

Road Crew Regional Recruiting/Hiring/Training

Exploratory meeting 8/25/26 - Guilford

Regional models for Highway Crew Development – refer to doc created by Guilford's Chip Carter [w](#) Regional Recruiting .docx

- Starting with a dept alongside pursuing training opportunities leads to better retention
- <https://aashtojournal.transportation.org/oregon-dot-continues-high-school-hiring-program/> (Oregon program)
- Statewide models in Oregon and Wisconsin have had good success – supported at state
- VT DOL Has this certification available as a code requires coordinating with administration

https://www.fhwa.dot.gov/innovativeprograms/centers/workforce_dev/policy_guidance_regulations.aspx

(Federal program)

Is this a State or Regional level program to train and produce CDL-holding applicants towns can hire from? (although then you have competition with other private entities)

Highlevel BDCC Workforce program (existing)– worked directly with High School Students (not career-changing adults) targeting HS students that have an interest in CDL – intensive week-long introduction to the career paths (training, career paths, etc.) NE driver training created a small pipeline to enroll directly with Todd @ NE Driver training after HS. Pay scale differences CDL-A start upper \$20's/hour
State CDL-A earn 29.25/hour; in Southern VT \$28.07 average

State Registered Apprenticeship program

<https://labor.vermont.gov/workforce-development/apprenticeship>

– questions to answer: who is the host and sponsor? – an entity needs to 'own' the apprenticeship

Types of CDL Licenses – A is tractor trailer, CDL-B is usually what a municipality would require

Question: Is CDL the barrier to entry? Can you hire non-CDL employees?

Idea for Municipal role: changes in Town Policy to support apprentices/ability to train drivers (note better retention rates for folks who start in the position) – what does your hiring policy allow?

Depending on the size of the crew having folks who can't drive may not be possible – in winter everyone needs to drive and there may not be time to train

Problem for small towns is keeping non-CDL drivers busy

Bratt has 15 full time, while
Guilford has 4 including foreman

Local Roads Program: 40 hours of training in their guidebook (certifications required) – Todd Eaton's program can support this training; town needs to support on the job local training

Karen (Putney) – interested in targeting folks between 26-30 yo (adults) (retention)
Putney and Westminster do train, Halifax has done this (then have them leave for another town but did cover the price of CDL

Price of CDL \$3500-5000

Colin noted morale issues within road crew members – gathering road crew members/foremen together with other town officials to discuss if there are governance issues or other issues (administrative support for example on required paperwork) Learning from other towns/shared experiences making sure road crew feels supported

Verandah – interviews with HW dept members – times are different and climate change has had an impact on the work – conditions of work have changed – dealing with rain in winter, etc. icing makes the job more difficult and extra hours (sanding every 90 minutes during rain events for example)

Supporting the road crew is key (benefits vs wages \$) but can't necessarily attract younger folks with benefits.

Issue – coordinating host for creating a pool of applicants, source of funding for training (fed/state OR town investing in a trainee position but towns don't have a lot of leeway. Need visibility for position/better 'marketing' for the position.

If there is a pool, what kind of support does the town provide to hire, then to support hires?

<https://www.vlct.org/resource/2025-vlct-compensation-and-benefits-survey-results-dashboard>
VLCT compensation and benefits survey

Guilford did a Highway Wage Comparison – will share that as well
But collecting data from private sector is also important as that is competition

Q? Does any town subcontract any part of highway work out?
From Colin – NH/MA subcontracting out some portion of plowing in S. VT only Brookline

Edee – ‘unofficial’ applicant pool of folks with CDL in town who have been called on in emergencies

Next step – solidify project lead to ‘hold’ the project.

BDCC can help support conversations, connect to DOL

DOL would be for help with structuring an apprenticeship program/creating the code/creating the apprenticeship. BUT needs a person on the ground in the community to coordinate.

This is not exactly a ‘shared staffing’ model (for sharing a service e.g. shared policing services) Also in this case there is no ‘Mark Anderson’ (sheriff) who can coordinate

VTRANS has some recruitment/retention programs that could be a model – Todd participates in this effort so can be a resource <https://vtrans.vermont.gov/aot-recruitment>

Next steps – continue to hear from road crews/invite SB members to road foreman gatherings (Colin/Jeff?) Aug 6th talked about strategies/issues, lack of support from SB (esp for complaints from residents – job satisfaction/morale) WRC can maybe convene meetings between SB and Road Crew?

Craft a solution to bring to the legislature (they know the problem but it needs to be packaged a solution)

Define a scope and deliverable – goals and milestones along the way.

Sheila – looking for volunteers who can help put together the next steps

- Todd Eaton
- Edee Edwards
- Laura Sibilia/Meg Staloff – BDCC SVEP can provide Tech assistance and support connections
- Sheila, Verandah and Chip – Guilford
- Road Crew foreman TBD
- WRC – Colin or Jeff?

Source	Link
Vermont Act 55 of 2023 — apprenticeship modernization	labor.vermont.gov/apprenticeship/act55
21 V.S.A. § 1113 — Vermont Registered Apprenticeship Program	legislature.vermont.gov/statutes/section/21/013/01113
Vermont DOL Registered Apprenticeship program	labor.vermont.gov/workforce-development/apprenticeship
Vermont Registered Apprenticeship annual report (2025)	legislature.vermont.gov — 2025 Registered Apprenticeship Program Annual Report
Vermont Apprenticeship Advisory Board	labor.vermont.gov/apprenticeship-advisory-board
VTrans recruitment and retention	vtrans.vermont.gov/aot-recruitment
VTrans Training Center / Vermont Local Roads staff	vtrans.vermont.gov/training-center/staff
FHWA workforce development policy and guidance	fhwa.dot.gov — workforce development policy, guidance and regulations
VLCT 2025 Compensation and Benefits Survey dashboard	vlct.org/resource/2025-vlct-compensation-and-benefits-survey-results-dashboard
Northeast Driver Training, Rockingham VT	northeastdrivertraining.com

These are draft minutes and have not been approved. Meg Staloff's draft compared with the audio recording of the meeting on August 27, 2026.

Approved 9.14.26 by Guilford Selectboard Members Present:



 Sheila Morse



 Chip Carter



 Mike Szostak