



EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR



Department of Labor (DOL)

**Veterans' Employment and Training Service
(VETS)**

Transition Assistance Program (TAP)

Apprenticeship Pilot



Apprenticeship State Expansion Grantees Webinar

August 26, 2020



Today's Moderator and Speakers

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Where Are You?

*Please enter your location in the chat window
(lower left of screen)*



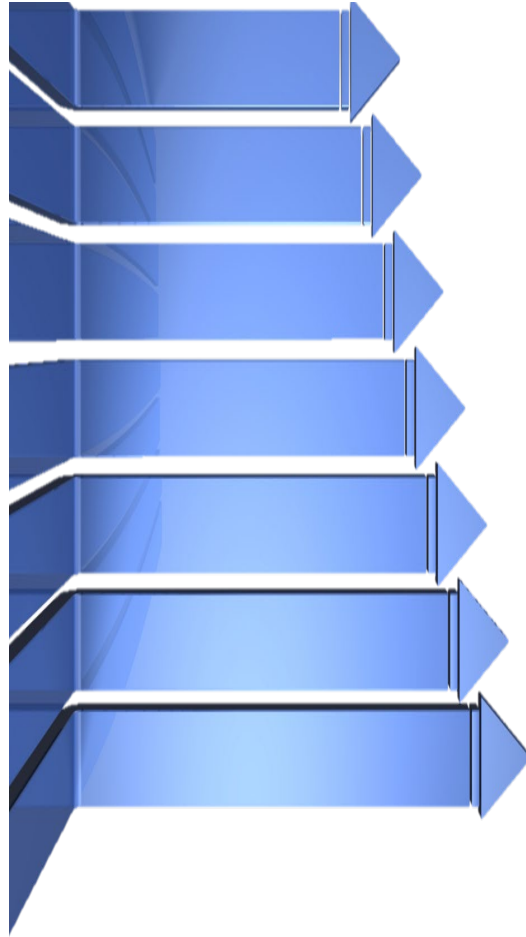


Poll Question

What grant project team do you work on? If more than one, choose the first one chronologically you were involved with.

- 1. State Grants (SAE/ASE/SAE2020)**
- 2. Closing the Skills Gap**
- 3. Scaling Apprenticeship**
- 4. Youth Apprenticeship Readiness**
- 5. VETS grants**
- 6. Other**

Today's Agenda



- ▶ Welcome
- ▶ Apprenticeship Pilot Vision/Goals
- ▶ Pilot Participants
- ▶ Potential Apprenticeship Grant Benefits
- ▶ Resources
- ▶ Next Steps
- ▶ Q & A



Vision — Goals

The U.S. Department of Labor has developed an Apprenticeship Pilot as part of the Transition Assistance Program (TAP) as we work to *enable all veterans to reach their full potential in the workplace.*

Main goals for the Apprenticeship Pilot:

- *Identify, track and increase* the number of transitioning service members (TSMs) and their spouses, hired prior to separation from the military, into an apprenticeship program.
- *Increase* the number of apprenticeship programs that hire transitioning service members and their spouses, prior to their separation from military service.





Pilot Execution

Pilot Duration: April 2020 - April 2021

16 Apprenticeship Placement Counselors have been placed at eight pilot locations to assist TSMs in their apprenticeship placement:

Military Service	Installation #1	Installation #2
Army	Fort Bragg, NC (3)	Fort Bliss, TX (3)
Navy	Naval Station Norfolk, VA (3)	Naval Station San Diego, CA (3)
Air Force	Nellis AFB, NV (1)	Travis AFB, CA (1)
Marine Corps	MCAS Cherry Point, NC (1)	MCAS Miramar, CA (1)

The Counselors will serve as the key role implementing the pilot and will:

- Introduce apprenticeship to service members **during DOL TAP workshops and all TAP classes conducted virtually.**
- **Provide personalized assistance** to transitioning service members and their spouses interested in getting placed into an apprenticeship program.
- **Work closely with program stakeholders** to identify suitable apprenticeship opportunities across the U.S.



Apprenticeship Pilot Status to Date

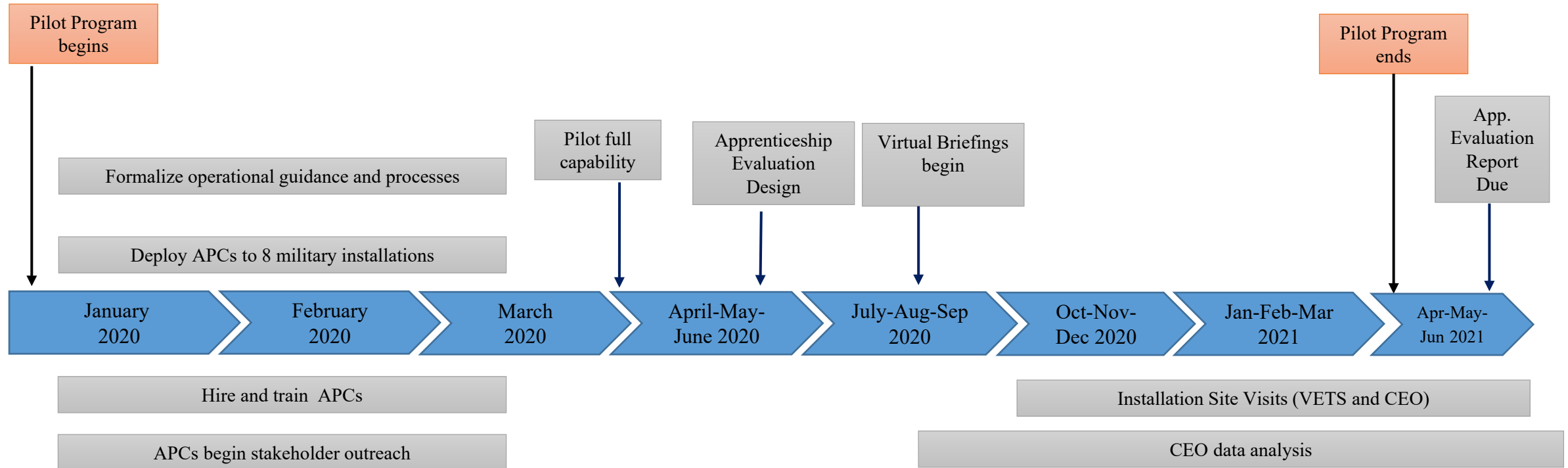
- **Apprenticeship Placement Counselors attending TAP workshops to inform transitioning service members about apprenticeship and their counseling services**
 - ❖ Due to the inability of the counselors to brief in-person TAP classes because of COVID-19, we have extended the Pilot to now include TSMs and their spouses that attend virtual TAP classes.
- **Creating marketing and promotional materials** to assist the APCs in their engagement with TSMs, employers, and key stakeholders
- **Key meetings are occurring** with DOL apprenticeship investment POCs, employers and other entities who have expressed interest in engaging with the pilot



Employer/ Sponsor Engagement

- **Connect apprenticeship programs** interested in recruiting transitioning service members and their spouses to the Apprenticeship Placement Counselors
- **Engage with DOL apprenticeship investments** to connect schools, employers, associations, intermediaries, grantees, contractors, and others with the Pilot to create a steady pipeline of potential apprentices to open apprenticeship opportunities
- **Track key employers and organizations** who want to contribute to the success of the VETS Apprenticeship Pilot

Apprenticeship Pilot Schedule Timeframe (April 2020 - April 2021)

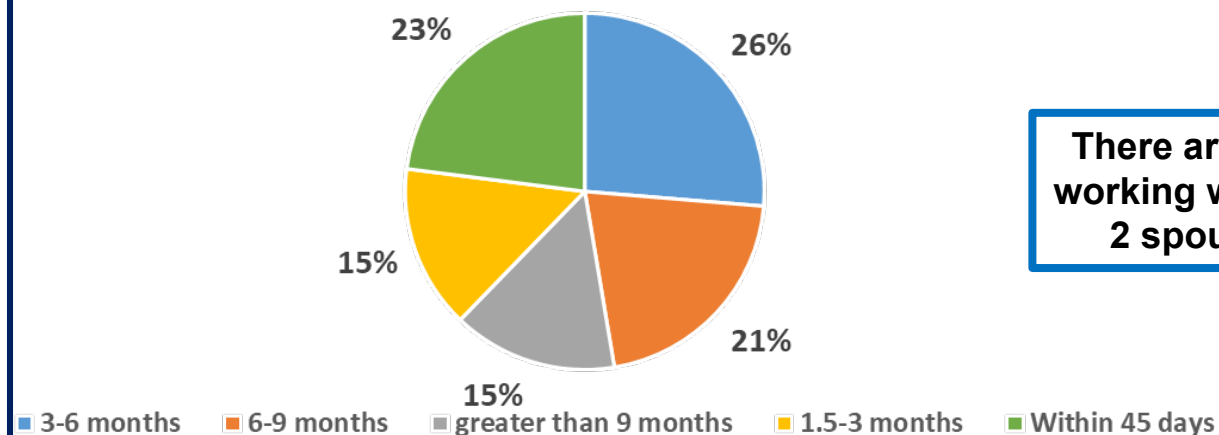




Characteristics of Pilot Participants

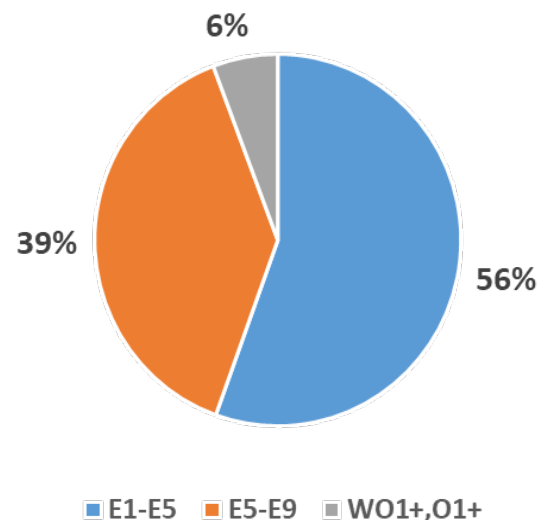
Key Data

TSMs by Time Until Exit



There are 203 active service members working with counselors (201 TSMs and 2 spouses) as of August 17, 2020.

TSMs by Rank



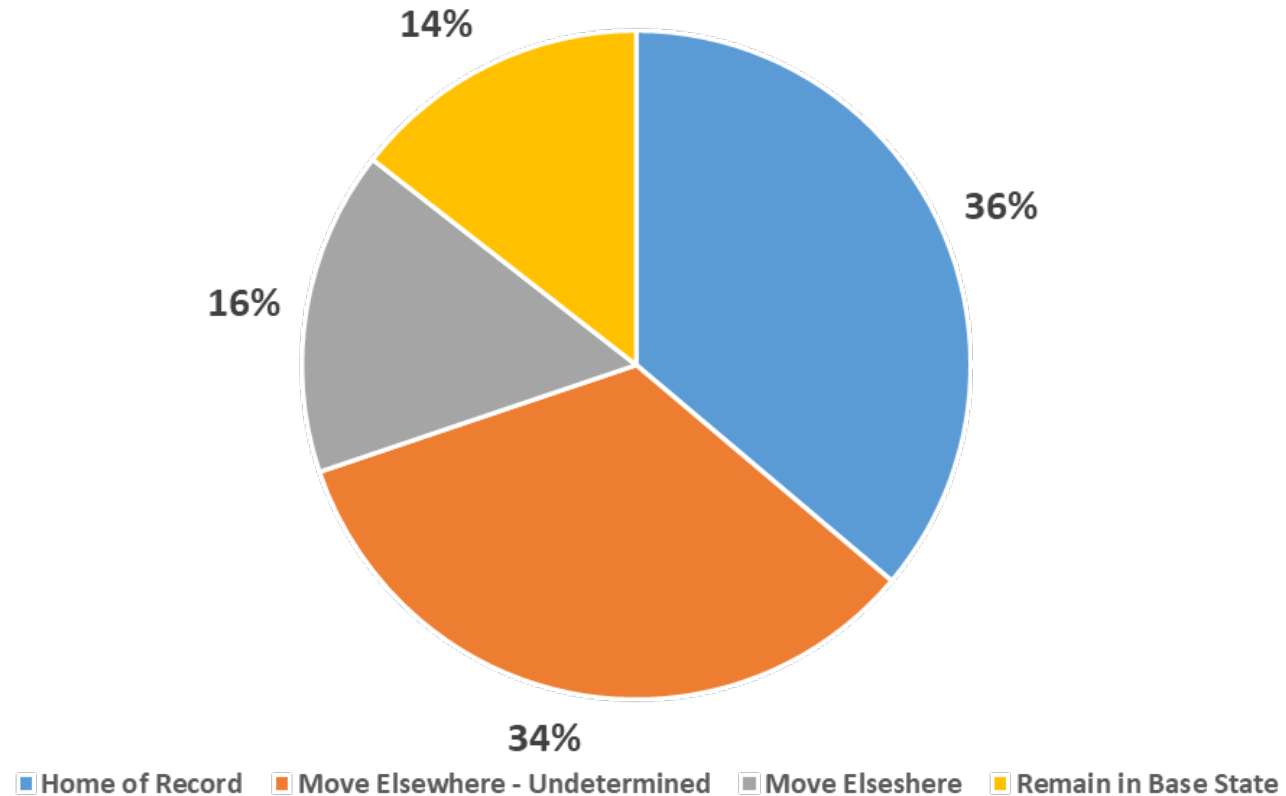
E1-E5: Jr. Enlisted
E6-E9: Sr. Enlisted
WO1-O9: Officers

Characteristics of Pilot Participants



Key Data

TSM Preferences for Relocation



16% of all TSMs are open to moving elsewhere

* "Move Elsewhere" indicates TSM desired a first choice state that was not their home or installation state (data includes inactive TSMs)

TSMs in Pilot - Top Desired Post-Separation Industries/Occupations



Key Data

Career Clusters	Total:
Agriculture, food, and natural resources	11
Architecture and construction	38
Arts, audio/video technology, and communications	15
Business management and administration	29
Education and training	6
Finance	20
Government and public administration	6
Health science	40
Hospitality and tourism	5
Human Services	16
Information Technology	48
Law, public safety, corrections, and security	5
Manufacturing	46
Science, technology, engineering, and mathematics	12
Transportation, distribution, and logistics	46
Total:	343



Why Hire Veterans?

"Hiring veterans is not only the right thing to do, it's a smart business decision. Veterans comprise one of the most capable and resilient talent pools in the nation, and they will help rebuild our businesses and our economy."

"Veterans make for great employees... and it stands to reason: Only 29% of HS students meet the standards to enter the military, making it statistically harder to get into the military than most undergraduate institutions. Service members and veterans are adept at dealing with adversity and can pivot missions at a moment's notice."

John Lowry III

Assistant Secretary of Labor for the Veterans' Employment and Training Service (VETS)



Hiring Veterans is a Smart Business Decision

Only 28% of High School Seniors can qualify for military service

Veterans often bring the following **attributes and characteristics** to the workplace:

- Proven leadership and leadership readiness
- Mission-focused approach to work
- Experience working in diverse teams
- Adaptable and immediate contributors
- Strong work ethics
- Strong Performance under pressure
- Creative problem-solver
- Integrity
- Technical skills
- Loyalty
- Critical “soft skills,” including ethics and leadership

Studies have shown veterans are more productive and have higher retention rates. The Institute for Veterans and Military Families published a brief drawing from academic literature that suggests a robust, specific, and compelling business case for hiring veterans. Read it here:

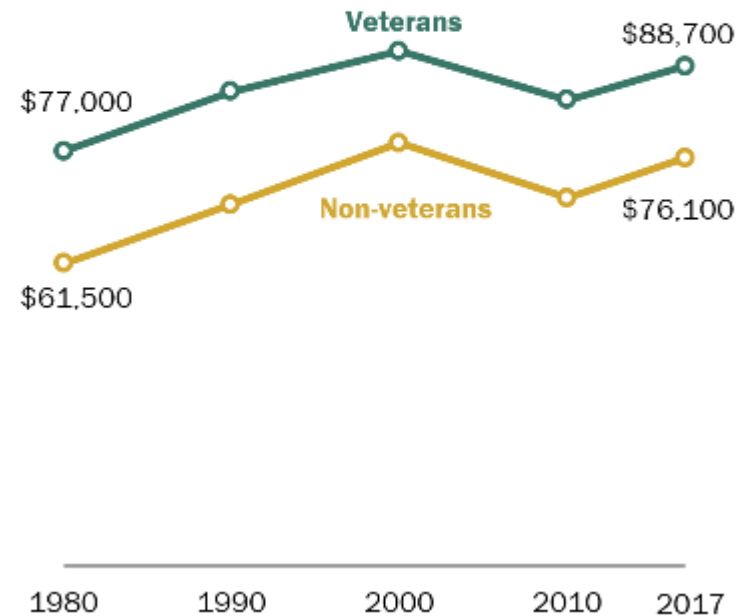
ivmf.syracuse.edu/article/the-business-case-for-hiring-a-Veteran-beyond-the-cliches/

Veterans consistently have a higher standard of living than Non-Veterans

Higher Standard of Living

Households headed by veterans have higher incomes than those of non-vets

*Median income for households headed by veterans/
non-veterans ages 25-54, 1980-2017*



“U.S. military veterans and their families have consistently had higher standards of living than non-veterans over the past 40 years, according to a new Pew Research Center analysis of U.S. Census Bureau data. Households headed by veterans have higher incomes and are less likely to be in poverty, on average, and this is especially the case for veterans in racial or ethnic minority groups and those with less education.”

Pew Research Center, Dec 2019



Employer/ Resources

Regional Veteran Employment Coordinators

Roxann Griffith (Acting) – Chicago Region: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, Ohio, Wisconsin. griffith.roxann.s@dol.gov

Nicole Neri – Philadelphia Region: Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia. neri.nicole@dol.gov

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Tony Forbes – San Francisco Region: Alaska, Arizona, American Samoa, California, Guam, Hawaii, Idaho, Mariana Islands, Nevada, Oregon, Washington forbes.tony.d@dol.gov



Benefits for Veterans in Apprenticeship Programs

Streamlining GI Bill Benefits for Apprentices

- Veterans in VA approved apprenticeship programs can tap into their **monthly housing allowance** as well as funds for books and supplies while also earning their apprenticeship wages
- Apprenticeship Programs must go through their VA State Approving Agency for Education benefits approval

GI Bill® is a registered trademark of the U.S. Department of Veterans Affairs (VA). More information about education benefits offered by VA is available at the official U.S. government Web site at <https://www.benefits.va.gov/gibill>."

Employer Handbook:

https://www.benefits.va.gov/GIBILL/docs/job_aids/OJT_APPInfoGuide.pdf

State Approving Agency contact list:

<http://www.nasaa-vetseducation.com/>



DOL Valuable Resources

The CareerOneStop Business Center provides guidance on hiring veterans

<https://www.careeronestop.org/BusinessCenter/RecruitAndHire/HiringADiverseWorkforce/veterans.aspx>.

VETS Employers Guide to Hiring Veterans

<https://www.dol.gov/sites/dolgov/files/VETS/files/Employer-Guide-to-Hiring-Veterans.pdf>

Veteran's website www.Veterans.gov provides veteran employment resources that includes exploring careers, finding training, searching for jobs and getting one-on-one assistance

Veterans' Employment & Training Service (VETS) www.dol.gov/agencies/vets DOL's VETS website provides valuable resources, links, and information related to veterans and employment

Apprenticeship website www.Apprenticeship.gov provides general information on apprenticeship, resources for employers, career seekers and educators, and how to find open apprenticeship job opportunities and locate apprenticeship programs based on location and industry.

Hire Vets Medallion Award. The HIRE Vets Medallion Award is the only federal-level veterans' employment award that recognizes a company or organization's commitment to veteran hiring, retention, and professional development <https://www.hirevets.gov/>



Next Steps

- **Share information** about the VETS Apprenticeship Pilot with your employers and stakeholders
- **Connect apprenticeship programs with us** who would like to tap into a pipeline of potential apprentices
- Employers and other entities interested in connecting with the VETS Apprenticeship Pilot, email VETSapprenticeship@dol.gov
- For more information, go to <https://www.dol.gov/agencies/vets/programs/tap>



Any Questions?





Contact Us

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Thank You

