

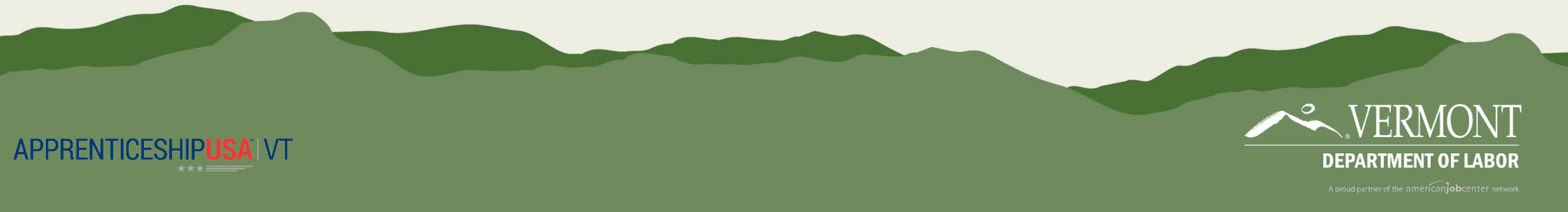
# VERMONT REGISTERED APPRENTICESHIP PROGRAM

## 2026 LEGISLATIVE UPDATE

Kendal Smith, Commissioner

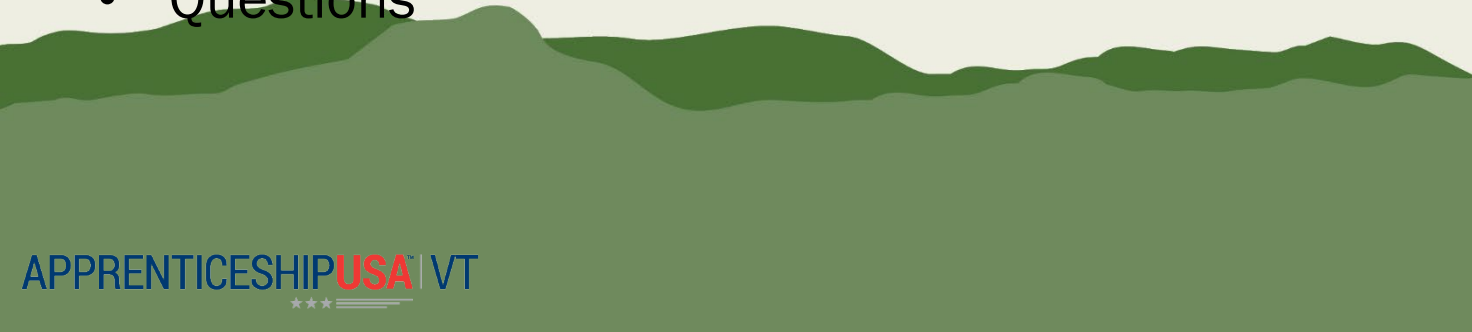
Jay Ramsey, Workforce Development Director

Wednesday, January 7, 2025

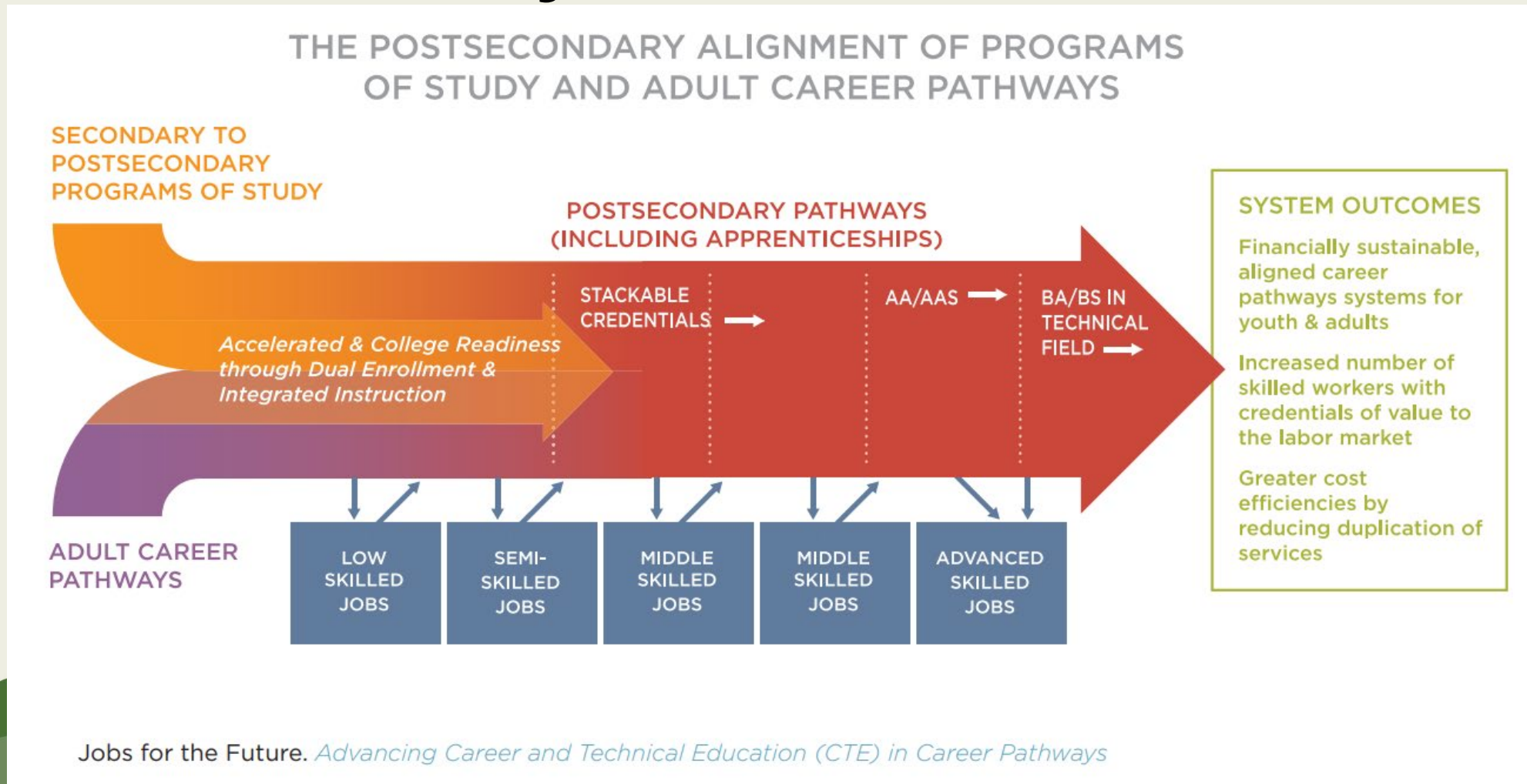


# AGENDA

- Big Picture
  - Registered Apprenticeship + “apprenticeship” Models
  - VDOL as Registration Agency
- Program stats/growth since 2023
- Recent Federal changes
- Communication & online access / Raising awareness
- Objectives for 2026 – Service as a pathway
- Aspirations
- Questions



# Career Pathway Model



# Essential Components

Business & Industry Led

Structured On-the-Job Training

Experienced Employee Mentors

Related Technical Training

Embedded Wage Increases

Interim and Occupational Credentials



# Current Partners

- Sponsors:
  - Employers
- Licensing Entities:
  - Agency of Education
  - Department of Public Safety – Electrical & Plumbing Licensing Boards
- Related Instruction Providers:
  - Vermont State Colleges
  - Community College of Vermont
- Intermediaries:
  - Vermont Manufacturing Extension Center (VMEC)
  - Associated Builders and Contractors NH/VT
  - Ski Vermont
  - Vermont Rural Education Collaborative

# Certified Pre-Apprenticeship

- Vermont Works for Women: Trailblazers
- ReSOURCE: HVAC 101
- ABC of NH/VT: Carpentry Bootcamp
- VYCC Timber Framing Pre-RAP

## Pending:

- Vermont Adult Learning: Weatherization Training Program

# The 8 Elements of Pre-Apprenticeship

Written agreement

Active advisory  
partnerships

Sufficient demand to  
support transition

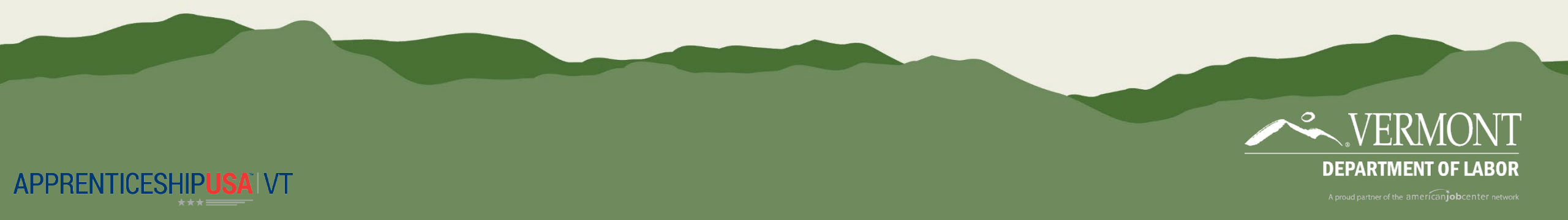
Written program plan  
developed with  
sponsors

Mentoring, Career  
Exploration/Exposure

Includes paid/unpaid  
work experiences

Incorporates  
diploma/GED  
attainment when  
applicable

Written agreements  
for advanced standing



# Big Picture – VDOL's Role

- Registration agency
- Monitoring & Compliance
- Outreach, Promotion, Recruitment
- Program Development
- Recruiting
- Apprenticeship Advisory Board
- 3 FTEs





# Big Picture – Changing Expectations

- Post-secondary debt
- “Toolbelt” generation
- Applied learn and earn



*VDOL 2025 Apprenticeship & On the Job Training Fair at  
Missisquoi Valley Union Middle & High School*



# Development Inquiries

47

- Discovery Calls

13

- Conversions
- New Occupations: 3

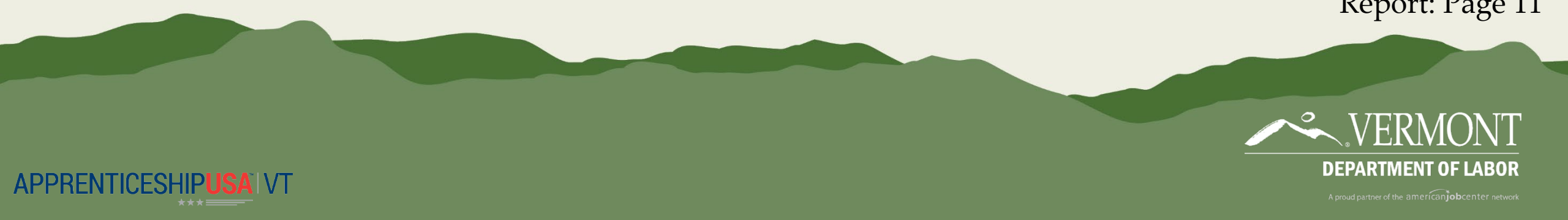
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- Pending Design Completion

# Program Funding

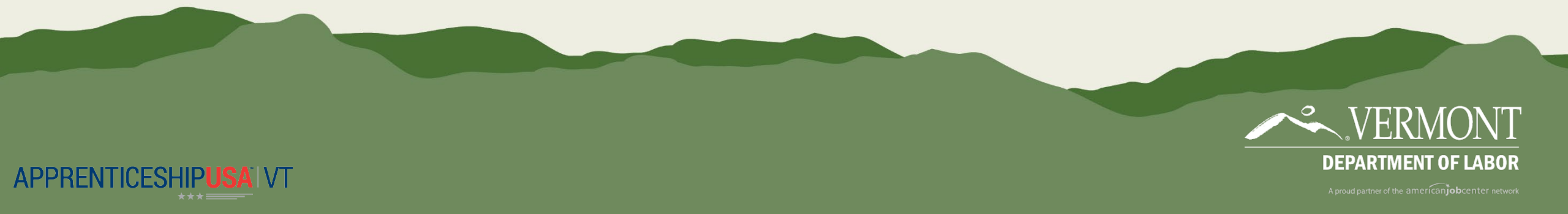
FUNDING SOURCE	AMOUNT	USE/PURPOSE	PROGRAM
SOV General Funds	\$848,720	Salaries, program administration, grant to VTSU for Electrical and Plumbing admin, VMEC and AGC.	
SAEF #3 (July 1, 2025 – June 30, 2028)	\$395,708	Grants to Agency of Education and VT State College system	Emerging Pathways Coordinator and K-12 Teacher Apprenticeship Programs development and expansion
TOTAL	\$1,544,439		

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# Program Stats

- Active Apprentice Training Programs: 106
- Active Occupations: 29



# Big Picture – 29 Active Apprenticeship Training Programs

## Competency Based

- *Progression based on demonstrated mastery of skills and competencies*
- Accounting Technician
- CNC Operator – Milling & Turning
- Early Childhood Educator
- Industrial Manufacturing Technician
- K-12 Teacher
- Machinist
- Phlebotomist
- Production Technologist
- Semiconductor Processing Technician

## Hybrid

- *Combination of time-on-the-job and competency demonstration*
- CNC Operator – Milling & Turning
- Construction Craft Laborer
- Facilities Locator
- Mechatronics Technician
- Pre-K – 8 Teacher

## Time Based

- *Progression based primarily on hours worked and related instruction*
- Commercial Craft Professional
- Construction Craft Laborer
- Correction Officer
- Electrician
- Electrician, Maintenance
- Electrician, Substation
- Environmental Control Systems (HVAC)
- Heating & Air Conditioning Mechanic & Installer

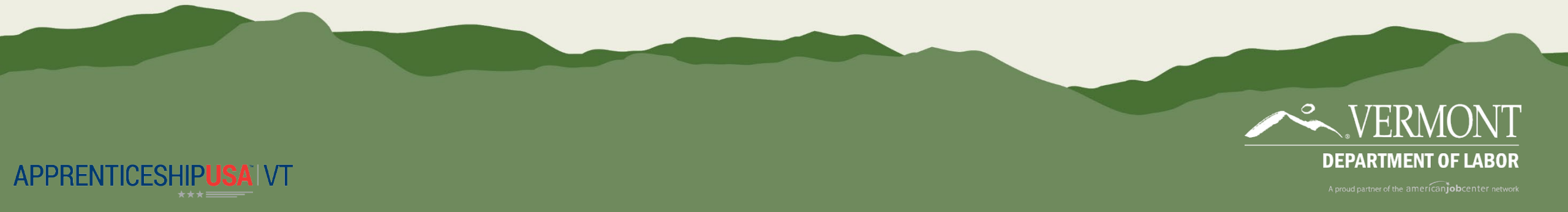
## Time Based (cont...)

- Industrial Maintenance Mechanic
- Line Maintainer
- Metal Building Assembler
- Plumber
- Police Officer
- Sheet Metal Worker
- Tool and Die Maker
- Tramway Maintenance Technician
- Waste Treatment Operator
- Water Systems Operation Specialist



# Apprentice Stats

- Active Apprentices: 1,686
- New Apprentices Registered this Year: 701
- Apprentice Completions this Year: 197



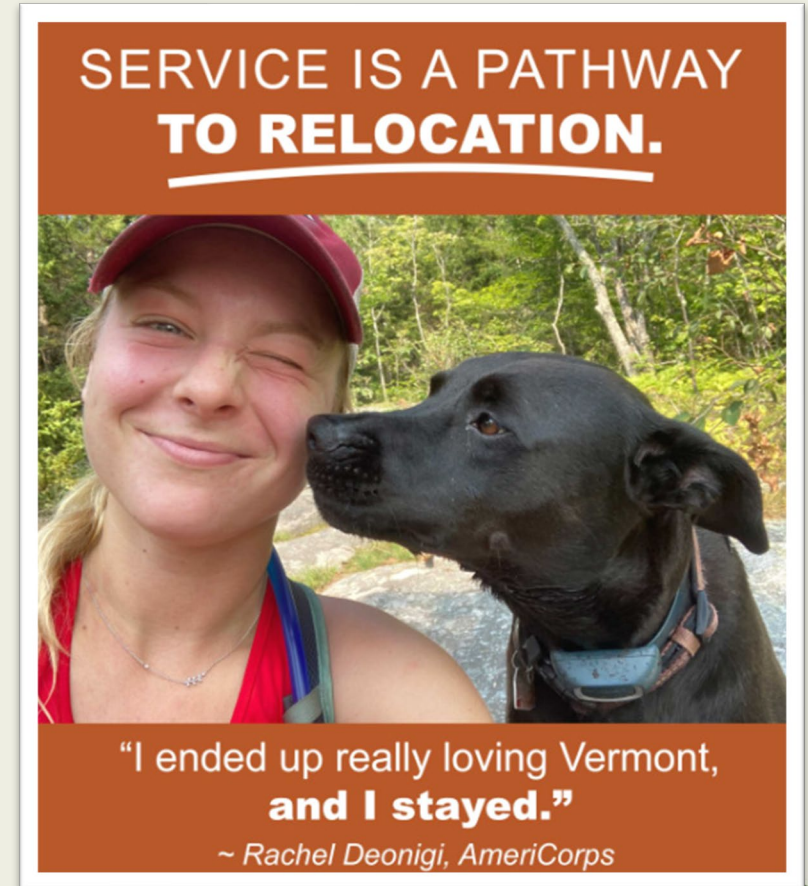
# Key Trends

- **Younger Apprentices Overall**  
Apprentices are younger across programs, with a **notable decrease in average age** among female-identifying apprentices, suggesting earlier entry and improved access points.
- **Program Availability Expanded**  
The number of available Registered Apprenticeship programs **more than doubled**, signaling strong and growing employer demand.
- **Participation Growth Lagged Demand**  
Participation increased modestly, indicating **employer interest may be outpacing apprentice awareness** and recruitment pipelines.
- **Stronger CTE → Apprenticeship Pathways**  
Nearly **twice** as many apprentices reported prior CTE experience, reinforcing stronger career pathway alignment and system integration.



# Snapshot: Registered Teacher Apprenticeship

- [Vermont Biz: Workforce Development: Apprenticeship Program Helps Solve Teacher Shortage Crisis](#)
  - Multi-year, ongoing effort with AOE
- McClure Foundation Pathway Illumination – Service to Careers



# Recent Federal Changes

- Workforce context of broader changes
- "America's Talent Strategy" / Preparing Americans for High-Paying Skilled Trade Jobs of the Future Executive order
- "MASA" block grant proposed – 10% used for apprenticeship
- American Manufacturing Apprenticeship Fund
- State Apprenticeship Expansion Funds (SAEF) – Construction & Teaching

# Outreach & awareness

- Searchable list
- Quarterly Apprenticeship Newsletter to 1,037 recipients (best engagement rates)
- 2026 youth employment & apprenticeship fairs (Franklin, Windham)
- Intermediary Outreach

## VERMONT APPRENTICESHIP QUARTERLY

SHARING PROGRESS, PARTNERSHIPS, AND POSSIBILITIES.



### Launched: Online Program Look-Up Tool!

The Vermont Department of Labor has released an easy-to-use tool to help find local Registered Apprenticeship programs! This searchable, sortable table is ideal for filtering the programs by town, county, occupation, or even employer, and will be updated quarterly.

[Try it out!](#)

*Employers & Sponsors, double-check the tool to ensure your information is correct. If you notice an error, please email [labor.apprenticeship@vermont.gov](mailto:labor.apprenticeship@vermont.gov).*

*There are over 600 programs on the list across nearly 550 employers! We've made it easier than ever to find a Registered Apprenticeship program near you.*

Program Name	County	Occupation	Employer	Apprentice
Albany County Sheriff's Office	Albany	Law Enforcement	Albany County Sheriff's Office	John Doe
Albany County Sheriff's Office	Albany	Law Enforcement	Albany County Sheriff's Office	Jane Smith
Albany County Sheriff's Office	Albany	Law Enforcement	Albany County Sheriff's Office	Mike Johnson
Albany County Sheriff's Office	Albany	Law Enforcement	Albany County Sheriff's Office	Sarah Brown
Albany County Sheriff's Office	Albany	Law Enforcement	Albany County Sheriff's Office	David White
Albany County Sheriff's Office	Albany	Law Enforcement	Albany County Sheriff's Office	Emily Green
Albany County Sheriff's Office	Albany	Law Enforcement	Albany County Sheriff's Office	Frank Black
Albany County Sheriff's Office	Albany	Law Enforcement	Albany County Sheriff's Office	Grace Grey
Albany County Sheriff's Office	Albany	Law Enforcement	Albany County Sheriff's Office	Henry Blue
Albany County Sheriff's Office	Albany	Law Enforcement	Albany County Sheriff's Office	Ivy Red

### This Quarter's Open-Door Session...

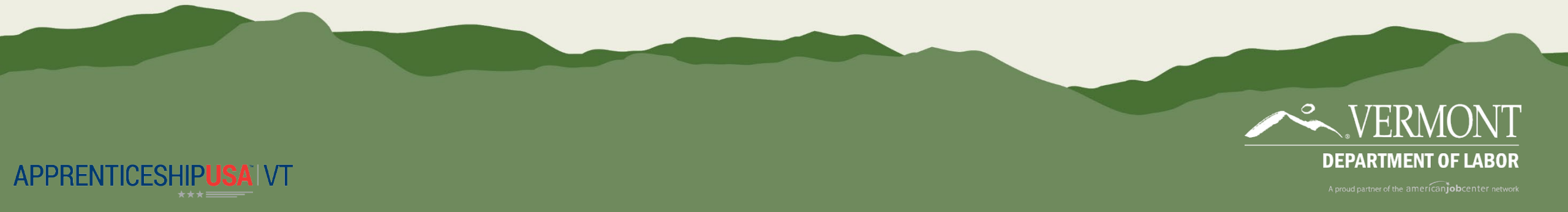
**Invitation To Connect One-On-One**





# Aspirations

- Review definitions
- Discuss pre-apprenticeship requirements
- Better data and tracking of pre-app and youth participants
- Use of technology to track OJT and RTI completion
- Waiver process for ratios
- Grow number of sponsors, and active occupations
- Preparation programs for electrical and plumbing
- Wider promotion of apprenticeship; recruitment assistance

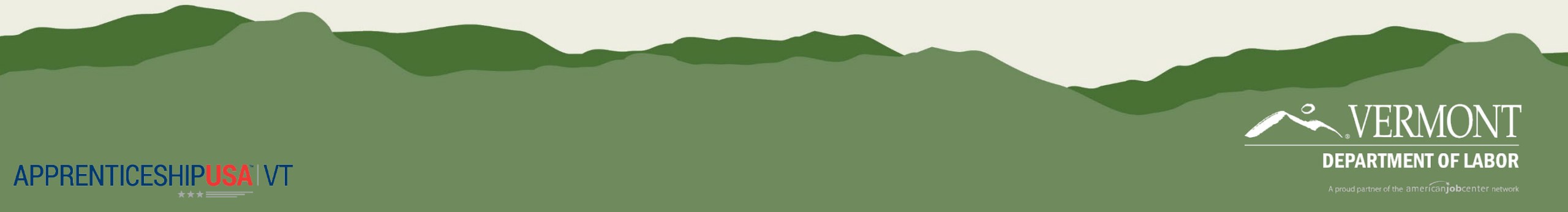


# 2026 Objectives

- Service to Career Pathways
- Geography
- Construction
- Healthcare
- Public Sector/Municipalities

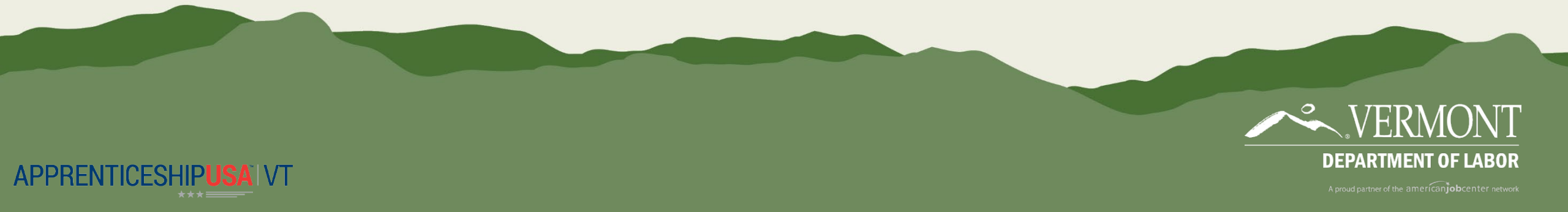


*VDOL Service to Career Pathways Summit, September 2025*



# Legislative Items

- Technical corrections as requested in previous session
- Help get the word out to employers and learners in your districts
- Help constituents understand that RAPs are jobs
- CTE governance changes to include adult CTE



# Questions?



G.S. Precision Apprentices



Pre-Apprentices



Ski Lift Technician  
Apprentices