Department of Labor (DOL)
Veterans’ Employment and Training Service (VETS)
Transition Assistance Program (TAP)
Apprenticeship Pilot
The U.S. Department of Labor is developing and administering 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 TSMs and their spouses, prior to their separation from military service.
Pilot Duration: January 2020 - Early 2021

All 16 Apprenticeship Placement Counselors (APCs) 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>
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</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>
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The APC will serve as the key role implementing the pilot and will:

- Introduce apprenticeship to TSMs during DOL TAP workshops.
- Provide personalized assistance to TSMs and spouses interested in finding, connecting, and placing them in apprenticeships.
- Work closely with program stakeholders to identify suitable apprenticeship opportunities across the U.S.
The Apprenticeship Pilot team is creating marketing materials to assist the APCs in their engagement with TSMs and employers, and other materials to promote the pilot to key stakeholders (installation POCs, Office of Apprenticeship and VETS staff, and other apprenticeship partners).

APCs have been attending TAP workshops and career fairs but are starting to shift to primarily virtual offerings when in-person outreach options are not possible due to COVID-19.

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 employers and sponsors** interested in recruiting TSMs and their spouses into their apprenticeship programs with the Apprenticeship Placement Counselors.

- **Engage with DOL Apprenticeship Investments** - Connect schools, employers, associations, intermediaries, etc. with the pilot to create a steady supply of TSMs to apprenticeship opportunities.

- **Develop a tracking spreadsheet of interested key employers and organizations** who want to contribute to the success of the VETS Apprenticeship Pilot.
Apprenticeship Pilot Schedule Timeframe (January 2020 - Early 2021)

- **January 2020**: Pilot Program begins
- **February 2020**: Hire and train APCs
- **March 2020**: Deploy APCs to 8 military installations
- **April-May-June 2020**: APCs begin stakeholder outreach
- **July-Aug-Sep 2020**: Formalize operational guidance and processes
- **Oct-Nov-Dec 2020**: Apprenticeship Evaluation Design
- **Jan-Feb 2021**: Installation Site Visits (VETS and CEO)
- **Mar 2021**: Apprentice data analysis
- **Apr-May-Jun 2021**: Pilot full capability
- **Pilot Program ends**: Apprenticeship Evaluation Report Due
Questions

- For general information or to get involved in the Apprenticeship Pilot, please contact Carolyn Renick, Apprenticeship, Licensing and Credentialing Lead, Veterans’ Employment & Training Services (VETS), U.S. Department of Labor, renick.carolyn.g@dol.gov
- For information on how you can connect with an APC, contact Rhonda Shabazz, DOL VETS Outreach Coordinator, Rhonda.shabazz@serco-na.com or Stacy Ruble, DOL VETS Communications Coordinator, stacy.ruble@serco-na.com