

# 11 Steps to Building a Veteran-Friendly Registered Apprenticeship Program

**E**mployers recognize the value veterans bring to the workplace but often find it challenging to connect with separating service members and veterans seeking employment. Studies<sup>1</sup> have shown veterans are more productive and have higher retention rates than their civilian counterparts. Veterans are in high demand, so it requires dedicated efforts by employers to find and hire them.

Learn how to use the following federal, state, and local resources to support your efforts to find, hire, and retain veterans in your Registered Apprenticeship program.



## **STEP 1: LEARN HOW REGISTERED APPRENTICESHIP CAN BENEFIT YOUR COMPANY OR ORGANIZATION**

Registered Apprenticeship programs enable employers to develop and train their future workforce while offering career seekers affordable paths to obtain secure, quality, high-paying jobs.



## **STEP 2: START YOUR OWN RA PROGRAM OR JOIN AN EXISTING PROGRAM**

The U.S. Department of Labor (DOL) Office of Apprenticeship and your respective State Apprenticeship Agency (SAA) can help you explore Registered Apprenticeship program options and provide resources to help you design and build your program or join an existing program.



## **STEP 3: GET GI BILL APPROVED**

By becoming “Approved for GI Bill®”, you can attract veterans to your RA program and enable veterans to use the benefits they earned during their service.



## **STEP 4: CONNECT WITH A REGIONAL VETERANS' EMPLOYMENT COORDINATOR (RVEC)**

The DOL Veterans' Employment and Training Service (VETS) Veterans' Employment Outreach Program makes it easier for employers to find and hire service members, veterans, and military spouses. RVECs help employers recruit service members, veterans, and military spouses.



## **STEP 5: ENGAGE WITH YOUR STATE WORKFORCE AGENCIES**

Use programs available through the public workforce system to access potential funding and a wealth of workforce information.

<sup>1</sup> The Business Case for Hiring A Veteran: Beyond the Clichés: <https://ivmf.syracuse.edu/article/the-business-case-for-hiring-a-veteran-beyond-the-cliches/>.





#### **STEP 6: RECRUIT VETERANS, SEPARATING SERVICE MEMBERS, AND MILITARY SPOUSES**

It is a good business decision to hire veterans, as studies have shown that veterans are more productive and have higher retention rates. Learn how to incorporate veterans, separating service members, and military spouses into your recruitment and hiring initiatives.



#### **STEP 7: EXPLORE POTENTIAL FUNDING OPPORTUNITIES**

Explore information about federal investment opportunities, state assistance, tax incentives and credits that provide support to Registered Apprenticeship programs that serve veterans.



#### **STEP 8: BECOME A SKILLBRIDGE PROVIDER**

The Department of Defense (DoD) SkillBridge program is an opportunity for employers to recruit separating service members at no cost during their last 180 days on active duty, while helping service members transition to civilian careers. This is more cost effective than traditional recruitment activities.



#### **STEP 9: PARTNER WITH THE DOL VETS EMPLOYMENT NAVIGATOR AND PARTNERSHIP PROGRAM**

The Employment Navigator and Partnership Program provides one-on-one career assistance about apprenticeship to interested transitioning service members and their spouses at select military installations worldwide.



#### **STEP 10: BECOME A HIRE VETS MEDALLION AWARDEE**

The HIRE Vets Medallion Award recognizes employers that go above and beyond in hiring and supporting veterans. It is the only federal-level veterans' employment award that recognizes a company or organization's commitment to veteran hiring, retention, and professional development.



#### **STEP 11: EXPLORE THE REGISTERED APPRENTICESHIP ACADEMY**

The Registered Apprenticeship Academy is an interactive learning hub designed to help RA stakeholders succeed by providing learning experiences that are accessible, impactful, and relevant.



## **Explore Registered Apprenticeship Today!**

Want to learn more? Visit the U.S. Department of Labor's one-stop source for all things apprenticeship: [www.apprenticeship.gov](http://www.apprenticeship.gov) or email us at [apprenticeship@dol.gov](mailto:apprenticeship@dol.gov).

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