
**Rules of
 Department of Elementary and
 Secondary Education
 Division 60—Vocational and Adult Education
 Chapter 900—Veterans’ Education**

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**Title 5—DEPARTMENT OF
ELEMENTARY AND
SECONDARY EDUCATION**

**Division 60—Vocational and
Adult Education
Chapter 900—Veterans' Education**

**5 CSR 60-900.010 Standards for the
Approval of Courses for the Education of
Veterans or Eligible Persons**
(Rescinded November 16, 1981)

**5 CSR 60-900.020 Standards for the
Approval of Flight School Courses for the
Education of Veterans**
(Rescinded October 13, 1983)

**5 CSR 60-900.030 Standards for
Approval and Continued Approval of On-
the-Job Training for the Training of
Veterans**

PURPOSE: The State Board of Education has the authority to establish a state approving agency and standards for approval and continued approval of on-the-job training for the training of veterans or eligible persons (Reference: 38, United States Code 1771 and 161.172, RSMo). These standards will serve as a guide for those business establishments desiring to provide training for veterans and for the state approving agency in the approval of the courses.

(1) Approval will not be granted for training in occupations which require a relatively short period of experience for a trainee to obtain and hold employment at the market wage in the occupation. This includes occupations such as automobile service station attendant or manager, soda fountain attendant, food service worker, salesman, window washer, building custodian or other unskilled or common labor positions as well as clerical positions for which on-the-job training is not the normal method of procuring qualified personnel.

(2) An application will be approved when the training establishment and its courses are found, upon investigation, to have met these standards—

(A) The job which is the objective of the training is one in which progression and appointment to the next higher classification are based upon skills learned through organized training on the job and not on such factors as length of service and normal turnover. Approval will not be granted for supervisory

or managerial positions where the normal method of obtaining the position is by selection based on such factors as experience, demonstrated ability, education and longevity;

(B) The training content of the course is adequate to qualify the veteran for appointment to the job for which he is to be trained;

(C) The job customarily requires a period of training of not less than six (6) months and not more than two (2) years of full-time training;

(D) The length of the training period is not longer than that customarily required by the training establishments in the community to provide the veteran with the required skills, arrange for the acquiring of job knowledge, technical information and other facts which the veteran will need to learn in order to become competent on the job for which he is being trained. Appropriate credit must be given to veterans who have had prior experience or training, with the training period shortened proportionately and the individual's wage schedule adjusted accordingly;

(E) Provision is made for related instruction for the individual veteran who may need it;

(F) There is in the training establishment adequate space, equipment, instructional material and instructor personnel to provide satisfactory training on the job;

(G) Adequate records are kept to show the progress made by each veteran toward his/her job objective;

(H) The veteran is not already qualified by training and experience for the job;

(I) The wages to be paid the veteran upon entrance into training are not less than wages paid nonveterans in the same training position and are at least fifty percent (50%) of the wages paid for the job for which s/he is to be trained and will be increased in regular periodic increments until, not later than the last full month of the scheduled training period, they will be at least eighty-five percent (85%) of the wages paid for the job for which the veteran is being trained.

1. Wages based on piece work, job rates or commissions are not acceptable.

2. Beginning wages and increases shown in the approved wage schedule are considered minimum wages that must be paid to trainees making satisfactory progress; otherwise, the veteran's benefits must be interrupted or terminated.

3. Trainees may be paid at rates that are higher than the rates shown in the approved wage schedule except that a veteran's training benefits must be terminated when s/he is paid at or above the rate that is the approved "wage at completion of program;"

(J) There is a reasonable certainty that the job for which the veteran is to be trained will be available to him/her at the end of the training period; and

(K) A signed copy of the training agreement for each veteran, including the training program and wage schedule as approved by the state approving agency, is provided to the veteran and the VA and the state approving agency by the employer.

*Auth: section 161.172, RSMo (1986).
Original rule filed Dec. 23, 1975, effective
Jan. 2, 1976.*

**5 CSR 60-900.040 Standards for the
Approval of Apprentice Courses for the
Training of Veterans Under the Provi-
sions of PL 90-77**

PURPOSE: The State Board of Education has the authority to establish a state approving agency and standards for approval of apprentice courses for the training of veterans under the provisions of PL 90-77 (Reference: 38, United States Code, 1771 and 161.172, RSMo). These standards will serve as a guide for those training establishments desiring to provide apprentice training for veterans and for the state approving agency in the approval of the courses.

(1) Apprentice courses provide training for those occupations commonly known as skilled crafts or trades that require a wide and diverse range of skills and knowledge as well as maturity and independence of judgment. Occupations recognized by the Federal Committee on Apprenticeship are those that customarily have been learned in a practical way through two (2) or more years' training and work experience on the job and that are clearly identified and commonly recognized throughout industry. Occupations that traditionally have not used apprenticeship are—

(A) Selling, retailing or similar occupations in the distributive field;

(B) Managerial occupations;

(C) Clerical occupations;

(D) Professional and semiprofessional occupations; and

(E) Agricultural occupations.

(2) An application will be approved when the training establishment and the apprentice course are found, upon investigation, to have met these standards.

(A) The standards of apprenticeship published by the Secretary of Labor under section 50(a) of Title 29, United States Code. An



apprentice course should provide for the following:

1. The starting age of an apprentice to be not less than sixteen (16);
 2. Full and fair opportunity to apply for apprenticeship;
 3. Selection of apprentices on the basis of qualifications alone;
 4. A schedule of work processes in which an apprentice is to receive training and experience on the job;
 5. Organized instruction designed to provide the apprentice with knowledge in technical subjects related to his/her trade (a minimum of one hundred forty-four (144) hours per year is normally considered necessary);
 6. A progressively increasing schedule of wages;
 7. Proper supervision of on-the-job training with adequate facilities to train apprentices;
 8. Periodic evaluation of the apprentice's progress, both in job performance and related instruction and the maintenance of appropriate records;
 9. Employee-employer cooperation;
 10. Recognition for successful completions;
- and
11. Nondiscrimination in all phases of apprenticeship employment and training.

(B) A signed copy of the training agreement for each veteran, making reference to the training program and wage schedule as approved by the state approving agency, is provided to the veteran and the Veterans Administration and the state approving agency by the employer.

*Auth: section 161.172, RSMo (1986).
Original rule filed Dec. 23, 1975, effective
Jan. 2, 1976.*