



Registered Apprenticeship

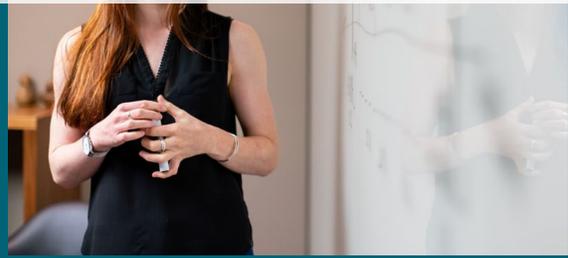
Jay Ramsey, Workforce Development Director
Vermont Department of Labor



May 3, 2023

APPRENTICESHIPUSA™ | VT

Talent Moves You Forward ★★ ★





REGISTERED APPRENTICESHIP: A **PROVEN** WORKFORCE SOLUTION

Registered Apprenticeship is an **industry-driven, high-quality** career **pathway** where employers can **develop** and prepare their **future workforce**, and individuals can obtain **paid work** experience, **receive progressive wage increases, classroom instruction,** and a portable, **nationally-recognized credential.**

BENEFITS FOR EMPLOYERS

- Create a diverse and highly-skilled workforce
- Improve productivity and profitability
- Increase staff loyalty and retention of workers
- Flexible training options
- Minimize liability costs
- Access to federal and state resources
- Receive tax credits and employee tuition benefits



RESOURCES

Want more info? Visit the [Employer page on Apprenticeship.gov](#)

Helpful reading: *Department of Commerce Study: The Benefits and Costs of Apprenticeship: A Business Perspective*



BENEFITS FOR CAREER SEEKERS

- Earn as you learn
- Avoid student debt
- Gain workplace-relevant skills in the field of their choice
- Ease the transition from school to career
- Receive a nationally-recognized, portable credential and/or college credits
- Jump start your career



RESOURCES

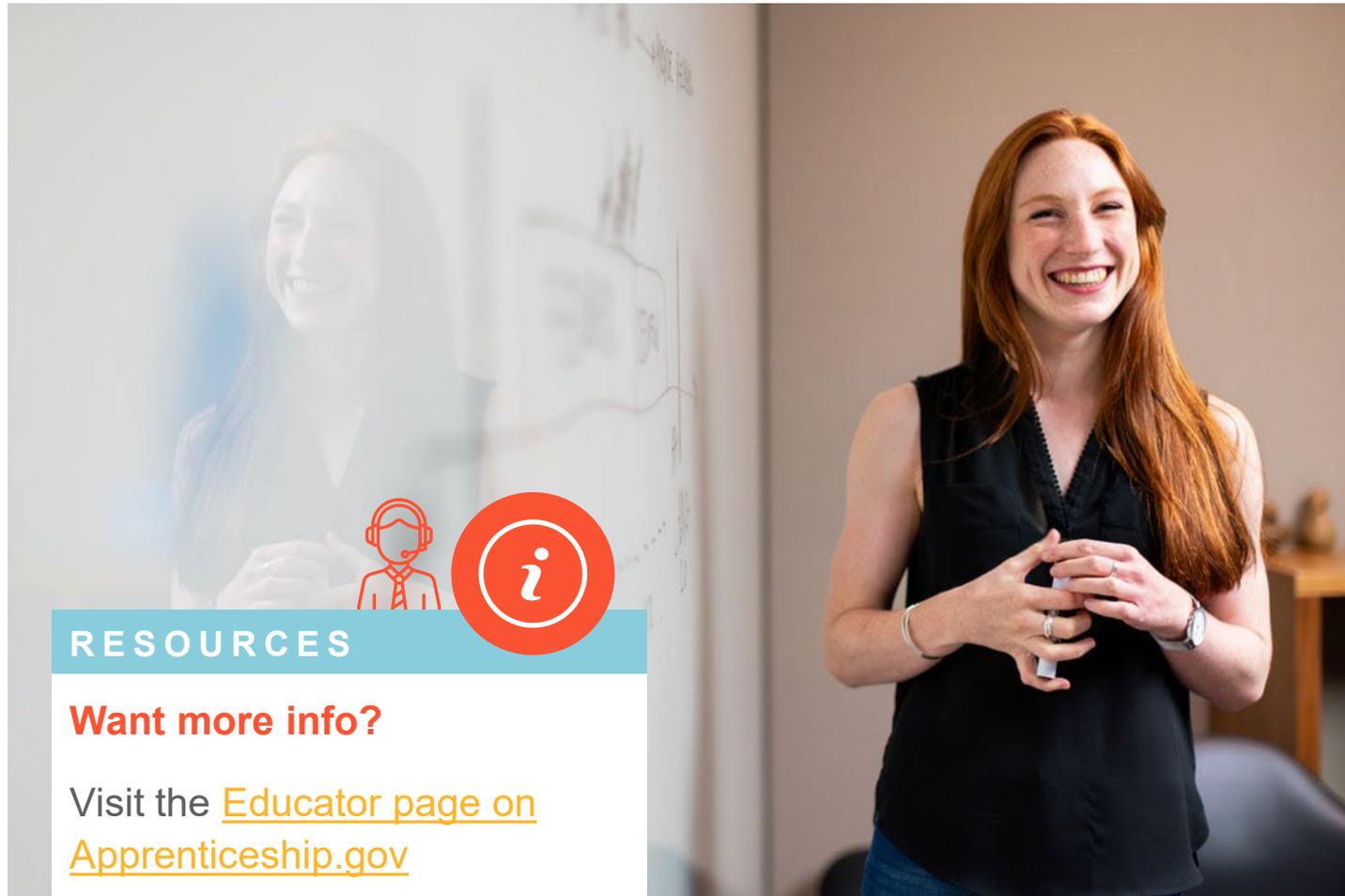


Want more info? Visit the [Career Seeker page on Apprenticeship.gov](#).

Did you know? 93% of apprentices who complete an apprenticeship retain employment, with an *average salary of \$77,000*.

BENEFITS FOR EDUCATORS

- Creates a revenue stream
- Fulfills mission
- Increases enrollment and number of completers
- Provides students hands-on learning opportunities
- Strengthens connection to employers
- State and tax credits may apply via WIOA and, possibly, FASFA



RESOURCES

Want more info?

Visit the [Educator page on Apprenticeship.gov](#)

D I S T I N G U I S H I N G F A C T O R S

SEVEN COMPONENTS OF REGISTERED APPRENTICESHIP



Industry-Led



Paid Job



On-the-Job
Learning/Mentorship



Supplemental
Education



Diversity



Quality &
Safety



Nationally-Recognized
Credentials

TYPES OF APPRENTICESHIP

Time-based Approach:

Measures skill acquisition through apprentice's completion of at least 2,000 hours of on-the-job learning and a minimum of 144 hours of Related Training and Instruction.

Competency based:

Measures skill acquisition through apprentice's successful demonstration of acquired skills and knowledge.

Hybrid:

Measures apprentice's skill acquisition through a combination of specified minimum number of hours of on-the-job learning and the successful demonstration of competency.



RELATED INDUSTRIES



Healthcare



Financial Services



Advanced Manufacturing



Childcare



Construction



Energy



Telecommunications



Cybersecurity



Information Technology



Biotechnology



Critical Supply Chain



Infrastructure

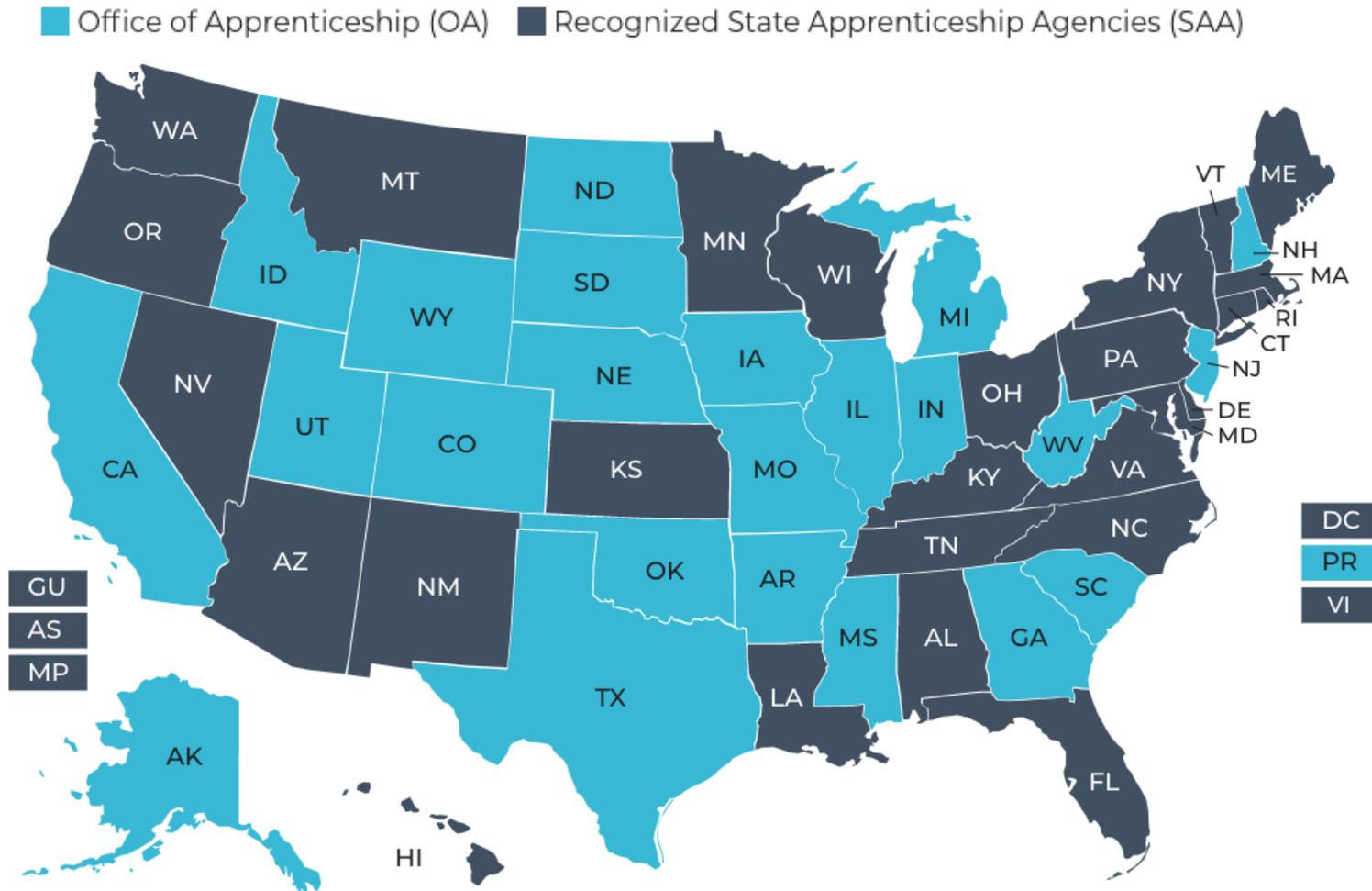


Engineering



Hospitality

THE REGISTERED APPRENTICESHIP SYSTEM



REGISTERED APPRENTICESHIP'S 2016 EEO RULE

Protected Characteristics

- Race
- Color
- Religion
- National Origin
- Sex
- Sexual Orientation
- Age
- Genetic Information
- Disability
- Gender Identity





KEY EEO RESPONSIBILITIES FOR RA SPONSORS

All Sponsors

- Designate an individual to oversee EEO
- Maintain discrimination-free and harassment-free apprenticeships
- Ensure outreach and recruitment reaches all qualified applicants
- Communicate EEO policy and complaint procedures
- Maintain relevant EEO records

Sponsors with 5 or more apprentices

- Develop written affirmative action plans
- Engage in targeted outreach and recruitment activities
- Review all apprenticeship employment policies annually
- Invite apprentices and applicants to self-identify whether they have a disability

SECTION TWO

STATS



REGISTERED APPRENTICESHIP HAS A **PROVEN TRACK RECORD** OF PRODUCING **STRONG RESULTS** FOR EMPLOYERS AND WORKERS

IMPRESSIVE INDIVIDUAL – EMPLOYEE –
PUBLIC RETURN ON INVESTMENT



Data provided by www.apprenticeship.gov

\$1.47 **RETURN** for every dollar spent on apprenticeship by **employers**

93% Of registered apprentices are employed upon completion of their apprenticeship

\$28 In benefits for every \$1 invested by the government

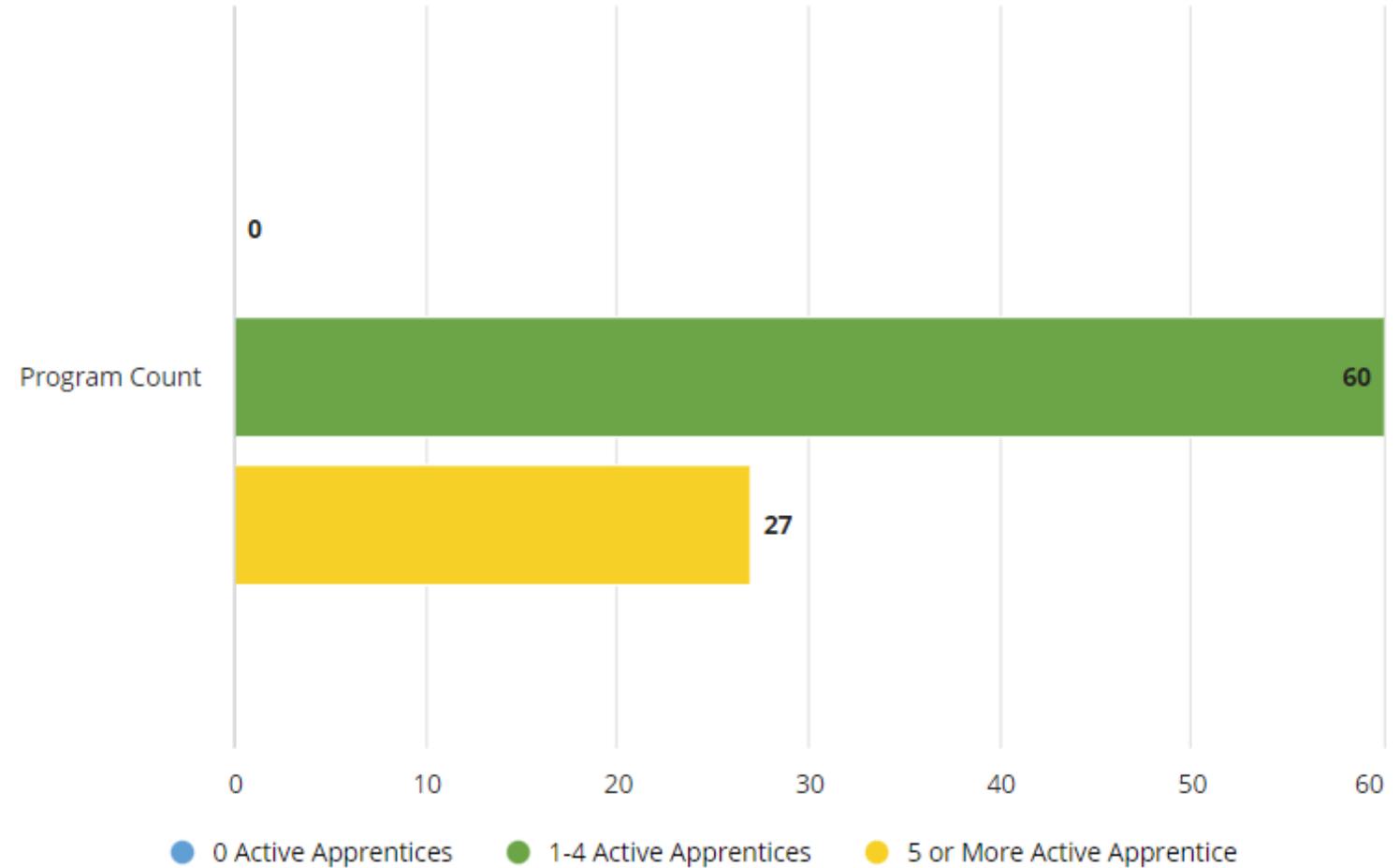
\$77K
Completers earn per year on average

\$300K+
Apprentices' lifetime earning average

PROGRAM SIZE GROUPING

FEDERAL FY '22 (Oct 1,
2021 – Sept 30, 2022)**

Programs by Number of Active Apprentices



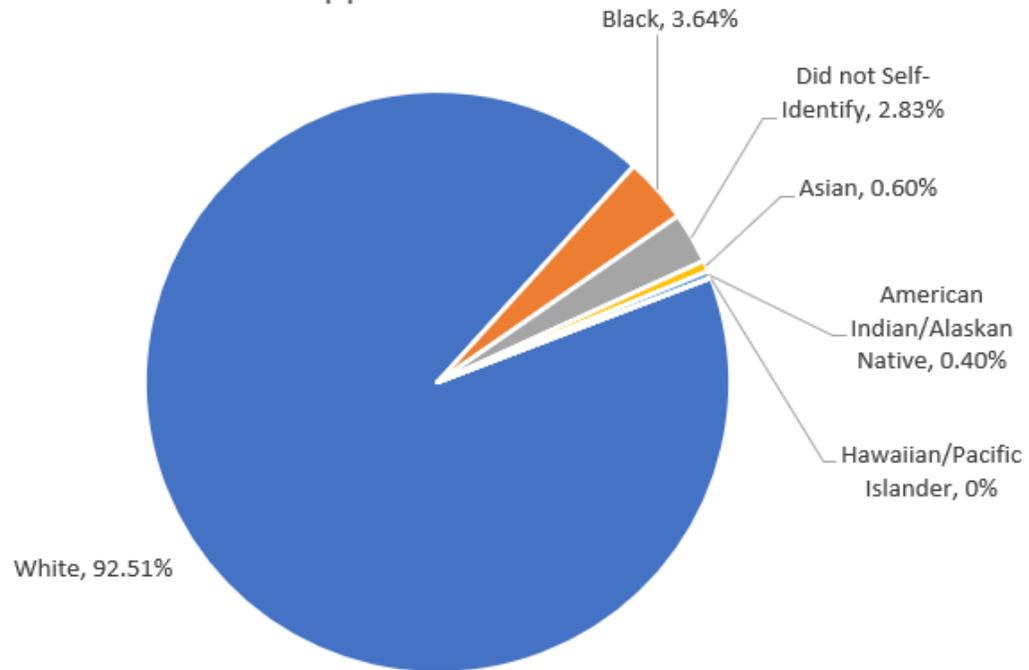
494 Active Apprentices

APPRENTICE DEMOGRAPHICS

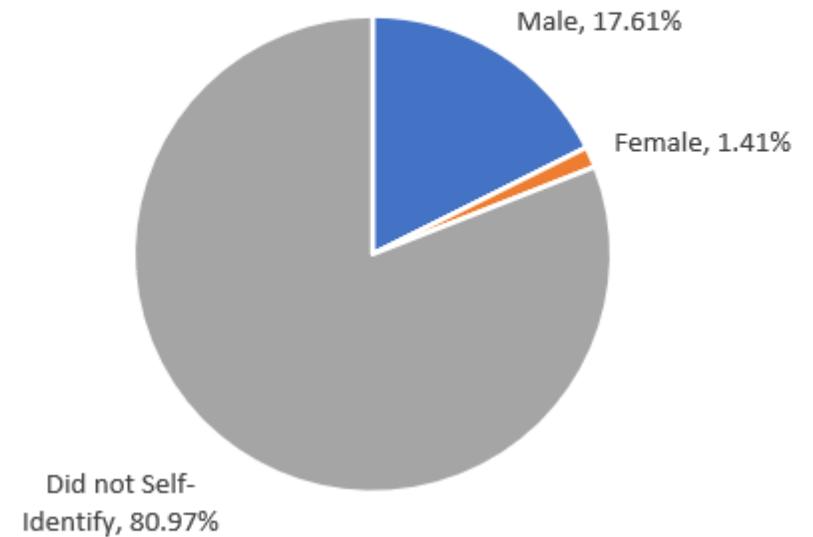
FEDERAL FY '22 (Oct 1, 2021 – Sept 30, 2022)**



Apprentice Race



Apprentice Gender

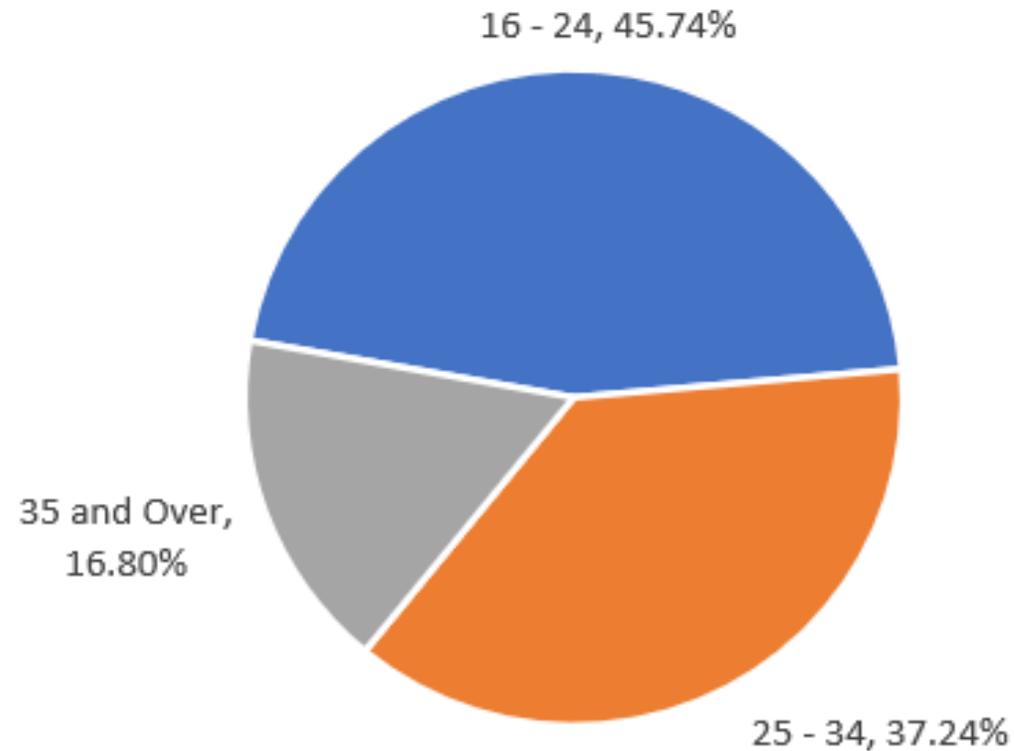


APPRENTICE DEMOGRAPHICS

FEDERAL FY '22 (Oct 1, 2021 – Sept 30, 2022)**

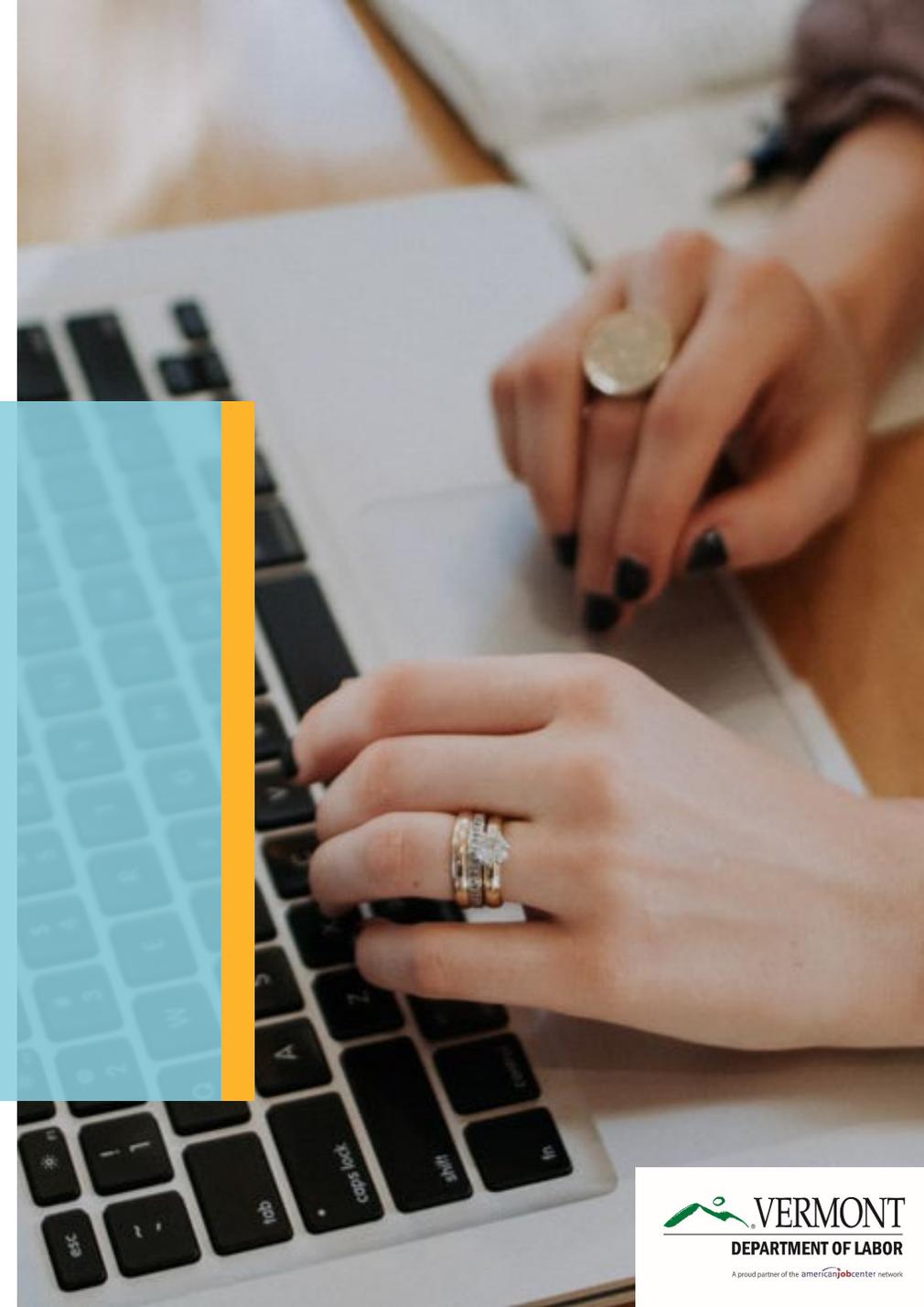


Apprentice Age



SECTION FIVE

PROPOSED LEGISLATION





CURRENT R.A. POLICIES

21 V.S.A. 13

- 5 pages
- Not aligned with Federal regulations
- Mis-aligned with changes made in Federal regs in 2008 (29 C.F.R. 29 & 30)
- Does not reflect how the program is currently being administered
- Does not reflect changes in the Department's role
- Primarily focused on 2 occupations

State Apprenticeship Council Rules

- Last updated in 2012
- Updates required by U. S. DOL Employment and Training Administration
 - Aligned to Federal Regulations; effective 2008
 - Required to maintain SAA status



HIGHLIGHTS OF THE BILL

- Codify administrative requirements & processes
- Re-define authority
- Create pathway for businesses to train more people
- Define roles and terms, including pre-apprenticeship and youth apprenticeship
- Establish expectations for diversity, equity, and inclusion

QUESTIONS?

