

FREQUENTLY ASKED QUESTIONS



Dane County School
CONSORTIUM

1. WHAT IS THE DANE COUNTY YOUTH APPRENTICESHIP PROGRAM?

Youth Apprenticeship is a rigorous, one- or two-year program for high school juniors and seniors. It combines academic and technical studies with mentored, on-the-job training at local businesses that provides industry-defined occupational and employability skills.

Dane County's program is part of the Wisconsin Youth Apprenticeship program. Industries with state-approved apprenticeships are:

Agriculture, Food and Natural Resources

Veterinary Technician

Architecture and Construction

Arts, A/V Technology and Communications

Finance

Health Science

Certified Nursing Assistant

Pharmacy Technician Assistant

Hospitality, Tourism, Lodging

Information Technology

Manufacturing

Science, Technology, Engineering and Math (STEM)

Biotechnology

Transportation, Distribution and Logistics

Automotive Technician

2. WHO PARTICIPATES IN THE DANE COUNTY YOUTH APPRENTICESHIP PROGRAM?

The Dane County Youth Apprenticeship Program encompasses the county's 15 school districts. (MMSD is independent). Each district has a representative dedicated to working with businesses and with the district's public schools.

3. WHO OPERATES THE PROGRAM?

The Dane County School Consortium (DCSC) operates the program for Dane County's schools. The consortium director works with the 15 school districts' coordinators to ensure they all have up-to-date information to provide to businesses and students.

4. HOW MANY STUDENTS HAVE COMPLETED THE PROGRAM?

Since the Wisconsin Legislature authorized the Youth Apprenticeship Program in 1991, over 10,000 students statewide have graduated from the program. Dane County began its program in 1994 and has had over 1,000 student participants. In 2016 there were 179 students enrolled.

5. WHAT RESULTS HAVE OTHER PARTICIPATING BUSINESSES SEEN?

State exit surveys show employers have offered jobs to over 85% of the two-year youth apprentices they've worked with and 98% of participating employers say they would recommend the program to other businesses.

6. WHAT RETURN ON INVESTMENT CAN I EXPECT FOR PARTICIPATING IN YOUTH APPRENTICESHIP?

Along with having proven job candidates trained to industry specifications and to your business practices—minimizing your hiring/training expenses—you'll help build our future workforce and give back to the community. You'll also help support Dane County's schools, help ensure curricula incorporate the latest technology and industry practices, increase awareness of your industry among our future workers, and enhance your organization's image as an active community citizen.

7. HOW WILL I KNOW IF POTENTIAL APPRENTICES ARE LIKELY CANDIDATES?

Student applicants are screened locally, using county-wide criteria. The screening process includes reviewing students' academic records, attendance records and motivation for participating in the program. Students must be on track for high school graduation. The application process includes statements of support from parents, teachers and community representatives. You'll review candidates' applications and/or resumes and determine who you would like to interview.

8. HOW DO WE GET INTERVIEWS WITH STUDENTS?

The Dane County School Consortium office or your local school district contacts will assist you with the application process along with setting up interviews. Students will also be encouraged to submit an application and/or resume to you.

9. DO WE PAY THE STUDENTS, AND IF SO, HOW MUCH?

Yes. Students must earn minimum wage or more while participating in this program.

10. WHAT IS THE TIME AND FUNDING COMMITMENT FOR MY BUSINESS?

The only financial commitment is your apprentice's wages. Your apprentice must work 450 hours each year for one or two years, depending on the program. This is about 10 – 15 hours a week. Your apprentice will have release time from school and you'll develop a work schedule with the student and the school's representative. Students can also use in-service days and breaks from school to work additional hours.

11. DO WE HAVE TO FOLLOW ANY SPECIAL SAFETY REQUIREMENTS?

Like other employees you hire, you should provide students involved in the Youth Apprenticeship Program safety training if applicable to their apprenticeship experiences. Youth apprentices are considered student learners and must have signed training agreements. Student learner apprentices may perform certain tasks otherwise declared hazardous, for short periods of time, if the hazardous work is integral to the training. You must provide Worker's Compensation to all student employees.