



Office of Employer & Apprenticeship Services  
Acting Secretary Mary Pat Regan  
Executive Director Michelle DeJohn

November 16, 2021



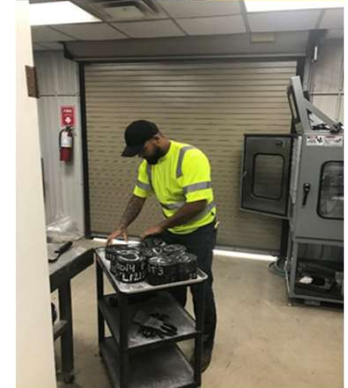
TEAM  
KENTUCKY

## Program Location/Address

Kentucky Education and Workforce Development Cabinet  
Department of Workforce Investment  
Office of Employer & Apprenticeship Services of the Kentucky Career System  
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## Program Contact

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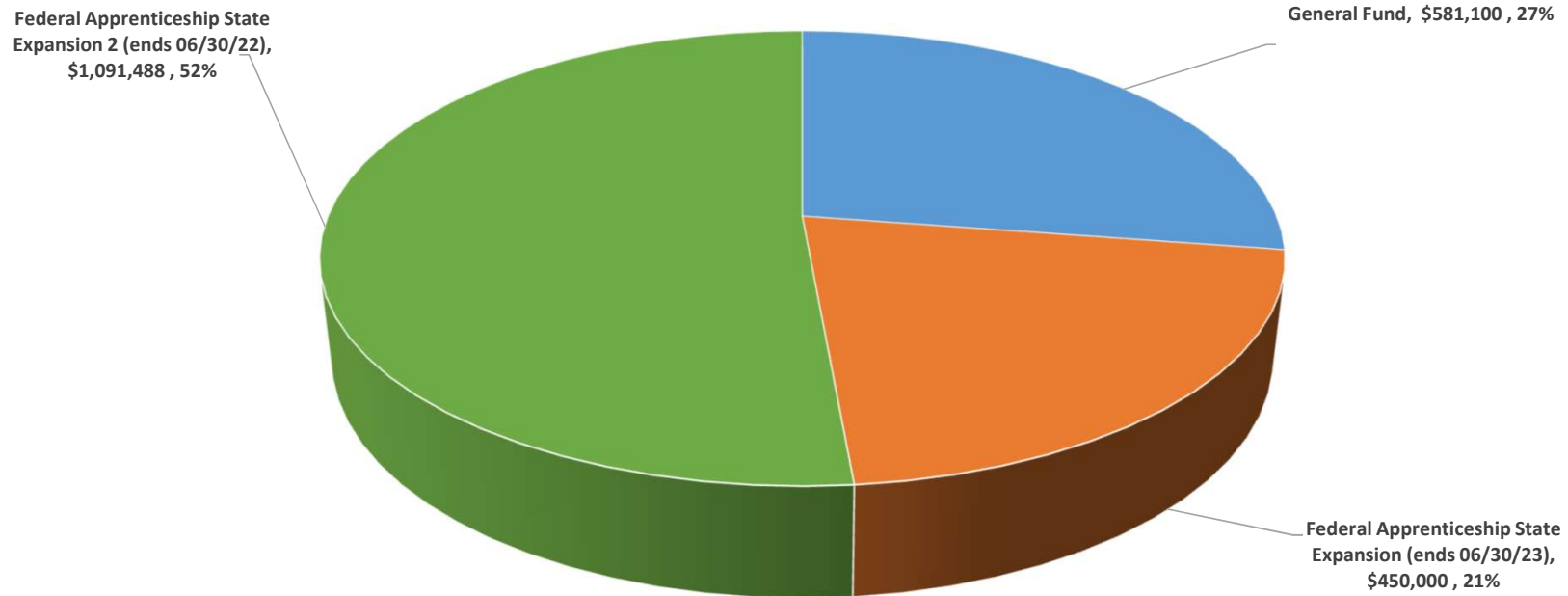
## Grow Your Own, Earn, Learn and Succeed Model

### *The Original Four Year Degree*

- ✓ 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
- ✓ Statistics report 94% of those who complete a registered apprenticeship program maintain employment and earn an average salary of \$70,000
- ✓ Shows \$1.46 return on every \$1.00 spent
- ✓ The Registered Apprenticeship Program (RAP) is a workforce solution that can take someone who knows nothing about an occupation and turn them into a skilled career employee by the end of their apprenticeship, which means it will address recruitment, training, and retention.

## Registered Apprenticeship Program Overview SFY 2022

Total Funding: \$2,122,588



## Kentucky Registered Apprenticeship Statistical Snapshot

Program Utilization as of October 29, 2021	
Registered Apprenticeship Programs	594
Registered Apprenticeship Sponsors	347
Registered Apprenticeship Occupations	585
Registered Apprenticeship Apprentices	4,152
Minority	8.2%
Women	16.41%
Veteran	4.84%
Registered Apprenticeship Completions (CY 2021)	572
All KY Registered Apprenticeship Programs and Sponsors can be found at: <a href="https://educationcabinet.ky.gov/Initiatives/apprenticeship/Pages/Kentucky%20Apprenticeship%20Programs.aspx">https://educationcabinet.ky.gov/Initiatives/apprenticeship/Pages/Kentucky%20Apprenticeship%20Programs.aspx</a>	
Tech-Ready Apprentices for Careers in KY TRACK Youth Apprentices	> 400
TRACK Youth Apprenticeship Employers	80 +

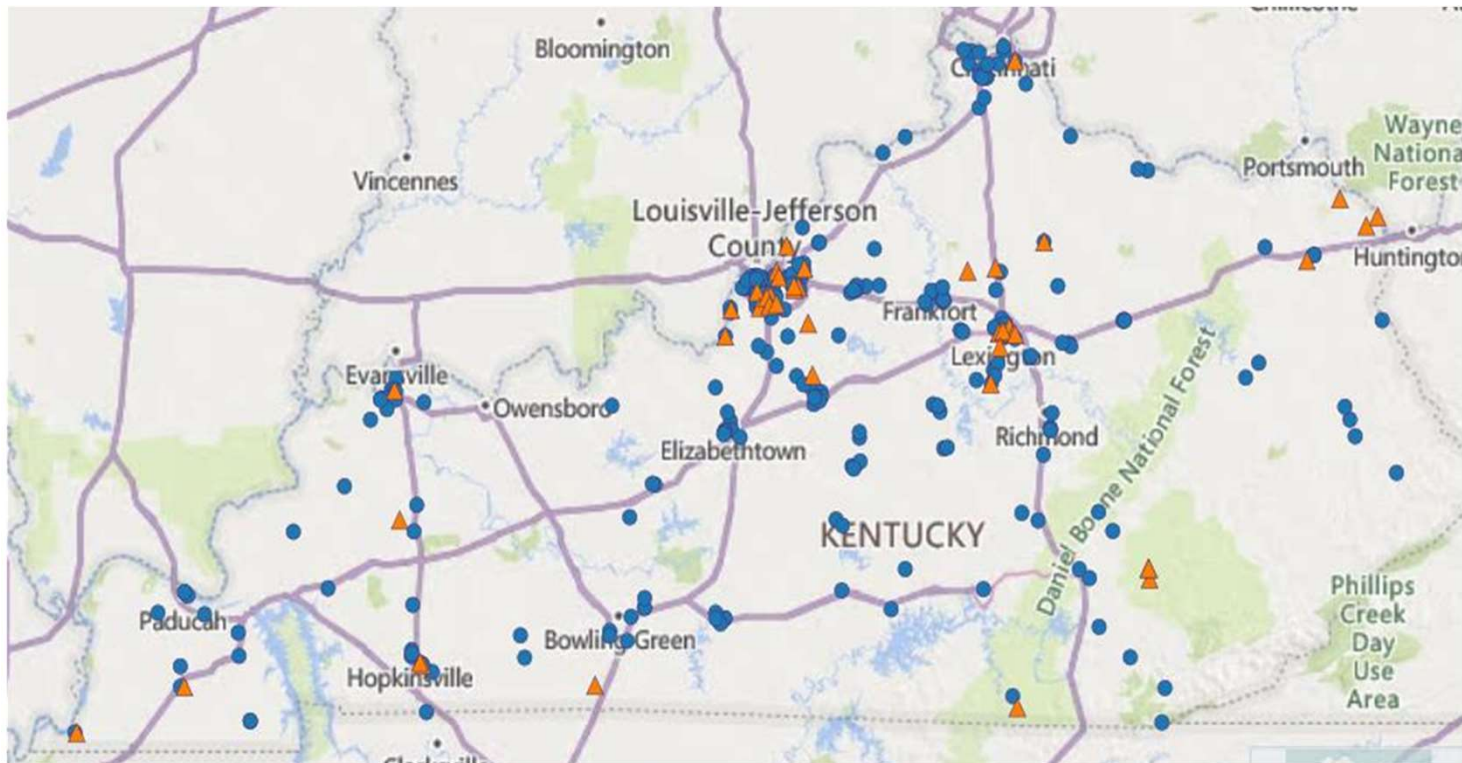
## Kentucky Registered Apprenticeship Sponsors



Source:  
dun & bradstreet



## Kentucky Registered Apprenticeship Sponsors National Sponsored Programs in Kentucky



### Legend

- -KY RA Sponsors
- ▲ -National RA Sponsors

Source:

dun&bradstreet

## Employment Outcomes in KY for Registered Apprenticeship Completers

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%	\$52,582	\$53,480	151	78.6%	\$50,564	\$52,033	150	78.1%	\$57,909	\$60,146	139	72.4%	\$69,741	\$69,956
2008	291	246	84.5%	\$45,353	\$47,446	240	82.5%	\$47,633	\$49,834	222	76.3%	\$54,683	\$56,013	204	70.1%	\$64,966	\$67,717
2009	309	258	83.5%	\$47,704	\$49,753	246	79.6%	\$53,075	\$56,730	240	77.7%	\$61,564	\$61,989	223	72.2%	\$71,525	\$69,877
2010	271	229	84.5%	\$49,866	\$51,595	225	83.0%	\$54,306	\$57,694	222	81.9%	\$64,540	\$67,163	194	71.6%	\$71,465	\$72,412
2011	301	267	88.7%	\$53,261	\$56,104	265	88.0%	\$58,886	\$60,847	257	85.4%	\$68,698	\$69,472				
2012	381	339	89.0%	\$53,495	\$53,306	338	88.7%	\$63,424	\$64,416	326	85.6%	\$66,170	\$67,824				
2013	317	291	91.8%	\$57,411	\$59,674	277	87.4%	\$66,431	\$66,725	267	84.2%	\$64,469	\$65,724				
2014	233	202	86.7%	\$52,904	\$56,643	188	80.7%	\$54,925	\$53,422	180	77.3%	\$56,284	\$56,040				
2015	244	214	87.7%	\$65,413	\$67,695	206	84.4%	\$65,258	\$67,655	199	81.6%	\$65,459	\$63,161				
2016	396	363	91.7%	\$57,419	\$58,377	336	84.8%	\$62,873	\$63,533								
2017	384	332	86.5%	\$60,024	\$62,905	314	81.8%	\$63,041	\$62,122								
2018	571	493	86.3%	\$59,793	\$61,592												
2019	616	537	87.2%	\$56,153	\$54,355												

- Completers have increased over the last 5 years, by 264%.
- Salaries range from \$45,353 to \$72,412
- In 2019 our highest completers one year retention is 87.2%
- After 10 years 71% of our KY apprentices are employed making median wage of \$72,412

Source: KYSTATS



# Employment Outcomes for Registered Apprenticeship Program Completers by Major Industry

FFY	Major Industry of Program	Completers	1 Year Out			3 Years Out			5 Years Out		
			Employed	Mean	Median	Employed	Mean	Median	Employed	Mean	Median
2015	All Other Industries	11	*	*	*	*	*	*	*	*	*
2015	Construction	175	160	\$59,942	\$64,551	154	\$56,868	\$61,289	146	\$58,781	\$57,698
2015	Information Technology	1	*	*	*	*	*	*	*	*	*
2015	Manufacturing	28	26	\$75,033	\$71,106	26	\$76,736	\$73,042	25	\$68,330	\$70,331
2015	Utilities	29	22	\$89,697	\$87,278	21	\$102,135	\$99,153	20	\$111,721	\$115,104
2016	All Other Industries	7	*	*	*	*	*	*			
2016	Construction	302	281	\$52,083	\$53,530	252	\$56,558	\$59,420			
2016	Manufacturing	66	62	\$69,874	\$69,793	60	\$77,776	\$74,870			
2016	Utilities	21	*	*	*	*	*	*			
2017	All Other Industries	35	*	*	*	*	*	*			
2017	Construction	239	212	\$56,247	\$60,338	204	\$57,465	\$58,258			
2017	Information Technology	1	*	*	*	*	*	*			
2017	Manufacturing	73	68	\$67,513	\$68,501	63	\$68,164	\$65,240			
2017	Utilities	36	25	\$107,538	\$105,357	24	\$124,093	\$123,273			
2018	All Other Industries	30	18	\$34,133	\$20,792						
2018	Construction	299	266	\$57,839	\$60,067						
2018	Health Care and Social Assistance	114	109	\$54,686	\$58,153						
2018	Information Technology	15	11	\$57,857	\$49,000						
2018	Manufacturing	69	57	\$67,120	\$70,119						
2018	Utilities	44	32	\$95,473	\$93,060						
2019	All Other Industries	42	*	*	*						
2019	Construction	362	315	\$52,777	\$55,720						
2019	Health Care and Social Assistance	60	59	\$30,781	\$32,631						
2019	Information Technology	2	*	*	*						
2019	Manufacturing	97	94	\$65,857	\$64,082						
2019	Utilities	53	39	\$116,812	\$116,150						

- Today we have 408 apprentices in Healthcare and Social Assistance occupations.
- Apprenticeships in the Utilities industry are earning over \$100,000 one, three and five years out.
- From 2015 to 2019 the number of completers increased 264%.

\* Data Not Available  
Source: KYSTATS

## Examples of Registered Apprenticeship Programs of Major Industry Meeting the Demands of Tomorrow



- Occupations: Application Developer, Computer Support Specialist-Desktop Support Technician
- Number of Apprentices: 186
- Program Sponsor: Interapt



- Occupations: Certified Nurse Assistant, Nutrition Care Specialist, Recreational Assistant, Hotel Associate, Building Maintenance Repairer, Office Manager, Pharmacy Technician, Facility Manager
- Number of Apprentices: 238
- Program Sponsor: Trilogy Health Services, LLC

## Examples of Registered Apprenticeship Programs of Major Industry Meeting the Demands of Tomorrow



- Occupations: Power Line Distribution Erector, Line Maintainer/High Voltage Electrician and Street Light Servicer
- Number of Apprentices: 343
- Program Sponsor: Davis H. Elliot Co. Inc.



- Occupations: Construction Craft Laborer and Carpenter
- Number of Apprentices: 26
- Program Sponsor: Messer Construction



- Occupations: Childcare Development Specialists and Teachers Aide
- Number of Apprentices: 19
- Program Sponsors: 29 Statewide

## How to Keep and Grow Registered Apprenticeship in Kentucky

### Program Growth Opportunities

- There are currently three staff assisting, supporting, and providing technical assistance to 594 programs in all sectors statewide.
- With anticipated growth, we would like to shift to a regional/sector employer support model.
- 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>