

WISCONSIN



DWD

Breaking the Mold

Joshua Johnson

Bureau of Apprenticeship Standards

Where We 've Been

Traditional
Blue Collar
Trades

Reusing Same
Talent Pool

Path of Least
Resistance



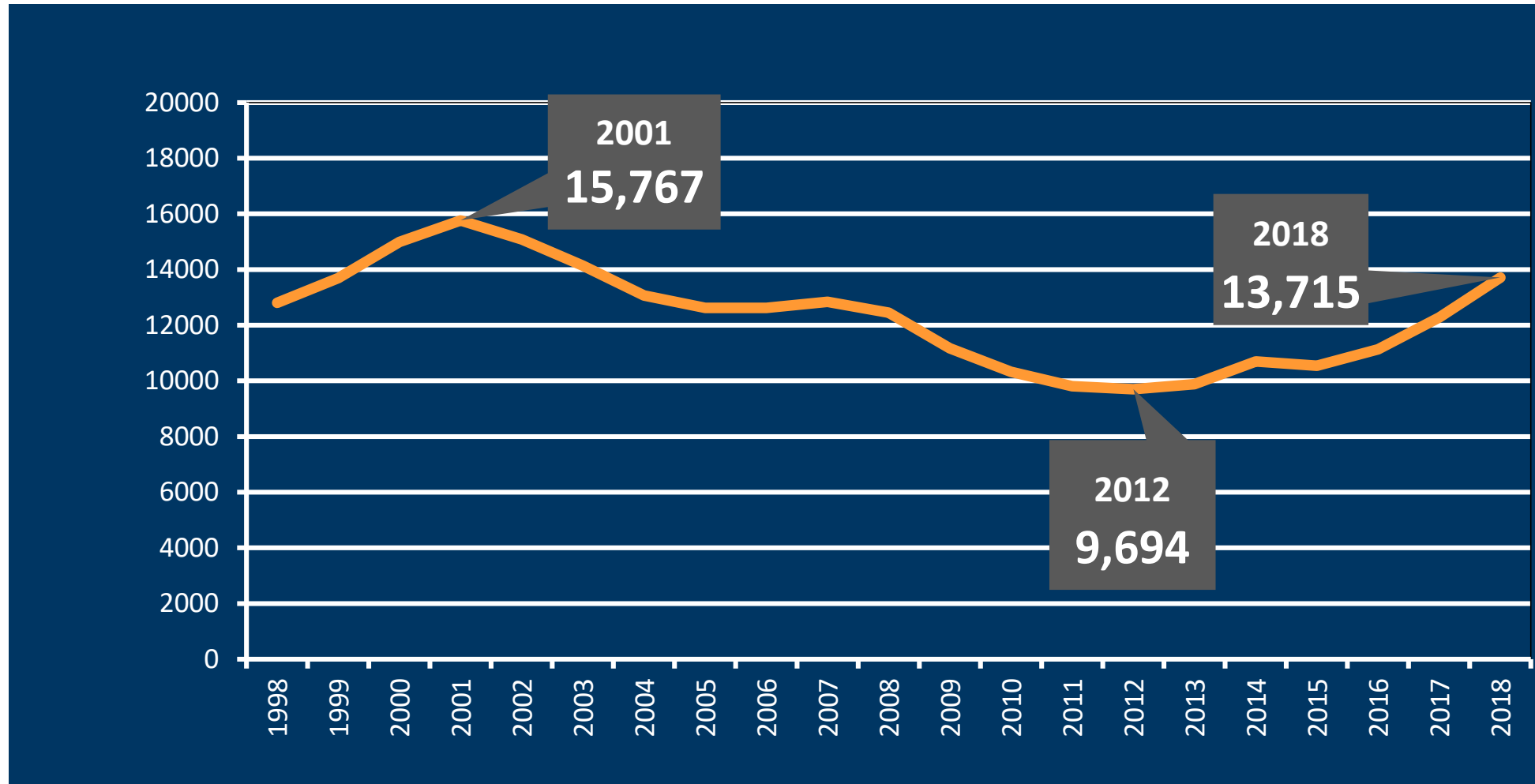
Where We 're Going



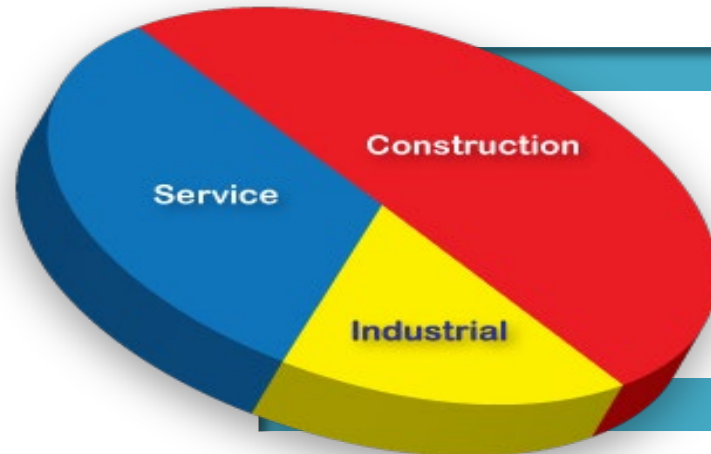
- Expanding into new occupations
- Creating pathways for underrepresented populations
- Apprenticeship workforce transformation



Active Contracts 1998 - 2018



Apprenticeship by the Numbers

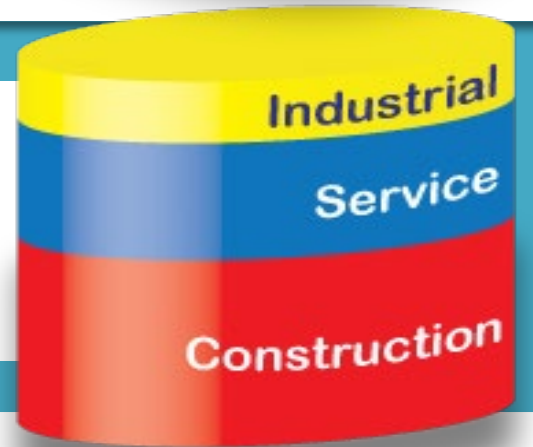


14,737

Active Wisconsin Apprentices

2,841

Wisconsin Employers
With Apprentices

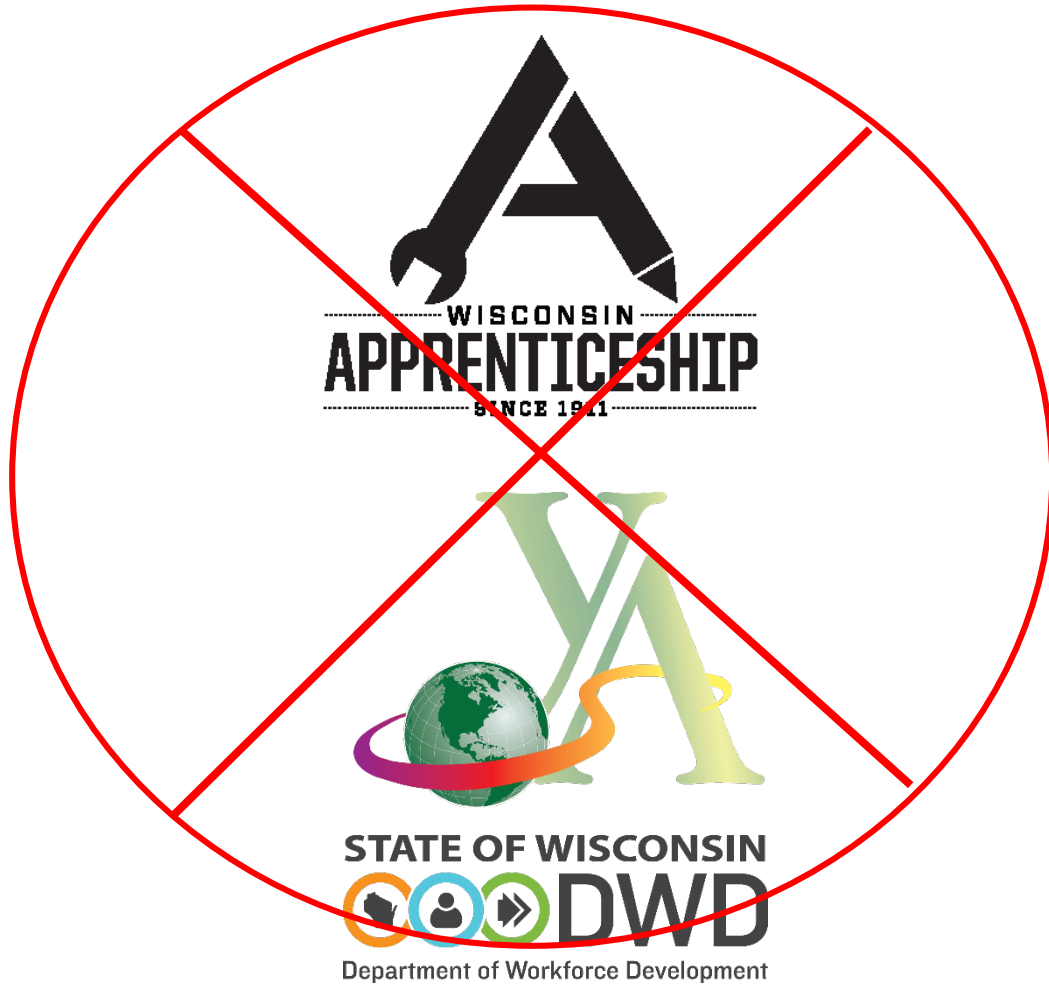


760

Wisconsin Sponsors
With Apprentices



Innovation



Innovation

- Flexibility in sponsor structures
 - German Chamber of Commerce
- Flexibility in program delivery
 - UW Health



Eight Employment Sectors

1. Agriculture
2. Biotechnology
3. Construction (50% of contracts)
4. Financial Services
5. Healthcare
6. Industrial
7. Information Technology
8. Service/Utility

Each with unique application & selection requirements



Newly Launched Programs

- Arborist
- Biotechnology Laboratory Support Technician
- Data Analyst
- Financial Services Professional
- IT Service Desk Technician
- Lubrication Technician
- Mechatronics Technician
- Organic Vegetable Farm Manager
- Software Developer



Emerging Occupations

- Information Technology
 - IT Service Desk Technician
 - Data Analyst
 - Software Developer
 - Cyber-Security
- Healthcare
 - Medical Assistant



Pathways - Building the Pipeline

- Youth Apprenticeship
- Certified Pre -Apprenticeship
- Department of Corrections





Youth Apprenticeship

- Creating more opportunities to bridge YA to RA
- Modernization of current YA Curriculum

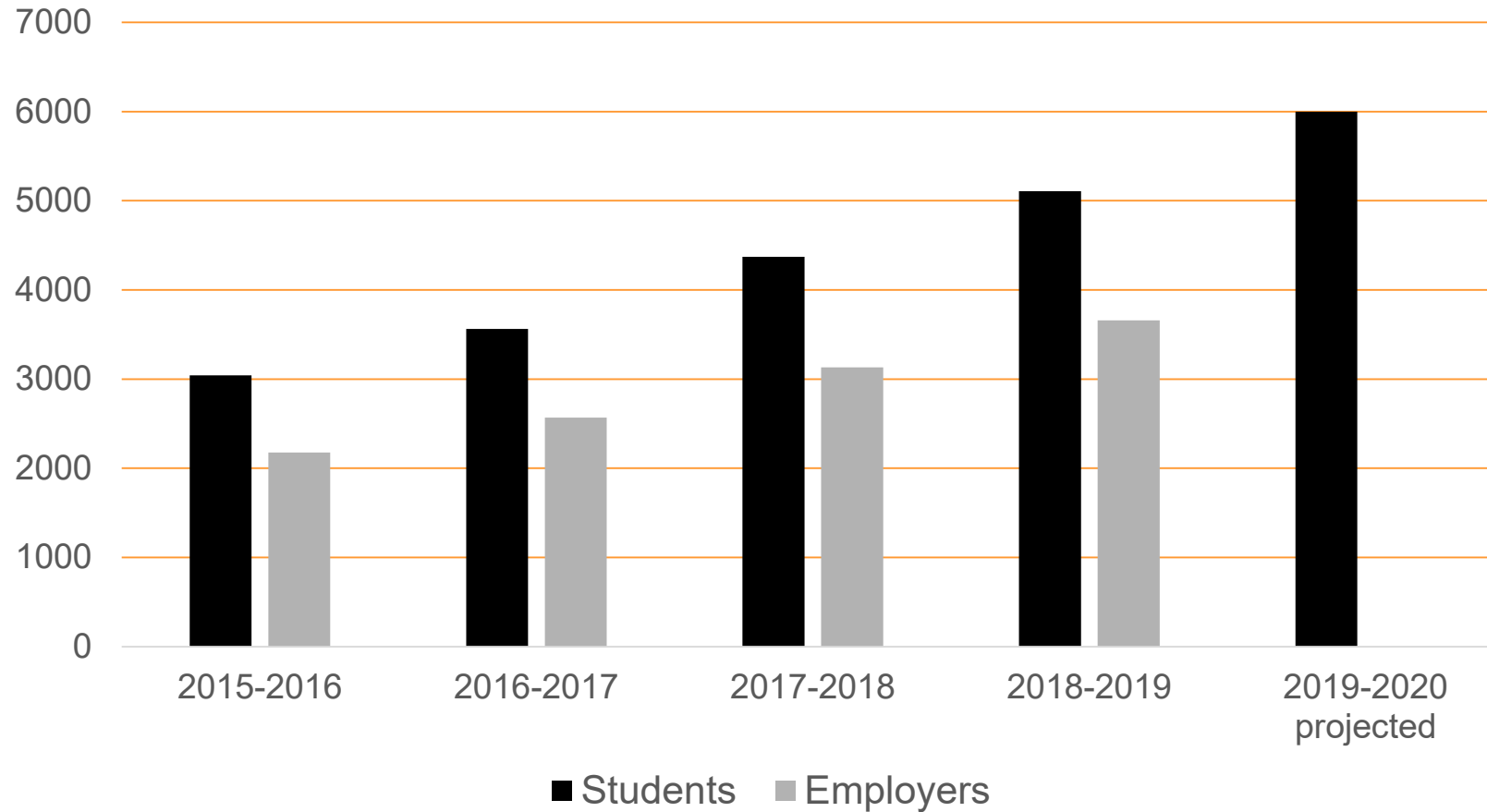


YA Career Clusters

- Agriculture, Food & Natural Resources
- Architecture & Construction
- Art, A/V Technology
- Finance
- Health Sciences
- Hospitality, Lodging, & Tourism
- Information Technology
- Manufacturing
- Marketing
- Science, Technology, Engineering & Math (STEM)
- Transportation, Distribution & Logistics



Youth Apprenticeship Enrollment



Certified Pre -Apprenticeship

- Industry focused
- Industry -certified by Apprenticeship Advisory Council
- Eligible Training Provider List (ETPL)
 - Registered Apprenticeship sponsors can join without changing their programs
 - Sponsors gain access
 - Apprentices can qualify for services
- 28 Certified Programs



Certified Pre -Apprenticeship Provider

Program Name

Brown Deer High School	Construction Course Capstone Program
Dane County Youth Apprenticeship	YA Program for Construction
Fox Valley Workforce Development Board	Workplace Essentials for Manufacturing
Human Asset Development Corp-Racine	First Choice Pre-Apprenticeship Training
Mindful Staffing-Milwaukee	The Mindful Solution Program
North Central Wisconsin Workforce Development Board	Pre-Apprenticeship Series into Residential Plumbing & Construction
North Central Wisconsin Workforce Development Board	Offender Machine Tool/Manufacturing Readiness -Mid-State
Operation Fresh Start-Madison	Carpenter Pre-Apprenticeship Program
Operation Fresh Start-Madison	Conservation/Forestry Pre-Apprenticeship Readiness Program
Urban League of Greater Madison	Foundations for the Trades
Urban League of Greater Madison	Skilled Trades Apprenticeship Readiness Training
Wisconsin Operating Engineers	Apprenticeship Readiness-Adult
Wisconsin Operating Engineers	Apprenticeship Readiness-Youth
WRTP/Big Step	Construction
WRTP/Big Step	Manufacturing



Certified Pre -Apprenticeship Provider

Program Name

Community Relations-Social Development Commission	Pre-Apprenticeship Construction Training for Milwaukee County Residents
Community Relations-Social Development Commission	ChefStart Culinary Arts Training
Northcott Neighborhood House	Love and Faith Arborist Pre-Apprenticeship Program
Social Development, Inc.-Milwaukee	Hands-On Training Program-Construction
Employ Milwaukee Inc	TechHire Service Desk Technician Certificate
Findley Foundation	Construction ASAP Pre Apprenticeship
Innovative Educational Services Institute (IESI)	Manufacturing Basic Skills w/ MSSC Certified Production Tech
Manufacturing Works	Welding Pre-Apprenticeship
Sheboygan YA Consortium	Manufacturing Pre-Apprenticeship
UMOS	TechHire Computer Numerical Control Technician/Machinist Program
WI Department of Corrections	Building Maintenance & Construction
WI Department of Corrections	Welding Pre-Apprenticeship
WI Department of Corrections	CNC Pre-Apprenticeship



Dept. of Corrections

- Registered Apprenticeship:
 - Restaurant and Prep Cook, Baker, Mechanical Drafter, Horticulturist, Custodial
 - Additional programs in development
- Certified Pre -Apprenticeship:
 - CNC, Welding, Building Maintenance & Construction
 - Additional programs in development
- Pathways:
 - Apprenticeship
 - Employment
 - Education



Expansion through Grants

WAGES

Expanding Sectors

- Advanced Manufacturing
- Healthcare
- Information Technology

12 New Occupations

- IT-Broadband Service Technician, Data Analyst, IT Service Desk Tech, Software Developer, Cybersecurity
- Healthcare-Medical Assistant, Pharm Tech, Community Health Worker
- Adv. Manuf-IMT, Maint. Tech, Mechatronics Tech, Welder/Fabricator

Non – Traditional Partners

- Pre – Apprentice Training Providers
- Community Based Organizations
- Workforce Development Boards

Non – Traditional
Apprentice

- Background
- Education
- Build Pipeline-Certified Pre-Apprenticeship & YA



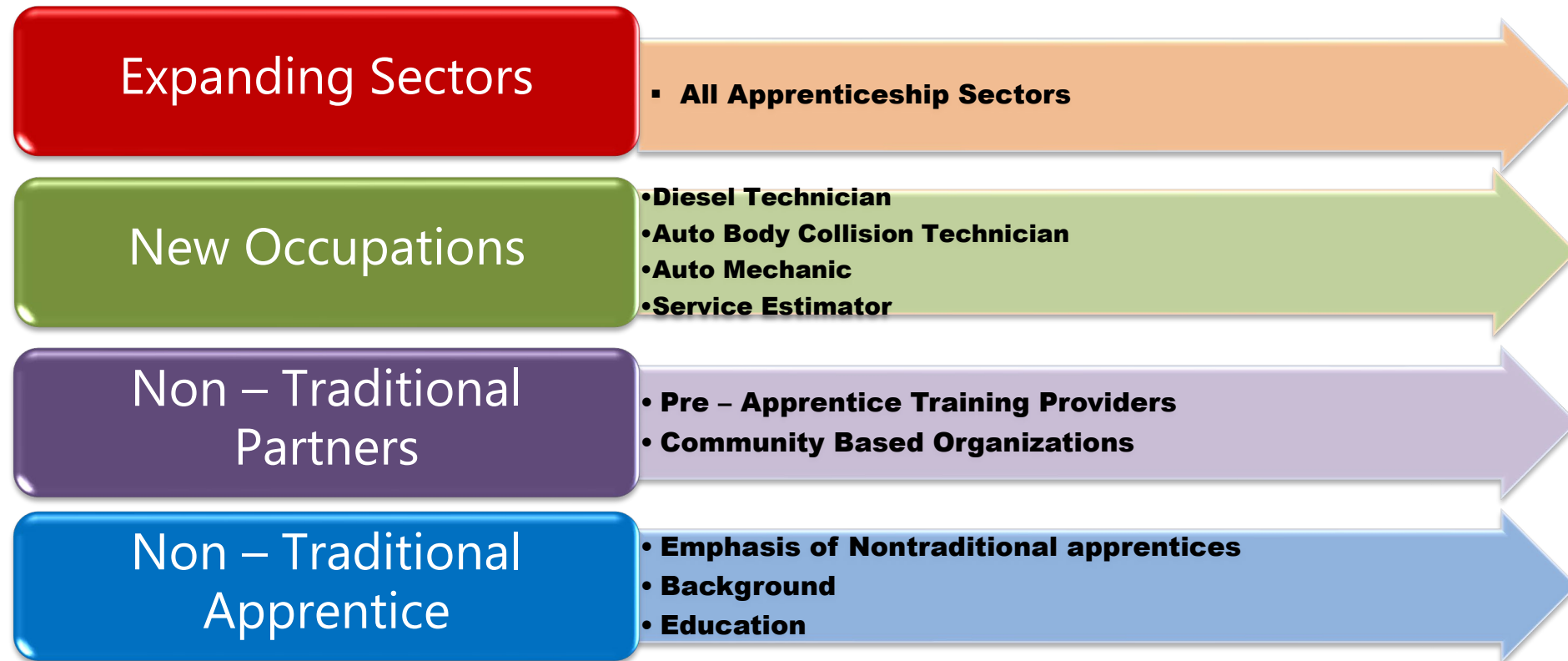
Expansion through Grants

State Expansion Grants: \$3.3M



Expansion through Grants

ASE Grant \$2.8 Million



Where to Learn More:

WisconsinApprenticeship.org



Questions?

How can we better partner with you?

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