



“Adult CTE the Stafford Way”

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Testimony for the Senate Committee on Education
Brian Campion, Chair

Thursday, January 26, 2023



Explore...Evolve...Succeed

Have You Seen This “Billboard” Advertising Adult Education Making Its Way from Bennington to Middlebury?



With Special Thanks To the Vermont Agency of Education Act 51 Grant and Tammy Napolitano at Awesome Graphics



As a member of our fifteen-member New England Association of Schools and Colleges visiting accreditation team noted during his four-day visit to Stafford in November, 2021 our school is “crazy and amazing...”





Think Globally But Create Locally

We Treat Workforce Development As A Business

The background features a fan of papers on the right side, transitioning from a dark blue to a light blue. On the left side, there is a vertical gradient from a dark red to a lighter red. The overall composition is abstract and modern.

Home-Grown Community Partnerships

It starts with knowing your customers. Developing meaningful relationships that reflect an understanding of who they are, what they do, and where they need to go to meet the education and training goals of their incumbent workforce and emerging candidates



Some Of Our Many Satisfied Customers

Supporting Our Adult Programs and Promoting and Employing Our Graduates in High-Paying, In-Demand Jobs in Healthcare, Manufacturing, Commercial Transportation and Personal Care

Educational Collaboration



This partnership with Cengage Learning provides a high-quality, cost-effective instructor-facilitated distance education option to adult students in multiple regions throughout Vermont through our staffardonline.org portal. Non-credit courses are also provided to students enrolled in the High School Completion Program offered through Vermont Adult Learning at their locations in Burlington, Brattleboro, and of course, Rutland.



This multi-layered relationship between Stafford Technical Center ATE and the Continuing Education and Workforce Development Program at Vermont Technical College allows for the delivery of several GE Aviation Apprenticeship Programs, the Vermont State Electrical and Plumbing Apprenticeship, and many other collaborative, custom-designed and grant-funded education and training workforce development initiatives in our region.



AGENCY CONNECTIONS



Won a second three-year contract to deliver a customized, accelerated four-day/all-day welding and metal fabrication training experience to 100+ state and municipal garage employees during school vacations in our STC-based classroom and laboratory facility. Participants came from as far north as Lowell, as far south as Wilmington, and from towns west and east including Vergennes and St. Johnsbury.



Partnered with the Vermont Department of Labor and Vermont Adult Learning to design and deliver an eight-week career and technical education “exploratory” summer program that allowed unemployed or underemployed Rutland-area youth ages 18-24 to experience first-hand possible careers in video production, electrical, culinary arts, and welding and small engine repair.



ALLIED HEALTH SECTOR



Created a five-month long accelerated custom-designed Certified Clinical Medical Assistant Program with the clinical component being offered through the CHCRR locations in Rutland and Castleton that resulted in the graduation of fourteen incumbent CHCRR employees all of whom passed a third-party examination and earned their nationally-recognized credential from the National Healthcareer Association.



Created a five-month long accelerated custom-designed Medical Coding Certificate Program with a professional seminar component that resulted in the graduation of over 60 students most of whom earned their nationally-recognized credential as Certified Billing and Coding Specialists many of whom are now employed at Helen Porter Hospital, Springfield Hospital, Gifford Hospital, and the Rutland Regional Medical Center.



The forty-hour clinical skills and patient care component of our Licensed Nurse Assistant program is delivered through a partnership with this locally-based long-term care and rehabilitation facility enabling human resource and nursing staff to actively recruit well-trained budding allied health professionals into their workforce while students are completing this mandatory part of their state-approved education and training.

TRANSPORTATION SECTOR



- Enrollment of incumbent municipal workers from five towns in our CDL-B and CDL-B to A Upgrade Commercial Driver's License Training Programs delivered on Saturdays. Tuition for these programs was paid entirely by each municipality to incentivize retention and promotion of dedicated existing workforce.



- Development of hybridized CDL-B curriculum for Casella which has graduated over 100 incumbent workers into drivers throughout New England at our co-located instructional facility at the CWS Operations Center in West Rutland. CWS recruitment of CDL driver and diesel technician candidates from day CTE and evening ATE workforce development programs through on-site program visits by CWS staff as well as Work-Based Learning opportunities for Automotive Technology students.

MANUFACTURING AND TECHNOLOGY



- Provided annual on-site academic evaluation and assessment of candidates for acceptance into their Manufacturing Technician Apprenticeship Program at its facility in Brattleboro



- Enrollment of incumbent employees in our Industrial Maintenance and Troubleshooting course as well as our Computer Technology skills enhancement courses



- Custom-design welding and metal fabrication courses to existing workforce. Collaborate with Vermont Technical College to deliver academic and aptitude screening services to all apprenticeship program applicants



SUSTAINABLE STAFFORD TECHNICAL CENTER ATE WORKFORCE DEVELOPMENT PROGRAMS

Course Title	Classroom Hours	Practical Experience	Credential Earned	Employment Options
Licensed Nurse Assistant	124	40 hours of clinical “hands-on” experience through The Pines or Genesis Healthcare	LNA through Vermont Board of Nursing	Clinics, hospitals, short and long-term care facilities
Phlebotomist	36	Course includes up to 20 “live sticks” in class	Certified Phlebotomy Technician (CPT) Examination	Per diem at local clinics and hospitals with opportunities for full-time at hospitals
Commercial Driver’s License	78 or 154	Over-the-road hours in STC owned tractor-trailer and commercial dump truck	Commercial Driver’s License with A or B endorsement through Vermont DMV	Endless opportunities in over-the-road driving both locally and nationally
Certified Medical Assistant	140	Clinical practicum offers hours through CHCRR Castleton site	Certified Clinical Medical Assistant (CCMA) Examination	Opportunities for clinical or office management positions at hospitals and clinics
STC Welding School	126	Capstone practicum course offers supervised project-based opportunity	Certification through American Welding Society	Commercial construction; manufacturing; transportation
Medication Nurse Assistant	124	Clinical experience at a variety of long term care facilities in Vermont	Medication Nurse Assistant after examination through Vermont Board of Nursing	Employment at long term care facilities in Vermont and New Hampshire

WHAT PUTS THE “WORK” IN OUR WORKFORCE DEVELOPMENT STRATEGY?

- Support of our efforts from the Rutland City Board of School Commissioners and the Rutland taxpayers
- Locally-based, skilled and committed VSAC Outreach Counselor who advocates for adult technical education
- Customer-sensitive pricing strategies for seminars, programs and workforce development services
- Customized curriculum designed quickly and with no bureaucratic barriers faced for approval
- Long-standing business partner relationships and community networking
- Employer buy-in for fee-for-service philosophy
- Flexible class and program scheduling according to employer needs (nights-weekends-holidays)
- Reputation for being able to deliver quality educational products on time and on budget
- Direct access to school-based high-tech classrooms, equipment and classrooms
- Ability to deliver site-based training even during a pandemic
- Highly skilled adjunct instructors are well-paid and respected and remain committed to our mission
- End-of-training credentials include opportunity to test for an industry-recognized certification that is portable

Workforce Development Beyond Our Region

- Enrolled six seniors with no post-secondary plans from Burr and Burton Academy into adult CTE programs that would lead to a credential of value and immediate employment upon graduation
- Assembled a cohort of a dozen LNAs from four long term care facilities in Rutland, Randolph, Bethel and Springfield to deliver a hybrid class and clinical program leading to the Medication Nurse Assistant certification



THANK YOU FOR THIS OPPORTUNITY TO PRESENT TO YOUR COMMITTEE



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staffordonline.org