

# BIG STEP Model: Fueling the Pipeline



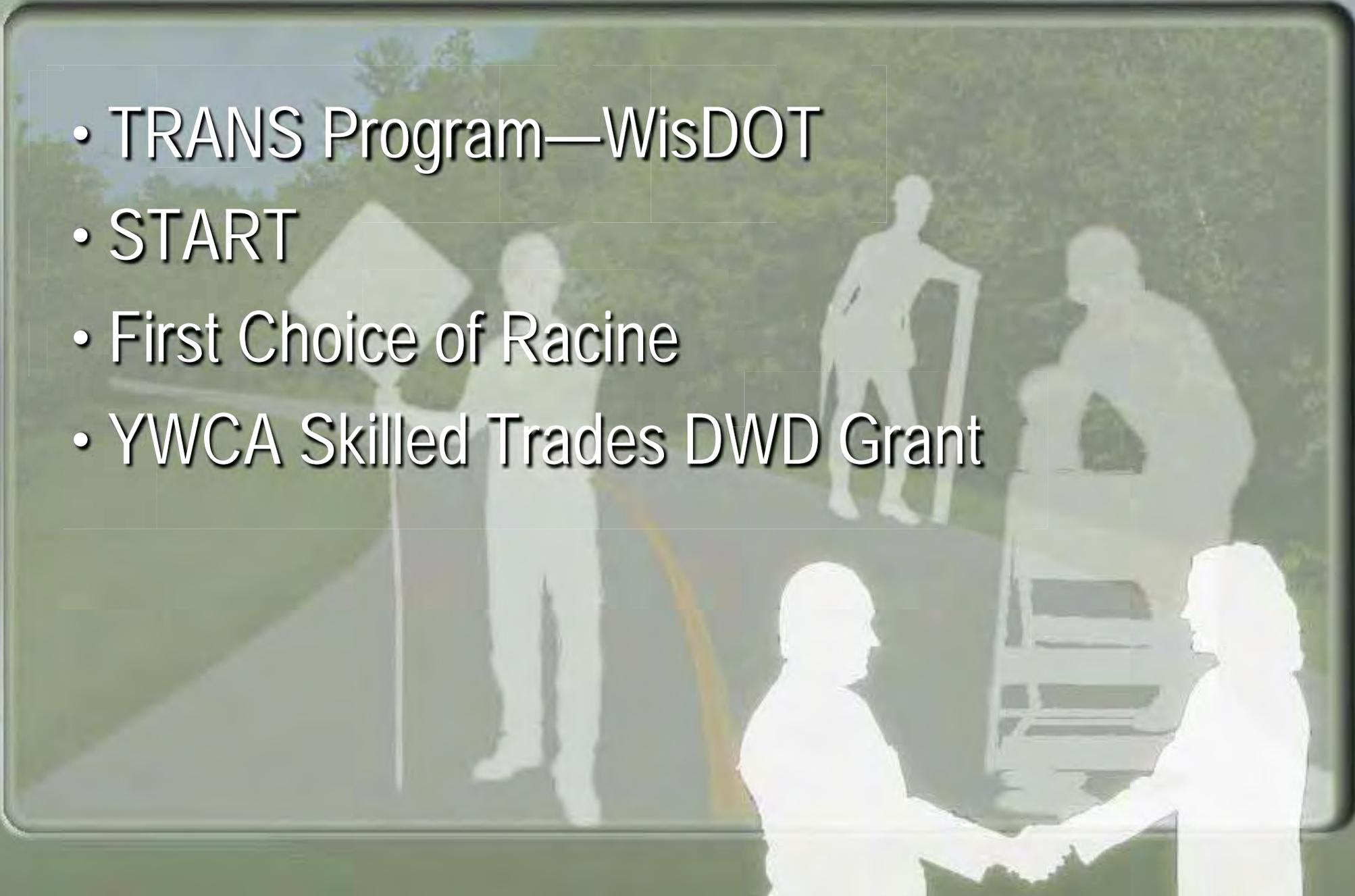
Center of Excellence

Training that works for Wisconsin

Successful Milwaukee model of pre-employment training for job seekers to qualify for family-sustaining jobs in the industrial and skilled trades sectors.

# Fueling the Pipeline

- TRANS Program—WisDOT
- START
- First Choice of Racine
- YWCA Skilled Trades DWD Grant





Thank you for your  
partnership!

Karen Morgan, Director

DWD – Bureau of  
Apprenticeship Standards



# APPRENTICESHIP:

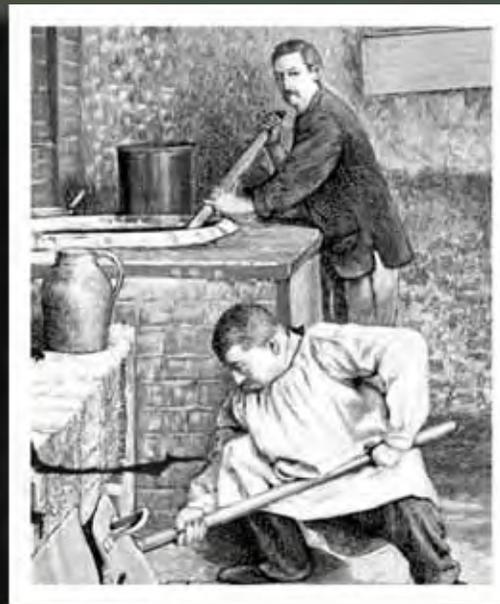
*A Strategic Advantage*

# History of Apprenticeship

- Apprenticeship has produced highly skilled craftsmen for more than 4,000 years



medieval period



pre-industrial era



present day

# History of Apprenticeship

- Nation's 1<sup>st</sup> apprenticeship law: Wisconsin 1911

## Objectives:

- Provide industries with skilled labor
  - Provide career opportunities for youth
  - Protect individuals who enter apprenticeships
- Same time: Wisconsin Vocational School system was created to provide related classroom instruction

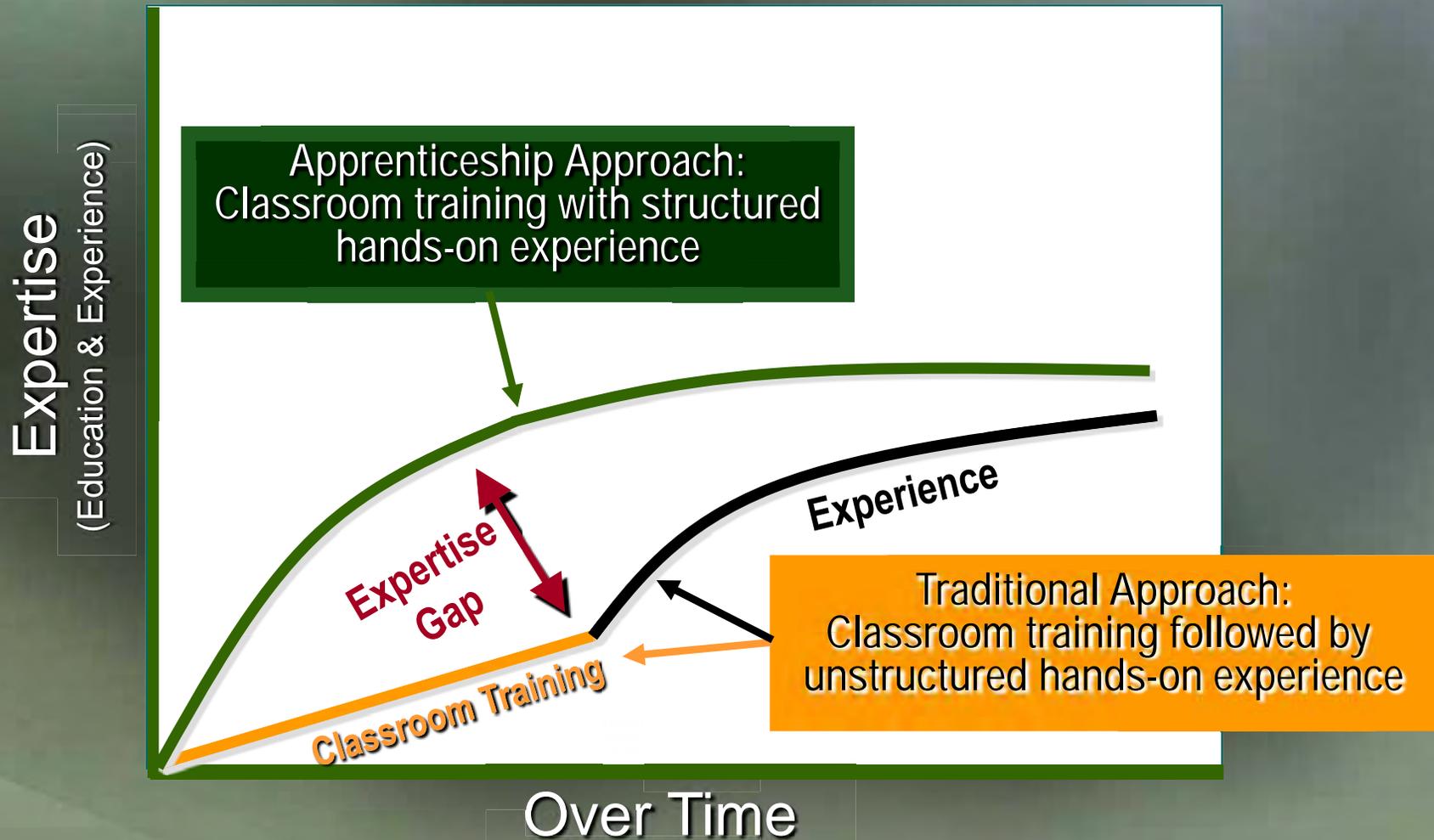


# What is an Apprenticeship?

- It's a binding agreement in which:
  - Apprentices earn a progressive wage while training under journeyworker(s) on the job, and
  - Industry-based instructors provide theoretical (classroom) training, and
  - Apprentices can achieve journeyworker status.
- It's industry-driven and industry-designed
- It's regulated by the state

# What is Apprenticeship?

Apprenticeship expedites expertise!



# Apprenticeship Earning Potential

## Four-year Degree vs Apprenticeship

**Bachelor's Degree**



A non-resident UW-Madison  
undergrad student will

**SPEND**  
**\$48,000**

on tuition and fees

**Apprenticeship**



An average apprentice in  
a typical WI trade will

**EARN**  
**\$161,000**

not counting health & other benefits

# Apprenticeship Training

Supervised, structured on-the-job training

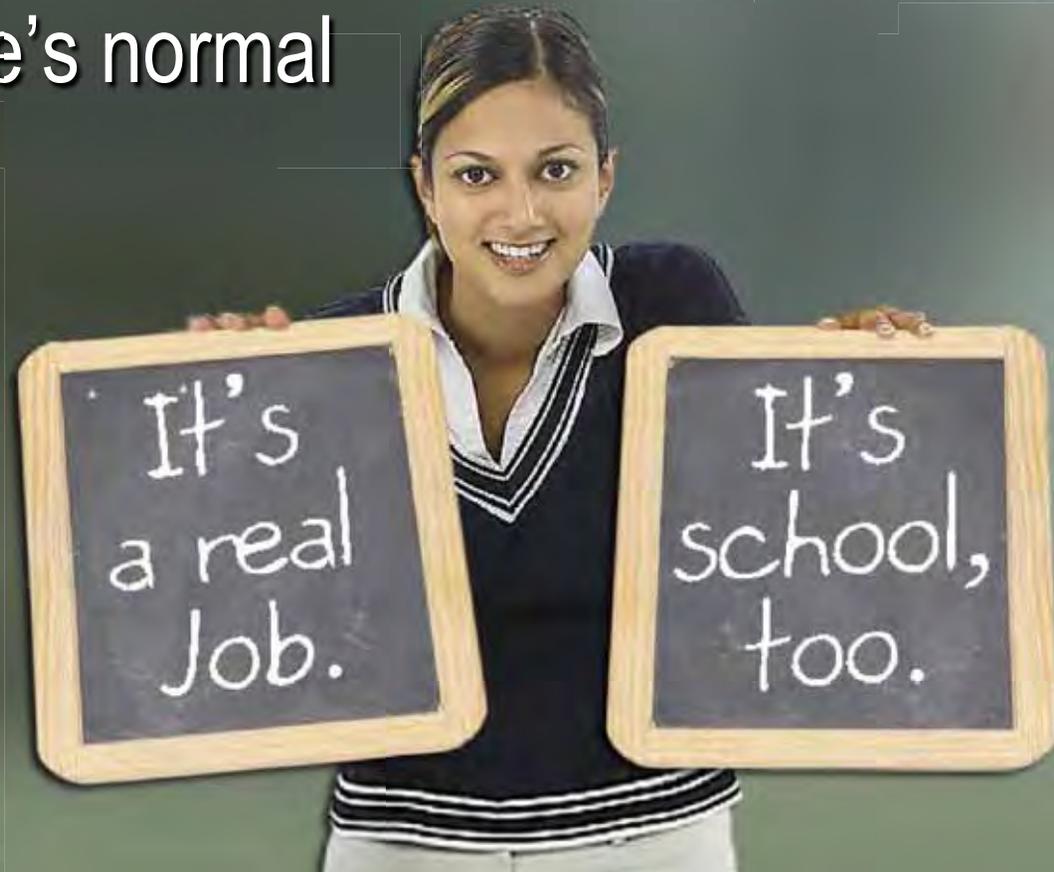
- Provided by the sponsor
- The job is primary component of apprenticeship
- 90% of training is learned on the job
- Written standards govern the on-the-job training
- Work must be supervised by skilled journeyworker



# Apprenticeship Training

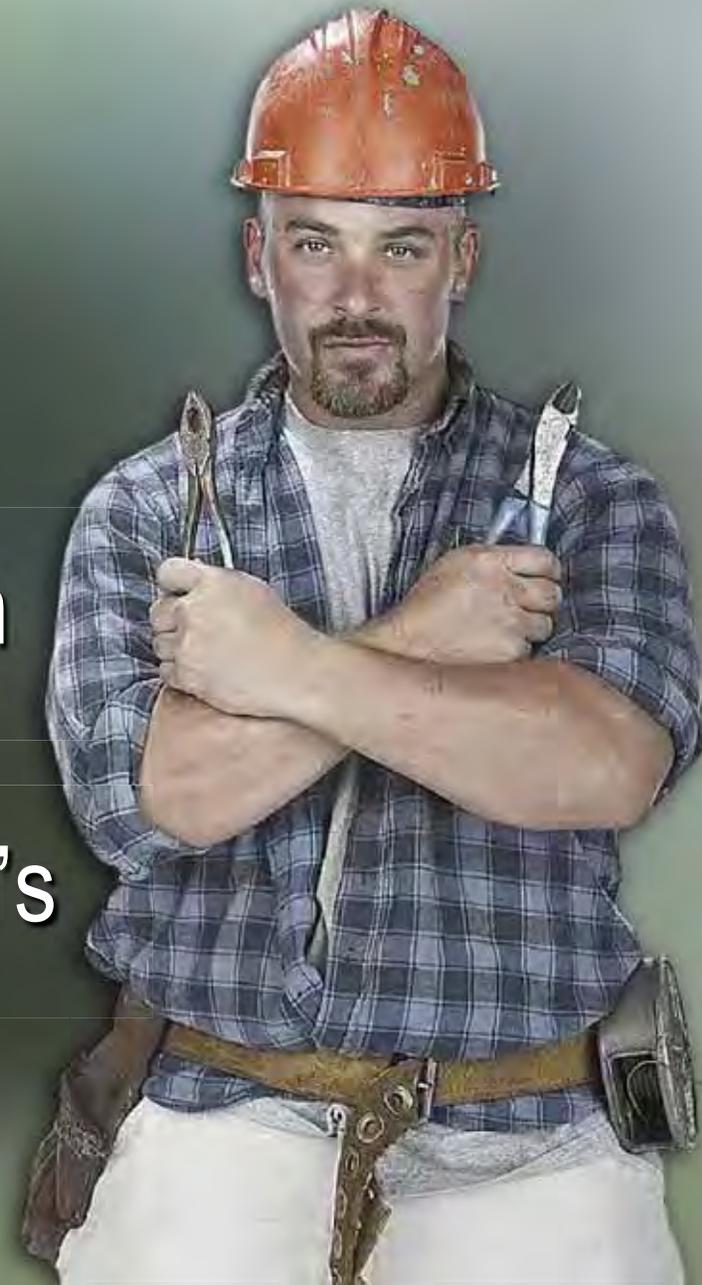
## Related (classroom) Instruction

- Theoretical and technical, as required by WI law
- Primarily through Wisconsin's Technical Colleges
- Employer pays apprentice's normal wage while attending
- Apprentice pays for tuition & books



# Apprenticeable Trades

- Three employment sectors:
  - Construction Trades
  - Industrial Trades
  - Service Trades
- Each trade has its own selection process and requirements
- Approximately half of Wisconsin's 8,000 apprentices are in construction trades



# Apprenticeable Trades

## Examples of Current Apprenticeships

Bricklayer  
Carpenter  
Cement Mason/Concrete Finisher  
Construction Craft Laborer  
Electrician  
Environmental System Technician  
Glazier  
Heat & Frost Insulator  
Ironworker  
Operating Engineer  
Painter & Decorator  
Plasterer  
Plumber  
Roofer  
Sheet Metal Worker  
Sprinklerfitter

Steamfitter  
Teledata Communications  
Instrument Technician  
Machinist  
Maintenance Mechanic  
Millwright  
Metal Fabricator  
Pipefitter  
Tool and Die Maker  
Tool Maker  
Barber/Cosmetologist  
Cook/Chef  
Correctional Officer  
Electric Line Worker  
Fire Service  
Funeral Director

# Apprenticeship Sponsors

- Sponsors are:
  - Joint (employer/union) Apprenticeship Committees
  - Employer Association Apprenticeship Committees
  - Individual Employers
- More than 3,000 Wisconsin employers train apprentices annually



# Apprenticeship Sponsors

- Sponsors agree to:
  - Plan, administer & pay for the program
  - Abide by state & federal apprenticeship regulations
  - Form a three-way contract

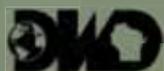


# Apprenticeship: Benefit to Employer

- Opportunity to formally train employees
  - On employers' job site, on their equipment, to fit their particular needs
- Training & promotion path for unskilled employees
- Employee wage is equivalent to skill level
- Proven to reduce turnover and absenteeism

# Apprenticeship: Benefit to Apprentice

- Learn a skilled trade while earning a good wage
- Provides lifetime skill and comprehensive knowledge of the trade
- Portable credential – skills are transferrable across employers, regions, states
- Clear path for upward mobility
- Vets may be eligible for Montgomery Bill benefits



# Apprenticeship: Partnership that Works

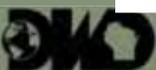
Employers and industries get a reliable source of skilled labor and flexible training options

Employees get valuable training opportunity and a portable credential without leaving the workforce



Local workforce system has an avenue to promote training opportunities in key industries

Educational partners provide industry training in a way that doesn't stretch capacity

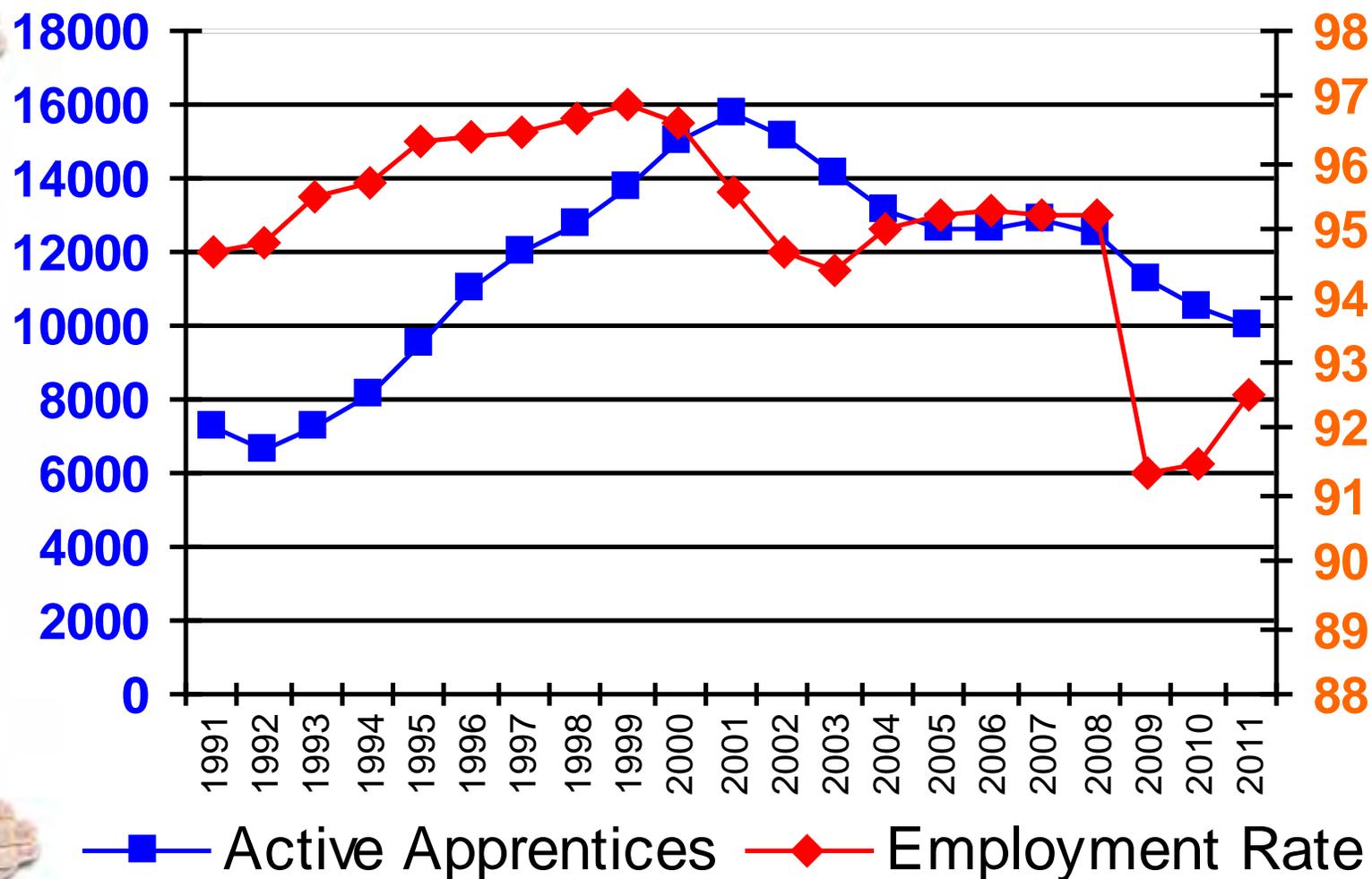


# Apprenticeship: Role of the ATR

- ATR: Apprenticeship Training Representative
- Approves 3-way Apprenticeship contracts
- Monitors contract compliance by apprentice & sponsor/employer
- Helps develop new apprenticeships & standards
- Guides & monitors local committee activities
- Is not placement or case management specialist

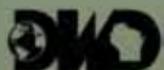
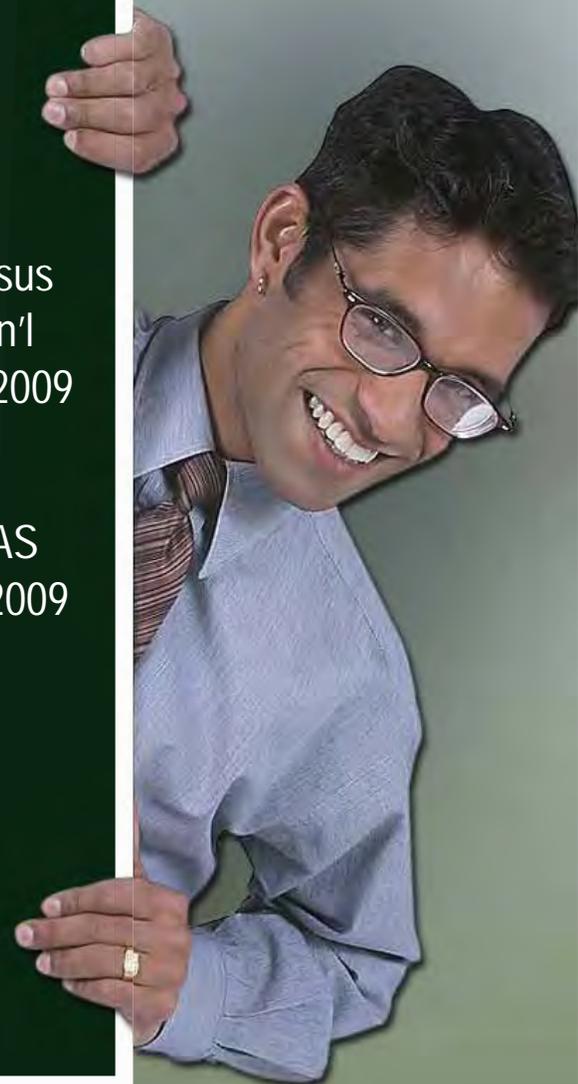
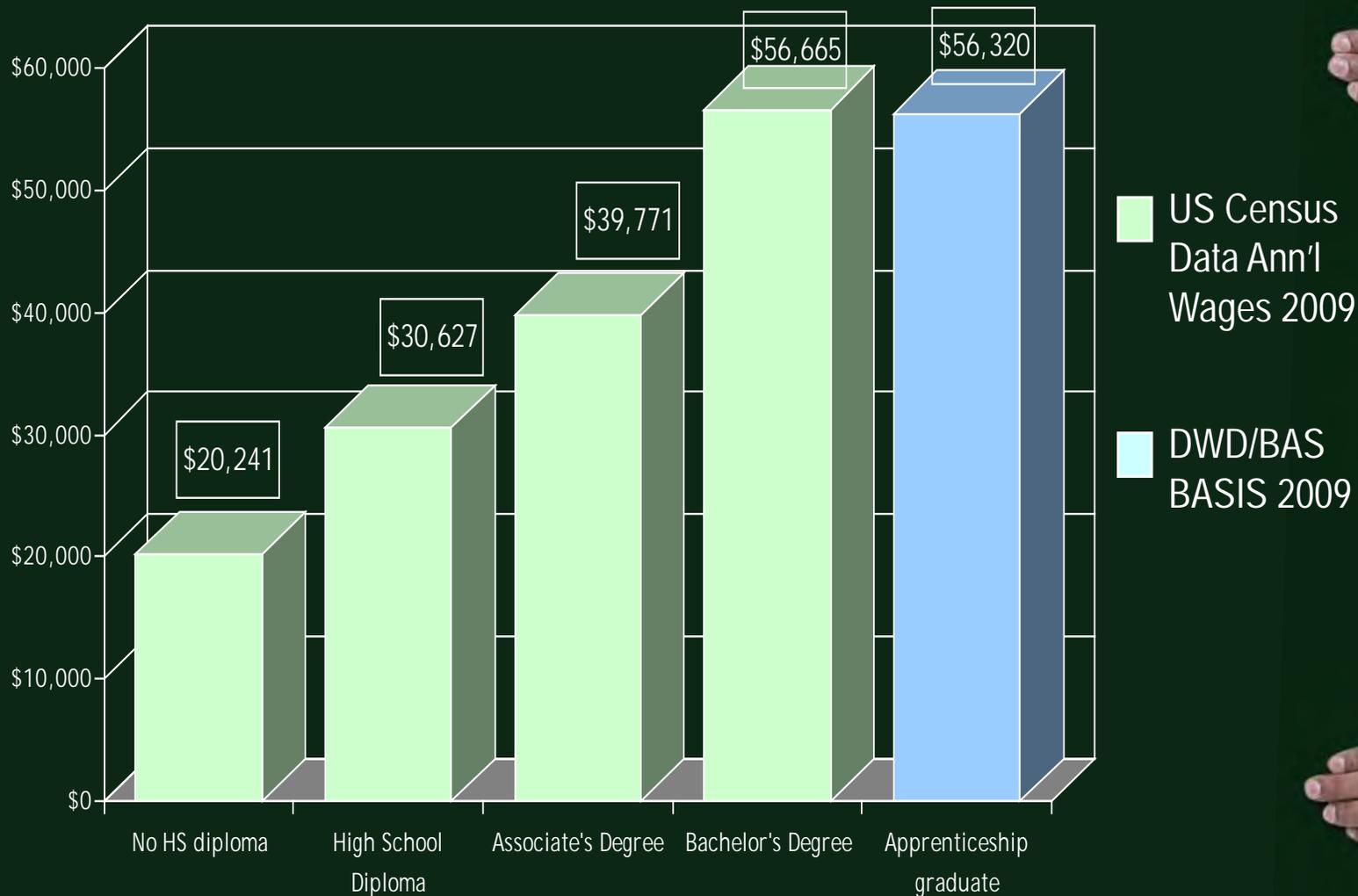
# Apprenticeship: By the Numbers

## Apprenticeship Participation Follows the Economy



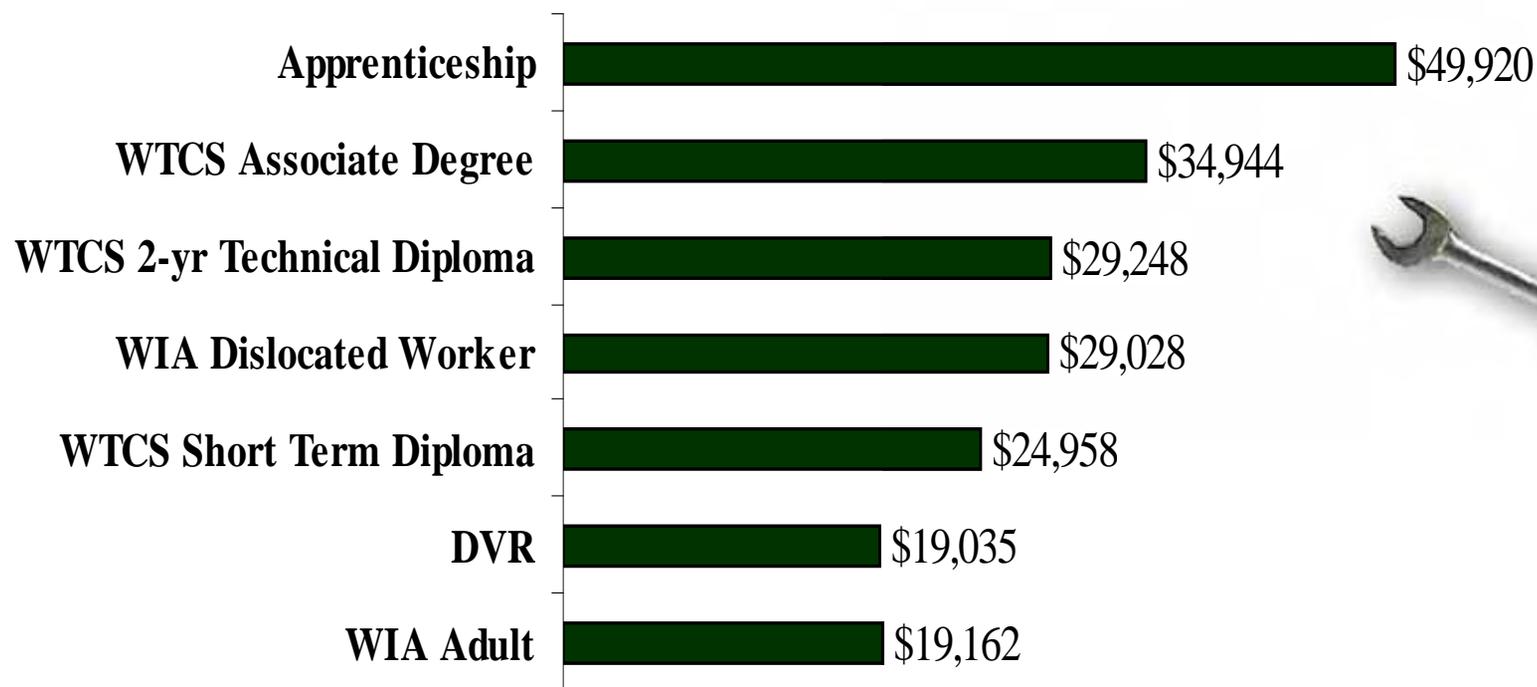
# Apprenticeship: By the Numbers

## Apprenticeship Equals 4-year College Earnings

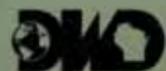


# Apprenticeship: By the Numbers

## Annualized Earnings for Completers of Training Programs in 2007



Sources: DWD Bureau of Apprenticeship Standards BASIS data; WTCS Graduate Follow-up Report 2006-2007; WIA Annual Report for PY 2007; WDVR State Plan FFY 2009



# Apprenticeship: Construction

- Sponsor is the *Committee*, not the employer
- Comprised of trade employers & workers
- Application is made to the Committee
  - qualifies applicants, selects apprentices
  - assigns apprentice to employer using rank list or letter of introduction
  - evaluates apprentice progress



# Apprenticeship: Construction

- Employer-employee relationship exists
  - employer can discipline / fire from job
  - employer rules & procedures apply
- Only the Committee can recommend termination of apprenticeship contract



# Fueling the Pipeline: Apprenticeship Preparation

How can we get people into apprenticeship?

- Apprenticeship Preparation – formal /informal
  - Basic work skills
  - Academics – math & reading
  - HSED/GED
  - Driver's License
  - Drug-free
- Referral & Guidance

