

# SHEBOYGAN & MANITOWOC YOUTH APPRENTICESHIP

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## WHAT IS YOUTH APPRENTICESHIP?

Youth Apprenticeship is a rigorous 1 or 2 year elective program developed by DWD that combines academic and technical classroom instruction with mentored on-the-job learning for high school students.



# **Y.A. OFFERS 10 GENERAL PROGRAM AREAS; EMPLOYERS CHOOSE FROM 21 UNITS AVAILABLE LOCALLY**

- Carpentry
- Plumbing
- HVAC Technician
- Electrical
- Masonry/Concrete
- Wood Manufacturing
- Welding
- Machining
- Industrial Maintenance
- Mechanical Design/Engineering
- STEM (Science, Technology, Engineering, and Math)
- Automotive Technician
- Diesel Technician
- Banking & Accounting
- Certified Nursing Asst.
- Dental Assistant
- Hospitality (3 areas)
  - Sales & Marketing, Front of House, Back of House
- Information Technology
- Animal/Plant Science
- Veterinary Technician
- Water Resource Management





# BENEFITS TO EMPLOYERS



- Develop employees' work ethic and skill while young-molding a future employee
- “Student Learners” are allowed to do more than other minors employed in industry (see handouts)
- “Try before you buy”
- Students are in related-instruction courses at LTC or high school, reinforcing what is learned on the job
- The majority of YA students continue employment after high school graduation
  - Sheboygan County 2014-15 statistics: 82% retention
  - Manitowoc County 2014-15 statistics: 84% retention

# THE PROCESS IN A NUTSHELL



Students complete an application for the program(s) they are interested in. Applications typically due in February for the next program year - students apply during sophomore or junior year).

Employers interview the students and hire only if they find a good fit. (Interviews take place between March and May for placements that officially begin the following school year.)

Students are held to the same expectations, policies, and standards as other employees.

Students may work over the summer, or they start at the beginning of the school year, based on employers' needs.

Training Agreement gets signed in either June or August, depending on start date.

# EMPLOYER RESPONSIBILITIES

## 1. A one year commitment



- Requires a minimum of 450 hours of paid employment
- Students are released from school for approximately 3 hours per day (varies by school district & student) to go to work
- Employer assigns a workplace mentor to guide the student through the experience
  - New mentors are required to attend a mentor training session
- Employers must provide worker compensation insurance
- YA student also takes course related to YA experience each semester

# EMPLOYER RESPONSIBILITIES (CONT'D)



2. The employer provides learning opportunities that meet the requirements of the Skills Standards Checklist

- Created by the industry to prepare students for entry-level positions
- Updated regularly to maintain relevance

Youth Apprentices are allowed by state law to perform many tasks otherwise prohibited to minors because they are working under the direction of a trained mentor.

# EMPLOYER RESPONSIBILITIES (CONT'D)



3. The employer/mentor must attend quarterly grading conferences with the student, parent, school liaison, and program coordinator to monitor and discuss progress



# FROM Y.A. TO R.A.

- 2014-15 Youth Apprentices who were offered Registered Apprenticeships (or continued employment with that intention)
- Sheboygan County
  - 3 students in Manufacturing
  - 82% of students offered continued employment upon completion of the YA program (92 students total)
- Manitowoc County
  - 4 students in Construction (3 carpentry/1 plumbing)
  - 1 student in manufacturing\*
  - 84% of YA graduates continued working for their employers; many are in careers that do not offer Registered Apprenticeships
  - 10% of Jagemann Stamping's workforce are former Youth Apprentices!



# **YOUTH APPRENTICESHIP REGIONAL CONSORTIUMS DIRECTORY**



[https://dwd.wisconsin.gov/  
youthapprenticeship/consor  
tiums\\_directory.htm](https://dwd.wisconsin.gov/youthapprenticeship/consortiums_directory.htm)