

# Small-Scale Developer Training Program

## Vermont Homes for All Initiative

*Meeting Vermont's housing needs will require a new generation of local, small-scale developers—neighbors adding an Accessory Dwelling Unit (ADU), young tradespeople starting out, or part-time and full-time builders investing in their communities. By reusing empty lots and redeveloping underused spaces, these efforts can strengthen neighborhoods, make the most of existing infrastructure, and create more homes that Vermonters can afford.*

### A New Generation of Small-Scale Developers

To succeed, new builders need both the practical skills to manage construction projects and the financial know-how to make them viable. The training program uses proven methods to help new and emerging developers navigate construction and financial challenges. It provides hands-on training, mentorship, and coaching to build a workforce capable of creating the homes Vermont needs.

### A Learning Track Built for You

The program will feature three tracks to meet prospective and emerging developers where they are. This will create a multi-entrance point pipeline to build local capacity based on a developer's current knowledge or project.

#### ■ **Vermont Small-Scale Development 101:**

Quarterly workshops will be held around the state and act as an introduction to small-scale development for those that are new to development or simply development-curious. Workshops will feature a mix of case studies and exercises focused on Vermont-specific development, including smaller development projects such as constructing an ADU.



*The training program will give prospective small-scale developers the opportunity to learn from their peers and create a network of like-minded builders.*

**To learn more about the Homes for All Initiative, please visit or contact:**

[accd.vermont.gov/current-initiatives/homesforall](http://accd.vermont.gov/current-initiatives/homesforall)

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- **Homebuilders' Bootcamp:** This 8-week intensive virtual program aims to bring new and emerging developers to a ready-to-build capacity. The bootcamp is an opportunity for participants to bring their projects in front of seasoned small-scale developers. Individuals with an actual small-scale development project in mind, whether they control a site or they are looking for one, are encouraged to apply.
- **Advanced Project Coaching:** Selected participants will be assigned a Project Manager who will work with them to define a scope of work and timeline for the individualized technical assistance. This track is intended for individuals with a clearly defined project plan, ideally with site control already in hand through purchase or lease.
- **Community of Practice:** The developer training will also include opportunities for peer support and ongoing learning through in-person and online gatherings. The online platform and network infrastructure will remain in place after the training program is completed to encourage continued collaboration between emerging developers.



*Direct technical assistance through the Incremental Development Alliance (IncDev) and Helm Construction Solutions will give small-scale developers the skills and confidence to tackle new housing projects. Participants will work through exercises like digesting their zoning code, drawing a basic site plan, creating a financial pro-forma model, and navigating the permitting process. Credit: IncDev*

*The Small-Scale Developer Training Program is a partnership of the Vermont Department of Housing and Community Development (DHCD), the Land Access & Opportunity Board (LAOB), and the Vermont Housing Finance Agency (VHFA).*

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