Great Careers with Local Employers

College & Career Pathways 2020

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VP Human Resources and Support Services
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About us

61 bed, not-for-profit community hospital and outpatient clinics providing the following services:

**Acute Care Facility**
- Inpatient Services
- Emergency Department
- Surgical Services
- Birthing Center
- Oncology
- Cardiopulmonary
- Wound Care
- Radiology
- Laboratory Services

**Outpatient Services**
- Primary Care
  - Family Medicine
  - Internal Medicine
- Pediatrics
- Surgery
- Urology
- OB/GYN
- Post Acute Care
Training pathways to BMH

- Community College of Vermont (CCV)
  - Medical Assistant
  - Patient Billing Representative
- Vermont Technical College (VTC)
  - Licensed Nurse Assistant (LNA)
- CCV/DOL
  - Environmental Services Aide
- River Valley Community College (RVCC)
  - Phlebotomist
- On-the-job training

Pathways to BMH

- Clinical Support
  - Medical Assistant (CMA)
  - Licensed Nurse Assistant (LNA)
  - Phlebotomy
- Clerical / Administrative
  - Patient Service Representative (PSR)
  - Patient Access Representative
  - Unit Secretary
  - Patient Billing Representative
- Support Services
  - Environmental Services Aide
  - Food Service Associate
  - Nursing Career Ladder
  - LNA / MA
  - LPN
  - RN

Careers & salaries

Starting salaries

- Certified Medical Assistant — $34,320
- Licensed Nurse Assistant — $31,200+
- Billing Representative — $31,200+
- Environmental Services / Patient Access / Patient Services / Phlebotomy / Food Service — $13-15 hourly minimum (plus differentials)
Skills & attributes

What is BMH looking for in an employee?

• Positive attitude
• Reliability
• Dedication
• Strong customer service skills
• Ability to use / learn technology
• Desire to continue to learn / grow

Wright Construction Company:
Doing it the "Wright" way since 1984!

Working for Wright Construction
Located in Mt. Holly, Vermont
Our finished work

Training & education
• Approved industry-recognized credentials
• Career technical education
• Approved Early College Program partners
• Field experience
Job skills: what we need from you

Key attributes of the Wright employee
- Jobsite safety is always our 1st priority!
- Be dependable: show up & be ready to work!
- Be professional: Represent us the "Wright" way.
- Be efficient: Get the job done.
- Have sense of pride in work & craftsmanship.
- Enjoy teamwork.

Why Wright Construction?

We love our team and offer incentives:
- Competitive wages
- Travel reimbursements
- Medical and dental insurance
- 401(K) Plan
- Short-Term Disability Plan
- Life insurance
- Vision insurance
- Paid time off

Join the Wright team!

Learn more at wrightconstruction.com
Get social with us!
@Instagram
@Facebook
@Houzz

We're an equal opportunity employer (EEO).
G.S. Precision

If we can measure it, we can make it.

Who we are

Local, family-owned company
- Established in 1958 by George Schneeberger
- Manufacturing precision parts for the medical, aerospace, and defense industries
  - ISO 9001 and AS9100 industry certifications

Our advantage
- Expertise in aircraft alloys: nickels, titanium, stainless steels, aluminums, and engineered metals
- Cutting-edge equipment, innovative processing, and consistent quality

Working for G.S. Precision

4 facilities
- Brattleboro, VT
- Keene, NH
- California and Mexico

More than 700 employees
- More than 40 have been here for 25 or more years
- A large company with the heart of a small one

Our values
- Dependability, adaptability, communication, problem solving, attitude, and technical skill
Working for G.S. Precision

In-demand jobs
• Process engineer
• CNC machinist
• Quality inspector
• Sales engineer
• Tool maker/grinder
• NADCAP certified welder
• Production planner
• Finisher/assembler

GSP School of Manufacturing Technology

Opportunity for students to put application behind theory
• Experience manufacturing process first-hand
• Make connections between classwork and industry practices
• Professors are your colleagues

Develop your career at low/no risk
• GSP pays for all cost for course work — 2 year commitment beyond completion
• Completion of certificate = 1/3 way to completing associate degree in general engineering technology
• Additional tuition dollars available for those who choose to continue their education
• You are a full-time GSP employee, earning a competitive wage, paid time off, full benefits package that includes health, dental, 401K, etc.
Vermont Agency of Transportation

Mission: Through excellent customer service, provide for the safe and efficient movement of people and goods.

- 1,300+ employees
- Over 600 miles of rail
- DMV – 11 locations across VT
- 10 state airports
- 30 Park and Rides with 1,525 parking spaces
- 8 maintenance districts

VTrans
GREAT CAREERS WITH LOCAL EMPLOYERS

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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

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

Maintenance Worker
- Intern M.W.
- Apprentice M.W.
- Junior M.W.
- Master M.W.
- Other opportunities: Senior M.W., Equipment Specialist, Supervisor

Mechanic
- Mechanic I
- Mechanic II
- Mechanic III
- Vehicle & Equip. Technician I
- Vehicle & Equip. Technician II
- Parts Specialist

DMV
- MV Document Clerk I
- MV Data Clerk
- MV Driver Improvement Specialist
- MV Customer Service Rep I
Hiring Managers agree ...

- Attendance
- Attitude
- Aptitude

... for all entry-level positions!

VTrans

Vermont Department of Labor Apprenticeship Program

College & Career Pathways 2020

Apprenticeships

Earn While You Learn

What is an apprentice?
An employee who learns a trade or craft through planned, supervised on-the-job training and classroom instruction.

Apprenticeship Department programs
- Currently more than 1,600 Vermonter registered in more than 30 different occupations.
- All employed in the trade of their choice.
- After completing the program, they enjoy continued employment at a higher, skilled rate of pay.

Programs include:
- Electrical
- Plumbing
- Sheet metal
- Child care development
- Line maintenance
- Ski lift mechanics
- And many more!
Training

What's the difference between apprenticeships and other training?
Apprenticeship involves on-the-job training and classroom instruction, usually simultaneously so that apprentices learn both theoretical and practical aspects of the job. Apprentices are taught all of the craft skills associated with the trade, and not just a few related segments.

How is training structured?
• Most apprenticeship programs last from 1-4 years. Apprentices work on actual job sites under the supervision of qualified journey workers.
• Training may include courses in mathematics, sciences, and other craft-related technical subjects.

Compensation

How much are apprentices paid?
New apprentices typically earn 50% of journey worker wage and, if progress is satisfactory, they usually receive increases every 6 months. Most apprentice entry-level wages range from $11-$15/hour.

How is training structured?
Apprentices nearing the end of their training generally earn 90-95% of the journey worker wage, which typically ranges from $14-$20/hour.

Qualifications

What does it take to qualify as an apprentice?
• Qualifications vary from program to program.
• Almost all require a high school diploma or GED certificate, some basic mathematics and science courses, aptitude and the physical ability to perform the work.

Can I get help to qualify?
• Yes. If you're having difficulty with basic math skills, writing or reading comprehension, contact Adult Basic Education at 1-800-322-4004.
• If you're a woman who needs help or training to qualify for entry into a non-traditional trade, contact your local Vermont Department of Labor Career Resource Center.
What do I get when I complete an apprenticeship?
- Each graduate of the Apprenticeship program receives a Completion Certificate.
- This certificate, recognized nationwide, attests to the apprentice’s achievement and abilities.

What is a journey worker?
- A journey worker is a person fully skilled in a trade. Some trades also have a master, which is a higher level of skilled worker.
- An apprentice becomes a journey worker after completion of the apprenticeship and other testing requirements.

How can I become an apprentice?
- If you’re employed, your employer may contact an Apprenticeship Field Representative to make an on-site visit. This representative will help you and your sponsor complete an Apprenticeship Agreement to get you registered.
- If you’re not employed, you can find employers who may be interested:
  - Contact your local Vermont Department of Labor Career Resource Center.
  - Apply directly to employers who hire the type of workers in occupations in which you’re interested.

Getting started

Apprenticeship field representatives

Judy Bourbeau, Apprenticeship Program Supervisor – NE Vermont
5 Green Mountain Drive, Montpelier
(802) 828-5250 Cell: (802) 585-0682 Judy.Bourbeau@Vermont.gov

Allison Richards, Apprenticeship Field Representative – NW Vermont
63 Pearl Street, Burlington
(802) 951-5845 Cell: (802) 522-9079 Allison.Richards@Vermont.gov

Rebecca Dansereau, Apprenticeship Field Representative – Southern Vermont
200 Asa Bloomer Building, Rutland
(802) 786-8841 Cell: (802) 272-7868 Rebecca.Dansereau@Vermont.gov
GREAT CAREERS WITH LOCAL EMPLOYERS

Community College of VT

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Apprenticeship

- Manufacturing
- Pharmacy Tech
- Medical Assisting

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

Learning
- Connects education and work simultaneously
- 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
Certified Production Technician (CPT)

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

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
Continuing education & workforce development

- Agriculture & Food Systems – opportunities related to animals, plants, 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 – Paramedicine, 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.

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.