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Agency of Human Services

Memorandum

To: Sen Kevin Mullin, Chair, SEDHGA Committee
From: Ken Schatz, DCF Commissioner
Date: March 29, 2017
Subject: S.137 Workforce Development

Thank you for the opportunity to testify regarding workforce development. Please see the information below regarding workforce programs that currently operate in three of the Department for Children and Families divisions. If you have any questions, please reach out to Karen Vastine at karen.vastine@vermont.gov.

Office of Child Support

WORK 4 KIDS

- Work4Kids helps parents find and keep good paying jobs so they can meet their child support obligations.
- Work4Kids helps parent who are:
 - Behind, or at risk of falling behind, on their child support payments
 - Unemployed or underemployed (i.e., working less than full time)
 - Faced with barriers to employment such as a criminal record
- Work4Kids helps participants to:
 - Gain work skills and knowledge
 - Find new or better jobs
 - Resolve issues that may be keeping them from steady work (e.g., criminal record, mental health issue, substance abuse disorder, no reliable transportation, unstable housing and lack of education/training)
 - Access supports such as work clothes, transportation and training
 - Get personal counseling if they need it to stay employed
 - Modify their child support orders based on their ability to pay

Child Development Division

Vermont Child Care Apprenticeship Program: The Vermont Child Care Industry and Careers Council (VCCICC) works to enhance the knowledge, skills and status of child care providers.



What is Child Care Apprenticeship?

- VCCICC and the VT DOL collaborate to offer the Apprenticeship Program for child care workers seeking education and experience in the field.
- Employers who are interested in supporting an apprentice need to match the apprentice with a qualified mentor, who is a more experienced employee in their workplace.
- Apprentices document 4,000 hours of supervised on-the-job training; complete our sequence of 6 tuition-free college courses; and participate in additional community based trainings to gain the knowledge and skills needed to work more effectively in the field.
- This program is designed for apprentices who are working at least 30 hours per week and typically takes about 2 years to complete.

What are the benefits for apprentices?

Apprentices:

- Earn 18 credits by completing the sequence of six tuition-free college courses
- Receive textbooks for these courses at no charge
- Gain additional skills and knowledge from required community based training
- Receive support and guidance from a qualified mentor at their worksite
- Are invited to participate in group meetings organized by the VCCAP
- Gather all the tools needed to complete their Child Development Associate (CDA) credential after one year in apprenticeship, if desired
- Earn a Certificate of Completion as a Child Development Specialist from the Department of Labor. This is a professional credential that is recognized nationwide as a Standard of Quality
- Earn a Level IIIA certificate on the [Northern Lights Career Ladder](#)
- May be eligible for a bonus from the Child Development Division upon successful completion

Who qualifies to be an apprentice?

Apprentices come from a variety of backgrounds. Typically they are individuals new to the field and/or individuals who have not had formal education in the early childhood field. All must have a willingness to commit to fully participate in a training program.

Apprentices:

- Must be currently employed for a minimum of 30 hours per week in a licensed or registered child care program or Agency of Education Setting
- Must have a High School Diploma or GED; or be a student in a high school or technical center who is enrolled in a course of study that includes an employer/employee relationship within the community
- Commit to on-the-job training with a qualified mentor in their workplace for support, observations and assessment
- Earn 18 college credits, tuition-free, through 6 tuition-free college courses, one offered each semester, over a 2-year period.



Youth Development Program

In FY16, 497 youth were served by the Youth Development Program (YDP)

- 64% of **all** youth were employed
- 81% of youth **18+** were employed
- 95% were employed **OR** enrolled in an education program
- 124 employment-related grants were provided to 100 youth, totaling \$21,700

YDP case managers support youth to:

- Set employment, vocational, and post-secondary education goals
- Complete applications, explore programs, and secure funds for education and training
- Develop resumes, cover letters, and prepare for interviews
- Receive funding for training, tools and supplies, interview and work clothing and shoes, and transportation costs
- Connect with other employment-related youth services – JOBS, VocRehab, DOL, WIOA, CWS, JFI

