

## WORKING TOGETHER: APPRENTICESHIP & TRANSPORTATION & LOGISTICS

*This document summarizes an April 2020 call for ASE & SAE Grantees. The call featured speakers from the Kentucky Education and Workforce Development Cabinet and TransPORTs, who discussed resources and promising practices in using Registered Apprenticeship in the transportation and logistics sector.*

### ABOUT THE SPEAKERS

- The Kentucky Education and Workforce Development Cabinet (EWDC) is working to develop a workforce for Kentucky that meets current and future global demand and to create opportunities for continuous education, training, and career readiness. For more information, contact Apprenticeship Program Coordinator Brenda Demic at [brenda.demic@ky.gov](mailto:brenda.demic@ky.gov).
- TransPORTs is an industry intermediary contracted with the national Office of Apprenticeship to expand the use of apprenticeship within the transportation, logistics, and distribution industry. For assistance, contact Executive Director Barbara Murray at [barbara.murray@transportsapprenticeship.com](mailto:barbara.murray@transportsapprenticeship.com).

### WHY APPRENTICESHIP WORKS IN TRANSPORTATION AND LOGISTICS

Especially in times of social and economic change, expanding apprenticeship into new sectors such as transportation, distribution, and logistics (TDL) allows the industry to be responsive to the shifting needs of businesses. The conditions caused by the coronavirus disease 2019 (COVID-19) pandemic have magnified the importance of this industry. While other industries are struggling currently, the demand for subsectors of TDL workers continues, from truck, train, and bus drivers, to airplane and diesel mechanics, electrical technicians and logisticians, and shipbuilders and inspectors.

Credentialing is vital within this industry. Numerous air traffic safety oversight occupations need the Federal Aviation Administration credential, warehouse workers need licenses to drive forklifts, and truck drivers need commercial driver's licenses. Apprenticeships can help provide those necessary credentials.

### A LOOK AT APPRENTICESHIP IN TRANSPORTATION AND LOGISTICS TODAY

The transportation and logistics industry is constantly innovating, both in terms of integrating new technology as well as finding new ways to engage apprentices in the industry. By making use of artificial intelligence and drones, today's supply chain looks different than it did even 20 years ago. Tapping into this new technology also makes bringing in young and technologically adept apprentices more important than ever.

Kentucky's Tech-Ready Apprenticeships for Careers in Kentucky (TRACK) program offers pre-apprenticeship programs for middle school students and apprenticeships for high school students. The

high school apprentices go to school three days a week and work two days a week. Once they graduate, they become full-time employees.

## CHALLENGES AND RECOMMENDATIONS

**Look to existing apprenticeship programs as places to expand registered apprenticeships within the transportation and logistics industry.** An existing program can be a great place to start when seeking to expand Registered Apprenticeship Programs (RAPs), even if the existing programs are not currently registered. Share the benefits of registered apprenticeship with employers so they understand all there is to gain by registering a program, such as increased loyalty and retention.

**Building partnerships and relationships is key to expanding apprenticeships, especially during times of crisis.** Personal connections are very important to broadening networks and finding the right advocates. Once you find the right people, grant and funding incentives can help expand your work. Kentucky EWDC partnered with its community college system made up of 16 colleges across the state, each with a grant-funded apprenticeship coordinator. The community colleges have been instrumental with setting up RAPs throughout the State of Kentucky. Partnerships like this are especially important during times of adversity, such as the COVID-19 pandemic.

**Use stackable credentials to build strong and sustainable career paths for apprentices.** Many employers are looking for more candidates for managerial and supervisory positions. Apprenticeships that focus on developing apprentices in a way that molds future managers, on top of technical skills that they are already acquiring, set the stage for a successful career path. Apprentices with project management skills are also of interest to transportation and logistics employers, which may fit in with a stackable apprenticeship model.

### ADDITIONAL RESOURCES

- Apprenticeship.gov's [Transportation page](#) links to a toolkit, competency models, apprenticeship standards in high-demand TDL occupations, and more.
- The [Apprenticeship in Transportation, Distribution, & Logistics page](#) on Workforce GPS offers program examples, outreach materials, and other resources to help expand apprenticeship in the TDL sector.