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.

Tel: (802) 872-0660
Fax: (802) 872-0661
Email: info@vthitec.org
www.vthitec.org
Vermont HITEC Model - Scorecard Highlights

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

- 1,132 jobs created
- 27 employers
- 1,110 apprenticeship graduates
- 23 communities

Non-traditional apprenticeships