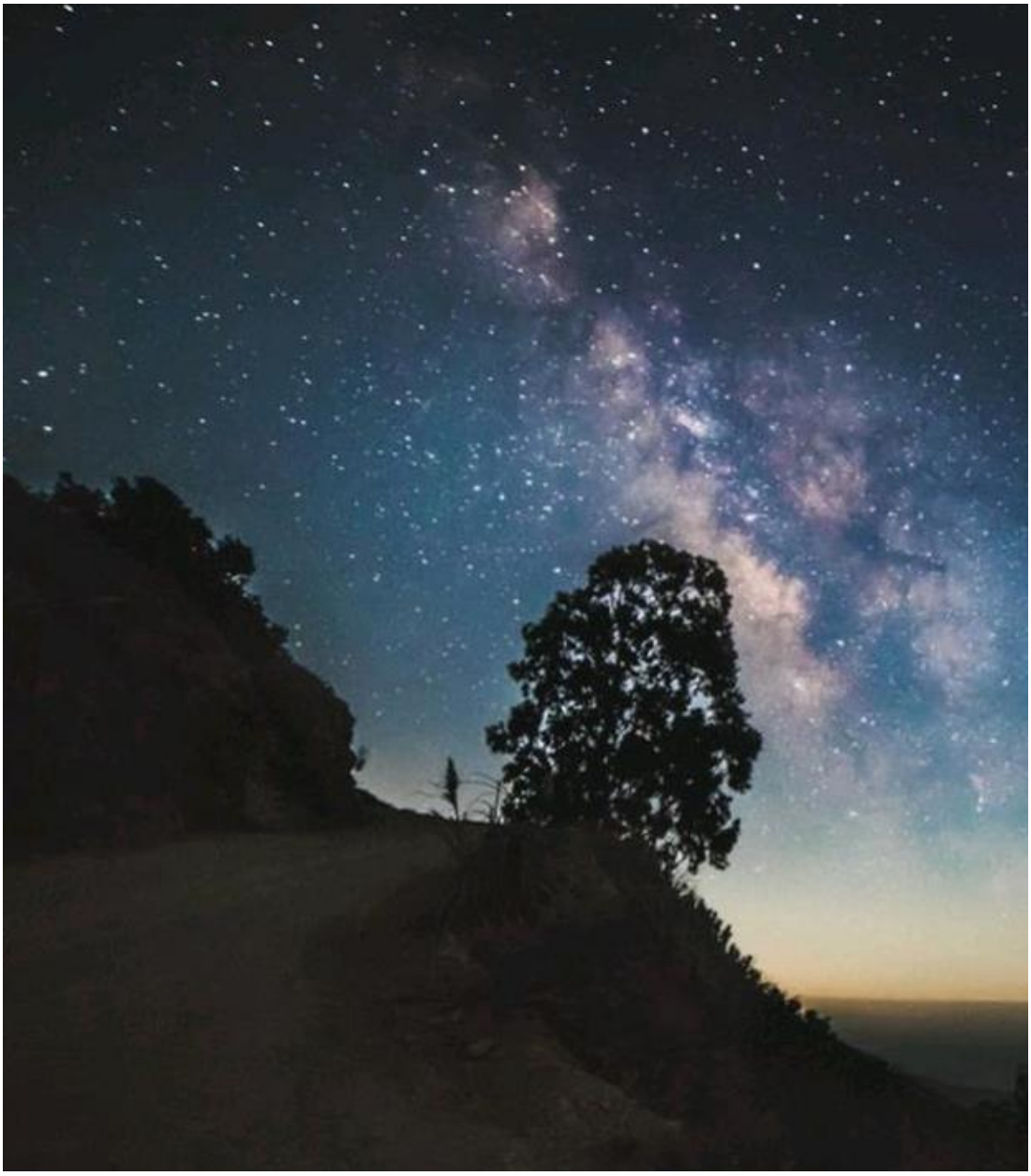

Charting a Course for the Commonwealth:

Revitalizing Registered Apprenticeship

& Workforce-Related Programs

2016-2019

A Media & Business/Strategic Planning Reference Guide

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KentuckyToday
(/)

Ramsey, former UK and NFL player, appointed Secretary of Education and Workforce Cabinet

Posted Tuesday, May 29, 2018 4:54 pm

By TOM LATEK, Kentucky Today

FRANKFORT, Ky. (KT) – Gov. Matt Bevin appointed Derrick Ramsey, the former University of Kentucky and NFL player, to the position of Secretary of the Education and Workforce Development Cabinet on Tuesday.

Ramsey, 61, has been the Kentucky Secretary of Labor under Bevin since December 2015. He takes over the position from Hal Heiner, who was chosen by Bevin to the state board of education in April.

It's a role Ramsey is ready and able to take on, Bevin said.

He was a winner on the playing field, best known for his time as a former tight end and quarterback at UK. He was the first African-American starting quarterback for the Wildcats and was a member of the 1976 UK team that won the Peach Bowl and the last UK team to win the SEC championship. He went on to play in the National Football League for the Oakland Raiders, New England Patriots and Detroit Lions. He owns a Super Bowl ring as a member of the Raiders' champions in 1981 during his nine-year career that ended in 1987.

That same winning attitude has transferred into his career field, Bevin said.

"He has devoted himself to ensuring that Kentucky is the best place in the country to work, and he understands the unique challenges that are before us as we educate and prepare our next generation of workers," Bevin said. "This experience, coupled with his extensive leadership background in and out of government, makes him an ideal choice to lead Kentucky's Education and Workforce Development Cabinet."

Don Parkinson, who was named Acting Secretary after Heiner resigned last month, returns to his duties as Secretary of the Tourism, Arts and Heritage Cabinet with Ramsey's appointment.

Long involved in education, Ramsey began his career as a Community Relations Officer at the University of Kentucky before becoming director of athletics at Kentucky State University, where he developed the Student Athlete Excellence in Academics program. During that time, KSU athletics produced more Presidential Scholars than any other school department. Ramsey also served for seven years as director of athletics at Coppin State University in Baltimore.

As Labor Secretary, Ramsey was responsible for administering worker compensation and workplace standard laws for 1.9 million Kentucky workers and employers. He was also Deputy Secretary of Commerce under former Gov. Ernie Fletcher, where he managed a $50 million budget and oversaw human resources for the agency.

"I am extremely thankful that Gov. Bevin has faith in my ability," Ramsey said in the announcement. "I am very passionate about education and workforce development and, more importantly, the opportunity to help shape education and workforce development programs for generations to come."

Bevin also announced the appointment of Deputy Labor Secretary Mike Nemes as acting secretary for the Labor Cabinet. Nemes is a former State representative from Jefferson County and spent decades in the business sector, working for 17 years as a soft drink bottler before purchasing a successful bakery distributorship.

Bevin directed Ramsey to begin immediately working with Nemes and Public Protection Cabinet Secretary David Dickerson to explore increased efficiencies among Kentucky's Education and Workforce, Labor, and Public Protection Cabinets.

"I am calling upon every Cabinet Secretary to explore possible synergies and efficiencies to further our shared goal of creating a skilled workforce that is the best in the nation and is equipped to meet the demands of Kentucky's growing economy," Bevin said.

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Section II

Executive Order Reorganizing the Labor and EWDC Cabinets

MATTHEW G. BEVIN
GOVERNOR

EXECUTIVE ORDER

RECEIVED AND FILED
DATE July 17, 2018
2:05pm

ALISON LUNDERGAN GRIMES
SECRETARY OF STATE
COMMONWEALTH OF KENTUCKY
BY: K. Adler

Secretary of State
Frankfort
Kentucky

2018-586
July 17, 2018

RELATING TO THE REORGANIZATION OF THE LABOR CABINET AND THE EDUCATION & WORKFORCE DEVELOPMENT CABINET

WHEREAS, the Commonwealth of Kentucky, its officers, and appointees must always promote the good and valuable management of state government operations; and

WHEREAS, it is the duty of state government to provide the citizens of the Commonwealth with a proficient governmental structure that administers effectively and utilizes responsibly the limited resources of the Commonwealth; and

WHEREAS, it is the stated public policy of the Commonwealth to foster, encourage, and develop interest and training in manual and industrial arts, and to encourage the entrance into voluntary agreements of apprenticeship and on-the-job training which will equip workers for profitable employment; and

WHEREAS, this Administration has determined to elevate registered apprenticeship as an invaluable plank within the overall platform of workforce development in the Commonwealth; and

WHEREAS, pursuant to KRS 336.020(1), the Division of Apprenticeship exists within the Department of Workplace Standards of the Labor Cabinet and is vested with the authority to administer Kentucky's registered apprenticeship program in partnership with the U.S. Department of Labor; and

WHEREAS, pursuant to KRS 151B.020 and KRS 151B.280, the General Assembly established the Office of Employment and Training within the Education & Workforce Development Cabinet to develop and operate employment development and placement programs, including employability development and training programs; and

WHEREAS, on May 29, 2018, the leadership of the Labor Cabinet, the Education & Workforce Development Cabinet, and the Public Protection Cabinet were directed to

explore efficiencies in the way each provided government services to the citizens of the Commonwealth; and

WHEREAS, it has been determined that Kentucky's registered apprenticeship program may be expanded to its fullest potential by removing it from the umbrella of the Department of Workplace Standards within the Labor Cabinet and pairing it with the infrastructure and resources of the Office of Employment and Training within the Education & Workforce Development Cabinet; and

WHEREAS, pursuant to KRS 343.020 and Title 29 of the U.S. Code of Federal Regulations, the Apprenticeship and Training Council was created and administratively attached to the Labor Cabinet to assist the Commissioner of the Department of Workplace Standards in formulating policies for the effective administration of Kentucky's registered apprenticeship program; and

WHEREAS, it has been determined that transferring the function of administering Kentucky's registered apprenticeship program from the Labor Cabinet to the Education & Workforce Development Cabinet requires the transfer of the Apprenticeship and Training Council from the Labor Cabinet to the Education & Workforce Development Cabinet so that the Apprenticeship and Training Council can continue its role as an advisory group on state apprenticeship policies and practices; and

WHEREAS, pursuant to KRS 338.051, the Occupational Safety and Health Standards Board (the "OSH Standards Board") was created to adopt and promulgate occupational safety and health rules, regulations, and standards for the Commonwealth; and

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WHEREAS, in recent years, the promulgation of occupational safety and health rules, regulations, and standards has essentially mirrored the actions taken by the U.S. Department of Labor; and

WHEREAS, pursuant to KRS 338.051(3) and HB 314, enacted in the 2018 session of the General Assembly, the Secretary of the Labor Cabinet, as the Chairman of the OSH Standards Board, is already empowered to adopt established federal standards and to suspend, delay, or alter the enforcement of an occupational safety and health administrative regulation if the U.S. Department of Labor does so for a comparable federal regulation without the approval of the OSH Standards Board; and

WHEREAS, it has been determined that abolishing the OSH Standards Board and transferring completely the power to promulgate occupational safety and health rules, regulations, and standards to the Secretary of the Labor Cabinet not only meets the goal set forth in the May 29, 2018 directive but also the overarching goal of agency reorganization set forth in KRS 12.028; and

WHEREAS, proposed legislation is planned for the next regular session of the General Assembly to accomplish the aforementioned goals:

NOW, THEREFORE, I, Matthew G. Bevin, Governor of the Commonwealth of Kentucky, under the authority vested in me by the Kentucky Constitution, Sections 69 and 81, KRS 12.028, and otherwise, do hereby Order and Direct the following organizational changes within the Labor Cabinet and the Education & Workforce Development Cabinet:

I. The Education & Workforce Development Cabinet, as established by KRS 151B.020, shall have the following changes in organizational structure:

   (A) The Department of Workforce Investment, as established by KRS 151B.020(2), shall have the following changes in organizational structure:

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GOVERNOR

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(1) The Office of Employment & Training, as established by KRS 151B.280, shall have the following changes in organizational structure:

(a) The Division of Apprenticeship is hereby created as a division-level organizational unit within the Office of Employment & Training. A director exempted from the classified service pursuant to KRS 18A.115 and appointed by the Secretary of the Education & Workforce Development Cabinet with the approval of the Governor in accordance with KRS 12.050 shall head the division and report to the Executive Director of the Office of Employment & Training. The division shall be composed of such organizational units as the Secretary deems appropriate and sets forth by administrative order.

(B) The Kentucky Apprenticeship Council (the "council") is hereby created and established as an administrative body of state government charged with providing advice to the Commissioner of the Department of Workforce Investment on matters affecting registered apprenticeship policy. Notwithstanding the provisions of KRS Chapter 343, the council shall have no authority to promulgate, alter, override, or provide consent for any administrative rule, regulation, or standard and shall have no authority to approve or confirm the appointment of the supervisor of apprenticeship and training as defined in KRS Chapter 343. The council shall be attached to the Department of Workforce Investment of the Education & Workforce Development Cabinet for administrative purposes.

(C) The council shall consist of six (6) members appointed by the Governor as follows:

(1) Two (2) members shall represent employees / apprentices for a term of four (4) years.

(2) Two (2) members shall represent employers / apprenticeship program sponsors for a term of four (4) years.

(3) Two (2) members shall be at-large members for a term of four (4) years.

(D) The Commissioner of the Department of Workforce Investment of the Education & Workforce Development Cabinet shall serve as the seventh member and Chair of the council.

(E) The council shall meet at the call of the Commissioner of the Department of Workforce Investment of the Education & Workforce Development Cabinet. A majority of the members of the council, except

the Commissioner of the Department of Workforce Investment of the Education & Workforce Development Cabinet, shall constitute a quorum for the transaction of business.

(F) Any member appointed to fill a vacancy occurring for any reason other than by expiration of a term shall be appointed for the remainder of the unexpired term. Any member whose term has expired, however, shall serve until his or her successor is appointed and qualified.

(G) Members shall be reimbursed for necessary expenses incurred in fulfillment of their duties on the council in the manner and amounts prescribed for state employees by KRS 45.101 and the administrative regulations promulgated under the authority of that statute. No member of the council, however, shall be paid for his or her attendance at any meeting.

VIII. The Labor Cabinet, as established by KRS 336.015, shall have the following changes in organizational structure:

(A) The Department of Workplace Standards, as established by KRS 336.015(2), shall have the following changes in organizational structure:

(1) The Division of Apprenticeship, as established by KRS 336.020(1), is hereby abolished. Except where expressly provided in this or any other executive order, all duties, responsibilities, personnel, records, files, equipment, budgets, appropriations, allotments, and cash balances previously assigned to the division are hereby transferred and assigned to the newly created Division of Apprenticeship of the Office of Employment & Training of the Department of Workforce Investment of the Education & Workforce Development Cabinet.

(B) The Apprenticeship and Training Council, as established by KRS 336.015(3) and KRS 343.020, is hereby abolished. Except where expressly provided in this or any other executive order, all duties, responsibilities, personnel, records, files, equipment, budgets, appropriations, allotments, and cash balances previously assigned to the council are hereby assigned to the newly created Kentucky Apprenticeship Council attached to the Department of Workforce Investment of the Education & Workforce Development Cabinet.

(C) The Occupational Safety and Health Standards Board, as established by KRS 336.015(3) and KRS 338.051 is hereby abolished. Except where expressly provided in this or any other executive order, all duties, responsibilities, personnel, records, files, equipment, budgets, appropriations, allotments, and cash balances previously assigned to the

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GOVERNOR

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board are hereby transferred and assigned to the Office of the Secretary of the Labor Cabinet.

IX. The Labor Cabinet, the Education & Workforce Development Cabinet, the Office of State Budget Director, the Personnel Cabinet, the Finance and Administration Cabinet, and all other necessary personnel within the Executive Branch shall take all necessary steps to effectuate this order.

This order shall be effective July 16, 2018.

MATTHEW G. BEVIN, Governor
Commonwealth of Kentucky

ALISON LUNDERGAN GRIMES
Secretary of State

MATTHEW G. BEVIN
GOVERNOR

EXECUTIVE ORDER

Secretary of State
Frankfort
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REORGANIZATION PLAN

INTRODUCTION

Executive Order 2016-855 reorganized the Labor Cabinet, in part, to advance the concept of registered apprenticeship, an economic tool that encourages individuals to receive hands-on training and certification for long-term employment in lieu of the traditional four- or five-year post-secondary classroom experience. This Executive Order constitutes the next phase in this effort by proposing to transfer the apprenticeship-based organizational units within the Labor Cabinet to the Education & Workforce Development Cabinet, where those units can harness the latter's statewide resources and infrastructure and improve the administration of this important and increasingly robust program.

Additionally, this Executive Order proposes to streamline the process of promulgating occupational safety and health standards, rules, and regulations in Kentucky by abolishing the Occupational Safety and Health ("OSH") Standards Board and, like most other Executive Branch agencies, granting that power to the Office of the Secretary of the Labor Cabinet. In total, this effort will result in the improved administration of services and more efficient rulemaking processes affecting employers and employees throughout the Commonwealth.

SUMMARY

Kentucky Labor Cabinet

Department of Workplace Standards

Division of Apprenticeship

Presently, the Division of Apprenticeship, in partnership with the U.S. Department of Labor, works with employers, or "program sponsors," across the Commonwealth to expand registered apprenticeship as a mechanism for encouraging in-house training and hands-on experience for individuals who wish ultimately to become employed in both traditional skills (*e.g.*, carpentry, electrical, and masonry) and more contemporary occupations (*e.g.*, information technology and medicine). At its core, the Division of Apprenticeship is a one-stop location for both apprenticeship marketing and customer service, but its reach—and its potential—are somewhat constrained by its current structure and placement within the Labor Cabinet. This reorganization proposes to abolish the Division of Apprenticeship and transfer its functions, personnel, and funding to a newly created Division of Apprenticeship within the Office of Employment & Training, Department of Workforce Investment of the Education & Workforce Development Cabinet, where it can synergize with that cabinet's existing statewide workforce development structure and personnel and become an even greater force in the broader effort to expand Kentucky's economic footprint.

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Apprenticeship and Training Council

Essential for recognition of a "state apprenticeship agency" by the U.S. Department of Labor (*See* 29 C.F.R. § 29.13(a)(2) (2017)), states must establish and use a "state apprenticeship council," the purpose of which is to provide regulatory or advisory support to the relevant agency in the area of apprenticeship policy. Consistent with that admonition, Kentucky created the Apprenticeship and Training Council, a governmental body attached to the Labor Cabinet for administrative purposes, the mission of which is to aid the Commissioner of the Department of Workplace Standards in formulating policies for the effective administration of Kentucky's apprenticeship law, KRS Chapter 343, and its related regulations. As this proposed reorganization transfers the apprenticeship program and organizational structure from the Labor Cabinet to the Education & Workforce Development Cabinet, it logically flows that the Apprenticeship and Training Council attached to the Labor Cabinet should be abolished, re-created as the new Kentucky Apprenticeship Council, and attached to the Department of Workforce Investment in the Education & Workforce Development Cabinet.

Additionally, this reorganization proposes to clarify the role of the Kentucky Apprenticeship Council, ensuring that it remains advisory in scope only. And this reorganization proposes to circumscribe the Kentucky Apprenticeship Council's ability to reject the Commissioner of Workforce Investment's appointment, and this Office's approval, of a Supervisor of Apprenticeship, a position which is empowered under Kentucky law to approve new registered apprenticeship programs or to decertify existing programs. This recalibration will align this program with the majority of the Executive Branch and make more efficient the process of approving and overseeing apprenticeship programs.

Occupational Safety and Health Standards Board

Pursuant to the Occupational Safety and Health Act ("OSHA"), the U.S. Department of Labor currently initiates nearly all new occupational safety and health ("OSH") regulations, rules, and standards, as well as any changes to existing OSH standards, across the country. As an OSH "State Plan" state, Kentucky has an obligation to affix its OSH regulatory scheme to be "as effective as" its federal counterpart, which, in simple terms, means Kentucky generally adopts federal standards as its own. What is more, to be in compliance with federal mandates, Kentucky must promulgate its commensurate OSH regulations within six (6) months of a federal OSH rule becoming final.

Under current Kentucky law, the Secretary of the Labor Cabinet has the power to promulgate or change OSH regulations, rules, or standards to meet federal timeline requirements. Thus, as a practical matter, the six-month duty to comply with federal mandates that has become the standard for the OSH community has obviated the need for the Occupational Safety and Health Standards Board, which is the organizational unit charged with promulgating or altering OSH regulations, rules, or standards under normal conditions. This proposed reorganization, therefore, ensures a more efficient means of altering OSH standards in the Commonwealth by codifying what the Secretary of the Labor Cabinet exercises in practice; namely the authority to effect change to the OSH regulatory scheme to meet timely requirements without the need to call on the OSH Standards Board.

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GOVERNOR

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PERSONNEL IMPACT

At the outset, this reorganization does not propose to lay off any state employees. In general, and pursuant to KRS 12.028(3)(d), the abolishment of the Division of Apprenticeship outlined above will re-align six (6) total budgeted positions, of which five (5) are filled, from the Labor Cabinet to the newly created Division of Apprenticeship within the Office of Employment & Training of the Department of Workforce Investment of the Education & Workforce Development Cabinet.

No personnel will be affected by the abolishment of the Apprenticeship and Training Council attached to the Labor Cabinet or the creation of the new Kentucky Apprenticeship Council attached to the Department of Workforce Investment in the Education & Workforce Development Cabinet.

Further, no personnel will be affected by the abolishment of the OSH Standards Board.

FISCAL IMPACT

Though the proposed reorganization will not realize significant fiscal savings overall, it will have an impact on the budgets of both the Labor Cabinet and the Education & Workforce Development Cabinet. Specifically, the proposed reorganization could result in the following:

Kentucky Labor Cabinet

Department of Workplace Standards

Division of Apprenticeship

Based on the most recent numbers available, the Division of Apprenticeship's total Fiscal Year 2019 operating budget is approximately **$1,391,100**. This includes **$609,300** in personnel costs and **$98,600** in traditional operating costs (*i.e.*, utilities, equipment, security). Of this total operating budget, the Division of Apprenticeship receives **$424,800** through a General Fund appropriation and **$966,300** by way of Federal Funds.

Under this proposed reorganization, all of this funding will transfer from the Labor Cabinet to the Education & Workforce Development Cabinet.

Occupational Safety and Health Standards Board

Unlike the Division of Apprenticeship, the OSH Standards Board does not have a defined budget for operating or personnel expenses. That said, this proposed reorganization and abolishment of the OSH Standards Board will result in some savings to the Commonwealth as evidenced by the last four (4) years of accounting data, which shows that the Labor Cabinet incurred the following expenses on behalf of the OSH Standards Board:

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2015: **$4,379.87** (for member training, travel, and supplies)
2016: **$592.95** (for member travel)
2017: **$0** for expenses
2018: **$3,750.53** (for member travel, reporting of minutes, and meeting advertisements)

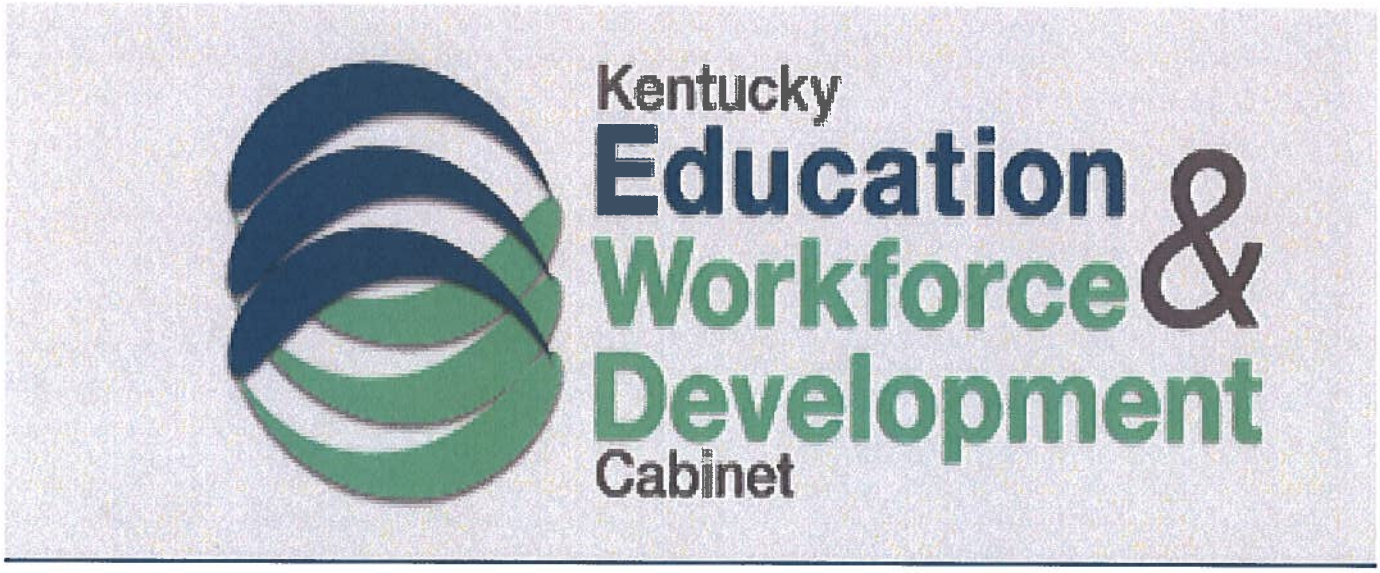
The remainder of this proposed reorganization will have little to no impact on the budget allocations for either the Labor Cabinet or the Education & Workforce Development Cabinet.

NET EFFECT

Though it will have little impact on the overall finances of the Executive Branch, the impact of this reorganization will be felt through the improved administration of a vital government initiative—registered apprenticeship—and the increased efficiency of promulgating OSH regulations, rules, and standards. Overall, this proposed reorganization will better position Kentucky as a hub of innovation and workforce development in the United States, while simultaneously reinforcing this Administration's commitment to workplace health and safety for Kentucky workers.

Section III

Media Coverage at the EWDC



Media Coverage- Apprenticeship

July 16, 2018-

Apprentice Brandy Meeks (center) instructs Ellie Clay (left) and Tracy Osborne Clay (right), Registered Apprenticeship Coordinator

Kentucky's Iconic Animal and Equestrian Apprenticeships: A Beginning at Smokey Valley Farms

Apprenticeship On the Move – Kentucky

Smokey Valley Horse Farm is situated in Appalachia Kentucky's picturesque and very green hills located in Olive Hill. The farm, under the guidance of Dr. Bob Coleman, has created its own breed of naturally gaited horses, the Smokey Valley Horse. Max Hammond, VP of Smokey Valley, describes these exceptional equine athletes as, "Naturally gaited, all around, sporting horses of the finest kind". The horses are being promoted nationally and internationally.

Desiring to apprentice horse trainers for the growing business, as well as to further strengthen ties with Morehead State University's Equine Studies Program, Smokey Valley sought the services of the Kentucky Registered Apprenticeship Program. As a horse trainer apprentice, the overarching goal is to train horses to ride, and to "acculturate" them to human voice and commands. They also work with riders to ensure they are at ease with the horses.

In addition to these core work processes, a horse trainer apprentice also observes horses to detect signs of illness and injury, treats minor injuries and ailments, trains horses for show competition according to prescribed standards for gait, form, manners, and performance for operating routines of horse show, and finally, maintain and manage horse facilities. The time required to complete the horse trainer journeyworker certification is 2000 hours.

"I'm now closing in on my first year working at Smokey Valley Farm and could not have foreseen all the opportunities that would come my way through this registered apprenticeship," said Brandy Meeks, Smokey Valley Horse Farm's First Registered Apprentice. "Everything from the work processes required for the apprenticeship to meeting the variety of people coming down to ride and visit the farm, two trips to Florida, and a chance to be involved in the Appalachian Horse Revival at Morehead State's farm this coming May. I'm excited to see what other doors will be opened after completion of the program and having the privilege of adding the first certified horse trainer in Kentucky to my resume."

Kentucky takes leading role in civil service apprenticeships

March 8, 2019 10 Views

FRANKFORT, Ky. — Kentucky launched an initiative to include public service apprenticeships as part of the Kentucky Personnel Cabinet job classification system last year, becoming one of the first states in the nation to implement such an program. Today, Education and Workforce Development Cabinet (EWDC) Secretary Derrick Ramsey hosted a roundtable discussion to highlight civil service apprenticeships and share findings from the Urban Institute report entitled *"Leading by Example: Public Sector Apprenticeships in Kentucky."*

Modern apprenticeships are an employee training program that combines on-the-job training and classroom instruction under the supervision of an experienced business professional. As a proven strategy for recruiting, training and retaining employees, Kentucky has utilized the apprenticeship model to fill workforce pipelines with highly skilled, diverse, productive workers. Each modern apprenticeship program is customized to meet the particular needs of a business.

"The dynamics of state government have changed dramatically in the past decade, and we must keep interest in employment within public service dynamic, fresh and contemporary," said Secretary Ramsey. "This unique collaboration is helping to bring the power of apprenticeships to innovative careers within state government, and I applaud my colleagues for wanting to cultivate a new wave of committed and engaged public servants. This program is one of the first of its kind in the nation, and truly showcases how Kentucky is pioneering solutions in workforce development through problem solving, innovation, and excellence."

In May 2018, Governor Bevin and Secretary Ramsey announced an initiative with the Kentucky Personnel Cabinet to incorporate civil service apprenticeships into the Commonwealth's job

classification system. The Cabinet for Health and Family Services, Commonwealth Office of Technology, and Transportation Cabinet are now offering apprenticeship opportunities for job classification relating to direct support specialist, help desk technician, and automotive tech specialist.

The Kentucky Justice and Public Safety Cabinet, Kentucky Department for Libraries and Archives (KDLA), Governor's Office for Early Childhood and the Department for Veteran Affairs are currently exploring the development of apprenticeship opportunities for various positions within their respective agencies. KDLA's library technician apprenticeship is tentatively scheduled to launch in the coming months following approval by the U.S. Department of Labor.

"In late 2016 four Kentucky apprenticeship program coordinators and their leadership set about to reinvigorate Registered Apprenticeships throughout the Commonwealth,' said Deborah Williamson, director of the Office of Employer and Apprenticeship Services. "In the 12-month timeframe that followed, Registered Apprenticeship occupations were operationalized in three Cabinets and in one local government agency. If properly nurtured over the course of the next few years, this program will ameliorate gaps created by the exodus of the baby-boomers, and keep careers in government fresh, inspired and energized."

The Education and Workforce Development Cabinet acts as the governing body for Registered Apprenticeships in Kentucky and provides technical and consultative services to employers. The "Kentucky Trained. Kentucky Built." campaign was launched in 2016 to signal the cabinet's commitment to strengthening and growing Registered Apprenticeships across the Commonwealth. For more information, visithttps://educationcabinet.ky.gov/Pages/default.aspx.

To view the full report, click here.

Tags Apprenticeships Frankfort

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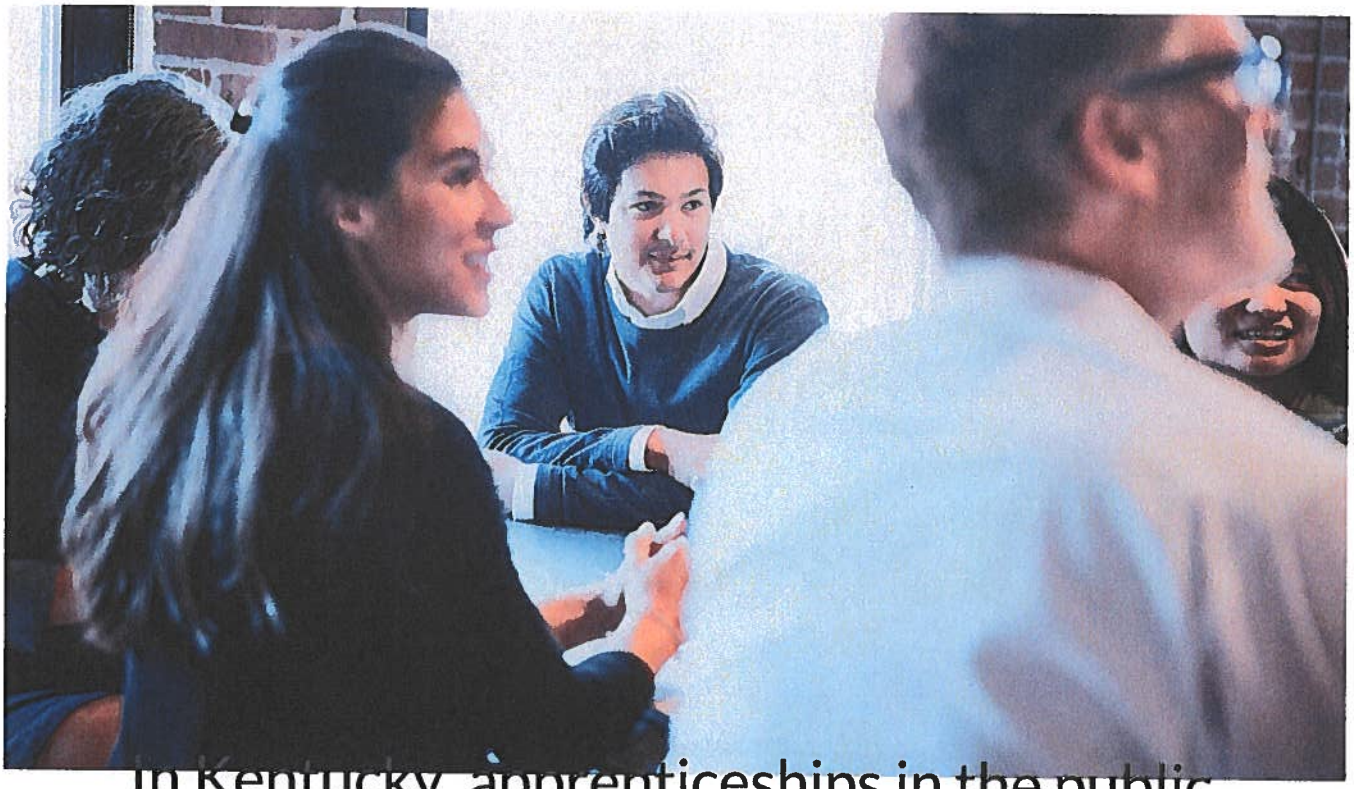
Urban Wire :: Job Market and Labor Force

The blog of the Urban Institute



In Kentucky, apprenticeships in the public sector open new opportunities

John Marotta | *March 8, 2019*

In January 2019, the government sector employed nearly 23 million workers, or about 15 percent of all US nonfarm workers, and local governments account

for about two-thirds of this total. Governments also employ workers through outside service contracts and influence job markets through their purchases of goods and services.

Facing an aging workforce and persistent fiscal challenges, state and local governments are struggling to attract and retain the next generation of public servants. State and local governments are trying new strategies (PDF) to address these talent pipeline challenges.

In a 2018 survey of state and local human resources professionals (PDF), 20 percent of respondents reported that internships and apprenticeships are successful recruitment practices for reaching qualified candidates. Although public employers have long used apprenticeships, and although public administration currently provides over 23,000 apprenticeships in 31 states that report individual industries, recent initiatives to expand apprenticeship programs have generally not addressed the possibility of expanding apprenticeships into the public sector. As a result, some have called on governments to lead by example (PDF).

Kentucky as a case study in public sector apprenticeships

In 2018, Kentucky launched several pilot civil service apprenticeship programs as part of a broader talent development strategy for filling critical gaps in the Commonwealth's talent pipeline. Researchers from the Urban Institute sought to understand these new and innovative civil service apprenticeship programs through interviews and reviewing press and collateral materials about the programs.

Urban staff recently conducted interviews with 22 individuals, including 5 apprentices, and public officials representing the Kentucky Department of Human Resources Administration, the Division of Apprenticeship, the Commonwealth Office of Technology, the Department of Community Based Services, the Transportation Cabinet, and the Barren County Government.

The Kentucky programs have operated for less than a year, but each of the four civil service apprenticeships examined by Urban's researchers demonstrate tangible, practical benefits. For example, working apprentices gain experience while allowing skilled workers to focus on more advanced tasks.

Apprentices are cultivating professional networks, obtaining necessary experience for industry-recognized credentials, learning vital technical and interpersonal skills, and taking pride in serving their communities.

Apprentices and their managers are generally pleased with the apprentices' work, as well as the mentoring of the apprentices, the skills they attain, and the positive effect they have on the departments. These promising developments bode well for expansion to other public sector entities. Indeed, Kentucky's Departments of Corrections and Veterans Affairs are already exploring apprenticeship opportunities for various positions.

Other states and localities are following suit

The City of Philadelphia is piloting career pathways work-based learning opportunities with its Office of Fleet Management, Parks and Recreation Department, Streets Department, and Water Department. These apprenticeship programs hire and train young people to work in the city's automotive garages, maintain trees and roads, and improve the city's communications and outreach efforts.

In Boston, the Mayor's Office of Workforce Development collaborated with Boston Emergency Medical Services to develop an emergency medical technician apprenticeship program (PDF). The city hopes this apprenticeship program will boost their recruitment abilities, along with the opportunity for good wages, benefits, and academic and career growth.

To continue building momentum for public sector apprenticeships, leaders should encourage state officials to develop apprenticeships in a range of occupations, many of which have counterparts in the private sector. As department managers learn more about building and managing apprenticeships, they should document the benefits and costs of the apprenticeships to the operations of departments and to the apprentices.

Public officials can increase their credibility when promoting apprenticeships in the private sector by pointing to the largely positive results in the public sector. Based on Kentucky's experience, public sector apprenticeships seem like a viable way to expand economic opportunity and address the talent needs of state and local governments.

Williamson, Deborah L (OEAS)

From: EDU Postmaster
Sent: Friday, March 08, 2019 2:50 PM
Subject: Kentucky Takes Leading Role in Civil Service Apprenticeships

Commonwealth of Kentucky
Education & Workforce Development Cabinet

Matthew G. Bevin, Governor **Derrick K. Ramsey, Secretary**

FOR IMMEDIATE RELEASE

Contact: Alex Englen
502-234-0077
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Kentucky Takes Leading Role in Civil Service Apprenticeships

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The Education and Workforce Development Cabinet acts as the governing body for Registered Apprenticeships in Kentucky and provides technical and consultative services to employers. The "Kentucky Trained. Kentucky Built." campaign was launched in 2016 to signal the cabinet's commitment to strengthening and growing Registered Apprenticeships across the Commonwealth. For more information, visit https://educationcabinet.ky.gov/Pages/default.aspx.

To view the full report, click here.

Follow the Kentucky Education and Workforce Development Cabinet on Facebook and Twitter for all the latest updates. For more information about the cabinet, visit https://educationcabinet.ky.gov/Pages/default.aspx.

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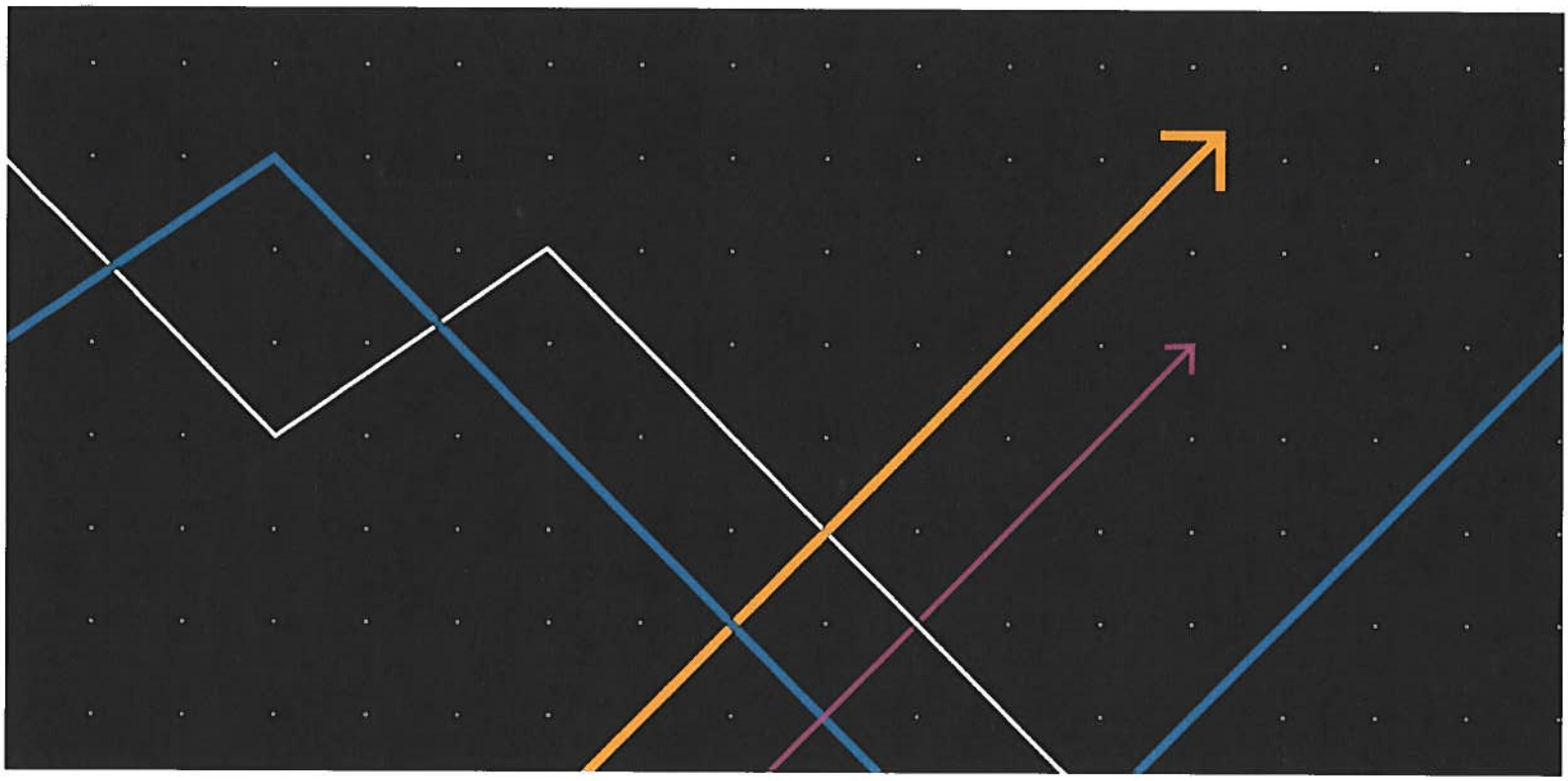

RESEARCH REPORT

Leading by Example

Public Sector Apprenticeships in Kentucky

Robert I. Lerman *John Marotta* *Myca San Miguel*

February 2019

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The nonprofit Urban Institute is a leading research organization dedicated to developing evidence-based insights that improve people's lives and strengthen communities. For 50 years, Urban has been the trusted source for rigorous analysis of complex social and economic issues; strategic advice to policymakers, philanthropists, and practitioners; and new, promising ideas that expand opportunities for all. Our work inspires effective decisions that advance fairness and enhance the well-being of people and places.

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Acknowledgments

This report was funded by the Commonwealth of Kentucky, Education and Workforce Development Cabinet. We are grateful to them and to all our funders, who make it possible for Urban to advance its mission. Special thanks go to Secretary Derrick Ramsey, who is playing a leading role in stimulating apprenticeships in Kentucky, and to Deborah Williamson, who helped our team connect with participants involved in the Kentucky civil service apprenticeships.

The views expressed are those of the authors and should not be attributed to the Urban Institute, its trustees, or its funders. Funders do not determine research findings or the insights and recommendations of Urban experts. Further information on the Urban Institute's funding principles is available at urban.org/fundingprinciples.

Executive Summary

Kentucky has embarked on a serious effort to expand the scale of apprenticeships in the Commonwealth. Led by Derrick Ramsey, Secretary of Education and the Workforce, state officials have put new energy into widening the scope of apprenticeships well beyond the construction industry. In early 2018, they realized that state government itself could contribute to this effort by creating apprenticeships within the civil service. Making these apprenticeships a reality required the Personnel Cabinet (Personnel) to help develop the program by creating the first ever Apprenticeship I and Apprenticeship II job categories. Personnel strategically established these job categories in Spring 2018 to offer sufficient flexibility to meet the diverse needs of each agency and position, while still incorporating appropriate criteria to meet state-wide employment requirements. Personnel and the Kentucky apprenticeship staff subsequently worked to inform agencies about the potential use of apprenticeships and to help them implement programs.

The establishment of new apprenticeships across Kentucky agencies is a continuing project. Among the apprenticeships developed in state and local employment are four that were examined by Urban Institute staff. These are: Direct Support Specialist program administered by the Department of Community Based Services; Computer Support Specialist (Help Desk Technician) program administered by the Commonwealth Office of Technology; Automotive Technician Specialist program administered by the Transportation Cabinet; and Office Administrative Services program administered by Barren County Government.

Kentucky managed to implement apprenticeships in these four occupational areas and register them with the state quickly, partly because of extensive support from the Division of Apprenticeship. Expediting this process was made easier because of the flexibility in the program design, established by Personnel in conjunction with the Division of Apprenticeship. To recruit apprentices, each of the four apprenticeship programs leveraged relationships with high schools or technical colleges as well as the statewide Tech Ready Apprenticeship for Careers in Kentucky (TRACK) program.

The Urban Institute examined these apprenticeship programs by conducting 22 interviews with apprentices, public officials, and supervisors and reviewed press and collateral materials about the programs. Although the civil service apprenticeship initiative is still in its early phases and the apprenticeships in the four occupational areas described in this report are ongoing, several conclusions emerge. First, the new apprenticeship programs were quickly able to develop occupational frameworks, gain registration, attract applicants, and begin to employ apprentices. This process usually takes far

longer than the few months Kentucky took to translate an idea into action. The speed at which new programs have been put into place owes a good deal to the collaborations between departments, Kentucky's Division of Apprenticeship and the Personnel Cabinet. Second, at this point, both apprentices and managers of their units are generally pleased with how the apprenticeships are proceeding regarding the work of the apprentices, the mentoring of the apprentices, the skills being developed, and the positive impact on the department. Third, the success so far of departments adopting apprenticeships bodes well for the expansion to other areas. Indeed, the Departments of Corrections and Veteran's Affairs are already exploring apprenticeship opportunities for various positions.

Kentucky's civil service apprenticeships are off to a good start. Although the effort to scale civil service apprenticeships will be challenging, the early success in four occupational areas bodes well for expansion.

Public Sector Apprenticeships in Context

The government sector in the United States employed nearly 23 million workers or about 15 percent of all U.S. nonfarm workers at the end of 2018. Local governments account for about two-thirds of this total, with just over half of local government workers having jobs in education. In addition to these civil service positions, governments employ many workers through outside service contracts and influence jobs through their purchases of goods and services. In Kentucky, the share of government workers is 16.2 percent, or slightly higher than the national average.

Although public employers have long used apprenticeships and public administration currently provides over 23,000 apprenticeships in the 31 states that report individual industries, recent initiatives to expand apprenticeship have generally not addressed the possibility of expanding apprenticeships in the public sector.

This is a potentially large missed opportunity for several reasons. First, the number of quality opportunities could increase substantially with a public-sector apprenticeship initiative. The United Kingdom (UK) sets a goal of having 2.3% of its public-sector workforce in apprenticeships. Achieving this target in the US would mean doubling the existing number of registered apprenticeships. In Kentucky, the results are even more striking: reaching the target would mean over 7,000 new registered apprenticeships, more than doubling the scale of registered apprenticeships. Public service apprenticeships operate in the US with varying numbers. For example, about 1,800 apprentices are firefighters, mainly in California, representing about 0.5% of all firefighters in the country.

In the UK, public-sector apprenticeships cover a broad range of roles and careers, including teaching, firefighting, and housing the homeless. With over 30 apprenticeships in the sector, apprenticeships range from adult care worker to security services and to educational leadership. In 2018, the UK introduced the teacher degree apprenticeship, which will train apprentices to teach pupils from aged 3 to 19 years. Apprentices can earn police degree apprenticeships, where they learn how best to exercise their powers in maintaining the peace across diverse communities.

A second rationale is that apprentices can be quite productive, even during the apprenticeship itself. The training embedded in apprenticeships will generally raise the level of expertise of care-givers, security personnel, and teachers, while strengthening their identification with a public service culture.

These apprenticeships can increase the diversity of public service workers, as increased emphasis is placed on "learning by doing" instead of an exclusive focus on academic learning.

A third rationale relates to the ability of government officials to promote apprenticeships in the private sector. Having public service apprenticeships provides officials with not only an in-depth understanding of how apprenticeship works to improve workplaces, but also with credibility when they speak with potential apprenticeship sponsors in private firms and nonprofits about why they should embrace apprenticeships.

Finally, many occupations in the public sector have counterparts in the private sector. Thus, demonstrating the success of apprenticeship occupations in information technology, in security, in maintenance, in administration and in counseling can make apprenticeship adoption more seamless in the private sector.

For all these reasons, the Kentucky state government's decision to begin developing public sector apprenticeships is worth examining. This report examines the initial steps taken by Kentucky to build talent for state government through apprenticeship. While these early efforts are small, they can lead to genuine scale within the public sector and help translate Kentucky's broader initiative to scale apprenticeship in the private sector.

Learning about Kentucky's Civil Service Apprenticeships

Kentucky recently adopted a serious initiative to develop apprenticeships for public-sector employment. This effort is part of a broader strategy related to talent development for filling critical gaps in the Commonwealth's talent pipeline. In 2018, Kentucky launched several pilot apprenticeship programs, including a pioneering program to provide increased opportunities for individuals pursuing a social services career in state government. The Urban Institute sought to understand these innovative, newly created civil service apprenticeship programs by conducting a series of interviews and reviewing existing press and collateral materials about the programs. Urban conducted interviews in December 2018 and January 2019 with 22 individuals, including five apprentices, and public officials representing the Kentucky Department of Human Resources Administration (DHRA), Department of Workforce Investment (DWI), Commonwealth Office of Technology (COT), Department of Community Based Services (DCBS), Transportation Cabinet, and Barren County Government.

Through the apprentice interviews, Urban gathered information on apprentices' experiences in their respective programs, such as the apprentice's background prior to the program; competencies and knowledge gained to date; goals for their employment; how they discovered the apprenticeship program and what their first impressions were; how the classroom and on-the-job training are complementary and reinforcing; the duties, responsibilities, and opportunities as an apprentice; and their thoughts about how the apprenticeship might be improved for future cohorts. Interviews with public officials and apprentice supervisors covered a range of topics, such as program design and registration; recruitment and screening; program implementation and administration; benefits to state and local government; and plans for program modification and/or expansion.

The four apprenticeship programs that Urban examined are the:

- Direct Support Specialist program administered by the Department of Community Based Services;
- Computer Support Specialist (Help Desk Technician) program administered by the Commonwealth Office of Technology;
- Automotive Technician Specialist program administered by the Transportation Cabinet; and
- Office Administrative Services program administered by Barren County Government.

While each program was developed in different ways to meet the unique needs motivating each entity's actions, the Education & Workforce Development and Personnel Cabinets identified and pursued the development of public sector apprenticeships mainly to address the Kentucky government's talent pipeline challenges, some of which are driven by an aging workforce and tightening budgetary constraints.

How were the Civil Service Apprenticeships Developed and Designed?

Conception

The initial steps began with Secretary Derrick Ramsey when he was Secretary of Kentucky's Labor Cabinet. As part of his broader initiatives in promoting apprenticeships, Secretary Ramsey recognized the potential for the State and to leverage their unique position to develop a quality government

Press Contact: Erin Uy, 202-518-6491, Erin.uy@finnpartners.com

IWSI AMERICA REPORT: SUCCESSFUL APPRENTICESHIP MODELS CHALLENGE AMERICA TO RETHINK ITS TALENT-DEVELOPMENT AND JOB-CREATION STRATEGIES

Effective Modern Apprenticeships Sync Workforce Development with Economic Demands

LOS ANGELES, CA (March 6, 2019) – Leading workforce development organization IWSI America has released a new report, Using Modern Apprenticeship to Reskill America. The report outlines how modern apprenticeships can tighten the nation's widening skills gap and strengthen pipelines of needed skilled workers across a wide range of growth industries.

The report which spotlights some of the nation's top companies including EasyKicks with Nike, Mailchimp, Adobe and CVS Health, shows the effectiveness and versatility of modern apprenticeships across finance, health care, cybersecurity, engineering and advanced manufacturing industries.

Modern apprenticeships are work-based learning programs designed to fill the specific talent needs of businesses and industries and prepare individuals for the world of work with sophisticated, high-demand experience and skills.

Businesses are seeing tangible returns from their investments in modern apprenticeships through improved employee performance; greater workplace diversity; innovative product development; increased competitive advantage; and reduced turnover, training and recruitment costs.

The report also highlights innovation in states like Kentucky and California that are collaborating with education and business partners to build up their state's workforce and boost local economies.

"Modern apprenticeships are adaptable and applicable across so many industries and are needed now more than ever to strengthen businesses and economies. Employers experience a direct return on investment in apprenticeship programs and apprentices benefit from a earn-while-you earn model that often positions them with a direct path to a job and freedom from student debt," says Nicholas Wyman, CEO and founder of IWSI America. "It's time to embrace a contemporary approach to workforce development that meets both the technical and interpersonal skills needed by employers and prepares people for lifelong learning and success."

The traditional approaches used to cultivate talent, in school and on the job training programs, are out of sync with dynamic employer needs, and the rapidly changing nature of work requires businesses to think more creatively about their recruitment, hiring and talent development strategies, according to the report. Employers are struggling to fill more than 7 million vacancies in the American job market with qualified candidates who have both relevant skills and workplace experience, while around 33 percent of college graduates are underemployed. About

91 percent of apprenticeship graduates find employment almost immediately after finishing their programs.

MailChimp, an Atlanta-based marketing automation platform that the report highlights, is implementing apprenticeship programs to attract new talent, diversify its technology ranks and provide existing employees with growth opportunities. The company reports high retention and job satisfaction rates as program outcomes.

"The apprenticeship program at MailChimp has not only empowered our in-house talent to grow beyond their current roles, but also cultivated a better pipeline of local candidates from underrepresented communities in tech, who bring diverse and unique perspectives to our teams every day," said Eric Muntz, MailChimp SVP of Technology. "That's helped us build better products that do a better job of driving our customers businesses forward."

Modern apprenticeships offer customized classroom and on-the-job training at reduced or no cost, with the opportunity to gain national recognized industry credentials. Today, the average starting wage for apprentices is above $60,000 and apprentices mostly complete their program debt-free with the potential to earn college credit leading to an associate or bachelor's degree.

###

IWSI America is a workforce development organization that collaborates with enterprising businesses, nonprofits and governments on growing pipelines of talent to meet dynamic workforce needs. IWSI America works with more than 700 apprentices and trainees within a network of over 300 employer partners, across a broad range of industry sectors. https://www.iwsiamerica.org/

Williamson, Deborah L (OEAS)

From: Englen, Alexandria K (Education Cabinet)
Sent: Wednesday, March 06, 2019 4:08 PM
Subject: INVITATION: March 8th Apprenticeship Roundtable

Commonwealth of Kentucky
Education and Workforce Development Cabinet

FOR IMMEDIATE RELEASE

Contact: Alex Englen
502.234.0077

Join Us March 8th!

Unveiling of the Civil Service Apprenticeship Roundtable

FRANKFORT - Among the first states in nation, Kentucky launched an initiative in May 2018 to include public service apprenticeships as part of the Kentucky Personnel Cabinet job classification system. Education and Workforce Development Cabinet Secretary Derrick Ramsey will host a roundtable discussion to highlight civil service apprenticeships and share findings from the Urban Institute report entitled "Leading by Example: Public Sector Apprenticeships in Kentucky."

SPEAKERS:
Derrick K. Ramsey, Secretary, Kentucky Education and Workforce Development Cabinet
John Tilley, Secretary, Kentucky Justice and Public Safety Cabinet
Beth Kuhn, Chief Engagement Officer, Kentucky Cabinet for Health & Family Services
Jamie Caldwell, Assistant Director, Division of Employee Management
Nicholas Wyman, Institute for Workplace Skills
Deborah Williamson, Director, Office of Employer and Apprenticeship Services
Mark Bowman, Executive Director, Kentucky Department of Veterans Affairs
Terry Manuel, Executive Director, Kentucky Department for Libraries and Archives
Greg McCall, Apprenticeship Program Lead, Commonwealth Office of Technology
Michael Hale, Judge Executive, Barren County
Carolyn Billingsley, Apprentice, Barren County Judge Executive's Office

DATE: Friday, March 8, 2019

TIME: 10:00 AM – 11:30 AM

LOCATION: Kentucky Department for Libraries and Archives, Lobby
300 Coffee Tree Road
Frankfort KY, 40601

Alex Englen
Executive Advisor, Communications

Kentucky Education & Workforce Development Cabinet

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Williamson, Deborah L (OEAS)

From: Yamamoto, Todd - ETA <Yamamoto.Todd@dol.gov>
Sent: Friday, January 11, 2019 9:57 AM
To: Patrick.Reardon@jfs.ohio.gov; davidwallace7; Ladd, John - ETA; Velazquez, Jose A - ETA; Morrison, Patricia (DOLI); Williamson, Deborah L (OET)
Subject: Action - Working Draft - This Month in Apprenticeship - January 2019

Here is an initial draft of the NASTAD-OA Joint Update for January 2019. Send me any edits or additional items by January 17; I'll format the final version next Friday. Thank you.

This Month in Apprenticeship

A Joint NASTAD-OA Update

January 2019

Apprenticeship On the Move – Ohio

Edison State Community College Registered Apprenticeship Marketing

Edison State Community College in located in Piqua, Ohio. As part of their commitment to Ohio's US Department of Labor grant funded State Apprenticeship Expansion project, the college has developed a new marketing website to attract both future apprentices and employers. In addition, a full-time Director was hired to oversee all apprenticeship activities at the school.

Click here to view the site.

Kentucky Apprenticeship Council members and colleagues convene at the Chamber of Commerce to prepare for the forthcoming year. Left to Right: Commissioner and Chairman Ray Leathers; Dr. Jennifer Lindon, President, Hazard Community and Technical College; Julie Wischer, Executive Director, Sandefur Center; Ken Sheridan, Immediate Past Apprenticeship Council Chairman 2004-2018; Josh Benton, Deputy Secretary (Workforce), EWDC; Mike Nemes, Deputy Secretary (Education), EDWC; and Bruce Brooks, proxy for Dr. Aaron Thompson., Council on Postsecondary Education.

Newly Appointed Kentucky Apprenticeship Council Members Convene

The newly appointed Kentucky Apprenticeship Council convened for the first time since its inception under Governor Bevin's Executive Order 2018-586. The Council was created as an advisory body of state government charged with providing advice to the Commissioner of Workforce Investment on matters affecting registered apprenticeship policy.

Council members will take on an array of tasks assigned by Commissioner Leathers to meet the needs of a growing and diversifying workforce by the use of apprentices, and to enhance Registered Apprenticeship work being performed under the U.S. Department of Labor's multi-year expansion grant.

Tasks may include but are not limited to developing a business plan for the Council, developing strategies to recruit women and minorities into Registered Apprenticeship Programs, encouraging new and existing businesses to registered as program sponsors, analyzing apprenticeship data with the program director and external consultants, and planning for the 2019 Registered Apprenticeship Summit and National Apprenticeship Week.

to help us in the presentations. Registered Apprenticeship is robust in Virginia and keeps the pipeline humming.

Remember to celebrate, congratulate and eat a little cake. It makes life just a little bit sweeter.

PHOTO PLACEHOLDER
TEXT PLACEHOLDER

PHOTO PLACEHOLDER

Apprenticeship – TBD

HEADLINE TITLE

TEXT

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Have an item to send in for the next edition?
Send it in to Todd Yamamoto at Yamamoto.todd@dol.gov and Dave Wallace at davidwallace7@comcast.net

This Month in Apprenticeship

A Joint NASTAD-OA Update

December 2018

Apprenticeship On the Move – National Apprenticeship Week

National Apprenticeship Week 2018

Congratulations again for making last month's National Apprenticeship Week the biggest ever.

Kentucky Registered Apprenticeship Coordinators, Tracy Osborne Clay (L) and Brenda Demic (R) prepare to meet with Grant County High School Students.

Kentucky Registered Apprenticeship Coordinator, Diana Jarboe, discusses apprenticeship opportunities with Grant County High School students.

Apprenticeship On the Move – Kentucky

KY Registered Apprenticeship Team Engages Grant County High School Students

November 30—Dry Ridge, KY. Exiting high school without a career plan can be a daunting reality for many students, especially those who initially opt not to pursue higher education. What occupation should they pursue, what are the required skillsets to be successful in the same, how much will it cost, is it a sustainable and meaningful career path, etc.? These and many other questions certainly emerge as graduates don mortar boards and gowns, and take the next step in life's trajectory. Engaging with Kentucky's Registered Apprenticeship team can lessen the angst and offer exciting options for the indecisive.

Grant County High School students and their parents attended the annual "Let's Talk Turkey" event where students display projects, showcase their talents, and explore career opportunities such as apprenticeship and other avenues, and post-secondary education options. Larry Butler, Associate Principal, organized the dynamic event. Mr. Butler says the event, in conjunction with the college and career fair, motivates and excites the students.

For more information about Kentucky's Registered Apprenticeship Program, please visit the following links:

- https://www.facebook.com/kewdc
- https://twitter.com/KyEdWorkforce
- https://educationcabinet.ky.gov/Initiatives/apprenticeship/Pages/default.aspx

Apprenticeship On the Move – Ohio

Vaughn Industries' Apprenticeship Graduates

Congratulations to the 2018 graduates of Vaughn Industries' Registered Apprenticeship program! Vaughn Industries is an industrial/commercial construction contractor located in the village of Carey, Ohio. The company has been a Registered Apprenticeship sponsor with

Spotlight on KY Amteck Apprentice Success Story

BOONESVILLE, Ky. - Think of the 21-year-olds you know or have known. What were they like on the 'maturity scale'? Many young people today are doing a bunch of nothing. Some have taken the more traditional pathway and are in college, going to parties, chugging beer, and racking up debt in hopes of finding a career when they finish.

Then, there is Darien Hudson.

Darien is 21-years-old and has been in his career for 3 years already. He is debt-free and the future has never looked brighter.

Darien is by all accounts a great young man. His boss will tell you that. His former high school teachers and principal will tell you that. His apprenticeship instructors at Amteck will tell you that. And of course his mom will tell you that, and for more than just 'mom' reasons, but we'll get to that soon enough.

Darien grew up in Owsley County, Ky., which hold the dubious distinction of being the poorest county (out of 120) in Kentucky when measured by median household income. Couple that, with the fact that Kentucky as a state, ranks 47th out of 50 in that same category and what you have isn't exactly a formula that guarantees an individual's financial success when raised there. Now, let's compound things just a bit more shall we? Darien was also raised by a single mom, albeit a hard-working single mom.

Darien is an anomaly. He has good manners to boot, something money can't buy and with a lot of chips stacked against him from the get-go he's doing quite well financially, thank you very much.
Most young men at his age are lucky to have a car. Moreover, of those who do, very few have bought it for themselves.

Darien has bought 6 cars, a motorcycle and a pull behind camper with the money he has earned in just 3 short years. His latest vehicle purchase? A 2014 Chevy Silverado 2500 LTZ

Z71, that means leather seats, power everything, you get the picture. But, how can a 21-year-old kid afford all this in today's world?

Apprenticeship. His Amteck apprenticeship to be exact, that's how.

Darien, was already an 'A' student in the traditional academic path. He scored a 30 on the ACT. Did you hear me? He scored a 30 on the ACT! That score alone gets you into pretty much any University you want. He even looked into going to college but said, 'my mom was struggling financially at the time, and even if I borrowed money for school and the cost of living, I would've spent a large portion of my adulthood paying it all back. It just didn't make any sense.'

Then, Darien and his classmates went on a field trip and took a tour of the Lee County Area Technology Center as a sophomore, since Owsley County didn't have one.

It turned out to be an epiphany.

Because that was the day he met a teacher named Chuck Brand who taught electrical technology and according to Darien, changed his life for the better. "I owe everything to Mr. Brand and his belief in me" said Hudson.

It didn't take long for Mr. Brand to see what a gem he had in Darien either. After recognizing Darien's' incredible work ethic and willingness to learn, Mr. Brand got a hold of Jon Dougherty, License Manager and Education Director for Amteck in Lexington, KY. "Jon does fantastic work and his apprenticeship program (Amteck) is a great opportunity for anyone, but especially these kids" said Brand.

Once Jon and Darien got 'wired in' together, well, as they say, the rest is history. 'Darien is just fantastic,' said Dougherty, who was elated to hear we wanted to write a story about Darien. He couldn't stop bragging on the young man's drive, work ethic, and responsible demeanor saying, "He's exceptional. He's only been here (at Amteck) a very short while and is already pushing himself into a foreman's role" continuing Jon said, "Darien is want you want in an apprentice, he follows directions and asks questions. He seems wise beyond his years. It's like speaking to a 73 year-old man, although he's only 21" says Dougherty.

As for Darien? He's just happy he could help his mom save the home he grew up in and get her a new car so she to get back and forth to work with. And his younger sister Danaya? Well, she couldn't be more excited for her brother Darien. After all, for her sweet 16 birthday, he gave her a Chevy S-10 truck. Talk about being 'amped-up'!

Leave it to an electrician to get his family and community all charged up about apprenticeship.

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Have an item to send in for the next edition?
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NEWS RELEASE

Kentucky's leading independent insurance association teams with Education and Workforce Development Cabinet to offer nationally recognized apprenticeship certificate program

Louisville, KY – The Independent Insurance Agents of Kentucky (IIAK) and the Kentucky Education Workforce Development Cabinet have teamed up to give students an avenue to take advantage of the opportunities in the insurance industry. Beginning January 2019, high school students at select pilot sites in Business Education pathways will be able to choose an Insurance TRACK (Tech Ready Apprentices for Careers in Kentucky) which will lead to a nationally recognized apprenticeship certificate as a General Insurance Associate. This will allow agencies to 'grow their own' using local students that have a good foundation in business skills and an interest in the insurance occupation by completing an independent student course in Principles of Insurance developed by InVEST. InVEST educates high school and college students about insurance and the wide variety of careers in the industry all while dispelling the myth that insurance is old, boring and not rewarding.

With 400,000 open insurance industry jobs projected by 2020, insurance companies and insurance agencies are facing a critical labor shortage. The average age of the insurance worker is 60 and many older workers are retiring. This leaves a lot of openings for those seeking to get into this rewarding field that can offer flexible schedules and high earning potential. Insurance touches all aspects of a person's life, as well as, every industry imaginable. From assessing risks for bourbon distilleries to insuring Kentucky's horse farms and champion thoroughbred bloodlines, the insurance industry offers endless career opportunities.

Registered Apprenticeship is a nationally recognized program and upon completion will qualify for a nationally recognized certificate. The apprenticeship provides a learning pathway, utilizing on-the-job supervised training combined with specified coursework. President and CEO of IIAK, Tara Purvis says, "It's a great way for young adults to gain a qualification and begin a career while earning an entry level wage. Students finish their high school learning journey equipped with practical skills AND a formal education. This powerful combination of knowledge and hands-on experience adds value and brings new skills and ideas to a workplace." Currently, there are over 3,500 apprentices in Kentucky in nearly 250 different programs and in 109 different occupations.

IIAK is currently piloting the program with 10 insurance agencies around the state. They are: Limestone Agency, Mount Sterling; Reed Brothers Insurance Services, Somerset; Hall & Clark Insurance Agency, Prestonsburg; Mountain Valley Insurance, London; Kinkade-Cornell Insurance Agency, Leitchfield; E.M.

Ford & Company, Owensboro; Hyland Insurance Agency, Louisville; Al Torstrick Insurance Agency, Lexington; LaRue-Carey Insurance Group, Bardstown; Neely & Wade Insurance Agency, Winchester.

IIAK will be unveiling their approved General Insurance Associate apprenticeship at the 122nd Annual Convention and Trade show November 15, 2018. This event occurs during National Apprenticeship Week. National Apprenticeship Week is a nationwide opportunity for companies, trade and industry groups, nonprofit organizations, unions, labor-management organizations, and educational institutions to highlight how apprenticeships prepare American workers for the jobs of today and the future. The unveiling will take place at their luncheon where Secretary Derrick Ramsey from the Education and Workforce Development Cabinet will be in attendance.

IIAK will be an intermediary for independent insurance agencies that participate in this program. IIAK also plans to reimburse the costs of obtaining an insurance license for the students through Kentucky Agents Foundation. Contact the Independent Insurance Agents of Kentucky (IIAK) at iiak@iiak.org or by calling 502-245-5432 for more information.

About IIAK - *The Independent Insurance Agents of Kentucky (IIAK) is the largest insurance trade association in the state, with more than 300 insurance agencies, employing more than 3,000 people as its members. Independent agents offer customers a choice of policies from a variety of insurance companies. This diversity enables flexibility, customization, competitive pricing and advocacy for the end consumer. These agents offer all lines of personal and business insurance including – property, casualty, life and health, as well as employee benefit plans and retirement products. IIAK members are Trusted Choice®* agents committed to providing a high level of responsive, ethical, courteous and personalized customer service. *The organization was founded in 1896. For more information, visit www.iiak.org. Trusted Choice®* agents can be found at www.TrustedChoice.com.

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Jefferson County Public Schools • Louisville, Kentucky

JCPS building apprenticeships to develop 'home-grown talent'

District to offer apprenticeships in more industry sectors than any other program sponsor in KY

By Jennifer Brislin | JCPS Communications

Some students gear down their learning when they leave the classroom, but Saif Haqi revs his up.

That's when the Southern High School senior, a student in the school's Automotive Engineering Academy, heads to the Jefferson County Public Schools (JCPS) bus garage, where, as part of his yearlong co-op, he immerses himself in the workings of a professional auto maintenance facility and shadows seasoned mechanics as they maintain the district's vast fleet of buses.

The job earns him $10 an hour, valuable industry experience, and the opportunity to get his foot in the door with a potential employer.

"I'm learning a lot things, and I'm 70-80 percent certain I want to stay in this job. I really love it," he said,

adding that the work means more to him because "I'm basically doing something for my school."

That's just the reaction JCPS is hoping for.

The auto mechanic co-op is just one of 10 apprenticeship programs that JCPS will launch this year in a broad scope of fields, ranging from early childcare and graphic design to information technology and culinary arts.

In fact, "JCPS is offering registered apprenticeships in more industry sectors than any other program sponsor in Kentucky," according to Diana Jarboe, registered apprenticeship program coordinator with the Kentucky Education and Workforce Development Cabinet.

The apprenticeships will give students an opportunity to 'earn as they learn,' and offer JCPS the chance to develop and hire home-grown talent.

"The talent we're seeing in our kids is incredible," said Christy Rogers, JCPS assistant superintendent of transition readiness. "We have a tremendous opportunity to not only reinforce what they're learning in the classroom with actual hands-on experience, but we can benefit by preparing our own future employees to succeed by training them in the settings they'll be working under."

Apprenticeships are one of the core tenets of the JCPS Academies of Louisville initiative, offering students the chance to earn money while they gain vital industry-specific experience.

The move underscores the importance of apprenticeship programs to businesses, which depend on the continued development of workers adept in increasingly technical and high-skilled fields. Employers not only gain experienced workers who are trained to industry and employer-specific quality standards; professional apprenticeship training also reduces turnover, increases productivity and lowers job training costs. Businesses across the country are highlighting the impact of apprenticeship programs as part of National Apprenticeship Week, which runs through Nov. 18.

Randy Frantz, director of transportation for JCPS, said auto mechanics are in high demand, and, with an unemployment rate around 4 percent, it's difficult to find trained and certified mechanics.

"Hopefully, we're producing a pipeline for future mechanics," he said. "And at the end of the co-op, they may just decide to make a career out of being a JCPS mechanic."

It's a similar goal in the area of early childhood, where there's a shortage of highly skilled, qualified educators, according to coordinator Stephanie Johnson. The apprenticeships will lessen the impact of vacancies in the district while allowing students to work with mentors and gain hands-on experience.

"Our hope is to grow our own employees and resolve our own staffing issues through the utilization of our students while they're in high school," she said. "And when they graduate, they'll have the skills necessary to seek gainful employment, and maybe they'll stay with JCPS."

John Owen, an automotive instructor at Southern High School, said the apprenticeship opportunities bring real meaning to what students have learned in the classroom. "They'll be working with an employer who is continually educating these kids; they're going to grow leaps and bounds," he said.

The pay may be what entices them, he said, but the practical experience is just as valuable. "An apprenticeship is the end of that long four-year process, where everything comes to fruition. I think it matures them a bit."

Perhaps most significantly, the students themselves see the benefit of an apprenticeship program. "The students talk about what a great opportunity this is," said James McCabe, the talent development academy coach at Southern. "This is a success because I know it can lead to a career job for our kids. They could literally work for JCPS if that's what they want to do."

JCPS apprenticeship fields include:

- Accounting Technician

- Automotive Technician Specialist
- Cook
- Early Childcare
- Graphic Designer
- Information Technology
- Kentucky Diesel Mechanic Work
- Kentucky Office Manager/ Administrative Services
- Maintenance Repairer, Building
- Medical Assistant

Follow JCPS online on Facebook, Twitter, Instagram and YouTube.

NEWS, STATE NEWS

KENTUCKY EDUCATION AND WORKFORCE DEVELOPMENT CABINET CELEBRATES NATIONAL APPRENTICESHIP WEEK

NOVEMBER 15, 2018 | ADMIN | LEAVE A COMMENT

This week, the Kentucky Education and Workforce Development Cabinet (KEWDC) will celebrate National Apprenticeship Week in Kentucky from November 12-17, by recognizing over 250 Registered Apprenticeship Programs that apprentice approximately 3,500 Kentuckians across the state.

"National Apprenticeship Week recognizes the unique workforce development opportunities available through registered apprenticeships," said Gov. Bevin. "As we continue to attract new businesses and jobs in record numbers to the Commonwealth, apprenticeships provide a proven training model for companies and ensure that Kentuckians are equipped with the skills necessary to succeed in the workplace and to advance in their chosen career field."

Registered Apprenticeships in Kentucky are supplying Kentucky's workforce with innovative and new forms of job training. Currently, there are over 100 different occupations participating in the Registered Apprenticeship Model, with the top Kentucky occupations including electricians, pipe fitters, line installers, certified nurse assistants, and steel workers.

"To ensure our success with the rapidly expanding and diversifying businesses and industry presence in Kentucky, we must cultivate and grow a robust, skilled workforce capable of meeting ever-changing demands," KEWDC Secretary Derrick Ramsey said. "The Education and Workforce Development Cabinet is committed to making Registered Apprenticeships an

important component to this growth as we help fill the talent gap for emerging and new businesses."

Within the last year, there has been significant growth within Registered Apprenticeships including the creation of the first healthcare apprenticeship, with Norton Healthcare in Louisville, and the first IT apprenticeship in the nation, with Interapt in Louisville. State government agencies have also adopted the Registered Apprenticeship Model. Earlier this year, the Division of Apprenticeship joined Gov. Bevin, the Cabinet for Health and Family Services, the Personnel Cabinet, and the Department of Education to announce the first apprenticeship program for state-employed social service workers in the country.

KEWDC hosted the second annual Kentucky Registered Apprenticeship Summit in Louisville from Sept. 10 – 12. With over 400 attendees, the summit brought together apprenticeship stakeholders with business, education, and civic leaders from across the Commonwealth and beyond to discuss ways this proven training model is transforming the state's workforce. For more information on the summit, click HERE..

The Education and Workforce Development Cabinet acts as the governing body for Registered Apprenticeships in Kentucky, and provides technical and consultative services to employers. The "Kentucky Trained. Kentucky Built." campaign was launched in 2016 to signal the Education and Workforce Development Cabinet's commitment to strengthening and growing Registered Apprenticeships across the Commonwealth. For more information, visit https://educationcabinet.ky.gov/Pages/default.aspx.

To view a video message on National Apprenticeship Week from Sec. Ramsey, click HERE.

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ctechprograms.com/whats-new/c-tech-associates-inc-sponsor-apprenticeships-kentucky/

November 15, 2018

FOR IMMEDIATE RELEASE

Press Release: C-Tech Associates Inc. to sponsor Apprenticeships in Kentucky

C-Tech Associates Inc. a leader in Career and Technical Education will now be sponsoring state approved apprenticeships in Kentucky. Over the last 26 years, C-Tech has established a network of over 650 Certified Training Facilities (CTF) across the country that administer C-Tech's training programs, with many sites located across the Bluegrass State. The C-Tech training programs are developed based on the needs of telecommunication employers and provide students not only with the theoretical knowledge but also the hands-on experience that will truly prepare students to become workforce ready.

C-Tech has established this apprenticeship to further support our CTFs in Kentucky and our industry partners who are in dire need of entry-level workers. At its core C-Tech is preparing the next generation of technicians that work behind the scenes to power the "Internet of Things". These technicians install, test and troubleshoot all manner of networking and smart devices for both residential and commercial settings.

> **"Congratulations to CTECH Programs on the creation of a new telecommunications Registered Apprenticeship program, This program allows apprentices to earn on the job while receiving state of the art training in careers with excellent stability and growth potential."**
>
> **– Kentucky Education and Workforce Development Cabinet Secretary, Derrick Ramsey.**

(Left- Former Commissioner, Ervin Dimeny KY Labor Cabinet, Right- David Brady, Vice President of C-Tech Center- Kentucky Apprenticeship Candidates & Telecom Employers)

Graduates of the C-Tech Apprenticeship Program will receive Internationally Recognized Certifications in a wide array of disciplines including, Telecommunications, Network Cabling, Telephone Systems, Audio/Video installations, & Green Energy Systems. Additionally graduates also receive Continuing Education Credits to help further their careers through BICSI & CEDIA. Over 100,000 students have earned C-Tech Certifications in this constantly expanding career field.

> **"Helping individuals to chart a vibrant career path is healthy for the individuals involved, the local community, and society at large. We can see the significance of this on a daily basis. CTECH's vast training and career experience with teenagers and young adults in a range of settings across the country is a welcomed addition to the Kentucky Registered Apprenticeship Program. We are simply delighted to work with them."**
>
> **– Kentucky Department of Workforce Investment, Division Director, Deborah Williamson.**

C-Tech looks forward to our continued relationship with the Commonwealth of Kentucky and the United States Department of Labor as we move forward to close the skilled labor gap and support the *Kentucky Trained, Kentucky Built* model.

(School District of Philadelphia Educators visit a C-Tech Pre-Apprenticeship Certified Training Facility in Northern Kentucky with Kentucky Labor Secretary Derrick Ramsey & David Brady, Vice President of C-Tech.

New Developments in U.S. Apprenticeships: Federal, State and International Perspectives

APPAM National Research Conference – November 2018 ,Washington D.C.

Round table with Dr ***Robert Lerman****, Urban Institute, employer Mr Matthew McKenney from Hypertherm,* ***Nicholas Wyman****, CEO IWSI America and special guest Mr* ***Derrick Ramsey****, Secretary of Labor, Commonwealth of Kentucky.*

The 2016 election heightened an ongoing debate about how best to deal with stagnant wages and weak job options for American workers without at least a bachelor's degree. One increasingly prominent and bipartisan option for dealing with the problem is to scale up the U.S. apprenticeship system. Policymakers are coming to recognize that expanding apprenticeship is a cost-effective strategy for raising productivity and wages, improving the transition from school to careers, upgrading skills, widening access to rewarding careers, and achieving positive returns for employers and workers. The panel will hear about how the Commonwealth of Kentucky is

leading the nation with many apprenticeship program firsts. The introduction of the intermediary model through to creating apprenticeship programs in new and emerging industries.

President Trump called for expanding apprenticeship at a White House ceremony last year. His first steps toward achieving this goal were signing an executive order titled "Expanding Apprenticeship in America," doubling the funding for apprenticeships to $200 million, and establishing a task force on apprenticeship. Meanwhile,

demonstrations sponsored by the Obama administration are well under way and a bipartisan group in Congress has sponsored apprenticeship expansion legislation. Nonetheless, the United States is far behind Australia, Canada, and England in scaling apprenticeships. The apprenticeship share of the workforce of these countries is about 9-10 times the apprenticeship share of the U.S. workforce.

U.S. official (or registered) apprenticeships have long been dominated by the construction trades and have operated in a highly complex world. Recently, renewed efforts have emerged to extend apprenticeship to a wide range of other occupations, to simplify the registered apprenticeship system, and to create "industry-recognized" apprenticeships. In addition, many states are developing their own initiatives to shift skill

development policies toward apprenticeship.

This round table of top state officials, apprenticeship practitioners, and national and international experts will assess the new developments in the U.S. aimed at scaling apprenticeship. They will discuss initiatives taking place at the state and local levels, barriers and opportunities for apprenticeship expansion they are experiencing, lessons from other countries and from U.S. states that have led to apprenticeship expansion, and federal and state policies that can strengthen the role of apprenticeship in the U.S. while maintaining high quality. The conversation will also examine and discuss the findings and recommendations of the President's Task Force on Apprenticeship Expansion that were published in the summer of 2018.

Share this:

"World Class Training: Australian Group Provides Training to Kentucky Registered Apprenticeship Team and Businesses" – Frankfort, KY

October 26, 2018—Frankfort, KY.

Australia's WPC Group is providing ongoing training to the Kentucky Registered Apprenticeship team and members of the Commonwealth's business community. The WPC Group was established in 1982 for the purposes of advancing an apprenticeship training model.

Since their establishment, they have placed nearly 15,000 apprentices in stable careers throughout Australia. WPC Group is part of the IWSI Group.

The Kentucky Registered Apprenticeship Program team

members are working to establish Employer Partner Networks throughout the Commonwealth in order to expand apprenticeship availability to better meet the contemporary needs of businesses. Also known internationally as Group Training Organizations (GTOs) and intermediaries, the Employer Partner Networks work with businesses to thoroughly assess workforce needs and develop a labor force of apprentices to meet current skills gaps. The Employer Partner Network members provide comprehensive services to apprentices as well, such as career assessment and placement, locating appropriate Required Training Instruction, providing intensive mentoring, and offering wrap-around service providers to further support the needs of the apprentices.

The Kentucky Registered Apprenticeship team has established four Employer Partner Network members this year,

including the Kentucky Science and Technology Corporation, Organic Grassroots, Corp., Independent Insurance Agents of Kentucky, and C-TECH, Inc. Organic Grassroots, Corp. and the Independent Insurance Agents of Kentucky joined the training class held October 25 & 26, along with Edwards Rigging, who desired to learn more about the Registered Apprenticeship Program in general.

The CEO of IWSI, Nicholas Wyman, was on hand to provide the training along with veteran apprenticeship manager, Janine McPhee. Wyman has spent the last twenty years consulting, writing, and speaking about the apprentice careers. He is the author of Job U: Find Your Path to a Successful Career in a Tough Job Market. He is also a regular contributor to Forbes magazine. McPhee is an experienced trainer with more than ten years of experience in managing large-scale apprenticeship placements

for companies such as Mercedes Benz, Nissan, Esso and Exxon Mobil in Australia.

The Kentucky Registered Apprenticeship team members are Diana Jarboe, Tracy Osborne Clay, Brenda Demic and Stephen Tressler. The Program is housed under Secretary Derrick K. Ramsey at the Kentucky Education and Workforce Development Cabinet, Department of Workforce Investment, and is directed by Dr. Deborah Williamson. Dr Robert Lerman at Washington D.C. Urban Institute is providing technical expertise and support to the Apprenticeship and workforce programs.

The training was funded in part with the State Apprenticeship Expansion Continuation Grant awarded to Kentucky from the U.S. Department of Labor, Employment and Training Administration.

Publication for State Journal, Shelbyville Sentinel, Bullitt, Anderson and Pike County Papers and National Newsletters & Maher and Maher Publications.

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Filed Under: Articles Tagged With: Dr. Deborah Williamson, Employment and Training Administration., Find Your Path to a Successful Career in a Tough Job Market, Kentucky Education and Workforce Development Cabinet, Nicholas Wyman, Secretary Derrick K. Ramsey, State Apprenticeship Expansion Continuation Grant, U.S. Department of Labor, WPC Group

TransPORTs (http://transportsapprenticeship.com/)
Transportation, Distribution & Logistics Registered Apprenticeships
ACCELERATING REGISTERED APPRENTICESHIPS FOR PORTS AND TDL COMPANIES NATIONWIDE

News

TransPORTs to Present on Apprenticeship Development Models at 2018 NCPN Conference

AUGUST 28, 2018 **TRANSPORTS (HTTP://TRANSPORTSAPPRENTICESHIP.COM/AUTHOR/TRANSPORTS/)** **LEAVE A COMMENT (HTTP://TRANSPORTSAPPRENTICESHIP.COM/TRANSPORTS-TO-PRESENT-AT-2018-NCPN-CONFERENCE/#RESPOND)**

TransPORTs has been chosen to present at this year's **National Career Pathways Network (NCPN) (http://www.ncpn.info)** annual conference. The TransPORTs panel session on "Apprenticeship Program Development: Educator, Employer and Workforce Intermediary Models for Success" will be held on Thursday, October 11. TransPORTs Executive Director Barbara Murray and TransPORTs Project Manager Katie Adams will be joined on the panel by Ranken Technical College President Stan Shoun, State of Kentucky Apprenticeship Director Deborah Williamson, and Oceaneering International Marine Services Division Apprenticeship Program Manager Guy St. John. The session will provide attendees with tools for creating successful, industry-driven apprenticeship models which engage

community/technical colleges and award completers industry-valued credentials, as well as college credit counting toward academic certificates and degrees.

TransPORTs is a strong strategic partner to **Ranken Technical College (http://www.ranken.edu)**, the **State of Kentucky (https://educationcabinet.ky.gov/Initiatives/apprenticeship/Pages/default.aspx)** and **Oceaneering International (https://www.oceaneering.com/marine-services-division/)** in their respective work to expand apprenticeship opportunities for American workers. With TransPORTs' support, Ranken Technical College has been able to expand its cutting-edge youth and college student-oriented apprenticeship program for automotive technician specialists. Several hundred apprentices earn a degree from the college while earning a paycheck from on-the-job learning performed at participating automotive dealerships.

TransPORTs is actively collaborating with the State of Kentucky as part of the Commonwealth's deep commitment to expanding apprenticeship. The two entities held a joint Apprenticeship Accelerator in July featuring the Kentucky Secretary of Labor Derrick Ramsey; attendees represented more than 30 employers, workforce intermediaries, secondary and post-secondary educational institutions. Within the last six months, TransPORTs has made investment commitments of nearly $200,000 to support new or expanded apprenticeship program development by 15 companies. TransPORTs financial investments and deep technical assistance are being used by participating companies to create new or expanded programs that will benefit more than 500 apprentices in over 20 different occupations.

TransPORTs has also provided financial support and technical assistance to Oceaneering's Marine Services Division apprenticeship program which is a national model of apprenticeship for employers in the shipbuilding, repair, maintenance, and modernization sector.

NCPN is a national association of educators, workforce development professionals, employers, and policy makers dedicated to advancing career pathways, career technical education (CTE), and workforce development initiatives. NCPN is a division of CORD (the Center for Occupational Research and Development).

This year's annual NCPN conference will be held October 10 – 12 in Louisville, Kentucky. To learn more and register, visit **http://www.ncpn.info/conf_2018.php (http://www.ncpn.info/conf_2018.php)**.

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← TransPORTs Executive Director to Speak at AAPA Spring Conference (http://transportsapprenticeship.com/transports-executive-director-to-speak-at-aapa-spring-conference/)

Secretary Ramsey Speaks at Kentucky Apprenticeship Accelerator → (http://transportsapprenticeship.com/kentucky-secretary-labor-ramsey-transports-apprenticeship/)

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National Initiatives

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High School CTE Teacher Pathway (/initiatives/high-school-cte-teacher-pathway)

Juvenile Justice Reentry Education Program (/initiatives/juvenile-justice-reentry-education-program)

Work-Based Learning

Much has been written in recent years about the need to provide greater work-based learning opportunities for high school students as an instructional strategy to better prepare students for college and the workforce.

Pathways to STEM Apprenticeship for High School Career and Technical Education (CTE) Students

The purpose of the Pathways to STEM Apprenticeship for High School Career and Technical Education (CTE) Students (Pathways to STEM Apprenticeship grants) demonstration program is to support State efforts to expand and improve the transition of high school CTE Students to postsecondary education and employment through apprenticeships in science, technology, engineering, and mathematics (STEM) fields, including Computer Science, that begin during high school. Funds were awarded to the six states for a three-year project period. Abstracts of funded projects can be found in the link below:

Abstracts (https://s3.amazonaws.com/PCRN/docs/PTSA_Abstracts_10.24.18.pdf) (PDF 132 KB)

Kentucky Department of Education
The Kentucky STEM Apprenticeship Program will provide high school CTE students in the Perry County School District and Hazard Independent Schools the opportunity to enroll in a Pathways in Technology Early College High (PTECH) School that offers a STEM curriculum. In concert with Hazard Community and Technical College, the Eastern Kentucky Concentrated Employment Program, and other partners, the project will develop a PTECH-like model that incorporates paid competency-based apprenticeships for CTE students in grades 11 and 12, preparing them for careers in either the STEM fields of health care or computer science. It will begin piloting the PTECH model in rural Perry County during the

Pay for Success (/initiatives/pay-for-success)

Programs of Study (/initiatives/programs-of-study)

Partnership Formation and Development in Manufacturing (/initiatives/partnership-formation-and-development-in-manufacturing)

U.S. Presidential Scholars in Career and Technical Education Program (/initiatives/cte-scholars)

Work-Based Learning (/initiatives/work-based-learning)

first semester of 2019 and place students as apprentices with local employers.
Project partners include:

- Hazard Community and Technical College
- Perry County School District
- Hazard Independent Schools
- Eastern Kentucky Concentrated Employment Program
- University of Kentucky College of Medicine
- Appalachian Regional Healthcare System
- Juniper Health

Maryland State Department of Education
This project will expand *Apprenticeship Maryland*, the State of Maryland's youth apprenticeship pilot program that began in Frederick and Washington Counties. Through the Apprenticeship Program Advisory Committee (APAC), the Maryland State Department of Education will continue its partnership with the Maryland Higher Education Commission, Registered Apprenticeship sponsors, and other organizations to transition high school CTE students to postsecondary education and employment through apprenticeships in STEM fields, including computer science, that begin in high school. The project will use the lessons learned from the pilot program to expand Apprenticeship Maryland into a statewide model through subgrants to additional school districts and community colleges.
Project partners include:

- Maryland Higher Education Commission
- Maryland Association of Community Colleges
- Stevenson University
- The Education Foundation of Baltimore County Public Schools
- University of Maryland Baltimore County Training Center
- Independent Electrical Contractors
- Associated Builders and Contractors

Nebraska Department of Education
The *Nebraska Pathways to STEM Apprenticeship* project will develop a competency-based computer science Registered Apprenticeship model in rural northeast Nebraska. The project will build on the region's current Pathways 2 Tomorrow program, which is an eight-school district partnership with rural northeast Nebraska high schools, Northeast Community College, and Educational Service Unit 2 that offers career and technical education course sequences in information technology and healthcare occupations. The project will focus on providing Registered Apprenticeship opportunities to rural English Language Learner (ELL) high school students in the region.
Project partners include:

- Educational Service Unit 2

- Northeast Community College
- Wayne State College
- Franciscan Care Services, Inc.
- Burt County Economic Development Corporation
- Pender Economic Development

Oregon Department of Education

The *Oregon Pathways to Apprenticeship in Computer Science (OrPACS)* project will develop a competency based apprenticeship pathway in computer science for high school students enrolled in computer science CTE programs of study. The project will align computer science programs of study that include paid work experiences with Apprenti, an Oregon registered apprenticeship for technology fields that is being implemented in Lane County and Central Oregon. OrPACS will focus on two workforce regions that have established partnerships between employers and educators to support the technology industry sector in each region. The project will pilot the online delivery of curriculum, mentorship, and work-based learning with rural school districts in the regions.

Project partners include:

- Lane Community College
- Central Oregon Community College
- Oregon State University
- University of Oregon
- Higher Education Coordinating Commission
- Five Talent
- Concentric Sky
- Technology Association of Oregon

Rhode Island Department of Education

The *Rhode Island Youth Apprenticeship Program* will develop two competency-based STEM apprenticeship programs, a Cyber-Security Analyst Apprenticeship Program and Data Analyst Apprenticeship Program. Both programs will be managed and located at the state's community college, the Community College of Rhode Island (CCRI), and will prepare students for entry-level cyber-security and data sciences roles at CVS Health and other Rhode Island employers seeking STEM talent. The project will begin to enroll high school CTE students throughout the state in the fall of 2019. Accepted apprentices will complete a paid internship experience with their employer in the summer before their senior year of high school, receive support from workplace mentors, earn postsecondary credit, and attain industry-valued credentials by the time they graduate from high school.

Project partners include:

- Community College of Rhode Island
- CVS Health
- Apprenticeship Rhode Island

Tennessee Department of Education
Preparing Today's Students for Tomorrow's Tennessee will expand an existing, successful, work-based learning initiative in Hamilton County, Tennessee to create a pilot competency-based machine operator apprenticeship program for high school CTE students. The project will then use the lessons learned from the pilot program to develop a competency-based apprenticeship curriculum that aligns with existing high school CTE programs of study in advanced manufacturing, computer science, and health care. To pilot the curriculum and expand the competency-based apprenticeship model, the project will award competitive subgrants to school districts to implement a competency-based apprenticeship with local postsecondary and employer partners. Project partners include:

- Tennessee Board of Regents
- Tennessee Higher Ed Commission
- Hamilton County Department of Education
- Gestamp Chattanooga, LLC

Federal Register Notice:
https://www.federalregister.gov/documents/2018/05/18/2018-10671/applications-for-new-awards-pathways-to-stem-apprenticeship-for-high-school-career-and-technical
(https://www.federalregister.gov/documents/2018/05/18/2018-10671/applications-for-new-awards-pathways-to-stem-apprenticeship-for-high-school-career-and-technical)

Program Contact: Erin Berg, (202) 245-6792, erin.berg@ed.gov
(mailto:erin.berg@ed.gov)

Resources

From: Miller, Sharon Lee [mailto:Sharon.Miller@ed.gov]
Sent: Thursday, September 27, 2018 1:26 PM
To: Lewis, Wayne D. - Interim Commissioner, KY Dept. of Education <wayne.lewis@education.ky.gov>
Cc: Horseman, David - Associate Commissioner - Office of Career and Technical Education <david.horseman@education.ky.gov>; Berg, Erin <Erin.Berg@ed.gov>
Subject: FW: Note of Congratulations - Pathways to STEM Apprenticeship for High School CTE Students Grant Award

Dear Mr. Lewis:

On behalf of the Office of Career, Technical, and Adult Education, I offer my congratulations on your receipt of a grant award under the *Pathways to STEM Apprenticeship for High School CTE Students (PTSA: CFDA 84.051E)*. Your application was one of only six applications to score high enough to be selected for funding under *PTSA*. Funded under the Carl D. Perkins Career and Technical Education Act of 2006, this national initiative is intended to support State efforts to expand and improve the transition of high school CTE Students to postsecondary education and employment through Apprenticeships in science, technology, engineering, and mathematics (STEM) fields, including Computer Science, that begin during high school. Our office is pleased to be able to support this important work.

The project period under this *PTSA* grant is 36 months. Your grant award provides funding at the requested amount for the entire 36-month project period. Funds for your *PTSA* project will become available to you for obligation on October 1, 2018. Please note that, under 2 CFR 200.328, you are required to submit annual performance reports. Also, under 34 CFR 75.591, you are required to participate in any evaluation of the *PTSA* conducted by the Department.

This initiative will be administered by our Division of Academic and Technical Education. Erin Berg (202-245-6792 or erin.berg@ed.gov) is the designated program officer for this program and will serve as the primary point of contact for this grant award. Very shortly, Erin will contact your grant's designated point of contact to further discuss your project and the requirements of the grant.

Again, congratulations on receiving a *PTSA* grant award! We look forward to working with you over the next three years on this important initiative.

Sincerely,

Sharon

Sharon Lee Miller
Director, Division of Academic and Technical Education
Office of Career, Technical, and Adult Education
U. S. Department of Education
550 12th Street, Potomac Center Plaza, Room 11059
Washington, DC 20202
(202) 245-7846
sharon.miller@ed.gov

The New York Times

Opinion

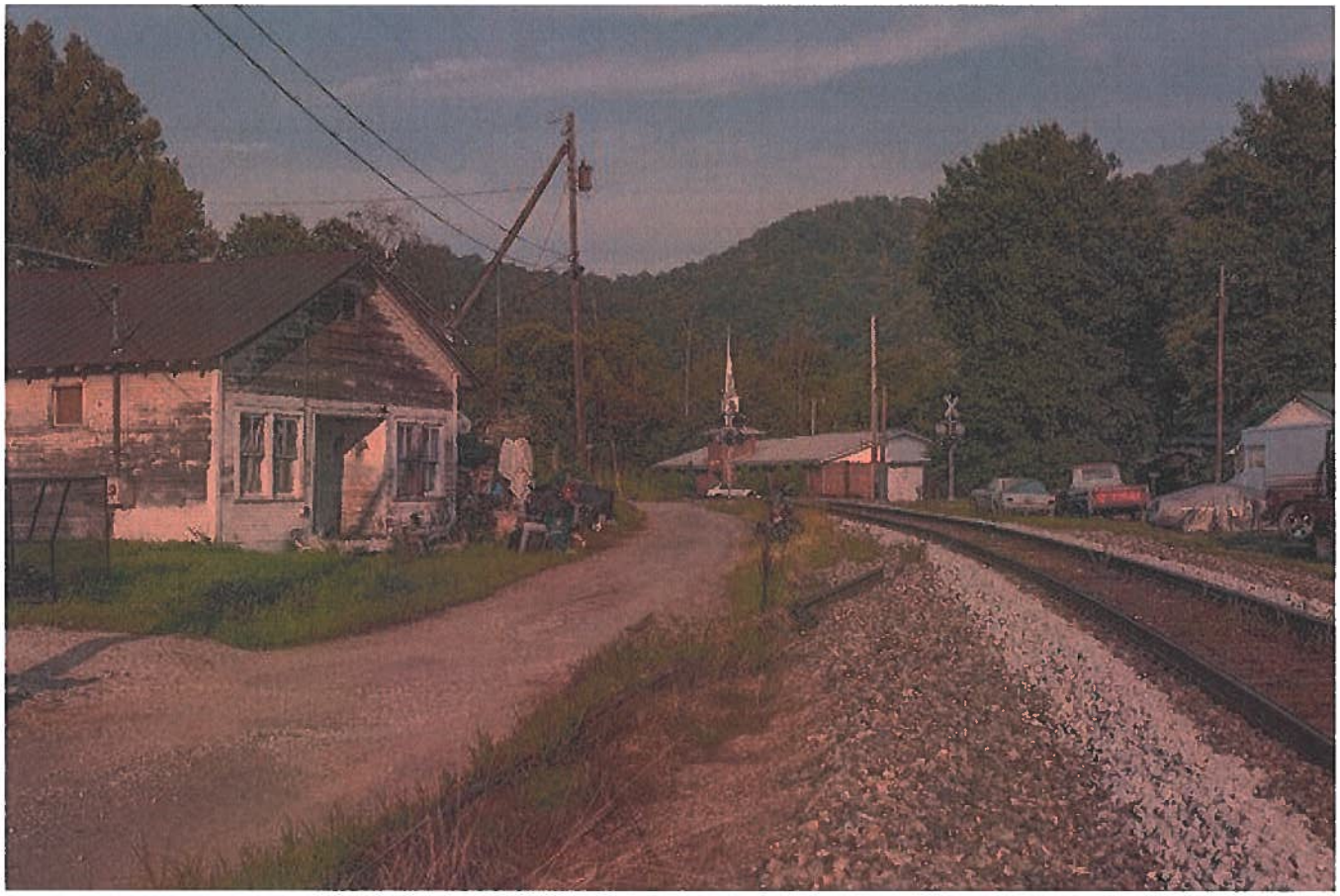
The Coders of Kentucky

A bipartisan effort to revitalize the heartland, one tech job at a time.

By Arlie Hochschild
Dr. Hochschild is a sociologist who studies work, family and the American right.

Sept. 21, 2018

Matthew Watson opened his car door at a gas station outside Hueysville, Ky., sprang out and exclaimed, "I got a new job!" He blushed slightly; he was not one to boast. But for this slender, 33-year-old man with a red beard, a father of two small daughters who had once been ashamed of supplementing his low-pay, long-hours job with food stamps, this was fantastic news.



August in Hueysville. Ky. A software company is offering training programs to residents of rural Kentucky. Mike Belleme for The New York Times

I'd driven to Hueysville past trucks with "Diggin' Coal" decals, on a road slicing through mountains that rose in steep, majestic steps up to tops flattened by dynamite, past turnoffs to forgotten union halls where the eight-hour workday had been won and billboards that had recently read, "Trump for President." (Kentucky went 63 percent for him.) Mr. Watson's home, like much of Appalachia, reflects the landscape and culture of coal, without the coal mining jobs. And there was little hope of alternatives — until now.

"After I got my two associate's degrees, the best job I could find was selling cigarettes behind the counter in Hazard, a 45-minute commute from home, for $10 an hour, and that was after a promotion to manager," Mr. Watson told me the first time we met. "Some of my customers were opioid addicts, who slurred their speech, scratched their arms, laid their heads on my counter. In the back of my mind, I always think, 'If I want to stay living here, if I didn't have *this* job, I'd be working *that* job.'"

Then one day Mr. Watson heard an ad on the car radio. "It was for a 24-week course in coding, with an eight-week apprenticeship, which I later learned could qualify me for a $40,000-plus job designing apps for cellphones," he said. The advertisement had been put out by a Louisville tech start-up called Interapt. "I immediately applied online, got interviewed, aced the test, and they hired me as an intern and then as a junior software developer," Mr. Watson said. Within a year, he was offered yet another job as a software engineer, for a Florida-based company, for a salary well over $50,000.

Mr. Watson works from the house in Hueysville that was once owned by his grandparents, doing coding and app development for a company in Florida. Mike Belleme for The New York Times

On its first run in 2016, Interapt had 800 applicants, accepted 50 and graduated 35. (Some of the 15 who dropped out did so to tend a sick relative, join the military or take a non-tech job.) Of the 35 graduates, 25 were given job offers by Interapt, and 10 were hired by other tech companies in the area. This year Interapt will train approximately 90 people; next year Interapt expects that number to rise to more than 150.

Ankur Gopal, a University of Illinois graduate from Owensboro, Ky., started Interapt in his basement in Louisville in 2011, when he was 35. He is now renovating an empty warehouse in a run-down part of the city, investing nearly $4 million and creating jobs in the process. "With millions of U.S. tech jobs out there," Mr. Gopal said, "we could help transform eastern Kentucky. Well, hey — Middle America."

Mr. Gopal is at the forefront of a new movement to bring money and jobs from the coastal capitals of high tech to a discouraged, outsource-whipped Middle America. Ro Khanna, the Democratic representative from California whose district includes Apple, Intel, LinkedIn and Yahoo, was among the first politicians to float the idea of Silicon Valley venturing inland. "Why outsource coding jobs to Bangalore when we can insource jobs to eastern Kentucky, poor in jobs but rich in work ethic, and every one I.T. job brings four or five other jobs with it?" he said.

Ankur Gopal, the chief executive of the Kentucky-based software development company Interapt.
Mike Belleme for The New York Times

The stories of these Interapt graduates in the green hamlets of eastern Kentucky begin with dead ends and end with new beginnings.

"Nights I was manning the reception desk at Super 8, for $7.50 an hour, and days I was working at Little Caesars and still struggling to pay family bills," Shea Maynard told me. Now, she said, "I'm modifying the information architecture of Interapt products." She continued, "I never thought it was possible for a person like me to have a career I love."

Shea Maynard, a junior information architect for Interapt, at the Floyd County Public Library in Prestonsburg, Ky., where she often does her work. Mike Belleme for The New York Times

Most described feeling engrossed in the work. "Sitting at the desk in my trailer, I can go till 2 a.m.," one man said. "I have to remember to stop."

Starting when Crystal Adkins was 13, she almost single-handedly fed, dressed and raised her two younger siblings, while her own interest in school faded. Now she is Interapt's star trainer. In addition to teaching, Ms. Adkins has been learning new coding languages and training her own children to code.

The success of the Interapt training program has depended on the enthusiasm of politicians from disconnected regions and increasingly hostile political parties.

Mr. Gopal first gathered support from Gov. Matt Bevin of Kentucky and Representative Hal Rogers, both Republicans. They were instrumental in the Appalachian Regional Commission approving $2.7 million to get the training program off the ground. The Department of Labor authorized apprenticeship status for its graduates.

Mr. Rogers is a conservative who represents Kentucky's Fifth District, home to many unemployed coal miners and one of the poorest and most population-depleted districts in the country. He found an unlikely ally in Mr. Khanna, a progressive Democrat and former official in the Obama administration, who represents California's 17th District, one of the richest, fastest-growing and most liberal districts in the country. In the 2016 presidential vote, it went 73.9 percent for Hillary Clinton. Mr. Rogers's district went 79.6 percent for Mr. Trump. But Mr. Rogers's office called Mr. Khanna's, and invited him to see Interapt in a widely promoted visit last year.

Mr. Rogers wants the tech companies in Mr. Khanna's district to consider investing in Kentucky and hiring its citizens. Mr. Khanna was remarkably open to the idea. "We believe in distributed jobs," he said. "There is no reason these companies can't engage thousands of talented workers in Iowa, Kentucky or West Virginia for projects."

Despite these gestures of bipartisanship, the initiative has had to overcome stereotypes, the first one being about Interapt itself. Many locals were suspicious of outsiders' intentions. Maybe Interapt was associated with some big-government, Obama-era program, or maybe it was a fraud pulled on rural towns by fast-talking city people. "Even after I was chosen," a trainee told me, "I didn't completely trust the program until we were asked to open our folders and I found a check for $400," the weekly stipend for trainees. "Then I knew it was for real."

Izaak Prats, center, working with students during an Interapt coding course in Glasgow, Ky.
Mike Belleme for The New York Times

Then there were the stereotypes held by the companies to which Interapt was pitching its graduates; many potential employers were skeptical of the apprenticeship model. As Ervin Dimeny, the former commissioner of the Kentucky Labor Cabinet's Department of Workplace Standards, explained to me: "We think of apprenticeship as a way to certify 19th-century metalworkers. Or we associate it with boring high school shop class. We need to re-envision apprenticeships as passports to respectable middle-class careers."

Worse, some saw rural Kentuckians as dubious recruits — tooth-free, grinning, moonshine-drinking hillbillies. "It's a terrible myth," an Interapt administrator who is the daughter of an unemployed Pikeville coal miner told me. "A hillbilly can do *anything*. Out in the hollows, you can't call in specialists; you fix that stalled truck, that leaky roof, that broken radio yourself." It's the "car heads" — who can fix anything under a hood — who turn out to be inspired app developers, a recruiter told me. Those car heads include women too, who made up about a third of the first class.

Other investors are following Mr. Gopal's lead. For example, the former chief executive of AOL, Steve Case, started an initiative called "Rise of the Rest," which involves driving a big red bus around the country (it has visited 38 cities so far) and giving out $150 million in seed money to entrepreneurs. J.D. Vance, author of the best-selling "Hillbilly Elegy," was brought on as a managing partner. As Mr. Case told an audience of hundreds in Louisville's Speed Art Museum in May, 75 percent of venture capital now goes to three states: California, New York and Massachusetts. And half of all venture capital goes to Silicon Valley. Yet start-ups account for half of all new jobs in the United States. Why can't those start-ups start somewhere else?

I.T. training is not going to solve all the problems of eastern Kentucky, of course. It may be hard to scale up. Not all of us warm to or can do I.T. work. And like coal-mining itself, I.T. jobs can be lost to automation.

If they are, could these visionary ventures crash into new dead ends? Interapt was itself experimenting with a new software that could improve the process of selecting trainees — possibly reducing tasks associated with one job right there. "Over time, some I.T. jobs will disappear, as will jobs for truck drivers, machine-tool makers and a lot of others too," Mr. Gopal said. "But we teach our trainees to keep learning."

If you know French, a trainer explained, "you can get the hang of Spanish and Portuguese. You stay ahead of the curve like that."

For now, there is so much demand for I.T. workers — 10,000 estimated openings by 2020 in the Louisville metro area alone — that Mr. Gopal is reaching out to new groups. "We're talking with the Department of Defense about a 16-week, eight-hour-a-day coding training program for vets returning from Afghanistan and Iraq to Fort Knox," he said.

Downtown Pikeville, Ky., in August. Mike Belleme for The New York Times

This is a good-news story. But continuing to increase access to good jobs in Middle America will take deliberate efforts to cooperate across the bitter political and regional divide. President Trump is not helping by proposing cuts in education funding that will

raise the cost of student loans by more than $200 billion over the next decade. Last year, he tried to cut all funding for the Appalachian Regional Commission, which paid Interapt students' stipends. A group of representatives — eight Democrats and two Republicans — signed a joint letter urging Trump to restore the money (it was).

On my last visit to Hueysville, Mr. Watson introduced me to his wife ("I married an outsider," he said jokingly. "Nicole's from Martin County, I'm from Floyd."), his aunt, uncle and cousin, all schoolteachers, and his 93-year-old grandmother, a retired teacher who sews a brightly colored quilt for each new grandchild. His daughters played with dolls and nibbled on chocolate Easter eggs on the living room floor. "We're really proud of Matthew," his aunt said.

"My new employer is a home repair services company based in Florida," Mr. Watson said later, "and I do feature development that had once been outsourced to India. I get to work from home. My 3-year-old asks me to get her juice as if I had nothing better to do." He chuckled. "But it's such a blessing. These mountains hug me, and my family is my rock. I thought I'd be forced to leave, and maybe one day I'll have to. But why would I ever want to?"

Arlie Hochschild, a professor of sociology at Berkeley, is the author, most recently, of "Strangers in Their Own Land: Anger and Mourning on the American Right" and "The Outsourced Self: Intimate Life in Market Times."

Follow The New York Times Opinion section on Facebook and Twitter (@NYTopinion), and sign up for the Opinion Today newsletter.

A version of this article appears in print on Sept. 23, 2018, on Page SR4 of the New York edition with the headline: Silicon Holler

READ 253 COMMENTS

LOCKING IN A GREAT RATE IS EASY
10-YEAR FIXED RATE BUSINESS LOANS

Art Lan
HO

Second annual Kentucky Registered Apprenticeship Summit set for Sept. 10-12 in Louisville

Aug 18th, 2018 · 0 Comment

Learn about the rapidly expanding career and business opportunities available to Kentuckians at the second annual Kentucky Registered Apprenticeship Summit Sept. 10-12 at the Kentucky Exposition Center at 937 Phillips Lane in Louisville.

Registration for the free event, co-hosted by the Kentucky Education and Workforce Development Cabinet and UPS, is at form.jotform.com.

The summit will bring together business, education, government and civic leaders to explore registered apprenticeships, and build on the momentum happening across Kentucky. Participants will hear from national and international experts on starting and managing apprenticeship programs. Kentucky's registered apprenticeship program is at the forefront of this proven workforce model, and rapidly becoming a national model for successful career preparation.

Additionally, the summit will recognize graduates of certified apprenticeship programs from throughout the commonwealth. To graduate from such programs, individuals complete the required on-the-job training hours and 144 classroom hours per year. Hear testimony from and interact with these dynamic and highly successful graduates.

Job seekers, students and veterans also can register for the free UPS College and Career Expo at the same location on Sept. 11 from 9 a.m.–6 p.m., and Sept. 12 from 9 a.m.–3 p.m., at collegeandcareerexpo.com. The career fair will feature more than 100 businesses offering jobs, internships and apprenticeships in sectors such as health care, advanced manufacturing,

construction, social services and information technology. In addition, more than 200 universities, colleges and technical schools offering more than $500,000 in scholarships will be at the career fair.

Employers also can take advantage of this hiring opportunity at the region's largest education and job fair by reserving a booth at collegeandcareerexpo.com. High school juniors and seniors from all 120 counties are being actively recruited to attend the career fair as well as veteran groups. It will be the largest recruiting event ever held in Kentucky for traditional colleges, apprenticeships and internships.

The registered apprenticeship model is a flexible, employer-driven approach that provides high-quality job training and produces skilled, competent employees for Kentucky employers. The division is responsible for registering apprenticeship programs that meet federal standards, issuing nationally recognized and portable Certificates of Completion to apprentices, and promoting the development of new programs through marketing and technical assistance.

Currently, there are more than 3,000 apprentices in Kentucky in nearly 240 different programs representing 109 different occupations.

To find out more about the summit, visit educationcabinet.ky.gov.

From Kentucky Education and Workforce Development Cabinet

Tags: advanced manufacturing · apprenticeships and internships · construction · Health Care · Kentucky Registered Apprenticeship Summit · Louisville · on-the-job training · proven workforce model · social services · traditional colleges

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Kentucky's Division of Apprenticeship transitions to the Education and Workforce Development Cabinet

July 19, 2018 393 Views

FRANKFORT, Ky. (July 19, 2018) – The Kentucky Education and Workforce Development Cabinet (KEWDC) today announced the transition of the Division of Apprenticeship from the Kentucky Labor Cabinet to KEWDC's Office of Employment and Training. The division, in cooperation with the U.S. Office of Apprenticeship and Training, oversees the commonwealth's registered apprenticeship program.

Kentucky's registered apprenticeship program is rapidly becoming a national model in preparing individuals to successfully enter the workforce. Today's administrative move will build upon this momentum by harnessing KEWDC's existing statewide network to connect employers with potential employees and to provide increased apprenticeship opportunities for Kentuckians.

"This action will ensure that our registered apprenticeship program continues to be an invaluable plank within the overall platform of workforce development in the Commonwealth," noted Gov. Matt Bevin in his executive order. "It allows us to expand our growing apprenticeship program to its fullest potential by pairing it with the infrastructure and resources of the Office of Employment and Training within the Education and Workforce Development Cabinet."

Today's announcement follows a call from Gov. Bevin earlier this year urging the Labor Cabinet, Public Protection Cabinet and the Education and Workforce Development Cabinet to partner on ways to further enhance workforce development efforts within the Commonwealth.

"This is a great day for workers and employers in the Commonwealth," said Education and Workforce Development Cabinet Secretary Derrick Ramsey. "By bringing the Division of Apprenticeship over to the Education and Workforce Development Cabinet, it will allow us to leverage resources that train Kentucky citizens and integrate them into the workforce. This move will enhance the pipeline between education and workforce to give employers quicker access to a large pool of skilled employees."

Currently, there are over 3,000 apprentices in Kentucky in nearly 240 different programs representing 109 different occupations.

The Registered Apprenticeship model is a flexible, employer-driven approach that provides high-quality job training and produces skilled, competent employees for Kentucky employers. The division is responsible for registering apprenticeship programs that meet federal standards, issuing nationally recognized and portable Certificates of Completion to apprentices, and promoting the development of new programs through marketing and technical assistance.

Earlier this year, the Division of Apprenticeship joined Gov. Bevin, the Cabinet for Health and Family Services, the Personnel Cabinet, and the Department of Education to announce the first apprenticeship program for state-employed social service workers in the country.

Later this year, KEWDC will host the second annual Kentucky Registered Apprenticeship Summit in Louisville from Sept. 10 – 12. The goal of the summit is to bring together apprenticeship stakeholders with business, education and civic leaders from across the Commonwealth and beyond to discuss ways this proven training model is transforming the state's workforce. For more information or to register for the summit, click here.

To view a copy of today's executive order, click here.

Media Coverage- Workplace Standards

Apprenticeship Division

August 2016 - July 2018

Kentucky Labor Cabinet
Business Plan 2017-19

August 11, 2017

Greetings!

I am pleased to present the Kentucky Labor Cabinet's Business Plan 2017-2019.

As humble servant leaders of the Commonwealth, my team and I set out to craft a working business plan that meets the need of our diverse constituents, projects future needs based on current trend data, explores innovations in labor and workforce issues in the United States and abroad, and maximizes and safeguards Kentucky's resources. We asked for and received valuable input from our many stakeholders, including members of our workforce, high school students preparing for a career, new and emerging businesses in Kentucky, and other state and local government leaders.

To ensure we build a strong foundation and draw from the wisdom and experience of those who have gone before, we include a brief history of labor in Kentucky. We provide our readers with the statutes that guide our work, in tandem with our mission statement and current accomplishments to illustrate strong fidelity to those responsibilities. Our vision is bold, dynamic and inviting— a desired state that we strive to meet and exceed. Our core values speak to how we engage with one another as a working team, as well as how we interact with our stakeholders through accountability, creative problem-solving, and reinforcement of the unbridled spirit unique to Kentucky. Our plan is a working plan with priorities, goals, assignments and performance measures to be assessed on a quarterly basis.

The entire Labor Cabinet is committed to our role in fulfilling our statutory functions and to providing all with the highest quality customer service. We toil daily to hit targets with meaningful deliverables and make working in Kentucky desirable, rewarding and safe.

We welcome your input as we forge ahead!

Sincerely,

Derrick K. Ramsey

Kentucky UNBRIDLED SPIRIT

The Labor Cabinet Focus

Mission Statement

The Kentucky Labor Cabinet's mission is to advance a well-trained workforce, protect the worker, compensate the injured, promote employer excellence, and ensure Kentucky's place as the hub of workplace innovation and distinction in America and around the world.

Vision Statement

The Kentucky Labor Cabinet will ensure that Kentucky is the place for all to work, thrive and succeed. We will accomplish this by:

•building the safest, healthiest and most robust workforce;

•educating every employer in safety and skills;

•forging strong, lasting partnerships between government, employers and employees;

•and, ensuring a fair and level playing field for all.

Come be a part of greatness!

Core Value Words & Statements

Accountability
Employee Engagement
Listening
Problem Solving
Creativity/Innovation
Integrity
Transparency
Teamwork
Culture

1. Accountability- We are fair, impartial, and responsive servant leaders.

2. Problem-Solving- We anticipate and solve problems through creative governance, community partnerships and internal teamwork. We encourage collective excellence!

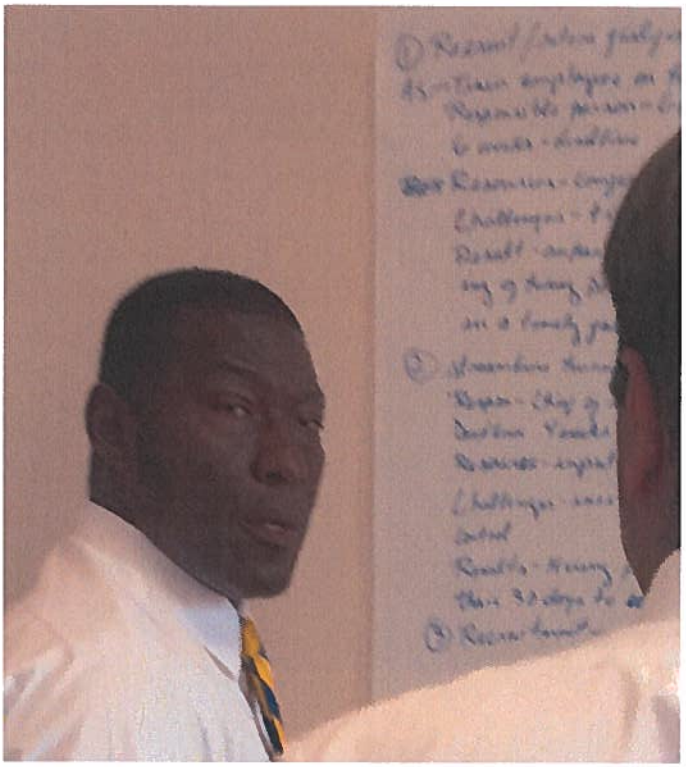
3. Culture-We elevate and show case the unique spirit and culture of Kentucky.

Defining Mission

Our mission statement defines our core reason for existence. It ensures fidelity to daily work processes, and serves to limit the scope of new projects taken on by the agency following the parameters created by the mission. The statement is brief and easily internalized by employees and stakeholders alike. With a simple glance, it sets our agency apart from other entities and accentuates core function and deliverables.

The Kentucky Labor Cabinet's Mission

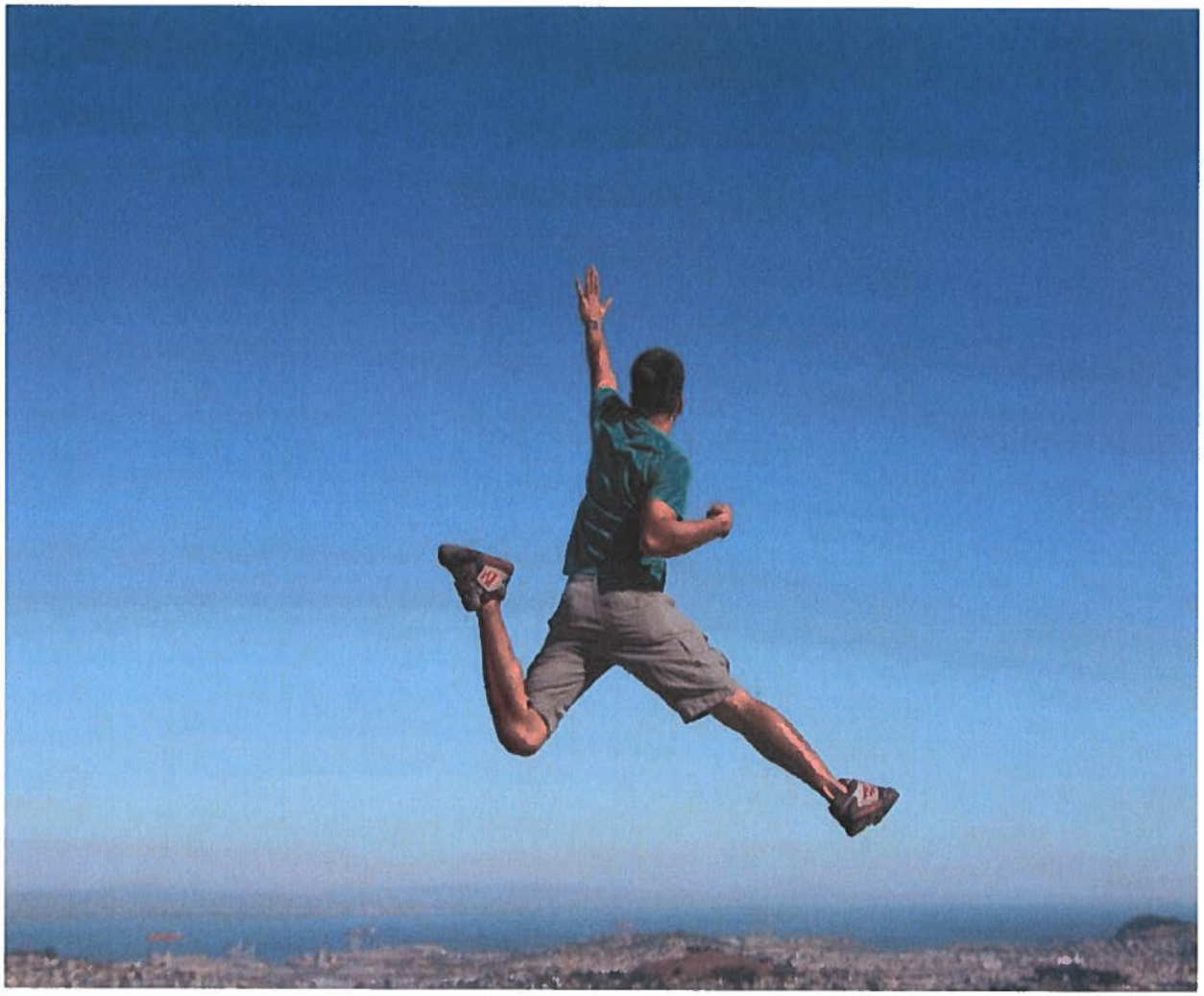
The Kentucky Labor Cabinet's mission is to advance a well-trained workforce, protect the worker, compensate the injured, promote employer excellence, and ensure Kentucky's place as the hub of workplace innovation and distinction in America and around the world.



Kentucky Labor Cabinet Secretary Derrick Ramsey drafts a mission.

Defining Vision

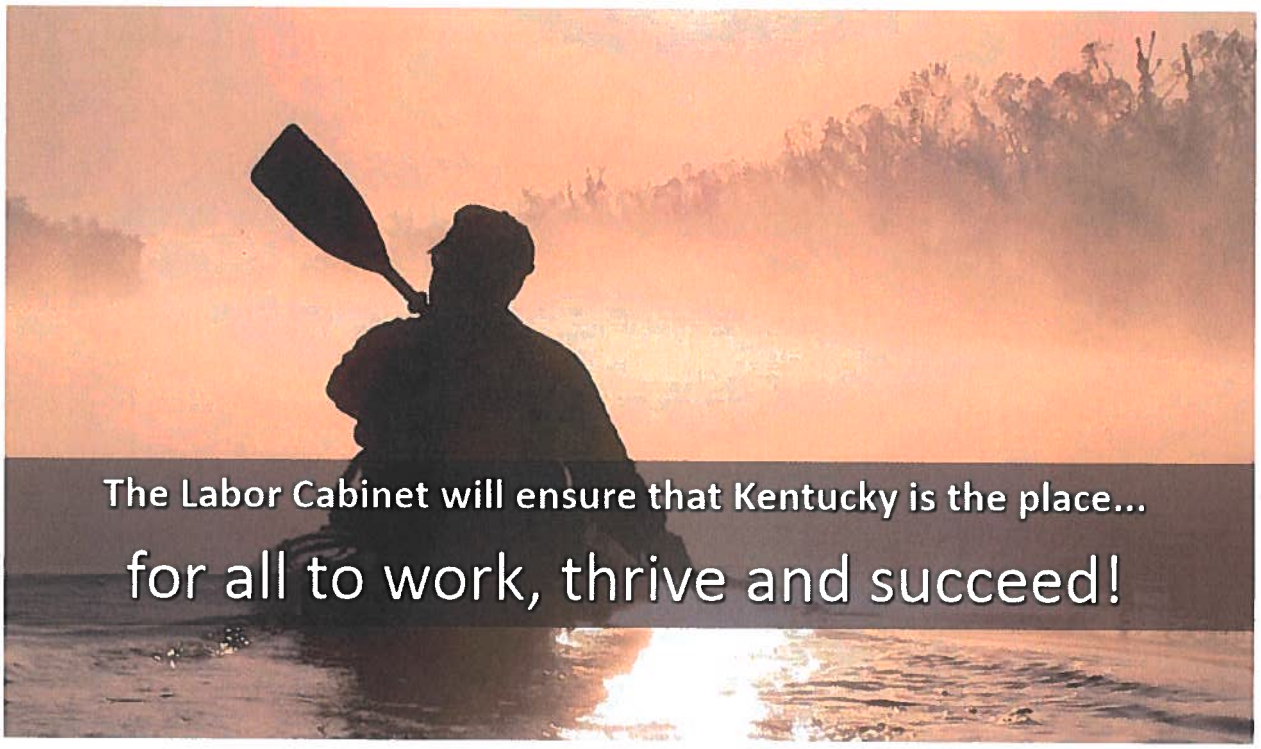
Our vision statement projects movement, aspiration, and energy. It gives form to the model that we hope to become. Our vision statement is dynamic, bold and changing, but also attainable with application of passion and due diligence. Crafted to reflect a long-range plan, sometimes reaching several years or decades into the future, Labor's vision statement inspires and motivates. As noted by University of Hawaii futurist, Jim Dator, visions may even appear be to be ridiculous! They provoke the question, "What if…?"



"Vision is the art of seeing what is invisible to others." Jonathan Swift

Labor's Vision Statement for Kentucky's Future

The Kentucky Labor Cabinet will ensure that Kentucky is the place for all to work, thrive and succeed.



We will accomplish this by:

•building the safest, healthiest and most robust workforce;

•educating every employer in safety and skills;

•forging strong, lasting partnerships between government, employers and employees;

•fostering stakeholder knowledge of rights and responsibilities under the Workers' Compensation Act and ensuring compliance;

•ensuring timely delivery of income and medical benefits to injured workers;

•and, creating a fair and level playing field for all.

Come be a part of greatness!

Organizational Values

Organizational values guide our daily interactions, both with internal colleagues and external customers and stakeholders.

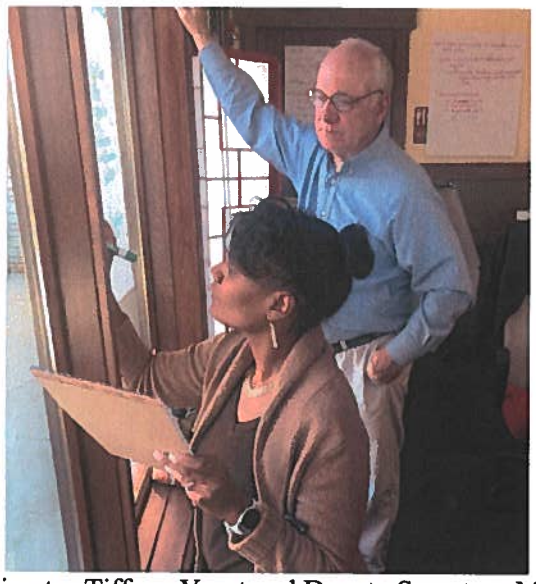
Labor's Core Value Words & Statements

Accountability
Employee Engagement
Listening
Problem Solving
Creativity/Innovation
Integrity
Transparency
Teamwork
Culture

1. Accountability- We are fair, impartial, and responsive servant leaders.

2. Problem-Solving- We anticipate and solve problems through creative governance, community partnerships and internal teamwork. We encourage collective excellence!

3. Culture- Culture may be defined as the arts and other manifestations of collective intellectual achievement of a society. The work of the Kentucky Labor Cabinet elevates and highlights the unique spirit and culture of the Commonwealth. It is a destination to do business, and to live!



Executive Director Tiffany Yeast and Deputy Secretary Mike Nemes

Recognizing Tara A. Aziz for her decades of exemplary service

SWOT ANALYSIS

Assessing Strengths, Weaknesses, Opportunities, & Threats

SWOT and Application of TOWS Matrix

Kentucky Labor Cabinet
SWOT Analysis & Tows Matrix/ February 2, 2017

Internal Elements / External Elements	Organizational Strengths	Organizational Weaknesses
	1. Laws & Regulations 2. Safety & Health Education 3. Mitigation of Cases (ALJs) 4. The best gov't. leadership team 5. Teamwork 6. Cohesion w/ internal groups 7. Collaboration & resolution 8. Knowledgeable employees 9. Quick information delivery 10. Low turnover 11. Years of service 12. Subject matter experts	1. Workforce lacks pride 2. Insufficient training 3. Individual mentality 4. Continuity of operations 5. Identity crisis/perception 6. Internal conflict 7. Stopping inert forces 8. Self-promotion 9. Mgmt/staff divide 10. Accountability 11. Pay/promotion 12. Paranoia & gossip 13. Mistrust gov't.
Strategic Options		
Opportunities 1. Collaborate 2. Partnerships 3. Media 4. Social Media 5. National business recruitment 6. International business recruit. 7. Workforce training leadership 8. Legislative reform 9. Communicate successes	**Strengths-Opportunities (S-O)** 1. Leadership (S4) and Business Recruitment/Partnerships (O2, O5, O6). Use leadership to quickly disseminate info, collaborate with media, and develop cohesive business relationships. 2. Use the leadership team (S4) to build training partnerships (O2, O7). 3. Use the strength of Education (S2) to recruit businesses (O2, O6, & O7). 4. Leadership (S4) guides Legislative reform (O8).	**Weaknesses-Opportunities (W-O)** 1. Mistrust government (W13) and legislative reform (O8) and training (O7). 2. Partnership with KWCEA (O2) to build training opportunities to minimize resistance to change and the lack of training (W2). 3. Combat the identity crisis (W5) with strong partnerships (O2). 4. Inert forces (W7) ameliorated through partnerships (O2), media promotion (O3 & O4), and self-promotion.
Threats 1. Decline of coal 2. Aging pop. 3. Legislation 4. Budget 5. Grant strings 6. Litigation 7. Ability to attract new industry 8. Drug abuse 9. Aging clientele 10. External perception 11. Holding our own	**Strengths-Threats (S-T)** 1. Use the strength of laws and regulations (S1) to combat the threat of the decline of coal (T1), litigation (T6), and image (T10). 2. Use training (S2 & S12) and quick delivery of information (S9) to ameliorate loss of jobs (T1). 3. Use Leadership (S4) to guide through hard choices (T4). 4. Use leadership (S4) to thwart negative perceptions (T10).	**Weaknesses-Threats (W-T)** 1. Lack of pride (W1) and Budget (T4). 2. Promotions (W11) and Budget (T4). 3. Mistrust gov't (W13) and Legislation (T13) 4. Lack of pride (W1) and External Perception (W10) 5. Allow external perception (T10) to dictate our vision. 6. Identity crisis (W5) and External Perception (10)

GOALS &
ACTION PLANS

Goal 1. Enhance Internal and External Communication	
Rationale Internal and external communications are essential to defining the mission, goals and ultimately delivering services to constituents in an efficient manner. Internally, communication will help to establish agendas and expectations among Cabinet personnel. This will transpire through purposeful weekly meetings between management and staff, while also empowering all employees. As the delivery of constituent services increasingly becomes digitized, so has the need for government to provide and maintain modern platforms for this purpose. A new website and robust social media accents will establish interactive portals to engage and inform citizens. This will also provide the Cabinet with candid feedback.	
Objectives	**Action Plan**
1.1 Internal communication. Schedule weekly meetings with management and staff.	1.1. **Assignment:** Secretary Ramsey, Commissioners and Division Directors **Timeframe:** Weekly **Resources:** Agendas, Templates and Reminders **Deliverables:** Formal Agendas and Minutes. Develop a Monthly Newsletter. **Challenges:** Failure to communicate. Technical issues. **Results:** Better informed workplace
1.2 External Communication. Develop interactive website.	1.2 **Assignment:** Jarrad Hensley and Deborah Williamson, with input from entire team. **Timeframe:** Test website available from Kentucky Interactive, June 2017. Product slated for release Fall 2017. Update Web bi-weekly **Resources:** Hire or contract with a web designer. **Deliverable:** Interactive Website **Results:** Well-informed Public **Measurement:** User Analysis of Site Traffic. Survey Monkey Questionnaires on Web.

1.3. External Communication. Social Media & Government Documents.	**Assignment:** Jarrad Hensley and Alexandria Englen **Timeframe:** Immediately after an event **Resources:** Leadership Input **Results:** Well-informed Public
Goal 2. Increase Business and Community Partnerships	
Rationale Increasing business and community partnerships fosters trust and strengthens our ability to meet and exceed statutory obligations. We will achieve this by connecting with new and potential businesses, attend community functions to raise awareness of the Labor Cabinet mission and deliverables, conduct industry fairs, and develop meaningful marketing materials.	
2.1 Connect with new and potential businesses.	2.1 **Assignment:** Commissioner Dimeny. Continue to work in tandem with the Economic Development Cabinet. **Timeframe:** Ongoing. **Resources:** Mailing lists. Coordinate meetings in conjunction with the Economic Development Cabinet. **Challenges:** Businesses not interested or lack adequate staffing to work with Cabinet. **Results:** New and ongoing partnerships. **Measurement:** Assess number of new engagements. Analyze number of new partnerships and steps required to develop that relationship.
2.2 Conduct and/or attend Industry Fairs	2.2 **Assignment:** Commissioner Dimeny and staff members. **Timeframe:** Ongoing **Resources:** Informational materials

2.3 Attend community meetings and functions to raise awareness of Kentucky Labor Cabinet mission for the Commonwealth. Use this action step to further increase and enhance collaboration among Cabinets.	2.3 **Assignment:** Senior Executive Team **Timeframe:** Ongoing **Resources:** Time, Personnel, Media, Website **Challenges:** Time, Personnel **Results:** Increased Education and Training Partnerships. Increased participation in TRACK
Goal 3. Deliver Services with Efficiency	
Rationale The goal of the workers' compensation system is to provide timely and appropriate income and medical benefits to injured works. This system replaces the traditional tort system under which injured parties receive compensation based on fault for damages obtained through protracted litigation in court. The benefit to the injured worker is the prompt delivery of income and medical benefits. Presently, there are 35,000 workplace injuries reported yearly in Kentucky. Average costs, whether medical or income average approximately $25,000. This is a major economic burden on Kentucky employees. Creating consistent treatment guidelines, among other efforts, is paramount to realizing overall decreases in medical costs, improving patient outcomes, and promoting return to work in the Commonwealth. The savings realized through important updates and revisions to workers' compensation regulations will allow Kentucky businesses to allocate critical resources toward growth and expansion.	
3.1 Enact legislation/regulations to reduce Workers' Claims costs and red tape	3.1 **Assignment:** Labor Leadership and Judge Swisher **Timeframe:** March 2018 **Resources:** Personnel and time commitment **Challenges:** Resistance from interest groups/government and private **Result:** Statutory and regulation enactment **Measurement:** Reduced prescription drug costs. Alignment with regional and national analysis of costs.

Goal 4. Recruit and Retain Qualified Employees	
Rationale A qualified, experienced and properly trained workforce is essential to delivering the Cabinet's services in the highly specialized and dynamic areas of workplace protection, workforce development, and workers' compensation. Retention of qualified personnel leverages institutional knowledge to ensure delivery of consistent, high quality services and maximizes utilization of the Cabinet's resources. Unfortunately, navigating byzantine hiring regulations results in loss of qualified job seekers and consumes Cabinet resources. It is not uncommon for the hiring process to extend several weeks on average. Through enhanced education, training, and public outreach, the Cabinet will ensure our agency leaders are experts in navigating the hiring process. We will collaborate with our state agencies to streamline the process and enlarge the pool of qualified and diverse applicants.	
4.1 Training Labor managers and supervisors in hiring process	4.1 **Assignment:** GAPs HR Director **Timeframe:** Complete by August 1, 2017 **Resources:** Training space, equipment, and facilitator **Challenges:** Time, Lack of Knowledge, Will Power **Results:** Supervisory employees gain a clear understanding of the hiring process, and can navigate that process in a timely manner.
4.2 Streamline the hiring process	4.2 **Assignment:** Chief of Staff **Timeframe:** 4 weeks **Resources:** Input from employees and stakeholders **Challenges:** Inertia/resistance to change/lack of control **Results:** Hiring process is efficient and takes no more than 30 days to complete.

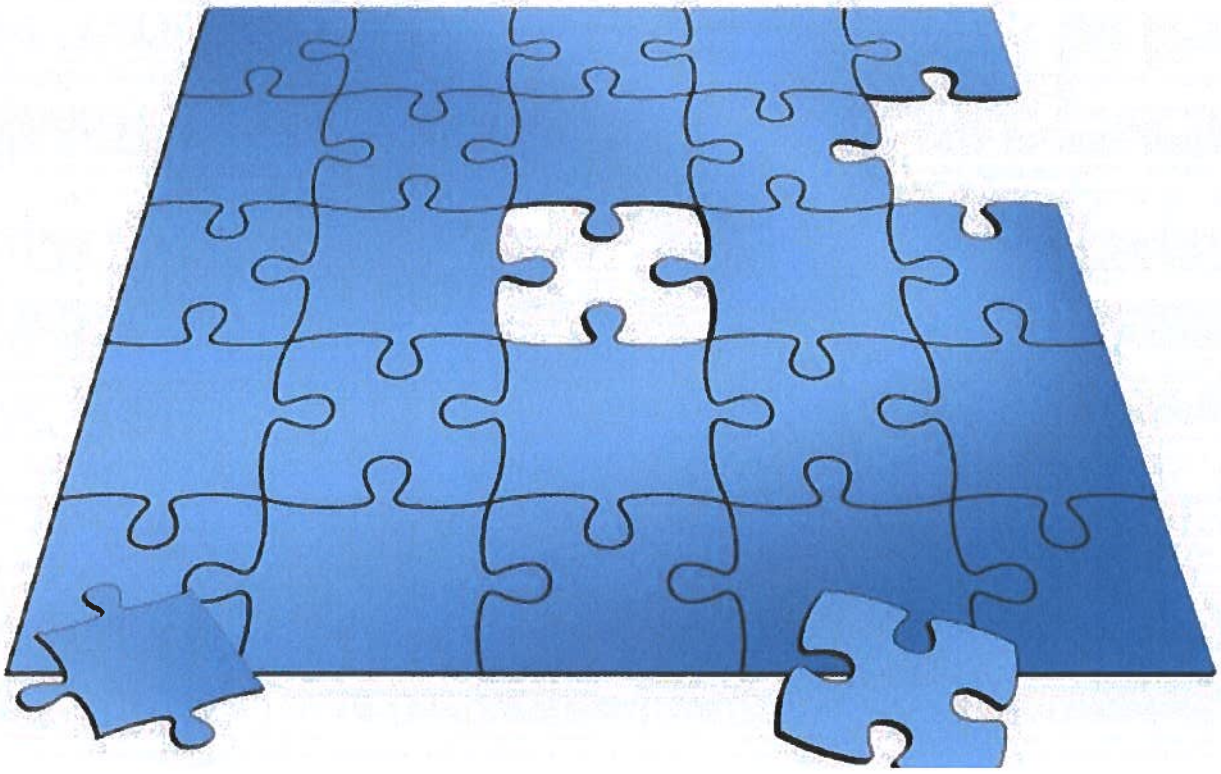
4.3 Recruitment Activities. Recruit from churches, sororities, fraternities.	4.3 **Assignment:** GAPS HR Director **Timeframe:** Ongoing **Resources:** Travel and Staffing **Challenges:** Budget **Results:** Broad, diverse pool of qualified applicants
5. Create a platform for all industries and the general public to improve health and safety	
Rationale United Health Foundations ranked Kentucky 45th in terms of overall health in their 2016 report. Factors influencing the ranking include the highest smoking rate of any state, with 29% of the adult population or 970,000 individuals using tobacco substances. Thirty percent of the Commonwealth's population of 4.4 million are obese, contributing to a host of health issues including the life-threatening matters of heart disease and diabetes. Beyond physical health, Kentucky ranks 48th in the nation for mental health issues (United Health Care, 2016). Costs to both employers and employees are substantive, burdensome and severely limit productivity. The current situation warrants meaningful and sustained prevention and intervention statewide. Through a Cabinet-led initiative using the latest scientific information, community and employer support, and emerging technologies, we will challenge Kentuckians to embrace Unbridled Fitness and begin life's journey anew.	
5.1 Convene business leaders to discuss platform and related opportunities.	5.1 **Assignment:** Secretary Ramsey and Commissioner Dimeny **Timeframe:** This is underway and will be ongoing on a monthly basis. **Resources:** Travel, time and willpower **Challenges:** Reach the entire state, developing buy-in, and having the ability to scale down project to small businesses

	Result: Healthier Kentucky through the development of an employee physical and mental wellness program that can be scaled up or down to fit businesses of all sizes

Alexandria Englen, Deputy Communications Director, works on goal-setting.

Workplace Standards

Division Business Plans



KY APPRENTICESHIP

*Kentucky***TRAINED.** *Kentucky***BUILT.**

ApprenticeshipUSA

kentuckyapprenticeship.com

2016-19 BUSINESS PLAN

Executive Summary

The Kentucky Apprenticeship Initiative (KAI) serves two target audiences, namely high need area business and industry sectors, and individuals seeking to enter or advance their career of choice through Registered Apprenticeships. The focal workforce sectors of the KAI include healthcare, manufacturing and construction trades, and were selected based on statistical analysis of federal and state workforce and economic development data indicative of industry growth and skilled worker shortages. The KAI proposes to ameliorate the shortages and modernize Registered Apprenticeships with the Kentucky Skills Network (Network), a unique partnership of state and local workforce development organizations devoted to providing proactive business services and industry skills development. Network partners, the Kentucky Labor Cabinet, the Cabinet for Economic Development, Education and Workforce Development Cabinet, and the Community and Technical College System, will collaborate to deliver workforce pipeline development through the Registered Apprentice program. Goals and performance targets of the KAI are to increase the number of apprentices by 1,300 participants over the life of the grant, which represents a 54% increase in the number of apprentices in Kentucky, placing an emphasis on recruiting women, minorities, young people and workers over 45 years of age through traditional and well-researched, innovative approaches. A second goal is to add new occupational sector partners such as the aerospace industry, fiber optics and avionics. The project will be carried out under the auspices of the Kentucky Labor Cabinet, with strong support from the Governor. The Labor Cabinet's new Registered Apprenticeship staff will fully support the KIA, which includes a project manager and field coordinators to ensure smooth and ongoing communication, apprentice and pre-apprentice recruiting, enhanced project data collection and timely project deliverables. Industry-specific curricular materials will be developed by the sectors in conjunction with the community colleges and KAI staff. The KAI envisions this project as a three-year endeavor, and will seek continuation funds.

Kentucky Registered Apprenticeship Industries

Industries Participating in Registered Apprenticeships

•Construction

•Manufacturing

•Telecommunications

•Information Technology/Networking

•Service and Retail Industries

•Health Care

•Public Utilities

•Public Sector

Kentucky Registered Apprenticeships Program
Overview of the Organization

Registered Name

Kentucky Registered Apprenticeship Program

Statutory Authority

KRS Chapter 343; see also 803 KAR 1:010

Commencement of Operation

Wisconsin created the first state Registered Apprenticeship system in 1911, and in 1937 Congress enacted the National Apprenticeship Act (also known as the Fitzgerald Act), establishing the program as it is today. By the mid-1940s, there were approximately 6,233 Registered Apprenticeship programs nationwide, educating and training 4,000 apprentices.

The first reference to registered apprenticeships in Kentucky coincides with the creation of the Fitzgerald Act and subsequent expansion across the country, and appears in the Kentucky Revised Statutes, Chapter 343 beginning in 1942 (http://www.lrc.ky.gov/Statutes/statute.aspx?id=42986).

Registered Apprenticeship is an innovative work-based earn-and-learn model that meets national standards for registration with the U.S. Department of Labor and the Kentucky Office of Apprenticeship. It is a formal system of employee training, combining on-the-job learning with related technical instruction. It produces highly skilled workers who are fully competent in all aspects of an occupation, including knowledge, skill and proficiency of the job. With apprenticeship training, there is a written contract between the apprentice and the sponsor (business), approved by and registered with the Commonwealth of Kentucky and the U.S. Department of Labor, that specifies the length of training, school hours, and outlines the skills of the trade to be learned and the wages the apprentice will receive. Kentucky's apprenticeship program allows employers to design their own training program that provides apprentices with specific skills, training and job-related instruction tailored to the company's needs.

Mission Statement

Kentucky Registered Apprenticeship is the driving force in expanding career opportunities in the Commonwealth.

Vision Statement

Kentucky Registered Apprenticeship will be recognized and utilized by job seekers, educators, and employers as the gold standard as the "earn and learn model" of talent development.

Organizational Values

1. We are adaptable and flexible while maintaining program integrity.
2. We embrace innovation and creativity while demonstrating excellence in customer service.
3. We are committed to adhering to national standards while striving for continuous improvement and accountability.

Key value words and phrases for the Kentucky Registered Apprenticeship team: flexibility, integrity, innovation, creativity, excellence in customer service, continuous improvement, accountability

Management Team & Colleagues

The Management team is comprised of Commissioner Ervin Dimeny and Deputy Commissioner Michael C. Donta. The Management team's expertise includes establishing Registered Apprenticeship sponsors, working with and meeting reporting requirements of the U.S. Department of Labor, workplace standards, and a range of associated topics. Diana Jarboe and Tracy Osborn Clay are Registered Apprenticeship Coordinators conducting recruiting and site field visits.

The Kentucky Labor Cabinet, Division of Employment Standards, Apprenticeship and Mediation in cooperation with the Bureau of Apprenticeship and Training oversees Kentucky's apprenticeship system. The Division of Employment Standards, Apprenticeship and Mediation is responsible for the following:

1. registering apprenticeship programs that meet federal and state standards;
2. protecting the safety and welfare of apprentices;
3. issuing nationally recognized and portable Certificates of Completion to apprentices;
4. promoting the development of new programs through marketing and technical assistance;
5. assuring that all programs provide high quality training; and,
6. assuring that all programs produce skilled, competent workers.

Council Structure

Kentucky Revised Statute 343.010 (4) defines the Council as the Commonwealth's Apprenticeship and Training Council, and provides advice and guidance to the Kentucky Labor Cabinet regarding the Commonwealth's apprenticeship program. Current Council Members include: Howard L. Dawes, Jr., Michael Doherty, Lisa Marie Heidman, Kyle Henderson, Anthony Herbert, John Morrison, Camilla Moss, and Kenneth Sheridan. Members At-Large include: Angie College, Michael Dixon, and Patty Osborne, with Ervin Dimeny and Beth Kuhn serving in Ex-Officio capacity. Michael C. Donta is the Apprenticeship Supervisor.

Target Populations

Project Goals	Baseline Data	First Eighteen Month Period
1. New Business Engaged	27	35
2. Percent New Businesses Engaged		29%
3. Total Number of Existing Programs Expanded	146	151
4. Percent of Existing Programs Expanded		3%
5. Total Number of Participants Receiving Services Under this Grant	Not Available	50
6. Percent of Participants Receiving Services		2%
7. Total Number of Registered Participants in the State	2400	2750
8. Percent of Registered Participants in the State		14.50%
9. Number of Women Served in Registered Apprenticeships	94	144
10. Percent of Women Served in Registered Apprenticeships	3%	53%
11. Number of Underrepresented Populations Served by Registered Apprenticeships	436	486
12. Percent of Underrepresented Populations Served by Registered Apprenticeships	15%	11%
13. Number of Youth ages 16-24 served in Registered Apprenticeships	1082	1132
14. Percent of Youth ages 16-24 served in Registered Apprenticeships	37%	4.60%
15. Percentage of Apprentices who complete Registered Apprenticeships	Not available	10%
16. Total Number of Registered Apprentices receiving any services under Title I-IV of WIOA	8	16
17. Percentage of Registered Apprentices receiving Title I-IV of WIOA services relative to all statewide	0.01%	100%
18. Total number of Sponsors receiving support from public workforce system with screening, referrals, assessments and other services that support the Registered Apprenticeship program	Not available	
19. Total number of Sponsors receiving WIOA-funded support for their apprentices	Not available	

Project Goals	Baseline Data		Second Eighteen Month Period
1. New Business Engaged		27	40
2. Percent New Businesses Engaged			14%
3. Total Number of Existing Programs Expanded		146	156
4. Percent of Existing Programs Expanded			3%
5. Total Number of Participants Receiving Services Under this Grant	Not Available		75
6. Percent of Participants Receiving Services			3%
7. Total Number of Registered Participants in the State		2400	3200
8. Percent of Registered Participants in the State			16%
9. Number of Women Served in Registered Apprenticeships		94	194
10. Percent of Women Served in Registered Apprenticeships		3%	34.70%
11. Number of Underrepresented Populations Served by Registered Apprenticeships		436	536
12. Percent of Underrepresented Populations Served by Registered Apprenticeships		15%	10%
13. Number of Youth ages 16-24 served in Registered Apprenticeships		1082	1182
14. Percent of Youth ages 16-24 served in Registered Apprenticeships		37%	4%
15. Percentage of Apprentices who complete Registered Apprenticeships	Not available		15%
16. Total Number of Registered Apprentices receiving any services under Title I-IV of WIOA		8	32
17. Percentage of Registered Apprentices receiving Title I-IV of WIOA services relative to all statewide		0.01%	100%
18. Total number of Sponsors receiving support from public workforce system with screening, referrals, assessments and other services that support the Registered Apprenticeship program	Not available		
19. Total number of Sponsors receiving WIOA-funded support for their apprentices	Not available		

Project Goals	Baseline Data	Third Eighteen Month Period
1. New Business Engaged	27	45
2. Percent New Businesses Engaged		12.50%
3. Total Number of Existing Programs Expanded	146	161
4. Percent of Existing Programs Expanded		3%
5. Total Number of Participants Receiving Services Under this Grant	Not Available	100
6. Percent of Participants Receiving Services		4%
7. Total Number of Registered Participants in the State	2400	3700
8. Percent of Registered Participants in the State		15.60%
9. Number of Women Served in Registered Apprenticeships	94	244
10. Percent of Women Served in Registered Apprenticeships	3%	25.70%
11. Number of Underrepresented Populations Served by Registered Apprenticeships	436	586
12. Percent of Underrepresented Populations Served by Registered Apprenticeships	15%	9%
13. Number of Youth ages 16-24 served in Registered Apprenticeships	1082	1232
14. Percent of Youth ages 16-24 served in Registered Apprenticeships	37%	4%
15. Percentage of Apprentices who complete Registered Apprenticeships	Not available	20%
16. Total Number of Registered Apprentices receiving any services under Title I-IV of WIOA	8	48
17. Percentage of Registered Apprentices receiving Title I-IV of WIOA services relative to all statewide	0.01%	100%
18. Total number of Sponsors receiving support from public workforce system with screening, referrals, assessments and other services that support the Registered Apprenticeship program	Not available	
19. Total number of Sponsors receiving WIOA-funded support for their apprentices	Not available	

Occupational Sector Analysis

Receiving top billing in our market analysis due to state need and current statistics are health care workers. Kentucky's Health Care Worker Capacity Report provides a comprehensive analysis of health care practitioners needed in the state to meet the population demands (Deloitte Consulting, 2013). For example, currently, there are 48,093 registered nurses serving Kentucky. An additional 5,635 FTEs, representing a 12% increase in the total RN workforce is needed. As further evidence of the burgeoning demand, we focus on the potential patient pool. Who will the RN's and other health care practitioners serve? United Health Foundations ranked Kentucky 45th in terms of overall health. Kentucky has the highest smoking rate of any state. Approximately 970,000 or 29% of the adult population use tobacco products. There are more than one million obese adults within our borders, which translates into 30% of the population. The Bluegrass state is home to over a million individuals over the age of 65. Lastly, Kentucky ranks 48th in mental health issues (United Health Care Foundation, 2016). Kentucky's need for the spectrum of health care practitioners parallels the need nationally. The Bureau of Labor Statistics indicates that from 2014 to 2024, health care practitioners will represent one out of every four jobs (Bureau of Labor Statistics, 2015).

We turn to the Commonwealth's manufacturing sector. *The Skills Gap in U.S. Manufacturing 2015 and Beyond* publication reports that in the next decade nearly three and a half million manufacturing jobs will need to be filled in the United States (Deloitte Consulting, 2015). The skills gap is expected to result in two million jobs across the country going unfilled (Collins, 2015). A total of 232 manufacturing facilities announced new locations or expansions in Kentucky in 2012, increasing the total number of industrial facilities to 4,100. The industry has provided more than 228,000 jobs in Kentucky since 2010 (Richardson, 2014). And as of 2015, Kentucky Manufacturing Gross Domestic Product makes up 19.3% of the total GDP compared to 12.2% for the United States as a whole (Kentucky by the Numbers, 2016). Despite the increase in manufacturing facilities, GDP and jobs, worker shortages are widespread and pronounced–shortages effecting the ability to meet consumer demands and ultimately the bottom line. Ford in Louisville is hiring teens right out of high school to work part-time at its auto plants (Bauer, 2016). Chip Blankenship, CEO of GE Appliances recently told reporters that, "The worker shortage crisis is hampering economic growth" (Ladwig, 2015). And Craig Hopkins, project manager at the Versailles, Kentucky-based Automotive Manufacturing Technical Education Collaborative (AMTEC) says, "If every community college was to produce twenty graduates right now, it would still take us three years to backfill the current vacancies" (Grace, 2015). Jennifer McNelly, Executive Director of the Manufacturing Institute, blames much of the industry shortage on the Industrial Revolution image depicted in films such as American Experience's *Triangle Fire*–in other words dark, dangerous and deadly, and not a place you would want your children to establish a career (Lindsey, 2013).

Finally, we analyze the construction industry in Kentucky. Recently the American General Contractors Association reported that 83% of construction firms had a difficult time locating and hiring roofers, carpenters, welders, masons, electricians, HVAC and plumbers. Experts had correctly predicted that over the course of a three-year period, from 2013-16, the skills gap for welders, electricians, machinists and others would likely to become even more acute (Wright,

2013). The need for construction project supervisory personnel would also increase in demand (Wise, 2014). In actually what happened from 2012 to 2014 was that the construction labor shortage more than doubled from 21-46%, maintaining congruence with declines in unemployment and increases in housing construction (Emrath, 2014). The shortage of laborers was also attributed to attitudes toward the construction sector. Francis and Prosser (2013) note that young people may not be pursuing construction careers due to the industry's traditional career path being out of step with flexible work arrangements, portable skill sets, work-life balance and a male dominated work culture. Construction labor shortages currently confront Kentuckians with the consequences of work not being delivered on schedule, and even more concerning, with a higher price tag, and that is bad news for a state that has been very slow to recover from the 2008 recession.

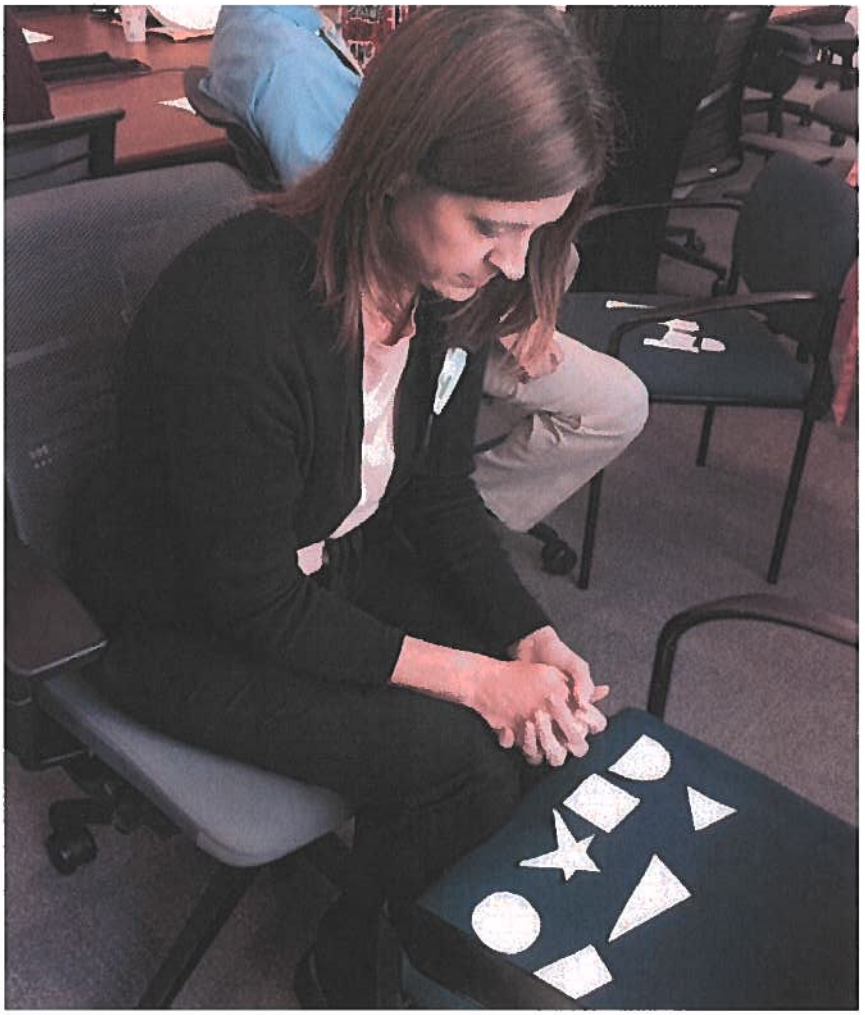
Diana Jarboe, Coordinator with the Registered Apprenticeship Program, studies communication techniques with faculty from the University of Kentucky, Center for Leadership Development.

Strategic Partnerships

a. Kevin Riddett, President and CEO, Siemens Industry, Mobility Division North America, 1-502-618-8864, kevin.riddett@siemens.com
b. Rodent Ballard, Commissioner, Justice and Public Safety Cabinet, Po Box 2400, Frankfort, KY 40601, 1-502-564-4726, Rodney.ballard@ky.gov
c. Dr. Rhonda Tracy, Chancellor, Kentucky Skills Network and KCTCS, 300 North Main Street, Versailles, KY 40383, 1-859-256-3100, Rhonda.Tracy@kctcs.edu
d. Erik Dunnigan, Acting Secretary, Kentucky Cabinet for Economic Development, Old Capitol Annex, 300 West Broadway, Frankfort, KY 40601, 1-502-564-7670, Erik.Dunnigan@ky.gov
e. Adria Johnson, Commissioner, Department of Community Based Services, 275 East Main Street, 3W-A, Frankfort, KY 40621, 1-502-564-3703, Adria.Johnson@ky.gov
f. LaDonna Koebel, Acting Commissioner, Department of Juvenile Justice, 1025 Capital Center Drive, 3rd Floor, Frankfort, KY 40601-8205, 1-502-564-2738, LaDonnaL.Koebel@ky.gov
g. Jackie Beard, System Director, Talent Acquisition and Workforce Development, Norton Healthcare, 224 East Broadway, Suite 200, Louisville, KY 40202 1-502-629-7411, Jackie.Beard@nortonhealthcare.org
h. Jeff Whitehead, Executive Director, Eastern Kentucky Concentrated Employment Program, 412 Roy Campbell Drive, Suite 100, Hazard, KY 41701, 1-606-436-5751, jwhitehead@ekcep.org
i. Charles Gregory Higdon, President and CEO, Kentucky Association of Manufacturers, 609 Chamberlin Avenue, Frankfort, KY 40601, 1-502-352-2483, g.higdon@kam.us.com
j. Kay Moss, HR Manager, Stober Drives, 1781 Downing Drive, Maysville, KY 41056, 1-606-759-3617, Kay.Moss@stober.com
k. Steve Willinghurst, Training Director, NECA and IBEW Louisville Electrical, 4315 Preston Highway, Suite 100, Louisville, KY 40213, 1-502-581-9210, swillinghurst@loujatc.com
l. Jon Dougherty, Education Director, AMTECK, 1399 New Circle Road, Lexington, KY 40509, 1-859-255-9546, jdougherty@amteck.com
m. Mary McNevin, Chief Learning Officer, Signature Healthcare, 102 Pocahontas Trail, Georgetown, KY 40324, 1-502-863-3696, marymcnevin@signaturehealthcarellc.com

Marketing Plan

We will execute a media marketing plan with the goal of targeting women, minorities, youth ages 16-24, and persons age 45 and older. This will be accomplished through TV, print, and online advertising channels. To maximize audience reach, we have chosen Kentucky Educational Television as our primary TV channel to advertise with due to its ability to reach 5.5 million individuals into eight states. Specifically, we would use a number of KET's award-winning programs in a campaign to promote the Kentucky Registered Apprenticeship program. From a print and online advertising angle, we will be utilizing the Ads Reaching Kentucky Network's 112 local and regional newspapers across the state totaling a combined circulation of 667,896. This will enable us to reach Kentuckians in every county across the state – even the most rural of areas and for persons not utilizing digital content.



Tracy Osborne-Clay takes on the challenge of communicating with diverse audiences during the USDOL-funded Registered Apprenticeship Coordinator training held in November 2016.

Acting on the Strategic Plan with Fidelity

Media Coverage- Department of Workplace Standards: Apprenticeship Division

August 2016 - July 2018

TransPORTs
Transportation, Distribution & Logistics Registered Apprenticeships

(http://transportsapprenticeship.com/)

ACCELERATING REGISTERED APPRENTICESHIPS FOR PORTS AND TDL COMPANIES NATIONWIDE

News

Secretary Ramsey Speaks at Kentucky Apprenticeship Accelerator

AUGUST 28, 2018 **TRANSPORTS (HTTP://TRANSPORTSAPPRENTICESHIP.COM/AUTHOR/TRANSPORTS/)** **LEAVE A COMMENT (HTTP://TRANSPORTSAPPRENTICESHIP.COM/KENTUCKY-SECRETARY-LABOR-RAMSEY-TRANSPORTS-APPRENTICESHIP/#RESPOND)**

Lexington, KY – Kentucky Secretary of Education and Workforce Development Derrick Ramsey *(center below)* and Commissioner Ervin Dimeny *(far left below)* joined U.S. Department of Labor Office of Apprenticeship (DOL OA) Regional Director Garfield Garner *(right of Sec. Ramsey)* and TransPORTs, a DOL OA national industry partner, for the Kentucky Apprenticeship Accelerator session on July 11 at **LexTran (http://www.lextran.com)** headquarters in Lexington.

Nearly 50 employers, workforce intermediaries, and educators participated in the event which was hosted by TransPORTs, the Kentucky Labor Cabinet, the **Kentucky Science (http://www.kstc.com)**and Technology Corporation (KSTC) and LexTran, the state's public transit authority.

The Kentucky Apprenticeship Accelerator brought employers, educators, workforce intermediaries, associations and unions to the table to share critical workforce needs and learn how to access critical apprenticeship resources, program support and funding to meet those needs.

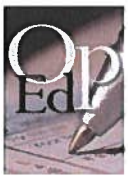
U.S. DOL Regional Director Garfield Garner provided insight into the current focus of apprenticeship expansion at the national level. Secretary Ramsey provided an overview of the state's robust and ongoing commitment to apprenticeship and highlighted examples of companies that are utilizing apprenticeship as a strategic tool to meet workforce recruitment, training, and retention goals. He and Commissioner Dimeny lauded TransPORTs

and the Kentucky Cabinet's office of apprenticeship for their work "fast-tracking" technical assistance, program support and braided federal and state funding to help employers create strong, sustainable apprenticeship programs.

Murray and Kentucky Labor Cabinet apprenticeship program coordinator Brenda Demic provided participants with information on the **benefits of apprenticeship for employers (http://transportsapprenticeship.com/benefits/)** as well as practical tools and tips to create new or expanded programs. As a national DOL industry intermediary TransPORTs provides deep technical expertise, program assistance and targeted, strategic funding to help companies accelerate apprenticeship adoption.

POSTED IN: **UNCATEGORIZED (HTTP://TRANSPORTSAPPRENTICESHIP.COM/CATEGORY/UNCATEGORIZED/)**

Guest columnist: Apprenticeships fill demand for skilled trade workers



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Published 5:18 pm Thursday, June 28, 2018

By Stephen Tressler

Guest columnist

The growth of registered apprenticeships here in Kentucky is very much aligned with a shift toward more occupational training throughout the nation.

From community colleges to high school area technology centers, skilled trades are starting to surge in the U.S. due to company and employer demand.

The roots of this model can be traced to a few things. One, the four-year degree route has proven to be less effective in landing a job than many thought, and the annual rise in college tuition rates are leaving new college graduates crippled with huge debt. Plus, out here in the "real world" there is a growing feeling that, at times, higher education is disconnected from the state of the current workforce needs.

So let's talk about what a "real" registered apprenticeship looks like. How many can businesses have?

It should fit the business. For example, a small-business owner will probably have one, or maybe two, apprentices maximum. Whereas, if a larger, regional company will have several dozen in multiple states.

Plus, there is a ratio of one "journeyworker" to one apprentice for a business' first apprentice, but a 3:1 ratio for every apprentice thereafter.

What are the costs to a business?

To register a program as an apprenticeship, none. The only cost to is pay to employees and apprentices. If training should be done online or at a community college, businesses can offer to pay for it or write it into the apprenticeship agreement. The program coordinator will help in this process.

Who can become an apprentice?

Anyone hired, new or even current employees who are looking to advance their career. Apprentices can be as young as 16 years old, but it's also important to stress that no one is "too old" to become one, either.

Are apprenticeships solely blue-collar trades?

No. Just because a company may be an electrical utility company, for example, doesn't mean you're limited to electrician apprentices only. You can have apprentices in HR, payroll, customer service, software designers and other departments.

How long is an apprenticeship?

Occupations selected to apprentice determine the structure and time parameters of the program. They can range from one to five years, typically.

The following are three types of apprenticeships to choose from:

• Time-based programs — Apprentices must complete the program within a certain number of hours (2,000 hours is one year, generally). However, the apprentice could take as long as they needed in order to complete the program, depending on pace and urgency desired by the employer.

• Competency-based programs — These allow apprentices to work at their own pace but must demonstrate a certain level of skill.

• Hybrid approach — This is a combination of the other types. The apprentice must meet the hourly qualifications and skill requirements to earn their nationally-recognized registered apprenticeship.

To learn more about registered apprenticeships, call the Kentucky Labor Cabinet at 502-564-3070. Ask for Brenda, Diana, Tracy or me. We'll be happy to discuss details further. We are Kentucky!

Steve Tressler is a retired Marine and Kentucky Army National Guard veteran who received the Lifetime Volunteer Award from President Barack Obama. He currently works at the Kentucky Labor Cabinet as a Registered Apprenticeship Program Coordinator. Contact him at Stephen.Tressler@ky.gov

(link)
(link)

KyForward
KENTUCKY'S ONLINE NEWSPAPER

LOCKING IN A GREAT RATE
10-YEAR FIXED RATE BUSINESS LOAN

Kentucky awarded nearly $1.1 million grant for apprenticeships from U.S. Department of Labor

Jun 17th, 2018 · 0 Comment

The U.S. Dept. of Labor (USDOL) has announced that the Kentucky Labor Cabinet has been awarded $1,085,871 under the ApprenticeshipUSA State Expansion Grant Initiative to continue efforts to grow Registered Apprenticeships throughout the Commonwealth.

"Receiving this funding is a testament to the success we've had expanding Registered Apprenticeships across the state and countless opportunities that lie ahead of us," Deputy Secretary Mike Nemes said. "We have seen tremendous growth in the awareness of apprenticeships, and in time, an unprecedented amount of engagement from business leaders who are seeking ways to implement this training model. For Kentucky to fully realize itself as the engineering and manufacturing hub of excellence in North America, we must continue to look for ways to expand apprenticeships to new locations, industries, and within all populations of our workforce. With this funding, we will continue to achieve important milestones while providing a new trajectory for Kentucky's workforce."

The purpose of this round of funding is to enable Kentucky to establish and grow "intermediaries," or third-party organizations to better connect apprentices with employers; engage employers new to the state or new to Registered Apprenticeships; compensate businesses for expenses related to required training instruction; and, to diversify the pool of apprentices in Kentucky.

The Labor Cabinet has received two prior awards from the USDOL, including the Accelerator Planning Grant and the $896,000 AppreinticeshipUSA State Expansion Grant, together totaling in excess of $1 million. This funding has allowed the Office of Registered Apprenticeship to:

Increase the number of businesses offering Registered Apprenticeships by over 50 percent;

Increase the number and diversity of apprentices working in the Commonwealth's businesses and industries statewide;

Diversify the sectors and occupations available to apprentices, thereby modernizing a skilled workforce pipeline necessary for a thriving, competitive economy;

Work with the Personnel Cabinet to create apprentice positions available to state government agencies;

Develop a range of local, state, national and international partnerships, ensuring innovative workforce models meet the needs of an increasingly global economy;

Launch cutting-edge IT programs in areas impacted by loss of jobs in the coal mine industry; and,

Convene the largest event devoted to apprenticeship in the Commonwealth's history.

The ApprenticeshipUSA State Expansion Grant Initiative was launched by the USDOL in April of 2016 by awarding 37 participating states over $50.5 million in grant awards to increase the number apprentices in numerous underrepresented populations. This included women, minorities, 16-24 year olds, individuals age 45 or older, veterans, and people with disabilities. In addition to targeting growth within these groups, this initiative encourages states to target the healthcare, construction, transportation and logistics, energy, manufacturing, and information and communications technology sectors.

Currently, there are over 3,000 apprentices in Kentucky in nearly 240 different programs and in 109 different occupations. Last month, the Labor Cabinet joined Gov. Bevin, the Cabinet for Health and Family Services, the Personnel Cabinet, and the Dept. of Education to announce the first apprenticeship for state-employed social service workers in the country.

The Labor Cabinet will host the second annual Kentucky Registered Apprenticeship Summit in Louisville from September 10 – 12. The goal of the Summit is to bring together apprenticeship stakeholders with business, education and civic leaders from across the Commonwealth to discuss ways to grow and improve apprenticeships in Kentucky. It is the state's largest gathering for those interesting in learning more about apprenticeships, and registration information can be found here.

The Labor Cabinet acts as the governing body for Registered Apprenticeships in Kentucky, and provides technical and consultative services to employers. "Kentucky Trained. Kentucky Built." was launched in 2016 and is a campaign under the Division of Apprenticeship to signal the Labor Cabinet's commitment to new energy and resources to strengthen and grow Registered Apprenticeships across the Commonwealth. For more information on Registered Apprenticeships in Kentucky, click here.

Kentucky awarded nearly $1.1 million grant for apprenticeships

June 14, 2018 406 Views

FRANKFORT, Ky. (June 13, 2018) – The U.S. Dept. of Labor (USDOL) has announced that the Kentucky Labor Cabinet has been awarded $1,085,871 under the ApprenticeshipUSA State Expansion Grant Initiative to continue efforts to grow Registered Apprenticeships throughout the commonwealth.

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• Work with the Personnel Cabinet to create apprentice positions available to state government agencies;

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Tags Apprenticeships

Williamson, Deborah L (OEAS)

From: Neupane, Katie E - ETA <Neupane.Katie.E@dol.gov>
Sent: Tuesday, June 05, 2018 4:18 PM
To: Williamson, Deborah L (Labor);Ramsey, Derrick (LABOR)
Cc: Tesone, Susan R - ETA;Apprenticeship Grants - ETA
Subject: AP-30079 Mod 2 Continuation Grant
Attachments: AP-30079_Mod 2_Executed.pdf

Good afternoon,

Congratulations again on being awarded an *Apprenticeship Continuation* grant! Please see attached an executed copy of your modification award with the U.S. Department of Labor, Employment and Training Administration.

If you have any questions, please contact the Federal Project Officer assigned to your grant, who is copied in this email.

Please note that you will not receive the attached documents by mail.

Again, congratulations!

Thank you and have a wonderful day,

Katie Neupane

Grants Management Specialist
Discretionary Grants Division
USDOL/ETA/OGM
Neupane.katie.e@dol.gov
202-693-3160

Grant Modification / Notice of Award

U.S. DEPARTMENT OF LABOR / EMPLOYMENT AND TRAINING ADMINISTRATION

GRANT MODIFICATION	**No. 2**	PROJECT: American Apprenticeship Initiative	
GRANT NUMBER: AP-30079-16-60-A-21	EIN: 610600439	EFFECTIVE DATE: 05/02/2018	PAGE 1
GRANTEE: KENTUCKY LABOR CABINET 1047 US HWY SOUTH, SUITE 4 FRANKFORT, KENTUCKY 40601-1047		ISSUED BY U.S. DEPARTMENT OF LABOR / ETA DIVISION OF FEDERAL ASSISTANCE 200 CONSTITUTION AVENUE NW - ROOM N-4716 WASHINGTON, DC 20210	

Action:

1. To extend the Period of Performance from April 30, 2019 through October 31, 2020.
2. To add additional funds in the amount of $1,085,871 in accordance with pages 2-15.
3. To incorporate the Continuation Project Narrative in accordance pages 16-32.
4. To incorporate the document in response to the Condition(s) of Award from the initial round of funding in accordance with page 33.
5. To change the Contact Person from Tera West to:

Name: Deborah Williamson
Title: Deputy Commissioner
Phone: 502-564-3070
Email: deborah.williamson@ky.gov

Condition of Award – Response to General Compliance Review
ETA is performing a general compliance review of all State Apprenticeship Expansion (SAE) awards to help ensure that grant projects, including this additional funding, are in compliance with the Announcement and other Federal requirements. ETA will transmit the results of this review and instructions for response to the Recipient in a separate document after receipt of this modification. As a condition of receiving this additional funding, the Recipient must respond to the actions cited in the review document. Actions may include a modification to your budget/budget narrative and/or Statement of Work (existing or continuation).

YEAR / CFDA PROGRAM ACCOUNT ID	**Mod 0-1 CURRENT LEVEL**	**Mod 2 MODIFICATION**	**NEW LEVEL**	**PMS DOC #**
PY 16 / 17.201 APPRENTICESHIP STATE FUNDS 16 -1630-2017-0501741617BD201701740024165AP001A0000AATELSAATELS-A90600-410023-ETA-DEFAULT TASK-	$896,600.00	$0.00	$896,600.00	AP300795J1
PY 17 / 17.285 APPRENTICESHIP STATE FUNDS 17 -1630-2018-0501741718BD201801740024175AP001A0000AATELSAATELS-A90600-410023-ETA-DEFAULT TASK-	$0.00	$1,085,871.00	$1,085,871.00	AP300798L1
TOTAL FUND AVAILABILITY	**$896,600.00**	**$1,085,871.00**	**$1,982,471.00**	

Except as modified, all terms and conditions of said grant /agreement remain unchanged and in full effect.

Approved by MELISSA ABDULLAH

Grant Officer

Date Signed 06/03/2018

Kentucky's First IT Registered Apprenticeship Awards Certificates to Inaugural Graduate Class

Interapt Growing Kentucky's IT Workforce, Creating Net New Jobs

(FRANKFORT, KY) June 4, 2018 — In one of his last acts at the position, Kentucky Labor Secretary Derrick Ramsey recognized and awarded fourteen individuals from Eastern Kentucky to receive the Kentucky Department of Labor's first ever Registered IT Apprenticeship Certifications. Secretary Ramsey was also joined by Acting Labor Secretary Mike Nemes and Deputy Commissioner Deborah Williamson.

Kentucky Governor Matt Bevin recently named Ramsey (https://kentucky.gov/Pages/Activity-stream.aspx?n=KentuckyGovernor&prId=693) to be Kentucky's new Secretary of the Education and Workforce Development Cabinet, which is responsible for educating, preparing, and training Kentucky's current and future workforce.

Among his many accomplishments as Kentucky's Labor Secretary, Gov. Bevin's office specifically noted Ramsey had "revived Kentucky's Registered Apprenticeship Program to better recruit and train the next generation of workers."

The recipients of Kentucky's first Registered IT Apprenticeship Certificates are all currently employees of the Louisville-based IT firm, Interapt. In 2016, Interapt was challenged by state officials to enter Eastern Kentucky and train former coal miners, waiters, and individuals living there on government assistance to become Software Developers. In 2017, Interapt's program became an official part of the Kentucky Department of Labor Apprenticeship program. Those who were hired by Interapt entered formal IT apprenticeship training at that time, and completed their requirement of 2,000 apprenticeship hours this spring. Interapt reports that the average annual salary of those who entered their training program was $17,000. Today, those same individuals are making up to $80,000 a year.

"I believe apprenticeship will change the trajectory of earning in our Commonwealth for a generation, if not two," said Secretary Ramsey. "When people think of apprenticeship, they still think of construction. But the world has changed. There are incredible opportunities in IT. And so for us to be the great Commonwealth that I know we can be, we need people like [this], thinking differently, doing different things."

"It was an honor to be able to train and hire so many fellow Kentuckians," said Interapt CEO Ankur Gopal. "When they joined our training program, many of them had no idea what they were getting into. Now, they are some of our best performing employees."

Nichole Clark went from being a manager at a chain restaurant in Paintsville to becoming a Quality Assurance Engineer now making double her former salary. Travis Tressler went from believing there were no opportunities for him to learn software while living in an Eastern Kentucky county with high unemployment, to now working as an Android developer making 5 times the salary he once made. Interapt's inaugural Registered IT Apprenticeship graduate class has many more success stories like these.

While these Apprenticeship award recipients have all been hired by Interapt, Gopal went on to explain how support from other employers is vital to the overall success of Interapt's apprenticeship programs: "Businesses across the country are struggling to find capable IT talent, but we are proving many of them can skill up workers within their own communities to meet demand. That's why prominent companies like Humana, GE Appliances, and Chase Bank have already hired several graduates of our program."

Gopal sees localized IT training and hiring trends gaining momentum as digital technology continues to drive the global business world, making employers feel the pain of today's IT talent shortage more than ever: "Moving forward, companies that proactively seek new ways of identifying talent and fit will eventually view training programs like ours as a necessary and beneficial recruiting channel."

Interapt will be rolling out several new training programs this fall in Kentucky and Georgia. To learn more about Interapt's technology workforce programs and how you can bring them to your community, email info@interapt.com (mailto:info@interapt.com).

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Interapt, LLC

An award-winning technology workforce firm that transforms clients and empowers humans through technology, with a focus on workforce engagement and social impact through technology skills training and mobile software development.

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(https://www.interapt.com/2018/06/04/kentuckys-first-it-registered-apprenticeship-awards-certificates-to-inaugural-graduate-class/?share=twitter&nb=1)

(https://www.interapt.com/2018/06/04/kentuckys-first-it-registered-apprenticeship-awards-certificates-to-inaugural-graduate-class/?share=facebook&nb=1)

50

Kentucky launches first-of-its-kind apprenticeship program for social services

Collaborative program enhances job skills and opportunities

May 15, 2018 1,764 Views

FRANKFORT, Ky. (May 15, 2018) – Gov. Bevin today announced an innovative new registered apprenticeship pilot program aimed at strengthening social services careers throughout the commonwealth.

Labor Secretary Derrick Ramsey, Health and Family Services Acting Secretary Scott Brinkman, Personnel Secretary Tom Stephens, Department for Community Based Services (DCBS) Commissioner Adria Johnson, and Associate Commissioner for the Office of Career and Technical Education (OCTE) Laura Arnold joined Gov. Bevin to launch the program, which will provide increased opportunities for individuals pursuing a social services career in state government.

One of the first of its kind in the country, this initiative will offer paid apprenticeship opportunities in local Protection and Permanency and Family Support offices within DCBS, part of the Cabinet for Health and Family Services (CHFS).

The program will offer apprenticeships to young adults who are interested in pursuing a career in social services but may not have the opportunity to go to college, have never considered secondary education, or are impacted by generational poverty.

"Whether it's a junior in high school who is dreaming of a career that gives back to the community, or a college student looking for a pathway into the social services field, this apprenticeship program will fundamentally change the way that the Commonwealth of Kentucky recruits and trains public servants for rewarding careers within DCBS," said Gov. Bevin. "Apprenticeships are a proven training model that will enhance the way we provide social services throughout the Commonwealth, and we are exploring other areas where we can further use this program to recruit and retain the next generation of public servants in Kentucky."

The pilot program began earlier this year as a co-op for high school students interested in social services careers. Curriculum will require a minimum of 144 classroom and 2,000 to 3,000 on-the-job training hours per year and will include opportunities within DCBS offices in Frankfort and across the state. In addition to mid-career professionals, the program will be available to both high school and college students, and eligible high school juniors and seniors may enroll in the Department of Education's Tech Ready Apprenticeship for Careers in Kentucky (TRACK) to obtain dual secondary and postsecondary credits while earning an apprenticeship wage.

TRACK students and apprentices will have the option of choosing from one of three different positions within the Protection and Permanency and Family Support offices: Office Manager/Administrative Services, Human Social Services, and Human Family Services. Participants will acquire working knowledge of each role through guided learning and rotations through each function area and position.

DCBS Commissioner Adria Johnson said the apprenticeship program is an innovative way to equip students with the tools they need to begin social services careers.

"We are so pleased to be a part of this collaboration to attract and train more social services staff," Commissioner Johnson said. "Prospective social services workers get an in-depth education through this program – especially from pairing with our veteran front-line and central office staff. Human services is such a dynamic profession, and this apprenticeship

program will help us prepare capable, compassionate caseworkers who are committed to helping Kentucky's children and families have a better life."

Commissioner Johnson said the apprenticeship program will help DCBS to train and retain social services staff by removing the barriers to education and training that some applicants may face. She said the program will ensure high standards for new employees who work directly with families.

"When P-12 education works together with postsecondary education and business, or in this case state government, we can pave the pathway for student's to have successful careers after high school," Interim Kentucky Education Commissioner Wayne Lewis said. "Through the TRACK program, students get a head start on college by taking dual credit courses while still in high school; they gain on-the-job work experience that will make them more valuable in the workplace and provide employers with qualified workers; and they can earn a paycheck that can support additional education and training. This opportunity is a win for everyone involved."

This unique partnership between the TRACK program and the Commonwealth allows students interested in a social services career to gain experience while they are obtaining their formal education and enables DCBS to train the workforce of tomorrow while providing opportunities to current students.

The Labor Cabinet acts as the governing body for registered apprenticeships in Kentucky and provides technical and consultative services to employers.

"The 'Kentucky Trained. Kentucky Built.' registered apprenticeship initiative focuses not only growing the apprenticeship model throughout the state, but engaging underserved populations to help fill critical industries in need of a shot in the arm," Secretary Ramsey said. "This unique collaboration is helping to bring the power of apprenticeships to great careers within state government, and I applaud the DCBS for wanting to cultivate a new wave of public servants who will help move the Commonwealth forward. This program is one of the first of its kind in the nation, and I'm excited to showcase another way that Kentucky is pioneering solutions in workforce development through innovative ideas like this one."

As the demand for skilled public employees increases, the Personnel Cabinet is looking to apprenticeships to create a pipeline for entry-level workers in a variety of areas, and the model used by DCBS can be replicated across state government agencies.

"DCBS employees provide critical services in all of Kentucky's 120 counties," said Secretary Stephens. "These critical positions are especially difficult to fill in a tight labor market. This program has the ability to change that. An apprenticeship program will help Kentuckians

specifically prepare for these important jobs, and in turn, help better meet the needs of some of our most vulnerable citizens. I'm truly excited about the possibilities this program will provide."

Dr. Robert Lerman, an Institution Fellow at the Urban Institute, professor of economics at American University, and one of the nation's leading experts on apprenticeships, has long advocated for increased public investment into the apprenticeship model and praised the announcement.

"Kentucky is lucky to have outstanding leaders who are making apprenticeship expansion a top priority and who have a strong bias for action," said Dr. Lerman. "Their efforts to scale up apprenticeships will widen productive opportunities for workers while increasing the success of Kentucky's businesses and nonprofit employers."

According to the U.S. Department of Labor, for every dollar spent on apprenticeships, employers gain $1.47 in return through increased productivity, reduced waste, and greater front-line innovation.

"Simply put, apprenticeships within state government have the potential to bring important long-term cost savings to Kentucky taxpayers," Secretary Ramsey said. "Apprenticing social services positions at the DCBS is only the beginning for implementing this training model in other agencies. Today's announcement is a huge victory for children and families across the Commonwealth."

Interested Kentucky high school juniors and seniors can contact their guidance counselors to the begin the process of applying for Fall 2018 semester apprenticeships.

For all other interested applicants, visit here.

Tags apprenticeship social services Tech Ready Apprenticeship for Careers in Kentucky TRACK

https://www.glasgowdailytimes.com/news/three-youth-apprenticeship-programs-announced-in-barren-county/article_79b10404-53ee-11e8-b750-cfeffeebf294.html

EDITOR'S PICK | TOPICAL | FEATURED

Three youth apprenticeship programs announced in Barren County

BY WILL PERKINS wperkins@glasgowdailytimes.com May 9, 2018

Barren County High School senior Caroline Billingsley speaks about her ongoing apprenticeship with the Barren County Judge-Executive's Office during the announcement of three youth apprenticeship programs Wednesday at the T.J. Health Pavilion Community Center.

WILL PERKINS / GLASGOW DAILY TIMES

GLASGOW — Caroline Billingsley, a senior at Barren County High School, spoke about her ongoing apprenticeship with the Barren County Judge-Executive's Office during the announcement of three youth apprenticeship programs Wednesday at the T.J. Health Pavilion Community Center.

She said working in Barren County Judge-Executive Micheal Hale's office has "definitely been a game changer" to her education.

"I've learned more than I could have ever learned sitting in a classroom for eight hours a day," Billingsley said, later adding that this opportunity is "less about information, and more about participation."

"He lets me participate," she said. "He lets me go to meetings with him. We attend ribbon cuttings."

Billingsley said this opportunity is "just a stepping stone."

"It's going to lead to many more opportunities," she said. "I'm thankful for the community that I live in and their support in the school district.

"But most importantly, I appreciate you, Judge Hale, and the effort and focus that you put into the young people, because you realize that we are the future of Barren County."

Kentucky Labor Secretary Derrick Ramsey, front left, and CheyAnne Fant, director of Nutrition Services and 21st Century Community Learning Centers for Barren County Schools, front right, smile during the announcement of three youth apprenticeship programs Wednesday at the T.J. Health Pavilion Community Center.

WILL PERKINS / GLASGOW DAILY TIMES

The Barren County Judge-Executive's Office has created the Office Management apprenticeship program, and Barren County Schools will offer apprenticeships in Culinary Arts and Transportation Maintenance, according to a press release from the Kentucky Labor Cabinet.

These registered apprenticeships will be available to high school juniors and seniors and will last for two years, requiring 144 classroom hours and 2,000 on-the-job training hours per year, according to the press release. The Office Management and Culinary Arts apprenticeships will use classroom instruction space at BCHS, and the Transportation Maintenance apprenticeship will use instructional space at the Barren County Area Technology Center.

During Wednesday's announcement, Kentucky Labor Secretary Derrick Ramsey said while he is not anti-university, he is anti-debt, and he views apprenticeships as "another great option" for students as they have the ability to get compensated for their work on day one. He later addressed business owners and spoke about how having an apprenticeship program can help improve the culture of a workplace.

"There's nothing more critical than people understanding your culture in the workplace," he said. "With the apprentice, you get the opportunity to grow your own. They get to learn your culture. They get to learn the culture of this business. But what they also get to see is if 'this is what I want to do' — and so it's a win-win for everybody."

BCS Superintendent Bo Matthews said "for many years, public education has understood the importance of making connections for our students to the real world."

"Preparing students to be life-ready is the challenge of public education," he said. "We will continue to find ways to mentor, creating opportunities to job shadow, completing internships and providing co-op experiences for our students."

Matthews said they are "taking things to a new level today."

"Barren County Schools is one of the largest employers of the county — with over 1,000 employees," he said. "And we're continually looking for the best and the brightest to join our family in each position, whether it's a classroom teacher, a mechanic, a chef or an accountant.

"Upon completion of the apprenticeship program, our students will earn a portable and nationally recognized certification that will be recognized by industries and employers across the United States."

Matthews said while BCS has created these paid apprenticeships for Culinary Arts and Transportation Maintenance, they have plans to create apprenticeships in "all of our departments."

"We will continue to expand opportunities for our students," he said. "We'll continue to look

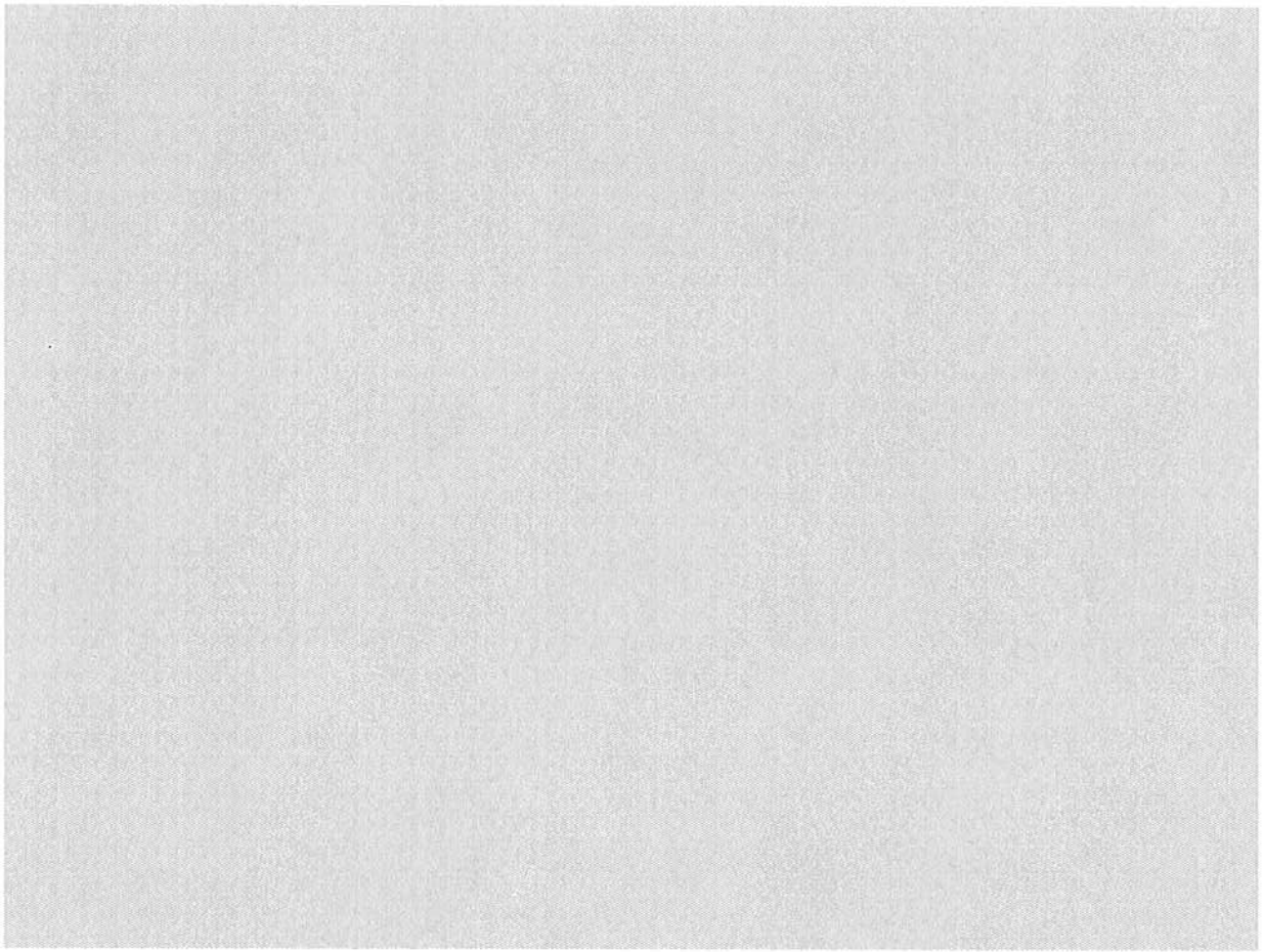
for ways to strengthen our partnerships with local business and industry leaders."

At the end of Wednesday's announcement, Hale pointed to a table filled with high school students.

"That's our future," he said. "Those are our future apprentice students right there."

Hale also addressed local business leaders.

"If you don't have an apprentice, what are you waiting for?"



Barren County High School senior Caroline Billingsley, left, and Kentucky Labor Secretary Derrick Ramsey, right, pose after the announcement of three youth apprenticeship programs Wednesday at the T.J. Health Pavilion Community Center.

WILL PERKINS / GLASGOW DAILY TIMES

Barren County judge-executive, school district launch youth apprenticeships

May 9, 2018 154 Views

GLASGOW, Ky. (May. 9, 2018) – Labor Secretary Derrick Ramsey joined Barren County judge-executive Michael Hale, local government officials, and representatives from the Barren County School District to announce the creation of three new youth apprenticeship programs.

The Barren County judge-executive's office has created the Office Management apprenticeship program, while the Barren County School District will now offer apprenticeships in Culinary Arts and Transportation Maintenance.

"Today's announcement showcases how education, business and government can come together to offer an innovative solution at the local level," Ramsey said. "Today isn't my first time in Glasgow to announce a new apprenticeship program, and I have a funny feeling this won't be the last time either. Simply put, Glasgow and Barren County understand the value of apprenticeships and what they mean for growing and keeping skilled workers here at home. I want to congratulate Judge Hale and the Barren County School Superintendent Bo Matthews for being proactive in their efforts to create good jobs here in Barren County, and I'm excited to welcome them to the 'Kentucky Trained. Kentucky Built' family of apprenticeships."

"This is a perfect example of how public education can provide unique and meaningful learning experiences for young people," Barren County Schools Superintendent Bo Matthews said. "The new apprenticeship program will provide a great foundation for students to enter a career pathway in addition to earning a nationally recognized certification. There is urgency in Barren

County Schools to find a pipeline to success for all students, and apprenticeship will offer an innovative learning opportunity to help meet this goal."

Each Registered Apprenticeship will be available to high school juniors and seniors and will be a two-year program, requiring 144 classroom and 2,000 on-the-job training hours per year. Both the Office Management and Culinary Arts apprenticeships will use classroom instruction space at Barren County High School, while the Transportation Maintenance apprenticeship will utilize instructional space at the Barren County Career and Technical Center.

"The Barren County community has embraced the concept of apprenticeship and investing early in our future workforce," Judge Hale said. "We appreciate the support of the Labor Cabinet in launching these programs that have such profound impact on our youth and community."

Caroline Billingsley is currently apprenticing with the Barren County judge-executive's office and is in her senior year at Barren County High School.

"Becoming an apprentice with the Barren County judge-executive's office has been a life-changing experience," Billingsley said. "Not only have I had the opportunity to learn skills, but also to be challenged to lead initiatives and serve my community. I know in my future this experience will help me grow professionally, and hopefully I will be able to give back to my community in many ways."

Citing the importance of on-the-job training in today's economy, local state legislators Sen. David Givens (Greensburg) and Rep. Steve Riley (Glasgow) also praised today's announcement.

"Apprenticeship programs are an innovative approach to education that offer hands-on learning not always readily available in a classroom or a normal education setting," Sen. Givens said. "I am proud of our Barren County Schools and the Barren County Judge Executive's Office for partnering with our community to realize these programs, and I look forward to the ongoing success of these programs and their students."

"I'm thrilled that these new, exciting programs are happening in Barren County," Rep. Riley stated. "Getting real world work experience as early as possible is incredibly important in today's economy. Barren County residents, especially younger generations, will greatly benefit from these programs."

The Labor Cabinet acts as the governing body for Registered Apprenticeships in Kentucky, and provides technical and consultative services to employers. "Kentucky Trained. Kentucky Built." was launched in 2016 and is a campaign to signal the Labor Cabinet's commitment to

committing new energy and resources to strengthen and grow Registered Apprenticeships across the Commonwealth. For more information, visit Labor.KY.gov.

Vermont Thread Gage in Franklin creates new apprenticeship program

April 25, 2018 155 Views

By Jonathan Miller

FRANKFORT, Ky. (April 25, 2018) ' Officials from Vermont Thread Gage (VTG) in Franklin, the Institute for American Apprenticeships (IAA), and the Kentucky Labor Cabinet today announced a new Registered Apprenticeship program that will bring Machine Operator jobs to Kentucky over the next several months.

Through an extensive recruitment process, up to12 individuals will be selected for an eight-week education program at Vermont Thread Gage in Franklin ' a manufacturer of threaded ring and plug gages for a variety of industries, including automotive, aerospace, medical, fastener, and general cutting tools. Upon completion of the education program, individuals will be chosen to participate in a year-long Registered Apprenticeship program where they will earn full wages and benefits.

?The Kentucky Labor Cabinet is proud to partner with Vermont Thread Gage and the Institute for American Apprenticeships to bring skilled labor to the commonwealth,? Labor Cabinet Secretary Derrick Ramsey said. ?Registered Apprenticeships provide a proven training model for employers like Vermont Thread Gage to ?grow their own.' At the same time,12 new machine operators will have the opportunity to begin training in a high-skilled profession that can lead to a great career. Together, this is a winning solution for everyone and is another shining example of what the Kentucky Trained. Kentucky Built. Registered Apprenticeship program is all about.?

The program is designed for unemployed and underemployed Kentucky residents. Successful completion of the program will lead directly to full-time employment as a machine operator. According to Monica Greene, president and CEO of Vermont Thread Gage and its parent company Vermont Precision Tools, the program will not only address an immediate shortage for machine operators, but help the company sustain long-term growth needed to meet industry demand.

?By partnering with IAA, VTG expects to graduate dozens of apprentices and rapidly increase the capabilities and skills of the men and women working on our manufacturing floor,? Greene said. ?This high quality training and apprenticeship program will prepare those seeking advanced manufacturing careers and sustain our growth for many years to come.?

The pay scale for apprenticeship graduates will start at $13.00 per hour. Apprentices will have the potential to earn $14.00 or more per hour after six months and $15.00 or more per hour upon the completion of a one-year apprenticeship. Further wage growth potential exists after the apprenticeship based on performance and overall growth within the organization. Overtime may be available, and the positions will also include a comprehensive benefits package as eligible.

?The Institute for American Apprenticeships is honored to have been asked to partner with Vermont Thread Gage to establish an apprenticeship program for their organization,? said Steven Lutton, executive director of the Institute for American Apprenticeships. ?We are excited to develop a program specifically for Vermont Thread Gage that attracts and trains motivated individuals with the skills necessary to enter employment ready, able, and motivated to work at an exceptional Kentucky employer such as Vermont Thread Gage.?

State legislators also reacted to today's announcement, praising the company's investment into local workforce.

?The accomplishments of a local manufacturing business, Vermont Thread Gage, have not only been recognized in Franklin but at a regional, national, and worldwide level,? State Sen. David Givens, R-Greensburg, said. ?I'd like to congratulate Vermont Thread Gage on their impressive history and wish them luck on their new apprenticeship program. Thriving local businesses lead to a promising future within Senate District 9 and across the Commonwealth of Kentucky.?

?I want to thank Vermont Thread Gage for making this training available and for playing an important role in our corporate community and local economy,? said State Rep. Wilson Stone, D-Scottsville. ?This type of investment says a lot about the company's commitment to workforce development.?

Additional information is available at http://labor.kentucky.gov.

Tue 4/24/2018 10:53 AM

Nicholas M Wyman <nwyman@iwsiconsulting.com>

Screenshot - Secretary live on Bold Media New York.

To Williamson, Deborah L (Labor)

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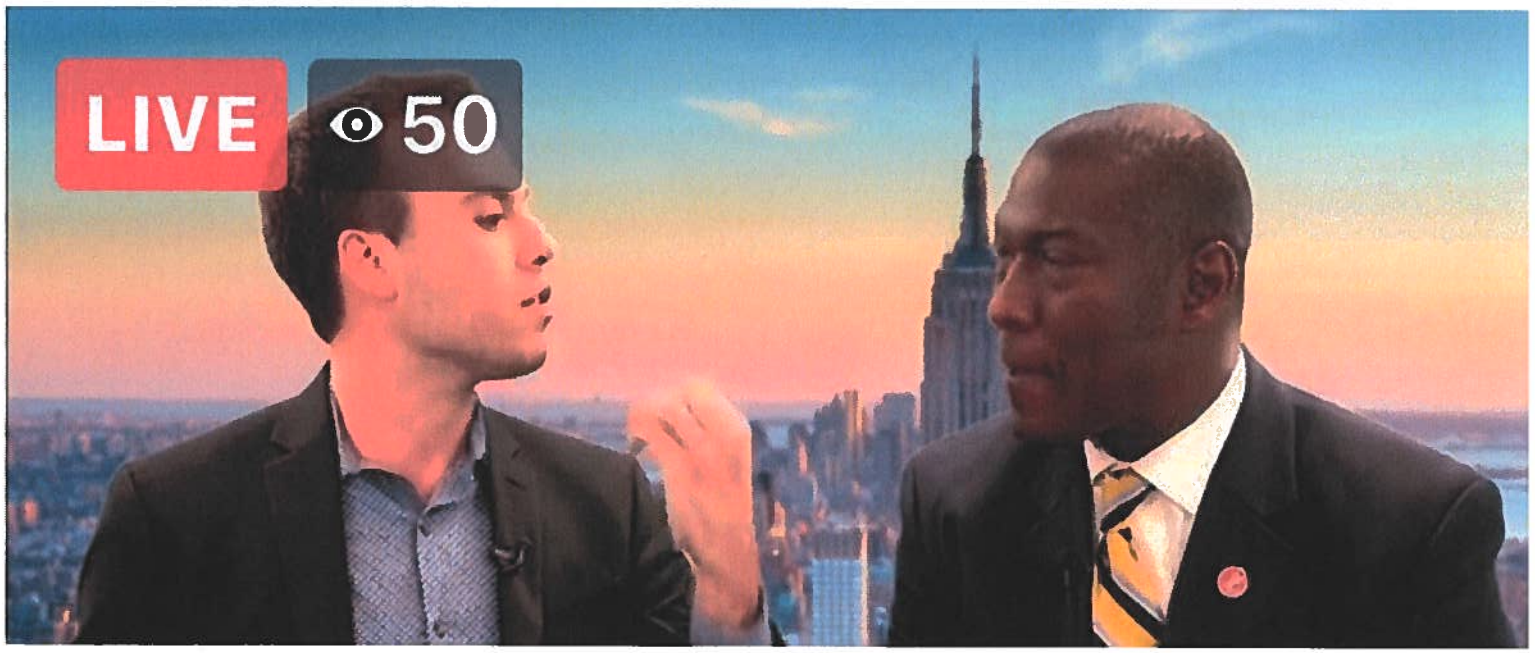
9 mins ·

Kentucky's Secretary of Labor Derrick Ramsey discusses the job market, which has improved nationally. How are workers faring in The Bluegrass State?



Williamson, Deborah L (OEAS)

From: Williamson, Deborah L (Labor)
Sent: Tuesday, April 24, 2018 8:01 AM
To: Englen, Alexandria K (Labor);Hensley, Jarrad C
Cc: Dimeny, Ervin;Nemes, Mike J (Labor);Williamson, Deborah L (Labor)
Subject: FW: Draft Blog to go with images - no need to credit ...

For release from Nick

From: Nicholas Wyman <nwyman@skillsresearch.com>
Sent: Monday, April 23, 2018 10:16 PM
To: Williamson, Deborah L (Labor) <Deborah.Williamson@ky.gov>
Subject: Draft Blog to go with images - no need to credit ...

Secretary Visits Innovative Alliance Creating Pathways to Employment

Delivering on the belief that our children, regardless of wealth or background, are entitled to every educational opportunity possible to help reach their full potential is a challenge that the world's advanced economies must address. In Kentucky, advancing an innovative workforce in an age of rapid technological change and global competition is important to the state.

How can we prepare today's students not just for a job, but for the skills to succeed in tomorrow's high-growth careers? How can we future-proof our educational models to develop curricula that address job opportunities that haven't even been invented yet?

The educational models which served us so well from the past – however well-meaning – often fail to engage students who need both the knowledge and skills for today and tomorrow. The widening the gap between the skills we're teaching and those valued by industry threatens to affect the permanent economic and social disengagement of our youth. We know that we must act, and quickly. P-TECH in NYC offers one solution.

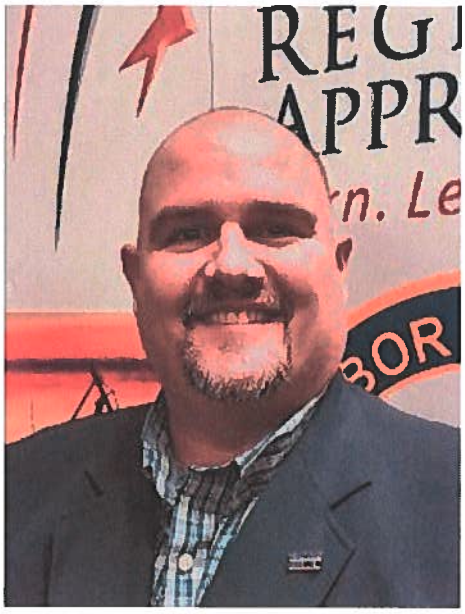
The first P-TECH opened in New York City in 2011. IBM led the school's design and development, which responded to the critical need among parents, educators and employers to provide students with relevant and meaningful pathways to employment –and addressed concerns that too many students are unprepared for college, drop out of school, and face futures of low-skilled, low-paying work. The innovative P-TECH model combines academics with career and technical education in a way that equips graduates for skilled employment, further education, or both. The secretary visited on Monday 23rd April 2018.

Guest columnist: Apprenticeships represent long-term savings plan for businesses

(https://www.state-journal.com/author/State Journal Opinion/)
By State Journal Opinion (https://www.state-journal.com/author/State Journal Opinion/)
Email the author (mailto:letters@state-journal.com)

Published 4:00 pm Wednesday, April 4, 2018

Columnist



(https://www.state-journal.com/wp-content/uploads/2018/03/Steve-Tressler-.jpeg.jpg)
Stephen Tressler

By Stephen Tressler

Guest columnist

It's amazing to see the amount of money companies spend recruiting and headhunting for talent.

From job and career fairs to the lure of a combination keychain-flashlight with the company's logo on it, it's as if recruiters will somehow convince you to plant yourself firmly with their company. How much money is spent on this stuff recruiting new talent? A recent collaborative study between the Bureau of Labor Statistics and Deloitte shows that businesses spend about $247.2 billion on recruitment per year in the United States alone.

What if they used all that money to build their talent instead of trying to buy it?

Do you know what is really maddening? Some employers will flat-out tell you the reason they don't spend money on training for employees is because once they've trained them, employees leave the company and go somewhere else for 25 cents more per hour. But what if you don't train them and they stay? Would you rather have an employee with minimal skills and limited upward mobility, no desire to improve, and someone who doesn't want to put forth any more effort than what is required to clock in?

It seems silly that some companies would subscribe to this thinking, but they do.

Your employees are your foundation, not your shareholders. A large portion of shareholders don't mind a company laying off 400 employees if the stock price rises 30 cents. However, what if you keep the same employees and put some money into extra training to build an internal incentives program that rewards employees for great work and the stock price only rises by 10 cents this quarter?

That still isn't bad growth, but what does this model look like in five years? What if this group of employees is consistently invested in over that period and continues to be rewarded for producing a great product? What if some employees are also being invested in by being placed into an apprenticeship program to sharpen their skills and get more education? Employee loyalty for that company grows exponentially and, more often than not, this will lead to massive growth that will improve the bottom line by leaps and bounds over the long term. Everyone wins.

The sad reality is that this country has thousands of jobs that employers can't fill. As a nation, we are not as much unemployed as we are underemployed. There are jobs with really high salaries (think six figures) that companies can't fill because they can't find people with the right skills.

The job-search business is booming. There is a large skills gap between the baby boomers, who are leaving the workforce in the next 10 years (about 70 million of them), and the generations coming up behind them to fill the gaps (only 25 million of them). We have to find a solution (think Registered Apprenticeship) or those jobs go overseas and your business might not make it.

Registered apprenticeship can help. Get your company signed up today. Don't lose decades of experience and know-how just because a great employee retires. Have them pass that knowledge on before they go.

Visit Kentuckyapprenticeship.com or call the Kentucky Labor Cabinet and ask how to get your company on board with Registered Apprenticeship.

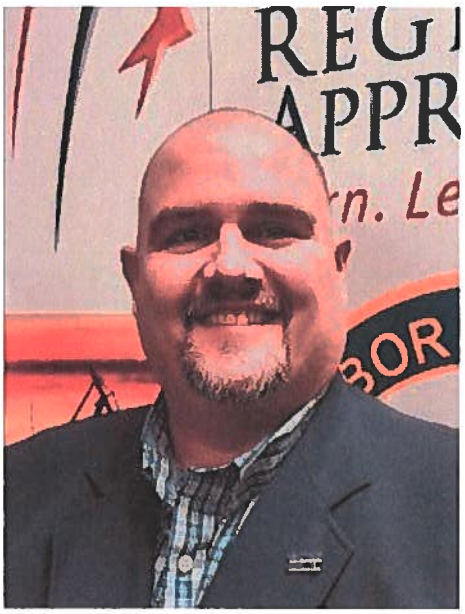
Steve Tressler is a retired Marine and Kentucky Army National Guard veteran who received the Lifetime Volunteer Award from President Barack Obama and currently works at the Kentucky Labor Cabinet as a Registered Apprenticeship Program coordinator. Contact him at Stephen.Tressler@ky.gov

Guest columnist: How do businesses register for apprenticeships?

(https://www.state-journal.com/author/State Journal Opinion/)
By State Journal Opinion (https://www.state-journal.com/author/State Journal Opinion/)
Email the author (mailto:letters@state-journal.com)

Published 5:07 pm Sunday, March 4, 2018

Columnist



(https://www.state-journal.com/wp-content/uploads/2018/03/Steve-Tressler-.jpeg.jpg)
Stephen Tressler

By Steve Tressler

Guest columnist

When Kentucky businesses are asked about the Registered Apprenticeship Model, the person asking is often greeted with looks that vary from interested to puzzled.

Apprenticeships can trace their roots back to 1250 to 1500, but in the past few years the Kentucky Labor Cabinet has been pushing for more registered apprenticeships in an effort to meet Gov. Matt Bevin's challenge to make Kentucky the most skilled workforce in the United States and its main hub for manufacturing.

The wonderful draw to registered apprenticeships is that it doesn't matter what side of the political fence you sit on. Getting companies to move to Kentucky that provide better jobs and higher wages is a win for everyone.

First, what is a registered apprenticeship?

The "registered" part means the apprentice's credentials, certification or journeyman card are recognized by the U.S. Department of Labor as well as in all 50 states.

How do you do it?

The process is very simple for a business to register with the Kentucky Labor Cabinet as an apprenticeship sponsor. By contacting the Labor Cabinet, the business will be assigned to a Registered Apprenticeship Program coordinator such as myself and meet with the coordinator to identify which occupations at their company are "apprenticeable."

Currently, the state of Kentucky has more than 1,200 "apprenticeable" occupations listed on the Kentucky Labor Cabinet website.

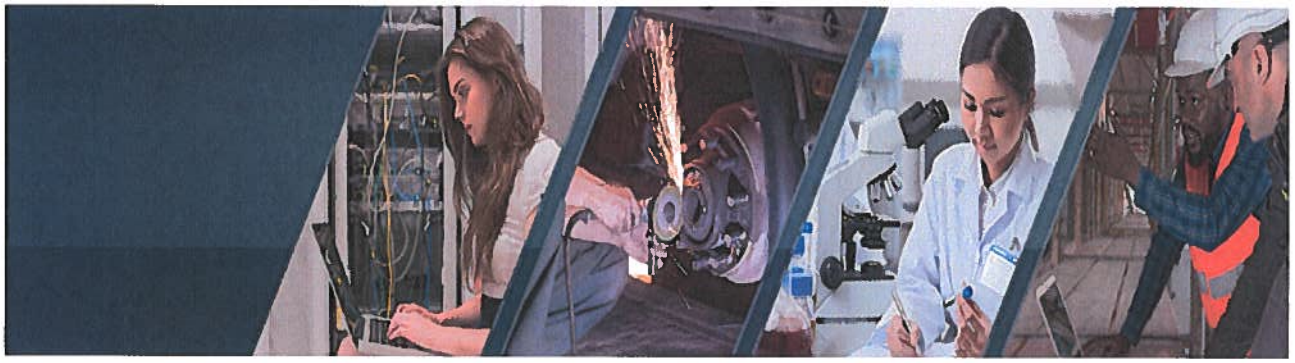
The next step is to document the occupation and figure out the new competencies that coincide with it. The apprenticeship must have a progressive wage increase to coincide with new competencies that the apprentice would have learned.

Then finally it's time to implement! That must mean lots of paperwork, right? Wrong. One nine-page document — six of which are pages containing definitions. The rest is done online, primarily by the apprenticeship program coordinators.

Congratulations. After completing those steps, your business is now an apprenticeship program and joins more than 200 other businesses in the commonwealth attracting better talent, reducing recruiting costs, reducing turnover, gaining more loyal employees and making Kentucky the best place in the country to find better jobs with better pay.

Kentucky trained. Kentucky built. We are Kentucky.

Want a program coordinator to pitch the idea to your business or chamber? Want more information? Visit the website at Kentuckyapprenticeship.com (http://Kentuckyapprenticeship.com)



Apprenticeship

Blog (https://apprenticeshipUSA.workforcegps.org/blog)
/ SAE Spotlights (https://apprenticeshipUSA.workforcegps.org/blog/From-Coal-to-Coding)
/ From Coal to Coding

From Coal to Coding

Posted 2/23/2018 7:36 PM by Bradley Roller

Hear "Appalachia" and a few images may come to mind: craggy hills, coal mines, poverty. Interapt (https://www.interapt.com/) (a Louisville-based IT firm) is partnering with the Kentucky Labor Cabinet and a local community college to change that imagery. Together they've piloted Interapt Skills (https://www.interaptskills.com/), creating apprenticeships for growing occupations, including Quality Assurance Engineers, UX/UI Designers, Android and iOS Developers, and Release Engineers in eastern Kentucky.

Interapt CEO and founder, Ankur Gopal, was facing a shortage of IT workers in 2016 when he learned he was not alone - that the state faces a "technology gap" of 10,000 open IT jobs by 2020 - and that apprenticeship provides a way to grow the skilled workforce he needs. A native Kentuckian, Mr. Gopal believes, "Insourcing Kentucky tech jobs is a logical choice. This is where we do business. Most of our customers are here and we find talent here."

Interapt applied for State Apprenticeship Expansion Grant funds and was one of three projects selected by the Kentucky Labor Cabinet. Interapt worked with Big Sandy Community College in Paintsville to set up Interapt Skills - a paid 6-month training program teaching coding and other IT skills in the heart of Appalachia. They recruited participants through radio and newspaper advertisements, receiving more than 800 applications for 50 open spots in the program. Interapt and other companies hired the completers upon graduation, raising their earnings from $17,000 - $21,000 before starting the program to $36,000 - $60,000 today.

Throughout the pilot, Interapt worked with the Kentucky Labor Cabinet to transition Interapt Skills to a 1-year, front-loaded registered apprenticeship program - the state's first IT and Networking Registered Apprenticeship. Sixteen of the pilot participants who took positions with Interapt are now registered through the apprenticeship program and continuing their apprenticeship, with credit provided for the upfront training.

Technology jobs are part of the solution in Appalachia, and -thanks to the demand for IT skills and the opportunities to work from home - perfect for people with deep roots who prefer to stay in their home state. Now Interapt Skills is expanding into new counties and high schools where program participants will learn coding for Apple and Android mobile apps. Based on Interapt's success, over 20 businesses signed letters of intent to consider program graduates for in-demand positions in their companies. Mr. Gopal says, "Whether a person is coming out of high school or trying to get off of welfare, I want to provide a seamless pathway [to higher education], where apprenticeship is no longer an either/or but a requirement."

For more information, contact Deborah Williamson, Advisor to the Secretary of Labor, at deborah.williamson@ky.gov or check out the state's apprenticeship website (http://labor.ky.gov/dows/doesam/AppAndTraining/Pages/Apprenticeship-and-Training.aspx), Twitter, or Facebook feed.

This State Apprenticeship Expansion (SAE) grantee spotlight was first featured in in the December 2017 *Apprenticeship Connections Newsletter*, a resource for SAE grantees. SAE grants (https://www.dol.gov/featured/apprenticeship/grants) were awarded by the U.S. Department of Labor to 36 states and 1 territory in November 2016. To view other SAE grantee spotlights, visit the Apprenticeship Connections Newsletter archive (https://apprenticeshipusa.workforcegps.org/resources/2017/04/26/11/03/Apprenticeship-Connections-Newsletter) on the Apprenticeship Community of Practice.

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Prestonsburg City's Utilities Commission Creates New Apprenticeship Program

Alexandria Englenalexandria.englen@ky.gov (mailto:alexandria.englen@ky.gov)
KY

Prestonsburg, Ky. (February 13, 2018) – Labor Cabinet Deputy Secretary Mike Nemes joined officials from Prestonsburg City's Utilities Commission (http://prestonsburgwater.com/) and Big Sandy Communit and Technical College (https://bigsandy.kctcs.edu/) in Prestonsburg to announce the creation of a new apprenticeship program.

This three-year Registered Apprenticeship specializes in the occupations of Water Treatment Plant and Wastewater Treatment Operators. Apprentices will receive 2,000 on-the-job and 144 classroom training hours per year and will earn a nationally recognized journeyman certificate upon completion of the progr

"The Labor Cabinet is thrilled to register this innovative apprenticeship program today, and it's encourag to see the city of Prestonsburg take this step in order to strengthen its utilities for generations to come," s Labor Cabinet Secretary Derrick Ramsey. "My hope is that more cities throughout the Commonwealth w emulate the unique partnership that exists between Prestonsburg and Big Sandy CTC in order to tackle today's important workforce challenges."

Since 1956, Prestonsburg City's Utilities Commission has extended, improved, and maintained the waterworks, sewer system, and natural gas distribution operations for the city of Prestonsburg. The Commission is a regional provider of utility services with approximately 9,000 retail water customers, ne 3,000 retail wastewater customers, and approximately 1,100 gas customers.

"The current workforce of certified operators is an aging one that will most likely face critical shortages o certified operators in the future," said Prestonsburg City's Utilities Commission Superintendent and CEO Turner E. Campbell. "This is why today's announcement is so important for us. This program will shorter the time it takes to become a certified water or wastewater treatment operator while giving utility entities opportunity to replace retiring operators more quickly. Today's announcement is a win for the citizens of Prestonsburg and the long-term outlook of our workforce, and we look forward to being a true partner in program with Big Sandy Community and Technical College."

"Big Sandy Community & Technical College is proud to enter into an agreement with Prestonsburg Utiliti for an apprenticeship program related to water plant training," said Big Sandy CTC President and CEO Sherry Zylka. "We are working together to develop the skills needed to create a pipeline of new workers the future. It's a win-win situation."

The 'Kentucky Trained. Kentucky Built.' initiative signals Kentucky's recommitment of new energy and resources toward strengthening apprenticeships across Kentucky. Since November of last year, over 1,(new apprentices statewide have been registered, bringing the total number of registered apprentices to 3,088 in 206 programs throughout Kentucky.

State Sen. Johnny Turner (Prestonsburg) and State Rep. Larry Brown (Prestonsburg) also offered prais

"This apprenticeship program is a positive step toward providing another tool to prepare and strengthen workforce," said Sen. Turner. "I look forward to the implementation of this inventive partnership and its success."

"This partnership is exactly what Prestonsburg and the Floyd County area need," said Rep. Brown. "This vital partnership will give future Kentucky workers an advantage in the job market as they will be equipp with prior work experience to go along with their college education."

For more information on Registered Apprenticeships, visit www.KentuckyApprenticeship.com (http://www.kentuckyapprenticeship.com/).

Follow the Kentucky Labor Cabinet on Facebook (https://www.facebook.com/kentuckylaborcabinet/) anc Twitter (https://twitter.com/KYLaborSec) for all the latest updates.

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Deborah Williamson Named Deputy Commissioner for the Department of Workplace Standards

Alexandria Englenalexandria.englen@ky.gov (mailto:alexandria.englen@ky.gov)
KY

FRANKFORT, Ky. (January 16, 2017) – Labor Secretary Derrick Ramsey today announced the appointment of Deborah Williamson as the Deputy Commissioner for the Department of Workplace Standards.

"Deborah Williamson brings an enormous wealth of experience and knowledge to the Department of Workplace Standards," Labor Secretary Derrick Ramsey said. "Dr. Williamson has already made a huge impact on the Registered Apprenticeship program by authoring the grant application that secured $896,000 in federal funding. As a proven executive leader and educator, Dr. Williamson's creative vision will help the department achieve its mission of advancing a well-trained workforce, protecting the worker and educating employers in workplace safety."

Dr. Williamson was raised in Northern Kentucky and is a 1988 graduate of the University of Cincinnati. In 1989, she embarked on her distinguished career in public service by joining the Kentucky Court of Justice, Administrative Office of the Courts. From 1989-2011, Dr. Williamson served in various managerial and senior leadership capacities within the AOC, including as the General Manager of Juvenile Services, the Manager of Judicial Branch Education, and a Court Executive Officer overseeing five statewide departments serving elected judges and circuit court clerks. During her tenure at the AOC, a dominant focus of her work involved education and strategic planning, working extensively with the National Association of State Judicial Educators and coordinating national law and civic education initiatives. While serving at the AOC, Williamson earned a Ph.D. from the University of Kentucky in sociology and education policy.

In January 2012, Williamson departed Kentucky to serve Chief Judge Judith K. Nakamura (now New Mexico Supreme Court Justice Nakamura) of the New Mexico Court of Appeals as the chief executive officer of the Metropolitan Court. In this capacity, Dr. Williams oversaw Metro's sixteen departments and a staff approximating 300 for two years. During her tenure, she was elected to the National Association of Court Management and secured competitive funding from the Bureau of Justice Assistance and SAMHSA for Metro's Adult Drug Court. In 2014, Dr. Williamson was promoted to director of the Department of Public Education's NMTEACH program. She also oversaw the department's Title II formula grant totaling approximately fifteen-million dollars annually for purposes of instituting professional development for teachers, as well as working with the Council of Chief State School Officers on the nationally renowned Teacher of the Year Program.

In August of 2016, Williamson moved back to Kentucky to serve as an executive advisor for the Kentucky Labor Cabinet. Dr. Williamson's contributions to the cabinet's Registered Apprenticeship program were immediate. In two weeks' time, she researched and authored its successful, competitive Registered Apprenticeship Expansion Grant application to the U.S. Department of Labor. The $896,000 in grant funding helped revive the Commonwealth's registered apprentice program for businesses and industries in the state.

The Department of Workplace Standards (http://labor.ky.gov/dows/Pages/Department-of-Workplace-Standards.aspx) administers the Commonwealth's Registered Apprenticeship Program, enforces Kentucky's wage and hour laws under KRS Chapter 337, and administers the state Occupational Safety and Health Program.

Follow the Kentucky Labor Cabinet on Facebook (https://www.facebook.com/kentuckylaborcabinet) and Twitter (https://twitter.com/KYLaborSec) for all the latest updates.

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RJ Corman in Nicholasville creates new apprenticeship program

December 6, 2017 558 Views

FRANKFORT, Ky. (Dec. 6, 2017) – RJ Corman Railroad Group in Nicholasville today announced the creation of a new apprenticeship program.

This four-year Registered Apprenticeship focuses on developing skills as an electrician. Apprentices will receive 2,000 on-the-job and 144 classroom training hours per year and will earn a nationally recognized journeyman certificate upon completion of the program.

"In Kentucky today, employers are facing a shortage of a skilled workforce," said Labor Secretary Derrick Ramsey. "Registered Apprenticeships are the answer to this problem and businesses like RJ Corman are reinforcing their commitment to develop and retain more highly-skilled talent through these programs. I applaud RJ Corman for taking steps to bring more opportunity to their region and I look forward to the success this apprenticeship will bring to Nicholasville."

Since 1973, RJ Corman Railroad Group has served all seven North American major railroads, many regional and shortline railroads and dozens of industries utilizing rail. Services include owning and operating eleven shortlines, providing emergency rail services associated with derailments and natural disasters, switching, track construction, track material distribution, signal design/construction, building switching locomotives and operating a dinner train. RJ Corman employs over 300 people at its headquarters in Nicholasville.

"As a family owned, Kentucky-based business, we are pleased to work with the Labor Cabinet to continue to create opportunities for the citizens of the Commonwealth," said Ed Quinn, president and CEO, RJ Corman Railroad Group. "We believe that by investing in people, we can contribute to the workforce development of our state."

The 'Kentucky Trained. Kentucky Built.' initiative signals Kentucky's recommitment of new energy and resources toward strengthening apprenticeships across Kentucky. Since November of last year, 1,000 new apprentices statewide have been registered, bringing the total number of registered apprentices to 3,157 in 206 programs throughout Kentucky.

State Sen. Tom Buford (Nicholasville) also offered praise.

"I would like to thank RJ Corman Railroad Group for beginning this new, innovative apprenticeship program that will certainly benefit our community and the company alike," said Sen. Buford. "I look forward to seeing this hands-on program and its participants in action, and I wish the company the best in this new endeavor."

For more information on Registered Apprenticeships, visit www.KentuckyApprenticeship.com.

Tags RJ Corman Railroad Group

R. J. Corman Railroad Group, LLC Announces New Apprenticeship Program

R. J. Corman Railroad Group is pleased to announce a partnership with the Kentucky Labor Cabinet to create an Apprenticeship program. R. J. Corman seeks to continue investing resources into people, and it is expected that this program will help with the recruitment and retention of new employees.

"As a family owned, Kentucky based business, we are pleased to work with the Department of Labor to continue to create opportunities for the citizens

R. J. Corman Railroad Group, LLC Announces Railroad President, Signaling Vice President, Other Leadership Changes

(/newsroom/press-releases/r-j-corman-railroad-group-llc-announces-railroad-president-signaling-vice)

(/newsroom/news-articles/representative-santoro-visits-r-j-corman-meet-central-kentucky-policy-group)

August 13, 2018

Representative Santoro Visits R. J. Corman to Meet with Central Kentucky Policy Group

(/newsroom/news-articles/representative-santoro-visits-r-j-corman-

of the Commonwealth," said Ed Quinn, President and CEO of R. J. Corman Railroad Group. "We believe that by investing in people, we can contribute to the workforce development of our state."

The program will begin at the beginning of 2018 as R. J. Corman and the Labor Cabinet work to develop a curriculum. Recruiting efforts will begin by working with local high schools, but will also be focused toward U.S. military veterans. Once selected, an apprentice will work with a skilled journeyman to further instill knowledge and experience. After the apprentice has completed the four years required, they will receive their journeyman certificate. R. J. Corman Railroad Group currently employs a shop staff with many years of experience and industry knowledge in machining, welding, and fabrication. Another area with potential for the program is through their growing Signaling company, which designs, builds and installs a variety of signal systems for the railroad industry. These will be the first areas of emphasis for this program, which is anticipated to continue to grow and expand to different companies and positions within the R. J. Corman brand as opportunities arise in the future.

"In Kentucky today, employers are facing a shortage of a skilled workforce," said Labor Secretary Derrick Ramsey. "Registered

meet-central-kentucky-policy-group)

(/newsroom/news-articles/congressman-visit-and-kbt-dc-r-j-corman-transportation-and-government)

May 17, 2018

Congressman Visit and KBT in DC – R. J. Corman, Transportation and Government

(/newsroom/news-articles/congressman-visit-and-kbt-dc-r-j-corman-transportation-and-government)

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Altogether, R. J. Corman Railroad Group employs more than 1,500 people in 22 states. R. J. Corman companies provide a myriad of services to the railroad industry such as: short line railroad operations, industrial railcar switching, emergency response, track material distribution, track construction, signal design and construction, railroad worker training and building eco-friendly locomotives.

For more information about the company, visit www.rjcorman.com or call 859-881-2400.

Download Printable Version (http://www.rjcorman.com/sites/default/files/2017-12/RJC%20Signaling%20Apprenticeship%20Program.pdf)

(https://www.facebook.com/sharer/sharer.php?u=http://www.derailment.com/newsroom/press-releases/r-j-corman-railroad-group-llc-announces-new-apprenticeship-

Office of Apprenticeship

December 2017

Apprenticeship Connections

A Resource for State Apprenticeship Expansion Grantees

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Example Apprenticeship Standards and Work Processes - As you develop and register apprenticeship programs, have you encountered difficulties finding samples of standards and work processes from existing apprenticeships that you can use as building blocks? A new Apprenticeship Standards and Work Processes community of practice page compiles available resources in one convenient location.

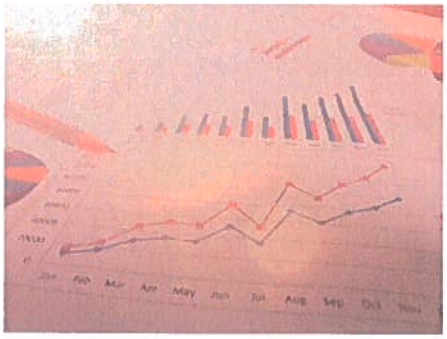
New Return on Investment (ROI) Calculator - The Department of Commerce (DOC) has followed up its much-read 2016 ROI Report with a new ROI calculator. This tool mirrors the calculations DOC did to study firms' ROI in the report and can be used to help firms crunch the numbers related to their investment in apprenticeship. This is a beta version on which DOC is seeking feedback. Learn more and download the calculator here, and remember that you can find lots of related resources on the ROI page on the Apprenticeship Community of Practice.

New DOL Industry Pages - DOL just unveiled new industry webpages in 9 sectors: Advanced Manufacturing, Construction, Energy, Finance & Business, Healthcare, Hospitality, IT, Telecommunications, and Transportation. These pages are go-to sources for information on apprenticeship in these sectors, including example programs, business leaders, industry-specific tools and more. Check them out today!

WorkforceGPS Member Directory - This directory is available to help you communicate directly with other WorkforceGPS users around the country, and DOL strongly encourages everyone to become a member. Find more information on what

it is and how to join here.

Upcoming Events



Leveraging Data to Communicate Value of Apprenticeship Webinar - Please mark your calendar for NGA's next American Apprenticeship Initiative Grantee webinar on January 11, 2018, from 3:30-4:30pm ET. SAE grantees are welcome to participate. This webinar will explore ways to communicate data about the need for skilled workers and the success of apprenticeship/pre-apprenticeship programs, as well as highlight grantees that have done so effectively. Register here.

Spotlight on Kentucky: From Coal to Coding

Hear "Appalachia" and a few images come to mind: craggy hills, coal mines, intractable poverty. Interapt (a Louisville-based IT firm) is partnering with the Kentucky Labor Cabinet and a local community college to change that. Together they piloted *Interapt Skills*, creating apprenticeships for Quality Assurance Engineers, UX/UI Designers, Android and iOS Developers, and Release Engineers in eastern Kentucky.

Interapt CEO and founder Ankur Gopal was facing a shortage of IT workers in 2016 when he learned he was not alone - that the state faces a "technology gap" of 10,000 open IT jobs by 2020 - and that apprenticeship provides a way to grow the skilled workforce he needs. A native Kentuckian, Mr. Gopal believes, "Insourcing Kentucky tech jobs is a logical choice. This is where we do business. Most of our customers are here and we find talent here."

Interapt applied for State Apprenticeship Expansion Grant funds, and was one of three projects selected by the Kentucky Labor Cabinet. Interapt worked with Big Sandy Community College in Paintsville to set up *Interapt Skills* - a paid 6-month training program teaching coding and other IT skills in the heart of Appalachia. They recruited using radio and newspaper advertising, receiving more than 800 applications for 50 spots in the program. Interapt and other companies hired the completers upon graduation, raising their earnings from between $17,000 and $21,000 before starting the program to between $36,000 and $60,000 today.

Throughout this pilot, Interapt worked with the Kentucky Labor Cabinet to transition *Interapt Skills* to a 1-year, front-loaded registered apprenticeship program - the state's first IT and Networking Registered Apprenticeship. Sixteen of the pilot participants who took positions with Interapt are now registered through the apprenticeship program and continuing their apprenticeship on the job, with credit provided for the upfront training.

Technology jobs are part of the solution in Appalachia thanks to the demand for IT skills and the opportunities to work from home - perfect for people with deep roots who prefer to stay in their home state. Now *Interapt Skills* is expanding into new counties and into high schools where program participants will learn coding for Apple and Android mobile apps. Based on Interapt's success, over 20 businesses signed letters of intent to consider program graduates for positions in their companies. Mr. Gopal says, "Whether a person is coming out of high school or trying to get off of welfare, I want to provide a seamless pathway [to higher education], where

apprenticeship is no longer an either/or but a requirement."

Kentucky Labor Cabinet Commissioner Ervin Dimeny recommends other states be aware that *any* opportunity in a high poverty area will generate a lot of interest, so screening and assessing for a good fit are essential. For more information, contact Deborah Williamson, Advisor to the Secretary of Labor, at deborah.williamson@ky.gov or check out the state's apprenticeship website, Twitter, or Facebook feed.

Spotlight on Maryland: Re-Aligning to Advance Apprenticeship

Maryland has positioned apprenticeship as a core workforce development strategy through an organizational realignment, and is better leveraging resources and expanding business engagement to grow opportunities in new industry sectors and for underserved populations.

Historically, apprenticeships in Maryland existed primarily in the skilled trades, but in 2017, state leaders recognized the need to integrate apprenticeship into the workforce system as a way to address the workforce needs of a wider range of Maryland's businesses. Legislation allowed the state to programmatically and physically move the Maryland Apprenticeship and Training Program (MATP) and begin the process of repositioning apprenticeship front and center in the state.

Maryland tapped SAE grant funding to add six new state staff and fund up to 20% of Wagner-Peyser-funded business service staff's time in support of apprenticeship. A half-time position funded through the Senior Community Service Employment Program grew the state team further at no cost to the apprenticeship program. With this staff capacity, MATP has been able to greatly increase business engagement across industry sectors and coordination across partner programs.

For instance, MATP launched a large-scale outreach campaign with the goal of connecting with every inactive sponsor in the state, and found many ready to engage and reactivate their apprenticeships. And to better integrate apprenticeship into the workforce system, MATP trained business service representatives from partner programs - like job centers, TANF, vocational rehabilitation, and community colleges - on apprenticeship and how to do a "warm hand-off" to MATP staff. As one MATP staff put it, "We didn't realize how worthwhile the time investment in training other business service reps on apprenticeship was. It was worth its weight in gold!"

Finally, to draw in new partners with new ideas, Maryland earmarked $620,000 from their SAE grant for an Apprenticeship Innovation Fund. Funds are supporting, for instance, the Maryland Manufacturing Extension Partnership becoming an intermediary sponsor for small and medium-sized manufacturers across the state and a pilot pre-apprenticeship program with the Regional Council of Carpenters in Baltimore to increase the proportion of female carpenter apprentices from 2% to 10%.

For more information on Maryland and other states' efforts to build integrated state systems and partnerships to advance apprenticeship as a talent development solution, check out the Aligning State Systems and Partnerships Promising Practices page on the CoP.

Apprenticeship in the News

Secretary of Labor Acosta Op-Ed: College Isn't Always the Best Path for Teens

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Kentucky Labor Cabinet Celebrates National Apprenticeship Week

Alexandria Englenalexandria.englen@ky.gov (mailto:alexandria.englen@ky.gov)
KY

FRANKFORT, Ky. (Nov. 16, 2017) – This week the Kentucky Labor Cabinet celebrates National Apprenticeship Week in Kentucky, November 13-17, by highlighting the 183 sponsors and approximatel 3,200 apprentices who participate in a Registered Apprenticeship program across the state.

"Our vision for Kentucky is to be the hub of excellence for manufacturing and engineering in the United States, a reality that can only be realized with a highly skilled workforce," said Gov. Bevin. "Apprenticeships are a powerful tool for training and developing workers, providing opportunities that cannot be found anywhere else and an opportunity to earn while you learn."

Since launching in September of last year, the 'Kentucky Trained. Kentucky Built' campaign has paved the way for new program sponsors to adopt the Registered Apprenticeship model allowing new industrie to open career pathways for Kentuckians through apprenticeships.

"It's time to change lenses and get a fresh perspective on the apprenticeship model," Labor Secretary Derrick Ramsey stated. "Gone are the days of the dark, dirty and dangerous factories, those images tha haunt us from the turn of the century. Contemporary apprenticeship is inviting, and beckons apprentices from all walks of life to earn on the job while receiving state of the art training in careers with excellent stability and growth potential."

One such company is American Metal Works in Paintsville, which created the first CNC programming apprenticeship program in the region.

"I was a miner, and was laid off more times than I care to remember," said Will Carty, Apprentice of American Metal Works. "When American Metal Works in Paintsville approached me about this opportunity, I was certainly skeptical. The apprenticeship with this company has truly opened my eyes tc the many education and career opportunities that exist in my own backyard. I have accomplished things with their help, that I could have only dreamed about in the past."

Another such company is Norton Healthcare in Louisville, where there are currently over 100 nursing apprentices who are a part of the first nursing apprenticeship in the country.

"Our apprenticeship program is one way in which we can continue to have highly trained nurses and oth professionals to help us meet the health care needs of our community," said Russell F. Cox, president and chief executive officer, Norton Healthcare. "We're pleased to help individual students reach their goals and start down their path of life-long learning at Norton Healthcare."

According to the U.S. Dept. of Labor, there are approximately 505,000 apprentices enrolled in Registere Apprenticeship programs across the country an increase of 57,000 from FY 2015. In FY 2016, over 49,000 participants graduated from the apprenticeship system, where, on average, graduates receive a starting salary of $60,000.

Registered Apprenticeships in Kentucky are supplying Kentucky's workforce with innovative job training. Currently, there are eight industries participating in Registered Apprenticeships including construction, manufacturing, telecommunications, information technology and networking, service and retail industries health care, public utilities and public sector.

Among these participating industries, Registered Apprenticeships are diversifying the workplace by providing opportunities to all Kentuckians. Since the Apprenticeship USA Expansion Grant in November last year, Kentucky has added 49 veterans, 58 minorities, 28 women, 337 youths aging 16-24 and 99 Department of Juvenile Justice Youth to Apprenticeship Programs throughout the state.

"The goal of the Labor Cabinet is to provide opportunities to Kentucky's workforce and ensure its succes for years to come," said Sec. Ramsey. "Registered Apprenticeships are the key to that success."

To view a video message on National Apprenticeship Week from Gov. Bevin, click HERE (https://www.youtube.com/watch?v=uoW--tv1zAQ).

For more information on Registered Apprenticeships in Kentucky, click HERE (http://labor.ky.gov/dows/doesam/AppAndTraining/Pages/Apprenticeship-and-Training.aspx).

Follow the Kentucky Labor Cabinet on Facebook (https://www.facebook.com/kentuckylaborcabinet) and Twitter (https://twitter.com/KYLaborSec) for all the latest updates.

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State hosts first Kentucky Apprenticeship Summit in Louisville

By WKYT News Staff | Posted: Tue 5:03 PM, Sep 12, 2017 | Updated: Tue 6:42 PM, Sep 12, 2017

LOUISVILLE, Ky. (WKYT)- With Kentucky ranking third from the bottom when it comes to workforce participation, hundreds of state and local officials, business leaders, and education leaders came together on Tuesday to talk apprenticeships at the Kentucky Apprenticeship Summit in Louisville.

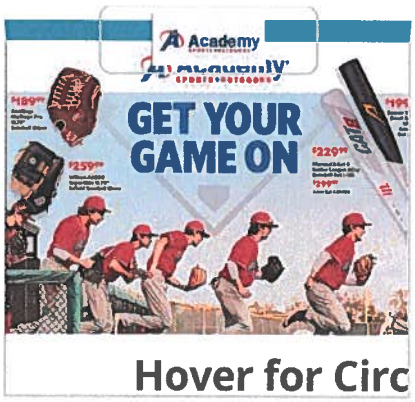
"What I'm most excited about is that we get an opportunity for educators and industry to come together and share ideas," says Secretary of Labor Cabinet Derrick Ramsey. "We've been promoting this for the last 18 months. And I think the message is finally gotten across."

Ramsey and his team in the State Labor Cabinet have been focusing their efforts on changing the idea that college should come before apprenticeships. They want Kentucky student to consider apprenticeships an option before college and to maybe choose the apprenticeship over college if the opportunity is great enough.

So far the Labor Cabinet has signed on more than 175 schools and businesses in Apprenticeship programs to begin associating students with real world jobs that pay well. A signature that Fayette County Superintendent Dr. Manny Caulk is proud to see happening in Lexington.

"As I think for many of our students, what we're trying to do for our families and communities is to show them that there is a career readiness path where they can learn, produce and earn very quickly," says Caulk. "I think apprenticeships will change the trajectory of Kentucky for a generation if not two."

Tuesday's meeting was the first brain storming gathering to discuss ideas, best practices and plans for where the future will lead to take Kentucky off the bottom of the list to the top.



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Apprenticeship Summit Sept. 11-12 at the Seelbach Hilton in Louisville

Kentucky Labor Cabinet sent this bulletin at 08/01/2017 04:45 PM EDT

Commonwealth of Kentucky
Labor Cabinet

Matthew G. Bevin, Governor

Derrick K. Ramsey, Secretary

FOR IMMEDIATE RELEASE

Contact: Jarrad Hensley
(502) 564-3219
Jarrad.Hensley@ky.gov

Apprenticeship Summit Sept. 11-12 at the Seelbach Hilton in Louisville

Dear Business and Education Leaders:

It is with great pleasure that I extend an invitation to you to attend Kentucky's first Apprenticeship Summit September 11-12 at the Seelbach Hilton in Louisville!

The Commonwealth is at the forefront of becoming a business hub for the United States. To ensure our success with the rapidly expanding and diversifying businesses and industry presence within our borders, we must cultivate and grow a robust, skilled workforce capable of meeting ever-changing demands. To that end, the Labor Cabinet is committed to making Registered Apprenticeships an important component to this growth as we help fill the talent gap for emerging, new and veteran businesses.

Working in close partnership with the Cabinet for Economic Development, Education and Workforce Development Cabinet, and Department of Education, the Summit is designed to give you a multifaceted view of Registered Apprenticeships. We will introduce you to prominent national and internationally renowned experts in the field of ROI, homegrown businesses who have employed apprentices for over a century, professionals in the field of education who author curricular materials and train apprentices to ensure they are meeting contemporary business needs, and individuals who are about to graduate as certified apprentices.

This fast-paced event will undoubtedly leave you inspired and poised to further embrace existing apprenticeship endeavors or perhaps begin a new program. Please stay tuned for more registration information and agenda information on the Summit as it is announced.

I hope that you will join us and be an integral part of changing the education and workforce culture in the Commonwealth of Kentucky!

Cordially,

Derrick K. Ramsey

Additional information is available here http://labor.ky.gov/

Follow the Kentucky Labor Cabinet on Facebook and Twitter for all the latest updates.

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Registration Open for Kentucky Registered Apprenticeship Summit in Louisville September 11-12

Alexandria Englenalexandria.englen@ky.gov (mailto:alexandria.englen@ky.gov)
KY

FRANKFORT, KY (August 9, 2017) – The Kentucky Registered Apprenticeship Summit, a collaborative effort between the Kentucky Labor Cabinet (http://www.labor.ky.gov/Pages/Labor-Home.aspx), Cabinet for Economic Development, Education and Workforce Development Cabinet and the Department of Education, will be held at the Seelbach Hilton Hotel in Louisville from September 11 – 12, 2017.

The inaugural Kentucky Registered Apprenticeship Summit will bring apprenticeship stakeholders together with business, education, and civic leaders from across the Commonwealth to discuss ways this proven training model can transform our state's workforce. These goals are accomplished by: (1) providing a forum for businesses and education leaders to gather and exchange ideas; (2) delivering access to thought-provoking speakers; (3) and creating the opportunity for exceptional networking. Attendees will experience sector-focused breakout sessions to discuss Registered Apprenticeships and their impact on workforce development.

Additionally, the Summit will recognize upcoming graduates of certified apprenticeship programs. In order to graduate such programs, individuals completed 2,000 on-the-job training hours and 144 classroom hours per year.

Since last November, the number of apprentices in Kentucky have increased by 39 percent. The Kentucky Labor Cabinet has registered nearly 182 different programs that apprentice 3,100 people across the state.

REGISTRATION: Click here (http://labor.ky.gov/dows/doesam/AppAndTraining/Pages/Apprenticeship-Summit.aspx)

WHAT: Kentucky Registered Apprenticeship Summit

WHEN: September 11-12, 2017

WHERE: Seelbach Hilton Hotel
500 S 4th St.
Louisville, KY 40202

Registration open for inaugural Apprenticeship Summit in Louisville Sept. 11-12

August 9, 2017 55 Views

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WHERE: Seelbach Hilton Hotel, 500 S 4th St., Louisville, Ky. 40202

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Student Nurse Apprenticeship Program

Norton Healthcare's Student Nurse Apprenticeship Program (SNAP) is a three-tied culture, clinical, confidence model of intentional investment in student nurses. SNAP is a paid apprenticeship providing elevated educational and clinical experiences.

SNAP is:

- The first state-registered, and only nationally registered, nursing apprenticeship program
- A model of intentional investing in student nurses through three tiers: culture, clinical and confidence
- A paid apprenticeship providing elevated educational and clinical experiences for 12 to 18 months in preparation for a registered nurse role after graduation

Students will engage in hands-on clinical learning, increase confidence by combining education with clinical practice and become acclimated to our Norton Healthcare culture. SNAP reinforces nursing education and patient safety, awareness of the professional nurse role, and an appreciation of organizational structures and operations within a leading health care setting.

We welcome student nurses who are in their junior year of a Bachelor of Science in Nursing program or have completed one term in an Associate of Science in Nursing program. If selected for the apprenticeship, the student may elect to participate in one of many specialty areas in one of our five hospitals.

SNAP is designed for top student nurses who have a desire to be the best and gain the skills and confidence needed to deliver quality patient care — and be paid for it!

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Norton Healthcare in Louisville to Begin Innovative Apprenticeship Program for Nurses

Jarrad HensleyJarrad.Hensley@ky.gov (mailto:Jarrad.Hensley@ky.gov)502-564-3219 (tel:502-564-3219)

Louisville, Ky. (June 29, 2017) – Gov. Matt Bevin and Labor Deputy Secretary Mike Nemes joined officials from Norton Healthcare in Louisville today to announce a new apprenticeship for nurses that is one of the first of its kind in the country.

This Student Nurse Apprenticeship Program is a paid apprenticeship that provides educational and clinical experiences over 12 to 18 months to prepare students for a registered nurse role after graduation. Eligible students include nurses who are in their junior year of a Bachelor of Science degree in Nursing program or with one semester completed of an associate degree in nursing program.

"Innovative training programs, like this one at Norton Healthcare, deserve to be celebrated," said Gov. Bevin. "I have challenged Kentucky employers to think and act boldly, and Norton Healthcare has answered that challenge in an impressive way. This apprenticeship program is one of the first of its kind in the country and will be transformational for Norton's workforce. I believe it will inspire other employers around Kentucky to explore ways that apprenticeships can take their business—and Kentucky—to the next level."

With just over 70,000 active registered nurses currently in Kentucky, it is projected that an additional 4,500 nurses will be needed in the next 10 years to meet demand. The 125 new apprentices in this program will both provide Norton Healthcare with an effective workforce recruitment and training tool while also displaying the potential that this could bring to other healthcare providers across the county.

"The 'Kentucky Trained. Kentucky Built.' registered apprenticeship initiative encompasses a new era of apprentice able trades never before seen in the Commonwealth, and today provides a fitting example of this," Labor Secretary Derrick Ramsey stated. "Nursing is a new frontier for apprenticeships, but with Norton Healthcare's vision, we couldn't be more excited to partner with them and the new student nurse apprentices who are taking advantage of this wonderful program to further their careers. It's a win for Norton Healthcare, the apprentices, and the entire healthcare community as we continue to seek ways t address the workforce needs in this critical industry."

Serving the Greater Louisville region and beyond for more than 130 years, the hospital and health care system is the Louisville area's third largest private employer. The Louisville-based not-for-profit system includes five Louisville hospitals with 1,837 licensed beds; seven outpatient centers; 13 Norton Immediate Care Centers; more than 14,000 employees; more than 850 employed medical providers; an approximately 2,000 total physicians on its medical staff.

"We know the value in having highly trained nurses and other professionals to help us meet the health care needs of our community," said Russell F. Cox, president and chief executive officer, Norton Healthcare. "By offering an apprenticeship for nurses, we not only help individual students reach their goals, but we help ensure we continue to have these highly trained professionals."

"This program will reinforce nursing education and awareness of the professional nurse role, as well as help increase the students' self-confidence and understanding of organizational structure and operations within a world-class health care setting," said Tracy E. Williams, DNP, R.N., senior vice president and system chief nursing officer, Norton Healthcare.

This program will work in conjunction with the student's school of nursing while learning hands-on experience with a Norton Healthcare mentor. Upon completion of the training program, the apprentice will receive a nationally recognized certification allowing employers, such as Norton, to better meet expectations of their patients through a highly-skilled and trained workforce.

The "Kentucky Trained. Kentucky Built." initiative, launched last year, signals Kentucky's recommitment of new energy and resources toward strengthening apprenticeships across Kentucky. Since last November, the number of apprentices in Kentucky have increased by 39 percent. In total, the Kentucky Labor Cabinet has registered nearly 1,100 different programs with employers including a new emphasis on growing trades within the healthcare and information technology sectors.

For more information on Registered Apprenticeships, visit www.KentuckyApprenticeship.com.

Follow the Kentucky Labor Cabinet on Facebook and Twitter for all the latest updates.

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Phillips Diversified Manufacturing in Annville creates new apprenticeship program

June 27, 2017 131 Views

ANNVILLE, Ky. (June 27, 2017) – Labor Secretary Derrick Ramsey joined officials from Phillips Diversified Manufacturing in Annville to announce the creation of a new apprenticeship program.

This three-year welding apprenticeship program comes on the heels of another Eastern Kentucky apprenticeship announcement from American Metal Works last week. Together, these programs represent an on-going effort to strategically cultivate more skilled labor in Eastern Kentucky.

"Since 'Kentucky Trained. Kentucky Built.' was launched in September, we have made a conscious effort to grow the number of apprenticeships in Eastern Kentucky," said Labor Secretary Derrick Ramsey. "Today's announcement showcases manufacturers such as Phillips Diversified who have made the decision to tackle the skill and age gaps head-on through apprenticeships. I am grateful for the leadership that Clyde and his team have taken towards this goal and I look forward to the success that this program will bring for workplace development in the region."

Phillips Diversified Manufacturing was founded in 1993 by Clyde Phillips and is a contract manufacturer for printed circuit board assembly, appliance control panels, metal fabrication and electromechanical & electronic assemblies. Phillips Diversified Manufacturing has several well-known national clients and employs over 220 people in Clay, Jackson, and Laurel counties.

"I am really encouraged by the acceptance of our Welding Apprenticeship Program from our associates," said Phillips. "As a company located in southeastern Kentucky, we must continually search for skilled people and train our existing associates in various needed skills. This apprenticeship program will ensure a win-win situation for our area, our associates as well as our company."

"The Kentucky Labor Cabinet was incredible to work with — providing guidance and support throughout this process," said Special Projects Manager and Apprenticeship Director Tracy Stivers. "We began by simply identifying what our most urgent occupation training needs were, then began planning the work processes needed for on-the-job training of our apprentices and related classroom instruction needs. Upon completion of our 3-year program, apprentices will receive a nationally recognized certification, greatly improving their skill level, wages and future employability. Phillips Diversified Manufacturing will be creating its own in-house pool of highly-skilled welders which in turn will help us better meet the specific quality expectations of our customers."

The "Kentucky Trained. Kentucky Built." initiative signals Kentucky's recommitment of new energy and resources toward strengthening apprenticeships across Kentucky. Since November 1st, the number of apprenticeships in Kentucky have increased by 39 percent. In total, the Kentucky Labor Cabinet has registered nearly 1,100 different programs totaling nearly 2,800 apprentices across the state.

State Senate President Robert Stivers (R-Manchester) and State Rep. Marie Rader (R-McKee) also offered praise.

"I am pleased to hear that Phillips Diversified, a long-time eastern Kentucky employer, is announcing this new apprenticeship program to train the next generation of Kentucky

manufacturers," Sen. Stivers said. "The company has been a strong economic partner in our region, and this apprenticeship program is yet another means of giving back to our community. Phillips Diversified is truly leading the way in innovative learning and I look forward to the success of this program and its graduates."

"The apprenticeship program will have a huge impact on our young people and the future of our entire region," said Rep. Rader. "Not only is Phillips Diversified investing in a future workforce, but the program is going to make sure our people are trained and prepared to fill the jobs in our communities, and in turn will have the ability to support themselves and their families for years to come. I commend Phillips Diversified for their commitment to our workers, and for their investment in this incredibly valuable program."

For more information on Registered Apprenticeships, visit www.KentuckyApprenticeship.com.

https://www.dailyindependent.com/news/american-metal-works-in-paintsville-creates-new-apprenticeship-program/article_b4186b92-56f5-11e7-b0b5-87b92862b318.html

American Metal Works in Paintsville creates new apprenticeship program

Staff report Jun 21, 2017

staff report

PAINTSVILLE American Metal Works and Big Sandy Community and Technical College in Paintsville on Wednesday announced the creation of a new apprenticeship program.

The first of its kind in the region, the CNC Programming apprenticeship will enable area apprentices to begin a four-year Computer Numerical Control program at American Metal Works that will require 2,000 on-the-job training hours and 144 classroom hours per year.

"With nearly 1,100 companies a part of our 'Kentucky Trained. Kentucky Built' apprenticeship program across the state, this partnership is critically important because of its relationship with eastern Kentucky," said Labor Secretary Derrick Ramsey. "Today's announcement represents how community leaders are taking note by coming together to benefit and prepare our Kentucky workers for today's economy. I commend American Metal Works and Big Sandy Community and Technical College for embracing the overwhelming impact that apprenticeships provide toward local work force development and I look forward to the success that this initiative will bring to the region."

American Metal Works was started in 2016 by James Glass and Dennis Rohrer. It is a small business manufacturer of parts for the aerospace, automotive, biomedical, defense and manufacturing industries.

"The apprenticeship program will help provide our team members with the skills and training necessary for them to succeed in this highly technical and growing industry," said Glass. "Their continued personal growth will allow American Metal Works to become more viable and allow us to provide opportunities for others looking to obtain a career in this ever-growing industry. By developing a strong work force through the program, Kentucky will become more competitive and better positioned on the world stage."

"As we try to fill the gap of skilled workers that have been lost to off shoring over the last several decades along with the large numbers of advanced manufacturing workers who are now approaching retirement age, these apprenticeships will be vital to the health and well-being of American Metal Works and the industry at large," Rohrer said. "This program will allow us to recruit and train men and women of various ages and skill levels."

Launched in September of last year, the "Kentucky Trained. Kentucky Built" initiative signals Kentucky's recommitment of new energy and resources toward strengthening apprenticeships across Kentucky. The Labor Cabinet works with each company to craft a customized curriculum that is specific to each employer's needs. At the completion of the training program, the apprentice receives a nationally recognized certification. The alliance between American Metal Works and Big Sandy Community and Technical College began last year when Big Sandy CTC offered to allow American Metal Works to lease a facility. Since then, this strategic partnership has grown to include instructors from Big Sandy CTC who are working with American Metal Works to better align coursework in today's CNC industry.

For more information, visit KentuckyApprenticeship.com

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American Metal Works launching apprenticeship program

By Cory McCauley | Posted: Wed 3:43 PM, Jun 21, 2017 | Updated: Wed 6:41 PM, Jun 21, 2017

PAINTSVILLE, Ky. (WYMT) - Wednesday morning, local and state leaders announced a new apprenticeship program at American Metal Works.

The company, which opened in March, uses state-of-the-art machines to provide manufacturing services.

Currently, the company has only one person who can do the programming.

Through the apprenticeship program officials hope to train around five more people to program.

"What you've got is a real need for trained professionals that's just not there," said James Glass, Co-founder of American Metal Works.

Glass said the company is looking to grow their own programmers in order to expand their business.

The programmers will learn how to design parts on a computer.

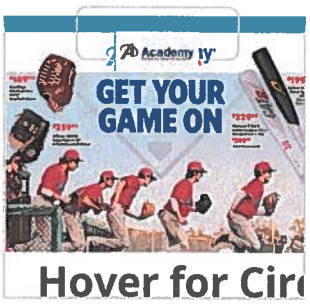
The parts are then coded and sent to a machine where they are made.

Labor Secretary Derrick Ramsey said American Metal Works is helping create a future for Eastern Kentucky.

"The people of Eastern Kentucky are smart and hard working and looking for an opportunity," said Derrick Ramsey.

Officials said the parts made at American Metal Works can be used in many industries, including the aerospace and the automotive industries.

Officials said the apprenticeship program will last about 24 months and those in the program are paid during their training.



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American Metal Works, Big Sandy Community and Technical College team for apprenticeship program

Jun 22nd, 2017 · 0 Comment

Labor Secretary Derrick Ramsey joined officials from American Metal Works and Big Sandy Community and Technical College in Paintsville to announce the creation of a new apprenticeship program.

The first of its kind in the region, this CNC Programming apprenticeship will enable area apprentices to begin a 4-year Computer Numerical Control (CNC) program at American Metal Works that will require 2,000 on-the-job training hours and 144 classroom hours per year.

"With nearly 1,100 companies a part of our 'Kentucky Trained. Kentucky Built' apprenticeship program across the state, this partnership is critically important because of its relationship with eastern Kentucky," said Ramsey. "Today's announcement represents how community leaders are taking note by coming together to benefit and prepare our Kentucky workers for today's economy.

"I commend American Metal Works and Big Sandy Community and Technical College for embracing the overwhelming impact that apprenticeships provide toward local workforce development and I look forward to the success that this initiative will bring to the region."

American Metal Works was started in 2016 by James Glass and Dennis Rohrer and is a small business manufacturer of parts for the aerospace, automotive, biomedical, defense, and manufacturing industries.

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"As we try to fill the gap of skilled workers that have been lost to off shoring over the last several decades along with the large numbers of advanced manufacturing workers who are now approaching retirement age, these apprenticeships will be vital to the health and well-being of American Metal Works and the industry at large," Rohrer stated. "This program will allow us to recruit and train men and women of various ages and skill levels."

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At the completion of the training program, the apprentice receives a nationally recognized certification. The alliance between American Metal Works and Big Sandy Community and Technical College began last year when Big Sandy CTC offered to allow American Metal Works to lease a facility. Since then, this strategic partnership has grown to include instructors from Big Sandy CTC who are working with American Metal Works to better align coursework in today's CNC industry.

"The American Metal Works project at Big Sandy Community and Technical College demonstrates the power of partnerships across eastern Kentucky," said Big Sandy CTC Director of Workforce Solutions Kelli Hall Chaney. "So many partners embraced the idea of American Metal Works and worked together to make this dream a reality.

"If we aspire to do innovative things, we must work collaboratively to leverage the resources of our vast network of community and economic development organizations to bring opportunity to all those who seek it. Big Sandy Community and Technical College strives be the catalyst that brings lasting transformation to the region."

State Sen. Brandon Smith (R-Hazard) and State Rep. William Wells (R-West Liberty) also offered praise.

"I am thrilled to hear of the new apprenticeship program with American Metal Works, a company that encapsulates the ingenuity and strength of our Appalachian communities," Sen. Smith said. "Innovative companies such as American Metal Works are the future of our region, and I look forward to the success of both the apprenticeship program and its graduates."

"Education and workforce go hand-in-hand, and apprenticeships are one of the best ways to create and grow a workforce that will last for generations," said Rep. Wells. "American Metal Works is blazing new trails for our entire region with this new apprenticeship, and I'm excited for the impact it will have on the young people in our communities. I look forward to the success it will reap as we work to ensure our workforce is educated to meet the needs of industry, and congratulations to everybody involved in securing this important development in Paintsville."

For more information on Registered Apprenticeships, visit www.KentuckyApprenticeship.com.

Tags: American Metal Works · Big Sandy Community and Technical College · CNC Programming apprenticeship · Dennis Rohrer · Derrick Ramsey · James Glass · Kentucky Labor Cabinet

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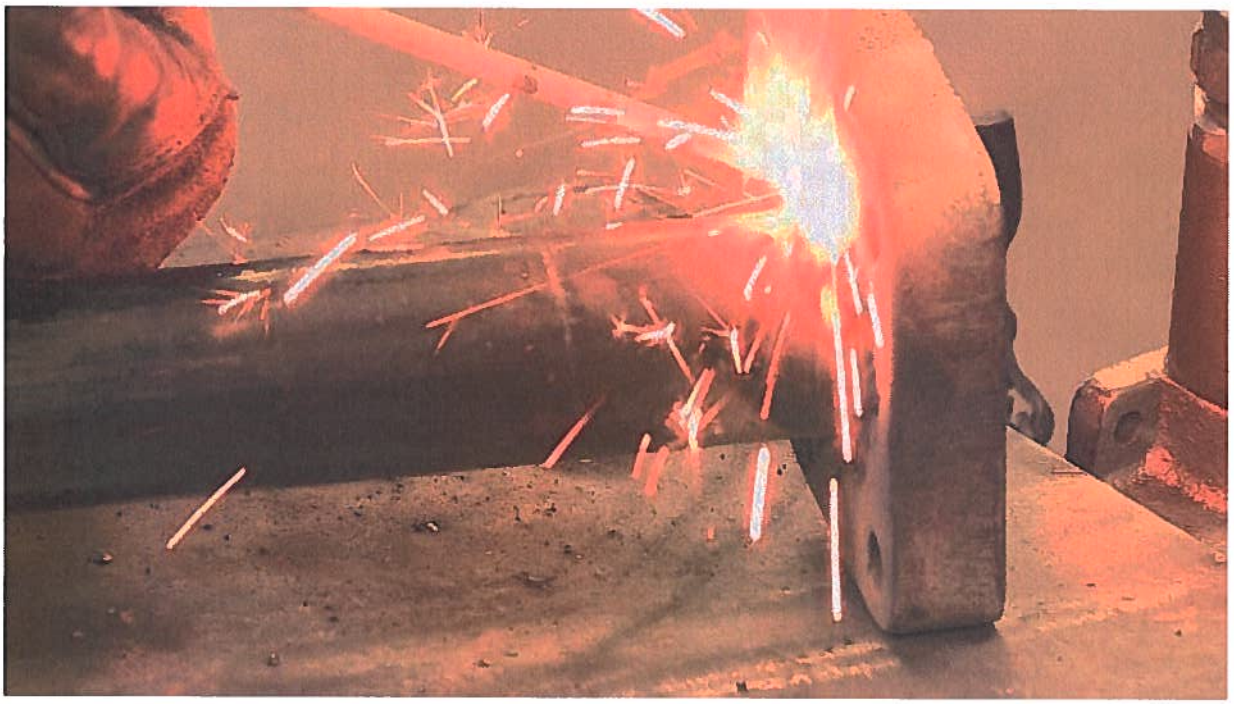
WKYT Investigates | Ky. needs 150,000 workers to meet national average

WATCH WKYT Investigates Ky. needs 150,000 workers to meet national average

WATCH Breaking down the news Ky. under national average of workers

By Miranda Combs | Posted: Thu 5:03 PM, Jun 15, 2017 | Updated: Thu 10:06 PM, Jun 15, 2017

FRANKFORT, Ky. (WKYT) - Kentucky is ranked 47th in workforce participation. 57.6 percent of Kentuckians are participating in the workforce. "We need to add over 150,000 workers just to get to the national average in terms of workforce participation," explained Labor Cabinet Commissioner Ervin Dimeny.



To fix this, Commissioner Dimeny is focusing on the younger generation, and putting an emphasis on apprenticeships. "There's definitely a lack of understanding of what apprenticeship is," he said. In a short period of time, he said the cabinet has partnered with 175 businesses and schools to give students an opportunity to learn a trade before they graduate high school. "You can earn, you can learn a skill, and it doesn't stop you from going to college. You can always get an advanced degree. But meanwhile, you learn to do something with your hands," he explained.

Randy Shewmaker has been a welder for 30 years. He's also a teacher, trying to help bridge the gap between high school and a career. He talks to businesses to get them on board to help students be ready to for on-sight jobs. "You tell me what you want me to focus on and I will make sure those kids understand it before they get out of here," Shewmaker said. He has four years to teach Franklin County High School students what it takes to know a trade. "We're turning these trade skill kids over into the real world where they can make our bridges, our skyscrapers, our roadways, everything we take for granted."

Shewmaker said the idea of skilled labor has taken a backseat to the idea of going to college. "When I was in school, what did they tell you to be successful? Go to college. I think we created too many chiefs and not enough Indians," he said. "What we have to do is teach these kids, that yes, you can work with your hands. You can make that lifestyle that is very comfortable for you and get that self-pride of coming home every day and saying, 'I did that. I made that.'"

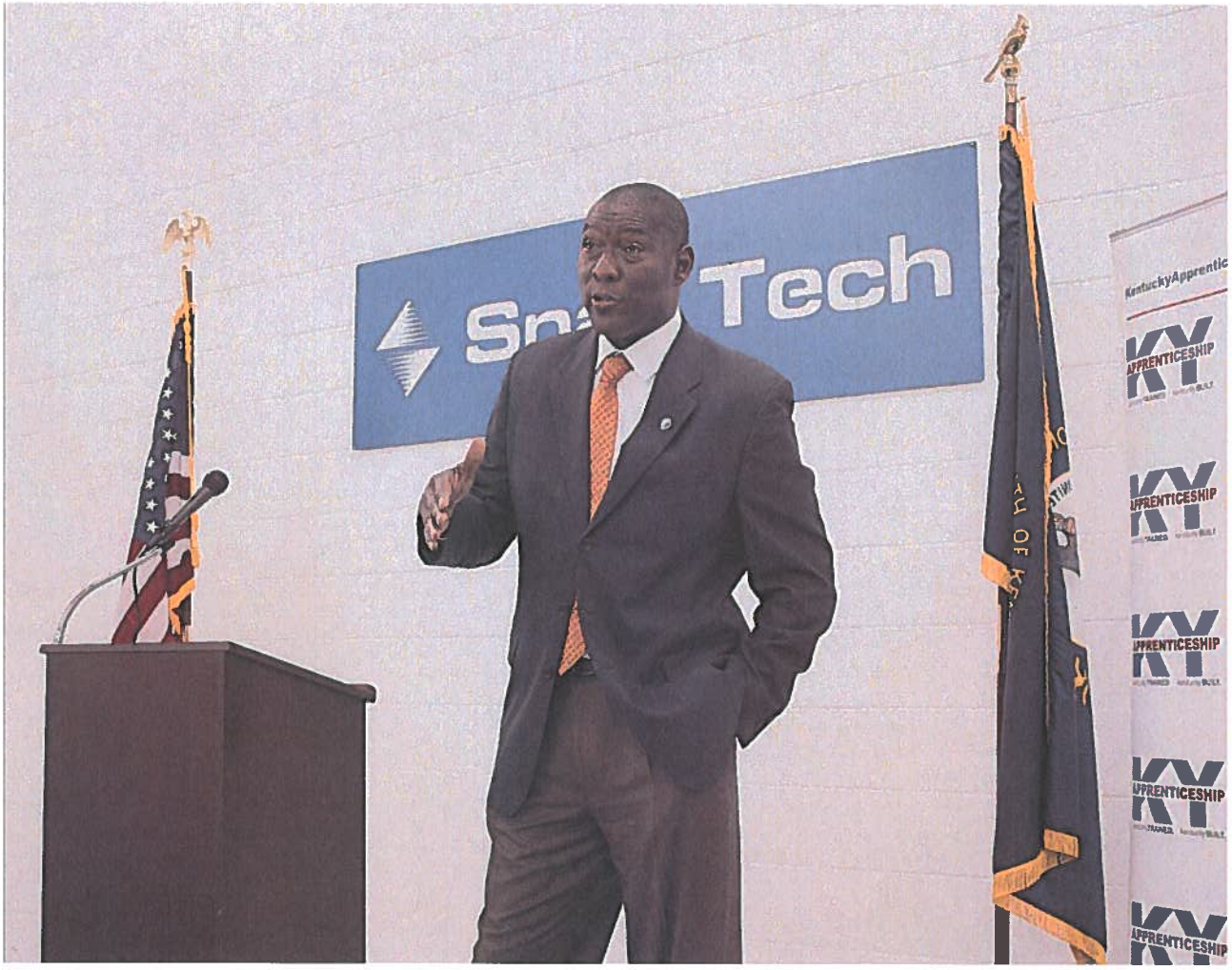
"It's a win-win," Commissioner Dimeny said. "Because if you choose to become an apprentice in high school, you decide to go to college, the fact that you learned a skill is not going to hurt you."

https://www.glasgowdailytimes.com/news/span-tech-barren-county-atc-announce-apprenticeship-program/article_a1446eb0-39bf-11e7-a9b5-af7befeda34b.html

EDITOR'S PICK | TOPICAL | FEATURED

Span Tech, Barren County ATC announce apprenticeship program

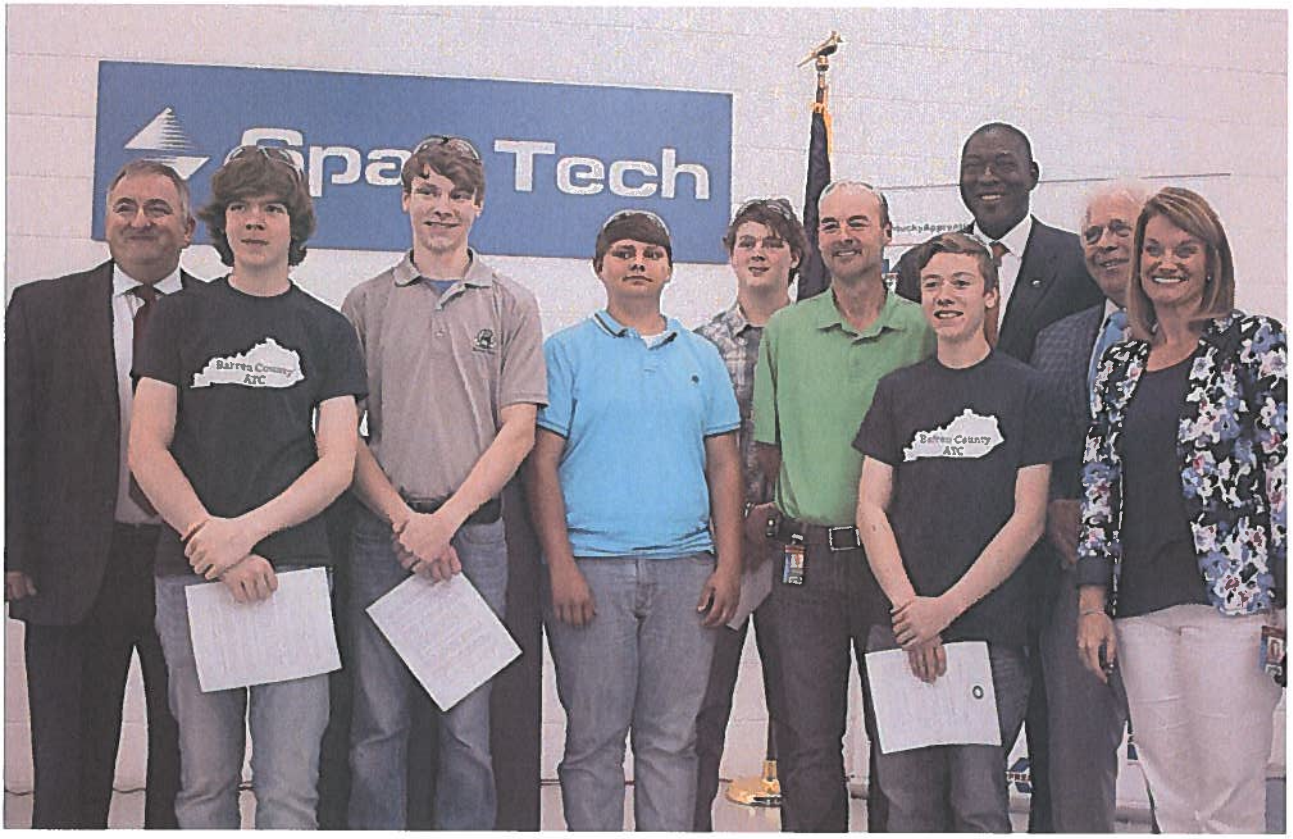
BY WILL PERKINS wperkins@glasgowdailytimes.com May 15, 2017



Derrick Ramsey, secretary of the Kentucky Labor Cabinet, speaks at a press conference at Span Tech on May 15 announcing an apprenticeship program between the company and Barren County Area Technology Center.

GDT file photo

GLASGOW – Beginning this fall, students at the Barren County Area Technology Center will have the opportunity to get on-the-job training at Span Tech, a local conveyor manufacturer, through a new apprenticeship program announced at a press conference on Monday at Span Tech.



Students from the Barren County Area Technology Center pose for a picture with Barren County Schools Superintendent Bo Matthews, Machine Tool Instructor Wes Sneed, Kentucky Labor Cabinet Secretary Derrick Ramsey, Span Tech CEO and Founder Bud Layne and Barren County ATC Principal Ashley Bell after a press conference on Monday at Span Tech.

WILL PERKINS / GLASGOW DAILY TIMES

Barren County Schools Superintendent Bo Matthews spoke at the press conference and said that Span Tech has always been a "willing partner to expand and improve educational opportunities for our students."

"Apprenticeships are crucial in training a highly skilled local workforce to meet industry demands while also retaining talent in our local community," Matthews said. "Through the apprenticeship model, students can earn income while attending high school."

According to a press release from the Kentucky Labor Cabinet, "this collaboration will enable area high school students to begin an Industrial Manufacturing Technician apprenticeship at Span Tech starting in their junior year of high school."

"Youth apprenticeships in Kentucky are created through a partnership between Tech Ready Apprentices for Careers in Kentucky (TRACK) within the Kentucky Department of Education's Office of Career and Technical Education and the Kentucky Labor Cabinet," the press release states.

Derrick Ramsey, secretary of the Kentucky Labor Cabinet, spoke at Monday's press conference and said that Gov. Matt Bevin wants Kentucky to be "the manufacturing and engineering hub of America."

Ramsey said college degrees not only cost a lot more than they did in the past, but students are taking longer and longer to obtain them. He mentioned that he needed 120 credits to graduate from the University of Kentucky in 1978, and that, today, it still takes 120 credits.

But now some students are taking five to seven years to earn those same number of credits, Ramsey said, increasing the overall debt with which they graduate.

Ramsey said there is a misconception in this country regarding the middle class.

"Everyone has talked about the absence of the middle class," he said. "The middle class isn't absent. We just stopped building things.

"We just stopped working in our factories. We stopped doing road construction. We stopped building airports. We stopped building power grids.

"That's the middle class."

Ramsey stressed that they are not trying to sway students against obtaining college degrees.

"We talk about apprenticeship as another opportunity," Ramsey said. "Another option.

"We're not anti-university at all.

"What we're trying to do is prepare them for an opportunity."

Ramsey said he believes that apprenticeships are "going to change the trajectory of the workplace in Kentucky."

Ashley Bell, principal of the Barren County ATC, said they are excited about this opportunity and that Span Tech has always been very supportive of them.

"Creating that seamless transition into the workforce and postsecondary, that's our job," Bell said. "It's exciting. Next fall is going to be great."

Matthews said, "We will create a pipeline of qualified workers."

"Our students are the future of Glasgow and Barren County, and they are the future of our commonwealth," Matthews said. "This is a network of community members that have come together at this special moment in time to change the lives of young people that are here and in our schools and our community today.

"I can't wait to see what happens tomorrow."

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Span Tech, state Labor Cabinet announce new youth apprenticeship program beginning this fall in Barren County

May 17th, 2017 · 0 Comment

Labor Secretary Derrick Ramsey joined officials from Span Tech, a local conveyor manufacturer, and Barren County School District to announce the creation of a new youth apprenticeship program beginning this fall.

The first of its kind in Barren County, this collaboration will enable area high school students to begin an Industrial Manufacturing Technician apprenticeship at Span Tech starting in their junior year of high school. While curriculum for the apprenticeship is still being designed, the partnership will consists of classroom instruction from the Barren County Area Technology Center with on-the-job training at Span Tech.

"When the 'Kentucky Trained. Kentucky Built.' apprenticeship program was launched last September, we did so with days like this in mind," Labor Secretary Derrick Ramsey stated. "Today's announcement showcases how community leaders are effectively coming together to address local workforce needs. Registered Apprenticeships provide a perfect avenue to fill the available jobs in today's economy, and I want to commend Span Tech and the Barren County School District for understanding the importance of business and education collaborating to create this exciting and innovative new opportunity."

Secretary Derrick Ramsey

Span Tech was started in 1978 by Bud Layne and is a small family owned business that manufactures conveyor systems for food processing, packing, and manufacturing.

"Apprenticeships are the oldest and most successful form of on-the-job training in the world," said Layne, CEO and founder at Span Tech. "This is why I'm confident a 'grow your own' approach through apprenticeships is a great opportunity to strengthen Span Tech's workforce as we work tirelessly to deliver word class products and services. Not only will Span Tech benefit from this program, but in time, we hope that all area employers will buy into this model and benefit by keeping our best and brightest students employed right here in Barren County."

Youth apprenticeships in Kentucky are created through a partnership between Tech Ready Apprentices for Careers in Kentucky (TRACK) within the Kentucky Department of Education's Office of Career and Technical Education and the Kentucky Labor Cabinet.

Following graduation from high school, apprentices will pursue post-secondary apprenticeship training. Employers like Span Tech are able to tailor the program for their specific needs and to select the Career and Technical Education courses and students for their apprenticeship pathway. This creates a competitive recruiting environment insuring that employers benefit by gaining future employees that have a good foundation and an interest in that occupation while apprentices earn a nationally-recognized industry certificate at the completion of the program.

The TRACK program has proven to be successful in the areas of manufacturing, skilled trades and early childhood education with over 75 students completing a youth apprenticeship program since its inception in 2014. TRACK also has plans to expand in all areas of Career and Technical Education, including information technology, business, healthcare and culinary trades.

"Education and workforce development have always been related, but not always on the same page," said Bo Matthews, Superintendent at Barren County School District. "Our educational product has not always closely aligned with the immediate needs of industry. Apprenticeship programs will help align education and industry training to produce highly skilled employees that meet the demands of employers. On behalf of the Barren County School System, we wish to extend our thanks to Bud Layne and Span Tech for taking a lead in this collaboration by registering an apprenticeship program and investing in youth training opportunities for this region."

Elected officials Sen. David Givens (R-Greensburg) and Rep. Steve Riley (R-Glasgow) also offered praise.

"I am pleased to hear of the creation of this new technical education partnership between the Barren County School District and Span Tech," Givens said. "Partnerships such as these are bridging the education gap that so often limits the pool of Kentucky's workforce. I applaud both the company and the school district for their innovation in education, and I greatly look forward to the success of this program."

"Kentucky continues to be innovative in educating and preparing our students for the workforce," said Riley. "This new apprenticeship program will help to ensure that Barren County has the most qualified workforce available with on-the-job training. I commend Span Tech for this impressive collaboration, and I look forward to its positive impact on our students and community."

For more information on Registered Apprenticeships, visit www.KentuckyApprenticeship.com.

Additional information is available at http://labor.kentucky.gov.

From Kentucky Labor Cabinet Communications

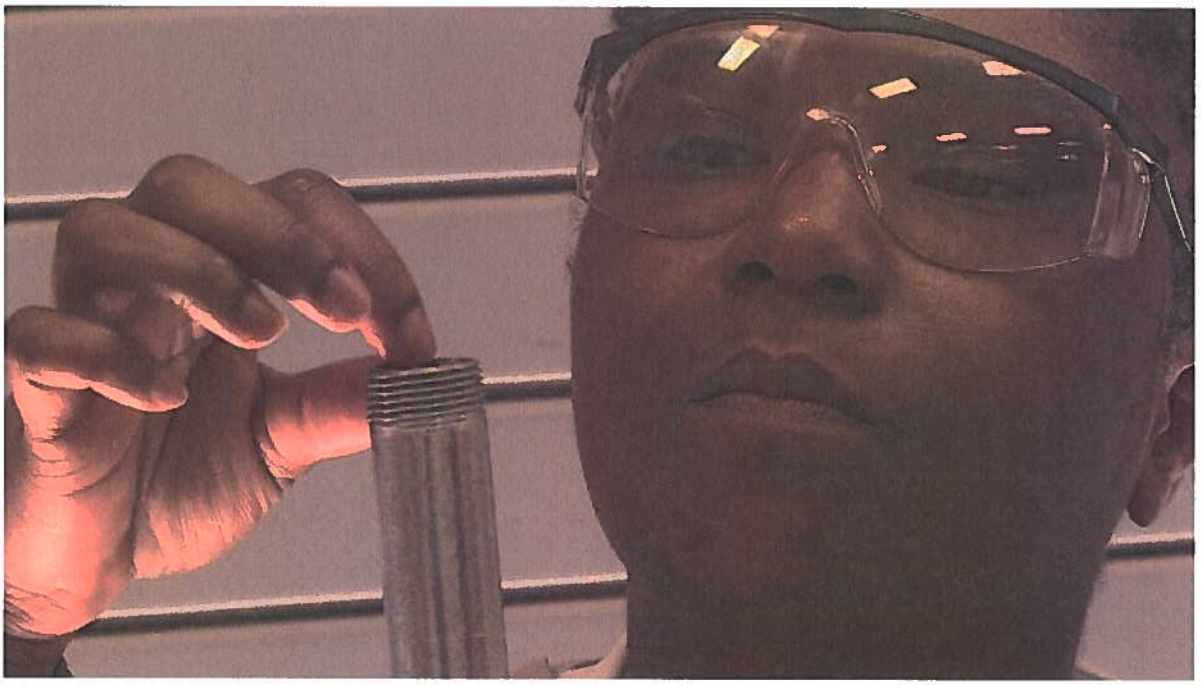
Tags: Barren County Area Technology Centger · Bud Layne · Derrick Ramsey · Kentucky Labor Cabinet · Span Tech

Related Posts

Justice to Journeyman, state trying to lower recidivism and increase employment

By Miranda Combs | Posted: Mon 5:50 PM, Apr 24, 2017 | Updated: Mon 6:29 PM, Apr 24, 2017

FRANKFORT, Ky. (WKYT) - Traci Martin is on the last year of her five-year stay at the Kentucky Correctional Institution for Women in Shelby County. The prison holds maximum, medium and minimum security inmates. It also houses a new program, Justice to Journeyman. "It's interesting because this is something new for me," Martin said as she smoothed out the inside of a metal rod. Martin is learning a new trade. By the time she is released from custody, she will have significant hours toward an electrician apprenticeship.



"What do you want people to know about people like you that are re-entering the workforce?" WKYT's Miranda Combs asked.

"That we are not all bad. That we shouldn't be judged on our past mistakes and we can be a value to society and have something to offer society," Martin answered.

Justice to Journeyman is a joint effort between Kentucky's Labor Secretary Derrick Ramsey, and Justice and Public Safety Secretary John Tilley. "There are studies that indicate if they have a steady job for over a year, they are sometimes 300% more likely to stay out of prison and that's incredible," Tilley said. "The numbers just jump off the page once they get steady employment," he said.

"Is this Justice to Journeyman a tough sell?" Combs asked Secretary Ramsey.

"No. Why should it be?" Ramsey replied. "Just last year there were over 18,600 people that were released. What are we going to with them if we don't train them? We can always spend $24,000 a year to incarcerate them. That makes a whole lot of sense," Ramsey said sarcastically.

In Kentucky, of the offenders released in 2013, by the end of 2016, 48 percent were back behind bars. "Hopefully, it will drive our recidivism rate down, which is our re-offense rate, which means less crime, fewer victims, less strain on the taxpayers here in our communities," Sec. Tilley said.

Right now, Justice to Journeyman is a small pilot program. There three apprenticeship programs in different prisons in Kentucky. The electrical program at KCIW, a carpentry program at Eastern Kentucky Correctional Complex in Morgan County, and welding at Northpoint Training Center in Boyle County.

CVG Embrace What's Next

NORTHERN KENTUCKY TRIBUNE

Apprenticeship USA grant request for proposals due April 19, goal is to create workforce pipeline

Apr 7th, 2017 · 0 Comment

In October, the U.S. Dept. of Labor announced that Kentucky was awarded $896,600 to expand apprenticeship opportunities to underserved populations in the Commonwealth.

The April 19 deadline to submit request for proposals for the program is fast approaching.

The Initiative calls for a workforce pipeline to be created in Kentucky, increasing the number of Registered Apprentices by 1,300 individuals, including women, minorities, 16-24 year olds, individuals age 45 or older, veterans, and people with disabilities.

All companies interested in Registered Apprenticeships are asked to click HERE where step-by-step instructions on how to access all required documents for this grant can be found. Any questions pertaining to request for proposals may be directed to Nancy Gibson at 502-564-3219.

Called the ApprenticeshipUSA State Expansion Grant Initiative, this is the second phase of the Dept. of Labor's strategy to diversify Registered Apprenticeships into new sectors and engage under-served populations.

According to the U.S. Dept. of Labor, the grant initiative is intended to:

Help States advance Registered Apprenticeship as a workforce development strategy and post-secondary education career pathway that maintains the nation's strong, adaptable, and highly skilled workforce.

Support integrated, statewide apprenticeship strategies and State capacity to engage industry and meet the demand for new programs in both traditional and non-traditional industries such as IT, Healthcare, Advanced Manufacturing, Building Trades, Cybersecurity, and Business Services.

Catalyze State innovations to significantly increase Registered Apprenticeship opportunities for all American workers, particularly underrepresented populations in apprenticeship including opportunity youth, women, communities of color, Native Americans, and persons with disabilities, and taking steps to facilitate their successful completion of apprenticeship programs.

Full information on the ApprenticeshipUSA State Expansion Grant Initiative can be found HERE

Additional information is available here.

Kentucky Labor Cabinet

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Gov. Bevin, Kentucky Delegation Participate in European Apprenticeship Study Visit

Contact: Woody Maglinger
502-564-2611
Woody.Maglinger@ky.gov (mailto:Woody.Maglinger@ky.gov)

FRANKFORT, Ky. (March 27, 2017) – Gov. Matt Bevin, Labor Secretary Derrick Ramsey, Economic Development Secretary Terry Gill, and Education and Workforce Development Secretary Hal Heiner joined a delegation of U.S. officials and business leaders on an apprenticeship study visit in Germany and Switzerland last week.

Hosted by the National Governors Association (NGA), the trip provided insight into how those countries use apprenticeship models to train their workforces and further develop their economies.

"The key building blocks of a robust economy and job growth are education and workforce development," said Gov. Bevin. "Apprenticeships are a powerful tool for training and developing workers for the advanced manufacturing jobs of today. Kentucky is on track to become the engineering and manufacturing center of excellence in America. To fulfill this vision, we must study existing best practices from around the world. I was grateful for the opportunity to do exactly that on this trip with NGA."

The Kentucky delegation met with policy makers and local business representatives at the U.S. Embassies in Berlin and Bern. The trip also featured site visits to manufacturing facilities and local schools to focus on health care, advanced manufacturing, rail industry, and technical informatics.

"The apprenticeship training model has deep roots in Europe's industrial history," said Sec. Ramsey. "Being able to study the effects of apprenticeships on these economies firsthand provided us with innovative ideas on ways to better equip Kentucky's workforce. Kentucky's economy already features prominent German and Swiss-born companies, and I enjoyed discussing ways we can continue to strengthen our partnership and promote our 'Kentucky Trained. Kentucky Built' campaign worldwide."

Launched in September of last year, the "Kentucky Trained. Kentucky Built" initiative signals Kentucky's recommitment of new energy and resources toward strengthening apprenticeships across Kentucky. Currently, there are 2,772 apprentices working in 165 different registered trades across nearly 1,100 employers.

"In our conversations with employers across the Commonwealth—whether they be manufacturers, tech-related companies or in the service sector—executives tell us they need more employees who are trained specifically for their company's needs," said Sec. Gill. "We're fortunate to have apprenticeship programs already established in Kentucky and, as part of this trip, we identified best practices and ways to expand our efforts through 'Kentucky Trained. Kentucky Built.' By further partnering with our corporate citizens and educational institutions to keep the Kentucky workforce pipeline trained at world-class levels, we'll meet the needs of individual businesses and grow the state's economy."

Apprenticeship programs in the U.S. typically range from one to five years in length, but the majority of programs are four years long. For each year of the apprenticeship, the apprentice will receive about 2,000 hours of on-the-job training and a required minimum of 144 hours of related classroom instruction. The Labor Cabinet works with each company to craft a customized curriculum that is specific to each employer's needs. At the completion of the training program, the apprentice receives a nationally recognized certification.

"We are in a workforce crisis in this state, and this mission to Germany and Switzerland offered innovative ideas for creating apprenticeships and other certification programs. Our goal is to better equip our students and adults with the skills needed to fill the great jobs that are open and drive our economy," said Sec. Heiner.

European-owned companies operate more than 200 facilities in Kentucky, employing nearly 33,000 people full time across all sectors of the economy. Between January 2016 and February 2017, European-owned companies announced 26 projects in Kentucky. Those are expected to create nearly 1,100 jobs and about $418 million in investment. That accounts for more than five percent of all new jobs and over eight percent of investment dollars announced in Kentucky during the same period.

The Commonwealth is home to 74 German-owned facilities, which span industries including automotive, tech, raw materials, logistics, media, chemical production and others. Collectively, German-owned companies employ about 13,500 Kentuckians full-time. From January 2016 through February 2017, German-owned companies announced five projects in Kentucky. Those will bring nearly $45 million in investment and more than 300 full-time jobs.

Swiss-owned companies operate 19 facilities in Kentucky, employing a total of 2,700 people full-time. Those include providers of crushed limestone, automotive interior and acoustic products, analytical testing, food, beverages, flavorings and logistics services. From January 2016 through February 2017, Swiss-owned firms announced three projects in Kentucky. Those are expected to create more than 50 jobs and nearly $87 million in investment.

For more information on apprenticeships in Kentucky, visit KentuckyApprenticeship.com (http://www.KentuckyApprenticeship.com).

Follow the Kentucky Labor Cabinet on Facebook (https://www.facebook.com/kentuckylaborcabinet/) and Twitter (https://twitter.com/KYLaborSec) for all the latest updates.

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KY Labor Cabinet forms new Division Apprenticeships

"Governor Bevin's vision is for Kentucky to become the 'Manufacturing Hut America,' and this new division will better position the Commonwealth to a With new resources dedicated to expanding apprenticeships across the sta show the world what 'Kentucky Trained.Kentucky Built' means." - LABOR S RAMSEY

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By Jarrad Hensley

FRANKFORT, KY (Mon 12 Dec 2016) - As a part of an ongoing effort to rebrand and in the Commonwealth, Governor Bevin and the Labor Cabinet launched the "Kentuc Built." initiative in September. One key component of this effort is the Division of A recently formed as a part of the Cabinet's efforts to commit new energy and resour and marketing expertise toward growing the role that registered apprenticeships pl

<"The creation of a Division of Apprenticeship will allow us to bring a single-mindec bring the potential of apprenticeships to all communities in the Commonwealth," La Ramsey said. "Governor Bevin's vision is for Kentucky to become the 'Manufacturin North America,' and this new division will better position the Commonwealth to acc new resources dedicated to expanding apprenticeships across the state, I'm truly e what 'Kentucky Trained.Kentucky Built' means."

There are currently about 1,100 employers across Kentucky with registered appren employ nearly 3,000 apprentices in various industries. On top of addressing a skills businesses, the new Division will become a key tool for recruiting new employers tc

"In speaking with business owners across Kentucky, they all need a pipeline of emp with industry-specific skills," said Josh Benton, executive director of workforce deve Cabinet for Economic Development. "They see - as do we - the connection between business success. Establishing the Division of Apprenticeship within the Labor Cabin both workforce quality and to further defining Kentucky as a top location for busine

The Division features coordinators who work closely with businesses from across th related to registered apprenticeships. This includes consulting with businesses looki apprenticeship in addition to helping existing participant-companies administer and will also manage a $896,000 grant from the U.S. Department of Labor called the Ap Expansion Grant Initiative. This funding, awarded to the Cabinet in October, will he Registered Apprentices in Kentucky by 1,300 by diversifying the occupational secto and providing greater outreach to underserved populations in Kentucky.

Williamson, Deborah L (OEAS)

From: Williamson, Deborah (Labor)
Sent: Monday, November 28, 2016 1:31 PM
To: 'Sheelor, Janice - ETA';Ramsey, Derrick (LABOR)
Cc: 'Tesone, Susan R - ETA';Dimeny, Ervin
Subject: RE: DOL/ETA - AP-30079-16-60-A-21 (KY) Grant Agreement

Thank you Ms. Sheelor. We are in receipt of the grant agreement, and will follow through with all requirements within the specified timeframes.

Deborah

Dr. Deborah Williamson
Kentucky Labor Cabinet
1047 US Highway 127 South
Frankfort, KY 40601
502-564-2763

From: Sheelor, Janice - ETA [mailto:Sheelor.Janice@dol.gov]
Sent: Monday, November 28, 2016 12:36 PM
To: Ramsey, Derrick (LABOR) <Derrick.Ramsey@ky.gov>; Williamson, Deborah (Labor) <Deborah.Williamson@ky.gov>
Cc: Tesone, Susan R - ETA <Tesone.Susan.R@DOL.GOV>
Subject: DOL/ETA - AP-30079-16-60-A-21 (KY) Grant Agreement
Importance: High

Dear Mr. Ramsey:

Attached, please find your file copy of an executed grant agreement for the **base portion only** of the ApprenticeshipUSA Expansion Grant with the U.S. Department of Labor, Employment & Training Administration.

Please note this award contains special conditions. Further details can be reviewed by clicking on the 'Special Conditions' bookmark within the document, or scrolling to the page immediately after the Notice of Award (NOA).

In compliance with the new OMB Uniform Guidance, this funding is subject to the terms in the attached agreement. Additional information is included in the package.

Please be advised that recipients of this funding must follow the Office of Management and Budget's (OMB's) final guidance on Administrative Requirements, Cost Principles and Audit Requirements, 2 CFR Part 200, including the Department of Labor's exceptions codified at 2 CFR Part 2900, which supersede the requirements from OMB Circulars A-21; A-87, A-110 and A-122; Circulars A-89; A-102, and A-133; 29 CFR Parts 95, 96, 97 and 99, and the guidance in Circular A-50 on Single Audit Act follow-up, unless different provisions are required by statute or approved by OMB.

Also, be aware that the recipient of these funds is the fiscally and programmatically responsible party for the entirety of the award, that all contracts must adhere to procurement and contractual guidelines as indicated in 2 CFR 200, and 2 CFR 2900.

Be sure to add *@dol.gov to your safe list as communications from DOL are nearly exclusively electronic, and be sure to reference your full grant number starting with an 'AP' located in several locations throughout the agreement in any correspondence with DOL.

Please read the grant agreement in its entirety, the attached Handbook and also the instructions contained in the letter.

Should you have any questions regarding this grant agreement, please contact your Federal Project Officer (FPO) who is copied on this e-mail, and whose full contact information may be found by clicking on the FPO bookmark in the left frame of your grant agreement.

Please confirm that you are in receipt of this email by enabling the read receipt, or responding via e-mail.

Sincerely,

Janice C. Sheelor
Senior Grants Management Specialist, Demonstration & Formula Programs
U.S. Department of Labor, ETA
200 Constitution Avenue, N.W., Room N-4653
Washington, D.C. 20210
Phone: 202-693-3538 | Fax: 202-693-2705
Email: sheelor.janice@dol.gov

Ky. receives $896,000 federal grant to increase number of Registered Apprentices by 1,300

October 24, 2016 20 Views

Grant from U.S. Department of Labor

FRANKFORT, Ky. (Oct. 24, 2016) — Kentucky will receive a $896,600 grant from the U.S. Department of Labor to create a workforce pipeline that will increase the number of Registered Apprentices by 1,300. Part of the goal is to increase numbers among women, minorities, people ages 16-24, 45 and older, veterans and people with disabilities.

Funds are part of $50.5 million in grant awards to 37 states.

"In Kentucky we recognize the value of apprenticeships and the vital role they play as the commonwealth works to become the manufacturing hub of excellence in America," said Gov. Bevin. "Employers across the state are in need of skilled laborers, and this funding will help train a workforce ready to fill that need. By re-committing ourselves to fully embracing the power of apprenticeships, we place ourselves in the best position to move Kentucky forward."

Called the ApprenticeshipUSA State Expansion Grant Initiative, this is the second phase of the Dept. of Labor's strategy to diversify Registered Apprenticeships into new sectors and engage under-served populations. According to the U.S. Dept. of Labor, the grant initiative is intended to:

- Help states advance Registered Apprenticeship as a workforce development strategy and post-secondary education career pathway that maintains the nation's strong, adaptable, and highly skilled workforce.
- Support integrated, statewide apprenticeship strategies and state capacity to engage industry and meet the demand for new programs in both traditional and non-traditional industries such as IT, healthcare, advanced manufacturing, building trades, cybersecurity and business services.

- Catalyze state innovations to significantly increase Registered Apprenticeship opportunities for all American workers, particularly underrepresented populations in apprenticeship including opportunity youth, women, communities of color, Native Americans, and persons with disabilities, and taking steps to facilitate their successful completion of apprenticeship programs.

KyForward
KENTUCKY'S ONLINE NEWSPAPER

LOCKING IN A GREAT RATE
10-YEAR FIXED RATE BUSINESS LOAN

Former AOC manager Dimeny named commissioner of state Workplace Standards Department

Mar 14th, 2016 · 0 Comment

Labor Secretary Derrick Ramsey announced Monday the appointment of Ervin Dimeny of Louisville as Commissioner for the Department of Workplace Standards.

Dimeny served the past eight years as manager of Court Interpreting Services for Kentucky's Administrative Office of the Courts (AOC) where he oversaw the Kentucky Court of Justice Language Access Program and administered the interpreter training and certification program.

"Ervin is a consensus-builder whose background includes bringing diverse stakeholders together," said Ramsey. "His ability to manage the cabinet's compliance resources, communicate safe workplace procedures, while also promoting career readiness through our registered apprenticeships across the state, will be essential to meeting our goal of empowering and protecting Kentucky's workforce. Ervin's leadership will be a big asset to not only the Labor Cabinet, but to the entire Commonwealth."

Ervin Dimeny of Louisville has been appointed Commissioner for the Department of Workplace Standards (Photo Provided)

Under his leadership, the interpreter training and certification program received broad acclaim for its collaborative efforts with universities and industry experts to create standards and best practices for training interpreters, judges and practitioners. These initiatives proved effective in helping the AOC meet the growing demand for language access in Kentucky's courts.

In this role, he worked closely with the Office of the General Counsel on various federal and state laws related to compliance matters.

Dimeny received a bachelor's degree from the Hungarian Baptist Theological Seminary, a Master's of Divinity in Theology from the Southern Baptist Theological Seminary, and a Juris Doctorate from the University of Louisville Brandeis School of Law.

The Department of Workplace Standards has the primary responsibility of enforcing Kentucky's occupational safety and health laws, wage and hour laws, child labor laws, and administering the state's registered apprenticeship programs.

From Kentucky Labor Cabinet Communications

Tags: Department of Workplace Standards · Derrick Ramsey · Ervin Dimeny · Kentucky Labor Cabinet

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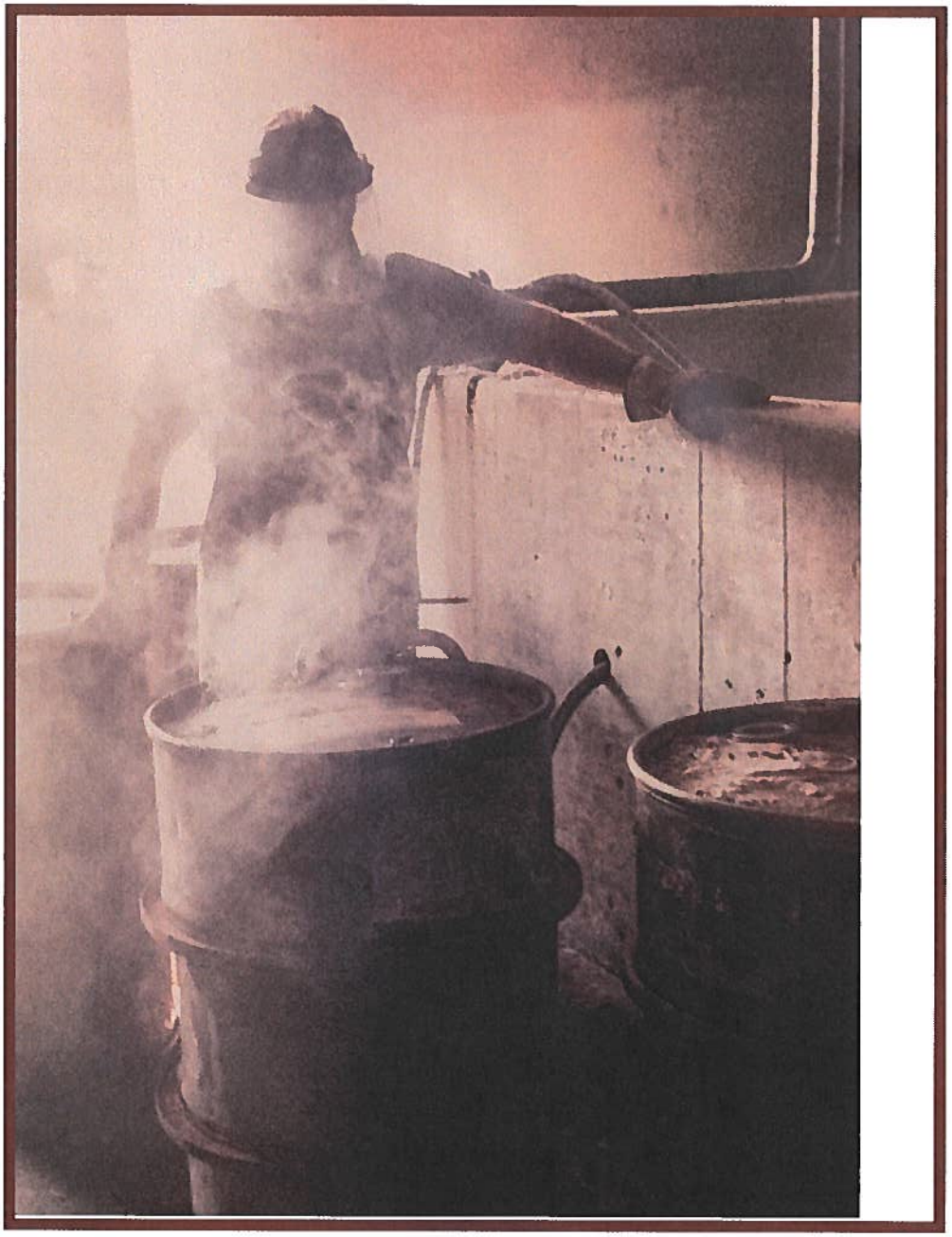
Acting on the Strategic Plan with Fidelity

Media Coverage- Department of Workplace Standards

OSHA, Education & Wage and Hour Divisions

August 2016 - July 2018

Kentucky Labor Cabinet Division of Occupational Safety And Health Compliance



July 1987 photo depicts an unidentified worker exposed to fuming nitric acid while filling drums at a chemical distribution wholesaler in Lexington. Photo by Diane Marraccini, OSH Industrial Hygienist

2017-19 Business Plan

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Kentucky Labor Cabinet
Division of Occupational Safety and Health Compliance
1047 U.S. Highway 127 South Suite 3
Frankfort, KY 40601

Executive Summary

The KYOSH 2017-2020 Business Plan articulates the history of the division, our current state, vision for the future and five major goals we want to achieve to make that vision a reality. Our goals are aligned with what we believe are our greatest challenges – 1) difficult recruiting and low retention, 2) training cost and availability, 3) internal case processing time, 4) outdated or lacking standard operating procedures, and 5) educating others on our role in keeping the workforce of Kentucky safe and healthy. Recruiting and retention directly affect three of our other major challenge areas. High turnover leads to lower performance when employees are in a seemingly constant state of training. This drives training costs higher due to the volume of repeatedly paying to train new hires, and increases human error and time required to conduct and process inspections properly. High turnover and inexperience also make the mission of enforcement more difficult. Kentucky is growing rapidly. In fact, Governor Bevin is driving Kentucky towards becoming a national leader in manufacturing, transportation, and other industries. This growth leads to a larger, denser, and more complex work environment for our CSHOs. Ultimately, the reputation and credibility of the Commonwealth's ability to protect the workforce may be at risk. Ideally, we want Compliance Safety & Health Officers (CSHOs) who are highly trained, educated, certified professionals, and subject matter experts in their field who are capable of adapting and operating in our evolving multi-faceted environment.

Conversely, Compliance Safety Health Officers (CSHO) who depart shortly after their training period is completed, enter the job market and are employed in the private sector for a much higher salary. The average length of service over the last five years for a CSHO who departed was 1.5 years. The rate of hire/depart for Health was 89% and Safety was 60%. An increasing number of employers are hiring full-time safety and health professionals; often with Certified Safety Professional or Certified Industrial Hygienist credentials. We provide a solid training and education foundation toward achieving these certifications, which are in such high demand throughout private industry. Approximately 40% of our current field staff have less than five years of service and another 22% have less than ten years of service – 62% have less than a decade of service to the Commonwealth. Only the Supervisors and a handful of field staff exceed that longevity with the agency.

A strong compliance and enforcement program is critically important to the overall mission of keeping the workforce safe and healthy. The old adage of the "carrot and the stick" is still true today. A strong enforcement program encourages participation in our education and training partnership programs. There are numerous studies that indicate both enforcement and education partnership programs have a long-lasting impact in reduction of injuries, worker's compensation cost, and cost to employers. Additionally, we want to believe that all employers genuinely care for the safety and health of their employees. Unfortunately, this is not always the case. We do have employers in the state who repeatedly and willfully disregard safety and health laws and regulations, and accountability is warranted. Kentucky recently achieved the lowest rate of workplace injuries since recording data began in 1996. We want to ensure conditions are set to maintain and improve on this milestone in the coming years.

Commencement of Operation and Statutory Authority

The OSH Act of 1970 established the authority and encouraged states to operate their own State Plan for Occupational Safety and Health. There are currently 28 states and territories who have state program. The Kentucky General Assembly established KYOSH in 1972. OSHA approved the Kentucky State Plan in 1973, followed by certification in 1980 and final 18(e) approval on June 13, 1985. Kentucky was the first State Plan approved under the revised federal benchmarks. The responsibility for enforcing occupational safety and health law in the Commonwealth of Kentucky is the responsibility of the Kentucky Labor Cabinet, Department of Workplace Standards. The Kentucky program covers all private and public sector workers within the state with the exception of railroad workers, federal workers, maritime workers (long shoring, ship building/ship breaking, and marine terminals operations), private contractors working at government-owned/contractor-operated facilities, Tennessee Valley Authority (TVA) workers and contractors operating on TVA sites, as well as U.S. Postal Service workers. The state and local government workers are covered under the State Plan and are treated the same as private sector workers.

The Kentucky General Assembly enacted legislation charging KYOSH with the mission to prevent any detriment to the safety and health of all public and private sector workers arising out of exposure to harmful conditions or practices at their places of work. Kentucky's OSH statute, KRS 338, include definitions of employer and employee that do not exclude public employers and public employees. The exclusions to KRS 338 cover only employees of the United States government and places of employment over which Federal agencies other than OSHA exercise statutory authority. In addition, written opinions of the Kentucky Attorney General's Office have supported the Labor Cabinet's position that public employees are included in the OSH Program jurisdiction, which subjects Kentucky's public employers and employees to the same requirements, sanctions, and benefits as private sector employers and employees. Kentucky statutes, regulations, and policies make no distinction between the public and private sectors. The Division of OSH Compliance is responsible for the enforcement of KYOSH's laws and regulations. KYOSH's primary objective is to improve occupational safety and health in workplaces throughout the state. The total population of private and public sector workers covered by the Kentucky State Plan is approximately 1.75 million, approximately and 119,115 employers covering 400,409 square miles. The KYOSH Division of Compliance oversees worker protection against discrimination (whistle-blower) related to occupational safety and health (KRS 338.121).

Mission Statement

We enforce workplace safety and health laws and regulations through effective inspections to promote an environment where Kentucky workers can return to their families whole and healthy.

Vision Statement

Making Kentucky the safest place to work in the nation by:

- Promoting a health and safety culture throughout workplaces in the Commonwealth resulting in zero fatalities;
- Maintaining a fully staffed, professional Compliance Division that is focused, with high energy and vibrancy;
- Adapting to ever-evolving work environments with emerging hazards and diseases, new technologies, and diverse staffs;
- Saving employers costs associated with injuries and fatalities; and,
- Educating the public about the critical role OSH plays in ensuring worker safety in our communities.

KYOSH Organizational Values

Professionalism - Our staff is knowledgeable, well trained and skilled in the efficient and effective enforcement of OSH regulations. We are adept at operating in multifaceted and dynamic work environments.

Diligence - Kentucky OSH Compliance Officers are diligent in their commitment to performing everyday duties of ensuring that the workforce of Kentucky has the safest work environment possible. We are consistent in applying and enforcing OSH laws and regulations by focusing on attention to detail and fact-based data.

Stewardship - Kentucky OSH willingly commits to the safety and health of the Commonwealth of Kentucky's workforce.

Organizational Structure

The Management team is comprised of a Division Director, Safety Program Manager with three Safety Supervisors, and an Industrial Hygiene Program Manager with two Industrial Hygiene Supervisors. The management team expertise includes compliance, working with and meeting reporting requirements, workplace standards, and a range of other associated topics. Additionally, the division has a Resource Management Analyst, a Procedures Development Coordinator, and an Administrative Specialist support staff.

Through a safety inspection branch and a health inspection branch, the division maintains a field staff of Safety Compliance Officers and Industrial Hygienists. These individuals conduct workplace inspections and identify hazardous conditions, cite violations of safety and health standards, and assign abatement dates. Penalties and fines may be assessed for violations.

The KYOSH benchmark manning levels were established by 29 CFR 1952.11(c), which states:

"Under the terms of the 1978 Court Order in AFL-CIO v. Marshall, compliance staffing levels (benchmarks) necessary for a "fully effective" enforcement program were required to be established for each State operating an approved State plan. In September 1984 Kentucky, in conjunction with OSHA, completed a reassessment of the levels initially established in 1980 and

proposed revised compliance staffing benchmarks of 14 health compliance officers and 23 Safety compliance officers. After opportunity for public comment and service on the AFL-CIO, the Assistant Secretary approved these revised staffing requirements on June 13, 1985."

Covered Issues

Kentucky OSH standards consist of state-specific standards unique to Kentucky, OSHA standards incorporated with state-specific provisions, and OSHA standards incorporated without change.

General Industry

- Access to Employee Exposure and Medical Records
- Batteries
- Bloodborne Pathogens
- Contest of Citations
- Control of Hazardous Energy (Lockout)
- Discrimination
- Electrical Testing
- Employers' Responsibility Where Employees are Exposed to Toxic Substances
- Fire Apparatus and Fire Department Facilities
- Flammable and Combustible Liquids
- Guarding Floor and Wall Openings
- Laboratory Activities
- Machinery and Machine Guarding
- Materials Handling and Storage
- Medical Services and First-Aid
- Occupational Noise
- Off Highway Motor Vehicles and Equipment
- Powered Industrial Trucks
- Receiving and Unloading Bulk Hazardous Liquids
- Recordkeeping; Reporting; Statistics
- Refuse Collection and Compaction Equipment
- Rollover Protective Structures and Overhead Equipment
- Safety Belts, Lanyards, and Life Lines
- Sanitation
- Selection and Use of Work Practices (Electrical)
- Toxic and Hazardous Substances (including 4,4 Methylene bis (2-Chloroaniline))

Construction

- Blasting and Use of Explosives
- Bloodborne Pathogens
- Contest of Citations
- Discrimination

- Employers' Responsibilities Where Workers Are Exposed to Toxic Substances
- Fall Protection, Cranes and Derricks in Construction
- Fall Protection, Residential
- Fall Protection, Steel Erection
- Material Hoists, Personnel Hoists, and Elevators
- Power Transmission and Distribution
- Receiving and Unloading Bulk Hazardous Liquids
- Recordkeeping; Reporting; Statistics
- Refuse Collection and Compaction Equipment
- Safety and Testing of Supply Lines in Excess of 600 Volts

Strategic Challenges

During the Business Plan development process, we considered our operating environment (geographic area, population, industries, complexity), resources (time, funding, personnel), and performance trends (historical trends, current OSHA Express analysis, Federal performance feedback). A summary of the four (4) key challenges follows:

Challenge 1: Recruitment and Retention

The most pressing and difficult challenge for KYOSH is recruiting and retaining personnel. Identified in the Federal Annual Monitoring and Evaluation (FAME) Report (2014), the report states, "The Division of OSH Compliance lost eight CSHOs in the past six months; nearly all departed for positions that provided a significant salary increase. Over the past five years, 15 compliance staff departed for other employment, and an additional three retired. Thirteen of those 18 staff members departed in the last two years."

Since this time, the Cabinet has attempted to address this issue through a variety of means to include reimbursement for professional certification exams, tuition assistance for graduate degrees related to occupational safety and health, promotion or reclassification incentives, etc. However, many of these incentives are no longer available due to funding restrictions. Additionally, Kentucky continues to pay the lowest base salaries of any State Plan in OSHA Region IV compared to Tennessee, North Carolina and South Carolina and in the bottom three of all the 28 State Plans.

With a low base salary, limited promotion opportunities, and no other forms of compensatory incentive, the Commonwealth is not competitive with private industry nor federal service sectors. Highly qualified and certified safety and health professionals do not seek employment with KYOSH. Once new hires receive training and gain one-to-two years of experience, they depart to the private sector, other State Plans, or federal service for higher salaries and greater potential for promotion.

Challenge 2: Training Cost and Availability

KYOSH uses a competency-based approach to curriculum, adopting the OSHA CSHO Functional Competency Model described in OSHA Directive, TED 01-00-019. Proficiency requires a mix of experience and structured on-the-job training as well as formal classroom training. The training program is a multi-year approach to completing the mandatory training and on-the-job training. Each CSHO completes a minimum of three initial courses offered by the OSHA Training Institute (OTI) during the first year followed by six courses during years two and three. After these initial courses, CSHOs attend technical courses beginning with year four, complete additional Continuing Education Units (CEUs) as required, and seek professional certification or specialization.

The challenge we face is two-fold. First, seat availability in the mandatory courses taught by OTI is historically limited. We generally have a continuous backlog waiting to attend. Currently, we have ninety-three course requirements for mandatory classes between thirty-seven CHSOs. Due to this limited availability at OTI, we also utilize the state of North Carolina's in-state training program. While this program is accredited by OTI, their instruction follows North Carolina's statutory requirements and differs from Kentucky. Second, the cost to train is increasingly higher. Given the high turnover in personnel, we are spending an extraordinary amount of money to send new hires to OTI only to have them leave after their first year or two of service. Generally, speaking it cost approximately $3,000 per CSHO to send them to an OTI course. This cost includes travel, lodging, per diem, and wages. We estimate it costs approximately $50,000 to bring a new hire on board and train over the course of the first year. Of the 93 course requirements stated above at a cost of $3,000 per student, the total cost to complete everything is approximately $280,000.00.

When reviewing the turnover of the last five years, our Health section has hired nine and lost eight Industrial Hygienists. The average length of service for those who departed was 1.5 years. At $50,000 each for first year expense, the total for all 17 is $850,000.00, of which we lost approximately $400,000.00 (47%) of that investment when the eight employees departed. On the Safety side, we hired 20 and lost 12 hygienists. Those who departed also had an average of 1.5 years of service. The first year start-up cost for 32 hygienists was $1.6 million with a $600,000.00 (37.5%) loss due to the 12 who departed. This is a total loss of $1 million dollars over the five-year span due to employee turnover.

Challenge 3: Overall Performance and Internal Case Processing Time

The primary focus of OSHA's state plan monitoring involves assuring the achievement of strategic goals. OSHA must also ensure that states meet the mandates set out in Section 18 of the OSH Act and 29 CFR 1902. These include program elements such as responding to complaints and fatalities, citing and penalizing violations, and covering public sector employers and employees.

Reviews ensure that the mandated activities are implemented at a level consistent with, and as effective as, the Federal program. State performance of mandated activities is addressed by one of two means: program assurances to be included as part of the 23(g) grant application, and State Activity Mandated Measures (SAMMs) which are tracked and compared to an established reference point.

#	Indicator	Reference/FRL
1	Average Number of Work Days to Initiate Complaint Inspections (State Formula)	5
2	Average Number of Work Days to Initiate Complaint Investigations (State Formula)	5 Serious, 30 NS
3	Percent of Imminent Danger Complaints and Referrals Responded to within 1 Work Day	100%
4	Number of Denials where Entry Not Obtained	0
5	Average number of Violations per Inspection with Violations by Violation type - SWRU/Other	2
6	Percent of Total Inspections in the Public Sector; +/- 5%	5%
7	Planned vs. Actual Inspections - Safety/Health: +/- 5%	5%
8	Average current serious penalty in Private Sector (total and by size of employer)	$5K
9	Percent in Compliance	National +/-20%
10	Percent of Work Related Fatalities Responded to within 1 Work Day	100%
11	Average Lapse Time - Safety/Health	70 Days
12	Percent Penalty Retained	60%
13	Percent of initial inspections with employee walk around representation or employee interview	100%
14	Percent of 11c investigations completed within 90 calendar days	100%
15	Percent of 11c complaints that are meritorious	National +/- 20%
16	Average number of calendar days to complete 11c investigation	90
17	Percent of Enforcement Presence	National +/-25%

The challenge we face, as noted in recent FAME reports, are SAMMs metrics outside designated tolerance levels. Examples include a lower number of total inspections conducted, high lapse time for overall inspection processing, a high rate of In-Compliance inspections with no violations noted, and a low number of Programmed and Follow-up inspections.

A large part of the reason for some of the disparity in performance correlates to high personnel turnover and many CSHOs continuously in a Trainee status. Trainee CSHOs (those in first year and who have not completed mandatory OTI courses) are not allowed to conduct inspections on their own – they must perform work in the presence of a designated training mentor. This is essentially sending two CSHOs to do an inspection that one fully trained CSHO would normally do. Fully trained CSHOs must conduct fatality or other complex inspections. The rate of human error, and amount of time spent on writing and compiling inspection reports/files increases because of limited experience on the job. Finally, new CSHOs must acclimate to the intangibles of the job such as a confrontational environment with employers, the traumatic nature of fatalities, amputations and other serious injuries, and the general responsibility of issuing citations and understanding the impact that has on future worker safety and health.

CSHOs often testify under oath at case hearings where an employer has contested a citation. They may also testify in other courts as contested cases progress through the legal system. Each case file must meet legal sufficiency and be able to support the State's case against an employer. Becoming a proficient investigator and building a solid case file that can withstand legal scrutiny takes time and experience to learn. Our high turnover has a direct negative impact in this area and places additional monitoring burden on our Supervisors and the General Counsel's office.

Challenge 4: Improve Standard Operating Procedures

With such a high turnover in personnel, continuity documents are extremely important to the ability of the division to maintain consistent operations. Additionally, with turnover in other areas of the Labor Cabinet (such as General Counsel's Office), work process documents outline case file elements and process flow is important. Our primary reference manual for KYOSH is our Field Operating Manual (FOM).

Our primary challenge involves the resources necessary to update the FOM. Several interim changes are incorporated into the manual, but this internal regulation document requires a comprehensive review with dissemination to follow. Very few continuity or work process documents exist, and these are essential to succession planning. There is an effort to focus on creating these documents for future use.

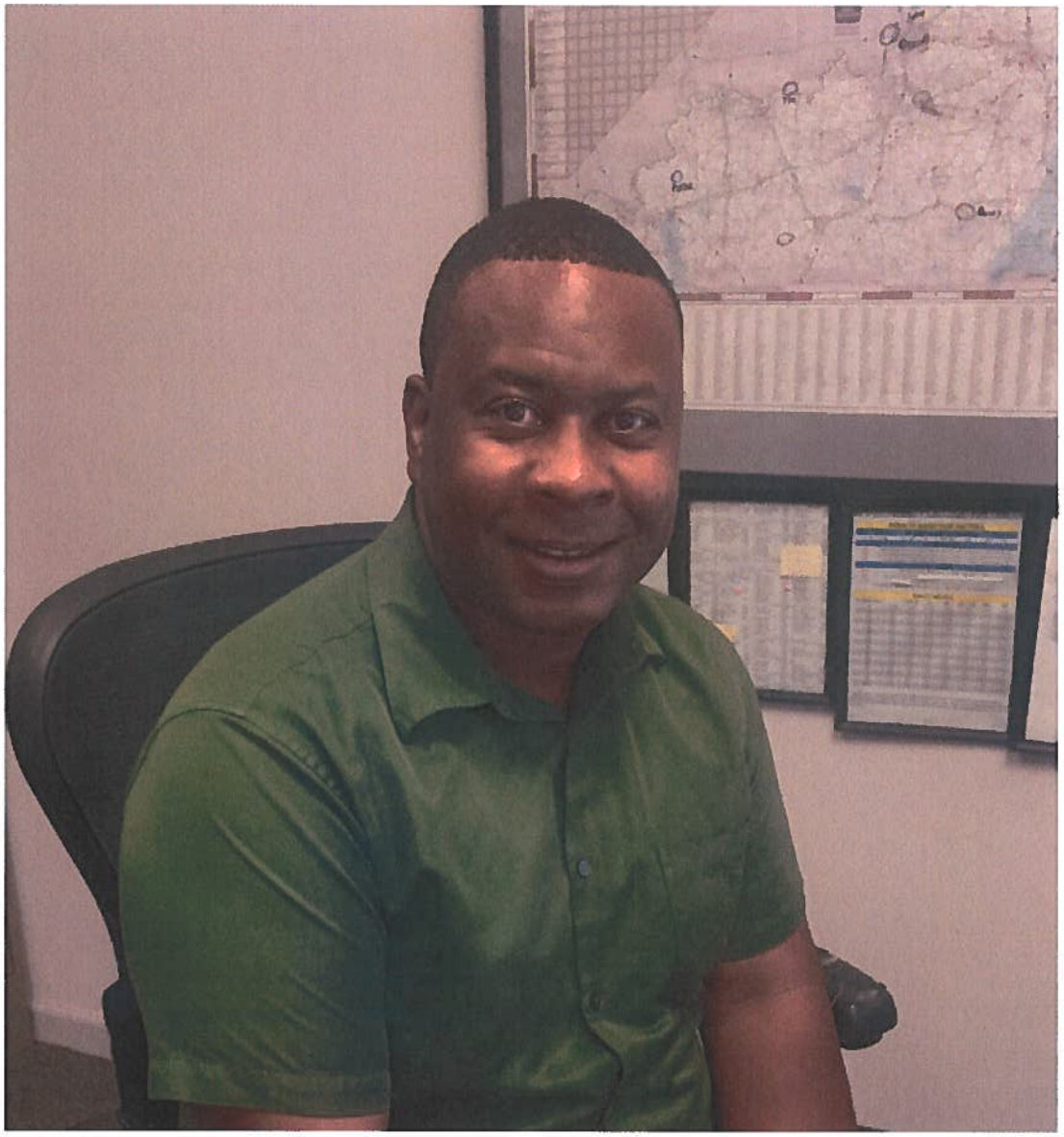
Challenge 5: Educating Internal/External Audiences on Role of Compliance/Enforcement

The Division of Compliance has an extremely important mission as part of the overall Kentucky Occupational Safety and Health program. However, we are unique in many ways that set us apart from our Education and Training counterparts. The scope and responsibility of our enforcement mission is broader and deeper than simply writing citations. In a time when resources are limited across the Commonwealth, it is imperative that the legislature, industry and public understand the importance of our role.

Our challenge in this area is articulating the different nature of a Compliance Officer's experience with an employer from that of a Consultant and the benefit of having an enforcement program to compliment an education and training program. The most notable difference is that our CSHOs often arrive on site after an incident has occurred or after an employee has filed a complaint. Depending on the incident, it can be rather traumatic – such as observing a fatality, amputation or other significant injury. Unlike those participating in our partnership programs, CSHOs interact with employers who may not be safety and health conscious. In these instances, CSHOs may experience a more hostile and confrontational environment. At the same time, there are numerous indicators that employers inspected through an enforcement visit, and receive a citation, are more apt to take corrective measures resulting in lasting impact. Further studies indicate that injury reduction, in addition to worker safety and health benefits, yields financial benefit over extended periods to both employees, worker compensation programs, and employers. An enforcement program is also a driver to incentivize participation in one of our partnership programs as a way to prevent financial penalties.

Lastly, as Kentucky continues to grow in the manufacturing, distribution, health care and other industries, the expanding workforce and number of employers will create a greater requirement for the State to monitor the safety and health of the workforce. In addition, there

are those who question the need for Kentucky to remain a State Plan under the OSHA Act of 1970. From the Division of Compliance perspective, we believe this is important for a variety of reasons. Some of the most notable are that we are all citizens of the Commonwealth and have the best interests of Kentucky in mind. Penalties paid for violations are included in the Kentucky General Fund, and are not paid to the U.S. Treasury. Ultimately, these funds benefit the Commonwealth. Our current penalty amounts as a State Plan are significantly lower than Federal OSHA amounts and we have great authority to negotiate settlement agreements with employers. We must constantly educate those internal and external stakeholders on what we bring to the table that benefits everyone.



OSH Safety Branch team member Jermaine Greene— an integral contributor to the Division's business plan.

Strategic Goals and Action Plan

Goal 1. Improve Retention and Recruiting	
Objectives	**Action Plan**
1.1 Increase salaries commensurate with other State Plans in our Region 1.2 Incentivize attainment of professional certifications and/or OSH degree 1.3 Develop a Compliance Apprenticeship program	1.1 Director work with Cabinet Leadership (S: Jan '18) 1.2 Director work with Cabinet Leadership (S: Jan '18) 1.3 Director work with Cabinet Leadership (S: TBD)
Goal 2. Increase training opportunities to meet TED requirements and reduce training costs	
2.1 Develop in-state training courses for Compliance Officers 2.2 Bring OTI mobile training teams to KY	2.1 Director work with Leadership, KYSAFE and EKU (S: Jan '19) 2.2 SUPV/TNG work with Standards Division to coordinate with OTI
Goal 3. Improve overall performance internal case processing time	
3.1 Improve OSH Express data entry accuracy, thoroughness, quality, and interchange w/ OIS 3.2 Demonstrate pro-active safety impact 3.3 Demonstrate improvement through SAMM data performance metrics	3.1 PM/SUPV/RMA work with CSHOs, Contractor and OIS Admin and monitor on daily basis (S: On-going) 3.2 SUPV/CSHOs utilize REC code function to annotate events in OSH Express (S: On-going) 3.3 Director/PM/SUPV/RMA monitor CSHO performance and trends through a variety weekly, monthly and quarterly reports (S: On-going)
Goal 4. Improve Standard Operating Procedures	
4.1 Update Field Operating Manual 4.2. Update Annual Evaluation Supplement documents	4.1 Health PM has the lead; input from select CSHOs and SUPV (S: Jan '18) 4.2 PM/SUPV update and/or implement quantifiable evaluation metrics for CSHOs to measure performance; RMA assist SUPV as needed (S: Dec '17)
Goal 5. Educate internal/external audiences on role of KYOSH Compliance	
5.1 Develop an information video; post to various social media and web sites 5.2 Present case reviews to Leadership 5.3 Issue press releases for willful, repeat and non-Partner violations as deterrent	5.1 PM/SUPV select CSHO, develop content, and coordinate with KYSAFE for resources (S: Oct '17) 5.2 SUPV/CSHO develop briefings, Director coordinate date-time as needed (S: On-going) 5.3 PM/SUPV select cases and draft release; Director reviews and coordinates release (S: Jul '17)

2016-19 BUSINESS PLAN

KYSAFE
OCCUPATIONAL SAFETY & HEALTH
Welcome to Kentucky Safe

We build alliances with Kentucky employers to promote worker safety through high-quality education and technical assistance.

We will be recognized as a leading resource in the Commonwealth for fostering excellence in workplace health and safety. Our services will provide employers the opportunity to improve economic viability resulting from workplaces free from injuries, illnesses, and fatalities.

Our core values include

Knowledgeable and experienced staff - a key education and training resource.
High-impact partnerships add value to employers and help us achieve our mission.
Quality services delivered with reliability and integrity.
Effective education and training guides industries toward hazardous identification and control.

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OSHA Standards

Download OSHA Standards (/Documents/standardsdownload.zip) [ZIP, 17.9MB]
Download the standards and save them on your computer. Access them anytime without the need for a CD or internet connection.

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March 14, 2017

Kentucky Labor Cabinet
Division of Occupational Safety and Health Education and Training
1047 U.S. Highway 127 South, Suite 3
Frankfort, KY 40601 USA

Statutory Authority and Duties

29 CFR 1908

This part contains requirements for Cooperative Agreements between states and the Federal Occupational Safety and Health Administration (OSHA) under section 21(c) of the Occupational Safety and Health Act of 1970 (29 U.S.C. 651 et seq.) under which OSHA utilizes state personnel to provide consultative services to employers. Consultation programs operated under the authority of a state plan approved under Section 18 of the Act (and funded under Section 23(g), rather than under a Cooperative Agreement) which provide consultative services to private sector employers, must be "at least as effective as" the section 21(d) Cooperative Agreement programs established by this part.

KRS 338

This statute notes that because "occupational accidents and diseases produce personal injuries and illness including loss of life as well as economic loss," it is the policy of the Commonwealth to preserve our human resources by providing for education and training, consultation, services, research, reports and statistics, and other means of furthering progress in the field of occupational safety and health. The statute also carries provisions which requires each employer to " furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing, or are likely to cause death or serious physical harm to his employees," and that each employer "shall comply with occupational safety and health standards promulgated under this chapter."

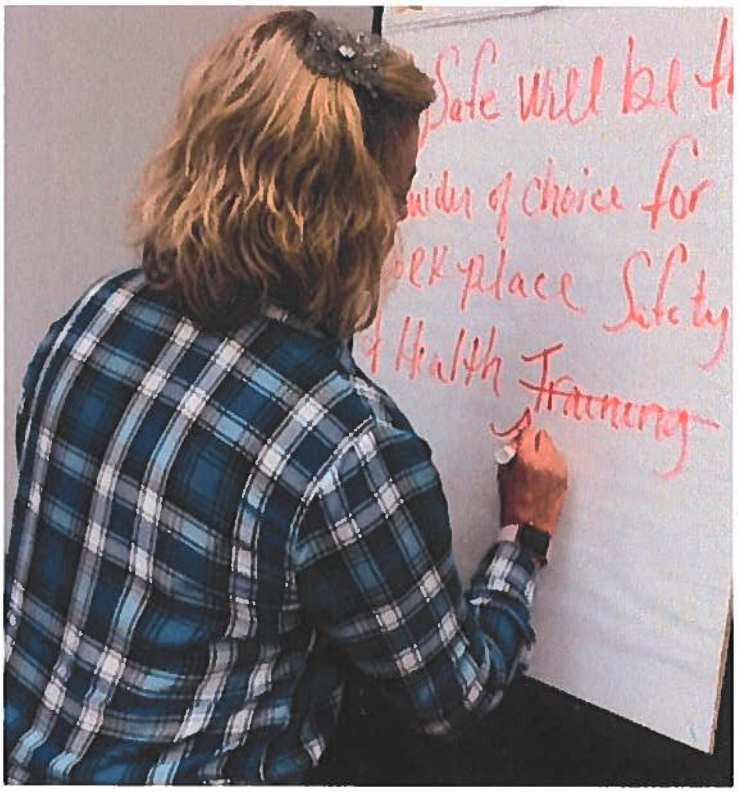
803 KAR Chapter 2

These administrative regulations provide for the adoption of many of OSHA's standards, detailed under the following regulations: 29 CFR 1904, 29 CR 1910, 29 CFR 1915, 29 CFR 1917, 29 CFR 1918, 29 CFR 1926, and 29 CFR 1928. 803 KAR Chapter 2 also provides for a number of state-specific regulations.

Duties

The state is responsible for operating and maintaining programs that effectively meet the objectives of the OSHA-funded Consultation Program, in accordance with 29 CFR 1908. The state is also responsible for submitting Annual Cooperative Agreements and developing a Consultation Annual Project Plan (CAPP) in accordance with its State Strategic Plan. As a Consultation Program, the Division of OSH Education and Training is required to evaluate itself annually by means of a Consultation Annual Project Report (CAPR). CAPR adheres to the monitoring and evaluation methods established in the Consultation Policies and Procedures Manual (CPPM), CSP 02-00-003.

The Division of OSH Education and Training offers on-site consultation to employers in the state through funding from Section 23(g) of the OSH Act. The division also provides free training to workers and employers in the state of Kentucky. In addition to consultative surveys, the division offers training and a number of voluntary and cooperative programs, such as the Voluntary Protection Program (VPP), Construction Partnership Program, Safety and Health Achievement Recognition Program (SHARP), OSHA Strategic Partnership, and Safety Partnership Program, focused on reducing occupational injuries and illnesses.



KYSAFE Assistant Division Director Kim Perry works with staff to refine their vision statement & brand.

Agency Qualities and Characteristics

Since 1973, the Division of OSH Education and Training has offered a full range of services, including cost-free on-site consultation, technical assistance, training programs, and publications.

Mission Statement

KYSAFE. We build alliances with Kentucky employers to promote worker safety through high quality education and technical assistance.

Vision Statement

We will be recognized as a leading resource in the Commonwealth for fostering excellence in workplace health and safety. Our services will provide employers the opportunity to improve economic viability resulting from workplaces free from injuries, illnesses and fatalities.

Organizational Values

- **Knowledgeable & Experienced Staff:** A key education & training resource
- **High-Impact Partnerships:** Add value to employers and help us achieve our mission
- **Quality Services:** Delivered with reliability and integrity
- **Effective Education & Training:** Guides industries toward hazardous identification and control

Management Team

The management team is currently comprised of a Commissioner, Deputy Commissioner, Division Assistant Director, Safety Program Manager, Health Program Manager, Partnership Programs Branch Manager and a Statistical Services Branch Manager. The management team is experienced in occupational safety and health issues, managing cooperative partnerships with employers, and managing injury, illness and fatality data for employers in the Commonwealth. The management team's key responsibilities involve managing the daily operations of the Division of OSH Education and Training.

Organization

The division maintains three (3) main operational branches, Safety, Health, and Partnerships with a section for statistical services. Field staff includes nine (9) consultants in the Safety Branch and ten (10) Industrial Hygienists in the Health Branch. The Partnership Branch maintains a staff of five (5) safety consultants and Industrial Hygienists as well as a Voluntary Protection Partnership (VPP) Administrator, a Safety and Health Achievement Recognition Program (SHARP) Administrator, and a Construction Partnership Program (CPP) Administrator when fully staffed. At this time, the division is down five consultant positions.

Key Performance Indicators

Major Milestones Achieved in Federal FY 2016

Surveys and technical assistance
The division conducted 166 health surveys of which all were considered high hazard. The division's safety branch conducted 198 surveys, of which all were considered high hazard. Together, these resulted in the identification of 3,188 serious and 1,525 other-than-serious hazards. In addition, five (5) safety and health technical assistance visits were conducted.

Value of consultation services
For the calendar year of 2016, the Safety and Health Branch conducted 350 consultative surveys—336 of which identified hazards. Consultants identified 3813 serious hazards which potentially exposed up to 108,307 employees. This resulted in savings up to $26,691,000 in potential enforcement penalties.

Construction industry
The division conducted seventeen (17) surveys, and presented nineteen (19) training courses in construction representing 2,175 contact hours.

Fall Prevention Stand-down and Campaign
The division participated in the Federal OSHA Falls Prevention and Campaign Stand-down the week of May 2-6, 2016. Several OSH Consultants were involved, as was the Partnership Program Manager. No fewer than seven (7) construction sites were visited, including the cities of Bowling Green, Louisville, Georgetown and Lexington. Over 800 employees received fall awareness training. This training consisted of a short presentation of approximately one half (1/2) hour with division consultants explaining the proper use of fall protection equipment commonly found on construction sites.

Targeting programs
Bureau of Labor Statistics 2014 data was utilized to target employers in the industries with the highest injury and illness rates. Two hundred and sixty-one letters were sent to employers encouraging them to request consultation services. Seventy-three (73) employers responded to the outreach letters with survey requests. Division staff members are working with employers to improve the safety and programs in their places of employment. The outreach included an emphasis on NAICS 3273, Cement and Concrete Product Manufacturing, and surveys at these facilities included an analysis of potential exposures to silica. Employers who did not respond or chose not to use the voluntary services of the division were referred to the Division of OSH Compliance.

OSH Partnership Program

The Partnership Branch consists of a Program Manager, three (3) Partnership Administrators and five (5) safety and health consultants when fully staffed. Partnership offerings include: Voluntary Protection Partnership (VPP); Safety and Health Achievement Recognition Program (SHARP); Construction Partnership Program (CPP); Safety Partnership Program (SPP); and OSH Strategic Partnership (OSP). The number of companies involved in a Partnership is a very fluid number and ever-changing, but for calendar year 2016 there were no fewer than 12 VPP sites, 22 SHARP sites and 20 CPP projects active. During our Partnership activity, the branch affected over 16,000 employees and helped identify/abate hundreds of hazards, while also training hundreds of employees is hazard recognition. During the 2016 calendar year, the Partnership Branch also worked with several other facilities (not included in the numbers above) striving to join the SHARP or VPP program.

TRACK Program Partnership

Tech Ready Apprentices for Careers in Kentucky (TRACK) is a partnership between the Kentucky Department of Education's Office of Career and Technical Education and the Labor Cabinet. The goal of this partnership is to prepare students for the workforce, help create and retain local jobs for students and, upon successful completion will result in acceptance in a Registered Apprenticeship Program. The partnership between the Office of Career and Technical Education (OCTE) and the Labor Cabinet provides pre-apprenticeship opportunities to high school students through existing programs offered at secondary tech centers across the state.

Employers may design secondary vocational training programs that best suit their needs. A minimum of four (4) courses are required, with one (1) of the courses being a cooperative education placement. In addition to the four (4) courses, students complete eight (8) safety and health modules developed by the Division of OSH Education and Training. The OCTE has specific training modules for students enrolled in the electrical, welding, or carpentry tracks, and is currently developing requirements for students in information technology and health sciences concentrations.

The modules are provided through the Labor Cabinet's e-learning website, www.laborcabinetetrain.com. Upon completing each module with quiz, students receive a certificate from the Division of OSH Education and Training that must be given to their instructor and employer. The Division of OSH Education and Training believes this is a great opportunity to educate the young workforce regarding the importance of occupational safety and health. There were 3,503 visits to the modules in FY 2016.

Training and eLearning

One hundred and twenty-nine face to face training sessions were conducted that reached over 4,400 attendees. Forty (40) training sessions were presented at five (5) Population (POP) Center Training seminars throughout the Commonwealth. Over 1,350 participants attended these training courses. The division added or updated four (4) cost-free interactive training products to the www.laborcabinetetrain.ky.gov library. Seven (7) new webinars were conducted, recorded, and

published to the website for instant viewing. These total 39 modules and 31 webinars available to employers and employees.

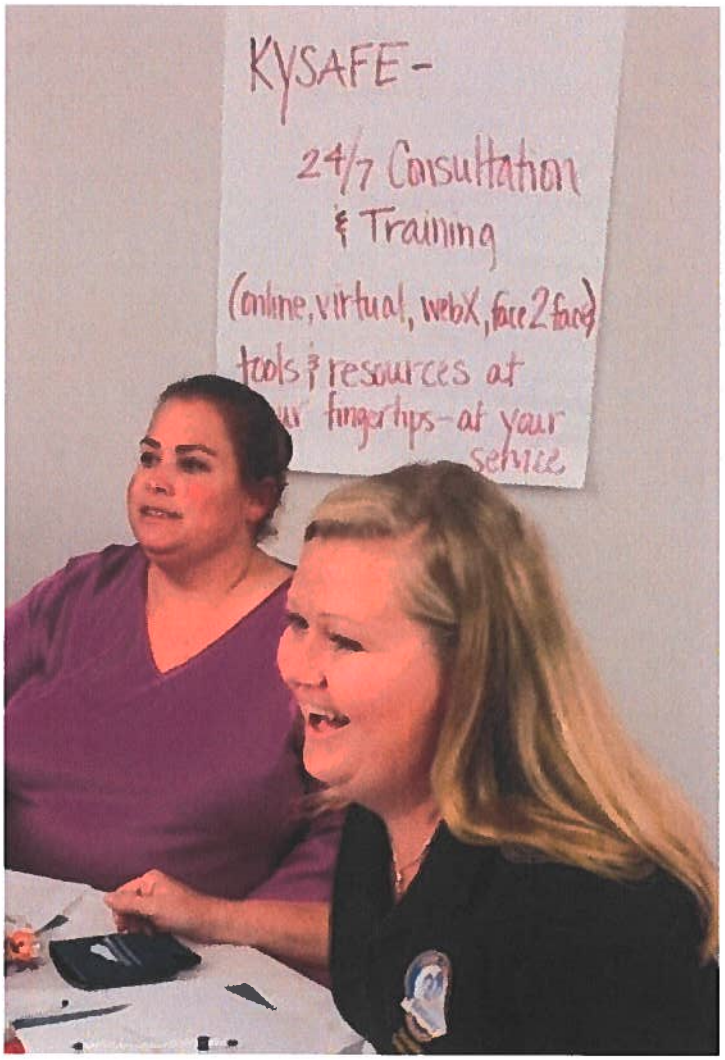
Professional and Technical Capacity

The division encourages safety and health consultants to advance professional development by obtaining the Certified Safety Professional (CSP) and/or the Certified Industrial Hygiene (CIH). This is a nationally highly accredited certification among safety professionals. The division currently has ten (10) CSP's and eight (8) CIH's.

The division currently has five (5) Occupational Health and Safety Technician (OHST) and three (3) Construction Health and Safety Technicians (CHST)

Financials

23(g) Federal grant funding with restricted funds



Heather Damron (left) and Kaycie Carter engage in a business planning session.

TOWS Matrix

Internal Elements / External Elements	Division Strengths	Division Weaknesses
	1. Cooperation among staff 2. Good Reputation 3. Flexibility 4. Smart and Intelligent Staff 5. Federal money and equipment	1. Need to better value & respect staff 2.Employee Retention 3. Finding qualified workers to hire 4. Low morale/frustration 5.We are in flux with mgmt. change 6. Lack data
Strategic Options		
Environmental Opportunities 1. Use of Social Media/ Facebook & Twitter 2. Attend more trade shows 3. Hand Held Computers 4. Partnerships 5. Training and ISO Certification 6, De-obligated Funds 7. GAPS to offer mid-point salaries for entry staff 8. Revisit Flex Schedules	**(S-O)** 1. Use federal money to buy hand held computers. Find strategies to work with COT to overcome policy differences (S5 & O3). 2. Use Federal funds to training existing staff (S4, S5 & O5). 3. Use staff to promote social media and work at trade shows (S1, S4, & O1, O2.	**(W-O)** 1. Hire qualified workers to develop and maintain social media sites to assist with recruiting and increasing general awareness of Labor Education and Training (W3 & O1). 2. Build data through partnerships (W6 & O4). 3. Limit the impact of employee retention, low morale through de-obligated funds, mid-point salaries, and flex schedules (W2-4 & O, 6-8).
Environmental Threats 1. Trust and perception of OSHA 2. Lack of marketing/Private Vendor Competition 3. Services are not known 4. Automation and reduced employees 5. Businesses have own safety persons 6. COT 7.Economy 8. Retirements 9. Politics	**(S-T)** 1. Combine the strength of knowledgeable staff with a good reputation to overcome the negative perception of OSHA (S2 & 4, T1). 2. Use federal money to address the lack of awareness through marketing (S5 & T2).	**(W-T)** 1. Work to retain employees and delay or minimize the impact of retirements (W2 & T8).

Action Plan

Goal 1. Develop Employee Recruitment and Retention Plan	
Objectives	**Action Plan**
1.1 Issue Exit Surveys	1.1. Assigned to Kim Perry, David Stumbo and Danny Vernon. To be issued upon employee departure. Data to be maintained in database. March 30, 2017 will be effective.
1.2 Request salary increase to mid-point & reconsider policy regarding flexible schedules	1.2 Team, in conjunction with Commissioner Dimeny and Deputy Commissioner Donta, will discuss policies. Date of deliverable August 2017. National data and salary stats data to be provided.
Goal 2. Increase the Education and Training Division's overall marketing and outreach.	
2.1 Marketing firm.	2.1 Secured by Kim Perry by 1/31/17. Product delivered to include: logo, banners, brochures, marketing folders.
2.2 New website.	2.2 New website to be completed by Kentucky Interactive with Kim Perry. Test date is set for May 1, 2017 if not before and launch date set for May 8th, 2017.
2.3 New Database.	2.3 Kim Perry, in conjunction with Commissioner Dimeny and Deputy Commissioner Donta, will secure new database. Date of deliverable August 2017 if not before.
2.4 Value Analyses	2.4 Team, in conjunction with Commissioner Dimeny and Deputy Commissioner Donta. Deliverable date: Now available for each month.
2.5 Increase recognition of partners.	2.5 Team, in conjunction with Commissioner Dimeny and Deputy Commissioner Donta. Deliverable date: July 2017. Governor's safety and health awards and consultant driven Thoroughbred awards.
2.6 Explore hiring a marketing/data/graphic arts staff.	2.6 Team, in conjunction with Commissioner Dimeny and Deputy Commissioner Donta. Deliverable date: July 2017. Promote vacancies with 3rd parties.

2.7 Promote the annual Governors safety and health conference	2.7 Labor Cabinet co-sponsor Governors Safety and health conference along with KY safety and health network (KSHN)
Goal 3. Calculate Monetary and Other Value of Consultation, Partnerships & Training.	
3.1 Work on demonstrating the value of Partnerships with VPP sites (noting monetary and other value components). 3.2 Work on demonstrating the value of Consultations, i.e., money saved on citations. 3.3 Work on demonstrating the value of Pop Center Training and Webinars.	3.1 Assigned to Danny Vernon & Brian Black. Deliverable date: 8/30/17. Provide a survey for Workers comp cost savings and testimonials for website. 3.2 Assigned to David Stumbo and Lynn Whitehouse. Deliverable date: July 2017 or before. To be provided to employer with closing letter. 3.3 Assigned to Kim Perry. Deliverable date: July 2017. Team will conduct pre and post quiz or survey to determine training retention or the use of material provided.

KyForward
KENTUCKY'S ONLINE NEWSPAPER

LOCKING IN A GREAT RATE
10-YEAR FIXED RATE BUSINESS LOAN

Kentucky Labor Cabinet to offer free OSHA safety seminar in Bowling Green July 9-10

Jul 5th, 2018 · 0 Comment

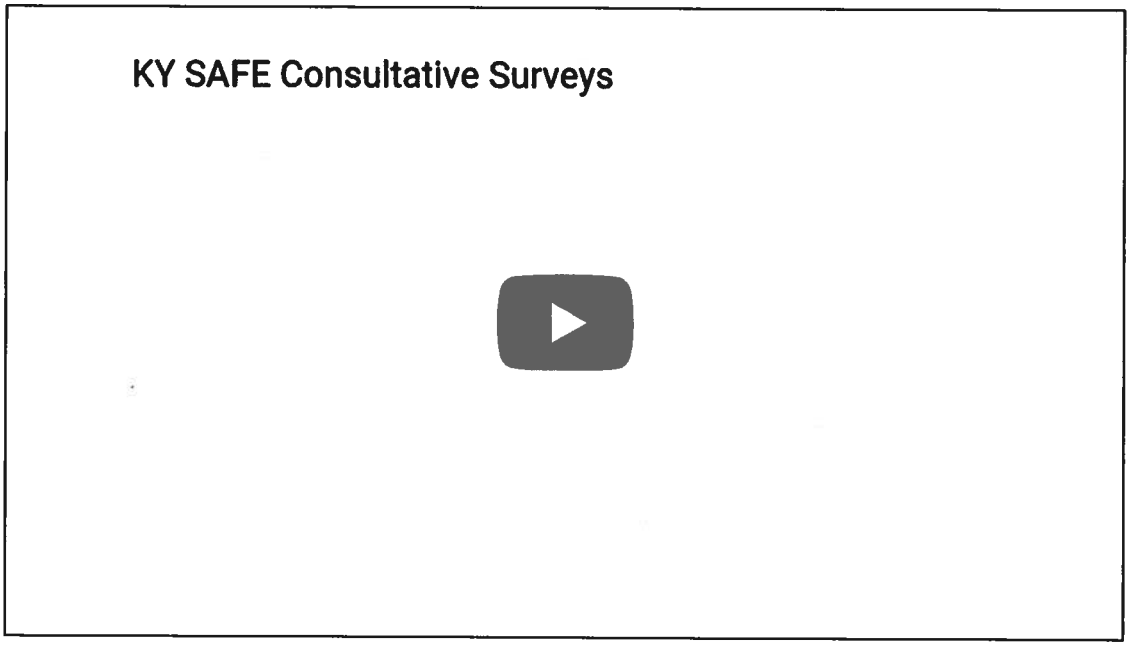
The Kentucky Labor Cabinet will host free OSHA training in Bowling Green July 9-12. The week-long workplace safety seminar is a part of the Division of Occupational Safety and Health Education and Training's (also known as KY Safe) Population Center Training series which holds training in various cities across the state throughout the year.

Population Center Training courses are for both employers and employees and are typically given over a one-week period at each location. The courses are designed to outline the requirements contained in the various subparts of the General Industry and Construction Standards, covering both safety and health issues. All classes are free of charge and open to the public.

Last year, the Labor Cabinet conducted six training sessions across the Commonwealth for over 1,600 attendees. In addition, 254 free onsite visits, or "consultative surveys," were conducted with various employers. As a result of these confidential surveys, employers corrected 1,790 serious conditions that could have affected up to 55,136 employees resulting in potential enforcement penalties of up to $12,530,000.

For more information on how your business can receive a consultative survey to help identify safety and health hazards, please visit the KY Safe website.

KY Safe consultative video



Free Occupational Safety and Health Training
July 9 – 12, 2018
Holiday Inn University Plaza
1021 Wilkinson Trace
Bowling Green, KY 42103

Register online here.

Monday – July 9

Class 1: Overview of the Kentucky OSH Program 8:30 – 11:30 a.m.

This course discusses the obligation to employers to provide a safe and healthy workplace, free from recognized hazards. Topics of discussion include the operations of the Kentucky Occupational Safety and Health program, including enforcement and voluntary compliance services, and safety and health topics currently being considered for future standards and policies.

Class 2: Hazard Communication/Global Harmonization 1:00 – 4:00 p.m.

This course covers the basic requirements of 29 CFR 1910.1200 and the revised provision of the standard as they relate to the Globally Harmonized System of Classification and Labeling of Chemicals (GHS). Attendees will learn about the revised standard, which will include chemical hazard classification; written program requirements; container labeling and other forms of warning; safety data sheets; and, associated phase-in dates for the new requirements under GHS.

Tuesday – July 10

Class 3: Injury and Illness Recordkeeping 8:00 a.m. – 12:00 p.m.

This course is for those persons responsible for maintaining the revised injury and illness records. The forms 300, 301, 300A will be covered. The regulations and guidelines for recordkeeping will be discussed, as well as the compliance directive the Kentucky OSH compliance officer will use to evaluate records. Time permitting, a recordkeeping example workshop will also be part of the course. (CEUs available for this class from OSHA OTI)

Class 4: Bloodborne Pathogens 1:00 – 4:00 p.m.

This course explains the measures that must be implemented to protect employees from the hazards of occupational exposure to blood and other potentially infectious materials containing bloodborne pathogens, such as hepatitis B virus, and human immunodeficiency virus. Topics of discussion include applicable definitions; infection control; engineering and work practice controls, including universal precautions; personal protective equipment; housekeeping; medical evaluations; warning signs and labels; and, training of employees.

Wednesday – July 11

Class 5: Confined Spaces 8:30 a.m. – 11:30 a.m.

This course explains the regulations regarding entry into and working in confined spaces. Topics include confined spaces found in the workplace and the hazards associated with them; the regulatory impact of the 1910.146 standards; developing a written program; training employees; permit systems; rescue; and, employee participation.

Class 6: Personal Protective Equipment 1:00 p.m. – 4:00 p.m.

This course provides an overview of Personal Protective Equipment (PPE), as covered under the 29 CFR 1910.132-138 standard. It is intended for individuals who may be required to use PPE while performing their assigned work duties. Topics include an explanation of the PPE standards, how to properly use and care for PPE, and the limitations of PPE. Guidance will also be provided on how to perform the required PPE hazard assessment for each job in the workplace.

Thursday – July 12

Class 7: Fall Protection Part 1 8:30 a.m. – 11:30 a.m.

This course covers recent changes in the OSHA Federal and State Fall Protection standards for general industry and construction including the new and proposed changes to the ANZI Fall Protection Standards System. Topics include the requirements to provide a fall protection system; the description and requirements for the various types of fall protection systems; training; and, associated requirements.

Class 8: Fire Protection, Exits and Planning 1:00 p.m. – 4:00 p.m.

This course covers 1910, Subpart E: Exit Routes, Emergency Action Plans, and Fire Prevention Plans; Subpart F: Fire Protection. Participants will learn how to develop and implement effective Emergency Action and Fire Prevention Plans, as well as maintain exit routes. Additionally, classification of fires, fire extinguishment methods, fire detection systems, and employee alarm systems will be addressed.

Friday – July 13, 2018

Class 9: Wage & Hour Overview 8:30 a.m. – 10:00 a.m.

This session provides an overview of Kentucky wage and hour laws, such as minimum wage, overtime, recordkeeping, illegal deductions and payment of wages.

From Kentucky Labor Cabinet

Tags: Division of Occupational Safety and Health Education and Training · Kentucky Labor Cabinet · KY Safe · Population Center Training

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Labor Cabinet Saves Kentucky Employers $742,000 in June

Kentucky Labor Cabinet sent this bulletin at 07/10/2018 01:14 PM EDT

Commonwealth of Kentucky

Labor Cabinet

Matthew G. Bevin, Governor **David A. Dickerson, Secretary**

FOR IMMEDIATE RELEASE

Contact: Jarrad Hensley
(502) 564-3219
Jarrad.Hensley@ky.gov

Labor Cabinet Saves Kentucky Employers $742,000 in June

FRANKFORT, Ky. (July 10, 2018) – Last month, the Labor Cabinet conducted 20 free courtesy inspections for Kentucky employers – correcting 106 serious violations

that could have affected up to 3,131 employees. This resulted in saving participating companies up to $742,000 in potential enforcement penalties.

The Labor Cabinet's Division of Occupational Safety & Health Education & Training, also known as KY SAFE, leads the Cabinet's proactive efforts to create safe and healthful workplace conditions. This includes providing free consultative surveys to employers in an effort to increase workplace safety by improving injury and illness rates.

Employers and employees all across Kentucky and the nation also have access to cost-free safety and health eLearning programs on the Labor Cabinet's eTrain portal. The Division also offers cost-free OSHA training courses, or "Population Center Training" throughout the state. Proactive approaches to workplace safety, like the ones developed by the Cabinet's education and training team, are proven methods that reduce workplace injuries and can help employers from paying increased workers' compensation premiums.

In addition to consultative surveys and OSHA training, cost-free assistance from the Division consists of publications, requires workplace posters, and information on injury/illness recordkeeping requirements. The Division is also responsible for overseeing the Partnership Programs as well as conducting the Annual Survey of Occupational Injuries and Illnesses, the Census of Fatal Occupational Injuries and the OSHA Data Collection.

According to a recent report from the U.S. Bureau of Labor Statistics (BLS), Kentucky employers recorded the lowest incident rate for nonfatal occupational injuries and illnesses in the state's history last year.

Follow the Kentucky Labor Cabinet on Facebook and Twitter, and be sure to Subscribe to receive updates on Wage and Hour, Workers' Compensation and Occupational Safety and Health news.

###

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45 companies recognized for outstanding achievement in workplace safety

Kentucky Press News Service May 21, 2018

Frankfort – The largest annual gathering of workplace safety professionals from companies all across Kentucky gathered in Bowling Green for the 34th Governor's Annual Safety and Health Conference.

Representatives from 45 companies that earned the Governor's Safety and Health Award during the last year were in attendance to help celebrate Kentucky's all-time low Injury and illness rate, according to a state news release.

"Our administration has been relentless in our efforts to make Kentucky attractive to job creators while also promoting workplace safety initiatives for the employees who keep Kentucky moving forward," Gov. Matt Bevin said in the news release.

"I am proud to report Kentucky once again set a record for workplace safety," Labor Secretary Derrick Ramsey. "In 2016, Kentucky's workplace injury and illness rate dropped to 3.4 per 100 full-time employees. This marks the lowest rate ever for Kentucky and demonstrates the tremendous progress that has been made since the federal government began collecting this data in 1996, when Kentucky reported an incident rate of 8.4. Such an achievement is a tremendous credit to employers and employees who have embraced a culture of safety in their workplace, but it is important to remember that there is always more work to be done."

Last year, the division conducted 254 free on-site visits, or "consultative surveys," for employers across Kentucky. As a result of these confidential surveys, employers corrected 1,790 serious conditions that could have affected up to 55,136 employees and could have resulted in enforcement penalties of up to $12,530,000.

Here's the complete list of all 45 Governor's Safety and Health Award recipients, including the total number of hours that employees worked without a lost-time injury or illness:

Adient US LLC

Georgetown 1,029,743

Amfine Chemical Corporation

Hopkinsville 489,206

Asahi Bluegrass Forge Richmond 474,310

BAE Systems Louisville 2,058,198

Big Rivers Electric Corp - Headquarters Henderson

1,250,639

Big Rivers Electric Corporation -- ET&S Henderson

500,124

Big Rivers Electric Corporation – Sebree Station IBEW Local 1701

Robards 3,069,227

Big Rivers Electric Corporation Wilson Station Centertown

250,047

BYK Additives, Inc. Louisville 316,539

Cintas Distribution LLC Grayson 1,314,847

CRS One Source Owensboro 560,041

Daicel Safety Tube Processing, Inc. Beaver Dam

366,357

Domtar Hawesville Mill USW 1261 Hawesville 1,002,694

DuPont Louisville Works Louisville 1,944,562

Durobag as Novolex Brand Walton 1,109,206

East & Westbrook Construction Co Inc. Buckner

741,813

Evonik Calvert City 12,038,116

Firestone Building Products Florence

373,375

Firestone Industrial Products Williamsburg 3,059,808

Fluor Federal Services Inc. Paducah Deactivation Kevil

5,099,736

Henderson Services, LLC IBEW Local 369 Louisville 4,601,654

Interplastic Corporation Ft. Wright 1,787,785

Jim Beam Brands Co. Clermont

1,025,643

J-Lok Corp. Earlington 400,939

Knox Hills LLC Fort Knox 480,212

Leggett & Platt Winchester 804,289

LexPlastics Lexington 604,578

Madisonville West Side Wastewater Treatment Plant Madisonville

550,470

Mid-America Conversion Services, LLC USW

Kevil

1,197,209

MPD, Inc. Owensboro 1,256,157

Multi Packaging Solutions of KY Louisville

2,795,296

National Office Furniture Danville 584,951

Owensboro Riverport Authority Owensboro

394,192

Pennyrile Rural Electric Cooperative Hopkinsville

NEWS, STATE NEWS

LABOR CABINET SAVES KENTUCKY EMPLOYERS $511,000 IN APRIL

MAY 8, 2018 | ADMIN | LEAVE A COMMENT

Last month, the Labor Cabinet conducted 15 free on-site visits, or "consultative surveys," for employers across Kentucky. As a result of these surveys, employers corrected 73 serious violations that could have affected up to 1,905 employees and resulted in enforcement penalties of up to $511,000.

The Labor Cabinet's Division of Occupational Safety & Health Education & Trainingleads the Cabinet's proactive efforts to create safe and healthful workplace conditions through an initiative called KY Safe. This includes providing free consultative surveys to employers in an effort to increase workplace safety by improving injury and illness rates. Employers who make use of the Division's consultative surveys do not face penalties unless violations are not corrected.

Employers and employees all across Kentucky and the nation also have access to cost-free safety and health eLearning programs on the Labor Cabinet's eTrain website. The Division also offers cost-free Occupational Safety and Health Administration (OSHA) training courses, or "Population Center Training" throughout the state. Proactive approaches to workplace safety, like the ones developed by the Cabinet's education and training team, are proven methods that reduce workplace injuries and can help employers from paying increased workers' compensation premiums.

In addition to consultative surveys and OSHA training, cost-free assistance from the Division consists of publications, required workplace posters, and information on injury/illness record-keeping requirements. The Division is also responsible for overseeing the Partnership Pr-

ograms as well as conducting the Annual Survey of Occupational Injuries and Illnesses, the Census of Fatal Occupational Injuries and the OSHA Data Collection.

According to a recent report from the U.S. Bureau of Labor Statistics (BLS), Kentucky employers recorded the lowest incident rate for nonfatal occupational injuries and illnesses in the state's history last year.

Additional information is available at https://labor.ky.gov/Pages/index.aspx.

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Labor Cabinet Saves Kentucky Employers $455,000 in March

Jarrad HensleyJarrad.Hensley@ky.gov (mailto:Jarrad.Hensley@ky.gov)502-564-3219 (tel:502-564-3219)
FRANKFORT, Ky. (April 5, 2018) – Last month, the Labor Cabinet conducted 11 free on-site visits, or "consultative surveys" for Kentucky employers – correcting 65 s

The Labor Cabinet's Division of Occupational Safety & Health Education & Training (http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTgwNDA1Ljg3OTg3MjgxJm1lc3NhZ2VpZD1NREItUFJELUJVTC0yMDE4MDQwNS44Nzk4proactive efforts to create safe and healthful workplace conditions. This includes providing free consultative surveys to employers in an effort to increase workplace saf

Employers and employees all across Kentucky and the nation also have access to cost-free safety and health eLearning programs on the Labor Cabinet's eTrain porta type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTgwNDA1Ljg3OTg3MjgxJm1lc3NhZ2VpZD1NREItUFJELUJVTC0yMDE4MDQwNS44Nzk4Division also offers cost-free OSHA training courses, or "Population Center Training (http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTgwNDA1Ljg3OTg3MjgxJm1lc3NhZ2VpZD1NREItUFJELUJVTC0yMDE4MDQwNS44Nzk4Training/Pages/default.aspx)" throughout the state. Proactive approaches to workplace safety, like the ones developed by the Cabinet's education and training team, a

In addition to consultative surveys and OSHA training, cost-free assistance from the Division consists of publications, requires workplace posters (http://links.govdelivei type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTgwNDA1Ljg3OTg3MjgxJm1lc3NhZ2VpZD1NREItUFJELUJVTC0yMDE4MDQwNS44Nzk4Hours.aspx#Required_Workplace_Posters), and information on injury/illness recordkeeping requirements. The Division is also responsible for overseeing the Partnersl type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTgwNDA1Ljg3OTg3MjgxJm1lc3NhZ2VpZD1NREItUFJELUJVTC0yMDE4MDQwNS44Nzk4as well as conducting the Annual Survey of Occupational Injuries and Illnesses, the Census of Fatal Occupational Injuries and the OSHA Data Collection.

According to a recent report (http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTgwNDA1Ljg3OTg3MjgxJm1lc3NhZ2VpZD1NREItUFJELUJVTC0yMDE4MDQwNS44Nzk4Bureau of Labor Statistics (BLS), Kentucky employers recorded the lowest incident rate for nonfatal occupational injuries and illnesses in the state's history last year.

Along with the Kentucky Safety and Health Network, the Division of Occupational Safety & Health Education & Training also co-hosts the Governor's Safety and Healtl type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTgwNDA1Ljg3OTg3MjgxJm1lc3NhZ2VpZD1NREItUFJELUJVTC0yMDE4MDQwNS44Nzk4

Additional information is available at http://labor.kentucky.gov (http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTgwNDA1Ljg3OTg3MjgxJm1lc3NhZ2VpZD1NREItUFJELUJVTC0yMDE4MDQwNS44Nzk4

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Kentucky Labor Cabinet to Hold Free OSHA Training in Louisville Next Month

Kentucky Labor Cabinet sent this bulletin at 03/14/2018 02:56 PM EDT

Commonwealth of Kentucky

Labor Cabinet

Matthew G. Bevin, Governor **Derrick K. Ramsey, Secretary**

FOR IMMEDIATE RELEASE

Contact: Alex Englen
(502) 564-0582
Alexandria.englen@ky.gov

Kentucky Labor Cabinet to Hold Free OSHA Training in Louisville Next Month

FRANKFORT, Ky. (March 12, 2018) – The Kentucky Labor Cabinet will host free OSHA training in Louisville from April 16-20. The week-long workplace safety

seminar is a part of the Labor Cabinet's Population Center Training series which are held in various cities across the state throughout the year.

Population Center Training courses are for both employers and employees and are typically given over a one-week period at each location. The courses are designed to outline the requirements contained in the various subparts of the General Industry and Construction Standards, covering both safety and health issues. All classes are free of charge and open to the public.

What: Louisville Population Center Training

When: Monday, April 16, 2018 – Friday, April 20, 2018

Where: University of Louisville Shelby Campus

Founders Union Building, Room 6

Louisville, KY 40218

Register online HERE

Monday, April 16, 2018

Overview of the Kentucky OSH Program 8:30am - 11:30am

This course discusses the obligation to provide a safe and healthy workplace, free from recognized hazards. Topics of discussion include the operations of the Kentucky Occupational Safety and Health Program, including enforcement and voluntary compliance services, and safety and health topics currently being considered for future standards and policies.

Hazard Communication 1:00pm - 4:00pm

This course covers the basic requirements of 29 CFR 1910.1200 and the revised provision of the standard as they relate to the Globally Harmonized System of Classification and Labeling of Chemicals (GHS). Attendees will learn about the revised standard, which will include chemical hazard classification, written program requirements, container labeling and other forms of warning, safety data sheets, and associated phase-in dates for the new requirements under GHS.

Tuesday, April 17, 2018

Injury and Illness Recordkeeping 8:00am - 12:00pm

This course is for those persons responsible for maintaining the revised injury and illness records. The 300, 301, 300A forms will be covered. The regulations and guidelines for recordkeeping will be discussed, as well as the compliance directive that Kentucky OSH uses to evaluate records. Time permitting, a recordkeeping example workshop will also be part of the course. (CEUs available for this class from OSHA OTI)

Bloodborne Pathogens 1:00pm - 4:00pm

This course explains the measures that must be implemented to protect employees from the hazards of occupational exposure to blood and other potentially infectious materials containing bloodborne pathogens, such as hepatitis B virus and the human immunodeficiency virus. Topics of discussion include: applicable definitions; infection control; engineering and work practice controls; including universal precautions; personal protective equipment; housekeeping; medical evaluations; warning signs and labels; and, training of employees.

Wednesday, April 18, 2018

Walking Working Surfaces 8:30am - 11:30am

Attendees can learn about the requirements carried by 1910, Subpart D. Included in this class are the requirements for working on elevated surfaces from fixed and portable ladders. Methods for identifying and correcting hazards typical to the general industry workplace are presented with thought provoking classroom discussion.

Personal Protective Equipment in General Industry 1:00pm - 4:00pm

This course provides an overview of Personal Protective Equipment (PPE), as covered under the 29 CFR 1910.132-138 standard. It is intended for individuals who may be required to use PPE while performing their assigned work duties. Topics include an explanation of the PPE standards, how to properly use and care for PPE, and the limitations of PPE. Guidance will also be provided on how to perform the required PPE hazard assessment for each job in the workplace.

Thursday, April 19, 2018

Commercial Fall Protection Part 1 8:30am - 11:30am

Part 1 of the Fall Protection course will cover recent changes in the OSHA Federal and State Fall Protection standards for general industry and construction including the newly proposed changes to the ANZI Fall Protection Standards System. Topics include: the requirements to provide a fall protection system; the description and requirements for the various types of fall protection systems; training; and, associated requirements.

Commercial Fall Protection Part 2 1:00pm - 4:00pm

Part 2 of the Fall Protection course will provide hands-on training in Personal Fall Arrest Systems (PFAS) and Fall Restraint Systems, as well as Retractable Life Lines, Lanyards, and anchorages. Students should be prepared to don and doff harnesses, ladder belts, and attached devices such as retractable lanyards and non-retractable lanyards. Attendees are encouraged to bring gloves rated for rigging and climbing to use while handling devices. There is no climbing in the class.

Friday, April 20, 2018

Wage & Hour Overview 8:30am - 10:00am

This session provides an overview of Kentucky wage and hour laws, such as minimum wage, overtime, recordkeeping, illegal deductions and payment of wages.

KySafe eLearning Overview 10:15am - 11:15am

This session provides an overview of the free training modules and webinars available as part of the KySafe online training resource.

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Labor Cabinet saves companies up to $525,000 in potential fines

February 5, 2018 35 Views

FRANKFORT, Ky. (Feb. 5, 2018) – Last month, the Labor Cabinet conducted 15 free on-site visits, or "consultative surveys," for employers across Kentucky. As a result of these surveys, employers corrected 75 serious violations that could have affected up to 534 employees and resulted in enforcement penalties of up to $525,000.

The Labor Cabinet's Division of Occupational Safety & Health Education & Training leads the Cabinet's proactive efforts to create safe and healthful workplace conditions. This includes providing free consultative surveys to employers in an effort to increase workplace safety by improving injury and illness rates. Employers who make use of the Division's consultative surveys do not face penalties unless violations are not corrected.

Employers and employees all across Kentucky and the nation also have access to cost-free safety and health eLearning programs on the Labor Cabinet's eTrain website. The Division also offers cost-free OSHA training courses, or "Population Center Training" throughout the state. Proactive approaches to workplace safety, like the ones developed by the Cabinet's education and training team, are proven methods that reduce workplace injuries and can help employers from paying increased workers' compensation premiums.

In addition to consultative surveys and OSHA training, cost-free assistance from the Division consists of publications, required workplace posters, and information on injury/illness recordkeeping requirements. The Division is also responsible for overseeing the Partnership Programs as well as conducting the Annual Survey of Occupational Injuries and Illnesses, the Census of Fatal Occupational Injuries and the OSHA Data Collection.

According to a recent report from the U.S. Bureau of Labor Statistics (BLS), Kentucky employers recorded the lowest incident rate for nonfatal occupational injuries and illnesses in the state's history last year.

Additional information is available at http://www.labor.ky.gov/Pages/Labor-Home.aspx.

Tags Kentucky Labor Cabinet

Labor Cabinet saves companies up to $434,000 in potential fines

January 5, 2018 44 Views

FRANKFORT, Ky. (Jan. 5, 2018) – Last month, the Labor Cabinet conducted five free on-site visits, or "consultative surveys," for employers across Kentucky. As a result of these surveys, employers corrected 62 serious violations that could have affected up to 1,100 employees and resulted in enforcement penalties of up to $434,000.

The Labor Cabinet's Division of Occupational Safety & Health Education & Training leads the Cabinet's proactive efforts to create safe and healthful workplace conditions. This includes providing free consultative surveys to employers in an effort to increase workplace safety by improving injury and illness rates. Employers who make use of the Division's consultative surveys do not face penalties unless violations are not corrected.

Employers and employees all across Kentucky and the nation also have access to cost-free safety and health eLearning programs on the Labor Cabinet's eTrain website. The Division also offers cost-free OSHA training courses, or "Population Center Training" throughout the state. Proactive approaches to workplace safety, like the ones developed by the Cabinet's education and training team, are proven methods that reduce workplace injuries and can help employers from paying increased workers' compensation premiums.

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According to a recent report from the U.S. Bureau of Labor Statistics (BLS), Kentucky employers recorded the lowest incident rate for nonfatal occupational injuries and illnesses in the state's history last year.

Additional information is available at http://www.labor.ky.gov/Pages/Labor-Home.aspx.

Tags Kentucky Labor Cabinet

Search

Kentucky Businesses Set Record Low Workplace Injury Rate

Alexandria Englenalexandria.englen@ky.gov (mailto:alexandria.englen@ky.gov)
KY

Frankfort, Ky. (December 22, 2017) – Officials from the Kentucky Labor Cabinet today hailed recent reports by the federal government that show continued improvement in workplace safety in Kentucky, including the lowest rate of nonfatal incidents recorded in the Commonwealth's history.

According to the latest data from the U.S. Bureau of Labor Statistics (BLS), Kentucky's rate of recordable nonfatal occupational injuries and illnesses dropped to 3.4 per 100 full-time employees in 2016 – down from a rate of 3.7 in 2015. This marks the lowest rate since the federal government began collecting this data in 1996, when Kentucky reported an incident of 8.4

In addition, according to BLS data, there were 92 work-related fatalities in Kentucky in 2016, down from the 99 fatalities in 2015. Work injuries involving transportation and material moving occupations accounted for the highest amount of fatalities in both 2015 and 2016.

"I am extremely proud that Kentucky has once again set a historic milestone in workplace safety," said Labor Secretary Derrick Ramsey. "This achievement has only been possible by employers and employees who have embraced a culture of safety in their workplace. They deserve to be congratulated for their commitment, and these reports clearly show that Kentucky is moving in the right direction, but there is still much work to be done. Our mission at the Labor Cabinet is to prevent injuries from occurring in the first place by educating employers and employees about workplace safety so that the 1.9 million men and women working in Kentucky return home each day safe and sound. We will not rest until Kentucky is the safest place to work and live in the country."

According to the BLS report, approximately 2.9 million nonfatal workplace injuries and illnesses were reported nationally by private industry employers in 2016 – resulting in 48,500 fewer injuries from the prior year. This produced a national injury and illness rate of 2.9.

Kentucky Safe - the Labor Cabinet's Division of Occupational Safety & Health Education & Training - leads the Cabinet's proactive efforts to create safe and healthful workplace conditions. This includes providing no-cost consultative services to employers across Kentucky on ways to improve safety conditions in the workplace. Services include free on-site consultations as well as compliance assistance, educational materials, and class-style and online training for all employers.

Last year, the Division conducted 272 consultative surveys identifying and ensuring the abatement of 2,067 serious hazards. Also, 142 training courses were conducted, reaching approximately 4,300 attendees in response to training requests from employers.

Employers who wish to learn more about the consolation and educational services provided by KYSAFE can visit the website here (https://kysafe.ky.gov/Pages/index.aspx).

Separate and apart from these training and education programs, the OSH Division of Compliance is responsible for the enforcement of safety and health standards. Compliance officers inspect workplaces for hazardous conditions and issue citations where violations of standards are found. Inspections may be the result of regular scheduling, imminent danger reports, fatalities, and worker complaints or referrals. Overall, both the education and enforcement responsibilities of the Cabinet comprise a comprehensive goal to "Plan, Prevent and Protect" Kentucky's workforce.

Follow the Kentucky Labor Cabinet on Facebook (https://www.facebook.com/kentuckylaborcabinet) and Twitter (https://twitter.com/KYLaborSec) for all the latest updates.

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Labor Cabinet saves companies up to $651,000 in potential fines

December 4, 2017 155 Views

FRANKFORT, Ky. (Dec. 4, 2017) – Last month, the Labor Cabinet conducted 15 free on-site visits, or "consultative surveys," for employers across Kentucky. As a result of these surveys, employers corrected 93 serious violations that could have affected up to 3,510 employees and resulted in enforcement penalties of up to $651,000.

The Labor Cabinet's Division of Occupational Safety & Health Education & Training leads the Cabinet's proactive efforts to create safe and healthful workplace conditions. This includes providing free consultative surveys to employers in an effort to increase workplace safety by improving injury and illness rates. Employers who make use of the Division's consultative surveys do not face penalties unless violations are not corrected.

Employers and employees all across Kentucky and the nation also have access to cost-free safety and health eLearning programs on the Labor Cabinet's eTrain website. The Division also offers cost-free OSHA training courses, or "Population Center Training" throughout the state. Proactive approaches to workplace safety, like the ones developed by the Cabinet's education and training team, are proven methods that reduce workplace injuries and can help employers from paying increased workers' compensation premiums.

In addition to consultative surveys and OSHA training, cost-free assistance from the Division consists of publications, required workplace posters, and information on injury/illness record-keeping requirements. The Division is also responsible for overseeing the Partnership Programs as well as conducting the Annual Survey of Occupational Injuries and Illnesses, the Census of Fatal Occupational Injuries and the OSHA Data Collection.

According to a recent report from the U.S. Bureau of Labor Statistics (BLS), Kentucky employers recorded the lowest incident rate for nonfatal occupational injuries and illnesses in the state's history last year.

Additional information is available at http://www.labor.ky.gov/Pages/Labor-Home.aspx.

Tags Kentucky Labor Cabinet

Labor Cabinet saves companies up to $882,000 in potential fines

November 6, 2017 26 Views

FRANKFORT, Ky. (Nov. 6, 2017) – Last month, the Labor Cabinet conducted 26 free on-site visits, or "consultative surveys," for employers across Kentucky. As a result of these surveys, employers corrected 126 serious violations that could have affected up to 2,962 employees and resulted in enforcement penalties of up to $882,000.

The Labor Cabinet's Division of Occupational Safety & Health Education & Training leads the Cabinet's proactive efforts to create safe and healthful workplace conditions. This includes providing free consultative surveys to employers in an effort to increase workplace safety by improving injury and illness rates. Employers who make use of the Division's consultative surveys do not face penalties unless violations are not corrected.

Employers and employees all across Kentucky and the nation also have access to cost-free safety and health eLearning programs on the Labor Cabinet's eTrain website. The Division also offers cost-free OSHA training courses, or "Population Center Training" throughout the state. Proactive approaches to workplace safety, like the ones developed by the Cabinet's education and training team, are proven methods that reduce workplace injuries and can help employers from paying increased workers' compensation premiums.

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According to a recent report from the U.S. Bureau of Labor Statistics (BLS), Kentucky employers recorded the lowest incident rate for nonfatal occupational injuries and illnesses in the state's history last year.

Additional information is available at http://www.labor.ky.gov/Pages/Labor-Home.aspx.

Tags Kentucky Labor Cabinet potential fines

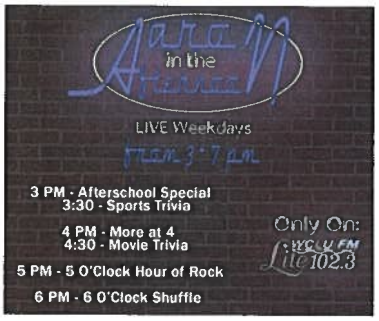
LABOR CABINET SAVES COMPANIES UP TO $455,000 IN POTENTIAL FINES

on 10/08/2017 |

Labor Cabinet Saves Companies up to $455,000 in Potential Fines

FRANKFORT, Ky. (October 4, 2017) – Last month, the Labor Cabinet conducted 19 free on-site visits, or "consultative surveys," for employers across Kentucky. As a result of these surveys, employers corrected 65 serious violations that could have affected up to 492 employees and resulted in enforcement penalties of up to $455,000.

The Labor Cabinet's Division of Occupational Safety & Health Education & Training leads the Cabinet's proactive efforts to create safe and healthful workplace conditions. This includes providing free consultative surveys to employers in an effort to increase workplace safety by improving injury and illness rates. Employers who make use of the Division's consultative surveys do not face penalties unless violations are not corrected.



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4:30 PM – Movie Trivia

Employers and employees all across Kentucky and the nation also have access to cost-free safety and health eLearning programs on the Labor Cabinet's eTrain website. The Division also offers cost-free OSHA training courses, or "Population Center Training" throughout the state. Proactive approaches to workplace safety, like the ones developed by the Cabinet's education and training team, are proven methods that reduce workplace injuries and can help employers from paying increased workers' compensation premiums.

In addition to consultative surveys and OSHA training, cost-free assistance from the Division consists of publications, required workplace posters, and information on injury/illness recordkeeping requirements. The Division is also responsible for overseeing the Partnership Programs as well as conducting the Annual Survey of Occupational Injuries and Illnesses, the Census of Fatal Occupational Injuries and the OSHA Data Collection.

According to a recent report from the U.S. Bureau of Labor Statistics (BLS), Kentucky employers recorded the lowest incident rate for nonfatal occupational injuries and illnesses in the state's history last year.

Additional information is available at labor.ky.gov.

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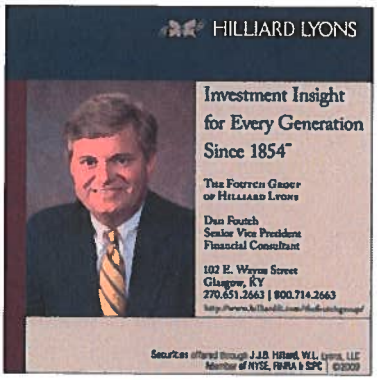

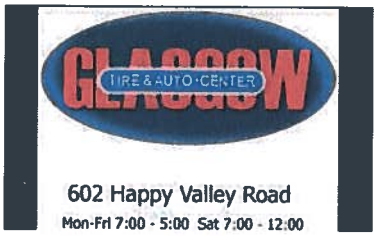

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Labor Cabinet Saves Companies up to $665,000 in Potential Fines

Alexandria Englenalexandria.englen@ky.gov (mailto:alexandria.englen@ky.gov)
KY

FRANKFORT, Ky. (September 6, 2017) – Last month, the Labor Cabinet conducted 17 free on-site visits, or "consultative surveys," for employers across Kentucky. As a result of these surveys, employers corrected 95 serious violations that could have affected up to 2,541 employees and resulted in enforcement penalties of up to $665,000.

The Labor Cabinet's Division of Occupational Safety & Health Education & Training (https://kysafe.ky.gov/Pages/index.aspx) leads the Cabinet's proactive efforts to create safe and healthful workplace conditions. This includes providing free consultative surveys to employers in an effort to increase workplace safety by improving injury and illness rates. Employers who make use of the Division's consultative surveys do not face penalties unless violations are not corrected.

Employers and employees all across Kentucky and the nation also have access to cost-free safety and health eLearning programs on the Labor Cabinet's eTrain website (https://kysafe.ky.gov/programs/training/Pages/etrain.aspx). The Division also offers cost-free OSHA training courses, or "Population Center Training (https://kysafe.ky.gov/programs/training/Population-Center-Training/Pages/default.aspx)" throughout the state. Proactive approaches to workplace safety, like the ones developed by the Cabinet's education and training team, are proven methods that reduce workplace injuries and can help employers from paying increased workers' compensation premiums.

In addition to consultative surveys and OSHA training, cost-free assistance from the Division consists of publications, required workplace posters (http://kentucky.gov/Pages/Activity-stream.aspx?n=KentuckyDepartmentofLabor&prId=53), and information on injury/illness recordkeeping requirements. The Division is also responsible for overseeing the Partnership Programs (https://kysafe.ky.gov/programs/partnerships/Pages/default.aspx) as well as conducting the Annual Survey of Occupational Injuries and Illnesses, the Census of Fatal Occupational Injuries and the OSHA Data Collection.

According to a recent report (https://www.bls.gov/iif/oshwc/osh/os/pr156ky.pdf) from the U.S. Bureau of Labor Statistics (BLS), Kentucky employers recorded the lowest incident rate for nonfatal occupational injuries and illnesses in the state's history last year. (http://kentucky.gov/Pages/Activity-stream.aspx?n=KentuckyDepartmentofLabor&prId=50)

Additional information is available at http://www.labor.ky.gov/Pages/Labor-Home.aspx (http://www.labor.ky.gov/Pages/Labor-Home.aspx).

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Kentucky Labor Cabinet to Hold Free OSHA Training in Louisville Next Month

Alexandria Englenalexandria.englen@ky.gov (mailto:alexandria.englen@ky.gov)
KY

FRANKFORT, Ky. (September 7, 2017) – The Kentucky Labor Cabinet (http://www.labor.ky.gov/Pages/Labor-Home.aspx) will host free OSHA training in Louisville from October 2-6. The week-long workplace safety seminar is a part of the Labor Cabinet's Population Center Training series which are held in various cities across the state throughout the year.

Population Center Training courses are for both employers and employees and are typically given over a one-week period at each location. The courses are designed to outline the requirements contained in the various subparts of the General Industry and Construction Standards, covering both safety and health issues. All classes are free of charge and open to the public.

What: Louisville Population Center Training

When: Monday, October 2, 2017 – Friday, October 6, 2017

Where: University of Louisville Shelby Campus
Founders Union Building, Room 6
Louisville, KY 40218

Register online HERE (https://kysafe.ky.gov/programs/training/Population-Center-Training/Pages/Louisville-Population-Center-Training.aspx)

Monday October 2, 2017

Overview of the Kentucky OSH Program 8:30am - 11:30am

This course discusses the obligation to provide a safe and healthy workplace free from recognized hazards. Topics of discussion include the operations of the Kentucky Occupational Safety and Health Program, including enforcement and voluntary compliance services, and safety and health topics currently being considered for future standards and policies.

Hazard Communication/Global Harmonization 1:00pm - 4:00pm

This course covers the basic requirements of 29 CFR 1910.1200 and the revised provision of the standard as they relate to the Globally Harmonized System of Classification and Labeling of Chemicals (GHS). Attendees will learn about the revised standard, which will include chemical hazard classification, written program requirements, container labeling and other forms of warning, safety data sheets, and associated phase-in dates for the new requirements under GHS.

Tuesday October 3, 2017

Injury and Illness Recordkeeping 8:00am - 12:00pm

This course is for those persons responsible for maintaining the revised injury and illness records. The forms 300, 301, 300A will be covered. The regulations and guidelines for recordkeeping will be discussed, as well as the compliance directive the Kentucky OSH compliance officer will use to evaluate your records. A recordkeeping example workshop will be part of the course, time permitting. Note: Students will receive an OTI certificate for this class.

Confined Spaces 1:00pm - 4:00pm

This course explains the regulations regarding entry into and working in confined spaces. Topics include confined spaces found in the workplace and the hazards associated with them, the regulatory impact of the 1910.146 standard, developing a written program, training employees, permit systems, rescue, and employee participation.

Wednesday October 4, 2017

Fall Protection Part 1 8:00am - Noon

This course covers recent changes in the OSHA Federal and State Fall Protection standards for general industry and construction including the new and proposed changes to the ANZI Fall Protection Standards System. Topics include the requirements to provide a fall protection system, the description and requirements for the various types of fall protection systems, training, and associated requirements.

Fall Protection Part 2 1:00pm - 4:00pm

This course provides hands on training in Fall Protection Systems and include the care, use, inspections, cleaning, storage and certification of the components of Personal Fall Arrest Systems (PFAS) and Fall Restraint Systems as well as Retractable Life Lines, Lanyards and anchorages. Students should be prepared to don and doff harnesses, ladder belts and attached devices such as retractable lanyards and lanyards. Attendees are encouraged to bring gloves rated for rigging and climbing to use while handling devices. There is no climbing in the class.

Thursday October 5, 2017

Powered Industrial Trucks 8:30am - 11:30am

This course covers the basic requirements of 1910.178. Attendees will learn about the basic aspects of powered industrial trucks (primarily fork lifts), operator training requirements, safe truck operations (including traveling & safety belts), equipment modifications, and associated hazards. This course will not provide operator certification under 1910.178(L).

Bloodborne Pathogens 1:00pm - 4:00pm

This session covers the requirements of 29 CFR 1910.1030 and the measures which must be implemented to protect employees from the hazards of occupational exposure to blood and other potentially infectious materials containing bloodborne pathogens, such as hepatitis B virus, (HBV) and human immunodeficiency virus (HIV). Topics of discussion include applicable definitions; infection control; engineering and work practice controls, including universal precautions, personal protective equipment, and housekeeping; medical evaluations; warning signs and labels; and training of employees.

Friday October 6, 2017

Wage & Hour Overview / KySafe eLearning Overview 8:30am - 11:30am

This session provides an overview of Kentucky wage and hour laws, such as minimum wage, overtime, recordkeeping, illegal deductions and payment of wages. It also provides an overview of the free training modules and webinars available as part of the KySafe online training resource

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Labor Cabinet saves companies up to $385,000 in potential fines

August 4, 2017 2 Views

FRANKFORT, Ky. (Aug. 4, 2017) – Last month, the Labor Cabinet conducted 13 free on-site visits, or "consultative surveys," for employers across Kentucky. As a result of these surveys, employers corrected 55 serious violations that could have affected up to 701 employees and resulted in enforcement penalties of up to $385,000.

The Labor Cabinet's Division of Occupational Safety & Health Education & Training leads the Cabinet's proactive efforts to create safe and healthful workplace conditions. This includes providing free consultative surveys to employers in an effort to increase workplace safety by improving injury and illness rates. Employers who make use of the Division's consultative surveys do not face penalties unless violations are not corrected.

Employers and employees all across Kentucky and the nation also have access to cost-free safety and health eLearning programs on the Labor Cabinet's eTrain website. The Division also offers cost-free OSHA training courses, or "Population Center Training" throughout the state. Proactive approaches to workplace safety, like the ones developed by the Cabinet's education and training team, are proven methods that reduce workplace injuries and can help employers from paying increased workers' compensation premiums.

In addition to consultative surveys and OSHA training, cost-free assistance from the Division consists of publications, required workplace posters, and information on injury/illness record keeping requirements. The Division is also responsible for overseeing the Partnership Programs as well as conducting the Annual Survey of Occupational Injuries and Illnesses, the Census of Fatal Occupational Injuries and the OSHA Data Collection.

According to a recent report from the U.S. Bureau of Labor Statistics (BLS), Kentucky employers recorded the lowest incident rate for nonfatal occupational injuries and illnesses in the state's history last year.

Additional information is available at http://labor.kentucky.gov.

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State Labor Cabinet saves companies up to $1.58 million in potential fines during June

Jul 13th, 2017 · 0 Comment

Last month, the Labor Cabinet conducted 33 free on-site visits, or "consultative surveys," for employers across Kentucky.

As a result of these surveys, employers corrected 227 serious violations that could have resulted in enforcement penalties of up to $1,589,000.

The Labor Cabinet's Division of Occupational Safety & Health Education & Training leads the Cabinet's proactive efforts to create safe and healthful workplace conditions, including overseeing a new web-based training service called eTrain (www.KYSAFE.KY.GOV).

This new online training module will offer a variety of safety and health training topics, certificates, and live and recorded webinars all at no cost.

In addition to eTrain, the Cabinet provides free consultative services to employers across Kentucky on ways to increase workplace safety – including how to improve Injury and Illness Rates.

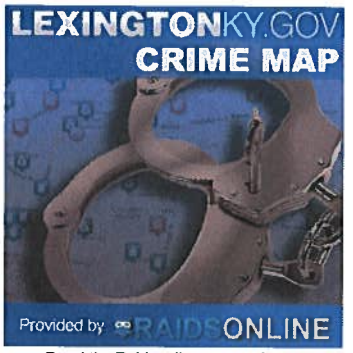
Services include free on-site consultations to all employers, as well as other compliance assistance, educational materials, and class-style training for all employers.

Last year, the Division conducted 350 free consultative surveys for employers across Kentucky. This resulted in employers correcting 3,813 serious conditions that could have affected up to 108,307 employees resulting in enforcement penalties of up to $26,691,000.

Additional information is available at labor.kentucky.gov.

From Kentucky Labor Cabinet Communications

Tags: Division of Occupational Safety and Health Education and Training · Kentucky Labor Cabinet



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Labor Cabinet saves companies up to $887,520 in potential fines

June 5, 2017 4 Views

FRANKFORT, Ky. (June 5, 2017) – Last month, the Labor Cabinet conducted 18 free on-site visits, or "consultative surveys," for employers across Kentucky. As a result of these surveys, employers corrected 70 serious violations that could have affected up to 1,428 employees and resulted in enforcement penalties of up to $887,520.

The Labor Cabinet's Division of Occupational Safety & Health Education & Training leads the Cabinet's proactive efforts to create safe and healthful workplace conditions. This includes providing free consultative surveys to employers in an effort to increase workplace safety by improving injury and illness rates. Employers who make use of the Division's consultative surveys do not face penalties unless violations are not corrected.

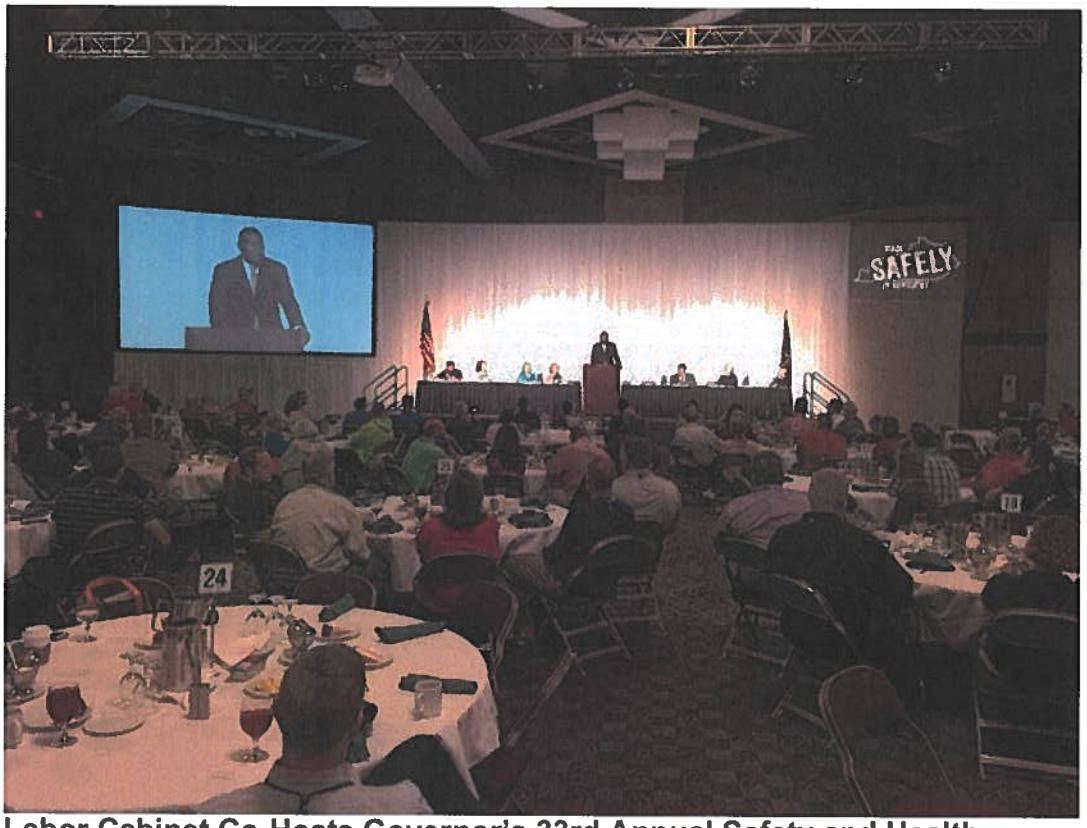
Employers and employees all across Kentucky and the nation also have access to cost-free safety and health eLearning programs on the Labor Cabinet's eTrain website. The Division also offers cost-free OSHA training courses, or "Population Center Training" throughout the state. Proactive approaches to workplace safety, like the ones developed by the Cabinet's education and training team, are proven methods that reduce workplace injuries and can help employers from paying increased workers' compensation premiums.

In addition to consultative surveys and OSHA training, cost-free assistance from the Division consists of publications, required workplace posters, and information on injury/illness recordkeeping requirements. The Division is also responsible for overseeing the Partnership Programs as well as conducting the Annual Survey of Occupational Injuries and Illnesses, the Census of Fatal Occupational Injuries and the OSHA Data Collection.

According to a recent report from the U.S. Bureau of Labor Statistics (BLS), Kentucky employers recorded the lowest incident rate for nonfatal occupational injuries and illnesses in the state's history last year.

Additional information is available at http://labor.kentucky.gov.

Kentucky Celebrates Record Year for Workplace Safety



Labor Cabinet Co-Hosts Governor's 33rd Annual Safety and Health Conference

FRANKFORT, Ky. (May 12, 2017) – The largest annual gathering of workplace safety professionals from companies all across Kentucky gathered in Covington this week for the state's premier occupational safety and health conference and exposition.

Representatives from 48 companies who earned the prestigious Governor's Safety and Health Award during the last year were in attendance to help celebrate Kentucky's all-time low Injury and Illness Rate.

"The recipients of the 48th Governor's Safety and Health Award are a major reason why Kentucky's workplaces recorded their safest year in history," Gov. Bevin said. "In order for the Commonwealth to become the greatest version of itself, we must keep the health and safety of our workforce a top priority. I am delighted to congratulate each company for achieving this high honor by being leaders in this area. Together, we can find ways to continue raising the bar of excellence and making our workforce the safest and strongest in the nation."

The Labor Cabinet also used this week to draw attention to a renewed focus on workplace safety education and training called "KY SAFE."

"'KY SAFE' is our effort to re-brand the education and training services that the Cabinet provides to all two million workers in Kentucky," Labor Secretary Derrick Ramsey stated. "We want to eliminate hazards before injuries occur by building better partnerships with Kentucky employers and their employees. Between our free on-site surveys, online training modules, statewide OSHA training seminars and partnership programs, the Labor Cabinet is working tirelessly to advance health and safety in the Commonwealth. We want to urge employers of all sizes to contact us on ways we can help safeguard their workplace before a needless injury or illness occurs."

Co-hosted with the Kentucky Safety and Health Network (KSHN), this year's conference also featured $40,000 in Scholastic Achievement for Education (SAFE) Award scholarships to college students and an additional $20,000 to a new initiative to train thousands of students who will graduate from high school with an OSHA 10-Hour card.

"The 2017 conference theme is 'Made Safely in Kentucky,'" KSHN President Lisa Curtis said. "This theme is meant to highlight the many products and services provided by Kentucky businesses that put safety first and increase the awareness of workplace safety and health through education and training."

The Labor Cabinet's Division of Occupational Safety& Health Education & Training leads the Cabinet's proactive efforts to create safe and healthful workplace conditions, including overseeing a new web-based training service called eTrain (www.KYSAFE.KY.GOV). This new online training module will offer a variety of safety and health training topics, certificates, and live and recorded webinars all at no cost.

In addition to eTrain, the Cabinet provides free consultative services to employers across Kentucky on ways to increase workplace safety – including how to improve Injury and Illness Rates. Services include free on-site consultations to all employers, as well as other compliance assistance, educational materials, and class-style training for all employers.

Last year, the Division conducted 350 free on-site visits, or "consultative surveys," for employers across Kentucky. As a result of these confidential surveys, employers corrected 3,813 serious conditions that could have affected up to 108,307 employees and could have resulted in enforcement penalties of up to $26,691,000.

Based on a mathematical calculation from a recent Bureau of Labor Statistics report that describes the number of recordable incidents per 100 full-time employees, Kentucky's rate improved from 3.8 in 2014 to 3.7 in 2015 – reflecting the most recent data available and the lowest rate in Kentucky's history. This rate has

steadily declined since it was first calculated in 1996 when a rate of 8.4 was reported.

2017 Governor's Safety and Health Award Recipients

Abel Construction Company, Inc. - Louisville

Air Products & Chemicals, Inc. - Calvert City

Amfine Chemical Corporation - Hopkinsville

Atlas Machine & Supply, Inc. - Louisville

Big Rivers Electric Corporation – Sebree Station - Robards

Carhartt, Inc. Madisonville Cutting - Madisonville

Carhartt RCV Customer Service Center - Hanson

Catlettsburg Refining LLC - Catlettsburg

Charah, Inc. – Mill Creek Station - Louisville

Cintas Distribution LLC - Grayson

Daicel Safety Technologies America, Inc. - Beaver Dam

Daicel Safety Tube Processing, Inc. - Beaver Dam

Dana Incorporated Louisville KY - Louisville

Domtar Hawesville Mill - Hawesville

Donaldson Company, Inc. - Nicholasville

Farmers Rural Electric Cooperative Corporation - Glasgow

Firestone Building Products - Florence

Firestone Industrial Products - Williamsburg

H. B. Fuller Paducah, KY - Paducah

Heaven Hill Brands - Bardstown

Henderson Services, LLC - Louisville

Interplastic Corporation - Ft. Wright

J-Lok Corp. - Earlington

Joy Global, Inc. - Lebanon

LG&E Cane Run Station - Louisville

LexPlastics - Lexington

Lockheed Martin – MFC - Lexington

Madisonville West Side Wastewater Treatment Plant - Madisonville

Maker's Mark Distillery - Loretto

Mid-America Conversion Services, LLC - Kevil

Multi Packaging Solutions of KY - Louisville

Ops Plus, Inc. - Louisville

Owensboro Municipal Utilities – Customer & Shared Services - Owensboro

PIC Group, Inc. - Louisville

PIC Group, Inc. - Harrodsburg

Raytheon Company - Louisville

Sargent & Greenleaf, Inc. - Nicholasville

Sekisui Specialty Chemicals America LLC - Calvert City

SFC Global Supply Chain, Inc. - Walton

Southern States Cooperative - Winchester

Sumitomo Electric Wiring Systems, Inc. - Edmonton

Sumitomo Electric Wiring Systems, Inc. - Scottsville

Swift & Staley, Inc. - Kevil

Tower International - Shepherdsville

Toyota Boshoku Kentucky - Harrodsburg

Toyota Boshoku Kentucky - Lebanon

Wabash National - Cadiz

Wacker Polymers - Calvert City

Additional information is available at http://labor.kentucky.gov.

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Labor Cabinet Saves Companies up to $609,000 in Potential Fin

Jarrad HensleyJarrad.Hensley@ky.gov (mailto:Jarrad.Hensley@ky.gov)502-564-3219 (tel:502-564-3219)
FRANKFORT, Ky. (May 2, 2017) – Last month, the Labor Cabinet conducted 15 free on-site visits, or "consultative surveys," for employers across Kentucky. As a resu

The Labor Cabinet's Division of Occupational Safety & Health Education & Training (http://links.govdelivery.com:80/track?
type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTcwNTAyLjcyOTQyMjAxJm1lc3NhZ2VpZD1NREItUFJELUJVTC0yMDE3MDUwMi43MjkOM
Education-and-Training.aspx) leads the Cabinet's proactive efforts to create safe and healthful workplace conditions. This includes providing free consultative surveys

Employers and employees all across Kentucky and the nation also have access to cost-free safety and health eLearning programs on the Labor Cabinet's eTrain webs
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cost-free OSHA training courses, or "Population Center Training (http://links.govdelivery.com:80/track?
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Programs.aspx)" throughout the state. Proactive approaches to workplace safety, like the ones developed by the Cabinet's education and training team, are proven me

In addition to consultative surveys and OSHA training, cost-free assistance from the Division consists of publications, required workplace posters (http://links.govdelive
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n=KentuckyDepartmentofLabor&prId=53), and information on injury/illness recordkeeping requirements. The Division is also responsible for overseeing the Partnershi
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Programs.aspx) as well as conducting the Annual Survey of Occupational Injuries and Illnesses, the Census of Fatal Occupational Injuries and the OSHA Data Collecti

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Bureau of Labor Statistics (BLS), Kentucky employers recorded the lowest incident rate for nonfatal occupational injuries and illnesses in the state's history last year. (
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Along with the Kentucky Safety and Health Network, the Division of Education and Training also co-hosts the Governor's Safety and Health Conference and Expositior
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Additional information is available at http://labor.kentucky.gov (http://links.govdelivery.com:80/track?
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EVENTS, HEALTH & SAFETY, NEWS, STATE NEWS

KY LABOR CABINET TO HOLD FREE OSHA TRAINING IN LEXINGTON NEXT WEEK

MARCH 15, 2017 | ADMIN | LEAVE A COMMENT

The Kentucky Labor Cabinet will host free OSHA training in Lexington from March 20-23. The week-long workplace safety seminar is a part of the Labor Cabinet's Population Center Training series which are held in various cities across the state throughout the year.

Population Center Training courses are for both employers and employees and are typically given over a one-week period at each location. The courses are designed to outline the requirements contained in the various subparts of the General Industry and Construction Standards, covering both safety and health issues. All classes are free of charge and open to the public.

What: Free Occupational Safety and Health Training

When: Monday, March 20, 2017 – Thursday, March 23, 2017

Where: Clarion Hotel

1950 Newtown Pike

Lexington, KY 40511

Register online at https://form.jotform.com/50785230187154

Monday – March 20th

Overview of the Kentucky OSH Program 8:30 – 11:30 a.m.This course discusses the obligation to employers to provide a safe and healthy workplace, free from recognized hazards. Topics of discussion include the operations of the Kentucky Occupational Safety and Health program, including enforcement and voluntary compliance services, and safety and health topics currently being considered for future standards and policies.

Permit Required Confined Space 1:00 – 4:00 p.m.This course explains the regulations regarding entry into and working in confined spaces. Topics include confined spaces found in the workplace and the hazards associated with them, the regulatory impact of the 1910.146 standard, developing a written program, training employees, permit systems, rescue, and employee participation.

Tuesday – March 21st

Injury and Illness Recordkeeping 8:00 a.m. – 12:00 p.m.This course is for those persons responsible for maintaining the revised injury and illness records. The forms 300, 301, 300A will be covered. The regulations and guidelines for recordkeeping will be discussed, as well as the compliance directive the Kentucky OSH compliance officer will use to evaluate records. Time permitting, a recordkeeping example workshop will also be part of the course. (CEUs available for this class from OSHA OTI)

Bloodborne Pathogens 1:00 – 4:00 p.m.This course explains the measures that must be implemented to protect employees from the hazards of occupational exposure to blood and other potentially infectious materials containing bloodborne pathogens, such as hepatitis B virus, and human immunodeficiency virus. Topics of discussion include: applicable definitions; infection control; engineering and work practice controls, including universal precautions; personal protective equipment; housekeeping; medical evaluations; warning signs and labels; and, training of employees.

Wednesday – March 22nd

Hazard Communication – GHS 8:30 – 11:30 a.m.This course covers the basic requirements of 29 CFR 1910.1200 and the revised provision of the standard as they relate to the Globally Harmonized System of Classification and Labeling of Chemicals (GHS). Attendees will learn about the revised standard, which will include chemical hazard classification; written program requirements; container labeling and other forms of warning; safety data sheets; and, associated phase-in dates for the new requirements under GHS.

Welding 1:00 – 4:00 p.m.This course is designed to increase the participant's knowledge of the processes and hazards associated with welding operations in the construction industry. Topics include the various types of welding processes such as oxy-acetylene; TIG, MIG, and open arc; personal protective equipment; safety and health hazard recognition and control; and, Kentucky occupational safety and health requirements.

Thursday – March 23rd

Fire Protection and Egress 8:30 – 11:30 a.m.This course will cover 1910, Subpart E: Exit Routes, Emergency Action Plans, and Fire Prevention Plans; and, Subpart F: Fire Protection. Participants will learn how to develop and implement effective Emergency Action and Fire Prevention Plans, as well as maintain exit routes. Additionally, classification of fires, fire extinguishment methods, fire detection systems, and employee alarm systems will be addressed.

Basic Electrical Safety 1:00 – 4:00 p.m.This course covers the basic requirements surrounding the approval, installation, and use of electrical equipment and devices. The course is built around OSHA standards found in 1910.303 to .305. It includes a discussion of OSHA and industry standards as they relate to the installation of electrical equipment, commonly cited approval and installation violations, an overview of the equipment approval process, cord marking requirements, and basic hazards found in commonly made electrical wiring issues. Group-based and hands-on learning activities, including flexible cord marking designation and determining wiring issues associated with an electrical fault board, are also included.

Additional information is available at http://labor.kentucky.gov.

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Kentucky Labor Cabinet Launches Monthly Workplace Safety Report

Jarrad HensleyJarrad.Hensley@ky.gov (mailto:Jarrad.Hensley@ky.gov)502-564-3219 (tel:502-564-3219)
FRANKFORT, Ky. (Mar. 9, 2017) – The Kentucky Labor Cabinet (http://www.labor.ky.gov/Pages/Labor-Home.aspx) is beginning a "Monthly Workplace Safety Report" to highlight the total amount of on-site surveys that the Cabinet conducted for employers across the Commonwealth in the previous month.

The Labor Cabinet's Division of Occupational Safety & Health Education & Training (http://www.labor.ky.gov/dows/oshp/doet/Pages/Division-of-Education-and-Training.aspx) leads the Cabinet's proactive efforts to create safe and healthful workplace conditions. This includes providing free on-site visits, or "consultative surveys" to employers in an effort to increase workplace safety by improving injury and illness rates.

"For years, employers across Kentucky viewed the issuance of penalties and citations as the cornerstone of the Cabinet's workplace safety efforts," Labor Secretary Derrick Ramsey said. "My goal is to change this perception by increasing the ease of access that employers and employees have to the expert workplace safety education and training that we provide and hopefully prevent a serious injury or illness from occurring. Staying safe and healthy on the job each day begins with a strategic initiative to 'Plan, Prevent, and Protect' Kentucky's two million workers – and my hope is that this monthly report reminds everyone that the Labor Cabinet is ready to partner with our employers to accomplish this task."

Last month alone, the Labor Cabinet conducted **15** consultative surveys, identifying **68** serious hazards, and saving participating companies potential enforcement penalties up to **$476,000**. In 2016, **334** consultative surveys were conducted, identifying and ensuring the abatement of **3,154** serious hazards affecting up to **108,307** employees, which resulted in savings of **$26,691,000** from potential penalties or fines.

Employers and employees all across Kentucky and the nation also have access to cost-free safety and health eLearning programs on the Labor Cabinet's eTrain website (http://www.laborcabinetetrain.ky.gov/). Last year, **28,593** participants took advantage of this online training tool. In addition, over **4,400** attendees accessed the Division's Population Center OSHA training (http://labor.ky.gov/dows/oshp/doet/Pages/Training-Programs.aspx) courses across Kentucky during 2016. Proactive approaches to workplace safety, like the ones developed by the Cabinet's education and training team, are proven methods that reduce workplace injuries and can help employers from paying increased workers' compensation premiums.

In addition to consultative surveys and OSHA training, cost-free assistance from the Division consists of publications, required workplace posters (http://kentucky.gov/Pages/Activity-stream.aspx?n=KentuckyDepartmentofLabor&prId=53), and information on injury/illness recordkeeping requirements. The Division is also responsible for overseeing the Partnership Programs

(http://labor.ky.gov/dows/oshp/doet/partnership/Pages/Partnership-Programs.aspx) as well as conducting the Annual Survey of Occupational Injuries and Illnesses, the Census of Fatal Occupational Injuries, and the OSHA Data Collection.

According to a recent report (https://www.bls.gov/iif/oshwc/osh/os/pr156ky.pdf) from the U.S. Bureau of Labor Statistics (BLS), Kentucky employers recorded the lowest incident rate for nonfatal occupational injuries and illnesses in the state's history last year. (http://kentucky.gov/Pages/Activity-stream.aspx?n=KentuckyDepartmentofLabor&prId=50)

Along with the Kentucky Safety and Health Network, the Division of Education and Training also co-hosts the Governor's Safety and Health Conference and Exposition each year. The 33rd annual conference will take place at the Northern Kentucky Convention Center in Covington from May 8-12, 2017. For more info and to register for the conference, please visit kshn.net (http://www.kshn.net/).

Follow the Kentucky Labor Cabinet on Facebook (https://www.facebook.com/kentuckylaborcabinet/) and Twitter (https://twitter.com/KYLaborSec?ref_src=twsrc%5Etfw) for all the latest updates.

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HEALTH & SAFETY, NEWS, STATE NEWS

KENTUCKY BUSINESSES SET ALL-TIME LOW OCCUPATIONAL INJURY RATE

JANUARY 24, 2017 | ADMIN | LEAVE A COMMENT

According to a recent report from the U.S. Bureau of Labor Statistics (BLS), Kentucky employers reported the lowest incident rate for nonfatal occupational injuries and illnesses in the state's history.

Based on a mathematical calculation that describes the number of recordable incidents per 100 full-time employees, Kentucky's rate improved from 3.8 in 2014 to 3.7 in 2015 – reflecting the most recent data available. This rate has steadily declined since it was first calculated in 1996, when a rate of 8.4 was reported.

"Improving workplace safety for all 1.9 million workers in the Commonwealth is the Labor Cabinet's top priority," Labor Secretary Derrick Ramsey stated. "While setting an all-time low for the number of workplace injuries and illnesses is an important feat, it is also important that we stay steadfast in our mission to make the Commonwealth the safest place to work and do business in the country. We want every Kentuckian to go home safe and sound at the end of a day's work, and maintaining a culture of workplace safety is an important foundation to accomplish Gov. Bevin's goal of making Kentucky the engineering and manufacturing hub of excellence in the nation."

According to the BLS report, approximately 2.9 million nonfatal workplace injuries and illnesses were reported nationally by private industry employers in 2015 – resulting in 48,000 fewer injuries from the prior year. This produced a national injury and illness rate of 3.0.

Five sectors in the Commonwealth saw significant improvements in industry-specific incident rates. Comparing data from 2014 and 2015, Cement and Concrete Product Manufacturing

improved by 9.8 points; Sawmill and Wood Preservation improved by 9.2 points; Nonmetallic Mineral Product Manufacturing improved by 5.6 points; Wood Product Manufacturing improved by 2.0 points; and, Machine Shops improved by 4.0 points.

The Labor Cabinet's Division of Occupational Safety & Health Education & Training leads the Cabinet's proactive efforts to create safe and healthful workplace conditions. This includes providing free consultative services to employers across Kentucky on ways to increase workplace safety – including how to improve injury and illness rates. Services include free on-site consultations to small employers, as well as other compliance assistance, educational materials, and class-style and online training for all employers.

Last year, the Division conducted 334 consultative surveys identifying and ensuring the abatement of 3,154 serious hazards. Also, 129 training courses were conducted, reaching approximately 4,400 attendees in response to training requests from employers.

Employers and employees all across Kentucky and the nation have access to cost-free safety and health eLearning programs on the Labor Cabinet's eTrain website. Since the launch of this program, 100,000 participants have utilized this service. This free initiative saves employers money and reduces workplace injuries. Consultants from state agencies or universities work with small and medium-sized businesses to identify workplace hazards, provide advice on compliance with OSHA standards, and help employers establish injury and illness prevention programs.

In addition to these training and education programs, the Division of Compliance is responsible for the enforcement of safety and health standards. Compliance officers inspect workplaces for hazardous conditions and issue citations where violations of standards are found. Inspections may be the result of regular scheduling, imminent danger reports, fatalities, and worker complaints or referrals. Overall, both the education and enforcement responsibilities of the Cabinet comprise a comprehensive goal to "Plan, Prevent and Protect" Kentucky's workforce.

Additional information is available at http://labor.kentucky.gov.

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Related

Free OSHA training Dec. 5-8 in Louisville

December 2, 2016 8 Views

Part of Population Center Training series

LOUISVILLE, Ky. (Dec. 2, 2016) — The Kentucky Labor Cabinet will host OSHA training in Louisville from Dec. 5-8. The week-long workplace safety seminar is a part of the Labor Cabinet's Population Center Training series, which are held in various cities across the state throughout the year.

Population Center Training courses are for employers and employees. Courses are designed to outline the requirements contained in the various subparts of the General Industry and Construction Standards, covering both safety and health issues. Last year, 2,049 participants attended the Population Center Training series. In addition, the Labor Cabinet's eLearning web-based training portal was accessed by 24,146 people. All classes are free and open to the public.

Training:

Dec. 5

- 8:30-11:30 a.m. — **Overview of the Kentucky OSH Program**: Provides information on the application of General Industry and Construction safety and health regulations in Kentucky and the activities of the Kentucky OSH Program. The Division of OSH Compliance information includes: inspections, accident investigations, citations, penalties, and important agency policies and practices. The Division of OSH Education and Training information includes details on free assistance to employers, including consultative services, voluntary partnership programs, and training. Also includes details on new and upcoming regulations and policy changes.
- 1-4 p.m. — **Welding**: Designed to increase the participant's knowledge of the processes and hazards associated with welding operations in the construction industry. Topics include the various types of welding processes such as oxy-acetylene, TIG, MIG, and open arc, personal

protective equipment, safety and health hazard recognition and control, and Kentucky occupational safety and health requirements.

Dec. 6

- 8:30-11:30 a.m. — **Fall Protection**: Covers the elements of 29 CFR and associated industry standards. Topics include: requirement to provide a fall protection system, the description and requirements for each fall protection system, and training requirements. Attendees should leave with a basic understanding of Kentucky OSH requirements for working at heights on commercial construction sites and residential construction sites.
- 1-4 p.m. — **Confined Space for Construction**: Explains the regulations regarding entry into and working in confined spaces. The new standard, Subpart AA of 29 CFR 1926, will help prevent construction workers from being hurt or killed by eliminating and isolating hazards in confined spaces at construction sites similar to the way workers in other industries are already protected.

Dec. 7

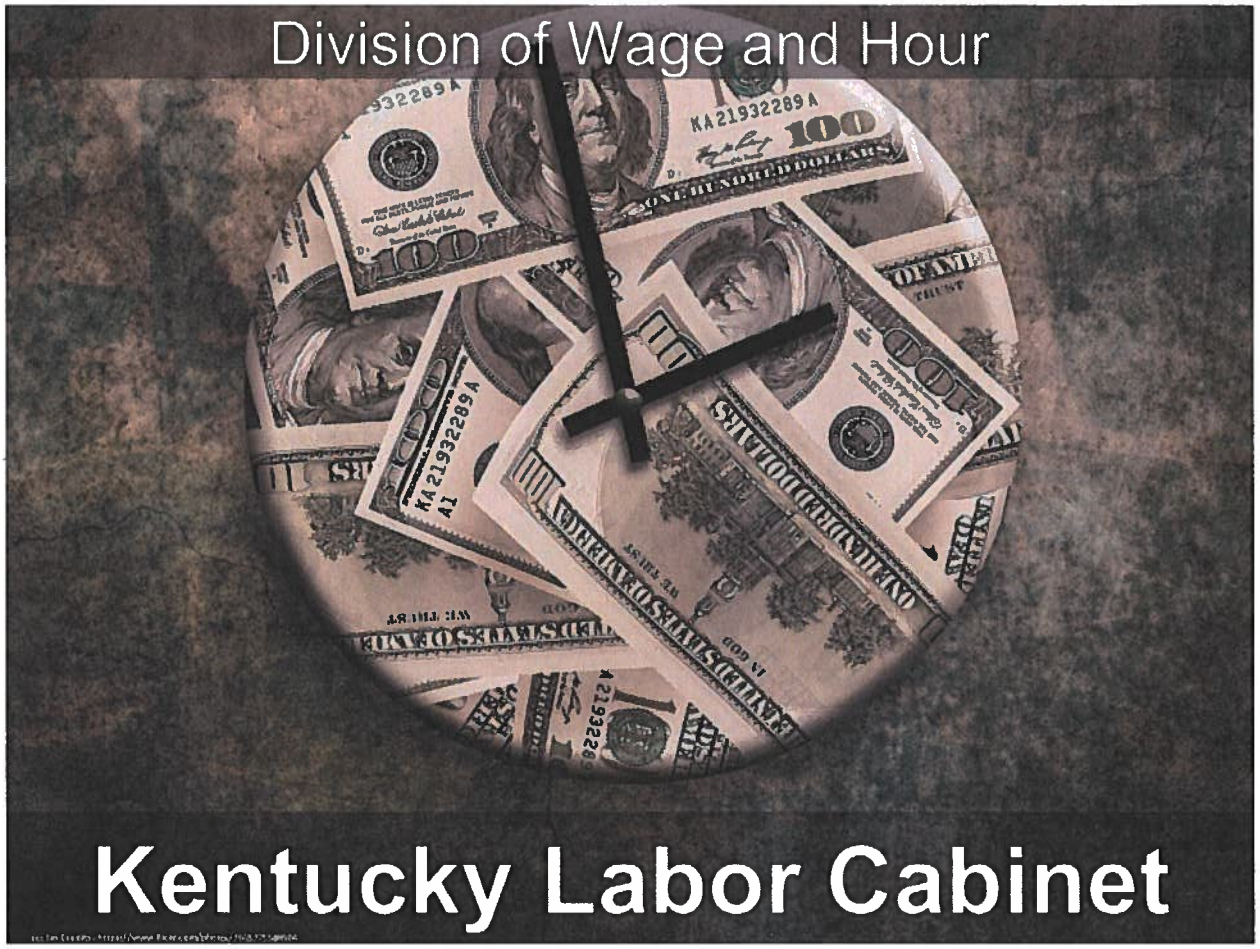
- 8 a.m. to noon — **Injury and Illness Recordkeeping**: For people responsible for maintaining the revised injury and illness records. The forms 300, 301, and 300A will be covered. The regulations and guidelines for recordkeeping will be discussed, as well as the compliance directive the Kentucky OSH compliance officer will use to evaluate records. Time permitting, a recordkeeping example workshop will also be part of this course. Note: Students will receive an OTI certificate for this class.
- 1-4 p.m. — **Silica**: Covers OSHA's final rule relating to respirable crystalline silica exposure that was published on March 25, 2016. The new rule covers specifics for General Industry and Construction, including: the history of silica, the new Permissible Exposure Limit (PEL) vs. the previous PEL formula, exposure assessment, regulated areas, engineering controls, personal protective equipment, medical surveillance, and recordkeeping and compliance dates for General Industry and Construction. Engineering and work practice controls for Table 1 in construction will be included. This course will help employers understand the new requirements of the new silica rule.

Dec. 8

8:30-11:30 a.m. — **Excavation and Trenching**: Considers provisions carried under 29 CFR 1926, Subpart C and Subpart P, related to trenching and excavation safety. The class will review site preparation, opening and working in an excavation, and the requirements for employee

protection. Sample Emergency Action Plan and Daily Excavation Checklists are provided. Note: Attendees will not become a "competent person" from only attending this course.

1-4 p.m. — **Crane Safety:** Addresses major changes that took effect on Nov. 8, 2010, providing a basic overview of 29 CFR 1926, Subpart CC, including mobile cranes, tower cranes and certifications requirements for crane operators. Topics will also include requirements for riggers, electrical hazards, and crane inspections.



2016-19 BUSINESS PLAN

Kentucky Labor Cabinet
Department of Workplace Standards
Wage and Hour Division

Statutory Authority and Duties

Minimum Wage

Minimum wage rates and effective dates are as follows: $5.85 per hour effective June 26, 2007, $6.55 per hour effective July 1, 2008, and $7.25 per hour effective July 1, 2009. Should the federal minimum wage rate as prescribed by 29 U.S.C. Section 206(a)(1) be higher, Kentucky's minimum wage rate will adjust to match the federal rate.
KRS 337.275

Overtime

No employer shall employ any employee for a workweek longer than forty hours unless such employee receives compensation for employment in excess of forty hours in a workweek at a rate of not less than one and one-half times the hourly rate employed. This section does not apply to employees of retail stores engaged in work connected with selling, purchasing and distributing merchandise, wares, goods, articles or commodities, or to employees of restaurant, hotel and motel operations, to employees as defined and exempted from the overtime provision of the Fair Labor Standards Act in section 213(b)(1), 213(b)(10) and 213(b)(17) of Title 29, U.S.C. and employees as defined in KRS 337.285 Sec. 2(d) and 2(e). (KRS 337.285

Wage & Hour staff Angela Stephens (left), Sherri Engle and Diane Asay debate business priorities for the next three years.

Statutory Authority and Duties, continued

Exemptions

Minimum Wage (KRS 337.275) and Overtime (KRS 337.285) do not apply to: the following list of employees: (1) Any individual employed in agriculture; (2) Any individual employed in a bona fide executive, administrative, supervisory or professional capacity, or in the capacity of outside salesman, or as an outside collector as such terms are defined by administrative regulations of the Executive Director; (3) Any individual employed by the United States; (4) Any individual employed in domestic service in or about a private home. The provisions of this section shall include individuals employed in domestic service in or about the home of an employer where there is more than one domestic servant regularly employed; (5) Any individual classified and given a certificate by the Executive Director of Workplace Standards showing a status of handicapped worker or sheltered workshop employee under administrative regulations promulgated by the Executive Director of Workplace Standards; (6) Employees of retail stores, service industries, hotels, motels, and restaurant operations whose average annual gross volume of sales made for business done is less than ninety-five thousand dollars for the five preceding years exclusive of excise taxes at the retail level or if the employee is the parent, spouse, child, or other member of the employer's immediate family; (7) Any individual employed as a babysitter in the employer's home or as a companion by a sick, convalescing or elderly person or by the person's immediate family, to care for that sick, convalescing or elderly person and whose principal duties do not include housekeeping; (8) Any individual engaged in the delivery of newspapers to the consumer; (9) Any individual subject to the provisions of KRS Chapters 7, 16, 27A, 30A, and 18A provided that the secretary of the Personnel Cabinet shall have the authority to prescribe by administrative regulation those emergency employees, or others, who shall receive overtime pay rates necessary for the efficient operation of government and the protection of affected employees; (10) Any employee employed by an establishment which is an organized nonprofit camp, religious, or nonprofit educational conference center, if it does not operate for more than seven months in any calendar year; (11) Any employee whose function is to provide 24 hour residential care on the employer's premises in a parental role to children who are primarily dependent, neglected and abused and who are in the care of private nonprofit childcaring facilities licensed by the Cabinet for Health and Family Services under KRS Chapter 199; or (12) Any individual whose function is to provide 24 hour residential care in his or her own home as a family caregiver and who is approved to provide family caregiver services to an adult with a disability through a contractual relationship with a community mental health-mental retardation board established under KRS 210.370 to 210.460, or is certified or licensed by the Cabinet for Health and Family Services to provide adult foster care. (KRS 337.101(2))

Statutory Authority and Duties, continued

Tipped Employees

Any employee engaged in an occupation in which more than $30 dollars per month is customarily and regularly received in tips, the employer may pay a minimum of $2.13 per hour if the employer's records can establish for each week where credit is taken, when adding the tips received to wages paid, not less than the minimum wage is received by the employee. Subsequently, the tipped rate will adjust in accordance with the federal minimum tipped rate as prescribed by 29 U.S.C. Sec. 206(a)(1). No employer shall use all or part of any tips or gratuities received by employees toward the payment of the minimum wage. (KRS 337.275(2)) No employer shall require an employee to remit to the employer any gratuity, or any portion thereof, except for the purpose of withholding amounts required by federal or state law. No employer shall require an employee to participate in a tip pool whereby the employee is required to remit to the pool any gratuity, or any portion thereof, for distribution among employees of the employer. Employees may voluntarily enter into an agreement to divide gratuities among themselves. The employer may inform the employees of the existence of a voluntary pool and the customary tipping arrangements of the employees at the establishment. Upon petition by the participants in the voluntary pool, and at the employer's own option and expense, an employer may provide custodial services for the safekeeping of funds placed in the pool if the account is properly identified and segregated from the other business records and open to examination by pool participants. (KRS 337.065)

Records

Every employer subject to the provisions of the Kentucky Minimum Wage Law shall make and preserve records containing the following information: (a) Name, address, and Social Security Number of each employee; (b) Hours worked each day and each week by each employee; (c) Regular hourly rate of pay; (d) Overtime hourly rate of pay for hours in excess of forty hours in a workweek; (e) Additions to cash wages at cost, or deductions (meals, board, lodging, etc.) from stipulated wages in the amount deducted, or at cost of the item for which deductions are made; (f) Total wages paid for each workweek and date of payment. Such records shall be kept on file for at least one year after entry. No particular form or order is prescribed for these records provided that the information required is easily obtainable for inspection purposes. (KRS 337.320)

Statutory Authority and Duties, continued

Rest Periods

No employer shall require any employee to work without a rest period of at least ten (10) minutes during each four (4) hours worked except those employees who are under the Federal Railway Labor Act. This shall be in addition to the regularly scheduled lunch period. No reduction in compensation shall be made for hourly or salaried employees. (KRS 337.365)

Lunch Periods

Employers, except those subject to the Federal Railway Labor Act, shall grant their employees a reasonable period for lunch, and such time shall be as close to the middle of the employee's scheduled work shift as possible. In no case shall an employee be required to take a lunch period sooner than three (3) hours after the work shift commences, nor more than five (5) hours from the time the work shift commences. This section shall not be construed to negate any provision of a collective bargaining agreement or mutual agreement between the employee and employer. (KRS 337.355)

Payment of Wages

Any employee who leaves or is discharged from employment shall be paid in full all wages or salary earned not later than the next normal pay period following the date of dismissal or voluntary leaving or fourteen (14) days following such date of dismissal or voluntary leaving whichever last occurs. (KRS 337.055)

Statutory Authority and Duties, continued

Unlawful for Employer to Withhold Wages

No employer shall withhold from any employee's wages any part of the agreed wage rate; unless (a) the employer is required to do so by local, state, or federal law; or (b) when a deduction is expressly authorized in writing by the employee to cover insurance premiums, hospital, or medical dues; or (c) other deductions not amounting to a rebate or deduction from the standard wage arrived at by collective bargaining or pursuant to wage agreement or statute; or (d) deductions for union dues where such deductions are authorized by joint wage agreements or collective bargaining contracts negotiated between employers and employees or their representatives. No employer shall deduct the following from the wages of employees: (a) Fines; (b) Cash shortages in a common money till, cash box or register used by two (2) or more persons; (c) Breakage; (d) Losses due to acceptance by an employee of checks which are subsequently dishonored if such employee is given discretion to accept or reject any check; or (e) Losses due to defective or faulty workmanship, lost or stolen property, damage to property, default of customer credit or nonpayment for goods or services received by the customer if such losses are not attributable to employee's willful or intentional disregard of employer's interest. (KRS 337.060)

Time and A Half for Work Done on Seventh Day of Week

Any employer who permits any employee to work seven days in any one workweek shall pay the rate of time and a half for the time worked on the seventh day. The above shall not apply in any case in which the employee is not permitted to work more than forty hours during the workweek; or to telephone exchanges having less than five hundred subscribers; stenographers, bookkeepers or technical assistants of professions such as doctors, accountants, lawyers and other professions licensed under the laws of this state; employees subject to the Federal Railway Labor Act and seamen or persons engaged in operating boats or other water transportation facilities upon navigable streams; persons engaged in icing railroad cars; common carriers under the supervision of the Department of Vehicle Regulation; and any officer, superintendent, foreman or supervisor whose duties are principally limited to directing or supervising other employees. (KRS 337.050)

Statutory Authority and Duties, continued

Performance Bonds

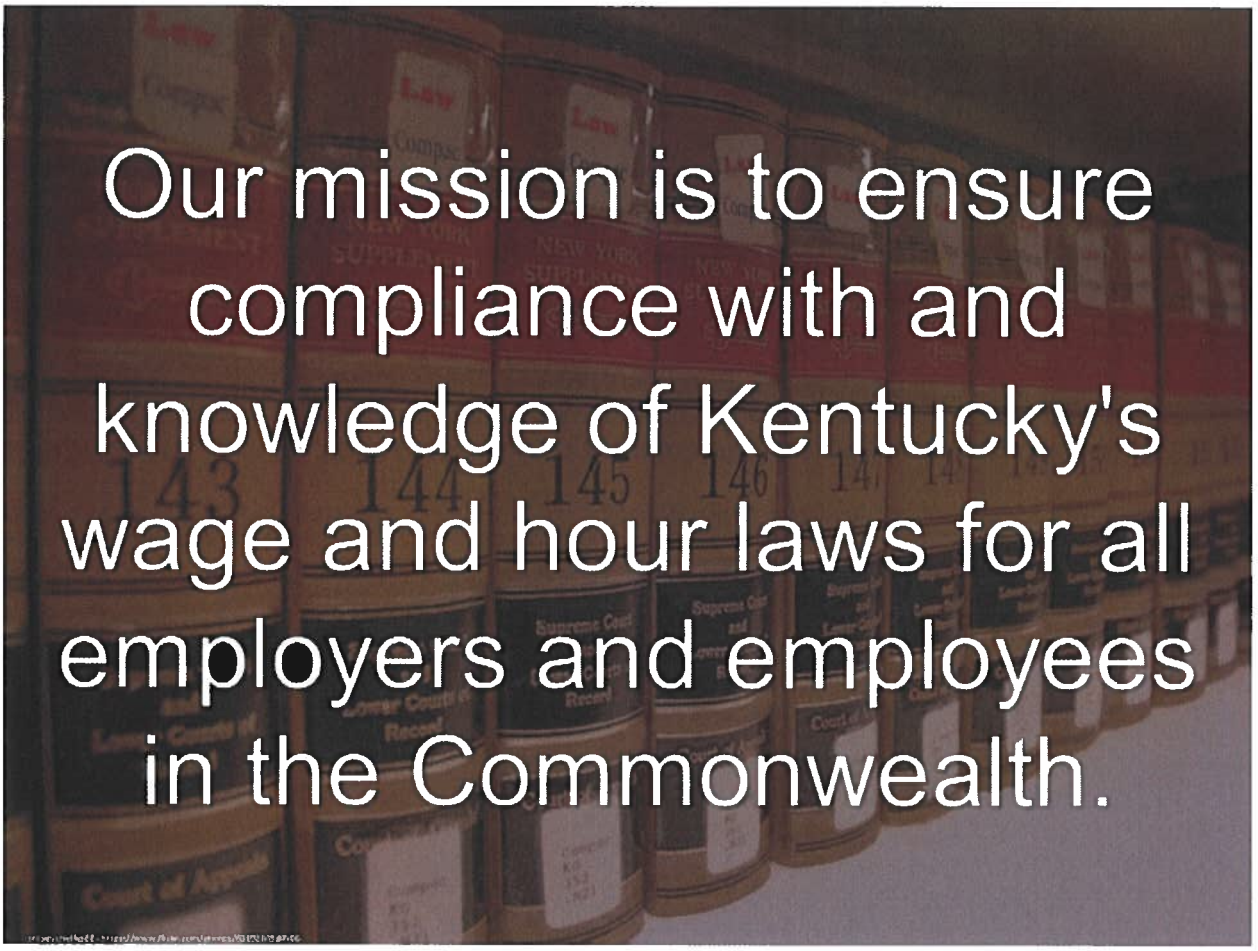
Except for employers who have been doing business in the state for five (5) consecutive years, every employer engaged in construction work, or the severance, preparation, or transportation of minerals, shall furnish on a form prescribed by the Executive Director a performance bond to assure the payment of all wages due from the employer. Surety for the bond shall be an amount of money equal to the employer's gross payroll operating at full capacity for four (4) weeks. (KRS 337.200)

Wage and Hour staff during a planning session.

Mission Statement

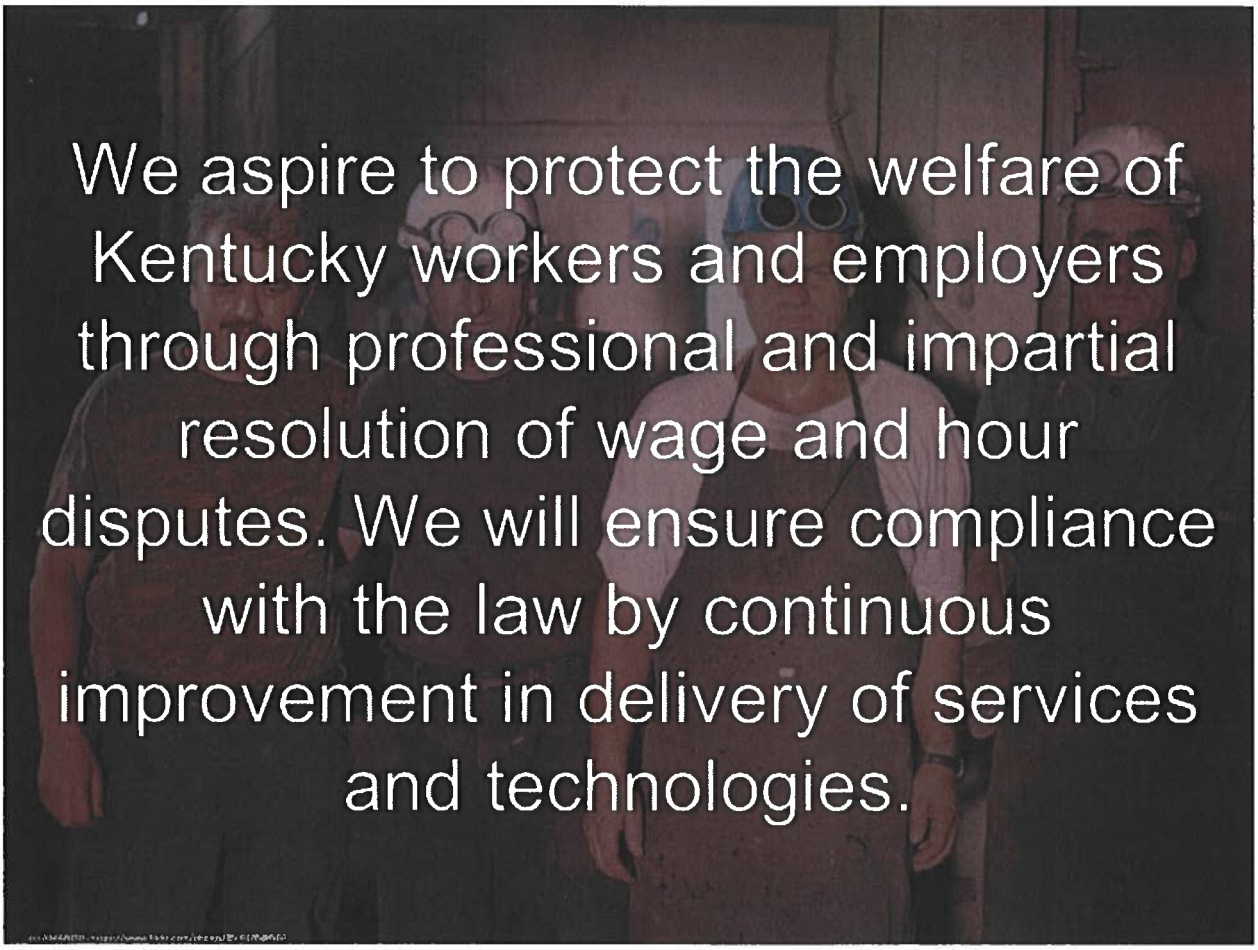
An agency's mission statement is static and defines the core reason for existence. A mission statement ensures fidelity to daily work processes, and serves to limit the scope of new projects taken on by the agency to the parameters of the defined mission.

The Wage and Hour Division reviewed their core functions during fall of 2016, and in keeping with their statutory authority, present the following statement.



Vision Statement

A vision statement demonstrates movement, pursuing an aspiration. It defines the model that one hopes to become. Vision statements are dynamic, bold and changing. They reflect a long-range plan, sometimes reaching several years or decades into the future. Where mission statements serve as a guide for employees, vision statements inspire and motivate.



Organizational Values

Organizational Vales guide daily interactions with internal colleagues, and external customers and stakeholders. The Kentucky Labor Cabinet's Wage and Hour Division identify the values below, along with their mission statement, as guiding their daily practice.

Integrity

1. We perform our duties with integrity.

Efficiency and Problem-Solving

2. We are efficient and proficient in problem-solving.

Outstanding Customer Service and Teamwork

3. We provide outstanding customer service with competency and teamwork.

Management Team

The management team is comprised of Commissioner Ervin Dimeny, Deputy Commissioner Michael C. Donta, and Division Supervisor Marjorie Arnold. The expertise of the management team includes wage and hour disputes, working with and meeting reporting requirements of the U.S. Department of Labor, workplace standards, and a range of associated topics.

Major Milestones Achieved in 2016

Monthly Collection of Unpaid Wages for the State's Workers

In an effort to raise awareness about the importance of properly paying employees under Kentucky wage and hour laws, the Kentucky Labor Cabinet is beginning a "Monthly Unpaid Wages Report" to highlight the total amount of unpaid wages that have been collected and returned to Kentucky employees each month.

"Releasing the amount of wages collected is meant to signal our commitment to ensuring that hardworking Kentuckians get the wages that are owed to them under the law," Labor Cabinet Secretary Derrick Ramsey said. "We want employees in the Commonwealth to understand that the Labor Cabinet stands ready to help recover and return wages improperly withheld from them. This report is important for employers as well, as it should serve as a reminder on the importance of knowing and fulfilling their obligations under wage and hour laws."

Unpaid overtime, withheld final paychecks, illegal deductions of pay and lower pay than the legal minimum wage requirement are among the types of wage and hour violations that the Cabinet prosecutes. Other examples include misclassification of workers as independent contractors, unpaid breaks, time-clock shaving, mandatory tip-pooling and prevailing wage violations.

The Labor Cabinet's Division of Employment Standards is responsible for enforcing Kentucky's wage and hour, child labor and prevailing wage laws. Enforcement typically begins upon the receipt of a complaint. Investigators are assigned to the case to determine compliance with the state's wage and hour laws, monitor the correction of any violations, and collect back wages improperly withheld from employees.

In December 2016, the Labor Cabinet recouped $347,540.83 in unpaid wages for Kentucky workers. This brings the total amount recovered in 2016 to $1,922,179.55.

SWOT Analysis

Wage and Hour SWOT Analysis November 4, 2016		
Internal Elements **External Elements**	**Organizational Strengths** 1. Resolve majority of wage complaints-collect lost wages 2. A resource for employers & employees 3. Uphold & communicate the law 4. Consider all complaints; provide assistance 5. Educate the public 6. Impartial	**Organizational Weaknesses** 1. Understaffed; underfunded- backlog of complaints 2. Broad range of services 3. Lack of structure and consistency within department 4. Need for specialized and formal training 5. Laws don't exist to aid in resolution of complaints 6. Lack of communication within Cabinet 7. Outdated equipment 8. No flexibility with work schedules 9. Employee morale
	Strategic Options	
Opportunities 1. Partnerships with Revenue, Sec. of State, Chamber, Registered Apprenticeships to reach out to new employees 2. More educational seminars 3. Marketing 4. Hotline with FAQs 5. Monthly focus on W&H topic 6. Work with USDOL/grants 7. School visits	**Strengths-Opportunities (SO)** 1. Use advanced knowledge of labor laws (wage and hour specifics), and conduct education and outreach to the public. (S2, O2, O4, O5, O7)	**Weaknesses-Opportunities (WO)** 1. Use grants to build the Wage & Hour team, and make the case for permanent structure and building the right connections internally. (O6, W1)
Threats 1. Insufficient funding 2.Groups who want to abolish/modify the law 3. Concern about investigator personal security 4. Abolish Division 5. Changes in government 6. Social media-how we are portrayed	**Strengths-Threats (ST)** 1. Apply our objective data regarding wage claims, and seek additional funding through the budgeting and legislative processes. (S1, T1)	**Weaknesses-Threats (WT)** 1. Educate legislators re how we serve their constituents. Encourage the restructuring of funding (penalties/restructuring funding stream). (W1, T1)

Action Plan 2017

Goal 1. Create government continuity in Department of Workplace Standards, Division of Wage and Hour	
Objectives	**Action Plan**
1.1 Develop a Succession Plan 1.2 Develop Professional Standards Curriculum	1.1, 1.2 Due July 1, 2017. Assigned to Marjorie Arnold and Jeff Wiley
Goal 2. Increase public outreach events regarding the Department of Workplace Standards, Division of Wage and Hour	
2.1 Increase outreach by 20% in calendar year 2017 by developing content materials and in anticipation of using an LMS.	2.1 Due July 1, 2017. Content development assigned to staff members Debra Henderson, Audrea Collins, & Jodie Martin.
Goal 3. Internal staff development and training	
3.1 Convert training manual to a Word doc. 3.2 Provide internal training to staff.	3.1 Due January 15, 2017. Assigned to Deputy Commissioner Donta. 3.2 Due July 1, 2017. Assigned to Marjorie Arnold and Jeff Wiley
Goal 4. Improve Case Processing Time	
4.1 Conduct a workflow analysis. 4.2 Develop internal policies regarding case processing. 4.3 Develop a Case Management System to automate the entire process.	4.1, 4.2. Due July 1, 2017. Assignment TBD. 4.3 Commissioner Dimeny to discuss with the Secretary and COT.

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Labor Cabinet Returns $101,424.73 in Unpaid Wages to Kentucky Employees in April

Alexandria Englenalexandria.englen@ky.gov (mailto:alexandria.englen@ky.gov)
KY

FRANKFORT, Ky. (May 9, 2018) – Last month, the Labor Cabinet recouped $101,424.73 in unpaid wages for Kentucky workers.

Unpaid overtime, withheld final paychecks, illegal deductions of pay and lower pay than the legal minimum wage requirement are among the types of wage and hour violations that the Cabinet prosecutes. Other examples include unpaid breaks, time-clock shaving, mandatory tip-pooling and prevailing wage violations.

The Labor Cabinet's Division of Wages and Hours is responsible for enforcing Kentucky's wage and hour and child labor laws. It also enforces prevailing wage requirements that were in effect before the enactment of HB 3 last year. Enforcement typically begins upon the receipt of a complaint. Investigators are then assigned to the case to determine compliance with the state's wage and hour laws, monitor the correction of any violations, and collect back wages improperly withheld from employees. To find out more about the Commonwealth's wage and hour laws, please visit the Division of Wages and Hours' website by clicking here (https://labor.ky.gov/standards/Pages/Wages-and-Hours.aspx). An Employment Complaint Form can be found here (https://apps.labor.ky.gov/onlinecomplaint/).

Follow the Kentucky Labor Cabinet on Facebook (https://www.facebook.com/kentuckylaborcabinet/) and Twitter (https://twitter.com/KYLaborSec?ref_src=twsrc%5Etfw) for all the latest updates.

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NEWS, STATE NEWS

LABOR CABINET RETURNS $231,207.78 IN UNPAID WAGES TO KENTUCKY EMPLOYEES

APRIL 14, 2018 | ADMIN | LEAVE A COMMENT

Last month, the Labor Cabinet recouped $231,207.78 in unpaid wages for Kentucky workers.

Unpaid overtime, withheld final paychecks, illegal deductions of pay and lower pay than the legal minimum wage requirement are among the types of wage and hour violations that the Cabinet prosecutes. Other examples include unpaid breaks, time-clock shaving, mandatory tip-pooling and prevailing wage violations.

The Labor Cabinet's Division of Wages and Hours is responsible for enforcing Kentucky's wage and hour and child labor laws. It also enforces prevailing wage requirements that were in effect before the enactment of H.B. 3. Enforcement typically begins upon the receipt of a complaint. Investigators are then assigned to the case to determine compliance with the state's wage and hour laws, monitor the correction of any violations, and collect back wages improperly withheld from employees. To find out more about the Commonwealth's wage and hour laws, please check Division of Wages and Hours website by clicking HERE. An Employment Complaint Form can be found HERE.

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Related

Labor Cabinet collects $29,617.75 in unpaid wages in February

March 7, 2018 31 Views

FRANKFORT, Ky. (March 7, 2018) – Last month, the Labor Cabinet recouped $29,617.75 in unpaid wages for Kentucky workers.

Unpaid overtime, withheld final paychecks, illegal deductions of pay and lower pay than the legal minimum wage requirement are among the types of wage and hour violations that the Cabinet prosecutes. Other examples include unpaid breaks, time-clock shaving, mandatory tip-pooling and prevailing wage violations.

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NEWS, STATE NEWS

LABOR CABINET COLLECTS $39,196.19 IN UNPAID WAGES

FEBRUARY 3, 2018 | ADMIN | LEAVE A COMMENT

Last month, the Labor Cabinet recouped $39,196.19 in unpaid wages for Kentucky workers.

Unpaid overtime, withheld final paychecks, illegal deductions of pay and lower pay than the legal minimum wage requirement are among the types of wage and hour violations that the Cabinet prosecutes. Other examples include unpaid breaks, time-clock shaving, mandatory tip-pooling and prevailing wage violations.

The Labor Cabinet's Division of Wages and Hours is responsible for enforcing Kentucky's wage and hour and child labor laws. It also enforces prevailing wage requirements that were in effect before the enactment of H.B. 3. Enforcement typically begins upon the receipt of a complaint. Investigators are then assigned to the case to determine compliance with the state's wage and hour laws, monitor the correction of any violations, and collect back wages improperly withheld from employees. To find out more about the Commonwealth's wage and hour laws, please check Division of Wages and Hours website by clicking HERE. An Employment Complaint Form can be found HERE.

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Labor Cabinet Collects $29,617.75 in Unpaid Wages in February

Labor Cabinet Collects $107,614.90 in Unpaid Wages in January

Labor Cabinet Collects $347,540.83 in Unpaid Wages in December

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Labor Cabinet Collects $121,746.83 in Unpaid Wages in December

Alexandria Englenalexandria.englen@ky.gov (mailto:alexandria.englen@ky.gov)
KY

FRANKFORT, Ky. (December 12, 2017) – Last month, the Labor Cabinet recouped $121,746.83 in unpaid wages for Kentucky workers.

Unpaid overtime, withheld final paychecks, illegal deductions of pay and lower pay than the legal minimum wage requirement are among the types of wage and hour violations that the Cabinet prosecutes. Other examples include unpaid breaks, time-clock shaving, mandatory tip-pooling and prevailing wage violations.

The Labor Cabinet's Division of Wages and Hours is responsible for enforcing Kentucky's wage and hour and child labor laws. It also enforces prevailing wage requirements that were in effect before the enactment of H.B. 3. Enforcement typically begins upon the receipt of a complaint. Investigators are then assigned to the case to determine compliance with the state's wage and hour laws, monitor the correction of any violations, and collect back wages improperly withheld from employees. To find out more about the Commonwealth's wage and hour laws, please check Division of Wages and Hours website by clicking HERE (http://www.labor.ky.gov/dows/doesam/Pages/Divisions-of-Employment-Standards-Apprenticeship-and-Mediation.aspx). An Employment Complaint Form can be found HERE (https://apps.labor.ky.gov/onlinecomplaint/).

Follow the Kentucky Labor Cabinet on Facebook (https://www.facebook.com/kentuckylaborcabinet/) and Twitter (https://twitter.com/KYLaborSec?ref_src=twsrc%5Etfw) for all the latest updates.

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Labor Cabinet collects $57,401.01 in unpaid wages in October

November 3, 2017 31 Views

FRANKFORT, Ky. (Nov. 3, 2017) – Last month, the Labor Cabinet recouped $57,401.01 in unpaid wages for Kentucky workers.

Unpaid overtime, withheld final paychecks, illegal deductions of pay and lower pay than the legal minimum wage requirement are among the types of wage and hour violations that the Cabinet prosecutes. Other examples include unpaid breaks, time-clock shaving, mandatory tip-pooling and prevailing wage violations.

The Labor Cabinet's Division of Wages and Hours is responsible for enforcing Kentucky's wage and hour and child labor laws. It also enforces prevailing wage requirements that were in effect before the enactment of H.B. 3. Enforcement typically begins upon the receipt of a complaint. Investigators are then assigned to the case to determine compliance with the state's wage and hour laws, monitor the correction of any violations, and collect back wages improperly withheld from employees. To find out more about the Commonwealth's wage and hour laws, please check Division of Wages and Hours website by clicking here. An Employment Complaint Form can be found here.

Follow the Kentucky Labor Cabinet on Facebook and Twitter for all the latest updates.

Tags Kentucky Labor Cabinet October 2017 unpaid wages

Labor Cabinet collects $100,395.28 in unpaid wages in September

October 2, 2017 66 Views

FRANKFORT, Ky. (Oct. 2, 2017) — Last month, the Labor Cabinet recouped $100,395.28 in unpaid wages for Kentucky workers.

Unpaid overtime, withheld final paychecks, illegal deductions of pay and lower pay than the legal minimum wage requirement are among the types of wage and hour violations that the Cabinet prosecutes. Other examples include unpaid breaks, time-clock shaving, mandatory tip-pooling and prevailing wage violations.

The Labor Cabinet's Division of Wages and Hours is responsible for enforcing Kentucky's wage and hour and child labor laws. It also enforces prevailing wage requirements that were in effect before the enactment of H.B. 3. Enforcement typically begins upon the receipt of a complaint. Investigators are then assigned to the case to determine compliance with the state's wage and hour laws, monitor the correction of any violations, and collect back wages improperly withheld from employees.

To find out more about the commonwealth's wage and hour laws, please check Division of Wages and Hours website by clicking here. An Employment Complaint Form can be found here.

Labor Cabinet collects $255,508 in unpaid wages in July

August 1, 2017 6 Views

FRANKFORT, Ky. (Aug. 1, 2017) – Last month, the Labor Cabinet recouped $255,508.49 in unpaid wages for Kentucky workers.

Unpaid overtime, withheld final paychecks, illegal deductions of pay and lower pay than the legal minimum wage requirement are among the types of wage and hour violations that the Cabinet prosecutes. Other examples include unpaid breaks, time-clock shaving, mandatory tip-pooling and prevailing wage violations.

The Labor Cabinet's Division of Wages, Hours, & Mediation is responsible for enforcing Kentucky's wage and hour and child labor laws. It also enforces prevailing wage requirements that were in effect before the enactment of H.B. 3. Enforcement typically begins upon the receipt of a complaint. Investigators are then assigned to the case to determine compliance with the state's wage and hour laws, monitor the correction of any violations, and collect back wages improperly withheld from employees.

To find out more about the Commonwealth's wage and hour laws, please check Division of Wages, Hours, & Mediation website by clicking here. An Employment Complaint Form can be found here.

Kentucky Labor Cabinet recoups $43,785.07 in unpaid wages in June

July 6, 2017 7 Views

Includes unpaid overtime

FRANKFORT, Ky. (July 6, 2017) — Last month, the Kentucky Labor Cabinet recouped $43,785.07 in unpaid wages for Kentucky workers.

Unpaid overtime, withheld final paychecks, illegal deductions of pay and lower pay than the legal minimum wage requirement are among the types of wage and hour violations that the cabinet prosecutes. Other examples include unpaid breaks, time-clock shaving, mandatory tip-pooling and prevailing wage violations.

The Labor Cabinet's Division of Wages, Hours, & Mediation is responsible for enforcing Kentucky's wage and hour and child labor laws. It also enforces prevailing wage requirements that were in effect before the enactment of H.B. 3.

Enforcement typically begins upon the receipt of a complaint. Investigators are then assigned to the case to determine compliance with the state's wage and hour laws, monitor the correction of any violations, and collect back wages improperly withheld from employees.

To find out more about the commonwealth's wage and hour laws, check Division of Wages, Hours, & Mediation website by clicking here. An Employment Complaint Form can be found here.

NEWS, STATE NEWS

LABOR CABINET COLLECTS $128,417.81 IN UNPAID WAGES IN APRIL

MAY 2, 2017 | ADMIN | LEAVE A COMMENT

Last month, the Labor Cabinet recouped $128,417.81 in unpaid wages for Kentucky workers.

Unpaid overtime, withheld final paychecks, illegal deductions of pay and lower pay than the legal minimum wage requirement are among the types of wage and hour violations that the Cabinet prosecutes. Other examples include unpaid breaks, time-clock shaving, mandatory tip-pooling and prevailing wage violations.

The Labor Cabinet's Division of Wages, Hours, & Mediation is responsible for enforcing Kentucky's wage and hour and child labor laws. It also enforces prevailing wage requirements that were in effect before the enactment of H.B. 3. Enforcement typically begins upon the receipt of a complaint. Investigators are then assigned to the case to determine compliance with the state's wage and hour laws, monitor the correction of any violations, and collect back wages improperly withheld from employees. To find out more about the Commonwealth's wage and hour laws, please check Division of Wages, Hours, & Mediation website by clicking the link below.

http://www.labor.ky.gov/dows/doesam/Pages/Divisions-of-Employment-Standards-Apprenticeship-and-Mediation.aspx

Like Sign Up to see what your friends like.

Labor Cabinet collects $523,212.64 in unpaid wages in March

April 3, 2017 3 Views

FRANKFORT, Ky. (April 3, 2017) – Last month, the Labor Cabinet recouped $523,212.64 in unpaid wages for Kentucky workers.

Unpaid overtime, withheld final paychecks, illegal deductions of pay and lower pay than the legal minimum wage requirement are among the types of wage and hour violations that the Cabinet prosecutes. Other examples include unpaid breaks, time-clock shaving, mandatory tip-pooling and prevailing wage violations.

The Labor Cabinet's Division of Wages, Hours, & Mediation is responsible for enforcing Kentucky's wage and hour and child labor laws. It also enforces prevailing wage requirements that were in effect before the enactment of H.B. 3. Enforcement typically begins upon the receipt of a complaint. Investigators are then assigned to the case to determine compliance with the state's wage and hour laws, monitor the correction of any violations, and collect back wages improperly withheld from employees. To find out more about the Commonwealth's wage and hour laws, please check Division of Wages, Hours, & Mediation website by clicking HERE. An Employment Complaint Form can be found HERE.

Additional information is available at http://labor.kentucky.gov.

NEWS, STATE NEWS

LABOR CABINET COLLECTS $107,614.90 IN UNPAID WAGES IN JANUARY

FEBRUARY 6, 2017 | ADMIN | LEAVE A COMMENT

Last month, the Labor Cabinet recouped $107,614.90 in unpaid wages for Kentucky workers.

Unpaid overtime, withheld final paychecks, illegal deductions of pay and lower pay than the legal minimum wage requirement are among the types of wage and hour violations that the Cabinet prosecutes. Other examples include unpaid breaks, time-clock shaving, mandatory tip-pooling and prevailing wage violations.

The Labor Cabinet's Division of Wages, Hours, & Mediation is responsible for enforcing Kentucky's wage and hour, child labor and prevailing wage laws. Enforcement typically begins upon the receipt of a complaint. Investigators are then assigned to the case to determine compliance with the state's wage and hour laws, monitor the correction of any violations, and collect back wages improperly withheld from employees. To find out more about the Commonwealth's wage and hour laws, please check Division of Wages, Hours, & Mediation website by clicking the following link. http://www.labor.ky.gov/dows/doesam/Pages/Divisions-of-Employment-Standards-Apprenticeship-and-Mediation.aspx

An Employment Complaint Form can be found by clicking the following link. https://apps.labor.ky.gov/onlinecomplaint/

Additional information is available at http://labor.kentucky.gov.

Like Sign Up to see what your friends like.

NEWS, STATE NEWS

LABOR CABINET COLLECTS $52,442.67 IN UNPAID WAGES IN NOVEMBER

DECEMBER 2, 2016 | ADMIN | LEAVE A COMMENT

Last month, the Labor Cabinet recouped $52,442.67 in unpaid wages for Kentucky workers. This brings the total amount recovered for the year to $1,574,638.72.

Unpaid overtime, withheld final paychecks, illegal deductions of pay and lower pay than the legal minimum wage requirement are among the types of wage and hour violations that the Cabinet prosecutes. Other examples include unpaid breaks, time-clock shaving, mandatory tip-pooling and prevailing wage violations.

The Labor Cabinet's Division of Employment Standards is responsible for enforcing Kentucky's wage and hour, child labor and prevailing wage laws. Enforcement typically begins upon the receipt of a complaint. Investigators are then assigned to the case to determine compliance with the state's wage and hour laws, monitor the correction of any violations, and collect back wages improperly withheld from employees. To find out more about the Commonwealth's wage and hour laws, please check the Division of Employment Standards website by clicking the following link. http://www.labor.ky.gov/dows/doesam/Pages/Divisions-of-Employment-Standards-Apprenticeship-and-Mediation.aspx

An Employment Complaint Form can be found at the following link. https://apps.labor.ky.gov/onlinecomplaint/

Additional information is available at http://labor.kentucky.gov.

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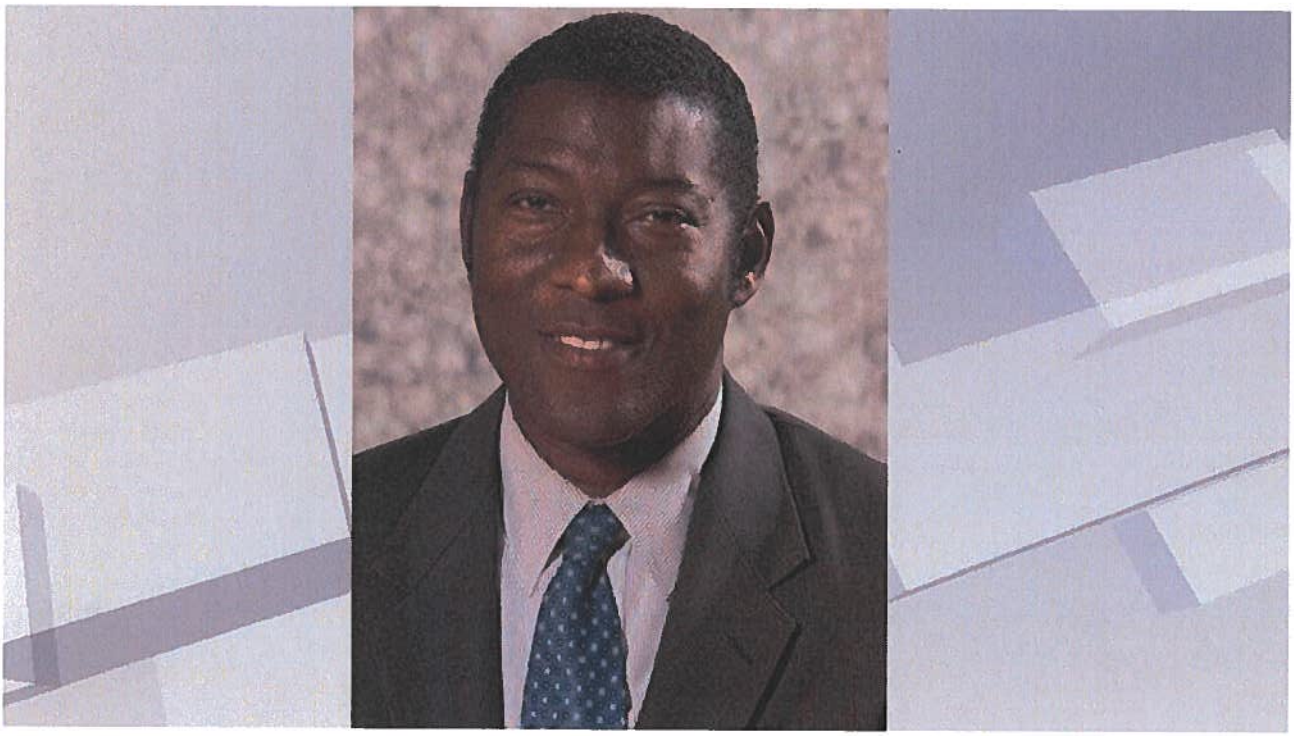
Bevin appoints former UK quarterback Ramsey to be secretary of Labor Cabinet



Derrick K Ramsey

By WKYT News Staff | Posted: Wed 4:24 PM, Dec 02, 2015 | Updated: Wed 5:27 PM, Dec 02, 2015

LOUISVILLE, Ky. (WKYT) - Gov.-elect Matt Bevin on Wednesday announced the appointment of Derrick K. Ramsey, a former NFL player and the University of Kentucky's first black quarterback, to be secretary of the Labor Cabinet.

Bevin's campaign issued a statement Wednesday announcing the appointment. Bevin said Ramsey brings decades of leadership experience from posts in the public and academic sectors.

"I am pleased to announce Derrick Ramsey as our next Secretary of the Labor Cabinet," said Governor-Elect Bevin. "He has been successful in many arenas – both on and off the field. His passion for excellence and his superior management skills will be critical to his success in this new role. He will be a staunch advocate for Kentucky's workers and an integral member of our team."

Ramsey said he is honored and excited to be picked for the post.

"I am excited to return to public service and help the Commonwealth of Kentucky become the greatest place to work and live," he said.

With a professional career stretching over three decades, Derrick Ramsey's experiences have ranged from winning Super Bowls, to running collegiate athletic departments, to serving as an official within the Kentucky state government. He returns to the public sector after seven years leading the Coppin State University athletic department.

In 2004, Ramsey was named Deputy Secretary of Commerce of Kentucky where he oversaw the budget and helped manage the human resources of the cabinet. Prior to that Ramsey served as Athletic Director at
Kentucky State University from 1999-2003 where he helped develop the Student Athlete Excellence in Academics Program.

In the mid-nineties Ramsey was named Community Relations Officer at the University of Kentucky where he later became Director of Development and Community Relations with the responsibility for coordinating fundraising strategies for the Lexington campus as well as strategic planning to ensure endowed professorships and chairs.

Related Information

Who is Derrick Ramsey?

A native of Hastings, FL, Ramsey made history at the University of Kentucky becoming the first African-American quarterback in school history. He went on to the NFL where he helped the Raiders prevail over the Philadelphia Eagles in the Super Bowl.

Ramsey, 58, earned his Bachelor of Arts Degree in General Studies with an emphasis on Communications from Kentucky and received his Masters Degree in Sports Administration from Eastern Kentucky University in Richmond, Kentucky. He is a member of the Black Coaches Association as well as the National Football League Player's Association. A member of the University of Kentucky Hall of Fame and All-Time Football team, Ramsey had his Kentucky jersey retired in 1992.

SECRETARY DERRICK RAMSEY

The career path of Derrick Ramsey is one that personifies leadership most notably as an All-American football player, nationally-recognized athletic director, and his service to public office here in the Commonwealth.

While these accomplishments over the last 40 years have occurred in various arenas, Ramsey's commitment to success and gift for building consensus along the way has remained a cornerstone of his legacy at each stop.

In 1975, Ramsey would become the first African-American starting quarterback in the University of Kentucky's history. Two years later, he would not only lead the Wildcats to a 10-1 season at the helm, but also rack up numerous personal accolades including first team All-Southeastern Conference and third-team All-American.

After a successful nine-year NFL career including winning a 1981 Super Bowl ring, he would soon become a small business owner managing real estate and personal investment portfolios. This time away from the gridiron also gave him the opportunity to complete his undergraduate degree and go on to obtain his Master's Degree in Sports Administration from Eastern Kentucky University.

In 1994, Ramsey would return to his alma mater to become a Community Relations Officer at the University of Kentucky. In this role, he successfully brought together members in the African-American community of Lexington together with the university where he helped foster a growing partnership. Five years later, he would become the Athletics Director at Kentucky State University. Here, he went to work on improving the university's facilities including planning, coordination and implementation of a 5,000 square foot academic, fitness and weight training center for student-athletes. Through the creation of an innovative Student Athlete Excellence in Academics Program, he even helped the athletic department produce more Presidential Scholars than any other department on campus.

In 2004, he began his first stint in a state government role when he was appointed Deputy Secretary of Commerce in the Governor Fletcher Administration. While here, he oversaw a 50 million dollar budget and helped manage human resources for the cabinet. During his tenure, Ramsey was also a part of a delegation that successfully brought the renowned 2010 World Equestrian Games to Kentucky.

Soon after leaving office, Ramsey began serving as the Director of Athletics at Coppin State University in Baltimore in 2008. During his seven years in this role, he would lead the department to unprecedented heights of accomplishment for the university, including routinely posting department-wide 3.0 grade-point averages and steadily increasing graduation success rates.

In December of last year, newly-elected Kentucky Governor Matt Bevin called on Ramsey's proven track record on leadership by asking him to once again serve the citizens of the Commonwealth, this time as Secretary of the Kentucky Labor Cabinet. Upon appointment to his current role today, Governor Bevin was eager to praise his distinguished career, saying: "He has been successful in many arenas – both on and off the field. His passion for excellence and his superior management skills will be critical to his success in this new role. He will be a staunch advocate for Kentucky's workers and an integral member of our team."

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