

TRAINING AGREEMENT FOR APPRENTICESHIP AND OTHER ON-THE-JOB TRAINING PROGRAMS (Title 38 U.S.C. 3677 and 3687)

## INSTRUCTIONS TO ESTABLISHMENT

We are sending you this form as you have expressed interest in providing on-the-job or apprenticeship training to veterans, their eligible dependents, and members of the Selected Reserve. If you want additional information or need assistance in completing this form, contact your VA Education Liaison Representative (ELR). If you do not have this person's contact information, you can request it as follows:

• You may contact the Education Liaison Representative for your state by clicking on the link below: <a href="http://www.benefits.va.gov/GIBILL/resources/education-resources/school-certifying-officials/elr.asp">http://www.benefits.va.gov/GIBILL/resources/education-resources/school-certifying-officials/elr.asp</a>.

# INSTRUCTIONS FOR COMPLETED FORM

Complete the entire form. Be sure that you and the VA trainee sign this form. Then take the following actions:

- Mail two copies (Copy 1 and Copy 2) to the ELR. (Obtain this mailing address from the ELR.)
- Keep a copy (Copy 3) for your records.
- Give a copy (Copy 4) to the VA trainee.

**PRIVACY ACT NOTICE:** VA will not disclose information collected on this form to any source other than what has been authorized under the Privacy Act of 1974 or Title 38, Code of Federal Regulations 1.576 for routine uses as identified in the VA system of records, 58VA21/22/28, Compensation, Pension, Education, and Vocational Rehabilitation and Employment Records - VA, published in the Federal Register. An example of a routine use allows VA to send educational forms or letters with a veteran's identifying information to the veteran's school or training establishment to (1) assist the veteran in the completion of claims forms or (2) for VA to obtain further information as may be necessary from the school for VA to properly process the veteran's education claim or to monitor his or her progress during training. Your obligation to respond is required to obtain or retain education benefits. Giving us your SSN account information is voluntary, but you failure to give us your SSN could impede our processing of your claim. Refusal to provide your SSN by itself will not result in the denial of benefits. VA will not deny an individual benefits for refusing to provide his or her SSN unless the disclosure of the SSN is required by a Federal Statute of law enacted before January 1, 1975, and still in effect. The requested information is considered relevant and necessary to determine the maximum benefits under the law. While you do not have to respond, payment of education benefits cannot be made unless the information is furnished as required by existing law. This information is a training agreement, as approved by the Department of Veterans Affairs (VA), is completed both the employer and the trainee. The responses you submit are considered confidential (38 U.S.C. 5701). Information submitted is subject to verification through computer matching programs with other agencies.

**RESPONDENT BURDEN:** We need this information to determine the trainee's eligibility for educational benefits based on On-the-Job or Apprenticeship training (38 U.S.C. 3671). Title 38, United States Code, allows us to ask for this information. We estimate that you will need an average of 30 minutes to review the instructions, find the information, and complete this form. VA cannot conduct or sponsor a collection of information unless a valid OMB control number is displayed. You are not required to respond to a collection of information if this number is not displayed. Valid OMB control numbers can be located on the OMB Internet Page at <a href="www.reginfo.gov/public/do/PRAMain.">www.reginfo.gov/public/do/PRAMain.</a> If desired, you can call 1-888-GI-BILL-1 (1-888-442-4551) to get information on where to send comments or suggestions about this form.

OMB Approved No. 2900-0342 Respondent Burden: 30 minutes Expiration Date: 01/31/2024

	TRAINING AGRE	EMEN	IT FOR APPRENTICI (Title 38		AND OTH 3677 and			B TR	AINING	PROGRAMS
			PART I - G	ENER	AL INFOR	MATI	ON			
	ND ADDRESS OF ESTAE IENT (Include e-mail addre		NT ENTERING INTO TRAININ	G	2. NAME AND	ADDRE	ESS OF TRAINI	EE EN	ERING IN	TO TRAINING AGREEMENT
B. TRAINEE	S SOCIAL SECURITY N	JMBER	4. TRAINEE'S VA FILE NUM	BER	5. DATE OF B	IRTH	6.1	ΓRAINE	E'S JOB T	ITLE OR TRADE
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		l	PART II -	TRAIN	ING AGRE	EME	NT			
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			16. WAGE PROGRESSION	N TOWA	RD THE JOU	RNEY	     WORKER W	AGE		
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- I. HOURS AND SUPERVISION The trainee shall work the same hours as the instructor and shall work under the supervision of the instructor at all times.
- II. SAFETY AND HEALTH TRAINING The VA trainee will receive instruction on the job as to safe and healthful work practices. Such instruction shall include training regarding safety regulations, reporting of accidents, and availability of first aid medical facilities. The establishment shall also ensure that the trainee is trained in facilities and other environments that are safe and healthful.
- III. ADMINISTRATIVE PROCEDURES The following shall be the responsibility of the participating establishment:
  - A. To see that all VA trainees are covered by a written agreement.
  - B. To notify the VA Regional Processing Office in writing of any interruption or termination of training by each VA trainee.
  - C. To maintain a record of each VA trainee showing his or her experience and progress in learning the occupation until 3 years after completion of the training program.
- IV. COMPLIANCE WITH TITLE VI, CIVIL RIGHTS ACT OF 1964 The establishment agrees to comply with the provisions of Title VI, Civil Rights Acts of 1964.
- V. COMPLIANCE WITH TRAINING STANDARDS These standards, as approved by VA, become a part of the Training Agreement applying hereto. The signing of the Agreement in Items 19 and 20 on the reverse, binds the parties to compliance with these standards. The employer will provide every VA trainee entering into an Other On-The-Job Training Agreement with a copy of the Agreement with these Standards. The employer will send two copies of the completed Agreement to VA. The terms of this training agreement are in compliance with the requirements of section 21.4262, Title 38, Code of Federal Regulations.

I. DEFINITION AND TERM OF APPRENTICESHIP - The term "apprentice" shall mean a person at least years of age	who is
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- III. PROBATIONARY PERIOD All apprentices employed in accordance with these standards shall be subject to a probationary period not exceeding the first \_\_\_\_\_ of the term of apprenticeship. During this period, the Apprenticeship Agreement may be terminated at the request of either party to the Agreement.
- IV. HOURS AND SUPERVISION The apprentice shall work the same hours as the journey worker and shall work under the supervision of the journey worker at all times.
- V. WAGE PROGRESSION This standard must include a uniform, progressive schedule of wages.
- VI. RELATED SCHOOL INSTRUCTION
  - A. Each apprentice shall enroll in and attend classes in subjects related to this trade for not less than the number of hours yearly specified by the U.S. DOL during the term of apprenticeship. Apprentice related training should be arranged through local education agencies, the Community College system, or private vocational schools. If institutional training is not available locally, such related training may be given by a course applicable to the trade taken through correspondence (or other forms of self-study approved by the registration/approval agency), or an individualized instruction program of classroom training in the training establishment will be substituted.
  - B. Failure on the part of the apprentice to regularly attend class and/or progress satisfactorily in approved related training will be deemed sufficient cause to drop the apprentice from the entire training program.
  - C. Trade journals, manuals, books, publications, etc., applicable to the trade may be used in supervised training.
  - D. The minimum number of related training hours per year are not classified as hours of employment unless given during regular working hours for which wages are paid.
  - E. Curriculum content is described in Items 18A and 18B of the Apprenticeship Agreement.
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- IX. GRANTING CERTIFICATE OF COMPLETION OF APPRENTICESHIP After satisfactory completion of apprenticeship under these standards, each apprentice shall be furnished with a Certificate of Completion of Apprenticeship.
- X. COMPLIANCE WITH TITLE VI, CIVIL RIGHTS ACT OF 1964 The establishment agrees to comply with the provisions of Title VI, Civil Rights Act of 1964.
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- OTHER INFORMATION Every apprentice entering into an Apprenticeship Training Agreement will be given a copy of these standards. Two copies will be forwarded to VA. The terms of this training agreement are in compliance with the requirements of section 21.4261, Title 38, Code of Federal Regulations.

	Education Liaison Representative	Date Signed
VA FORM 22-8864, JAN 2021		

OMB Approved No. 2900-0342 Respondent Burden: 30 minutes Expiration date: 01/31/2024

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	hlishment and the T	rainee	enter into this agreeme	ent in co	onformity w	ith the	Training Star	ndards she	own on the reverse side of pefore signing below.
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Education Liaison Representative	Date Signed

<b>₩</b> De	epartment of Vet	erar	ıs Affairs						
	TRAINING AGREE	MEN	T FOR APPRENTIC (Title 38	ESHIP / U.S.C.	AND OTHI	ER OI 3687	N-THE-JOB TI )	RAINING	PROGRAMS
			PART I - G	ENERA	AL INFORM	/ATIC	ON		
NAME AND ADDRESS OF ESTABLISHMENT ENTERING INTO TRAINING AGREEMENT (Include e-mail address)					2. NAME AND	ADDRE	SS OF TRAINEE EN	ITERING IN	TO TRAINING AGREEMENT
3. TRAINEE'	S SOCIAL SECURITY NUM	BER	4. TRAINEE'S VA FILE NUM	BER !	5. DATE OF B	RTH	6.TRAIN	EE'S JOB T	ITLE OR TRADE
7. LENGTH OF PROGRAM			8. CREDIT FOR PREVIOUS	TRAINING	/EXPERIENCE		9. LENGTH OF TI	IME REMAIN	NING TO BE COMPLETED
10. DATE TR	AINING BEGINS 1:	1. LENO PER	GTH OF PROBATIONARY OD		VA USE ()	12. F	FACILITY CODE		13. DOT CODE
			PART II -	TRAINI	NG AGRE	EME	NT		
14. SPECIFIO	C QUALIFICATIONS FOR T	RAINE	ES						ER INSTRUCTOR OR S TO JOURNEY WORKERS (Ratio
		1	6. WAGE PROGRESSION	N TOWAR	RD THE JOU	RNEYV	WORKER WAGE		
NOTE: 7 them.	Trainees who receive	credit	t for previous experien	ce shall	be paid the	wage	rate of the peri	iod to wh	ich such credit advances
A. PERIOD	B. NUMBER OF MONTHS	3	C. WAGE LEVEL		A. PERIOD	B. NUN	MBER OF MONTHS		C. WAGE LEVEL
1ST		9	PER		6TH			\$	PER
2ND		\$	S PER		7TH			\$	PER
3RD			PER		8TH			\$	PER
4TH		9	PER		9TH			\$	PER
5TH		9	PER		10TH			\$	PER
\$	PER  17A. WORK PROCESSES I  ( List the various operatio.	IN WHI	R JOURNEYWORKER WAG  CH TRAINEE WILL RECEIVE sks to be learned with a brief nar itional space is required, please of	INSTRUC	iption and the le	ngth of ti		17B. NUM	IBER OF HOURS OF TRAINING
							TOTAL		
18A. COURS FOR TI	SE CURRICULUM UNITS, C HIS TRADE (If required)	OR TRA	INING OUTSIDE THE JOB N	ECESSAR	Y 18B. LO	CATION	N OF RELATED TRA	I IINING/INST	RUCTION
The Esta this form	blishment and the Tra which have been app	ainee roved	enter into this agreeme by the Department of	ent in con Veterans	nformity wis Affairs. Ca	th the	Training Stand y read these star	ards show	vn on the reverse side of fore signing below.
19. SIGNATU	JRE OF TRAINEE				20. SIGN	NATURE	E AND TITLE OF ES	TABLISHME	ENT DESIGNEE
The sign	ing of this agreemen	t bine	ds the parties to comp	liance w	ith the Agi	eeme	nt and Trainin	g/Appren	nticeship Standards.

- I. HOURS AND SUPERVISION The trainee shall work the same hours as the instructor and shall work under the supervision of the instructor at all times.
- II. SAFETY AND HEALTH TRAINING The VA trainee will receive instruction on the job as to safe and healthful work practices. Such instruction shall include training regarding safety regulations, reporting of accidents, and availability of first aid medical facilities. The establishment shall also ensure that the trainee is trained in facilities and other environments that are safe and healthful.
- III. ADMINISTRATIVE PROCEDURES The following shall be the responsibility of the participating establishment:
  - A. To see that all VA trainees are covered by a written agreement.
  - B. To notify the VA Regional Processing Office in writing of any interruption or termination of training by each VA trainee.
  - C. To maintain a record of each VA trainee showing his or her experience and progress in learning the occupation until 3 years after completion of the training program.
- IV. COMPLIANCE WITH TITLE VI, CIVIL RIGHTS ACT OF 1964 The establishment agrees to comply with the provisions of Title VI, Civil Rights Acts of 1964.
- V. COMPLIANCE WITH TRAINING STANDARDS These standards, as approved by VA, become a part of the Training Agreement applying hereto. The signing of the Agreement in Items 19 and 20 on the reverse, binds the parties to compliance with these standards. The employer will provide every VA trainee entering into an Other On-The-Job Training Agreement with a copy of the Agreement with these Standards. The employer will send two copies of the completed Agreement to VA. The terms of this training agreement are in compliance with the requirements of section 21.4262, Title 38, Code of Federal Regulations.

I. ]	DEFINITION AND TERM OF APPRENTICESHIP - The term "apprentice" shall mean a person at least	years of age who is
	employed to learn a skilled trade pursuant to the terms of a written Apprenticeship Agreement with the establishn	nent. The Agreement
,	will provide for (a) not less than years of reasonably continuous employment, (b) participation of the appre	ntice in an approved
:	schedule of work experience through employment, and (c) at least the number or hours per year of supplemental in	nstruction in subjects
1	related to the trade specified by the U.S. DOL (Department of Labor). (The DOL usually requires at least 144 hours p	er year.)
**	ATTICLE TO A COLUMN ATTICL	

- II. QUALIFICATIONS OF APPRENTICESHIP APPLICANTS VA apprenticeship applicants for this trade shall be between the ages of and \_\_\_\_\_ and should be, if possible, high school graduates or the equivalent and be able to meet the requirements of the trade.
- III. PROBATIONARY PERIOD All apprentices employed in accordance with these standards shall be subject to a probationary period not exceeding the first \_\_\_\_\_ of the term of apprenticeship. During this period, the Apprenticeship Agreement may be terminated at the request of either party to the Agreement.
- IV. HOURS AND SUPERVISION The apprentice shall work the same hours as the journey worker and shall work under the supervision of the journey worker at all times.
- V. WAGE PROGRESSION This standard must include a uniform, progressive schedule of wages.
- VI. RELATED SCHOOL INSTRUCTION
  - A. Each apprentice shall enroll in and attend classes in subjects related to this trade for not less than the number of hours yearly specified by the U.S. DOL during the term of apprenticeship. Apprentice related training should be arranged through local education agencies, the Community College system, or private vocational schools. If institutional training is not available locally, such related training may be given by a course applicable to the trade taken through correspondence (or other forms of self-study approved by the registration/approval agency), or an individualized instruction program of classroom training in the training establishment will be substituted.
  - B. Failure on the part of the apprentice to regularly attend class and/or progress satisfactorily in approved related training will be deemed sufficient cause to drop the apprentice from the entire training program.
  - C. Trade journals, manuals, books, publications, etc., applicable to the trade may be used in supervised training.
  - D. The minimum number of related training hours per year are not classified as hours of employment unless given during regular working hours for which wages are paid.
  - E. Curriculum content is described in Items 18A and 18B of the Apprenticeship Agreement.
- VII. SAFETY AND HEALTH TRAINING The apprentice shall receive instruction on the job as to safe and healthful work practices. Such instruction shall include training regarding safety regulations, reporting of accidents, and availability of first aid medical facilities.
- VIII. ADMINISTRATIVE PROCEDURES The following shall be the responsibility of the participating establishment:
  - A. To see that all apprentices are covered by a written agreement.
  - B. To notify the VA Regional Processing Office in writing of any interruption or termination of training by each apprentice.
  - C. To maintain a record of each apprentice showing his or her experience and progress in learning the occupation until 3 years after completion of the training program.
- IX. GRANTING CERTIFICATE OF COMPLETION OF APPRENTICESHIP After satisfactory completion of apprenticeship under these standards, each apprentice shall be furnished with a Certificate of Completion of Apprenticeship.
- X. COMPLIANCE WITH TITLE VI, CIVIL RIGHTS ACT OF 1964 The establishment agrees to comply with the provisions of Title VI, Civil Rights Act of 1964.
- XI. COMPLIANCE WITH APPRENTICESHIP STANDARDS These standards, as approved by VA, are made a part of the Apprenticeship Agreement applying hereto. The signing of the Agreement in Items 19 and 20 on the reverse, binds the parties to compliance with these standards.
- OTHER INFORMATION Every apprentice entering into an Apprenticeship Training Agreement will be given a copy of these standards. Two copies will be forwarded to VA. The terms of this training agreement are in compliance with the requirements of section 21.4261, Title 38, Code of Federal Regulations.

	Education Liaison Representative	 Date Signed
VA FORM 22-8864, JAN 2021		