

What are service members saying about the United Services Military Apprenticeship Program?

When I gave my job counselor a copy of my Certificate of Completion of Apprenticeship, he immediately reached down into his drawer and withdrew a job listing. Union Pacific Railroad was looking for Journeyman Electricians. I can assure you the pay was excellent. This was possible because I spent the time recording the work hours. Any time spent doing the paperwork is an investment in your future.” – EMC

“Through talking with military members that have transferred from the Navy to other career fields, I now see the importance of having this certificate...” – MM1

“This is one of the best programs that I have had the pleasure of being a part of.” – GSM2

“Thank you for sending my Department of Labor Certificate of Completion of Apprenticeship. I felt proud of myself after seeing something that reflects on my experience.” – IT2

“I just received my first Certificate of Completion and I must say, it's been a really great opportunity working through all the hours and learning as I complete my required tasks.” – IT2



CONTACT USMAP TODAY:

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Registered partner with the
Department of Labor
Office of Apprenticeship and Training



USMAP

United Services Military Apprenticeship Program (USMAP)

The United Services Military Apprenticeship

Program (USMAP) is the registered sponsor for all military apprenticeships. All DOL sponsors have a set of Standards that provide guidelines for Apprenticeships. USMAP's standards are tailored to fit the military mission. It is a formal military training program that provides active-duty Army, Navy, Marine Corps and Coast Guard service members the opportunity to improve their job skills and to complete their civilian apprenticeship requirements while on active duty. The U.S. Department of Labor (DOL) provides the nationally recognized Certificate of Completion of Apprenticeship upon the completion of the program.

WHAT IS AN APPRENTICESHIP?

Apprenticeship is a combination of on-the-job training and related classroom instruction in which workers learn the practical and theoretical aspects of a highly-skilled occupation. This is an "earn as you learn" program because you are getting paid to learn a trade. Colleges and vocational schools require that you pay for your training.

WHAT IS THE IMPORTANCE OF APPRENTICESHIPS IN AN OUT THE SERVICE?

For the members of the military, apprenticeships are a pathway to more challenging assignments during your time in service or to a rewarding career after transitioning back to civilian life. An apprenticeship is an industry recognized and nationally portable credential that can ease your transition to the civilian workforce after your military service. According to DOL, 90% of apprentices who complete an apprenticeship retain employment, with an average annual salary of \$80K.

WHAT IS THE DIFFERENCE BETWEEN TIME

BASED AND COMPETENCY BASED TRADES?

Time Based: Time based enrollments are targeted for members new to an occupation. The member logs hours and submits monthly reports. Must be enrolled for a minimum of 12 months before completion can be accomplished.

Competency based: Competency based enrollments are targeted for experienced service members. These service members are expected to be able to demonstrate mastery of the competencies of their Trade. The member does not log hours or submit monthly reports. Instead of logging a defined number of hours in specific Skill Areas, they submit Competencies for approval. Must be enrolled for a minimum of 12 Months (before completion can be accomplished) and must complete all Job Functions.

WHAT DOES AN APPRENTICESHIP TRADE REQUIRE?

Each apprenticeship trade requires from 2,000 and 6,200 hours of on-the-job work and formal classroom instruction. Normally the classroom instruction is covered by rating or MOS schools. Working a typical 40-hour week, an individual can complete a 2,000-hour trade within a year.

WHAT ARE THE QUALIFICATIONS TO ENROLL?

To qualify for this program, service members must be Active duty enlisted service member. Active duty includes all service members covered by these standards either who are on permanent active duty or who are members of the Reserve, Guard or Air National Guard performing in the capacity of their Uniformed Service duties. Have a minimum of 12 months remaining on enlistment contract, must be designated in a Rating/MOS applicable to an authorized apprenticeship trade, be assigned and working full time in requested Trade (not a collateral or extra duty) billet, and be working under supervision in occupation.

WHY IS IT IMPORTANT TO ACHIEVE A DOL

CERTIFICATE OF COMPLETION? DOL and industry studies show that participation in apprenticeships programs leading to Journeyworker status results in greater hiring rates, more working hours, and higher wages. Average wages of apprenticed and license holders is 60% or greater compared to non-apprenticed and unlicensed workers.

WHAT ARE THE BENEFITS? It is absolutely FREE to the Service Members, it provides documented work experience, it helps build self-esteem, good for a life time, and helps the Service Member become more marketable for future civilian employment.

HOW TO GET STARTED WITH USMAP? First familiarize yourself with all program specifics on the USMAP home page <https://usmap.osd.mil>. Follow the simple steps to enroll. More detailed instructions of the enrollment process; including screenshots are in the USMAP Program Guide that is available for download on the USMAP website under the Resources tab.



- Currently over 92 trades available ranging from 2,000 hours to 6,200 hours.

- Ability to record hours and competencies online

When you complete a Trade, below is DOL Completion Certificate



USMAP