

Wisconsin Youth Apprenticeship

Historical Overview



Wisconsin Youth Apprenticeship Program

- Definition
- History--how it came about
- Outcomes-why we keep it going
- Sustainability-how to keep it going
- How can policy support our work?

Definition*

- A one or two year program
- Available to high school juniors and seniors.
- 19 programs to choose from (local control)
- Earn while they learn

*(Governor's Work-Based Learning Board, 2000)

History

- R-Governor Tommy Thompson appointed the Governor's Work Based Learning Board
- Continues under D-Governor Jim Doyle
- Based on the German model
- Legislation was passed in 1991 to develop School to Work initiatives
- Enhanced Tech Prep and created Youth Apprenticeships

History

- Started with 1 program in Printing and 19 students in 1991
- Currently has 19 programs with over 2000 students state wide each year

(Programs and competency checklists are available at:
www.dwd.wisconsin.gov/youthapprenticeship/)

Outcomes

*Employer Respondents:

83% previously participated in the Youth Apprenticeship Program

63% of the respondents employed a Youth Apprentice after graduation

*Center on Education and Work University of Wisconsin-Madison, A Follow-up Study on Youth Apprenticeship Employers in Wisconsin, 2003

Outcomes

*Employer Respondents:

99% of the respondents reported to be Very or Moderately Satisfied with the entry-level skills of the Youth Apprentices graduates

85% considered it to be beneficial to the company

97% would recommend it to other employers

*Center on Education and Work University of Wisconsin-Madison, A Follow-up Study on Youth Apprenticeship Employers in Wisconsin, 2003

Outcomes

When asked:

“Do you believe the youth apprenticeship program should be continued?”

All 142 respondents indicated that the program should be continued.

*Center on Education and Work University of Wisconsin-Madison, A Follow-up Study on Youth Apprenticeship Employers in Wisconsin, 2003

Employer Response

“The students contribute to our staff with a fresh look at our practices and way of doing business. We get a motivated employee contributing to our business.”

“It has helped us to stay competitive nationally and globally. That’s not easy in this economy.”

*Center on Education and Work University of Wisconsin-Madison, A Follow-up Study on Youth Apprenticeship Employers in Wisconsin, 2003

Outcomes

*Student Respondents

91% were Satisfied or Very Satisfied with the Youth Apprenticeship Program

71% planned to enroll in post secondary institutions the following year (2005)

93% said the Youth Apprenticeship experience influenced their educational decision in some way

*Center on Education and Work University of Wisconsin-Madison, A Follow-up Study on Youth Apprenticeship Employers in Wisconsin, 2003

Student Response

“The experience as a whole was so valuable to my life and future as an employee. I feel like I am ten steps ahead of my peers.”

*Center on Education and Work University of Wisconsin-Madison, A Follow-up Study on Youth Apprenticeship Employers in Wisconsin, 2003

Student Response

“In the classroom, I’d wonder, ‘When am I going to use this?’ I never questioned that about the apprenticeship program. It was clear when I was going to use it.”

*Center on Education and Work University of Wisconsin-Madison, A Follow-up Study on Youth Apprenticeship Employers in Wisconsin, 2003

Student Response

“My apprenticeship made me stop skipping class, and I graduated with a 4.0 GPA my senior year. My GPAs in years before were much lower. Honestly, without this program, I may (have been) a high school dropout.”

*Center on Education and Work University of Wisconsin-Madison, A Follow-up Study on Youth Apprenticeship Employers in Wisconsin, 2003

Sustainability

- State Budget Support

2009-2010	\$2,200,000 (proposed)
2008-09	\$2,200,000
2007-08	\$1,425,000
2006-07	\$1,100,000

- Local School District Support
- Carl Perkins IV
- Local Industry
- Other grants

(Southwest Wisconsin Area Health Education Center, Automotive Youth Educational Systems, Workforce Investment Act, etc.)

Sustainability

Win-Win-Win Situation

- Employers win
- Students win
- Parents win

18 years and counting

DWD/DPI

- Department of Workforce Development-Secretary Roberta Gassman
- Department of Public Instruction-Elizabeth Burmaster/Tony Evers
- The lines blur through the Workforce Investment Act (WIA)/CO-OPs

High School Reform/NCLB

- No Child Left Behind (NCLB) makes us ALL reading and math teachers
- Youth Apprenticeship/Career and Technical Education is another vehicle
- 21st Century Skills (reasoning, problem solving, communication, etc.)
- Luxury of “undecided” no longer available

Wisconsin Policy Past and/or Present

- Federal School to Work Legislation and funding
- State Legislation – provides development, governance, credibility and consistency
- Governor's Initiative - top down support crucial
- State funding for local program administration – minimum 50% match

Wisconsin Policy

- State funding for local program administration
 - ✓ Yearly request for proposal
 - ✓ Local grants are awarded based on enrollment/performance
 - ✓ Outcomes are closely monitored (monetary and performance)
 - ✓ Minimum 50% match
- Legislated Performance Criteria
 - \$900 cap per student
 - 60% Employment Offer
 - 85% Graduation requirement

Policy – Wish List

- Emphasis on Carl Perkins IV requirements as they apply to Youth Apprenticeships/Workbased Learning
- Re-fund Federal School to Work Projects
- Incentives for employers who hire Youth Apprentices (Tax Credits, Training Grants, Recognition)
- Recognition of Youth Apprenticeship as part of American Recovery and Reinvestment Act

Outcomes of Policy?

- Close achievement gaps
- Reduce drop out rates
- Actively engage youth in their future
- Prepare students for high skill, high wage careers and 21st Century Skills

Contact Information

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Thank you