



WISCONSIN
APPRENTICESHIP
SINCE 1911

APPRENTICESHIP: *A Strategic Advantage*

AGENDA

- Apprenticeship history, current structure
- How Apprenticeship works in Wisconsin
- Benefits to employers & the workforce
- Partnership & Roles
- Fueling the Pipeline

What is an Apprentice?



Apprentice (uh-pren-tis) noun, verb.

-Noun

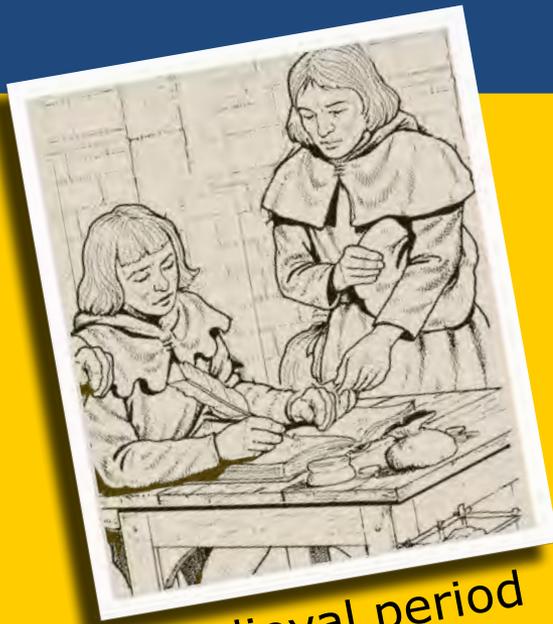
One bound by legal agreement to work for another for a specific amount of time in return for instruction in a trade.

-Verb

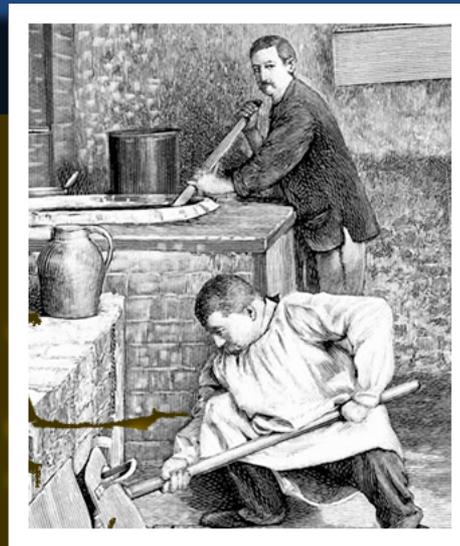
1. To place with an employer or master craftsman, for instruction in a trade.
2. To serve as an apprentice: "She apprenticed for five years under a journeyworker electrician."

History of Apprenticeship

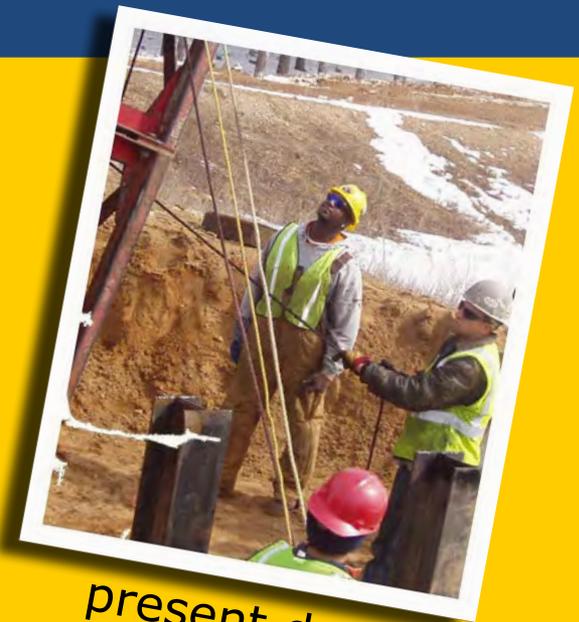
Apprenticeship has produced highly skilled craftsmen for more than 4,000 years



medieval period



pre-industrial era



present day

Wisconsin's Role in Apprenticeship

- Wisconsin 1911 apprenticeship law is nation's model:
 - Provide industry with skilled labor
 - Provide career opportunities for youth
 - Protect those who enter apprenticeship
- Vocational schools created for classroom instruction
- Apprenticeship credential accepted nation-wide

What is Apprenticeship?

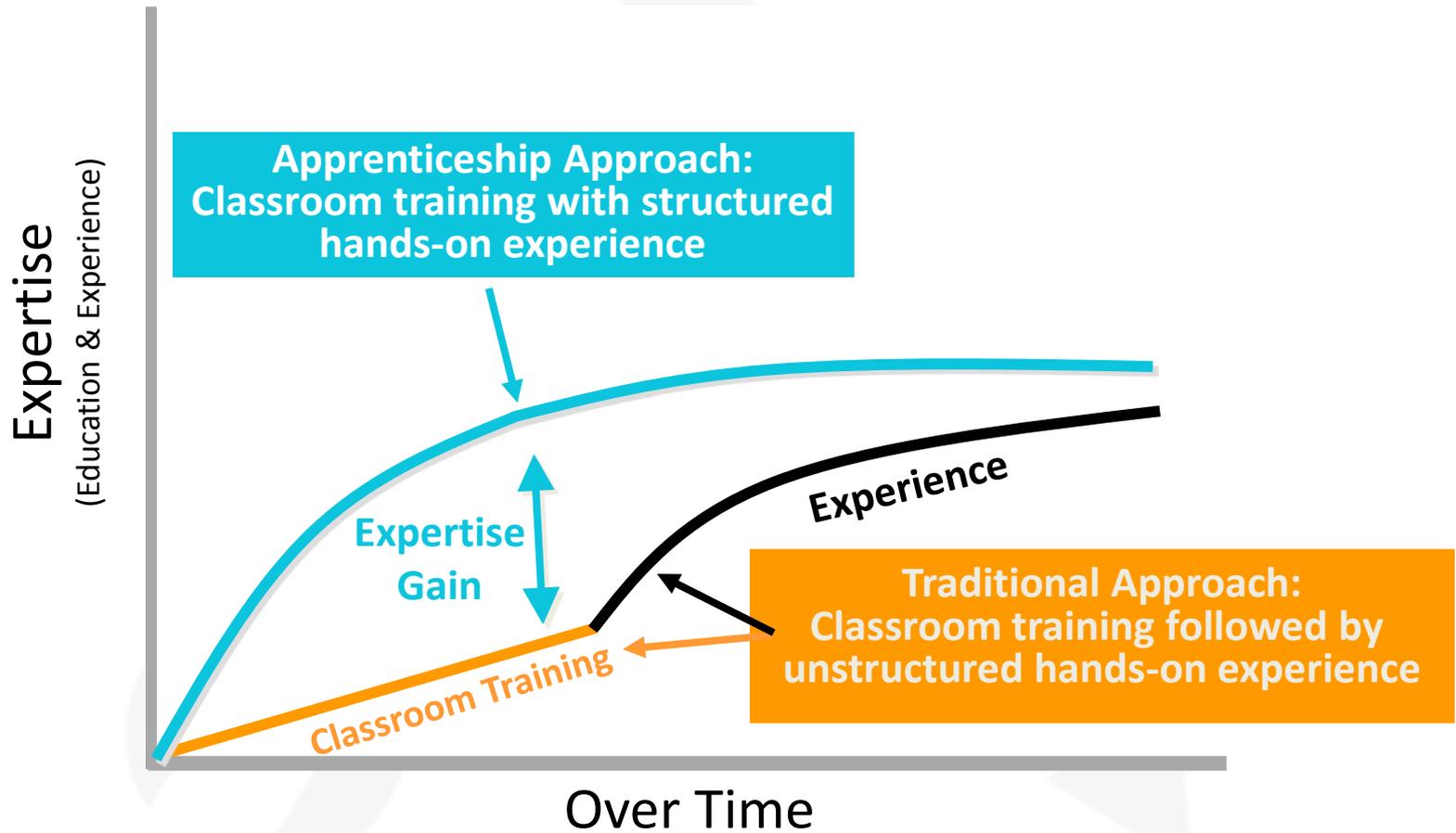


- * Employer sponsored flexible training program.
 - Contract specifies training & performance
 - Apprentice earns progressive wage
 - Journeyworker(s) provide on-the-job training
 - Industry instructors teach classroom (theory)
 - Apprentice attains journeyworker status.

* Industry-driven, industry-designed.

* Regulated by the state.

Apprenticeship expedites expertise!



Apprenticeship Earning Potential

Four-year Degree vs Apprenticeship

Bachelor's Degree



A non-resident UW-Madison
undergrad student will

SPEND
\$48,000

on tuition and fees

Apprenticeship



An average apprentice in
a typical WI trade will

EARN
\$161,000

not counting health & other benefits

Are you still wondering....

Why has
Wisconsin Apprenticeship
survived & thrived
for more than 100 years?



Employers' Top 10 Apprenticeship Reasons

Instill Your
Replenish
Skilled Workforce
Instill Your
Company Value
More Loyal
Employees
More Loyal
Employees
Structured
Training
Training
Build
Y

Attract Better
Applicants
Attract Better
Applicants
Increase Safety
Increase Productivity
Increase Productivity
Become More
Competitive

Employers' Top 10 Apprenticeship Reasons

Replenish
Skilled Workforce

Increase Safety

Increase Productivity

Become More
Competitive

Earn a Return
on Investment

On-the-Job Training

Supervised, structured on-the-job training

- Provided by the sponsor
- The job is primary component of apprenticeship
- 90% of training is learned on the job
- Written standards govern the on-the-job training
- Work must be supervised by skilled journeyworker



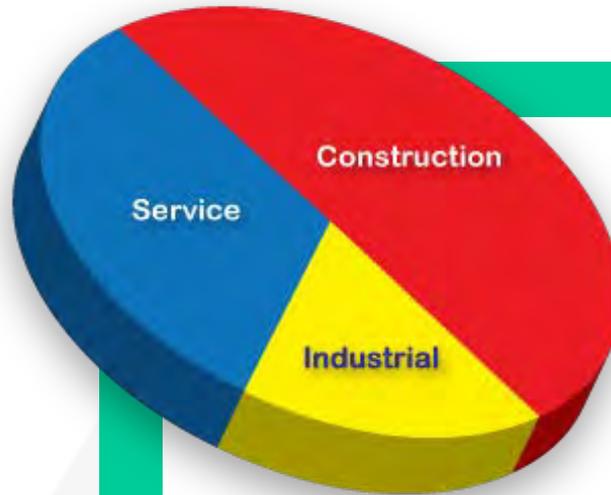
Classroom Training

Related (classroom) Instruction

- Theoretical and technical, as required by WI law
- Primarily through Wisconsin's Technical Colleges
- Employer pays apprentice's normal wage while attending
- Apprentice pays for tuition & books



Quick Facts



9,527

Active Wisconsin
Apprentices in 2012

2,397

Wisconsin Employers
With Apprentices



Apprenticeship Credential

- Average time to completion: four years
- Interim credentials available
- Formal credential upon completion
 - Journeyworker skill level
 - Acknowledged nationwide
 - Portable nationwide
- BAS helps sponsor pursue college credit for program



Apprenticeable Trades

Must be approved by DWD/BAS as meeting the following criteria:

- Involves manual, mechanical or technical skills
- Customarily learned through on-the-job training
- Require related instruction to supplement OJT
- Recognized throughout an industry
- Not part of an already recognized trade

Apprenticeable Trades

- Three employment sectors:
 - Construction Trades
 - Industrial Trades
 - Service Trades
- Each trade has its own selection process and requirements
- Approximately half of Wisconsin's 10,000 apprentices are in construction trades



Apprenticeable Trades

Examples of Current Apprenticeships

Bricklayer
Carpenter
Cement Mason/Concrete Finisher
Construction Craft Laborer
Electrician
Environmental System Technician
Glazier
Heat & Frost Insulator
Ironworker
Operating Engineer
Painter & Decorator
Plasterer
Plumber
Roofer
Sheet Metal Worker

Sprinklerfitter
Steamfitter
Teledata Communications Instrument Technician
Machinist
Maintenance Mechanic
Millwright
Metal Fabricator
Pipefitter
Tool and Die Maker
Tool Maker
Barber/Cosmetologist
Cook/Chef
Correctional Officer
Electric Line Worker
Fire Service
Funeral Director



Apprenticeship Sponsors

- Sponsors are:
 - Joint (employer/union) Apprenticeship Committees
 - Employer Association Apprenticeship Committees
 - Individual Employers
- More than 3,000 Wisconsin employers train apprentices annually



Apprenticeship Sponsors

- Sponsors agree to:
 - Plan, administer & pay for the program
 - Abide by state & federal apprenticeship regulations
 - Form a three-way contract



Apprenticeship: Benefit to Employer

- Opportunity to formally train employees
 - In employer's facility, on their equipment, with their customers, to fit their particular needs
- Training & promotion path for unskilled employees
- Employee wage is equivalent to skill level
- Proven to reduce turnover and absenteeism

Apprenticeship: Benefit to Employer

- Structured method to capture expertise of experienced, skilled employees
- Structured method to upgrade or standardize the skills of existing workforce
- Brings new techniques & ideas into the company

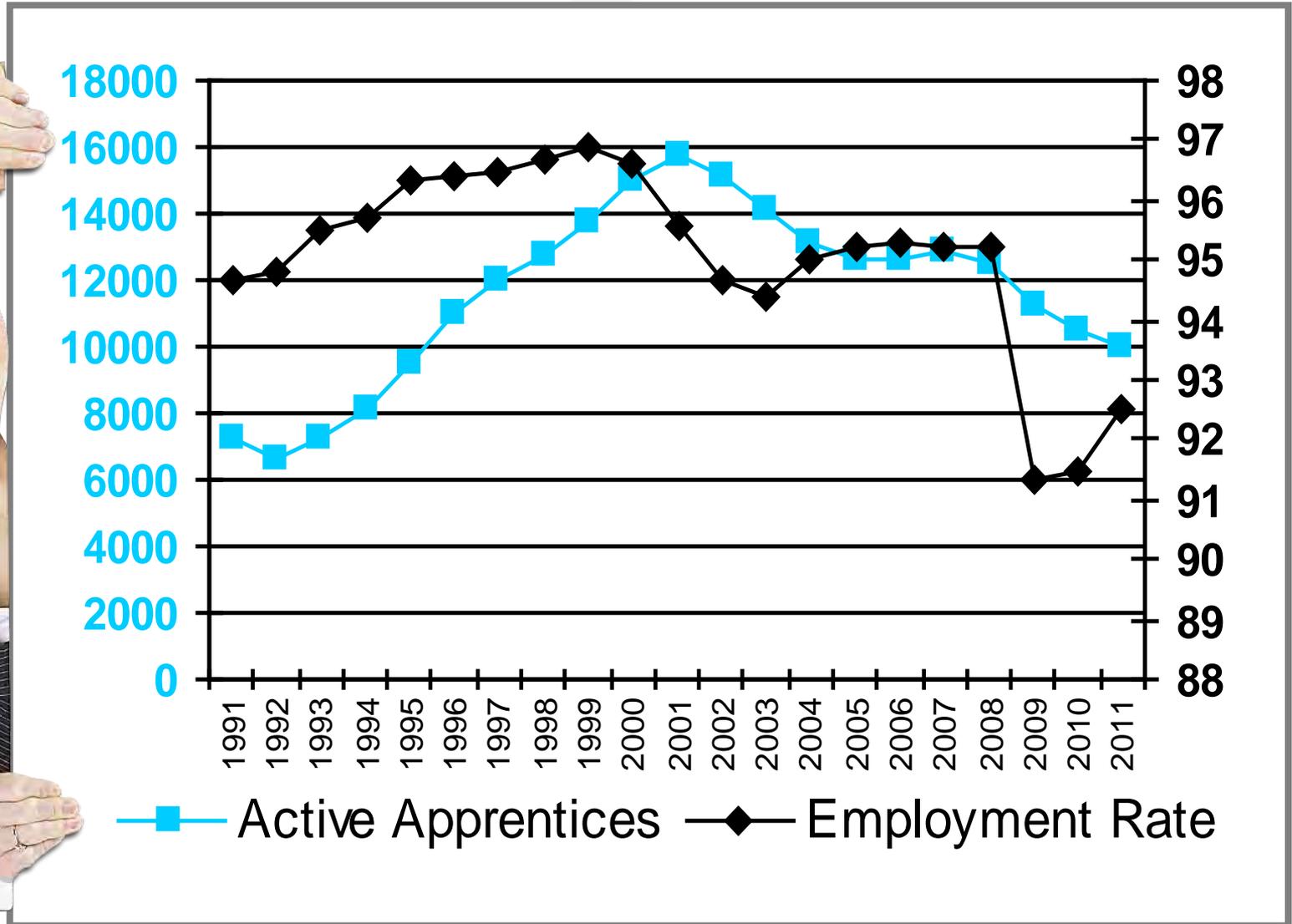
Apprenticeship: Benefit to Apprentice

- Attain mastery while earning a good wage
 - Gain lifetime skills and abilities
 - Secure comprehensive knowledge of the trade
- Acknowledged as valued education
 - Portable credential: spans employers & states
 - Vets may be eligible for GI Bill benefits
 - Many colleges negotiate college credits
- Clear path for upward mobility



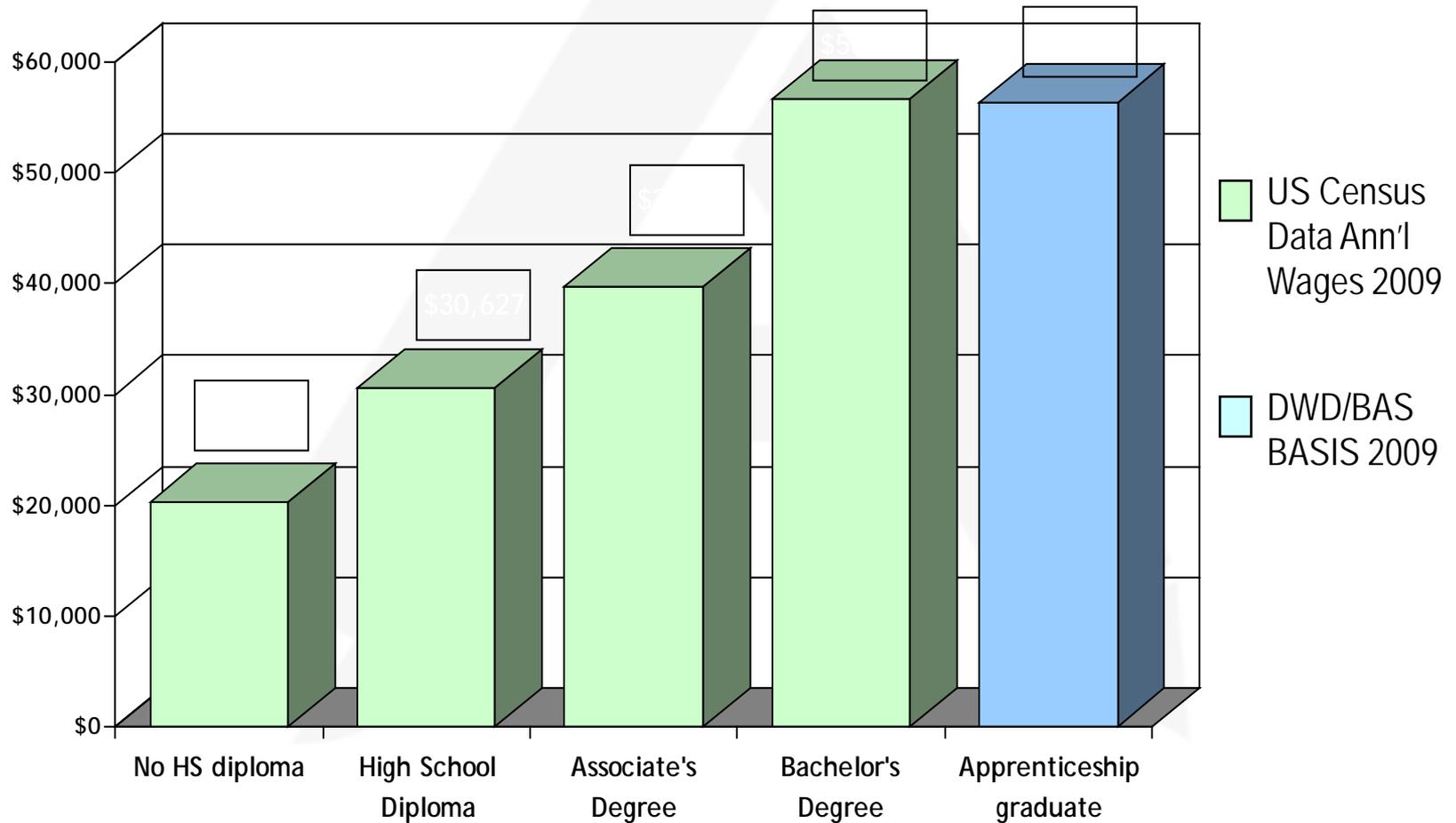
WISCONSIN
APPRENTICESHIP
SINCE 1911

Apprenticeship Follows Economy



Apprenticeship: By the Numbers

Apprenticeship Equals 4-year College Earnings



Fueling the Pipeline

- System-level access to apprenticeship is similar to any entrée into employment
 - know which trade committees serve your area
 - know your employer base for industrial & service
 - establish or build upon working relationships
- Understand the apprenticeship differences between construction, industrial and service trades

Apprenticeship: Construction

- Sponsor is the *Committee*, not the employer
- Comprised of trade employers & workers
- Application is made to the Committee
 - qualifies applicants, selects apprentices
 - assigns apprentice to employer using rank list or letter of introduction
 - evaluates apprentice progress



Apprenticeship: Construction

- Employer-employee relationship exists
 - employer can discipline / fire from job
 - employer rules & procedures apply
- Only the Committee can recommend termination of apprenticeship contract



Real-life Example: Joe Construction

- HS diploma, worked in lumberyard until age 21
- Friend told him about Carpentry apprenticeship
- Joe was pretty lacking in the math skills area
- While keeping lumberyard job, Joe worked with an apprentice preparation program to prepare/improve skills for entrance requirements
- He contacted Local Committee, filled out application form and waited for response
- Joe met w/Local Committee 6 mos later: hired, got credit for related work performed.

Apprenticeship: Service & Industrial

- Employer is the sponsor
- Application is made directly to the employer
- More than half of apprentices come from within the employer's existing workforce
- Employer carries out all responsibilities of an apprenticeship sponsor and is party to the apprenticeship contract

Real-life Example: Mary Industrial

- Worked at ACME, Inc. thru School-to-Work program as clerical staff while in HS
- Became interested in tool and die
- After graduation, applied at ACME as a production line worker
- Had great attendance & performance
- Selected for ACME's tool and die apprenticeship program



Fueling the Pipeline: Apprentice Preparation

How can we get people into apprenticeship?

- Apprentice Preparation – formal /informal
 - Basic work skills
 - Academics – math & reading
 - HSED/GED
 - Driver’s License
 - Drug-free
- Referral & Guidance



Apprenticeship: Partnership that Works

Employers and industries get a reliable source of skilled labor and flexible training options

Employees get valuable training opportunity and a portable credential without leaving the workforce

Local workforce system has an avenue to promote training opportunities in key industries

Educational partners provide industry training in a way that doesn't stretch capacity



Apprenticeship: Role of the ATR

- Helps you develop & maintain program
- Registers apprentice contracts
- Provides guidance, assistance & regulatory oversight
- Works to develop new programs & standards
- Your subject matter expert on apprenticeship





WISCONSIN
APPRENTICESHIP
SINCE 1931

wisconsinapprenticeship.org



Apprenticeship:

Your strategic advantage!

Questions about apprenticeship?

