



Veterans' Employment
and Training Service

Apprenticeships Webinar

June 30, 2026

Updated 6.1.26

Speakers



Abigail Allen

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Speakers, cont'd



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**Chief of Apprenticeship for the State of
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Overview

- Apprenticeships 101
- Bridging the Gap
- Veteran-Specific Considerations
- Accessing and Connecting to Apprenticeships
- GI Bill and Apprenticeship
- Funding
- Q&A



Apprenticeships 101

What Apprenticeships Are (and Are Not)

Registered Apprenticeships are:

- Earn
 - Paid jobs (with progressive wage increases as new skills are learned)
- Learn
 - Structured on-the-job learning
 - Supplemental education
 - Mentors
 - Industry led, high-quality career pathways

They are not:

- An internship
- A summer job
- Limited to trade or union positions

Apprenticeship Opportunities and Structure

Timeframes

- Length varies based on:
 - Complexity of the occupation
 - Employer
 - Industry
 - Type of program

Industries

- Advanced manufacturing
- Agriculture
- Construction
- Technology
- Education
- Energy
- Financial Services
- Healthcare
- Hospitality
- Public Service
- Transportation

General Regulations

- The National Apprenticeship Act (50 Stat. 664; 29 U.S.C. 50)
- Office of Apprenticeship Circular NO. 2022-01: National Program Standards for Registered Apprenticeship Programs

EMPLOYMENT AND TRAINING ADMINISTRATION ADVISORY SYSTEM U.S. DEPARTMENT OF LABOR Washington, D.C. 20210	CLASSIFICATION
	Registered Apprenticeship
	CORRESPONDENCE SYMBOL
	OA
DATE	
February 16, 2022	

ADVISORY: OFFICE OF APPRENTICESHIP CIRCULAR NO. 2022-01

TO: NATIONAL APPRENTICESHIP SYSTEM STAKEHOLDERS
OFFICE OF APPRENTICESHIP STAFF
STATE APPRENTICESHIP AGENCIES

FROM: JOHN V. LADD /s/
Administrator, Office of Apprenticeship

SUBJECT: Updated Guidance – Minimum National Program Standards for Registered Apprenticeship Programs

1. Purpose

This policy guidance, which supersedes and replaces OA Circular 2018-01, provides updated criteria that will be considered to determine whether an apprenticeship program registered by OA satisfies the minimum requirements for National Program Standards (NPS) for apprenticeship. This guidance also provides the “minimum national program standards” that the Department of Veterans Affairs (VA) and State Approving Agencies must look to in implementing Section 2 of the Veterans Apprenticeship and Labor Opportunity Reform (VALOR) Act, Pub. L. 115-89.

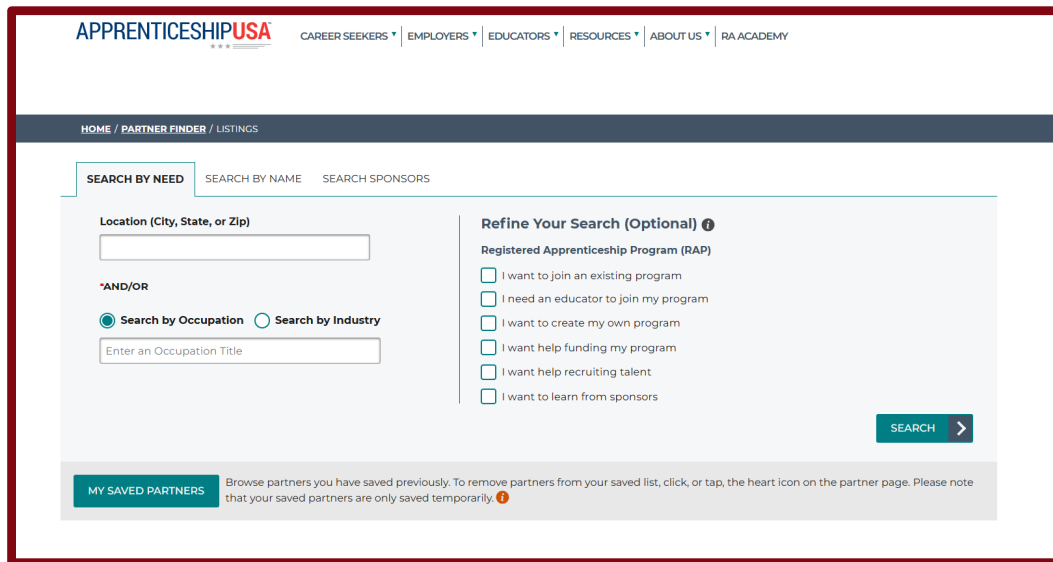
Note: For purposes of this Circular, the term “State” means any of the 50 States of the United States, the District of Columbia, or any Territory or possession of the United States (see the definition of “State” at 29 CFR section 29.2).



Bridging the Gap

Local Apprenticeships and Contact

ApprenticeshipUSA Partner Finder



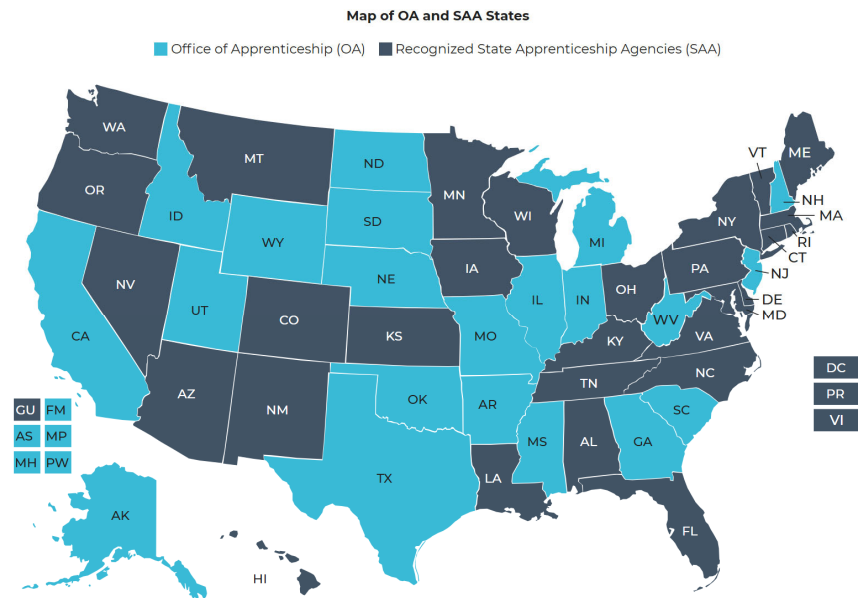
The screenshot shows the ApprenticeshipUSA Partner Finder search interface. At the top, the logo 'APPRENTICESHIPUSA' is followed by navigation links: CAREER SEEKERS, EMPLOYERS, EDUCATORS, RESOURCES, ABOUT US, and RA ACADEMY. Below this is a breadcrumb trail: HOME / PARTNER FINDER / LISTINGS. The main search area is titled 'SEARCH BY NEED' and includes tabs for 'SEARCH BY NAME' and 'SEARCH SPONSORS'. A text input field for 'Location (City, State, or Zip)' is present. Below this, a section labeled '*AND/OR' offers two search options: 'Search by Occupation' (selected) and 'Search by Industry'. A text input field for 'Enter an Occupation Title' is provided. To the right, a 'Refine Your Search (Optional)' section lists six criteria with checkboxes: 'I want to join an existing program', 'I need an educator to join my program', 'I want to create my own program', 'I want help funding my program', 'I want help recruiting talent', and 'I want to learn from sponsors'. A 'SEARCH' button with a right arrow is located at the bottom right of the search area. At the bottom left, a 'MY SAVED PARTNERS' button is shown, with a note: 'Browse partners you have saved previously. To remove partners from your saved list, click, or tap, the heart icon on the partner page. Please note that your saved partners are only saved temporarily.'

Search by:

- Occupation
- Industry

Federal, Regional, and SAA

- DOL Office of Apprenticeship (OA)
 - National and Regional Offices
 - Staff are DOL employees
 - Registers all programs through standard documentation
 - Utilizes the Registered Apprenticeship Partners Information Data System (RAPIDS)
- State Apprenticeship Agencies (SAA)
 - Acts on behalf of DOL to register and oversee programs in their state
 - Staff are state employees
 - May use federal or state-specific documentation
 - May utilize RAPIDS or a state-specific system





Veteran-Specific Considerations

Veteran-Specific Regulations

- Circulars 2020-03 and 2020-04: Guidance on the Applicability of the Support for Veterans in Effective Apprenticeships Act of 2019
- Veterans Apprenticeship and Labor Opportunity Reform (VALOR) Act

CIRCULAR 2020-03		September 17, 2020
U.S. Department of Labor Employment and Training Administration, Office of Apprenticeship (OA) Washington, D.C. 20210	Distribution: A-544 Hdgtr A-544 All Field Tech A-547 SD+RD+SAA+ LabCom	Subject: Guidance on the Applicability of the Support for Veterans in Effective Apprenticeships Act of 2019 (Public Law 116-134, 134 Stat. 277) to State Apprenticeship Agencies
Symbol: DRAP/ASR		Code: 400.1 Action: Immediate
PURPOSE: To provide guidance to the staff of Registration Agencies (i.e., OA and State Apprenticeship Agencies (SAAs)), Registered Apprenticeship program sponsors, Registered Apprenticeship partners, and other interested parties on the applicability of the Support for Veterans in Effective Apprenticeships Act of 2019 (Public Law 116-134, 134 Stat. 277) to SAAs, and on possible approaches for implementation of the Act's requirements by SAAs. BACKGROUND: The Support for Veterans in Effective Apprenticeships Act of 2019 (the Act), which was signed by President Donald J. Trump on March 26, 2020, is intended to increase access for veterans and other eligible individuals to certain educational assistance (e.g., G.I. Bill benefits and other VA-administered educational benefits) in connection with apprenticeship programs registered pursuant to the National Apprenticeship Act of 1937 (29 U.S.C. section 50) and its implementing regulations at 29 CFR part 29, subpart A. Section 2(a) of the Act defines a Registered Apprenticeship program as an apprenticeship program registered under the National Apprenticeship Act (NAA). Under the U.S. Department of Labor's (Department's or DOL's) regulations implementing the NAA, the term "Registration Agency" is defined as "the Office of Apprenticeship or a recognized SAA that has responsibility for registering apprenticeship programs and apprentices . . ." 29 CFR § 29.2. Because the Act's requirements apply to all programs registered under the NAA, the Department takes the position that the substantive requirements of the Act are applicable to apprenticeship programs registered by SAAs as well as those registered by the OA Administrator. While the language of section 2(b) of the Act stipulates that the Secretary of Labor		

CIRCULAR 2020-04		September 17, 2020
U.S. Department of Labor Employment and Training Administration, Office of Apprenticeship (OA) Washington, D.C. 20210	Distribution: A-544 Hdgtr A-544 All Field Tech A-547 SD+RD+SAA+ LabCom	Subject: Guidance for the Implementation of Section 2(b)(2) of the Support for Veterans in Effective Apprenticeships Act of 2019 (Public Law 116-134, 134 Stat. 277)
Symbol: DRAP/HCM		Code: 400.1 Action: Immediate
PURPOSE: To inform the staff of OA and the State Apprenticeship Agencies (SAAs), Registered Apprenticeship program sponsors, Registered Apprenticeship partners, providers of related instruction (RI), and other interested parties with specific guidance and strategies for implementing the requirements of Section 2(b)(2) of Public Law 116-134 that pertain to the provision of progressive wages and the granting of advanced standing and credit to veterans or other eligible individuals by Registered Apprenticeship program sponsors. BACKGROUND: Apprenticeship is a proven strategy for providing workers of all backgrounds with the technical and workplace skills they need to succeed and thrive in a competitive job market. Apprenticeships can be particularly beneficial to both transitioning service members and veterans and to those employers who are having difficulty locating and hiring a skilled workforce. Employees with Registered Apprenticeship programs have often seen higher retention rates from veterans and report that their veteran employees demonstrate proven leadership, an ability to work well under pressure, and a strong work ethic - all valuable skills in an apprenticeship. Veterans make up a high-value pool of potential employees for companies, and numerous military occupational specialties directly correspond to in-demand occupations for which approved apprenticeship models are used by the U.S. Department of Labor (DOL) or Department are already available. The value of properly structured apprenticeship programs in facilitating the transition of individuals from the Armed Services to the civilian workforce is well-recognized by the federal government. For example, the United States Military Apprenticeship Program (USMAP) is a federal military training program that provides active duty U.S. Army, Navy, Air Force, Marines, and Coast Guard members as well as members of the Reserves, National Guard, and Air National Guard the opportunity to increase their job skills, and to accelerate their civilian career trajectories.		

Transition Assistance Program (TAP)

- Mandatory for separating service members
- Provides information, tools, and training
- Transitioning Service Members (TSM) learn about Apprenticeship as they transition out of the service



Documentation

DD-214 (or DD-215)

- Request from National Archives
- Includes the individual's last duty assignment and rank, military job specialty, military education, and more

DD-2586 Verification of Military Experience and Training (VMET)

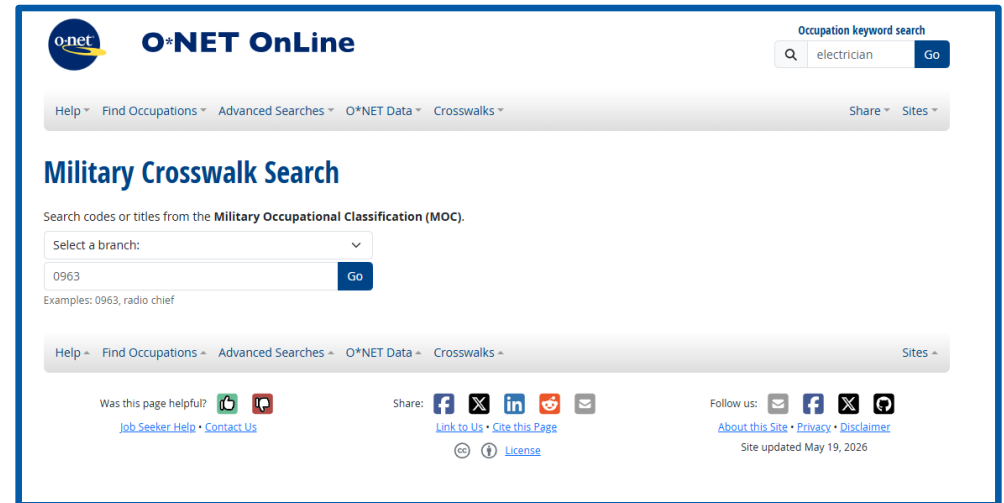
- Overview of military experience and training
- Assists in translating military skills into civilian terms

Joint Services Transcript (JST)

- Translates military experience and training into civilian terms
- Accepted by over 2,300 institutions

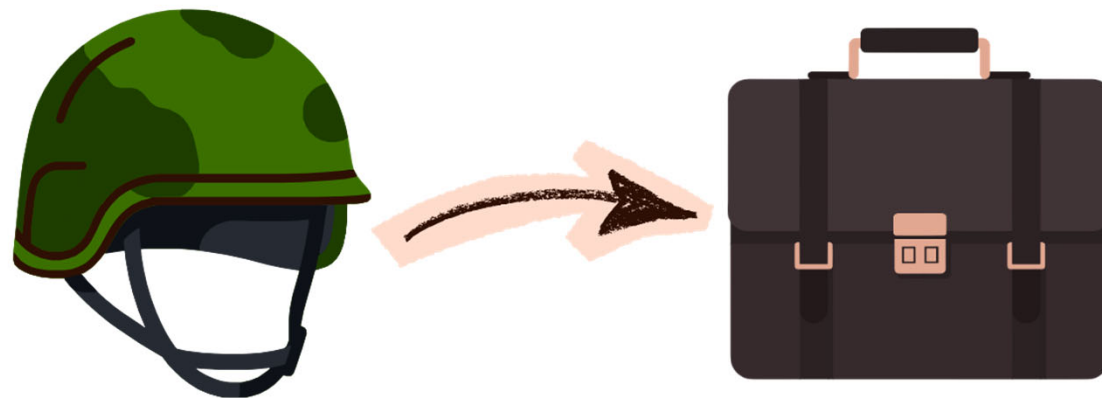
Tools to Translate Military Experience into Civilian Experience

- Verification of military training can help translate military language into civilian language
- Advanced Standing



The screenshot displays the O*NET OnLine website's 'Military Crosswalk Search' page. At the top, the O*NET OnLine logo is visible on the left, and an 'Occupation keyword search' bar with the text 'electrician' and a 'Go' button is on the right. Below the logo is a navigation menu with links: 'Help', 'Find Occupations', 'Advanced Searches', 'O*NET Data', and 'Crosswalks'. On the right of this menu are 'Share' and 'Sites' links. The main heading is 'Military Crosswalk Search'. Below it, a prompt says 'Search codes or titles from the Military Occupational Classification (MOC)'. There is a 'Select a branch:' dropdown menu, a text input field containing '0963', and a 'Go' button. Below the input field, it says 'Examples: 0963, radio chief'. A second navigation menu is located below the search area, identical to the first one. At the bottom of the page, there is a 'Was this page helpful?' section with thumbs up/down icons and links for 'Job Seeker Help' and 'Contact Us'. To the right is a 'Share:' section with icons for Facebook, X, LinkedIn, Reddit, and Email, along with links for 'Link to Us', 'Cite this Page', and a 'License' icon. Further right is a 'Follow us:' section with icons for Email, Facebook, X, and YouTube, and links for 'About this Site', 'Privacy', and 'Disclaimer'. At the very bottom right, it says 'Site updated May 19, 2026'.

Example: Translating Military Language into Civilian Language





Accessing and Connecting to Apprenticeships

Tools to Access Apprenticeships Locally

- Apprenticeship.gov
- American Job Centers
- Skillbridge
- State Veterans' Services Agency
- DOL VETS
- Veterans Organizations
- State Employment Agencies



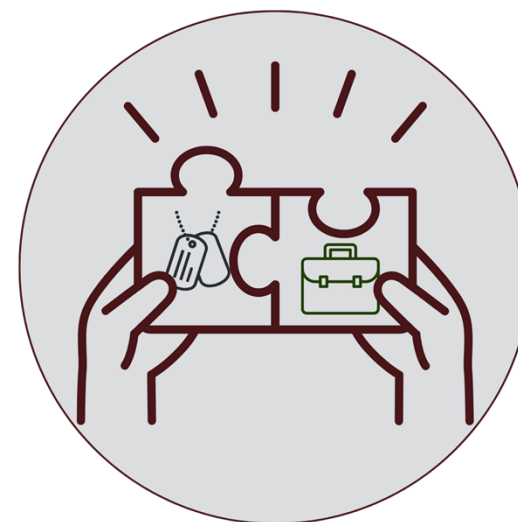
Matching Programs with Veterans: What Does it Look Like?

- United Association (UA)
Veterans in Piping (VIP)
- <https://www.uavip.org/>



Examples of Programs and Occupations that are a “Good Fit”

- Software Developer- ONET 15-1252.00
- Non-Destructive Testers- ONET 17-3029.01
- Cybersecurity Analyst- 15-1212.00
- Project Manager- 13-1082.00
- Field Service Engineer- 49-2094.00





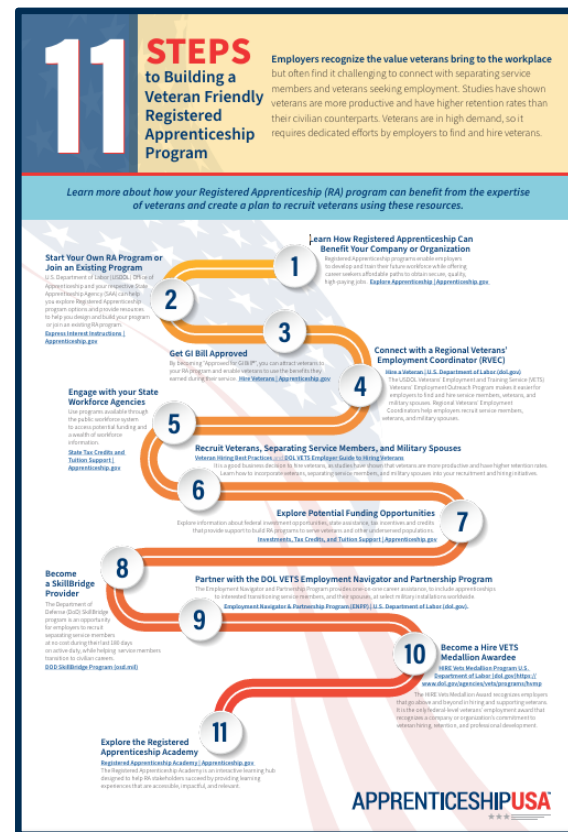
GI Bill and Apprenticeships

Utilizing the GI Bill for an Apprenticeship

- Employers must get their apprenticeship programs approved by the VA's State Approving Agency so that apprentices can access their GI Benefits
 - Once national apprenticeship programs have been registered with the Office of Apprenticeship, Proof of Registration is automatically sent to the appropriate VA State Approving Agency
- Use GI Bill Comparison Tool to search by name or location and filter by “On-the-job training and apprenticeships”
- Veteran apprentices can receive Monthly Housing Allowance in addition to their normal apprentice paycheck

The GI Bill as a Recruitment Tool

- Veterans with existing benefits under the GI Bill who are participating in a “Approved for GI Bill” program can use their benefits towards tuition and fee payments
- Veteran Affinity Groups
- Hire VETS Medallions Program
- 11 Steps to Building a Veteran Friendly Apprenticeship



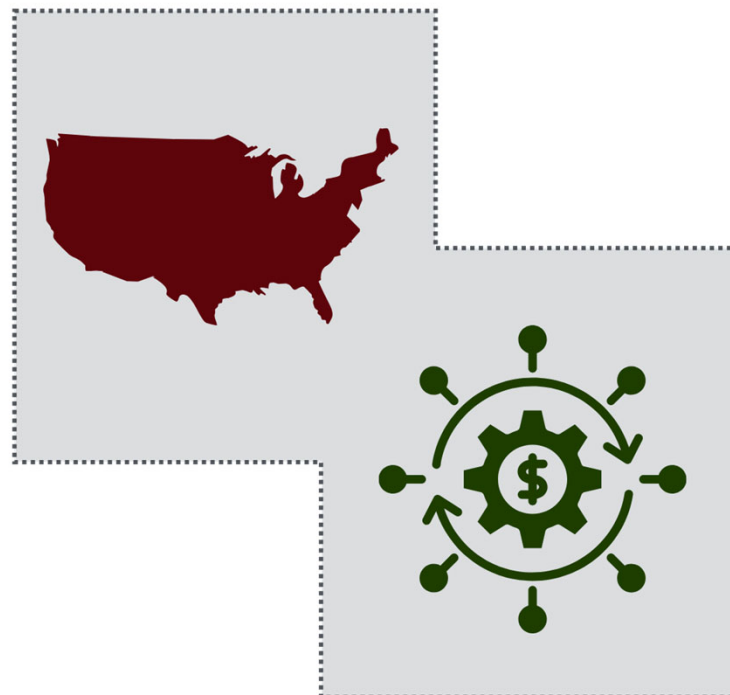
Getting Approval

- Signed DOL Registered Apprenticeship Standards
- Completed VA Form 22-10288
- Completed VA Form 22-8865 or Completed VA Form 22-10288A, as directed
- Completed VA Form 22-8794
- Completion of brief online training through U.S. Department of Veterans Affairs
- Apprentices can check their entitlement through the VA website

Funding

Federal Funding

- WIOA funding
- Open funding opportunities
- Active awards



State Funding

- State tax credits
- Tuition support





Wrap Up



**Additional
Questions?**

**Need more
info? Contact
us!**

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General Apprenticeship Questions

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