

Benefits of Hiring Veterans in Your Registered Apprenticeship Program

Employers have experienced benefits, like higher retention rates, proven leadership, an ability to work well under pressure, and a strong work ethic – all valuable skills commonly found in veteran apprentices. As you look for a reliable talent pool, consider how your Registered Apprenticeship Program can attract veterans by getting approved for GI Bill® benefits and becoming a veteran-ready organization.

ABOUT REGISTERED APPRENTICESHIP

Registered Apprenticeship is a high-quality career pathway where employers can prepare their future workforce while apprentices obtain paid work experience with a mentor, classroom instruction, and earn progressive wage increases and portable, nationally recognized credentials. Industry-vetted, Registered Apprenticeships are approved and validated by the U.S. Department of Labor (DOL) or a State Apprenticeship Agency (SAA).

If you are new to the Registered Apprenticeship program, there are multiple resources to help you build, register, and launch your program. Regardless of where you are on your apprenticeship journey, the U.S. Department of Labor is here to help!

WHY REGISTERED APPRENTICESHIP?

- ▶ Helps businesses and organizations recruit a diverse and highly skilled workforce.
- ▶ Improves productivity and profitability through retaining top talent.
- ▶ Ensures understanding of the organization's culture, which reduces turnover.
- ▶ Fills open jobs and creates a pipeline of skilled workers in a variety of industries and occupations.

WHY RECRUIT VETERANS TO YOUR REGISTERED APPRENTICESHIP PROGRAM

- ▶ **Retention:** Employers have observed higher retention rates among veteran employees due to their level of dedication, which is valuable in an apprenticeship.
- ▶ **Proven Leadership:** Veterans often develop strong leadership skills during military service.
- ▶ **Ability to Work Well Under Pressure:** Military veterans are equipped with this valuable quality, which allows them to handle challenging tasks or high-stress situations during training.
- ▶ **Strong Work Ethic:** Veterans have a reputation for a strong work ethic and discipline, which will increase workplace productivity.
- ▶ **Loyalty:** Apprenticeships lead to lower turnover and lower training costs because apprentices stay longer in their jobs following an apprenticeship.

94%

of apprentices who
complete a Registered
Apprenticeship retain
employment,
with an average annual
salary of \$80,000



VETERANS ARE ATTRACTED TO REGISTERED APPRENTICESHIP PROGRAMS

Veterans find apprenticeship programs appealing because they learn skills while getting paid, they follow a training plan similar to what they experienced in the military, and they may be able to use their GI Bill benefits to access a monthly housing allowance. [Hire Veterans | Apprenticeship.gov](#)

Registered Apprenticeships are a great way for veterans to develop career skills while accumulating no college debt.

STEPS IN BECOMING A VETERAN-READY ORGANIZATION

- ▶ Learn how to screen veteran resumes and interview veteran candidates effectively.
- ▶ Implement programs and policies for recruiting and integrating veteran hires.
- ▶ Explore the [Veterans Accommodations Toolkit](#) for tips and strategies on supporting disabled veterans.
- ▶ Leverage organizations and resources to support veteran engagement and development.
- ▶ Consider human resources initiatives to support veterans within your organization.
- ▶ Get approved for the Department of Veterans Affairs (VA) education benefits to attract veterans by enabling them to utilize their GI Bill to earn their monthly housing allowance.
- ▶ Consult the [DOL Employer Guide to Hiring Veterans](#) (PDF) for more information about becoming a Veteran-Ready Organization.



For more assistance recruiting veterans, contact the U.S. Department of Labor's Veterans' Employment and Training Service and speak with a [Regional Veteran's Employment Coordinator](#).

- ▶ To start a RA program: [Express Interest Instructions | Apprenticeship.gov](#)
- ▶ Employer resources to attract, hire and retain veterans: [VETS Hire a Veteran page](#)
- ▶ Learn more about getting approved GI Bill benefits in the Funding section on the RA Academy: [Registered Apprenticeship Sponsors | Apprenticeship.gov](#)

Explore Registered Apprenticeship Today!

Want to learn more? Visit the U.S. Department of Labor's one-stop source for all things apprenticeship: www.apprenticeship.gov or email us at apprenticeship@dol.gov.

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