

VMEC

VERMONT MANUFACTURING EXTENSION CENTER



Vermont Brewers Association Cultivating The Talent Needed for Today and Your Future May 21, 2024



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Today's Presenters:
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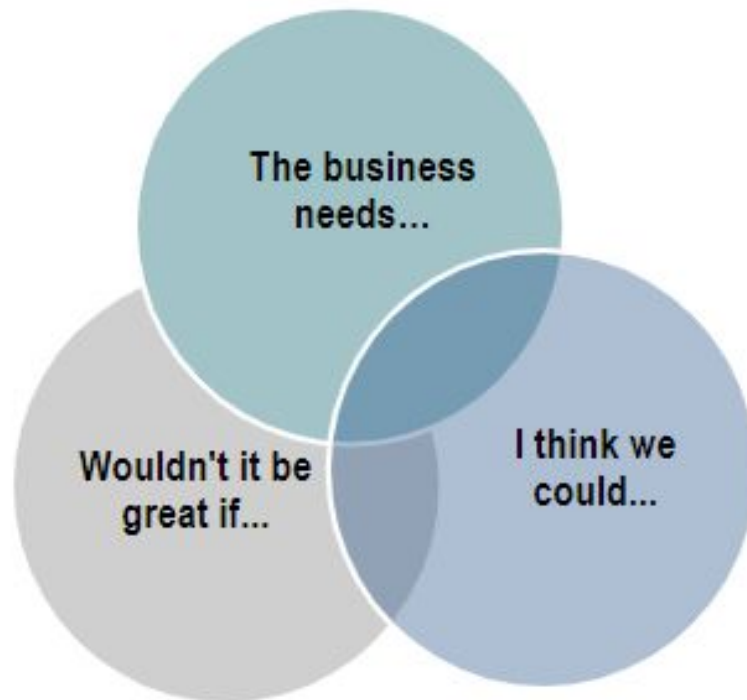


VMEC Mission: Strengthening and Empowering Vermont Manufacturers

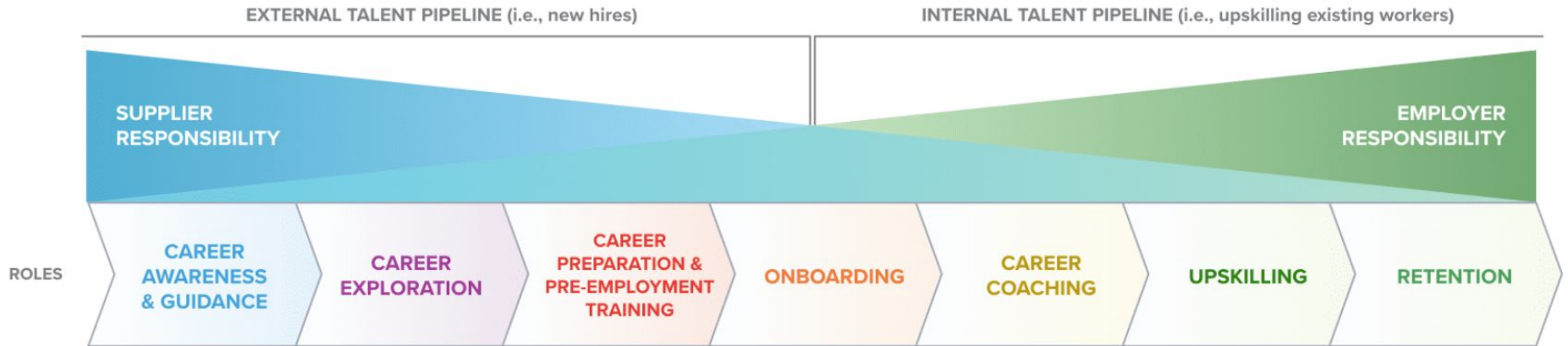
The Vermont Department of Labor exists to improve the lives of working Vermonters.

Your Business Challenge

**“What are
you striving
to achieve?”**



Preparing for the Journey



Source - Vermont Talent Pipeline Management - VTPM

Potential Programs that require more development by this association:

Orientation - 1-2 weeks

Pre- Apprenticeships - Work Experience

On The Job Training (OJT)

Potential employees ideally be over 21 years of age

Addressing Brewer's Workforce Needs

Current National Registered Occupations (apprenticeship.gov):

- * Professional Brewer (Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders)
- * Mixing and Blending Machine Setters, Operators, and Tenders



Comprehensive Brewing Diploma Programs

<https://abgbrew.com/index.php/programs/cba>

Possible Future Opportunity: This program could be recognized and integrated into VTDOL offerings?

HOW IT WORKS



EXPLORE

Get to know apprenticeship, its benefits, and how different employers and sponsors are creating programs across industry and geography.



BUILD

Understand your options, the steps involved in building an apprenticeship program, and the tools we offer to help you get started.



PARTNER

Collaborate with apprenticeship representatives, workforce organizations, educators, and others to build your program.



REGISTER

Take advantage of benefits such as funding opportunities, tax credits, and no-cost technical assistance when you register your program.



LAUNCH

Recruit prospective apprentices, measure and monitor your program, and share your program success.

REGISTERED APPRENTICESHIP HAS A **PROVEN TRACK RECORD** OF PRODUCING **STRONG RESULTS** FOR EMPLOYERS AND WORKERS

IMPRESSIVE INDIVIDUAL – EMPLOYEE – PUBLIC RETURN ON INVESTMENT



\$1.44

RETURN for every dollar spent on apprenticeship by **employers**

90%

Of registered apprentices are employed upon completion of their apprenticeship program

60%

Nearly 60% of employers ranked the benefit of improvement in the pipeline of skilled workers as the most valuable aspect of apprenticeship

\$80K

Average starting salary after an apprentice completes an apprenticeship program

\$300K+

Apprentices' lifetime earning advantage: Apprentice graduates earn more over their lifetime compared to peers who don't



BENEFITS FOR EMPLOYERS

Investing in their Workforce:

- Create a diverse and highly-skilled workforce
 - Improve productivity and profitability
 - Increase staff loyalty and retention of workers
 - Flexible training options
 - Minimize liability costs
- Access to federal and state resources
 - Receive tax credits and employee tuition benefits



RESOURCE

Want more info? Visit the [Employer page on Apprenticeship.gov](#)

Helpful reading: *Department of Commerce Study: The Benefits and Costs of Apprenticeship: A Business Perspective*

Thanks for the info - Now what?

Next steps Let's talk :

- Facilitate discussion with your company
- Understand constraints
- Create a “road map”
- Move to Action



THANK YOU!

*Let US Help You Strengthen and Empower
YOUR Workforce*

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