

Vermont Department of Labor

ACT 46/Next Generation Programs

FY 2009 Mid-Year Summary

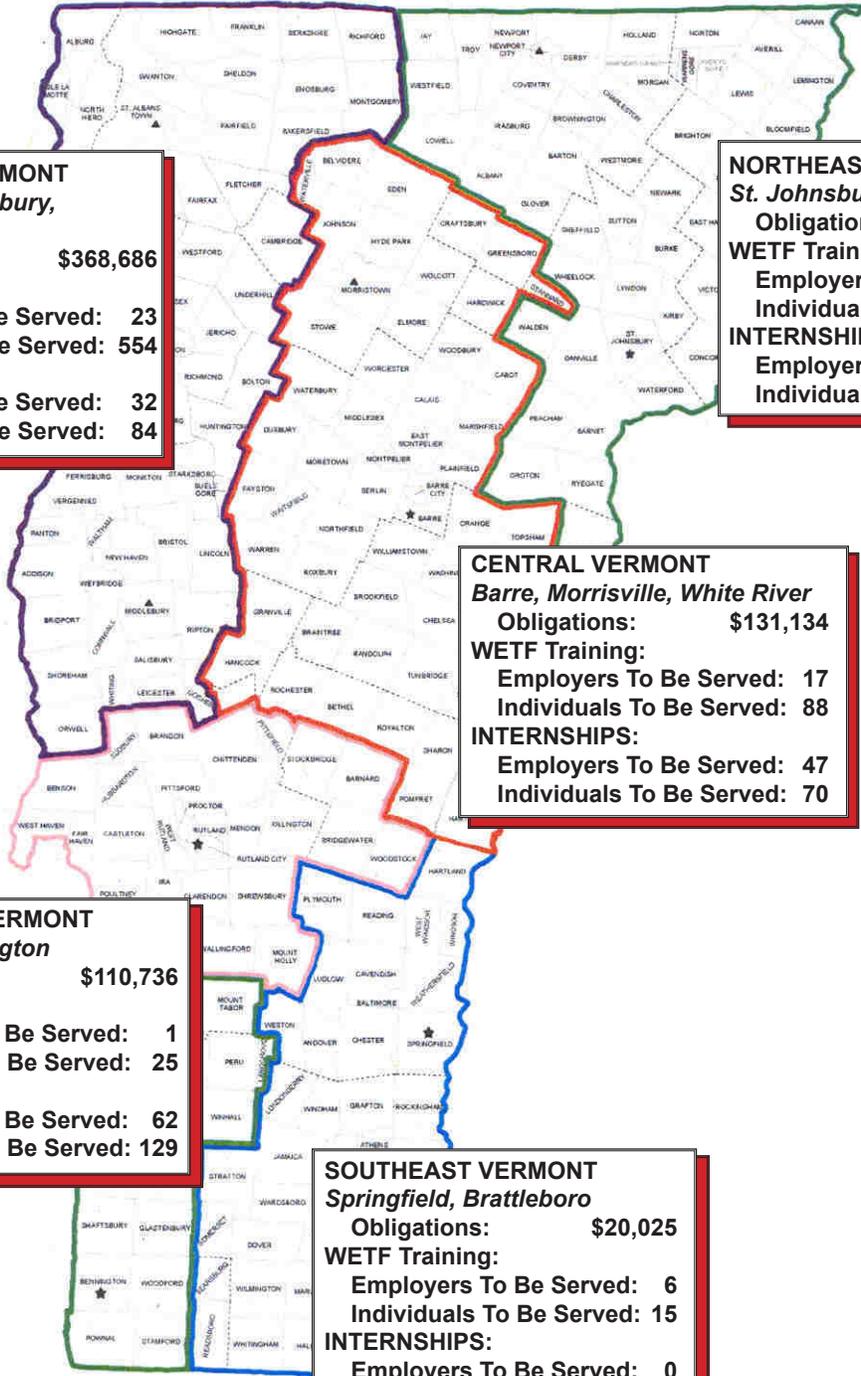
July 1, 2008 – December 31, 2008



Department of Labor
State of Vermont



VERMONT DEPARTMENT OF LABOR NEXT GENERATION TRAINING AND INTERNSHIP PROGRAMS FY 2009



NORTHWEST VERMONT
Burlington, Middlebury, St. Albans
Obligations: **\$368,686**
WETF Training:
Employers To Be Served: **23**
Individuals To Be Served: **554**
INTERNSHIPS:
Employers To Be Served: **32**
Individuals To Be Served: **84**

NORTHEAST VERMONT
St. Johnsbury, Newport
Obligations: **\$60,075**
WETF Training:
Employers To Be Served: **10**
Individuals To Be Served: **135**
INTERNSHIPS:
Employers To Be Served: **0**
Individuals To Be Served: **0**

CENTRAL VERMONT
Barre, Morrisville, White River
Obligations: **\$131,134**
WETF Training:
Employers To Be Served: **17**
Individuals To Be Served: **88**
INTERNSHIPS:
Employers To Be Served: **47**
Individuals To Be Served: **70**

SOUTHWEST VERMONT
Rutland, Bennington
Obligations: **\$110,736**
WETF Training:
Employers To Be Served: **1**
Individuals To Be Served: **25**
INTERNSHIPS:
Employers To Be Served: **62**
Individuals To Be Served: **129**

SOUTHEAST VERMONT
Springfield, Brattleboro
Obligations: **\$20,025**
WETF Training:
Employers To Be Served: **6**
Individuals To Be Served: **15**
INTERNSHIPS:
Employers To Be Served: **0**
Individuals To Be Served: **0**

PROGRAMS WITH STATEWIDE IMPACT
Obligations: **\$1,000,482**
WETF Training:
Employers To Be Served: **295**
Individuals To Be Served: **1,460**
INTERNSHIPS:
Employers To Be Served: **124**
Individuals To Be Served: **201**

TOTALS
Obligations: **\$1,691,138**
WETF Training:
Employers To Be Served: **352**
Individuals To Be Served: **2,277**
INTERNSHIPS:
Employers To Be Served: **265**
Individuals To Be Served: **484**

**WETF Training Projects Approved in First Half of FY 2009
July 1, 2008 – December 31, 2008**

Employers To Be Served:	352
Individuals To Be Served:	2,277
Amount Awarded:	\$1,161,138
Applications Funded:	25

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 **\$101,000** 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.

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: \$1,161,138

Internship Grant Awards through 12/31/08 FY 2009

Students to be served:	Post secondary: 304 Secondary: 180
Amount awarded:	\$530,000
Applications received:	20 applications
Applications funded:	14 funded

Johnson State College-\$27, 838.00

Johnson State will partner with Lamoille County Mental Health and Laraway Youth and Family Services to create a Behavior Interventionist training curriculum and a 240 hour internship. In the pilot year, eight students will participate in the three credit academic course and the three credit internship.

Southern Vermont College-\$31,991.00

In its first year of funding, Southern Vermont College established an Office on Internships, hired a coordinator, and made significant contact with employers. With second year funding the college plans to serve more than 30 regional employers annually, and to provide approximately 120 internships and practica.

Vermont Youth Conservation Corps-Green Mt. Internships-\$40,000.00

In its second year of funding, VYCC will expand the Green Mountain Internship Program to enroll 50 students throughout Vermont. Students will be placed in green industry internships, including waste management, natural resource management/protection, energy efficiency or conservation, and other environmental technologies and business initiatives.

UVM, Office of Nursing Workforce, Research, Planning and Development - \$40,000

During the second year of funding, 21 nursing students will be enrolled in an on-line Licensed Nursing Assistant course, after which they will participate in the clinical portion of the approved LNA course at the Barre Technical Center. Students will then be hired as LNAs in long term care and home health agencies for the summer of 2009. They may be hired on a full-time, part-time or per-diem basis and may continue to work for the facility as their nursing studies allow during the academic year.

Kelliher Samets Volk - \$4,855.00

Kelliher Samets Volk internship program will provide a minimum of 4 post-secondary students per semester with internships related to media buying, brand management, public relations and graphic design. Students will experience real workplace expectations by completing a long term project that supports the intern's interests and KSV's needs, with a goal of moving 20% of interns into paid positions with KSV.

Norwich University - \$35,738.00

During its first year of funding, Norwich University hired an Internship Coordinator who is responsible for developing a comprehensive internship program. During this second year, 16-32 interns will be placed in architecture, engineering, environmental services, and financial services. Norwich will provide follow-up for at least three years after graduation to track former interns employment activity.

Burlington College - \$46,700

Burlington College's Gateway to Leadership is an innovative new internship and career development program. Its goals are to prepare students for organizational leadership through real application of skills acquired through liberal arts education. It will focus directly on how to effectively apply the knowledge and skills in language, writing, research, organization, critical analysis and reflective thinking to positions in business, technology, management and administration. Their goal is to place 30-50 students per year.

American Precision Museum - \$18,745.00

During Phase II of the Machine Shop Internship Program, the American Precision Museum will create 2 new internship levels: Level 1 interns will train and manage the Level 2 interns. Interns run the working machine shop during the exhibit season, produce small machined pieces and incorporate demonstrations on historic machines (ca 1850 and later) as well as contemporary computerized numerical control machines.

VT Businesses for Social Responsibility - \$59,896.00

The VBSR Internship Program provides students at Vermont colleges and universities and Vermont residents with opportunities to experience internships with VBSR member businesses. In year 1, VBSR hired an Internship Coordinator who will continue to work with students and member businesses, developing internship experiences that align with each student's education, skill set, and employment goals with a member business's needs. VBSR plans to place 30 interns for a minimum of 250 hours during an academic semester or summer months.

Hubbardton Forge - \$8,000.00

Hubbardton Forge will collaborate with the Business Administration Department of Castleton State College to provide internships for up to nine interns in manufacturing management. Eligible students will be Juniors or Seniors and will work 20 hours/week for 15 weeks. Hubbardton Forge hopes interns will return after graduation as regular, full-time employees able to step in and be productive quickly.

ReCycle North - \$19,837.00

ReCycle North will provide internship opportunities for 20 students with a range of disabilities who are at risk of 'falling through the cracks'. Students will be placed in the following areas: appliance repair, computer systems, office administration, or retail and will acquire job hunting, communication, and workplace skills.

Vermont Technical College - \$25,000.00

Vermont Technical College will create an office of Internship Development in order to expand their internship offerings and maintain their 98% placement rate. Internships will be created in areas such as: Sustainable Design and Technology, Diversified Agriculture, and weatherization and renewable energy systems. The college hopes to place 30 interns during the grant period.

Lake Champlain Chamber of Commerce - \$4,124.00

The Program to Inspire Leadership Opportunity and Thought (PILOT) involves high school juniors and focuses on community involvement, career exploration and internship placements. This award supports the internship component and provides internship training to students. Approximately 6 students will be placed for 40 hour internship experiences with LCRCC member companies representing several industry sectors based on student interest.

Linking Learning to Life (LLL) - \$167,276.00

In this second year, LLL will continue the growth and development of a consistent statewide program model providing secondary students internships across the state of Vermont. LLL is partnering with seven regional WIBs acting as intermediary organizations to connect students and schools with employers. Approximately 100 students will participate first in 20 hours of pre-employment skills training, then will be placed in an internship with a local employer for approximately 40 hours over several weeks.

Career Exploration Awards

FY 2009

Career Exploration Programs:

Applications received:	14
Applications fully funded:	3
Applications partially funded:	4
Denied:	7
Total funds requested:	\$519,570
Total funds awarded:	\$191,148
Expected enrollment:	7014 (w/out Career Jam)

Area Health Education Centers Health Careers Awareness Programs (AHEC) -- \$56,000.00

The Vermont AHEC will continue its broad-based health care career awareness programs targeting students in grades 7-12. These programs include: health care career fairs, classroom presentations, workshops, interactive games and other awareness-building activities for students in grades 9-12, and middle school presentations and workshops. AHEC expects to reach over 5,000 students this grant period.

Bellows Free Academy -- \$19,798.00

Bellows Free Academy will increase the Career Coach position from 4 to 7 hours per day in order to: meet with all sending school 8th graders and families for sessions on career exploration opportunities in high school and appropriate course selection for these plans;

work with high school seniors going on to CCV or work, helping to connect them with businesses for employment; expand the number of students in job shadowing and work experience.

Burlington Boys and Girls Club -- \$40,000

During their second year of funding, the Burlington Boys and Girls Club of Burlington's Teen Employment Center, located in the University Mall, will continue to take groups of 9th-12th graders through a series of program sessions and business visits in order to increase their career awareness and job readiness. They will provide month long sessions to teens beginning in January and continuing through the end of 2009, opening the program up to 7th and 8th graders by summer 2009.

Lake Champlain Chamber of Commerce -- \$7,900

The Program to Inspire Leadership Opportunity and Thought (PILOT) is geared toward high school juniors and focuses on community involvement and career exploration. Students from Essex High School, Burlington, South Burlington, and CVU participate in day-long monthly seminars during which they explore careers in a particular sector. The year begins with an opening retreat and ends in May and will include two community service days.

River Valley Tech Center/American Precision Museum -- \$26,950.00

The Mobile Manufacturing Exposition (MME), the result of a collaborative effort between River Valley Tech Center, and the American Precision Museum is a self-contained, educational 'road show' that will introduce students to the high tech world of modern manufacturing and will allow them to experience it first hand through a variety of learning activities. Teachers will receive a detailed Learning Activity Packet prior to the Exposition's on-site visit.

Vermont 3.0 Creative Technology Career Jam -- \$7,000

The second Vermont 3.0 Creative Technology Career Jam is scheduled for Saturday, October 25, 2008 from 10 AM to 5 PM at Champlain College in Burlington, VT. The jam brings together dozens of Vermont companies that are ready for resumes and networking. Plus, during the course of the day, panel discussions will delve into 12 different tech careers, from robotics and digital forensics, to green energy, Internet marketing and online entertainment. Each panel will feature a business owner, worker and educator in the field. The aim is to help attendees understand what Vermont's various tech jobs entail. Last year students from over 44 schools (17 high schools and 27 colleges) attended the jam.

Vermont Software Developers' Alliance -- \$33,500

This is a new effort to reach into the public school system, grades 8-12, to stimulate students to pursue the foundational studies in STEM (Science, Technology, Engineering and Mathematics) leading to successful college and professional careers in the information technology field. The program will utilize distance learning technology and the Internet to provide new and relevant computing technology courses. It will also give

students direct contact with technology professionals, via member companies of the Vermont Software Developers' Alliance.

Alternative and Intensive Academic/Technical Education FY 2009

Alternative and Intensive Vocational/Academic Programs:

Applications received:	4
Applications fully funded:	1
Applications partially funded:	2
Denied:	1
Total funds requested:	\$451,272
Total funds awarded:	\$168,772
Expected enrollment:	150+

Southwestern VT Technical Center/VTC -- \$35,000

This program will engage high school students in a semester long energy use and consumption curriculum that could result in college credit from Vermont Technical College. Students will study fundamentals of energy use, how to reduce energy consumption, and what job opportunities are emerging in the field. The course will be hands on and replicable.

Smokey House -- \$73,772

In its second year, Smokey House and Stafford Tech will continue to work together with sending schools to identify and recruit disadvantaged, at risk students (grades 9 and 10) who need a pre-Tech experience to interest them in, and prepare them for, study at a technical center. Students will work in crews with a particular focus and have general exposure to different agricultural and natural resource vocational tracks.

VYCC -- \$60,000

VYCC will continue its work-based learning program for youth at-risk of dropping out of high school. The program will serve students from Champlain Valley Union High School, the Center for Technology-Essex, Mount Mansfield Union High School and Lamoille Union High School. This work-based program creates an alternative within the public education system for students to earn a full load of academic credit while completing community projects.