



Earn. Learn. Succeed.

# APPRENTICESHIP

Your Future Starts Now.



**YOUR**  
Guide to Careers  
in the Skilled Trades

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



real life. real opportunity.

“My wages during apprenticeship were higher than most people make after graduating college. It gave me a four-year jump start on earnings, a great career and zero student debt.”

*-Travis, Sprinklerfitter*

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# Post-secondary Education that matters!

your life. your work.

Are you still in high school? Maybe you've finished school and are looking for a new direction? Or, are you already working and looking for a career that suits you better?

If any of this applies to you, apprenticeship could be right for you. Thousands of people like you register as apprentices every year. Why? It's simple. Apprenticeship is your ticket to a challenging and rewarding career in the skilled trades.

## Earn.

In apprenticeship, you earn a paycheck from day one with guaranteed raises as your skill level increases.

## Learn.

You will learn your trade through hands-on learning, coupled with classroom instruction - with the potential to earn college credits.

## Succeed.

Apprenticeship helps you to realize your career goals by providing a great salary and long-term career opportunities - without student loan debt.

 your future.

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

# The STRAIGHT FACTS on Apprenticeship Training

*Apprenticeship is post-secondary education like college or university. **But there's a big difference.** Apprentices not only learn skills in a classroom, they receive most of their training on-the-job with an employer who pays a good wage.*

- ◆ ***Depending on the trade, an apprenticeship can take two to five years to complete.***
- ◆ ***Apprentices usually spend 90% of their time learning on-the-job, with the remaining 10% spent in the classroom.***
- ◆ ***Apprentices earn wages starting their first day and receive regularly scheduled raises as skills increase.***
- ◆ ***Apprentices earn a nationally recognized completion certificate upon successful completion of the training.***



hundreds of  
different careers  
to choose from

# *Who can be an* **APPRENTICE?**

Apprenticeships are open to anyone. Age doesn't matter, though many young people start their training directly after high school.



did you know?

Apprenticeship readiness programs are available in some areas of Wisconsin to help you meet minimum apprenticeship qualifications.

To kick-start your career, go to [www.wisconsinapprenticeship.org](http://www.wisconsinapprenticeship.org)



## The **REAL SCOOP** on Skilled Trades

Negative perceptions and attitudes about skilled trades have been around for years. They have bred many myths that may have discouraged you from making the trades your first career option. But don't be fooled any longer. Here's the real scoop on what's fact and what's fiction.

1

**MYTH: Skilled trades are not for students that get good grades.**

**REALITY!** This is simply not true and is probably the most common misperception about skilled trades. The reality is that skilled trades need individuals with a strong academic foundation in reading, writing, math, and sciences.

Like college, successfully completing an apprenticeship takes intelligence, dedication, focus, and hard work.

Students who enter apprenticeship programs generally prefer the type of careers that are “hands-on” and applying their knowledge and skills to produce visible results.

Apprentices and others who work in the skilled trades are often passionate about their work and take pride in their accomplishments.



2

**MYTH: Skilled trades are unsafe, repetitive and require physically demanding manual labor.**

**REALITY!** There is no doubt that many tasks within the skilled trades involve “hands-on” work. But those in the trades know that any tough challenges are far outweighed by the rewards and satisfaction found in the skilled trades. This is why many people choose to work in the trades. For many, a job that uses both mind and body is more rewarding than a job that involves a lot of desk work.

*But don't think the trades are simple manual labor.*

New technologies, better regulations, and improved training using cutting edge tools and techniques are continuously changing how the skilled trades perform work. Increasingly, mechanical equipment in the trades is operated with the aid of computers and software.

**Modern tools, equipment and safety regulations minimize exposure to hazardous conditions.**

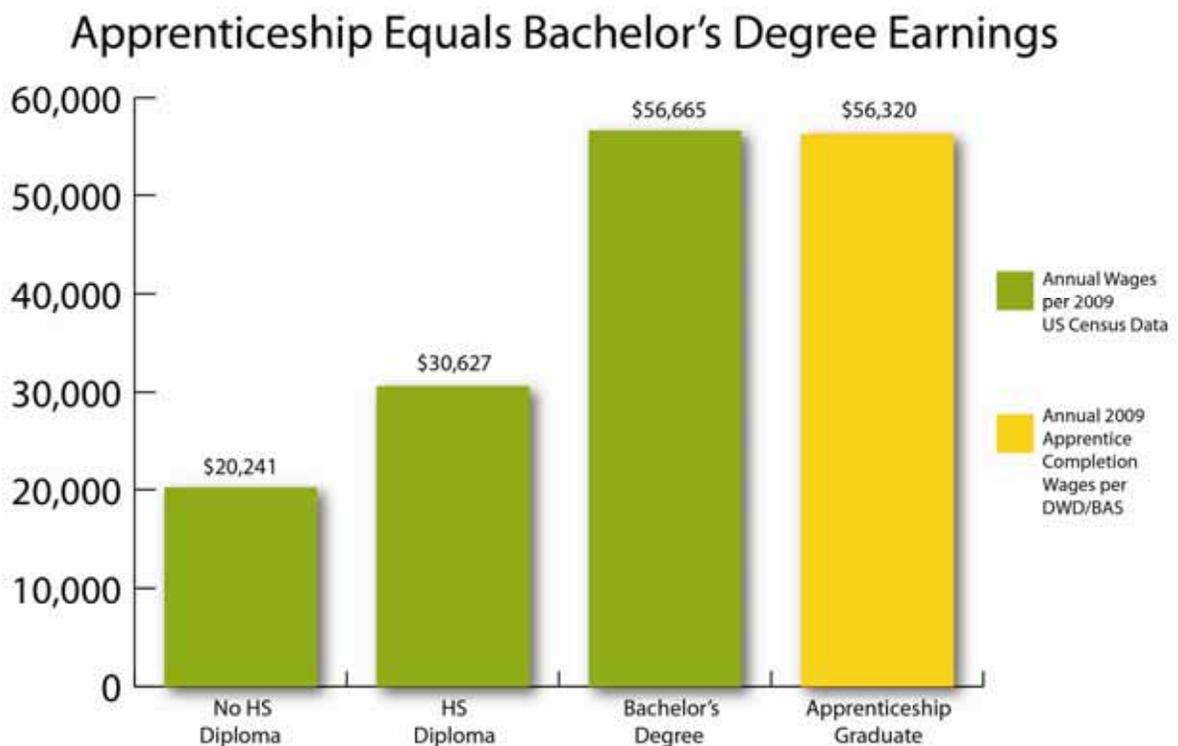
# MYTH

## 3

**MYTH: College is really the only path to a good career.**

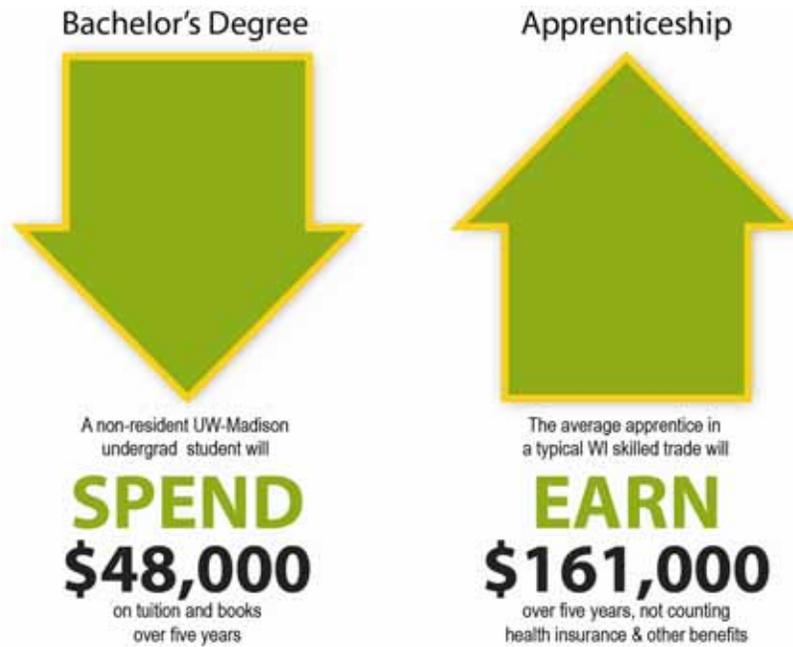
**REALITY!** Achieving a Certificate of Completion from an apprenticeship training program is also a ticket to a good future, given the high demand, good pay and travel opportunities involved. Once you complete your apprenticeship program, there are many chances for advancement within a trade - from supervisory or management positions to the possibility of owning your own business.

**The facts say it all:** The average annual earnings of a person who completes an apprenticeship equal those of a college graduate and nearly double those of a high school graduate.



get the facts. increase your options.

**MYTH #3: MORE REALITY!** In the first five years of a baccalaureate degree, a typical college student will spend \$48,000 or more on books and tuition. During that same period of time, an apprentice will typically earn \$161,000.



**4** **MYTH: You have to “know someone” to get into the skilled trades.**

**REALITY!** Because apprenticeship opportunities are very competitive, apprentice sponsors use entrance requirements and apply them equitably regardless of who you know or what your background may be. More and more, apprenticeship reflects the community where you live.

5

**MYTH: A job in the skilled trades is going to be a dead-end job.**

**REALITY!** The skilled trades offer more than a job, they offer careers. There are many opportunities for advancement within the skilled trades, ranging from supervisory or management positions to owning your own business. The level of advancement depends on your capabilities and desire to advance.

“

The trades evolve over time, as do I. As a tradesman, I have opportunities to lead crews during construction as a Foreman. With hard work, determination and a strong commitment to myself, I can move up to Superintendent and run the entire project.

With additional training comes more opportunity for career advancement. I am in control of my future.”

Dylan Pretorius  
4th Year Apprentice  
Carpenters Local 264  
Southeast WI Carpentry JAC



teamwork. advancement.



"In my experience as an apprentice, I have found that other attributes are more important than physical strength. Paying attention to details, providing quality customer service, working as part of a team and being a dependable employee are the attributes that help me excel in my career, regardless of my gender.

While being physically fit is important, lighter materials and advances in plumbing techniques have made sheer strength less important than it was in the past."

Jessica Cannizzaro  
ABC of Wisconsin 1st Place  
2009 ABC of Wisconsin  
Apprenticeship Skills Competition

6

**MYTH: Women do not have the physical strength to work in the skilled trades.**

**REALITY!** Physical work does not solely imply strength. In fact, the skilled trades require dexterity, stamina, good hand-to-eye coordination and balance. These are all attributes that women possess equally with men. Physical fitness, not gender, is important in many apprenticeship trades.

quality.



# WHAT Makes You Tick?

- ✓ Do you have an eye for detail?
- ✓ Do you have a knack for building or repairing things?
- ✓ Do you enjoy solving mathematical problems?
- ✓ Do you enjoy using state of the art technology to work smarter?
- ✓ Do you look forward to new challenges everyday?
- ✓ Do you have a good imagination and a creative flare?
- ✓ Do you want to earn a great wage?
- ✓ Do you like to be physically active and constantly on the move?
- ✓ Do you like to see the results of your labor?
- ✓ Do you want to earn while you learn?
- ✓ Do you enjoy working with a team to accomplish great things?
- ✓ Do you enjoy competition and are you a self starter?



If you answered **YES** to any of these questions, then you should explore Registered Apprenticeship.

*What are you waiting for?*

# Still having trouble picking the RIGHT TRADE?

## Exploring Wisconsin Apprenticeship:

- Figure out what naturally appeals to you.
- Look at your strengths, skills, and abilities.
- Make three lists: What am I good at? What makes me happy? What do I not want to do?
- Consider a wide range of trades or occupations and compare each with your three lists.
- Narrow down your choices to five occupations or less.
- Observe an occupation by job shadowing, take an exploratory trades workshop, or course at a technical college.
- Talk to people currently doing the work.

“Follow  
the **PASSION** of  
your heart.”

Joe the Carpenter

# 5 STEPS

## To An Apprenticeship



### 1. Get Prepared

Prepare for apprenticeship while in high school. Take courses in math (especially algebra and geometry), science and technology.



### 2. Graduate High School

Graduate from high school with the highest grade point possible to ensure that you meet the entrance requirements for most trades.

If you do not have your high school diploma, you'll need to earn your GED or HSED in order to meet apprenticeship requirements.



### 3. Find a trade that suits you

There are many opportunities in Wisconsin, but which one is right for you? Assessing your skills, interests, aptitude and the kind of lifestyle you want is never an easy process while in school. Talk to your career or guidance counselor.

Assistance is also available at your local technical college or one of Wisconsin's Job Center locations.

get more information at

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

*take the step.*



#### 4. Know the Entrance Process

Explore our website to find information about the entrance process and remember that the entrance procedures and requirements vary by trade, occupation or geographic area.



#### 5. Start Your Career

After completing the program's entrance requirements and passing the required exam for your chosen trade or occupation, you are ready!

Apprenticeship opportunities are at a premium even in times of full employment—openings in the skilled trades can be very competitive. Unlike college, a definite start date is rarely given upon application. There may be a wait before your training can actually begin.

So, what can you do in the mean time? Secure employment in the industry where an apprenticeship can be obtained, such as working in the shop for a mechanical contractor. Or, take related classes at your local technical college.



# FAQs

## What is apprenticeship training?

Apprenticeship is a training program that combines structured on-the-job learning with related classroom instruction. The employment opportunity is the most basic requirement for an apprenticeship. **Without a job there is no “on-the-job” learning, and such training represents about 90% of the program.**

## What are the advantages of an apprenticeship for me?

- **A paycheck** - From day one, you will earn a paycheck guaranteed to increase over time as you learn the skills of your new career.
- **Hands-on career training** - As an apprentice, you could receive practical on-the-job learning in a wide selection of programs, such as health care, construction, technology, manufacturing and service careers.
- **An education** - You'll get hands-on training and can earn college credit, even an associate degree, often paid for by your employer, all while earning a great wage!
- **A career** - Once you complete your apprenticeship, you will be on your way to a successful long-term career with competitive wages, and little or no educational debt.
- **National industry certification** - Upon completion of your apprenticeship, you'll get a nationally recognized completion certification and can take it anywhere in the U.S.
- **Recognizable partners** - Many of the nation's most recognizable companies, such as Quad Graphics, MillerCoors, Manitowoc Crane, The Boldt Company and Johnson Controls, have Wisconsin Registered Apprenticeship programs.

## What types of occupations are available?

Apprenticeships are offered in a wide variety of trades and occupations. The three main occupational categories are Industrial, Service, and Construction.

## How do I get to be an apprentice? How do I apply?

Application procedures vary by trade, geographically, and in the construction, industrial (manufacturing) or service sectors. For construction trades, each committee develops its own policies and practices, which are approved by the Wisconsin Department of Workforce Development, Bureau of Apprenticeship Standards. Applying for apprenticeship in industrial and service sectors requires applying directly to the employer or company that sponsors the apprenticeship program. Get information online at [www.wisconsinapprenticeship.org](http://www.wisconsinapprenticeship.org) about trades that interest you!

get the facts. increase your options.

### **Do you help me find a job or provide a list of hiring employers?**

No. The Bureau of Apprenticeship Standards regulates and oversees apprenticeship and does not serve as an employment agency. Your Wisconsin Job Center provides this service.

### **Is there a waiting period before I can enter apprenticeship?**

The waiting period to begin the program varies from trade to trade and depends on whether employers have jobs available. Once eligible for the program, applicants may wait several weeks or months, depending on economic conditions and employment opportunities.

### **What happens when I become a registered apprentice?**

You will sign a legal document called an Apprentice Contract. The parties to the Contract are you, your apprenticeship sponsor and the State of Wisconsin. This identifies responsibilities and obligations of each party to the Apprentice Contract.

### **What resources are available to applicants while considering an apprenticeship?**

Applicants should continue to seek employment using Wisconsin Job Centers, or other independent employment agencies, take courses at a local technical college in the related field, or find unskilled work where the experience may lead to an apprenticeship.

### **What is my cost for apprenticeship training?**

Normal costs are tuition and books required for the course of instruction. The method used varies and costs are typically minimal compared to other educational programs.

### **Can my current employer participate in apprenticeship training?**

Yes, providing your employer meets all eligibility requirements.

### **Who do I contact for information in my area?**

The best source of apprenticeship information for your area is your local Apprenticeship Training Representative. You can find contact information online at:

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

# NOTES

my notes about apprenticeship

My Contacts:

Trades and Occupations of Interest:

it's your future. make a good choice.

Ways I Can Prepare:


My Goals for My Future:


**apprenticeship**



your goals. your life. your path.



## WISCONSIN APPRENTICESHIP

*Earn. Learn. Succeed.*

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For more information, visit us online!

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



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