



ANNUAL REPORT—FISCAL YEAR 2013

FROM THE
AGENCY OF COMMERCE AND COMMUNITY DEVELOPMENT
DEPARTMENT OF ECONOMIC DEVELOPMENT
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CONTENTS

Introduction	5
About the Vermont Training Program.....	5
Eligibility to Participate	5
Note on Reporting Format	6
Note on Analysis.....	6
Key Indicators	7
Aggregate Data	7
Grants to Partner Businesses	9
Grants to Training Providers	15
Completed and Active Grant Details	21
Completed Grants.....	22
Active Grants	25
Regional Waivers	27
Survey Pilot	28
Contact Information	34

INTRODUCTION

ABOUT THE VERMONT TRAINING PROGRAM

The Vermont Training Program (VTP) sits within the Agency of Commerce and Community Development's Department of Economic Development. This customized training program helps Vermont's workforce stay on top of skills required in a rapidly changing, global marketplace. It partners with employers and training providers to train Vermont's employees for the jobs of tomorrow. The VTP accomplishes this by providing performance based grants for the training of new hires and incumbent workers. Training can fall into categories such as on-the-job, classroom, or other specialized training.

ELIGIBILITY TO PARTICIPATE

The VTP specializes in serving companies in the sectors of: manufacturing, health care, telecommunications, information technology, and environmental engineering. In addition, 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
- ✓ Employee is paid at least twice Vermont minimum wage (\$17.20)* upon completion of training if no benefits are offered to employee. An adjustment of up to 30% (\$12.04) for new hires and 20% (\$13.76) for incumbent workers is made if employer offers health insurance with at least 50% of the premium paid by the employer and *two* of the following upon six months employment:

- | | | |
|---|---|---|
| <input type="checkbox"/> Paid vacation | <input type="checkbox"/> Paid sick/personal time | <input type="checkbox"/> Tuition Assistance |
| <input type="checkbox"/> Dental insurance | <input type="checkbox"/> Retirement contributions | <input type="checkbox"/> Wellness program |
| <input type="checkbox"/> Child care assistance | <input type="checkbox"/> Paid bonuses | <input type="checkbox"/> Profit sharing |
| <input type="checkbox"/> Vehicle assistance
(beyond mileage) | | |

*Wage data reflects minimum wage and program adjustments prior to the most recent increase in minimum wage on 1/1/14 and was in effect for FY13. All program materials after 1/1/14 have been updated to reflect the increase in minimum wage which is now \$8.73 per hour.

NOTE ON REPORTING FORMAT

Section 10 of Act 52 of the 2011 session made amendments to 10 V.S.A. § 531 requiring the Agency of Commerce and Community Development (ACCD) to develop a set of benchmarks and performance measures for the Vermont Training Program. This work was completed in conjunction with the Vermont Department of Labor Workforce Education Training Fund (WETF), the Workforce Development Council (WDC), the Joint Fiscal Office (JFO), and a group of statewide stakeholders. The results of this work are referred to as the “Key Indicators”.

This is the second year that the Vermont Training Program (VTP) Annual Report is being issued using the Key Indicators. The program continues to improve data collection methods and analysis tools. The VTP used the lessons learned in the first round of data collection to further improve grant invoices and data collection. This allowed for full collection of necessary data. All of these valuable findings continue to be folded into the development of an online grants management system, Intelligrants.

Key Indicators for Fiscal Year 2013 are divided into three general areas:

1. Aggregate Data
 - a. Funds Appropriated and Committed
 - b. Median Wage
 - c. Wage Change
2. Grants to Partner Businesses
3. Grants to Training Providers

NOTE ON ANALYSIS

With two years of data to compare we find some interesting comparisons. For example, in FY12 expenditures were \$2,422,016 compared to FY13 expenditures of \$1,347,518. However, the VTP served nearly the same number of employees statewide in FY13 as it did in FY12, 3,861 and 3,857 respectively. The cost of training per employee also decreased from \$627.30 in FY12 to \$349.36 in FY13 (see p. 22).

However, it also becomes clear that the data does not show enough of a picture from which to draw concrete conclusions. The program plans to work with ACCD leadership in conjunction with the statewide CEDS process to compare the findings of both reports. The aim will be to evaluate whether or not any policy changes should be made and which target goals would be appropriate for the VTP.

VERMONT TRAINING PROGRAM KEY INDICATORS

AGGREGATE DATA

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

Funds Appropriated and Funds Committed		
Fiscal Year	Funds Appropriated	Funds Committed
FY2012	\$1,307,721.00	\$1,307,721.00
FY2013	\$1,307,741.00	\$1,307,741.00
FY2014		

Notes:

1. Funds Appropriated and Funds Committed figures are aggregations of amounts for both Grants to Partner Businesses and Grants to Training Providers.
2. Funds Appropriated is the amount of funding appropriated for grants, less any state budget adjustments and agency administrative fees, such as staff salary.
3. Funds Committed represents the amount of funding committed to grantees in a fiscal year. Committed funds may not be fully expended, on a cash basis, by the Vermont Training Program in the same fiscal year because the Vermont Training Program makes payments to grantees only after completion of the training and grant terms can run for up to twelve months. For example, funds committed in FY2013 may not be paid to a grantee until FY14 if the training is not completed until FY14.
4. This information is not directly comparable to the Key Indicators for each grant type (Grants to Partner Business, Grants to Training Providers) because the other Key Indicators represent grants that have been completed, whereas Funds Committed have not necessarily been expended toward training.

Median Wage		
Fiscal Year	Median Wage of New Hires	Median Wage of Incumbent Workers
FY2012	\$20.67	\$25.19
FY2013	\$14.59	\$34.87
FY2014		

Wage Change		
Fiscal Year	% Wage Change for New Jobs	% of Wage Change for Incumbent Employees
FY2012	44.4%	6.5%
FY2013	16.3%	11.3%
FY2014		

Notes:

1. Median Wage and Wage Change data for employees has been provided by the Vermont Department of Labor (VDOL) from VDOL’s FY2013 Social Security Number data used to track wages of employees being trained.
2. Median Wage and Wage Change data for incumbent workers includes incumbent employees served with training provider grants and grant to partner businesses.

GRANTS TO PARTNER BUSINESS

Data reported in this section reflect only grants made directly to employers for training employees.

Number of Vermont Employees Trained	
Fiscal Year	Total Number of Employees Trained
FY2012	1,843
FY2013	1,791
FY2014	

New Jobs			
Fiscal Year	Number of New Jobs Trained	Average Cost Per Employee	Median Wage of Employees
FY2012	645	\$2,222.15	\$20.67
FY2013	140	\$2,031.61	\$14.59
FY2014			

Notes:

1. "New Jobs" – The VTP provides funding for the training of new positions added to a company.
2. It is understood that the VTP is one piece that supports jobs created at/by the company.
3. Median wage for new employees has been provided by the Vermont Department of Labor (VDOL) from VDOL's FY2013 Social Security Number data used to track wages of employees being trained.

Incumbent Worker Training			
Fiscal Year	Number of Incumbent Employees Trained	Average Cost Per Incumbent Employee	Median Wage of Employees
FY2012	1,198	\$408.54	\$25.19 (see note 3)
FY2013	1,651	\$33.80	\$40.54
FY2014			

Notes:

1. The Vermont Training Program offers funding for two types of incumbent worker training: on-the-job and classroom training.
2. Median wage for incumbent employees trained through grants to partner businesses has been provided by the Vermont Department of Labor (VDOL) from VDOL’s Social Security Number data used to track wages of employees being trained.
3. Median Wage data for FY2012 is only available as an aggregated amount across both types of VTP grants. This issue was resolved in FY13.

Geographic Distribution of Funds Expended

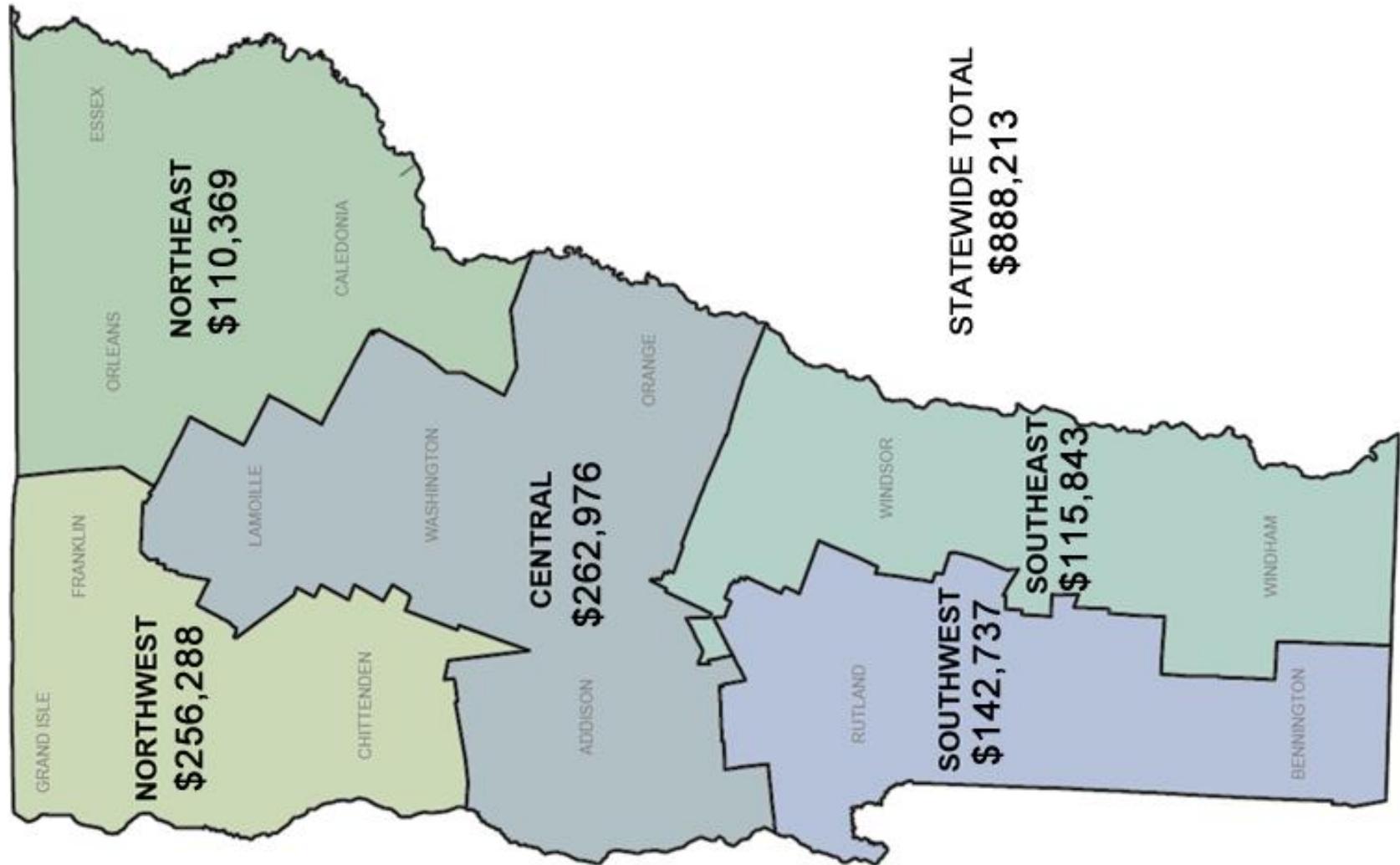
Region	Number of Grant Agreements			Number of Employees Trained			Expenditures		
	FY12	FY13	FY14	FY12	FY13	FY14	FY12	FY13	FY14
Northwest	19	11		927	250		\$1,165,072	\$256,288	
Northeast	4	4		199	207		\$170,713	\$110,369	
Central	6	8		108	840		\$74,204	\$262,976	
Southwest	8	3		419	125		\$344,591	\$142,737	
Southeast	6	6		190	369		\$168,135	\$115,843	
<i>Totals</i>	<i>43</i>	<i>32</i>		<i>1,843</i>	<i>1,791</i>		<i>\$1,922,715</i>	<i>\$888,213</i>	

Notes:

1. Geographic regions are defined as follows:
 - a. Northwest = Franklin, Chittenden, and Grand Isle Counties
 - b. Northeast = Orleans, Essex, and Caledonia Counties
 - c. Central = Addison, Washington, Lamoille, and Orange Counties
 - d. Southwest = Rutland and Bennington Counties
 - e. Southeast = Windsor and Windham Counties

2. Expenditures are actual payments of grant funds to grantees for completed grants. Some of these expenditures reflect funding appropriated and committed to grantees in the prior fiscal year.

Grants Direct to Business—FY2013 Expenditures by Region



Sector Distribution of Funds Expended									
Sector	Number of Grant Agreements			Number of Employees Trained			Expenditures		
	FY12	FY13	FY14	FY12	FY13	FY14	FY12	FY13	FY14
Manufacturing	37	22		1,647	1,376		\$1,524,959	\$687,070	
Health Care	0	1		0	29		\$0	\$9,600	
Information Technology	5	8		183	343		\$385,811	\$163,878	
Telecommunication	0	0		0	0		\$0	\$0	
Environmental Engineering	1	1		13	43		\$11,945	\$27,665	
<i>Totals</i>	<i>43</i>	<i>32</i>		<i>1,843</i>	<i>1,791</i>		<i>\$1,922,715</i>	<i>\$888,213</i>	

Notes:

1. Expenditures are actual payments of grant funds to grantees for completed grants. Some of these expenditures reflect funding appropriated and committed to grantees in the prior fiscal year.

Employer Size			
Fiscal Year	Number of Grantees 0-19 Employees	Number of Grantees 20-99 Employees	Number of Grantees ≥100 Employees
FY2012	8	19	16
FY2013	5	19	8
FY2014			

Notes:

1. Employer size ranges were chosen based on the VDOL Bureau of Labor Statistics Employer Size Class ranges.

Administrative Turnaround Time		
Fiscal Year	Number of Grant Agreements	% Within Goal
FY2012	43	
FY2013	32	
FY2014		

Notes:

1. "Turnaround Time" refers to the amount of time it takes for the program staff to process the proposal/application from the time it is submitted to the time the agreement is signed by the company.
2. Currently, the VTP strives to have a two-week turnaround time. A formal tracking system for this Key Indicator will be available with the implementation of the online grant management system.

GRANTS TO TRAINING PROVIDERS

Data reported in this section reflect only grants made to training providers.

Number of Vermont Employees Trained	
Fiscal Year	Total Number of Employees Trained
FY2012	2,018
FY2013	2,014
FY2014	

Notes:

1. This is the total number of Vermont employees trained under grants to training providers.

New Jobs			
Fiscal Year	Number of New Jobs Trained	Average Cost Per Employee	Median Wage of Employees
FY2012	N/A	N/A	N/A
FY2013	N/A	N/A	N/A
FY2014			

Notes:

1. Training provided through grants to training providers is geared to incumbent employees.

Incumbent Worker Training			
Fiscal Year	Number of Incumbent Employees Trained	Average Cost Per Incumbent Employee	Median Wage of Employees
FY2012	2,018	\$247.42	\$12.19 (see note 2)
FY2013	2,014	\$228.06	\$19.11
FY2014			

Notes

1. Median wage for incumbent employees has been provided by the Vermont Department of Labor (VDOL) from VDOL's FY2013 Social Security Number data used to track wages of employees being trained
2. Median Wage data for FY2012 are only available as an aggregated amount across both types of VTP grants. This was resolved for FY13.

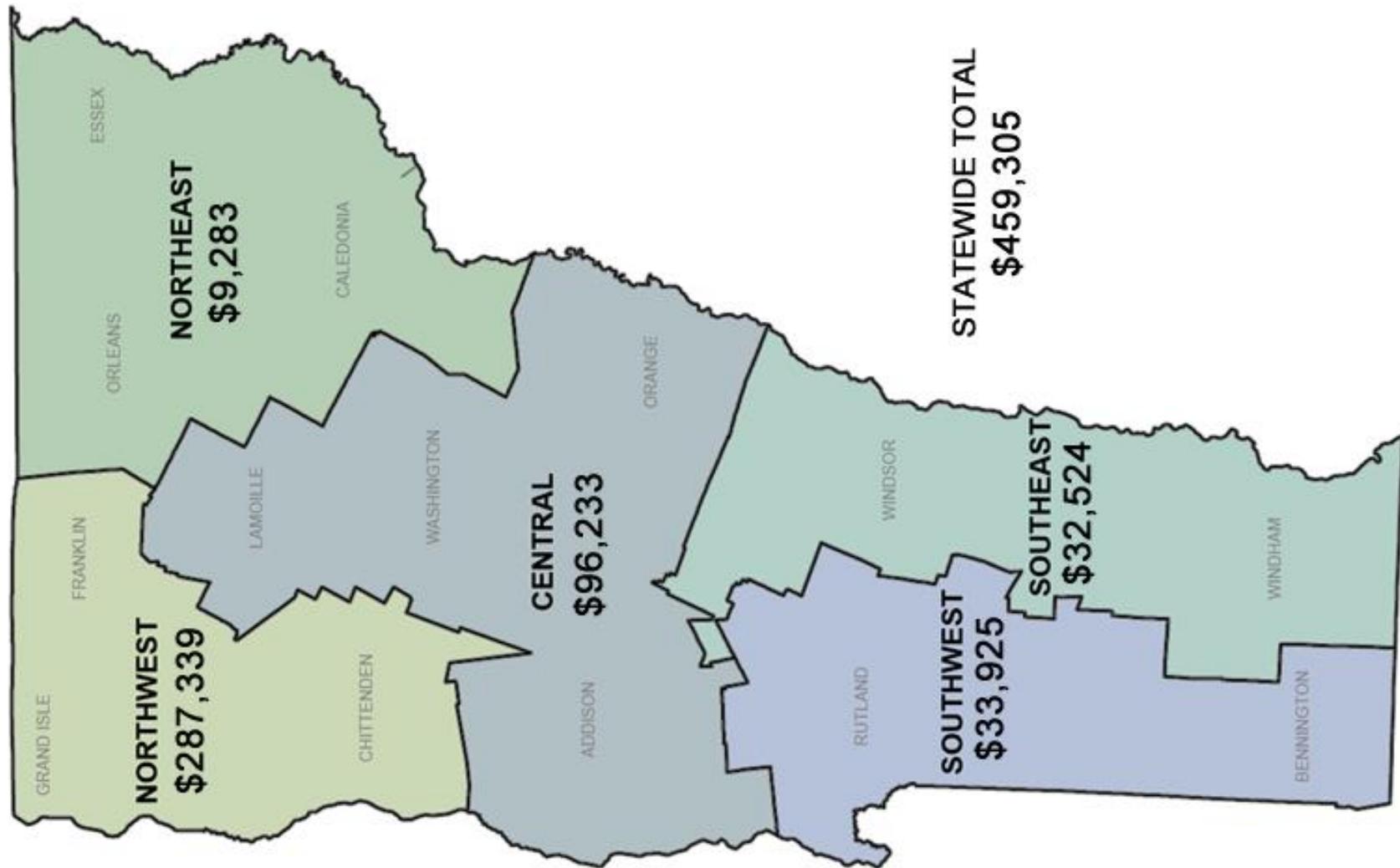
Geographic Distribution of Funds Expended

Region	Number of Companies Served by Grant Agreements			Number of Employees Trained			Expenditures		
	FY12	FY13	FY14	FY12	FY13	FY14	FY12	FY13	FY14
Northwest	164	219		1,046	1,410		\$203,957.36	\$287,339.41	
Northeast	17	14		45	25		\$13,438.87	\$9,283.42	
Central	69	78		382	323		\$66,577.24	\$96,233.51	
Southwest	51	26		288	154		\$60,487.25	\$33,924.74	
Southeast	38	29		257	102		\$47,393.51	\$32,524.02	
Other (see note 3)							\$107,447.00		
<i>Totals</i>	<i>339</i>	<i>366</i>		<i>2,018</i>	<i>2,014</i>		<i>\$499,301.23</i>	<i>\$459,305.10</i>	

Notes:

1. Geographic regions are defined as follows:
 - a. Northwest = Franklin, Chittenden, and Grand Isle Counties
 - b. Northeast = Orleans, Essex, and Caledonia Counties
 - c. Central = Addison, Washington, Lamoille, and Orange Counties
 - d. Southwest = Rutland and Bennington Counties
 - e. Southeast = Windsor and Windham Counties
2. VTP is reporting 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.
3. In FY12 three (3) grant expenditures could not be matched with employees or companies due to the structure of the invoices. The VTP has included the correct “Number of Companies Served by Grant Agreement” and “Number of Employees Trained” by region, but was unable to report expenditures by region. This issue was resolved for FY13.

Grants to Training Providers—FY2013 Expenditures by Region



Sector Distribution of Funds Expended									
Sector	Number of Grant Agreements			Number of Employees Trained			Expenditures		
	FY12	FY13	FY14	FY12	FY13	FY14	FY12	FY13	FY14
Manufacturing	212	177		1,534	1,457		\$244,375.93	\$269,893.37	
Health Care	46	74		315	315		\$75,915.00	\$95,140.45	
Information Technology	24	36		65	89		\$28,327.19	\$28,901.00	
Telecommunication	4	12		25	41		\$0.00	\$9,218.14	
Environmental Engineering	8	13		10	47		\$160.00	\$16,152.14	
VDOL	34	54		44	65		\$34,778.92	\$40,000.00	
Apprenticeship (see note 1)									
Other (see note 2)	11			25			\$8,297.19		
Other (see note 3)	N/A			N/A			\$107,447.00		
<i>Totals</i>	<i>43</i>	<i>336</i>		<i>1,843</i>	<i>2,014</i>		<i>\$1,922,715</i>	<i>\$459,305.10</i>	

Notes:

1. In accordance with Title 10 V.S.A § 531(j), the Vermont Training Program "...shall transfer up to \$250,000.00 annually to the regional technical centers to fund or provide supplemental funding for apprenticeship training programs leading up to certification or licensing as journeyman or master electricians or plumbers." Through a memorandum of understanding between the Agency of Commerce & Community Development and the Vermont Department of Labor, apprenticeships and transfer of funds are coordinated through VDOL staff. This allows for a coordinated effort and a single point of contact for the regional technical centers. Data reflect the number of companies, employees trained, and expenditures under the Vermont Department of Labor Registered Apprenticeship Program.
2. Data reflects FY12 training that was completed by Regional Development Corporations (RDC) and Agency of Commerce and Community Development staff with the Vermont Manufacturing Extension Center (VMEC). This was a pilot program to introduce the RDC's and Agency's staff to Innovation Engineering. This was a one-time expenditure.
3. In FY 12 three (3) grant expenditures could not be matched with employees or companies due to the structure of the invoices. The VTP has included the correct "Number of Companies Served by Grant Agreement" and "Number of Employees Trained" by sector, but was unable to report expenditures by sector. This issue has been resolved for FY13.

Employer Size			
Fiscal Year	Number of Companies Served by Grants w/ 0-19 Employees	Number of Companies Served by Grants w/ 20-99 Employees	Number of Companies Served by Grants w/ 100 or More Employees
FY2012	112	94	133
FY2013	118	106	142
FY2014			

Notes:

1. Employer size ranges were chosen based on the VDOL Bureau of Labor Statistics Employer Size Class ranges.

Administrative Turnaround Time		
Fiscal Year	Number of Grant Agreements	% Within Goal
FY2012	14	
FY2013	17	
FY2014		

Notes:

1. "Turnaround Time" refers to the amount of time it takes for the program staff to process the proposal/application from the time it is submitted to the time the agreement is signed by the company.
2. Currently the VTP strives for a two-week turnaround time. A formal tracking system for this Key Indicator will be available with the implementation of the online grant management system.

COMPLETED AND ACTIVE 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, and the average wage by employer, and addressing any waivers granted”

Key for Training Activities:

NE	New Employment Training
UG	Upgrade Training – Incumbent Employee
XT	Cross Training – Incumbent Employee
OJT	On-the-Job Training – Incumbent Employee
CT	Classroom Training

COMPLETED GRANTS

Quick Facts:

	FY12	FY13
Total Number of Completed Grants	57	49
Total Funds Spent on Completed Grants	\$2,422,016	\$1,347,518
Total Number of Employees Served	3,861	3,857
Approximate Cost Per Employee	\$627.30	\$349.36

Grants completed July 1, 2012 – June 30, 2013

Completed Grant Recipients	Expenditure	Activity	# Served	Avg. Wage
AGRI-MARK, INC. d/b/a CABOT CREAMERY CO-OP, INC.	\$17,322.04	XT/OJT, UG/CT	75	\$17.34
ASIC NORTH, INC.	\$23,061.00	NE/OJT	9	\$44.10
B&G FOODS, INC.d/b/a MAPLE GROVE FARMS	\$15,750.00	UG/CT	100	\$16.00
BRADFORD MACHINE CORP	\$12,459.77	NE/OJT, XT/OJT, UG/CT	20	\$17.99
CATAMOUNT RESEARCH & DEVELOPMENT, INC.	\$8,000.00	UG/CT	7	\$26.72
CENTER FOR TECHNOLOGY, ESSEX	\$28,219.97	UG/CT	105	\$15.26
CHAMPLAIN COLLEGE	\$41,898.00	UG/CT	46	\$27.84
COMPETITIVE COMPUTING	\$24,650.00	UG/CT	50	\$30.00
FRANKLIN/GI WIB	\$37,315.00	UG/CT	212	\$24.87
GENERAL ELECTRIC SUPPLY (GE AVIATION)	\$100,000.00	XT/OJT	40	\$25.00
GOOD POINT RECYCLING (AMERICAN RETROWORKS, INC. d/b/a)	\$741.45	NE/OJT, XT/OJT	8	\$15.49
GOODRICH SENSORS & INTEGRATED SYSTEMS, VT (SIMMONDS)	\$104,500.00	XT/OJT	500	\$45.71
HARBOUR INDUSTRIES, LLC	\$33,246.59	NE/OJT, XT/OJT, UG/CT	44	\$14.24
LIQUID MEASUREMENT SYSTEMS, INC.	\$36,717.80	NE/OJT, XT/OJT, UG/CT	45	\$16.84

Completed Grant Recipients	Expenditure	Activity	# Served	Avg. Wage
LOGIC SUPPLY, INC.	\$21,929.64	NE/OJT, XT/OJT, UG/CT	18	\$17.22
MICROPROCESSOR DESIGNS, INC.	\$8,490.13	NE/OJT	3	\$20.54
MOBILE MEDICAL INTERNATIONAL, INC.	\$15,352.19	XT/OJT, UG/CT	49	\$13.96
MYWEBGROCER, INC.	\$79,223.15	NE/OJT	27	\$35.76
NORTH COUNTRY CAREER CENTER	\$480.00	UG/CT	2	\$15.00
NORTH HARTLAND TOOL CORPORATION	\$23,670.45	NE/OJT, XT/OJT, UG/CT	91	\$16.37
NORTHWEST TECHNICAL CENTER	\$38,215.00	UG/CT	204	\$22.12
OMEGA OPTICAL, INC.	\$33,137.38	NE/OJT, UG/CT	56	\$14.37
PAR SPRINGER-MILLER SYSTEMS, INC.	\$4,250.00	UG/CT	12	\$30.25
PRECISION CUTTER GRINDING, INC. d/b/a PCG MACHINE SHOP	\$15,905.73	XT/OJT, UG/CT	8	\$23.69
PRODUCTION ADVANTAGE, INC.	\$4,240.00	UG/CT	22	\$20.00
PROJECT MANAGEMENT INSTITUTE, CHAMPLAIN VALLEY	\$19,127.00	UG/CT	116	\$32.16
RESOURCE SYSTEMS GROUP, INC.	\$20,124.60	NE/OJT, UG/CT	207	\$24.84
S.B. ELECTRONICS, INC.	\$63,116.34	NE/OJT	20	\$18.86
SATHORN CORP DBA: WHITETAIL MANUFACTURING	\$15,758.93	NE/OJT, XT/OJT, UG/CT	21	\$16.30
SONNAX INDUSTRIES, INC.	\$36,998.01	NE/OJT, XT/OJT, UG/CT	39	\$17.84
SOUTHWEST VT REGIONAL TECHNICAL SCHOOL	\$2,462.00	UG/CT	32	\$14.50
SOUTHWESTERN VT HEALTH CARE CORP	\$9,600.00	UG/CT	29	\$35.00
STAFFORD TECHNICAL CENTER	\$13,340.60	UG/CT	35	\$18.25
STONE ENVIRONMENTAL, INC.	\$27,665.44	NE/OJT, XT/OJT, UG/CT	43	\$28.37
SWENSON GRANITE COMPANY, LLC	\$11,465.17	XT/OJT, UG/CT	70	\$20.92
THE TECH GROUP, INC.	\$971.00	UG/CT	4	\$25.00
UVM: CNTR FOR LEADERSHIP & INNOVATION	\$87,464.00	UG/CT	249	\$28.84
UVM: FAMILY BUSINESS INITIATIVE	\$12,100.00	UG/CT	13	\$26.44
VDOL: APPRENTICESHIP	\$40,000.00	UG/CT	65	\$19.23
VERMONT FARMSTEAD CHEESE CO.	\$6,684.00	NE/OJT	4	\$15.50
VERMONT HARD CIDER, LLC	\$33,915.95	NE/OJT, XT/OJT, UG/CT	112	\$18.81

Completed Grant Recipients	Expenditure	Activity	# Served	Avg. Wage
VERMONT MOLD AND TOOL CORPORATION	\$9,225.00	UG/CT	22	\$23.00
VERMONT TECHNICAL COLLEGE	\$10,197.21	UG/CT	185	\$25.10
VT MANUFACTURING EXT CENTER	\$125,700.32	UG/CT	748	\$21.63
VT SUSTAINABLE JOBS FUND	\$2,750.00	UG/CT	2	\$20.19
WEIDMANN ELECTRICAL TECHNOLOGY, INC.	\$70,042.23	XT/OJT	36	\$22.99

ACTIVE GRANTS CARRIED INTO FISCAL YEAR 2013

Quick Facts:

Number of Grants Carried into FY13	30
Total Committed Funds to Carried Forward Grants	\$1,495,808.00
Estimated Number Served	1,887

Active Grant Recipient	Maximum Payable	Activity	# Served
AUTUMN HARP, INC.	\$38,634.00	UG/CT	65
COMMONWEALTH DAIRY, LLC	\$79,911.00	NE/OJT, XT/OJT	35
CONCEPTS ETI, INC.	\$40,000.00	NE/OJT, XT/OJT	10
CREATIVE COUNTERS, LLC	\$27,585.00	NE/OJT, XT/OJT, UG/CT	27
DEALER.COM	\$200,000.00	NE/OJT	110
GAZOGEN, INC.	\$15,630.00	NE/OJT, UG/CT	23
GRINGO KITCHENS, LLC	\$20,137.00	NE/OJT, XT/OJT, UG/CT	10
H. HIRSCHMANN, LTD.	\$29,886.00	NE/OJT, XT/OJT, UG/CT	28
HAYWARD TYLER, INC.	\$27,840.00	UG/CT	50
HEARTHSTONE QHHP	\$41,829.00	NE/OJT, XT/OJT, UG/CT	25
KAMAN COMPOSITES, VT, INC.	\$52,901.00	NE/OJT, XT/OJT, UG/CT	164
LAKE CHAMPLAIN CHOCOLATES	\$48,019.00	NE/OJT, XT/OJT, UG/CT	60
LIZ LOVELY, INC.	\$22,115.00	NE/OJT, XT/OJT, UG/CT	30
LOGIC SUPPLY, INC.	\$41,026.00	NE/OJT, XT/OJT, UG/CT	69
MYLAN TECHNOLOGIES, INC.	\$206,180.00	NE/OJT	95
NEW ENGLAND PRECISION, INC.	\$21,497.00	UG/CT	60
NORTH COUNTRY ENGINEERING, INC.	\$10,651.00	NE/OJT, XT/OJT	8
PAD PRINT MACHINERY OF VERMONT, INC.	\$19,629.00	XT/OJT, UG/CT	20
PRECI MANUFACTURING	\$86,566.00	NE/OJT, XT/OJT, UG/CT	61

Active Grant Recipient	Maximum Payable	Activity	# Served
PRECISION COMPOSITES OF VERMONT, LLC	\$28,100.00	NE/OJT, XT/OJT, UG/CT	24
TIVOLY, INC.	\$43,618.00	XT/OJT, UG/CT	140
TRANSCEND QUALITY MANUFACTURING, LLC	\$11,000.00	NE/OJT	5
TWINCRAFT, INC.	\$55,740.00	NE/OJT, UG/CT	131
UVM: CTR. FOR LEADERSHIP & INNOVATION	\$90,000.00	UG/CT	200
VERMONT COFFEE COMPANY, LLC	\$34,254.00	NE/OJT, XT/OJT, UG/CT	23
VERMONT PANURGY CORPORATION	\$20,000.00	UG/CT	100
VSC: COMMUNITY COLLEGE OF VT	\$35,560.00	UG/CT	140
VSJF: AGRICULTURAL DEV. PROG	\$40,000.00	UG/CT	24
VERMONT TECHNICAL COLLEGE	\$100,000.00	UG/CT	110
WALL/GOLDFINGER, INC.	\$7,500.00	UG/CT	40

WAIVERS

In accordance with the provisions of 10 V.S.A. § 531(a,c,1):

...however, that in areas defined by the secretary of commerce and community development in which the secretary finds that the rate of unemployment is 50 percent greater than the average for the state, the wage rate under this subsection may be set by the secretary at a rate no less than one and one-half times the federal or state minimum wage, whichever is greater;

	FY12	FY13	FY14
# of Waivers Granted	0	0	

SURVEY PILOT

As part of the development of the Key Indicators the Vermont Department of Labor and the Agency of Commerce and Community Development developed a Customer Satisfaction Survey to gain further insight into the value of the WETF and VTP grants. FY13 is the first year that the Vermont Training Program piloted the survey with its grants to partner businesses. Full participation by partner business grantees is expected for the FY14 report.

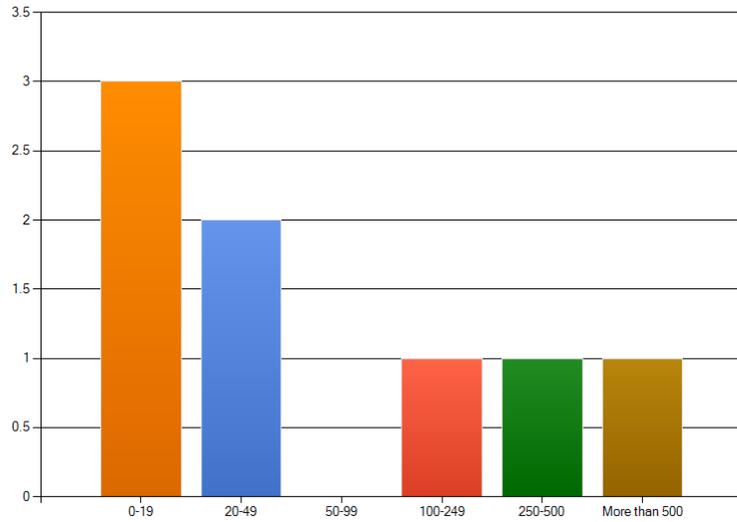
Due to the small number of responses there are not many conclusions that can be made from the data. Grantees used the grant funds for a variety of strategic employee training initiatives ranging from new hires to job retention. In the open ended comments grantees spoke of using the funds to leverage their training budgets in order to increase the number of employees or increase employee skills in order to keep them competitive. Grantees also spoke highly of the general service given by Vermont Training Program staff.

More complete results from grants closing in FY14 will provide a more complete picture of how the funds are used, what value they are to the partner businesses, and the service that is being offered by the program.

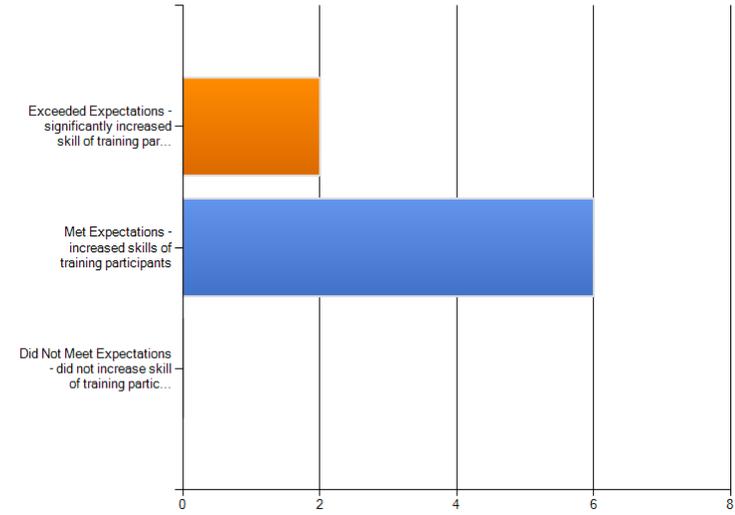
Following is an outline of the pilot results.

Number of Responses = 8

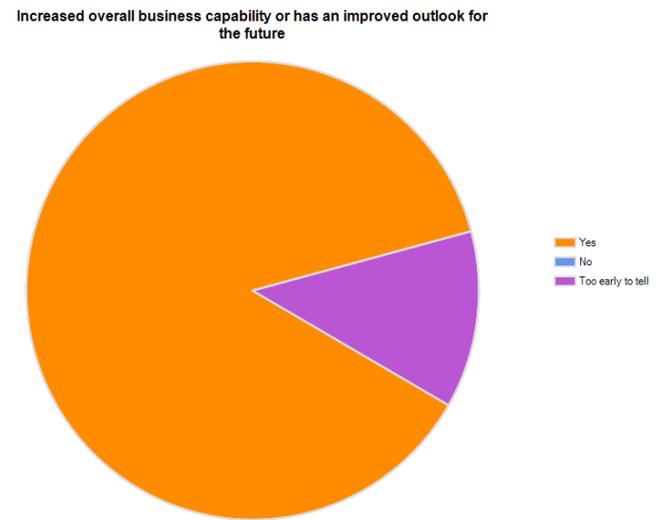
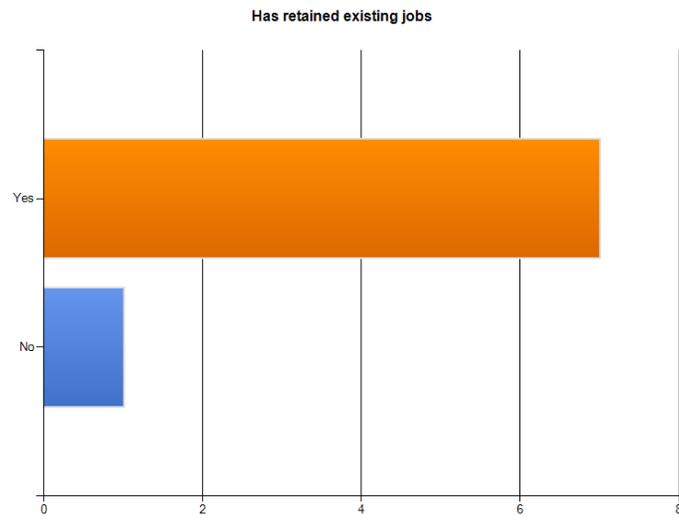
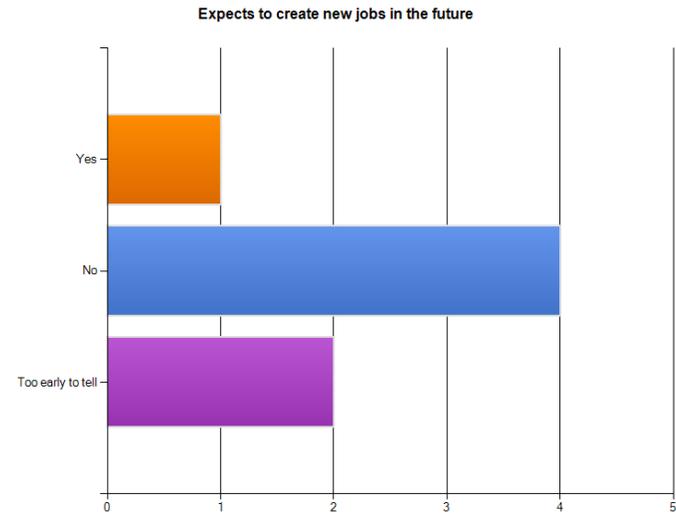
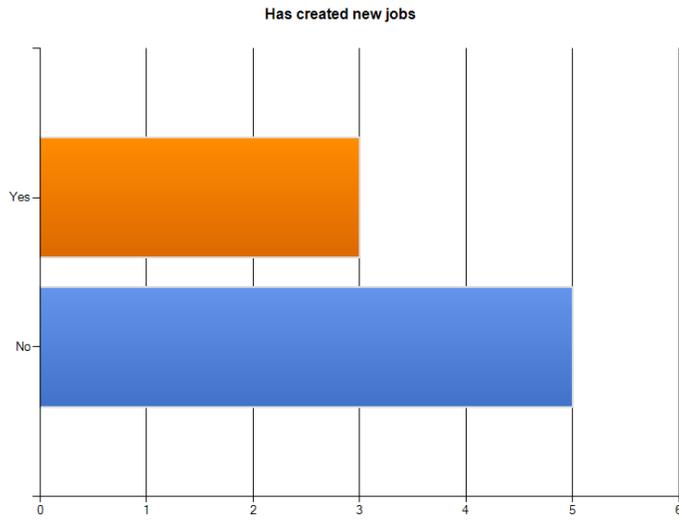
How many full time employees does your company have in Vermont?



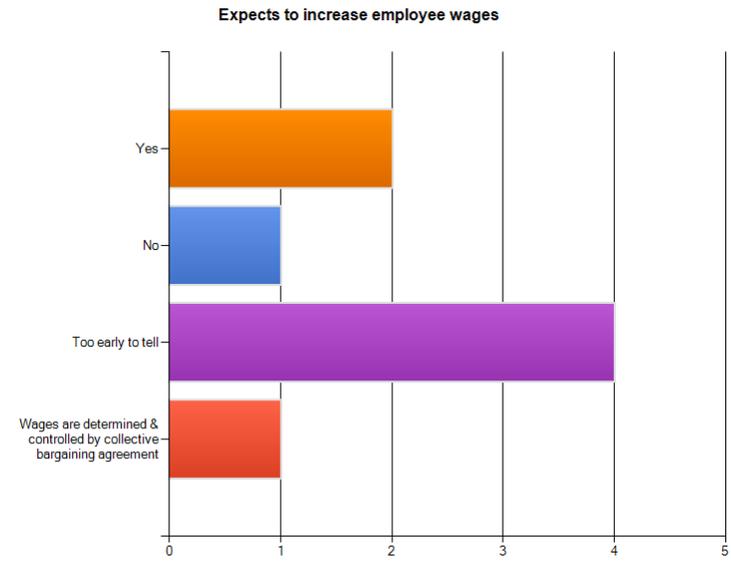
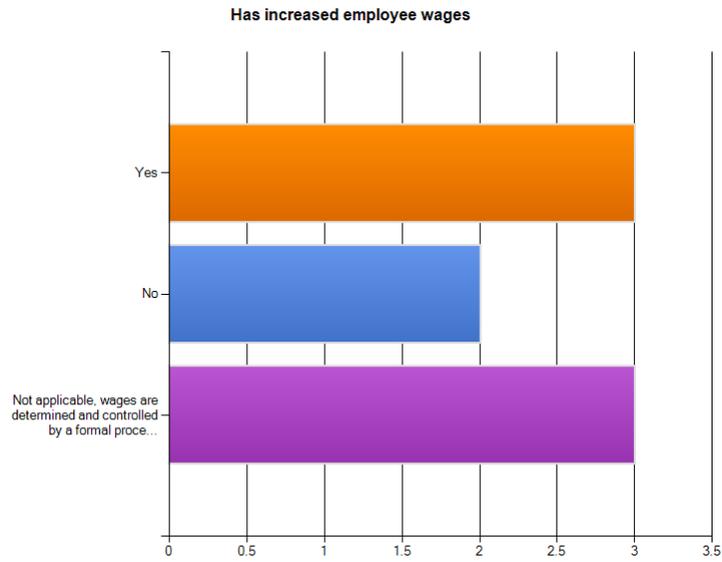
Please rate the value of the Vermont Training Program grant funds to your business.



In whole or in part, due to the assistance of the Vermont Training Program funds, my organization:

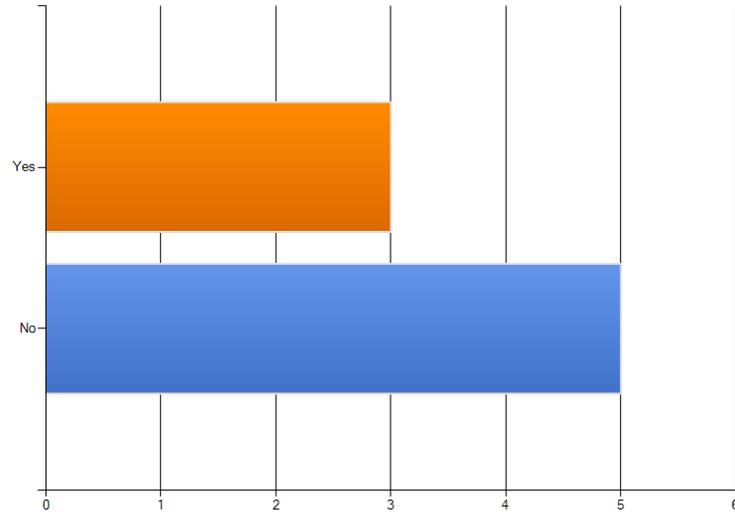


In whole or in part, due to the assistance of the Vermont Training Program funds, my organization:

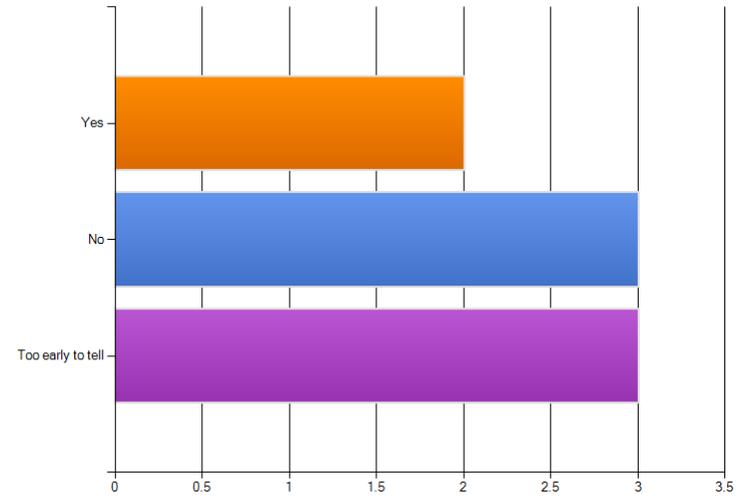


In whole or in part, due to the assistance of the Vermont Training Program funds, my organization:

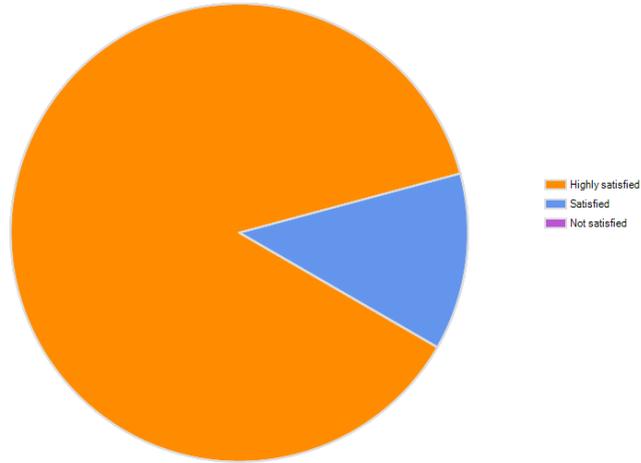
Has created more business for other Vermont organizations and/or Vermont suppliers?



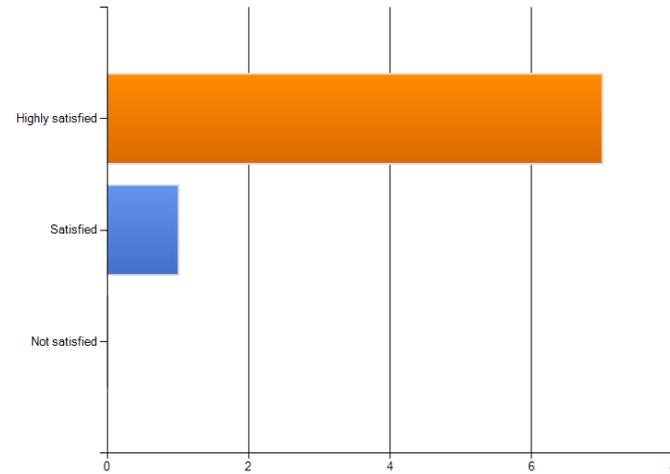
Expects to create more business for other Vermont organizations and/or Vermont suppliers



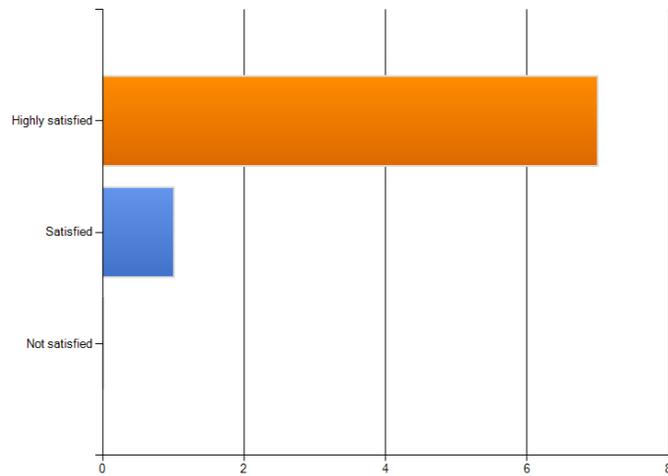
Please rate your overall satisfaction with the quality of service you received from the Vermont Training Program.



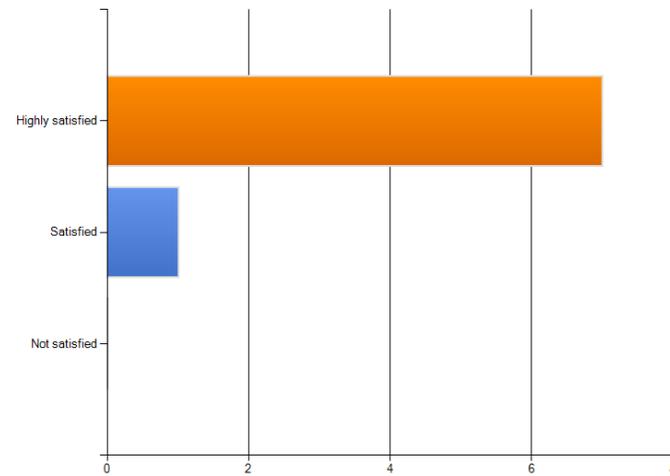
Ease of application



Quality of staff assistance



Timeliness of grant administration process



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