

U.S. Department of Labor,  
Northwest Regional Workforce Investment Board,  
CT Department of Labor and Kaynor Tech High School

# Advanced Manufacturing: Education, Training and Employment Seminar

Presentation by Vermont HITEC



# Vermont Healthcare & Information Technology Education Center, Inc.

**One potential solution to meet the  
your advanced manufacturing  
workforce development challenge...**

Presented by:

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Vermont HITEC, Inc.



# Who we are...

- Vermont HITEC and RVWI (sisters)
- Non-profits focused on workforce development
- Customized curriculum to match current job openings with educational program
- Intensive education & apprenticeship model

# Our programs...

- Advanced Manufacturing
  - Computer Numerically Controlled (CNC) Machine Operators and Machinists
  - Structural Steel Welders and Fitters
- Information Technology
- Healthcare

# Our philosophy and beliefs...

- Start with jobs – end with jobs
- Passion for education & business results
- Unlimited human potential
- Universal model
- Student-centric education & mentoring
- Competency-based metrics
- No previous experience required
- Investment creates commitment and loyalty

# Our model... STAR

- Guaranteed jobs to successful graduates
- Serve unemployed and underemployed
- Employer-partners actively involved
- Behavioral & technical competency focus
- Readiness program prepares graduates for a one-year apprenticeship
- Apprentices receive graduated salary and full benefits

# Curriculum development...

- Becomes “person-of-interest” of employer
- Perform all essential functions of position
- Reverse engineer curriculum
- Identify process improvements
- Validate apprenticeship competencies
- Submit for academic accreditation

# Applicant outreach...

- TV and newspaper press releases
- Radio and newspaper advertisements
- Direct mailings
- One-stop career resource centers
- Unemployment insurance checks
- Online media
- Community outreach



# Applicant selection...

- Employer-specific application website
- Mandatory orientation session
- Aptitude assessments
- Programmatic interviews
- Instructor interviews
- Employer interviews
- Selection criteria matrix

# Education delivery...

- Total immersion model
  - 8 to 10 weeks of academics
  - 8-9 hrs course work per day / 5 days per week
  - 3-4 hrs course work each night plus weekends
- Class lectures, project, lab & clinical work
- Competency-based performance standards
- Rigorous graduation requirements

# Apprenticeship...

- One-year apprenticeship
- Technical and behavior competencies
- Dedicated mentor for apprentices
- Monthly evaluations conducted
- Performance-based merit increases
- US DOL Certificate of Apprenticeship
- National certification exams

# Student support services...

- Provided at every step of the process
- Numerous partners
  - One-stop career centers
  - Student grants for living expenses
  - WIA counselors and services
  - Staff counselors
  - Employer's EAP
- Student-centric approach ensures success

# Our partners...

- Employer sponsors
- Departments of Labor
- Departments of Economic Development
- Federal & State Apprenticeship Councils
- Other government & nonprofit agencies
- Colleges and Universities

# Questions and open discussion...

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