

**PROGRAM OUTCOMES** Some 84% of YAs enrolled in the program successfully complete the program and receive a state Certificate of Occupational Proficiency, and approximately 60% of YA graduates enroll in technical college or a university after high school. Over 60% complete their degrees, compared to a national average completion rate of approximately 25%.



YA graduates complete their associate degrees at a Wisconsin technical college at a rate three times greater than the average student!

Over 85% of the youth apprenticeship graduates are employed after leaving high school — many continue to work for their original employers while attending college.

**WHY DOES IT WORK?** Hands-on learning under the supervision of a skilled mentor combined with classroom instruction engages students in the learning process and motivates them to focus on their future!



“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.”

Khrist Hanson, YA Graduate, Marshfield

**WANT TO KNOW MORE?** Youth Apprenticeship programs are located in over 70% of Wisconsin's school districts throughout the state. YA programs are available in 11 diverse occupational areas:

- Agriculture, Forestry, & Natural Resources
- Architecture & Construction
- Arts, A/V Tech & Communications
- Finance
- Health Sciences
- Hospitality, Lodging, & Tourism
- Information Technology
- Manufacturing
- Marketing
- Science, Technology, Engineering, & Math
- Transportation, Distribution & Logistics

Contact the School to Career Coordinator at your local high school for more information about Youth Apprenticeship programs available in your area, or visit <https://dwd.wisconsin.gov/youthapprenticeship>

For information on employment of minors, visit: [https://dwd.wisconsin.gov/er/labor\\_standards\\_child\\_labor\\_laws.htm](https://dwd.wisconsin.gov/er/labor_standards_child_labor_laws.htm)

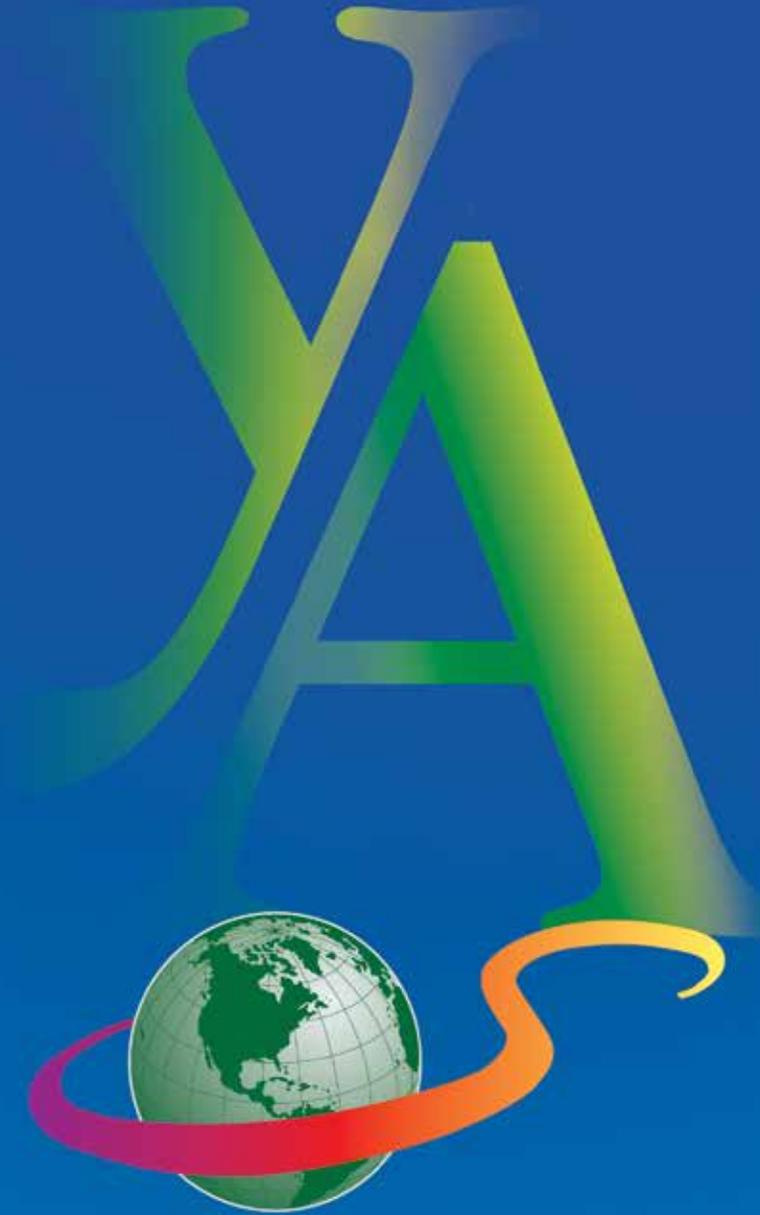


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# YOUTH APPRENTICESHIP



*Investing in  
Wisconsin's Future*

Wisconsin Department of Workforce Development

**WISCONSIN YOUTH APPRENTICESHIP**, authorized in 1991 by the Wisconsin Legislature, provides high school juniors and seniors with the opportunity to explore their chosen career while still in high school. Students receive occupational related instruction and on-the-job training as part of their regular high school schedule and they leave high school with a Certificate of Occupational Proficiency and career-related work experience. The program prepares students for all options after high school, whether it's directly into the workforce, a technical college, or a university.

Employers play an active role in developing the skills of their future workforce by hiring Youth Apprentices (YAs) and training them to industry skill standards. Employers pay the students minimum wage or higher and provide a minimum of 450 hours of supervised work per year.

“Because of our involvement in the Youth Apprenticeship program, we are able to custom-design our future workforce.”

Memorial Community Hospital, Edgerton

**DOES YA WORK FOR EMPLOYERS?** Over 80% of YA graduates are offered jobs by their employers at the end of their training, and 98% of employers say they would recommend the program to other businesses.

“Not only have we gained extraordinary job candidates from the Youth Apprenticeship program, but our employees and managers have learned from the students.”

First Federal Savings Bank, LaCrosse

**ALMOST 25,000 STUDENTS** have graduated from the program and many YA graduates are now mentoring a new generation of Youth Apprentices!

**DOES YA WORK FOR STUDENTS?** Youth Apprentices graduate from high school with marketable skills and valuable work experience. Grade point averages typically improve while in the program because students become more engaged in the learning process.

“My apprenticeship made me stop skipping class and I graduated with a 4.0 grade point average my senior year.”

Ann Stanton, YA Graduate, Manitowoc



Youth Apprenticeship gives students the opportunity to work with adults in a professional setting, and learn skills that they cannot learn in a classroom. They also add career-related work experience to their resume!

“This is a way to address the shortage of qualified technicians in our business.”

Schmit Bros. Ford, Saukville



**ELIGIBILITY** High school juniors and seniors in a public or private secondary school are eligible to apply for the program through their local high school. Students must enroll in Youth Apprenticeship-related classes and be available for 10–20 hours of work per week during the school year. Students must maintain passing grades in school, work for at least 450 hours (one year program) or 900 hours (two year program), achieve required work skills, and meet high school graduation requirements in order to complete the program.

“Practical skills are taught at a job site... learning these skills earns you respect and dignity as well as builds you a large network of contacts for the future.”

Clayton Brath, YA Graduate, Shawano

Upon successful completion, the Wisconsin Department of Workforce Development issues students a Certificate of Occupational Proficiency. Graduates may be eligible to receive advanced standing or transcribed credit at a local technical college or credit toward the admission requirements for the University of Wisconsin (in selected programs).