

# Youth Apprenticeship: Unlocking a Talent Pipeline



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**Presenter:**

**Erin Cherney, Youth Apprenticeship Coordinator  
Office of Academics, College and Career Readiness**

**Keith P. Posley, Ed.D.  
Superintendent**

# Why are you here?

**Youth  
Apprenticeship**

**Afraid to  
hire youth**

**Help prepare the  
next generation of  
workforce**

**Experiencing a  
labor shortage**

**Finding new talent  
is hard**

**Finding new  
talent is hard**



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# Agenda

- Overview of Youth Apprenticeship
- Employer Responsibilities
- ROI for Employer
- Partnering with MPS
- Next Steps
- Best Practices: We Energies
- FAQ's & Questions

# Youth Apprenticeship (YA) Program

Founded in 1991, Wisconsin Youth Apprenticeship is a structured work-based learning program administered by the Department of Workforce Development with 79 occupational pathways within an industry-driven, highly successful and nationally recognized talent acquisition strategy in which employers hire high school juniors and seniors, at least 16 years old, for a level one or level two youth apprenticeship. Students pair courses related to the youth apprenticeship to enhance on-the-job learning.

**Key elements of the youth apprenticeship program are:**

- Industry-developed skill standards competencies: On-The-Job Labor Guide
- Skilled mentors train the students learners
- Paid on-the-job work experience
- Paired with related classroom instruction
- Upon completion, state-issued Certificate of Occupational Proficiency



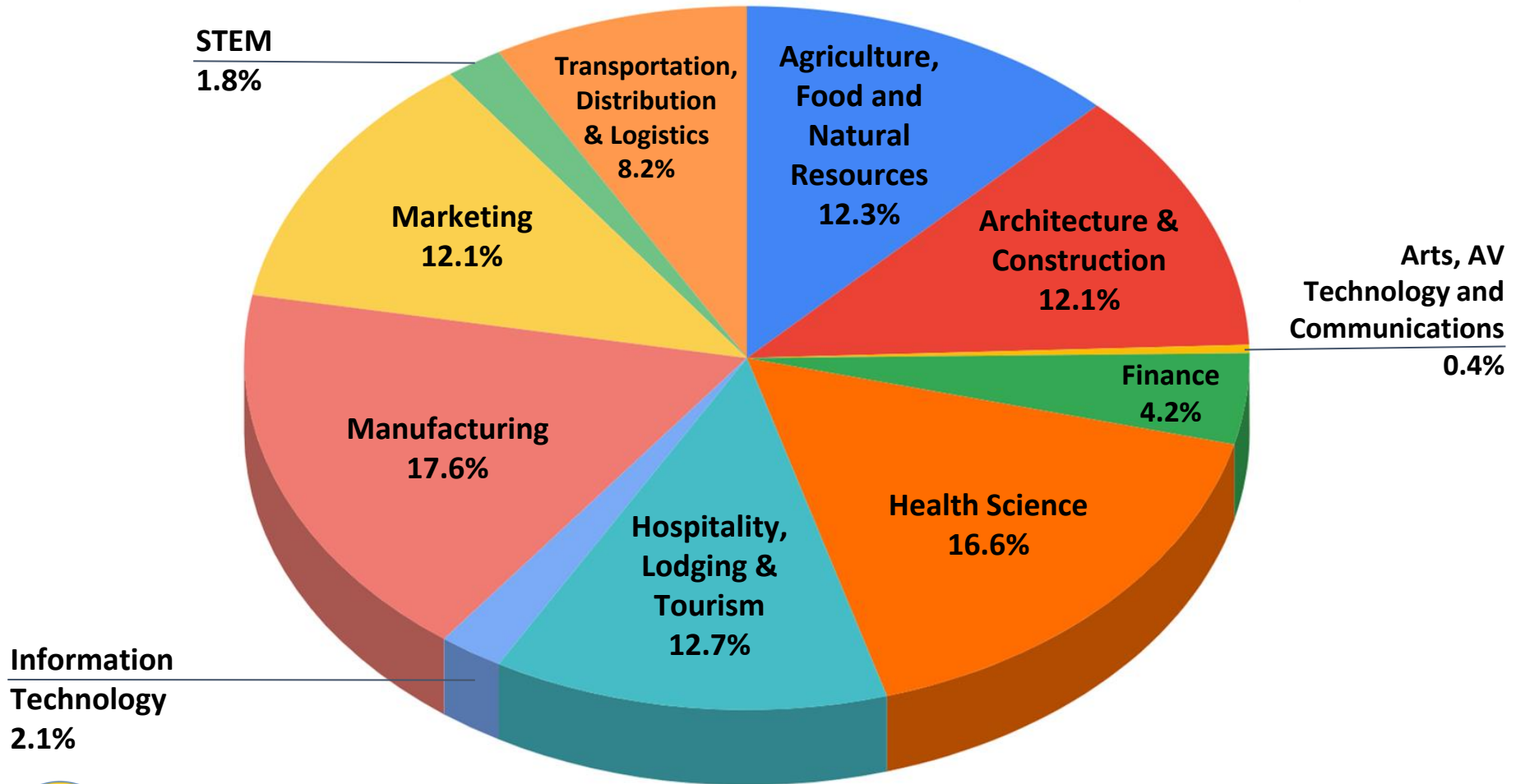
# YA Occupational Program Areas

DWD YA program offers YA's in the following 13 occupational areas:

- Agriculture, Food and Natural Resources
- Architecture and Construction
- Arts, Audio Visual Technology and Communication
- Business Administration (new)
- Education (new)
- Finance
- Health Science
- Hospitality and Tourism
- Information Technology
- Manufacturing
- Marketing
- Science, Technology, Engineering and Math (STEM)
- Transportation, Distribution and Logistics



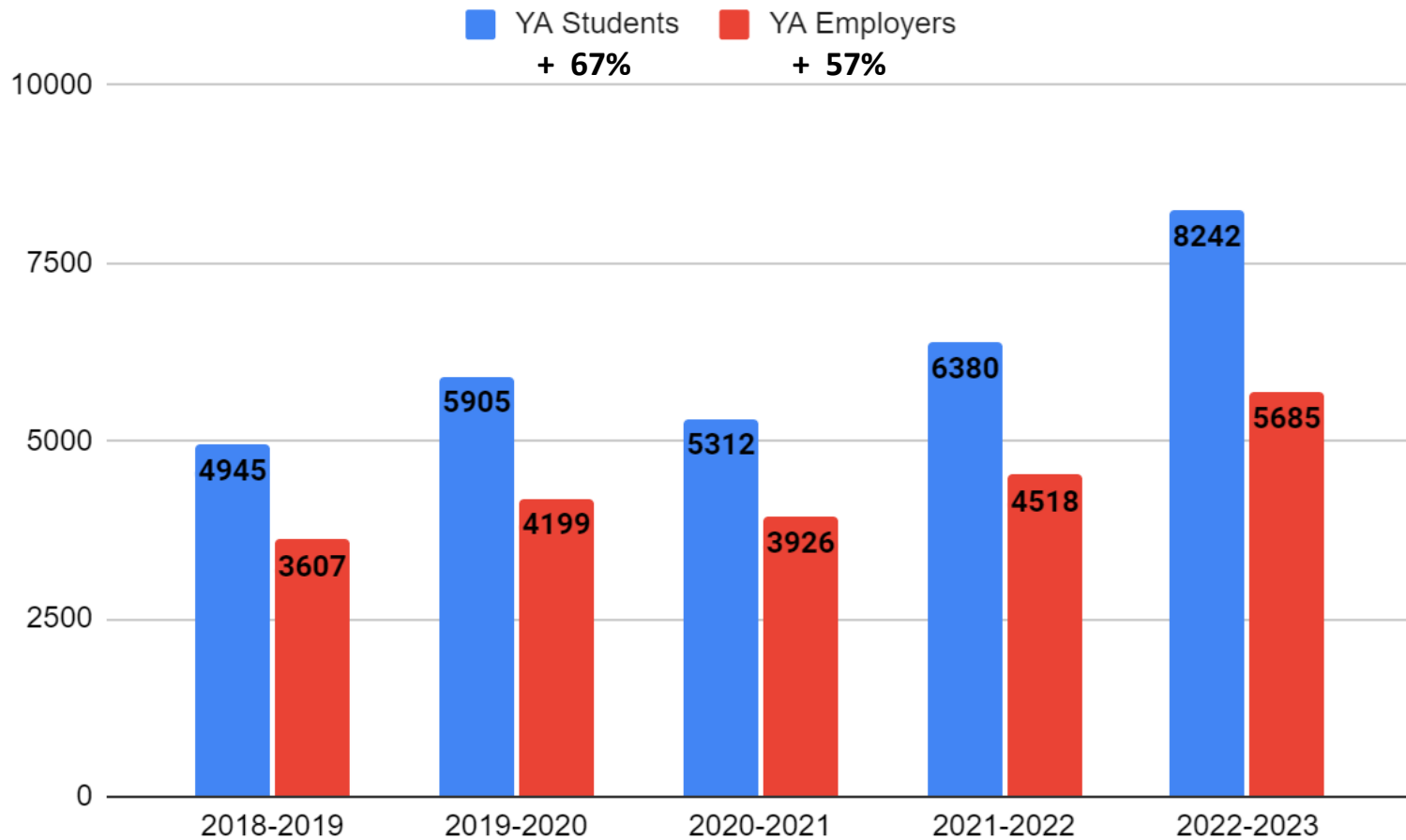
# 2022-2023 YA Occupational Program Area Participation



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*Pathways added for 2023-2024:  
Business Administration and Education*

# 2018-2023 YA Student and Employer Participation



# Youth Apprenticeship (YA) Program

- **Level 1 (1 year) YA = 450 work hours**
  - Program is available to juniors or seniors
  - Enroll in 2 semesters of coursework related to YA program area
  
- **Level 2 (2 year) YA = 900 work hours**
  - Program is available to juniors
  - Enroll in 4 semesters of coursework related to YA program area





# YA Employer Responsibilities

- Create a Youth Apprenticeship Job Description/Posting
- Interview and hire the youth apprentice
- Provide enough work hours for the apprentice to meet the work hour requirements
- Pay the youth apprentice at least the minimum wage
- Provide workers compensation or comparable liability coverage
- Ensure the youth apprentice is trained in the required skills as provided in the labor guide
- Provide a workplace mentor
- Ensure all employment of minors laws are followed
- Ensure safety training is provided
- Sign and comply with the Education/Training Agreement
- Provide worksite performance evaluations



# ROI for Employer

- Prepare the next generation of workforce
- Increase employer visibility with youth, education and social circles
- Address future hiring needs in a cost-effective and timely manner
- Access to prescreened applicants
- Improved employee retention
- Offer a skilled, homegrown workforce in Wisconsin
- Instill your company's culture and core values
- Youth Apprentices fall under the Student Learner exemption



# Partnering with MPS

1. Access to over 10,000 juniors and seniors from 22 high schools
2. Students are vetted by high school personnel
3. MPS can provide transportation to/from workplace if needed
4. Students have ability to become COIN/RPP certified
5. Students may qualify for late start and/or early release from their high school
6. It costs \$0 to partner with MPS besides the investment in your Youth Apprenticeship



# Next Steps

1. Contact your local YA Consortium Coordinator of your interest to hire Youth Apprentices
  2. Create a Youth Apprenticeship specific job description
    - *Optional: Host Meet & Greet*
  3. Interview potential Youth Apprentices
  4. Hire Youth Apprentice & Sign Education/Training Agreement
  5. Mentor and train Youth Apprentice
  6. Review progress of your Youth Apprentice
  7. Complete On-The-Job Labor Guide
1. Offer part-time or full time employment and/or a registered apprenticeship to your YA



# Best Practices: We Energies

***SPECTRUM***  
**NEWS 1**



# Best Practices: We Energies

## **Brigette Beamon**

We Energies, Customer Service Manager

## **Seraiah Lyle**

We Energies, Pre-Designer



# Best Practices: We Energies

## ★ Recruitment

- In school presentations
- Online application

## ★ Meet & Greet

- Design: Career in Energy Open House
- Gas Technician/Line Mechanic: Demonstration Days

## ★ Interviews

- Design: Speed Interviews in person
- Gas Technician/Line Mechanic: Virtual Interviews

## ★ YA Employment Offers

## ★ YA Signing Day



# Best Practices: We Energies





# Best Practices: We Energies

## ★ Employment

- **Spring:** Training Days
- **Summer:** Full time work
- **Fall - Spring:** Part-time work
- **Summer:** Permanent Employment Offer

## ★ Post Secondary Training

- MATC
- Registered Apprenticeship
- Laborer



# YA FAQ's

- **What is the student learner exemption?**

Students enrolled under the YA program must be at least 16 and fall under the student learner exemption. The student learner exemption limits the minor to perform some hazardous tasks to an incidental (less than 5% of their work time) and occasional (not a regular part of their job) basis.

- **Do youth apprentices need work permits?**

Work permits are no longer required for 16 and 17 year old minors.

- **What hours can a youth apprentice work?**

State and federal laws do not limit the hours that minors 16 years of age or over may work, except that they may not be employed or permitted to work during hours of required school attendance under Wisconsin Statute 118.15, unless enrolled in a bona-fide school to work program.

- **On average, how much are youth apprentices paid?**

Average YA pay is between \$15.00 - \$25.00/hour



# Now it's your turn. . . Questions???



# Ready to get started?

## **Apprenticeship for West Side Youth**

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