



Pat Elmer

Ms. Elmer is the Founder, President, and CEO of Vermont Associates for Training and Development (A4TD), specializing in the design and administration of employment and training programs for mature workers since 1983. The U.S. Department of Labor (USDOL) and the National Council on Aging have recognized Associates for Training and Development's Senior Community Service Employment Program for its "best practices". USDOL/ETA has awarded A4TD competitive grants for their programs such as the Mature Worker/One-Stop, Dislocated Older Worker Demonstration, and the Aging Worker Initiative. A4TD provides services in Connecticut, Maine, New York, Pennsylvania, Vermont and has provided consulting services to many organizations including Department of Labor, San Juan, Puerto Rico.

Associates for Training & Development was awarded the 2017 Vermont Governor's Award for Business Excellence in Supporting Mature Workers and the Silver Collar Employer Award honoring 2017's best employers for workers age 50+ in Maine.

Ms. Elmer is a member of the Vermont State Workforce Development Board, the past Chair of the Workforce Committee of the Governor's Commission on Successful Aging, and has served on the Vermont Advisory Committee to the U.S. Commission on Civil Rights.

Ms. Elmer has served on US Senator James Jeffords and US Senator Bernie Sanders Senior Citizen Advisory Committees. She has testified on employment/training strategies for the U.S. House Education and Labor Committee and the House Select Committee on Aging and was co-author of Research Brief for White House Conference on Aging, 2015: *Meeting the Needs and Preferences of Low-Income Older Adults to Obtain Employment: Implications for Federal Policy of the Older Americans Act*.

She was the recipient of the 1997 Dorothy Bauer Award, "in recognition of a career as a leader and preeminent professional in the area of older worker employment and training" presented by the National Association of Older Worker Employment Services. Ms. Elmer is also co-founder of Island Arts, celebrating the arts in Vermont's Grand Isle County for over 30 years.