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# Wisconsin Youth Apprenticeship

Mid-Western State Legislature YA Panel: Wisconsin YA Program  
November 16, 2021

# YA Overview

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## Program Description:

- Statewide school-to-work initiative since 1991, modeled after Registered Apprenticeship
- One- or two-year program
- Combines 180 hours/ year of related technical instruction with mentored on-the-job training
- Students work a minimum of 450 hours/year being paid at least minimum wage
- Available to youth in participating school districts



# YA Program Structure

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## YA State Staff:

- 5 staff at state level

## YA Regional Coordinators:

- 35 Regional Consortium Coordinators or one per Consortium

## YA Local Coordinators:

- 402 Local Coordinators or one per participating school



# YA Program Delivery

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## YA Regional Consortiums:

- Consortiums form around 1 or more school districts
- Each consortium has a designated YA Regional Coordinator and a Steering Committee
- **Regional Coordinator** typically recruits businesses, may be employed outside of school district

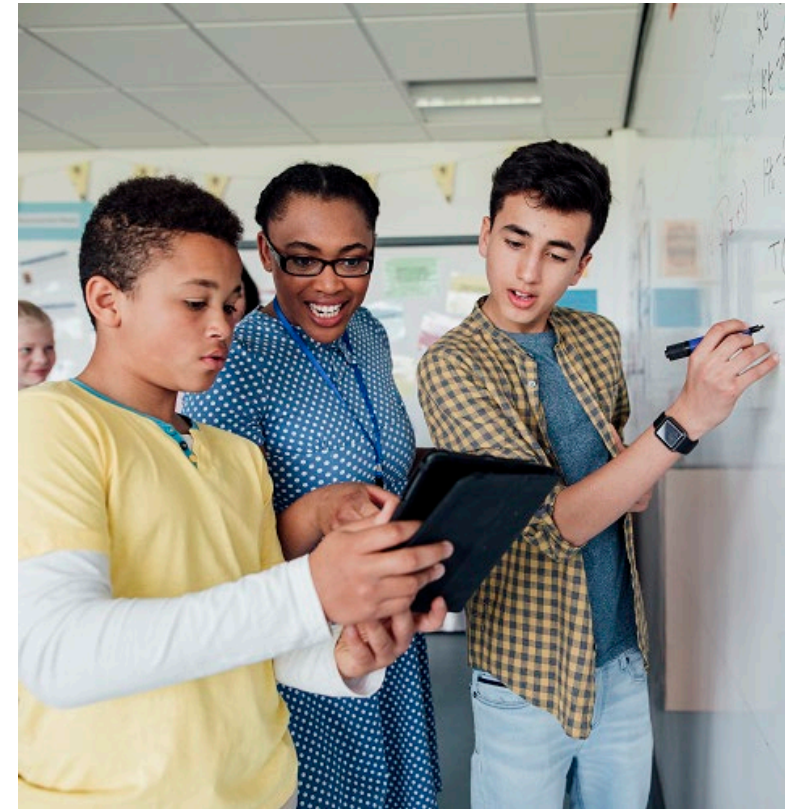


# YA Program Delivery (continued)

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## Regional Coordinator Responsibilities:

- Program Development and Management
- Recruitment and Marketing
- Evaluation and Reporting



# Key Elements



- Industry-developed skill standards
- Exposure to multiple aspects of an industry
- Skilled mentors assigned to train the students
- Paid work
- Program curriculum guidelines for all programs
- Related classroom instruction concurrent with work-based learning
- Local program operation within uniform statewide parameters
- Performance evaluation of required skills
- State-issued Certificate of Occupational Proficiency upon completion



# DWD/BAS Administration

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- Establishing guidelines and policies for the program
- Working with industry to develop new YA program areas
- Ensuring development of statewide program curricula guidelines
- Reviewing program and grant applications from interested regional consortia
- Managing the expense reimbursement process and distributing YA grant funds
- Monitoring YA program performance and providing technical assistance
- Issuing certificates to youth apprentices upon program completion





# YA Program Offerings By Career Cluster

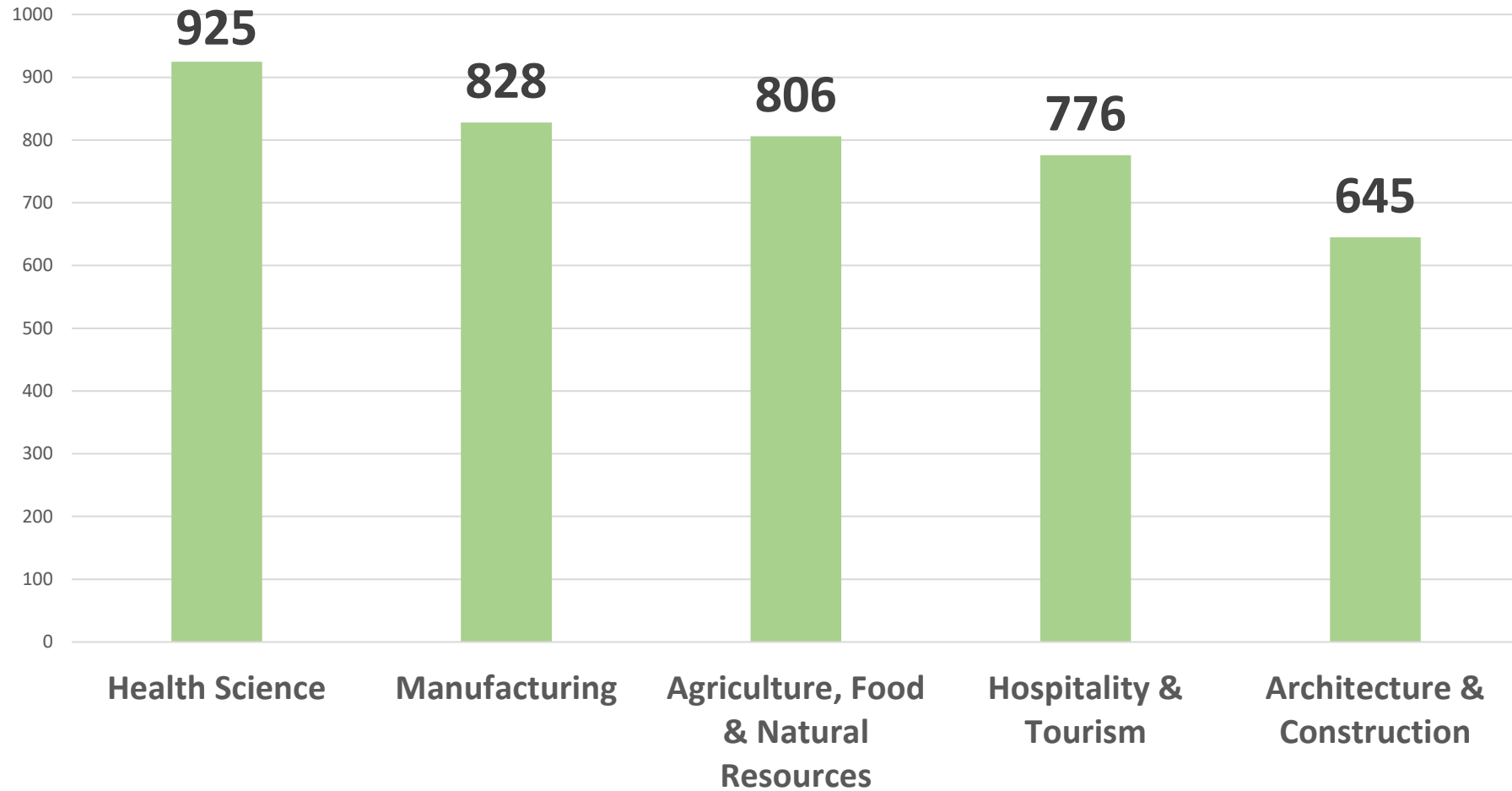
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- Agriculture, Food & Natural Resources (AFNR)
- Architecture and Construction
- Arts, A/V Technology & Communications
- Finance
- Health Sciences
- Hospitality and Tourism
- Information Technology (IT)
- Manufacturing
- Marketing
- Science, Technology, Engineering & Math (STEM)
- Transportation, Distribution and Logistics (TDL)





# Top Career Clusters for Youth Apprenticeship



Program Year 2021



# Youth Apprenticeship

*2020-2021 Snapshot*

Youth Apprentices .....	<b>5,417</b>
Youth Apprentice Completers .....	<b>3,599</b>
Completion Rate .....	<b>81.7%</b>
Employers .....	<b>3,963</b>



# \$28,734,313

Wages Earned by Youth Apprentices  
in Program Year 2020-2021  
(Estimated)



For the Class of 2021,

**79.2%**

of Two-Year Youth Apprenticeship Completers were offered employment in the Career Area of their training.



# Youth Apprenticeship Modernization



**Ensure the YA program competencies meet needs of WI industries**

Updated skill checklists



**Maximize dual credit**

New related instruction guide includes dual credit options



**Increase the number of certificates (CTE incentive grant, DPI pathways, etc.)**

Career pathway section in the OJL Guide  
Certificates vetted with employers



**Expand into emerging occupations**

Broadband Resident Aide Meeting & Events



**Ensure seamless alignment with Registered Apprenticeship**

Bridging opportunities in OJL Guide and Related Instruction Guide  
Expose the criteria for assessment to clarify the level of performance required



**Increase rigor**

Certificates and Career Pathways  
Emphasis on dual credit  
Bring forward the criteria



# YA-to-RA Transition

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Bridging is the concept of taking a Youth Apprenticeship through and into a Registered Apprenticeship.

- Students participate and complete a Youth Apprenticeship
- Work hours gained in YA may transfer to RA
- Related instruction is lined up with RA related instruction so that the student need not repeat classroom learning
- YA Modernization project is ensuring YA and RA are intentionally aligned
- Ideally, this begins at the onset of the student's YA program



# Thank You!

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If you have any questions, please let me know.

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