

**WETF Training Projects Approved 2<sup>nd</sup> Quarter FY 2009**  
**October 1, 2008 – December 31, 2008**

**Dealer.com** of Burlington, in partnership with Champlain College was awarded **\$65,200**, to support the creation of a leadership development program for entry-level employees, and a management training program for incumbent managers. As a result of the training, ten current managers will learn management techniques that will enable them to supervise more effectively, and ten entry level workers will complete training that prepares them for new management positions. As these individuals are promoted, new entry level positions will be created. Management positions are salaried and pay more than three times the Vermont minimum wage.

**The Association of Africans Living in Vermont** in partnership with Visiting Nurses Association (VNA) and Vermont Adult Learning, was awarded **\$45,871** to support the training of 40 African refugee and immigrant workers for positions as home care providers with the VNA, Armistead and Home Instead. The training, which includes English language instruction specific to the occupation, will prepare workers for entry level health care jobs that begin at \$9.75/hr. with opportunity for professional advancement. The Commissioner exercised her authority to waive the post-training wage requirement because of the special challenges facing the immigrant population, coupled with the strong potential for future career advancement.

**Copley Hospital** of Morrisville was awarded **\$13,228** to train six current staff members from the Respiratory Care Unit in the areas of Pulmonary Function, Sleep Medicine and Asthma Education. Training will prepare therapists for certification in their respective skill areas, and for advancement in the hospital's clinical career ladder. This project will also expand local health care resources, enabling patients living in the Morrisville area to receive treatment closer to home.

**The International Center for Captive Insurance Education (ICCIE)** of Burlington was awarded **\$37,974** to support the development and delivery of three new training courses specifically focused on advanced accounting in the captive insurance industry, claims management and healthcare captives. Training will be delivered in both online and "face to face" formats. The courses will prepare current captive sector employees for greater responsibilities, and also train individuals in related occupations for high paid, high demand positions in captive insurance. Entry level positions in this industry currently pay approximately \$50,000/year. The expanded training will help Vermont maintain its image as the world leader in the captive insurance industry.

**Northern New England Carpenter Apprenticeship & Training Fund** was awarded **\$27,656** to support the Vermont United Brotherhood of Carpenters Training Center in delivering comprehensive training in commercial and industrial construction to Vermont apprentices and journey workers. By helping to maintain this high quality training program during difficult economic times, we are taking steps to ensure the future availability of skilled construction workers.

**Vermont Health Care Association** of Berlin was awarded **\$30,030** to support the development and delivery of comprehensive online training for direct care and management personnel in Vermont's residential care and assisted living homes. Students who complete the online series of fourteen training modules will achieve certification as a Residential Care Home Administrator. Management professionals in these positions earn an average of \$54,900/year. During the first year, approximately 40 front-line care givers are expected to complete the full training.

**Royalton's Sunrise Farm, Inc.** was awarded **\$12,500** to help offset the cost of training two current employees in horse husbandry, stable management, riding instruction and natural horsemanship. Training will be delivered on site, using resources and materials from American Riding Instructors Association, and Natural Horsemanship Training curriculum. Upon successful completion of training, the two workers who currently work part time earning minimum wage will qualify for certification and full time employment at Sunrise Farm, earning \$20/hour.

**River Valley Technical Center of Springfield** was awarded **\$20,025** to support the delivery of a second session of the CNC Institute. This 300 hour program will train both new and incumbent workers in manual and computer numerical control (CNC) machining techniques for entry level CNC machine operator positions. This session will train between twelve and sixteen students for jobs that start at approximately \$13/hour plus benefits.

**Vermont Works for Women** was awarded **\$21,588** to support another session of construction skills training for women in Chittenden County to be offered in the spring of 2009. The 80 hour course will train 10-12 unemployed women in basic construction skills, as well as employability and communication skills. Successful trainees will be qualified for entry level positions at wages ranging from \$12 - \$15/hour.

**HITEC** in partnership with Fletcher Allen Health Care was awarded **\$25,000** to train 10 individuals for new positions as clinical phlebotomists at FAHC. The ten-week program will provide both classroom instruction and hands-on experience that will prepare trainees for national certification by the National Phlebotomy Association. Successful graduates will start at \$12/hour with full benefits worth \$3-\$4/hour.

**New England Culinary Institute (NECI)** was awarded **\$99,350** to support the second year of the Vermont Hospitality Institute that was launched with a WETF award in 2007. This year the program will train approximately 250 incumbent workers from the restaurant/hospitality sector in several topics including basic cooking, impressive table service, supervision in the hospitality industry, and stellar customer service. In addition to these courses, NECI will develop customized training programs to address specific employer needs.

**Renewable Energy Vermont** was awarded **\$40,500** to develop and deliver solar electric (photovoltaic) training to non-union licensed electricians, apprentices and solar contractors. In the first year, four (4) 24 hour courses, including a “train the trainer” session, will be delivered at four sites around the state. Training will combine classroom instruction with hands-on experience, and will include design, siting, installation and maintenance of photovoltaic energy systems. An estimated 80 trainees will complete the first four courses.

**Total awarded: \$438,922**

**Projected number of individuals to be trained: 70 for new jobs**  
**533 incumbent workers**  
**Total 603**