

WISCONSIN



DWD

Department of Workforce Development

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Strategies for Placing Youth into Registered Apprenticeship



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Youth and Registered Apprenticeship: Comparison

Youth Apprentices:

- ▶ Work for either one or two years
- ▶ 450 or 900 hours minimum
- ▶ Related instruction each year determined locally
- ▶ Broad overview of career
- ▶ Supervised closely by mentor

Registered Apprentices:

- ▶ Work for two to six years (average of four years)
- ▶ 4,000 to 10,000 hours
- ▶ Related instruction each year paid for by employer
- ▶ In-depth experience of all occupational skills
- ▶ Learning to work independently

Wisconsin Apprenticeship Model

Activity

Roles and Relationships

State of Wisconsin

Department of Workforce Development (DWD)

Division of Employment and Training (DET)

Bureau of Apprenticeship Standards (BAS)

DWD/DET/BAS

Responsible to implement and regulate all facets of the program, including related instruction, on-the-job training and A/EEO

WI Technical College System Board/Office (WTC S)

- Approve programs of apprentice related instruction
- Maintain apprentice curriculum standards/Repository
- Administer grants (curriculum, instructional support)

Wisconsin Apprenticeship Advisory Council

- Provide DWD and WTC S with advice and consultation **22 members**

State Trade Advisory Committees

- Handle trade related policies
 - Develop statewide trade related standards
- 17**

Apprenticeship Training Representatives (ATRs)

- Oversee and assist with program administrative
 - Help interpret laws and rules
 - Provide technical assistance
 - Develop apprenticeship and on-the-job training programs
 - Promote apprenticeship
 - Conduct compliance reviews
- 13 + FEDS**

WTC S Technical College Districts

- Identified point of contact (WTC S Appr. Coord)
- Deliver apprentice related instruction
- Maintain records of apprentice related instruction
- Review/evaluate classroom instruction
- Districts **18**

Sole Sponsor Apprenticeship

- Provide job training under the supervision of skilled workers
- Pay the apprentice wages on a progressive scale
- Ensure apprentice successfully completes related instruction
- Provide a safe and healthy environment

Local Trade Committee

- Select and place apprentices
- Oversee training of apprentices
- Ensure all parties satisfy conditions of contract
- Ensure training meets industry needs **100**

(Industry) Apprentice Coordinators/ Training Directors

Machining Pilot (2009)

Training:

- ④ YA on-the-job training at participating employers
- ④ Two years of courses at Lakeshore TC
 - ④ Machine Tool Blueprint Reading
 - ④ Machine Tool Lathes I
 - ④ Machine Tool Mills I
 - ④ Machining Center / Turning Center

Outcomes:

- ④ Evaluation for transcribed credit
 - ④ Average of 144 hours paid related instruction credit given by LTC, max 216 hours
- ④ All YA hours worked carried forward into RA hours (1000 average)

Bridging the Gap

Formation of Career Pathway Subcommittee

Goals:

- Expand the pilot statewide
- Expand to new areas in manufacturing
- Make statewide recommendations for credit

Crosswalk Development

Three areas:

- Machinist (update of pilot project's crosswalk)
- Industrial Manufacturing Technician
- Maintenance Technician

Implementation Guide

Successful outcomes include:

- ▶ YA work hours counted towards RA work hours
- ▶ Courses taken as YA should be arranged to align with RA courses
- ▶ Youth apprentices are aware of the RA program

Process to implement

Outstanding Issues

Local variation in program delivery

- YA related instruction different at each school
- RA related instruction different at each technical college (and sometimes delivered outside the technical college system)
- Employer has final say in all decisions of awarding credit

Solution: Bridges have to be built on a local level

- Do you know your Apprenticeship Training Representative?

Outstanding Issues

Approved employers for RA Sponsorship

- BAS vets all employers before they join program
- If YA student is not working at a RA sponsor, less likely that credit will be awarded

Solution: Coordination between YA and RA for list of RA Sponsors

Future Activities

- Internal data sharing activities
- Dual promotion of programs
- Present crosswalks to relevant Apprenticeship Advisory Committees
- Activities through American Apprenticeship Grant (WAGE\$)

Discussion Topics

- What are your experiences working with Registered Apprenticeship staff (ATRs, etc.)?
- Are employers in your area interested in Registered Apprenticeship?
- What can DWD do to help build this bridge?

Thank You!

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