



# VETERAN CAREER PROGRAM

CALIBRE





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## Veterans: The Solution to the Automotive Technician Shortage

### THE CHALLENGE

#### A Growing Demand for Skilled Technicians

The U.S. Bureau of Labor Statistics projects a 3% growth in employment for automotive service technicians and mechanics from 2023 to 2033, adding approximately 21,200 jobs. However, with an estimated 67,800 openings annually due to retirements and workforce transitions, the demand for skilled technicians far exceeds supply.

As vehicles become more technologically advanced, technicians must continuously adapt to new systems, including electric drivetrains, advanced driver-assistance systems, and sophisticated infotainment setups. This evolution requires ongoing training and expertise, making technician retention more crucial than ever. The industry also faces significant challenges in retaining skilled technicians, with annual turnover rates ranging between 30% and 40%.



### THE SOLUTION: INVESTING IN VETERANS

Address workforce shortages while supporting our nation's defenders. Military mechanics and Veterans bring exceptional technical expertise, discipline, and leadership to the automotive industry. CALIBRE's Veteran Career Program provides a nationwide network to recruit, screen, and place these highly skilled professionals into automotive technician roles. Through a 24-month, Department of Labor (DOL) and GI Bill®-approved apprenticeship program, employers gain reliable, well-trained technicians while giving Veterans a pathway to long-term career success.



## CALIBRE'S VETERAN CAREER PROGRAM

Our program equips transitioning service members, Veterans, and National Guard/Reserve members with the training and experience needed to become Automotive Certified Technicians. This structured apprenticeship includes:



### Original Equipment Manufacturer (OEM) Specific Training

Web-based and classroom instruction aligned with manufacturer certifications.



### On-The-Job Mentorship

A 24-month training experience at an employer's service department.



### DOL Apprenticeship

A structured program ensuring quality and consistency.



### GI Bill® Benefits Access

Allowing Veterans to supplement their income while training.



### Ongoing Support

Assistance with placement, skill development, and credential tracking.

Veterans must provide proof of honorable discharge, formal technical training (military or civilian), or at least three years of relevant work experience to qualify.

## Why Hire Veterans?

### THE EMPLOYER ADVANTAGE

Veterans bring a unique set of strengths that make them ideal employees in the automotive industry:

#### Strong Work Ethic and Discipline

Trained to operate in high-pressure environments with reliability and precision.

#### Leadership and Teamwork

Experience in leading teams, making decisions, and fostering collaboration.

#### Adaptability and Resilience

Comfortable with evolving technologies and problem-solving under pressure.

#### Technical Expertise

Many Veterans have hands-on experience with advanced mechanical and electrical systems.

#### Tax Incentives

Employers may qualify for the Work Opportunity Tax Credit (WOTC) for hiring Veterans.

#### Workplace Culture

Veterans enhance workplace culture with their diverse global perspectives.

#### Loyalty and Retention

Veterans exhibit strong commitment and lower turnover rates, reducing hiring costs.



DEPARTMENT OF  
LABOR REGISTERED  
APPRENTICESHIPS

Registered Apprenticeships provide a structured, high-quality career pathway for employers and workers alike. These programs offer:

Paid, structured training with progressive wage increases.

Industry-approved curriculum aligned with workforce needs.

Nationally recognized credentials upon completion.

Mentorship and on-the-job learning to ensure competency.

Workplace enrichment initiatives to strengthen workforce development.



GI BILL® BENEFITS: SUPPORTING VETERAN TRANSITIONS

Eligible Veterans participating in an approved apprenticeship may receive:



**Monthly Housing Allowance (MHA)**

Paid at a decreasing rate over 24 months to supplement earnings.



**Books and Supplies Stipend**

Up to \$83 per month.



**Structured Career Development**

Helping Veterans' transition smoothly into civilian careers.





## TRAINING AND DEVELOPMENT STRATEGY

Apprenticeships equip workers with essential skills through a blend of hands-on learning and classroom instruction (virtual or in-person). A well-structured training plan ensures apprentices gain the necessary knowledge and competencies to achieve full proficiency.

The DOL offers standardized training plans for approved occupations, which you can adopt, modify, or develop independently. CALIBRE enhances these plans with specialized OEM certifications, tailoring training to the unique needs of Veterans. The program focuses on industry-leading certifications and structured learning, ensuring Veterans transition seamlessly into automotive careers.



### Customized Training Programs

**Tailored to Veterans:** Develop training programs that leverage Veterans' existing skills and offer a bridge into automotive technology with minimal downtime. For example, Veterans who worked with vehicles in the military may benefit from specialized certifications in areas like automotive diagnostics or electric vehicle (EV) repair.

**Flexible Learning Options:** Recognize that many Veterans may have families or other commitments, so offering flexible training schedules or online courses will make training more accessible.

### Hands-On, Real-World Experience

**On-the-Job Training:** Establish apprenticeship or internship programs where Veterans can learn and earn simultaneously. This provides real-world experience as they earn certifications.

**Simulated Training Environments:** Create training facilities that simulate real-world automotive repair environments, allowing Veterans to practice skills in a controlled setting.

### Mentorship and Peer Support

**Veteran Peer Mentors:** Utilize Veterans who are already working in automotive to act as mentors, offering guidance to newly recruited Veterans.

**Inclusive Training Environment:** Ensure that all training materials, instructors, and company culture are designed to make Veterans feel welcome, understood, and empowered.

### Industry Certifications

**ASE Certifications:** Provide pathways to certification in various automotive specialties (e.g., brake systems, electrical systems, diesel engines) through comprehensive training programs.

**Manufacturer-Specific Certifications:** Collaborate with car manufacturers to offer specialized training on brand-specific technologies and systems.





## DEALER RESPONSIBILITIES

Dealers play a critical role in ensuring the success of Veteran apprentices by providing structured training, mentorship, and compliance with program requirements. To support their GI Bill®-eligible Veterans, dealers must:

**Initiate Training Early:** Establish a training account for the Veteran within the first five days of employment to ensure seamless program integration.

**Monitor Training Progress:** Ensure Veterans complete all mandatory training in accordance with the DOL-approved training plan and dealership-specific requirements.

**Validate Performance:** Review and approve the Monthly Progress Report, provided by the VA Certifying Official, to track the Veteran's on-the-job training progress. Reports must be submitted on or after the last day of each month throughout the 24-month Registered Apprenticeship.

**Communicate Changes Promptly:** Notify the CALIBRE Veteran Career Program Manager regarding any changes in the Veteran's training status, employment status, or program participation.

**Ensure Quality Mentorship:** Assign a senior technician to mentor and coach the Veteran, fostering hands-on learning, technical growth, and long-term career success.

By actively engaging in this program, dealers enhance their workforce with skilled, certified technicians while maximizing the return on investment in Veteran talent.



## CALIBRE STRATEGY

CALIBRE is committed to streamlining the apprenticeship experience for both Veterans and dealers. Through strategic support and program management, CALIBRE provides:

**Veteran Recruitment and Placement:** Identify, screen, and nominate highly skilled Veterans, matching them with dealers based on their experience and potential for success as Certified Automotive Technicians.

**GI Bill® Enrollment Assistance:** Employ a GI Bill® Certifying Official to guide Veterans through program enrollment and benefits applications.

**Dealer Onboarding and Support:** Educate dealerships on their roles and responsibilities, ensuring they understand compliance requirements and best practices for Veteran training.

By handling administrative tasks and regulatory compliance, CALIBRE enables dealers to focus on training and integrating Veterans into their workforce.

**Progress Tracking and Reporting:** Deliver pre-filled Monthly Progress Reports to Dealer Service Managers for streamlined validation.

**Compliance and Documentation:** Maintain all required program records for DOL and the State Approving Agency.

**Government Liaison and Certification Requests:** Assist with submitting necessary documents to the VA Regional Office and request DOL Certificates of Completion for Veterans who successfully complete the program.

## Join the Movement

### STRENGTHEN YOUR WORKFORCE WITH VETERANS

By hiring Veterans through CALIBRE's Veteran Career Program, employers gain dedicated, highly trained professionals who bring discipline, technical expertise, and a commitment to excellence. Together, we can close the skills gap, enhance service departments, and honor those who have served.







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