Great Careers with Local Employers

College & Career Pathways 2020

**GREAT CAREERS WITH LOCAL EMPLOYERS**

- Founded in 1986 by C. Michael Ellison in Hebron, KY
- Specialize in the application of thermal spray coatings, surface treatments, machining and related special processes
- Committed to providing the highest quality and service to our customers, while developing a highly qualified team.

**Company overview**

- Founded in 1986 by C. Michael Ellison in Hebron, KY
- Specialize in the application of thermal spray coatings, surface treatments, machining and related special processes
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Our team

https://vimeo.com/356737201

Our Values

Integrity
Service
Quality
Teamwork
Safety

www.EllisonSurfaceTech.com
Rutland Regional Medical Center

Human Resources Department

Rutland Regional at a glance

Who we are and what we do:
1st largest community hospital and 2nd largest hospital in state

Our culture:
• Patient-centered focus
• Superior care and service
• Continuous improvement

Rutland Regional at a glance

Who we are and what we do:
Our services include:
• Inpatient care
• Emergency care
• Outpatient care
• Laboratory services
• Diagnostic Imaging services
• Provider-based specialty clinic services
Career pathways

Clinical
Certification/Education/Experience
• Clerk Phlebotomist (Level I-III)
• Pharmacy Tech (Level I-III)
• Medical Assistant*
• Psychiatric Tech
• ED Clinical Tech (Level I-III)
  • EMT or LNA license required
• LNA (4 levels)
  • LNA license required
• Occupational Therapy and Physical Therapy Techs*

Clinical
Associate Degree
• Respiratory Therapist
• Polysomnography Technologist (Sleep Tech)
• Radiology Tech
  • MRI Tech
  • CT Tech
  • Ultrasound Tech
• Mammography Tech
  • RN*

Non- Clinical
Service
• Administrative Assistant (multiple levels)
• Front Office Assistant (Level I-III)
• Patient Accounts Rep (Level I-III)
• Registration
• Telecommunications
• Coder I
  • Certificate Program
Career pathways

Non-Clinical
Trades
• Shift Tech (Level I-II)
• HVAC Apprentice
• Plumber Apprentice
• Electrician Apprentice

Continuing support
• Tuition reimbursement and scholarship programs
• Department-specific training/certification
• Annual re-certification/training
• Professional organizations/conferences
• Employee assistance programs
Mission: Through excellent customer service, provide for the safe and efficient movement of people and goods.

1300+ Employees
Over 600 miles of rail
DMV – 11 Locations across VT
10 State Airports
10 Park and Rides with 1,525 parking spaces
8 Maintenance Districts

VTrans

Benefits of Full-Time Employment
- Working for the Agency is more than a paycheck!
- Health/Dental/Life Insurance
- Tuition Reimbursement
- Vacation and Sick Leave time
- Paid Holidays
- Retirement – Pension
- Deferred Compensation (457 Plan)
- Employee Assistance Program
- Wellness Program
- Scheduled raises – Longevity-based

Grow & Move Within
Training Opportunities
- Maintenance Workers & Mechanics:
  - Snow Season (On Call Pay)
  - CDL Reimbursement
  - Yearly Boot/Clothing Stipend
- Mechanics also get:
  - Mechanic Uniforms
  - Tool Allowance

GREAT CAREERS WITH LOCAL EMPLOYERS
VTrans

Start Now!
NSTI
• FREE summer camp!
• Fun hands-on experience

Start Now!
Intern Maintenance Worker
• Ages 16 & 17
• Outdoor work in your community
• Get experience now!

GREAT CAREERS WITH LOCAL EMPLOYERS

VTrans
Entry Level Positions & Series Ladders

<table>
<thead>
<tr>
<th>Maintenance Worker</th>
<th>Mechanics</th>
<th>DMV</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intern M.W.</td>
<td>Mechanic I</td>
<td>MV Document Clerk I</td>
</tr>
<tr>
<td>Apprentice M.W.</td>
<td>Mechanic II</td>
<td>MV Data Clerk</td>
</tr>
<tr>
<td>Journeyman M.W.</td>
<td>Mechanic III</td>
<td>MV Driver Improvement Specialist</td>
</tr>
<tr>
<td>Master M.W.</td>
<td>Vehicle &amp; Equip Technician I</td>
<td>MV Customer Service Rep I</td>
</tr>
<tr>
<td>Other opportunities:</td>
<td>Vehicle &amp; Equip Technician II</td>
<td></td>
</tr>
<tr>
<td>Junior MV, Equipment Specialist, Supervisor</td>
<td>Parts Specialist</td>
<td></td>
</tr>
</tbody>
</table>

GREAT CAREERS WITH LOCAL EMPLOYERS

VTrans
Hiring Managers agree ...

Attendance

Attitude

Aptitude

... for all entry level positions!

GREAT CAREERS WITH LOCAL EMPLOYERS
Hannaford is hiring!

What are we looking for in our Vermont Hannaford stores?

Attributes of a great associate
• Reliable – punctual, great attendance, communicates well
• Always looking to improve – accepts / uses constructive criticism

Our values/strategy
• Care, integrity, humor, teamwork, courage
• Fresh & convenient

... but, it’s just a grocery store!

Greater than Groceries
Charitable giving
• Partnership with VT Foodbank, 2019 $188K donation
• $125K donation Hunger Free VT, Refugee Resettlement Program
Pride
• 100+ associates participated 2019 Burlington Pride Parade
• Score ‘100 on Corporate Equality Index for Human Rights – 2017, 2018, 2019
In-store positions

Full/Part-time opportunities

Departments
- Fresh Departments
- Center Store, Customer Service, RX, Hannaford to Go

Trainee roles
- Department Manager Trainee / Assistant Department Manager Trainee
- Career Development Plans / Individual Development Plans

Retail management trainee

Based out of Home Office and Retail

What is it?
- 3-year program, retail — 1st year, tailored — last 2 years
  - Posted in November, on Handshake/Hannaford website

What are requirements?
- Bachelor’s degree, Overall GPA 3.0+
  - Apply Hannaford.com/careers with resume AND cover letter
  - Posted every November, training begins in June
Location
South Burlington
Opposite the civilian side of Burlington IAP

Statistics
1,000 total personnel
350 full-time
650 part-time (traditional Guard members)
We're hiring part-time members – 200 openings.

Part-time members
1 weekend per month
15 additional days per year
138 different jobs offered
You can attend college full-time & serve part-time.
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Education benefits
We pay for college for our part-time members. UVM, Northern Vermont University (NVU) & CCV – in-state residence tuition rate. Any other college in Vermont – in-state tuition rate charged by NVU.

Benefits
Health benefits – $42.83/month for an individual
Training – Provided to you, paid while in training
Comrades
Teamwork
Service to country
Do I qualify?

HS diploma or GED
ASVAB – 31 out of 100 for passing
Physical requirements – exam performed at Military Entrance Processing Station (MEPS)

CM3gt Jeffrey Stebbins
158th Fighter Wing Community Outreach Coordinator
158th Fighter Wing State Production Superintendent

Community College of VT
Apprenticeship

- Manufacturing
- Pharmacy Tech
- Medical Assisting

Wages:
- A paycheck from day one
- Wage increases as apprentices become more proficient

Learning:
- Combines OJT and job-related instruction

Credentials:
- Results in an industry-recognized credential

GREAT CAREERS WITH LOCAL EMPLOYERS

Certified Public Bookkeeper (CPB)

CCV’s unique bookkeeping pathway allows you to earn up to 4 of the National Association of Certified Public Bookkeepers’ (NACPB) certifications and complete a CCV bookkeeping certificate in as little as one year.

- Earn 29 college credits
- 90 hours of work experience
- Reach 2,000 for licensure or apprenticeship coming soon
- 4 certificates from the NACPB

NACPB certificates include:
- Bookkeeping
- Accounting
- QuickBooks
- Payroll

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Certified Production Technician (CPT)

- Principles of Manufacturing (3 credits)
- Safety
- Quality Practices & Measurement
- Manufacturing Technology (3 credits)
- Manufacturing Processes & Production
- Maintenance Awareness

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13
Certified Customer Experience Professional (CCEP)

BUS-1370 Customer Service
3 Credits

Students explore strategies for achieving customer retention and performance improvement for organizations across a wide variety of industries.

The 8 Modules that make up this course:
• Module 1: Why Service?
• Module 2: What is Customer-Focused Service?
• Module 3: What Customers Want
• Module 4: Understanding Customer Expectations and Perceptions
• Module 5: Moments of Truth and Coffee Stains
• Module 6: Internal Partnerships
• Module 7: When Problems Occur... Service Recovery
• Module 8: Enhance and Align the System

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Continuing education & workforce development

- Agriculture & Food Systems – opportunities related to animals, plants, trees, soils, and food systems as well as agriculture business management.
- Business Learning and Development - including communication, conflict management, building strong teams and many more.
- Career & Technical Teacher Education Program
- Electrical/Plumbing/HVAC
- Green Trainings such as Weatherization, Renewable Energy and many others.
- Health Care - Para-medicine, Phlebotomy, Dental Hygiene and Nursing Professional Development
- Apprenticeships in Advanced Manufacturing and Industrial Maintenance
- NCCER – a national standard for construction credentials
- SHRM – Human Resource Training
- SWFI – Strengthening Working Families Initiative – a US Department of Labor grant that offers no-cost training to eligible parents in manufacturing.

GREAT CAREERS WITH LOCAL EMPLOYERS

An opportunity to “test and try” careers

- Not sure what you want to do after high school? Vermont Tech has a lot of courses that provide you with a chance to try out different fields of interest!
- Classes include: Welding, Advanced Manufacturing, Industrial Maintenance and we contract with CCV for classes in Principles of Manufacturing and Manufacturing Technology.
- Great opportunity to get training without committing to a degree program.

vtc.edu/cewd