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DEPARTMENT OF VETERANS' AFFAIRS
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ON-THE-JOB TRAINING FOR VETERANS

There are countless opportunities for employing veterans in Oregon businesses and industries, through the splendid program of on-the-job training provided by the federal government and functioning in Oregon through the department of vocational education and the state apprenticeship council. A lack of information is revealed by discussions with various persons throughout the state on the part of employers, veterans, and the public generally, as to the possibilities of employing and training veterans on jobs. In this program, veterans' starting wages are augmented by subsistence allowances from the government under the GI bill of rights in order to insure a fair standard of living during the learning period.

Selective service and employment service figures indicate that from 50 to 80 percent of Oregon's veterans went into the armed forces without having held pre-war jobs requiring skills. It is these men who need training in occupations. It is the purpose of this bulletin to show just how the job-training program operates, because it is believed that one of the best ways to get these men into employment is through on-the-job training. Either of two avenues is open: (1) in apprenticable trades or (2) in occupations where skills can be taught under the "Vocational Training Memorandum." In Oregon these two programs are virtually the same, and are supervised through local apprenticeship councils. They will be explained more fully later.

It must be understood, of course, that government funds provided under this program are not intended as a "dole" for the veteran nor as a means whereby the employer gets cheap labor at government expense. These funds are intended to train the veteran for his own future security as well as to provide industry with skilled men. Any veteran-employer contract signed for on-the-job training entails responsibilities for both. The chief requirement, for the employer, is that he agree to train the man during his working hours. For the veteran, he must agree to accept this training and in addition, to study subjects related to his occupational training.

I - GI Payments

The Veterans Administration provides funds under the amended GI bill of rights (Public Law 346) for payment of \$65 a month maximum for single men and \$90 a month for veterans with dependents. These allotments are made to enable the veteran to accept employment which will lead to full qualifications as a skilled worker. In no case will he be allowed to receive more than the prevailing scale for journeymen in his occupation. Thus, if veteran John Jones, a married man, went to work under a job-training agreement at a salary of, say, \$125 a month to start, and the average skilled worker in his occupation was receiving \$250, Jones could receive from the government \$90 a month, bringing his monthly income up to \$215. He would continue to receive this \$90 until such time as his salary had increased to more than \$160. Then the government allotment would taper off, and finally stop, when Jones' earning capacity equalled that of the skilled worker who was receiving \$250, or the training period ends.

For disabled veterans, a vocational rehabilitation program (Public Law 16, amended) is set up to provide job trainees with a minimum payment of \$105 a month for those without dependents, \$115 with a dependent, and \$10 a month additional for one child, \$7 for each additional child and \$15 for each dependent parent. Thus, if veteran Bill Brown, with a ten percent disability or more, had a wife and one child, he would receive \$125 a month during the period he was training in a job, plus his salary. In his case, his federal allotment would not taper off nor stop during the time his wages were increasing, but would continue at \$125 until the end of his training period.

The length of time the veteran receives the federal allotment under the GI bill is determined by his length of active service. If he served 90 days or more in the armed forces since Sept. 16, 1940 (or discharged for physical disability if less than 90 days), and was discharged under conditions other than dishonorable, he is automatically entitled to one year of training allotments. Then, for every month spent in service he is entitled to one month of training. The maximum is four years. If John Jones was in the army three years, he would be entitled to a training allowance for those three years, plus the one year automatically granted him, making a total of four years in which he would be entitled to GI training allotments.

II - How To Apply

1. The veteran's first step is to fill out U.S. Veterans Administration Form 1950, "Application for Education or Training." This blank may be obtained at Veterans Administration contact offices, county service offices, the Department of Veterans' Affairs, Salem, or 101 Oregon Bldg., Portland, or from service officers of veterans' organizations, or local Red Cross headquarters. He turns this form in to the Veterans Administration officer in his locality or mails it, with photostatic copy of discharge, to Veterans Administration, 1019 S.W. 10th Avenue, Portland. He should do this as early as possible, even before he has secured a training job, or when only contemplating one, in order to have his eligibility established and thus save time when he does secure a training job. After he has turned in Form 1950, the Veterans Administration will mail him a certificate of eligibility (Form 1953), stating the amount of training time to which he is entitled.

2. When he gets a job he reports either in person or by mail to the local coordinator in his area. (Oregon has 24 local coordinators at present, listed in this bulletin. Veterans Administration offices also are listed.)

3. The local coordinator visits the employer and veteran and works out details of the training agreement if the situation can be approved by state and apprenticeship authorities.

4. The veteran and his employer endorse the certificate of eligibility (Form 1953) and return it to the Veterans Administration as soon as possible. This point is very important to remember, and cannot be emphasized too strongly, because until that certificate is returned to the Veterans Administration, the veteran will not begin to receive his allotments. Some veterans, or their employers, have neglected to return the form and then wondered why they hadn't received their allotments. Furthermore, the allotments are started either from the date of eligibility, or on the date the veteran started training, whichever is later. The date of eligibility is the date the application form is received by the Veterans Administration in Portland. DO NOT FAIL TO RETURN FORM 1953, ENDORSED, TO THE VETERANS ADMINISTRATION.

5. The veteran will be notified by the coordinator to appear, with his employer or employer's agent, at a meeting of the local apprenticeship council. Approval of the work-training agreement is done by the council.

6. When the work-training agreement is completed and has received state approval, the coordinator distributes copies to the trainee, his employer, and files one copy for the apprenticeship council.

III - On-The-Job Training Programs

Three distinct programs are set up for on-the-job training. The first is apprenticeship, in those occupations and trades where actual apprentice training has been approved by the state apprenticeship council. This program is for 4,000 hours (two years) or more of training.

The second is under vocational training which includes such types of work as require 4,000 hours or less of training. There has been considerable discussion as to the difference between these two programs. Actually there is very little difference. They function the same, they pay the same amounts under the GI bill, and they are both supervised by the local apprenticeship councils with the state department of vocational education supervising the related training courses, and with the Veterans Administration certifying the man's eligibility, handling related details and paying the allotments.

The third program is for vocational rehabilitation of disabled veterans (Public Law 16), and here the Veterans Administration takes a larger part, actually being required to supervise the man's training on the job right through to completion of the training period. Also, the Veterans Administration handles counseling of the disabled veteran, gives him aptitude tests, provides pre-job training in many cases to fit him for the work he is capable of handling in view of his disability, and has the responsibility of placing the man in employment.

Even under vocational rehabilitation, however, the Veterans Administration in Oregon works closely with the local apprentice councils. In cases of apprenticable trades, local coordinators set up the training program for disabled veterans upon the request of the Veterans Administration.

A disabled veteran can, if he and his employer choose, take training under Public Law 346 rather than under Public Law 16, but he should make sure that he understands the specific benefits of each act before making his choice.

IV - Training Possible In Many Occupations

Another important coordinating agency is the U.S. Employment service, which with its veterans' employment representative can bring the veteran and the prospective employer together, and the employer should register in this office for hiring of veterans.

Local selective service boards also will provide special aid to veterans in areas where no USES or Veterans Administration contact offices are maintained.

A few occupations, chosen at random, in which veterans are getting on-the-job training under the vocational training memorandum follow: Auto

painting, bicycle repairman, general bookkeeper, candy maker, carbonated beverage bottler, ice cream maker, household appliance installer, drugstore salesclerk, lens grinder, mail clerk, radio announcer, service station attendant, shoe repairman, telegraph operator, and wood turner. These jobs range from 1500 to 4000 hours in training.

Examples of apprenticeship jobs, which require from 4000 to 8000 hours of training, include auto body and fender work, automotive mechanics, baker trade, carpenter trade, clock and watch repairman, dental technician, dry cleaner, power lineman, painter, sheet metal worker, refrigeration serviceman, and upholsterer. (On the other hand, such work as truck driving and parking-lot attendant would not qualify because not enough training time is required to learn the occupation.)

In all these training jobs, the local apprentice council sets up the training schedule, determines what the training shall consist of, the length of the training period, sets the related study requirements, decides the ratio of apprentices to journeymen, and sets the minimum apprentice wage, taking in to account state and federal minimum wage and hour legislation, and bargaining agreements already existing between employers and unions.

County service officers and veterans' organizations can accomplish much in veteran employment by calling the attention of employers and of veterans themselves to the features of the job-training program. At present in Oregon, about 2500 veterans are working and training in approximately 50 different occupations under the vocational training memorandum, and about 28 different occupations under the apprentice program. Lorrin Andrews, director of the state apprenticeship council, says there is still a vast field of occupations where openings could be made possible for on-the-job training, because of the flexibility of the program.

Employers in a multitude of industries and businesses in Oregon can help re-establish the veteran in jobs and at the same time develop experienced personnel. Training a veteran in a job is a sound investment for the veteran, for the employer, and for the future of Oregon and the nation.

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(Following are lists of Trade and Industrial Coordinators in Oregon, and of local Veterans Administration contact offices.)

VETERANS ADMINISTRATION CONTACT OFFICES

ASTORIA, Oregon

Post Office Bldg.

William D. Lucke

BAKER, Oregon

301 Sommers Bldg.

Forrest E. Richter

BEND, Oregon

Room 18, O'Kane Bldg.

Harvey L. Latham

COOS BAY, Oregon

404-406 Hall Bldg.

Mr. Shirley T. Brannock

CORVALLIS, Oregon

Masonic Bldg., 306 Madison

Dewey D. Standish

EUGENE, Oregon

610 Willamette Street

Benjamin F. Sias

KLAMATH FALLS, Oregon

Court House

Patrick W. Kilby

LA GRANDE, Oregon

1013 Adams St.

Galvin R. Sumner

MEDFORD, Oregon

Rms. 200-201, P.O. Bldg.

Ellis L. Knight

PENDLETON, Oregon

Rms. 11-12, Natl. Bank Bldg.

Charles M. Cox

SALEM, Oregon

167 S. High St.

James S. Harris

THE DALLES, Oregon

1st Natl. Bank Bldg.

John W. Joerger

TRADE AND INDUSTRIAL COORDINATORS IN OREGON

<u>Center</u>	<u>Coordinator - Title</u>	<u>Area Served</u>
Albany	Leo F. Walker, Coordinator	Linn County - Western Half
Astoria	Henry Raab, Coordinator	Clatsop County
Baker	J. R. Evans, Principal, High School Richard Sutherland, High School	Baker County
Bend	A. W. Nelson, Coordinator	Deschutes County
Coos Bay	Sam Lehman, U.S. Employment Serv.	Coos County
Eugene	L. L. Erdmann, Director, E.V.S. W. W. Cox, Asst. Director, E.V.S.	Lane County, West Douglas, Monroe, Harrisburg
Forest Grove	Ray J. Haas, Coordinator	Washington County
Grants Pass	Oren R. Masters, Coordinator	Josephine County
Hood River	R. E. Steele, Secy., Chamber Commerce	Hood River County
Klamath Falls	Harold Teale, Vocational Director Robert Craig, Coordinator	Klamath County Lake County
La Grande	Ronald Walk, Coordinator	Union County Wallowa County
Lebanon	A. A. Dodds, Coordinator	Linn County - East Half
McMinnville	Russell S. Brown, USES, temp. chmn.	Yamhill County
Medford	C. W. Crary, Labor Temple	Jackson County
Oregon City	John Rayl, Coordinator	Clackamas County
Ontario	R.B. Pender, USES	Malheur County
Pendleton	John Dunn, Coordinator	Umatilla-Morrow Counties
Portland	Athol R. Baily, Prin., Appr. School	Multnomah County
Roseburg	F. L. France, Coordinator	East Douglas County
Salem	Elmer Halstead, Coordinator	Marion - West Salem
St. Helens	Robert Bickford, Coordinator	Columbia County
The Dalles	Hugh Davey, Coordinator	Wasco - Sherman Counties
Tillamook	C. J. Skinner, Supt. of Schools	Tillamook County
Toledo	George Orr, Supt. of Schools	Lincoln County
Dallas	Coordinator not yet named	Polk County