

Building A *Game Changing* Talent Strategy



January 27, 2023

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Student and Mentor Panelists





Council on Workforce Investment

Strategic Plan 2022-2026

FOCUS AREAS



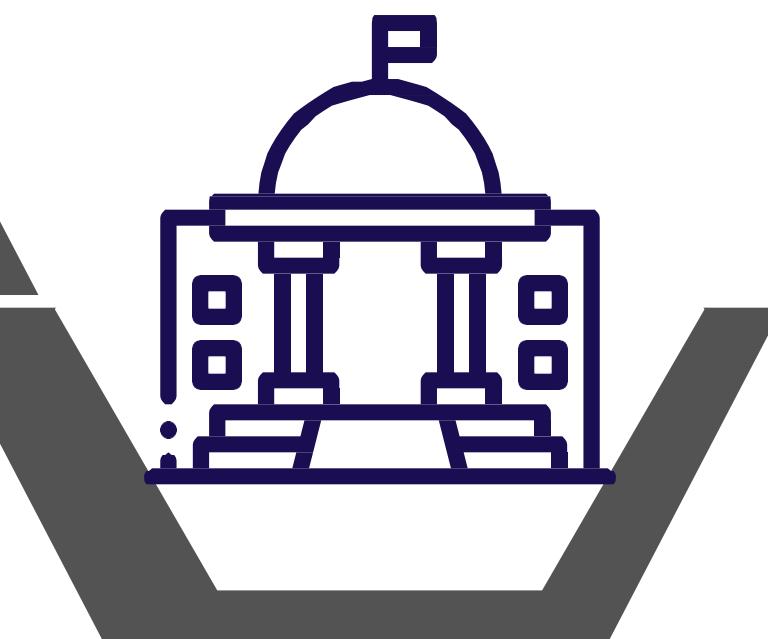
Education



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.

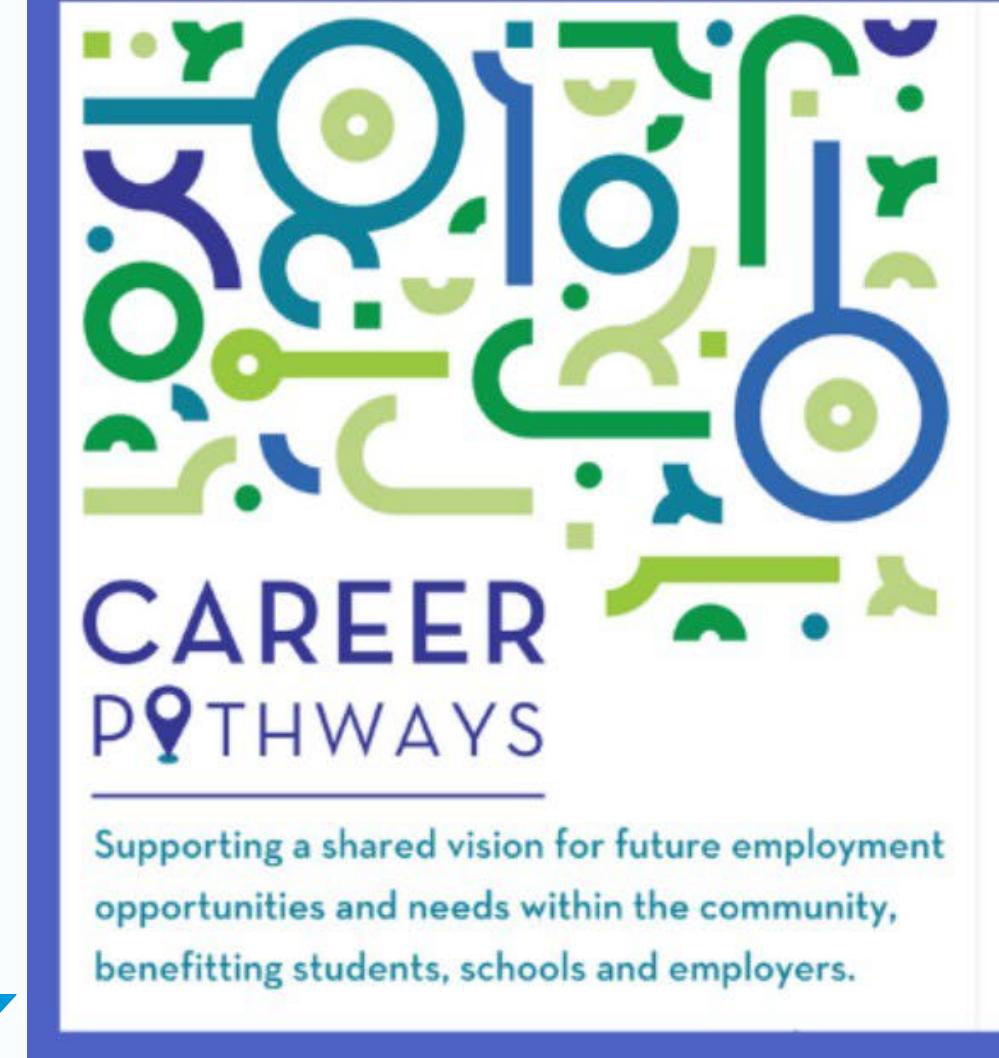
Source: YouScience
<https://resources.youscience.com/student-survey-report-22>

DID YOU KNOW?



**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
High School Diploma, Certification	Many entry level general laborer positions are available in both residential, commercial, road building, and industrial settings. Construction Laborer * <input type="radio"/> Pre-Apprentice <input type="radio"/> Supplier Sales <input type="radio"/> Carpenter Helper * <input type="radio"/> Painter <input type="radio"/> Glazier <input type="radio"/> Roofer <input type="radio"/> Commercial Motor Vehicle Operator (CDL) <input type="radio"/> Mechanic Insulation workers <input type="radio"/>	*In the Construction Industry, experience is equally as important as a degree!
Certification or Technical Diploma	Appliance Technician * <input type="radio"/> Landscape Technician <input type="radio"/> HVAC Service Technician <input type="radio"/> * Retail/Design Consultant <input type="radio"/>	Cabinet Maker <input type="radio"/> Bricklayer <input type="radio"/> * Boiler Operator <input type="radio"/> Rough Carpenter * <input type="radio"/> Tile Setter * <input type="radio"/> Maintenance Technician <input type="radio"/>
Registered Apprenticeship	Concrete Finisher * <input type="radio"/> Electrician <input type="radio"/> Plumber <input type="radio"/> * Operating Engineer * <input type="radio"/> Sheet Metal Worker <input type="radio"/>	Steamfitter * <input type="radio"/> Boilermaker <input type="radio"/> Iron Worker <input type="radio"/> Carpenter <input type="radio"/> * Pipefitter * <input type="radio"/> Crew Leader/Foreman * <input type="radio"/> Superintendent * <input type="radio"/> Fabricators <input type="radio"/> Range \$35,990-\$88,760
		Project Manager * <input type="radio"/> Assistant Construction Manager * <input type="radio"/> Cost Estimator * <input type="radio"/> Range \$62,680-\$161,380
		Safety Manager <input type="radio"/> Company Owner <input type="radio"/> Project Engineer * <input type="radio"/> Construction Manager * <input type="radio"/> O Range \$60,940-\$167,630

**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**

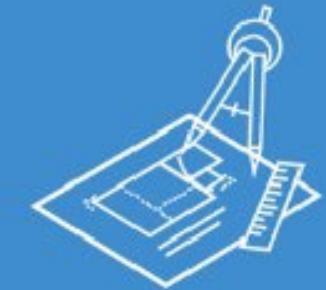
**4 semesters of related
classroom instruction**

Student Perspective

Careers In Construction



Since 1991



Architecture and
Construction



Health Services



Transportation,
Distribution, and
Logistics



Hospitality, Lodging,
and Tourism



Finance



Manufacturing



Arts, A/V Technology,
and Communications



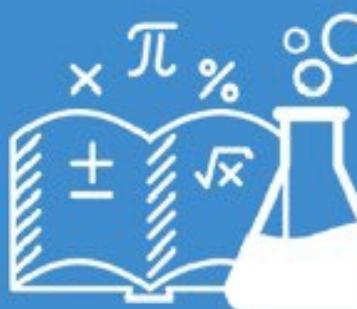
Marketing



Agriculture, Food, and
Natural Resources



Information Technology



STEM



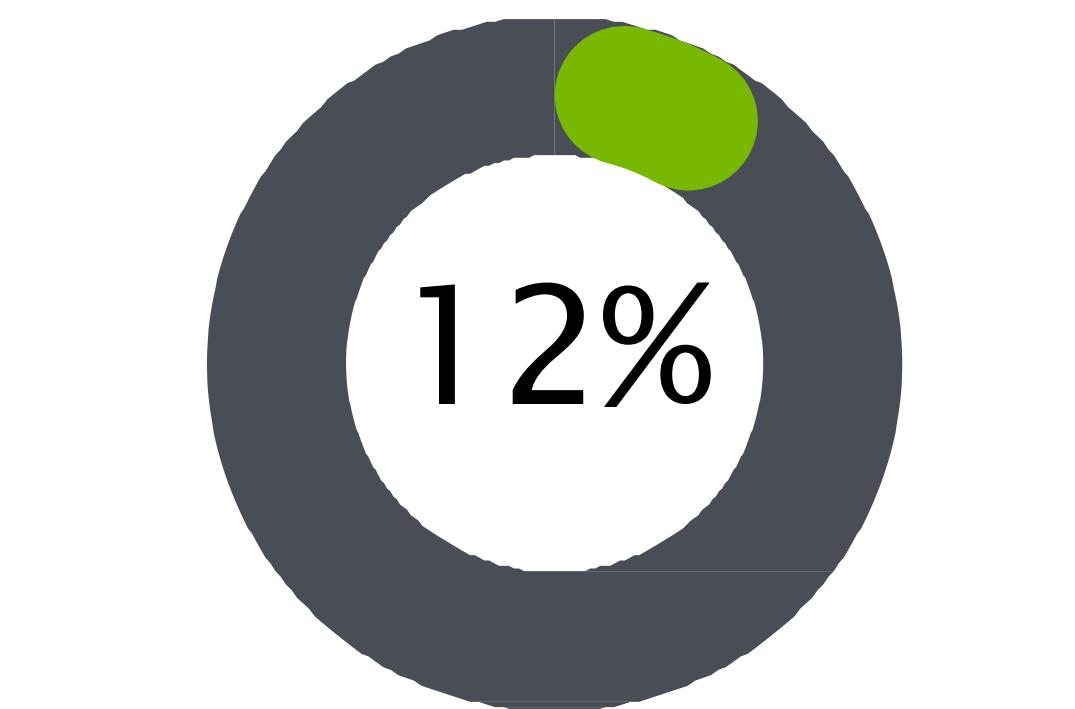
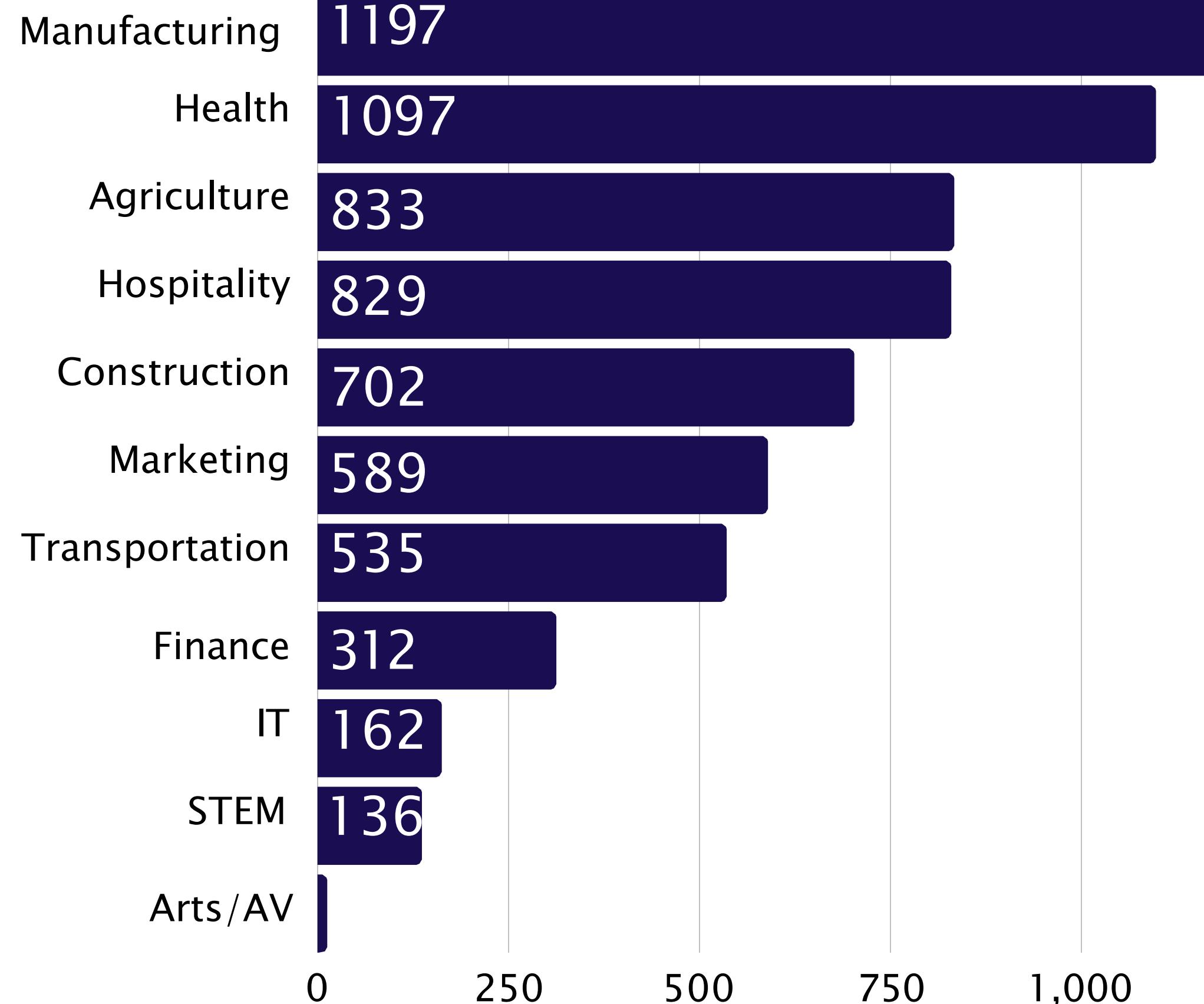
Since 1991

Aligns with LMI

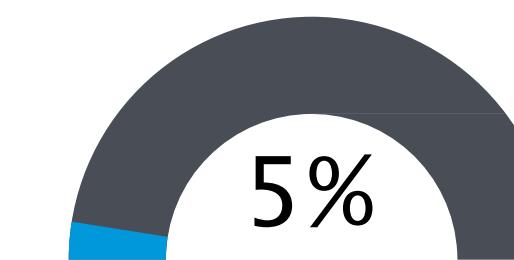


11 Career Sectors

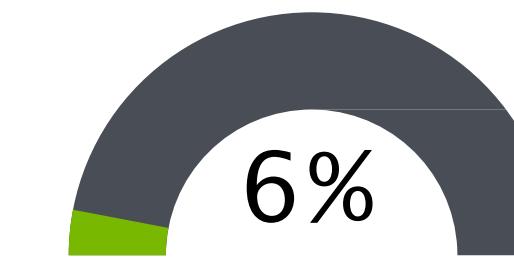
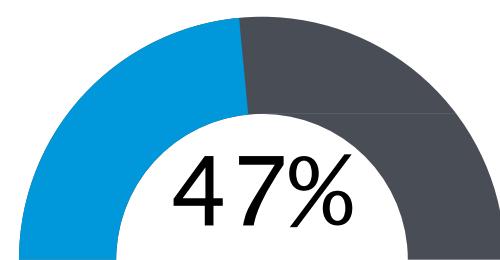
75+ Program Areas



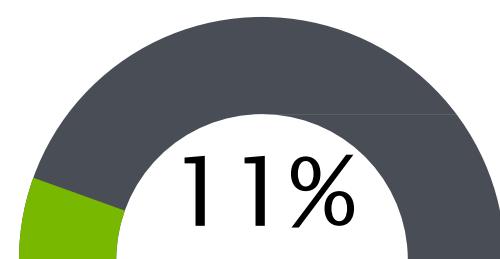
Total State Enrollment



Female Enrollment



Minority Enrollment



\$14.43

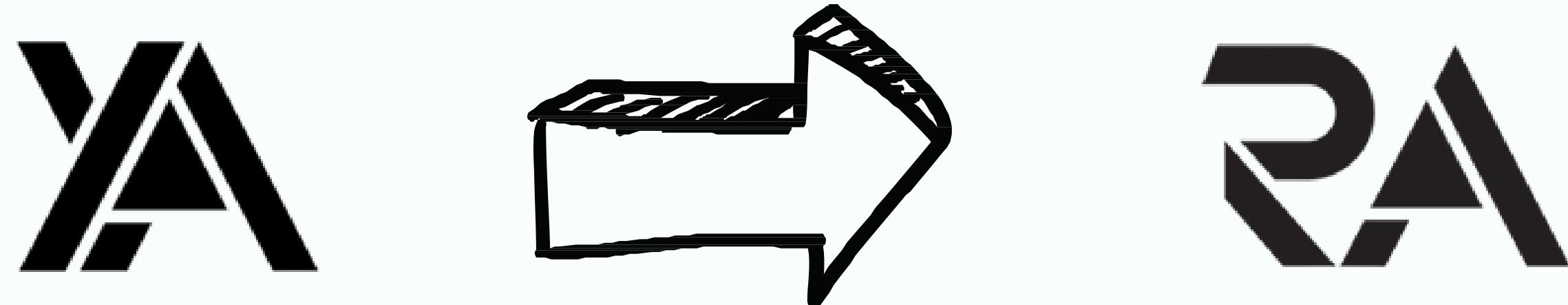
Architecture and Construction Enrollments

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 \(wisconsin.gov\)](#)

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**

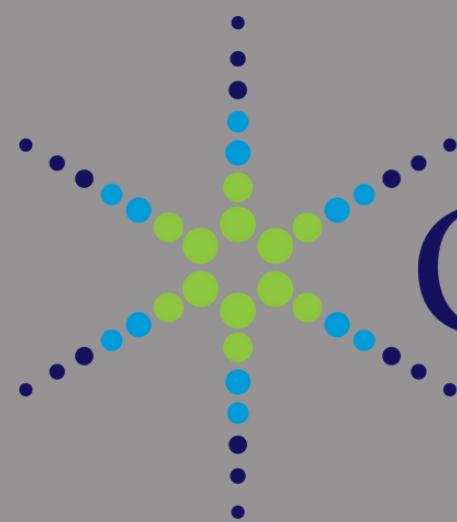


Employer
Perspective

HOW WE
SUCCEED

BOLDT[®]
BUILD BOLDLY





CESA 6
SMART THINKING.

LET'S
CONNECT!



Department of Workforce Development