

Career Training Offset



**SUPPORTING HIREABILITY
PARTICIPANTS TO OBTAIN INDUSTRY
RECOGNIZED CREDENTIALS**

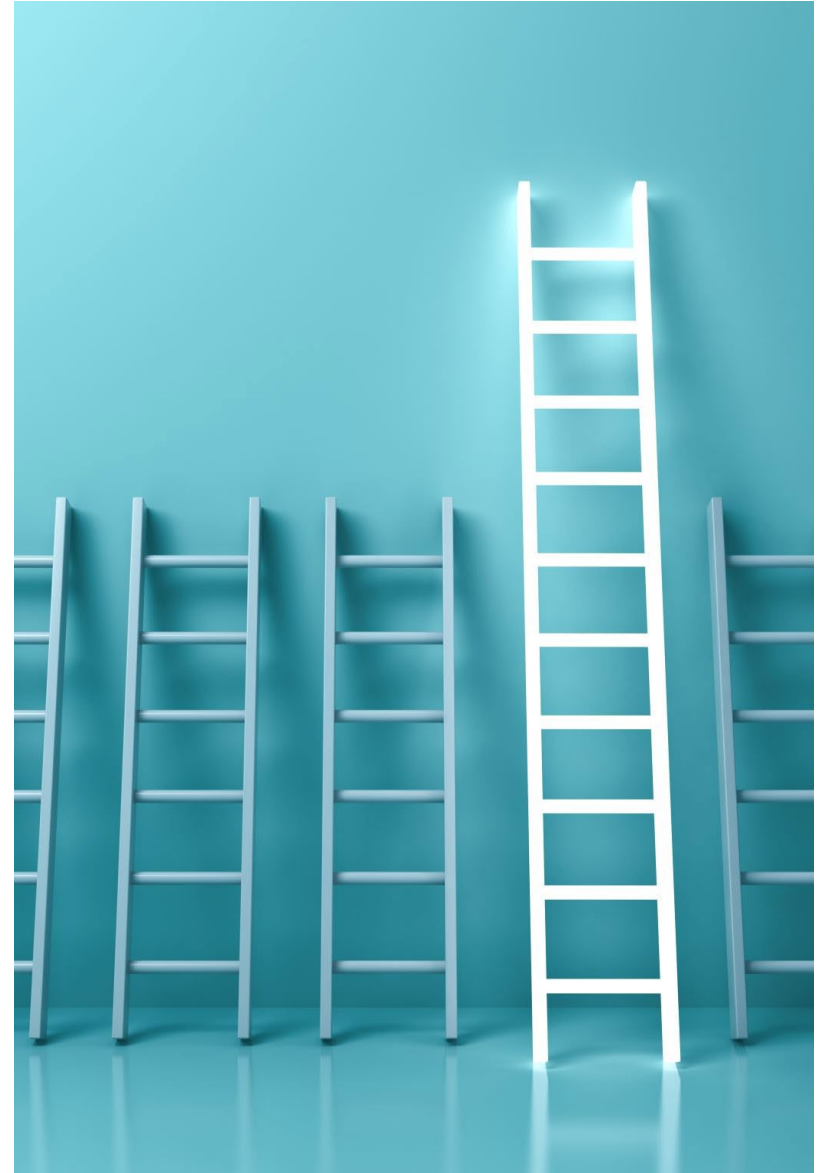
Background

- HireAbility VT works with over 5,000 Vermonters annually – many of whom do not have any education or training beyond a high school diploma
- 100% of Vermont's high pay, high demand jobs require education and training beyond high school
 - Yet most of our participants cannot afford to step away from their current jobs to engage in these types of training opportunities



OUR MISSION

- To help our participants explore the range of employment opportunities available to them, and to support them to make the best decision for themselves
- Employment is always the top priority, however HireAbility recognizes that obtaining an Industry Recognized Credential (IRC) may be an important steppingstone
 - IRC's significantly increase the likelihood that our participants will obtain employment in a higher pay, more stable career
- All HireAbility participants are offered an opportunity to complete a career assessment when they begin receiving services
 - This helps identify possible career options/matches



THE CAREER TRAINING OFFSET (CTO)

- CTO provides a minimum wage support to HireAbility participants who are engaged in occupational training that leads to an industry-recognized credential
- The goal is to provide financial support to participants who might not otherwise be able to engage in training because they must have income
- Examples of IRCs include:
 - Advanced Manufacturing
 - CDL
 - HVAC
 - LNA
 - Certified Public Bookkeeping
 - Certificate Programs that lead to an IRC
 - Associate Degree that leads to an IRC (dental hygiene)



Supporting SSI/SSDI Beneficiaries

- Participants that receive SSI or SSDI are encouraged to explore if the CTO is a good fit for them
- Certified Work Incentive Counselors support beneficiaries to review the potential implications and impacts of participating in the CTO
- CTOs offer the participant an opportunity to try out receiving a wage and getting used to reporting income