

# NEW TOOLS

FOR



WISCONSIN  
APPRENTICESHIP  
SINCE 1911

FROM THE

# ADVISORY COUNCIL



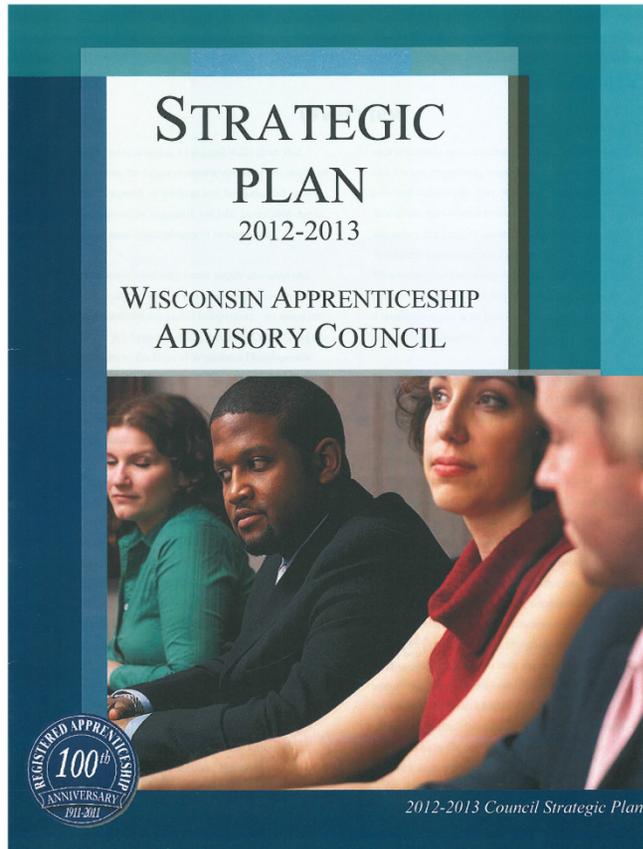
Bureau of Apprenticeship Standards

# WI APPRENTICESHIP ADVISORY COUNCIL

## New Tools

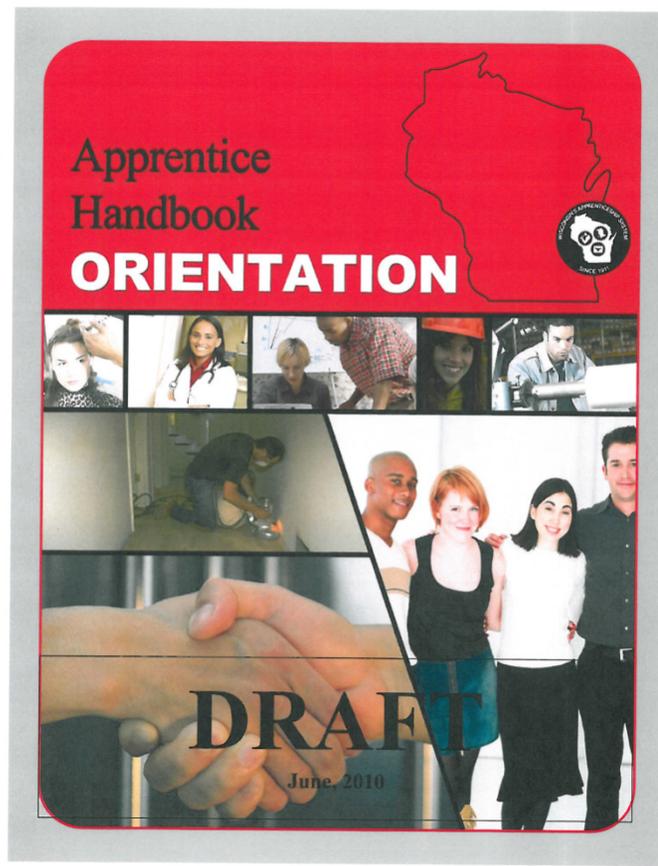
### 2012-13 Strategic Plan

- DWD Strategic Plan
- 2009-10 Apprenticeship Law changes
- 2012 Legislative Audit
- Focus Group Report of Women and Minorities
- Employer Survey



# TOOL #1

## Online Apprenticeship Orientation



- Based on Apprenticeship Orientation Handbook developed in 2011
- Designed to help new apprentices to understand the structure of Wisconsin Apprenticeship and plan strategies for success during their apprenticeship
- Created in conjunction with WIDS to be easily accessible online modules
- Easily implemented by JATC's



# TOOL #1

## Online Apprentice Orientation

<http://acc.dwd.wisconsin.gov/apprenticeship/orientation/index.html>



# TOOL #2

## Cultural Competency Workshop

# Cultural Competency “Honoring Differences Among People”



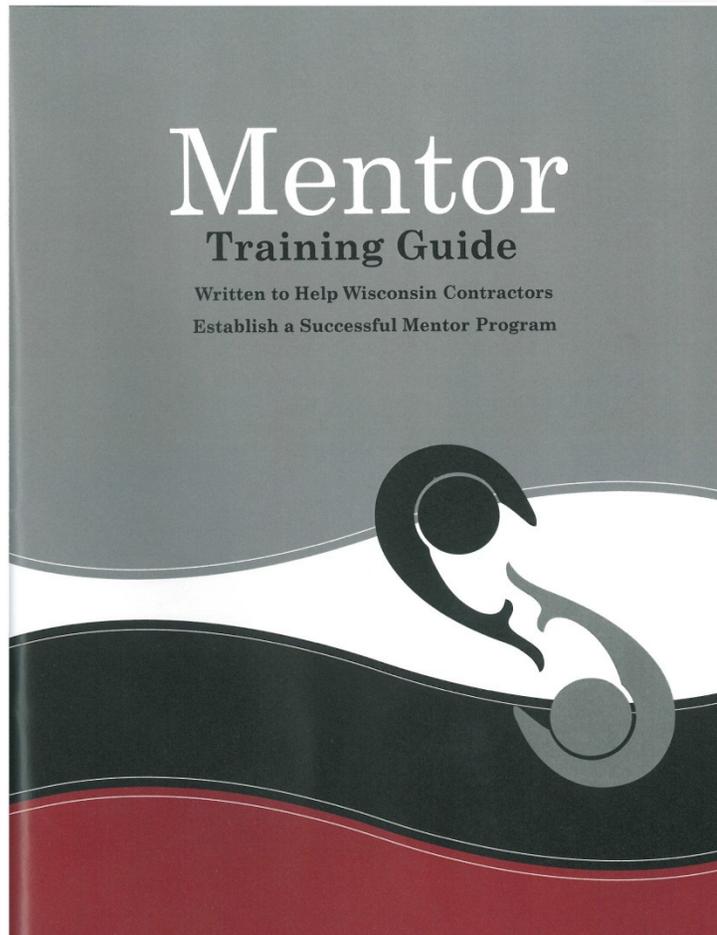


# Cultural Competency

- Every worker brings unique life experiences and backgrounds to the jobsite or office. We'll need recognize those differences in order to successfully employ our future workforces.
- Our goal was not to tell you how to think but to get you recognize how you already think.
- Many of us might find it necessary to make some changes.

# TOOL #3

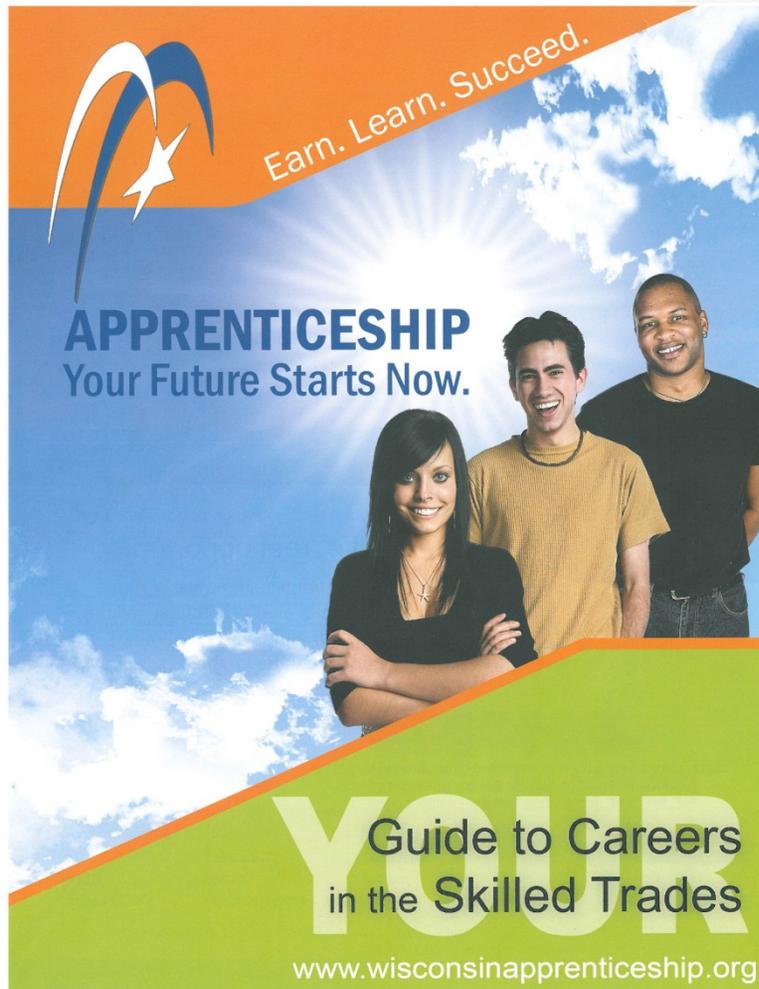
## Mentoring Program



- Mentoring has been going on forever
- Mentoring occurs when someone teaches or gives help and advice to a less experienced and often younger person.
- Many of us have had someone care enough to show or tell us how to do something easier or better.
- It could have been a grandfather, dad, uncle/aunt, neighbor, fellow worker. A mentor is a big brother/sister.
- There are many unofficial mentoring relationships. This program fine tunes them and makes them official.
- Communication is the key.
- Mentoring can increase retainage by helping those who need a big brother/sister navigate through issues that occur whether they are the rules to work by, how to handle difficult situations and sometimes how to work with difficult people.
- Everyone involved benefits in a mentoring relationship.

# TOOL #4

## K-12 Outreach



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The first objective in the Council's 2012 -2013 Strategic Plan was expanded outreach

- Raise awareness of apprenticeship as a viable career option
- Target outreach efforts to middle and high school students
- Raise awareness of apprenticeship to parents of these students
- Focus outreach efforts on Guidance/Career Counselors and Technical Education Teachers



# TOOL #4

## K-12 Outreach

[http://te.dpi.wi.gov/te\\_apprenticeship-awareness-toolkit](http://te.dpi.wi.gov/te_apprenticeship-awareness-toolkit)

# TOOL #5

## BAS Website Updates

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



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# QUESTIONS FOR THE ADVISORY COUNCIL

