



LEGISLATIVE REPORT

Workforce Investment System & Registered Apprenticeship Program Annual Report

Submitted On: December 15, 2023

Submitted To: The Honorable Phil Scott, Governor
Senate Committee on Appropriations
Senate Committee on Economic Development, Housing & General
Affairs
House Committee on Appropriations
House Committee on Commerce & Economic Development

Submitted By: Michael Harrington, Commissioner
Vermont Department of Labor

In accordance with 10 V.S.A. § 540(4) and 21 V.S.A. § 1113(e)(2).

Purpose

The Department of Labor exists to improve the lives of working Vermonters. Together, we serve the people and businesses of our great State so all of us can live well, be safe, and experience meaningful employment.

Principles

Working with an OPERATIONAL EXCELLENCE mindset
Providing COMPASSIONATE SERVICE to everyone
Acting with PROFESSIONALISM and INTEGRITY in all that we do
Ensuring EQUITY, ACCESS, and BELONGING for our staff and our customers

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As required by 10 V.S.A. § 540 & 21 V.S.A. § 1113(e)(2), this report is intended to present a “systematic evaluation of the accomplishments of the State workforce investment system and the performance of participating agencies and institutions.” See 10 V.S.A. § 540(4). This report also incorporates the first annual report for the Vermont Registered Apprenticeship Program. The inventory of all existing workforce education and training programs and activities, required by 10 V.S.A. § 540(1), can be found in [Attachment B](#).

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PREFACE

As the designated workforce leader of the State, the Vermont Department of Labor (VDOL or Department) works diligently to strengthen partnerships, align the delivery of Federal and State workforce programs and services, engage with private philanthropy to further the impact of our programs and services, and orient our place in the State's workforce development system to support collective action, so as to further Vermont's economic vitality.

This year, the Workforce Development Division experienced changes across its leadership. A new director and assistant director were named in March, and a second assistant director was named in May. While the new leaders were familiar with State government, the Department, and even the Workforce Development System, a significant learning curve still applied to nearly all aspects of the Division. Leadership immediately faced a 20% vacancy rate (about 15 positions), which necessitated a restructuring of the Division by identifying the most needed positions to move our work forward and complying with the requirements established by the General Assembly and the federal government - ensuring we have the right people in place.

The flooding in July required us to pivot and focus on supporting impacted businesses and being available to job seekers by being present in communities in ways we hadn't before. From day one, we were on-site at every multi-agency resource center (MARC) and the FEMA disaster recovery centers (DRC). We expanded our office hours in Barre, Brattleboro, and Springfield. Staff across the State covered DRCs outside their home region and weekend hours, including team members from the Burlington office staffing tables at the DRC in Barre and Waterbury. Staff also came from the Rutland office to help cover activities in Ludlow, Londonderry, and Wardsboro. Our team went the extra mile and was proud to serve in whatever capacity we needed to help our neighbors.

We are ending the 2023 calendar year with significant coordination between the Agency of Education, HireAbility, and the State Workforce Development Board to write an updated Workforce Innovation and Opportunity Act (WIOA) State Plan. This state plan will be out for public comment in January and has a submission deadline to the U.S. Department of Labor of March 1, 2024. The new plan becomes effective July 1, 2024.

WORKFORCE EXPANSION EFFORTS

WORKFORCE EXPANSION PILOT

Section 5 of Act 183 of 2022 created a “regional workforce expansion” pilot program and allocated four classified limited-service positions for the Workforce Development Division. This pilot program was paused until the Special Oversight Committee on Workforce Expansion and Development’s work was completed. The final meeting of the Special Oversight Committee was held at the beginning of December. The Department plans to begin recruiting for these positions in December 2023.

SUPPORTING IMMIGRANTS AND NEW AMERICANS

Section 9 of Act 80 of 2019 directed VDOL to take specific actions to coordinate and support the employment of New Americans in Vermont’s workforce. In partnership with the Ethiopian Community Development Center (ECDC) and the Brattleboro Development Credit Corporation (BDCC), the Department’s WIOA staff has assisted in providing pre-vocational training, occupational skills training, and support services to help immigrants and new Americans in finding and maintaining suitable employment.

Through Labor Exchange Services, WIOA Funds, and State-funded programs (e.g., training funds), the Southeast region has served over 80 clients. The breadth of these services ranged from workforce information services and occupational skills training to direct support services. These support services include covering costs for work clothing, work tools, driver’s education, and related expenses (e.g., driver’s permit and driver’s license fees), as well as support for car insurance, registration, and vehicle inspection to ensure the clients had reliable transportation in a rural part of the State.

The level of support services surrounding automotive/repair drivers’ education with these clients stretched slightly out of the scope of our purpose with some of these participants. While WIOA funds can support these services while a participant is in training, it became clear over time that some of these participants were not ready or not interested in training. We intend to maintain some support for drivers’ education and related expenses for those with a training or employment goal. There is a potential gap in funding for individuals who may not have a training or employment goal but need personal transportation and the independence a vehicle can provide in a rural area.

EX-OFFENDER EMPLOYMENT SUPPORT

VDOL Regional Managers actively engaged with Department of Corrections Workforce Development Coordinators in their correctional facilities to begin transitional services for those being released within six months. In the Southeast region, VDOL staff provided workshops on labor market information, resume writing, and interview skills. Staff screened individuals for eligibility in federal or State-funded programs and begin to plan – whether it’s a plan for training and education or a plan for landing a job after they re-

enter their community. Making these connections while people are still incarcerated eases the transition once they are released.

WORKFORCE DEVELOPMENT DIVISION OVERVIEW

The Department's various divisions serve distinct purposes, ensuring worker protections that encompass safety measures, income security, compliance with fair labor practices, and adherence to laws concerning youth, migrant, and seasonal farm workers. Additionally, the Department provides labor market information and analysis to the public, employers, workers, job seekers, lawmakers, researchers, and planners. This assists in making strategic and data-informed decisions.

The largest division within VDOL, the Workforce Development Division (WD or Division), offers a wide range of services. These include employment services, training assistance, job counseling, and recruitment and placement aid to businesses, job seekers, and workers throughout the State. Positions are funded with a combination of State and federal funds, and staff charge time worked on specific programs to those respective funding sources. Employees assigned to the Central Office are the subject matter experts (SME) for our various federal and State programs. With that knowledge and expertise, they support the work of staff in the field to ensure the programs and funds are appropriately and effectively distributed.

The Division maintains offices with regular operating hours in 11 towns throughout the State. Additionally, it collaborates with HireAbility to establish a presence in Morrisville. Across Vermont, we share locations with other State agencies, mainly in State office buildings where Economic Services' offices are situated. However, there are instances where we have offices in areas where we are the sole State service provider available.

Since the end of the COVID-19 pandemic, we have noticed a shift in the number of Vermonters walking through our doors and the methods they use to access our services. A low unemployment rate (approx. 1.9%) and shifting post-pandemic job-seeker behavior and expectations have led to lower job-seeker foot traffic in our offices, reinforcing the need for staff to be out of the office "on-location" in places where there is a critical mass of people. These locations include grocery stores, libraries, job fairs, and partner organization offices. While we position our offices as "employment services" offices, we still serve our neighbors who consider us "the unemployment office." We are an essential access point for unemployment benefits for those who may not have access to the internet or the technology to file a claim or who may lack the skills necessary to navigate the online claim system. Office hours and locations are available online at <https://labor.vermont.gov/workforce-development/job-centers>. They are also listed in the following table:

Workforce Development Office	Number of Staff	IN PERSON Service Hours (*subject to change with notice)	VIRTUAL Service Hours (*subject to change with notice)
CENTRAL OFFICE	18	Not open to the public	By Appt.
CENTRAL REGION -			
Barre	8	Monday – Thursday 9:30 am – 12 pm; 1 pm – 4:30 pm	Fridays 9 am – 12 pm, 1 pm – 3 pm and By Appt.
Morrisville*		<i>Location of service to be coordinated on a customer-by-customer basis arranged in advance.</i>	By Appt.
White River		Wednesdays 9 am – 2 pm	By Appt.
NORTHEAST REGION -			
Newport	6	Tuesday – Friday 9 am – 12 pm; 1 pm – 3 pm	Mondays 9 am – 12 pm; 1 pm – 3 pm
St. Johnsbury		Monday – Thursday 9 am – 12 pm; 1 pm – 3 pm	Fridays 9 am – 12 pm, 1 pm – 3 pm and by Appt
NORTHWEST REGION -			
Burlington	15	Monday – Thursday 9:30 am – 12 pm; 1 pm – 4:30 pm	Fridays 9:30 am – 12 pm, 1 pm – 4:30 pm, and by Appt.
St Albans			
SOUTHEAST REGION -			
Brattleboro	8	Monday – Thursday 9:30 am – 12 pm; 1 pm – 4:30 pm	Fridays 9:30 am – 12 pm, 1 pm – 4:30 pm, and By Appt.
Springfield		Monday – Thursday 9:30 am – 12 pm; 1 pm – 4:30 pm	Mondays, Thursdays, and Fridays 9 am – 12 pm, 1 pm – 4:30 pm, and By Appt.
SOUTHWEST REGION -			
Bennington	16	Monday – Thursday 9:30 am – 12 pm; 1 pm – 4:30 pm	Fridays 10 am – 12 pm, 1 pm – 4 pm and By Appt.
Middlebury			
Rutland			

Online Services

Vermont JobLink (VJL) is Vermont’s online career, employment, and training resource center. It gives our customers free 24/7 access to search and view job and training opportunities (job seekers) or post jobs for applicants (employers). Users can view current labor market information, explore career pathways, access employment preparation tools (e.g., resume writing assistance, etc.), and explore nearly 10,000 jobs posted by vetted employers. Employers and job seekers can access automatic job postings and resume-matching opportunities through email notifications.

VJL also serves as the Workforce Development Division’s case management system. At additional cost, Vermont can request new configurations, enhancements, and modifications to the VJL application, enabling State and program-specific functionality.

In 2022, Workforce Development rolled out VJL’s online module for Eligible Training Providers (ETPs), where job seekers can research approved providers and programs. The ETP module ties in with the case management module to support provider reporting and outcomes for participants engaged in the approved training programs. This significantly reduced the time required to prepare and produce the annual Eligible Training Provider report.

VJL is our performance tracking system and reporting tool, supporting 16 distinct programs. This system plays a crucial role in generating State and federal reports, alongside ad hoc and management reports that see daily utilization. VDOL is mandated to report around 400 data points per participant, per quarter to federal agencies using this system.

VDOL and America’s Job Link Alliance, the VJL support vendor, continue to protect job seekers’ personal information by masking social security numbers (all but the last four) and conducting application scans before all releases. An independent third-party software company performs annual application scans, code reviews, and penetration tests to support these security measures. Although numerous additional changes beyond those listed here have been implemented, the primary objective remains unwavering: protecting job seekers' sensitive information.

VDOL is currently working with the Agency of Digital Services (ADS) to procure a replacement for the VJL system. As of the writing of this report, there is no discernable go-live date for the new system. However, the Department and ADS expect to have a clearer picture in 2024 regarding potential vendors and solution options.

In 2022, a full-time equivalent position was assigned to support the Workforce Development Process & Performance Analytics team. This has allowed the team to expand their data analysis to support the needs of the Workforce Development Division and to ensure our reporting requirements are met at both the state and federal levels.

COORDINATION WITH OTHER STATE AGENCIES

The following provides high-level details of some of the Workforce Development Division’s inter-agency coordination work, organized by type:

Data Sharing and MOUs:

1. State Wage Interchange System (SWIS):
 - a. In 2020, Vermont signed the SWIS agreement, which enables all WIOA core partners (VDOL, AOE, AHS/HireAbility) to receive quarterly wage records from any other participating state. This satisfies performance reporting requirements in section 116 of the Workforce Innovation and Opportunity Act (WIOA) and allows

us to have better program outcome insights for people who may have moved out of State after they completed training in Vermont.

The ongoing modification of the SWIS Agreement is pending finalization, awaiting consensus from all states and territories involved. Once agreed upon, the updated agreement will be implemented. Specifically for Vermont, the amendments introduce notable changes. This includes enabling the display of a wage flag within the case management systems, signaling the existence of out-of-state wages. Additionally, the modifications encompass the incorporation of Registered Apprenticeship, among other programs, in the requisition of out-of-state wage records.

2. The core WIOA partners' Memorandum of Understanding (MOU) outlines how we coordinate operations and services:
 - a. Under federal requirements, we must report on "co-enrollments," in which an individual may be enrolled in multiple programs to ensure they receive the most effective support. The MOU articulates how we share data to identify co-enrollments.
 - b. Under federal requirements, we must report on "effectiveness in serving businesses," which indicates the level and frequency of business involvement. We coordinate among the core partners to report on this measure.
3. Under an MOU with AHS/Economic Services, we have an internal referral and tracking system to report co-enrollments between WIOA and the Individual Career Advancement Network (ICAN). ICAN is a part of 3SquaresVT and offers free employment and training support to eligible Vermonters (<https://dcf.vermont.gov/benefits/ican>).
4. Under an MOU with the Agency of Agriculture, Food, and Markets, and as part of the Department's Migrant & Seasonal Farm Worker / Foreign Labor Certification program, the Agency of Ag inspects migrant and seasonal farmworker housing, which is a requirement of the Foreign Labor Certification program. VDOL is required to inspect the housing agricultural employers intend to use to house temporary agricultural employees hired through the H2-A visa program. We renewed the MOU for housing inspections this year, initially implemented in 2021.
5. VDOL and the Vermont Department for Children and Families Economic Services Division. This MOU aims to provide specific VDOL staff positions with view-only access to ESD's Eligibility and Enrollment system called ACCESS through September 30, 2025.

Program Coordination

This section outlines some of the coordinated work carried out regularly, but no Memorandum of Understanding or other formal document describes the work.

- Regional Work: Regional managers engage daily with State and local partners, detailed in Attachment A. Partnerships include the Economic Services Division, HireAbility, Corrections, Community Action Agencies, Schools, and CTE centers.
- Job Fair/Vaccine Clinic: VDOL collaborated with the Vermont Department of Health for combined job fairs and vaccination clinics. The initiative has successfully offered free vaccinations while presenting diverse career opportunities. Continued collaboration between both Departments is anticipated.
- Foreign Labor Certification: The Labor Market Information Division conducted 63 prevailing wage surveys, ensuring fair compensation practices and protecting workers' rights.

- Work Opportunity Tax Credit: Pending applications total approximately \$1.6 million. Collaborating with partners at the Agency of Human Services, efforts are underway to establish a process for verifying eligibility requirements.

STATE WORKFORCE DEVELOPMENT ECOSYSTEM

As the head of Workforce Education and Training in the State, the Commissioner of Labor is responsible for coordinating these initiatives within the State government. These tasks are carried out with the State Workforce Development Board (SWDB) as outline in 10 V.S.A. § 540.

The SWDB assists the Governor in executing the duties required under the Workforce Innovation and Opportunity Act (WIOA) and assists the Commissioner of Labor in carrying out the abovementioned responsibilities. The SWDB is required by WIOA. It sets the direction of the State's use of federal funds under these four titles:

- Title I: Administered by VDOL, this Title authorizes programs and activities that support job training and related services in three different categories: Adult, Dislocated Worker, and Youth programs. It also establishes a one-stop delivery system, or a unified system offering comprehensive workforce services, that improves the quality and range of education and workforce development services. The SWDB is responsible for oversight and operation of the one-stop system.
- Title II: Administered by the Agency of Education, this Title sub-grants funds to eligible entities who administer the Adult Education and Literacy (AEL) programs. The funds help eligible adults become literate in English, develop other basic skills necessary for employment and post-secondary education, and become full partners in their children's education. It serves people with barriers to employment, such as immigrants, low-income individuals, and English language learners.
- Title III: Administered by VDOL, this Title authorizes programs and activities that allow the Department to connect job seekers with employers who are seeking workers, including through our free, vetted job board at www.vermontjoblink.com.
- Title IV: Administered by HireAbility at the Agency of Human Services, this Title administers and authorizes funding for vocational rehabilitation for people with disabilities.

Every four years, the State is required to submit a new WIOA State Plan. The next State Plan is slated for submission in March 2024, with its implementation set to span from July 1, 2024, to June 30, 2028. The SWDB formulates the overarching vision and objectives for the plan. The core partners, or the responsible Agencies and Departments overseeing the four titles mentioned above, outline the State plan's specifics, focusing on inter-program coordination and delineating how each entity will manage its program. The final draft plan is then forwarded to the SWDB for endorsement and public comment. After a comprehensive review and response to public input, the final plan will be submitted for review and approval by the federal government.

State Workforce Development Board Vision & Goals

In June 2023, the SWDB embraced a strategic plan outlining a vision and goals for the workforce system. These goals and vision are a compass for State agencies and departments, directing their strategies concerning the public workforce development system and aligning with the objectives outlined in the WIOA State Plan. The Board is expected to make minor adjustments to the goals to enhance clarity for the upcoming 2024-2028 plan.

SWDB Vision:

Vermont's employment demands will be met through a Statewide, coordinated, and integrated system of workforce education, training, and development where Vermonters can connect to robust career pathways, advance along career ladders, and new Vermonters can quickly secure employment with a Vermont employer.

WIOA State Goals (adopted for the revised 2022-2023 plan):

- Goal 1: Increase the number of Vermonters connected to the education, training, and supportive services needed to enter and advance along a career pathway that leads to greater financial independence.
- Goal 2: Increase the number of women, Veterans, minorities, individuals with disabilities, and other underrepresented groups employed in the skilled trades, science, technology, engineering, mathematics fields, advanced manufacturing, and other priority industry sectors in Vermont.
- Goal 3: Increase the number of Vermonters with barriers to employment who complete high school and earn a post-secondary credential, including an industry-recognized certificate, registered apprenticeship, or post-secondary degree program, to become employed in occupations that align with the needs of Vermont's employers.
- Goal 4: Improve Vermont's workforce development system by continuously aligning, adapting, and integrating workforce education and training programs and career and supportive services to meet the needs of all customers.
- Goal 5: Expand Vermont's labor force by helping more Vermonters enter the labor market and assisting out-of-state workers in securing employment with Vermont employers and relocating to Vermont.
- Goal 6: Connect employers with technical assistance, hiring best practices, and workplace enhancements.
- Goal 7: Adapt the current Workforce Development system to pandemic-era realities by supporting and enhancing remote options for employers and workers and updating physical locations to address safety and accessibility concerns.
- Goal 8: Acknowledge additional elements that impact Vermont's workforce system, including housing, childcare, broadband, education, and affordability, by taking a more holistic approach and better aligning our workforce goals.

In adopting the Strategic Plan, the Board acknowledged that **the State of Vermont's Workforce System needs approximately 10,000 new workers annually by 2040**. The plan includes five priorities aimed at addressing this gap in worker supply:

- Priority 1: Maximize Workforce Innovation and Opportunity Act Funding
- Priority 2: Improve Workforce System Alignment
- Priority 3: Enhance Workforce Supports
- Priority 4: Coordinate Workforce Education and Training
- Priority 5: Increase Size and Quality of Workforce

Further details about the priorities of the Strategic Plan can be found here:

https://vwdb.vermont.gov/sites/vwdb/files/SWDB%20Strategic%20Plan_6.8.pdf

VDOL WORKFORCE DEVELOPMENT PROGRAM SUMMARIES

Federal: Workforce Innovation and Opportunity Act (WIOA)

WIOA establishes a publicly funded workforce development system comprising a national network of federal, state, and local agencies and organizations. This network offers various services and supports, including employment, education, and training, to assist job seekers in securing quality jobs and supplying businesses with skilled workers essential for global competitiveness.¹

WIOA strives to enhance the coordination of federal investments in job training, integrating service delivery across programs for increased efficiency. Additionally, it aims to establish a job-driven workforce system that effectively connects skilled individuals with employers, ensuring a better match between workforce needs and available talent.² WIOA mandates coordinated planning and collaboration among various federally funded employment programs, particularly with its essential partners— VDOL, the Agency of Education and HireAbility (Agency of Human Services). Moreover, WIOA promotes collaboration with entities outside its scope, such as TANF, SNAP, and Perkins V, aiming to establish a unified approach to serving Vermont's most vulnerable individuals. This approach not only focuses on developing career pathways but also implements sector strategies to cater to the needs of both businesses and workers.

VDOL receives funding and administers programs under WIOA Titles I and III, as listed above. The Agency of Education (AOE) receives funding and administers programs under WIOA Title II. HireAbility, in the Department for Aging and Independent Living (DAIL), receives funding and administers programs under WIOA Title IV. While not core programs, other organizations in the State receive funding under WIOA for specific activities. They include Pathstone, Northland Job Corp, and ReSOURCE. Programs authorized, directed, and funded by other federal agencies must also participate in some WIOA performance and service delivery mandates. These include:

- Career and Technical Education Programs authorized under Perkins V
- Temporary Assistance for Needy Families (TANF)
- Employment, Training, and Work Programs under the Supplemental Nutrition Assistance Program (SNAP)

¹ Required Elements for Submission of the Unified or Combined State Plan and Plan Modifications under the Workforce Innovation and Opportunity Act, OMB Control Number 1205-0522, September 5, 2019, p. 3.

² *Id.*

- Senior Community Service Employment programs under the Older Americans Act
- Community Services Block Grant Act
- Reintegration of ex-offender programs under the Second Chance Act, and
- Employment and Training Activities under Housing and Urban Development (HUD).

WIOA TITLE I: ADULT PROGRAM

Title I Adult Program funds are awarded to the State through a formula grant of \$2,163,640 in program year (PY) 2022. These funds aim to deliver employment and training services to individuals ages 18 and older who are:

- unlikely or unable to obtain or retain employment that leads to economic self-sufficiency,
- who need training services, and
- who have the skills and qualifications to participate successfully in the training services available.

Basic, individualized, and follow-up career services and supportive services are available to eligible participants. VDOL prioritizes serving veterans, low-income individuals, and individuals with barriers to gaining and sustaining unsubsidized employment.

An initial assessment is part of the overall intake process and includes the initial determination of each individual's employability, aptitudes, abilities, and interests through interviews, testing, and counseling. All potential participants must have an initial assessment by a VDOL staff member or partner agency to evaluate basic skills, interests, and experience to determine appropriateness for the adult program.

An Individualized Employment Plan (IEPD) is developed jointly by the participant and VDOL staff member to determine short-term and long-term goals. The IEPD offers an ongoing strategy to identify employment goals and achievement objectives, develop an appropriate combination of services for the participant to achieve employment goals, and document services and achievement of goals.

Among the services offered, adult participants can partake in paid or unpaid on-the-job training, work experience, or internships. Through these experiences, individuals can acquire skills in performing specific occupational tasks, learn workplace navigation, handle challenging workplace situations, foster professional growth, and develop their resumes and references to enhance their marketability for future unsubsidized employment.

The on-the-job training program is a crucial method of delivering hands-on training and has proven beneficial to job seekers and employers in the private and public sectors. The program allows employers to train job seekers at a wage reimbursement rate of up to 50% for a predetermined number of hours. On-the-job training is designed to provide knowledge or skills essential to the satisfactory performance of the job.

Occupational skills training stands out as one of the most sought-after services provided by VDOL for its adult clients. This service has seen significant utilization, with participants completing various training programs and entering the labor force across diverse occupations. These occupations include, but are not limited to, roles such as welders, tractor-trailer truck drivers, LNAs, bookkeepers, teacher assistants, EMTs, medical records and health information technicians, chefs, machine tool operators, dental assistants, and computer programmers.

Adult Program Participant Success Story

Abass is a 46-year-old new American who approached VDOL in November 2022 after receiving a scholarship from the Department of Transportation to be used toward Commercial Driver License (CDL) training classes. He and his wife made a modest income both working in retail jobs, but he was motivated and aspired to do more to support his family. He reports that he has always enjoyed driving and has been passionate about commercial driving for years. Abass still needed just over \$3,000 to afford tuition at Pro Driver Training. He diligently studied the commercial driving manual, earned his CDL permit, and passed his DOT physical independently as he prepared for training. He took on odd jobs to build up his savings, and along with his wife's income, he could afford not to work during training and focus all his energy on learning. He enrolled in the WIOA program in March of 2023, began behind-the-wheel CDL driver training in April of 2023, and has since completed his CDL.

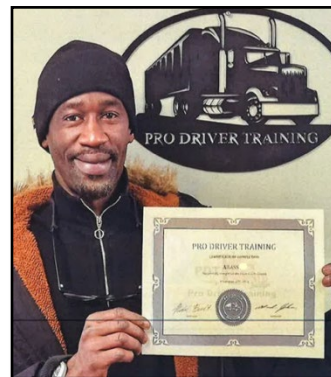


Figure 1: Abass proudly displays his Certificate of Completion for CDL training.

WIOA Performance Measure	PY 2021 Actual	PY 2022 Target	PY 2022 Actual
Participants Served	214	-----	302
Employment (2 nd Quarter after Exit)	69%	68%	77.4%
Employment (4 th Quarter after Exit)	61.3%	59%	68.6%
The midpoint of participant wages earned (2 nd Quarter after Exit)	\$5884	\$5500	\$8343
Credential Attainment Rate	48.2%	67%	67.9%
Measurable Skill Gains Rate	58.1%	55%	67.3%

Figure 2: PY2022 Title I Adult Program Performance Outcomes

WIOA TITLE I: DISLOCATED WORKER PROGRAM

Title I Dislocated Worker Program funds are allocated to the State via a formula grant. In the program year (PY) 2022, Vermont received \$1,005,465 designated explicitly for employment and training services tailored to dislocated workers. A dislocated worker is an individual:

- a) who has been terminated or laid off or has been notified of a termination or layoff;

- b) who is sufficiently attached to the workforce, demonstrated either through eligibility for or exhaustion of unemployment compensation; and
- c) who is unlikely to return to the previous industry or occupation.

VDOL's Dislocated Worker Program provides tailored, individualized services encompassing career exploration, comprehensive assessment, access to labor market information, referrals, coordination with community partners, and eligibility for supportive services for qualified participants.

VDOL staff collaborate one-on-one with Dislocated Worker Program participants, helping them to secure permanent, full-time positions amidst various reemployment options. Although participants may possess a robust work history in their resumes, some may require up-skilling to match the evolving labor market demands, ensuring competitive wages. Utilizing the WIOA eligible training provider list, participants can access occupational skills training funded through Title I resources.

In PY 2022, following training programs and utilizing career services, Dislocated Worker participants successfully secured full-time positions in expanding sectors of the labor market. These positions include information security analyst, bookkeeper, accountant, structural metal fabricators and fitters, tractor-trailer truck drivers, medical assistants, teacher assistants, registered nurses, web developers, and network and administrative assistants.

WIOA Performance Measure	PY 2021 Actual	PY 2022 Target	PY 2022 Actual
Participants Served	36	-----	31
Employment (2 nd Quarter after exit)	71.1%	73%	100%
Employment (4 th Quarter after exit)	78.4%	67.5%	87.1%
The midpoint of participant wages earned (2 nd Quarter after exit)	\$7952	\$9000	\$9568
Credential Attainment Rate	88.5%	80%	79.2%
Measurable Skill Gains Rate	61.9%	60.5%	71.4%

Figure 3: PY2022 Title I Dislocated Worker Program Performance Outcomes

WIOA TITLE I: YOUTH PROGRAM

Title I Youth Program funds are awarded to the State through a formula grant. In program year (PY) 2022, Vermont received \$2,281,555 to deliver employment and training services to individuals ages 14 to 24. 75 percent of Title I Youth Program funds must be used to serve out-of-school youth (OSY) ages 16 to 24, and 25 percent of Title I Youth Program funds can be used to serve in-school youth (ISY) ages 14 to 21.

VDOL is committed to providing high-quality services for youth and young adults, including:

- a) career exploration and guidance;
- b) continuing support for educational attainment,
- c) opportunities for skills training in in-demand industries and occupations; and
- d) finding a good job along a career pathway or enrollment in post-secondary education while providing intensive case management to ensure success.

A youth objective assessment is a required component of the youth program. An accurate evaluation identifies each youth's academic levels, skill levels, and service needs. The objective assessment determines appropriate youth element services and career pathways for eligible youth in developing their Individualized Service Strategy (ISS).

An ISS is developed jointly by the youth and VDOL staff members to determine short-term and long-term goals that directly link the performance objectives for the program and identify career pathways that include education and employment goals.

The youth program encompasses fourteen (14) program elements (see below) that must be available to youth participants. Core partner resources may be leveraged through appropriate referral processes to assist in offering the program elements to youth.



Figure 4: The 14 Youth Program Elements.

- 1) Tutoring, study skills training, and instruction that lead to completion of the requirements for a secondary school diploma or its recognized equivalent or for a recognized post-secondary credential;
- 2) Alternative secondary school services or dropout recovery services, as appropriate;
- 3) Paid and unpaid work experiences that have academic and occupational education as a component of the work experience, including summer employment opportunities and other employment opportunities available throughout the school year, pre-apprenticeship programs, internships, job shadowing, and on-the-job training opportunities;
- 4) Occupational skill training, prioritizing training programs that lead to recognized postsecondary credentials that align with in-demand industry sectors or occupations;
- 5) Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
- 6) Leadership development opportunities, including community service and peer-centered activities encouraging responsibility and other positive social and civic behaviors;
- 7) Supportive services;
- 8) Adult mentoring;
- 9) Follow-up services for no less than 12 months after completing participation;
- 10) Comprehensive guidance and counseling, which may include drug and alcohol abuse counseling, as well as referrals to counseling;
- 11) Financial literacy education;
- 12) Entrepreneurial skills training;
- 13) Services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services; and
- 14) Activities that help youth prepare for and transition to postsecondary education and training.

In-School Testimonial

“Having the Job Center Specialist from the Department of Labor come and meet with students at the schools greatly benefits the students by creating another positive community connection that helps students develop and pursue their career interests. Once the relationship is formed, the students feel comfortable reaching out again for assistance in pursuing their next career interest. It’s another reliable relationship they have after high school.

“The Job Center Specialist has been the only lifeline for most youth under 18. Public schools can’t fund a high school student’s interest in learning how to weld or becoming a licensed nurse assistant. Yes, HireAbility can support if a student is on their caseload, but that’s a much smaller percentage of students. The DOL is currently the primary funding support for our future workforce.

- School Counselor

Twenty percent (20%) of Title I Youth Program funds must be spent on helping connect and fund participant work experiences. Connecting youth to a meaningful work experience is essential for a few reasons:

- Work experiences help youth learn about themselves and help them gain skills that are essential for advancing in a career pathway.

- Work experience can help youth develop transferable skills, understand how organizations work, build confidence, and confirm or decide on a career path.
- Work experiences can gently introduce individuals to the world of work, teach them workplace etiquette, and give them an idea of the skills they need to thrive in the workplace.

Youth Program Core Partner Collaboration Testimonial

“For the last 12 months, I have been working with a youth client referred by HCRS. The client disclosed that she suffered from severe anxiety and multiple barriers and did not complete her high school diploma. She participated in 2 separate work experiences where she improved her soft skills and self-confidence. During their work experiences, she determined a career pathway in Salesforce for Administration purposes. This occupation would allow her to work independently and potentially at home. Through direct support of WIOA, HCRS, and HireAbility, she developed the courage to attend Vermont Adult Learning, where she eventually earned her GED.”

- School Counselor

WIOA Performance Measure	PY 2021 Actual	PY 2022 Target	PY 2022 Actual
Participants Served	158	-----	175
Employment (2 nd Quarter after Exit)	69.7%	63%	74.7%
Employment (4 th Quarter after Exit)	68.1%	59.5%	71.2%
The midpoint of participant wages earned (2 nd Quarter after Exit)	\$5187	\$3700	\$6155
Credential Attainment Rate	31.5%	44%	44.2%
Measurable Skill Gains Rate	49.1%	40.5%	61.9%

Figure 5: PY2022 Title I Youth Program Performance Outcomes

WIOA TITLE I: RAPID RESPONSE

VDOL Rapid Response Services promotes economic recovery and vitality by developing an ongoing, comprehensive approach to identifying, planning for, and responding to layoffs and dislocations and preventing or minimizing their impacts on Vermont workers, businesses, and communities. Layoff aversion strategies deliver solutions to address the needs of companies in transition. These services are provided across the business cycle (expansion and contraction) and are developed with other workforce development partners and educational providers.

VDOL mobilizes Rapid Response teams, and a response strategy is developed upon receipt of a Worker Adjustment and Retraining Notification (WARN) Letter from the employer providing the mandatory notice of layoff or closure. The Rapid Response team will respond similarly to other layoffs and closures that do not warrant a WARN Letter.

VDOL Rapid Response teams are available statewide to conduct informational sessions for the adversely affected workers facing layoffs. The public services and benefits include

unemployment benefit application assistance, job search assistance, and training opportunities. Information is also made available on health insurance options, community services, and local agencies that provide help, advocacy, and support for dislocated workers and their families.

In Program Year 2022, VDOL provided Rapid Response services to nine significant layoff events representing just under 400 impacted workers. Rapid Response information sessions were offered, and targeted job fairs were held. Other Vermont businesses reached out extensively, expressing interest in hiring these workers. In most cases, these individuals were presented with excellent re-employment opportunities within their local communities.

VDOL provides monthly, small-scale job fairs for employees affected by layoffs or business closures. As a result of our commitment, it also extends to collaborating closely with our unemployment insurance division and economic development partners to offer comprehensive resources whenever necessary.

As national and global inflation impact businesses, leading to challenging economic conditions, layoffs increased toward the end of PY2022. The recently appointed Rapid Response Coordinator has introduced new tools and strategies to adopt a more focused approach to Rapid Response.

Enrollment Trend Analysis for the WIOA Youth, Adult, & Dislocated Worker Programs

In PY2022, there was an encouraging increase in WIOA youth and adult enrollments. This increase in enrollments results from our efforts to inform partners of our programs and strengthen relationships with community partners. With Vermont's low unemployment rate and workers simply obtaining employment alone, enrollments in the dislocated worker program were very low. Discussion began in PY2022 to expand the dislocated worker eligibility criteria so that more people can be determined eligible. The new dislocated worker policy will allow long-term unemployed individuals to be eligible for enrollment. Based on the Wagner-Peyser data alone, 458 job seekers disclosed they were unemployed long-term.

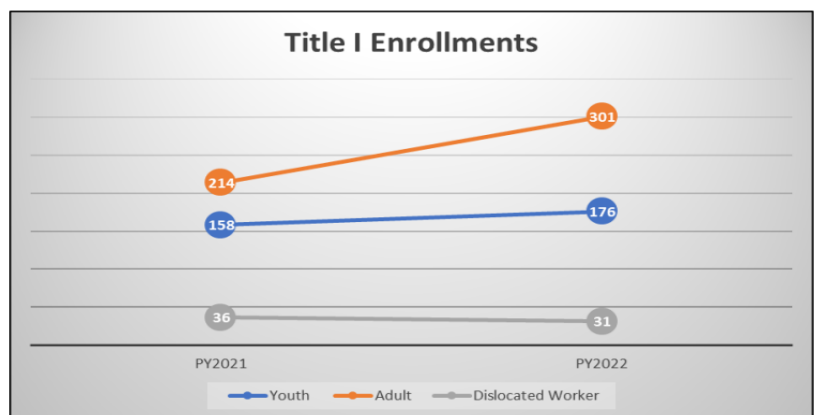


Figure 6: Title I Program Enrollment Trends - 2021 to 2022

Vermont Eligible Training Provider List (ETPL)

The workforce development system established under WIOA promotes informed consumer choice, job-driven training, performance transparency, and continuous improvement. The ETPL is used by individuals enrolled in WIOA Title I programs to help make decisions about enrollment in training programs for which Federal funds will be used to pay tuition and other education-related costs.

The approval process and reporting requirements have discouraged many training providers in our State from applying to be included in the ETPL. Vermont is a small state with limited resources and few training providers. The ETPL process creates administrative burdens and reporting barriers. Fortunately, Vermont receives State funding from its legislature to fund tuition for programs not on the ETPL. Information about the ETPL can be found in [Appendix B](#).

In PY 2022, Vermont received \$159,683.23 in grants designated to cover tuition costs for programs not supported by WIOA due to their absence from the ETPL. VDOL oversees the administration of State funds, namely the Vermont Training Fund and the Vermont Youth Employment Fund. These funds are available to support credential training that falls outside the scope of WIOA's funding parameters.

WIOA TITLE III: LABOR EXCHANGE SERVICES

The primary function of the Title III Employment Services Program (Wagner-Peyser or Labor Exchange) is to provide job seekers with universal access to labor exchange services. Labor exchange services are considered a career service under WIOA and are available to all individuals legally entitled to work in the United States; there are no eligibility criteria.

The employment services that all individuals can access under the Labor Exchange program include access to local labor market information, career pathway exploration, job search assistance, job referrals, placement assistance, resume and cover letter writing assistance, interview preparation and mock interviews, work readiness training, and employment retention support. Screenings and assessments are also available to determine appropriate service referrals and help individuals enroll in available employment, training, education, and social assistance programs. To ensure that all services are equitable and accessible to all, Labor-on-location events continued to grow across the State in PY2022.

The top five most accessed services are job search planning, resume assistance, career guidance, UI claimant activity, and labor market information.

VDOL identifies potential in converting job seekers who utilize Wagner-Peyser services and disclose specific barriers to employment, aiming to enroll them seamlessly into a WIOA program. Through assessments, goal setting, and career exploration, staff can make appropriate referrals internally and to core partners.

Wagner Peyser Testimonial

"It's been a very busy few months since we spoke last, but so exciting! My job at Cabot Creamery is supporting an Environmental Health and Safety role referred to as an EHS Specialist. This is a career change for me, transitioning from a production leadership role to a role providing safety support for production teams. This is due in part to a revised and updated resume that focused on transferable skills. From a salary perspective, I was able to increase my annual salary. The benefits package has added a pension to my retirement goals, and Cabot provides tuition reimbursement. I just completed my first course, finishing with a 95. I have also been sent to multiple OSHA certification courses and was just recently invited to serve on the Vermont Safety Council, which I gladly accepted.

All these things have allowed me and my family to avoid relocation and to remain in Vermont. My experience working with the St J. team and specifically with Liz was always positive, progressive, and encouraging. I am so thankful for the work and support Liz provided and the chance that Cabot took on me. My advice for people who find themselves middle-aged and laid off: leverage your experience, focus on transferable skills, listen intently, network, be assertive, dare to go big!"

- Wagner-Peyser Job Seeker

MIGRANT AND SEASONAL FARM WORKERS PROGRAMS

The role of the State Monitor Advocate (SMA) is to administer a Federal and State monitoring system that ensures migrant and seasonal farmworkers (MSFW) have equitable access to career services, skill development, and workforce protections offered by American Job Centers so that they may improve their living and working conditions.

Key responsibilities include:

- Conducting outreach to MSFWs in their working and living environments;
- Monitoring services provided to MSFWs at American Job Centers;
- Facilitating the Employment Service and Employment-Related Law Complaint System, which helps resolve labor-related complaints; and

- Promoting the Agricultural Recruitment System for U.S. workers, which connects job seekers to employers who need workers.

After a short vacancy, the SMA role was filled in June 2023. Upon hire, the focus of VDOL has been to provide all necessary support and adequate training to ensure that the SMA can carry out its duties effectively.

The newly hired SMA attended two essential national trainings in the first three months of service:

1. State Monitor Advocate Leadership Conference
This conference provided guidance and resources about State Workforce Agency (SWA) and SMA responsibilities, ethics and internal controls for SMA, MSFW outreach requirements, SMA liaison responsibilities, and the Employment Service Complaint System.
2. Association of Farmworker Opportunity Programs 2023 National Conference
This conference allowed the SMA to connect with other SMAs in the country, identify possible collaborators to offer Community Outreach and Partnerships, and develop strategies to deliver quality services to help vulnerable people in our community. At this conference, the SMA had the opportunity to interact with people who do similar work around the country, thus developing a strong network of support and expertise.

As additional training, the SMA meets monthly with the Regional Monitor Advocate (RMA) and all the SMAs of USDOL Region 1. This group has provided support and help with challenges that have come up and provided mentoring and resources to create solutions. The Vermont SMA is also receiving more formal mentoring from the SMA in Colorado, who has been in the role for more than fifteen years and has extensive knowledge and experience.

In their initial months, the SMA focused on another crucial objective: forging strong connections with partners dedicated to supporting farm workers in Vermont. This endeavor involved establishing relationships with key organizations such as the UVM Extension Service, Migrant Justice, and Farm First. These efforts have opened numerous avenues for collaboration, fostering partnerships between state entities and community resources.

During the severe flooding in July 2023, the SMA visited many affected farms. Some of them had to reduce agricultural workers' work hours drastically, so the SMA organized a collection of food and personal hygiene items, including masks, to give to the farm workers. The main objective of this initiative was to minimize the losses of the workers as much as possible and to let them know that VDOL has various ways to offer help. Any workers here on H2A visas received support and advice regarding the laws that must be followed even in such adverse situations. Under 20 CFR 655.1034(o), farms must provide protections to H2A workers if they are forced to end the contract early due to unforeseen circumstances. Nine farms were visited in total, and only two of them received support and advice. The remaining farms reported that their damages were minor and, therefore, there was minimal impact on workers.

During the summer months of 2023, the SMA, working with the Agency of Agriculture inspectors, carried out housing inspections for H2A workers who would come to pick apples in the fall season. This work is done under the MOU between the VT Department of Labor and the Agency of Agriculture. Farm owners must provide adequate, safe housing as a condition of the H2A program. Although not a core function of the SMA role, these visits served as a training activity and provided an opportunity to meet many farm owners.

In September 2023, the SMA, in partnership with the First Liaison from the Agency of Agriculture, developed a collaborative plan to conduct outreach for the Farm and Food Workers Relief Program (FFWR). This program intends to relieve farmworkers and meatpacking workers who incurred pandemic-related health and safety costs. Immigration status was not an eligibility requirement in the application. Eligible farmworkers must have worked between January 27th, 2020, and May 11, 2023.

The Pennsylvania Association for Sustainable Agriculture (PASA), Agency of Agriculture, Farm First, NOFA VT, the Department of Labor, and the Open-Door Clinic administered the program. These organizations assisted individual farmworkers in completing the application to receive the one-time \$600 relief payment. After three weeks of intense work, the SMA completed 165 applications for farm workers, thus delivering a total of close to \$100,000 in total relief to Vermont farmworkers.

VDOL’s focus for next year is to hire and onboard an additional part-time outreach worker to reach more farmworkers around the State. There is also a focus on making the Employment Services Complaint System more accessible by adding access to other languages and increasing the use of interpreters if necessary.

WIOA Performance Measure	PY 2021 Actual	PY 2022 Target	PY 2022 Actual
Participants Served	2692	-----	2519
Employment (2 nd Quarter after Exit)	53.8%	59%	61.8%
Employment (4 th Quarter after Exit)	50%	52%	59.7%
The midpoint of participant wages earned (2 nd Quarter after Exit)	\$6875	\$6500	\$8250

Figure 7: PY2022 Title III Labor Exchange Program Performance Outcomes

WIOA TITLE I & TITLE III: EMPLOYER SERVICES

Throughout this year, VDOL maintained a strong emphasis on serving the needs of our employer customers. Despite Vermont facing lingering employment difficulties due to the aftermath of COVID-19, we have capitalized on the opportunities arising from this situation. Leveraging the eagerness of employers to collaborate with us and show a heightened interest in our services, VDOL has proactively tackled this scenario. We've

engaged in consistent outreach to employers, introducing new and inventive methods to aid in their recruitment, training, and retention requirements.

The implementation of the simple Employer Inquiry web form in the pandemic era continues to be a favored tool for businesses. In PY 2022, we received 477 new inquiries. Many were from businesses that had not previously engaged with VDOL. Based on where the business says they are located, the easy-to-complete form is routed directly to the appropriate regional manager for direct follow-up from a staff member. Although not the only option for employers to contact the Business Services staff, it stands out for its simplicity and the ability to provide quick responses. Although the total volume of inquiries has decreased from PY 2021, a closer examination reveals that this decline is due to businesses establishing direct contact with our Business Services team. Consequently, the initial inquiry form has been used less. The Business Services Manager has continued to emphasize personal engagement and regular follow-up with businesses. Since overall business contacts are up, lower use of the web form is a testament to the Business Services team's success in building strong, trusting relationships with employers.

The services we offer to businesses include:

- taking and posting job orders to Vermont Job Link, our free job board;
- reviewing and editing job descriptions;
- referring or “matching” job seekers to available job openings;
- offering job fairs and hiring events; and
- promoting a company via our weekly jobs newsletter that reaches nearly 20,000 people.

The Continuation of job fairs and hiring events allowed for some new and creative opportunities during PY 2022:

- Following the July 2023 flooding, VDOL staff supported business in person and offered assistance. Businesses impacted by the flood expressed tremendous appreciation for our staff's efforts. By engaging with business owners face-to-face, we not only improved trust but were also able to address many issues that extended beyond our usual scope of services. This collaborative approach resulted in partnering with other State and community entities. The relationships cultivated during the flood relief efforts persist even as these initiatives wind down. VDOL has become a trusted partner for numerous new customers and tiny businesses.
- A dedicated Business Services team will be created, responsible for outreach, and will act as a knowledge source for various employer services and options available to employers throughout the state. Cross-training of internal staff with partner agencies has begun. We fully expect the Business Services team to be the go-to resource for Vermont businesses moving forward.
- The Northwest Region, specifically the Saint Albans office, partnered with the Abenaki Nation of Missisquoi to host a Health and Human Services Career Resource & Job Fair on May 23rd, 2023. Planning for this event began in the late summer of 2022. The Vermont Department of Health, Vermont State Dental Society, and Northern Vermont Area Health Education Center also participated in the planning committee. The purpose of this event was to serve as a “one-stop shop” for Vermonters interested in jumping into a new career or embarking on an educational journey toward a lucrative and fulfilling

career in healthcare. The goal was to host a variety of jobs from the behavioral, medical, and dental healthcare fields. Also represented were front-line health workers who provide outreach, advocacy, patient education, care coordination, healthcare navigation, and social support for their communities. This workforce includes community health workers, health educators, case managers, care coordinators, public health, prevention, and peer support workers. Educational institutions and financial assistance organizations were also invited to participate as exhibitors. In total, there were 23 exhibitors at this event. Although this event did not have a strong turnout from job-seeking Vermonters, it did serve as a good opportunity for networking among exhibitors and partners.

The performance indicators presented below outline the PY22 outcomes assessing the effectiveness of the State's WIOA programs in serving employers. Collaborating closely with the WIOA Core Partners at AOE and AHS/HireAbility, our focus encompasses two specific measures:

- Retention with the same employer in the 2nd and 4th quarter after exit: This metric gauges the percentage of participants exiting service and remaining employed with the same employer in the second and fourth quarters post-exit.
- Repeat business customer rate: This metric signifies the percentage of businesses that have received services and have subsequently utilized core program services more than once.

Upon review of the data in the chart below, we have surpassed expectations in the "retention with the same employer" measure yet observed a slight decline in the "repeat business customer" measure. To ensure accuracy, we will investigate this decline to verify proper tracking and data entry across staff statewide. Given the staff turnover, it's anticipated that this decline may be associated with new personnel. However, we expect a rebound in this measure in the upcoming year.

WIOA Performance Measure	PY 2021 Actual	PY 2022 Target	PY 2022 Actual
Employers Served	3837	-----	3778
Retention with the same employer in the 2 nd and 4 th quarters after the exit rate	59.8%	Baseline	70.3%
Employer Penetration Rate	N/A	N/A	N/A
Repeat Business Customer Rate	56%	Baseline	46.3%

Figure 8: PY2022 Effectiveness in Serving Employers' Performance Outcomes

Federal: Trade Adjustment Act (TAA)

The Trade Adjustment Act (TAA) Program is a federal entitlement program that assists workers who, due to foreign trade, lose their jobs or are threatened with job loss. Established by the Trade Act of 1974, the TAA Program has been amended 11 times over the past 48 years. VDOL administers the TAA program in Vermont to ensure that any workers who lost a job or might lose a job due to overseas trade can receive additional employment and training services to support their re-employment.

Due to inaction by Congress, the TAA Program entered phase-out termination on July 1, 2022, meaning that the Department may no longer certify Petitions for Trade Adjustment Assistance (Petitions) to make additional groups of workers eligible to apply for benefits or training. Although the program is currently in this state of termination, and no new petitions have been filed after June 30, 2022, VDOL TAA staff have been required to conduct outreach to workers certified under petitions filed before June 30, 2022. This outreach has failed to yield additional program participants, and VDOL staff have refocused on serving participants actively engaged in a TAA training plan before June 30, 2022.

Trade Assistance Success Story

DG is an older worker that was TAA certified on 7/29/21 who was able to take advantage of Reemployment Trade Adjustment Assistance (RTAA) benefits after being laid off from Mylan Technologies. The RTAA program is designed to allow TAA-eligible workers of at least 50 years old and who find reemployment to receive a wage subsidy to help bridge the salary gap between their old and new employment. DG worked as a machine operator for this employer for over 16 years earning \$25.18 per hour at separation. Within two weeks of being laid off, DG secured employment with another manufacturer as a machine operator, earning \$19.00 per hour. The RTAA program offers this reimbursement for up to two years or \$10,000, whichever is reached first. During the 2-year open window DG received pay increases and, at one point, worked on a special project that lasted 3 months and temporarily put them over the wage threshold. Once the project was completed, DG returned to regular wages and continued to receive RTAA benefits until the window closed on 7/29/23. DG's current hourly wage is \$23.05. DG received a total of \$5640.03 in RTAA benefits which helped to bridge the gap from their previous wages.

TAA Target Measures	FY 2021 Actual	FY 2022 Target	FY 2022 Actual
% provided Case Management services	100%	75%	100%
Training Completion Rate	90.9%	75%	0%
Credential Attainment Rate	69.2%	n/a	88.9%
Co-enrollment in a WIOA program	100%	75%	100%

Figure 9: PY2022 Trade Assistance Performance Outcomes

Federal: Veterans Services Outreach

The Jobs for Veterans State Grants (JVSG) program provides individualized career and training-related services to veterans with significant barriers to employment and assists employers in meeting their employment needs with job-seeking veterans.

The JVSG staff had an authorized budget of \$491,963 for operational costs and the employment of 4.5 full-time equivalents (FTEs) but experienced a shortage with only 3-4 FTEs for the year. Steps are being taken for enhancements, with plans in motion to merge the roles of Disabled Veteran Outreach Program Specialist (DVOP) and Local Veteran Employment Representative (LVER) into the newly formed position of Veteran Recruiting, Employment, and Placement Specialist (VetREPs).

Vacancies within our team haven't hindered the JVSG staff. Recognizing the challenges veterans encounter in their job search, we offer comprehensive support, including resume writing, mock interview training, and translating military expertise into civilian terms. Our primary objective is to bridge talented, skilled, and dedicated veterans with employers offering meaningful and sustainable careers.

The DVOP specialist and VETRep extend services to veterans facing various barriers, ranging from a criminal record to economic or educational disadvantages. Simultaneously, the LVER engages in outreach to employers, collaborating with hiring executives to expand employment opportunities for veterans. Our innovative approach integrates the roles of LVER and DVOP into the versatile Veteran Recruiting, Employment, and Placement Specialist (VetREPs). These professionals guide veterans through the complete employment process, from recruitment and preparation to ensuring their success in securing rewarding positions.

Our JVSG staff continues to recruit veterans in Vermont, and our scope has expanded to include Fort Drum, NY, and Fort Liberty, SC. We promote the Skillbridge program ([DOD SkillBridge Program - Program Overview](#)) and pair that with Hilton Honors ([Hilton Honors™ Military Program](#)), as well as work opportunities in Vermont and nationally with [USNLX Virtual Jobs](#). We have conducted over two dozen virtual and in-person job fairs this year. We visit all veteran housing communities (four) throughout the State monthly. The JVSG staff embeds themselves in the veteran community by serving on committees and boards, volunteering with veteran-based organizations, and joining the local/State VFW and American Legion. This allows us to find veterans in need of employment services.

The JVSG staff has a few tools to create impactful and positive outcomes. The Hilton Honors Program offers up to three nights of free lodging at any Hilton property on an “as-needed lifetime” basis. The participating veteran or spouse seeking employment in the State or any of the 30 participating states nationwide can use this benefit. A military veteran or serving military member can use this for any job search activities. Last year, the JVSG staff used the help on six separate occasions, leading to employment.

“Skillbridge” is a Department of Defense (DOD) program that authorizes transitioning service members an opportunity to intern at a company of their choosing for up to 180 days. The employer incurs no cost as the service member gets all pay and allowances (medical included) from the military/DOD. During the last year, a service member retired from the Navy and entered the Skillbridge program used the Hilton Honors free lodging, garnered an internship, parlayed the internship into a full-time position, and moved his family of four to Vermont.

The JVSG staff takes pride in connecting with veterans in the environments where they feel most comfortable and at ease—places where veterans gather, relax, and engage in activities they enjoy. These locations include specific veteran-oriented events like football and hockey games, parades, deployment, redeployment ceremonies, Veteran Townhall meetings, Josh’s House, NEK Veterans Summit, or Vermont Adaptive for Veterans. We establish personal connections beyond surface-level interactions by actively participating in these events and engaging in activities such as skiing, mountain biking, climbing, hiking, frisbee golf, kayaking, bowling, or attending veteran retreats. Through these engagements, we gain deeper insights into veteran’s employment challenges.

Recognizing that veterans may require more than just employment assistance, we collaborate closely with our community partners to offer support in various aspects, such as housing, food, transportation, and additional help. Cultivating and nurturing these partnerships is crucial to our ability to serve our veteran community comprehensively. We have fostered relationships with numerous community partners across the state who are instrumental in aiding veterans in almost any capacity needed.

While our primary mission is to assist veterans in finding employment, our impact extends beyond job placement. The scope of our influence often proves to be life-changing for the veterans we serve.

JVSG Performance Measure	PY2021 Actual	PY 2022 Target	PY 2022 Actual
Number of Individuals Served	157	n/a	95
Intensive Services Rate	97.6%	90%	96.8%
Employment Rate – 2Q After Exit	55.6%	59%	61.3%
Employment Rate – 4Q After Exit	41.4%	53%	51.7%
The midpoint of participant wages earned (2nd Quarter after Exit)	\$8311	\$5000	\$8962

Figure 10: PY2022 JVSG Outcomes

Federal: Foreign Labor Certification

VDOL plays a pivotal role in helping the agriculture sector import temporary help by administering and supporting the federal Foreign Labor Certification (FLC) program. This program ensures a reasonable balance between Vermont employers' workforce needs and the protection of both citizens and foreign workers. Operating at both federal and State levels, VDOL collaborates with the Federal Office of Foreign Labor Certification

(OFLC) to assess the availability of qualified U.S. workers for jobs sought by Vermont employers for temporary foreign workers.

VDOL efficiently utilized federal grant funds, totaling \$176,804 across Fiscal Year 2023, to deliver a spectrum of crucial services. This funding supported the placement of employer job orders, inspection of housing for agricultural workers, referral of qualified U.S. workers, and the administration of prevailing wage and practice surveys.

VDOL successfully cleared and processed 113 job orders for the H-2A program, demonstrating a proactive approach to meeting Vermont's agricultural workforce needs. The Department's Labor Market Information Division conducted 63 prevailing wage surveys to ensure fair compensation practices and uphold workers' rights. 87 housing inspections were completed, ensuring compliance with housing standards and emphasizing Vermont's commitment to worker welfare. Finally, VDOL processed 155 job orders for the H-2B program, further solidifying its role in facilitating workforce solutions for Vermont employers.

VDOL's collaborative efforts extended beyond federal partnerships to include successfully renewing a memorandum of understanding (MOU) with the Vermont Agency of Agriculture. This renewal ensures continued support for delivering foreign labor housing inspection certifications by the Agency of Agriculture's staff, enhancing efficiency for both departments. The exemplary model established with the Vermont Agency of Agriculture has gained national recognition, with other states expressing interest in emulating the cooperative framework.

Federal: Work Opportunity Tax Credit (WOTC)

The Work Opportunity Tax Credit (WOTC) is a federal tax credit available to employers as an incentive to hire individuals from targeted groups who have consistently faced significant barriers to employment. Employers can earn a tax credit of between \$2,400 and \$9,600 per employee, depending on the characteristics of the new employee and the number of hours worked in the first year.

Administered by the Internal Revenue Service and the Employment & Training Administration, the federal WOTC is designed to incentivize the recruitment and employment of:

- Certain SNAP (3Squares VT) recipients
- Certain TANF (Reach-Up) participants
- Veterans
- Individuals with disabilities
- Individuals with felony convictions
- Long-term unemployment recipients
- SSI beneficiaries
- Eligible youth during the summer

When employers apply for credit, they submit the required paperwork to VDOL, and staff verify various demographic and eligibility requirements for the individual employee. Once verification is completed, VDOL staff generate the certification document that employers file to claim the tax credit when they submit their corporate tax returns.

In RY 2023, the WOTC program's primary focus was the reduction of our backlog and IT modernization. We received a \$100,000 grant from the US DOL to support modernization. That money has been earmarked for identifying, procuring, and implementing a new online portal. This new portal will make the program more effective and efficient for employers and VDOL staff. The goal is to have a new online WOTC Portal ready for employers to use during 2024.

Over the past 12 months, we processed nearly 2,300 applications and issued just over 650 certifications. This could result in Vermont employers receiving up to \$3 million in federal tax credit savings. Of the remaining applications that entered our current WOTC system this year, approximately \$2.3 million in additional potential tax credit savings are pending. Most pending applications are for individuals receiving SNAP and/or TANF benefits. The value of those pending applications is approximately \$1.6 million, and we are working with our partners at the Agency of Human Services to identify a process for verifying eligibility requirements.

VDOL received \$66,000 last year to process applications, verify worker eligibility, certify, or deny applications, and generate authorization certificates.

Federal: Bonding Program (FBP)

The Federal Bonding Program (FBP) is a tool to incentivize hiring individuals whose backgrounds can pose significant barriers to securing or retaining employment. Through the FBP, administered by the US DOL, fidelity bonds may be provided to employers as an incentive for hiring applicants who might pose risks to the employer because of their background. The bonds protect the employer against losses caused by fraudulent or dishonest acts of the bonded employee, including theft, forgery, larceny, and embezzlement. Each bond has a \$5,000 limit with a \$0 deductible, covering the first six months of a selected individual's employment. Bonds are free of charge to the employer and are targeted to support the work of:

- Justice-involved citizens
- Individuals in recovery from substance use disorders
- Welfare recipients
- Individuals with poor credit records
- Economically disadvantaged youth and adults who lack work histories
- Individuals dishonorably discharged from the military

In 2019, US DOL discontinued total federal funding of a state allotment of bonds through this program. However, bonds are still available, free of charge, to Vermont job seekers and employers on a case-by-case basis by contacting VDOL. The federal government

does not fund this program. Staff working with the bonding program charge time to State funds.

Federal: Individual Career Advancement Network (ICAN)

The Individual Career Advancement Network (ICAN) program is an employment and training partnership between VDOL and SNAP (3SquaresVT). ICAN helps SNAP recipients improve their employment prospects and wage potential through voluntary participation in job search, training, education, or workfare activities. The purpose is to assist 3SquaresVT recipients in obtaining a livable wage leading towards self-sufficiency. The Department of Children and Families, Economic Services Division contracts with VDOL and several community-based organizations (CBOs) to provide ICAN services.

ICAN services are designed to help 3SquaresVT recipients move promptly into employment. As a primary partner in Vermont's system of service delivery throughout the State, VDOL provides:

- ICAN participant orientations;
- ICAN services, including case management, support services, and referrals to partner program services; and
- Oversight, maintenance, and management of participant and program-level data.

Job Search: enhances the job readiness of participants by teaching them job-seeking techniques, increasing job search motivation, and boosting self-confidence.

Job Search Training: includes occupational assessment, remedial and entry-level job skills training, resume building, interview skills building, customized and institutional skill training, and self-improvement training.

Education: includes a wide range of activities that improve basic skills and the employability of 3SquaresVT recipients. Allowable educational activities are programs directly linked to the local job market. ICAN uses two different types of education components.

- *Vocational Education* improves participants' employability by providing training in a skill or trade, thereby allowing participants to move directly and promptly into employment. This service is typically offered by colleges or training institutes that provide a certification or diploma.
- *Basic Education* includes such programs as Adult Basic Education, basic literacy, English as a Second Language, and high school equivalency.

Job Retention: services are provided to individuals who have secured employment after participation in a component of the program to help them achieve satisfactory performance, retain employment, and increase earnings over time. These services are available to the participant for up to 90 days from the hire date. Job retention services can include support services like clothing, equipment, or tools required for the job,

transportation, and childcare. Job retention services can also include post-employment counseling, coaching, and other case management activities.

Support Services: are services designed to assist participants in overcoming barriers that prevent them from engaging in employment and training components. These services include transportation assistance, safety clothing, temporary housing and utility assistance, child-care subsidy, personal hygiene and grooming, school supplies, and tools or equipment needed to secure employment.

ICAN Performance Measure	FY 2021 Actual	FY 2022 Actual
Individuals Served	1032	1037
Employment Rate in the second quarter after exit	50.7%	39.6%
Employment Rate in the fourth quarter after exit	43.8%	43.7%

Figure 11: PY2022 ICAN Performance Indicators

WORKFORCE EDUCATION & TRAINING FUNDS

State: Vermont Training Funds

The Workforce Education and Training Fund (WETF) was pivotal in supporting up-skilling and re-skilling opportunities for Vermont workers. This encompassed various activities such as technical and academic instruction, on-the-job training, internships, pre-apprenticeships, apprenticeships, returnships, and other workforce development initiatives aimed at fortifying and expanding the labor force.

One of the critical components funded through WETF was the Vermont Training Grants (VTG), designed to provide financial support to private, public, and non-profit entities, including school districts. These grants were allocated for both existing and new training programs with the overarching goal of enhancing the skills of Vermont workers. A prerequisite for funding under VTG was that the training programs must lead to an industry-recognized credential, post-secondary degree, certificate, or endorsement.

VDOL allocated \$277,000 from the WETF to bolster VTG initiatives. These funds were directed towards covering direct instruction and related tuition costs for various activities, including occupational or technical training, post-secondary academic instruction, competency-based on-the-job training, related instruction for a registered apprenticeship, and pre-apprenticeship instruction.

Several specific training funding opportunities were identified, including:

- \$86,345 allocated to Vancro, Inc. to train American Sign Language interpreters;
- \$75,000 to Associated General Contractors to engage secondary students enrolled in Building Trades/Carpentry programs at regional CTE centers to learn about career opportunities in construction and the trades as well as to upskill existing construction workers; and
- \$26,000 to the City of Burlington and CEDO to establish an enhanced LNA training program.

Among the numerous other opportunities funded under this program, these targeted investments aimed to directly contribute to developing and expanding crucial workforce training initiatives in key sectors, ensuring the continued growth and resilience of Vermont's labor force.

Adult Career & Technical Education Program Grants

Continuing the refined funding system initiated in FY 2020, FY 2023 witnessed a strategic allocation of \$400,000 to support the Statewide network of Adult Career Technical Education (ACTE) programs. In this distribution, 15 regional centers each received \$20,000. At the same time, an additional \$60,000 was earmarked to bolster the overall programmatic development, coordination, outreach, and training delivery of the adult career and technical education system.

The \$20,000 grants to the CTE centers aim to enhance career and technical education delivery for diverse adult learners. These included unemployed, underemployed, and employed adults seeking to augment their skill sets through specialized adult career and technical education programs. Executed in March 2023, these grants run until June 30, 2024, as part of VDOL's effort to streamline grant management by transitioning to a regular fiscal year schedule for greater predictability and efficiency.

This funding is pivotal in covering essential aspects, including the salaries of adult program directors, staff, and instructors; however, the issue of adult CTE, which was studied last year by the Agency of Education, needs to be addressed. These limited funds support post-secondary students enrolled in adult programs through tuition or scholarships. Additionally, funds contribute to developing adult course curricula, classroom supplies, and professional development, fostering collaborative efforts among center programs to build a cohesive adult education and training system.

To maximize the impact of these grants, regional career and technical education centers undertaking adult technical education programs are committed to certain principles. This includes making program materials accessible to other regional centers and adult technical education programs and aligning programs with offerings from educational institutions like the Vermont State College System, the University of Vermont and State Agricultural College, or accredited independent colleges in Vermont. Furthermore, these programs are designed to respond to current or projected occupational demands, ensuring their relevance in the evolving workforce landscape.

State: Work-Based Learning & Training

Per 10 V.S.A. § 547, VDOL initiated a comprehensive program that integrated the internship and returnship programs while incorporating support for registered apprenticeships and pre-apprenticeships. An allocation of \$1,500,000 was earmarked for this program.

VDOL, in alignment with its commitment to provide up-skilling and re-skilling opportunities, developed a Statewide Work-Based Learning and Training Program. This program targeted transitioning secondary and post-secondary students and Vermonters seeking work-based experiences for career changes. The primary goal was to support individuals graduating from postsecondary education and secondary Career Technical Education (CTE) programs or those pursuing a career change through a paid on-the-job experience lasting 12 weeks or fewer. Simultaneously, the program aimed to assist employers in developing and implementing meaningful work-based learning and training opportunities.

This State funding provided the foundation for establishing and administering the Work-Based Learning and Training Program grants. These grants focused on providing stipends for interns participating in the program and assistance for the organizations starting or continuing a work-based learning and training program. The funding opportunity announcement outlined a competitive application process for awarding

approximately \$1,000,000 of Vermont Work-Based Learning and Training Program funds. Notably, two grants were planned for fiscal year 2023 and 2024, with the first round launched on June 1, 2023, and the second round scheduled for announcement in January 2024.

The initial disbursement of funds focused on issuing grants to 19 Vermont businesses to facilitate establishing and promoting work-based learning and training programs across the State. The grant Request for Proposal (RFP) was conducted in two phases, with the first round announced in June 2023. In this first round of funding, VDOL awarded \$500,313 to organizations around the State through this competitive application process.

PY2023 Vermont Work-Based Learning and Training Program Grantees

The recipients of the PY2023 Vermont Work-Based Learning and Training Program Grants included:

Amount	Grantee	Purpose
\$25,000.00	Community College of Vermont (CCV) (Montpelier)	CCV offers three internship courses: Professional Field Experience (PFE), Clinical Medical Assisting Internship, and Administrative Medical Assisting Internship.
\$6,760.00	Burlington Electric Department (Burlington)	IT Internship program targeting postsecondary students currently enrolled in Computer Science, Information Technology, Cybersecurity, or similar areas of study. The interns will split their time between the IT helpdesk and project-based work supporting Systems and Network personnel.
\$29,100.00	Casella Construction Inc. (Pittsford)	Construction, engineering, safety, and CDL training.
\$25,000.00	Catamount Film & Arts Co. (St. Johnsbury)	Catamount serves as an umbrella organization for the creative sector, providing administrative, box office, marketing, educational, and technical support to entities throughout the region, and the interns will assist in providing that support.
\$30,000.00	Cathedral Square Corporation (South Burlington)	Interns will be trained in the Long-Term Care Division (Licensed Assisted Living) and/or the Maintenance and Facilities Division.
\$28,800.00	Centers for Living and Rehabilitation (Bennington)	Centers for Living and Rehabilitation is offering an LNA training program that will be hired for full-time positions.
\$36,300.00	Chamber & Economic Development of the Rutland Region (Rutland)	CEDRR will train 15 students in sectors of the economy, including but not limited to healthcare, manufacturing, hospitality, childcare, law enforcement, and high-skill trades (i.e., plumbing, electrical, and construction.)
\$18,750.00	Coe + Coe Architecture (Glover)	Coe + Coe Architecture wishes to increase the capacity of Northeast Kingdom-based firms to meet the scale and the demands of projects in the

		NEK and surrounding areas, where there are fewer professional services of all types available.
\$25,000.00	Commando LLC (Burlington)	Commando currently hires Vermont-based interns to contribute and learn about the fashion industry, including a broad array of functions that interns can learn, extending to a full distribution center and exposure to the manufacturing process.
\$19,560.00	Girl Develop It (Essex)	Girl Develop It will empower college students through mentorship and teaching opportunities, fostering their professional development while paving the way for potential employment as software development instructors.
\$24,050.00	Keene Perspectives, PLLC (White River Junction)	Keene Perspectives is an early intervention behavioral health clinic serving children and their families with autism and other neurodiverse profiles in a center-based medical model using the principles of Applied Behavior Analysis in collaboration with the Hartford Area Career and Technical Center Health Sciences Program.
\$15,960.00	Ledgenear Farm, LLC (Glover)	Ledgenear Farm produces and ships farm products. The farm has existed since the mid-1800s, and the family strives to keep it sustainable and thriving. It also provides work-based experiences for people who want to learn all aspects of running a farm and managing an online retail business.
\$30,000.00	Mack Molding Company (Arlington)	While Mack primarily targets students with various engineering skills to fulfill roles on our manufacturing, engineering, and customer program teams, several of the Company's departments host students, including Human Resources, Finance, Purchasing, Sales, and Communications.
\$23,868.00	ONE Arts (Waitsfield)	ONE Arts is a nonprofit organization that focuses on creating access to creative education for all ages. ONE Arts provides early education, innovative resources, camps, and after-school programs.
\$50,000.00	Parent-Child Center of Rutland County (Rutland)	RCPC's Early Childhood Education programs currently support CU's required internships. The staff offers mentorship, guiding interns through training while offering strength-based support as they engage in the direct care of children.
\$27,853.00	Reconciled It, Inc. (Burlington)	The Reconciled internship program allows participants to gain valuable experience in bookkeeping/accounting, communications, and social media.
\$14,000.00	The Media Factory (Burlington)	The Media Factory 360° Internship introduces those interested in a career in the media industry to a full-circle view of the jobs that make a

		community media center operate while also completing a personal portfolio project.
\$23,700.00	Town of Bennington Rescue Squad, Inc. (Bennington)	This program aims to recruit and empower individuals to experience the EMS work environment and obtain basic emergency medical training in preparation for emergency medical careers.
\$46,612.00	UVM Medical (Burlington)	Clinical Pastoral Education (CPE) is a work-based experiential learning and work-based training program to become a professional healthcare chaplain.

FEDERAL & STATE: REGISTERED APPRENTICESHIP

On July 1, 2023, Act 55 of 2023 took effect marking a significant milestone. This legislation brought about a modernization of Vermont's Registered Apprenticeship system. It introduced fresh avenues for preparation programs and established a framework for recognizing prior experiences. Additionally, the law integrated protective measures to enhance diversity within apprentice populations.

Moreover, Act 55 established the State Apprenticeship Advisory Board, a pivotal step among numerous other essential changes. These reforms were crucial to modernizing Vermont's Registered Apprenticeship Program, an integral part of the National Apprenticeship System. This national system was initially created by the Fitzgerald Act of 1937 and is overseen by the Office of Apprenticeship (OA) within the U.S. Department of Labor.

28 states administer the program as State Apprenticeship Agencies ("SAA States"), while the remaining 22 states leave administration and oversight to the OA (referred to as "OA States"). Vermont is an SAA State, and VDOL is the administrative and regulatory entity that provides technical assistance to employers and other interested parties. VDOL also approves program standards, monitors programs, maintains records that include apprenticeship agreements, and issues certificates of completion of Registered Apprenticeship programs.

Registered Apprenticeship programs form the backbone of an industry and employer-driven approach—a dynamic and proven strategy to cultivate a skilled workforce tailored to meet the distinctive needs of our State's various industries. In the structured framework of a registered apprenticeship, participants acquire theoretical knowledge and gain invaluable hands-on experience under the mentorship of seasoned professionals. This dual-track system addresses the immediate skill gaps within our workforce, allowing employers to "fill and skill" vacancies in a tight labor market but also ensures that the next generation of workers is equipped with the practical expertise demanded by our evolving industries.

Depending on the profession the employer is hoping to train apprentices in, the Registered Apprenticeships training model can take between 2,000 hours (1 year) and 10,000 hours (5 years) of on-the-job training paired with a minimum of 144 hours per year of related technical instruction for completion. Wage increases linked to mastering competencies, mentoring, and concurrent employment with a sponsor employer are critical components of a Registered Apprenticeship. Employers who sponsor programs must ensure their program has mechanisms and processes to track an apprentice's progress through the program. The employer is also expected to maintain a complaint reporting system that ensures the program is administered fairly and per the employer's approved standards.

After a Registered Apprenticeship program, the apprentice gains a nationally recognized, portable credential (Certificate of Completion) issued by VDOL. This credential allows

them to advance their chosen career path with their sponsoring employer or within the industry. In Vermont, the Completion Certificate is the ticket for aspiring electricians, plumbers, and several other professionals to be eligible to take a licensing exam.

ELECTRICAL AND PLUMBING APPRENTICESHIPS & THE FLOOD OF 2023

Vermont boasts a rich heritage of Registered Apprenticeships, predominantly emphasizing trades like plumbing and electrical work. VDOL has several employers with programs registered directly with the Apprenticeship Program; however, most smaller employers have been registered to the Vermont State University, Randolph Campus (VTSU) sponsored program. VTSU has provided the related instruction for the electrical and plumbing programs for decades. To make signing up for classes and registering as apprentices as easy as possible, VTSU manages the process for smaller employers so they can focus on their business. VTSU plays a pivotal role in organizing apprenticeship instructors, most of whom have a background as current or former contractors. Alongside this, students benefit from academic assistance, career guidance, and a range of student services offered by the University. It's important to note that while VTSU isn't the sole provider of related coursework for these programs, numerous employers opt for the University's program for their apprenticeship needs.

Currently, 616 people are registered as apprentice electricians, and 366 people are registered as apprentice plumbers. Like most other states, electricians and plumbers are licensed occupations in Vermont. The Department of Public Safety Fire Safety Division regulates the licensing of electricians through the Electricians' Licensing Board (26 V.S.A. Chapter 15) and plumbers through the Plumbers' Licensing Board (26 V.S.A. Chapter 39). An apprentice receives a completion certificate upon completing 8,000 hours of on-the-job training and meeting the specified course criteria within the employer's approved program standards. This certificate grants eligibility for them to take the "journey" license exam. Apprenticeship is not the only path to licensure; it is, however, the most visible and best understood.

VDOL has observed a lack of clear pathways for young people to get to and through a four-year apprenticeship program in plumbing. The Plumbers' Licensing Board regulates specialty licenses, such as water heater (boiler) installers and hydronic heating system installers, that take just 2,000 hours of on-the-job training to qualify for. Stacking these training opportunities and licensing credentials will help to address the shortage.

Our primary goal is to comprehend the underlying issues leading to individuals not completing their apprenticeship to craft a thorough plan that tackles the shortage of plumbers and electricians. However, this must not compromise public safety in any way. These are some of the strategies we will be employing over the next year to reach that goal:

- Survey electrical and plumbing employers on their interest and capacity to take on more apprentices and their insights about the problem with the talent pipeline;

- Create and support visible pathways, including communicating how the water and heating system training and licenses stack, and support employers in developing training programs for those occupations;
- Expand the delivery network for related instruction by including Adult CTE;
- Continue implementing Act 55 by developing the request and approval process for ratio variances and promoting higher ratios as an option for employers who elect to use it;
- Support the development of pre-apprenticeship programs for electricians and plumbers;
- Coordinate more closely between the program and licensing boards and
- Explore and develop hybrid or competency-based models for electricians and/or plumbers and recruit employers to use the model.

YOUTH APPRENTICESHIP

Act 55 provides language for a structured framework and definition for Youth Apprenticeship as an essential on-ramp for Registered Apprenticeship. Youth Apprenticeship will also support a seamless transition to high-quality, in-demand jobs in Vermont. This framework will require close collaboration with partners at the Agency of Education, specifically at the Career and Technical Education Centers around the State.

As a first step toward implementation, VDOL convened a group of stakeholders in early November 2023. This group included the Agency of Education, Vermont State University, HireAbility, representatives from Career Technical Education Centers around the State, and strategically selected employers. This session aimed to pinpoint opportunities and challenges while examining the elements specified in Act 55. These components are integral in forming a top-tier Youth Apprenticeship program in Vermont:

- Designed for 16–18-year-old youth enrolled in CTE, high school, or alternative education programs;
- May or may not be officially registered, yet aims to equip the youth apprentice for future education, employment, or potential transition into an adult registered apprenticeship;
- Includes a structured plan outlining a work process, offering supervised experiential learning or on-the-job training, potentially with or without compensation;
- Emphasizes a clear correlation between the acquired competencies and proficiencies and their high school curriculum, aligning with graduation requirements;
- Incorporates high-quality mentoring by industry experts or seasoned professionals;
- Implements a tracking system and timeline to monitor progress, integrating thorough evaluation and constructive feedback; and
- Offers the youth apprentice advanced standing or credit when transitioning into an adult apprenticeship program based on their acquired learning.

The following steps include reviewing programs throughout the State and creating a registration process to recognize the work-based learning and related classroom instruction already taking place in CTEs.

DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY (DEIA) PROVISION REVIEW

Through the summer and fall of 2023, VDOL met with the Office of Racial Equity (ORE) to review the existing Diversity, Equity, Inclusion, and Accessibility (DEIA) provisions of Act 55. Section 2 of the Act requires that VDOL submit a report to the Vermont House and Senate Committees on Education, the House Committee on Commerce and Economic Development, and the Senate Committee on Economic Development, Housing, and General Affairs. This report will summarize the work completed with the ORE and may include recommended changes to the law. This report will also address any suggested legislative actions to improve Youth Apprenticeships.

FUND USE AND ANALYSIS

As the State's Apprenticeship Agency, VDOL heavily relies on annual State funding of \$800,000. This funding is crucial to sustain staffing needs and facilitate the administration and expansion of registered apprenticeship programs across Vermont. The Department applied for and was awarded \$304,977 in State Apprenticeship Expansion Funds through the federal Office of Apprenticeship. These funds represent the first time in history the Office of Apprenticeship has provided a base allocation to States to support Registered Apprenticeship programs. Working closely with the Agency of Education, these funds will support the development of Registered Apprenticeship programs for Para-Educators and Educators in Vermont.

In this reporting year, we issued the following grants from the funds allocated for the program:

Amount	Grantee	Purpose	Impact
\$228,664.80 (State Apprenticeship)	Vermont State University	To support staff positions in the Continuing Education and Workforce Development section in implementing, managing, and promoting Registered Apprenticeship programs for Electricians and Plumbers .	VTSU was able to onboard approximately 300 employers and register 168 Plumber Apprentices and 258 Electrician Apprentices.
\$150,000.00 (State Apprenticeship)	Community College of Vermont	To support staff positions in the administration, support, and expand program impact.	Occupations include: Accounting Technician, Manufacturing Production Technician, Medical Assistant, and Pharmacy Technician.
\$81,750.08 (State Apprenticeship)	Associated Builders and	To support a staff position and other necessary	ABC offered the first-of-its-kind program

	Contractors of NH/VT (ABC NH/VT)	expenses in support of the implementation, management, and promotion of a Commercial Craft Carpenter Registered Apprenticeship in Chittenden County	to 4 competing employers, served 11 apprentices, and planned to update the program for cohort 2.
\$70,441.00 (State Apprenticeship)	ReSOURCE	To provide National Center for Construction Education & Research (NCCER) credentialed instructors for the ABC NH/VT program and purchase materials and supplies required by the classroom instruction component of the program.	Apprentices were able to be certified in the NCCER Core Curriculum.
\$20,231.00 (State Apprenticeship)	Continuing ThrED	To support the 16 equipment purchases for an Industrial Sewing Machine Operator Program.	16 apprentices registered.
\$536,140.00 (Federal)	Vermont Community Broadband Board	To support the purchase of curriculum and instructional supplies, tools, etc., for a Broadband Cable Installer Registered Apprenticeship Program	Purchase curriculum, equipment, supplies, and tools used in classroom instruction.

In 2023, the apprenticeship team faced significant personnel turnover but achieved a key goal: transition of all program data from an outdated system to the web-based federal system called RAPIDS. RAPIDS is a self-service apprentice registration and tracking system. This transition involved outreach to all program sponsors to verify all program information, thoroughly vetting each employer/sponsor, and training the sponsors on the new system. With the adoption of RAPIDS, employers will be responsible for enrolling and tracking their apprentices through program completion.

VDOL continues to coordinate and partner with educational providers and industry organizations who serve as intermediaries, supporting employers in developing programs as we expand the impact of the Registered Apprenticeship program. These partners include Vermont State University, the Community College of Vermont, the Agency of Education, HireAbility, and the Agency of Commerce and Community Development. Furthermore, a recent collaboration has been formed with the Vermont Community Broadband Board. This partnership aims to create and launch registered apprenticeship programs tailored for Fiber Installers. These apprenticeships play a vital role in executing the essential tasks required to extend broadband internet access to all residents of Vermont.

State Apprenticeship Advisory Board

Act 55 created a State Apprenticeship Advisory Board (SAAB), which serves the federally required role of the “State Apprenticeship Council.” The newly established 11-member board will be announced in January 2024, and the membership will reflect the areas in which the apprenticeship program is expanding: education and healthcare. It will also maintain representation from the construction industry and include representatives of adult CTE, corrections, and women-serving organizations. The SAAB provides guidance, support, and recommendations, including advising on journey-worker to apprentice ratios. The SAAB will propose apprenticeable occupations to the Commissioner and Registered Apprenticeship Program leadership, with VDOL scheduling the inaugural meeting of the reconstituted Apprenticeship Board by mid-February 2024.

BILATERAL AGREEMENT WITH THE REPUBLIC OF AUSTRIA

As Vermont actively advances Registered Apprenticeship as a valued training model, we are fortunate to initiate a distinctive partnership with the Republic of Austria. On November 14th, Governor Phil Scott signed a Memorandum of Understanding with Austria that outlines a cooperative, bilateral agreement to share expertise around apprenticeship models. This agreement allows VDOL to learn about the successful apprenticeship model in Austria, explore ways to adopt some promising practices, and generally partner on further expansion of apprenticeship, particularly in the advanced manufacturing sector.



Figure 12: Governor Scott shakes hands with Austrian Ambassador Petra Schneebauer upon signing the agreement.

The collaboration will also seek to diversify apprenticeships in Vermont, expanding into occupations and industries where such programs are not currently widespread and among currently underrepresented populations. These populations include, but are not limited to, women, people of color, persons with disabilities, individuals with caregiving responsibilities, and older workers.

Acknowledging the economic and social benefits of a highly skilled workforce, we are excited to engage in constructive dialogue with the Austrian experts that will further the growth of apprenticeship in Vermont.

Training & Coordination with Partners (HireAbility)

In the past year, much effort has been placed on building capacity around the Registered Apprenticeship program. To reach expansion goals, it will take the entire workforce

system to understand and explain the critical components of a Registered Apprenticeship when asked by employers/sponsors or aspiring apprentices.

In May, VDOL collaborated with HireAbility to deliver a day-long training to front-line staff around the State, especially those focusing on providing services to employers. Some topics covered included an overview of the critical components of service delivery, including on-the-job training with mentoring by a master or journey worker, related training to deliver the theory needed in the occupation, and a well-defined wage schedule that increases with successful progression in the program.



Figure 13: HireAbility and VDOL Staff Convened for Training on Vermont's Registered Apprenticeship System.

This training put VDOL and HireAbility staff together by region to identify areas for further development and exploration. The local teams are partnering closely to provide wrap-around services to individual apprentices using federal funds. They guide and support employers by connecting to VDOL and other statewide apprenticeship collaborators like the Community College of Vermont and Vermont State University.

Participants left with a simple apprenticeship guide, informative printed and digital materials, a current list of single and multi-employer sponsors, and a clear understanding of how to connect to VDOL when the apprenticeship is the suitable training model for both the employer and the apprentice.

The State Apprenticeship Director sits on the HireAbility / Vermont Career Advancement Project Advisory Board to offer regular information and ensure that communication among all workforce partners involved with Registered Apprenticeship is readily available. The Career Advancement Project is a federally funded project through HireAbility focused on giving disabled individuals access to apprenticeships and other forms of work-based learning.

Apprenticeship at a Glance

A listing of programs by county is available in Appendix C.

Data and statistics provided are for the most recently completed federal fiscal year: October 1, 2022 – September 30, 2023.

New State Occupations Approved

Commercial Craft Professional (revised)

New Federal Occupations Approved

- Occupational Health and Safety Technician
- Cyber Intel Planner
- Cyber Digital Forensics Analyst
- Home Health Aide
- Paralegal/Legal Assistant
- Commercial and Technical Sales Representative
- Cyber Defense Analyst

New Sponsors, Employers, or Industries

A new partnership with the Vermont Community Broadband Board has been established to develop a registered apprenticeship for fiber installers to conduct the critical work of bringing high-speed internet to all Vermonters.

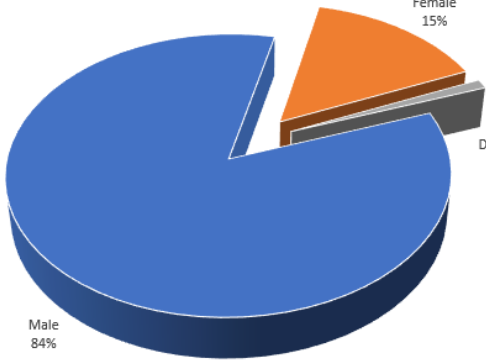
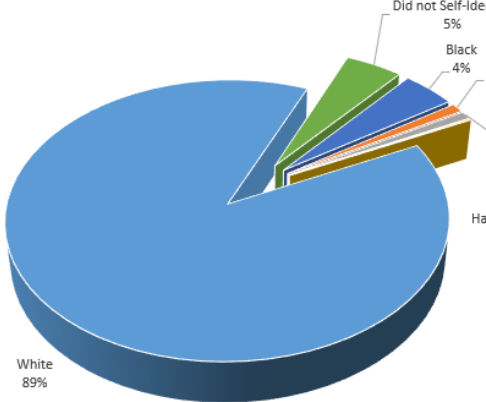
Programs and Apprentices by the Numbers

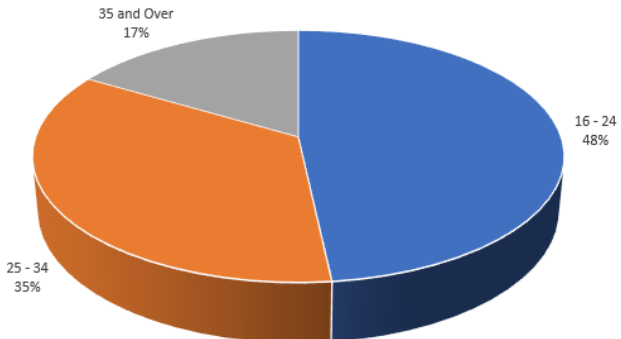
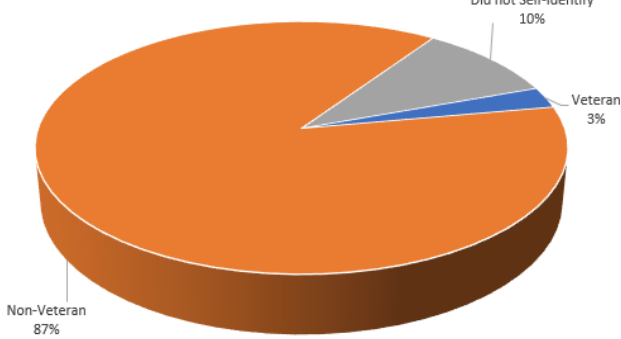
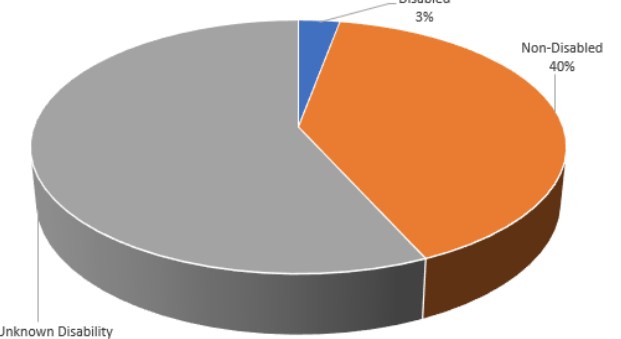
Active Apprentice Training Programs:	50
Programs with 1-4 Active Apprentices:	20
Programs with 5+ Active Apprentices:	30
Active Occupations:	27
New Apprentices:	792
Active Apprentices:	1,589

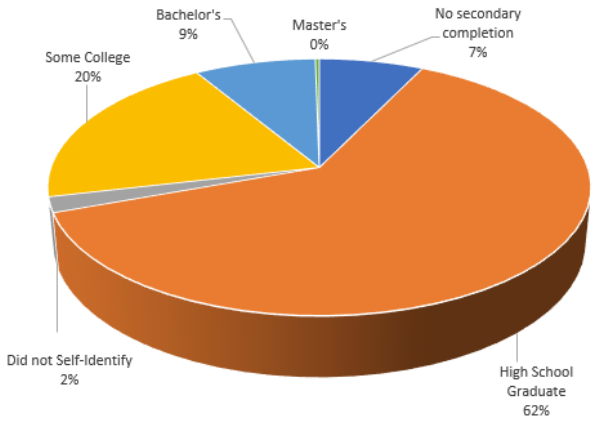
General Program Statistics

Demographics:

The table below presents high level demographic and educational background summaries and analysis for any apprentice registered between October 1, 2022, and September 30, 2023. Disclosure of demographic and background data is voluntary. Data presented results from data entered by employers into the RAPIDS registration system.

<p>Gender</p>	<p>Top 5 Occupations by Gender:</p> <p><u>Female Identifying:</u></p> <ol style="list-style-type: none"> 1. Correctional Officer 2. Electrician 3. Manufacturing Production Technician 4. Phlebotomist 5. Childcare Development Specialist <p><u>Male Identifying:</u></p> <ol style="list-style-type: none"> 1. Electrician 2. Plumber 3. Correctional Officer 4. Line Maintainer 5. State Trooper 	 <table border="1"> <caption>Gender Distribution</caption> <thead> <tr> <th>Gender</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>84%</td> </tr> <tr> <td>Female</td> <td>15%</td> </tr> <tr> <td>Did not Self-Identify</td> <td>1%</td> </tr> </tbody> </table>	Gender	Percentage	Male	84%	Female	15%	Did not Self-Identify	1%						
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Female	15%															
Did not Self-Identify	1%															
<p>Race</p>	<p>According to U. S. Census population estimates, Vermont's population is 93.8% White, 1.5% Black or African American, 2.1% Asian, and 0.4% American Indian/Alaskan Native.</p> <p>The apprenticeship program is slightly more diverse, with 89% of apprentices reporting their race as White, 4% as Black, and 1% as Asian or American Indian, respectively.</p> <p><i>*4% of apprentices didn't self-identify.</i></p>	 <table border="1"> <caption>Race Distribution</caption> <thead> <tr> <th>Race</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>89%</td> </tr> <tr> <td>Did not Self-Identify</td> <td>5%</td> </tr> <tr> <td>Black</td> <td>4%</td> </tr> <tr> <td>American Indian/Alaskan Native</td> <td>1%</td> </tr> <tr> <td>Asian</td> <td>1%</td> </tr> <tr> <td>Hawaiian/Pacific Islander</td> <td>0%</td> </tr> </tbody> </table>	Race	Percentage	White	89%	Did not Self-Identify	5%	Black	4%	American Indian/Alaskan Native	1%	Asian	1%	Hawaiian/Pacific Islander	0%
Race	Percentage															
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Asian	1%															
Hawaiian/Pacific Islander	0%															

<p>Age</p>	<p>Average Age of a Vermont Apprentice: 27</p> <p>Average Age by Gender: Female-identifying: 31.5 Male-identifying: 26.5</p> <p>By Race: American Indian/Alaska Native: 25.9 Asian: 26 African American: 29.5 Multiple Races: 23 Native Hawaiian/Pacific Islander: 22.5 White: 27 *Did not answer: 27</p>	 <table border="1"> <caption>Age Distribution</caption> <thead> <tr> <th>Age Group</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>16 - 24</td> <td>48%</td> </tr> <tr> <td>25 - 34</td> <td>35%</td> </tr> <tr> <td>35 and Over</td> <td>17%</td> </tr> </tbody> </table>	Age Group	Percentage	16 - 24	48%	25 - 34	35%	35 and Over	17%
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<p>Veterans</p>	<p>Veterans can use their GI Bill Benefits to support their pursuit of a Registered Apprenticeship.</p> <p>Veteran's top three apprenticeship occupations:</p> <ol style="list-style-type: none"> 1. Electrician* 2. Plumber* 3. Correctional Officer <p>* Licensing rules give special consideration to Veterans with experience in certain military occupations.</p>	 <table border="1"> <caption>Veteran Status</caption> <thead> <tr> <th>Status</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Non-Veteran</td> <td>87%</td> </tr> <tr> <td>Did not Self-Identify</td> <td>10%</td> </tr> <tr> <td>Veteran</td> <td>3%</td> </tr> </tbody> </table>	Status	Percentage	Non-Veteran	87%	Did not Self-Identify	10%	Veteran	3%
Status	Percentage									
Non-Veteran	87%									
Did not Self-Identify	10%									
Veteran	3%									
<p>Disability Status</p>	<p>As with all other demographic questions, the response on the registration form is voluntary. Most apprentices may be hesitant to self-disclose that they have a disability for fear of losing the opportunity to be an apprentice.</p> <p>Much work is needed in this area, particularly regarding helping employers understand the available supports.</p>	 <table border="1"> <caption>Disability Status</caption> <thead> <tr> <th>Status</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Unknown Disability</td> <td>57%</td> </tr> <tr> <td>Non-Disabled</td> <td>40%</td> </tr> <tr> <td>Disabled</td> <td>3%</td> </tr> </tbody> </table>	Status	Percentage	Unknown Disability	57%	Non-Disabled	40%	Disabled	3%
Status	Percentage									
Unknown Disability	57%									
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Disabled	3%									

<p>Education Background</p>	<p>Apprentices who reported “no secondary completion” are either still enrolled in high school or did not complete secondary school. Of these apprentices: 16% were between the ages of 16 and 19.</p> <p>87% of apprentices aged 20 and above ranged from 20 to 58.</p> <p>These apprentices were learning to be Electricians and Plumbers.</p>	 <table border="1"> <caption>Education Background Data</caption> <thead> <tr> <th>Education Level</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>High School Graduate</td> <td>62%</td> </tr> <tr> <td>Some College</td> <td>20%</td> </tr> <tr> <td>Bachelor's</td> <td>9%</td> </tr> <tr> <td>No secondary completion</td> <td>7%</td> </tr> <tr> <td>Did not Self-Identify</td> <td>2%</td> </tr> <tr> <td>Master's</td> <td>0%</td> </tr> </tbody> </table>	Education Level	Percentage	High School Graduate	62%	Some College	20%	Bachelor's	9%	No secondary completion	7%	Did not Self-Identify	2%	Master's	0%
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<p>CTE Connection</p>	<p>76 apprentices, aged 16-25, reported they had been a CTE student. Apprentices reported they were from 13 of the 17 regional CTE centers – including Burlington Technical Center, Center for Technology, Essex, Central Vermont Career Center, Cold Hollow Career Center, Green Mountain Technology & Career Center, Hartford Area Career & Technology Center, North Country Career Center, Northwest Career & Technical Center, Patricia Hannaford Career Center, River Valley Technical Center, St. Johnsbury Academy, Stafford Technical Center, and Windham Regional Career Center.</p> <p>The CTE connection yielded apprentices in training to be primarily Electricians (43) and Plumbers (28), but they are also pursuing careers as HVAC Mechanic/Installers, Machinists, and Sheet Metal Worker.</p>															
<p>New Americans</p>	<p>We are working to integrate this data collection into our registration system and expect to be able to report on it next year.</p>															

Occupations:

This table summarizes the occupations that currently have active apprentice training programs, the delivery modality, and the length of the training. This table also identifies which fields, according to the [“Non-traditional occupations crosswalk,”](#) which occupations have historically employed less than 25% of men or women. In the “M/F/Not-Disc.” (male-female-not disclosed) columns in the table, a “0” represents no apprentices, and a “ * ” means several apprentices that are less than 11. In the “Average Completion Wage” column, a “ * ” represents no completions reported in the reporting period, and a “ ** ” means a new program. We are required to report on “non-traditional by race,” which is not an analysis we could conduct this year. It is also noted that we must report on average starting wage by occupation. We are still working with employers to ensure their wage schedules are set up correctly and were concerned that any information we reported would be inaccurate. We will include this in next year’s report.

Occupation	Training Approach	Training Length (hours)	National Non-Traditional Status (gender)	Vermont Apprentices (*=<11, 0 = 0)			Average Completion Wage (\$/hr.)
				M	F	Not-Disc.	
Accounting Technician	Competency-Based	2,000 (1 yr.-min)	Male	0	*	0	* (no completions reported)
Child-Care Development Specialist	Hybrid	4,000	Male	0	13	0	*
CNC Operator - Milling and Turning	Time-Based	2,000	Female	*	*	0	** (new program)
CNC Operator and Programmer	Hybrid	2,000	Female	31	*	0	*
Commercial Craft Professional	Time-Based	2,000	Female	*	1	*	**
Correction Officer	Time-Based	2,000	Female	92	39	*	*
Electrician	Time-Based	8,000	Female	515	26	*	\$19.93
Electrician, Maintenance	Time-Based	8,000	Female	*	0	0	*
Electrician, Substation	Time-Based	6,000	Female	*	0	0	*
Heating & Air Conditioning Mechanic & Installer	Time-Based	8,000	Female	*	*	0	*
Industrial Manufacturing Technician	Competency-Based	2,000 (1-yr min)	Female	24	*	0	*
Industrial Sewing Machine Operator	Time-Based	2,000	Male	*	*	*	\$18.38
Line Maintainer	Time-Based	6,000	Female	72	*	*	\$37.89
Machinist	Competency-Based	4,000	Female	11	*	0	*
Manufacturing Production Technician	Competency-Based	2,000 (1-yr min)	Female	32	18	0	*
Medical Assistant	Competency-Based	4,000	Male	*	*	0	*
Nurse, Licensed Practical	Competency-Based	2,000	Male	0	*	0	*

Pharmacy Technician, Retail Store	Competency-Based	2,000	Male	*	*	0	*
Phlebotomist	Competency-Based	2,000	Male	*	14	0	\$16.83
Plumber	Time-Based	8,000	Female	312	*	*	\$23.00
Police Officer	Time-Based	4,000	Female	13	*	0	*
Sheet Metal Worker	Time-Based	8,000	Female	21	0	0	*
State Trooper	Time-Based	4,000	Female	38	*	0	*
Tool And Die Maker	Time-Based	8,000	Female	13	*	0	*
Tramway Maintenance Technician	Time-Based	6,000	Female	26	*	0	\$23.46
Waste Treatment Operator	Time-Based	4,000	Female	*	0	0	*
Water Systems Operation Specialist	Time-Based	4,000	Female	12	0	0	\$23.25

APPENDIX A: Acronym Listing

FY2024 (FY24) – State Fiscal Year (FY) – July 1, 2023 – June 30, 2024
PY2022 (PY22) – Program Year (Federal) - July 1, 2022 – June 30, 2023
RY2023 (RY23) - Report Year (RY) - January 1, 2023 – December 1, 2023

AJC –	American Job Center
AJLA –	America's Job Link Alliance
CRC –	Career Resource Center
DLW –	Dislocated Worker
DVOP –	Disabled Veterans Outreach Program (Specialist)
DWG –	Dislocated Worker Grant
ETP –	Eligible Training Provider
ETPL –	Eligible Training Provider List
FLC –	Foreign Labor Certification
ETA –	Employment and Training Administration
FBP –	Federal Bonding Program
ICAN –	Individual Career Advancement Network
JVSG –	Jobs for Veterans State Grant
JCS –	Job Center Specialist (VDOL case manager)
LE –	Labor Exchange
LMI –	Labor Market Information
LVER –	Local Veterans Employment Representative
MSFW –	Migrant Seasonal Farm Worker
OJT –	On-the-Job Training
OSHA –	Occupational Safety and Health Administration
RR –	Rapid Response - (Business closings or layoffs)
SMA –	State Monitor Advocate
SOCWED –	Special Oversight Committee on Workforce Expansion & Development
SWIS –	State Wage Interchange System
TAA –	Trade Adjustment Assistance
VDOL –	Vermont Department of Labor
VETRep-	Veteran Recruiting Employment and Placement (Specialist)
VJL –	Vermont JobLink
VYEF –	VT Youth Employment Fund
WARN –	Worker Adjustment and Retraining Notification (Act)
WD –	Workforce Development
WIOA –	Workforce Innovation & Opportunity Act
WOTC –	Worker Opportunity Tax Credit
WP –	Wagner-Peyser (Labor Exchange)

APPENDIX B: Eligible Training Provider List (ETPL)

The Workforce Innovation and Opportunities Act mandates that State Workforce Development Systems establish standards for program effectiveness. The ETPL plays a role in safeguarding public investments by ensuring accountability and transparency within the workforce development system. State and local workforce boards compile and maintain the list, which includes eligible training providers and their respective programs. This curated roster aids individuals in making informed decisions about their education and training options, aligning with their career goals and the needs of employers in their region.

Organizations wishing to be placed on the list must meet specific eligibility criteria, including annual outcomes reporting requirements.

The Eligible Training Provider List (ETPL) is maintained in a searchable database on the Department's Job Board:

<https://www.vermontjoblink.com/training>

ATTACHMENT A: Regional Office Activity Summaries

VDOL Workforce Development Division oversees 11 Job Centers throughout the State. The Department has divided the State into regions, each with two or more offices managed by a Regional Manager.



- Northwest Region – Chittenden, Franklin, and Grand Isle counties with offices in Saint Albans and Burlington.
- Northeast Region – Orleans, Essex, and Caledonia counties with offices in Saint Johnsbury and Newport.
- Central Region – Lamoille, Washington, and Orange counties with offices in Barre and White River Junction.
- Southeast region – Windsor and Windham counties with offices in Springfield and Brattleboro
- Southwest Region – Bennington, Rutland, and Addison counties with offices in Bennington, Rutland, and Middlebury.

Offices are strategically placed throughout Vermont within State office complexes and as stand-alone locations within communities. The strategic placement of the 11 offices allows the Department to ensure all Vermonters have access to workforce development services.

Over the last few years, we have adopted new methods of reaching our customers. During the pandemic, we were quickly forced to identify ways to provide our services remotely. We met this challenge and continued to offer services to the public and our partners. The strategies we adopted and the lessons we learned have allowed us to add new service delivery strategies. We continue to identify and develop ways to support employers while working with a low unemployment rate, where workers are difficult to come by.

To assist with workforce expansion, we have identified and connected with underserved populations in various pockets of the State. We have continued exploring new service delivery methods and invited our strategic partners to join us in these efforts. We continue offering “labor on location” events – bringing information about our services into the community.

A brief description of the services each region has provided to Vermonters over the past 12 months follows:

CENTRAL REGION

The Department consistently strives to provide employers and job seekers with opportunities to come together. Hiring events is a practical and consistent method identified by both entities. In spring 2023, Central Vermont supported two hiring events; the combined events served 60 actively recruiting employers and over 150 job seekers.

The second hiring event was held in fall of 2023. VDOL workforce development team and HireAbility joined forces for this event, attracting 12 local employers and over 50 job seekers.

In October, the Central Region partnered with Central Vermont Career Center for its annual Tech Fair and attended Vermont Works for Women's annual "Women Can Do" conference. The two events exposed high school-aged youth to various career and training opportunities ranging from construction to information technology.

From July to mid-October, the Central Region was assigned to the three Disaster Recovery Centers (DRCs) hosted by FEMA. Staff were available in person every Monday, Wednesday, Friday, and Saturday to field unemployment insurance inquiries and provide information on support service agencies in the region.

Service Snapshot: Central Region	
Unique Clients Served	1499
Unique Veterans Served	65
Labor Exchange Services	1,588
WIOA Services	707
Vermont Youth Employment Program (VYEP)	10
Vermont Training Funds	16
Trade Adjustment Assistance (TAA)	0
SNAP Employment & Training (ICAN and Reach Up)	2,877
Self Service	1,105
RESEA	1,571
Registered Apprenticeship	12
Employers Served	179
Employer Services	260
Job Referrals	23
Job Fairs and Hiring Events Held	21
Rapid Response Events	1

Figure 14: Central Region Service Snapshot

NORTHEAST REGION

Service Snapshot: Northeast Region	
Unique Clients Served	953
Unique Veterans Served	45
Labor Exchange Services	1,179
WIOA Services	263
Vermont Youth Employment Program (VYEP)	0
Vermont Training Funds	5
Trade Adjustment Assistance (TAA)	0
SNAP Employment & Training (ICAN and Reach Up)	2,955
Self Service	667
RESEA	1,456
Registered Apprenticeship	10
Employers Served	288
Employer Services	1165
Job Referrals	24
Job Fairs and Hiring Events Held	4
Rapid Response Events	2

Figure 15: Northeast Region Service Snapshot

and the Journey to Recovery in Newport.

Finally, the Northeast Region provided in-person support to two Disaster Recovery Centers from July to September. Their presence at the DRCs allowed impacted Vermonters to connect with FEMA representatives and learn about local services.

In collaboration with other Northeast Kingdom partners, the Northeast Region organized four job fairs in 2023. These events allowed 125 employers (with some duplication) and over 500 job seekers to connect.

The Northeast Region has supported the State's worker relocation efforts and responded to all relocation inquiries. In 2023, the team responded to 384 queries. Inquirers utilized a Jobseeker Inquiry Tool on the VDOL website, which helps create a preliminary connection with a Job Center Specialist.

The Northeast Region prioritized integrated service delivery partnerships. Recognizing that small rural community partners often share participants, they identified the importance of developing close partnerships and ensuring funds and support are braided for the best experience and long-term success.

“Labor on Location” efforts in the Northeast Region have enabled the team to expand access to services through a partnership with Northeast Kingdom Community Action (NEKCA). Once a month, the group accompanies NEKCA to Gilman, Groton, and Wells River to offer employment services to residents of these underserved areas. The team collaborates with Cobleigh Library, the St. Johnsbury Community Hub,

NORTHWEST REGION

The Northwest Region, home to the designated Comprehensive One-Stop American Job Center, maintained its focus on developing community relationships in 2023. Staff worked to identify community programs that support underserved populations and became liaisons for the team. In 2023, new relationships were forged in Grand Isle County, and staff successfully connected with community service providers in Alburg, North Hero, and Grand Isle. “Labor on Location” events have commenced in these areas, and the priority is to develop future sites.

Over the past year, hiring events within and outside the job center were organized. The Northwest Region hosted a yearly veteran-focused job fest, which spanned three days and three locations this year. The purpose was to enable employers from various locations throughout the territory to attend and recruit. While the events had a veteran component, all Vermonters were invited to participate. The job center also continues to offer in-office hiring events every week.

The Northwest Region collaborated with Swanton's Abenaki Self-Help Association Inc. last year. Together, the team organized a resource night to inform Abenaki females about healthcare and social work careers.

Staff from the Northwest Region extended support to their colleagues by providing coverage and assistance at the Disaster Recovery Centers. Members of the Northwest Team could support the Central and Northeast Regions whenever needed.

Service Snapshot: Northwest	
Unique Clients Served	2157
Unique Veterans Served	115
Labor Exchange Services	2,468
WIOA Services	603
Vermont Youth Employment Program (VYEP)	64
Vermont Training Funds	26
Trade Adjustment Assistance (TAA)	2
SNAP Employment & Training (ICAN and Reach Up)	3,385
Self Service	1,753
RESEA	1,775
Registered Apprenticeship	2
Employers Served	357
Employer Services	581
Job Referrals	28
Job Fairs and Hiring Events Held	8
Rapid Response Events	4

Figure 16: Northwest Service Region Snapshot

Service Snapshot: Southeast	
Unique Clients Served	1085
Unique Veterans Served	40
Labor Exchange Services	1,320
WIOA Services	859
Vermont Youth Employment Program (VYEP)	0
Vermont Training Funds	32
Trade Adjustment Assistance (TAA)	3
SNAP Employment & Training (ICAN and Reach Up)	1,299
Self Service	733
RESEA	1,250
Registered Apprenticeship	17
Employers Served	106
Employer Services	172
Job Referrals	3
Job Fairs and Hiring Events Held	21
Rapid Response Events	3

Figure 17: Southeast Region Service Snapshot

SOUTHEAST REGION

The Southeast Region staff has diligently worked to foster and grow connections with community and State partners, such as Vermont Youth Services, Community College of Vermont (CCV), Windham Regional Career Center, HireAbility, Vermont Adult Learning, Stafford Technical Center, Ethiopian Community Development Center (ECDC), Community Asylum Seekers Project (CASP), and the Brattleboro Development Credit Corporation (BDCC).

In partnership with the ECDC and the BDCC, the region's WIOA staff assisted in providing pre-vocational training, occupational skills training, and support services for over 100 immigrants to help them find and maintain suitable employment.

Following significant staff turnover in 2022, the region also focused on building capacity and reconnecting with partners. Southeast staff worked hard to cultivate relationships with partners serving the young adult population and job seekers within the greater Springfield area.

Their renewed focus on WIOA youth is positively impacting Springfield High School. The team worked closely with the high school, technical center, HireAbility, and local employers to provide work experiences for in-school youth.

Job centers in this region often host monthly in-person hiring events, connecting local employers with suitable workers. This job center staff also worked closely with the regional economic development corporation to promote workforce development services through community events.

A pilot project with Springfield Correctional Facility allowed VDOL staff to work within the facility to offer job search and job readiness workshops. In addition, they have met with incarcerated individuals before release to set up education and training opportunities.

SOUTHWEST REGION

The Southwest Region staff maintain long-lasting relationships with strategic community partners and were invited to share space with Vermont Student Assistance Corporation (VSAC) and Northland Job Corps outreach and admissions counselors. Clients working jointly with agencies in this region received collaborative wrap-around services nearly as needed. Cross-agency referrals provided opportunities for agencies to better guide service delivery on behalf of clients. Due to co-location in Bennington, agency staff working in the suite experienced natural teaming to benefit clients and employers.

Job Center staff supported two Career and Job Expo events and an array of events to support high school-age students. Events included the Sophomore Summit, Mount Anthony Middle School Career Fair, Financial Reality Fair, Emerging Leaders, Transition Fair, and a Mock Interview Fair. The Bennington Job Center also provided onsite career and job exploration services for junior and senior students at Mount Anthony Union High School upon the request of the high school guidance department.

Staff remained actively engaged with the Stafford Technical Center Regional Advisory Board, Rutland Economic Development Corp., and Rutland Regional Chamber of Commerce and Project Vision.

Like the Southeast Region, the Southwest Region continued working with ECDC and the US Committee for Refugee and Immigrants (USCRI). All entities sought to support immigrants and new Americans to establish a strong start in Vermont.

Service Snapshot: Southwest Region	
Unique Clients Served	2,122
Unique Veterans Served	85
Labor Exchange Services	2,780
WIOA Services	931
Vermont Youth Employment Program (VYEP)	35
Vermont Training Funds	16
Trade Adjustment Assistance (TAA)	10
SNAP Employment & Training (ICAN and Reach Up)	4,346
Self Service	1,462
RESEA	1,997
Registered Apprenticeship	114
Employers Served	179
Employer Services	1,029
Job Referrals	437
Job Fairs and Hiring Events Held	5
Rapid Response Events	3

Figure 18: Southwest Region Service Snapshot

ATTACHMENT B: Inventory of Existing Workforce Education & Training Programs

Agency	Program Name	Funding Source (2022)	Brief Description
Agency of Agriculture Food and Markets	Humane Handling Employee Training	Federal and State	Training to provide a greater understanding of humane housing, feeding, watering, and handling of livestock and companion animals
	Dairy Inspection	USDA	Dairy Inspection includes technical assistance to start a dairy farm or processing facility to meet State and federal standards. Meeting these standards allows milk and dairy products to be marketed in and out of the State.
	Meat Inspection	General, Special, Federal	Meat Inspection includes technical assistance to start slaughter or meat processing facilities to meet State and federal standards. Meeting these standards allows meat to be sold in the State. - Technical assistance takes place at the proposed processing facility and is one-on-one.
Agency of Commerce & Community Development	Strengthening Working Families Initiative (SWFI)	Federal (USDOL Grant)	SWFI is a US Department of Labor Grant awarded to Vermont Tech. It provides no-cost training and support services to custodial parents of a child 13 years old or younger seeking greater family stability and a permanent, livable wage job in the manufacturing sector.
	Vermont Training Program	State General Fund, ARPA Funding	VTP provides performance-based workforce grants for pre-employment training and 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. The program has been in operation for over 30 years.
	Northern Border Regional Commission (NBRC)	Federal	NBRC is a Federal-State partnership that invests in community and economic development projects in economically distressed counties across Maine, New Hampshire, Vermont, and New York.
Agency of Education	Postsecondary CTE	Federal (Perkins Grant)	The Strengthening Career and Technical Education for the 21 st Century Act (Perkins V) requirements offer a supportive framework for strengthening CTE in Vermont.
	Vermont Career Technical Education (CTE) Program	Federal (Perkins Grant)	CTE is developing Vermont's people by helping them gain the skills, technical knowledge, academic foundation, and real-world experience they need to prepare for high-skill, high-demand, high-wage careers.
	Title II - Adult Education and Family Literacy Act	Federal WIOA	Vermont's adult education and literacy system offers essential services with trained professionals at locations throughout the state. Personalized instruction is provided in mathematics, reading and writing, critical workplace skills, and English for speakers of other languages (ESOL and civics education for immigrants).

Agency	Program Name	Funding Source (2022)	Brief Description
AHS: Department for Disabilities Aging and Independent Living	HireAbility	Federal WIOA	The mission of HireAbility Vermont is to help Vermonters with disabilities prepare for, obtain, and maintain meaningful careers and to help employers recruit, train, retain, and promote employees with disabilities.
	The Division for the Blind and Visually Impaired (DBVI)	VR 110 and WIOA Title VI-B	The DBVI program operates under the same federal program rules for vocational rehabilitation services as DVR. DBVI 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 services are also used for various support services, including but not limited to transportation, assistive technology, work clothes, and tools. DBVI contracts with VABIR for job placement services. Some State Match.
	Supported Employment: The Division of Developmental Services	Home and Community-Based Medicaid Waiver and VR 110 grant funds	The Developmental Services supporting employment programs are operated through the Designated and Specialized Service Agencies. Supported employment is an evidence-based approach to assist individuals with the most severe disabilities to gain and maintain employment. Generally, participants receive direct assistance with job placement and ongoing job coaching support. Funding is usually used to support Secondary Academic credit, Post-Secondary Academic Credit, and/or Certificate of Completion.
	JOBS program for youth with emotional/behavioral disabilities	VR 110, Title VI-B, and Medicaid Global Commitment	A Program for youth with emotional/behavioral disabilities. The JOBS programs are housed in the Children's Mental Health programs within the Designated Agencies. JOBS combines employment services with case management services funded through Medicaid Global Commitment.
	Senior Community Service Employment Program	Federal SCSEP	Provides part-time employment at non-profit and public worksites for low-income seniors

Agency	Program Name	Funding Source (2022)	Brief Description
AHS: Department for Children and Families	Vermont Afterschool	Child-Care and Development Block Grant	Training for individuals working in the after-school 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 and are delivered by Vermont Afterschool, Inc.
	Prevent Child Abuse	Child-Care and Development Block Grant	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.
	Reach Up	Temporary Assistance for Needy Families (TANF)	Services include case management related to education, employment, finances, health, housing, safety, training, well-being, and more. Reach Ahead explicitly supports the transition to higher education.
		Federal Emergency Rental Assistance Program funding	Monthly cash payments to help with basics like food, clothes, housing, and utilities.
	Supplemental Nutrition Assistance Program (SNAP)	Federal	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, and intense assessment.
	Children's Integrated Services - Early Childhood Family Mental Health	Federal Part C	Training for incumbent Mental health clinicians serving Birth to six-year-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 young children's social, emotional, and behavioral health and development across settings for young children and their families.
	DCF-CDD-CIS - Nursing	Federal Part C	Training for incumbent Nurses serving prenatal women, families, and children from prenatal to age 2. CIS nurses assist eligible individuals in accessing needed medical, social, educational, and other community services.

Agency	Program Name	Funding Source (2022)	Brief Description
AHS: Department for Children and Families	DCF/CDD/CIS/ Early Intervention -	Federal Part C	Training for incumbent birth-to-three early interventionists. Early intervention services are provided to children experiencing cognitive, physical, communication, social/emotional, or adaptive delays or with a diagnosed medical condition highly likely to result in developmental delays. Approximately 70 EI providers are serving 1000 children needing early interventions in Vermont.
	DCF-CDD-CIS - Specialized Childcare	Federal Part C	CIS Specialized Child-Care Coordinators support families needing specialized child-care, including those with the Child-Care Financial Assistance Program service need of protective service, family support, and children with special health needs. 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. Approximately 13 SPCC Coordinators are serving 1000 children needing early interventions in Vermont.
AHS: Department of Corrections	CHSVT/DOC High School Diploma track	General Fund, Title 1, Title 9, Federal Perkins (via AOE)	Accredited independent schools offer complete secondary education programs with career and technical education to offenders who have not earned their high school diploma. Depends on budgetary decisions
	CHSVT/DOC Workforce Readiness Certification	General Fund, Title 1, Title 9, Federal Perkins (via AOE)	Accredited Independent School offers a work readiness program with career and technical education to offenders who have already earned their high school diploma. Depends on budgetary decisions
	Automotive Technology	General Fund and Federal Perkins (via AOE)	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.
	Barbering and Cosmetology	General Fund	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. Depends on budgetary decisions

Agency	Program Name	Funding Source (2022)	Brief Description
AHS: Department of Corrections	National Center for Construction Education and Research (NCCER)	General Fund and Federal Perkins (via AOE)	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 where students can study and become certified. Corrections Education offers welding, construction, cabinetry, painting, and the core curriculum.
	First Aid/CPR/AED	General Fund and Federal Perkins (via AOE)	Utilize both American Heart Association and American Red Cross certifications.
	University of Vermont Master Gardener	General Fund and Federal Perkins (via AOE)	Master Gardener teaches students sustainable, safe, and environmentally prudent horticultural practices.
	First Aid/CPR/AED	General Fund and Federal Perkins (via AOE)	Utilize both American Heart Association and American Red Cross certifications.
	Occupational Safety and Health Administration (OSHA)	General Fund and Federal Perkins (via AOE)	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.
	National Restaurant Association Educational Foundation (NRAEF)	General Fund and Federal Perkins (via AOE)	Serve Safe, Manage First, ProStart, Restaurant Management, and Restaurant Supervision programs that provide classroom, OJT, and work experience in the culinary career field.
	Vermont Correctional Industries (VCI) and Vermont Offender Work Programs (VOWP)	Self-sustaining, the monies made through services are used to help fund the program.	VCI and VOWP offer 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, and Construction Trades.
	American Welding Society	General Fund and Carl Perkins	American Welding Society offers certification welding, joining, and cutting processes. Offered to offenders incarcerated at Northwest State Correctional Facility.

Agency	Program Name	Funding Source (2022)	Brief Description
AHS: Department of Health	EMS Course- Initial	All Contribute	EMS Regional Town Hall Meetings – Several times a year, the EMS Office staff travels to various locations around the State for town hall-type meetings to provide updates and discuss pertinent issues and ideas with the local EMS community.
ANR: Department of Environmental Conservation	Automotive Technician Training	General Funds	The Vermont Automotive Technician Training Program (VATTP) provides Vermont automotive technicians with information and training classes on diagnosing and repairing On-Board Diagnostics (OBD II) emissions-related faults. VATTP training includes theory and hands-on skills in understanding OBD II, diagnosing problems detected by OBD systems, and verifying repairs.
ANR: Department of Forests, Parks, and Rec.	Forestry Division Staff Training	State and Federal	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.
Agency of Transportation	Vermont Local Roads Program	Federal and State	This program fosters a safe, efficient, and environmentally sound surface transportation system for local road crews by improving the skills and knowledge of the municipal transportation workforce and decision-makers.
	National Summer Transportation Institute (NSTI)	Federal	Free two-week summer transportation camp to introduce high school and middle school students to transportation careers and concepts.
	Funding for Commercial Driver Training	Federal	A program for women, minorities, and the economically disadvantaged. The program is designed to provide women, minorities, and the underprivileged with additional qualifications for enhanced job readiness and employment opportunities in highway construction. We partner with the six State-approved Commercial Driver Training schools to offer up to \$1,500 in funding assistance to cover training costs for CDL-A and CDL-B-related course expenses.
	On-the-Job Training Supportive Services (OJT/SS)	Federal	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, work-related tools and clothing, and other services to address barriers to employment, such as transportation and childcare.
	Highway Construction Training	Federal	A program for women and minorities. We offer training subsidies to women and minorities interested in or 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. Training includes but is not limited to welding, carpentry, OSHA safety training, flagging certificates, and other industry-recognized credentials.

Agency	Program Name	Funding Source (2022)	Brief Description
Department of Labor	Job Corps	Federal WIOA	Helps young people ages 16 to 24 improve the quality of their lives through career technical and academic training. The Vermont Job Corps site is in Vergennes.
	WIOA - Disadvantaged Adults	Federal WIOA Funds	Funds for training disadvantaged adults for employment, job placement, retention, and wage gain in any industry. It has eligibility criteria and allows support services.
	Workforce and Education Training Fund	State General Fund	Funds to support programs that train incumbent and new hires. Outcomes can range from increased skill development, wages, career advancement, workforce stabilization, and, in some cases, guaranteed jobs. Supports employer workforce needs to fill positions.
	WIOA - Wagner-Peyser	Federal	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.
	WIOA - Dislocated Workers	Federal	Funds for training dislocated workers for employment, job placement, retention, and wage gain in any industry. It has eligibility criteria and allows support services.
	Trade Adjustment Assistance	Federal	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.
	Rapid Response	Federal	Funding for immediate action for layoffs or business closure or layoff avoidance efforts; service to workers and employers affected by a reduction in their workforce or business closure. VDOL coordinates services based on the industry concerned, the demographics involved, and the displacement size. VDOL requests from USDOL drawdown of dollars as needed.
	Foreign Labor Certification	Federal	Certification enabling employers to hire foreign workers in nondairy farms meeting federal guidelines, Housing inspections, prevailing wage surveys, prevailing practice surveys, and training.
	Mine Safety	Federal	Training certifications for construction and mining
	Work Opportunity Tax Credit	Federal	Employer tax credit for hiring targeted populations (Veterans, TANF / SNAP recipients, low-income, VR clients, long-term unemployed, ex-felons, SSI recipients). Employed by an employer that meets the definition under the targeted population.
	Jobs for Veterans State Grants	Federal	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.

Agency	Program Name	Funding Source (2022)	Brief Description
Department of Labor	State Apprenticeship Expansion Fund	Federal	Apprenticeships in Education
	WIOA - Youth	Federal WIOA Funds	Funds for training disadvantaged/at-risk youth for employment, job placement, retention, and wage gain in any industry. It has eligibility criteria and allows support services.
	Work-Based Learning & Training Grants	State	The program serves to transition secondary and postsecondary students and Vermonters seeking work-based experience as part of a career experience or change. It is designed to support Vermonters graduating from postsecondary education or a secondary CTE program or pursuing a career change with a paid on-the-job work experience lasting 12 weeks or fewer and support employers by assisting them in developing and implementing meaningful work-based learning and training opportunities.
	Retain Vermont	Federal	Retaining Employment After Injury/Illness Network. Provide support to people who live or work in Vermont and are at risk of work disability to reduce or eliminate the number of days that person is out of work after an injury or illness.
Vermont Workforce Development Board	Vermont American Jobs Centers	Federal WIOA	AJCs provide career exploration, counseling, consultation, and connection services that are also available virtually. Local career specialists and specialized counselors help match job seekers and employers with the necessary resources to meet their goals.

PARTNER PROGRAMS

Organization	Program Name	Funding Source (2022)	Brief Description
Community College of Vermont	Northern Lights	Childcare and Development Block Grant and CDD Part C federal grant	Provides 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.
Logger Education to Advance Professionalism	LEAP Logger Training Workshops	Primarily funded by a \$300 registration fee International Paper - donations between \$500-\$1000/year Vermont legislature has budgeted money for the fiscal year to offset the cost of workshops.	Much of the forest industry has adopted the Sustainable Forestry Initiative (SFI) principles. One of these principles requires them to purchase wood products from loggers who have completed a Nationally SFI accredited Logger Education Program. The VT LEAP Program exceeds these requirements.
ReSOURCE	YouthBuild	Federal, Other	ReSOURCE offers the only two YouthBuild programs in the State of Vermont. In addition to construction trade job skills, our focus on energy efficiency, including weatherization training, fully integrates the work of relieving poverty and protecting the environment with job skills training.
Vermont Association for the Education of Young Children	T.E.A.C.H.	SOV – AHS: Child Development Division (funds from State and federal levels), Philanthropy	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 committed to increasing the availability of accessible, affordable college education and workforce support for professionals working in various early education settings. The training was delivered by VAEYC (Vermont Association for the Education of Young Children).
Vermont Maple Sugar Makers' Association	Consumer Protection	2022 federal earmark Congressionally Directed Spending	State, Federal, and international training on maple grading and certification of maple sugar houses to meet industry standards.

Agency	Program Name	Funding Source (2022)	Brief Description
Vermont Student Assistance Corporation	Adult Outreach	USDOE TRIO Grant, VSAC	The Vermont Educational Opportunity Center program is a Federal TRIO program with a total 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.
	Vermont Non-Degree grant	State Appropriation	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 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 six Non-Degree terms in a lifetime. The grant can cover tuition and fees up to a maximum established yearly based on funding and the projected number of applications.
	Vermont Grant - 802 Opportunity	State general fund	An affordable option for students to pursue post-secondary goals and to help Vermonters for the workforce - the program provides Vermonters with a family income of \$75K or less a tuition-and fee-free college education.
Vermont Talent Pipeline Management	Vermont Talent Pipeline Management	State and Private	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, align employer needs with education and workforce programs, and grow Vermont's economy.

ATTACHMENT C: List of Apprenticeship Sponsors & Occupations by County

Any apprenticeship program sponsor registered in Vermont can be found in a searchable database the Office of Apprenticeship makes available to the public. That database is accessible at this link: <https://www.apprenticeship.gov/partner-finder>.

The listing of apprenticeship sponsors by County, including by occupation, can be found here: <https://labor.vermont.gov/document/apprenticeship-listemployers-and-occupations>