

VERMONT APPRENTICESHIP PROGRAM

- **Training Program**
 - New or existing employees
- **Formal**
 - Structured program
 - Designated length (minimum of 1 year)
 - On the job learning and related instruction
- **On the Job Learning (OJL)**
 - Minimum of 2000 hours per year of structured and mentored/supervised on-the-Job learning
- **Related Instruction (Classroom)**
 - Minimum of 144 hours per year of formal classroom learning
 - Does not necessarily have to lead to a credential but the best programs are designed to support necessary and desired credentialing
- **Pre-Determined Wage Scale**



Key Roles within Registered Apprenticeships enable flexible partnership models.

Employers (OJT)

- ✓ Must have employer(s)
- ✓ Must Drive Program Design / RI
- ✓ Provider of OJT/Work-Based Learning
- ✓ Provide wages

Sponsors (Administrators)

- ✓ Responsible for Administering the Program
- ✓ Can be Employer, Consortia of Employers, Industry Associations, Joint Labor-Management Organizations, Educational or Training Providers.

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Public Workforce System

- ✓ Provide basic skills/pre-apprenticeship
- ✓ Provide training funds (through OJT contracts, ITAs, customized training)
- ✓ Provide support services

Educational (RI*) Provider

- ✓ Can be employer/industry based
- ✓ Can be Joint Labor-Mgmt Orgs
- ✓ Community Colleges
- ✓ Others

* RI – *Related Instruction*

Pre-Apprentice:

CTE / High School
Adult Learners:
FT Student
▼
PT Employee

Apprentice:

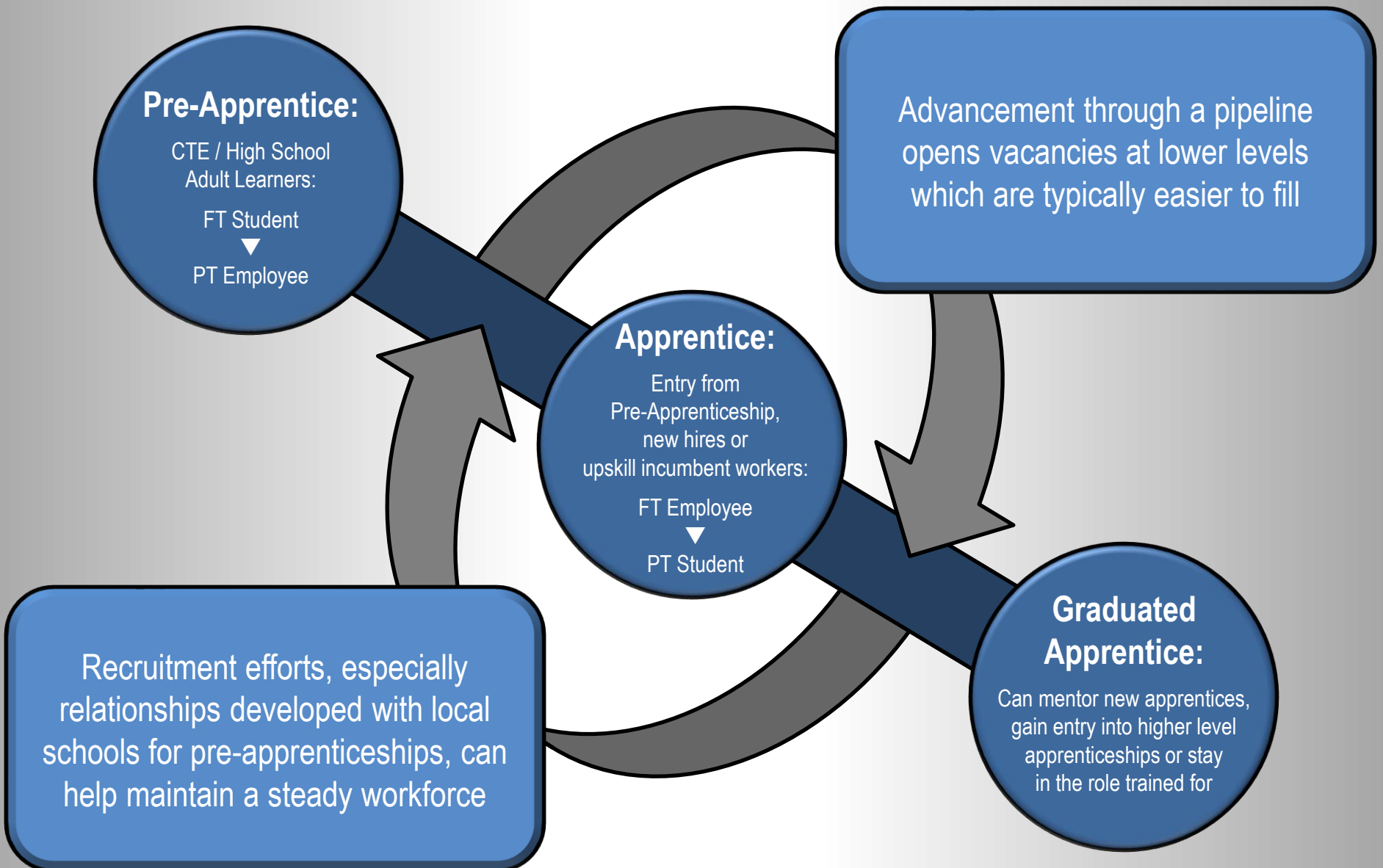
Entry from
Pre-Apprenticeship,
new hires or
upskill incumbent workers:
FT Employee
▼
PT Student

Graduated Apprentice:

Can mentor new apprentices,
gain entry into higher level
apprenticeships or stay
in the role trained for

Advancement through a pipeline
opens vacancies at lower levels
which are typically easier to fill

Recruitment efforts, especially
relationships developed with local
schools for pre-apprenticeships, can
help maintain a steady workforce

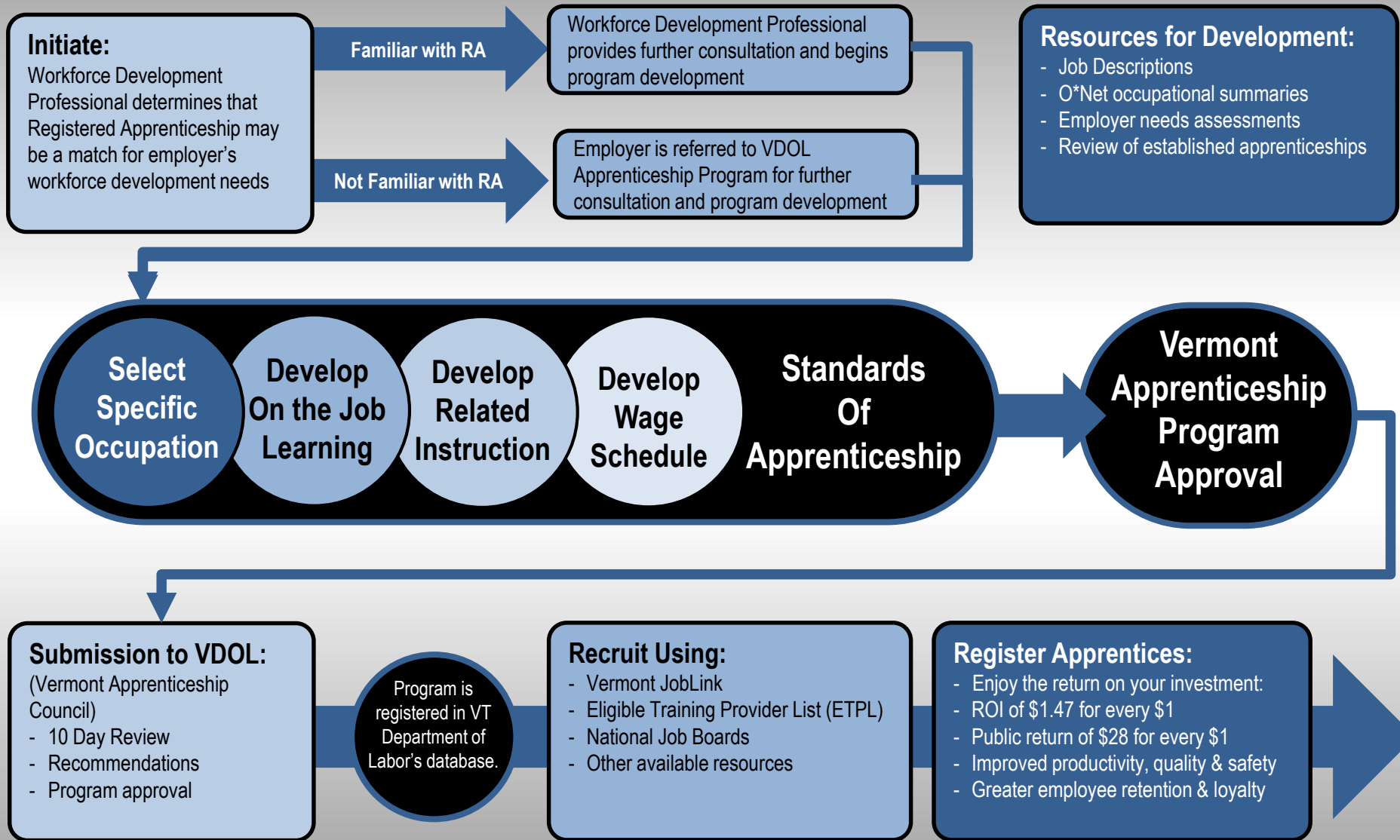


Sponsors

- Trade Association or Group of Businesses
- Single Business
- Union / JATC
- Post-Secondary School
- Job Corps Center
- Community College
- Career Center
- Service Provider



Vermont Apprenticeship Program Registration Process



Benefits (Employers)

- Improved Recruiting
- More diverse workforce
- Reduced turnover costs
- Higher productivity and fewer accidents
- Connection to training funds
- Flexible program, customized to meet employers needs
- A formalized approach that enhances existing business practices
- Employers realize an average return on investment of \$1.47 for every \$1 invested.

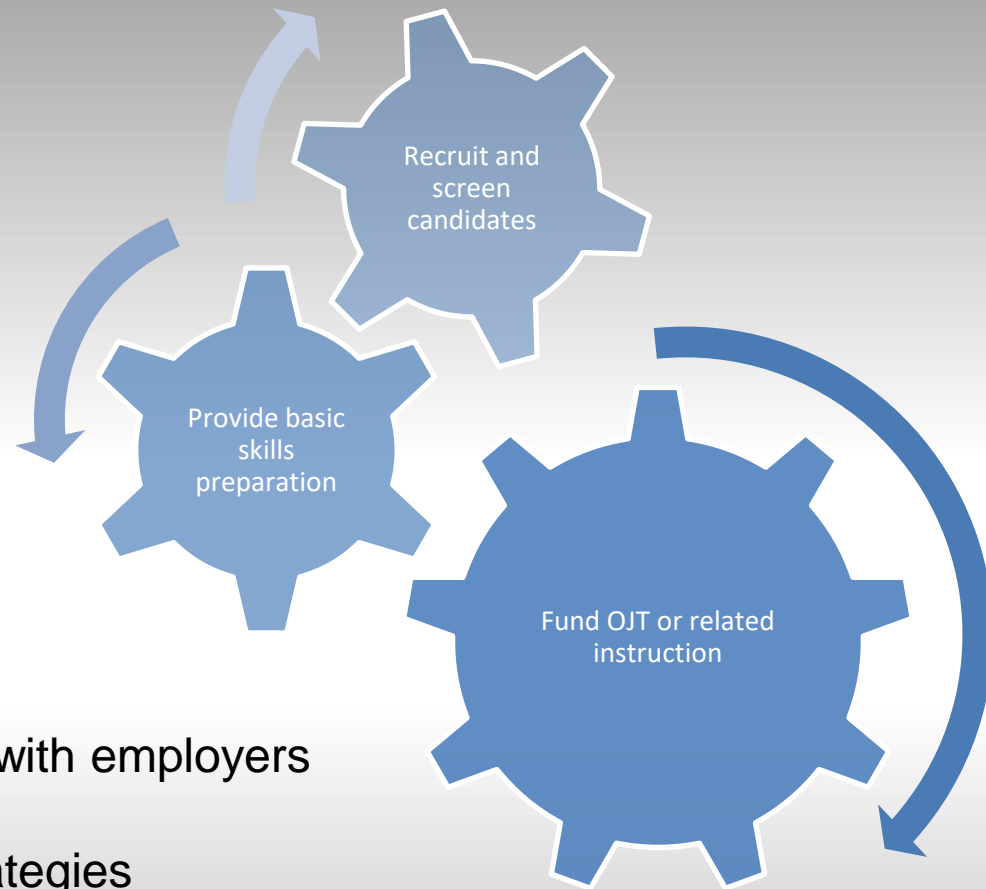


Benefits (Trainees)

- Increased skills
- Apprentices earn while they learn
- Higher wages
- Mentor provides support while apprentice learns
- Job security
- Safer workplace
- National credentials

Benefits (Workforce Development Organizations)

- ❑ Improved recruiting
- ❑ Increased program outcomes
- ❑ Help job seekers start working immediately and increase skills and earning
- ❑ Can be combined with multiple funding streams
- ❑ Enhances meaningful engagement with employers
- ❑ Enhancement of industry sector strategies



Additional Resources

- **Official Federal Apprenticeship Page:**
<https://www.dol.gov/apprenticeship/#>
- **Schedule of Work Development:**
<https://www.onetonline.org/>
- **Schedule of Work Samples:**
<https://www.dropbox.com/sh/r6uucemwyhnywdn/S6-2ETX030>

For more information on Registered Apprenticeship Programs:

Judy Bourbeau

Apprenticeship Program Supervisor

802-828-5250

802-585-0682 (cell)

Judy.Bourbeau@Vermont.gov

Rebecca Dansereau

Apprenticeship Representative

802-786-8841

802-272-7868 (cell)

Rebecca.Dansereau@Vermont.gov



Allison Richards

Apprenticeship Representative

802-951-5845

802-522-9079 (cell)

Allison.Richards@Vermont.gov



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