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Registered Apprenticeship Dinner Bell Calls

October 2026

KANSAS WORKS

Registered Apprenticeship Program

Kansas To The Stars: Plumbers and Pipefitters

- Beat out 340 businesses and organizations to win the states highest award!
- **2026 Governor's Award of Excellence** winner

to the stars

KANSAS BUSINESS AWARDS

PLUMBERS & PIPEFITTERS APPRENTICESHIP TRAINING

APPRENTICESHIP CHAMPIONS & PARTNERS
STATEWIDE WINNER

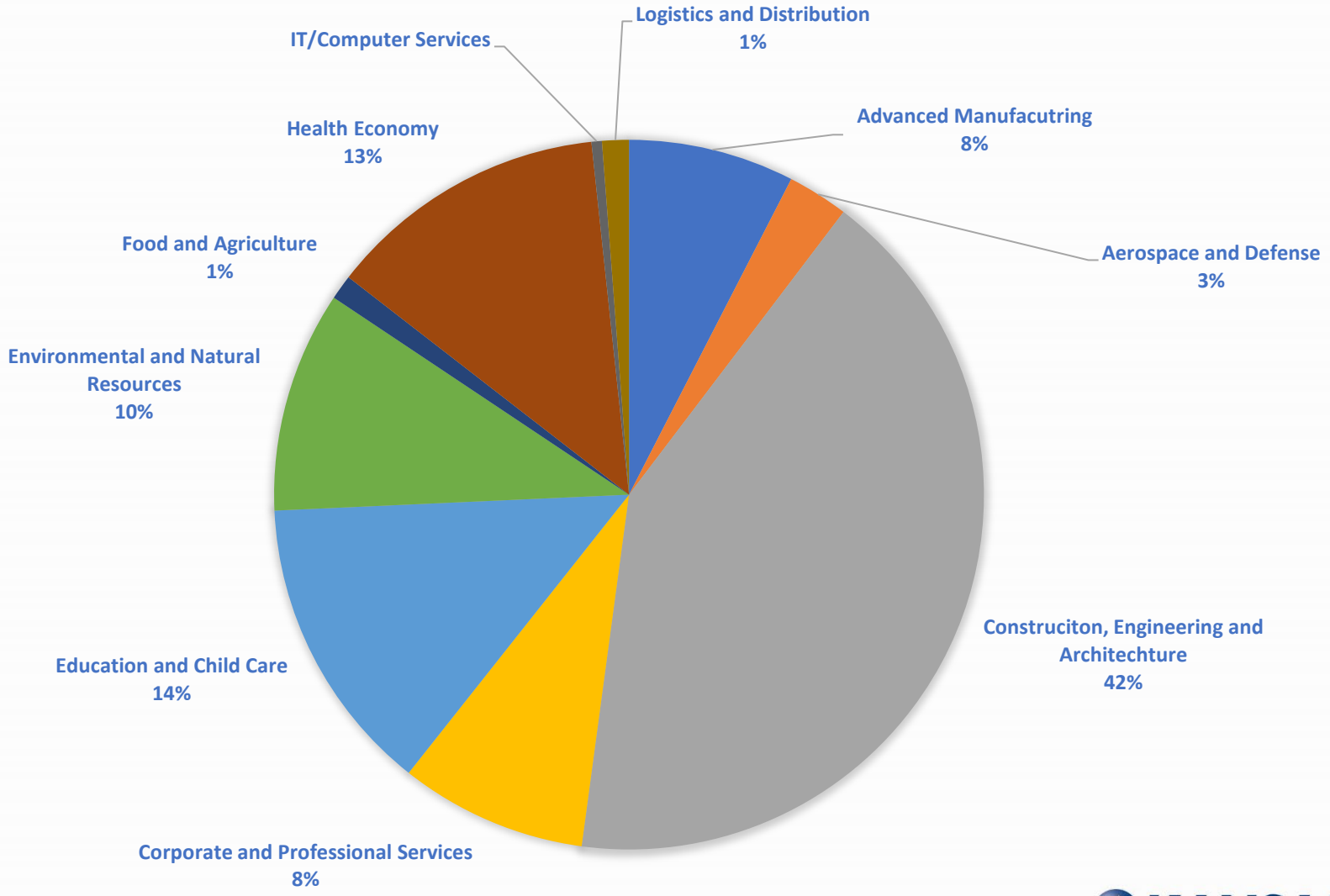
Congrats To All the Winners

- Kansas City region – **Dwayne Peaslee Technical Training Center**
- North Central – **1 Vision Aviation**
- Northwest – **Fort Hays Tech**
- South Central – **Plumbers and Pipefitters Local 441**
- Southwest – **MJE Livestock Equipment**

Governor's New Vision Statement

- Currently sitting at 4,050 apprentices in Kansas.
- This accounts for a 150% increase in active apprentices by 2031

REGISTERED APPRENTICESHIP OCCUPATIONAL SPLIT



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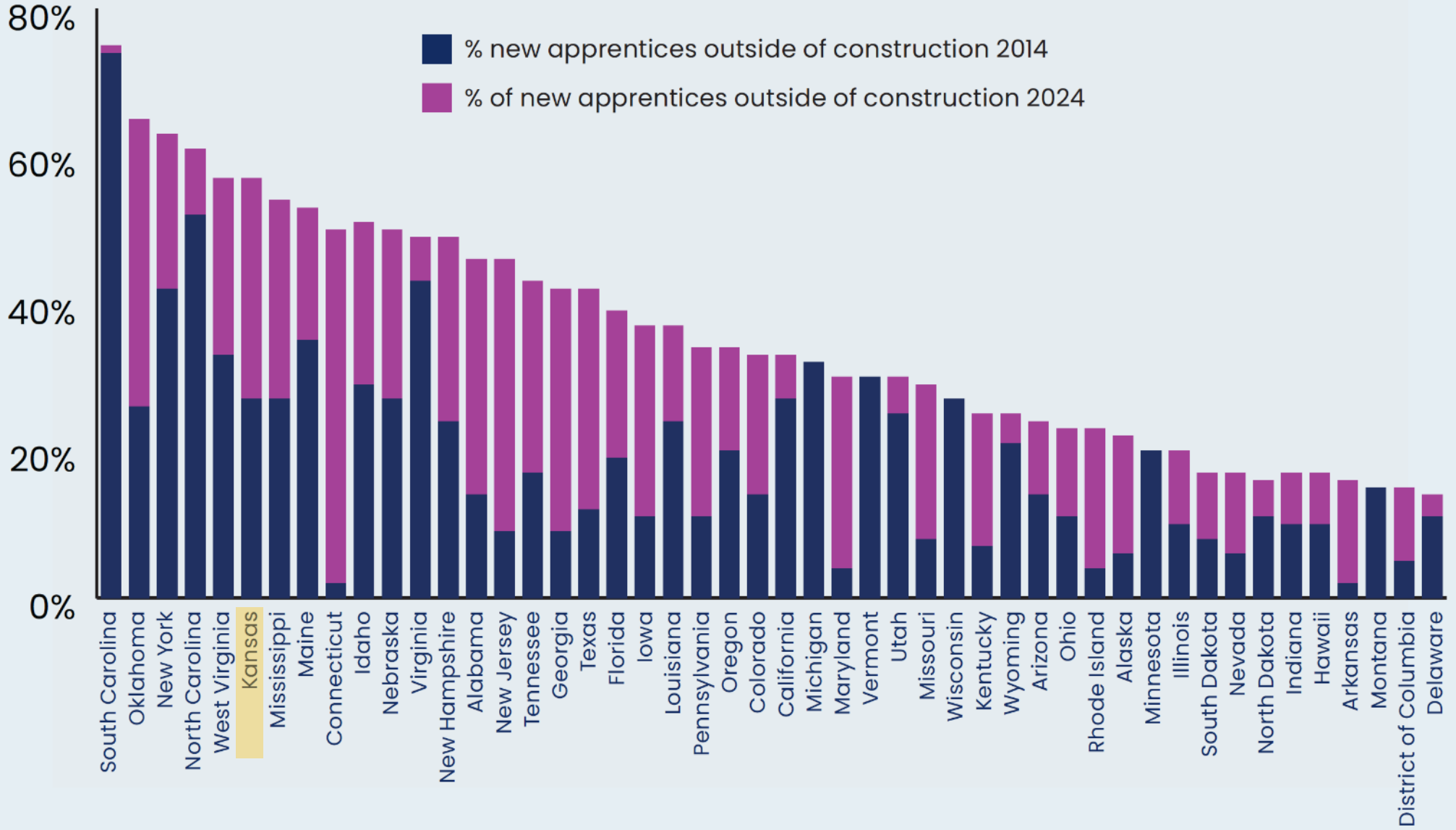
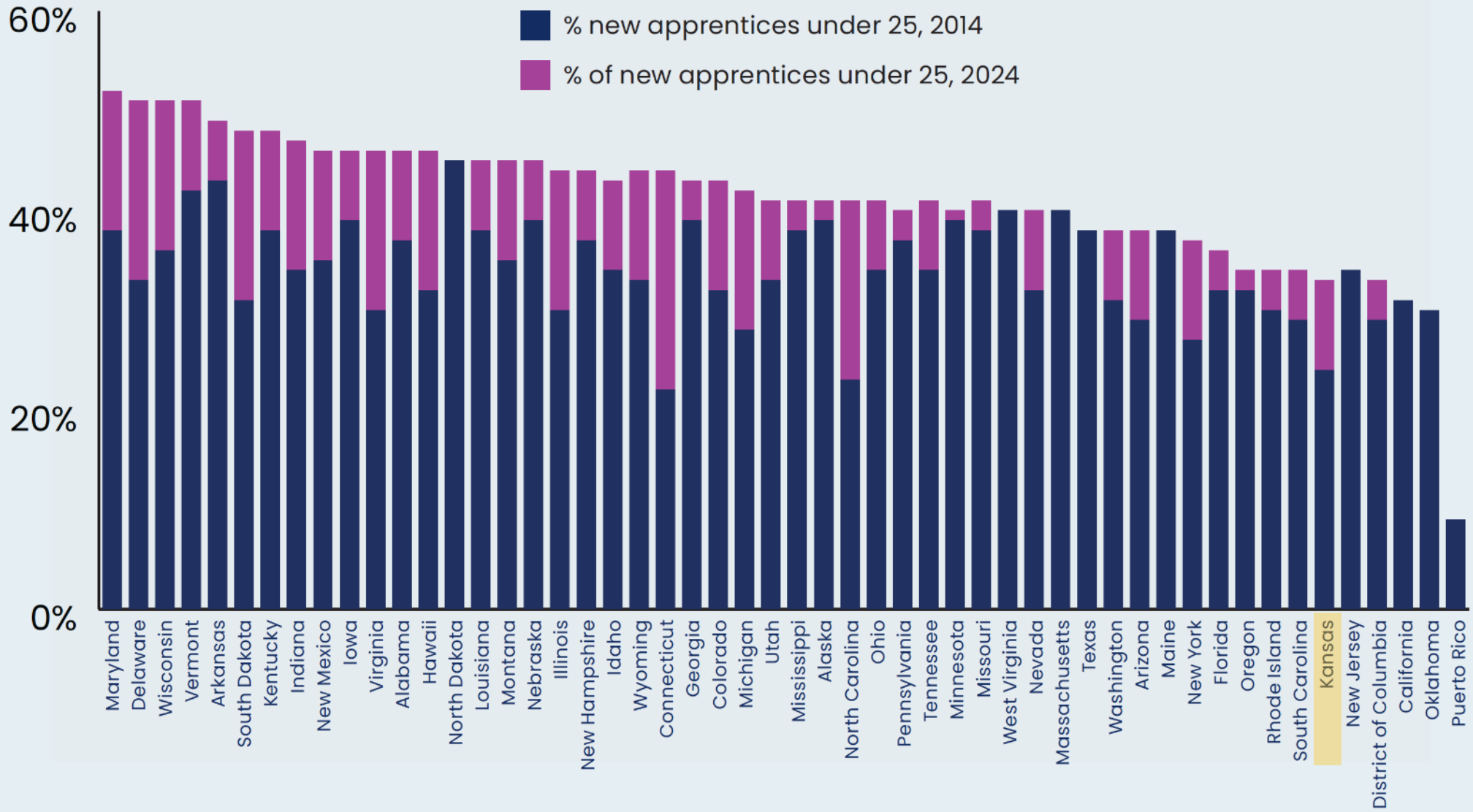
ALL Kansas Apprenticeship System. Data and Statistics | Apprenticeship.gov Date visited October 1, 2026

Proportion of New Apprentices Outside of Construction, 2014-2023



Proportion of New Apprentices Under 25, 2014 to 2023



x125
LEVEL 2
XP
AGRICULTURE

Employer Designed and Driven

Structured
On-The-Job Learning

Job-Related
Education

Wage Progression

Mentorship

Valued
Credentials

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

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Who is the Apprenticeship System for?

Businesses in need of sustainable profit

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

People ready to work and learn

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

KOA State Grants

- This year's KOA State Grant helps you launch, grow, and staff your program while opening doors for 16- and 17-year-olds to start high-wage, high-demand careers.
- Applications close Friday, Oct. 23.

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KOA State Grant

- $400,00 available
- New or existing programs in KS are eligible
- 5% growth over twelve-months
- Either enroll two 16 -17-year-old apprentices OR host 4 K-12/community events
- High-demand, high-wage occupations – starting at $15 per hour

- **Now accepting applications!**
- Deadline: October 23rd at 11:59 pm
- Link: Kansas Office of Apprenticeship State Grant - Kansas Department of Commerce

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Pay for Performance Funding

What's Next?

Awardee	Amount	Target Area
Florida Department of Commerce	**$40M**	Defense, shipbuilding & maritime manufacturing incentive program
Jobs for the Future	**$40M**	Registered Apprenticeships for AI, semiconductors & nuclear energy infrastructure
Wireless Infrastructure Association	**$29.9M**	Expand telecommunications apprenticeships nationwide
Clark University	**$27M**	National Pay-for-Performance model for IT apprenticeships
ASE Foundation	**$25M**	Automotive & truck technician apprenticeship incentives
Arkansas Office of Workforce Development	**$35M**	Manufacturing apprenticeship incentives ($3,500 per apprentice, up to 100 apprentices per employer)

Goal of PFP: To rapidly expand and scale Registered Apprenticeship in occupations critical for the administration's reindustrialization agenda

Sponsor
USDOL / SAA-registered

→

Occupation
Eligible program & role

→

Enrollment
New apprentice after Jul 1, 2026

→

Milestone
≥90 days, other as determined determined by grantee

→

Verified payment
Grantee confirms the claim

PAYMENT SPLIT

≥85% incentive payments to sponsors

≤15% admin, outreach, data, oversight

ELIGIBILITY & TIMING

- New apprentices enrolled after July 1, 2026 in eligible programs & occupations
- Established programs must show substantial growth under the approved model
- First payment only after ≥90 days of enrollment

GRANTEES OPERATE THE SYSTEM

- Application
- Verification
- Payment
- Recordkeeping
- Reporting
- Evaluation
- Appeals
- Serve sponsors nationally

Source: FOA-ETA-26-19; DOL PfP Awardee Orientation Webinar, Jul. 27, 2026.

American Manufacturing Apprenticeship Fund

Confirmed = Kansas has brought in <$350,000, 100 apprentices served

- **$35.8 million support the expansion of advanced manufacturing Registered Apprenticeships nationwide**.
  - 100% funded through a Cooperative Agreement with the USDOL and Arkansas Workforce
- **$3,500 incentive per NEW apprentice up to 100 apprentices after completion of a 90-day probation**
- The sponsor is responsible for applying and payment goes to participating employers
- Employers, Apprentices, and Sponsors MUST be in Rapids

Pay for Performance Grant

THE SECTORS

- Maritime Industrial Shipbuilding
- Aerospace & Aviation
- Defense
- Advanced Manufacturing
- Construction Industry Trades

Other ship-and boat-building trades

THE INVESTMENT

$40M

Proposed national incentive over four years

$34M

Devoted to outcome-based incentive payments

up to $6,000

Maximum incentive per new apprentice

HOW IT PAYS OUT

$1K- $6K

In performance-based payments tied to verified to 90 working days of enrollment, based on sponsor type and priority status

Sponsor	General	Strategic Priority
Large employers	$2,000	$6,000
Small employers	$4,000	$6,000
Local workforce boards	$2,000	$6,000
Education / third-party	*varies by structure*	

THE REACH

~115

Registered Apprenticeship sponsors

~9,600

New apprentices nationwide

40+ states

Outreach to all 50 States and Territories

More information, visit: floridajobs.org/PayForPerformance

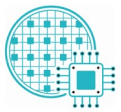
This program is funded by a $40,000,000 grant from the U.S. Department of Labor, Employment and Training Administration. Federal funds finance 100% of the program costs; no non-governmental cost share is included

JOBS FOR THE FUTURE · AI · SEMICONDUCTOR · NUCLEAR ENERGY

JFF is building a national fund for the infrastructure roles that power AI, semiconductors & semiconductors & nuclear energy

THE SECTORs

Artificial intelligence infrastructure



Semiconductor & microelectronics

Nuclear energy infrastructure

THE INVESTMENT

$40M

National initiative over four years

$34M

devoted to outcome-based incentive payments

$6,000

maximum incentive per new apprentice

HOW IT PAYS OUT

1. **90 days · $3,750**
   Early retention
2. **12 months · $2,250**
   Persistence or completion

up to $6,000 per apprentice lowers employer risk and helps cover supervision & training.

THE REACH

~500

Registered Apprenticeship sponsors

~6,250

new apprentices supported

40+

states, plus all U.S. states & territories

STATE-DIRECTOR HOOK Identify potential eligible sponsors in AI, semiconductor, nuclear sectors involving data-center, electrical, network & maintenance pathways.

Source: JFF proposal deck; JFF Pay for Performance Grant Overview, updated Aug. 27, 2026.

WIA Wireless Infrastructure Association

Pay-for-Performance Highlights

7/1/2026 – 6/30/2030

Pay-for-Performance Award	$29.9M
Funds to Employers (85%)	$25.5M
Employer Sponsors by 2030	92+
New Apprentices by 2030	4,676+
Growth Benchmark (3 Year)	125%

Employer Incentive Distributions per Apprentice $6,000

MILESTONE 1
90 Days Employment
$1,500

Apprentice stays employed with the sponsor/employer for 90+ days after starting.

Purpose: Onboarding, retention & early engagement.

MILESTONE 2
RTI Completion
$2,500

Apprentice completes the required Related Technical Instruction (RTI) component.

Purpose: Builds technical, industry-specific skills.

MILESTONE 3
Program Completion
$2,000

Apprentice completes all RAP requirements and earns a nationally recognized credential.

Purpose: Yields a skilled, credentialed digital infrastructure worker.

Project Goals

- Grow the apprenticeship pipeline for telecom's digital infrastructure
- Improve apprentice retention & completion
- Reward measurable workforce outcomes

Who's Eligible

- Registered Apprenticeship Program Sponsors registered with the US DOL or a State Apprenticeship Agency
- Digital and AI Infrastructure occupations: Wireless, fiber, network, and data-center connectivity

TIRAP POWERED BY WIA

Industry Association Partners

- Provide strong employer referrals, conduct coordinated outreach and communication
- Amplify awareness and adoption of apprenticeships
- Strengthen employer engagement pipelines

NATE ALWAYS ADVANCING

Fiber Broadband ASSOCIATION

EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

The total cost of the Telecom Pay for Performance Incentive Payments Program is $29,999,142. $29,999,142 (100%) is funded through a U.S. Department of Labor – Employment and Training Administration grant.

APPRENTICESHIPUSA

Clark University is driving IT apprenticeship growth through a single, high-value incentive

$27M

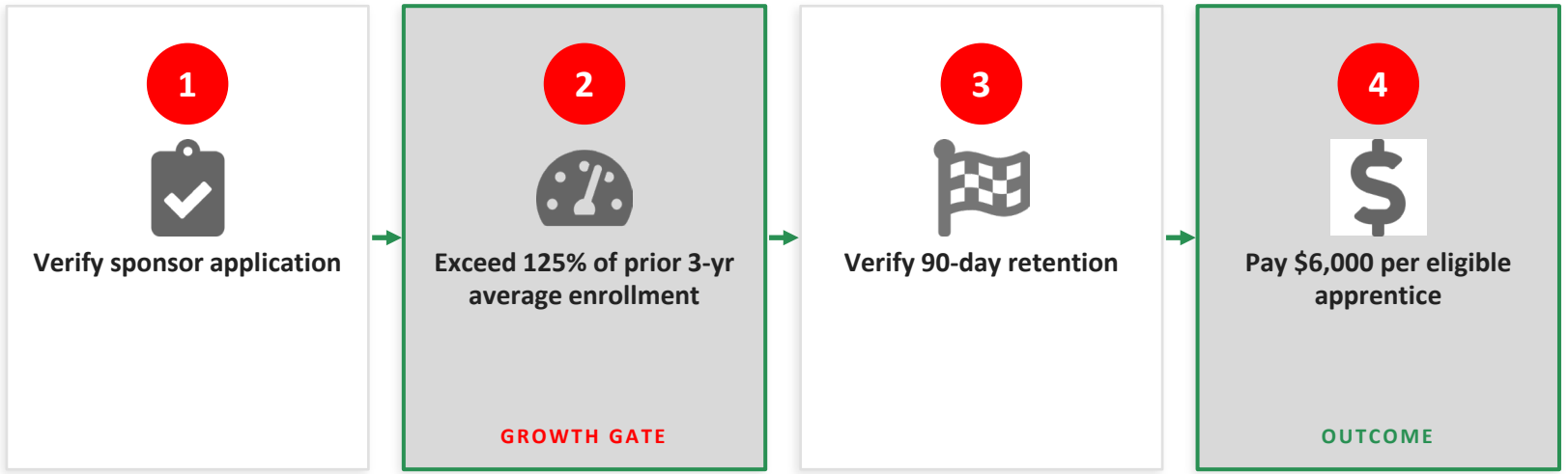
TechXcel — Expand IT Registered Apprenticeships nationwide

THE GOAL

200 sponsors nationwide

3,825 new apprentices

THE PERFORMANCE MODEL



The total cost of the TechXcel program is $27,000,000. $27,000,000 (100%) is funded through a U.S. Department of Labor –Employment and Training Administration cooperative agreement.

STATE-DIRECTOR HOOK Identify IT employers and sponsors that can demonstrate substantial growth and sustain apprentices through the first 90 days.

Source: DOL PfP Awardee Orientation Webinar; Clark University TechImpact project materials.

ASE is supporting transportation-sector growth with a sponsor-and-employer playbook

$25M

national transportation apprenticeship incentive model

ASE + NADA SUPPORT

- Train mentors
- Connect sponsors with training partners
- Recruit apprentices
- Bring on the next apprentice

THE REPEATABLE SPONSOR PATHWAY

STATE-DIRECTOR HOOK Connect automotive & transportation employers, dealers, workforce boards & training partners to a repeatable sponsor pipeline.

Source: DOL PfP Awardee Orientation Webinar; ASE Education Foundation project materials.

ROI Study Key Findings

- At program completion, half of all employers report breaking even in the short term, while nearly two-thirds break even within five years—demonstrating both immediate and long-term returns on investment.
- In addition to financial gains, employers also report indirect benefits such as increased workplace diversity, improved employee satisfaction, stronger workforce culture, and a more reliable pipeline of skilled workers.
- Identified company participation has grown 228% since 2022—from 280 to 919 in just three years since Governor Kelly established the Kansas Office of Apprenticeship

$2.49 in direct benefits after 5 years

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Kansas Youth Apprenticeship

- Kansas Youth Apprenticeship – a paid employment and training opportunity that starts as early as 16 years of age.
- ***7 OSHA exemptions for YRAP***

Kansas Department of Insurance
Commissioner Vicki Schmidt

July 29, 2024

Shonda Anderson
Kansas Office of Apprenticeship
Via email to: Shonda.anderson@ks.gov

Dear Ms. Anderson,

You have requested the Kansas Department of Insurance review certain matters pertaining to workers compensation insurance availability for private employers looking to employ youth workers for registered apprenticeships. Specifically, you have requested the KDOI to identify any statutory or regulatory barriers to employers obtaining workers compensation insurance for these youths workers, and you also heard from and met with representatives of employers, insurers, and group-funded workers compensation pools. To date, KDOI has not identified any statutory or regulatory barriers in obtaining workers compensation for registered apprentices.

All workers compensation insurance rates and rating plans used in Kansas must be filed with KDOI for approval. Insurers authorized to sell workers compensation insurance in Kansas rely on the Classification Manual & Rules Manual established by the National Council on Compensation Insurance (NCCI). The NCCI Manual does not use age as a rating or classification factor nor does it contain classification codes that have special impact on apprenticeship programs. When setting rates, workers compensation insurers consider factors such as the nature of the employer's business or industry, the classification of employees based on their job duties, claims history, safety programs, and loss control measures in order to calculate rates. As the KDOI's review of the rating plans approved for use in Kansas confirmed, age is not used as a rating factor.

If an employer is having difficulty obtaining workers compensation insurance for youth workers, the employer should contact the Kansas Department of Insurance by email at kdoi.complaints@ks.gov or by calling (785) 296-3071.

Respectfully,

/s/ Justin L. McFarland

JUSTIN L. MCFARLAND
General Counsel

DEPARTMENT OF INSURANCE
insurance.kansas.gov

1300 SW Arrowhead Road
Topeka, KS 66604

785-296-3071
KDOI@ks.gov

Download and SHARE the letter today!

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The Language

One Student: Three Systems

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Schools	Workforce	RA
Learner or Student	Job Seeker or Employee	Apprentice
Course or Program of Study	Training Program	Related Technical Instruction (RTI)
Learning Objectives	Job Responsibilities	Competencies
Assignment or Coursework	Technical Trainer or Instructor	Related Technical Provider (RTI)
Work-Based Learning	Employment	On-the-Job Training (OJT)
Grade / Credit/ Degree	Performance	Competency Attainment/Certification
Career Pathway	Talent Pipeline	Occupational Pathway

The Ecosystem of Apprenticeship

Registered Apprenticeship thrives when education, business, and community partners work together to create opportunities, remove barriers, and build the next generation of talent

“Nobody Builds RA Alone”

KANSAS COMMERCE

FUTURE POSSIBILITIES

Over time, plumbers can advance into other construction careers like...

Plumber
$62,820 plus full benefits and truck

Cost Estimator
$72,600 plus full benefits and truck

Construction Manager
$103,760 plus full benefits and truck

PEASLEE TECH

Occupational Pathway

Residential Plumber

Earn While You Learn — Dual-Training System | School and Work

Registered Apprenticeship for Youth

Your Journey Begins Here
- Talk to your counselor
- Apply to Peaslee Tech

During My Apprenticeship
Semester 1: Junior or Senior Year
- Take Construction and Building Maintenance course during the school day
- Complete OSHA 10
- Employment with partner company, W2/part-time (180–250 hours)

Apprenticeship Continues
- Transition to full-time/W2 employment (+750–2000 hours)
- Complete coursework at Peaslee Tech

High School Diploma

Semester 2: Senior Year
- Take evening courses at Peaslee Tech, such as Residential Mechanic HVAC, Residential Electrician or Residential Plumber
- Enroll in high school release in afternoons; continue employment with partner company (500+ hours)
- Complete a variety of industry-recognized certifications

USDOL Completion Certificate

Plumber

Average Salary: $62,820

3-16 college credit hours completed (varies)

Grow Your Career
Continue local college coursework toward an associate degree or transition to union registered apprentice program.

FUTURE POSSIBILITIES

Over time, PCTs can advance into other healthcare careers like...

Licensed Registered Nurse
$62,650 plus full benefits

Registered Nurse
$78,060 plus full benefits

Nurse Practitioner
$124,690 plus full benefits

TCALC
TOPEKA CENTER FOR ADVANCED LEARNING & CAREERS

Occupational Pathway

Patient Care Technician

Earn While You Learn

Start training in high school | Paid, hands-on training & curriculum

Your Journey Begins Here

- Tour center sophomore year
- Once age 16, explore careers with job shadow experience and mentorship

Registered Apprenticeship for Youth

During My Apprenticeship

Semester 1: Junior or Senior Year

- Take CNA courses, Certified Patient Tech, Intro to Health Care
- Complete certifications: CPR/AED, First Aid, HIPAA, OSHA, Bloodborne Pathogens, Provisional certification in CPCT/A
- Work part-time with partner hospital, completing age-appropriate competencies (+180 hours)

Semester 2:

- Take Principles of Phlebotomy, Healthcare Workplace Experience
- Complete certifications: Phlebotomy Technician, Basic Life Support
- Continue employment with partner hospital, completing age-appropriate competencies (+180 hours)

Apprenticeship Continues

Year Two

- Transition to full-time/W2 employment at partner hospital
- Shift to coursework at local college to complete 3-16 credit hours

High School Diploma

USDOL Completion Certificate

Patient Care Technician

Salary:
up to $36,910
plus full benefits

Grow Your Career

Continue local college coursework toward an associate degree or transition to another registered apprenticeship in higher level occupation.

TEXTRON AVIATION

Michele Gifford is Director of Talent Programs at Textron Aviation leading technical and professional training, leadership development, organizational design, and culture initiatives.

MDGifford@txtav.com
Work Phone: 316-517-8870

Robert Gutierrez is the Manager of Experimental Engineering Operations at Textron Aviation. With more than 20 years of experience at Textron Aviation, he has held positions ranging from Instrumentation Technician to Engineering and Operations leadership roles supporting aircraft development, certification, and advanced engineering programs.

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Kristin Smithson

EWING MARION KAUFFMAN FOUNDATION

Kristin Smithson is a Senior Impact Officer focused on Workforce and Career Development at the Ewing Marion Kauffman Foundation. She works with community partners to strengthen career pathways, improve job quality, and expand economic opportunity across the Kansas City region. Her work brings together grantmaking, research, and collaboration to help more people access meaningful work and build financial stability.

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Ewing Marion Kauffman Foundation

Approach and Update

EWING MARION
KAUFFMAN
FOUNDATION

www.kauffman.org

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Grounding ourselves in the Foundation's mission

We seek to **prepare people for success** in their jobs and careers, so that everyone has the opportunity to achieve **economic stability, mobility** and **prosperity**. Our work is grounded in the principles of **racial equity, diversity**, and **inclusion** and is consistent with the aspirations of our founder, **Ewing Marion Kauffman**.

EWING MARION
KAUFFMAN FOUNDATION

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Our 2035 vision

With the Kauffman Foundation's support, greater Kansas City will become a national model for **equitable economic mobility**, dismantling systemic barriers and setting generations of historically under-resourced communities on the path to prosperity.

EWING MARION KAUFFMAN FOUNDATION

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Our *priorities*

COLLEGE ACCESS AND COMPLETION – equitable opportunities for all

Students and communities thrive when educational pathways are affordable, high-quality, and attainable for all. We support solutions that prepare students to start and complete college, and transition to good-paying jobs.

Colleges, universities, and community colleges play a critical role in closing the wealth gap for Black, Latino, and low-income communities.

WORKFORCE AND CAREER DEVELOPMENT – at every stage

Market-ready skills development is vital to individual, organizational, and community growth for those entering the workforce and advancing their careers.

When people have access to training, support, and the opportunity to achieve and progress on a career path, they can attain an equitable living wage, setting generations of people on the path to prosperity.

ENTREPRENEURSHIP – supporting and sustaining business ownership

We believe in the power of entrepreneurship. The success of businesses can strengthen every level of our economy.

When aspiring, early stage, and established business owners are connected to peer networks, training, tools, and resources, we improve conditions for both individual and community economic mobility.

EWING MARION KAUFFMAN FOUNDATION

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Real World Learning

Strategies Project Database Resources Blog Events Contact

Every student deserves to discover and pursue their potential.

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WE BELIEVE IN TALENT.

*"**When people have access to training, support, and the opportunity to achieve and progress on a career path**, they can attain an equitable living wage, setting generations of people on the path to prosperity."*

WE INVEST IN:

- *KC leaders and organizations collaborating to increase opportunities for learners and workers*

(people-focused, community-connected)

- *Pathway alignment to better serve individuals on their journey from career aspiration to advancement*

(data-informed, demand-driven)

- *Programs and initiatives helping people overcome barriers to economic stability and mobility*

(evidence-based, outcomes-focused)

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How we are funding:
Grantmaking pathways

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Purpose of Capacity Building grants

This funding is for organizations whose **work is aligned to EMKF's strategic priorities and focus areas** who have identified **an explicit organizational capacity** to build that would **strengthen their ability to grow their impact in the community.** Funds should be directed toward one-time/short-term expenses to build capacity and have a multi-year impact.

Purpose of Research grants

Research grants offer funding for **forward-facing** research projects that both **catalyze the field** and **develop greater understanding** of how to close racial wealth gaps. By deepening our understanding of how racial wealth gaps are built, sustained, and dismantled, research grants aim to strengthen the Foundation's ability to catalyze our investments across the three strategic priorities and **accelerate equitable economic opportunity** in the Kansas City region.

Purpose of Project grants

Project grants provide funding for an organization to **design and implement**, **or scale**, a multi-year project in alignment with our strategic priorities and focus areas.

For more information
and to apply, visit
Kauffman.org/funding

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Questions?

Thank You

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Apprenticeship Dinner Bell Calls

Sign Up Here

Every 2nd Wednesday
of the Month at 10 am

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Questions? Send us an email at apprenticeship@ks.gov