

**WETF training projects approved first quarter FY 2009**  
**July 1, 2008 – September 30, 2008**

**Caledonia Essex Technical Education Region** was awarded **\$35,075** to implement a Machine Skills Training Program that will train 10-15 incumbent workers in the first year. St. Johnsbury Academy and Lyndon Institute will collaborate to deliver approximately 132 hours of instruction/training to incumbent workers from Kennametal, Lydall, Jenne Brothers and Weidmann Systems International. Other local businesses with similar needs will be invited to participate in the training. Pre-training wages of \$8-12/hr. plus benefits will increase to \$12-20/hr. plus benefits, for individuals who successfully complete training.

**Woodbury College** was awarded **\$29,000** to support a continuation of the Nonprofit Management Certificate training that was developed and delivered last year with a WETF grant. This year's grant will help to offset the direct cost of delivering four additional sessions, one each at Woodbury and Marlboro College, plus two sessions at sites to be determined. An estimated 96 students will earn certificates that will prepare them for higher paying positions in nonprofit organizations. **This grant was transferred to Champlain College** following Champlain's acquisition of Woodbury College.

**IBEW Local 300** was awarded **\$65,263** to implement a solar training program to train apprentices and journey workers in the installation and maintenance of the electrical components of solar energy systems. Training will be incorporated into their existing electrician apprenticeship program, and will lead to certification by the North American Board of Certified Energy Practitioners, the national certification organization for professional installers of renewable energy systems. Approximately 32 apprentices will be trained each year, and over time, up to 1,250 licensed electricians who work for Local 300 employers will receive the training. Training will lead to both increased pay and greater job security.

**UA Local 693, Plumbers & Pipefitters** was awarded **\$91,074** to implement a comprehensive training program to train apprentices and journey workers in the proper installation and maintenance of the mechanical components of renewable energy systems. Training will be incorporated into their existing apprenticeship program, and will lead to both increased pay and greater job security. The program will also be offered to licensed workers who are members of Local 693, and to other incumbent workers who are not affiliated with the union. In the first year, 24-36 apprentices and approximately 60 incumbent journey workers will complete training. Post training wages and benefits will be approximately \$25/hr.

**Center for Technology Essex** was awarded **\$29,500** to support the establishment of an Advanced Machining Program at VTC's Blair Park campus, in partnership with Burlington Technical Center and Vermont Technical College. The facility will include hands-on machining and computer labs, plus classrooms, to train unemployed and underemployed workers, as well as VTC post-secondary engineering students, in a variety of advanced machining/manufacturing skills. In the first year, 10-12 adults will be trained for new jobs paying \$12-16/hr. plus benefits, and 40 incumbent workers will receive upgrade training leading directly to pay increases or promotions. At the start of the next academic year, this program will be expanded to include daytime use, when it becomes a secondary program serving students from Center for Technology Essex and Burlington Technical Center.

**North Country Hospital** of Newport was awarded **\$25,000** to continue a training program that was launched last year with an initial WETF grant. The grant will enable the hospital to expand their in-house and off-site occupational skills training, thereby enabling current employees to upgrade their skills and earn clinical credits and professional certifications that result in certification bonuses. Approximately 93 current employees of North Country Hospital, plus an estimated 27 nurses from other local medical facilities will be trained in one or more of the eleven specialized curricula that will be offered in the upcoming year.

**NSK Steering Systems America** of Bennington was awarded **\$52,000** to support the delivery of Six Sigma training to approximately 25 hourly and salaried NSK employees from the departments of Manufacturing, Manufacturing Engineering and Quality Assurance. Training will be delivered on-site by Six Sigma Breakthrough Technologies, and will focus on completion of the Green Belt and Black Belt levels of Six Sigma methodology, leading to a certificate that is widely respected within and across industries. Training will not only

improve the job security of the individual trainees, it will improve NSK's competitiveness in an industry that is under siege from market forces within and outside the United States.

**IBEW Local 300** was awarded **\$37,849** to support the second year of a project launched with a 2008 WETF grant. This year's grant will continue the implementation of training for telecommunications and security systems specialists, and will also upgrade and expand the traditional apprenticeship program that trains "inside" electricians for work on commercial buildings. By widening the skills of apprentices and journey workers, the IBEW is confident that graduates will be able to increase the number of hours they are employed. Wages and benefits for IBEW members continue to be very strong, but in a tight economy, workers experience significant periods of unemployment, and improving job security is a crucial outcome.

**Vermont Foodbank**, in partnership with Chittenden Emergency Food Shelf, was awarded **\$45,000** to help develop and "pilot" the Community Kitchen program, a 14 week training program in certified ServSafe food handling and preparation. Through a combination of classroom and hands-on instruction, trainees will learn how to safely convert donated food from grocery stores and food service establishments into usable meals for low-income Vermonters. The employer partner is Sodexo, and the goal is to graduate candidates who will qualify for permanent employment at one of the many local Sodexo locations. Special consideration will be given to recruiting candidates from populations that experience chronic unemployment. In the first year, 20 to 24 students will complete training and secure employment in food service occupations, at wages starting from \$9 - 11/hr. If the pilot is successful, it will be expanded to other food shelf locations around the state.

**Burton Snowboards** of Burlington, in partnership with Cope & Associates, was awarded **\$44,625** to support the training of 305 current employees and up to 45 new employees over the next twelve months. Cope & Associates will train workers in customer service, workplace skills and effective communication. The increased skills, knowledge and performance will improve retention and prepare employees for career advancement within Burton Snowboards. All prospective trainees already earn wages that meet the WETF criteria, and successful completion of the new training will be a key factor in merit raises that are tied to performance.

**Associated General Contractors of Vermont (AGC/VT)** was awarded **\$100,000** to continue and expand the training initiative that was created with a 2008 WETF grant, to upgrade the skills of the current construction workforce. This year's grant will enable AGC to deliver 15 courses to approximately 275 students, in a variety of construction skills topics including blueprint reading, lines/levels/layouts, commercial window and door installation, roof framing, and effective supervision. Courses will be offered throughout the state, as driven by employer demand. Individuals who successfully complete training will move from pre-training wages in the range of \$8-12/hr. to post-training wages in the range of \$11.25-16.80/hr.

**Stowe Area Association (SAA)** was awarded **\$16,830** to support the establishment of a customer service training institute, with workshops delivered twice annually for newly hired and incumbent workers from Stowe area retail, restaurant and hotel businesses. Training will focus on specific skills that will prepare workers to deliver the highest possible level of customer service in a variety of retail/hospitality settings. Approximately 80 individuals will complete the two sessions that will be offered in the first year.

**Community College of Vermont** was awarded **\$150,000** to support the establishment of the Career Readiness Program that will teach work-related skills to unemployed and underemployed adults to assist them in securing entry level work, or advance in their current job. Training will consist of approximately 100 hours of instruction in workplace soft skills, as well as such essential skills as applied mathematics, workplace literacy and basic computer competency. One component of the training is the use of the nationally recognized WorkKeys assessments, and successful graduates can earn both a CCV Career Readiness Certificate and a WorkKeys Certificate. A "beta" test will be conducted in Chittenden County beginning in January 2009 for 15 students. After the initial session has been evaluated, the program will be expanded statewide over an 18 month period, for a total of 30 sessions of 15 students each.

**Total awarded: \$721,216**

**Projected number of individuals to be trained:** 430 for new jobs  
1,025 incumbent workers for promotions/increased pay  
total 1,455