

## Vermont HITEC Model for developing non-traditional apprenticeships

Connecting ready-to-work Americans with ready-to-be-filled jobs in 10 weeks or less

- Employer(s) has immediate unfilled high-paying openings; makes commitment for a specific number of jobs at predefined wage step-levels with guaranteed employment for all program graduates
- Vermont HITEC reverseengineers job definitions, competencies, and curriculum; recruits program applicants for employer sponsorship
- Employer approves job definitions, technical and behavioral competencies, and graduation requirements
- Employer selects and sponsors program participants equal to number of jobs from pre-screened applicant pool

- Vermont HITEC delivers accelerated 10-week intense pre-apprenticeship education program (24/7 immersion); curriculum reviewed for academic credit
- Students graduate pre-apprenticeship education program meeting all technical and behavioral competency standards (industry certification ready)
- All graduates immediately employed as apprentices with 6-month merit-based wage increases (industry certification obtained)
- Vermont HITEC supports & mentors apprentices during one-year apprenticeship with on-the-job training (OJT)

Apprentices graduate apprenticeship receiving US DOL Registered-Apprenticeship Certificate of Completion, academic credit, employer-sponsored credential, industry certification, and move to the next wage step-level as high-performing fully titled employee.

Phase I: Curriculum Development and Recruitment

Phase II: Education

Phase III: Apprenticeship

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## **Vermont HITEC Model - Scorecard Highlights**

Practice Support Specialists

Pharmacy Technicians

**CNC** Machinists

Support Programmers

EHR Staff

Software Developers

Registration Representatives

employers

Medical Assistants

Software Support Specialists

jobs created

Installation Consultants

Medical Transcriptionists

Interface Analysts

Information Analysts

EHR Go-Live Support Staff

Programmers

IT Account Managers

**EHR Data Abstractors** 

Web Developers

Phlebotomist

apprenticeship graduates

Licensed Nurse Assistants Medical Coders

**Surgical Technicians** 

**Oncology Data Management Specialists** 

communities

Non-traditional apprenticeships

