

Vermont's Workforce Development Programs Inventory: 2017 Update

Color Code: [Case Management](#), [Education](#), [Training](#)

Agency	Program Name	Funds	Breif Description	Funding Source
Population: ANY				
VDOL	Wagner-Peyser	\$2,160,000	Job placement and job referral services; Career assessment and career planning services; Labor Market Information for wage projections, employment trends and expected industry growth; development of resources necessary for job retention; workshops to support re-employment for veterans etc. Services to employers via job fairs/hiring events/recruitment/job matching and job announcements/posting. Provide resources on labor laws, unemployment, worker's compensation, and partner services as needed.	Federal
ACCD	Strengthening Working Families Initiative (SWFI)	\$100,000	SWFI is a US Department of Labor Grant that has been awarded to Vermont Tech. It provides no cost training and support services to custodial parents of a 13 yr old or younger child who are seeking greater stability for their family and a permanent, liveable wage job in the manufacturing sector. DED is a sub recipient of the grant to engage in the employer community to gather potential positions as well as employer partnerships throughout the training period.	Federal (USDOL Grant)
VDOL	Workforce Education and Training Fund	\$1,100,000	Funds to support programs that train incumbent and new hires. Outcomes can range from increased skill development, increased wages, career advancement, workforce stabilization and, in some cases, guaranteed jobs. Supports employer workforce needs to fill jobs. Of the \$1.1M, \$400,000 is for Internships.	State General Fund
ACCD	Vermont Training Program	\$1,200,000	The VTP partners with employers and training providers to train Vermont's employees for the jobs of tomorrow. VTP provides performance based workforce grants for: pre-employment training, training for new hires and incumbent workers. Training can either be on-site or through a training provider/vendor. Grants may cover up to 50% of the training cost. Program has been in operation for over 30 years.	State General Fund
VSAC	Adult Outreach	NA	The Vermont Educational Opportunity Center program is a Federal TRIO program with full statewide reach for adults looking to improve their employability. Through individual counseling and group workshops participants receive assistance through career exploration activities, financial aid and admission applications, and postsecondary enrollment.	USDOE TRIO Grant and VSAC
VSAC	Vermont Non-Degree grant	\$2,504,724	The Vermont Non-Degree grant program is a needs-based program for Vermont residents enrolled in a non-degree course or program that will improve employability through enhanced job skills or to provide non-traditional students with an introduction to a postsecondary educational program. An applicant may receive a Non-Degree grant for up to two enrollment terms per fiscal year (July 1 - June 30) and a total of six terms of Non-Degree in a lifetime. The grant can cover tuition and fees up to a maximum established each year based on funding and projected number of applications.	State Appropriation
AOE	CCV/VTC: Postsecondary CTE	\$800,000	The Carl D. Perkins Career and Technical Education Improvement Act of 2006 (Perkins IV) requirements offer a supportive framework for strengthening CTE in Vermont. The grant focuses resources on these initiatives: utilizing the career clusters framework, developing secondary/post-secondary programs of study that include instruction in all aspects of an industry, implementing size, scope, and quality criteria, measuring student skill attainment through technical skill assessments, focusing program development on high skill/high wage/high demand career fields, and providing comprehensive professional development to CTE teachers.	Federal (Perkins Grant)

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Agency	Program Name	Funds	Breif Description	Funding Source
Population: Disabled				
DAIL	Creative Workforce Solutions (CWS)	\$883,414	CWS is staffed by 13 Business Account Managers (BAMS) statewide. The BAMS facilitate interagency teams to coordinate employer outreach on behalf of all AHS programs. The BAMS engage employers to provide contacts, job leads, progressive employment and training opportunities for AHS consumers. CWS tracks employer engagement through Salesforce, a commercial account management system. CWS also organizes job fairs, employer recognition and other marketing events to engage employers. Of the total, \$717,351 is funded by VR110, \$16,401 from DBVI 100, and \$149,662 from Reach Up. VR110 and DBVI100 are roughly 80% Federal with 20% state match.	VR110, DBVI 110, TANF Reach Up
DAIL	Vocational Rehabilitation (DVR)	\$12,000,000	DVR provides individualized employment services for individuals with disabilities. Services are identified through an Individual Plan for Employment and can include a very wide range of services based on the individual's choices and needs. VR counselors have case service funds which can be used to purchase training and post secondary education based on the individual's interests and goals. Case service funds are also used for a variety of support services, including but not limited to, transportation, assistive technology, work clothes, and tools. DVR contracts with VABIR for job placement services. DVR contracts with the Designated Agencies and Specialized Service Agencies for supported employment services, including JOBS and DS supported employment. VR110 is roughly 80% Federal with 20% state match. Title VI-B is 100% Federal.	VR110 and Title VI-B
DAIL	The Division for the Blind and Visually Impaired (DBVI)	\$1,200,000	The DBVI program operates under the same federal program rules for vocational rehabilitation services as DVR. Services are identified through an Individual Plan for Employment and can include a very wide range of services based on the individual's choices and needs. DBVI counselors have case service funds which can be used to purchase training and post secondary education based on the individuals interests and goals. Case services are also used for a variety of support service,s including but not limited to, transportation, assistive technology, work clothes, and tools. DBVI contracts with VABIR for job placement services. VR110 is roughly 80% Federal with 20% state match. Title VI-B is 100% Federal.	VR 110 and Title VI-B
DAIL	Supported Employment: The Division of Developmental Services	\$11,000,000	The Developmental Services supported employment programs are operated through the Designated Agencies and Specialized Service Agencies. Supported employment is an evidence based approach to assist individuals with the most severe disabilities gain and maintain employment. Generally participants recieve direct assistance with job placement and ongoing job coaching supports. DDS also utilize Global Commitment and Supported Employment funding for: 1) Secondary Academic credit 2) Post-Secondary Academic Credit 3) Certificate of Completion Of the TOTAL, \$10,000,000 are from Home and Communyty Based Medicaid Waiver and \$1,000,000 are from VR110 Grants. VR110 is roughly 80% Federal with 20% state match.	Home and Community Based Medicaid Waiver and VR 110 grant funds

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Agency	Program Name	Funds	Breif Description	Funding Source
Population: Disadvantaged				
VDOL	Workforce Innovation and Opportunity Act (WIOA) - Disadvantaged Adults	\$2,017,831	Funds for training disadvantaged adults for employment, job placement, retention, and wage gain in any industry. Has eligibility criteria and allows support services.	Federal WIOA Funds
VDOL	Supplemental Nutrition Assistance Program (SNAP)	\$1,500,000	Pilot program to get SNAP recipients into training or employment; research grant awarded to SOV to evaluate the redesign of the Federal Food & Nutrition service program nationwide. Includes case management, job development, job training, job referral, intense assessment.	Federal
VDOL	Able-Bodied Adults Without Dependents	\$1,000,000	Works with disadvantaged adults and youth to provide food security assistance. Focused on immediate employment of SNAP recipients who have an employment & training work requirement in order to maintain the food stamp benefits.	Federal
AOE	Adult Education and Literacy Services	\$8,157,642	Personalized instruction is offered in mathematics, reading and writing, workplace skills and English for speakers of other languages; High School Completion Program and GED preparation are available. By definition an eligible learner is at least 16 years old; not enrolled or required to be enrolled in secondary school; and is basic skills deficient, does not have a secondary school diploma or its recognized equivalent, and has not achieved an equivalent level of education; or is an English language learner. An individual with a high school diploma who is basic skills deficient is eligible. Of total, \$4,037,642 state and federal funds awarded to local providers; \$4,120,000 state appropriation for High School Completion Program reimbursements.	Federal funds under WIOA Title II AEFLA; State General funds and State Education funds.
Population: Dislocated				
VDOL	Workforce Innovation and Opportunity Act - Dislocated Workers	\$797,048	Funds for training dislocated workers for employment, job placement, retention, and wage gain in any industry. Has eligibility criteria and allows support services.	Federal WIOA Funds
VDOL	National Dislocated Worker Grants	\$2,300,000	Federal grant issued to serve individuals that are displaced/laid off. Focus on retraining of individuals to meet the workforce needs of the high demand industries within Vermont. Identified industries are IT, Advanced Manufacturing, Health Care & Business Services. Vermont has one active grant, the Sector NEG and it has been extended thru 6/30/18.	Federal
VDOL	Trade Adjustment Assistance	NA	Funding for dislocated workers due to outsourcing / overseas operations; job training, wage subsidy, relocation, case management, job referral and job placement. VDOL applies for the trade certification, as applicable, for each employer. VDOL requests from USDOL drawdown of dollars as needed.	Federal
VDOL	Rapid Response	NA	Funding for immediate action for layoffs or business closure or for layoff avoidance efforts; service to workers and employers affected by a reduction in their workforce or business closure. VDOL coordinates services based on industry affected, demographics involved and size of displacement. VDOL requests from USDOL drawdown of dollars	Federal

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Agency	Program Name	Funds	Breif Description	Funding Source
Population: YOUTH				
VDOL	Registered Apprenticeships	NA	Registered apprenticeships are employer-sponsored trainings where the trainee is employed as an apprentice by the employer. Registered apprenticeships (as opposed to other OJTs) are federally recognized; administration of the program is carried out by VDOL. Sponsors in Vermont include employers and unions.	State General Fund (for administration only); employers and/or sponsors pay trainees' salaries and education expenses
ACCD	Vermont Talent Pipeline Management	\$0	The Vermont Talent Pipeline Management Project (VTPM) is a unique, employer-led systems model that employs strategies that leverage lessons learned from supply-chain management and expand the role of employers as end-customers of education and workforce systems. Our efforts seek to improve the employability of Vermont students, to improve alignment of employer needs with education and workforce programs, and to grow Vermont's economy. Current focus is on Construction, Healthcare, and Manufacturing Industries.	
VDOL	American Apprentice Initiative Grant	\$1,900,000	Apprenticeships in high-demand Vermont industries	Federal
VDOL	Workforce Innovation and Opportunity Act - Youth	\$2,128,572	Funds for training disadvantaged/at-risk youth for employment, job placement, retention, and wage gain in any industry. Has eligibility criteria and allows support services.	Federal WIOA Funds
DAIL	JOBS program for youth with emotional/behavioral disabilities	\$1,100,000	A Program for youth with emotional/behavioural disabilities. The JOBS programs are housed in the Children's Mental Heath programs within the Designated Agencies. JOBS combines employment services with case management services funded through Medicaid Global Commitment. JOBS has been very successful engaging a hard to serve population. Of TOTAL, \$600,000 from VR 110 and Title VI-B, and \$500,000 from the Medicaid Global Commitment Waiver.	VR 110, Title VI-B, and Medicaid Global Commitment
Population: Veterans				
VDOL	Jobs for Veterans State Grants	\$500,000	Career services and case management for veterans. Works with any industry. Support includes referral for services; case management (intensive for disabled veterans); development of resources necessary for job retention; workshops to support re-employment for veterans; employer outreach; coordination with and referral to training programs.	Federal

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Agency	Program Name	Funds	Breif Description	Funding Source
Population: Incarcerated				
DOC	CHSVT/DOC High School Diploma track	NA	Accredited Independent School offering complete secondary education program with career and technical education to offenders who have not earned their high school diploma. Funds depend on budgetary decisions.	General Fund, Title 1, Title 9, Carl Perkins
DOC	CHSVT/DOC Workforce Readiness track	NA	Accredited Independent School offering work readiness program with career and technical education to offenders who have already earned their high school diploma. Funds depend on budgetary decisions.	General Fund, Title 1, Title 9, Carl Perkins
DOC	Automotive Technology	NA	Automotive Service Excellent (ASE), Engine & Equipment Training Council (EETC) certified education program along with OJT and work experience on various automotive engines, vehicles, equipment, and tools of the trade. Offered to offenders incarcerated at Northwest State Correctional Facility. Funds depend on budgetary decisions.	General Fund and Carl Perkins
DOC	Barbering and Cosmetology	NA	Milady Standard Barbering and Standard Cosmetology curriculum. Students who complete the 40 hour curriculum and performance assessment receive a hair cutting license from the board of professional licensing that is valid throughout their incarceration. Funds depend on budgetary decisions.	General Fund
DOC	National Center for Construction Education and Research (NCCER)	NA	NCCER provides a program of study to prepare students for entry level jobs in the construction and craft career fields. The program has multiple models and career fields that students can study and become certified in. Corrections Education offers welding, construction, cabinetry, painting, and the core curriculum. Funds depend on budgetary decisions.	General Fund and Carl Perkins
DOC	First Aid/CPR/AED	NA	We utilize both American Heart Association and American Red Cross certifications. Funds depend on budgetary decisions.	General Fund and Carl Perkins
DOC	University of Vermont Master Gardener	NA	Master Gardener teaches students sustainable, safe, and environmentally prudent horticultural practices. Funds depend on budgetary decisions.	General Fund and Carl Perkins
DOC	Occupational Safety and Health Administration (OSHA)	NA	OSHA is the leader in occupational safety. Along with the OSHA course many of our work programs have OSHA/VOSHA safety programs to offer students more context around safety in the workplace. Funds depend on budgetary decisions.	General Fund and Carl Perkins
DOC	National Restaurant Association Educational Foundation (NRAEF)	NA	Serve Safe, Manage First, ProStart, Restaurant Management, Restaurant Supervision programs that provide classroom, OJT, and work experience in the culinary career field. Funds depend on budgetary decisions.	General Fund and Carl Perkins
DOC	Vermont Correctional Industries (VCI) and Vermont Offender Work Programs (VOWP)	NA	VCI and VOWP offer the real-life business and industry work experience for offenders who participate in Workforce Readiness and are at a correctional facility offering these programs. These programs are the supervised internships and apprenticeship components of Work Readiness. Industries covered include: Service Industries, Printing, Furniture Manufacturing, Computer Aided Design, CNC, Small Engines, Manufacturing Operations, Construction Trades. Funds depend on budgetary decisions.	Self-sustaining, the monies made through services are used to help fund the program
DOC	American Welding Society	NA	American Welding Society offers certification welding, joining, and cutting processes. Offered to offenders incarcerated at Northwest State Correctional Facility. Funds depend on budgetary decisions.	General Fund and Carl Perkins

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Agency	Program Name	Funds	Breif Description	Funding Source
INCUMBENT: Industry: Transportation				
AOT	National Summer Transportation Institute (NSTI)	\$65,000	Free two week summer transportation camp to introduce high school and middle school students to transportation careers and concepts. Students live in residence on college campus (middle school is a non-residential day camp and go on field trips, participate in workshops with guest speakers, etc. Includes in-class academic component and final project.	Federal
AOT	Vermont Local Roads Program	\$400,693	For local road crews. The program works to foster a safe, efficient, and environmentally sound surface transportation system by improving the skills and knowledge of the municipal transportation workforce and decision makers.	Federal and State
AOT	Funding for Commercial Driver Training	\$55,000	A program for women, minorities, and economically/socially disadvantaged. We partner with the six state-approved Commercial Driver Training schools to offer up to \$1,500 funding assistance to cover training costs for CDL-A and CDL-B related course expenses. The training is 74-hour (CDL-B) to 148-hours (CDL-A) long and includes a combination of classroom, range and on-the-road instruction. Our program is designed to provide women, minorities, and the disadvantaged with additional qualifications for enhanced job readiness and employment opportunities in highway construction.	Federal
AOT	On-the-Job Training Supportive Services (OJT/SS)	\$30,000	A program for women and minorities. Paid training (very structured and supervised) working for VTrans highway construction contractors on federally funded highway construction projects. Provides pre-employment readiness as well as work-related tools and clothing, as well as other services to address barriers to employments such as transportation and childcare. Most training is 520 to 1040 hours. Program is designed to diversify workforce. High skill level training: Foreman assistant trainees, Equipment operator trainees, Intermediate bridge construction trainees, Machine operator trainees, Highway construction trainees, etc., as well as entry level.	Federal
AOT	Subsidies for Highway Construction Skills Training	varies	A program for women and minorities. We offer training subsidies to women and minorities interested in or who are currently working in the highway construction industry. We partner with local colleges, tech schools and other training centers to cover most of the cost of tuition. The participants are responsible for paying \$25 of the cost. Trainings include, but are not limited to: welding, carpentry, OSHA safety training, flagging certificates and other industry recognized credentials.	Federal
AOT	Disadvantaged Business Enterprise	Not more than \$10,000	Program for women and minority-owned businesses that are certified in the USDOT DBE Program. For Transportation / Highway construction (includes all supporting industries - e.g., engineering, environmental, IT, etc). Pays for or helps to subsidize business development training expenses (e.g., IT classes, attendance at conferences, etc.)	Federal

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INCUMBENT: Industry: Health				
DOH	Medical Reserve Corps (MRC) - Psychological first aid/Disaster Mental Health	\$0 or \$200 Instructors Time	Disasters create a high stress environment and can affect everyone in different ways. It is important to understand stress management, and mental health support for yourself, disaster survivors and responders. Volunteers receive overview on how to cope, identify, and skills provide intial help. Online Course or Extensive in-person class offered by some units.	Grants
DOH	MRC - Vital Signs	\$1	Volunteers are taught to take vital signs (body temperature, pulse rate, respiration rate, blood pressure).	Grants
DOH	MRC - CPR and First Aid Training	\$10,000	Volunteers take a First Aid and CPR Training course to assist in emergencies and part of team bonding.	Grants
DOH	MRC - Incident Command System (ICS 100)	\$0	ICS is a standardized system for command and coordination of an emergency response that allows responders to adopt an integrated organizational structure. It is important for all response volunteers, both MRC and EMS, to understand the Incident Command System, so that they know their role in the ICS structure.	Grants
DOH	MRC - National Incident Management System (NIMS 700)	\$0	NIMS is a systematic approach to guide all levels of government, non-government, and private sector organizations to work together seamlessly and manage incidents of all threats and hazards. ICS is a subcomponent of NIMS.	Grants
DOH	MRC - Points of Distribution (POD) Overview Training	\$0	PODs are a mechanism for distributing medicine to those at risk during a public health emergency. Medical Reserve Corps volunteers are trained to serve in POD roles in the event that the dozens of POD sites across Vermont are activated.	Grants
DOH	MRC - Personal/family preparedness	\$0	When disaster strikes, the most important concern is you and your family's safety. A course in personal or family preparedness helps you create a plan and disaster supply kit, so that you are prepared for the next disaster.	Grants
DOH	Health Promotion and Disease Prevention (HPDP) in VDH	\$50,000	Tobacco Treatment Specialist Training -- This training is a 4-day course that provides health and human services professionals with the skills to hold one-on-one cessation counseling with clients who would like to quit tobacco or e-cigarettes. The course will cover topics including: determinants of tobacco dependence, motivational interviewing, pharmacotherapy, treatment planning, and strategies. Continuing education credits and/or a certificate of completion are available for this University of Massachusetts (UMass) course.	CDC
DOH	EMS Course- Initial	Varies greatly	Individuals work with the VDH/EMS Agencies to obtain information to receive training on a rolling basis.	All contribute

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Agency	Program Name	Funds	Breif Description	Funding Source
INCUMBENT: Industry: Child Development				
CDD	Vermont Afterschool	\$276,000	Training for individuals working in the afterschool program. Public-private statewide partnership dedicated to supporting and sustaining innovative learning opportunities that extend beyond the school day for all Vermont's children and youth. Activities are directed toward increasing the quality and availability of education programs during non-school hours. Delivered by Vermont AfterSchool, Inc.	Child Care and Development Block Grant
CDD	Prevent Child Abuse	\$117,000	Provides educational programs related to working with young children who have been abused or neglected. For individuals already working in regulated child care programs. Delivered by Prevent Child Abuse Vermont.	Child Care and Development Block Grant
CDD	DCF-CDD-Children's Integrated Services - Early Childhood Family Mental Health	\$70,000	Training for incumbent Mental health clinicians serving Birth to six years old children. Early Childhood and Family Mental Health through CIS consists of consultation, education and treatment services with family and community-based groups to support the social, emotional and behavioral health and development of young children across settings for young children and their families.	Federal Part C
CDD	DCF-CDD-CIS - Nursing	\$70,000	Training for incumbent Nurses serving prenatal women, families and children prenatal to age 2. CIS nurses assist eligible individuals to gain access to needed medical, social, educational and other community services. The nurse promotes safe, preventive health and prenatal care practices, and prepares moms and their partners for childbirth and becoming a parent. The nurse assists new moms by supporting their growth in understanding the complex social, emotional, physical and economic challenges and changes that occur during these role transitions. The nurse also continually assesses mom's educational and health needs in the context of her own learning needs, which build on existing knowledge, experiences, strengths and successes to help her find other supports and resources.	Federal Part C
CDD	DCF/CDD/CIS/Early Intervention -	\$70,000	Training for incumbent birth-to-three early interventionists. Early Intervention services are provided to children experiencing cognitive, physical, communication, social/emotional or adaptive delay or who have a diagnosed medical condition that has a high probability of resulting in developmental delay. There are approximately 70 EI providers serving 1000 children needing early interventions in Vermont.	Federal Part C
CDD	DCF-CDD-CIS - Specialized Child Care	\$70,000	CIS Specialized Child Care Coordinators support families needing specialized child care, including those with the Child Care Financial Assistance Progra service need of protective service, family support, and child with a special health need. In addition, Child Care Coordinators work with regional resources to support child care providers who are approved or looking to become specialized child care programs. There are approximately 13 SPCC Coordinators serving 1000 children needing earlyl interventions in Vermont.	Federal Part C
CDD	Registered Apprenticeships	\$221,084	Training for incumbent child care workers. Registered apprenticeship program for child care workers seeking education and experience in the field. 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. Services delivered by Vermont Child Care Industry and Careers Council.	Child Care and Dev Block Grant and VT Early Learning Challenge Grant

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CDD	T.E.A.C.H.	\$317,000	Training for incumbent workers in a regulated child care program. T.E.A.C.H. (Teacher Education and Compensation Helps) Early Childhood® is an evidence-based, outcomes-driven and effective national strategy. This cost-sharing scholarship model provides a comprehensive education and support network to states that are committed to increasing the availability of accessible, affordable college education and workforce supports for professionals working in a variety of early education settings. Training delivered by VAEYC (Vermont Association for the Education for Young Children).	Vermont Early Learning Challenge Grant
CDD	Northern Lights	\$1,328,719	Provides a range of services for incumbent workers in early childhood programs including credentials, professional development, career counseling and support in achieving a Vermont teacher license in early childhood or early childhood special education. Delivered by CCV. https://northernlightscdc.org/	Child Care and Development Block Grant and CDD Part C federal grant
INCUMBENT: Industry: Mining				
VDOL	Mine Safety	\$75,300	Training certifications for construction and mining	Federal
INCUMBENT: Industry: Forestry				
ANR	Forestry Division Staff Training	NA	Working towards establishing a program that includes (1) core elements universal to all employees, (2) job specific training requirements, and (3) elective components focusing on employee interest and career objectives. Combination of in-house training and private contractors.	
INCUMBENT: Industry: Agriculture				
VAAFM	Humane Handling Employee Training	\$75,000	Training to provide greater understanding on humane housing, feeding, watering and handling or livestock and companion animals	Federal and State
VAAFM	Consumer Protection	\$63,000	State, Federal and international training on maple grading and certification of maple sugar houses to meet industry standards.	General, Special, Federal
VAAFM	Dairy Inspection	\$75,000	Dairy Inpection includes techincal assistance to start up a dairy farm and or a dairy processing facilitie to meet state and federal standards. Meeting these standards allows for milk and dairy products to be marketed in and out of state. Techincal assistance takes place at the farm or proposed processing facility and is one on one.	General, Special, Federal
VAAFM	Meat Inspection	\$79,000	Meat Inpection includes techincal assistance to start up a slaughter facilities or meat processing facility to meet state and federal standards. Meeting these standards allows for meat to be offered for sale in state. - Techincal assistance takes place at the proposed processing facility and is one on one.	General, Special, Federal
VDOL	Foreign Labor Certification	\$112,000	Certification enabling employers to hire foreign workers in nondairy farms meeting federal guidelines; Housing inspections, prevailing wage surveys, prevailing practice surveys, training.	Federal
OTHER: Employer Tax Credits				
VDOL	Work Opporunity Tax Credit	\$66,000	Employer tax credit for hiring targeted populations (veterans, TANF / SNAP recipients, low income, VR clients, longterm unemployed, ex-felons, SSI recipients). Hired by an employer that meets the definition under targeted population.	Federal