



VERMONT
VERMONT TRAINING PROGRAM

ANNUAL REPORT—FISCAL YEAR 2012

FROM THE
AGENCY OF COMMERCE AND COMMUNITY DEVELOPMENT
LAWRENCE MILLER, SECRETARY

January 22, 2013

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INTRODUCTION

ABOUT THE VERMONT TRAINING PROGRAM

The Vermont Training Program (VTP) sits within the Agency of Commerce and Community Development's Department of Economic, Housing and Community 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 (\$16.92)* upon completion of training if no benefits are offered to employee. An adjustment of up to 30% (\$11.84) for new hires and 20% (\$13.53) 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 1/1/13 and was in effect for FY12. All program materials after 1/1/13 have been updated to reflect the increase in minimum wage which is now \$8.60 per hour.

NOTES ON NEW 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 first Vermont Training Program (VTP) Annual Report issued using the Key Indicators. The VTP plans to use these Key Indicators going forward. This report should be considered a template and baseline for future Annual Reports. Comments for improvement should be directed to: beth.demers@state.vt.us

This first round of data collection of the Key Indicators for the VTP presented a number of challenges and opportunities.

Challenges

- At the end of June 2012, the long-time Director of the Vermont Training Program retired. This was a loss of intellectual property, experience, and capacity for the program. The program hopes to address this capacity issue by hiring part-time assistance for the program.
- The VTP still relies on a paper system of invoices from partner businesses and training provider grants from which Key Indicator data are taken. With up to three invoices per month from grantees, the data entry and analysis process for reporting are large and time consuming. The VTP anticipates that the implementation of the online grants management system, Intelligrants, will alleviate nearly all of this effort. Intelligrants development is expected to be completed during the summer of 2013.
- Even though the VTP updated invoice templates in order to meet the Key Indicators requirements, there are expenditures from three training provider grants that could not be matched with employees or businesses. All trainees were eligible for the program. Invoices show the number of students in each class for payment. An accompanying report also notes the business names and sectors. However, with these three grants, matching number of employees with businesses and then individual class expenditures was not possible. The three grants are:

Southwestern Vermont Technical Center	\$ 2,842.00
University of Vermont Family Businesses Initiative	\$16,250.00
University of Vermont Business Center	\$88,355.00

- The VTP was able to report the “Number of Companies Served by Grant Agreements” and the “Number of Employees Served” for the “Geographic Distribution of Funds,” “Sector Distribution of Funds,” and the “Employer Size” Key Indicators.

- Clearly, the VTP will further revise invoice templates to ensure that this type of omission will not occur with the FY13 data. These revisions will also be translated to the online grants management system to avoid costly rework.

Opportunities

- The VTP has used the same data collection and report method for over twenty-five years. The VTP staff was anxious to look at the data in a new way and start to formally track information such as sector and employer size distribution.
- The data for FY12 will be a benchmark by which future data will be tracked. In the past, such comparison was done informally. The VTP staff looks forward to the future collection of data and its ability to inform procedural and policy decisions regarding grant fund usage.
- The VTP has updated its data collection methods in order to meet the requirements of the Key Indicators. Through the first round of collection, the need for further modifications has been identified. Specifically,
 - Modification of invoice formats for Training Providers
 - The need to track Committed funds for Grants to Partner Businesses and Grants to Training Providers separately.
 - The need to track median wage data for Grants to Training Provider grants separately from Incumbent Employee Training.
 - General modification of the data collection and input process to allow for greater ease of reporting.
- Lessons learned from this experience have further informed the development of an online grants management system for the program. Once launched, the system will allow for greater ease of grant management, data collection, and reporting

Key Indicators for Fiscal Year 2012 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

For the first time, the VTP has reported results from its two types of grants (Grants to Partner Businesses and Grants to Training Providers) separately. This will continue in future reports. The two types of grants serve different needs for training workforce and the program feels that identifying results for each is important to gauge performance.

Section 10 of Act 52 also required the Joint Fiscal Office to prepare a performance report on the implementation of the VTP Key Indicators. This report can be found on their website at:

<http://www.leg.state.vt.us/jfo/reports>

Look for "Performance Report on the Vermont Training Program" *January 2013* under the Economic Development Heading.

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		
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. 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 (because VTP grantees may have up to 12 months to use their awards).
3. Funds Appropriated is the amount of funding appropriated for grants, less any state budget adjustments and agency administrative fees.
4. 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. For example, funds committed in FY2012 may not be paid to a training provider until FY2013 if the training is not completed until FY2013.

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

Notes:

1. Wage data for FY2012 are only available as an aggregated amount across both types of VTP grants. This will be rectified in future reporting.
2. VTP was unable to provide wage data due to the complexities associated with manual data entry of paper invoices under the current system. Median wage for incumbent employees has been provided by the Vermont Department of Labor (VDOL) from VDOL's FY2012 Social Security Number data used to track wages of employees being trained.
3. In the future, ACCD plans to use the online grants management system, Intelligrants, to collect and tabulate median wage data.

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

Notes:

1. Wage data for FY2012 are only available as an aggregated amount across both types of VTP grants. This will be rectified in future reporting.
2. VTP was unable to provide wage data due to the complexities associated with manual data entry of paper invoices under the current system. Median wage for incumbent employees has been provided by the Vermont Department of Labor (VDOL) from VDOL's FY2012 Social Security Number data used to track wages of employees being trained.
3. In the future, ACCD plans to use the online grants management system, Intelligrants, to collect and tabulate median wage data.

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	
FY2014	

Notes:

1. This is the total number of Vermont employees trained under grants direct to businesses.

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			
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. VTP was unable to provide wage data due to the complexities associated with manual data entry of paper invoices under the current system. Median wage for new employees has been provided by the Vermont Department of Labor (VDOL) from VDOL's FY2012 Social Security Number data used to track wages of employees being trained.
4. In the future, ACCD plans to use the online grants management system, Intelligrants, to collect and tabulate median wage data.

Incumbent Worker Training			
Fiscal Year	Number of Incumbent Employees Trained	Average Cost Per Incumbent Employee	Median Wage of Employees
FY2012	1,198	\$408.54	See note 2
FY2013			
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 data for FY2012 is only available as an aggregated amount across both types of VTP grants. This aggregated amount is reported in the Aggregate Data section on page 7.
3. VTP was unable to provide wage data due to the complexities associated with manual data entry of paper invoices under the current system. Median wage for incumbent employees has been provided by the Vermont Department of Labor (VDOL) from VDOL's FY2012 Social Security Number data used to track wages of employees being trained.
4. In the future, ACCD plans to use the online grants management system, Intelligrants, to collect and tabulate median wage data.

Geographic Distribution of Fund Expended in FY2012

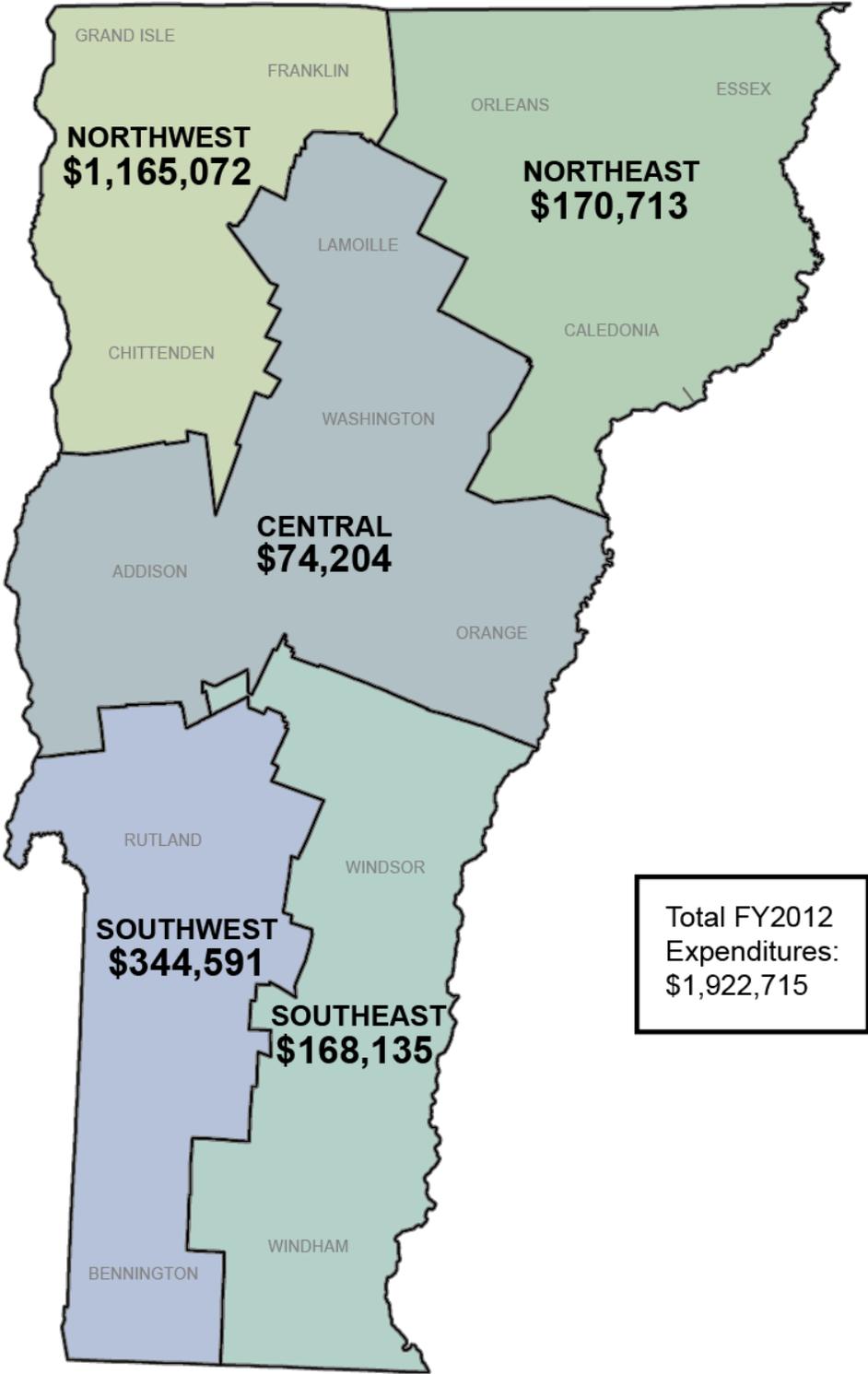
Region	Number of Grant Agreements	Number of Employees Trained	FY2012 Expenditures
Northwest	19	927	\$1,165,072.00
Northeast	4	199	\$170,713.00
Central	6	108	\$74,204.00
Southwest	8	419	\$344,591.00
Southeast	6	190	\$168,135.00
<i>Total</i>	<i>43</i>	<i>1,843</i>	<i>\$1,922,715.00</i>

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. FY2012 Expenditures are actual payments of grant funds to grantees in FY2012 for completed grants. Some of these expenditures reflect funding appropriated and committed to grantees in the prior fiscal year.

Grants Direct to Business

FY2012 Expenditures by Region



Sector Distribution of Funds Expended in FY2012

Sector	Number of Grant Agreements	Number of Employees Trained	Expenditures
Manufacturing	37	1,647	\$1,524,959.00
Health Care	0	0	0.00
Information Technology	5	183	\$385,811.00
Telecomm	0	0	0.00
Environmental Engineering	1	13	\$11,945.00
<i>Total</i>	<i>43</i>	<i>1,843</i>	<i>\$1,922,715.00</i>

Notes:

1. FY2012 Expenditures are actual payments of grant funds to grantees in FY2012 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			
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		
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 training providers.

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

Notes:

1. These measures are not applicable because training providers may only train incumbent workers using VTP grants.

Incumbent Worker Training			
Fiscal Year	Number of Incumbent Employees Trained	Average Cost Per Incumbent Employee	Median Wage of Employees
FY2012	2,018	\$247.42	See note 1
FY2013			
FY2014			

Notes

1. Median Wage data for FY2012 are only available as an aggregated amount across both types of VTP grants. This aggregated amount is reported in the Aggregate Data section on page 7.
2. VTP was unable to provide wage data due to the complexities associated with manual data entry of paper invoices under the current system. Median wage for incumbent employees has been provided by the Vermont Department of Labor (VDOL) from VDOL's FY2012 Social Security Number data used to track wages of employees being trained.
3. In the future, ACCD plans to use the online grants management system, Intelligrants, to collect and tabulate median wage data.

Geographic Distribution of Funds Expended in FY2012

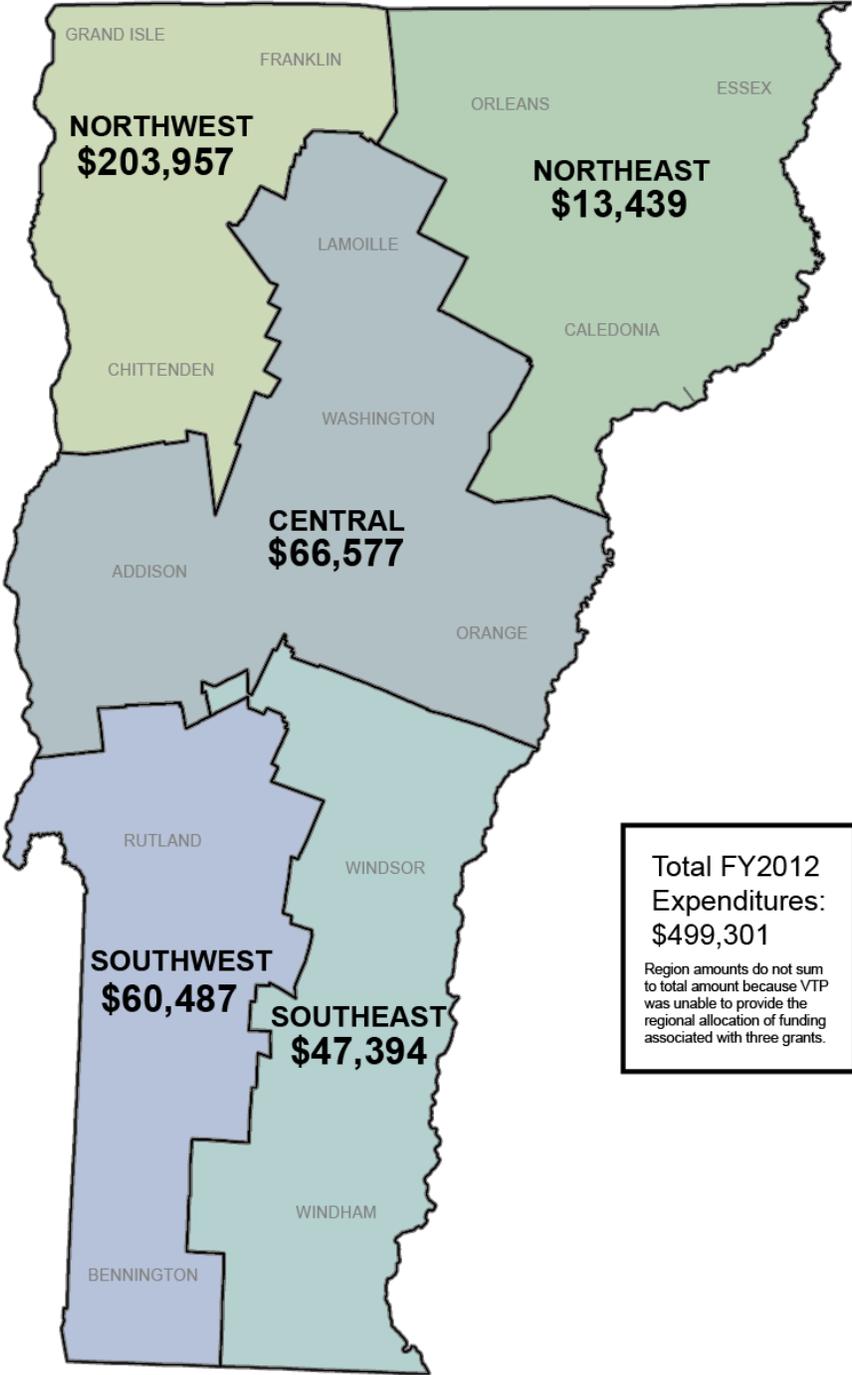
Region	Number of Companies Served by Grant Agreements	Number of Employees Trained	Expenditures (see Note 1)
Northwest	164	1046	\$203,957.36
Northeast	17	45	\$13,438.87
Central	69	382	\$66,577.24
Southwest	51	288	\$60,487.25
Southeast	38	257	\$47,393.51
Other (see Note 3)	N/A	N/A	\$107,447.00
<i>Total</i>	339	2,018	\$499,301.23

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 reported the “Number of Companies Served by Grant Agreements” rather than the “Number of Grant Agreements” to illustrate how many companies are served by this program.
3. 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 will be addressed by VTP in future reporting. Refer to page 4 for more details.

Grants to Training Providers

FY2012 Expenditures by Region



Sector Distribution of Funds Expended in FY2012

Sector	Number of Companies Served by Grant Agreements	Number of Employees Trained	Expenditures (see Note 1)
Manufacturing	212	1534	\$244,375.93
Health Care	46	315	\$75,915.00
Information Technology	24	65	\$28,327.19
Telecomm	4	25	0.00
Environmental Engineering	8	10	\$160.00
Other (see note 1)	N/A	N/A	\$107,447.00
Other (see note 2)	11	25	\$8,297.19
Other (see note 3)	34	44	\$34,778.92
Total	339	2,018	\$499,301.23

Notes:

1. 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 will be addressed by VTP in future reporting. Refer to page 4 for more details.
2. Data reflect 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, and is not anticipated to recur in subsequent fiscal years.
3. 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 during fiscal year 2012.

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			
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		
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

Grants completed July 1, 2011 – June 30, 2012

Quick Facts:

Total Number of Completed Grants	57
Total Funds Spent on Completed Grants	\$2,422,016.20
Total Number of Employees Served	3,861
Average Weighted Wage of Employees	\$18.16
Approximate Cost Per Employee	\$627.30

Completed Grant Recipients	Costs	Activity	# Served	Avg. Wage
AirBoss Defense	\$74,337.00	NE/OJT & UG/CT	51	\$15.96
Alloca Enterprises	\$12,803.00	UG/CT	119	\$15.85
American Rail Dispatching	\$47,345.00	NE/OJT	23	\$17.78
Bear Code	\$19,764.00	NE/OJT & XT/OJT & UG/CT	9	\$28.11
Burlington Technical Center	\$7,000.00	NE/CT	7	\$14.00
Butternut Mountain Farm	\$10,018.00	NE/OJT & XT/OJT	24	\$12.99
Center for Technology, Essex	\$55,425.00	UG/CT	150	\$14.75
Champlain Cable	\$53,500.00	NE/OJT & UG/CT	21	\$18.16
Commonwealth Dairy	\$101,600.00	NE/OJT & UG/CT	52	\$15.31
Dartmouth Journal Services	\$14,000.00	UG/CT	44	\$22.91
Dealer.com	\$300,000.00	NE/OJT	130	\$25.78
Dynapower	\$86,650.00	NE/OJT & UG/CT	86	\$18.42
Edlund Company	\$15,675.00	UG/CT	75	\$19.80
Eighty Nine North	\$12,729.00	NE/OJT & UG/CT	5	\$29.80
EIV Technical Services	\$11,945.00	NE/OJT & XT/OJT & UG/CT	13	\$21.30
Energizer Bennington	\$22,235.00	XT/OJT & UG/CT	13	\$19.29
Fab-Tech	\$37,135.00	NE/OJT & XT/OJT	26	\$17.72
Fairbanks Scales	\$52,615.00	NE/OJT & UG/CT	89	\$18.09
Fulflex	\$60,335.00	NE/OJT	21	\$14.04
Green Mountain Coffee	\$187,500.00	NE/OJT	108	\$13.55
Green Mountain Tech & Career Cntr.	\$551.00	UG/CT	3	\$13.96
GW Plastics	\$21,200.00	UG/CT	35	\$32.82
Hayward Tyler	\$1,250.00	UG/CT	5	\$25.43
Hazelett Strip Casting	\$35,521.00	NE/OJT & XT/OJT & UG/CT	69	\$17.36
Huber + Suhner	\$25,150.00	NE/OJT & XT/OJT & UG/CT	68	\$20.14
K&E Plastics	\$11,870.00	UG/CT	20	\$20.26
Ladd Research	\$11,974.00	NE/OJT	3	\$13.50
Mack Molding	\$103,322.00	NE/OJT & XT/OJT	80	\$17.19
Manufacturing Solutions Inc.	\$4,320.00	UG/CT	6	\$13.26
Maple Mountain Woodworks	\$39,392.00	NE/OJT	15	\$15.54
Maponics	\$11,402.00	NE/OJT & UG/CT	10	\$22.58
NSA Industries	\$13,400.00	UG/CT	40	\$16.54
Omya	\$15,000.00	UG/CT	52	\$25.89
Orvis Company	\$22,200.00	UG/CT	150	\$24.55
Precision Composites of Vermont	\$37,400.00	NE/OJT & XT/OJT & UG/CT	45	\$12.85
Reliance Steel	\$1,669.00	XT/OJT & UG/CT	5	\$17.02
Revision Military	\$69,003.00	NE/OJT & UG/CT	93	\$24.23
Rock of Ages	\$14,157.00	NE/OJT & XT/OJT & UG/CT	12	\$20.36
Seldon Technologies	\$6,708.00	NE/OJT	4	\$14.75
Seventh Generation	\$18,460.00	UG/CT	54	\$30.00
Simon Pearce	\$13,996.00	UG/CT	81	\$16.61
South Burlington Fire & Rescue	\$19,800.00	UG/CT	11	\$17.02
Southwest VT Regional Technl School	\$2,842.00	UG/CT	35	\$14.50
Stafford Technical Center	\$4,663.00	UG/CT	12	\$18.25
Superior Technical Ceramics	\$43,650.00	XT/OJT & UG/CT	59	\$15.88
Tivoly	\$67,298.00	NE/OJT	25	\$13.82
UVM: Family Business Institute	\$16,250.00	UG/CT	19	\$16.75
UVM: Vermont Business Center	\$88,355.00	UG/CT	283	\$16.75
Vermont Center for Emerging Tech.	\$20,000.00	UG/CT	34	\$15.00
Vermont Circuts	\$54,494.00	NE/OJT & XT/OJT & UG/CT	39	\$17.05
Vermont Council for Quality	\$38,275.00	UG/CT	232	\$18.25
Vermont Manufacturing Ext. Cntr	\$195,808.31	UG/CT	1067	\$17.00

Completed Grant Recipients	Costs	Activity	# Served	Avg. Wage
Vermont Sustainable Jobs Fund	\$2,750.00	UG/CT	2	\$16.00
Vermont Transformer	\$104,132.00	NE/OJT & UG/CT	31	\$13.45
Visual Learning Center	\$7,300.00	NE/OJT & XT/OJT & UG/CT	11	\$17.48
VT Reg Apprenticeship Program	\$34,778.92	UG/CT	44	\$13.50

ACTIVE GRANTS CARRIED INTO FISCAL YEAR 2013

Quick Facts:

Number of Grants Carried into FY 13	38
Total Committed Funds to Carried Forward Grants	\$2,019,277.00
Estimated Number Served	1,984

Active Grant Recipient	Costs	Activity	# Served
ASIC North	\$52,100.00	NE/OJT & UG/CT	22
B & G Foods dba Maple Grove Farms of VT	\$25,000.00	UG/CT	48
Center for Technology, Essex	\$75,000.00	UG/CT	200
Champlain College	\$50,000.00	UG/CT	70
Competitive Computing	\$25,090.00	UG/CT	12
Concepts ETI	\$72,000.00	NE/OJT & UG/CT	50
Franklin/Grand Isle WIB	\$61,860.00	UG/CT	150
General Electric Aviation	\$250,000.00	UG/OJT	80
Good Point Recycling	\$39,120.00	NE/OJT & XT/OJT & UG/CT	20
Harbour Industries	\$34,700.00	NE/OJT & UG/CT	27
Liquid Measurement Systems	\$45,044.00	NE/OJT & XT/OJT & UG/CT	24
Logic Supply	\$33,944.00	NE/OJT & XT/OJT & UG/CT	35
Microprocessor Designs	\$9,600.00	NE/OJT	3
Mobile Medical International	\$55,000.00	XT/OJT & UG/CT	28
Mylan Technologies	\$206,180.00	NE/OJT	95
MyWebGrocer	\$104,500.00	NE/OJT	36
North Hartland Tool Corp.	\$38,115.00	NE/OJT & XT/OJT & UG/CT	36
Northwest Technical Center	\$40,000.00	UG/CT	160
Omega Optical	\$38,750.00	NE/OJT & UG/CT	22
PAR Springer Miller	\$4,250.00	UG/CT	17
PBM Nutritionals	\$57,700.00	UG/CT	77
Precision Cutter Grinder	\$23,960.00	XT/OJT	7
Production Advantage, Inc.	\$4,240.00	CT	10
Project Management Institute - CV Chapter	\$25,200.00	UG/CT	165
Resource Systems Group	\$21,285.00	NE/OJT & UG/CT	46
Sathorn Corp	\$16,100.00	NE/OJT & XT/OJT & UG/CT	14
SB Electronics	\$125,000.00	NE/OJT	40
Sonnax Industries	\$50,904.00	NE/OJT & XT/OJT & UG/CT	40
Stone Environmental	\$35,142.00	NE/OJT & XT/OJT & UG/CT	38
Swenson Granite	\$16,223.00	XT/OJT & UG/CT	22
The Tech Group	\$60,000.00	UG/CT	8
Twincraft	\$55,740.00	NE/OJT & UG/CT	130
UVM: Center for Leadership & Innovation	\$105,500.00	UG/CT	150
Vermont Farmstead Cheese	\$27,913.00	NE/OJT	14
Vermont Hard Cider	\$43,427.00	NE/OJT & XT/OJT & UG/CT	20
Vermont Sustainable Jobs Fund	\$10,850.00	UG/CT	9
Wall Goldfinger	\$7,500.00	UG/CT	25
Weidman Electrical Technology	\$72,340.00	UG/CT	34

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;

FY 12 Waivers Granted	0
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CONTACT INFORMATION

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Vermont Training Program

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