

# Legislative Analysis



## MICHIGAN NATIONAL GUARD APPRENTICESHIP ACT

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

**House Bill 4279 (H-3) as reported from second committee**

**Sponsor: Rep. Jaime Greene**

**1st Committee: Families and Veterans**

**2nd Committee: Rules**

**Complete to 9-9-25**

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 Labor and Economic Opportunity (LEO) to create and operate a Michigan Army National Guard and Air National Guard apprenticeship program. The program would assist National Guard members in applying qualifying military training and experience toward receiving a certificate of completion of ***registered apprenticeship*** from the U.S. 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 LEO in coordination with the Department of Military and Veterans Affairs (DMVA) 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 LEO 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 LEO would be eligible to participate in the program. A member would not have to be on active duty status to participate.

#### 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, LEO 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 1984<sup>1</sup> and the Post-9/11 Veterans Educational Assistance Act of 2008.<sup>2</sup>)

#### Department responsibilities

LEO 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, DMVA, 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.

#### **FISCAL IMPACT:**

House Bill 4279 would have an indeterminate, but significant, fiscal impact on both LEO and DMVA. Both departments indicated that there would likely be serious issues implementing provisions of the bill with respect to the Army National Guard, while implementation for the Air National Guard would be a more straightforward process.

Anticipated costs for implementation with respect to the Air National Guard only are projected to be approximately \$1.5 million annually, in addition to \$1.0 million for one-time costs. A significant portion of ongoing funding would be allocated for 5.0 FTEs to implement and administer the program. One-time funding would primarily be used to support any necessary IT and process changes.

Due to its decentralized process for tracking training, both LEO and DMVA expressed concerns about the feasibility of implementation with respect to the Army National Guard, and both departments indicated the potential necessity of a wholesale revision to the Army National Guard's tracking system in order to implement the bill's provisions. DMVA noted that, because these systems are federally maintained, the potential costs associated with modifying them would be significant, likely in the millions of dollars. As a result, precise cost estimates for implementation of the bill's provisions across both branches of the National Guard are not available, but the magnitude of costs would be significantly higher for the Army National Guard than for the Air National Guard.

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

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<sup>1</sup> <https://www.law.cornell.edu/uscode/text/38/part-III/chapter-30>

<sup>2</sup> <https://www.law.cornell.edu/uscode/text/38/part-III/chapter-33>

**POSITIONS:**

A representative of the Polish Legion of American Veterans testified in support of the bill.  
(4-22-25)

The Home Builders Association of Michigan indicated support for the bill. (9-4-25)

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■ 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.