



# Kentucky Registered Apprenticeship=Skilled and Certified Workforce



Presented by the Office of Employer & Apprenticeship Services



# What is a Registered Apprenticeship Program?

A RAP is a systematic approach to training that ensures employees are trained and certified to produce at the highest skill levels required for the occupation.

- Employer driven
- Workforce strategy
- Builds a pipeline of skilled workers
- Gain workers with customized skills
- Reduce turnover rates
- Increase productivity
- State tax credits, funding opportunities



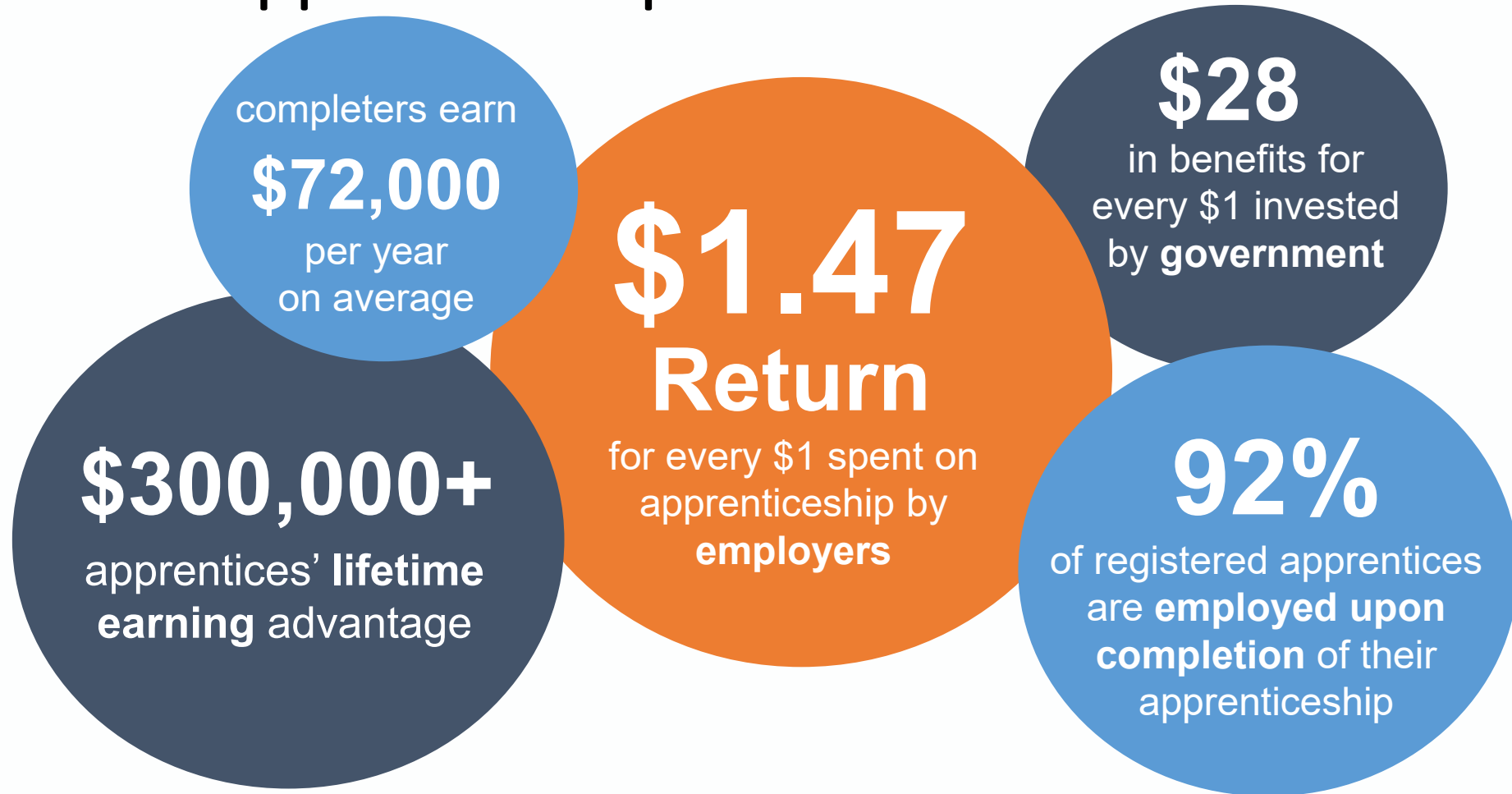
# Registered Apprenticeship Specifics

RELATED TECHNICAL INSTRUCTION	ON-THE-JOB TRAINING	PROGRESSIVE WAGES	NATIONAL OCCUPATIONAL CREDENTIAL
<ul style="list-style-type: none"><li>• Minimum of 144 hours of related technical instruction (RTI) per year</li><li>• Can be front-loaded, segmented, or in parallel with on-the-job training</li></ul>	<ul style="list-style-type: none"><li>• Minimum of 2,000 hours of structured and supervised on-the-job training (OJT)</li><li>• Mentoring from experienced professional in the field</li></ul>	<ul style="list-style-type: none"><li>• Rewards for skill gains and for reaching identified milestones</li><li>• Apprentices receive wage increases and/or promotions</li></ul>	<ul style="list-style-type: none"><li>• Apprentice earns nationally recognized credentials once demonstrating identified competencies</li><li>• Recognized across industry</li></ul>

## **Employers are interested in registered apprenticeship because ..**

- ✓ It innovatively combines on-the-job training, learning from doing the job, and the theoretical knowledge, skill and proficiency of the occupation, realigning the education system to meet the needs of business.
- ✓ It allows employers to design their training program tailored to the company's needs. So that the apprentice becomes a highly skilled competent subject matter expert and can fill in-demand and hard-to-fill positions.
- ✓ It provides career pathways for those just entering the workforce, and a means to broaden opportunities for those looking to expand their careers.
- ✓ It is a work-based earn and learn model that meets national registration standards. Resulting in a post-secondary, industry-recognized credential.
- ✓ It is a strategy to address recruitment, training and retention and make them employer of choice.

# Return on Investment from Registered Apprenticeships



# A Diverse Range of Industries



Healthcare



Cybersecurity



Information  
Technology



Biotechnology



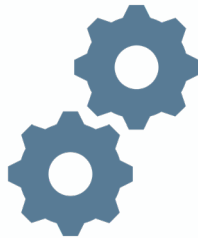
Transportation



Construction



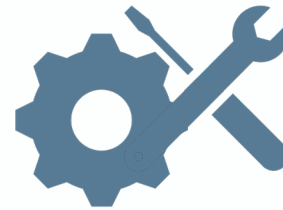
Financial  
Services



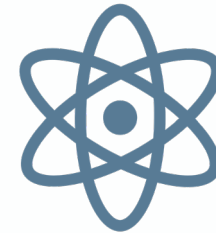
Advanced  
Manufacturing



Hospitality



Engineering



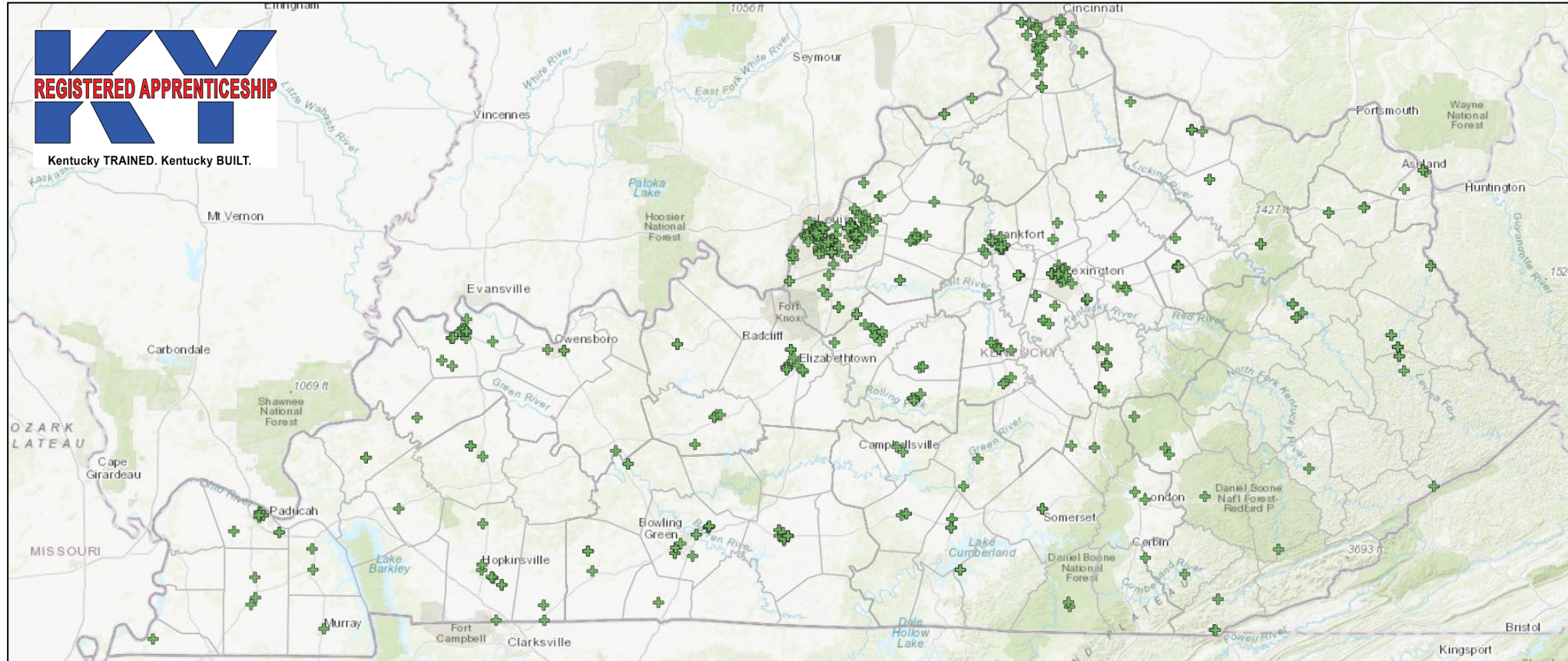
Energy



Telecommunications

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

# KY Apprenticeship Programs



Here's the updated map:

<https://kcews.maps.arcgis.com/apps/instant/interactivelegend/index.html?appid=1de2bc66d15e41d3a9685ee19fcc2472>

# Employment Outcomes in KY One Year Out for Apprenticeship Program Completers

FFY of Completion	Completers	1 Year After Completion		
		Employed	Mean Wage	Median Wage
2007	192	160	\$52,909	\$53,541
2008	291	246	\$45,353	\$47,446
2009	309	258	\$47,704	\$49,753
2010	271	228	\$49,771	\$51,408
2011	301	266	\$53,256	\$56,245
2012	381	339	\$53,495	\$53,306
2013	317	290	\$57,424	\$59,678
2014	233	201	\$52,870	\$56,547
2015	244	215	\$65,476	\$68,239
2016	396	361	\$57,516	\$58,378
2017	384	331	\$59,994	\$62,684
2018	572	496	\$59,824	\$61,644
2019	616	535	\$56,187	\$54,407
2020	661	n/a	n/a	n/a
2021	602	n/a	n/a	n/a

Source: KYSTATS



# Registered Apprenticeship Certificate and National Occupation Credential



# EMAIL CONTACTS FOR SERVICES

[Apprenticeship@ky.gov](mailto:Apprenticeship@ky.gov)

