

DoD Instruction 1322.29

Job Training, Employment Skills Training, Apprenticeships and Internships

Force Readiness & Training
Office of the Under Secretary of Defense (Personnel &
Readiness)

Classification: **UNCLASSIFIED**



PERSONNEL AND READINESS



Job Training, Employment Skills Training, Apprenticeships and Internships (Title 10 U.S.C. Section 1143(e))

Legislation

Section 1143(e) Employment Skills Training —

(1) The Secretary of a military department may carry out one or more programs to provide eligible members of the armed forces under the jurisdiction of the Secretary with job training and employment skills training, including apprenticeship programs, to help prepare such members for employment in the civilian sector.

(2) A member of the armed forces is an eligible member for purposes of a program under this subsection if the member—

(A) has completed at least 180 days on active duty in the armed forces; and

(B) is expected to be discharged or released from active duty in the armed forces within 180 days of the date of commencement of participation in such a program.

(3) Any program under this subsection shall be carried out in accordance with regulations prescribed by the Secretary of Defense.

Implementation

- In November of 2012, DoD published initial policy memo to implement new law
- Staffing of a DoD Instruction is almost complete.
- Key aspects of qualified training programs include; nationally recognized or accredited training, offered at little or no cost to the Service Member, and high probability of job placement once training is complete



Responsibilities

Secretaries of the Military Departments:

- **Ensure compliance.**
- **Provide opportunities for Service members to participate without degrading the Service's ability to meet mission requirements.**
- **Identify Service members eligible to participate.**
- **Assist the USD(P&R) to identify and document civilian sector job training opportunities and apprenticeships through a fair and equitable process.**
- **Memorandums of understanding may be used to document agreements between the Military Departments and providers.**
- **Develop methodology and standards for collecting and reporting metrics.**
- **Review proposals by training providers to evaluate and determine their efficacy to enable participating Service members to obtain employment upon their departure from military service.**



Procedures

- **Participation:**
 - Voluntary.
 - Authorized by first field grade commander with UCMJ authority.
 - Based upon mission requirements.
 - No conflict of interest.
 - May be terminated based on mission requirements.
 - Training must be offered at no or minimal cost to the Service members.
 - High probability of post-service employment with any employer once training completed.
- Service member must have completed at least 180 continuous days on active duty and is expected to be discharged or released from active duty within 180 days of start of training program.
- Participating Service members are not eligible to receive from the training provider wages, training stipends, or any other form of financial compensation.



Criteria

- **Be an on the job training or apprenticeship, as listed as part of the Education and Job Training Program approved by the U.S. Department of Veterans Affairs.**
<http://inquiry.vba.va.gov/weamspub/buildSearchInstitutionCriteria.do>
- **Be accredited by an agency recognized by the U.S. Department of Education.**
<http://www2.ed.gov/admins/finaid/accred/index.html>
- **Be a certificate program accredited by the American National Standards Institute (ANSI). For accredited programs,**
<https://www.ansica.org/wwwversion2/outside/CAPdirectory.asp?menuID=212>
- **Be a registered apprenticeship program or a pre-apprenticeship training program that is offered by an industry-related organization that has a program or programs that meet(s) the standards for registered apprenticeship.**
<http://www.doleta.gov/OA/apprenticeship.cfm>



Separating Service Member Demographics

Conditions

- Data for one year (2012), focuses on the highest manned military specialties that relate to civilian occupations plus the infantry occupational area
- Not all-inclusive; this chart represents 44% of the ~273,000 personnel who left the service in 2012
- Includes Active, Reserve, National Guard, and demobilizations

Occupational Area Crosswalk of military specialties to civilian jobs (based on Dept. of Labor categories)	Army	Navy	Air Force	Marines
Infantry	17,761			9,745
Administrative			1,155	2,144
Aircraft Mechanics		1,923	3,662	
Automotive Mechanics	6,418			1,639
Construction	3,883			1,197
Cooks/Food Preparation Workers	3,648			
Electricians		3,499		
Emergency Medical Technicians	5,275	3,743	1,121	
Explosives Workers		1,895	1,029	
Human Resources Assistance	4,175			
Information Technology		1,879	791	
Law Enforcement	6,150	2,036	5,099	1,212
Machine Maintenance		2,885	984	
Radio Dispatcher		1,901		2,213
Supply and Logistics	7,864	2,100	1,059	1,083
Truck Drivers	7,034			2,944
Totals	62,208	21,861	14,900	22,177



DoD Credentialing & Licensing Pilots

- More than 3,500 Service members from 57 military occupational codes are participating in credentialing and licensing pilots.
- These MOCs represent many of the most populated occupations in the military.

Congressional Pilots	White House Pilots	
Aircraft mechanics	Manufacturing	Information Technology
Automotive mechanics	○ Welding	Health Care
Health care	○ Machinist	Transportation
Transportation	○ Maintenance	
Supply and logistics	○ Supply and logistics	



Key Pilot Findings

- 1. Attaining occupational credentials benefits both the Service member and the Services.**
- 2. Barriers to Service member credentialing exist, and efforts are underway to address many of them.**
- 3. Encouraging Enlisted Service Members to Obtain Civilian Credentials on a Voluntary Basis is Feasible, Desirable and Gaining Growing Institutional Support from the Services and DoD.**
- 4. Bridge Training Programs can Facilitate Credentialing of Service Members when Gaps Exist Between Military Training and Civilian Credentialing Requirements.**
- 5. Significant Numbers of Service Members Have Taken Advantage of Voluntary Credentialing Opportunities.**
- 6. Participation in Credentialing by Guard and Reserve Members and Recovering Service Members can be Improved.**



Key Pilot Program Findings (cont'd)

- 7. Opportunities Exist to Conduct Credentialing Pilot Initiatives in Other Occupational Areas.**
- 8. Costs Include Direct Credentialing Costs, Preparatory Costs, Management and Operational Costs, and Living Expenses.**
- 9. Service Credentialing Policies and Tuition Assistance Programs Fund In-Service Credentialing Costs; Post 9/11 GI Bill is the Primary Funding Source for Post-Service Credentialing Costs.**
- 10. Direct Credentialing Costs Incurred During Pilot Program Averaged \$285 per Pilot Participant.**
- 11. Incurring Credentialing Costs In-Service Can Produce Post-Service Cost Avoidance.**



Training Classifieds

A screenshot of the SkillBridge website interface. The header includes a menu icon, the text "SKILLBRIDGE", and navigation links for "I'm a Company" and "My Account". Below the header, it says "U.S. DEPARTMENT OF DEFENSE" and features a large graphic of a cable-stayed bridge with the word "SKILLBRIDGE" written across it. A search bar is present with the placeholder text "Search for Trainings..". To the right of the search bar is a green button labeled "Advanced Options" with a small upward-pointing arrow. Below the search bar, there are three training listings, each with a circular profile picture icon, a title, a short description, and a star icon for marking as a favorite. The first listing is titled "@DOD_SKILLBRIDGE Sample Training - Washington, DC" with the description "Aliquam sollicitudin enim id purus dapibus, id interdum urna fermentum. Mauris vel mauris vitae leo hendrerit rutrum. Donec rutrum nisl at tristique pretium". The second listing is titled "@DOD_SKILLBRIDGE Sample Training Donec id volutpat nunc - Woodbridge" with the description "Mauris volutpat iaculis metus, nec consectetur nunc vehicula et. Donec lobortis odio non nulla aliquam, sed lacinia felis semper. Quisque consequat elit sit amet quam tincidunt, eu consectetur est dignissim". The third listing is titled "@DOD_SKILLBRIDGE Etiam id blandit lacus - Training - Baltimore". At the bottom of the page, there is a copyright notice: "© 2014 SkillBridge."



Next Steps

- **Services develop implementing procedures for DoDI 1322.29.**
- **Continue to expand and develop existing credentialing and licensing pilots.**
- **Develop a strategy to assist Combat Arms MOCs with training in support of credentialing and licensing opportunities.**
- **Develop and implement a trans-media “Want Ad” construct that is geared toward the 21 - 32 year old Service member. The objective is to identify no or low cost training opportunities between separating Service members and potential employers utilizing the Title 10 Section 1143(e) authorities.**
- **Continue to work with the national credentialing organization, states and Veteran Service Organizations to remove licensing barriers for Service members and award credit for military training, education and experience.**