

# **Bridging a High School Youth Apprenticeship Program to Meet District Facility Employee Needs**



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# Why are School to Career Opportunities so Important?

Future Ready Students &  
Community Connection

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# A Strong Career Pathway Includes:

- Take a series of aligned courses
- Earn an industry recognized credential
- Enrolling in dual college credit courses
- Connections with post-secondary institutions
- Participate in career-based, work-based, learning experiences including Youth Apprenticeship
- Accessing CTSO student groups, i.e. FFA, FCCLA, HOSA, FBLA, DECA, SkillsUSA

# Sequence of stackable courses:

- School Counselors, CTE Leadership, Educators create a strong series of courses within a career pathway.
- Ideally three or more courses offered on site.
- Architecture & Construction Pathway:
  - Intro to Woods → Intro to Design → Advanced CAD & Design, Architecture & Construction Youth Appre.

# Industry Recognized Credentials:

- There are over 5,000 industry credentials.
- In WI Public Education- 120 of these are most common.
- State CTE/Pathway reporting/data will improve.
- WI: CNA, EMT, Infant/Toddler Teacher, FANUC, SACA, Building, Solidworks, etc.

# Dual Credit Courses:

- Increasing transcribed (WTCS) courses
- Concurrent Enrolment Courses
- CAPP Courses
- AP Courses
- Youth Apprenticeship-leading to post-secondary credit upon acceptance into a post-secondary setting.

# Work-based learning opportunities:

- Youth Apprenticeship: Work-based learning/intern experience through WI DWD. This program allows a student to “earn & learn” within their pathway.
- DPI Cooperative Learning: Work-based learning experience. Similar to youth apprenticeship, but coordinated with different pathways and opportunities.
- Combining classroom and business & industry = future ready

# Health Science

## FOUNDATIONAL

- Introduction to Health Careers
- Introduction to Medical Terminology
- HOSA Membership
- FCCLA Membership

## INTERMEDIATE

- Medical Terminology
- Nutrition & Weight Management
- Certified Nursing Assistant
  - CPR
  - First Aid and Safety
  - AED
- HOSA Membership
- FCCLA Membership

## CAPSTONE

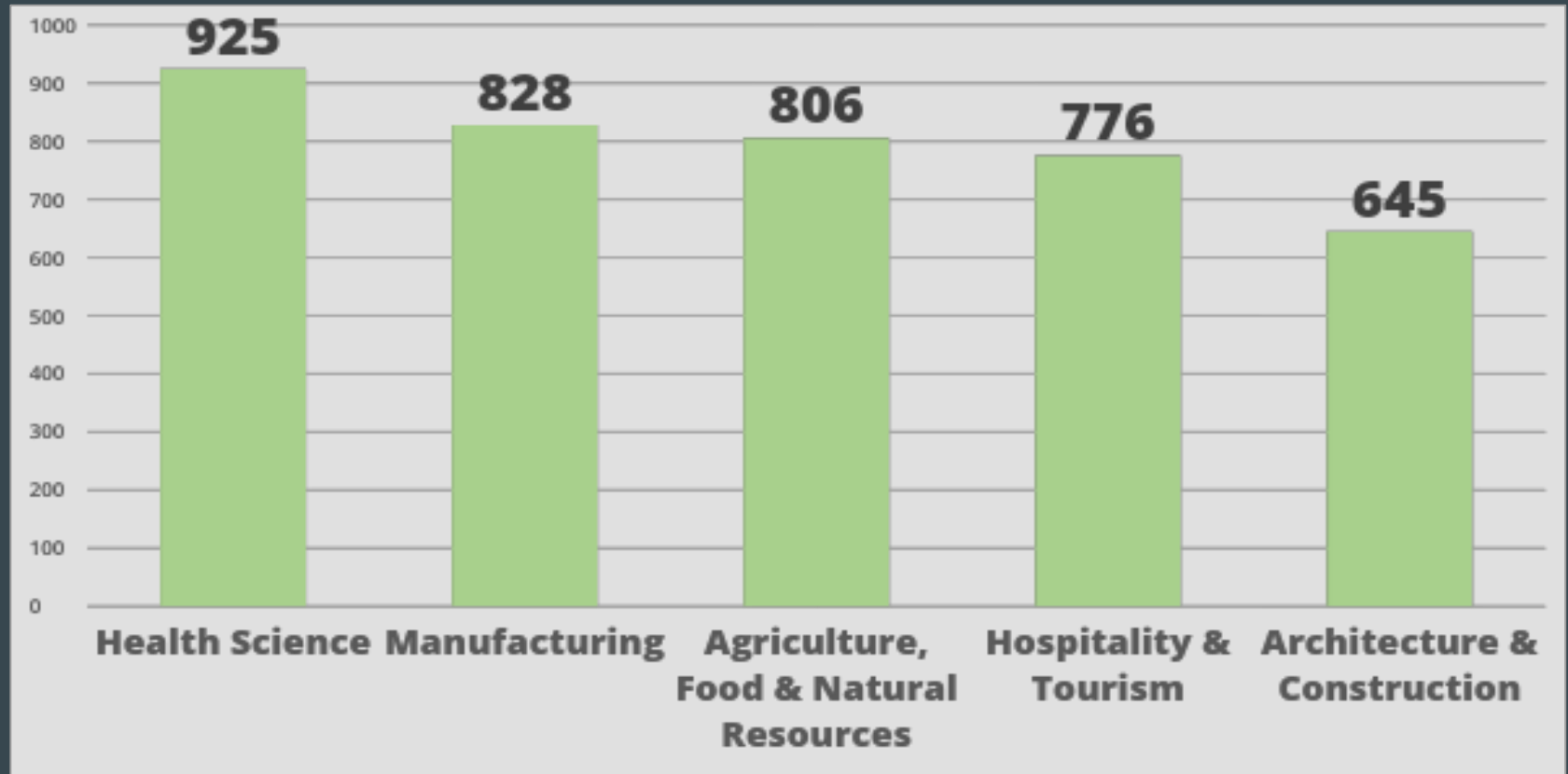
- Personal Health & Wellness
- EMT
- Health Science Youth Apprenticeship
- Health Services Skill Standards
- HOSA Membership
- FCCLA Membership



# What if our district doesn't participate?

1. Reach out to your local CESA.
2. Ask about the Youth Apprenticeship Coordinator
3. Connect with the YA Coordinator to get started.
4. Create Youth Apprenticeship positions and share widely with counselors, CTE Teachers, transition staff, key influencers.
5. Post YA position descriptions that fill your current vacancies.

# Strongest Youth Apprenticeship Pathways in Wisconsin

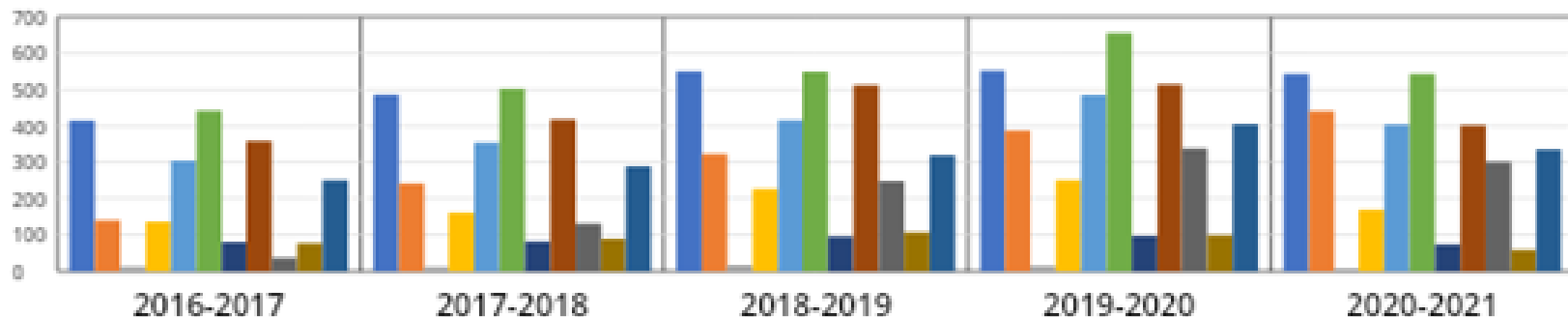


For the Class of 2021,

**79.2%**

of Two-Year Youth Apprenticeship Completers were offered employment in the Career Area of their training after their YA position ended.

# Employers by Occupational Area



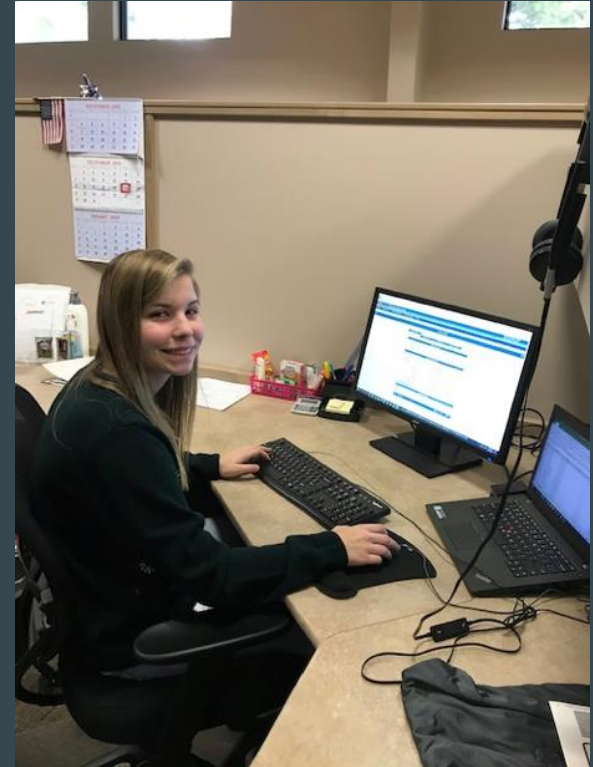
- Agriculture, Food & Natural Resources
- Architecture & Construction
- Arts, AV Tech. & Communications
- Finance
- Health Science
- Hospitality and Tourism
- Information Technology
- Manufacturing
- Marketing
- Science, Technology, Engineering & Math
- Transportation, Distribution & Logistics

# Steps to Success: Pathways to YA

- Partner with local business & industry to hire a youth apprentice-school district.
- Meet with the student's family to ensure that they are on board.
- Sign the YA Educational Training Agreement and submit to DWD.
- Alter the student's schedule to reflect their pathway, ie: YA-Hospitality, Tourism & Lodging
- Ensure related instruction requirement-Counselor

# How Does This Work?

- Employers pay the students, provide training, and mentoring.
- Students who master the competencies and graduate from high school, receive a state issued skills certificate.
- Students may be eligible for “credit for prior learning” in post secondary.



## Positions/ Program Areas:

- Youth Apprenticeship Programs are available in nearly every career pathway.
- Thousands of Wisconsin employers have YA students. Locally, Kwik Trip, Target, Ashley Furniture, Inland Printing, Gundersen, and many school districts.

# How does this work with a School District as an employer?

- Students are hired and process through human resources.
- Thousands of Wisconsin employers have YA students. Locally, Kwik Trip, Target, Ashley Furniture, Inland Printing, Gundersen, and many school districts.
- School Districts attract students for many reasons: proximity, familiarity, serving community, part-time roles.



# How does this work with a School District as an employer?

- Students excel in multiple pathways and units.
- Review program guides and select the best fit.
  - Activity
- Construction Equipment Safety Guidelines
- Assign a “mentor” for the student
- Sign required agreement: ETA
- Minimum 450 hour commitment (up to one year)

# Crossing Guard- School District of La Crosse



# What roles should we consider?

- Culinary/Food Services
- Information Technology Associate
- Buildings & Grounds Team Member
- Classroom Assistant
- Office Assistant/Clerical
- Crossing Guard
- Health Assistant
- TBD

# Student Learner

- Wis. Admin. Code DWD 270.14
- In order to be considered a student learner, minors must meet the following criteria:
- Enrolled in a school to work-based learning program sponsored by an accredited school, the technical college system board or DWD's Youth Apprenticeship program.
- Enrolled in school and receiving school credit for program participation.
- Receive appropriate safety instruction at the school and at the workplace.

# Student Learner

- Work performed is under direct and close supervision of a qualified and experienced person.
- Work performed in any occupation declared hazardous is incidental to the training and is for intermittent and short periods of time.
- NOTE: Student Learner status does NOT override the Employment of Minors laws. ( See Wis. Admin. Code DWD 270.14(3)(f)).

# Wisconsin YA to RA Bridge

- Youth Apprenticeship (YA)
  - High school juniors and seniors
  - 450-900 hours of work-based learning
  - Two semesters per year of related instruction
  - Competencies defined and assessed
  - Gives broad overview of industry and occupation
- Registered Apprenticeship (RA)
  - Adult workers (average age 28)
  - 2,000 – 10,000 hours of work-based learning
  - 144 hours per year of related instruction
  - Competencies defined and assessed
  - Gives thorough knowledge of occupation

# Bridge to Registered Apprenticeship:

**KISH | SONS**  
**ELECTRIC**  
*Your friend in the business*

YA Role: Electrician

Jobsite nickname: Tail pipe

“This experience is truly giving me a very good idea of what I want my future to look like”



# What is next for YA Students?

For YA students, all post-secondary options are still open:

- University
- Two-year technical programs
- Military
- Registered apprenticeships (this counts towards RA)
- Other industry training programs
- Continued employment



## Benefits to the Student:

- Develop strong academic and technical skills
- Learn to handle responsibility, develop good work habits, -Learn problem solving, time management and team work required of skilled adults
- See first-hand connection between education and real-life work skills
- Master the required program competencies and receive a state-issued certificate of occupational proficiency

# Thank you!

Questions? Please reach out for more information.

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