

WI Emerging Apprenticeship Sectors

Apprentice Outreach Representative – BAS

Registered Apprenticeship began in WI!

- Our 1911 law is the nation's model
  - Provide industry with skilled labor
  - Provide career opportunities for youth
  - Protect those who enter apprenticeship
- WI technical schools: vocational instruction
- Nationally recognized credential
- Over 200 apprenticeship occupations!
- 2600 WI employers train RAs each year
- Record 17,089 Registered Apprentices in 2024!

WI Registered Apprenticeship (RA) Basics



85%- 90%
On-the-Job Learning (OJL) and Mentorship

min. 2000 hrs/yr

10%-15%
Paid Related Instruction (PRI)

min. 144hrs/yr

Sponsor+
Apprentice+
BAS Contract

BAS Tech Assistance

Full-time Employee

Earn & Learn Career Path



Progressive Wage Scale

Set by sponsor

Credits toward degree

Journeyworker Natl. Credential

Ind. Credential?

SPONSOR REQUIREMENTS:

1. In Business One Year
2. Have Active WI UI Code
3. Apprenticeable Occupation (12mo min)
4. Optimal Mentor / Apprentice 1:1 Ratio

Emerging WI Apprenticeship Programs 2025

- IT Support Pro / Service Desk (12mo)
- Software/Data Analyst (16mo)
- Cybersecurity Analyst (15mo)



- **Professional Truck Driver (12mo)**
- **Diesel Technician (24mo)**
- **Ag Service Technician (24mo)**
- **Bus Operator (12mo) / Mech (18mo)**
- *Supply Chain Specialist (12-18mo)*
- *Yacht Service Tech (24mo)*



- Early Childhood Educator (24mo)
- HR Specialist (18mo)
- Culinary Arts Specialist (24mo)
- Facilities Maint Tech (30mo)
- Bldg Automated Systems Tech (24-36mo)



- MA (12mo)
- Sterilization Tech (12mo)
- Surgical Tech (26mo)
- Paramedic (18mo)
- Pharmacy Tech (12mo)
- Respiratory Therapist (24-36mo)
- CHW / Caregiver / Health Spt Spec (12mo)
- Ophthalmic Assistant (15mo)
- Medical Lab Tech (MLT) (12-18mo)
- RN (48mo) – *Madison Region only



- Arborist (36mo)
- Organic Farming Manager (15mo)
- Lab Animal Care Tech (18mo)
- *Nursery / Greenhouse Mgr (13mo)*



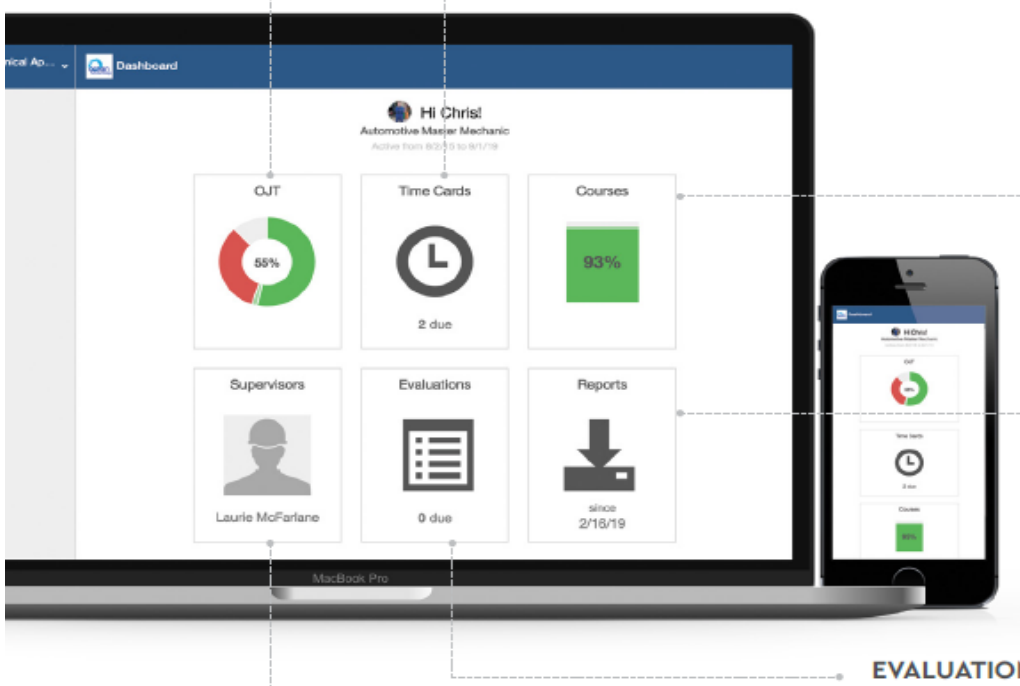
Key RA Sponsor Benefits!

1. Gain Advantage: applicants in it for long haul! 90% avg retention!
2. Featured Sponsor on DWD RA
3. Job Center Wisconsin Added Visibility
4. Employer Training Provider List (ETPL) eligible
5. Stackable with many grants (ie Forward Careers prior to hire)
6. Help diversify talent pipelines!
7. RAs Earn & Learn without debt burden
8. Your experienced mentors share culture & institutional knowledge
9. New hires want/get a structured training model! (Workhands Ap!)
10. ACAP = 25% Tuition Reimbursement (up to $1000)

Work Hands App easily tracks progress

OJT
Track on-the-job (OJT) progress visually for total hours, work processes, and skills.

TIME CARDS
Automated monthly time card prompts for apprentices to submit and supervisors to approve



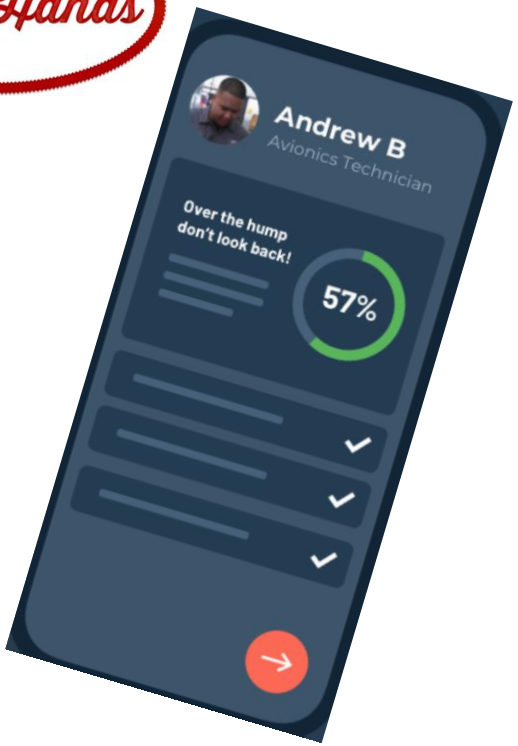
COURSES
Assign and track courses for your apprentices' related instruction requirements

REPORTS
Automated monthly reports for your next JATC meeting, apprentice review, or program audit

EVALUATIONS
Submit competency and employer evaluations directly in the app

SUPERVISORS
Support for multiple supervisors to approve apprentice progress as well as view-only supervisors

Work Hands



Key Apprentice Benefits!

(IT, HC, FI, AG, BMT, Trans, HR)

1. "Earn and Learn" (vs high student debt!)
2. Full time employee (not an intern) with full time wages!
3. ($ K) average salary upon completion!
4. 85-90% on-the-job learning (OJL) with mentorship always available
5. 10-15% classroom paid related instruction (PRI) while earning wages
6. Learn from school instructors and other students
7. Pathway to Technical or Associates Degree
8. Exhibit A Contract = structured proven training program
9. Career mobility – Journeyworker credential is valid nationwide
10. Full GI Bill Benefit (if applicable) even during off-class months

HUMAN RESOURCE REGISTERED
APPRENTICESHIP PROGRAM

WHAT'S COVERED
2yr HR RAP Related Instruction

- Staffing
- Recruiting*
- Employment Law
- Training + Development*
- Compensation + Benefits Management*
- Strategic HR Management
- Professional Skill Development
- HRIS Administration*
- Risk Management*
- Labor Relations*

** These topics also have additional coursework available for specialization*



SHRM Foundation

HERE'S HOW IT BENEFITS YOU:

The PRI cost is only **$1103** for the 18-24 months:
- pricing includes two years of SHRM membership at $264 pear year **($528)**
- includes the SHRM Learning System (online program) at **$575** (normally $1055)

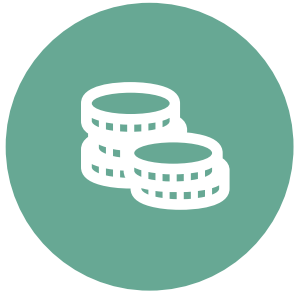
The apprentice takes SHRM CP exam at an additional cost of only **$335** (non-member price is $799)

WI ACAP program will reimburse the tuition payer 25% of the cost. ($360)

PRI contact is Colin Moylan <colinm@holmescorp.com>.



OPPORTUNITY TO HIRE DIVERSE TALENT



INCREASED RETENTION – POSITIVE ROI



MORE PRODUCTIVE EMPLOYEES



SKILLED JUNIOR HR PROFESSIONALS

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