



# ADDISON COUNTY

Economic Development Corporation  
*Great starts here.*



Dear ACEDC member,

Please take a moment and enjoy our Spring 2022 Newsletter. In this update you'll find information on some of ACEDC's recent activities including some exciting partnerships with local organizations, links to our members in the news, our usual roundup of business resources, and some information on employment, training, and education opportunities in our region. We're also highlighting Middlebury College as our featured partner in this edition.

We hope this information is useful for you - your feedback is always welcome and appreciated!

Enjoy,  
ACEDC

## From the Desk of the Executive Director

Labor force shortages continue to be foremost for every employer. The factors that got us to where we are developed over a long period of time and were exacerbated by COVID-19.

The shortages are driven primarily by individual and family choices, such as early retirements. These are choices that are difficult for policymakers to impact and results that are difficult to change. What policy makers can do is make resources available for programs that will attract new workers and families to Vermont and retain those that have already chosen Vermont as their place to live, work and play. This can include incentives to relocate to Vermont and programs to help with workforce housing, childcare, and to maintain and enhance our built environment and improve the amenities that families desire. They should also empower the Regional Development Corporations to facilitate connection-building across public and private labor force stakeholders to improve alignment, collaboration, insights, and strategies on the regional level.

Businesses cannot wait for policymakers to act. There are short-term and long-term steps businesses can take to improve your chances of finding and retaining talent. In the short-term: Pursue talent from previously untapped pools such as retired, veterans, historically underserved populations, and justice-involved or previously justice involved individuals (see “[Hidden Workers: Untapped Talent](#)”); adjust wages and benefits and offer non-wage incentives; onboard and train quickly; be flexible with scheduling while ensuring adequate hours; work with service providers that can provide wrap-around services for employees; and develop a strategy to keep your employees (i.e. stage rewards).

There are long-term strategies as well: Make workforce planning a higher priority and an executive conversation; identify your 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); partner with community resources such as ACEDC, Chamber, Addison County Workforce Alliance, high schools, Career and Technical Centers, colleges, and others to interact early and often with students and ensure they are building career pathways that provide the training and skills you need.

For an example of potential partnerships in Addison County, check out our Highlighted Partner for this newsletter (see below): Middlebury College. Middlebury has several programs that partner with the community and local businesses to help you succeed and provide hands-on experiences for students.

The Addison County Workforce Alliance recently held a Financial Reality Fair for young adults to learn about budgeting and lifestyle choices. Thanks to the dozens of volunteers and presenters who provided real world advice and offered services and employment opportunities for the participants. You can see photos and video from the event via the links below.



[Financial Reality Fair Photo Gallery](#)



[Financial Reality Fair Video](#)

## ACEDC Success Story: Wooden Hammer secures grant funding for renewable energy investments



We caught up with Ben Raphael, owner of Wooden Hammer, at his shop in Monkton, VT, to see how ACEDC's help in securing grant funding has allowed his business to expand and incorporate solar power on site.

[Watch the video](#)

## Addison County Regional Marketing Partnership wins Economic Recovery Grant Funds to Promote Addison County Tourism, Businesses and Recreational Opportunities



A collaboration between the Addison County Economic Development Corporation, Addison County Chamber of Commerce, Better Middlebury Partnership, Vergennes Partnership, and Bristol CORE has received a \$30,000 grant from the Vermont Agency of Commerce and Community Development, Department of Tourism and Marketing, for regional marketing. These funds were awarded to the State of Vermont through the American Rescue Plan Act (ARPA) and have been distributed to 22 grantees across the state.

The Tourism and Economic Recovery Marketing Grants are intended to enable local, regional, and statewide organizations to implement campaigns and initiatives that increase tourism spending, support local businesses, and advance community recovery efforts to support businesses in Vermont that have suffered

economic harm due to the COVID-19 public health emergency.

[Read More](#)

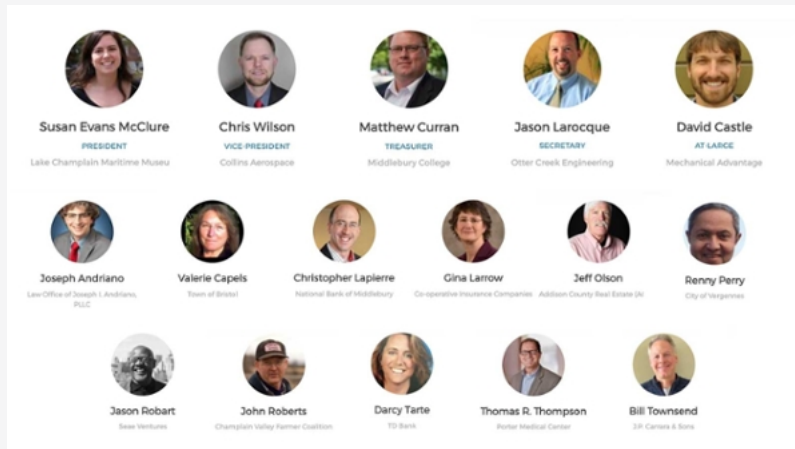
## Addison County Economic Development Corporation & Addison County Chamber of Commerce partner to present business education webinar series



The Addison County Chamber of Commerce and the Addison County Economic Development Corporation are pleased to announce a series of business webinars in 2022. Each webinar covers a different topic relevant to the Addison County business and non-profit communities, presented by local business owners and support organizations.

[Read More](#)

## ACEDC Announces New Board Members and Officers



At the Annual Meeting of the Addison County Economic Development Corporation on November 12, 2021, the membership approved four new members to the Board of Directors and at the December 16, 2021 Board meeting, a new executive team was elected for the 2022-2023 term.

[Read More](#)

[More ACEDC Success Stories](#)

[Our Members in the News](#)

[Monti Verdi wins Good Food Foundation Award for Salame Classico](#)

[Bread Loaf wins Best Builders Award for 2021](#)

[Aqua ViTea Kombucha Might Be Your Next Fave Spring Beverage](#)

[More optimism in Vermont Small Businesses Economic Survey results](#)

## [CEAC Releases Draft Climate Action Plan for Addison County](#)



The Climate Economy Action Center of Addison County (CEAC) has released a draft Climate Action Plan (CAP) for Addison County, for public review and input. CEAC welcomes individuals, businesses, organizations, institutions and local leaders to submit comments and/or participate in upcoming meetings and discussions.

[Read More](#)

## [Minifactory Cafe Open House](#)



The new [Minifactory Cafe, Bakery & Grocery](#) in Bristol opened its doors to the public and celebrated with a well-attended open house on Sunday, March 20th. We're excited to see this business launch, grow, and thrive in our community!

[Read More](#)

[Business Resources](#)

## Community Events

### **Webinar: Digital Listing and Effective Online Reputation Management**

Tuesday, April 12th from 9:30-10:30am  
For ACEDC and ACCoC members only

### **Addison County Chamber of Commerce Networking Mixer**

Thursday, April 21st from 9-10:30am  
Little Seed Coffee Roasters, 24 Merchants Row, Middlebury

### **20th Annual Vermont Employee Ownership Conference**

Thursday, June 9th from 7:45am-5:45pm

### Upcoming ACEDC/ACCoC Sponsored Webinars:

- Thursday, May 5th: *An Inside Exit: Selling Your Business to Family, Managers, or Employees* by Mark Beliveau, Gallagher, Flynn & Co. and Don Jamison, Vermont Employee Ownership Center
- Thursday, June 9th: *Social Media: It doesn't have to be a full-time job* by Dana Rodriguez, Gold's Gym International
- Tuesday, June 14th: *2022 Legislative De-Briefing* by Phil Summers, ACCoC and Fred Kenney, ACEDC
- Tuesday, July 12th: *Sustainability in Business*, by Lauren Bass, Vermont Small Business Development Center

## Business Survey and Listening Sessions

The [Vermont Professionals of Color Network](#) and the [Main Street Alliance](#) will host listening sessions and collect responses to a business survey through the Fall. The effort seeks to further understand what is working well for small businesses and what gaps still exist for Vermont's women, BIPOC, veteran and rural owned businesses, and those who have yet to access resources from regional and state-based programming.

LINK TO SURVEY: [https://survey.co1.qualtrics.com/jfe/form/SV\\_9YJItHWQkhS28EC?refsource=vpoc](https://survey.co1.qualtrics.com/jfe/form/SV_9YJItHWQkhS28EC?refsource=vpoc)

LINK TO LISTENING SESSIONS: <https://www.vtpoc.net/about/our-projects/vt-poc-small-business-listening-sessions/>

## Grant Opportunities

### **Technical Assistance Grants Available to Vermont Small Businesses impacted by COVID-19**

The Regional Development Corporations of Vermont are part of a new grant program that will deliver technical assistance to small businesses to aid with business recovery from COVID-19 impacts.

The technical assistance program is part of a national initiative through the Vermont Small Business Development Center (VtSBDC) as part of the Small Business Administration's Community Navigator Pilot Program (CNPP). Funding for the program is coming from the Small Business Administration and Vermont's COVID community development block grant program (CDBG-CV) funded by the U.S. Housing and Urban Development.

More information: <https://addisoncountyedc.org/news/technical-assistance-grants-available-vermont-small-businesses-impacted-covid-19>

### **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>

## **Employment, Training and Education Opportunities**

### **ACORN Seeks Food Hub Manager**

ACORN seeks an organized, collaborative, detail-oriented, self-motivated food systems professional with customer service skills to manage the emerging Champlain Valley Food Hub and to support ACORN's Farmacy program in Middlebury.

**[Visit our website for all job opportunities](#)**

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### **Job Fairs**

[Vermont Department of Labor #Hiring2DayVT Virtual Job Fairs](#) - Thursdays at 11am

### **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

## Mark your calendar: Addison County Career Fair (in person), May 19th!

Keep an eye on our website for more information as it becomes available.

### Education Opportunities

#### Rotary Youth Leadership Academy

The Rotary Club of Middlebury is sponsoring high school sophomores for a weekend of leadership training on June 24-26, 2022 at Northern Vermont University. If you know of a high school sophomore who you believe could benefit from attending this conference, please have them reach out to Jason Schnoor at [jason.schnoor@yahoo.com](mailto:jason.schnoor@yahoo.com) or 802-989-4420.

#### Governor's Institutes of Vermont

Have you heard of the [Governor's Institutes of Vermont](https://www.giv.org/)? It is a nearly 40-year-old nonprofit that helps Vermont high schoolers pursue their passions. Students say that participating in one of these residential summer Institutes helps them see themselves differently - they often emerge more confident, more capable, and more connected. GIV offers 1- to 2-week programs in topics like Arts, Engineering, Environmental Science, Health & Medicine, and more.... and operates on a sliding scale so that any family can send their child, no matter their finances. Applications close April 3rd. Students can learn more and apply today at [GIV.org](https://www.giv.org/).

#### Student Business/Entrepreneurship 2022 Competitions

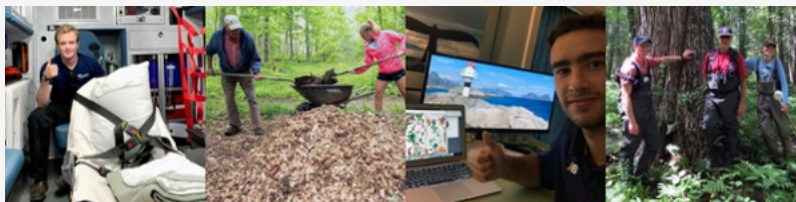
For all VT secondary students. Open now through May 2, 2022 (submissions deadline). Cash prizes. Students prepare a Business Model Canvas (BMC) plan and Executive Summary or Business Video Pitch up to 5 min. and Executive Summary of a product(s) and/or service(s). More information: <https://www.vtsbdc.org/wp-content/uploads/2022/02/14th-Annual-Student-Bus-Entrepreneurship-Competitions.pdf>

#### Creativity & Innovation for Vermont Educators

A course to inspire the entrepreneurial mindset in the classroom and beyond this fall - October 17 & 18 at Lake Morey Resort. The program focuses on helping educators be engaged in highly effective, fun interactive learning experiences and lesson plans that educators can immediately integrate into their programs of study. More information: <https://www.vtsbdc.org/specialty-services/teacher-professional-development/>

### Highlighted Partner

## Middlebury College





Middlebury students, staff, and faculty are making significant contributions in Addison County and beyond to promote a robust economy and skilled workforce, a just society, a healthy population, a “green” environment, equitable access to excellence in education, and a vibrant Vermont arts and cultural scene.

We have highlighted three programs on our website: [Middlebury College Center for Careers and Internships](#), [The Center for Community Engagement](#), and [Oratory in Action](#).

[Read More](#)



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