



State of Wisconsin
2025 - 2026 LEGISLATURE

LRB-1865/P3

MIM:emw

DOA:.....Sherwin, BB0483 - DPM Apprenticeship Program

FOR 2025-2027 BUDGET -- NOT READY FOR INTRODUCTION

AN ACT ...; relating to: the budget.

Analysis by the Legislative Reference Bureau

EMPLOYMENT

STATE EMPLOYMENT

Apprenticeship programs

Under current law, state agencies may provide on-the-job and off-the-job training to employees without loss of pay to employees. This includes research projects, courses of study, institutes, short courses related to the performance of the employee's job duties, and paying for tuition and related fees. This bill allows a state agency to provide an apprenticeship program. Under such a program, an apprentice is a probationary employee for the duration of the apprenticeship and attains permanent status upon completion of the apprenticeship but may be separated at any time during the apprenticeship without right of appeal. Under the bill, the compensation plan for state employees may allow for rates of pay for apprentices that reflect the appropriate beginning pay for apprentices as well as pay increases for the attainment of additional qualifications during the apprenticeship. Finally, the bill provides that apprentices may take paid holidays in the same manner as other probationary employees.

For further information see the state fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

SECTION 1. 230.046 (3) (f) of the statutes is created to read:

230.046 (3) (f) Provide an apprenticeship program as described under subch. I of ch. 106. If an appointing authority provides an apprenticeship program under this paragraph, the appointing authority shall do all of the following:

1. Create a defined training plan for employees who participate in the

BILL**SECTION 1**

apprenticeship program, to include on-the-job and off-the-job training, that is designed for the employees to gain the skills necessary for the trade, craft, or business and for completion of the apprenticeship.

2. During working hours and without loss of pay, provide to employees who participate in the apprenticeship program off-the-job, specialized training courses that are necessary for completion of the apprenticeship program.

SECTION 2. 230.046 (5) (b) of the statutes is amended to read:

230.046 (5) (b) ~~Training~~ Except as provided in par. (bm), training costs estimated to exceed \$500, excluding the compensation of participants, have been included in the budget and approved by the legislature or the joint committee on finance, and such costs will be encumbered for training purposes on the records of the agency;

SECTION 3. 230.046 (5) (bm) of the statutes is created to read:

230.046 (5) (bm) Training costs for an apprenticeship program provided under sub. (3) (f) estimated to exceed \$1,000, excluding the compensation of participants, have been included in the budget and approved by the legislature or the joint committee on finance, and such costs will be encumbered for training purposes on the records of the agency;

SECTION 4. 230.12 (1) (f) of the statutes is amended to read:

230.12 (1) (f) *Trainee pay rates.* ~~When~~ Except with respect to apprentices as provided in par. (fm), when applicable, the compensation plan may provide for rates of pay below the minimum of the pay range to reflect the appropriate beginning pay for persons appointed to positions who do not possess the qualifications necessary to perform the work at the classification level for which they are being trained. Pay

BILL**SECTION 4**

increases up to the minimum of the pay range shall be provided to compensate for the attainment of additional qualifications during the trainee period.

SECTION 5. 230.12 (1) (fm) of the statutes is created to read:

230.12 (1) (fm) *Apprentice pay rates.* The compensation plan may provide for rates of pay to reflect the appropriate beginning pay for persons appointed to apprenticeship programs under s. 230.046 (3) (f) during the apprenticeship. Pay increases shall be provided to compensate for the attainment of additional qualifications during the apprenticeship.

SECTION 6. 230.28 (6) of the statutes is created to read:

230.28 (6) An employee appointed to a position in an apprenticeship program under s. 230.046 (3) (f) shall be on a probationary period for the duration of the apprenticeship and may be separated during that period without the right of appeal, at the discretion of the appointing authority. Upon completion of the apprenticeship, the employee shall gain permanent status.

SECTION 7. 230.35 (4) (d) 5. of the statutes is created to read:

230.35 (4) (d) 5. Employees serving in an apprenticeship program under s. 230.046 (3) (f) shall earn paid personal holidays as set forth in this paragraph for probationary employees, subject to the limitations in this paragraph for probationary employees.

(END)