

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

Wednesday, September 23, 2026
10:00am-12:00pm

**Attend In-Person: 2125 Commercial Ave, Madison
WI 53704 ROOM 240**

Attend Virtually: [Join the Meeting](#)

Teams Meeting ID: 254 804 543 458 08 | Passcode:vY6HE7dd

Attend via Phone: #608-571-2209 | Conference ID: 273 782 794#

*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. High school diploma requirement (continue discussion)**
 - b. Mental Health Training for Apprentices (carryover from spring)**
- 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 Carpenters

Wednesday, April 8, 2026

10:00AM-12:00PM

In-Person and/or Virtual: Virtual

Check if Present	Members	Organization/Employer
☒	Joe Schwengels	J.P. Cullen & Sons
☒	Michael Adamavich	NCSRCC
☒	Jim Bunkelman	Royal Construction
☒	Shaun Coates	NCSRCC
☐	Jim Macejkovic	Building Service, Inc.
☒	Kevin Hennessey	NCSRCC
☒	Cheyenne Foster	Associated Builders & Contractors of WI
☒	Raul Hernandez	NCSRCC
☐	Tim Preiss	Boldt, Oscar J. Construction
☒	Mike Higgins	NCSRCC
x	Aaron Smith	C. G. Schmidt, Inc
x	Matt Jacobs	NCSRCC
Check if Present	Consultants & Guests	Organization/Employer
☒	Polk, David	Bureau of Apprenticeship
☒	Pusch, Liz	Bureau of Apprenticeship
☒	Lynn O' Shasky	Bureau of Apprenticeship
☒	Leslie Pelikan	Bureau of Apprenticeship
☒	Paul Kamps	Bureau of Apprenticeship
☒	Chelsea Will	Bureau of Apprenticeship
☒	Tammy Kennedy	Bureau of Apprenticeship
☒	Amanda Mayek	WTCS
☒	Tim Budda	Bureau of Apprenticeship
☒	Rob Giese	NMRCC
☒	Mark Kessenich	AGC of Greater Milwaukee
☐		
☐		

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.

4. Review and Approve Previous Meeting Minutes

- Note any Changes: None
- Motioned to Approve made by: Shaun Coates
- Seconded Motion made by: Raul Hernandez

5. Specific Items for Discussion (Public Comment)

I. HIGH SCHOOL DIPLOMA REQUIREMENT

- i. Rob Giese recommended potential changes to the high school diploma requirement for carpenter apprentices. The committee does not want to remove the diploma requirement but instead create an alternative pathway. Rob proposed that applicants without a high school diploma be allowed entry into the apprenticeship program, but those apprentices would be required to attain their GED within the first 9 months of their contract. Apprentices who fail to complete the requirement, would be cancelled under their probationary period. Liz Pusch expressed concerns with this requirement because of potential legal issues. She stated that cancelling an apprentice for failing to acquire their GED may have significant implications, including appeals that would be granted an administrative hearing with a judge.
- ii. David Polk asked the committee how many applicants are currently applying without a high school diploma. Michael Adamavich did not have the exact numbers readily available but said he could get those numbers for BAS. He stated the data they have won't reflect the entire situation because it won't show how many potential applicants never even attempted entry into the program because they knew they didn't meet the minimum requirement.
- iii. David also brought up concerns that if the apprentice does not have a diploma, it's likely the apprentice will struggle with their regular PRI classes. He also stated it may be very difficult for these apprentices to work full time, attend their regular PRI classes and take their GED classes at the same time. Rob Giese responded and said the union has funds and resources to help these apprentices if they are having issues with their classes.
- iv. In response to David's concerns, multiple committee members said they believe this policy change could help a lot of people. Their concern is that many of the people they turn away because of the diploma requirement will just work for other employers not involved in apprenticeship where they don't receive any formal training.

- v. The committee asked BAS if any other committee has a similar policy. Liz Pusch explained there are committees who eliminated their high school diploma requirement and provide resources to apprentices if they want to get their GED, but it is not a requirement. Multiple committee members stated they don't want to eliminate the high school diploma requirement. No decision was made but the committee made a motion to keep this item on the agenda for the fall 2026 meeting. This will allow the committee some time to discuss these changes with employers/contractors and local JAC's.
 - i. **Motion-** Joe Schwengels-The committee will gather applicant data to see how many applicants this would affect. The committee will also provide a detailed outline on how progression would be tracked and how it would be implemented at the local committee level. BAS will follow up on how potential cancellations and appeals would be handled if an apprentice was cancelled during the probationary period for not completing the GED requirement.
Second-Shaun Coates
MOTION APPROVED

II. MENTAL HEALTH TRAINING FOR APPRENTICES

- i. Director Polk provided a summary of the Advisory Council discussions surrounding a potential required mental health training requirement for apprentices. David mentioned at the last Council meeting, multiple members made suggestions that all apprentices potentially receive mental health and suicide prevention training as part of their apprenticeship requirements. David explained this topic is up for discussion at every state committee meeting this spring but no actions or motions are required at this time. BAS is gathering feedback from committees to see if they are already conducting this training, and feedback on a potential requirement. Multiple committee members stated their employers offer this training to all employees but it is not required or mandated. The consensus of the committee is that they are not opposed to this training for apprentices.

6. Questions from the Director's Call

- Note Questions/Comments: The Director's Call recording is available on the State Committee website. National Apprenticeship Week will be April 27 through May 2.

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: September 23, 10AM-12PM. The meeting will be in-person with a virtual option.

11. Adjourn

- Note Time: 11:13AM
- Motion to Adjourn made by: Joe Schwengels
- Motion Seconded by: Shaun Coates



This summary counts employers and apprentices, between 8/20/2025 and 8/20/2026 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	1,869	383	20.5	70	3.7	1,681	89.9	188	10.1	240	187	77.9	53	22.1
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)	1,476	324	22.0	58	3.9	1,294	87.7	182	12.3	196	145	74.0	51	26.0
Carpenter (Construction-Residential SWR) (47-2031.01)	6	2	33.3	0	0	0	0	6	100.0	4	0	0	4	100.0
Carpenter (Floor Coverer) (47-2042.00)	91	24	26.4	3	3.3	91	100.0	0	0	21	21	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (47-2072.00)	52	4	7.7	3	5.8	52	100.0	0	0	14	14	100.0	0	0
Carpenter (Millwright) (49-9044.00)	226	23	10.2	5	2.2	226	100.0	0	0	34	34	100.0	0	0
Carpenter (Pile Driver) (47-2031.00)	23	7	30.4	1	4.3	23	100.0	0	0	10	10	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	1,869	383	20.5	70	3.7	1,681	89.9	188	10.1	240	187	77.9	53	22.1
ABC of Wisconsin (All)	151	18	11.9	3	2.0	0	0	151	100.0	45	0	0	45	100.0
Carpenter (Construction) (47-2031.00)	149	18	12.1	3	2.0	0	0	149	100.0	45	0	0	45	100.0
Carpenter (Construction-Residential SWR) (47-2031.01)	2	0	0	0	0	0	0	2	100.0	2	0	0	2	100.0
Central Wisconsin Area Carpentry JAC	32	3	9.4	0	0	0	0	32	100.0	5	0	0	5	100.0
Carpenter (Construction) (47-2031.00)	32	3	9.4	0	0	0	0	32	100.0	5	0	0	5	100.0
Eau Claire Area Carpentry JAC	94	5	5.3	3	3.2	94	100.0	0	0	25	25	100.0	0	0
Carpenter (Construction) (47-2031.00)	84	5	6.0	3	3.6	84	100.0	0	0	20	20	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)	6	0	0	0	0	6	100.0	0	0	5	5	100.0	0	0
Greater Wisconsin HHPD JAC	32	2	6.3	2	6.3	32	100.0	0	0	10	10	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (47-2072.00)	32	2	6.3	2	6.3	32	100.0	0	0	10	10	100.0	0	0
Greater Wisconsin Millwright JAC	173	9	5.2	4	2.3	173	100.0	0	0	24	24	100.0	0	0
Carpenter (Millwright) (49-9044.00)	173	9	5.2	4	2.3	173	100.0	0	0	24	24	100.0	0	0
La Crosse Area Carpentry JAC	74	2	2.7	0	0	74	100.0	0	0	14	14	100.0	0	0
Carpenter (Construction) (47-2031.00)	63	2	3.2	0	0	63	100.0	0	0	13	13	100.0	0	0
Carpenter (Floor Coverer) (47-2042.00)	2	0	0	0	0	2	100.0	0	0	1	1	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (47-2072.00)	9	0	0	0	0	9	100.0	0	0	1	1	100.0	0	0

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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	1,869	383	20.5	70	3.7	1,681	89.9	188	10.1	240	187	77.9	53	22.1
Madison Area Carpentry JAC	310	73	23.5	17	5.5	310	100.0	0	0	46	46	100.0	0	0
Carpenter (Construction) (47-2031.00)	296	71	24.0	15	5.1	296	100.0	0	0	39	39	100.0	0	0
Carpenter (Floor Coverer) (47-2042.00)	7	1	14.3	1	14.3	7	100.0	0	0	6	6	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (47-2072.00)	7	1	14.3	1	14.3	7	100.0	0	0	4	4	100.0	0	0
Northeast Wisconsin Carpentry JAC	266	43	16.2	16	6.0	265	99.6	1	.4	35	34	97.1	1	2.9
Carpenter (Construction) (47-2031.00)	217	30	13.8	14	6.5	216	99.5	1	.5	29	28	96.6	1	3.4
Carpenter (Floor Coverer) (47-2042.00)	37	12	32.4	0	0	37	100.0	0	0	5	5	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (47-2072.00)	13	1	7.7	2	15.4	13	100.0	0	0	6	6	100.0	0	0
Northern WI Carpenters Advisory Comm	4	2	50.0	0	0	0	0	4	100.0	2	0	0	2	100.0
Carpenter (Construction-Residential SWR) (47-2031.01)	4	2	50.0	0	0	0	0	4	100.0	2	0	0	2	100.0
SE WI Area Carpentry JAC	569	202	35.5	21	3.7	569	100.0	0	0	97	97	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)	528	192	36.4	19	3.6	528	100.0	0	0	88	88	100.0	0	0
Carpenter (Floor Coverer) (47-2042.00)	41	11	26.8	2	4.9	41	100.0	0	0	11	11	100.0	0	0
SE WI Area Millwright/PileDriver JAC	74	21	28.4	2	2.7	74	100.0	0	0	23	23	100.0	0	0
Carpenter (Millwright) (49-9044.00)	53	14	26.4	1	1.9	53	100.0	0	0	15	15	100.0	0	0
Carpenter (Pile Driver) (47-2031.00)	23	7	30.4	1	4.3	23	100.0	0	0	10	10	100.0	0	0



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		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	1,869	383	20.5	70	3.7	1,681	89.9	188	10.1	240	187	77.9	53	22.1
Wausau Area Carpentry JAC	111	3	2.7	4	3.6	111	100.0	0	0	21	21	100.0	0	0
Carpenter (Construction) (47-2031.00)	109	3	2.8	4	3.7	109	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: 2026* and Previous -10 Years

*Current year is YTD data as of Run Date: 08/24/2026		
Run Date: 08/24/2026		
State Carpentry Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
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	224
2023	1,168	216
2024	1,239	218
2025	1,275	217
2026	1,314	222

