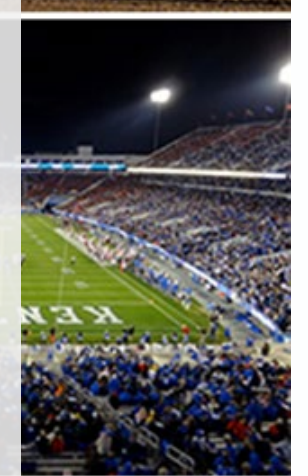
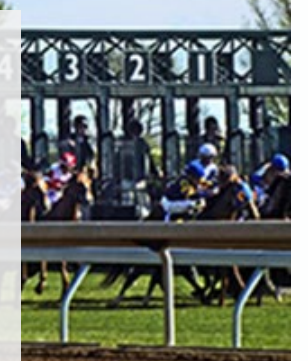
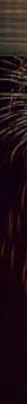
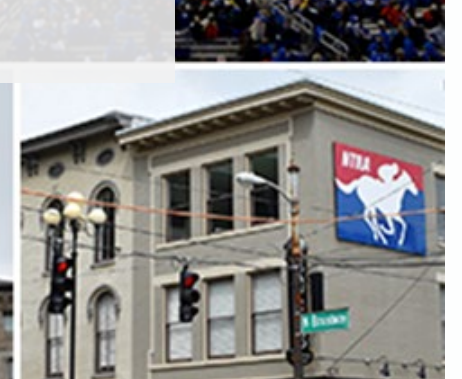
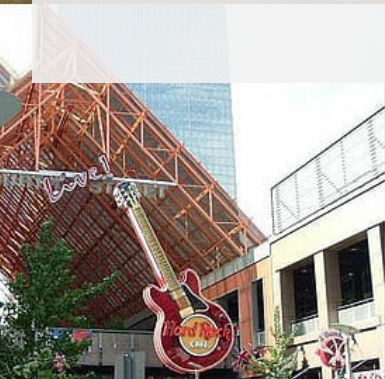




Moving Your Business Forward Through Registered Apprenticeship in Kentucky

<https://kyworks.ky.gov>



The Office of Employer and Apprenticeship Services (OEAS) and the Kentucky Career Center connect businesses to workforce services that spark innovative hiring, training, and retaining a workforce.

Together we offer a no-cost extension for human resources needs. These include:

- Recruitment
- Training
- Upskilling
- Retention Strategies
- Financial Incentives
- Diversity Hiring.

Registered Apprenticeship Facts



Nationally from 2014 to 2023, the number of registered active apprentices grew by 103 percent, from 317,805 to 643,447



In Kentucky, registered active apprentices more than doubled to 6,698 in 2024 compared to 3,049 in 2014.



In Kentucky, the share of female apprentices has gone up from a low of three percent in 2015 to a high of 20 percent in 2023.



In Kentucky, apprenticeship completers continue to be employed at very high rates, even 10 years after program completion.



There are 290 Kentucky registered apprenticeship programs in 257 unique occupations as of July 1st, 2024.



Kentucky has been doing Registered Apprenticeship since 1942



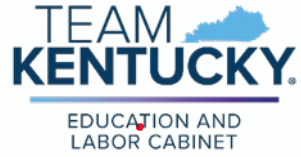
Kentucky has approved apprenticeship occupations in Early Childhood Administration, K-12 Teacher, Software Developer, Library Technician and Real Estate Agent.

Employment Outcomes in Kentucky Registered Apprenticeship

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%	\$52,922	\$53,602	151	78.6%	\$50,935	\$52,221	150	78.1%	\$58,556	\$60,223	140	72.9%	\$70,303	\$70,651
2008	291	247	84.9%	\$45,217	\$47,211	240	82.5%	\$47,683	\$50,018	222	76.3%	\$54,716	\$56,326	204	70.1%	\$65,028	\$67,935
2009	309	258	83.5%	\$47,347	\$49,425	244	79.0%	\$53,288	\$55,947	239	77.3%	\$61,434	\$61,860	221	71.5%	\$70,963	\$69,717
2010	271	228	84.1%	\$49,653	\$51,408	224	82.7%	\$54,259	\$57,323	221	81.5%	\$64,402	\$67,130	193	71.2%	\$71,932	\$73,280
2011	301	267	88.7%	\$53,285	\$56,386	265	88.0%	\$58,643	\$60,811	257	85.4%	\$68,496	\$69,368	222	73.8%	\$72,738	\$71,311
2012	381	339	89.0%	\$53,662	\$53,408	338	88.7%	\$63,437	\$64,588	326	85.6%	\$66,215	\$67,925		71.9%		
2013	317	290	91.5%	\$57,455	\$59,678	276	87.1%	\$66,518	\$66,942	266	83.9%	\$64,522	\$65,794				
2014	233	201	86.3%	\$53,029	\$56,739	187	80.3%	\$55,167	\$53,548	179	76.8%	\$56,568	\$56,057				
2015	244	214	87.7%	\$65,585	\$68,279	206	84.4%	\$65,230	\$67,655	199	81.6%	\$65,574	\$63,374				
2016	396	360	90.9%	\$57,490	\$58,378	333	84.1%	\$62,887	\$63,551	317	80.1%	\$63,336	\$62,989				
2017	384	332	86.5%	\$60,024	\$62,905	314	81.8%	\$63,376	\$62,333		80.7%						
2018	572	498	87.1%	\$59,887	\$61,718	455	79.5%	\$63,339	\$64,066								
2019	616	534	86.7%	\$55,997	\$56,354												
2020	661	581	87.9%	\$60,713	\$61,377												
			87.0%														

Source: KYSTATS





SECTION ONE

WHAT IS REGISTERED APPRENTICESHIP?





REGISTERED APPRENTICESHIP: A **PROVEN** WORKFORCE SOLUTION

Registered Apprenticeship Programs (RAPs) are:

- **official, high-quality** training programs that are led by the **industry**
- have a **structure** and **content** that is recognized by a **national credential**.
- **training** that combines **related technical instruction (RTI)**, **training on the job (OJT)**, and a **progressive wage scale**.

The result **equals** a program that helps a business with **recruiting**, **training**, and **retention**.

Registered Apprenticeship is:



Related Technical Instruction

+



+



Wage Progression

SKILLED and CERTIFIED WORKFORCE

D I S T I N G U I S H I N G F A C T O R S

SEVEN COMPONENTS OF REGISTERED APPRENTICESHIP



Industry-Led



Paid Job



On-the-Job
Learning/Mentorship



Supplemental
Education



Diversity



Quality &
Safety



Nationally-Recognized
Credentials

TYPES OF APPRENTICESHIP

Time-based Approach:

Measures skill acquisition through apprentice's completion of at least **2,000 hours** of on-the-job learning (OJT) and a minimum of **144 hours** of Related Training and Instruction

Competency based:

Measures skill acquisition through apprentice's **successful demonstration** of acquired skills and knowledge.

Hybrid:

Measures apprentice's skill acquisition through a **combination** of specified minimum number of hours of on-the-job learning and the successful demonstration of competency.



REGISTERED APPRENTICESHIP HAS A **PROVEN** **TRACK RECORD OF PRODUCING STRONG** **RESULTS FOR EMPLOYERS AND WORKERS**

IMPRESSIVE INDIVIDUAL – EMPLOYEE –
PUBLIC RETURN ON INVESTMENT



\$1.47 **RETURN** for every dollar spent on
apprenticeship by **employers**

94%

Of registered apprentices are employed upon
completion of their apprenticeship. **87.12%** of
Kentucky apprentice are employed and in the
same industry

\$28

In benefits for every \$1 invested by
the government

\$80K

Completers earn per
year on average

\$300K+

Apprentices' lifetime
earning average

Check out this Kentucky Registered Apprenticeship Program !

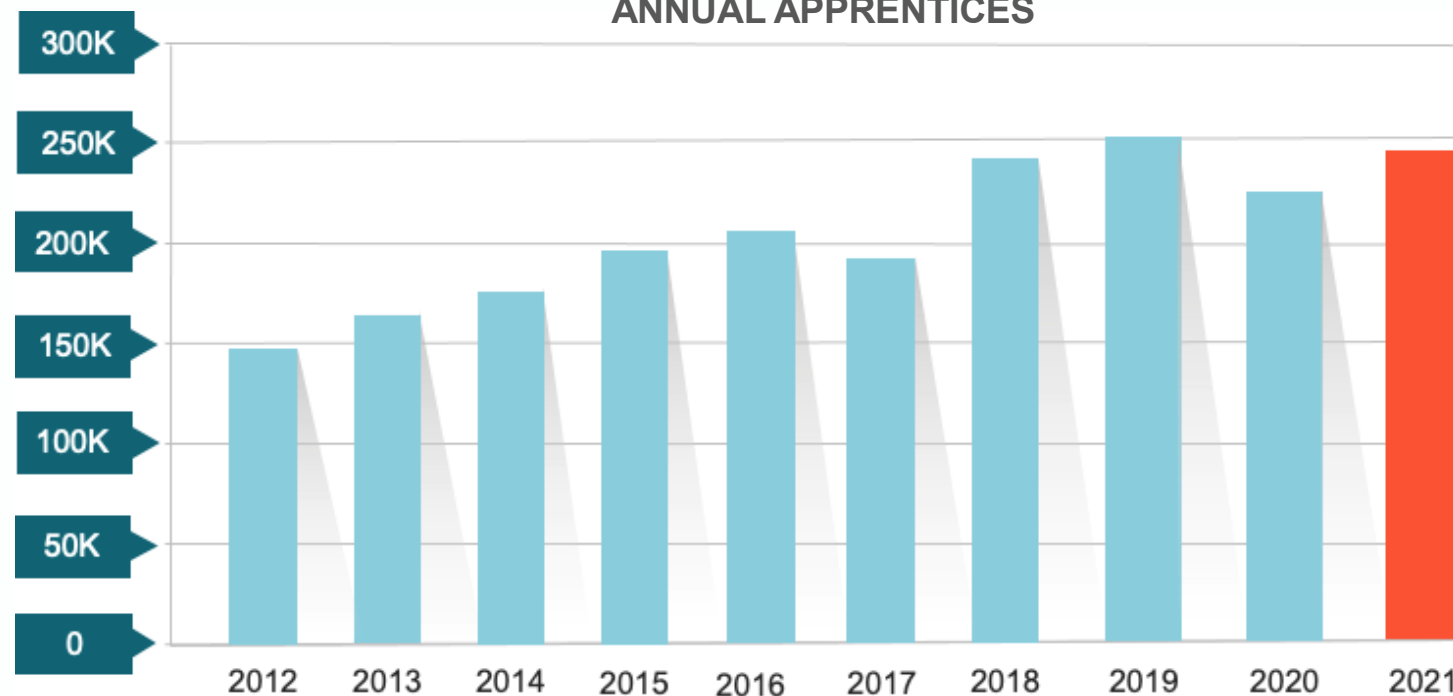
Data provided by www.apprenticeship.gov

APPRENTICESHIP CONTINUES TO DEMONSTRATE STRONG GROWTH NATIONALLY

64%

Growth in New Apprentices since 2012

ANNUAL APPRENTICES



KEY FACTS

396,000+ participants completed an apprenticeship in the last five years

14,700+ new apprenticeship programs created in the last five years

2 million+ new apprentices since FY12

What about Kentucky?

FAST FACTS AS OF FY2023

5100+

Total apprentices
served

300+

Active apprenticeship
programs

36

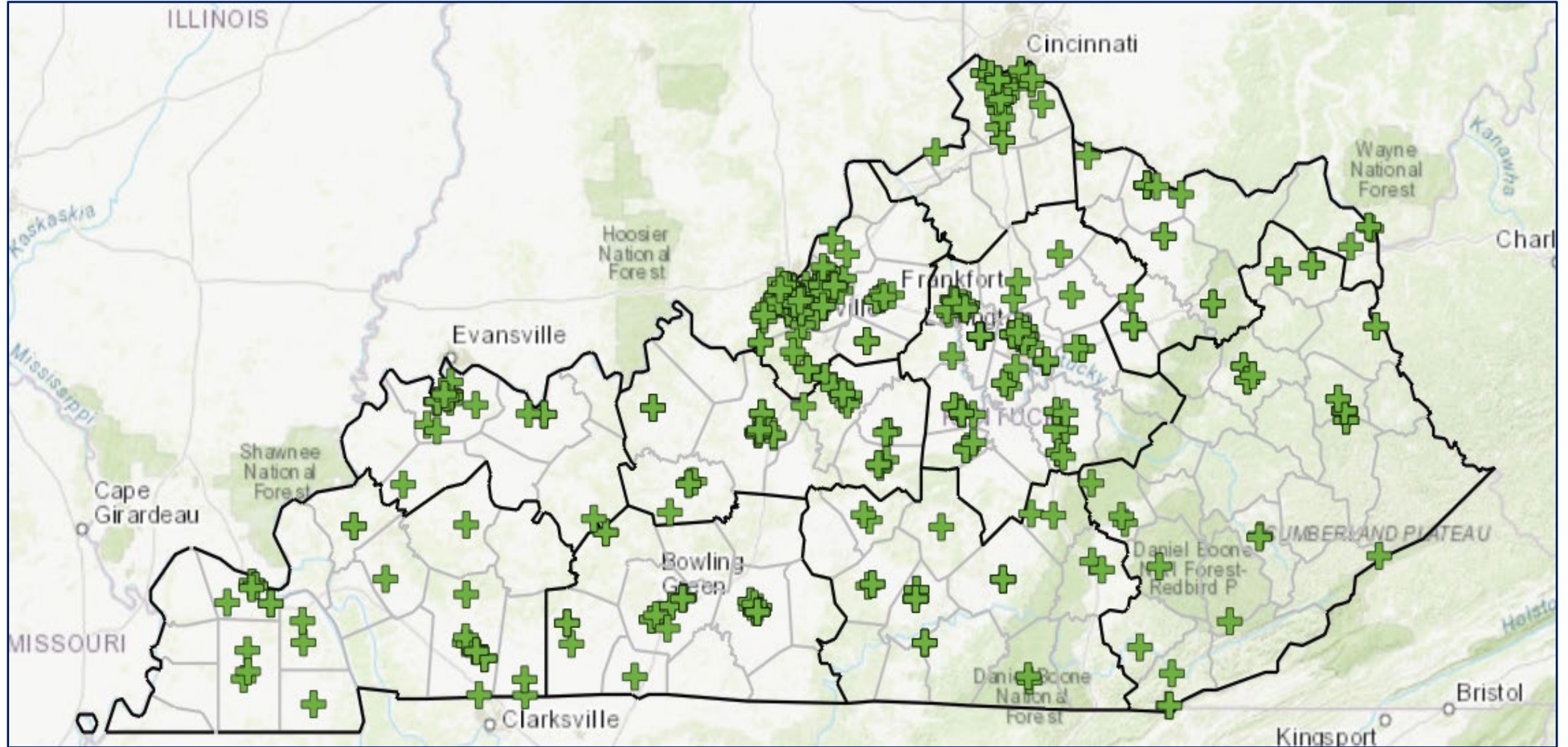
New apprenticeship
programs



MISSION

The **Office of Employer and Apprenticeship Services (OEAS)** promotes and oversees quality, accessible Registered Apprenticeship opportunities for Kentucky workers seeking higher- skilled, higher-paying jobs and engages employers seeking to build a qualified, diverse, and inclusive workforce.

KY Registered Apprenticeship Programs



REGISTERED APPRENTICESHIP IS A PARTNERSHIP WITH




THE EMPLOYER, THE CAREER EMPLOYEE AND GOVERNMENT.

SECTION TWO

BENEFITS OF REGISTERED APPRENTICESHIPS



What can Registered Apprenticeship do for an Employer?

- Builds a talent pipeline of strong skilled workers
 - Gains workers with customized skills
 - Completers are employed at high rates 10 years out
 - Increases loyalty, dedication and knowledge transfer
 - Reduces workforce costs
 - Improves work productivity
 - Saves money on training
 - Returns almost half of the investment
 - Creates opportunities and changes lives
- 

BENEFITS FOR EMPLOYERS

- Create a diverse and highly-skilled workforce
- Improve productivity and profitability
- Increase staff loyalty and retention of workers
- Flexible training options
- Minimize liability costs
- Access to federal and state resources
- Receive tax credits and employee tuition benefits



RESOURCES

Want more info? Visit the [Employer page on www.kyworks.ky.gov](https://www.kyworks.ky.gov)

Helpful reading: *Department of Commerce Study: The Benefits and Costs of Apprenticeship: A Business Perspective*
<https://files.eric.ed.gov/fulltext/ED572260.pdf>





BENEFITS OF REGISTERING YOUR PROGRAM

By registering your program with the U.S. Department of Labor you will gain access to additional resources:



Access to a **nationwide network of customer service**, and **support at no charge**.



Access **funding** and other resources from federal programs. In many states, businesses can qualify for tax credits. [Kentucky Educational Excellence Scholarship \(KEES\)](#) can now be used for Registered Apprenticeship in addition to 2- and 4-year institutions!









Completers receive an **industry-recognized** and **nationally-portable credential**.

For more information, please visit the link below

[Investments, Tax Credits, and Tuition Support | Apprenticeship.gov](#)

What is the Difference between an Apprenticeship and an Intern?

	Internship	Apprenticeship
Time 	Short-term	Long-term
Work Structure 	Entry-level Work	Structured Training Plan
Mentorship 	May or may not include mentorship	Individualized Training that includes mentorship
Pay 	May be unpaid; not guaranteed to lead to a full-time job	Paid, with a progressive wage structure that leads to full time employment
Credential 	Typically does not lead to a credential	Industry-recognized credentials
Education 	May be eligible for college credits	May be eligible for college credits; some programs lead to a debt-free college degree

Apprenticeship

Get paid for on-the-job training.

EARNINGS

\$18-\$24 / Hour to start

YEAR 1

\$37,440 - \$49,920 + Benefits

YEAR 2

\$41,600 - \$54,080 + Benefits

YEAR 3

\$45,760 - \$58,240 + Benefits

YEAR 4

\$49,920 - \$62,400 + Benefits

EARNINGS OVER 4 YEARS

\$174,720 - \$224,640
+ Benefits & Pension

WORK EXPERIENCE

4 years in the industry

College

Pay for classroom learning.

COST

\$22,500 / Year

YEAR 1

\$22,500 Debt

YEAR 2

\$22,500 Debt

YEAR 3

\$22,500 Debt

YEAR 4

\$22,500 Debt

DEBT OVER 4 YEARS

\$90,000 Debt

WORK EXPERIENCE

0 years in the industry

Apprenticeship to College Comparison

APPRENTICESHIPUSA™
★★★

KY
REGISTERED APPRENTICESHIP
Kentucky TRAINED. Kentucky BUILT.

TEAM
KENTUCKY.
EDUCATION AND
LABOR CABINET

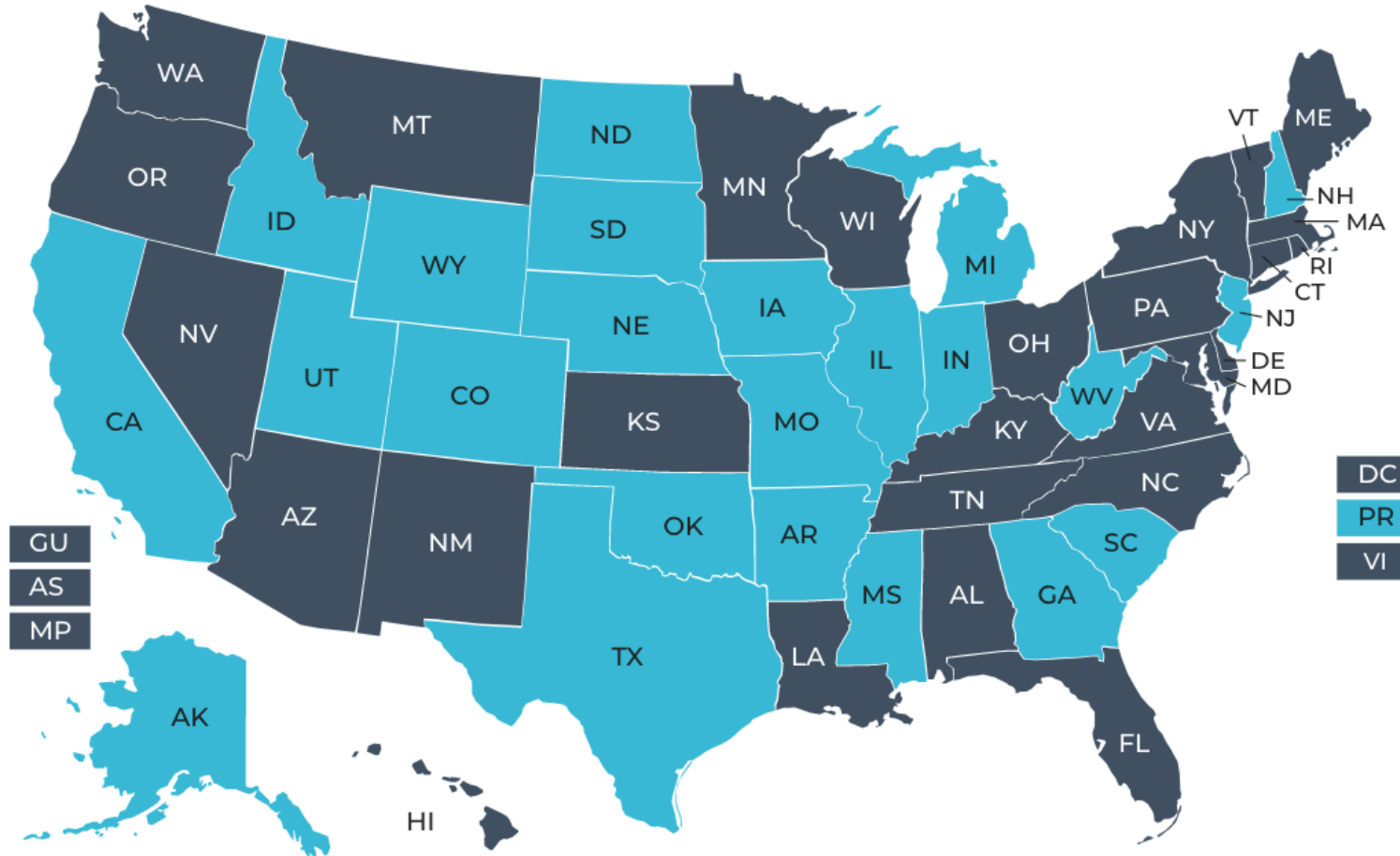
SECTION THREE

HOW TO GET STARTED



THE REGISTERED APPRENTICESHIP SYSTEM

■ Office of Apprenticeship (OA) ■ Recognized State Apprenticeship Agencies (SAA)



HOW IT WORKS



EXPLORE

Get to know apprenticeship, its benefits, and how different employers and sponsors are creating programs across industry and geography.



BUILD

Understand your options, the steps involved in building an apprenticeship program, and the tools we offer www.apprenticeship.gov and www.kyworks.ky.gov to help you get started.



PARTNER

Collaborate with apprenticeship workforce consultants, workforce partners, educators, and others to build your program.



REGISTER

Take advantage of finding the application to register at www.kyworks.ky.gov and funding opportunities, tax credits, and no-cost technical assistance when you register your program.



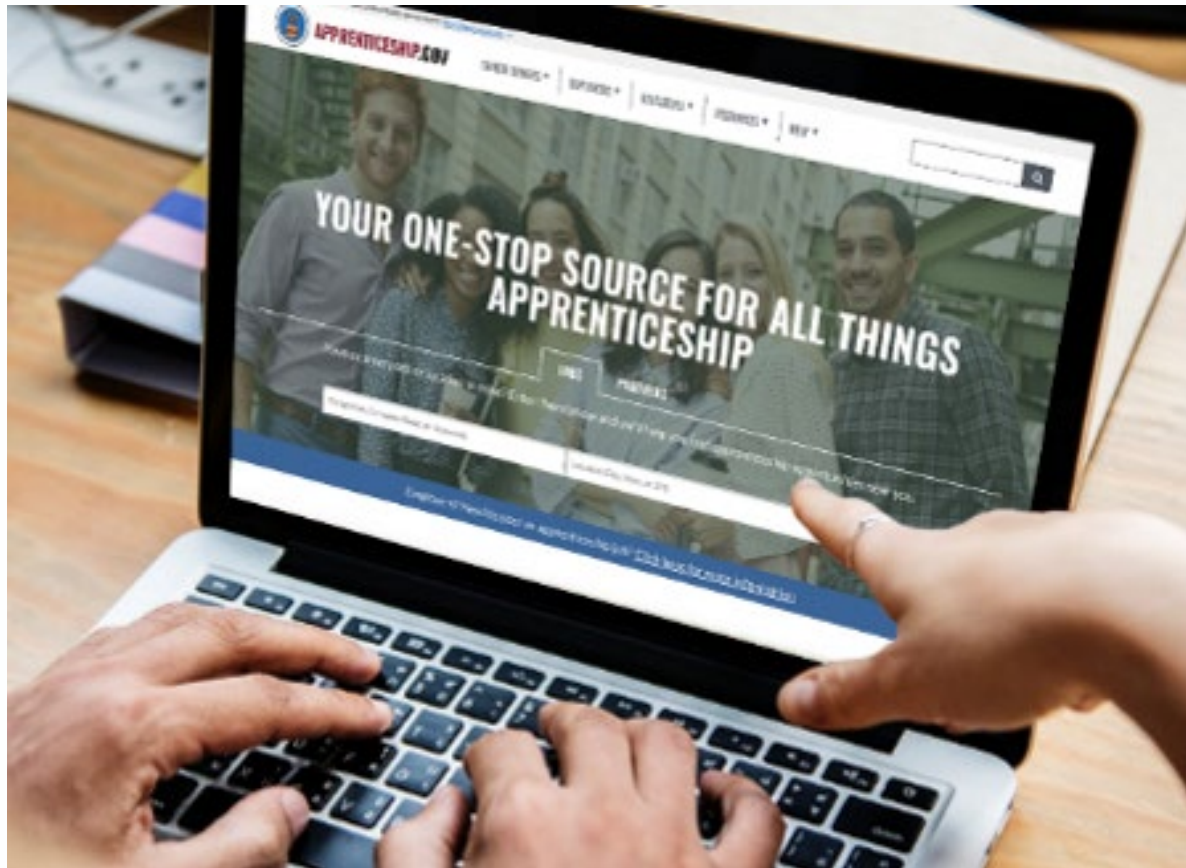
LAUNCH

Recruit prospective apprentices, measure and monitor your program, and share your program success.



Explore

APPRENTICESHIP.GOV OVERVIEW



The **U.S. Department of Labor** launched **Apprenticeship.gov** in 2018 as the one-stop source for all things apprenticeship.



Apprenticeship.gov is also a one-stop shop for organizations interested in becoming **Registered Apprenticeship sponsors**.

The site is designed to connect **career seekers, employers, sponsors, educators, and training providers** to the resources and tools they need to learn about apprenticeship and take action finding an apprenticeship, starting an apprenticeship program, or becoming a participating training provider.



Explore

A DIVERSE RANGE OF INDUSTRIES

There are over 1,400 Apprenticeable Occupations in the US Today



Healthcare



Cybersecurity



Biotechnology



Transportation



Construction



Energy



Hospitality



Financial Services



Information Technology



Advanced Manufacturing



Critical Supply Chain



Infrastructure



Engineering



Telecommunications



CREATE A PROGRAM

One way to build a program is to create your very own program.

Identify an Occupation of need for your Program

We have established apprenticeships in many occupations in a variety of industries and offer training plans that have been vetted by industry leaders.

Ready to create or fund an apprenticeship program, but unsure how? The Office of Employer and Apprenticeship Services is here to help you.

From federal investment opportunities to state assistance to financial reimbursements, you are not alone in funding your program. Explore the link below to learn more about how to get the support you need.

For more information, please visit the link below

[Investments, Tax Credits, and Tuition Support | Apprenticeship.gov](#)



Build

Exploring Approved Occupations

BROWSE BY INDUSTRY

SEARCH BY OCCUPATION

Select an Industry

Administrative and Support Services

SEARCH



Download all approved apprenticeship occupations:

DOWNLOAD MS-EXCEL(XLSX) 

★ Registered Occupation

ONET Title: Software Developers

ONET Code: 15-1252.00

Alternative Occupations Titles:

Application Developer; Application Integration Engineer; Developer; Infrastructure Engineer; Network Engineer; Software Architect; Software Developer; Software Development Engineer; Software Engineer; Systems Engineer;

See <https://www.apprenticeship.gov/apprenticeship-occupations> for more

Registration Process: On-the-Job Training Plan/Work Process Schedule

Job Description

Estimated
Program Length

Apprenticeship
Type:
Competency-
Based, Time-
Based, Hybrid

On-the-Job
Training Outline

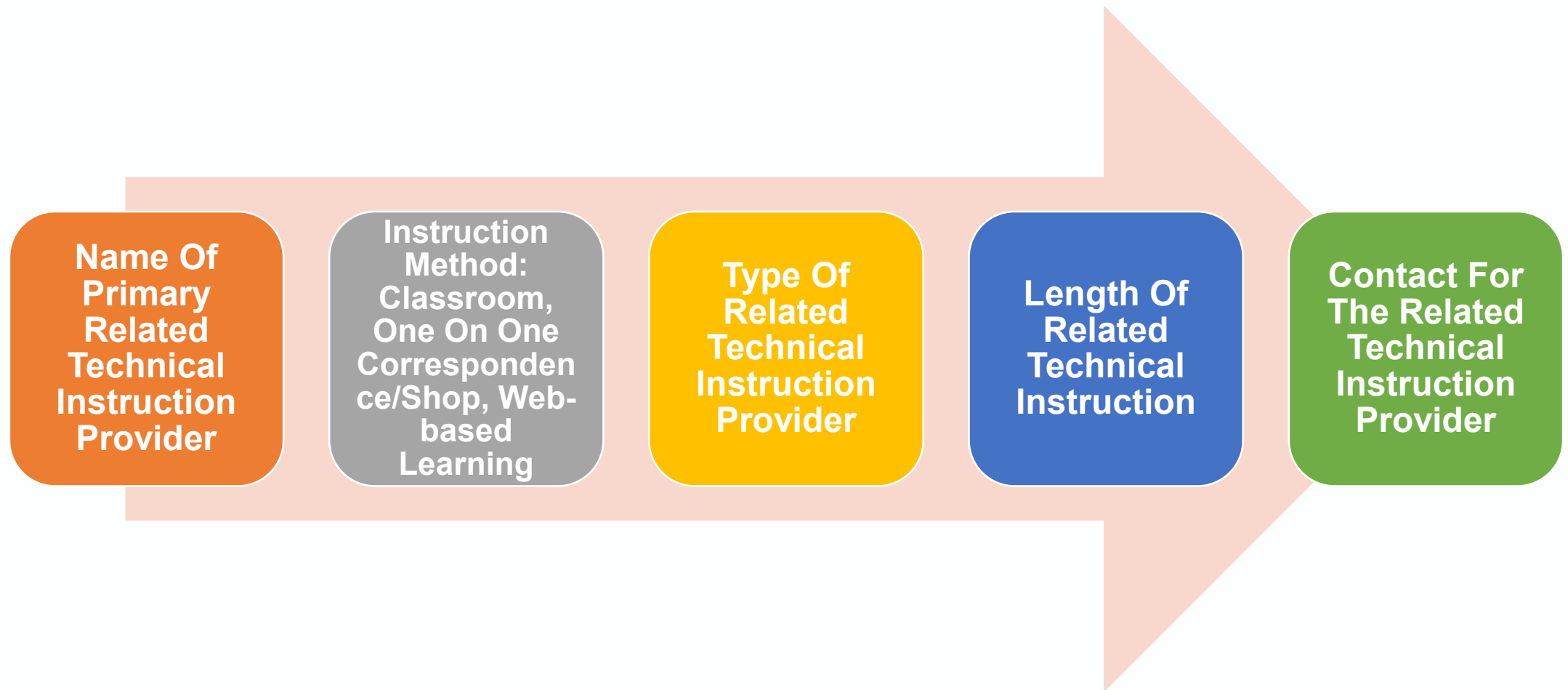
Job Competency

Job Skills

Approximate
Hours

For a competency
program date
completed

Registration Process: Related Technical Instruction



Registered Apprenticeship Certificate and National Occupation Credential

KENTUCKY REGISTERED APPRENTICESHIP PROGRAM



A State Apprenticeship Agency
in concurrence with the
US Department of Labor Employment and Training Administration
recognizes and approves

Sponsor
as meeting the standards and requirements of a registered apprenticeship program as outlined in 29CFR29 and Kentucky Revised Statutes Chapter 343.

Education and Labor Cabinet Secretary _____
Date

Department of Workforce Investment Commissioner _____
KY Registration Number
Registration Number



Kentucky Registered Apprenticeship Program
A State Apprenticeship Agency



and in concurrence with the
United States Department of Labor Employment and Training Administration
certifies

Name

as a journeyworker who has mastered skills, competencies and abilities in the occupation of

Occupation
Under the sponsorship of

Sponsor
in accordance with the Code of Federal Regulations 29CFR29 and Kentucky Revised Statutes Chapter 343. This credential certifies occupational proficiency and portability throughout the United States of America.

_____ _____
Date Completed _____
JAC Chairman or Program Sponsor



_____ _____
Education and Labor Cabinet Secretary _____
Department of Workforce Investment Commissioner

Resources for Registered Apprenticeship



WIN Learning Career Readiness System

The below Modules are available :

Essential Skills

Thinking Critically and Solving Problems
Promoting Teamwork and Collaboration
Conveying Professionalism
Communicating Effectively



<https://www.winlearning.com>

Work Ready

Work Ready Math
Work Ready Reading
Work Ready Data

College Readiness

Pre-Algebra
Algebra
Geometry
Reading
Writing and English

Supplemental Skills

Business Writing
Applied Technology
Workplace Observation

Digital Literacy

Computer Basics
Internet Basics
Digital Communication Basics
Digital Documents Basics
Digital Security Basics

Email workforce@ky.gov for access

Hiring Incentives for Diversifying New Labor Pools

Work Opportunity Tax Credit (WOTC)

WOTC is a one-time federal tax credit* per employee that is available to employers for hiring and retaining recipients from the following specified target groups:

**Credit ranges from \$1,200 to \$9,600 depending on target group.*

- Veterans
- Long-term Temporary Assistance for Needy Families (TANF) recipients
- Short-term TANF recipients
- SNAP (food stamp) recipients
- Designated community residents
- Vocational rehabilitation referrals
- Summer youth employee
- Ex-felons
- Long-term unemployed individuals
- Supplemental Security Income (SSI) recipients

For more information, please visit:

<https://kyworks.ky.gov/Pages/Work-Opportunity-Tax-Credit.aspx>





- Fidelity bonds are issued in increments of \$5,000 up to \$25,000 total and are free-of-charge to both employer and employee
- Coverage is for the first six months of a selected individual's employment; opportunity to extend another 6 months is available
- No special application form for a job seeker to complete
- No bond approval process
- No follow-up or required termination actions
- No deductible in bond insurance amount if employee dishonesty occurs
- The minimum age requirement is 16
- Bonds over \$5,000 are possible after review
- Bonds can be applied to:
 - any job in any state,
 - any full-time, part-time or temporary employee paid wages with federal taxes automatically deducted from pay.



>
**Kentucky
Career Center**
Business Services

Any Questions?

More Information:
Workforce@ky.gov

Website:
www.Kyworks.ky.gov
www.apprenticeship.gov