

Vermont Training Program

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Annual Report
Fiscal Year 2021

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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, even with the COVID pandemic's impact on employment, Vermont continues to face 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.

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EXECUTIVE SUMMARY

FY21 Cumulative Summary of Grants to Businesses and Training Providers



\$1,887,413

Grants Awarded



1315

Employees Trained



42

Businesses Awarded
(including 3 Training
Providers)



\$1,435

Average Cost Per
Employee

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.

Fiscal year 2021 remained a challenge for all businesses, with the positives of being able to return to work from pandemic shutdowns, followed by staffing shortages, COVID safety protocols and supply chain issues. This has led to several applications either being not utilized or requests for grant period extensions. Businesses are struggling to focus on long term needs and have focused on immediate training needs of new positions that are hard to fill due to the workforce shortage. VTP has responded by working with businesses to help them organize their training efforts and to encourage the upskilling of their incumbent workers to help with retention. During this time VTP remains as flexible as possible while still following the legislative guidelines.

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 FY2021, the program awarded grants to assist 1,315 employees at 43 businesses through on-the-job training and through training provider grants. Participant wages showed a median wage increase of 16.2% from the second quarter 2020 to the third quarter 2021. The Statewide median wage for this same period is 6.1%.

Historically VTP is one of two important programs (with the Vermont Employment Growth Incentive) that DED has to support economic development – and enhances our relationship with Vermont businesses. Over 100 Vermont businesses reached out to VTP to discuss the potential for grants during the fiscal year. These meetings typically led to our learning of other important information from these employers and other issues with which the Department of Economic Development staff were also able to provide assistance.

The program provides support across the state in a wide range of industries. The leading industries for requests were in advanced manufacturing and food production sectors with 5 applications each.

Leadership continues to be a theme across many industry sectors including the trades. In the past, leaders have taken years to evolve and learn, today

businesses need to react and grow these new positions in a much quicker way as our workforce ages and retires. Businesses continue to lose their content experts who are aging out of the workforce and quitting jobs to work at other businesses, often taking important institutional knowledge with them. VTP is an excellent means of helping businesses to “up-skill” existing employees allowing them to advance into the vacated positions.

Lean trainings continue to be a common request for training funds as employers are working hard to find efficiencies in their business and manufacturing process. Training in lean skills should have long-term benefits for companies but are often expensive and have a lengthy training time – just the kind of investment that VTP is well suited to help with.

VTP provides funds to help businesses to 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.

PROFILE

Training for the Jobs of Tomorrow: Central Vermont Medical Center LPN Training



Central Vermont Medical Center's partnership with the Vermont Training Program has been integral in funding our Licensed Practical Nurse training program. In 2019, the program launched with its pilot cohort to begin pre-requisite nursing courses through Community College of Vermont. In Fall 2020, the cohort advanced to the nursing school year at Vermont Technical College, culminating in 2021 with 13 new graduate LPNs who are committed to working full-time at CVMC! This program has allowed CVMC to provide our employees with the ability to advance their careers while maintaining a full-time salary. The VTP grant supported this important work by assisting with the new LPN's OJT hours as they were upskilling into their new positions. CVMC is so grateful for the innovation and support from this grant and looks forward to many years of partnership and future cohorts to train new Vermont healthcare workers.

MEDIAN QUARTERLY WAGE CHANGE



16.2%

Median Quarterly Wage Increase from second quarter 2020 to third quarter 2021.

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. ¹

The median quarterly wage increased by 16.2% between the second quarter of 2020 to the third quarter of 2021. On an annualized basis, the analysis shows a median wage increase from \$50,423 to \$58,573 between second quarter 2020 and third quarter 2021.

During this same period the Statewide median wage increase was 6.1%

¹ Source: Vermont Department of Labor Median Wage Analysis for the Vermont Training Program.

PROFILE

Training for the Jobs of Tomorrow: New England Woodcraft



“Many people don’t realize how tech-driven the manufacturing industry has become. There are constantly updates to the processes, new safety training required, new engineering programs available and new sales techniques to be used. The Vermont Training Grant has helped us stay up-to-date in all of these areas and assisted us in the modernization of our company. The training grant allowed us to offer larger-scale training programs we couldn’t normally afford to do. It has opened opportunities up to a larger range of employees than normally possible and given everyone an equal opportunity to participate in training initiatives to enhance their career.”

Lindsay Johnson

BUSINESS GRANTEES

The grants presented in the following table have been applied for and have successfully gone through our review process as well as compliance with State agencies such as WC, UI, Tax. Funding was awarded from the FY21 VTP appropriation.²

Sector Distribution of Grants Awarded in FY2021 for Partner Businesses

Sector	Number of Grant Agreements	Employees Trained	Awards
Advanced Manufacturing	5	555	\$608,887.00
Biotechnology	0	0	\$0.00
Financial Services	0	0	\$0.00
Food Systems	5	206	\$305,991.00
Forest Products	1	13	\$54,820.00
Green Business	0	0	\$0.00
Health Care	3	43	\$142,254.00
Clean Energy, Efficiency & Electricity	1	22	\$88,555.00
Software Development and IT	3	186	\$298,650.00
Arts and Culture	0	0	\$0.00
Education	0	0	\$0.00
Tourism & Recreation	0	0	\$0.00
Other	5	89	\$147,780.00
Total	23	1114	\$1,646,937.00

Note: Other category includes an award to Norway and Sons and Bellavance in the transportation sector, ReArch in the construction sector, Casella in waste management and Jackman's Fuels in the HVAC sector.

² 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

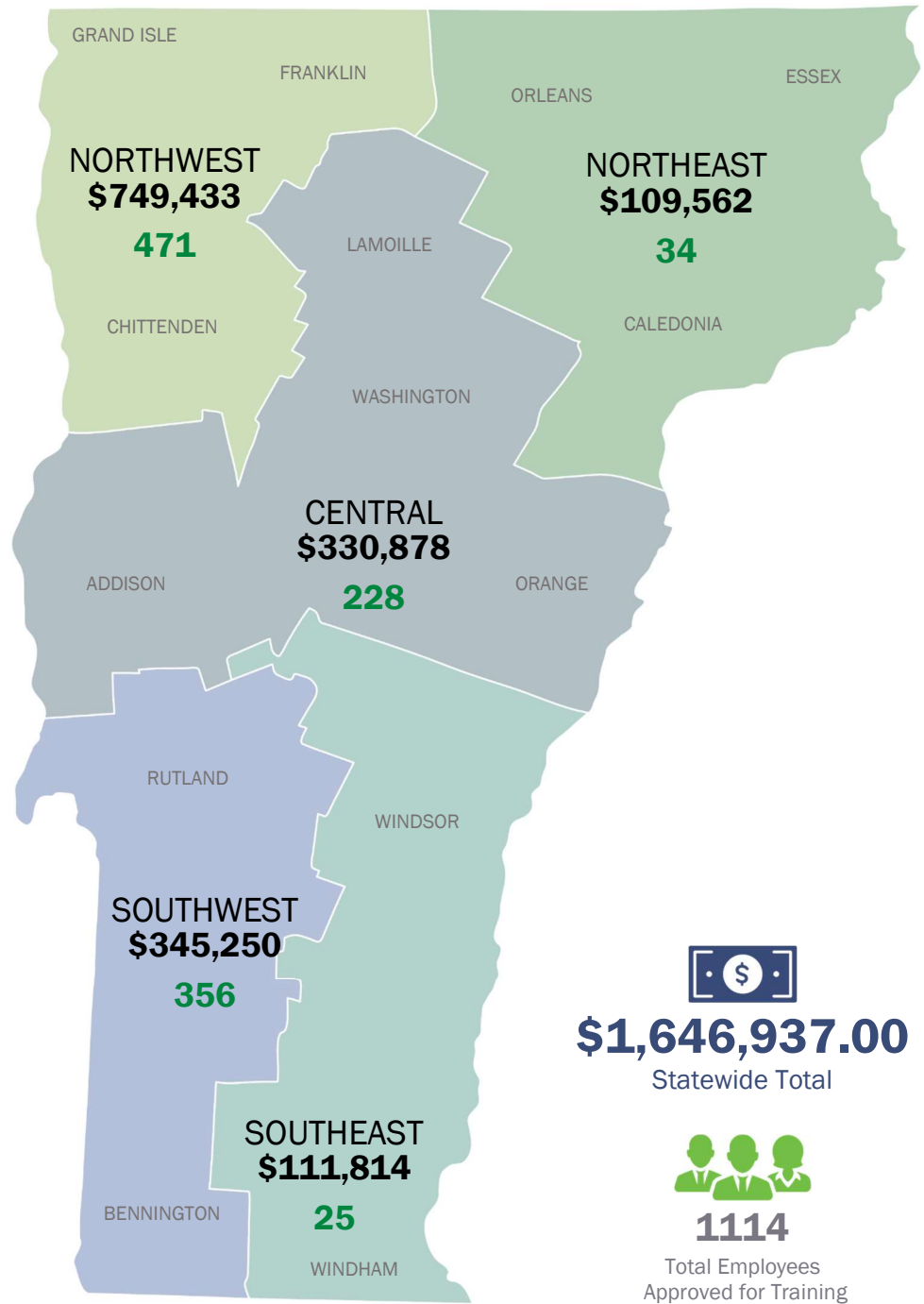
Training for the Jobs of Tomorrow: **Agricola Meats**



“one of the biggest bottlenecks in meat manufacturing in Vermont is finding and retaining highly skilled labor. Not only the VT Training Grant allowed me to offer a longer and more sophisticated training to my employees, but it also encouraged me to structure a more rigorous plan for testing and for ensuring that my employees were receiving a better experience. This program made the whole experience better for them and for me. One of the side effects is that our highly skilled and mighty small team was able to compete successfully and secure a place in the Good Food Award 2022, putting yet another gold star towards Vermont's reputation for high quality artisanal products.”

Alessandra Rellini

BUSINESS GRANTEES AWARDED BY REGION



GEOGRAPHIC DISTRIBUTION OF GRANTS AWARDED FOR PARTNER BUSINESSES

Region	Number of Grant Agreements	Employees Trained	Awarded
	FY21	FY21	FY21
Northwest	10	471	\$749,433.00
Northeast	2	34	\$109,561.00
Central	8	228	\$330,878.00
Southwest	2	356	\$345,251.00
Southeast	1	25	\$111,814.00
Totals	23	1114	\$1,646,937.00

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

Grantee Quote

BARRY CALLEBAUT

The VTP grant will be used to help with On-the-Job Training (OJT) to over 50 employees and new hires. This grant will also be used for a 17-week training program with VMEC on Lean Management Systems, Lean 101, Structured Problem Solving and 5s.

“We are thrilled to be working with the State of Vermont to support our training efforts at Barry Callebaut. As we've had significant growth over the past two years with five new production lines and the addition of 65+ new employees, this could not come at a better time for us,” said Site Manager Jerry Dukas. “This grant will make it possible for us to not only train our new employees, but also help our existing employees to raise the skill sets and keep good paying jobs in Vermont.”

FY2021 GRANT SUMMARIES TO BUSINESSES

Business Awarded	Max Amount Awarded	Max Employees to be Trained
Agricola Meats: Cutting and preparing meats for curing and fermentation for value added products.	\$3,068.00	1
American Meadows: Vendor value stream mapping to improve their process flow.	\$6,850.00	20
Barry Callebaut: Upskilling of incumbent employees, new hires, and vendor training in Lean processes.	\$204,226.00	75
Bellavance Trucking: CDL A training through a vendor.	\$96,000.00	32
Casella Waste Management: CDL B training.	\$9,960.00	15
Central VT Medical Center: LPN onsite training.	\$80,409.00	16
Copley Hospital: Training for laboratory technicians, maintenance and environmental services.	\$54,741.00	21
Dealer Policy LLC: Additional trainings on other US States insurance requirements as they grow their market along with new supervisory trainings.	\$34,915.00	84
FullFlex: The company has expanded their workforce as their market for producing PPE material has increased.	\$111,813.00	25
Glavel: Is adding new employees to a new process in manufacturing recycled glass to products used in the foam glass building and construction market.	\$88,555.00	22
Groennfell Meadery LLC: Have doubled in size over the past 3 years and because of COVID has not had the ability to formally upskill the new staff.	\$2,947.00	21
Healthy Design: A new Vermont company expanding and into a permanent location building a unique medical device.	\$7,104.00	6
Jackmans Fuels: New HVAC trainings for incumbent employees.	\$2,850.00	3
JeldWen Windows and Doors: Supervisory and manufacturing upskilling as the company is growing its product line and growth.	\$53,575.00	25
Mack Molding: Continues to grow and add new manufacturing equipment and processes. This training is a mix of manufacturing system, new ERP and efficiency.	\$338,147.00	350
New England Woodcraft: Manufacturing process training and autoCAD software.	\$64,450.00	130
Norway and Sons Inc.: Electrician apprenticeship training.	\$20,610.00	6
NuHarbor Security: Software training in the cyber security sector.	\$186,088.00	52
ReArch Company Inc.: Process and system training for incumbent employees.	\$18,360.00	33
Sogle Property: Supervisory and forest safety and certification training.	\$54,820.00	13
Trudell Consulting Engineers: Trained in a LEAN process program called Loss Prevention System.	\$40,945.00	25
Vermont Smoke and Cure: Merged with Johnsonville and added 55 positions as well as upskilled incumbent employees in new products.	\$88,906.00	89
Vermont Information Processing.: Trained incumbent employees in leadership, project management and presentation skills.	\$38,938.00	50

PROFILE

Training for the Jobs of Tomorrow: Bellavance Trucking



We have been in a nationwide trucker drought for years and it was eventually clear that instead of merely searching for drivers: we needed to develop them. So, we opened RPR Driving School in June 2021. We also realized to attract students we needed to remove some major obstacles by making it tuition free and even paying them a wage as they learned.

That requires significant financial resources, so we were very fortunate to find a partner who shared this goal of training Vermonters for high paying jobs: the Vermont Training Program. It seems like a win-win-win.

Our relatively small, family run, Central Vermont fleet gets the help it needs to compete and sustain its existing 150 employees.

Some Vermonters realize their dream career of life over the road while earning great wages and benefits.

The State of Vermont creates jobs, invests in existing ones, and adds to its tax base (likely recouping its investment in a single year of income taxes).

A few months in and we have already graduated 3 students (all incredible drivers) and have another 8 in training. As for the students (now drivers): they are projecting to make over \$60k in their very first year!

Daegan and John (with the VTP) responded immediately when we reached out and have been there every step of the way for us. The process was simple. We couldn't be more thankful to this agency, its employees, or the State of Vermont for helping us achieve this.

- Bellavance Trucking

COMPLETED 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 who upon completion of training assumes a newly created position</u>	IE/NP
<u>Incumbent employee who upon completion of training assumes a different position</u>	IE/DP
<u>Incumbent employee who is upgrading their skills</u>	IE/US

Completed Grants Summary

Business Grants Quick Facts	FY21
Total Number of Completed Grants	19
Total Funds Invested in Completed Grants	\$878,234.50
Total Number of Employees Served	741
Approximate Cost Per Employee	\$1,185.20

Completed Business Grant Recipients in FY21

Recipients	Expenditure	Activity	Average Wage	#Served
Advanced Power Conversion	\$25,430.00	IE/US, NH/NP, IE/DP	20.22	9
ARC Mechanical	\$14,198.00	IE/US	31.18	25
Aviatron	\$8,537.00	IE/US, NH/NP	23.93	20
Awesome Graphics	\$13,514.50	NH/NP, IE/US, IE/DP	16.75	4
Bariatix Nutrition	\$66,632.00	IE/US, IE/NP, NH/NP	18.32	29
Critical Process Solutions	\$32,362.00	IE/US, NH/NP	26.45	35
Edge Pharma	\$62,785.00	IE/US, NH/EP	17.71	41
Ellison Surface Technologies	\$133,898.00	NH/NP, IE/US, NH/EP, IE/DP	19.57	30
Global Foundries	\$245,689.00	IE/US, IE/DP	18.00	6
Haskins Gas Service	\$19,900.00	IE/US	17.18	130
Heritage Aviation	\$13,982.00	IE/US	21.21	4
Ivek	\$27,402.00	IE/US	23.06	65
K&E Plastics	\$635.00	IE/US	20.92	20
LBL Fabrication	\$3,780.00	IE/US	20.69	10
Maple Grove Farms	\$8,683.00	IE/US	26.64	18
North Country Engineering	\$10,500.00	IE/US	21.94	26
Southwestern Vermont Medical	\$57,037.00	IE/US	19.42	78
Sun Common	\$123,620.00	IE/US	25.41	182
Ushio	\$9,650.00	IE/US	19.42	9
TOTAL	\$878,234.50		21.47	741

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.

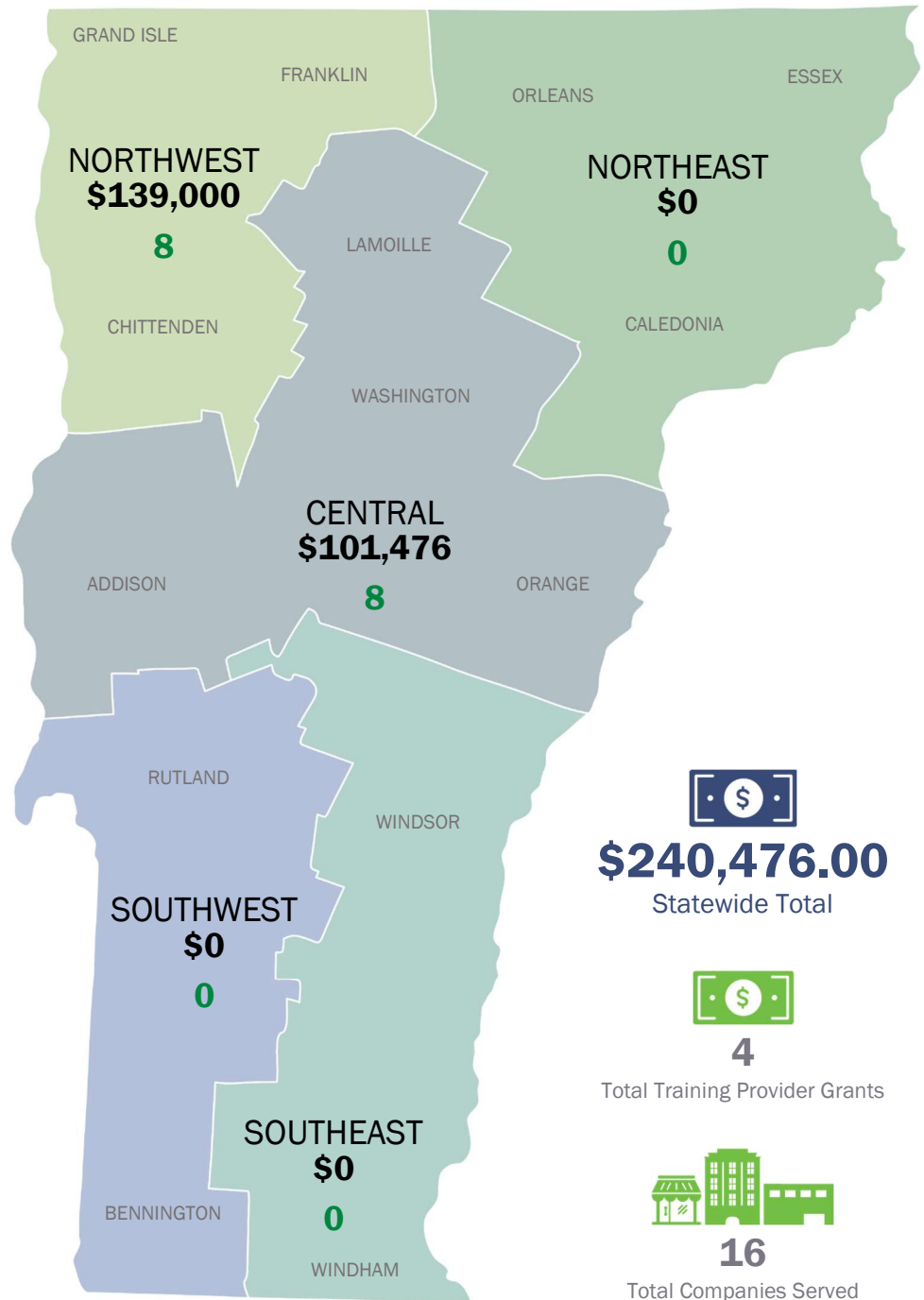
TRAINING PROVIDER GRANTS

Geographic Distribution of Funds Awarded to Training Providers in FY21

Region	Number of Companies Served by Grant Agreements	Employees Trained	Expenditures
Northwest	8	40	\$139,000.00
Northeast	0	0	\$0.00
Central	8	161	\$101,476.00
Southwest	0	0	\$0.00
Southeast	0	0	\$0.00
Total	16	201	\$240,476.00

Notes: This table provides the “Number of Companies Served by Grant Agreements” rather than the “Number of Grant Agreements” to illustrate how many companies are served through grants to training providers. In FY21, VTP awarded 4 training provider grants that provided training to the employees of 16 businesses.

TRAINING PROVIDER GRANTEES AWARDED BY REGION



Sector Distribution of Funds Awarded in FY2021 for Training Providers

Sector	Companies Served by Grant Agreements	Employees Trained	Expenditures
Advanced Manufacturing	6	150	\$82,500.00
Biotechnology	0	0	\$0.00
Financial Services	0	0	\$0.00
Food Systems	2	11	\$18,976.00
Forest Products	0	0	\$0.00
Green Business	0	0	\$0.00
Health Care	0	0	\$0.00
Clean Energy, Efficiency & Electrical	0	0	\$0.00
Software Dev. and IT	8	40	\$139,000.00
Arts and Culture	0	0	\$0.00
Education	0	0	\$0.00
Tourism & Recreation	0	0	\$0.00
Other	0	0	\$0.00
Total	16	201	\$240,476.00

Businesses Served by Training Providers

Downs Rachlin	EZ Probate	NRG Systems
Vermont Precision Tools	Green Mountain Antibodies	Swenson Granite
HearthStone	American Meadows	Mobile Medical
Upper Valley Produce	Monument Farms	NE Chimney
Ann Clark	Carris Reels	AO Glass
Leader Evaporator		

FY2021 GRANT SUMMARIES TO TRAINING PROVIDERS

Training Provider Awarded	Max Amount Awarded	Max Employees to be Trained
Burlington Code Academy: Computer programming and systems	\$139,000.00	40
VMEC: Provides training that supports a manufacturer's ability to respond to and recover from the COVID-19 interruption.	\$82,500.00	150
Vermont Sustainable Jobs Fund: Executive training For Upper Valley Produce.	\$10,000.00	7
Vermont Sustainable Jobs Fund: Executive training for High Monument Farms.	\$8,976.00	4

Training Grants for Pipeline Development Activities

Pipeline development grants 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 ensure our future workforce is engaged and ready to work.

There were no pipeline development grants awarded in FY21.

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
(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 Businesses and Training Providers.

Median Wage: Fiscal Year 2021



\$19.85

Median Wage of New Hires



\$30.75

Median Wage of Incumbent Workers

Change in Participant Wages: Fiscal Years 2020/2021



16.2%

% Wage Change

Note:

- Median Wage and Wage Change data is provided by the Vermont Department of Labor (VDOL). VDOL provides this data based on FY2021 Social Security Number data, which is used to track the 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 businesses.
- Median Wage is reported from VDOL in a quarterly format and the hourly posted wage assuming of a 40-hour work week.

New Jobs Created by Partner Businesses: Fiscal Year 2021



494

New Jobs Trained



\$1,435

Average Cost Per Employee



\$19.85

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	Trained
Pre-employment training for a new hire in a newly created position	0
Pre-employment training for existing position	0
New hire for a newly created position	286
New Hire for an existing position	208
Incumbent employee who upon completion of training assumes a newly created position	3
Incumbent employee who upon completion of training assumes a different position	30
Incumbent employee who is upgrading their skills	788
Total	1315

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
On-site Training	7	7	1	8
Training Provider	4	4	2	6

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.

DED is still waiting on participant data from a few training providers. We are providing the following based on the available information.

Although the percentage of funds awarded to small businesses has dropped, the number of trainings that resulted in a certificate has increased significantly.

% of VTP Funds for Businesses with 50 or Fewer Employees



24% / 35%

of FY20/21 Funds Allocated

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



317 / 295

Employees 20/21

VTP Funds Granted to Businesses with 50 or Fewer



\$318,490 / \$651,978

of FY20/21 Funds Allocated

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



\$228,185 / \$512,600

of FY20/21 Funds Allocated

We attribute the decline in small business awards to the fact that the COVID pandemic likely impacted these businesses more severely and therefore they were less able to set training plans and probably less able to fund their 50% share of the cost.

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 2021.

VTP Monitoring Visits

The Vermont Training Program was unable to do monitoring visits due to COVID in 2021 but is planning to do them again in 2022.