Kentucky Workforce Innovation Board (KWIB)

Education Committee Meeting

Minutes
September 29, 2026
2:00 PM – 3:30 PM ET

Via Zoom

Attendees: Cathy Hoehn, Caleb George, Elizabeth Daniels, Jason Reeves, Jennifer Goode, JC Gregory, Karen McFadyen, Kelsey Carew, Kevin Smith, Nelson Akafuah, Reneau Waggoner, and Tom Thompson

Staff: Alisher Burikhanov, LaChrista Bowman, Debbie Dennison, Sara Jaggers

Welcome and Overview

Alisher Burikhanov, Executive Director, Kentucky Workforce Innovation Board (KWIB), welcomed members to the meeting and reviewed the purpose of the Education Committee and noted that the former Education Attainment Committee had transitioned to the Education Committee in May 2026. He briefly walked through the agenda found in the briefing book.

CTE Certification Recommendations

Cathy Hoehn, Academic Program, Programs and Pathways Branch, Office of Career and Technical Education, provided a presentation of the industry certification submissions and review process.

Ms. Hoehn explained that the valid industry certification list is used by secondary (high school) educators to assess students who complete coursework within their selected career pathways. Certification applications are submitted through a uniform process and are reviewed by the appropriate Business and Education Alignment Task Force (BEAT), which includes business and industry representatives as well as secondary and postsecondary educators.

The certification review process can be found here.

Ms. Hoehn provided an update on the 12 OCTE program-area consultants and introduced Jess Thompson, who will serve as the new Business and Marketing program consultant beginning October 1, 2026.

Certifications Presented

The following recommendations were presented concerning each certification request (The certification requests presented during the meeting differ from those included in the briefing book):

Advanced Manufacturing
Certification Request: *Lean Six Sigma Yellow, Green, and Black Belt certifications*
Recommendation: The BEAT did not recommend adding Lean Six Sigma Yellow, Green, and Black Belt certifications. The program area will continue emphasizing technical, hands-on training and incorporating basic Lean principles where appropriate.

Advanced Manufacturing & Engineering
Certification Request: *MasterCAM Associate Level Certification*

Recommendation: Due to a vendor-initiated change, the certification exam is no longer available. A phase-out date of June 30, 2027, was recommended. Replacement certifications, including Mastercam Core and CAM Instructor Mill 2D/3D and Lathe certifications, remain under review.

Business and Marketing
Certification Request: *Certiport Project Management Ready (PMI)*
Recommendation: The certification was recommended as a standalone certification for alignment with the E-commerce Marketing and Retail Services pathways based on feedback from local industry representatives.

Certification Request: *CompTIA Microsoft Office Pro Version 8*
Recommendation: The certification has been rebranded and remains available to students; however, the vendor has announced its retirement effective July 20, 2027. A phase-out date of June 30, 2027, was recommended. Version 9 is currently under review.

Computer Science
Certification Request: *TOSA Desktop Certified User for Google Workspace*
Recommendation: The BEAT did not recommend adding the certification to the valid industry certification list. Feedback indicated that the certification was considered entry-level, lacked practical business value for hiring decisions, and did not represent industry standards.

Construction
Certification Request - *Lean Six Sigma*
Recommendation: The BEAT did not recommend adding Lean Six Sigma Yellow, Green, and Black Belt certifications.

Certification Request - *Plumber Pathway Digital Wallet*
Recommendation: The BEAT did not recommend adding the Digital Wallet, noting that it functions primarily as a candidate screening tool rather than a training solution.

Family and Consumer Sciences
Certification Request: *Lean Six Sigma*
Recommendation: The BEAT did not recommend adding Lean Six Sigma Yellow, Green, and Black Belt certifications because of alignment and implementation concerns.

Certification Request: *Food Protection Manager*
Recommendation: The BEAT did not recommend adding the certification based on industry recognition, industry validation, curriculum standards alignment, and suitability as an end-of-program assessment.

Health Science
Certification Request: *Lean Six Sigma Yellow Belt*
Recommendation: The BEAT recommended the Yellow Belt certification for selected health science pathways and recommended that it be stacked with existing certifications. Green and Black Belt certifications were not recommended for the secondary level.

Certifications that remain pending include:

- CompTIA Microsoft Office Pro Version 9
- CAM Instructor Mill 2D/3D and Lathe
- MasterCam Core
- Certified Equine Assistant
- MEDCertify Certified associate in project management
- Kentucky Homeplace Community Health Worker
- Lean Six Sigma certifications being reviewed for the Junior Reserve Officers' Training Corps (JROTC) program

A question was raised regarding whether approval of certifications on the valid industry certification list would affect offerings at public colleges. Ms. Hoehn clarified that the list is intended for secondary students. Postsecondary institutions may reference the list but are not limited to the certifications included. She also explained that the list incorporates both workforce and educator feedback and is used in connection with school accountability and funding.

Further discussion noted that the items listed in the briefing book were not aligned with what was presented. Confirmation was provided that voting should be based on what was presented.

Karen McFadyen moved to adopt the certification list as presented. ***Kevin Smith*** seconded the motion. The motion was approved by the committee. The certification recommendations will be forwarded to the KWIB for consideration at its November 19, 2026, meeting. *The minutes will reflect the certification requests as presented during the meeting.*

Ms. Hoehn encouraged members to expand participation in the BEAT by connecting business professionals with the appropriate program-area review process.

Update on Committee Priorities

Alisher reviewed the education priorities included in the KWIB Strategic Plan adopted in May 2026.

The Education Committee's priorities are:

1. Work-Based Learning: expand work-based learning opportunities from the learner perspective, including greater access to learn-and-earn opportunities.
2. Teacher Pipeline: Increase the teacher pipeline, including efforts related to teacher apprenticeships and educator pathways.
3. Access and Achievement in Education: expand access and achievement in education for all Kentuckians, supporting the education continuum from preschool through adult learners.

Alisher noted that the priorities support the broader goal of increasing postsecondary credential attainment and strengthening the education continuum from early childhood through adult learners.

He also discussed the committee's initial measurement related to work-based learning, which includes gathering outcomes related to postsecondary attainment and employment, including outcomes for subpopulations. The Kentucky Center for Statistics (KYSTATS) is working with the Council on Postsecondary Education (CPE) to gather the necessary information.

The KWIB has also adopted foundational work-based learning definitions to provide a common framework for discussing work-based learning across education and workforce development.

Registered Apprenticeship and Work-Based Learning

Alisher provided an overview of the Federation for Advanced Manufacturing Education (FAME) model and noted its continued growth in Kentucky. FAME was described as another work-based learning option in addition to registered apprenticeship.

The committee also reviewed growth in secondary-level work-based learning opportunities. Registered youth apprenticeships increased from 289 participants during the 2023–2024 school year to 419 during the 2024–2025 school year. Participation in co-ops and internships increased from approximately 2,100 students to nearly 4,000 students during the same period.

Alisher noted that developing a network of work-based learning experts is a future goal for the committee.

Work-Based Learning

Alisher discussed the need to develop additional tools and resources to help students and employers better understand work-based learning opportunities.

He indicated that discussions would continue with Kentucky Department of Education (KDE) representatives regarding work-based learning toolkits. He also identified a need to better understand the qualifications for technical instructors at both the secondary and postsecondary levels and indicated that he would follow up with KCTCS regarding technical instructor qualifications.

Educator Apprenticeships in Kentucky

Alisher provided an update on educator registered apprenticeships. The program currently includes:

- 72 total participants;
- 57 active participants;
- 6 completers; and
- 9 canceled participants.

Entry wages were reported at $11.30, with completion wages of $24.33. The average completion time for the competency-based educator apprenticeship was approximately 2.5 years.

Western Kentucky University was highlighted for its work with Allen County, Butler County, and Monroe County school districts. The university provides education and administrative support for educator apprenticeship programs in those districts and is working with additional school districts to expand the model.

He noted that the committee will receive additional information regarding national educator apprenticeship models and data from the National Grow Your Own organization.

New Member & Group Updates

Nelson Akafuah, University of Kentucky Pigman College of Engineering's Engineering Technology, provided an overview of their programs and the Institute of Research for Technology Development.

Dr. Akafuah explained that the Engineering Technology degree program was launched in 2021 and operates as a 2+2 model. Students begin at a community college, earn stackable credentials leading to an associate in applied science degree, and then transfer to the University of Kentucky for the final two years of bachelor's-level coursework.

The program is currently partnered with Bluegrass Community and Technical College (BCTC) and West Kentucky Community and Technical College (WKCTC). FAME is also incorporated as a work-based learning component of the program.

Dr. Akafuah noted that approximately 40% of the program's students are adult learners who are already working. He expressed interest in identifying opportunities to connect the program with existing workforce development infrastructure in Kentucky.

Alisher welcomed the University of Kentucky team and encouraged continued participation with the Education Committee.

Committee Discussion

Alisher provided an update on Workforce Pell. No programs have been approved at the time of the meeting. He explained that postsecondary institutions submit applications that include programs for review, the Office of the KWIB reviews the applications, and the Governor’s Office provides final approval before programs are submitted to the U.S. Department of Education.

Members were also directed to resources in the briefing packet and were encouraged to share the resources with their networks.

Adjournment 3:02 PM

Alisher thanked everyone for attending the meeting and announced that the next KWIB meeting is scheduled for November 19, 2026, at Centre College in Danville, KY. There will be a virtual participation option available.

Karen McFadyen moved to adjourn the meeting, and *Kevin Smith seconded* the motion. The meeting was adjourned.

Kentucky WORKFORCE INNOVATION BOARD

September 29, 2026

Career and Technical Education (CTE) Certification Recommendation

The Business and Education Alignment Taskforce (BEAT) reviewed and recommended the certifications, which were approved by the CTE Certification Review Workgroup on **September 10, 2026,** and the KWIB Education Committee on **September 29, 2026,** as presented and as follows:

Industry Certification Name	Industry Certification Program Area	Recommended Industry Certification List?
Recommended for Approval		
Certiport Project Management Ready (PMI)	Business & Marketing	**Recommended** - standalone certification be aligned with the E-Commerce, Marketing, and Retail Services pathways.
Lean Six Sigma Yellow Belt	Health Science	**Recommended**; 6 career pathways and recommends stacking it with current certifications.
Not Recommended		
Lean Six Sigma Yellow, Green and Black Belt	Advanced Manufacturing	**Not recommended** - the scope of a formal Lean Six Sigma credential does not fit the design of their pathways and should not be offered as a standalone certification or a stack-on credential.
TOSA Desktop Certified User for Google Workspace	Computer Science	**Not recommended** - lacks practical business value, noting it is too entry-level to impact hiring decisions and fails to represent industry standard. Additionally, industry partners highlighted a strong preference for Microsoft tools over Google Workspace, citing security limitations as a primary factor.
Lean Six Sigma Yellow, Green and Black Belts	Construction	**Not recommended** - holds no practical value for hiring needs.
Plumber Pathway Digital Wallet	Construction	**Not recommended** - functions primarily as a basic candidate screening tool rather than a practical training solution. The platform lacks hands-on technical instruction, industry-recognized materials, and the depth required for workforce readiness.
Lean Six Sigma Yellow, Green and Black Belts	Family & Consumer Sciences	**Not recommended** - they lack alignment with secondary FCS standards and are not developmentally aligned with the intended outcomes of secondary FCS programs. Additionally, these certifications pose a financial barrier that negatively impacts equitable implementation.
Food Protection Manager Training and Certification	Family & Consumer Sciences	**Not recommended** - certification fell short of fully satisfying all four of these indicators including the credential against industry recognition, industry validation, curriculum standards alignment, and suitability as an end-of-program assessment.

Lean Six Sigma Green and Black Belts	Health Science	**Not recommended** at the secondary level as they require workplace experience and consultative skills that students do not yet have.
Phase-Out		
MasterCAM Associate Level Certification	Advanced Manufacturing & Engineering	**Phase-out** — June 30, 2027
CompTIA Microsoft Office Pro Version 8	Business & Marketing	**Phase-out** — June 30, 2027
Pending		
CompTIA Microsoft Office Pro Version 9	Pending as vendor replacement of phased-out Version 8	
CAM Instructor Mill 2D/3D and Lathe	Pending as vendor replacement of phased-out MasterCam Associate Level Certification	
MasterCam Core	Pending as vendor replacement of phased-out MasterCam Associate Level Certification	
Certified Equine Assistant	Recent applications that have been received and are currently under research and review.	
MEDCertify Certified associate in project management	Recent applications that have been received and are currently under research and review.	
Kentucky Homeplace Community Health Worker	Recent applications that have been received and are currently under research and review.	
Lean Six Sigma - Yellow, Green and Black Belts (JROTC) program	Pending while the JROTC program area continues reviewing program alignment for a future meeting.	

To learn more about the item listed in the consent agenda above, please click the link to access the relevant information on Google Drive. https://drive.google.com/drive/folders/1JDLgb-WPwoIBCRliTdsovi4KBM1-HM91

TEAM KENTUCKY®

EDUCATION AND LABOR CABINET

Education Committee Meeting

Briefing Packet

September 29, 2026

2:00 – 3:30 PM ET

Committee Chair

Johnny W. Collett

Education Committee Briefing Packet

September 29, 2026, 2:00 pm – 3:30 pm ET

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Kentucky Workforce Innovation Board (KWIB)

Education Committee Meeting

AGENDA
September 29, 2026
2:00 PM – 3:30 PM ET

Join Zoom Meeting
https://us06web.zoom.us/j/84548992666?pwd=qfcIyQjrdSg7qEB5K4ILkO3LdA49Sm.1

Meeting ID: 845 4899 2666 Passcode: 245104

2:00 PM **Welcome and Overview**……*Johnny W. Collett, Committee Chair*
Deputy Executive Director
University of Kentucky Human Development Institute (HDI)

2:10 PM **CTE Certification Recommendations (Voting Required)** ……*Cathy Hoehn*
Academic Program Manager
Programs and Pathways Branch, Office of Career and Technical Education

2:20 PM **Update on Committee Priorities**……*Johnny W. Collett*
- Work-Based Learning Definitions
- Registered Apprenticeship and WBL Performance
- Educator Apprenticeships in Kentucky

2:45 PM **New Members & Group Updates.**……*Johnny W. Collett*

3:30 PM **Adjournment.**……*Johnny W. Collett*

Strategic Goal/Priorities

Strategic Committee: Education

Chair: Johnny W. Collett
KWIB Staff Contact: LaChrista Ellis

Strategic Goal: Education

Kentuckians need the best education our Commonwealth can provide so that they as individuals can provide for their families and achieve their career goals. To create an environment of growth across the entire education continuum from preschool to adult learners, to reach the statewide focus of having 60% of Kentuckians with a postsecondary credential by 2030, and to further attract global investment in the Commonwealth. The development of technology has had great impact on education, the general demographic decline in population, the limited potential of growing the educator workforce due to stagnate wages, and critical need of investments in early childhood education to equip young Kentuckians with foundational skills.

Priority #1: Work-Based Learning (Learner Perspective) - Expanding Access to Earn and Learn Opportunities

Strategic Action: Create seamless opportunities and expand options for learners to engage in WBL by developing clear explanations of commonly used terms, accessing available funds, and establishing a network of WBL experts that support learners.

Qualitative Metrics (with quantitative metrics as milestones reached):

Immediate Measurement (within one year): Gather data of WBL outcomes as it relates to postsecondary attainment (CPE/KYSTATS data) and employment, including subpopulations outcomes.

Mid-term Measurement (within two years): Create informational definitions for internships, mentorships, job shadowing, work exposure, registered apprenticeships, etc.

Mid-term Measurement (within two years): Research and maximize opportunities with tuition reimbursement among employers providing tuition assistance (used and unused) and provide case studies of best practices for employers and learners to increase awareness and encourage use of these opportunities.

Mid-term Measurement (within two years): Launch a statewide network of experts on WBL, specifically with Career & Technical Education (CTE) across Kentucky school districts.

Long-term Measurement (within four years): Measure and report on utilization of created materials based on learners involved, businesses with WBL growth, and number of WBL experts across Kentucky supporting CTE students.

Priority #2: Increasing the Teacher Pipeline

Strategic Action: Establish a strong and accessible educational foundation for the next generation of educators. Growth of educators involves an understanding and awareness of current statewide and regional needs, creative and innovative strategies to attract dedicated professional into education as "next career" opportunity and marketing all possible pathways.

Qualitative Metrics (with Quantitative Metric of Milestones Reached):

Immediate Measurement (within one year): Collaboratively examine data on teacher demand statewide and regionally; focusing on demand for K-12, CTE, and postsecondary technical instructors; additionally, gather data on the demand for early childhood educators.

Immediate Measurement (within one year): Research and create a guide on qualifications and requirements to be a technical instructor in the Commonwealth; from K-12 CTE instructors, KCTCS technical instructors, government technical instructors (example Department of Corrections), registered apprenticeship instructors, and other opportunities.

Mid-term Measurement (within two years): Increase awareness and understanding of future educators and technical instructors regarding the full spectrum of opportunities and options to enter the education sector.

Long-term Measurement (within four years): Measure annually enrolled and graduated students in various education pathways (K-12, postsecondary institution, registered apprenticeship, etc.), measure annually number of instructors across the education spectrum, and strive for growth based upon annual trends.

Priority #3: Expanding Access & Achievement in Education for All Kentuckians

Strategic Action: Ensure all Kentuckians can achieve across the educational spectrum including credentials earned, WBL opportunities, early postsecondary opportunities (such as dual credit), and employment. Education achievement starts with early childhood, including preschool preparation demonstrated by Pre-K for All.

Quantitative and Qualitative Metrics:

Immediate Measurement (within one year): Present state and regional baseline data on access and completion of dual credit opportunities, CTE completions, engagement and completion of WBL, postsecondary entry and achievement, and employment; the data should include disaggregation categorized by learners.

Mid-term Measurement (within two years): Increase awareness and understanding of stakeholders on gaps related to achievement, opportunity, and expectations, best and promising practices, and the importance of engagement with employers throughout. This includes awareness and importance of early childhood education.

Long-term Measurement (within four years): Measure impact from baseline numbers collected to annual data gathered to understand the impact of implementing best practices.

Full Strategic Plan can be viewed and downloaded here:
https://kwib.ky.gov/Documents/KWIB%20Strategic%20Plan_2026-2029%20%28002%29.pdf

Career and Technical Education (CTE) Certification

Kentucky WORKFORCE INNOVATION BOARD

September 29, 2026

Career and Technical Education (CTE) Certification

Recommendation

The Business and Education Alignment Taskforce (BEAT) reviewed and recommended the certifications, which were approved by the CTE Certification Review Workgroup on September 10, 2026, and are now presented to the KWIB Education Committee for consideration, as outlined in the following certifications:

Industry Certification Name	Industry Certification Program Area	Recommended Industry Certification List?
Recommended for Approval		
Plumber Pathway - Digital Wallet	Construction	The Construction Beat Team advises against adopting the Plumber Pathway - Digital Wallet, as it functions primarily as a basic candidate screening tool rather than a practical training solution. The platform lacks hands-on technical instruction, industry-recognized credentials, and the depth required for workforce readiness.
MasterCAM Associate Level Certification	Engineering Manufacturing	Due to a vendor-initiated change, the MasterCAM Associate Level Certification exam is no longer available. Consequently, it is recommended to set the phase-out date for this certification to June 2027. The vendor-suggested replacements include the MasterCAM Core Certification and the camInstructor Mill 2D, Mill 3D, and Lathe certification. These alternative certifications are currently under review to evaluate their industry alignment and overall value within the Advanced Manufacturing and Engineering program areas.
Lean Six Sigma - Yellow, Green, and Black Belts	Healthcare	The Healthcare BEAT supports offering Lean Six Sigma, specifically at the Yellow Belt level, as an optional, stackable credential to help secondary students develop essential communication, teamwork, and problem-solving skills. While advanced belts require professional workplace experience beyond high school, the Yellow Belt offers a valuable edge for students applying to entry-level hospital roles.
TestOut Office Pro	Business & Marketing	Due to a vendor prompted change the TestOut Office Pro has been revised to reflect the new assessment title, "CompTIA Microsoft Office Pro V8." While this exam is still available to students, the vendor has announced it's retiring the exam effective July 20, 2027. It is recommended the phase out date be set for June 30, 2027.

Food Protection and Manager Training and Certification	Family & Consumer Sciences	The Family & Consumer Sciences BEAT unanimously voted against adding the Food Protection Manager certification to Kentucky's Valid Industry Certification List. Taskforce attendees evaluated the credential against industry recognition, industry validation, curriculum standards alignment, and suitability as an end-of-program assessment. The non-recommendation was issued because the certification fell short of fully satisfying all four of these indicators.
Certiport - Project Management Ready (PMI)	Business Marketing	Previously approved by the Business & Marketing BEAT for three pathways, the Certiport - Project Management Ready (PMI) certification received strong backing from local industry leaders. Panelists representing Kentucky's Marketing, E-Commerce, and Retail Services sectors overwhelmingly agreed that the credential aligns with current workforce needs.
Pending		
CompTIA Microsoft Office Pro V9	Business Marketing	Pending
CamInstructor - MasterCAM Mill 2D, Mill 3D, and Lathe	Advanced Manufacturing & Engineering	Pending
MasterCAM Core Certification	Advanced Manufacturing & Engineering	Pending
Certified Equine Assistant	Agriculture & Healthcare	Pending
MEDCERTIFY	Business & Marketing	Pending
KY Homeplace Community Health Work	Healthcare	Pending
Not Recommended for Approval		
Tosa Desktop Certified User for Google Workspace	Computer Science	The Computer Science BEAT does not recommend adding the Tosa Desktop Certified User for Google Workspace credential to the valid industry list. Employers reported that the certification lacks practical business value, noting it is too entry-level to impact hiring decisions and fails to represent an industry standard. Additionally, industry partners highlighted a strong preference for Microsoft tools over Google Workspace, citing security limitations as a primary factor.

To learn more about the item listed in the consent agenda above, please click the link to access the relevant information on Google Drive. https://drive.google.com/drive/folders/1JDLgb-WPwoIBCRliTdsovi4KBM1-HM91

Business and Education Alignment Taskforce (BEAT) Volunteer Form

Name of Business *

ⓘ *Name of Business is required.*

Contact Person (First Name, Last Name) *

Contact Email Address *

email@example.com

Contact Phone Number *

(999) 999-9999

Contact Preference: *

- ○ Email
- ○ Phone Number

Please check which of the top sector BEAT you are interested in *

- ☐ Agriculture
- ☐ Business and Marketing
- ☐ Computer Science / Media Arts
- ☐ Construction
- ☐ Engineering
- ☐ Family and Consumer Science
- ☐ Health Science
- ☐ JROTC
- ☐ Law and Public Safety
- ☐ Manufacturing
- ☐ Teaching and Learning
- ☐ Transportation

Submit

https://ky.accessgov.com/kwibcte/Forms/Page/kwibcte/267823ac-1713-4d1b-a5fe-bb6eabbb020b/1acfca46-d771-4c2c-90ed-4825d2d05757/1

Work-Based Learning

705 KAR 4:041. Work-based learning program standards.
Section 1. Definitions.

Apprentice – A worker who is at least 16 years old (unless a higher age is required by law) and is employed to learn a skilled trade or occupation.

Career and Technical Education (CTE) – defined as a program of study that leads to the development of academic and specialized occupational skills in various career fields.

Career Pathway Completer – A student who has completed at least four credits in a Kentucky Department of Education-approved career pathway.

Cooperative Education – A work-based learning program that combines classroom instruction with paid, job-related work experience at a business or industry.

Entrepreneurship – Education that helps students understand economic principles and apply classroom learning by starting and operating a business enterprise.

Internship – A work-based learning experience that provides hands-on experience in a specific occupation and may include course credit and pay.

Journeyperson Certificate – A nationally recognized, portable credential earned upon completion of an apprenticeship program.

Mentoring – A work-based learning activity in which business or community volunteers build one-on-one relationships with students to help them understand careers and workplace expectations beyond traditional teaching or supervision.

Registered Apprenticeship Program – A program approved by the U.S. Department of Labor that combines paid on-the-job training with classroom instruction under the guidance of an experienced industry professional.

Registered Youth Apprenticeship – A program that combines academic and technical classroom instruction with work experience through a U.S. Department of Labor registered apprenticeship.

Registered Youth Pre-Apprenticeship – A program or set of activities designed to prepare students for entry into a U.S. Department of Labor registered apprenticeship program.

Related Technical Instruction – The classroom training component of a registered apprenticeship program, requiring 144 hours of instruction for every 2,000 hours of apprenticeship training.

School-Based Enterprise – A simulated or actual business that operates within a school setting.

Service Learning – A teaching approach that combines meaningful community service with classroom instruction and reflection to enhance learning, promote civic responsibility, and strengthen communities.

Shadowing – A work-based learning activity in which students learn about a career by observing someone working in that occupation.

State Apprenticeship Agency – The state agency and staff responsible for registered apprenticeship activities on behalf of the U.S. Department of Labor.

Work-Based Learning – A teaching approach that engages students in real-world work experiences through structured activities connected to the curriculum, allowing them to apply classroom knowledge and skills in the workplace.

Work-Based Learning Performance (Registered Apprenticeship, FAME, & CTE)

Kentucky Registered Apprenticeship Data 2026 – Q3 Report

	USDOL PY2025	Q1 2025	Q2 2025	Q3 2025	Q4 2025	Q1 2026	Q2 2026	Q3 2026	Q4 2026
	10/1/2024-9/30/2026	10/1/2024 - 12/31/2025	1/1/2025-3/31/2025	4/1/2025-6/30/2025	7/1/2025-9/30/2025	10/1/2025-12/31/2025	1/1/2026-3/31/2026	4/1/2026-6/30/2026	7/1/2026-9/30/2026
Active Apprentices	**5776**	5916	5668	5519	5776	5865	5833	**5731**	
Active Sponsors	**259**	281	262	264	259	267	267	**269**	
Avg Entry Wage	**$20.06**	$20.75	$20.15	$21.47	$18.62	$19.82	$21.85	**$22.78**	
Avg Completion Wage	**$26.31**	$23.74	$24.4	$28.09	$28.5	$28.91	$35.62	**$32.83**	
New Programs	**21**	2	8	4	7	8	6	**4**	
New Occupations	**45**	17	6	9	13	11	17	**10**	
New Apprentices	**2384**	447	469	623	853	478	605	**610**	
Apprentice Completions	**943**	149	214	386	194	131	231	**474**	
Apprentice Cancellations	**1592**	309	503	382	398	258	406	**252**	

Current Active Employers	**709**
Completion Rate*	45.81% DOL FY 2024

(all data as of 8/20/2026)

*Statewide completion rates are calculated by USDOL and have significant lag time due to the formula for calculating the rate. The most up-to-date rate is for USDOL Program Year 2024.

Kentucky Key Sector Breakdown

Construction	4067	69.98%
Education	245	4.22%
Healthcare	146	2.51%
Manufacturing & Logistics	490	8.43%
Professional, Scientific, & Tech.	47	0.81%
Other (nearly all is utilities)	817	14.06%

New Occupations added during DOL Program Year 2025-2026

DOL Program Year 2025 (10/1/2024-9/30/2025)	DOL Program Year 2026 (10/1/2025-9/30/2026)
Operating Engineer	Residential Wireman
Heavy and Tractor Trailer Truck Driver	Electrician, Maintenance
Plumber	Computer Support Specialist-Desktop Support Tech
Millwright	Production Cook
Tool Maker	Landscape Management Technician
Pipe Fitter (Construction)	Pharmacy Technician, Retail Store (Revised)
Teacher Aide I	Retail Operations Specialist
Electrician, Substation	Graphic Designer
Line Maintainer (Alternate Title: High Voltage Electrician)	Teacher Aide I
Construction Craft Laborer	Dry-Wall Applicator
Float Nurse	Glazier
Pharmacy Technician, Retail Store (Revised)	Mechanical Engineering Technician (NOF)
Carpenter	Cloud Operations Specialist 1
K-12 Teacher	Drafter, Civil
Peer Specialist	Early Childhood Educator
Tool and Die Maker	Mechanical Engineering Technician (NOF)
Electrician, Maintenance	Fire Alarm Inspection Test Maintenance Technician
Fire Fighter, Crash, Fire	Construction Equipment Mechanic
Mechanical Engineering Technician (NOF)	Electrician, Maintenance
Fire Fighter	K-12 Teacher
Landscape Management Technician	Operating Engineer (Alternate Title: Heavy Construction Equipment Mechanic)
Nurse, Licensed Practical	CNC Operator and Programmer
Teacher Aide I	Electrician (Alternate Title: Interior Electrician)
E-Commerce Specialist	IT Generalist
Automotive Technician Specialist	Tool and Die Maker
Police Officer (Alternate Title: Military Police)	Industrial Maintenance Mechanic
Line Maintainer (Alternate Title: High Voltage Electrician)	Electrician (Alternate Title: Interior Electrician)
Public Affairs	Computer Support Specialist-Desktop Support Tech
Early Childhood Educator	Operating Engineer
Industrial Maintenance Mechanic	Veterinary/Lab Animal Tech (Alternate Title: Animal Care Specialist)
Digital Marketer	Sous / Head Chef
Cook (Any Ind) (Alternate Title: Nutrition Care Specialist)	Cook, Pastry (Hotel & Restaurant)
CNC Operator - Milling	Cook
K-12 Teacher	Cook
Community Health Worker	Industrial Manufacturing Technician (NOF)
Tool and Die Maker	Fence Erector
IT Generalist	
Early Childhood Educator	
Machine Repairer, Maintenance	
Mold Maker, Die-Cast & Plastic	
K-12 Teacher	
Diesel Mechanic	
Cook (Any Ind) (Alternate Title: Nutrition Care Specialist)	
Maintenance Technician	
Early Childhood Student Support Specialist	

KCTCS FAME Data

Chapter / Branch	2026–27 New Cohort	2025–26 Students	Completed / May 2026 Graduates	Retained After 1st Year	Reasons Students Left	Avg. Time to Completion	Starting Wages	Credentials Earned
Bluegrass FAME, Georgetown/Main Branch	39	65 reported for Georgetown	33 graduates	Included within Bluegrass total, branch-specific retention not provided	Primarily poor work performance, one personal reason across Bluegrass	2 years	Not provided, varies by company	AMT AAS, Industrial Maintenance Tech Diploma, Electrical Mechanic Certificate, Mechanic Level I Certificate, Robotics Technician Certificate
Bluegrass FAME, Danville Branch	1	10 reported for Danville	5 graduates	Branch-specific retention not provided	Not broken out separately for Danville	2 years	Not provided, varies by company	Same Bluegrass credential pathway
Cumberlands FAME, Somerset	16	8 started Aug. 2025, 1 left	11 graduated May 2026 from prior cohort	7 of 8 appear to remain	1 changed careers	Not provided	Not provided	AAS Industrial Maintenance Technology, AMT Track, Robotics Technician, Electrical Mechanic, Mechanic Level I, Electrician Levels I & II, Welder Helper
Greater Louisville FAME	33 first-year students, document also reports 52 incoming/continuing students for 2026–27	35 total	11 graduates, 1 pending completion	19 second-year students retained	Change of mind before school starts, pregnancy, academic reasons, figures need clarification	Approx. 18 months	Approx. $28/hr, some $30–$32 third-shift opportunities	AAS Industrial Maintenance AMT Track, Diploma, multiple certificates, FAME USA credential, possible DOL Apprenticeship credential
Northern KY FAME	16	21	123 reported as completed as of May 2026, likely cumulative and needs clarification	7	Poor work attendance and poor work performance	5 semesters	Not provided	Industrial Maintenance Technology, AMT Track

KCTCS FAME Data

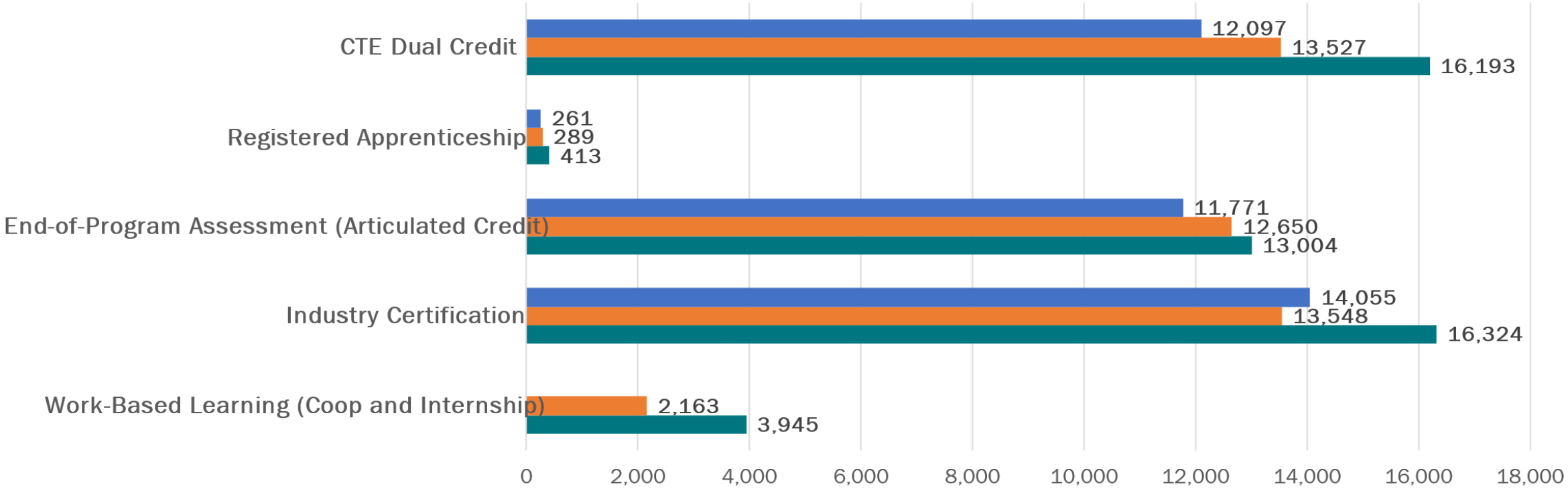
Chapter / Branch	2026–27 New Cohort	2025–26 Students	Completed / May 2026 Graduates	Retained After 1st Year	Reasons Students Left	Avg. Time to Completion	Starting Wages	Credentials Earned
SKY FAME, Bowling Green	14	16	127 graduates in 10 cohorts (first graduating class was 2018)	We started with 21 students in this cohort and now have 16.	Violating Workplace Ethics agreement with the school (attendance), fail a class, lose their sponsorship due to pointing out at work (attendance typically) are the main reasons we see. The rare instances are students leaving because they realize the program is not for them or something in their personal life.	5 semesters	Our by-laws voted on by our manufacturers state the minimum pay is $18/hour for starting pay. Most of our manufacturers pay more than that.	Associate of Applied Science- Industrial Maintenance Technology: Advanced Manufacturing Technician Track 7 Certificates: Industrial Maintenance Electrical Mechanic Industrial Maintenance Mechanic Level 1 Industrial Maintenance Robotics Technician Welder Helper Electrician Trainee Level I Electrician Trainee Level II Automation Technician
HCC FAME, Henderson	11	12	15	15	One left after orientation due to academic concerns, one dismissed for grades below C and personal reasons	5 semesters, approx. 20 months	Approx. $28/hr	AAS Industrial Maintenance Technology, AMT Track; Electrical Mechanic, Mechanic Level I, Welder Helper, Automation Technician certificates; FAME USA AMT certification
HOP FAME, Hopkinsville	12	3	7	3	Response says “all of those,” needs more detail	2 years	$18–$24/hr	Reported as 8 average, specific credentials need clarification
GO FAME, Owensboro	21 students beginning first year, 2026–28 cohort	23 students began the 2025–27 cohort	17 graduated May 2026 from the 2024–26 cohort	15 of 23 continuing into second year, 2025–27 cohort	2025–27: 8 left due to employer termination related to attendance/workplac	18 months / 5 semesters	Approx. $16–$20/hr, varies by employer, tuition coverage, and	Primary: AAS in Industrial Maintenance. Additional: Most pursue AAS in Electrical

KCTCS FAME Data

Chapter / Branch	2026–27 New Cohort	2025–26 Students	Completed / May 2026 Graduates	Retained After 1st Year	Reasons Students Left	Avg. Time to Completion	Starting Wages	Credentials Earned
					e behavior, mental health/personal barriers, and one student passed away. 2024–26: 9 did not complete, including employer terminations related to attendance/workplace behavior and one student who joined the Marines.		employer/student agreements	Technology through double major. Certificates may include Industrial Maintenance Mechanic Levels I & II, Exploratory Machining I, Welder Helper, Automation Technician, Integrated Manufacturing Technician, Industrial Maintenance Technician, and other applicable technical certificates.

Career Readiness by Numbers

(12th-grade graduating cohort)



	Work-Based Learning (Coop and Internship)	Industry Certification	End-of-Program Assessment (Articulated Credit)	Registered Apprenticeship	CTE Dual Credit
2022-2023		14,055	11,771	261	12,097
2023-2024	2,163	13,548	12,650	289	13,527
2024-2025	3,945	16,324	13,004	413	16,193

2022-2023 2023-2024 2024-2025

Data source: State Report Card (SRC) as of 12.18.2025
WBL data was not collected until 2023-2024 for inclusion for accountability

Teacher Apprenticeships

Kentucky Teacher Apprenticeships

Snapshot as of September 11, 2026

Total Apprentices:	72
Active Apprentices:	57
Completions:	6
Cancellations:	9

Wages

Average Entry Wage: 11.31

Average Exit Wage: 24.33

Participating Sponsors

Caverna Independent Schools

Bullitt County Schools

Franklin County Schools

Garrard County Schools

Grayson County Public Schools

Jefferson County Public Schools

Nelson County Public Schools

Russell County Board of Education

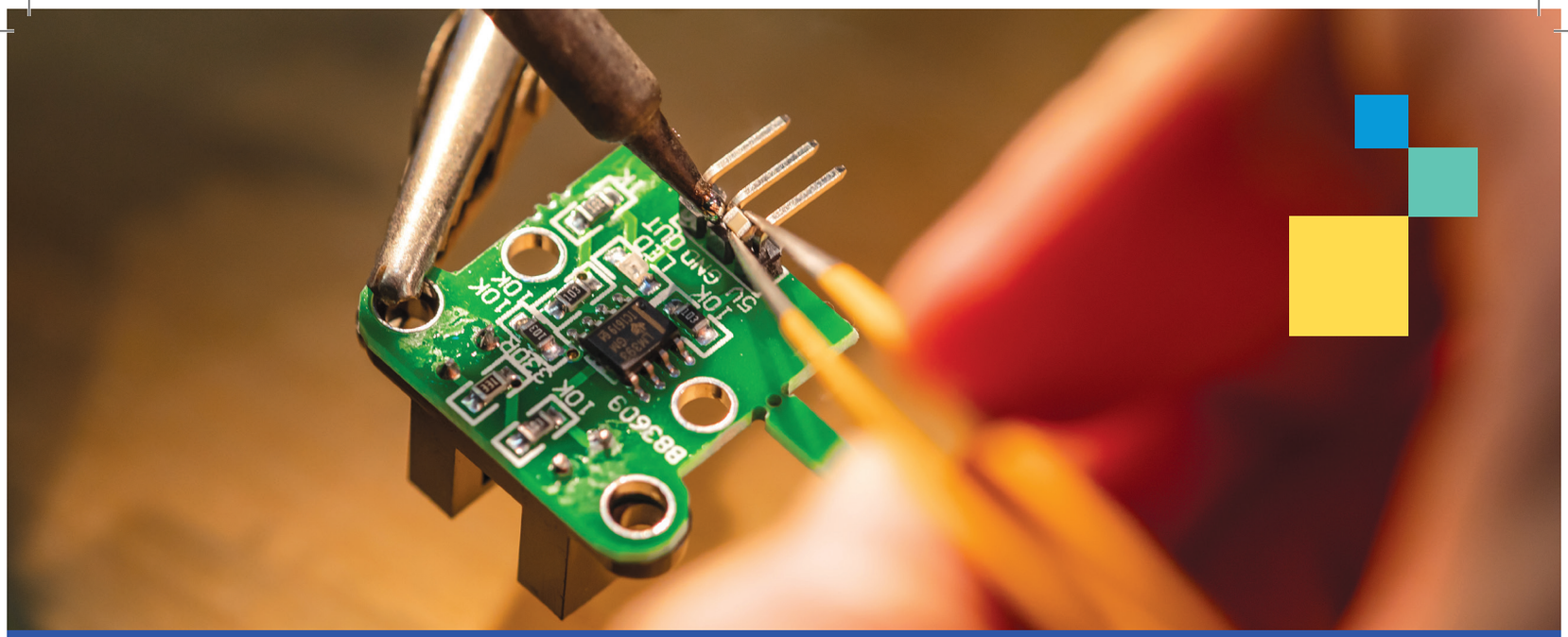
Western Kentucky University

- Allen County Schools
- Butler County Schools
- Monroe County Schools

University of the Cumberlands

- Caldwell County Schools
- Scott County Schools

New Members
&
Group Updates



COMPUTER ENGINEERING TECHNOLOGY

The B.S. in Computer Engineering Technology (CPT) provides in-depth knowledge of hardware and software design, development and maintenance. The curriculum is based on a solid foundation of intensive classroom and laboratory experiences. Students will gain a strong background in cutting-edge development using programming languages currently employed by industry. Students receive an architectural understanding of computer systems from low-level gate design to high-end microprocessors and current bus standards.

PURSUING COMPUTER ENGINEERING TECHNOLOGY AT UK

Computer engineering technology students will learn industry-standard approaches to application software development and state-of-the-art problem-solving techniques for developing application code and firmware, including networking/web operations. The hardware focus of the curriculum is on digital systems design and development. The curriculum includes in-depth design and analysis of combinational logic, sequential logic & state machines, microcontroller systems, microprocessor systems and state-of-the-art computer technology.

CAREER PROSPECTS IN COMPUTER ENGINEERING TECHNOLOGY

Computer engineering technologists are employed as embedded software technologists, computer support specialists, networking support specialists, automation engineers, applications engineers, telecommunications engineers, network support technical engineers and network administrators. Computer engineering technologists are employed by industry, academia and government labs for manufacturing and analysis.

A 2+2 PARTNERSHIP BETWEEN UK, BCTC AND WKCTC

Earn an Associate of Applied Science (AAS) and a Bachelor of Science (B.S.) in Computer Engineering Technology thanks to a unique partnership program between the University of Kentucky Pigman College of Engineering and the Bluegrass Community and Technical College (BCTC) or Western Kentucky Community and Technical College (WKCTC). The CPT program specializes in hands-on inductive learning opportunities immediately applicable to our changing workforce. A CPT degree is perfect for students who desire a four-year college degree with a unique technology pathway that features participation in extensive industrial practicums.

CPT students spend their first two years earning their AAS degree in Computer Engineering Technology at BCTC or WKCTC before working toward their B.S. degree at UK's main campus or UK Paducah.

PROGRAM FACTS

Toyota Engineering Technology Diversity Scholarship
Toyota is investing $1.7 million in scholarships for underrepresented students

Karen & Stanley Pigman Engineering Technology Scholarship is also available

GRADUATE STARTING SALARIES

Median full-time starting salary info for 2023 new college graduates
National Association of Colleges and Employers - Winter 2024

$75,379
MEDIAN SALARY

INDUSTRY SECTORS:

- Aerospace
- Manufacturing
- Industrial Equipment Design
- Government Agencies
- Energy and Environmental Solutions
- Aviation
- Automotive

Pigman College of Engineering

For more information, visit:
engr.uky.edu/explore-comp-engr-tech

COMPUTER ENGINEERING TECHNOLOGY
Curriculum Synopsis

This list is a synopsis of classes that a student will take to pursue a degree in computer engineering technology. As part of the Computer Engineering Technology curriculum, students must complete the pre-engineering requirements, major requirements and general education coursework, called UK Core.

Note: This synopsis represents one of several paths to a Computer Engineering Technology degree. Consult the departmental website for details on specific paths.

- Major-specific
- Other
- Science
- Math
- General Education

YEAR ONE (BCTC)	YEAR TWO (BCTC)	YEAR THREE (UK)	YEAR FOUR (UK)
Computational Thinking	DC Circuits and Lab	AC Circuits and Lab	Capstone I & II
Introduction to Software and Hardware	Digital Logic and Lab	Computer Networking and Data Communication	Electronics Prototyping and Construction
College Algebra	Introduction to Networks	Digital System Design	Embedded Applications
Trigonometry	Introduction to Program Design Abstraction/Problem Solving	Introduction to Embedded System and Lab	Engineering Economics
Oral Communication	General Physics and Lab	Software Engineering Process and Methods	Fundamentals of OSHA
Program Plan Specific Elective	Calculus I	Wireless Communication	Signals, Systems and Transforms and Lab
Social and Behavioral Science Course	Social and Behavioral Science Course	Statistical Methods and Motivations	Project Management
Writing I and II	Humanities	(2) Technical Electives	(2) Technical Electives
Introduction to Computer Programming		Technical Writing	

YEAR ONE SUMMER (BCTC)	
	Database Design Fundamentals
	Heritage

TAKING CO-OPS?
When you participate in semester co-ops, the above schedule can adjust.

Detailed Curriculum Information: **engr.uky.edu/explore-comp-engr-tech**

As a new academic offering, the CPT program will be eligible to apply for accreditation following the first graduates of the program. Once accreditation is received, it will apply to any student who has gone through the program within two years of the accreditation being awarded.

Revised August 2024. Information subject to change. For the most up-to-date information on the UK Pigman College of Engineering, visit www.engr.uky.edu.

Pigman College of Engineering

DEPARTMENT OF ENGINEERING TECHNOLOGY
143 Graham Avenue
Lexington, KY 40506-0108
engr.uky.edu/et



LEAN SYSTEMS ENGINEERING TECHNOLOGY

The B.S. in Lean Systems Engineering Technology (LST) is a unique program that gives students the skills to improve quality output, streamline processes and reduce waste. The UK Pigman College of Engineering has partnered with Toyota for over 25 years to develop a world-class Lean Systems Program. Students in the LST program will benefit from professional instructors, some of whom are former Toyota executives.

PURSUING LEAN SYSTEMS ENGINEERING AT UK

The LST program prepares students to thrive in a highly competitive global marketplace by developing advanced skills in just-in-time manufacturing, problem-solving, project management, lean enterprise development, logistics & supply chain management, material & information flow strategy and more. The curriculum is based on a solid foundation of intensive classroom and laboratory experience and provides in-depth instruction in just-in-time processes, built-in quality and productivity improvement.

CAREER PROSPECTS IN LEAN SYSTEMS ENGINEERING

Lean systems engineering technologists are employed as Lean continuous improvement engineers, Lean engineers, manufacturing engineers, Lean process improvement engineers, supplier quality engineers, Lean manufacturing specialists and quality engineers. They are employed by manufacturing and non-manufacturing industries, non-governmental organizations and government labs for manufacturing and analysis.

A 2+2 PARTNERSHIP BETWEEN UK AND BCTC

Earn an Associate of Applied Science (AAS) in Integrated Engineering Technology and a Bachelor of Science (B.S.) in Lean Systems Engineering Technology thanks to a unique partnership program between the University of Kentucky Pigman College of Engineering and the Bluegrass Community and Technical College (BCTC). The LST program specializes in hands-on, inductive learning opportunities immediately applicable to our changing workforce. An LST degree is perfect for students who desire a four-year college degree with a unique technology pathway that features participation in extensive industrial practicums.

LST students spend their first two years earning their AAS degree at BCTC before working toward their B.S. degree at UK's main campus.

PROGRAM FACTS

Toyota Engineering Technology Diversity Scholarship
Toyota is investing $1.7 million in scholarships for underrepresented students

Karen & Stanley Pigman Engineering Technology Scholarship is also available

GRADUATE STARTING SALARIES

Median full-time starting salary info for 2023 new college graduates
Zippia.com - Summer 2024

$75,994
MEDIAN SALARY

INDUSTRY SECTORS:

- Manufacturing
- Service and Hospitality Industry
- Financial Industry
- Industrial Equipment Design
- Consulting Firms
- Government Agencies
- Energy and Environmental Solutions

Pigman College of Engineering

For more information, visit:
engr.uky.edu/explore-lean-engr-tech

LEAN SYSTEMS ENGINEERING TECHNOLOGY
Curriculum Synopsis

This list is a synopsis of classes a student will take to pursue a degree in Lean Systems Engineering Technology. As part of the Lean Systems Engineering Technology curriculum, students must complete the pre-engineering requirements, major requirements and general education coursework, called UK Core.

Note: This synopsis represents one of several paths to a Lean Systems Engineering Technology degree. Consult the departmental website for details on specific paths.

- Major-specific
- Other
- Science
- Math
- General Education

YEAR ONE (BCTC)	YEAR TWO (BCTC)	YEAR THREE (UK)	YEAR FOUR (UK)
Basic Electricity	Automated Motor Controls	Introduction to Abnormality Management	Capstone I & II
Electro-hydraulics/Pneumatics	Introduction to CAD	Introduction to Just-in-Time	Engineering Economics
Lean Manufacturing Concepts	Lean Machine Reliability	Introduction to Productivity Improvement	Logistics
Lean Safety Culture	Lean Problem Solving Methodology	Kaizen of Standardized Work	Managing the Shop Floor and Leading Kaizen
Mechanical Drive Systems	Robot Maintenance	Manufacturing Simulation & Material and Info Flow Charts	Problem Solving II
Motor Controls and Sensing Devices	Welding and Fabrication	System of Quality Assurance & Built-in-Quality	Production Inst., Small Lot, Change-over Processes
Introduction to Physics	Two Courses of Social and Behavioral Science	Technical Writing	(2) Technical Electives
Elementary Calc & Its Applications	Heritage	Arts & Creativity	
Technical Algebra and Trigonometry	Oral Communications		
Writing I and II			

YEAR ONE SUMMER (BCTC)
Blueprint Reading/Schematics
Lean 5S Methodology
Machine Tool Operations

TAKING CO-OPS?
When you participate in semester co-ops, the above schedule can adjust.

Detailed Curriculum Information: **engr.uky.edu/explore-lean-engr-tech**

As a new academic offering, the LST program will be eligible to apply for accreditation following the first graduates of the program. Once accreditation is received, it will apply to any student who has gone through the program within two years of the accreditation being awarded.

Revised August 2024. Information subject to change. For the most up-to-date information on the UK Pigman College of Engineering, visit www.engr.uky.edu.

Pigman College of Engineering

DEPARTMENT OF ENGINEERING TECHNOLOGY
143 Graham Avenue
Lexington, KY 40506-0108
engr.uky.edu/et

Appendix

KENTUCKY WORKFORCE PELL GRANT

About the Workforce Pell Grant

Kentucky's Workforce Pell Grant Program outlines the approach to identifying, evaluating, and recommending short-term workforce training programs for state approval under 787 KAR 2:050E.

Program Eligibility Standards

- Be offered at a Higher Education Act Title IV eligible postsecondary institution
- Have 8 -14 weeks of instruction
- Have 150 - 599 clock hours
- Lead to a recognized stackable and portable credential (or sole recognized credential)
- Train for a Kentucky high-wage, high-skill, or in-demand occupation
- Align with employer hiring needs
- 70% completion and 70% job placement
- Provide academic credit toward a related certificate/degree
- Meet value-added earnings requirement (beginning 2030–2031)
- Meet requirements for at least one year



Learn More and Apply

Visit the Office of the Kentucky Workforce Innovation Board website to learn more and access resources including:

- "Workforce Pell Application" July 2026
- "Workforce Pell Report", July 2026 & Data Dictionary
- Kentucky Workforce Pell Regulation: 787 KAR 2:050E
- US Department of Education Workforce Pell Final Rule

For any questions or more information, please contact kwib.projects@ky.gov

Kentucky Career Center
Career Training Employer

TEAM KENTUCKY
EDUCATION AND LABOR CABINET

A proud partner of the AmericanJobCenter network

What Is the Public Workforce System?

Kentucky's public workforce system connects talent with opportunity by linking employers, employees and job seekers across the state to build skills, careers and a stronger economy.



Who We Are

We're a partnership of state agencies, local workforce boards and community organizations offering free services to employers and job seekers. Whether you're searching for a job, advancing your career, or growing your business, we're here to help.

What We Do

Recruitment Support
We connect employers with qualified candidates.

Training & Career Pathways
We assist with building skills to meet Kentucky's workforce needs.

Retention Services
We assist in employee growth through training and apprenticeships.

Barrier Reduction
We help people overcome challenges like transportation, child care and accessibility.

How It Works

Kentucky Career Center

The Kentucky Career Center (KCC) is the gateway to the state's public workforce system. With 80+ certified locations statewide, KCC connects employers and job seekers to a network of partner agencies that offer specialized programs, services and support.

Partner Agencies

- Career Development Office
- Office of Adult Education
- Office of Vocational Rehabilitation
- Office of Industry & Apprenticeship Services
- Local Workforce Innovation Boards
- Everybody Counts
- Other community partners and agencies

Kentucky Career Center
Career Training Employer

TEAM KENTUCKY
EDUCATION AND LABOR CABINET

New Kentucky Home

Kentucky Career Center
Career Training Employer

Career Development Office



Comprehensive Career Centers Statewide

We operate 13 comprehensive career centers statewide that help job seekers find lasting employment, connect individuals to education and training opportunities and support employers in finding skilled, qualified workers.

Our Programs

Job Matching Services

- Connect job seekers with employers looking to hire
- Job seekers receive career services, job search help, referrals and placement assistance
- Employers can post jobs and find qualified applicants

Unemployment Support

- Supports individuals receiving unemployment benefits
- Helps with reemployment plans, career information and enrollment in services to get back to work

Veterans Services

- Provides dedicated staff to help veterans and eligible individuals with significant barriers find careers and training
- Connects employers with job seeking veterans

Seasonal Farm Work

- Authorizes temporary workers (H-2A) to enter the U.S. when not enough local workers are available for seasonal agricultural jobs

Support for Job Seekers and Employers

Whether you're a job seeker or an employer, the CDO team is ready to assist you—visit kcc.ky.gov to find the location nearest you.

Kentucky Career Center
Vocational Rehabilitation

Office of Vocational Rehabilitation Benefits for Kentucky Employers



Workforce Facts

Kentucky has among the highest rate of people with disabilities in the nation and among the lowest rate of people with disabilities who are employed.

Workers with disabilities who receive accommodations match non-disabled workers in:

- Productivity
- Attendance
- Reliability
- Overall effectiveness

Benefits of Hiring People with Disabilities

- Reduces reliance on governmental supports and contributes to the economy.
- Lessens utilization of healthcare and promotes better overall health.
- Provides financial support for the individual and their families.
- Improves quality of life by building self-confidence, self-reliance and social support.
- Provides opportunities for re-training, advancement, retirement contributions and travel.

Employer Services Branch

We assist businesses in hiring, developing and keeping valued employees and support businesses with placement and retention of individuals with disabilities in the workforce.

These services include:

Recruitment & Hiring

- Pre-screening applicants based on essential job functions
- On-the-job training and internships

Workplace Support

- Onsite job trainer and support services
- Job restructuring and worksite adjustments
- Assistive technology and specialized equipment

Accessibility:

- Accessibility checklists
- Worksite accessibility surveys

Additional Resources

- Staff development
- Financial incentives information
- Follow-up services

To learn more, visit KCC.KY.GOV

TEAM KENTUCKY
ADULT EDUCATION



Adult Ed Solutions for

Kentucky Employers

About Us

We are committed to empowering Kentucky businesses to reach their maximum potential. With a team of experienced professionals, we provide **customized education** and **training services** designed to help employers navigate challenges and capitalize on opportunities.

Our Mission

Our mission is to work with Kentuckians to improve their quality of life through education, training and employment so they can take care of themselves and their families and help their communities and the state's economies expand and thrive.

Employer Benefits

- Enhanced productivity & efficiency
- Increased employee retention
- Improved safety and workplace communication
- Higher employee engagement and morale

Services

Workplace Readiness

We assist in developing skills in communication, teamwork and critical thinking.

Digital Literacy Training

We assist in optimizing and enhancing technology skills.

English Language Learning

We offer English language and civics education for non-native speakers.

GED Preparation and Testing

We offer in-depth GED test preparation and free GED test fees for eligible Kentuckians.

Customized Training Solutions

We offer job-specific literacy and skills training.

Soft Skills Development

We assist in improving delivery of customer service, conflict resolution and more.

Check out our services. **KYAE.KY.GOV**

Kentucky Career Center
Industry and Apprenticeship Services

Workforce Talent Project Team

You aren't doing this work alone.

We're here to help employers hire, develop and retain top talent – connecting the right people, programs, and partnerships to unlock tailored workforce strategies for your business.



Services

- **Free, full-service** business support for employer's workforce needs
- Provide **easy access** to workforce analysis and strategy for Kentucky's businesses
- Address **attraction and recruitment** challenges with an industry-focused, data-informed approach
- Support with **workforce selection and onboarding** solutions
- **Create a business structure** that delivers results for employers and career seekers

Benefits

- **Customize workforce strategies** aligned to industry demands at no cost
- **Foster employer relationships** and maintain strong ties to address workforce needs
- Create a **business structure** that delivers results for employers and career seekers
- Improve **communication and confidence** among workforce partners
- Access to Kentucky's proven **speed-to-market advantage** that gets you operational faster

Scan the QR code and connect with us today.

KYWORKS.KY.GOV

502-564-5920 or workforce@ky.gov

Your personalized workforce service is just one call away!

Kentucky Career Center
Industry and Apprenticeship Services



Office of Industry and Apprenticeship Services

Services

- **Registered Apprenticeships (RA)** and on-the-job training opportunities are available.
- Companies can get up to $9,600 in **valuable financial incentives** including work opportunity tax credits (WOTC), deep training discounts and grants.
- Receive **rapid response and layoff support** to assist employees during transitions and to minimize business disruptions for workers and the community
- Kentucky Fair Chance Bonding is available to employers and applicants **at no cost to protect your business.**

Benefits

- **Apprenticeship Workforce Consultants** provide no-cost guidance, program development, recruitment, training and workforce solutions for over 1500 occupations.
- **91% of apprentices** remain employed after completing their programs and 87% of Kentucky apprentices are employed and in the same industry.
- Registered apprenticeships show a $1.44 return on every dollar invested.

Scan the QR code to connect with us today.

Let's make hiring easier.

KYWORKS.KY.GOV or APPRENTICESHIP@KY.GOV

502-564-5920

Your personalized workforce service is just one call away!

EVERYBODY COUNTS

Kentucky Employers



What We Do

- **Free promotion** of your business to over 12,000 students graduating high school each year
- **Save you time on recruiting** entry-level talent from local high schools
- Provide **direct access to entry-level talent** during the school year and upon graduation
- Ensure new hires enter the workplace **equipped for long-term success**
- Improve employee **retention** and **productivity**

Why Partner with Everybody Counts?

Our **services are free** with no direct cost to employers.

Everybody Counts equips high school juniors and seniors with career pathways and skills to thrive when they enter Kentucky's workforce.

Employers can have confidence that new hires have developed essential skills outside of their academic courses.

Everybody Counts enhances workplace readiness, work-based learning, money management and time management.

Visit everybodycounts.ky.gov or email us at everybodycounts@ky.gov to learn more.