



On-the-Job & Apprenticeship Training Programs

What's 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 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 generally pay a reduced OJT/apprenticeship wage (must be at least 50% of journeyman wage). Unless the training establishment is operated by a Federal, State, or local government, periodic wage increases must be granted and by the last full month of training, the wage must be at least 85% of the wage for a fully trained employee. 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 6 months of training	100% of your applicable MHA
	Second 6 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.

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.

Veteran Readiness & 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 SEI program is located here: <https://www.benefits.va.gov/VOCREHAB/docs/SpecialEmployerIncentive.pdf>.

Our Education Call Center is available at 1-888-442-4551 (Monday-Friday, 7 a.m. -6 p.m. CST) for any questions about GI Bill benefits.

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