

DURING HIGH SCHOOL

A Work-Based Learning Option

Wisconsin Youth Apprenticeship program is part of a statewide school-to-work Initiative. It is designed for high school students who want hands-on learning in an occupational area at a worksite along with classroom instruction. The one or two year elective program combines academic and technical instruction with mentored on-the-job learning.

Youth Apprenticeship Fundamentals

- For students ages 16 and over in grades 11 & 12 (Can be either a 1-year or 2-year program)
- Combines high school coursework, technical classroom instruction, and mentored on-the-job learning in an occupation area
- Students must take courses related to their Youth Apprenticeship program which follow industry standards (competencies) and are delivered at the high school or technical college
- Students work 10-20 hours per week at a job site during the school year and may elect to work during the summer
- Employers provide wages, worker's compensation, competency training, mentoring and rotation through the business

Youth Apprenticeship Opportunities are Available for MANY Occupations

- Agriculture, Culinary, and Natural Resources
- Architecture and Construction Areas
- Arts, A/V, Technology, and Communications
- Finance
- Health Science
- Hospitality, Lodging, and Tourism
- Information Technology
- Manufacturing
- Science, Technology, Engineering, and Math (STEM)
- Transportation, Distribution, and Logistics

WHAT'S AVAILABLE

How Does a Student Get Started?

- The STUDENT talks with their high school youth apprenticeship coordinator and they work together to find a placement (If needed, the WCTC Youth Apprenticeship Coordinator can assist as a back-up)
- The STUDENT and the human resources dept. of the company the student is planning to do the youth apprenticeship with set-up a job interview
- The STUDENT participates in the job interview
- If the student is hired, they sign a "Education/Training Agreement" (also signed by the parent, school counselor, employer, and the WCTC Youth Apprenticeship Coordinator) which outlines the responsibilities of the youth apprenticeship program
- The student follows the terms of the Education/Training Agreement for the youth apprenticeship and is evaluated based upon a checklist of competencies

GETTING STARTED

When Completed: Dept. of Workforce Development Certificate Earned **What's the Next Step?**

Continue: At WCTC

The Youth Apprenticeship hours may count toward advanced standing in a related certificate, technical diploma, or associate degree program.

Continue: Registered Apprenticeship

After meeting qualifications, the student may be hired and then registered as a youth apprentice. Their Youth Apprenticeship hours are evaluated as possible credit towards a Registered Apprenticeship.

Continue: In the Workforce

The Youth Apprenticeship may lead to permanent employment at the employer.

Continue: At a 4-Year College

Youth Apprenticeship is a recognized credential on a UW-System application for admission

WHAT'S NEXT?

WCTC Youth Apprenticeship

Erin Cherney, Youth Apprenticeship Coordinator
262-691-5557 or echerney@wctc.edu

Website: <https://www.wctc.edu/become-a-student/credit-for-prior-learning/youth-apprenticeship.php>



Registered Apprenticeship

AFTER HIGH SCHOOL

Registered Apprenticeship: Learning by Doing

Apprenticeship is an educational strategy that combines supervised, structured on-the-job learning with related instruction. It can be sponsored by employers, employer associations or labor/management groups that can hire and train in a working environment. The employment portion is key: Without a job there is no 'on-the-job learning' which makes up 90% of the program!

Registered Apprenticeship Fundamentals

- Timeline: 2-5 years, participants work for an employer 4 days/week and attend classes 1 day/week; construction participants attend block training up to 2 weeks at a time
- Employers provide wages, worker's compensation, competency training, and mentoring through the business
- Employers typically pay (or reimburse the student) for the cost of school tuition and textbooks

Participants must....

- Have their High School Diploma or GED/HSED
- Pass an entrance exam
- Be able to get to and from work and school
- Be able to legally work in the United States
- Be able to physically perform the job
- Be prepared for individual additional requirements for some areas (examples may include: aptitude tests, interviews, grades, and previous work experience)

Apprenticeship Opportunities are Available for MANY Occupations

Examples of Construction Apprenticeships Available in WI:

Bricklayer	Painter and Decorator
Carpenter	Plasterer
Cement Mason/ Concrete Finisher	Plumber
Construction Craft Laborer	Roofer & Waterproofer
Electrician (Construction)	Sheet Metal Worker
Electrician (Residential)	Sprinklerfitter
Environ. Service Tech./ HVAC Instal.-Tech.	Steamfitter (Construction)
Glazier	Steamfitter (Refrig./Service)
Heat and Frost Insulator	Taper & Finisher
Ironworker	Teledata Communications
Laborer (Construction Craft Laborer)	Terrazzo Worker
Op. Engineer/ Heavy Equipment Operator	Tile Setter

Examples of Industrial Apprenticeships Available in WI:

Electrical and Instrumentation Tech.	Maintenance Technician
Industrial Electrician	Metal Fabricator
Industrial Pipefitter	Mold Maker
Instrument Mechanic	Pattern Maker
Machinist	Tool and Die Maker
Maintenance Mechanic	

Examples of Service Apprenticeships Available in WI:

Barber/Cosmetologist	Fire Service
Child Care Development Specialist	Funeral Director
Cook/Chef	Metering Technician
Dairy Grazer	Wastewater Treatment Plant Op.
Electric Line Worker	

Find Complete listings at: <http://dwd.wisconsin.gov/apprenticeship/>

Two Main "Types" of Construction Apprenticeships (See attached sheet for applicable contact information)

Merit-Based Apprenticeship

Contact Associated Building Contractors (ABC), Inc. for an application packet

Union Apprenticeship

Contact the applicable local trade union to get started.

When Completed: Journeyworker Credential Earned

The individual will receive a Journeyworker credential applicable for their field.

CONTINUE: In the Workforce

As a Journeyworker already employed with a company or committee! Looking for a job is not needed!

CONTINUE: Start a Business

As a full industry professional, it is possible to work independently as a contractor.

WHAT'S NEXT?

Where to find detailed information on Registered Apprenticeships:

Joshua Johnson, Apprenticeship Training Representative
262-695-7778 or joshua.johnson@dwd.wisconsin.gov

State of Wisconsin Dept. of Workforce Development
Apprenticeship web page:

<http://dwd.wisconsin.gov/apprenticeship/individuals.htm>