



**OSHKOSH CHAMBER OF COMMERCE**  
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## Member Matters - September 2015

### Youth Apprenticeship Program Success

One of the concerns of employers today is where they will find qualified employees for the future. At Shea Electric & Communications LLC, they have found that part of the solution to that problem is starting the recruitment process earlier and partnering with the Oshkosh Area School District and the Oshkosh Chamber of Commerce in a statewide program for juniors and seniors in high school – Youth Apprenticeship.

Benefits the employers from across the state of Wisconsin have found include:

- Developing a recruitment pipeline and training employees to your standards
- Working with highly motivated students and developing partnerships with area school districts.
- Reducing employee recruitment and retraining costs by hiring youth apprenticeship graduates (more than 85% of youth apprenticeship graduates are employed after graduation).
- Youth apprenticeship allows employers to have a “long interview” – YA provides an excellent assessment of student potential for long term employment.

“Meet Andrew Bogart, our newest electrician adult apprentice at Shea Electric. Andy started as a youth apprentice at Shea during his senior year of high school. He participated in technical education classes at Oshkosh West and placed 4th place in the Skills USA Contest for the state of Wisconsin. Andy is a wonderful example of why we decided to buy in to school and work based learning. We encourage other employers and students to consider this program as well.” Dan Shea, COO of Shea Electric & Communications LLC and Oshkosh Chamber of Commerce Member.

In the 2014-15 school year, 18 students from the Oshkosh Area School District received youth apprenticeship certificates from the state of Wisconsin program. Students participated in the following career pathways: automotive, culinary, engineering, finance, landscaping, animal science, agriculture, machining and procurement. After high school graduation, students continued their studies at universities, technical colleges and apprenticeship programs.

Moving forward, the state of Wisconsin has approved \$2.2 million in grants for 2015-16 school year for the youth apprenticeship program.

Interested in learning more? Email [patti@oshkoshchamber.com](mailto:patti@oshkoshchamber.com).

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