

H.803

Introduced by Representatives Marcotte of Coventry, Duke of Burlington,
Graning of Jericho, Olson of Starksboro, Priestley of Bradford,
and White of Bethel

Referred to Committee on

Date:

Subject: Labor; workforce development; apprenticeship; programs

Statement of purpose of bill as introduced: This bill proposes to make updates
and technical corrections to the State's apprenticeship programs.

An act relating to apprenticeship programs

It is hereby enacted by the General Assembly of the State of Vermont:

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

CHAPTER 13. APPRENTICESHIP

§ 1111. DEFINITIONS

As used in this chapter:

* * *

(22) "Nontraditional apprenticeship population" means a group of
individuals who have historically been excluded from various occupations,
such as individuals from the same gender, race, or ethnicity, the members of

1 which comprise fewer than 25 percent of the program participants in an
2 apprenticeable occupation.

3 (23) “Nontraditional apprenticeship industry or occupation” refers to an
4 industry sector or occupation that represents fewer than ~~40~~ ten percent of
5 apprenticeable occupations or the programs under the national apprenticeship
6 system, using the calendar year 2023 as the benchmark.

7 * * *

8 (33) “Underserved communities” means the populations sharing a
9 particular characteristic, as well as geographic communities, who have been
10 systematically denied a full opportunity to participate in aspects of economic,
11 social, and civic life. This term includes individuals who ~~belong to~~
12 ~~communities of color, such as Black and African American, Hispanic and~~
13 ~~Latino, Native American, Alaskan Native and Indigenous, Asian American,~~
14 ~~Native Hawaiian and Pacific Islander, Middle Eastern, and North African~~
15 ~~persons. It also includes individuals who belong to communities that face~~
16 ~~discrimination based on sex, sexual orientation, and gender identity, including~~
17 ~~lesbian, gay, bisexual, transgender, queer, gender non-conforming, and non-~~
18 ~~binary (LGBTQ+ persons); persons who face discrimination based on~~
19 ~~pregnancy or pregnancy related conditions; parents; and caregivers. It also~~
20 ~~includes individuals who belong to communities that face discrimination based~~
21 ~~on their religion and disability; first generation professionals or first-~~

1 ~~generation college students; individuals with limited English proficiency;~~
2 ~~immigrants; individuals who belong to communities that may face employment~~
3 ~~barriers based on older age or former incarceration; persons who live in rural~~
4 ~~areas; veterans and military spouses; and persons otherwise adversely affected~~
5 ~~by persistent poverty, discrimination, or inequality;~~

6 (A) face employment barriers based on age or former incarceration;

7 (B) live in rural areas;

8 (C) lack access to transportation options or high-speed internet;

9 (D) are veterans or spouses of veterans; and

10 (E) are otherwise adversely affected by poverty, discrimination, or
11 inequality. Individuals may belong to more than one underserved community
12 and face intersecting barriers.

13 * * *

14 § 1113. VERMONT REGISTERED APPRENTICESHIP PROGRAM

15 * * *

16 (e) Strategic planning and reporting. The Vermont Registered
17 Apprenticeship Program shall:

18 (1) develop and disseminate a strategic plan once every five years,
19 beginning on July 1, ~~2024~~ 2026, which shall include information on how the
20 Program will implement the requirements of this chapter;

1 (c) Duties. The Board shall:

2 * * *

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 (7) Ensure that the registered apprenticeship program addresses barriers
9 to participation and completion of the program, including underserved
10 populations.

11 (8) Strengthen relationships with community partners that serve:

12 (A) underserved populations and historically marginalized
13 communities that have not previously accessed apprenticeship programs; and

14 (B) individuals who face systemic barriers to participation in the
15 program as evidenced by a disproportionate lack of participation in
16 apprenticeship programs.

17 * * *

18 § 1119. APPRENTICES REGISTERED; AGREEMENT

19 * * *

20 (c) An apprenticeship agreement shall contain:

1 (1) the names and signatures of the apprentice, of the program sponsor
2 or employer, and of a parent or guardian of the apprentice if the apprentice is a
3 minor;

4 (2) the date of birth ~~and Social Security number~~ of the apprentice;

5 (3) the contact information of the program sponsor and the Vermont
6 Registered Apprenticeship Program;

7 (4) a statement of the occupation in which the apprentice is to be trained
8 and the beginning date and duration of apprenticeship;

9 * * *

10 (12) to conform to the federal Equal Employment Opportunity Act of
11 1972, 42 U.S.C. chapter 21, subchapter VI and for affirmative action
12 compliance in apprenticeship programs, and for compliance with reporting and
13 analysis of the Vermont Registered Apprenticeship Program, the voluntary
14 disclosure of the apprentice's race, color, national origin, place of birth, sex,
15 gender, gender identity, primary language spoken, age, veteran status, sexual
16 orientation, ~~ethnicity~~, and disability status; ~~and~~

17 (13) if the apprentice completed secondary school in Vermont and is
18 between 18 and 25 years of age, the name of the secondary school from which
19 the apprentice is a graduate, and if the apprentice attended a regional CTE
20 center, the name of the center where the apprentice received technical
21 education while in secondary school;

- 1 (1) have not completed secondary education;
- 2 (2) are in an educational program approved by the Agency of Education;
- 3 and
- 4 (3) are enrolled in a career technical education program.

5 (b) A youth apprenticeship program may be registered by the Department
6 after ~~submitting~~ a regional CTE center submits the following information:

- 7 (1) a written plan that articulates the work processes and how a youth
8 apprentice will receive supervised work experience and on-the-job training or
9 training in an experiential setting;
- 10 (2) how time spent by a youth apprentice in each major work process
11 will be spent or that specifies how competencies or proficiencies are aligned
12 between their high school education and the youth apprenticeship program, and
13 that states which graduation requirements will be met;
- 14 (3) a description of the mentoring that will be provided to the youth
15 apprentice;
- 16 (4) a description or timeline explaining the periodic reviews and
17 evaluations of the youth apprentices performance on the job and in related
18 technical instruction;
- 19 (5) a process for maintaining appropriate progress records, including the
20 reviews and evaluations;

1 (6) a description of related classroom-based instruction, which may be
2 fulfilled through dual or concurrent enrollment ~~in secondary or post-secondary~~
3 courses;

4 (7) whether and how the program is aligned with high school diploma
5 requirements ~~and career clusters~~;

6 (8) whether the program meets the related technical instruction
7 requirements for an apprenticeship program;

8 (9) if a program includes paid work during or outside the school year
9 and outside the school day, a progressively increasing, clearly defined schedule
10 of wages to be paid to the youth apprentice as skills are mastered;

11 (10) how the program prepares the youth apprentice for placement in
12 further education, employment, or ~~an~~ a registered apprenticeship program; ~~and~~

13 (11) ~~the terms by which the program grants advanced standing or credit~~
14 ~~to individuals applying for the youth apprenticeship with demonstrated~~
15 ~~competency or acquired experience, training, or skills~~ a statement of advanced
16 standing that specifies the advanced standing requirements by which
17 participating employers in the program will grant credit to students who are
18 interested in transferring to full apprenticeship registration upon completion of
19 the youth apprenticeship program;

20 (12) an accounting of costs for the program covered by the participating
21 partners, grants, or other sources of funds; and

5 (c) An apprenticeship plan submitted in conformity with subsection (b) of
6 this section shall be developed in partnership with apprenticeship sponsors for
7 specific occupational areas and sending high schools.

9 Sec. 2. EFFECTIVE DATE

10 This act shall take effect on July 1, 2026.