

Vermont HITEC Model for developing non-traditional apprenticeships



Connecting ready-to-work Americans with ready-to-be-filled jobs in 10 weeks or less

1 Employer(s) has immediate unfilled high-paying openings; makes commitment for a specific number of jobs at predefined wage step-levels with guaranteed employment for all program graduates

2 Vermont HITEC reverse-engineers job definitions, competencies, and curriculum; recruits program applicants for employer sponsorship

3 Employer approves job definitions, technical and behavioral competencies, and graduation requirements

4 Employer selects and sponsors program participants equal to number of jobs from pre-screened applicant pool

5 Vermont HITEC delivers accelerated 10-week intense pre-apprenticeship education program (24/7 immersion); curriculum reviewed for academic credit

6 Students graduate pre-apprenticeship education program meeting all technical and behavioral competency standards (industry certification ready)

7 All graduates immediately employed as apprentices with 6-month merit-based wage increases (industry certification obtained)

8 Vermont HITEC supports & mentors apprentices during one-year apprenticeship with on-the-job training (OJT)

9 Apprentices graduate apprenticeship receiving US DOL Registered-Apprenticeship Certificate of Completion, academic credit, employer-sponsored credential, industry certification, and move to the next wage step-level as high-performing fully titled employee.

- Phase I: Curriculum Development and Recruitment
- Phase II: Education
- Phase III: Apprenticeship

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Vermont HITEC Model - Scorecard Highlights

1,132
jobs created

Licensed Nurse Assistants
Medical Coders

Practice Support Specialists
Pharmacy Technicians
CNC Machinists
Support Programmers
EHR Staff
Registration Representatives
Medical Assistants
Software Support Specialists
Installation Consultants
Software Developers
Medical Transcriptionists
Interface Analysts
Information Analysts
EHR Go-Live Support Staff
Programmers
IT Account Managers
EHR Data Abstractors
Web Developers
Phlebotomist

27
employers

1,110
apprenticeship
graduates

23
communities

Non-traditional apprenticeships

