



Kentucky Registered Apprenticeship

Presented by the Office of Employer & Apprenticeship Services





- ✓ **Combines on-the-job training, learning from doing the job, and the theoretical knowledge of the occupation.**
- ✓ **The apprentice becomes a subject matter expert and can fill in-demand and hard-to-fill positions.**
- ✓ **Is designed to produce highly skilled workers who are fully competent in all aspects of an occupation, including knowledge, skill, and proficiency of the job.**
- ✓ **Provides career pathways for those just entering the workforce, and a means to broaden opportunities for those looking to expand their careers.**
- ✓ **Allows employers to design their training program tailored to the company's needs.**
- ✓ **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.**
- ✓ **Results in an industry-recognized credential.**

Core Components of Registered Apprenticeship

Employer Involvement

- Employer is the Foundation
- Must be directly involved
- Must provide paid on the job learning

Structured, Paid , On-the-Job-Learning

- Minimum of 2,000 hours
- Structured and supervised

Job Related Educational Instruction

- 144 hours recommended per year
- Parallel, Front-loaded, Segmented Option

Rewards for Skill Gains

- Increase in skills and competencies tied to increase in earnings

National Occupational Credential

- Portable Industry recognized credential
- Certifies an individual is at the full performance level for the occupation.



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How It Works



Contact

Contact the Office of Employer and Apprenticeship Services (OEAS) to discuss your company's workforce needs.



Select

Work with OEAS to select an occupation and develop documents to register your program with the U.S. Department of Labor (USDOL). There are more than 1,200 occupations that can be registered as apprenticeships.



Register

OEAS will help you register your program with the federal government, sign a standards document, interview new or current employees for the program and start training.



Earn

From the first day, the apprentice will be paid for structured, hands-on job training by a subject matter expert and related classroom instruction from a qualified educational provider. In addition, apprentices will get credit for prior learning and work.



Complete

Upon completion of the program, the apprentice earns a nationally recognized Journey worker certificate of completion. The USDOL recognized credential can be as valuable as a college degree and is often earned debt free by the apprentice.

The original four year degree.

To get started, email our team at Apprenticeship@ky.gov

Grow your Own, Earn, Learn and Succeed Model

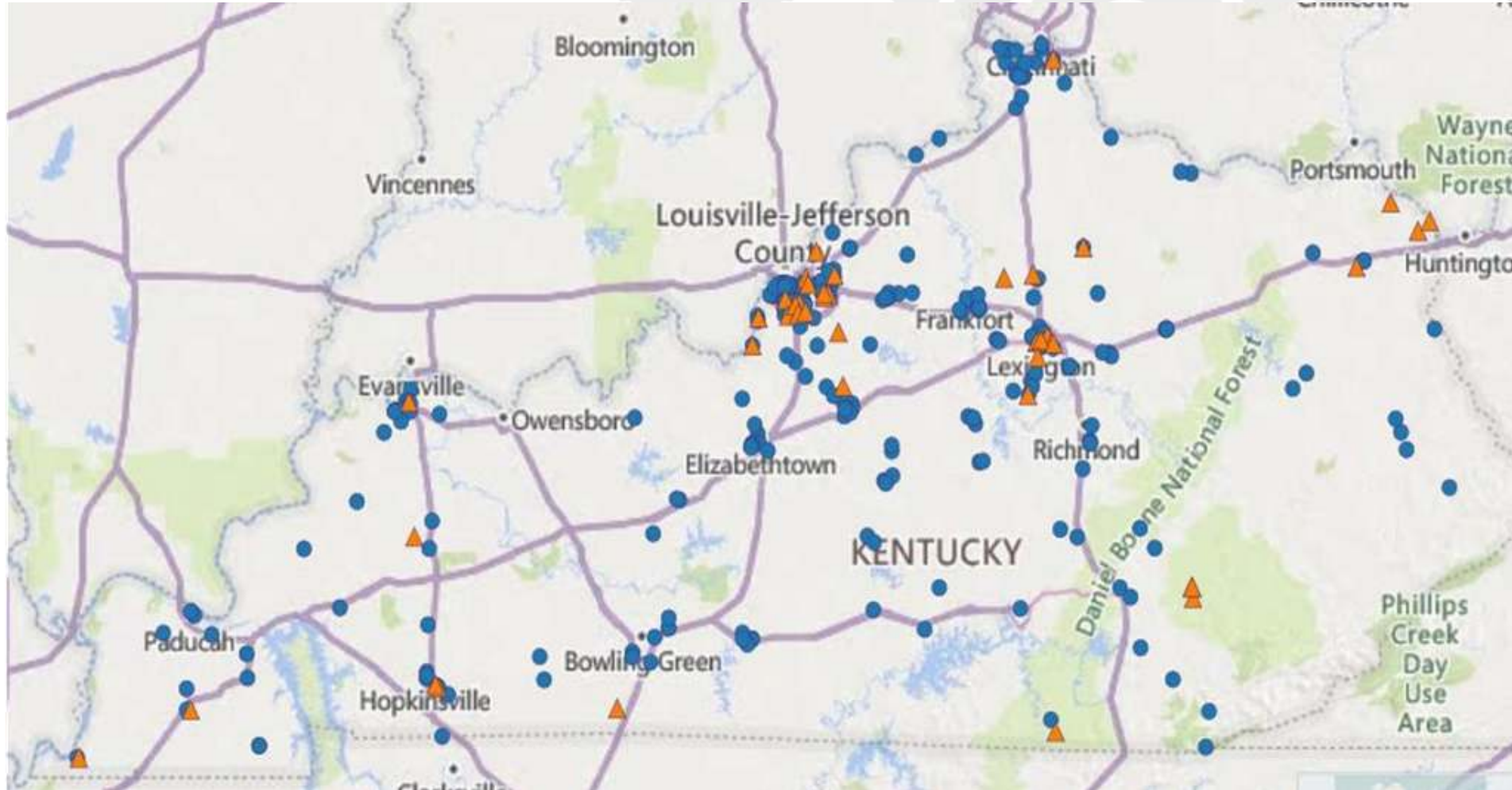
- ✓ Provides a paycheck from day one and wage increases as apprentices become more proficient. (A minimum of one wage increase is required.)
- ✓ Combines both on-the-job training and job-related instruction.
- ✓ Results in an industry-recognized national credential.
- ✓ Develops a specific skilled, productive, trained career employee.
- ✓ Reduces worker compensation costs through the mentoring.
- ✓ Could assist employers in their procurement processes.
- ✓ According to DOL statistics, 94% of those who complete an apprenticeship program maintain employment and earn an average salary of \$70,000. With such success stories, there has been a 128% increase in new apprenticeships since 2009 and 12,300 new apprenticeship programs created in the last five years.

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 turn them into a skilled career employee by the end of their apprenticeship, which means it will address recruitment, training, and retention.

KY & National Apprenticeship Programs



Legend

- -KY RA Sponsors
- ▲ -National RA Sponsors

 **Kentucky Career Center**
Business Services



dun & bradstreet

GROWING RELATIONSHIPS THROUGH DATA

Employment Outcomes in KY for Registered Apprenticeship Program 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**
- **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**

Employment Outcomes for Register Apprenticeship 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.

* Data Not Available

Source: KYSTATS

National Occupational Credential

- Registered Apprenticeship programs result in a nationally-recognized credential – a 100% Guarantee to employers that apprentices are fully qualified for the job they trained for.
- Every graduate of a Registered Apprenticeship program receives a nationally-recognized credential



EMAIL CONTACT

apprenticeship@ky.gov

THANK YOU

