

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, September 16, 2025
10:00am-12:00pm

Attend In-Person:

Madison College-Truax Campus
1701 Wright St
Rm: E1723

Please note:

Parking is in the **Gated Visitor Parking Lot** at 1705 Hoffman St., next to the Health Education Building. At the parking gate, press the call button and let them know you are here for a conference meeting

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

Teams Meeting ID: 295 084 226 883 | Passcode: NT6Zg2uY

Attend via Phone: #608-571-2209 | Conference ID: 859 251 197#

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. **Update on status of Carpenter-Heavy Highway Pile Driver program**
 - b. **Two-Term Variable-(carryover from Spring 2025) Review draft language**
 - c. **WIDS Curriculum Review Update**
6. **Director's Call Discussion**
7. **WTCS Update**
8. **Other Discussion Items**
9. **Review Program Participants**
10. **Set Next Meeting Date/Time:** (Spring-virtual only)
11. **Adjourn**

State Apprenticeship Advisory Committee Carpenters

Tuesday, April 8, 2025

10:00AM-12:00PM

In-Person and/or Virtual: Both

Check if Present	Members	Organization/Employer
<input checked="" type="checkbox"/>	Joe Schwengels	J.P. Cullen & Sons
<input checked="" type="checkbox"/>	Michael Adamavich	NCSRCC
<input checked="" type="checkbox"/>	Jim Bunkelman	Royal Construction
<input checked="" type="checkbox"/>	Shaun Coates	NCSRCC
<input checked="" type="checkbox"/>	Jim Macejkovic	Building Service, Inc.
<input checked="" type="checkbox"/>	Kevin Hennessey	NCSRCC
<input type="checkbox"/>	Michael McDonald	Associated Builders & Contractors of WI
<input checked="" type="checkbox"/>	Raul Hernandez	NCSRCC
<input type="checkbox"/>	Tim Preiss	Boldt, Oscar J. Construction
<input checked="" type="checkbox"/>	Mike Higgins	NCSRCC
	Aaron Smith	C. G. Schmidt, Inc
x	Matt Jacobs	NCSRCC
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"/>	Rob Giese	Training Director-Carpenters
<input checked="" type="checkbox"/>	Joe Dolezal	Committee member. Needs to be added
<input checked="" type="checkbox"/>	Lisa Perkofski	Carpenters Training Center
<input checked="" type="checkbox"/>	Ryan Herber	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Raquel Nowak	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Mike Saugstad	ABC
<input checked="" type="checkbox"/>	Nick Abbott	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Lynn O' Shasky	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Marty Derenne	ABC
<input checked="" type="checkbox"/>	Christina Jungwirth	WTCS
<input checked="" type="checkbox"/>	Leslie Pelikan	Bureau of Apprenticeship
x	Kelly Tourdot	ABC
x	Amy Adamski	Staab Construction

x	Ben Stahlecker	Bureau of Apprenticeship
x	Tim Budda	Bureau of Apprenticeship

Draft Meeting Minutes

Click or tap here to enter text.

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

1. Call Meeting to Order

- Note Who: Joe Schwengels
- Note Time: 10:03AM

2. Introductions and Record Attendees (in table above)

3. Review Roster

- Note any Changes: BAS is reviewing all state committee rosters to ensure membership is up to date. BAS will reach out to those with expired terms for re-nomination or replacement nomination letters. Currently no one on this committee has an expired term but there are several that will expire this year. Joe Dolezal also needs to be added to the committee roster and a replacement is needed for Michael McDonald. Shaun Coates was nominated to fill the vacant employee side co-chair position. Motion was made by Joe Schwengels and seconded by Michael Adamavich. The committee approved the motion.

4. Review and Approve Previous Meeting Minutes

- Note any Changes: None
- Motioned to Approve made by: Shaun Coates
- Seconded Motion made by: Jim Macejkovic

5. Specific Items for Discussion (Public Comment)

a. Wage Repayment Agreements

- i. Liz Pusch provided an overview of recent concerns with sponsors and employers requiring apprentices to sign wage repayment agreements that could affect them in the instance of leaving employment with their assigned employer either within the course of their apprenticeship or after completion. Liz shared a memo that was issued in Feb 2024 outlining the statutory requirement of paid related instruction and the prohibition of requiring the repayment of contract-required PRI. The Advisory Council discussed this item at the February 2025 meeting and subsequently approved language for addition to the WI Apprenticeship Manual to clarify this. Notification will be provided when the Manual update is completed. Sponsors or employers can reach out to BAS for assistance in complying with this requirement, if needed.

b. Discussion on Status of Carpenter-Heavy Highway Pile Driver Program

- i. The committee wants to start a new statewide JAC specifically for the Carpenter-Heavy High Pile Driver apprenticeship program. This new JAC will cover the entire state except for the 6 counties currently covered by the SE WI Area Carpentry JAC. They currently cover Kenosha, Milwaukee, Ozaukee, Racine, Washington and Waukesha. Committee members stated that the curriculum and work processes for this specific program greatly varies from the other programs, so it makes sense for it to have its own JAC. The committee also believes by having a separate committee, they will be able to grow the program and represent their apprentices and contractors more efficiently. This new committee will continue to conduct their related instruction courses at the Madison

training center.

1. MOTION-Approve a new Pile Driver/Heavy Highway Local JAC

- a. Motioned to Approve made by: Michael Adamavich
 - b. Seconded Motion made by: Shaun Coates
 - c. Motion approved by the committee
- ii. Liz Pusch reminded the committee they will now need standards, committee members and selection procedures submitted to BAS. The current committees will also need to transfer their current Pile Driver apprentices

c. Discussion on Two-Term Variable of State Exhibit A

- i. The committee discussed possibly removing or editing the two-term variable in the exhibit a of their contracts so apprentices could complete their contract prior to 4 years if they met all of their related instruction and on the job training hours. The current term of apprenticeship listed in the Exhibit A of the carpenter program states, "The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6,240 hours". This means even if apprentices complete all of their paid related instruction and on the job training hours early, they still have to meet the 4-year requirement to complete their contract. It also means that any early completions would technically be in violation of the apprenticeship contract.
- ii. The committee discussed possibly removing the 4-year requirement and only having an hour requirement. However, BAS reminded the committee this could potentially cause other issues, such as apprentices going over the maximum amount of time allowed in the apprenticeship. If the apprentices did not work 2080 hours a year, it would cause them to go over the time frame required to complete (1 year past their estimated completion date). This change could potentially cause more apprentices to be cancelled for going over their term date.
- iii. The committee decided on potentially adding language in the state standards regarding early completion or in the special provisions section in the Exhibit A. Liz Pusch recommended adding proposed language: "Apprentices can complete prior to the 4-year term if they complete the following items...". The language regarding early completion would have to be listed in the Carpentry State Standards and would outline what local committees need to add to their local standards if they want to allow for early completion. Lastly, the request for early completion has to come by request from the apprentice.

1. MOTION-BAS to provide proposed language to allow for early completion.

(Discussion will continue at Fall 2025 meeting)

- a. Motioned to Approve made by: Shaun Coates
- b. Seconded Motion made by: Michael Adamavich
- c. Motion approved by committee

6. Questions from the Director's Call

- Note Questions/Comments: The Director's Call recording is available on the State Committee website. No questions or concerns from the committee.

7. WTCS Update-None

8. Other

- Note Questions/Comments: None

9. Review program participants

- Note Questions/Comments: None

10. Set Next Meeting Date/Time

- Note Next Meeting: Tuesday, September 16, 2025. 10:00AM-12:00PM. The meeting will be held in person at GEF-1 and will also be available virtually. Committee agreed to move forward with Fall meetings in-person (w/virtual option) with members strongly encouraged to attend in-person and the Spring meetings will be virtual only.

11. Adjourn

- Note Time: 11:34AM
- Motion to Adjourn made by: Shaun Coates
- Motion Seconded by: Michael Adamavich



This summary counts employers and apprentices, between 8/14/2024 and 8/14/2025 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	1,685	327	19.4	61	3.6	1,502	89.1	183	10.9	243	189	77.8	54	22.2
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)	1,319	278	21.1	51	3.9	1,143	86.7	176	13.3	191	141	73.8	50	26.2
Carpenter (Construction-Residential SWR) (47-2031.01)	8	2	25.0	0	0	0	0	8	100.0	6	0	0	6	100.0
Carpenter (Floor Coverer) (47-2042.00)	73	18	24.7	2	2.7	73	100.0	0	0	22	22	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (47-2072.00)	39	3	7.7	3	7.7	39	100.0	0	0	11	11	100.0	0	0
Carpenter (Millwright) (49-9044.00)	225	23	10.2	5	2.2	225	100.0	0	0	33	33	100.0	0	0
Carpenter (Pile Driver) (47-2031.00)	25	4	16.0	1	4.0	25	100.0	0	0	10	10	100.0	0	0

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 8/14/2024 and 8/14/2025 with contract status as Active & Unassigned in occupation(s) associated with this committee.

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- Contract sector is 'Construction'.
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- Contract sponsor is the employer.

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	1,685	327	19.4	61	3.6	1,502	89.1	183	10.9	243	189	77.8	54	22.2
ABC of Wisconsin (All)	148	15	10.1	4	2.7	0	0	148	100.0	44	0	0	44	100.0
Carpenter (Construction) (47-2031.00)	146	15	10.3	4	2.7	0	0	146	100.0	43	0	0	43	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	29	3	10.3	1	3.4	0	0	29	100.0	6	0	0	6	100.0
Carpenter (Construction) (47-2031.00)	29	3	10.3	1	3.4	0	0	29	100.0	6	0	0	6	100.0
Eau Claire Area Carpentry JAC	97	5	5.2	2	2.1	97	100.0	0	0	25	25	100.0	0	0
Carpenter (Construction) (47-2031.00)	86	4	4.7	2	2.3	86	100.0	0	0	19	19	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	6	6	100.0	0	0
Greater Wisconsin Millwright JAC	175	8	4.6	3	1.7	175	100.0	0	0	23	23	100.0	0	0
Carpenter (Millwright) (49-9044.00)	175	8	4.6	3	1.7	175	100.0	0	0	23	23	100.0	0	0
La Crosse Area Carpentry JAC	66	3	4.5	0	0	66	100.0	0	0	13	13	100.0	0	0
Carpenter (Construction) (47-2031.00)	54	3	5.6	0	0	54	100.0	0	0	12	12	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	270	55	20.4	12	4.4	270	100.0	0	0	47	47	100.0	0	0
Carpenter (Construction) (47-2031.00)	257	53	20.6	11	4.3	257	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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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	1,685	327	19.4	61	3.6	1,502	89.1	183	10.9	243	189	77.8	54	22.2
Northeast Wisconsin Carpentry JAC	266	38	14.3	16	6.0	265	99.6	1	.4	35	34	97.1	1	2.9
Carpenter (Construction) (47-2031.00)	223	29	13.0	15	6.7	222	99.6	1	.4	30	29	96.7	1	3.3
Carpenter (Floor Coverer) (47-2042.00)	30	9	30.0	0	0	30	100.0	0	0	5	5	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (47-2072.00)	15	1	6.7	2	13.3	15	100.0	0	0	7	7	100.0	0	0
Northern WI Carpenters Advisory Comm	5	2	40.0	0	0	0	0	5	100.0	3	0	0	3	100.0
Carpenter (Construction-Residential SWR) (47-2031.01)	5	2	40.0	0	0	0	0	5	100.0	3	0	0	3	100.0
SE WI Area Carpentry JAC	471	171	36.3	18	3.8	471	100.0	0	0	90	90	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)	438	163	37.2	16	3.7	438	100.0	0	0	78	78	100.0	0	0
Carpenter (Floor Coverer) (47-2042.00)	32	8	25.0	2	6.3	32	100.0	0	0	13	13	100.0	0	0
SE WI Area Millwright/PileDriver JAC	70	19	27.1	3	4.3	70	100.0	0	0	19	19	100.0	0	0
Carpenter (Millwright) (49-9044.00)	50	15	30.0	2	4.0	50	100.0	0	0	13	13	100.0	0	0
Carpenter (Pile Driver) (47-2031.00)	20	4	20.0	1	5.0	20	100.0	0	0	8	8	100.0	0	0
Wausau Area Carpentry JAC	93	8	8.6	3	3.2	93	100.0	0	0	21	21	100.0	0	0
Carpenter (Construction) (47-2031.00)	89	8	9.0	3	3.4	89	100.0	0	0	19	19	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (47-2072.00)	4	0	0	0	0	4	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: 08/14/2025		
Run Date: 08/14/2025		
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	227
2022	1,184	224
2023	1,168	220
2024	1,239	218
2025	1,275	220

