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Office of Registered Apprenticeship

Kansas Department of Commerce



2021

Comparison to Competitive States

- Kansas
 - KS is 43rd for total active apprentices
 - KS is 46th for total new apprentices
- Missouri
 - MO is 14th for total active apprentices
 - MO is 2nd in total new apprentices
- Utah
 - UT is 33th for total active apprentices
 - UT is 27th for total new apprentices
- Iowa
 - IA is 22nd for total active apprentices
 - IA is 14th for new apprentices

Refocusing the KDC – Registered Apprenticeship

- 1. Resource provider**
- 2. Convening partners**
- 3. KS Apprenticeship Committee**



Registered Apprenticeship in Kansas

- 1939- Federal Register allowed for state run apprenticeship offices
- 1992 - KS Apprenticeship Committee formed
- 2017 - Federal Modernization for Registered Apprenticeship
- 2022 – expected – Reauthorization



National Apprenticeship Week

- Kansas spotlights and recognizes November 15th through November 21st as **Apprenticeship Week**
- "The Registered Apprenticeship Program connects skilled workers with good-paying jobs," **Governor Laura Kelly said.** "My administration will continue to leverage this program and other apprenticeships to improve quality of life for Kansans, grow our workforce, and strengthen our economy."
- Program Sponsors throughout the state hosted events showcasing the importance of the Registered Apprenticeship Program and the effects it has had on businesses



BHAG Goals for 2022



1. Double number of registered apprentices
 - Add 15 new intermediaries (SAEEI grant +)
 - Create support systems for ALL registered apprentices living in Kansas
 - Expand into other industries: healthcare, IT, CDL, etc.
2. Build relationships with ALL in state and out of state sponsors
 - Create plan for rural Kansas Registered Sponsors
3. National Apprenticeship Week
 - Sponsor a statewide convening/summit
 - Publish annual report
4. Rebuild the Kansas Apprenticeship Committee

Data Reality

- Kansas Department of Labor
 - 3.9% unemployment – nearly 82% of jobs have recovered since COVID¹
 - 67.0% labor force participation rate, Oct 2021

- Current Job Vacancy's
 - **KANSASWORKS.com** as of 12/9/2021



- Job vacancy rate in 2019 – 3.9% (when unemployment was 3.2%)²

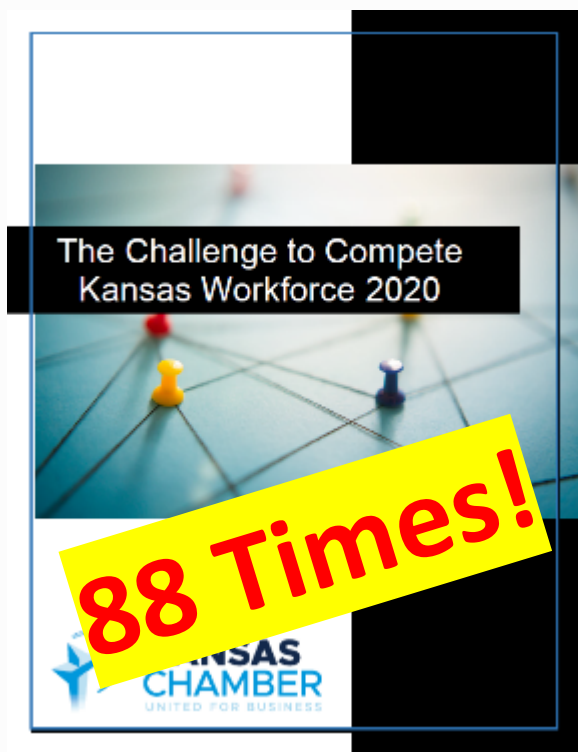
- Probation Population in 2020³
 - Kansas – 5,282

¹2021 Kansas Economic Report. Kansas Department of Labor. <https://klic.dol.ks.gov/>

²2019 Kansas Job Vacancy Survey. Kansas Department of Labor. Access 12.9.21. <https://klic.dol.ks.gov/vosnet/gsipub/documentView.aspx?enc=k8KmPAIGNeNnk3L/IfKA5w==>

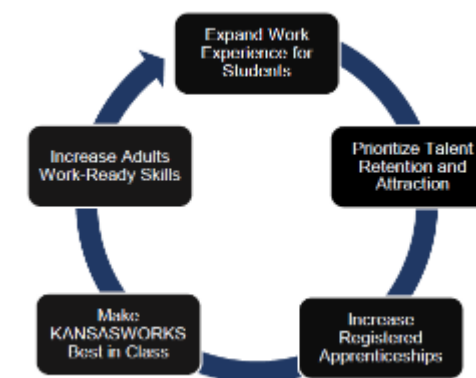
³Total Corrections Population (2019, except a is 2013 and b is 2020)) Corrections Population: U.S. Bureau of Justice Statistics; The Sentencing Project. <https://www.sentencingproject.org/the-facts/#map>

Kansas Chamber of Commerce



Significantly Increase Registered Apprenticeships

Establish a statewide goal to reach the national average for the number of active apprentices per 100,000 people in the working age population, doubling this number from 132 to 263 within five years.



Why Apprenticeship?

Benefits for Business

- Highly-skilled employees
- Reduced turnover costs
- Higher Productivity
- More diverse workforce

¹Business ROI: Average \$1.48 for every \$1

¹The Next-Gen IMT Apprenticeship: A Return on Investment Study. Payne, Jonathan. Jobs for the Future. July 2020

²US Department of Labor, Employment and Training Administration. November 2021. Apprenticeship Whitepaper

Benefits for Workers

- Increased skills
- Higher wages
- National credential
- Career advancement

²Public ROI: average \$28 in economic benefits for every \$1 invested

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If the answer is “yes”

- 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?

Who is the Apprenticeship System for?

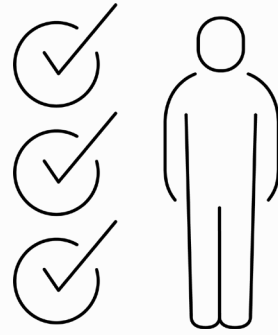
Businesses With Barriers to Profit

- Skilled needs
- Hard to fill positions
- P&L in the *black*
- Rural or urban

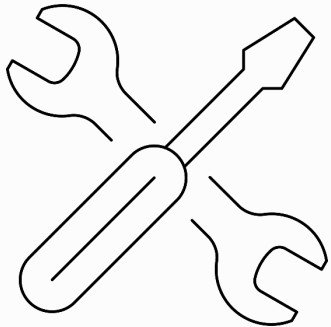


People with Barriers to Employment

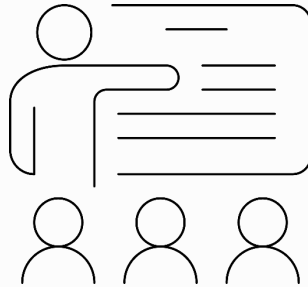
- Justice involved
- People with disabilities
- Youth opportunities
- Displaced workers



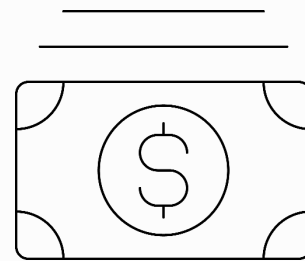
Employer Designed and Driven



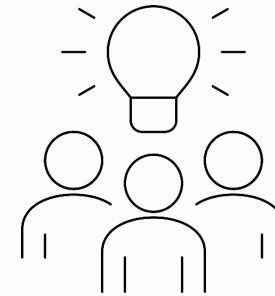
Structured
On-The-Job Learning



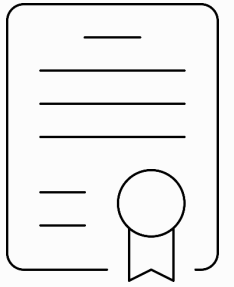
Job-Related
Education



Wage Progression



Mentorship



Valued
Credentials

**Federal Register – 29 CFR
29: Apprenticeship Programs, Labor
Standards for Registration, Amendment
of Regulations; Final Rule. Oct 28, 2008**

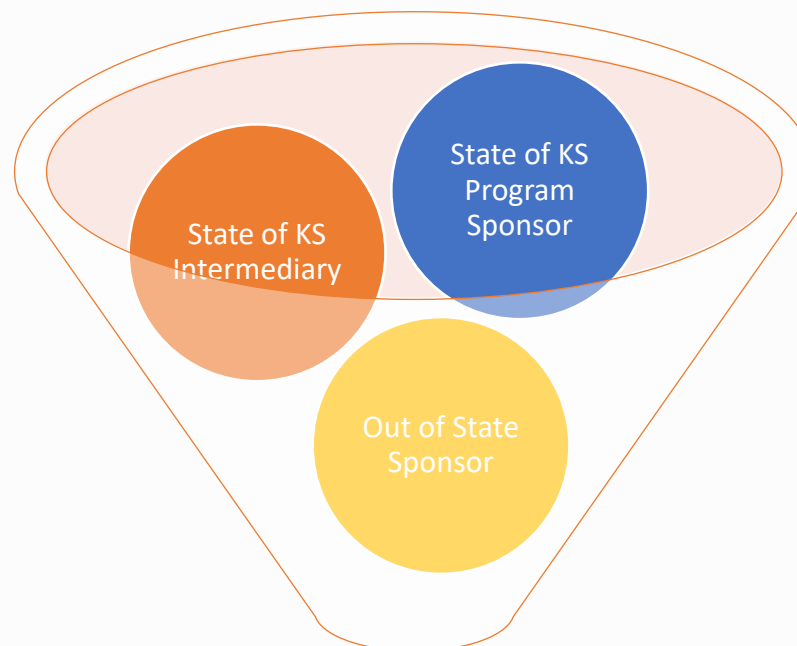
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How do you Apprentice?

State of KS Intermediary

- **Opportunity:** ability to convene apprenticeship programs in region or industry sector
- **What do they do:** concierge service for businesses, handles paperwork, responsible for program reviews



**Recognized Registered
Apprenticeship**

State of KS Program Sponsor

- **Opportunity:** customize program to meet business need
- What do they do: handle all aspects of RA including paperwork, RTI, OJT, mentor, wage, and credentials

Additional Sponsor

Can be either:
Intermediary or Sponsor

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Intermediary Steps to Apprenticeship

1. **Explore** – what are the needs for your business? What are the most in demand skillsets you need?
2. **Partner** – explore partners and players in your region who can help!
3. **Build** – work with the KS Office of Registered Apprenticeship to design and build your program.
4. **Register** – submit your program to the KS Apprenticeship Committee to “legitimize” and credential your program.
5. **Launch** – you are ready for takeoff!

Optional Components

The following entities provide a variety of services that may be helpful to your program, but not necessary.

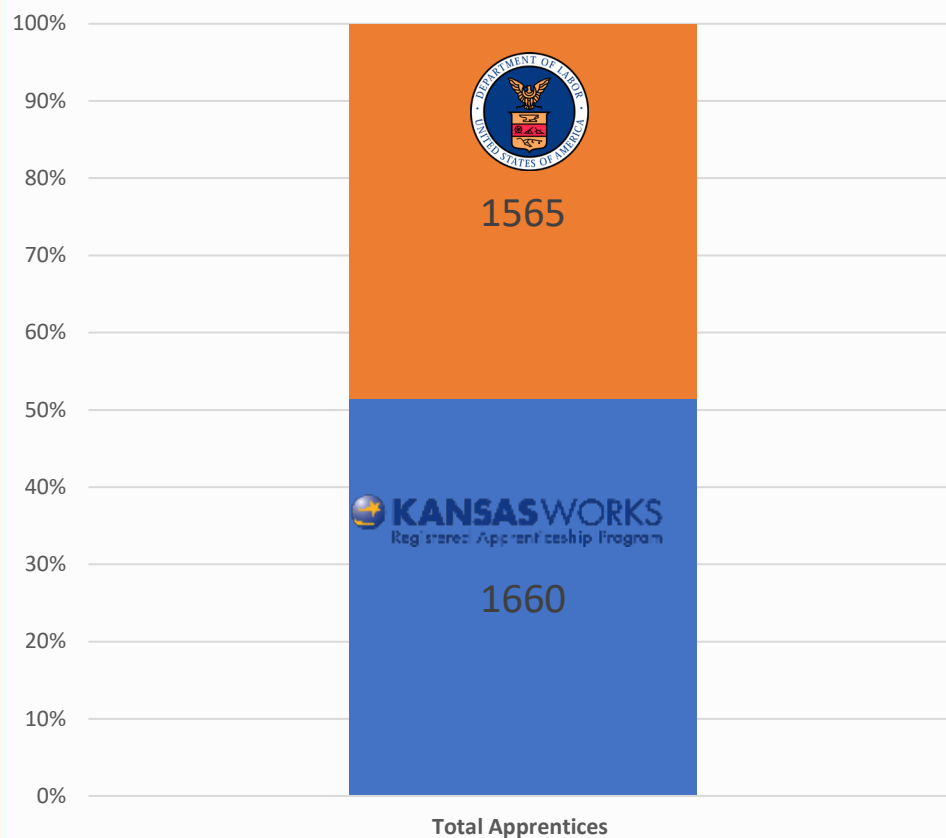
ENTITIES	Wrap Around Services	Funding	Talent Sourcing
INTERMEDIARY		---	
EMPLOYMENT TRAINING PANEL (ETP)	---		---
COMMUNITY BASED ORGANIZATION (CBO)		---	
FEDERAL GRANTS/PHILANTHROPIC ORGANIZATIONS	---		---
LOCAL WORKFORCE INVESTMENT BOARD			
COMMUNITY COLLEGE CHANCELLOR'S OFFICE (CCCCO)	---		

Our Current Partners



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Kansas Residents in R.A.



- Other Registered Apprentices Program
- Kansas Registered Apprentices Program

- ✓ ALL are Kansas residents!
- ✓ ALL pay Kansas taxes!
- ✓ ALL are learning and earning in Kansas!
- ✓ ALL are an essential part of growing the Kansas economy!

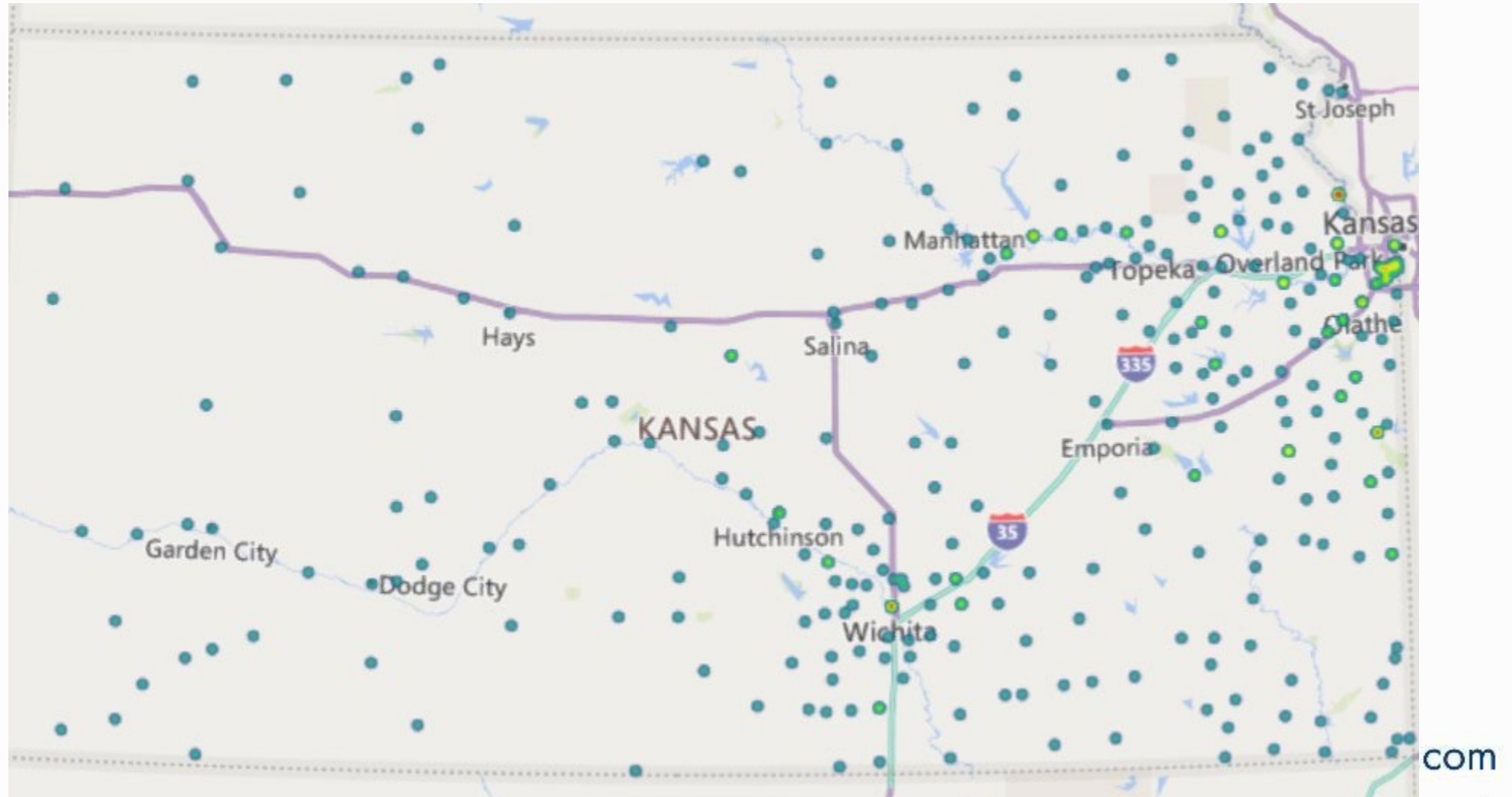
Kansas SAA DOL Rapids Data.
Dol.appiancloud.com. Data updated 11.1.2021

ALL Kansas residents. DOL Rapids Data.
Dol.appiancloud.com. Data updated 11.29.2021

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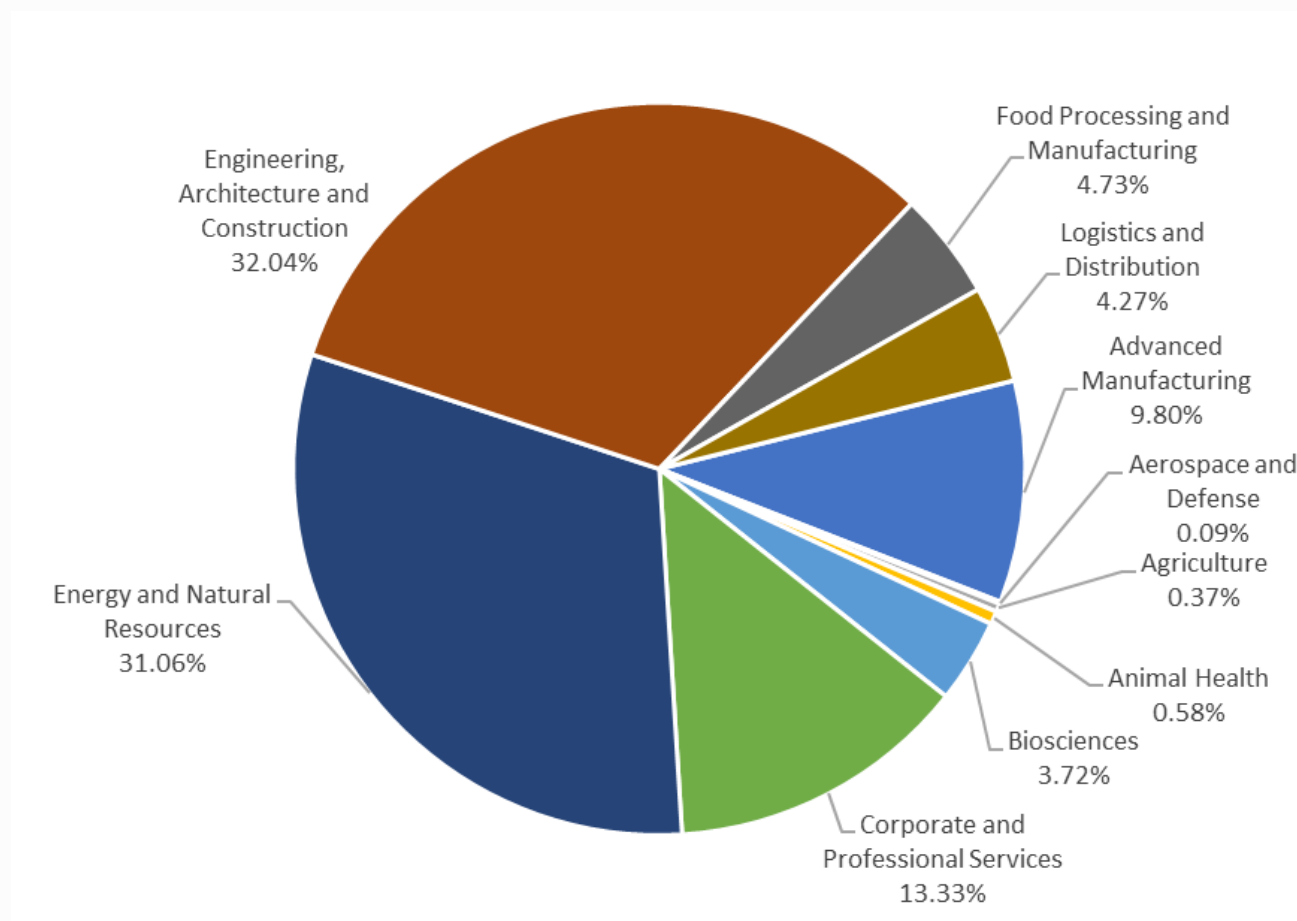
Apprenticeship Heat Map



ALL Kansas residents. DOL Rapids Data.
Dol.appiancloud.com. Data updated 11.29.2021

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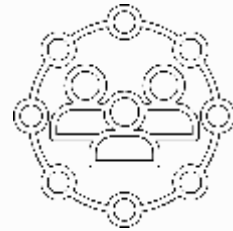
Kansas Department of Commerce



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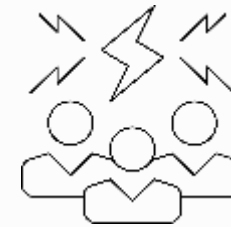
Apprenticeship Dinner Bell Calls



Stakeholders



Sponsors



Intermediaries



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Federal Grant Opportunities

- **Apprenticeship Building America (ABA) Grant Program**
 - FOA-ETA-22-06 POSTED!
 - Awards: \$1 million - \$8 million
 - Eligible Applicants:
 - State governments
 - Nonprofits that do not have a 501(c)(3) status with the IRS
 - Nonprofits having a 501(c)(3) status with the IRS
 - County governments
 - Public and State controlled institutions of higher education
 - <https://www.grants.gov/web/grants/view-opportunity.html?oppld=336694>
- Proposed \$1 billion in Build Back Better Act for apprenticeship

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- 2. Convening partners**
- 3. KS Apprenticeship Committee**

Meet the Team



Shonda Atwater – Director of Apprenticeship and Internship



Chastity Troxel – Registered Apprenticeship Program Manager



Dona Thompson – Registered Apprenticeship Grant Coordinator



Jenny Rogers – Registered Apprenticeship Healthcare Sector Coordinator

Vacant Position – Registered Apprenticeship IT Sector Coordinator

Vacant Position – Registered Apprenticeship Manufacturing Sector Coordinator



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Thank You!

Office of Apprenticeship
1000 SW Jackson St,
Topeka, KS 66612
apprenticeship@ks.gov

<https://ksapprenticeship.org/>

Extra Slides

Youth Apprenticeship

- Federal youth labor laws
 - Youth apprentices falls under regular workman's compensation laws
 - W2 employee
 - Exemptions for hazardous occupations
 - <https://www.dol.gov/agencies/whd/child-labor/faq>
- Youth Apprenticeships need to flow to a registered apprenticeship
 - FAME
 - CTE schools

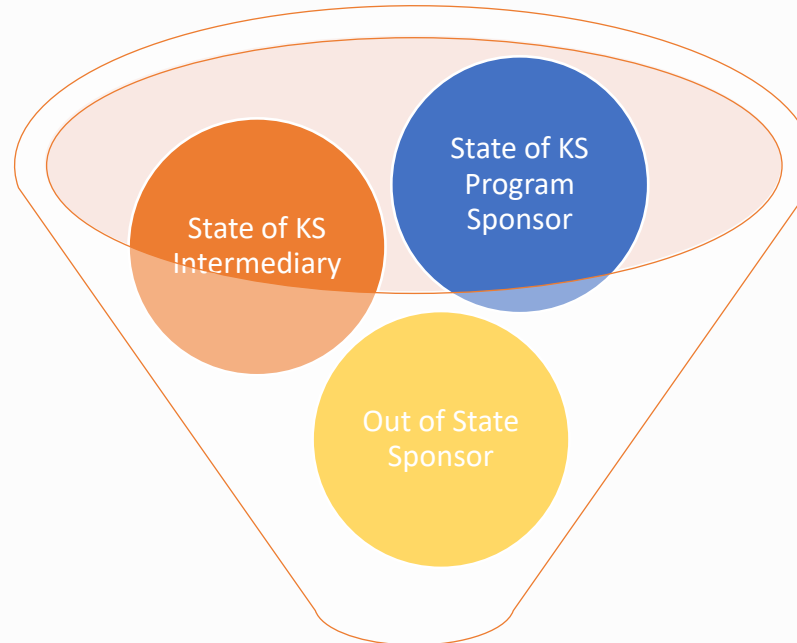


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How do you Apprentice?

State of KS Intermediary

- Trade Associations
- Community Colleges
- Technical Colleges
- Universities
- Workforce Boards
- Chambers
- Union
- Non-profits
- *Got an idea?*



**Recognized Registered
Apprenticeship**

State of KS Program Sponsor

- Trade Associations
- Business
- Union/Association
- Community Colleges
- Technical Colleges
- State Departments
- University
- Workforce Boards
- Chambers
- *Got an idea?*

Additional Sponsor

- National Companies
- Regional Unions
- Corrections Department

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Veteran Status



16%
Kansas
Registered
Apprenticeship



19%
Federal DOL
Apprenticeship
Department



9.22%
Kansas
Residents



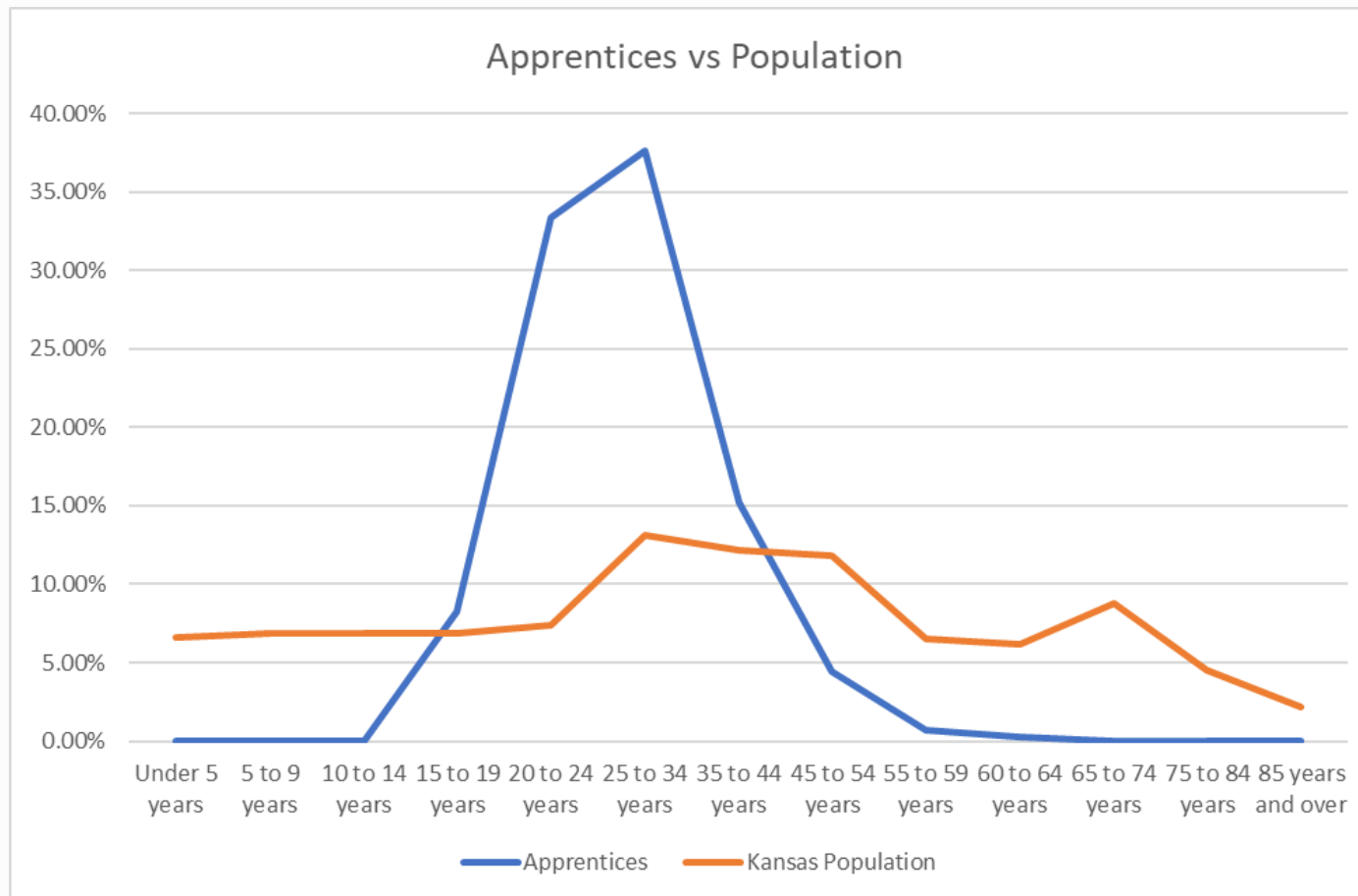
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Age Demographics



Areas of Opportunity

- Increase Youth Apprenticeship
- Incentivize current apprentices to become mentors once completed
- Recognize baby boomers who could be "mentors" or "trainers"



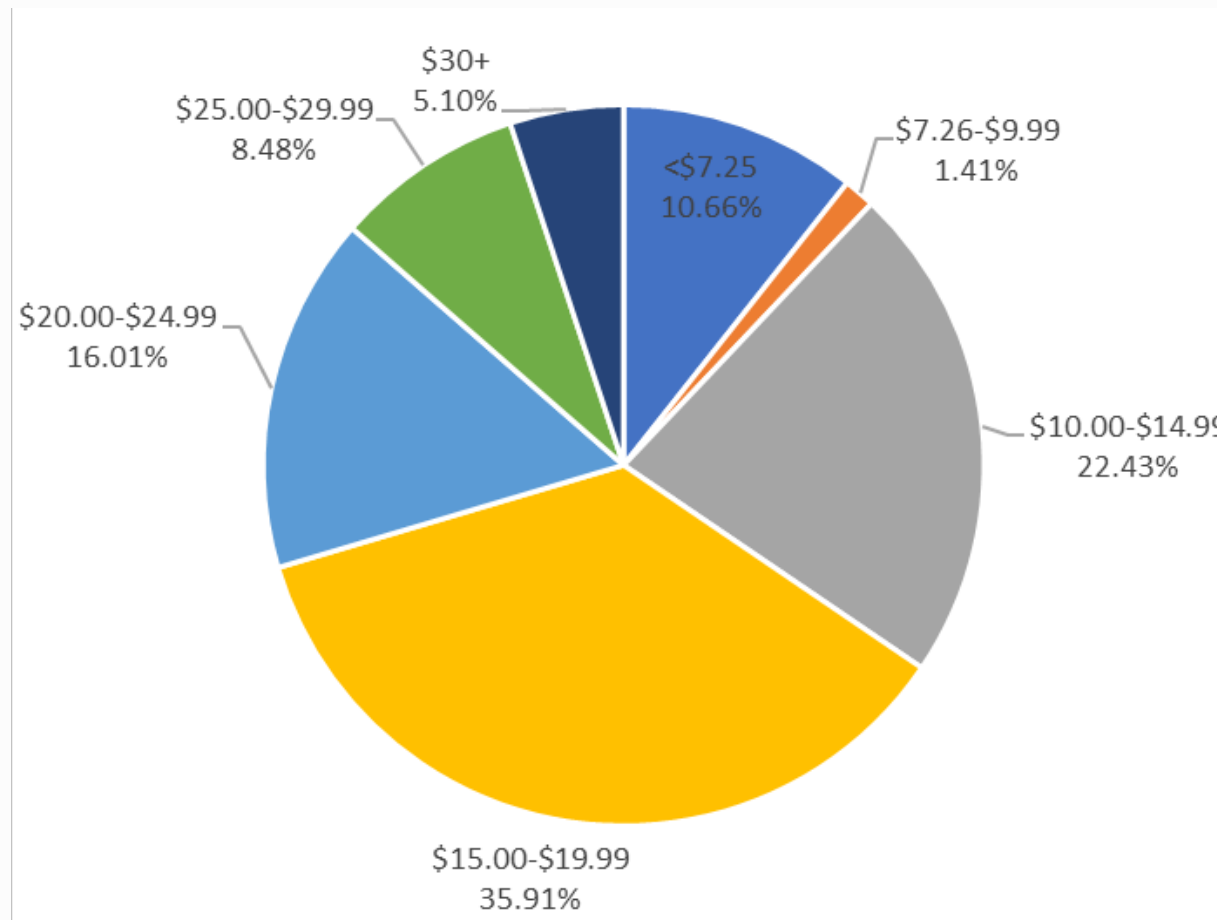
ALL Kansas residents. DOL Rapids Data. Dol.appiancloud.com. Data updated 11.29.2021

Wichita State University. Population, Sex, and Age. [Kansas State Population by Sex and Age - Kansas Economy](#) Accessed 12.7.2021



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Wage Breakdown



- Average starting wage: \$16.72 (avg. \$33,440 annual salary with 2,000 hrs of OJT)

compared

- Federal minimum wage = \$7.25/hr (\$8.72 qualifies Kansans for food benefits*.)
- *RA's making less than \$7.25 are prison inmates.*

*Economic & Employment Services. FOOD ASSISTANCE PROGRAM STANDARDS EFFECTIVE October 1, 2021 – September 30, 2022



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Minority Enrollment



	KS Rapids Data	All Data	State of KS	US-DOL 2020 Data
Data Limitations	Kansas Registered Apprentices combining race/ethnicity	Including additional sponsors/Kansas Residents combining race/ethnicity	Federally reported data	Federally reported data
Apx. Total Minority %	20.54%	25.98%	19.98%	40.3%
Data Source	Kansas SAA DOL Rapids Data. Dol.appiancloud.com. Data updated 11.1.2021	ALL Kansas residents. DOL Rapids Data. Dol.appiancloud.com. Data updated 11.29.2021	US Census data. Accessed November 2021	US-DOL. Registered Apprenticeship National Results Fiscal Year 2020. https://www.dol.gov/agencies/eta/apprenticeship/about/statistics/2020 Accessed 9.23.2021

KC Rising Occupation Categories

