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

Andrea Hill
Program Lead
Office of Apprenticeship

Tim Winter
Director, Transition Assistance Programs
Veterans’ Employment and Training Service (VETS)

Carolyn Renick
Apprenticeship, Licensing and Credentialing
Lead
Veterans’ Employment and Training Service (VETS)

Meg O’Grady
National Veterans’ Employment Manager,
Office of Strategic Outreach
Veterans’ Employment and Training Service (VETS)

Stacy Ruble
Project Manager, Contractor, SERCO-North America
Veterans’ Employment and Training Service (VETS) Apprenticeship Pilot
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
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 Duration: April 2020 - April 2021

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

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

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)

January 2020
- Pilot Program begins
- Formalize operational guidance and processes
- Deploy APCs to 8 military installations
- Hire and train APCs
- APCs begin stakeholder outreach

February 2020
- Installations Site Visits (VETS and CEO)

March 2020
- Apprenticeship Evaluation Design

April-May-June 2020
- Pilot full capability

July-Aug-Sep 2020
- Virtual Briefings begin

October-Nov-Dec 2020
- CEO data analysis

January-Feb-Mar 2021
- Installation Site Visits (VETS and CEO)

April-May-Jun 2021
- Pilot Program ends
- App. Evaluation Report Due
Characteristics of Pilot Participants

Key Data

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

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

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

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

$77,000

$61,500

$88,700

$76,100


Veterans

Non-veterans

“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
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

Paul Furbush – Boston Region: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, Vermont. furbush.paul.m@dol.gov

Roxann Griffith – Dallas Region: Arkansas, Colorado, Louisiana, Montana, Oklahoma, New Mexico, North Dakota, Puerto Rico, South Dakota, Texas, Utah, Virgin Islands, Wyoming. griffith.roxann.s@dol.gov

Paul Furbush (Acting) – Atlanta Region: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee. furbush.paul.m@dol.gov

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](https://www.benefits.va.gov/gibill).

**Employer Handbook:**

**State Approving Agency contact list:**
The CareerOneStop Business Center provides guidance on hiring veterans

VETS Employers Guide to Hiring Veterans

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

Tim Winter
Director, Transition Assistance Programs
Veterans' Employment and Training Service (VETS)
U.S. Department of Labor
Winter.Timothy@dol.gov

Carolyn Renick
Apprenticeship, Licensing and Credentialing Lead
Veterans' Employment and Training Service (VETS)
U.S. Department of Labor
Renick.Carolyn.G@dol.gov

Meg O’Grady
National Veteran’s’ Employment Manager
Veterans’ Employment and Training Service (VETS)
U.S. Department of Labor
Ogrady.meg.m@dol.gov

Stacy Ruble
Project Manager, Contractor,
DOL VETS TAP Apprenticeship Pilot
SERCO-North America
Stacy.Ruble@serco-na.com
Thank You