

Vermont – ABSTRACT

Tier I Funding Requested: \$450,000

Entity: Vermont Department of Labor

Tier I Focus:

VDOL will focus on the following strategies and activities as part of implementing this grant:

1) Building Stronger Systems to Support the Development and Operation of Registered Apprenticeship Programs.

VDOL lacks a standard set of resources and templates that can be provided to a prospective sponsor, training provider, or participant to aid in the development, operation, oversight, and participation in a registered apprenticeship program. VDOL will “renovate” the current system of case-by-case technical assistance to employers, training providers, and participants so that it becomes a predictable, easy to navigate, system. Toolkits will be tailored from already available national resources to reflect the requirements, best practices, key contacts, and regulatory considerations unique to Vermont. Our standard forms will be redesigned so that they are simple, understandable, accessible and digitized. An additional .25 FTE will be added to provide technical assistance to sponsors and training providers in developing standards and related training and instruction programs.

2) Aligning Registered Apprenticeship Programs with New and Existing Educational and Career Pathways.

A key goal that VDOL will be advancing in the coming year will be to establish a system for registering and recognizing high-quality, aligned, pre-apprenticeship programs. This work will be primarily achieved in coordination with the Vermont Agency of Education (AOE), who oversees the State’s secondary career and technical education (CTE) system, and the Community College of Vermont (CCV). Once a formal program is established, VDOL and AOE will explore rulemaking that would allow secondary students to matriculate from a high school or CTE program of study into a registered pre-apprenticeship or apprenticeship program, recognizing prior learning, credential attainment, and time invested. As mentioned earlier, VDOL’s relationship with the Vermont National Guard and officials at Ft. Drum has deepened its connection and commitment to military service members. Another key goal is to establish one or more registered apprenticeship programs specifically for separating service members who would value the opportunity to continue working while diversifying their occupational skills and credentials. Finally, as outlined more precisely in the Tier II funding narrative, Vermont is pursuing the creation of an Apprenticeship Navigator position at two of Vermont’s four state colleges – the Community College of Vermont (CCV) and Vermont Technical College (VTC). These navigators would act as intermediaries between both students and employers and VDOL’s registered apprenticeship program staff. Tier I funding would support VDOL’s participation in developing and expanding this system and partnership.

3) Establishing New Data Management Systems and Protocols.

VDOL still uses a COBOL-based data management system to collect and manage data related to the registered apprenticeship program. The ASE grant provides funds to explore and transition to a new system. While VDOL is still intends to pursue a tool that can be used by multiple stakeholder to track and share information about participants and programs, it is also committed to adopting RAPIDS as its data management system for registration activities. .5 FTE will be dedicated to this transition.

VDOL will work with DOL to determine how it will report performance on the activities listed above.