



## U.S. Department of Labor Veterans' Employment and Training Service Apprenticeship Pilot

In order to create additional pathways into high quality civilian careers for transitioning service members (TSMs), the U.S. Department of Labor, Veterans' Employment and Training Service is conducting an Apprenticeship Pilot that will identify, track, and increase the number of TSMs and their spouses hired, prior to separation from the military, into apprenticeship programs. TSMs are well-suited to pursue a rewarding career pathway through an apprenticeship, which will allow them to take the technical skills they learned while in the military and adapt them to the needs of the civilian workplace. The Apprenticeship Pilot builds upon this Administration's priority to expand access to apprenticeship opportunities to help more Americans secure meaningful employment.

The pilot will run from 2020 through early 2021 and will take place at eight military installations across the United States that were chosen in collaboration with the DoD. These installations include:

<b>Army</b>	Fort Bragg, NC	Fort Bliss, TX
<b>Navy</b>	Naval Station Norfolk, VA	Naval Station San Diego, CA
<b>Air Force</b>	Nellis AFB, NV	Travis AFB, CA
<b>Marine Corps</b>	MCAS Cherry Point, NC	MCAS Miramar, CA

Through the pilot, new Apprenticeship Placement Counselors (APCs) are embedded at each installation to provide personalized assistance to TSMs interested in exploring apprenticeship as a post-separation career pathway. APCs are introducing apprenticeship during the Transition Assistance Program workshops and are working individually with the TSM and their spouse to assist them in their pursuit of finding, connecting, and placing them in apprenticeship programs based upon their desired industry and post-separation location. The APCs are working in conjunction with employers, industry associations, and stakeholders, such as employment representatives at the installation, SkillBridge leaders, regional veteran employment staff, Office of Apprenticeship and State Apprenticeship Agency staff, and others, to identify suitable apprenticeship opportunities across the United States.

The Apprenticeship Pilot will also engage with current and potential apprenticeship employers and sponsors to start or expand apprenticeship opportunities for TSMs and their spouses. Lessons learned from the Apprenticeship Pilot will be used to inform the creation of a broader digital strategy with the goal of connecting TSMs at installations worldwide with apprenticeship opportunities.

For general information or to get involved with the Apprenticeship Pilot, please email [VETSapprenticeship@dol.gov](mailto:VETSapprenticeship@dol.gov).



## Office of Apprenticeship Staff: What You Need to Know about the Apprenticeship Pilot

**ROLE OVERVIEW:** As an **Office of Apprenticeship (OA)** state, regional, or national staff member, your help is requested to assist the new Apprenticeship Placement Counselors (APCs) at the eight pilot installation sites in finding and learning about new and emerging apprenticeship programs for interested TSMs and their spouses. Your assistance is also needed to identify the existing apprenticeship investments that would benefit from a pipeline of potential apprentices to participate in their programs.

**HOW YOU SUPPORT THE APPRENTICESHIP PILOT:** APCs have been placed at eight pilot installations in five states to provide direct outreach and promotion of apprenticeship to TSMs. APCs are an extension of DOL's TAP staff and are providing counseling and apprenticeship preparation services to a talented pipeline of potential apprentices who are eager to find employment through an apprenticeship after they separate from the military. While the pilot is only operating in five states, APCs are working with TSMs who are searching for apprenticeship opportunities in all industries across the United States. APCs are using Apprenticeship.gov as one method of locating open apprenticeship opportunities and identifying current program sponsors through the Apprenticeship and Partner Finder tools.

***Your willingness to share your apprenticeship employer contacts, knowledge of emerging apprenticeship programs, and connection to DOL's apprenticeship investments will provide a valuable source of career opportunities for APCs to share with the TSMs.*** APCs are building a quick-access database of apprenticeship employers who are ready to hire TSMs as apprentices. In addition, making the connections with the apprenticeship grantees and contractors in your state can help build a steady pipeline of qualified potential apprentices to enter into DOL-supported apprenticeship programs. VETS is also committed to working with OA to grow the number of apprenticeship programs that hire veterans and will be using the pilot's ongoing outreach and promotion efforts to highlight the importance of apprenticeship program registration.

Several apprenticeship staff members in the five states where the pilot is being implemented have joined the VETS' Apprenticeship Pilot Employer Connection Workgroup to create the process for engaging OA and SAA staff, building the apprenticeship employer database for the apprenticeship pilot, and sharing information about the pilot across the apprenticeship ecosystem.

### **REQUESTED ACTIONS OF APPRENTICESHIP STAFF:**

- Share your active apprenticeship contacts who may be interested in recruiting and hiring TSMs with VETS for inclusion in the APC employer database
- Introduce APCs to key apprenticeship investment stakeholders (e.g., points of contact, other apprenticeship representatives, local employers)
- Address questions as they arise from APCs about specific apprenticeship programs
- Be ready to accept employer referrals from the pilot to register their program
- Provide updates to VETS when you see a direct connection between the pilot, apprentice placement, and/or new program development and registration

Strong collaboration and communication between all representatives throughout the apprenticeship pilot will help us meet our goal of placing TSMs and their spouses into apprenticeship programs prior to their separation from the military. Please do not hesitate to share your feedback and ideas for how we can continuously improve the DOL VETS Apprenticeship Pilot.