

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

STATE OF WISCONSIN

Department of Workforce Development
Tony Evers, Governor
Amy Pechacek, Secretary
Michele Carter, Division Administrator

Arborist Apprenticeship State Committee

Agenda

Wednesday, October 15, 2025
10:00 a.m. – 12:00 p.m.

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

Teams Meeting ID: 261 957 390 553 2 | Passcode: Rz9bB7YQ

Dial in by phone: 1-608-571-2209
Phone conference ID: 367852335#

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. No specific items for discussion
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 Arborist Apprenticeship Advisory Committee

April 30, 2025

10:00am-12:00pm

MATC-Mequon

In-Person and/or Virtual: Both

Check if Present	Members	Organization/Employer
<input checked="" type="checkbox"/>	Hoppe, August - Co-Chair	Hoppe Tree Service - Employer
<input type="checkbox"/>	Freeland, Wesley	Big Iron Tree Works - Employer
<input checked="" type="checkbox"/>	Reince, Ben	Wachtel Tree Service - Employer
<input checked="" type="checkbox"/>	Trevor Novacek	Willow Tree Service - Employer
<input checked="" type="checkbox"/>	Krouse, Randy - Co-Chair	City of Milwaukee Forestry Services - Employee
<input checked="" type="checkbox"/>	Harris, Tim	SavATree - Employee
<input checked="" type="checkbox"/>	Sam Stern	Dorshak Family Tree & Landscape Inc - Employee
Check if Present	Consultants & Guests	Organization/Employer
<input type="checkbox"/>	Polk, David	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Pusch, Liz	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Nick Abbott	Bureau of Apprenticeship
<input type="checkbox"/>	Mandy Mayek	WTCS
<input type="checkbox"/>	Johanna O'Boyle	MATC
<input type="checkbox"/>	Aaron Schauer	Gateway
<input type="checkbox"/>	Joe Hoffman	Midstate
<input type="checkbox"/>	Dave Stuart	MATC
<input type="checkbox"/>	Lynn Neitzel	WIDS
<input type="checkbox"/>	Leslie Pelikan	BAS

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: Randy Krouse
- Note Time: 10:04

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. The committee reviewed their current roster. 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: Ben Reince
- Seconded Motion made by: Sam Stern

5. Specific Committee Items for Discussion (Public Comment)

A. **Best Management Practices Guide** – Follow up discussion

A group of employers came together to develop an expanded guide that builds off of the Exhibit A program provisions. This guide expanded on what each item means, how to use the job book that BAS provides to apprentices. This will help trainers and new employer sponsors determine how to implement apprenticeship. The committee discussed posting the supporting documentation on WAA website as an optional resource. Once draft is complete it will be sent to BAS for feedback.

b. **5-Year Curriculum Review – Update**

No changes to curriculum or hours, the group made one update to course name (missed in FY21), instructors confirmed curriculum currently supports students who need to take ISA cert exam. Invited instructors provided feedback regarding curriculum alignment between schools and WTCS confirmed packaging and sequencing can vary and is allowed per BAS manual.

c. **Discussion on ISA Certified Arborist Exam**

Instructors were asked to provide feedback regarding the ISA test, they mentioned test Anxiety for written tests can be difficult for some learners, committee members discussed WI Arborist Association facilitating study groups and test reviews. Committee members asked instructors if WTCS schools can duplicate WAA efforts (expressing concerns it would be duplicating efforts, advised perhaps share communications on when WAA reviews are scheduled)

- Vote to keep ISA Cert as optional and not required.
 - *Sam Stern– first*
 - *August Hoppe– second*
 - *Motion passed*

d. **Apprentice Wage Repayment Agreements**

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.

- e. **Discuss New Milwaukee Area Arborist Pre-Apprenticeship** program – Randy Krouse provided an overview of the new CPA created in collaboration with Employ Milwaukee. This will allow jobs skills development and work experience in partnership with multiple employers in the Milwaukee area. WAA was suggested as a potential owner of the CPA in the future.
- f. **Discuss Outreach Options to Encourage State Municipalities to Adopt the Arborist Apprenticeship program.** – Randy Krouse discussed the possibility of doing a new Webinar via WAA focused on state municipalities.

6. Questions from the Director's Call

- Note Questions/Comments: *The Director's Call recording is available on the State Committee website. Committee had no follow-up questions from the call.*

7. WTCS Update

- Note Questions/Comments: *Mandy Mayek introduced as new WTCS contact, discussed survey results and Ascendium grants. Tools of the Trade grant was discussed and the fact that it does not cover Arborist at this time.*

8. Review program participants

- Note Questions/Comments: *Liz Pusch provided recruitment numbers, no questions or discussion.*

9. Set Next Meeting Date/Time

- Note Next Meeting: Fall meeting Wednesday 10/15/2025 – City of Milwaukee to host

10. Adjourn

- Note Time: 12:00 pm
- Motion to Adjourn made by: Ben Reince
- Motion Seconded by: Sam Stern



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 'Service'.
 - 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	94	24	25.5	11	11.7	1	1.1	93	98.9	19	1	5.3	18	94.7
Arborist (37-3013.00)	94	24	25.5	11	11.7	1	1.1	93	98.9	19	1	5.3	18	94.7



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 Arborist Committee		
Sponsored Trade Group(s): Service		
Year	Active Apprentices	Active Sponsors
2015		
2016		
2017	3	2
2018	5	3
2019	39	6
2020	54	10
2021	61	13
2022	86	18
2023	75	13
2024	60	16
2025	84	17

