WHAT IS YOUTH APPRENTICESHIP?

Youth Apprenticeship is an industry-driven, highly successful and nationally recognized talent acquisition strategy in which employers hire high school juniors and seniors for a one or two-year apprenticeship. Students pair courses related to the profession to enhanced on-the-job learning.

BENEFITS FOR EMPLOYERS

You have the opportunity to prepare the next generation of workers for your industry and business! Youth Apprenticeship has been connecting employers with high school students for over 30 years, creating a successful program with input from industry representatives.

Start developing your talent pipeline today!

- ❑ Young workers are eager to learn and have interest in the profession.
- ❑ Address future hiring needs in a cost-effective and timely manner.
- ❑ Shape the skills, expectations and habits of your future workforce.
- ❑ Expose youth to careers witin your specific industry.
- ❑ Over 75% of youth apprentices are offered employment by host employer after the apprenticeship has ended.
- ❑ Students enter industry more confident about their career decisions.
- ❑ Increase visibility of employer's industry/business as a viable workplace.
- ❑ Connect with education, give back to the community, and support students in career exploration.

Hire a high school student with confidence!

- ❑ Youth apprentices work with a YA coordinator who provides ongoing support during their apprenticeship.
- ❑ Students are screened for interest to ensure commitment and intent to work.
- ❑ Students learn in the classroom and on the job concurrently.
- ❑ Youth apprentices are classified as student learners, allowing them to perform some work that would otherwise be unavailable to youth under the age of 18.

APPROX. 20,000 EMPLOYERS HAVE PARTICIPATED IN YA

SEE HOW YA CAN WORK FOR YOUR BUSINESS! »»

To learn more, scan here

CESA 3

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YOUTH APPRENTICESHIP
WISCONSIN
SINCE 1991

DWD
Department of Workforce Development

CESA 3

Employer Responsibilities

- ☐ Interview and hire Youth Apprentice student.
- ☐ Provide on-the-job training to Youth Apprentice student and assign an employer mentor.
- ☐ Pay Youth Apprentice student at least minimum wage.
- ☐ Participate in regular progress reviews with Youth Apprentice.
- ☐ Ensure 450 hours per year of worksite training/work hours. This time can be during school, if the student's schedule allows, after school, before school, on weekends, and over the summer months.
- ☐ Comply with employment of minors (a.k.a. child labor) laws.

Employer Mentor

- ☐ The employer mentor will review and evaluate the Youth Apprentice's job performance regularly to ensure they are learning the required competencies within the Skills Standards Checklist of the career pathway. A competency may be revisited and the score raised as the Youth Apprentice student becomes more proficient at the worksite.
- ☐ Mentors may participate in progress reviews with the Youth Apprentice student, school staff and/or Youth Apprentice instructors, and parent(s)/guardian(s).

Termination

- ☐ Every effort should be made to provide opportunities for the YA student to succeed in the program.
- ☐ You may dismiss or fire YA students who do not comply with work rules or requirements. If termination is necessary, please notify the Career and Life Ready team at CESA 3 prior to termination unless the violation is serious enough to warrant immediate dismissal.

YOUTH APPRENTICESHIP PROGRAM AREAS

- ☐ Agriculture, Food and Natural Resources
- ☐ Architecture and Construction
- ☐ Arts, Ausio Visual Technology, and Communications
- ☐ Business Administration
- ☐ Education
- ☐ Finance
- ☐ Government and Public Administration
- ☐ Health Science
- ☐ Hospitality and Tourism
- ☐ Human Services
- ☐ Information Technology
- ☐ Law, Public Safety, Corrections, and Security
- ☐ Manufacturing
- ☐ Marketing
- ☐ Science, Technology, Engineering and Mathematics (STEM)
- ☐ Transportation, Distribution and Logistics

GET INVOLVED! CONTACT US!

Your Career and Life Ready Team

CESA 3

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