



www.helmetstohardhats.org

Revised May 5, 2011

Helmets to Hardhats is a national, nonprofit program that connects National Guard, Reserve, retired and transitioning active-duty military service members with skilled training and quality career opportunities in the construction industry. Program operations are supervised by a Board of Trustees for the Center for Military Recruitment, Assessment and Veterans Employment, and by an Executive Committee, both of which are joint labor-management driven entities. The program is designed to help military service members successfully transition back into civilian life by offering them the means to secure a quality career in the construction industry.

Most career opportunities offered by the program are connected to federally-approved apprenticeship training programs. Such training is provided by the trade organizations themselves at no cost to the veteran. No prior experience is needed; in fact, most successful placements start with virtually no experience in their chosen field. All participating trade organizations conduct three to five year earn-while-you-learn apprenticeship training programs that teach service members everything they need to know to become a construction industry professional with a specialization in a particular craft. And, because these apprenticeship programs are regulated and approved at both federal and state levels, veterans can utilize their Montgomery G.I. Bill benefits to supplement their income while they are learning valuable skills and on the job training.

In 2007, Helmets to Hardhats supplemented its existing program with a disabled American veteran program known as the "Wounded Warrior" program, which serves to connect disabled veterans with employment opportunities in the construction industry and the careers that support construction.

By working closely with both labor and management, Helmets to Hardhats is able to provide this important link to quality careers for our nation's brave and deserving warriors all over the United States.

Helmet to Hardhats accomplishes its objectives through two main functions:

1. REGIONAL DIRECTORS- Regional Directors (many of whom are veterans themselves) are based throughout the country and act as advisors and career counselors to military veterans and as liaisons to hiring managers who provide quality career opportunities.
2. WEB SITE- Helmets to Hardhats is a web-based program (www.helmetstohardhats.org) that enables career seekers and employers to connect with one another. Regardless of geographical location or current military status, a military member can access and utilize this website from anywhere in the world in order to begin their search for the best post-military careers the construction industry has to offer.

Helmets to Hardhats makes every effort to track successful placements throughout the United States. Unfortunately our collection process does not allow for the accounting of all placements. Below is the known number of placements and the known amount of private money that will be spent on these military service members should they complete their apprenticeships. The training money does not include wages or benefits that the military service member will receive during their training years.

Known placements include successful wounded warriors and other than apprenticeship placements. Cost of training is the amount of money spent on the military service member over the course of their apprenticeship.

Calendar year	H2H funded levels of operation	Number of known placements	Training costs for placements Costs are assumed by Labor and Management entities who train and employ the military member
2007	\$5,400,000	1,561	\$33,564,500
2008	\$990,000	1,714	\$32,802,500
2009	\$3,000,000	1,049	\$19,947,500
2010	\$3,000,000	869	\$16,080,500

Executive Summary

Over the last eight years Helmets to Hardhats has built a reputation of success and gained respect among the military and construction industries. A solid network of relationships and communication lines that are unique and invaluable to our nations' National Guard and Reserves, retirees and transitioning active duty military service members has been constructed. By partnering with Veterans Affairs, Department of Defense and interacting with Department of Labor, state representatives, One Stops, career links and other veterans' organizations; H2H "remains at the forefront..." of helping those who have served.

For more information please visit us at www.helmetstohardhats.org or call 1-866-741-6210