



WHAT IS APPRENTICESHIP?



WISCONSIN
APPRENTICESHIP
SINCE 1911

March 2024

Apprenticeship is a system of work-based learning that fulfills the needs of industry by preparing workers for skilled occupations, including trades, IT, healthcare, and service industry positions by combining on-the-job learning with classroom instruction. Apprenticeship combines supervised, structured on-the-job learning with related instruction and is sponsored by employers, employer associations or labor/management groups that can hire and train in a working environment. With the cooperation of industry, labor, government, and education, apprenticeship programs assist in the development of a highly skilled workforce capable of meeting industry needs and helping employees maintain a high standard of living.¹

BOTH EMPLOYERS AND WORKERS BENEFIT FROM APPRENTICESHIP

Apprentices

- ♦ Earn while they learn.
- ♦ Receive practical on-the-job learning in a wide selection of programs.
- ♦ Obtain industry recognition and credentials.
- ♦ Pave the way to a fulfilling, long-term career.
- ♦ Have an entry point into a career that would often otherwise be closed due to lack of experience.
- ♦ Experience enhanced economic security and a path for upward mobility.

Employers

- ♦ Attract better applicants.
- ♦ Become more competitive.
- ♦ Have more loyal employees.
- ♦ Experience reduced turnover.
- ♦ Gain a more knowledgeable workforce.
- ♦ Benefit from skilled workers.
- ♦ Increase safety.
- ♦ Instill company values.
- ♦ Increase productivity.
- ♦ Earn a return on their investment.

History of Apprenticeship

Wisconsin has a long and proud tradition of apprenticeship training. In 1911, Wisconsin passed the country's first apprenticeship law. With safeguards for both the apprentice and the employer, Wisconsin's law became a model for other states and for the federal government in developing their own systems.

WISCONSIN APPRENTICESHIP EXPANDS, REACHES NEW MILESTONES

At the start of the 2023-24 school year, DWD launched four new Youth Apprenticeship occupational pathways in business administration and education. In February 2024, Gov. Tony Evers highlighted the success of the new pathways, which have more than **413** students and **326** employers participating.

In November 2023, Wisconsin Registered Apprenticeship reached a record level of participation with **16,384** participating apprentices. Wisconsin's Youth Apprenticeship program also reached a record with **8,357** youth apprentices and **5,719** employers during the 2022-23 school year.



¹ The Registered Apprenticeship Program is supported by the U.S. Department of Labor. A total of 27% of the Registered Apprenticeship Program is financed with federal funds, and 73% is funded by other sources.

Apprenticeship Programs

REGISTERED APPRENTICESHIP



Registered Apprenticeship is a post-secondary education model, like a college or technical school, but there's a big difference. Apprentices learn only a portion of their skills in a traditional classroom. They receive most of their training on-the-job, while working for an employer who pays a good wage. The employment is the primary requirement for an apprenticeship - a job must exist in order for the apprentice to be trained. The classroom instruction is usually provided through the Wisconsin Technical College system or training centers throughout the state.

There are **over 200 Career Pathways** and **9 Industry Sectors** in Registered Apprenticeship:

- ▶ Agriculture
- ▶ Construction
- ▶ Finance
- ▶ Healthcare
- ▶ Industrial Manufacturing
- ▶ Information Technology
- ▶ Service
- ▶ Transportation
- ▶ Utilities

YOUTH APPRENTICESHIP



Youth Apprenticeship is a highly successful talent acquisition strategy in which employers hire high school juniors or seniors for a one or two-year apprenticeship. During the apprenticeship, the student continues toward high school graduation and takes courses related to the profession as a way of enhancing what is being learned on the job. The apprenticeship integrates school-based and work-based learning to instruct students in employability and occupational skills. Local programs provide training based on statewide youth apprenticeship curriculum guidelines, endorsed by business and industry. Students are instructed by qualified teachers and skilled worksite mentors.

There are **79 Career Pathways** and **13 Career Clusters** in Youth Apprenticeship:

- ▶ Agriculture, Food, and Natural Resources
- ▶ Architecture and Construction
- ▶ Arts, Audio Visual Technology, and Communications
- ▶ Business Administration
- ▶ Science, Technology, Engineering, and Mathematics (STEM)
- ▶ Transportation, Distribution, and Logistics
- ▶ Education
- ▶ Finance
- ▶ Health Services
- ▶ Hospitality and Tourism
- ▶ Information Technology
- ▶ Manufacturing
- ▶ Marketing

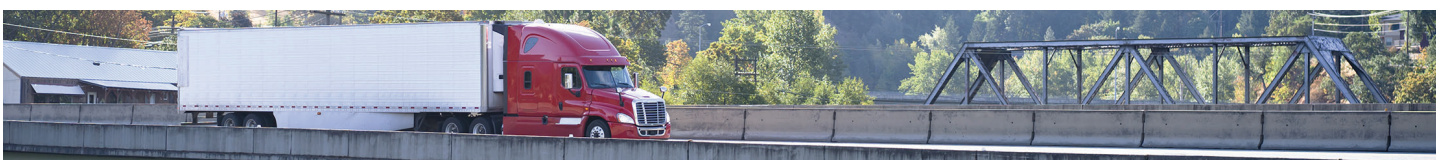
CERTIFIED PRE-APPRENTICESHIP



Certified Pre-Apprenticeship prepares qualified entry-level workers for Registered Apprenticeship while contributing to the development of a diverse and skilled workforce. Certified Pre-Apprenticeship programs can provide a bridge to career opportunities for students, new workers, and underprepared learners; prepare underrepresented populations for high-quality employment opportunities; and increase diversity and equity through the registered apprenticeship and workforce systems.

Since 2019, Wisconsin Apprenticeship has certified **42 pre-apprenticeships** across **27 program providers**. Industries represented in Certified Pre-Apprenticeship include:

- ▶ Arboriculture
- ▶ Construction
- ▶ Culinary Arts
- ▶ Education
- ▶ Healthcare
- ▶ Information Technology
- ▶ Manufacturing
- ▶ Transportation



Apprenticeship in Action

NURSING

First Wisconsin Registered Nurse Apprenticeship Fills Workforce Need

As the demand for skilled nurses continues to grow, the Wisconsin Department of Workforce Development (DWD) has launched a pilot Registered Nurse (RN) apprenticeship pathway to address the nursing demand in Wisconsin. The pilot, an innovative partnership with UW Health and Madison College, welcomed its first cohort in the August 2022.



Projections show a critical need for nurses with demand growing in Wisconsin over the next 20 years. There's an expected deficit of 20,000 nurses in Wisconsin by 2040, according to data in the Wisconsin Registered Nurse Supply and Demand Forecast Results 2020-2040 report.

"A healthy nursing workforce is fundamental to our health and our health care system," said Amy Pechacek, DWD Secretary-designee. "This new apprenticeship pathway expands opportunities to bring more people into the field. DWD remains committed to working with its partners to build and strengthen the pipeline of nurses and the entire healthcare workforce in the 21st century and beyond."

The new RN Apprenticeship is the first to incorporate an associate degree as well as compliance with rigorous nursing industry certification standards. The four-year program supports a racially, ethnically and socio-economically diverse healthcare workforce in the pursuit of a nursing degree and establishes their eligibility for the board examination to become registered nurses. The RN apprenticeship follows other successful healthcare pathways, including medical assistant and pharmacy technician, which continue to grow.

EARLY CHILDCARE EDUCATION

DWD Apprenticeship Program Makes a Difference in the Lives of Children

While her friends head to their office jobs, Courtney Calhoun is helping her toddlers solve puzzles to sharpen cognitive skills, teaching them to ride bikes to develop their gross motor skills, and reading story books for vocabulary expansion. And while some people may think she gets to "play all day," Calhoun's work in early childcare education has a lasting impact on Wisconsin's future workforce.

Calhoun is part of the DWD Early Childcare Educator apprenticeship program that allows its apprentices to earn wages while learning industry skills. DWD partnered with Employ Milwaukee, the workforce development board in Milwaukee County, to bring in the first cohort of early childcare education apprentices.

Early childcare educator apprentices work full time in a childcare setting as co-teacher and are mentored by experienced teachers. It's a 4,000 hour-long (two-year) program that includes 432 hours of paid related instruction at Milwaukee Area Technical College (MATC).

Upon completion of the DWD apprenticeship program, apprentices receive an Early Childcare Educator Technical Diploma, which will enable them to become head teachers in a classroom. They also receive an Apprenticeship Completion Program Certificate from DWD.



Courtney, with Caleb (youngest child), Micah (son), Makenli (daughter), and Chelvast (husband).



Courtney engaging her students in a science project.