



Workforce Education and Training Fund

Awards FY 2016

2016 WETF Grantees

Association of Africans Living in VT was awarded \$45,000 to provide 2 cycles of Home Health Aide instruction and job placement assistance to 30 resettled refugee and other employment-authorized immigrants who live in greater Burlington, VT. The goal of the project is to place unemployed and low-income, Vermont-resident refugees and immigrants into Home Health Aide positions and set them on long-term healthcare career ladders that offer job security and wage mobility.

Brattleboro Development Credit Corporation was awarded \$18,000 to implement the Fast Track to Success program which is designed to identify and guide investment in workplace ready high school students to better retain and support the existing workforce within Windham County, as well as provide the education necessary to help young adults entering the workforce transition into high-earning, locally sustainable career paths. A “Sustainable Workforce Economics” curricula unit will be taught throughout Windham County high schools. Successful completers will participate in “Professional Skill Planning and Development”, which will lead to students’ developing an extending Personal Learning Plan, including Personal Career Education Planning. The measurable objectives and outcomes of the program will be:

- Increase in Workforce Participation from program Participants
- Increase in Credentialing and Post-Secondary Education Enrollment from program participants
- Increase in Average Earnings of program participants
- Increase in Job Placements within participating Business Partners

City of Barre (Fire Department) was awarded \$39,580 to train personnel to provide critical care assessment, care in the field, and during transport. The training is conducted by New England EMS Institute in Manchester, NH and is a robust 1,200 hour program developed by the Cleveland EMS Academy. Training is also provided by The University of Baltimore at Baltimore County in Maryland. It is an 80 hour aggressive curriculum composed of didactic and clinical applications based in a hospital setting to provide students with the advanced skills and knowledge to treat and transport the Critically Ill.

Green Mt. Technology and Career Center was awarded \$24,000 to will train 12 individuals from North Central Vermont to be licensed commercial truck drivers. Upon completion of the training they will receive their Class A CDL allowing them to obtain jobs driving large busses, tow trucks and tractor trailers. They will receive career counseling and be prepared for a career in the shipping or transportation industry.

Patricia A. Hannaford Regional Technical School District was awarded \$15,749 to provide teaching lab facilities for Personal Care Aide, Licensed Nurse Assistant, and Licensed Practical Nurse trainees. We anticipate training 12 students in PCA, 14 in LNA, and 9 in LPN for a total of 35 trainees per year. In future years, the LPN program would alternate with the RN program at VTC.

ReSOURCE was awarded \$125,000 to provide education and occupational skill training to 109 low income & disadvantaged adults, youth, and refugees & asylees. This training includes full time classroom and hands-on practical training varying in length between 6- and 12-months, based on program, and resulting in industry recognized skill certifications and placement with partner employers. Four ReSOURCE programs, YouthBuild, Apprentice-style Training, Helping Hands, and its newest program, Career Path will provide comprehensive training focusing on the greatest areas of need for each participant as well as matching the needs of local employer partners. Wage gains are large with most trainees shifting from zero to \$10-15 per hour starting wage. Additional community and environmental outcomes of training include construction of affordable housing (1-2 units), weatherization (20 units), solar hot water installation (10 systems), and distribution of essential goods including computers and major appliances to low income families.

Vermont Adult Learning was awarded \$50,000 to provide work-based, applied training to improve English language skills. This grant is about job retention for new Americans hired at Twincraft Skincare, Rhino Foods, The Sheraton Hotel and Conference Center and two other employers. The employees are in various positions including housekeeping, line-workers, cookie dough makers and other positions. Without improved skills, employees are at risk of becoming unemployed. Improved English language proficiency may qualify incumbent employees for higher paying positions within their current workplace, but it is not guaranteed.

Vermont Food Bank was awarded \$100,772 for the Community Kitchen Academy (CKA), a Vermont Foodbank program successfully operated with the Chittenden Emergency Food Shelf (CEFS) since 2009 and Capstone Community Action since 2013. The program addresses both the immediate need of hunger as well as the underlying problems leading to food insecurity for Vermonters. CKA prepares underemployed and unemployed Vermonters for a career in the food service industry and lifelong learning through a 13-week program (6 hours/each day, 5 days/week) which provides culinary skills training, career readiness, and job placement. The program also uses food that would otherwise go to waste.

Vermont HITEC, Inc. was awarded \$172,000 to recruit, educate and place into a USDOL apprenticeship up to seventy-five (75) Vermonters in information technology, advanced manufacturing, health care, and business services careers. Employer partners include Vermont Information Processing, Husky Injection Molding, Precyse Solutions, Dartmouth-Hitchcock, Triad Design Services and others. This eighteen (18) month project will encompass all aspects of workforce development, including recruitment, aptitude assessment, candidate selection, curriculum development, education delivery, and a state-registered apprenticeship. All successful graduates of the 8-10 week pre-apprenticeship education programs will be guaranteed full-time employment with the employer partners, with a minimum starting wage of \$13/hr plus full benefits. They will enter a USDOL registered apprenticeship, and receive merit increases during the one-year apprenticeship. Overtime may be available.

Vermont Technical College was awarded \$75,000 to work with CCV and offer a four-part training series designed to help unemployed, under-employed, and incumbent workers in the State of Vermont who are interested in starting or furthering their education in the solar photovoltaic (PV) field. The training effectiveness is outlined and measured using two nationally

certified groups. The Governor’s Career Readiness training is developed following the standards set by the National Career Readiness Certificate. The solar PV trainings follow standards set by the North American Board of Certified Energy Practitioners (NABCEP). Each have embedded effectiveness measures built into the trainings and both include testing to verify skill attainment. NABCEP is nationally recognized as the “best practice” standard for quality Solar PV training. Approximately 75 people will be trained.

Visiting Nurse Association of Chittenden/Grand Isle Counties – received \$100,000 for their Career Ladder Program. The VNA Career Ladder program will provide paid training to unemployed and underemployed Vermonters and create in-demand caregiver jobs, with built-in opportunities for career advancement and progressive levels of training leading to guaranteed increased earnings. The VNA will use the WETF grant to support training for new and incumbent Personal Care Attendants (PCAs) and Licensed Nursing Assistants (LNAs). The goal of the program is to train a workforce of committed home healthcare workers and to retain quality staff by offering them not just a job but clearly defined opportunities to advance in their healthcare careers.

Vermont Works for Women received \$40,000 to support FRESH Food, a social enterprise that prepares women with barriers to employment in Chittenden County for employment in food service and culinary settings. FRESH Food’s training curriculum derives stability and consistency from year-round contracts with thirteen Chittenden County preschool and youth programs, where trainees prepare and deliver 150 fresh, nutritious meals each weekday, as well as through production and distribution of retail products and catering contracts.

2016 WETF Outcome Data		
	Grantee	# Trained
W01	Association of Africans LV	36
W02	BDCC	247
W03	Lamoille North SU	9
W05	Patricia Hannaford Reg. Tech. S.D.	21
W06	Vermont Works for Women	6
W07	VNA	245
W08	ReSOURCE	62
W09	Vermont Foodbank	63
W10	Vermont State Colleges	0
W11	Vermont HITEC	18
W12	City of Barre	4
W13	Vermont Adult Learning	21
W14	Governor's Institute	107
	Total Trained	839