

WISCONSIN



DWD

Youth Apprenticeship

If you remember nothing else tonight, just
remember, ASK DARLA

If you have any questions, please let us know.

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YA Program Overview

Program Description

- 1- or 2-year program, takes place during junior or senior year of high school
- Students work at least 450 hours/year being paid at least minimum wage (\$7.25/hour)
- Combines 1 high school or 3 college credits of related instruction with mentored on-the-job training
- Approximately 70% of school districts participate



YA Program Structure

YA State Staff:

- 5 staff at state level

YA Regional Coordinators:

- 35 Regional Consortium Coordinators or one per Consortium

YA Local Coordinators:

- 402 Local Coordinators or one per participating school
 - Participation: 71% of all school districts and 78% of High Schools

<https://dwd.wisconsin.gov/apprenticeship/contacts.htm#youthApprenticeshipConsortiums>



YA Program Delivery

Participating School Districts:

- 323 school districts participate
- 404 high schools participate
- On-site teacher/staff coordinator

Advantages of Localized Model:

- Responsive to local economy
- Selects appropriate education
- Reduces administrative costs



Program Design



Program Description:

- Each employer assigns a mentor
- Grade Point Average (GPA) can NOT be used as a deciding factor for participation
- Related instruction is local
- Work hours are determined by the employer
- Individualized Education Plans (IEP) can be followed
- Reasonable accommodations are encouraged



Program Design: Standardized Skill Competencies

Driven by industry

- YA Pathways Modernization

Standardized statewide

- Links to Registered Apprenticeship

Simultaneous work/learning:

- Learning Objectives provide the academic base
- Worksite Competencies provide hands on skills/abilities

Flexible instruction delivery

- Online
- Local High School
- Local Technical College



Nervous about hiring Youth?

- **No need to be!** The YA program works closely with DWD Equal Rights Division that administers the Employment of Minor (a.k.a. Child Labor Laws)
- Competencies included in checklists have been approved by DWD Equal Rights Division, Bureau of Investigations
- To learn more about how Employment of Minors' Laws applies to the YA program, visit

Questions pertaining to Employment of Minors' Laws?

DWD Equal Rights Division, Bureau of Investigations

Director Matthew White

Email: matthewP.white@dwd.Wisconsin.gov; Phone: 608.405.4588



Nervous about hiring Youth?

Student Learner Exemption ([Wis. Admin. Code DWD 270.14](#))

- **Work performed in any occupation declared hazardous is *incidental*** to the training and is for intermittent and short periods of time.
 - **NOTE: Student Learner status does NOT override the Employment of Minors laws.** The student learner exception ***limits the minor*** to performing ***some hazardous tasks*** to an *incidental* (less than 5% of their work time) and *occasional* (not a regular part of their job) basis. ([See Wis. Admin. Code DWD 270.14\(3\)\(f\)](#)).



Nervous about hiring Youth?

WI Employment of Minors Law Resources:

- [Manufacturing & Construction Equipment & Wisconsin's Child Labor Laws](#)
- [Guide to Wisconsin's Employment of Minors Laws](#)



WI Apprenticeship Resources

- **Wisconsinapprenticeship.org**
- **YA Regional Consortiums Directory**
[Wisconsin Apprenticeship Contacts](#)
- **Youth Apprenticeship Employers**
[Youth Apprenticeship Employers \(wisconsin.gov\)](#)
- **Youth Apprenticeship Employment of Minors (Wisconsin.gov)**
[Youth Apprenticeship Employment of Minors \(wisconsin.gov\)](#)
- **[YA Student Participation Dashboard](#)**
 [\(wisconsin.gov\)\(https://dwd.Wisconsin.gov/apprenticeship/YA/yoda.htm\)](https://dwd.Wisconsin.gov/apprenticeship/YA/yoda.htm)



Not Quite Ready for Prime Time?

Check out the Employability Skills Certificate

- 90 hours of paid work
- Can start at age 14, no end date
- Skills can be learned on the job, in the community or the classroom
- Certificate from the Department of Public Instruction upon successful completion



How to Get Involved

- Your district should have a contact (sometimes called the Career and Life Ready Coordinator or School to Work Coordinator). Start with them or your school counselor if all else fails
- Some districts require applying to participate-they may have requirements to become accepted into the program
- If you have an IEP, we can follow it, for example we can allow a one year program over two years, but we must know up front.



How to Get Involved

- Some districts require job shadows (hint, becoming a CNA is up close and personal, we want you to know what you're getting into)
- Some districts require you to find the job
- Start now for the 2022-23 school year so you can build your schedule around the related instruction and employer/work hours



In a Nutshell

Apply to become a YA

Find a job—your school may have leads

Enroll in related instruction or an academy

Go to work

Graduate

Obtain your YA Certificate and possible other industry recognized certificates

Go on to your next job, RA, use it to apply to a UW, etc.



No One Does This Alone!

Resources ready and available**:

- Division of Vocational Rehabilitation (DVR)
- Workforce Investment Opportunity Act (WIOA)
- Job Coaches
- Job Placement Specialists
- Business Services Consultants
- Apprenticeship Navigators

**We'll help you connect with the right services



Any Questions?

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Thank you!

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