



State Report
United States Department of Labor
State Approving Agency Registered Apprenticeship Program
2020-2021



Program Location/Address

Kentucky Cabinet for Education and Workforce Development

Division of Workforce Investment

Office of Employer & Apprenticeship Services of the Kentucky Career System

500 Mero Street 443 CE

Frankfort, KY 40601-1987

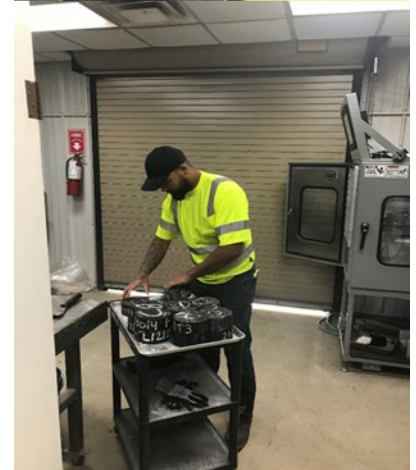
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Executive Director

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This original four-year degree, Grow your Own ,Earn, Learn and Succeed Model

- ✓ Provides a paycheck from day one and wage increases as apprentices become more proficient. (A minimum of one wage increase is required.)
- ✓ Combines both on-the-job training and job-related instruction.
- ✓ Results in an industry-recognized national credential.
- ✓ Develops a specific skilled, productive, trained career employee.
- ✓ Reduces worker compensation costs through the mentoring.
- ✓ Could assist employers in their procurement processes.

But wait there is more...

- ✓ Positive impact on loyalty, productivity and profitability.
- ✓ Shows \$1.46 return on every \$1.00 spent.
- ✓ Reduces turnover via employee contribution to the business.
- ✓ Lowers the cost of recruitment.
- ✓ Stabilizes the employer talent pipeline.
- ✓ Increases knowledge transfer.
- ✓ Is for everyone.



In closing, Registered Apprenticeship is a workforce solution that can take someone who knows nothing about an occupation and can turn them into a skilled career employee by the end of their apprenticeship, which means it will address recruitment, training and retention.



Funding for the 2020-2021 FY

Kentucky State Funding	\$581,100
Federal Funding	
Apprenticeship State Expansion 2 (ASE 88 ends 06/30/2022)	\$1,091,488
Apprenticeship State Expansion (SAE 2020 ends 06/30/2023)	\$412,718
Total	\$2,085,306

Staffing

Tim Wireman, Deputy Executive Director

Lawrence Winburn, Register Apprenticeship Workforce Development Consultant (1 FTE Apprenticeship Training Representative)

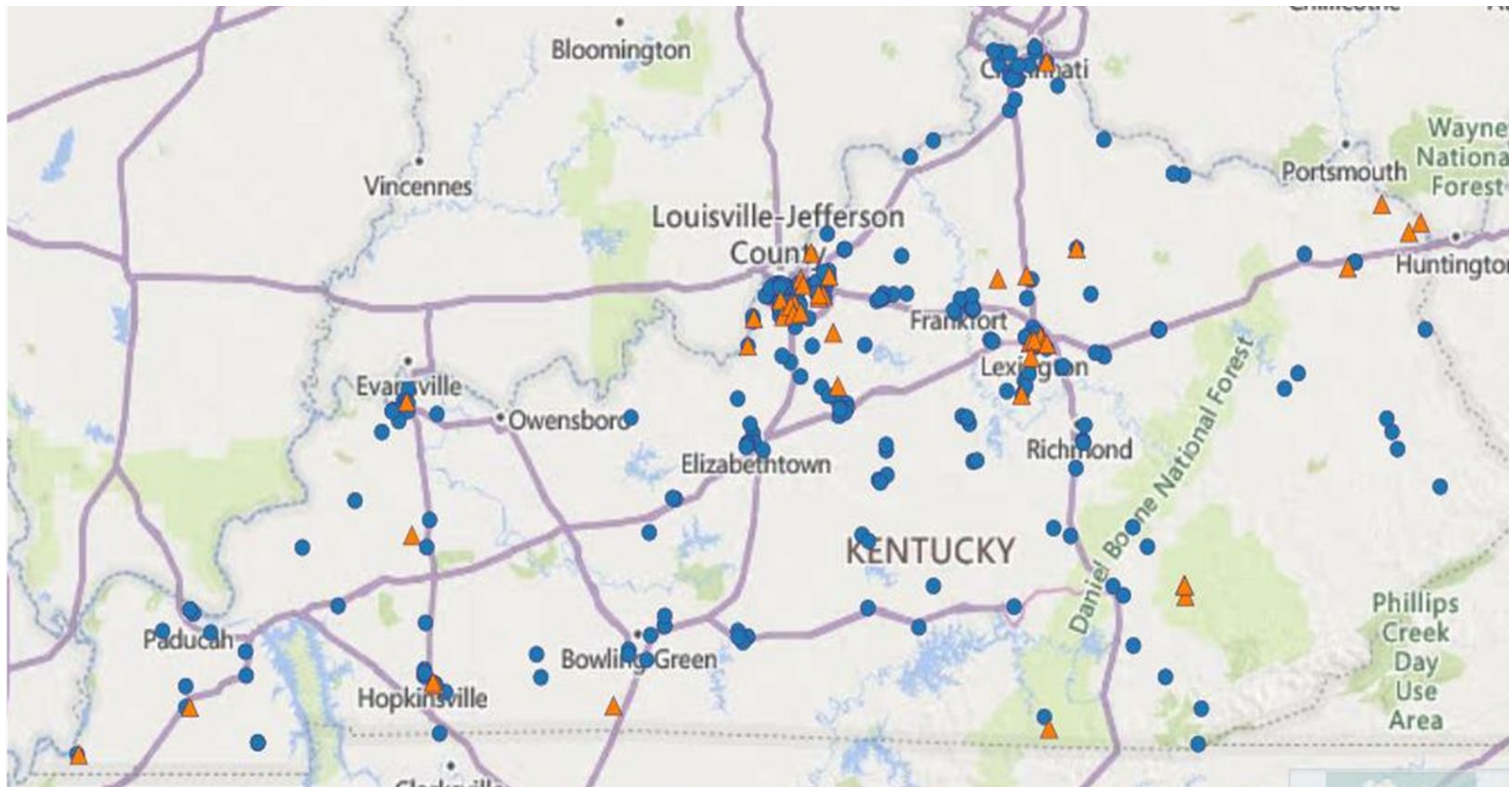
Angela Rogers, Register Apprenticeship Program Coordinator (1 FTE Apprenticeship Training Representative)

Sean Campbell, Register Apprenticeship Program Coordinator (1 FTE Apprenticeship Training Representative)

Joseph Paul , Resource Management Analyst (.5 FTE Registered Apprenticeship Reporting)



Source:
dun&bradstreet



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dun & bradstreet

Program Utilization of September 17, 2021

Registered Apprenticeship Programs	590
Registered Apprenticeship Sponsors	347
Registered Apprenticeship Occupations	585
Registered Apprenticeship Apprentices	4165
Minority:	8.12%
Women	16.69%
Veteran	4.68%
Registered Apprenticeship Completions (CY 2021)	572
Tech-Ready Apprentices for Careers in Kentucky TRACK Youth Apprentices	Over 400
TRACK Youth Apprenticeship Employers	80+

- Alcoa
- Louisville – Jefferson County Metropolitan Sewer District
- UK Healthcare
- Boeing
- Archer Daniels Midland
- Omni Hotels Management Corporation – Louisville
- Northrop Grumman
- Mortenson Family Dental
- Abell Elevator International Inc
- Whirlpool
- LG&E Energy Delivery
- John Deere
- General Electric
- Trilogy Health Services, LLC
- Duke Energy
- Amazon
- Kimberly Clarke
- General Motors
- Smokey Valley Farm, Inc.
- Jim Bean Brands Company
- Ford
- Exxon
- CVS
- Raytheon
- Cummins
- Walgreens
- UPS
- Time Warner
- Dr. Amanda McCauley Thornberry, D.M.D.
- LSC Communications

- 1. Growth and Diversification of Registered Apprenticeship Programs:** Staff added, 29 new programs and 44 new occupations this calendar year. New occupations include Airframe and Powerplant Mechanic, Business Analyst, Facility Manager, Nurse Assistant, IT Project Manager, Dental Assistant, Child Development Specialist, Data Scientist, Pharmacy Support Staff, CNC Operator and Programmer, Digital Video Operator, and of course, Horse Trainer.
- 2. Office Initiatives:** We are campaigning for Diversity, Equity and Inclusion in all programs. We offer virtual open office hours, monthly and quarterly meetings with collaborating partners, youth apprenticeship, and the skilled trades. We have updated registration forms and established apprenticeship@ky.gov shared email. We are developing a new and improved website. We are also offering related technical instruction reimbursement.
- 3. Youth Apprenticeship TRACK– Tech-Ready Apprentices for Careers in Kentucky:** We partner with this program, which is a minimum of 3 continuing technical education courses related to the apprenticeship and a paid work experience (co-op) for course credit. Students who have completed 2 courses are eligible to apply. The employer works with the school(s) to identify students and conduct interviews

4. **Partnerships:** We signed a Memorandum of Agreement with the Department of Labor Wage and Hour Division for business outreach and education such as child labor law matters and points of contact.
5. **Outreach** : We provided employer informational presentations at the KY SHRM Conference, Recovery Conference, and high school career events. We collaborate and work with KCTCS, MAPS, WIBs, CED, KY Chamber, Equus, HHCAP, Trilogy and Hamilton Ryker.
6. **Technology Upgrades:** We are developing ULIMI, an apprentice tracking system and a Workforce Partner Agency SharePoint site. Kentucky also is making progress toward incorporating our Registered Apprenticeship data for federal reporting. We are up to date in all federal reporting.

Program Needs

- Funding for additional employer support is needed– at this time, three program staff are assisting, supporting and providing 590 programs
- State tax credit for hiring Registered Apprentices . An example can be found at <https://www.apprenticeship.gov/investments-tax-credits-and-tuition-support/state-tax-credits-and-tuition-support>

These states offer varying versions of this type tax credit: Alabama, Arkansas, Connecticut , Florida, Guam, Illinois, Maryland, Massachusetts, Mississippi, Missouri, Montana, Nevada, New York, Rhode Island, Rhode Island, South Carolina, Tennessee, Virginia, and West Virginia.