



Vermont State  
University



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# Vermont Registered Apprenticeship Overview

Workforce Training Programs  
Fostering Skilled Career Development

# Foundations of Registered Apprenticeship



# What Is An Apprenticeship?



Registered Apprenticeship is an industry-driven, high-quality career pathway where individuals can obtain paid work experience with a mentor, receive progressive wage increases, classroom instruction, and a portable, nationally-recognized credential.

# Defining Registered Apprenticeship in Vermont

## **Structured Workforce Development**

Registered Apprenticeship blends on-the-job training with classroom learning to build skilled workers.

## **Quality Standards and Credentialing**

Programs follow state and federal standards ensuring verified competencies and recognized credentials.

## **Collaborative Program Development**

Employers, labor groups, institutions, and agencies develop tailored apprenticeships for labor market needs.

## **Accessible Earn-While-You-Learn Model**

Apprentices are employed and earn wages from day one, supporting debt-free career growth.

# Apprenticeship Industries and Workforce Pathways



# A DIVERSE RANGE OF INDUSTRIES



**Healthcare**



**Cybersecurity**



**Biotechnology**



**Transportation**



**Construction**



**Energy**



**Hospitality**



**Financial  
Services**



**Information  
Technology**



**Advanced  
Manufacturing**



**Critical  
Supply Chain**



**Infrastructure**



**Engineering**



**Telecommunications**

# Key Industry Sectors Offering Apprenticeships



## **Traditional Trades Apprenticeships**

Electrical and plumbing apprenticeships offer structured pathways for licensure and mastery in Vermont's workforce.

## **Advanced Manufacturing Sector**

Advanced manufacturing apprenticeships integrate mechanical, electrical, and process skills supporting aerospace and precision industries.

## **Healthcare Apprenticeships**

Healthcare apprenticeships provide earn-as-you-learn opportunities in medical assisting, pharmacy tech, and medical records.

## **IT and Cybersecurity Pathways**

IT and cybersecurity apprenticeships offer alternative pathways to degrees, addressing workforce shortages in high-demand roles.

# Current Vermont Registered Occupations

- Accounting Technician
- Certified Production Technician
- Child Care Development Specialist
- CNC Machinist
- Commercial Craft Professional
- Construction Craft Laborer
- Correctional Officer
- Diesel Mechanic Helper
- Electrician
- Emergency Medical Technician
- Fire Alarm Technician
- HVAC Technician
- Industrial Manufacturing Technician
- K-8 Teacher
- Line Maintainer
- Maintenance Mechanic
- Manufacturing Machine Operator
- Mechatronics Technician
- Metal Building Assembler
- Police Officer
- Phlebotomist
- Plumber
- Process Technician
- Sheet Metal Worker
- Ski Lift Mechanic
- State Trooper
- Sterilization Technician
- Surgical Technician
- Tool & Die Maker
- Waste Treatment Operator
- Water Systems Operator
- Weatherization Technician
- And more.....



# Structure and Components of Registered Apprenticeship



DISTINGUISHING FACTORS

# SEVEN COMPONENTS OF REGISTERED APPRENTICESHIP



Industry-Led



Paid Job



On-the-Job  
Learning/Mentorship



Supplemental  
Education



Diversity



Quality &  
Safety



Nationally-Recognized  
Credentials

# Core Elements of Apprenticeship Programs



## **On-the-Job Learning**

Apprentices gain paid experience working under licensed mentors to develop occupation-specific skills.

## **Classroom-Based Instruction**

Related technical and safety knowledge is taught through structured coursework alongside practical training.

## **Progressive Wage Increases**

Wages increase progressively as apprentices demonstrate growing skills and competencies.

## **Diversity and Credentialing**

Programs promote inclusion and award nationally recognized credentials upon completion.

# Benefits for Apprentices

- **Opportunity to learn as you earn**
- **Opportunity to be mentored**
- **Skill development**
- **Scheduled pay raises**
- **Structured yet flexible**
- **Career networking & connections**
- **Earn debt-free credentials in a high-need field**

# Earn While You Learn: Senator Sanders Apprenticeship Video Featuring Local Apprentices



# Apprenticeship Workforce Landscape



# Apprenticeship Participation and Outcomes



## **Growth in Apprenticeship Participation**

Apprenticeship participation in the U.S. has grown to 600,000 individuals actively training nationwide, including 1,850 apprentices in Vermont.

## **Successful Employment Outcomes**

90% of apprentices complete their programs and secure long-term jobs earning an average of \$80,000 annually.

## **Supportive Educational Partnerships**

Vermont's apprenticeship system connects youth and adults to high schools and postsecondary programs, expanding career accessibility.

## **Benefits for Employers and Apprentices**

Employers gain reduced turnover and workforce shaping, while apprentices receive debt-free training, mentorship, and career advancement.

# Vermont Apprenticeship Programs in Practice



# Examples of Vermont Apprenticeship Pathways



## **Advanced Manufacturing Apprenticeships**

GlobalFoundries offers apprenticeships in maintenance electrician, industrial technician, and process technician roles combining hands-on and formal training.



## **Aerospace Industry Apprenticeships**

GE Aerospace supports apprenticeships in maintenance electrician, mechanic, mechatronics, and tool & die maker roles requiring precision skills.



## **Specialized Public and Outdoor Pathways**

Vermont offers apprenticeships in public safety, energy, and outdoor trades like police officer and ski lift mechanic pathways.

# Apprenticeship Contacts



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Questions?