

Registered Apprenticeship

We solve America's toughest recruiting challenges through research, technology, and people.

RECRUIT - TRAIN - RETAIN



PRESENTATION OVERVIEW POINTS OF DISCUSSION

Who is Fastport?
Definitions
Industry Intermediary Role
Apprenticeship Facts and Figures
Benefits of Apprenticeship Programs
How to become an Employer Partner
Veteran Monthly Housing Allowance
Funding Resources
Contact Us

VSO PARTNER

TRUSTED TECHNOLOGY PROVIDER AND
INTERMEDIARY FOR LEADING VETERAN
SERVICE ORGANIZATIONS

GOVERNMENT PARTNER

TRUSTED INTERMEDIARY FOR INDUSTRY,
GOVERNMENT AND MILITARY GROUPS

Hiring Our Heroes

U.S. Chamber of Commerce Foundation



About Fastport

Fastport, Inc. empowers the military community to secure meaningful employment and Registered Apprenticeship opportunities through innovative digital products. Over 60,000 Veterans have been supported through Fastport Military Outreach since 2020.

Engaged by the U.S. Department of Labor, Fastport provides complimentary consulting services to assist employers in launching and expanding Registered Apprenticeship Programs within the Transportation, Distribution, and Logistics sectors. Our National Program Standards cover all supply chain-related occupations.

Occupations

- Transportation, Distribution and Logistics
- Warehousing
- Industrial Refrigeration Technicians
- Railroad Occupations
- IT, Cyber Security and AI
- Sourcing Recruiter
- and more

Results

- 28,000+ New Apprentices
- 21% Veteran Apprentices
- 35 Occupations*
- 202 Industry Organizations & Employer Partners

*since January 2017

DEFINITIONS

Related Training Instruction (RTI)

Education or training that serves as a pre-requisite to enter into a Registered Apprenticeship program.

Registered Apprenticeship Program (RA Program)

A Registered Apprenticeship that meets a standard set by the U.S. Department of Labor's Office of Apprenticeship (DOL ETA OA)

National Standard

Requirements set out to give a baseline that all Registered Apprenticeship programs must meet to qualify.

Intermediary

Company or organization in place to help streamline Registered Apprenticeship program application/development process.

PARTNERING WITH AN INTERMEDIARY

Fastport excels as an intermediary partner by offering highly customizable services tailored to the specific needs and preferences of employers, showcasing their expertise in scaling apprenticeship programs effectively for one or multiple employers.

01



ACCELERATE PROGRAM CREATION

Collaborative brainstorming with Fastport to leverage expertise and resources, accelerating the development and swift implementation of innovative apprenticeship programs for employers and apprentices.

02

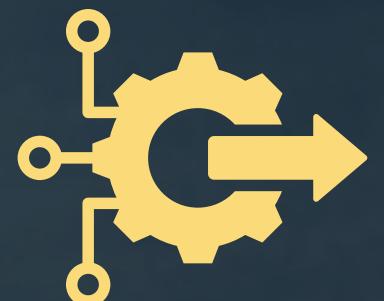


PROVIDE TECHNICAL ASSISTANCE

Fastport's ongoing technical assistance offers employers continuous support, ensuring the smooth implementation and success of their registered apprenticeship programs.

PARTNERING WITH AN INTERMEDIARY

03



STREAMLINE ADMINISTRATION

Fastport's expertise in streamlining administration minimizes the bureaucratic burden for employers and enhances the efficiency of their Registered Apprenticeship Programs.

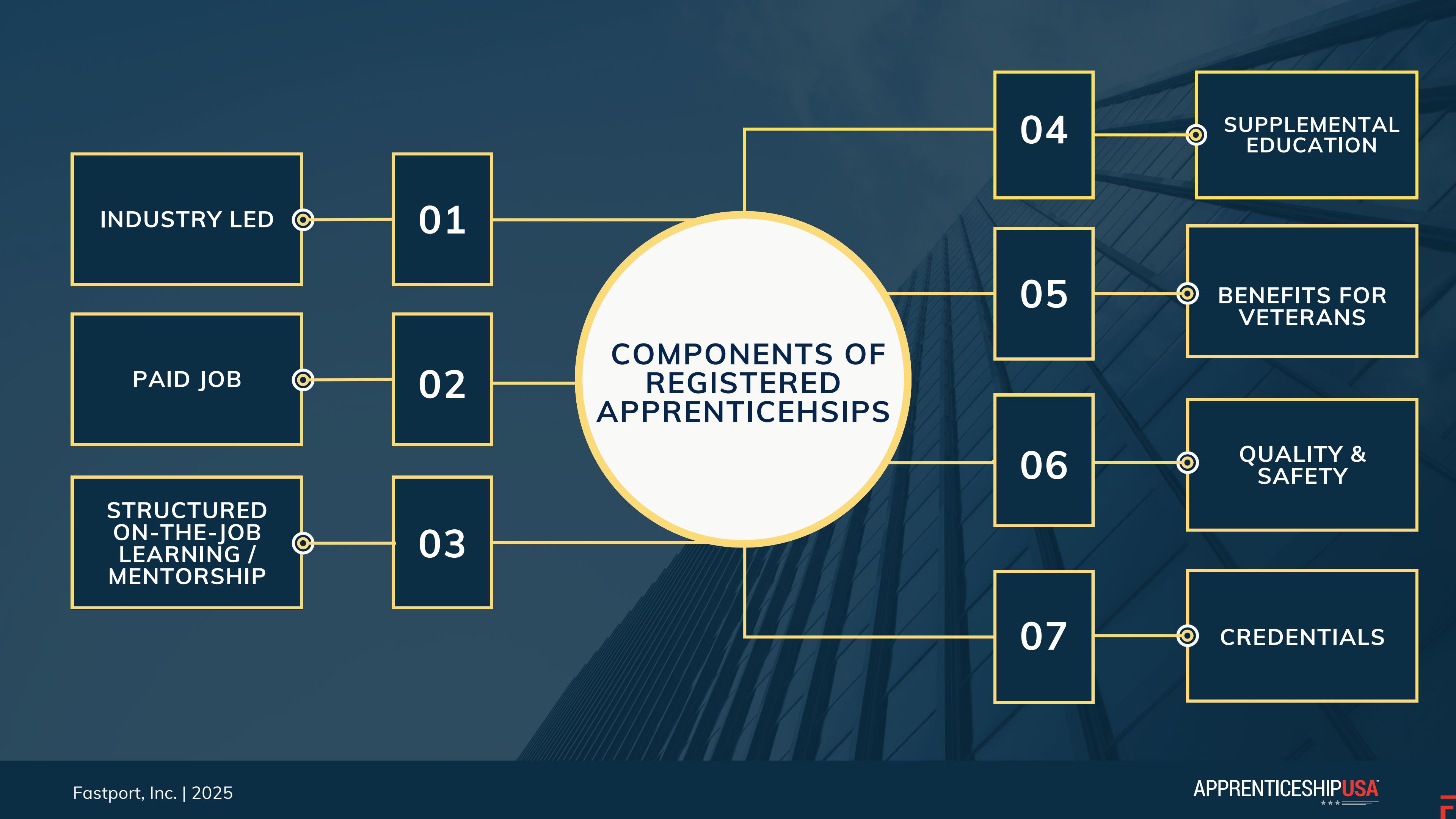
Fastport excels as an intermediary partner by offering highly customizable services tailored to the specific needs and preferences of employers, showcasing their expertise in scaling apprenticeship programs effectively for one or multiple employers.

04



RECRUIT AND RETAIN YOUR WORKFORCE

Fastport continues to support your Registered Apprenticeship Programs through marketing assistance and leads at no cost to our employer partners as supplemental candidate flow to support your internal Apprenticeship Marketing Campaigns.



COMPONENTS OF REGISTERED APPRENTICESHIPS

INDUSTRY LED

01

PAID JOB

02

STRUCTURED
ON-THE-JOB
LEARNING /
MENTORSHIP

03

04

SUPPLEMENTAL
EDUCATION

05

BENEFITS FOR
VETERANS

06

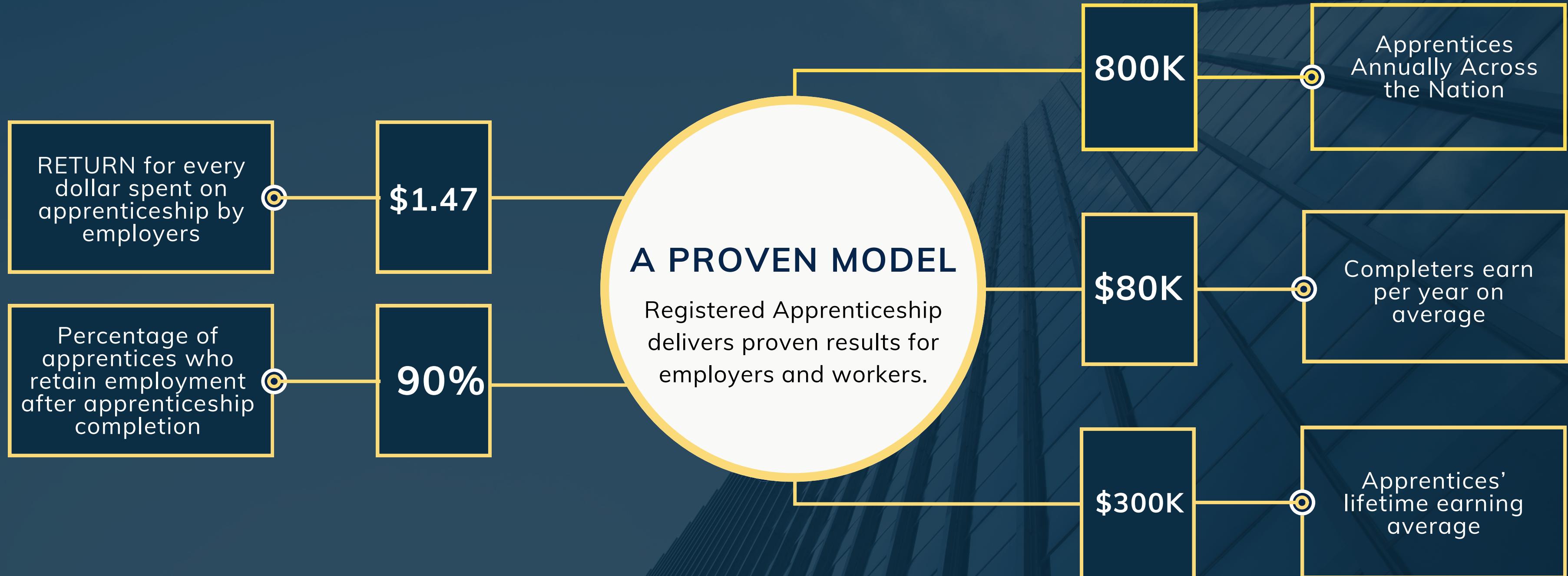
QUALITY &
SAFETY

07

CREDENTIALS

A PROVEN MODEL

Registered Apprenticeship
delivers proven results for
employers and workers.



BENEFITS TO EMPLOYERS

Explore how other employers have benefited from apprenticeship by clicking on each benefit.

SKILLED WORKFORCE 
Recruit and develop a highly skilled workforce



IMPROVED PRODUCTIVITY 
Improve profitability and positive impact to your bottom line



REDUCED TURNOVER 
Minimize cost with reduced turnover and liability



CUSTOMIZABLE TRAINING 
Create flexible training to ensure workers develop the right skills



RETAIN WORKERS 
90% of apprentices stay employed after completing their apprenticeship



VETERAN BENEFIT PROGRAM 
Recruit and Retain Veteran Talent

EMPLOYER ACTIONS

- Administer the apprenticeship program
- Set minimum qualifications
- Promote equal opportunity for apprentices
- Approve related technical instruction
- Provide supervised on the job learning
- Evaluate apprentice at regular intervals with increase in wages as skills progress

How to Become an Employer Partner

STEP 01

Sign the Fastport Apprenticeship Employer Acceptance Agreement

STEP 02

Review Fastport National Program Standards

STEP 03

Review the Appendix A Work Process (aka Training Plan) and submit Employer Partner's Wage Progression and Probationary Periods

FORM REQUIREMENTS

With Fastport's assistance, employers must complete two forms for each apprentice, the ETA671 Enrollment Form (left) and the Voluntary Disability Disclosure Form (right).

Program Registration and Apprenticeship Agreement
Office of Apprenticeship

U.S. Department of Labor
Employment and Training Administration

APPRENTICE REGISTRATION - SECTION I CMAS No. 1705-0223, Expiration Date: 03/21/2023

This agreement does not constitute a certification under Title 29 CFR of Federal Regulations (CFR) Part 29 for the employment of the apprentice on Federally-financed or -assisted construction projects. Current certifications must be obtained from the Office of Apprenticeship (OAI) or the recognized State Apprenticeship Agency.

PART A: TO BE COMPLETED BY APPRENTICE. NOTE TO SPONSOR: PART A SHOULD ONLY BE FILLED OUT BY APPRENTICE.

1. Name (Last, First, Middle) and Address Social Security Number
(No. Street, City, State, Zip Code, Telephone Number)

2. Date of Birth (Mo., Day, Yr.) 3. Sex (Mark one): Male Female

4. a. Ethnic Group (Mark one): Hispanic or Latino Non-Hispanic or Latino

5. Veteran Status (Mark one): (Definitions on reverse)
Non-Veteran

6. Education Level (Mark one):
Less than 9th grade
9th to 12th grade, no diploma
High School graduate or GED
Some College or Associate's degree
Bachelor's degree
Master's degree
Doctorate or Post-degree

7a. Employment Status (Mark one): New Employee Existing Employee

7b. Career Connection (Mark one) (Instructions on reverse): None Pre-Apprenticeship Technical Training School Military Veterans

Job Corps YouthBuild HUD/STEPUP Career Center Referral School-to-Registered Apprenticeship

8. Signature of Apprentice Date

9. Signature of Parent/Guardian (if minor) Date

PART B: SPONSOR: EXCEPT FOR ITEMS 6, 7, 8, 10a - 10c, REMAINDER OF ITEMS REPOPULATED FROM PROGRAM REGISTRATION.

1. Sponsor Program No. 2a. Occupation (The work processes listed in the Standards are part of this agreement) 2b. Occupation Code

Sponsor Name and Address (No. Street, City, County, State, Zip Code)

2a. Occupation Training Approach (Mark one): 2b. Term (Mo., Mon., Yrs.) 2c. Probationary Period (Mo., Mon., Yrs.)

2a. Time-Based 2b. Competency-Based 2c. Hybrid

2d. Credit for Previous Experience (Mo., Mon., Yrs.) 2e. Term Remaining (Mo., Mon., Yrs.) 2f. Date Apprenticeship Begins

3a. Received Instruction 3b. Apprentice Wages for Related Instruction (Number of Hours Per Year) 3c. Related Training Instruction Source

Will Be Paid Will Not Be Paid

10. Wages: (Instructions on reverse) 10a. Prior Hourly Wage \$ 10b. Apprentice Entry Hourly Wage \$ 10c. Journey Worker's Hourly Wage \$

Check Box: Period 1 2 3 4 5 6 7 8 9 10

10d. Term Mo., Mon., or Yrs.

10e. Wage Rate (Mark one): Year \$

11. Signature of Sponsor's Representative(s) Date Signed

12. Name and Address of Sponsor Designee to Receive Complaints

13. Signature of Sponsor's Representative(s) Date Signed

PART C: TO BE COMPLETED BY REGISTRATION AGENCY

1. Registration Agency and Address 2. Signature (Registration Agency) 3. Date Registered

Program Registration and Apprenticeship Agreement
Office of Apprenticeship

U.S. Department of Labor
Employment and Training Administration

Voluntary Disability Disclosure CMAS No. 1205-0223, Expiration Date: 03/15/2023

Please check one of the boxes below:

YES, I HAVE A DISABILITY (or previously had a disability)
 NO, I DON'T HAVE A DISABILITY
 I DON'T WISH TO ANSWER

Your name: _____

Date: _____

Why are you being asked to complete this form?

Because we are a sponsor of a registered apprenticeship program and participate in the National Registered Apprenticeship System that is regulated by the U.S. Department of Labor, we must reach out to, enroll, and provide equal opportunity in apprenticeship to qualified people with disabilities.⁽¹⁾ To help us learn how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for apprenticeship, any answer you give will be kept private and will not be used against you in any way.

If you already are an apprentice within our registered apprenticeship program, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our apprentices at the time of enrollment, and then remind them yearly, that they may update their information. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier.

How do I know if I have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition. Disabilities include, but are not limited to: blindness, deafness, cancer, diabetes, epilepsy, autism, cerebral palsy, HIV/AIDS, schizophrenia, muscular dystrophy, bipolar disorder, major depression, multiple sclerosis (MS), missing limbs or partially missing limbs, post-traumatic stress disorder (PTSD), obsessive-compulsive disorder, impairments requiring the use of a wheelchair, and intellectual disability (previously called mental retardation).

⁽¹⁾ Part 30 – Equal Employment Opportunity in Apprenticeship. For more information about this form or the equal employment obligations of Federal contractors, visit the U.S. Department of Labor's Office of Apprenticeship website at <https://www.dol.gov/eta/eoa>.

- Program Number ZA016160001

RAPIDS / State	Apprentice	Expected Completion Date	Apprenticeship Start Date	Last Name	First Name	Date of Birth	RTI Provider	Termination Date	Termination Reason	Completion Date	Active (N) terminated after Completion Date)
Instructions											
Weekly or As Apprentices Start Program											
Email all ETA 671 documents in PDF Format to: ETA671@fastport.com											
Insert new row above Total row (last row) to add new Apprentices.											
Columns A and B are for Fastport Admin Use											
Enter Apprentice Start Date in Column C											
Enter Last Name in Column D											
Enter First Name in Column E											
Enter Date of Birth in Column F											
RTI Provider in Column G											
Terminations:											
Leave termination rows white, we will grey them out when we process											
Termination date in column H											
Reason in Column I											
Reasons: Voluntary / Quit Discharged											

Sample

Shared Apprentice Tracking Sheet

- Must update this sheet with all incoming Apprentices prior to sending Fastport the enrollment forms for processing.
- Once a month check/update tracking sheet for any terminations or other status changes.
- Fastport will provide link.



BENEFITS TO APPRENTICES



Military Candidates

- Nearly 250,000 servicemen and women separate from active duty in the US military each year.
- Record-low annual unemployment rate of 2.9 percent for post-9/11 veterans—however, many struggle with being underemployed.
- Veterans, transitioning service members, and spouses possess valuable skills but often need industry-specific experience and/or credentials to land a good job.
- Our nation's Veterans are a proven talent pool within a tightening labor market.
- Apprenticeship provides a solid pathway to success.

Veteran Benefits for Apprenticeship

- There are currently 49K+ Veterans participating in Registered Apprenticeships programs and the following Veteran benefit program is an excellent recruiting and retention tool for Veteran Talent, and opens recruiting pathways for Veteran centric hiring initiatives.
- Registered Apprenticeship Employers can apply with the VA to become a Veteran Monthly Housing Allowance (MHA) Benefit provider and offer the following:
 - Registered Apprentices in VA approved programs are able to utilize their VA Education Benefits to receive a tax-free monthly benefit payment called a Monthly Housing Allowance (MHA) from their available VA Benefit funds.
 - This monthly tax-free benefit payment (varies by employer location) is paid in addition to the wages earned as an apprentice.
 - The average benefit payment is approximately \$1600 and the range is between \$1100 and \$4500 monthly.
 - Veterans continue to receive payments for every month of their apprenticeship. Every six months of a Veteran's apprenticeship, the payment is gradually reduced – and is offset by progressive wage increases.
 - Many Registered Apprenticeships have some classroom training, and apprentices can receive an additional credit of \$1,000 each year to assist with the cost of books and supplies.

Veteran Monthly Housing Allowance (MHA)

Veteran MHA Benefit Payment Examples							
Starting Monthly Payment Examples	\$1200	\$1600	\$2000	\$2400	\$2800	\$3200	\$3600
Per month for the 1 st six months	\$1200	\$1600	\$2000	\$2400	\$2800	\$3200	\$3600
Per month for the 2 nd six months	\$960	\$1280	\$1600	\$1920	\$2240	\$2560	\$2880
Per month for the 3 rd 6 months	\$720	\$960	\$1200	\$1440	\$1680	\$1920	\$2160
Per month for the 4 th six months	\$480	\$640	\$800	\$960	\$1120	\$1280	\$1440
Per month beyond 24 months	\$240	\$320	\$400	\$480	\$560	\$640	\$720
12 Month RA Program Total	\$12,960	\$17,280	\$21,600	\$25,920	\$30,240	\$34,560	\$38,880
24 Month RA Program Total	\$20,160	\$26,880	\$33,600	\$40,320	\$47,040	\$53,760	\$60,480
36 Month RA Program Total	\$23,040	\$30,720	\$38,400	\$46,080	\$53,760	\$61,440	\$69,120
Veterans may be eligible for money for books and supplies of up to \$1,000 each academic year and may be able to get up to \$83 per month prorated by the percentage of benefits they're eligible for. The VA pays this money at the start of the Veteran's benefit award period, and at the start of each academic year while in the Registered Apprenticeship training program.							
MHA payment amounts can range from approximately \$1100 to \$4500 nationally, are set by the DOD and are based on the Employer's RA Program training location and will vary. The payment amounts shown are examples for Veterans with 100% Benefit eligibility, individual eligibility can range from 40% to 100%. The totals shown can be met if the Veteran has enough benefit funds to reach the total RA Program length.							

ADDITIONAL FUNDING (STATE AND LOCAL)



Apprenticeship Return on Investment

For Employers

- Employers realize an average return on investment of \$1.47 for every \$1 invested.
- Every \$1 invested in apprenticeships leads to a public return of approximately \$28 in benefits.
- Access to state and local resources.

Click here to download the US Dept. of Commerce
ROI Calculator for Registered Apprenticeship [🔗](#)

For Apprentices

- Apprentices on average earn more than \$80,000 per year upon program completion.
- Increases worker's compensation by approximately \$300,000 over lifetime.

Resources

-  [Apprenticeship.gov](#)
-  [Workforce Innovation and Opportunity Act \(WIOA\) Funds](#)
-  [U.S. Department of Labor, Employment and Training Administration \(ETA\) Grants](#)
-  [Davis Bacon and Related Acts Federally Funded and Public Works Contracts](#)

Thank you

Dave Harrison

Executive Director of Workforce
Development and Government Relations
dave.harrison@fastport.com

Gena Mullenax, CWDP

Director of Apprenticeship
gena.mullenax@fastport.com

Jamie Pace, CWDP

Director of Apprenticeship
Administration/SME
jamie.pace@fastport.com

Roni Hughes, CWDP

Administrative Assistant
roni.hughes@fastport.com

Hanah Sanders, CWDP

Marketing & Business
Development Manager
hanah.sanders@fastport.com

FASTPORT.COM

NATIONALAPPRENTICESHIP.ORG