

Kentucky Registered Apprenticeship Council Meeting
Wednesday, February 9, 2022
Virtual Meeting via Zoom

SUMMARY MINUTES

The Kentucky Registered Apprenticeship Council met virtually on Wednesday, February 9, 2022, at 9 AM via Zoom. The meeting was called to order by Chairman Jon Dougherty

Call to Order/ Roll Call of members:

Roll call of apprenticeship council members by Office of Employer and Apprenticeship Services (OEAS) Deputy Executive Director Tim Wireman showed a quorum present. Council members present introduced themselves and stated their geographic location and the institution they represent. Council members not present are depicted by the word absent in red:

Jon Dougherty (Chairman)
License Manager/Education Director
Amtech
Lexington, Ky

Julie D. Wisher
Executive director
Hugh E. Sandefer Training Center
Henderson, Ky

Don Adkins
VP, Safety, and Training
Davis H. Elliot
Lexington, KY

Jennifer Lindon
President
Hazard Community & Technical College
Hazard, KY

Absent

Rick W. Smith
For Aaron Thompson
CPE Associate Vice President
Council on Postsecondary Education
Frankfort, KY

Frances J. Feltner
Director
University of Kentucky Center of Excellence in Rural Health
College of Medicine Adjunct Assistant Professor
Family and Community Medicine
Adjunct Faculty, College of Nursing
Adjunct Faculty, College of Health Science
Hazard, KY

Welcome/ Introduction of Guests:

Introductions showed the Office of Employer and Apprenticeship Services team members were present.

Additional guests:

Mary Taylor, KY Department of Education, Office of Career and Technical Education, Tech Ready Apprentices for Careers in Kentucky (TRACK).

Kentucky Labor and Education Cabinet Secretary Jamie Link

Secretary Link was appreciative to meet council members and said he was looking forward to working with our apprenticeship council. Secretary Link referred to a recent meeting with representatives from Ford Motor Company, members of our team, Commissioner Price and Mary Taylor (TRACK) regarding the new battery plant project in Glendale and stated that the project continues to heighten the importance of our apprenticeship programs during the construction of the project itself and its operations. He extended thanks to all for consenting time to his remarks and asked no one to hesitate to call when needed. Secretary Link had to leave early for a previous engagement but stated he wanted to get on the meeting and say good morning.

KY Department of Workforce Investment (DWI) Commissioner Kish Price

Commissioner Price stated that it would be crucial to engage and build on our apprenticeship model. She is excited and looks forward to engaging more folks in work.

Commissioner Price informed the council members that she has been briefed that her position as Commissioner was previously a voting member as Chair of the Council, and now it's attending the meetings to be advised by the Council. She appreciates the opportunity to join and looks forward to seeking advice from the Council.

Executive Advisor to the Secretary Marty Hammons

Former DWI Commissioner and current Executive Advisor Marty Hammons said he is glad to pass the reins to the very qualified Dr. Price. He also informed the Council of his new role as Executive Advisor to the Secretary's Office and looked forward to continuing his work with the Council and apprenticeship.

Office of Employer and Apprenticeship Services Executive Director's Report, Registered Apprenticeship Updates, New Sponsors, New Programs and Sectors of Representation

OEAS Executive Director Michelle DeJohn reiterated several activities throughout Kentucky concurrent with National Apprenticeship Week that showcase registered apprenticeship. Ms. DeJohn also recognized sponsors who have gone above and beyond. She recognized top completers in Kentucky and diverse industries and occupations registered with OEAS. Ms. DeJohn reported on apprenticeship numbers, new sponsors, sectors of representation, demographics, and numbers, highlighting all with visual aids. She also reiterated the recognition of Kentucky Diamond registered apprenticeship sponsors with 75 years of sponsoring an apprenticeship program in Kentucky.

Ms. DeJohn fielded questions regarding minority and women representation in apprenticeship subjects, recognizing avenues the state is using to recruit women and minorities. Diversity, equity, inclusion, and accessibility were discussed at the last council meeting and how the national advisory committee on apprenticeship seeks to be more aggressive in recruitment.

Here is a link to this presentation:

https://kydev.my.salesforce.com/sfc/p/t00000004X3h/a/8y000002Bxmz/.urRz_SpsJ0sKrsTlvnQmVWsJHEXTRbPkjkzKOAGtik

Mary Taylor: Training and Development Specialist /Division of Technical Schools and Federal Programs /Office of Career and Technical Education

Mary Taylor is with the KY Department of Education, Office of Career and Technical Education, Tech Ready Apprentices for Careers in Kentucky (TRACK). She works with secondary education students to select, facilitate and promote career pathways. Mary presented the attached slide deck to the apprenticeship council.

Here is a link to this presentation:

https://kydev.my.salesforce.com/sfc/p/t00000004X3h/a/8y000002BxxH/daf2nShbN1Ynfw_Q9J8nCvC6M8bt9YeY4FyoHJgc12o

Office of Employer and Apprenticeship Services Updated Processes

Ms. DeJohn introduced the new and updated electronic version of the apprenticeship sponsor registration form and highlighted the revision of the forms. She stated that this office would implement the latest updated version during and after our registered apprenticeship sponsor's review process in 2022.

Here is a link to this presentation:

<https://kydev.my.salesforce.com/sfc/p/t00000004X3h/a/8y000002By0z/vuSybrQXBJG4upmID6TIWohLsHuz9.6ASKWaBxmMp5c>

Open discussion on Associate degree framework for apprenticeship programs:

OEAS Deputy Director Tim Wireman asked the Council for open discussion on ways to graduate an apprentice with an associate degree, saying it would strengthen their foundation to succeed in their choice of a career pathway while improving productivity for KY business and industry. It would also give the individual worker an advantage to continuing their education. This is an example of what we advocate here at the Labor and Education Cabinet and how we educate to serve an apprenticeship. Education is associated with business productivity and quality of life in Kentucky. Tim spoke to the benefits of the associate degree and how the associate degree credit hours should also be transferrable to four-year status, "bachelor's degree." This would allow individuals who could not pass through the college gate because of financial reasons or otherwise to do so. The discussion then ensued.

Councilmember Jennifer Lindon previously stated that KCTCS has a curriculum that would fit an associate degree in applied science and general, occupational, technical studies (GOTS) degrees. This allows students to pick a couple of core areas of interest. For example, a student can mix and match a GOTS degree to be more employable and put in an apprenticeship.

Attached is a Kentucky Registered Apprenticeship Council open discussion document on an Associate degree framework for apprenticeship programs. Council members are encouraged to pull this attachment from the minutes to amend, rescript, revise, or add to arrange a framework for the degree apprenticeship.

Here is a link to the Kentucky Registered Apprenticeship Council open discussion document on an Associate degree framework for apprenticeship programs:
https://kydev.my.salesforce.com/sfc/p/t00000004X3h/a/8y000002Bxx7/BEWyCwVH3iqMNTaN4RFdFVak2_wXnjeUQusBDTZmOKY

The council members are asked to respond and return comments and suggestions to the Kentucky Registered Apprenticeship Council open discussion document on an Associate degree framework for apprenticeship programs to timothy.wireman@ky.gov.

General remarks from Chair/Council Members

Chairman Jon Dougherty:

Mr. Dougherty asked the following four (4) questions of other Council members: Can we get insight into how and when you enroll apprentices? How do you find talent? What's next for your completers? What do they do after completion?

Don Adkins:

Mr. Adkins stated that bringing in apprentices is a forever moving revolving door. His organization makes apprenticeships available to employees after 90 days. Their theory is: "I don't want to put you climbing a pole working in the area until you have demonstrated you understand the basics on the ground." They rely heavily on the frontline supervisors to say when somebody's ready. When he entered the industry, it was about ten years before anybody could hope to be a frontline supervisor. Today that looks more like five years, so today's apprentice will likely be leading a crew of people in five years. To the question of how you find new people, his organization has found that they have the problem of fishing in the same pond for too long. They

look to friends, acquaintances, and relatives. Regarding diversity, when you keep fishing in the same pond, you will catch the same fish. They are always looking for other ponds, including partnering with Urban League and going to some tech schools.

Francis Feltner:

Ms. Feltner's work in apprenticeship is slightly different as her organization works with high school councilors to identify high school students interested in the program. They get six college credit hours, and her organization pays for those hours, as a gift, to get those college credits. The students finish their training before starting their apprenticeship because the community health workers work with individuals in the health care system. It is slow, but the idea would be to expand it to the rest of the community colleges across the state if their community supports it. The 3rd class of students will graduate this summer, and out of those, they have completed their apprenticeship. The students are paid \$15 an hour during their apprenticeship, and they get to go into the community and do the work of a community health worker, not just observe. Also, there is a nursing workforce shortage, a medical lab shortage, and a respiratory therapist shortage. Her organization wants to help those students as much as they can if they want to work in community health care or if they want to continue their education as well.

Julie Wisher:

Ms. Wisher started with her organization in 2016, and in 2017 a member of the U.S. Department of Labor came and spoke in Henderson and toured the Standifer Center. At the time, the Center was still a subminimum wage workshop, and that's a national thing for individuals with significant disabilities -- pay based on their productivity. You don't teach them to be work-ready; you just let them work slow. That DOL individual said the Center should develop an apprenticeship program, but the Covid-19 pandemic stalled that. Her organization has struggled to survive for more than a decade and is now financially stable and solvent.

Ms. Wisher hopes to continue working with the Council and discussing how best to move forward. The Center works with individuals with all levels of disabilities and the Cabinet's Office of Vocational Rehabilitation. They do pre-employment transition services to support employees to teach people just everyday work-ready skills. Their goal is to create a program that offers work-ready individuals that may have a disability, behavior disability, physical disability, or intellectual developmental disability something tangible that they can take with them, like a certificate so they can say, "I know how to do this, I've been trained on this." The Center's main production line is light assembly. What she needs over the next year is to figure out how to build that into a program that gives the people in our daily training; we also work with DDID and then anyone else that has a barrier to employment that needs to learn the opportunity to develop those skills and earn those certificates. The individuals the Center works with have workplace loyalty, are self-starters, want to work, and the Center provides them with the technical skills to get them ready. They have to think of a different way to teach them sometimes.

Rick Smith:

Mr. Smith works with the colleges, the two and four years, and K-12. He sees himself as someone who can be somewhat of a convener, sharing information because he has access to a

pipeline of students who need opportunities. He will continue to take notes and write down names, and OEAS has been great at providing information whenever required.

Chairman Jon Dougherty:

Mr. Dougherty is actively promoting apprenticeship and pre-apprenticeship in Kentucky and other states.

Commissioner Price:

Commissioner Price had brief closing remarks and sees great opportunities for legacy building through work with OEAS and the Council.

Schedule of 2022 Kentucky Registered Apprenticeship Council Meetings:

Wednesday, May 11, 2022, at 9:00 AM

Wednesday, August 10, 2022, at 9:00 AM

Wednesday, November 9, 2022, at 9:00 AM

CLOSING

Chairman Dougherty adjourned the meeting at 10:51 AM upon a motion by Council Member Julie Wischer and the proper second from Council Member Francis Feltner.

The meeting recording is accessible at:

<https://kydev.my.salesforce.com/sfc/p/t00000004X3h/a/8y000002By10/dg23z92.wmTxD7A6dRwUHsIqeudZDBV99BmwL8.HbNk>

Submitted by: Office of Employer and Apprenticeship Services