

1 Sec. X. 21 V.S.A. chapter 13 is amended to read:

2 Chapter 13: Apprenticeship

3 §§ 1101–1105. [Repealed.]

4 § 1201. DEFINITIONS

5 As used in this chapter:

6 (1) “Advanced standing” means a process for reviewing and granting
7 credit for prior related work experience or related technical instruction for an
8 incoming apprentice or career seeker that allows the individual to accelerate
9 the completion of the registered apprenticeship program.

10 (2) “Apprentice” means an individual who is:

11 (A) 16 years of age or older, except when a higher minimum age
12 standard is otherwise fixed by law;

13 (B) employed to learn an apprenticeable occupation under the
14 standards of apprenticeship established under section X (standards of
15 apprenticeship) of this title; and

16 (C) registered with the Department.

17 (3) “Apprenticeable occupation” means an occupation approved by the
18 federal Office of Apprenticeship or by the Department as an occupation that:

19 (A) is specified, identified, and commonly recognized throughout an
20 industry;

21 (B) involves skills that are customarily learned in a practical way
22 through a structured, systematic program of on-the-job supervised learning;

1 (C) involves the progressive attainment of manual, mechanical, or
2 technical skills and knowledge that, in accordance with the industry standard
3 for the occupation, would require the completion of a minimum of 2,000 hours
4 or one-year of on-the-job learning to attain; and

5 (D) requires related technical instruction to supplement the on-the-
6 job learning.

7 (4) “Apprenticeship agreement” means a written agreement, on forms
8 approved by the Department under section X (registered apprentices) of this
9 title, between an apprentice and either the apprentice’s program sponsor or an
10 apprenticeship committee acting as agent for the program sponsor, that
11 contains the terms and conditions of the employment and training of the
12 apprentice.

13 (5) “Apprenticeship program” or “local apprenticeship training
14 program” means a program registered with the Department or the federal
15 Office of Apprenticeship that includes a written plan containing all terms and
16 conditions for the qualification, recruitment, selection, employment, and
17 training of apprentices, as minimally required under 29 CFR parts 29 and 30.

18 (6) “Certificate of completion” means a document issued by the
19 Department that certifies that the named apprentice has met all the
20 requirements set forth in an apprenticeship program.

21 (7) “Certificate of registration” means a document issued by the
22 Department that certifies that the named sponsor’s apprenticeship program
23 meets the requirements for registration under section x (standards of

1 apprenticeship) of this title and identifies the registration status as either
2 provisional or permanent.

3 (8) “Competency” means the attainment of knowledge, skills, and
4 abilities in a subject area, as specified by an occupational skill standard and
5 demonstrated by an appropriate written or hands-on proficiency measurement.

6 (9) “Commissioner” means the Commissioner of the Vermont
7 Department of Labor.

8 (10) “Department” means the Vermont Department of Labor.

9 (11) “Director” or “State Director” means the director of the Vermont
10 Registered Apprenticeship Program.

11 (12) “Interim credential” means a credential issued by the Department,
12 upon request of a sponsor, that certifies specific competency attainment by an
13 apprentice.

14 (13) “Journey-worker” means a worker who has attained a level of skill,
15 abilities, and competencies recognized within an industry as having mastered
16 the skills and competencies required for the occupation. The term may also
17 refer to a mentor, technician, specialist, or other skilled worker who has
18 documented proficient skills and knowledge of an occupation, either through
19 formal apprenticeship or through practical on-the-job experience and formal
20 training, or to describe any person who has achieved recognition in their
21 profession as a “master.”

22 (14) “Mentor” or “supervisor” means a journey-worker who assists in
23 [a] [the] registered apprenticeship program and who works with or oversees the

1 work of an apprentice, assigns tasks, reviews performance, and is generally
2 someone who facilitates personal and professional growth in the apprentice by
3 sharing the knowledge they have learned through years of experience on the
4 job.

5 (15) “National Guideline Standards” means a template of high-quality
6 apprenticeship program standards submitted by a labor union, trade or industry
7 association, employer, workforce intermediary, education provider, or other
8 organizations with national scope, which standards may be certified by the
9 federal Office of Apprenticeship.

10 (16) “National Program Standards of Apprenticeship” or “National
11 Program Standards” (NPS) are programs that are registered by the federal
12 Office of Apprenticeship on a national basis and that consist of occupational
13 standards that any Vermont employer may sign on to or under which any
14 individual may be apprenticed.

15 (17) “Nontraditional apprenticeship population” means a group of
16 individuals, such as individuals from the same gender, race, or ethnicity, the
17 members of which comprise fewer than 25 percent of the program participants
18 in an apprenticeable occupation.

19 (18) “Nontraditional apprenticeship industry or occupation” refers to an
20 industry sector or occupation that represents fewer than 10 percent of
21 apprenticeable occupations or the programs under the national apprenticeship
22 system.

1 (19) “Office of Apprenticeship” means the part of the U. S. Department
2 of Labor responsible for the National Apprenticeship System and the
3 implementing regulations.

4 (20) “Pre-apprentice” means a participant in a registered pre-
5 apprenticeship program.

6 (21) “Pre-apprenticeship program” means a training model or program
7 registered by federal Office of Apprenticeship or the Department that prepares
8 individuals for acceptance into an apprenticeship program.

9 (22) “Provisional registration” or “provisional approval” means a
10 temporary approval status granted to newly registered programs that lasts one
11 year and is followed by an evaluation to determine whether it will:

12 (A) qualify for permanent recognition;

13 (B) maintain provisional status until more information is available to
14 make a complete program assessment; or

15 (C) commence the process for deregistration.

16 (23) “Quality assurance assessment” means a comprehensive review
17 conducted by the Department regarding all aspects of an apprenticeship
18 program's performance, including determining whether:

19 (A) apprentices are receiving on-the-job training consistent with the
20 schedule outlined in the **registered apprenticeship program** standards;

21 (B) scheduled wage increases are consistent with the **registered**
22 **apprenticeship program** standards;

1 (C) related technical instruction through the appropriate curriculum
2 and delivery systems is compliant with federal and State standards; and

3 (D) the Department is receiving notification of all new apprentices in
4 a registered apprenticeship program, apprentices who leave a registered
5 apprenticeship program, and apprentices who complete the registered
6 apprenticeship program within 45 business days of those changes.

7 (24) “Registration agency” means the Vermont Department of Labor
8 acting as the designated State Apprenticeship Agency, which may also be
9 referred to as the “Vermont Registered Apprenticeship Program.”

10 (25) “Related technical instruction” or “related instruction” means an
11 organized and systematic form of instruction, concurrent with on-the-job
12 training, designed to provide an apprentice with the knowledge of the
13 theoretical and technical subjects related to the apprentice’s occupation. Such
14 instruction may be accomplished through classroom, occupational, or
15 industrial courses, or by correspondence courses of equivalent value, electronic
16 media, or other forms of self- study approved by the Department.

17 (26) “Sponsor” means an employer, a joint labor-management
18 organization, a trade association, a professional association, a labor
19 organization, an education and training provider, or a qualified intermediary
20 that is applying to register, administer, and operate a registered apprenticeship
21 program.

1 (27) “State Apprenticeship Agency” means the Vermont Department of
2 Labor as the federally designated apprenticeship agency and may also refer to
3 the “Vermont Registered Apprenticeship Program.”

4 (28) “Vermont Apprenticeship Advisory Board” means the entity
5 created in **Sec X: (Vermont Apprenticeship Advisory Board)** of this title and
6 described as a “State Apprenticeship Council” in 29 CFR 29 that supports
7 Vermont’s registered apprenticeship system.

8 (29) “Youth apprentice” means a participant, aged 16 or 17, in a youth
9 apprenticeship program.

10 (30) “Youth Apprenticeship program” means a program registered by
11 federal Office of Apprenticeship or by the Department as provided in **Sec. X of**
12 **this title.**

13 § 1202. STATE APPRENTICESHIP AGENCY

14 (a) The Department is the federally designated State Apprenticeship
15 Agency and has the responsibility to oversee apprenticeship programs and
16 apprentices in Vermont.

17 (b) The Department shall take all necessary steps as required and permitted
18 by law to maintain its status as the State Apprenticeship Agency and
19 recognized by the federal Office of Apprenticeship under Code of Federal
20 Regulations, title 29, part 29, section 29.13.

21 § 1203. VERMONT REGISTERED APPRENTICESHIP PROGRAM

22 (a) Purpose.

1 (1) The Vermont Registered Apprenticeship Program shall develop and
2 regulate apprenticeship programs, pre-apprenticeship, and youth
3 apprenticeship programs that are industry-driven, high-quality career pathways
4 in partnership with employers to attract, train, and develop talent.

5 (2) The Vermont Registered Apprenticeship Program shall coordinate
6 with State workforce development entities that serve individuals seeking
7 employment and shall partner with State education and economic development
8 leaders to expand the use of apprenticeship programs as a workforce and
9 economic development strategy.

10 (b) Administration. The Vermont Registered Apprenticeship Program shall
11 be administered by the Department and shall employ a Director of
12 Apprenticeship who shall serve as the primary point of contact with the federal
13 Office of Apprenticeship and who shall have overall responsibility for the
14 administration of the Vermont Registered Apprenticeship Program.

15 (c) Operation. The Vermont Registered Apprenticeship Program shall:

16 (1) develop, register, monitor, and maintain records of program
17 standards for apprenticeship programs, pre-apprenticeship, and youth
18 apprenticeship programs;

19 (2) promote and provide technical support to employers, sponsors,
20 education and training providers, workforce and economic development
21 providers, jobseekers, and apprentices related to apprenticeship programs;

22 (3) develop and support strategies that promote diversity, equity,
23 accessibility, and inclusion in apprenticeship programs;

1 (4) expand the number of apprenticeship programs and opportunities to
2 meet employer and worker needs;

3 (5) administer apprenticeship programs and apprenticeship agreements,
4 including issuing certificates of program registration, certificates of
5 completion, interim credentials, and apprentice registration cards to comply
6 with intra- and inter-state requirements;

7 (6) maintain a publicly available list and information about
8 apprenticeship programs and sponsors;

9 (7) determine, evaluate, and approve standards for the registration of an
10 apprenticeship program;

11 (8) perform quality assurance assessments and monitor programs;

12 (9) maintain records related to program registration and deregistration,
13 apprentices enrollment and completion, compliance reviews and investigations,
14 and any other matters required by State or federal law;

15 (10) report on program outcomes;

16 (11) deregister programs that are not in compliance with the
17 requirements of section X of this title;

18 (12) develop and submit regular strategic and implementation plans,
19 including the Equal Employment Opportunity Plan, as required by 29 CFR part
20 30;

21 (13) promote and develop reciprocity agreements with other states to
22 support the recognition of apprenticeship programs and enable portability of
23 credentials;

1 (14) assist in the adoption and implementation of National Guideline
2 Standards or National Program Standards;

3 (15) coordinate alignment in apprenticeship program development and
4 implementation with employers, sponsors, education and training providers,
5 and other stakeholders; and

6 (16) maximize available State and federal funding to expand the
7 availability of apprenticeship programs to Vermont employers and workers.

8 (d) Powers and duties.

9 (1) The Commissioner shall:

10 (A) promulgate rules to implement the Vermont Registered
11 Apprenticeship Program, ensuring that it complies with federal regulations;

12 (B) promote equality of opportunity in apprenticeship programs
13 pursuant to the State Plan for Equal Employment Opportunity in
14 Apprenticeship as required by 29 CFR part 30;

15 (C) support the integration of apprenticeship programs into the
16 education, workforce, and economic development systems in the State;

17 (D) establish journey-worker to apprentice ratios and procedures for
18 variance requests for ratios in accordance with section X of this title, except
19 that the ratio in a youth apprenticeship programs shall not exceed 1:1;

20 (E) safeguard the rights of employers and apprentices engaged in an
21 apprenticeship program; and

22 (F) direct the distribution of funds to support apprentices and
23 apprenticeship programs.

1 (2) The Director shall:

2 (A) advise the Commissioner on the adoption of rules concerning the
3 Vermont Registered Apprenticeship Program;

4 (B) approve new apprenticeable occupations;

5 (C) approve and oversee the development, registration, monitoring,
6 and maintenance of program standards for apprenticeship, pre-apprenticeship,
7 and youth apprenticeship programs; and

8 (D) approve and oversee the registration of apprentices, maintenance
9 of apprenticeship agreements, and issue certificates of completion and interim
10 credentials.

11 (e) Strategic planning and reporting. The Vermont Registered
12 Apprenticeship Program shall:

13 (1) develop and disseminate a strategic plan once every five years,
14 beginning July 1, 2024;

15 (2) prepare and submit to the Vermont General Assembly an annual
16 report on the status of the Vermont Registered Apprenticeship Program on or
17 before December 1 of each year that includes:

18 (A) general program statistics;

19 (B) an analysis of apprentices in the program disaggregated by age,
20 race, sex, Veteran status, disability, industry, and education status, including
21 career and technical education;

22 (C) non-traditional occupations by sex;

23 (D) new occupations approved;

1 (E) new sponsors, employers, or industries involved with programs
2 over the previous period;

3 (F) a summary of how allocated funds were used and analysis of the
4 impact of those funds; and

5 (G) summary of significant activities of the program.

6 § 1204. VERMONT APPRENTICESHIP ADVISORY BOARD

7 (a) Creation and purpose. The Vermont Apprenticeship Advisory Board is
8 established to advise the Department, sponsors, employers, and related-
9 instruction providers and to promote the development and strengthening of
10 apprenticeship programs.

11 (b) Members and terms.

12 (1)(A) The Board is composed of eleven voting members.

13 (B) All members shall be familiar with apprenticeable occupations.

14 (C) The Commissioner shall serve as chair and the Director shall
15 serve as Secretary.

16 (D) Terms of Service for appointed members shall be three years and
17 shall be staggered equitably across membership types.

18 (E) If a member fails to complete their term, the Governor shall
19 appoint a new member to complete the remainder of the term.

20 (2) The Governor shall appoint the following members:

21 (A) two representatives of the public;

22 (B) two representative employees of registered apprenticeship
23 programs;

1 (C) one representative of a recognized major union organization;

2 (D) two representatives of employer program sponsors; and

3 (E) one representative of related instruction or training provider.

4 (3) The following persons shall serve as ex officio members on the

5 Board:

6 (A) the Commissioner of Labor as Chair;

7 (B) the Vermont Registered Apprenticeship Program Director as

8 Secretary; and

9 (C) a member of Vermont's State Workforce Development Board, as
10 appointed by the Chair of the State Workforce Development Board.

11 (4) Members not compensated for their time otherwise shall receive a
12 per diem stipend for days of service to the Board and may be reimbursed for
13 their necessary expenses incurred in attendance at meetings and in the
14 performance of their official duties.

15 (c) Duties. The Board may:

16 (1) Receive and review reports from the Department regarding
17 provisional and registered apprenticeship programs, including programs under
18 development.

19 (2) Advise the Department on the creation of new apprenticeable
20 occupations.

21 (3) Advise the Commissioner on requests for ratio variances.

22 (4) Advise the Department on policies and procedures developed by the
23 Department and on establishment of rules.

1 (5) Provide technical guidance for identifying and promoting best
2 practices in operating apprenticeship programs.

3 (6) Create and convene working groups that are tasked with specific
4 activities related to improving the quality, safety, diversity, and alignment of
5 apprenticeship programs. Working group membership is not limited to
6 appointed members of the board and shall be selected and serve at the
7 discretion of the Chair.

8 (d) Meetings.

9 (1) The Board shall meet at least quarterly, or more frequently at the
10 request of the Chair, to accomplish the objectives of the Vermont
11 Apprenticeship Advisory Board.

12 (2) The Board shall adhere to Vermont's Open Meeting law including
13 requirements for public meeting notices, publishing agendas, and recording
14 minutes.

15 § 1205. PROGRAM REGISTRATION AND OPERATION

16 (a) Application.

17 (1) A sponsor may apply with the Vermont Registered Apprenticeship
18 Program for review and approval of a request to register a local apprentice
19 training program within the State.

20 (2) A local apprentice training program is registered upon its acceptance
21 and recording by the Vermont Registered Apprenticeship Program as meeting
22 the basic standards and requirements for approval of such a program and in
23 compliance with rules established by the Commissioner.

1 (b) Eligibility for registration of an apprenticeship program.

2 (1) To be eligible for registration an employer or sponsor must:

3 (A) be registered as a business in “active” status with the Secretary of
4 State’s Office and the business name and address must match that of the
5 business requested to be register the program;

6 (B) be current and in good standing with the Department of Taxes;

7 (C) be current and in good standing with the Department of Labor’s
8 Unemployment Insurance program;

9 (D) be compliant with the Department of Labor’s Worker’s
10 Compensation program; and

11 (E) meet any occupation specific requirements as established by the
12 Vermont Registered Apprenticeship Program for specific occupations.

13 (2) Employers or sponsors found not to meet the requirements of
14 subsection (b) of this section shall be given notice and allowed 30 business
15 days to resolve any outstanding issue before action is taken on the registration
16 request.

17 (3) An employer that seeks to register using National Program Standards
18 (NPS) or National Guideline Standards (NGS) shall meet the requirements of
19 this section.

20 (c) Procedure for registering an apprenticeship program.

21 (1) An employer or sponsor’s request to register an apprenticeship
22 program shall be submitted to the Director using the form and submission
23 method published on the Department’s website.

1 (2) Incomplete submissions shall not be considered.

2 (3) A complete request shall include:

3 (A) written and complete standards of apprenticeship, including
4 minimum qualifications;

5 (B) a work process schedule for each occupation;

6 (C) related technical instruction outline for each occupation;

7 (D) selection procedures, including procedures for advanced
8 standing; and

9 (E) a wage schedule for each occupation.

10 (d) Review; provisional and permanent approval.

11 (1) The Vermont Registered Apprenticeship Program shall review all
12 requests to register an apprenticeship program for initial conformity with
13 requirements established in 29 CFR §29.4, 29 CFR part 30, this chapter, and
14 with any additional requirements established by the Vermont Registered
15 Apprenticeship Program.

16 (2) An apprenticeship program that meets the standards for registration
17 shall be given provisional registration for a period of one year.

18 (3) An initial provisional registration certificate shall be issued by the
19 Director.

20 (4) The Vermont Registered Apprenticeship Program shall review an
21 apprenticeship program for quality and conformity with the requirements of
22 this chapter at the end of the first year after registration.

1 (5) An apprenticeship program that conforms to the requirements may
2 have its registration made permanent or may continue to be provisionally
3 registered until the end of its first training cycle or until enough information
4 regarding compliant operation can be made available.

5 (6) When an apprenticeship program has completed its provisional
6 review period and is found to be compliant, the Director shall issue a
7 certificate of permanent registration.

8 (e) Ongoing review.

9 (1) The Department shall conduct subsequent reviews of every
10 registered apprenticeship program every 5 years.

11 (2) If it is found that an apprenticeship program is not in operation or
12 does not conform to the requirements of this chapter, the Department shall
13 deregister that program in accordance with section x of this title.

14 (f) Union participation.

15 (1) An apprenticeship program may be proposed for registration by an
16 employer, group of employers, or an industry association.

17 (2) If a standard or a collective bargaining agreement or other
18 instrument exists for one or more of the employers or industry association,
19 which provides for participation by a union, and concerns any aspect of the
20 operation of the substantive matters of an apprenticeship program, a written
21 acknowledgment by the union about the terms of the proposed program and
22 any objections it may have shall accompany the program registration request.

1 (g) Certificate. If the Vermont Registered Apprenticeship Program
2 approves an apprenticeship program, it shall register that apprenticeship
3 program and issue a sponsor approval certificate indicating the approval status
4 as provisional or permanent and may include an expiration date or similar
5 notice that communicates the relationship with the program review cycle.

6 (h) National programs.

7 (1) Organizations with a national or multi-state footprint wishing to
8 adopt and implement National Guideline Standard programs within the State
9 shall notify the Director within 45 business days of the planned start date of the
10 apprenticeship program.

11 (2) National Program Standard holders who wish to afford Vermont
12 residents the opportunity to apprentice in a NPS program shall notify the
13 Director within 45 business days and shall follow other minimal requirements
14 as may be required by the Vermont Registered Apprenticeship Program for
15 reciprocal approval.

16 (i) Program operation.

17 (1) Probationary Employment. A sponsor shall submit the name of a
18 person in a period of probationary employment as an apprentice under a
19 registered apprenticeship program within 45 days of the start of employment to
20 the Vermont Registered Apprenticeship Program to establish the apprentice in
21 probationary status.

1 (2) Changes in status. A sponsor shall notify the Vermont Registered
2 Apprenticeship Program, using methods and procedures approved by the
3 Director, within 45 business days of registered apprentices who:

4 (A) have successfully completed an apprenticeship program;

5 (B) transferred to other programs with the same sponsor or to other
6 sponsors;

7 (C) are suspended;

8 (D) are cancelled; or

9 (E) are reinstated.

10 (3) Program changes.

11 (A) A sponsor shall not make a change to an apprenticeship program
12 unless the change is approved by the Vermont Registered Apprenticeship
13 Program.

14 (B) To make a change to an apprenticeship program, a sponsor shall
15 submit a request to the Vermont Registered Apprenticeship Program.

16 (C) The Director shall approve or deny the requested change within
17 90 business days from receipt of the request.

18 (D) If approved, the change will be recorded and acknowledged by
19 the Vermont Registered Apprenticeship Program within 90 business days.

20 (E) If denied, the Vermont Registered Apprenticeship Program shall
21 notify the sponsor of the disapproval and the reason for the disapproval and
22 provide the appropriate technical assistance.

23 § 1206. RATIOS

1 (a) Ratios; variances.

2 (1)(A) Except as otherwise provided in this section, the ratio of
3 apprentices to journey-workers shall be 1:1.

4 (B) For each apprentice who completes 2,000 hours of on-the-job
5 training, the ratio may increase to 1:2.

6 (C) The ratio shall not exceed two apprentices for each journey-
7 worker unless a variance to the ratio is approved by the Commissioner.

8 (D) Variances shall not be permitted for youth apprenticeships.

9 (2)(A) A sponsor or an employer may request to modify the ratio of
10 journey-worker to apprentices for one or more years of an apprenticeship
11 program.

12 (B) The request shall be in writing and include the following
13 information:

14 (i) the capacity of the employer to maintain the quality of
15 supervision of on-the-job training set forth their program standards with added
16 apprentices;

17 (ii) the impact of higher ratios on the learning experience of
18 existing apprentices and steps taken to ensure that apprentices are not
19 disadvantaged in the quality of their on-the-job learning, mentoring, and
20 supervision by higher ratios; and

21 (iii) an occupational safety analysis that describes the specific
22 risks to apprentices, journey-workers, and the general public and what steps
23 will be taken to mitigate each risk.

1 (3)(A) The Commissioner, with advice from the Director, the Director
2 of VOSHA, and the Board shall review the request and respond in writing
3 within 90 days of receipt of the request.

4 (B) In evaluating a request, the Commissioner may affirm or modify
5 a ratio upon a determination that the new ratio:

6 (i) will not endanger the safety of apprentices or the journey-
7 worker; and

8 (ii) will not materially impair the quality of the on-the-job
9 training.

10 (4) Nothing in this section shall be construed as prohibiting a sponsor or
11 employer from establishing a ratio that permits or requires more than one
12 journey-worker for each apprentice or as invalidating a collective bargaining
13 agreement that permits or requires more than one journey-worker for each
14 apprentice.

15 (b) National Program Standards programs. Employers who participate in a
16 National Apprenticeship Standards Program whose approve ration is greater
17 than 1:1 shall operate under the State's default 1:1 ratio requirement unless a
18 variance is approved under this section.

19 § 1207. STANDARDS OF APPRENTICESHIP

20 (a) An apprenticeship program shall conform to the standards identified in
21 this section to be eligible for approval and registration by the Vermont
22 Registered Apprenticeship Program.

1 (b) A program sponsor shall have an organized, written plan specifying
2 program standards that embody the terms and conditions of employment,
3 training, and supervision of one or more apprentices in an apprenticeable
4 occupation and subscribed to by a sponsor who has undertaken to carry out the
5 local apprentice training program.

6 (c) The written plan shall contain provisions that address the following:

7 (1) Apprenticeable Occupation. The employment and training of the
8 apprentices in an apprenticeable occupation.

9 (2) Term and modality of program. The term of the program measured
10 using either a time- based approach, competency- based approach, or a hybrid
11 approach.

12 (A) The time- based approach measures skill acquisition through the
13 individual apprentice's completion of a minimum of 2,000 hours to a
14 maximum of 10,000 hours of on-the-job learning as described in a work
15 process schedule.

16 (B) The competency-based approach measures skill acquisition
17 through the individual apprentice's successful demonstration of acquired skills
18 and knowledge, as verified by the program sponsor, and cannot be less than
19 one year in length. Programs utilizing this approach shall require apprentices to
20 complete an on-the-job learning component. The program standards shall
21 address how on-the-job learning will be integrated into the apprenticeship
22 program, describe competencies, and identify appropriate means of testing and
23 evaluation for such competencies.

1 (C) The hybrid approach measures the individual apprentice’s skill
2 acquisition through a combination of specified minimum number of hours of
3 on-the-job learning and the successful demonstration of competency as
4 described in a work process schedule.

5 (D) The determination of the appropriate approach for the
6 apprenticeship program standards is made by the program sponsor, subject to
7 the approval by the Vermont Registered Apprenticeship Program.

8 (3) Work process. An outline of the work processes in which the
9 apprentice will receive supervised work experience and on-the-job training,
10 and the allocation of the approximate amount of time to be spent in each major
11 process;

12 (4) Related instruction and instructor requirements. An organized
13 description of related instruction and technical subjects related to the
14 occupation that shall include a minimum of 144 hours of related technical
15 instruction for each year of apprenticeship. Instruction and technical subjects
16 may be accomplished through media such as classroom, occupational or
17 industry courses, electronic media, or other instruction approved by the
18 Vermont Registered Apprenticeship Program. Every apprenticeship instructor
19 shall:

20 (A) meet the Agency of Education's requirements for a career and
21 technical education instructor or be a subject matter expert, which is an
22 individual, such as a journey-worker, who is recognized within an industry as
23 having expertise in a specific occupation; and

1 (B) have training in teaching techniques and adult learning styles.
2 This training may occur before or after the apprenticeship instructor has started
3 to provide the related technical instruction. [Cameron – “contradiction that
4 needs to be fixed”]

5 (5) Wage schedule. A schedule of progressively increasing wages to be
6 paid to an apprentice consistent with the skill acquired. The entry wage shall
7 not be less than minimum wage or 50% of the journey-worker rate, whichever
8 is highest, for adult registered apprentices, unless a higher wage is required by
9 other applicable State or federal law, rule, or by collective bargaining
10 agreement. For purposes of this subdivision (5), "journey-worker rate" is the
11 rate of pay established by the sponsor for an apprentice who has met all of the
12 skill, knowledge, and competency requirements for that occupation.

13 (6) Fringe benefits. Fringe benefits made available to non-apprentices
14 within the company shall also be available to apprentices registered in the
15 company's apprenticeship program.

16 (7) Apprentice performance evaluation. Provision for periodic review
17 and evaluation of the apprentice's performance on the job and in related
18 instruction and the maintenance of appropriate progress records, including
19 maintaining records of hours worked for those apprentices in time-based
20 programs.

21 (8) Ratio. Provision for a numeric ratio of apprentices to journey-
22 workers consistent with proper supervision, training, safety, and continuity of
23 employment and with applicable provisions in collective bargaining

1 agreements, except where such ratios are expressly prohibited by the collective
2 bargaining agreement. The ratio language shall be specific and clearly
3 described as to its application to the job site, workforce, department, or plant.
4 The ratio shall comply with the requirements set forth in this chapter. Any
5 variances requested to the set ratio shall be approved in advance of the
6 variance being applied to the apprenticeship program.

7 (9) Probationary period. A probationary period reasonable in relation to
8 the full apprenticeship term, with full credit given for such period toward
9 completion of apprenticeship. The probationary period cannot exceed 25
10 percent of the length of the apprenticeship program, or one year, whichever is
11 shorter.

12 (10) Equipment and facilities. Provision for adequate and safe
13 equipment and facilities for training and supervision, and safety training for
14 apprentices on the job and in related instruction.

15 (11) Minimum qualifications. Facially neutral, minimum qualifications
16 required by the sponsor for persons entering the apprenticeship program, with
17 an eligible starting age of not less than 16 years of age, or 18 years of age if
18 required by federal occupational safety and health laws or regulations.

19 (12) Placement. Provision for the placement of an apprentice under a
20 written apprenticeship agreement that meets the requirements of this chapter
21 and 29 CFR, Section 29.7, is approved by the Vermont Registered
22 Apprenticeship Program, and directly, or by reference, incorporates the
23 standards of the apprenticeship program as part of the agreement.

1 (13) Registration cards. Provision that identifies the need for a card to
2 be produced that confirms the registration status of an apprentice in an
3 approved occupation.

4 (14) Advanced Standing. Provision for the granting of advanced
5 standing or credit for demonstrated competency, acquired experience, training,
6 or skills, that shall be applied to all applicants equally with commensurate
7 wages for any progression step so granted.

8 (15) Transfer. Provision for transfer of an apprentice between
9 apprenticeship programs and within an apprenticeship program. Such a transfer
10 shall be based on agreement between the apprentice and the affected
11 apprenticeship committees or program sponsors, and shall comply with the
12 following requirements:

13 (A) the transferring apprentice shall be provided a transcript of
14 related instruction and on-the-job learning by the program sponsor;

15 (B) the transfer shall be to the same occupation; and

16 (C) a new apprenticeship agreement shall be executed when the
17 transfer occurs between program sponsors.

18 (16) Qualified training personnel. Assurance of qualified training
19 personnel and adequate supervision on the job.

20 (17) Completion. Provision for recognition for successful completion of
21 apprenticeship evidenced by an appropriate certificate issued by the Vermont
22 Registered Apprenticeship Program.

1 (18) Interim credentials. Apprenticeship program standards that utilize
2 the competency- based or hybrid approach for progression through an
3 apprenticeship and that choose to issue interim credentials shall clearly identify
4 the interim credentials, demonstrate how these credentials link to the
5 components of the apprenticeable occupation, and establish the process for
6 assessing an individual apprentice’s demonstration of competency associated
7 with the interim credential. Further, interim credentials shall only be issued for
8 recognized components of an apprenticeable occupation thereby linking
9 interim credentials specifically to the knowledge, skills, and abilities associated
10 with those components of the apprenticeable occupation.

11 (19) Registration agency. Identification of the Vermont Department of
12 Labor as the registration agency.

13 (20) Program modifications. Provision for the registration, cancellation,
14 and deregistration of the apprenticeship program and for the prompt
15 submission of any program standard modification or amendment to the
16 Vermont Registered Apprenticeship Program for approval.

17 (21) Registering apprentices. Provision for apprenticeship agreements,
18 modifications, and amendments, notice to the Vermont Registered
19 Apprenticeship Program of persons who have successfully completed
20 apprenticeship programs within 45 days of completion of all requirements, and
21 notice of transfers, suspensions, and cancellations of apprenticeship
22 agreements and a statement of the reasons therefore.

1 (22) Cancellation. Provision for the authority to cancel an
2 apprenticeship agreement during the probationary period by either party
3 without cause.

4 (23) Equal Employment Opportunity. Provision for compliance with 29
5 CFR part 30, including the equal opportunity pledge prescribed in 29 CFR
6 30.3(c); an affirmative action program complying with 29 CFR 30.4 and a
7 method for the selection of apprentices complying with 29 CFR 30.10, or
8 compliance with parallel requirements contained in the Department's State
9 Plan for Equal Employment Opportunity in Registered Apprenticeship
10 Programs adopted under 29 CFR part 30 and approved by federal Office of
11 Apprenticeship. The apprenticeship standards shall also include a statement
12 that the program will be conducted, operated, and administered in conformity
13 with applicable provisions of 29 CFR part 30, as amended, or if applicable the
14 state plan for equal opportunity and apprenticeship.

15 (24) Contact information. The name, physical address, telephone
16 number, and e-mail address for the appropriate individual with authority under
17 the apprenticeship program to receive, process, and make disposition of
18 complaints.

19 (25) Recordkeeping. Provision for recording and maintenance of all
20 records concerning apprenticeship as may be required by the Vermont
21 Registered Apprenticeship Program and other applicable law.

22 § 1208. APPRENTICESHIP PROGRAM MINIMUM ENROLLMENT;
23 EVALUATION

1 (a) Minimum number of apprentices. An apprenticeship program,
2 including occupations registered to the program, shall have at least one
3 registered apprentice, except for the following specified periods of time if the
4 periods do not exceed one year:

5 (1) between the date when the apprenticeship program is registered and
6 the date of registration for its first apprentice; or

7 (2) between the date that the apprenticeship program graduates an
8 apprentice and the date of registration for the next apprentice(s) in the
9 program.

10 (b) Evaluation. The Vermont Registered Apprenticeship Program shall
11 adopt tools and factors to evaluate the performance of apprenticeship
12 programs, including the following:

13 (1) Quality assurance assessments.

14 (2) Equal Employment Opportunity compliance reviews.

15 (3) Completion rates.

16 (A)(i) To evaluate completion rates, the Vermont Registered
17 Apprenticeship Program shall review an apprenticeship program's completion
18 rates in comparison to the national average for completion rates.

19 (ii) Based on review, the Vermont Registered Apprenticeship
20 Program may provide technical assistance to apprenticeship programs with
21 completion rates lower than the national average.

1 (B) Cancellation of apprenticeship agreements during the
2 probationary period shall not have an adverse impact on a sponsor's
3 completion rate.

4 § 1209. APPRENTICES REGISTERED; AGREEMENT

5 (a) Apprentices shall be individually registered under a registered sponsor
6 and in an apprenticeship program.

7 (b) Registration is complete when the sponsor files a signed, completed
8 apprenticeship agreement with the Vermont Registered Apprenticeship
9 Program and it is reviewed and approved by the Director.

10 (c) An apprenticeship agreement shall contain:

11 (1) The names and signatures of the apprentice, the program sponsor or
12 employer, and of a parent or guardian of the apprentice if the apprentice is a
13 minor.

14 (2) The date of birth and Social Security Number of the apprentice.

15 (3) The contact information of the program sponsor and Vermont
16 Registered Apprenticeship Program.

17 (4) A statement of the occupation in which the apprentice is to be
18 trained and the beginning date and duration of apprenticeship.

19 (5) A statement showing:

20 (A) the number of hours to be spent by the apprentice in work on-
21 the- job in a time- based program or a description of the skill sets to be attained
22 by completion of a competency- based program, including the on- the- job
23 learning component;

1 (B) the minimum number of hours to be spent by the apprentice and a
2 description of the skill sets to be attained by completion of hybrid program;
3 and

4 (C) the number of hours to be spent in related technical instruction in
5 subjects related to the occupation, which is required to be not less than 144
6 hours per year.

7 (6) A statement setting forth a schedule of the work processes in the
8 occupation or industry divisions in which the apprentice is to be trained and the
9 approximate time to be spent at each process.

10 (7) A statement of the graduated scale of wages to be paid to the
11 apprentice and whether or not the required related instruction is compensated.

12 (8) Statements providing:

13 (A) for a specific period of probation during which the apprenticeship
14 agreement may be cancelled by either party to the agreement upon written
15 notice to the registration agency without adverse impact on the sponsor; and

16 (B) that, after the probationary period, the apprenticeship agreement
17 may be:

18 (i) cancelled at the request of the apprentice; or

19 (ii) suspended or cancelled by the sponsor, for good cause, with
20 due notice to the apprentice and a reasonable opportunity for corrective action
21 and with written notice to the apprentice and to the Vermont Registered
22 Apprenticeship Program of the final action taken.

1 (9) A reference incorporating as part of the agreement the standards of
2 the apprenticeship program as they exist on the date of the agreement and as
3 they may be amended during the period of the agreement.

4 (10) A statement that the apprentice will be accorded equal opportunity
5 in all phases of apprenticeship employment and training, without
6 discrimination because of race, skin color, national origin, religion, ancestry,
7 place of birth, sex, sexual orientation, gender identity, age, genetic
8 information, or disability.

9 (11) The name, physical address, telephone number, and e-mail address
10 of the appropriate authority designated under the apprenticeship program to
11 receive, process, and make disposition of controversies or differences arising
12 out of the apprenticeship agreement when the controversies or differences
13 cannot be adjusted locally or resolved in accordance with the established
14 procedure or applicable collective bargaining provisions.

15 (12) To conform to the federal Equal Employment Opportunity Act of
16 1972, 42 United States Code, Chapter 21, subchapter VI and for affirmative
17 action compliance in apprenticeship programs, the voluntary disclosure of the
18 apprentice's race, sex, ethnicity, and disability status.

19 (13) If the apprentice completed school in Vermont and is between the
20 age of 18 and 25, the name of the secondary school of which they are a
21 graduate, and if the apprentice attended a regional CTE center, the name of the
22 center where they received technical education while in secondary school.

1 § 1210. DEREGISTRATION OF A REGISTERED APPRENTICESHIP
2 PROGRAM

3 (a) Deregistration. Deregistration of an apprenticeship program shall occur
4 upon the voluntary action of the sponsor by submitting a request for
5 cancellation of the registration or by the Vermont Registered Apprenticeship
6 Program instituting formal deregistration proceedings in accordance with this
7 section.

8 (b) Deregistration at the request of the sponsor. The Vermont Registered
9 Apprenticeship Program may cancel the registration of an apprenticeship
10 program by written acknowledgement of such request stating the following:

11 (1) that the registration is cancelled at the sponsors request, and the
12 effective date thereof;

13 (2) that, within 15 business days of the date of the acknowledgment, the
14 sponsor will notify all apprentices of such cancellation and the effective date;

15 (3) that the cancellation automatically deprives the apprentice of
16 individual registration;

17 (4) that the deregistration of the program removes the apprentice from
18 coverage for federal purposes which require the U.S. Secretary of Labor's
19 approval of an apprenticeship program; and

20 (5) that all apprentices are referred to the Vermont Registered
21 Apprenticeship Program for information about potential transfer to other
22 registered apprenticeship programs.

1 (c) Deregistration by the Vermont Registered Apprenticeship Program
2 upon reasonable cause.

3 (1)(A) Deregistration proceedings may be undertaken when the
4 apprenticeship program is not conducted, operated, or administered in
5 accordance with the program's registered provisions or with the requirements
6 of this chapter, including:

7 (i) failure to provide on- the- job learning;

8 (ii) failure to provide related technical instruction;

9 (iii) failure to pay the apprentice a progressively increasing
10 schedule of wages consistent with the apprentices' skills acquired; or

11 (iv) persistent and significant failure of the program to operate or
12 perform successfully.

13 (B) For purposes of this section, persistent and significant failure to
14 perform successfully occurs when a program sponsor consistently fails to
15 register at least one apprentice, shows a pattern of poor quality assessment
16 results over a period of several years, demonstrates an ongoing pattern of very
17 low completion rates over a period of several years, or shows no indication of
18 improvement in the areas identified by the Vermont Registered Apprenticeship
19 Program during a review process as requiring corrective action.

20 (C) Where it appears the program is not being operated in accordance
21 with the registered standards or with the requirements of this chapter, the
22 Vermont Registered Apprenticeship Program shall notify the program sponsor
23 in writing.

1 (2) A notice of deregistration sent to the program sponsors contact
2 person shall:

3 (A) be sent by registered or certified mail, with return receipt
4 requested;

5 (B) state the shortcomings and the remedy required; and

6 (C) state that a determination of reasonable cause for deregistration
7 will be made unless corrective action is affected within 30 business days.

8 (3) Upon request by the sponsor for good cause, the 30- business day
9 term may be extended for another 30 business days. During the period for
10 corrective action, the Vermont Registered Apprenticeship Program shall assist
11 the sponsor in every reasonable way to achieve conformity.

12 (4) If the required correction is not effected within the allotted time, the
13 Vermont Registered Apprenticeship Program shall send a notice to the
14 sponsor, by registered or certified mail, return receipt requested, stating the
15 following:

16 (A) the notice is sent under this section;

17 (B) the deficiencies that were called to the sponsors attention, the
18 remedial measures requested, with the dates of such occasions and letters, and
19 that the sponsor has failed or refused to effect correction;

20 (C) based upon the stated deficiencies and failure to remedy them, a
21 determination has been made that there is reasonable cause to deregister the
22 program and the program may be deregistered unless, within 15 business days

1 of the receipt of this notice, the sponsor requests a hearing with the Vermont
2 Registered Apprenticeship Program; and

3 (D) if the sponsor does not request a hearing, the entire matter will be
4 submitted to the Director for a decision on the record with respect to
5 registration.

6 (5) If the sponsor does not request a hearing, the Vermont Registered
7 Apprenticeship Program shall transmit to the Director a report containing all
8 pertinent facts and circumstances concerning the nonconformity, including the
9 findings and recommendation for deregistration, and copies of all relevant
10 documents and records. Statements concerning interviews, meetings, and
11 conferences shall include the time, date, places, and persons present. The
12 Director shall make a final order on the basis of the record presented.

13 (6) If the sponsor requests a hearing, the Vermont Registered
14 Apprenticeship Program shall transmit to the Director a report containing all
15 the data listed in this section, and the Director shall refer the matter to a
16 Department administrative law judge. An administrative law judge will
17 convene a hearing in accordance with 29 CFR § 29.10 and issue a decision as
18 required in 29 CFR § 29.10(c).

19 (7) Every order of deregistration shall contain a provision that the
20 sponsor, within 15 business days of the effective date of the order, notify all
21 registered apprentices of the deregistration of the apprenticeship program, the
22 effective date thereof, that such cancellation automatically deprives the
23 apprentice of individual registration, that the deregistration removes the

1 apprentice from coverage for Federal purposes which require the Secretary of
2 Labor's approval of an apprenticeship program, and that all apprentices are
3 referred to the Vermont Registered Apprenticeship Program for information
4 about potential transfer to other apprenticeship programs.

5 (d) Reinstatement. An apprenticeship program deregistered under this
6 section section may be reinstated upon presentation to the Vermont Registered
7 Apprenticeship Program of adequate evidence that the apprenticeship program
8 is operated in accordance with this chapter.

9 § 1211. LIMITATIONS

10 Nothing in this chapter or in an apprenticeship agreement may be construed
11 to invalidate:

12 (1) any apprenticeship provision in a collective bargaining agreement
13 between employers and employees establishing more stringent apprenticeship
14 standards; or

15 (2) any special provision for veterans, minorities, or women in the
16 standards, apprentice qualifications, or operation of an apprenticeship program
17 or in the apprenticeship agreement that is not otherwise prohibited by law,
18 Executive Order, or authorized regulation or rule.

19 § 1212. COMPLAINTS

20 (a) Any controversy or difference arising under an apprenticeship
21 agreement that cannot be adjusted locally and that is not covered by a
22 collective bargaining agreement may be submitted by an apprentice, or the

1 apprentice's authorized representative, to the Vermont Registered
2 Apprenticeship Program for review.

3 (b)(1) The complaint shall be in writing and signed by the complainant, or
4 authorized representative, and shall be submitted within 60 business days of
5 the final local decision.

6 (2) The complaint shall set forth the specific matters complained of,
7 together with relevant facts and circumstances.

8 (3) Copies of pertinent documents and correspondence shall accompany
9 the complaint.

10 (c)(1) The Vermont Registered Apprenticeship Program shall render an
11 opinion within 90 business days after receipt of the complaint, based upon such
12 investigation of the matters submitted as may be found necessary, and the
13 record before it.

14 (2) During the 90 day period, the Vermont Registered Apprenticeship
15 Program shall make reasonable efforts to affect a satisfactory resolution
16 between the parties involved.

17 (3) If so resolved, the parties shall be notified that the case is closed.

18 (4) Where an opinion is rendered, copies shall be sent to all interested
19 parties.

20 (d)(1) This section is not applicable to any complaint concerning
21 discrimination or other equal opportunity matters.

22 (2) All such complaints shall be submitted, processed, and resolved in
23 accordance with applicable provisions in 29 CFR part 30 or applicable

1 provisions of the Vermont Department of Labor State Plan for Equal
2 Employment Opportunity in Apprenticeship.

3 (e) Nothing in this section precludes an apprentice from pursuing any other
4 remedy authorized under federal or State law.

5 § 1213. PRE-APPRENTICESHIP PROGRAMS

6 (a) A pre-apprenticeship program is one that is designed to prepare
7 individuals to enter and succeed in an apprenticeship program by providing
8 instruction and skill development opportunities to attain competency needed to
9 enter a related apprenticeship program.

10 (b) A pre-apprenticeship program may be registered by the Department
11 after successfully demonstrating:

12 (1) the program is carried out by a sponsor that has a written agreement
13 with at least one sponsor of an apprenticeship program;

14 (2) engages an active, advisory partnership with an industry leader or
15 sector partnership to inform the training and education services necessary for a
16 pre- apprenticeship program;

17 (3) there is sufficient demand in an apprenticeship program at the
18 completion of a pre-apprenticeship program to support a transition from the
19 pre-apprenticeship program to an apprenticeship program;

20 (4) the program follows a written plan for related instruction and work-
21 based learning or training that was developed in consultation with the sponsor
22 of the apprenticeship program;

1 (5) the program includes mentoring, career exposure, career planning,
2 and career awareness activities;

3 (6) the program includes paid work-based leaning or training, to the
4 extent practicable, or unpaid work-based learning or training in which an
5 employer or industry partnership and a related technical instruction provider
6 collaborate to design the learning or training that will introduce participants to
7 the skills, competencies, and materials used in one or more appreciable
8 occupations;

9 (7) to the extent appropriate and practicable, the program meets related
10 technical instruction requirements that include enabling an individual to attain
11 a secondary school diploma or its recognized equivalent that enables a pre-
12 apprentice to enter into an apprenticeship; and

13 (8) the program includes, when relevant, any agreement for advanced
14 status for the pre-apprentice upon entering a registered apprenticeship
15 program.

16 (b)(1) The Department shall pursue a statewide articulation agreement with
17 the Agency of Education for any secondary career and technical education
18 program that may meet the criteria of this section in order to promote the
19 elevated and expedited transfer of students into apprenticeship programs after
20 graduation.

21 (2) The Department shall publish the results of those pursuits as
22 determinations are made.

23 § 1214. YOUTH APPRENTICESHIP PROGRAMS

1 (a) A youth apprenticeship program is one that prepares individuals for
2 acceptance into an apprenticeship program and is designed for youth
3 apprentices who start the program while still enrolled in high school.

4 (b) A youth apprenticeship program may be registered by the Department
5 after submitting the following information:

6 (1) a written plan that articulates the work processes and how a youth
7 apprentice will receive supervised work experience and on-the-job training or
8 in an experiential setting;

9 (2) how time spent by a youth apprentice in each major work process
10 will be spent;

11 (3) a description of the mentoring that will be provided to the youth
12 apprentice;

13 (4) a description or timeline explaining the periodic reviews and
14 evaluations of the youth apprentices performance on the job and in related
15 technical instruction;

16 (5) a process for maintaining appropriate progress records, including the
17 reviews and evaluations;

18 (6) a description of related classroom- based instruction, which may be
19 fulfilled through dual or concurrent enrollment in secondary or post-secondary
20 courses;

21 (7) whether and how the program is aligned with high school diploma
22 requirements and career clusters;

1 (8) whether the program meets the related technical instruction
2 requirements for a registered program;

3 (9) if a program includes paid work, a progressively increasing, clearly
4 defined schedule of wages to be paid to the youth apprentice as skills are
5 mastered;

6 (10) how the program prepares the youth apprentice for placement in
7 further education, employment, or an apprenticeship program; and

8 (11) the terms by which the program grants advanced standing or credit
9 to individuals applying for the youth apprenticeship with demonstrated
10 competency or acquired experience, training, or skills.

11 (c)(1) The Department shall pursue a statewide articulation agreement with
12 the Agency of Education for any secondary career and technical education
13 program that may meet the criteria of this section in order to promote the
14 elevated and expedited transfer of students into registered apprenticeship
15 programs after graduation.

16 (2) The Department shall publish the results of those pursuits as
17 determinations are made.

18 § 1215. CAREER PATHWAY ALIGNMENT WITH APPRENTICESHIP
19 PROGRAMS

20 (a) The Vermont Registered Apprenticeship Program shall coordinate with
21 other State agencies and departments in the furtherance of Registered
22 Apprenticeship as a training model that can advance equity, provide

1 Vermonters' access to good paying careers, and make available untapped talent
2 for Vermont employers.

3 (b)(1) The Vermont Registered Apprenticeship Program shall provide
4 technical assistance and training to sponsors on an ongoing basis related to
5 developing or modifying their minimum qualifications, selection procedures,
6 and other requirements for advanced standing in their standards of
7 apprenticeship.

8 (2) The Program shall provide technical assistance and training with
9 assistance from Vocational Rehabilitation, including HireAbility, and the
10 Division for Blind and Visual Impairments, the Agency of Education including
11 Adult Education and Literacy, Career Technical Education, and Special
12 Education Transition Specialists, the Office of Veterans Affairs, and other
13 workforce partners.

14 (c)(1) The Vermont Registered Apprenticeship Program shall develop
15 policies and procedures for the registration of pre-apprenticeship and youth
16 apprenticeship programs meeting the definition established in this chapter and
17 which may be included in career pathway alignment efforts.

18 (2) Pre-apprenticeship programs shall be developed for individuals with
19 disabilities, refugees, New Americans, adults with low-literacy and numeracy
20 skills, or who do not have a high school diploma or equivalent, and other
21 groups who are excluded from access to high-wage careers and participation in
22 the registered apprenticeship system because they do not meet the minimum
23 qualifications established in standards of apprenticeship.

1 (d) The Vermont Registered Apprenticeship program, working with the
2 Agency of Education, shall develop program guidelines for youth
3 apprenticeships that start while an apprentice is still in high school and that can
4 be included as part of the Agency’s career pathways efforts in addition to the
5 Vermont Registered Apprenticeships Program’s efforts to align talent pipelines
6 between education providers and registered apprenticeship program sponsors.