

Legislative Analysis



MICHIGAN NATIONAL GUARD APPRENTICESHIP ACT

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

House Bill 4279 as introduced

Sponsor: Rep. Jaime Greene

Committee: Families and Veterans

Revised 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 Military and Veterans Affairs (DMVA) to create and operate a Michigan Army National Guard and Air National Guard apprenticeship program to assist National Guard members in applying qualifying military training and experience toward receiving a certificate of completion of *registered apprenticeship* from the United States 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 DMVA in coordination with the Department of Labor and Economic Opportunity (LEO) 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 DMVA 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 DMVA would be eligible to participate in the program.

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, DMVA 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

DMVA 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, 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

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, MVAA (and, by extension, DMVA) would likely incur new costs related to increased personnel hours, the potential need for additional FTE positions to administer DMVA's portion of the apprenticeship program, and the extent to which DMVA adjusts current training practices to align with apprenticeship training programs as defined by the U.S. Department of Labor.

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

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

Legislative Analyst: E. Best
Fiscal Analyst: Aaron A. Meek

■ 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.