

Colleagues,

Did you know ... Veterans can use their VA Benefits to pursue “on-the-job training” (“OJT”) or apprenticeship training with a private sector employer? The attached one page summary can be a useful tool for both Veterans and employers.

This option is a win/win for the employer and the Veteran. The employer has an opportunity to bring a Veteran on as a trainee while he or she pursues the employer prescribed training program towards the journeyman position. The Veteran is provided monthly benefits from VA to supplement their trainee wages. At the end of the training—the employer has a fully trained journeyman employee. This program needs to be approved by their local State Approving Agency (SAA). [Click here for State Approving Agency contact information.](#)

The Special Employer Incentive (SEI) program is an employment program for our Wounded Warriors and Disabled Veterans ... but more. It can pay up to half of a Veteran's salary for 6 months and other work related tools.

Spread the word, these programs provide a wonderful benefit to the Veteran and any employer. Businesses need a skilled workforce and are often willing to pay to train their employees....these programs make hiring a Veteran a good business proposition.

Additional information about the OJT and apprenticeship program is available at [http://www.gibill.va.gov/resources/education\\_resources/programs/on\\_the\\_job\\_apprenticeship\\_training.html](http://www.gibill.va.gov/resources/education_resources/programs/on_the_job_apprenticeship_training.html).

Additional information about the Vocational Rehabilitation and Employment program for Veterans with service-connected disabilities can be found at <http://www.vba.va.gov/bln/vre/index.htm>.

Thank you for all you are doing for our Veterans.

Curtis L. Coy  
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U.S. Department of Veterans Affairs

**VA Core Values: Integrity, Commitment, Advocacy, Respect, Excellence (“I CARE”)**

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## EDUCATION AND TRAINING

### GI BILL OPTIONS



## On-the-Job & Apprenticeship Training Programs

Both on-the-job (OJT) and apprenticeship training programs are available for Veterans using their VA education benefits, including the Post-9/11 GI Bill. These programs allow Veterans to learn a trade or skill through training on the job participation rather than attending formal classroom instruction. A Veteran generally enters into a training contract for a specific period with an employer or union, and at the end of the training period, the Veteran gains job certification or journeyman status.

Employers or unions generally pay a reduced OJT/apprenticeship wage (generally 40 - 50% of journeyman wages). Veterans in an approved program can use their GI Bill benefit and receive a tax-free stipend. The Post-9/11 GI Bill stipend is the equivalent of the Monthly Housing Allowance (MHA) of an E-5 with dependents, which is paid in addition to the entry-level wage.

|           |                               |                             |
|-----------|-------------------------------|-----------------------------|
| Stipend = | First six months of training  | 100% of your applicable MHA |
|           | Second six months of training | 80% of your applicable MHA  |

The stipend is reduced 20% every six months thereafter **as the Veteran's wages** regularly increase until the Veteran has attained journeyman status and pay. Stipend payments for other GI Bill programs are found here: [http://www.gibill.va.gov/resources/benefits\\_resources/rate\\_tables.html](http://www.gibill.va.gov/resources/benefits_resources/rate_tables.html)

Approved employers can use this benefit as a recruiting tool by using wages + stipend to attract Veteran candidates.

### State Approving Agencies (SAA)

The State Approving Agencies are responsible for approving OJT/apprenticeship programs in their respective states. Requirements generally entail submitting a training request form that specifically outlines the proposed program, wages, and standard workweek information, as well as the company contact name and phone number. Once all required documents are submitted, approval is generally completed in 1-2 months. For more information regarding OJT & apprenticeship programs, and how to apply see:

[http://www.gibill.va.gov/resources/education\\_resources/programs/on\\_the\\_job\\_apprenticeship\\_training.html](http://www.gibill.va.gov/resources/education_resources/programs/on_the_job_apprenticeship_training.html)

### Vocational Rehabilitation & Employment (VR&E) OJT/Apprenticeships

In addition to the services listed above, VR&E also provides employers with other benefits through the Special Employer Incentive Program (SEI). Employers hiring Veterans with a service-connected disability who are approved for VR&E services **may be entitled reimbursements up to 50% of the Veterans' salary for six months** to offset training costs. Additional information about the VR&E OJT program is located here:

[http://www.vba.va.gov/bln/vre/emp\\_resources.htm](http://www.vba.va.gov/bln/vre/emp_resources.htm)