Harnessing the Power of Apprenticeship to Reduce Veteran Homelessness
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OVERVIEW
POINTS OF DISCUSSION

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VSO PARTNER
TRUSTED TECHNOLOGY PROVIDER AND INTERMEDIARY FOR LEADING VETERAN SERVICE ORGANIZATIONS

GOVERNMENT PARTNER
TRUSTED INTERMEDIARY FOR INDUSTRY, GOVERNMENT AND MILITARY GROUPS
RESULTS

8,179 New Apprentices in 11 Occupations*
○ 48% Diversity Apprentices
○ 29% Veteran Apprentices

Our program contributes 20% of the transportation apprentices in the country.

*since January 2017

PARTNERSHIPS

- 28 Employer Partners
- NAPFIDS National Standard (117 member community colleges in 37 states)
- CVTA National Standard (representing over 200 truck driving schools)
- GCCA, RETA, ARF and IIAR National Standard Registered Apprenticeship for Ammonia Refrigeration Technicians
DEFINITIONS

**APPRENTICESHIP:** A paid training program, considered a job category

**RELATED TRAINING INSTRUCTION (RTI):** Education or training that serves as a pre-requisite to enter into an apprenticeship program.

**REGISTERED APPRENTICESHIP (RA):** An apprenticeship that meets a standard set by the U.S. Department of Labor’s Office of Apprenticeship (DOL ETA OA)

**NATIONAL STANDARD:** Requirements set out to give a baseline that all RA programs must meet to qualify.

**INTERMEDIARY:** Company or organization in place to help streamline RA program application/development process.
CORE COMPONENTS OF REGISTERED APPRENTICESHIP

**BUSINESS INVOLVEMENT**
Employer is the foundation for the RA program and must be directly involved and be the provider of OJT.

**STRUCTURED ON-THE-JOB TRAINING**
Minimum of 2,000 hours, Structured and Supervised.

**RELATED TRAINING AND INSTRUCTION**
144 hours/year Parallel | Front-loaded | Segmented Options.

**REWARDS FOR SKILL GAINS**
Increases in skills brings about increases in earnings.

**NATIONAL OCCUPATIONAL CREDENTIAL**
Nationally recognized credential showing job proficiency. Sponsor certifies individual is fully competent for career.
Electrician
Carpenter
Construction Craft Laborer
Truck Driver, Heavy
Plumber
Pipe Fitter
Line Maintainer
Sheet Metal Worker

APPRENTICES BY INDUSTRY
Top 5 Industries account for about 90% of apprenticeship candidates

APPRENTICES BY OCCUPATION
Most popular apprenticeable occupations in United States
**Intermediary Role**

**ACCELERATE PROGRAMS**
Expand and innovate existing apprenticeships and create national models for accelerated implementation.

**ACT AS LIASON AND ADVISOR**
Serve as a liaison between Governmental agencies and Business. Employers can take advantage of existing National Standards already approved by the DOL, and your intermediary will give you personalized advice on how to accomplish your program.

**STANDARDIZE AND TAILOR**
Provide standardized, industry-endorsed instruction and on-the-job training/learning for companies with sites in multiple locations across the country.

**PROVIDE TECHNICAL HELP**
Provide technical assistance to companies on how to take advantage of federal and state benefits and programs, assists with the registration process, and can help guide companies in the development of occupational competencies.
MYTH BUSTING

Common Apprenticeship Myths and the Truth Behind Them
Apprenticeship programs are just for the construction and skilled craft occupations.

Apprenticeships are just for the big companies.

If I train apprentices, they will just leave.

My company can’t afford an apprenticeship program.
Trades have merely used the RA model the longest—it is open to all industries (and 13,000 occupations).

REALITY 2
Company size is not a prohibitive factor. Since RAs do not change your business model, you can train one apprentice or one thousand.

REALITY 3
91% Retention Rate
Nine months after program completion

REALITY 4
Employers gain an average return on investment of $1.47 for every $1 invested in RAs.
Company 1: Large logistics and trucking company had the same problem as many of their competitors: driver turnover. Since implementation, OTR retention improved 76% (as of October 2018).

Were having troubles setting up a diesel program (matter of months), so they had their Intermediary step in, and we able to get streamline the process and work to get this completed.
Additional Funding
Federal, State and Local

- Apprentice Tax Credits
- Tuition Support
- Veteran Tax Credits
EMPLOYER ACTIONS

- Administer the apprenticeship program
- Set minimum qualifications
- Approve related technical instruction
- Provide supervised on the job learning
- Evaluate apprentice at regular intervals

EMPLOYER BENEFITS

- Customized training that meets industry standards, tailored to the specific needs of businesses, resulting in highly-skilled employees.
- Increased knowledge transfer through on-the-job learning from an experienced mentor, combined with education courses to support work-based learning.
- 28% higher retention rate for people in apprenticeship, even higher for military candidates
- Retention values are even more significant for eligible Veterans able to utilize their G.I. Bill to draw a Monthly Housing Allowance (MHA) while participating in a registered apprenticeship program.
- A safer workplace that may reduce worker compensation costs, due to the program's emphasis on safety training.
- A stable and reliable pipeline of qualified workers.
- A systematic approach to training that ensures employees are trained and certified to produce at the highest skill levels required for the occupation.
Nearly 250,000 servicemen and women separate from active duty in the US military each year.

Record-low annual unemployment rate of 2.9 percent for post-9/11 veterans—however, many struggle with being underemployed. Need to present them a career with meaningful economic opportunity.

Apprenticeships are an important recruiting and retention competitive advantage for Veteran and diversity employment.
THE MAKE-UP OF A VET

Nearly 50% of all Veterans are in the workforce (9.7M):

- 67% of Veterans in the workforce are 45 years or older
- 1.7% of Veterans in the workplace are under 25 years old
- Less than 6% of the workforce are now Veterans

Declining Veteran unemployment rates (Oct 2018 = 2.9%)

- Veteran unemployment rates continue to trend lower than nonveterans (Oct 2018 non-Veteran = 3.5%)
- ~280K Veterans are unemployed
- 55% of unemployed Veterans are 45 years or older
- 2.7% of unemployed Veterans are under 25 years old
8% UNEMPLOYMENT (18-24 YR OLD VETERANS)

10% WORKING POOR (18-24 YR OLD VETERANS)
The Numbers are Misleading
Veterans are indeed at-risk for homelessness and incarceration.

At-risk Veterans group include those who are unemployed, and those who have become justice-involved. Underemployment is a gateway to unemployment and other at-risk attributes.

Veterans make up about 8% (181,500) of the incarcerated population are at risk for unemployment and, therefore, homelessness due to any criminal records.

The Dept. of Veterans Affairs draws a direct relationship among unemployment, recidivism, and homelessness. In their report, unemployed populations of former prisoners were three times more likely to recidivate than their employed counterparts who made minimum wage or higher wages.

The Journal of Nursing Scholarship that formerly incarcerated unemployed adults have a higher likelihood of homelessness. It is no coincidence that about 25% of incarcerated veterans were unemployed in the month before their arrest. The cyclical pattern among unemployment, recidivism, and homelessness is undeniable, and apprenticeships can help disrupt that pattern—and bring veterans greater employment opportunities.
APPRENTICESHIP OFFERS ONE PREEMPTIVE SOLUTION

HANDS-ON CAREER TRAINING

PAYCHECK AND RAISES

CLEAR CAREER PATH

NATIONAL CREDENTIAL
"In the military, there is an enormous amount of sacrifice given by the both military member and their family. This sacrifice has strengthened me and given me the confidence to achieve success in the civilian world...Trucking has always been my first choice for a career since I exited the military. I enjoy my career and life as a truck driver. I am positive, encouraging and happy every day because of my trucking career and that is worth more than all the money in the world."

DANIEL SHONEBARGER
U.S. Navy Veteran
Apprentice, Melton Truck Lines
NOT JUST PREVENTATIVE

UNDERSTANDING CONSTRAINTS AND OPPORTUNITIES FOR REACTIVE HELP
The vast majority of employers require a physical address (not a P.O. Box) in order to begin employment.

**THE CHALLENGE**

**THE SOLUTION**

Partnerships with VSOs that offer housing to establish a residency and use the MHA to establish a permanent home.
There are 49K+ veterans currently participating in apprenticeships program.

Apprenticeship allows Veterans to learn a trade through an apprenticeship, and use their GI Bill benefits to receive a tax-free monthly housing stipend.

- The post-9/11 GI Bill provides a monthly tax-free stipend (varies by employer location), and is paid in addition to the wages earned as an apprentice.
- Veterans continue to receive a stipend for every month of their apprenticeship. After six months of a Veteran's apprenticeship, the stipend is gradually reduced – and is offset by progressive wage increases.
- In addition, many Registered Apprenticeships have some classroom training, and apprentices can receive $83 per month for books and supplies.
# The Monthly Housing Allowance (MHA)

<table>
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<tr>
<th></th>
<th>Active Duty</th>
<th>Guard and Reserve</th>
<th>Spouse/Dependent</th>
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<tbody>
<tr>
<td></td>
<td>Ch. 30</td>
<td>Ch. 1607</td>
<td>Ch. 1606</td>
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<tr>
<td></td>
<td>Montgomery GI Bill</td>
<td>2+ years of service</td>
<td>1+ years of service</td>
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<tr>
<td>Per month for the 1st six months</td>
<td>$1,446.00</td>
<td>$1,156.80</td>
<td>$867.60</td>
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<tr>
<td>Per month for the 2nd six months</td>
<td>$1,060.40</td>
<td>$848.32</td>
<td>$636.24</td>
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<tr>
<td>Per month for the 3rd sixth months</td>
<td>$674.80</td>
<td>$539.84</td>
<td>$404.88</td>
</tr>
<tr>
<td>Per month for the 4th six months</td>
<td>$674.80</td>
<td>$539.84</td>
<td>$404.88</td>
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<tr>
<td>12 Month Total</td>
<td>$15,038.40</td>
<td>$12,030.72</td>
<td>$9,023.04</td>
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<tr>
<td>24 Month Total</td>
<td>$23,136.00</td>
<td>$18,508.80</td>
<td>$13,881.60</td>
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<tr>
<td>Average Per Year</td>
<td>$11,568.00</td>
<td>$9,254.40</td>
<td>$6,940.80</td>
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</tbody>
</table>
# The Monthly Housing Allowance (MHA)

<table>
<thead>
<tr>
<th>Eligibility Tier</th>
<th>100%</th>
<th>90%</th>
<th>80%</th>
<th>70%</th>
<th>60%</th>
<th>50%</th>
<th>40%</th>
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<tbody>
<tr>
<td>Per month for the 1st six months</td>
<td>$1,293.00</td>
<td>$1,163.70</td>
<td>$1,034.40</td>
<td>$905.10</td>
<td>$775.80</td>
<td>$646.50</td>
<td>$517.20</td>
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<tr>
<td>Per month for the 2nd six months</td>
<td>$1,034.40</td>
<td>$930.96</td>
<td>$827.52</td>
<td>$724.08</td>
<td>$620.64</td>
<td>$517.20</td>
<td>$413.76</td>
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<tr>
<td>Per month for the 3rd six months</td>
<td>$775.80</td>
<td>$698.22</td>
<td>$620.64</td>
<td>$543.06</td>
<td>$465.48</td>
<td>$387.90</td>
<td>$310.32</td>
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<tr>
<td>Per month for the 4th six months</td>
<td>$517.20</td>
<td>$465.48</td>
<td>$413.76</td>
<td>$362.04</td>
<td>$310.32</td>
<td>$258.60</td>
<td>$206.88</td>
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<tr>
<td>Supplies Per Month</td>
<td>$83.00</td>
<td>$74.70</td>
<td>$66.40</td>
<td>$58.10</td>
<td>$49.80</td>
<td>$41.50</td>
<td>$33.20</td>
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<tr>
<td><strong>12 Month Total</strong></td>
<td>$14,960.40</td>
<td>$13,464.36</td>
<td>$11,968.32</td>
<td>$10,472.28</td>
<td>$8,976.24</td>
<td>$7,480.20</td>
<td>$5,984.16</td>
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<tr>
<td><strong>24 Month Total</strong></td>
<td>$23,714.40</td>
<td>$21,342.96</td>
<td>$18,971.52</td>
<td>$16,600.08</td>
<td>$14,228.64</td>
<td>$11,857.20</td>
<td>$9,485.76</td>
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<tr>
<td><strong>Per Year</strong></td>
<td>$11,857.20</td>
<td>$10,671.48</td>
<td>$9,485.76</td>
<td>$8,300.04</td>
<td>$7,114.32</td>
<td>$5,928.60</td>
<td>$4,742.88</td>
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The Intermediary Role

It will take a coalition of VSOs, employers and government to come together to bring Apprenticeship opportunities to currently homeless Veterans but it is possible.
CONTACT US

This has to be a ground-level effort. We are here to connect the dots. If you have connections with local employer partners, FASTPORT will facilitate this and let the states write the Apprenticeship standard.

paige.thompson@fastport.com
fastport.com
nationalapprenticeship.org