<table>
<thead>
<tr>
<th>Training</th>
<th>Employment Capacity</th>
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<td>SCH</td>
<td>AAS or Bachelor’s Degree</td>
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<td>PRE</td>
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</table>
Apprenticeship Training

Supervised, structured on-the-job training

- Provided by the sponsor
- The job is primary component of apprenticeship
- 90% of training is learned on the job
- Written standards govern the on-the-job training
- Work must be supervised by skilled journeyworker
Apprenticeship Training

Related (classroom) Instruction

- Theoretical and technical, as required by WI law
- Primarily through Wisconsin’s Technical Colleges
- Employer pays apprentice’s normal wage while attending
- Apprentice pays for tuition & books
Apprenticeship Credential

- Average time to completion: four years
- Formal credential upon completion
  - Journeyworker skill level
  - Acknowledged nationwide
  - Portable nationwide
- 39 credits towards AAS degree
What is Apprenticeship?

Apprenticeship expedites expertise!

Apprenticeship Approach:
Classroom training with structured hands-on experience

Traditional Approach:
Classroom training followed by unstructured hands-on experience

Over Time

Expertise
(Education & Experience)
Apprenticeship: Benefit to Employer

- Opportunity to formally train employees
  - In employer’s facility, on their equipment, with their customers, to fit their particular needs
- Training & promotion path for unskilled employees
- Employee wage is equivalent to skill level
- Proven to reduce turnover and absenteeism
Apprenticeship: Benefit to Employer

- Structured method to capture expertise of experienced, skilled employees
- Structured method to upgrade or standardize the skills of existing workforce
- Brings new techniques & ideas into the company
Apprenticeship: Benefit to Apprentice

- Learn a skilled trade while earning a good wage
- Provides lifetime skill and comprehensive knowledge of the trade
- Portable credential – skills are transferrable across employers, regions, states
- Clear path for upward mobility
- Vets may be eligible for Montgomery Bill benefits