



**State of Vermont  
Department of Labor**

5 Green Mountain Drive  
P.O. Box 488  
Montpelier, VT 05601-0488  
[www.labor.vermont.gov](http://www.labor.vermont.gov)

[phone] 802-828-4000  
[fax] 802-828-4022

MEMO TO: President Pro Tempore of the Senate  
Speaker of the House  
Chair, House Committee on Commerce  
Chair, Senate Committee on Economic Development,  
Housing and General Affairs

FROM: Anne M. Noonan, Commissioner

DATE: January 11, 2011

SUBJECT: VDOL Workforce Education & Training Fund Report

---

Please find attached the Department of Labor's Workforce Education & Training Fund Report. We are submitting this report to the President Pro Tempore of the Senate, Speaker of the House, Chair of the House Committee on Commerce, and Chair of the Senate Committee on Economic Development, Housing & General Affairs. The statutory or other reference under which the report is being submitted is part of Act 46 of the 2007 Legislature.

AMN:ds  
Attachment

Cc: Governor Shumlin



**Vermont Department of Labor**  
**Workforce Development Programs**

**Workforce Education & Training Fund**  
**FY 2010 Report**

**July 1, 2009 – June 30, 2010**



**Department of Labor**  
State of Vermont



**WETF Training Projects FY 2010  
July 1, 2009 – June 30, 2010**

**Green:**

**Auto Craftsmen LTD.** of Montpelier was awarded \$4,725 to coordinate delivery of an eight hour training course in maintenance and repair of hybrid vehicles for up to 20 master technicians.

**Associated General Contractors of Vermont** was awarded \$50,000 to purchase licensure from Green Advantage and provide certified “Green training” in energy efficiency and sustainable design to at least 100 trainees.

**IBEW Local 300/VTJATC** was awarded \$48,064 to expand an intensive green jobs training program for electrical workers. Approximately 40 apprentices and 150 journeyman electricians will participate.

**Biebel Builders Incorporated** of Windsor was awarded \$40,313 to help offset the cost of re-training 8 long term workers in emerging energy efficient technologies

**Vermont Technical College** was awarded \$7,100 to supplement a grant that supported the delivery of 10 sessions of weatherization/energy efficiency training at VTC and locations around the state for 40 individuals.

**Biebel Builders** was awarded \$20,910 to train its 16 key people in several categories of energy conservation, healthy environment, building performance diagnostics and renewable energies.

**Highfields Center for Composting** was awarded \$6,855 to provide training and certification as compost specialists for 1 new and 1 current employee.

**Health Care:**

**North Country Hospital** of Newport was awarded \$23,825 to deliver certification training to approximately 90 RNs, respiratory therapists and physical therapists in three critical treatment areas.

**Association of Africans Living in Vermont, Inc.** was awarded \$42,492 to expand an existing program. In partnership with the Visiting Nurses Association (VNA) and Vermont Adult Learning (VAL), they will screen, train, and place 40 refugee and immigrant workers in Home Care Provider I positions.

**Copley Hospital** was awarded \$3,243 to send one staff person to Emory University to participate in a train-the-trainer session in wound care therapy. Upon return, the staff person will educate the nursing staff and develop a multidisciplinary wound care management team.

**High Tech:**

**Data Systems Inc.** of Burlington was awarded \$1,500 to train 2 current employees in the latest version of ProIV developer (VIP), a 4<sup>th</sup> generation programming language used to develop software for customers in manufacturing and distribution.

**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.

**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. Up to 8 new and 4 current employees will be trained.

**Vermont Composites** was awarded \$47,096 to launch Quality, Engineering and Leadership training programs to educate approximately 80 hourly and salaried team members from several departments over the next year.

**BioTek Instruments, Inc.** was awarded \$8,832 to upgrade the critical skills of 17 existing employees (CNC machinists, CNC programmers, quality inspectors and design engineers) so that they can utilize the current industry standard in Geometric Dimensioning & Tolerancing (GD&T) (ASME Y14.5-2009).

**Dealer.com** was awarded \$150,000 to provide occupational skills training to approximately 300 new employees who will be stationed at their newly remodeled location in Burlington.

#### **Leadership:**

**Vermont Technical College**, in collaboration with the Central Vermont Human Resources (CVHR) group, was awarded \$7,632 to deliver human resources and leadership training for incumbent workers employed by members of the CVHR, and other local businesses. Ten to 15 trainees will complete the introductory class and 20-25 will complete the advanced.

**Marlboro College** was awarded \$10,000 to expand a program previously funded by the WETF. Over the next twelve months Marlboro College will offer four additional sessions of the Nonprofit Management Certificate Program. More than 80 people will participate.

**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. Approximately 40 workers will be trained.

**United Way of Chittenden County** was awarded \$19,000 to develop and deliver a training model for 45 current and potential supervisors that teaches the practical workplace application of “Working Bridges” principles.

**Omega Optical** was awarded \$7,650 to contract with the Vermont Technical Center—Technology Extension Division (TED) to provide a 3 day Institute: Applying Effective and Efficient Performance Management Practices.

**King Arthur Flour** was awarded \$20,000 to offer leadership training to 14 current employees. The training is designed to develop leadership competencies that are critical to the company’s success.

#### **Manufacturing:**

**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. Approximately 150 individuals will be trained.

**Long Trail Brewing Company** was awarded \$6,200 to provide technical training to two brewers via the Siebel Institute of Technology in order to improve their skills for greater job security.

**Maple Mountain Woodworks** was awarded \$80,000 to expand their wood processing business in Richford. Approximately 21 new employees will be hired.

#### **Finance:**

**Davis & Hodgdon Associates CPAs** of Williston was awarded \$3,994 to send one current employee to specialized training in “Successful Selling”, offered by Sterling Management Systems.



**FY 2010 WETF Grants by Region**

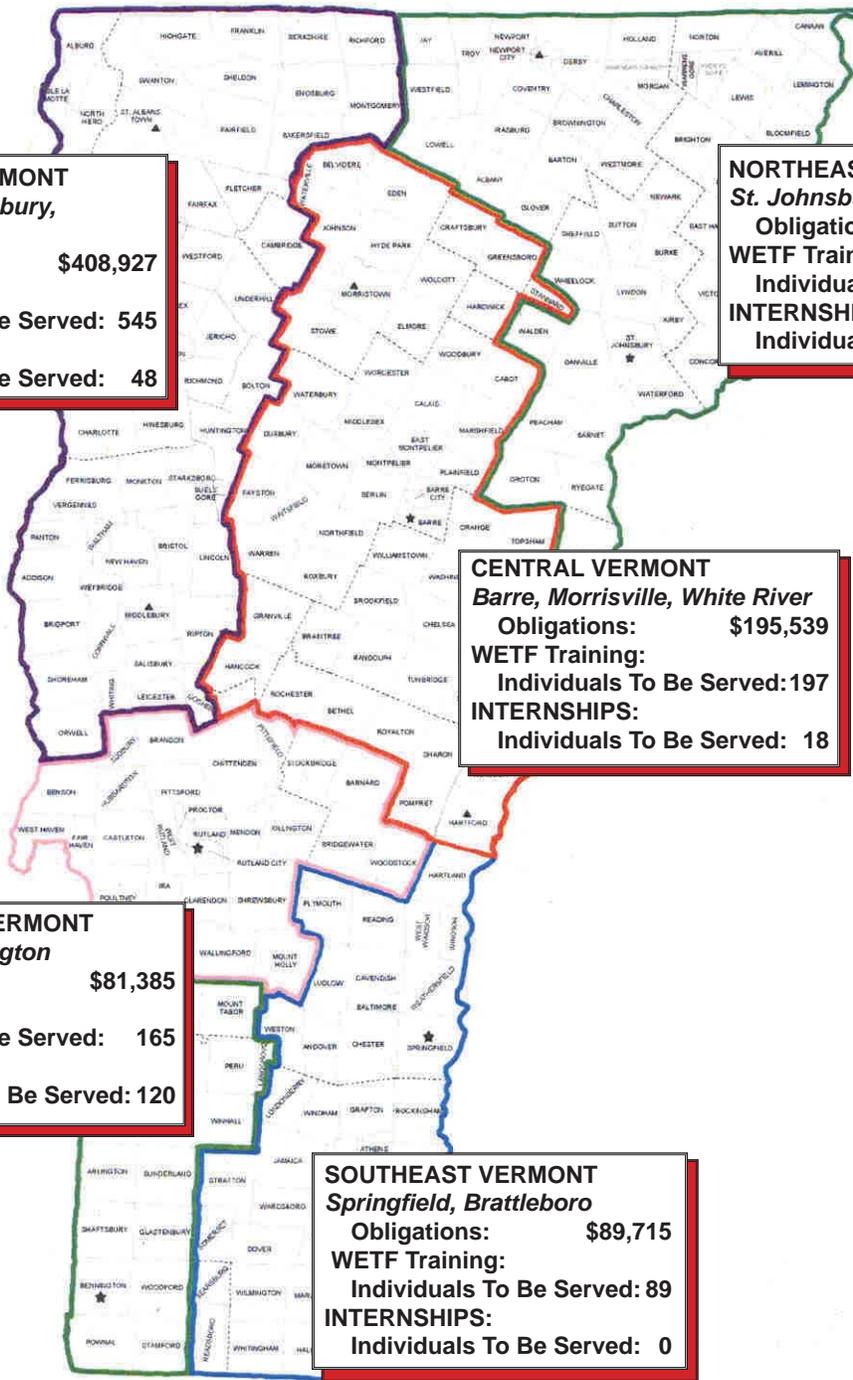
(7/1/09-6/30/10)

WETF Grant Recipient	Central VT	NW VT	SW VT	NE VT	SE VT	Statewide	Total - All Grants	Individuals to be Served	Employers to be Served
VT Nondestructive Testing	Barre	Burlington	Rutland	St. J	Springfield			6	1
Davis & Hodgdon Associates CPAs	White River	St. Albans	Bennington	Newport	Brattleboro			1	1
Auto Craftsmen LTD	\$4,725	\$3,994						20	15
AGC / Vermont						\$50,000		100	30
Vermont Technical College	\$7,632							30	12
Data Systems Inc.		\$1,500						2	1
Marlboro College						\$10,000		80	30
Vermont Center for Deaf / Hard of Hearing Inc.					\$20,842			50	1
Lamoille Valley COC	\$21,800							40	10
North Country Hospital				\$23,825				90	6
William E. Dailey Precast, LLC			\$10,575					85	1
Association of Africans Living in Vermont		\$42,492						40	3
The Village of Johnson	\$4,100							1	1
VT Criminal Justice Training Council						\$82,489		26	25
IBEW Local 300						\$48,064		190	10
Biebel Builders Inc #1					\$40,313			8	1
Vermont Technical College						\$7,100		40	10
SB Electronics, Inc.	\$100,000							70	1
United Way of Chittenden County						\$19,000		45	5
Burton Snowboards		\$35,720						150	1
Numia Medical Technology				\$25,270				12	1
Vermont Agency of Agriculture						\$9,750		25	5
Copley Hospital	\$3,243							14	3
International Center for Captive Insurance Education						\$19,859		40	
Long Trail Brewing Co	\$6,200							2	1
Omega Optical					\$7,650			15	1
North Country Supervisory Union				\$45,097				150	3
Vermont Composites			\$47,096					80	1
BioTek Instruments, Inc		\$8,832						17	1





# Vermont Department of Labor NEXT GENERATION TRAINING AND INTERNSHIP PROGRAMS FY 2010



**NORTHWEST VERMONT**  
*Burlington, Middlebury, St. Albans*  
Obligations: **\$408,927**  
WETF Training:  
Individuals To Be Served: **545**  
INTERNSHIPS:  
Individuals To Be Served: **48**

**NORTHEAST VERMONT**  
*St. Johnsbury, Newport*  
Obligations: **\$101,047**  
WETF Training:  
Individuals To Be Served: **252**  
INTERNSHIPS:  
Individuals To Be Served: **0**

**CENTRAL VERMONT**  
*Barre, Morrisville, White River*  
Obligations: **\$195,539**  
WETF Training:  
Individuals To Be Served: **197**  
INTERNSHIPS:  
Individuals To Be Served: **18**

**SOUTHWEST VERMONT**  
*Rutland, Bennington*  
Obligations: **\$81,385**  
WETF Training:  
Individuals To Be Served: **165**  
INTERNSHIPS:  
Individuals To Be Served: **120**

**SOUTHEAST VERMONT**  
*Springfield, Brattleboro*  
Obligations: **\$89,715**  
WETF Training:  
Individuals To Be Served: **89**  
INTERNSHIPS:  
Individuals To Be Served: **0**

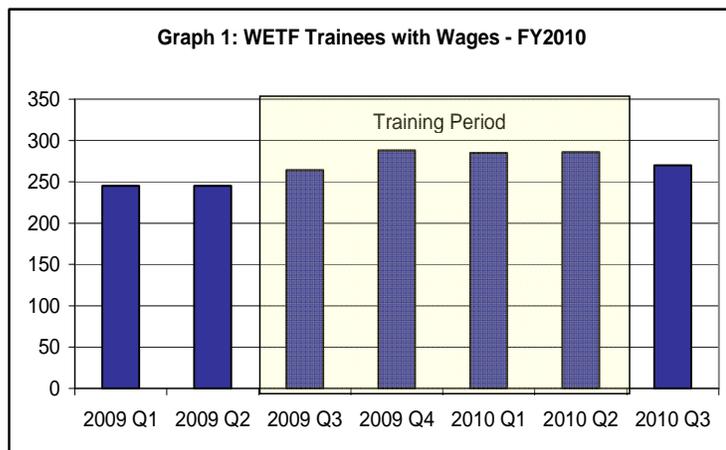
**PROGRAMS WITH STATEWIDE IMPACT**  
Obligations: **\$502,472**  
WETF Training:  
Individuals To Be Served: **636**  
INTERNSHIPS:  
Individuals To Be Served: **348**

**TOTALS**  
Obligations: **\$1,353,966**  
WETF Training:  
Employers To Be Served: **187**  
Individuals To Be Served: **1,796**  
INTERNSHIPS:  
Employers To Be Served: **314**  
Individuals To Be Served: **526**

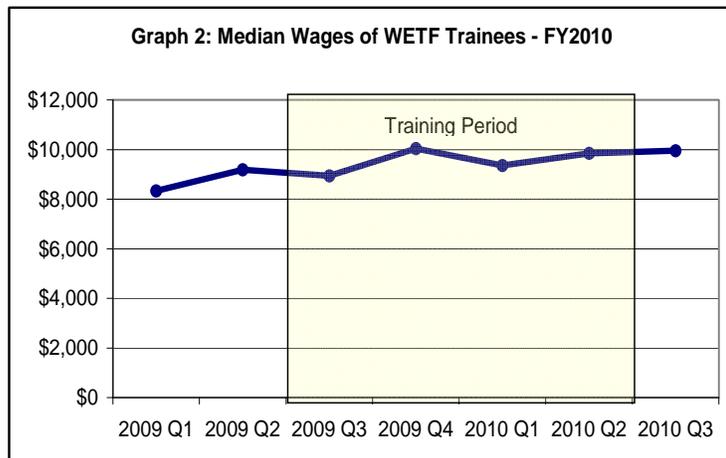
## Preliminary Median Wage Analysis Workforce Education and Training Fund Participants Period of Training: Fiscal Year 2010

As part of Sec. 5.801.1 of the 2009 Next Generation Act and reinforced by Act 156, Sec. B.1100, social security numbers for individuals trained through the Workforce Education & Training Fund (WETF) were collected. This allowed for the analysis of wage records for individuals trained through the program in fiscal year 2010. Due to a myriad of factors, including, but not limited to invalid and incomplete information, data for only a sample (approximately 30%) of the individuals trained was able to be analyzed. Graphs 1 and 2 display the results of this analysis.

In Graph 1, the number of training participants with wages greater than zero is displayed. As detailed in the graph, the trend is positive in that more individuals had wages post training than pre training. Specifically, Graph 1 shows 245 wage records with earnings above zero in the second quarter of 2009 (the quarter before training) versus 270 wage records in third quarter 2010 (the first quarter after the training period) – a +10.2% percent increase.



Graph 2 shows a positive change in the quarterly median wage for individuals trained through the WETF. The median quarterly wage increased by 8.3% between the second quarter of 2009 to the third quarter of 2010. A comparable statewide metric is not available as of the date of this analysis. On an annualized basis, the analysis shows a median wage increase from \$36,755 to \$39,805 between second quarter 2009 and third quarter 2010.



It is important for individuals referencing this analysis to be aware of the limitations and or weaknesses with the underlying data; examples of which are:

- possible issues with the sample not being representative of the trained population
- the absence of a “without training” group or “but for” scenario for comparison purposes
- the business cycle, seasonal factors and the impact of the recent economic downturn
- the number of hours worked as well as the potential for multiple job holders
- industry specific factors which could impact wages by quarter
- the quality of the training and the resulting productivity increases

For a more comprehensive discussion on the performance of training programs in general, please reference Vermont Training Program Performance Report prepared by Steven M. Gold for the Vermont General Assembly Joint Fiscal Office per Sec. 14 a of Act 78, 2010.