



REGISTERED APPRENTICESHIP: DEMYSTIFYING REGISTERED APPRENTICESHIP INTERMEDIARY PROVIDERS & A BEST PRACTICE

60 MINUTES OF BEST PRACTICE
FEBRUARY 1, 2023

www.kyworks.ky.gov



FIRST THINGS FIRST FOR REGISTERED APPRENTICESHIP : DEMYSTIFICATION STARTS AT THE BEGINNING

- A Registered Apprenticeship Program (RAP) is a formal **industry-driven, high-quality training program with a federally approved structure and curriculum that combines related technical instruction with on-the job training and a progressive wage scale to help establish a highly trained workforce. Upon completion of the RAP, apprentices receive a portable credential recognized both nationally and industry wide.**

TYPES OF APPRENTICESHIP

Time-Based

- **Time-based approach:** Measures skill acquisition through apprentice's completion of at least 2,000 hours of on-the-Job learning

Competency-Based

- **Competency-based:** Measures skill acquisition through the apprentice's successful demonstration of acquired skills and knowledge

Hybrid

- **Hybrid:** Measures apprentice's skill acquisition through a combination of the specified minimum number of hours of on-the-job learning and successful demonstration of competency
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WHY REGISTER APPRENTICESHIP: A **PROVEN** WORKFORCE SOLUTION

- Registered Apprenticeship attracts potential clients
- Registered Apprenticeship creates a flexible training solution
- Registered Apprenticeship helps to develop a highly skilled workforce
- Registered Apprenticeship improves your bottom line with productivity
- Registered Apprenticeship is a structured employer driven program
- Registered Apprenticeship provides an opportunity for tax credits
- Registered Apprenticeship return on investment is 1 1/2 times,\$1.47.
- Creates an individual specific to work environment & business philosophy
- Registered Apprenticeship reduces turnover and helps with retention
- Kentucky's Registered Apprenticeship retention rate is 87.12%, it 94% nationally
- Registered Apprenticeship creates a neighborhood workforce
- Every apprenticeship program is local; specific to a workplace
- Creates a work environment of respect among incumbent workers with eagerness to share knowledge
- Registered Apprentices network; creating a pipeline suite of social media, hence, communications and messaging
- Registered apprenticeship can be used in a business portfolio as a U.S. DOL registered training program



A **PROVEN** WORKFORCE SOLUTION FOR THE CAREER SEEKER

- Apprenticeship to College Comparison
- Earn as you learn
- Avoid student debt
- Gain workplace-relevant skills in the field of their choice as career path
- Ease the transition from school to career
- Receive a nationally-recognized, portable credential and/or college credits
- Access **funding** and other resources from federal programs. [Kentucky Educational Excellence Scholarship](#) KEES can now be used for Registered Apprenticeship in addition to 2- and 4-year institutions.
- Jump start your career



REGISTERED APPRENTICESHIP IS A PARTNERSHIP WITH



THE EMPLOYER, AND THE CAREER EMPLOYEE.



Registered Apprenticeship Statistical Snapshot for KY

Program Utilization for Fiscal Year 2022 10/1/2021-09/30/2022

New Registered Apprenticeship Programs	30
Registered Apprenticeship Sponsors	308
Cancelled Programs	65
New Registered Apprenticeship Occupations	52
Unique Registered Apprenticeship Occupations	207
New Registered Apprenticeship Apprentices	2161
Active Apprentices	4439
Registered Apprenticeship Completions (10/1/2021 - 9/30/2022)	687

ROLE OF INTERMEDIARIES IN EXPANDING REGISTERED APPRENTICESHIP

What is Registered Apprenticeship Industry Intermediary?

- Offer expertise to help employers and labor organizations successfully launch, promote, and expand Registered Apprenticeship programs in growing industries. Uniquely positioned to convene employers within a specific industry or sub sector to increase awareness of the Registered Apprenticeship model, and assist in the creation of Registered Apprenticeship programs

Rapid Registered Apprenticeship Program Development and Implementation Support

- Outreach to employers, unions, and others to promote the benefits.
- Offer expertise to build Registered Apprenticeship programs that help workers meet industry skill needs.
- Develop curriculum, related instruction outlines, and competency-based program models.

Technical Assistance and Partnership Building

- Assist employers in developing high quality Registered Apprenticeship standards.
- Leverage partnerships to build a talent pipeline and stay competitive in global economy.
- Assist employers and partners offset the costs of developing, launching, and sustaining Registered Apprenticeship programs.

Support a Diverse and Inclusive Apprenticeship Pipeline

- Provide strategies and best practices, that lead to successful placement and retention in Registered Apprenticeship opportunities, particularly for underrepresented populations.
 - Provide technical assistance on how Registered Apprenticeship can be a tool to help organizations meet their DEIA goals, as well as ensuring that new sponsors understand their EEO requirements and obligations.
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INTERMEDIARY INVESTMENT BACKGROUND AND OVERVIEW

Current USDOL Intermediary Contractors



Healthcare



Healthcare & Healthcare
Information Technology



Healthcare, Public Service,
& Healthcare Information
Technology



Information Technology



Information Technology



Information Technology



Care Economy



Supply Chain Automation



Supply Chain
(Advanced Manufacturing)



Supply Chain
(Nanotechnology &
Semiconductors)



Cybersecurity



Information Technology



Hospitality



Advanced Manufacturing



Transportation,
Distribution, & Logistics



Construction



Telecommunications



Multi-Sectoral

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Supply Chain Automation Workforce Overview

KWIB Workforce Partner Spotlight Presentation- Understanding DOL
Apprenticeship Intermediaries

2.1.23



About Supply Chain Sector

- ▶ Supply chain sector encompasses logistics and materials handling:
 - ▶ Supply Chain: Flow of materials and goods to consumers around the world
 - ▶ Logistics: Movement of goods between warehousing, distribution centers, and manufacturing facilities
 - ▶ Materials Handling: Handling of goods and materials inside the four walls of a warehouse, distribution center, or manufacturing site
- ▶ Jobs are dispersed across the country in regional hubs, midsized markets, border areas, and areas with a large retail and manufacturing presence





About Supply Chain Automation

▶ Supply Chain Automation is the use of technologies to:

- ▶ Improve efficiencies
- ▶ Connect applications
- ▶ Streamline processes within supply chain operations



▶ Growing need for skilled workers in Supply Chain Automation:

- ▶ More than 72,000 new jobs created since Feb. 2020
- ▶ Additional 770,000 new jobs expected to be created through 2025

Supply Chain Automation Occupations

- ▶ Automation Technician is one starting point for a career path in supply chain automation
- ▶ Other occupations:
 - ▶ Transportation, Storage, and Distribution Specialist/Manager
 - ▶ Supply Chain Specialist/Manager
 - ▶ Logistics Analyst/Logistician
 - ▶ Industrial Machinery Mechanic
 - ▶ Mechatronics Technician
 - ▶ Industrial Engineer
 - ▶ Industrial Electrician
 - ▶ Water and Wastewater Plant Operator
 - ▶ Warehouse Worker





About the Hub



US DOL RA Intermediary: SCA Workforce Hub

Expansion of Registered Apprenticeship Programs through Industry Intermediaries

Contract awarded: December 2021

Industry: Supply Chain Automation

Target Population: Underserved Populations (PoC and Veterans)

Industry Intermediaries help accelerate Registered Apprenticeship program development and create new sector-based apprenticeship partnerships at regional and national levels.



About the SCA Workforce Hub

- ▶ Partnership between key organizations working together to develop and sustain RAPs in supply chain automation
- ▶ One-stop solution for recruiting and training supply chain automation specialists
- ▶ Provides a variety of services to employers & education institutions at no cost



Manhattan Strategy Group leads delivery of TA and supports for the Hub and coordination across all Hub partners



Manufacturing Skill Standards Council offers certification including Certified Technician-Supply Chain Automation (tailored to distribution centers)



National Association of Workforce Boards brings a network and dedicated infrastructure to reach local stakeholders



National Coalition of Certification Centers offers certification including Festo Industry 4.0 (tailored to production)

Hub Sponsor Partnerships

Why partner with the SCA Workforce Hub?

- ▶ The Hub helps employers, education institutions, and career seekers in many ways – all at no cost!
- ▶ Partners receive technical assistance support, national visibility, and access to resources and incentive fund

Who has partnered with the Hub in KY?

- ▶ IEC of the Bluegrass
- ▶ Carmeuse
- ▶ Iron Workers Local 70
- ▶ Louisville Electrical JATC
- ▶ Plumbers and Steamfitters Local 248
- ▶ Indiana Kentucky and Ohio Carpenters JATC
- ▶ Plumbers and Pipefitters Local 452
- ▶ Plumbers and Pipefitters Local 502
- ▶ AE Electrical Solutions
- ▶ IOUE 181
- ▶ KY FAME Greater Louisville Chapter

About the SCA Workforce Hub

- ▶ One-stop solution for recruiting and training supply chain automation specialists
- ▶ Powered by employers, workforce organizations, and education institutions working in partnership
- ▶ Helps employers develop new and expand existing customized training programs for SCA talent development through RAPs
- ▶ Supports development of a diverse talent pipeline, including people of color and veterans/military service members
- ▶ Supports connection of RAPs to pre-apprenticeships
- ▶ Provides a variety of support and services to sponsors/employers, education institutions, and career seekers – all at no cost



Hub Services and Supports

- ▶ Conduct education and outreach about benefits of RAPs in supply chain automation
 - ▶ Offer financial incentives and technical assistance to RAP sponsors with new apprentice cohorts
 - ▶ Assist in marketing and recruitment efforts by hosting events and career fairs to promote RAPs with a focus on equity and diversity
 - ▶ Offer technical assistance with data collection
 - ▶ Support state and/or national registration of new RAPs
 - ▶ Support expansion of existing RAPs through modification
 - ▶ Offer train-the-trainer and mentorship training
 - ▶ Offer DEIA training to sponsors/employers
 - ▶ Identify additional state and federal funding opportunities
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Sponsor/Employer Incentive Fund

- ▶ Offset costs of launching and expanding RAPs
- ▶ **New** sponsors/employers/occupations: up to \$1,000 per apprentice
- ▶ **Returning** sponsors/employers/occupations: up to \$500 per apprentice for additional cohorts
- ▶ Up to \$30,000 per sponsor/employer, per year
- ▶ Funds can be used for:
 - ▶ Tuition, curriculum development, online training, etc.
 - ▶ Costs related to mentorship
 - ▶ Training equipment for apprentices
 - ▶ And more!
- ▶ Application period: from January 15 until November 1, 2023



Contact the SCA Workforce Hub

SCAWorkforceHub@manhattanstrategy.com

<https://SCWorkforceHub.com/>

- ▶ Sign up for our [newsletter](#)
- ▶ Access resources and information on upcoming events
- ▶ Follow us on social media:

[LinkedIn](#) | [Facebook](#) | [Twitter](#)



The **Supply Chain Automation Workforce Hub (Hub)** is a one-stop solution for recruiting and training supply chain automation specialists – powered by employers, workforce organizations, and education institutions. Supply chain automation is the use of digital technologies to improve efficiencies, connect applications and streamline processes within supply chain operations including mechatronics, logistics, transportation, and warehousing. We help employers develop customized training programs to shore up and diversify their supply chain automation talent pipelines through **registered apprenticeship programs (RAPs)**.

A RAP is an **industry-driven training model** that enables employers to train workers to meet their unique needs. A RAP is a paid job. Apprentices participate in a mix of structured on-the-job and classroom learning, receive mentorship from experienced colleagues, and attain a portable, national, industry-recognized credential.

The Hub helps employers, education institutions, and career seekers – all at no cost.

We help:

- ▶ Conduct **education and outreach** to employers

RAP Benefits

Employer

- ▶ Acquire customized training to ensure employees develop the right skills
- ▶ Gain pipeline of diverse and skilled employees
- ▶ Lower recruiting costs; improve employee retention; reduce turnover
- ▶ Receive state and federal tax incentives
- ▶ Earn national recognition and visibility