



# Harnessing the Power of Apprenticeship to Reduce Veteran Homelessness



Presented by: **FASTPORT**

# PRESENTATION OVERVIEW

## POINTS OF DISCUSSION

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Who We Are

Definitions

Industry Intermediary Role

Myth Busting

Benefits of Apprenticeship Programs

The Challenge

The Solution

Contact Us



# Presenter



PAIGE THOMPSON

Marketing Director

# VSO PARTNER

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TRUSTED TECHNOLOGY PROVIDER AND INTERMEDIARY  
FOR LEADING VETERAN SERVICE ORGANIZATIONS

HIRING OUR  
**HEROES**



# GOVERNMENT PARTNER

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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
- NAPFTDS 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

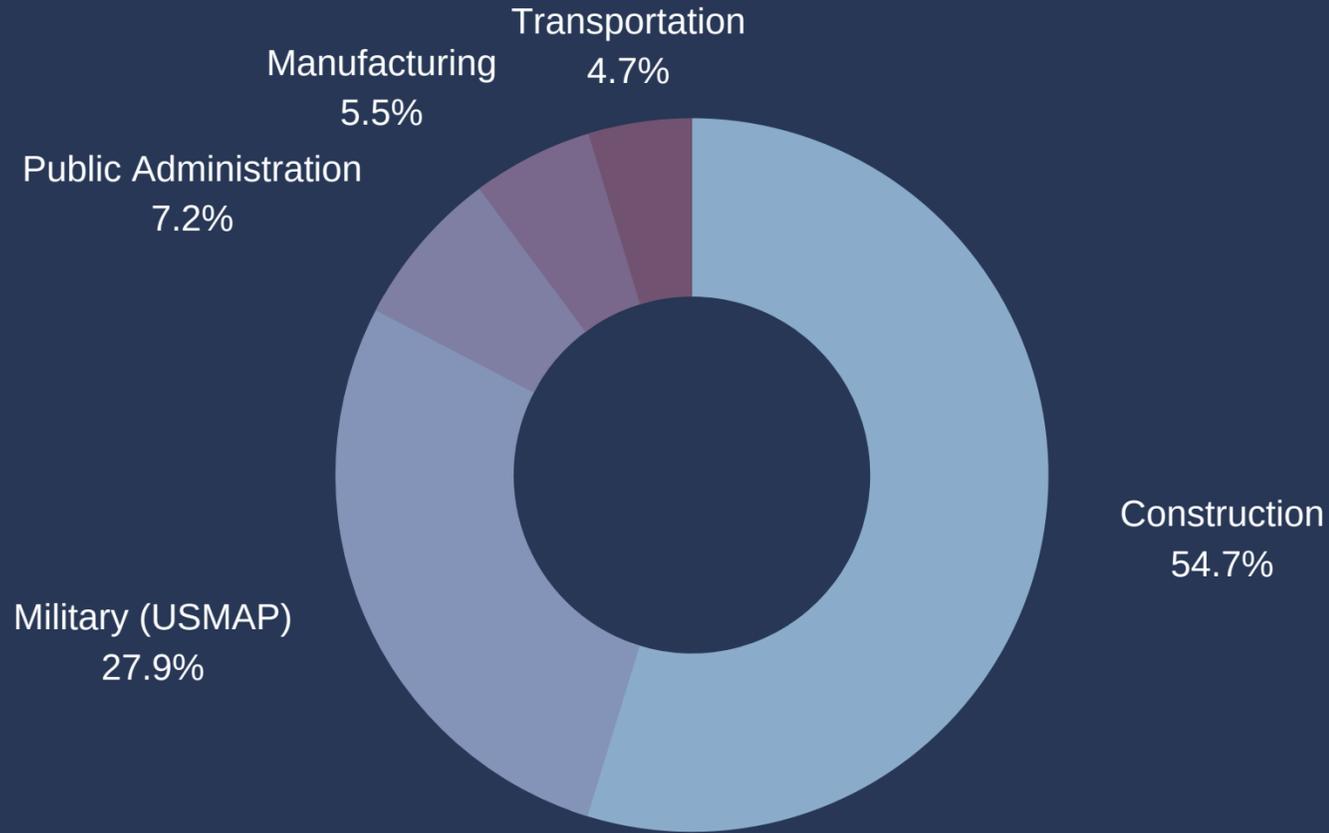
144 hours/year  
Parallel | Front-loaded |  
Segmented Options

## REWARDS FOR SKILL GAINS

Increases in skills brings about increases in earnings

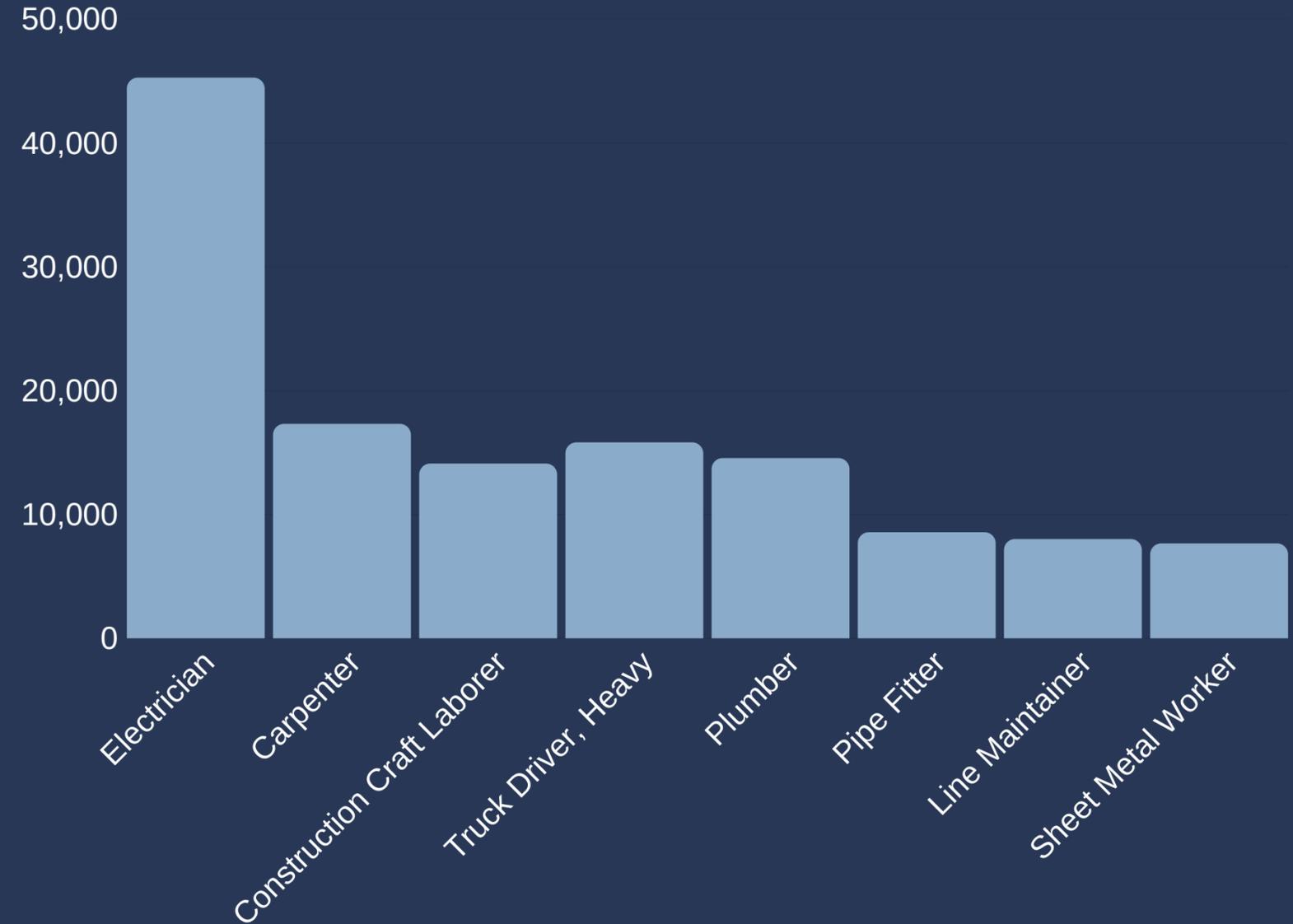
## NATIONAL OCCUPATIONAL CREDENTIAL

Nationally recognized credential showing job proficiency. Sponsor certifies individual is fully competent for career.



## 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

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Expand and innovate existing apprenticeships and create national models for accelerated implementation

## ACT AS LIASON AND ADVISOR

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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

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

## PROVIDE TECHNICAL HELP

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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**

## MYTH 1

Apprenticeship programs are just for the construction and skilled craft occupations.

## MYTH 2

Apprenticeships are just for the big companies.

## MYTH 3

If I train apprentices, they will just leave.

## MYTH 4

My company can't afford an apprenticeship program.

## REALITY 1

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.

# 76%

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## SPIKE IN RETENTION

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.

# MILITARY CANDIDATES



**2.3%** Veteran  
Unemployment

- 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

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**8%**

UNEMPLOYMENT  
(18 - 24 YR OLD VETERANS)

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**10%**

WORKING POOR  
(18 - 24 YR OLD VETERANS)

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# The Numbers are Misleading

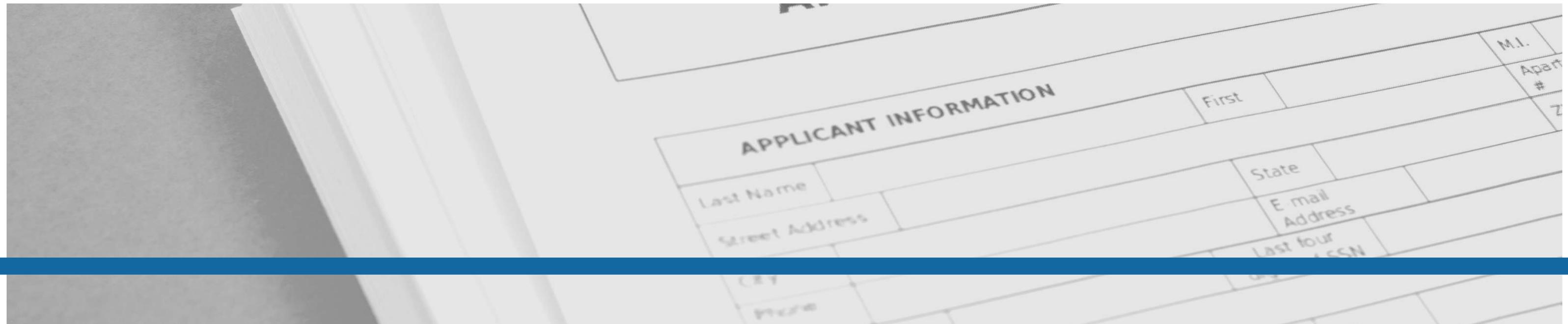
## Veterans are indeed at-risk for homelessness and incarceration.

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."

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## **DANIEL SHONEBARGER**

*U.S. Navy Veteran  
Apprentice, Melton Truck Lines*



NOT JUST PREVENTATIVE

**UNDERSTANDING  
CONSTRAINTS AND  
OPPORTUNITIES FOR  
REACTIVE HELP**

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## THE SOLUTION

Partnerships with VSOs that offer housing to establish a residency and use the MHA to establish a permanent home.

## THE CHALLENGE

The vast majority of employers require a physical address (not a P.O. Box) in order to begin employment.

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)

	Active Duty	Guard and Reserve			Spouse/ Dependent	
	Ch. 30 Montgomery GI Bill	Ch. 1607 2+ years of service	Ch. 1607 1+ years of service	Ch. 1607 90 days to 1 year	Ch. 1606	DEA/Ch. 35
Per month for the 1 <sup>st</sup> six months	\$1,446.00	\$1,156.80	\$867.60	\$578.40	\$281.25	\$760.00
Per month for the 2 <sup>nd</sup> six months	\$1,060.40	\$848.32	\$636.24	\$424.16	\$206.25	\$571.00
Per month for the 3 <sup>rd</sup> six months	\$674.80	\$539.84	\$404.88	\$269.92	\$131.25	\$375.00
Per month for the 4 <sup>th</sup> six months	\$674.80	\$539.84	\$404.88	\$269.92	\$131.25	\$191.00
<b>12 Month Total</b>	<b>\$15,038.40</b>	<b>\$12,030.72</b>	<b>\$9,023.04</b>	<b>\$6,015.36</b>	<b>\$2,925.00</b>	<b>\$7,986.00</b>
<b>24 Month Total</b>	<b>\$23,136.00</b>	<b>\$18,508.80</b>	<b>\$13,881.60</b>	<b>\$9,254.40</b>	<b>\$4,500.00</b>	<b>\$11,382.00</b>
<b>Average Per Year</b>	<b>\$11,568.00</b>	<b>\$9,254.40</b>	<b>\$6,940.80</b>	<b>\$4,627.20</b>	<b>\$2,250.00</b>	<b>\$5,691.00</b>

# The Monthly Housing Allowance (MHA)



Post 9/11 Chapter 33 GI Bill							
Eligibility Tier	100%	90%	80%	70%	60%	50%	40%
Per month for the 1 <sup>st</sup> six months	\$1,293.00	\$1,163.70	\$1,034.40	\$905.10	\$775.80	\$646.50	\$517.20
Per month for the 2 <sup>nd</sup> six months	\$1,034.40	\$930.96	\$827.52	\$724.08	\$620.64	\$517.20	\$413.76
Per month for the 3 <sup>rd</sup> six months	\$775.80	\$698.22	\$620.64	\$543.06	\$465.48	\$387.90	\$310.32
Per month for the 4 <sup>th</sup> six months	\$517.20	\$465.48	\$413.76	\$362.04	\$310.32	\$258.60	\$206.88
Supplies Per Month	\$83.00	\$74.70	\$66.40	\$58.10	\$49.80	\$41.50	\$33.20
<b>12 Month Total</b>	<b>\$14,960.40</b>	<b>\$13,464.36</b>	<b>\$11,968.32</b>	<b>\$10,472.28</b>	<b>\$8,976.24</b>	<b>\$7,480.20</b>	<b>\$5,984.16</b>
<b>24 Month Total</b>	<b>\$23,714.40</b>	<b>\$21,342.96</b>	<b>\$18,971.52</b>	<b>\$16,600.08</b>	<b>\$14,228.64</b>	<b>\$11,857.20</b>	<b>\$9,485.76</b>
<b>Per Year</b>	<b>\$11,857.20</b>	<b>\$10,671.48</b>	<b>\$9,485.76</b>	<b>\$8,300.04</b>	<b>\$7,114.32</b>	<b>\$5,928.60</b>	<b>\$4,742.88</b>

# 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](mailto:paige.thompson@fastport.com)

[fastport.com](http://fastport.com)

[nationalapprenticeship.org](http://nationalapprenticeship.org)

