

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. 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.

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.

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. 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 and the State of Vermont Department of Human Services.

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 has added a pathway for pharmacy technicians and medical assistants. CCV has also partnered with Vermont Tech 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 Vermont Tech'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."