

WI Youth Apprenticeship



2014 Statewide Transition Academy: College and Career Ready

Oh the Places Youth May Go with Youth Apprenticeship Workshop

Friday, October 17, 2014
10:50 a.m. – 12:00 p.m.

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Who is Eligible?

- High School juniors and seniors
- Enrolled in a public or private school or an approved program leading to a GED/HSED
- Demonstrate skills in the Skill Standards Checklist
- Have participated in career exploration

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1. **Two** year program (Level II)- STANDARD

900 hours of work site learning

360 hours of related classroom instruction

OR

2. **One** year program (Level I)- OPTION

450 hours of work site learning

180 hours of related classroom instruction

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What is YA?

- Statewide **School-to-Work** initiative
- **HS students** get “real-world” learning in an occupational area
- **ONE** or **TWO year** elective program
- Combines academic AND technical instruction with **mentored on-the-job training**

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Background

- ④ **WI Act 39** created in 1991
- ④ Gov. Thompson creates **Office of Workforce Excellence** to facilitate YA development
- ④ Legislators, state staff, educators and business reps **visit Germany** to model YA after German system of apprenticeship
- ④ First 21 students enrolled with 9 employers in **Printing in 1992**

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YA Program Requirements

1. Paid on the job experience and learning
2. Uses skilled job-site mentors
3. Demonstrate skill competencies thru performance evaluation
4. YA Program Completion:
 - State issued skill certificate (DWD)
 - HS diploma (HS)



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YA Program Structure

DWD:

TWO state YA Administrative staff

YA Coordinators:

WI is divided into **33 Consortia** each with a designated YA Program Coordinator

Participating **Public School Districts:**

On site teacher/staff coordinator

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Student's Role

- Academic skills and Attendance
- Progress Reviews
- Maturity and Responsibility to Employer



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Fits **Workforce AND Educational** need

BENEFITS of YA

- ⦿ Hands-on, Applied, Real-World learning IN Worksites
- ⦿ Career Pathway choices
- ⦿ Can fulfill Sector Strategy needs for workforce pipeline to youth
- ⦿ Current programs in 2 of 3 of WI's HI demand areas- Manufacturing and Health
- ⦿ Offers Dual credit/TC articulation

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Parent or Guardian's Role

- Transportation
- Progress Reviews

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K-12 Role

- Recruit students
- Coordinate student enrollment
- Integrate YA Program classroom & worksite training
- Ensure 450 worksite hours + 180 hours of related instruction
- Progress Reviews
- Grant high school graduation credit

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YA Consortium's Role

- Approval from DWD to operate YA Program
- Recruit Students AND Employers
- Advisory committee
- Yearly commitment with partners YA grievance procedure
- Provide employer mentor training

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Employer's Role

- Participate in mentor training
- Interview & hire YA students
- Provide on the job training
- Pay YA student
- Progress Reviews
- Ensure 450 work hours
- Comply with Child Labor Laws

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YA Curriculum Features

- Based on SAME curriculum format used by WI Tech College System
- Performance Based:
 - Competency
 - Performance Standards
 - Learning Objectives
- Assessed at the Worksite by the Employer Mentor

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YA Curriculum Definitions:

➤ Competency

Worksite Skill: Assessed by Employers at worksite

➤ Performance Standard

How skill is assessed at worksite; what employers should look for to judge the skill, as applicable to that worksite.

➤ Learning Objective

What is recommended to learn and to be able to perform skill; on-the-job or in the classroom



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Required Related Instruction

- Classroom instruction to *supplement* the learning of the worksite competencies
- Define in the learning objectives for each competency



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Instructor Qualifications

- Purposely Flexible so consortiums may hire the most appropriate instructors
- **HS licensure** with knowledge of current practices & techniques, recent work history or Tech College certification
- **Technical College** instructor certification
- **Industry Trainers** with 3 years experience or qualified journeyman



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REQUIRED

- Core Skills
- Safety & Security Skills

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Core Skills Competencies



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Safety & Security Competencies



Questions?

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To learn more visit:

CESA 5 website: <http://www.cesa5.org/>

DWD YA website: <https://dwd.wisconsin.gov/youthapprenticeship/>