



Wisconsin Youth Apprenticeship

Amy Phillips, Bureau of Apprenticeship Standards
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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 cost-effective 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 & Math (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
5. 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 ya@dwd.wisconsin.gov 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**.

Scan code:



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. [Manufacturing & Construction Equipment & Wisconsin's 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!**

Amy Phillips

DWD YA Program Coordinator

amelia.phillips@dwd.wisconsin.gov

608-733-3914

