

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
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Tony Evers, Governor
Amy Pechacek, Secretary
Michele Carter, Division Administrator

Carpentry State Apprenticeship Advisory Committee

Agenda

Tuesday, April 8, 2025
10:00am-12:00pm

Attend In-Person: 201 E. Washington Avenue
Madison, WI 53703, Rm: F105

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

Teams Meeting ID: 247 509 260 588 | Passcode: jTduEk

Attend via Phone: #608-571-2209 | Conference ID: 340 752 007#

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
4. Review and Approve Previous Meeting Minutes
5. Specific Committee Items for Discussion (*Public Comment*)
 - a. Wage Repayment Agreements
 - b. Discussion on Status of Carpenter-Heavy Highway Pile Driver program
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 Carpentry Statewide

September 10, 2024

10:00 am

In-Person and/or Virtual: Both

Check if Present	Members	Organization/Employer
<input checked="" type="checkbox"/>	Adamavich, Michael	NCSRCC
<input checked="" type="checkbox"/>	Bunkelman, Jim	Royal Construction, Inc
<input checked="" type="checkbox"/>	Coates, Shaun	NCSRCC
<input checked="" type="checkbox"/>	Hennessey, Kevin	NCSRCC
<input checked="" type="checkbox"/>	Hernandez, Raul	NCSRCC
<input checked="" type="checkbox"/>	Higgins, Mike	NCSRCC
<input checked="" type="checkbox"/>	Macejkovic, Jim	Building Service, Inc
<input type="checkbox"/>	McDonald, Michael	ABC
<input type="checkbox"/>	Preiss, Tim	Boldt Construction
<input checked="" type="checkbox"/>	Rodriguez, Pat	NCSRCC
<input checked="" type="checkbox"/>	Schwengels, Joe	JP Cullen & Sons
<input checked="" type="checkbox"/>	Smith, Aaron	CG Schmidt, Inc
<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"/>	Bialcik, Corey	NCSRCC
<input checked="" type="checkbox"/>	O'Shasky, Lynn	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Neddef, Brandon	Carpenters Training Institute
<input checked="" type="checkbox"/>	Bernthal, Jamie	WTCS
<input checked="" type="checkbox"/>	Nowak, Raquel	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Pelikan, Leslie	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Kircher, Brittini	Carpenters Training Institute
<input checked="" type="checkbox"/>	Perkofski, Lisa	NCSRCC
<input checked="" type="checkbox"/>	Foster, Cheyenne	ABC
<input type="checkbox"/>		
<input type="checkbox"/>		

Carpentry Statewide Committee
Fall Meeting Minutes - Draft
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: Liz Pusch
- Note Time: 10:01 am

2. Introductions and Record Attendees (in table above)

3. Review Roster

- Note any Changes: none

4. Review and Approve Previous Meeting Minutes

- Note any Changes: none
- Motioned to Approve made by: Pat Rodriguez
- Seconded Motion made by: Mike Adamavich

5. Specific Committee Items for Discussion (*Public Comment*)
None noted

6. WTCS Update

- Jamie Bernthal: No specific carpentry updates. 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.

7. Questions from the Director's Call

- 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.

8. Other

- Note Questions/Comments: *Click or tap here to enter text.*
 - 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 the link on the website.
 - If you would like to request DWD/BAS personnel to attend your event, that request should be made to David or Liz.
 - b. The Biennial Conference is scheduled February 19-21, 2025 at the Kalahari Resort. Save the date information has been send out. More information is upcoming on our website.

9. Review program participants

- Note Questions/Comments: n/a

10. Set Next Meeting Date/Time

- Note Next Meeting: April 8, 2025 10:00 am

11. Adjourn

- Note Time: 10:49 am
- Motion to Adjourn made by: Pat Rodriguez
- Motion Seconded by: Mike Adamavich

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 'Construction'.
- 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	1,598	296	18.5	52	3.3	1,445	90.4	154	9.6	237	187	78.9	50	21.1
Carpenter (Cabinet Maker) (51-7011.00)	1	0	0	0	0	1	100.0	0	0	1	1	100.0	0	0
Carpenter (Construction) (47-2031.00)	1,245	248	19.9	45	3.6	1,099	88.3	146	11.7	184	138	75.0	46	25.0
Carpenter (Construction-Residential SWR) (47-2031.01)	9	2	22.2	0	0	0	0	9	100.0	6	0	0	6	100.0
Carpenter (Floor Coverer) (47-2042.00)	71	17	23.9	1	1.4	71	100.0	0	0	22	22	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (47-2072.00)	37	3	8.1	2	5.4	37	100.0	0	0	12	12	100.0	0	0
Carpenter (Millwright) (49-9044.00)	219	23	10.5	5	2.3	219	100.0	0	0	35	35	100.0	0	0
Carpenter (Pile Driver) (47-2031.00)	24	3	12.5	0	0	24	100.0	0	0	9	9	100.0	0	0

State Committee Report by Sponsor & Occupation



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:

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Note: Employers active in more than one occupation or committee can cause Column #7 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

Sponsor Name 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	1,598	296	18.5	52	3.3	1,445	90.4	154	9.6	237	187	78.9	50	21.1
ABC of Wisconsin (All)	117	13	11.1	2	1.7	0	0	117	100.0	40	0	0	40	100.0
Carpenter (Construction) (47-2031.00)	115	13	11.3	2	1.7	0	0	115	100.0	39	0	0	39	100.0
Carpenter (Construction-Residential SWR) (47-2031.01)	3	0	0	0	0	0	0	3	100.0	3	0	0	3	100.0
Central Wisconsin Area Carpentry JAC	30	3	10.0	1	3.3	0	0	30	100.0	6	0	0	6	100.0
Carpenter (Construction) (47-2031.00)	30	3	10.0	1	3.3	0	0	30	100.0	6	0	0	6	100.0
Eau Claire Area Carpentry JAC	98	4	4.1	2	2.0	98	100.0	0	0	27	27	100.0	0	0
Carpenter (Construction) (47-2031.00)	87	3	3.4	2	2.3	87	100.0	0	0	21	21	100.0	0	0
Carpenter (Floor Coverer) (47-2042.00)	4	0	0	0	0	4	100.0	0	0	3	3	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (47-2072.00)	7	1	14.3	0	0	7	100.0	0	0	5	5	100.0	0	0
Greater Wisconsin Millwright JAC	171	9	5.3	3	1.8	171	100.0	0	0	24	24	100.0	0	0
Carpenter (Millwright) (49-9044.00)	171	9	5.3	3	1.8	171	100.0	0	0	24	24	100.0	0	0
La Crosse Area Carpentry JAC	66	3	4.5	0	0	66	100.0	0	0	15	15	100.0	0	0
Carpenter (Construction) (47-2031.00)	54	3	5.6	0	0	54	100.0	0	0	14	14	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (47-2072.00)	7	0	0	0	0	7	100.0	0	0	1	1	100.0	0	0
Carpenter (Pile Driver) (47-2031.00)	5	0	0	0	0	5	100.0	0	0	2	2	100.0	0	0
Madison Area Carpentry JAC	268	59	22.0	12	4.5	268	100.0	0	0	47	47	100.0	0	0
Carpenter (Construction) (47-2031.00)	255	57	22.4	11	4.3	255	100.0	0	0	41	41	100.0	0	0
Carpenter (Floor Coverer) (47-2042.00)	7	1	14.3	0	0	7	100.0	0	0	5	5	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (47-2072.00)	6	1	16.7	1	16.7	6	100.0	0	0	3	3	100.0	0	0

State Committee Report by Sponsor & Occupation



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	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	1,598	296	18.5	52	3.3	1,445	90.4	154	9.6	237	187	78.9	50	21.1
Northeast Wisconsin Carpentry JAC	275	38	13.8	14	5.1	274	99.6	1	.4	35	34	97.1	1	2.9
Carpenter (Construction) (47-2031.00)	233	30	12.9	14	6.0	232	99.6	1	.4	27	26	96.3	1	3.7
Carpenter (Floor Coverer) (47-2042.00)	30	7	23.3	0	0	30	100.0	0	0	6	6	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (47-2072.00)	15	1	6.7	1	6.7	15	100.0	0	0	7	7	100.0	0	0
Northern WI Carpenters Advisory Comm	6	2	33.3	0	0	0	0	6	100.0	3	0	0	3	100.0
Carpenter (Construction-Residential SWR) (47-2031.01)	6	2	33.3	0	0	0	0	6	100.0	3	0	0	3	100.0
SE WI Area Carpentry JAC	428	143	33.4	15	3.5	428	100.0	0	0	86	86	100.0	0	0
Carpenter (Cabinet Maker) (51-7011.00)	1	0	0	0	0	1	100.0	0	0	1	1	100.0	0	0
Carpenter (Construction) (47-2031.00)	397	134	33.8	14	3.5	397	100.0	0	0	75	75	100.0	0	0
Carpenter (Floor Coverer) (47-2042.00)	30	9	30.0	1	3.3	30	100.0	0	0	12	12	100.0	0	0
SE WI Area Millwright/PileDriver JAC	67	17	25.4	2	3.0	67	100.0	0	0	18	18	100.0	0	0
Carpenter (Millwright) (49-9044.00)	48	14	29.2	2	4.2	48	100.0	0	0	13	13	100.0	0	0
Carpenter (Pile Driver) (47-2031.00)	19	3	15.8	0	0	19	100.0	0	0	7	7	100.0	0	0
Wausau Area Carpentry JAC	78	5	6.4	1	1.3	78	100.0	0	0	21	21	100.0	0	0
Carpenter (Construction) (47-2031.00)	76	5	6.6	1	1.3	76	100.0	0	0	19	19	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (47-2072.00)	2	0	0	0	0	2	100.0	0	0	2	2	100.0	0	0



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 Carpentry Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2015	597	172
2016	757	197
2017	889	208
2018	1,080	236
2019	1,224	243
2020	1,332	245
2021	1,250	226
2022	1,184	222
2023	1,168	217
2024	1,239	215
2025	1,278	219

