



Building A *Game Changing* Talent Strategy



 **AGC**
WISCONSIN
Associated General Contractors

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Student and Mentor Panelists



Council on Workforce Investment

Strategic Plan 2022-2026

FOCUS AREAS



Education



Employers



Workforce



**Organization and
Resource Alignment**



reported their schools regularly exposed them to a variety of career options to pursue following graduation.



reported having 5 or less conversations with a teacher(s) or counselor(s) about their post-high school opportunities.



felt they would have been more engaged in their learning if they better understood their own aptitudes and potential career opportunities.

Source: YouScience
<https://resources.youscience.com/student-survey-report-22>

DID YOU KNOW?



CESA 6
YOUTH APPRENTICESHIP
YAWISCONSIN.ORG



By 2031 a projected 41% of the construction workforce will have retired

91% of contractors had trouble filling positions in 2022

Educational Level May also require work experience	Design/Pre-Construction	General Construction Skilled Trades *In the Construction Industry, experience is equally as important as a degree!
High School Diploma, Certification	Many entry level general laborer positions are available in both residential, commercial, road building, and industrial settings. Construction Laborer ★ ○ Pre-Apprentice Supplier Sales Carpenter Helper ★ Painter ○ Glazier Roofer ○ Commercial Motor Vehicle Operator (CDL) Mechanic Insulation workers	
	Range \$ 28,350-\$82,720	
Certification or Technical Diploma	Appliance Technician ★ Landscape Technician HVAC Service Technician ○ ★ Retail/Design Consultant Range \$27,200-\$70,920	Cabinet Maker Bricklayer ○ ★ Boiler Operator Rough Carpenter ★ Tile Setter ★ Maintenance Technician Range \$29,550-\$77,530
Registered Apprenticeship	Concrete Finisher ★ Electrician ○ Plumber ○ ★ Operating Engineer ★ ○ Sheet Metal Worker ○	Steamfitter ★ ○ Boilermaker ○ Iron Worker ○ Carpenter ○ ★ Pipefitter ★ Crew Leader/Foreman ★ Superintendent ★ Fabricators Range \$35,990-88,760
		Project Manager ★ Assistant Construction Manager ★ Cost Estimator ★ Range \$62,680-\$161,380 Safety Manager Company Owner Project Engineer ★ Construction Manager ★ ○ Range \$60,940-\$167,630

CAREER PATHWAYS

Supporting a shared vision for future employment opportunities and needs within the community, benefitting students, schools and employers.

Architecture and Construction

Start Your Journey Now
Ask us How

EXPOSURE for All Kids

Extending opportunities to
support **EDUCATORS** and
STUDENTS with making
LOCAL Connections



Youth Apprenticeship

Level One:

11-12 Grade

**450 hours of work-based
learning MINIMUM**

**2 semesters of related
classroom instruction**

Level Two:

11-12 Grade

**900 hours of work-based
learning MINIMUM**

**4 semesters of related
classroom instruction**



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YOUTH APPRENTICESHIP

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Student Perspective

**Careers In
Construction**



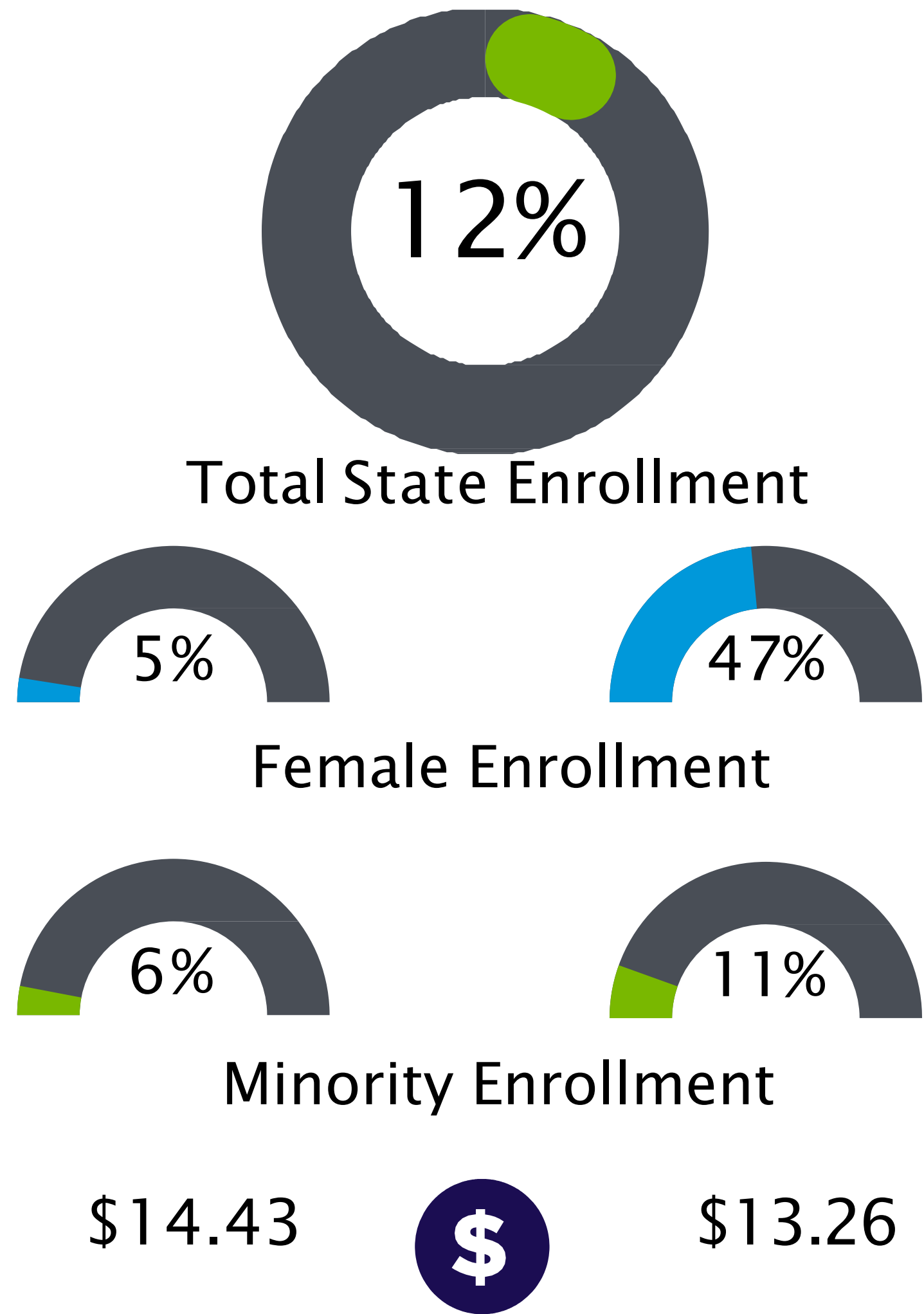
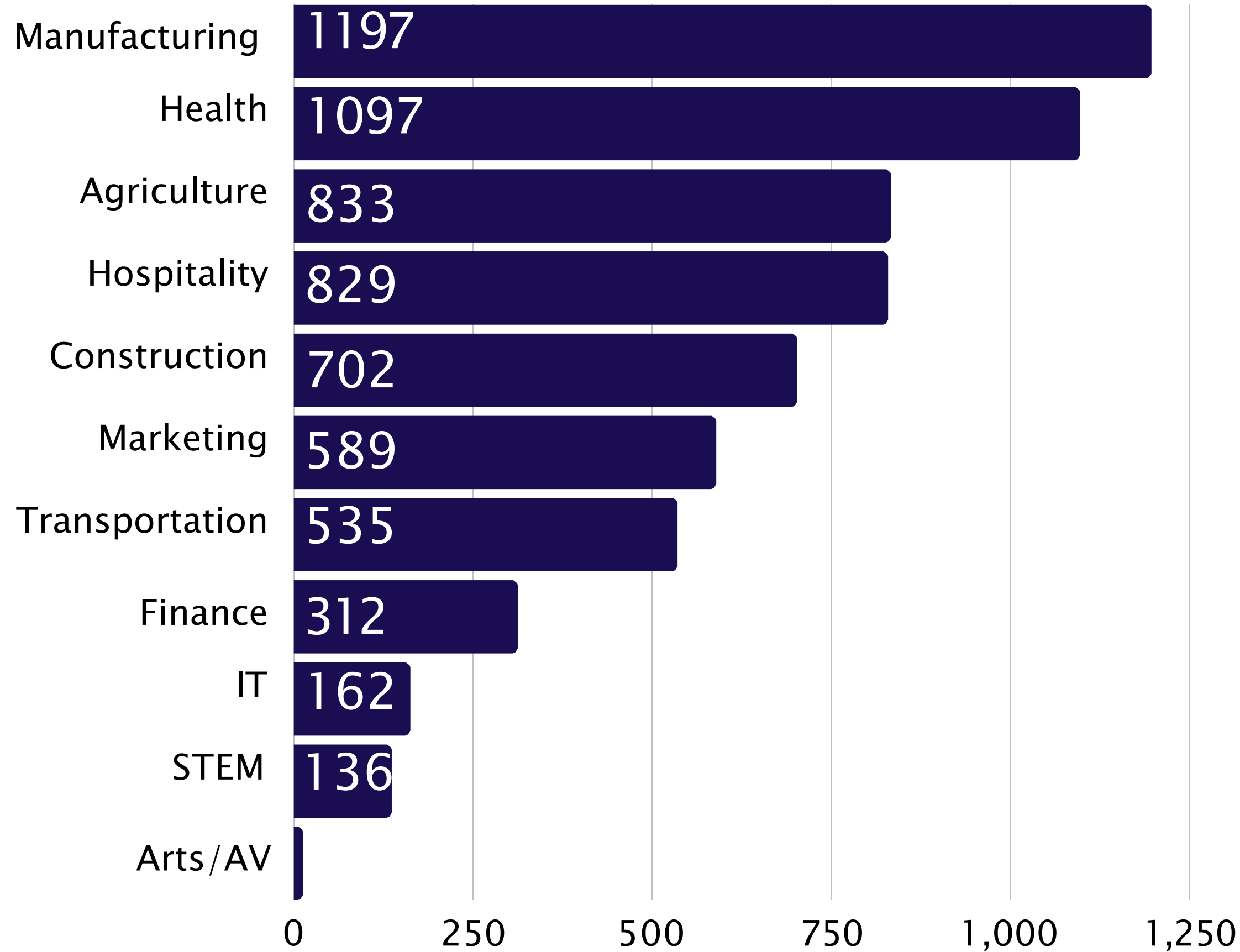
Since 1991	 <p>Architecture and Construction</p>	 <p>Health Services</p>	 <p>Transportation, Distribution, and Logistics</p>
 <p>Hospitality, Lodging, and Tourism</p>	 <p>Finance</p>	 <p>Manufacturing</p>	 <p>Arts, A/V Technology, and Communications</p>
 <p>Marketing</p>	 <p>Agriculture, Food, and Natural Resources</p>	 <p>Information Technology</p>	 <p>STEM</p>



Since 1991
Aligns with LMI



11 Career Sectors
75+ Program Areas



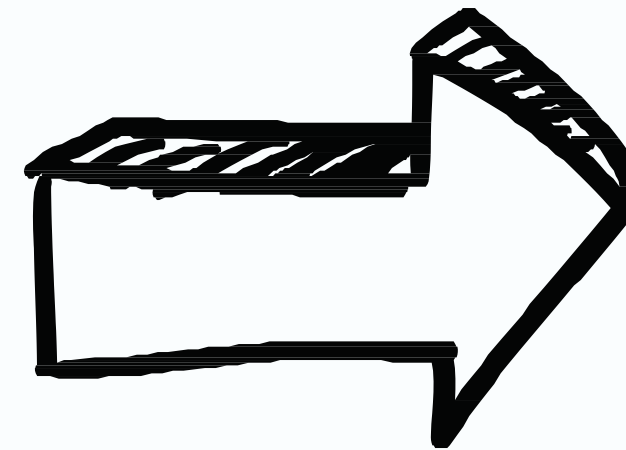
Architecture and Construction Enrollments

2018 - Present

Pathway	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023*
Architecture and Construction-Architectural Drafting	14	16	13	19	19
Architecture and Construction-Architectural Planning	5	8	3	3	4
Architecture and Construction-Carpentry	213	260	292	302	384
Architecture and Construction-Electrical	87	119	153	146	175
Architecture and Construction-Masonry/Concrete	35	53	64	65	66
Architecture and Construction-Mechanical/HVAC	50	52	81	85	99
Architecture and Construction-Plumbing	43	68	70	82	91
Heavy Equipment Operator and Operating Engineer				1	31
Gas Distribution Technician					3
Utilities Field Technician					2
Mechanical/Electrical Engineering**	41	55	37	40	31

*Year in Progress

**STEM Pathway



A "bridged" Youth Apprenticeship program positions the YA graduate towards a tangible milestone in a related Registered Apprenticeship.

Examples could include testing out of the first year of RA instruction, receiving credit for hours worked, or receiving higher placement on a waiting list.

Nervous about hiring Youth?

Student Learner Exemption ([Wis. Admin. Code DWD 270.14](#))

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 Minor

Laws. The student learner exception limits the minor to performing some hazardous tasks on an incidental (less than 5% of their work time) and occasional (not a regular part of their job) basis. ([See Wis. Admin. Code DWD 270.14\(3\)\(f\)](#)).

Nervous about hiring Youth?

NO NEED TO BE!

- The YA program works closely with DWD Equal Rights Division that administers the Employment of Minors' Law (a.k.a. Child Labor Law)
- Competencies included in checklists have been approved by DWD Equal Rights Division, Bureau of Investigations
- To learn more about how Employment of Minors' Laws applies to the YA program, visit [Youth Apprenticeship Employment of Minors \(wisconsin.gov\)](https://www.wisconsin.gov/youth-apprenticeship/employment-of-minors)

Questions pertaining to Employment of Minors' Laws?

DWD Equal Rights Division, Bureau of Investigations

Director, Matthew White

Email: MatthewP.White@dwd.wisconsin.gov; Phone: 608.405.4588

Also add DWD YA staff on Email: [DWD MB DET Youth Apprenticeship](#)

WI Employment of Minors

Resources:

[Manufacturing & Construction Equipment](#)

[Guide to Wisconsin's Employment of Minors Laws](#)



Employer Requirements

- 1 Review Job Guide**
- 2 Interview/ Hire Eligible Students**
- 3 Participate in Mentor Training**
- 4 Participate in Progress Reviews**
- 5 Provide a Minimum of 450 Paid Hours**



Employer Perspective

HOW WE SUCCEED

BOLDT[®]
BUILD BOLDLY



