

1 H.803  
2 Introduced by Representatives Marcotte of Coventry, Duke of Burlington,  
3 Graning of Jericho, Olson of Starksboro, Priestley of Bradford,  
4 and White of Bethel  
5 Referred to Committee on  
6 Date:  
7 Subject: Labor; workforce development; apprenticeship; programs  
8 Statement of purpose of bill as introduced: This bill proposes to make updates  
9 and technical corrections to the State's apprenticeship programs.

10 An act relating to apprenticeship programs  
11 It is hereby enacted by the General Assembly of the State of Vermont:  
12 Sec. 1. 21 V.S.A. chapter 13 is amended to read:

13 CHAPTER 13. APPRENTICESHIP  
14 § 1111. DEFINITIONS

15 As used in this chapter:

16 \* \* \*

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

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

7 \* \* \*

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;

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;

4 (A) general ~~program~~ Program statistics, including a list of programs  
5 by county;

6 (B) an analysis of apprentices in the ~~program~~ Program disaggregated  
7 by age, race, sex, gender identity, ~~New American status~~ language access needs,  
8 Veteran status, disability, industry, and education status, including  
9 participation in career and technical education:

10 (C) nontraditional occupations by gender and race;

11 (D) new occupations approved;

12 (E) an analysis of the average starting and ending wage by  
13 occupation:

14 (F) new sponsors, employers, or industries involved with programs  
15 over the previous period:

16 (G) a summary of how allocated funds were used and analysis of the  
17 impact of those funds, including uses of any federal funds awarded during the  
18 year; and

19 (H) a summary of significant activities of the program Program.

20        § 1114. VERMONT APPRENTICESHIP ADVISORY BOARD

21 \* \* \*

1 (c) Duties. The Board shall:

\* \* \*

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:

\* \* \*

18       § 1119 APPRENTICES REGISTERED: AGREEMENT

\* \* \*

20 (c) An apprenticeship agreement shall contain:

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

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                   (14) a statement that the apprentice will be accorded equal opportunity  
2                   in all phases of apprenticeship employment and training, without  
3                   discrimination because of race, color, national origin, place of birth, sex,  
4                   gender, gender identity, sexual orientation, age, primary language spoken,  
5                   genetic information, veteran status, and disability status; and

6 (15) optional fields for:

8 (B) demographic characteristics of the apprentice

11 \* \*

## § 1123. PRE-APPRENTICESHIP PROGRAMS

13 \* \* \*

14 (b) A pre-apprenticeship program may be ~~registered~~ certified by the  
15 Department after successfully demonstrating:

16 \* \* \*

## § 1124. YOUTH APPRENTICESHIP PROGRAMS

18 (a) A youth apprenticeship program is one that prepares a youth apprentice  
19 for acceptance into an apprenticeship program and is designed for youth  
20 apprentices who ~~start the program while still enrolled in high 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                   (13) an assurance that school staff, employer partners, and others  
2                   involved in the program are aware of youth legal protections regarding child  
3                   labor, wage payment, youth apprenticeship, and other applicable laws and  
4                   regulations.

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.

8                   \* \* \*

9                   Sec. 2. EFFECTIVE DATE

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