

Wisconsin Youth Apprenticeship

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Wisconsin Department of Workforce Development

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Youth Apprenticeship Overview

- Statewide school-to-work learning initiative since 1991, modeled after Registered Apprenticeship.
- Program offerings are one or two years.
- Junior and senior years in high school.
- Combines related instruction with employment.
- Every year of participation students must gain a minimum of 450 hours.



Program Key Elements

- Industry-developed skill standards.
- Skilled mentors assigned to train the students.
- Related classroom instruction concurrent with work-based learning.
- Performance evaluation of required skills.
- Local program operation within uniform statewide parameters.
- State-issued Certificate of Occupational Proficiency upon completion.



Employer Cited Benefits of YA Participation

- Access to youth who are eager to learn and have interest in the employer's industry and profession.
- Quality, pre-screened youth who receive ongoing support throughout their apprenticeship.
- Workforce planning approach to address future hiring needs in a timely and costeffective way.
- Opportunity to impact the workforce habits of youth and develop their work skills.



Program Areas

- Agriculture, Food & Natural Resources
- Architecture & Construction
- Art, A/V Technology & Communications
- Business Management & Administration
- Education and Training
- Finance

- Health Science
- Hospitality & Tourism
- Information Technology
- Manufacturing
- Science, Technology, Engineering & Match (STEM)
- Transportation, Distribution & Logistics



YA Arts, AV Technology & Communications

Media Broadcast Technician Pathway

- Record sound for broadcasting.
- Record video for broadcasting.
- Control audio/video equipment during broadcast.
- Monitor strength, clarity, and reliability of incoming and outgoing signals.
- Adjust equipment to maintain quality broadcasts.
- Operate electronic transmission equipment.
- Diagnose and resolve media system problems.
- Perform minor repairs and cleaning of audio and/or video equipment.

- Edit broadcast materials.
- Prepare recording session area.
- Set up and operate portable field transmission equipment.
- Install, connect, and make cables.
- Assist the installation of equipment.
- Troubleshoot equipment and systems.
- Assist operators through help desk calls.
- Contribute to plan of new broadcasts and installations.



YA Arts, AV Technology & Communications

Media Broadcast Technician Pathway Employability Skills

- 1. Develop positive work relationship with others
- 2. Communicate effectively with others
- 3. Collaborates with others
- 4. Maintains composure under pressure
- Demonstrates integrity
- 6. Performs quality work
- 7. Provides quality goods or services (internal and external)
- 8. Shows initiative and self-direction
- 9. Adapts to change
- 10. Demonstrates safety and security regulations and practices
- 11. Applies job-related technology, information and media
- 12. Fulfills training or certification requirements for employment
- 13. Sets personal goals for improvement



Hiring Youth through YA

- The YA program works closely with the DWD Equal Rights Division that administers Employment of Minors Law (or Child Labor Law).
- Competencies included in the YA On-the-Job Learning (OJL) guides have been reviewed and approved by DWD Equal Rights Division, Bureau of Investigations.
- Scan the QR code to learn more about how Employment of Minors Laws apply to YA.

Scan code:





Student Learner Exemption

- Wisconsin Administrative Code DWD 270.14 outlines the Student Learner Exemption to hazardous employment prohibitions.
- Student Learner status does **not** override state or federal Employment of Minors Laws, nor does it authorize noncompliance with stricter municipal statutes or ordinances.
- Scan the QR code to read the full code.

Scan code:





Interested in hiring a youth apprentice?

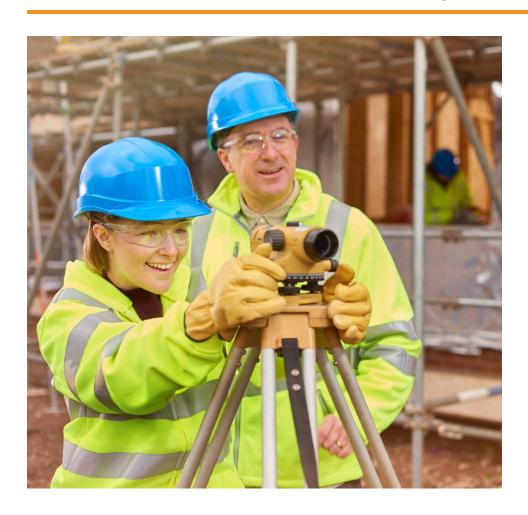
- Contact DWD YA section staff via email at <u>ya@dwd.wisconsin.gov</u> or find your local YA Consortium and contact them directly.
- For questions on Wisconsin Employment of Minors Law in YA, email the DWD Equal Rights Division at ERInfo@dwd.wisconsin.gov and copy ya@dwd.wisconsin.gov.
- Find the best contact to assist you with hiring a youth apprentice scan the QR code to view our full list of Wisconsin Apprenticeship Contacts.







Ready to get started?



- Review the YA occupational area programs and pathways of interest.
- Who will be your YA mentors?
- When would you want YA students to start working with your business?
- How will you orientate, onboard and train your YA students?
- When are you available to meet with your YA Regional Consortium?



Additional Resources

- 1. Youth Apprenticeship Employment of Minors (Child Labor)
- 2. <u>Manufacturing & Construction Equipment & Wisconsin's</u>
 Child Labor Laws
- 3. Guide to Wisconsin's Employment of Minors Laws
- 4. Youth Apprenticeship Occupational Areas and Pathways



Thank you for considering the Wisconsin Youth Apprenticeship Program!

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