

## Education/Training Agreement: Wisconsin Youth Apprenticeship

**The Employer, School, and DWD must have a completed and fully signed copy of this Education/Training Agreement on file within 30 days of the student's start date.**

This agreement is between

*(Youth Apprentice)*

and *(Primary Employer)*

and *(Secondary Employer, if applicable)*

### The Youth Apprentice agrees to:

- maintain the academic and attendance requirements required by the youth apprenticeship consortium;
- observe company rules and other requirements identified by the employer; and
- participate in progress reviews scheduled with mentors, school personnel and parent(s) or guardian(s).

### The Youth Apprentice's Parent or Guardian agrees to:

- assist the youth apprentice in meeting the academic and attendance requirements of the program;
- ensure transportation to and from the work site is provided; and
- participate in progress reviews scheduled with mentors, school personnel and the youth apprentice.

### The Employer agrees to:

- provide a work based learning experience for the length of the agreement (or as specified if one of multiple employers);
- pay the youth apprentice for all work performed during the program at no less than minimum wage;
- provide worker's compensation for the youth apprentice for all hours worked;
- instruct the youth apprentice in the required competencies provided for this program;
- comply with all applicable state and federal child labor laws;
- ensure that any work performed in occupations declared hazardous shall be under the direct and close supervision of a qualified and experienced person;
- ensure that the work of any student learner in the occupations declared hazardous are incidental to his/her training, shall be intermittent and only for short periods of time;
- ensure that safety instruction will be provided;
- authorize the mentor to attend training related to the program; and
- authorize the mentor to participate in progress reviews scheduled with the youth apprentice, the youth apprentice's parent or guardian, and school personnel.

### The School District agrees to:

- ensure the youth apprentice will meet high school requirements and the student will have the opportunity to successfully complete all requirements of the youth apprenticeship program;
- participate in progress reviews scheduled with mentors, the youth apprentice, and youth apprentice's parent or guardian;
- award credit toward graduation for both the related instruction and work-based component; and
- provide safety instruction for work considered hazardous under child labor laws.

### The parties to this agreement also agree to comply with the following assurances:

- A. No individual shall be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in the administration of or in connection with any youth apprenticeship program on the basis of race, color, religion, sex, national origin, age, handicap, political affiliation or belief, or sexual orientation.
- B. Youth apprentices will be provided with adequate and safe equipment and a safe and healthful workplace in conformity with all health and safety standards of Federal and State law.
- C. The local youth apprenticeship consortium will establish and maintain a grievance procedure for youth apprentices, a copy of which will be given to and explained to the youth apprentice at the beginning of the program.
- D. Youth apprentices will not displace any currently employed worker (including a partial displacement, such as a reduction in the hours of non-overtime work, wages, or employment benefits).
- E. The youth apprenticeship program will not impair existing contracts for services or collective bargaining agreements. Any youth apprenticeship program that would be inconsistent with the terms of a collective bargaining agreement shall be approved only with the written concurrence of the labor organization and employer involved.
- F. An employer will not hire a youth apprentice when:

1. Any other individual is on temporary layoff, with the clear possibility of recall, from the same or any substantially equivalent jobs, or
  2. The employer has terminated the employment of any regular employee or otherwise reduced its work force with the intention of filling the vacancy so created with a youth apprentice.
- G. A work permit is recommended for youth apprentices for work performed as a part of this program.
- H. Pupil records released pursuant to this agreement will not be further disclosed without prior written consent of the youth apprentice and/or the parent or guardian.

**Responsibilities in the implementation of this agreement:**

The undersigned parties agree to enter into a youth apprenticeship authorized by Chapter 106.13 of the Wisconsin statutes for the purpose of educating the student named above in the industry area of:

(YA Program Area)

Starting wage for the youth apprentice will be \$ \_\_\_\_\_ (minimum wage or higher) per hour.

The apprenticeship will begin on \_\_\_\_\_ (Month / Day / Year)

and be completed by \_\_\_\_\_ (Month / Day / Year).

**Employer Representative:**

Printed (Typed) Name	Signature		Date Signed
Street Address	City	State	Zip Code
Email Address		Telephone Number	

The youth apprentice's signature and that of his/her parent or guardian authorizes the school to release progress, grades and attendance reports and to disclose any challenges or roadblocks to the student's success as an apprentice to the Youth Apprenticeship Coordinator identified on this agreement and the Youth Apprenticeship Program staff at Wisconsin Department of Workforce Development while this agreement is in effect for the purpose of assisting the youth apprentice.

**Youth Apprentice:**

Printed (Typed) Name	Signature		Date Signed
Email Address	Telephone Number	Date of Birth	

**Parent or Guardian:**

Printed (Typed) Name	Signature		Date Signed
Email Address	Telephone Number		

**School Principal (or designee):**

Printed (Typed) Name	Signature		Date Signed
Title	Telephone Number	Email Address	

**Youth Apprenticeship Coordinator:**

Printed (Typed) Name	Signature		Date Signed
Email Address	Telephone Number		