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STEPS to Building a Veteran Friendly Registered Apprenticeship Program

Employers recognize the value veterans bring to the workplace but often find it challenging to connect with separating service members and veterans seeking employment. Studies 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 veterans.

Learn more about how your Registered Apprenticeship (RA) program can benefit from the expertise of veterans and create a plan to recruit veterans using these resources.

1 Start Your Own RA Program or Join an Existing Program

U.S. Department of Labor (USDOL) 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 RA program.

[Express Interest Instructions | Apprenticeship.gov](#)

2 Engage with your State Workforce Agencies

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

[State Tax Credits and Tuition Support | Apprenticeship.gov](#)

3 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.

[DOD SkillBridge Program \(osd.mil\)](#)

4 Explore the Registered Apprenticeship Academy

[Registered Apprenticeship Academy | Apprenticeship.gov](#)
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.

5 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. [Explore Apprenticeship | Apprenticeship.gov](#)

6 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. [Hire Veterans | Apprenticeship.gov](#)

7 Connect with a Regional Veterans' Employment Coordinator (RVEC)

[Hire a Veteran | U.S. Department of Labor \(dol.gov\)](#)
The USDOL 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. Regional Veterans' Employment Coordinators help employers recruit service members, veterans, and military spouses.

8 Recruit Veterans, Separating Service Members, and Military Spouses

[Veteran Hiring Best Practices](#) and [DOL VETS Employer Guide to Hiring Veterans](#)

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.

9 Explore Potential Funding Opportunities

Explore information about federal investment opportunities, state assistance, tax incentives and credits that provide support to build RA programs to serve veterans and other underserved populations.

[Investments, Tax Credits, and Tuition Support | Apprenticeship.gov](#)

10 Partner with the DOL VETS Employment Navigator and Partnership Program

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

[Employment Navigator & Partnership Program \(ENPP\) | U.S. Department of Labor \(dol.gov\)](#)

11 Become a Hire VETS Medallion Awardee

[HIRE Vets Medallion Program U.S. Department of Labor \(dol.gov\)https://www.dol.gov/agencies/vets/programs/hvmp](#)

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.

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