to find process efficiencies and leadership development training. VTP supported their growth with Lean Office and Value Stream Mapping training.	<b>\$6050.00</b>	<b>18</b>
<b>Hearthstone</b> promoted a number of employees to leadership positions. VTP provided the new leaders with American Production and Inventory Control Society (APICS) trainings.	<b>\$12,815.00</b>	<b>14</b>
<b>Butterworks Farm</b> purchased a new filling machine to increase their production of dairy products. VTP provided help with the needed training.	<b>\$3,299.00</b>	<b>6</b>
<b>Revision Military</b> brought back to Vermont previously outsourced component work. VTP provided the advanced injection molding training.	<b>\$18,630.00</b>	<b>12</b>
<b>Competitive Computing</b> added a new service offering. VTP training will provide staff competency in this “cloud” computing service, which will open new markets for them.	<b>\$28,674.00</b>	<b>12</b>
<b>Cultural Intrigue</b> purchased a number of software platforms to help them compete in new markets and asked the VTP to help partner in the trainings.	<b>\$17,142.00</b>	<b>20</b>
<b>PreCraft Inc.’s</b> training was multi-faceted; front office training for design and management software and the latest trainings in manufacturing prefabrication.	<b>\$80,067.50</b>	<b>15</b>

<b>Global Foundries</b> made a large investment in new equipment for capturing market opportunities in the mobile chip market. VTP partnered with them to train their maintenance technicians to decrease down time and increase productivity.	<b>\$159,085.60</b>	<b>67</b>
<b>Vermed</b> had ECG (electrocardiogram) electrodes moved from the parent company in Buffalo NY to their Vermont location. VTP helped train the employees on the new equipment and software needed for this transfer of 10 million units.	<b>\$128,623.78</b>	<b>28</b>
<b>Vermont Creamery</b> partnered with VTP to provide new staff and recently promoted employees with leadership and lean production trainings.	<b>\$22,490.00</b>	<b>12</b>
<b>Liquid Measurement</b> has expanded their business with commercial aerospace companies and the military. VTP partnered to provide business process, leadership and a new HRIS and Quality Assurance Management systems.	<b>\$20,193.55</b>	<b>20</b>
<b>Burlington Bytes</b> is growing quickly and cannot find employees with the skill sets needed to deliver their software products. Burlington Bytes asked VTP to provide hard skill trainings to local employees with exceptional soft skills.	<b>\$85,960.00</b>	<b>9</b>
<b>Rutland Plywood</b> re-opened for business and had to add new equipment due to the loss of the old equipment in a fire. This equipment required new process training and learning that a VTP grant assisted with.	<b>\$3360.00</b>	<b>2</b>
<b>Cabot Hosiery Mills</b> is expanding due to the explosive growth of their Darn Tough brand. They have been challenged to keep up with World Wide demand. They have added new equipment and processes and asked VTP to partner with them for training.	<b>\$135,829.00</b>	<b>55</b>
<b>NuHarbor Security</b> is a cyber security business that is developing a Security Operations Center (SOC) in Vermont and is having a hard time finding the skills needed to staff the center. They utilized a VTP grant to help train individuals to	<b>\$61,442.00</b>	<b>9</b>

gain the necessary skills needed to perform their job duties.		
<b>American Rail Dispatching Center</b> was part of 4 nationwide dispatch centers for the Genesee & Wyoming Inc. and was chosen as the site to consolidate all four dispatch centers. This created a need to bring 11 new dispatchers on board and fully trained by the end of 2016. A VTP grant is being utilized to help with this Federal Railroad Administration training.	<b>\$88,132.00</b>	<b>11</b>
<b>Built by Newport</b> is utilizing VTP for Lean and quality control trainings as well as training on a new ERP system.	<b>\$23,107.86</b>	<b>17</b>
<b>Renewable Fuels of Vermont</b> Renewable Fuels added a first of its kind dryer system to their wood pellet manufacturing plant as well as other new equipment and is utilizing the VTP to help train employees on these new machines.	<b>\$37,680.00</b>	<b>9</b>
<b>Vermont Maple Sugar Company</b> trained companywide on a new Enterprise Resource Planning system to improve efficiencies as well as workflow and process improvement training as they continue to grow.	<b>\$19,820.00</b>	<b>25</b>

Note: Connor Homes received a VTP grant for \$95,848.00 but was unable to utilize the training.

## COMPLETED AND ACTIVE BUSINESS 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:

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

### Completed Grants:

Business Grants Quick Facts	FY16
Total Number of Completed Grants	18
Total Funds Spent on Completed Grants	\$241,474.56
Total Number of Employees Served	498
Approximate Cost Per Employee	\$487.82

Completed Business Grant Recipients	Expenditure	Activity	# Served	Average Wage <sup>4</sup>
H. Hirschmann Ltd.	\$37,934.50	NH/NP NH/EP IE/US	15	\$20.41
Bouchard Pierce	\$800.00	IE/US	4	\$19.88
Connor Homes	\$5,797.37	NH/EP IE/US	27	\$21.86
Cx Associates	\$9,622.23	IE/US	7	\$29.58
Polhemus	\$5,307.50	IE/US	20	\$32.80
Northeast Precision	\$19,250.00	IE/US	27	\$21.27
Ellison Surface Tech	\$5,946.00	IE/US	29	\$24.56
Acrylic Designs	\$5,504.50	IE/US NH/NP	4	\$18.96
Critical Process Systems	\$1,800.00	IE/US	14	\$34.26
Smart Resources	\$375.00	IE/US	1	\$25.00
Dynapower	\$46,400.00	IE/US	174	\$25.23
Vermont Timber Works	\$7,490.00	NH/EP IE/US	3	\$14.00
Hazelett	11,229.95	IE/US	27	\$42.85
Bio Tek Instruments	\$50,750.00	IE/US	128	\$25.83
Laura Zindel Design	\$19,370.00	NH/NP NH/EP IE/DP	8	\$15.50
Aris Solutions	\$3,950.00	IE/US	4	\$22.17
Lincoln St Inc	\$987.50	IE/US	1	\$18.50
Mansfield Heliflight	\$8,960.00	NH/NP IE/US	2	\$22.02
<b>Total</b>	<b>\$241,474.56</b>		<b>498</b>	<b>\$24.15</b>

<sup>4</sup> Average wage is calculated from invoices received after completed trainings.

Active Business Grant Recipients	Maximum Payable
Burlington Bytes	\$85,960.00
Built by Newport	\$23,107.86
Vermont Creamery	\$22,490.00
Vermont Maple Sugar Company, Inc.	\$19,820.00
Vermont Islands	\$28,631.50
GW Plastics	\$54,623.33
American Meadows	\$6,050.00
PreCraft Services	\$80,067.50
Hearthstone	\$12,815.00
Liquid Measurement Systems	\$20,193.55
Cultural Intrigue	\$17,142.00
Global Foundries	\$159,085.60
Vermed	\$128,623.78
Stratabond/Rutland Plywood	\$3,360.00
Cabot Hosiery Mills	\$135,829.00
NuHarbor Security	\$61,442.00
American Rail Dispatching Center	\$88,132.00
Renewable Fuels of Vermont	\$37,680.00
Casella Waste Systems	\$23,591.90
Vermont Castings Group	\$124,402.60
Revision Military	\$18,630.00
Competitive Computing	\$28,674.00
Butterworks Farm	\$3,299.00
<b>Total</b>	<b>\$1,183,650.62</b>



## TRAINING FOR THE JOBS OF TOMORROW



“At Vermont Creamery, we have an open book style of management where we share all our metrics with employees so it was a wonderful next step to involve our employees in Lean Manufacturing improvements. We realized a positive impact on the bottom line from Day 1 of the Vermont Training Program grant and employees had more ownership of the process.”

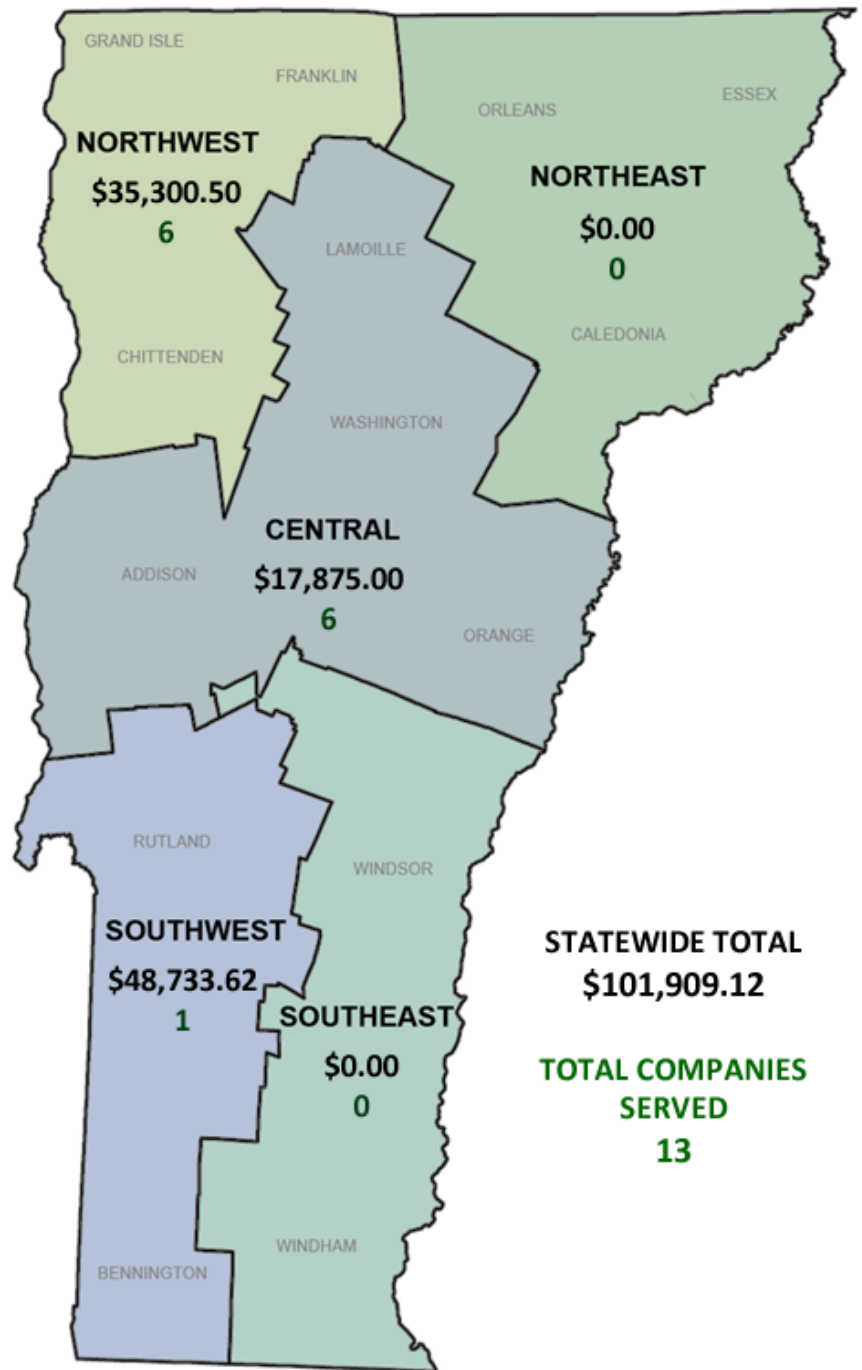
## TRAINING PROVIDER GRANTEES—FY2016

### Geographic Distribution of Funds Awarded to Training Providers FY2016

Region	Number of Companies Served by Grant Agreements	Number of Employees Trained	Expenditures
Northwest	6	12	\$35,300.50
Northeast	0	0	\$0.00
Central	6	11	\$17,875.00
Southwest	1	19	\$48,733.62
Southeast	0	0	\$0.00
<b>Total</b>	<b>13</b>	<b>42</b>	<b>\$101,909.12</b>

*Notes: 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.*

**TRAINING PROVIDER GRANTEES AWARDED BY REGION**



## Sector Distribution of Funds Awarded in FY2016 for Training Providers

Sector	Number of Companies Served by Grant Agreements	Number of Employees Trained	Expenditures
Advanced Manufacturing:	13	42	\$101,909.12
Biotechnology:	0	0	\$0.00
Financial Services:	0	0	\$0.00
Food Systems:	0	0	\$0.00
Forest Products:	0	0	\$0.00
Green Business:	0	0	\$0.00
Health Care:	0	0	\$0.00
Clean Energy, Efficiency & Electrical:	0	0	\$0.00
Software Dev. and IT:	0	0	\$0.00
Arts and Culture:	0	0	\$0.00
Education:	0	0	\$0.00
Tourism & Recreation:	0	0	\$0.00
Other:	0	0	\$0.00
<b>Total</b>	<b>13</b>	<b>42</b>	<b>\$101,909.12</b>

Training Provider Name	Funds Awarded
SkillTech at the Center for Tech, Essex	\$12,160.50
VTC – GE Apprenticeship	\$48,733.62
VTC – Electrical Technician Training	\$23,140.00
VMEC	\$17,875.00

## List of Businesses reported by Training Providers

EGP North America	VT Precision	Mylan
Hazelett	Perrigo	Velan Valve
General Electric	Dealer.com	Husky
Mack Molding	NSA Industries	Precision Composites
Sonnax		

### FY2016 GRANT SUMMARIES TO TRAINING PROVIDER

Training Provider Awarded	Max Amount Awarded	Max Employees to be Trained
<b>SkillTech at the Center for Technology, Essex</b> was the training provider for Velan Valve to train low-skill, low-wage workers for high-skill, high-wage workers in advanced manufacturing skills, including CNC programming.	<b>\$12,160.50</b>	<b>4</b>
<b>VTC: GE Apprenticeship</b> provided training for the Advanced Toolmaker Apprentice Program for General Electric. The training will meet immediate needs and creates a pipeline of employees needed to replace retirees over the next 5-10 years.	<b>\$48,733.62</b>	<b>19</b>
<b>VTC (electrical technician training)</b> trained employees from EGP North America, VT Precision, Mylan, Hazelett and Perrigo to install, troubleshoot and maintain industrial electrical systems.	<b>\$23,140.00</b>	<b>8</b>
<b>VMEC</b> provided 11 employees from 6 different companies training in Lean Six Sigma Greenbelt training. This is a 10-day, hands-on orientation to the Lean Six Sigma Green Belt program. Lean Six Sigma projects comprise aspects of Lean's waste elimination and the Six Sigma focus on reducing variation and critical to quality defects. The training is typically coordinated with a results-driven project for each candidate. This provides a practical framework for learning Lean Six Sigma by experience, as tailored to one's work area - while delivering immediate ROI to the organization.	<b>\$17,875.00</b>	<b>11</b>

## ELIGIBILITY TO PARTICIPATE

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The VTP is open to all sectors. 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)
- Employee compensation (hourly wage), at the completion of training, must equal or exceed the livable wage as defined by the Vermont Legislative Joint Fiscal Office (JFO). Currently set at \$13.00 per hour
- Employees must be offered a minimum of three of the following employee benefits: health insurance (w/ 50% or more of the premium paid by the employer), dental assistance, paid vacation, paid holidays, child care, retirement benefits, other paid time off including paid sick days, other extraordinary employee benefits.

Health Insurance (with 50% or more of premium paid by employer)	Dental Insurance Assistance
Paid Vacation	Paid Holidays
Child Care	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 ANALYSIS

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This is the fifth year that the Vermont Training Program (VTP) Annual Report is being issued using the Key Indicators. The passage of Act 199 during the FY14 legislative session changed the metrics by which the Vermont Training Program are measured.

## NOTE ON REPORTING FORMAT

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(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;
  5. the average wage by employer;
  6. any waivers granted;
  7. the identity of the employer, or, if unknown at the time of the report, the category of employer;
  8. the identity of each training provider; and
  9. whether training results in a wage increase for a trainee, and the amount of increase.
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## VERMONT TRAINING PROGRAM KEY INDICATORS

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

### FY2016 Median Wage

Median Wage of New Hires	Median Wage of Incumbent Workers
\$13.28	\$27.52

### FY2016 Wage Change

% Wage Change for New Jobs	% of Wage Change for Incumbent Employees
14.5%	6.4%

#### Notes:

- Median Wage and Wage Change data for employees has been provided by the Vermont Department of Labor (VDOL) from VDOL's FY2016 Social Security Number data used to track wages of employees being trained. VDOL provided only aggregate updated median wage info, therefore we cannot report on updated median wage info per individual group.
- Median Wage and Wage Change data for incumbent workers includes incumbent employees served with training provider grants and grant to partner business's
- Median Wage is reported from VDOL in an annual format and the hourly posted is on the assumption of a 40-hour work week.

### New Jobs for Partner Businesses

Fiscal Year	Number of New Jobs Trained	Average Cost Per Employee	Median Wage of Employees
FY2016	38	\$1,708.34	\$13.28

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

*\*Note: The data below is based upon new statutory language in act 199.*

Employee Type	# Onsite training	# Classroom Training
Pre-employment training for a new hire in a newly created position	0	0
Pre-employment training for existing position	1	0
New hire for a newly created position	17	0
New Hire for an existing position	20	0
Incumbent employee who upon completion of training assumes a newly created position	5	0
Incumbent employee who upon completion of training assumes a different position	4	3
Incumbent employee who is upgrading their skills	196	575
<b>Total:</b>	<b>205</b>	<b>536</b>

*Note: Some trainees received onsite and classroom training.*

### Employer Size for Partner Businesses

Employer Size	Number of Grantees 0-19 Employees	Number of Grantees 20-49 Employees	Number of Grantees 50-99 Employees	Number of Grantees ≥100 Employees
Partner Businesses	11	6	5	6
Training Providers	2	1	0	10

## WAIVERS

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

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...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;

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There were no waivers awarded in fiscal year 2016.

## CONTACT INFORMATION

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

Michael Schirling, Secretary  
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