



BENEFITS FOR VETERANS IN REGISTERED APPRENTICESHIP



Did you know that Veterans have the opportunity to “earn and learn” in a Registered Apprenticeship, and may receive their GI Bill Educational Benefits?

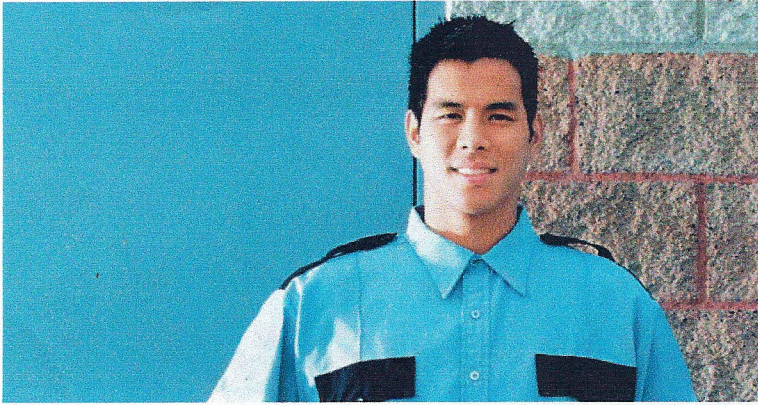
Snapshot: Apprenticeable Occupations

- » Electrician
- » Law Enforcement Agent
- » Fire Medic
- » Truck Driver
- » Able Seaman

Eligible Veterans can use their GI Bill Educational Benefits for training and/or education.

Registered Apprenticeship allows Veterans to learn a trade through an apprenticeship, and use their GI Bill benefits to receive a tax-free monthly stipend.

The Post-9/11 GI Bill provides a stipend that is the equivalent of the Monthly Housing Allowance (MHA) of an E-5 with dependents (varies by employer location), and is paid in addition to the wages earned as an apprentice. Veterans continue to receive a stipend for every month of their apprenticeship. After six months of a Veteran’s apprenticeship, the stipend is gradually reduced – and is offset by progressive wage increases. In addition, many Registered Apprenticeships have some classroom training, and apprentices can receive \$83 per month for books and supplies.



What is a Registered Apprenticeship?

It's a national system of employer-driven on-the-job training delivered through partnerships with companies like yours. With a network of over 150,000 employers in more than 1,000 occupations, Registered Apprenticeship has trained millions of apprentices for over 75 years. Registered Apprenticeship is an "earn and learn" training model that combines work-based learning with related classroom instruction using the highest industry standards. When you establish a Registered Apprenticeship program, you develop a world-class workforce, enhance your company's bottom line, and retain your skilled workers.

Benefits for Veterans in a Registered Apprenticeship

- » **A paycheck:** From day one, you will earn a paycheck guaranteed to increase over time as you learn new skills. As a veteran, your paycheck is supplemented by your GI Benefit.
- » **Working for Top Companies:** Many of America's top companies have Registered Apprenticeships, such as Ford Motor Company, UPS, Siemens, GE, and Cummins, Inc.
- » **A Career:** Once you complete your apprenticeship, you will be on your way to a successful long-term career with a competitive salary and little or no educational debt.
- » **National Industry Certification:** When you complete a Registered Apprenticeship, you'll be certified and can take your certification anywhere in the U.S.

Benefits of Hiring Veterans for a Registered Apprenticeship

- » **Work Ethic** – Through their training and military culture, veterans typically have the work ethic that any business owner would be thrilled to have on their team.

- » **Opportunity for Direct Entry** – The military has over 70,000 active apprentices in over 125 occupations, including welders, mechanics, plumbers, machinists and more. Many of today's veterans have the skills and experience beyond the entry level apprentice. Contact Office of Apprenticeship or State Approving Agency staff to learn about how you can accelerate Veterans' transition to their new career.
- » **Recruiting and Retaining Skilled Talent** – Military candidates have been trained to work for efficiency, and possess the self-discipline that many hiring managers seek. The combination of Registered Apprenticeship and the GI Benefits help keep your skilled Veteran workers.

Getting Your Employee their GI Benefits for Registered Apprenticeship

1 Step One

Employers wishing to participate in a Registered Apprenticeship should contact the U.S. Department of Labor's Office of Apprenticeship for details on how to build your workforce through apprenticeship at <http://www.doleta.gov/oa> or at (202) 693-2796

If your company is already a Registered Apprenticeship Sponsor, go to Step 2.

2 Step Two

Contact your State Approving Agency (SAA) to have your Registered Apprenticeship program approved to offer eligible veterans the opportunity to receive GI Bill education benefits. To find the SAA in your state: <http://www.nasaa-vetseducation.com/contacts/> or call 1-800-GIBILL1 (800-442-4551)

3 Step Three

Once your company is approved, your Veteran employees/apprentices may apply for their GI Bill benefits with the Department of Veterans Affairs (VA). Eligible Veterans can apply for benefits at: <http://www.gibill.va.gov/apply-for-benefits/> or call 1-800-GIBILL1 (800-442-4551)

U.S. Department of Labor – Veterans’ Employment and Training Service (VETS) Resources to Help Employers Make Connections to Veterans

American Job Centers (AJCs)

The Department of Labor (DOL) sponsors American Job Centers (AJCs), in 2,500 locations throughout the United States, with at least one AJC in every state. AJCs provide training, employment services, and job search assistance to job seekers and to employers. The services offered by these centers vary, but include benefits that all employers may access and receive free of charge. Many AJCs have specialized local Veterans’ Employment Representatives (LVERs) and Disabled Veterans’ Outreach Program Specialists (DVOPS) who work solely with veteran populations and can provide veteran applicant referrals. Find your local AJC/Career One-Stop Center at: www.servicelocator.org/onestopcenters.asp

The **CareerOneStop Center** located at www.careeronestop.org/businesscenter/index.aspx is an electronic tool available on DOL’s CareerOneStop website. The tool is designed to give businesses access to the resources they need to recruit, train, and retain a skilled workforce – from hiring and interviewing skills, to tips on where and how to recruit qualified candidates, to locating American Job Centers. Some key features of the **Business Center** include:

- . Easy-to-download reports about employment projections and concentrations, wages, and employment rates for specific areas
- . Access to local training and educational institutions
- . Listings of top industries by employment – by state, metro area, and county
- . A tool for finding military occupations related to specific civilian occupations
- . Certifications for a particular position
- . Assistance with writing job descriptions

Additional Helpful Links for Employers and Veterans

- . Employers can post online jobs (if applicable) at no-cost with the National Labor Exchange (NLX) at: www.us.jobs
- . Employers can post currently offline jobs to the NLX at no-cost through your state Job bank at: www.careeronestop.org/JobSearch/COS_jobsites.aspx
- . Americas’ Heroes at Work includes a step-by-step toolkit for employers interested in developing or enhancing their veterans hiring initiative. Visit: www.americasheroesatwork.gov/forEmployers/HiringToolkit
- . The National Resource Directory provides resources to connect wounded warriors, their families, and caregivers with those who support them. Visit: www.nrd.gov/
- . The Veterans “Employment Center” has tools and resources for service members and veterans to help with their transition to civilian employment. Visit: www.ebenefits.va.gov

- . In My Next Move for Veterans, veterans can enter their prior military experience and link to information they need to explore information on civilian careers and related training. Visit: www.mynextmove.org/vets/
- . The Veterans Re-Employment Portal is designed to assist veterans with employment, Training, career planning, and financial issues after military service. Visit: www.maps.servicelocator.org/military/onestopsearch.aspx

Transition Assistance Program (TAP) Employment Workshop

TAP was established to help meet the needs of separating service members during their period of transition in to civilian life, by offering job-search assistance and related services. TAP includes a comprehensive three-day DOL Employment Workshop given at military installations nationwide. Information on the DOL TAP Employment Workshop including the participant manual can be accessed at: www.dol.gov/vets/programs/tap/main.htm

For additional information, you may contact the U.S. Department of Labor's Employment and Training Administration (ETA) at (202) 693-2700, or visit: www.doleta.gov/

You may also contact the U.S. Department of Labor's Veterans' Employment and Training Service (VETS) at (202) 693-4700, or visit: www.dol.gov/vets/

Benefits for Veterans in Registered Apprenticeship

Registered Apprenticeship allows Veterans to learn a trade through an apprenticeship, and use their GI Bill benefits to receive a tax-free monthly stipend. Eligible Veterans can apply for benefits at: www.gibill.va.gov/apply-for-benefits/ or call 1-800-442-4551. See attached Registered Apprenticeship Flyer.