Project Abstract

2019 State Apprenticeship Expansion Grant	
Lead Applicant Organization's Name:	Kentucky Education and Workforce Development Cabinet
Tier I Funding Amount	$450,000

Tier I Baseline Goals

Funding Amount Request: $450,000
1. **National Apprenticeship System Building.** States must spend base funding on developing structures that ensure all RAPs in the State have the features of high-quality apprenticeship described in 29 C.F.R. parts 29 and 30. 2. **System Alignment for Apprenticeship Expansion.** States must spend base funding to build statewide capacity to increase the number and quality of apprenticeships through stronger alignment with the education and workforce systems. 3. **Improving Data Sharing and Data Integrity.** States must spend base funding to improve data collection and sharing and data integrity.
Project Summary The State of Kentucky is seeking $450,000 in Tier I funding for expansion of the State's apprenticeship program. The Kentucky Tier I program will work on all three recommended Baseline Goals. Targeted sectors will be: Healthcare/Family Services, Transportation/Logistics and Construction/Infrastructure.

1. To maintain integrity of the apprenticeship concept and fidelity of business relationships, plus to streamline apprentice support, and leverage resources, the SAA (the State) will bring business service providers, intermediaries, administrators of RTI, and other related entitiesinto a statewide apprenticeship network.

   Goal One will be to organize and create guidance and procedures for moving the state Apprenticeship program to a more holistic approach which divides a lot of the daily functions between the SAA and KCTCS. As the SAA, the State will ensure compliance and collect all reporting and consolidate it, while KCTCS will provide additional outreach support to potential sponsors and support services to potential apprentices.

2. To maintain integrity of the apprenticeship concept and fidelity of business relationships, plus to streamline apprentice support, and leverage resources, the SAA (the State) will bring business service providers, intermediaries, administrators of RTI, and other related entities into a statewide apprenticeship network. This network will be governed by a Memorandum of Agreement designed and adopted by the members that outlines the policies for reporting requirements, engagement strategies, and program expectations of all entities promoting the concept of apprenticeship and serving those participating in apprenticeship programs(sponsors, apprentices, support). To ensure consistent data sharing, we will redesign our website so content is easier to find and use by prospective apprentices and sponsors.

   Furthermore, it has been the overarching goal of the State since the launch of the WorkSmart Kentucky strategy over 10 years ago to align fully all education and workforce systems to a common purpose. The apprenticeship program is another opportunity to do just that. With our

principle RTI being the Kentucky Community and Technical College System and having employers, many with exceptional national reputations, which are committed to recruitment internally of their consortia and externally to other sectors that can affect their work, we expect to see significant growth in employers. We are cautiously optimistic, due to the continuing Covid-19 situation, that our efforts will see an over 25% growth in employers and RAPs.

Goal Two will carry the process a step further by levering our state resources to expand the number of RAPs and most importantly, employers through a combined effort of local, regional and state agencies. The Partners will continue to build their geographic and industry specific solutions, but will have a streamlined path to utilize the capabilities of the LWDA, Local Chambers of Commerce, Leading Employers, Local School Boards, and any other agency we can identify who has a vested interest in the workforce for the three targeted sectors.

3. Like most states on a recent Workforce GPS call (May 14 2020), the State will be enrolling applicants into the state's WIOA reporting system. The RAPIDS report will be run and the two files merged to show all of the appropriate reporting data for Apprenticeship Reporting. The goal is to automate the system as much as possible to eliminate human error and to insure data integrity. This has an added benefit of being able to track participants long term to establish a better sense of ROI and to collect better data on whether Apprenticeships outpace many college degrees in earning potential.

To improve data integrity as it relates to business, a tenant of the statewide MOA will be that network participants will be required to input all business outreach activities in the state Salesforce database. This will allow for fidelity of relationships and more consolidated service

for the companies, eliminating duplication of service and support fatigue amongst companies. By knowing who is calling on what companies for what services, we can develop more robust workforce support plans that leverage not only the Cabinet's resources, but its external partners' resources as well.

With these funds, we will upgrade our Salesforce business and job seeker databases, to include features tailored to tracking sponsor and apprenticeship data as well as our employer activity and contract tracking databases. This will allow us to maintain consistency amongst all partners and promote relationship integrity for businesses participating in our apprenticeship programs.

Goal Three will require the most effort. The State will need to make sure that all the RAPs are using the State's system for input into the WIOA system for tracking of the apprentices and Salesforce for tracking of the sponsors. By integrating the RAPIDS data into the State Reporting System, we will get a clearer picture of the short and long term efforts and establish enough data to see the actual ROI for the State.