



Registered Apprenticeship Overview

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APPRENTICESHIPUSATM VT
★★★



- **What is a Registered Apprenticeship Program (RAP)?**
- **What industries and occupations can have RAP's?**
- **What are the required components of a RAP?**
- **What are the benefits of a RAP for the apprentice?**
- **What are the benefits of a RAP for the employer?**
- **Who can be an apprentice?**
- **How does a career seeker become an Apprentice?**
- **What is the process for a business to register a RAP?**
- **What is a Pre-Apprenticeship Program?**



Today's
Agenda



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.**

Registered Apprenticeship

=

JOB

Earn While You Learn!

Grow Your Own Workforce!

Recruit, Train, Retain!

A DIVERSE RANGE OF INDUSTRIES



Healthcare



Cybersecurity



Biotechnology



Transportation



Construction



Energy



Hospitality



Financial
Services



Information
Technology



Advanced
Manufacturing



Education



Infrastructure



Engineering



Telecommunications

Current Vermont Registered Occupations

- Certified Production Technician
- CNC Machinist
- CNC Operator – Milling & Turning
- Commercial Craft Professional
- Construction Craft Laborer
- Correctional Officer
- Early Childhood Educator
- Construction Equipment Mechanic
- Electrician
- Electronic Security Technician
- HVAC Technician
- Industrial Manufacturing Technician
- K-12 Teacher
- Line Maintainer
- Machinist



- Maintenance Mechanic
- Metal Building Assembler
- Phlebotomist
- Plumber
- Police Officer
- Process Technician
- Sheet Metal Worker
- Ski Lift Mechanic
- State Trooper
- Sterilization Technician
- Surgical Technician
- Tool & Die Maker
- Wastewater Systems Operator
- Water Systems Operator
- Weatherization Technician

D I S T I N G U I S H I N G F A C T O R S

SEVEN COMPONENTS OF REGISTERED APPRENTICESHIP



Industry-Led



Paid Job



On-the-Job
Learning/Mentorship



Supplemental
Education



Diversity



Quality &
Safety



Nationally-Recognized
Credentials

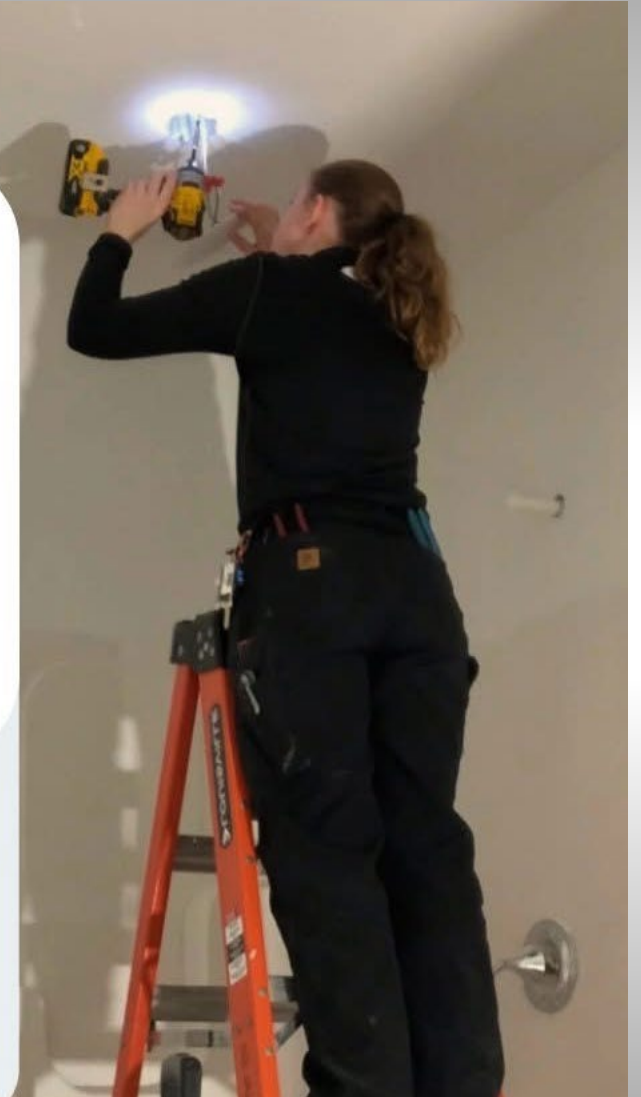
Benefits (Apprentices)

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

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I appreciate the hands-on projects, and the work is extremely rewarding.

Emily Devers
THIRD YEAR APPRENTICE



Benefits (Employers)

Employers reported the following **indirect benefits** for the apprenticeship program:



Apprenticeship.org. Based on information available through
Kansas Department of Commerce Common Reporting Information System (CRIS)

Building a Registered Apprenticeship Program

Occupation

- Apprenticeship.gov
- Length of Program; Time- or Competency-Based
- Wage Schedule

On-the-Job Training (OJT)

- Mentorship (1:1)
- Work Process Schedule (WPS)
- Tracking of hours/competencies (RAPIDS)

Related Technical Instruction (RTI)

- Minimum of 144 hours per year
- Theory; the “why” behind the OJT
- College courses, online, in-house, industry training

Who Can be an Apprentice?

- General rule = 16* years or older
 - * Some occupations and/or employers may have different age requirements (i.e. 18 or 21)
- Must have work authorization
- Other requirements vary by employer and may include:
 - Physical requirements
 - High school diploma or equivalent
 - Driver's license
 - Drug testing



- Apply directly with employers
- Look for jobs flagged as Registered Apprenticeships on Vermont JobLink
- Work with an Employment & Training Consultant at your local Job Center

Pre-Apprenticeship Program / Integrated Education & Training Program (IET)

- Vermont Works for Women – Trailblazers
- ABC of NH/VT (VT Construction Academy) – Construction Bootcamps
- Vermont Youth Conservation Corps – Timber Framing Pre-Apprenticeship
- ReSOURCE – HVAC 101
- VT Adult Learning – Energy Works



Questions?

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Future open-door sessions for the public



Refer businesses to VDOL



Make connections between career seekers and employers



We can send you resources