

## **Press Release**

*For Immediate Release*

### **Pat Elmer Announces Retirement from President & CEO Role at Associates for Training and Development (A4TD)**

*St. Albans, Vermont, February 12, 2025* — Pat Elmer, Founder and President/CEO of Associates for Training and Development (A4TD), has announced her plans to retire this spring, marking the conclusion of an extraordinary 42-year career operating worker workforce development programs designed to provide training and employment services to mature workers seeking to remain, enter, or re-enter the workforce.

Ms. Elmer founded A4TD, originally known as Vermont Associates for Training and Development, in 1983 with a singular vision: to help individuals and organizations achieve their full potential through personalized, high-impact training and employment programs. Since its inception, Ms. Elmer has played an instrumental role in shaping the company into a nationally recognized leader in the field of workforce development. Under her leadership, A4TD has flourished into a dynamic organization, delivering innovative solutions for clients across high growth, in-demand sector industries.

Through her vision, passion, and unwavering commitment to excellence, Ms. Elmer has pioneered a variety of initiatives aimed at enhancing organizational culture, employee/employer engagement, and designing programs to help the under-served population. Among her many accomplishments, she developed A4TD's signature employment training programs, designed and facilitated hundreds of workshops and seminars, provided consulting services in the United States and Puerto Rico, and built a respected team of professionals who share her commitment to transformative growth.

Over the years, A4TD has worked with numerous companies, nonprofit organizations, and educational institutions, consistently delivering results-driven programs that have earned Ms. Elmer and A4TD a reputation for excellence. Her leadership has also been marked by a strong commitment to corporate social responsibility and creating diverse, inclusive workplace environments.

"Serving A4TD and its clients over the past four decades has been an incredibly rewarding journey," said Pat Elmer. "I am deeply grateful to have had the opportunity to work alongside such talented, passionate individuals and to help so many achieve their goals. While I will certainly miss the day-to-day work, I am confident A4TD's mission will continue to thrive under new leadership. It has been an honor to contribute to this dynamic field, and I look forward to supporting the transition as A4TD continues to evolve and grow."



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MATURE WORKERS  
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A4TD's Board of Directors has announced that a nationwide search is underway to find Pat's successor. The search will be led by Skylight Coaching & Consulting, a respected executive search firm specializing in leadership transitions. The Board is committed to finding a leader who can build upon Ms. Elmer's legacy and continue to drive A4TD's mission to provide transformative training and employment experiences that empower individuals and organizations to succeed.

"We are grateful for Pat Elmer's remarkable leadership and her incredible contributions to A4TD and the broader workforce development industry," said A4TD Board Chair, Barbara McIntosh, Ph.D., Professor Emerita, University of Vermont. "Her vision, dedication, and expertise have shaped not only our company but also the careers of countless individuals. As we embark on the search for a new CEO, we are confident that A4TD will continue to grow and evolve, building on the strong foundation that Pat has laid."

Ms. Elmer's retirement will be effective this spring. Until then, she will continue in her role as President/CEO, working closely with the Board of Directors and Skylight Coaching & Consulting to ensure a smooth transition and the continued success of A4TD.

For more information about A4TD and the CEO search, please visit [www.a4td.org](http://www.a4td.org) or contact Erika Schramm, Skylight Coaching & Consulting, at [a4tdjobs@gmail.com](mailto:a4tdjobs@gmail.com).

**About Associates for Training and Development (A4TD):**

A4TD has dedicated itself to the design and operation of national workforce development training and employment programs for those most underserved and most in need, with particular emphasis on the economic and employment needs and contributions of the mature/older worker. Over the last 40 years in ever-changing economies and economic conditions, A4TD has developed its expertise in addressing the diverse needs of workers through workforce projects enhancing their long-term economic self-sufficiency. These projects, operated in multiple states (CT, ME, NY, PA, VT), encompass a broad spectrum of job seekers and job training, providing workers with the knowledge, skills and experience to enter or re-enter the workforce (including post-retirement), or retain their employment.