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Benefits...to the Employer

Targeted training + productive work

In the facility, on the equipment, with the customers,
tailored to the needs...*of the employer.*

Internal career ladder for unskilled employees

Employee wage is equivalent to skill level

Proven to reduce turnover & absenteeism



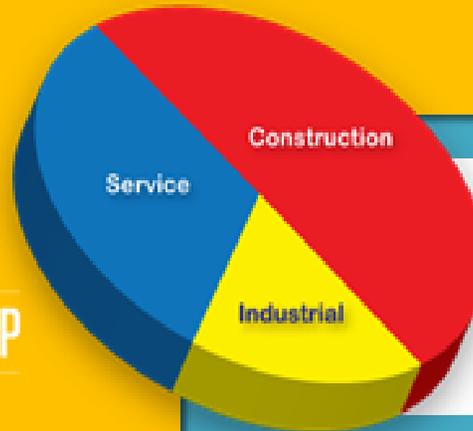
Benefits...to the Employer

Structured method to capture expertise of experienced, skilled employees

Structured method to upgrade or standardize the skills of existing workforce

Brings new techniques & ideas into company

Apprenticeship By the Numbers

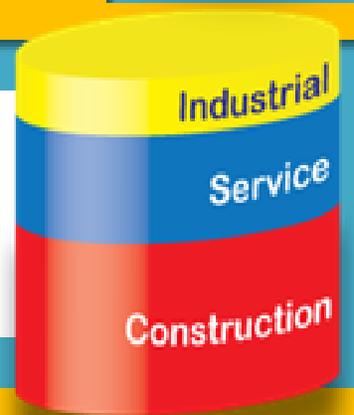


11,691

Active Wisconsin Apprentices
10 yr annual average

2,437

Wisconsin Employers
With Apprentices



740

Wisconsin Sponsors
With Apprentices



Fueling the Pipeline

- System-level access to apprenticeship is similar to any entrée into employment
 - know which trade committees serve your area
 - know your employer base for industrial & service
 - establish or build upon working relationships
- Understand the apprenticeship differences between construction, industrial and service trades





Apprenticeship: Construction

- Sponsor is the *Committee*, not the employer
- Comprised of trade employers & workers
- Application is made to the Committee
 - qualifies applicants, selects apprentices
 - assigns apprentice to employer using rank list or letter of introduction
 - evaluates apprentice progress





Apprenticeship: Construction

- Employer-employee relationship exists
 - employer can discipline / fire from job
 - employer rules & procedures apply
- Only the Committee can recommend termination of apprenticeship contract





Fueling the Pipeline: Apprentice Preparation

How can we get people into apprenticeship?

- Partnerships with Sponsor(s) – Youth Apprenticeship
- Apprentice Preparation – formal /informal / certified
 - Basic work skills
 - Academics – math & reading
 - HSED/GED
 - Driver's License
 - Drug-free
- Referral & Guidance

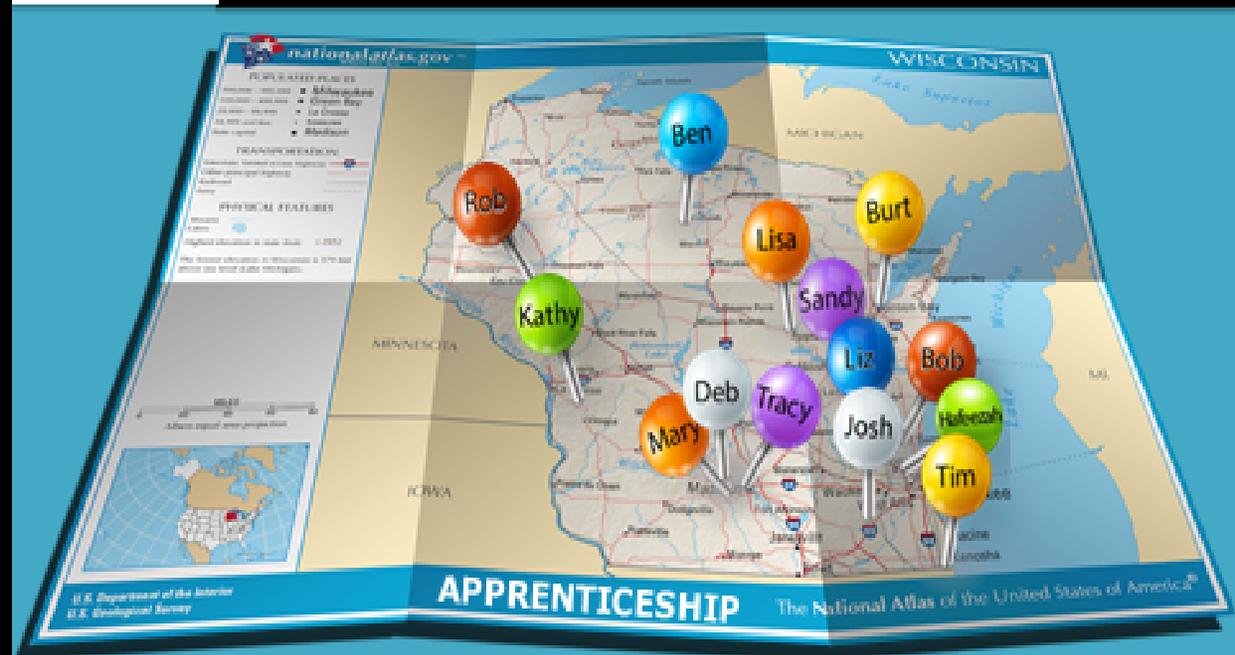


Success Story

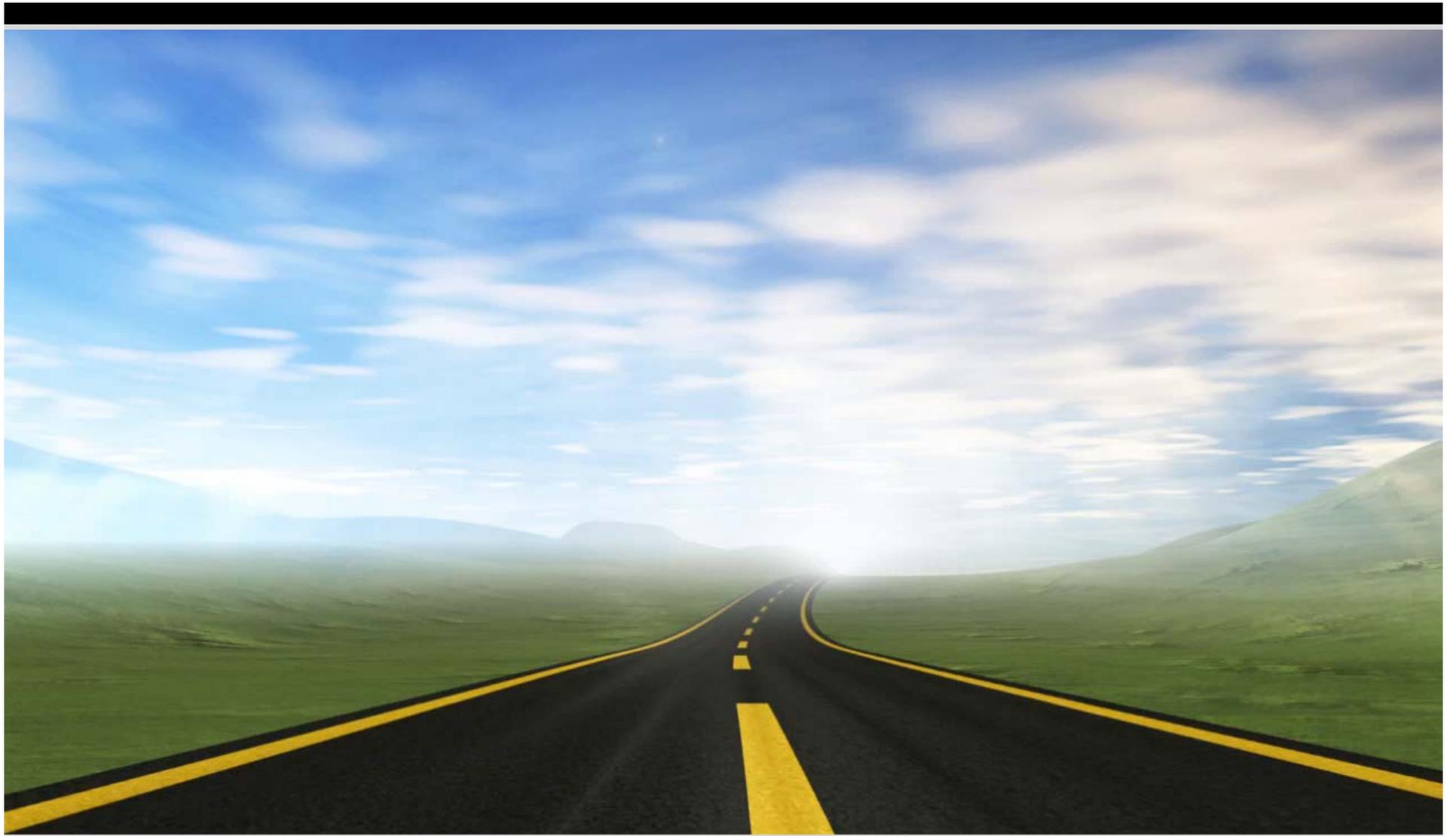




ATR. Apprenticeship Training Representative



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Thank you!