

WISCONSIN



DWD

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# Wisconsin Youth Apprenticeship

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# Agenda

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- A look at current construction-related Youth Apprenticeship (YA) options and participation
- Hiring youth apprentices
  - Who to contact
  - On the job learning (OJL) guide, and skills learned on the job
  - Employment of minors laws
  - Insurance policies
  - Company policies
- Resources



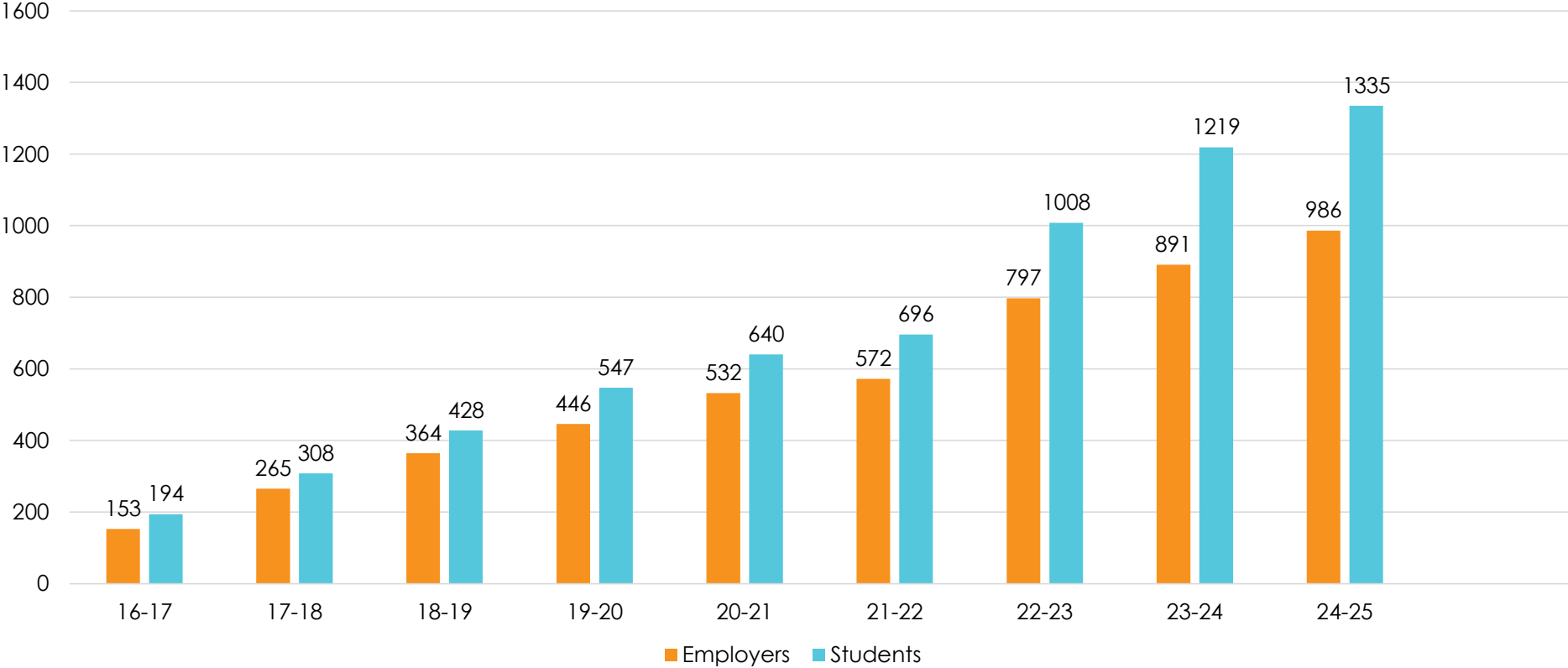
# Architecture and Construction

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- Architecture Drafting and Planning
- Carpentry Fundamentals
- Electrical Fundamentals
- Gas Distribution Technician
- Heavy Equipment Operator & Operating Engineer
- Masonry / Concrete Fundamentals
- Mechanical / HVAC Fundamentals
- Plumber / Sprinkler Fitter Fundamentals
- Utilities Electrical Technician



# Architecture and Construction Participation 2015-16 to 2024-25



Scan or visit



[dwd.wisconsin.gov/  
apprenticeship/con  
tacts.htm](https://dwd.wisconsin.gov/apprenticeship/contacts.htm)

# Hiring Youth Apprentices

## Who to contact?

- The YA consortium in the area in which you want to hire.
- School districts join a YA consortium, so think about what school district you are hoping to hire from.
- YA Website has a contact list for the consortia. You can search by school district.



# Hiring Youth Apprentices

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## On-the-Job Learning Guides

- Each occupational pathway has an On-the-Job Learning Guide which contains the list of skills that are to be learned on the job.
- These are reviewed by our Equal Rights Division, which oversees the employment of minors laws in the state.
- Any additional licenses or registrations that are required (typically by the Wisconsin Department of Safety and Professional Services) are also listed in the OJL Guide.





# Hiring Youth Apprentices

Three policy levels that shape hiring minors

- Employment of Minors Laws
- Insurance Policies
- Company Policies

Most youth apprentices are 16 or 17



# Employment Laws: Hours

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- State and federal laws do not limit the hours that minors 16 years of age or over may work
- Exception is they may not be employed or permitted to work during **hours of required school attendance** under Wis. Stat. § 118.15.
- Those in an **approved work program** like YA are exempt from this exception
- Individual school or school district policies may apply.





# Employment Laws: Restrictions

Hours restrictions for 14- and 15-year-olds:

<b>Maximum Hours</b>	<b>After Labor Day through May 31</b>	<b>June 1 through Labor Day</b>
<b>Daily</b>		
Non-School Days	8 hours	8 hours
School Days	3 hours	3 hours
<b>Weekly</b>		
Non-School Weeks	40 hours	40 hours
School Weeks	18 hours	18 hours
Permitted Time of Day	7 a.m.-7 p.m.	7 a.m.-9 p.m.



# Employment Laws: Work Permits

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## Work Permits

- Not required of Youth Apprentices
- Also not generally required for 16- and 17-year-olds



# Employment Laws: Hazardous

## Hazardous Employment

- State law has a list of hazardous employment which **may not be performed by minors**.
- There are **provisions** for those under 16, and other provisions for minors 16-17.
- Some refer to **entire workplaces** such as adult bookstores, others refer to **specific processes or pieces of equipment**.
- Found in the Administrative Code, DWD 270.12 and DWD 270.13

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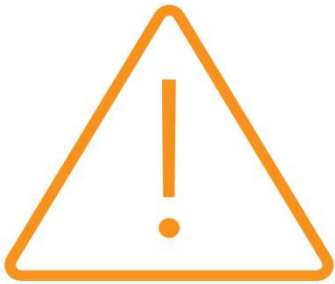
[docs.legis.wisconsin.gov  
/code/admin\\_code/dw  
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# Employment Laws: Hazards

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## Hazardous Employment Examples

- DWD 270.12, **Hazardous occupations prohibited to all minors.**
- (24) **Roofing or on or about a roof**
  - (a) Prohibition. No minor may be employed in roofing operations or on or about a roof.



# Employment Laws: Learner Exemption

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## Student Learner Exemption

- The work of the student learner in the occupation declared hazardous under ss. DWD 270.12 and 270.13 is **incidental** to the student learner's training and shall be **intermittent** and only for **short periods** of time.
- Work shall be under the **direct and close supervision** of a qualified and experienced person.
- **Safety instructions** will be given by the school and correlated by the employer with on-the-job training.
- A **schedule** of organized and progressive work processes to be performed on the job.



# Employment Laws: Exemptions

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(f) A student learner may be employed in the occupations otherwise prohibited under ss. [DWD 270.12](#) and [270.13](#) except the following:

- |  |                 |
|--|-----------------|
| 1. Bakery machines   | DWD 270.12 (4)  |
| 2. Brick, tile, and similar products                                     | DWD 270.12 (6)  |
| 3. Coal mine   | DWD 270.12 (8)  |
| 4. Explosives  | DWD 270.12 (11) |
| 5. Hoists and hoisting apparatus   | DWD 270.12 (12) |
| 6. Logging, sawmill, lath mill, shingle mill,<br>or cooperage stock mill | DWD 270.12 (17) |
| 7. Mining, other than coal   | DWD 270.12 (20) |



# Employment Laws: Exemptions

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|--|-----------------|
| 8. Motor vehicle driver and outside helper           | DWD 270.12 (21) |
| 9. Radioactive substances and ionizing radiations    | DWD 270.12 (23) |
| 10. Strikes and lockouts                             | DWD 270.12 (26) |
| 11. Wrecking, demolition, and shipbreaking           | DWD 270.12 (28) |
| 12. Gun clubs  | DWD 270.13 (8)  |
| 13. Manufacturing, mining, or processing occupations | DWD 270.13 (13) |

**History:** [CR 04-010: cr. Register November 2004 No. 587, eff. 12-1-04.](#)



# Employment Laws: Learner Exemption

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## Student Learner Exemption

- The Student Learner Exemption is not a blanket exemption from the employment of minors laws. There remains a list of hazardous employment that is off limits to even student learners.
- It is a **limited** exemption.
- It can help by exposing YAs to a small amount of work, typically using particular tools that they otherwise wouldn't be able to, but as an employer, you must be fully aware of the parameters and have a high level of knowledge regarding the YAs work.
- **Anyone assigning tasks to that youth at the worksite must know of these limitations as well.**





# Policies

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## Insurance

- In some cases, an insurance policy will restrict more than state law.
- Recommend speaking with your provider to first make sure that everyone is aware of what's in the policy and what's in law.



## Company

- Employer policies may be more restrictive than the law or insurance policy.
- In other cases, state law, insurance policies, and company policies all allow it, but the employer will still choose not to bring on minors.



# Resources

## Equal Rights Division

Answers questions about employment of minors laws, including fact-specific questions about pieces of machinery or processes or workplaces.

Contact:  
[erinfo@dwd.wisconsin.gov](mailto:erinfo@dwd.wisconsin.gov)

## Employment of Minors Laws Guide



[dwd.wisconsin.gov/er/laborstandards/workpermit/lawguide.htm](http://dwd.wisconsin.gov/er/laborstandards/workpermit/lawguide.htm)

## Manufacturing & Construction Equipment Employment Laws



[dwd.wisconsin.gov/er/laborstandards/workpermit/prohibitedwork.htm](http://dwd.wisconsin.gov/er/laborstandards/workpermit/prohibitedwork.htm)





# Thank you!

For more information:

Email: [ya@dwd.wisconsin.gov](mailto:ya@dwd.wisconsin.gov)

Website: [ya.wi.gov](http://ya.wi.gov)

