

# APPRENTICESHIP:

## *Bridging the Skills Gap*





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APPRENTICESHIP  
SINCE 1811



Bureau of Apprenticeship Standards

tradition.

work-based training



90%  
On-the-Job  
Learning



10%  
Related  
Instruction



Binding  
Contractual  
Agreement



Approved  
by  
DWD/BAS

tradition.

# What is Registered Apprenticeship?

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- Employer sponsored flexible training program
  - Contract specifies training & performance
  - Apprentice earns progressive wage
  - Journeyworker(s) provide on-the-job training
  - Industry instructors lead classroom (theory) training
  - Apprentice works toward journeyworker status
- Regulated by the state

today.

# 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



today.

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



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# Apprenticeship credentials

- Average time to completion: varies
- Formal credential upon completion
  - Journeyworker skill level
  - Acknowledged nationwide
  - Portable nationwide
- 39 credits towards AAS degree



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# Why Apprenticeship? Why now?

it's a job.

it's school, too.

worker shortage?

here's a solution.

skills shortage?

productivity, now.

**\*Addresses two prevalent issues.**



today.

# Apprenticeship: Benefits to Apprentice

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- **Learn a skilled trade while earning a good wage**
- **Provides lifetime skill and comprehensive knowledge of the trade**
- **Portable credential – skills are transferrable across employers, regions, states**
- **Clear path for upward mobility**
- **Vets may be eligible for Montgomery Bill benefits**

today.

# Benefits to Employer

- **Targeted training + productive work**
  - **In employer's facility, on their equipment, with their customers, tailored to their needs**
- **Internal career ladder for unskilled employees**
- **Employee wage is equivalent to skill level**
- **Proven to reduce turnover and absenteeism**

# Employers - Here's how to get started.

- **Contact your Apprenticeship Training Representative.**
- **Develop your apprenticeship program.**
- **Become approved to train apprentices in Wisconsin**
- **Grow your own skilled workforce.**

# Individuals – Here's how to get started.

- **Get prepared.**
- **Graduate from high school.**
- **Find a trade that suits you.**
- **Know the entrance process.**
- **Start your career.**