

Vermont Department of Labor

ACT 46/Next Generation Programs

FY 2010 Mid-Year Summary

July 1, 2009 – December 31, 2009



Department of Labor
State of Vermont



Vermont.gov

WETF Training Projects Approved in First Half of FY 2010
July 1, 2009 – December 31, 2009

Employers to be served: >150
Individuals to be served: approximately 1,295
Amount awarded: \$726,211
Projects funded: 22

VT Nondestructive Testing of South Burlington was awarded \$25,770 to train 5 current workers and one new hire in weld inspection techniques for bridges, commercial structures and high purity analytical testing, ending in nationally recognized certification. Current workers who are not certified, and currently earn \$14-\$16/hour will assume vacant positions that will pay \$16-\$20/hour plus benefits worth approximately \$4.50/hour.

Davis & Hodgdon Associates CPAs of Williston was awarded \$3,994 to send one current employee to specialized training in "Successful Selling", offered by Sterling Management Systems. Upon successful completion and application of the training, together with meeting the Firm's expectations for their current position, the participating employee will receive a 2-4% increase in compensation.

Auto Craftsmen LTD. of Montpelier was awarded \$4,725 to coordinate delivery of an eight hour training course in maintenance and repair of hybrid vehicles. Trainees will include up to twenty master technicians employed by independent auto repair shops in greater central Vermont. Training will be delivered on site at Auto Craftsmen, by Craig Van Batenburg, a leading expert in hybrid technology and founder of the Automotive Career Development Center in Worcester, MA. Training is intended to improve job security by expanding the services provided by independent shops to include the growing market of hybrid automobiles.

Associated General Contractors of Vermont was awarded \$50,000 to purchase licensure from Green Advantage, a preeminent certifier of building organizations and practitioners nationally, and provide certified "Green training" that will elevate the standards of both commercial and residential practitioners in regard to energy efficiency and sustainable design. Green Advantage will deliver one "train the trainer" session to train instructors who will subsequently deliver nine sessions statewide, to a total of at least 200 trainees.

Vermont Technical College, in collaboration with the Central Vermont Human Resources (CVHR) group, was awarded \$7,632 to deliver human resources and leadership training for incumbent workers employed by members of the CVHR, and other local businesses. Potential employer participants include Suss MicroTech, Washington County Mental Health, Vermont Mutual, Vermont State Employees Credit Union, Blue Cross Blue Shield, Vermont League of Cities and Towns, Vermont State Colleges, National Life, Rock of Ages, Times Argus, Vermont State Housing Authority and Central Vermont Community Action Council. Training will be offered to incumbent workers at two levels, introductory and advanced, with a goal of improving retention, enhancing recruitment and succession planning. Ten to fifteen trainees will complete the introductory class and twenty to twenty-five will complete the advanced class.

Data Systems Inc. of Burlington was awarded \$1,500 to train 2 current employees in the latest version of ProIV developer (VIP), a 4th generation programming language used to develop software for customers in manufacturing and distribution. The webinar training sessions will enhance programmers' ability to create affordable customized accounting software for growing businesses. Training in the latest version of ProIV will result in increased efficiency and higher profits for our worker owned company, and will directly impact employee earnings.

Marlboro College was awarded \$10,000 to expand a program previously funded by the WETF. Over the next twelve months Marlboro College will offer four additional sessions of the Nonprofit Management Certificate Program. In the fall of 2009, one session will be offered in Burlington, and another for the first time in Manchester. In the spring of 2010, two additional sessions will be offered, one in northern Vermont and one in southern Vermont. More than 80 Vermonters will earn certificates in non-profit management over the course of the four sessions.

Vermont Center for the Deaf and Hard of Hearing (VCDHH), Inc. of Brattleboro was awarded \$20,842 to train 60 employees in child care fundamentals and effective practices for working with deaf students who have Autism Spectrum Disorders (ASD). Staff will obtain the specialized skills necessary to work with these students and maintain employment at VCDHH. Employees will receive a step increase in their respective salary scale upon successful completion of training.

Lamoille Valley Chamber of Commerce was awarded \$21,800 to coordinate delivery of two sessions of the Situational Leadership II training program to individuals who currently work for Lamoille County employers in the utilities, manufacturing and hospitality sectors. Training will target hourly workers with the potential to be promoted into supervisory positions, but will also be offered to individuals recently promoted to supervision or management. The course will be offered in early winter and again in the spring to accommodate the varying workloads of participating employers. A total of approximately 40 workers will be trained in the two sessions.

North Country Hospital of Newport was awarded \$23,825 to deliver certification training to approximately 100 RNs, respiratory therapists and physical therapists in three critical treatment areas: Pediatric Advanced Life Support; Challenges and Complexities of Cardiac Care; Basic Life Support Instructor Training. The latter program will increase the number of instructors who are qualified to provide basic life support training to local medical practices. All of the trainings are crucial to retaining highly skilled professional staff, while enhancing the level of direct patient care available locally.

William E. Dailey Precast, LLC of Shaftsbury was awarded \$10,575 to train all 85 of their production workers in the OSHA 10 Industry safety class. This training isn't currently mandatory in the industrial sector, but may be in the future, and OSHA 10 certification will demonstrate a commitment to safety that benefits the company's position in competitive bids. Trainees include 13 non-English speaking legal workers who require that training be delivered in their native language to ensure they fully understand the training material.

Association of Africans Living in Vermont, Inc. was awarded \$42,492 to expand a program that was implemented with a FY 2009 grant. The Association of Africans Living in Vermont, Inc. (AALV), in partnership with the Visiting Nurses Association (VNA) and Vermont Adult Learning (VAL), will screen, train, and place 40 refugee and immigrant workers in Home Care Provider I positions at the Visiting Nurses Association, Armistead, and Home Instead at starting wages of \$9.75 per hour. The training will 'graduate' refugee and immigrant workers from low-skill housekeeping jobs that typically pay \$8.50 per hour without benefits or opportunity to advance. English language training specific to the occupation, and a significantly expanded work readiness component that is customized for this entry-level nursing profession, will complement the "CareWell" instruction taught by VNA instructors. A waiver on post training wages was granted because of the employment challenges that face the refugee population, and because of the many opportunities to advance within health care.

The Village of Johnson was awarded \$4,100 to help offset the cost of enrolling their apprentice line maintainer in the 144 hour classroom training that is required to complement the hands-on training provided by the Village of Johnson. Training will take place at the Northeast Public Power Association

(NEPPA) facility in Rhode Island. Currently, there is no comparable classroom instruction available in Vermont for non-union line maintainers.

The Vermont Criminal Justice Training Council was awarded \$82,489 to deliver 18 weeks of full time basic law enforcement training to 26 new police officers funded by COPS grants under the Economic Recovery Plan. Federal stimulus funding covers salaries and benefits for three years, but does not provide money for training that qualifies candidates to work for Vermont municipalities or law enforcement agencies. The academy currently offers two 18 week full-time basic training programs annually with an average of 30 candidates per class. These 26 new positions require the academy to expand their existing training capacity by nearly 50%. Without training, the positions cannot be filled, and extreme budget pressures across Vermont make it impossible for municipalities to cover the training cost. As a condition of the COPS grant, recipients are required to commit to paying full salary plus benefits for at least one year beyond the three-year grant period. Salaries plus benefits will range from \$40,000 to \$84,000/year.

IBEW Local 300/VTJATC was awarded \$48,064 to expand an intensive green jobs training program for electrical workers that was introduced with a FY 2009 grant. This year, approximately 40 electrical apprentices, including 10 to 12 new recruits, and 150 journeyman electricians will access training topics that include solar, wind, green building fundamentals, programmable logic controllers, terminations and splices, power quality analysis, smart grid technologies, cables and wiring. Training is intended to increase the hours worked for both apprentices and licensed union electricians, by expanding the skills of the IBEW workforce to include emerging green technologies.

Biebel Builders Incorporated of Windsor was awarded \$40,313 to help offset the cost of re-training several long term workers in emerging energy efficient technologies that will be applied in a new company division. The new division will focus on green building, weatherization, and sustainable energy installations that provide work that is suitable for aging construction workers who can no longer perform heavy general construction tasks. This training will enable long-term workers to remain employed full time in high-skilled, well compensated positions.

Vermont Technical College was awarded \$7,100 to supplement a grant that was funded by a special "set-aside" in the 2009 legislative session for green construction projects. That grant supported the delivery of 10 sessions of weatherization/energy efficiency training at VTC and locations around the state. This award will help to offset two unanticipated costs associated with delivering the weatherization training at four off campus sites, St. Albans, Rutland, Brattleboro and Westminster. First, a driver with CDL-B license was required to drive the mobile weatherization unit to each of the four sites. A second unanticipated cost was incurred when a special accommodation was required for one trainee.

SB Electronics, Inc. of Barre was awarded \$100,000 to train its existing workforce of approximately fifty workers, plus up to twenty-five new hires in the latest industry-recognized processes that will reduce lead times, cost and cycle times, and finished product inventories. Cross-training will be emphasized in order to increase the company's ability to move workers from current manufacturing processes to the new "green" technologies that are the basis of SB Electronic's major expansion.

United Way of Chittenden County was awarded \$19,000 to develop and deliver a training model for supervisors that teaches the practical workplace application of "Working Bridges" principles. In addition to delivering three training sessions for 45 current and potential supervisors, the project will develop web-based training materials that can be used well beyond the three sessions. The training is designed to instruct supervisors in techniques for effectively addressing workplace communication and relationship issues that often lead to disciplinary action and high turnover.

NSK Steering Systems America of Bennington was awarded \$141,000 to support the implementation of a comprehensive Six Sigma training program that will train 100% of NSK's hourly and salaried employees from all departments over the next three years. This grant will help to offset the cost of the first year on-site training of approximately 121 technicians, team leaders, section leaders and mid-level managers, in the Yellow and Green belt levels of Six Sigma. While the program teaches transferrable skills, the primary goal of the project is to maintain NSK's competitive position in a manufacturing sector that has been severely impacted by the recession.

Burton Snowboards was awarded \$35,720 to offset the cost of Cope & Associates to deliver a variety of training topics that are customized for Burton's unique culture and manufacturing environment. Training will be delivered on-site, and will be offered to incumbent workers, and potentially to new hires. It's projected that approximately 150 individuals will be trained, including 125 current and 25 new workers.

Numia Medical Technology of Lyndonville was awarded \$25,270 to help offset the cost of multiple occupational skill trainings that are specific to the manufacture of delicate medical instruments. Over the next year, up to eight new workers and approximately four current workers will be trained for secure, high skilled, high paid positions with this expanding company. Numia has been highly successful in recruiting workers who were recently displaced from the local manufacturing sector.

Internship Grant Awards
FY 2010

Students served:	Post secondary: 229
	Secondary: 339
Amount awarded:	\$350,000
Applications received:	17 applications
Applications funded:	8 funded

Community High School of Vermont (CHSVT) - \$23,945.00

High school students will participate in an internship program called Harley Time. The program includes two hours per week learning motorcycle shop theory and is designed to prepare students for the practicum portion of the internship. Interns will then spend an additional five hours per week at Green Mountain Harley Davidson putting theory into actual hands-on practice. They will learn practical and vocational skills and earn science, math and vocational credit. CHSVT plans to serve 20 interns during this grant period.

Kelliher Samets, Inc. - \$4,800.00

The Kelliher Samets, LTD internship program will provide 9-15 post secondary students with internships related to media buying, brand management, public relations, and graphic design in this second year of funding. 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. Our interns commit to 10-15 hours per week, with a total of 120 hours for the semester.

Linking Learning to Life (LLL) - \$167,030.00

In this third year of funding, 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 five regional WIBs acting as intermediary organizations to connect students and schools with employers: Bennington, Central Vermont, Franklin Grand Isle, Rutland, Upper Valley. The partnership will engage 200 employers, 22 schools, and will serve 203 students during this grant period.

Norwich University - \$25,119.00

During its first year of funding, Norwich University hired an Internship Coordinator who was responsible for developing a comprehensive internship program. During this third year, 15-20 post-secondary interns will be placed in architecture, engineering, environmental services, computer security, and financial services. Norwich will provide follow-up for at least three years after graduation to track former interns' employment activity.

ReSource (formerly ReCycle North) - \$16,212.00

ReSource will provide internship opportunities for up to 16 high school students with emotional, physical, or other learning disabilities who do not have access to appropriate training programs. Students, ages 16 to 20, are recommended by their high schools' case management teams, interviewed, and placed in various departments within ReSource, including: appliance repair, computer systems, office administration, or retail and will acquire job hunting, communication, and workplace skills.

Southern Vermont College-\$23,714.00

During this third year of funding, the Office on Internships will continue to place post-secondary students in internships. The office has thus far created 55 employer site relationships for students (42 in Vermont); and student participation, as well as understanding of the value of internships – is clearly increasing. Approximately 120 internships and practica will be provided annually.

Vermont Businesses for Social Responsibility - \$49,180.00

The program, which began in the spring of 2008, has placed 50 post-secondary students in internships and three of them have since been hired into full time positions. In response to a survey of student interns this spring, 83.3% reported that their VBSR internship would make them more likely to stay in Vermont to pursue career goals. VBSR will place 45 interns at approximately 80 businesses and organizations in this third year of the program. It is expected that internships will last 250 hours but shorter assignments are considered on a case-by-case basis.

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

In its third year of funding, VYCC will expand the Green Mountain Internship Program to enroll 100 high school students throughout Vermont. Students will be placed in green industry internships, including waste management, natural resource management/protection, energy efficiency or conservation, clean energy, and other environmental technologies and business initiatives.