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# LOREN OLDENBURG

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STATE REPRESENTATIVE • 96<sup>th</sup> ASSEMBLY DISTRICT

2019 Assembly Bill 57

Relating to: youth apprenticeship programs and making appropriation.

Assembly Committee on Workforce Development

March 5, 2019

Thank you, Chairman Petryk and committee members, for holding this public hearing.

Assembly Bill 57 will comprehensively fund the Youth Apprenticeship (YA) program. This bill will allow the Department of Workforce Development (DWD) to offer apprenticeship opportunities to youth that seek them, increases the maximum amount of the youth apprenticeship competitive grant - that goes to aide school districts with YA's from \$900 to \$1000, and gives DWD access to rotating funds allowing them to keep their curriculum up to date.

As President of the Westby Cooperative Creamery board I have witnessed firsthand the importance of training and retaining employees. This program helps employers accomplish both: by giving young people workforce experience and helping them find a career in which they can excel. As explained to me by members of my local CESA districts, this doesn't always happen during a student's first apprenticeship. Although each attempt at a youth apprenticeship may not end up exposing the student to their life long career, they are still gaining invaluable soft skills, and a further understanding of where their workforce preferences lie. The program exposes students to career paths and allows them to be paid, rather than accumulate student debt.

The YA program has eleven career programs for students to explore. The passion that a student develops during their experience can lead them to pursue a number of degrees ranging from a technical degree all the way to a PhD. The opportunities based on the experiences these young students get in the YA program are limitless. It is also important to note that this program helps every student find a career they are passionate about – no matter their grade point average.

As a fourth generation and lifelong Wisconsin dairy farmer, I know the ups and downs of the agricultural industry and cannot stress enough the need for more dairy farmers. Agriculture, Food & Natural Resources is one of the eleven career clusters currently offered through the YA program and could help get students interested in this industry while still in high school. Through the program, they can learn about the agricultural industry at places like their local feed mills, and cooperatives. By working at places like these, the student is learning skills that will translate to other areas of the agricultural industry. The YA program can provide students an in-depth industry view, which is why it is so important.

Thank you for your time, and I encourage members of the committee to support Assembly Bill 57.



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# PATRICK TESTIN

## STATE SENATOR

**DATE:** March 6, 2019  
**RE:** Testimony on 2019 Assembly Bill 57  
**TO:** The Assembly Committee on Workforce Development  
**FROM:** Senator Patrick Testin

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I would like to thank Chairman Petryk and the members of the Assembly Committee on Workforce Development for hearing my testimony on Assembly Bill 57 (AB 57) today.

A key component to an effective education is the student's passion. Education is not an assembly line process; one size does not fit all, and it's important that our schools help find and foster our students' passions. Youth apprenticeships help students learn about career opportunities in their communities, and help them explore new interests that could lead to full time jobs down the road.

Wisconsin's Youth Apprenticeship program has a proven track record of success. According to the Department of Workforce Development, nearly 2,500 employers and 3,500 students from 342 high schools participated in the program during the 2016-17 school year. The program completion rate is over 80%, and students in the program earn an average wage of nearly \$10.00 an hour.

In recent years, the Youth Apprenticeship grant program at the Department of Workforce Development has grown substantially. Due to increased interest, the state has chosen to continue to add funding - \$3.2 million in 2016, \$3.9 million in 2017, and \$4.5 million last year. Despite this growth, the base funding for the program has remained at \$2.2 million. This bill adds \$2,766,300 in funding to bring the base in line with what demand has been, and to enable the size of the award to increase from \$900 to \$1,000.

This bill also allocates \$100,000 over the biennia to fund the development of new curricula to replace outdated versions and to create a proper emphasis on high demand fields and the state's workforce needs.

Thank you again Chairman and members of the committee for hearing my testimony. I hope that you will join me in supporting AB 57.



# NANCY VANDERMEER

STATE REPRESENTATIVE • 70<sup>TH</sup> ASSEMBLY DISTRICT

TO: Honorable Members of the Assembly Committee on Workforce Development

FROM: State Representative Nancy VanderMeer

DATE: March 6, 2019

SUBJECT: Testimony in Support of AB 57

Thank you Chairman Petryk and members of the Assembly Committee on Workforce Development for holding a hearing on AB 57 today. I don't usually make a habit of testifying on legislation that I did not author or co-author, although I have nothing against the practice, but I wanted to appear before you today to show my strong support for this legislation and youth apprenticeship programs. I wanted to testify before you on this bill for a number of reasons. Primarily, I've witnessed and experienced firsthand how valuable these programs are, and it is imperative that we as a state do whatever we can to provide opportunities for students to obtain practical workforce training and enter the workforce. In addition, it's imperative that we do whatever we can as a state to listen to our educators and employers to address economic demand and the shortage of workers many of our job creators are facing.

As a managing member of our family new car dealership in Tomah, I had the opportunity to represent our business in Tomah School District's School to Work Program Committee. Our participation as an automobile dealership with a service department allowed for a rich experience for all involved including our family, our employees, our school to work apprentices and the instructors. In the early years of our program, our School to Work Program and committee through the Tomah School District was recognized with an exemplary rating by the Wisconsin Association of School Boards.

The automotive technology high school students who worked with us had the benefit of the training we had available from our new car manufacturer. This allowed them to see the most current technology on the road at the time. Our service department worked on new vehicles and virtually worked on many ages of makes and models of that our service clients owned. Additionally, our students were mentored by experienced technicians and managers with regular conferences including their high school instructor.

This experience allowed the students to be a part of the business setting and develop work relationships with a variety of professionals in all our dealership's departments. They got to observe how our entire company functioned and how vital their contributions can be to an organization. Our apprentices engaged with customers, thereby making the program visible to our community.

After graduation, a number of our students went on to further automotive education and stayed employed in the field. Their experience at local businesses also helped them as they decided on their



# NANCY VANDERMEER

STATE REPRESENTATIVE • 70<sup>th</sup> ASSEMBLY DISTRICT

post high school education investment. Apprenticeship programs can be a valuable recruiting tool for businesses as well.

My husband, David Hall, is a family dairy farmer and is involved with the School to Work Program through the agriculture program at Tomah High School. He employs local students at the farm. Some students that have been involved do not live on a farm and this offers them a diverse education opportunity.

Both my husband and I are supporters of the School to Work/Apprenticeship Programs. This is a very positive partnership of education, business, and our communities.

For the fiscal year, 2018-2019, in the Tomah Area School District, 23 students and 22 employers participated in the program. The two largest program areas are Agriculture and Construction and Manufacturing – two critical workforce areas throughout my district. A look at data that includes other school districts throughout my assembly district shows 83 students in the program, working with 68 different employers. More so, students in the program are gaining experience and training for high demand areas locally, not only including in agriculture, construction and manufacturing, but also in hospitality and tourism, finance, IT, and transportation, distribution and logistics.

Our economy remains strong. In a recent statewide survey of business leaders, 84% rate the economy as strong or very strong. 55% of those surveyed plan to hire in the next six months, but 74% of them say they can't find workers, and 50% of respondents rank the labor shortage/lack of qualified applicants as the top public policy issue facing the state.

As has been stated and I'm sure will be reiterated here today, the demand for this program, the growth of the program, and the utility of the program is established. I believe that an increase in funding, increasing the grant amount to school districts to better reflect their costs, allowing for an update of curriculum and career clusters, and codifying the apprenticeship bridge practice to allow for hours to easily be transferred to a relevant Registered Apprenticeship program are all meaningful pieces of this legislation that will facilitate a more robust Youth Apprenticeship Program for students, schools, and employers.

**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)



Department of Workforce Development

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Madison, WI 53707-7972

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DETW-10667-P (R. 11/2017)

# 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).

Wisconsin Youth Apprenticeship Program  
**Youth Apprenticeship Status Report**

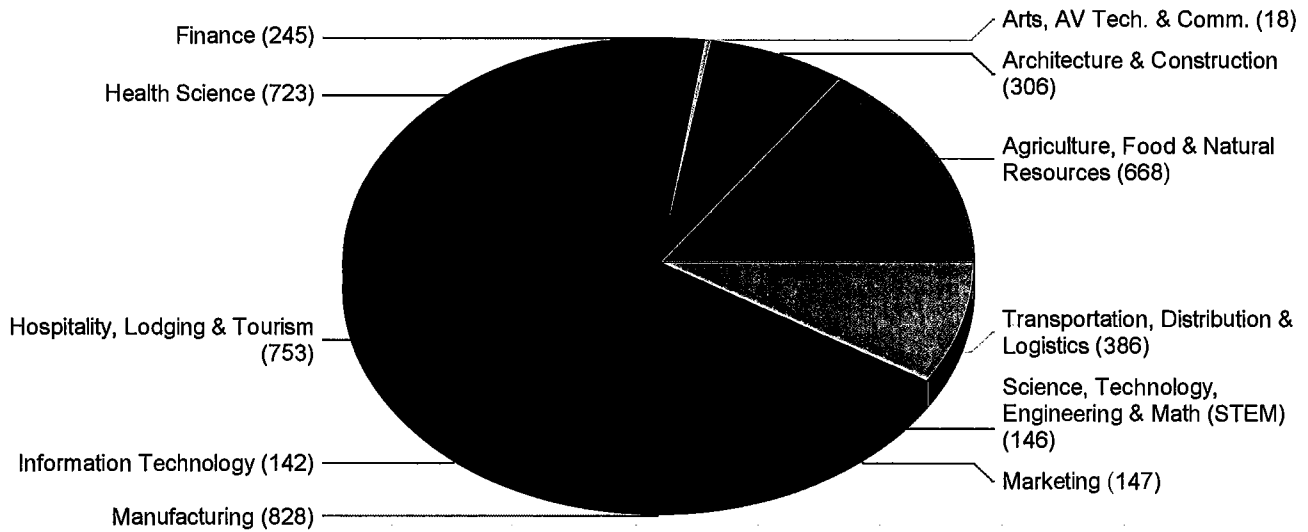


Filters - Fiscal Year: 17/18

<b>Youth Apprenticeship Enrollees:</b>	4,365	<b>Active Employers:</b>	3,114
Active Local Consortia:	33	Number of Schools for Enrollees:	367
Expected Completers *	3,489	Number of Districts for Enrollees:	302
Completers To Date **	2,993	Estimated Wages Earned:	\$19,069,429.54
		Average Wage:	\$9.71

\* Enrollees who will graduate at end of year; other enrollees are in a two-year program.  
 \*\* Students may complete as late as August 31 of the program year.

**Enrolled Youth Apprentices by Career Cluster Area**



Program Area Name	Student Count	Average Wage	Female	Minority
Agriculture, Food & Natural Resources	668	\$9.26	32% Female	1% Minority
Architecture & Construction	306	\$10.81	3% Female	7% Minority
Arts, AV Tech. & Comm.	18	\$8.75	61% Female	44% Minority
Finance	245	\$9.56	63% Female	12% Minority
Health Science	723	\$10.99	92% Female	15% Minority
Hospitality, Lodging & Tourism	753	\$8.54	66% Female	10% Minority
Information Technology	142	\$9.13	9% Female	9% Minority
Manufacturing	828	\$9.92	9% Female	9% Minority
Marketing	147	\$8.91	60% Female	8% Minority
Science, Technology, Engineering & Math (STEM)	146	\$10.24	30% Female	11% Minority
Transportation, Distribution & Logistics	386	\$9.27	6% Female	10% Minority

Testimony on Assembly Bill 57  
Assembly Committee on Workforce Development  
March 6, 2019

Thank you, Chair Petryk and Committee Members, for the opportunity to provide testimony on behalf of the Wisconsin Department of Workforce Development (DWD) regarding Assembly Bill 57, which makes several changes to Wisconsin's Youth Apprenticeship (YA) Program.

Wisconsin's YA began in 1991 and has served nearly 25,000 students. YA provides students the benefit of learning about occupations before high school graduation and gaining key skills that allow them to immediately enter the workforce after graduation if they choose. YA experienced a record number of both student and employer participants in the 2017-2018 school year, with 3,108 businesses supporting 4,362 students. The 2018-2019 school year looks to continue program growth, with 4,871 students enrolled.

The Department has developed a YA-to-RA Bridge program that helps students transition seamlessly from high school into a full-time Registered Apprenticeship career. Bridges have been created in 10 different occupations in the Construction and Manufacturing sectors.

Assembly Bill 57 updates YA funding to reflect the increased demand from schools, students, and businesses, and allows that funding to be carried forward. As demand for the program continues to grow, such consistency in funding allows Department staff to know what resources will be available in advance, thereby allowing them to develop more proactive programming.

Assembly Bill 57 also increases the maximum grant amount that DWD may award to school districts from \$900 per youth apprentice to \$1,000. School districts are required to fund at least a 50 percent match to the grant. The salary cost of program coordinators has at least kept pace with inflation, and tuition increases have far exceeded inflation, while the \$900 per student cap has remained flat since 2003.

The Department recognizes and appreciates the authors' support of YA programming in this legislation; however, we respectfully request the following changes be included:

**1. Under Section 4, amend s. 106.13 (2) to read: "The council on workforce investment established under 29 USC 3111, the technical college system board, the Apprenticeship Advisory Council, and the department of public instruction shall assist the department in providing the youth apprenticeship program."**

The Wisconsin Apprenticeship Advisory Council advises DWD on matters involving the Wisconsin Apprenticeship System, including the enactment of laws, rules, and standards. The Department would appreciate clarifying in statute that the Council also assists the Department in providing the YA program.



**2. Under Section 5, amend s. 106.13 (2m) to read: "The department shall develop the curricula considering each of the following:"**

Removing "each of" provides clarity that not all provisions in Section 6 106.13 (2m) (a) (b) and (c) are mandated but instead should be given consideration during development of the curricula.

**3. Under Section 6, amend s. 106.13(2m)(b) to read: "To meet state and local workforce needs."**

In developing curriculum for YA programs, the bill currently directs the department to consider (a) meeting high demand fields and local workforce needs, (b) meeting state and local workforce needs in the fields of science, technology, engineering, and mathematics (STEM), and (c) replacing outdated curricula that no longer serve state or local workforce needs.

The Department already offers YA programs in STEM fields; however, the Department is concerned about specifying these or any fields in statute because apprenticeship programs should be employer-driven. Without employer support, it is much more difficult to connect youth with employers.

**4. Under Section 6, amend s. 106.13(2m)(c) to read: "To revise, replace, and/or modify outdated curricula that no longer serve state or local workforce needs."**

In addition to having the option to replace outdated curricula, the Department would like the flexibility to revise, modify or update curricula as appropriate.

**5. Under Section 7, amend s. 106.13(3) to read: "The youth apprenticeship program under sub. (1) shall not affect any apprenticeship program that is governed by subch. I. except that an apprenticeship program that is governed by subch. I shall may grant credit toward the completion of an apprenticeship for the successful completion of a youth apprenticeship."**

The bill codifies DWD's current practice under the Bridge Program to encourage YA credentials to transfer to a relevant RA program. DWD provides guidance on how to consider "dual credit" for local RA sponsors and joint apprenticeship committees. However, the Department is concerned with changing "may" to "shall," as it has no legal standing to enforce this directive. The Department can, and already does, ensure the programs are aligned for maximum potential credit. Mandates could possibly turn off employers from apprenticeship.

**6. Under Section 7, amend s. 106.13 (3) to read: "The department shall create standards guidelines for granting credit under this subsection."**

DWD currently prepares Bridge Policy Guidelines for consideration of granting credits. Staff is interested in maintaining consistency of language in terms of guidelines versus standards.

Thank you for your consideration of this testimony and the requested amendments.

Re: Youth Apprenticeship Program, Departmental of Workforce Development

Care of Tom Martin

To whom it may concern:

My name is Spencer Nellis and I am a Youth Apprenticeship Program alumni. I am a freshmen here at UW Madison studying to become an Industrial Engineer. I will start by giving an overview of my experience in the YA Program.

I did an Engineering Apprenticeship at Evco Plastics in Deforest Wisconsin my junior and senior year of high school. Evco Plastics is a custom plastic injection molding company. Which means they rely heavily on robots and automation. I was hired for my apprenticeship as an automation intern. It's every kid's dream to be able to program and control robots, and I was lucky enough to get paid while missing school to work at a job that interested me.

I learned countless skills during my time at Evco Plastics, skills that I would have never had the opportunity to learn had it not been for the YA program. Not only did I learn how to wire cabinets, use solidworks, and program robots to name a few. I also learned countless soft skills such as the ability to work in a team, ask meaningful questions, and speak up when I believe I good idea. One of my favorite parts of the apprenticeship was when I was tasked with my own project. My task was to fully automate a stamp on a welder to stamp a gearcase for John Deere. The quality department at Evco was having trouble knowing when the parts were welded together successfully. The solution was to fully automate this so that Evco would stop sending bad gearcases to John Deere. I ultimately got the project done with some help from coworkers, and it felt great to be able to say that I came up with a real solution to a real problem that will most likely be used for another 20 years for a real company.

I believe that a Youth Apprenticeship should be an opportunity for everybody. I have learned far more during my time at Evco than I did in any high school class. It was the highlight of my day to be able to leave school on work release to work on meaningful things and get paid to do it. I heard about the YA program during a short assembly about signing up for junior year classes. My school to career coordinator briefly explained the program, but it seemed like none of my classmates even considering doing a Youth Apprenticeship. It seems like there is a stigma in high school about apprenticeships. People think that if you have an apprenticeship, then you will eventually go into the trades and not go to college. This is simply not true, and I am living proof! I believe that if the YA Program spreads to more schools, then more people will consider doing apprenticeships which is great for everybody involved.

This program improves the quality of the Wisconsin workforce. Most kids my age have never worked a single job in their specific field of interest. It is incredibly beneficial to be immersed in a real company doing real meaningful work from a young age. It is eye opening to go from school work, which is ultimately done in hopes of receiving a good grade, to an

apprenticeship where your work has real world consequences. Every kid should experience working on a real project before they get to college or their first job.

One of my favorite parts of the apprenticeship was the fact that I could see what being an engineer is like. I had no idea what working a job in the engineering field was like until my first day at Evco. I had previously only worked manual labor jobs such as lawn mowing, along with other odd jobs, But doing something that I was interested in made work incredibly enjoyable.

Not only did I go to college after an apprenticeship, but it ultimately helped me to get into UW Madison. I believe this youth apprenticeship was a big factor for me in terms of getting into my dream school. I have always wanted to go to UW Madison ever since I was a little kid, and this program has helped me to achieve this goal, and it could help many other high schoolers who are just like me to gain real world knowledge while jump starting their career.

Sincerely,

Spencer Nellis  
Youth Apprenticeship Alumni  
Freshmen University of Wisconsin Madison  
College of Engineering



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Pat Schramm, CEO  
Workforce Development Board of South Central WI  
(On behalf of the South Central WI Youth Apprenticeship Consortium)  
3513 Anderson Street  
Madison, WI 53714

February 26, 2019

To Representative Warren Petryk and members of the Assembly Committee on Workforce Development:

My name is Pat Schramm, I serve as the CEO of the Workforce Development Board and provide staff support to the South Central Youth Apprenticeship Consortium's Advisory Council which is comprised of 22 Industry Representatives and Educators who guide the South Central WI Youth Apprenticeship Program. Our Consortium has requested that I send this letter to support your proposed Senate Bill. We as a Consortium support the following:

1) Updating Youth Apprenticeship funding to accurately reflect the increasing demand by schools

The YA program is financially supported by school districts. To offset the costs of this additional programming the Department of Workforce Development (DWD) provides grants on a competitive basis to districts and consortia to offset the costs.

In the past, DWD would transfer funds from other programs to meet this growing demand. In 2018, DWD was allocated \$2.2 million but sent out \$4.5 million in grant aids with this flexibility. We feel more funding should be permanent to ensure the consistency of the program in the future. This increase in funding needs to occur prior to the end of the 2019 fiscal year as DWD finalizes grant awards in June. By providing these funds in the next few months, DWD can award the full grants in time for next year's classes.

Over the past 2 years the South Central YA Consortium has been able to place 450 plus Youth Apprentices each year because of the increase in financial resource from the base state YA allocation. We have created a momentum in expanding the regional culture within industry and with parents and students to see Youth Apprenticeship participation as a tool to help students move into careers in high demand occupations. Our Youth Apprentices are averaging an 86.6% completion rate with 89.8% receiving employment offers after YA participation. Our consortium sees this as an excellent investment for our State.



Partnerships and pathways for economic growth

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 YOUTH APPRENTICESHIP  
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2) Updating the maximum grant amount

Under statute, DWD is prohibited from providing a school district more than \$900 per youth apprentice. The costs of a youth apprentice exceed this, as a school district or consortium is required to provide matching funds equal to 50% of their grant. This limit was set by SB 44 in 2003. By updating this amount to \$1,000 per student, districts will have additional resources to help expand the program to more students and engage in additional employer outreach. The extra resource would help us assure that there is high quality mentoring and support to each students which benefits the employability skills of both a current and future workforce.

3) Curriculum update

The DWD is statutorily required to develop and maintain the curricula for YA programming. With the expanding growth in this program, and expansion into new industry sectors, the updating of curriculum has been lagging, and in some cases is over 10 years old. This proposal would provide a separate line item for DWD on a rolling basis (not all programs at once) to update the most needed curriculum first. Priority would be given to updating career clusters of greatest need. This additional funding would ensure that career clusters such as Manufacturing and Finance would keep up with industry demands and would allow for additional business to participate, knowing the students would be learning the relevant skills sets needed for Wisconsin businesses to grow. Our YA Consortium dedicated 2 hours of their time this morning, February 26, 2019 to the discussion that the YA curriculums and competencies need to keep pace with the changes to skill needs in industry. This work needs to start now and be built on a competency platform that will allow for the flexibility to adjust as the skill needs of industry adjust which are at a maximum of 3 year increments in the current industry environment. Our YA consortium members also expressed that future YA curriculums and competency checklists must have a cross sector / industry feel because of the dominance of IT (in its many forms from data analysis to robots) across all sectors.

4) Youth Apprenticeship to Registered Apprenticeship Bridge

This provision would codify DWD's practice to provide a pathway for individuals who earn a YA credential to have those hours transfer to a relevant Registered Apprenticeship program. Currently, DWD has been adding new "bridges" by working with the Registered Apprenticeship Advisory Councils. For example, a student that completes a YA manufacturing program can have 50 to 100% of those hours transferred to a welding-fabricator. That means a student earned dual-credits while the employer receives a student



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already knowledgeable about their practices. A complete list of the current bridges can be found at [https://dwd.wisconsin.gov/youthapprenticeship/bridging\\_apprenticeship.htm](https://dwd.wisconsin.gov/youthapprenticeship/bridging_apprenticeship.htm) Our region has been engaged in deep work to correct Youth Apprenticeships to Registered Apprenticeship. We believe that our rapid increase in the number of Youth Apprentices in our region is due to the Bridges program becoming a part of our conversation among companies and broadly in the community with parents and students. As we build capacity between the Registered Apprenticeship and Youth Apprenticeship work, it is our hope to increase the talent pipeline between YA and RA.

As you can see Representative Petryk and Workforce Development Committee members, this bill will allow our South Central YA Consortium to utilize the State Youth Apprenticeship program to degrees never seen before. This program will empower our future to become as career ready as possible, impacting our schools, our communities and ultimately, our state.

We thank you for your consideration of this bill and look forward to a favorable outcome.

Sincerely,  
Heather Dale, Chair

Dan Klecker, Vice Chair

Pat Schramm, WDBSCW CEO

**South Central Wisconsin YA Advisory Council Members;**

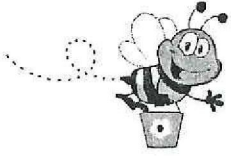
*Heather Dale, Covance • Dan Klecker, WI Automotive and Truck Dealers Association • Sarah Bass, Long-Term Care Workforce Alliance • Cindy Brady, McFarland High School • Dave Branson, Building Trades of South Central WI • Michol Banes, American Marketing Association and Baker Tilly • Michelle Chawla, Chawla T-Acres • Kari Davis, State Bank of Cross Plains • Josh Fassl, Dane County Schools Consortium • Greg Granberry, Oregon High School • Sheila Hibner, Middleton High School • Craig Kittleson, MadREP • Morgan Myers, Hilton Madison Monona Terrace • Ron Roehl, CNC Solutions • Jeff Roach, AGC • Cyndy Sandburg, Jefferson County School Districts • Pat Schramm, Workforce Development Board of SC • Sherrie Stussey, Madison Metropolitan School District • Alex Vernon, Wisconsin Restaurant Associating and Education Foundation • Bridgett Willey, UW Health • Olivia Conklin, WI Division of Vocational Rehabilitation, Tracy Jallah, State of WI BAS • Alex Vernon, WI Restaurant Association/Education Foundation*



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President - Wisconsin Honey Producers • Chairman - National Honey Board  
Branch Manager - Dadant & Sons, Inc. • Manager - Big Island Queens

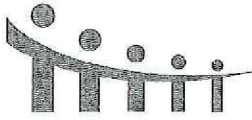
Rep. Oldenburg:

Congrats on your recent proposed legislation to boost youth apprenticeships. I am very much supportive.

I have been involved in our industry setting up two successful youth in beekeeping programs in two states and would sure like to help in anyway possible.

Best of luck and you have my continued support.

Sincerely,  
Lee Heine



C.E.S.A. 10  
February 26, 2019  
Cooperative Education Service Agency

*Where service and leadership unite*

Ms. Gwen Skoyen  
Career & Technical Education & Youth Apprenticeship Consultant  
CESA 10  
725 W Park Avenue  
Chippewa Falls, WI 54729

To Representative Warren Petryk and members of the Assembly Committee on Workforce Development:

My name is Gwen Skoyen and I am the Career & Technical Education and Youth Apprenticeship Consultant at Cooperative Education Service Agency (CESA) 10 in Chippewa Falls, Wisconsin. On behalf of our 24 district Youth Apprenticeship consortium, I send a letter of support for this bill based on the following:

1) Updating Youth Apprenticeship funding to accurately reflect the increasing demand by schools

The YA program is financially supported by school districts. To offset the costs of this additional programming the Department of Workforce Development (DWD) provides grants on a competitive basis to districts and consortia to offset the costs.

In the past, DWD would transfer funds from other programs to meet this growing demand. In 2018, DWD was allocated \$2.2 million but sent out \$4.5 million in grant aids with this flexibility. We feel more funding should be permanent to ensure the consistency of the program in the future.

This increase in funding needs to occur prior to the end of the 2019 fiscal year as DWD finalizes grant awards in June. By providing these funds in the next few months, DWD can award the full grants in time for next year's classes.

An increase in funding prior to the end of the year will enhance our ability to recruit more students and employers which will then assist in their reaching career goals, create viable taxpayers with your goal of aiding in the retention of YA's for their places of employment.

2) Updating the maximum grant amount

Under statute, DWD is prohibited from providing a school district more than \$900 per youth apprentice. The costs of a youth apprentice exceed this, as a school district or consortium is required to provide matching funds equal to 50% of their grant. This limit was set by SB 44 in 2003.

By updating this amount to \$1,000 per student, districts will have additional resources to help expand the program to more students and engage in additional employer outreach.

3) Curriculum update

Abbotsford	Cadott	Eleva-Strum	Granton	Medford	Owen-Withee
Alcona	Chippewa Falls	Fall Creek	Greenwood	Mondovi	Spencer
Augusta	Colby	Flambeau	Ludysmith-Hawkins	Neillsville	Stanley-Boyd
Bloomer	Cornell	Gilman	Lake Holcombe	New Auburn	Thorp
Bruce	Eau Claire	Gilmanton	Loyal	Osseo-Fairchild	



The DWD is statutorily required for developing and maintaining the curricula for YA programming. With the expanding growth in this program, and expansion into new sector centers, the updating of curriculum has been lagging, and in some cases is over 10 years old.

This proposal would provide a separate line item for DWD on a rolling basis (Not all programs at once) to update the most needed curriculum first. Priority would be given to updating career clusters of greatest need. This additional funding would ensure that career clusters such as Manufacturing and Finance would keep up with industry demands and would allow for additional business to participate, knowing the students would be learning the relevant skills sets need for Wisconsin businesses to grow.

In our discussions with employers, they often comment on the fact that competencies are antiquated and do not reflect the essential skillsets needed for life success. This allocation will let the Committee know we need to best reflect student achievement that will be synchronous to 21<sup>st</sup> century skills.

#### 4) Youth Apprenticeship to Registered Apprenticeship Bridge

This provision would codify DWD practice to provide a pathway for individuals who earn a YA credential to have those hours transfer to a relevant Registered Apprenticeship program. Currently, DWD has been adding new "bridges" by working with the Registered Apprenticeship Advisory Councils.

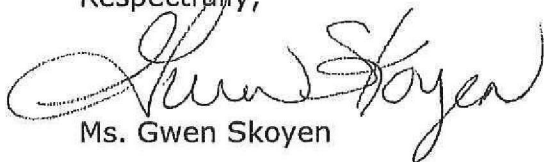
For example, a student that completes a YA manufacturing program can have 50 to 100% of those hours transferred to a welding-fabricator RA. That means a student earned dual-credits while the employer receives a student already knowledgeable about their practices. A complete list of the current bridges can be found at [https://dwd.wisconsin.gov/youthapprenticeship/bridging\\_apprenticeship.htm](https://dwd.wisconsin.gov/youthapprenticeship/bridging_apprenticeship.htm)

The Bridges program is becoming a part of our dialogue. As we build capacity with our Youth Apprenticeship coordinators, it is our hope to increase the talent pipeline between YA and RA.

As you can see Representative Petryk and Workforce Development Committee members, this bill will allow our consortium to utilize the State Youth Apprenticeship program to degrees never seen before. This program will empower our future to become as career ready as possible, impacting them, our schools, our communities and ultimately, our state.

I thank you for your consideration of this bill and look forward to a favorable outcome.

Respectfully,



Ms. Gwen Skoyen

Dr. Robert Lecheler  
1700 Edgewood Ave. E.  
Ladysmith, WI 54848

March 6, 2019

To Representative Warren Petryk and members of the Assembly Committee on Workforce Development:

As the 6-12 principal in the School District of Ladysmith, I am very interested in seeing that as much funding as possible is made available to support students and businesses in establishing a strong partnership that will enhance productivity in our businesses and keep talented students in our area. On behalf of Ladysmith Middle and High School, I am supporting this bill based on the following:

1) Updating Youth Apprenticeship funding to accurately reflect the increasing demand by schools

The YA program is financially supported by school districts. To offset the costs of this additional programming the Department of Workforce Development (DWD) provides grants on a competitive basis to districts and consortia to offset the costs.

In the past, DWD would transfer funds from other programs to meet this growing demand. In 2018, DWD was allocated \$2.2 million but sent out \$4.5 million in grant aids with this flexibility. We feel more funding should be permanent to ensure the consistency of the program in the future.

This increase in funding needs to occur prior to the end of the 2019 fiscal year as DWD finalizes grant awards in June. By providing these funds in the next few months, DWD can award the full grants in time for next year's classes.

Increasing funding yet this fiscal year will allow us to recruit additional students and establish closer contacts with even more businesses. Having more students in the program will help additional students reach career goals and retain more talent in the community and area.

2) Updating the maximum grant amount

Under statute, DWD is prohibited from providing a school district more than \$900 per youth apprentice. The costs of a youth apprentice exceed this, as a school district or consortium is required to provide matching funds equal to 50% of their grant. This limit was set by SB 44 in 2003.

By updating this amount to \$1,000 per student, districts will have additional resources to help expand the program to more students and engage in additional employer outreach.

Working with limited resources to promote work-based instruction, we have felt that our efforts to help as many students as possible gain hands-on work skills has been restricted. We have had to rely on the perseverance of students and parents to establish these learning experiences. Increased funding would allow us to utilize more school staff resources in assisting in that process and helping to assure student success.

### 3) Curriculum update

The DWD is statutorily required for developing and maintaining the curricula for YA programming. With the expanding growth in this program, and expansion into new sector centers, the updating of curriculum has been lagging, and in some cases is over 10 years old.

This proposal would provide a separate line item for DWD on a rolling basis (Not all programs at once) to update the most needed curriculum first. Priority would be given to updating career clusters of greatest need. This additional funding would ensure that career clusters such as Manufacturing and Finance would keep up with industry demands and would allow for additional business to participate, knowing the students would be learning the relevant skills sets need for Wisconsin businesses to grow.

In conversations with businesses, we learn that students are graduating without the skills needed to successfully step into the jobs for which they are hired. The technical and soft skills to be quality employees need to be honed in job-like settings. This will contribute greatly to Twenty-first Century competencies.

### 4) Youth Apprenticeship to Registered Apprenticeship Bridge

This provision would codify DWD practice to provide a pathway for individuals who earn a YA credential to have those hours transfer to a relevant Registered Apprenticeship program. Currently, DWD has been adding new "bridges" by working with the Registered Apprenticeship Advisory Councils.

For example, a student that completes a YA manufacturing program can have 50 to 100% of those hours transferred to a welding-fabricator. That means a student earned dual-credits while the employer receives a student already knowledgeable about their practices. A complete list of the current bridges can be found at [https://dwd.wisconsin.gov/youthapprenticeship/bridging\\_apprenticeship.htm](https://dwd.wisconsin.gov/youthapprenticeship/bridging_apprenticeship.htm)

The Bridges program is becoming a part of our dialogue. As we build capacity with our Registered Apprenticeship coordinators, it is our hope to increase the talent pipeline between our YA students and businesses.

As you can see Representative Petryk and Workforce Development Committee members, this bill will allow our school to utilize the State Youth Apprenticeship program to degrees never seen before. This program will empower our future to

become as career ready as possible, impacting them, our schools, our communities and ultimately, our state.

We thank you for your consideration of this bill and look forward to a favorable outcome.

Sincerely,

A handwritten signature in black ink, appearing to read "R. J. Lecheler". The signature is fluid and cursive, with a large initial "R" and "J".

Dr. Robert Lecheler, Principal