

# Registered Apprenticeships in Vermont

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# What is a Registered Apprenticeship?

Registered Apprenticeship is an industry-driven model that combines on-the-job learning with job-related instruction leading to increasing levels of measurable skill attainment and wages.

# Components of a Registered Apprenticeship



## Employer Involvement

Employers are the foundation of every apprenticeship program.



## Structured On-the-Job Training

Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.



## Related Training and Instruction

Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, or apprenticeship training schools – or provided on-line or at the job site.



## Rewards for Skill Gains

Apprentices receive increases in wages as they gain higher level skills.



## National Occupational Credential

Apprenticeship programs result in a nationally-recognized credential – a 100% guarantee to employers that apprentices are fully qualified for the job.

# Benefits to Job Seekers?

- **Wages earned while training**
- **Improved skills and competencies**
- **High wages as skills increase**
- **National, portable credential**
- **Career advancement**

# Benefits to Employers?

- **Highly skilled employees**
- **Reduced turnover costs**
- **Lower investment in recruitment**
- **Higher productivity**
- **More diverse workplace**

# Three Types of Registered Apprenticeships

**Flexibility in Program Design.** Apprenticeships can be designed to be time-based, competency-based, or a hybrid of the two.



Time-based programs

**In Time-based programs,** apprentices complete a required number of hours in on-the-job training and related instruction.



Competency-based programs

**In Competency-based programs,** apprentices progress at their own pace – they demonstrate competency in skills and knowledge through proficiency tests, but are not required to complete a specific number of hours.



Hybrid approach

Many programs are built using a **Hybrid approach**, using minimum and maximum range of hours and the successful demonstration of identified and measured competencies.

# Apprenticeship in Vermont Overview

- Registered Apprenticeships have existed in Vermont since the 1930's - perhaps even earlier
- The Federal Office of Apprenticeship works with VDOL, the State's Apprenticeship Agency, to administer the Registered Apprenticeship program.
- The VDOL receives \$ 719,000 from the VT General Funds to administer the VT Apprenticeship program.

# VDOL Responsibilities

- Registering apprenticeship programs that meet Federal and State standards
- Protecting the safety and welfare of apprentices
- Issuing nationally recognized and portable Certificates of Completion to apprentices
- Promoting the development of new programs through marketing and technical assistance
- Assuring that all programs provide high-quality training
- Assuring that all programs produce skilled competent worker



# State Apprenticeship Council Responsibilities

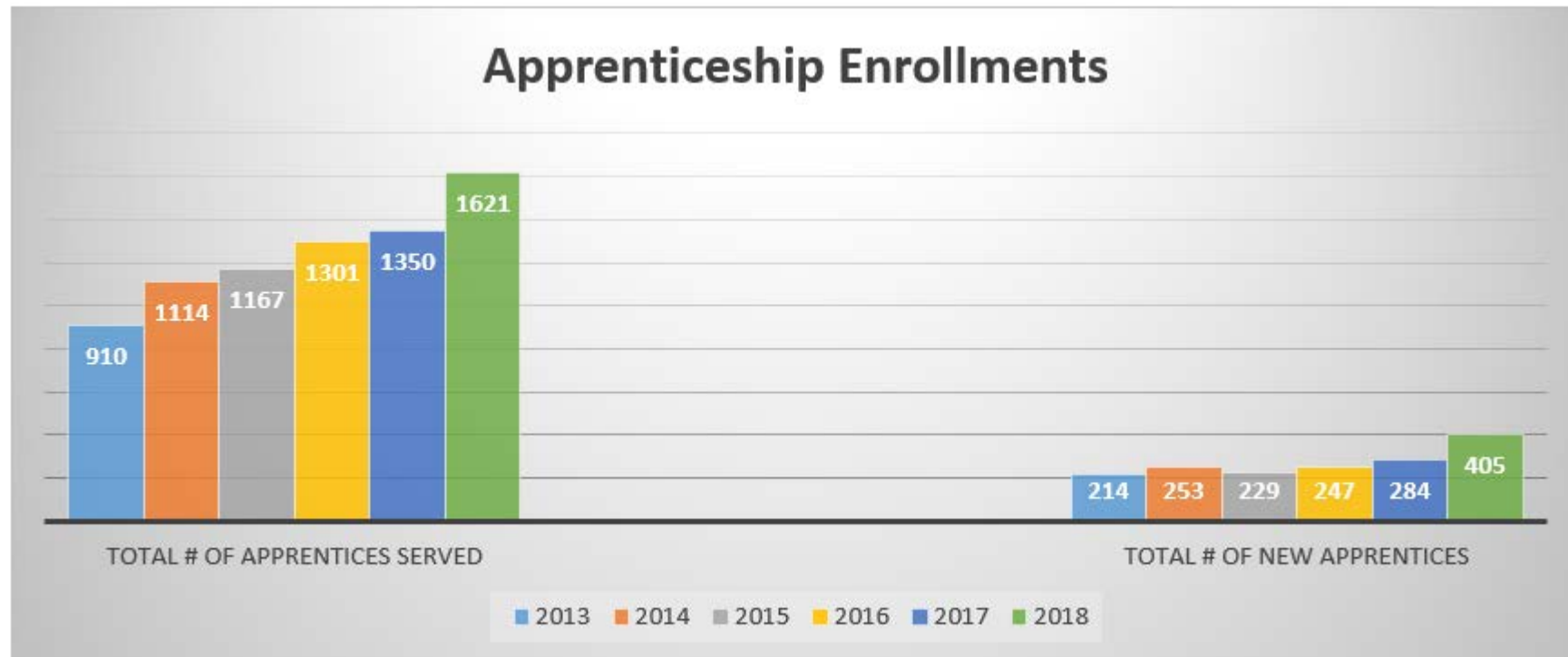
- Reviewing and recommending new programs and approval of new occupations
- Setting ratio guidelines,
- Advising the Department on related instructional content, attendance policies, prior credit requests, and
- Other matters related to apprenticeship.



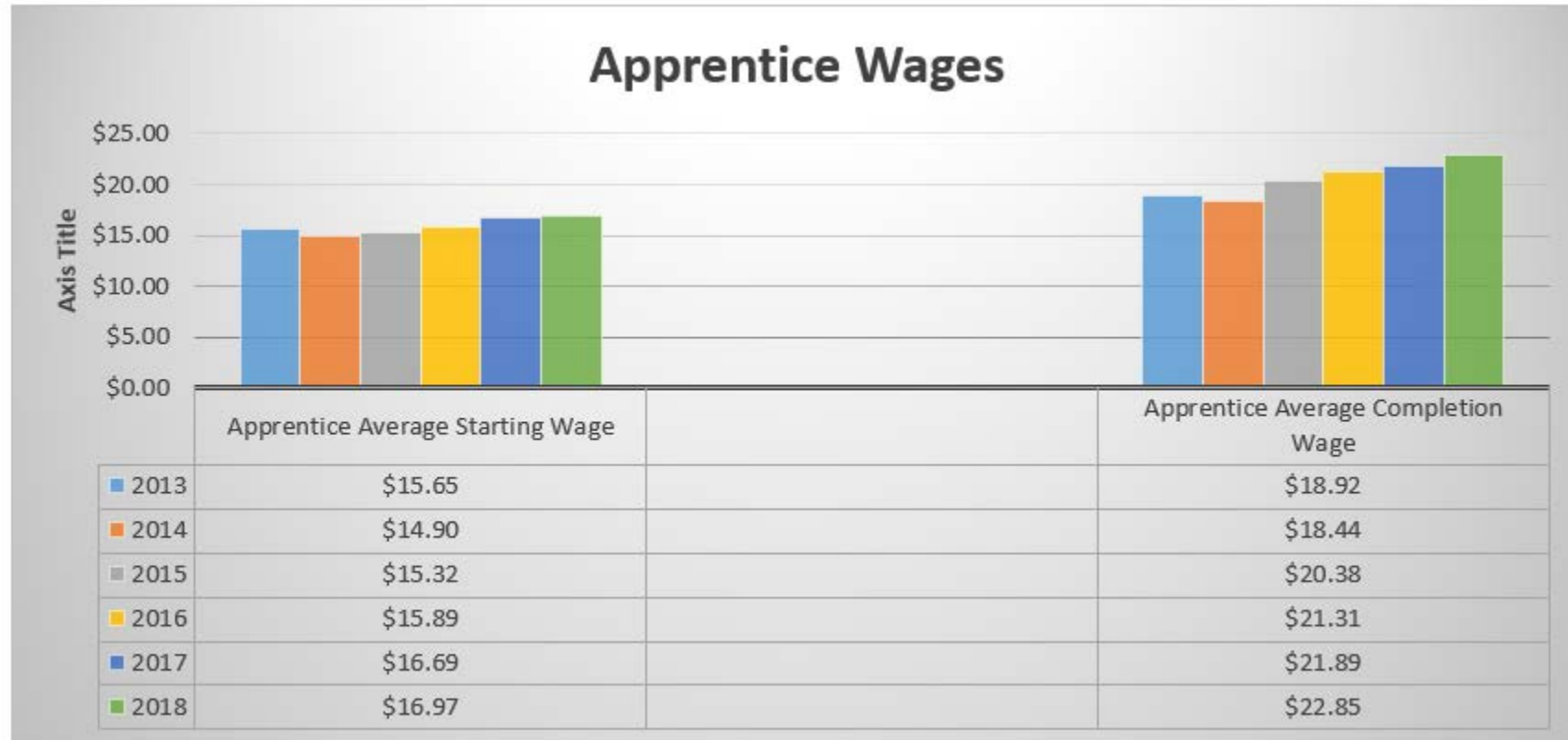
# Apprenticeship in Vermont Federal Funding

| Grant                              | Beginning Date | Ending Date | Partners  | Grant Award Amount |
|------------------------------------|----------------|-------------|---|--------------------|
| American Apprenticeship Initiative | 10/01/2015     | 09/30/2020  | VT HITEC  | \$2,999,931        |
| State Expansion Grant #1           | 11/01/2016     | 04/30/2018  | VT HITEC  | \$ 800,000         |
| State Expansion Grant #2           | 05/03/2018     | 10/31/2020  | Agency of Education<br>Dept. of Economic Development<br>Vocational Rehabilitation Div.<br>Community College of VT<br>VT Technical College | \$ 968,880         |
| State Accelerator Grant            | 08/01/2016     | 02/28/2019  | VT HITEC  | \$ 200,000         |

# Apprenticeship in Vermont Enrollments 2013-2018



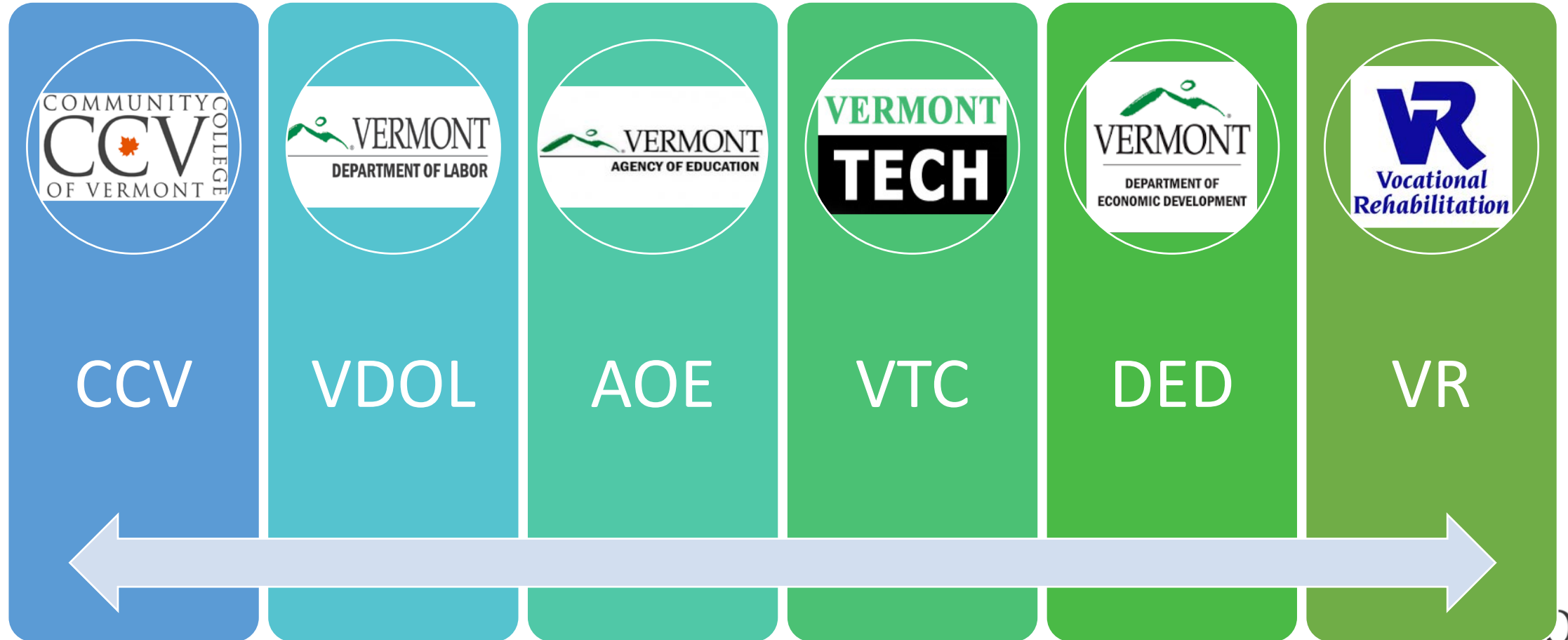
# Apprenticeship in Vermont Wage Growth



## Active Apprenticeships in Vermont

| Apprenticeships Currently Active in VT | Average Start Wage | Average End Wage | Hours | # Currently Enrolled |
|--|--------------------|------------------|-------|----------------------|
| Advanced Machinist Toolmaker           | \$26.90            | \$31.60          | 6,000 | 34                   |
| Carpentry                              | \$15.36            | \$23.50          | 8,000 | 4                    |
| Child Care Development Specialist      | \$11.74            | \$13.91          | 4,000 | 72                   |
| CNC Machinist                          | \$12.50            | \$17.51          | 4,000 | 33                   |
| CNC Machine Tool Operator              | \$15.00            | \$17.00          | 4,000 | 18                   |
| Construction Craft Laborer             | \$14.00            | \$17.00          | 4,000 | 13                   |
| Corrections Office                     | \$17.89            | \$18.50          | 2,000 | 122                  |
| Electrician                            | \$13.98            | \$19.52          | 8,000 | 591                  |
| EMT                                    | \$11.25            | \$14.00          | 8,000 | 5                    |
| HVAC                                   | \$13.54            | \$24.71          | 8,000 | 10                   |
| Industrial Electrician                 | \$26.91            | \$32.75          | 8,000 | 12                   |
| Insurance Associate                    | \$15.00            | \$17.00          | 2,000 | 27                   |
| Line Maintainer                        | \$26.91            | \$39.78          | 8,000 | 67                   |
| Machinist                              | \$24.48            | \$16.00          | 8,000 | 1                    |
| Maintenance Mechanic                   | \$24.43            | \$30.24          | 8,000 | 13                   |
| Masonry                                | \$14.00            | \$18.00          | 8,000 | 2                    |
| Medical Coder                          | \$14.00            | \$17.00          | 2,000 | 12                   |
| Millwright                             | \$16.00            | \$19.00          | 8,000 | 2                    |
| Motorcycle Mechanic                    | \$14.25            | \$18.00          | 6,000 | 1                    |
| Plumber/Pipefitter                     | \$15.57            | \$20.44          | 8,000 | 416                  |
| Police Officer                         | \$22.28            | \$22.82          | 2,000 | 36                   |
| Sheet Metal Worker                     | \$13.50            | \$22.00          | 8,000 | 22                   |
| State Trooper                          | \$19.90            | \$21.91          | 2,000 | 60                   |
| Surgical Technologist                  | \$15.45            | \$17.95          | 2,000 | 12                   |
| Tool Maker                             | \$17.00            | \$21.50          | 8,000 | 9                    |
| Tramway Maintenance Technician         | \$14.53            | \$16.15          | 6,000 | 27                   |

# State Apprenticeship Team



# State Apprenticeship Team Goals

1. **Become experts** in the federal Registered Apprenticeship program requirements;
2. **Design tools and common outreach practices** for engaging and supporting employers and apprentices;
3. **Establish efficient systems** to develop apprenticeship models quickly, including the standards of apprenticeship, related instruction curriculum, work plan, employer agreement, connection to a career pathway, and any other related component;
4. Create **support service models** for employers and apprentices that can be **replicated** throughout the system;
5. Accelerate and **strengthen the connections** of their agency to apprenticeship work throughout the state;
6. Develop **mechanisms to evaluate the effectiveness** of the system and promote **continuous improvement**; and
7. Identify opportunities to **leverage resources** and support for apprenticeship opportunities.



# Questions, Contact & Thank you!

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# Bonus Content . . .

# Process for Business

- Contact the VT Department of Labor's Apprenticeship Division to develop an apprenticeship program
- A member of the Apprenticeship Team will help you build the core components of a Registered Apprenticeship
- VDOL will work with you to complete all paperwork and sponsor agreements and will help recruit apprentices
- VDOL will provide technical assistance, monitoring, and guidance to you as a sponsor
- In preparation for your meeting with the VT State Apprenticeship Team, check out this link for additional information.
- <https://www.dol.gov/apprenticeship/toolkit/learn.htm>

# Process for Applicant

- Contact an AJC closest to you to discuss your career goals.
- A member of VDOL's apprenticeship staff will help you apply & enroll. Or – apply for a job with an existing apprenticeship sponsor-employer.
- Apprenticeship staff will assist you throughout your participation, including aspects of your on-the-job training and classroom learning.
- If you are a Veteran and are eligible for GI Benefits, Apprenticeship staff will assist you in applying for your GI Benefits.
- Upon completion of your registered apprenticeship program, you will receive a certificate of completion, which is portable and can open doors for you as you advance in your career.

# Federal Funding Opportunities for Registered Apprenticeships

## Braids with WIOA Funding

Over \$1 billion for employment and training services is available through Workforce Innovation and Opportunity Act programs across the country. These programs can provide training funds to support on-the-job training and related instruction, as well as provide supportive services to help apprentices.

# Federal Funding Opportunities for Registered Apprenticeships

## Federal Financial Aid

Apprentices may be eligible for Federal Financial Aid under certain circumstances. If the apprenticeship is connected to a school's program of study, then apprentices may be eligible for Pell Grants, \$3,000 on average per apprentice, and the school may choose to provide federal work-study grants, \$2,000 on average per apprentice.

# Federal Funding Opportunities for Registered Apprenticeships

## Veterans Support

By becoming approved for the GI Bill, Registered Apprenticeship programs can assist their current and future Veteran apprentices with the benefits they've earned. Veterans who qualify for the GI Bill can receive a monthly stipend (paid by the Veteran Affairs), in addition to the wages they receive in an apprenticeship. Registered Apprenticeship program sponsors can be certified under the GI Bill usually within 30 days.