

March 17, 2008

Vermont Department of Labor

Workforce Development Programs

ACT 46

FY 2008

Mid-Year Report

July 1, 2007 – December 31, 2007



Department of Labor
State of Vermont



The 2007 Legislature, under Act 46, appropriated funding through the Vermont Department of Labor (VDOL) for three workforce development programs. While the programs have distinct features, they share a common purpose: to increase career opportunities for workers and strengthen career awareness for students about to enter the Vermont workforce; and to increase the number of workers with skills that meet the needs of Vermont employers.

VDOL Workforce Development Programs have two primary goals: 1) to train or re-train workers who are unemployed, underemployed, or at risk of losing their jobs; 2) to increase the retention of Vermont secondary and post-secondary students, by providing internships and other employment experiences that will establish a bridge between school and careers in Vermont.

Every program promotes the creation and retention of high quality jobs, and the growth of a highly skilled workforce, by funding occupational skills training, employment experiences and career awareness activities for adults and students.

Programs:

1. The Workforce Education & Training Fund (WETF) provides grants under two categories, Training and Internships.

A. WETF Training: Grants support training that will improve the skills of Vermont workers who are unemployed, under-employed, or at risk of becoming unemployed because of changing skill requirements. Activities under this program can include occupational skills training, classroom instruction and apprenticeships.

B. WETF Internship: Grants support work-based learning opportunities with Vermont employers. Grants are awarded to public and private entities that match Vermont employers with students from public and private secondary and post-secondary schools, regional technical centers, and Community High School of Vermont.

2. Career and Alternative Workforce Education provides grants under two categories, Career Exploration and Alternative Workforce Education. Both programs promote outcomes leading to employment or continued education of youth at risk, out-of-school youth, and youth at risk of remaining unemployed.

A. Career Exploration: Grants support career exploration and awareness projects for students in grades 7 through 12. Grants are awarded to regional technical centers, comprehensive high schools and other programs that increase students' knowledge of career opportunities, and expose students to a variety of career options.

B. Alternative Workforce Education: Grants support alternative and intensive vocational/academic programs that enable secondary students to earn necessary credits toward graduation. Grants are awarded to regional technical centers, comprehensive high schools, the Community High School of Vermont, and non-profit organizations designated by the Workforce Development Council.

3. Adult Technical Education Programs provide grants to regional technical centers and comprehensive high schools to deliver new and innovative adult technical education to unemployed and underemployed adults, to train for identified skills needed in the region. Up to 16 grants will be awarded. Most grants will be awarded in the \$45,000 range, with a small number of awards up to \$70,000. Grants in this program are currently being developed.

Please note: More detailed information on individual awards is available on our website at www.labor.vermont.gov

WETF Training					
Recipient	Award	Counties Served	Activity *	Projected # to be Served (Inc. = Incumbent)	Projected Wage
Affinity Systems, Inc.	\$23,500	Orange	NW/CT & ST	2 New	\$20.20 - \$25.00 **
Associated General Contractors of Vermont	\$85,000	Statewide	NW & IW/CT & ST	160 New / Inc.	\$11.25 - \$16.80 **
Brook Field Service	\$9,290	Washington	NW & IW/CT & ST	2 New / 4 Inc.	\$19.25 - \$20.60
Collegextra.com t/a Union Street Media	\$26,750	Chittenden	NW & IW/CT & ST	2 New / 5 Inc.	\$14.00
Committee on Temporary Shelter	\$15,000	Chittenden	NW/ST	12 New	\$8.00
Creative Microsystems	\$36,690	Washington	NW/CT & ST	2 New	\$21.65 - \$40.85 **
Datamann, Inc.	\$62,086	Windsor	NW/CT & ST	4 New	\$15.90
Davis & Hodgdon Associates	\$14,300	Chittenden	NW & IW/CT	1 New / 3 Inc.	\$14.40 - \$19.25 **
EXETECHS	\$28,535	Addison	NW & IW/CT & ST	2 New / 1 Inc.	\$16.35 - \$22.10 **
Helen Porter Healthcare and Rehabilitation Center	\$14,005	Addison	NW/CT & ST	18 - 24 New	\$13.60 - \$16.50
Henderson's Tree Service	\$58,100	Windsor	NW & IW/ST	5 New / 7 Inc.	\$14.00 - \$19.00 **
Hesfield Enterprises, DBA Computer Care	\$7,385	Chittenden	IW/CT & ST	1 Inc.	\$30.00
HUBER+SUHNER	\$25,000	Chittenden	IW/CT	10 Inc.	\$13.00
IBEW Local 300	\$76,948	Statewide	NW & IW/APP	30 New / 30 Inc.	\$18.00 - \$20.00
JELD-WEN	\$75,000	Windsor, Windham, Rutland	NW & IW/CT & ST	50 New / 15 Inc.	\$10.00 - \$15.60 **
Lean Healthcare Partners	\$13,337	Washington	NW/CT & ST	2 New	\$100.00
New England Carpenters Union	\$37,500	Statewide	NW & IW/APP	20 New / 50 Inc.	\$18.00 - \$20.00
New England Culinary Institute	\$93,500	Chittenden	NW/CT & ST	10 - 12 New	\$15.35
New England Culinary Institute	\$109,475	Statewide	IW/CT & ST	125 Inc.	\$12.00 - \$15.00
North Country Hospital	\$37,644	Essex, Orleans, Caledonia	IW/CT	57 Inc.	\$19.00 - \$35.00 **
NOWIRZ	\$23,000	Washington	NW/CT & ST	2 New	\$15.00
NSK Steering Systems America, Inc.	\$19,800	Bennington	IW/CT & ST	12 Inc.	\$21.65
Questech Corporation	\$26,883	Rutland	IW/CT & ST	40-50 Inc.	\$12.00 - \$24.50 **
River Valley Technical Center (Work Readiness)	\$13,445	Windsor	NW/CT	60 New	TBD
River Valley Technical Center (CNC)	\$18,725	Windsor, Windham	NW & IW/CT & ST	10 New / 5 Inc.	\$12.00
Rutland City Public Schools (Stafford Technical Center)	\$35,984	Rutland	NW & IW/CT	13 New / Inc.	\$13.50
Rutland Region Education Corporation	\$8,880	Rutland	NW & IW/CT	20 New / Inc.	\$11.00

WETF Training (con't)					
Recipient	Award	Counties Served	Activity *	Projected # to be Served (Inc. = Incumbent)	Projected Wage
The Cellars at Jasper Hill	\$3,591	Caledonia, Orleans	NW/CT & ST	7 New	\$14.15
Vermont Heating and Ventilating, Inc.	\$22,176	Chittenden, Franklin, Lamoille	NW & IW/APP	15 New / 20 Inc.	\$14.00 - \$18.50 **
Vermont HITEC, Inc.	\$40,000	Chittenden, Franklin, Washington	NW/APP	10 New	\$15.00
Vermont Natural Coatings	\$39,990	Caledonia, Lamoille	NW & IW/CT & ST	8 New	\$14.00 - \$20.00 **
Vermont Wood Manufacturers' Association	\$48,010	Statewide	NW & IW/APP	40 New / Inc.	\$14.90
Vermont Works for Women (Const. & Paint.)	\$30,000 (est.)	Chittenden, Washington	NW/CT & ST	18 New	TBD
Vermont Works for Women (SULE)	\$25,000	Chittenden, Washington	NW/CT	10 New	\$14.89 - \$16.35+
VNA of Chittenden and Grand Isle Counties	\$13,033	Chittenden, Grand Isle	NW & IW/CT & ST	50+ New	\$9.75 - \$10.75
VSC/VTC (CVMC, Gifford and Copley)	\$101,984	Washington, Lamoille, Orange	IW/CT & ST	135 Inc.	\$17.00 - \$20.00 **
VT Assembly of Home Health Agencies	\$32,000	Statewide	NW & IW/CT & ST	200 New / Inc.	\$9.75 - \$25.00**
VT Criminal Justice Training Council	\$38,120	Statewide	NW & IW/CT	35 New	\$14.00 - \$21.00 **
Woodbury College	\$47,500	Statewide	NW & IW/CT	40 New / Inc.	\$15.50+
TOTAL:	\$1,437,166			Approx. 590 New Approx. 810 Inc.	
* Activity Codes					
NW = Training for New Jobs					
IW = Training Incumbent Workers for Upgrades or for Job Security					
CT = Classroom Training					
ST = Hands-on Skills Training					
APP = Registered Apprenticeship					
** The wide range reflects that the project will train workers in several occupations, or train workers for both entry level and advanced positions in the same occupation.					

Internship - Round 1			
Recipient	Award	Counties Served	Projected # to be Served (S = Secondary) (PS = Post-Secondary)
Bennington Cty. School & Workforce Partnership	\$25,000	Bennington	15 (S)
Central VT Economic Development Corporation	\$30,000	Washington	20 (S)
Fletcher Allen Health Care	\$40,000	Statewide	14 (PS)
Franklin Grand Isle WIB	\$25,000	Franklin, Grand Isle	25 (S)
Lake Champlain Regional Chamber of Commerce	\$11,695	Chittenden	12 (S)
Linking Learning to Life & WIB Partners	\$77,145	Statewide	30 (S)
ReCycle North	\$21,712	Chittenden	10 (S)
Rutland Region Education Corporation	\$30,000	Rutland	25 (S)
Smokey House Center	\$40,572	Rutland	12 (S)
Southern Vermont College	\$36,100	Bennington	45 (PS)
Upper Valley Business and Education Partnership	\$31,925	Windsor, Orange	20 (S)
VSC / Castleton State College Sports Admin.	\$12,500	Rutland	3 (PS)
SUBTOTAL:	\$381,649		Approx. 169 (S) Approx. 62 (PS)
Internship - Round 2			
Recipient	Award	Counties Served	Projected # to be Served (S = Secondary) (PS = Post-Secondary)
American Precision Museum	\$33,532	Windsor	4 (S)
Big Heavy World	\$7,000	Chittenden	12-24 (S)
Champlain College	\$97,472	Chittenden	20-25 (PS)
City of Winooski	\$1,500	Chittenden	6 (S)
National Life	\$22,080	Washington	20 (PS)
Norwich University	\$70,216	Washington	10-14 (PS)
Orleans Essex North Supervisory Union	\$30,000	Orleans	40 (S)
South Burlington School District	\$12,000	Chittenden	10-20 (S)
The Community Fund for America	\$20,950	Chittenden	7 (S)
Vermont Futures (VYCC)	\$40,000	Chittenden	21 (S)
VSC / Castleton State College Bus. Dept.	\$15,000	Rutland	20 (PS)
VT Businesses for Social Responsibility	\$69,007	Statewide	20 (PS)
TOTALS:	\$800,406		Approx. 280 (S) Approx. 155 (PS)

Career Exploration - Round 1			
Recipient	Award	Counties Served	Projected # to be Served
Burlington Boys and Girls Club	\$43,048	Chittenden	144
Green Mountain Technical Center	\$9,800	Lamoille	20
Lake Champlain Reg. Chamber of Commerce	\$11,695	Chittenden	18
River Valley Technical Center	\$20,000	Windsor	514
Smokey House Center	\$37,238	Rutland	74
Upper Valley Business and Education Partnership	\$39,869	Windsor, Orange	880
Vermont Area Health Education Center	\$185,000	Statewide	7,000
Vermont Software Developers' Alliance	\$7,000	Statewide	500+
VSC / Vermont Technical College (VtSBDC)	\$15,000	Statewide	15
Windham Regional Career Center	\$5,000	Windham	24
SUBTOTAL:	\$373,650		Approx. 9,189
Career Exploration - Round 2			
Recipient	Award	Counties Served	Projected # to be Served
Franklin Northwest Supervisory Union (Missisquoi Union High School)	\$17,490	Franklin	50+
Global Classrooms, Inc.	\$18,000	Chittenden	30
Orleans Essex North Supervisory Union (Brighton Elementary School)	\$8,000	Essex	20
Washington West Supervisory Union (Harwood High School)	\$6,510	Washington	10
TOTALS:	\$423,650		Approx. 9,300

Alternative and Intensive Vocational/Academic Program - Round 1

Recipient	Award	Counties Served	Projected # to be Served
Center for Technology, Essex	\$60,484	Chittenden	8
ReCycle North	\$45,000	Chittenden	24
Smokey House Center	\$86,556	Rutland	30
Vermont Futures (VYCC)	\$178,310	Chittenden	28
TOTALS:	\$370,350		90

**SUMMARY OF ACT 46 PROGRAMS TO DATE
VERMONT DEPARTMENT OF LABOR
FISCAL YEAR 2008
January 7, 2008**

Grand totals (All programs, WETF training and internships, Career Exploration, Alternative and Intensive Vocational/Academic Education):

Applications received: 100
Applications approved: 73
Applications denied: 24
Total Funds requested: \$6,046,569
Total Funds awarded: \$2,984,055
New Jobs Projected: 480-500
Upgrades/Promotions Projected: 730-750
Internships created: 467
 Secondary: 284
 Postsecondary: 183
Career development students served: 3,749
Alternative & Intensive Vocational/Academic Education enrollment: 90

**WORKFORCE EDUCATION AND TRAINING FUND ACTIVITY (WETF):
First Quarter WETF Activity FY 2008, July 1, 2007 – September 30, 2007**

Training Grants:

Applications received: 17
Applications approved: 12
Applications denied: 3
Applications pending: 2 (both were subsequently approved, and will be reported in next quarter)
Total Funds requested: \$821,436
Total Funds awarded: \$505,003 (exclusive of two pending applications)
New Jobs Projected: 130-150
Upgrades/Promotions Projected: 445-465

Brief Summaries of Approved Projects:

\$37,500 to New England Carpenters Union to extend and expand the apprenticeship training originally funded in 2005. Approximately 20 apprentices and 50 journey level carpenters will be trained in advanced carpentry skills. Wages vary with experience, but all are well in excess of 200% of minimum wage, plus comprehensive benefit packages.

\$25,000 to Vermont Works for Women to support a fourth session of Step Up to Law Enforcement, to train approximately 10 unemployed or underemployed women for careers in corrections or law enforcement. Training will be conducted in spring of 2008.

\$25,000 to Huber + Suhner of Essex Junction to fund training in English as a second language for 10 incumbent immigrant workers. ESL training will focus on technical language used in the workplace, to develop communication skills that will enable otherwise highly productive workers to advance at Huber + Suhner.

\$101,984 to VTC Technical Education Division to support delivery of Management Skills Certification Training to 135 managers and supervisors at CVMC, Gifford Memorial Hospital and Copley Hospital. Training will develop management skills and knowledge needed to keep pace with rapid changes in the

health care environment and reduce turnover. Post-training wages will range from \$17- 20/hr. plus comprehensive benefits.

\$39,990 to Vermont Natural Coatings of Hardwick to train up to 8 new employees in technical production and business skills. Business skills training will be open to current employees of partner company, Vermont Soy Products, as well as to employees from other similar companies in the Hardwick area. Post-training wages will range from \$14-20/hr.

\$13,337 to Lean Healthcare Partners, LLC of Montpelier to support the training of two new Clinical Systems Implementation Specialists, who will then become trainers in the innovative application of “Lean” concepts in management and delivery of healthcare services. These concepts are proving effective in reducing medical errors, increasing treatment capacity and patient satisfaction, and decreasing costs.

\$32,000 to the Vermont Assembly of Home Health Agencies to support the establishment of web based curricula for statewide application in training hospice and home care staff. Courses will be developed in subjects ranging from entry level to highly technical skills, and will train supervisory, professional and direct-care staff. During the first year, courses will be developed and training will be delivered to between 40 and 80 new hires and incumbent workers.

\$76,948 to IBEW Local 300 to support two new training initiatives, the expansion and upgrade of their traditional “inside” electrician apprenticeship, and the establishment of a new apprenticeship for telecommunications specialists. This application was submitted as a two year project, with a greatly reduced request for the second year. Second year funding is contingent upon successful first year outcomes and the availability of funds. The project will train approximately 30 new apprentices, plus 30 incumbent workers each year. Entry wages plus benefits are approximately \$18/hr., increasing to over \$20/hr. post-training.

\$85,000 to Associated General Contractors of Vermont to support delivery of eight construction related courses to approximately 160 new and incumbent workers from Chittenden County and Central Vermont. The courses will include specific trade skills training as well as supervision and leadership. This application was submitted as a two year project and will be funded for a second year contingent upon successful outcomes and the availability of funds. Training will lead directly to substantial pay increases and greater job security.

\$19,800 to NSK Steering Systems America, Inc. of Bennington to support advanced skills training for twelve currently employed technicians, whose jobs have recently been re-designed and significantly upgraded. Trainees will receive college credit toward an Associate Degree as Engineering Technician.

\$34,144 to North Country Hospital of Newport to support nine certification and professional training courses for 57 clinical staff employed as RNs, Respiratory Therapists and Physical Therapists. Trainees will receive financial bonuses and certifications in new areas will lead to permanent upgrades.

\$14,300 to Davis & Hodgdon Associates of Williston to support training in financial office management for a recently hired firm administrator, and advanced skills training for three incumbent staff. The employer projects a need for additional professional accounting entry personnel as current staff move up to new responsibilities.

Internship grants:

Applications received: 10

Applications funded: 6
Applications partially funded: 1
Denied: 2
Requests for new submittal next round: 1
Total funds requested: \$556,469
Total funds awarded: \$381,726
Internships projected: 228
 Secondary: 164
 Post secondary: 64

\$21,710 to ReCycle North. Between 8 and 10 students ranging in age from 16-20 will be selected from Burlington area high schools to participate in the following training options: appliance repair, computer systems, office administration, and retail. All will have an Individual Education Plan (IEP). Students will participate 2-3 hours, 2-3 days per week during the school year and most, if not all, will receive school credit. Students will receive stipends and 4 will be selected for paid summer work.

\$12,500 to Castleton State College. Three college students majoring in Sports Administration will be placed at the Rutland Regional Field house. Each will spend approximately 400 hours in one of three school sessions (Fall, Spring, Summer). They will complete work in administrative duties, maintenance, marketing, sales, event management and facility management and each will receive a monthly stipend. This program will allow these students an opportunity to complete an internship in their major within Vermont rather than having to go out of state.

\$40,000 to Fletcher Allen Health Care. This program is a partnership between Fletcher Allen Health Care and UVM's Office of Nursing Workforce. It will enable the existing Vermont Nurse Extern Program to be expanded to include sophomores, all 5 schools of nursing and up to 10 additional hospitals throughout Vermont. Sophomores will undergo LNA training prior to entering an externship during their junior year. Currently only 48% of Vermont's working nurses report receiving their basic nursing training in Vermont. A goal of this program is to increase this percentage. An extensive evaluation of the program's effectiveness will be undertaken.

\$36,100 to Southern Vermont College (SVC). As a result of this grant a permanent Office of Internships and Practica will be established that will allow SVC to expand its existing college internship program. Students will work with the college's Career Services Office to establish employment goals and assess how their skills and abilities might fit into the workplace and a learning contract will be developed for each intern. Internships will take place over a 15 week long semester and last from 50-150 hours. Students qualifying for financial aid will receive stipends for travel costs. SVC estimates that the number of businesses currently participating will increase from 15 to 30; the number of internships will increase from 215 to at least 260.

\$40,572 to Smokey House Center. In collaboration with Stafford Technical Center two advanced high school students majoring in Agriculture, Food or Natural Resources will be selected to participate in school-year internships. These internships will be for 2-3 days per week and last from 8:00 am to 4:30 pm. They will serve as assistants to Crew Leaders at Smokey House and, in that capacity, act as older role models to younger students in their respective crews. Each intern's work plan will be jointly developed by the Smokey House Crew Leader and their instructor at Stafford Tech and each will be evaluated every 6 weeks. During the summer, 10 more advanced high school or college interns will be selected. They will work for 7 weeks, 6 hours per day. In addition to academic content areas each intern will participate in leadership training. And each will receive a stipend equal to minimum wage.

\$219,149 Linking Learning to Life (LLL) and WIB partners. This grant will allow LLL to expand its existing successful Training Interns and Partnering for Success Program (TIPS) to areas outside Chittenden County. Linking Learning to Life will provide start-up training and on-going technical assistance to replication sites around the state. The three components of TIPS include an initial 20 hours of pre-employment skills training, a 40 hour unpaid internship with an area employer spread out over several weeks for which they receive school credit and summer employment for which they receive wages. During the first component students define their career interests, identify potential internship placements and develop a training plan. The plan is signed off on by the student, the employer and the internship coordinator. Students between the ages of 16 and 18 are given priority to participate. Replication sites are currently being selected.

\$11,695 to the Lake Champlain Chamber of Commerce. Designed by a 2005 Leadership Champlain Project Team, a high school version of Leadership Champlain will expose up to 18 high school juniors to multiple occupational sectors. These educational seminars will occur monthly throughout the school year and culminate in approximately 12 internships with area businesses in the summer of 2008.

Second Quarter WETF Activity FY 2008, October 1, 2007-December 31, 2007

Training grants:

Applications Received: 27

Applications Approved: 27

Total Funds Requested: \$1,285,971

Total Funds Awarded: \$931,033

New Jobs Projected: 350

Upgrades/Promotions Projected: 285

Brief Summaries of Approved Projects:

\$47,500 to Woodbury College, in partnership with Marlboro College, to support the development of a nonprofit management certification program, and the delivery of two complete sessions at Woodbury and Marlboro Colleges. This program will train at least 40 (primarily) incumbent workers in business management skills for the nonprofit sector. Successful graduates will be certified in nonprofit management, and will be recognized with a significant pay increase or promotion.

\$93,500 to the New England Culinary Institute, to create a new “Culinary Discovery Program” to train ten unemployed and underemployed individuals for new positions as cooking professionals. Under this program, NECI will provide participants with 600 hours of classroom instruction at NECI’s Essex campus, followed by 700 hours of paid internships at high quality eating establishments. This training option will prepare individuals for basic professional cooking careers more quickly and at much less cost than traditional NECI programs.

\$38,120 to VT Criminal Justice Training Council, to support the establishment of an alternative model for delivering Phase I of the Vermont Police Academy’s basic law enforcement training program. This project will create a flexible entry level training option that utilizes VIT and online training, a more viable model for unemployed and underemployed individuals who cannot attend the existing residential program.

\$36,690 to Creative MicroSystems of Waitsfield, to support training for two new high level positions as microfab technician and microfab engineer. The company will provide intensive on-the-job training plus external courses to prepare these individuals to be skilled and successful in highly technical positions. Creative MicroSystems is a new company that develops innovative solutions for laser micromachining, electro-optics, microfluidic and medical diagnostic applications.

\$7,385 to Hesfield Enterprises, Inc. of Colchester, DBA Computer Care, to support the direct costs of training a current employee for the upgraded position of staff trainer with the technical skills to develop other staff in specialized IT applications and customer service skills. This project will establish an internal training model to support ongoing employee development and future company growth.

\$23,500 to Affinity Systems, Inc., to support training for two new individuals to work in the creation, design, and building of digital systems for the business and entertainment industry. The grant will support a training model that utilizes on-the-job training, combined with advanced technical instruction, for positions that pay in the \$42-52,000 post-training.

\$9,290 to Brook Field Service of Northfield, to train six individuals (two new; four incumbent) in the maintenance and repair of generators and automatic transfer switches for both emergency and stand-by systems. Training will be conducted by the Electrical Generation Association, a highly respected industry trainer, and will enable technicians to meet TQP (technically qualified person) compliance standards in the state of Vermont. Wages will increase from \$40,000 pre-training to \$42,800 post-training.

\$62,086 to Datamann, Inc. of Wilder, VT, to train four new individuals in the advanced IT skills required for list processing and data support positions. The WETF grant will support an in-house training program that assigns skilled and experienced staff members to provide hands-on training in both fundamental and advanced skills. This internal training model also provides an ongoing resource for other staff to expand their current skills to new areas. Immediate post-training wages will be approximately \$33,000, with potential to reach \$45-50,000 in five years.

\$75,000 to JELD-WEN, Inc., to offset the cost of training approximately 50 new workers in a variety of production positions at their Springfield and Ludlow facilities. In addition to training for new positions, this grant will also support training in management/supervisory skills for approximately 15 incumbent workers. New workers will be trained on-site by experienced JELD-WEN staff, using company equipment to train workers to meet JELD-WEN's strict production standards. Supervisory and management training will be delivered off-site.

\$22,176 to Vermont Heating and Ventilating, to support implementation of structured classroom training for sheet metal apprentices registered with northern Vermont employers. A nationally recognized curriculum developed by the National Center for Construction Education and Research (NCCER), will be used to deliver 144 hours of instruction for each year of apprenticeship. In the first year, 15 newly hired workers, and 20 incumbent workers will be trained. The application was reviewed as a two-year project, and will be funded a second year at the same level contingent upon successful outcomes and the availability of funds.

\$13,445 to River Valley Technical Center of Springfield, to offset the cost of delivering four sessions of CareerBLAST, a workplace skill development program for unemployed and underemployed Vermonters who will be referred by community partners such as Vermont Department of Labor, Department for Children and Families, and Vocational Rehabilitation. A total of more than 60 individuals will be trained and referred to local employers who have agreed to interview graduates for available openings. Sessions will also enroll "observers" who will learn to deliver CareerBLAST training in other parts of the state.

\$8,800 to Rutland Region Workforce Investment Board, to support the ongoing Manufacturing Training Program (MTP) that is being delivered at Stafford Technical Center. The grant will fund additional training elements that are expected to increase the number of graduates who successfully

transition to full time employment with Rutland area manufacturers. Approximately 20 new and incumbent workers will be trained in the first year of the grant. This application was reviewed as a two-year project, and will be funded for a second year contingent upon successful outcomes and the availability of funds.

\$37,925 to River Valley Technical Center to establish an alternative model for training entry level CNC machinists, using the facilities and equipment at the technical center. Two sessions of 300 hours of combined classroom and hands-on instruction will be delivered during the year, with up to 16 trainees enrolled in each session. Approximately two thirds of the slots will train for new jobs, and the remainder will train incumbent workers for new, upgraded positions with local employers. Graduates will be eligible to receive competency-based credentials from the National Institute for Metalworking Skills, and will complete the classroom instruction component of the CNC registered apprenticeship. The cost of this program will be shared equally by WETF and VTP.

\$21,833 and \$5,050 to Questech Corporation of Rutland for two incumbent worker training initiatives. The larger grant will support the development and delivery of comprehensive training in technical skills required for automation and process improvement/problem solving, for 30-40 employees, including ten who will receive “train-the-trainer” instruction. A new “pay-for-skills” program will compensate employees for each skill certification they acquire through the training. The smaller grant will partially offset the cost of leadership development training for approximately 25 individuals who are in new roles as supervisors or managers. These individuals will also receive pay increases for completing training.

\$15,000 to Committee On Temporary Shelter (COTS), to support an effort to train and support homeless individuals as they transition to entry level employment with Flashbags, a new company that produces handbags and accessories. Approximately 12 individuals will participate during the first year, starting with part-time employment that could lead to full-time employment following a three month training placement. A waiver on post-training wages (\$8/hr.) was granted due to the special employment challenges that homeless individuals face.

\$35,984 to Stafford Technical Center to support a second session of the 144 hour entry-level construction skills program developed and delivered last year by AGC. Approximately 12 new and incumbent workers will be trained for positions with local contractors. Post-training wages are expected to average \$13.50/hr. plus benefits that average approximately \$5/hr.

\$3,591 to The Cellars at Jasper Hill, to support training in artisan cheese making for seven new employees to become cellar attendants at Jasper Hill’s cutting-edge cheese aging facility in Greensboro. Off-site training in food safety and hygiene will be delivered at the Vermont Institute for Artisan Cheese at the University of Vermont. Immediate post-training wages will be \$14.15/hr. plus benefits.

\$58,100 to Henderson’s Tree Service of White River, to train five new and seven incumbent workers in a variety of tree care services, as well as landscape and greenhouse services that will provide high paid, year-round employment opportunities. Training will be delivered on-site by certified industry experts and equipment dealers, supplemented by ongoing on-the-job training. Incumbent workers will receive hourly increases of \$2-\$3, plus additional benefits, and move from seasonal to full-time employment in positions paying from \$14-\$19/hr. New workers will start at \$10/hr. and with training, will advance to \$14/hr. plus partial benefits.

\$20,000 to Vermont Works for Women (VWW), to support 80 hours of training in shop math and entry level construction skills for twelve women. After completing training, individuals will be placed in new or vacant positions with contractors in Chittenden County and central Vermont at wages ranging from \$12-

\$15/hr. Following placement, the new hires will receive ongoing support from VWW to ensure better job retention.

\$14,005 to Helen Porter Healthcare and Rehabilitation Center (HPHRC) of Middlebury, to train 18-24 individuals for new positions as Licensed Nurse Assistants (LNA's). The Center will deliver the three week training sessions using its established curriculum combined with the practical application of learned skills in an appropriate clinical setting. HPHRC will collaborate with the Hannaford Career Center in an effort to recruit potential students for training. Graduates will be offered employment at HPHRC at starting wages that range from \$13.60-\$16.50/hr. including benefits.

\$109,475 to the New England Culinary Institute to establish the Vermont Hospitality Institute. During the first year, approximately 125 incumbent workers will be trained in baking, cooking, wine and beverage service, supervising in the hospitality sector, and front-line customer service. Training will be delivered at four regional locations, and will lead to certification by the NECI Vermont Hospitality Institute. Because of the variety of training being delivered, post-training wages will differ significantly, but all workers will meet or exceed WETF wage requirements.

\$28,535 to EXETECHS of Cornwall, to train two individuals for new positions, and one incumbent worker for an upgraded position. The company creates custom software that enables Vermont businesses to run their operations more efficiently and profitably. The new hires will be trained as software programmers, using a combination of intensive offsite instruction, on-line coursework, and one-on-one OJT. The incumbent worker will be trained in more advanced custom software design using the same methods. Wages immediately following training will range from \$34,000 to \$46,000 plus benefits.

\$23,000 to NOWIRZ of Moretown, to train two individuals for new positions in the design, implementation, maintenance and management of broadband networks connecting rural Vermont to the Internet. Training will be delivered using a combination of intensive formalized external training, plus ongoing one-on-one internal training from an expert in the computer networking field. Immediate post-training wages will be at least \$31,200 plus benefits, advancing to \$40-50,000 with experience.

\$13,033 to VNA of Chittenden and Grand Isle Counties, to support the implementation of a new career ladder for Personal Care Attendants (PCAs). This will enable new and incumbent PCAs to advance within the PCA field itself, and to pursue certificate or associate degrees through Community College of Vermont that will prepare them for other healthcare careers. Post-training wages are somewhat below WETF requirements, but this project establishes a career ladder with wage increases tied to increased skills and responsibilities.

\$20,000 to Vermont Works for Women, to support a second session of Step Up to Painting. This eight-week course will prepare 10 unemployed or underemployed women for jobs as professional industrial, commercial and residential painters.

\$48,010 to Vermont Wood Manufacturers Association to support the first year of a new four-year registered apprenticeship in wood manufacturing. The grant will support the delivery of 144 hours of technical classroom instruction at four sites statewide. Employer sponsors who are members of VWMA will provide the hands-on component of the apprenticeship training at their worksites. Approximately 32-40 new and incumbent workers will be registered. The project may be funded for a second year contingent upon outcomes and availability of funds. Upon completion of the apprenticeship training, workers will be paid at least \$31,000 plus benefits.

\$40,000 to VERMONT HITEC, INC., in partnership with Fletcher Allen Health Care to support the creation of a new registered apprenticeship training program for onsite medical coders. Ten individuals will receive ten weeks of intensive classroom training in preparation for national certification as Medical Coders, leading to a one year apprenticeship and full-time employment with Fletcher Allen. Starting pay will be \$15/hr. plus benefits worth an additional \$3-4/hr.

Internship grants:

Applications received: 21

Applications fully funded: 10

Applications partially funded: 2

Denied: 9

Total funds requested: \$1,736,857.93

Total funds awarded: \$419,293.00

Internships projected: 239 (reflects 4 interns not identified by educational level)

 Secondary: 120

 Post secondary: 119

Brief Summaries of Approved Projects:

\$40,000 to VT Futures (VYCC) to run the Green Mountain Internship program. They will place a minimum of 21 students during the school year and an equal number during the summer as interns in new and emerging Green business and technology fields, as well as in traditional trades where green initiatives are being applied. Internships will last 12 weeks and interns will work 5 days a week for 4 hours a day. Interns will be paid a training stipend of \$10 per day.

\$30,000 to Career Connections/North Country Union High School to run an internship program for high school juniors, seniors, and adult students from North Country Union High School and the North Country Career Center. Twenty students each semester (40/year) will participate in a 70 hour internship which includes preparation, on-site training, community service and a post-experience follow-up.

\$70,216 to Norwich University to accelerate the development of internships in four sectors of Vermont's economy: architecture, engineering, environmental services, and financial services. Norwich will place 10-14 interns this year, with 8-12 in full time summer internships that will run between eight and ten weeks. Interns will work a full 40-hour week and earn one credit for 45 on-site hours. There will be two fall/spring internships which will be for different lengths of time.

\$33,532 to American Precision Museum to create internships for up to four high school or college students who will work for 30 hours/week from Memorial Day through the end of October. Interns will work on both historic machines (ca 1850 and later) as well as contemporary computerized numerical control machines loaned by the River Valley Technical Center. Interns will earn stipends, make end-of-internship presentations to younger students, and be eligible to earn up to four college credits at the Rochester Institute of Technology, which are transferable to over 20 engineering programs around the country.

\$97,472 to Champlain College to create 20-25 internships for their summer program with Vermont employers in the information technology, healthcare, and telecommunications fields. The number of interns participating in the spring semester will depend on housing. Summer interns will complete 160 hours in a workplace; spring interns up to 240 hours. There will be a classroom component, an Internship Preparation Course, and employer training. Students will receive 6 college credits for the summer, and a maximum of 9 in the spring.

\$7,000 to Big Heavy World to support the development and administration of new formal internship programs in audio and video production for cable television and community radio, and to digitize the collection of the Vermont Music Library. High school students will work after school on Tuesdays and Thursdays as Production Assistants next to professionals from Vermont's entertainment and mass communications industry. Interns will learn essential broadcast media skills and will be mentored in general workplace competencies.

\$22,616 to National Life to provide real workplace learning and growth opportunities for Vermont college students in preparation for fulltime employment. A maximum of 20 internships will be available per academic semester in 4 areas of the National Life Group: National Life Insurance, Sentenel Asset Management, Financial Management Group, and Corporate Services. Training options include part-time during the school year (13-26 weeks) and full-time during the summer (approximately 10 weeks). The first year goal is to capture a minimum of 30% of all participants in the program into full-time positions following graduation.

\$69,007 to Vermont Businesses for Social Responsibility which will provide opportunities to students at Vermont colleges and universities to find permanent jobs in Vermont after graduation through an internship program during their junior or senior undergraduate years, or during graduate studies. Student interns will be matched by their area of study with a member business. Twenty student interns will participate in internships that will last a minimum of 250 hours, working at least 10 hours/week.

\$1,500 to Winooski Parks and Recreation to support the Winooski Teen Bike Shop. Interns will learn valuable job skills including customer service, fiscal responsibility, appropriate workplace behaviors, as well as bike repair. The focus of the program will be to repair bikes for the low-income and refugee/immigrant communities in Winooski and the surrounding area. Six high school students will be recruited for the summer program and will initially attend classes for 8 weeks before moving into the bike shop where they will work about 10 hours/week.

\$20,950 to The Farmhouse Center to support seven internships for high school age students, each of whom has significant barriers to employment. The interns have been selected and matched with a corporate mentor/employer who is responsible for the technical and practical education provided to the interns. The internships will start in January 2008 with classes every other Saturday and will run full time in the summer (8 weeks, 5 days a week, 9am-5pm). Participants will be placed as interns in culinary arts, carpentry and building, the equine industry, art therapy, and flooring installation.

\$12,000 to South Burlington School District to place and support 10-20 students in workplace situations where they can apply their communication and technical skills in meeting business needs for web design and animation. Students will be applying their information technology skills as well as 'right brain' skills in understanding the context of the business client's needs. The direct relationship between the school, the students and the employers may result in curriculum changes. Students will receive one semester credit for meeting the criteria of the program, which include 20 hours of direct contact with the client and 100 hours of project development.

\$15,000 to Castleton State College Business Department to support 20 students placed into internships during the summer of 2008 with at least 12 employers. Business Administration and CIS students will be matched with employers by skill sets and will be able to earn between 3 and 9 credit hours dependent upon the number of hours, position, and external papers and presentations prepared by the student. A written evaluation of the student intern will be provided by the employer at the conclusion of the internship; the student intern will also submit a final report which will include a discussion of how the internship relates to his/her career plan.

CAREER EXPLORATION GRANTS, ROUND ONE

Applications Received: 18

Applications Fully Funded: 2

Applications Partially Funded: 9

Denied: 7

Total Funds Requested: \$840,159

Total Funds Awarded: \$376,650

Career Exploration Students Projected: 3,749 (estimate) 7-12 Graders

Brief Summaries of Approved Projects:

\$20,000 to River Valley Tech Center to support the Middle School Career Exploration Initiative.

Approximately 514 Middle School students will be introduced to a wide variety of careers through a “Career Exploration Extravaganza” day and a Summer Tech Camp. These activities will be preceded by a career interest/aptitude/skills inventory.

\$15,000 to Vermont’s Small Business Development Center to expand the Rural Entrepreneurship through Action Learning (REAL) program in Vermont. The program will expand to at least 10 additional middle and/or high schools and tech centers and serve at least 15 students. A dual enrollment program with CCV will be available for up to 3 college credits.

\$5,000 to the Windham Regional Career Center to replicate “Rosie’s Girls.” Approximately 24 girls (ages 11-13) will be introduced to occupations in the trades over a three-week period .

\$185,000 to the Vermont Area Health Education Center to introduce at least 1,560 7-9 graders to health care occupations. Additional, older youth will be involved in a statewide conference on health care occupations.

\$5,000 to the Vermont Software Developers’ Alliance to support the Creative/Tech Career Jam. It will serve at least 500 career seekers and job changers.

\$37,238 to Smokey House Center to serve approximately 74 youth (30 during the school year and 44 during the summer). Students will be exposed to a variety of occupations. Partnering businesses include General Electric, Hubbardton Forge, OMYA, Rutland Regional Medical Center and several others.

\$9,800 to Green Mountain Tech Center to serve up to 20 students in a Robotics Program. Students will be exposed to occupations in electrical engineering, modern manufacturing and the use of computers in multiple industries.

\$5,000 to the Associated General Contractors of Vermont to expose students to construction trades (number of students to be determined).

\$43,048 to the Burlington Boys and Girls Club to serve 144 youth. Youth will be engaged in Career Readiness and Life Skills programming.

\$39,869 to the Upper Valley Business Education Partnership to serve approximately 880 students. Students in grades 7-12 will be engaged in career awareness activities that are integrated into their academic programs.

\$11,695 to the Lake Champlain Chamber of Commerce to serve up to 18 youth. Youth will participate in day-long seminars each month learning about various occupational areas. In the following summer, approximately 12 of these students will be engaged in internships.

ALTERNATIVE AND INTENSIVE VOCATIONAL/ACADEMIC EDUCATION:
Alternative and Intensive Vocational/Academic Programs

Alternative and Intensive Vocational/Academic Programs:

Applications received: 7

Applications fully funded: 0

Applications partially funded: 4

Denied: 3

Total funds requested: \$805,676

Total funds awarded: \$370,350

Expected enrollment: 90

\$60,484 to the Center for Technology Essex to provide a structured, alternative educational experience for 8 or more female students in 9th or 10th grades who are struggling in traditional academic or technical education environments and are failing to meet course requirements.

\$86,556 to Smokey House Center to implement a Pre-tech Foundation Program in partnership with Stafford Technical Center which will serve approximately thirty 9th and 10th grade students who are unmotivated and underperforming in school.

\$178,310 to Vermont Futures to provide a school program, during which students spend half a day in school and half a day in the field working with crew leaders on meaningful projects which combine career exploration and core curriculum learning. This contextual learning program will prepare these 28 youth for the workplace and provide them with a solid academic foundation.

\$45,000 to ReCycle North YouthBuild to offer twenty-four young men and women the opportunity to attain their high school diplomas and acquire marketable skills in the construction trades.

ADULT TECHNICAL EDUCATION GRANTS: These awards are pending.