

# REGISTERED APPRENTICESHIP ANNUAL REPORT

SUBMITTED BY:  
OFFICE OF EMPLOYER & APPRENTICESHIP SERVICES  
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PROGRAM YEAR

**2022**

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# Executive Summary

The Kentucky Registered Apprenticeship Program is a United States Department of Labor (USDOL) Registered Apprenticeship Program (RAP) fulfilling a strategic data-driven solution for Kentucky employers' workforce development needs. RAPs are a part of fulfilling the vision of Kentucky being a national leader in workforce development. The RAP combines on-the-job training (OJT), learning from doing the job, and the theoretical knowledge of the occupation known as Related Technical Instruction (RTI). Through this joint approach, the apprentice becomes a subject-matter expert and can fill the most in-demand and hard-to-fill positions on the market today. Kentucky's RAP is a model in preparing individuals to enter the workforce successfully. Even in a global pandemic, these programs have provided career pathways for those just entering the workforce and a means to broaden opportunities for those looking to expand their careers.

During the 2021-2022 RAP year, Kentucky began to emerge from the challenges presented by the COVID-19 pandemic. Where there are challenges, there are opportunities. Kentucky showed its resiliency by continuing to add programs and apprenticeship participants throughout each quarter. Kentucky's RAPs go beyond traditional construction and skilled trades to encompass careers such as aerospace engineer, child development specialist, physical therapy aide, office manager, chef and groomer. Even the state's signature bourbon industry puts the "spirit" in registered apprenticeships with a whiskey specialist apprenticeship. This innovative upskilling program offers an alternative path to traditional postsecondary education options to continue Kentucky's growth and competitiveness.

Kentucky's continued program growth is a model with workforce development consultants staffing a holistic system based on open lines of communications with our partners and a flow of data to make informed decisions to address an employer's needs. We have aligned internal and external partners in a unified outreach strategy and identified ways to leverage resources for the greatest return on investment. The network development, momentum and enthusiasm have continued, and we are working on expanding registered apprenticeship programs and changing the trajectory of people's lives. We have everything we need to make our vision a reality and are on our way to new economic development.

This report highlights the successful development of the RAP in the Kentucky workforce development system based on open lines of communications for the registered apprenticeship structure, which substantially improves the ease of serving apprentices across counties and improves collaboration between Kentucky Career Center partners. The strategy and the role of the consultants enhance direct client services for training and supportive services and increase technical assistance available throughout the statewide workforce system. We have made significant strides in establishing an improved workflow for apprenticeship program development which clarifies the roles of local, state and federal partners. This workflow, highlighted in the report, will reduce the typical time from initial program development efforts to finalizing the registration of a program.

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# Overview

The Registered Apprenticeship Program in the Kentucky Office of Employer and Apprenticeship Services (OEAS) is a critical component to giving Kentucky a competitive edge in economic markets across the nation and the globe. As the state apprenticeship approving agency, OEAS is excited about the growth we have seen in the program in the last year and are confident that high-quality registered apprenticeships will have one of the biggest return on investments for the state, employers and career seekers in Kentucky.

We have strong partners that are helping OEAS promote and expand this practical solution to many of the commonwealth's economic, education and workforce needs now and well into the future. Even in uncertain times, RAPs are providing stability for employers who need skilled workers, and students and employees who want a good, quality career where they can thrive and grow.

RAPs are a proven recruitment, training and retention strategy that is paying dividends in Kentucky. It is a smart, time-tested pathway from school to career that allows apprentices to work and learn at the same time they are receiving an industry-recognized and nationally portable credential and potentially college credit. Likewise, employers benefit by recruiting and developing a highly skilled workforce that is customized to meet their specific business needs.

OEAS is a critical connecting thread that weaves all of the necessary partners together to make RAPs work for the commonwealth. While we are continuing to meet the needs of traditional apprenticeships in the building trades sector, we are successfully expanding into other jobs sectors such as education, healthcare, information technology and advanced manufacturing that were previously not thought of as an option for apprenticeship. RAPs are opening doors to a wealth of information, resources and skills for any size company that needs a steady pipeline of qualified talent.

In 2021, the commonwealth shattered every economic development record in the books. Private-sector new-location and expansion announcements included a record \$11.2 billion in total planned investment and commitments to create a record 18,000-plus full-time jobs across the coming years. With growth comes

opportunity but we have to be ready to take advantage of the coming wave of jobs. RAPs are a proven method to get people ready for those opportunities because apprentices start working, earning and learning on their first day on the job.

Educational institutions and employers are quickly changing to adapt to the enormous shifts in the economy and workforce over the past few years. For example, we are seeing that geography is no longer a detriment to connecting skilled professionals with business and industry because remote learning and work is now a viable option. As a result, relocating for work and housing may not be a concern, and skilled professionals can be competitive for available jobs wherever they live. These kinds of changes mean employers have to be flexible and try new ideas to get the best employees. RAPs give flexibility for both employers and employees.

Kentucky RAPs also help close the financial and educational gap for those individuals who were not afforded the opportunity of higher learning. The sum of registered apprenticeship gains is more vibrant today than at any time in our history. The list of registered apprenticeship offerings is long and growing as Kentucky continues to strive to the cusp of the ever-evolving future of the apprenticeship institution in our fast-paced business and industry world. Given the recent economic development announcements that will make Kentucky the electric vehicle capital of the world, we must continue to step up our game in the innovative talent pipeline management that registered apprenticeship provides.

During FY2022, Kentucky added 33 RAPs. Below are the new sponsors and the types of apprenticeships that have been added.



Education and Labor Secretary Jamie Link, seated, with Kentucky Operating Engineers Training Director Mike Embry.

## Registered Apprenticeship Growth and Expansion

# New Sponsors July 2021-June 2022

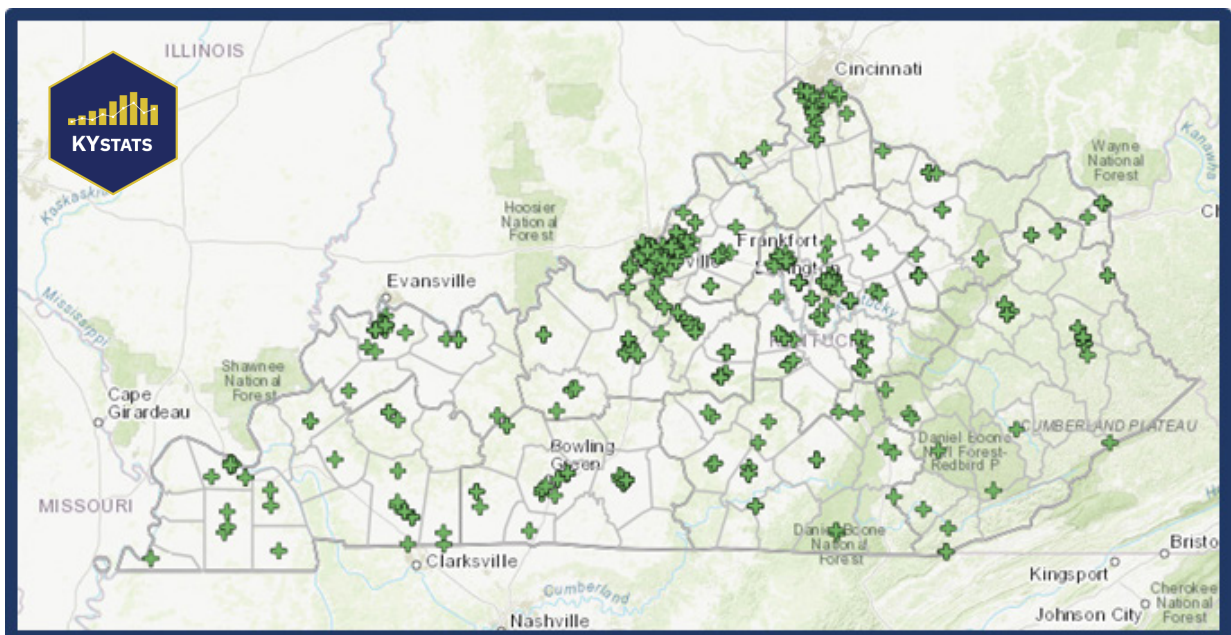
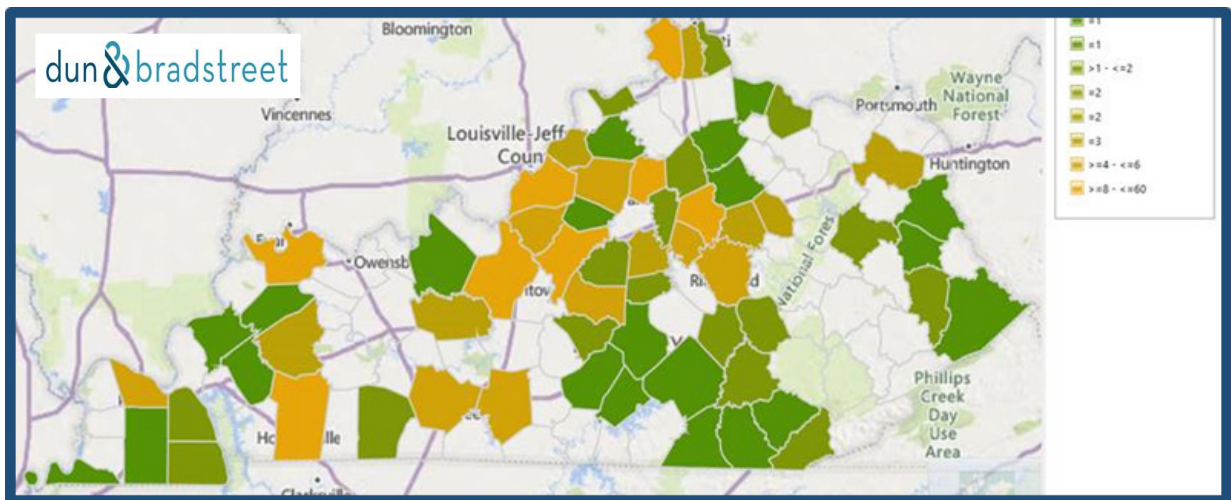
Date of Program Registration	Sponsor Program Name	Occupation Title(s)
6/30/2022	Carmeuse Lime and Stone, Inc.	Electrician
6/29/2022	Talk Childcare to Me LLC	Early Childhood Administrator/Director
5/29/2022	Haven Residential	Maintenance Repairer
5/20/2022	Novelis Berea	Maintenance Repairer
5/20/2022	Novelis Guthrie	Maintenance Repairer
5/10/2022	BASF Corporation	Refinery Operator
5/10/2022	Easter Seals West Kentucky Inc.	Early Childhood Administrator/Director
5/10/2022	Louisville Paving and Construction	Construction Craft Laborer
5/5/2022	Brighter Beginnings Academy, LLC	Early Childhood Administrator/Director
5/4/2022	Greentree Child Care and Learning Center	Early Childhood Administrator/Director
5/3/2022	Kids & Cribs Enrichment Center	Child Care Development Specialist
4/27/2022	Kidz World Childcare Inc.	Early Childhood Administrator/Director
4/14/2022	Mountain Aggregates	Dispatcher, Transportation Management
4/8/2022	A Nurse Around Corner	Nurse Assistant
4/6/2022	Perdue Foods	Maintenance Repairer
3/25/2022	Breckinridge-Grayson Programs	Child Care Development Specialist, Early Childhood Administrator/Director
3/11/2022	Mountain Materials	Quality Control Technician, Plant Operator
2/28/2022	Framebridge, Inc.	Production Technologist
2/13/2022	Kentucky Governor's Office of Early Childhood	Early Childhood Administrator/Director
1/25/2022	Spalding & Day	Tool and Die Maker
1/19/2022	Community Bridge Foundation Inc.	Computer Support Specialist
1/6/2022	OneCore Ventures, LLC	Roofer
11/30/2021	Catalyst Connection	Industrial Manufacturing Technician
10/7/2021	Modern Apprenticeship Pathways to Success	Data Analyst, Wellness Coach, Medical Assist, Application Developer, Medical Assist, Cyber Security, Lodge Manager
9/24/2021	Executive Elevator	Elevator Constructor
9/15/2021	Small Wonders Child Development Center, LLC	Child Care Development Specialist
8/29/2021	Way star, Inc.	Information Technology Specialist
8/25/2021	EK Wellness Group LLC	Direct Support Specialist
8/12/2021	TLD Logistics Services, Inc.	Truck Driver, Heavy
8/5/2021	Arbor E&T, LLC dba Equus Workforce Solutions	Direct Support Specialist, Behavioral Health Aide and Pharmacy Specialist
7/29/2021	Little Village Learning Center	Child Care Development Specialist
7/22/2021	Mortenson Dental Partners	Computer Support Specialist
7/12/2021	Kinetic Potential	Cyber Security Support Technician



# Mapping Apprenticeship in Kentucky

As part of the OEAS modernization of registered apprenticeships, we are determined to be results-focused and data-driven in our decision-making. That information includes knowing where RAPs are located and where there is growth potential. Through our Dunn and Bradstreet vendor, we have used the mapping functions in Market Insight to show apprentice saturation and where we have

room to grow. Our partners at Kentucky Center for Statistics (KYSTATS) mapped all our current programs via a layered GIS map. This tool shows us who and where our employer customers are so our trained workforce staff can better engage with programs. It also creates a great opportunity to discuss the employer's workforce needs and offer them other helpful services.



For an updated map please see:

<https://educationcabinet.ky.gov/Initiatives/apprenticeship/Pages/Kentucky%20Apprenticeship%20Programs.aspx>

# Registered Apprenticeship Key Initiatives and Year in Review

During the FY2022, the Beshear administration announced the two largest economic development projects in state history. In September 2021, Gov. Beshear and leaders from Ford Motor Co. and SK Innovation **celebrated** a transformative \$5.8 billion investment that will create 5,000 jobs in Hardin County. And in April of this year, the governor was joined by leadership at Envision AESC to **announce** a \$2 billion investment that will create 2,000 jobs in Warren County. These announcements solidify Kentucky as the electric vehicle battery production capital of the United States.

This strong economic momentum has carried over into 2022, with both S&P Global Ratings and Fitch Ratings upgrading Kentucky's financial outlook from stable to positive in recognition of the commonwealth's surging economy.

And Site Selection magazine placed Kentucky at sixth in its annual Prosperity Cup rankings for 2022, which recognizes state-level economic success based on capital investments.

To prepare for expansions and new companies, the Kentucky Career Center collaborative, including the RAPs, in partnership with skilled trades and other sponsors/employers, is ready to step up to these exciting challenges. While the pandemic continued to impact outreach efforts; telecommuting applications kept the program moving forward. Monthly calls with state and private partners contributed to the success of RAPs. In addition, filling open staff positions has allowed the Kentucky RAP to follow up on leads in a timelier manner and continue growing programs and occupations.

Collaborations with partners such as the Kentucky Community and Technical Colleges System (KCTCS), Local Workforce Innovation Boards, Kentucky Economic Development Cabinet and the Kentucky Chamber of Commerce help us learn about each other's programs to better leverage resources to increase business and apprenticeship services across the state.

Kentucky continues to take advantage of its geographic positioning and valuable resources, such as our workforce. Registered apprenticeship is the most effective way to get employers the



workforce needed to fill their current productivity requirements for growth. Without this essential component of workforce training, employers in many of Kentucky's key sectors would be hard pressed to find knowledgeable employees with the professional and personal skills to get a job that pays a sustaining wage and keeps that job. Our vision is to make goals a reality, create sustainability and prepare highly skilled people for our business and industry, creating quality employment and economic success for our people.

**First Quarter:** Kentucky continued to perform above expectations in our registered apprenticeship expansion efforts. We exceeded grant deliverables by serving 400 participants per quarter. Strategic partnerships with internal and external customers have also yielded impressive growth in the number of programs.

The state has been successful in exploring new pathways to an apprenticeship with innovative approaches. Nineteen programs were identified and began the contractual phase to receive reimbursement for either RTI or the supportive services cap of \$1,050 per participant. The following occupations are included: maintenance repairer, cook, facility manager, hotel associate, nurse assistant certified, office manager/administer, pharmacy technician - retail store, nurse - licensed practical, registered nurse resident, quality control inspector, production technologist, long-term care nurse management, industrial maintenance mechanic, die



setter, engineering assistant - mechanic equipment and recreation assistant.

**Second Quarter:** Sponsors with apprentices in healthcare were confirmed for reimbursement of RTI in Kentucky. Apprenticeship in the healthcare sector is highly needed because of the shortage of qualified healthcare staff from food service and certified nursing assistants to registered nurses.

To improve the Kentucky RAP, the state has embarked upon an effort to revise all forms and processes to mirror the federal regulation. This work will be used to streamline the enrollment of apprentices and to help sponsors reduce duplicative paperwork.



During this quarter, Kentucky excelled with National Apprenticeship Week (NAW). On Nov. 19 and 30, 2021, the OEAS recognized the commonwealth's registered apprenticeship sponsors with 75+ years of high-quality apprenticeship with a Diamond Sponsor Certificate. Awardees included Louisville Machinists, Kentucky Sheet Metal JATC and Plumbers & Steamfitters L.U. 184 JAC. On Nov. 3, 2021, we kicked off NAW with a webinar to the Kentucky Workforce Investment Board about registered apprenticeship's statewide successes. During the presentation, OEAS featured Interapt and Trilogy Health Services, LLC, two programs with the highest number of completed apprentices.

On Nov. 4, 2021, Governor Andy Beshear proclaimed NAW Nov. 15 - 21, 2021. During NAW, the proclamation was on display for the cabinet. On Nov. 18, 2021, the **Kentucky Society for Human Resource Management (SHRM) State Council** hosted the Office of Apprenticeship/Kentucky State Apprenticeship Agency's (SAA) webinar, Registered Apprenticeships: The one solution for recruitment, training and retention! The Kentucky SHRM State

Council approved this presentation for 1.5 hours of Human Resource Certification Institute (HRCI) and SHRM credits. On Nov. 18, 2021, OEAS presented at Apprenticeship Virtual Summit 21 with the webinar Registered Apprenticeship: A Proven Model for the Future Workforce.

**Third Quarter:** Kentucky continued to outperform its registered apprenticeship deliverable with the Apprenticeship State Expansion (ASE) grant program. Strategic partnerships with internal and external customers have also yielded impressive growth in the number of programs.

Our strategic personnel decisions allow us to place qualified personnel in the right places, leading to new programs all over the commonwealth with seven new programs and six new occupations this fiscal year. This quarter's reporting numbers are a testament to how well a team-based system that leverages partnerships with other workforce stakeholders allows us to use a small core of personnel to do big things. The state issued a Request for Information to explore RA Customer Relations Management (CRM) system options.

**Fourth Quarter:** The fourth quarter brought 15 new programs and 19 new occupations. Kentucky had 630 new participants for a total of 4,163. There were 343 completions. The growth in new programs and occupations resulted from extensive outreach by the RAP to engage employers in building their workforce through registered apprenticeship. OEAS also submitted a Scope of Work of Technical Services to see what would be involved in creating a CRM that would tie into our existing Workforce Innovation and Opportunity Act (WIOA) case management system.





**Yearly Analysis:** Overall, the Kentucky RAP has seen steady growth over the past year, despite the COVID pandemic. More businesses are looking to register apprenticeships as a tool to attract individuals starting a career or simply looking for a change. The number of active programs in Kentucky has increased from 324 in FY2021 to 350 in FY2022.

In FY2022, Kentucky had 1,593 active new apprentices compared to 1,521 in FY2021. There were 4,071 apprentices in FY2021 and 4,144 in FY2022.

Kentucky has seen less disruption of related technical education because of the pandemic. There are fewer

participants extended past their expected completion dates. Most classes were designed for in-person, and many programs continue to work to develop solutions that will allow apprentices to complete their related technical during this unprecedented time. There were 604 completers in FY202 compared to 594 in FY2022.

While some sponsors/employers continue to be adversely affected by the pandemic, none have mentioned difficulty finding new apprentices. The Kentucky RAP is working pending reviews to ensure equal opportunity for employers and programmatic compliance.

## Diversity, Equity and Inclusion (DEI) in Apprenticeship

OEAS staff is responsible for the following: (1) promoting and developing registered apprenticeship programs; (2) expanding recognized apprenticeable occupations in their assigned diverse region; (3) connecting with underrepresented populations; and (4) educating all career seekers on apprenticeship opportunities and supportive services. Staff work to increase awareness and participation in RAP and pre-apprenticeship options available to all individuals via strategic career seeker and employer outreach education. By significantly enhancing the visibility of open RAPs, Kentucky ensures diversity, equity and inclusion (DEI) principles and objectives forefront.

Statewide DEI activities include outreach with our partners and apprentices by developing more target-specific messages and strategies in our recruitment and addressing employment barriers through apprenticeship. We grow partnerships with youth programs, foster care, Jobs for America's Graduates (JAG), high school and college counselors, priority service to veterans and spouses, veteran businesses, women and minority-owned businesses, churches, community-based centers, the Kentucky Career Centers (KCCs), women's shelters, state and local chambers of commerce and unions, to name a few. Also, the state works with our two Historically



Black Colleges and Universities (HBCUs) and programs such as the VETS|Ready Initiative at Eastern Kentucky University (EKU). ECU has a long history of providing high-quality, accredited programs and exceptional service delivery to veterans, active-duty members, and military dependents.

The data below is a snapshot of the demographics of the apprentices enrolled in Kentucky RAP. The tables provide a deeper look at the apprentice summary by gender, ethnicity and race. The state has made significant efforts in outreach to change the image of apprenticeship.

Year	Male	Female	Total Apprentices	Female to Male Percentage
2021	3381	690	4071	20.41%
2022	3416	734	4150	21.49%

Year	American Indian or Alaska Native	Asian	Black or African American	Do not wish to answer	Multiple Race Selected	Native Hawaiian or Other Pacific Islander	White	Blank	Total
2021	11	20	246	798	18	9	2956	13	4071
2022	7	19	250	754	21	15	3079	5	4150

Kentucky is also working to increase the ethnic diversity of our participant population. Current efforts include engaging minority-owned businesses as programs and increasing outreach to underrepresented communities in Registered Apprenticeship.

## Kentucky Registered Apprentice **Bright Spot**

### **Davis H. Elliot Company, Registered Apprenticeship Sponsor**

Don Adkins, vice president of Safety and Training at the Davis H. Elliot Company Inc. and a Kentucky Registered Apprenticeship Council member, began his career in southern West Virginia with a contractor who did not offer a formal apprenticeship program, which he says put him in some risky and challenging situations. Following the lead of friends who went to work at Elliot, an electrical contractor headquartered in Lexington, Kentucky, Adkins signed up for the apprenticeship program after being nominated by his counterparts and completing the required interviews. That was in 2002, and the program required 6,000 hours.

Adkins said shortly after he graduated from the apprenticeship program a retiring instructor nominated him to become one of the junior instructors. Fast forward several years, Adkins has served in a safety role for about 18 years, and just this past year, was promoted to his current position at Elliott.

Now Adkins has about 35 safety professionals helping manage Elliot’s highly successful apprenticeship program that covers 12 states and offers approximately 600 apprenticeships.

“We have registered programs recognized throughout our industry, and the credential gives us credibility. The apprenticeship program also directly affects the

ability to bid on and attract new business,” he said.

“Elliot has contracts in Maryland, primarily in Baltimore, a large part of Virginia and the Carolinas. We also have work in West Virginia, Kentucky, Ohio and Tennessee. Sometimes, Alabama, Georgia, Indiana, Oklahoma and Texas. That’s just daily work, but when we talk about emergency storm work, we may go anywhere hurricanes and ice storms may hit. The most stringent state as far as code would probably be Kentucky. Kentucky has a state plan that adopts the federal program and



Don Adkins of Davis H. Elliot



Don Adkins of Davis H. Elliot Company Inc.

uses the federal regulations. They may have different processes. One good example is the new reporting requirement; if you have somebody hospitalized or an amputation occurs, a pilot program started in Kentucky where reporting was federal if you had three people hospitalized. Kentucky pioneered that one, so Kentucky is strict," he said.

"Apprenticeship answered those theoretical questions and some of the mathematics behind the results. A formal apprenticeship program with practical hands-on is probably 90% of learning. I loved the textbooks where I learned the theory. I was able to put those together as I found years later, working as a journeyman when you're troubleshooting, it is so much better if you understand the theory and why something is not behaving as you think it should. The apprenticeship gave me an opportunity free from production pressure to learn and provided resources to take home with me that I could learn even more if I applied myself."

Adkins said his own apprenticeship was invaluable. "In my mind, apprenticeship was my ticket; this was my opportunity for a career path, I elected not to go to college and had worked hard and done various things, but this was my first opportunity at a good career and a good trade."

Adkins said while he still misses the everyday line work, he takes pride in his current management position because he feels it is an opportunity to help provide a safe training environment for new people in the apprenticeship programs.

"It's the highlight of life when you get those students who are just sponges, and they're absorbing everything you can give them," Adkins said.

He also emphasized that this job is not for everyone. If persistent, though, Adkins said roughly one out of four people at Elliot will eventually become a supervisor or foreman.

"I have seen some of the best linemen ever become terrible foreman, and marginal lineman become excellent foreman... so, part of that is not just execution. People skills matter," he said.

Adkins said the program enables Elliot to bid on more projects confidently since they have the skill set to complete those projects on time and under budget.

"We all have a workforce shortage, but what's great about apprenticeship is that it's our lowest turnover category. While a guy is in the apprenticeship, a 50% turnover rate looks more like 20% or less. I will chalk that up to being able to see a clear path forward. They have the incentive and knowledge of a pay increase and will eventually be promoted to journey level."

He said his company decided to add as many apprentices as it could properly supervise in the program in the past six or seven years. It was done in hopes Elliot would avoid a shortage of linemen like they experienced a decade ago. He said the company is in a much better position now since they have successfully cultivated their employees, and he emphasized that leadership skills are still necessary.

"Leadership is probably the number one demand, even more than having a basic skill set for the trade. I need someone who can lead, and most importantly, lead guys safely."

He is proud that Elliot sets its employees up for success. "We bought the company through a profit-sharing plan from Mr. Elliot some years ago, so if any area has success, then we all benefit. When somebody gets hurt, it hurts all of us."

Adkins also said a person's character should shine in an apprenticeship program. He says honesty, integrity and attitude go a long way.

"In closing, I'll say, I say it a lot, but you know apprenticeship was my opportunity in life and some folks go to college, or some folks hit the lottery, or some folks do whatever, but apprenticeship was my pass through, and it just opened up doors for me. I've been able to teach courses at vocational schools, I've been able to grow with the company, I've been able to influence people and give back, pass on some knowledge, all that started because of my apprenticeship. Just a little time faceted institution. Yeah, that's what opened many doors for me."





The above Registered Apprenticeship sponsor certificates make the business an employer of choice. The apprenticeship credential makes the apprentice an employee of choice.

## Employer Outreach and Education Efforts

Kentucky OEAS and its workforce service partners offer professional customer service and facilitate sponsors' efforts from all program facets. Our team members have demonstrated the ability to address our programs with professional courtesy and promptly navigate our current sponsors to a productive destination when interruptions occur in the daily productivity routine. Using Dunn & Bradstreet data, Kentucky knows where apprenticeship programs do not exist and can reach out to employers. Even if the employer does not have an immediate need for an apprenticeship program, there are other services that OEAS can offer, such as incumbent worker training, Work Opportunity Tax Credit (WOTC) and Federal Bonding, along with services accessible through our partners.

OEAS has reached more than 600 employers through outreach and education engagement participating at events such as:

- Exhibitor at the Annual Jail Improvement Conference of the Kentucky Jailers' Association,
- Kentucky Chamber Recovery Conference,
- KentuckianaWorks Employer Incentive Quarterly Webinar,
- Kentucky-Aviation Industry Roundtable (KY-AIR),
- Untapped Talent presentation at the City of Covington's Economic Development Office,
- Kentucky Human Resources Review Conference,

- Kentucky Fair Chance Academy on workforce services presentation,
- Fair Chance Hiring, a Strategic Solution for Recruitment webinar,
- Goodwill Second Chance Conference presentation on employer incentives,
- 7th Annual Kentucky Workforce Summit,
- Representatives from OEAS and the Jobs for Veterans Grant (JVSG) met with individuals from the Transition Assistance Program (TAP) at Ft. Campbell,
- Kentucky SHRM Leadership Conference presentation on the workforce (including RAPs),
- Japanese External Trade Organization (JETRO) on the Kentucky workforce presentation,
- Kentucky Association for Economic Development Forum,
- Various statewide calls with Kentucky libraries to discuss workforce services in each area,
- Kentucky SHRM Conference, presentations on RAPs to attendees,
- Kentucky Association for Economic Development (KAED),
- Youth Tech Apprenticeships with ICF (cybersecurity intermediary), and
- Kentucky Construction Career Days.



# KCTCS Collaborative Partner Report

## Kentucky FAME

The **Kentucky Federation for Advanced Manufacturing Education (KY FAME)** is a company-sponsored partnership of regional employers whose purpose is to implement an advanced manufacturing career pathway. Nationally recognized, these apprenticeship-style educational programs create a pipeline of highly skilled workers. KY FAME collaborates with local manufacturers and KCTCS to train the future workforce. Employers begin teaching students while still in school, and students earn over 1,800 hours of real-world manufacturing experience and an associate degree in just five continuous semesters.

Nationally, FAME has reached 13 states and continues to grow with Kentucky leading the way with the greatest number of chapters. There are over 130 member companies with more than 60 employer sponsors and 12 chapters in the commonwealth.

One of the largest and most successful KY FAME chapters in the state is at Southcentral Kentucky Community and Technical College (SKY FAME), in Bowling Green, Kentucky. Since SKY FAME's inception in 2016, it has graduated over 75 maintenance technicians. At the start of fall 2021, SKY FAME had 26 students and 17 partnering manufacturers. Each year, six to 10 companies sponsor students in the program, one of the largest being Logan Aluminum. As a testament to SKY FAME's success, a founding company, Delta Faucet, noted that 33% of their entire maintenance workforce are SKY FAME graduates.

KCTCS is partnering with KWIB, OEAS and the Kentucky Chamber of Commerce to help KCTCS FAME chapters to broaden their employer networks, expand employer engagement and investment in KCTCS FAME programs, and increase the number of employers involved in FAME. They have registered their apprenticeships with DOL. Most recently, the statewide Collaborative Business Outreach Team members, a network of business-facing workforce liaisons across the commonwealth, participated in an informational session that will allow them to refer appropriate companies to KCTCS for partnership. Kentucky is actively working on expanding this best practice program.

## KCTCS Apprenticeship Services Update - FY 2022

In 2019, KCTCS received a grant for \$420,000 from the American Association of Community Colleges as part of the Expanding Community College Apprenticeships initiative. This grant funding has allowed KCTCS to become an established apprenticeship sponsor for employers and industry partners seeking assistance in creating a modern apprenticeship program. KCTCS has developed a menu of services available to employers, such as apprentice recruitment, mentoring, orientation and program administration. At the close of FY2022, KCTCS had 94 apprenticeship-affiliated companies and unions and 559 active apprentices. As a grant deliverable, KCTCS also curated an employer apprenticeship toolkit. The following college case studies represent success stories from across the commonwealth.

### Madisonville Community College (MCC) - Berry Global Group Inc.

Located in Madisonville, Kentucky, Berry Global Group Inc. creates innovative packaging and engineered products. Berry has 47,000 global employees across more than 295 locations. With Madisonville Community College (MCC), Berry aims to generate a talent pipeline by developing consistent, qualified and trained workers. Employees can advance their careers and earn higher wages by pursuing their education at MCC and completing structured on-the-job training.

Berry's apprenticeship program was launched in February 2021, although Berry has partnered with MCC since 2013 to provide related technical instruction aligned with skills and competencies required in their facility. MCC offers a full spectrum of apprenticeship services, including success coaching and program administration. Berry employs tool and die apprentices as well as industrial maintenance mechanic apprentices. Berry currently has 13 apprentices pursuing education at MCC, and the company is finding significantly increased dedication from employees trained in-house through apprenticeship.

## **Bluegrass Community and Technical College (BCTC) - Northside RV**

With concerns around impending retirements, Northside RV is participating in registered apprenticeship as an alternative to traditional employee recruitment, training and retention practices. Most apprentices at Northside are recruited from the area technology centers (ATCs), which are part of local high schools. The ATCs offer automotive, diesel technology, and construction pathways that are an ideal pipeline for the recreational vehicle service technician apprenticeship program at Northside RV. Before registered apprenticeship, there was no defined postsecondary training plan for recreational vehicle service technicians.

Montrell Brinkley, Northside RV service manager, said he has “been pleasantly surprised that all our apprentices have shown that they are reliable, accountable, determined to learn, and serious about their futures.”

Northside RV has identified a 15% return on their investment from its RAP. Since June 2020, four apprentices have been employed at Northside RV and all remain in the program.

## **Owensboro Community and Technical College (OCTC) - International Brotherhood of Electrical Workers (IBEW)**

The International Brotherhood of Electrical Workers (IBEW) Local 1701 in Owensboro, Kentucky, and has been training individuals for the demands of the electrical industry since 1944. IBEW's electrical apprenticeship program includes an educational partnership with Owensboro Community and Technical College (OCTC). IBEW apprentices can attain an associate in applied science (AAS) degree in electrical technology, and in return, electrical contractors have skilled journey workers who will likely fill supervisory roles in the future.

IBEW 1701, through its Joint Apprenticeship and Training Committee, worked closely with OCTC's Workforce Solutions division to develop and launch this specific pathway. The program is comprised of five years of general and technical studies, as well as on-the-job training. OCTC provides public education and technical training components to prepare apprentices for high-wage, competitive careers.

OCTC also serves as the apprenticeship program administrator and offers extensive support for apprentices for the duration of the program, including student admissions and course enrollments, testing facilitation and tutoring. To date, 31 apprentices have completed the program and earned an AAS degree in electrical technology. Currently, there are 42 apprentices enrolled. The program continues to have steady enrollment.

## **Hopkinsville Community College (HCC) - Kentucky Machine & Engineering Inc.**

Kentucky Machine & Engineering Inc. in Cadiz joined the Kentucky Registered Apprenticeship Program in October 2020 to fill highly skilled roles. Previous employee recruitment efforts fell short of attracting technically qualified candidates with “soft” employability skills. For this reason, Kentucky Machine & Engineering opted to have Hopkinsville Community College (HCC) screen and recruit apprentice candidates from their student population. Qualified applicants are referred to Kentucky Machine & Engineering for interviewing and final selection.

Kentucky Machine & Engineering is a pilot apprenticeship partner of HCC. CEO Steve Allen said, “I wanted to partner with HCC to increase the awareness of vocational training as a viable career choice. Additionally, I wanted to grow Kentucky Machine & Engineering with the best tradesmen this region has to offer.”

Apprentices are required to earn an associate degree in computerized manufacturing and machining. Thus far, there is a 100% retention rate for apprentices at the company.

## **Kentucky Advanced Technical College High (K-TECH) STEM Apprenticeship Project**

Boosting science, technology, engineering and math (STEM) skills is crucial to preparing Kentucky's workforce for the jobs of the future. [Kentucky Advanced Technical College High \(K-TECH\)](#) is an innovative program to ensure that Kentucky's employers have the talent necessary to grow their 21st-century workforce and that future generations of young Kentuckians have the skills employers need to fill well-paying middle and high-demand jobs. [K-TECH](#), a program for grades 9-12 plus two years of additional postsecondary training, has been created to make this happen.

Under its Kentucky Work Ready Skills Initiative, the state has invested or committed to support more than \$250 million in education and workforce development strategies, including modern apprenticeships. STEM occupations will play a large role in the expansion of Kentucky's economy. All STEM occupations are projected to grow in the next five years - with annual incomes above the state's average. To prepare young people entering the labor market with the capability to meet the heightening demand for workers with STEM skills, we need to increase the number of Kentucky's students undertaking STEM studies in high school and postsecondary school.

Equipping more students with recognized postsecondary STEM credentials and skills is essential to promoting economic growth in Kentucky. KCTCS is implementing and expanding the K-TECH program by incorporating STEM apprenticeships into

high school in the east and central Kentucky through its regional campuses. This initiative helps to address major issues in workforce development by elevating the standards expected to work in the skilled trades and providing a way to achieve skills and leverage towards a college degree with no student loan debt to the student.

K-TECH supports Kentucky's efforts to expand and improve the transition of high school CTE students to postsecondary education and employment. It provides a larger return on the investment for the student who gains work-based skills through an apprenticeship in addition to higher education. K-TECH combines paid on-the-job learning with related CTE instruction in the classroom. It offers students the opportunity to earn money as they learn and prepare for jobs that pay wages that can support a family.

## KY Department of Education's Office of Career & Technical Education **Youth Apprenticeship and Youth Pre-Apprenticeship TRACK Program**



The Tech Ready Apprentices for Careers in Kentucky (TRACK) youth apprenticeship and youth pre-apprenticeship programs are a partnership between the Kentucky Department of Education's Office of Career and Technical Education (OCTE) and the Office of Employer and Apprenticeship Services (OEAS) to provide secondary students with accelerated career opportunities into RAPs.

TRACK is a business- and industry-driven program designed to create a pipeline for students to enter registered postsecondary apprenticeship training. Employers can tailor the program for their specific needs and select the CTE courses and students for their apprenticeship pathway. This creates a competitive recruiting environment ensuring that employers benefit by gaining future employees with a good foundation and an interest in their occupation. Additionally, it enables students to receive a nationally recognized credential.

The TRACK youth apprenticeship program was developed in 2013 as a seamless and scalable model to meet an employer's needs in any sector. Since then, it has served over 500 youth apprentices in various career pathways and over 90 employers.

For students to be eligible, they must be a concentrator in a CTE program that aligns with the apprenticeship. The program combines a minimum of three CTE courses and a paid cooperative education placement (co-op)



for course credit. All co-op hours will count towards the on-the-job training (OJT) requirement, and the employer can elect to give the student credit for prior learning for their CTE coursework for the Related Technical Instruction (RTI) component.

Utilizing CTE as an on-ramp to registered apprenticeship provides employers across the commonwealth access to a skilled, untapped and sustainable pipeline with ample opportunity to scale. This chart indicates the growth potential for OJT placements in all CTE pathways across the state.

School Year	Co-op eligible concentrators (completed two or more courses) in all pathways	Total students in a co-op in all pathways
2019-2020	72,415	4,868
2020-2021	70,018	4,174
2021-2022	67,730	4,592

While COVID has decreased the enrollment of the youth apprenticeship program during the 2020-2021 and 2021-2022 school years, one new sector in the financial industry was added during the last school year.

On the other hand, the TRACK pre-apprenticeship program is rebounding to pre-pandemic levels and is seeing improvement and growth, especially in carpentry and electrical programs (see attachment 2). In addition to carpentry and electrical, the pre-apprenticeship model is established in masonry, sheet metal fabrication, and new heavy equipment for the 2021-2022 school year. The 2022-2023 school year will introduce a new welding assessment.

Students complete a four-course pathway and take an end-of-program assessment that industry partners developed. Students who complete the program can apply with the RA sponsor after



graduation. Credit for prior learning is at the provider's discretion, with some giving as much as one year's credit with TRACK students enrolled as second-year apprentices.

In 2021 Kentucky's Department of Housing, Building and Construction endorsed the TRACK electrical pre-apprenticeship program by allowing up to one-year credit toward electrical licensure.

For the 2021-2022 school year, the OEAS issued the following TRACK certificates to completers:

### 218 Pre-Apprenticeship Certificates:

- Carpentry - 113
- Electrical - 69
- Masonry - 13
- Sheet Metal Fabrication - 11
- Heavy Equipment (new for this school year) - 12

### 30 Youth Apprenticeship Certificates:

- Childcare Development Specialist - 10
- Welder - 1
- C.N.C. Programmer - 1
- Insurance Associate - 1
- Electrical Technician - 4
- Nurse Assistant - 8
- Dental Assistant - 3
- Teacher Aide - 2

TRACK's data collection system was recognized in December 2021 by Advance CTE and the Partnership to Advance Youth Apprenticeship (PAYA) as an example for other states to develop a consistent framework for defining, collecting and using youth apprenticeship data.

TRACK's most recent distinction came from the Kentucky Department of Education being named Kentucky's first and only Apprenticeship Ambassador by the U.S Department of Labor's Office of Apprenticeship <https://www.apprenticeship.gov/apprenticeship-ambassador-initiative/apprenticeship-ambassadors>.





In addition to the TRACK program, Kentucky has made another significant investment in youth apprenticeship participation through the Kentucky Educational Excellence Scholarship program (KEES). The legislation was changed in 2017 to include an apprenticeship in RAPS eligible for KEES funds. Traditionally, KEES scholarships could be utilized only at postsecondary institutions, which was a barrier to youth wanting to participate in RAPS since they could not access their KEES allocations. A total of \$425,324 has been expended on apprentices since the 2018-2019 school year, according to the Kentucky Higher Education Assistance Authority (KHEAA).



## Mission

The Kentucky Registered Apprenticeship Program is integral in planning and preparing for the state initiative to upskill Kentucky. The vision is for a locally led, state-supported movement to help Kentuckians advance their careers while building the workforce needed for economic recovery and growth. The mission is to meet Kentuckians where they are, to advance their careers and improve their quality of life through:

1. helping those who have been unemployed get the essential skills training needed to join the workforce. We are looking at WIOA pre-apprenticeship training programs with Titles I, II or III, and exploring Title IV opportunities.
2. supporting individuals interested in changing careers with education and training. The COVID pandemic has given many people time to pause and reassess their careers. Many job seekers with transferable skills and work experience are excellent candidates for RAPS.

## Preparing those ready to take the next step

It is crucial to understand that in many sectors of our economy, we are not just restarting them but resetting them. Many workers are simply not going to engage in the job market of the past. This trend is being led by the food service industry, where employers are opening their doors with less than 50% of the staff they previously had, not because the work isn't there, but because few want to work under a business model with a minimum wage and extra income from tips taxed at income level rates. Here the RA model may be able to step in and provide paid apprentices to help with the work as they learn valuable culinary and workplace skills.

Moving forward, Kentucky has built a system capable of expanding to meet future needs. With an eye on the current infrastructure legislation, Kentucky has positioned itself through our skilled trades and healthcare RAPS to provide the needed workforce to Build Back Better.