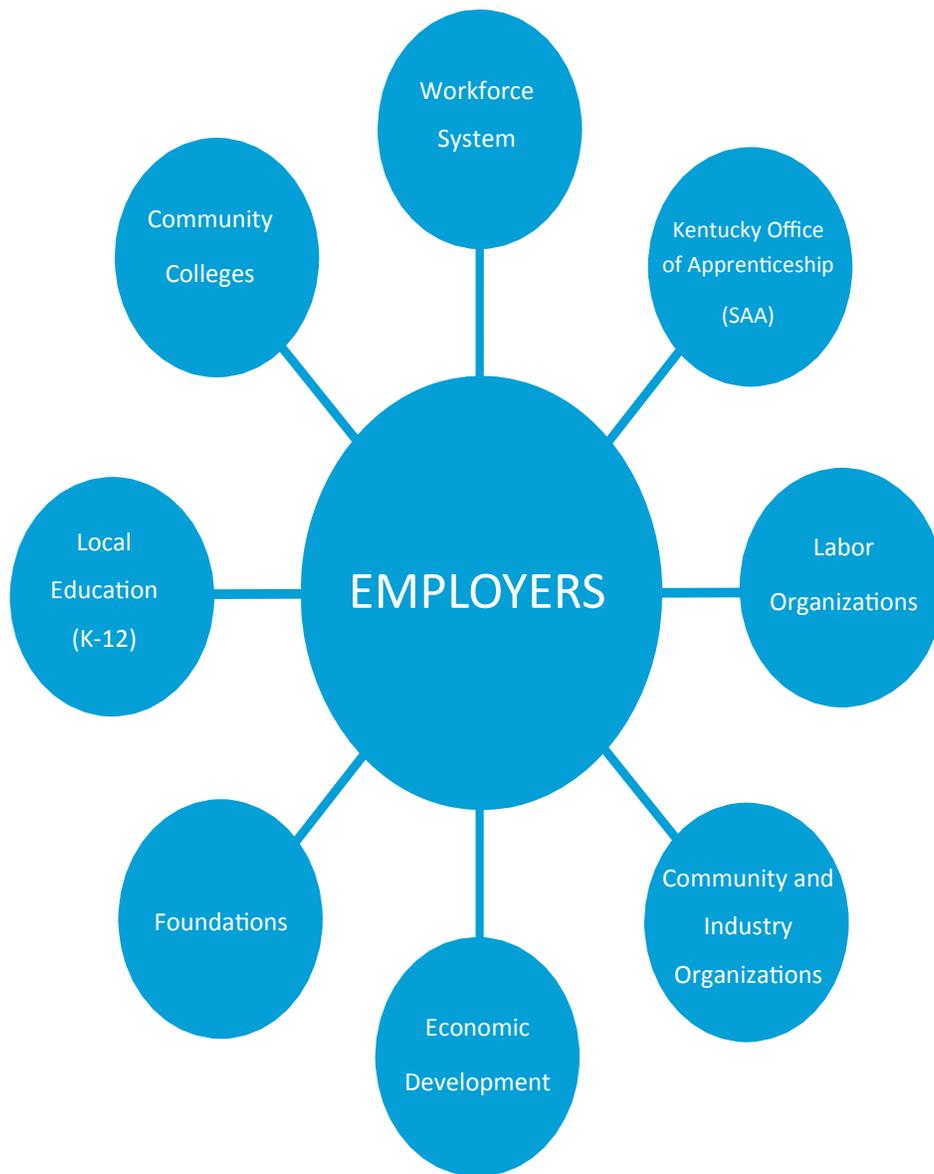


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Partner with key players in your region to develop an apprenticeship

Are you ready to start developing an apprenticeship program? Don't go it alone! Successful apprenticeships are born from collaboration among partners—businesses, workforce intermediaries (such as industry associations or labor organizations), educational institutions, the public workforce system, and other key community organizations. The partnership works together to identify the resources needed, design the apprenticeship program, and recruit apprentices.

The Office of Apprenticeship within the Kentucky Labor Cabinet will be your facilitator to help connect all the needed resources and offer technical assistance through the entire process.



Potential Apprenticeship Partners

Every partner has a critical role to play:

Business Partners (*individual company, consortium of businesses*)

- ◆ Identify the skills and knowledge that apprentices must learn
- ◆ Hire new workers or select current employees to be apprentices
- ◆ Provide on-the-job training
- ◆ Identify an experienced mentor to work with apprentices
- ◆ Pay progressively higher wages as skills increase
- ◆ Can provide related instruction in-house or in partnership with others

Workforce Intermediaries *(industry associations, labor and joint labor-management organizations, community based organizations)*

- ◆ Provide industry and/or workforce specific expertise (e.g. curriculum development) to support employers in a particular industry sector
- ◆ Can serve as sponsor of an apprenticeship program taking responsibility for the administration of the program (thereby reducing the burden on employers)
- ◆ Aggregate demand for apprentices, particularly with small and medium size employers, that may not have the capacity to develop and apprenticeship program on their own.
- ◆ Can be the provider of related instruction and supportive services as appropriate

Educational Institutions *(universities, community colleges, career and technical education facilities)*

- ◆ Develop curriculum for related instruction
- ◆ Deliver related instruction to apprentices
- ◆ Can provide college credit for courses successfully completed
- ◆ Aggregate demand for apprentices

Public Workforce System *(State and Local Workforce Innovation Boards, Kentucky Career Centers, Cabinet for Education and Workforce Development)*

- ◆ Develop sector and/or career pathway strategies utilizing apprenticeship
- ◆ Recruit and screen candidates to be apprentices
- ◆ Provide basic skills preparation
- ◆ Provide supportive services such as tools, uniforms, equipment or textbooks
- ◆ Contribute funding for on-the-job training or related instruction

Apprenticeship in the Energy Industry



“LG&E has had distribution line and mechanic apprenticeship programs for over 20 years. The apprenticeship program sets the foundation for our field line mechanics to be able to evaluate a wide variety of field conditions so that a safe work plan can be developed and carried out to meet the challenging demands of the electric utility industry.” Ken Sheridan, Director, LG&E/KU

Apprenticeship System *(Kentucky Office of Apprenticeship, Apprenticeship and Training Council)*

- ◆ Provided technical assistance and support to new sponsors (employers)
- ◆ Answer questions about the apprenticeship model
- ◆ Guide the partners through the steps to develop and register a program
- ◆ Connect businesses with training providers
- ◆ Advise partners on sources of funding to support apprenticeships.

Other partners play important roles too! For example, economic development organization can serve as a convener of businesses in the region. The K-12 educational system can help develop pipelines to apprenticeship for students. (See further information on our TRACK program) Community-based organizations may have capacity to help certain worker populations such as women or veterans and can provide supportive services to apprentices.

Every Registered Apprenticeship program has a “sponsor.” The sponsor is responsible for the overall operation of the program, working in collaboration with the partners. Sponsors can be single business or a consortium of businesses. Alternatively, the sponsor can be a range of workforce intermediaries including an industry association or a joint labor-management organization. Community colleges and community-based organizations can also serve as sponsors for Registered Apprenticeship programs.

Key Kentucky Partners

Kentucky Labor Cabinet

Cabinet for Education and Workforce Development

Office of Career and Technical Education

U.S. Department of Labor, Office of Apprenticeship

Cabinet for Economic Development

Kentucky Community and Technical College System

Kentucky Hospital Association

Kentucky Automotive Consortium

Kentucky Workforce Innovation Board

