

Apprenticeship Work Group Minutes, 7-16-2013

- **Continue pilot, analyze results and expand apprenticeship opportunities**

Utilize VIP, VICE model to encourage similar programs through other trades

Military now open to pre-apprenticeship off post
Utilize Ami Moorash to ensure VIP success with an emphasis on participation prior to the end of active duty/ include info in Federal report/

Transportation concerns: what funding is available?

Expand access to other service branches--

Navy currently provides electrical and welding training, but does not allow their service members to participate in pre-Apprenticeship

Utilization of GI Bill benefits—Policy change—utilization of GI Bill for pre-apprenticeship following separation of service

Policy change—two year wait for apprenticeship to be recognized by VA as school

Teamsters could do a 6 week “training” (pre-apprenticeship) on or off post and immediately place those individuals in family wage jobs

Outcome is DEFINED!! Participant goes to work immediately!

Focused marketing on female participation, 12-18 months prior to separation
Support of career counselors imperative

- **Utilize senior NCO’s to increase participation—PARKING LOT**

Staff Sergeants, other NCO’s to reinforce time spent in pre-apprenticeship is worthwhile, work with other NCO’s to allow service members

- **Connect expansion with Washington High Wages/High Demand fields—PARKING LOT**

Occupations as identified in “High Skills, High Wages” plan:

Registered Nurses

Carpenters

Nursing Aides, Orderlies, and Attendants

Supervisors/Managers of Construction Trades and Extraction Workers
Electricians
Computer Support Specialists
Medical Secretaries
Licensed Practical and Vocational Nurses
Gaming Dealers
Aircraft Structure, Surfaces, Rigging and Systems Assemblers
Cost Estimators
Aircraft Mechanics and Service Technicians
Computer Specialists, all other
Preschool Teachers, except Special Education
Travel Agents

- **Increase work opportunities for transitioning service members through apprenticeship opportunities on Department of Defense projects**

Apprenticeship utilization clauses in military installation work

Not defined by percentages of labor, but by participation in bona-fide apprenticeship program

Requirements must be in bid documents

Current practices of definition by percentages have increased apprenticeship opportunities — no consequences(rewrite with positive spin)

Lower labor costs for Feds, composite crew rate—contractor advantage

Expand EEO type requirements to include veterans

Possibility of current apprenticeship programs to have veteran hires count towards EEO goals

- **Focus marketing to include women & minority service members who are highly under-represented**

Utilize female and minority veteran service members who have completed an apprenticeship in “outreach” events targeting current female and minority service members

Focused marketing on female participation, 12-18 months prior to separation

Support of career counselors’ is imperative

Utilize female presenter

- **GI Bill utilization for advanced party pre-apprenticeship (VIP, VICE) – Policy**

Expand explanation of problem and push for legislative changes

Utilization of GI Bill benefits—Policy change—utilization of GI Bill for pre-apprenticeship following separation of service

Outcome is DEFINED!! Participant goes to work immediately!

Greatly increases ability of other trades to participate

- **Provide services to other branches of military (Marines, Navy, National Guard)**

Utilize JBLM successes as “best practices” model for other military installations

Identify decision makers—provide with supportive info—drive support

- **Tax incentives for apprenticeships**

Business & Operating Tax credits for participants of the registered apprenticeship system

- **Improved articulation language in apprenticeships with regards to MOS and previous experience**

Use military school’s syllabi and any records available to gain advanced standing or entrance into apprenticeship

Credit for previous military training

FTE to compare/compile military MOS’ with apprenticeship programs and recommend revisions if necessary

Washington State Department of Veteran Affairs—(tasked with work)

CONCLUSION/CLOSING

Compile report with Todd Mitchell—e-mail to group for editing/comments---prepare for Sep 17 meeting