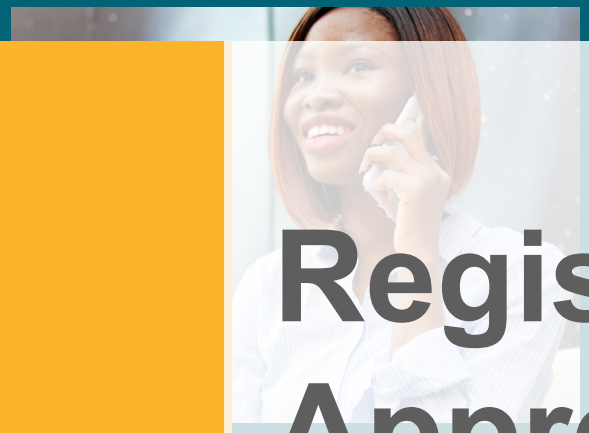
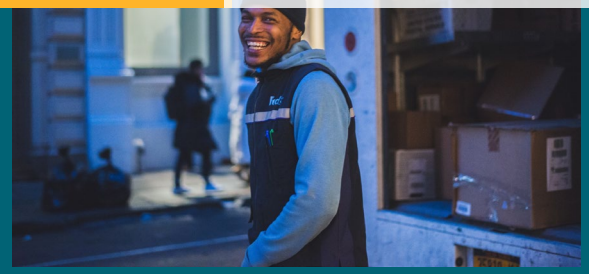











Registered Apprenticeship Overview

Jay Ramsey, Workforce Development Director
Vermont Department of Labor

APPRENTICESHIPUSA™ | VT



REGISTERED APPRENTICESHIP: A **PROVEN** WORKFORCE SOLUTION

Registered Apprenticeship is an **industry-driven**, **high-quality** career **pathway** where employers can **develop** and prepare their **future workforce**, and individuals can obtain **paid work** experience, **receive progressive wage increases, classroom instruction**, and a portable, **nationally-recognized credential**.

APPRENTICESHIPUSA™ | VT

DEPARTMENT OF LABOR ROLE

1. Acts as the Federally recognized “registration agency,” for programs and apprentices
2. Program Oversight & Administration
3. Employer & Industry Engagement
4. Workforce Development & Training Alignment
5. Funding & Incentives Management
6. Equity & Access Expansion
7. Performance Tracking & Continuous Improvement



APPRENTICESHIPUSA | VT

A DIVERSE RANGE OF INDUSTRIES



Healthcare



Cybersecurity



Biotechnology



Transportation



Construction



Energy



Hospitality



Financial Services



Information Technology



Advanced Manufacturing



Education



Infrastructure



Engineering



Telecommunications

APPRENTICESHIPUSA | VT

A DIVERSE RANGE OF INDUSTRIES

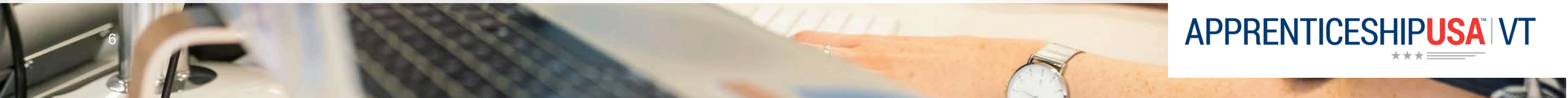
- ★ Healthcare
- Cybersecurity
- Biotechnology
- Transportation
- ★ Construction
- ★ Energy
- Hospitality
- ★ Financial Services
- Information Technology
- ★ Advanced Manufacturing
- ★ Education
- Infrastructure
- Engineering
- ★ Telecommunications

APPRENTICESHIPUSA | VT

DISTINGUISHING FACTORS

SEVEN COMPONENTS OF REGISTERED APPRENTICESHIP

- Industry-Led
- Paid Job
- On-the-Job Learning/Mentorship
- Supplemental Education
- Diversity
- Quality & Safety
- Nationally-Recognized Credentials



APPRENTICESHIPUSA™ | VT

TYPES OF APPRENTICESHIP

Time-based Approach:

Measures skill acquisition through apprentice's completion of at least 2,000 hours of on-the-job learning and a minimum of 144 hours of Related Training and Instruction.

Competency based:

Measures skill acquisition through apprentice's successful demonstration of acquired skills and knowledge.

Hybrid:

Measures apprentice's skill acquisition through a combination of specified minimum number of hours of on-the-job learning and the successful demonstration of competency.



Aligned with Licensing Requirements: Department of Public Safety

	Apprentice Training Profession: Electrician (8,000 hours)	Apprentice Training Profession: Plumber (8,000 hours)
Elevator Safety Review Board	Electrical Licensing Board	Plumbers Examining Board

https://firesafety.vermont.gov/licensing

APPRENTICESHIPUSA | VT

Alignment with Licensing Requirements: Agency of Education

Apprentice Training Occupation:
Educator (2,000 hours – Competency Based)

Standards Board for Professional Educators

https://education.vermont.gov/documents/vsbpe-rules-governing-the-licensing-of-educators-and-preparation-of-educational-professionals-6-11-2021

VERMONT AGENCY OF EDUCATION

APPRENTICESHIPUSA | VT

SECTOR BASED APPROACHES

$

Advanced Manufacturing

VMEC
VERMONT MANUFACTURING EXTENSION CENTER

$

Construction

VTPM
Vermont Talent Pipeline Management

ABC New Hampshire Vermont
Associated Builders and Contractors

ReSOURCE
A Nonprofit Community Enterprise

$

Telecommunications

NORTH COUNTRY Career Center

VERMONT
VERMONT COMMUNITY BROADBAND BOARD

$

Education

VERMONT
AGENCY OF EDUCATION

vermont nea
THE UNION OF VERMONT EDUCATORS

Vermont RURAL EDUCATION Collaborative

VERMONT
DEPARTMENT FOR CHILDREN AND FAMILIES
CHILD DEVELOPMENT DIVISION

vtaeyc
Vermont Association for the Education of Young Children



APPRENTICESHIPUSA | VT

CONTACT

Jay Ramsey

Workforce Development Director

Jay.Ramsey@vermont.gov

VERMONT
DEPARTMENT OF LABOR
A proud partner of the americanjobcenter network

Next Apprenticeship Advisory Board:

Thursday, February 20

Virtually from 10:00 a.m. to 11:00 a.m

https://labor.vermont.gov/apprenticeship-advisory-board

APPRENTICESHIPUSA | VT