

WETF Training Projects Approved 2nd Quarter FY 2010
October 1, 2009 – December 31, 2009

Vermont Center for the Deaf and Hard of Hearing (VCDHH), Inc. of Brattleboro was awarded \$20,842 to train 60 employees in child care fundamentals and effective practices for working with deaf students who have Autism Spectrum Disorders (ASD). Staff will obtain the specialized skills necessary to work with these students and maintain employment at VCDHH. Employees will receive a step increase in their respective salary scale upon successful completion of training.

Lamoille Valley Chamber of Commerce was awarded \$21,800 to coordinate delivery of two sessions of the Situational Leadership II training program to individuals who currently work for Lamoille County employers in the utilities, manufacturing and hospitality sectors. Training will target hourly workers with the potential to be promoted into supervisory positions, but will also be offered to individuals recently promoted to supervision or management. The course will be offered in early winter and again in the spring to accommodate the varying workloads of participating employers. A total of approximately 40 workers will be trained in the two sessions.

North Country Hospital of Newport was awarded \$23,825 to deliver certification training to approximately 100 RNs, respiratory therapists and physical therapists in three critical treatment areas: Pediatric Advanced Life Support; Challenges and Complexities of Cardiac Care; Basic Life Support Instructor Training. The latter program will increase the number of instructors who are qualified to provide basic life support training to local medical practices. All of the trainings are crucial to retaining highly skilled professional staff, while enhancing the level of direct patient care available locally.

William E. Dailey Precast, LLC of Shaftsbury was awarded \$10,575 to train all 85 of their production workers in the OSHA 10 Industry safety class. This training isn't currently mandatory in the industrial sector, but may be in the future, and OSHA 10 certification will demonstrate a commitment to safety that benefits the company's position in competitive bids. Trainees include 13 non-English speaking legal workers who require that training be delivered in their native language to ensure they fully understand the training material.

Association of Africans Living in Vermont, Inc. was awarded \$42,492 to expand a program that was implemented with a FY 2009 grant. The Association of Africans Living in Vermont, Inc. (AALV), in partnership with the Visiting Nurses Association (VNA) and Vermont Adult Learning (VAL), will screen, train, and place 40 refugee and immigrant workers in Home Care Provider I positions at the Visiting Nurses Association, Armistead, and Home Instead at starting wages of \$9.75 per hour. The training will 'graduate' refugee and immigrant workers from low-skill housekeeping jobs that typically pay \$8.50 per hour without benefits or opportunity to advance. English language training specific to the occupation, and a significantly expanded work readiness component that is customized for this entry-level nursing profession, will complement the "CareWell" instruction taught by VNA instructors. A waiver on post training wages was granted because of the employment challenges that face the refugee population, and because of the many opportunities to advance within health care.

The Village of Johnson was awarded \$4,100 to help offset the cost of enrolling their apprentice line maintainer in the 144 hour classroom training that is required to complement the hands-on training provided by the Village of Johnson. Training will take place at the Northeast Public Power Association (NEPPA) facility in Rhode Island. Currently, there is no comparable classroom instruction available in Vermont for non-union line maintainers.

The Vermont Criminal Justice Training Council was awarded \$82,489 to deliver 18 weeks of full time basic law enforcement training to 26 new police officers funded by COPS grants under the Economic Recovery Plan. Federal stimulus funding covers salaries and benefits for three years, but does not provide money for training that qualifies candidates to work for Vermont municipalities or law enforcement agencies. The academy currently offers two 18 week full-time basic training programs annually with an average of 30 candidates per class. These 26 new positions require the academy to expand their existing training capacity by nearly 50%. Without training, the positions cannot be filled, and extreme budget pressures across Vermont make it impossible for municipalities to cover the training cost. As a condition of the COPS grant, recipients are required to commit to paying full salary plus benefits for at least one year beyond the three-year grant period. Salaries plus benefits will range from \$40,000 to \$84,000/year.

IBEW Local 300/VTJATC was awarded \$48,064 to expand an intensive green jobs training program for electrical workers that was introduced with a FY 2009 grant. This year, approximately 40 electrical apprentices, including 10 to 12 new recruits, and 150 journeyman electricians will access training topics that include solar, wind, green building fundamentals, programmable logic controllers, terminations and splices, power quality analysis, smart grid technologies, cables and wiring. Training is intended to increase the hours worked for both apprentices and licensed union electricians, by expanding the skills of the IBEW workforce to include emerging green technologies.

Biebel Builders Incorporated of Windsor was awarded \$40,313 to help offset the cost of re-training several long term workers in emerging energy efficient technologies that will be applied in a new company division. The new division will focus on green building, weatherization, and sustainable energy installations that provide work that is suitable for aging construction workers who can no longer perform heavy general construction tasks. This training will enable long-term workers to remain employed full time in high-skilled, well compensated positions.

Vermont Technical College was awarded \$7,100 to supplement a grant that was funded by a special “set-aside” in the 2009 legislative session for green construction projects. That grant supported the delivery of 10 sessions of weatherization/energy efficiency training at VTC and locations around the state. This award will help to offset two unanticipated costs associated with delivering the weatherization training at four off campus sites, St. Albans, Rutland, Brattleboro and Westminster. First, a driver with CDL-B license was required to drive the mobile weatherization unit to each of the four sites. A second unanticipated cost was incurred when a special accommodation was required for one trainee.

United Way of Chittenden County was awarded \$19,000 to develop and deliver a training model for supervisors that teaches the practical workplace application of “Working Bridges” principles. In addition to delivering three training sessions for 45 current and potential supervisors, the project will develop web-based training materials that can be used well beyond the three sessions. The training is designed to instruct supervisors in techniques for effectively addressing workplace communication and relationship issues that often lead to disciplinary action and high turnover.

SB Electronics, Inc. of Barre was awarded \$100,000 to train its existing workforce of approximately fifty workers, plus up to twenty-five new hires in the latest industry-recognized processes that will reduce lead times, cost and cycle times, and finished product inventories. Cross-training will be emphasized in order to increase the company’s ability to move workers from current manufacturing processes to the new “green” technologies that are the basis of SB Electronic’s major expansion.

Burton Snowboards was awarded \$35,720 to offset the cost of Cope & Associates to deliver a variety of training topics that are customized for Burton’s unique culture and manufacturing environment. Training will be delivered on-site, and will be offered to incumbent workers, and potentially to new hires. It’s projected that approximately 150 individuals will be trained, including 125 current and 25 new workers.

Numia Medical Technology of Lyndonville was awarded \$25,270 to help offset the cost of multiple occupational skill trainings that are specific to the manufacture of delicate medical instruments. Over the next year, up to eight new workers and approximately four current workers will be trained for secure, high skilled, high paid positions with this expanding company. Numia has been proactive and highly successful in recruiting workers who were recently displaced from the local manufacturing sector.

Total awarded: \$481,590

Projected number of individuals to be trained: new hires	156
incumbent workers	<u>674</u>
Total	830