

Bridging the Gap

Helping Registered Apprenticeship Sponsors and Employers Recruit Veterans to Their Programs

Each year, nearly 200,000 service members transition from military to civilian life. These veterans are ideal candidates for Registered Apprenticeship (RA) programs. These programs offer a structured, earn-while-you-learn approach that closely mirrors the training models many veterans experienced in the military. With the promise of paid, hands-on training and a clear path to long-term employment, RA programs provide the stability, skill development, and career advancement opportunities many veterans seek.

This tip sheet highlights effective strategies for recruiting veterans into RA programs, helping sponsors and/or employers connect with this highly skilled and disciplined talent pool while supporting veterans in building meaningful, long-term civilian careers.

Understand the Value Veterans Bring

Veterans, transitioning service members, and military spouses are invaluable sources of talent for civilian employers. Here's why they're a perfect match for RA programs:



Leadership, Discipline & Teamwork

Proven team leaders under pressure, with collaborative mindsets.



Technical & Hands-On Experience

From advanced equipment to problem-solving in the field.



Strong Work Ethic & Reliability

Mission-focused, dependable, and committed to excellence.



Access to Veteran Benefits

Tax credits, training incentives, and more for employers.

Use Veteran-Friendly Language in Promoting RA Program Opportunities

Craft your job postings and RA opportunities with veterans in mind, making them accessible, relatable, and appealing to those transitioning from military service. Here are some ways to bridge the gap for veterans and signal that your organization values their service and skills.

- Avoid jargon that might not translate from military to civilian terms.
- Highlight benefits veterans care about: structured learning, clear career pathways, stability, and camaraderie.
- Include phrases like: "Veterans encouraged to apply" or "Military experience recognized."

■ Connect with Veteran-Focused Organizations

Leveraging resources and connecting with organizations that specialize in serving Veterans can significantly expand your outreach and help you build trust within the military community. Below are a few key connections to consider:

- **Transition Assistance Program (TAP):** TAP offices on military bases offer information and training to help transitioning service members, Department of the Army (DA) civilians, retirees, family members, and caregivers prepare for their next chapter—pursuing further education, securing employment, or launching a business.
 - » Find your local TAP center here: [TAP Online - CENTER DIRECTORY](#)
- **Veterans Service Organizations (VSOs):** A VSO is a nonprofit group or association that supports veterans, transitioning service members, and their families through a range of services such as advocacy, benefits assistance, career readiness, and community integration. VSOs can play a critical role in helping employers connect with qualified veteran talent.
 - » Well-known VSOs include [The American Legion](#) and [the Veterans of Foreign Wars](#).
- **Explore best practices** in recruiting and hiring veterans.
 - » Start with the [USDOL's Hire a Veteran](#) resource page.

■ Partner with Workforce and Apprenticeship Systems to Expand Outreach

To enhance your Veteran recruitment efforts, it's essential to collaborate with key players in the workforce and apprenticeship ecosystems. By partnering with State Apprenticeship Agencies, the USDOL's Office of Apprenticeship, American Job Centers, you can expand your access to a pipeline of veteran talent, as well as to potential funding and other resources to support your RA program. Use the links below to make the right connections:

- [State Apprenticeship Agencies | U.S. Department of Labor](#)
- [Federal State Offices of Apprenticeship | U.S. Department of Labor](#)
- [American Job Center Finder | CareerOneStop](#)
- [American Association of Community Colleges | AACCC](#)

MOST AMERICAN JOB CENTERS PROVIDE ACCESS TO



Specialized staff called **Local Veterans Employment Representatives (LVERs)** who conduct outreach to employers and engage in advocacy efforts to increase employment opportunities for veterans. Find the LVER(s) in your area here: [Veteran's Employment Representatives Information Center](#)



Veteran Job Boards, which are online platforms specifically designed to connect veterans, transitioning service members, and military spouses with employment opportunities. These job boards often cater to the unique skills and experiences of military personnel and are used by employers seeking to hire from this highly trained and disciplined talent pool. Explore job boards such as [Hire Heroes USA](#), [VetJobs](#), and [RallyPoint](#).

In Conclusion

By leveraging partnerships, engaging with Veteran-focused organizations, and utilizing targeted outreach strategies, RA sponsors and employers can play a vital role in helping veterans transition successfully into the civilian workforce. These efforts strengthen apprenticeship programs by infusing them with proven talent and honor the service of our nation's veterans by offering meaningful career pathways. With thoughtful planning and collaboration, recruiting veterans into RA programs can be a win-win for both employers and those who have served.



SKILLBRIDGE PROGRAM

The Department of Defense (DoD) SkillBridge program and RA can work together in powerful ways, offering transitioning service members a pathway to civilian careers while giving employers access to skilled, disciplined talent. Here's how:

The DoD's [SkillBridge Program](#) allows eligible active-duty service members to participate in civilian job training, including RA programs, during their final 180 days of military service. Service members remain on active duty while participating in the program and working for the civilian employer, so they receive full military compensation during training, making it a no-cost way for employers to evaluate potential full-time talent for their RA program.

Become a partner in this program! There are program partners in all career fields, including employers like Amazon, John Deere, Lockheed Martin, UnitedHealth Group, the U.S. Veterans Administration, and hundreds more!

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