

Department of Workforce Development  
Employment and Training Division  
Bureau of Apprenticeship Standards  
201 E. Washington Ave., Room E100  
P.O. Box 7972  
Madison, WI 53707-7972  
Telephone: (608) 266-3332  
Fax: (608) 266-0766  
Email: DWDDDET@dwd.wisconsin.gov



**Electrical & Instrumentation  
State Apprenticeship Advisory Committee  
Agenda**

Tuesday – May 6, 2025  
10:00 a.m. – 12:00 p.m.

**Attend In-Person:**

Mercury Marine  
Plant 10  
Fond du Lac, WI

*\*In-person attendance is limited to state committee members,  
BAS, and technical college representatives*

**Attend Virtually: [Join the meeting now](#)**

Teams Meeting ID: 230 734 195 062 | Passcode: eiPhGz

**Attend via Phone: #608-571-2209 | Conference ID: 214 203 271#**

Note: *Public comment will occur only when noted, after committee discussion  
and prior to committee action.*

- 1. Call Meeting to Order**
- 2. Record Attendees**
- 3. Review Roster**
  - a. Review roster to ensure adequate trade representation
- 4. Review and Approve Previous Meeting Minutes**
- 5. Specific Committee Items for Discussion (Public Comment)**
  - a. Review Exhibit As for potential updates/revisions
    - i. Industrial Electrician
    - ii. Electrical & Instrumentation Tech
  - b. Wage Repayment Agreements
- 6. Director's Call Discussion**
- 7. WTCS Update**
- 8. Other Discussion Items**

- 9. Review Program Participants**
- 10. Set Next Meeting Date/Time**
- 11. Adjourn**



## State Apprenticeship Advisory Committee Electrical and Instrumentation

Tuesday, October 15, 2024

10:00 am

In-Person and/or Virtual: Virtual

Check if Present	Members	Organization/Employer
<input checked="" type="checkbox"/>	Butt, Nate (Co-Chair)	Quad
<input checked="" type="checkbox"/>	Cannestra, Anthony (Co-Chair)	IBEW Local 633 / GE Healthcare
<input checked="" type="checkbox"/>	Cestkowski, Jim	MPI
<input checked="" type="checkbox"/>	Hafeman, Brian	Packaging Corp of America
<input checked="" type="checkbox"/>	Steele, Kyle	Domtar
<input type="checkbox"/>	Laehn, Steve	Sargento Foods
<input type="checkbox"/>	Mathena, Mike	Madison Kipp Corporation
<input checked="" type="checkbox"/>	Palzkill, Craig	Madison Metro Sewerage Dist
<input type="checkbox"/>	Woehlke, Scott	Mercury Marine
<input checked="" type="checkbox"/>	Randall, Bob	Brakebush Brothers Inc
<input type="checkbox"/>	Carey, Timothy	Mercury Marine
<input type="checkbox"/>		
<input type="checkbox"/>		
<input type="checkbox"/>		
Check if Present	Consultants & Guests	Organization/Employer
<input checked="" type="checkbox"/>	Polk, David	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Pusch, Liz	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	O'Shasky, Lynn	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Kennedy, Tammy	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Pelikan, Leslie	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Abbott, Nick	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Peterson, Brandon	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Pelikan, Leslie	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Bernthal, Jamie	WTCS
<input checked="" type="checkbox"/>	Jungwirth, Christina	NWTC

## **Draft Meeting Minutes**

Lynn O'Shasky

*Public comment will occur only when noted, after committee discussion and prior to committee action.*

### **1. Call Meeting to Order**

- Note Who: Tony Cannestra
- Note Time: 10:03

### **2. Introductions and Record Attendees** (in table above)

### **3. Review Roster**

- Note any Changes: update emails for Nate Butt and Tony Cannestra. Remove Charles Dehnel from roster.

### **4. Review and Approve Previous Meeting Minutes**

- Note any Changes: none
- Motioned to Approve made by: Tony Cannestra
- Seconded Motion made by: Bob Randall

### **5. Specific Committee Items for Discussion** (Public Comment)

- a. Follow-up from WTCS on Maintenance Tech PRI as it relates to the recent Work Process Revisions.

Jamie Bernthal presented information on which schools are offering relevant curriculum:

- 8 of 11 colleges currently include rigging. 5 using standard curriculum; 3 offering alternative classes.
- Madison, FVTC and NWTC did not provide clear information on this. Jamie will be following up with FVTC and NWTC for more information. FVTC and NWTC for course titles and sequence in class schedule.
- Madison College is teaching rigging in millwrights program but not maintenance technician. They will be adding this going forward.

### **6. Director's Call Discussion**

Note Questions/Comments: Director's calls are now being recorded and available online at <https://dwd.wisconsin.gov/apprenticeship/meetings-statetrade.htm> To sign up for State Committee meeting notifications, please use above link as well.

- a. David Polk shared information on National Apprenticeship Week.
  - This is the 10 year anniversary of the event; November 17-23.
  - Please share any information regarding events, tours and celebrations with David Polk or Liz Pusch to be included on the DOL website.
  - If you would like to request DWD/BAS personnel to attend your

event, that request should also be made to David or Liz.

- b. The Biennial Conference is scheduled February 19-21, 2025 at the Kalahari Resort. Registration forms were sent out via email this week. More information is upcoming on our website.

## **7. WTCS Update**

Jamie Bernthal: Ascendium Tools of the Trade scholarship. \$2000/year.  
Also looking for recipients willing to help Ascendium evaluate the program for process improvements, ease of applications, etc. Income qualification may disqualify apprentices in later years.

## **8. Other discussion items**

Updating committee Exhibit As  
Exhibit As for Industrial Electrician and Electrical and Instrumentation will be sent out to all members for further discussion at spring meeting.  
Possible recruitment for Instrumentation input on committee.

General discussion of work process category "Apply energy management – 200 hour" including how it is utilized, course in curriculum for green energy, energy conservation

General discussion of green energy programs.

Request for information on committee member/sponsors – who is actively training what programs.

## **9. Review program participants**

- Information shared in meeting materials packet and discussed.

## **10. Set Next Meeting Date/Time**

- Note Next Meeting: May 6, 2025 10:00 am at Mercury Marine

## **11. Adjourn**

- Note Time: Tony Cannestra
- Motion to Adjourn made by: Nate Butt
- Motion Seconded by: 10:57 am

MEMORANDUM:

To: Sponsors, Employers, Bureau Field Staff  
From: Liz Pusch, Deputy Director, Bureau of Apprenticeship Standards  
Re: Wage repayment agreements  
Date: 2/08/2024

The requirement of wages paid for time spent in related instruction is included in the apprentice contract as prescribed in WI Stat 106 and DWD Chapter 295:

Wisconsin Statute 106.01(6)(a): An employer shall pay an apprentice for the time that the apprentice is receiving related instruction as provided in this paragraph. An employer shall pay an apprentice for not less than the number of hours of related instruction specified in par. [\(b\)](#) or the number of hours of related instruction specified in the apprentice contract, whichever is greater, at the same rate per hour as the employer pays the apprentice for services performed.

DWD Chapter 295.07(3)(g): [The apprentice contract shall contain, explicitly or by reference] A statement of the graduated scale of wages to be paid to the apprentice and whether or not the required related instruction is compensated.

As the requirements of the apprentice contract are prescribed in state statute and subsequent administrative rule, additional "side" agreements that would nullify the requirements of the apprentice contract are not legally enforceable.

In the specific instance of required paid related instruction wages, an employer or sponsor cannot establish an additional agreement to recoup such wages in the instance of an apprentice leaving employment.



This summary counts employers and apprentices, between 3/15/2024 and 3/15/2025 with contract status as Active & Unassigned in occupation(s) associated with this committee.

- Report is based on apprentice contracts where:
- Contract sector is 'Industrial'.
  - Contract occupation code matches a occupation code assigned to committee.
  - Contract sponsor is the employer.

Note: Employers active in more than one occupation or committee can cause Column #3 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

Occupation	Apprentices									Employers				
	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	994	137	13.8	29	2.9	426	42.9	574	57.7	310	101	32.6	213	68.7
Electrical and Instrumentation (E & I) Technician (17-3024.00)	213	17	8.0	4	1.9	140	65.7	75	35.2	71	33	46.5	39	54.9
Electrical/Instrument Tech (00-0000.00)	1	1	100.0	0	0	0	0	1	100.0	1	0	0	1	100.0
Industrial Electrician (49-2094.00)	439	62	14.1	18	4.1	179	40.8	262	59.7	160	50	31.3	110	68.8
Instrument Mechanic (00-0000.00)	2	0	0	0	0	1	50.0	1	50.0	2	1	50.0	1	50.0
Maintenance Electrician (00-0000.00)	6	1	16.7	0	0	6	100.0	0	0	2	2	100.0	0	0
Maintenance Technician (49-9071.00)	345	58	16.8	7	2.0	107	31.0	240	69.6	132	32	24.2	102	77.3

## Historical Report by Year

Report Period: 2025\* and Previous -10 Years

*Current year is YTD data as of Run Date: 03/17/2025		
Run Date: 03/17/2025		
State Electrical & Instrumentation Comm		
Sponsored Trade Group(s): Industrial		
Year	Active Apprentices	Active Sponsors
2015	459	174
2016	506	184
2017	529	186
2018	619	218
2019	700	247
2020	750	259
2021	737	269
2022	774	266
2023	785	263
2024	815	280
2025	823	282

