

# Vermont Training Program

1

Annual Report  
Fiscal Year 2019

**Published:**  
January 15, 2020

**Prepared by:**  
**John Young**  
*Director Workforce  
Development Programs,  
Department of Economic  
Development*  
john.young@vermont.gov  
802-355-2725

**From:**  
**Lindsay Kurrle**  
*Secretary,  
Agency of Commerce and  
Community Development*  
lindsay.kurrle@vermont.gov  
802-828-3080

**Joan Goldstein**  
*Commissioner,  
Department of Economic  
Development*  
joan.goldstein@vermont.gov  
802-272-2399

## About the Vermont Training Program

---

The Vermont Training Program (VTP) is managed by the Agency of Commerce and Community Development's Department of Economic Development. This grant program provides funds for customized training, which helps Vermonters acquire the skills that they need to meet the requirements of the current workplace. It also helps to build the employment base as Vermont faces a workforce shortage and employers are struggling to find qualified workers.

The program partners with both employers and training providers to fund the training of Vermont's employees for today's needed skills. 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.

---

## CONTENTS

Executive Summary .....	3
<b>PROFILE</b> Training for the Jobs of Tomorrow: Super Thin Saws .....	5
Median Quarterly Wage Change .....	6
Business Grantees .....	7
<b>PROFILE</b> Training for the Jobs of Tomorrow: Rhino Foods .....	8
Business Grantees Awarded by Region.....	9
Geographic Distribution of Grants Awarded for Partner Businesses.....	10
FY2019 Business Grant Summaries to Partner Businesses .....	11
<b>PROFILE</b> Training for the Jobs of Tomorrow: Vermont Violins.....	13
Completed and Active Business Grant Details .....	14
Key for Training Activities.....	14
Completed Grants Summary .....	14
Completed Business Grant Recipients .....	15
Active Business Grant Recipients.....	16
Training Provider Grants.....	18
Training Provider Grantees Awarded by Region.....	19
Sector Distribution of Funds Awarded in FY2019 for Training Providers.....	20
FY2019 Grant Summaries to Training Providers.....	21
Eligibility to Participate .....	22
Note on Reporting Format.....	23
Vermont Training Program Key Indicators .....	24
Training by Employee Type .....	25
Employer Size for Partner Businesses .....	25
Baseline FY19 numbers for Act 80.....	26
Waivers.....	27

## FY19 Cumulative Summary of Grants to Businesses and Training Providers



**\$2,252,485**

Grants Awarded



**1,638**

Employees Trained



**60**

Businesses Awarded



**\$1,375**

Average Cost Per Employee

## EXECUTIVE SUMMARY

The Vermont Training Program provides funding to help support the continued development of Vermont's workforce. The funding allows, full-time benefited workers to receive supplemental training that does not supplant the business's ordinary training programs. The training funded by VTP grants, typically assists with the development of new technical or management skills that have been identified as required to meet the evolutionary needs of employers in our rapidly changing business environment.

The program reaches a large number of employees and businesses – and generally results in a sizable increase in the wages of the trained employees. Supporting the idea that the training is increasing the value of participating employees. In FY2019, the program awarded grants to assist 1,638 employees at 60 businesses through individual business and training provider grants. Participant wages showed a medium wage increase of 10.4% from second quarter 2017 to the third quarter 2019.

VTP is one of two important programs that DED has to support economic development – and enhances our relationship with Vermont businesses. Over 130 Vermont businesses reached out to VTP to discuss the potential for grants during the fiscal year. These meetings typically led to other items with which the Department of Economic Development staff were able to provide assistance in.

The program provides support across the state in a wide range of industries. The leading industry for requests was the advanced manufacturing sector with 15 applications. Food System applications were the second most popular with 10 applications.

Advanced manufacturing is continuously evolving with more complex equipment which requires more technically advanced workers to program and maintain them. Meanwhile, employers continue to lose their content experts who are aging out of the workforce, often taking their institutional knowledge with them as few employers can afford succession planning. VTP is an excellent means of helping businesses to “up-skill” existing employees allowing them to advance into the vacated positions.

On a bright note, the state's workforce challenges are leading to better Statewide collaboration and partnerships between education and business. In many regions there are strong examples of how these partnerships work

and a few were showcased in the 12 Regional workforce summits held around the State this past fall.

Lean and supervisory trainings continue to be a common request for training funds as employers are working hard to find efficiencies in their business and manufacturing process. These skill areas should have long term benefits for companies but are often expensive and tenuous in the short term – just the kind of investment that VTP is well suited to help with.

Overall, the businesses supported through the Vermont Training Program tend to be those that have strong market prospects and are most actively hiring. VTP provides funds to help them meet training needs that they would not otherwise be able to afford, or to allow them to provide training sooner than would otherwise be possible. Providing VTP funding helps to keep both the businesses and its employees competitive in the global economy. We are pleased that the program helps support the state's co- investment in our skilled workforce. It is important to hear their stories...

# PROFILE

## Training for the Jobs of Tomorrow: **Super Thin Saws**



The funding from VTP will be used to help prepare the company for the retirement of two key salespeople. STS has unique product offerings and niche customer base, making finding qualified applicants within the state a challenge. STS will now train 22 of its employees in areas like leadership development, growth planning, and principles of lean manufacturing. Through these trainings, employees will receive the technical experience they need to help the company continue to grow.

“We are so grateful to have received the VTP grant. It has allowed us to cross-train within our current staff and helped us bridge the gap while we look for new hires, said STS co-owner David Strom. “We were also able to contract with an outside vendor to help us implement a new style of lean manufacturing. Our whole staff here is very engaged and excited.”

Employees – under 50



# 10.4%

Median Quarterly Wage Increase from second quarter 2017 to third quarter 2019.

## MEDIAN QUARTERLY WAGE CHANGE

### The Difference We Make: Training Leads to Higher Wages

Data collected by the Vermont Department of Labor shows that employees that participate in VTP see wage increases. <sup>1</sup>

The median quarterly wage increased by 10.4% between the second quarter of 2017 to the third quarter of 2019. A comparable statewide metric is not available as of the date of this analysis. On an annualized basis, the analysis shows a median wage increase from \$55,752 to \$61,529 between second quarter 2017 and third quarter 2019.

During this same time period the Statewide median wage increase was 6.2%

### Grantee Quotes

*“Our technical production staff has greatly benefited from the training and its impact has been so positive on our workforce,” said Jennifer Locascio, Director of Human Resources. “Given the skills gap in the emerging optics and photonics industry, programs like the Vermont Training Program are invaluable to companies like Omega. We very much appreciate the program and support!”*

**Omega Optical**

*“Thanks to the Vermont Training Program, we were able to create more than just jobs; we created good jobs,” said Ricky Klein, Head Meadmaker of Groennfell Meadery. “We would never have had the resources to train so many people for new roles in the company without the support of VTP.”*

**Groennfell Meadery**

<sup>1</sup> Source: Vermont Department of Labor Median Wage Analysis for the Vermont Training Program.

## BUSINESS GRANTEES

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 FY19 VTP appropriation.<sup>2</sup>

### Sector Distribution of Grants Awarded in FY2019 for Partner Businesses

Sector	Number of Grant Agreements	Employees Trained	Awards
Advanced Manufacturing	15	505	\$836,740.00
Biotechnology	2	190	\$121,349.00
Financial Services	0	0	\$0.00
Food Systems	10	388	\$344,087.00
Forest Products	4	169	\$270,584.00
Green Business	1	2	\$1684.00
Health Care	3	62	\$93,770.00
Clean Energy, Efficiency & Electricity	0	0	\$0.00
Software Development and IT	3	119	\$337,662.00
Arts and Culture	0	0	\$0.00
Education	0	0	\$0.00
Tourism & Recreation	0	0	\$0.00
Other	4	115	\$95,761.00
<b>Total</b>	<b>42</b>	<b>1550</b>	<b>\$2,101,637.00</b>

*Note: Other category includes an award to Barrows & Fisher Oil (Burner technician training), Hallam (Engineering Services), PC Construction (Construction), and Kamco (Construction).*

<sup>2</sup> Some businesses can be accurately classified within multiple sectors. For instance, a business can self-select to be “advanced manufacturing” but could also be using wood products in its manufacturing production and could be a “forest products” businesses as well. 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.

# PROFILE

## Training for the Jobs of Tomorrow: Rhino Foods



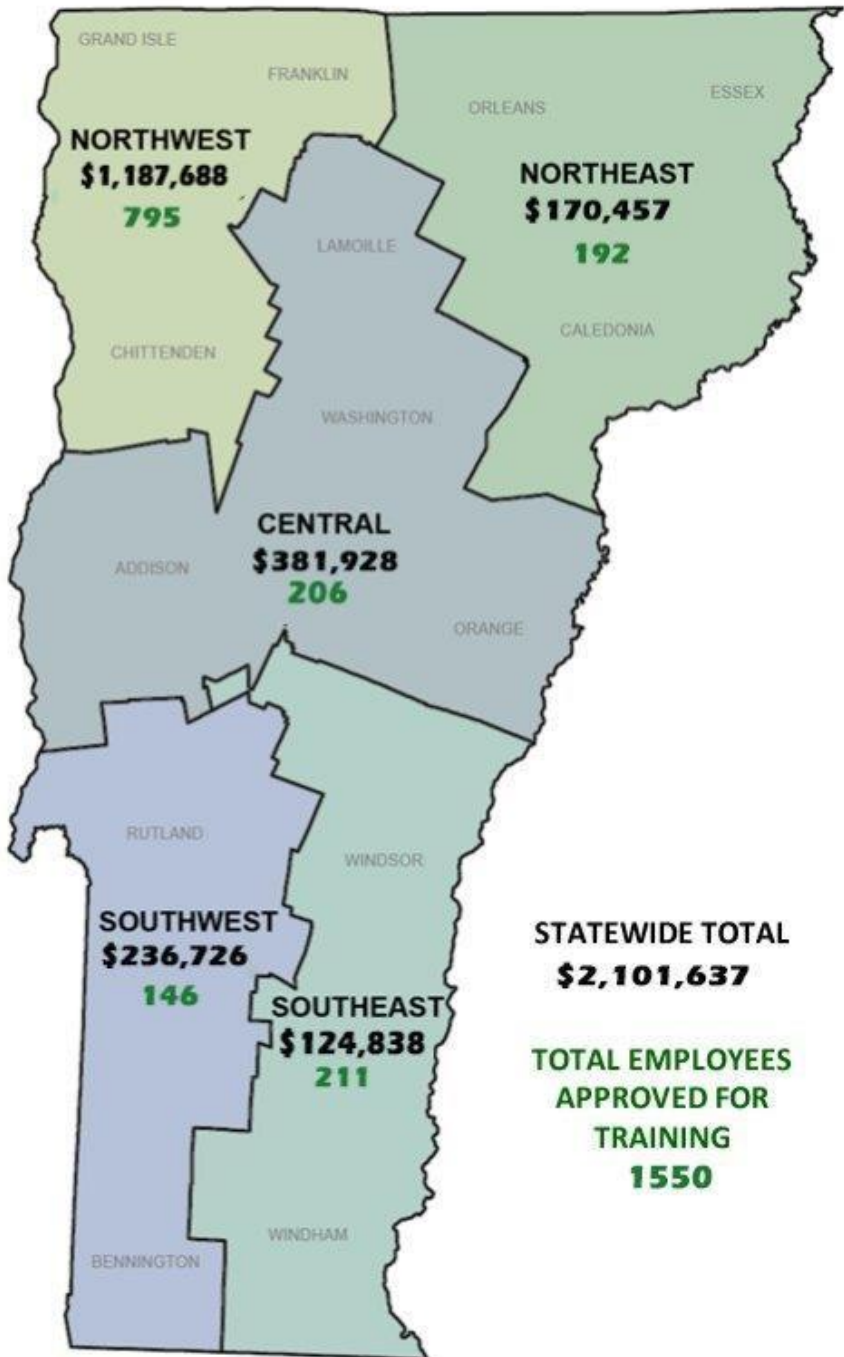
The grant will be used to fund on-site English instruction to Rhino employees, many of whom are new Americans. At these training sessions, Vermont Adult Learning will come to the facility to train the employees in English, reading, and writing. The prime emphasis of the curriculum will focus on English for workplace operations. Rhino Foods provides this benefit to its employees at no cost.

“Rhino is very excited to announce our on-site English-Language Learner (ELL) classes, starting this month. Thanks to a grant from the Vermont Training Program, we are able to offer 4 classes of varying degrees of ELL, starting from the basic and moving up to the more advanced reading and writing. These classes will allow our employees to move up in their careers, as well as helping them in the community,” remarked Lorri Miller, Rhino’s Human Resource Manager.

Employees – 100+



## BUSINESS GRANTEES AWARDED BY REGION



## GEOGRAPHIC DISTRIBUTION OF GRANTS AWARDED FOR PARTNER BUSINESSES

Region	Number of Grant Agreements	Employees Trained	Awarded
	FY19	FY19	FY19
Northwest	21	795	\$1,187,688.00
Northeast	2	192	\$170,457.00
Central	10	206	\$381,928.00
Southwest	3	146	\$236,726.00
Southeast	6	211	\$124,838.00
<b>Totals</b>	<b>42</b>	<b>1550</b>	<b>\$2,101,637.00</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

## FY2019 GRANT SUMMARIES TO PARTNER BUSINESSES

Business Awarded	Max Amount Awarded	Max Employees to be Trained
<b>Asic North:</b> Systems and software training (moving from QuickBooks to an ERP system, Microsoft Dynamics), to providing compliance training (ITAR and IT specific).	\$14,297.50	14
<b>Bennington Rescue:</b> EMT training.	\$8,100.00	6
<b>Beta Technology:</b> Trained for aircraft hardware and software systems including advanced training in the use of ANSYS design software, including computational fluid dynamics and structural analysis.	\$78,742.50	20
<b>Barrows &amp; Fisher Oil Co.:</b> Basic oil heat technician training program.	\$600.00	2
<b>BioTek Instruments:</b> Training in elements of a Lean Management system and Improvement and Coaching Routines (Kata) will be introduced to help support and sustain improvement so that gains are incorporated into daily work and the culture of collaborative improvement continues to grow.	\$96,887.50	153
<b>G S Blodgett Oven:</b> Structured onsite training programs to help with cross training incumbents and a quicker more in-depth new employee training.	\$179,442.60	51
<b>Buttura and Sons:</b> The VTP funds will be used to supplement training for new granite workers and revising outdated apprenticeship style trainings.	\$40,055.00	4
<b>Champlain Cable:</b> Onsite and Vendor training to support new product development and business growth.	\$90,400.00	35
<b>Champlain Orchard:</b> Training staff on the construction, customization and use of a new automated inventory system. The system will allow Champlain Orchards to increase efficiency and reduce production costs.	\$52,895.50	147
<b>Commonwealth Dairy:</b> Technical training on the systems and processes used that will result in greater productivity. Employees that are already technically sound will receive leadership training.	\$15,183.66	22
<b>Central Vermont Medical Center:</b> Developing a training academy to train Clinical Care associates for the medical group practices and LNAs to fill open positions at the hospital and Woodridge Rehabilitation and Nursing center.	\$73,945.80	48
<b>Green Mountain Glove:</b> Leather and sewing training for new and incumbent employees using new sewing machines. The training will allow Green Mountain Glove to meet production needs and obtain ISO certification.	\$6,330.00	10
<b>Green State Biochar:</b> Training on how to use a pyrolysis unit and produce biochar.	\$9,760.00	3
<b>Groennfell Meadery:</b> Marketing and Sales training.	\$3,237.50	3
<b>GW Plastics:</b> Process Engineer training, leadership training, GW certificate in Manufacturing Leadership Technology and Molder Apprenticeship training.	\$63,747.62	35
<b>Hallam:</b> Building software (REVIT) Training.	\$6,239.84	10
<b>HELM:</b> Green Construction Project Management Training.	\$1,684.50	2
<b>Kamco:</b> Warehouse Management Training.	\$1,300.00	11
<b>Lawson's Finest:</b> Craft brewing and related position training for employees at their new facility.	\$46,875.88	31
<b>Long Falls Paperboard:</b> OJT training as new ownership reshapes business.	\$219,572.20	130

<b>Med Associates:</b> Electro-Mechanical design and development training.	\$24,462.16	37
<b>Neenah:</b> Lean Training.	\$3,643.20	20
<b>NuHarbor:</b> Cyber Security Training.	\$121,985.40	24
<b>Northwest Medical Center:</b> Office 365 Training.	\$11,725.00	8
<b>Omega Optical:</b> Advanced Machine Tool and CNC machine training.	\$9,052.50	10
<b>Open Tempo:</b> Technical skills training around their software platform.	\$65,327.22	15
<b>PC Construction:</b> Creating career pathways for employees through Technical Skills development and Management skills.	\$87,621.61	92
<b>Revision Ballistics:</b> Transforming their Helmet manufacturing line through lean and cross training.	\$160,697.00	189
<b>Rhino Foods:</b> Onsite English Language classes.	\$9,600.00	36
<b>Runamok Maple:</b> Training for new hires to support their new product line and expansion.	\$59,761.90	41
<b>Sogle:</b> Management training and logging certification training.	\$36,018.00	13
<b>Superior Technical Ceramics:</b> Training to support their new Strategic plan involving Lean principles, elimination of waste, strong problem solving and continuous improvement.	\$116,683.00	68
<b>Super Thin Saws:</b> Cross training to support sales and productivity.	\$39,839.75	22
<b>Velan:</b> CNC machinist training program.	\$6,525.00	4
<b>Vermont Violins:</b> CNC Machine training and CAD/CAM surface model programing to support the production of fractional violas.	\$11,349.00	6
<b>Vermont Precision Tool:</b> Onsite Blueprint Reading training to support their customers expanding needs.	\$12,167.10	24
<b>Vermont Smoke and Cure:</b> Training to support the addition of a second shift.	\$14,915.57	56
<b>Vermont Coffee:</b> Lean and Cross training for incumbent employees and new hires.	\$19,516.00	10
<b>Vermont Creamery:</b> Cross training for employees to learn machining and leadership training from an outside vendor.	\$65,085.50	18
<b>Vermont Packing House:</b> Training focused on organization skills to support their business growth.	\$57,015.00	24
<b>Vermont Systems:</b> Support cross training and software system training.	\$150,354.00	80
<b>Whitney Blake:</b> Problem solving and project management skills.	\$9,000.00	16

## PROFILE

### Training for the Jobs of Tomorrow: **Vermont Violins**



Vermont Violins was looking to produce high quality face plates and scrolls that are currently purchased offshore. To meet the new production goal, the company is upgrading from a 3 axis Computer Numerically Controlled (CNC) machine to a 5 axis machine and plans to advance set up and usage. Vermont Violins will use the VTP grant to train 5 incumbent employees and 1 new hire as they upscale their fractional viola production. The grant funds will help pay for vendor training in the CAD/CAM design software, instrument set-up and tone adjustment needed for their new equipment. The grant will also support social media marketing plan efforts.

“We are extremely grateful to the State of Vermont for providing this support! As we pursue a new line of work, manufacturing high quality violins and violas under the label “V. Richelieu,” we are facing the challenge of learning high-level CAD and CAM programming along with an entirely new focus on national brand marketing. The grant will make it possible for us to take on these new challenges and make Vermont a source for American made instruments offered at affordable prices.

## 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, 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 Summary

Business Grants Quick Facts	FY19
Total Number of Completed Grants	25
Total Funds Spent on Completed Grants	\$853,648.17
Total Number of Employees Served	804
Approximate Cost Per Employee	\$1,061.75

## Completed Business Grant Recipients in FY19

Recipients	Expenditure	Activity	Average Wage	#Served
Brattleboro Development Credit Corp	\$50,000.00	Pipeline Dev.	Pipeline Dev.	
Butura & Gherardi Granite Artisans	\$40,050.48	NH/EP	20.65	4
Fab Tech Inc.	\$9,095.50	IE/US, NH/EP	27,41	40
Food Science Corporation	\$130,946.50	IE/US	33,44	39
GW Plastics	\$16,301.24	Pipeline Dev.	Pipeline Dev.	
General Dynamics OTS Inc.	\$19,892.29	IE/US	43.52	176
Green Mountain Glove	\$6,330.00	IE/US, NH/NP	15.38	10
Groennfell Meadery	\$3,237.50	IE/NP, IE/DP	13.83	3
Hallam ICS	\$4,254.69	IE/US	38.99	10
HELM Construction Solutions	\$1673.00	IE/US, NH/NP	26.50	2
Hubbardton Forge LLC	\$25,351.46	IE/US, IE/DP, NH/EP	14.48	141
Lawson's Finest Liquids	\$34,975.23	IE/US, NH/NP	24.05	31
LEDynamics, Inc.	\$10,544.61	IE/DP,IE/US	15.74	40
Logic Supply	\$277,554.90	IE/US, NH/NP	29.90	92
Mobile Medical	\$15,055.12	IE/US, NH/NP, NH/EP, IE/DP	31.40	20
New England Woodcraft	\$35,271.58	IE/US,IE/DP	26.77	90
Newgrange IT Consulting	\$5,232.50	IE/US	39.23	7
Northwestern Medical Center	\$5,790.00	IE/US	29.69	4
NSK Steering Systems America	\$25,290.09	IE/US	17.62	33
Open Tempo Inc.	\$49,065.15	IE/US, NH/NP	35.09	24
Oxbow Creative LLC	\$15,670.26	NH/NP,IE/US	38.45	8
Southwest VT Regional Technical School	\$600.00	IE/US	16.03	12
Vermont State Colleges	\$41,344.00	IE/US	21.94	4
WEG Electric Corporation	\$7,172.07	IE/US, NH/NP	51.58	10
Northwestern Medical Center	\$22,950.00	IE/US	29.69	4
<b>TOTAL</b>	<b>\$853,648.17</b>		<b>27.89</b>	<b>804</b>

Note: Vermont Department of Labor provides wage information for employees receiving training in a cumulative report and not by individual or individual employer. The average wage is compiled by a summary matrix provided by each employer.

### Active Business Grant Recipients

Recipients	Maximum Payable
ARC Mechanical	\$14,198.00
Asic North	\$4,412.50
Awesome Graphics	\$13,514.50
Bennington Rescue	\$5,619.37
Beta Air	\$78,742.50
Bio-Tek Instruments	\$96,887.50
Blodgett Oven Co.	\$179,442.60
Built by Newport	\$11,049.04
Central Vermont Medical Center	\$73,945.80
Champlain Cable Corp.	\$90,400.00
Champlain Orchards Inc.	\$13,792.50
Chippers	\$14,468.38
Commonwealth Dairy LLC	\$50,810.50
Edge Pharma, LLC	\$62,785.00
Ellison Surface Technologies	\$58,941.67
Fab-Tech Inc.	\$32,361.64
Heritage Aviation	\$13,981.80
K&E Plastics	\$635.49
Kamco	\$1,300.00
Long Falls Paperboard	\$219,572.21
Mack Molding	\$206,444.13
Maple Grove Farms	\$8,683.22
Med Associates	\$24,462.16
North Country Engineering	\$10,500.00
NuHarbor Security	\$114,240.79
Omega Optical	\$9,052.50
PC Construction	\$79,821.61
Revision Ballistics	\$160,697.00
Rhino Foods	\$9,600.00
Roger Pion Trucking	\$7,345.00
Runamok Maple	\$59,761.90



Sogle Property	\$34,863.89
Super Thin Saws	\$39,839.75
Superior Technical Ceramics	\$116,683.00
TBW Consulting	\$24,587.50
Velan Valve Corporation	\$6,525.00
Vermont Coffee Company	18,946.00
Vermont Creamery Inc.	65,085.50
Vermont Packing House	\$57,015.00
Vermont Precision Tools	\$7,587.25
Vermont Smoke and Cure	\$7,889.83
Vermont Systems	\$128,851.12
Vermont Violins Inc.	\$10,849.00
Whitney Blake	\$9,000.00
<b>Total</b>	<b>\$2,255,519.70</b>

*Note: The Vermont Training Program Grant's are awarded on a rolling basis and are up to a yearlong. The above list of open grants is a combination of Fiscal Years FY18 and FY19.*

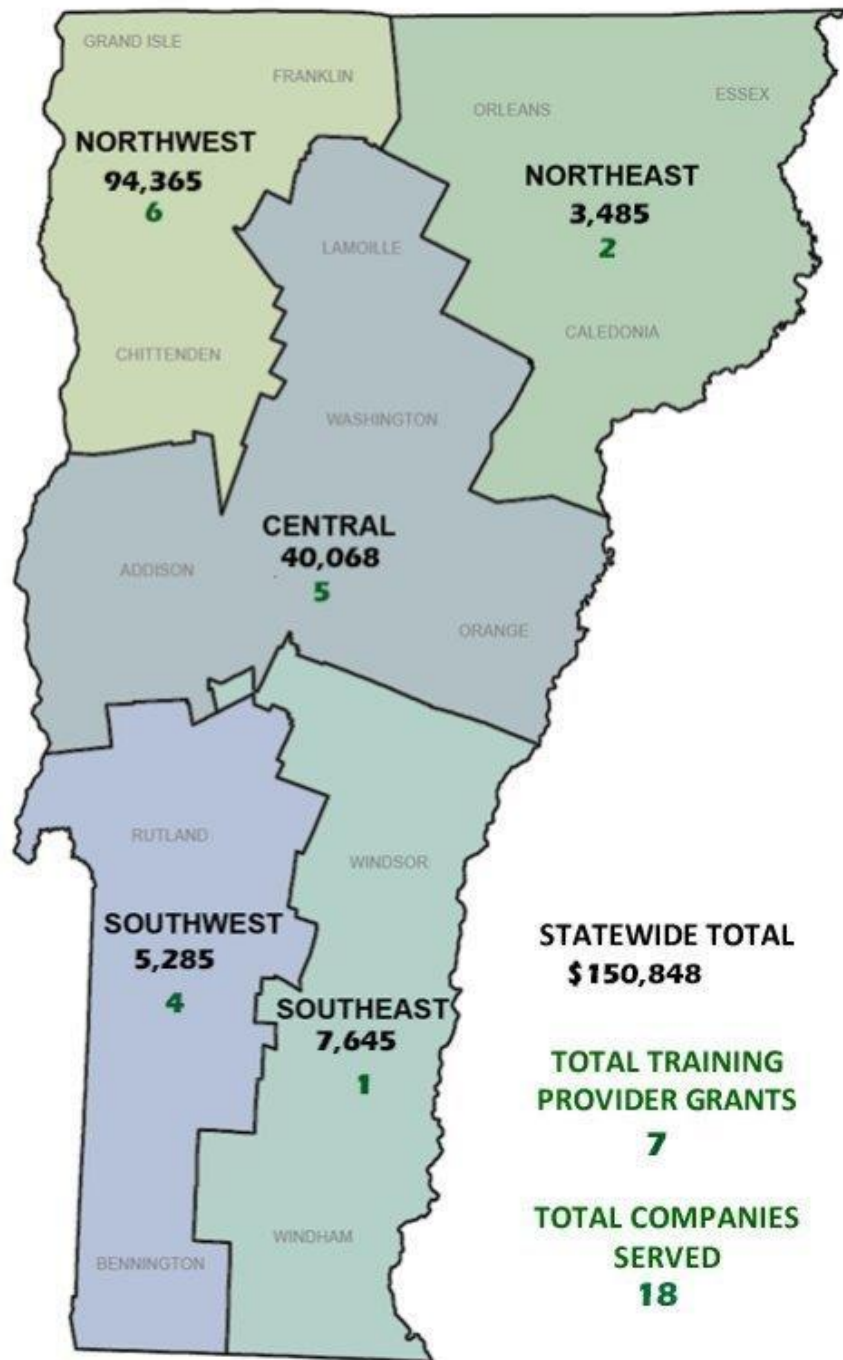
## TRAINING PROVIDER GRANTS

### Geographic Distribution of Funds Awarded to Training Providers in FY19

Region	Number of Companies Served by Grant Agreements	Employees Trained	Expenditures
Northwest	6	46	\$94,365.00
Northeast	2	5	\$3,485.00
Central	5	9	\$40,068.00
Southwest	4	17	\$5,285.00
Southeast	1	11	\$7,645.00
<b>Total</b>	<b>18</b>	<b>88</b>	<b>\$150,848.00</b>

Notes: VTP report provides 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. In FY19 VTP awarded 2 training provider grants that included 2 businesses.

## TRAINING PROVIDER GRANTEES AWARDED BY REGION



### Sector Distribution of Funds Awarded in FY2019 for Training Providers

Sector	Companies Served by Grant Agreements	Employees Trained	Expenditures
Advanced Manufacturing	8	37	\$19,195.00
Biotechnology	0	0	\$0.00
Financial Services	0	0	\$0.00
Food Systems	3	10	\$17,780.00
Forest Products	0	0	\$0.00
Green Business	0	0	\$0.00
Health Care	6	11	\$53,873.00
Clean Energy, Efficiency & Electrical	0	0	\$0.00
Software Dev. and IT	1	30	\$60,000.00
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>18</b>	<b>88</b>	<b>\$150,848.00</b>

Training Provider Name	Funds Awarded
Newgrange IT Consulting LLC	\$5,233.00
Southwest Vermont Career Development Center	\$3,090.00
Vermont HITEC Inc.	\$60,000.00
Vermont Manufacturing Extension Center	\$20,175.00
Vermont Sustainable Jobs Fund	\$15,000.00
Vermont Technical College	\$48,640.00

Businesses Reported by Training Providers		
Lamoille Ambulance	Northwest Medical Center	Missisquoi Ambulance
Barre Town Ambulance	Farmers to You	Peterson's Quality Malt
Foodscience	Kalow	Appalachian Engineering
Superior Technical Ceramics	Chroma	Built by Newport
Carris Reels	Dealer Policy	Kaman
NSK Steering	Vermont Care Partners	Northwest Counseling

## FY2019 GRANT SUMMARIES TO TRAINING PROVIDERS

Training Provider Awarded	Max Amount Awarded	Max Employees to be Trained
<b>Newgrange IT Consulting LLC:</b> Project management training.	\$5,233.00	7
<b>Southwest Vermont Career Development Center:</b> CNC training.	\$3,000.00	12
<b>Vermont HITEC Inc.:</b> Training for Dealer Policy.	\$60,000.00	30
<b>VMEC:</b> Continuous improvement training.	\$20,175.00	29
<b>Vermont Sustainable Jobs Fund:</b> Capacity building training.at Peterson's Quality Malt.	\$7,500.00	2
<b>Vermont Sustainable Jobs Fund:</b> Training for Farmers to You.	\$7,500.00	4
<b>Vermont Technical College:</b> Paramedic training.	\$48,640.00	4

### Training Grants for Pipeline Development Activities

For fiscal year 2018 VTP awarded two pipeline development grants to help fund activities that will aid in the discovery of needs and pain points for employers as well as a regional support role to work with education and business to insure our future workforce is engaged and ready to work.

**GW Plastics \$16,594.33:** The School of Tech is a course offered to high school students in the Bethel, Randolph and Royalton school districts. It explores the following: How does Advanced Manufacturing fit into the Vermont economy and the global marketplace? How has technology and progressive organizational approaches changed manufacturing processes in the workplace? Students will develop in-depth answers to these questions as they progress through the semester. They are provided an overview of the manufacturing process starting with a request for proposal, which is when a company asks a manufacturer to build them a product, to designing and building production tooling on CAD systems and advanced CNC equipment. Students also learn the fundamentals of plastics and how to purchase the necessary raw materials, as well as scheduling, operating and programming state-of-the-art injection molding equipment and robotics to make the finished product while understanding the importance of quality control. Students learn firsthand the complexities, challenges, and rewards of high-tech manufacturing in Vermont.

## ELIGIBILITY TO PARTICIPATE

---

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 Joint Fiscal Office
- 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 REPORTING FORMAT

---

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. 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.
-

## VERMONT TRAINING PROGRAM KEY INDICATORS

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

### Median Wage: Fiscal Year 2019



**\$25.19**

Median Wage of New Hires



**\$34.19**

Median Wage of Incumbent Workers

### Wage: Fiscal Years 2018/2019



**10.4%**

% Wage Change

Note:

- Median Wage and Wage Change data for employees has been provided by the Vermont Department of Labor (VDOL) from VDOL's FY2019 Social Security Number data used to track wages of employees being trained. VDOL provides only aggregate updated median wage info, therefore we cannot report on updated median wage info per individual business.
- Median Wage and Wage Change data for incumbent workers includes incumbent employees served with training provider grants and grants to partner businesses
- Median Wage is reported from VDOL in a quarterly format and the hourly posted wage is on the assumption of a 40-hour work week.

### New Jobs for Partner Businesses: Fiscal Year 2019



**151**

New Jobs Trained



**\$1,375**

Average Cost Per Employee



**\$25.19**

Median Wage of Employees

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

In accordance with the provisions of 10 V.S.A. § 531(i)(K):

Employee Type	# Onsite training	# Classroom Training
Pre-employment training for a new hire in a newly created position	0	30
Pre-employment training for existing position	0	0
New hire for a newly created position	60	0
New Hire for an existing position	90	1
Incumbent employee who upon completion of training assumes a newly created position	5	3
Incumbent employee who upon completion of training assumes a different position	30	9
Incumbent employee who is upgrading their skills	216	334
<b>Total</b>	<b>401</b>	<b>377</b>

*Note: Data acquired from Intelligrants grant management through invoices received post trainings. 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	10	7	5	20
Training Providers	5	0	6	7

## NO. 80. AN ACT RELATING TO WORKFORCE DEVELOPMENT

In accordance with the provisions of 10 V.S.A. § 531(i)(K):

(a) The Agency of Commerce and Community Development shall allocate Vermont Training Program funding to increase by 10 percent in each of the next two years:

1. the number of trainees who receive a credential of value or participate in a registered apprenticeship; and
2. the amount of training funds provided to businesses with 50 or fewer employees.
3. the distribution of training funds that resulted in an employee obtaining a credential of value or apprenticeship; and
4. the extent to which the Program benefitted businesses with 50 or fewer employees.

FY19 sets the baseline for VTP in preparation for the above language.

**% of VTP Funds for  
Businesses with 50  
or Fewer Employees**



**26%**

of FY19 Funds Allocated

**Number of Trainees Receiving  
a Credential of Value  
or in an Apprenticeship**



**74**

Employees

**VTP Funds Granted to  
Businesses with 50 or Fewer**



**\$577,086**

of FY19 Funds Allocated

**VTP Funds Spent on a Credential  
of Value or in an Apprenticeship**



**\$104,162**

of FY19 Funds Allocated

## WAIVERS

---

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

---

...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;

---

There were no waivers awarded in fiscal year 2019.

### VTP Monitoring Visits

The Vermont Training Program conducted five monitoring visits during 2019. Employers subject to monitoring visits are chosen at random. Visits are conducted to ensure that grantees are maintaining accurate records of the training being completed and to answer any outstanding questions