

*Community College of Vermont, a Vermont State College, supports and challenges all students in meeting their educational goals through an abiding commitment to access, affordability, and student success.*



CCV is Vermont's second largest college, serving 6,000 students each semester. With 12 locations and extensive online learning options, our students don't have to travel far from their communities to access 13 degree and 8 certificate programs, workforce, secondary and continuing education opportunities, and academic and veterans support services.

**CCV.EDU**

## THE COLLEGE

- Classes offered in 12 locations statewide and online
- Associate and associate of applied science degrees: 13
- Career certificates: 8
- Associate and/or certificate programs that are available 100% online: 17
- Accredited by the New England Commission of Higher Education
- Admission: open to all students who can benefit
- Credits transferable to bachelor's programs
- Awarded in AY 2017
  - Associate and associate of applied sciences degrees: 511
  - Industry-recognized certificates: 59
  - Industry-recognized credentials: 611
- Number of part-time faculty: 760
- Number of staff: 160
- Most affordable college for Vermonters; in-state cost per credit: \$268  
 Out-of-state rate: \$536

## OUR CLASSES

- Average class size: 13
- Courses each fall and spring semester: 967/976
- Courses each summer: 441
- On-ground courses typically meet once a week for three hours
- Offered days, evenings, weekends, and online
- Over 200 online and hybrid courses each semester
- Year round learning - three semesters: fall, spring, summer
- Rank among colleges for enrollment by VT high school students ('09-'15): 1\*

## OUR STUDENTS

- Attending fall '18 semester: 5,914
- Attending CCV each year (3 semesters): 11,135
- Vermonters: 95%
- Average age: 27
- Dual Enrollment – Taking courses for college credit while still in high school: 1,970
- Taking coursework while still in high school: 2,278
- VT high school graduates that have taken courses at CCV ('09-'14): 16%\*
- Female: 67%
- Self-identified member of minority racial or ethnic group category other than white or non-Hispanic: 13%
- Seeking degrees: 58%
- Degree students with full- or part-time jobs: 79%
- Degree students enrolled part-time: 80%
- First generation in their family to attend college: 57%
- Degree students receiving financial aid: 51%
- Graduates since 1973: 11,937
- Graduates (Class of '17) who reported being employed, continuing their education, or serving in the military within 6 months: 94%

# CCV

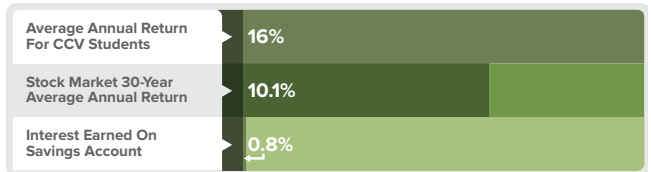
## A SMART INVESTMENT



### RETURN ON INVESTMENT

**\$5.20**  
IN FUTURE EARNINGS

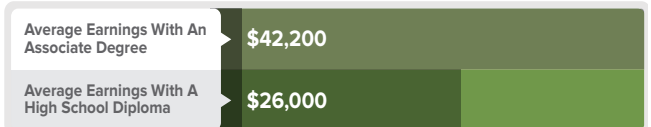
For every dollar spent on a CCV degree, students can expect **\$5.20** in future earnings, which translates to roughly **\$568,000** over the course of a working lifetime. That's a **16%** return on investment.\*



### INCREASED EARNINGS

**\$14,200**  
INCREASE FOR ASSOCIATE DEGREE STUDENTS

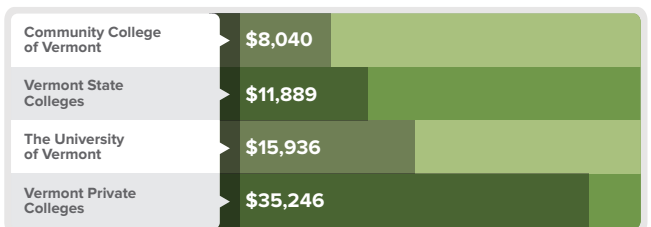
Vermonters with an associate degree see an increase of **\$14,200** in annual earnings, compared to Vermonters with a high school diploma.\*



### LOWEST TUITION COSTS

**65%**  
OF STUDENTS GRADUATE DEBT FREE

CCV offers the lowest cost per credit in Vermont. More than half of CCV students receive grants and scholarships to attend college—money that doesn't have to be paid back. **65%** of our students graduate debt free.



\* "Analysis of the Economic Impact and Return on Investment of Education: The Economic Value of Community College of Vermont," Emsi 6/2018

CCV is committed to non-discrimination in its learning and working environments for all persons. All educational and employment opportunities at CCV are offered without regard to race, creed, color, national origin, marital status, sex, sexual orientation, gender identity, veteran status or any other category protected by law.

CCV is an equal opportunity employer. Auxiliary aids and services are available upon request to individuals with disabilities.

[ccv.edu/admissions](http://ccv.edu/admissions)





## 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. To date the following certifications have been earned on the CPT pathway: 361 Safety, 264 Quality Practices and Measurement, 218 Processes and Production, and 184 Maintenance Awareness. 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. Business partnerships include Hazelett Strip Casting Corp., GE Aviation, Darn Tough Vermont, VT Creamery, and GlobalFoundries.

### Green Production Training

Green Production is the next step in expanded training opportunities for the manufacturing industry. Two fully online workshops in Green Production have been offered with representation from General Electric, Manufacturing Solutions, Inc. (MSI), GlobalFoundries, Darn Tough Vermont, Ben and Jerry's, and City Market. CCV is now partnering with the Department of Environmental Conservation through an EPA grant focused on pollution prevention to offer Green Production to the food and beverage manufacturing industry.

### Northern Borders

Northern Borders is a 3-year grant awarded to CCV to provide training for regional manufacturers and to build awareness of manufacturing and STEM careers in Franklin County. In partnership with Vermont Tech and the Franklin Grand Isle Workforce Investment Board, grant activities include pre-manufacturing exposure events in addition to education that enables Vermonters to enter into a manufacturing career. Engaged employers include Teknor Apex, MED Associates, Perrigo Nutrition, Barry Callebaut, and Mylan.

## HIGHLIGHTED PARTNERSHIP: BRATTLEBORO MEMORIAL HOSPITAL

### Medical Assisting

CCV has partnered with Brattleboro Memorial Hospital (BMH) to help increase the talent pipeline into various positions. The College to Career \ Medical Assisting pathway is a one-semester experience that includes 5 college-level courses. BMH provides 8 scholarships per cohort to cover the costs of the program, and upon successful completion, scholarship recipients are hired at BMH as medical assistants. CCV and BMH just celebrated the completion of the 3rd cohort, and the 4th cohort will be starting in fall 2019.

### Environmental Services

In fall 2018, CCV worked with BMH to develop a new program designed to recruit, train, and certify new professionals in the Environmental Services department. The program brings together CCV, BMH, VSAC, VT Dept. of Labor, and Creative Workforce Solutions. Participants in the program sit for OSHA-10 certification, receive training in hospital infection control, and earn the National Career Readiness certification. Upon successful completion of the program, participants are eligible for direct hire with BMH. In addition to the classroom experience there is a 6-week paid work experience at the end of the 9-week program. In the first cohort, CCV trained 10 Vermonters, and 9 were offered positions with BMH. There is interest from other regions of the state to bring this program to area healthcare providers.

## CUSTOMER SERVICE

### Rutland Area Healthcare Providers

Through a state Workforce Education Training grant, CCV worked with several Rutland area healthcare providers to launch the Customer Service Allied Health Certification program. This 5-week program is designed to develop and enhance customer service skills, and includes the Certified Customer Experience

Professional (CCEP) credential. Business partners included Rutland Regional Medical Center, Rutland Mental Health, and the VNA & Hospice of the Southwest Region. The first cohort included 12 incumbent employees from partnering organizations; the second cohort included 12 Vermonters interested in healthcare careers. All partnering organizations guaranteed interviews to completers of the certification.

### **Alchemist Foundation**

The Alchemist Foundation has awarded CCV funding to work with local employers to establish the critical skills necessary for success in first employment in the customer service, retail, restaurant and hospitality industries, and to deliver and evaluate several trainings to local high school students and recent graduates, ages 16-24. Curriculum has been developed and a pilot has been completed in the Lamoille County region. The training addresses several skills including Customer Service, Workplace Culture, Teamwork and Interpersonal Skills, and Workplace Systems, Processes, and Technology, and will be offered as a combination of classroom learning, workplace observations, panels, and experiential learning.

## **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, which has recently put 17 employees through Assessment of Prior Learning, and the State of Vermont Department of Human Services, which currently has 29 employees engaged in the prior learning process.

## **APPRENTICESHIP**

CCV was awarded an Apprenticeship Expansion grant to help increase the number of apprentices in Vermont in industries that haven't previously taken advantage of the state apprenticeship program. In manufacturing, CCV is working with manufacturers statewide to build the competencies necessary for a registered apprenticeship for production technicians. In healthcare, CCV will add a pathway for Pharmacy Technicians in partnership with CVS Health, and will expand the program to other pharmacies and hospitals throughout the coming year. CCV will also partner with Vermont Technical College to offer a registered pre-apprenticeship in Licensed Practical Nursing, which will allow both incumbent workers and Vermonters who wish to enter into the nursing field to take the prerequisite courses necessary to enter into VTC's LPN program.

## **SUPERVISORY LEADERSHIP**

### **Vermont Catholic Charities**

CCV offered a unique "Leadership at Your Desk" program for Vermont Catholic Charities. With residential care homes in Rutland, Burlington, and Derby Line, Vermont Catholic Charities needed a unique delivery model to provide educational opportunities to managers. In this model, managers were able to log into their course with a live instructor twice per month for a group experience, and could access individualized sessions at the end of each month to hone the skills learned in class.

### **Darn Tough Vermont**

CCV offered an Applied Supervisory Leadership class at Darn Tough Vermont. Rick Carey, Darn Tough's human resources manager, said the training met a need for leadership as the company experiences a huge growth spurt. "We had a number of people that I saw sort of raw talent that could use some more expertise in the area of supervision, so as a company, and as a business, we felt that it just made sense to train these individuals and try to nurture them so they could grow within our organization."

## (Darn) Tough Love

January 17, 2019 by Katie Keszey

Kris Matheson is obsessed with socks. He brags about the drawers full of them he has at home, and the fancy materials they're made of, like merino wool and something called Coolmax; he ogles the rows of sewing machines that knit them; he shows off the dozens of new designs displayed inside the Cabot Hosiery Mills in Northfield, where Darn Tough socks are made. "I love this place," he says—as if he needed to.

Matheson is in his early 30s, with a warm smile and a cool swagger. All it takes is a handshake to see that he possesses a gentle, genuine earnestness—and a serious love of his job. He grew up in a military family in Maryland, but his roots are in Northfield, and he returned to Vermont almost ten years ago to care for his grandmother. He found Darn Tough, fell in love with it, and hasn't left.



Josh Larkin, CCV

He's loyal because Darn Tough is loyal to him. "I started in a lower position, and they've helped me work my way up." He became a team lead, and is now the second shift production supervisor. Last year, he took part in the Applied Supervisory Leadership program, a professional development training opportunity created by CCV and offered to Darn Tough employees.

Rick Carey, Darn Tough's human resources manager, said the training met a need for leadership as the company experiences a huge growth spurt. "We had a number of people that I saw sort of raw talent that could use some more expertise in the area of supervision, so as a company, and as a business, we felt that it just made sense to train these individuals and try to nurture them so they could grow within our organization."

Matheson can't say enough about how much the class helped him grow. He says the most important thing he took away is confidence. He learned skills, such as problem solving and conflict resolution, that he could immediately apply on the job. Many of the employees under his supervision were also in the class, and he watched their confidence grow alongside his own. "The next generation has to be prepared. I went in there thinking like a lead by example thing, and then I took away a lot more than I thought I was going to." Kris has both professional and personal motivations for being a good leader; he has a real affection for his coworkers. "The second shift has always been a great shift, I love my team." Not surprisingly, the feeling is mutual: Carey says, "he's really a guy that is so key to this operation. The second shift that he's on, they all love him. He's a great leader."

And there was another unexpected benefit of the class. "What it did was it broke down barriers," Matheson explains. He developed strong bonds with many of the people he'd previously considered mere acquaintances. "I know these guys and girls, but I've never sat down and been able to work with them on things, and this definitely broke down barriers and made connections with people." (He also discovered that he was related to two coworkers: "I found out a guy was my cousin! Two of them—they're brothers." Turns out his great-grandmother had almost two dozen children, earning the family a bit of Northfield notoriety. "We found out we had the same great-grandmother. I called my father and he's like 'yeah, that's so-and-so's boys.'")

Indeed, Matheson returns again and again to the theme of family. He says Ric and Marc Cabot, the father and son pair who own Darn Tough, make it a point to shake his hand every day and ask how things are going. "They're very family oriented," says Matheson. And that, he believes, is at the foundation of their success. "I

think Darn Tough is one of the companies that can keep the Vermont workforce very strong.”

The Cabots look out for their own. “We want our people to grow,” says Matheson of the company philosophy. “Which is awesome. That’s one thing that I really love. So we’re not just taking these classes for no reason. We’re [providing] advancement opportunities.” Matheson worked his own way up to a team lead and then into his supervisory role just before the training was offered; he says the timing was perfect for his own development as a leader. “I’m still a new supervisor,” he says. “I’m still learning every day.”

Matheson started studying at a community college in Maryland after high school, but gave it up. “I come from a family that I have to work. From the beginning I had to work. I’ve worked since I was 13 years old...it wasn’t an option for me to go right to college; my family didn’t have money for it...so it’s great when a business opens up that opportunity to learn, then it gets your wheels turning and makes you want to continue.” Being in the ASL class was nothing like high school, which he recalls feeling like an obligation. “I don’t have to be here,” he remembers thinking during the training. “I’m here for me.”

Matheson is committed to Darn Tough. “I want to be here, and I want to keep on growing. I’d love to step into the highest position I can, and help. I like helping people.” Plus, there’s that sock obsession. “I love the product,” he says. “When you love something, and when something’s so good, it sells itself.”

He’s also committed to Vermont. “People look out for each other like crazy,” he says, comparing his Northfield community to the one he knew as a kid. “There, people look out for people you know. People here will look out for everybody. I love Vermont. I absolutely love it.”

## Credit for What I Know

January 18, 2019 by Katie Keszey

Robyn St. Peter says she never believed a college education was in her stars. For one thing, it was expensive. For another, “I never thought I was smart enough.” She’s worked as a firefighter, EMT, LNA, and special education paraprofessional, and is a mother of four. Last year, she took advantage of an Assessment of Prior Learning (APL) class, and says she wouldn’t be where she is today without it.

APL is part of the Vermont State Colleges System’s Prior Learning Assessment (PLA) program, which offers college credits for knowledge and experience gained outside the classroom. CCV recognizes that college-level learning can happen on the job, in the military, and through volunteerism, and wants to help people who’ve acquired that learning use it toward a credential that can advance their careers. In addition to offering PLA opportunities to students in its twelve centers and online, CCV partners with local businesses to bring the program directly to employees.

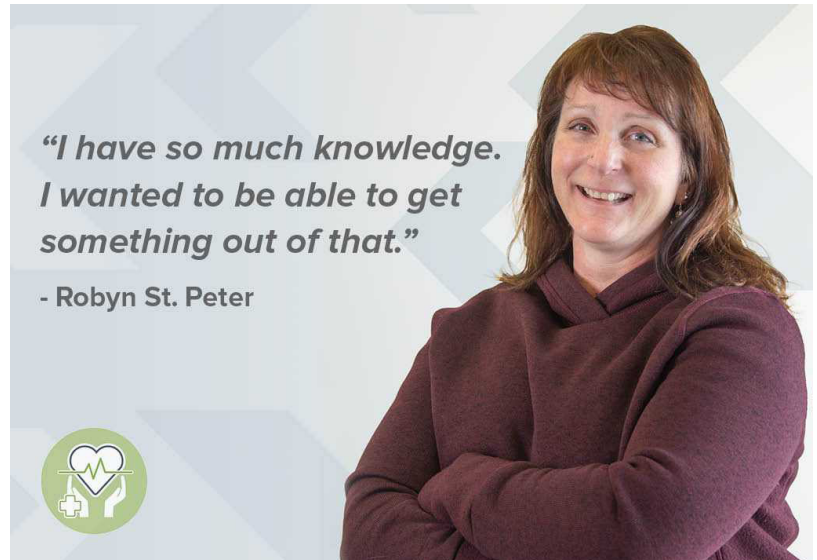
St. Peter took advantage of APL when it was offered at her workplace, the UVM Medical Center, in the spring of 2017. She’s been an LNA for more than a decade, and dreams of continuing on to become an RN. She saw APL as her chance to get started down that path. By the end of the class, St. Peter earned 33 college credits.

She says that was huge. “Knowing that my work experience meant something...I have so much knowledge. I wanted to be able to get something out of that.” She decided to complete her associate degree at CCV, and graduated with honors from the liberal studies program in spring 2018. Today she is in her second semester of the LPN program at Vermont Tech, and she wants to keep going. “I want to be an RN. I want to make a difference. My main goal as an RN is at some point I want to work in hospice. That is where I feel I’m being called. I know it’s not right away, because I want to expand and learn other things, but...I’ve made a difference in some lives when it comes to end-of-life.”

Amy Holibaugh is a learning and leadership development strategist at UVM Medical Center. She says choosing to offer APL was easy. “We have plenty of people who are interested in doing the next thing, which often involves higher education,” said Holibaugh. “We also have plenty of people who have an enormous amount of work experience and life experience, and [APL] seems like one of the best opportunities in our state to be able to validate that experience and help translate it into higher education credits. So I feel like it’s not only the right thing to do in terms of providing an opportunity, but it’s also the right thing to do in terms of honoring the incredible experience and expertise that our employees have.”

The credits that employees received translated into money that would otherwise be spent on tuition assistance for individual courses, instead of a single APL course. UVM Medical Center has continued to offer APL to its employees, with the latest cohort finishing their class in fall 2018.

Robyn St. Peter says the credits she earned through APL helped her realize that a college education was in her stars after all. “I was so excited because I was like, ‘that’s it. I can have a degree,’” she said. “It wasn’t my RN, but it was a piece of paper saying that I was smart. I could do something. That I succeeded in getting this paper that said that I had a degree.”



Jade Premont, CCV