



APPRENTICESHIP:

A Strategic Advantage

Employment & Training

		Employment Capacity				
		Stdnt	UnEmp	Vol	PT	FT
Training	SCH	AAS or Bachelor's Degree				
	PRE		"Bootcamp" or Preparatory Program		Employer "Bootcamp" or Preparatory Program	
	OJT	Internship			Employer Prog	APPRENTICESHIP

Apprenticeship Training

Supervised, structured on-the-job training

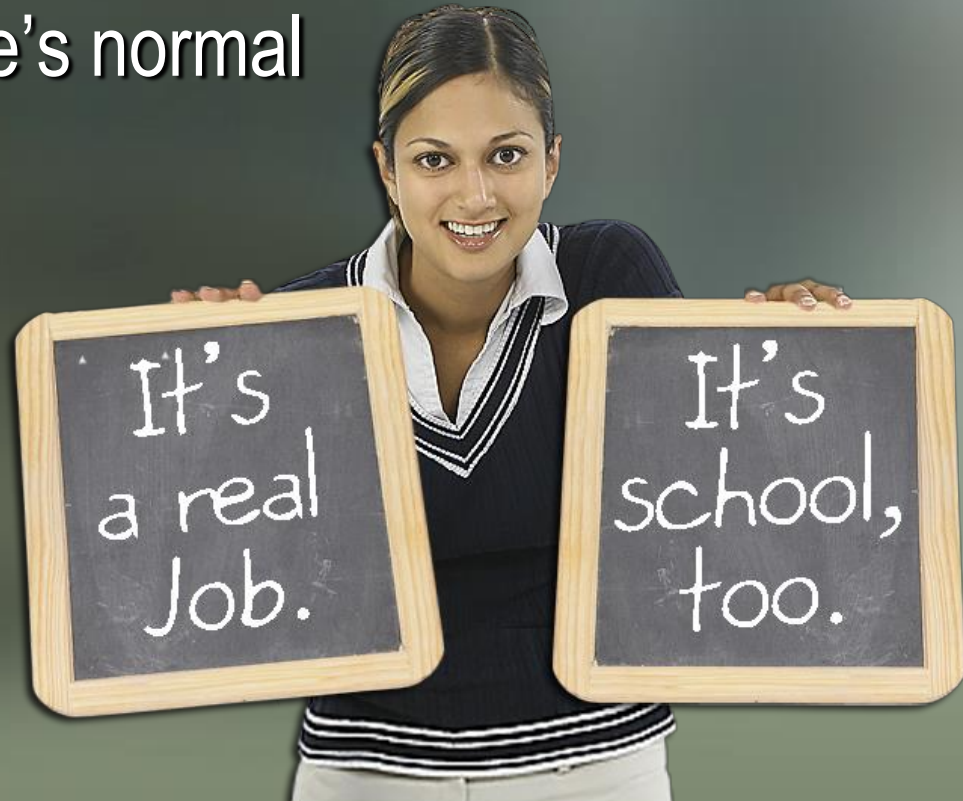
- Provided by the sponsor
- The job is primary component of apprenticeship
- 90% of training is learned on the job
- Written standards govern the on-the-job training
- Work must be supervised by skilled journeyworker



Apprenticeship Training

Related (classroom) Instruction

- Theoretical and technical, as required by WI law
- Primarily through Wisconsin's Technical Colleges
- Employer pays apprentice's normal wage while attending
- Apprentice pays for tuition & books



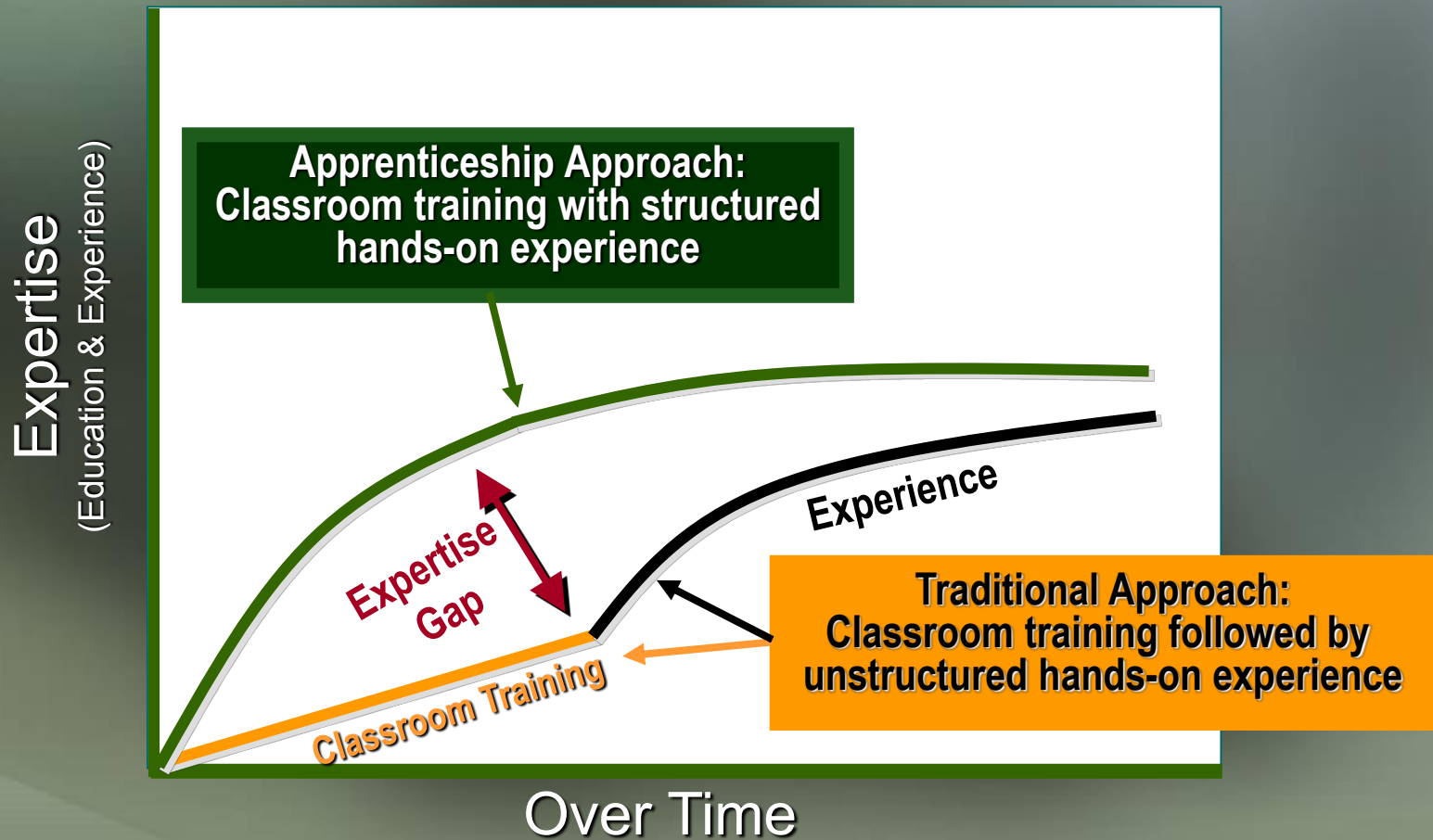
Apprenticeship Credential

- Average time to completion: four years
- Formal credential upon completion
 - Journeyworker skill level
 - Acknowledged nationwide
 - Portable nationwide
- 39 credits towards AAS degree



What is Apprenticeship?

Apprenticeship expedites expertise!



Apprenticeship: Benefit to Employer

- Opportunity to formally train employees
 - In employer's facility, on their equipment, with their customers, to fit their particular needs
- Training & promotion path for unskilled employees
- Employee wage is equivalent to skill level
- Proven to reduce turnover and absenteeism

Apprenticeship: Benefit to Employer

- Structured method to capture expertise of experienced, skilled employees
- Structured method to upgrade or standardize the skills of existing workforce
- Brings new techniques & ideas into the company

Apprenticeship: Benefit to Apprentice

- Learn a skilled trade while earning a good wage
- Provides lifetime skill and comprehensive knowledge of the trade
- Portable credential – skills are transferrable across employers, regions, states
- Clear path for upward mobility
- Vets may be eligible for Montgomery Bill benefits