

Department of Economic Development **Vermont Training Program Annual Report FY 2025**

The Vermont Training Program (VTP) is managed by the Agency of Commerce and Community Development's Department of Economic Development. This grant program provides funds for customized training, which helps Vermont workers acquire the skills they need to meet current workplace requirements. The program partners with both employers and training providers to fund on-the-job, classroom, or other specialized trainings. VTP provides up to 50% of the training costs for new employees and incumbent employee training. Grants are paid out on a reimbursement basis upon completion of training. VTP has offered performance-based workforce training grants for over 30 years to train Vermont's employees for today's needed skills.

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I. Executive Summary

The [Vermont Training Program](#) (VTP) supports workforce development by funding supplemental training for full-time, benefited employees, focusing on technical and management skills needed to meet evolving business demands. In FY 2025, workforce demographic challenges remained a pressing issue.

VTP helped 1,030 employees across 47 businesses, leading to a median wage increase of 5.4%, compared to the state average of 1.6%. After training, the median hourly wage for new hires and incumbent workers was \$22.04 and \$34.70, respectively. Small businesses (those with 49 or fewer employees) received 21% of total funds (\$201,937).

VTP fosters upskilling, credentials, and apprenticeships, addressing immediate and long-term training needs, including supervisory and leadership roles. The program strengthens relationships with over 100 Vermont businesses annually, addressing workforce challenges and providing economic development assistance. By co-investing in skills training, VTP ensures Vermont's businesses and employees remain competitive in the global economy.

FY25 Impact of Business and Training Provider Grants



\$1,119,718

Funds Awarded



1030

Employees Trained
(Anticipated)



47

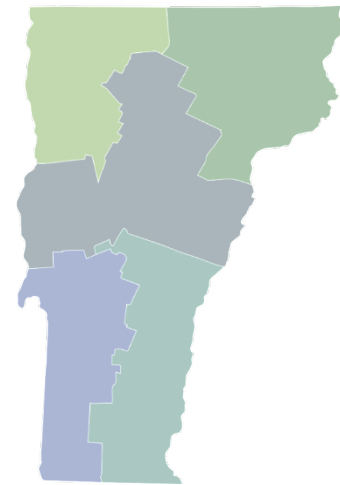
Businesses Assisted
(Anticipated)

II. Distribution of FY25 Business Grants by Industry

Business Industry	Agreements	Employees Trained	Funds Awarded
Advanced Manufacturing	11	631	\$625,609
Food Systems	3	91	\$121,140
Forest Products	0	0	0
Green Business	0	0	0
Health Care	1	40	\$17,310
Software Development and IT	2	85	\$31,583
Education	0	0	0
Tourism & Recreation	0	0	0
Other	7	88	\$152,872
Total	24	935	\$948,514

III. Distribution of FY25 Grants to Businesses by Region

Region	Funds Awarded	Employees Trained
Northwest	\$580,505	600
Northeast	\$140,228	178
Central	\$59,075	99
Southwest	\$0	0
Southeast	\$168,706	58
Total	\$948,514	935



IV. FY25 Business Grant Summaries

Businesses can apply directly for these grants, which may cover on-the-job training and/or training provided by a third-party training provider.

Business	Use	Maximum Award	Employees to be Trained
A's Auto	Commercial Driver's License	\$6,400.00	2
Ask-INT-Tag LLC	Supply chain and process improvement	\$135,604.93	69
Asten Johnson	Upskilling and leadership	\$38,505.40	58
Beta Technologies Inc	Advanced manufacturing courses	\$61,867.00	196

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Breadloaf	Succession training and process improvement	\$46,025.63	23
Champlain Cable	Leadership and upskilling	\$79,985.90	107
Dew Construction Corp	Upskilling and leadership	\$5,371.94	21
Dynapower Company LLC	Cross training and production skills	\$63,729.24	54
Eternity Marketing	Cross training and upskilling	\$18,533.40	9
Green Mountain Semiconductor Inc	Technical skills	\$31,519.29	12
GS Precision	Cross training	\$71,972.55	16
H2O Leader	New production processes	\$46,635.00	13
Hazelett Corporation	Leadership and new production processes	\$88,189.52	100
Heritage Aviation	Upskilling and leadership	\$46,075.00	25
Image Tek	New production processes	\$19,145.20	10
Ivy Computer	Leadership	\$13,050.00	76
Lake Champlain Chocolates	Leadership, lean manufacturing, and upskilling	\$42,932.00	31
Lovejoy Inc	Upskilling	\$9,975.35	4
Microprocessor Design	Upskilling	\$3,028.50	1

Northern Counties Healthcare	Leadership	\$17,310.00	40
Runamok Maple	Project management and upskilling	\$42,250.40	42
Swiss Precision Tuning	CNC training, production skills	\$9,998.65	4
Vermont Packinghouse LLC	New production processes and upskilling	\$35,958.00	18
Vermont Photonics	Process improvement	\$15,256.00	4

V. Completed FY24 Business Grants

The average wage is compiled from a summary matrix provided by each employer in their application.

Business	Expenditure	Activity	Average Wage	Number Served	Grant Use
89 North	\$29,312.50	IE/US, IE/DP	\$25.55	23	Utilized
Al Clayton Construction Services	\$11,391.96	IE/US, NH/EP	\$24.07	5	Utilized
ARC Mechanical Contractors Inc	\$27,765.50	IE/US	\$23.51	40	Utilized
Autumn Harp	\$151,427.38	IE/US, NH/EP, NH/NP	\$20.79	123	Utilized

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Cabot Hosiery Mills Inc	\$94,436.00	IE/US	\$20.57	234	Utilized
Carpenter and Costin	\$23,625.25	PE/NP, PE/EP	\$25.08	15	Utilized
Casella Construction Inc	\$103,999.90	IE/DP, IE/US,NH/NP, IE/NP NH/EP	\$27.31	103	Utilized
Committee on Temporary Shelter Inc	\$3,015.00	IE/US,NH/EP NH/NP	\$29.03	39	Utilized
Concepts NREC LLC	\$31,519.29	IE/US, NH/EP NH/NP	\$32.86	18	Utilized
Critical Process System/ Fab Tech Inc	\$50,574.41	IE/US, IE/DP	\$32.79	74	Utilized
Franklin Foods	\$45,429.82	IE/US,	\$38.31	15	Utilized
Global Foundries	4,499,928.63	IE/US, IE/DP, IE/NP, NH/EP	\$37.04	1,429	Utilized
Green Mountain Semiconductor Inc	\$41,192.60	IE/US	\$59.48	22	Utilized
HP Cummings	\$15,903.50	IE/US	\$47.42	10	Utilized
Johnson Woolen Mills	\$10,605.00	IE/US	\$23.32	15	Utilized
Kaman Composites	\$41,885	N/A	N/A	N/A	Did not utilize Grant

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Kria Botanicals	\$18,813.58	IE/US, NH/EPNH/NP	\$28.27	20	Utilized
Mack Molding	\$90,631.85	IE/US, IE/DP	\$29.73	170	Utilized
Med Associates	\$24,578.20	N/A	N/A	35	Utilized
Micro Wire Transmission Systems	\$11,325.40	IE/US, NH/NP	\$27.57	8	Utilized
New England Precision	\$96,397.12	IE/DP, IE/NP, NH/EP,NH/N P	\$30.04	50	Utilized
New England Woodcraft	\$131,036.78	IE/US, NH/EP, NH/NP	\$23.67	119	Utilized
Northeast Organic Farming Association	\$16,571.50	N/A	N/A	35	Utilized
Onlogic	\$177,722.78	NH/NP, NH/Ep, IE/US, PE/EP	\$37.50	185	Utilized
Polhemus	\$18,959.26	IE/US	\$37.87	22	Utilized
Quartz IP	\$5,000.00	N/A	N/A	6	Utilized
Questech	\$96,204.00	NH/EP, NE/NP, IE/DP, IE/NP,IE/US	\$33.12	54	Utilized
ReArch Company Inc	\$54,474.91	NH/EP, NH/NP,IE/US	\$45.91	50	Utilized

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Rhino Foods	\$144,931.20	NH/EP, IE/DP, IE/US, NH/NP	\$25.39	105	Utilized
Rutland Regional Medical Center	\$37,240.50	IE/DP	\$22.57	25	Utilized
Salvation Farms	\$2,500.00	IE/US	\$30.60	2	Utilized
Scout Digital	\$22,507.38	IE/US	\$51.24	9	Utilized
Sogle Property LLC	\$29,997.65	IE/US	\$25.06	12	Utilized
Vermont Family Network	\$9,450.00	IE/US	\$48.08	12	Did Not Utilize Grant
Waitsfield and Champlain Valley Telecom	\$35,988.75	IE/US	\$48.04	66	Utilized
Windjammer Hospitality Group	\$10,605.00	NH/NP, IE/US	\$22.63	40	Utilized
Total	\$1,729,788.27	N/A	N/A	1761	N/A
**Global Foundries	\$4,499,928.63	IE/US, IE/DP, IE/NP, NH/EP	\$37.04	1,429	Utilized

***Note: In FY2023 the VTP received a one-time amount of 5 million dollars to fulfill the State's obligation to support businesses applying to the Federal CHIPS and Science Act. To date, the Vermont Training Program has encumbered 4.5 million in support of the Global Foundries application. Global Foundries Vermont location received 130 million dollars from the CHIPS and Science Act to modernize and build out capacity to produce next generation Gallium Nitride semiconductor chips.*

VI. FY25 Training Provider Grant Summaries

Training providers apply directly to the program to cover 50% of training costs for eligible businesses. Often, these trainings bring together qualified employees from multiple businesses to participate in a single cohort.

Business	Amount Awarded	Employees Trained	Training Focus
TBW Consulting	\$39,000.00	19	Leadership for all sectors
HELM Construction Solutions	\$36,000.00	12	Sustainable building
Essex Westford Educational Community Unified Union School District (SkillTech)	\$13,600	N/A	Leadership for all sectors
UVM Professional and Continuing Education (PACE)	\$82,203.50	64	Leadership for all sectors

Companies Served by Training Providers

- ▶ Blue Cross Blue Shield
- ▶ Champlain Housing Trust
- ▶ Chittenden Solid Waste District
- ▶ Columbia Forest Products
- ▶ Cushman Design Group
- ▶ Gallagher, Flynn and Company
- ▶ Lewis Creek Builders
- ▶ Lund
- ▶ New Frameworks Natural Design Build
- ▶ One Care Vermont
- ▶ Onion River Co-Op (City Market)
- ▶ Root Builders
- ▶ Sonnax Transmission CO
- ▶ Sticks and Stones

- ▶ Timber Homes VT
- ▶ University of Vermont
- ▶ UVM Health Network
- ▶ Vermont Precision Tools
- ▶ VT Community Fund

VII. Training Grants for Pipeline Development Activities

Pipeline development grants help fund activities that will aid in discovering needs and pain points for employers and serve a regional support role to work with education and business to ensure our future workforce is engaged and ready to work.

There were no pipeline development grants awarded in FY2025.

VIII. Median Quarterly Wage Change

Department of Labor shows that employees who participate in VTP see wage increases. This data includes five quarters of wages for all participants invoiced for the Vermont Training Program. The median quarterly wage increased by 5.4% between the second quarter of 2024 and the third quarter of 2025. On an annualized basis, this increase translated into a median wage increase from \$67,393 to \$71,025 during the period. During this time, new employees saw a median wage increase of 40.9%.

IX. Waivers

There were no waivers awarded in fiscal year 2025.

X. Key Program Indicators

FY25 Median Hourly Wage After Training

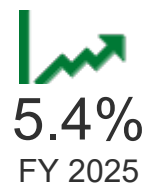
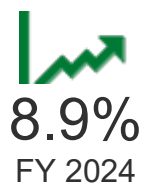


\$22.04
New Hires



\$34.70
Incumbent Workers

Change in Participant Wages



Note: Data in this section, provided by the Vermont Department of Labor (VDOL), reflects grants to businesses and training providers using FY2024 Social Security Number data. VDOL reports aggregate median wage data quarterly, based on a 40-hour work week, but cannot provide business-specific updates. Incumbent worker data includes employees served through training provider and direct business grants.

FY25 Employee Type by Invoice

Position	Number Trained
New Hires	49
Incumbent Employees	279
Preemployment Training	1

FY25 Employer Size

Grant Type	0-19 Employees	20-49 Employees	50-99 Employees	≥100 Employees
Business Grants	4	5	8	7
Training Provider Grants	6	3	2	8

XI. Success Stories

Eternity Marketing



Eternity Marketing trained employees across the organization on artificial intelligence concepts to develop subject area competence for the entire organization.

"Eternity is grateful to have partnered with the Vermont Training Program to upskill our entire team in practical, real-world AI. This support allowed us to train across roles, not just specialists, giving designers, developers, marketers, and leadership a shared foundation and language around AI. The result has been immediate: more confidence, better collaboration, and smarter workflows that enhance—not replace—human creativity. By investing in people first, the Vermont Training Program helped us strengthen our team, serve our clients better, and continue building a more inclusive, future-ready digital economy here in Vermont."

Mike Lannen, Founder

Vermont Packinghouse



Vermont Packinghouse provided training to develop skills pertaining to meat identification, meat cutting, machine operation and programs, recipe making, and packaging processes.

"[VTP] assisted Vermont Packinghouse with upskilling employees which allowed us to redirect monetary resources towards upgrading equipment and processes to gain efficiency."

Leslie LeClair, HR Generalist