Apprenticeship Overview for the Employer

General Information

- ABC of WI is accredited as a training sponsor under the guidelines of the National Center of Construction Education and Research (NCCER) standardized craft training process.

- Through the ABC of WI Apprenticeship Advisory Committee, the Association operates construction apprenticeship training programs which are recognized by the Bureau of Apprenticeship Standards (BAS) of the Wisconsin Department of Workforce Development. Responsibilities of the employer and the apprentice are described in the ABC of Wisconsin Apprenticeship Standards and the Apprentice Contract that has been approved and monitored by the State of Wisconsin and the ABC of Wisconsin Apprenticeship Advisory Committee.

- Companies are not required to be member of ABC of Wisconsin to train through our apprenticeship program, but do need to go through the process to be approved as a trainer. When the company is a member of ABC of Wisconsin they receive a wide range of benefits, including waiver of the Employer Application Fee and a tuition discount for the apprenticeship program.

- Approved Trainers must be able to furnish the equivalent diversified training and work experiences required of the apprenticeship so as to result in normal advancement for the apprentice.

- Approved trainers must be financially reliable and have at least one year of business as an employer in the trade for which they wish to train in. Roofing contractors must be in business at least two years.

- It is required that the apprentices are trained under the supervision of a skilled trade person who is either the company owner or who is employed by the sponsoring employer. Apprentices require on-the-job supervision to ensure thorough, safe training and continuity of employment by the sponsoring employer.

- The Bureau of Apprenticeship Standards mandates the number of apprentices an employer can take on at a time by reviewing the number of skilled workers that the company employs. Contact ABC of Wisconsin to find out the current ratio for your trade.

- To be approved to train, companies must have a written safety plan and a Hazard Communication program in place and must routinely have safety meetings.

- The Bureau of Apprenticeship Standards sets the apprenticeship skilled wage rate that the employers are required to pay the apprentices throughout the apprenticeship. For more information on skilled wage rates, please visit Skilled Wage Rate Maps.

- All apprentices attend paid related instruction as part of the training. The apprentices are required by state law to be paid the skilled wage rate by the sponsoring employer when they attend. Work is not an excuse for missing class.

- Tuition is ultimately the responsibility of the apprentice. ABC of Wisconsin does not get involved in any agreements that employers and apprentices may make regarding tuition.

- The Apprenticeship Advisory Committee may request meetings with the company to keep the committee informed as to the apprentice’s progress, conduct, schooling, etc. The company may also be required to provide information in writing and fill out reviews on the apprentices.

- ABC of Wisconsin expects that every sponsoring employer will comply with all applicable local, state, and federal laws, as well as apprenticeship and licensing requirements.

- The recruitment, selection, employment, and training of apprentices during the apprenticeship shall be without discrimination because of race, color, religion, national origin, sex, age, creed, handicap, marital status, ancestry, sexual orientation, arrest record, conviction record, or membership in the military forces of the United States, or this State.

- The sponsor will take affirmative action to provide equal employment opportunity in apprenticeship and will operate the apprenticeship program as required under title 290 of the Code of Federal Regulations, Part 30 and the Equal Opportunity Regulations of the State of Wisconsin.