VERMONT
DEPARTMENT OF LABOR

LEGISLATIVE REPORT

Vermont Registered Apprenticeship Annual Report

Submitted On: December 19, 2025

Submitted To: Vermont General Assembly
Senate Committee on Economic Development, Housing & General Affairs
House Committee on Commerce & Economic Development

Submitted By: Kendal Smith, Commissioner
Vermont Department of Labor

In accordance with 21 V.S.A. § 1113(e)(2).

EXECUTIVE OVERVIEW

During the 2025 calendar year, Vermont's Registered Apprenticeship system experienced significant growth due to modernization and expansion efforts, coupled with growing industry and business interest in Registered Apprenticeships and changing post-secondary goals and aspirations among young people. These changing goals and aspirations create demand for models like Registered Apprenticeship, which pay apprentices to apply their classroom learning on the job with supportive mentoring.

The number of active Registered Apprenticeship programs has more than doubled since 2023, expanding from 50 to 106 programs across 29 occupations, while the total number of active apprentices has increased to 1,686. Notably, the apprenticeship population is becoming younger overall, with the average apprentice age decreasing by 1.7 years, and a more pronounced decrease among female-identifying apprentices. Connections between Career Technical Education (CTE) and Registered Apprenticeship have been strengthened, with nearly twice as many apprentices reporting prior CTE participation compared to 2023, reflecting a more intentional alignment and outreach. Investments in sector-based strategies—particularly in construction, manufacturing, and education—supported employer participation, diversified pathways into licensed and high-demand occupations, and laid the groundwork for continued expansion of earn-while-you-learn opportunities that meet Vermont's workforce and economic needs.

Registered Apprenticeship remains a key strategy in the Federal government's approach to workforce development, and as such, federal funding continues to be available in the form of new funding opportunities. Vermont continues to apply for and leverage these funds in support of strategic development efforts in key sectors.

OVERVIEW OF VERMONT'S REGISTERED APPRENTICESHIP SYSTEM

Statutory and Administrative Context

Vermont is a State Apprenticeship Agency state ("SAA State"), and the Vermont Department of Labor (VDOL) serves as the administrative and regulatory entity, providing technical assistance to employers and other interested parties. VDOL also approves program standards, registers and monitors programs, maintains records that include apprenticeship agreements, and issues certificates of completion of Registered Apprenticeship programs. As the SAA, the Department responds to individual business requests for information about RA and engages in strategic development work in sectors that are critical to Vermont's future. During this program year, the Department focused strategic development efforts on construction trades, education, and manufacturing.

VDOL continues to coordinate and partner with education providers and industry organizations that serve as intermediaries, supporting employers in developing programs as we expand Registered Apprenticeship programs. These partners include Vermont State University, the Community College of Vermont, the Agency of Education, HireAbility, Vermont Adult Education providers and CTE Centers, Vermont Manufacturing Extension Center, Vermont Rural Education Collaborative, Associated Builders & Contractors of NH/VT, ReSOURCE, Associated General Contractors of Vermont, and the Agency of Commerce and Community Development.

System Modernization and Expansion

Since the passage of Act 55 of 2023, significant progress has been made toward modernizing and expanding the Registered Apprenticeship system in Vermont. The statute introduced fresh avenues for preparation programs and established a framework for recognizing prior experiences. This year's report includes newly certified pre-apprenticeship programs as well as a demonstrative increase in the number of apprentices who report participating in a CTE program.

APPRENTICESHIP OUTCOMES AND TRENDS

Apprenticeship Program Listing

A regularly updated listing of all Registered Apprenticeship Program Sponsors and Employers by occupation and county is available on the Vermont Department of Labor Apprenticeship Website, Current Vermont Registered Apprenticeship Programs | Department of Labor.

The data and statistics provided are for the most recently completed Federal fiscal year, which spans from October 1, 2024, to September 30, 2025.

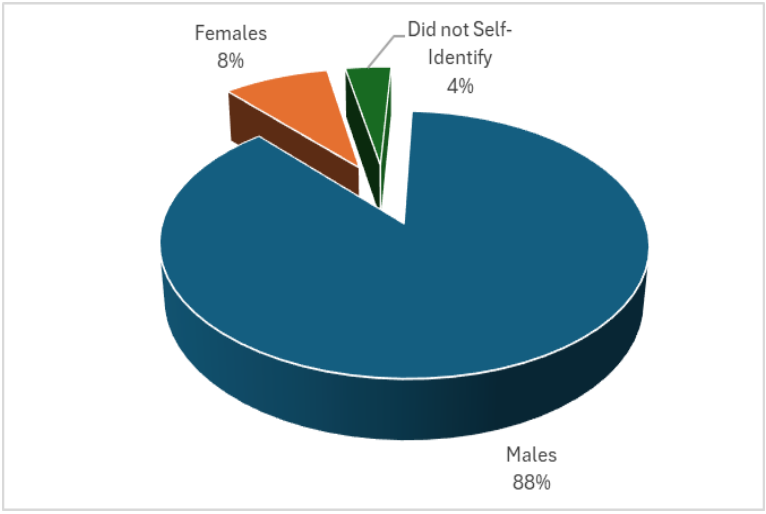
Programs and Apprentices by the Numbers

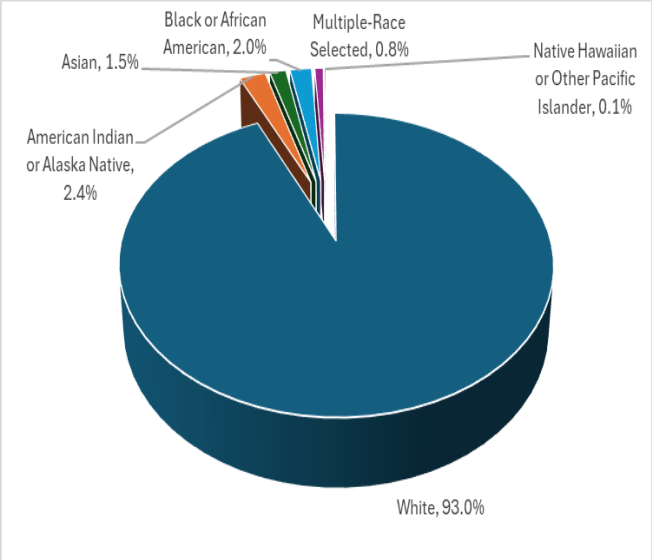
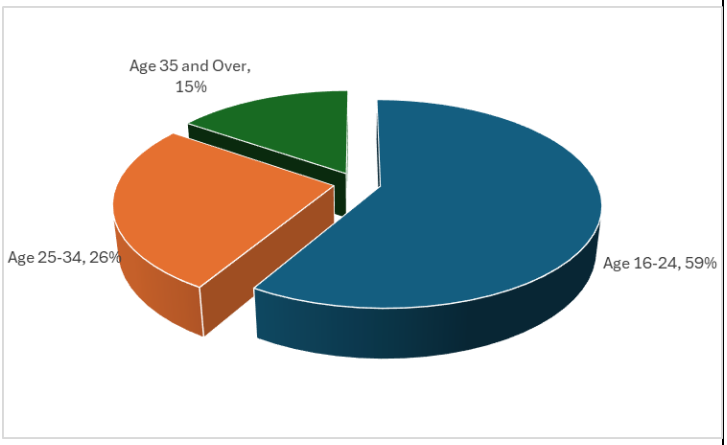
Active Apprentice Training Programs:	106
Active Occupations:	29
Active Apprentices:	1,686
New Apprentices Registered this Year:	701
Apprentice Completions this Year:	197

Demographic Overview

The table below presents high-level demographic and educational background summaries and analysis for the active apprentices as of September 30, 2025. Note: disclosure of demographic and background data is voluntary, which may result in under-reporting.

The data presented results from information entered by employers into the federally managed electronic registration system, the Registered Apprenticeship Partners Information Database System (RAPIDS).

Characteristic	Interpretation	Chart
Gender Total= 1686 Male = 1479 Female = 145 No Response = 63	Top 5 Occupations by Gender: <u>Female Identifying:</u> 1. Electrician 2. Plumber 3. Pre-K-12 Teacher 4. Phlebotomist 5. Tool & Die Maker <u>Male Identifying:</u> 1. Electrician 2. Plumber 3. Line Maintainer 4. HVAC Technician 5. Sheet Metal Technician	

Race	According to U. S. Census population estimates, Vermont's population is 91.4% White, 1.22% Black or African American, 1.66% Asian, .2% Native Hawaiian or Other Pacific Islander, 0.2% American Indian/Alaskan Native, and 4.7% multiracial or some other race. The demographics of the apprenticeship program mirror those of Vermont's population overall. **16% of apprentices didn't self-identify.*	
Age	Average Age of a Vermont Apprentice: 25.3 **Average Age by Gender:** Female-identifying: 28.7 Male-identifying: 24.9 Three out of every five apprentices are between the ages of 16 and 24 (59%), with the next largest age group (25-34) representing 26%, and age 35 and over representing 15%.	

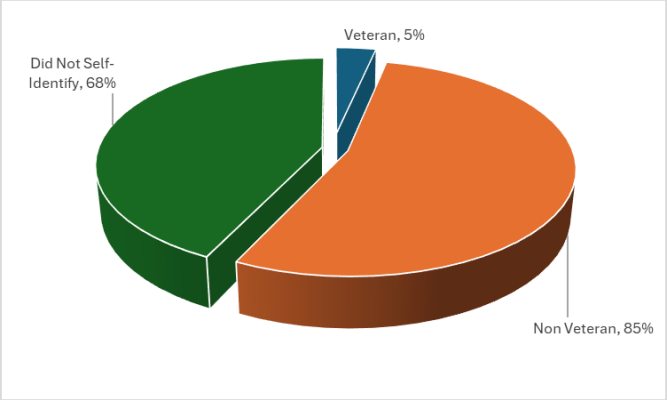
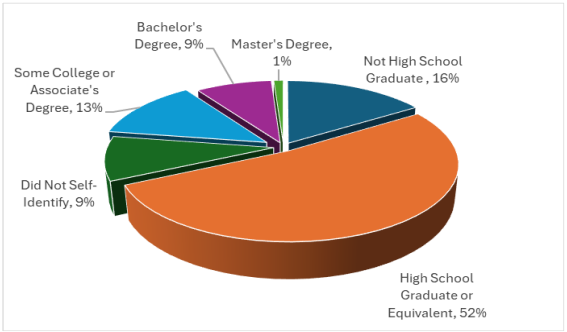
Veterans	Veterans can use their GI Bill Benefits to support their pursuit of a Registered Apprenticeship. Veteran's top three apprenticeship occupations: 1. Electrician* 2. Plumber* 3. State Trooper * Licensing rules give special consideration to Veterans with experience in certain military occupations.	
Disability Status	As with all other demographic questions, the response on the registration form is voluntary. Most apprentices may be hesitant to self-disclose that they have a disability for fear of losing the opportunity to be an apprentice. Much work is needed in this area, particularly regarding helping employers understand the available supports.	
New Americans	We are working to integrate this data collection into our registration system and expect to be able to report on it next year.	

Table 1: Demographic Summaries of Registered Apprenticeship Programs

Education Background and CTE Connections

Educational Background	Apprentices who reported "Not High School Graduate" are either still enrolled in high school or a CTE Center or did not complete secondary school. 

CTE Connection	In 2025, 142 registered apprentices reported that they had been CTE students. Apprentices reported they were from 16 of the 17 regional CTE centers: Burlington Technical Center, Center for Technology, Essex, Central Vermont Career Center, Cold Hollow Career Center, Green Mountain Technology & Career Center, Hartford Area Career & Technology Center, North Country Career Center, Northwest Career & Technical Center, Patricia Hannaford Career Center, Randolph Technical Center, River Bend Career & Technical Center, River Valley Technical Center, Southwest Technical Center, St. Johnsbury Academy, Stafford Technical Center, and Windham Regional Career Center. The CTE connection yielded apprentices in training to be primarily Electricians (78) and Plumbers (45), but they are also pursuing careers as CNC Operators – Milling & Turning, Early Childhood Educators, HVAC Mechanic/Installers, Line Maintainers, Sheet Metal Workers, and Tool and Die Makers.

Table 2: Education Background and CTE Connections of Apprentices

Longitudinal Trends (Multi-Year Comparison)

Measure	*2023*	*2025*	*Change*
Registered Apprenticeship programs	50	106	+56 programs
Active apprentices (total)	1,589	1,686	+97 apprentices
Apprentices reporting prior CTE participation	76	142	+66 apprentices
Average age (overall)	27.0	25.3	↓ 1.7 years
Average age – female identifying	31.5	28.7	↓ 2.8 years
Average age – male identifying	26.5	24.9	↓ 1.6 years

Table 3: Comparison between 2023 and 2025 showing program growth and decreases in average age of apprentices.

This comparison suggests:

- **Apprenticeship is getting younger overall**, with the most notable age decrease being among female-identifying apprentices.
- **Program availability more than doubled**, indicating significant system expansion.
- **Participation grew modestly**, suggesting capacity is expanding faster than headcount—important context for outreach and recruitment strategy for would-be apprentices.
- **CTE-to-apprenticeship connections strengthened**, with nearly double the number of apprentices reporting prior CTE experience. This is partially a function of better data collection and more intentional outreach and professional development for CTE teachers in electrical and plumbing.

ON-RAMPS TO REGISTERED APPRENTICESHIP

Youth Apprenticeship

Vermont statute provides a structured framework and definition for Youth Apprenticeship as an essential on-ramp for Registered Apprenticeship. Youth Apprenticeship will also support a seamless transition to high-quality, in-demand jobs in Vermont. This framework requires close collaboration with partners at the Agency of Education and the Career Technical Education Centers around the state.

As a new initiative implemented last year, VDOL, in partnership with VTSU's Center for Workforce & Professional Education, began offering a dual-enrollment model, which will allow students to complete the first year of the four-year apprenticeship coursework in Electrical while also working towards their CTE program completion and high school graduation. In addition, students enrolled in other Vermont CTE Centers can attempt to test out of the Electrical or Plumbing Year I class at VTSU at the end of their CTE program and enroll directly in the Level II class the following year, provided they have an employer sponsor.

Pre-Apprenticeship

An important area of growth is the certification of the first three Pre-Apprenticeship Programs. Act 55 of 2023 defines a Pre-Apprenticeship Program as "a training model or program that prepares individuals for acceptance into an apprenticeship program," and that is certified by the Vermont Department of Labor. There are requirements regarding the inclusion of technical and employee-readiness skills, career exploration, and a formalized agreement with at least one registered program, as well as the awarding of credit for prior learning.

Name of Pre-Apprenticeship Program	Sponsoring Organization	Date of Certification	Connected Registered Apprenticeship Program Sponsor	Connected Occupation
Carpentry Boot Camp	Associated Builders & Contractors of NH/VT (ABC)	5/28/2025	ABC of NH/VT	Commercial Craft Professional
HVAC 101	ReSOURCE	5/28/2025	VHV Company	Environmental Control Systems
Timber Framing Pre-Apprenticeship	VT Youth Conservation Corps (VYCC)	6/11/2025	Timber Framers Guild	Timber Framer

Table 4: List of pre-apprenticeship programs certified by the Department.

PROGRAM EXPANSION AND SECTOR STRATEGIES

Education

In PY2024, VDOL continued the work begun in PY2023, using federal State Apprenticeship Expansion Formula funding to launch the state's first Registered K-12 Teacher Apprenticeship Program. Through partnerships with the Vermont Agency of Education (AOE) and the Vermont Rural Education Collaborative (VREC), we developed, registered, and launched programs for seven school districts and twenty-seven apprentices. All held bachelor's degrees and were working toward provisional or emergency teaching licenses. All have now earned or are close to completing their programs and becoming licensed Vermont educators. This work will continue in PY2025 as we expand the program to include school staff members who do not yet hold a bachelor's degree but want to become licensed teachers through an Associate's to Bachelor's, 2+2 model in partnership with CCV and VTSU.

Manufacturing

In Vermont, the manufacturing sector contributes over $3 billion to the state's GDP (Gross Domestic Product), and approximately 9% of all Vermont workers are employed in manufacturing. The challenges facing the industry in terms of recruitment, training, and retention have never been more significant. During this program year, VDOL continued its partnership with the Vermont Manufacturing Extension Center (VMEC), utilizing state funds to expand apprenticeship programs in the manufacturing sector.

VMEC serves as an industry expert and intermediary, providing technical assistance to manufacturers across the state and leveraging the Registered Apprenticeship model to help manufacturers of all sizes build their workforce. VMEC meets with companies to help them determine if a Registered Apprenticeship is an appropriate strategy and then refers the company to VDOL to initiate the program registration process.

Two examples of new Registered Apprenticeship programs in the manufacturing sector include Weidmann Electrical Technology and Vermont Aerospace Industries.

Construction

Construction contributes over $1.7 billion to the state's GDP, with 5.2% of all jobs in Vermont being in the construction industry. One area of critical need is for licensed electricians and plumbers. The Registered Apprenticeship Program for these occupations continues to expand, with over 480 Vermont employers participating in the program. In May 2025, our largest class of 104 electrical apprentices and 81 plumbing apprentices completed the technical instruction portion of the program and were recognized at a graduation ceremony at VT State University in Randolph.

In PY2024, the Department registered five new programs in the construction and carpentry fields. Through grant funding, VDOL supported the Associated Builders and Contractors of

NH/VT with their launch of the Vermont Construction Academy and certified the first Construction Boot Camp Pre-Apprenticeship Program, which served over twenty youth who all completed the program and moved directly into employment in the industry or returned to finish their last year of high school. The first cohort of Boot Camp participants was supported with federal funds.

REGISTERED OCCUPATIONS AND PROGRAM INVENTORY

OCCUPATION	ACTIVE APPRENTICE COUNT
Accounting Technician	1
Assembler, Metal Building	1
CNC Operator - Milling and Turning	15
Commercial Craft Professional	9
Construction Craft Laborer	18
Correction Officer	1
Early Childhood Educator	3
Electrician	780
Electrician, Maintenance	11
Electrician, Substation	2
Environmental Control System Installer	20
Facilities Locator	1
Heating & Air Cond. Mechanic & Installer	14
Industrial Manufacturing Technician	12
Line Maintainer	74
Machinist	15
Maintenance Mechanic	13
Mechatronics Technician	5
Phlebotomist	26
Plumber	502
Police Officer	5
Pre-K – 12 Teacher	38
Semiconductor Processing Technician	15
Sheet Metal Worker	24
State Trooper	15

Tool And Die Maker	27
Tramway Maintenance Technician	24
Waste Treatment Operator	5
Water Systems Operation Specialist	10

Table 5: Listing of occupations with active programs and the number of apprentices being trained in that occupation.

OCCUPATIONAL CHARACTERISTICS: ELECTRICAL AND PLUMBING APPRENTICESHIPS

Vermont boasts a rich heritage of Registered Apprenticeships, with a particular emphasis on trades such as plumbing and electrical work. VDOL has several employers with programs registered directly with the apprenticeship program; however, most smaller employers have been registered to the Vermont State University's (VTSU) Center for Workforce & Professional Education (Randolph Campus) sponsored program. VTSU has provided instruction related to electrical and plumbing programs for decades. VTSU plays a pivotal role in organizing apprenticeship instructors, most of whom have a background as current or former contractors. Additionally, students benefit from academic support, career guidance, and a range of student services offered by the University. It's essential to note that while VTSU isn't the sole provider of related coursework for these programs, numerous employers opt for the University's program to meet their apprentice training needs.

In 2025, 780 people were registered as apprentice electricians, and 502 people were registered as apprentice plumbers.

VDOL provides an annual administrative support grant to VTSU-Randolph to support the administration of this program and to coordinate and deliver the related coursework. The current General Fund grant to VTSU covers the period from July 1, 2025, to June 30, 2026, in the amount of $212,579.64.

The electrical and plumbing apprenticeship programs are the largest in the state.

FUNDING AND INVESTMENTS

For FY 26, the allocation was $848,720. This funding is crucial to support personnel and intermediary capacity beyond VDOL staff. The funds enable the administration, monitoring, and expansion of Registered Apprenticeship programs across Vermont.

In addition to the General Fund dollars invested in the system, the Department applies for federal State Apprenticeship Expansion Funds (SAEF) through the Office of Apprenticeship in the Employment and Training Administration at the U. S. Department of Labor. For federal FY'25, VDOL was awarded $395,708 in State Apprenticeship Expansion Funds (SAEF), which are being directed to expand and sustain Teacher apprenticeships. This effort began in federal FY '23 with an award of $304,977. In federal FY'24, Vermont was awarded

$392,652. That award was used to support Registered Apprenticeship Programs in the construction industry. We expect the U.S. Department of Labor to continue this funding approach for two additional fiscal years.

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		

Table 6: Funding by Source.

Grants Issued

In this reporting year, we issued the following grants from the funds allocated or awarded to the Department for the Registered Apprenticeship program:

AMOUNT	GRANTEE	PURPOSE	IMPACT
$212,579.64 (State General Fund) July 1, 2025–June 30, 2026	Center for Workforce & Professional Education at VTSU	To support staff positions in the Continuing Education and Workforce Development section in implementing, managing, and promoting Registered Apprenticeship programs for **Electricians** and **Plumbers**.	VTSU successfully onboarded approximately 79 new employers and registered 227 new Plumber and Electrician Apprentices. Additionally, this year's funds will be used to support the implementation of Workhands, an App for apprentices to

			track their work hours.
$150,000 (State General Fund) Ends: June 30, 2026	Vermont Manufacturing Extension Center (VMEC)	To act as an intermediary working with VT **Manufacturers** to assist with exploring, building, and expanding Registered Apprenticeship Programs in Vermont.	VMEC has facilitated conversations with over 15 different manufacturing businesses, leading to two new program registrations and five currently in the works.
$75,000 (State General Fund)	Associated General Contractors of VT	Partially support the acquisition of a Heavy Equipment Simulator	Delivery of simulation training for construction industry employers.
$172,000 (Federal Funds – State Apprenticeship Expansion Funds (SAEF3)	Vermont State College System	Develop required coursework for the **Teacher** apprenticeship program	Will expand the current Teacher Apprenticeship model and create a new bachelor's degree pathway
$198,815.44 (Federal Funds – State Apprenticeship Expansion Funds (SAEF3)	Agency of Education (AOE)	To support an Emerging Pathways Coordinator to assist with exploring, building, and expanding **Teacher** Registered Apprenticeship Programs in Vermont as an alternative route to licensure. Also, $60,000 for mentor stipends.	This position was filled in October of 2024 and is working closely with VDOL, AOE, and the Standards Board for Professional Educators, and taking over the projects started by VREC.

Table 7: Listing of grants issued from federal and general funds demonstrating investments in key sectors.

GOVERNANCE, STAFFING, AND ADMINISTRATION

Staffing

The Apprenticeship Program staff are located within the Workforce Development Division at VDOL. The program is staffed by three full-time employees: a Senior Program Administrator (State Director) and two Program Support Specialists. The team is supported by the Director and an Assistant Director of Workforce Development, regional job center staff, and the Department's communication team. This increased capacity has significantly enhanced the ability to continue managing, monitoring, and expanding Registered Apprenticeship programs in VT.

Advisory Board

The State Apprenticeship Advisory Board ("the Board"), comprised of statutory and appointed individuals, meets quarterly. Meeting agendas and minutes can be found here: (https://labor.vermont.gov/apprenticeship-advisory-board). The Board was established to advise the Department, sponsors, employers, and related instruction providers, and to promote the development and strengthening of apprenticeship programs.

Membership

Commissioner of Labor (Chair)	Kendal Smith
Director of Apprenticeship (Secretary)	Sarah Knight
Secretary of Education, or Designee	Designee: Andrew Prowten, Assistant Director of Education Quality
State WD Board	TBD (initial term- 1 year)

	Term Expires	
Jeff Wimette, IBEW Local 300	Feb. 29, 2028	Union Organization Member
Gregory Gove, UA Local 693	Feb. 29, 2028	Union Organization Member
Pam Benoit, Benoit's Electric	Feb. 29, 2028	Employer Member
Jerry Baake	Feb. 29, 2028	Employer Member
Chris Damato	Feb. 28, 2026	Career Training Member
Rhoni Basden	Feb. 28, 2026	Underserved Community Representative
Gerald Schartner	Feb. 28, 2026	Underserved Community Representative

APPENDIX A: NEW PROGRAMS REGISTERED SINCE LAST YEAR

Program Name	Registration Date	County	Sponsor City	Sponsor State	Employer Type	Occupation/s
Naylor & Breen Builders, Inc.	10/2/2024	Rutland	Brandon	VT	Single Employer	Construction Craft Professional
Massachusetts and Northern New England Laborers JATC	10/22/2024	Middlesex	Hopkinton	MA	Multi-Employer	Construction Craft Laborer, Home Performance Laborer
Champlain College Teacher Apprenticeship Program	5/5/2025	Chittenden	Burlington	VT	Multi-Employer	K-12 Teacher
TAMIM Academies	6/16/2025	Montgomery	Bala	PA	Multi-Employer	Elementary School Teacher
Vermont Aerospace Industries, LLC	6/18/2025	Caledonia	Lyndonville	VT	Single Employer	CNC Operator - Milling & Turning
Vermont Agency of Education	8/1/2025	Washington	Montpelier	VT	Multi-Employer	K-12 Teacher
Wilmington Police Department	8/25/2025	Windsor	Wilmington	VT	Single Employer	Police Officer
Pye-Barker Fire & Safety LLC - Mountain View Security Systems	9/29/2025	Washington	Montpelier	VT	Single Employer	Fire Alarm Technician, Sprinkler Fitter
University of Vermont Health	11/17/2025	Chittenden	South Burlington	VT	Multi-Employer	Central Sterile Processing Technician, Phlebotomist, Surgical Technologist
State of Vermont, Office of Economic Opportunity	12/4/2025	Washington	Waterbury	VT	Multi-Employer	Weatherization Technician
Central/Western Massachusetts and Vermont Local Union #63	12/8/2025	Hampshire	Springfield	MA	Multi-Employer	Sheet Metal Worker

APPENDIX B: Non-Traditional Status & Ending Wage Table

This table summarizes the occupations that currently have active apprentice training programs, the delivery modality, and the length of the training. This table also identifies which fields, according to the "Non-traditional occupations crosswalk," have historically employed less than 25% of men or women.

Occupation	Training Approach	Training Length (hours)	National Non-Traditional Status (gender)	Vermont Apprentices			Average Completion Wage if Available ($/hr.)
				M	F	Not-Disc.	
Accounting Technician	Competency-Based	2,000 (1 yr.-min)	Male	0	1	0	
Assembler, Metal Building	Time-Based	4,000	Female	1	0	0	
CNC Operator - Milling and Turning	Time-Based	2,000	Female	15	0	0	$27.14
Commercial Craft Professional	Time-Based	2,000	Female	7	0	2	$24.67
Construction Craft Laborer	Time-Based	2,000	Female	14	1	3	$19.50
Correction Officer	Time-Based	2,000	Female	1	0	0	
Early Childhood Educator	Competency-Based	2,000 (1 yr. min)	Male	0	3	0	
Electrician	Time-Based	8,000	Female	696	51	32	$26.83
Electrician, Maintenance	Time-Based	8,000	Female	11	0	0	$45.92
Electrician, Substation	Time-Based	6,000	Female	2	0	0	
Environmental Control Systems Install/Service	Time-Based	8,000	Female	20	0	0	$31.00
Facilities Locator "Construction Equipment Mechanic Helper"	Hybrid	Minimum of 3,200 hrs.	Female	0	0	1	
Heating & Air Conditioning Mechanic & Installer	Time-Based	8,000	Female	14	1	0	
Industrial Manufacturing Technician	Competency-Based	2,000 (1-yr min)	Female	1	10	1	$26.21
K-12 Teacher	Competency-Based	2,000 (1-yr min)	Male	13	22	3	
Line Maintainer	Time-Based	6,000	Female	71	0	4	$54.48
Machinist	Competency-Based	4,000	Female	13	1	1	

Maintenance Mechanic	Time-Based	6,000	Female	13	0	0	
Mechatronics Technician	Hybrid	6,000 min.	Female	4	0	1	$41.38
Phlebotomist	Competency-Based	2,000	Male	7	19	0	$22.45
Plumber	Time-Based	8,000	Female	454	25	11	$27.55
Police Officer	Time-Based	4,000	Female	3	2	0	$36.03
Semiconductor Processing Technician	Competency-Based	3,000 min.	Female	11	3	1	
Sheet Metal Worker	Time-Based	8,000	Female	23	0	1	$29.88
State Trooper	Time-Based	4,000	Female	11	4	0	$35.58
Tool And Die Maker	Time-Based	8,000	Female	21	5	1	$33.21
Tramway Maintenance Technician	Time-Based	6,000	Female	21	3	0	$22.80
Waste Treatment Operator	Time-Based	4,000	Female	4	1	0	$25.49
Water Systems Operation Specialist	Time-Based	4,000	Female	12	9	0	$25.52