



Youth Apprenticeship Overview

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'This event was made possible with support from the Wisconsin Youth Apprenticeship Grant'



What is Youth Apprenticeship

Department of Workforce Development

- Youth Apprenticeship (YA) gives high school juniors and seniors an opportunity to explore their chosen career path, and helps employers develop a qualified and committed workforce.
- This one or two year elective program combines academic and technical instruction with mentored on-the-job learning.
- Started in 1991
- Grant funding available to local consortiums



Key Components

- Wisconsin industry-developed skill standards (On the Job Learning Guides)
- Skilled mentors assigned to train the students (must complete Sophomore year of high school)
- Paid at least minimum wage, on the job work experience (summer hours count)
 - Level 1: One Year, 450 Hours
 - Level 2: Two Years, 900 Hours
- Related classroom instruction concurrent with work-based learning
- State-issued skill certificate
- Opportunity to Bridge into Registered Apprenticeship Program
- Overseen by the Department of Workforce Development



Youth Apprenticeship Pathways

- Agriculture, Food & Natural Resources
 - Architecture & Construction
 - Arts, AV Technology & Communications
 - Business Management
 - Education & Training
 - Finance
 - Government & Public Administration
 - Health Science
 - Hospitality, Lodging & Tourism
 - Human Services
 - Information Technology
 - Manufacturing
 - Marketing
 - Law, Public Safety, Corrections & Security
 - Science, Technology, Engineering & Mathematics
 - Transportation, Distribution & Logistics
-



Benefits

The Employer Benefits of Youth Apprenticeship



Attract Better Applicants



More Loyal Employees



Benefit From Skilled Workers



Increase Safety



Become More Competitive



Instill Your Company's Values



Gain a More Knowledgeable Workforce



Replenish Your Skilled Workforce



Increase Productivity

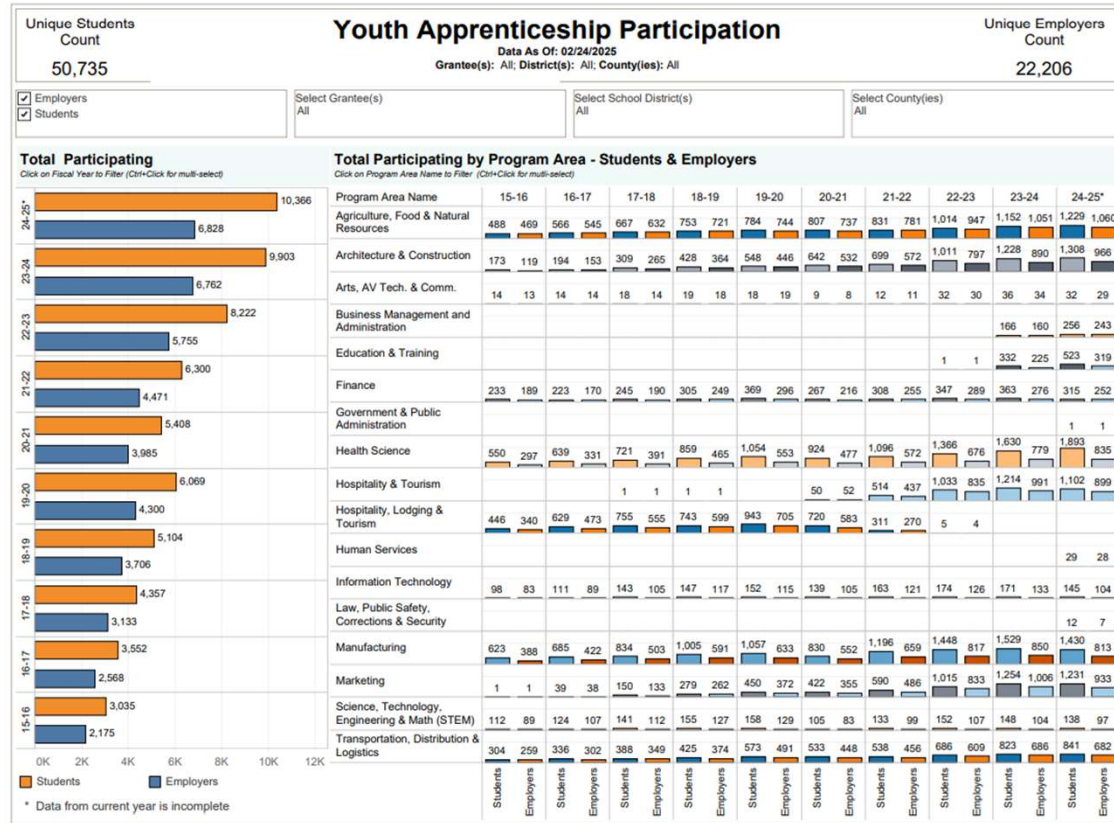


Earn a Return On Your Investment



WISCONSIN
YOUTH APPRENTICESHIP
SINCE 1991

YA Growth in Wisconsin





THE ACADEMIES
OF RACINE

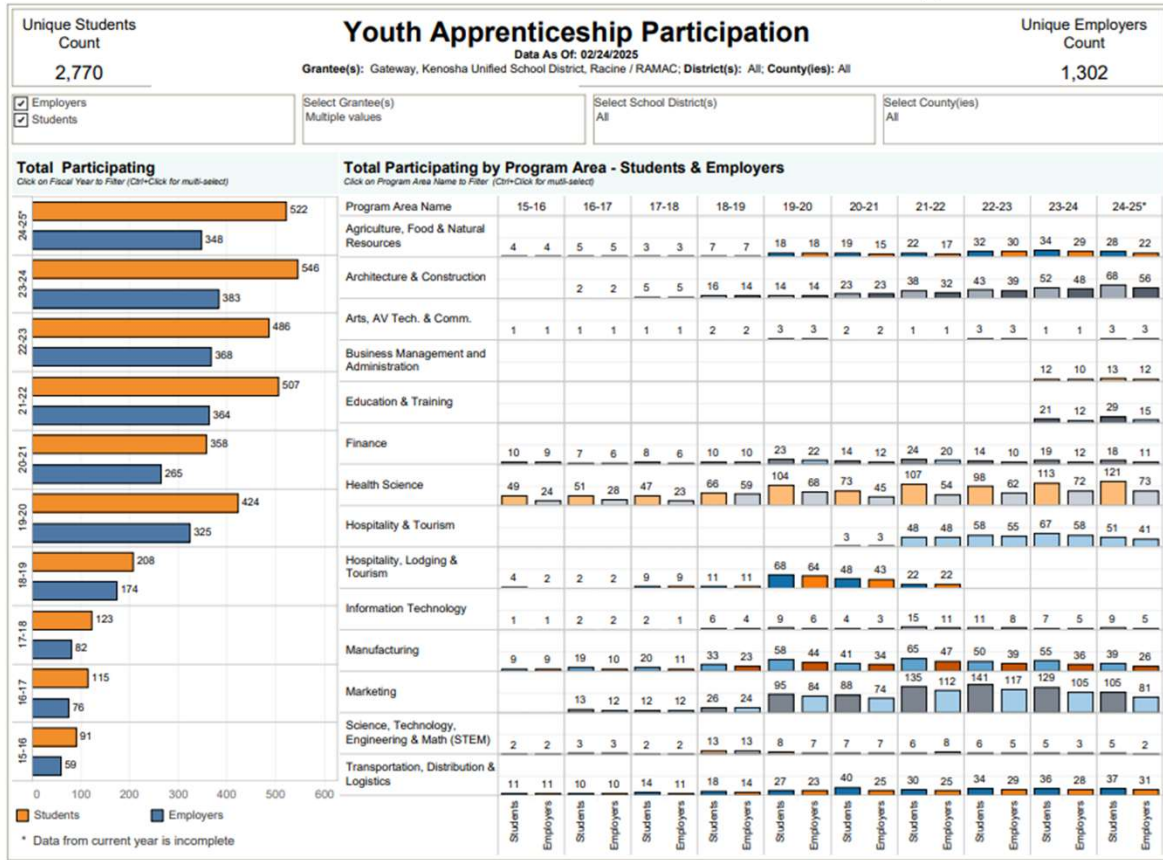


Kenosha
Unified
SCHOOL DISTRICT



WISCONSIN
YOUTH APPRENTICESHIP
SINCE 1991

YA Growth in Tri-County Area





THE ACADEMIES
OF RACINE



**Kenosha
Unified**
SCHOOL DISTRICT



WISCONSIN
YOUTH APPRENTICESHIP
SINCE 1991

2023-24 Highlights/Fun Facts

Gateway

YA students: 176

YA Employers: 148

Estimated Wages:

\$1,123,878.63

Average wage: \$14.19

Top Programs:

1. Architecture & Construction
2. Hospitality & Tourism
3. Agriculture, Food & Natural Resources

KUSD

YA students: 151

YA Employers: 92

Estimated Wages:

\$988,565.66

Average wage: \$14.55

Top Programs:

1. Health Science
2. Marketing
3. Manufacturing

Racine/RAMAC

YA students: 226

YA Employers: 148

Estimated Wages:

\$1,332,661.94

Average wage:

\$13.05

Top Programs:

1. Marketing
2. Health Science
3. Hospitality & Tourism

Questions & Next Steps

Contact Us:

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How do I get started with Youth Apprenticeship?

1

Contact Your Area's Youth Apprenticeship Consortium

Wisconsin has Youth Apprenticeship (YA) consortia throughout the state ready to help you identify the YA program and pathway(s) that best suit your business needs. Contact your [YA Regional Coordinator](#) to learn more about how they can help.

2

Interview Potential Youth Apprentices

Once you decide that YA is a strategy you want to employ, your YA coordinator will help identify potential apprentices for you to interview. All hiring decisions are yours to make!

3

Mentor & Train Youth Apprentices

Once an employer and youth apprentice agree to work together, all parties (employer, youth apprentice and their parent/guardian, school representative, and YA coordinator) sign an Education and Training Agreement. Employers agree to provide at least 450 hours of work per year under the supervision of a workplace mentor and to train the apprentices in competencies/skills that are pre-determined by industry leaders.

4

Review the Progress of Your Youth Apprentices

Working with your YA coordinator, you will review your youth apprentice's progress on a regular basis to ensure success for both your business and the apprentice.