

Legislative Analysis



MICHIGAN NATIONAL GUARD APPRENTICESHIP ACT

Phone: (517) 373-8080
<http://www.house.mi.gov/hfa>

House Bill 4279 (H-1) as reported from committee

Sponsor: Rep. Jaime Greene

Committee: Families and Veterans

Complete to 5-7-25

Analysis available at
<http://www.legislature.mi.gov>

SUMMARY:

House Bill 4279 would create a new act, the Michigan National Guard Apprenticeship Act, which would require the Department of Labor and Economic Opportunity (LEO) to create and operate a Michigan Army National Guard and Air National Guard apprenticeship program. The program would assist National Guard members in applying qualifying military training and experience toward receiving a certificate of completion of *registered apprenticeship* from the U.S. Department of Labor.

Registered apprenticeship would mean a registered apprenticeship under the federal National Apprenticeship Act, approved through the Office of Apprenticeship in the U.S. Department of Labor, that is selected for inclusion in the program by LEO in coordination with the Department of Military and Veterans Affairs (DMVA) and the Michigan Veterans Affairs Agency (MVAA).

A member of the Michigan Army National Guard or Air National Guard who wishes to participate in the program would have to apply in a manner determined by LEO and be approved by their chain of command as determined by the adjutant general. A member who holds a military occupational specialty or Air Force specialty code that is compatible to be applied toward a registered apprenticeship and who meets any other requirements as determined by LEO would be eligible to participate in the program. A member would not have to be on active duty status to participate.

Apprenticeship program

The program would have to be a no-cost benefit to Michigan Army National Guard or Air National Guard members and be designed so that successful completion of the program results in receipt of a certificate of completion of a registered apprenticeship. Successful completion would include completing required on-the-job learning hours (which would have to occur during duty hours under the direction of the member's supervisor) and meeting all other requirements of the registered apprenticeship.

To the greatest extent possible, LEO would have to assign training under the program with apprenticeship programs as defined by the U.S. Department of Labor.

The state approving agency for *GI Bill* approvals would have to conduct the necessary GI Bill approvals for the program. (*GI Bill* would mean both the federal Montgomery GI Bill Act of 1984¹ and the Post-9/11 Veterans Educational Assistance Act of 2008.²)

¹ <https://www.law.cornell.edu/uscode/text/38/part-III/chapter-30>

² <https://www.law.cornell.edu/uscode/text/38/part-III/chapter-33>

Department responsibilities

LEO would have to coordinate with the following (or their successor departments or agencies) to create and operate the program and to register the Michigan Army National Guard and Air National Guard with the U.S. Department of Labor as registered apprenticeship program sponsors:

- The local veterans employment representative in LEO.
- The strategy director, employment analyst, or education analyst in the MVAA.
- The state approving agency for GI Bill approvals of the created registered apprenticeships.
- DMVA.

LEO, DMVA, and DTMB also would have to coordinate to identify military occupational specialties and Air Force specialty codes and synchronize the job titles and descriptions used by each department to ensure that members receive appropriate credit for on-the-job learning under the program.

LEO would have to develop and issue rules to implement the bill.

BACKGROUND:

The bill is similar to House Bill 5703 of the 2023-24 legislative session.

FISCAL IMPACT:

House Bill 4279 would have an indeterminate fiscal impact on the state. Under the provisions of the bill, LEO and DMVA would likely incur new costs related to increased personnel hours and the potential need for additional FTE positions to administer each department's portion of the apprenticeship program. Any potential costs to DTMB would be marginal and supported through its ongoing budget.

Information on how LEO and DMVA would implement the program is not yet available. Cost estimates for LEO and DMVA are in progress.

The bill would have no fiscal impact on local units of government.

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■ This analysis was prepared by nonpartisan House Fiscal Agency staff for use by House members in their deliberations and does not constitute an official statement of legislative intent.