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Explore apprenticeship as a strategy to meet your needs for skilled workers.

Registered Apprenticeship in Kentucky is an employer-driven model that combines on-the-job learning with related classroom instruction that increases and apprentice's skill level and wages. It is a proven solution for businesses to recruit, train, and retain highly skilled workers. Apprenticeship is not just for the private sector—many federal government agencies, including the U.S. military have apprenticeship programs.

Apprenticeship is a flexible training strategy that can be customized to meet the needs of every business. It can be integrated into current training and human resource development strategies. Apprentices can be new hires— or businesses can select current employees to join the apprenticeship program. Apprenticeships are a good way to reward high-performing entry-level employees and move them up the career ladder within the business.

Kentucky's RediFLEX programs can be implemented "off the shelf" or customized to meet the specific needs of the individual or industry sector. You the employer, choose what works best for your workforce within the parameters set by the U.S. Department of Labor.

BENEFITS



Benefits for Business...

- ◆ Highly-skilled employees
- ◆ Reduced turnover costs
- ◆ Higher productivity
- ◆ More diverse workforce

Benefits for Workers...

- ◆ Increased skills
- ◆ Higher Wages
- ◆ National credential
- ◆ Career advancement

Benefits for Workforce Intermediaries and Education Organizations...

- ◆ Proven model to help job seekers immediately start working and increase skills and earnings
- ◆ Effective strategy to connect with employers in diverse fields and to use as part of industry sector strategies

Question

Whether you are a growing business, a workforce intermediary helping employers build a skilled workforce, or a community college education the local workforce, what workforce challenges have you identified?

- ◆ Jobs for which it is difficult to find workers with the right skills?
- ◆ Positions with high turnover?
- ◆ Occupations where a highly skilled workforce is retiring soon?
- ◆ Challenges helping workers keep pace with continuing industry advances?
- ◆ Positions requiring skills that can be learned on the job?
- ◆ Difficulty in attracting new and more diverse talent pools?

If the answer is “yes” to any of these questions, then apprenticeship is the right strategy to meet your needs for skilled workers.



UPS

UPS uses Registered Apprenticeship to train delivery drivers. The company’s training processes are varied and comprehensive, and the apprenticeship program provides workers with valuable skills that will help them succeed in the long term. By having a Registered apprenticeship program, UPS sends a clear message to job seekers that they will receive quality training and that the company has the tools to help them learn and advance. UPS has pledged to send 2,000 people through its program by 2018 who will work in package delivery operations and automotive repair.

Apprenticeship Fast Facts:

- ◆ Provides credential equivalent of a 2– or 4– year degree
- ◆ Average starting salary: \$50,000
- ◆ Completing a Registered Apprenticeship program = \$300,000 more over the course of a career
- ◆ Increases workforce skill, productivity and morale
- ◆ 150,000 employers and labor management organization participate
- ◆ Nearly 400,000 apprenticeship are available nationwide in more than 1,000 occupations