

## Timber Framing Pre-Apprenticeship: Crew Member

**Location:** Richmond, VT

**Dates:** June 1 – October 30, 2026

OR

August 17 – October 30, 2026

**Weekly Compensation:** \$735

**Age Requirement:** 18+

### Who We Are

With a 40-year history in the state, VYCC crews have completed thousands of projects. Crew Members work and learn together in a collaborative crew environment where they gain skills, build community and work alongside experienced professionals. Projects range from trail building to infrastructure improvement at State Parks, sustainable forestry to invasive plant management and more. In every case, Crew Members receive paid training and support from VYCC staff. The experience is immersive and physically demanding. With that challenge also comes tremendous personal reward.

VYCC's Timber Framing Pre-Apprenticeship program is focused on providing participants the opportunity to build skill and gain experience in carpentry and timber frame construction. For young people passionate about the building trades, joining the Timber Framing Crew is a great opportunity to develop new skills in an immersive, project-based learning environment.

### Who We're Looking For

A successful Timber Frame Crew Member is someone who rises to new challenges with a positive attitude and will work toward professional development. We look for hard-working individuals who will demonstrate their passion for building trades through a commitment to VYCC's mission. Strong candidates will bring excitement for hands-on projects and learning new skills.

### What You Can Expect

In its second year, this 22-week program will be led through a partnership with VYCC and [Building Heritage](#), a VT-based historic preservation and timber framing company. The Timber Framing Pre-Apprenticeship program is a crew experience dedicated to skill development and work-based learning opportunities in new timber frame

construction. Timber Frame Crew Members will be mentored by VYCC staff as well as timber frame professionals from Building Heritage.

Focused on projects located on the VYCC campus in Richmond, VT, Timber Frame Crew Members will work on the following this upcoming year (subject to change):

- Building 6 hillside cabins
- Building 1 outdoor kitchen
- Additional projects with partners off-site including preservation/restoration and new construction

The crew will build these structures from start to finish. Project work will include cutting timbers, assembling and raising frames, installing windows and doors, siding, roofing, rustic interior finishes, and more. Throughout the program, Crew Members will learn technical knowledge and skills that are taught by the Timber Framers Guild (TFG). VYCC's curriculum is modeled after the TFG apprenticeship. Each participant will track their skill development and project completion in a portfolio that can be used for job placement and may provide advanced-standing in a future apprenticeship-tracked position for those who are interested in pursuing a full apprenticeship.

Timber Frame Crew Members can expect to learn aspects of the following:

- Worksite safety and management
- Timber conversion (i.e. hewing and milling)
- Tool usage and care
- Framing techniques
- Raising and rigging techniques
- Layout and joinery methods

A central goal of the pre-apprenticeship is to place all Crew Members into high-quality jobs in timber framing, carpentry, or construction at the end of the program.

### **What We'll Expect from You**

The work will take place on VYCC Campus in Richmond, VT. Crew Members should arrive ready to start the workday at 8AM and wrap up projects by 5PM. Depending on project schedule, weather, and other factors, daily schedules may be adjusted. This is a non-residential program and requires participants to have their own housing and transportation to the worksite.

### ***Project Accomplishments***

- Complete high-quality projects with efficiency and high level of craft
- Serve approximately 40 hours/week on projects

- Work safely to all weather conditions, including bringing all safety gear to the project site and using tools and equipment properly
- Follow instructions from VYCC and supervisory staff to learn technical skills and complete projects

### ***Crew Community Building***

- Follow all principles, practices and policies of VYCC, including maintaining a tobacco and drug-free worksite
- Help create a supportive and inclusive crew community
- Set professional and personal goals and engage with supervisor to assess progress and receive feedback throughout the season
- Be flexible and adaptable as schedules and projects have potential to shift throughout the season

### ***Education and Training***

- Participate in a variety of trainings, including VYCC orientations and additional enrichment activities.
- Build a personal portfolio tracking skill development and project completion.

### **Required Qualifications**

- High School graduate
- Prior experience in carpentry or construction is not required, but it is a plus. What's most important is a positive attitude, an interest in learning, and an ability to work well on a team project.
- Ability to perform strenuous physical work safely in all weather conditions
- Ability to walk in uneven terrain, lift and carry heavy tools, gear or materials
- Ability to promptly arrive at our Richmond campus each day for work
- Offsite housing required; no housing provided
- Excellent time management, organizational, and communication skills
- Commitment to the health and safety of themselves and others through learning and practicing safe use of tools and equipment
- Experience in providing and receiving feedback, and creating a culture of learning and growth
- Willingness to undergo a criminal background check

### **Equal Opportunity at VYCC**

VYCC is committed to being an organization that is inclusive and welcoming for all employees. VYCC is proud to be an Equal Opportunity Employer.

### **Compensation & Benefits**

- Weekly stipend: \$735

- OSHA10 Certification
- Career pathways support through VYCC's Community Engagement Senior Manager
- Connections to VT-based timber frame companies through Building Heritage's professional network
- Paid leave
  - Full term (June 1-Oct 30): 3 sick days, 5 personal days
  - Fall term (Aug 17-Oct 30): 1 sick day, 2 personal days