



VT Women at Work

Fall 2007

Volume 3

Vermont Women's Fund Supports VWW Research

Vermont Works for Women was chosen as one of three agencies (along with Mercy Connections and Central VT Community Action Council) to receive a special two-year "Strategic Partners" grant to support economic justice initiatives that promote the economic stability, security, independence and self-determination of Vermont women and girls.

Cindy Char, Strategic Partners Committee Chair, described the initiative. "The Vermont Women's Fund created the Strategic Partners Initiative to serve as a catalyst for social change with a long-term impact on the economic self-sufficiency of women and girls. We selected Vermont Works for Women because of its proven track record and its commitment to women's economic independence."

We selected Vermont Works for Women because of its proven track record and its commitment to women's economic independence. ... Under the grant, VWW will conduct research, through surveys and interviews, which documents and evaluates the employment histories and needs of women under correctional supervision.

The award and its flexibility presented VWW with an unusual opportunity to dedicate significant time to research and program development in areas that are strategically important but difficult to fund.

Under the grant, VWW will conduct research, through surveys and interviews, which documents and evaluates the employment histories and needs of women under correctional supervision. What is known about the work that women have done prior to their incarceration is very basic: that the majority are un-employed at the time of their incarceration; most have never earned more than minimum wage.

We know that incarcerated women are more likely to have graduated from high school or earned a GED than their male counterparts. And we know that the terms of their parole often limit their ability to work full-time.

What VWW seeks to understand through our research is how income, or the lack of it, has contributed to the sharp rise in women's incarceration, and how often substance abuse, relapse, or parole viola-

tions are preceded by a change – or stalemate — in finances. There is no existing inventory of successful employment training programs for women in prison. There is little written about how best to prepare women for employment upon their release. There is almost nothing written about employment programming for women who leave prison – in large part because there are few, if any, existing programs that are specific to women.

We expect that the research, which we'll present formally to policy makers and those involved in program delivery, will substantiate the need for vocational support for women under correctional supervision and inform the substance of our own programming.

On a parallel track, we sought assistance from a team from Leadership Champlain, a leadership development program coordinated by the Lake Champlain Regional Chamber of Commerce, in researching transitional employment



program models that can ease a woman's transition to work from prison. Their report has provided significant direction as we work to develop a model that can serve women upon their release to Chittenden County.

The "process and the information we gather will enable us to refine our current programs and envision, with a sharper, clearer eye, the work that can make a real difference in helping women avoid incarceration," reflected VWW's Deputy Director, Jayne Sheridan. "It's a tremendous opportunity. We're grateful for the support and the confidence of the Fund's leadership." ■

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Mission

VERMONT WORKS FOR WOMEN helps women and girls explore, pursue and excel in nontraditional careers that pay a livable wage.

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- Tiffany Bluemle, *Executive Director*
- Laurie Caldwell, *Project Director*
- Lily DeForge, *Finance Manager*
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Landmark Workforce Development Legislation Passed this Spring

This spring, Vermont’s lawmakers passed Act 46, historic legislation that doubles the amount of money in the state’s three primary workforce development funds, provides a mechanism for better coordinating and aligning workforce development, and offers new support for career awareness activities and technical education for young people.

The legislation grew out of a report issued by the Next Generation Commission, a bi-partisan group appointed by the Governor and legislative leaders to explore how Vermont can remain economically competitive in the face of state demographic shifts that will reduce the available pool of skilled labor. VWW’s Executive Director, Tiffany Bluemle, served as a member of the Commission.

Vermont training providers played a significant role in helping to shape the legislation, in part through their efforts as members of the VT Coalition for Workforce Solutions, a group founded in November 2005 to

heighten the visibility of workforce development efforts and participate in discussions of state policy and priorities.

“The Coalition for Workforce Solutions, though an informal group of colleagues, was able to play a significant role in the development of programs contained in Act 46,” commented Chip Evans, Executive Director of the state’s Workforce Development Council. “The group’s influence was based on the fact that its members are front line service providers who have first-hand knowledge of the needs and aspirations of Vermont citizens. Because of this, and the fact that their very diverse membership was able to agree on a list of specific strategies, the Coalition had real credibility with legislative leaders.”

VWW salutes members of the Coalition, state legislators, and state agency and department personnel – all of whom played a critical role in developing and passing this landmark legislation. ■

Second Modular Home Rolls Out!

Vermont Works for Women is proud to announce that its second modular home will roll out the Windsor prison gates and be sited on a second lot in Springfield this fall! The program, which has served over 100 incarcerated women since its inception in 2005, is an applied carpentry training program that prepares women for work in the building trades through the construction of affordable housing. The curriculum includes classroom training in employment and life skills related to getting and keeping a job, setting goals, effective communication, resume writing, and problem-solving.

“Building affordable housing and offering women the opportunity to develop lifelong work skills at the same time, this truly is the type of innovation that we at Chittenden want to support,” notes Jan Marinelli, VP/ Director of Community Services at **Chittenden Bank**, which has provided financial support for the program.

The model, which has spawned a similar program in Maine, will be featured at the 12th National Workshop on Adult & Juvenile Female Offenders in Baltimore this fall. A 2007 grant from the **John Merck Fund**



will support further program documentation and VWW efforts to support its replication, and the replication of Step Up to Law Enforcement, on a national scale.

“We don’t seek to run direct service programs outside Vermont,” commented VWW Executive Director Tiffany Bluemle. “But we do recognize that some program models, (and what we have learned in the process of developing and delivering them) have the potential to address needs well beyond the state’s borders. In addition, the reflective process inherent in providing technical assistance or teaching deepens our understanding of what we are doing – and opens our eyes to new ways in which a program can be adapted to achieve the same ends. We are thrilled that the John Merck Fund, a stalwart ally, has given us an opportunity to grow in this way.” ■

Women Transition back to the Community at Northern Lights House

On June 4th, Northern Lights House (NLH), a residential program of the Howard Center, opened its doors to women with Chittenden-area ties that are transitioning to the region from incarceration. All 11 available beds are expected to be full by November of this year. Women have the option of 6 to 12 month stays after an initial 30-day trial period.

Formerly the Varney House, this grand Victorian on the historical register now looks like an upscale B&B with each room individually decorated and furnished by volunteers, many of them parishioners from St. Joseph's Cathedral in Burlington. Residents already credit the home's ambience and the wrap-around services they receive with having helped them avoid re-incarceration.

Vermont Works for Women spearheaded initial efforts to develop the home several years ago. "We're not a housing agency," commented VWW's Executive Director, Tiffany Bluemle. "But time and again we heard from prison program graduates about the difficulties they had in finding safe, affordable housing – and witnessed the way in which stable housing can encourage stable employment – which is our core interest. And thus, conversation by conversation, we began to get involved."

VWW and its partner in the VT Women's Mentoring Program, Mercy Connections, are currently involved in supporting residents by matching them to a local mentor who is trained to support the needs of previously incarcerated women. VWW also

provides the one-on-one employment support necessary for residents to find, apply for and keep a job – which is ultimately critical to success in living independently. "Not surprisingly, when women are released they find it hard to get hired if they disclose the



LEFT: Varney House at 76 Cherry Street in Burlington.

BELOW: Cara Gleason at the ribbon-cutting ceremony May 31st, 2007.



fact of their incarceration," explains Leigh Steele, VWW's program coordinator. "We're working to help place women with employers who are open to hiring women with prior convictions – and to support them through the first few months of their initial transition to work."

Cara Gleason, Program Coordinator at NLH reflects "It has been an amazing summer at Northern Lights. The residents are working, going to school, connecting with family and friends and working hard to build a new life. It is not always easy, but it is incredibly inspiring. We are all (residents, staff and the program itself) learning and growing every day." ■

Great Bay Foundation Funds New Venture

This fall, VWW received a grant of \$39,300 from the Great Bay Foundation to support developing business and marketing plans for social ventures that can provide full-time or transitional employment for women under correctional supervision or women for whom the experience of supported employment is likely to improve their employability and financial independence.

The foundation, which is based in Maine, makes grants to non-profit organizations lead by individuals who have an entrepreneurial attitude, drive and vision, and who work toward social change in the areas of economic development, education, and healthcare. It specifically supports nonprofit, social entrepreneurs working within the following two parameters: a) nonprofits that are creating and/or operating revenue generating projects that focus on making the organization economically self-sufficient, or are moving in that direction, and b) nonprofits whose projects help individuals living on the edges of society become more self-reliant and less dependent through the acquisition of skills, improvement of their faculties, training, jobs, etc.

Commented VWW Development Director Kate Dodge: "This development grant, which leverages our support from the Women's Fund, moves the project to the front burner and gives us an opportunity to develop self-sustaining programs that meet the immediate needs of women with significant barriers to employment. We are, in a word, thrilled." ■

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Barre, VT

"I think the best part of Rosie's Girls is stretching out of your comfort zone. This setting really helps you explore new things."

– Brattleboro participant

Last summer, over two hundred middle-school girls participated in the Rosie's Girls Summer Program across the country with locations in Essex, Barre, Vergennes and Brattleboro, VT; Santa Monica, CA, Cleveland, OH and Sumter, Lancaster, Orangeburg and Rock Hill, SC. Since 2001, Vermont Works for Women has worked with local nonprofits and municipalities to adopt and adapt the Rosie's Girls program and curriculum to their areas and to run successful programs by providing a written curriculum, technical assistance and training.

Girls across the country tried out numerous trades and other nontraditional activities including: carpentry, automotive repair, tree trimming, law enforcement, electrical wiring, solar electrical, veterinary medicine, firefighting and welding. They put their carpentry and other skills to use in community service

ROSIE'S GIRLS®

projects donated to local nonprofits including playhouses, picnic tables and concrete stepping-stones.

The Rosie's Girls Programs also gave their participants opportunities to express themselves through a variety of artistic means. "The choice of activities," commented Liz Shayne, liaison between VWW and the replication sites, "comes from the local talent that each program taps into — whether on staff or in their communities. The opportunities are amazing!" In Brattleboro, for example, the program purchased 12 digital cameras (through a grant from a local organization) and the girls received instruction in digital editing. Other arts activities nationwide included: book making, mask-making, creating personal appreciation plaques (on logs cut during their tree trimming activity), dance, silk screening, and collages. Bergamont Station, an arts complex in Santa Monica, displayed the girls' work in a three-week long exhibit.

The programs in Essex, Barre and Santa Monica have expanded to include former Rosie's Girls participants in leadership roles. This past summer, the Santa Monica program, for example, had 8 members of the "A-Team" (equivalent to a Counselor in Training) and 3 "shop stewards" (former Rosie's Girls who help in the trades activities).

Liz Shayne reflects, "Each site has found a way to make the program its own while maintaining the core components and focus of the program. The program has been greatly improved through each site's participation and creativity."

With support from the **Permanent and New Castle Funds**, Vermont Works for Women was able to work in 2007 with staff from the Windham Regional Career Center to pilot a very successful Rosie's Girls program in Brattleboro, Vermont. Diane Heileman, director of this newest program worked hard all year to recruit a strong staff and 25



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White water rafting trip was generously funded by the Brattleboro Area Prevention Coalition.



Barre, VT

girls (with a waiting list!) and her efforts clearly paid off. Asked about the success of her program, Diane reflected, "I was amazed how many parents came up to me on a daily basis so positive about the program and the effects on their daughters. This support showed at our two-hour closing ceremony – we had about 150 parents, grandparents, siblings and other family members attend."

Next summer, organizers in Ohio are slated to run a new camp in Cincinnati. VT Works for Women is currently working to secure funding to network and support existing sites and to further expand the program nationally and in Vermont. ■



Cleveland, OH



Santa Monica, CA

Join Rosie's Circle

Interested in joining a group of spirited supporters who believe in this program? Consider joining Rosie's Circle, a group of donors who have pledged \$1,000 per year for the next three years to ensure that no girl will be turned away from Rosie's Girls because of her family's inability to pay. If this sounds like something you'd like to be part of, contact Kate Dodge, Development Director at kdodge@vtworksforwomen.org.



Women Can Do!

The ninth annual Women Can Do conference took place October 11th, 2007 at Vermont Technical College in Randolph. This year's conference boasted over 30 hands-on workshops taught by skilled professionals on everything from auto repair to computer animation. High school girls from all over the state converged on the VTC campus for a day of learning and fun, thanks to generous support from the Vermont Department of Education, Vermont Technical College, many state technical education centers and many other organizations and businesses. For a complete listing of sponsors, workshops, and tons of other information about the conference, log on to www.vtworksforwomen.org. ■

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The NEW Step Up for Women

Vermont Works for Women's signature Step Up program is under renovation. Thanks to a grant from the Vermont Women's Fund, VWW will design and pilot a new version of its popular training program to better meet the needs of under-employed women who seek access to careers in the building trades.

"We receive hundreds of calls a year from women who are interested in learning trades skills or in getting employment advice," commented Kristen Mullins, VWW's Director of Programs. "Many of them cannot afford to take off eight or nine weeks to participate in a training program. We are working to respond to their interests, and their constraints, by revising how we structure and deliver our programs." Next year's Step Up class can expect a schedule of evenings and weekends – ten to twelve hours per week over a five to eight week span. Each Step Up program is likely to have a single focus – such as green building, electrical, plumbing, landscaping, etc.

The first program, slated to begin in early 2008, will focus on carpentry – the trades skill most frequently requested by women calling the VWW office. For more information, contact Kristen Mullins at 802 878-0004 or kmullins@vtworksforwomen.org.



Sarah Ashline: Bridge Builder

Sarah loves her job. "I like the hard work," she claims. Good thing because building bridges is tough work. From sun up to down (7 am to 4:30 pm, sometimes later), Ashline ties rebar, builds forms with 2x6s and plywood, and helps out on the concrete pours. She's also learning to use DOKA systems – the plywood on metal frame building blocks used for the really big pours.

Ashline's training in bridge construction began earlier this year when she participated in Step Up to Highway Construction (SUHC), a program developed by Vermont Works for Women (VWW) and The Vermont Agency of Transportation Office of Civil Rights and Labor Compliance (VTrans). The nine-week program included an introduction to heavy equipment, electrical safety, welding, OSHA 10 certification, physical conditioning, and many other highway construction skills. This training experience gave Ashline an understanding of how to navigate the field and talk-the-talk. "Construction lingo is a whole different thing," laughs Ashline who previously didn't know what "plumb" meant and couldn't easily recognize one tool from the next.

With one summer construction season under her belt she feels like she knows what she's doing. Upon graduation from the program in March, she enrolled with VTrans as an On-the-Job trainee and began work for Winterset, a Lyndonville-based bridge construction company. After completing her OJT in August, Ashline has continued working as a full-time employee with Winterset, juggling the demands of the job site and home life – where she is single-handedly raising her young daughter, Ally.

Ashline has been working on one bridge in her father's town; now whenever she drives to Grandpa's with her daughter, Ally proudly exclaims, "Mommy made a bridge!" Ashline says that hearing her 3-year-old applaud her work is the best feeling in the world, adding "...I think we might just have another bridge builder in the family."

Step Up to Highway Construction was funded through the Federal Highway Administration. Future bridge and highway building women should contact VWW to learn more about upcoming training programs: Contact Kristen C. Mullins at 802-878-0004 or kmullins@vtworksforwomen.org.

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VWW welcomes new members to its board of directors

Ellen Kahler

Ellen Kahler is currently Executive Director of the Vermont Sustainable Jobs Fund. Prior to that, she was Executive Director of the Peace & Justice Center in Burlington from 1990 to 2002. Ms. Kahler was a recipient of a three year leadership development fellowship through the W.K. Kellogg Foundation (1994-1997) and was a member of the Snelling Center for Government's Vermont Leadership Institute class of '97. She also served on the Chittenden County Regional Planning Commission from 1998-2002 representing socio/economic and housing interests.

Elizabeth "Wibs" McLain

Over many years in government and advocacy, Wibs served as a legislator, Chief of Staff to Governor Richard Snelling and later as Commissioner of the Department of Environmental Conservation and Deputy Secretary of the Agency of Natural Resources under Governor Howard Dean. Prior to her appointment in 2002, McLain was Vice President for Community and Government Relations at the Vermont Student Assistance Corporation. She is a graduate of Middlebury College.

Deborah Ricker

Debbie is the Vice President and founder of L&D Safety Marking Corporation, a manufacturer of signs and distributor of traffic control devices for highways, construction zones, traffic calming, and incident management applications. She has been in the highway safety business for 22 years. For L&D, Deb was the recipient of Central Vt. Economic Development's Small Business of the Year Award in 1998. She currently serves on the Council of Economic Advisors for Governor Douglas. She was past President of AGC/VT, and is a member of the AGCVT Highway & Bridge Committee.

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www.vtworksforwomen.org.
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 our e-newsletter or make a
 donation online!

Windee & Linda: Friends with a Mission

Windee wants to stay out of prison and Linda wants to help her meet that expectation – not by being a Parole Officer, a counselor, or a best friend who always says what you want to hear. Linda signed up to be Windee's mentor after seeing an ad for a program that matches women in the community with women being released from Vermont's Correctional System. Being a retired public school teacher as well as mother of four grown and several foster children prepared Linda for her role as mentor to Windee.



Vermont Works for Women (VWW) and Mercy Connections, our partner in the Vermont Women's Mentoring Program, hold training sessions for new mentors to prepare these volunteers for issues they are likely to face with their mentees (domestic violence, trauma, abuse and addictions) -- situations that impair a woman's ability to establish meaningful relationships. The program also

hosts support groups and gatherings for the mentor/mentee pairs as well as recruiting new pairs and matching them.

When Windee was first released in January of 2007, she was scared, but very committed to not going back to jail. Winter was hard and discouraging – she couldn't find a job, she got really sick, and she was living in an apartment in a drug-heavy section of the Old North End. Linda was there for her. They took walks, shared coffee and long talks. "Sometimes it helps just to hear yourself talk out loud," says Linda, "and of course have someone who can really listen."

Women need the most support right when they get out. Many are frightened, have been separated from their children, and have to put entire lives back together. Linda believes the reason mentoring works is tied to women's hardwired need for girlfriend relationships, relationships that many women

THANKS to all our 2007 supporters and a special welcome and thanks to our new friends!

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can not access due to conditions of release or needing to break old destructive habits. Mentors can fill that need by being supportive and available friends.

Now that Windee has navigated through the most difficult times, Linda sees her less often and considers her just another one of her friends. And together they have begun mentoring a second generation; teaming up to mentor another woman who has just been released and is living at the Northern Lights House. This new mentee's road has had many bumps, yet with the help of her mentors she has already exceeded her expectations by being out a month when she had been sure she'd be back in jail within two or three days.

For Linda, watching women blossom is the most rewarding aspect of mentoring. For women like Windee, being mentored may be the key that turns the sometimes-impossible task of living on the outside into Mission Possible. ■

Calendar of Events

VWW's Women Can Do Conference

Vermont Technical College

Randolph, VT

October 11th 2007

Senator Leahy's Women's Economic Opportunity Conference

Vermont Technical College

Randolph, VT

November 3rd 2007

VWW's Modular Home Construction Program

Ribbon-cutting ceremony

Springfield, VT

November 11th 2007

"Women's Career Challenge Day"

Randolph Technical Career Center

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November 2007

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