

KCC - Transcript

00:00:03 Narrator

Welcome to the Supply Chain Automation Workforce Hub, or the Hub, interview series. The Hub is an industry intermediary funded by the U.S. Department of Labor as a one stop solution for recruiting and training skilled workers in supply chain automation powered by employers, education institutions and workforce organizations.

00:00:23 Narrator

It brings together key stakeholders to develop Registered Apprenticeship Programs for wraps for customized training solutions.

00:00:30 Narrator

In this interview, Michelle DeJohn, the executive director for the Kentucky Career Center Office of Employer and Apprenticeship Services, talks about how and why the Kentucky Career Center is working with the Hub on supply chain automation RAPs.

00:00:43 Michelle DeJohn

Thank you. Thank you for having me. My name is Michelle DeJohn, and I'm the executive director of the Kentucky Career Centers Office of Employer and Apprenticeship Services. We are a, uh, one-stop home for employers and their workforce pain points.

00:01:02 Michelle DeJohn

We are an office, uhm, developed and designed to bring together all of the workforce solutions for employers into one office, and we try to serve as connectors. And of course, a solution to workforce, uh, uh, recruitment, training and retention is right, is Registered Apprenticeship.

I'm here in the Commonwealth of Kentucky. We have approximately 580 programs, and we define a program based on the occupational work process. So we have 580 programs serving approximately 4500 apprentices in in all diverse occupations, from, of course, your skilled trades, your construction, up to manufacturing to supply chain automation, computers, IT, healthcare.

00:01:53 Narrator

Why are RAPS such a strong workforce development model?

00:01:57 Michelle DeJohn

The employer is the driving force in development and design of their Registered Apprenticeship, where they design the work process and training of that apprentice based on their workforce needs. So it's very customized. It's flexible, and it is a solution for that employer.

Partnership is a, is a motto. It's a philosophy and a lot of employers are... They're doing apprenticeship. I mean, if you bring on new staff, you have onboarding training, you pair them with a mentor.

00:02:30 Michelle DeJohn

I tell employers that this just puts a frame on an existing practice you already have. That you are allowing your employee to be credentialed and skilled and it acknowledges this. The skill set of the occupation.

00:02:48 Narrator

How can RAPs support workforce diversity and employee retention?

00:02:52 Michelle DeJohn

Registered Apprenticeship definitely helps address diversity, equity, inclusion, and accessibility because the training can be flexible and modernized, and modernizes it to meet the needs of that particular targeted talent pool.

If you invest a little bit of time in showing the apprentice that they're important, they're valued, "I've planned out your, your work for the next two to three years for you to be successful." It shows the value and enhances that employee's loyalty to you as the employer who's training.

It also is a talent attraction for those who are not college-interested or college-bound or college capable, because you have the ability- you have the capability of customizing their related technical instruction to meet the need of the apprentice and the occupation.

00:03:57 Michelle DeJohn

The work of Manhattan Strategy Group in assisting a Registered Apprenticeship sponsor and get them equipment they need so they could bring on apprentices with hearing disability that it that enhances the diversity, it helps that apprenticeship sponsor.

We are diversifying and growing every day.

00:04:22 Narrator

What advice can you share with other organizations considering starting a RAP?

00:04:26 Michelle DeJohn

It just takes a little bit of time. If the employer can invest a little bit of time, they will see the return on investment more than the actual dollar figure in on their talent, attraction, talent development and retention.

So consider Registered Apprenticeship.

00:04:45 Narrator

Thank you so much for listening to the Hub's interview series. Please visit our website at scworkforcehub.com for more information about the Hub and the services and supports we offer.