WISCONSIN
APPRENTICESHIP
SINCE 1911

A Strategic Advantage!

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Apprenticeship

foundation	What is apprenticeship?
details	How does it work in WI?
outcomes	For Employers & Workforce
stakeholders	Partnership & Roles

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."

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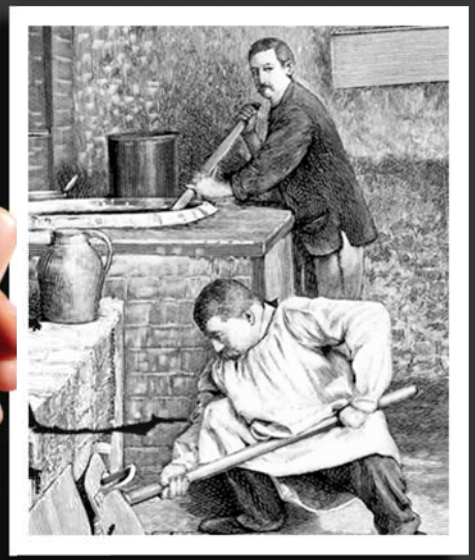
history.

4,000 years, give or take

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



pre-industrial era

present day

tradition.

Unique Model

Very Unique.

Respected Model

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unique.

Wisconsin Model

- Our 1911 law is nation's model
  - Provide industry with skilled labor
  - Provide career opportunities for youth
  - Protect those who enter apprenticeship
- Created vocational schools for theoretical instruction
- Nationally recognized credential

training.

Great Training!

- 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.

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skill gaps.

Holding us back

64%

of manufacturing companies report SKILL GAPS ARE LIMITING THEIR EXPANSION OR PRODUCTIVITY.

Workforce Data Quality Campaign Jan 2016

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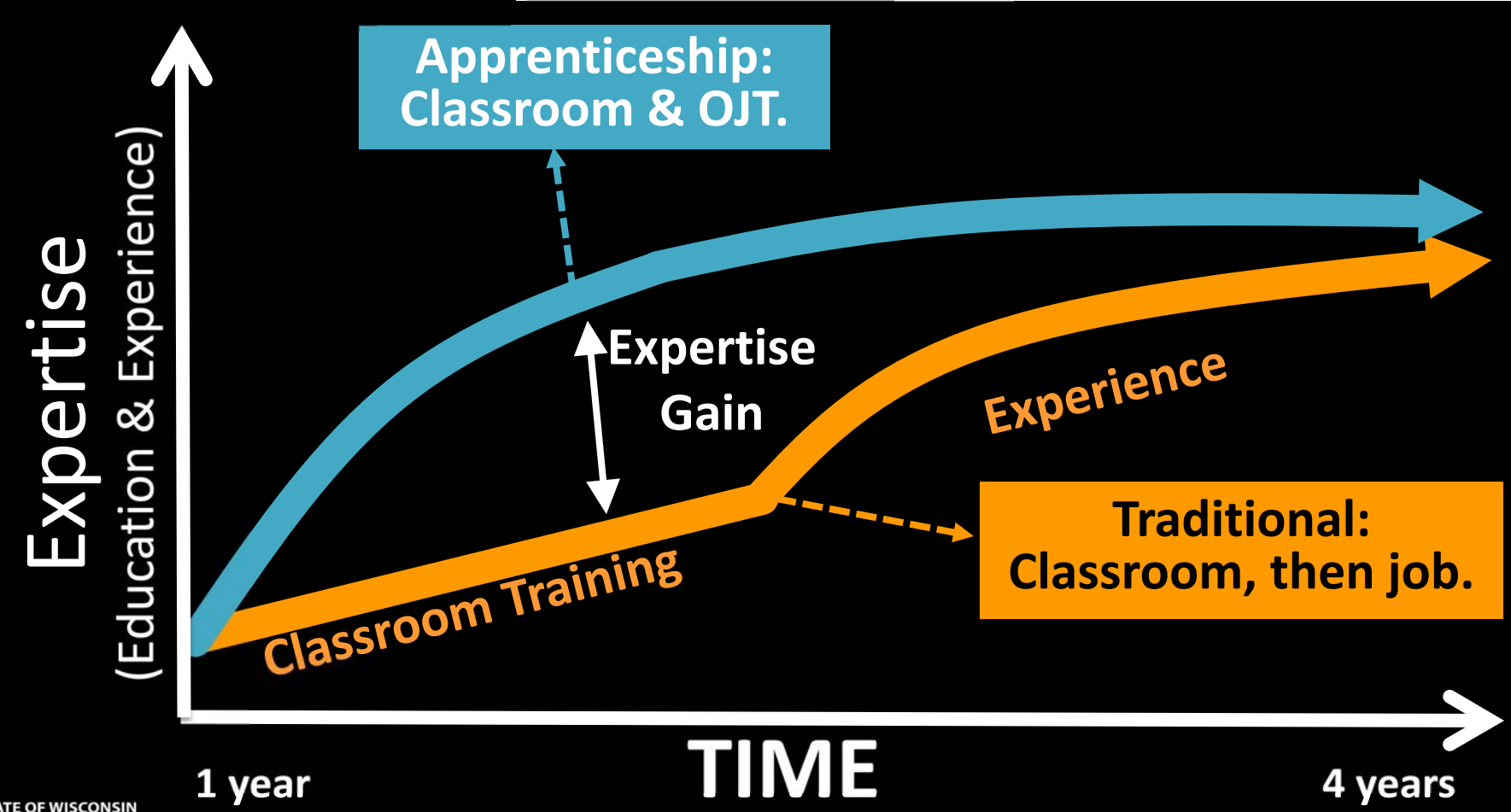
expertise.

Expedited



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“A good start is half the battle.”

A UW-Madison undergrad student will

SPEND

$42,000

on tuition & fees

Great Earnings …later!

An average apprentice in a typical WI trade will

EARN

$161,000

sans health & other benefits

Great Earnings …right now!

Family Stability!

Productive!

Recruitment!

Retention!

Right-skilled!

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good start.

And a great finish

$98,718 more

IS EARNED ON AVERAGE

by apprentices during their careers
than workers who did not apprentice.

Workforce Data Quality Campaign Jan 2016

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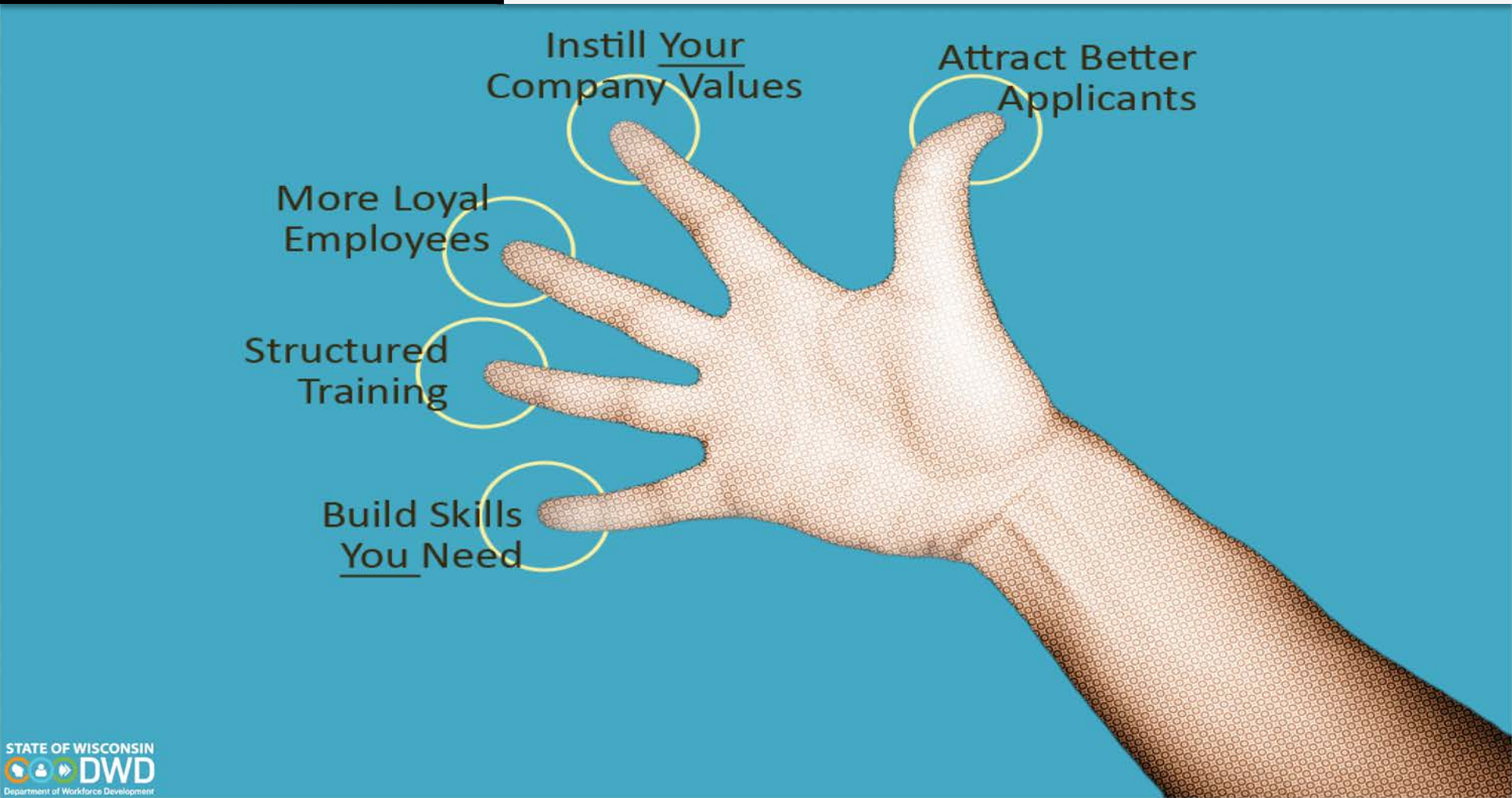
Why has
Wisconsin
Apprenticeship
survived & thrived
for more than 100 years?

employers.

Top 10 Reasons to Train



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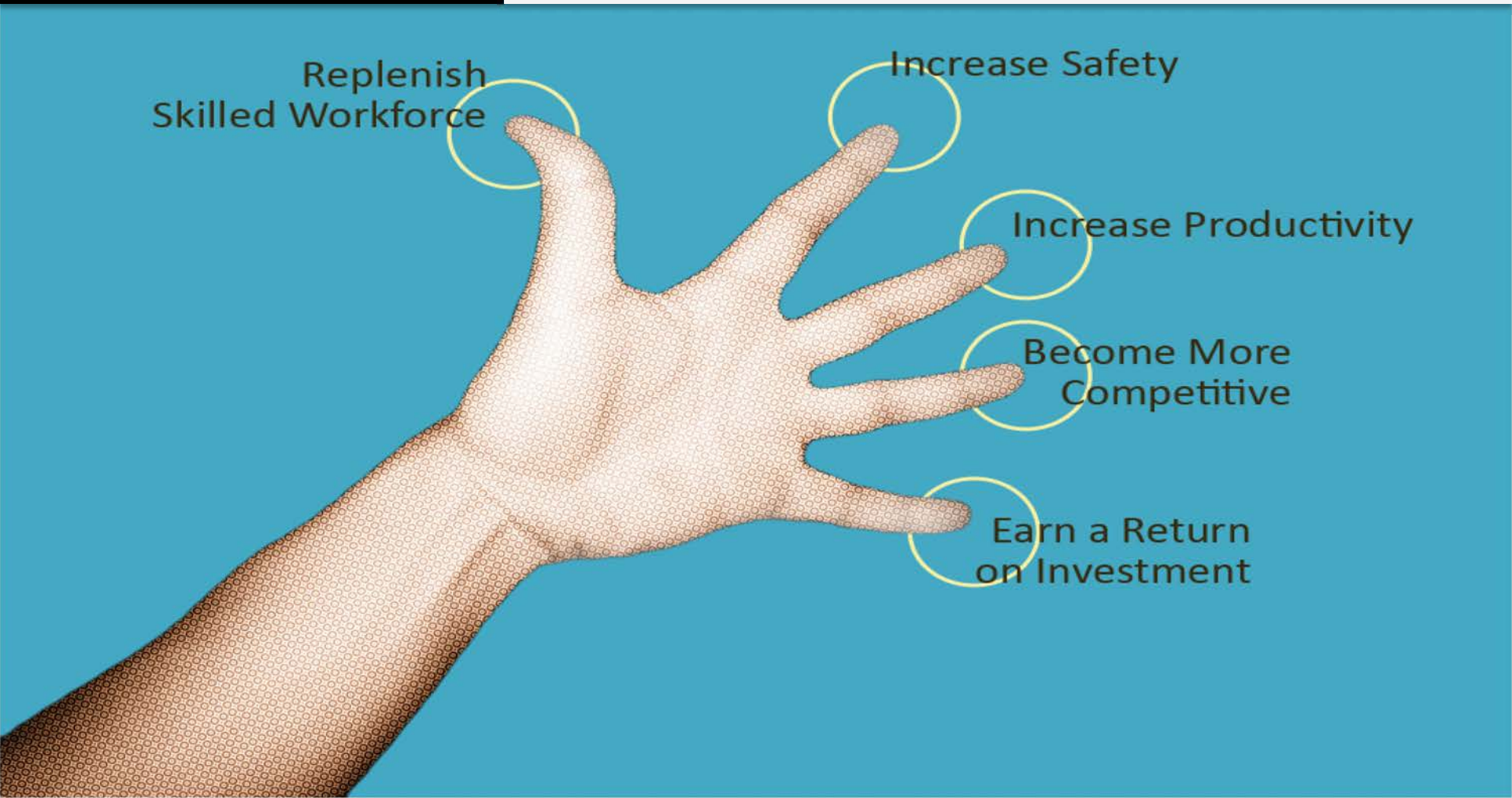
employers.

Top 10 Reasons to Train



training.

Earn while you learn.

Supervised, structured on-the-job training

- Provided by sponsor
- Job is foundation 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

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training.

Earn while you learn.

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

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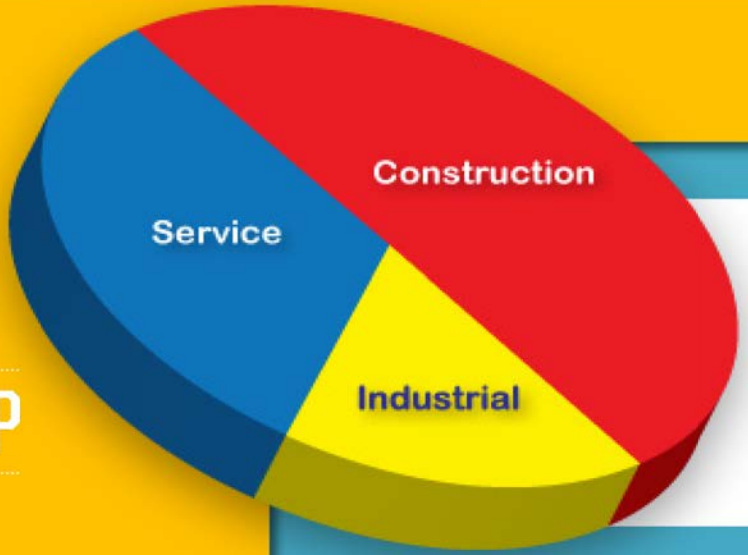
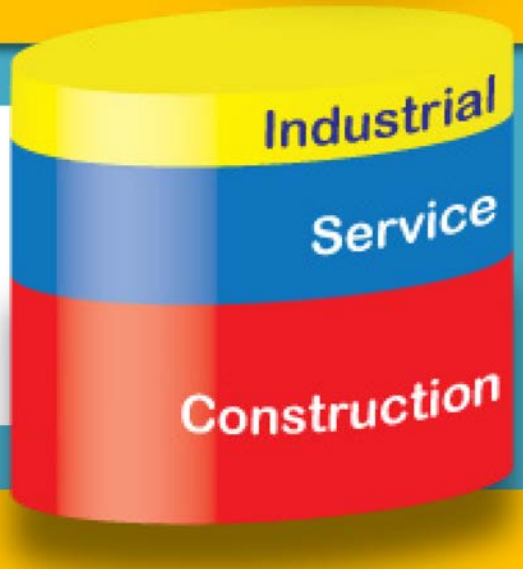


11,691
Active Wisconsin Apprentices
10 yr annual average

2,437
Wisconsin Employers
With Apprentices



740
Wisconsin Sponsors
With Apprentices

value. credentialing

- Average length: four years
- Interim credentials built in
- Formal completion credential
  - Journeyworker skill level
  - Recognized & Portable nationwide
- Formal & informal pathways for college credits

criteria.

“Apprenticeable”

Commonly identified & recognized by industry

Customarily learned on the job by 2,000+ hours of practical structured, supervised training

Progressive attainment of manual, mechanical or technical skills & knowledge

Requires 144+ hours of related (theoretical) instruction to supplement OJT

sectors.

Apprenticeable Occupations

- Three employment sectors:
  - Construction Trades
  - Industrial Trades
  - Service Trades
- Each trade has selection process & requirements
- Construction: 50% of contracts

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thousands.

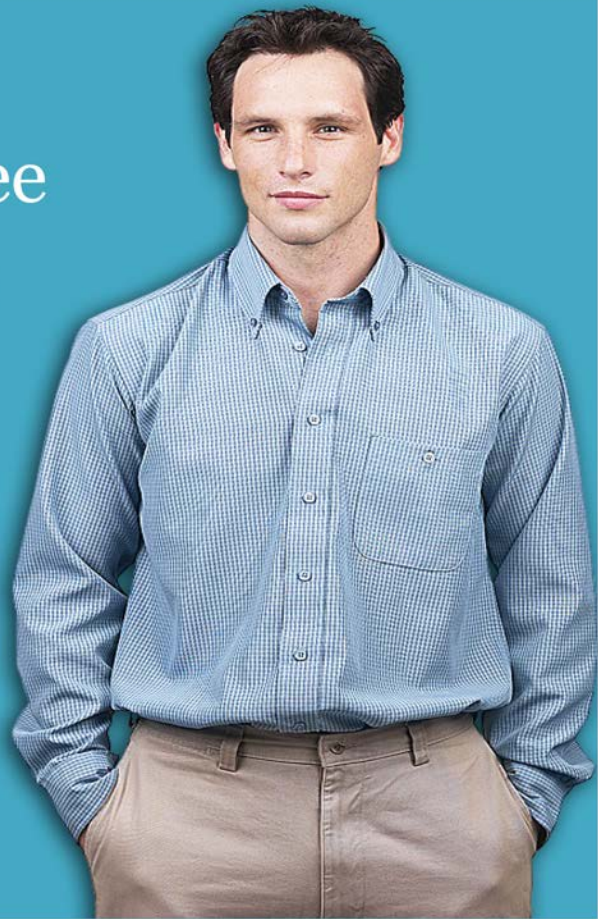
Apprenticeable Occupations

Bricklayer - Carpenter - Cement Mason/Concrete Finisher - Construction Craft Laborer – Electrician Environmental System - Fire Medic - Technician Glazier - Heat & Frost Insulator - Ironworker Dairy Grazier- Plumber - Roofer - Sheet Metal Worker Welder Fabricator - Lineworker - Restaurant Cook Fire Service - Arborist - Funeral Director - Sprinkler Fitter - Teledata Communications - Operating Engineer Plasterer - Steamfitter - Instrument Technician Industrial Maintenance Tech - Machinist - Maintenance Mechanic - Millwright - Metal Fabricator Pipefitter Tool and Die Maker - Tool Maker - Barber - Cosmetologist - Cook/Chef - Painter & Decorator

dedicated.

Apprenticeship Sponsors

- Sponsors are:
  - Joint (employer/union)Committee
  - Non-joint (employer) Committee
  - Individual Employer
- 3,000+ Wisconsin employers train apprentices each year



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committed.

Apprenticeship Sponsors

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

Benefits...to the Employer

Targeted training + productive work

In the facility, on the equipment, with the customers, tailored to the needs...*of the employer*.

Internal career ladder for unskilled employees

Employee wage is equivalent to skill level

Proven to reduce turnover & absenteeism

Benefits…to the 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 company

Benefits...to the 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

expertise.

learn by doing

“Experiential learning is the natural conduit for developing expertise. We need to bring back the apprenticeship model.”

Scott Belsky, Adobe’s Vice President of Community

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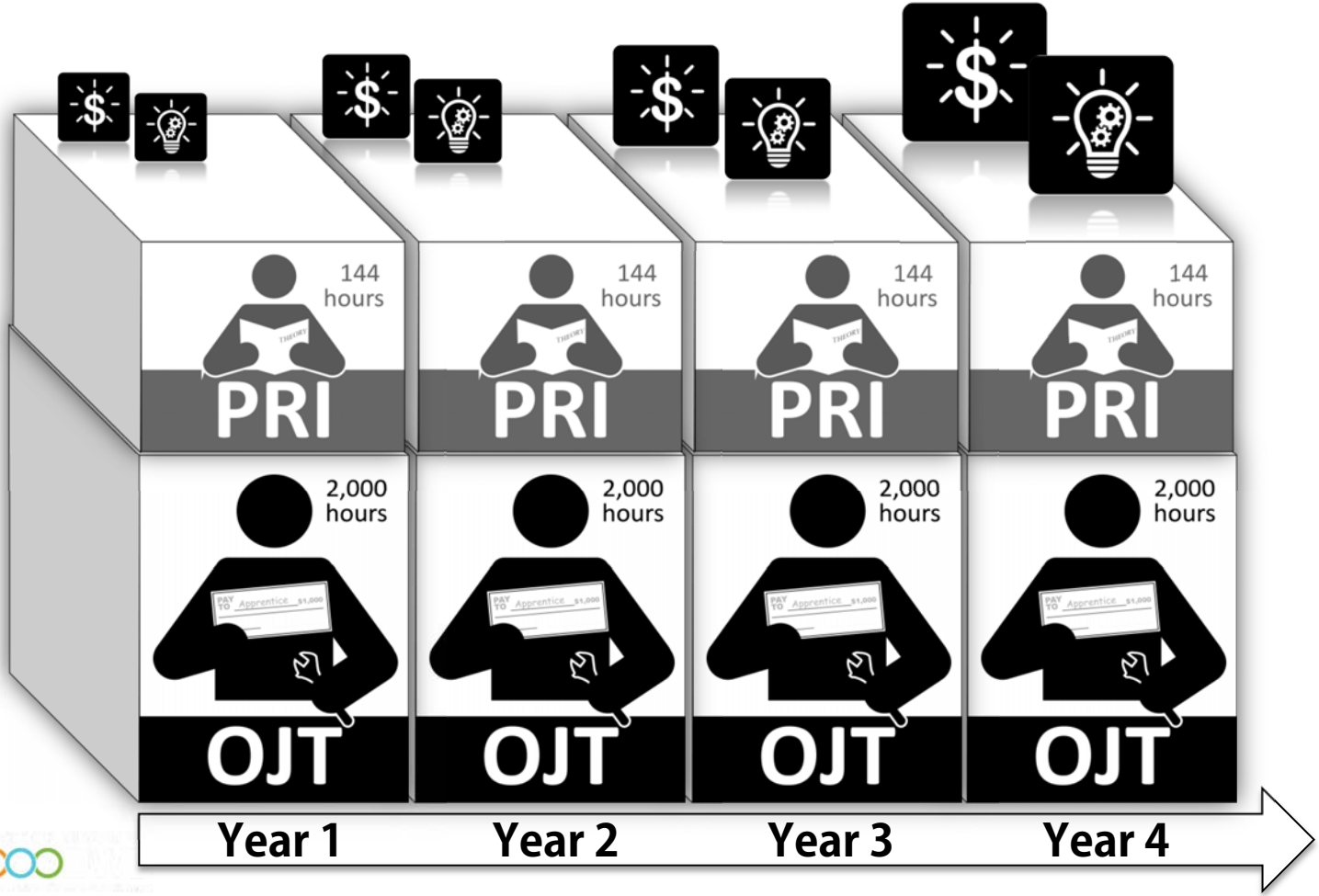
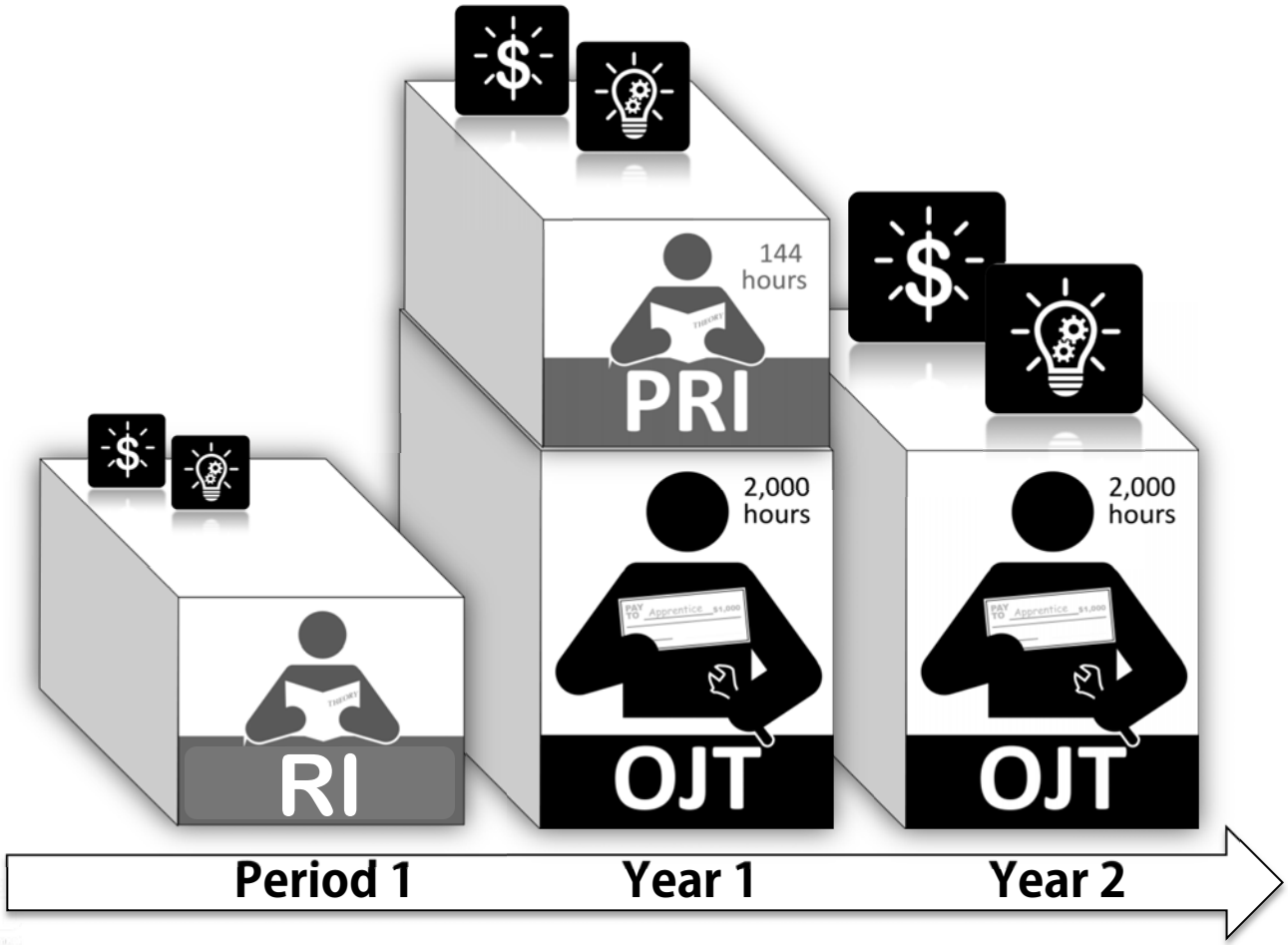
flexible.

“Traditional” 1-4 years



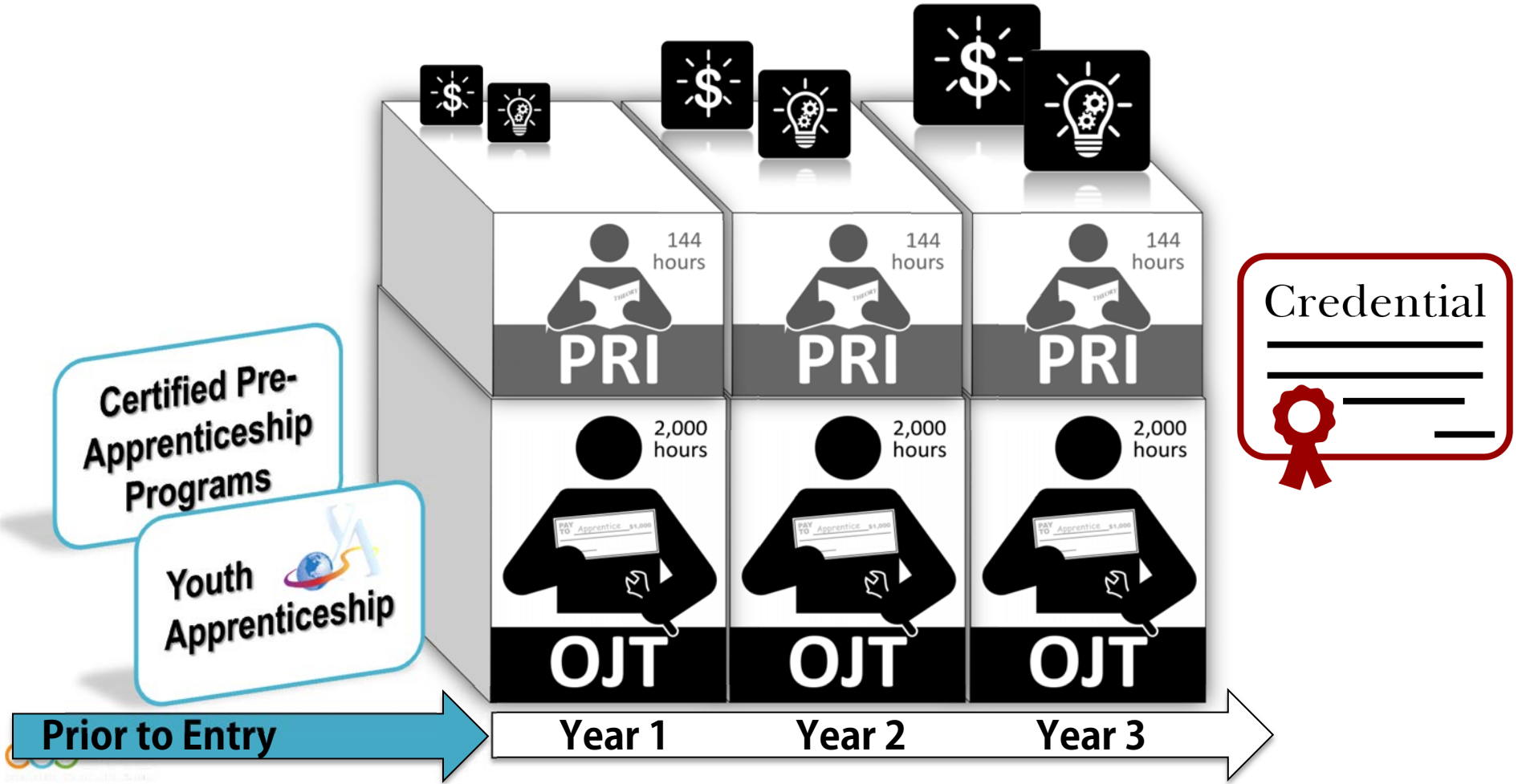
flexible.

Front-loaded

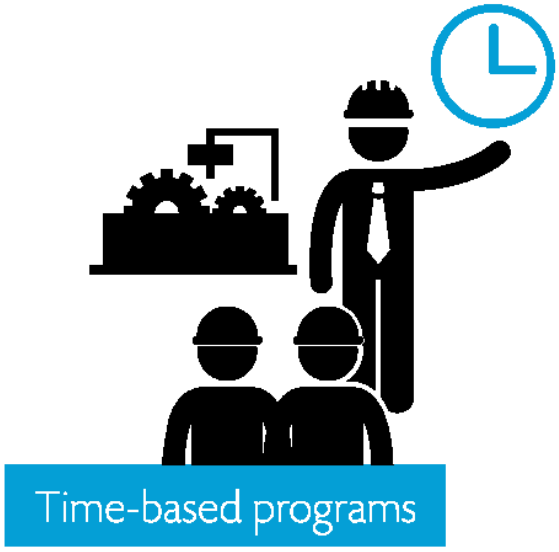


flexible.

Facilitated entry

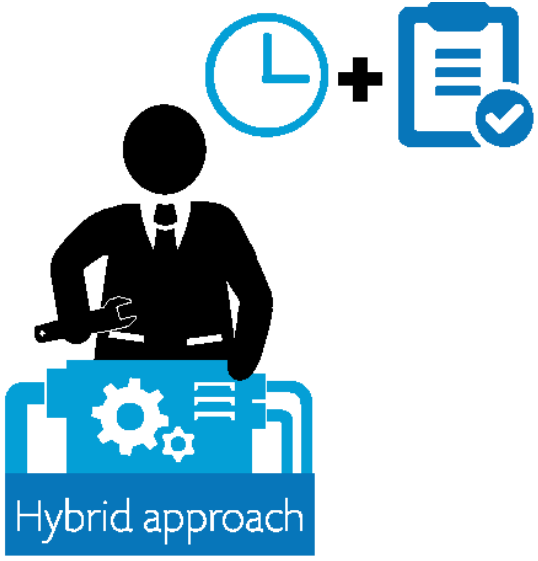


flexible. Customized progression



Time-based programs

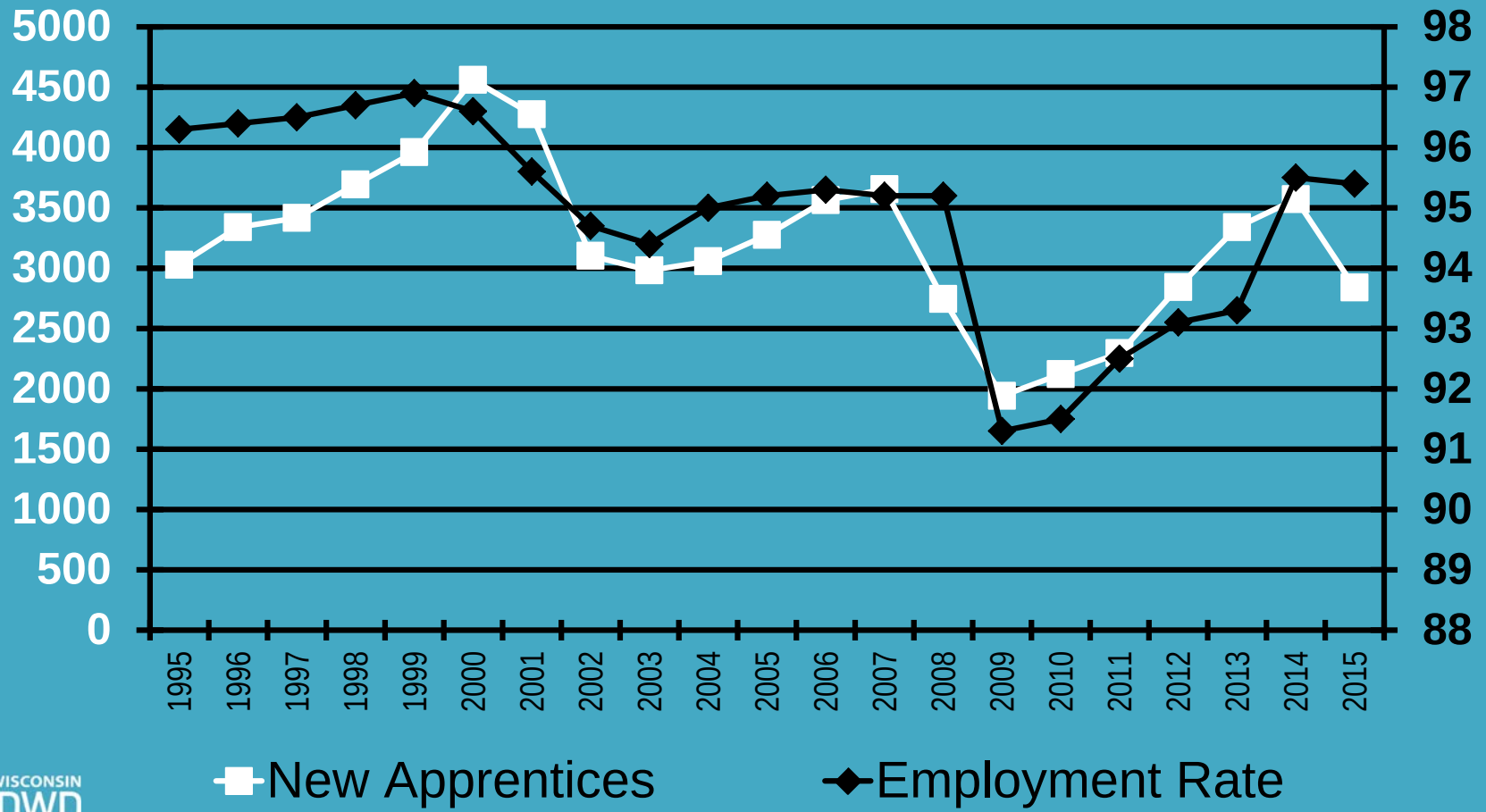
Competency-based programs



Hybrid approach

work.

apprenticeship follows economy



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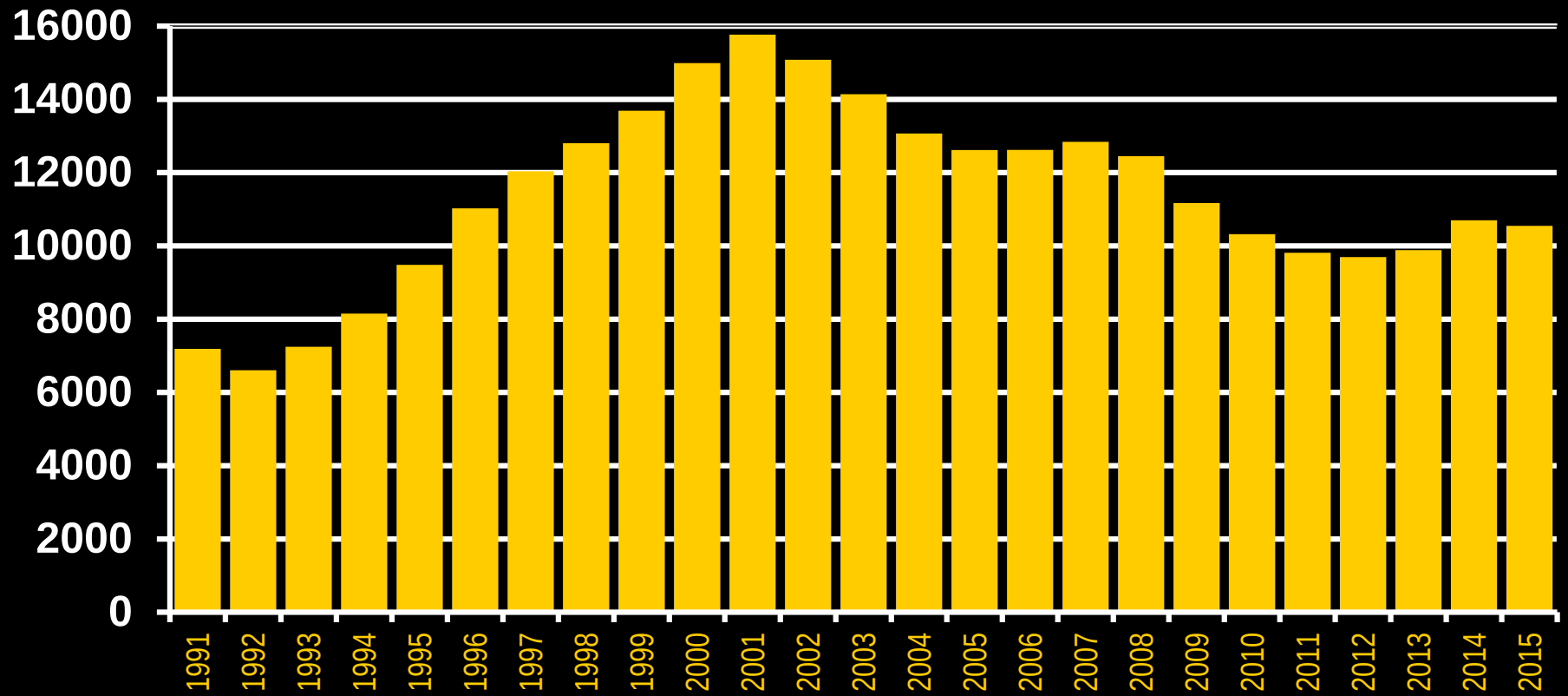
workers.

active apprentices since 1991



2015 is YTD through Nov

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earnings. (credentials matter)

Annual Earnings	Public Value.
WIA Adult	$23k
Voc Rehab	*$24k*
Disloc Worker	$38k
Apprenticeship	*$58k*

proven. work-based training

90%
On-the-Job
Learning

10%
Related
Instruction

Binding
Contractual
Agreement

WISCONSIN APPRENTICESHIP SINCE 1911

Approved
by
DWD/BAS

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The Wisconsin Model = *partnership*

DWD/DET/BAS
Implements & regulates OJT, RI & AA/EEO

WI Technical College System (WTCS)
Approves/maintains RI curriculum, RI grants

Wisconsin Apprenticeship Advisory Council (22 members)
Provide DWD and WTCS with advice and consultation

State Trade Advisory Committees (17)
Recommend trade related policies and develop statewide trade related standards

Apprenticeship Training Representatives (ATRs) (13 + 1 Fed)
Administer program via technical assistance, regulatory interpretation & apprenticeship program development, compliance & outreach.

WTCS Technical College Districts (16)
Deliver related instruction, evaluate effectiveness of curriculum & instruction, & track apprentice progress through RI

Sole Sponsor Apprenticeship (100s)
Provide OJT from skilled workers in safe & productive environment, use progressive wage scale, incorporate RI in work schedule

Local Trade Committee (100)
Select , place & oversee training & ensure all parties satisfy contract & keep training current & relevant

Apprentice Coordinators & Training Directors

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Apprenticeship Partnership

Employees get trained & credentialed without leaving workforce

Industry has reliable source of skilled labor & flexible training options

Educators provide theoretical training in way that doesn't stretch capacity

Job Centers promote training opportunities in key industries

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workforce issues.

Today

THE SKILLED WORK GAP FORCE

Registered Apprenticeship is an effective and proven training strategy to help bridge today's **SKILLS GAP** and address the **SKILLED WORKER** shortage.

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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: Tom Service

- Tom's father and uncle are chefs
- After HS, Tom moved to Milwaukee and visited 3-4 restaurant owners
- Found a restaurant willing to hire and sponsor his apprenticeship
- Tom calls BAS rep from info on web, submits all application paperwork
- BAS meets Tom & owner onsite and registers Tom as apprentice

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

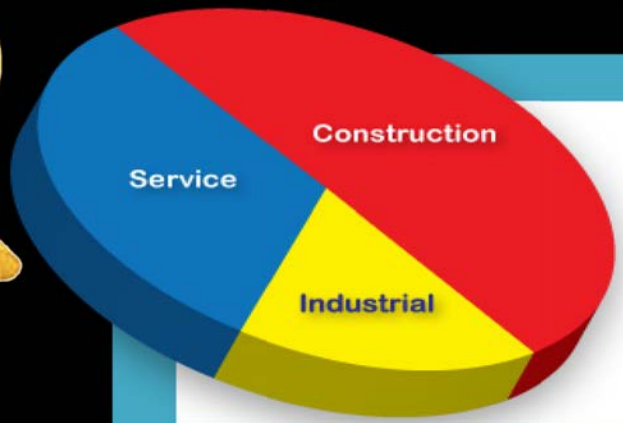
Fueling the Pipeline: Apprentice Preparation

How can we get people into apprenticeship?

- Partnerships with Sponsor(s) – Youth Apprenticeship
- Apprentice Preparation – formal /informal / certified
  - Basic work skills
  - Academics – math & reading
  - HSED/GED
  - Driver's License
  - Drug-free
- Referral & Guidance

ATR. Apprenticeship Training Representative

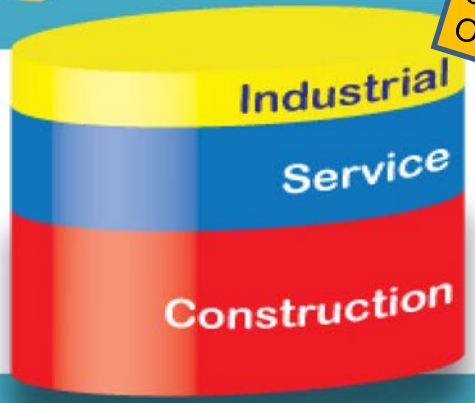
The ATR is **NOT** a Case Manager



11,691
Active Wisconsin Apprentices
10 yr annual average

The ATR is a regulator & liaison. Our work is here.

2,437
Wisconsin Employers
With Apprentices



740
Wisconsin Sponsors
With Apprentices

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ATR.

From the Customer's View

Advise & Evaluate Existing Sponsors

- Uphold & advise on regulation, policy & procedure
- Guide sponsor expansion into new trades
- Oversee & regulate committee meetings
- Register new contracts
- Approve & perform contract actions
- Monitor & evaluate program quality
- Connect & engage stakeholders

ATR.

From the Customer's View

Seek Out & Advise New Sponsors

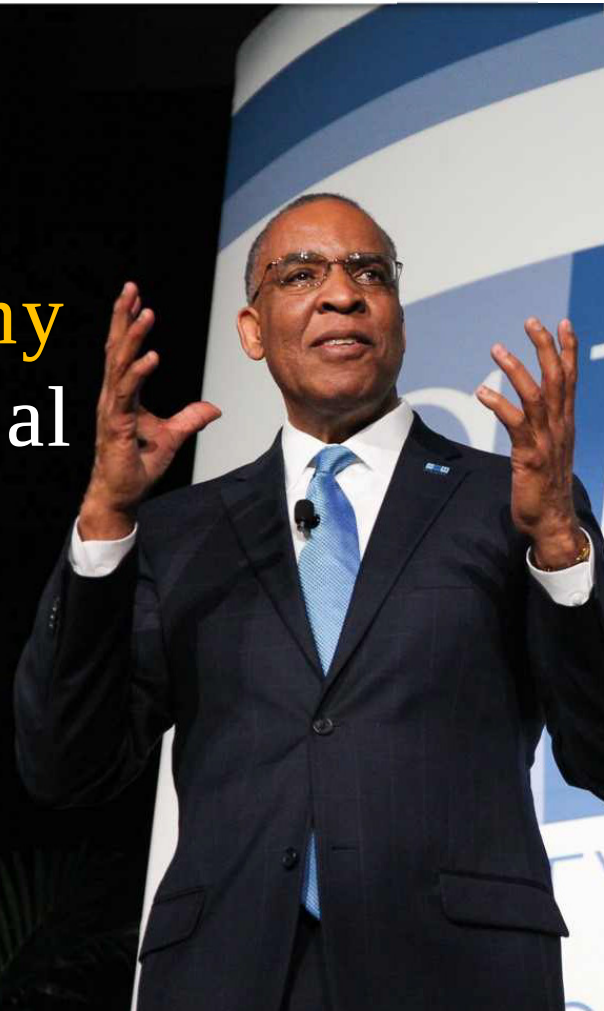
- Conduct outreach to employers & industry
- Evaluate sponsor qualifications
- Construct new apprenticeship training programs
  - Convene experts: forums, DACUMs, advisory
  - Uphold regulation & policy for RI & OJT
  - Build Program Standards
    - Operational parameters & practices
    - Selection procedures & AA/EEO compliance
    - Contract provisions

tomorrow.

the multi-tool of training

"Apprenticeships are a Swiss Army knife solution for a host of national challenges..."

Henry G. Jackson, President & CEO, SHRM



SHRM

act.

WI Apprenticeship Summit

Expand	Align	Engage	Improve	Recruit/ Retain
Outreach, Education & Advocacy	Workforce & Economic Dev. Resources	Employers & Sponsors, Across All Sectors	Career Pathway from K-12 to Apprenticeship	High Potential Applicants and Apprentices
Develop Apprentice Consortium for Outreach	Amend MOUs, incl. CWI, DPI to include RA as a Partner	Expand RA into Healthcare, IT & Advanced Mfg via WAGE$ grant	Develop bridge between YA & RA; Incorporate YA into RA	
Incorporate Apprentice Consortium, by July '15 into WI Advisory Council	Align RA with workforce development & economic development systems	Develop Toolkit to be used as part of outreach	Pursue structural change to DWD/DET/BAS/BWT	Need to address underemployed, non-traditional applicants

advise.

WI Apprenticeship Summit

Apprenticeship Consortium

...shall advise DWD, BAS, and the Wisconsin Apprenticeship Advisory Council on matters related to implementation of recommendations resulting from the Wisconsin Apprenticeship Summit.

YA to RA Bridge

Elevate RA on the YA trainee pathway.

Create a seamless transition YA to RA.

Bridge the worker & skill gaps.

Apprenticeship. Registered & Youth!

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American Apprenticeship Grant

Strategy #1.	Build pipeline & pathways.
Strategy #2	Expand into H1B occupations. Advanced Manufacturing & Information Technology & Healthcare
Strategy #3	Strengthen partnerships.

$5 million over 5 years!

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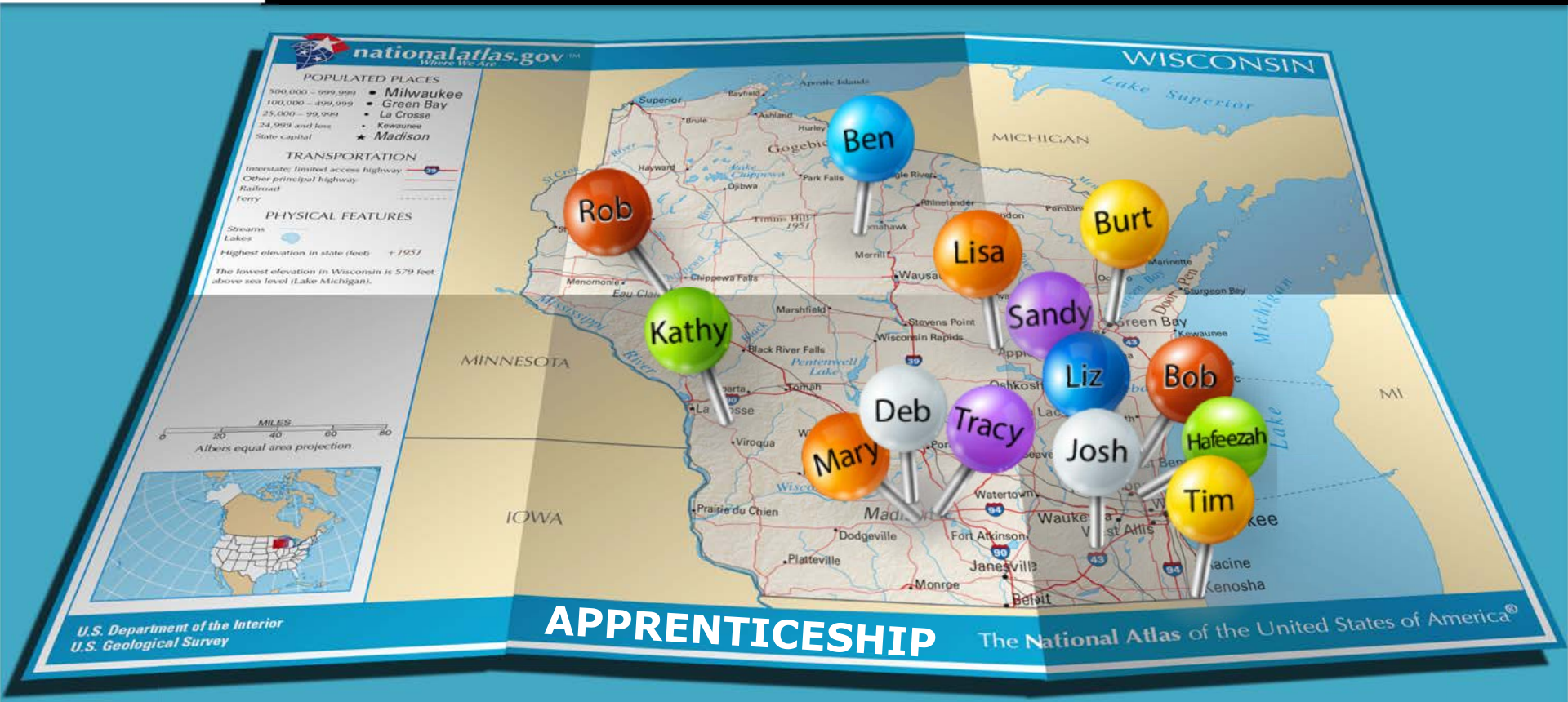
ATR. Apprenticeship Training Representative



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Thank You!

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