

Vermont Training Program

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Published:

January 15, 2019

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About the Vermont Training Program

The Vermont Training Program (VTP) is managed by the Agency of Commerce and Community Development's Department of Economic Development. This grant program provides funds for customized training, which helps Vermonters acquire the skills that they need to meet the requirements of the current workplace. It also helps to build the employment base as Vermont faces a workforce shortage and employers are struggling to find qualified workers.

The program partners with both employers and training providers to fund the training of Vermont's employees for today's needed skills. The VTP accomplishes this by providing performance based grants through a reimbursement process for the training of new hires and incumbent workers. Training can fall into categories such as on-the-job, classroom, or other specialized training.

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EXECUTIVE SUMMARY

FY18 Cumulative Summary of Grants to Businesses and Training Providers



\$2,688,958

Grants Awarded



2,070

Employees Served



36

Businesses Awarded



\$1,299

Average Cost Per Employee

The Vermont Training Program continued its support for training Vermont workers through workforce development grants to employers and training providers. In FY2018 the program awarded grants to assist 2,070 workers at 36 businesses through individual business grants and training provider grants. Participant wages showed a medium wage increase of 4.2% by the end of their training period.

The leading industry for requests was the advanced manufacturing sector with 18 applications. Clean Energy and Efficiency applications were the second most popular with 4 applications.

As the labor pool continues to shrink across the State, employers have been more focused on the upskilling of incumbent employees as a form of retention and to help fill open jobs.

A continuation of LEAN and supervisory trainings is prevalent across all sectors of grantees. As employers struggle to find qualified workers they are working hard to find efficiencies in their business and manufacturing processes.

Several larger employers expanded their workforces during the fiscal year and have reached out to the training program to help with growth in this challenging time to find qualified employees. Many of these large Vermont companies are competing with other operations from within their parent company, but located in different states, to keep and develop new products and services in Vermont.

Overall, the health of our businesses supported through the Vermont Training Program is good and there are many passionate employers who want to continue to do business and expand in Vermont. It is important to hear their stories and to do what we can to support their sustained investment into the state.

PROFILE

Training for the Jobs of Tomorrow: **LED Dynamics**



LEDdynamics, a grant recipient from the Vermont Training Program for education and employee development programs, has benefitted in more than one way. One of these is training in LEAN Manufacturing Initiatives.

One of our employees who has made some considerable contributions as a result of this training is Adam Howe (pictured above). Adam has been an employee at LEDdynamics for approximately 3 years, starting as a Production worker. In early 2018 Adam successfully completed a class in Lean 101 training provided to us by the Vermont Manufacturing Extension Center (VMEC) and was then promoted to a new “Group Leader” position in Manufacturing.

-Jim Larsen



4.2%

Fiscal Year 2018 Median
Quarterly Wage Increase
Post Training

MEDIAN QUARTERLY WAGE CHANGE

The Difference We Make: Training Leads to Higher Wages

Data collected by the Vermont Department of Labor shows that those employees who participate in VTP see wage increases. ¹

The median quarterly wage increased by 4.2% between the second quarter of 2017 to the third quarter of 2018. A comparable statewide metric is not available as of the date of this analysis. On an annualized basis, the analysis shows a median wage increase from \$52,500 to \$54,723 between second quarter 2017 and third quarter 2018.

Grant Close Out Survey Quotes

"Compared to other programs seen elsewhere, it was easy to fill, criteria was easy to understand and apply. Everybody answered me quickly."

BHS Composites

"The VTC Staff were excellent to work with and very helpful through the process."

Imerys Talc

¹ Source: Vermont Department of Labor Median Wage Analysis for the Vermont Training Program. 2018 wage data is preliminary and statewide data is not yet available.

BUSINESS GRANTEES

These grants have been applied for and have successfully gone through our review process as well as compliance with State agencies such as WC, UI, Tax. The monies have been awarded from the FY18 VTP appropriation.²

Sector Distribution of Grants Awarded in FY2018 for Partner Businesses

Sector	Number of Grant Agreements	Number of Employee Positions Trained	Awards
Advanced Manufacturing	18	1539	\$2,051,250.00
Biotechnology	0	0	\$0.00
Financial Services	0	0	\$0.00
Food Systems	2	112	\$152,537.00
Forest Products	1	6	\$20,380.00
Green Business	0	0	\$0.00
Health Care	3	75	\$34,247.00
Clean Energy, Efficiency & Electricity	4	101	\$142,645.00
Software Development and IT	3	99	\$51,374.00
Arts and Culture	0	0	\$0.00
Education	0	0	\$0.00
Tourism & Recreation	0	0	\$0.00
Other	4	131	\$117,276.00
Total	35	2063	\$2,569,709.00

Note: Other category includes an award to Awesome Graphics (vehicle wrapping and printing), Green Mountain Transit (Transportation), Lane Press (Printing), and Heritage Flight (airplane repair and service).

² Some businesses can be accurately classified within multiple sectors. For instance, a business can self-select to be “advanced manufacturing” but could also be using wood products in its manufacturing production and could be a “forest products” businesses as well. However, to avoid double-counting, businesses are listed in just one sector in the table above even if they could fairly be classified under other sector categories as well.

PROFILE

Training for the Jobs of Tomorrow: Green Mountain Transit

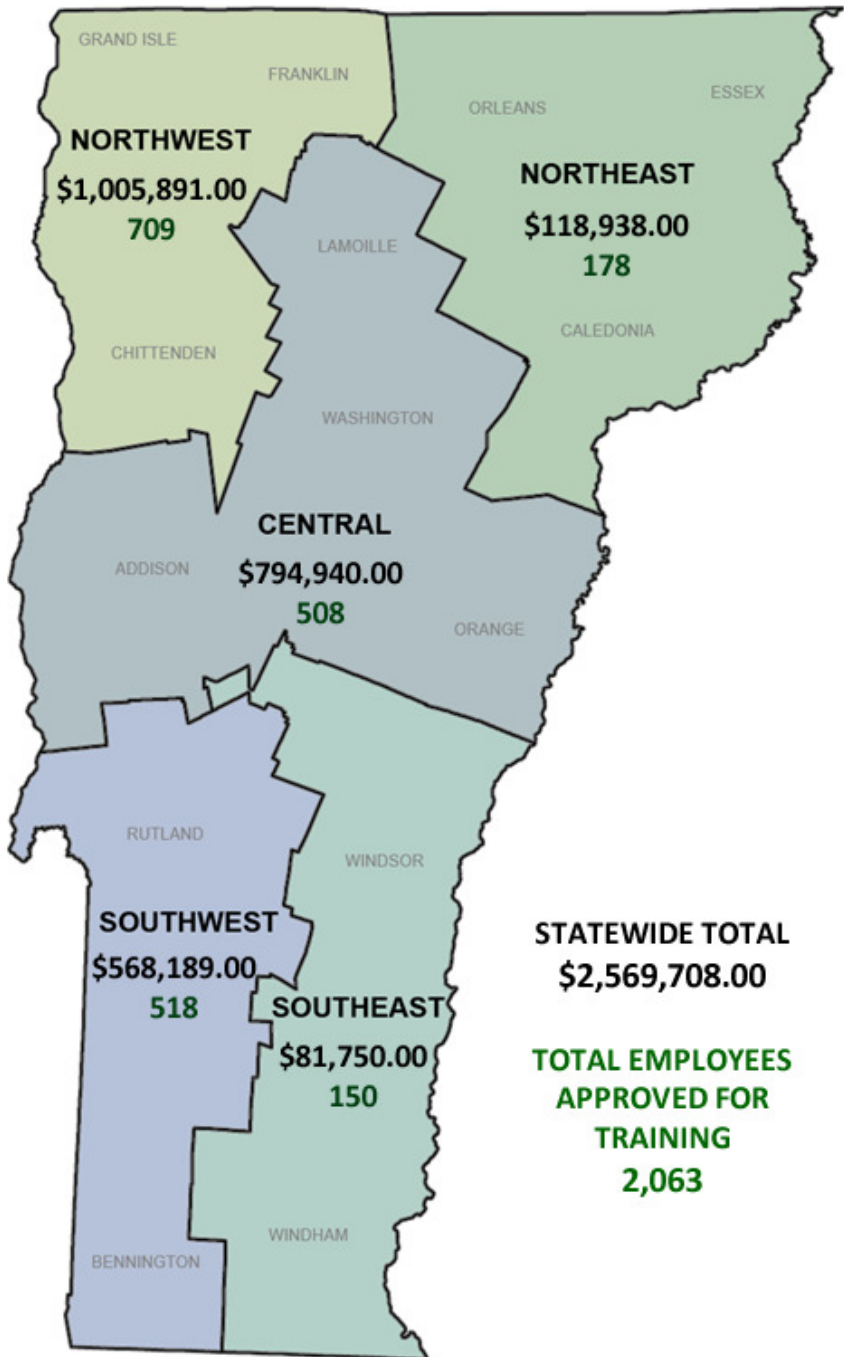


Green Mountain Transit (GMT) faces the same challenges as many transit providers locally and across the country. With 46% of the GMT workforce nearing retirement age, we are under tremendous pressure to recruit and hire employees with the appropriate skillset. Recently, we have implemented a dynamic training program to help navigate this challenge. A new employee who possesses many of the qualifications to be a successful bus operator is able to receive the training necessary to ensure a long-term career with GMT. The Vermont Training Program grant funds have provided opportunity for enhanced training to receive a Commercial Drivers' License with a Passenger Endorsement and English Language Learning (ELL) classes.

To date, GMT has recruited ten new bus operators utilizing these grant funds. Tilachand Pradhan (pictured above) is an excellent example of an employee with the desire to move beyond entry-level positions. The VTP grant created the opportunity for Tilachand to receive enhanced training and become the professional bus operator he is today!

-Trish Redalieu

BUSINESS GRANTEES AWARDED BY REGION



GEOGRAPHIC DISTRIBUTION OF GRANTS AWARDED FOR PARTNER BUSINESSES

Region	Number of Grant Agreements	Number of Employees Served	Awarded
	FY18	FY18	FY18
Northwest	14	709	\$1,005,891.00
Northeast	4	178	\$118,938.00
Central	11	508	\$794,940.00
Southwest	4	518	\$568,189.00
Southeast	2	150	\$81,750.00
Totals	35	2063	\$2,569,708.00

Note: Geographic regions are defined as follows:

- Northwest = Franklin, Chittenden, and Grand Isle Counties
- Northeast = Orleans, Essex, and Caledonia Counties
- Central = Addison, Washington, Lamoille, and Orange Counties
- Southwest = Rutland and Bennington Counties
- Southeast = Windsor and Windham Counties

FY2018 GRANT SUMMARIES TO PARTNER BUSINESSES

Business Awarded	Max Amount Awarded	Max Employees to be Trained
Awesome Graphics is training 4 employees on large format print technology and 3M car wrapping.	\$14,929.50	4
Built by Newport utilized the VTP to train in electrical troubleshooting, software skills and Lean 101 skills.	\$20,545.68	13
Central Vermont Medical Center trained incumbent nurses to become preceptors to speed up the onboarding process of new nurses.	\$10,883.00	40
FabTech trained incumbent employees in production skills and leadership skills to include: Blueprints, Engineering Drawing as well as weld symbol knowledge.	\$10,710.57	40
Ellison Surface Technologies utilized the VTP grant to train primarily incumbent employees in machining, spray production, masker, tooling and other processes to enable them to produce	\$281,889.60	130
Energizer Battery received new orders that required increased staffing and used the VTP grant to upskill incumbents and to add up to 10 new positions.	\$71,060.34	16
Food Science Corporation is doing a leadership development training for all new and incumbent supervisors utilizing a training organization specializing in their sector.	\$133,620.00	39
Freedom Pharmacy recently purchased a new medicine packaging machine that will continue supporting their unique dosage prescriptions.	\$16,613.84	5
Fyles Brothers Inc utilized VTP to train burner service technicians.	\$15,050.00	2
GE Aviation utilized VTP to help fund training for 1 st year mechanical apprentices as well as skills training for 55 new employees.	\$296,192.20	73
General Dynamics is purchasing a new ERP system that will be used corporate wide and VTP is helping fund the formal training.	\$237,724.80	176
Green Mountain Insulated Glass is training employees on the installation of new insulated glass products.	\$6,819.50	4
Green Mountain Transit utilized the VTP to train new and incumbent employees on operation and maintenance of bus services and included ELL (English Language Learner)	\$26,432.72	36
Hazelett Corporation upskilled incumbent employees in manufacturing areas across their facility.	\$42,573.74	45
Heritage Aviation rolled out a new maintenance apprenticeship program which VTP supported for its first year.	\$27,097.50	6
Hubbardton Forge used their VTP grant to train incumbent and new employees on the manufacturing craft of metal fixture manufacturing.	\$34,344.26	141
Inttopia has seen fast growth and has doubled their Vermont workforce in the last 2 years. VTP is helping with the skills onboarding of these new positions.	\$26,812.34	72
Isovolta Inc. utilized the VTP to use an outside vendor for LEAN manufacturing training.	\$12,800.00	32
Lake Champlain Chocolates is in a growth mode including new equipment and business software. They used the VTP to upskill employees to meet these demands.	\$19,745.31	73
Lane Press is moving beyond printing solutions to be an all-purpose publisher in print and web-based solutions. VTP is assisting with training in these new skills.	\$48,815.78	85
LED Dynamics is using a "train-the-trainer" model for their manufacturing needs as well as LEAN and structured problem-solving trainings.	\$30,173.34	40
Logic Supply is currently in an expansion mode adding 33 new positions and ramping up new products for the market. VTP is helping with the skills needed for incumbent employees and the technical skills needed in onboarding the new positions.	\$321,422.72	92

FY2018 GRANT SUMMARIES TO PARTNER BUSINESSES (CONTINUED)

Mack Molding projects a 25% increase in staffing as new products and processes are added to their manufacturing facility.	\$271,762.05	175
Mobile Medical increased their workforce by 40% and sought VTP to help with the technical skill trainings that these positions required along with upgrading the skills of incumbent workers.	\$43,667.97	18
New England Precision utilized VTP to help with succession planning trainings for upper level positions soon to become vacant as well as an increased portfolio of new products and customers.	\$40,585.50	14
New England Woodcraft increased the amount of automation in their manufacturing line and used their VTP grant to upgrade incumbent skills.	\$57,729.89	90
NSK Steering Systems utilized the VTP as their manufacturing climate changed from a fabrication and assembly plant to primarily fabrication.	\$208,753.00	325
Oxbow Creative used the VTP grant to upskill employees on new software applications as it worked towards expanding its product lines.	\$15,725.73	7
Physicians Computer Company hired a vendor to provide Agile software development training to streamline their processes.	\$8,840.00	20
Soundview Paper used the VTP grant to do vendor lead lean training to help with their process flow.	\$75,000.00	120
Springfield Medical Care Systems leveraged VTP funds for leadership development trainings.	\$6,750.00	30
Teknor Apex is using VTP funds for LEAN training through a vendor.	\$6,330.00	35
Timber Homes VT utilized VTP funds to train new and incumbent employees on the latest timber framing skills.	\$20,380.00	6
Vermont Heating and Ventilating created NCCER apprenticeship programs in pipefitting, sheetmetal and HVAC.	\$81,290.00	50
WEG Electric Corp. utilized the VTP grant for engineering training and project management skills.	\$28,816.70	9

PROFILE

Training for the Jobs of Tomorrow: **Built by Newport**

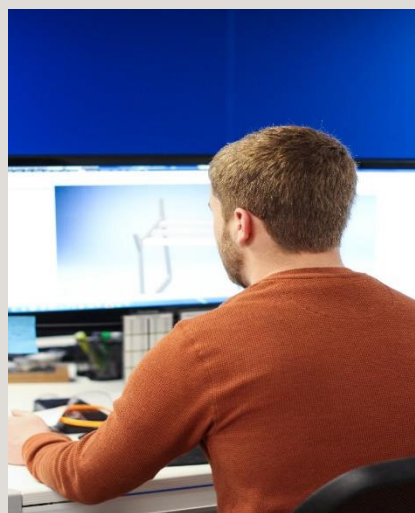
At Built by Newport, commitment to learning is an integral part of our vision and it sets our path for our growth and future. The Vermont Training Program has been instrumental in our ability to provide quality training programs to our valued team members, contributing not only to the individuals who participate in the training provided, but also directly to our success as a company overall.

Recently, our Product Implementation Team had the opportunity to participate in the Autodesk Inventor Advanced Assembly Modeling class provided by M2

Technologies. The goal for the participants was to increase their knowledge of our CAD software so that they could immediately apply the skills they obtained to increase efficiencies in our wood furniture assembly process.

We have been so pleased to see how this has allowed us to provide new product samples more quickly, as well as to speed up the sample approval process. Not surprisingly, we have experienced improvement in customer satisfaction and in our ability to increase sales. Additionally, participating team members enjoyed the growth in their personal development, an important core value to us all. Our relationship with the Vermont Training Program has been a wonderful asset to all of us at Built by Newport, and we look forward to future opportunities with grateful hearts.

-Arla Masson



COMPLETED AND ACTIVE BUSINESS GRANT DETAILS

In accordance with the provisions of 10 V.S.A. § 531(i)(K):

“(k) Annually on or before January 15, the Secretary shall submit a report to the House Committee on Commerce and Economic Development and the Senate Committee on Economic Development, Housing and General Affairs ... [summarizing] ... all active and completed contracts and grants ... [the types of training activities provided] ... the number of employees served, the average wage by employer [and addressing] any waivers granted”

Key for Training Activities

Employee Type	Abbreviation
<u>Pre-employment</u> training for a <u>new hire</u> in a <u>newly created position</u>	PE/NP
<u>Pre-employment</u> training for an <u>existing position</u>	PE/EP
<u>New hire</u> for a <u>newly created position</u>	NH/NP
<u>New hire</u> for an <u>existing position</u>	NH/EP
<u>Incumbent employee</u> who upon completion of training assumes a <u>newly created position</u>	IE/NP
<u>Incumbent employee</u> who upon completion of training assumes a <u>different position</u>	IE/DP
<u>Incumbent employee</u> who is <u>upgrading their skills</u>	IE/US

Completed Grants Summary

Business Grants Quick Facts	FY18
Total Number of Completed Grants	42
Total Funds Spent on Completed Grants	\$1,388,777.19
Total Number of Employees Served	722
Approximate Cost Per Employee	\$383.69

Completed Business Grant Recipients

Recipients	Expenditure	Activity	Average Wage	#Served
Apex Sealing Inc.	\$40,376.08	IE/US,NH/NP	36.27	12
Awesome Graphics Inc.	\$14,930.00	NH/EP, IE/DP, NH/NP	15.13	4
BHS Composites	\$32,781.00	NH/NP	13.96	14
11Birnn Chocolates	\$4,562.25	IE/US,IE/DP,NH/EP	14.63	8
Bournes Energy	\$37,518.80	NH/NP,IE/US	20.07	24
Brattleboro Memorial Hospital	\$74,880.00	NH/EP,IE/US	15.6	20
Central Vermont Medical Center	\$6,230.48	IE/US	33.59	48
Champlain Orchards Inc.	\$2,319.01	NH/NP	18.36	3
Chroma Technology Group	\$46,684.60	IE/US,IE/NP	45.17	7
Draker Corporation	\$11,596.00	IE/US,PE/NP	31.87	17
Edlund Company LLC	\$27,434.06	IE/US	43.38	8
Energizer Manufacturing Inc.	\$71,060.34	NH/EP,IE/DP,IE/US,IE/NP	18.65	17
Fab Tech Inc.	\$10,710.57	IE/US	22.42	14
Fairbanks Scales Inc.	\$51,111.60	IE/DP,IE/US,NH/EP	25.49	108
Imerys Talc Vermont Inc.	\$136,709.41	IE/US,NH/NP	28.35	27
Kalow Technologies LLC	\$28,537.61	IE/US,NH/NP	14.18	25
LineSync Architecture Ltd.	\$7,335.00	NH/NP	20	2
Maple Landmark Inc.	\$12,125.00	IE/US	19.05	10
Microprocessor Design	\$10,507.00	NH/NP,NH/EP	18.25	4
New England Precision Inc.	\$40,578.50	NH/EP,IE/US,IE/DP	17.45	10
New England Woodcraft Inc.	\$57,729.89	IE/US,IE/DP	20.08	104
North Hartland Tool Corp.	\$37,461.75	IE/DP,IE/US,NH/EP,IE/NP	18.85	16
Northeastern Vermont Regional Hospital	\$30,071.00	IE/US	30.14	356
Northwestern Medical Center	\$22,950.00	IE/US	35.23	366
NuHarbor Security	\$88,566.00	NH/EP,NH/NP,IE/US	28.37	15
Olivia's Crouton Co. Inc	\$2,002.00	NH/NP,PE/NP,IE/US,NH/EP	14.22	15
Oxbow Creative LLC	\$15,721.38	IE/US,NH/EP,NH/NP	38.45	8
Physicians Computer Company	\$8,840.00	IE/US	45.05	19
Preci Manufacturing	\$14,396.99	IE/US,IE/NP,NH/NP	20.56	30
Sonnax Industries	\$22,350.00	IE/US	26.53	45
Southwestern Vermont Healthcare	\$72,757.59	IE/US,NH/NP,IE/DP	36.23	168
Stephens Precision Inc	\$75,560.80	NH/NP,IE/US,NH/EP,IE/NP	17.57	16
Sterling Valley Systems Inc.	\$1,799.83	NH/NP,NH/EP,IE/US	47.56	54
Stone Environmental Inc.	\$20,781.49	IE/US,NH/NP	35.74	38
Subatomic Digital LLC	\$8,300.00	IE/US	34.02	20
Trow and Holden Company Inc.	\$18,227.00	IE/US	15.36	2
University of Vermont Medical Center	\$18,532.28	IE/US	15.45	5
Vermont Heating and Ventilating	\$81,290.20	IE/US	20.96	19
Vermont Smoke and Cure	\$19,538.78	IE/US,NH/EP,IE/DP	24.1	56
Vermont Wood Studios	\$17,818.90	IE/US	17.82	2
TOTAL	\$1,302,683.19		25.35	1,736

Active Business Grant Recipients

Recipients	Maximum Payable
Built By Newport	\$20,545.68
Fabtech	\$10,568.72
Ellison Surface Technologies	\$281,889.61
Energizer	\$76,367.00
Fyles Bros	\$15,050.00
Heritage Aviation	\$27,097.50
Food Science	\$133,620.00
Freedom Pharmacy	\$16,613.84
General Dynamics	\$237,724.80
GE Aviation	\$296,192.20
Green Mountain Insulated Glass	\$6,819.50
Green Mountain Transit	\$26,432.72
Hazelett	\$42,573.74
Hubbardton Forge	\$34,344.26
Inntopia	\$26,812.34
Isovolta	\$12,800.00
Lane Press	\$48,815.78
Lake Champlain Chocolates	\$19,745.31
LEDdynamics	\$30,173.34
Logic Supply	\$238,359.35
Mack Molding	\$273,318.50
Mobile Medical	\$43,667.97
New England Woodcraft	\$56,641.79
NSK Steering	\$208,753.00
Oxbow Creative	\$15,725.73
Springfield Medical Center	\$6,750.00
Soundview Paper	\$75,000.00
Teknor Apex	\$6,330.00
Timber Homes	\$20,380.00
WEG Electric	\$28,816.70
Total	\$2,337,928.80

Note: The Vermont Training Program Grant's are awarded on a rolling basis and are up to a yearlong. The above list of open grants is a combination of Fiscal Years FY17 and FY18.

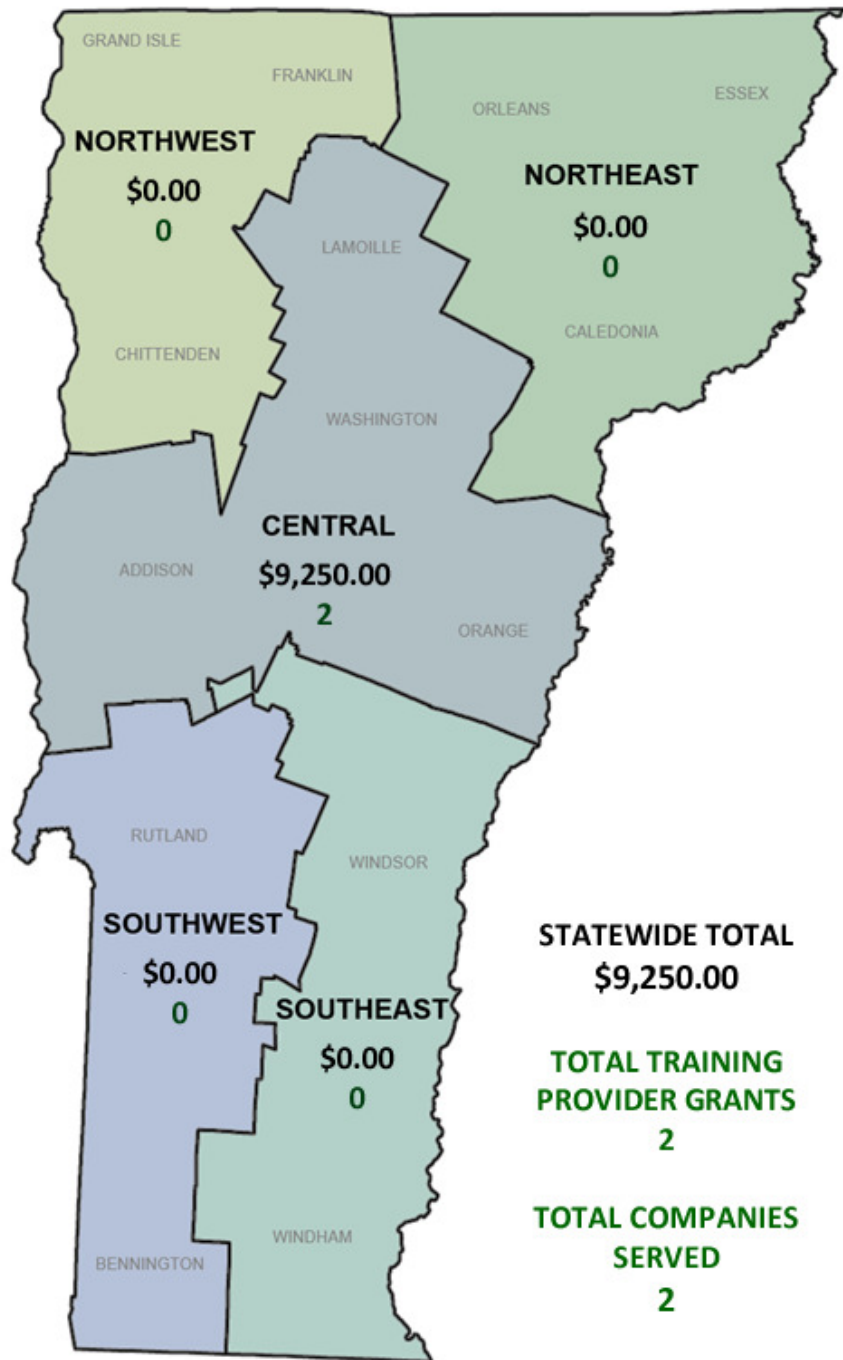
TRAINING PROVIDER GRANTS

Geographic Distribution of Funds Awarded to Training Providers in FY18

Region	Number of Companies Served by Grant Agreements	Number of Employee Positions Granted	Expenditures
Northwest	0	0	\$0.00
Northeast	0	0	\$0.00
Central	2	7	\$9,250.50
Southwest	0	0	\$0.00
Southeast	0	0	\$0.00
Total	2	7	\$9,250.50

Notes: VTP report provides the “Number of Companies Served by Grant Agreements” rather than the “Number of Grant Agreements” to illustrate how many companies are served through its grants to training providers. In FY18 VTP awarded 2 training provider grants that included 2 businesses.

TRAINING PROVIDER GRANTEES AWARDED BY REGION



Sector Distribution of Funds Awarded in FY2018 for Training Providers

Sector	Companies Served by Grant Agreements	Employee Positions Funded	Expenditures
Advanced Manufacturing	1	4	\$3,000.00
Biotechnology	0	0	\$0.00
Financial Services	0	0	\$0.00
Food Systems	1	3	\$6,250.50
Forest Products	0	0	\$0.00
Green Business	0	0	\$0.00
Health Care	0	0	\$0.00
Clean Energy, Efficiency & Electrical	0	0	\$0.00
Software Dev. and IT	0	0	\$0.00
Arts and Culture	0	0	\$0.00
Education	0	0	\$0.00
Tourism & Recreation	0	0	\$0.00
Other	0	0	\$0.00
Total	2	7	\$9,250.50

Training Provider Name	Funds Awarded
Vermont Sustainable Jobs Fund	\$6,250.50
VMEC	\$3,000.00

Businesses Reported by Training Providers

LED Dynamics
Lawson's Finest

FY2018 GRANT SUMMARIES TO TRAINING PROVIDERS

Training Provider Awarded	Max Amount Awarded	Max Employees to be Trained
VMEC utilized VTP funds for a 3-day Innovation Engineering Quick Start course.	\$3,000.00	4
Vermont Sustainable Jobs Fund provided entrepreneurial leadership coaching through their Vermont Agricultural Development Program.	\$6,250.50	3

Training Grants for Pipeline Development Activities

For fiscal year 2018 VTP awarded two pipeline development grants to help fund activities that will aid in the discovery of needs and pain points for employers as well as a regional support role to work with education and business to insure our future workforce is engaged and ready to work.

Vermont Talent Pipeline Management VTPM (housed in Vermont Business Roundtable) \$60,000.00 to help support outreach activities and up to 50% wages for an Executive Director position.

Brattleboro Development Credit Corporation \$50,000.00 to support a regional workforce position to work with area schools as well as local employers to help guide a future pipeline of informed workers.

VTP Monitoring Visits

The Vermont Training Program conducted six monitoring visits during 2018. Employers subject to monitoring visits are chosen at random. Visits are conducted to ensure that grantees are maintaining accurate records of the training being completed and to answer any outstanding questions.

ELIGIBILITY TO PARTICIPATE

The VTP is open to all sectors. Grantees must ensure that:

- Training supplements, rather than replaces, the company's ongoing normal training efforts and is directly related to work responsibilities
- Employees are being trained in transferrable skills
- Employees covered under the grant must be full time permanent employees (minimum 35 hrs. per week)
- Employee compensation (hourly wage), at the completion of training, must equal or exceed the livable wage as defined by the Vermont [Joint Fiscal Office]
- Employees must be offered a minimum of three of the following employee benefits: health insurance (w/ 50% or more of the premium paid by the employer), dental assistance, paid vacation, paid holidays, child care, retirement benefits, other paid time off including paid sick days, other extraordinary employee benefits.
 - Health Insurance
(with 50% or more of premium paid by employer)
 - Dental Insurance Assistance
 - Paid Vacation
 - Paid Holidays
 - Child Care
 - Retirement Benefits
 - Other Paid Time off excluding Sick Time
 - Other Extraordinary Employee Benefits

Note: Employer certifies that all the information in the initial application is complete and correct via a signed document.

NOTE ON REPORTING FORMAT

In accordance with the provisions of 10 V.S.A. § 531(i)(K):

(k) Annually on or before January 15, the Secretary shall submit a report to the House Committee on Commerce and Economic Development and the Senate Committee on Economic Development, Housing and General Affairs. In addition to the reporting requirements under section 540 of this title, the report shall identify:

1. all active and completed contracts and grants;
 2. from among the following, the category the training addressed:
 - (A) pre-employment training or other training for a new employee to begin a newly created position with the employer;
 - (B) pre-employment training or other training for a new employee to begin in an existing position with the employer;
 - (C) training for an incumbent employee who, upon completion of training, assumes a newly created position with the employer;
 - (D) training for an incumbent employee who upon completion of training assumes a different position with the employer;
 - (E) training for an incumbent employee to upgrade skills;
 3. for the training identified in subdivision (2) of this subsection whether the training is onsite or classroom-based;
 4. the number of employees served;
 5. the average wage by employer;
 6. any waivers granted;
 7. the identity of the employer, or, if unknown at the time of the report, the category of employer;
 8. the identity of each training provider; and
 9. whether training results in a wage increase for a trainee, and the amount of increase.
-

VERMONT TRAINING PROGRAM KEY INDICATORS

Data reported in this section reflect both Grants to Partner Businesses and Training Providers.

Median Wage: Fiscal Year 2018



\$21.43

Median Wage of New Hires



\$26.20

Median Wage of Incumbent Workers

Wage: Fiscal Year 2018



6.6%

% Wage Change for New Jobs



4.2%

% Wage Change for Incumbent Employees

Note:

- Median Wage and Wage Change data for employees has been provided by the Vermont Department of Labor (VDOL) from VDOL's FY2018 Social Security Number data used to track wages of employees being trained. VDOL provides only aggregate updated median wage info, therefore we cannot report on updated median wage info per individual group.
- Median Wage and Wage Change data for incumbent workers includes incumbent employees served with training provider grants and grants to partner businesses
- Median Wage is reported from VDOL in a quarterly format and the hourly posted wage is on the assumption of a 40-hour work week.

New Jobs for Partner Businesses: Fiscal Year 2018



82

New Jobs Trained



\$1,299

Average Cost Per Employee



\$21.43

Median Wage of Employees

Note: There were no new employees trained by training providers. Training provided through grants to training providers is geared to incumbent employees.

Training by Employee Type

The data below is based upon statutory language in Act 199.

Employee Type	# Onsite training	# Classroom Training
Pre-employment training for a new hire in a newly created position	0	0
Pre-employment training for existing position	0	0
New hire for a newly created position	36	0
New Hire for an existing position	46	11
Incumbent employee who upon completion of training assumes a newly created position	4	0
Incumbent employee who upon completion of training assumes a different position	19	0
Incumbent employee who is upgrading their skills	563	206
Total	668	217

Note: Data acquired from Intelligrants grant management through invoices received post trainings. Some trainees received onsite and classroom training.

Employer Size for Partner Businesses

Employer Size	Number of Grantees 0-19 Employees	Number of Grantees 20-49 Employees	Number of Grantees 50-99 Employees	Number of Grantees ≥100 Employees
Partner Businesses	5	5	7	18
Training Providers	1	1	0	0

WAIVERS

In accordance with the provisions of 10 V.S.A. § 531 B4 and K6

Compensation for each trainee at the completion of the training program equals or exceeds the livable wage as defined in 2 V.S.A. § 505, provided the Secretary shall have the authority to modify this requirement if he or she determines that the employer offers compensation or benefits, the value of which exceeds the compensation and benefit assumptions in the basic needs budget and livable wage calculated pursuant to 2 V.S.A. § 505

There were no exceptions or waivers made regarding the above language in FY2018.