

Memorandum of Understanding

Between

Oregon Military Department

and

Oregon State Apprenticeship and Training Council

Purpose: This Memorandum of Understanding (MOU) is to define the mutually agreed upon expectations and obligations of the Oregon National Guard (ORNG) and the Oregon State Apprenticeship and Training Council (OSATC). This agreement delineates the comprehensive efforts of the signature agencies to ensure ORNG service members are afforded every opportunity to participate in the apprenticeship programs throughout the State of Oregon.

Vision: To ensure service members the opportunity to obtain journeyman certification through Apprenticeships, provide a living wage for themselves and their families; and provide the state apprenticeships programs with experienced and motivated applicants.

OSATC: Provides Oregon citizens the opportunity to learn a trade while earning a living family wage. It is further recognized that the Council's authority extends to allowing preference to be given citizens who have performed a valuable service to their nation and their community.

ORNG: is the structure for the most extensive military membership within the State of Oregon. The ORNG provides service members and their families with current employment and career opportunity information through the Career Transition Assistance Program (CTAP).

The Adjutant Generals Intent

Redeployment: Battalion Commanders will conduct an Inactive Duty Training (IDT) period (Multi-Unit Training Assembly ([2 periods minimum]) dedicated to a Soldier Enhancement Day (SED) within 90 to 180 days of redeployment as part of their training schedule. Deputy Chief of Staff for Personnel (DCSPER), Reintegration Team and CTAP will coordinate SED with Battalion Commander/Staff as approved by Brigade Command and Deputy Chief of Staff for Operations (DCSOPS).

Battalion Commanders of non-deployed units will assess their soldier employment needs and may request an SED be held at the unit to provide soldiers and their families with current information related to:

1. Veterans' Benefits
 - a. US Department of Veterans' Affairs (Benefits)
 - b. Oregon Department of Veterans' Affairs
2. Medical Issues
 - a. TriWest (Tricare)
 - b. US Department of Veterans' Affairs (Medical)
3. Educational Benefits (ORNG Education Officer)
4. Employment Opportunities
 - a. Oregon Employment Department

- b. Local, State and Federal Employers
 - c. Oregon Apprenticeship and Training Council and their approved Apprenticeship Programs
 - d. WorkSource Oregon
5. Employment Issues (Employer Support of the Guard and Reserve)
 6. Reintegration team and CTAP will coordinate with Battalion Commander\Staff to plan, prepare and conduct Soldier Enhancement Days.
 7. The ORNG will provide OSATC approved programs access to recruit service members during Soldier Enhancement Days. The ORNG will notify the Bureau of Labor and Industries Apprenticeship and Training Division (BOLI, ATD) of upcoming SEDs 30 days prior to scheduled events. . Commanders will ensure that the OSATC approved programs are provided with space to setup displays and discuss opportunities with service members during the SED.
 8. The ORNG will work with the BOLI ATD and OSATC approved Apprenticeship Committees to organize other events as required to expand outreach throughout the State of Oregon.

Oregon State Apprenticeship and Training Council

The OSATC agrees that committees may adopt amendments to their selection methods to admit Oregon National Guard Service Members to approved programs using the following guidelines:

1. ORNG Veterans who have completed 178 consecutive days of service may be granted open application into an apprenticeship program under Exception #12 of Standard Selection Procedures (ORS 660.137) "Veterans Entry."
 - a. ORNG Veterans must meet minimum qualifications of the program and may be required to take an entrance examination to determine education level.
 - b. ORNG Veterans having completed 178 consecutive days of active service must provide a DD214 at the time of application issued within the past 24 months
2. ORNG Veterans who have completed 178 consecutive days of service, upon acceptance into an Apprentice program, may request that Apprentice programs review military occupational training and experience related to the occupation and grant "credit for previous experience."
 - a. During the application process, applicant will provide documentation of military education and experience in a related occupation furnishing such records as DD214, Certificates of

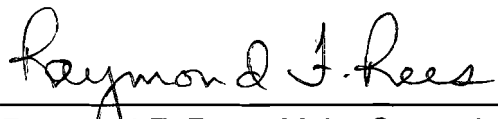
Completion, occupation field manual, and or affidavits certified by supervising officers.

- b. Credit is granted in accordance with the Registered Apprenticeship Program Standards as "Credit for Previous Experience." Veterans granted credit for prior training and experience will, at the completion of the probationary period, be advanced to the wage rate as appropriate, all other provisions of the standards having been met.

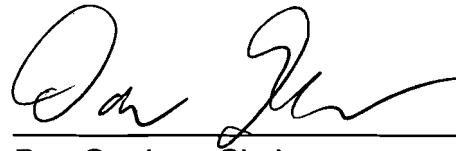
3. ORNG Service members, not yet having completed 178 consecutive days or more of active duty service, may request consideration of military education and experience during the application process as credit for scoring and ranking under the Committee's Application Point System. Upon acceptance to a program, members may request review of same military occupational training and education as credit for previous experience to be granted once the probationary period is complete.

All apprenticeship programs will consider applicants without regard to race, color, religion, national origin, or sex.

The undersigned agree to make every effort to provide Oregon National Guard Service Members the opportunity to succeed in the trades. As partners in this agreement, the undersigned further agree to exchange appropriate information regarding recruiting efforts, career opportunities and service member employment events.



Raymond F. Rees, Major General
The Adjutant General
Director, Oregon Military Department



Dan Gardner, Chair
Oregon State Apprenticeship
and Training Council

The undersigned agree to make every effort to provide Oregon National Guard Service Members the opportunity to succeed in the trades. As partners in this agreement, the undersigned further agree to exchange appropriate information regarding recruiting efforts, career opportunities and service member employment events.

Robert J. Kimo
Training Director

UA Local 290 Plumbers & Fitters
Apprenticeship Program

Suz Parker
Training Director

Cement Masons Apprenticeship
Apprenticeship Program

Joe Calabrese
Training Director

WCTC
Apprenticeship Program

Alan Bell
Training Director

Sheet Metal
Apprenticeship Program

Dan J. Campbell
Training Director

Central Elec. JATC
Apprenticeship Program

Cliff Meyer
Training Director

Greater Portland Roofers, JATC
Apprenticeship Program

Will Regan
Training Director

Painters & Drywall Finishers
Apprenticeship Program

Jim Taylor
Training Director

Operating Engineers
Apprenticeship Program