



Coast Guard HR Flag Voice 103

UNITED SERVICES MILITARY APPRENTICESHIP PROGRAM (USMAP)

ALCOAST 277/00 announced that the Coast Guard has joined the newly consolidated United Services Military Apprenticeship Program (USMAP). From an individual's perspective, USMAP provides:

- Recognition of skills learned,
- Recognition nationally as a journeyman in a trade,
- Credit hours at some colleges toward completion of an Associate of Applied Science degree, and
- Documented proof of work experience hours earned while on active duty.

The Navy, Marine Corps, and Coast Guard are all registered with USMAP. The goal of the program is to develop highly skilled journeymen through military training and experience that will lead to certification in a designated trade, occupation or craft. A federally approved program under the guidelines of the U. S. Department of Labor (DOL), USMAP develops highly trained military service personnel who will continue to use their technical skills and knowledge while on active duty.

The DOL guidelines are known as the "National Standards of Apprenticeship" and govern all apprenticeship programs including USMAP. The guidelines assure that military training/experience is equivalent to private industry programs, and benefits members who want to stay in the service and complete an apprenticeship. Additionally, this likely results in the retention of highly trained and sought after personnel. There are three primary factors for why USMAP is a win-win for the member and the Service:

- Acceptance of registered military apprentices and skilled craft workers by private industry will enhance employment opportunities for military veterans.
- Provides an added incentive to personnel to advance within their occupational specialties while on active duty.
- Promotes recognition of value of military training and experience.

The ALCOAST provided the following general policy and information to assist commanding officers,

Career Development Advisors (CDA's), Educational Services Officers (ESO's) and the Chief's Corps promote USMAP to our members:

1. Enlisted members must be on active duty, have a high school diploma or GED equivalent, be designated in a job specialty (or rating) with approved apprenticeship skills and meet the requirements for the journeyman rating.
2. The benefits of joining the program include recognition of skills learned, documentation of work experience and related technical instruction (i.e., "A" and/or "C" school, etc.), and improved chances of finding full time employment when the member completes his/her military service and enters into the private sector.
3. Completion of the program leads to certification in a designated trade, occupation. Some colleges may offer credit for completion of the apprenticeship program toward an Associate of Applied Science degree. Individuals who successfully complete the USMAP are issued a certificate of completion of apprenticeship from the U.S. Department of Labor and are considered among the most highly skilled craftsmen in industry.

For more detailed information about the program and how to get started at your unit, send an email to netpdtc.usmap@cnet.navy.mil and request a "USMAP Start-up Kit."

You can also send a message, including your mailing address to CNET Pensacola FL//USMAP etc 531//. You will receive all the necessary information and instructions for ordering application forms to get USMAP started at your unit. CMC's and Silver Badges CG-wide will automatically receive this same package via email, along with a "USMAP Power Point" presentation, that can be used by the unit to introduce the program at an All Hands meeting or Chief's Call.

For more information and to see if your rating/occupational specialty is one of the 107 approved trades eligible for this career opportunity program, check with your ESO, CDA, or Chief. For a complete list of approved trades and further information, visit <http://www.cnet.navy.mil/nnaps/index.htm#> on the Internet. USMAP representatives are ready to assist. To enroll, you must meet all the eligibility requirements and submit a completed and signed application form along with the following items:

- Copy of your "A" School certificate,
- Documentation of other completed trade related school(s)/course(s) or a certified transcript of ACE accredited school(s)/course(s) (if applicable),
- Advancement certificate to E-4.

Because this program is established and regulated under the Department of Labor, eligibility is currently extended only to enlisted personnel currently serving on active duty. Reservists are allowed to

participate in the program provided they are on active duty consecutively of 180 or more days. As the program progresses over the next few years, the CG, along with the Navy and Marine Corps, will evaluate the possibilities of extending this program to drilling reservists

The Master Chief Petty of the Coast Guard, Vince Patton, sent the following in an email:

"I am sending these comments along personally to all unit command master, senior and chiefs, and career development advisors to solicit your support and promotion for this program which enhances the job performance qualifications for our enlisted personnel. I want all of you specifically to become familiar with USMAP. Before USMAP can reach out and assist our members, a local contact must be established at each unit, and a cadre of experienced people who understand what the program's goal and benefits are. This is why I am reaching out specifically and personally to you.

Career Development Advisors (CDA) and Educational Services Officers (ESO) will serve as the primary points of contact within your AOR to answer your "technical" questions and provide applications forms to USMAP. A new program like this can not be effectively promoted and administered exclusively by just the principal players. I firmly believe that through the extended efforts and assistance from our chiefs, we can really make this type of program creditable in the eyes of all who must participate as supervisors signing the Work Experience Logbook, or as leaders promoting USMAP, making sure each "apprentice" (as defined in this program) is working to complete their apprenticeship. It makes sense that the Chief Petty Officers, as ADM Loy often refers to as, "The senior mentors of the Coast Guard," take ownership locally at their unit.

I'm relying on the entire Chief's Corps to fully support this program at your command, and by making sure every prospective applicant is given an opportunity to enroll in USMAP and successfully complete an apprenticeship where possible."

If you have any specific questions on USMAP, please direct your inquiries to MCPO Dave Johnson, COMDT (G-WTT), at 202-267-2435, or by email, DJohnson@uscg.mil. The USMAP Administrator can be contacted at (850) 452-4940, extension 312/307/315 or E-mail NETPDTC.USMAP@smtp.cnet.navy.com.

Regards, FL Ames

[Flag Voice Contents](#)

This page is maintained by [HR Webmaster \(CG-1A\)](#)