



State of Wisconsin
2025 - 2026 LEGISLATURE

LRB-4292/P2

MIM:klm

PRELIMINARY DRAFT - NOT READY FOR INTRODUCTION

1 **AN ACT** *to amend* 230.046 (5) (b) and 230.12 (1) (f); *to create* 230.046 (3) (f),
2 230.046 (5) (bm), 230.05 (11), 230.12 (1) (fm), 230.28 (6) and 230.35 (4) (d) 5. of
3 the statutes; **relating to:** state agency apprenticeship programs.

Analysis by the Legislative Reference Bureau

Under current law, state agencies may provide on-the-job and off-the-job training to employees without loss of pay to employees. This includes research projects, courses of study, institutes, short courses related to the performance of the employee's job duties, and paying for tuition and related fees. This bill allows a state agency to provide an apprenticeship program. Under such a program, an apprentice is a probationary employee for the duration of the apprenticeship and may be separated at any time during the apprenticeship without right of appeal. Under the bill, the compensation plan for state employees may allow for rates of pay for apprentices that reflect the appropriate beginning pay for apprentices as well as pay increases for the attainment of additional qualifications during the apprenticeship. Under the bill, the director of the Bureau of Merit Recruitment and Selection in the Division of Personnel Management in the Department of Administration must establish criteria and requirements for the administration of an apprenticeship program provided by a state agency. Finally, the bill provides that apprentices may take paid holidays in the same manner as other probationary employees.

BILL**SECTION 1**

For further information see the state fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

SECTION 1. 230.046 (3) (f) of the statutes is created to read:

230.046 (3) (f) Provide an apprenticeship program as described under subch. I of ch. 106. If an appointing authority provides an apprenticeship program under this paragraph, the appointing authority shall do all of the following:

1. Create a defined training plan for employees who participate in the apprenticeship program, to include on-the-job and off-the-job training, that is designed for the employees to gain the skills necessary for the trade, craft, or business and for completion of the apprenticeship.

2. During working hours and without loss of pay, provide to employees who participate in the apprenticeship program off-the-job, specialized training courses that are necessary for completion of the apprenticeship program.

SECTION 2. 230.046 (5) (b) of the statutes is amended to read:

230.046 (5) (b) ~~Training~~ Except as provided in par. (bm), training costs estimated to exceed \$500, excluding the compensation of participants, have been included in the budget and approved by the legislature or the joint committee on finance, and such costs will be encumbered for training purposes on the records of the agency;

SECTION 3. 230.046 (5) (bm) of the statutes is created to read:

230.046 (5) (bm) Training costs for an apprenticeship program provided under sub. (3) (f) estimated to exceed \$1,000, excluding the compensation of

BILL**SECTION 3**

1 participants, have been included in the budget and approved by the legislature or
2 the joint committee on finance, and such costs will be encumbered for training
3 purposes on the records of the agency;

4 **SECTION 4.** 230.05 (11) of the statutes is created to read:

5 230.05 (11) The director shall establish criteria and requirements for the
6 administration of an apprenticeship program provided under s. 230.046 (3) (f).

7 **SECTION 5.** 230.12 (1) (f) of the statutes is amended to read:

8 230.12 (1) (f) *Trainee pay rates.* ~~When~~ Except with respect to apprentices as
9 provided in par. (fm), when applicable, the compensation plan may provide for rates
10 of pay below the minimum of the pay range to reflect the appropriate beginning pay
11 for persons appointed to positions who do not possess the qualifications necessary
12 to perform the work at the classification level for which they are being trained. Pay
13 increases up to the minimum of the pay range shall be provided to compensate for
14 the attainment of additional qualifications during the trainee period.

15 **SECTION 6.** 230.12 (1) (fm) of the statutes is created to read:

16 230.12 (1) (fm) *Apprentice pay rates.* The compensation plan may provide for
17 rates of pay to reflect the appropriate beginning pay for persons appointed to
18 apprenticeship programs under s. 230.046 (3) (f) during the apprenticeship. Pay
19 increases shall be provided to compensate for the attainment of additional
20 qualifications during the apprenticeship.

21 **SECTION 7.** 230.28 (6) of the statutes is created to read:

22 230.28 (6) An employee appointed to a position in an apprenticeship program
23 under s. 230.046 (3) (f) shall be on a probationary period for the duration of the

BILL**SECTION 7**

1 apprenticeship and may be separated during that period without the right of
2 appeal, at the discretion of the appointing authority.

3 **SECTION 8.** 230.35 (4) (d) 5. of the statutes is created to read:

4 230.35 (4) (d) 5. Employees serving in an apprenticeship program under s.
5 230.046 (3) (f) shall earn paid personal holidays as set forth in this paragraph for
6 probationary employees, subject to the limitations in this paragraph for
7 probationary employees.

8 **(END)**