Great Careers with Local Employers

College & Career Pathways 2020

New England Air Systems
Complete Mechanical System Solutions

What is mechanical contracting?
- HVAC
  - heating
  - ventilation
  - air conditioning
- It's the guts of the building
- Provide comfort
- Process piping
- Plumbing
- Exhaust systems

Why don't you just put the boiler through the roof?
Who is New England Air Systems?

- Vermont’s largest mechanical contractor
- In business since 1972
- More than 130 employees
- Tackle Vermont & New Hampshire’s largest & toughest projects

Why work at NEAIR?

- Top compensation & benefits
  - Health insurance, life insurance, 401K, Disability
- Teamwork
- Training & apprenticeship program
- Work hard & get dirty
- Support System — We want you to achieve & advance in your career!
- Cool projects
- See the state
- You get what you put in!

Apprenticeships at NEAIR

- Sheet metal
- Plumbing / piping
- HVAC tech (service tech)
- Insulators
- Indoor air quality
- Welding

We invest in our employees so we can remain the top contractor in the state.
**Sheet metal**

- 4-year apprentice program
- Moves air — supply, exhaust, return, outside air
- Making healthy work environments
- Nationally recognized program that allows you to take “masters” license to other states
- Starting wage at $15 with annual increases
- Compensation based on what you put into it

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**Piping & plumbing**

- 5-year apprentice program
- Moves liquid & gases
  - Water piping
  - Sanitary waste & vent
  - Gas piping
  - Process piping
  - Medical gas piping
  - Refrigeration

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**What are we looking for?**

- Hard workers
- Willingness to learn
- Team players
- Showing up on time
- Taking pride in your work

We’ll do the training!

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Vermont Agency of Transportation

Mission: Through excellent customer service, provide for the safe and efficient movement of people and goods.

- 1,300+ employees
- Over 600 miles of rail
- DMV – 11 locations across VT
- 10 state airports
- 10 Park and Rides with 1,525 parking spaces
- 8 maintenance districts

VTrans

10 employees

11

VTrans

Customers Served:
- High School
- Truck Drivers
- Traveling Public
- Environment
- Communities
- State & Federal Government

12
**Benefits of full time employment**

*Working for the Agency is more than a paycheck!*

- Health/Dental/Life Insurance
- Tuition Reimbursement
- Vacation and Sick Leave time
- Paid Holidays
- Retirement – Pension!
- Deferred Compensation (401K Plan)
- Employee Assistance Program
- Wellness Program
- Scheduled raises – Longevity-based

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**GREAT CAREERS WITH LOCAL EMPLOYERS**

**VTrans**

**Start Now!**

- NSTI
  - FREE summer camp!
  - Fun hands-on experience

**Intern Maintenance Worker**

- Ages 16 & 17
- Outdoor work in your community
- Get experience now!

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**Entry Level Positions & Series Ladders**
Hiring Managers agree ...

- Attendance
- Attitude
- Aptitude

... for all entry-level positions!

GREAT CAREERS WITH LOCAL EMPLOYERS

Hannaford is hiring!

What are we looking for in our Vermont Hannaford stores?

Attributes of a great associate...

- Reliable — punctual, great attendance, communicates well
- Always looking to improve — accepts / uses constructive criticism

Values / Strategy

- Care, integrity, humor, teamwork, courage
- Fresh & Convenient
But it’s just a grocery store …

Charitable giving
- Partnership with VT Foodbank, 2019 $188K donation
- $125K donation Hunger Free VT
- Refugee Resettlement Program
- Vermont City Marathon
- Small charities

There are many reasons why we’re Greater than Groceries!

Pride
- 100+ associates participated in 2019 Burlington Pride Parade
- Score 100 on Corporate Equality Index for Human Rights — 2017, 2018, 2019
- Best place to work for LGBTQ inclusivity

In-store positions

Full / part-time opportunities

Departments
- Fresh Departments
- Center Store, Customer Service, RX, Hannaford to Go

Trainee roles
- Department Manager Trainee / Assistant Department Manager Trainee
- Career Development Plans / Individual Development Plans

Retail management trainee

Home Office & Retail

What is it?
- 3 year-program — Retail or Home Office track
- Posted in November — Handshake and Hannaford.com/careers

What are requirements?
- Bachelor’s degree, overall GPA 3.0+
- Apply Hannaford.com/careers with resume and cover letter
- Posted every November, training begins in June
Vermont Department of Labor
Apprenticeship Program

College&CareerPathways2020

Apprenticeships

Earn While You Learn

What is an apprentice?
An employee who learns a trade or craft through planned, supervised on-the-job training and classroom instruction.

Apprenticeship Department programs
• Currently more than 1600 Vermonters registered in more than 30 different occupations.
• All employed in the trade of their choice.
• After completing the program, they enjoy continued employment at a higher, skilled rate of pay.

Apprenticeships GREAT CAREERS WITH LOCAL EMPLOYERS

Training

What’s the difference between apprenticeships and other training?
Apprenticeship involves on-the-job training and classroom instruction, usually simultaneously so that apprentices learn both theoretical and practical aspects of the job. Apprentices are taught all of the craft skills associated with the trade, and not just a few related segments.

How is training structured?
• Most apprenticeship programs last from 1–4 years. Apprentices work on actual job sites under the supervision of qualified journey workers.
• Training may include courses in mathematics, sciences, and other craft-related technical subjects.
Compensation

How much are apprentices paid?
New apprentices typically earn 50% of journey worker wage and, if progress is satisfactory, they usually receive increases every 6 months. Most apprentice entry-level wages range from $11–$15/hour.

How is training structured?
Apprentices nearing the end of their training generally earn 90–95% of the journey worker wage, which typically ranges from $14–$20/hour.

Qualifications

What does it take to qualify as an apprentice?
• Qualifications vary from program to program.
• Almost all require a high school diploma or GED certificate, some basic mathematics and science courses, aptitude and the physical ability to perform the work.

Can I get help to qualify?
• Yes. If you’re having difficulty with basic math skills, writing or reading comprehension, contact Adult Basic Education at 1-800-322-4004.
• If you’re a woman who needs help or training to qualify for entry into a non-traditional trade, contact your local Vermont Department of Labor Career Resource Center.

Completion

What do I get when I complete an apprenticeship?
• Each graduate of the Apprenticeship program receives a Completion Certificate.
• This certificate, recognized nationwide, attests to the apprentice’s achievement and abilities.

What is a journey worker?
• A journey worker is a person fully skilled in a trade. Some trades also have a master, which is a higher level of skilled worker.
• An apprentice becomes a journey worker after completion of the apprenticeship and other testing requirements.
Getting started

How can I become an apprentice?

• If you’re employed, your employer may contact an Apprenticeship Field Representative to make an on-site visit. This representative will help you and your sponsor complete an Apprenticeship Agreement to get you registered.
• If you’re not employed, you can find employers who may be interested:
  • Contact your local Vermont Department of Labor Career Resource Center.
  • Apply directly to employers who hire the type of workers in occupations in which you’re interested.

Apprenticeship field representatives

Judy Bourbeau, Apprenticeship Program Supervisor – NE Vermont
5 Green Mountain Drive, Montpelier
(802) 828-5250  Cell: (802) 585-0682  Judy.Bourbeau@Vermont.gov

Allison Richards, Apprenticeship Field Representative – NW Vermont
63 Pearl Street, Burlington
(802) 951-5845  Cell: (802) 522-9079  Allison.Richards@Vermont.gov

Rebecca Dansereau, Apprenticeship Field Representative – Southern Vermont
200 Asa Bloomer Building, Rutland
(802) 786-8841  Cell: (802) 272-7868  Rebecca.Dansereau@Vermont.gov
GREAT CAREERS WITH LOCAL EMPLOYERS

South Burlington
Opposite the civilian side of Burlington IAP

Statistics
1,000 total personnel
350 full-time
650 part-time (traditional Guard members)
We’re hiring part-time members – 200 openings

Part-time members
1 weekend per month
15 additional days per year
138 different jobs offered
You can attend college full-time & serve part-time.
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Education benefits

We pay for college for our part-time members.
UVM, Northern Vermont University (NVU) & CCV – In-state residence tuition rate.
Any other college in Vermont – In-state tuition rate charged by NVU.

Benefits

Health benefits – $42.83/month for an individual
Training – Provided to you, paid while in training
Comradery
Teamwork
Service to country
Do I qualify?

HS diploma or GED
ASVAB – 31 out of 100 for passing
Physical requirements – exam performed at Military Entrance Processing Station (MEPS)

CMSgt Jeffrey Stebbins
158th Fighter Wing Community Outreach Coordinator
jeffrey.a.stebbins.mil@mail.mil
802-660-5383
SMSgt Reggie Lowry 802-598-4349
158th Fighter Wing State Production Superintendent

Community College of VT
Apprenticeship

- Manufacturing
- Pharmacy Tech
- Medical Assisting

Wages
- Earnings from day one
- Wage increases as apprentices become more proficient

Learning
- Connects education and work
- Combines OJT and job-related instruction

Credentials
- Results in industry-recognized credential

GREAT CAREERS WITH LOCAL EMPLOYERS

Certified Public Bookkeeper (CPB)

CCV’s unique bookkeeping pathway allows you to earn up to 4 of the National Association of Certified Public Bookkeepers’ (NACPB) certifications and complete a CCV bookkeeping certificate in as little as one year.

- Earn 29 college credits
- 90 hours of work experience
- Reach 2,000 for licensure or apprenticeship coming soon
- 4 certificates from the NACPB

NACPB certificates include:
- Bookkeeping
- Accounting
- QuickBooks
- Payroll

GREAT CAREERS WITH LOCAL EMPLOYERS

Certified Production Technician (CPT)

- Principles of Manufacturing (3 credits)
- Safety
- Quality Practices & Measurement
- Manufacturing Technology (3 credits)
- Manufacturing Processes & Production
- Maintenance Awareness
Certified Customer Experience Professional (CCEP)

BUS-1370 Customer Service
3 Credits

Students explore strategies for achieving customer retention and performance improvement for organizations across a wide variety of industries.

- The 8 Modules that make up this course:
  - Module 1: Why Service?
  - Module 2: What is Customer-Focused Service?
  - Module 3: What Customers Want
  - Module 4: Understanding Customer Expectations and Perceptions
  - Module 5: Moments of Truth and Coffee Stains
  - Module 6: Internal Partnerships
  - Module 7: When Problems Occur… Service Recovery
  - Module 8: Enhance and Align the System

GREAT CAREERS WITH LOCAL EMPLOYERS

vtc.edu/cewd
### Continuing education & workforce development

- Agriculture & Food Systems – opportunities related to animals, plants, trees, soils, and food systems as well as agriculture business management.
- Business Learning and Development – including communication, conflict management, building strong teams and many more.
- Career & Technical Teacher Education Program
- Electrical/Plumbing/HVAC
- Green Trainings such as Weatherization, Renewable Energy and many others.
- Health Care - Para-medicine, Phlebotomy, Dental Hygiene and Nursing Professional Development
- Apprenticeships in Advanced Manufacturing and Industrial Maintenance
- NCCER – a national standard for construction credentials
- SHRM – Human Resource Training
- SWFI – Strengthening Working Families Initiative – a US Department of Labor grant that offers no-cost training to eligible parents in manufacturing.

### An opportunity to “test and try” careers

- Not sure what you want to do after high school? Vermont Tech has a lot of courses that provide you with a chance to try different fields of interest!
- Classes include: Welding, Advanced Manufacturing, Industrial Maintenance and we contract with CCV for classes in Principles of Manufacturing and Manufacturing Technology.
- Great opportunity to get training without committing to a degree program.

[vtc.edu/cewd](http://vtc.edu/cewd)