

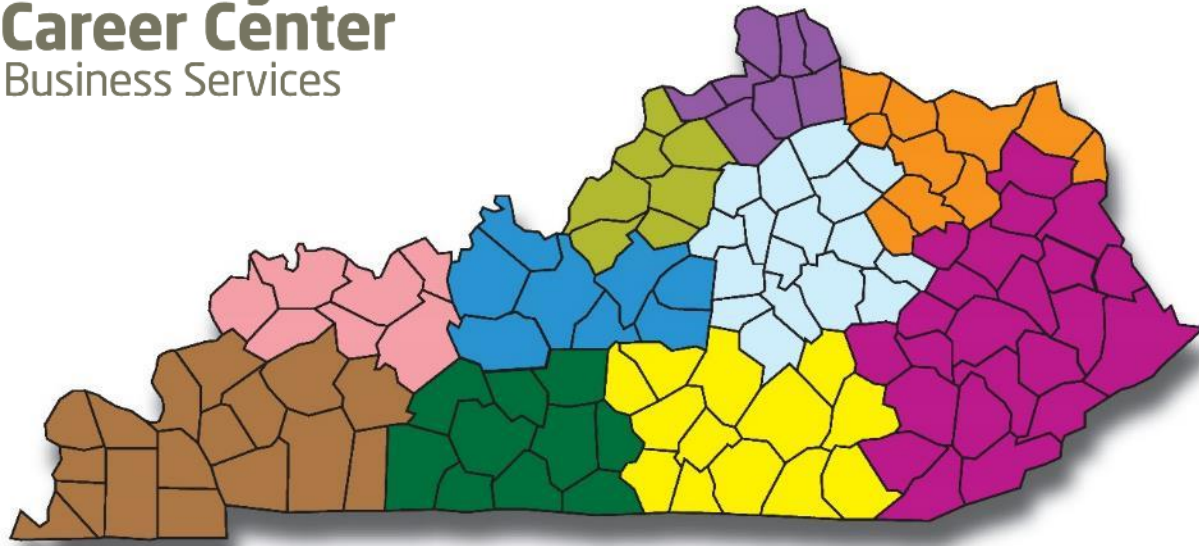


Moving Your Business Forward Through Registered Apprenticeship in Kentucky

<https://kyworks.ky.gov>

Connect with the Kentucky Career Center

Kentucky Career Center
Business Services



Apprenticeship Workforce Consultants are your no-cost experts in facilitating, providing and delivering no-cost solutions to your business problems.

Statewide Industry Specific:

Early Care and Education

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Bluegrass

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Ben Richardson

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Cumberland

Adair, Casey, Clinton, Cumberland, Green, Laurel, McCreary, Pulaski, Rockcastle, Russell, Taylor, Wayne, Whitley

To Be Determined

Cell:

Email:

EKCEP

Bell, Breathitt, Carter, Clay, Elliott, Floyd, Harlan, Jackson, Johnson, Knott, Knox, Lawrence, Lee, Leslie, Letcher, Magoffin, Martin, Menifee, Morgan, Owsley, Perry, Pike, Wolfe

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KentuckianaWorks

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Northern Kentucky

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South Central

Allen, Barren, Butler, Edmonson, Hart, Logan, Metcalfe, Monroe, Simpson, Warren

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TENCO

Bath, Boyd, Bracken, Fleming, Greenup, Lewis, Mason, Montgomery, Robertson, Rowan

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West Kentucky

Ballard, Caldwell, Calloway, Carlisle, Christian, Crittenden, Fulton, Graves, Hickman, Hopkins, Livingston, Lyon, Marshall, McCracken, Muhlenberg, Todd, Trigg

Naomi Sutton

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Contact an Apprenticeship Workforce Consultant today!

APPRENTICESHIP WORKFORCE CONSULTANTS AND THEIR REGIONS



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Region/Kentuckianaworks counties: Bullitt, Henry, Jefferson, Oldham, Shelby, Spencer, Trimble



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Region/EKCEP counties: Bell, Breathitt, Carter, Clay, Elliott, Floyd, Harlan, Jackson, Johnson, Knott, Knox, Lawrence, Lee, Leslie, Letcher, Magoffin, Martin, Menifee, Morgan, Owsley, Perry, Pike, Wolfe



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Region/Bluegrass counties: Bullitt, Henry, Jefferson, Oldham, Shelby, Spencer, Trimble

APPRENTICESHIP WORKFORCE CONSULTANTS AND THEIR REGIONS



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**Dedicated Industry:
Statewide Early Care and
Education Registered
Apprenticeship Programs.**

**Region/TENCO counties:
Bath, Boyd, Bracken,
Fleming, Greenup, Lewis,
Mason,
Montgomery, Robertson,
Rowan**

Jeff Lee

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**Region/ Lincoln Trail
counties: Breckinridge,
Grayson,
Hardin,
LaRue,
Marion,
Meade,
Nelson,
Washington**

Bill Sandell

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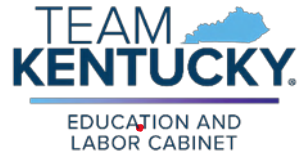
**Region/South Central and
Cumberland counties:
Allen, Barren, Butler,
Edmonson ,Hart,
Logan, Metcalfe, Monroe,
Simpson, Warren, Adair,
Casey, Clinton,
Cumberland, Green, Laurel,
McCreary, Pulaski,
Rockcastle ,Russell, Taylor,
Wayne, Whitley**

Naomi Sutton

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**Region/Green River and
Western Kentucky counties:
Davies, Hancock,
Henderson, McLean, Ohio,
Union, Webster, Ballard,
Caldwell, Calloway, Carlisle,
Christian, Crittenden, Fulton,
Graves, Hickman, Hopkins,
Livingston, Lyon, Marshall,
McCracken, Muhlenberg,
Todd, Trigg**



SECTION ONE

WHAT IS REGISTERED APPRENTICESHIP?





What is Registered Apprenticeship?

Registered Apprenticeship Programs (RAPs) are **official, high-quality, industry-driven training** programs with **state and nationally** recognized **structure and content**. It combines **related technical instruction, on-the-job training, and a progressive wage scale** to develop a **skilled workforce**. Addressing **recruiting, training, and retention** for the business, and apprentices who complete the RAP receive a transferable **credential** recognized nationwide and in their industry.

Registered Apprenticeship is:



Related Technical Instruction



Wage Progression

SKILLED and CERTIFIED WORKFORCE

D I S T I N G U I S H I N G F A C T O R S

SEVEN COMPONENTS OF REGISTERED APPRENTICESHIP



Industry-Led



Paid Job



On-the-Job
Learning/Mentorship



Supplemental
Education



Diversity



Quality &
Safety



Nationally-Recognized
Credentials

TYPES OF APPRENTICESHIP

Time-based Approach:

Measures skill acquisition through apprentice's completion of at least 2,000 hours of on-the-job learning and a minimum of 144 hours of Related Training and Instruction.

Competency based:

Measures skill acquisition through apprentice's successful demonstration of acquired skills and knowledge.

Hybrid:

Measures apprentice's skill acquisition through a combination of specified minimum number of hours of on-the-job learning and the successful demonstration of competency.



- ✓ **Combines learning on the job, or by doing the job, with theoretical knowledge about the job.**
- ✓ **The apprentice learns a lot about the subject and can fill positions that are hard to fill or in high demand.**
- ✓ **Is designed to produce highly skilled workers who are fully competent in all aspects of a job, including knowledge, skill, and proficiency.**
- ✓ **Gives people who are just starting out in the workforce career paths and people who want to grow their careers a way to get more opportunities.**
- ✓ **Allows employers to create a training program that fits the needs of the company.**
- ✓ **Is an innovative work-based earn and learn model that meets national registration standards.**
- ✓ **Fulfills a strategic data-driven solution for employers' workforce development needs.**
- ✓ **Realign the education system to meet the needs of business.**
- ✓ **Is known as the “Original Four Year” Degree.**
- ✓ **Results in an industry-recognized credential.**
- ✓ **Is a model for Grow your Own, Earn, Learn and Succeed .**
- ✓ **Reduces worker compensation costs through the mentoring.**
- ✓ **Could assist employers in their procurement processes. And enhances business's portfolio.**
- ✓ **Is a positive impact on loyalty, productivity and profitability.**
- ✓ **Shows \$1.47 return on every \$1.00 spent.**
- ✓ **Reduces turnover via employee contribution to the business. Kentucky’s registered apprenticeship retention rate is at 87%.**
- ✓ **Lowers the cost of recruitment.**
- ✓ **Stabilizes an employer's talent pipeline, attracts clients and add to a business portfolio.**
- ✓ **Is a workforce solution that can help with recruiting, training, and keeping employees.**

Kentucky Registered Apprenticeship Facts



Nationally from 2013 to 2021, the number of registered active apprentices grew by 88 percent, from 221,100 to 414,900



In Kentucky, registered active apprentices more than doubled over this same time period (increasing 105 percent), up to 4,425 in 2021 from 2,158 in 2013.



In Kentucky, the share of female apprentices has gone up from a low of three percent in 2015 to a high of 16 percent in 2021.



In Kentucky, apprenticeship completers continue to be employed at very high rates, even 10 years after program completion.



306 Kentucky employers have registered apprenticeship programs in 215 unique occupations with 4781 active apprentices as of February 25, 2023.



Kentucky has been doing Registered Apprenticeship since 1942



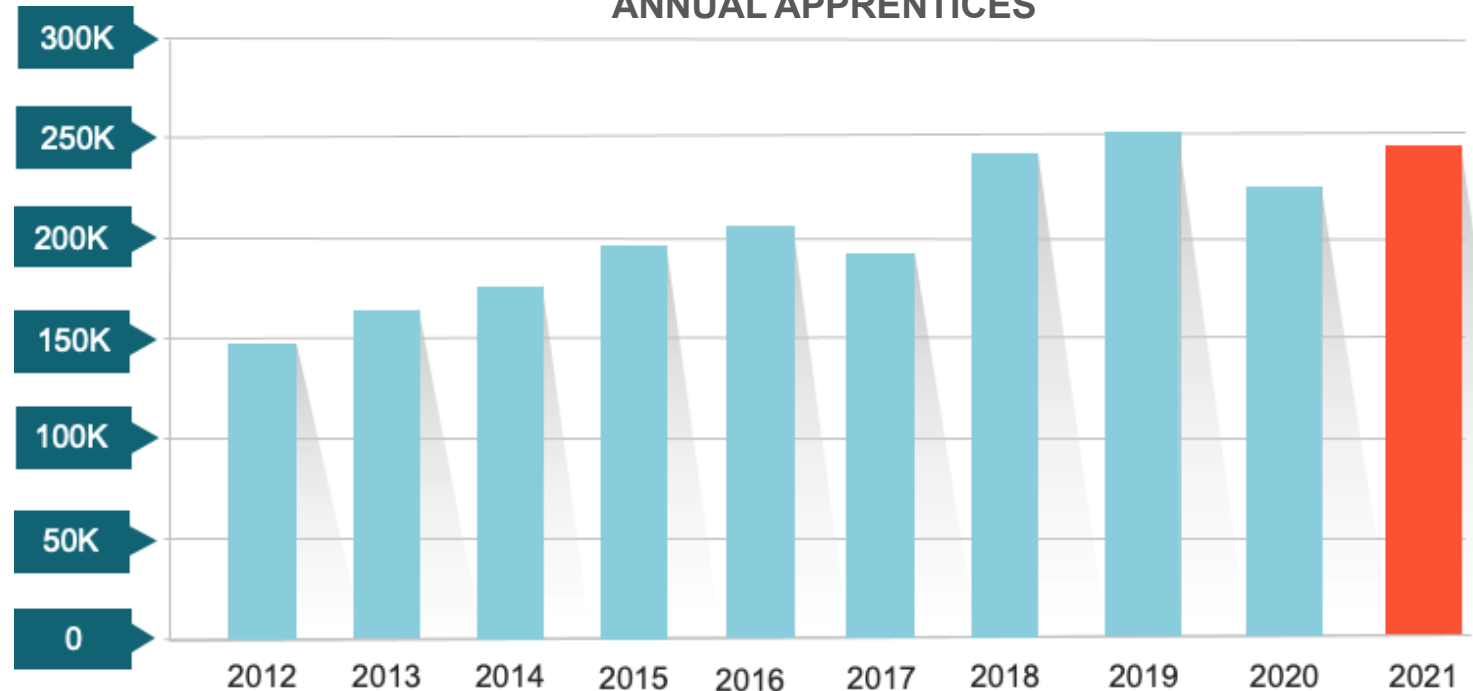
Kentucky has state approved apprenticeship occupations in Early Childhood Administrator/Director, Conveyor Belt Production Technician, Library Technician and Real Estate Sales Agent.

APPRENTICESHIP CONTINUES TO DEMONSTRATE STRONG GROWTH NATIONALLY

64%

Growth in New Apprentices since 2012

ANNUAL APPRENTICES



KEY FACTS

396,000+ participants completed an apprenticeship in the last five years

14,700+ new apprenticeship programs created in the last five years

2 million+ new apprentices since FY12

KENTUCKYS ABOUT US

FAST FACTS AS OF FY2021

4500+

Apprentices served

350+

Active apprenticeship
programs

40

New apprenticeship
programs



MISSION

The **Kentucky Office of Employer and Apprenticeship Services** promotes and oversees quality, accessible Registered Apprenticeship opportunities for Kentucky workers seeking **higher- skilled, higher-paying jobs** and engages employers seeking to build a **qualified, diverse, and inclusive workforce**.

What is an apprenticeship program sponsor?

- A Recognized Apprenticeship Program is run by any firm, association, committee, or organization. This organization is solely responsible for the administration and management of the apprenticeship program.
- Sponsors might be a single company or a group of companies. A workforce mediator, such as an industry association or a labor-management group, might also serve as the sponsor. Apprenticeship programs may also be sponsored by community colleges and community-based groups.
- Sponsors create and implement apprenticeship programs, hire apprentices, monitor training development, and offer hands-on learning and technical instruction. The programs are run on a volunteer basis.

Why Registered Apprenticeship:

“Apprenticeship is a proven industry-driven career pathway where employers can develop their future workforce and workers can get critical experience through paid and credentialed programs.”

Employers

92% of apprentices retain employment after program completion

\$1.47 median return on investment of every dollar invested in RA programs

3.2 million jobs could be filled by increasing apprenticeship occupations

Apprentices

\$77,000 average starting salary after completion

\$100,000 to \$240,000 increase in career earnings for apprentices who completed their program

Connections to post-secondary education and high-wage occupations

REGISTERED APPRENTICESHIP HAS A **PROVEN TRACK RECORD OF PRODUCING STRONG RESULTS FOR EMPLOYERS AND WORKERS**

IMPRESSIVE INDIVIDUAL – EMPLOYEE –
PUBLIC RETURN ON INVESTMENT



\$1.47 **RETURN** for every dollar spent on apprenticeship by **employers**

93%

Of registered apprentices are employed upon completion of their apprenticeship. **87.12%** of Kentucky apprentice are employed and in the same industry

\$28

In benefits for every \$1 invested by the government

\$77K

Completers earn per year on average

\$300K+

Apprentices' lifetime earning average

Check out this Kentucky Registered Apprenticeship Program !

Data provided by www.apprenticeship.gov

SECTION TWO

BENEFITS OF REGISTERED APPRENTICESHIPS





BENEFITS OF REGISTERING YOUR PROGRAM

By registering your program with the U.S. Department of Labor or State Apprenticeship Agency, you will gain access to additional resources:



Access to a **nationwide network of expertise, customer service**, and **support at no charge**.



Access **funding** and other resources from federal programs. In many states, businesses can qualify for tax credits. [Kentucky Educational Excellence Scholarship](#) KEES can now be used for Registered Apprenticeship in addition to 2- and 4-year institutions!



Completers receive an **industry-recognized** and **nationally-portable credential**.

For more information, please visit the link below

[Investments, Tax Credits, and Tuition Support | Apprenticeship.gov](#)

BENEFITS FOR CAREER SEEKERS

- Earn as you learn
- Avoid student debt
- Gain workplace-relevant skills in the field of their choice
- Ease the transition from school to career
- Receive a nationally-recognized, portable credential and/or college credits
- Jump start your career
- GI Bill can be used for apprenticeships









RESOURCES

Want more info? Visit the [Career Seeker page on Apprenticeship.gov](#).

Did you know? 93% of apprentices who complete an apprenticeship retain employment, with an *average salary of \$77,000*.

What is the Difference between an Apprenticeship and an Intern?

Apprenticeships provide greater professional growth than internships. Apprenticeships are compensated jobs that instantly benefit the company. Interns are usually underpaid and do mundane tasks. Internships normally last a summer, year, or longer and conclude the professional engagement. If the internship leads to full-time work, fresh training usually starts.

	Internship	Apprenticeship
Time 	Short-term	Long-term
Work Structure 	Entry-level Work	Structured Training Plan
Mentorship 	May or may not include mentorship	Individualized Training that includes mentorship
Pay 	May be unpaid; not guaranteed to lead to a full-time job	Paid, with a progressive wage structure that leads to full time employment
Credential 	Typically does not lead to a credential	Industry-recognized credentials
Education 	May be eligible for college credits	May be eligible for college credits; some programs lead to a debt-free college degree

Apprenticeship

Get paid for on-the-job training.

EARNINGS

\$18-\$24 / Hour to start

YEAR 1

\$37,440 - \$49,920 + Benefits

YEAR 2

\$41,600 - \$54,080 + Benefits

YEAR 3

\$45,760 - \$58,240 + Benefits

YEAR 4

\$49,920 - \$62,400 + Benefits

EARNINGS OVER 4 YEARS

\$174,720 - \$224,640
+ Benefits & Pension

WORK EXPERIENCE

4 years in the industry

College

Pay for classroom learning.

COST

\$22,500 / Year

YEAR 1

\$22,500 Debt

YEAR 2

\$22,500 Debt

YEAR 3

\$22,500 Debt

YEAR 4

\$22,500 Debt

DEBT OVER 4 YEARS

\$90,000 Debt

WORK EXPERIENCE

0 years in the industry

Apprenticeship to College Comparison

APPRENTICESHIPUSA™
★★★

KY
REGISTERED APPRENTICESHIP
Kentucky TRAINED. Kentucky BUILT.

TEAM
KENTUCKY.
EDUCATION AND
LABOR CABINET

SECTION THREE

HOW TO GET STARTED



HOW IT WORKS



EXPLORE

Get to know apprenticeship, its benefits, and how different employers and sponsors are creating programs across industry and geography.



BUILD

Understand your options, the steps involved in building an apprenticeship program, and the tools we offer www.apprenticeship.gov and www.kyworks.ky.gov to help you get started.



PARTNER

Collaborate with apprenticeship workforce consultants, workforce partners, educators, and others to build your program.



REGISTER

Take advantage of finding the application to register at www.kyworks.ky.gov and funding opportunities, tax credits, and no-cost technical assistance when you register your program.



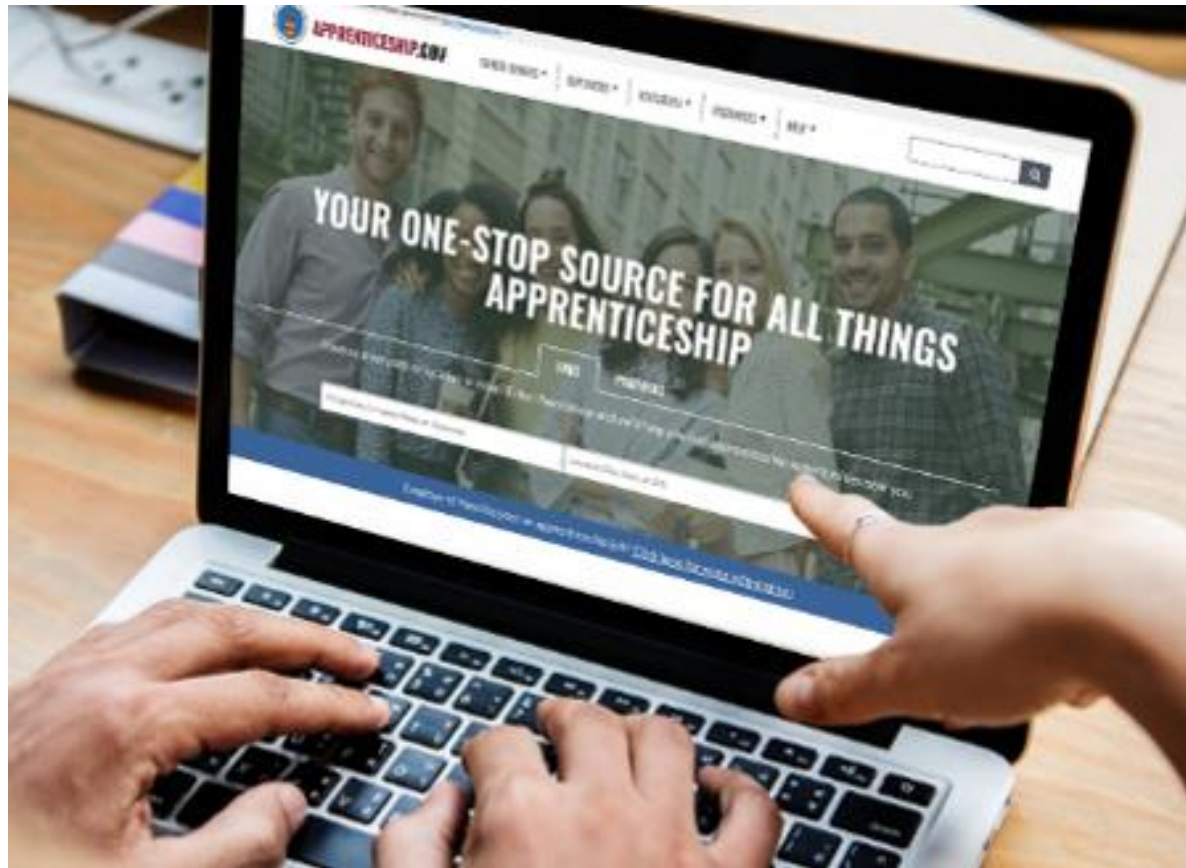
LAUNCH

Recruit prospective apprentices, measure and monitor your program, and share your program success.



Explore

APPRENTICESHIP.GOV OVERVIEW



The **U.S. Department of Labor** launched **Apprenticeship.gov** in 2018 as the one-stop source for all things apprenticeship.



Apprenticeship.gov is also a one-stop shop for organizations interested in becoming **Registered Apprenticeship sponsors**.

The site is designed to connect **career seekers, employers, sponsors, educators, and training providers** to the resources and tools they need to learn about apprenticeship and take-action finding an apprenticeship, starting an apprenticeship program, or becoming a participating training provider.



Explore

A DIVERSE RANGE OF INDUSTRIES

There are over 1,400 Apprenticeable Occupations in the US Today



Healthcare



Cybersecurity



Biotechnology



Transportation



Construction



Energy



Hospitality



Financial Services



Information Technology



Advanced Manufacturing



Critical Supply Chain



Infrastructure



Engineering



Telecommunications

See <https://www.apprenticeship.gov/apprenticeship-occupations> for more

Registration Process: Application, Standards and Agreement

Program Sponsor's Identifying Information

Program Sponsor's Point Of Contact & Other Relevant Information

Additional Program Classification Information (Including Sponsor's Point Of Contact For Complaints)

Occupation Information, Relevant Wage Information, & Minimum Qualification Requirements

Selection Procedures

Standards Section

Signature

Registered Apprenticeship Certificate and National Occupation Credential

KENTUCKY REGISTERED APPRENTICESHIP PROGRAM



A State Apprenticeship Agency

in concurrence with the

**US Department of Labor Employment
and Training Administration**

recognizes and approves

Sponsor

*as meeting the standards and requirements of a registered apprenticeship program
as outlined in 29CFR29 and Kentucky Revised Statutes Chapter 343.*

Education and Labor Cabinet Secretary

Date

Date

Department of Workforce Investment Commissioner

KY Registration Number

Registration Number



Kentucky Registered Apprenticeship Program

A State Apprenticeship Agency



and in concurrence with the

United States Department of Labor Employment and Training Administration
certifies

Name

as a journeyworker who has mastered skills, competencies and abilities in the occupation of

Occupation

Under the sponsorship of

Sponsor

*in accordance with the Code of Federal Regulations 29CFR29 and Kentucky Revised Statutes Chapter 343. This credential certifies occupational
proficiency and portability throughout the United States of America.*

Date

Date Completed

JAC Chairman or Program Sponsor



Education and Labor Cabinet Secretary

Department of Workforce Investment Commissioner

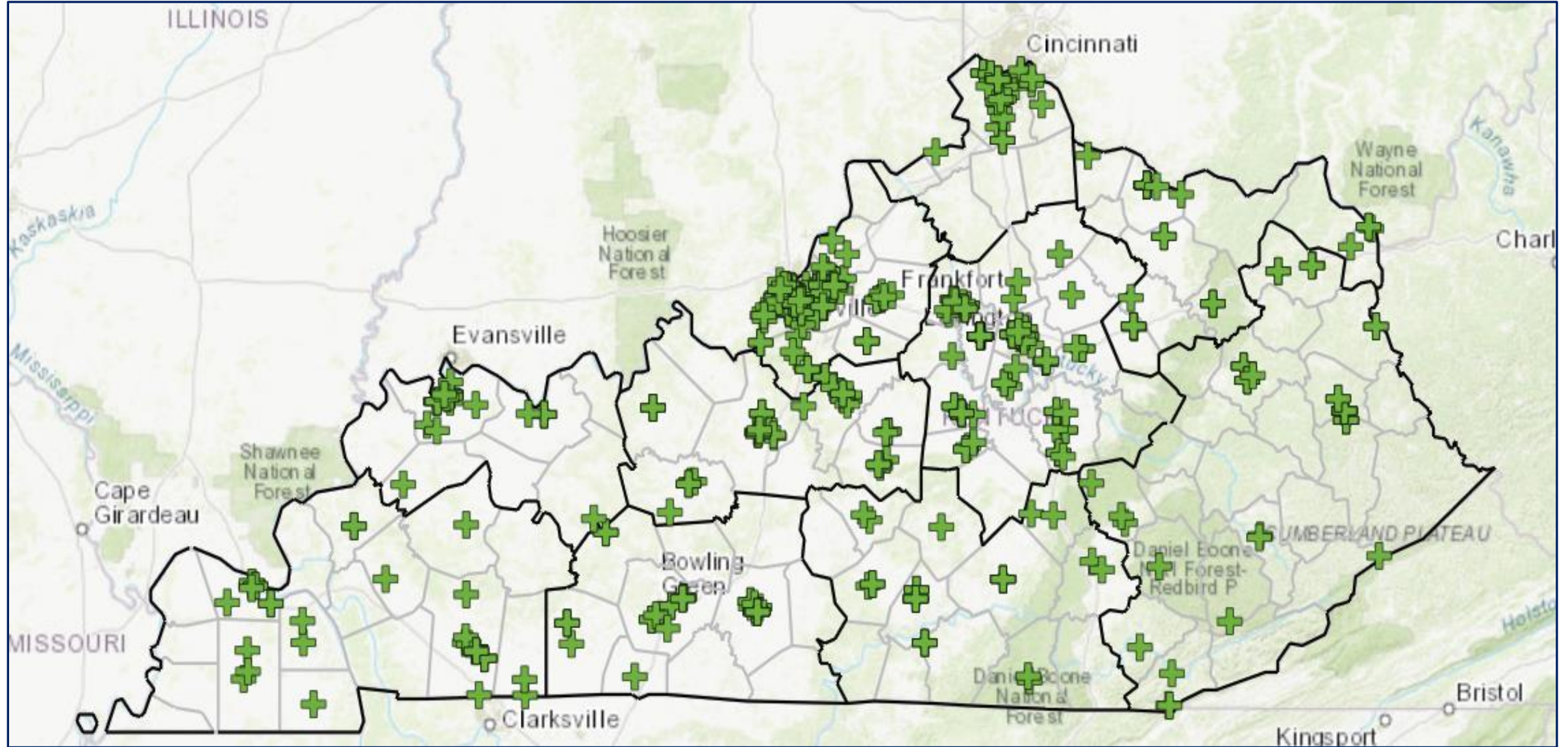
Employment Outcomes in Kentucky Registered Apprenticeship

FFY	Completers	1 Year Out				3 Years Out				5 Years Out				10 Years Out			
		Employed	Emp %	Mean	Median	Employed	Emp %	Mean	Median	Employed	Emp %	Mean	Median	Employed	Emp %	Mean	Median
2007	192	161	83.9%	\$52,922	\$53,602	151	78.6%	\$50,935	\$52,221	150	78.1%	\$58,556	\$60,223	140	72.9%	\$70,303	\$70,651
2008	291	247	84.9%	\$45,217	\$47,211	240	82.5%	\$47,683	\$50,018	222	76.3%	\$54,716	\$56,326	204	70.1%	\$65,028	\$67,935
2009	309	258	83.5%	\$47,347	\$49,425	244	79.0%	\$53,288	\$55,947	239	77.3%	\$61,434	\$61,860	221	71.5%	\$70,963	\$69,717
2010	271	228	84.1%	\$49,653	\$51,408	224	82.7%	\$54,259	\$57,323	221	81.5%	\$64,402	\$67,130	193	71.2%	\$71,932	\$73,280
2011	301	267	88.7%	\$53,285	\$56,386	265	88.0%	\$58,643	\$60,811	257	85.4%	\$68,496	\$69,368	222	73.8%	\$72,738	\$71,311
2012	381	339	89.0%	\$53,662	\$53,408	338	88.7%	\$63,437	\$64,588	326	85.6%	\$66,215	\$67,925		71.9%		
2013	317	290	91.5%	\$57,455	\$59,678	276	87.1%	\$66,518	\$66,942	266	83.9%	\$64,522	\$65,794				
2014	233	201	86.3%	\$53,029	\$56,739	187	80.3%	\$55,167	\$53,548	179	76.8%	\$56,568	\$56,057				
2015	244	214	87.7%	\$65,585	\$68,279	206	84.4%	\$65,230	\$67,655	199	81.6%	\$65,574	\$63,374				
2016	396	360	90.9%	\$57,490	\$58,378	333	84.1%	\$62,887	\$63,551	317	80.1%	\$63,336	\$62,989				
2017	384	332	86.5%	\$60,024	\$62,905	314	81.8%	\$63,376	\$62,333		80.7%						
2018	572	498	87.1%	\$59,887	\$61,718	455	79.5%	\$63,339	\$64,066								
2019	616	534	86.7%	\$55,997	\$56,354												
2020	661	581	87.9%	\$60,713	\$61,377												
			87.0%														

Source: KYSTATS



KY Registered Apprenticeship Programs



Questions?