



Valley Industrial Association

Multi-Company Training Grant

Presented by:

**Judy Whalen
Whalen & Associates, Inc.
15626 West Holt Road
Brooklyn, WI 53521
judy@whalen.com 608-455-2090**

VIA Multi-Company Industrial Training Program

- ▶ **Overview of VIA**
- ▶ **Grant & Win-Win Partnerships**
- ▶ **Grant Process**
- ▶ **Success Factors**
- ▶ **Challenges**
- ▶ **Impact**

Valley Industrial Association

- ▶ **Regional trade association**
- ▶ **Represents manufacturing companies**
- ▶ **220 members**
- ▶ **Provides variety of services**

Grant Promotes Win-Win Partnerships

- ▶ **DCCA**
- ▶ **Companies**
- ▶ **Employees**
- ▶ **VIA**
- ▶ **Training Providers**

Win-Win for DCCA

- ▶ **\$4.6 million since 1995**
- ▶ **VIA met grant goals every year**
- ▶ **Helps DCCA achieve its goals**

Win-Win for Companies

- ▶ **\$3.9 million since 1995**
- ▶ **115 companies served**
- ▶ **Grant range: \$227 - \$80,000**
- ▶ **Average grant: \$10,200**

Win-Win for Employees

- ▶ **22,436 employees trained**
- ▶ **Average cost per employee trained: \$205**
- ▶ **Companies conducting more training**

Win-Win for VIA

- ▶ **Increased membership**
- ▶ **Benefit for members**
- ▶ **Increased association revenue**
- ▶ **Serves 58% of eligible members**

Training Providers

- ▶ **210 providers**
- ▶ **529 training programs**

VIA Grant Process

Needs assessment survey	April
Write grant application	May-June
Informational meeting	Sept.
Companies apply	Sept.
Grant received	Sept.-Nov.
Notify companies	Oct. – Dec.
Companies train/submit forms	Dec. - June
VIA monthly report	Monthly
Closeout report	July

Grant Project Team

- ▶ **Grant Director - VIA CEO**
- ▶ **Grant Manager – *contracted***
 - ▶ **Administrative support (1)**
- ▶ **Grant Writer - *contracted***
- ▶ **Accountant - *contracted (1)***
 - ▶ **Administrative support (1)**
- ▶ **Audit Team - *contracted***

Success Factors

- ▶ **Good relationships - DCCA, companies, providers**
- ▶ **User friendly**
- ▶ **Flexibility**
- ▶ **Marketing**
- ▶ **Consistent staffing**
- ▶ **Monitored throughout grant year**
- ▶ **Unflappable accountant**

Challenges

- ▶ **Varying levels of technology in companies**
- ▶ **Meeting grant goals**
- ▶ **Changing economic conditions**
- ▶ **Moving money amongst companies**
- ▶ **Administrative tasks**

Impact

- ▶ **Increased the depth of trained employees**
- ▶ **Increased visibility of VIA**
- ▶ **Raised commitment to training**
- ▶ **Helped companies be competitive**
- ▶ **Key factor in employee retention**