CARPENTRY FUNDAMENTALS



Youth Apprenticeship

CARPENTRY FUNDAMENTALS

Carpentry Fundamentals youth apprentices gain skills related to the use of construction safety, drawings and blueprints, materials, tools, and general worksite procedures. Apprentices must adhere to industry safety and security standards.

Length of Apprenticeship: One or two years

COMPETENCIES

Year 1: Carpentry Fundamentals youth apprentices must complete a **total of 15** Carpentry Fundamentals Competencies and a **minimum of 1** Carpentry Specialty Competency. Employers can substitute **1** competency with another occupationally appropriate skill. That skill should be added to the competency list for assessment. Year **1** competencies are completed with employer guidance. Youth apprentices must also complete the following during the first year:

Youth Apprentices must also complete the following during Year 1:

First Aid Certification
OSHA 10 or 30

Year 2: Carpentry Fundamentals youth apprentices must complete the **fifteen** Carpentry Fundamentals Competencies with minimal supervision and a minimum of **1** different Carpentry Specialty Competency than the first year. A specialty competency may be repeated only if the type of construction (residential or commercial) differs from the first year. Employers can substitute **1** competency with another occupationally appropriate skill. Year **2** competencies are completed with minimal employer guidance.

Select construction type and circle the applicable year:

Residential completed during Year: One and/or Two
Commercial completed during Year: One and/or Two

Note where necessary, skills can be simulated.

Carpentry Fundamentals Competencies	Carpentry Specialty Competencies
 Follow safety procedures 	16. Assist with finish framing or forming
Read construction drawings and plans	17. Assist with interior finishing
Interpret symbols and procedures	18. Assist with exterior finishing
4. Contribute to a job task plan	
5. Work as a member of a construction	
team	
6. Prepare work area for construction	
7. Select construction materials	
8. Use hand and light duty tools	

- 9. Use power tools and equipment
- 10. Perform materials handling
- 11. Install materials per job specifications
- 12. Perform construction measurements
- 13. Maintain a clean and safe work area
- 14. Clean up job site
- 15. Practice quality craftsmanship

REGISTERED APPRENTICESHIP BRIDGING OPPORTUNITIES

Some of the related instruction courses can bridge into the following registered apprenticeship:

• Carpenter

POST-SECONDARY PATHWAY OPPORTUNITIES

There are several post-secondary pathway opportunities in this area. Following is partial list.

- Carpentry
- Construction & Cabinet Making

WISCONSIN—YOUTH APPRENTICESHIP

CARPENTRY FUNDAMENTALS

Youth Apprenticeship
ON-THE-JOB LEARNING PERFORMANCE STANDARDS GUIDE

YOUTH APPRENTICE INFORMATION

Youth Apprentice Name	
YA Coordinator	YA Consortium
School District	High School Graduation Date
REQUIREMENTS	
One Year	
Youth Apprentices completing a one-year apprentice	eship must complete ALL the items listed below.
Check completed areas.	
☐ Competency checklist	
$\ \square$ Employability Skills checklist (in this job book	c) or the DPI Employability Skills Certificate
\square Related instruction equal to 1 high school cre	edit or at least 3 college credits
☐ Minimum of 450 work hours	
Two Year	
Youth Apprentices completing a two-year apprentice	eship must complete ALL the items listed below.
Check completed areas.	
☐ Competency checklist	
$\ \square$ Employability Skills checklist (in this job book	c) or the DPI Employability Skills Certificate each year
☐ Related instruction equal to 2 high school cre	edit or at least 6 college credits
☐ Minimum of 900 work hours	

HOURS

Record the hours the youth apprentice worked.

Total Hours Employed	Company Name	Telephone Number

CAREER PREPARATION

Youth apprentices must complete <u>one</u> of the following during Youth Apprenticeship participation:
\square 1. Student is participating in a local or regional career pathway*.
Identify the pathway below:
For more information contact the <u>Wisconsin Department of Public Instruction</u> . Additional help may be found on the WI DPI <u>Wisconsin Pathways – Regional Career Pathways</u> and <u>DPI Career Clusters and Pathways</u> web pages.
*Local and Regional career pathways as defined by the WI DPI means that a student is participating in or has completed at least one CTE class in a cluster pathway sequence and has completed at least one of the other career pathway components: instructional related course, work-based learning, dual college credit, and/or career and technical student organization.
\square 2. Student has completed one of the following certificates during their YA program or possess current certification earned previously.
A copy of the certificate must be uploaded with the completed checklist. Select the certificate from the list below. Leadership Certificate (DPI) OSHA 10 or 30 Commercial Driver's License (CDL) – must be 18 years of age Skills USA Other certificates identified by the Career and Technical Education (CTE) Approved Certifications List related to this occupational field (or related to this occupation) dwd.wisconsin.gov/det/cteincentive/ (YA certificates excluded)
Title of Certification:
☐ 3. Student is participating in a <u>Dual Enrollment Course</u> connected to any postsecondary education provider including UW System, Wisconsin Association of Independent Colleges and Universities (WAICU), and any of the 16 Wisconsin Technical Colleges (WTCS).
College Name:
College Course Title: Course Number:
For more information on Dual Enrollment opportunities, please click on one of the below resources: WTCS WAICU UW System – connect with the college of choice.

SIGNATURES

The On-the-Job Learning (OJL) Performance Standards Guide includes a list of competencies youth apprentices learn through mentoring and training at the worksite.

Instructions for the Worksite Employers/Mentors and School-Base or YA coordinators.

This document should be reviewed with the employer / mentor, school-based or YA coordinator on a regular basis with the youth apprentice to record progress and plan future steps to ensure completion of the required competencies. Mentors, school-based / YA coordinator, and the apprentice sign below.

Employer/Mentor Signature	Employer/Mentor Signature
Employer/Mentor	Employer/Mentor
Business/Company	Business/Company
Date Signed	Date Signed
School-Based and/or YA Coordinator Signature	School-Based and/or YA Coordinator Signature
School-Based and/or YA Coordinator	School-Based and/or YA Coordinator
School District or Organization	School District or Organization
Date Signed	Date Signed
Youth Apprentice Signature	Youth Apprentice Signature
Youth Apprentice	Youth Apprentice
School District / High School	School District / High School
Date Signed	Date Signed

EMPLOYABILITY SKILLS

Youth apprentices must demonstrate key employability skills.

The DWD YA program employability skills requirement may be attained and demonstrated through two processes. (See options listed below.) Employability skills must be completed for every year a student is in the program. The DPI Employability Skills Certificate may be counted as meeting one of those two years, provided the certificate is earned in the same year the student is enrolled in youth apprenticeship or they can complete the YA Employability Skills in the OJL. The Employability Skills Certificate must be obtained through the DPI.

- If a student has successfully completed a Wisconsin Department of Public Instruction (DPI)
 State-Certified Cooperative Education, <u>Co-Op Employability Skill certification</u> then they have met
 the YA Employability Skills requirement for that year. A copy of the student's DPI Co-Op
 Employability Skill Certificate must be maintained on file with their YA regional consortium.
 - ☐ Earned Wisconsin Employability Skills Certificate (checked if applicable) or,
- 2. Completed and rated "Employability Skills" through this YA OJL guide as described below.
- Exceeds Expectations: Exceeds entry-level criteria; requires minimal supervision; consistently displays this behavior
 Meets Expectations: Meets entry-level criteria; requires some supervision; often displays this behavior
 Working to Meet Expectations: Needs improvement; requires much assistance and supervision; rarely displays this behavior

The following skills are required of all youth apprentices.

Employability Skills	Rating		
Competency and Rating Criteria		n Rating of S Check Ratin	
competency and nating enteria	1	2	3
Develops positive work relationships with others.		Year 1 Ratir	ng
Examples of qualities and habits that the employee might exhibit			
include		Year 2 Ratir	ng
 Interacts with others with respect and in a non-judgmental manner 			
Responds to others in an appropriate and non-offensive manner			
 Helps co-workers and peers accomplish tasks or goals 			
 Applies problem-solving strategies to improve relations with others 			
When managing others, shows traits such as compassion,			
listening, coaching, team development, and appreciation			

	Employability Skills	Rating		
	Competency and Rating Criteria		n Rating of 2 Check Ratin	
		1	2	3
2.	Communicates effectively with others	,	Year 1 Ratir	ng
	Examples of qualities and habits that the employee might exhibit			
	include	,	Year 2 Ratir	ng
	 Adjust the communication approach for the target audience, purpose, and situation to maximize impact 			
	Organizes messages/information in a logical and helpful manner			
	Speaks clearly and writes legibly			
	 Models behaviors to show active listening 			
	Applies what was read to actual practice			
	Asks appropriate questions for clarity			
3.	Collaborates with others	•	Year 1 Ratir	ng
	Examples of qualities and habits that the employee might exhibit include			
	Works effectively in teams with people of diverse backgrounds	•	Year 2 Ratir	ng
	regardless of sex, race, ethnicity, nationality, sexuality, religion,			
	political views, and abilitiesShares responsibility for collaborative work and decision making			
	Uses the problem-solving process to work to work through			
	differences of opinion in a constructive manner to achieve a			
	reasonable compromise			
	 Avoids contributing to an unproductive group conflict Shares information and carries out responsibilities in a timely 			
	manner			
4.	Maintains composure under pressure	•	 Year 1 Ratir	ng
	Examples of qualities and habits that the employee might exhibit			
	include	•	Year 2 Ratir	ng
	 Uses critical thinking to determine the best options or outcomes when faced with a challenging situation 			
	Carries out assigned duties while under pressure			
	Acts in a respectful, professional, and non-offensive manner			
	while under pressure			
	Applies stress management techniques to cope under pressure			
_				
5.	Demonstrates integrity Examples of qualities and habits that the employee might exhibit		Year 1 Ratir	
	include		│ □ □ Year 2 Ratir	
	Carries our responsibilities in an ethical, legal and confidential			<u>''8</u> □
	mannerResponds to situations in a timely manner			
	Takes personal responsibility to correct problems			
	Models behaviors that demonstrate self-discipline, reliability,			
	and dependability			
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	Employability Skills	Rating		
	Competency and Rating Criteria		n Rating of 2 Check Ratin	
	, , ,	1	2	3
6.	Performs quality work	,	Year 1 Ratir	ng
	Examples of qualities and habits that the employee might exhibit include			
	Carries out written and verbal directions accurately	,	Year 2 Ratir	ng
	Completes work efficiently and effectively			
	Preforms calculations accurately			
	Conserves resources, supplies, and materials to minimize costs			
	and environmental impact			
	 Uses equipment, technology, and work strategies to improve workflow 			
	 Applies problem-solving strategies to improve productivity 			
	Adheres to worksite regulations and practices			
	Maintains an organized work area			
7.	Provides quality goods or services (internal and external)	,	 Year 1 Ratir	ηø
, .	Examples of qualities and habits that the employee might exhibit	П		. в
	include		Year 2 Ratir	
	Shows support for the organizational goals and principles by			·•
	own personal actions			
	Displays a respectful and professional image to customers			
	 Displays an enthusiastic attitude and desire to take care of customer needs 			
	 Seeks out ways to increase customer satisfaction 			
	Produces goods to workplace specifications			
	Froduces goods to workplace specifications			
8.	Shows initiative and self-direction	•	Year 1 Ratir	ng
	Examples of qualities and habits that the employee might exhibit			
	include	,	Year 2 Ratir	ng
	Prioritizes and carries out responsibilities without being told		П	. в
	 Responds with enthusiasm and flexibility to handle tasks that need immediate attention 	_		_
	Reflects on any unsatisfactory outcome as an opportunity to			
	learn			
	• Improves personal performance by doing something different or differently			
	Analyzes how own actions impact the overall organization			
	Supports own action with sound reasoning and principles			
	Balances personal activities to minimize interference with work			
	responsibilities			
	Adamta ta abanca	,	Vanud Datiu	
9.	Adapts to change Examples of qualities and habits that the employee might exhibit		Year 1 Ratir	ng □
	include		┌──└─ Year 2 Ratir	
	Shows flexibility and willingness to learn new skills for various			' 5 □
	job roles			
	Uses problem-solving and critical-thinking skills to cope with			
	changing circumstances			
	Modifies own work behavior based on feedback, unsatisfactory outcomes, efficiency, and effectiveness.			
	outcomes, efficiency, and effectivenessDisplays a "can do" attitude			
	- Displays a call do acticade			

Employability Skills	Rating		
	Minimun	n Rating of 2	2 for EACH
Competency and Rating Criteria	(Check Ratin	g
	1	2	3
10. Demonstrates safety and security regulations and practices	•	Year 1 Ratin	ıg
Examples of qualities and habits that the employee might exhibit			
include	,	ear 2 Ratin	ıg
Follows personal safety requirements			
Maintains a safe work environment	Ш		Ш
Demonstrates professional role in an emergency			
Follows security procedures			
Maintains confidentiality			
11. Applies job-related technology, information, and media	•	Year 1 Ratin	ng
Examples of qualities and habits that the employee might exhibit			
include	,	ear 2 Ratin	ıg
Applies technology effectively in the workplace Assessed and applicates information on the interpretation.			П
 Assesses and evaluates information on the job Assesses training manuals, website, and other media related to 			_
the job			
the job			
12. Fulfills training or certification requirements for employment	,	ear 1 Ratin	ıg
Examples of qualities and habits that the employee might exhibit			
include	,	Year 2 Ratin	ıg
 Participation in required career-related training and/or 			
educational programs			Ш
Passing certification tests to qualify for licensure and/or			
certification			
Participation in company training or orientation			
13. Sets personal goals for improvement	•	Year 1 Ratin	g
Examples of qualities and habits that the employee might exhibit	П	П	П
include		rear 2 Ratin	ng
Setting goals that are specific and measurable			
Setting work-related goals that align with the organization's			Ц
mission			
Identifying strategies to reach goalsReflecting on goal progress to regularly evaluate and modify			
goals			
Pogis			
goals			

COMPETENCIES

Year 1: Carpentry Fundamentals youth apprentices must complete a total of 15 Carpentry Fundamentals Competencies and a minimum of 1 Carpentry Specialty Competency. Employers can substitute 1 competency with another occupationally appropriate skill. That skill should be added to the competency list for assessment. Year 1 competencies are completed with employer guidance. Youth apprentices must also complete the following during the first year:

Youth Apprentices must also complete the following during Year 1:

First Aid Certification
OSHA 10 or 30

Year 2: Carpentry Fundamentals youth apprentices must complete the fifteen Carpentry Fundamentals Competencies with minimal supervision and a minimum of 1 different Carpentry Specialty Competency than the first year. A specialty competency may be repeated only if the type of construction (residential or commercial) differs from the first year. Employers can substitute 1 competency with another occupationally appropriate skill. Year 2 competencies are completed with minimal employer guidance.

Select construction type and circle the applicable year:

Residential completed during Year: One and/or Two
Commercial completed during Year: One and/or Two

Note where necessary, skills can be simulated.

Rating Scale

- 3: Exceeds entry level criteria | Requires minimal supervision | Consistently displays this behavior
- 2: Meets entry level criteria | Requires some supervision | Often displays this behavior
- 1: Needs improvement | Requires much assistance and supervision | Rarely displays this behavior

CARPENTRY FUNDAMENTALS – ALL REQUIRED

- Assess Year 1 competencies completed with supervision
- Assess Year 2 competencies with minimal supervision

	Carpentry Fundamental Skills	Rating		
		Minimun	n Rating of 2	2 for EACH
	Competency and Rating Criteria		Check Ratin	g
		1	2	3
1.	Follow safety procedures	,	Year 1 Ratin	ıg
	 select and use appropriate clothing and personal 			
	protective equipment (PPE)	,	Year 2 Ratin	ıg
	 comply with job site safety and security rules and 			
	regulations			
	 maintain a clean and organized work environment 			
	 identify and report unsafe job conditions 			
	 report injuries and damage to property 			
2.	Read construction drawings and plans	,	Year 1 Ratin	g
	relate drawing to job task			<u>.</u> П
	 interpret elements and symbols 		Year 2 Ratin	
	 locate worksite features on a construction plan 	П		· <u>·</u>
	 convert scales measurements to full measurements 			
	 translate specifications to work requirements 			
3.	Interpret symbols and procedures	•	Year 1 Ratin	ıg
	 explain the role of drawings and specifications 			
	 identify drawings and symbols used on a construction 	,	Year 2 Ratin	ıg
	drawing			
	 apply information from drawings in construction activities 			
	interpret specifications appearing on construction			
	drawings			
	interpret and convert measurements in terms of actual			
	dimensions			
	 explain specifications in terms of work requirements 			
4.	Contribute to a job task plan	,	Year 1 Ratin	ng
	 setup and prepare tools and equipment for safe operation 			
	 determine the scope of work 	,	Year 2 Ratin	ıg
	 respect contractual relationships 			
	 apply scheduling practices 			
5.	Work as a member of a construction team		Year 1 Ratin	
	offer and request assistance			
	 follow company policies and procedures 	•	Year 2 Ratin	ıg
	learn from other team members			
6.	Prepare work area for construction	•	Year 1 Ratin	g
	remove debris			
	clean up sites	_	Year 2 Ratin	
	 dispose of waste and hazardous materials 			. <u>ъ</u>
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7.	Select construction materials	,	Year 1 Ratin	g
	 consider usefulness and portability 			
	consider minimizing cost	,	Year 2 Ratin	g
	 consider performance goals 			
8.	Use hand and light duty tools	,	Year 1 Ratin	σ
0.	 wear appropriate personal protective equipment (PPE) 			<u>5</u> □
	select the correct tool for the job		Year 2 Ratin	
	• inspect tool			<u>8</u> □
	operate the tool safely		Ц	Ш
	 perform routine maintenance on hand tools 			
	• store tool			
	Store tool			
9.	Use power tools and equipment	,	Year 1 Ratin	g
	 wear appropriate personal protective equipment (PPE) 	П	П	<u>. </u>
	 select the correct tool for the job 		Year 2 Ratin	g
	• inspect tool		П	<u>.</u> П
	 operate the tool safely 	_		_
	 perform routine maintenance on power tools 			
	store tool			
10.	Perform materials handling	,	Year 1 Ratin	g
	• identify materials necessary to complete the task			
	 conserve resources and materials 	,	Year 2 Ratin	g
	retrieve equipment and materials needed			
	• load and unload materials, tools, equipment, and supplies			
	• lift, position, and secure materials during installation			
			4 15 .:	
11.	Install materials per job specifications		Year 1 Ratin	
	retrieve equipment and materials needed			
	unload materials, tools, equipment, and supplies		Year 2 Ratin	<u>g</u>
	 lift, position, and secure materials during installation 			Ш
12.	Perform construction measurements	,	Year 1 Ratin	g
	select measuring tool			
	read measurement accurately	,	Year 2 Ratin	g
	• scale proportions			
	convert units of measurement			
	• estimate resources, materials, and supplies needed for a			
	project			
	record measurements			
13.	Maintain a clean and safe work area	,	Year 1 Ratin	g
	 clean and maintain materials and tools 			
	 clean, organize, and put way items in the work area 	,	Year 2 Ratin	g
	• store materials and tools <i>after use</i>			
	• follow facility procedures for clean-up and shut down			
I				

14. Clean up job site		Year 1 Rating	
 clean and maintain materials and tools 			
 store materials and tools after use 	,	Year 2 Ratir	ıg
follow facility procedures for clean-up and shut down			
15. Practice quality craftsmanship	,	Year 1 Ratir	ıg
 inspect and test work to determine quality 			
 monitor throughout for safety and quality 	,	Year 2 Ratir	g
 identify impact of building codes on quality of work 			
 verify work meets job expectation 			
Competency Substitute (if you replaced a competency above,	,	Year 1 Ratir	g
note the competency and rating)			
	,	Year 2 Ratir	g
Comments:			

CARPENTRY SPECIALTY SKILLS

Year 1: Select 1
Year 2: Select 1 different specialty skills or type of construction (residential verses
commercial) identified by employer

Carpentry Specialty Skills R	ating		
· · · · · ·	Minimur	m Rating of 2	for EACH
Competency and Rating Criteria		Check Ratin	
	1	2	3
16. Assist with finish framing or forming		Year 1 Ratin	g
 perform proper techniques for stair and railing 			
construction per the job specification		Year 2 Ratin	g
 perform proper techniques for installing insulation per the job specification 			
 perform proper techniques for installation of flooring per the job specification 			
 perform proper techniques for installation of plaster, drywall and/or painting 			
 perform proper techniques for assisting with the 			
installation and/or building of cabinets			
and a second and a second a se			
17. Assist with interior finishing		Year 1 Ratin	g
 perform proper techniques for window and door trim 			
regardless of material		Year 2 Ratin	g
 perform proper techniques for installation of doors and 			
fire doors			
 perform proper techniques for the installation of windows 			
and fire windows			
 perform proper techniques for completion of trim work 			
 perform proper techniques for the installation of specialty 			
items			
items			
18. Assist with exterior finishing		Year 1 Ratin	g
 perform proper techniques for application of vapor 			
barriers, flashing and siding		Year 2 Ratin	g
 perform proper installation of various types of windows 			
 perform proper installation of various exterior doors 			
and/or garage doors			
 perform proper techniques for exterior trims (e.g., 			
cornices, soffits, downspouts and/or gutters)			
,,,, Q,			
Competency Substitute (if you replaced a competency above,		Year 1 Ratin	g
note the competency and rating)			
		Year 2 Ratin	g

Comments:		

RELATED INSTRUCTION

Indicate which related instruction courses the youth apprentice completed:

Course Title	Credits	Location



Post-Program Completion Survey

Youth Apprenticeship

YA POST-PROGRAM COMPLETION SURVEY

The <u>Post-Program Completion Survey</u> form is to be provided to each student completing the Youth Apprenticeship program to capture information on the student's plans after leaving the program. The form should be filled out during the final meeting between the student, mentor, and Local Youth Apprenticeship Coordinator, when the final checklist if filled out and signed. Information captured on this form must be entered online using the Youth Apprenticeship Online Data Application (YODA) System.

DWD is an equal opportunity employer and service provider. If you have a disability and need assistance with this information, please dial 7-1-1 for Wisconsin Relay Service. Please contact the Division of Employment and Training at 888-258-9966 and press 6 to request information in an alternate format, including translated to another language.

