



SINCE 1991
YOUTH APPRENTICESHIP
WISCONSIN

EMPLOY. EDUCATE. EMPOWER.

What is the YA program?

The YA program is a highly successful talent acquisition strategy in which employers hire high school juniors or seniors for a one or two-year apprenticeship. During the apprenticeship, the student continues toward high school graduation and takes courses related to the profession as a way of enhancing what is being learned on the job.

Employer Benefits

You have the opportunity to prepare the next generation of workers for your industry and business! The YA Program has been connecting employers with high school student talent for over 30 years, creating a scalable and successful program with input from industry. Employers extend permanent job offers to more than 75 percent of the graduating youth apprentices annually, making YA an excellent pipeline for recruiting and retaining loyal, well-trained talent.

Employers continually report a high level of satisfaction, and cite these program benefits:

- Increase visibility of employer's industry / business.
- Access to young workers who are eager to learn and have interest in the profession.
- Quality, prescreened youth apprentices who receive ongoing support.
- A method to address future hiring needs in a cost-effective and timely manner.
- Opportunity to prepare future workers.
- Opening to help educational personnel develop job-specific proficiencies.
- Chance to become involved with worksite curriculum.
- Ability to shape the skills, expectations and habits of youth apprentices at a young age.



Employer Responsibilities

Interview and hire YA student(s). Provide on the job training to YA student(s). Pay YA student(s) at least minimum wage. Participate in regular progress reviews with youth apprentice(s) at least 3 times per year. 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 Requirements

The work-based learning component of the YA program is designed to provide an on-the-job learning environment for students by being "apprenticed" to an experienced mentor. As with all apprenticeship programs, the work-based learning component is the primary method for teaching the required competencies, your business becomes an extension of the classroom for the student.

The Career and Life Ready team at CESA 3 will assist the YA student in receiving the required related instruction to support the work-based learning experience by providing theoretical knowledge and, when needed, providing appropriate skill development.

Worksite Performance Evaluation

The employer mentor will review, evaluate, and report on the YA student's job performance regularly to ensure they are learning the required competencies. Mentors rate each competency as the YA student acquires and demonstrates the skill according to the performance criteria. A competency may be revisited and the score raised as the YA student becomes more proficient at the worksite. The mentor and YA student go over the Skills Standards Checklist regularly to record progress and plan future steps to complete the required competencies. Mentors participate in progress reviews with the YA student, school staff and/or YA 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 and a meeting of all parties to the ETA should be held, unless the violation is serious enough to warrant immediate dismissal.

How do I become a YA employer?

Contact the Career and Life Ready team at CESA 3. We will schedule a site visit and further discuss your needs. When we have an interested student, we will assist in scheduling an interview between you and the student. Once you have selected a student you would like to hire, you and the student will determine a work schedule and pay. You, the student, and the YA Coordinator will then complete the Education Training Agreement and the student is then ready to get to work.

