

HOUSE BILL NO. 5703

“Michigan Army National Guard and Air National Guard apprenticeship act”

Rick Donovan

Polish Legion of American Veterans

## I. OPPORTUNITY

- A) The Michigan workforce is the foundation of our countries economic competitiveness and prosperity and significant talent shortages as identified by the Workforce Development Agency (WDA), State of Michigan in their published Michigan Industry Cluster Approach (MICA). In these talent clusters of Agriculture, Energy, Healthcare, Construction, Information Technology and Manufacturing we find matches of Military Occupational Specialty (MOS) for high demand occupations within these clusters. In an effort to fill the skills gaps which are slowing employer efforts to expand innovate and thrive here in Michigan. Nearly every cluster can benefit from the training and experience of the Michigan Air National Guard and Michigan National Guard where HB 5703 assists state agencies in collaboration to convert this training and experience into industry and nationally recognized credentials for employment opportunity and meet the states workforce and credential attainment goals, and more importantly helps our citizen soldiers obtain a credential employers seek here in Michigan for employment opportunities.
- B) The Michigan Department of Labor and Economic Opportunity (LEO) provides the connections, expertise and innovative solutions to create and share resources to assist Michigan citizens, to include our citizen soldiers of the Michigan Air and National Guard, to facilitate and gain state and nationally recognized credentials that can be used across Michigan for employment opportunities and career advancement of Michiganders.

## II. PATH FORWARD/FUNDING

- A) On April 29<sup>th</sup>, 2024 Governor Whitmer's *Executive Directive No. 2024-1* announced that Michigan has secured federal government funding providing over **NINE BILLION** dollars to the state of Michigan as part of the national effort to build up our nation's infrastructure.

### KEY POINTS OF DIRECTIVE

- By May 1, 2025 Michigan's Department of Labor and Economic Opportunity (LEO) is to create a **State Workforce Plan**. As part of this plan would include but not be limited to creating clear pathways for target occupations, skillsets and priority populations which includes our citizen soldiers of the Michigan National Guard and the Michigan Air National Guard.
- LEO shall coordinate with each partnership department to set a worker's trained goal for each project creating new workforce-development services or technical assistance programs for skills -hiring entities.
- **Training: LEO shall set a goal to facilitate the training of 5,000 infrastructure Workers in Michigan by January 1<sup>st</sup>, 2030 which includes but not limited to United States Department of Labor registered apprenticeships effective immediately.**

## III. HOUSE BILL NO. 5703 AND HOW IT HELPS MICHIGAN AIR AND MICHIGAN NATIONAL GUARD MEMBERS, AS WELL AS HELPING LEO AND PARTNER AGENCIES WITH EXECUTIVE DIRECTIVE NO. 2024-1

- A) Numerous states to include Indiana, South Carolina, Pennsylvania, Iowa and more recently Missouri through Governor Parsons *Project Eagle* has created in Missouri the largest National

Guard Apprenticeship program in the United States converting service in the Missouri Air National Guard and Missouri National Guard into registered apprenticeships and nationally recognized United States Department of Labor completion of apprenticeship certificates.

- B) Using and duplicating Missouri's example of MOS training combined with on-the-job training and service combined with the nine billion dollars of federal funding received Michigan can duplicate Missouri's proven efforts to assist Michigan's National Guard and Michigan's Air Guard soldiers into infrastructure jobs of tomorrow with veterans being a priority population that can encompass a sizeable portion of Executive Directive 2024-1 into our citizen soldiers having civilian nationally recognized credentials to meet these goals.
- C) By default, HB5703 aligns Military Occupational Specialty of the Guard into LEO's Industry Cluster Approach, Going-Pro Initiative, LEO's 60 x 2030 Initiative. In addition, 2 of the 4 Pillars of **education** and **employment** of the Michigan Veterans Affairs Agency where these United States Department of Labor registered apprenticeships created in the Michigan Guard as Missouri has demonstrated with their *Project Eagle* is not only education of our states citizen soldiers, but also employment opportunities with a easily recognized national credential worth upwards of 32 college credits at Michigan's 28 Community Colleges.

#### IV. HOW

- A) Michigan Air National Guard and Michigan National Guard soldiers are being deployed for year long service in to support U. S. Central command in places around the world in doing like Liberia, Latvia, United Arab Emirates, and South East Asia supporting operations doing medical support missions, infrastructure projects of carpentry and plumbing as well as **road repairs** and area drainage improvements. All this work and year long on-the-job training and experience can be easily translated into 40 hours per week times 50 weeks of a year-long deployment into the completion of a 2000-hour requirement in many of the United States Department of Labor apprenticeship completion certificates. While the program also being GI Bill approved many of our National Guard troops can also receive GI Bill housing stipends to meet their needs for mortgages, etc. here back in Michigan helping their loved ones they've left behind as they serve Michigan abroad. With this newly earned apprenticeship completion certificate our Michigan National Guard members can use that certificate towards often times a college certificate or future Associate Degree.
- B) Active Michigan Air National Guard and Active Michigan National Guard Soldiers serving at our National Guard bases in Battle Creek, Grayling and Selfridge doing the day-to-day operations and maintenance of these bases 24/7, 365 days a year will also be able to benefit from HB 5703 and registered apprenticeship opportunities.

#### V. CONCLUSION

- A) HB 5703 is the needed HOW in matching Missouri's *Project Eagle* as its not a matter of **IF** Michigan can duplicate what Missouri **has done**, but creates the *Michigan Army National Guard and Air National Guard Apprenticeship Act* to duplicate Missouri's efforts leveraging a small portion of 9 Billion dollars of federal funding while assisting LEO, MVAA, the State Approving Agency for GI Bill approvals in working together

because of HB 5703 to help Michigan's citizen soldiers of the National Guard and the veterans serving within creating nationally recognized credentials which can be used for civilian employment leveraging on-the-job MOS training, time served at home or abroad into career advancement in the Guard and, civilian or post Guard career employment opportunities.

- B) Current already funded partner state of Michigan Agencies and positions to implement HB 5703 and who will be assisting the Michigan Department of Military and Veterans Affairs (DMVA) or the Michigan National Guard and Michigan Air National Guard to duplicate what Missouri has done are listed below.

**LEO**

Director

Workforce Development Agency

Apprenticeship Team

Industry Cluster Team

Michigan Works! Agencies Apprenticeship Coordinators

Veterans Services – Veterans Employment Representatives

State Approving Agency for GI Bill approvals.

60 by 2030 Team

**MVAA**

Director

Strategy Team

Education Analyst

Employment Analyst

**DTMB**

Director

Michigan's Hot 50 Job List Team

# I. OPPORTUNITY

## Workforce Development Agency Industry Groups

by Prosperity Region



1/20/14 2014





GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
OFFICE OF THE GOVERNOR  
LANSING

GARLIN GILCHRIST II  
LT. GOVERNOR

## II. PATH FORWARD/FUNDING

### EXECUTIVE DIRECTIVE

No. 2024-1

To: State Department Directors and Autonomous Agency Heads  
From: Governor Gretchen Whitmer  
Date: April 29, 2024  
Re: Building Up Michigan's Workforce and Infrastructure

Since I first took office, I have been focused on growing Michigan's economy. By creating good-paying jobs, securing investments in advanced manufacturing and clean energy, pursuing advanced mobility, and taking action to improve our infrastructure, we can build a brighter future for Michigan. Our new Statewide Workforce Plan is the latest step towards achieving these goals by training workers, growing the middle class, powering our businesses, and supporting our entrepreneurs.

Our efforts to secure outside funding have paid off. The federal government is providing over nine billion dollars to the State of Michigan as part of a nationwide effort to build up our nation's infrastructure. One source of these funds is the Biden-Harris administration's Inflation Reduction Act, which will drive record investments in clean energy, lower costs for households, and help Michigan meet its climate and clean energy goals. These funds will be spent over the next three years, which means we have a huge opportunity right now to maximize their impact.

We must use this opportunity to build and strengthen our economic engine—the middle class. To take full advantage, however, we must support, train, and grow a new workforce that has the skills necessary to succeed in the tens of thousands of jobs that will be created as a direct result of all these federal and state investments. That is why I am working with impacted agencies and departments to ensure that these jobs are provided in an equitable and efficient manner, targeting positions that are critical to building up our infrastructure.

Therefore, acting pursuant to Article 5, § 1 and § 8 of the Michigan Constitution of 1963, I direct the following:

1. **Statewide Workforce Plan for Infrastructure**
  - (a) By May 1, 2025, the Department of Labor and Economic Opportunity (the Department) shall build on the Statewide Workforce Plan by establishing a statewide strategy to meet infrastructure workforce development goals (the Plan). This could

include, but is not limited to, creating clear pathways for target occupations, skillsets, and priority populations.

- (1) The Department shall establish the Plan through coordination with affected departments and agencies. This shall include the Department of Transportation; the Department of Environment, Great Lakes, and Energy; and the Michigan Infrastructure Office (collectively, the “partnership departments”). The Plan shall be facilitated by workforce leads, who shall be appointed within each partnership department in accordance with Section 4(a) of this Directive.
  - (2) The Plan should be developed as a program-based assessment, referring to the overall workforce plan for each type of infrastructure asset class provided for in federal infrastructure funding, including but not limited to the Infrastructure Investment and Jobs Act, the Inflation Reduction Act, and the CHIPS and Science Act (collectively, the “federal programs”).
  - (3) The Department shall coordinate with each partnership department to set a workers-trained goal for each project.
  - (4) The Department shall coordinate with each partnership department to ensure the Plan acknowledges historic racial and gender inequities in access to infrastructure career and educational opportunities.
  - (5) The Department shall coordinate with each partnership department to ensure the Plan removes barriers to worker availability.
  - (6) The Department, in coordination with partnership departments and other departments and agencies, shall adjust and update the Plan as needed.
- (b) The Department shall, where permissible, allocate some portion of new funding received for each project from federal programs for infrastructure workforce development, at an amount not to exceed five percent of the funding received for the project. Funding otherwise allocated is exempt from this requirement.
- (c) The Department shall work with partnership departments to use allocated funds to achieve workforce outcomes. Potential Plan provisions shall include but are not limited to:
- (1) Directing funding of workforce development programming and incentives for hiring of workers needing extra support,
  - (2) Scaling existing programs, and
  - (3) Where needed, creating new workforce-development services or technical-assistance programs for skills-hiring entities.



- (d) The Department shall periodically evaluate the Plan to ensure it is responsive to historic racial and gender inequities in access to infrastructure career and educational opportunities.
- (e) The Department and partnership departments shall gather information and quality assurance data to determine where to increase workforce capacity and how to allocate investments among existing high-performing programs, as permitted by law. The Department and partnership departments shall exchange this information on a monthly basis.
- (f) The Department and all recipients of funding for infrastructure development from federal programs shall comply with all federal laws and regulations and cooperate with all federal agencies in implementing programs using federal funding.

## **2. Training**

- (a) The Department shall set a goal to facilitate the training of 5,000 infrastructure workers in Michigan by January 1, 2030.
- (b) Workers receiving training from an educational entity shall be issued an industry-recognized certificate or other industry-recognized credential, which includes, but is not limited to, a United States Department of Labor registered apprenticeship.

## **3. Oversight and Monitoring**

- (a) In implementing this Directive, the Department shall provide centralized oversight, coordination, and, where needed, consolidation of allocated funds, in compliance with applicable laws and regulations.
- (b) The Department shall monitor metrics necessary to determine the effectiveness and success of this Directive. This shall include but is not limited to:
  - (1) Expenditure of workforce development funds and participant-level data points for federally required reporting,
  - (2) Increase in participation in the infrastructure development sector, and
  - (3) On-time project delivery.
- (c) The workforce leads appointed by the partnership departments shall assist the Department in its monitoring and oversight.

## **4. Infrastructure Workforce Leads and Department Cooperation**

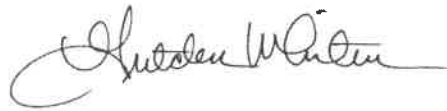
- (a) The partnership departments shall each appoint an infrastructure workforce lead to work with the Department.
- (b) All departments and agencies are responsible for expending funds consistent with this Directive, the Department's strategy, and applicable laws and regulations.



- (c) All reporting requirements remain with the partnership departments and other departments and agencies, as permissible by law.
- (d) All departments and agencies shall coordinate and cooperate with other departments and agencies, including the Department and partnership departments, in executing the duties outlined by this Directive.

This directive is effective immediately.

Thank you for your cooperation in its implementation.



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GRETCHEN WHITMER  
GOVERNOR

Search

III.



# GOVERNOR PARSON ANNOUNCES NEW PROJECT EAGLE APPRENTICESHIP PROGRAM



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s://governor.mo.gov/press-releases/archive/governor-parson-announces-new-project-eagle-  
apprenticeship-program)

*FEBRUARY 23, 2022*

**JEFFERSON CITY** — Today, in coordination with the Missouri National Guard (MONG) and the Missouri Department of Higher Education & Workforce Development (DHEWD), Governor Mike Parson announced the establishment of the Project Eagle Apprenticeship Program, to qualify military training and experience towards a federally-recognized apprenticeship certification.

"We are so proud of our military men and women here in Missouri. This program, which takes military training and turns it into a nationally recognized credential, is just one more way we can show our support for the folks who serve and support us," **Governor Parson** said. "The Project Eagle Apprenticeship Program allows service members to earn a credential that can translate into career advancements, helping bridge the gap between military and civilian life."

With this new partnership, the Missouri National Guard has been able to register as an apprenticeship sponsor as a result of collaboration between the Office of Apprenticeship & Work-based Learning, the U.S. Department of Labor, and military partners. This certification will be a no-cost benefit to service members, who will receive an apprenticeship credential upon completion of their on-the-job learning hours. Learning occurs during duty hours under the direction of the service members' supervisors. The programs are tailored to fit any enlisted Military Occupational Specialty or Air Force Specialty Code (MOS/AFSC) in the Missouri National Guard.

A kickoff celebration of the Project Eagle Apprenticeship Program was held today at the Ike Skelton Training Site, Missouri National Guard Headquarters in Jefferson City. Governor Parson, Major General Levon Cumpston, and Director of Workforce Development Dr. Mardy Leathers all shared their support for the new program during today's celebration. Specialist Kirkland Maneth and Master Sgt. Chase Jenkins are the first two Guardsmen to enroll and participate in the Registered Apprenticeship Program.

The new apprenticeship program, through MONG, is the largest and most comprehensive program of its kind in the nation. It includes 170 occupations with every unit within MONG Air and Army participating in the program – which is the only of its kind.

"The Apprenticeship Program aligns with our culture of taking care of each other," said **Maj. Gen. Levon Cumpston**. "It does so by providing national certification, which demonstrates the compatibility between military training and required skills for civilian employment. I am exceptionally proud of our partnership with DHEWD and the hard work of the team who made this opportunity possible."

Registered Apprenticeships are an industry-driven, high-quality career pathway where workers gain experience, classroom instruction, and a transferable credential. Apprenticeships are a flexible training model and a viable tool for the state to use to give Missourians the tools and credentials to advance in their careers.

“The successful work of matching over 170 Missouri National Guard occupations to approved apprenticeship occupations is due to the experience, and dedication of our Missouri Office of Apprenticeships’ Apprenticeship and Training Representatives, who are all retired guardsmen,” said **Dr. Mardy Leathers**. “They all have a passion to assist those who serve, and I believe this new program will be a lasting legacy to future service members.”

Missouri currently ranks third in the nation for completed apprenticeships, fourth in the nation for new apprentices, and sixth for active apprentices.

In FY 2021, Missouri had 14,520 active apprentices across 460 registered programs. Missouri ranks in the top 10 in the nation across four out of five categories for Registered Apprenticeships.

Service members can learn more about this apprenticeship opportunity on the MONG website:

<https://www.moguard.ngb.mil/Programs/MONG-Apprenticeship-Program/>

([https://urldefense.com/v3/\\_https://www.moguard.ngb.mil/Programs/MONG-Apprenticeship-Program/\\_;!!EErPFA7f--AJOw!UnOSfthUSGT3rOvVK1Cd269ktL-EDP90-zwhZA7s1JvPHapQijjzuzOrg6JHtD0pRs32bc7xHCoQL6E\\$](https://urldefense.com/v3/_https://www.moguard.ngb.mil/Programs/MONG-Apprenticeship-Program/_;!!EErPFA7f--AJOw!UnOSfthUSGT3rOvVK1Cd269ktL-EDP90-zwhZA7s1JvPHapQijjzuzOrg6JHtD0pRs32bc7xHCoQL6E$))

## CONTACT US

Office of Governor Michael L. Parson

P.O. Box 720

Jefferson City, MO 65102

Phone: (573) 751-3222

Fax: (573) 751-1495



**APPRENTICESHIP  
MISSOURI**

# **Missouri National Guard Apprenticeship Program (For Army National Guard)**

**HOW TO PARTICIPATE:  
A Guide for Soldiers & Leaders**








# How to Apply.

Find the Registered Apprenticeship Partners Information Data System (RAPIDS) Code that fits your MOS

Go to United Services Military Apprenticeship Program at <https://usmap.osd.mil/find-a-trade.htm>



**USMAP**  
United Services Military Apprenticeship Program

 My Record  Enroll or Reim

Requirements    Review Eligible Trades    Resources    FAQ

## Army Trades

**Match your MOS with the appropriate RAPIDS Code listed on the previous slide.**

**NEW USMAP Program Guide and Coordinator Guide are posted on the Resources tab. ALL participants are required to review these. Please note there are new requirements for Supervisors, Final Approvers and Coordinators, and more.**

Explore eligible trades related to your MOS by using the **Select a MOS** drop-down menu or learn more about a specific trade by using the **Select a Trade** drop-down. Selecting a MOS will automatically filter the **Select a Trade** list to display related trades only. Click the **time-based or competency-based** links to view more information about each trade and requirements. Clear selections at any time to start a new search.

**Select a MOS**

12K - Plumber

**Select a Trade**

Pipe Fitter - 0414D


[Clear Selections](#)

Trade	Description	Time-Based Work Process	Hours	Competency-Based Work Process	Demonstration in Trade
Pipe Fitter	Lay out, assemble, install, or maintain pipe systems, pipe supports, or related hydraulic or pneumatic equipment for steam, hot water, heating, cooling, lubricating, sprinkling, or industrial production or processing systems.	0414D	6000	0414D-CB	Minimum completion time is 12 months





# How to Apply.

Find the RAPIDS Code that fits your MOS  
 Go to United Services Military Apprenticeship Program at  
<https://usmap.osd.mil/find-a-trade.htm>



**USMAP**  
United Services Military Apprenticeship Program

 My Record

 Enroll or Reint

[Resources](#)

[FAQ](#)

**Review the Trade Description**

**Click and review the Time-Based Work Process outline & Competency-Based Work Process outline.**

**Army Trades**

**NEW USMAP Program Guide and Coordinator Guide are posted on the Resources tab. ALL participants are required to review these. Please note there are new requirements for Supervisors, Final Approvers and Coordinators, and more.**

Explore eligible trades related to your MOS by using the **Select a MOS** drop-down menu or learn more about a specific trade by using the **Select a Trade** drop-down. Selecting a MOS will automatically filter the **Select a Trade** list to display related trades only. Click the **time-based or competency-based** links to view more information about each trade and requirements. Clear selections at any time to start a new search.

**Select a MOS**

12K - Plumber

**Select a Trade**

Pipe Filter - 0414D

[Clear Selections](#)


Trade	Description	Time-Based Work Process	Hours	Competency-Based Work Process	Demonstration in Trade
Pipe Filter	Lay out, assemble, install, or maintain pipe systems, pipe supports, or related hydraulic or pneumatic equipment for steam, hot water, heating, cooling, lubricating, sprinkling, or industrial production or processing systems.	0414D	6000	0414D-CB	Minimum completion time is 12 months

3





# How to Apply.

Find the RAPIDS Code that fits your MOS  
Go to United Services Military Apprentices Program at  
<https://usmap.osd.mil/find-a-trade.htm>



**USMAP**  
United Services Military Apprentices Program

 My Record  Enroll or Reenroll

About Apprenticeships

Requirements

Review Eligible Trades

Resources

FAQ

**If you wish to participate, request for approval to enroll from your Chain of Command.**

**Print or save Time-Based Work Process outline and Competency-Based Work Process outline.**

**NEW USMAP Program Guide and Coordinator Guide are posted on the Resources tab. ALL participants are required to review these. PI**

**Army Trades**

Explore eligible trades related to your MOS by using the **Select a MOS** drop-down menu or learn more. Selecting a MOS will automatically filter the **Select a Trade** list to display related trades only. Click the information about each trade and requirements. Clear selections at any time to start a new search.

**Select a MOS**

12K - Plumber

**Select a Trade**

Pipe Fitter - 0414D

**Clear Selections**

Trade	Description	Time-Based Work Process	Hours	Competency-Based Work Process	Demonstration in Trade
Pipe Fitter	Lay out, assemble, install, or maintain pipe systems, pipe supports, or related hydraulic or pneumatic equipment for steam, hot water, heating, cooling, lubricating, sprinkling, or industrial production or processing systems.	0414D	6000	0414D-CB	Minimum completion time is 12 months





# How to Apply.

Required application forms are located at:  
<https://www.moguard.ngb.mil/Programs/Apprenticeship/>

Program Registration and  
 Apprenticeship Agreement  
 Officer of Apprenticeship

U.S. Department of Labor  
 Employment and Training Administration

## APPRENTICESHIP REGISTRATION - SECTION B

Warning: This agreement does not constitute a certification under Title 29. The program sponsor and sponsor agree to the terms of the Apprenticeship Agreement. This document is provided as part of the Apprenticeship Agreement. The sponsor will not sign this document until the sponsor has received the necessary approvals from the Office of Apprenticeship, MOA, or the Missouri State Apprenticeship Agency (MSAA). (Item 24)

\*PART A: TO BE COMPLETED BY APPRENTICE, RATEE OR SPOUSE: 1. Name (Last, First, Middle) and Address: \_\_\_\_\_  
 2. Social Security Number: \_\_\_\_\_  
 3. Veteran Status (Mark "X" one):  
 Veteran  Non-Veteran

\*PART B: TO BE COMPLETED BY APPRENTICE, RATEE OR SPOUSE: 1. Name (Last, First, Middle) and Address: \_\_\_\_\_  
 2. Social Security Number: \_\_\_\_\_  
 3. Veteran Status (Mark "X" one):  
 Veteran  Non-Veteran

MISSOURI NATIONAL GUARD  
 JOINT FORCE HEADQUARTERS  
 1000 W. BROADWAY  
 JEFFERSON CITY, MISSOURI 65101-1120

OFFICE SYMBOL \_\_\_\_\_ DATE \_\_\_\_\_

MEMORANDUM FOR RECORD

SUBJECT: Approval for SOLDIER'S NAME, SSN, to participate in the MONG Apprenticeship Program

- Soldier requests to participate in the Missouri National Guard Apprenticeship Program for MOS (add MOS code & title). Soldier's matching Trade Title, RAPIDS Code and Trade Description is (add Trade Title, RAPIDS Code and Trade Description cut and paste from United Services Military Apprenticeship Program at <https://usmap.osd.military.mos.htm>).
- To participate in the MONG Apprenticeship Program, Soldier understands the following conditions:
  - Must hold a Military Occupational Specialty (MOS) Code compatible with the selected trade title and description found on found on USMAP at <https://usmap.osd.military.mos.htm>.
  - Must be a member of Missouri National Guard.
  - Must be 18 years of age or older.
  - Must have a High School diploma or GED equivalency upon completion.
  - Must be physically capable of performing essential functions of the apprenticeship program without posing a safety hazard to themselves or others.
  - Must be satisfactorily performing their military duties and in good standing with their Chain of Command.
  - Must have a minimum of 12 months service obligation remaining.
  - Must complete a probationary period which may not exceed 25% of the length of the program or 1 year, whichever is shorter.
  - Must participate in the program no less than one year to complete unless previous experience is applied.

Complete U.S Department of Labor Form 671 and MONG Memorandum For Record (MFR). List the address you wish to receive your certificate (home of record or unit) on USDOL Form 671.

Submit completed Forms to your Chain of Command for Commander's signature.

After Commander signs, submit copies to Missouri National Guard State Resources Office at:

[MONGApprenticeship@mong.dps.mo.gov](mailto:MONGApprenticeship@mong.dps.mo.gov)

You should receive an email within 10 business days that you are enrolled in the program via the Registered Apprenticeship Partners Information Data System (RAPIDS).

**Your application is complete-Begin your Apprenticeship!**

Be sure to keep accurate records of your hours towards completion with supervisor approval.

If the Commander has reason not to sign, Soldier should get counseled with a DA Form 4856 explaining why the Soldier is not being considered for the program and how the Soldier can reapply in the future.





# How to Document Training and On-the-Job Learning Hours.

Build a binder (digital or physical) with necessary documents

Include initial application documents: U.S Department of Labor Form 671 & Memorandum for Record.

**U.S. Department of Labor**  
Employment and Training Administration

**Program Registration and Apprenticeship Agreement**  
Office of Apprenticeship

ONE No. 1018-0223 Expires: 06/30/2016

**WARNING:** This agreement does not constitute a certification under Title 29, CFR, Part 5 for the employment of an apprentice on a Federal (financed or guaranteed) loan or other Federal program. The sponsor will not, therefore, be eligible for the Federal loan guarantee program. The Department of Labor will not be held responsible for the accuracy or completeness of the information provided by the sponsor. The sponsor will be held responsible for the accuracy and completeness of the information provided to the Office of Apprenticeship (OAI) of the recognized State Apprenticeship Agency when the agreement is submitted to the OAI. The OAI will not be held responsible for the accuracy or completeness of the information provided by the sponsor.

**PART A: TO BE COMPLETED BY APPLICANT:** **NOTE TO SPONSOR:** **NOTE TO APPRENTICE:**

1. Name (Last, First, Middle) and Address: \_\_\_\_\_ Social Security Number: \_\_\_\_\_  
City, State, Zip Code, Telephone Number: \_\_\_\_\_

2. Date of Birth (Mo., Day, Yr.): \_\_\_\_\_ Sex (Mark one):  Male  Female

3. Education (Mark one):  High School Graduate  GED  Postsecondary or Technical Training

4. Military Status (Mark one):  Active  Veteran  Non-Veteran

5. Previous Apprenticeship:  Yes  No

6. Education Level (Mark one):  High School Graduate  GED  Postsecondary or Technical Training

7. Employment Status (Mark one):  New Hire  Former Employee

8. Training Source (Mark one):  On-the-Job  Classroom  Technical Training School  Military/Volunteer

9. Signature of Participant (Date of Birth): \_\_\_\_\_ Date: \_\_\_\_\_

**PART B: SPONSOR - EXCEPT FOR ITEMS 6, 7, & 10. REMAINDER OF ITEMS REPOPULATED FROM PROGRAM REGISTRATION.**

1. Sponsor Program No.: \_\_\_\_\_ 2a. Description: \_\_\_\_\_ 2b. Occupational Code: \_\_\_\_\_  
Sponsor Name and Address (No. Street, City, County, State, Zip Code): \_\_\_\_\_ (City is applicable to Part B, 3 b and 3 c)

3. Occupational Training (Mark one):  Non-Probationary  Probationary (If so, specify probationary period: \_\_\_\_\_)

4. Occupation Title: \_\_\_\_\_ 5. Compensation Rate: \_\_\_\_\_ (Hourly, Monthly, Yes/No)

6. Start Date: \_\_\_\_\_ 7. Term: \_\_\_\_\_ (Month, Year)

8. Credit for Previous Experience (Yes/No, Yes/No): \_\_\_\_\_ 9. Date of Appointment: \_\_\_\_\_

10. Related Training Institution Name: \_\_\_\_\_ 10a. Approximate Hourly Wage \$: \_\_\_\_\_ 10b. Journeyman's Hourly Wage \$: \_\_\_\_\_

11. Signature of Sponsor's Representative: \_\_\_\_\_ Date Signed: \_\_\_\_\_  
12. Signature of Sponsor's Representative: \_\_\_\_\_ Date Signed: \_\_\_\_\_

**PART C: TO BE COMPLETED BY REGISTRATION AGENCY**

1. Registration Agency and Address: \_\_\_\_\_ 2. Signature (Registration Agency): \_\_\_\_\_ Date Registered: \_\_\_\_\_

4. Applicant's Identification Number (Obtain on website): \_\_\_\_\_

Page 1 of 3

**MISSOURI NATIONAL GUARD**  
**JOINT FORCE HEADQUARTERS**  
**THE STATE TRAINING SITE**  
JEFFERSON CITY, MISSOURI 63101-1703

OFFICE SYMBOL: \_\_\_\_\_ DATE: \_\_\_\_\_

MEMORANDUM FOR RECORD

SUBJECT: Approval for SOLDIER'S NAME, SSN, to participate in the MONG Apprenticeship Program

1. Soldier requests to participate in the Missouri National Guard Apprenticeship Program for MOS (add MOS code & title). Soldier's matching Trade Title, RAPIDS Code and Trade Description is (add Trade Title, RAPIDS Code and Trade Description cut and pasted from United Services Military Apprenticeship Program at <https://usmap.osd.military.mos.htm>).

2. To participate in the MONG Apprenticeship Program, Soldier understands the following conditions:

- Must hold a Military Occupational Specialty (MOS) Code compatible with the selected trade title and description found on found on USMAP at <https://usmap.osd.military.mos.htm>.
- Must be a member of Missouri National Guard.
- Must be 18 years of age or older.
- Must have a High School diploma or GED equivalency upon completion.
- Must be physically capable of performing essential functions of the apprenticeship program without posing a safety hazard to themselves or others.
- Must be satisfactorily performing their military duties and in good standing with their Chain of Command.
- Must have a minimum of 12 months service obligation remaining.
- Must complete a probationary period which may not exceed 25% of the length of the program or 1 year, whichever is shorter.
- Must participate in the program no less than one year to complete unless previous experience is applied.





# How to Document Training and On-the-Job Learning Hours.

Build a binder (digital or physical) with necessary documents

PIPE FITTER  
 SAIDS: 0414D  
 ORNET/SCC: 47-2152.00  
 REVISION DATE: 03/2021  
 TRADE DESCRIPTION: Lay out, assemble, install, or maintain pipe systems, pipe supports, or related hydraulic or pneumatic equipment for steam, hot water, heating, cooling, lubricating, sprinkling, or industrial production or processing systems.

**MONG On-the-Job Learning & Training Tracker**  
 Record of Training & On-the-Job Learning (OJL) Work Hours earned by Apprentice

1. Date	2. Hours	3. Task completed	4. Matching Job Function	5. Supervisor Signature

**Competencies:**  
 1 - Plan pipe system layout, installation, or repair, according to specifications.  
 2 - Lay out full scale drawings of pipe systems, supports, or related equipment, according to blueprints.  
 3 - Measure and mark pipes for cutting or threading.  
 4 - Select pipe sizes, types, and related materials, such as supports, hangers, or hydraulic cylinders, according to specifications.  
 5 - Inspect work sites for obstructions or holes that could cause structural weakness.

**JOB FUNCTION 2: INSTALLATION AND ASSEMBLY**  
**Competencies:**  
 1 - Install automatic controls to regulate pipe systems.  
 2 - Remove and replace worn components.  
 3 - Inspect work sites for obstructions or holes that could cause structural weakness.  
 4 - Cut, thread, or hammer pipes to specifications, using tools such as saws, cutting torches, pipe threaders, or pipe benders.  
 5 - Assemble or secure pipes, tubes, fittings, or related equipment, according to specifications, by welding, brazing, cementing, soldering, or threading joints.  
 6 - Install fixtures, appliances, or equipment designed to reduce water or energy consumption.  
 7 - Cut or bore holes in structures, such as bulkheads, decks, walls, or mains, prior to pipe installation, using hand or power tools.  
 8 - Install pipe systems to support alternative energy-fueled systems, such as geothermal heating and cooling systems.  
 9 - Install or test fire water systems, such as recycling, treatment, or irrigation systems.  
 10 - Fill pipes with sand or resin to prevent distortion, and hold pipes during bending and installation.  
 11 - Attach pipes to walls, structures, or fixtures, such as radiators or tanks, using brackets, clamps, tools, or welding equipment.

**JOB FUNCTION 3: MAINTENANCE OF PIPE SYSTEMS**

**Include documents for OJL & training requirements:**

- Time-Based Work process outline
- MONG OJL & Training Tracker Sheets
- Competency-Based Work Process outline

**Time-Based Work process outline**

- Describes OJL hours required for each occupation competency
- Use this document to identify the number of hours required for each Job Function

**MONG OJL & Training Tracker Sheets**

- Used by you and your supervisor to log and track OJL hours and training completed

**Competency-Based Work Process outline**

- Used by you and your supervisor to track competencies when required hours are completed
- Required for Commander review when the Apprenticeship is completed

All forms may be completed manually or digitally



# How to Document Training and On-the-Job Learning Hours.

Build a binder (digital or physical) with necessary documents

<ul style="list-style-type: none"> <li>- Measure and mark pipes for cutting or threading.</li> </ul>		3500
<b>B INSTALLATION AND ASSEMBLY</b>		
<b>PIPE FITTER</b>		
RAPIIDS: 0414D	O*NET/SOC: 47-2152.00	REVISION DATE: 03/2021
<b>TRADE DESCRIPTION:</b> Lay out, assemble, install, or maintain pipe systems, pipe supports, or related hydraulic or pneumatic equipment for steam, hot water, heating, cooling, lubricating, sprinkling, or industrial production or processing systems.		
<b>TASK PERFORMANCE:</b> Demonstrate knowledge and skills for qualifying as Journeyman. Applicable qualification requirements will be used as a guide in performing tasks and demonstrating knowledge in the following skill areas. Actual work time must be recorded in the Work Experience Log; each skill area must be completed.		
<b>TRADE ELIGIBILITY REQUIREMENTS:</b> Service Member assigned, trained and working full time in this trade occupation; Have a minimum of 12 months remaining on active duty when beginning this trade apprenticeship; Agree to abide by the National Standards of Apprenticeship.		
<b>Related Instruction:</b> Trade related On-The-Job-Training (OJT) or Any Trade related schools/courses totaling 432 or more hours.		
<b>Additional Requirements:</b> None.		
<b>Skill Description</b>		Total Hours: 6000
<b>A PRE-PLANNING INSTALLATION</b> <ul style="list-style-type: none"> <li>- Lay out full scale drawings of pipe systems, supports, or related equipment, according to blueprints.</li> <li>- Plan pipe system layout, installation, or repair, according to specifications.</li> <li>- Inspect work sites for obstructions or holes that could cause structural weakness.</li> <li>- Select pipe sizes, types, and related materials, such as supports, hangers, or hydraulic cylinders, according to specifications.</li> </ul>		1000

Time-Based Work Process outline  
 Use this document as a list of requirements for your apprenticeship.  
 It provides:

- Trade description
- Performance standards
- Job Function
- Competencies
- Total hours required
- Hours requirements per Job Function





# How to Document Training and On-the-Job Learning Hours.

Build a binder (digital or physical) with necessary documents

PIPE FITTER	RAPIIDS: 0414D	C*NET/SOC: 47-2152.00	REVISION DATE: 03/2021
TRADE DESCRIPTION: Lay out, assemble, install, or maintain pipe systems, pipe supports, or related hydraulic or pneumatic equipment for steam, gas, or liquid.			
TASK FUNCTION	JOB FUNCTION 1: PRE-PLANNING INSTALLATION		
as a goal	Competencies:	Achieved Competency	Date Achieved
	1 - Plan pipe system layout, installation, or repair, according to specifications.		Approved By
	2 - Lay out full scale drawings of pipe systems, supports, or related equipment, according to blueprints.		
	3 - Measure and mark pipes for cutting or threading.		
	4 - Select pipe sizes, types, and related materials, such as supports, hangers, or hydraulic cylinders.		
	5 - Install pipe supports, hangers, or hydraulic cylinders.		
TRADE	Competencies:	Achieved Competency	Date Achieved
Service	1 - Inspect, examine, or test installed systems or pipe lines, using pressure gauge, hydrostatic testing, observation, or other methods.		Approved By
Have a	2 - Modify, clean, or maintain pipe systems, units, fittings, or related machines or equipment, using hand or power tools.		
Agree	3 - Clean and renew steam traps.		
Relate	4 - Operate motorized pumps to remove water from flooded manholes, basements, or facility floors.		
Trade	5 - Inspect work sites to identify potential environmental or safety hazards.		
Additional	6 - Immerse pipe in chemical solution to remove dirt, oil, and scale.		
None	7 - Clean and renew steam traps.		
	8 - Install pipe supports, hangers, or hydraulic cylinders.		
	9 - Lay out full scale drawings of pipe systems, supports, or related equipment, according to blueprints.		
	10 - Measure and mark pipes for cutting or threading.		
	11 - Select pipe sizes, types, and related materials, such as supports, hangers, or hydraulic cylinders.		
JOB	ALL COMPETENCIES COMPLETED:	DATE:	

**Competency-Based Work Process outline**

- Lists Job Functions and Competencies requirements
- As competencies are completed, your supervisor completes these blocks:
  - Supervisor Signature
  - Date Achieved
  - Supervisor Signature when Apprenticeship completed

Any Supervisor in your chain can approve competencies to your outline at the discretion of the Commander.

Once all functions are completed, you are ready to submit to the Commander!





# How to Document Training and On-the-Job Learning Hours.

Below is a list of training requirements for the Apprenticeship Program. Add this list to your binder.

Required Training		Minimum Hours
<b>Apprenticeship Orientation</b> As a key part of USDOL apprenticeship participation and apprentice orientation, all apprentices, RTI instructors and OJL mentors will complete Anti-Harassment Training, in accordance with CFR 29, Part 30. Guidance and training resources can be found online at: <a href="https://www.apprenticeship.gov/eeo/sponsors/prevent-harassment">https://www.apprenticeship.gov/eeo/sponsors/prevent-harassment</a>		02
United States Army Basic Combat Training (BCT) or Air Force Basic Military Training (BMT)		360
Advanced Individual Training (MOARNG) or Air Force Technical Training (MOANG)		400
Technical Training Related to Apprentice's Assigned MOS/AFSC		20
Non-Technical Training (e.g., Leadership, Team-Building, Professional Development)		20
Miscellaneous Workplace and Personnel Safety-Related Training/Briefings		10
<b>Total Minimum Related Technical Instruction (RTI) Hours:</b>		<b>812</b>

## Required Training can be documented by:

1. Providing a copy of the training certificate or DA 1059 to the Commander.
2. Documenting training on the MONG Apprentice Training Tracker.

**Required training cannot be applied towards On-the-Job Learning hours.**



# How to Receive Credit for Previous Experience

Up to 50% of the required On-the-Job Learning hours (OJL) and 100% of the training requirements can be credited to your apprenticeship from previous experience. You can document the training and experience on the initial MFR signed by your Commander. MFR should include:

1. An introductory paragraph briefly explaining your request to apply previous experience towards the apprenticeship program. Include your MOS and the title of the apprenticeship occupation you are applying for with the corresponding RAPIDS code.
2. Next, document your dates of service. Explain what service was active duty and M-Day. Also briefly describe deployments and their dates of service.
3. Explain in detail how your experience matches the requirements on the Time-Based Work Process outline from drills, annual trainings, and deployments. Be descriptive with experience to include start and end dates and hours completed.
4. Next describe how your military training meets the training requirements on slide 10. Be descriptive with dates and locations of trainings.
5. In conclusion, state the number of OJL hours completed and training requirements .
6. Add this information to your initial MFR.
7. Keep the original MFR for your records as it lends credibility to your certificate.



# How to Receive Credit for Civilian Employment Experience


 Missouri National Guard  
USDOL Registered Apprenticeship Program Standards

**Appendix D**

**EMPLOYER ACCEPTANCE AGREEMENT**

The undersigned hereby certifies that the information provided is true and correct. I have read and understand the provisions of the Missouri National Guard Registered Apprenticeship Program Standards and I agree to follow the rules and regulations of the program. I have read and understand the provisions of the Missouri National Guard Registered Apprenticeship Program Standards and I agree to follow the rules and regulations of the program.


**Signed:** \_\_\_\_\_  
**Date:** \_\_\_\_\_  
**Employer Name:** \_\_\_\_\_  
**Name of Contact Person:** \_\_\_\_\_  
**Address:** \_\_\_\_\_  
**City/State/Zip:** \_\_\_\_\_  
**Phone Number:** \_\_\_\_\_  
**Email:** \_\_\_\_\_  
**cc Registrar:** \_\_\_\_\_

 Missouri National Guard  
USDOL Registered Apprenticeship Program Standards

**Appendix D**

**EMPLOYER ACCEPTANCE AGREEMENT**

Adopted by the:



**Missouri National Guard**  
 2302 N. Illinois Drive  
 Jefferson City, MO 65101

In Collaboration With:

**Name of Participating Employer-Partner**

---

Developed in Cooperation with:  
 U.S. DEPARTMENT OF LABOR  
 Office of Apprenticeship

In addition to using military experience for On-the-Job Learning, you can ask permission from your civilian employer to register as an Employer-Partner to the MONG Apprenticeship Program.

To use OJL hours from your civilian employer, the experience must match the work descriptions listed on the Time-Based Work Process outline.

After getting permission from your civilian supervisor, approach your civilian employer with the provided documents. Once your employer signs the provided agreement, submit it to the MONG State Resources Office at:

[MONGApprenticeship@mong.dps.mo.gov](mailto:MONGApprenticeship@mong.dps.mo.gov)

MONG State Resources Office will enter the application in RAPIDS. Once the agreement is approved by U.S. DOL, you may submit experience from your civilian workplace toward the Apprenticeship Credential.

Ask your civilian supervisor to follow the same steps as your military supervisor in completing the documents listed on slides 9-12. No additional MFR or US DOL Form 671 is required.



# How to Receive the Apprenticeship Credential

When you have completed the requirements:

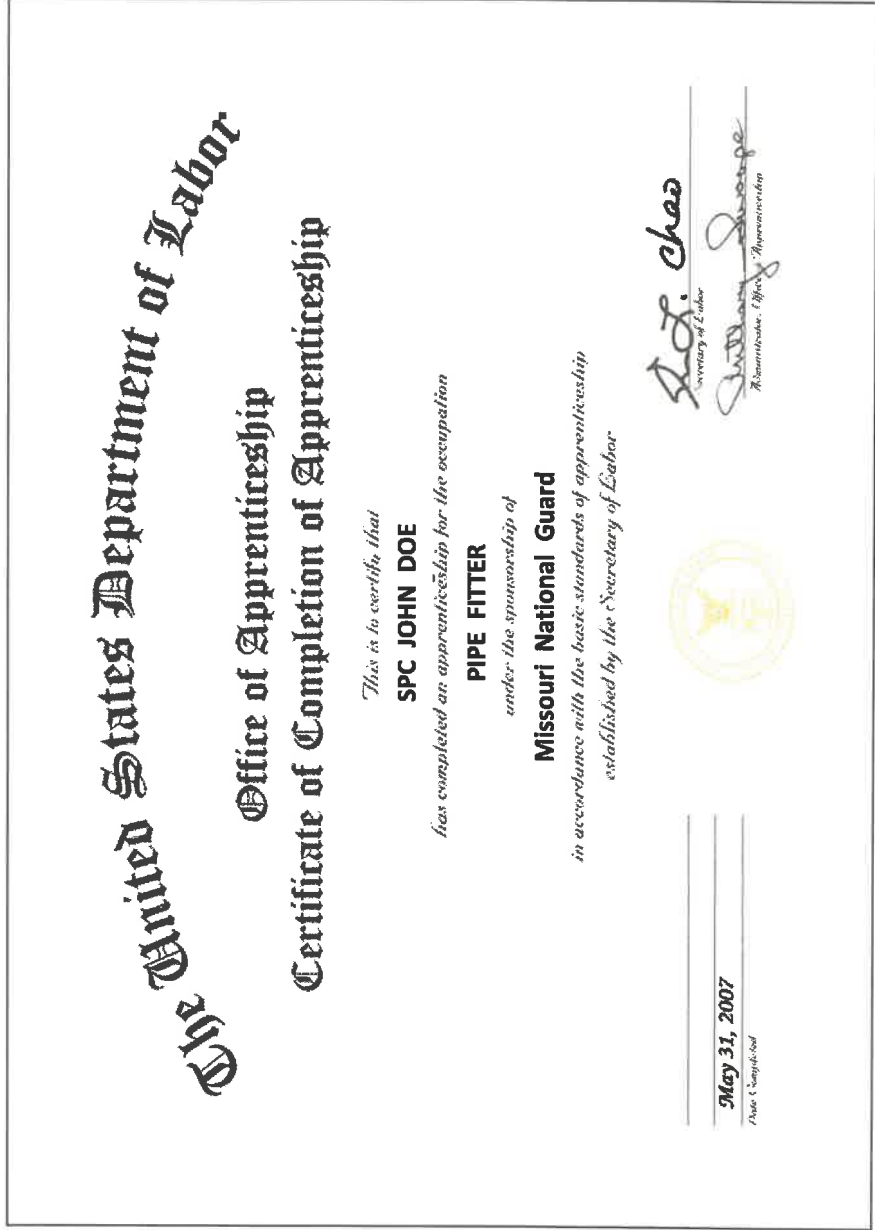
- Review all documented hours with your supervisor, ensuring requirements are completed in accordance with Time-Based Work Process outline, Competency-Based Work outline and training requirements.
- When completed, supervisor signs the Competency- Based Work Process outline.
- Submit signed Competency-Based Work Process outline and MFR to the Commander for review and signature verifying program completion.
- Submit copy of MFR with Commander's signature to the MONG State Resources Office at:  
[MONGApprenticeship@mong.dps.mo.gov](mailto:MONGApprenticeship@mong.dps.mo.gov)
- Keep remaining documents for your records
- MONG State Resources Office will verify your completion, input your information into RAPIDS, and send you a confirmation email.





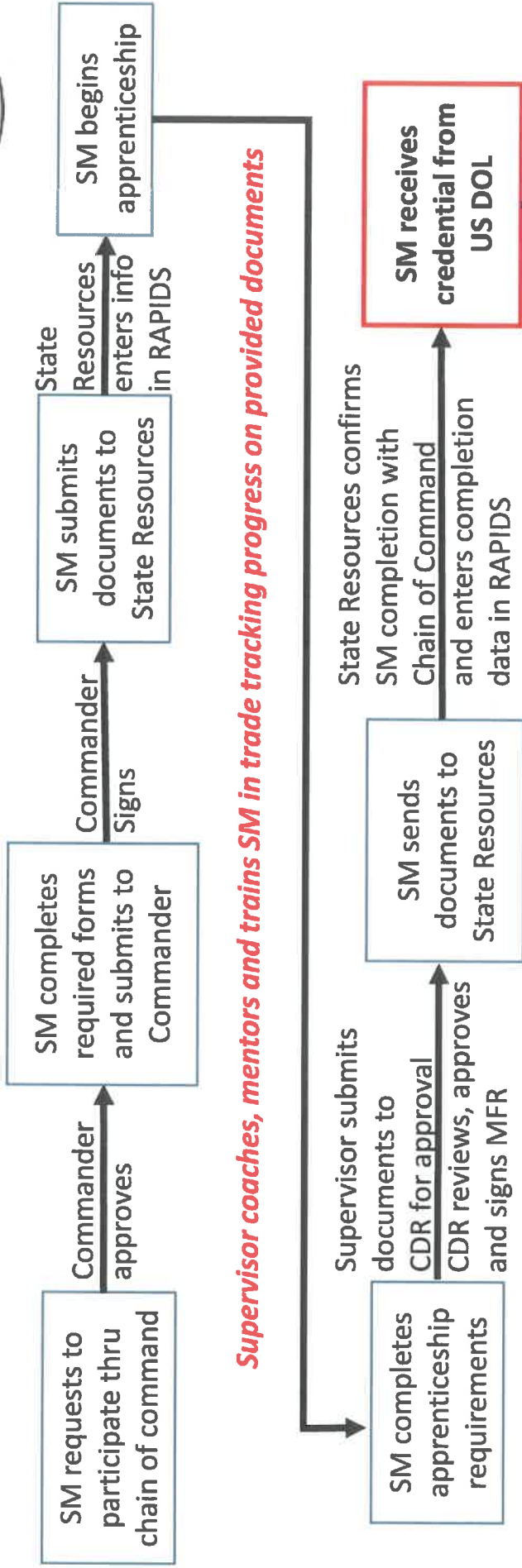
# How to Receive the Apprenticeship Credential

The Department of Labor will send your Apprentice certificate to your home of record or unit.  
Have your unit enter the certificate in your iperms record.





# MONG Apprenticeship Program Process Map



### Legend



### Definitions:

- RAPIDS-Registered Apprenticeship Partners Information Data System
- MFR – Memorandum for Record
- SM – Participating Service Member
- US DOL – US Department of Labor





# Missouri National Guard Apprenticeship Program (For Air National Guard)

**HOW TO PARTICIPATE:  
A Guide for Airmen & Leaders**





# How to Apply.

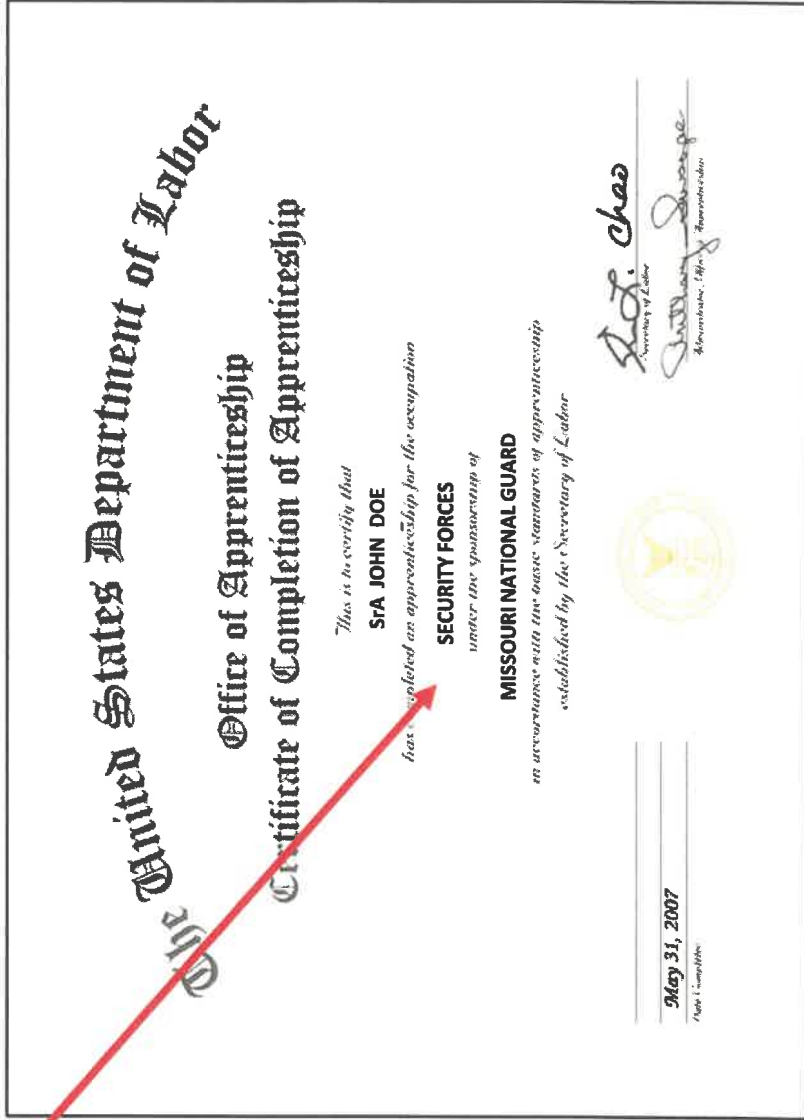
Find the RAPIDS Code that fits your AFSC:

CAREER FIELD CATEGORY, AFSC, & SPECIALTY (OCCUPATION) TITLE		Term Length (OJL Hours)	RAPIDS Code	CAREER FIELD CATEGORY, AFSC, & SPECIALTY (OCCUPATION) TITLE	RAPIDS Code	Term Length (OJL Hours)	CAREER FIELD CATEGORY, AFSC, & SPECIALTY (OCCUPATION) TITLE	RAPIDS Code	Term Length (OJL Hours)
<b>MONG Registered Apprenticeship Program – Department of Labor Approved Occupations (ANG)</b>									
<b>AIRCREW OPERATIONS</b>									
1A1X1	Flight Engineer	2500	0655	2A9X2	Bomber/Special Integrated Instrument & Ft Control Sys	6000	3E5X1	Engineering	2000
1A2X1	Aircraft Loadmaster	2500	0655		Bomber/special Electronic Warfare & Radar Surveillance Integrated Avionics	6000	3E6X1	Operations Management	2000
<b>COMMAND CONTROL SYSTEMS OPS.</b>									
1C0X2	Aviation Resource Management	2000	1064	2A9X3	Fuels	2000	3E7X1	Fire Protection	2000
1C1X1	Air Traffic Control	2000	1101	FUELS		2000	3E9X1	Emergency Management	2500
1C3X1	Command & Control Operations	2500	1065	2F0X1		2000	FORCE SUPPORT		
<b>Command &amp; Control Battle Management</b>									
1C5X1	Ops	2000	2060	LOGISTICS PLANS		3000	3F0X1	Personnel	2000
1C7X1	Airfield Management	2000	1063	2G0X1	Logistics Plans	3000	3F1X1	Services	2500
1C8X3	Radar, Airfield & WX Sys (RAWS)	6000	0605	MAINTENANCE MANAGEMENT		2000	3F2X1	Education and Training	2000
<b>INTELLIGENCE</b>									
1N0X1	All Source Intelligence	2000	1066	2R0X1	Maintenance Management	2000	3F4X1	Equal Opportunity	2000
1N1X1	Geospatial Intelligence	2000	1062	2R1X1	Production	2000	3F5X1	Administration	2000
1N2X1	Signals Intelligence Analyst	2000	2099	MATERIAL MANAGEMENT		3000	PUBLIC AFFAIRS		
1N4X1	Cyber Intelligence	2000	2050	250X1	Material Management	3000	3N0X6	Public Affairs	2500
1N8X1	Targeting Analyst	2000	2099	TRANSPORT AND VEHICLE MGMT.		3000	SECURITY FORCES		
<b>AIRCREW FLIGHT EQUIPMENT</b>									
1P0X1	Aircraft Flight Equipment	2500	1069	2T0X1	Traffic Management	3000	3P0X1	Security Forces	3000
<b>SAFETY</b>									
1S0X1	Safety	2000	0707	2T1X1	Ground Transportation	3000	MEDICAL		
<b>AEROSPACE MAINTENANCE</b>									
2A0X1	Avionics Test Station and Components	6000	0464	2T2X1	Air Transportation	3000	4A0X1	Health Services Management	3000
2A2X1	SOF/PR Integrated Comm/Nav/Mission Sys	6000		VEHICLE MAINTENANCE			4A1X1	Medical Materiel	2000
2A3X3	Tactical Aircraft Maintenance	6000	0863	2T3X7	Fleet Management and Analysis	2000	4A2X1	Biomedical Equipment	6000
2A5X1	Airlift/Special Mission Aircraft Maintenance	6000	0863	MUNITIONS AND WEAPONS		2000	4B0X1	Bioenvironmental Engineering	2000
2A5X4	Refuel/Bomber Aircraft Maintenance	6000	0863	2W0X1	Munitions Systems	2000	4D0X1	Diet Therapy	3000
2A6X1	Aerospace Propulsion	2000	1067	2W1X1	Aircraft Armament Systems	6000	4E0X1	Public Health	2000
2A6X2	Aerospace Ground Equipment	4500	0153	CYBERSPACE SUPPORT		2000	4H0X1	Respiratory Care Practitioner	3000
2A6X3	Aircraft Fuel Systems	6000	0605	3D0X1	Knowledge Management	2000	4N0X1	Aerospace Medical Service	2000
2A6X4	Aircraft Fuel Systems	3000	0610	3D0X2	Cyber Systems Operations	2000	4P0X1	Pharmacy	2000
2A6X5	Aircraft Hydraulic Systems	6000	0866	3D0X3	Cyber Surety	2000	4T0X1	Medical Laboratory	3000
2A6X6	Aircraft Electrical and Environmental Sys	6000	0160	3D0X4	Computer Systems Programming	2000	DENTAL		
2A7X1	Aircraft Metals Technology	2000	1068	3D1X2	Cyber Transport Systems	2000	4Y0X1	Dental Assistant	2000
2A7X2	Nondestructive Inspection	2000	1010	3D1X3	RF Transmission Systems	2000	PARALEGAL		
2A7X3	Aircraft Structural Maintenance	6000	0874	3D1X4	Spectrum Operations	2000	5I0X1	Paralegal	4500
<b>Low Observable Aircraft Structural Maintenance</b>									
2A7X5	Low Observable Aircraft Structural Maintenance	6000	0874	CIVIL ENGINEERING		6000	5R0X1	Religious Affairs	2000
2A8X1	Mobility Air Forces Integrated Comm/Nav/Mission Sys	6000	0996	3E0X1	Electrical Systems	1041	CONTRACTING		
2A8X2	Mobility Air Forces Integrated Instrument & Ft Control Sys	6000	0996	3E0X2	Electrical Power Production	0308	6C0X1	Contracting	6000
2A9X1	Bomber/Special Integrated Comm/Nav/Mission Sys	6000	0996	3E1X1	Heating, Ventilation, AC, & Refrig.	0637	FINANCIAL		
				3E2X1	Pavements and Construction Equip	0661	6F0X1	Financial Management & Comptroller	2000
				3E3X1	Structural	0067			
				3E4X1	Water and Fuel Sys Maintenance	0594			
				3E4X3	Pest Management	1000			



# How to Apply.

The US Department of Labor (US DOL) occupation title is the same as your AFSC title . This will be the title on your certificate when you complete the program.









# How to Document Training and On-the-Job Learning Hours.


Track On-the-Job Learning hours & training in your CFETP

Up to 50% of the required On-the-Job Learning hours (OJL) and 100% of the training requirements can be credited to your apprenticeship from previous experience.  
You and your supervisor can track these hours in your CFETP.  
Participants must achieve 50% of the requirements after the initial application is entered in RAPIDS and must be in the program a minimum of 6 months before the credential can be granted.

DEPARTMENT OF THE AIR FORCE  
Headquarters United States Air Force  
Washington DC 20330-1030

CFETP 31PX  
Parts I and II  
07 FEB 2020

AFSC 31PX  
SECURITY FORCES OFFICER



CAREER FIELD EDUCATION AND TRAINING PLAN

ACCESSIBILITY: Publications and forms are available on the e-publishing website at [www.afmipublishing.af.mil](http://www.afmipublishing.af.mil) for downloading or ordering.

RELEASABILITY: There are no releasability restrictions on this publication.



# How to Document Training and On-the-Job Learning Hours. Required Training

Required Training		Minimum Hours
<b>Apprenticeship Orientation</b> As a key part of USDOL apprenticeship participation and apprentice orientation, all apprentices, RTI instructors and OJL mentors will complete Anti-Harassment Training, in accordance with CFR 29, Part 30. Guidance and training resources can be found online at: <a href="https://www.apprenticeship.gov/eeo/sponsors/prevent-harassment">https://www.apprenticeship.gov/eeo/sponsors/prevent-harassment</a>		02
<b>United States Army Basic Combat Training (BCT) or Air Force Basic Military Training (BMT)</b>		360
<b>Advanced Individual Training (MOARNG) or Air Force Technical Training (MOANG)</b>		400
<b>Technical Training Related to Apprentice's Assigned MOS/AFSC</b>		20
<b>Non-Technical Training (e.g., Leadership, Team-Building, Professional Development)</b>		20
<b>Miscellaneous Workplace and Personnel Safety-Related Training/Briefings</b>		10
<b>Total Minimum Related Technical Instruction (RTI) Hours:</b>		<b>812</b>

**Required training cannot be applied towards On-the-Job Learning hours.**



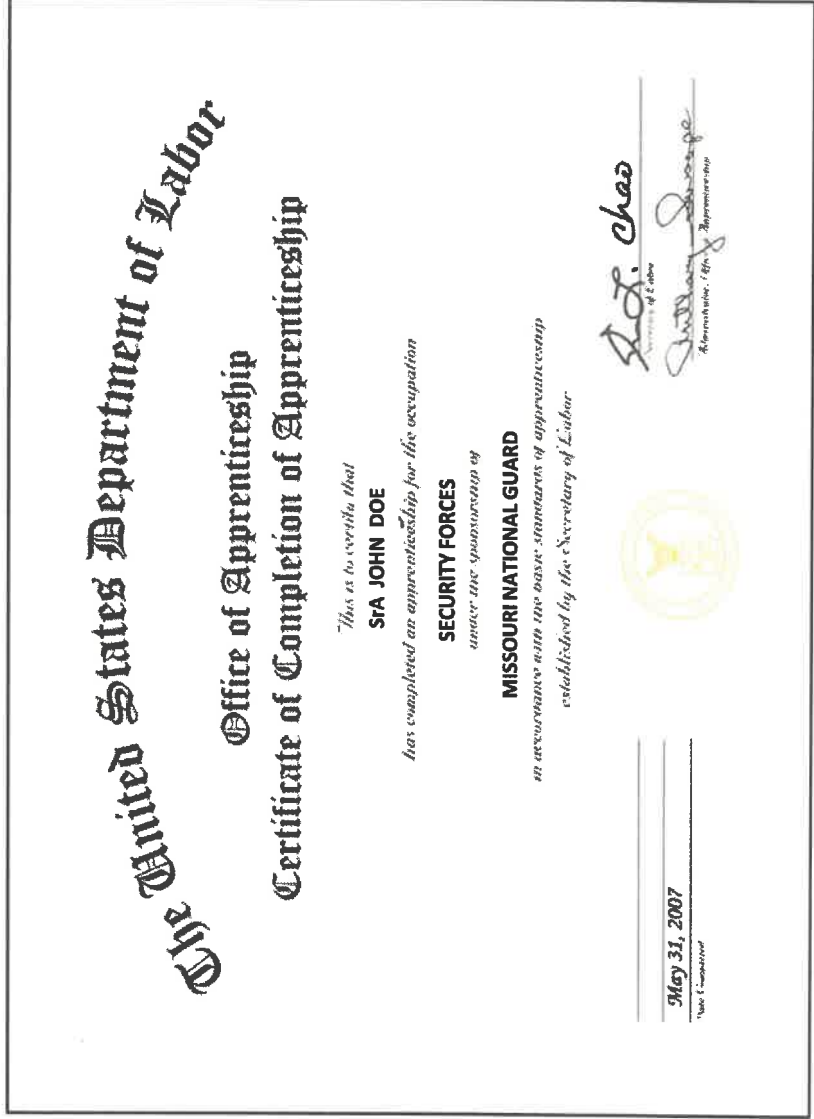
## How to Receive the Apprenticeship Credential

- Once you have completed the program, review On-the-Job hours and training with your supervisor, ensuring requirements are completed and documented on your CFETP.
- Submit a copy of your CFETP and initial MFR to the Commander for signature verifying program completion.
- Submit MFR only with Commander's signature to the MONG State Resources Office at:  
  
[MONGApprenticeship@mong.dps.mo.gov](mailto:MONGApprenticeship@mong.dps.mo.gov)
- MONG State Resources Office will verify your completion, input your information into RAPIDS, and send you a confirmation email.



# How to Receive the Apprenticeship Credential

The Department of Labor will send your Apprentice certificate to your home of record or unit.  
Have your unit enter the certificate in your digital records.

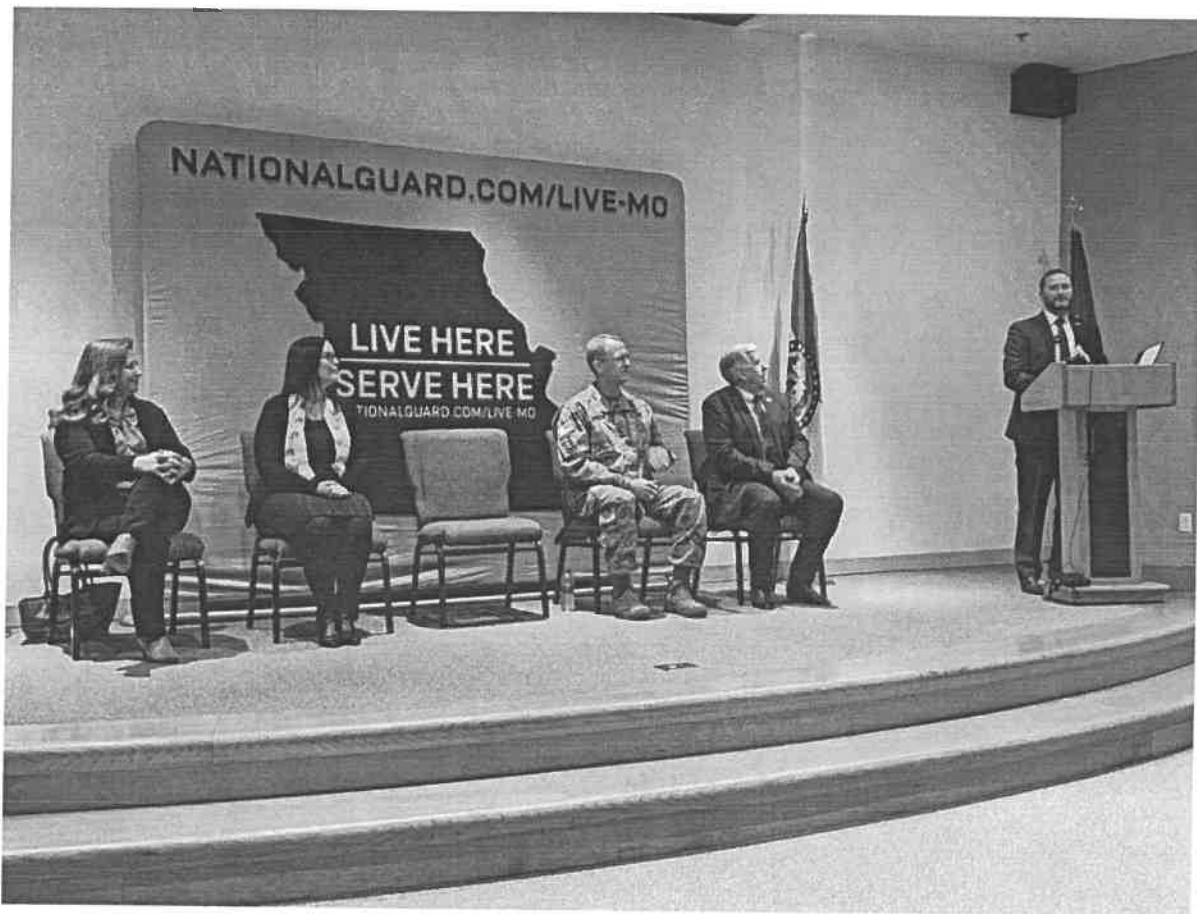






## MISSOURI LAUNCHES LARGEST NATIONAL GUARD APPRENTICESHIP PROGRAM IN THE U.S.

by Alisa Nelson | Mar 1, 2022



Men and women who put on a Missouri National Guard uniform to defend the United States of America can now earn a free apprenticeship certification for their military expertise.

A new apprenticeship program, called Project Eagle, allows military training and experience to qualify towards an apprenticeship certification in an industry-driven field. The formal, structured training program aims to give

them a leg up inside and outside of the military – and also make the individual a more effective warfighter.

Apprenticeships are a way for businesses to complete on-the-job training and classroom instruction of their future employees while providing individuals with experience and a paycheck.

Missouri's Office of Workforce Development Director, Dr. Mardy Leathers, says the program has 171 occupations that members can get certified in – making it the largest U.S. program of its kind.



Gov. Mike Parson, Adj. Gen. Levon Cumpton, Dr.

Mardy Leathers

“Our partnership with Missouri National Guard actually was fully comprehensive. We said we want everyone to have equal access to an apprenticeship opportunity,” he says. “So we created programs for every single occupation. That’s a really big deal. The other part of it is that you know, it’s available day one – today – for any serviceman or woman that wants to join. So, I mean, if all wanted to sign up tomorrow, then we’re going to be busy, but we could sign them all up tomorrow.”

A minimum of 2,080 on-the-job training hours is required.

“If they’re involved in public works, so they’re electrician, working for a community, or a co-op, but they’re also in the National Guard, they’ll be able to get credit for the time they spend in the co-op and the time they spend in the Guard which will help expedite that, as well as us adding other learning opportunities,” he says.

Those boots on the ground could also help Missouri with its workforce crunch. About 116,000 jobs are currently open.

“Employers want talent employers need talent,” says Leathers. “And they always prefer servicemen and women and veterans. Because, again, they look

at their leadership experience or critical thinking skills or communication skills, their dedication and discipline in addition to any specialized skill sets they might have. And so, what we're doing is we're helping these individuals even be more marketable."



Project Eagle announcement

Missouri Adjutant General

Levon Cumpston says these apprenticeship occupations can range from truck driver, to cyber security expert or healthcare worker.

"I think we have an opportunity to make a big difference across the state because there are employers looking for talented men and women, any given day, that are disciplined, that bring leadership skills and that bring training that they value," he says.

Maj. Gen. Cumpston says the program demonstrates a sincere investment in the state's National Guard soldiers.

"Ensuring the skills they learned in the military effectively translate to their civilian jobs across this great state, I'm confident as Dr. Leathers pointed out, that this program will enhance the retention of our highly skilled workforce by providing additional opportunities for employment across Missouri," says Cumpston.

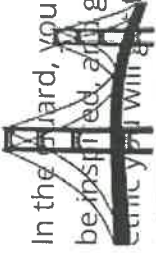
Gov. Mike Parson says Project Eagle credentials can translate into career advancements – helping to bridge the gap between military and civilian life.

"You know that basic fundamental training you had has made you somebody special and I will tell you are special and there's very few people that go through what you went through," says Parson. "You are going to need a little something extra when you get out there and get accustomed in the world."

He says Missouri ranks third in the nation in the number of completed

# CAREER OPTIONS (MOS)

(<https://www.army.mil/joining/locations/>)



In the Guard, you not only have the option to choose your Military Occupational Specialty (MOS), but you will learn, be challenged, be inspired, and gain valuable skill sets to fuel your path to success. However long you choose to remain enlisted, with a good work ethic you will find the opportunity to boost your career both during your time in the military and in the civilian world. The following is level positions available to you upon enlistment:

Combat Medic; 74D Chemical, Biological, Radiological, and Nuclear (CBRN) Specialist

Technical: 25B Information Technology Specialist; 25S Satellite Communication Systems Operator-Maintainer

**Engineering:** 12B Combat Engineer; 12N Construction Equipment Operator; 12T Technical Engineering Specialist

**Mathematics:** 13J Fire Control Specialist; 35M Human Intelligence Collector; 35N Signals Intelligence Analyst

## ADMIN & RELATIONS:

27D Paralegal Specialist

36B Financial Management Technician

42A Human Resources Specialist

42R Musician

46R Public Affairs Broadcast Journalist

## AVIATION:

15B Aircraft Powerplant Repairer

15D Aircraft Powertrain Repairer

15E Unmanned Aircraft Systems Repairer

15F Aircraft Electrician

# III.

# B&C



15G Aircraft Structural Repairer

15H Aircraft Pnedraulics Repairer

15N Avionics Mechanic

15P Aviation Operations Specialist

Traffic Control Operator

45 Helicopter Repairer

47 Helicopter Repairer

Unmanned Aerial Vehicle Operator



**ENGINEER:**

12B Combat Engineer

12C Bridge Crewmember

12K Plumber

12M Firefighter

12N Construction Equipment Operator

12R Interior Electrician

12T Technical Engineering Specialist

12W Carpentry and Masonry Specialist

**GROUND DEFENSE:**

13B Cannon Crewmember

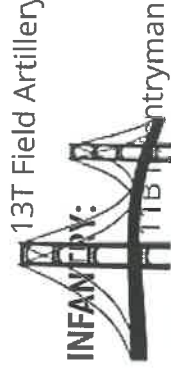
13D Field Artillery Automated Data Systems Specialist

13F Fire Support Specialist

13J: Fire Control Specialist

13M Multiple Launch Rocket System Crewmember

13P Multiple Launch Rocket System Operations/Fire Direction Specialist  
(<http://www.usa.army.mil>) Army ONLINE (/LOCATIONS/)



Direct Fire Infantryman



Information Technology Specialist

Radio Operator – Maintainer

(/)  
25L Cable Systems Installer – Maintainer

25M Multimedia Illustrator

25N Nodal Network Systems Operator – Maintainer

25P Microwave Systems Operator – Maintainer

25Q Multi-channel Transmission Systems Operator – Maintainer

25S Satellite Communication Systems Operator – Maintainer

25U Signal Support Systems Specialist

25V Combat Documentation/Production Specialist

29E Electronic Warfare Specialist

35F Intelligence Analyst

35G Geospatial Intelligence Imagery Analyst

35L Counter Intelligence Agent

35M Human Intelligence Collector

35N Signals Intelligence Analyst

35P Cryptologic Linguist

35T Military Intelligence Systems Maintainer/Integrator  
(<https://www.army.mil/locations/>)

37F Psychological Operations (PsyOps) Specialist



89B Munition Specialist



Explosive Ordnance Specialist

Repaired Vehicle Mechanic

Utilities Equipment Repairer

Power Generator Equipment Repairer

(/) 91E Allied Trade Specialist

91F Small Arms/Artillery Repairer

91G Fire Control Repairer

91H Track Vehicle Repairer

91J Quartermaster and Chemical Equipment Repairer

94F Computer Detection Systems Repairer

94H Test, Measurement, & Diagnostic Equipment Maintenance

Support Specialist

94M Radar Repairer

94P Multiple Launch Rocket System Repairer

94R Avionic and Survivability Equipment Repairer

#### MEDICAL:

68A Biomedical Equipment Repairer

68C Practical Nursing Specialist

68E Dental Specialist

68F Physical Therapy Specialist

68G Patient Administrator Specialist

68H Optical Laboratory Specialist

68J Medical Logistics Specialist

68K Medical Laboratory Specialist

68L Microbiology Specialist

68M Pharmacy Specialist

68N Veterinary Food Inspection Specialist

(/)  
68S Preventive Medicine Specialist

68W Health Care Specialist

68X Mental Health Specialist

## MILITARY POLICE:

31B Military Police

31E Internment/Resettlement Specialist

## SUPPORT AND LOGISTICS:

56M Chaplain Assistant

92A Automated Logistical Specialist

92F Petroleum Supply Specialist

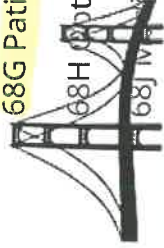
92G Food Service Specialist

92M Mortuary Affairs Specialist

92S Shower/Laundry and Clothing Repair Specialist

92W Water Treatment Specialist

92Y Unit Supply Specialist





94E Radio and Communications Security Repairer

(<https://www.michiganarmyguard.com/locations/>)

**TRANSPORT:**

88H Cargo Specialist

88M Motor Transport Operator Truck Driver

Transportation Management Coordinator



(/)

[ABOUT \(/HISTORY\)](#) | [APPLY \(/LOCATIONS\)](#) | [BENEFITS \(/SERVICE/RESULTS\)](#) | [SITEMAP \(/SITEMAP\)](#) | [CONTACT \(/CONTACT-US\)](#) | [RECRUITER VACANCY \(/FORM/APPLY-TO-BECOME-A-RECRUITER\)](#) | [REFERRAL \(/FORM/REFERRAL\)](#) | [EDUCATORS \(/EDUCATORS\)](#)

888-906-1636 (TEL:888-906-1636) | © 2024 MICHIGAN ARMY NATIONAL GUARD. WEB DESIGN ([HTTP://SEATTLEWEBDESIGN.COM](http://seattlewebdesign.com)), BY EFELLE.

(<https://www.michiganarmyguard.com/>)

# NATIONAL GUIDELINES FOR APPRENTICESHIP STANDARDS

DEVELOPED BY

***THE NATIONAL GUARD BUREAU***

FOR ALL  
MILITARY OCCUPATIONS, SPECIALTIES,  
AND BRANCHES LISTED IN THESE STANDARDS



DEVELOPED IN COOPERATION WITH THE  
U.S. DEPARTMENT OF LABOR  
OFFICE OF APPRENTICESHIP

APPROVED AND CERTIFIED BY  
THE U.S. DEPARTMENT OF LABOR, OFFICE OF APPRENTICESHIP

BY:  /s/  
JOHN V. LADD, ADMINISTRATOR  
OFFICE OF APPRENTICESHIP

CERTIFICATION DATE:  December 10, 2010  
CERTIFICATION NUMBER:  C-2011-02

**NOTICE:** National Guard Apprentices are required to read these Standards before beginning their apprenticeship program.

## Military Occupation Specialty (MOS) Skill Set Standards List

### **ADJUTANT GENERAL- 42 SERIES:**

42A HUMAN RESOURCES SPECIALIST

O-net Code: 43-4161.00, RAPIDS Code: 1077CB

27D PARALEGAL SPECIALIST

O-net Code: 23-2011.00, RAPIDS Code: 1003

---

### **ENGINEER- 21 SERIES:**

21E HEAVY CONSTRUCTION EQUIPMENT OPERATOR

O-net Code: 47-2073.02, RAPIDS Code: 0365TB

21F CRANE OPERATOR

O-net Code: 53-7021.00, RAPIDS Code: 0014

21K PLUMBER

O-net Code: 47-2152.02, RAPIDS Code: 0432

21M FIREFIGHTER

O-net Code: 33-2011.01, RAPIDS Code: 0195

21R INTERIOR ELECTRICIAN

O-net Code: 47-2111.00, RAPIDS Code: 0159

21V CONCRETE AND ASPHALT EQUIPMENT OPERATOR

O-net Code: 47-2071.00, RAPIDS Code: 0872

21W CARPENTRY AND MASONRY SPECIALIST

21W Carpentry

O-net Code: 47-2031.01, RAPIDS Code: 0653HY

21W Masonry

O-net Code: 47-2021.00, RAPIDS Code: 0051HY

---

### **SIGNAL- 25 SERIES:**

25B INFORMATION TECHNOLOGY SPECIALIST

O-net Code: 15-1071.00, RAPIDS Code: 1132CB

25C RADIO OPERATOR/MAINTAINER

O-net Code: 27-4013.00, RAPIDS Code: 0952

25L CABLE SYSTEMS INSTALLER/MAINTAINER

III. B&C  
ONET  
AND  
RAPIDS  
CODES

WORK DONE  
2010

O-net Code: 49-9051.00, RAPIDS Code: 0056

**FINANCE- 73 SERIES:**

73C FINANCE SPECIALIST

O-net Code: 43-3051.00, RAPIDS Code: 1083CB

73D ACCOUNTING SPECIALIST

O-net Code: 43-3031.00, RAPIDS Code: 1125HY

---

**MILITARY POLICE- 31 SERIES:**

31B MILITARY POLICE

O-net Code: 33-3051.01, RAPIDS Code: 0437

---

**MAINTENANCE- 44 SERIES:**

44E MACHINIST

O-net Code: 51-4041.00, RAPIDS Code: 0296CB

52D POWER-GENERATION EQUIPMENT REPAIRER

O-net Code: 49-3031.00, RAPIDS Code: 0124

O-net Code: 49-3031.00, RAPIDS Code: 0153

63S HEAVY-WHEEL VEHICLE MECHANIC

O-net Code: 49-3031.00, RAPIDS Code: 0022

63B LIGHT-WHEEL VEHICLE MECHANIC

O-net Code: 49-3023.01, RAPIDS Code: 0023

O-net Code: 49-3023.02, RAPIDS Code: 1034CB

---

**MEDICAL- 68 SERIES:**

68A MEDICAL EQUIPMENT REPAIRER

O-net Code: 49-9062.00, RAPIDS Code: 0168

68D OPERATING ROOM SPECIALIST

O-net Code: 29-2055.00, RAPIDS Code: 1051CB

68E DENTAL SPECIALIST

O-net Code: 31-9091.00, RAPIDS Code: 0101

68G PATIENT ADMINISTRATION SPECIALIST

O-net Code: 29-2071.00, RAPIDS Code: 1114

68H OPTICAL LABORATORY SPECIALIST



O-net Code: 51-9083.00, RAPIDS Code: 0032

68K MEDICAL LABORATORY SPECIALIST

O-net Code: 29-2012.00, RAPIDS Code: 0323

68M NUTRITION CARE SPECIALIST

O-net Code: 35-2012.00, RAPIDS Code: 0090

68P RADIOLOGY SPECIALIST

O-net Code: 29-2034.01, RAPIDS Code: 1081CB

68Q PHARMACY SPECIALIST

O-net Code: 29-2052.00, RAPIDS Code: 0844CB

68S PREVENTIVE MEDICINE SPECIALIST

O-net Code: 29-9011.00, RAPIDS Code: 0707

68T ANIMAL CARE SPECIALIST

O-net Code: 31-9096.00, RAPIDS Code: 1112CB

68W HEALTH CARE SPECIALIST

O-net Code: 29-2041.00, RAPIDS Code: 0730

O-net Code: 29-2041.00, RAPIDS Code: 0543

---

**TRANSPORTATION- 88 Series:**

88M MOTOR TRANSPORT OPERATOR (TRUCK DRIVER)

O-net Code: 53-3032.00, RAPIDS Code: 0980HY

88N TRANSPORTATION MANAGEMENT COORDINATOR

O-net Code: 43-5011.00, RAPIDS Code: 0655

O-net Code: 43-5032.00, RAPIDS Code: 0681

---

**QUARTERMASTER – 92 Series:**

92A AUTOMATED LOGISTICAL SPECIALIST

O-net Code: 43-5061.00, RAPIDS Code: 0856

92G FOOD SERVICE SPECIALIST

O-net Code: 35-2021.00, RAPIDS Code: 0090

92W WATER TREATMENT SPECIALIST

O-net Code: 51-8031.00, RAPIDS Code: 0507

92Z SENIOR NONCOMMISSIONED LOGISTICIAN

O-net Code: 17-2112.00, RAPIDS Code: 0636

92Y UNIT SUPPLY SPECIALIST

O-net Code: 43-5061.00, RAPIDS Code: 0856



IV. HOW  
A)

## U.P. Michigan Guardsmen prepare for deployment



Michigan National Guard Logo

The logo of the Michigan National Guard (U.S. National Guard graphic by Sgt. James Bennett).

**By Capt. Trevor Kay** / Published Jan. 6, 2023

LANSING, Mich. -- , Approximately 150 Soldiers assigned to the Michigan Army National Guard Headquarters 107th Engineer Battalion, will gather with families and invited guests while preparing for a deployment Jan. 7, 2022, at Northern Michigan University, in Marquette.

Based in Ishpeming and Marquette, the unit, comprised of the Headquarters and Headquarters Company and Forward Support Company, are scheduled to deploy for up to a year to Southwest Asia.

The Headquarters 107th EN BN, known by their motto, 'Good as Done,' last deployed overseas in 2007-2008 to Iraq in support of Operation Iraqi Freedom. In 2021, the unit mobilized to Washington, D.C. in support of the 59th Presidential Inauguration and Operation Capitol Response— augmenting security operations of the U.S. Capitol Police.

"I am extremely proud of the hard work our Soldiers and leaders have accomplished over the last year in preparation for this deployment. I am humbled by their tenacity, discipline, commitment, and professionalism," said Lt. Col. Christopher Graham, 107th EN BN commander. "Additionally, I am eternally grateful for the support given to these fine Americans from families, friends, and employers as we deploy to the Middle East. We could not be successful if it were not for their sacrifices."

The units will be operating under Operation Spartan Shield and their mission is to support general construction operations throughout multiple countries in U.S. Central Command. Soldiers will be supporting operations such as fortifying bunkers and entry control points, road repairs, area drainage improvement, and developing logistics support areas while in theater.

"We all sacrifice so much in our personal lives to prepare for such an endeavor but never realize it until the focus, determination, and selflessness comes to fruition for a mission like this," said Command Sgt. Maj. Benjamin Proehl, the 107th EN BN senior enlisted leader. "These Soldiers and their families truly represent what it means to serve. The honor and privilege of serving this country with this group of individuals cannot be described in words. I am truly humbled to deploy with these fine Soldiers and look forward to our successful completion of the mission and our return to our loving families. "

The Michigan National Guard Family Programs Office provides support and care for service members and families of the Michigan National Guard while enhancing the readiness and well-being of their military families through information, education, programs and resources. They may be reached at 1-888-MICH-FAM.



# IV. HOW A)

## Michigan National Guard Soldiers Return from Overseas Deployment



240208-A-WX809-9188

Sgt. 1st Class Jeff Stainsby, A Battery, 182nd Field Artillery, Michigan National Guard, holds his daughter, Clair, for the first time at the unit's welcome home ceremony in Detroit, Mich, Feb. 8, 2024.



LANSING, Mich. - For almost a year, dedicated Michigan National Guard members set aside their civilian lives and careers to support U.S. national security.

Feb. 8 marked the homecoming of 84 Citizen-Soldiers belonging to the Michigan National Guard's Alpha Battery, 1st Battalion, 182nd Field Artillery, following their overseas deployment to Al Dhafra Air Base in the United Arab Emirates. The unit, operating the High Mobility Artillery Rocket System, supported operations Spartan Shield and Inherent Resolve in the Central Command region.

"Today, we welcome Michiganders who served our state and nation admirably in uniform back home," said Gov. Gretchen Whitmer. "These 84 Citizen-Soldiers are the best of us, and I am so grateful that they are coming back home right in time for a pure Michigan spring after successfully carrying out their mission. Let's keep working together to support the men and women of our National Guard and their families by having their backs every step of the way."

As the Alpha Battery Soldiers reunited with their families and friends, the battery commander, Capt. Kasey Robbins, expressed his gratitude and pride in the unit's accomplishments. "The dedication and resilience of Alpha Battery has been truly exceptional. Our Soldiers executed their mission with precision and contributed significantly to the ongoing success of operations Spartan Shield and Inherent Resolve," said Robbins.

First Sgt. Kaleb Vickery praised the Soldiers' readiness and training.

"These Soldiers have demonstrated unwavering resilience and the ability to be ready at a moment's notice," Vickery said. "Their commitment to maintaining peak readiness is a testament to their professionalism and dedication to the mission."

Alpha Battery, 1-182 FA, joined forces with the 3-197 Field Artillery unit, New Hampshire Army National Guard, for the deployment.

"Our Soldiers integrated seamlessly in a joint, total-force environment," said Robbins. "We worked with active-duty and Guard members from both the Army and Air Force. The men and women from Michigan demonstrated impressive professionalism while working directly with the host nation partners and their Air Force counterparts."

Robbins said the Alpha Battery, 1-182 FA team worked closely with the host-nation partners during training exercises using the HIMARS systems.

HIMARS is a highly mobile artillery rocket system that allows for the deployment of various munitions.

While the homecoming was a celebration, recent news of drone attacks on U.S. service members in Jordan highlighted the ongoing threats faced by military personnel in the region.

Maj. Gen. Paul D. Rogers, adjutant general for the Michigan Army National Guard and director of the Michigan Department of Military and Veterans Affairs, commended Alpha Battery for outstanding contributions to national security overseas.

"Alpha Battery's accomplishments during their deployment underscore the Michigan National Guard's commitment to ensuring the safety and security of our nation," Rogers said. "Their dedication and proficiency in operating the HIMARS system have significantly advanced our strategic objectives in the region."



# MICHIGAN'S HOT 50

JOB OUTLOOK THROUGH 2028

STATE OF MICHIGAN

Department of Technology, Management and Budget

Bureau of Labor Market Information and Strategic Initiatives

LEARN MORE:

[www.michigan.gov/LMI](http://www.michigan.gov/LMI)

V. B)

# MICHIGAN'S HOT 50 JOB OUTLOOK THROUGH 2028

MICHIGAN'S HIGH-DEMAND, HIGH-WAGE CAREERS	PROJECTED ANNUAL JOB OPENINGS	HOURLY WAGE RANGE	GROWTH (%) 2018-2028	TYPICAL EDUCATION AND TRAINING BEYOND HIGH SCHOOL
Accountants and Auditors	3,510	\$26-\$42	0.7	Bachelor's Degree, License
Administrative Services and Facilities Managers	690	\$35-\$54	1.0	Bachelor's Degree, Plus Work Experience
Architectural and Engineering Managers	780	\$53-\$76	1.0	Bachelor's Degree, Plus Work Experience, License
<b>Carpenters</b>	<b>3,030</b>	<b>\$17-\$30</b>	<b>2.8</b>	<b>Apprenticeship, License</b>
Child, Family, and School Social Workers	1,500	\$19-\$29	2.9	Bachelor's Degree, License
Computer and Information Systems Managers	780	\$46-\$74	1.9	Bachelor's Degree, Plus Work Experience
<b>Computer User Support Specialists</b>	<b>1,750</b>	<b>\$18-\$29</b>	<b>2.5</b>	<b>Some College, No Degree</b>
Construction Managers	590	\$35-\$60	2.7	Bachelor's Degree, Plus Moderate OJT
Cost Estimators	690	\$22-\$38	3.6	Bachelor's Degree, Plus Moderate OJT
Education Administrators, Kindergarten Through Secondary	530	\$38-\$54	4.0	Master's Degree, Plus Work Experience
Education Administrators, Postsecondary	460	\$35-\$70	4.3	Master's Degree, Plus Work Experience
Educational, Guidance, and Career Counselors and Advisors	960	\$20-\$34	8.2	Master's Degree, License
Electrical Engineers	660	\$36-\$52	2.4	Bachelor's Degree, License
<b>Electricians</b>	<b>3,040</b>	<b>\$22-\$37</b>	<b>5.5</b>	<b>Apprenticeship, License</b>
Elementary School Teachers, Except Special Education	2,910	\$23-\$41	3.5	Bachelor's Degree, License
Financial Managers	1,440	\$42-\$75	11.0	Bachelor's Degree, Plus Work Experience
General and Operations Managers	5,460	\$30-\$73	2.4	Bachelor's Degree, Plus Work Experience
Health Specialties Teachers, Postsecondary	610	\$29-\$66	17.6	Doctoral or Professional Degree, Plus Work Experience
Healthcare Social Workers	610	\$23-\$31	5.8	Master's Degree, Plus Residency, License
<b>Heating, Air Conditioning, and Refrigeration Mechanics and Installers</b>	<b>1,070</b>	<b>\$18-\$30</b>	<b>8.0</b>	<b>Postsecondary Nondegree Award, Plus Long-Term OJT, License</b>
<b>Heavy and Tractor-Trailer Truck Drivers</b>	<b>7,030</b>	<b>\$16-\$25</b>	<b>2.2</b>	<b>Postsecondary Nondegree Award, Plus Short-Term OJT, License</b>
Industrial Engineers	2,540	\$35-\$52	8.6	Bachelor's Degree, License
<b>Industrial Machinery Mechanics</b>	<b>2,280</b>	<b>\$20-\$30</b>	<b>7.0</b>	<b>Long-Term OJT</b>
Industrial Production Managers	1,020	\$42-\$68	2.8	Bachelor's Degree, Plus Work Experience

Instructional Coordinators	460	\$24-\$41	3.9	Master's Degree, Plus Work Experience
Insurance Sales Agents	1,310	\$18-\$39	2.8	Moderate OJT, License
Lawyers	930	\$35-\$69	1.4	Doctoral or Professional Degree, License
Loan Officers	900	\$23-\$46	4.8	Bachelor's Degree, Plus Moderate OJT
Logisticians	900	\$28-\$48	1.0	Bachelor's Degree
Machinists	2,880	\$16-\$26	3.1	Long-Term OJT
Management Analysts	1,920	\$31-\$51	4.6	Bachelor's Degree, Plus Work Experience
Market Research Analysts and Marketing Specialists	2,500	\$22-\$41	15.1	Bachelor's Degree
Marketing Managers	430	\$46-\$78	3.1	Bachelor's Degree, Plus Work Experience
Mechanical Engineers	3,190	\$35-\$54	2.8	Bachelor's Degree, License
Medical and Health Services Managers	1,110	\$34-\$60	7.1	Bachelor's Degree, Plus Work Experience
Middle School Teachers, Except Special and Career/Tech. Ed.	960	\$23-\$38	3.8	Bachelor's Degree, License
Nurse Practitioners	340	\$44-\$59	16.1	Master's Degree, License
Occupational Therapists	320	\$31-\$43	7.9	Master's Degree, License
Operating Engineers and Other Construction Equipment Operators	1,000	\$21-\$30	4.0	Moderate OJT
Paralegals and Legal Assistants	760	\$19-\$29	9.1	Associate Degree
Physical Therapist Assistants	520	\$22-\$30	7.0	Associate Degree, License
Physical Therapists	450	\$36-\$49	9.4	Doctoral or Professional Degree, License
Physician Assistants	360	\$46-\$60	18.0	Master's Degree, License
Physicians	560	\$29-\$100+	1.4	Doctoral or Professional Degree, Plus Residency, License
Plumbers, Pipefitters, and Steamfitters	1,630	\$21-\$38	7.4	Apprenticeship, License
Registered Nurses	6,620	\$30-\$40	9.8	Bachelor's Degree, License
Secondary School Teachers, Except Special and Career/Tech. Ed.	1,740	\$23-\$37	3.8	Bachelor's Degree, License
Social and Community Service Managers	500	\$28-\$41	6.6	Bachelor's Degree, Plus Work Experience
Software Developers and Quality Assurance Testers	2,620	\$34-\$53	12.2	Bachelor's Degree
Speech-Language Pathologists	310	\$31-\$46	18.0	Master's Degree, Plus Residency, License

Source: Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management and Budget

Note: This list includes occupations that show a favorable mix of projected long-term job growth, projected annual job openings, and median wages. It does not necessarily reflect current hiring demand. Hourly wage represents the 25th to 75th percentiles.





# LOOKING FOR CAREER INFORMATION? NEED HELP WITH A JOB SEARCH?

## MITALENT.ORG

Pure Michigan Talent Connect (PMTTC) serves as the state's labor exchange system and provides access to thousands of jobs, as well as valuable tools and resources to help with your career exploration and job searching needs. PMTTC provides a centralized location for job seekers and employers to connect. Designed as an online talent marketplace, Michigan's job seekers are being connected to job, education and training opportunities while employers are being connected to qualified talent, programs and resources to develop and recruit talent in the state.

## MICHIGAN.GOV/LEO

The Michigan Department of Labor and Economic Opportunity's Office of Employment and Training was created in 2019. It houses the Bureau of Services for Blind Persons, Michigan Rehabilitation Services and Workforce Development. Together the office works to promote a flexible, innovative and effective workforce system by developing customized workforce solutions for businesses and individuals, including those with disabilities.

## MICHIGANWORKS.ORG

The Michigan Works! Agencies form a system of regional entities and were the first unified workforce development system in the U.S. They are an integral partner in developing Michigan's economic future. The system is demand-driven, locally-responsive and ready to meet the needs of each community.

## PATHFINDER.MITALENT.ORG

Michigan Education & Career Pathfinder (Pathfinder) is a free online tool to make informed choices about educational and career options, as well as help with creation of educational development plans. It uses current labor market information, longitudinal wage data and other institutional data and metrics, allowing students, their parents, guidance staff and all job seekers to better match skills to career paths and jobs. Pathfinder is designed to attract and retain qualified talent to fill targeted industry skills gaps in Michigan.

## MICHIGAN.GOV/LMI

The Bureau of Labor Market Information and Strategic Initiatives is your one-stop shop for information and analysis on Michigan's population, labor market, and more.

Our Federal-State Programs division runs the state's cooperative agreements with the U.S. Bureau of Labor Statistics and the U.S. Census Bureau, making us the official source for this information.

Our Research and Evaluation division conducts workforce research and program evaluation, giving you the insight you need to make smarter decisions.

**STATE OF MICHIGAN**

Department of Technology, Management and Budget

Bureau of Labor Market Information and Strategic Initiatives

**LEARN MORE:**

[www.michigan.gov/LMI](http://www.michigan.gov/LMI)

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# VETERANS: NEW AND REWARDING CAREER OPPORTUNITIES

Registered Apprenticeship Programs

**Are you a veteran or a member of the National Guard or Reserve looking for a new and rewarding career opportunity?**

Did you know that Registered Apprenticeship Programs (RAP) provide employment opportunities in nearly every industry? Traditional apprenticeships in industries like construction and manufacturing are still out there, but so are opportunities in emerging sectors like the energy industry, health care and information technology.



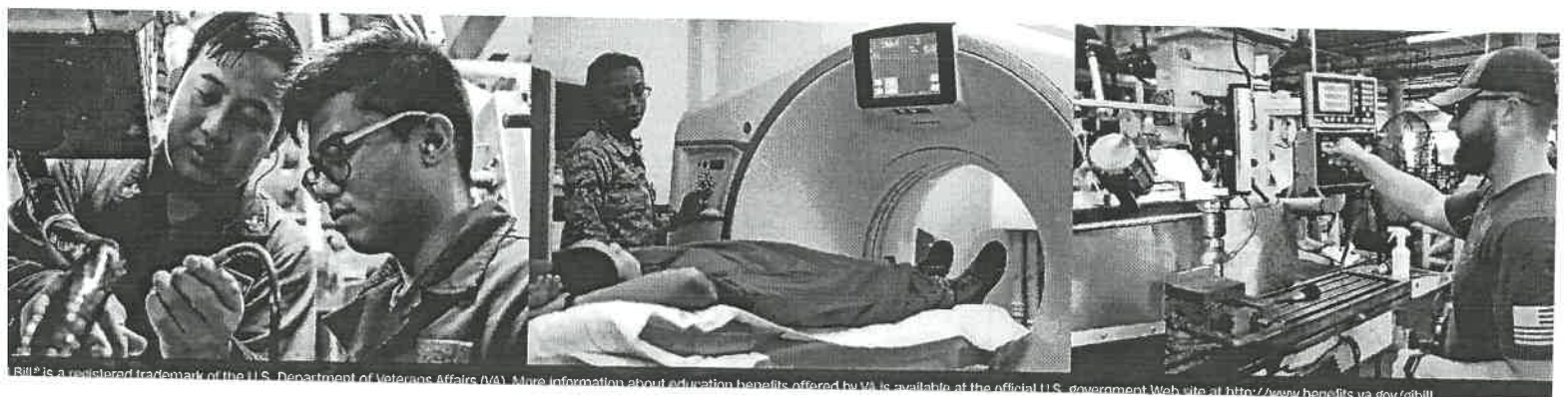
## WHAT CAN REGISTERED APPRENTICESHIP PROGRAMS OFFER?

- **Earn a competitive wage** with scheduled pay increases from day one
- **Earn nationally recognized credentials** within your chosen career path
- **Ease the transition from school to career** by working and learning at the same time
- **Get academic credit toward a college degree** for the skills you learn while avoiding student debt
- **Because many apprenticeships are approved for GI Bill® funding, you could qualify to earn money for housing, tuition, books and supplies** in addition to your apprenticeship wages
- **Gain knowledge and skills from on-the-job learning** and job-related classroom training

## INTERESTED IN LEARNING MORE?

Visit the Department of Labor Service Members and Veterans Apprenticeship page at [apprenticeship.gov/service-members-and-veterans](http://apprenticeship.gov/service-members-and-veterans) and contact your local Michigan Works! Apprenticeship Success Coordinator: [mitalent.org/michigan-works-apprenticeship-success-coordinator-contacts](http://mitalent.org/michigan-works-apprenticeship-success-coordinator-contacts)

Need help with your military records or DD214? Contact the Michigan Veteran Resource Service Center at **1-800-MICH-VET** (1-800-642-4838) or visit [Michigan.gov/MVAA](http://Michigan.gov/MVAA).



# Industrial Technology

## Technical Apprentice / Skilled Trades (IND.AAS) (IND.CT)

Associate in Applied Science Degrees, Certificates

Engineering/Manufacturing and Industrial Technology

Restricted

Auburn Hills Campus

This program has been designed to meet the particular needs of business and industry. Although offered by Oakland Community College, this program is not available to the general public and, therefore, is restricted in use and application.

Oakland Community College, in cooperation with local industry, offers the required related instruction classes for apprentices from area industrial companies. Upon completion of a defined curriculum, eligible students may apply for degrees or certificates from OCC.

Apprentices are trained in occupations that require a wide and diverse range of skills and knowledge. Apprentices learn all the aspects of a trade through day-by-day training on the job, experience under proper supervision combined with technical instruction. After successfully completing their apprenticeships and learning the mechanics of their trade, apprentices become journeypersons and receive a completion certificate issued by the U.S. Department of Labor.

The demand for highly skilled workers is increasing more rapidly than the supply. Their skills set craftworkers apart from other workers. The careers are satisfying, rewarding and highly marketable.

Apprenticeable occupations can be found in such areas as manufacturing, electronics, construction, service and metal working. A large part of the apprenticeable trades are in the manufacturing and construction industries. New job standards are regularly added by the U.S. Department of Labor to reflect a changing business need.

For further information, see the Apprenticeship Supplement Catalog available by contacting the Apprentice Coordinator at the Auburn Hills Campus at (248) 232-4274.

Oakland Community College provides an opportunity for technical students, including apprentices, journeypersons and employees-in-training to continue their education and earn an Associate Degree in Applied Science.

These programs were designed with flexibility to allow technical students the opportunity to enhance their skills or to supplement their education with courses to assist in their career development.

Individuals who have completed an approved Oakland Community College Apprentice program could use these programs to advance their education.

To aid companies in planning the sequence of courses for their training program, there are curricular outlines for the following trade areas:

- Die Designer
- Die Maker
- Draftsman Designer
- Industrial Plant Electrician
- Machinist
- Millwright
- Pipe Fitter
- Stationary Engineer
- Tool and Die
- Tool Designer
- Tool Machinist – All Around
- Welder

Code	Title	Credit Hours
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### Major Requirements

Select one of the following:

Complete approved Oakland Community College Apprentice program courses.

Complete an approved program recognized by the U.S. Department of Labor. A notarized copy of the original U.S. Department of Labor certificate is required. 32

Present verification of Journeyperson's status by a local union or sponsoring company. 15

**Necessary electives to total at least 62 credits must also be completed to meet requirements for an Associate in Applied Science degree.** 62

See degree requirements for an Associate in Applied Science degree (<http://catalog.oaklandcc.edu/programs/applied-science-degree/>).

See General Education Distribution Requirements (<http://catalog.oaklandcc.edu/graduation-requirements/general-education-distribution/>).

Notes: All incoming apprentices must register with the Apprenticeship Coordinator. See Apprenticeship Coordinator for program codes.

A minimum cumulative 2.00 grade point average (GPA) overall is required for graduation.

## Degree Programs

- Air Conditioning and Refrigeration (Industrial)
- Auto Truck and Trailer Repair