

OVERVIEW

The Institute for American Apprenticeships at Vermont HITEC (IAA) is a non-profit workforce development organization that has been acting as a national “workforce intermediary” and apprenticeship sponsor and leader, developing and implementing pre-apprenticeship and apprenticeship programs in the non-traditional fields of healthcare, information technology, advanced manufacturing and business services for over 18 years. IAA acts as a workforce “broker” between employers who have immediate job openings to fill but cannot find skilled workers and job seekers looking for immediate employment but lack the necessary skills employers need. See Vice President Biden’s address at the National Governors Association (NGA) Summer Meeting held on July 11, 2014 (CSPAN: <https://www.c-span.org/video/?c4503450/vermonts-apprenticeship-model-action>).

IAA has been approved as a WIOA eligible training provider, as a registered apprenticeship sponsor, and as a sponsor member of the USDOL’s Registered Apprenticeship College Consortium (RACC). IAA staff sit on state workforce development boards and state apprenticeship councils. In the past 15 years, IAA has developed and implemented programs to serve over 1500 apprentices in 22 different non-traditional apprenticeable occupations for more than 25 regional employers.

Due to its successful model over an 18 year period, IAA staff have presented at dozens of conferences to speak about the model and the use of competency-based apprenticeships for non-traditional occupations. This expanded to national recognition where the IAA model was featured by US DOL/OA in several of its regional and national clinics and webinars: Boston Action Clinic – Registered Apprenticeships (September 2010); Virtual Action Clinic - Registered Apprenticeship and Building Workforce Partnerships (May 2011); Road to Recovery Summit: Strategies for Reemployment (December 2011); and the Virtual Action Clinic - Partnerships that Deliver Results: The Workforce System and Registered Apprenticeship (November 2014). The model, and its use by two of IAA’s employer-partners, was also recognized by the USDOL/OA as part of its 75th Anniversary’s “Trailblazers and Innovators” Program (August 2012).

In 2014, IAA staff actively participated with its employer-partners in three of the six USDOL American Apprenticeship RoundTable Discussions on Healthcare (Boston), Advanced Manufacturing (Chicago) and Information Technology (San Francisco), and had the opportunity to share with the attendees the IAA accelerated apprenticeship model. As a result, IAA and several of its employer-partners were asked to attend and participate in White House Summit on American Apprenticeships held in July, 2014. IAA’s model has also been featured in Vice President Biden’s address at the 2014 National Governors Association (NGA) Summer Meeting held in July; and in Vice President Biden’s Report to the President Obama entitled Ready to Work: Job-Driven Training and American Opportunity (July 2014). IAA’s model and its employer-partners were also featured in the Center for American Progress’s Report entitled Innovations in Apprenticeship - 5 Case Studies That Illustrate the Promise of Apprenticeship in the United States (September 2014). The Federal Reserve Bank of Philadelphia featured an

article in its Cascade Publication entitled “Intermediaries Play Key Role in Expanding Apprenticeships” (Cascade: No. 92, Summer 2016) which featured IAA’s role in expanding registered apprenticeships in Vermont and New Hampshire.

Since July 2014, IAA staff continue to be invited to speak about its model on the national stage, including at Jobs for the Future’s Congressional and Executive Staff Briefings on American Apprenticeship Models (November 2014); National Association of Workforce Boards 2015 Forum - WIB and Registered Apprenticeship Work-Based Learning Partnerships Delivering Results (March 2015); and Jobs for the Future’s Bridging the Gap Conference - Trading Up: How Work-Based Learning Can Connect Students to Careers beyond the Trades (April 2015). Throughout 2016, IAA staff have participated on numerous panels presenting the values and benefits of registered apprenticeships to the business community. For example, IAA staff participated on the Bersin by Deloitte IMPACT 2016 Presentation Panel: New Ways to Build Talent – Registered Apprenticeships at Dartmouth-Hitchcock (April 2016); and USDOL American Apprenticeship Initiative Grantee Conference, Panel Discussion of IT Apprenticeships (April 2016). IAA’s employer-partner nThive was a keynote speaker at the USDOL American Apprenticeship Initiative Grantee Conference (December 2016). The IAA and two of its employer-partners, Hypertherm and Dartmouth-Hitchcock Health Systems, were all featured in the US Department of Commerce ROI report entitled The Benefits and Costs of Apprenticeships: A Business Perspective (November 2016).

For the past three years, IAA staff have engaged in advancing apprenticeship programs on a national scale. Staff members participate as apprenticeship SMEs offering technical assistance to key contractors holding USDOL/OA grants and contracts, such as Jobs for the Future, Maher & Maher, The Urban Institute, Abt Associates, Nevada’s OWINN, and the INS Group. Specifically, IAA staff are working on the USDOL/OA Apprenticeships Powered by Industry initiative with Maher & Maher, bringing subject-matter expertise to the project of both registered and industry recognized programs.

IAA has the expertise to act as the provisional accreditor of Industry-Recognized Apprenticeship Programs and will apply for accreditor status once USDOL releases that process. IAA has a national reputation for creating innovative, non-traditional apprenticeships in the healthcare industry. With IAA’s extensive experience in workforce development, we are qualified to act as an accreditor to certify high-quality apprenticeship programs administered by individual employer sponsors.

IAA has successfully developed and implemented apprenticeship programs in multiple industries and is more than capable of establishing virtual and classroom workplace education requirements, structure, and curricula.

IAA’s expertise runs deep in terms of designing, developing and implementing high-quality apprenticeship programs that have and workplace education requirements, structure, and curricula, as well as include a paid-work component and an educational or instructional component wherein an individual obtains workplace-relevant knowledge and skills.