



## **Benefits to Employers Who Participate in OJT/Apprenticeship Training Under the G. I. Bill**

As an employer “What’s in it for me” is a legitimate question to ask. We all want to help veterans for patriotic and civic reasons, especially those returning from active duty. But, you are charged with running a business that creates jobs and provides very specific services to the state of North Carolina. Here are some of the benefits to your business and community for not only for training through apprenticeship, but to allow employees to use their G. I. Bill while training.

- **Recruiting**- Employers are using their apprenticeship programs to recruit new employees, many directly out of the military and provide a system that allows them to train and receive G.I.Bill benefits as they adjust to civilian life.
- **Retention Power** – By offsetting some of the veterans training cost of accepting a training position with a company when returning to civilian employment, he/she will be encouraged to stay with an employer long enough to be trained in a meaningful job/occupation. Training is expensive and this program encourages the veteran to stay with the employer.
- **Maturity & Experience** – Employers are able to get an employee who is a little older, more mature, more disciplined, and more experienced than non-veterans in the same age group.
- **Employees who plan for the future** – Today’s G. I. Bill is not free. The benefits are available because the veteran chose to have \$100 per month deducted from his/her first year’s pay. Today’s veterans had the foresight to plan for their future by participating in the G. I. Bill.
- **Prior training** – Veterans have been trained in at least one military job. Often, those skills are directly transferable to a civilian job. Basic communication skills and good work habits are directly transferable to civilian jobs. Most are not only able to qualify but have also been expected to take charge and see that a “job” is completed.
- **Contribution to Local Economy** – There is a significant contribution to the economic life of your community through additional spending by the veteran you are training. A one-year OJT/Apprenticeship program puts approximately \$8,785 into the hands of a veteran and his/her family. Longer training programs add to that amount for the length of the training. That “extra” money is largely spent locally on food, shelter, clothing, childcare, transportation and other goods and services provided by local businesses and merchants. We all know the multiplier effect of new dollars on the local economy.
- **Trained Employees** – Apprenticeship/OJT training builds on the skills of the veteran and provides employers with a more highly skilled workforce, trained to meet the needs of their industry.

Thanks for helping the veterans in your community make the transition back to civilian life. Veterans are an excellent pool from which to recruit. This program helps you retain workers long enough to have a fully qualified, productive and loyal employee. If you have questions or would like more information, please contact the State Approving Agency below:

**North Carolina Department of Labor,  
Apprenticeship and Training Bureau**

**Location: 4 West Edenton Street  
Raleigh, NC 27601**

**Mailing Address: 1101 Mail Service Center  
Raleigh, NC 27699-1101**

**Telephone: 919-733-7533  
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