



Workforce Education and Training Fund
Awards and Outcomes 2011

2011 Grant Descriptions

Associated General Contractors of Vermont was awarded \$25,114 to provide customized training in fiber optics installation and service for approximately 18 employees of Eustis Cable Enterprises of Brookfield, VT. This specialized training is not currently available in Vermont. After the training, Eustis Cable will be able to compete for work on a larger scale throughout New England.

Associated General Contractors of Vermont was awarded \$21,100 to partner with the Crane Institute of America and Columbus McKinnon Corporation to deliver a four-day training in Mobile Crane/Boom Truck Operator Safety; and two sessions of one-day training in Rigger/Signalperson Certification (one entry level, and one advanced level). Seventeen to twenty individuals will complete the Crane/Boom Truck training; 20-25 individuals will complete the entry level Rigger/Signalperson training, with a minimum of 17 of those trainees continuing on to the advanced level.

Aramark Facility Services of Vermont was awarded \$11,648 to train unemployed and underemployed adults in culinary skills at Johnson State College. Curriculum includes basic knife skills, food preparation, sanitation, ordering, and menu development, in order to attain a ServSafe Certification.

Cedar Hill Continuing Care Center of Windsor was awarded \$31,584 to provide training to a total of 96 incumbent workers, 15 in supervisory skills, and 81 in dementia training. The pay increase will be \$1.00/hr for each nurse after completion of the supervisory skills course. Incumbent staff who attend dementia awareness training will be given \$.50/hour after completion of the course. Thereafter, based on observed application of this training, staff members will be awarded a 2-3% raise annually.

Chroma Technology was awarded \$26,000 to train Production Technicians, Engineers and Sales staff on the Physical Vapor Deposition Process and C-315 Reactive Sputter Deposition. Training will lead to increases in efficiency and yield and staff having increased technical knowledge that will improve customer service. Additionally, Chroma will have a trainer from the University of Vermont come to our facility to train Sales and Customer Service staff on providing exceptional customer service

Commonwealth Dairy of Brattleboro was awarded \$66,465 to train a total of 21 new employees in skills relating to the operation of a Class II dairy processing facility. All production employees will be trained in "Good Manufacturing Practices" (GMP) and Food Safety/Handling (including SQF training). Eleven of these employees will also be trained in operational/technical skills necessary to make Class II dairy products including HACCP regulations and/or dairy equipment operation. Starting wages are \$12 - \$20/hr plus benefits of up to an additional \$3.00 - \$5.00/hr. Six of the 21 employees will be trained in Dairy Inventory Control Systems management with starting wages of \$12 - \$18/hr plus benefits of up to an additional \$3.00 - \$4.50/hr.

Competitive Computing (C2) will create a Microsoft Sharepoint Team by hiring one senior level Sharepoint Architech/Developer and training 6 employees- two newly hired junior developers and four existing software engineers. Creation of the Sharepoint Team will greatly increase C2's internal expertise in the Sharepoint Technology, allowing C2 to propose and implement Sharepoint Web Collaboration projects. This will also result in raising junior developers' salaries 50% to 100%, depending upon their resulting skill level. **Award: \$38,654**

Contractor's Crane Service was awarded \$39,987 to train 10 employees in welding techniques for bridges and super structures that will result in certification and one employee to become a CWI (Certified Welding Inspector). Current workers not certified making \$11-\$14/hr will assume vacant positions that will pay \$14-\$18/hr plus up to \$1.50/hr in benefits. Five of the incumbent workers will be promoted after training providing at least five open positions that will need to be filled. **De-obligated.**

Copley Hospital of Morrisville was awarded \$6,363 to hire a local, full-time employee as an operating room nurse in order to eliminate the need for travelers. This employee will be sent to the six week perioperative education program at Dartmouth Hitchcock Medical Center. When the program at Dartmouth is complete, the participant will begin working with a mentor at Copley. His wages will be \$22.69/hr after successfully completing the training.

Fab Tech was awarded \$45,000 to train approximately 43 people, most of whom are new hires. The need to expand the skill development of new employees beyond the basic job skills is necessary to manage the flexibility and competency of the workforce. This cross training initiative is critical to sustaining current and future growth.

Green Mountain Concert Services of Essex Junction was awarded \$12,847 to develop and pilot an "Advanced Supervisor Training Program" which will improve security guard management skills. Upon completion, supervisors will receive a \$1/hr wage increase. In addition, the company will train all flaggers in CPR & First Aid and develop and pilot a Crew Chief/Driver training program that will increase pay for qualified employees. A total of 180 employees will be trained; 120 new hires and 60 incumbent workers.

ICCIE was awarded \$23,067 to provide partial funding for the creation of new educational offerings (one complete course and four webinars).

Lyndon State College was awarded \$43,300 to partner with NSA Industries, Weidmann, Vermont Aerospace, Northeast Precision, Northern Community Investment Corporation (NCIC), Northeastern Vermont Development Association (NVDA), two regional Career and Technical Education Centers (Lyndon Institute and St. Johnsbury Academy) and White Mountains Community College, to pilot the NEK Manufacturing Training Program. Following the completion of the pilot, the full program will train up to 48 individuals in its first year and plans to expand capacity to train additional employees in future years through the combined support of the employers, private gifts, and public funding.

Maple Mountain was awarded \$154,682 to train 27 employees, made up of operators, maintenance, and supervisors, in the technical skills needed to operate and maintain the tools and equipment used to make and package wood shavings for animal bedding. Salaries range from \$15-\$25/hour.

microDATA GIS, Inc. of St. Johnsbury was awarded \$58,489 to provide training in 9-1-1 software and services to 8 incumbent and 4 new employees. microDATA GIS, Inc will partner with Devscovery, Unitek Education, HDI, Pilothouse, pbxnsip, RMC Project Management, Inc. and TONEX to provide the trainings. After completing training, participants will receive wage increases of up to \$8,000 annually, depending on their position.

North Country Hospital was awarded \$20,080 to fund the following courses: Basic EKG Interpretation, Triage Toolbox, Advanced Fetal Assessment and Monitoring, and Essentials of Critical Care Orientation. 98 people will be trained, including 20 from other area hospitals. After completing training, participants will earn wage increases through a Clinical Ladder Advancement program.

Numia Medical Technology of Lyndonville was awarded \$4,000 to send three employees to the Boston Embedded System Conference. As a result of attending this conference, the incumbent workers will become trainers and share their knowledge with other staff. In addition, they will most likely receive wage increases as part of their overall performance reviews. Over the next 9 months, Numia will be hiring up to 8-9 new employees at wages starting at \$60,000.

People's Computer Company was awarded \$8,250 to provide training to its entire staff on Agile and Lean development tools to enable the company to compete in the fiercely competitive Healthcare IT market.

Porter Medical Center was awarded \$9,500 to train 150 existing employees in computer skills needed for working with a new health information system that will be installed at Porter Hospital in 2011 and 2012. The initial phase of this training will involve a brief "assessment" of computer skills in small groups to determine how many of the approximately 150 employees will require a more comprehensive "training" program.

Resolution, Inc. was awarded \$11,366 to train 2 new employees, one in Sales, and one in Graphic Design. The Sales Executive will be trained in sales techniques specific to Resolution's e-commerce capabilities and clientele along with soft skills of e-commerce and IT language from a sales perspective. The Junior Graphic Designer will be trained in web design specific to our e-commerce capabilities and clientele, and soft skills of e-commerce language from a graphic design language.

Resource Systems Group was awarded \$8,460 to launch the RSG Institute, a continuous in-house training program targeted at developing their professional consulting staff, technically and professionally. The three tracks will be: Leadership Development, Management Skills, and Personal Development & General Business. Training will be delivered by the Avalon Consulting Group.

Stowe Tree Experts was awarded \$2,403 to send three workers to a national tree conference. Two employees will become certified tree care safety professionals and will receive a \$3.00/hr raise as a result. The other will enhance his arboricultural skills and will be made a part of the management team. Training will be provided by the Tree Care Industry Association (TCIA) and will take place at the annual TCIA Expo in Pittsburgh, PA.

Systems and Software was awarded \$11,089 to train several product developers, Implementation Specialists and Customer Support personnel to update their skills in order to remain viable as employees of the company. The company plans to hire 5-6 additional employees this year to augment all three areas of the business and will use the formal training to provide classes for these individuals.

Tivoly, Inc. of Derby Line was awarded \$34,715 to provide in-house training using their skilled employees/group leaders to train new and recalled workers to work as CNC Equipment Operators/ Precision Grinders. These positions require that the worker produce a very precise, high quality product. A total of 24 workers will be trained including up to 16 new hires. Wages for recalled workers will increase from \$13.00/hr with benefits to \$15.00/hr with benefits, in accordance with the union contract.

TLC Nursing Associates, LLC will provide Personal Care Attendant (PCA) training for 45 new hires. Each class will train 15 individuals to become Certified PCAs, at a starting wage of \$10.00-11:00/hr. After graduation, the individual will have the ability to work in a private home care setting for TLC. **De-obligated.**

Vermont State Colleges/Community College of Vermont was awarded \$200,000 to provide training for Career Readiness.

Vermont Criminal Justice Training Council was awarded \$41,000 to send 15 law enforcement supervisors to the IACP Leadership of Police Organization Program, to expand the Justice Planning & Management Association's online training initiative, and to cover the tuition and registration costs for 2 staff members to attend the Vermont Public Managers' Program.

Vermont Works for Women was awarded \$20,000 to offer a pre-Academy training program for ten unemployed or underemployed women to prepare them for successful entry into policing and corrections jobs. This job training program is called Step Up to Law Enforcement (SULE). Policing jobs have an average entry level pay of between \$32,000-\$40,000/yr plus benefits and Vermont Correctional Officers start at \$14.89/hr.

WETF 2011			
Grantee	Region	Amount	Number Served
AGC	CV	\$25,114.00	22
AGC	CV	\$21,100.00	78
Aramark	NW	\$11,648.00	11
Cedar Hill	SE	\$31,584.00	49
Chroma Technology	CV	\$26,000.00	76
Commonwealth	SE	\$66,465.00	28
Competitive Computing (c2)	NW	\$38,654.00	4
Contractor's Crane Service	CV	\$39,987.00	de-obligated
Copley Hospital	CV	\$6,363.00	1
Fab Tech	NW	\$45,000.00	39
Green Mt. Concert Services	ST	\$12,847.00	115
ICCIE	ST	\$23,067.00	157
Lyndon State College	NE	\$43,300.00	16
Maple Mountain	NW	\$154,682.00	27
microDATA	NE	\$58,489.00	2
North Country Hospital	NE	\$20,080.00	90
Numia	NE	\$4,000.00	3
People's Computer Company	NW	\$8,250.00	39
Porter Medical Center	NW	\$9,500.00	148
Resolution, Inc.	NW	\$11,366.00	2
Resource Systems Group	CV	\$8,460.00	24
Stowe Tree Experts	CV	\$2,403.00	3
Systems & Software	NW	\$113,089.00	20
Tivoly	NE	\$34,715.00	21
TLC Nursing Svc	NW	\$9,900.00	de-obligated
Vermont State Colleges/CCV	ST	\$200,000.00	190
VT Criminal Justice Training Council	ST	\$41,000.00	1666
VWW (Law Enforcement)	NW	\$20,000.00	12
Total Obligated		\$1,087,063.00	2821