

Work-Based Learning Wisconsin's **Youth Apprenticeship Program**

**Employer driven, Student tested,
Successfully proven**



WI Work-Based Learning Choices

1. Service Learning/Volunteering
2. Job Shadowing
3. Internships/Training
4. Employability Skills
5. School-Based Enterprise
6. Cooperative (Co-op) Education (DPI)
7. *Cooperative Skills Certificate* (Skills Co-op) (**DPI**)
8. *Youth Apprenticeship* (**YA**) (**DWD**)

CHOOSE the one that **BEST** meets the student's goals!

WHY YA?



- ❑ Employers complained about a **lack of skills** in youth
- ❑ High youth **unemployment**
- ❑ WI needed a **school to work transition** system for students not going to college (The “Forgotten Half”)
- ❑ Education needed a way for youth to **apply** classroom **learning** to a work setting
- ❑ Existing co-op & job shadows were **inconsistent** across WI AND did not allow enough **time for skill development**

The Result



- ❑ **WI Act 39** created in 1991
- ❑ Gov. Thompson creates **Office of Workforce Excellence** to facilitate YA development
- ❑ Legislators, state staff, educators and business reps **visit Germany** to model YA after German system of apprenticeship
- ❑ First 21 students enrolled with 9 employers in **Printing in 1992**

WHAT is YA?

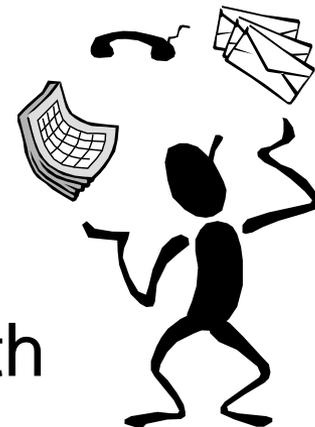
- Statewide **School-to-Work** initiative
- **HS students** get “real-world” learning in an occupational area
- **ONE** or **TWO year** elective program
- Combines academic AND technical instruction with **mentored on-the-job training**
- Available to **ALL youth** in participating districts

YA Program Requirements

1. Paid on the job experience and learning
2. Uses skilled job-site mentors
3. Demonstrate skill competencies thru performance evaluation
4. YA Program Completion:
 - State issued skill certificate (DWD)
 - HS diploma (HS)
 - Credit at a Wisconsin TC (TC)

Employer Driven

- Program offerings determined by **demand**
- Pay wages to **train & recruit**
- Act as job-site **mentors**
- Statewide **skills list developed** with employer groups
- Student performance **evaluated by the employer**



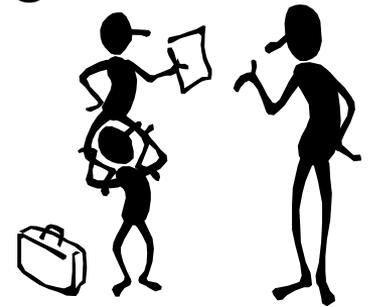
Employers say

- YA Employer Report **2000-2003** (UW-CEW Study 2005)
 - 39% <20 employees; 36% >100 employees
 - 86% employ 1-3 students
 - 50% of employers feel the YA graduates are more skilled than other entry level workers
 - 60% of employers offered incentives to further their YA students education
 - 98% report deriving benefit from participating in the program with most stating
 - provides a community service
 - helps recruit new employees
 - allows training to company standards
 - 97% would recommend it to other employers

Fits Workforce AND Educational need

BENEFITS of YA

- Hands-on, Applied, Real-World learning IN Worksites
- Career Pathway choices
- Can fulfill Sector Strategy needs for workforce pipeline to youth
- Offers Dual credit/TC articulation



YA Program Timeframes



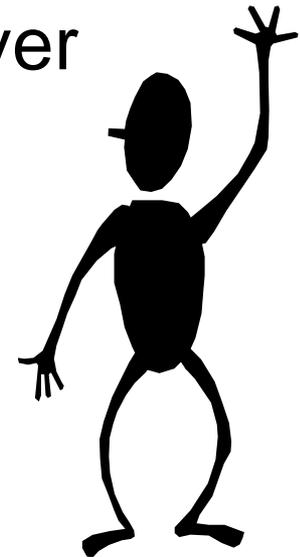
- 1. Two year program (Level II)- STANDARD**
900 hours of work site learning
360 hours of related classroom instruction

OR

- 2. One year program (Level I)- OPTION**
450 hours of work site learning
180 hours of related classroom instruction

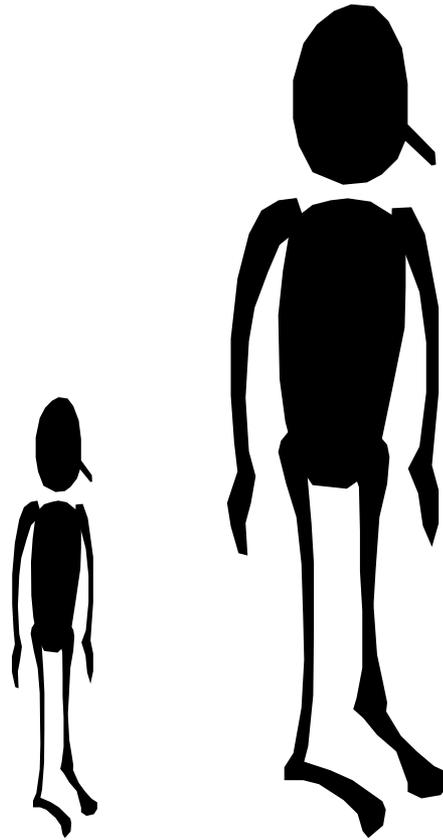
Student's Role

- Academic skills and Attendance
- Progress Reviews
- Maturity and Responsibility to Employer



Parent or Guardian's Role

- Transportation
- Progress Reviews



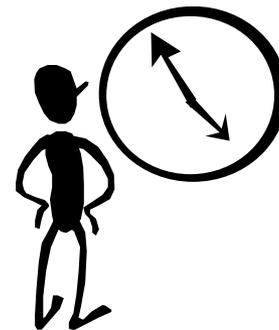
K12 Role



- ❑ Recruit students
- ❑ Coordinate student enrollment
- ❑ Integrate YA Program classroom & worksite training into student's education program
- ❑ Ensure 450 hours of worksite hours + 180 hours of related classroom instruction for each year
- ❑ Progress Reviews
- ❑ Grant high school graduation credit

Employer's Role

- ❑ Participate in mentor training session
- ❑ Interview & Hire YA students
- ❑ Provide on the job training to YA student
- ❑ Pay YA student
- ❑ Progress Reviews
- ❑ Ensure 450 hours of worksite training/work hours
- ❑ Comply with Child Labor Laws



YA Curriculum Definitions

Competency

- Worksite **Skill**: Assessed by Employers at worksite

Performance Standard

- **HOW**: Skill is assessed at worksite; What employers should look for to judge the skill (*as applicable to that worksite*)

Learning Objective

- **WHAT**: Recommended content to learn to be able to perform skill; On-the-job or in-classroom

Required Related Instruction

Classroom instruction to *supplement* the learning of the work site competencies.

Defined in the **Learning Objectives** for each Competency (The **CONTENT** the students should know to perform the Competencies)

CAN be delivered BY:

- High School
- Tech College
- Employer

Instructor Qualifications

Purposely Flexible so consortiums may hire the most appropriate instructors

- **HS licensure** with knowledge of current practices & techniques, recent work history or Tech College certification
- **Technical College** instructor certification
- **Industry Trainers** with 3 years experience or qualified journeyman

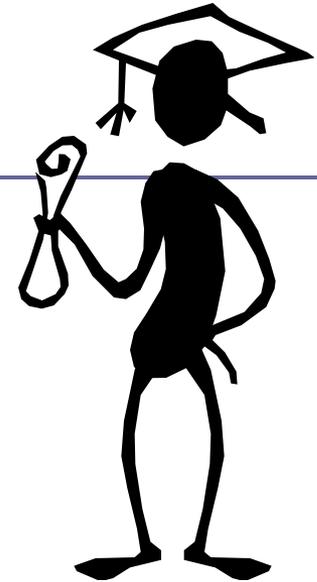
Required Skills

REQUIRED of ALL YA students

- Core Skills
- Safety & Security Skills

Aligned with
National Career Cluster Standards

YA Articulation



- HS Credit for
 - YA Work
 - YA Related Technical Instruction

- College & HS Credit (Dual Credit)- *locally determined with TC*
 - State WBL-TC Guidance Document developed in NOV 2010
 - Current Dual Credit Agreements (HS-TC)

YA Recognized!



- ❑ YA- Video Testimonials [1](#); [2](#); [3](#)
- ❑ Madison PBS- [BluePrint Learning for Life](#) (13.18) & [BTCI](#) (12.28) (NOV 2010)
- ❑ YA mentioned on page 32 of [Harvard report](#) as an “Exemplar of Employer Engagement” AND EACH time Bill speaks in WI (FEB 2011)
- ❑ “America’s misplaced disdain for vocational education” in *The Economist* (JUN 2010)
- ❑ “Teenagers in need of direction can turn to apprenticeships” and “What if college education just isn’t for everyone?” in *USA Today* (MAR 2010)
- ❑ In [The Means to Grow Up](#) by R. Halpern page 60

Action Items

- Cut and paste the following statement below into an email and sent to Tania Kilpatrick at tkilpatrick@cesa6.org by May 1, 2013

The _____ School District agrees to participate in the Wisconsin Youth Apprenticeship program administered by the Department of Workforce Development (DWD) and CESA 6 during the 2013-2014 school year. The District projects that approximately _____ students will participate in the program during the 2013-2014 school year.

- There is NO out of pocket costs to participate in the grant.
- Every student enrolled brings in \$550.00 to offset any district expenses related to the program.

CONTACT

INFORMATION

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*Investing in
Wisconsin's Future*