



# ADDISON COUNTY

Economic Development Corporation  
*Great starts here.*



Hello ACEDC Member,

Thank you for taking the time to read our fall newsletter!

We hope you find this information useful. As always, your feedback is welcome and appreciated.

Enjoy,  
ACEDC

## From the Desk of the Executive Director

The big question everyone is asking these days is: Where has the workforce gone?

The most compelling theories, backed by data, that I have seen recently are those presented by Ron Hetrick, Labor Economist with Lightcast (formerly Emsi/Burning Glass). His data and information makes it clear that the issue of the "Vanishing Labor Force" is very difficult to address because the causes are not primarily policy driven and are therefore difficult to address through public policy changes.

You can view video presentations of Hetrick's easy to follow information on how we got to where we are and why we are facing a demographic drought that will transform the labor market for the rest of our lives on You Tube. If this topic interests you, these videos are well worth you time.

The Demographic Drought:  
<https://www.youtube.com/watch?v=w05QgHwq8lg>

Demographic Drought Part 2: Bridging the Gap  
<https://www.youtube.com/watch?v=0y7aQSfPe50>

The Vanishing Workforce - Exploring the current talent crisis and the coming demographic drought:  
<https://www.youtube.com/watch?v=VmSeXdmFCCk>

If you like your information in study form, the data and information are also presented here: <https://www.economicmodeling.com/demographic-drought/#report-2021>

Best of all, despite the gloomy labor market forecast presented, Hetrick and his team also present some solutions. Here is a summary of some of their recruitment and retention ideas for businesses:

### Short-term:

- Pursue talent from previously untapped pools such as retired, Veterans, historically underserved populations, and justice-involved or previously justice involved individuals
- Adjust wages and benefits and offering non-wage incentives
- Onboard and train new employees quickly
- Build-in flexibility with scheduling while ensuring adequate hours
- Work with service providers that can provide wrap-around services for employees
- Provide employee training to increase the understanding of generational differences
- Provide quality, ongoing employee bias training

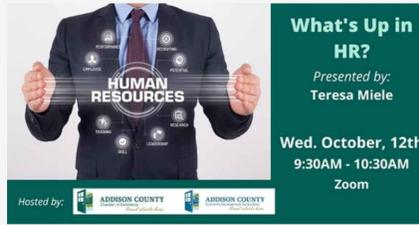
### Long-term

- Develop strategies to keep employees, such as staging rewards
- Make workforce planning a higher priority and an executive conversation
- Identify best workers quickly and have career paths ready for them
- Invest in industry engineering (i.e. How can jobs be combined and wasteful steps eliminated)

ACEDC and our partners will be working on ways to assist businesses to adopt these strategies and advocate with policy-makers on programs and services to address the vanishing labor force.

[See Our ACEDC Success Stories](#)

## October Members-Only Webinar: What's Up in HR?



**What's Up in HR?**  
 Presented by:  
 Teresa Miele

**Wed. October, 12th**  
 9:30AM - 10:30AM  
 Zoom

Hosted by:  

### What's in your HR Toolbox?

We get it! You are busy running your business. That said, if you don't stay on top of compliance, it can be costly. Here are a few examples of the compliance topics we will cover during this information-packed workshop:

- Labor law posters
- Personnel file requirements
- Vermont's Declaration of Health Care Coverage, Sick Leave Law, Parent or Family Leave Law
- Recruiting no-no's, 1-9 Forms, Fair Labor Standards, break requirements
- What does At-Will employment mean?
- And much more!

Be proactive and join us to fill your HR Toolbox with practical solutions and available resources. Bonus – many of these resources are **free!**

[Register today!](#)

## Welcome Our New Members in 2022:



**minifactory**

V Smiley Preserves & Minifactory



Champlain Valley Organics



Dubois Dairy



TD Bank

Real Live Company, LLC



Vergennes Residential Care Home



Wonder Web Creative

## ACEDC Annual Membership Meeting



Members, join us for our first in-person annual meeting in two years! Network with fellow business and nonprofit leaders, elect board members and officers, review accomplishments of 2022 and look to the work ahead, gain insights from our keynote speaker, and, of course, enjoy a delicious breakfast.

**When:** Friday, November 4, 2022  
 Registration/Check-in starts at 7:15 a.m.  
 Meeting is from 7:30 – 9:30 a.m.

**Where:** Middlebury Inn

**Cost:** \$25 per person

- Official meeting notice and registration forthcoming.
- Member businesses/organizations may send multiple guests but must assign one person to vote.
- We prefer that you register and pay in advance (see link below), but you may register now and pay at the door.

[Register Today!](#)

## ACEDC Announces Development of a Regional Priority Project List for State and Federal Funding

The Addison County Economic Development Corporation (ACEDC) and the Addison County Regional Planning Commission (ACRPC) are partnering with other regional organizations, developers, and municipalities to develop a Regional Priority Project List for state and federal funding.

The Regional Priority Project List process is occurring in every region of the state and the final product is submitted in January to the Agency of Commerce & Community Development (ACCD), who will use it for funding decisions and share the lists with other state and federal funders for consideration in making decisions on grant programs.

The deadline to submit a Project Form to get a project included in the Addison County Regional Priority Project List is October 28.

[Read More](#)

## RDC Directors Accept Partner of the Year Award



Vermont's Rural Development Corporation Directors accepted the Partner of the Year award at Efficiency Vermont's Best Practices Exchange (BPX) 2022 Conference on September 14th, 2022.

From left to right:

Tyler Richardson, Chamber & Economic Development of the Rutland Region; Daveq Anderson, Brattleboro Development Credit Corporation; Peter Walk, Efficiency Vermont; Melissa Bounty, Central Vermont Economic Development Corporation; Erika Hoffman-Kiess, Green Mountain Economic Development Corporation; Andy Julow, Lake Champlain Islands Economic Development Corporation; Fred Kenney, Addison County Economic Development Corporation.



We had our first in-person networking mixer in two years at the WhistlePig Tasting Room & Distillery in Shoreham on September 21st. We had some good food and drink, enjoyed a tour of the distillery, and had fun reconnecting with other members.

Thanks to our sponsors WhistlePig Whiskey, Co-operative Insurance Companies, Otter Creek Engineering, and the National Bank of Middlebury!

[Click here to see more photos](#)

## Our Members & Partners in the News

### 2022 NBRC State Economic & Infrastructure Development Grant Awards Announced



The Northern Border Regional Commission (NBRC) has approved \$24.2 Million in new awards to 56 projects as of August 18, 2022. The awards are part of the annual State Economic & Infrastructure Development (SEID) grant round.

In Addison County, Porter Medical Center and Otter Creek Child Care both received grant awards.

Porter Medical Center will receive \$346,223 to create a simulation lab to provide entry-level training and upskilling education for healthcare workers.

Otter Creek Child Care will receive \$350,000 to help with facility expansion in order to increase stability and predictability of service to families across the region and increase overall childcare capacity by 77 daily slots.

[NBRC Media Release](#)  
[NBRC Award List](#)

### Maple Broadband awarded \$8.69 million construction grant



The Vermont Community Broadband Board has awarded [Maple Broadband](#) a construction grant of \$8.69 million. The award was made on July 15th and will enable Maple Broadband to roll out services exclusively to underserved areas within its designated geographic area. The source of the grant funding is the American Rescue Plan Act (ARPA).

Maple Broadband is a Communications Union District (CUD) composed of 20 member towns in Addison County.

[Read More](#)

## Gov. Scott announces over \$2 million in grants for downtown revitalization efforts



Governor Phil Scott and the Department of Housing and Community Development (DHCD) announced awards of over \$2 million in Downtown Transportation Fund (DTF) grants to support 15 projects in Designated Downtowns and eligible Designated Village Centers.

The Town of Bristol was awarded \$200,000 for improvements to Basin Street, including repair of retaining walls and reconstruction of the streetscape and storm drain system along Main Street. The repairs will reduce erosion and improve water quality. Approximately 170 feet of sidewalk and 300 feet of guardrail will also be replaced to improve pedestrian access and safety.

The City of Vergennes was awarded \$79,760 for wayfinding signage installation, which will help visitors to navigate the downtown and basin areas while marketing the unique identity of Vergennes.

[Read More](#)

## VtSBDC names Sarah Kearns State Star 2022



State Director Linda Rossi announced that Sarah Kearns has been selected as the 2022 State Star of the Vermont Small Business Development Center (VtSBDC). The award, bestowed annually and recognized nationally, celebrates a member of the organization's team for exceptional commitment to small business success.

[Read More](#)

## Business Resources

### Technical Assistance for VT Small Businesses Available



- Was your business impacted by the pandemic?
- Would your business benefit from a website redesign, a new point of sale system, or other technical assistance?
- Did you qualify as low-to-moderate-income during 2019, 2020, or 2021?

[Click here for more information!](#)

Support is made possible in part by a grant from the State of Vermont, Vermont Community Development Block Grant (CDBG) Cares Act (CV).

### VEDA Short Term Forgivable Loan Program

The VEDA Short Term Forgivable Loan Program will provide financial assistance to businesses that continue to experience current and ongoing economic harm due to the COVID-19 pandemic.

**PRIORITY SECTORS:** In accordance with guidelines developed by the State, VEDA will initially accept only applications from the following industry sectors and business owners:

- Travel & Tourism
- Restaurants and Eating Establishments
- Lodging
- Childcare
- Agriculture
- BIPOC owned businesses in all industry sectors

After the initial 30 days of this program, VEDA will reassess the need to continue limiting applications to these priority sectors. The determination on when to open the program to non-priority sectors will be based on continued demand from the priority sectors and available funding. Check back periodically for updates.

[Visit the VEDA website for more information](#)

### Creative Futures Grant Program

During the 2022 state legislative session, the Vermont Arts Council and the Vermont Creative Network advocated for increased investment in economic recovery for the creative

sector. One outcome of this session (a part of [Act 183](#)) was the allocation of \$9 million of American Rescue Plan Act (ARPA) funds to the Vermont Arts Council for grants to creative sector entities that have sustained economic harm due to the pandemic. The aim of this program is to provide aid to creative sector organizations and businesses that continue to struggle financially due to the impact of the COVID-19 pandemic.

[Visit the Vermont Arts Council website for more information](#)

#### Working Lands Business Enhancement Grants

Farm, food, and forest businesses can apply now for Working Lands Enterprise Initiative Business Enhancement Grants. A total of \$450,000 is available to Vermont farm, food, and forest businesses to invest in business enhancement initiatives, such as market, infrastructure, and workforce development.

Program information is available online at: <https://workinglands.vermont.gov/news/fy23-business-enhancement-grant>

Grants range from \$20,000 - \$35,000

The application deadline is 11:59 pm, October 28, 2022.

#### Vermont Better Places Grant Program

Better Places is a non-competitive, community matching grant program empowering Vermonters to create inclusive and vibrant public places serving Vermont's [designated downtowns, village centers, new town centers, or neighborhood development areas](#). The program provides one-on-one project coaching, local fundraising support, and two to one (2:1) matching grants ranging from \$5,000 to \$40,000 to make your community-led placemaking ideas happen.

More information: <https://accd.vermont.gov/community-development/funding-incentives/better-places>

#### Elevate Vermont

Elevate Vermont is a technology-based economic development program designed to catalyze growth in Vermont's high tech business sector through increased access to targeted technical and research assistance.

More information: <https://addisoncountyedc.org/news/governor-phil-scott-announces-launch-vermonts-first-technology-based-economic-development>

#### Export Grants Available to Increase International Sales and Marketing

Grant funding is available to help small businesses increase export sales by reaching international customers. [Watch the video to learn how four Vermont Companies have used the State Trade Expansion Program \(STEP\) to support their sales and marketing activities](#). To grow their international presence, Kaden Apparel, Concepts NREC, Polhemus and Northern Reliability (now KORE Solutions) have leveraged activities such as participating in export training and consulting, identifying their next international markets, attending tradeshows (virtual, hybrid, and in-person), updating and enhancing their website and launching digital advertising campaigns.

Find the [full list of eligible activities](#) and simple application materials online or [contact Daegan Goodman](#) with questions or to start an application.

### Employment, Training and Education Opportunities

#### Workforce Development Funding Available

The graphic features the VSAC logo with three arrows pointing right. Below it, the text reads 'Workforce Development Funding'. To the right, a teal box contains the text: 'An interest-free forgivable loan that pays up to 100% of your tuition.' Below this, it says 'A program for training and certification programs in select high-demand sectors.' and a 'LEARN MORE' button. At the bottom left of the graphic is an image of a yellow hard hat.

The Vermont Legislature passed a historic bill in June 2022 which invests millions of dollars of state and federal funding into initiatives designed to address Vermont's workforce shortage. This new funding will **reduce or eliminate tuition** for eligible students pursuing careers in critical fields such as skilled trades, early childhood education, nursing, mental health care and more.

VSAC, in partnership with other Vermont agencies, will offer **grants and interest-free forgivable loans** that will help eligible students afford the degree or training they need to pursue the career they want.

[Read More](#)

[Visit our website for a current list of job opportunities](#)

#### Job Fairs

[Vermont Department of Labor #Hiring2DayVT Virtual Job Fairs](#) - Oct. 20, Nov. 17, Dec. 15

#### Weekly VT DoL Virtual Workshops

[Resume Writing](#) - Mondays at 9am

[Regional Employment Connections](#) - Mondays at 1pm

[Interviewing Skills](#) - Tuesdays at 9am

[Re-Employment Strategies](#) - Wednesdays at 9am

[Interviewing Skills](#) - Fridays at 1pm

## Porter Medical Center

THE  
**University of Vermont**  
HEALTH NETWORK

### Porter Medical Center



Part of the University of Vermont Health Network, Porter Medical Center has been providing high-quality health care to Addison County residents since 1925. As part of its mission to improve the health of our community, Porter makes a substantial economic impact through job creation and job training opportunities. Porter and the ACEDC often work together on economic development projects, including most recently a \$300K grant from the Northern Border Regional Commission (NBRC) to build a training simulation lab for nursing staff in Middlebury. Learn more about our work on the ACEDC partner page: <https://addisoncountyedc.org/porter-medical-center>



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