



WISCONSIN  
**APPRENTICESHIP**  
SINCE 1911

*A Strategic Advantage!*

*Joshua Johnson*

*Apprenticeship Training*

*Representative*



# *Apprenticeship*

**foundation**

**What is apprenticeship?**

**details**

**How does it work in WI?**

**outcomes**

**For Employers & Workforce**

**stakeholders**

**Partnership & Roles**

# What is an Apprentice?

Apprentice (uh-pren-tis) noun, verb.

-Noun

One bound by legal agreement to work for another for a specific amount of time in return for instruction in a trade.

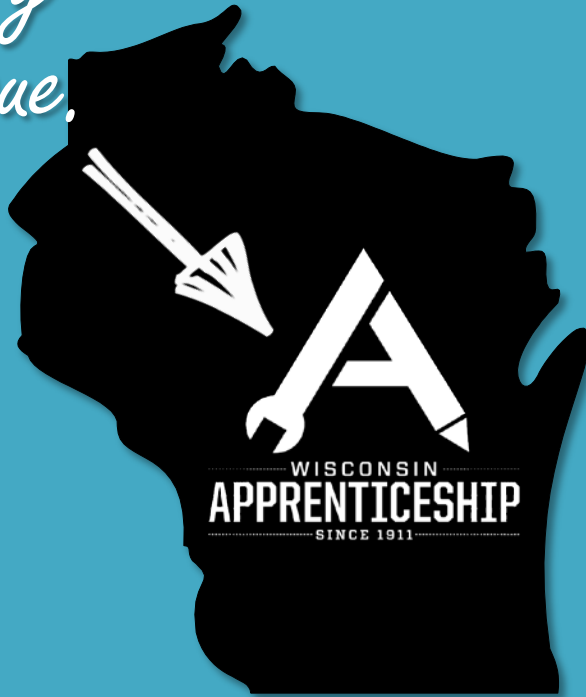
-Verb

1. To place with an employer or master craftsman, for instruction in a trade.
2. To serve as an apprentice: "She apprenticed for five years under a journeyworker electrician."

tradition.

# Unique Model

*Very Unique*



*Respected Model*



unique.

# Wisconsin Model

- Our 1911 law is nation's model
  - Provide industry with skilled labor
  - Provide career opportunities for youth
  - Protect those who enter apprenticeship
- Created vocational schools for theoretical instruction
- Nationally recognized credential







training.

# Great Training!



- \* Employer sponsored flexible training program.
  - Contract specifies training & performance
  - Apprentice earns progressive wage
  - Journeyworker(s) provide on-the-job training
  - Industry instructors teach classroom (theory)
  - Apprentice attains journeyworker status.
- \* Industry-driven, industry-designed.
- \* Regulated by the state.



skill gaps.

Holding us back

64%

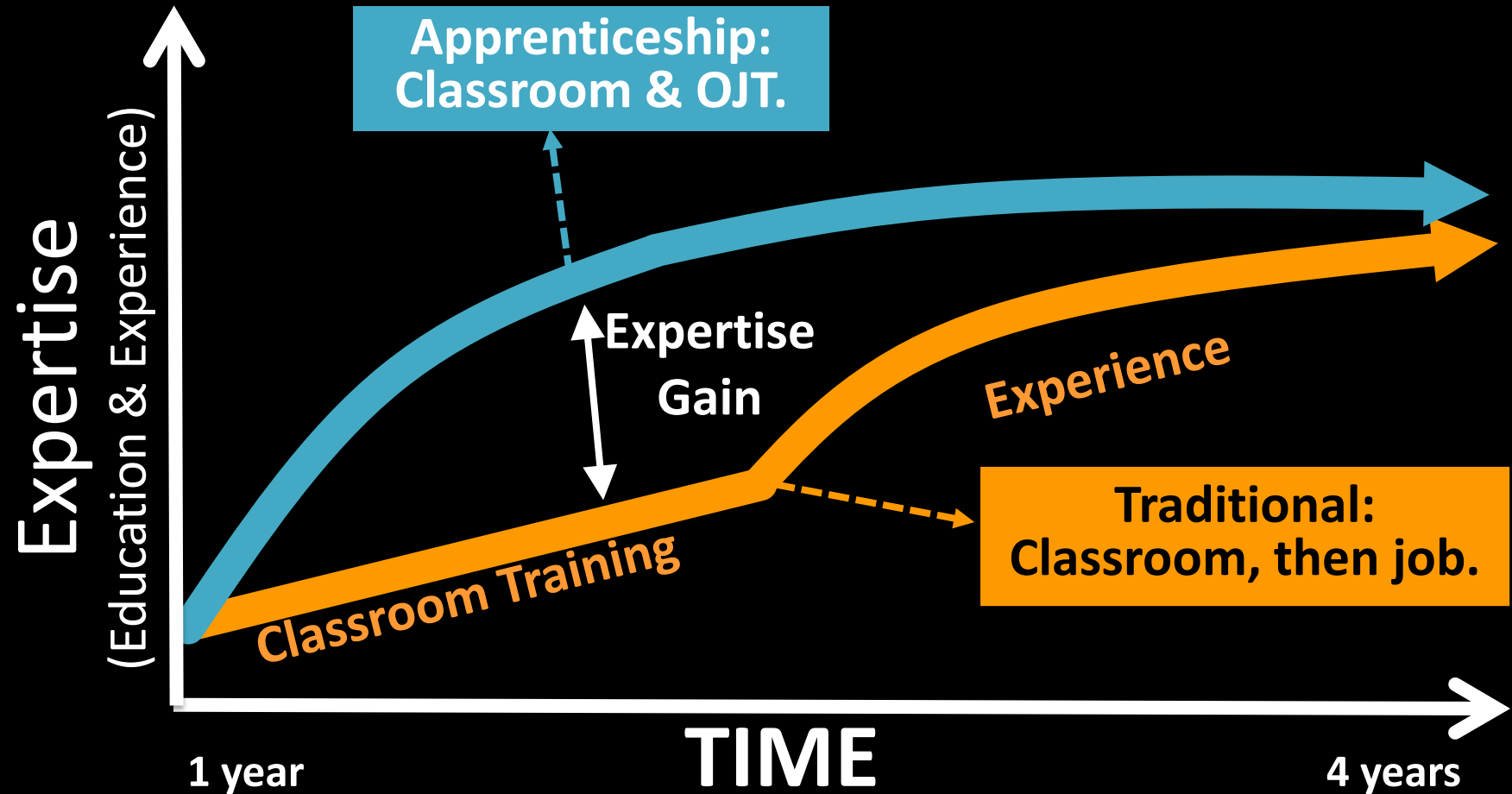
of manufacturing companies report  
SKILL GAPS ARE LIMITING THEIR  
EXPANSION OR PRODUCTIVITY.

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expertise.

Expedited





“A good start is half the battle.”

A UW-Madison  
undergrad student will

**SPEND**

\$42,000

on tuition & fees



*Great  
Earnings  
...later!*

An average apprentice in  
a typical WI trade will

**EARN**

\$161,000

sans health & other benefits

*Great Earnings  
...right now!*

*Family Stability!*

**Productive**

*Recruitment!*

*Retention!*

*Right-skilled!*



good start.

And a great finish

**\$98,718 more**  
**IS EARNED ON AVERAGE**  
by apprentices during their careers  
than workers who did not apprentice.

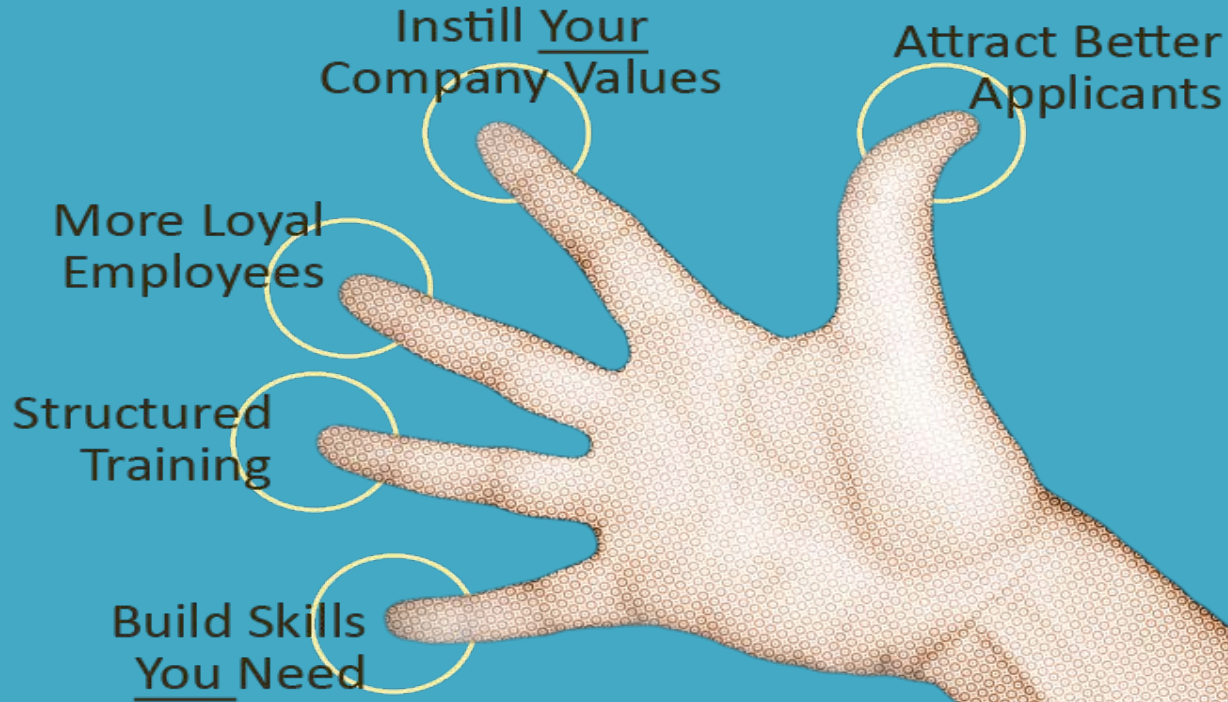
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employers.

# Top 10 Reasons to Train





employers.

# Top 10 Reasons to Train

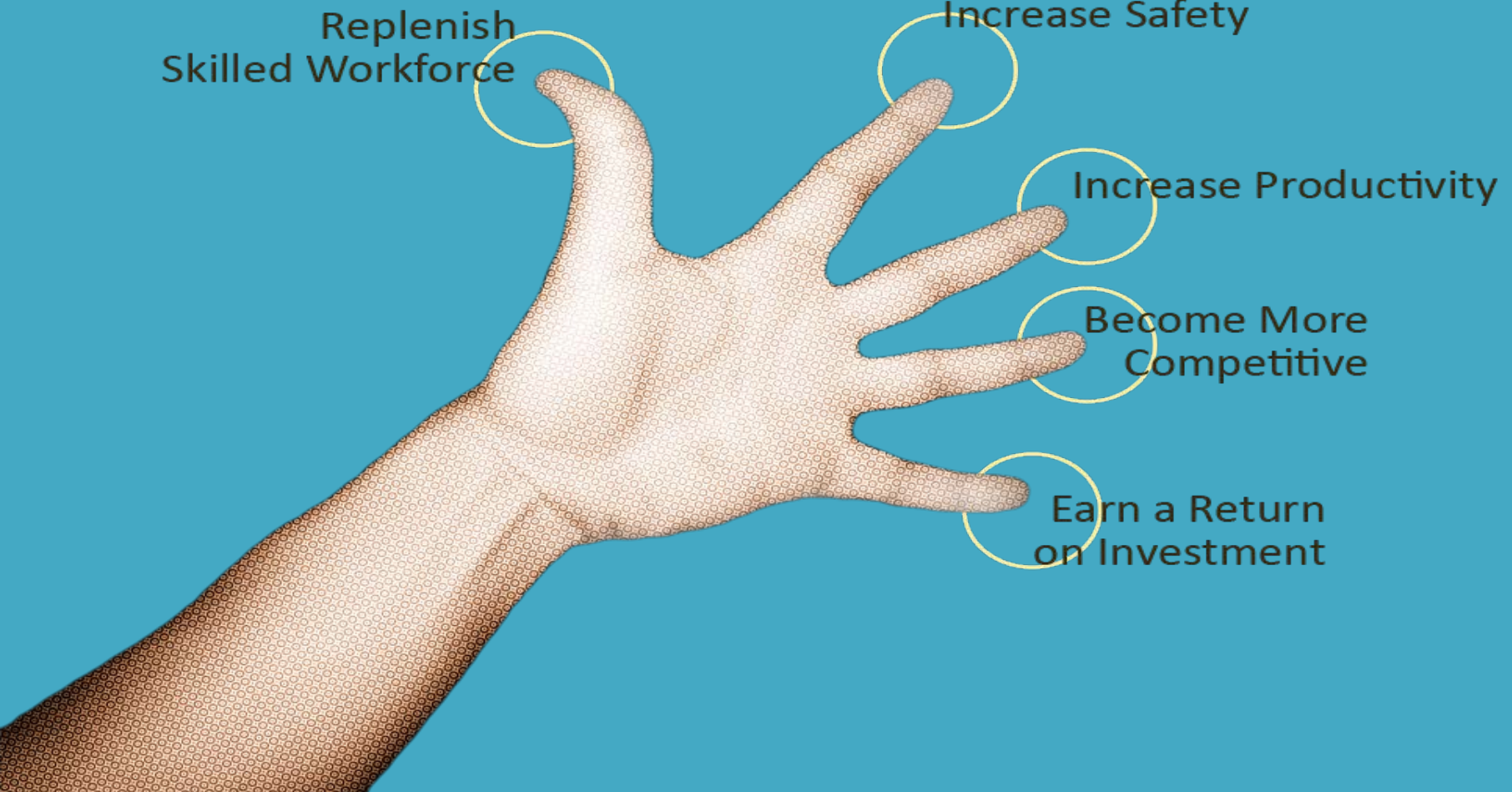
Replenish  
Skilled Workforce

Increase Safety

Increase Productivity

Become More  
Competitive

Earn a Return  
on Investment





# training.

# Earn while you learn.

## Supervised, structured on-the-job training

- Provided by sponsor
- Job is foundation of apprenticeship
- 90% of training is learned on the job
- Written standards govern the on-the-job training
- Work must be supervised by skilled journeyworker







training.

Earn while you learn.

## Related (classroom) Instruction

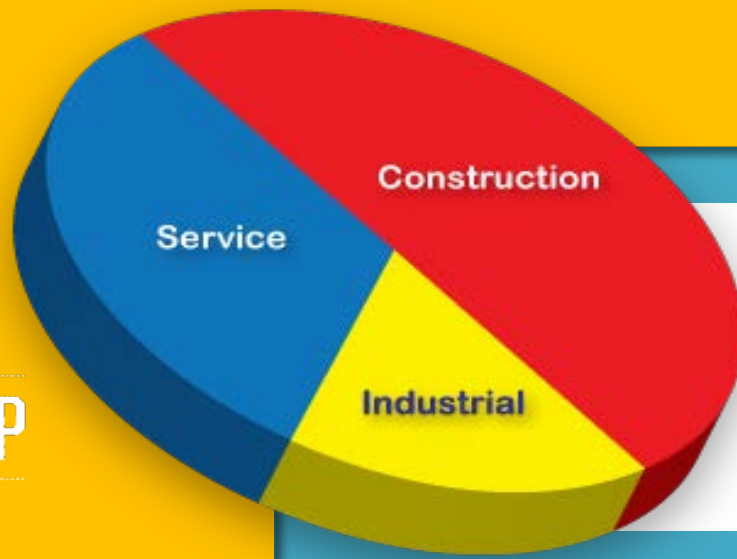
- Theoretical and technical, as required by WI law
- Primarily through Wisconsin's Technical Colleges
- Employer pays apprentice's normal wage while attending
- Apprentice pays for tuition & books







WISCONSIN  
**APPRENTICESHIP**  
SINCE 1911



# 11,691

Active Wisconsin Apprentices  
10 yr annual average

# 2,437

Wisconsin Employers  
With Apprentices



# 740

Wisconsin Sponsors  
With Apprentices

# value.

# credentialing

- Average length: four years
- Interim credentials built in
- Formal completion credential
  - Journeyworker skill level
  - Recognized & Portable nationwide
- Formal & informal pathways for college credits





criteria.

“Apprenticeable”

Commonly identified & recognized by industry

Customarily learned on the job by 2,000+ hours of practical structured, supervised training

Progressive attainment of manual, mechanical or technical skills & knowledge

Requires 144+ hours of related (theoretical) instruction to supplement OJT



sectors.

# Apprenticeable Occupations

- Three employment sectors:
  - Construction Trades
  - Industrial Trades
  - Service Trades
- Each trade has selection process & requirements
- Construction: 50% of contracts



dedicated.

## Apprenticeship Sponsors

- Sponsors are:
  - Joint (employer/union) Committee
  - Non-joint (employer) Committee
  - Individual Employer
- 3,000+ Wisconsin employers train apprentices each year





committed.

## Apprenticeship Sponsors

- Sponsors agree to:
  - Plan, administer & pay for program
  - Follow state & federal apprenticeship regulations
  - Form three-way contract







# Benefits... to the Employer

**Targeted training + productive work**

In the facility, on the equipment, with the customers,  
tailored to the needs...*of the employer.*

**Internal career ladder for unskilled employees**

**Employee wage is equivalent to skill level**

**Proven to reduce turnover & absenteeism**



# Benefits... to the Employer

Structured method to capture expertise of experienced, skilled employees

Structured method to upgrade or standardize the skills of existing workforce

Brings new techniques & ideas into company



# Benefits... to the Apprentice

**Attain mastery while earning a good wage**

- Gain lifetime skills and abilities
- Secure comprehensive knowledge of the trade

**Acknowledged as valued education**

- Portable credential: spans employers & states
- Vets may be eligible for GI Bill benefits
- Many colleges negotiate college credits

**Clear path for upward mobility**



expertise.

learn by doing

“Experiential learning is the **natural conduit for developing expertise.**  
We need to bring back the **apprenticeship** model.”

Scott Belsky, Adobe's Vice President of Community



ADOBE



workforce issues.

Today

# THE SKILLED WORK GAP

Registered  
Apprenticeship  
is an effective  
and proven training  
strategy to help  
bridge today's  
**SKILLS GAP**  
and address the  
**SKILLED WORKER**  
shortage.

# FORCE

# Apprenticeship: Service & Industrial

- Employer is the sponsor
- Application is made directly to the employer
- More than half of apprentices come from within the employer's existing workforce
- Employer carries out all responsibilities of an apprenticeship sponsor and is party to the apprenticeship contract



WISCONSIN  
APPRENTICESHIP  
SINCE 1901



# Real-life Example: Mary Industrial

- Worked at ACME, Inc. thru School-to-Work program as clerical staff while in HS
- Became interested in tool and die
- After graduation, applied at ACME as a production line worker
- Had great attendance & performance
- Selected for ACME's tool and die apprenticeship program



# Fueling the Pipeline: Apprenticeship Preparation

How can we get people into apprenticeship?

- Partnerships with Sponsor(s) – Youth Apprenticeship
- Apprenticeship Preparation – formal /informal / certified
  - Basic work skills
  - Academics – math & reading
  - HSED/GED
  - Driver's License
  - Drug-free
- Referral & Guidance



# *YA to RA Bridge*

**Elevate RA on the YA trainee pathway.**

**Create a seamless transition YA to RA.**

**Bridge the worker & skill gaps.**

*Apprenticeship.  
Registered & Youth!*

# Youth Apprenticeship at Work



# General Comparisons of YA and RA

<u>Feature</u>	<u>Youth Apprenticeship</u>	<u>Registered Apprenticeship</u>
<b><u>Recruitment, Selection, and Induction</u></b>		
Employer Qualifications	YA Coordinator reviews program with employers and approves employers who can offer all competencies	<ul style="list-style-type: none"> <li>• Established in State Standards</li> <li>• Must ensure apprentices are trained in the core work processes and employ a full-time journey worker to supervise the apprentice</li> <li>• Must be financially reliable and have proof of Worker's Comp coverage</li> <li>• Additional qualifications vary by trade</li> </ul>
Apprentice Qualifications	Demonstrated interest in career area, on track for high school graduation	<ul style="list-style-type: none"> <li>• Must be 18 years of age</li> <li>• Must be a high school graduate or equivalent</li> <li>• Must pass the entrance test (varies by sponsor)</li> <li>• Must be able to get to and from work and school</li> <li>• Must be physically able to perform the work with reasonable accommodations and meet minimum standards for age, education, and placement</li> <li>• Additional qualifications vary by trade, employer</li> </ul>
Active Worker Recruitment	Recruited and placed with jobs by YA Coordinator	The sponsor conducts recruitment.
Competitive Hire Process	Interviewed and hired by employer	The sponsor selects qualified applicants.
Formal Agreement	A five-party contract signed by the YA coordinator, employer, teacher, student and parent	A three-party contract signed by the sponsor and apprentice, and approved by the Bureau of Apprenticeship Standards.

# General Comparisons of YA and RA

Feature	Youth Apprenticeship	Registered Apprenticeship
<b>Work-Based Learning</b>		
Focus of Training	Broad overview of industry	Thorough knowledge of occupation
On-The-Job Learning (OJL) Requirements	<ul style="list-style-type: none"> <li>• 450 hours per year</li> <li>• Up to two years</li> </ul>	<ul style="list-style-type: none"> <li>• 2000 hours per year</li> <li>• Two to six years</li> </ul>
OJL is Defined and Assessed	<ul style="list-style-type: none"> <li>• Defined in YA curriculum</li> <li>• Assessed by worksite mentor</li> </ul>	<ul style="list-style-type: none"> <li>• Defined in RA Job Book</li> <li>• Assessed by journey worker</li> </ul>
Mentor Support During Apprenticeship	Worksite mentor closely supervises all hazardous activities.	<ul style="list-style-type: none"> <li>• Journey worker trains, supervises</li> <li>• Apprentice works more independently over time</li> </ul>
<b>Classroom Learning</b>		
Classroom Instruction Requirements	Two semesters per year	144 hours minimum per year
Instructional Providers	<ul style="list-style-type: none"> <li>• Local high school or</li> <li>• Technical college</li> <li>• Student usually does not pay tuition</li> </ul>	<ul style="list-style-type: none"> <li>• Technical college or</li> <li>• Approved training provider</li> <li>• Apprentice pays tuition, books</li> </ul>
<b>Outcomes</b>		
Certification	<ul style="list-style-type: none"> <li>• High School Diploma</li> <li>• Certificate of Completion</li> </ul>	Apprentice Completion Certificate
Pathway to Higher Education	Many programs have advanced standing with Technical Colleges	Advanced standing or equivalency towards Associate Degree, in most cases



# YA Manufacturing to RA IMT Crosswalk

IMT Duties and Tasks		YA Manufacturing Competencies	YA Credit Awarded	RA Credit Awarded
A.	<p><b>Follow industry specific safety procedures around electricity, machines, equipment and manufacturing processes</b></p> <p><i>The apprentice shall properly perform the following:</i></p>	<p><b>Unit 2: Required Skills Safety</b></p> <p>Competencies: 1. Follow personal safety requirements; 2. Maintain a safe work environment; 3. Demonstrate professional role to be used in an emergency</p>		
01	Use of lock-out/tag-out procedures, both OSHA 1910.147 and employer specific	9(7) Perform safety checks – Ensure Lock Out/Tag Out procedures have been implemented as required by maintenance		
02	Demonstrate awareness of employer's safety policies	1(5) Act professionally - Communicate safety, training, and job-specific needs. Adhere to safety rules and regulations.		
03	Use and explain the purpose for required personal protective equipment, including but not limited to head, hand, ear, eye, foot, and body protection	2(1) Follow personal safety requirements - Define the Personal Protective Equipment (PPE) required for specific tasks in your facility 3(3) Operate tools and equipment safely - Wear the required Personal Protective Equipment (PPE) at all times as required for the operation of the tool/equipment.		
04	Identify proper tools and use	3(3) Operate tools and equipment safely - Distinguish between common hand tools including hammers, wrenches, pliers, punches, taps, and dies. List the various tools and equipment used at your worksite such as cutting and non-cutting hand tools, sawing machines, pedestal (bench) grinders, drill presses, vertical milling machines, CNC equipment, lathes, molding equipment, etc.		

# YA Manufacturing to RA Machine Tool

Machine Tool (RA Job Book)	Mfg YA Unit (Competency)
<b>1. Lays out and verifies dimensions of parts, using precision measuring and marking instruments and knowledge of general mathematics and trigonometry</b>	1(1) Apply academic knowledge 3(2) Measure using various instruments
<ul style="list-style-type: none"> <li>o apprentice complies with all applicable safe work practices</li> </ul>	2(1) Follow personal safety requirements 2(2) Maintain a safe work environment 2(3) Demonstrate professional role to be used in an emergency 6(5) Perform safety checks
<ul style="list-style-type: none"> <li>o apprentice applies layout ink to the part to provide visible layout lines</li> </ul>	
<ul style="list-style-type: none"> <li>o the part will have clear layout lines that are struck only once</li> </ul>	
<ul style="list-style-type: none"> <li>o apprentice cleans and deburrs the work pieces plus the work holding equipment</li> </ul>	6(12) Shutdown machining process 6(13) Clean up 6(14) Use hand tools – deburr using hand tools



Credit Recommendations for Aligned YA Programs			
Program Requirements	Minimum Credit	Maximum Credit	
Directly Aligned			
One-Year YA			
2 Semesters (180 hrs)	50% (90 Hours)	100% (180 Hours)	
450 hours	50% (225 Hours)	100% (450 Hours)	
Two-Year YA			
4 Semesters (360 hrs)	50% (180 Hours)	100% (360 Hours)	
900 Hours	50% (450 Hours)	100% (900 Hours)	
Partially Aligned			
One-Year YA			
2 Semesters (180 hrs)	No Credit	50% (90 Hours)	
450 Hours	No Credit	50% (225 Hours)	
Two-Year YA			
4 Semesters (360 hrs)	No Credit	50% (180 Hours)	
900 Hours	No Credit	450 Hours	

# Elements of a Successful Bridge

- For a YA program to be considered successfully "bridged" to a RA program, certain elements should be discussed between the YA Coordinator and the RA Sponsor. Ideally, agreements will be formed that standardize these elements for all students graduating the YA program in a particular area, but discussions can also take place once the student has graduated.

# Elements of a Successful Bridge Cont.

- The YA graduate receives immediate employment with an RA Sponsor as a registered apprentice *or* a classification that will lead to an apprenticeship.
- The YA graduate receives *at least a minimum amount of credit* for YA hours to comparable RA hours.
- The credit or consideration better positions the YA graduate towards a tangible RA milestone or requirement. For example, they could test out of the first year of RA Paid Related Instruction (PRI), begin at a higher wage rate, etc.
- The YA graduate receives PRI credit for courses taken as a Youth Apprentice if they received a passing grade (2.0 on a 4.0 scale):
  - Wisconsin Technical College courses that are taken as YA related instruction result in transcribed credit for that course, and the apprentice passes out of that course in the RA curriculum if they received a passing grade (C or 2.0 on a 4.0 scale).
  - High school courses taken as YA related instruction should be awarded transcribed credit and/or advanced standing as appropriate, with the type and amount of credit recommended by local stakeholders using the Wisconsin Technical College System's Credit for Prior Learning policy.
- The RA Sponsors retain the authority to make recommendations for credit awarded for YA work hours and/or related instruction on a student-by-student basis, with the final approval of the Apprenticeship Training Representative (ATR).

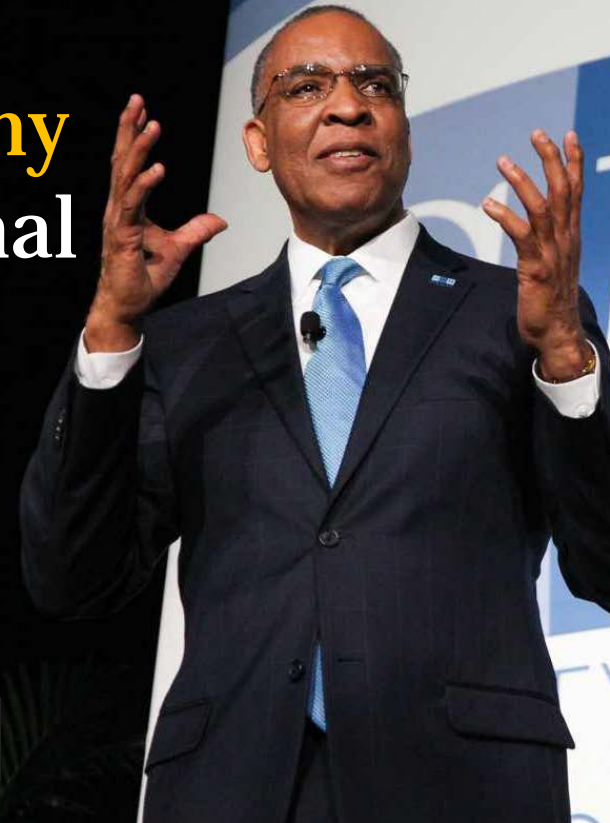


tomorrow.

the multi-tool of training

“Apprenticeships are a **Swiss Army knife solution** for a host of national challenges...”

Henry G. Jackson, President & CEO, SHRM

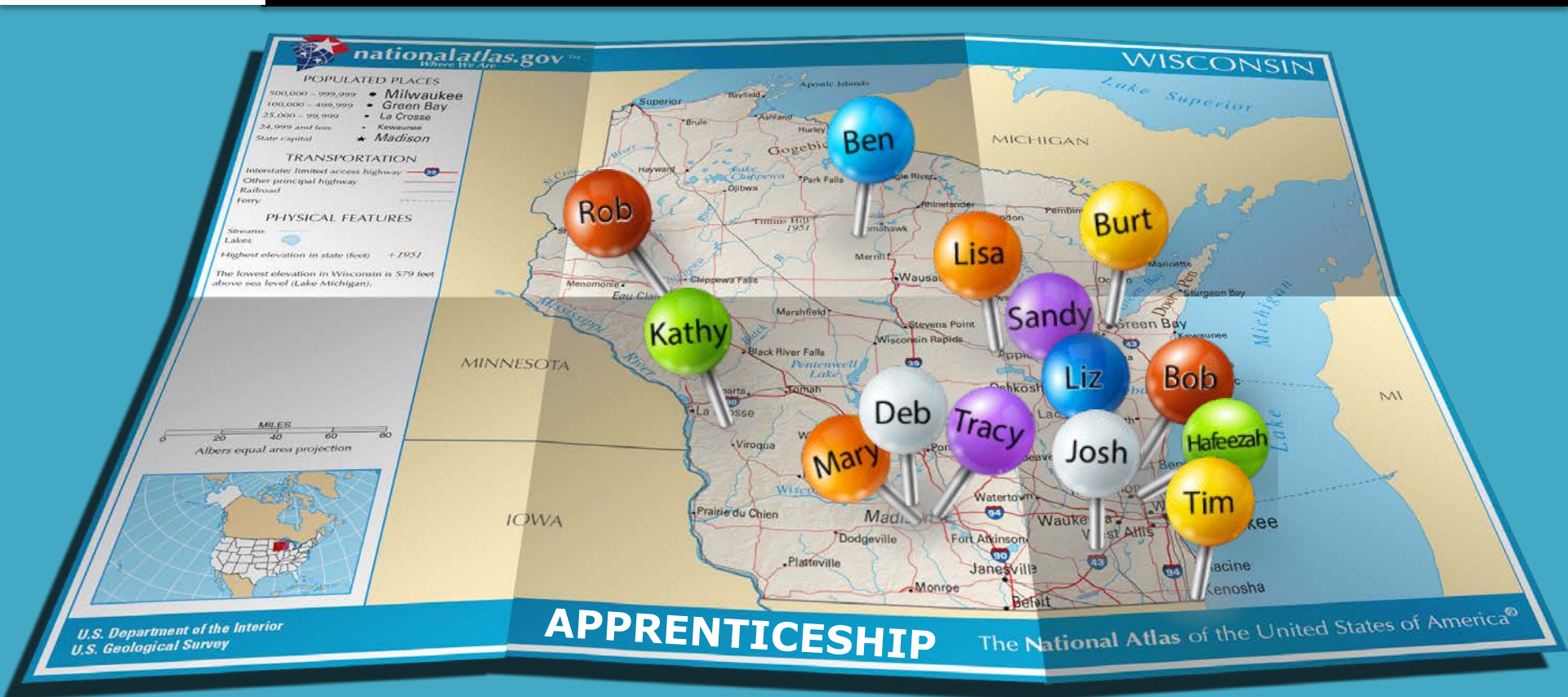


SHRM



ATR.

# Apprenticeship Training Representative



[wisconsinapprenticeship.org](http://wisconsinapprenticeship.org)



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SINCE 1911

**Thank  
You!**